

2026

TAX PROFESSIONALS **SALARY GUIDE**



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FOXWOODTAXSEARCH.COM
+1 (647) 494 5500 info@FoxwoodTaxSearch.com

CANADA

Welcome to the 2026 Tax Salary Guide

At Foxwood Tax Search, we are proud to be part of a profession evolving faster than ever. Each year, this guide reflects not only data—it reflects conversations with thousands of tax professionals and leaders shaping the future of the field.

The tax profession is at a defining moment. Across Canada and the United States, departments are shifting from compliance-focused units to technology-enabled strategic partners driving business value. We've seen firsthand how innovation, talent pressures, and new operating models are redefining what it means to build and lead a high-performing tax team.

Our 2026 data shows steady compensation growth across nearly every level in both countries. Median salary ranges increased 3.5%–5.5% in the U.S. and 4%–8% in Canada, with larger gains at senior levels in corporate and public practice. Regional differences are widening, with high- and low-cost markets showing more pronounced shifts.

Bonus data is excluded due to wide variation in targets and payouts. We are, however, seeing notable salary growth in roles blending tax expertise with technology, advisory, or leadership skills. Forward-thinking employers are adjusting pay structures accordingly.

AI and Automation

Artificial intelligence is now a daily tool. As I've said before, "AI isn't replacing tax professionals—it's replacing tax processes." Routine functions are increasingly automated, freeing professionals to focus on strategy, risk, and interpretation.

AI adoption has also changed training. Many new hires enter at higher salary levels but with different skills, creating a disconnect that leaders—and groups like the Tax Executives Institute—are working to close.

Talent Shortage and Skills Gap

A wave of retirements and declining accounting enrolment have created a shortage, especially in mid-level expertise. This scarcity fuels salary inflation and faster promotions, particularly at larger firms.

Tax teams that invest in mentorship, upskilling, and development will be best positioned to thrive amid these pressures.

Outsourcing and Shared Services

As talent grows scarce, organisations are adopting flexible models. Co-sourcing, outsourcing, and "fractional tax professionals" allow companies to scale expertise without expanding headcount. This blended workforce brings agility—but requires deliberate management to preserve knowledge, governance, and cohesion.

A Changing Profession with Enduring Purpose

Through all this change, one truth remains: the tax profession is essential to every organisation's success. Technology may transform processes, but the insight, ethics, and judgment of skilled professionals remain irreplaceable.

To the tax leaders shaping strategy and the professionals executing it—thank you. We're honoured to support a community that continues to adapt, lead, and elevate the role of tax in business.

Whether you're benchmarking compensation, planning workforce strategy, or navigating automation, we hope this guide brings clarity, confidence, and a data-driven foundation for your decisions.

Wishing everyone a successful and forward-looking 2026.

Eytan Ishai

FOUNDER & CEO
FOXWOOD TAX SEARCH





AI is not replacing tax professionals; it's replacing tax processes.

Eytan Ishai (Founder & CEO, Foxwood Tax Search)

Artificial intelligence is transforming the tax profession by automating routine processes like compliance and reporting, however cannot yet replace the critical human judgment that defines true expertise.

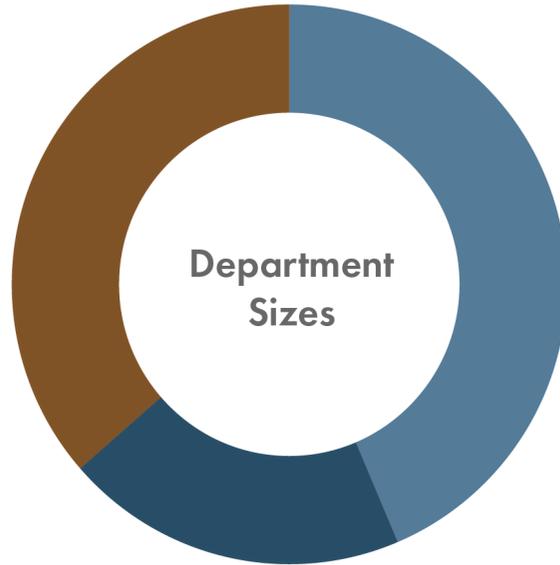
As AI streamlines repetitive tasks, tax professionals are elevated to a higher role, where their value lies in strategic foresight, nuanced interpretation, and the ability to navigate complex risks and opportunities. Far from diminishing the profession, technology amplifies its impact, shifting the measure of a tax professional from tasks completed today to the quality of decisions shaping tomorrow.



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Tax Department Size Distribution



- 45% Small (1-10 people)
- 22% Medium (11-20 people)
- 33% Large (21+ people)

Mid-Sized Corporations

\$10M - \$1B

Annual Revenue

100-999

Employees

- **Geographic Presence:** Domestic or regional operations.
- **Tax Complexity:** Moderate to high compliance requirements driven by industry complexities.
- **Department Focus:** Compliance heavy with basic-complex planning.

