



## Welcome to the 2025 Tax Salary Guide

You'll find that we've maintained much of the same look and feel from previous editions of our Salary Guide, though we have made one exciting change for 2025.

In previous editions, Senior Manager and Director positions were combined due to overlapping responsibilities in many organisations. Now, we've separated these titles to highlight the distinct responsibilities and experience levels each role entails—ensuring you can more accurately define salary ranges that match the true market value of both Senior Managers and Directors. By using this updated data, you'll be able to make better-informed decisions about how to structure and reward your tax teams.

We continue to provide salary ranges that accommodate various industries, experience levels, and educational backgrounds. As in past years, bonus-related data is not included due to the significant variations in target bonuses and actual payouts across different organisations.

## Some interesting insights we found as we go into 2025:

Industry-wide data shows notable pay increases for positions where labour shortages are most acute. In particular, Tax Analyst, Senior Tax Analyst, and Tax Manager roles have experienced average salary increases of 8–10% from 2024 going into 2025, largely because fewer new entrants are joining the tax profession.

Within accounting firms, candidates with fewer than two years of experience or in the three-to-four-year range have also seen substantial compensation growth—13% and 10%, respectively—as firms work to attract fresh graduates and retain junior-level staff.

Meanwhile, mid-sized and smaller firms have adjusted compensation at the Senior Manager (7–10 years) level by about 11%, helping them stay competitive, whether that means drawing experienced talent away from larger organisations or retaining their own seasoned professionals on the partner track.

This salary guide focuses on median salary ranges as a national baseline, but certain

provinces and cities are likely to exceed these benchmarks. In higher-cost or more competitive regions, you may need to fine-tune compensation packages to attract and retain first-rate professionals.

Recognising these regional variations enables you to tailor your approach, ensuring that salary structures align with each distinct hiring market. Whether you're looking to fill executive roles, entry-level positions, or public accounting functions, geography will heavily influence how your offers are perceived.

Wishing everyone a healthy and successful 2025!

A portrait of Eytan Ishai, a man with short dark hair, smiling, wearing a dark blue suit jacket, a white shirt, and a patterned tie. The background is dark.

*Eytan Ishai*

FOUNDER & CEO  
**FOXWOOD TAX SEARCH**

# Attracting Top Tax Talent in 2025

## The Changing Tax Landscape

The tax industry is evolving at a remarkable pace, fueled by steady economic growth in many areas and influenced by shifting global events that alter compliance standards and cross-border considerations. Technological advancements continue to reshape workflows, enabling remote collaboration, automating repetitive tasks, and improving data-driven decision-making.

In this environment, merely hiring professionals to “check the compliance box” is no longer enough. Tax experts must now be visionaries who can integrate emerging tools, provide strategic insights, and adapt swiftly to new regulations. Employers that recognise this broader skill set—and offer more than a basic paycheck—are better positioned to secure top candidates in an increasingly competitive talent market.

## Skills for the Future

Core competencies like tax strategy, audit expertise, and regulatory knowledge remain essential. However, employers today need to recruit professionals who also embrace continuous learning and master advanced digital tools. By investing in ongoing development programs, you equip your teams with the

adaptability needed for an environment where technology rapidly evolves.

Encouraging your workforce to upskill—whether through mentorships, targeted training, or cutting-edge certifications—helps fill crucial gaps in analytical and technology-driven expertise. It also demonstrates to prospective hires that your organisation values career growth and maintains a forward-looking approach to tax functions.

## Facing Hiring Challenges

A wave of retirements combined with increased demand for specialised skills has intensified competition for experienced tax professionals. At the same time, remote and hybrid work models can widen the talent pool but also raise the bar for employers looking to set themselves apart. Offering more than a salary becomes critical: flexible work options, robust benefits, and defined advancement opportunities convey a commitment to employee well-being and professional longevity.

Cultivating a vibrant organisational culture further strengthens your appeal. Demonstrating transparency, supporting work-life balance, and fostering innovation can transform an otherwise standard employment offer



into a compelling opportunity. By remaining responsive to these challenges—and showing genuine dedication to both technology and people—you'll position your department as a leader capable of attracting and retaining exceptional tax talent.

For more detailed province or city-specific salary data and insights, please reach out to Foxwood Tax Search at [info@foxwoodtax-search.com](mailto:info@foxwoodtax-search.com) or +1 (647) 494 5500. Our 2025 Canadian Salary Guide for Tax Professionals delivers the insights you need to align your strategies with local market conditions, helping you build a strong pipeline of remarkable tax professionals.

