

U.S. 2024 SALARY GUIDE & HIRING TRENDS

Navigating labor
dynamics in 2024



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“ Instead of fearing new disruptive forces, we must embrace them as opportunities. Reinventing ourselves and our organizations, designing a work experience that is more human, more diverse, and more intelligent.”

METHODOLOGY

The Hays 2024 Salary Guide is a comprehensive exploration based on insights gleaned from a survey conducted between November 25th, 2023, and January 12th, 2024, amassing responses from 3,500 participants. This guide is a repository of critical observations shedding light on the dynamic landscape of the labor market. It delves into factors influencing employee satisfaction, motivation, and evolving workplace paradigms, AI at work and DE&I strategies.

The Guide also includes data from surveys conducted on the official LinkedIn Hays account for the U.S. audience. The surveys were conducted during November and December 2023.

As we enter 2024, we face a paradox: we are at a stalemate and on the verge of a new revolution in the world of work.

The past few years have brought dramatic changes in the market that have **reshaped the workplace**. And while the world of 2019 is long gone, so are the worlds of 2021 and 2022.

Employers and employees alike are struggling to **adapt to this dynamic world we live in**. Many employers are trying to revert to old ways of working, while employees in many cases are looking for something different.

This disconnect is creating a silent surge of talent ready to switch jobs in what could be the next 'Great Resignation'.

Meanwhile, we are witnessing the dawn of a new era, not only in the workplace, but in our lives. AI has revolutionized the way we think about what we do, how we do it, and what is possible.

AI is enhancing our abilities, automating tasks, enriching our insights into our customers, and ultimately enabling us to deliver better service. It is also challenging the concept of what is human work and what skills are required to do it. Yet, we are only at the start of the age of AI.

How will it complement and/or change the employee-employer contract? Only time will tell. But just as we've seen with **DE&I initiatives, it cannot be a tick box exercise**. It will require businesses to review organizational capabilities, operating models, and ongoing governance, to drive real results, and bring everyone along on the journey.

Instead of fearing new disruptive forces, we must embrace them as opportunities. Reinvent ourselves and our organizations, designing a work experience that is more human, more diverse, and more intelligent.

In a world of unpredictable global events and transformative shifts in technology and worker expectations, one thing is certain, **the world of work is changing, and our 2024 guide will offer you a glimpse of how it is evolving**.



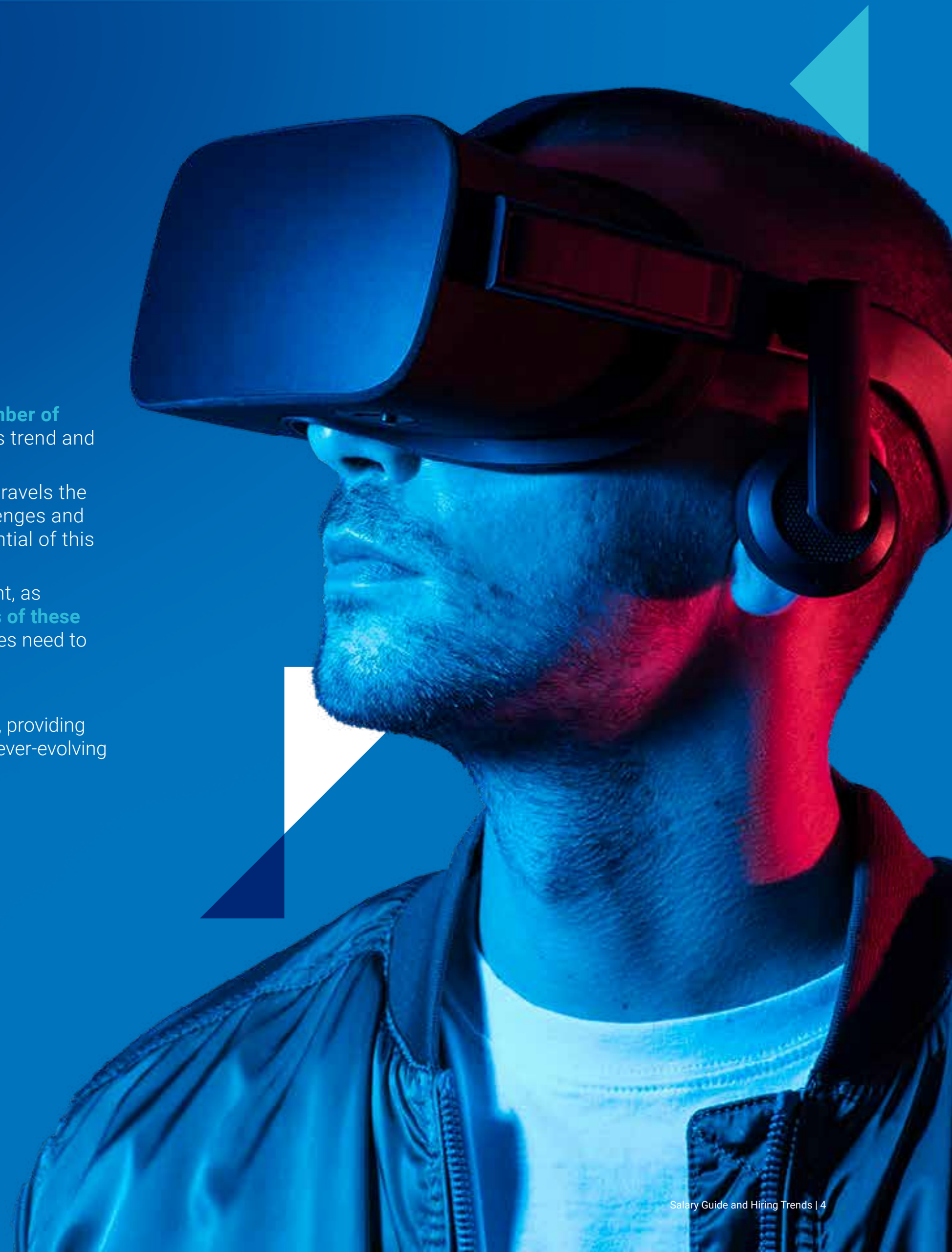
“ This disconnect is creating a silent surge of talent ready to switch jobs in what could be the next 'Great Resignation'.”

DON'T SLEEP ON THE FUTURE

Three game changing forces impacting your teams that you can't afford to ignore this year:

- First, the winds of change blow stronger than **ever, with the highest number of professionals considering a change**. We explore the reasons behind this trend and the implications for businesses striving to retain and attract top talent.
- **The digital and AI revolution is transforming the industry**. Our guide unravels the intricate relationship between AI and the workforce, dissecting the challenges and presenting measures organizations must undertake to harness the potential of this technological wave while ensuring the well-being of their employees.
- Corporate Diversity, Equity & Inclusion (DE&I) efforts face a critical moment, as governments question their programs and budgets. However, **the benefits of these efforts and the demand for them from workers are increasing**. Businesses need to show how they are making a real difference every day.

Embark on this journey with us as we navigate through the currents of change, providing insights, analysis, and actionable strategies to help organizations thrive in the ever-evolving world of work in 2024.



QUIET QUITTING IS ABOUT TO GET LOUD

In 2023, 'quiet quitting' emerged. Driven by widespread employee disengagement, dissatisfaction and a worsening labor market, **unhappy workers are now stuck**. Although the pace of resignations has moderated to pre-pandemic levels, it remains elevated far beyond what it was a decade ago.

Despite wage growth in the middle of 2023 being ahead of inflation, the record levels of previous years when it didn't keep up has intensified the financial strain on workers as living costs surged. Simultaneously, employers grappled with financial constraints and labor shortages in specific sectors, and so underinvested in developing their own people.

Consequently, **employees harbor high expectations for pay raises in 2024**. According to our survey, 79% of workers expect a pay raise, and while most (34%) expect between 3-5%, 21% expect more than 10%.

Meaning quiet quitting could be about to get loud, as more people than ever before (71%) tell us they want to leave their jobs.

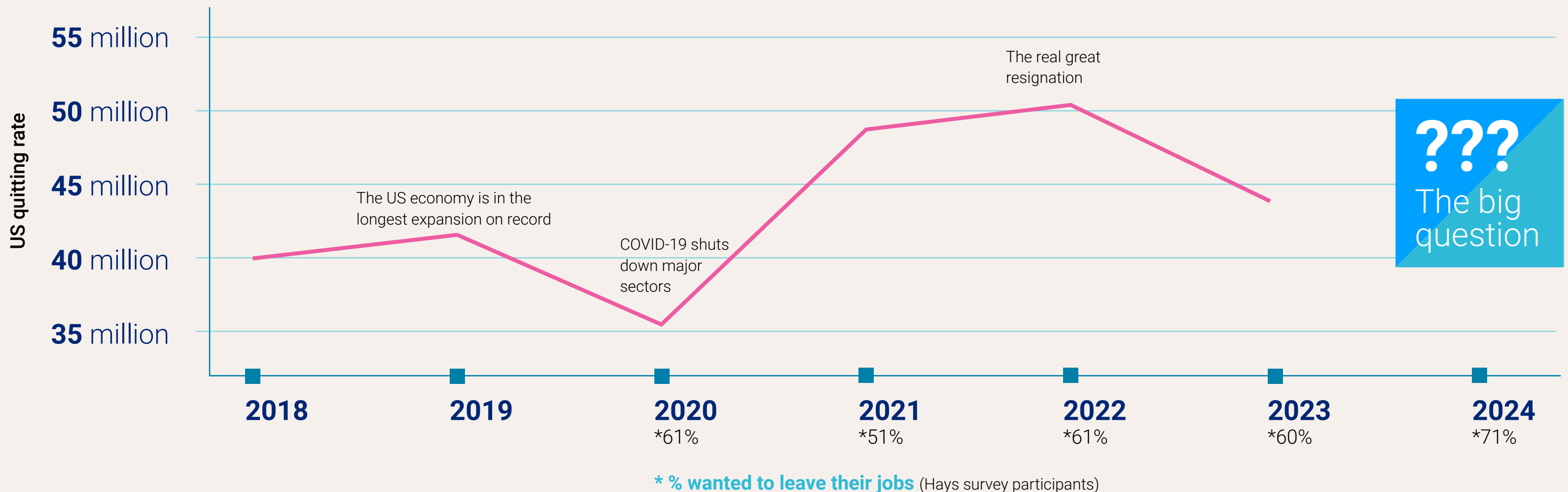
But why are employees staying at their jobs?

We asked Hays LinkedIn followers why they are staying at their jobs?

- **40%** Stability
- **30%** Can't find other job
- **22%** Uncertain economic scenario

*590 participants

About the uncertain economic scenario, 40% of the employees surveyed are concerned about losing their job in the next 12 months considering the current economic situation.



Employees are not ok...

Employees dissatisfaction increased in 2024 in areas such as current job roles and salary benefits.



55% employees feel more stress this year than last year

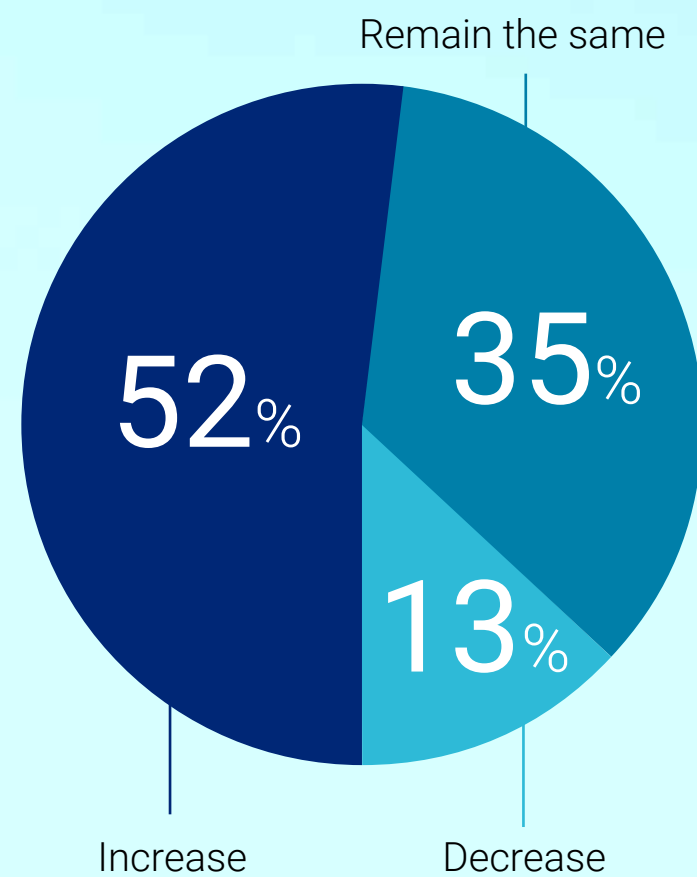


43% employees are unmotivated

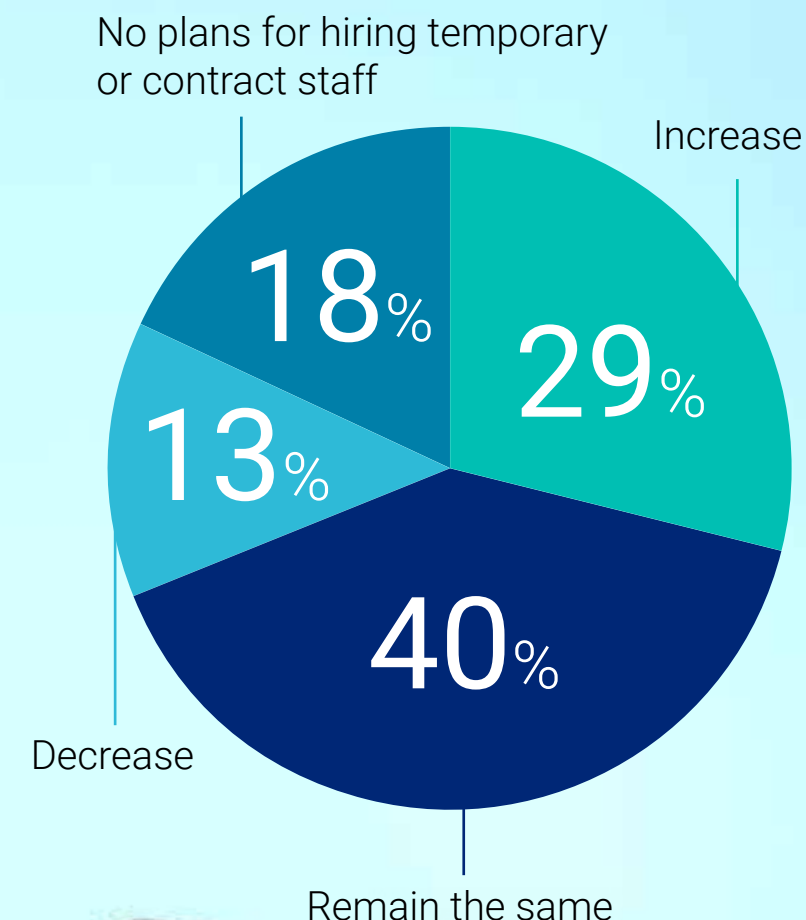
Employees are considering quitting to pursue more attractive options which include salary increases, improved benefits, flexible working arrangements.

