# The CFO Salary Benchmark 2024

An analysis of finance compensation trends in Europe and the US, including benefits, remote work, and the gender pay gap.

CFO.connect

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# Table of Contents

# Introduction

Welcome to the 2024 edition of the CFO Salary Benchmark Report.

For our fourth annual survey, we surveyed 750 finance professionals in over 35 countries, with significant representation from professionals in France, Germany, the United Kingdom and the United States.

The goal of our benchmark is to promote fair and transparent pay across the finance industry by shedding light on salary data in major European markets and the United States. Salary is often a taboo subject that few are willing to discuss openly. By increasing transparency, we hope we can arm you with the information you need to get paid your worth.

In this year's report, you'll find insights into salary data by region, role, education level, gender, and more. This edition also includes other factors in compensation: finance technology skills, remote work data, and benefits packages.

You'll also see our findings about pay disparity between genders: which roles and regions are hit hardest by the gender pay gap, and whether or not this gap can close anytime soon.

Thank you to all survey participants for your contributions. We know that compensation and salary can be sensitive topics, and we thank you for providing your honest input.

We hope you find this year's edition helpful.

# Executive Summary

We have a few key takeaways from the results of a survey of 750 finance professionals.

## The gender pay gap has doubled

Pay disparity between men and women in finance has doubled from 2023. Last year's data showed a slight decrease in the gap (from 12% in 2022 to 11% in 2023), but the trend reversed drastically in 2024. On average, women in finance earn 24% less than men.

The pay gap between CFOs is hardly better: women CFOs earn 23% less than their male counterparts. This trend is mirrored in all regions and almost all roles – the pay gap has increased everywhere, sometimes by leaps and bounds.

## German salaries are catching up to UK salaries

Despite the rest of the regions' declining or slowed salaries, German salaries grew by 7% from 2023. French salaries remain the lowest of all regions, and growth has stalled in 2024 despite robust numbers in 2023.

Even with a 9% drop in salaries, US professionals still earn much more than their European peers.

## Over 3/4 of finance professionals believe technology will have a positive impact

Technology and artificial intelligence are hot topics in the world at large this year. The finance function is already significantly affected by digitalisation and finance technology, though artificial intelligence continues to find its feet with practical applications within accountancy.

Almost all respondents (79%) agree that finance technology improves efficiency, and 46% are excited about the potential impact of artificial intelligence on the finance function.

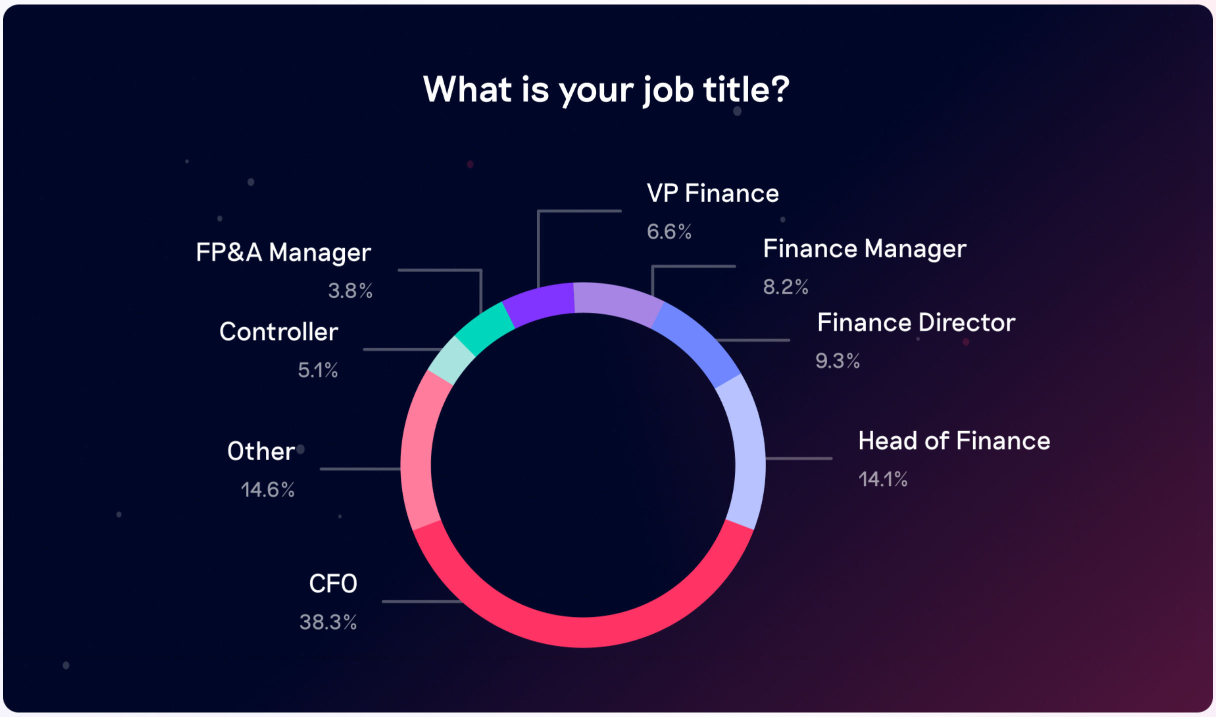
## Finance professionals are highly educated

For the first time, our survey included questions about respondents' level of education.

Not surprisingly, our survey respondents are highly educated. Many finance roles require an advanced degree or an advanced certification to begin with. An overwhelming majority have either a Master's in Finance, an MBA, a high-level qualification (CPA or ACA), or some combination.

# Methodology

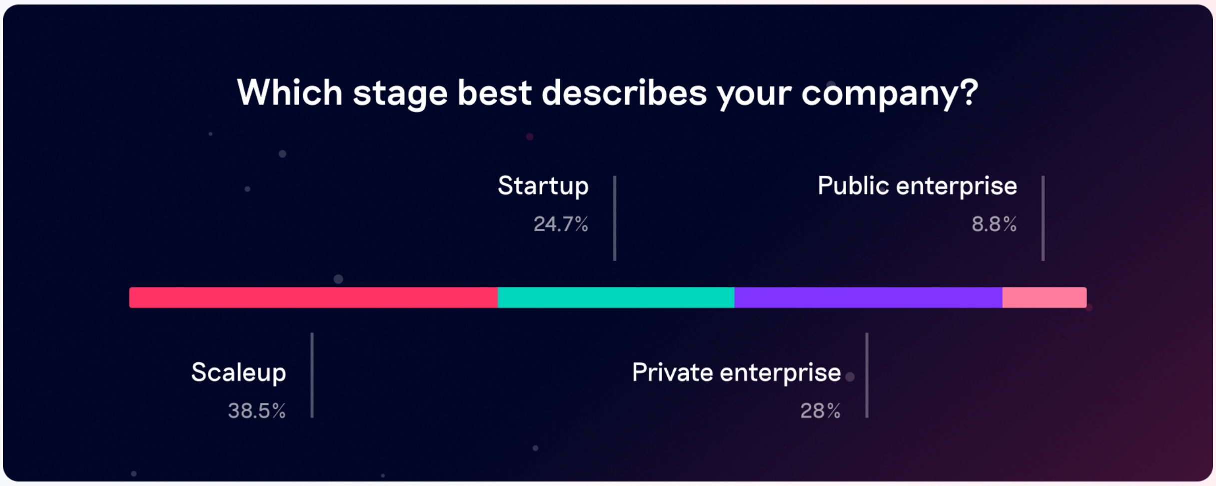
This report comes from a survey of 750 finance professionals, members of the CFO Connect Community. 38% of respondents are CFOs, 9% Finance Directors, 14% Heads of Finance, and 6% VPs of Finance.




The majority of our respondents are based in France (27.1%), the United States (23.8%), the United Kingdom (14.7%), and Germany (13.4%). 16.3% come from Europe (excluding France and Germany), and the rest (4.7%) are based in other parts of the world.

In terms of gender, 66.9% of respondents identify as male, 33% as female and 0.1% non-binary.

The predominant industry among respondents is SaaS/software, comprising 27%, followed by 13% in IT and 10% in Financial Services.




Around one third work in companies with 50 or fewer employees. Nearly 24% have between 51-100 employees, and a further 30% between 101-500 FTEs. This year we had a much higher representation of large companies than last year: 6.5% of respondents work at companies with 5,000+ employees, compared to 3.1% in 2023.


Respondents were asked for salaries in their own currency. Other currencies were then converted to euros (€) for consistency, unless otherwise stated.

As every year, this report is based on self-reported data from members of the CFO Connect community and other finance professionals around the world, collected anonymously. For this reason, the composition of the sample changes from one year to the next.

The survey was open for submissions during April and May 2024.

01

# Salary Overview

This chapter looks at key data around finance compensation at large. We'll examine salary trends across a range of roles, markets, company size and employee's age. This will lay the groundwork for the rest of the report.

## Geography determines salary and future growth

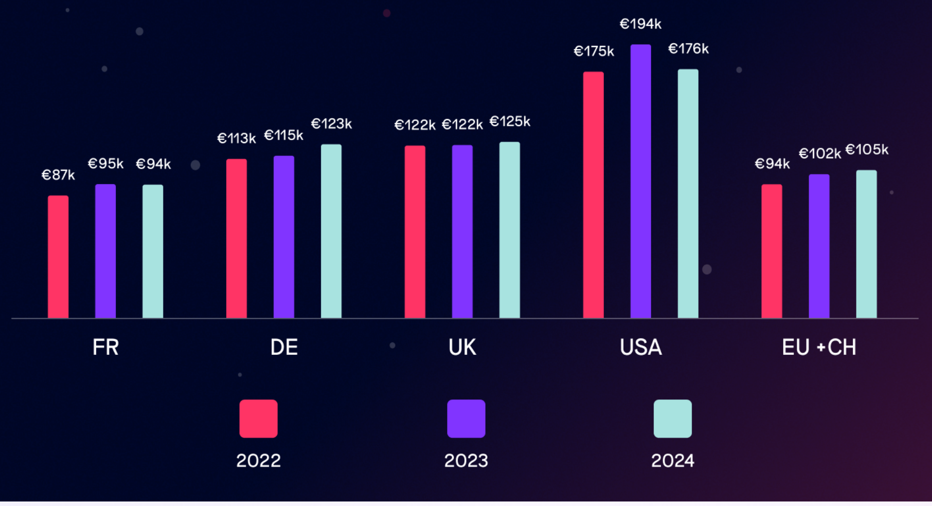
As in the previous three reports, we've found that regional disparities in finance salaries can be vast. The country of work is one of the most significant factors in determining a finance professional's salary.

For example, the gap between the highest and lowest average salaries, in the US and France, respectively, is 86%. It has shrunk from last year's high of 104%.

The difference between French and German salaries has grown from 21% in 2023 to 30% in 2024. Growth in the UK barely increased year over year, and now the gap between German and UK salaries has narrowed to just 1.3%.

The UK and Europe + Switzerland saw modest growth, but US salaries fell dramatically and German salaries jumped by 7% on average.

Average annual salary by country



The top five salaries reported (from 1-5) belong to finance professionals in the US, Liechtenstein, and Germany.

