HAYS
Recruiting experts
worldwide

U.S. 2022 SALARY GUIDE

THE GREAT RESET TO THE WORLD OF WORK

HIRING TRENDS & INSIGHTS

ATTRACTION AND RETENTION ADVICE

EMPLOYEE INTENTIONS AND EXPECTATIONS

TYPICAL SALARIES FOR HUNDREDS OF JOBS BY LOCATION

2,700+ EMPLOYERS AND PROFESSIONALS SURVEYED
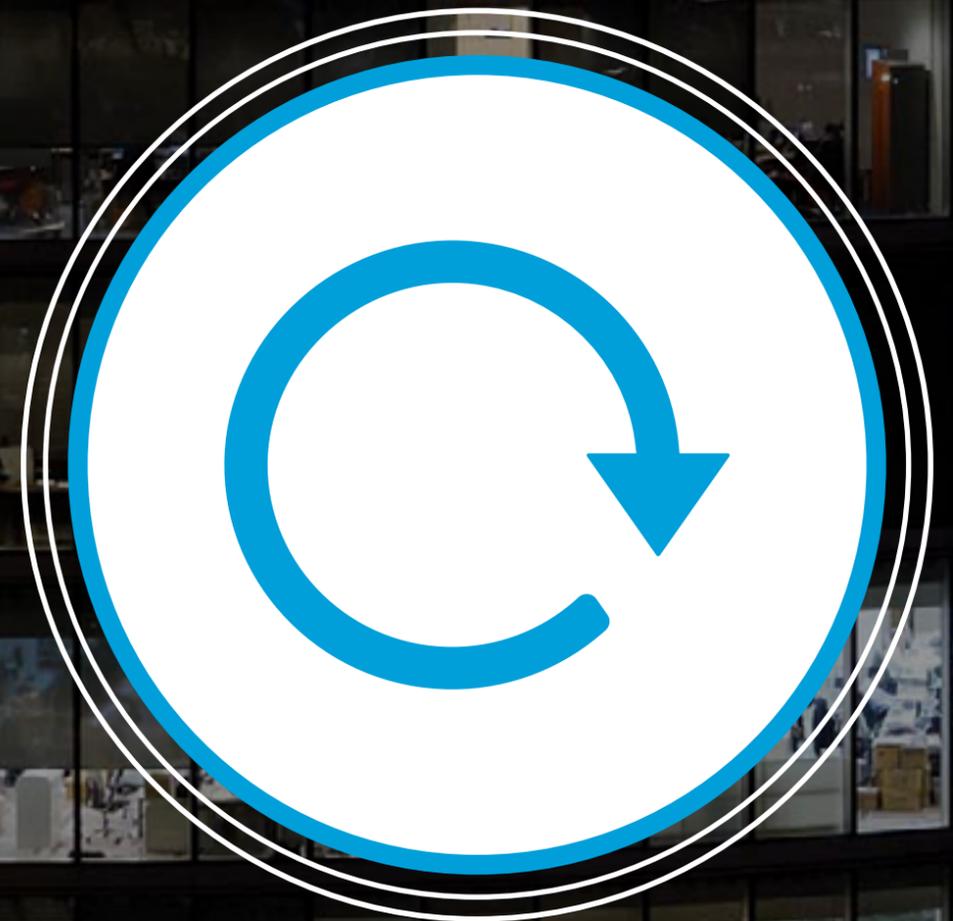
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FOREWORD
BUSINESSES RESET WHILE EMPLOYEE EXPECTATIONS FUNDAMENTALLY SHIFT

The global pandemic has been the most significant driver of rapid change in modern times for U.S. businesses. Essentially all aspects of day-to-day operations have been affected or evolved, not the least of which are companies' recruitment processes. From how companies attract new talent, where they look for people to the increasing pressures of wage inflation, and the ever changing value proposition – the entire recruitment life cycle has been disrupted.

The labor market is hotter than ever with more candidates seriously considering leaving their role and having more choices when it comes to potential employers. This coupled with salary inflation– that will likely continue to accelerate, solidifies the highly competitive market. The U.S. annual inflation rate was at a 13-year high of 5.4% in June and July 2021. This started to ease in August to 5.3%, however there is no end in sight for the labor market to cool with the talent shortage greater than ever.

Given the looming skills shortage, employers need to reset and take a deeper look at their offerings to ensure they stay ahead in the battle for talent. Compensation is paramount with candidates who are receiving massive pay raises to switch jobs, so employers will want to take a hard look at their pay offerings.

No longer is work-life balance or remote work, nice to haves or differentiators. They have become expectations and the "new norm" for the world of work. Employees want the total package – this means competitive salaries, flexible working and opportunities to learn new skills. Companies mandating five days a week in the office will have a significantly smaller pool of candidates to choose from.

Remote work has also opened up geographies, allowing companies to hire skilled workers from other states at a lower wage. This poses a challenge for employers who are not able to compete on compensation when larger companies enter their local markets to recruit their talent. To combat this, companies should focus on hiring people for potential and training them on the skills they lack.

I hope this report gives you insights into the market as we see it today and will help you make informed decisions on the next steps in your business planning or careers.

David Brown
CEO, Hays U.S.

METHODOLOGY

This survey was conducted from July 15th to August 11th 2021 with a representative sample of n= 2761. The survey was provided online in English and has a five percent margin of error with 95% confidence level.

KEY FINDINGS

WORKERS READY TO RESIGN AND MOVE ONTO THEIR NEXT OPPORTUNITY

More workers are stepping into the driver's seat and taking matters into their own hands when it comes to their next role. 61% of respondents expressed that they are seriously considering leaving their current role. 53% of employees stated they would leave their role due to lack of career growth. If workers feel their career has stalled, it is likely they will say enough is enough and voluntarily leave their jobs. As workers prepare to explore opportunities, this gives employers a chance to attract new skilled talent.

HIRING INTENT IS HIGH BUT ABILITY TO FILL JOBS ISN'T KEEPING PACE

When employers were asked about their hiring plans, 62% of them said they intend to increase permanent headcount over the next year. This is up by 27% from last year which speaks to how hot the current job market is and how this is a favorable market for candidates who have more options than ever. Additionally, 37% of employers are also seeking to build their contingent workforce. With candidates in high demand, employers will need to approach recruiting differently in order to keep up in busy market.

EMPLOYERS NEED TO RESET BY LOOKING AT THEIR COMPENSATION AND TRAINING OFFERINGS

Employers are offering significantly higher wages in efforts to entice new candidates. In fact, 42% of employers recognize that they are losing out on talent due to higher pay offered elsewhere. When looking at training, 48% of employees cited that no training has been initiated by their company to help develop their skills. Since upskilling focuses on helping workers learn future-forward skills, employers can fill open jobs while retaining their current workforce.

THE PANDEMIC HAS BROUGHT MENTAL HEALTH MORE INTO THE SPOTLIGHT

The importance of mental health has been brought out of the shadows and into the spotlight, and while employers have made progress on this front, there is still work to be done. Workers want this support more than ever and when asked how they would like their wellbeing supported by their organizations, 52% of them expressed that they want to be encouraged to take mental health days off. Unfortunately only 33% of employers are encouraging this, which speaks to a mismatch of priorities when it comes to supporting staff wellbeing.

MARKET OVERVIEW & TRENDS

Following a year like no other, we are pleased to offer market-leading insights into the emerging trends, challenges and opportunities employers and employees are now facing.

COMPANIES IN GROWTH MODE AS THEIR HIRING INTENT TAKES A LEAP

As employers continue to navigate the new world of work, 42% of them cited that their businesses are in growth mode, which has more than doubled from last year. This can been seen through their hiring intent as 62% of employers plan to increase full-time headcount – up from 27% the previous year. Additionally, the demand for contractor and temp workers is also up, with 37% of them planning to increase their contingent workforce. As companies work to rebuild their teams, they will need to pay special attention to how they are attracting candidates. Many companies are already tackling this by offering higher salaries and more flexible/remote working to ensure they are remaining competitive in the market.

How would you describe the state of your business?

28% Business as usual	
5% Crisis	
21% Recovery	
42% Growth	
4% Not sure	
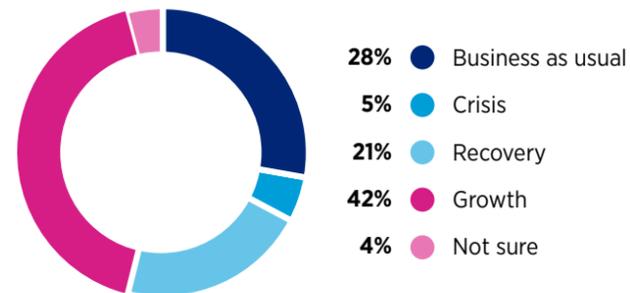
Full-time hiring intent jumps by
27%
year over year

In the next 12 months, you expect your full-time staff headcount to:

Increase
35% | **62%** | 100%

Remain the same
24% | **42%** | 100%

Decrease
7% | **14%** | 100%

Not sure
5% | 100%

No plans to use full-time/permanent staff
2% **4%** | 100%

● 2022 ● 2021 ● Both

To get ahead with your hiring, **contact us today** so we can help you hire.
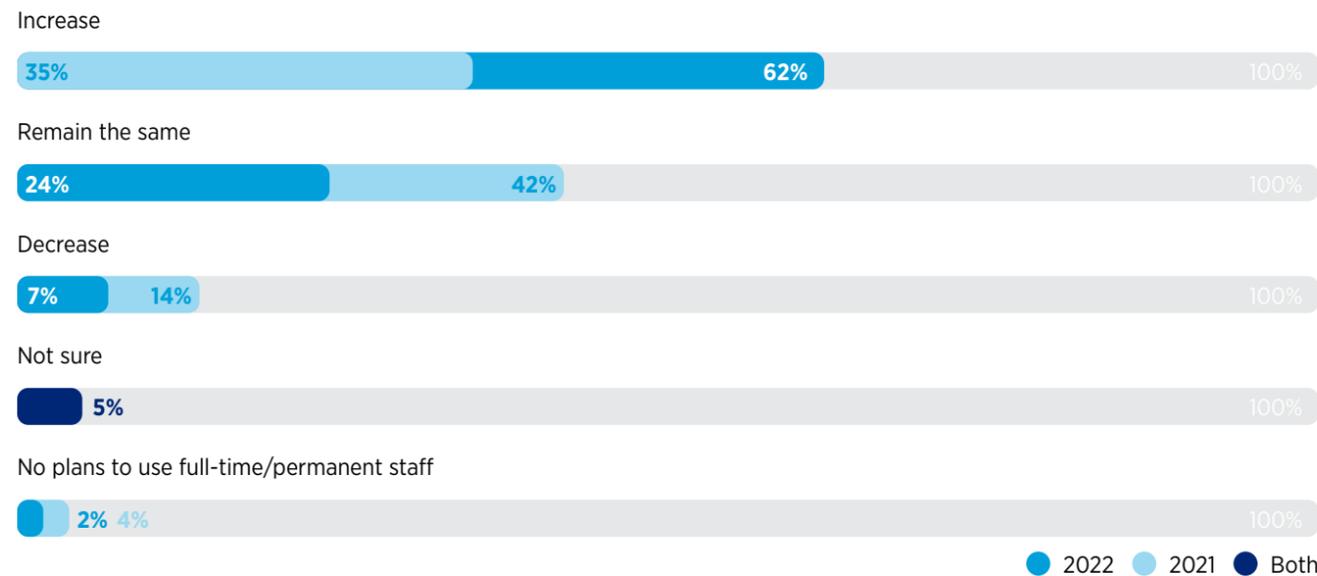
THE EXPANDING CONTINGENT WORKFORCE: TEMPORARY SOLUTION OR A PERMANENT SHIFT?

One way we are seeing companies change since the pandemic, and tackle the skills shortage is by increasing their use of temp workers. Our survey data revealed that contractor demand is on rise with 37% of employers intending to increase their temporary or contractor headcount. This is ideal as temps workers can bring extensive experience working on varied projects, from different companies across a range of industries - offering businesses a whole wealth of expertise. They can also be engaged and released at short notice, depending on the business needs.

The process for hiring temps through a recruiter like Hays is traditionally a lot quicker than onboarding a permanent employee. Primarily due to less admin for the employer to complete and the recruiter taking on responsibility for most stages of the hiring process; such as interviewing and reference checking. Here are some key ways organization can attract skilled contractors to their company.