Data reveals, job opportunities in 2024 will rise. This is how employers described their hiring intentions to us:




Over the next 12 months, employers expect permanent employee headcount to:



Over the next 12 months, employers expect temporary or contractor headcount to:



We asked employees their level of satisfaction of the following:

 Dissatisfied  Neither satisfied or dissatisfied  Satisfied

My current job



My current employer



My current direct manager



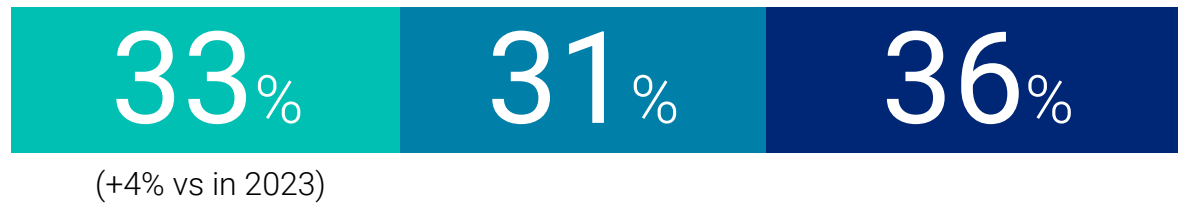
My work-life balance



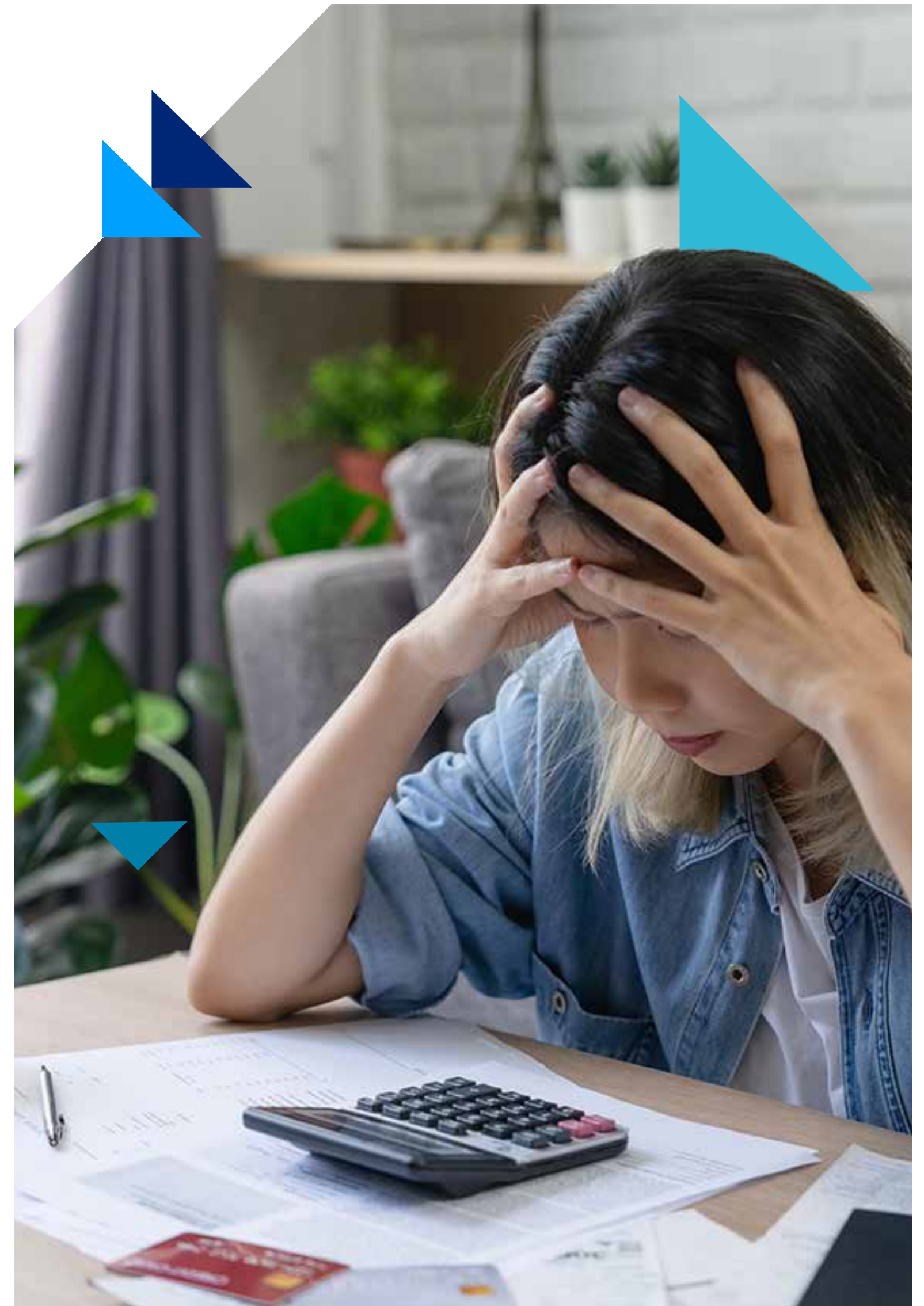
My current salary



My benefits



My wellbeing



Compensation matters

Employees want better remuneration, benefits, and opportunities from their employers, as they face competition and uncertainty in the global market.

Pay raises in the next 12 months:

- **57%** of respondents intend to **ask** for a **pay raise**
- **34%** of these respondents are expecting an increase from **3 to 5%** from their employers
- Only **21%** of the respondents that expect a pay rise, are looking for a **10% increase**

In the next 12 months, organizations stated employees salaries will change:

- **16% no increase** intended
- **19%** increase 1-2%
- **50%** increase 3-5%
- **7%** increase 6-9%
- **8%** increase by more than 10%



Top factors employees say will re-motivate them

As always, the number one reason people are motivated to consider a new job is for a **higher salary**. But, in this cost constrained environment there are other areas that employers can work on without needing to reach into their pockets.



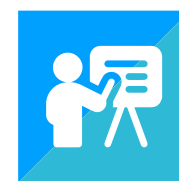
73% Salary increase



30% More responsibility and promotion



33% Greater recognition by the company



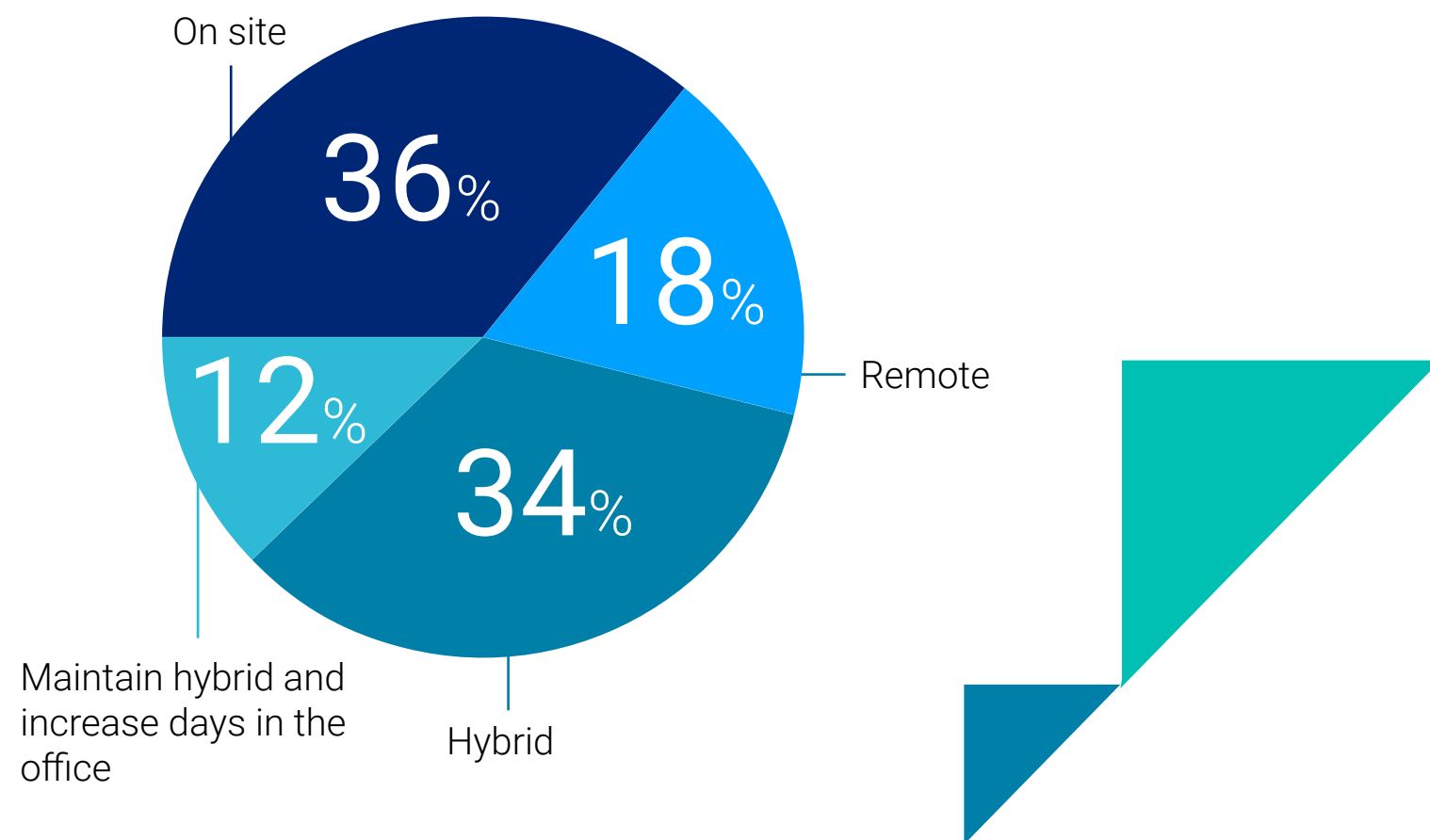
28% Training and continuous education



Navigating the return to office landscape

As the world gradually emerges from the pandemic-induced remote work era, organizations find themselves at a pivotal juncture. The return to the office is not merely a physical relocation; it represents an opportunity to **reimagine workspaces as dynamic hubs for innovation, productivity, and community**.

Organizations proposed scheme for 2024



While a substantial **44% of employees express a preference for fully remote work** in their future job searches, the current trend suggests a return to office spaces by organizations. In 2024, only **18% of organizations are expected to maintain a completely remote work structure**.

Top three reasons employers want people back in the office



It will increase productivity



It does not fit their organizational culture



For training and development

Organizations recognize a return to the office presents a distinctive chance. It allows them to more easily facilitate professional development with in-person learning, and coaching moments.

Additionally, the habits, rituals and visual clues that help to cement a company's culture are more easily leveraged in office.



DON'T SNOOZE ON AI

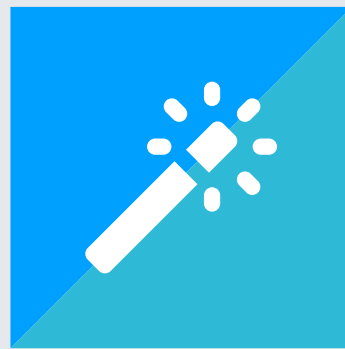


AI is transforming the workplace in many ways, and its impact on the workforce is a topic of much discussion, but little has been done. According to a report **by McKinsey, by 2030, activities that account for up to 30% of hours currently worked across the US economy could be automated using AI**¹. However, the report also suggests that generative AI will enhance the way STEM, creative, and business and legal professionals work rather than eliminating a significant number of jobs outright²

The main advantages of using AI for the organizations



Increase productivity and efficiency



For creativity and idea generation



Improve communication and clarity

While AI has the potential to increase productivity and improve working conditions, it also raises concerns about job displacement, invasive surveillance, and data privacy². It is important for organizations to take a responsible approach to AI and ensure that its impact on workers is carefully considered.

¹ [Ellingrud, K., Sanghvi, S., & Woetzel, J. \(2023\). Generative AI and the future of work in America. McKinsey Global Institute.](#)
² [Block, S., & Sachs, B. I. \(2024\). Worker power and voice in the AI response. Center for Labor and a Just Economy.](#)

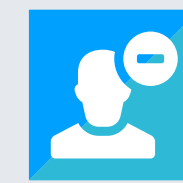
The AI impact: Employees and organizations opinion on the main advantages of using AI



Increased **productivity** and **efficiency** 68%



Creativity and idea generation 52%



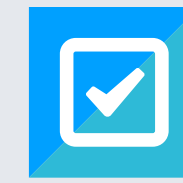
Reduce risk of **human error** 42%



Increased **quality** of work 39%



Improved communication and clarity 39%



Increased **decision making** 23%

While AI has the potential to increase productivity and improve working conditions, it also raises concerns about job displacement, invasive surveillance, and data privacy. So, no matter your role or industry you can't afford to sleep on AI as an organization. You need to show this to your employees and educate them on how AI can help them in their work. You don't want them to fill in the blanks with their own assumptions or fears about AI.



Missing out on AI opportunities

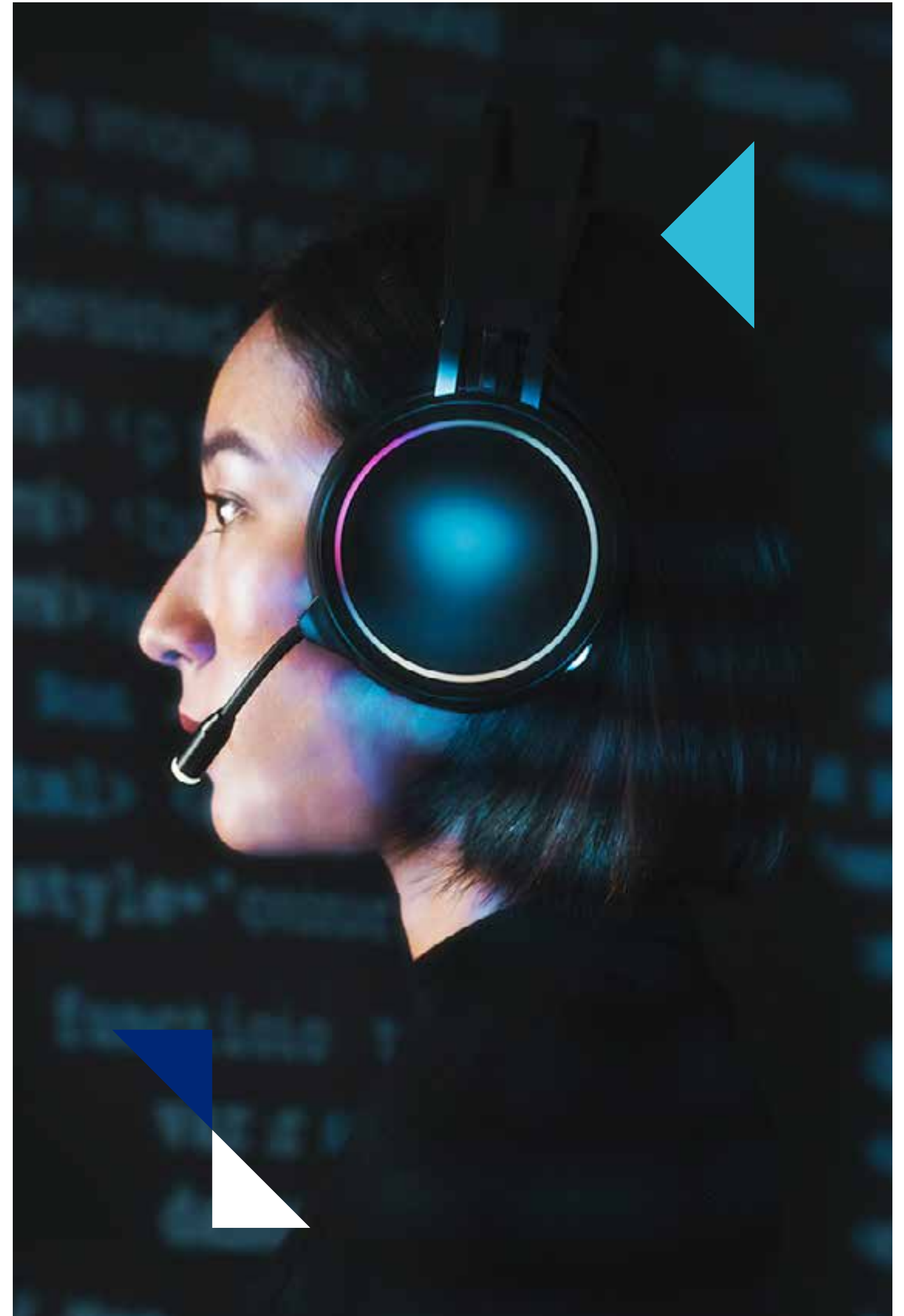
Unfortunately, many organizations are not doing this effectively, this is a huge, missed opportunity and a potential risk for organizations. Ignoring AI can lead to legal issues, cyber threats, and competitive disadvantages.

- Only **38%** of the organizations mentioned they **encouraged the use of AI** technologies or tools, such as ChatGPT, translation software or Midjourney for work.
- **51%** of the organizations **do not have established protocols** for the use of AI and 79% of employees are not aware.
- **48%** organizations are **still considering the implications** of AI before acting.

AI can be a powerful tool for employee empowerment: How to embrace AI and avoid the pitfalls

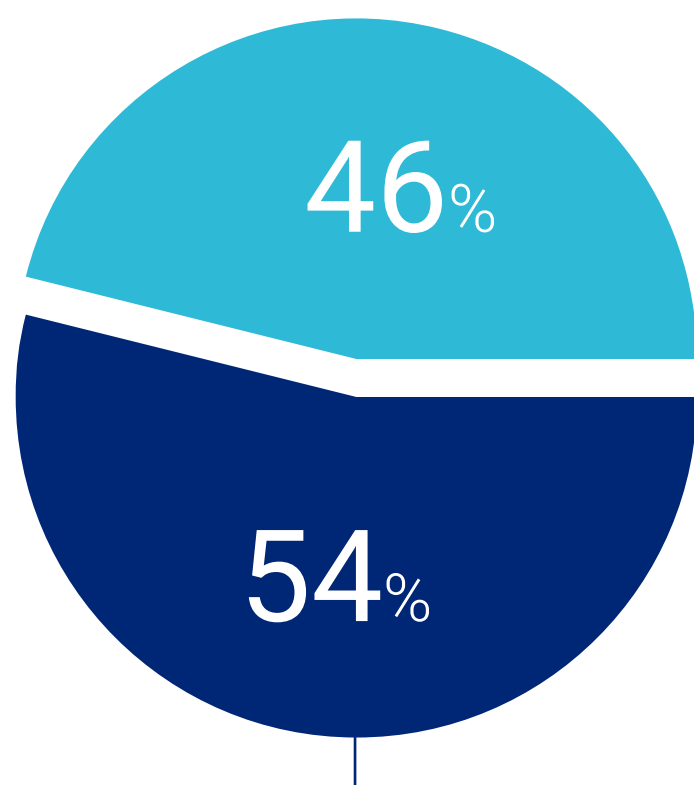
However, this transformative potential raises critical questions for organizations. Are they equipped with the necessary technical talent and infrastructure to harness the full potential of AI and to protect their organization from the security risks? Embracing this shift requires a strategic approach encompassing:

- **Technical expertise:** Organizations need individuals skilled in AI development, implementation, and maintenance to effectively integrate AI solutions into their operations.
- **Risk infrastructure:** As AI adoption brings new challenges such as data privacy, cybersecurity risks, and ethical considerations, businesses need robust risk management frameworks in place to mitigate potential pitfalls.
- **Training and upskilling:** Investing in continuous learning and upskilling programs is crucial to prepare the existing workforce for roles that complement AI technology and to fill the talent gap in AI-related fields.