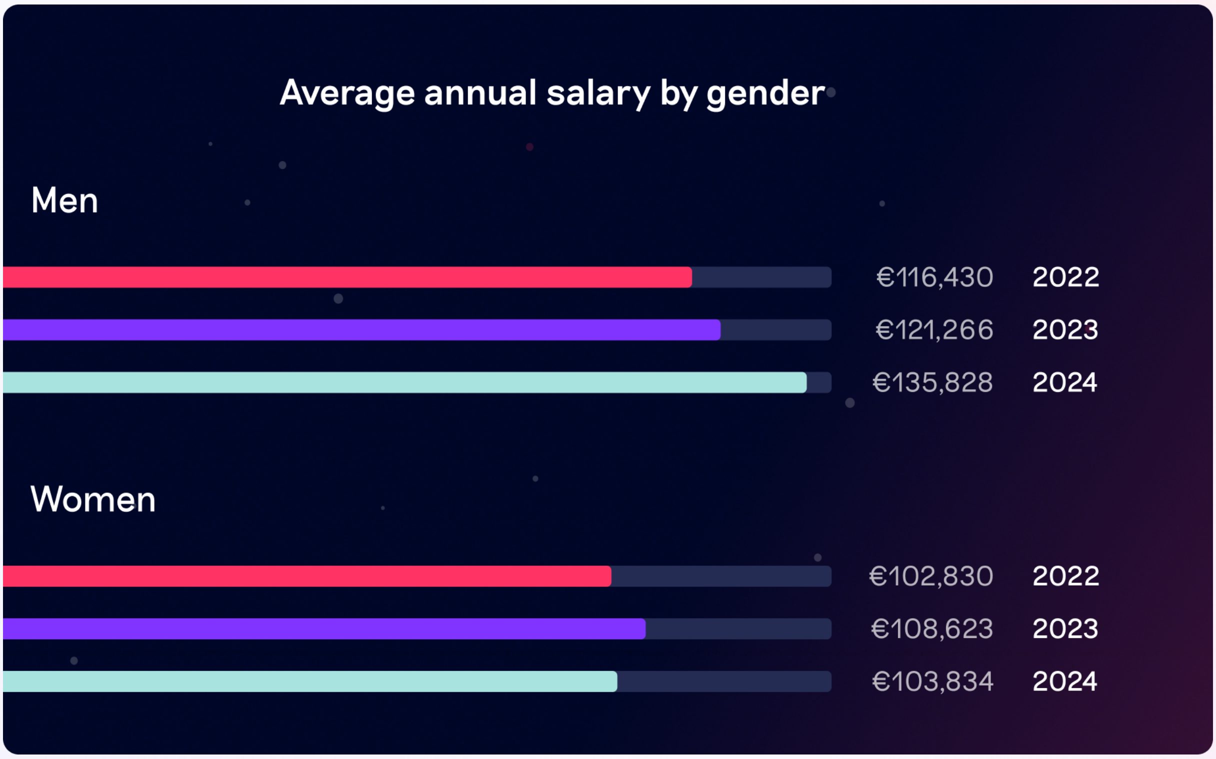
## German salaries have grown the fastest

German finance salaries grew faster than their counterparts in the rest of Europe and the US, where growth seems to have slowed or even fallen for finance roles.

However, US finance professionals still have the highest salaries of all respondents for the third year in a row. Additionally, seven of the ten highest salaries reported in this survey belong to workers in the United States.

## The gender pay gap has grown

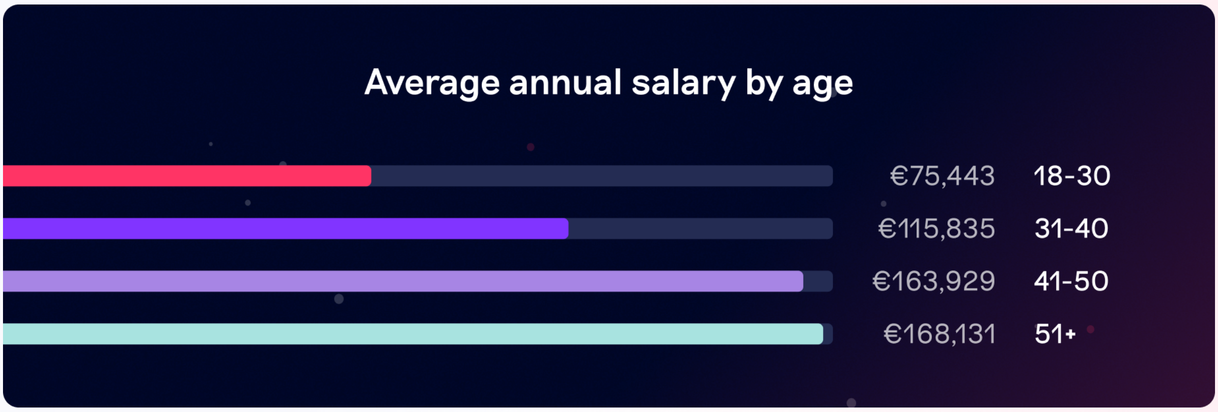
In 2023 we saw that the pay gap in average salary overall between men and women was 11%. In 2024, that number has increased to 24%.




Men's salaries have gone up, but women's salaries have shrunk. This is due to a multitude of factors; we'll see in later chapters that role, age, company stage, company size, and especially geography influence earnings. The difference in salary between men and women varies depending on these factors.

## Age and salary are closely related

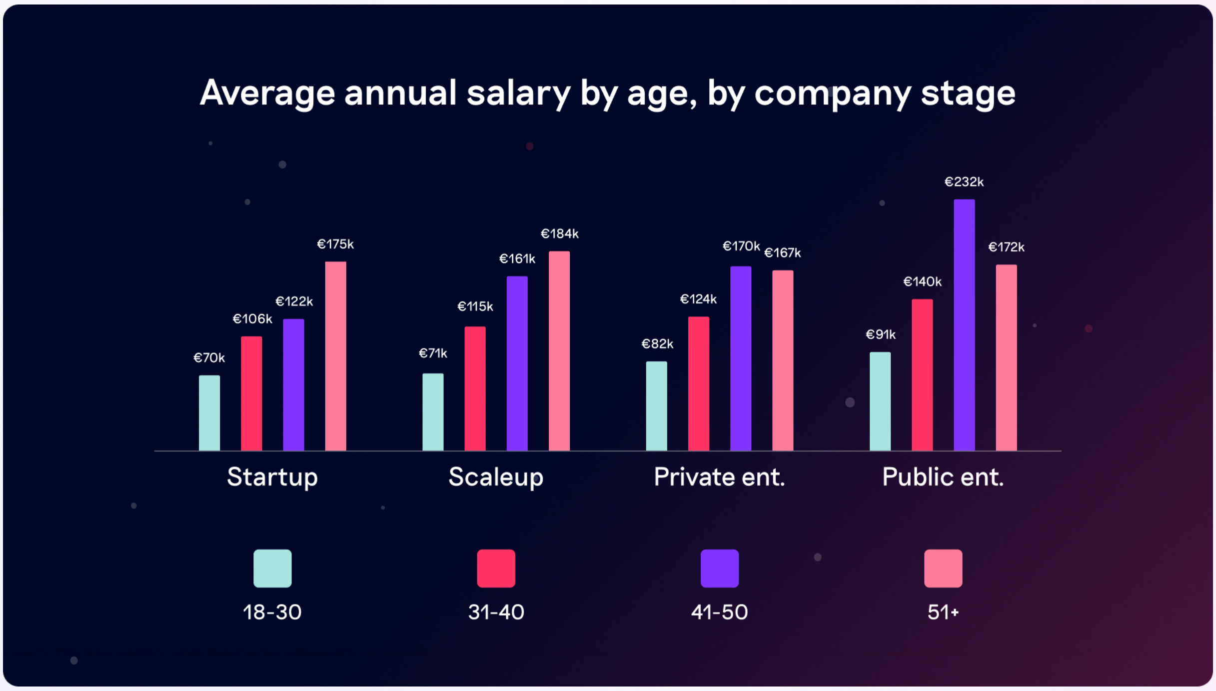
It’s no surprise that the older you get, the more you earn.




But that’s not to say that the highest earners in our survey are also the oldest respondents. In fact, none of the 10 highest wages in our survey belong to someone over 60, and two of the ten lowest reported salaries are from professionals in the 41-50 age bracket. Meanwhile, four of the 10 highest salaries are earned by workers aged 31-40.

## Company stage makes a large difference

We dug a little deeper into how age and salary are related, and whether company stage makes a difference:



Similar to our results from last year, 2024 data shows that startup employees tend to earn the least at each age bracket with just one exception (startup employees aged 51+ earn more than their peers in private and public enterprises). Public enterprise employees aged 41-50 earn more than their peers in any other age bracket or company stage.

## Increased seniority = higher earnings

As professionals work their way up through the ranks, salaries increase. This shouldn't come as a surprise. However, the rate of change year over year isn't consistent for all roles.


**Note**: For the third year, VP Finance roles earned more on average than CFOs, even though CFOs are typically higher in the company hierarchy and along the career ladder.

CFO salaries are significantly higher this year, as are those of Financial Controllers and Accountants. Finance Directors and Heads of Finance experienced more modest growth compared to last year, whereas VP Finance salaries jumped by 19%. Finance Manager salaries dropped by 20% and more closely resemble the numbers from 2022 rather than 2023.

> “De-center the myth that vertical growth is the only option. We should broaden our mindset, think outside of the box when it comes to our career growth. Be innovative and nimble. In startups we can grow linearly, it comes down to networking. You may develop interest in another department. Keep your mind open!”
>
> **Sahil Kamani**
>
> Director of Controlling/FP&A at Future Group

