

FINANCE DIRECTOR (NOT CFO) - 205: FINANCE

2023 National Executive Compensation Survey

Responsible for financial management of the budgeting and forecasting processes, financial analysis, reporting and financial planning. The job typically requires a bachelor's degree in accounting or finance and 10+ years of financial experience, or equivalent. Directs and oversees all the financial management functions supporting and attaining profitable growth and strategic goals. This position typically reports to the President and will provide support as a key member of the management team.

			BASE PAY						VARIABLE PAY					TOTAL CASH COMPENSATION					
Data Effective: February 1, 2023	# of Orgs	# of Execs	Mean	10th	25th	Median	75th	90th	Mean	25th	Median	75th	Tgt %	Mean	10th	25th	Median	75th	90th
Total Responses	316	351	\$144,734	\$93,638	\$118,533	\$150,000	\$175,136	\$200,000	\$30,145	\$10,000	\$25,930	\$44,050	18.1	\$156,951	\$96,446	\$123,585	\$161,000	\$194,197	\$236,067
MANUFACTURING BY SALES VOLUME (IN MILLIONS)																			
\$5.0 - 9.9	5	5	\$136,018	-	\$97,946	\$140,000	\$172,099	-	-	-	-	-	-	\$142,573	-	\$99,446	\$148,100	\$182,936	-
\$10.0 - 14.9	7	7	\$143,725	-	\$114,110	\$150,000	\$163,170	-	-	-	-	-	-	\$171,398	-	\$116,106	\$163,170	\$223,270	-
\$15.0 - 24.9	14	14	\$151,074	\$104,600	\$144,633	\$150,000	\$170,070	\$181,142	\$20,034	\$6,356	\$15,000	\$30,338	-	\$161,092	\$109,100	\$149,375	\$162,500	\$177,125	\$201,168
\$25.0 - 49.9	17	18	\$153,530	\$125,415	\$141,876	\$153,651	\$165,750	\$189,218	\$16,708	\$7,875	\$13,677	\$28,868	11.7	\$159,427	\$126,015	\$144,825	\$155,000	\$170,505	\$199,721
\$50.0 - 99.9	24	24	\$161,632	\$112,500	\$142,094	\$166,402	\$180,450	\$201,598	\$36,906	\$17,000	\$35,409	\$52,220	21.5	\$186,237	\$119,360	\$147,250	\$183,303	\$228,687	\$251,998
\$100.0 - 249.9	24	24	\$168,140	\$130,250	\$149,625	\$169,873	\$181,700	\$208,218	\$32,643	\$7,000	\$30,000	\$50,429	24.8	\$180,381	\$134,500	\$153,039	\$171,645	\$204,520	\$251,101
\$250.0 - 499.9	14	16	\$170,956	\$124,407	\$142,900	\$169,381	\$192,509	\$225,148	\$39,573	\$20,827	\$34,930	\$55,541	27.0	\$199,222	\$141,481	\$167,325	\$178,728	\$221,822	\$281,023
\$500.0+	16	27	\$175,153	\$141,489	\$153,805	\$186,375	\$200,000	\$228,454	\$60,883	\$32,109	\$45,488	\$87,005	24.9	\$204,875	\$162,541	\$180,000	\$204,506	\$237,321	\$263,799
NON-MANUFACTURING BY SALES VOLUME (IN MILLIONS)																			
\$0 - 4.9	27	28	\$107,178	\$61,366	\$73,500	\$100,913	\$131,299	\$167,257	\$45,596	\$2,945	\$57,090	\$82,500	-	\$115,622	\$64,047	\$74,495	\$121,014	\$140,576	\$177,323
\$5.0 - 9.9	26	26	\$109,312	\$74,340	\$84,500	\$102,388	\$130,120	\$148,688	-	-	-	-	12.2	\$109,429	\$74,340	\$84,500	\$103,367	\$130,120	\$148,688
\$10.0 - 14.9	21	22	\$128,292	\$82,101	\$95,504	\$115,060	\$162,840	\$181,102	\$18,749	\$9,264	\$12,012	\$17,637	7.6	\$136,327	\$82,101	\$95,504	\$126,066	\$165,147	\$196,514
\$15.0 - 24.9	28	35	\$123,281	\$73,782	\$106,665	\$131,950	\$161,700	\$195,200	\$28,923	\$16,871	\$35,560	\$42,828	-	\$131,545	\$76,282	\$110,000	\$137,500	\$186,776	\$224,155