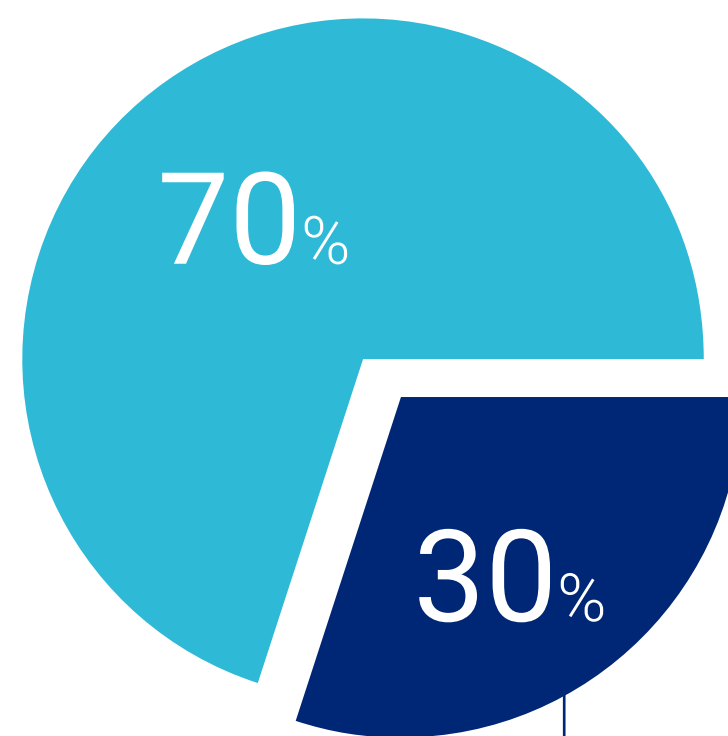


THE DE&I CHALLENGE

While many organizations may have DE&I policies in place, there's often a gap perceived by employees between the existence of these policies and their implementation or genuine commitment from leadership. **This perception impacts employee trust and engagement.**



employees feel their organization **doesn't take DE&I policies seriously**



of hiring managers said they **don't have a DE&I policy or are unsure**

*DE&I: Diversity, equality and inclusion

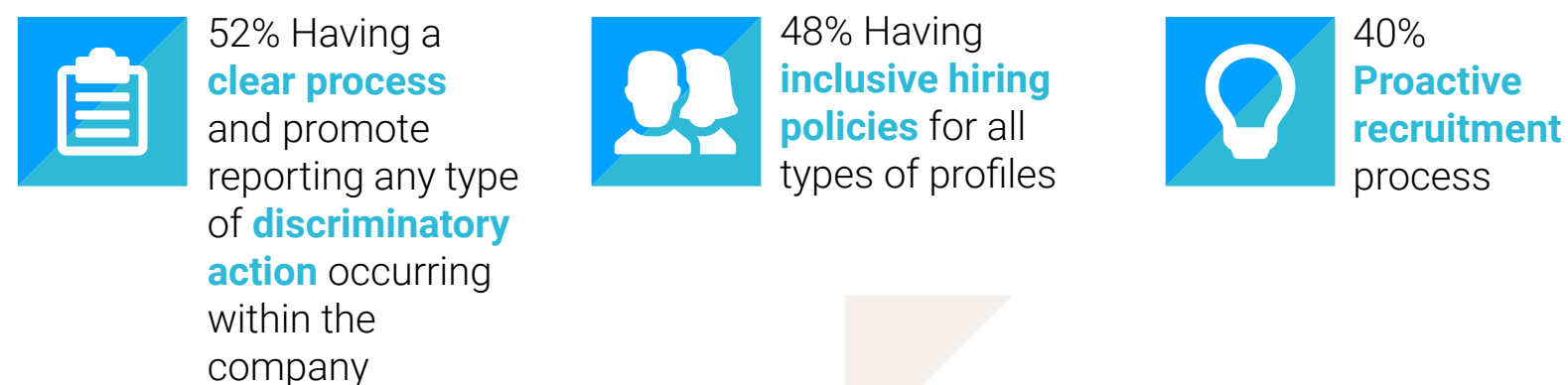


Business impact and organizational growth

Employees consider these actions should be implemented to promote labor inclusion:

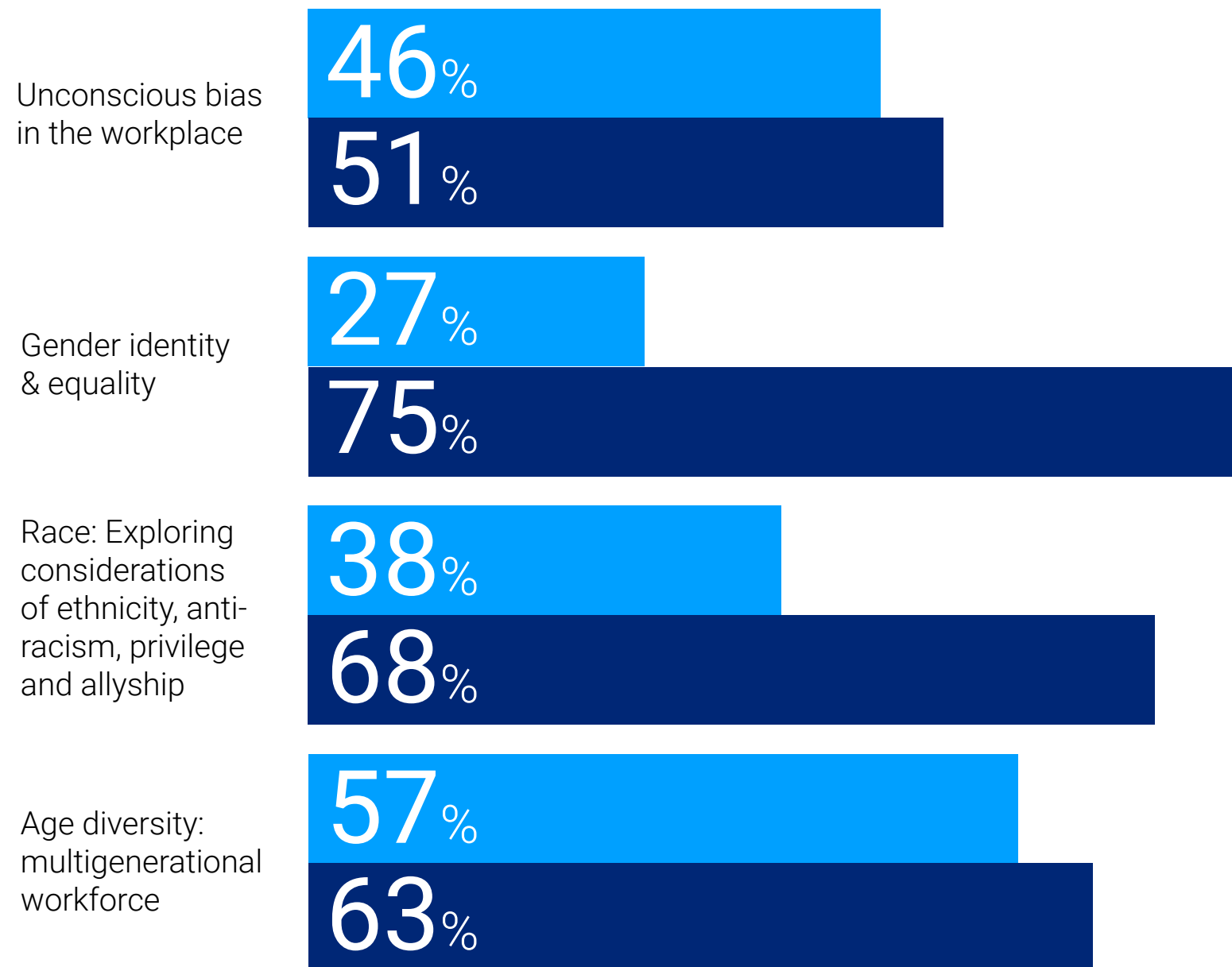


We asked organizations the key actions they have taken to promote labor inclusion; these are the 3 top answers:



Training around DE&I

● What employees want ● What organizations are providing



Better training and better culture, the answer

Employees desire training and initiatives that focus on various aspects of DE&I, including **mental health & wellbeing support, age diversity and neurodiversity**. We asked employees which trainings around DE&I are the most beneficial for them. Also, we asked the organizations which topics around DE&I are shared in your organization training strategy to ensure that each employee has a solid foundation in the subject.

Move from words to results in your workplace

To achieve real DE&I results, companies must consider the following recommendations:

- **Create a safe space for open communication:** Encourage employees to share their thoughts and ideas without fear of judgment or retaliation. This can be achieved through regular feedback sessions, town hall meetings, and anonymous surveys.
- **Provide training and education:** Offer training programs that employees are more interested in. This can help employees understand the importance of creating an inclusive workplace and provide them with the tools to do so.

Companies face the challenge of keeping up with the changing expectations and needs of their employees and customers while also navigating legal challenges and public pressure. However, workers say it's not enough. **They want to see real action and results.**



NAVIGATING THE UNCHARTED

As we reflect on the tumultuous journey of 2023 and peer into the horizon of 2024, one thing remains abundantly clear: **change is our steadfast companion**. The quiet quitting phenomenon, the ebb and flow of resignations, and the hunger for financial growth—all these threads weave a complex tapestry of workforce dynamics. So, let us step forward, eyes wide open, into the uncharted—where resilience meets opportunity, and where the pursuit of prosperity intertwines with the pursuit of purpose.

What you need to know:

1. Employee dissatisfaction is a prevalent theme, with **71% contemplating leaving their current positions** due to stagnant wages, job role dissatisfaction, and perceived benefits inadequacies. This emphasizes the need for organizations to reevaluate retention strategies.
2. Diversity, Equity, and Inclusion (DE&I) are central to talent attraction, but a gap exists between policies and implementation. 30% of the organizations do not have a DE&I policy, contributing to concerns among **55% of employees who feel their organizations don't take DE&I seriously**.
3. To thrive in this transformative era, organizations must prioritize employee satisfaction, **embrace AI's potential**, bridge DE&I gaps, and foster inclusive, innovative, and resilient workplaces. Strategic investments in talent, infrastructure, and employee well-being will be instrumental in navigating the **future of work successfully**.



SALARIES AND COMPENSATION

Within the pages that follow, you'll encounter gross annual salary figures expressed in thousands of U.S. dollars, alongside contractor rates presented as hourly wages. Keep an eye out for the distinctive ★ icon, it signifies a "hot job," where demand is poised to surge in the coming year.

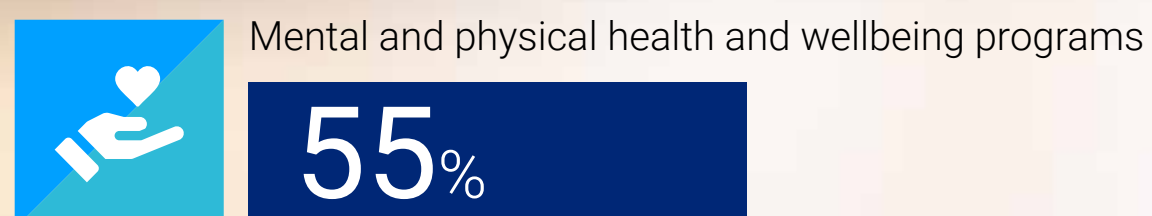
However, it's essential to recognize that these figures serve as indicators, not absolutes. Variations exist across cities, influenced by local dynamics and market nuances. For more precise and detailed information, [we encourage you to engage with our knowledgeable local experts.](#)

Compensation is not just salary

The top benefits workers want

For 2024 most of the employees expressed a preference for 20 or more days of paid leave, yet **only 43% of employers currently offer this sought-after benefit.** Another notable desire among employees is an investment in professional development, a benefit provided by merely 52% of the surveyed employers.

What employees want vs what employers provide:



Click on the section to jump to that page.

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- ▶ Technology



ACCOUNTING & FINANCE

PERMANENT SALARIES

Senior Finance

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Chief Financial Officer	250-400+	150-300+	180-350	200-250	200-350+	250-400+	180-250
VP of Finance	225-300	150-200	180-250	180-200	180-300	225-300+	180-225
Finance Director	170-225	120-175	150-200	150-180	150-200	170-250	180-225
Corporate Controller ★	150-250	110-150	100-200	150-180	130-220	150-250	135-180
Accounting Director / Financial Reporting Director	125-175	120-170	130-200	150-200	120-200	125-175	135-180
Financial Reporting Manager	120-180	120-180	100-155	130-170	110-150	120-180	95-150
External Reporting Director	150-200	120-160	120-200	140-180	150-210	150-200	150-180
External Reporting Manager	120-150	100-120	100-150	90-120	110-160	120-150	120-155

Accounting

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Controller ★	80-150	110-150	100-160	120-160	90-160	140-180	80-150
Assistant Controller / Accounting Manager	115-150	85-120	90-150	110-140	100-150	115-150	105-135
Divisional/Property Controller	100-130	95-135	90-140	120-150	100-150	100-150	135-150
Senior Property Accountant	70-100	75-100	70-105	70-90	70-85	95-115	75-85
Property Accountant	60-80	50-75	60-80	55-70	50-75	70-95	65-75
Project Accounting Manager (Construction)	90-130	95-120	90-120	90-120	70-100	120-135	90-130
Senior Project Accountant	80-110	65-90	75-100	75-100	75-95	95-115	80-110
Project Accountant	60-80	60-80	65-90	50-75	60-85	75-95	75-90
Senior Accountant	80-120	85-120	70-90	70-95	70-90	100-120	75-95
Staff Accountant	50-80	60-75	60-80	50-65	50-75	65-90	45-55
Cost Accountant	50-80	65-90	65-95	55-80	65-110	80-110	65-75
Accounts Payable Manager	70-100	50-100	70-90	65-90	55-90	75-100	70-110
Accounts Payable Clerk	50-65	45-55	55-70	40-55	40-55	60-70	40-45

Finance

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
VP Financial Planning & Analysis	225-300	150-200	180-250	150-200	180-300	225-300	180-225
Financial Planning / Analysis Director	185-250	140-185	150-200	135-185	150-225	175-250	140-190
Financial Planning / Analysis Manager ★	120-200	120-165	110-200	110-150	120-190	120-200	100-150
Senior Financial Analyst ★	110-135	85-125	85-115	80-100	80-120	110-135	80-110
Financial Analyst	90-110	70-95	70-100	60-80	55-95	90-110	55-90

Treasury & Credit

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Treasurer / VP of Treasury	150-200	130-200	120-220	100-175	150-250	180-250	150-200
Treasury Manager	120-180	100-150	100-160	90-130	100-150	140-180	100-130
Treasury Accountant	60-90	70-110	80-120	55-85	80-120	80-150	55-70
Credit / Collections Manager	80-100	74-132	70-120	65-90	65-120	90-130	75-90
Credit / Collections Specialist	60-80	46-66	55-70	45-60	45-60	65-75	45-55
Accounts Receivable Manager	70-100	60-100	70-90	75-95	55-90	70-90	70-110

Payroll

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Payroll Manager / Director	90-120	75-115	80-145	90-135	75-120+	120-150	135-160
Payroll Specialist	60-80	45-65	55-70	45-60	40-65	65-80	45-55
Payroll Coordinator / Clerk	50-65	40-55	45-65	50-70	40-55	55-70	35-45

Taxation

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Tax Director	160-200	140-200	160-250	150-240	150-250+	140-275	180-210
Tax Manager	125-150	100-120	100-150	120-150	110-155	90-160	135-165
Senior Tax Accountant	80-110	80-100	80-100	80-100	75-110	75-110	75-90
Tax Accountant	75-95	70-95	75-90	50-75	60-75	80-110	60-80
Tax Senior	80-120	80-100	70-100	70-90	70-100	80-110	75-90

Audit

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Audit Director	150-200	150-200	150-250	150-200	150-200+	150-250+	150-200
Audit Manager	110-150	120-150	100-175	100-130	110-150+	100-175	115-135
Audit Senior ★	60-100	80-100	70-100	65-90	65-110	70-100	75-95
Auditor	50-80	60-90	60-90	55-75	55-75	60-90	65-75
Audit Associate	40-60	60-75	55-70	50-70	50-75	55-70	55-65

All figures are expressed in thousand U.S. dollars and as annual gross salaries
*DMV: Washington, D.C., Maryland, and Virginia

ACCOUNTING & FINANCE

CONTRACTOR RATES

Senior Finance

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Chief Financial Officer	100-200	75-150	80-150	90-150	100-200	125-200+	90-150
VP of Finance	100-150	75-100	90-125	90-100	90-150	100-150	90-100
Finance Director	80-110	60-100	75-110	75-100	60-100	90-130	75-100
Corporate Controller *	75-125	60-75	50-100	70-100	60-75	75-125	70-100
Accounting Director / Financial Reporting Director	60-100	60-100	65-100	75-100	60-81	80-90	75-100
Financial Reporting Manager *	60-90	60-90	50-75	60-90	60-91	60-100	60-90
External Reporting Director	75-125	75-125	75-125	70-90	75-125	75-100	70-90
External Reporting Manager	60-100	60-95	60-95	45-60	60-95	60-75	45-60

