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2026 SALARY GUIDE

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> Introduction



The Texas job market continues to evolve—and it's showing no signs of slowing down. As new industries emerge and established sectors expand, Texas remains a magnet for both talent and business investment. From DFW's corporate corridors to Houston's energy and industrial hubs, and from Austin's innovation scene to San Antonio's steady growth, *the state's economy continues to set the pace nationally.*

In 2026, Texas employers continue to **build momentum** by focusing on what drives lasting success—*strong teams, thoughtful retention strategies, and workplace cultures* that attract high performers. Competitive compensation remains a key factor, but so do opportunities for growth, flexibility, and meaningful engagement. The market has evolved into one centered on alignment and partnership, where employers are refining how they invest in people and professionals are pursuing roles that match both their skills and values.



The **UNITY 2026 Salary Guide** was designed to help employers and professionals navigate this evolving landscape with confidence. Within this guide, you'll find salary benchmarks, market analysis, and emerging trends across key disciplines:

- **Accounting**
- **Finance**
- **Tax**
- **Public Accounting**
- **Human Resources**
- **Technology**

Drawing from UNITY's market expertise and leading industry research, our 2026 edition reflects **real hiring trends across the Texas market**—grounded in what's actually happening, not just what's predicted.

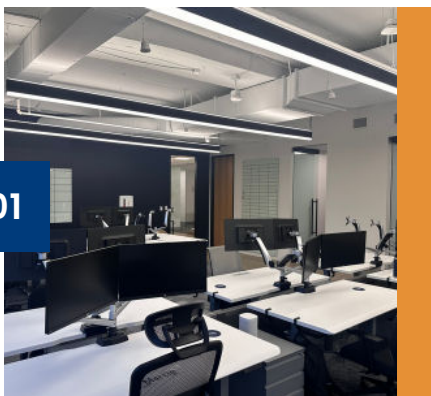
Whether you're building a team, budgeting for new hires, or evaluating your next career move, this guide offers a practical snapshot of where compensation stands today — and what's *shaping tomorrow's opportunities*.



> The 2026 Talent Trifecta: Scarcity, Automation, and Transformation

Texas is at a pivotal point shaped by three forces—**talent scarcity, rapid advances in AI, and evolving approaches to hiring and retention**. With fewer professionals entering fields like accounting and finance, and technology reshaping roles, organizations are rethinking strategies, upskilling teams, and building more adaptable workforce models for the future.

01



Talent Scarcity: The Shrinking Pipeline

Texas employers continue to face a shrinking pool of talent—especially in accounting and finance, where fewer professionals pursue CPA paths. Competition for experienced talent remains intense, driving greater focus on retention, development, and building internal pipelines to sustain future growth.

02



AI and Automation: Redefining Roles and Skills

AI is reshaping daily work—automating routine tasks and elevating the need for strategy, analysis, and problem-solving. Rather than replacing people, technology is enhancing efficiency and amplifying human expertise. Professionals who pair technical skills with adaptability and business insight are in highest demand.

03



The Talent Acquisition Shift: Competing for the Future

Hiring strategies are evolving as organizations compete for scarce talent. Employers are emphasizing flexibility, career growth, and total rewards to stand out. Recruiting success now depends on building genuine, long-term connections rather than simply filling roles.

Turning Insight Into Action:

> How 2026's Workforce Shifts Are Redefining Hiring

Workforce shifts driven by scarcity, technology, and transformation are redefining hiring across Texas. The trends below highlight how both employers and professionals are evolving together.

Targeted Growth Over Volume Hiring

The focus has shifted from hiring more people to hiring the right people.



Flexibility Remains a Deciding Factor

4 out of 5 professionals cite flexible work as a top retention driver.



The Rise of Upskilling and Internal Mobility

Internal promotions up 25% as companies invest in reskilling.



Compensation Conversations Are Expanding

Compensation now means career path, purpose, and balance.



Technology-Driven Skill Sets Take Center Stage

59% of accounting and finance leaders expect AI proficiency to be a core skill within two years.



Long-Term Partnerships Over Quick Placements

71% of Texas employers say strengthening retention will be their top talent priority in 2026.

