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2026

SALARY INSIGHTS GUIDE

NASHVILLE

2026 SALARY INSIGHTS GUIDE: NASHVILLE

Delivering real time market data to help companies hire smarter and professionals navigate their careers with confidence.

About Vaco Nashville's Salary Guide

The 2026 Nashville Salary Guide provides real, market driven compensation data to help organizations make competitive hiring decisions and professionals better evaluate career opportunities.

Nashville continues to experience rapid growth across healthcare, technology, financial services, and professional services sectors. As competition for top talent increases, having access to accurate and localized salary data is more important than ever.

This guide reflects current market conditions and hiring trends across the Nashville area, providing insight into compensation expectations across Accounting, Finance, Technology, and Business Operations roles.

How we built this guide:

The salary data included in this guide reflects a combination of real time market inputs and Vaco employment data across Middle Tennessee, including:

- Actual salaries offered to candidates placed or converted by Vaco Nashville
- Active client requisition salary ranges across the Nashville market
- Candidate compensation expectations and trends
- Guidance from Vaco Nashville's recruiting and delivery teams
- Certifications such as CPA, MBA, PMP, and technical certifications
- Company size, industry, and complexity of role
- Local market dynamics and competition for talent

Important notes:

- Salary data reflects base annual compensation only
- Does not include bonuses, equity, or additional incentives
- Actual compensation may vary based on experience, industry, and company size

How to use this guide:

This guide is designed to support both employers and candidates:

For employers:

- Benchmark compensation against the Nashville market
- Build competitive and realistic offers
- Align internal pay structures with external trends
- Improve hiring success and reduce time to fill

For candidates:

- Understand your market value
- Evaluate offers with confidence
- Identify growth opportunities
- Navigate compensation conversations more effectively

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NASHVILLE MARKET OVERVIEW

Nashville remains one of the fastest growing business markets in the U.S., with continued expansion across healthcare, private equity backed organizations, and technology enabled companies.

Key trends shaping compensation in 2026:

- Increased competition for mid to senior level talent (Managers, Directors, Architects)
- Continued demand for hybrid skill sets (Finance + Data, Accounting + Systems, Tech + Business)
- Rising salaries in technology and data roles, driven by national competition and remote hiring
- Speed of hiring impacting compensation decisions – top candidates often receive multiple offers within days
- Retention pressure leading to more counteroffers and internal equity adjustments

Nashville "Hot Jobs" Roles:

Include but not limited to:

- Director of Finance
- Senior Accountants
- Controller
- IT Project Manager (Healthcare)
- BI/Data Engineer
- AI Solutions Engineers
- Transactional Accounting Roles (AP, AR, Payroll) – *All Levels*
- Executive Assistant / Mid-High Level Administrative Support Roles

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ABOUT VACO NASHVILLE

Vaco is a global professional services organization that delivers three integrated service offerings: talent solutions, consulting, and managed services. We help companies move faster, from idea to execution, by delivering the talent and teams they need, when they need it.

Our Nashville team partners with organizations ranging from high growth startups to Fortune 500 companies, delivering:

- Contract and project-based talent
- Direct hire recruiting
- Executive search
- Managed Services
- Consulting Solutions

With expertise in Accounting and Finance, Technology and Digital, and Human Resources and Operations, Vaco provides Contract Staffing and Direct Hire solutions. Vaco's parent company is Highspring. With more than 10,000 employees across more than 45 offices worldwide, Highspring gives partners the agility to thrive, address challenges, and seize opportunities in a rapidly changing world. Get to know us at www.highspring.com and Vaco Nashville - About Us.

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2026 SALARY DATA

ACCOUNTING & BUSINESS OPERATIONS

**These numbers represent midpoints for a range in each level*

Accounting Operations	Basic	Moderate	Advanced
Accounts Payable Manager	$69,000	$82,025	$100,775
Accounts Payable Staff	$55,200	$65,000	$66,975
AR/Billing/Collections Manager	$69,000	$80,500	$97,750
AR/Billing/Collections Staff	$46,000	$55,100	$64,300
Bookkeeper	$63,250	$74,750	$97,750
Payroll Manager	$82,525	$96,325	$105,525
Payroll Staff	$64,850	$76,350	$87,850

Accounting	Basic	Moderate	Advanced
Controller	$149,500	$207,000	$287,500
Assistant Controller	$115,000	$138,000	$172,500
Accounting Manager	$97,750	$115,000	$138,000
Senior Accountant	$86,250	$97,750	$109,250
Staff Accountant (1+ years)	$70,000	$80,000	$90,000
Staff Accountant (0-1 year)	$60,000	$65,000	$70,000

Finance / Financial Planning & Analysis	Basic	Moderate	Advanced
CFO	$287,500	$345,000	$431,250
Director / VP of Finance	$201,250	$230,000	$258,750
Finance Manager	$120,000	$135,000	$150,000
Senior Financial Analyst	$85,000	$95,000	$110,000
Financial Analyst (0-2 years)	$60,000	$70,000	$80,000

