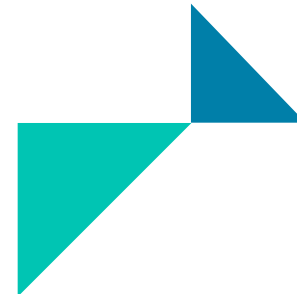**HAYS** Working for your tomorrow

2023 U.S.
SALARY GUIDE
THE GREAT
DISCONNECT

NOW FEATURING CONTRACTOR RATES

- Hiring trends and insights from over 3,610 employers and professionals.
- Typical salaries and contractor rates for hundreds of jobs by location.

"Salaries are **continuing to raise** and the war for talent is still very much alive, but they've **come down off the record levels**".

– David Brown

Click on the play icon to watch the video.

CONTENTS

Click on the section to jump to that page.

🏠 Click this icon to return to this page at any time.

2023 IS THE YEAR TO **SOLVE** THE **GREAT DISCONNECT**

Ultimately, **companies are still looking for talent**, but they have **become less flexible on their offerings in areas like compensation, benefits and even remote working**. They have also upped the ante on the skills they require a candidate to have in order to offer them a job. Meanwhile, candidate expectations have remained consistent over the past year, with the majority of workers still expecting large salary increases, remote working and for companies to hire more on capability than developed skill.

When you add in the relative uncertainty in the stability of the economy as a whole, what has developed has been somewhat of a stalemate - **clients are still looking to hire and candidates are willing to move** but the conditions for such a deal are increasingly more challenging to find. So, to tackle talent attraction woes employers are upskilling, raising their profile, and recruiting more junior talent. But these take time to pay off. Progressive organizations that need results today are **rethinking how they build their teams**, leveraging temporary workers, offering benefits, and ways of working that meet workers desires for flexibility and growth. Additionally, by connecting with workers on purposes they care about, such as a strong stance on **environmental policies and wellbeing**, employers can **keep their current workers happy, while also attracting those on the move**.

KEY FINDINGS

WORKERS STILL HAVE **STRONG EXPECTATIONS**, AND THEY AREN'T **BACKING** DOWN

THE DESIRE FOR MORE MONEY IN THE BANK

The annual inflation rate for the United States is 7.7% for the 12 months ended October 2022 after rising 8.2% previously, according to U.S. Labor Department data published in November. While this is the lowest 12 month increase since January 2022, over half of the increase was caused by increases in shelter costs, with food and gasoline also increasing.

But while **workers are expecting more money** to deal with the increase in inflation, **employers are taking a more conservative approach**, and are only looking to make **increases between 3-5%** vs. **5% or more**

Pay raises in the next 12 months
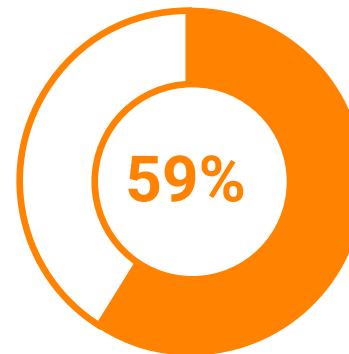
59% of respondents intend to ask for a pay raise.
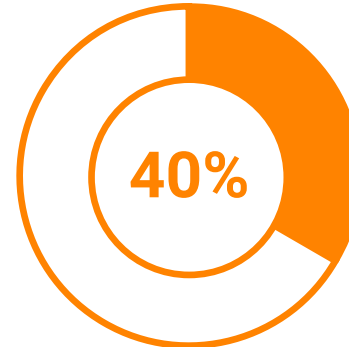
40% of them are expecting a raise of over 5%.
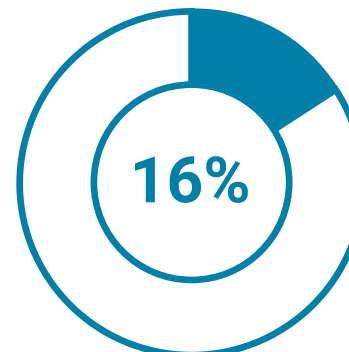
16% of employers plan to offer an increase of this amount.

Last year being "The Great Resignation", employers were under pressure to hike up salaries to meet the demands of workers on the move. A survey by Grant Thornton in 2021 found that 51% of human resource leaders in the U.S. said their organization expected average merit increases of more than 5%.

You'll see this reflected in our salary tables, as increases have been significant over the past year - more so than predicted. However, there has been a definite **shift in the market**, as employers take a more cautious approach, we see less aggressive plans to increase salaries when looking ahead.

As always, the number one reason people are motivated to consider a new job is for a higher salary. Luckily there are other areas that employers can work on without needing to reach into their pockets. For example, the second motivator for candidates to consider a new job was **promotional opportunities**, so having a clear career path can entice staff looking to develop their careers.

Which of the below would be the main motivators for you to consider a new job?

Higher salaries — **57%**

Promotional opportunities — **24%**

Better benefits — **19%**
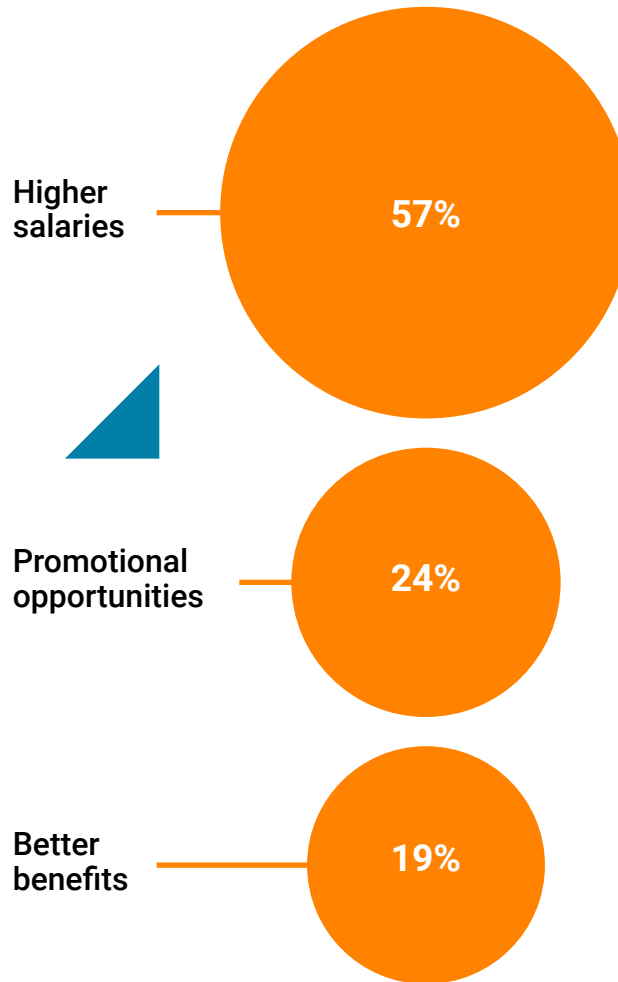
MORE THAN JUST A SALARY

THE IMPORTANCE OF CULTURE, PURPOSE AND VALUES

Employers can't **underestimate the power of having a healthy and positive culture**. Out of the respondents who regretted leaving their job in the last year, one of the top reasons was due to them missing the people and culture of their old organization. Yes, salaries, benefits and remote work are important, but **what people really want is to feel valued by their organization and managers**, and have a sense of purpose and meaningful interactions that are not just transactional.

"

As McKinsey and Company said,

"Employees crave investment in the human aspect of work".

Why do you regret leaving your former employer?

The job wasn't what I expected — **32%**

I miss the people and culture of my old job — **24%**

Poor leadership — **18%**
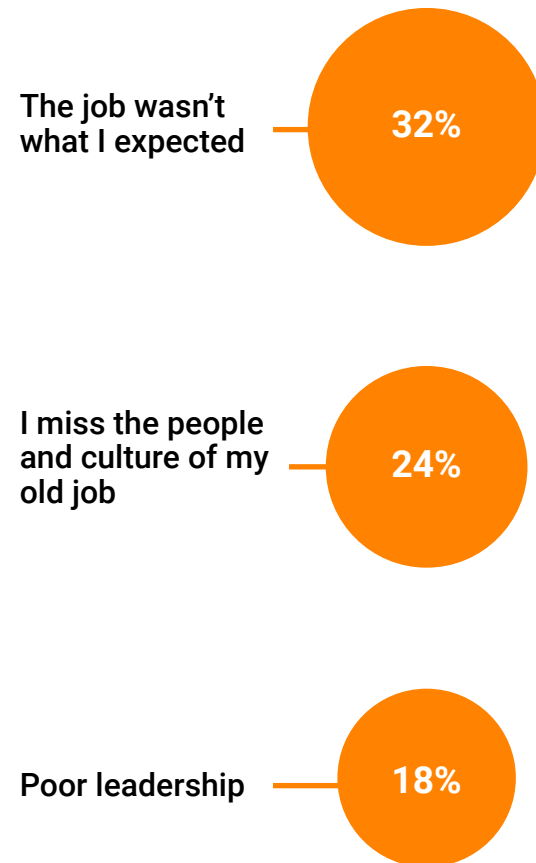
DE&I PROGRAMS ARE NO LONGER OPTIONAL, BUT A BUSINESS IMPERATIVE

How important is it to you that an organization has a clear strategy around DE&I (Diversity, Equality, and Inclusion)?