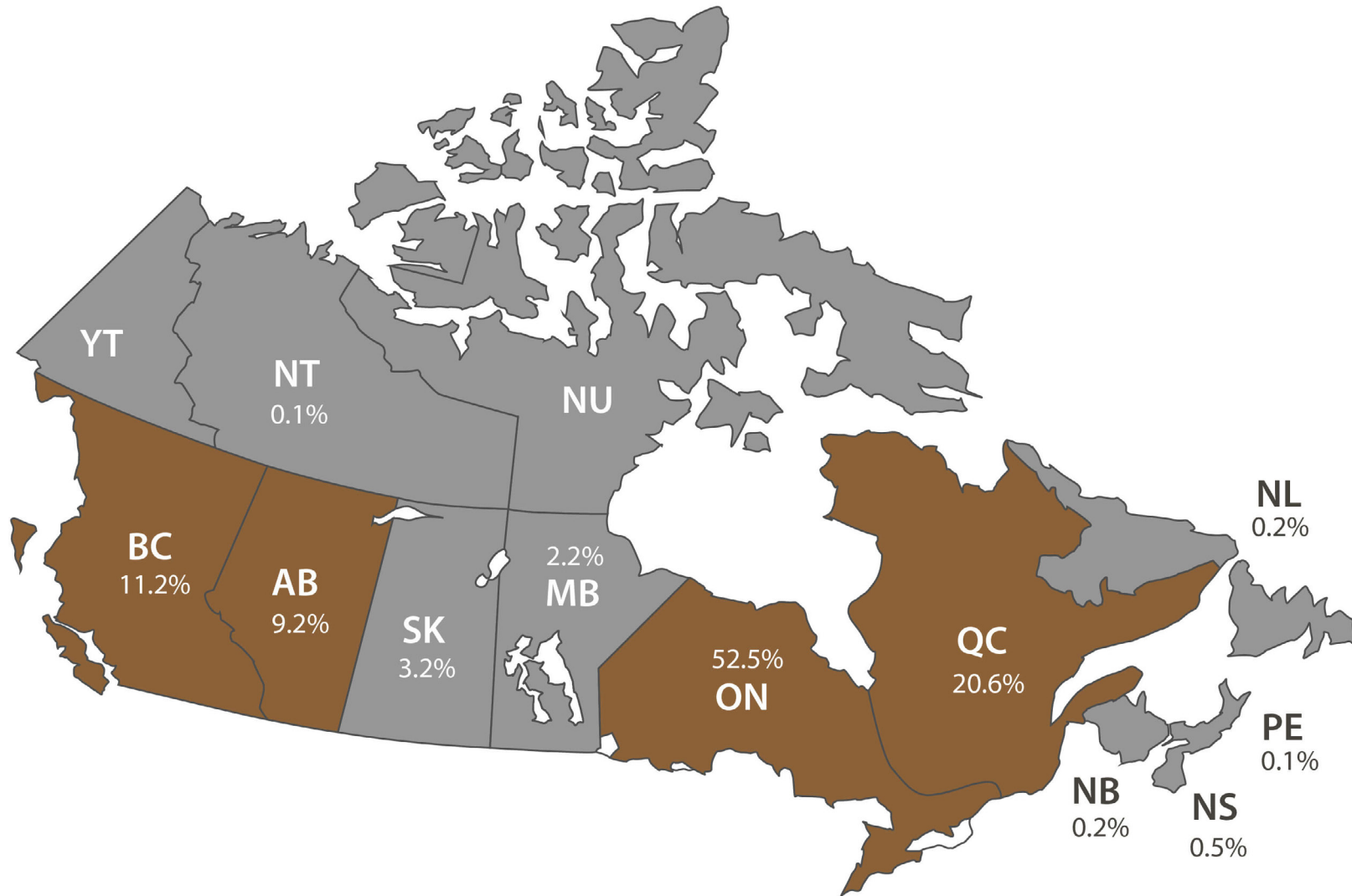
### Get Your Copy of the Foxwood Remote Onboarding Guide

For tax departments embracing remote work, the Foxwood Remote Onboarding Guide provides valuable insights and best practices.