In the next 12 months, you expect your temp/contractor staff headcount to:

Increase
37% | 100%

Remain the same
36% | 100%

No plans to use temporary or contract staff
18% | 100%

Decrease
9% | 100%
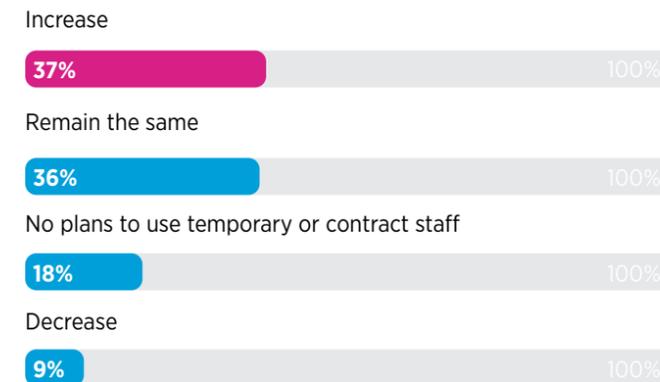
Contractors in demand - 2021 x 2022 comparison

**22%** ● 2021
37% ● 2022

If you are looking to expand your contingent workforce, **get in touch with a Hays expert today.**

THE STRUGGLE TO FIND APPLICANTS

Our survey data revealed that just over half of employers cited a general lack of applicants as the reason why they are having difficulties filling their open jobs. With the skills shortage prevailing, employers will need to consider non-traditional sources such as social media channels and working with local associations. Interestingly, employers feel that they are falling behind in the war for talent as higher compensation is being offered elsewhere. Unfortunately only one employer can pay the most. With many increasing their pay offerings for new hires, coupled with changing worker expectations, companies should consider highlighting other benefits such as training development, remote working, flexible hours or well-being offerings.

Interestingly, despite companies having challenges brining in applicants, 64% of employers are choosing not to look for talent outside of the U.S. to combat the skills shortage. This is likely a result of the pandemic, with geographies across the U.S. opening up with remote work.

Why are you having difficulty filling your open jobs?

General lack of applicants

52%	100%

Skills shortage in your industry

50%	100%

Higher compensation offered elsewhere

42%	100%
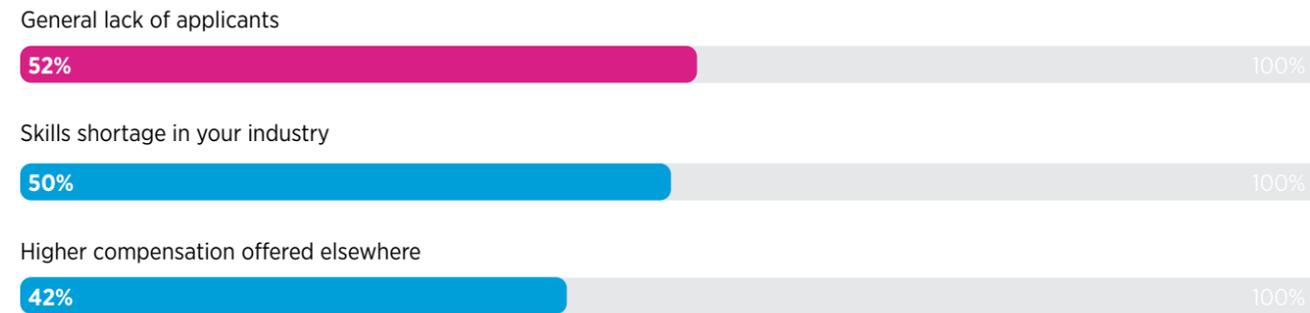
Top ways employers are attracting new talent

Advertising work from home/flexible working schedules	Increasing compensation	Promoting career advancement/ educational opportunities	Highlighting company culture

DRAWING IN QUALIFIED APPLICANTS BY PROMOTING WORK FROM HOME OPPORTUNITIES

The pandemic radically accelerated the uptake of remote working for many organizations and in fact, advertising work from home and flexible working schedules was one of the top ways employers are attracting talent. With the door now open for more employees to work remotely, employers should consider the impact this has on hiring, such as access to wider talent pools if proximity to the workplace is no longer a necessity.

Employees are now more inclined to want to work remotely most of the time. Flexibility is the key here – a one size fits approach will not be effective when it comes to preferred ways of working, so putting processes and resources in place should be a focus throughout.
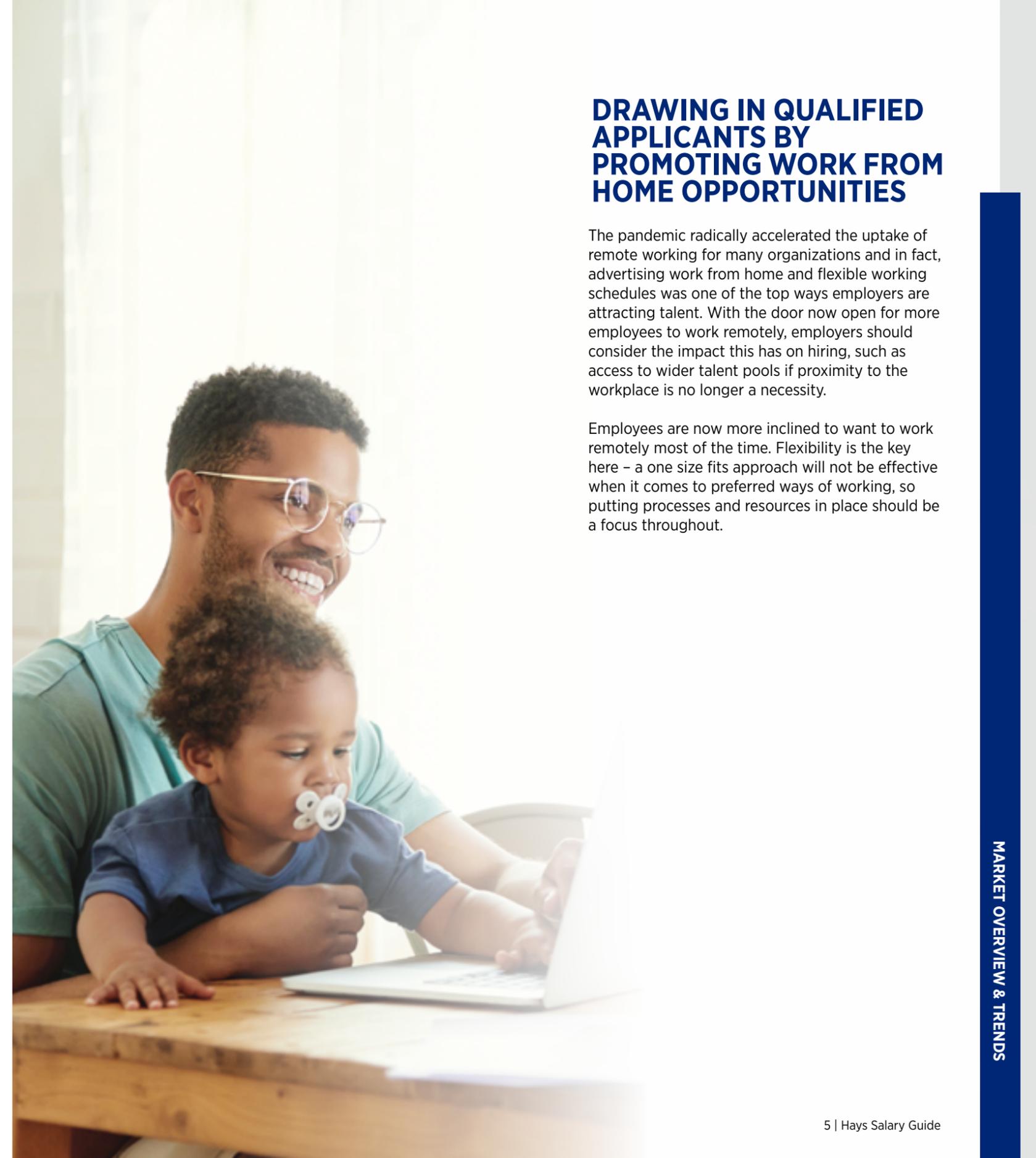
COMPANIES TAKING ACTION TO AVOID FALLING BEHIND

As employers bring aboard new hires, they have taken steps in response to the changing labor market, such as diversifying sources for finding talent. In fact, 60% of companies have made a change to their recruitment process in efforts to operate more efficiently and effectively. On the other hand, when looking at organizations retention efforts, 43% of employers cited they are creating open communication between employees and 42% are providing employee recognition. To learn how to prevent your best workers from leaving, visit this blog.

What have you changed about your recruitment process in response to the changing labor market?

Diversified sources for finding talent

32%	100%

Created a referral program

22%	100%

Streamlined interview processes

21%	100%

Started pipelining talent in advance of hiring needs

21%	100%

What measures are you taking to improve staff retention?

Creating open communication between employees

43%	100%

Providing employee recognition

42%	100%

Providing ongoing training

37%	100%

Offering pay raises

27%	100%
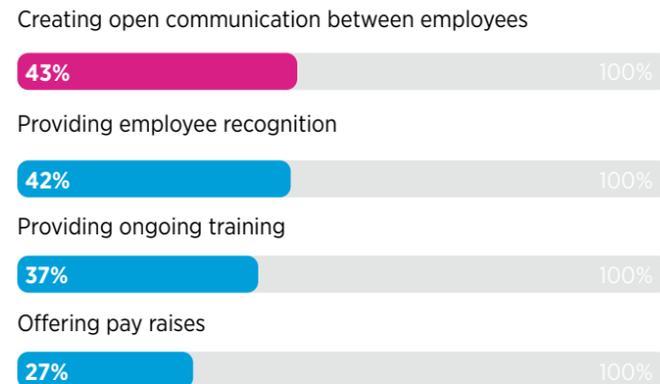
Get your onboarding right in a hybrid world

If organizations are working in a hybrid environment, they must not underestimate how important it is to get the new hire up to speed quickly, engaged with the team and contributing to their success. Consider working with an expert like Hays, who understands not only how to find talent remotely, but can also advise on changes needed to the onboarding process that will ensure it is effective for those working partially or fully remote. To learn more about how to successful onboard remotely, check out this blog.

LOOKING TO STAND OUT IN A SKILLS SHORT MARKET?

As companies look to differentiate themselves in the market, they will want to ensure they are promoting their open jobs to professionals in compelling and meaningful ways. With hiring activity ramping up, active job seekers will be attracted to brands that provide a positive experience from their first point of contact – and that includes the job adverts they read at the beginning of the application process. Here are two ways companies can add value to their online job adverts.

Think about what candidates would find valuable and would incentivize them to apply
When deciding what information to prioritize in the body of the advert, it is tempting to include all the information about your organization you can think of. But remember that candidates really value information that affects their day-to-day life, such as the type of work the position involves, the potential career path it holds, the ability to work remotely, and the compensation offered.

Make sure the body content of the job advert is clear and relevant
Use commonly-searched keywords and keep the content easy to read, so think about how to structure the advert – for example using short bullet points that will be better at grabbing the candidates attention and easier for readability. This is essential for ensuring it ranks well in relevant online searches.

Whether you are looking for help on writing job adverts or struggling to increase applicant flow, Hays can help – contact us for advice today.

THE WAVE OF EMPLOYEE RESIGNATION

The effects of the pandemic have been vast and made many people take a second look at what is important to them. The changing expectations have brought about mixed feelings when it comes to their work-life. In fact, our survey revealed that only 56% of respondents cited they are satisfied in their current role. It is important to understand which factors most affect employee satisfaction so that employers spend their time and energy on programs, processes, and factors that will have a positive impact on satisfaction. Take the time to ask for staff feedback to understand what factors are most important to them such as opportunities to upskill, compensation, benefits or feeling a sense of belonging at work.

Perhaps more concerningly, 61% of respondents are seriously considering leaving their role. Since people are willing to leave, this presents the opportunity for employers to gain new skilled workers on their team, if they can promote themselves as an attractive employer. Employers will also want to rethink the structure of their team to maximize efficiencies and identify any skills gaps that need to be filled.

Are you seriously considering leaving your current role?

61% Yes

39% No
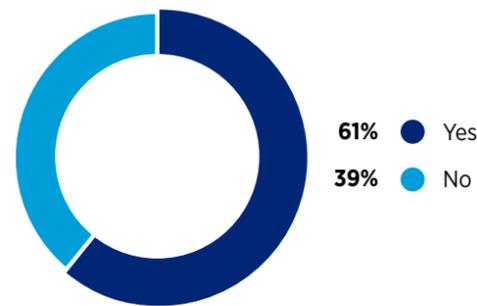
Even more employees on the move this year - Comparison 2021 x 2022

51% 2021

61% 2022
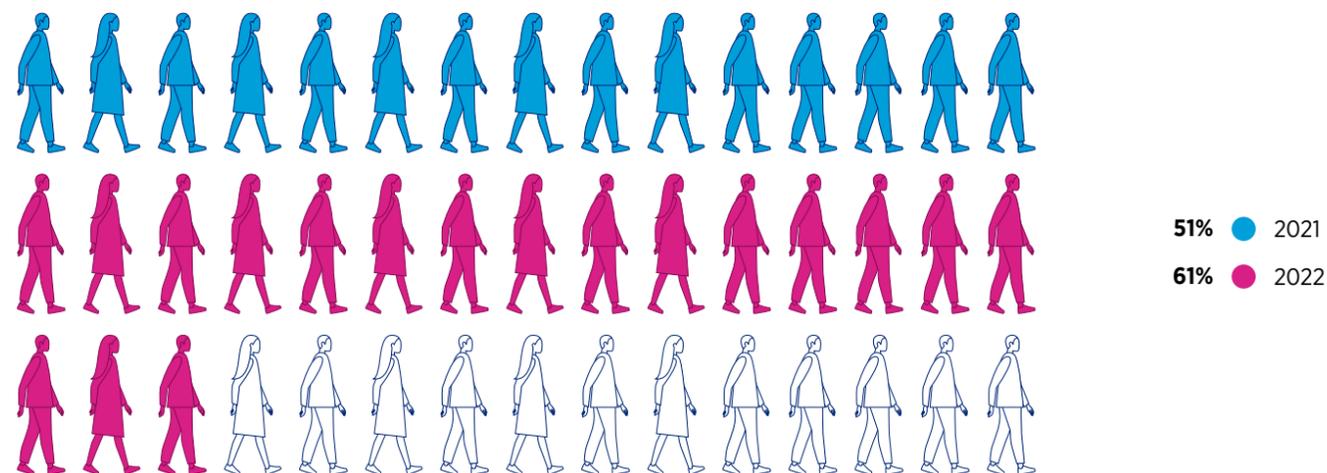
LACK OF CAREER GROWTH COMES IN AS THE TOP FACTOR FUELING STAFF DESIRE TO LEAVE

The pandemic has affected people in various ways, such as careers being stalled and workers feeling like their company is not investing in them. 53% of our respondents cited that they would leave their current role if they were not provided with career growth opportunities. Additionally, 48% of employees cited that no training has been initiated by their company to help develop their skills. These two factors combined are major motivators for workers to say enough is enough and voluntarily leave their role.