Large Corporations

\$1B+

Annual Revenue

1000+

Employees

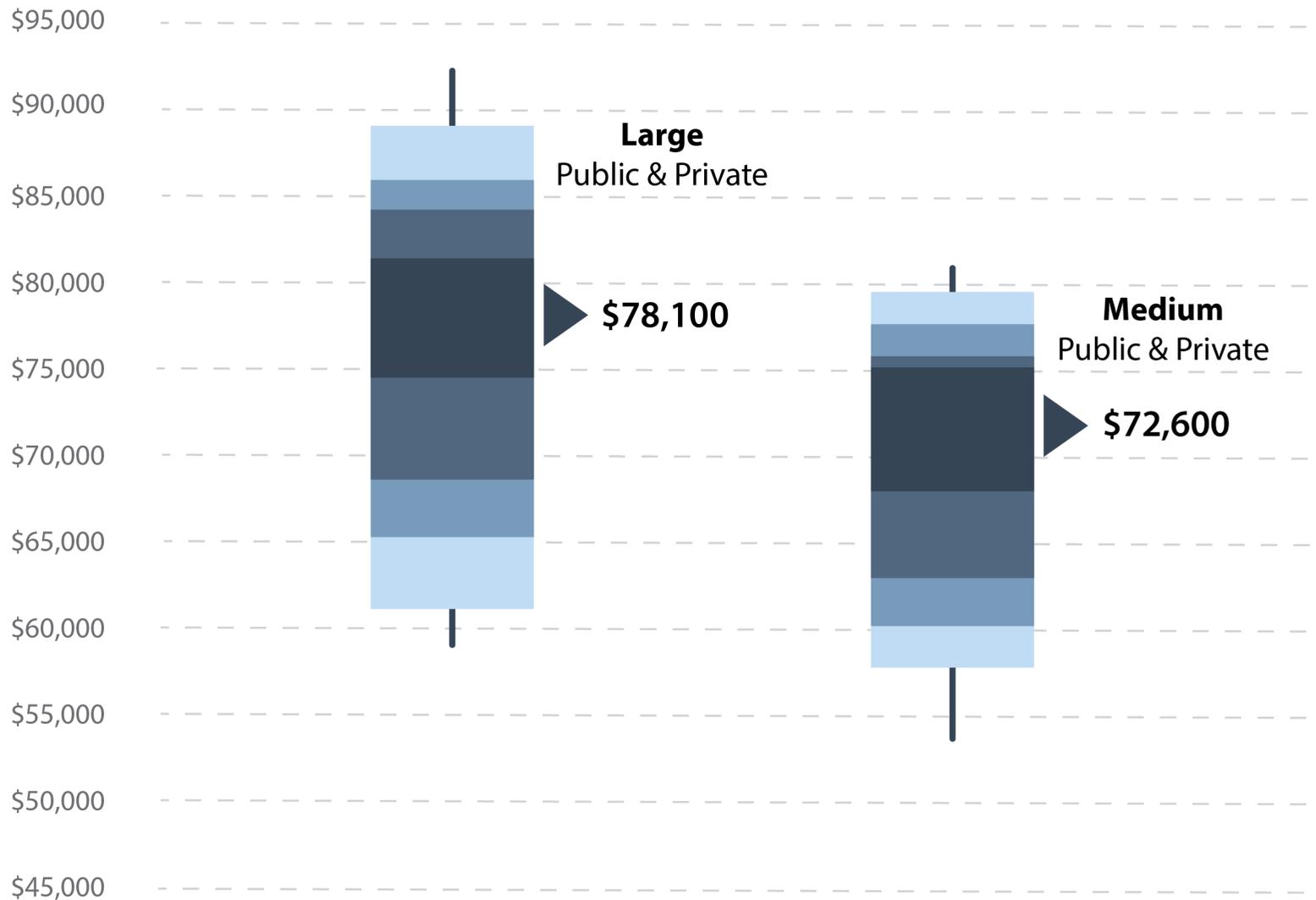
- **Geographic Presence:** Multi-jurisdictional operations.
- **Tax Complexity:** High compliance and strategic requirements.
- **Department Focus:** Balanced compliance and strategic planning.