# Distribution of Tax Professionals

by Percentage

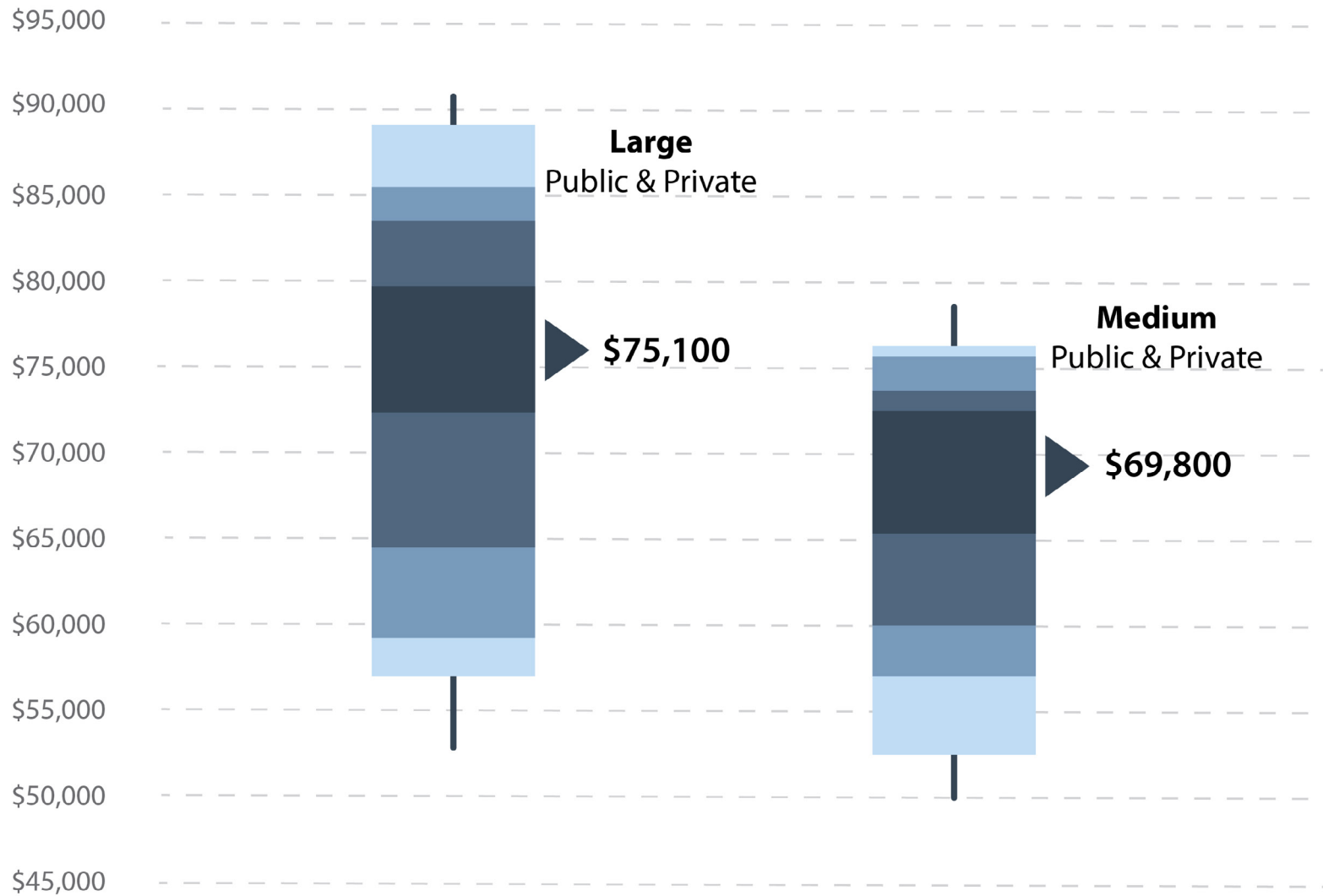




# **CORPORATE TAX POSITIONS**

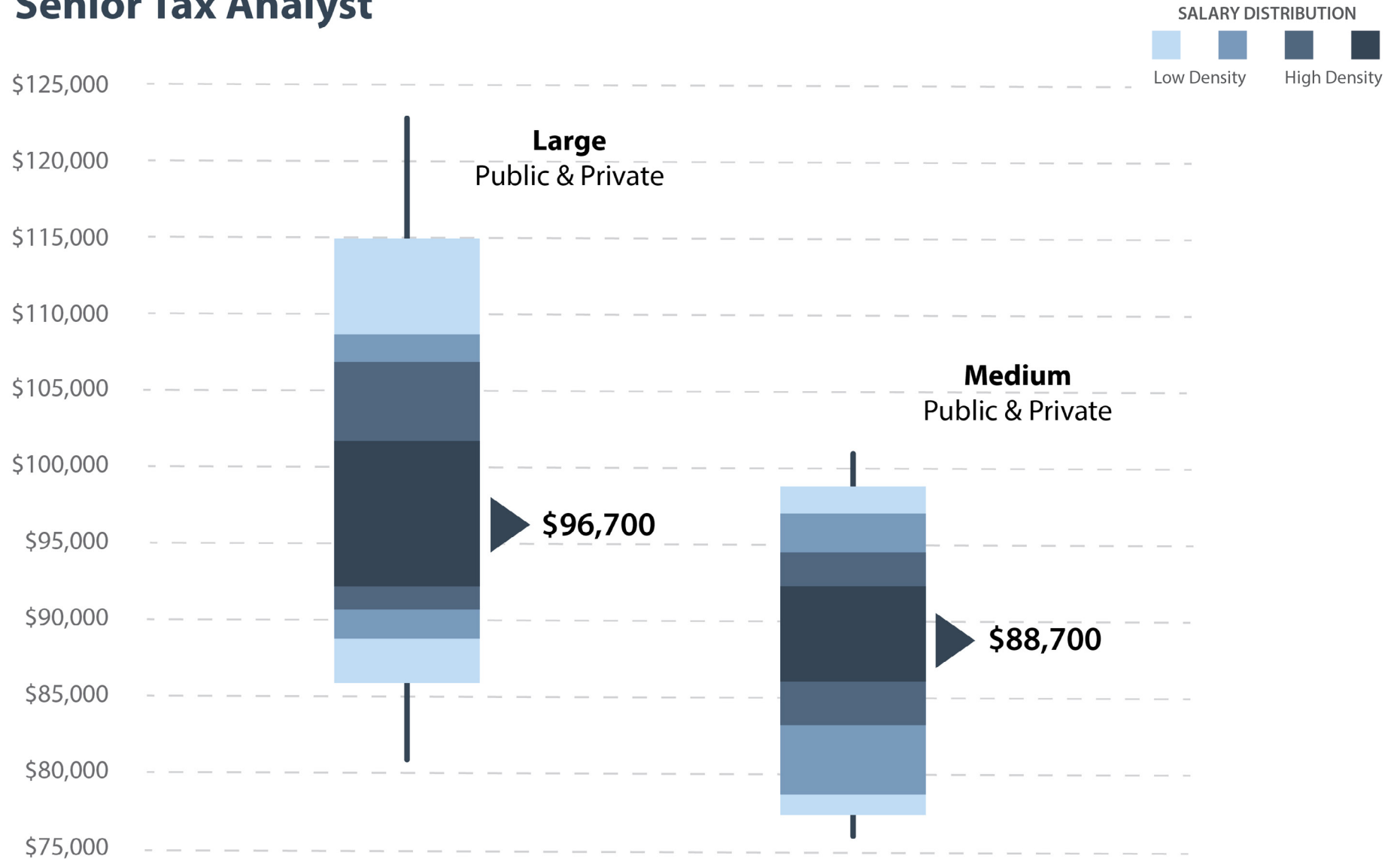
# Tax Analyst

SALARY DISTRIBUTION  
Low Density High Density



Salary ranges are base salary only & rounded to the nearest \$100  
Large Companies (Public and Private) = (Sales  $\geq$  \$1B)  
Midsize Public/Private Companies = (Sales  $<$  \$1B and  $\geq$  \$50M)

# Senior Tax Analyst



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Midsize Public/Private Companies = (Sales  $<$  \$1B and  $\geq$  \$50M)