Fortunately, employers and employees are on the same page when it comes to compensation with both being aware that compensation is a major reason why people decide to leave or stay. Despite this, only 27% of employers are offering pay raises to improve retention. Employers have more work ahead – with workers demanding pay raises and career growth opportunities, more than half of respondents are willing to leave if they do not feel supported in those areas.

What are the reasons employees are leaving their current role?

Career growth opportunity

| 36% | 53% | 100% |

Compensation

| 49% | 50% | 100% |

Leadership/Management

| 24% | 38% | 100% |

● Why employers think they are leaving ● Why employees are actually leaving
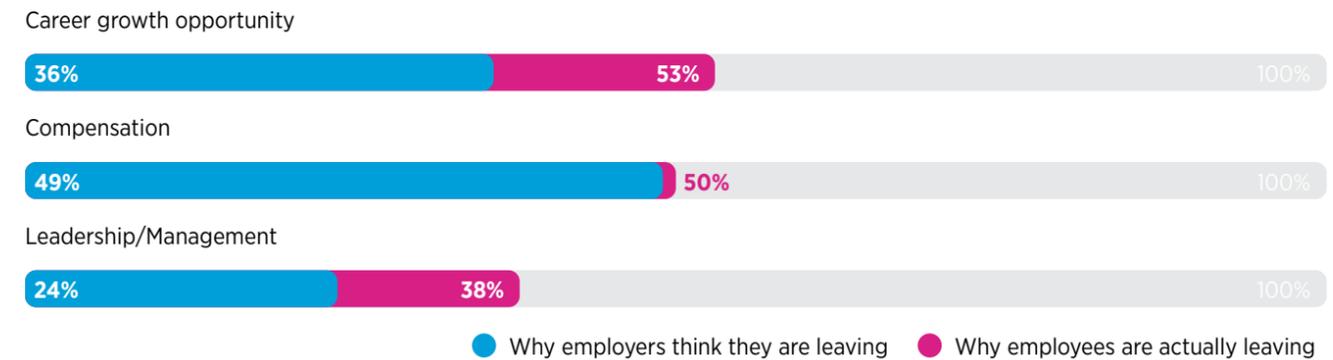
Employers must demonstrate that they genuinely care about their teams career

When providing training courses, ensure they are relevant to the teams career goals. Some training courses can be a big investment of company time and money, which can pose a challenge. If a company cannot support funded training, consider alternative ways to upskill including webinars, podcasts or mentoring sessions with relevant members of existing staff.

42% of employers are having difficulty filling their open jobs due to higher compensation being offered elsewhere

49% of employers cited that their staff are leaving because of compensation, yet only 27% are offering pay raises to help improve staff retention

To view the latest salaries to see the current market rate click here.

3 WAYS COMPANIES CAN AVOID POST-PANDEMIC EMPLOYEE TURNOVER

Having a strategy for retaining top talent and curving the turnover of staff in a post pandemic world has many positive outcomes for a business. Firstly, it can help to prevent the cost of unexpectedly having to replace good staff. As most hiring managers know, the cost of such turnover adds significantly to a company's expenses. Here are a few things employers should consider to keep staff engaged and satisfied.

1 Training and development are not only courses

Courses are not necessarily what training and development are about, nor do they have to take place in a formal classroom. Mentorships are a useful retention tool and can also be used to pass on corporate insight to other employees. One-on-one training and taking on additional duties can also be just as effective. Investing in your employees' skills development allows them to be the best they can be, which has obvious rewards for both them and you.

2 Clear career pathways keep staff motivated

Employees can become bored without the proper career development – and this is often a reason why candidates look elsewhere for work. As different organizations have different parameters within which they must work, career development does not always mean promotion, although it certainly can. Can you instead offer additional responsibility, or the opportunity to supervise other employees? Could an employee coach and train others, manage projects or chair meetings?

3 Good relationships create win-win partnerships

If an employee has good relationships at work, they are more likely to stay with a company and feel engaged with their work. So employers need to focus on how they understand, communicate and build good relationships with their employees. It is a good idea to ask employees for their opinion on key engagement factors such as career progression and performance feedback through employee opinion surveys, online forums or regular reviews. And it is best not to assume anything about an employee's career path as there can be many factors at play – simply maintain open and honest communication to find out what your employees' goals are.

PANDEMIC HAS SHIFTED ATTITUDES TOWARDS WELLBEING, BUT WORKERS WANT MORE

Many organizations have taken steps throughout the pandemic to strengthen staff wellbeing and contribute towards a mentally healthy workforce. Majority of respondents cited that they want their organization to promote a work-life balance and currently, only 43% rate their work-life balance as somewhat positive. Interestingly, employees are seeking well-being initiatives that don't necessarily have costs associated with them, such as 67% of employees wanting a work-life balance to be promoted.

It is important to remember that workplaces are filled with different backgrounds and perspectives, so employers should encourage dialogue about those differences. Employees want to know they are valued, no matter how different their views might be.

How organizations are supporting staff well-being

Promoting a work-life balance

| 57% | 67% | 100% |

Encouraging employees to take mental health days off

| 33% | 52% | 100% |

Organizing team social activities

| 19% | 32% | 100% |

Increasing mental health coverage

| 14% | 15% | 100% |

● Actions employers are taking   ● How employees want to be supported
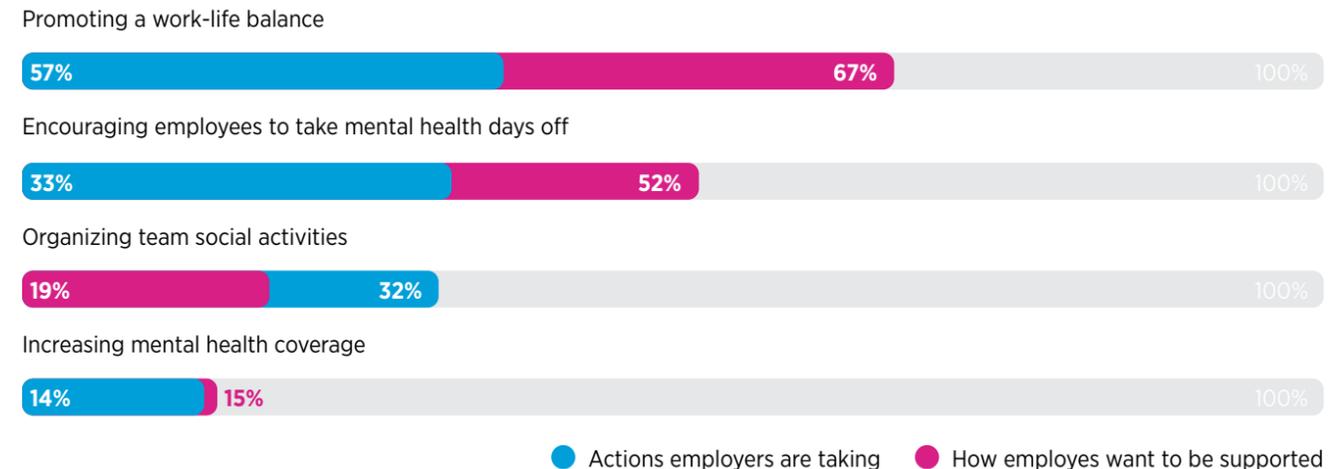
43%
of employees rate their work-life balance as somewhat positive

Facilitate a better work life and put in place positive working routines

With just over half of employees saying they would like to have mental health days off, employers should consider revisiting their benefits package to ensure they reflect the changing needs of their staff. Be sure to look at what support structures are in place to help staff improve their wellbeing, such as mental health first aiders and wellbeing ambassadors. Ensuring policies and agreed working practices are led from the top is also important when driving cultural change. To learn how employers can encourage a 'holiday-friendly' environment, check out this blog.

UPSKILLING AND CAREER GROWTH: VITAL EMPLOYEE BENEFITS

As mentioned earlier, there is an opportunity for employers to do better to support their team with training, whether that be training them in the necessary skills they lack or areas of weakness they need growth in. This can be an effective way to close the skills gaps and make employees more proficient in their existing and future roles. Unfortunately, 48% of employees cited that they have not received training from their company. Training along with career progression opportunities is vital in keeping workers satisfied, with 53% of respondents expressing they would leave their current role if career growth was lacking. While companies provide training to upskill their staff, they should also consider hiring temp workers in the interim to help bridge the skills gap on their team.

What have you implemented to support the upskilling/reskilling of your team?

39%
Learning new technologies

37%
Providing online training/ certification programs

30%
Creating a mentorship program

Prioritize team upskilling

As the world has changed so have the skills that employers need most. However, there is an understanding gap between the skills employees want to develop to progress their careers and the skills employers need. Employers should provide support to their teams to help develop this understanding and close the gap. Supporting staff with targeted training and development opportunities should be a priority for employers. This could include supporting your team in undertaking academic qualifications, or investing in online training, such as Hays Thrive, our free online training portal to help teams with the tools they need to thrive in the new world of work.

EMPLOYEES HAVE THEIR TARGETS SET ON TECHNICAL KNOWLEDGE

Majority of employees feel that technical skills are important to advance their career and stay competitive. To improve these skills, 68% have taken it upon themselves to learn new technologies on their own. In an era where applications and worker skills are lacking, employers will want to pay close attention to their tech stack offerings, as this could be a secret weapon to attracting and keeping top talent.

What skills do you see as necessary to advance your career and stay competitive?
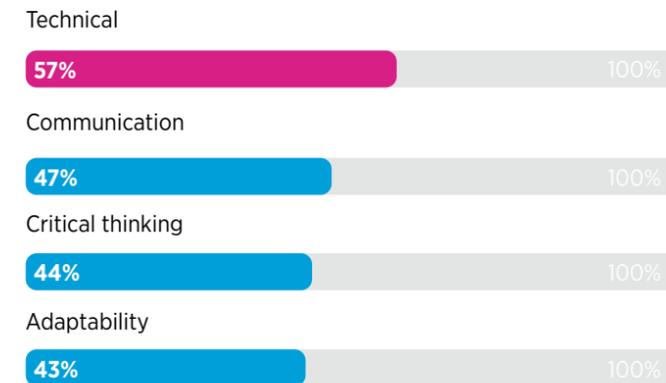
Technical
| 57% | 100% |

Communication
| 47% | 100% |

Critical thinking
| 44% | 100% |

Adaptability
| 43% | 100% |

48%
of employees cited that no training has been initiated by their company to help develop their skills

What training have you done on your own in order to develop your skills?

62%
Learning new technologies

59%
Enrolling in online training/ certification programs

19%
Working with a mentor or peer learning groups

TECHNOLOGY EXPECTED TO IMPACT JOBS IN THE COMING YEARS

According to our survey, 55% of employees expect their job to change due to tech in the next three years – reinforcing their desire to upskill and receive training development. In fact, when employers were asked if they were planning to or have already automated jobs, 33% said yes. Whether a facet of a job is automated or completely overtaken, this speaks to how automation continues to impact jobs. This also furthers why employees are eager for technical training opportunities – to stay ahead and keep up with changes, so their skills and knowledge allows them to avoid becoming obsolete.

Do you expect your job to change considerably in the next three years as a result of technology?