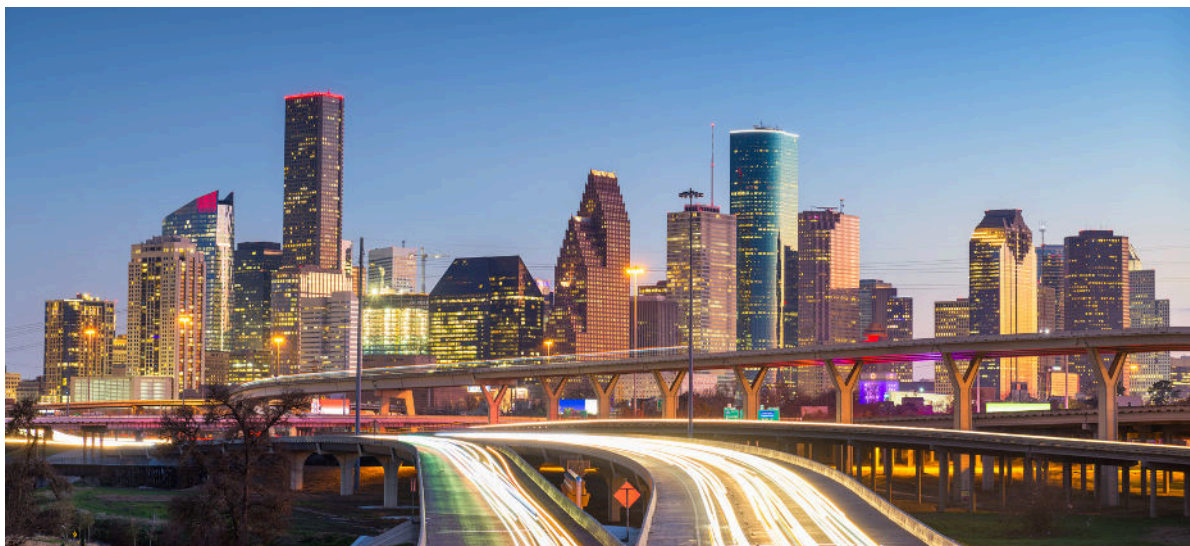


Purpose. People. Progress.

The hiring landscape in 2026 reflects a balance between innovation and intention. Employers that invest in people, purpose, and progress are standing out in a competitive market. For professionals, opportunities are abundant—but success increasingly depends on aligning the right skills with the right environment.

> What's Driving 2026 Compensation in Texas

Texas enters 2026 with a steady, resilient job market shaped by economic moderation, shifting skill demands, and continued corporate growth.



Sustained Job Growth, Moderating Pace

The Texas economy is expected to expand more moderately in 2026 but still outperform the national average (Dallas Fed). Employers are hiring cautiously yet continue to compete aggressively for experienced professionals.



Rising Pay for Specialized Skills

High-demand roles—particularly in FP&A, internal audit/risk, SALT and international tax, total rewards, and HR analytics/HRIS—continue to command top-tier salaries. Many firms are increasing starting pay to secure these critical skill sets.



Corporate Relocation and Market Expansion

Ongoing migration of companies and professionals to Texas, particularly within finance, technology, energy, and real estate, continues to fuel demand for skilled talent—keeping compensation competitive across major metro areas, especially DFW.

PUBLIC ACCOUNTING

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
AUDIT	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
Audit Senior Manager	160	202	245	155	197	240	160	205	250
Audit Manager	114	128	150	110	126	147	113	128	151
Audit Senior	92	100	111	88	97	108	90	99	112
Audit Staff	72	77	88	72	77	86	71	77	90

	DALLAS			HOUSTON			AUSTIN		
TAX	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
Tax Senior Manager	165	195	210	163	190	205	163	194	210
Tax Manager	120	142	165	125	140	163	120	142	163
Tax Senior	89	102	120	89	102	118	89	103	120
Tax Staff	77	82	90	77	82	90	76	82	92

• Compensation Factors:
Based on National Firm
Base Salary Only

TAX

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INCOME TAX									
SVP/VP of Tax	250	290	575	240	278	525	237	275	515
Tax Director	180	225	270	179	210	242	179	210	240
Tax Senior Manager	165	185	210	163	184	200	163	184	200
Tax Manager	125	145	165	126	142	163	125	140	160
Tax Senior	93	110	120	95	105	121	94	110	120
Tax Accountant	74	84	98	74	84	95	74	85	97
INDIRECT TAX									
Tax Director	168	185	210	163	180	200	160	175	195
Tax Senior Manager	152	170	185	147	165	175	145	165	173
Tax Manager	115	135	158	113	133	155	115	130	155
Tax Senior	87	98	116	89	100	115	87	97	110
Tax Accountant	65	79	90	68	79	90	68	79	89