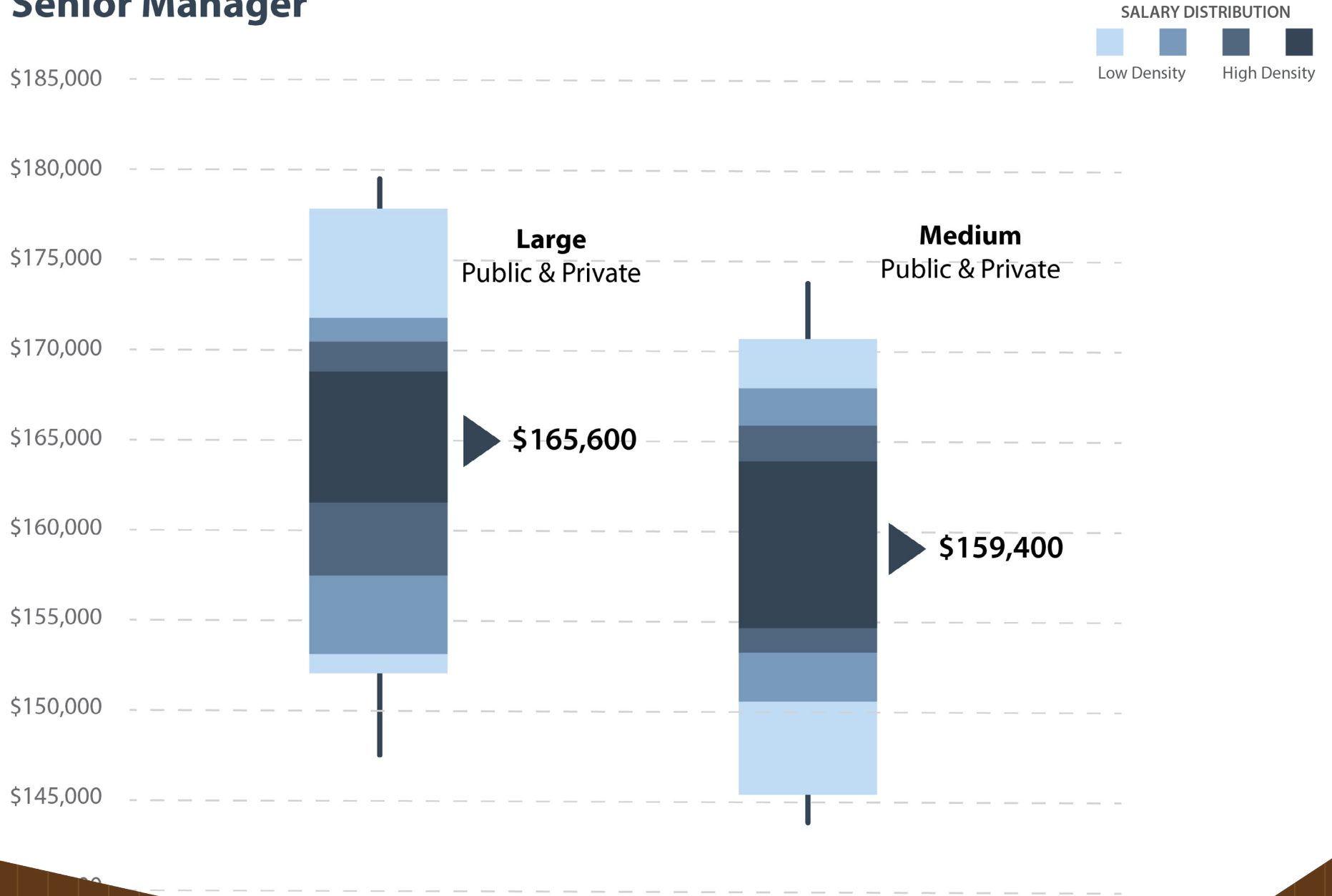


# Tax Manager



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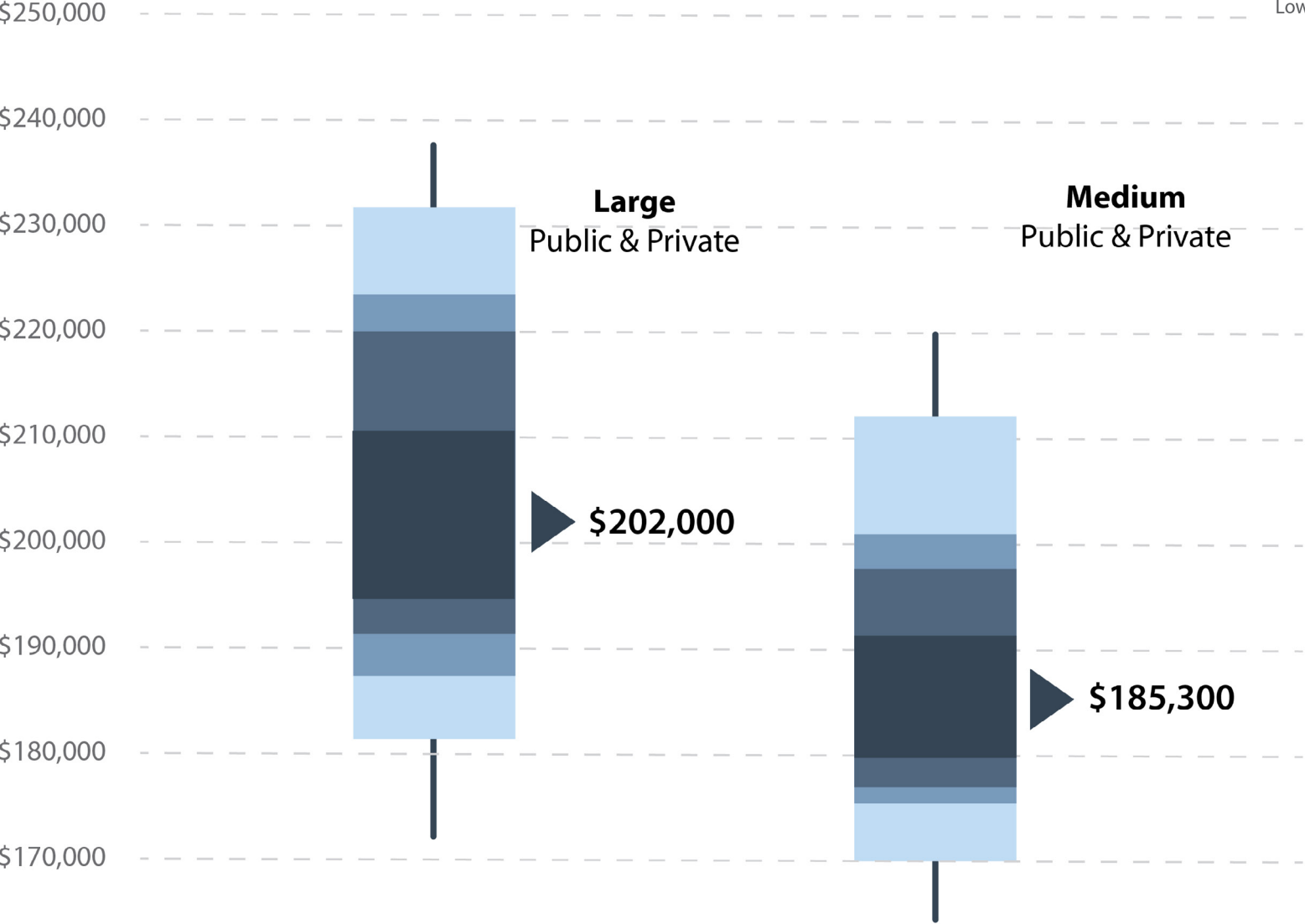
# Senior Manager