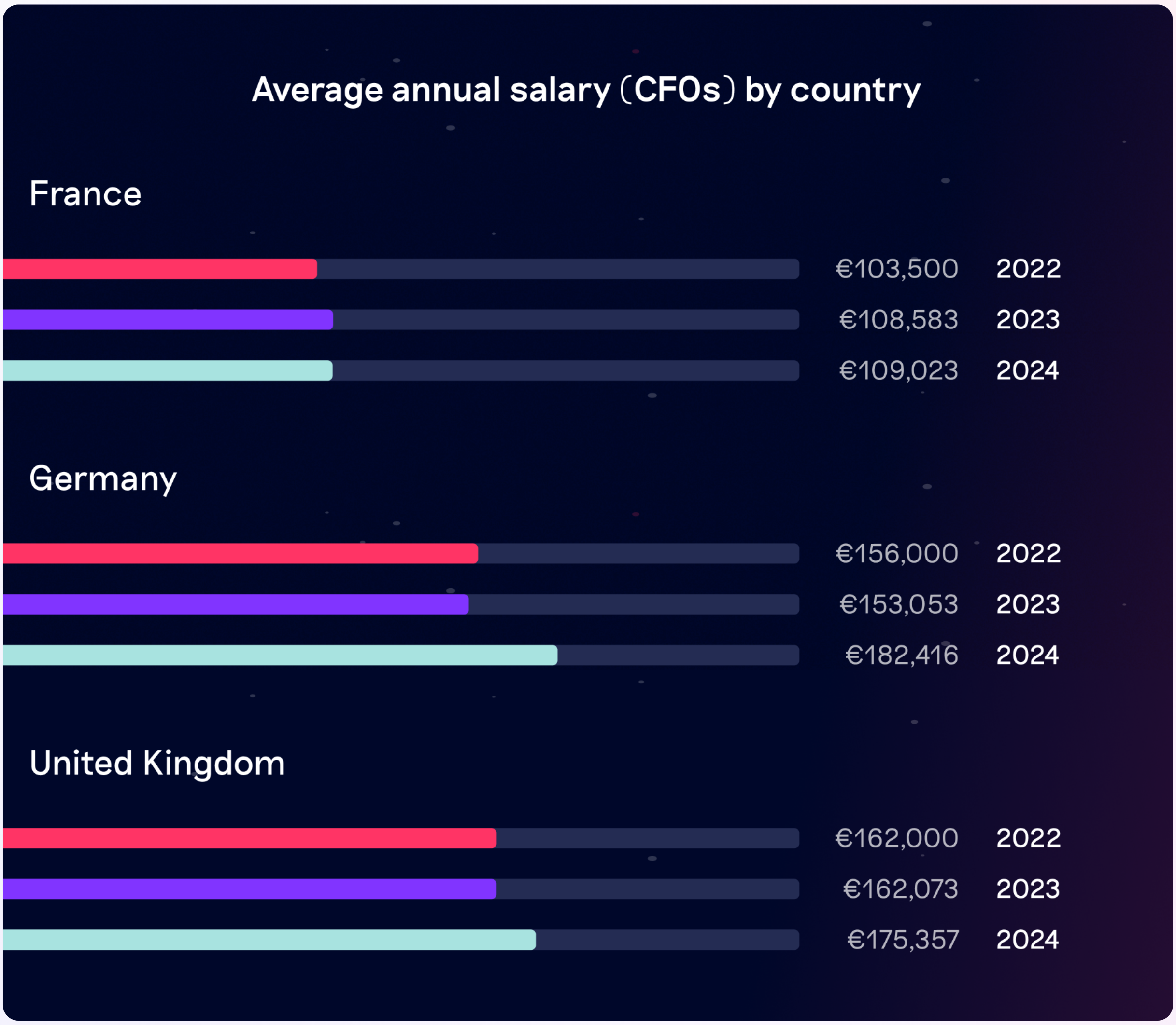
02

# CFO Salaries in Detail

Thanks to CFO Connect community members who shared their input for this survey, we have a plethora of data regarding senior finance professionals' salaries.

## Geographical differences influence CFO salary

CFO salaries increased in every market this year, although there's a big difference in average salaries between regions.



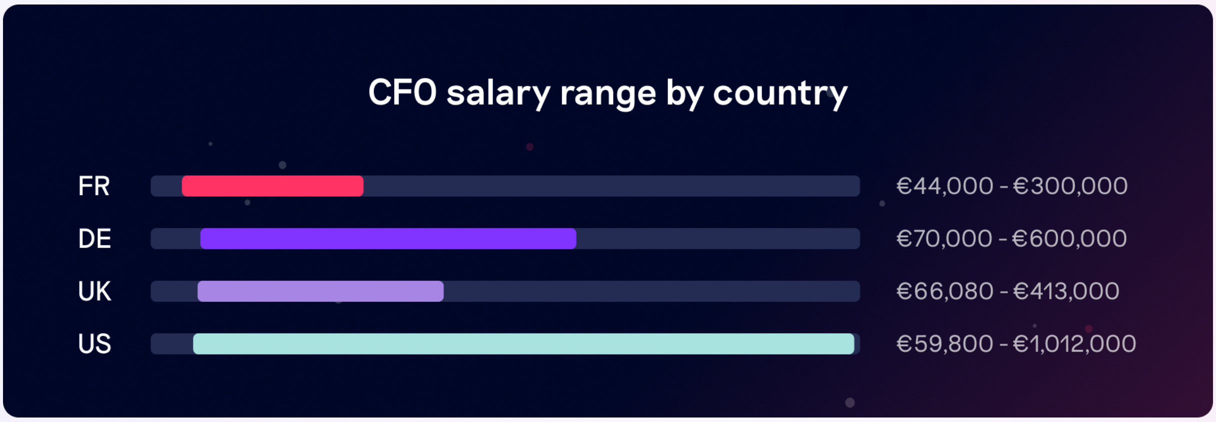

Notably, the average American CFO earns 132% more than a French CFO. This is far above the average difference between all finance salaries in the US and France which is 86%.

Even within Europe, the differences between the highest and lowest salaries are large – and growing larger.

## CFO salaries span a wide range

A CFO could be the first full-time finance hire in a startup and running a one-person show, or responsible for a team of dozens in a multinational conglomerate. It's difficult to compare salaries between the two, even if they both hold the title of CFO.

Job titles are not always consistent, and they vary depending on the company, country, and industry:



For example, our lowest CFO salary is €37,500 - an Information Technology & Services scaleup in Thailand. The highest is €1,012,000 - a US construction company with over 5,000 employees.

## Salaries can double as CFOs age

It's natural to assume that salary increases with age. After all, experience, promotions, new job opportunities and acquired skills are factors that lead to salary increases throughout one's career.

Our survey data shows that salaries increase with age – up to a point. This year, we noticed a huge dropoff for CFO salaries of respondents over 60 years old. It's a big change from last year's average salary of 60+ CFOs, which was €184,879.


Keep in mind that we do not have the same survey respondents every single year, which could explain why the salaries of 60+ CFOs are so drastically different this year. These results could also be due to the mix of company stage, company size, and country of employment. You'll see below that company size has a huge effect on salary.

## The larger the company, the higher the salary

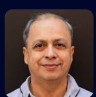
Simply put, CFOs earn more in larger companies. This is almost certainly directly correlated to the size of the finance team they lead.


Age and company size are also potentially correlated. None of the CFOs aged 18-30 (2% of respondents) work at companies with more than 100 employees.

"A CFO has a 360-degree vision of financial constraints, risks, and strategy. It is natural that the CFO's salary should approach that of the CEO. The CFO is a true partner to the CEO in business development, providing crucial advice, support, and analysis.

In today's awakened markets, a company must plan a long-term strategy. The CFO plays a crucial role, not only in the development of the company but also in safeguarding investors' interests. While the CEO is the visionary and product leader, the CFO is the strategic and analytical force driving the company. Together, the CFO and CEO team run the business, complementing each other.

Despite this, CFOs are not always adequately compensated, but when investors understand the CFO's crucial role, this perspective changes. A good CEO/CFO duo is indispensable for a company's success."



**Philippe Bouaziz**
CFO, Deel

03

# Education and Salary

For the first year ever, we collected data on finance professionals' levels of education to see whether or not this could impact salaries.

A Master's degree in Finance is by far the most popular graduate degree among our respondents: 39.5% hold a Master's in Finance. 17.2% of survey respondents are Certified Public Accountants, and 15% have a Master's of Business Administration degree.

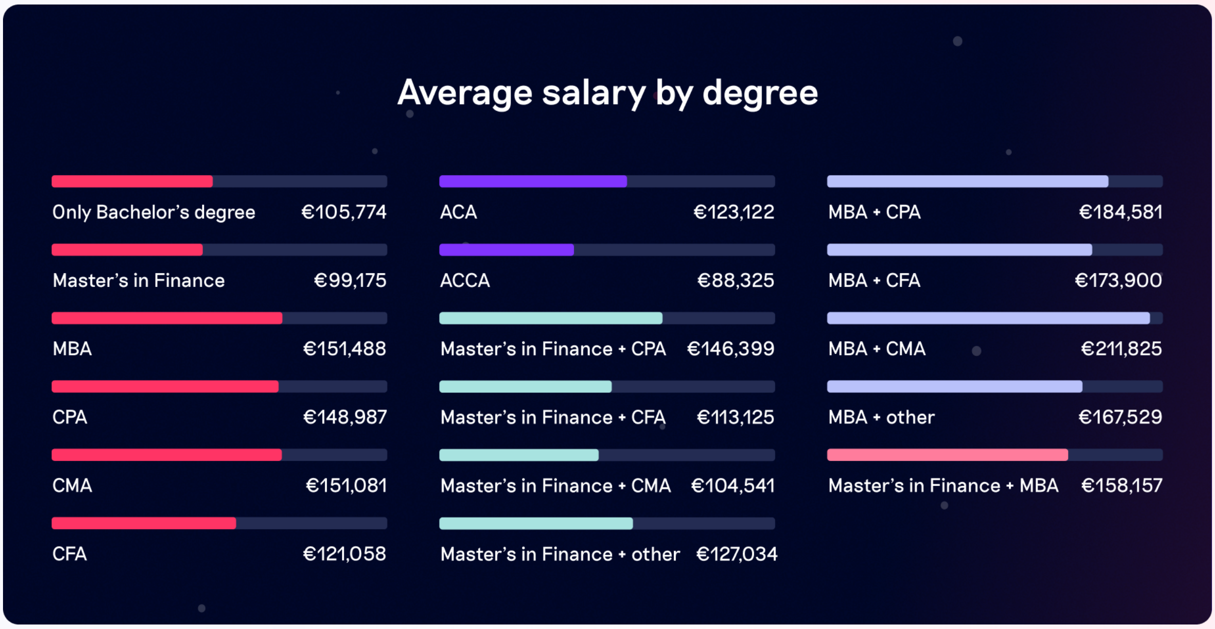
A Master's in Finance or an MBA will cover many topics needed for a carreer in finance, which is why both degrees are so highly represented among our survey respondents.

CPAs also have a wide range of career options open to them, so professionals who earn this qualification have high earning potential.

## More education does not automatically mean higher salary

A large majority of our survey respondents are highly educated and many of them possess several degrees and certifications. However, a combination of a Master's degree and a additional certification/qualification does not necessarily mean higher earnings.

**Note**: We assume that all respondents have graduated from university, as most roles in the finance function require at least a Bachelor's degree. The graph below shows the qualifications and degrees that respondents hold in addition to their Bachelor's, if applicable.