- **55%** Yes
- **29%** No
- **16%** Not sure
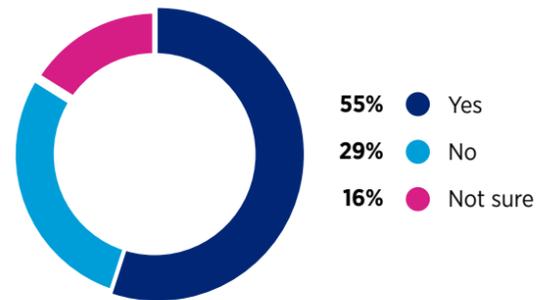
33%
of companies are planning to or already have automated jobs

Top areas companies are looking to automate or have already automated

Accounting & Finance	Operations	Administration	Customer Service
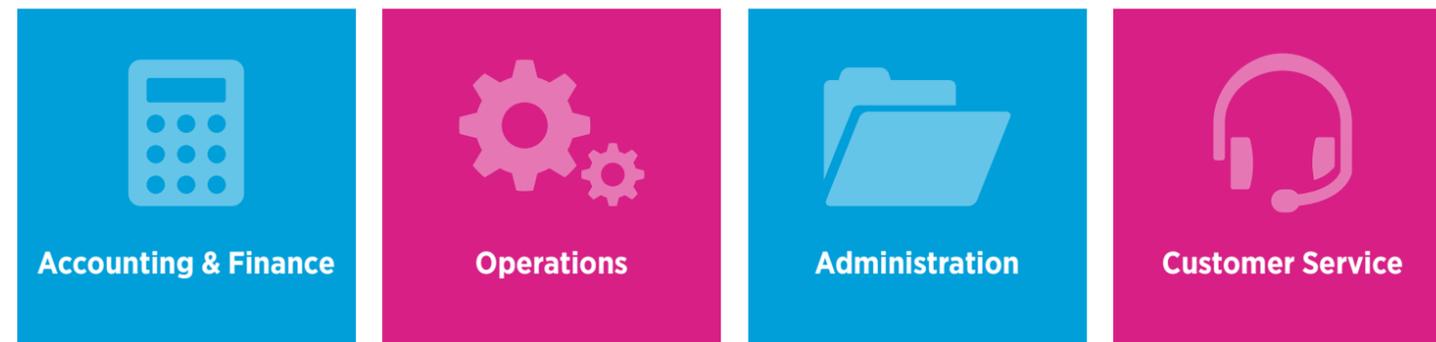
FUELING EQUITY, DIVERSITY & INCLUSION IN THE WORKPLACE

FUELING EQUITY, DIVERSITY & INCLUSION IN THE WORKPLACE

As the world of work has undergone unprecedent changes, it has prompted employers to consider how they can better support their employees and wider community. Over the course of the year, employers looked at how they could recruit in a more equal, diverse and inclusive way. Our survey data revealed that 60% of employees want their company to have ED&I goals but unfortunately only 29% currently have them established. Promisingly, 68% of respondents expressed that they feel a sense of belonging at their workplace, however there is still a long way to go with more than a quarter of them not feeling connected at work.

60%
of employees feel it is important for their organization to have ED&I goals and tactics in place

29%
of employers have currently established ED&I goals in recruitment according to the Hays 2021 ED&I in Recruitment report

68%
of employees feel a sense of belonging and acceptance at their workplace

15%
of employees cited that they would leave their role due to under-representation of minority groups/ethnicities

The top ways employers are creating an inclusive environment is by asking employees for feedback and educating leaders on the importance of inclusivity as cited in the Hays 2021 ED&I in Recruitment report

Is your company taking measures to reach under-represented groups/ethnicities?

44% ● Yes

15% ● No

42% ● Not sure
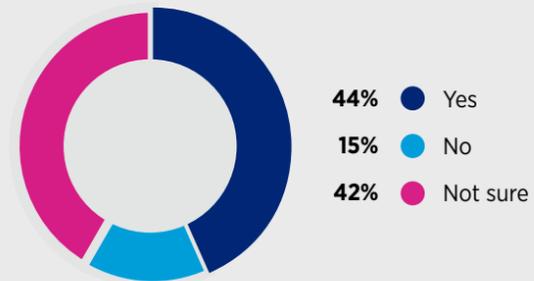
3 TIPS TO IMPROVE ED&I IN YOUR WORKPLACE

1 Gather data to identify priority areas

Use anonymous surveys to gather ED&I data and create a picture of the current status within the organization. Be sure to do this in a safe and anonymous way that will provide a honest view of employee population and identify where to prioritize time, energy and resources. This also gives confidence to have informed conversations with leaders about the areas that require focus.

2 Provide a sense of belonging for every employee

During one-on-one meetings with employees, take the time to regularly check-in and ask how they are, recognize their good work and talk about why their skills and contribution are valued. Additionally, offer benefits that all employees can utilize, from flexible working options to professional development and wellbeing initiatives. Steps like these, will help convey understanding and support towards their personal and professional needs.

3 Create inclusive recruitment and hiring processes

Before recruiting, review job descriptions and the language used in job advertisements to ensure it does not dissuade particular demographic groups from applying. Also consider working with an expert recruiter like Hays, who understands how to attract qualified talent from the widest pool.

To learn more on how to embrace ED&I through your recruitment efforts, download our ED&I report here.

RECOMMENDATIONS

WHAT YOU NEED TO DO TO TACKLE THE GREAT RESET

USE NON-TRADITIONAL WAYS TO SOURCE JOB SEEKERS

61% of respondents cited they are seriously considering leaving their current role. Employers can better tap into these candidates by using nontraditional sources such as social media channels, attending relevant events and working with local associations. By partnering with Hays, companies will have access to our network of over 5 million LinkedIn followers, to help source the talent that is on the move. This also presents and opportunity for employers to rethink how they structure their team, with the influx of resignations on the horizon.

BUILD A STRONGER TALENT PIPELINE BY SHOWCASING ENTICING OFFERINGS

When ramping up hiring activity, employers will need to focus on the efficiency and effectiveness of their recruitment process to avoid wasting unnecessary time and costs. With employers facing a general lack of applicants, employers should rethink how they are advertising their open roles. Such as, promoting remote/ flexible working, career advancements, free training and competitive compensation packages. Using an expert recruiter like Hays will help get more candidates into the hiring process and better showcase your employer brand – Contact us to help with your hiring needs.

FOCUS ON TEAM UPSKILLING WITH AN EMPHASIS ON TECHNICAL KNOWLEDGE

The pandemic has accelerated market trends, meaning employee skill sets that were nice-to-haves have quickly become must haves. Since 57% of respondents feel technical skills are necessary to advance their career and stay competitive, companies need to focus on providing a robust tech stack as this will not only help retain staff but also attract skilled candidates. Therefore, employers need to proactively create upskilling or reskilling processes and address the skills gaps on their teams through internal development and recruitment.

LOWER EMPLOYEE TURNOVER BY PRIORITIZING WORKPLACE WELLNESS

Employees need to revisit their wellness offerings to ensure they are aligned with the changing needs of their workforce. Our data revealed that 67% of respondents want their company to support wellness by promoting a work-life balance. So, taking steps towards encouraging staff to have a work-life balance and cultivating a culture around this, will help employees feel appreciated at work. Additionally, providing support such as mental health days, will not only encourage overall health and wellness, but also prevent employee burnout. Providing mental days off and other wellbeing support options will help keep staff healthy, happy, and employed with the company longer.

SALARIES

The following pages provide a listing of the typical base wages for the commonly filled roles for professional and skilled staff in:

13 Accounting & Finance

15 Construction

20 Life Sciences

21 Property & Facilities Management

23 Technology

Using our salary data

For salary ranges, the first figure indicates the minimum and the second figure indicates the maximum salary level typically paid in each city or region. Where only one figure is reported, it represents the minimum wage for more senior positions that can have a very wide range and no clearly defined upper limit. Salaries are expressed in U.S. dollars (thousands, annual gross) and do not reflect any benefits packages, bonuses, or any other arrangements between employers and candidates. While every care is taken in the collection and compilation of data, this report is interpretive and indicative, not conclusive. Please note that the Hot Jobs listed may vary by region.

This information should be used as a guide only.

ACCOUNTING & FINANCE

🔥 HOT JOBS

Construction/Project Accountant

Controller

Financial Analyst

Tax Specialist

Treasury Professionals

VP of Finance

Job Title	California	Colorado	DMV[1]	Florida	Georgia	Illinois	New York	Texas
Chief Financial Officer	200-300	150-300	180-300	150-250	200-300+	150-300	225-350+	180-250
Vice President, Finance	150-200	150-200	180-200	140-200	180-300	130-200	200-250+	180-225
Director, Finance	120-150	120 - 175	150-200	140-180	145-200	100-150	170-250	180-225
Corporate Controller	100-150	110-150	100-200	110-180	130-220	90-150	150-225	135-180
Assistant Controller/ Accounting Manager	80-120	75-120	90-150	95-145	90-150	65-115	130-180	105-135
Director, Accounting	100-150	120-170	130-200	140-200	100-220	110-180	165-250	135-180
Financial Reporting Manager	100-150	120- 180	100-155	100-150	95-150	100-155	120-180	95-150
Director, External Reporting	100-150	120-160	120-200	120-180	145-210	115-150	150-200	150-180
External Reporting Manager	100-150	80 -120	100-150	90-120	100-160	60-115	120-150	120-155
Financial Planning/ Analysis Manager	80-120	120-165	110-200	100-150	120-190	105-160	120-200	100-150
Senior Financial Analyst	80-120	75-125	85-115	80-100	80-120	75-115	115-135	80-110
Financial Analyst	80-100	65-95	70-100	55-75	55-85	55-90	90-110	55-90
Treasurer/ Vice President Treasury	150-200	130- 200	120-220	100-175	120-220	100-175	180-220	150-200
Treasury Accountant	60-90	70-110	80-120	55-85	80-120	60-90	80-150	55-70
Credit/Collections Manager	80-100	74-132	70-120	65-90	65-120	70-100	90-130	75-90
Credit/Collections Specialist	60-80	46-66	55-70	45-60	45-60	40-55	65-75	45-55
Accounts Receivable Manager	60-80	50-100	70-90	75-95	55-90	55-80	70-90	70-110
Accounts Receivable Clerk	50-65	35-55	55-70	40-55	40-55	30-55	60-70	45-55
Accounts Payable Manager	60-80	50-100	70-90	65-90	55-95	60-90	75-100	70-110
Accounts Payable Clerk	50-65	45 - 55	55-70	40-55	35-50	35-50	60-70	40-45
Payroll Manager/Director	80-100	75-115	80-145	75-135	75-120	80-145	120-150	135-160
Payroll Specialist	60-80	45-65	55-70	45-60	40-61	45-65	65-80	45-55
Payroll Coordinator	50-65	40-55	45-65	50-70	40-55	45-60	55-70	35-45

Job Title	California	Colorado	DMV[1]	Florida	Georgia	Illinois	New York	Texas
Senior Accountant	80-120	75-100	70-90	70-90	55-90	50-85	100-120	75-95
Staff Accountant	50-80	50-75	60-80	50-65	40-80	45-80	65-90	45-155
Divisional/Property Controller	80-100	85-135	90-140	100-150	80-150	90-120	100-150	135-150
Senior Property Accountant	70-100	75-100	70-105	70-90	50-75	60-105	95-115	75-85
Property Accountant	60-80	50-75	60-80	55-70	40-70	50-70	70-95	65-75
Development Accountant	75-95	70-92	60-70	50-75	45-75	40-70	75-95	65-75
Construction Controller	80-120	110-150	100-160	100-160	75-130	100-160	140-180	80-150
Project Accounting Manager (Construction)	80-120	95 -120	90-120	80-100	70-100	71-110	120-135	90-130
Senior Project Accountant	70-100	55 - 90	75-100	75-100	75-95	75-100	95-115	80-110
Project Accountant	60-80	54-75	65-90	50-75	60-90	65-90	75-95	75-90
Cost Accountant	50-80	65-100	65-95	55-80	55-95	58-95	80-110	65-75
Senior Staff Accountant	55-90	65-100	65-90	60-80	50-90	60-90	80-100	65-75
Director, Tax	120-200	140-200	160-250	150-240	140-275	160-210	140-275	180-210
Tax Manager	80-150	100-120	100-150	100-130	90-155	80-150	90-160	135-165
Senior Tax Accountant	80-120	80-100	80-100	70-100	75-120	80-100	75-110	75-90
Tax Accountant	75-95	75-95	75-90	50-75	60-75	65-90	65-190	60-80
Tax Senior	80-120	70-90	70-100	70-90	70-100	50-75	80-110	75-90
Audit Director	150-200	150-220	150-250	150-200	150-200	150-200+	150-250	150-200
Audit Manager	110-150	120-150	100-175	100-130	90-150	100-130	100-175	115-135
Audit Senior	60-100	80-100	70-100	65-90	65-95	60-90	70-100	75-95
Auditor	50-80	60-90	60-90	55-75	55-75	50-70	60-90	65-75
Audit Associate	40-60	55-70	55-70	50-70	50-75	40-60	55-70	55-65
Bookkeeper	50-60	50-80	50-60	45-70	35-55	35-60	55-70	45-55

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CONSTRUCTION

🔥 HOT JOBS

Electrical Engineer for MEP Consultants

Energy Engineer

Lead Project Manager

Lead Superintendent

Mid-Senior Estimator

Traveling Superintendent

PROJECT MANAGEMENT

Project value <$10M

Job Title	California	Colorado	DMV*	Florida	Georgia
Project Engineer	50-70	50-60	55-65	50-60	55-65
Assistant Project Manager	75-90	55-75	65-80	60-70	65-75
Project Manager	90-130	90-100	85-105	80-95	75-95
Senior Project Manager	140-175	100-120	115-130	100-130	100-115
Project Executive	180-220	120-150	130-150	130-150	120-140
Vice President	220-260	140-170	150-180	150-175	140-180

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Project Engineer	55-75	50-65	55-75	50-60	50-60
Assistant Project Manager	70-90	65-75	65-85	65-75	60-75
Project Manager	80-120	90-130	110-140	80-95	75-90
Senior Project Manager	110-130	130-165	150-180	90-115	100-120
Project Executive	130-150	150-175	180-225	120-150	130-150
Vice President	150-170	180-225	225-275	135-165	150-180