CORPORATE TAX POSITIONS

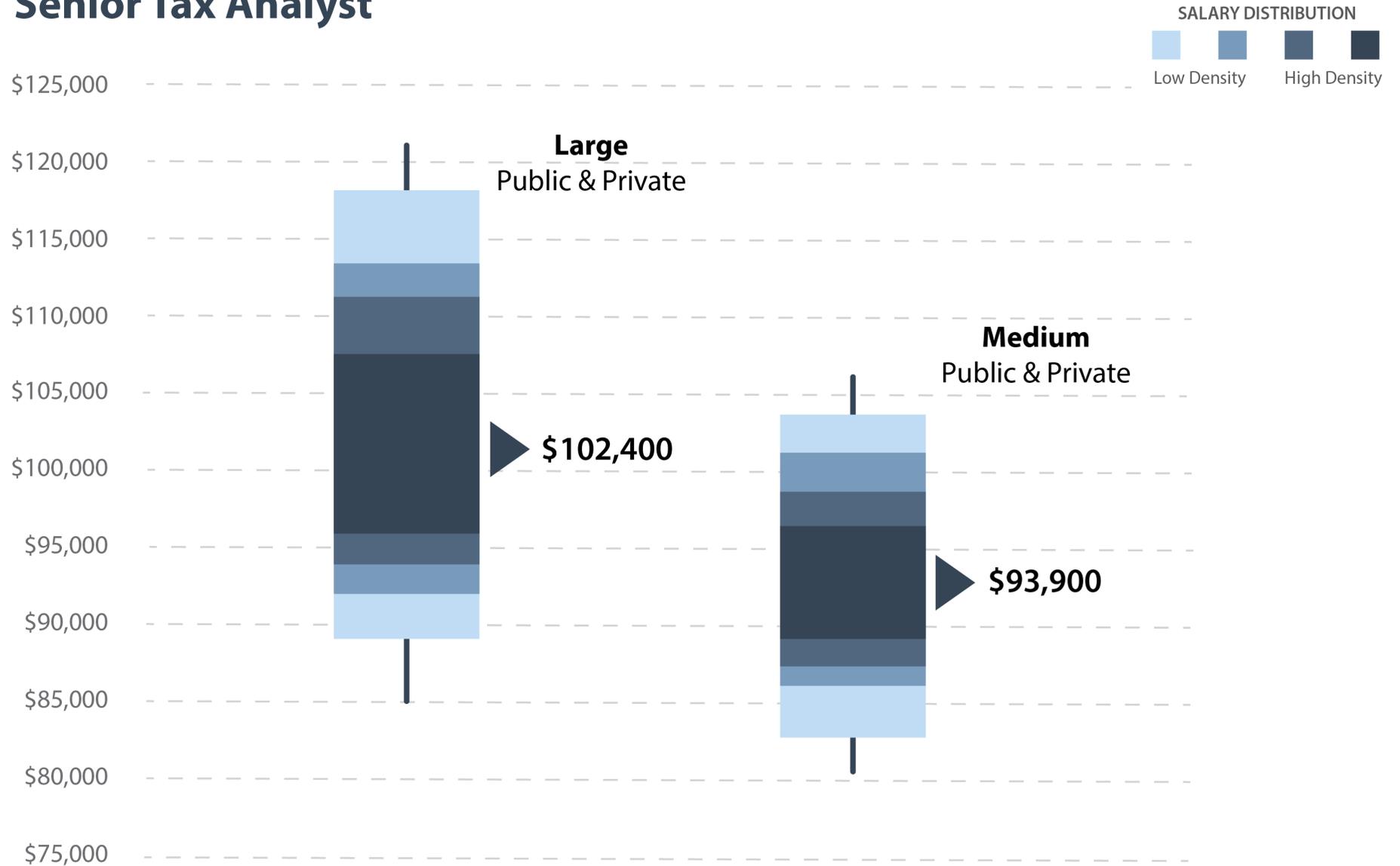
Tax Analyst

SALARY DISTRIBUTION
Low Density High Density



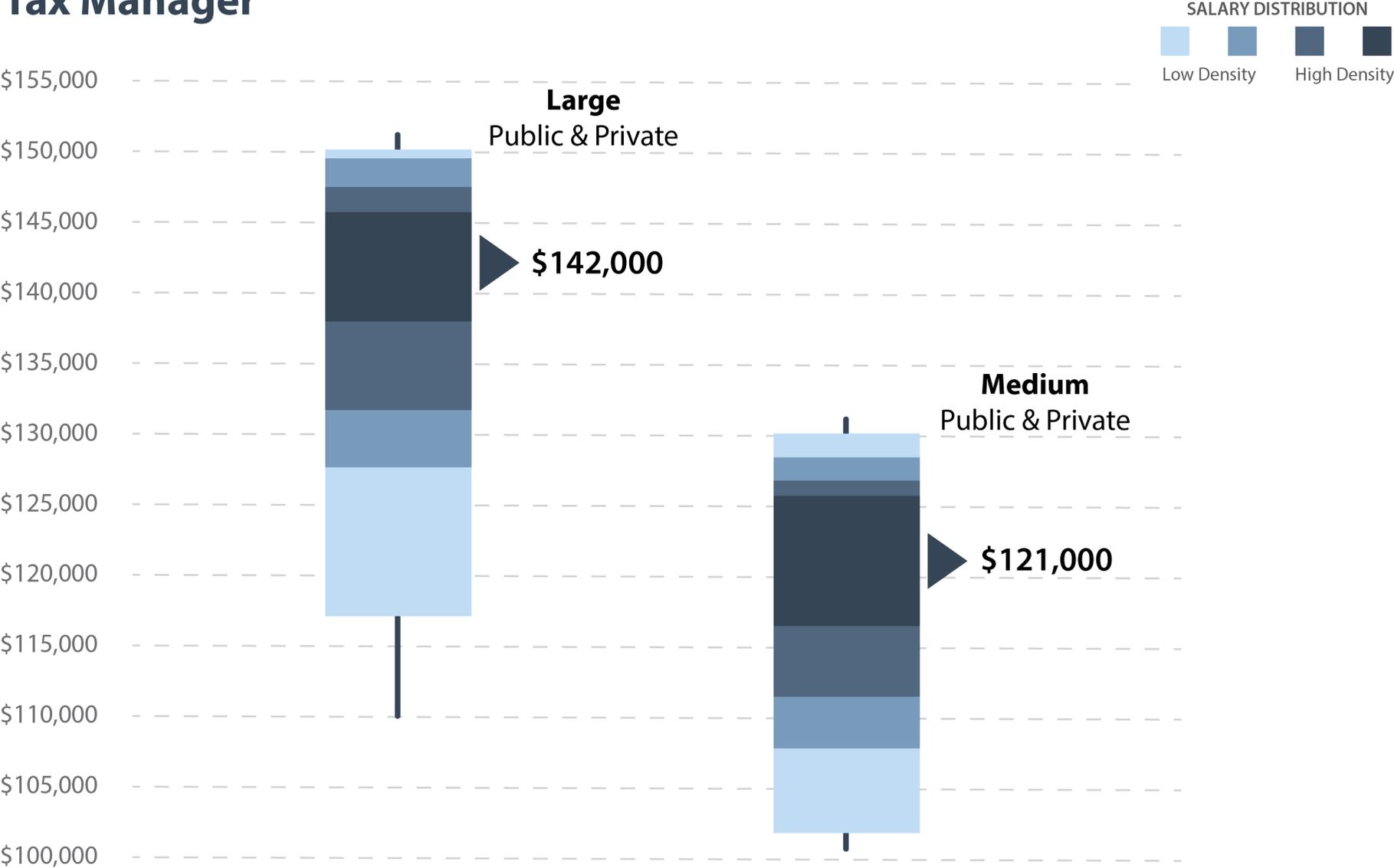
Salary ranges are base salary only & rounded to the nearest \$100
Large Companies (Public and Private) = (Sales ≥ \$1B)
Midsize Public/Private Companies = (Sales < \$1B and ≥ \$50M)