Accounting

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Controller	60-80	60-80	60-80	60-80	50-80	70-100	50-80
Assistant Controller / Accounting Manager *	55-75	50-65	50-75	50-70	45-75	60-90	50-75
Divisional/Property Controller	50-70	50-70	50-70	50-70	50-70	50-75	50-70
Senior Property Accountant	35-50	35-50	35-50	35-40	35-50	50-60	35-40
Property Accountant	30-50	30-50	30-50	25-35	30-50	35-50	25-35
Project Accounting Manager (Construction)	45-65	45-65	45-65	45-60	45-65	60-70	45-60
Senior Project Accountant	35-55	35-55	35-55	35-50	35-55	40-65	35-50
Project Accountant	30-50	30-50	30-50	25-35	30-50	40-60	25-35
Senior Accountant *	25-40	25-40	25-40	25-40	40-60	50-60	25-40
Staff Accountant	25-40	25-40	25-40	20-35	25-40	35-45	20-35
Cost Accountant	30-50	30-50	30-50	25-45	30-50	40-60	25-45
Accounts Payable Manager	35-50	35-50	35-50	30-45	35-50	40-60	30-45
Accounts Payable Clerk	20-30	20-30	20-30	20-30	20-30	30-40	20-30

Finance

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
VP Financial Planning & Analysis	100-150	75-100	90-125	90-100	90-150	100-150	90-100
Financial Planning / Analysis Director	80-110	60-100	75-110	75-100	60-100	90-130	75-100
Financial Planning / Analysis Manager	60-100	60-95	60-100	55-75	60-95	60-100	55-75
Senior Financial Analyst *	50-70	40-60	40-70	40-60	40-60	55-65	40-60
Financial Analyst *	45-60	35-50	45-60	30-40	35-50	45-55	30-40

Treasury & Credit

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Treasurer / VP of Treasury	75-100	65-100	75-110	60-80	65-100	90-120	60-80
Treasury Accountant	30-45	35-50	40-50	30-40	35-50	45-75	30-40
Credit / Collections Manager	40-60	35-60	40-60	30-40	35-60	45-65	30-40
Credit / Collections Specialist *	25-35	25-35	25-35	20-30	25-35	35-45	20-30
Accounts Receivable Manager	50-75	50-75	50-75	30-45	50-75	35-50	30-45
Accounts Receivable Clerk *	20-30	20-30	20-30	20-30	20-30	30-50	20-30

Payroll

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Payroll Manager / Director	45-60	45-60	45-60	45-70	45-60	60-80	45-70
Payroll Specialist	30-40	30-40	30-40	25-35	30-40	35-45	25-35
Payroll Co-ordinator / Clerk	25-30	25-30	25-30	15-25	25-30	30-40	15-25

Taxation

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Tax Director	100-150	100-150	100-150	75-150	100-150	75-125	75-150
Tax Manager	60-90	60-90	60-90	60-80	60-90	45-90	60-80
Senior Tax Accountant	40-70	40-70	40-70	40-50	40-70	40-50	40-50
Tax Accountant	40-50	40-50	40-50	25-40	40-50	35-60	25-40
Tax Senior *	40-60	40-60	40-60	35-45	40-60	40-50	35-45

Audit

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	New York	Texas
Audit Director	75-125	75-125	75-125	75-125	75-125	75-150	75-125
Audit Manager	60-75	60-75	60-75	50-65	60-75	55-90	50-65
Audit Senior	40-60	40-60	40-60	40-50	40-60	40-55	40-50
Auditor *	30-45	30-45	30-45	30-40	30-45	35-45	30-40
Audit Associate	25-30	25-30	25-30	20-35	25-30	30-35	20-35

All figures are expressed in thousand U.S. dollars and as hourly rates
*DMV: Washington, D.C., Maryland, and Virginia

CONSTRUCTION

PERMANENT SALARIES

PROJECT MANAGEMENT

Project value <\$10M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Project Engineer	65-80	60-80	60-65	65-75	70-80	80-90	50-65	70-90	60-65	60-75
Assistant Project Manager ★	85-105	80-100	65-80	70-80	80-95	85-95	65-75	85-110	60-75	75-90
Project Manager ★	120-155	100-120	90-110	85-95	100-120	90-120	90-130	120-150	80-95	95-115
Senior Project Manager	150-185	110-130	115-130	95-115	120-130	110-130	130-165	160-200	100-120	110-130
Project Executive	190-225	150-180	130-150	120-150	140-170	130-150	150-175	225-275	130-150	150-180
VP	220-265	180-210	150-180	140-175	140-180	150-170	180-225	225-280	150-180	175-195

Project value \$10M-\$50M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Project Engineer	70-80	70-90	60-75	65-75	70-80	80-90	50-65	70-95	60-65	65-80
Assistant Project Manager ★	85-100	85-110	75-95	75-85	80-95	85-100	60-75	85-110	65-75	80-90
Project Manager ★	120-160	120-150	100-125	95-105	110-130	90-125	120-140	120-150	90-110	95-115
Senior Project Manager	160-180	150-180	125-140	115-140	130-160	120-150	140-170	165-220	120-140	120-150
Project Executive	190-225	175-200	140-160	130-165	170-200	150-180	150-180	225-275	150-180	160-190
VP	225-275	180-220	150-200	165-190	160-200	160-210	180-225	250-300	180-220	195-220

Project value \$50M-\$100M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Project Engineer	75-85	70-90	65-75	75-90	75-85	80-90	60-70	70-95	60-65	65-80
Assistant Project Manager ★	90-120	85-110	75-95	85-95	85-100	85-100	65-80	85-115	75-85	75-90
Project Manager ★	125-165	120-150	110-125	105-135	110-130	100-130	100-150	140-160	100-120	100-130
Senior Project Manager	165-185	150-180	130-160	130-160	130-160	130-160	150-170	175-225	130-150	130-160
Project Executive	190-230	185-210	160-190	150-180	170-200	160-180	170-200	250-325	150-180	170-200
VP	250-300	190-220	210-240	170-210	180-220	180-220	200-230	325-375	180-220	220-250

Project value \$100M+

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Project Engineer	70-80	70-100	65-75	75-90	75-85	80-90	60-75	75-95	60-65	65-85
Assistant Project Manager ★	90-120	85-115	80-100	85-95	85-100	85-110	65-90	85-120	75-90	80-95
Project Manager ★	125-165	120-150	110-125	110-140	110-140	100-130	100-150	140-180	100-120	100-130
Senior Project Manager	165-185	155-185	140-170	140-170	130-160	130-160	150-170	185-230	130-150	130-160
Project Executive	190-230	190-220	175-225	155-185	170-200	160-180	170-210	275-350	150-180	170-200
VP	250-300	200-230	230-280	180-220	210-260	180-220	210-250	350-400	180-220	220-250

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*DMV: Washington, D.C., Maryland, and Virginia

CONSTRUCTION

PERMANENT SALARIES

SUPERINTENDENT / FIELD OPERATIONS

Project value <\$10M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Superintendent	85-100	70-90	60-75	65-80	70-90	80-90	70-90	70-90	55-65	70-80
Superintendent ★	100-150	95-120	80-100	90-120	85-110	90-120	100-140	100-140	70-90	85-95
Senior Superintendent	150-200	120-140	100-120	120-135	120-130	110-130	140-200	140-200	95-110	100-120
General Superintendent	200-250	140-175	120-160	140-150	130-150	130-150	180-200	180-220	115-130	130-150

Project value \$10M-\$50M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Superintendent	85-100	70-90	65-85	65-80	70-90	80-90	70-90	70-100	60-80	75-85
Superintendent ★	100-150	100-120	90-110	90-120	110-125	90-125	120-160	120-160	85-105	105-125
Senior Superintendent	150-200	125-145	110-135	120-150	125-145	120-140	175-225	175-225	110-125	125-145
General Superintendent	200-250	150-180	140-160	140-165	150-175	130-160	200-250	200-250	130-145	150-175

Project value \$50M-\$100M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Superintendent	85-100	75-95	70-90	70-90	70-90	80-90	80-100	80-100	65-85	75-90
Superintendent ★	100-150	110-135	100-120	95-120	110-130	90-130	140-180	140-180	90-110	105-125
Senior Superintendent	150-200	130-160	125-160	120-165	135-155	130-150	180-230	180-230	115-130	135-160
General Superintendent	200-250	150-180	160-200	140-180	180-200	150-170	200-250	200-250	135-160	180-200

Project value \$100M+

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Superintendent	85-100	85-100	85-95	80-105	70-90	80-90	85-115	85-115	75-90	75-90
Superintendent ★	100-150	120-145	100-120	110-130	120-140	100-130	140-180	140-180	105-120	120-140
Senior Superintendent ★	150-200	145-175	140-160	130-165	140-160	130-160	185-235	185-235	125-145	140-160
General Superintendent	200-250	150-200	160-220	160-190	190-220	160-200	250-300	250-320	135-160	190-220

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CONSTRUCTION

PERMANENT SALARIES

ESTIMATING

Project value <\$10M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Estimator / Plan Clerk	65-75	70-85	60-70	50-70	65-75	60-75	50-60	50-65	60-70	60-75
Estimator ★	80-110	90-110	80-90	80-100	75-90	75-90	60-90	60-90	80-90	75-90
Senior Estimator	160-175	110-130	90-120	110-120	90-120	90-120	100-140	100-165	90-110	90-115
Preconstruction Manager	160-180	120-140	95-110	90-105	120-140	100-125	130-150	145-175	95-110	110-130
Chief Estimator/Preconstruction Director	180-220	125-155	100-130	115-130	140-160	120-150	150-170	145-175+	120-130	120-150

Project value \$10M-\$50M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Estimator /Plan Clerk	65-75	70-85	60-70	60-75	65-75	60-75	50-60	50-65	60-70	65-80
Estimator ★	85-115	90-110	95-110	90-105	75-95	75-100	60-100	60-110	85-95	80-95
Senior Estimator	160-175	110-130	115-130	110-125	95-125	100-130	130-175	130-175	95-110	100-125
Preconstruction Manager	160-180	130-150	125-135	110-125	120-140	120-140	150-200	150-220	95-115	120-150
Chief Estimator / Preconstruction Director	180-220	140-170	140-160	120-145	140-180	140-180	175-225	185-250+	120-135	140-160

Project value \$50M-\$100M

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Estimator / Plan Clerk	75-85	75-90	60-75	70-90	65-75	60-80	55-65	55-75	60-70	65-80
Estimator ★	90-130	90-110	95-110	95-115	80-110	80-110	70-110	70-120	85-95	90-110
Senior Estimator	160-185	120-140	115-130	110-125	100-130	100-140	150-170	150-185	95-110	110-130
Preconstruction Manager	170-200	135-155	125-145	120-140	120-140	130-160	180-225	190-220	100-150	130-160
Chief Estimator / Preconstruction Director	200-250	145-185	150-175	145-190	150-200	150-200	185-230	200-300+	125-145	150-180

Project value \$100M+

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	Richmond	Texas
Assistant Estimator / Plan Clerk	75-85	75-90	65-75	75-90	65-75	65-90	50-60	60-70	60-70	70-85
Estimator ★	90-130	100-120	100-120	100-115	80-110	90-120	80-120	90-120	95-110	110-125
Senior Estimator	160-185	135-145	120-150	115-150	110-140	120-150	120-185	150-200	105-115	115-135
Preconstruction Manager	170-200	135-155	125-150	135-165	120-160	130-175	180-225	180-250	105-120	140-165
Chief Estimator/ Preconstruction Director	200-250	150-200	175-225	155-195	160-200	160-200	190-250	225-350+	140-160	160-200

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CONSTRUCTION

PERMANENT SALARIES

CIVIL CONSTRUCTION

Project Management Roles

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	New Jersey	Texas
Project Engineer	80-110	60-75	55-75	65-95	65-80	65-75	70-80	80-100	70-85	75-85
Snr Project Engineer / APM ★	100-125	75-90	75-90	95-115	80-100	75-90	80-110	100-130	85-110	85-100
Project Manager ★	125-180	90-110	90-130	115-135	100-125	90-130	115-150	150-200	110-140	100-130
Senior Project Manager ★	180-225	110-150	130-175	135-160	125-170	130-160	150-185	180-225	140-180	130-180
Project Executive / Area Manager	225-270	160-180	175-185	150-200	170-225	160-180	185-210	225-270	180-230	180-200
VP	270-350	180-210	185-220	200-250	225-300	180-250	210-250	270-350	230-270	200-250

Superintendent/Field Roles

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	New Jersey	Texas
Field Engineer / Assistant Superintendent ★	75-120	60-80	55-85	50-85	70-95	60-80	70-100	80-110	70-100	75-95
Superintendent ★	120-190	80-110	85-120	85-120	95-135	85-150	100-150	150-200	100-120	100-140
Senior Superintendent ★	190-230	110-140	120-150	120-160	135-180	150-170	150-180	180-220	120-150	140-160
General Superintendent	250-300	140-180	150-190	120-160	135-180	170-200	180-220	220-250	150-170	160-190

Estimation & Scheduling

JOB TITLE	California	Colorado	DMV*	Florida	Georgia	Illinois	Massachusetts	New York	New Jersey	Texas
Junior Estimator ★	80-110	60-70	55-80	60-80	70-90	65-80	70-80	80-100	65-85	80-100
Estimator ★	110-150	75-90	80-120	80-120	90-120	80-100	80-130	100-150	80-130	100-130
Senior Estimator ★	150-225	90-120	120-165	120-150	120-150	100-130	130-160	150-225	130-170	130-160
Chief Estimator / Estimating Manager	225-315	120-180	165-180	150-180	150-180	130-190	160-225	225-350	170-210	170-200
Scheduler	100-150	75-90	80-120	80-120	85-130	80-100	80-100	100-150	80-110	100-130
Senior Scheduler	170-220	120-180	165-180	150-180	130-180	130-190	160-225	170-220	110-130	160-180

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ENGINEERING

PERMANENT SALARIES

Electrical

JOB TITLE	New York Metro	Boston
Fresh Graduate	65-77	65-77
Engineer	75-90	75-90
Mid Level Engineer ★	90-110	90-110
Senior Engineer	110-150	110-150
Project Manager	130-170	130-170
Associate	150-180	150-180
Senior Associate	160-200+	160-200+
VP	180-250+	180-250+
Principal / President	220-300+	220-275+

Mechanical

JOB TITLE	New York Metro	Boston
Fresh Graduate	65-75	65-75
Engineer	75-90	75-90
Mid Level Engineer	90-110	90-110
Senior Engineer ★	110-150	110-150
Project Manager	130-170	130-170
Associate	150-180	150-180
Senior Associate	160-200+	160-200+
VP	180-250+	180-250+
Principal / President	220-300+	220-275+

Plumbing & Fire Protection

JOB TITLE	New York Metro	Boston
Fresh Graduate	65-75	65-75
Engineer	75-90	75-90
Mid Level Engineer	90-110	90-110
Senior Engineer	110-140	110-140
Associate	130-150	130-150
Senior Associate	145-160	145-160
VP	160-200	160-200
Principal	200+	200+

Building Energy Optimization

JOB TITLE	New York Metro
Fresh Graduate	65-75
Engineer	80-90
Mid Level Engineer	95-110
Senior Engineer ★	110-135
Project Manager	135-150
Engineering Manager	150-180
Principal engineer	160-180
VP	180-200+

Solar Project Engineering

JOB TITLE	North East
Fresh Graduate	70-80
Engineer	75-90
Mid Level Engineer	95-105
Senior Engineer ★	105-150
Project Manager	100-150
Engineering Manager	135-160
Director of Engineering	150-190
VP	190-200+

Water, Wastewater & Environmental

JOB TITLE	New York Metro
Scientist	50-70
Engineer	68-95
Mid Level Engineer ★	95-130
Senior Engineer ★	130-170
Project Manager	150-200
Principal	180-220
Director of Engineering	150-190
VP	190-200+

Structural Engineering

JOB TITLE	New York Metro
Fresh Graduate	65-80
Engineer	80-105
Mid Level Engineer	105-130
Senior Engineer ★	125-165
Project Manager	145-185+
Director	180-220+
VP	180-240+

All figures are expressed in thousand U.S. dollars and as annual gross salaries

HUMAN RESOURCES

PERMANENT SALARIES

Generalist

JOB TITLE	National
VP	250+
Director ★	150-250
Business Partner ★	100-180
Manager ★	80-150
Generalist	75-120
Coordinator	60-90
Administrator / Assistant	50-70

Learning & Development

JOB TITLE	National
VP/Director	250+
Change Manager	120-220
Learning/ Training Manager	80-150
Specialist	50-80

Compensation & Benefits

JOB TITLE	National
VP/Director	200+
Manager ★	80-180
Specialist	80-140
Analyst	70-120
Coordinator/Administrator	50-85

Recruitment

JOB TITLE	National
Director	180+
Manager ★	120-180
Specialist	80-120
Administrator	50-80

HRIS

JOB TITLE	National
Manager ★	120+
Specialist	80-120
Administrator	50-80

All figures are expressed in thousand U.S. dollars and as annual gross salaries

HUMAN RESOURCES

CONTRACTOR RATES

Generalist

JOB TITLE	National
VP	120+
Director ★	72-120
Business Partner ★	48-87
Manager ★	38-72
Generalist	36-57
Coordinator	28-43
Administrator / Assistant	24-33

Learning & Development

JOB TITLE	National
VP	120+
Change Manager	57-106
Learning/ Training Manager	38-72
Coordinator	24-38

Compensation & Benefits

JOB TITLE	National
VP/Director	96+
Manager ★	38-87
Specialist	38-67
Analyst	33-58
Coordinator/Administrator	24-41

Recruitment

JOB TITLE	National
Director	86+
Manager ★	57-86
Specialist	38-57
Administrator	24-38

HRIS

JOB TITLE	National
Manager ★	57+
Specialist	38-57
Administrator	24-28

All figures are expressed in thousand U.S. dollars and as hourly rates

LIFE SCIENCES

PERMANENT SALARIES

Regulatory Affairs

JOB TITLE	National
VP, Regulatory Affairs	300-350
Regulatory Affairs Senior Director	260-300
Regulatory Affairs Director	220-260
Regulatory Affairs Associate Director *	170-220
Regulatory Affairs Senior Manager	150-180
Regulatory Affairs Manager	130-150
Regulatory Affairs Senior Associate / Specialist	95-130
Regulatory Affairs Associate / Specialist	80-95