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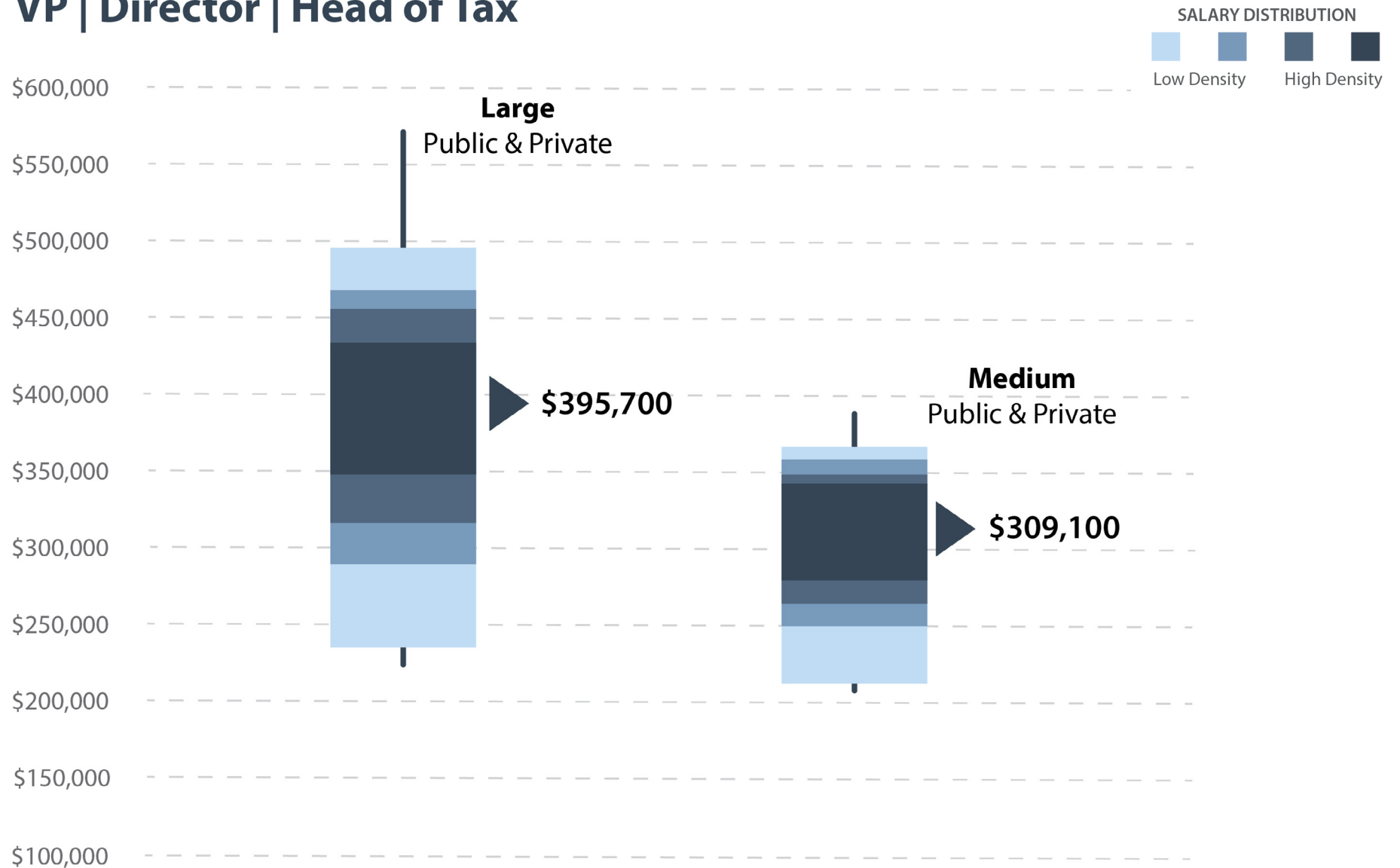
# Director (Reports to Head of Tax)

SALARY DISTRIBUTION  
Low Density High Density



Salary ranges are base salary only & rounded to the nearest \$100  
Large Companies (Public and Private) = (Sales ≥ \$1B)  
Midsize Public/Private Companies = (Sales < \$1B and ≥ \$50M)