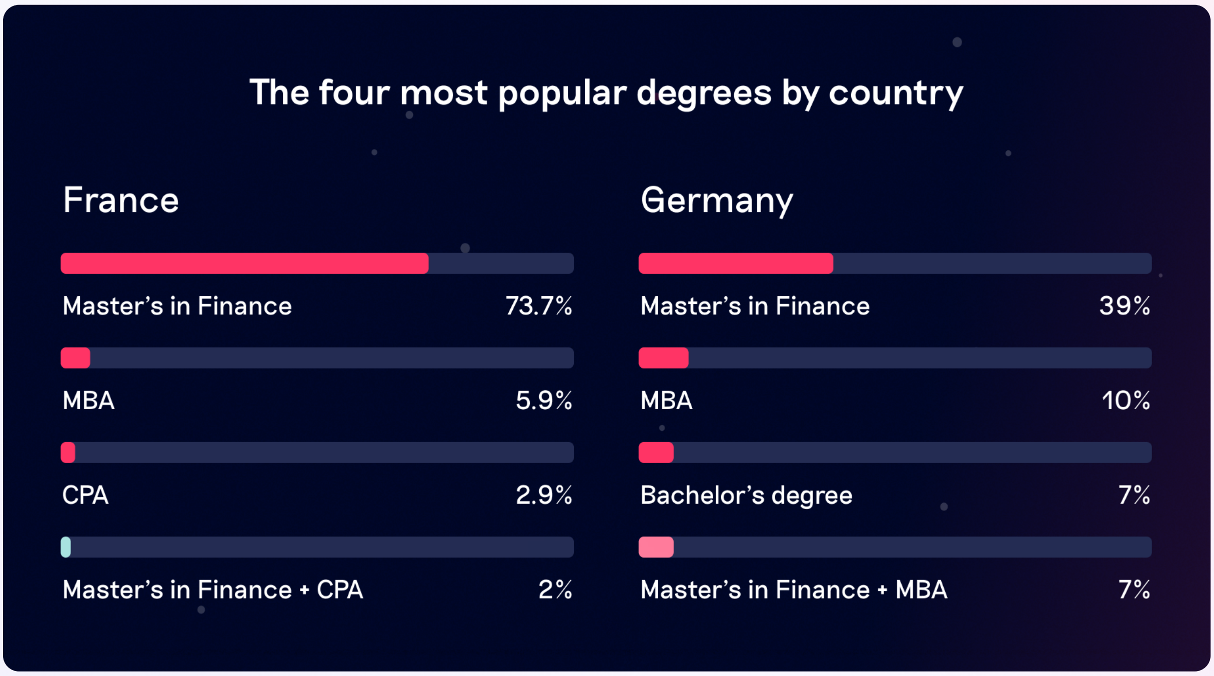


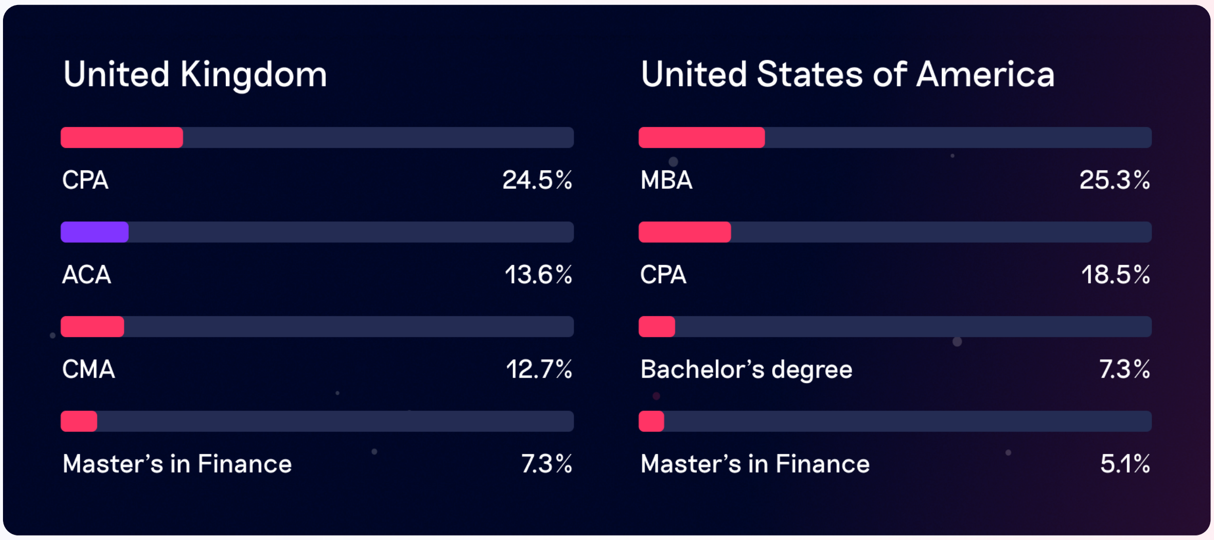

In general, an MBA plus another certification seems to lead to more earning power. However, this could also be highly influenced by a more important factor: geography.

## Education by region

Different university systems, standards and requirements mean that degrees aren't perfectly comparable from one country to another.

Let's see which degrees are most common in each region:



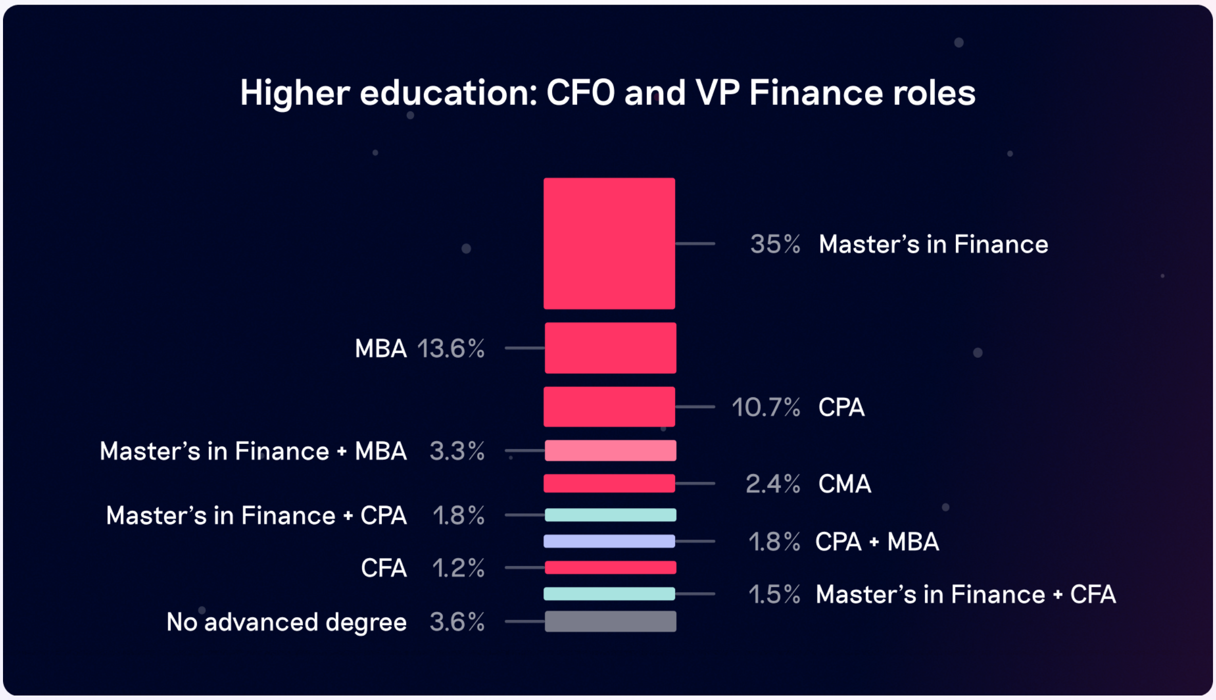



In the previous section we saw that professionals who held an MBA, CPA, or CMA earned more than Master's in Finance holders.

These high salaries are more likely associated with country of employment rather than education level – MBAs and CPAs are more common in the US and UK, where salaries tend to be higher.

## Advanced degrees popular among CFOs

Now that we've taken a look at the education level for all finance professionals, let's zoom in on CFO and VP Finance roles.

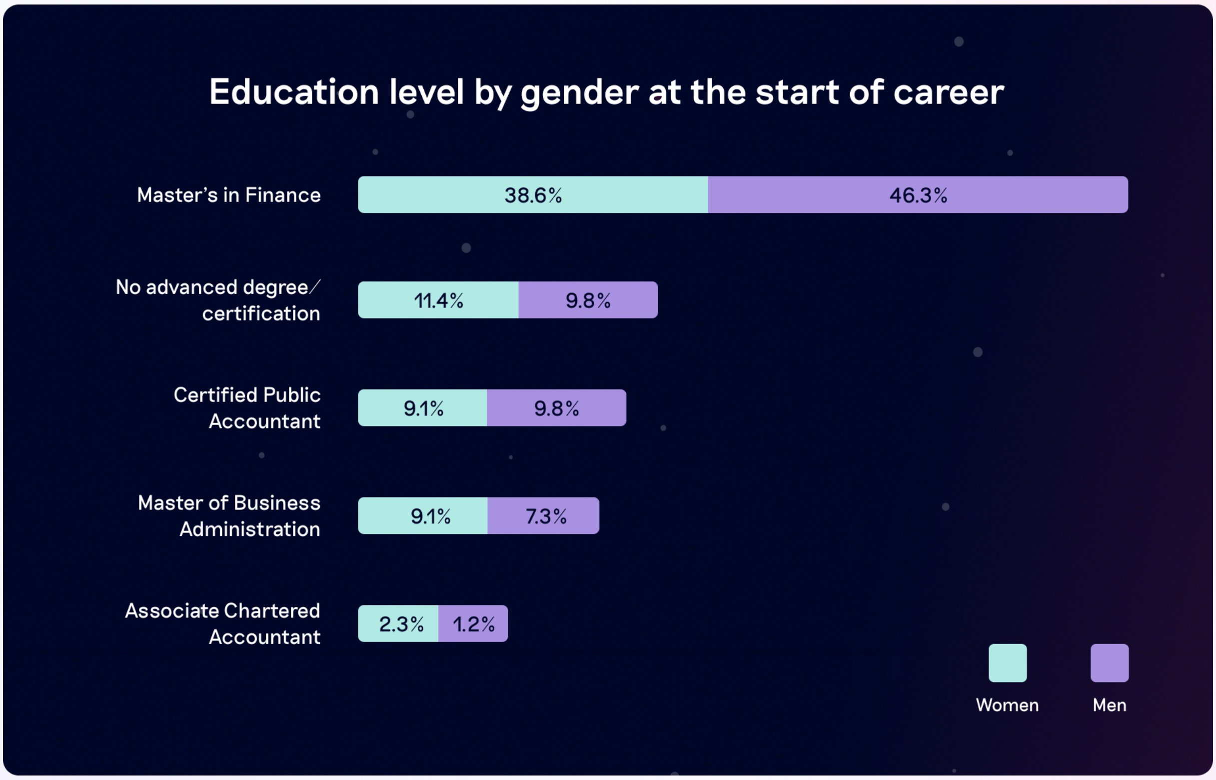


Many CFOs and VPs of Finance hold Finance Master's degrees. But that's not to say you absolutely must have a certain degree or qualification to reach those roles. There were 3.6% of CFOs/VPs of Finance who responded that they did not have finance-related graduate degrees. Their earnings did not seem to be negatively impacted by the lack of a finance graduate degree or certification: the average salary of these respondents was €192,442.

## Men and women obtain similar degrees

It's no secret that a pay gap exists between men and women working in finance. You'll see in the final chapter of this report that the pay gap starts at the beginning of the career; men and women are not paid the same amount for the same roles even when starting out. We wanted to see if education was a determining factor or could somehow explain why this gap exists.

Studying the data of respondents aged 18 to 30, we investigated whether there's a disparity in levels of education between men and women.




Degrees and qualifications are roughly the same between both genders in the 18-30 age range. So we can rule out education as a determining factor for salary differences between men and women.

## Education as a perceived lever for salary increases

Curiously, when asked if they pursued additional certifications or qualifications to increase their earning potential, respondents overwhelmingly said no. We assume there is an understanding that education levels are a hygiene factor rather than a boost. Employers expect their finance employees to have a certain level of education and certifications in order to be selected for the role in the first place.


In the finance profession, there's a high barrier to entry. It's rare to be able to climb the ladder without at least a Bachelor's degree. Even early on in the career, finance roles require specialised skills and knowledge.

Perhaps this is why only a quarter of respondents said they've pursued more certifications to increase earning potential; many complete their education and certifications before they launch their careers rather than later on.