\$25.0 - 49.9	16	16	\$142,166	\$107,513	\$124,723	\$136,250	\$161,218	\$187,709	\$17,067	\$3,554	\$24,213	\$27,007	12.4	\$147,499	\$108,127	\$124,723	\$142,572	\$162,934	\$214,318
\$50.0 - 99.9	23	23	\$148,470	\$102,000	\$113,535	\$149,350	\$170,000	\$215,830	\$17,334	\$10,000	\$14,000	\$26,445	11.1	\$154,499	\$107,383	\$113,535	\$149,350	\$180,000	\$228,345
\$100.0 - 249.9	25	28	\$151,608	\$106,209	\$116,909	\$155,717	\$179,677	\$189,900	\$23,991	\$11,250	\$18,757	\$40,323	15.9	\$164,630	\$106,209	\$120,369	\$164,000	\$204,075	\$242,564
\$250.0 - 499.9	16	18	\$162,696	\$104,867	\$125,082	\$149,188	\$183,855	\$246,500	\$28,362	\$4,875	\$21,935	\$46,367	22.9	\$176,877	\$105,167	\$133,280	\$170,631	\$213,467	\$261,541
\$500.0+	11	18	\$173,145	\$127,078	\$153,765	\$186,927	\$213,575	\$233,000	\$33,825	\$17,793	\$28,294	\$37,000	-	\$194,093	\$138,223	\$157,396	\$201,927	\$248,413	\$268,200
ALL BY SALES VOLUME (IN MILLIONS)																			
\$0 - 4.9	29	30	\$111,683	\$61,747	\$73,500	\$107,173	\$137,727	\$174,606	\$45,596	\$2,945	\$57,090	\$82,500	-	\$119,544	\$64,501	\$76,486	\$124,746	\$146,250	\$181,303
\$5.0 - 9.9	31	31	\$113,619	\$75,400	\$90,000	\$104,083	\$138,349	\$165,168	\$7,166	\$1,528	\$3,000	\$14,887	10.7	\$114,775	\$75,400	\$90,000	\$105,100	\$138,349	\$171,132
\$10.0 - 14.9	28	29	\$132,150	\$85,600	\$98,752	\$120,120	\$162,138	\$183,717	\$27,880	\$9,749	\$17,000	\$45,025	9.6	\$145,095	\$85,600	\$100,429	\$143,190	\$172,219	\$223,270
\$15.0 - 24.9	42	49	\$132,545	\$90,000	\$109,600	\$140,000	\$162,000	\$183,498	\$24,775	\$8,339	\$20,848	\$41,607	-	\$141,394	\$90,000	\$115,710	\$150,000	\$182,679	\$219,029
\$25.0 - 49.9	33	34	\$148,020	\$119,794	\$130,724	\$150,000	\$162,178	\$187,879	\$16,871	\$6,000	\$17,229	\$28,015	12.1	\$153,644	\$122,109	\$133,991	\$153,651	\$165,750	\$205,804
\$50.0 - 99.9	47	47	\$155,191	\$104,000	\$130,000	\$155,565	\$176,000	\$203,659	\$30,382	\$13,451	\$27,156	\$47,887	17.2	\$170,706	\$109,766	\$135,000	\$165,000	\$206,793	\$239,900
\$100.0 - 249.9	49	52	\$159,705	\$111,178	\$132,000	\$164,400	\$179,677	\$204,424	\$27,376	\$10,000	\$20,625	\$45,845	20.2	\$172,345	\$111,178	\$139,350	\$169,873	\$204,520	\$242,855
\$250.0 - 499.9	30	34	\$166,551	\$112,948	\$136,948	\$161,254	\$185,923	\$229,647	\$34,590	\$16,782	\$31,102	\$46,367	25.2	\$187,305	\$115,698	\$149,937	\$177,350	\$219,887	\$259,480
\$500.0+	27	45	\$174,335	\$139,203	\$159,094	\$186,375	\$200,671	\$217,518	\$48,256	\$26,201	\$35,500	\$49,311	22.9	\$200,483	\$155,012	\$176,151	\$204,506	\$240,096	\$260,800
EMPLOYMENT SIZE																			
1 - 24	13	14	\$114,847	\$78,740	\$87,466	\$108,105	\$133,273	\$155,000	-	-	-	-	7.8	\$121,578	\$78,740	\$87,466	\$119,705	\$146,539	\$170,913
25 - 49	28	28	\$118,452	\$72,120	\$81,500	\$114,314	\$147,500	\$187,082	\$22,000	\$5,300	\$20,000	\$26,114	9.9	\$125,523	\$72,120	\$81,500	\$114,314	\$158,072	\$215,632
50 - 74	38	39	\$136,620	\$73,500	\$109,200	\$138,349	\$161,105	\$200,000	\$19,947	\$5,000	\$14,587	\$28,537	16.7	\$143,969	\$73,500	\$113,220	\$140,000	\$165,000	\$219,814