Project value $10M-$50M

Job Title	California	Colorado	DMV*	Florida	Georgia
Project Engineer	60-75	60-70	55-70	55-70	55-70
Assistant Project Manager	75-100	70-90	70-90	70-85	65-80
Project Manager	100-150	90-115	90-105	85-110	85-105
Senior Project Manager	150-190	110-130	120-140	120-150	110-150
Project Executive	190-225	130-160	135-160	140-170	140-175
Vice President	225-275	160-190	150-200	170-190	160-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Project Engineer	55-80	50-65	60-80	55-70	50-60
Assistant Project Manager	70-90	60-75	65-90	70- 85	65-75
Project Manager	85-120	120-140	110-150	85-110	85-100
Senior Project Manager	110-150	140-170	150-190	110-130	120-140
Project Executive	150-180	150-180	190-225	150- 180	150-180
Vice President	160-210	180-225	225-275	160-190	180-220

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PROJECT MANAGEMENT

Project value $50M-$100M

Job Title	California	Colorado	DMV*	Florida	Georgia
Project Engineer	60-80	60-80	65-75	60-75	55-70
Assistant Project Manager	80-100	75-95	75-95	80-100	75-85
Project Manager	100-150	100-120	95-120	100-130	100-130
Senior Project Manager	150-200	120- 140	130-160	130-160	130-160
Project Executive	200-275	150- 180	160-190	150-180	160-200
Vice President	275-325	180-220	210-240	180-210	180-220

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Project Engineer	60-75	60-70	65-80	60-75	60-65
Assistant Project Manager	70-90	65-80	75-100	70- 80	75-85
Project Manager	100-130	100-150	110-175	90-110	100-120
Senior Project Manager	130-150	150-170	175-225	120- 140	130-150
Project Executive	150-180	170-200	225-275	170- 200	150-180
Vice President	170-220	200-230	275-325	200- 220	180-220

Project value $100M+

Job Title	California	Colorado	DMV*	Florida	Georgia
Project Engineer	65-85	65-90	65-75	70-85	55-75
Assistant Project Manager	85-120	80-100	80-95	85-105	75-95
Project Manager	130-175	100-130	100-130	110-140	110-140
Senior Project Manager	180-225	130-160	140-170	140-170	140-170
Project Executive	225-275	160-190	175-225	155-180	175-215
Vice President	275-325	190-225	230-280	190-230	210-260

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Project Engineer	60-75	60-75	65-80	65-75	60-65
Assistant Project Manager	80-90	65-90	80-110	80-95	75-90
Project Manager	100-130	100-150	120-180	100-120	100-120
Senior Project Manager	130-150	150-170	180-250	130-160	130-150
Project Executive	150-180	170-210	250-300	155-180	150-180
Vice President	180-250	210-250	275-350	220-250	180-220

SUPERINTENDENT/FIELD OPERATIONS

Project value <$10M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Superintendent	65-85	50- 65	55-70	55-70	55-65
Superintendent	85-125	65- 85	70-95	75-90	65-85
Senior Superintendent	135-160	90- 115	90-110	90-110	90-110
General Superintendent	170-180	115- 125	120-160	110-130	115-130

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Superintendent	60-80	50-80	60-85	55- 65	50-60
Superintendent	85-115	90-120	90-135	65- 80	70-90
Senior Superintendent	100-130	125-150	135-160	90- 110	85-105
General Superintendent	130-160	150-180	160-190	115- 130	105-125

Project value $10M-$50M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Superintendent	70-100	60- 75	55-75	65-85	60-80
Superintendent	100-140	85- 100	80-105	85-110	80-110
Senior Superintendent	150-175	100- 120	100-125	110-130	100-130
General Superintendent	180-200	120- 130	130-160	125-160	120-140

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Superintendent	70-90	50-80	65-95	60- 75	55-75
Superintendent	90-125	100-130	100-150	85- 100	85-105
Senior Superintendent	120-140	130-170	150-180	100-130	100-120
General Superintendent	130-160	170-200	180-200	125- 140	120-140

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Construction

Construction

SUPERINTENDENT/FIELD OPERATIONS

Project value $50M-$100M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Superintendent	80-100	65- 80	55-80	65-85	60-80
Superintendent	100-160	90- 115	95-120	85-110	90-110
Senior Superintendent	160-200	120- 130	125-160	110-125	110-150
General Superintendent	200-250	135- 150	160-200	125-150	140-180

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Superintendent	70-90	80-90	80-95	60- 75	55-75
Superintendent	95-125	100-140	120-160	90- 115	90-110
Senior Superintendent	120-155	140-170	160-200	100- 130	100-125
General Superintendent	150-170	180-200	200-240	135- 150	120-140

Project value $100M+

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Superintendent	90-130	70-85	75-90	70-90	70-90
Superintendent	130-180	100- 120	100-120	90-120	90-120
Senior Superintendent	180-225	130-150	140-160	125-160	125-160
General Superintendent	225-270	150-200	160-220	160-180	160-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Superintendent	70-90	80-90	80-100	65- 80	75-80
Superintendent	105-130	100-140	140-180	100- 120	100-115
Senior Superintendent	130-160	150-180	180-225	140-160	120-140
General Superintendent	160-200	180-200	225-270	160-200	130-150

ESTIMATING

Project value <$10M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Estimator	50-60	55-65	55-65	50-70	55-70
Estimator	60-90	70-85	70-90	70-95	75-90
Senior Estimator	100-165	85- 100	90-120	90-115	90-120
Preconstruction Manager	145-175	90- 110	95-110	95-110	100-130
Chief Estimator/Preconstruction Director	145 -180	120-150	100-130	125-135	130-160

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Estimator	55-70	50-60	50-60	55-65	50-55
Estimator	70-90	60-90	60-90	70-85	60-80
Senior Estimator	90-120	100-140	100-165	85- 100	80-105
Preconstruction Manager	100-125	130-150	145-175	90- 110	95-110
Chief Estimator/Preconstruction Director	120-150	150-170	145-175+	120-150	110-130

Project value $10M-$50M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Estimator	50-70	55-65	55-65	50-70	55-75
Estimator	70-100	75-95	70-95	70-95	75-95
Senior Estimator	120-175	95-115	100-125	105-120	95 -125
Preconstruction Manager	150- 200	100- 120	95-115	110-125	105-130
Chief Estimator/Preconstruction Director	180 -250	130- 150	115-140	140-160	140-180

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Estimator	55-70	50-60	50-60	55-65	50-55
Estimator	75-100	60-100	60-100	75-95	60-80
Senior Estimator	100-130	130-175	130-175	95-115	95-105
Preconstruction Manager	120 -140	150-200	150-225	100- 120	95-115
Chief Estimator/Preconstruction Director	140-180	175-225	185-250+	130- 150	115-140

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ESTIMATING

Project value $50M-$100M

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Estimator	55-65	60-75	60-75	60-85	60-80
Estimator	70-110	85-105	85-100	85-105	80-110
Senior Estimator	150-180	110-130	110-135	110-125	100-130
Preconstruction Manager	190-250	120-160	100-140	120-140	120-150
Chief Estimator/Preconstruction Director	200-250	150-190	150-175	145-190	150-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Estimator	55-70	55-65	55-65	60-75	55-65
Estimator	75-110	70-110	70-110	85-105	70-90
Senior Estimator	100-140	150-170	150-185	110-130	85-105
Preconstruction Manager	120-160	180-225	190-250	120-160	95-120
Chief Estimator/Preconstruction Director	150-200	185-230	200-250+	150-190	125-145

Project value $100M+

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Estimator	60-70	65-75	65-75	60-85	60-80
Estimator	90-130	90-120	85-100	95-110	80-110
Senior Estimator	150-200	110-135	120-150	115-140	110-140
Preconstruction Manager	180-250	125-160	110-150	145-160	120-160
Chief Estimator/Preconstruction Director	250-350	135-200	175-225	160-210	160-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Estimator	55-80	50-60	60-70	65-75	55-65
Estimator	85-120	80-120	90-120	90-120	70-90
Senior Estimator	120-150	120-185	150-200	110-135	90-120
Preconstruction Manager	130-175	180-225	180-250	125-160	95-120
Chief Estimator/Preconstruction Director	160-200	190-250	225-350+	135-200	140-160

ENGINEERING

Electrical

Job Title	National
Fresh Graduate	52-60
Engineer	60-80
Mid Level Engineer	80-90
Senior Engineer	100-125
Project Manager	110-160
Chief Engineer	150-170
Associate	130-150
Senior Associate	140-170
Vice President	180-220
Principal/President	220+

Mechanical

Job Title	National
Fresh Graduate	50-60
Engineer	60-70
Mid Level Engineer	70-85
Senior Engineer P.E	90-105
Project Manager	100-120
Associate	125-145
Senior Associate	150-170
Vice President	175-195
Principal/President	200+

Plumbing & Fire Protection

Job Title	National
Fresh Graduate	50-60
Engineer	65-75
Mid Level Engineer	80-90
Senior Engineer	95-105
Associate	110-125
Senior Associate	130-150
Vice President	160-180
Principal	200+

Energy

Job Title	National
Fresh Graduate	50-60
Engineer	65-75
Mid Level Engineer	75-90
Senior Engineer	95-110
Project Manager	120-150
Associate	155-170
Senior Associate	180-200
Vice President / Principal	205+

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CIVIL CONSTRUCTION

Job Title	California	Colorado	DMV*	Florida	Georgia
Project Engineer	60-85	60-75	55-75	50-70	55-65
Assistant Project Manager	85-110	75-90	75-90	70-90	65-85
Project Manager	110-165	90-110	90-130	90-125	85-120
Senior Project Manager	165-215	110-130	130-175	125-140	120-170
Project Executive	215-250	130-180	175-185	140-200	170-220
Vice President	250-300	180-210	185-220	200-250	220-300

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Project Engineer	55-75	55-80	60-85	60-75	55-70
Assistant Project Manager	75-90	80-105	85-110	75-90	70-90
Project Manager	90-120	105-150	110-165	90-110	90-130
Senior Project Manager	120-140	150-185	165-215	110-130	130-175
Project Executive	140-160	185-210	215-250	130-180	175-180
Vice President	160-200	210-250	250-300	180-210	180-220

Job Title	California	Colorado	DMV*	Florida	Georgia
Assistant Superintendent	60-85	60-80	55-85	50-70	60-80
Superintendent	85-145	80-110	85-120	70-90	80-120
Senior Superintendent	145-175	110-140	120-150	90-120	120-150
General Superintendent	175-250	140-160	150-190	120-180	150-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Assistant Superintendent	60-80	50-80	60-85	60-80	55-85
Superintendent	85-130	80-130	85-145	80-110	85-120
Senior Superintendent	130-150	130-150	145-175	110-140	120-145
General Superintendent	150-200	150-180	175-250	140-160	145-160

CIVIL CONSTRUCTION

Job Title	California	Colorado	DMV*	Florida	Georgia
Junior Estimator	65-90	60-70	55-80	60-80	70-85
Estimator	90-130	75-90	80-120	80-120	85-110
Senior Estimator	130-180	90-120	120-165	120-150	110-150
Chief Estimator	180-250	120-160	165-180	150-180	150-200

Job Title	Illinois	Massachusetts	New York	Texas	Virginia
Junior Estimator	55-70	50-70	65-90	60-70	55-80
Estimator	70-100	70-100	90-130	75-90	80-110
Senior Estimator	100-130	100-150	130-180	90-120	110-130
Chief Estimator	130-150	150-190	180-250	120-160	130-150

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LIFE SCIENCES

🔥 HOT JOBS

Clinical Project Manager

Clinical Research Associate

Manager – VP Regulatory Affairs

Medical Director – VP Clinical Development

QA GCP Director

Safety Physician – VP Drug Safety/Pharmacovigilance

REGULATORY AFFAIRS

Job Title	National
Vice President, Regulatory Affairs[1]	300-350
Regulatory Affairs Senior Director	240-300
Regulatory Affairs Director[1]	180-240
Regulatory Affairs Associate Director	160-180
Regulatory Affairs Senior Manager	140-160
Regulatory Affairs Manager[1]	120-140
Regulatory Affairs Senior Associate/Specialist	90-120
Regulatory Affairs Associate/Specialist	70-90

CLINICAL OPERATIONS (dependent upon TA area)

Job Title	National
(Sr) Clinical Project Manager	130-160
(Sr) Clinical Data Manager	110-150
(Sr) Clinical Research Associate[1]	80-130
Clinical Trial Associate	70-90
AD Clinical Operations[1]	140-170
Director Clinical Operations[1]	160-200
Senior Director Clinical Operations[1]	200-260
VP Clinical Operations[2]	270-350

CLINICAL DEVELOPMENT (dependent upon TA area)

Job Title	National
Associate Medical Director (MD)[1]	250-290
(Sr) Medical Director (MD)[1]	290-350
VP/SVP, Head Clinical Development (MD)[1]	350-430
Clinical Development Director (MD/PhD)	250-280
(Sr) Clinical Research Scientist (PhD/PharmD)[1]	110-150
AD/Director Clinical Science (PhD/PharmD)[1]	160-220
Sr Director/VP Clinical Science (PhD/PharmD)[2]	230-330