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
ACCOUNTING									
Corporate Controller	172	208	247	165	200	242	170	210	245
Accounting Director	152	185	205	150	180	200	152	188	208
Divisional Controller	135	180	200	130	175	196	137	185	202
Assistant Controller	118	149	196	113	145	191	115	149	191
Accounting Manager	108	134	155	105	130	155	110	132	152
Senior Accountant	90	105	122	85	101	118	91	107	124
Staff Accountant	70	82	98	68	80	95	70	84	100
SEC/FINANCIAL REPORTING									
Financial Reporting Director/VP	160	183	205	155	180	196	157	185	210
Financial Reporting Manager	134	152	175	129	147	170	130	153	182
Financial Reporting Senior	101	112	126	97	110	121	102	115	128
Financial Reporting Staff	82	96	104	80	93	100	84	99	108

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
FINANCE									
CFO	232	288	386	227	284	382	237	294	391
VP Finance	185	230	275	180	228	272	190	235	280
Finance Director	152	185	215	150	180	211	155	190	218
Finance Manager	125	145	170	120	140	165	125	147	172
Senior Financial Analyst	96	110	127	93	108	124	98	110	130
Financial Analyst	74	88	103	72	84	99	75	89	105
TREASURY									
Treasurer	163	242	280	158	240	276	165	250	284
Assistant Treasurer	106	150	175	103	146	170	105	150	172
Treasury Manager	108	127	160	108	125	158	110	133	162
Treasury/Cash Accountant	77	89	103	74	87	100	75	88	105

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INTERNAL AUDIT									
Internal Audit Director/VP	167	210	245	165	208	243	170	215	255
Internal Audit Manager	129	149	170	126	147	165	131	149	175
Internal Audit Senior	95	110	130	91	108	128	95	115	135
Internal Audit Staff	77	95	110	75	91	108	78	98	112
IT AUDIT									
IT Audit Manager	134	155	185	129	153	182	137	160	188
IT Audit Senior	102	125	140	98	121	137	104	129	144
IT Audit Staff	81	98	110	78	95	108	82	100	112

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
COST/INVENTORY									
Cost Manager	106	124	144	103	121	141	108	128	145
Senior Cost Accountant	90	105	116	88	100	113	92	108	118
Cost Accountant	80	90	104	77	87	100	82	92	106
FIXED ASSETS									
Fixed Asset Manager	95	108	129	93	106	126	90	101	113
Senior Fixed Asset Accountant	74	84	95	72	82	93	74	85	96
Fixed Asset Accountant	64	73	82	62	71	80	62	74	82

- Small - Medium Company (Up to approximately \$500M Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
ACCOUNTING									
Corporate Controller	197	221	273	196	219	268	196	220	273
Accounting Director	172	198	227	170	195	221	170	196	227
Divisional Controller	152	179	235	150	177	231	149	179	235
Assistant Controller	157	183	218	155	180	216	155	181	216
Accounting Manager	118	139	170	115	137	167	118	138	170
Senior Accountant	92	106	125	91	103	120	93	108	127
Staff Accountant	77	88	100	75	85	96	77	88	102
SEC/FINANCIAL REPORTING									
Financial Reporting Director/VP	181	198	242	180	196	237	180	196	242
Financial Reporting Manager	136	157	180	134	153	175	134	157	184
Financial Reporting Senior	103	115	134	99	110	130	105	116	134
Financial Reporting Staff	89	98	115	87	93	112	89	102	118

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
FINANCE									
CFO	348	433	538	335	417	525	345	427	536
VP Finance	218	270	324	211	263	319	216	266	321
Finance Director	183	204	232	181	201	227	181	203	229
Finance Manager	128	139	170	125	137	165	126	139	170
Senior Financial Analyst	98	112	132	96	110	129	100	118	135
Financial Analyst	78	89	101	77	88	99	77	91	106
TREASURY									
Treasurer	192	245	285	192	240	280	194	250	290
Assistant Treasurer	127	155	187	124	150	185	124	155	185
Treasury Manager	111	133	165	109	130	163	113	135	166
Treasury/Cash Accountant	78	98	112	77	96	110	77	98	110