04

# Benefits Are Part of the Package

Gross annual salary doesn't paint the whole picture when it comes to compensation. Most finance professionals today expect some sort of package that includes considerations for health (physical and mental), retirement, reimbursement for commuting to or eating at the office, stock options, and even bonus schemes.

## Common benefits

The most common benefits according to our respondents are paid time off (76%), healthcare (69%) and retirement or pension plans (43%). 40% are granted budget for learning and development, and 37% and 31% receive reimbursements or subsidies for transportation and meals, respectively.

## Common benefits by country

Some benefits are more popular than others depending on the region. Meal vouchers and transportation reimbursements are legal obligations for many countries in Europe, for example. Perhaps these are not considered benefits by employees as they are government-mandated, and it's somewhat expected of an employer to provide them.

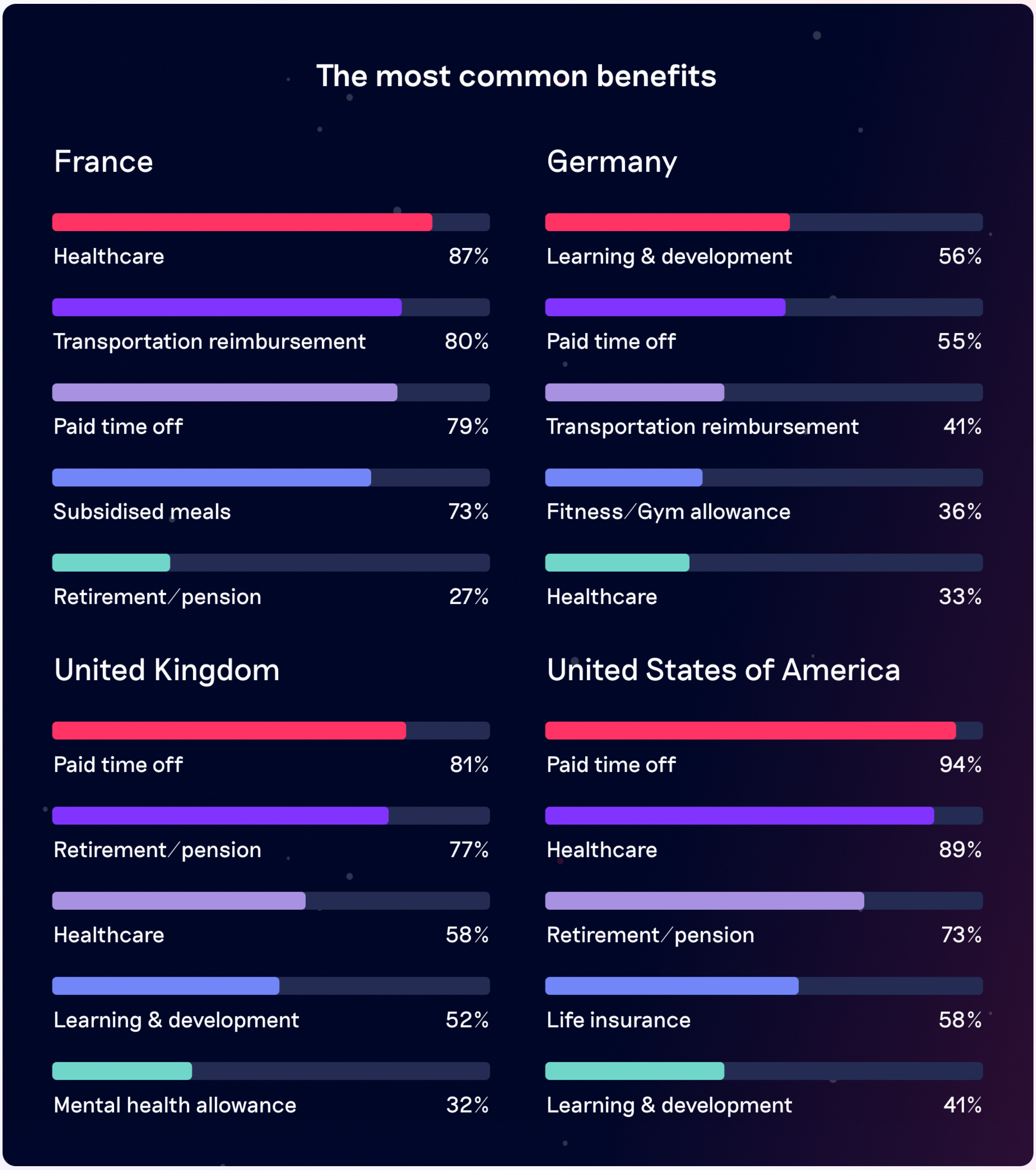
The notion of 'paid time off' can vary depending on the region as well. In the UK, employees are guaranteed at least 28 days of paid holiday per year. Not so in the United States, where there are no federal laws guaranteeing paid vacation. The offer of significant PTO for an American employee might be an enticing option that could influence salary negotiations.

France and Germany already have good state pension programmes, so a retirement plan may not be considered a particularly interesting benefit for French and German employees. In the same vein, life insurance is a very common benefit in the US but not as common in Europe.

Finally, healthcare is usually tied to one's job in the US due to the lack of a universal healthcare system. In France, most employers provide a secondary health insurance scheme, called a mutuelle, to supplement the public healthcare offering.

In Germany, employers don't tend to include healthcare as a benefit as public healthcare is mandatory. The UK often has private health insurance as a benefit for more senior roles.

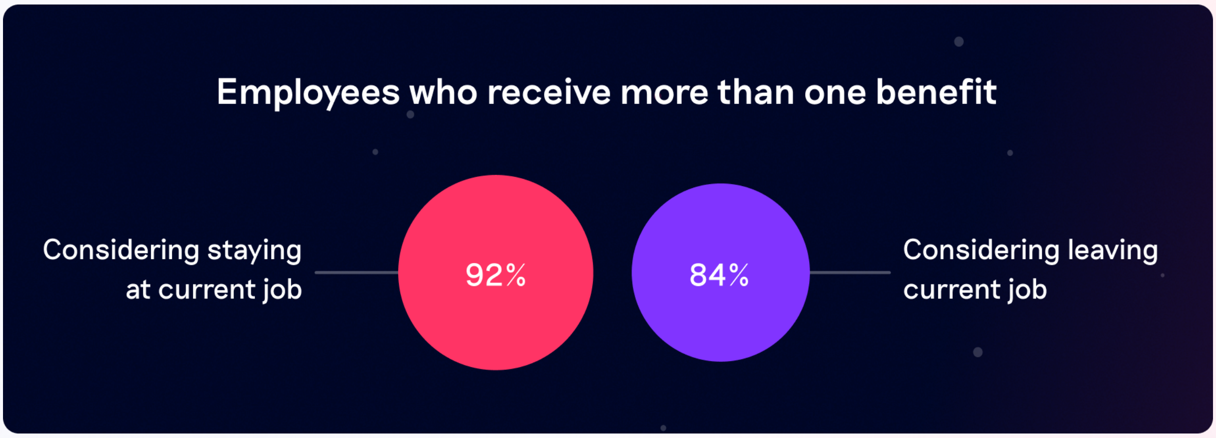
Benefits that some employees take as a matter of course could be the deciding factor for others.



## Benefits and job satisfaction

There may be a possible link between how many benefits an employee receives in their total remuneration package and whether or not they're looking for a new job.

We asked respondents if they were planning on looking for a new role in the next six to twelve months. 56% responded 'No,' 23% responded 'Yes – to find a fresh challenge' and 20% responded 'Yes – to find a better salary.'




Of the 56% of respondents who are not planning on leaving their job anytime soon, only 8% reported receiving one or no benefits. On the other hand, for employees who are planning on leaving, the number who receive just one benefit or no benefits at all is 14%.

"The key to a successful (and balance sheet-friendly) compensation and rewards strategy is to work with your HR team at every stage, to ensure that any policies they propose are aligned with the company's financial goals.

HR should be the ones putting forward initiatives to retain staff. But Finance owns the budget. You should be closely involved as the strategy evolves, assessing reports on the financial metrics by which HR's success will be judged."

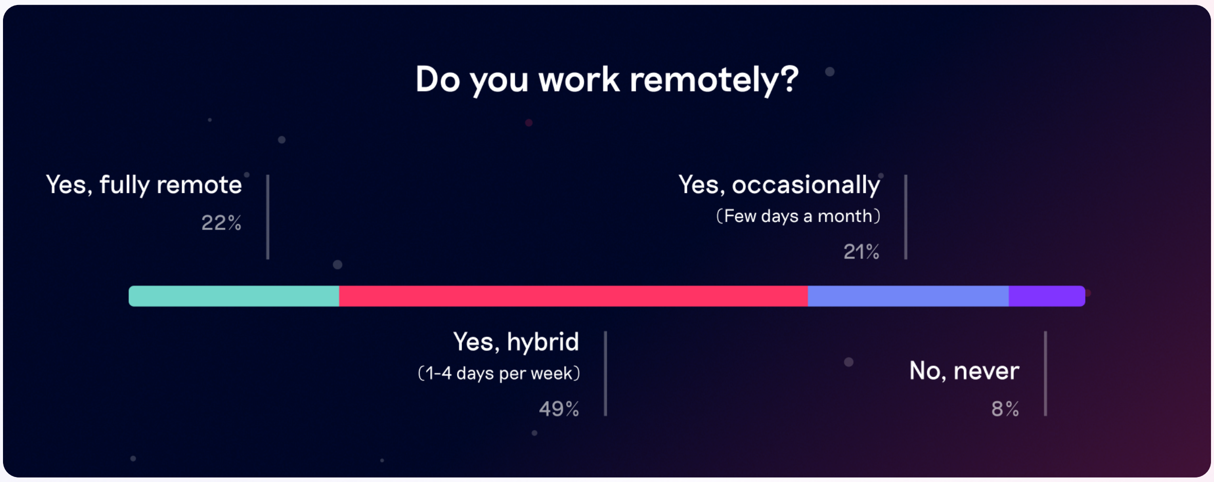
**Rebecca Russell**
Payroll Expert at Payfit

05

# Remote Work in Finance

It's almost impossible to talk about remote work without bringing up the catalyst for our monumental shift towards working from home: the Covid-19 pandemic. Since March of 2020, the global share of employees working remotely has increased over 15%.

Even though things are more or less back to 'normal,' remote work is here to stay. Many companies have implemented hybrid models, where employees can choose how often to come to the office.