Senior Tax Analyst



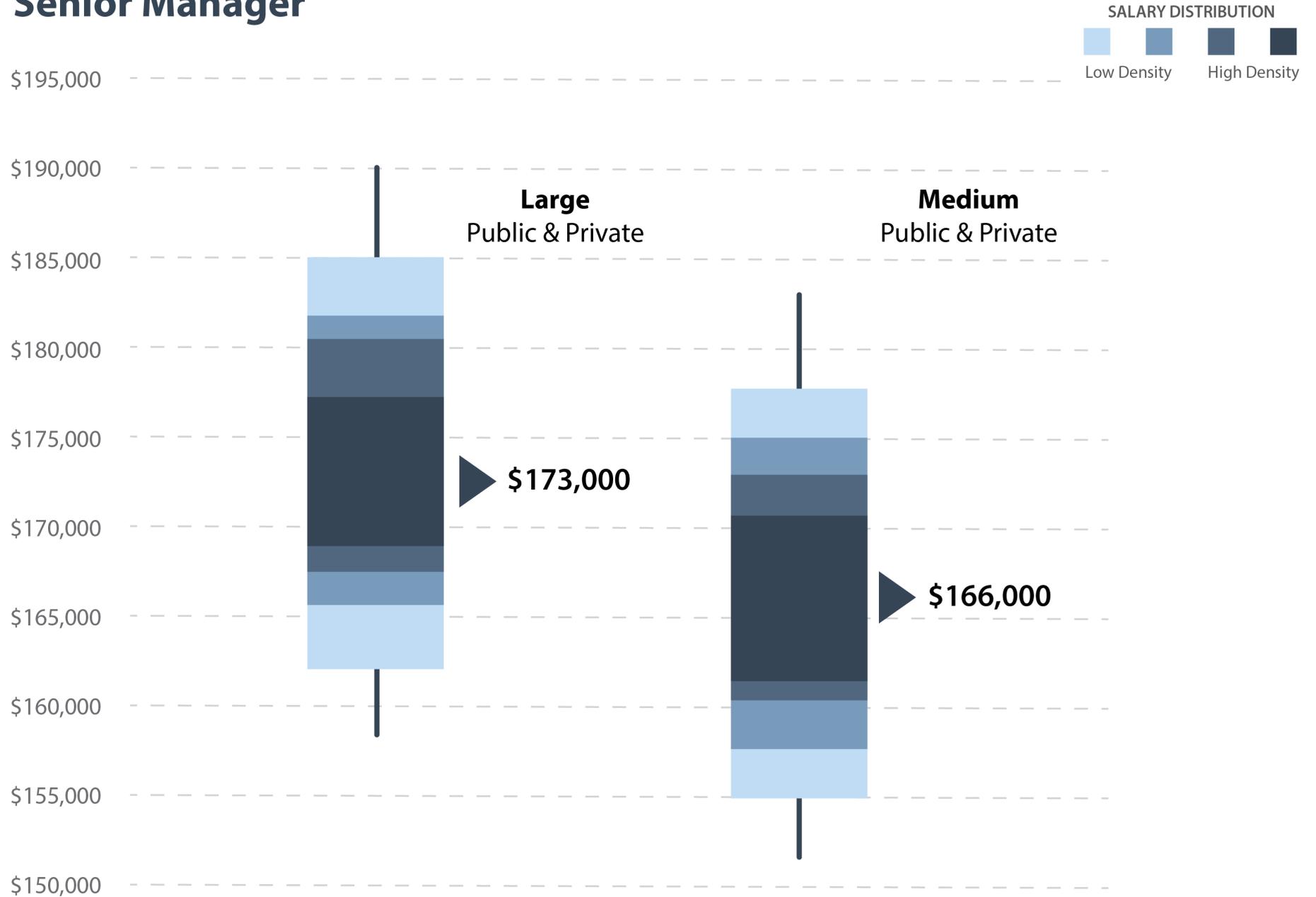
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Tax Manager



Salary ranges are base salary only & rounded to the nearest \$100
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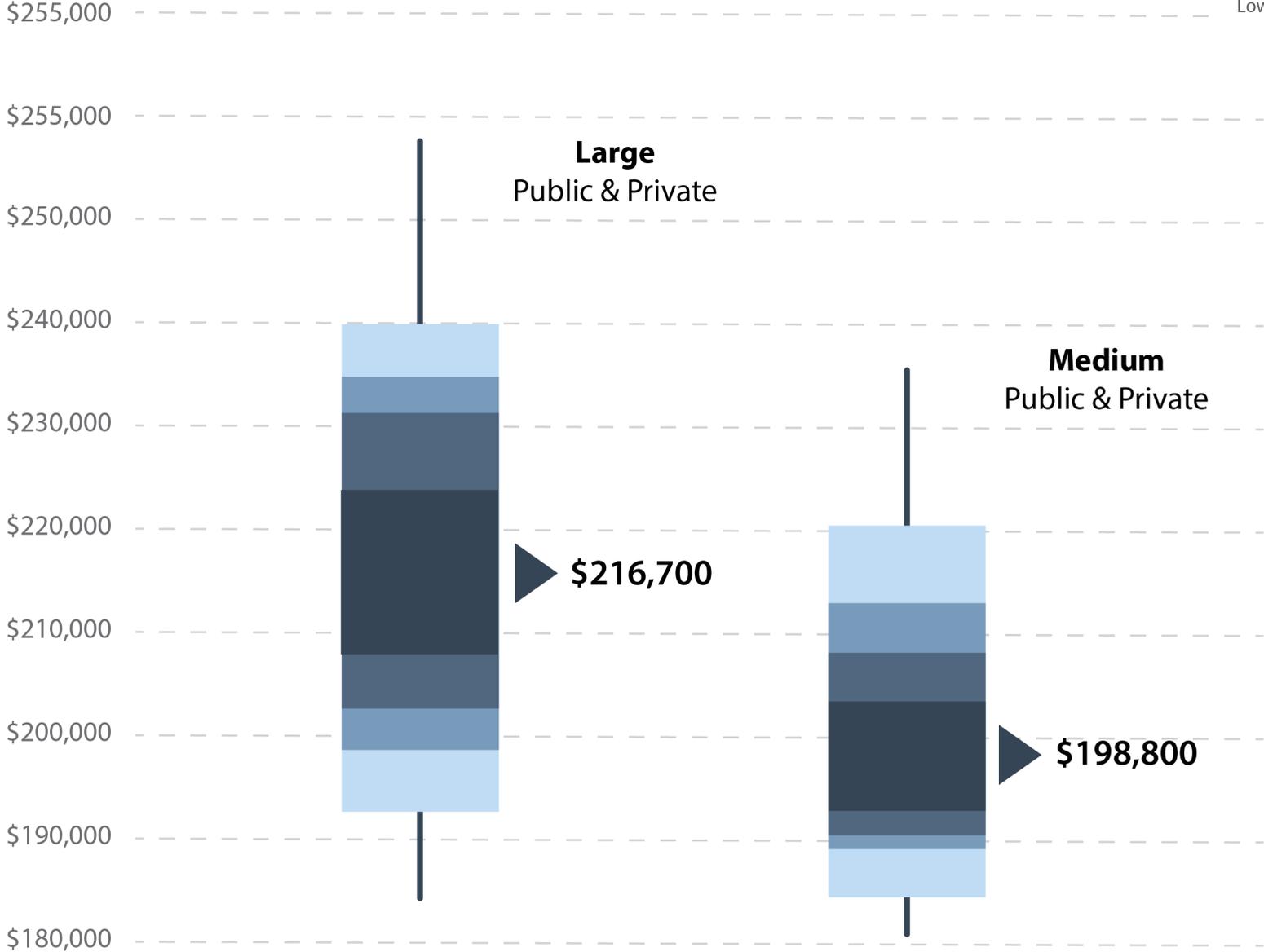
Senior Manager