78%

of staff feel that it's important that their organization has a clear strategy around DE&I.
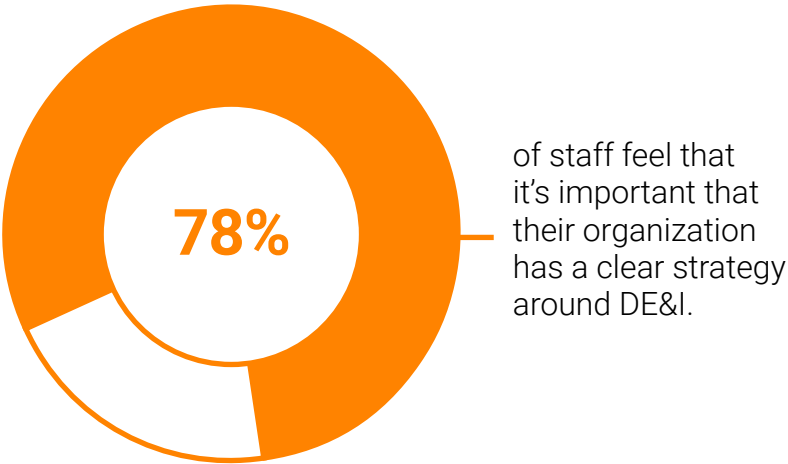
Does your organization have a Diversity, Equality, and Inclusion (DE&I) policy?

28%

of employers don't have a DE&I policy or are unsure.
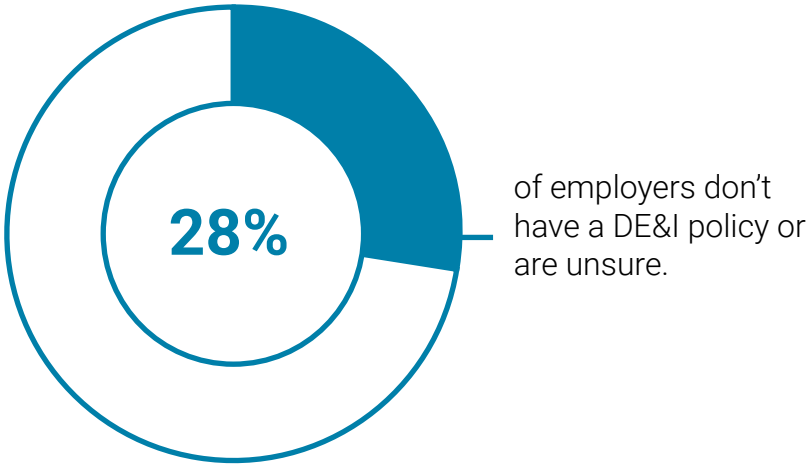
Contact our DE&I experts to help you source and select a diverse workforce.

▶ **CONTACT US NOW**

YOUR EMPLOYEES CARE THAT YOU DON'T HAVE AN ENVIRONMENTAL POLICY

How important is an organization's Environmental policy?

83%

of staff feel it's important that their organization has one.
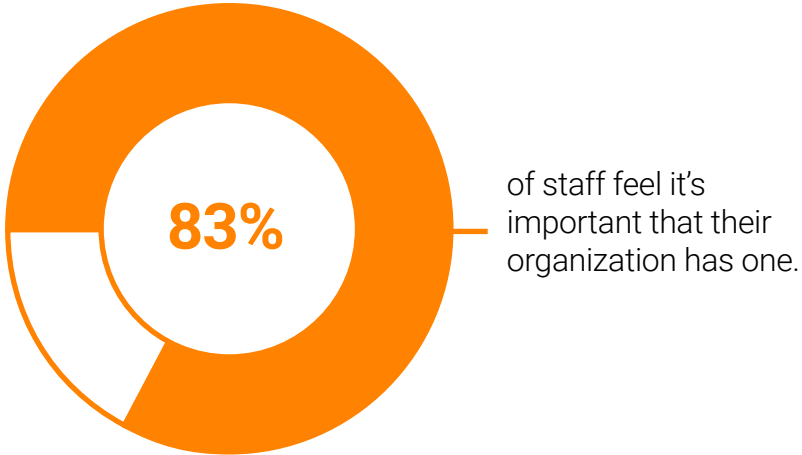
Does your organization have an Environmental policy?

40%

of employers don't know about or don't have an environmental policy.
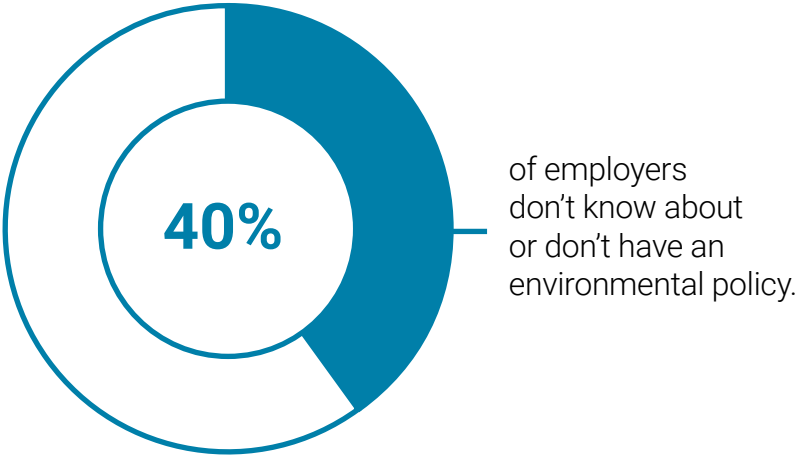
Our sustainability division can help you bring aboard the talent you need.
▸ **CONTACT US NOW**

THE TOP BENEFITS CANDIDATES ARE ASKING FOR

As workers seek more flexibility and balance, the number one benefit our respondents said was important to them was paid time off. This can be seen as the overwhelming majority stated that they want **20 or more days, yet only 45% of clients offer this**.

Investment in professional study was another top benefit for candidates but offered by only 55% of the employers surveyed. Additionally, **employees also want a strong mental and physical health program,** and positively, 60% of employers are offering this – in fact it was the number one benefit employers said they provide, **yet only 42% of satisfied with their well-being**. Therefore, there is a **big opportunity** for employers to revisit their wellbeing programs and determine which ones their staff really want and how they promote them.

Over 20 days' annual leave

Support for professional study

Mental and physical health and well-being programs

Benefits employees want vs. what employers are providing
*Top 3 benefits employees selected.

- Employees
- Employers

Over 20 days' annual leave

Support for professional study

Mental and physical health and well-being programs

0%   10%   20%   30%   40%   50%
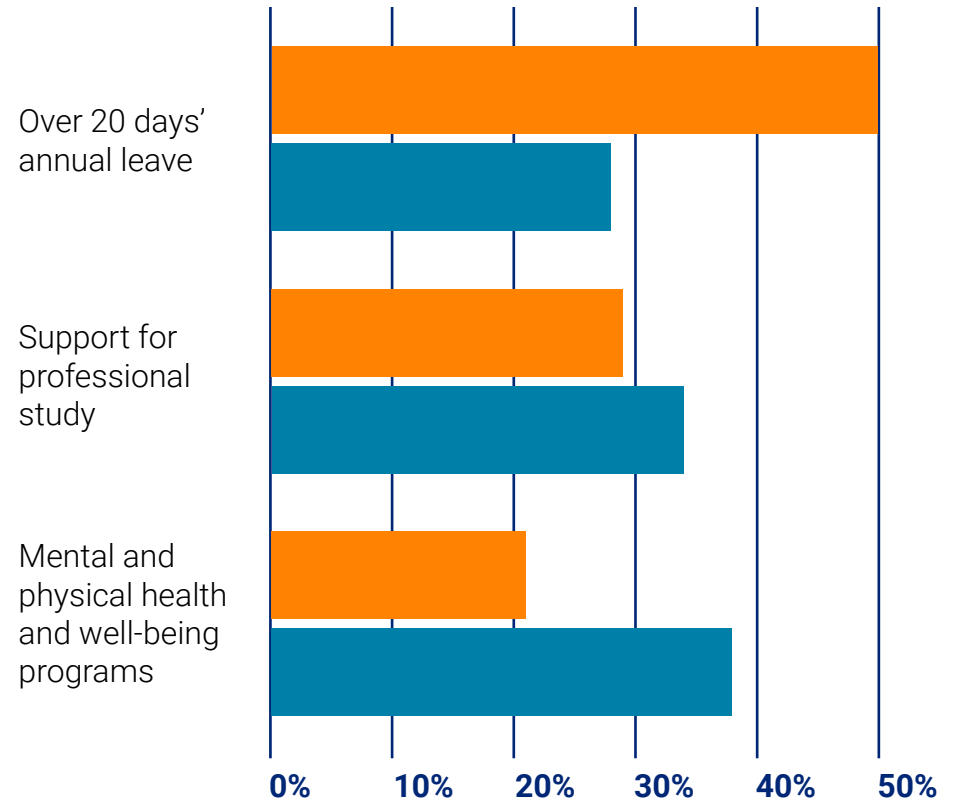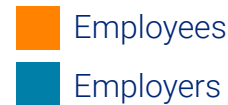
REMOTE WORK IS HERE TO STAY, BUT IT'S REALLY ABOUT FLEXIBILITY

When searching for a new opportunity **91% of respondents want to work either fully remote or in a hybrid environment**. Yet of employers who currently offer remote, or hybrid work options, **34% are planning to increase the amount of time people are required to be in the office**.