# VP | Director | Head of Tax



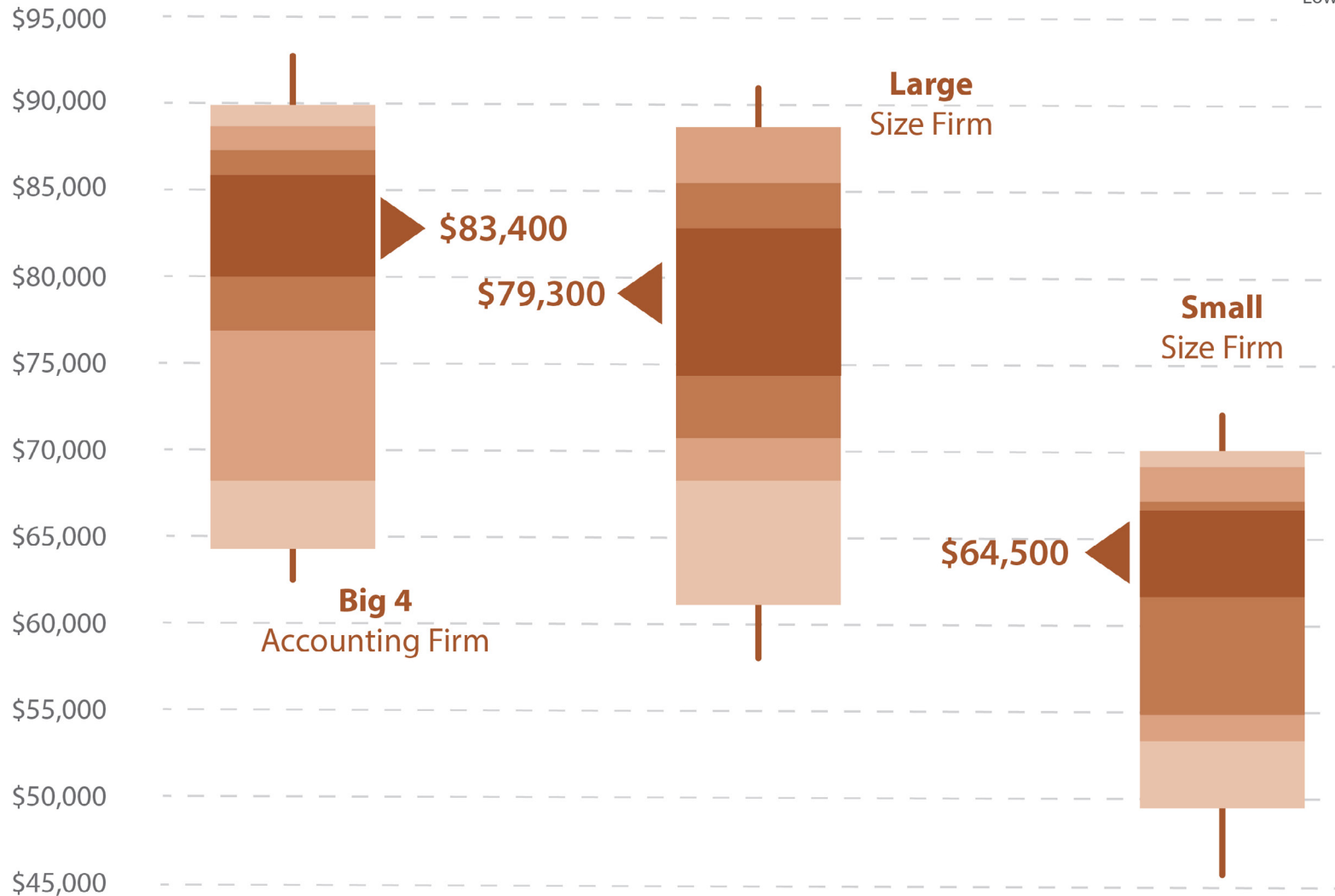
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**PUBLIC ACCOUNTING  
TAX POSITIONS**