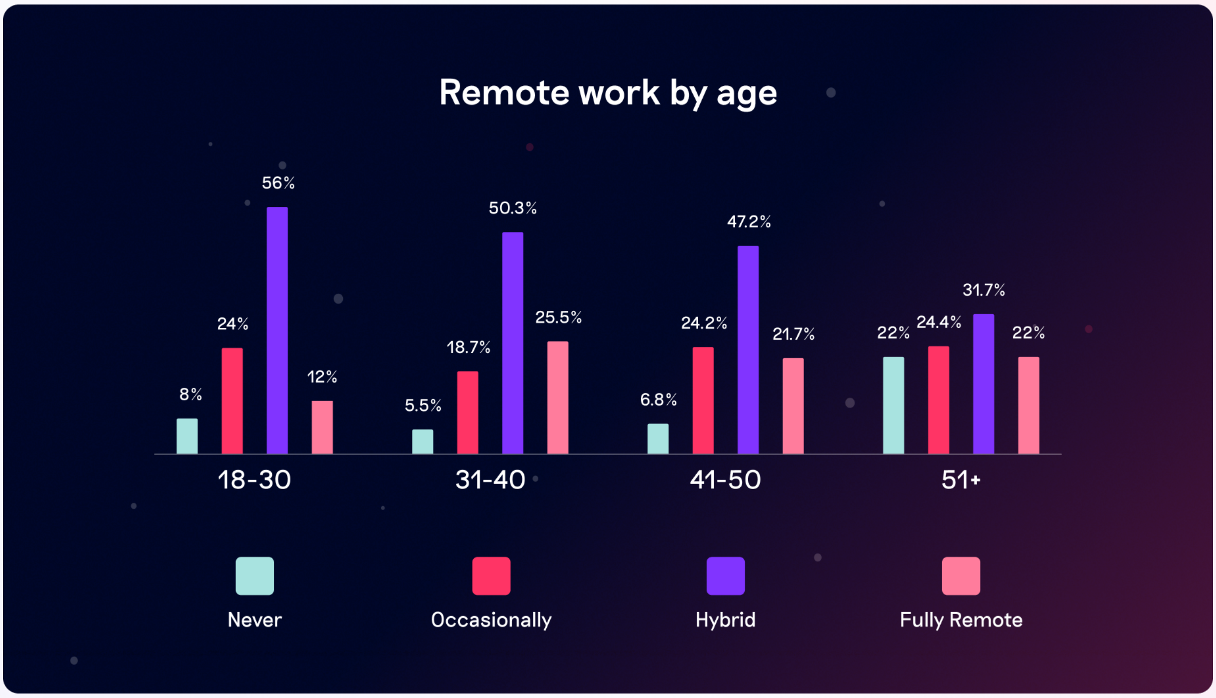

Most respondents have at least some sort of remote work flexibility in their roles. Only 8% never work remotely.

It gets interesting when we break it down and look at average salary by remote work status:

Our survey didn't find a clear correlation when it comes to salary averages and remote working conditions, which may signify that remote work as a whole has been normalised in the finance profession. Employees can do their job from anywhere, and there's no impact on performance or earning potential.

## Older workers are more present in the office

Perhaps by choice or as a function of their contracts, older finance professionals seem to work in the office more often than their younger counterparts. Almost a quarter of those 51 and older never work remotely, whereas only 8% of respondents between 18 and 30 never work remotely.




Four years removed from the onset of the Covid pandemic, it's safe to say that our habits have changed for good. Previously, remote work was something that was viewed with distrust, or a privilege to be earned. But as employees proved during the pandemic, it's possible to do your job competently if you have access to all your tools (thank you, cloud-based software!) and a good internet connection. There's no longer a stigma around remote work.

## Hiring remote employees

A globalised world and the embrace of remote work culture means that companies have much more freedom when it comes to hiring employees not based near the office. But managing the details - tax, compliance, red tape - can be a nightmare.

Choosing the right HR platform could solve many, if not all, of your hiring woes.

06

# Tech and the Future of Finance

The finance function has experienced a digital revolution over the past decade. Most, if not all, finance teams have started to integrate digital tools into their daily work.

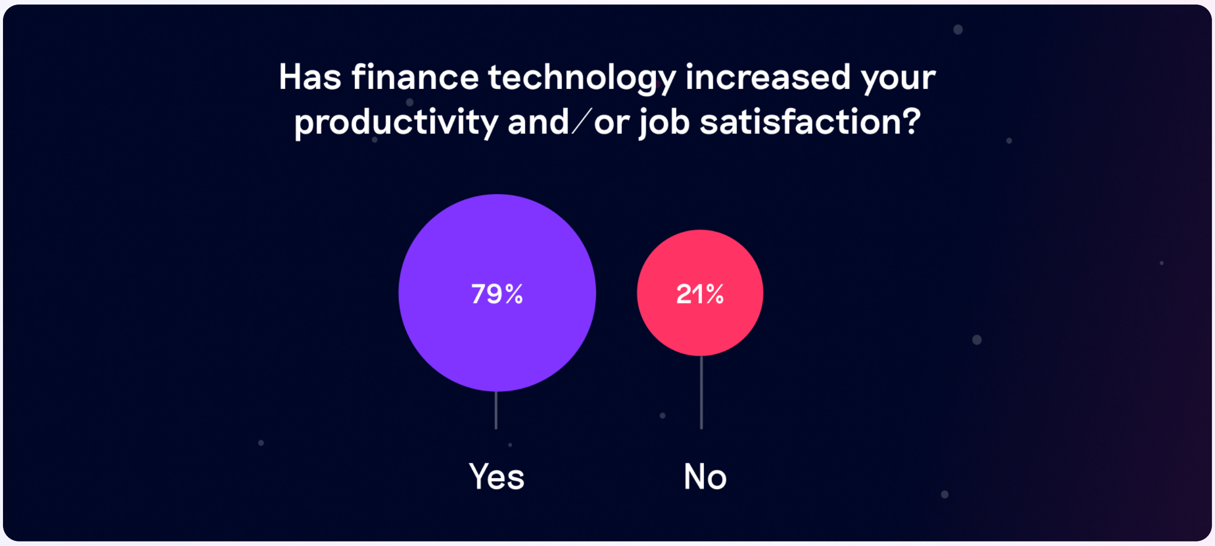
The growing list in the finance tech stack means finance professionals need to keep up with tech skills and trends now more than ever. A typical finance tech stack can include:

- Cloud-based software
- Integrated tools, such as
  - Accounting
  - Forecasting
  - Procurement
  - Tax
  - Reporting
  - Treasury management

The list seems to grow every year.

## Finance technology improves job satisfaction

We know finance teams are increasingly using technology in their daily tasks. But does this technology increase job satisfaction and actually improve efficiency? Overall, finance professionals say yes.



More than three quarters of respondents believe that finance technology has increased their productivity and/or job satisfaction. It's clear that having the best tools at your disposal makes life significantly better, but it can be hard to choose the right ones.

Keeping company spend in control and teams on-budget is a high priority for finance professionals everywhere. A reliable spend management tool that streamlines processes and automates accounting tasks saves precious time for the finance team, who can then focus on bigger-picture work.

Spend management is an essential part of an efficient and high-performing tool stack. You can integrate your spend management with your ERP, HRIS tools, accounting tools, and more to seamlessly manage spend in every department.

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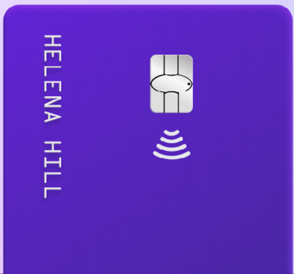
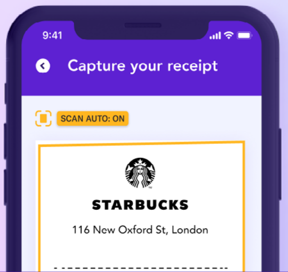
## Spend Management For Leading Finance Teams

Spendesk helps you make smarter spending decisions thanks to improved spending control, freedom from manual tasks, and real-time visibility over company finances.

### Intelligent corporate cards



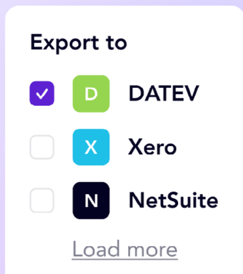

### Expense management




### Accounts payable


### Integrated budgets


### Integrations & APIs

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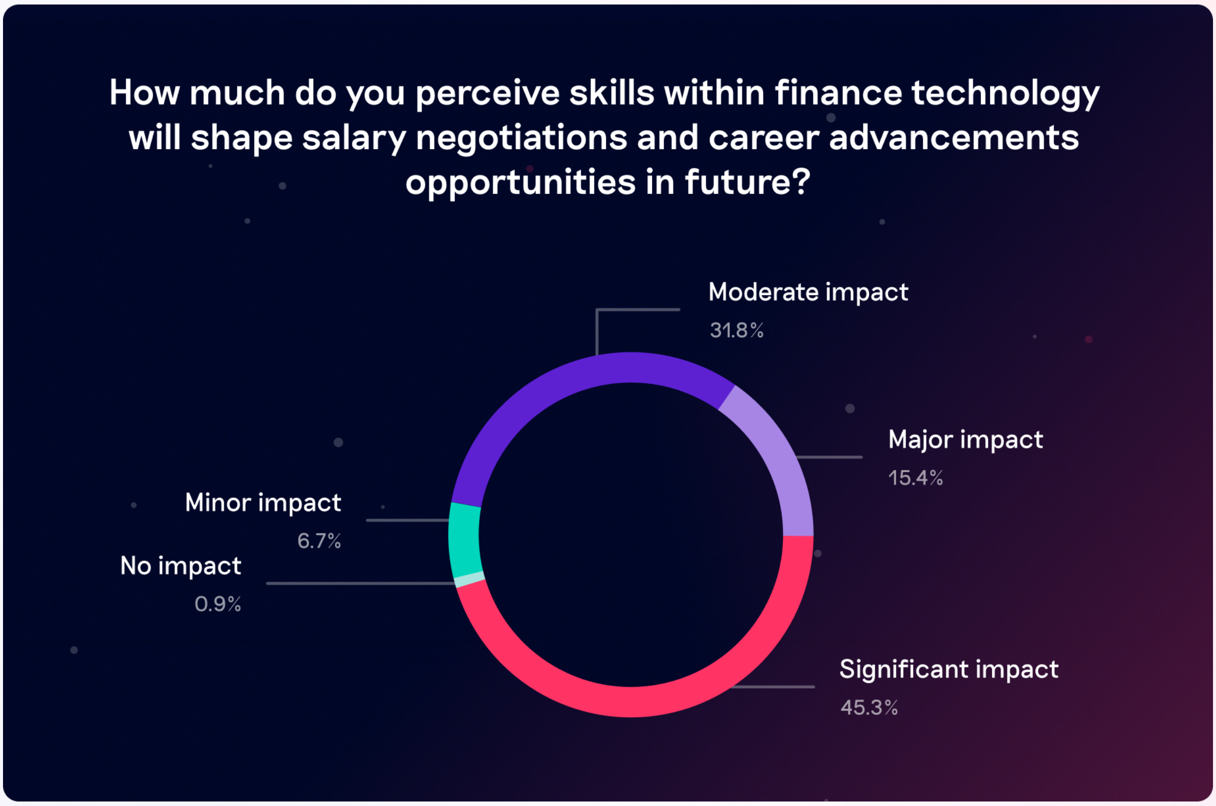
## Tech skills may influence salary

In addition to higher education and qualifications, finance professionals can increase their salary and move up the ladder by adding more skills to their arsenal.

Two thirds of respondents believe that finance tech skills will have a significant or major impact on salary and career opportunities.




Interestingly, there seems to be a generational divide when it comes to finance technology. 63.2% of the youngest respondents (18-30) think that finance technology skills will have a significant or major impact on salary in the future. Yet only 41.5% of respondents aged 51-60+ agree.