COVID-19 transformed the relationship between employee and employer, as organizations sought to meet physical and mental health needs in a bid to stay operational. This gave everyone a chance to reimagine how they get work done, which is more than if they are in the office or not. It **recognizes employees are individuals** and, as such, **thrive in different environments and schedules**. As employers evolve ways of working in 2023, they should consider when a candidate is deciding between job offers with similar compensation, flexible working can become the deciding factor. And **offering remote work is not the only option to attract candidates, flexibility is**.

91%

of candidates want remote work.

34%
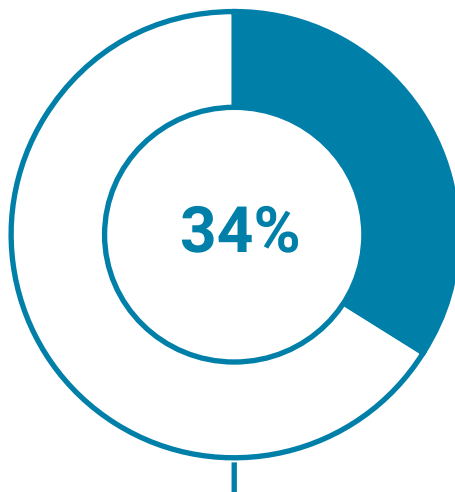
of employers are planning to increase the amount of time people are required to be in the office.

OPPORTUNITY TO INCREASE SATISFACTION

Overall satisfaction is stagnant across the board, which speaks to the fact that **60% of respondents are seriously considering leaving their role.** This presents plenty of opportunities for those hiring, to tap into those candidates already employed and in need of a change

Are you seriously considering leaving your current role?

Yes — 60%

No — 40%
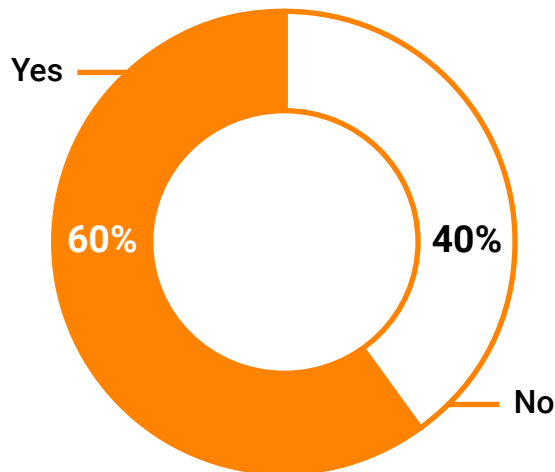
What is your level of satisfaction for the following?

	Dissatisfied	Neither satisfied or dissatisfied	Satisfied

My current job	20%	30%	50%
My current employer	22%	29%	49%
My current direct manager	18%	24%	58%
My work-life balance	20%	25%	55%
My current salary	38%	29%	33%
My benefits	29%	28%	43%
My well-being	24%	32%	44%
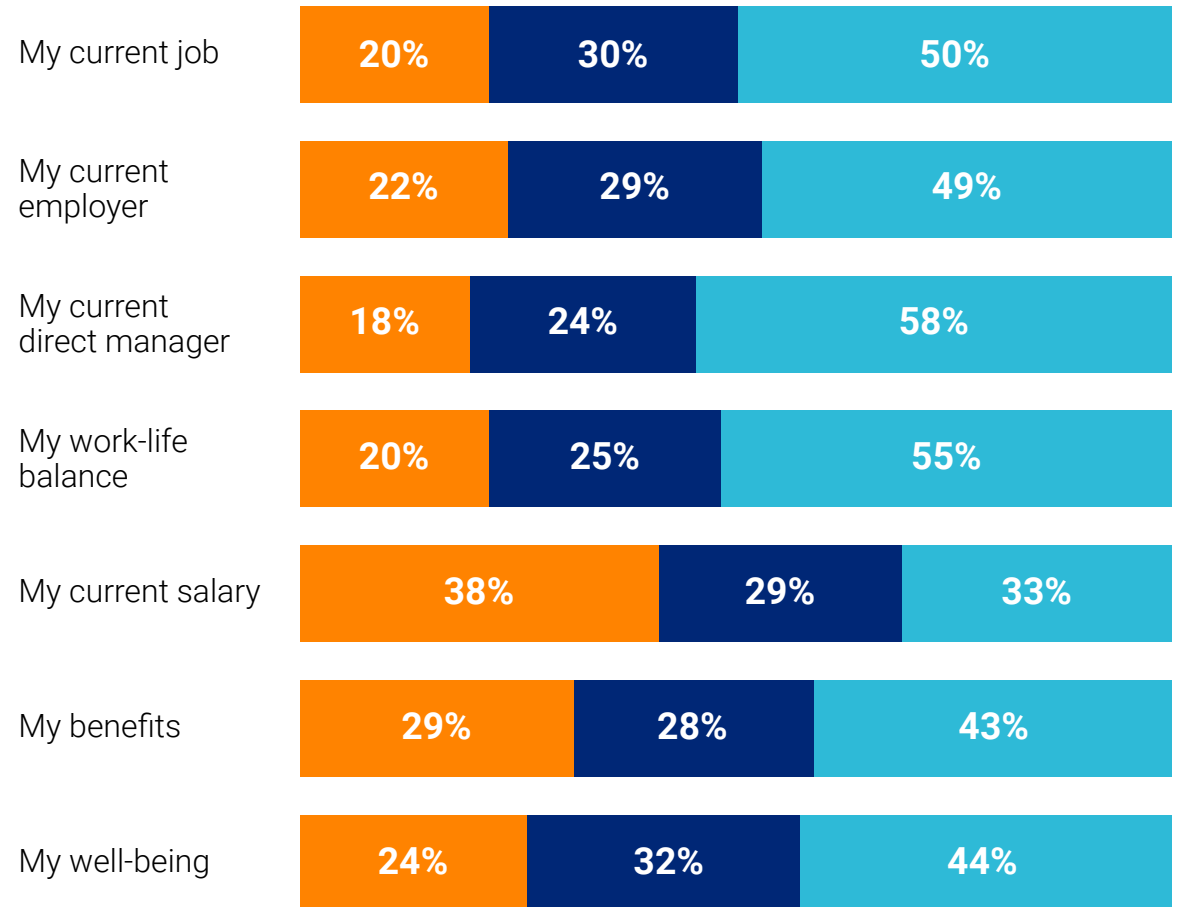
MAKING MOVES IN AN **UNCERTAIN ECONOMY**

WORKERS ARE PLANNING TO MOVE FOR THE RIGHT PRICE

60% of candidates are seriously considering leaving their role and the majority (66%) would do so in the next 6 months should the right conditions exist to make a move. But if hiring managers are replacing someone who hasn't had a pay raise in the past year, they need to be conscious of the revised pay expectations we outlined earlier if they want to entice someone to move.

When are you considering leaving your current role?

Within 6 months — **35%**

In less than a month — **31%**

Not sure — **19%**

Within 12 months — **15%**
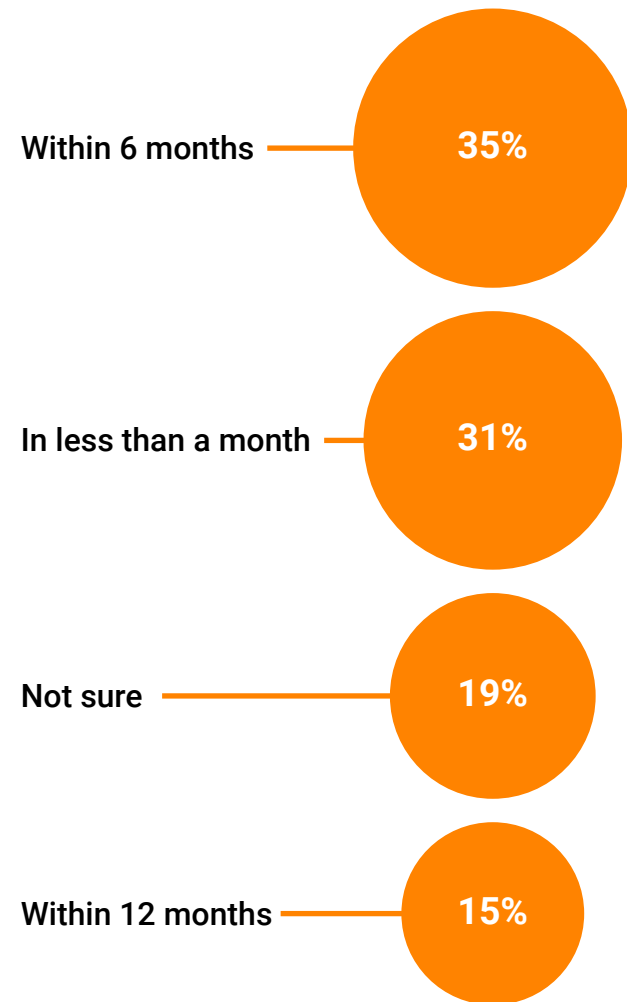
EMPLOYERS ARE STILL HIRING, BUT ON THEIR OWN TERMS

According to CEIC data, the United States Business Confidence dropped by 21.2 % in October 2022, compared with a decrease of 19.2 % YoY in the previous month. **Despite the decrease in confidence, employers are still planning to hire**, as seen by their intention to increase permanent headcount by 56%, but on their own terms, rather than that of the candidates.