DRUG SAFETY & PV (dependent upon TA area/degree)

Job Title	National
(S)VP, Head Drug Safety/PV (MD)[2]	340-400
Executive Director Safety/Department Head (MD)[1]	340-350
(Sr) Safety Physician (MD)[1]	230-350
Associate Director Drug Safety (MD)[1]	180-220
Manager/Team Lead Drug Safety[1]	140-180
Senior Specialist Drug Safety	80-115
Specialist/Associate Drug Safety	70-100

HEALTH ECONOMICS & MARKET ACCESS

Job Title	National
Vice President, Market Access[1]	240-300
Director, HEOR	180-230
Director, Market Access[1]	175-225
Director, Reimbursement and Pricing	175-225
Manager, Market Access and Government Relations[1]	125-150
Manager, Stakeholder Relations	125-150
Manager, Reimbursement and Pricing	125-150
Manager, HEOR[1]	130-185

PATIENT SERVICES

Job Title	National
Manager, Patient Services[1]	90-115
Regional Nurse Case Manager[1]	100-125
Manager, Reimbursement[1]	80-100
Reimbursement Specialist[1]	60-85

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MEDICAL AFFAIRS (dependent upon TA area/degree)

Job Title	National
(Sr) Medical Science Liaison (MD, PharmD, PhD)[1]	150-215
Director Medical Affairs (PharmD, PhD)[1]	180-230
(Sr) Regional Medical Director (MD)[1]	280-340
Sr Director Medical Affairs (MD, PharmD, PhD)[1]	300-350
VP/SVP Medical Affairs (MD, PharmD, PhD)[2]	350-450
Chief Medical Officer[2]	400-600

RESEARCH & DEVELOPMENT

Job Title	National
AD/Director Translational Research[1]	150-190
Sr Director Translational Research[1]	200-250
AD/Director Discovery Research[1]	140-180
Sr Director Discovery Research[1]	180-220
AD/Director Preclinical Research[1]	150-190
Sr Director Preclinical Research[1]	200-240
VP Research & Development[2]	260-300
Chief Scientific Officer[2]	320-390

QUALITY ASSURANCE

Job Title	National
Vice President, Quality Assurance[1]	250-300
Quality Assurance Senior Director	200-250
Quality Assurance Director	170-200
Quality Assurance Associate Director	150-170
Quality Assurance Senior Manager	130-150
Quality Assurance Manager[1]	110-130
Quality Assurance Auditor	80-100
Quality Assurance Senior Associate/Specialist	80-100
Quality Assurance Associate/Specialist	60-80

BIOSTATISTICS & SAS

Job Title	National
Biostatistician	130-180
SAS Programmer	125-150

VALIDATION

Job Title	National
Validation Consultant	40-70/hr[3]
Validation Manager	100-120
Validation Specialist	70-90

SALES & MARKETING

Job Title	National
General Manager[1]	270-390
Business Unit Head[1]	225-260
Marketing Director[1]	175-210
Sales Director[1]	175-210
Marketing Manager	140-175
Product Manager[1]	100-130
Specialty/Hospital Sales Representative	70-100
Sales Representative	70-100

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PROPERTY & FACILITIES MANAGEMENT

🔥 HOT JOBS

CAM Property Managers

Engineering Leadership

EPA licensed Building Engineers

Facility Managers with Engineering background

Industrial Property Managers

Property Managers with new Construction experience

COMMERCIAL REAL ESTATE

Job Title	National
Vice President, Property Management	250+
Real Estate Manager	90-150
Director, Property Management	150-225+
Senior Property Manager/General Manager (Commercial Office, Retail, or Industrial portfolio)	120-200
Property Manager (Commercial Office, Retail, or Industrial portfolio)	90-150
Assistant Property Manager	70-100
Property Administrator/Assistant	50-80
Tenant Services Coordinator	60-75+
Director of Leasing Administration	120-160
Leasing Administration Manager	80-130
Leasing Manager	80-100+
Leasing Associate/Administrator	50-80+

DEVELOPMENT AND ASSET MANAGEMENT

Job Title	National
Vice President, Asset Management	220+
Director, Asset Management	150-220
Asset Manager	100-150+
Development Director	175+
Development Manager	120-175+
Development Associate	80-120
VP Acquisitions	200+
Acquisitions Manager	125-200
Acquisitions / Real Estate Analyst	75-125+

RESIDENTIAL REAL ESTATE

Job Title	National
Director, Property Management	150-250
Regional Property Manager	120-165
Senior Property Manager / Portfolio Manager	90-150
General Manager (Luxury Rental, Condo)	150-200
Portfolio Community Association Manager (CAM)	110-130
On-Site Community Association Manager (CAM)	90-120
On-Site Property Manager (Luxury)	90-120
On-Site Property Manager (Affordable)	75-110
Assistant Property Manager	65-80
Project Manager (Affordable)	65-80
Director of Compliance (Affordable)	90-120
Compliance Specialist (Affordable)	60-80
Re-Certification Specialist (Affordable)	55-75
VP of Marketing / Leasing (Affordable)	110-150
Leasing Manager/Director	90-150
Leasing Consultant	45-75
Maintenance Manager	75-120+
Resident Manager (NYC)	80-150+
Maintenance Technician	55-70+

FACILITIES MANAGEMENT

Job Title	National
Executive / Account Director	175-350
VP, Facilities Management	150-225
Corporate Real Estate and FM Manager	120-150
Director of Facilities Management	110-175
Senior Facilities Manager	95-140
Facilities Manager	75-120+
Assistant Facilities Manager	70-90
Facilities Coordinator	50-70+
Facilities Project Manager	90-120+
Workplace / Amenities Manager	80-160
Corporate Hospitality Manager	80-120+
Space Planner (Moves, Adds, Changes)	70-90
Janitorial / Housekeeping Manager	70-90
Director, EH&S	90-140

OPERATIONS AND MAINTENANCE

Job Title	National
Director of Maintenance/Engineering	120-160+
Maintenance/Engineering Manager	90-150
Maintenance/Engineering Supervisor	75-120
Chief Engineer	75-150
Critical Systems Engineers	75-110
Building Engineer	70-85+
Maintenance Technician	55-80

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TECHNOLOGY

🔥 HOT JOBS

Application Security Engineer

Cloud Security Engineer/Architect

Data Scientist

Full Stack Engineer

Site Reliability/DevOps

Software Development in Test Engineer
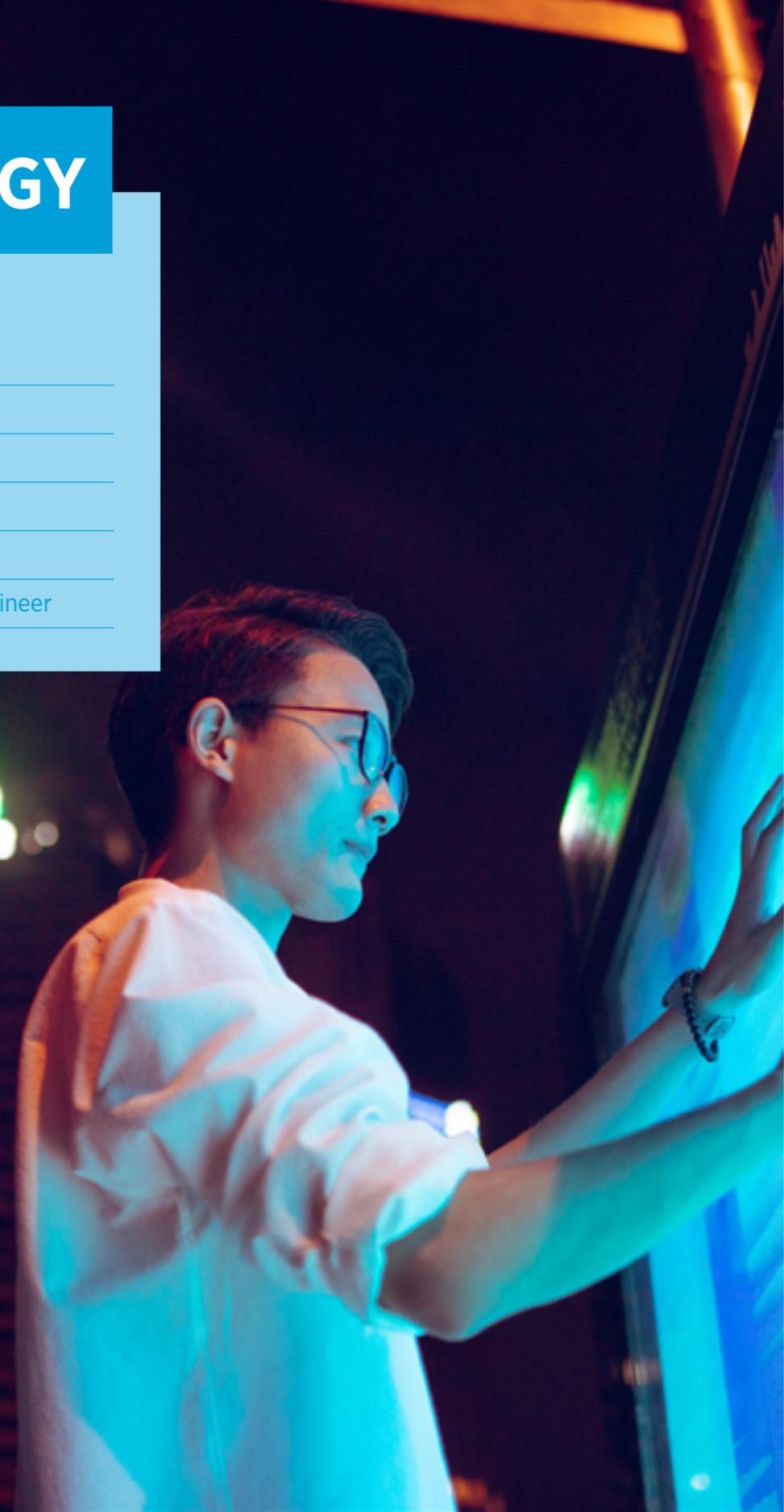
BUSINESS INTELLIGENCE

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
BI/Data Warehouse Architect	140-180	145-170	160-200	120-160	145-175	150-175
BI Manager	120-160	150-175	160-200	120-160	130-150	150-180
Data Manager	130-160	150-175	160-200	130-170	120-150	150-180
Information Manager	120-160	145-175	140-170	130-170	120-150	120-130
Database Designer	125-135	125-150	100-120	100-130	110-140	125-150
Database Administrator	120-130	125-165	80-120	100-130	90-140	120-140
Database Developer	110-130	120-150	100-140	100-130	90-120	100-140
ETL Developer	110-130	120-150	100-140	100-130	120-150	100-140
BI Developer	90 -130	120-150	100-140	100-130	120-150	100-140
Data Analyst	90-105	95-125	75-110	95-120	100-130	80-100

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
BI/Data Warehouse Architect	145-180	125-135	125-170	125-170	125-150
BI Manager	150-185	130-150	120-160	120-160	120-140
Data Manager	150-185	130-150	120-160	120-160	120-140
Information Manager	145-175	105-120	120-160	120-160	120-140
Database Designer	125-150	100-120	100-130	100-125	100-125
Database Administrator	125-165	110-130	100-130	100-125	100-125
Database Developer	120-150	90-120	100-130	100-125	100-120
ETL Developer	120-150	90-100	115-130	115-130	95-120
BI Developer	120-150	110-120	107-130	95-130	95-120
Data Analyst	95-125	85-100	95-110	92-105	85-110

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CLOUD INFRASTRUCTURE

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
Enterprise Cloud Solutions Architect	175-200	150-200	150-200	120-200	140-170	160-180
Cloud Solutions Architect	160-180	150-185	130-160	120-180	130-160	150-170
Project Manager - Data Center Solutions	115-130	125-175	100-150	85-125	120-140	115-135
Sr. Cloud Solutions Engineer	135-155	150-175	120-145	100-160	120-140	130-150
Cloud Solutions Engineer	115-135	135-165	100-130	95-140	100-120	110-130
Site Reliability Engineer/DevOps	130-180	145-175	120-175	120-175	120-175	150-180
DevSecOps	130-180	145-175	120-175	120-175	120-175	150-200

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
Enterprise Cloud Solutions Architect	165-200	140-160	140-170	130-160	125-160
Cloud Solutions Architect	160-200	130-160	140-170	130-160	140-160
Project Manager - Data Center Solutions	125-165	115-125	115-130	115-130	110-120
Sr. Cloud Solutions Engineer	150-175	130-150	125-145	125-145	120-140
Cloud Solutions Engineer	135-165	120-140	110-140	110-140	110-130
Site Reliability Engineer/DevOps	145-200	140-150	130-180	130-180	120-175
DevSecOps	150-200	120-175	130-180	130-180	120-175