Salary ranges are base salary only & rounded to the nearest \$100
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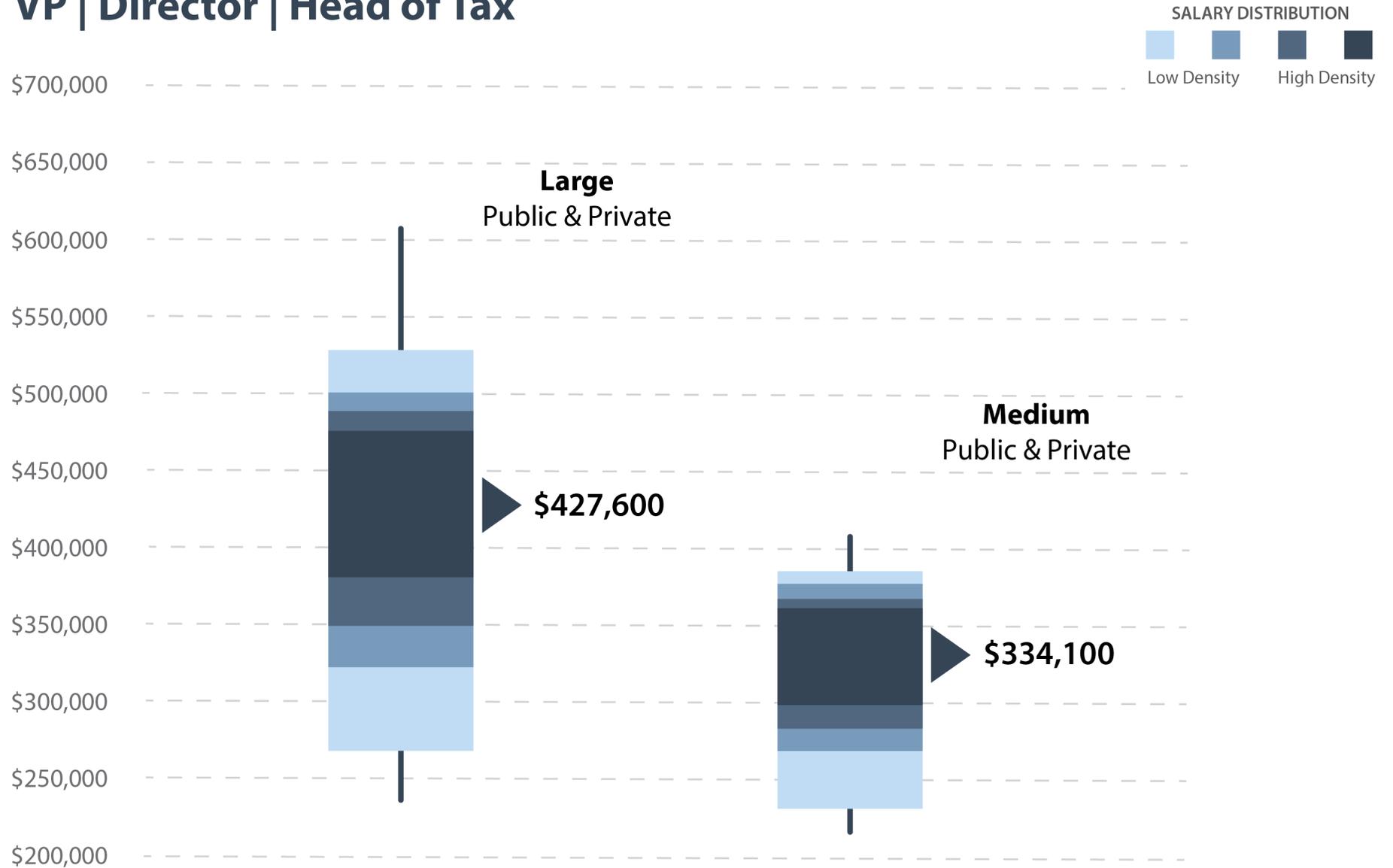
Director (Reports to Head of Tax)

SALARY DISTRIBUTION
 Low Density High Density



Salary ranges are base salary only & rounded to the nearest \$100
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VP | Director | Head of Tax