Only **13% of respondents are completely confident in the U.S. economy** over the next 12 months and majority (28%) feel somewhat confident.

How confident are you in the U.S. economy in the next 12 months?

Somewhat — **28%**

Fairly — **23%**

Not at all — **19%**

Slightly — **17%**

Completely — **13%**
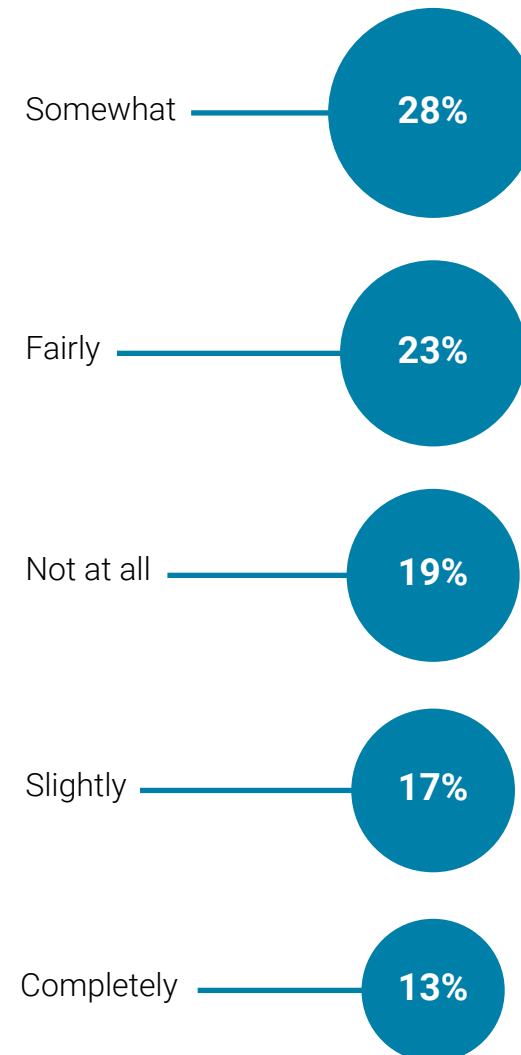
Over the next 12 months, you expect your permanent employee headcount to:

Decrease	(≈7%)
Remain the same	(≈32%)
Increase	(≈57%)

0% 20% 40% 60%
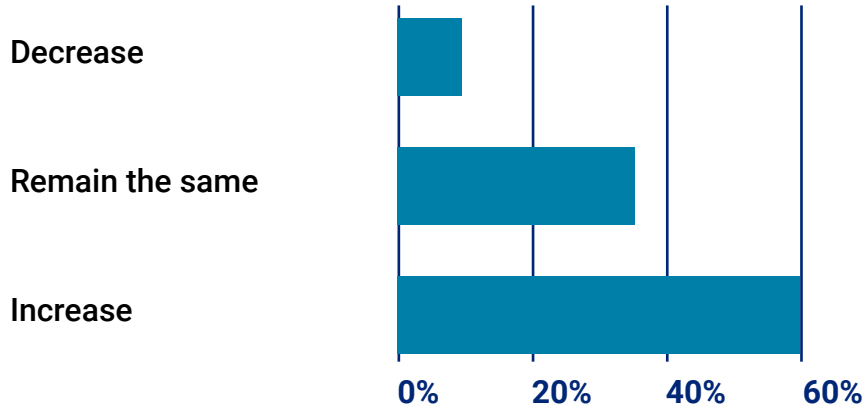
Over the next 12 months, you expect your temporary or contractor headcount to:

No plans to use temporary or contractor staff	(≈18%)
Decrease	(≈14%)
Remain the same	(≈38%)
Increase	(≈27%)

0% 20% 40% 60%
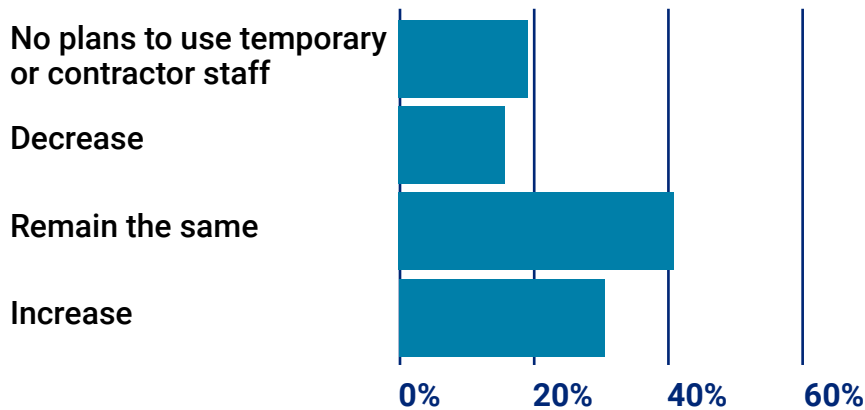
But all of this caution and no compromise comes with risk, **77% of employers said that skill shortages will impact their organization's** ability to achieve its goals in the next year.

Will the skill shortage impact your organization's ability to achieve its goals in the next year?

Yes, in a minor way — **45%**

No — **23%**

Yes, significantly — **32%**
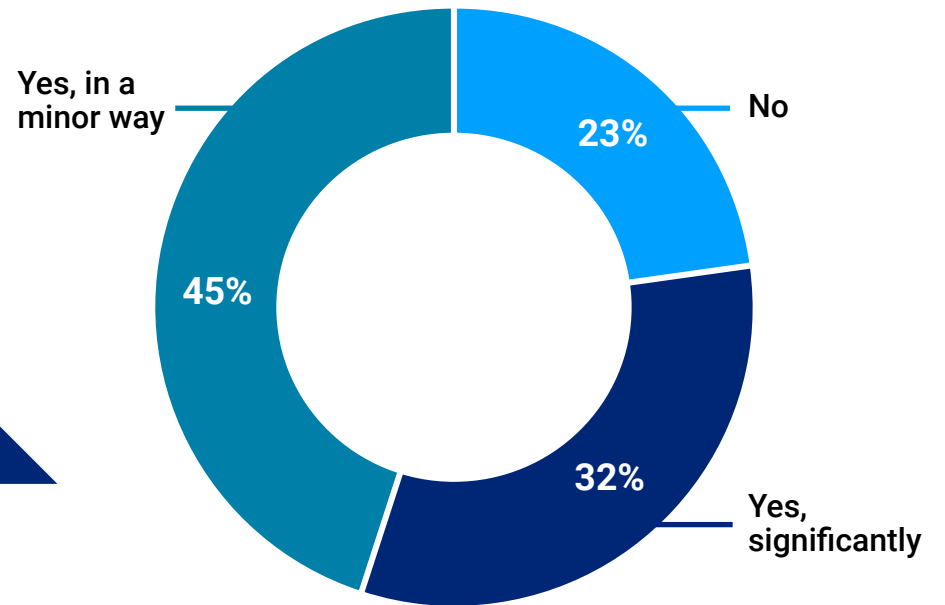
FISHING IN A SHRINKING **TALENT POOL**

Employees

Employers

THE STRUGGLE TO FIND THE RIGHT FIT

61% of employers are currently having difficulty filling their open roles. This could be exacerbated in 2023, as **27% of respondents told us they aren't willing to move until the economic situation becomes more positive**. So, if employers really want to tackle their hiring challenges, they will need to make more compelling offers to overcome that fear.

But importantly, they'll need to show their existing workers they have a plan to face the upcoming challenges and way ahead, or risk nervous employees jumping ship to where pastures look more secure. As **31% of employees also told us they are nervous they could lose their job**.

61% of employers are currently having difficulty filling their open roles.

31% of employees are nervous they could lose their job.

