



Salary Navigator

Finance Roles (2026)



Foreword

The Indian finance talent market is evolving rapidly, with finance roles becoming more strategic and specialized across industries. In this environment, clear and reliable compensation benchmarks are critical for both employers and professionals.

The Corenza Salary Navigator - Finance Roles (2026) offers concise, role-wise salary insights based on real hiring data across startups, corporates, financial services, private equity, and GCCs, drawn from Corenza's work with 300+ organizations and a 300,000+ strong community.

The data presented in this report has been sourced from reputable platforms including Naukri, Ambition Box, Glassdoor, Internshala and 6figure complemented by Corenza's own market estimates. We advise the readers to do their own research before taking any action.

Contents

Industry-wise salary ranges for Finance roles:

- 1. Startups**
- 2. Manufacturing Corporates**
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STARTUPS

(Annual Salary: Fixed + Variable 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
VP/ Finance Controller (Series C+)	-	-	-	70-120	100-250
VP/ Finance Controller (Series B and Series C)	-	-	-	65-100	100-180
VP/ Finance Controller (Up to Series A)	-	-	35-55	55-70	70+
FP&A, Business Finance, Supply Chain Finance	12-15	18-35	35-70	70-100	90-200
Corporate Finance/ M&A/ IR/ Fund Raise	12-15	18-40	40-70	70-120	100-225
Founder's Office/ Chief of Staff/ Strategy	12-15	15-40	40-75	75-150	150-200
Taxation	12-15	15-30	30-45	45-65	70+
Treasury	12-14	15-35	35-65	65-85	85+
Plant Controller	-	-	25-35	40-60	60-90
Costing	8-10	12-16	15-25	25-45	50-70
Finance and Accounts/ Consolidation	12-15	15-30	30-60	50-70	70+
Revenue Assurance	12-14	15-25	25-55	55+	-
Internal Audit, Controls and Risk	12-14	14-30	25-55	50-70	80-150
AR/ AP	6-10	10-22	25-40	40+	-

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MANUFACTURING CORPORATES

(Annual Salary: Fixed + Variable 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	150-300
GM/ Finance Controller (10,000 Cr+)	-	-	-	60-120	150-200
GM/ Finance Controller (200-10,000 Cr)	-	-	-	50-100	100-150
Direct and International Tax	12-14	15-28	30-48	50-75	75-110
Indirect Tax	12-14	15-28	30-48	50-75	75-110
Overall Tax	12-14	15-30	30-55	50-80	80-150
FP&A and Business Finance	12-15	18-38	40-70	70-100	100-160
Corporate Finance/ M&A/ IR/ Fund Raise	14-18	18-40	40-75	75-120	120-200
Treasury	12-14	15-35	35-65	65-95	100-150
Supply Chain Finance	12-14	15-35	35-65	65-90	90-120
Plant Controller	-	-	25-40	35-60	60-90
Costing	10-12	12-16	16-28	30-45	45-70
Finance and Accounts/ Consolidation	12-14	15-30	30-58	55-80	80-150
Internal Audit, Controls and Risk	12-14	14-28	30-55	50-75	80-150
AR/ AP	8-12	12-16	16-28	30-45	45+

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SERVICE CORPORATES

(Annual Salary: Fixed + Variable 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	150-200
GM/ Finance Controller (200-10,000 Employees)	-	-	-	50-100	100-150
Direct and International Tax	12-14	15-28	30-48	50-75	75-110
Indirect Tax	12-14	15-28	30-48	50-75	75-110
Overall Tax	12-14	15-30	30-55	50-80	80-150
FP&A and Business Finance	12-15	18-38	40-70	70-100	100-160
Corporate Finance/ M&A/ IR/ Fund Raise	14-18	18-40	40-75	75-120	120-200
Treasury	12-14	15-35	35-65	65-95	100-150
Supply Chain Finance	12-14	15-35	35-65	65-90	90-120
Finance and Accounts/ Consolidation	12-14	15-30	30-58	55-80	80-150
Internal Audit, Controls and Risk	12-14	14-28	30-55	50-75	80-150
AR/ AP	8-12	12-16	16-28	30-45	45+

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NBFC, BANK, AND FINANCIAL SERVICES

(Annual Salary: Fixed + Variable in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO	-	-	-	75-110	120-250
Finance Controller	-	-	28-45	50-80	70-110
Tax	12-14	15-25	27-40	40-70	70-100
Regulatory/ Financial Reporting	12-14	14-24	25-40	40-70	70-100
Business Finance/ FP&A	12-15	15-28	28-45	45-80	80-120
Treasury/ Fund Raising	12-14	15-30	28-45	45-85	85-140
Internal Audit	12-14	15-25	25-40	40-65	70-110
Credit Underwriting, Monitoring, and Risk	12-14	14-24	25-38	40-65	70-110
Compliance	8-13	14-22	22-32	35-55	60-80

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PRIVATE EQUITY AND VENTURE CAPITAL

Investment Function

(Annual Salary: Fixed excluding Variable in INR Lakhs)

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

(Annual Salary: Fixed + Variable in INR Lakhs)

Role	0-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
CFO/ Finance Controller	-	-	75-120	120-250
Finance Manager/ Fund Accounting	14-35	35-65	65-90	90-120
Investor Relations	14-35	30-70	70-120	120-250
Compliance	12-20	20-40	40-65	65-110

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SHARED SERVICES/ GLOBAL CAPABILITY CENTRE (GCC)

Qualified CAs

(Annual Salary: Fixed + Variable in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
GM/ Finance Controller	-	-	-	60-120	150-250
FP&A	12-15	15-35	35-60	60-90	100-150
Finance and Accounts/ Consolidation/ Reporting	12-14	14-30	30-55	55-80	80-150
Internal Audit, Controls and Risk	12-14	14-28	28-52	50-75	75-150
AR/ AP	-	13-25	25-45	45-65	65-80
Treasury	12-14	15-35	35-60	60-90	100-150
Tax	12-14	14-30	30-55	55-75	80-150

Semi Qualified CAs/ Commerce Graduates and Post Graduates

(Annual Salary: Fixed + Variable in INR Lakhs)

Role	Fresher	2-5 Yrs Exp	5-10 Yrs Exp	10-15 Yrs Exp	15+ Yrs Exp
FP&A	8-10	10-20	20-35	35-50	50+
Finance and Accounts/ Consolidation/ Reporting	7-9	9-18	18-30	30-45	45+
Internal Audit, Controls and Risk	7-9	9-18	18-30	30-45	45+
AR/ AP	6-8	8-15	15-25	25-35	35+
Treasury	8-10	10-20	20-35	35-50	50+
Tax	7-9	9-18	18-30	30-45	45+

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About Corenza

- Corenza is a specialized Finance & HR search firm.
- Working with 300+ corporates across industries.
- Team of 15+ consultants from finance and HR background helping clients in hiring finance and HR professionals across levels.
- Having a community of 300K+ finance & HR professionals.

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