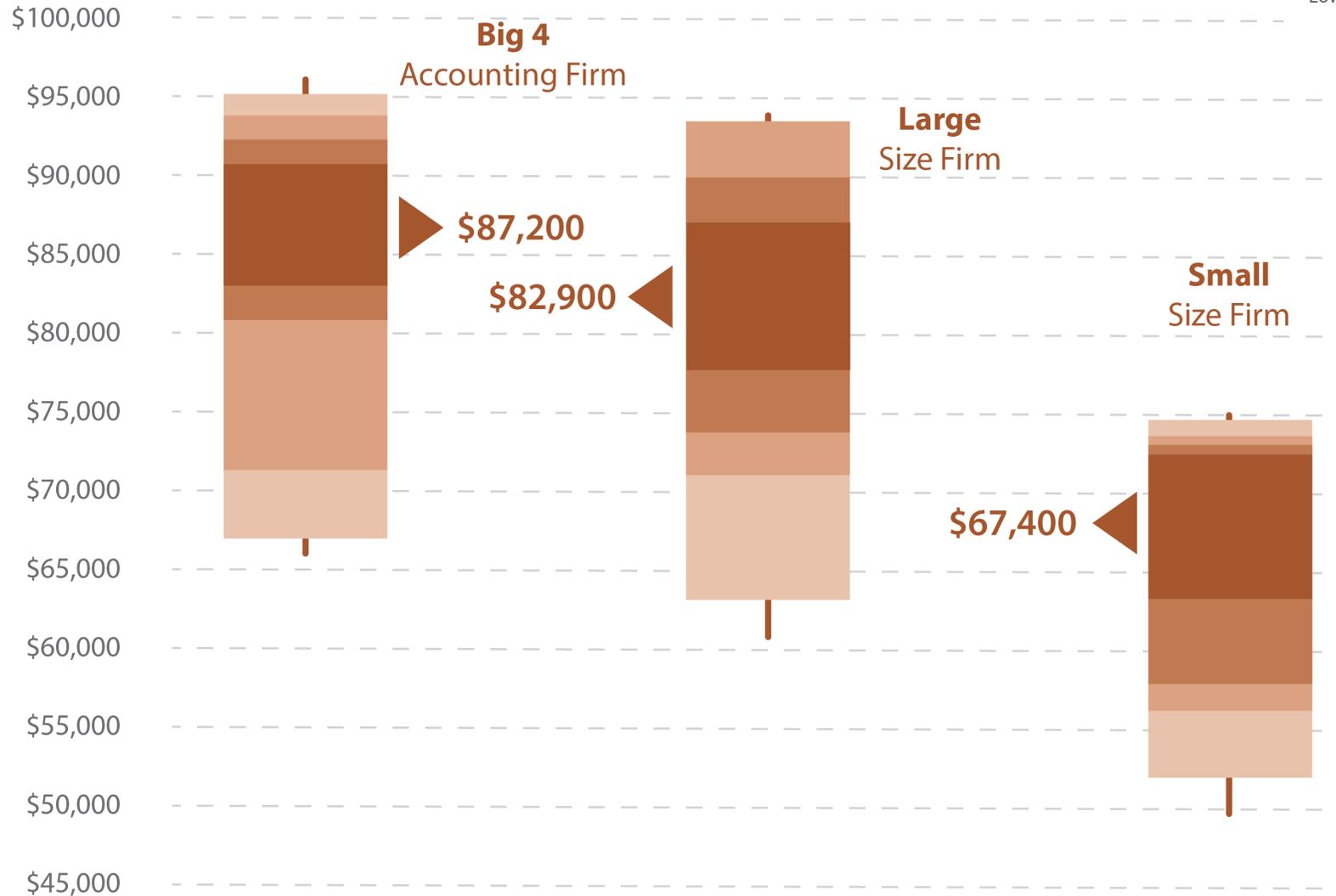
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**PUBLIC ACCOUNTING
TAX POSITIONS**