CYBER SECURITY

Information Systems Leadership

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Chief Information Security Officer	180-300+	180-250+	170-240+	250-400+	180-250+	180-300+
VP, Information Security	165-225+	165-200+	150-175+	200-250+	165-200+	165-225+
Director, Information Security	150-200+	160-180+	140-150+	185-225+	160-180+	150-200+
Manager, Information Security	150-170+	145-160+	125-140+	150-180+	145-160+	150-170+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Chief Information Security Officer	220-300+	200-270+	225-300+	200-250+	200-250+	250-350
VP, Information Security	190-210+	195-260+	200-260+	190-220	190-220	200-275
Director, Information Security	175-190+	165-200+	185-250+	170-210	170-210	175-225
Manager, Information Security	150-170+	115-140+	160-185+	150-190	150-190	150-180

Identity & Governance Leadership

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
VP, Identity & Governance	200-300+	180-200+	155-170+	190-220+	180-200+	175-190+
Director, Identity & Governance	175-225+	165-185+	140-150+	170-200+	165-185+	160-180+
Manager, Identity & Governance	150-190+	145-160+	125-140+	150-170+	145-160+	150-165+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
VP, Identity & Governance	160-190	170-190+	200-220+	200-250	200-250	200-250
Director, Identity & Governance	150-160	165-185+	180-200+	175-220	175-220	175-225
Manager, Identity & Governance	130-150	130-150+	150-180+	150-200	150-200	150-180

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Identity & Access Management

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Architect	170-200+	165-185+	125-150+	150-170+	165-185+	170-200+
Senior Engineer	140-160+	145-160+	115-130+	140-155+	145-160+	140-160+
Engineer	130-150+	125-140+	90-110+	125-145+	125-140+	130-150+
Developer	120-150+	135-155+	105-130+	120-140+	135-155+	120-150+
Administrator	85-110+	100-115+	80-100+	95-110+	100-115+	80-110+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Architect	150-175+	165-185+	160-180+	150-200	150-200	170-200
Senior Engineer	135-150+	145-160+	150-170+	140-175	140-175	140-170
Engineer	120-140+	125-140+	125-150+	120-150	120-150	130-150
Developer	130-150+	135-155+	125-150+	120-140	120-140	125-140
Administrator	90-120	100-115+	95-120+	100-120	100-120	100-120

Privileged Access Management

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Architect	150-180+	155-185+	125-145+	150-170+	155-185+	150-180+
Engineer	120-160+	135-155+	100-130+	135-155+	135-155+	120-160+
Administrator	85-120+	110-120+	80-100+	95-110+	110-120+	85-120+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Architect	150-175+	155-185+	160-180+	150-200	150-200	170-200
Engineer	130-150	135-155+	135-165+	140-175	140-175	140-170
Administrator	80-110	110-120+	95-120+	100-130	100-130	100-120

Governance, Risk & Compliance Leadership

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
VP, Governance, Risk & Compliance	165-180+	180-200+	155-170+	190-220+	180-200+	185-210+
Director, Governance, Risk & Compliance	150-165+	160-180+	135-155+	180-200+	160-180+	170-195+
Manager, Governance, Risk & Compliance	130-150+	145-160+	125-145+	155-175+	145-160+	140-160+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
VP, Governance, Risk & Compliance	175-195+	180-200+	190-240+	175-225	175-225	175-225
Director, Governance, Risk & Compliance	160-175+	160-180+	180-215+	150-200	150-200	150-180
Manager, Governance, Risk & Compliance	145-155+	145-160+	160-185+	130-175	130-175	130-160

Governance Risk & Compliance

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Principal GRC Consultant	155-165+	160-175+	150-160+	185-200+	160-175+	155-165+
Senior GRC Consultant	135-145+	145-160+	125-135+	160-190+	145-160+	135-165+
GRC Consultant	125-135+	120-145+	120-130+	145-170+	120-145+	135-155+
Compliance Coordinator/Analyst	75-90+	85-110+	70-85+	95-105+	85-110+	75-90+
Data Security Consultant	135-160+	140-160+	125-150+	155-175+	140-160+	135-160+
Principal QSA Assessor	170-200+	165-200+	160-185+	180-220+	165-200+	160-200+
Senior QSA Assessor	130-170	140-165+	120-160+	150-190+	140-165+	120-170
QSA Assessor	80-130	120-145+	75-120+	100-130+	120-145+	80-130

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Principal GRC Consultant	160-170+	160-175+	185-220+	150-180	150-180	160-180
Senior GRC Consultant	130-140	145-160+	160-200+	130-150	130-150	130-160
GRC Consultant	120-140	120-145+	145-180+	120-135	120-135	100-130
Compliance Coordinator/Analyst	70-90	85-110+	95-115+	100-120	100-120	75-100
Data Security Consultant	130-150	140-160+	155-190+	150-180	150-180	140-160
Principal QSA Assessor	160-190	165-200+	200-240+	165-200	160-195	175-225
Senior QSA Assessor	130-160	140-165+	150-200+	125-150	120-145	130-170
QSA Assessor	80-120	120-145+	100-140+	100-120	100-120	80-130

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Security Operations Leadership

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
VP, Security Operations Center	170-200+	185-200+	155-170+	180-215+	185-200+	170-200+
Director, Security Operations Center	150-180+	165-185+	140-150+	175-190+	165-185+	150-180+
Manager, Security Operations Center	130-160+	155-165+	125-145+	160-180+	155-165+	130-160+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
VP, Security Operations Center	160-190	185-200+	180-240+	175-225	175-225	175-225
Director, Security Operations Center	150-160	165-185+	175-200+	150-200	150-200	150-180
Manager, Security Operations Center	130-150	155-165+	160-190+	140-175	140-175	130-160

Security Operations

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Lead Engineer	150-170+	150-190+	140-160+	200-225+	150-190+	150-170+
Principal Engineer	140-160+	150-175+	135-150+	150-190+	150-175+	140-160+
Senior Engineer	125-150+	130-155+	115-135+	140-170+	130-155+	125-150+
Engineer	95-120+	125-135+	90-115+	110-135+	125-135+	95-120+
Analyst (Level III)	135-155+	150-180+	120-135+	150-165+	150-180+	135-155+
Analyst (Level II)	110-120+	120-140+	80-115+	115-130+	120-140+	110-120+
Analyst (Level I)	70-90+	80-110+	60-75+	80-90+	80-110+	70-85+
Security Administrator	70-90+	75-100+	65-80+	85-100+	75-100+	70-85+
Network Security Architect	130-160+	145-170+	120-140+	130-160+	145-170+	125-155+
Senior Network Security Engineer	110-135+	145-160+	110-120+	135-155+	145-160+	110-135+
Network Security Engineer	90-125+	100-130+	90-120+	100-130+	100-130+	90-125+
DLP Architect	150-160+	150-160+	140-150+	160-190+	150-160+	150-160+
DLP Engineer	135-150+	135-150+	125-140+	155-175+	135-150+	135-150+
WAF Engineer	135-155+	120-140+	115-130+	140-165+	120-140+	120-140+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Lead Engineer	150-170	150-190+	185-215+	160-195	160-195	160-190
Principal Engineer	140-160	150-175+	175-205+	150-170	150-170	150-190
Senior Engineer	120-140	130-155+	150-180+	130-150	130-150	130-160
Engineer	90-110	125-135+	115-140+	100-130	100-130	100-130
Analyst (Level III)	125-145	150-180+	150-170+	120-130	115-125	130-160
Analyst (Level II)	100-120	120-140+	125-140+	110-120	105-115	100-130
Analyst (Level I)	70-80	80-110+	90-110+	90-110	85-105	80-100
Security Administrator	70-80	75-100+	85-100+	80-110	80-110	75-100
Network Security Architect	120-150	145-170+	140-175+	150-170	150-170	145-165
Senior Network Security Engineer	135-155+	145-160+	135-165+	120-145	120-145	135-155
Network Security Engineer	110-135+	100-130+	100-140+	100-130	100-130	120-140
DLP Architect	150-160	150-160+	160-200+	150-175	150-175	160-180
DLP Engineer	130-150	135-150+	155-180+	130-150	130-150	140-160
WAF Engineer	120-140	120-140+	140-175+	130-150	130-150	125-150

Application Security/Cloud Security

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Cloud Security Architect	160-190+	165-190+	140-170+	175-190+	165-190+	150-190+
Cloud Security Engineer	150-160+	160-170+	120-140+	150-180+	160-170+	150-160+
Cloud Security Penetration Tester	155-175+	155-180+	130-155+	145-175+	155-180+	155-175+
Principal Application Security Engineer	150-175+	165-185+	140-160+	165-195+	165-185+	145-165+
Senior Application Security Engineer	140-155+	140-165+	130-140+	155-180+	140-165+	130-145+
Application Security Engineer	120-140+	130-150+	110-120+	145-165+	130-150+	135-150+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Cloud Security Architect	165-190+	165-190+	175-200+	175-200	175-200	175-200
Cloud Security Engineer	150-170	160-170+	160-190+	150-175	150-175	150-175
Cloud Security Penetration Tester	140-160	155-180+	160-190+	150-190	150-190	160-190
Principal Application Security Engineer	165-180+	165-185+	170-195+	160-200	160-200	175-200
Senior Application Security Engineer	145-160+	140-165+	165-190+	150-175	150-175	150-175
Application Security Engineer	130-145	130-150+	145-165+	130-160	130-160	135-155

Incident Response

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Manager, Incident Response	145-200+	145-165+	120-135+	140-165+	145-165+	145-200+
Incident Response Analyst (Level III)	120-170+	145-160+	115-140+	130-150+	145-160+	120-170+
Incident Response Analyst (Level II)	100-120+	125-150+	90-120+	100-130+	125-150+	100-120+
Incident Response Analyst (Level I)	70-90+	95-125+	65-75+	75-90+	95-125+	70-90+
Senior Forensics Analyst	150-200+	160-190+	135-165+	180-200+	160-190+	150-200+
Forensics Analyst	120-150+	145-165+	115-140+	140-170+	145-165+	120-150+
DFIR Engineer	100-130+	120-140+	85-115+	100-130+	120-140+	100-130+
DFIR Analyst	90-110+	90-120+	60-85+	75-100+	90-120+	90-110+
Reverse Engineer	135-150+	145-165+	115-140+	130-150+	145-165+	135-150+
Malware Analyst	100-120+	115-135+	90-115+	100-120+	115-135+	100-120+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Manager, Incident Response	120-140	145-165+	150-180+	150-200	150-200	150-200
Incident Response Analyst (Level III)	120-130	145-160+	130-165+	120-150	120-150	125-155
Incident Response Analyst (Level II)	90-115	125-150+	100-140+	100-130	100-130	100-125
Incident Response Analyst (Level I)	70-80	95-125+	85-100+	80-110	80-110	70-100
Senior Forensics Analyst	150-180	160-190+	190-240+	150-200	150-200	150-200
Forensics Analyst	120-140	145-165+	150-190+	130-150	130-150	120-150
DFIR Engineer	100-120	120-140+	120-150+	100-130	100-130	100-130
DFIR Analyst	70-90	90-120+	90-110+	80-100	80-100	90-110
Reverse Engineer	120-140	145-165+	130-165+	130-150	130-150	130-160
Malware Analyst	90-120	115-135+	100-130+	100-130	100-130	100-125

Penetration Testing/Red Team

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Penetration Tester - Embedded Systems	150-190+	160-190+	140-175+	160-190+	160-190+	150-190+
Principal Penetration Tester	160-190+	160-180+	140-170+	160-180+	160-180+	200+
Senior Penetration Tester	140-180+	150-165+	120-145+	140-170+	150-165+	170-190+
Penetration Tester	130-150+	130-150+	90-125+	130-140+	130-150+	150-165+
Social Engineer	125-145+	120-150+	120-140+	130-150+	120-150+	125-145+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Penetration Tester - Embedded Systems	150-190	160-190+	160-190+	150-170	150-170	150-200
Principal Penetration Tester	175-200+	160-180+	160-190+	150-200	150-200	150-200
Senior Penetration Tester	150-185+	150-165+	150-180+	130-160	130-160	135-165
Penetration Tester	130-170+	130-150+	130-150+	120-150	120-150	120-150
Social Engineer	120-140	120-150+	130-160+	120-150	120-150	120-150

DevSecOps

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
DevSecOps Architect	165-200+	165-190+	160-175+	185-200+	165-190+	165-200+
Senior DevSecOps Engineer	140-180+	155-175+	130-150+	165-180+	155-175+	140-180+
DevSecOps Engineer	130-160+	145-165+	125-135+	150-165+	145-165+	130-160+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
DevSecOps Architect	170-190+	155-175+	185-215+	175-200	175-200	170-200
Senior DevSecOps Engineer	150-170	135-150+	175-200+	140-175	140-175	160-180
DevSecOps Engineer	130-150	125-140+	150-175+	130-160	130-160	140-160

Architecture

Job Title	Atlanta	Austin	Central Florida	Chicago	Dallas	Denver
Enterprise Security Architect	180-215+	150-170+	135-160+	170-195+	150-170+	180-215+
Solutions Architect	150-200+	145-160+	135-160+	160-185+	145-160+	150-200+

Job Title	DMV[1]	Houston	New York	Raleigh	Richmond	South Florida
Enterprise Security Architect	160-175+	150-175+	175-215+	175-200	175-200	180-220
Solutions Architect	160-175+	135-160+	165-200+	175-200	175-200	160-200