27% of respondents would leave if the economic situation was more positive.
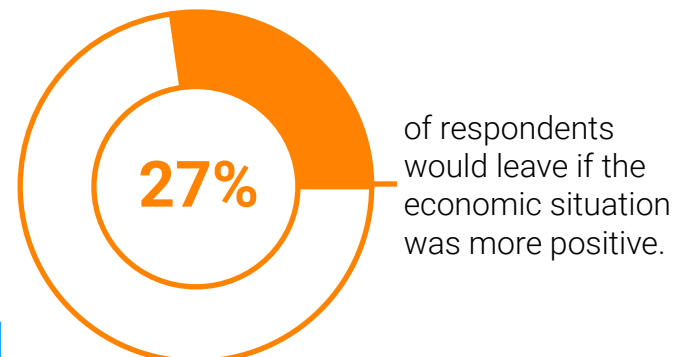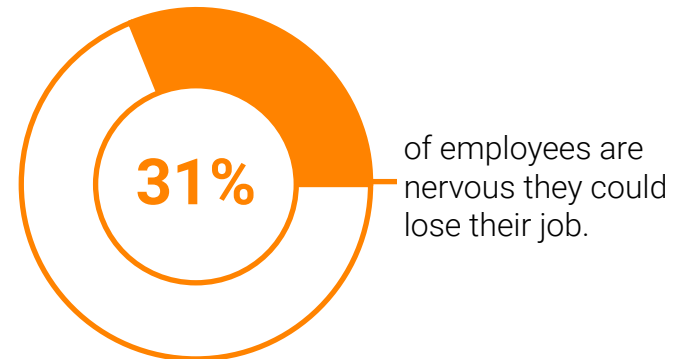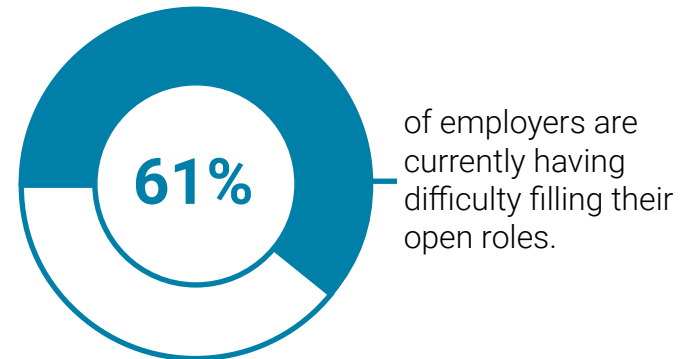
TEMPORARY OR CONTRACT WORKERS CAN BE THE ANSWER TO FACING THE SKILLS SHORTAGE

Our research found that **48% of workers either currently work in a temporary role or would consider temporary work**, which could close those skills gaps in 2023, and give workers and employers alike the flexibility they crave.

This is why as a full suite staffing company, able to support you with both permanent and temporary or contract positions, this year we've included **contractor rates** in our guide.

Would you consider Contract / Temporary / Freelance roles?

No I prefer permanent employment

52%

Yes I would consider

34%

Yes, I currently work this way

14%
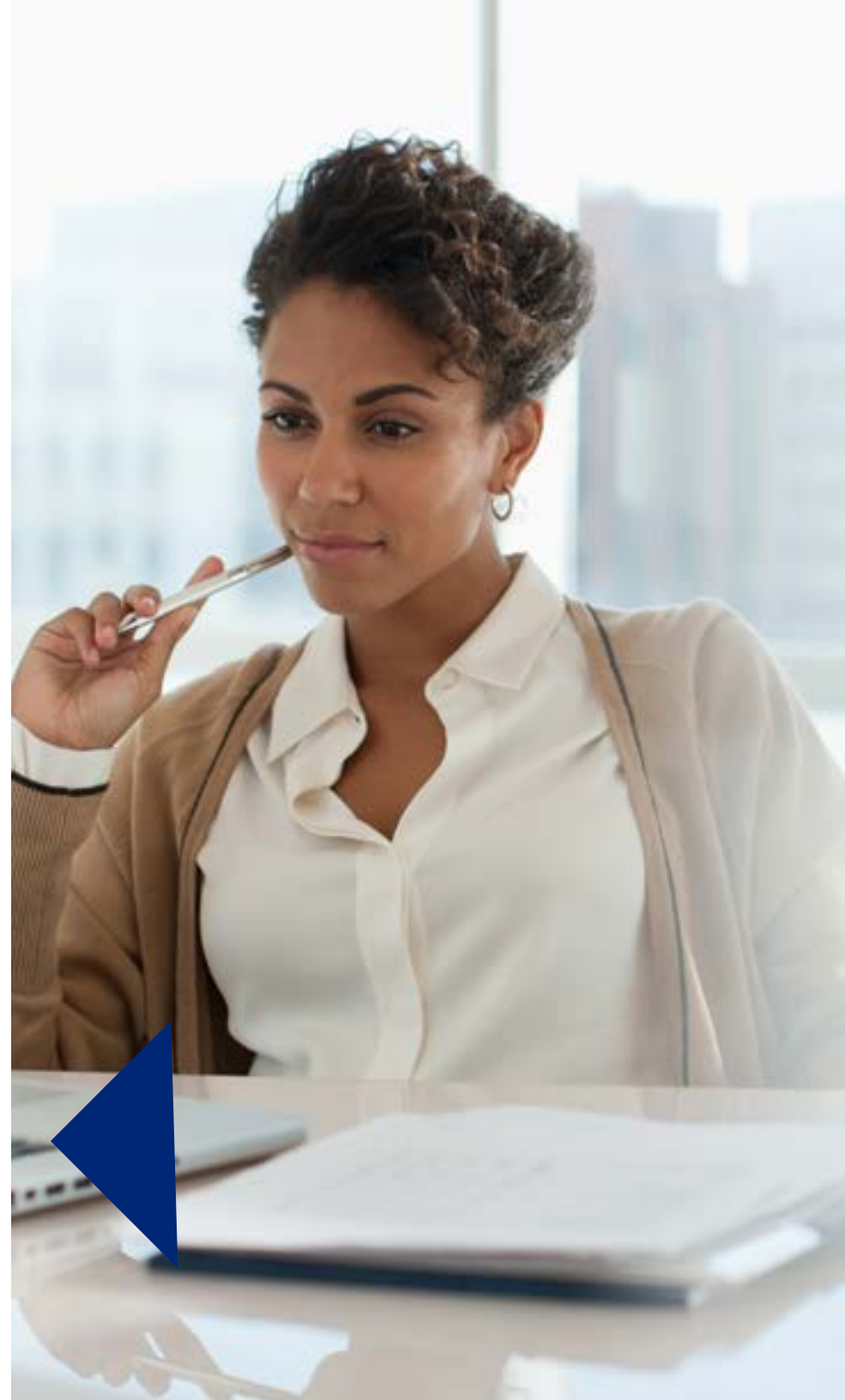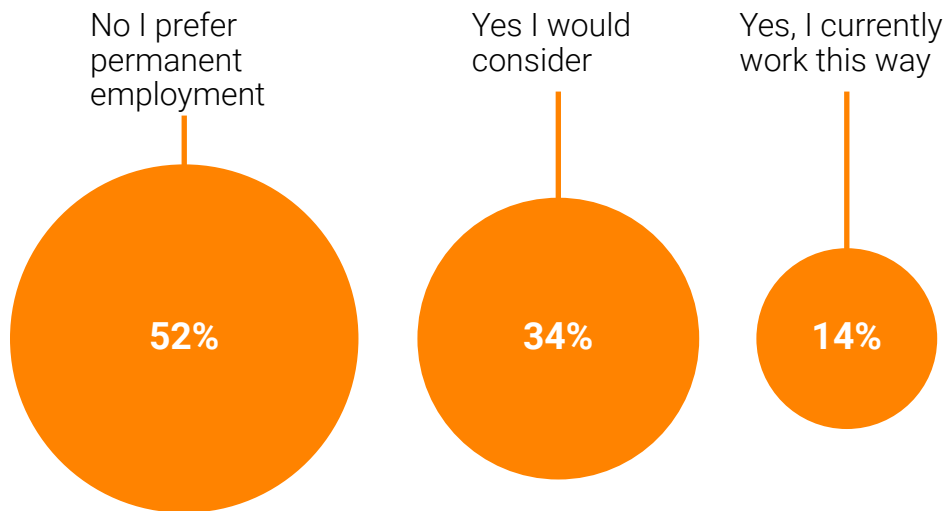
To improve access to talent in the next 12 months employers are taking measures including:

43%

Upskill or reskill existing staff to fill skills gaps.

39%

Raise organization's profile with prospective candidates.

37%

Recruit more apprentices or graduates.

How do you plan to improve access to talent in the next 12 months?

Category	
Upskill or reskill existing staff to fill skill gaps	
Raise our organization's profile with prospective candidates	
Recruit more apprentices or graduates	
Review recruitment strategies to encourage a more diverse range of applicants	
Recruit transferable skills from other industries or professions	
Hire temporary or contract staff	
Recruit workers from overseas	
No plan to improve this sphere	
Other	

0% 10% 20% 30% 40% 50%

CONCLUSION

TURNING THE MARKET INTO A WIN-WIN FOR ALL

The last two years may look like employees had all the control, and enjoyed the flexibility, while **organizations had to pay the price**. But as economic uncertainty changes market appetite, companies can only offer so much as incentives before costs outgrow the gains.

Overall this **market is moving, but at a slower pace**, as employers and employees are less likely to compromise, and the economy makes both parties more cautious.

But given workers overall low satisfaction with their job, and their openness to different work models, employers have a great **opportunity to attract new candidates by promoting flexibility and purpose**. In the year ahead, those who thrive will be the ones who can come together to achieve a comfortable middle ground and bridge the disconnect.

SALARIES & CONTRACTOR RATES

Over the course of the pages in the remainder of this guide you'll find gross annual salary figures expressed in thousand U.S. dollars and contractor rates as hourly wages, organized by function and then by location.

Where you see the 🔥 icon this indicates a **hot job**, where we expect demand to be particularly high in the year ahead.