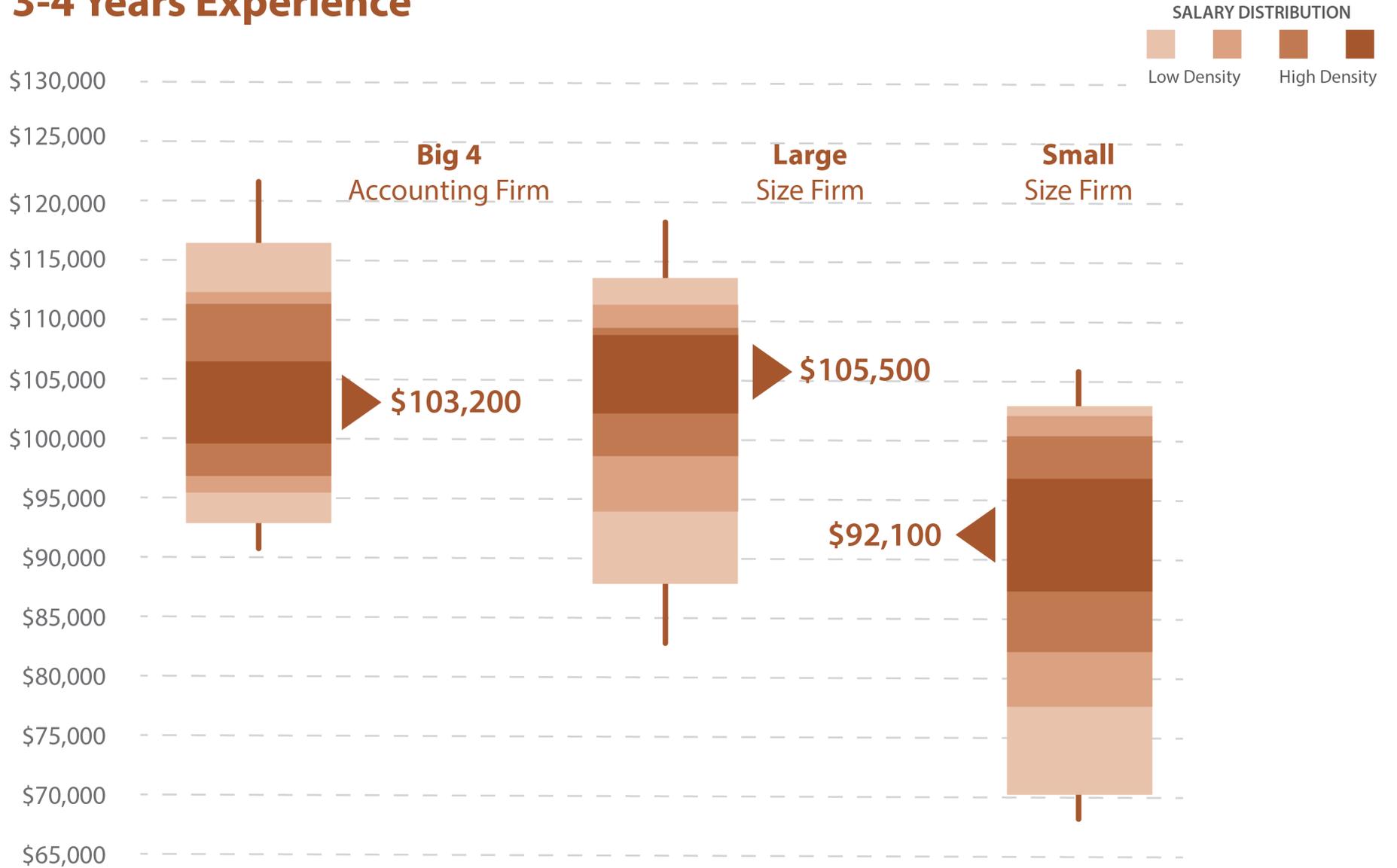
<2 Years Experience

SALARY DISTRIBUTION
 Low Density High Density



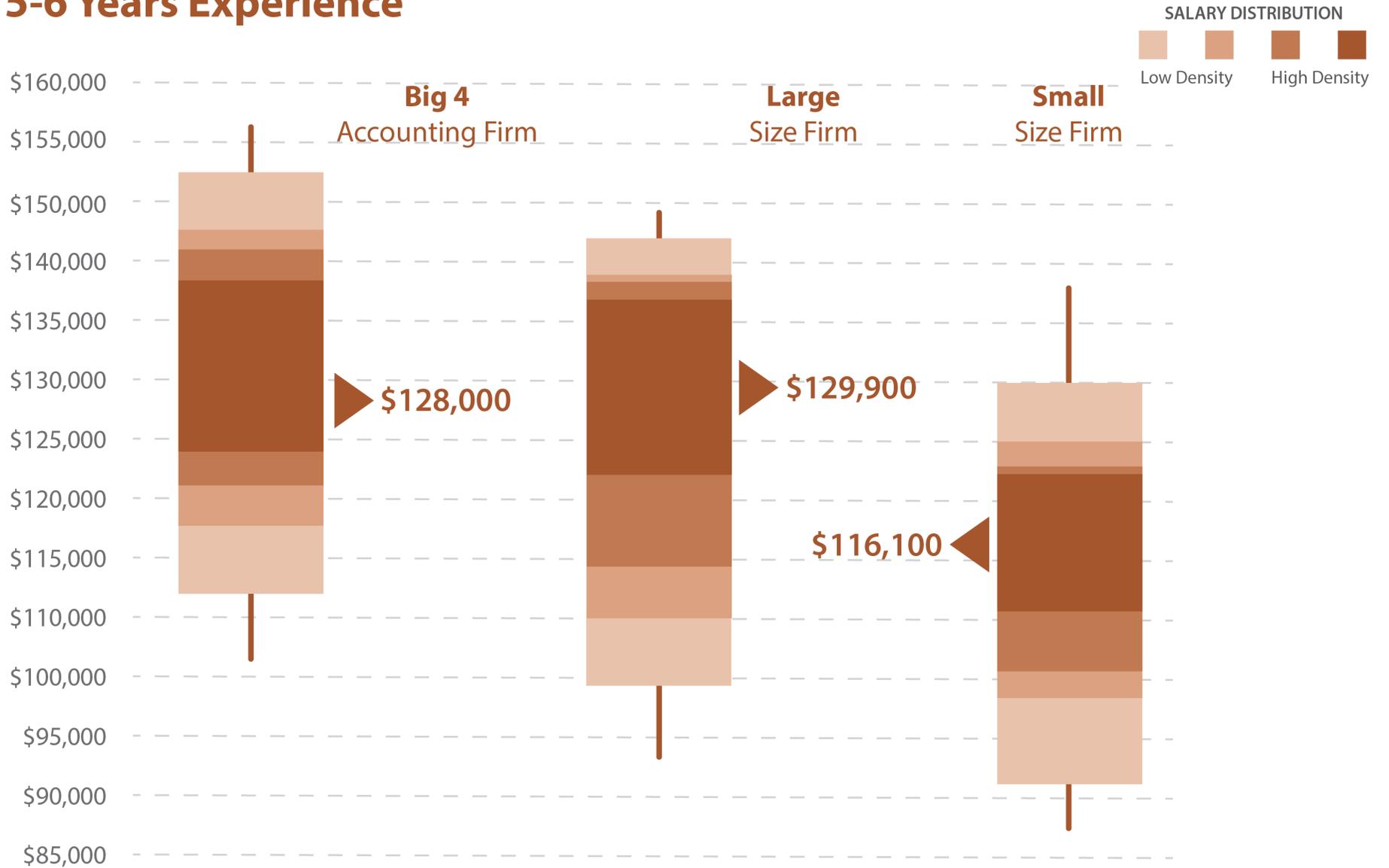
Salary ranges are base salary only & rounded to the nearest \$100
 Public accounting salary ranges are generally wider as these include a relatively large number of undesignated Tax Professionals who are less likely to show title progression despite increased years of experience.

3-4 Years Experience



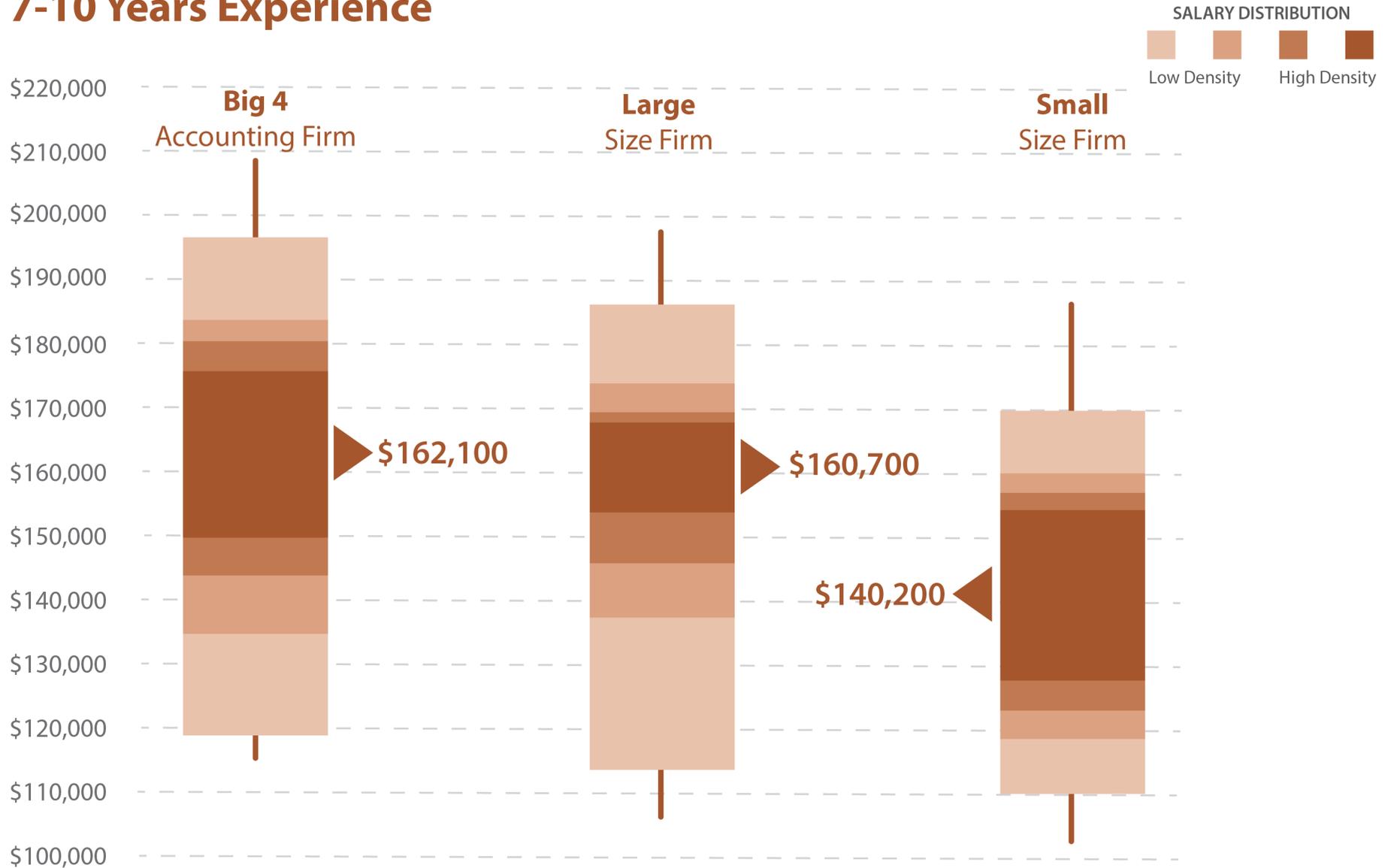
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5-6 Years Experience