DATA & ADVANCED ANALYTICS

Job Title	Atlanta	California	Chicago	Dallas	Denver	DMV[1]
Data Scientist (0-2 years)	100-120	100-135	100-120	100-120	120-150	100-135
Sr. Data Scientist	150-175+	135-170+	125-140+	130-170	140-170+	135-170+
Director of Data Science	175-200+	170-200+	135-175+	160-200	160-200+	170-200+
Chief Data Scientist	180-220+	200-230+	175-220+	160-200	160-200+	200-230+

Job Title	Houston	Miami	New York	Raleigh	Richmond	Tampa
Data Scientist (0-2 years)	100-120	90-125	100-135	125 - 140	125 - 140	110-130
Sr. Data Scientist	120-145+	125-175	135-170+	140-170	140-170	140-175
Director of Data Science	145-175+	175-200	170-200+	180-200	180-200	165-200
Chief Data Scientist	175-220+	200-250	200-250+	165-195+	165-195+	200-250

[1] DMV: Washington, D.C., Maryland, and Virginia
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SOFTWARE DEVELOPMENT

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
Development Director	150-200	150-160	150-190	150-200	175-200	150-180
Development Manager	130-160	130-150	140-170	140-170	150-175	130-150
Software Architect	150-180	130-150	120-170	125-170	140-170	140-160
Lead Developer	130-150	120-135	125-140	130-160	130-175	130-150
Sr. Developer	125-145	110-125	120-170	130-165	120-160	120-140
Developer	90-120	90-110	100-130	120-140	110-120	90-120
Jr. Developer	70-90	70-90	70-100	80-95	90-110	75-90
Mobile Developer - iOS/Android/Win	110-160	110-130	110-150	120-160	100-130	120-150
Web Developer - PHP/Ruby/Perl/etc.	90-120	100-120	80-120	100-140	90-130	100-120
Front End Web Developer - HTML/CSS/XML/etc.	80-110	100-120	100-140	100-140	90-145	100-120
SharePoint Developer	100-125	120-140	95-135	100-130	120 - 150	100-120
Programmer - C/C++	100-140	120-130	100-120	100-130	90-110	100-120
Database Developer - MSSQL/PL/SQL	90-120	110-130	100-140	100-130	90-110	100-120
Fullstack Engineer (with Angular/REACT)	120-150	120-150	110-150	130-165	120-160	120-150

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
Development Director	150-200	150-180	150-200	150-200	140-175
Development Manager	145-185	135-165	140-170	140-170	140-160
Software Architect	145-185	135-160	125-170	125-170	140-170
Lead Developer	150-185	120-140	130-150	130-150	120-140
Sr. Developer	140-165	110-140	110-140	110-140	110-130
Developer	105-145	90-105	90-125	90-125	95-125
Jr. Developer	80-95	80-95	75-95	75-95	75-95
Mobile Developer - iOS/Android/Win	130-150	110-150	120-160	120-160	110-140
Web Developer - PHP/Ruby/Perl/etc.	120-150	90-120	90-120	90-120	90-110
Front End Web Developer - HTML/CSS/XML/etc.	115-150	90-120	90-120	90-120	85-115
SharePoint Developer	130-150	100-130	90-115	90-115	95-115
Programmer - C/C++	125-145	90-110	80-100	90-110	90-110
Database Developer - MSSQL/PL/SQL	110-130	95-125	90-120	90-120	95-115
Fullstack Engineer (with Angular/REACT)	120-150	120-140	120-150	120-150	120-140

INFRASTRUCTURE

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
Infrastructure Specialist/Architect	130-150	130-140	120-150	120-150	110-140	140-160
Service Delivery Manager	120-130	110-130	110-150	100-140	100-130	120-140
Network Engineer	110-125	100-120	100-130	110-140	100-130	110-130
Server Support Engineer	85-95	80-100	90-120	85-110	70-90	80-100
Field Engineer	65-75	70-80	70-90	70-90	60-75	70-80
Service Desk Manager	70-80	90-110	100-130	90-120	80-110	90-110
Systems Administrator	80-95	80-110	70-100	90-120	85-105	80-100
Application Support Analyst	75-95	70-90	60-90	75-95	80-100	70-90
Desktop Support Analyst	40-60	60-80	40-60	55-70	40-60	60-70
Helpdesk/Service Desk Analyst	30-50	50-70	40-60	45-65	40-60	50-60

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
Infrastructure Specialist/Architect	125-165	110-140	130-145	130-145	120-140
Service Delivery Manager	110-150	110-130	95-125	95-125	95-120
Network Engineer	110-145	100-120	90-110	90-110	95-115
Server Support Engineer	85-110	80-90	65-85	65-85	65-85
Field Engineer	60-90	50–60	60-75	60-75	60-75
Service Desk Manager	90-125	60-85	75-100	75-100	75-100
Systems Administrator	85-100	60–80	75-110	75-110	80-105
Application Support Analyst	75-115	40-50	70-85	70-85	75-100
Desktop Support Analyst	55-85	35-45	55-65	50-65	40-55
Helpdesk/Service Desk Analyst	55-85	30-40	45-60	45-60	35-45

Technology

TESTING

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
QA Analyst	80-100	80-100	80-100	80-100	80-95	80-90
Senior Test Analyst	90-110	100-120	90-110	90-120	85-105	80-100
Technical Lead	100-120	110-130	100-120	100-130	95-125	100-115
Test Analyst	80-100	80-100	80-100	80-100	80-100	80-90
Test Lead	100-120	110-130	90-120	100-130	100-120	90-110
Test Manager	120-130	120-140	110-140	120-160	110-130	120-130
Test Automation Engineer	105-120	100-130	100-130	100-130	110-135	120-140
SDET	115-135	100-130	110-140	100-130	120-140	110-130
Senior SDET	135-160	125-145	120-150	125-145	135-165	125-150

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
QA Analyst	85-105	80-100	85-100	75-95	70-85
Senior Test Analyst	90-135	95-110	95-120	90-120	85-105
Technical Lead	125-150	100-115	110-130	110-130	110-125
Test Analyst	80-105	65-85	85-100	75-95	80-95
Test Lead	125-150	100-115	110-130	110-130	105-125
Test Manager	135-165	120-130	120-145	120-145	120-140
Test Automation Engineer	140-165	110-125	105-115	105-115	110-125
SDET	140-165	110-125	110-130	110-130	110-130
Senior SDET	150-175	120-140	125-150	125-150	125-140

LEADERSHIP

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
CIO	200-350	200-350	180-250	175-250	200-350	250-400
CTO	200-350	200-350	180-250	175-250	200-350	250-350
IT Director	150-200	165-200	125-200	120-180	160-200	150-200
Chief Information Security Officer	150-300	200-400	150-250	175-250	180-300	250-350
Head of IT Security	150-200	180-250	180-250	175-250	175-210	150-200
Head of IT	140-175	180-250	140-190	150-250	175-210	150-200
Head of Development	140-200	180-250	150-200	150-250	175-210	150-200
Head of Infrastructure	130-180	180-225	140-190	150-250	175-210	150-200
Head of Service Delivery	130-160	175-200	110-150	150-250	175-210	150-175
Head of Business Intelligence	140-180	175-200	160-200	150-250	175-210	150-200
Business Architect	130-150	150-185	120-170	130-160	150-180	160-180
Enterprise Architect	160-200	150-195	150-180	140-170	150-180	160-200
Technical Architect	130-175	150-195	150-180	140-170	150-180	160-180
IT Manager	100-140	150-175	110-130	120-140	130-170	120-150

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
CIO	250-400	175-300	160-235	160-235	200-275
CTO	250-400	175-300	170-240	170-240	180-250
IT Director	165-225	130-150	160-220	160-220	130-150
Chief Information Security Officer	200-350	140-225	180-230	180-230	200-275+
Head of IT Security	180-250	125-140	140-175	140-175	140-190+
Head of IT	180-250	125-140	150-200	150-200	150-175
Head of Development	180-250	130-165	150-200	150-200	140-175
Head of Infrastructure	180-225	130-150	150-200	150-200	140-175
Head of Service Delivery	175-200	115-130	120-140	120-140	115-130
Head of Business Intelligence	175-200	125-140	150-200	150-200	150-180
Business Architect	150-185	140-180	130-160	130-160	125-150
Enterprise Architect	150-195	140-180	155-195	155-195	160-200+
Technical Architect	150-195	140-180	130-170	130-170	140-175
IT Manager	150-175	100-130	120-135	120-135	125-150

PROJECTS

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
Program Director	130-170	150-195	140-180	120-160	150-200	140-180
Head of PMO	130-160	165-195	140-200	120-150	140-170	150-180
Portfolio Manager	120-140	145-175	125-150	110-135	140-170	140-160
Program Manager	120-140	145-175	120-150	120-150	150-180	130-150
Project Manager - Senior	115-130	125-165	120-150	120-140	120-140	110-130
Project Manager - Mid	100-115	115-145	100-120	100-125	100-120	90-110
Project Manager - Junior	80-90	90-110	70-100	90-100	100-110	80-90
Change Manager	110-130	120-130	85-115	90-110	100-120	110-130
Release Manager	110-130	120-130	90-125	90-130	100-120	110-130
Business Analyst - Senior	100-120	100-150	100-130	100-130	110-130	100-120
Business Analyst - Mid	80-100	95-125	80-100	95-115	90-110	80-100
Business Analyst - Junior	60-80	70-95	60-80	80-100	90-110	70-80

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
Program Director	150-225	120-150	120-160	120-160	120-150
Head of PMO	165-225	130-160	120-150	120-150	140-170
Portfolio Manager	145-185	120-130	110-135	110-135	125-150
Program Manager	145-185	120-130	120-150	120-150	120-140
Project Manager - Senior	125-165	110-140	110-130	110-130	110-130
Project Manager - Mid	115-145	90-110	95-110	95-110	90-110
Project Manager - Junior	90-110	70-90	75-95	85-95	70-90
Change Manager	120-130	100-130	95-110	90-110	100-130
Release Manager	120-130	100-130	90-130	90-130	100-125
Business Analyst - Senior	100-150	100-130	95-120	95-120	100-120
Business Analyst - Mid	95-125	80-100	85-105	85-105	85-100
Business Analyst - Junior	70-95	70-80	75-85	70-85	65-80

TELECOMS

Job Title	Atlanta	Chicago	Dallas	Denver	DMV[1]	Miami
Program Manager	130-180	165-190	130-150	120-150	200-250	140-180
Project Manager	130-160	150-170	110-150	110-140	200-250	130-160
Project Coordinator	100-130	100-125	80-110	85-110	160-200	100-130
Business Analyst	100-130	100-145	90-120	90-120	180-220	100-130
IP & Ethernet Engineer	140-160	135-160	100-130	100-130	175-210	140-160
Network Deployment & Support Engineer	140-160	135-160	100-110	95-110	175-210	140-160
NOC/NMC Support Engineer	140-160	135-165	100-110	95-110	175-210	140-160
Provisioning Engineer	130-160	135-165	90-110	95-110	175-210	130-160
Voice & Contact Center Engineer	130-160	135-165	90-120	95-120	175-210	130-160
Network Capacity Planning Engineer	140-170	135-165	120-150	130-150	175-210	140-170
RAN/RF Engineers	130-150	135-165	90-120	90-120	150-180	130-150
Mobile Network Architect	130-160	140-175	120-140	120-140	150-180	140-175
OSS/BSS Solutions Architect	120-150	140-175	120-150	120-140	150-180	125-185
Product Manager	100-130	105-145	110-140	120-140	130-170	100-130

Job Title	New York	Orlando	Raleigh	Richmond	Tampa
Program Manager	165-195	110-140	100-130	100-130	120-140
Project Manager	150-175	110-130	95-120	95-120	95-110
Project Coordinator	100-125	70-90	85-100	85-100	75-90
Business Analyst	100-145	80-120	80-100	80-100	80-90
IP & Ethernet Engineer	135-165	80-100	75-100	90-100	90-100
Network Deployment & Support Engineer	135-165	90-100	60-90	85-95	85-95
NOC/NMC Support Engineer	135-165	70-90	60-85	85-95	85-95
Provisioning Engineer	135-165	90-100	65-90	80-95	80-95
Voice & Contact Center Engineer	135-165	100-120	90-120	90-120	100-120
Network Capacity Planning Engineer	135-165	110-120	75-95	140-160	100-120
RAN/RF Engineers	135-165	90-110	80-100	80-100	105-115
Mobile Network Architect	140-175	110-140	110-130	110-130	115-125
OSS/BSS Solutions Architect	140-175	120-135	120-140	110-130	105-115
Product Manager	105-145	100-130	90-120	90-120	95-115

[1] DMV: Washington, D.C., Maryland, and Virginia
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MATCH
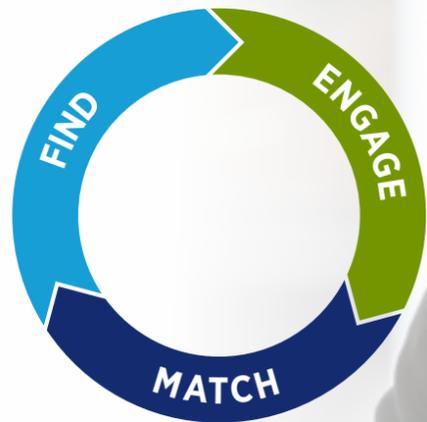
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