Clinical Operations (dependent upon TA area)

JOB TITLE	National
Senior Clinical Project Manager *	140-165
Senior Clinical Data Manager	110-150
Senior Clinical Research Associate *	95-135
Clinical Trial Associate	70-90
AD Clinical Operations	150-175
Director Clinical Operations	175-240
Senior Director Clinical Operations	240-295
VP Clinical Operations	290-340

Clinical Development (dependent upon TA area)

JOB TITLE	National
Associate Medical Director (MD)	250-290
Senior Medical Director (MD)	290-350
VP/SVP, Head Clinical Development (MD)	350-430
Clinical Development Director (MD / PhD)	250-280
Senior Clinical Research Scientist (PhD/PharmD) *	110-150
AD / Director Clinical Science (PhD / PharmD)	160-220
Senior Director / VP Clinical Science (PhD / PharmD)	230-330

Drug Safety & PV (dependent upon TA area/degree)

JOB TITLE	National
SeniorVP, Head Drug Safety / PV (MD)	340-400
Executive Director Safety / Department Head (MD)	340-350
Senior Safety Physician (MD)	250-330
Associate Director Drug Safety (MD)	180-220
Manager / Team Lead Drug Safety	140-180
Senior Specialist Drug Safety	90-115
Specialist/Associate Drug Safety	65-90

Health Economics & Market Access

JOB TITLE	National
VP, Market Access	260-320
Director, HEOR	190-240
Director, Market Access	185-225
Director, Reimbursement and Pricing	195-245
Manager, Market Access and Government Relations	145-185
Manager, Stakeholder Relations	125-150
Manager, Reimbursement and Pricing	125-150
Manager, HEOR	130-185

Patient Services

JOB TITLE	National
Manager, Patient Services	90-115
Regional Nurse Case Manager	100-125
Manager, Reimbursement	80-100
Reimbursement Specialist	60-85

Medical Affairs (dependent upon TA area/degree)

JOB TITLE	National
Senior Medical Science Liaison (MD, PharmD, PhD)	165-215
Director Medical Affairs (PharmD, PhD)	180-230
Senior Regional Medical Director (MD)	280-340
Senior Director Medical Affairs (MD, PharmD, PhD)	300-350
VP / SVP Medical Affairs (MD, PharmD, PhD) *	350-450
Chief Medical Officer	450-600

Research & Development

JOB TITLE	National
AD/Director Translational Research	150-190
Senior Director Translational Research	200-250
AD/Director Discovery Research	140-180
Senior Director Discovery Research	180-220
AD / Director Preclinical Research	150-190
Senior Director Preclinical Research	200-240
VP Research & Development	260-300
Chief Scientific Officer	320-390

Quality Assurance

JOB TITLE	National
VP, Quality Assurance	270-330
Quality Assurance Senior Director	220-270
Quality Assurance Director	180-220
Quality Assurance Associate Director	160-180
Quality Assurance Senior Manager	140-160
Quality Assurance Manager *	110-140
Quality Assurance Auditor	120-160
Quality Assurance Senior Associate/Specialist	85-110
Quality Assurance Associate/Specialist	60-85

Biostatistics & SAS

JOB TITLE	National
Biostatistician *	140-195
SAS Programmer *	140-165

Validation

JOB TITLE	National
Validation Manager	120-150
Validation Specialist	80-110

Sales & Marketing

JOB TITLE	National
General Manager	270-390
Business Unit Head	230-280
Marketing Director	175-210
Sales Director	175-230
Marketing Manager	140-175
Product Manager	100-130
Specialty / Hospital Sales Representative	70-130
Sales Representative	70-130

All figures are expressed in thousand U.S. dollars and as annual gross salaries

LIFE SCIENCES

CONTRACTOR RATES

Regulatory Affairs

JOB TITLE	National
VP, Regulatory Affairs	150-175
Regulatory Affairs Senior Director	120-150
Regulatory Affairs Director	100-120
Regulatory Affairs Associate Director	85-100
Regulatory Affairs Senior Manager	75-85
Regulatory Affairs Manager	65-75
Regulatory Affairs Senior Associate / Specialist	45-65
Regulatory Affairs Associate / Specialist	40-45

Clinical Operations (dependent upon TA area)

JOB TITLE	National
Senior Clinical Project Manager	65-105
Senior Clinical Data Manager	55-80
Senior Clinical Research Associate	70-85
Clinical Trial Associate	38-50
AD Clinical Operations	85-120
Director Clinical Operations	100-140
Senior Director Clinical Operations	120-150
VP Clinical Operations	140-175

Clinical Development (dependent upon TA area)

JOB TITLE	National
Associate Medical Director (MD)	150-175
Senior Medical Director (MD)	165-200
VP/SVP, Head Clinical Development (MD)	200-250
Clinical Development Director (MD/PhD)	155-185
Senior Clinical Research Scientist (PhD/PharmD)	60-80
AD / Director Clinical Science (PhD/PharmD)	85-115
Senior Director / VP Clinical Science (PhD/PharmD)	125-165

Drug Safety & PV (dependent upon TA area/degree)

JOB TITLE	National
Senior VP, Head Drug Safety / PV (MD)	175-210
Executive Director Safety / Department Head (MD)	175-200
Senior Safety Physician (MD)	125-170
Associate Director Drug Safety (MD)	100-125
Manager / Team Lead Drug Safety	50-70
Senior Specialist Drug Safety	35-50
Specialist/Associate Drug Safety	30-45

Health Economics & Market Access

JOB TITLE	National
VP, Market Access	120-150
Director, HEOR	90-115
Director, Market Access	85-115
Director, Reimbursement and Pricing	85-115
Manager, Market Access and Government Relations	65-85
Manager, Stakeholder Relations	60-75
Manager, Reimbursement and Pricing	60-75
Manager, HEOR	65-95

Patient Services

JOB TITLE	National
Manager, Patient Services	45-65
Regional Nurse Case Manager	55-65
Manager, Reimbursement	45-55
Reimbursement Specialist	35-45

Medical Affairs (dependent upon TA area/degree)

JOB TITLE	National
Senior Medical Science Liaison (MD, PharmD, PhD)	80-115
Director Medical Affairs (PharmD, PhD)	95-125
Senior Regional Medical Director (MD)	145-180
Senior Director Medical Affairs (MD, PharmD, PhD)	160-185
VP / SVP Medical Affairs (MD, PharmD, PhD)	185-250
Chief Medical Officer	250-350

Research & Development

JOB TITLE	National
AD / Director Translational Research	80-100
Senior Director Translational Research	110-135
AD / Director Discovery Research	75-100
Senior Director Discovery Research	100-120
AD / Director Preclinical Research	85-105
Senior Director Preclinical Research	110-135
VP Research & Development	135-160
Chief Scientific Officer	175-210

Quality Assurance

JOB TITLE	National
VP, Quality Assurance	135-165
Quality Assurance Senior Director	110-135
Quality Assurance Director	90-110
Quality Assurance Associate Director	80-90
Quality Assurance Senior Manager	70-80
Quality Assurance Manager	55-70
Quality Assurance Auditor	45-55
Quality Assurance Senior Associate/Specialist	45-55
Quality Assurance Associate/Specialist	35-45

Biostatistics & SAS

JOB TITLE	National
Biostatistician	75-90
SAS Programmer	60-75

Validation

JOB TITLE	National
Validation Consultant	65-90
Validation Manager	55-70
Validation Specialist	35-50

Sales & Marketing

JOB TITLE	National
General Manager	135-195
Business Unit Head	115-140
Marketing Director	85-105
Sales Director	85-115
Marketing Manager	70-90
Product Manager	50-65
Specialty / Hospital Sales Representative	35-75
Sales Representative	35-75

All figures are expressed in thousand U.S. dollars and as hourly rates

MARKETING

PERMANENT SALARIES

MARKETING

JOB TITLE	National
Chief Marketing Officer	220+
VP of Marketing	180-220
Marketing Director *	130-180
Marketing Manager *	80-150
Assistant Marketing Manager *	70-90
Marketing Assistant *	60-80
Marketing Coordinator	40-70
Marketing Analytics Specialist	70-120
Copy writer	65-75
Graphic Designer	50-90
Creative Director	100-180
Content Developer	70-90
Proposal Writer	80-120
Market Researcher	50-70
Product Manager	75-95
Marketing Analyst *	70-90
Event Manager	60-80
Brand/Product Manager	75-95
Brand Ambassador	50-75
Brand Ambassador	50-75

DIGITAL MARKETING

JOB TITLE	National
Digital Marketing VP	200+
Digital Marketing Director *	150-200
Head of E-Commerce *	150-220
E-Commerce Specialist	50-75
Digital Marketing Manager *	80-140
Digital Optimization Manager *	70-120
Digital Marketing Specialist *	60-95
Online Marketing Manager	85-150
Product Owner Digital	90-130
SEM Specialist	50-80
SEO Specialist	50-80
Web Designer	60-80
UX/UI Manager	120-150
UX/UI Designer *	115-150
Social Media Manager *	60-120
Social Media Specialist	50-70
Social Media Strategist	50-70
Content Marketing Manager	70-100
Content Marketing Specialist	50-90
Head of Analytics / Head of Research	140-200
Customer Insight Manager / Research Manager	80-140
Marketing Data Analyst *	70-120
Email marketing specialist	50-75
Email marketing manager *	75-120
Marketing automation manager *	80-140
eCRM & Automation manager	80-120

All figures are expressed in thousand U.S. dollars and as annual gross salaries

PROPERTY & FACILITIES MANAGEMENT

PERMANENT SALARIES

Commercial Real Estate

JOB TITLE	National
VP, Property Management	200-250+
Real Estate Manager	90-120
Director, Property Management	150-200+
Senior Property Manager / General Manager (Commercial Office, Retail, or Industrial portfolio)	120-150+
Property Manager (Commercial Office, Retail, or Industrial portfolio)	90-130
Assistant Property Manager	70-100
Property Administrator/Assistant	55-80
Tenant Services Coordinator	60-75
Director of Leasing Administration	120-140
Leasing Administration Manager	80-110
Leasing Manager	80-100
Leasing Associate/Administrator	50-80

Residential Real Estate

JOB TITLE	National
Director, Property Management	150-200
Regional Property Manager	120-150
Senior Property Manager / Portfolio Manager	90-120
General Manager (Luxury Rental, Condo)	120-160
Portfolio Manager (Condo)	80-110
On-Site Property Manager (Condo)	90-120
On-Site Property Manager (Luxury)	100-150
On-Site Property Manager (Affordable)	75-110
Assistant Property Manager	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	90-120
Leasing Consultant	45-75
Maintenance Manager	75-100+
Resident Manager (NYC)	85-150+
SVP Operations	200-250
Maintenance Technician	55-75+

Development and Asset Management

JOB TITLE	National
VP, Asset Management	220+
Director, Asset Management	150-220
Asset Manager	100-150+
Development Director	175+
Development Manager	120-160+
Development Associate	80-110
VP Acquisitions	200+
Acquisitions Manager	125-180+
Acquisitions / Real Estate Analyst	75-110+

Facilities Management

JOB TITLE	National
Executive / Account Director	175+
VP, Facilities Management	150-225+
Corporate Real Estate and FM Manager	140-180
Director of Facilities Management	130+
Senior Facilities Manager	100-155
Facilities Manager	85-135
Assistant Facilities Manager	75-100
Facilities Coordinator	55-80
Facilities Project Manager	100+
Workplace / Amenities Manager	95+
Corporate Hospitality Manager	85+
Space Planner (Moves, Adds, Changes)	75-100
Janitorial / Housekeeping Manager	75-100
Director, EH&S	105-145

Operations and Maintenance

JOB TITLE	National
Director of Maintenance/Engineering	125-160+
Maintenance/Engineering Manager	90-150
Maintenance / Engineering Supervisor	85-120+
Chief Engineer	85-150+
Critical Systems Engineers	85-130+
Building Engineer	75-90+
Maintenance Technician	65-85

All figures are expressed in thousand U.S. dollars and as annual gross salaries

TECHNOLOGY

PERMANENT SALARIES

CLOUD COMPUTING

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Enterprise Cloud Solutions Architect *	175-200	160-200	150-200	150-200	160-200	175-200	176-220	160-200	175-225	140-180	150-175	130-160	125-160
Cloud Solutions Architect *	160-180	140-180	150-185	130-170	140-180	160-180	154-198	150-180	175-220	130-160	150-175	130-160	140-160
Project Manager - Data Center Solutions	115-130	110-150	125-175	110-150	110-150	120-140	125-165	120-140	145-175	120-135	130-140	115-130	110-120
Senior Cloud Solutions Engineer *	135-155	140-180	150-175	130-170	140-180	135-155	154-198	130-160	165-200	130-160	130-150	125-145	120-140
Cloud Solutions Engineer *	115-135	120-160	135-165	120-160	120-160	115-135	132-176	110-130	150-185	120-140	110-140	110-140	110-130
Site Reliability Engineer / DevOps *	130-180	125-170	145-175	120-175	125-170	120-180	137-187	150-180	165-225	140-170	130-180	130-180	120-175
DevSecOps *	130-180	120-175	145-175	120-175	120-175	120-175	132-192	150-200	165-225	150-175	130-180	130-180	120-175

CYBER SECURITY

Information Systems Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Chief Information Security Officer	250-400+	250-400+	250-400+	250-400+	250-400+	250-400+	300-500+	250-400+	250-400+	250-400+	250-400+	300-500+	250-400+	250-400+
VP, Information Security	200-250+	200-250+	200-250+	200-250+	200-250+	200-250+	225-300+	200-250+	200-250+	200-250+	200-250+	225-300+	200-250+	200-250+
Director, Information Security	185-250+	185-250+	185-250+	185-250+	185-250+	185-250+	210-260+	185-250+	185-250+	185-250+	185-250+	210-260+	185-250+	185-250+
Manager, Information Security *	160-200+	160-200+	160-200+	160-200+	160-200+	160-200+	185-220+	160-200+	160-200+	160-200+	160-200+	185-220+	160-200+	160-200+

Identity & Governance Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Identity & Governance	200-250+	200-250+	200-250+	200-250+	200-250+	200-250+	250-300+	200-250+	200-250+	200-250+	200-250+	250-300+	200-250+	200-250+
Director, Identity & Governance	185-250+	185-250+	185-250+	185-250+	185-250+	185-250+	200-260+	185-250+	185-250+	185-250+	185-250+	200-260+	185-250+	185-250+
Manager, Identity & Governance	150-200+	150-200+	150-200+	150-200+	150-200+	150-200+	175-225+	150-200+	150-200+	150-200+	150-200+	175-225+	150-200+	150-200+

Identity & Access Management

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Architect	190-220+	190-220+	190-220+	190-220+	190-220+	190-220+	200-250+	190-220+	190-220+	190-220+	190-220+	200-250+	190-220+	190-220+
Senior Engineer *	160-180+	160-180+	160-180+	160-180+	160-180+	160-180+	170-200+	160-180+	160-180+	160-180+	160-180+	170-200+	160-180+	160-180+
Engineer	140-170+	140-170+	140-170+	140-170+	140-170+	140-170+	160-175+	140-170+	140-170+	140-170+	140-170+	160-175+	140-170+	140-170+
Developer	140-170+	140-170+	140-170+	140-170+	140-170+	140-170+	160-175+	140-170+	140-170+	140-170+	140-170+	160-175+	140-170+	140-170+
Administrator	95-130+	95-130+	95-130+	95-130+	95-130+	95-130+	105-150+	95-130+	95-130+	95-130+	95-130+	105-150+	95-130+	95-130+

Privileged Access Management

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Architect	180-230+	180-230+	180-230+	180-230+	180-230+	180-230+	200-250+	180-230+	180-230+	180-230+	180-230+	200-250+	180-230+	180-230+
Engineer	160-180+	160-180+	160-180+	160-180+	160-180+	160-180+	180-200+	160-180+	160-180+	160-180+	160-180+	180-200+	160-180+	160-180+
Administrator	100-140+	100-140+	100-140+	100-140+	100-140+	100-140+	120-160+	100-140+	100-140+	100-140+	100-140+	120-160+	100-140+	100-140+

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*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

CYBER SECURITY

Governance, Risk & Compliance Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Governance, Risk & Compliance	190-220+	190-220+	190-220+	190-220+	190-220+	190-220+	205-240+	190-220+	190-220+	190-220+	190-220+	205-240+	190-220+	190-220+
Director, Governance, Risk & Compliance	170-200+	170-200+	170-200+	170-200+	170-200+	170-200+	175-230+	170-200+	170-200+	170-200+	170-200+	175-230+	170-200+	170-200+
Manager, Governance, Risk & Compliance	155-165+	155-165+	155-165+	155-165+	155-165+	155-165+	165-185+	155-165+	155-165+	155-165+	155-165+	165-185+	155-165+	155-165+