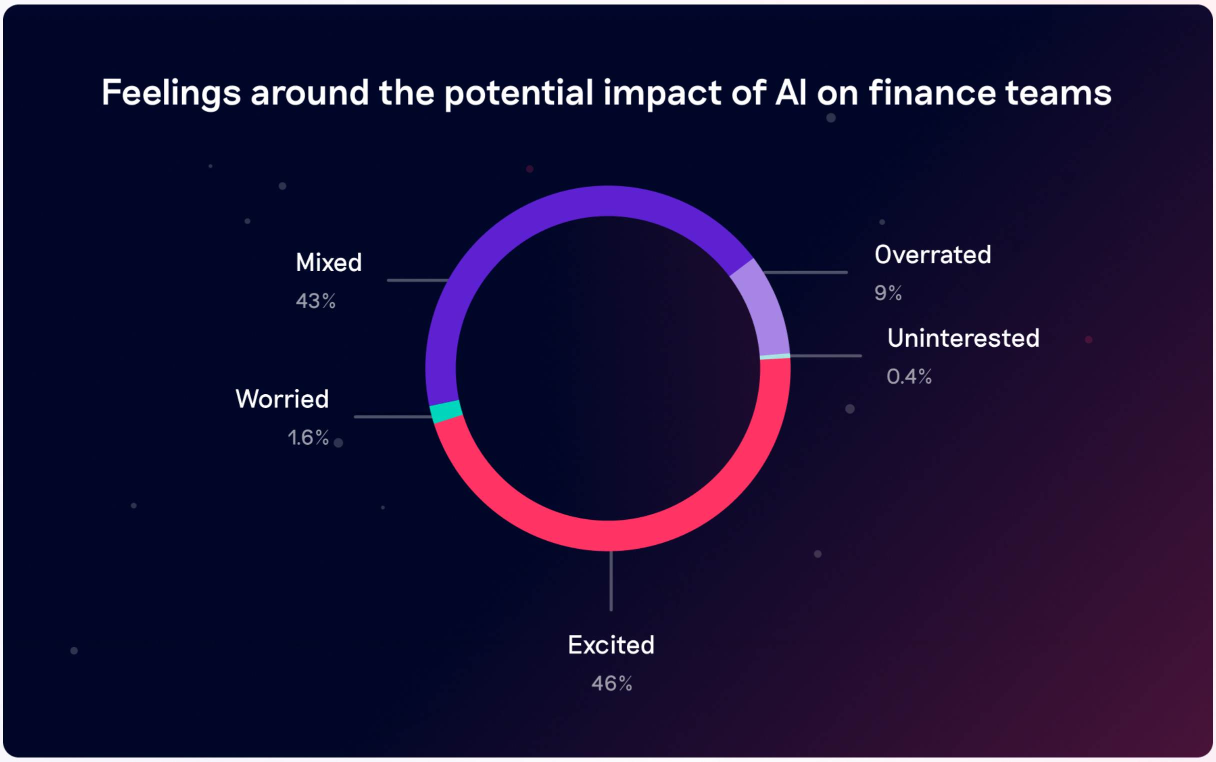
> "Beyond certifications and education, the best thing finance professionals can do to ensure career success is take an active role in their learning and development. Especially when it comes to finance technology, finance professionals have the unique ability to improve their future prospects and current job satisfaction by embracing all that tech has to offer"

**Alice Rebert**
VP People at Spendesk

## AI's place in finance

Finance tools increasingly incorporate artificial intelligence capabilities in order to automate manual tasks and streamline workflows. But there still aren't many finance tools on the market that are fully AI-enabled. However, that could change at any moment because new solutions are emerging every day.

Survey respondents seem to be on board with AI, with almost half excited about the potential impact of AI in finance:




Over 40% of respondents have mixed feelings about the impact of AI on finance teams. And they're not alone – according to a study by EY, a majority of employees in the US (71%) are anxious about artificial intelligence.

"For finance tools, there aren't many using AI successfully. It will come, it's just a matter of when. Generative AI isn't useful for finance now, but don't fall behind the curve. Everybody should take some time to play a little with ChatGPT and get to know the technology. It will change everything in terms of efficiency."

**Paul Mondollot**
VP of FP&A at Aircall

07

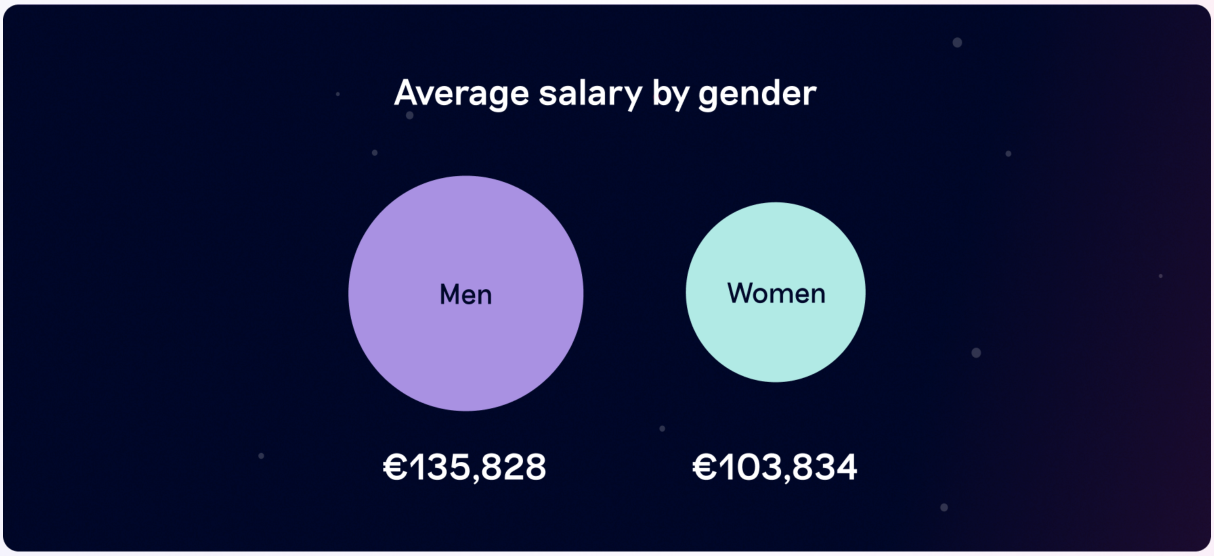
# Salary Trends By Gender

This chapter looks at trends in pay between men and women. For the third year in a row, we asked respondents for their gender in order to clearly see if the gender salary gap persists, and by how much.

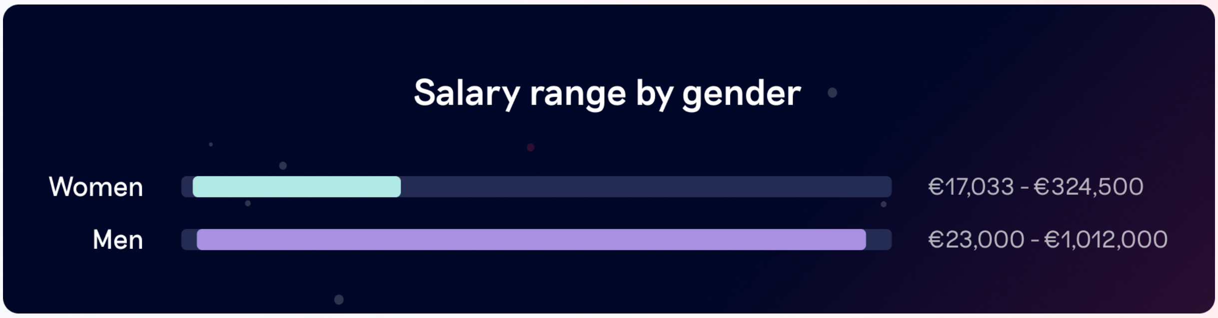
## Women earn 24% less than men

Last year's survey found an 11% difference in salaries between men and women in finance. This year, the gap has ballooned to 24%.

This figure is above the general average gender pay gaps in Europe (12.7%) & the US (16%).




The gender pay gap closed by 1% between 2022 and 2023, signalling progress, albeit slow. That moderate progress reversed in 2024, and the gender pay gap in finance roles has almost doubled since we published the 2023 report.



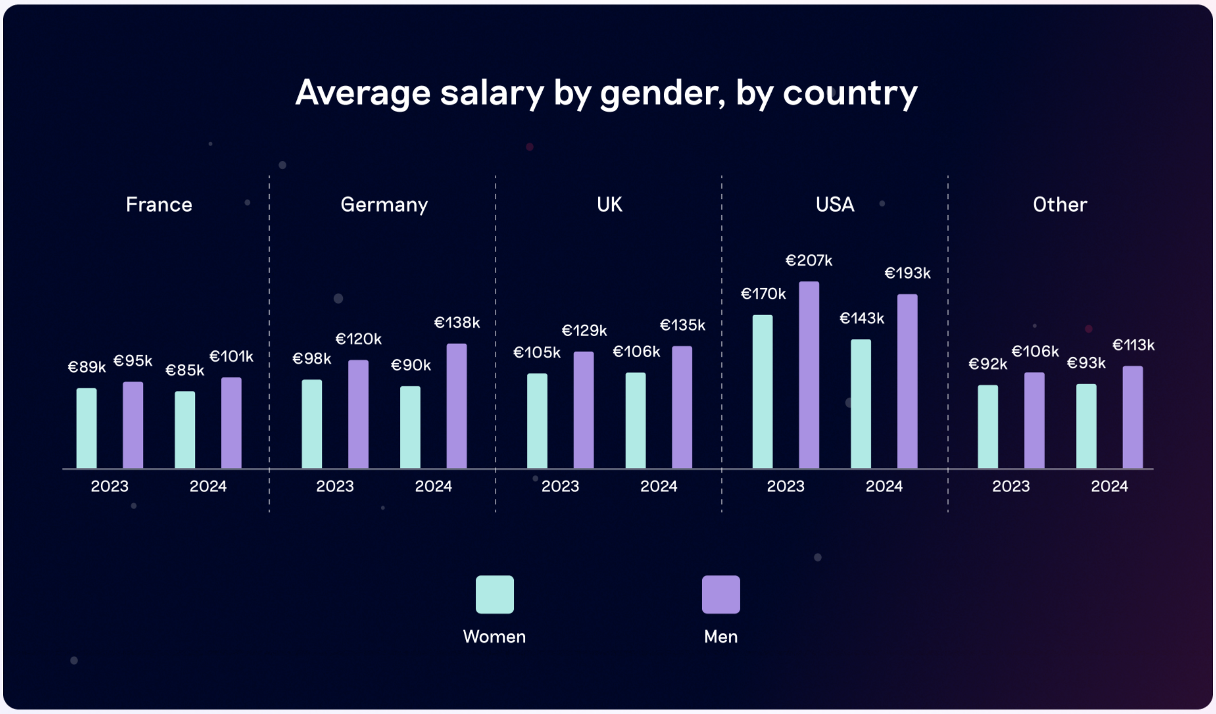

The gender pay gap isn't new, and finance isn't the only industry affected by this disparity.

Salary patterns in other high-paying professions seem to echo this trend: women software developers in the US earn 90% of what their male counterparts make, and the pay gap between male and female legal professionals in the UK is 17.6%. These are just two examples of many. All around the world, women earn less than men, even in the same roles.

## The pay gap is not consistent across markets

The pay gap has grown in every region.

In last year's report, the pay gap was 7% in France, 18% in Germany and the USA, and 18% in the UK. This year, we see that the disparity has grown the most in Germany, up to a whopping 34% pay gap between men and women in finance.

