



Microsoft Dynamics 365 Business Central

US 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 US market. 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 New York, San Francisco, Seattle, and Chicago typically command a 10-20% premium.

Full-Time Salaries

US Annual Base Salary Benchmarks (2026)

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	\$70,000	\$100,000	\$135,000+
BC Functional Consultant	\$65,000	\$92,000	\$125,000+
BC Technical Consultant	\$68,000	\$95,000	\$128,000+
BC Solution Architect	\$100,000	\$130,000	\$170,000+
BC Project Manager	\$80,000	\$108,000	\$140,000+
BC Support Analyst	\$45,000	\$62,000	\$82,000+
BC Team Lead / Principal Consultant	\$110,000	\$140,000	\$175,000+
Finance Systems Manager (BC)	\$90,000	\$118,000	\$150,000+
Accountant with Business Central	\$55,000	\$72,000	\$95,000+
Accounting Manager with BC	\$75,000	\$98,000	\$125,000+
Controller (BC)	\$100,000	\$130,000	\$165,000+
CFO (BC-led Organization)	\$150,000	\$200,000	\$275,000+

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

Contract & Consulting Hourly Rates

US Hourly Rate Benchmarks (2026, W2 & 1099/Corp-to-Corp)



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Rates below reflect market rates for contract and consulting engagements. W2 rates are typically 15-20% lower than equivalent 1099 or Corp-to-Corp rates due to employer tax 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	\$75	\$110	\$150+
BC Functional Consultant	\$65	\$100	\$140+
BC Technical Consultant	\$70	\$105	\$145+
BC Solution Architect	\$100	\$140	\$185+
BC Project Manager	\$80	\$120	\$160+
BC Support Analyst	\$45	\$65	\$90+
BC Team Lead / Principal Consultant	\$110	\$150	\$195+
Finance Systems Manager (BC)	\$85	\$125	\$165+
Accountant with Business Central	\$40	\$58	\$80+
Accounting Manager with BC	\$60	\$85	\$115+
Controller (BC)	\$85	\$120	\$160+
CFO (BC-led Organization)	\$125	\$185	\$250+

* 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	+\$8,000 - \$20,000/yr	+\$15 - \$35/hr
Power Platform (Power BI / Apps)	+\$6,000 - \$18,000/yr	+\$12 - \$30/hr
Manufacturing / WMS Modules	+\$5,000 - \$15,000/yr	+\$10 - \$25/hr
AL Development (Advanced)	+\$8,000 - \$20,000/yr	+\$15 - \$35/hr
Multi-entity / Multi-currency	+\$5,000 - \$12,000/yr	+\$8 - \$20/hr



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Skill / Specialization	Permanent Premium	Contract Premium
D365 F&O Cross-skilling	+\$12,000 - \$30,000/yr	+\$20 - \$50/hr

Market Insights

Key Trends for 2026

- Demand for AL developers remains exceptionally strong, with a persistent shortage of senior-level talent driving upward compensation pressure across the US.
- Business Central cloud (SaaS) migration projects are fueling demand for functional consultants with strong change management and user adoption skills.
- Power Platform integration experience is increasingly expected at mid-to-senior level, with organizations 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; fully on-site requirements significantly limit the available talent pool.
- Contract and consulting demand has grown steadily as organizations 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.
- Candidates with cross-functional expertise spanning BC and Dynamics 365 Finance & Operations are commanding significant compensation premiums.

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 the US and globally, we bring unmatched market knowledge and a deep network of pre-vetted candidates.

Whether you're scaling a team 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.



Alex Blok

Dynamics 365 Talent Specialist | Conspicuous

alex.blok@conspicuous.com | 646 202 1761 | conspicuous.com