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

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

Accounting

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Controller 🔥	80 - 150	110 - 150	100 - 160	120 - 160	90 - 160	100 - 160	140 - 180	80 - 150
Assistant Controller / Accounting Manager	115 - 150	85 - 120	90 - 150	110 - 140	100 - 150	65 - 115	115 - 150	105 - 135
Divisional/Property Controller	100 - 130	95 - 135	90 - 140	120 - 150	100 - 150	90 - 120	100 - 150	135 - 150
Senior Property Accountant	70 - 100	75 - 100	70 - 105	70 - 90	70 - 85	60 - 105	95 - 115	75 - 85
Property Accountant	60 - 80	50 - 75	60 - 80	55 - 70	50 - 75	50 - 70	70 - 95	65 - 75
Project Accounting Manager (Construction)	90 - 130	95 - 120	90 - 120	90 - 120	70 - 100	71 - 110	120 - 135	90 - 130
Senior Project Accountant	80 - 110	65 - 90	75 - 100	75 - 100	75 - 95	75 - 100	95 - 115	80 - 110
Project Accountant	60 - 80	60 - 80	65 - 90	50 - 75	60 - 85	65 - 90	75 - 95	75 - 90
Senior Accountant	80 - 120	85 - 120	70 - 90	70 - 95	70 - 90	50 - 85	100 - 120	75 - 95
Staff Accountant	50 - 80	60 - 75	60 - 80	50 - 65	50 - 75	45 - 80	65 - 90	45 - 55
Cost Accountant	50 - 80	65 - 90	65 - 95	55 - 80	65 - 110	58 - 95	80 - 110	65 - 75
Accounts Payable Manager	70 - 100	50 - 100	70 - 90	65 - 90	55 - 90	60 - 90	75 - 100	70 - 110
Accounts Payable Clerk	50 - 65	45 - 55	55 - 70	40 - 55	40 - 55	35 - 50	60 - 70	40 - 45

Audit

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Audit Director	150 - 200	150 - 200	150 - 250	150 - 200	150 - 200	150 - 200	150 - 250+	150 - 200
Audit Manager	110 - 150	120 - 150	100 - 175	100 - 130	110 - 150	100 - 130	100 - 175	115 - 135
Audit Senior	60 - 100	80 - 100	70 - 100	65 - 90	65 - 95	60 - 90	70 - 100	75 - 95
Auditor 🔥	50 - 80	60 - 90	60 - 90	55 - 75	55 - 75	50 - 70	60 - 90	65 - 75
Audit Associate	40 - 60	60 - 75	55 - 70	50 - 70	50 - 75	40 - 60	55 - 70	55 - 65

ACCOUNTING & FINANCE
PERMANENT SALARIES

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

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

Finance

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
VP Financial Planning & Analysis	225 - 300	150 - 200	180 - 250	150 - 200	180 - 300	130 - 200	225 - 300	180 - 225
Financial Planning/Analysis Director	185 - 250	140 - 185	150 - 200	135 - 185	150 - 225	120 - 180	175 - 250	140 - 190
Financial Planning/Analysis Manager	120 - 200	120 - 165	110 - 200	110 - 150	120 - 190	105 - 160	120 - 200	100 - 150
Senior Financial Analyst	110 - 135	85 - 125	85 - 115	80 - 100	80 - 120	75 - 115	110 - 135	80 - 110
Financial Analyst	90 - 110	70 - 95	70 - 100	60 - 80	55 - 95	55 - 90	90 - 110	55 - 90

Payroll

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Payroll Manager / Director	90 - 120	75 - 115	80 - 145	90 - 135	75 - 120	80 - 145	120 - 150	135 - 160
Payroll Specialist	60 - 80	45 - 65	55 - 70	45 - 60	40 - 65	45 - 65	65 - 80	45 - 55
Payroll Coordinator/Clerk	50 - 65	40 - 55	45 - 65	50 - 70	40 - 55	45 - 60	55 - 70	35 - 45

Senior Finance

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Chief Financial Officer	250 - 400	150 - 300	180 - 350	200 - 250	200 - 350	150 - 300	250 - 400	180 - 250
Vice President of Finance	225 - 300	150 - 200	180 - 250	180 - 200	180 - 300	130 - 200	225 - 300	180 - 225
Finance Director	170 - 225	120 - 175	150 - 200	150 - 180	150 - 200	100 - 150	170 - 250	180 - 225
Corporate Controller	150 - 250	110 - 150	100 - 200	150 - 180	130 - 220	90 - 150	150 - 250	135 - 180
Accounting Director/Financial Reporting Director	125 - 175	120 - 170	130 - 200	150 - 200	120 - 200	110 - 180	125 - 175	135 - 180
Financial Reporting Manager	120 - 180	120 - 180	100 - 155	130 - 170	110 - 150	100 - 155	120 - 180	95 - 150
External Reporting Director	150 - 200	120 - 160	120 - 200	140 - 180	150 - 210	115 - 150	150 - 200	150 - 180
External Reporting Manager	120 - 150	100 - 120	100 - 150	90 - 120	110 - 160	60 - 115	120 - 150	120 - 155

ACCOUNTING & FINANCE
PERMANENT SALARIES

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

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

Taxation

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Tax Director	160 - 200	140 - 200	160 - 250	150 - 240	150 - 250	160 - 210	140 - 275	180 - 210
Tax Manager	125 - 150	100 - 120	100 - 150	120 - 150	110 - 155	80 - 150	90 - 160	135 - 165
Senior Tax Accountant	80 - 110	80 - 100	80 - 100	80 - 100	75 - 110	80 - 100	75 - 110	75 - 90
Tax Accountant 👆	75 - 95	70 - 95	75 - 90	50 - 75	60 - 75	65 - 90	65 - 190	60 - 80
Tax Senior	80 - 120	80 - 100	70 - 100	70 - 90	70 - 100	50 - 75	80 - 110	75 - 90

Treasury & Credit

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Treasurer / Vice President of Treasury	150 - 200	130 - 200	120 - 220	100 - 175	150 - 250	100 - 175	180 - 220	150 - 200
Treasury Accountant	60 - 90	70 - 110	80 - 120	55 - 85	80 - 120	60 - 90	80 - 150	55 - 70
Credit/Collections Manager	80 - 100	74 - 132	70 - 120	65 - 90	65 - 120	70 - 100	90 - 130	75 - 90
Credit/Collections Specialist	60 - 80	46 - 66	55 - 70	45 - 60	45 - 60	40 - 55	65 - 75	45 - 55
Accounts Receivable Manager	70 - 100	60 - 100	70 - 90	75 - 95	55 - 90	55 - 80	70 - 90	70 - 110
Accounts Receivable Clerk	50 - 65	45 - 60	55 - 70	40 - 55	40 - 55	30 - 55	60 - 70	45 - 55

ACCOUNTING & FINANCE
CONTRACTOR RATES

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

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

Accounting

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Controller 💧	60 - 80	60 - 80	60 - 80	60 - 80	50 - 80	50 - 80	70 - 100	50 - 80
Assistant Controller / Accounting Manager	55 - 75	50 - 65	50 - 75	50 - 70	45 - 75	40 - 60	60 - 90	50 - 75
Divisional/Property Controller	50 - 70	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	35 - 40	50 - 60	35 - 40
Property Accountant	30 - 50	30 - 50	30 - 50	25 - 35	30 - 50	25 - 35	35 - 50	25 - 35
Project Accounting Manager (Construction)	45 - 65	45 - 65	45 - 65	45 - 60	45 - 65	45 - 60	60 - 70	45 - 60
Senior Project Accountant	35 - 55	35 - 55	35 - 55	35 - 50	35 - 55	35 - 50	40 - 65	35 - 50
Project Accountant	30 - 50	30 - 50	30 - 50	25 - 35	30 - 50	25 - 35	40 - 60	25 - 35
Senior Accountant	25 - 40	25 - 40	25 - 40	25 - 40	40 - 60	25 - 40	50 - 60	25 - 40
Staff Accountant	25 - 40	25 - 40	25 - 40	20 - 35	25 - 40	20 - 35	35 - 45	20 - 35
Cost Accountant	30 - 50	30 - 50	30 - 50	25 - 45	30 - 50	25 - 45	40 - 60	25 - 45
Accounts Payable Manager	35 - 50	35 - 50	35 - 50	30 - 45	35 - 50	30 - 45	40 - 60	30 - 45
Accounts Payable Clerk	20 - 30	20 - 30	20 - 30	20 - 30	20 - 30	20 - 30	30 - 40	20 - 30

Audit

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Audit Director	75 - 125	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	50 - 65	55 - 90	50 - 65
Audit Senior	40 - 60	40 - 60	40 - 60	40 - 50	40 - 60	40 - 50	40 - 55	40 - 50
Auditor 💧	30 - 45	30 - 45	30 - 45	30 - 40	30 - 45	30 - 40	35 - 45	30 - 40
Audit Associate	25 - 30	25 - 30	25 - 30	20 - 35	25 - 30	20 - 35	30 - 35	20 - 35

ACCOUNTING & FINANCE
CONTRACTOR RATES

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

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

Finance

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
VP Financial Planning & Analysis	100 - 150	75 - 100	90 - 125	90 - 100	90 - 150	80 - 100	100 - 150	90 - 100
Financial Planning/Analysis Director	80 - 110	60 - 100	75 - 110	75 - 100	60 - 100	75 - 110	90 - 130	75 - 100
Financial Planning/Analysis Manager	60 - 100	60 - 95	60 - 100	55 - 75	60 - 95	55 - 75	60 - 100	55 - 75
Senior Financial Analyst	50 - 70	40 - 60	40 - 70	40 - 60	40 - 60	40 - 60	55 - 65	40 - 60
Financial Analyst	45 - 60	35 - 50	45 - 60	30 - 40	35 - 50	30 - 40	45 - 55	30 - 40