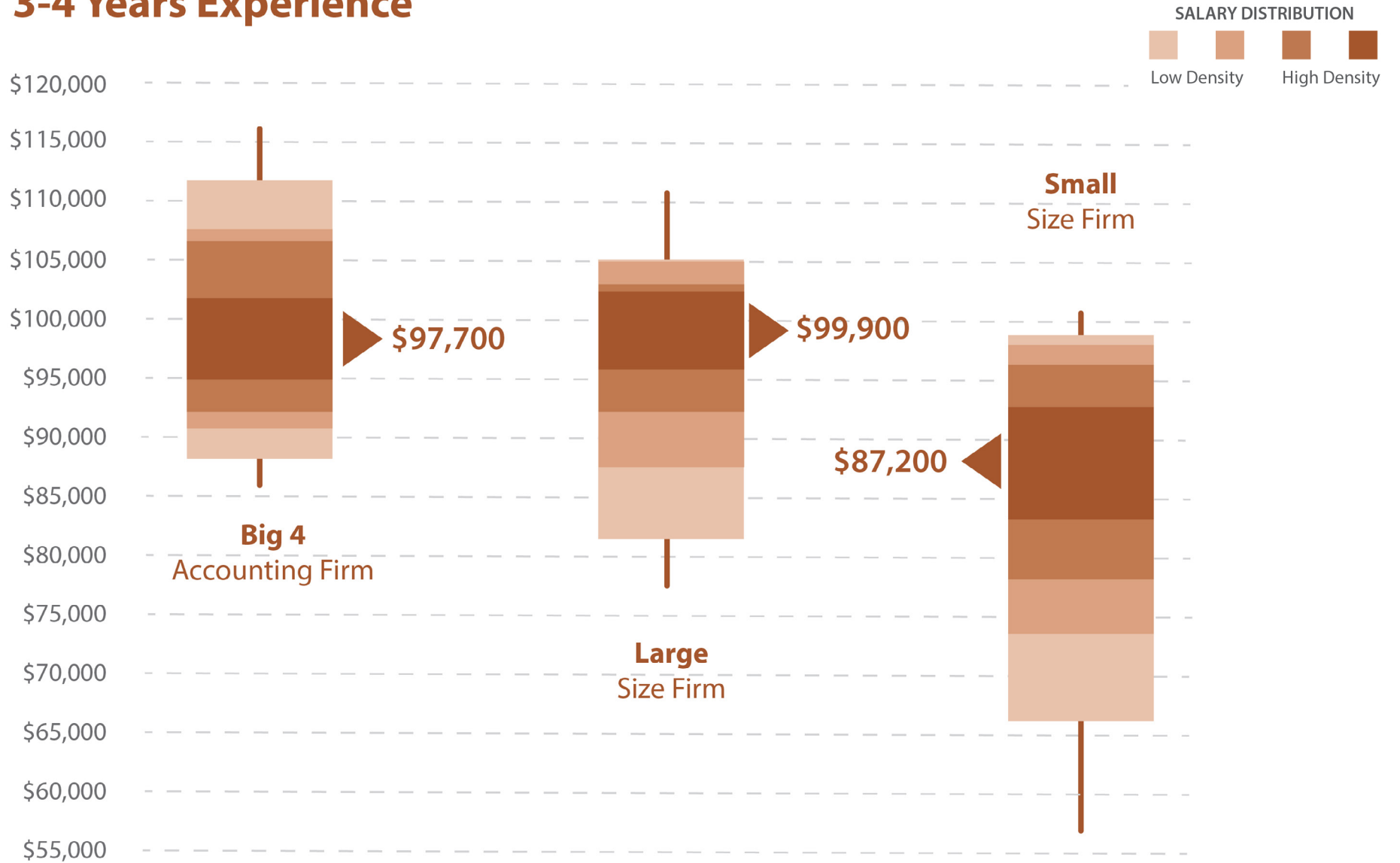
# <2 Years Experience

SALARY DISTRIBUTION  
 Low Density High Density



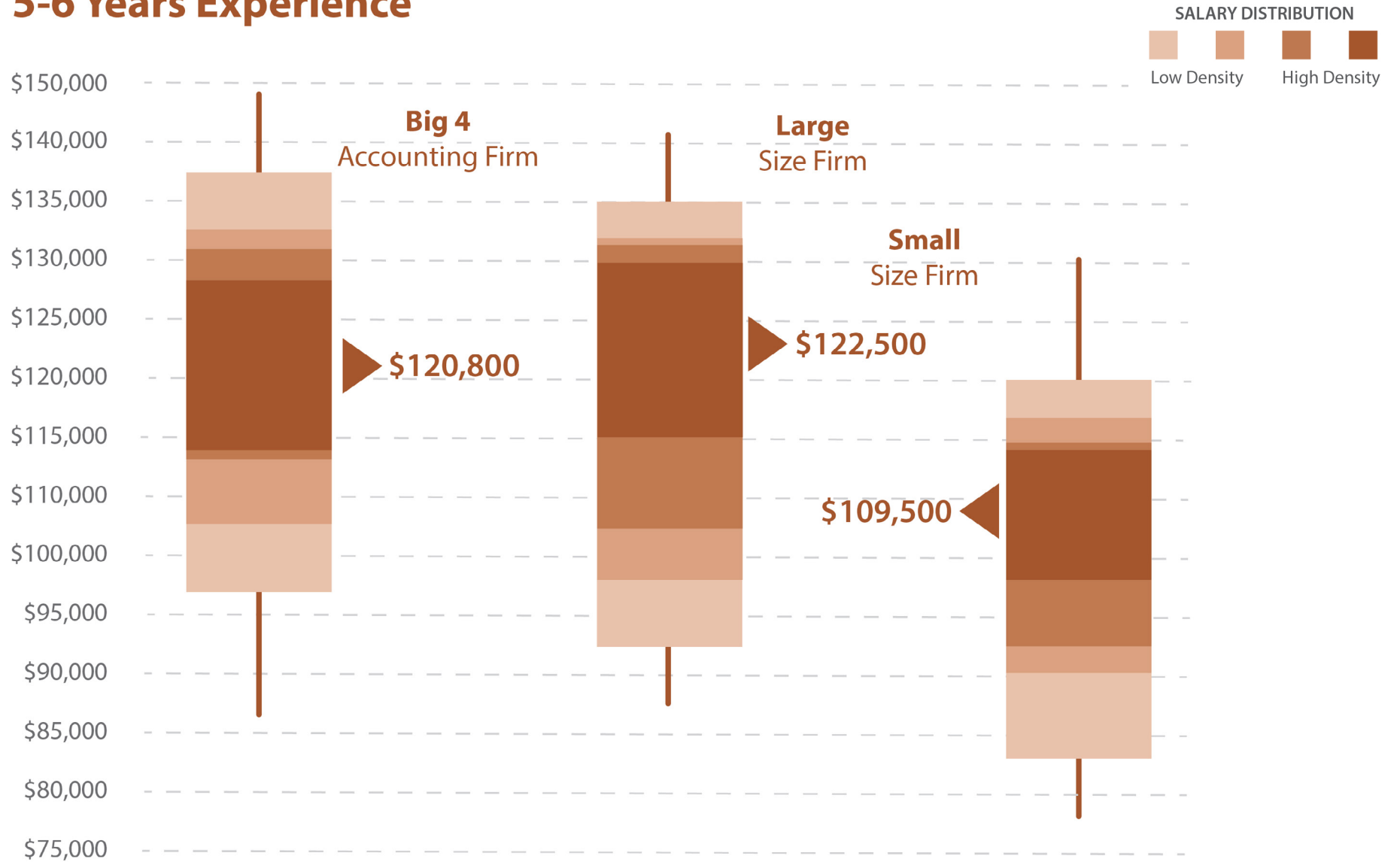
Salary ranges are base salary only & rounded to the nearest \$100  
 Public accounting salary ranges are generally wider as these include a relatively large number of undesignated Tax Professionals who are less likely to show title progression despite increased years of experience.

