



Microsoft Dynamics 365 Business Central

Canada Salary & Compensation Guide 2026

About This Guide

This guide provides up-to-date benchmark salaries and hourly rates for Microsoft Dynamics 365 Business Central professionals across the Canadian market. All figures are quoted in Canadian dollars (CAD). Data is compiled by Conspicuous from active placements, candidate registrations, and market intelligence gathered throughout 2024-2026. Figures reflect national averages; major metros such as Toronto, Vancouver, Calgary, and Montreal typically command a 10-20% premium.

Full-Time Salaries

Canadian Annual Base Salary Benchmarks (2026) — All figures in CAD

Salaries below reflect base compensation for full-time, direct-hire employees. Bonuses, benefits, equity, and remote/hybrid flexibility are additional and vary by employer.

Role	Entry Level	Mid-Level	Senior Level
Business Central Developer	CA\$75,000	CA\$105,000	CA\$140,000+
BC Functional Consultant	CA\$68,000	CA\$95,000	CA\$128,000+
BC Technical Consultant	CA\$70,000	CA\$98,000	CA\$132,000+
BC Solution Architect	CA\$105,000	CA\$138,000	CA\$175,000+
BC Project Manager	CA\$82,000	CA\$112,000	CA\$145,000+
BC Support Analyst	CA\$48,000	CA\$65,000	CA\$85,000+
BC Team Lead / Principal Consultant	CA\$115,000	CA\$148,000	CA\$182,000+
Finance Systems Manager (BC)	CA\$92,000	CA\$122,000	CA\$155,000+
Accountant with Business Central	CA\$58,000	CA\$76,000	CA\$98,000+
Accounting Manager with BC	CA\$78,000	CA\$102,000	CA\$130,000+
Controller (BC)	CA\$105,000	CA\$135,000	CA\$170,000+
CFO (BC-led Organization)	CA\$155,000	CA\$210,000	CA\$285,000+

* Entry Level = 0-2 years BC experience | Mid-Level = 3-5 years | Senior = 6+ years or team lead responsibility

Contract & Consulting Hourly Rates

Canadian Hourly Rate Benchmarks (2026, T4 & Incorporated/Corp-to-Corp) — All figures in CAD



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Rates below reflect market rates for contract and consulting engagements. T4 (employee) rates are typically 15-20% lower than equivalent incorporated or Corp-to-Corp rates due to employer CPP, EI, and benefit obligations. Fully remote engagements are now standard; on-site or travel-heavy requirements may command an additional premium.

Role	Junior	Mid-Level	Senior
Business Central Developer	CA\$70	CA\$100	CA\$138+
BC Functional Consultant	CA\$60	CA\$90	CA\$125+
BC Technical Consultant	CA\$65	CA\$95	CA\$132+
BC Solution Architect	CA\$95	CA\$132	CA\$172+
BC Project Manager	CA\$75	CA\$110	CA\$148+
BC Support Analyst	CA\$42	CA\$60	CA\$82+
BC Team Lead / Principal Consultant	CA\$100	CA\$140	CA\$182+
Finance Systems Manager (BC)	CA\$80	CA\$115	CA\$152+
Accountant with Business Central	CA\$38	CA\$55	CA\$75+
Accounting Manager with BC	CA\$58	CA\$80	CA\$108+
Controller (BC)	CA\$80	CA\$112	CA\$148+
CFO (BC-led Organization)	CA\$118	CA\$172	CA\$232+

* Rates are quoted on a per-hour basis. Standard contract engagements are 40 hours/week. Part-time or specialized short-term projects may attract a higher rate.

Skills & Specialization Premiums

Additional Value for High-Demand Capabilities

Professionals with the following specializations typically command premiums above baseline salary or hourly rate benchmarks:

Skill / Specialization	Permanent Premium	Contract Premium
Azure / Cloud Integration	+CA\$8,000 - CA\$20,000/yr	+CA\$15 - CA\$32/hr
Power Platform (Power BI / Apps)	+CA\$6,000 - CA\$18,000/yr	+CA\$12 - CA\$28/hr
Manufacturing / WMS Modules	+CA\$5,000 - CA\$15,000/yr	+CA\$10 - CA\$22/hr



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Skill / Specialization	Permanent Premium	Contract Premium
AL Development (Advanced)	+CA\$8,000 - CA\$20,000/yr	+CA\$15 - CA\$32/hr
Multi-entity / Multi-currency	+CA\$5,000 - CA\$12,000/yr	+CA\$8 - CA\$18/hr
D365 F&O Cross-skilling	+CA\$12,000 - CA\$28,000/yr	+CA\$20 - CA\$45/hr

Market Insights

Key Trends for 2026

- Demand for AL developers remains exceptionally strong across Canada, with a persistent shortage of senior-level talent driving upward compensation pressure, particularly in Ontario and British Columbia.
- Business Central cloud (SaaS) migration projects are fuelling demand for functional consultants with strong change management and user adoption skills, with mid-market Canadian firms leading adoption.
- Power Platform integration experience is increasingly expected at mid-to-senior level, with Canadian organisations seeking professionals who can bridge BC and the broader Microsoft 365 ecosystem.
- Remote and hybrid work arrangements are the norm for the majority of BC roles across Canada; fully on-site requirements significantly limit the available talent pool.
- Contract and consulting demand has grown steadily as Canadian organisations manage ERP upgrades and implementations without committing to permanent headcount.
- Base salary expectations have increased 8-12% year-over-year for experienced BC professionals, outpacing general IT market compensation growth nationally.
- Bilingual candidates (English/French) command an additional premium of 5-10% for roles in Quebec and federal government-adjacent organisations.

About Conspicuous

Conspicuous is a leading specialist recruitment firm focused exclusively on Microsoft Dynamics 365 talent. With over a decade of experience placing Business Central, F&O, and Power Platform professionals across Canada and globally, we bring unmatched market knowledge and a deep network of pre-vetted candidates.

Whether you're scaling a team in Toronto, Vancouver, Calgary, or beyond -- or searching for your next opportunity -- our consultants deliver honest market intelligence and a genuinely consultative approach. No generic job boards, no spray-and-pray recruiting.



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