



Microsoft Dynamics 365 Finance & Operations

D365 Finance & Operations US 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 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) — D365 F&O Roles

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	\$80,000	\$115,000	\$155,000+
F&O Functional Consultant	\$75,000	\$108,000	\$145,000+
F&O Technical Consultant	\$78,000	\$112,000	\$150,000+
F&O Solution Architect	\$120,000	\$158,000	\$200,000+
F&O Project Manager	\$90,000	\$122,000	\$160,000+
F&O Support Analyst	\$50,000	\$70,000	\$92,000+
F&O Team Lead / Principal Consultant	\$130,000	\$165,000	\$210,000+
Finance Systems Manager (F&O)	\$100,000	\$135,000	\$170,000+
Accountant with D365 F&O	\$60,000	\$80,000	\$105,000+
Accounting Manager with F&O	\$82,000	\$110,000	\$140,000+
Controller (F&O)	\$110,000	\$145,000	\$185,000+
CFO (F&O-led Organization)	\$160,000	\$220,000	\$300,000+

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

Contract & Consulting Hourly Rates

US Hourly Rate Benchmarks (2026, W2 & 1099/Corp-to-Corp) — D365 F&O Roles



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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
D365 F&O Developer	\$90	\$130	\$175+
F&O Functional Consultant	\$78	\$118	\$160+
F&O Technical Consultant	\$82	\$122	\$165+
F&O Solution Architect	\$118	\$162	\$210+
F&O Project Manager	\$90	\$135	\$178+
F&O Support Analyst	\$50	\$72	\$100+
F&O Team Lead / Principal Consultant	\$125	\$168	\$218+
Finance Systems Manager (F&O)	\$95	\$140	\$182+
Accountant with D365 F&O	\$45	\$65	\$90+
Accounting Manager with F&O	\$68	\$95	\$128+
Controller (F&O)	\$95	\$135	\$178+
CFO (F&O-led Organization)	\$138	\$205	\$272+

* 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	+\$10,000 - \$25,000/yr	+\$18 - \$42/hr
Power Platform (Power BI / Apps)	+\$8,000 - \$20,000/yr	+\$14 - \$32/hr
Supply Chain / Manufacturing Modules	+\$8,000 - \$22,000/yr	+\$14 - \$38/hr
X++ Development (Advanced)	+\$10,000 - \$25,000/yr	+\$18 - \$42/hr
Multi-entity / Multi-currency / Global	+\$8,000 - \$18,000/yr	+\$12 - \$28/hr



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Skill / Specialization	Permanent Premium	Contract Premium
D365 BC Cross-skilling	+\$10,000 - \$25,000/yr	+\$15 - \$35/hr
ISV / 3rd Party Integration	+\$8,000 - \$20,000/yr	+\$14 - \$35/hr

Market Insights

Key Trends for 2026

- Demand for D365 F&O professionals remains exceptionally high, with enterprise-scale cloud migrations driving sustained talent shortages at mid-to-senior level across the US.
- X++ developer scarcity continues to push contract rates upward, with experienced developers often fielding multiple competing offers simultaneously.
- Supply chain, manufacturing, and warehouse management module expertise is commanding strong premiums as US manufacturers accelerate ERP modernization.
- Power Platform and Azure integration experience is increasingly expected at mid-to-senior level, with organizations prioritizing candidates who can extend F&O into the broader 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.
- Large-scale F&O cloud (SaaS) migrations are fueling demand for solution architects and project managers with proven go-live track records.
- Base salary expectations have increased 10-15% year-over-year for experienced F&O professionals, reflecting the persistent supply-demand imbalance in this niche.
- Candidates with cross-functional expertise spanning F&O and Business Central are commanding significant additional premiums as organizations consolidate Microsoft ERP footprints.

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



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