



Specialised Finance Recruiters

Salary Guide – Finance Careers

Startups

(Annual Fixed Salary in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO (Series C+)	-	-	-	-	150-600
CFO (Series A-C)	-	-	-	-	100-250
CFO (Seed to Series A)	-	-	-	60-100	70-150
VP/ Finance Controller (Series C+)	-	-	-	60-120	100-250
VP/ Finance Controller (Seed to Series C)	-	-	-	50-100	100-180
Direct and International Tax	12-14	12-25	25-50	50-80	80-120
Indirect Tax	12-14	12-25	25-50	50-80	80-120
Overall Tax	12-14	12-25	25-55	60-90	80-150
FP&A and Business Finance	12-15	15-35	35-60	60-100	90-200
Corporate Finance/ M&A/ IR/ Fund Raise	12-15	15-40	35-60	60-110	100-225
Treasury	12-13	15-35	35-60	60-90	100-175
Supply Chain Finance	12-13	15-35	35-55	50-70	90-120
Plant Controller	-	-	25-35	40-60	60-90
Costing	8-10	12-16	15-25	25-45	50-70
Finance and Accounts/ Consolidation	12-14	12-25	25-55	60-90	80-200
Internal Audit, Controls and Risk	12-14	14-30	25-55	50-70	80-150
AR/ AP	6-10	10-22	25-50	50-70	70-90

Note: Average Variable Salaries as a percentage of Fixed - Startups: 10-25% (Plus ESOPs); Others 10-20%

NBFCs, Banks, and Financial Services

(Annual Fixed Salary in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO	-	-	-	70-100	120-200
Finance Controller	-	-	25-35	40-60	70-100
Tax	10-12	13-20	25-35	40-60	60-80
Regulatory/ Financial Reporting	10-12	13-20	25-35	40-60	70-100
Business Finance/ FP&A	10-13	14-22	22-40	45-70	75-110
Treasury/ Fund Raising	10-13	14-22	22-40	45-70	75-120
Internal Audit	10-12	13-20	25-35	40-60	70-100
Credit Underwriting, Monitoring, and Risk	10-12	13-20	25-35	40-60	70-100
Compliance	7-12	12-18	20-30	35-50	60-80

Note: Average Variable Salaries as a percentage of Fixed - Startups: 10-25% (Plus ESOPs); Others 10-20%



Private Equity and Venture Capital

(Annual Fixed Salary in INR Lakhs)

Investment Function

Fund Type	0-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
Global Fund	60-120	130-200	185-400	400-600
Fund Size USD 500M – 1B	40-70	75-110	100-180	150-250
Fund Size > USD 500M	30-50	50-80	75-120	120-200

Finance Function

Role	0-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO/ Finance Controller	-	-	70-100	120-200
Finance Manager	12-25	25-50	50-80	70-100
Investor Relations	14-25	25-60	60-100	100-200
Compliance	10-18	18-35	35-60	60-100

Note: Average Variable Salaries as a percentage of Fixed - Startups: 10-25% (Plus ESOPs); Others 10-20%

Manufacturing Industry

(Annual Fixed Salary in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO (10,000 Cr+)	-	-	-	-	200-800
CFO (1,000-10,000 Cr+)	-	-	-	-	150-400
CFO (200-1,000 Cr)	-	-	-	60-120	100-200
GM/ Finance Controller (10,000 Cr+)	-	-	-	60-120	150-250
GM/ Finance Controller (200-10,000 Cr+)	-	-	-	50-100	100-150
Direct and International Tax	10-12	12-25	25-45	40-60	70-100
Indirect Tax	10-12	12-25	25-45	40-60	70-100
Overall Tax	10-12	12-25	25-55	50-70	80-150
FP&A and Business Finance	10-13	15-35	35-60	60-90	100-150
Corporate Finance/ M&A/ IR/ Fund Raise	12-15	15-35	35-60	60-100	120-200
Treasury	10-13	15-35	35-60	60-90	100-150
Supply Chain Finance	10-13	15-35	35-60	50-70	90-120
Plant Controller	-	-	20-30	30-50	50-75
Costing	8-10	10-15	15-25	25-40	40-65
Finance and Accounts/ Consolidation	10-12	12-25	25-55	50-70	80-150
Internal Audit, Controls and Risk	10-12	12-25	25-55	50-70	80-150
AR/ AP	6-10	10-20	20-40	40-60	60-80

Note: Average Variable Salaries as a percentage of Fixed - Startups: 10-25% (Plus ESOPs); Others 10-20%

Service Industry

(Annual Fixed Salary in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO (10,000+ Employees)	-	-	-	-	200-800
CFO (1,000-10,000 Employees)	-	-	-	-	150-400
CFO (200-1,000 Employees)	-	-	-	60-120	100-200
GM/ Finance Controller (10,000+ Employees)	-	-	-	60-120	150-250
GM/ Finance Controller (200-10,000 Employees)	-	-	-	50-100	100-150
Direct and International Tax	10-12	12-25	25-45	40-60	70-100
Indirect Tax	10-12	12-25	25-45	40-60	70-100
Overall Tax	10-12	12-25	25-55	50-70	80-150
FP&A and Business Finance	10-13	15-35	35-60	60-90	100-150
Corporate Finance/ M&A/ IR/ Fund Raise	12-15	15-35	35-60	60-100	120-200
Treasury	10-13	15-35	35-60	60-90	100-150
Supply Chain Finance	10-13	15-35	35-60	50-70	90-120
Finance and Accounts/ Consolidation	10-12	12-25	25-55	50-70	80-150
Internal Audit, Controls and Risk	10-12	12-25	25-55	50-70	80-150
AR/ AP	6-10	10-20	20-40	40-60	60-80

Note: Average Variable Salaries as a percentage of Fixed - Startups: 10-25% (Plus ESOPs); Others 10-20%



About Corenza

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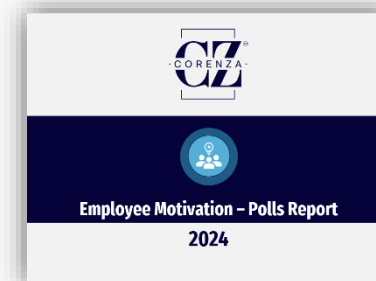
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