75 - 99	24	24	\$136,759	\$68,758	\$101,604	\$128,932	\$166,678	\$200,213	\$29,742	\$10,000	\$15,000	\$53,933	12.5	\$150,392	\$83,500	\$118,204	\$150,000	\$182,359	\$231,671
100 - 199	80	82	\$148,084	\$96,178	\$123,473	\$150,000	\$175,000	\$195,545	\$29,288	\$9,461	\$28,600	\$45,825	21.8	\$161,264	\$97,681	\$127,724	\$161,750	\$196,271	\$237,120
200 - 499	62	63	\$150,629	\$100,194	\$120,396	\$150,080	\$176,000	\$208,798	\$33,752	\$13,000	\$21,385	\$42,000	20.8	\$166,960	\$101,360	\$124,422	\$165,200	\$200,000	\$238,357
500 - 999	33	37	\$157,730	\$112,828	\$135,912	\$161,237	\$174,193	\$184,415	\$35,217	\$5,063	\$34,000	\$46,925	19.0	\$169,469	\$115,107	\$142,692	\$166,216	\$181,600	\$238,214
1000+	38	64	\$159,515	\$114,205	\$146,725	\$174,121	\$193,706	\$212,634	\$36,168	\$21,109	\$35,280	\$44,258	20.5	\$173,050	\$114,205	\$158,641	\$186,138	\$222,299	\$258,999
MAJOR NAICS INDUSTRY CATEGORY																			
Arts, Entertainment & Recreation	7	8	\$110,377	-	\$91,008	\$103,713	\$126,350	-	-	-	-	-	-	\$126,435	-	\$91,008	\$103,713	\$150,615	-
Construction	6	7	\$162,616	-	\$100,693	\$170,000	\$211,000	-	-	-	-	-	-	\$186,525	-	\$102,650	\$180,000	\$257,000	-
Durable Goods Manufacturing	99	110	\$162,239	\$120,958	\$145,000	\$165,860	\$187,652	\$204,950	\$35,066	\$10,193	\$35,000	\$49,994	22.5	\$179,478	\$134,100	\$153,612	\$175,234	\$205,500	\$250,918
Education Services	20	22	\$122,651	\$77,900	\$105,610	\$119,993	\$135,024	\$179,431	-	-	-	-	-	\$124,866	\$77,900	\$105,610	\$121,077	\$141,546	\$211,554
Financial and Insurance	14	22	\$148,608	\$116,595	\$137,842	\$150,100	\$170,770	\$206,545	\$20,641	\$15,729	\$21,146	\$39,772	17.8	\$161,877	\$116,595	\$150,460	\$170,873	\$210,264	\$228,779
Health Care & Social Assistance	44	46	\$125,594	\$76,721	\$99,335	\$125,651	\$160,337	\$182,214	\$15,128	\$2,500	\$17,200	\$28,015	11.3	\$130,064	\$78,444	\$99,335	\$126,991	\$162,654	\$200,887
Information	8	8	\$86,574	-	\$65,465	\$87,800	\$105,644	-	-	-	-	-	-	\$86,574	-	\$65,465	\$87,800	\$105,644	-
Non-Durable Goods Manufacturing	25	27	\$158,918	\$114,885	\$147,500	\$167,101	\$180,600	\$192,156	\$36,845	\$16,160	\$29,199	\$41,803	19.4	\$179,551	\$132,677	\$152,449	\$175,000	\$204,506	\$220,409
Professional, Scientific & Technical Svcs	27	28	\$150,932	\$115,295	\$126,475	\$148,879	\$175,100	\$195,975	\$25,547	\$11,509	\$20,000	\$38,844	14.1	\$163,232	\$118,367	\$130,600	\$163,850	\$197,972	\$207,955
Public Administration	9	9	\$134,432	-	\$96,143	\$124,631	\$170,545	-	-	-	-	-	-	\$144,432	-	\$111,493	\$161,105	\$180,826	-
Services (except Public Administration)	21	22	\$119,694	\$57,944	\$85,875	\$104,834	\$165,761	\$184,612	\$39,301	\$15,253	\$30,912	\$70,522	7.0	\$134,175	\$59,070	\$94,806	\$125,265	\$176,019	\$231,447
Transportation/Warehousing	7	11	\$139,177	-	\$127,199	\$170,300	\$221,299	-	-	-	-	-	-	\$143,361	-	\$128,299	\$170,300	\$253,248	-
Utilities	5	6	\$130,165	-	\$103,219	\$130,686	\$157,310	-	-	-	-	-	-	\$130,165	-	\$103,219	\$130,686	\$157,310	-
Wholesale Trade	12	12	\$151,500	\$95,820	\$119,340	\$131,200	\$199,056	\$234,500	\$18,817	\$3,525	\$12,500	\$38,625	-	\$164,045	\$97,920	\$123,777	\$134,276	\$233,157	\$249,899