



**FINANCE & ACCOUNTING LEADERS**

# **SALARY GUIDE**

**JAPAN 2026**



<b>Accounting</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
Account Payable Manager	9,000,000	11,000,000	13,000,000	
Account Receivable Manager	9,000,000	11,000,000	13,000,000	
General Ledger Manager	9,000,000	11,000,000	14,000,000	
Accounting Manager	10,000,000	12,000,000	15,000,000	
Accounting Director	13,000,000	15,000,000	18,000,000	

<b>FP&amp;A</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
FP&A Manager	11,000,000	12,000,000	15,000,000	
FP&A Director	14,000,000	17,000,000	20,000,000	

<b>Executive</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
Chief Finance Officer (CFO) <i>*Company size: 1000+ employees in Japan</i>	18,000,000	25,000,000	35,000,000	
Head of Finance <i>*Company size: SME companies with less than 500 employees</i>	12,000,000	15,000,000	25,000,000	

<b>Treasury</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
Treasurer/ Treasury Accountant	8,000,000	9,000,000	11,000,000	
Treasury Manager	10,000,000	12,000,000	14,000,000	

<b>Auditing</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
Auditor (Junior)	6,000,000	7,000,000	8,000,000	
Auditor (Mid level)	7,000,000	7,500,000	10,000,000	
Audit Manager	10,000,000	13,000,000	15,000,000	
Audit Director	15,000,000	18,000,000	25,000,000	

<b>Tax</b>	<b>LOW</b>	<b>MEDIAN</b>	<b>HIGH</b>	(JPY/year)
Tax Accountant	7,000,000	7,500,000	8,000,000	
Tax Manager	11,000,000	12,000,000	14,000,000	
Tax Director	15,000,000	18,000,000	25,000,000	

**LOW** *This level of salary can be expected if you are new to the role and haven't yet built up a huge amount of 'on-the-job' experience*

**MEDIAN** *This level of salary can be expected if you have solid experience, your skills are accomplished and you have proven yourself in the role*

**HIGH** *This level of salary can be expected if you have vast experience, possess niche skills, and can complete complex tasks*

# Key Takeaways

- Salary figures are based on Trusted Partners' ongoing discussions with hiring managers and senior finance professionals across the Japan market
- Reported figures reflect estimated **total annual cash compensation (base salary plus performance bonus)**
- Compensation ranges *exclude* overtime, housing, equity-based incentives, and long-term incentive plans
- Actual salary varies by *role scope, industry, company size, organizational complexity, and individual seniority and experience*

## Salary Trends

Professionals typically see an increase of **8-10%** in total compensation when changing jobs

Industries with the most competitive compensation

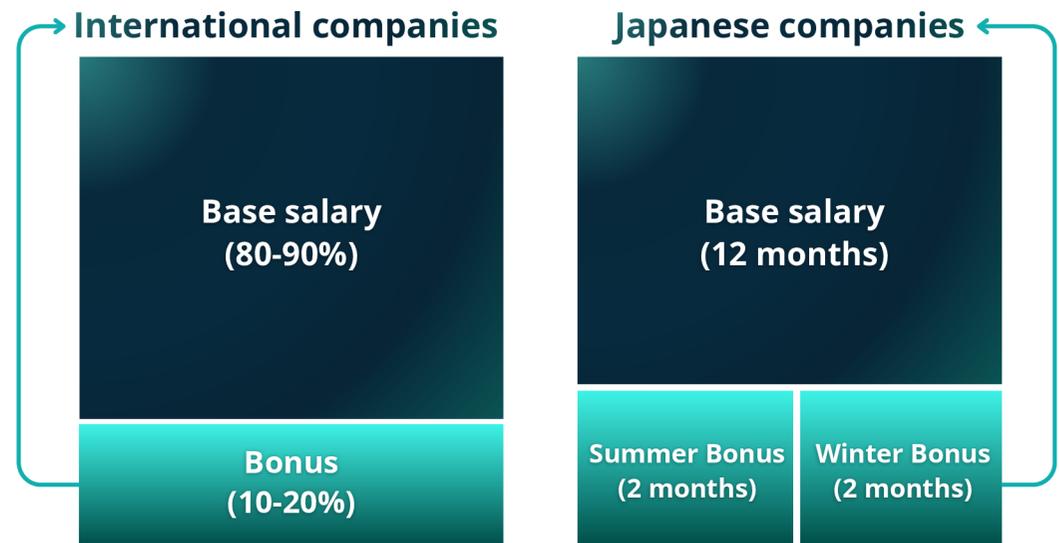


Pharmaceutical



Technology

## CFO/HOF Annual Salary Breakdown in



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CFO/Head of Finance roles in Japanese companies might have higher salary package due to their global scope, with responsibility spanning all international subsidiaries, whereas similar roles in multinational organizations in Japan are typically responsible for some countries or regions instead.

# Key Takeaways

## Financial and Timing Considerations When Changing Roles

### Bonus timing

Resigning before bonus payout often results in losing it. This potential loss can be resolved by receiving sign-on bonuses at the new companies. Therefore, discuss this matter with your recruiters early in the process and let them negotiate effectively on your behalf.

### Hand-over planning

Proactively planning your hand-over process and documenting key responsibilities helps ensure a smoother exit and minimizes disruption. This allows your current employers manage your transitions by arranging internal coverage, permanent hires, or interim support.

### Start date alignment

While your current employers' timelines are important, incoming employers often have defined onboarding, training, or business-critical schedules. Delay your start-date may affect your credibility. Therefore, this should be carefully balanced with the hand-over period.



## Trusted Partners

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