Payroll

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Payroll Manager / Director	45 - 60	45 - 60	45 - 60	45 - 70	45 - 60	45 - 70	60 - 80	45 - 70
Payroll Specialist	30 - 40	30 - 40	30 - 40	25 - 35	30 - 40	25 - 35	35 - 45	25 - 35
Payroll Co - ordinator/Clerk	25 - 30	25 - 30	25 - 30	15 - 25	25 - 30	15 - 25	30 - 40	15 - 25

Senior Finance

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Chief Financial Officer	100 - 200	75 - 150	80 - 150	90 - 150	100 - 200	75 - 150	125 - 200+	90 - 150
Vice President of Finance	100 - 150	75 - 100	90 - 125	90 - 100	90 - 150	80 - 100	100 - 150	90 - 100
Finance Director	80 - 110	60 - 100	75 - 110	75 - 100	60 - 100	75 - 110	90 - 130	75 - 100
Corporate Controller	75 - 125	60 - 75	50 - 100	70 - 100	60 - 75	70 - 100	75 - 125	70 - 100
Accounting Director/Financial Reporting Director	60 - 100	60 - 100	65 - 100	75 - 100	60 - 81	75 - 100	80 - 90	75 - 100
Financial Reporting Manager	60 - 90	60 - 90	50 - 75	60 - 90	60 - 91	60 - 90	60 - 100	60 - 90
External Reporting Director	75 - 125	75 - 125	75 - 125	70 - 90	75 - 125	70 - 90	75 - 100	70 - 90
External Reporting Manager	60 - 100	60 - 95	60 - 95	45 - 60	60 - 95	45 - 60	60 - 75	45 - 60

ACCOUNTING & FINANCE
CONTRACTOR RATES

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

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

Taxation

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Tax Director	100 - 150	100 - 150	100 - 150	75 - 150	100 - 150	75 - 150	75 - 125	75 - 150
Tax Manager	60 - 90	60 - 90	60 - 90	60 - 80	60 - 90	60 - 80	45 - 90	60 - 80
Senior Tax Accountant	40 - 70	40 - 70	40 - 70	40 - 50	40 - 70	40 - 50	40 - 50	40 - 50
Tax Accountant 👆	40 - 50	40 - 50	40 - 50	25 - 40	40 - 50	25 - 40	35 - 60	25 - 40
Tax Senior	40 - 60	40 - 60	40 - 60	35 - 45	40 - 60	35 - 45	40 - 50	35 - 45

Treasury & Credit

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	NEW YORK	TEXAS
Treasurer / Vice President of Treasury	75 - 100	65 - 100	75 - 110	60 - 80	65 - 100	60 - 80	90 - 120	60 - 80
Treasury Accountant	30 - 45	35 - 50	40 - 50	30 - 40	35 - 50	30 - 40	45 - 75	30 - 40
Credit/Collections Manager	40 - 60	35 - 60	40 - 60	30 - 40	35 - 60	30 - 40	45 - 65	30 - 40
Credit/Collections Specialist	25 - 35	25 - 35	25 - 35	20 - 30	25 - 35	20 - 30	35 - 45	20 - 30
Accounts Receivable Manager	50 - 75	50 - 75	50 - 75	30 - 45	50 - 75	30 - 45	35 - 50	30 - 45
Accounts Receivable Clerk	20 - 30	20 - 30	20 - 30	20 - 30	20 - 30	20 - 30	30 - 50	20 - 30

CONSTRUCTION
PERMANENT SALARIES

PROJECT VALUE <$10M

Project Management

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Project Engineer	65 - 75	50 - 70	60 - 65	65 - 75	70 - 80	70 - 80	50 - 65	55 - 80	60 - 65	60 - 75
Assistant Project Manager	85 - 100	70 - 85	65 - 80	70 - 80	80 - 95	80 - 90	65 - 75	65 - 100	60 - 75	75 - 90
Project Manager 🔥	120 - 150	95 - 115	90 - 110	85 - 95	100 - 120	90 - 120	90 - 130	110 - 150	80 - 95	90 - 105
Senior Project Manager	150 - 180	110 - 130	115 - 130	95 - 115	120 - 130	110 - 130	130 - 165	150 - 190	100 - 120	100 - 125
Project Executive	190 - 220	130 - 145	130 - 150	120 - 150	140 - 170	130 - 150	150 - 175	180 - 225	130 - 150	125 - 145
Vice President	220 - 260	140 - 170	150 - 180	140 - 175	140 - 180	150 - 170	180 - 225	225 - 280	150 - 180	140 - 160

Superintendent/field operations

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Superintendent	85 - 100	65 - 80	60 - 75	55 - 70	70 - 90	70 - 90	50 - 80	60 - 90	55 - 65	70 - 80
Superintendent 🔥	100 - 150	90 - 110	80 - 100	80 - 100	85 - 110	90 - 110	90 - 120	90 - 140	70 - 90	90 - 110
Senior Superintendent 🔥	150 - 200	115 - 130	100 - 120	105 - 130	120 - 130	110 - 130	125 - 150	140 - 180	95 - 110	120 - 135
General Superintendent	200 - 250	120 - 150	120 - 160	120 - 155	130 - 150	130 - 150	150 - 180	160 - 190	115 - 130	130 - 150

Estimating

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Estimator	65 - 75	60 - 70	60 - 70	50 - 70	65 - 75	60 - 75	50 - 60	50 - 65	60 - 70	60 - 75
Estimator 🔥	80 - 100	70 - 85	80 - 90	80 - 100	75 - 90	75 - 90	60 - 90	60 - 90	80 - 90	75 - 90
Senior Estimator	160 - 175	90 - 110	90 - 120	110 - 120	90 - 120	90 - 120	100 - 140	100 - 165	90 - 110	90 - 115
Preconstruction Manager	160 - 180	100 - 120	95 - 110	90 - 105	120 - 140	100 - 125	130 - 150	145 - 175	95 - 110	110 - 130
Chief Estimator / Preconstruction Director	180 - 220	120 - 150	100 - 130	115 - 130	140 - 160	120 - 150	150 - 170	145 - 175	120 - 130	120 - 150

CONSTRUCTION
PERMANENT SALARIES

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

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

PROJECT VALUE $10M - $50M

Project Management

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Project Engineer	65 - 75	60 - 80	60 - 75	65 - 75	70 - 80	70 - 85	50 - 65	70 - 85	60 - 65	65 - 80
Assistant Project Manager	85 - 100	85 - 110	75 - 95	75 - 85	80 - 95	80 - 95	60 - 75	75 - 100	65 - 75	80 - 90
Project Manager 🔥	120 - 160	100 - 130	100 - 120	95 - 105	110 - 130	90 - 125	120 - 140	110 - 150	90 - 110	95 - 115
Senior Project Manager	160 - 180	120 - 150	120 - 140	115 - 140	130 - 160	120 - 150	140 - 170	150 - 200	120 - 140	120 - 140
Project Executive	190 - 225	150 - 180	140 - 160	130 - 165	170 - 200	150 - 180	150 - 180	200 - 250	150 - 180	150 - 180
Vice President	225 - 275	160 - 200	150 - 200	165 - 190	160 - 200	160 - 210	180 - 225	250 - 300	180 - 220	160 - 190

Superintendent/field operations

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Superintendent	85 - 100	80 - 95	65 - 85	65 - 85	70 - 90	70 - 90	50 - 80	65 - 95	60 - 80	75 - 85
Superintendent 🔥	100 - 150	105 - 135	90 - 110	90 - 120	110 - 125	90 - 125	100 - 130	100 - 150	85 - 105	105 - 125
Senior Superintendent 🔥	150 - 200	130 - 160	110 - 135	120 - 150	125 - 145	120 - 140	130 - 170	150 - 180	110 - 125	125 - 145
General Superintendent	200 - 250	150 - 180	140 - 160	140 - 165	150 - 175	130 - 160	170 - 200	160 - 180	130 - 145	150 - 175

Estimating

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Estimator	65 - 75	65 - 75	60 - 70	60 - 75	65 - 75	60 - 75	50 - 60	50 - 65	60 - 70	60 - 75
Estimator 🔥	85 - 105	90 - 105	85 - 95	90 - 105	75 - 95	75 - 100	60 - 100	60 - 110	85 - 95	75 - 95
Senior Estimator	160 - 175	105 - 120	100 - 125	110 - 125	95 - 125	100 - 130	130 - 175	130 - 175	95 - 110	95 - 120
Preconstruction Manager	160 - 180	115 - 130	100 - 125	110 - 125	120 - 140	120 - 140	150 - 200	150 - 220	95 - 115	120 - 140
Chief Estimator / Preconstruction Director	180 - 220	130 - 150	125 - 140	120 - 145	140 - 180	140 - 180	175 - 225	185 - 250	120 - 135	130 - 150