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2026 SALARY DATA

ACCOUNTING & BUSINESS OPERATIONS

Internal Audit & Tax	Basic	Intermediate	Advanced
Internal Audit – Director	$172,500	$230,000	$287,500
Internal Audit – Manager	$138,000	$161,000	$207,000
Internal Audit – Staff / Senior	$86,250	$109,250	$126,500
Tax Director (Industry)	$172,500	$258,750	$345,000
Tax – Manager (Industry)	$138,000	$161,000	$172,000
Tax – Staff / Senior (Industry)	$92,000	$109,250	$126,500

Human Resources	Basic	Moderate	Advanced
VP of Human Resources / CHRO	$200,000	$225,000	$250,000
Human Resources Director	$135,000	$150,000	$175,000
Human Resources Manager	$85,000	$105,000	$125,000
Human Resources Generalist	$65,000	$75,000	$85,000
Talent Acquisition Manager	$90,000	$110,000	$135,000
Talent Acquisition Staff / Recruiter	$65,000	$80,000	$90,000

Office Support	Basic	Moderate	Advanced
Executive Assistant	$70,000	$85,000	$120,000
Administrative Assistant	$55,000	$65,000	$70,000
Office Manager	$65,000	$75,000	$80,000
Receptionist / Clerk	$40,000	$50,000	$60,000

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2026 SALARY DATA

TECHNOLOGY

Technical Roles	Basic	Moderate	Advanced
AI Architect	$163,300	$200,100	$250,000
Big Data Engineer	$132,250	$161,000	$201,250
Business Intelligence Analyst (Power BI/Tableau)	$115,000	$143,750	$166,750
Data Analyst	$97,750	$126,500	$155,250
Data Engineer	$132,250	$155,250	181,700
Data Architect	$161,000	$189,750	$218,500
Data Scientist	$132,250	$161,000	$201,250
Database Manager	$138,000	$174,800	$193,200
Database Developer	$120,750	$142,600	$169,050
Data Administrator	$126,500	$144,900	$172,500
DevOps Engineer	$138,000	$166,750	$201,250
ERP/CRM Developer	$126,500	$152,950	$178,250
IT Support	$57,500	$69,000	$78,200
MS System Administrator	$103,500	$126,500	$144,900
Mobile Engineer (Android, iOS)	$132,250	$161,000	$195,500
Penetration Tester	$97,750	$112,700	$134,550
QA Engineer / SDET	$97,750	$120,750	$160,000
Report Writer	$92,000	$100,050	$115,000
SW Engineer (.NET, Java)	$103,500	$143,750	$166,750
Security Analyst	$109,250	$133,400	$154,100
Security Engineer	$126,500	$161,000	$195,500
Security Architect	$149,500	$187,450	$225,000
UI/UX Designer	$95,450	$124,200	$138,000
Web Developer (Angular, React)	$103,500	$138,000	$163,300

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2026 SALARY DATA TECHNOLOGY

Functional Roles	Basic	Moderate	Advanced
Agile Coach	$138,000	$151,800	$185,150
Business Analyst	$104,650	$126,500	$149,500
CIO	$230,000	$316,250	$402,500
IT Project Manager	$126,500	$149,500	$178,250
Product Manager	$155,250	$172,500	$195,500
Product Owner	$132,250	$155,250	$172,500
Scrum Master	$126,500	$143,750	$161,000

SALARY GUIDE INSIGHTS:

The Nashville talent market continues to evolve rapidly, with compensation trends reflecting both local growth and national competition for talent.

Organizations that are winning in today's market are doing the following:

- Moving quickly through the interview process
- Offering competitive and transparent compensation packages
- Providing flexibility (hybrid/remote options where possible)
- Focusing on candidate experience and employer brand

For candidates, the market presents strong opportunities, but also requires clarity on priorities, including compensation, flexibility, and long-term growth.

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A NOTE FROM THE MANAGING PARTNER

The Nashville hiring market remains highly competitive as we continue through 2026, with steady growth across healthcare, technology, and private equity backed organizations. Demand for top talent is strong, and the companies winning that talent are the ones moving with speed, clarity, and intention.

The biggest differentiator we're seeing isn't just compensation; much relies on their ability to execute. Organizations that streamline their hiring process, align quickly on their needs, and create a strong candidate experience are securing the best people. Those that delay or overcomplicate the process are missing out.

From a candidate perspective, priorities have shifted. While compensation matters, today's professionals are also seeking flexibility, strong leadership, clear growth paths, and a sense of purpose in their work.

To stay competitive in this market, companies should focus on:

- Speed in decision making
- Clarity in role expectations and success metrics
- Experience throughout the hiring process, and onboarding

Nashville continues to be a relationship driven market where reputation matters. The organizations that invest in people and move with purpose are the ones building winning teams.

Amanda Hughes

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For more salary or hiring market information, please reach out to your local Vaco representative or info@vaco.com / (615) 324-8226.

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