Governance Risk & Compliance

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal GRC Consultant	185-200+	185-200+	185-200+	185-200+	185-200+	185-200+	200-220+	185-200+	185-200+	185-200+	185-200+	200-220+	185-200+	185-200+
Senior GRC Consultant	160-190+	160-190+	160-190+	160-190+	160-190+	160-190+	185-210+	160-190+	160-190+	160-190+	160-190+	185-210+	160-190+	160-190+
GRC Consultant ★	145-170+	145-170+	145-170+	145-170+	145-170+	145-170+	160-190+	145-170+	145-170+	145-170+	145-170+	160-190+	145-170+	145-170+
Compliance Coordinator / Analyst	95-105+	95-105+	95-105+	95-105+	95-105+	95-105+	105-125+	95-105+	95-105+	95-105+	95-105+	105-125+	95-105+	95-105+
Data Security Consultant	150-180+	150-180+	150-180+	150-180+	150-180+	150-180+	155-200+	150-180+	150-180+	150-180+	150-180+	155-200+	150-180+	150-180+
Principal QSA Assessor	200-250+	200-250+	200-250+	200-250+	200-250+	200-250+	230-280+	200-250+	200-250+	200-250+	200-250+	230-280+	200-250+	200-250+
Senior QSA Assessor	165-250+	165-250+	165-250+	165-250+	165-250+	165-250+	200-250+	165-250+	165-250+	165-250+	165-250+	200-250+	165-250+	165-250+
QSA Assessor	130-165+	130-165+	130-165+	130-165+	130-165+	130-165+	150-180+	130-165+	130-165+	130-165+	130-165+	150-180+	130-165+	130-165+

Security Operations Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Security Operations Center	210-240+	210-240+	210-240+	210-240+	210-240+	210-240+	225-260+	210-240+	210-240+	210-240+	210-240+	225-260+	210-240+	210-240+
Director, Security Operations Center	190-220+	190-220+	190-220+	190-220+	190-220+	190-220+	185-250+	190-220+	190-220+	190-220+	190-220+	185-250+	190-220+	190-220+
Manager, Security Operations Center	160-180+	160-180+	160-180+	160-180+	160-180+	160-180+	175-200+	160-180+	160-180+	160-180+	160-180+	175-200+	160-180+	160-180+

Security Operations

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Lead Engineer	160-180+	160-180+	160-180+	160-180+	160-180+	160-180+	170-200+	160-180+	160-180+	160-180+	160-180+	170-200+	160-180+	160-180+
Principal Engineer	170-200+	170-200+	170-200+	170-200+	170-200+	170-200+	190-220+	170-200+	170-200+	170-200+	170-200+	190-220+	170-200+	170-200+
Senior Engineer ★	140-170+	140-170+	140-170+	140-170+	140-170+	140-170+	165-185+	140-170+	140-170+	140-170+	140-170+	165-185+	140-170+	140-170+
Engineer	110-130+	110-130+	110-130+	110-130+	110-130+	110-130+	150-165+	110-130+	110-130+	110-130+	110-130+	150-165+	110-130+	110-130+
Analyst (Level III)	130-165+	130-165+	130-165+	130-165+	130-165+	130-165+	150-185+	130-165+	130-165+	130-165+	130-165+	150-185+	130-165+	130-165+
Analyst (Level II) ★	125-140+	125-140+	125-140+	125-140+	125-140+	125-140+	140-155+	125-140+	125-140+	125-140+	125-140+	140-155+	125-140+	125-140+
Analyst (Level I)	80-110+	80-110+	80-110+	80-110+	80-110+	80-110+	110-135+	80-110+	80-110+	80-110+	80-110+	110-135+	80-110+	80-110+
Security Administrator	85-100+	85-100+	85-100+	85-100+	85-100+	85-100+	110-130+	85-100+	85-100+	85-100+	85-100+	110-130+	85-100+	85-100+
Network Security Architect	140-160+	140-160+	140-160+	140-160+	140-160+	140-160+	170-210+	140-160+	140-160+	140-160+	140-160+	170-210+	140-160+	140-160+
Senior Network Security Engineer	125-155+	125-155+	125-155+	125-155+	125-155+	125-155+	150-170+	125-155+	125-155+	125-155+	125-155+	150-170+	125-155+	125-155+
Network Security Engineer	100-130+	100-130+	100-130+	100-130+	100-130+	100-130+	130-150+	100-130+	100-130+	100-130+	100-130+	130-150+	100-130+	100-130+
DLP Architect	160-190+	160-190+	160-190+	160-190+	160-190+	160-190+	200-220+	160-190+	160-190+	160-190+	160-190+	200-220+	160-190+	160-190+
DLP Engineer	155-175+	155-175+	155-175+	155-175+	155-175+	155-175+	170-200+	155-175+	155-175+	155-175+	155-175+	170-200+	155-175+	155-175+
WAF Engineer	140-165+	140-165+	140-165+	140-165+	140-165+	140-165+	150-180+	140-165+	140-165+	140-165+	140-165+	150-180+	140-165+	140-165+

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*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

CYBER SECURITY

Cloud Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Cloud Security Architect	180-220+	180-220+	180-220+	180-220+	180-220+	180-220+	190-250+	180-220+	180-220+	180-220+	180-220+	190-250+	180-220+	180-220+
Cloud Security Engineer ★	150-190+	150-190+	150-190+	150-190+	150-190+	150-190+	160-210+	150-190+	150-190+	150-190+	150-190+	160-210+	150-190+	150-190+

Application Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal Application Security Engineer	165-195+	165-195+	165-195+	165-195+	165-195+	165-195+	200-230+	165-195+	165-195+	165-195+	165-195+	200-230+	165-195+	165-195+
Senior Application Security Engineer	155-180+	155-180+	155-180+	155-180+	155-180+	155-180+	180-210+	155-180+	155-180+	155-180+	155-180+	180-210+	155-180+	155-180+
Application Security Engineer	145-165+	145-165+	145-165+	145-165+	145-165+	145-165+	170-190+	145-165+	145-165+	145-165+	145-165+	170-190+	145-165+	145-165+

Incident Response

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Manager, Incident Response	160-200+	160-200+	160-200+	160-200+	160-200+	160-200+	180-220+	160-200+	160-200+	160-200+	160-200+	180-220+	160-200+	160-200+
Incident Response Analyst (Level III)	140-175+	140-175+	140-175+	140-175+	140-175+	140-175+	160-190+	140-175+	140-175+	140-175+	140-175+	160-190+	140-175+	140-175+
Incident Response Analyst (Level II)	110-140+	110-140+	110-140+	110-140+	110-140+	110-140+	130-160+	110-140+	110-140+	110-140+	110-140+	130-160+	110-140+	110-140+
Incident Response Analyst (Level I)	90-120+	90-120+	90-120+	90-120+	90-120+	90-120+	110-140+	90-120+	90-120+	90-120+	90-120+	110-140+	90-120+	90-120+
Senior Forensics Analyst	180-220+	180-220+	180-220+	180-220+	180-220+	180-220+	190-240+	180-220+	180-220+	180-220+	180-220+	190-240+	180-220+	180-220+
Forensics Analyst	140-170+	140-170+	140-170+	140-170+	140-170+	140-170+	150-190+	140-170+	140-170+	140-170+	140-170+	150-190+	140-170+	140-170+
DFIR Engineer	110-140+	110-140+	110-140+	110-140+	110-140+	110-140+	130-160+	110-140+	110-140+	110-140+	110-140+	130-160+	110-140+	110-140+
DFIR Analyst	90-110+	90-110+	90-110+	90-110+	90-110+	90-110+	110-130+	90-110+	90-110+	90-110+	90-110+	110-130+	90-110+	90-110+
Reverse Engineer	150-180+	150-180+	150-180+	150-180+	150-180+	150-180+	170-200+	150-180+	150-180+	150-180+	150-180+	170-200+	150-180+	150-180+
Malware Analyst	100-125+	100-125+	100-125+	100-125+	100-125+	100-125+	120-150+	100-125+	100-125+	100-125+	100-125+	120-150+	100-125+	100-125+

Penetration Testing/Red Team

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal Penetration Tester	180-210+	180-210+	180-210+	180-210+	180-210+	180-210+	200-250+	180-210+	180-210+	180-210+	180-210+	200-250+	180-210+	180-210+
Senior Penetration Tester ★	170-190+	170-190+	170-190+	170-190+	170-190+	170-190+	170-210+	170-190+	170-190+	170-190+	170-190+	170-210+	170-190+	170-190+
Penetration Tester	145-160+	145-160+	145-160+	145-160+	145-160+	145-160+	150-170+	145-160+	145-160+	145-160+	145-160+	150-170+	145-160+	145-160+

DevSecOps

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
DevSecOps Architect	200-250+	200-250+	200-250+	200-250+	200-250+	200-250+	230-260+	200-250+	200-250+	200-250+	200-250+	230-260+	200-250+	200-250+
Senior DevSecOps Engineer	170-215+	170-215+	170-215+	170-215+	170-215+	170-215+	190-235+	170-215+	170-215+	170-215+	170-215+	190-235+	170-215+	170-215+
DevSecOps Engineer	150-185+	150-185+	150-185+	150-185+	150-185+	150-185+	170-200+	150-185+	150-185+	150-185+	150-185+	170-200+	150-185+	150-185+

All figures are expressed in thousand U.S. dollars and as annual gross salaries

*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

CYBER SECURITY

Operational Technology Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
OT Security Architect	160-200+	160-200+	160-200+	160-200+	160-200+	160-200+	180-225+	160-200+	160-200+	160-200+	160-200+	180-225+	160-200+	160-200+
OT Security Engineer ★	130-160+	130-160+	130-160+	130-160+	130-160+	130-160+	145-175+	130-160+	130-160+	130-160+	130-160+	145-175+	130-160+	130-160+
OT Security Analyst	120-140+	120-140+	120-140+	120-140+	120-140+	120-140+	135-155+	120-140+	120-140+	120-140+	120-140+	135-155+	120-140+	120-140+

Architecture

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Enterprise Security Architect	190-240+	190-240+	190-240+	190-240+	190-240+	190-240+	220-280+	190-240+	190-240+	190-240+	190-240+	220-280+	190-240+	190-240+
Solutions Architect	180-220+	180-220+	180-220+	180-220+	180-220+	180-220+	200-250+	180-220+	180-220+	180-220+	180-220+	200-250+	180-220+	180-220+

TESTING

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
QA Analyst ★	80-100	100-130	80-100	100-130	100-130	80-95	110-143	80-10	105-145	80-100	85-100	75-95	70-85
Senior Test Analyst ★	90-110	110-140	100-120	110-140	110-140	85-105	121-154	90-110	135-165	90-110	95-120	90-120	85-105
Technical Lead	100-120	120-150	110-130	120-150	120-150	95-125	132-165	100-120	165-185	100-120	110-130	110-130	110-125
Test Analyst ★	80-100	100-130	80-100	100-130	100-130	80-100	110-143	80-90	125-150	80-90	85-100	75-95	80-95
Test Lead ★	100-120	120-150	110-130	120-150	120-150	100-120	132-165	100-120	150-165	100-120	110-130	110-130	105-125
Test Manager	120-130	130-160	120-140	130-160	130-160	110-130	143-176	120-140	165-185	120-140	120-145	120-145	120-140
Test Automation Engineer ★	105-120	120-150	100-130	120-150	120-150	110-135	132-165	120-140	150-165	110-130	105-115	105-115	110-125
SDET ★	115-135	130-150	100-130	130-150	130-150	120-140	143-165	110-130	150-165	110-130	110-130	110-130	110-130
Senior SDET ★	135-160	140-160	125-145	140-160	140-160	135-165	154-176	125-150	150-175	120-140	125-150	125-150	125-140

DATA & ADVANCED ANALYTICS

JOB TITLE	Atlanta	Austin	California	Chicago	Dallas	DMV*	Denver	Houston	Los Angeles	Miami	New York	Raleigh	Richmond	Tampa	Orlando
Data Scientist (0-2 years) ★	100-120	120-150	100-135	100-120	120-150	100-135	120-150	100-120	132-165	100-125	105-145	100 - 120	100-120	100-120	100-120
Senior Data Scientist ★	150-175+	140-170+	150-175+	150-175+	140-170+	150-175+	140-170+	120-145+	154-187+	150-175+	150-175	140-170	140-170	140-175	140-170
Director of Data Science	175-200+	160-200+	170-200+	175-200+	160-200+	170-200+	160-200+	145-175+	176-220+	175-225	185-225	185-225	180-200	175-200	175-200
Chief Data Scientist	200+	160-200+	200-230+	175-220+	160-200+	200-230+	160-200+	175-220+	176-220+	200-250	225-250	175-200+	165-195+	200-250	200-225

All figures are expressed in thousand U.S. dollars and as annual gross salaries

*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

BUSINESS INTELLIGENCE

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
BI / Data Warehouse Architect *	160-180	150-180	160-180	160-200	150-180	160-180	165-198	160-180	160-200	150-170	160-185	150-170	150-180
BI Manager *	120-160	150-180	150-175	160-200	150-180	130-150	165-198	150-180	165-185	140-160	140-160	120-160	140-160
Data Manager *	130-160	150-180	150-175	160-200	150-180	120-150	165-198	150-180	150-185	140-160	140-160	120-160	130-150
Information Manager	140-160	130-170	145-175	140-170	130-170	140-160	143-187	140-160	145-187	130-150	120-160	120-160	130-150
Database Designer	125-135	120-150	125-150	120-150	120-150	110-140	132-165	125-150	145-185	110-140	120-140	100-125	100-125
Database Administrator *	120-130	120-150	125-165	120-150	120-150	90-140	132-165	125-150	165-200	120-140	120-150	100-125	100-125
Database Developer *	110-130	120-150	120-150	120-150	120-150	100-130	132-165	120-140	145-165	110-140	120-150	100-125	100-130
ETL Developer *	110-130	120-150	120-150	120-150	120-150	120-150	132-165	120-140	125-165	120-140	120-150	115-130	95-120
BI Developer *	90-130	120-150	120-150	120-150	120-150	120-150	132-165	120-140	125-165	110-140	120-150	95-130	100-130
BI Analyst *	90-120	110-130	95-125	110-130	110-130	100-130	121-143	90-120	105-143	90-120	110-125	95-110	95-120

INFRASTRUCTURE

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Infrastructure Specialist/Architect	130-150	120-160	130-140	120-160	120-160	110-140	132-176	140-160	140-176	140-160	140-160	130-145	120-140
Service Delivery Manager *	120-130	120-160	110-130	110-150	120-160	100-130	132-176	120-140	132-176	120-140	110-130	95-125	95-120
Network Engineer *	110-125	110-140	100-120	110-140	110-140	100-130	121-154	110-140	125-165	110-135	90-110	90-110	95-115
Server Support Engineer	85-95	100-120	80-100	100-120	100-120	70-90	110-132	90-120	110-132	90-110	70-90	65-85	65-85
Field Engineer	65-75	70-90	70-80	70-90	70-90	60-75	77-99	70-80	77-105	65-85	65-85	60-75	60-75
Service Desk Manager *	70-80	100-135	90-110	100-130	100-135	80-110	110-144	100-120	110-144	100-120	120-130	75-100	75-100
Systems Administrator *	80-95	100-130	80-110	100-130	100-130	85-105	110-143	90-110	110-143	90-100	75-125	75-110	80-105
Application Support Analyst *	75-95	80-110	70-90	80-110	80-110	80-100	88-121	80-100	115-150	80-90	70-90	70-85	75-100
Desktop Support Analyst *	40-60	70-90	60-80	70-90	70-90	40-60	77-99	50-70	77-105	50-60	55-70	50-65	40-55
Helpdesk/Service Desk Analyst *	30-50	60-75	50-70	60-75	60-75	40-60	66-83	50-70	66-95	50-60	55-70	45-60	35-45

All figures are expressed in thousand U.S. dollars and as annual gross salaries

*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

LEADERSHIP

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
CIO	200-350	175-250	200-350	180-250	175-250	200-350	192-275	250-300	250-400	200-300	200-300	160-235	200-275
CTO	200-350	175-250	200-350	180-250	175-250	200-350	192-275	200-300	250-400	200-300	200-300	170-240	180-250
IT Director ★	150-200	150-200	165-225	150-200	150-200	160-200	165-220	150-200	165-225	150-200	175-250	160-220	130-150
Head of IT Security	150-200	175-250	180-250	175-250	175-250	175-210	192-275	150-200	185-275	150-200	175-250	140-175	140-190+
Head of IT	140-175	150-250	180-250	150-250	150-250	175-210	165-275	150-200	185-275	150-200	175-225	150-200	150-175
Head of Development	140-200	150-250	180-250	150-250	150-250	175-210	165-275	150-200	185-275	150-200	175-250	150-200	140-175
Head of Infrastructure	130-180	150-250	180-225	150-250	150-250	175-210	165-275	150-200	185-250	150-200	175-250	150-200	140-175
Head of Service Delivery	130-160	150-250	175-200	150-250	150-250	175-210	165-275	150-175	175-225	150-175	150-175	120-140	115-130
Head of Business Intelligence	140-180	150-250	175-200	150-250	150-250	175-210	165-275	150-200	175-225	150-200	150-200	150-200	150-180
Business Architect ★	130-150	130-170	150-185	130-170	130-170	150-180	143-187	175-200	150-185	175-200	150-180	130-160	125-150
Enterprise Architect ★	160-200	130-170	150-195	130-170	130-170	150-181	143-187	175-200	175-225	175-200	150-180	155-195	160-200+
Technical Architect ★	130-175	130-170	150-195	130-170	130-170	150-182	143-187	160-180	175-225	160-180	150-180	130-170	140-175
IT Manager ★	100-155	130-180	150-175	130-180	130-180	150-183	143-187	120-155	165-187	120-155	140-155	120-135	125-155