# 3-4 Years Experience



Salary ranges are base salary only & rounded to the nearest \$100  
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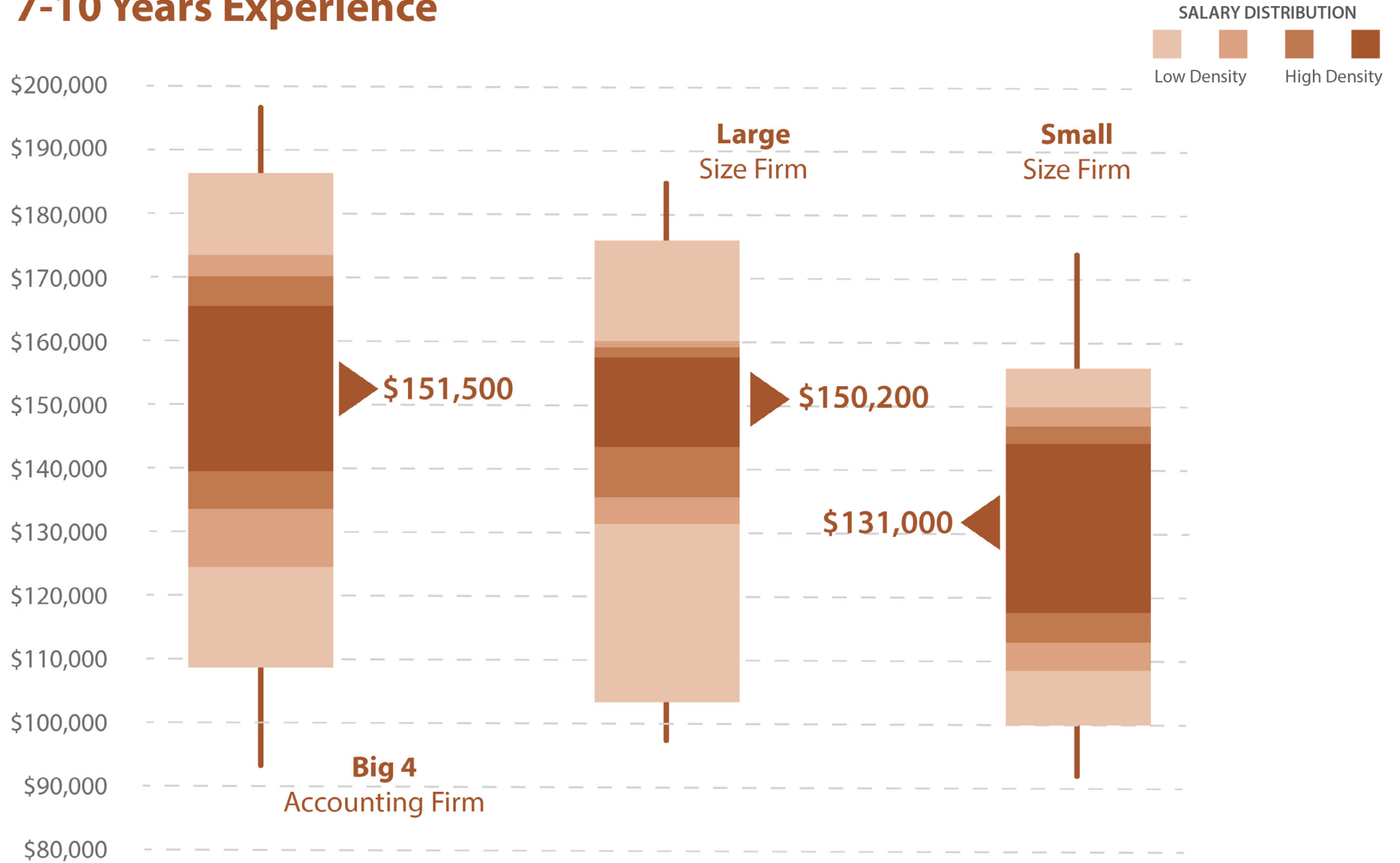
# 5-6 Years Experience



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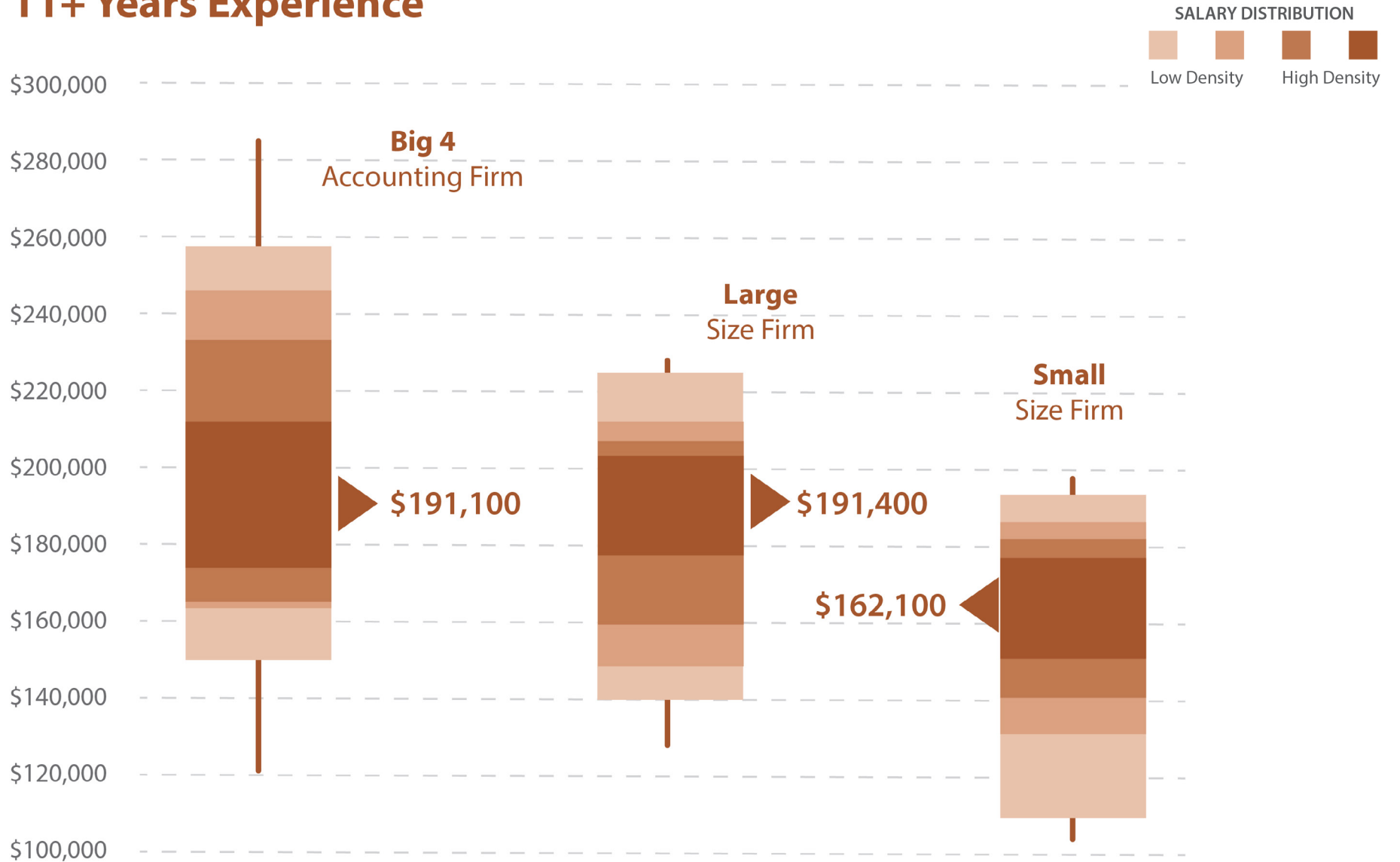


# 7-10 Years Experience



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# 11+ Years Experience



Salary ranges are base salary only & rounded to the nearest \$100  
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# FOXWOOD TAX SEARCH

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