

## Candidates/Job Seekers

If you are seeking a new position, we can support your search by sharing information about career opportunities in Winnipeg, including information on who hires in Winnipeg and at what salary levels. In addition, we are happy to assist you with resume support and interview preparation.

As a complete career resource, we take the time to truly get to know you and understand your personal and professional goals. We meet with you to discover your talents and we search for the opportunities that will continue to increase your marketability. We maximize our business relationships and knowledge of the local community to find the right organization for you.

Lambert Nemec Group (*formerly A&F Nemec Recruitment*) has established extensive networks with top Manitoba organizations to help you secure your next career opportunity. Whether you are currently just looking for market information or you need an inside track to land that next position, Lambert Nemec Group can help navigate your career.



## Clients/Employers

As a client of Lambert Nemec Group, you require specific skills that only a company specializing in finance and accounting can deliver. We tap into the “hidden” candidate market and provide cost effective solutions for your organization.

We understand business, its challenges and requirements for timely action; we work closely with each client to define their specific requirements. We are looking for long term relationships with our clients and therefore respect their corporate cultures and values.

Our professional approach to the recruitment and placement of individuals with Manitoba businesses, and our proactive communication and responsiveness, have made Lambert Nemec Group a recruitment partner with many well respected Manitoba businesses.



## Sourcing Contract Employees

If you are looking for information regarding rates for contract employees, please do not hesitate to contact Dan Lambert directly.

Please visit our website at [www.lambertnemec.com](http://www.lambertnemec.com) to learn more about our company and our team!



## 2021 Lambert Nemec Group Salary Review

for Winnipeg, Manitoba

### Accounting & Finance Professionals Industry & Public Practice

Lambert Nemec Group (*formerly A&F Nemec Recruitment*) is a local boutique firm founded by Susan Nemec, FCPA, FCA. Susan has over 20 years of accounting and finance experience and has specialized in the recruitment of finance and accounting professionals for over 15 years. Susan has remained very involved with the Winnipeg Business, Accounting and Human Resources communities and has developed strong local relationships.

In 2016, Dan Lambert joined as a partner of Lambert Nemec Group after seven years in the recruiting industry having been a globally recognized & award-winning recruiter. Before his career in recruiting Dan spent 12+ years leading significant accounting teams for some of Winnipeg's larger publicly traded companies.

Dan is available to discuss the contents of the Salary Guide.



## 2021 Lambert Nemecc Group Salary Review Accounting & Finance Professional “in” Industry & Public Practice

The 2021 Lambert Nemecc Group Salary Review for Winnipeg accounting and finance professionals is a general guideline for hiring managers and candidates looking for new opportunities. Salaries can vary due to an individual’s level of experience, the role’s scope of responsibilities, the size of the organization, type of industry, etc. If you are looking for specific salary information, please contact us directly and we would be happy to discuss in more detail.

*Please note, salary ranges included in this document only capture base hiring salaries and do not include bonuses or other incentive plans, benefits and/or pension plans.*



INDUSTRY POSITIONS:	(\$000 's)
Accountant – Senior	55 – 65
Accountant – Intermediate	40– 50
Accountant – Junior	35 – 45
Accounts Payable Clerk/Administrator	32– 44
Accounts Receivable/Payment Processing	28 - 42
Assistant Controller – Large Company	65 –85
Bookkeeper/Office Manager	40 – 65
CFO/VP/Director Finance – Large	110 and up
CFO/VP/Director Finance – Small	90 – 130
Controller – Large	90 – 150
Controller – Mid/Small (Designated)	75 – 105
Controller – Non-designated	55–85
Cost Analyst	55–75
Credit and Collections, Manager	50–80
Credit and Collections, Clerk	28–35
Financial Analyst/ Senior Financial Analyst	65–110
Internal Auditor	65–85
Internal Audit, Manager/Director	85– 125
Payroll Supervisor/Manager	55 – 85
Payroll Administrator/Coordinator	38– 62
Tax Manager/Director	80 – 130

PUBLIC PRACTICE POSITIONS:	(\$000's)
CPA Student	42– 48
New CPA	52 – 56
Experienced Senior Associate	53 – 65
Manager, Audit & Assurance	65– 85
Senior Manager	85 – 105
Tax Technician	45 – 55
Tax Senior	55 – 70
Tax Manager	75– 90
Accounting Technician	35 – 45
Senior Accounting Technician	45 – 55



### CONTACT INFORMATION

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