PROJECTS & CHANGE MANAGEMENT

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Program Director	130-170	140-180	150-195	140-180	140-180	150-200	154-198	140-180	150-225	140-180	140-160	120-160	120-150
Head of PMO	130-160	140-200	165-200	140-200	140-200	140-170	154-210	150-180	165-225	150-180	150-175	120-150	140-170
Portfolio Manager ★	120-140	130-160	145-175	130-160	130-160	140-170	143-176	140-170	145-185	140-170	120-150	110-135	125-150
Program Manager ★	120-140	130-160	145-175	130-160	130-160	150-180	143-176	130-150	145-185	130-150	120-150	120-150	120-140
Project Manager - Senior ★	115-130	140-175	125-165	140-175	140-175	120-140	154-187	120-140	145-175	120-140	120-150	110-130	110-130
Project Manager - Mid ★	100-115	130-160	115-145	130-160	130-160	100-120	143-176	100-120	135-165	100-120	110-130	95-110	90-110
Project Manager - Junior ★	80-90	100-120	90-110	100-120	100-120	100-110	110-132	80-100	115-135	80-100	90-115	85-95	70-90
Change Manager ★	110-130	90-120	120-130	90-120	90-120	100-120	99-132	120-140	120-130	120-140	100-130	90-110	100-130
Release Manager ★	110-130	90-120	120-130	90-120	90-120	100-120	99-132	120-140	120-130	120-140	100-130	90-130	100-125
Business Analyst - Senior ★	100-120	120-140	100-150	120-140	120-140	110-140	132-154	105-130	150-175	105-130	120-140	95-120	100-120
Business Analyst - Mid ★	80-100	110-130	95-125	110-130	110-130	90-120	121-143	85-105	135-165	85-105	110-130	85-105	85-100
Business Analyst - Junior ★	60-80	100-120	70-95	100-120	100-120	90-110	110-132	70-85	95-125	70-85	90-110	70-85	65-80

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*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

PERMANENT SALARIES

SOFTWARE DEVELOPMENT

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Development Director	175-200	130-170	175-200	130-170	130-170	175-200	143-187	175-225	175-225	175-225	175-200	150-200	160-200
Development Manager *	150-175	140-180	150-175	140-180	140-180	150-175	154-198	150-180	175-200	150-185	150-175	140-170	150-175
Software Architect *	150-180	150-200	150-180	150-200	150-200	150-180	165-220	150-180	175-220	150-180	150-175	140-170	150-180
Lead Developer *	150-150	140-180	150-160	140-180	140-180	150-175	154-198	140-160	165-195	140-165	140-150	130-150	140-160
Senior Developer *	130-150	130-170	130-150	130-170	130-170	130-160	143-187	130-150	150-185	130-150	130-150	125-145	130-150
Developer *	110-130	110-130	110-130	110-130	110-130	110-130	121-143	110-130	120-150	100-120	90-125	90-125	95-125
Jr. Developer *	70-100	100-120	80-100	100-120	100-120	80-100	110-132	75-100	95-125	75-100	75-95	75-95	75-95
Mobile Developer - iOS / Android / Win *	130-160	120-160	130-160	120-160	120-160	130-160	132-176	140-160	145-175	130-160	120-160	120-160	120-160
Web Developer - PHP / Ruby / Perl / etc. *	110-130	120-150	100-120	120-150	120-150	90-130	132-165	100-120	120-165	90-120	90-120	90-120	90-110
Front End Web Developer - HTML / CSS / XML / etc. *	100-130	120-160	100-130	120-160	120-160	90-130	132-176	100-120	115-165	120-150	90-120	90-120	85-115
SharePoint Developer	100-125	100-130	120-140	100-130	100-130	120-150	110-143	110-140	130-150	100-130	90-115	90-115	100-125
Programmer - C / C++	100-140	110-130	120-140	110-130	110-130	100-130	121-143	100-130	125-165	100-120	100-120	90-120	100-130
Database Developer - MSSQL / PL / SQL *	90-120	110-130	110-130	110-130	110-130	90-120	121-143	100-140	125-145	100-130	90-120	90-120	95-115
Fullstack Engineer (with Angular / REACT) *	120-150	120-160	120-150	120-160	120-160	120-160	132-176	130-160	150-175	120-150	120-150	120-150	140-160

TELECOMS

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Program Manager *	130-180	120-150	165-190	130-150	120-150	200-250	132-165	130-160	165-195	110-140	100-130	100-130	120-140
Project Manager *	130-160	110-140	150-170	110-150	110-140	200-250	121-154	120-140	150-175	110-130	95-120	95-120	95-110
Project Coordinator *	100-130	85-110	100-125	80-110	85-110	160-200	94-121	90-110	100-125	70-90	85-100	85-100	75-90
Business Analyst *	100-130	90-120	100-145	90-120	90-120	180-220	99-132	100-125	100-145	80-120	80-100	80-100	80-90
IP & Ethernet Engineer	140-160	100-130	135-160	100-130	100-130	175-210	110-143	120-160	135-165	120-150	75-100	90-100	90-100
Network Deployment & Support Engineer	140-160	95-110	135-160	100-110	95-110	175-210	109-121	120-160	135-165	120-150	60-90	85-95	85-95
NOC/NMC Support Engineer	140-160	95-110	135-165	100-110	95-110	175-210	109-121	100-120	135-165	100-120	60-85	85-95	85-95
Provisioning Engineer	130-160	95-110	135-165	90-110	95-110	175-210	109-121	100-120	135-165	100-120	65-90	80-95	80-95
Voice & Contact Center Engineer *	130-160	95-120	135-165	90-120	95-120	175-210	109-121	130-160	135-165	130-150	90-120	90-120	100-120
Network Capacity Planning Engineer	140-170	110-140	135-165	120-150	110-140	175-210	121-154	140-170	135-165	140-170	75-95	140-160	100-120
RAN/RF Engineers	130-150	90-120	135-165	90-120	90-120	150-180	99-132	100-130	135-165	100-130	80-100	80-100	105-115
Mobile Network Architect	130-160	120-140	140-175	120-140	120-140	150-180	132-154	150-180	140-175	150-175	110-130	110-130	115-125
OSS/BSS Solutions Architect	120-150	120-140	140-175	120-150	120-140	150-180	132-154	150-180	140-175	150-175	120-140	110-130	105-115
Product Manager	100-130	120-140	105-145	110-140	120-140	130-170	132-154	120-140	105-145	120-140	90-120	90-120	95-115

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*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

CLOUD COMPUTING

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Enterprise Cloud Solutions Architect *	134-150	118-137	118-150	118-137	118-137	135-150	134-163	135-150	134-166	125-140	118-134	105-124	101-124
Cloud Solutions Architect	124-137	105-131	118-140	105-131	105-131	105-124	120-149	118-137	134-163	110-130	118-134	105-124	111-124
Project Manager - Data Center Solutions *	95-105	85-111	101-134	85-111	85-111	98-120	92-127	98-111	114-134	98-108	105-111	95-105	92-98
Senior Cloud Solutions Engineer *	108-121	105-131	118-134	105-131	105-131	98-111	120-149	120-140	127-150	120-140	105-118	101-114	98-111
Cloud Solutions Engineer *	95-108	98-118	108-127	98-118	98-118	85-98	106-134	105-124	118-140	105-124	92-111	92-111	92-105
Site Reliability Engineer / DevOps *	105-137	101-124	114-134	101-124	101-124	98-134	109-142	118-137	127-166	111-131	105-137	105-137	98-134
DevSecOps *	105-137	98-127	114-134	98-127	98-127	98-134	106-145	118-150	127-166	118-134	105-137	105-137	98-134

CYBER SECURITY

Information Systems Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Chief Information Security Officer	183-280	183-280	183-280	183-280	183-280	183-280	215-345	183-280	183-280	183-280	183-280	215-345	183-280	183-280
VP, Information Security	150-183	150-183	150-183	150-183	150-183	150-183	166-215	150-183	150-183	150-183	150-183	166-215	150-183	150-183
Director, Information Security	140-183	140-183	140-183	140-183	140-183	140-183	157-189	140-183	140-183	140-183	140-183	157-189	140-183	140-183
Manager, Information Security	124-150	124-150	124-150	124-150	124-150	124-150	140-163	124-150	124-150	124-150	124-150	140-163	124-150	124-150

Identity & Governance Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Identity & Governance	150-183	150-183	150-183	150-183	150-183	150-183	183-215	150-183	150-183	150-183	150-183	183-215	150-183	150-183
Director, Identity & Governance	140-183	140-183	140-183	140-183	140-183	140-183	150-189	140-183	140-183	140-183	140-183	150-189	140-183	140-183
Manager, Identity & Governance	118-150	118-150	118-150	118-150	118-150	118-150	134-166	118-150	118-150	118-150	118-150	134-166	118-150	118-150

Identity & Access Management

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Architect	144-163	144-163	144-163	144-163	144-163	144-163	150-183	144-163	144-163	144-163	144-163	150-183	144-163	144-163
Senior Engineer *	124-137	124-137	124-137	124-137	124-137	124-137	131-150	124-137	124-137	124-137	124-137	131-150	124-137	124-137
Engineer	111-131	111-131	111-131	111-131	111-131	111-131	124-134	111-131	111-131	111-131	111-131	124-134	111-131	111-131
Developer	111-131	111-131	111-131	111-131	111-131	111-131	124-134	111-131	111-131	111-131	111-131	124-134	111-131	111-131
Administrator	82-105	82-105	82-105	82-105	82-105	82-105	88-118	82-105	82-105	82-105	82-105	88-118	82-105	82-105

Privileged Access Management

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Architect	137-170	137-170	137-170	137-170	137-170	137-170	150-183	137-170	137-170	137-170	137-170	150-183	137-170	137-170
Engineer *	124-137	124-137	124-137	124-137	124-137	124-137	137-150	124-137	124-137	124-137	124-137	137-150	124-137	124-137
Administrator	85-111	85-111	85-111	85-111	85-111	85-111	98-124	85-111	85-111	85-111	85-111	98-124	85-111	85-111

All figures are expressed in thousand U.S. dollars and as hourly rates

*DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

CYBER SECURITY

Governance, Risk & Compliance Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Governance, Risk & Compliance	144-163	144-163	144-163	144-163	144-163	144-163	153-176	144-163	144-163	144-163	144-163	153-176	144-163	144-163
Director, Governance, Risk & Compliance	131-150	131-150	131-150	131-150	131-150	131-150	134-170	131-150	131-150	131-150	131-150	134-170	131-150	131-150
Manager, Governance, Risk & Compliance	121-127	121-127	121-127	121-127	121-127	121-127	127-140	121-127	121-127	121-127	121-127	127-140	121-127	121-127

Governance Risk & Compliance

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal GRC Consultant	140-150	140-150	140-150	140-150	140-150	140-150	150-163	140-150	140-150	140-150	140-150	150-163	140-150	140-150
Senior GRC Consultant ★	124-144	124-144	124-144	124-144	124-144	124-144	140-157	124-144	124-144	124-144	124-144	140-157	124-144	124-144
GRC Consultant	114-131	114-131	114-131	114-131	114-131	114-131	124-144	114-131	114-131	114-131	114-131	124-144	114-131	114-131
Compliance Coordinator / Analyst	82-88	82-88	82-88	82-88	82-88	82-88	88-101	82-88	82-88	82-88	82-88	88-101	82-88	82-88
Data Security Consultant	118-137	118-137	118-137	118-137	118-137	118-137	121-150	118-137	118-137	118-137	118-137	121-150	118-137	118-137
Principal QSA Assessor	150-183	150-183	150-183	150-183	150-183	150-183	170-202	150-183	150-183	150-183	150-183	170-202	150-183	150-183
Senior QSA Assessor	127-183	127-183	127-183	127-183	127-183	127-183	150-183	127-183	127-183	127-183	127-183	150-183	127-183	127-183
QSA Assessor	105-127	105-127	105-127	105-127	105-127	105-127	118-137	105-127	105-127	105-127	105-127	118-137	105-127	105-127

Security Operations Leadership

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
VP, Security Operations Center	157-176	157-176	157-176	157-176	157-176	157-176	166-189	157-176	157-176	157-176	157-176	166-189	157-176	157-176
Director, Security Operations Center	144-163	144-163	144-163	144-163	144-163	144-163	140-183	144-163	144-163	144-163	144-163	140-183	144-163	144-163
Manager, Security Operations Center	124-137	124-137	124-137	124-137	124-137	124-137	134-150	124-137	124-137	124-137	124-137	134-150	124-137	124-137

Security Operations

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Lead Engineer	124-137	124-137	124-137	124-137	124-137	124-137	131-150	124-137	124-137	124-137	124-137	131-150	124-137	124-137
Principal Engineer	131-150	131-150	131-150	131-150	131-150	131-150	144-163	131-150	131-150	131-150	131-150	144-163	131-150	131-150
Senior Engineer	111-131	111-131	111-131	111-131	111-131	111-131	127-140	111-131	111-131	111-131	111-131	127-140	111-131	111-131
Engineer ★	92-105	92-105	92-105	92-105	92-105	92-105	118-127	92-105	92-105	92-105	92-105	118-127	92-105	92-105
Analyst (Level III)	105-127	105-127	105-127	105-127	105-127	105-127	118-140	105-127	105-127	105-127	105-127	118-140	105-127	105-127
Analyst (Level II) ★	101-111	101-111	101-111	101-111	101-111	101-111	111-121	101-111	101-111	101-111	101-111	111-121	101-111	101-111
Analyst (Level I)	72-92	72-92	72-92	72-92	72-92	72-92	92-108	72-92	72-92	72-92	72-92	92-108	72-92	72-92
Security Administrator	75-85	75-85	75-85	75-85	75-85	75-85	92-105	75-85	75-85	75-85	75-85	92-105	75-85	75-85
Network Security Architect	111-124	111-124	111-124	111-124	111-124	111-124	131-157	111-124	111-124	111-124	111-124	131-157	111-124	111-124
Senior Network Security Engineer	101-121	101-121	101-121	101-121	101-121	101-121	118-131	101-121	101-121	101-121	101-121	118-131	101-121	101-121
Network Security Engineer	85-105	85-105	85-105	85-105	85-105	85-105	105-118	85-105	85-105	85-105	85-105	105-118	85-105	85-105
DLP Architect	124-144	124-144	124-144	124-144	124-144	124-144	150-163	124-144	124-144	124-144	124-144	150-163	124-144	124-144
DLP Engineer	121-134	121-134	121-134	121-134	121-134	121-134	131-150	121-134	121-134	121-134	121-134	131-150	121-134	121-134
WAF Engineer	111-127	111-127	111-127	111-127	111-127	111-127	118-137	111-127	111-127	111-127	111-127	118-137	111-127	111-127

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

CYBER SECURITY

Cloud Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Cloud Security Architect	137-163	137-163	137-163	137-163	137-163	137-163	144-183	137-163	137-163	137-163	137-163	144-183	137-163	137-163
Cloud Security Engineer ★	118-144	118-144	118-144	118-144	118-144	118-144	124-157	118-144	118-144	118-144	118-144	124-157	118-144	118-144

Application Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal Application Security Engineer	127-147	127-147	127-147	127-147	127-147	127-147	150-170	127-147	127-147	127-147	127-147	150-170	127-147	127-147
Senior Application Security Engineer	121-137	121-137	121-137	121-137	121-137	121-137	137-157	121-137	121-137	121-137	121-137	137-157	121-137	121-137
Application Security Engineer	114-127	114-127	114-127	114-127	114-127	114-127	131-144	114-127	114-127	114-127	114-127	131-144	114-127	114-127

Incident Response

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Manager, Incident Response	124-150	124-150	124-150	124-150	124-150	124-150	137-163	124-150	124-150	124-150	124-150	137-163	124-150	124-150
Incident Response Analyst (Level III)	111-134	111-134	111-134	111-134	111-134	111-134	124-144	111-134	111-134	111-134	111-134	124-144	111-134	111-134
Incident Response Analyst (Level II) ★	92-111	92-111	92-111	92-111	92-111	92-111	105-124	92-111	92-111	92-111	92-111	105-124	92-111	92-111
Incident Response Analyst (Level I)	79-98	79-98	79-98	79-98	79-98	79-98	92-111	79-98	79-98	79-98	79-98	92-111	79-98	79-98
Senior Forensics Analyst	137-163	137-163	137-163	137-163	137-163	137-163	144-176	137-163	137-163	137-163	137-163	144-176	137-163	137-163
Forensics Analyst	111-131	111-131	111-131	111-131	111-131	111-131	118-144	111-131	111-131	111-131	111-131	118-144	111-131	111-131
DFIR Engineer	92-111	92-111	92-111	92-111	92-111	92-111	105-124	92-111	92-111	92-111	92-111	105-124	92-111	92-111
DFIR Analyst	79-92	79-92	79-92	79-92	79-92	79-92	92-105	79-92	79-92	79-92	79-92	92-105	79-92	79-92
Reverse Engineer	118-137	118-137	118-137	118-137	118-137	118-137	131-150	118-137	118-137	118-137	118-137	131-150	118-137	118-137
Malware Analyst	85-101	85-101	85-101	85-101	85-101	85-101	98-118	85-101	85-101	85-101	85-101	98-118	85-101	85-101

Penetration Testing/Red Team

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Principal Penetration Tester	137-157	137-157	137-157	137-157	137-157	137-157	150-183	137-157	137-157	137-157	137-157	150-183	137-157	137-157
Senior Penetration Tester ★	131-144	131-144	131-144	131-144	131-144	131-144	131-157	131-144	131-144	131-144	131-144	131-157	131-144	131-144
Penetration Tester	114-124	114-124	114-124	114-124	114-124	114-124	118-131	114-124	114-124	114-124	114-124	118-131	114-124	114-124

