



Microsoft Dynamics 365 Finance & Operations

D365 Finance & Operations Canada Salary & Compensation Guide 2026

About This Guide

This guide provides up-to-date benchmark salaries and hourly rates for Microsoft Dynamics 365 Finance & Operations (F&O) 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) — D365 F&O Roles, All figures in CAD

Salaries below reflect base compensation for full-time, direct-hire employees in D365 Finance & Operations roles. Bonuses, benefits, equity, and remote/hybrid flexibility are additional and vary by employer.

Role	Entry Level	Mid-Level	Senior Level
D365 F&O Developer	CA\$88,000	CA\$122,000	CA\$162,000+
F&O Functional Consultant	CA\$80,000	CA\$115,000	CA\$152,000+
F&O Technical Consultant	CA\$82,000	CA\$118,000	CA\$158,000+
F&O Solution Architect	CA\$128,000	CA\$165,000	CA\$210,000+
F&O Project Manager	CA\$95,000	CA\$130,000	CA\$168,000+
F&O Support Analyst	CA\$52,000	CA\$72,000	CA\$95,000+
F&O Team Lead / Principal Consultant	CA\$138,000	CA\$175,000	CA\$220,000+
Finance Systems Manager (F&O)	CA\$105,000	CA\$142,000	CA\$178,000+
Accountant with D365 F&O	CA\$62,000	CA\$84,000	CA\$110,000+
Accounting Manager with F&O	CA\$85,000	CA\$115,000	CA\$148,000+
Controller (F&O)	CA\$115,000	CA\$152,000	CA\$192,000+
CFO (F&O-led Organization)	CA\$165,000	CA\$228,000	CA\$312,000+

* Entry Level = 0-2 years F&O 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) — D365 F&O Roles, 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
D365 F&O Developer	CA\$95	CA\$138	CA\$185+
F&O Functional Consultant	CA\$82	CA\$125	CA\$168+
F&O Technical Consultant	CA\$88	CA\$130	CA\$172+
F&O Solution Architect	CA\$125	CA\$172	CA\$222+
F&O Project Manager	CA\$95	CA\$142	CA\$188+
F&O Support Analyst	CA\$52	CA\$76	CA\$105+
F&O Team Lead / Principal Consultant	CA\$132	CA\$178	CA\$228+
Finance Systems Manager (F&O)	CA\$100	CA\$148	CA\$192+
Accountant with D365 F&O	CA\$48	CA\$68	CA\$95+
Accounting Manager with F&O	CA\$72	CA\$102	CA\$135+
Controller (F&O)	CA\$100	CA\$142	CA\$188+
CFO (F&O-led Organization)	CA\$145	CA\$215	CA\$285+

* 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\$12,000 - CA\$28,000/yr	+CA\$20 - CA\$45/hr
Power Platform (Power BI / Apps)	+CA\$8,000 - CA\$22,000/yr	+CA\$15 - CA\$35/hr
Supply Chain / Manufacturing Modules	+CA\$8,000 - CA\$24,000/yr	+CA\$15 - CA\$40/hr



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Skill / Specialization	Permanent Premium	Contract Premium
X++ Development (Advanced)	+CA\$12,000 - CA\$28,000/yr	+CA\$20 - CA\$45/hr
Multi-entity / Multi-currency / Global	+CA\$8,000 - CA\$20,000/yr	+CA\$12 - CA\$30/hr
D365 BC Cross-skilling	+CA\$10,000 - CA\$26,000/yr	+CA\$16 - CA\$36/hr
ISV / 3rd Party Integration	+CA\$8,000 - CA\$22,000/yr	+CA\$15 - CA\$36/hr

Market Insights

Key Trends for 2026

- Demand for D365 F&O professionals in Canada remains exceptionally high, with enterprise cloud migrations driving persistent talent shortages at mid-to-senior level, particularly in Ontario and Alberta.
- X++ developer scarcity is pushing contract rates upward nationally, with experienced developers frequently receiving competing offers from both Canadian and US-based organisations.
- Supply chain, manufacturing, and warehouse management module expertise commands strong premiums as Canadian manufacturers and distributors accelerate ERP modernisation.
- Power Platform and Azure integration experience is increasingly expected at mid-to-senior level, with organisations prioritising candidates who can extend F&O across the Microsoft ecosystem.
- Remote and hybrid work arrangements are standard for the majority of F&O roles; fully on-site requirements significantly narrow the available talent pool across Canada.
- Large-scale F&O cloud (SaaS) migrations are fuelling demand for solution architects and project managers with proven Canadian go-live experience.
- Base salary expectations have increased 10-15% year-over-year for experienced F&O professionals, reflecting persistent supply-demand imbalance in this niche.
- 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 F&O, Business Central, and Power Platform professionals across Canada and globally, we bring unmatched market knowledge and a deep network of pre-vetted F&O 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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Alex Blok

Dynamics 365 Talent Specialist | Conspicuous

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