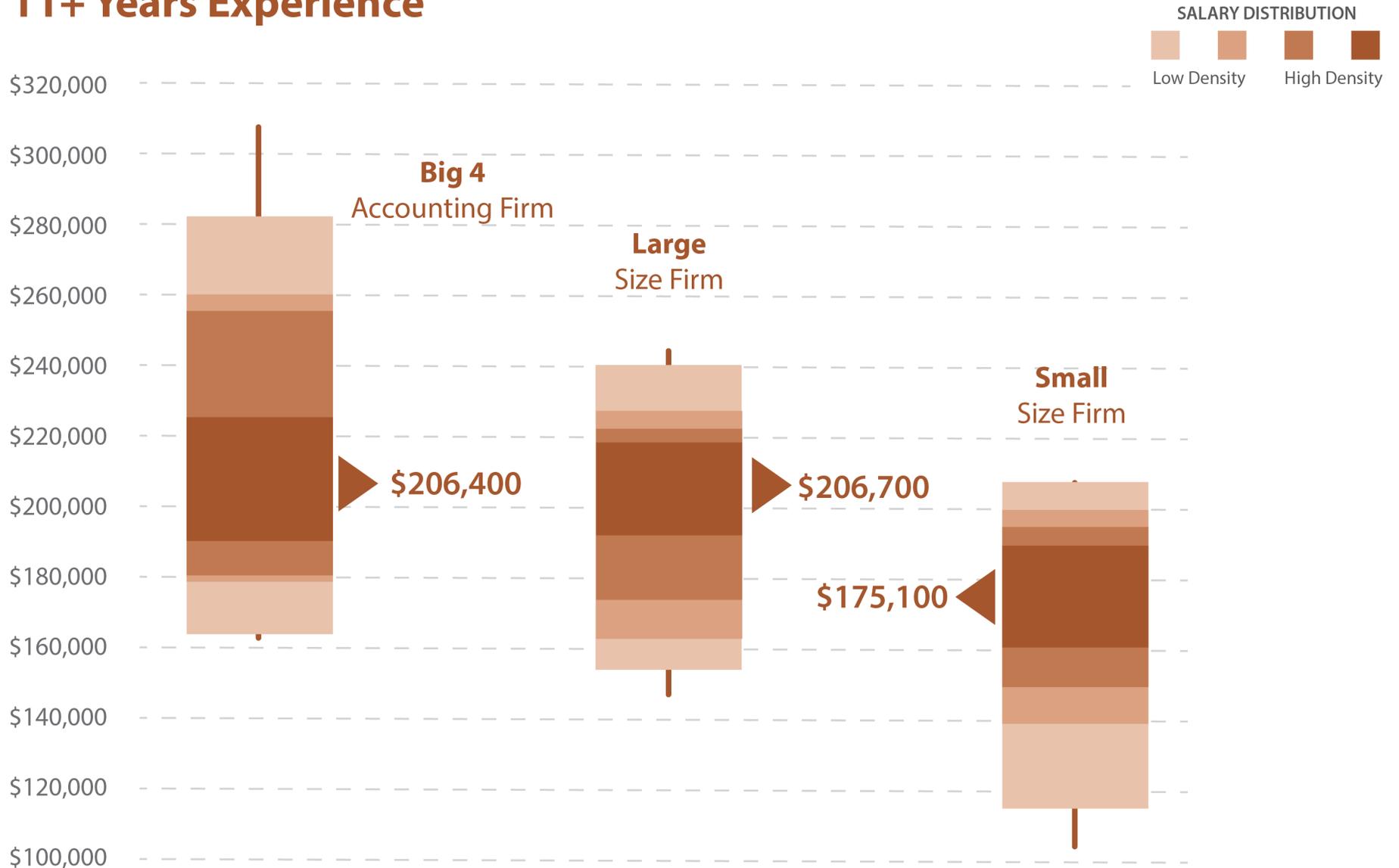
Salary ranges are base salary only & rounded to the nearest \$100
 Public accounting salary ranges are generally wider as these include a relatively large number of undesignated Tax Professionals who are less likely to show title progression despite increased years of experience.

7-10 Years Experience



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.

11+ Years Experience



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.

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+1 (647) 494 5500
info@FoxwoodTaxSearch.com