DevSecOps

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
DevSecOps Architect	150-183	150-183	150-183	150-183	150-183	150-183	170-189	150-183	150-183	150-183	150-183	170-189	150-183	150-183
Senior DevSecOps Engineer	131-160	131-160	131-160	131-160	131-160	131-160	144-173	131-160	131-160	131-160	131-160	144-173	131-160	131-160
DevSecOps Engineer	118-140	118-140	118-140	118-140	118-140	118-140	131-150	118-140	118-140	118-140	118-140	131-150	118-140	118-140

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

CYBER SECURITY

Operational Technology Security

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
OT Security Architect	144-176	144-176	144-176	144-176	144-176	144-176	163-202	144-176	144-176	144-176	144-176	163-202	144-176	144-176
OT Security Engineer ★	131-160	131-160	131-160	131-160	131-160	131-160	144-173	131-160	131-160	131-160	131-160	144-173	131-160	131-160
OT Security Analyst	118-140	118-140	118-140	118-140	118-140	118-140	131-150	118-140	118-140	118-140	118-140	131-150	118-140	118-140

Architecture

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV	Los Angeles	Miami	Tampa	Orlando	Houston	New York	Raleigh	Richmond
Enterprise Security Architect	144-176	144-176	144-176	144-176	144-176	144-176	163-202	144-176	144-176	144-176	144-176	163-202	144-176	144-176
Solutions Architect	137-163	137-163	137-163	137-163	137-163	137-163	150-183	137-163	137-163	137-163	137-163	150-183	137-163	137-163

TESTING

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
QA Analyst ★	72-85	85-105	72-85	85-105	85-105	72-82	92-113	75-95	88-114	72-85	75-85	69-82	66-75
Senior Test Analyst ★	79-92	92-111	85-98	92-111	92-111	75-88	99-120	79-105	108-127	79-92	82-98	79-98	75-88
Technical Lead	85-98	98-118	92-105	98-118	98-118	82-101	106-127	95-115	127-140	90-110	92-105	92-105	92-101
Test Analyst ★	72-85	85-105	72-85	85-105	85-105	72-85	92-113	72-79	101-118	72-79	75-85	69-82	72-82
Test Lead ★	85-98	98-118	92-105	98-118	98-118	85-98	106-127	85-98	118-127	85-98	92-105	92-105	88-101
Test Manager	98-105	105-124	98-111	105-124	105-124	92-105	113-134	98-111	127-140	98-111	98-114	98-114	98-111
Test Automation Engineer ★	88-98	98-118	85-105	98-118	98-118	92-108	106-127	100-115	118-127	92-105	88-95	88-95	92-101
SDET ★	85-108	105-118	85-105	105-118	105-118	98-111	113-127	85-105	118-127	85-105	85-105	92-105	85-105
Senior SDET ★	108-124	111-124	101-114	111-124	111-124	108-127	120-134	101-118	118-134	98-111	101-118	101-118	101-111

DATA & ADVANCED ANALYTICS

JOB TITLE	Atlanta	Austin	California	Chicago	Dallas	DMV*	Denver	Houston	Los Angeles	Miami	New York	Raleigh	Richmond	Tampa	Orlando
Data Scientist (0-2 years) ★	70-98	98-118	85-108	85-98	98-118	85-108	98-118	85-98	106-127	70-101	88-127	85-98	85-98	70-98	70-98
Senior Data Scientist ★	118-134	111-131	118-134	118-134	111-131	118-134	111-131	98-114	120-142	118-134	118-142	111-131	111-131	111-134	111-131
Director of Data Science	134-150	124-150	131-150	134-150	124-150	131-150	124-150	114-134	134-163	134-166	140-166	140-166	137-150	134-150	134-150
Chief Data Scientist	150-150	124-150	150-170	134-163	124-150	150-170	124-150	134-163	134-163	150-183	156-183	134-150	127-147	150-183	150-166

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

BUSINESS INTELLIGENCE

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
BI/Data Warehouse Architect *	124-137	118-137	124-137	118-137	118-137	124-137	127-149	124-137	124-150	118-131	124-140	118-131	118-137
BI Manager *	98-124	118-137	118-134	118-137	118-137	105-118	127-149	118-137	127-149	111-124	111-124	98-124	111-124
Data Manager	105-124	118-137	118-134	118-137	118-137	98-118	127-149	118-137	118-149	111-124	111-124	98-124	105-118
Information Manager	111-124	105-131	114-134	105-131	105-131	111-124	113-142	111-124	114-142	105-118	98-124	98-124	105-118
Database Designer	101-108	98-118	101-118	98-118	98-118	92-111	106-127	101-118	105-140	92-111	98-111	85-101	85-101
Database Administrator *	98-105	98-118	101-127	98-118	98-118	79-111	106-127	101-118	107-140	98-111	98-118	85-101	85-101
Database Developer *	92-105	98-118	98-118	98-118	98-118	85-105	106-127	98-111	106-127	92-111	98-118	85-101	85-105
ETL Developer *	92-105	98-118	98-118	98-118	98-118	98-118	106-127	98-111	98-127	98-111	98-118	95-105	82-98
BI Developer *	79-105	98-118	98-118	98-118	98-118	98-118	106-127	98-111	101-127	92-111	98-118	82-105	85-105
BI Analyst *	79-98	92-105	82-101	92-105	92-105	85-105	99-113	79-98	88-113	79-98	92-101	82-92	82-98

INFRASTRUCTURE

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Infrastructure Specialist/Architect	105-118	98-124	105-111	98-124	98-124	92-111	106-134	111-124	106-134	111-124	111-124	105-114	98-111
Service Delivery Manager *	98-105	98-124	92-105	98-124	98-124	85-105	106-134	98-111	105-134	98-111	92-105	82-101	82-98
Network Engineer *	92-101	92-111	85-98	92-111	92-111	85-105	99-120	92-111	101-127	92-108	79-92	79-92	82-95
Server Support Engineer	75-82	85-98	72-85	85-98	85-98	66-79	92-106	79-98	92-106	79-92	66-79	62-75	62-75
Field Engineer	62-69	66-79	66-72	66-79	66-79	59-69	70-84	66-72	70-88	62-75	62-75	59-69	59-69
Service Desk Manager *	66-72	85-108	79-92	85-108	85-108	72-92	92-114	85-98	92-114	85-98	98-105	69-85	69-85
Systems Administrator *	72-82	85-105	72-92	85-105	85-105	75-88	92-113	79-92	92-113	79-85	69-101	69-92	72-88
Application Support Analyst *	69-82	72-92	66-79	72-92	72-92	72-85	77-99	72-85	95-118	72-79	66-79	66-75	69-85
Desktop Support Analyst *	46-60	66-79	59-72	66-79	66-79	50-65	70-84	53-66	70-88	53-59	56-66	53-62	46-56
Helpdesk/Service Desk Analyst *	40-55	59-69	53-66	59-69	59-69	46-59	63-74	53-66	63-82	53-59	56-66	49-59	43-49

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

LEADERSHIP

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
CIO	150-248	134-183	150-248	134-183	134-183	150-248	145-199	183-215	183-280	150-215	150-215	124-173	150-199
CTO	150-248	134-183	150-248	134-183	134-183	150-248	145-199	150-215	183-280	150-215	150-215	131-176	137-183
IT Director ★	118-150	118-150	127-166	118-150	118-150	124-150	127-163	118-150	127-166	118-150	134-183	124-163	105-118
Chief Information Security Officer	118-215	134-183	150-280	134-183	134-183	137-215	145-199	183-248	150-248	134-166	150-215	137-170	150-199
Head of IT Security	118-150	134-183	137-183	134-183	134-183	134-157	145-199	118-150	140-205	118-150	134-183	111-134	111-144
Head of IT	111-134	118-183	137-183	118-183	118-183	134-157	127-199	118-150	140-205	118-150	134-166	118-150	118-134
Head of Development	111-150	118-183	137-183	118-183	118-183	134-157	127-199	118-150	140-205	118-150	134-183	118-150	111-134
Head of Infrastructure	105-137	118-183	137-166	118-183	118-183	134-157	127-199	118-150	140-183	118-150	134-183	118-150	111-134
Head of Service Delivery	105-124	118-183	134-150	118-183	118-183	134-157	127-199	118-134	134-166	118-134	118-134	98-111	95-105
Head of Business Intelligence	111-137	118-183	134-150	118-183	118-183	134-157	127-199	118-150	134-166	118-150	118-150	118-150	118-137
Business Architect ★	105-118	105-131	118-140	105-131	105-131	118-137	113-142	134-150	118-140	134-150	118-137	105-124	101-118
Enterprise Architect ★	124-150	105-131	118-147	105-131	105-131	118-138	113-142	134-150	134-166	134-150	118-137	121-147	124-150
Technical Architect ★	105-134	105-131	118-147	105-131	105-131	118-138	113-142	124-137	134-166	124-137	118-137	105-131	111-134
IT Manager ★	85-111	105-137	118-134	105-137	105-137	118-139	113-142	98-118	127-142	98-118	111-121	98-108	101-118

PROJECTS & CHANGE MANAGEMENT

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Program Director	105-131	111-137	118-147	111-137	111-137	118-150	120-149	111-137	118-166	111-137	111-124	98-124	98-118
Head of PMO	105-124	111-150	127-150	111-150	111-150	111-131	120-157	118-137	127-166	118-137	118-134	98-118	111-131
Portfolio Manager ★	98-111	105-124	114-134	105-124	105-124	111-131	113-134	111-131	114-140	111-131	98-118	92-108	101-118
Program Manager ★	98-111	105-124	114-134	105-124	105-124	118-137	113-134	105-118	114-140	105-118	98-118	98-118	98-111
Project Manager - Senior ★	95-105	111-134	101-127	111-134	111-134	98-111	120-142	98-111	114-134	98-111	98-118	92-105	92-105
Project Manager - Mid ★	85-95	105-124	95-114	105-124	105-124	85-98	113-134	85-98	108-127	85-98	92-105	82-92	79-92
Project Manager - Junior ★	72-79	85-98	79-92	85-98	85-98	85-92	92-106	72-85	95-108	72-85	79-95	75-82	66-79
Change Manager ★	92-105	79-98	98-105	79-98	79-98	85-98	84-106	98-111	98-105	98-111	85-105	79-92	85-105
Release Manager ★	92-105	79-98	98-105	79-98	79-98	85-98	84-106	98-111	98-105	98-111	85-105	79-105	85-101
Business Analyst - Senior ★	85-98	98-111	85-118	98-111	98-111	92-105	106-120	88-105	118-134	88-105	98-111	82-98	85-98
Business Analyst - Mid ★	72-85	92-105	82-101	92-105	92-105	79-92	99-113	75-88	108-127	75-88	92-105	75-88	75-85
Business Analyst - Junior ★	59-72	85-98	66-82	85-98	85-98	79-92	92-106	66-75	82-101	66-75	79-92	66-75	62-72

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

TECHNOLOGY

CONTRACTOR RATES

SOFTWARE DEVELOPMENT

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Development Director	145-155	105-131	134-150	105-131	105-131	145-160	150-170	134-166	134-166	134-166	134-150	118-150	124-150
Development Manager *	125-144	111-137	118-134	111-137	111-137	125-144	140-150	118-137	134-150	118-140	118-134	111-131	118-134
Software Architect *	118-137	118-150	118-137	118-150	118-150	120-140	130-145	118-137	134-163	118-137	118-134	111-131	118-137
Lead Developer *	118-118	111-137	118-124	111-137	111-137	118-134	120-149	111-124	127-149	111-127	111-118	105-118	111-124
Senior Developer *	105-118	105-131	105-118	105-131	105-131	105-124	113-142	105-118	118-142	105-118	105-118	101-114	105-118
Developer *	92-105	92-105	92-105	92-105	92-105	92-105	99-113	92-105	98-118	85-98	79-101	79-101	82-101
Jr. Developer *	66-85	85-98	72-85	85-98	85-98	72-85	92-106	69-85	82-101	69-85	69-82	69-82	69-82
Mobile Developer - iOS / Android / Win *	105-124	98-124	105-124	98-124	98-124	105-124	106-134	111-124	114-134	105-124	98-124	98-124	98-124
Web Developer - PHP / Ruby / Perl / etc. *	92-105	98-118	85-98	98-118	98-118	79-105	106-127	85-98	98-127	79-98	79-98	79-98	79-92
Front End Web Developer - HTML / CSS / XML / etc. *	85-105	98-124	85-105	98-124	98-124	79-105	106-134	85-98	95-134	98-118	79-98	79-98	75-95
SharePoint Developer	85-101	85-105	98-111	85-105	85-105	98-118	92-113	92-111	105-118	85-105	79-95	79-95	85-101
Programmer - C/C++	85-111	92-105	98-111	92-105	92-105	85-105	99-113	85-105	101-127	85-98	85-98	79-98	85-105
Database Developer - MSSQL/PL/SQL *	79-98	92-105	92-105	92-105	92-105	79-98	99-113	85-111	101-114	85-105	79-98	79-98	82-95
Fullstack Engineer (with Angular / REACT) *	98-118	98-124	98-118	98-124	98-124	98-124	106-134	105-124	118-150	98-118	98-118	98-118	111-124

TELECOMS

JOB TITLE	Atlanta	Austin	Chicago	Dallas	Denver	DMV*	Los Angeles	Miami	New York	Orlando	Raleigh	Richmond	Tampa
Program Manager *	105-137	98-118	127-144	105-118	98-118	150-183	106-127	105-124	127-147	92-111	85-105	85-105	98-111
Project Manager *	105-124	92-111	118-131	92-118	92-111	150-183	99-120	98-111	118-134	92-105	82-98	82-98	82-92
Project Coordinator *	85-105	75-92	85-101	72-92	75-92	124-150	81-99	79-92	85-101	66-79	75-85	75-85	69-79
Business Analyst *	85-105	79-98	85-114	79-98	79-98	137-163	84-106	85-101	85-114	72-98	72-85	72-85	72-79
IP & Ethernet Engineer	111-124	85-105	108-124	85-105	85-105	134-157	92-113	98-124	108-127	98-118	69-85	79-85	79-85
Network Deployment & Support Engineer	111-124	82-92	108-124	85-92	82-92	134-157	91-99	98-124	108-127	98-118	59-79	75-82	75-82
NOC/NMC Support Engineer	111-124	82-92	108-127	85-92	82-92	134-157	91-99	85-98	108-127	85-98	59-75	75-82	75-82
Provisioning Engineer	105-124	82-92	108-127	79-92	82-92	134-157	91-99	85-98	108-127	85-98	62-79	72-82	72-82
Voice & Contact Center Engineer *	105-124	82-98	108-127	79-98	82-98	134-157	91-99	105-124	108-127	105-118	79-98	79-98	85-98
Network Capacity Planning Engineer	111-131	92-111	108-127	98-118	92-111	134-157	99-120	111-131	108-127	111-131	69-82	111-124	85-98
RAN/RF Engineers	105-118	79-98	108-127	79-98	79-98	118-137	84-106	85-105	108-127	85-105	72-85	72-85	88-95
Mobile Network Architect	105-124	98-111	111-134	98-111	98-111	118-137	106-120	118-137	111-134	118-134	92-105	92-105	95-101
OSS/BSS Solutions Architect	98-118	98-111	111-134	98-118	98-111	118-137	106-120	118-137	111-134	118-134	98-111	92-105	88-95
Product Manager	85-105	98-111	88-114	92-111	98-111	105-131	106-120	98-111	88-114	98-111	79-98	79-98	82-95

All figures are expressed in thousand U.S. dollars and as hourly rates
 *DMV: Washington, D.C., Maryland, and Virginia

ABOUT HAYS

What's your talent management challenge?

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organization.

Wondering how we can solve your talent management challenge?

Talk to us, visit hays.com/recruitment/contact-us

Our core services

Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs
- Place match-fit candidates to your business purpose
- Get committed support throughout candidate offer, acceptance and notice period

Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow
- Enhance your candidate experience through branding, technology and ways of working to ensure you stand out in a talent scarce market

Project recruitment ▶

- Receive project management from initiation through deployment, to payroll and project close
- Gain access to dedicated recruiters who can deploy specialized and scalable teams to meet project scope and deadlines
- Benefit from top tech insights enabling effective targeting of the talent you're looking for

Retained Search ▶

- Navigate organizational change by finding those inspirational leaders
- Empower business transformation with executive hires
- Steer your organization to success with high-level strategic thinkers
- Build success through diversity with bespoke job ads and transparent interview processes

Contract staffing ▶

- Achieve instant impact with quick hires and cut down long-term costs
- Access niche skillsets for project-based work
- Inject your business with fresh perspective fast
- Cut out lengthy admin and processes with externally managed pay and timesheets

Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Service Program (MSP)
- Combine expertise and insights with proven processes to shape the future of your workforce
- Benefit from the scale of our knowledge across local, regional and global regulatory requirements

Preferred Supplier Partnership ▶

- Enhanced partnership for the supply of temporary and/or permanent staff
- Streamlined process for internal hiring managers to engage qualified suppliers
- Reduced and standardized costs achieved through strategic relationships and purchasing

Our advisory services

Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings
- Attract, retain and nurture best in class talent

Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Leverage engaging employer branded recruitment solutions
- Enhance your Employer Value Proposition with a people-first approach
- Fill your roles with match-fit talent

DE&I advisory ▶

- Build an effective DE&I strategy to better engage, acquire, and retain talent in line with your DE&I commitments.
- Create an inclusive work environment with our extensive education programs and trainings
- Uplift your organization with our inclusive culture assessment and leadership development

How we deliver better outcomes for you

Knowledge through scale

Operating on a global scale, with on the ground experience that leads to true expertise and drives results.

Meaningful innovation

Challenging the status quo to deliver innovation that has positive impact on our clients' businesses.

Deep understanding

Working with businesses to truly understand their needs to deliver against their specific challenges.