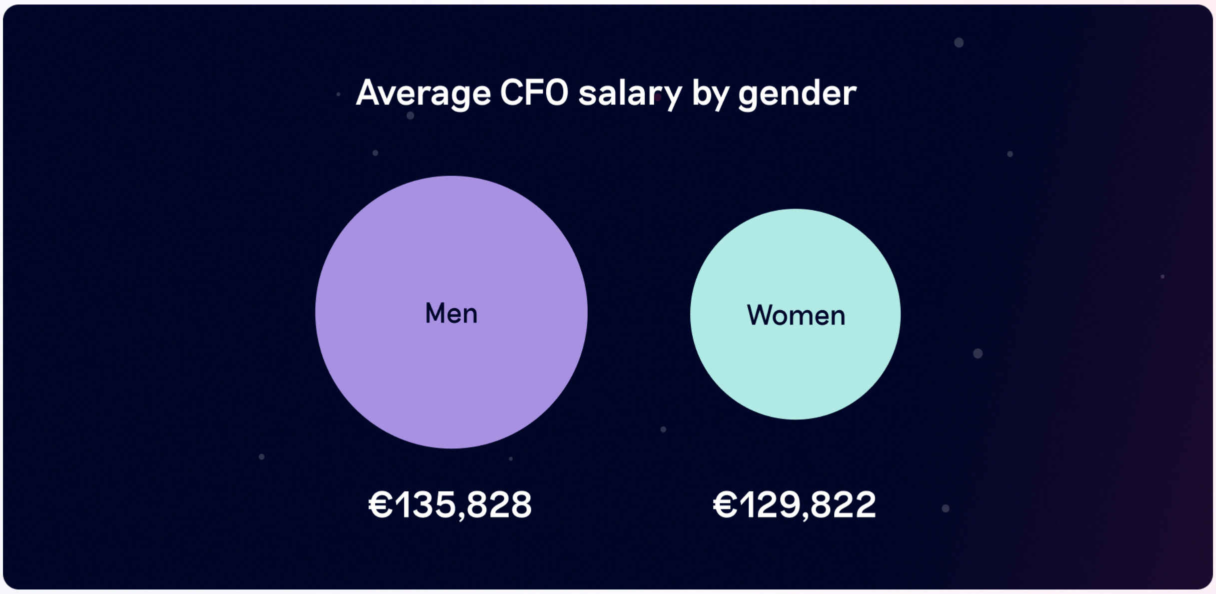


The gender pay gap has seen an especially large increase in Germany between last year and this year. This might be due to sample differences between the two years. There were 69 male respondents working in Germany in this year's sample, whereas there were 140 in last year's sample (a 50% reduction in sample size).

However, there were just as many male high earners (€200,000 or higher) among men in Germany in both samples, which means that the proportion of high earners was twice as large in this year's sample of men in Germany as last year.

## Salary discrepancies appear in almost every role

The gender pay gap exists at every level and in almost every role, starting with CFOs.



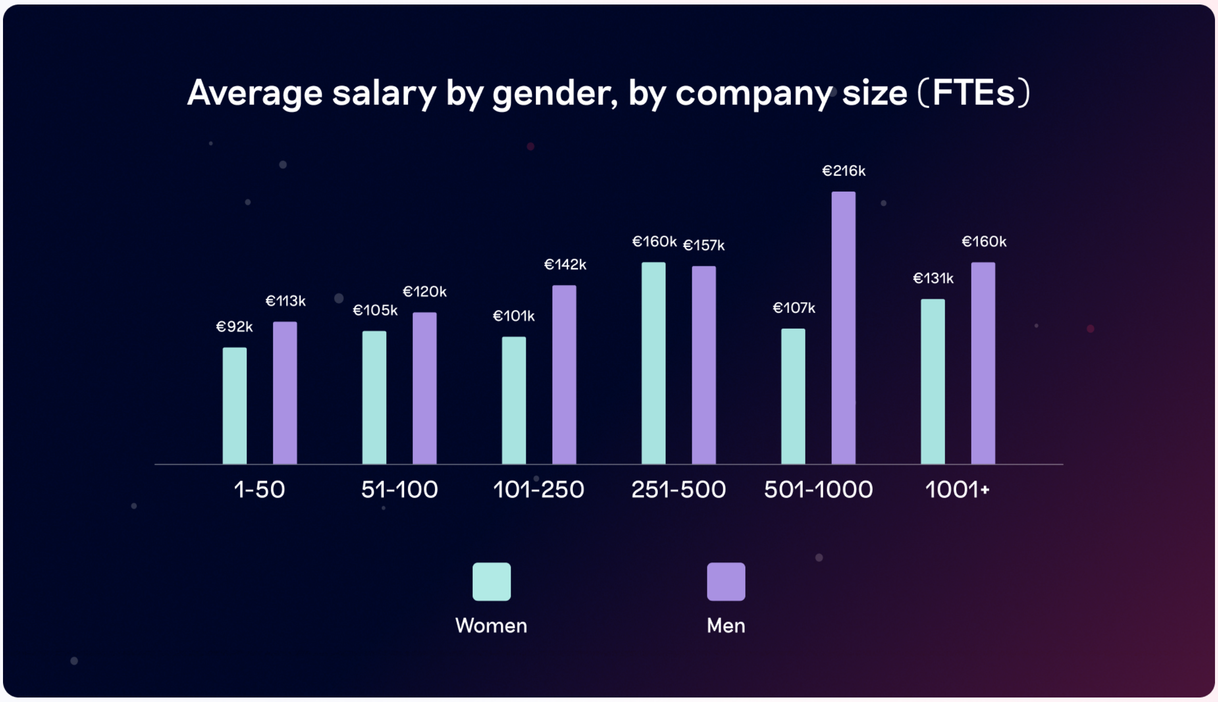

We can see significant differences between salaries for men and women across other core finance roles.


In particular, we see a huge discrepancy in salaries of roles towards the top of the company hierarchy. Percentage gaps between VP finance salaries, Finance Director salaries, and Head of Finance or Accounting salaries between men and women are all in the double digits.

For the second year in a row, we see that women tend to earn (slightly) more than men in Accountant and Controller roles. Globally, women make up a large percentage of accountants (almost half), although they are significantly underrepresented in partnership roles.

## Wide gaps appear no matter company size

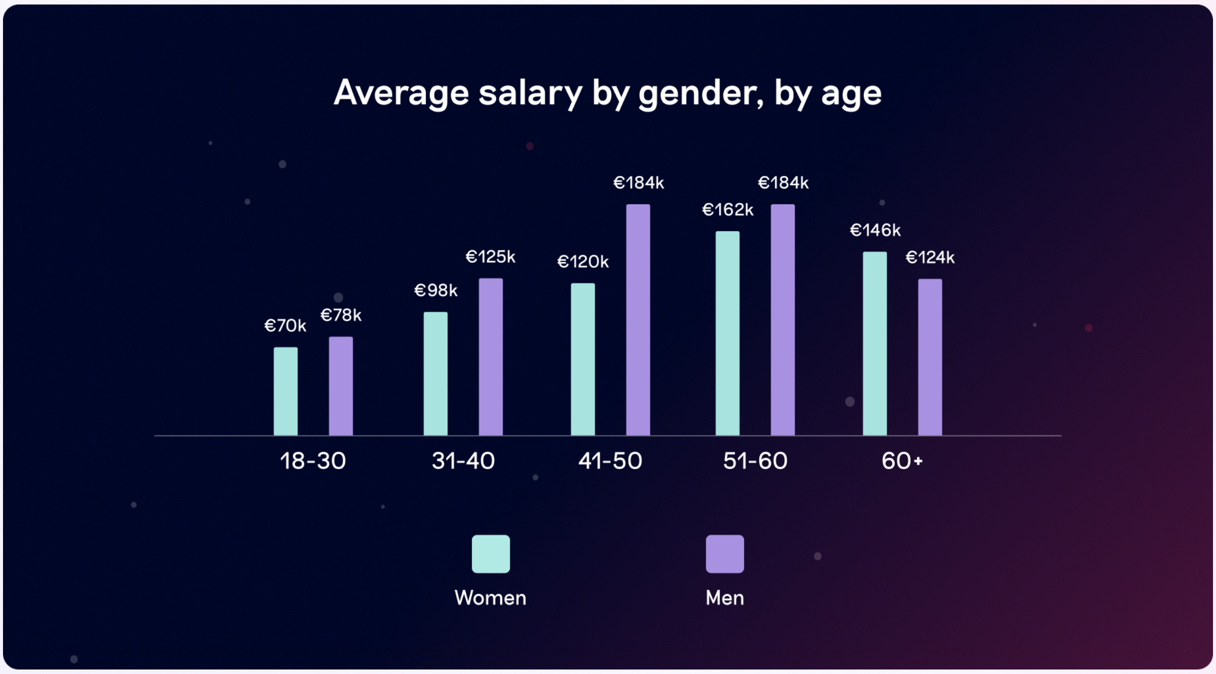
Here we can see that company size does not seem to have a significant impact on the gender pay gap in finance. In fact, it exists at every size of company, although there is one exception: our data found that women working in companies with 251-500 employees earn slightly more than men, on average.




Among the companies surveyed with 501-1,000 employees, men in the finance function earn double what women in finance do.

## The pay gap starts from the beginning

We might assume that men's and women's salaries start out much the same upon entry into the job market, and that the pay gap increases with age. But according to our results, that's not necessarily the case. There seems to be some complexity around age, gender, and earnings:



Just as we saw in 2023, the pay gap exists from the start. Women begin their careers with lower salaries than men, even with similar educational backgrounds, as noted in chapter 3 of this report.

Interestingly, the pay gap seems to narrow somewhat in the 51-60 age range, and then completely reverse itself after 60. We saw a similar phenomenon last year, although the reversal occurred in the 51-60 age range.

In the end, this 24% gender pay gap is influenced by a variety of tangible and intangible factors. The best way to tackle the gender pay gap is to **promote wage transparency**. Initiatives all over the world, including in **Europe** and some **US states**, are calling for better salary transparency at every level and in every industry.

Hopefully in next year's report we'll be able to see the positive effects of these policies.

"It's quantitative: we need the data and benchmarks to support different types of roles and the skills that they warrant. That's a lot of value in that, you're focused on meritocracy and performance. Publish compensation reports, because it's hard to argue with data."

**Joyce Mackenzie Liu**

Founder & CEO, Pegafund

# Conclusion

The aim of this annual report is to shed light on the all-too-opaque subject of compensation and discuss other areas of interest for finance professionals.

While there's plenty of good news to report, there are also some concerns that finance leaders may want to consider addressing this year:

1. The gender pay gap doesn't seem to be going anywhere. Unfortunately, it seems to have grown in all markets and almost all roles.

2. Overall salary growth in finance roles is slowing down in some markets, namely France and the UK.

3. Finance leaders should be preparing for the inevitable arrival of artificial intelligence tools in the finance function.

The gender pay gap is a pressing issue that needs to be addressed urgently. Finance leaders can do their part by advocating for salary transparency at their companies and in their industries. We hope to see this issue resolved and gender parity reached within our lifetime.

Thank you for reading, we will see you next year for the 2025 edition of the CFO Salary Benchmark Report.

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