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
INTERNAL AUDIT									
Internal Audit Director/VP	177	225	260	175	222	254	175	230	265
Internal Audit Manager	134	151	177	131	148	173	134	155	183
Internal Audit Senior	102	118	137	98	116	135	104	121	141
Internal Audit Staff	80	97	112	77	95	110	79	99	116
IT AUDIT									
IT Audit Manager	139	165	194	136	161	187	138	168	195
IT Audit Senior	103	130	145	99	125	141	105	132	148
IT Audit Staff	81	101	114	79	98	110	81	104	117

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

All Salaries listed in 000's

	DALLAS			HOUSTON			AUSTIN		
	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>	<u>Low</u>	<u>Mid</u>	<u>High</u>
COST/INVENTORY									
Cost Manager	115	139	158	113	137	155	113	139	157
Cost Senior Accountant	96	103	122	93	101	118	95	104	121
Cost Accountant	80	90	106	76	87	102	82	91	108
FIXED ASSETS									
Fixed Asset Manager	113	132	150	111	130	148	113	130	149
Senior Fixed Asset Accountant	82	89	102	80	87	101	82	88	102
Fixed Asset Accountant	73	81	92	73	80	91	73	81	92

- Large - Very Large Company (Approximately \$500M to \$1B+ Revenue)

HUMAN RESOURCES

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
HUMAN RESOURCES			
CHRO/Chief People Officer	225	275	325
VP HR	200	255	315
HR Director	127	161	188
HR Manager	98	122	155
HR Generalist	75	83	101
RECRUITMENT			
Manager of Talent Acquisition	82	98	124
Talent Acquisition Specialist	65	78	95
Recruiting Manager	95	125	150
Recruiter	73	85	103
HRIS			
HRIS Director	144	170	196
HRIS Manager	122	142	166
HRIS Senior Analyst	105	115	132
HRIS Analyst	88	103	115

HUMAN RESOURCES

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
COMPENSATION AND BENEFITS			
Benefits Director	145	175	210
Benefits Manager	119	139	160
Benefits Senior Analyst	88	103	118
Benefits Analyst	72	82	93
Compensation Director	172	206	232
Compensation Manager	134	155	175
Compensation Senior Analyst	103	118	134
Compensation Analyst	70	91	101

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
EXECUTIVE LEADERSHIP			
Chief Information Officer (CIO)	252	288	370
Chief Information Security Officer (CISO)	220	258	319
Chief Technology Officer (CTO)	214	250	345
VP of Information Technology	185	221	270
VP - InfoSec	175	206	257
VP - Infrastructure	175	195	252
VP - Application Development	175	227	268
VP - PMO	170	206	273
VP - IT Audit	185	210	270
PMO			
Product Manager	131	164	191
Project Manager	122	139	168
Scrum Master	108	139	160
Business Analyst - Technology	102	129	152

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
MANAGEMENT			
Director of Information Technology	158	187	222
IT Manager	137	148	173
Applications Development Manager	142	170	205
Network Manager	124	157	180
Infrastructure Manager	120	165	200
Help Desk Manager	98	118	134
Software Development Manager	144	170	201
SECURITY			
Security Architect	155	180	201
Security Engineering Manager	155	185	216
Security Engineer II	129	165	191
Security Engineer I	62	82	118

TECHNOLOGY

All Salaries listed in 000's

		DALLAS		
		<u>Low</u>	<u>Mid</u>	<u>High</u>
DEVELOPMENT				
	Senior Software Engineer	135	165	200
	Software Engineer	115	130	160
	Software Developer	115	140	170
	Systems Analyst/Developer	105	135	160
	Systems Administrator	115	130	145
	DevOps Engineer	125	160	195
DATA				
	Data Architect	155	188	216
	Data Scientist	134	170	191
	Database Developer	124	155	175
	Database Manager	144	172	200
	Data Engineer	144	176	206
	Data Analyst	70	94	122
	Business Intelligence Analyst	118	144	165

TECHNOLOGY

All Salaries listed in 000's

	DALLAS		
	<u>Low</u>	<u>Mid</u>	<u>High</u>
NETWORK/CLOUD			
Network/Cloud Architect	156	196	232
Network/Cloud Manager	130	165	188
Network/Cloud Administrator	100	124	144
QUALITY ASSURANCE			
QA Analyst	80	100	118
OPERATIONS AND SUPPORT			
IT Operations Manager	134	165	196
Desktop Support	62	77	88
Help Desk	57	67	82

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