PERMANENT SALARIES

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

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

PROJECT VALUE $50M - $100M

Project Management

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Project Engineer	70 - 80	65 - 95	65 - 75	75 - 90	70 - 80	70 - 85	60 - 70	70 - 85	60 - 65	65 - 80
Assistant Project Manager	90 - 120	85 - 110	75 - 95	85 - 95	80 - 95	80 - 95	65 - 80	75 - 120	75 - 85	75 - 90
Project Manager 🔥	125 - 165	100 - 130	100 - 125	105 - 135	110 - 130	100 - 130	100 - 150	120 - 185	100 - 120	95 - 120
Senior Project Manager	165 - 185	120 - 150	130 - 160	130 - 160	130 - 160	130 - 150	150 - 170	185 - 250	130 - 150	125 - 150
Project Executive	190 - 230	160 - 200	160 - 190	150 - 180	170 - 200	150 - 180	170 - 200	250 - 325	150 - 180	170 - 200
Vice President	250 - 300	180 - 220	210 - 240	170 - 210	180 - 220	170 - 220	200 - 230	325 - 375	180 - 220	200 - 220

Superintendent/field operations

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Superintendent	85 - 100	80 - 95	70 - 90	70 - 90	70 - 90	70 - 90	80 - 90	80 - 95	65 - 85	75 - 90
Superintendent 🔥	100 - 150	110 - 135	100 - 120	95 - 120	110 - 130	90 - 130	100 - 140	120 - 160	90 - 110	110 - 140
Senior Superintendent 🔥	150 - 200	130 - 160	125 - 160	120 - 165	135 - 155	130 - 150	140 - 170	165 - 200	115 - 130	135 - 160
General Superintendent	200 - 250	150 - 180	160 - 200	140 - 180	180 - 200	150 - 170	180 - 200	160 - 200	135 - 160	180 - 200

Estimating

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Estimator	75 - 85	65 - 80	60 - 75	70 - 90	65 - 75	60 - 80	55 - 65	55 - 75	60 - 70	65 - 80
Estimator 🔥	90 - 120	85 - 110	85 - 100	95 - 115	80 - 110	80 - 110	70 - 110	70 - 120	85 - 95	90 - 110
Senior Estimator	160 - 185	110 - 130	110 - 135	110 - 125	100 - 130	100 - 140	150 - 170	150 - 185	95 - 110	110 - 130
Preconstruction Manager	170 - 200	120 - 160	100 - 140	120 - 140	120 - 140	130 - 160	180 - 225	190 - 220	100 - 150	120 - 160
Chief Estimator / Preconstruction Director	200 - 250	150 - 190	150 - 175	145 - 190	150 - 200	150 - 200	185 - 230	200 - 300	125 - 145	135 - 165

PERMANENT SALARIES

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

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

PROJECT VALUE $100M

Project Management

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Project Engineer	70 - 80	70 - 105	65 - 75	75 - 90	70 - 80	70 - 85	60 - 75	75 - 90	60 - 65	65 - 85
Assistant Project Manager	90 - 120	85 - 115	80 - 100	85 - 95	80 - 95	80 - 95	65 - 90	85 - 130	75 - 90	80 - 95
Project Manager 🔥	125 - 165	120 - 145	100 - 130	110 - 140	110 - 140	100 - 130	100 - 150	140 - 225	100 - 120	100 - 125
Senior Project Manager	165 - 185	145 - 170	140 - 170	140 - 170	130 - 160	130 - 160	150 - 170	225 - 300	130 - 150	130 - 160
Project Executive	190 - 230	170 - 200	175 - 225	155 - 185	170 - 200	160 - 180	170 - 210	300 - 350	150 - 180	160 - 200
Vice President	250 - 300	190 - 225	230 - 280	180 - 220	210 - 260	180 - 220	210 - 250	350 - 400	180 - 220	220 - 250

Superintendent/field operations

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	70 - 90	80 - 90	80 - 100	75 - 90	75 - 90
Superintendent 🔥	100 - 150	120 - 145	100 - 120	110 - 130	120 - 140	100 - 130	100 - 140	140 - 180	105 - 120	120 - 140
Senior Superintendent 🔥	150 - 200	145 - 175	140 - 160	130 - 165	140 - 160	130 - 160	150 - 180	180 - 225	125 - 145	140 - 160
General Superintendent	200 - 250	150 - 200	160 - 220	160 - 190	190 - 220	160 - 200	180 - 200	180 - 200	135 - 160	190 - 220

Estimating

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Estimator	75 - 85	70 - 85	65 - 75	75 - 90	65 - 75	65 - 90	50 - 60	60 - 70	60 - 70	70 - 85
Estimator 🔥	90 - 120	100 - 120	85 - 100	100 - 115	80 - 110	90 - 120	80 - 120	90 - 120	95 - 110	100 - 125
Senior Estimator	160 - 185	120 - 135	120 - 150	115 - 150	110 - 140	120 - 150	120 - 185	150 - 200	105 - 115	120 - 140
Preconstruction Manager	170 - 200	130 - 160	110 - 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	150 - 200

CONSTRUCTION
PERMANENT SALARIES

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

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

CIVIL

Estimation & Scheduling

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Junior Estimator	85 - 100	60 - 70	55 - 80	60 - 80	70 - 85	65 - 80	70 - 80	85 - 100	55 - 80	80 - 100
Estimator 🔥	100 - 150	75 - 90	80 - 120	80 - 120	85 - 110	80 - 100	80 - 130	100 - 150	80 - 110	100 - 130
Senior Estimator	150 - 225	90 - 120	120 - 165	120 - 150	110 - 150	100 - 130	130 - 160	150 - 225	110 - 130	130 - 160
Chief Estimator	225 - 350	120 - 180	165 - 180	150 - 180	150 - 200	130 - 190	160 - 225	225 - 350	130 - 150	160 - 180
Scheduler 🔥	100 - 150	75 - 90	80 - 120	80 - 120	85 - 110	80 - 100	80 - 100	100 - 150	80 - 110	100 - 130
Senior Scheduler	170 - 220	120 - 180	165 - 180	150 - 180	150 - 200	130 - 190	160 - 225	170 - 220	130 - 150	160 - 180

Project Management / Engineering Roles

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Project / Field Engineer	80 - 100	60 - 75	55 - 75	50 - 90	55 - 65	65 - 75	70 - 80	80 - 100	55 - 70	70 - 80
Assistant Project Manager	100 - 125	75 - 90	75 - 90	90 - 110	65 - 85	75 - 90	80 - 110	100 - 125	70 - 90	80 - 95
Project Manager 🔥	125 - 180	90 - 110	90 - 130	110 - 125	85 - 120	90 - 130	115 - 150	125 - 180	90 - 130	95 - 130
Senior Project Manager	180 - 225	110 - 150	130 - 175	125 - 150	120 - 170	130 - 160	150 - 185	180 - 225	130 - 175	130 - 170
Project Executive	225 - 270	160 - 180	175 - 185	150 - 200	170 - 220	160 - 180	185 - 210	225 - 270	175 - 180	170 - 200
Vice President	270 - 350	180 - 210	185 - 220	200 - 250	220 - 300	180 - 250	210 - 250	270 - 350	180 - 220	200 - 250

Superintendent / Field Roles

JOB TITLE	CALIFORNIA	COLORADO	*DMV	FLORIDA	GEORGIA	ILLINOIS	MASSACHUSETTS	NEW YORK	RICHMOND	TEXAS
Assistant Superintendent	85 - 120	60 - 80	55 - 85	50 - 85	60 - 80	60 - 80	70 - 100	85 - 120	55 - 85	70 - 100
Superintendent 🔥	120 - 190	80 - 110	85 - 120	85 - 120	80 - 120	85 - 150	100 - 150	120 - 190	85 - 120	100 - 140
Senior Superintendent 🔥	190 - 250	110 - 140	120 - 150	120 - 130	120 - 150	150 - 170	150 - 180	190 - 230	120 - 145	140 - 160
General Superintendent	250 - 350	140 - 180	150 - 190	130 - 160	150 - 200	170 - 200	180 - 220	230 - 270	145 - 160	160 - 190

CONSULTING ENGINEERING
PERMANENT SALARIES

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

Electrical

JOB TITLE	NEW YORK METRO
Fresh Graduate	65 - 75
Engineer	75 - 85
Mid Level Engineer 🔥	85 - 100
Senior Engineer	105 - 125
Project Manager	130 - 160
Chief Engineer	150 - 170
Associate	130 - 150
Senior Associate	140 - 170
Vice President	180 - 220
Principal / President	220 - 350

Mechanical

JOB TITLE	NEW YORK METRO
Fresh Graduate	60 - 70
Engineer	70 - 80
Mid Level Engineer 🔥	80 - 95
Senior Engineer P.E	95 - 120
Project Manager	105 - 125
Associate	130 - 150
Senior Associate	155 - 180
Vice President	180 - 205
Principal / President	205 - 350

Plumbing & Fire Protection

JOB TITLE	NEW YORK METRO
Fresh Graduate	60 - 70
Engineer	70 - 80
Mid Level Engineer 🔥	80 - 95
Senior Engineer	95 - 105
Associate	110 - 125
Senior Associate	130 - 150
Vice President	160 - 180
Principal	200 - 280

Energy

BUILDING ENERGY OPTIMIZATION	NEW YORK METRO
Fresh Graduate	65 - 70
Engineer	75 - 80
Mid Level Engineer 🔥	80 - 95
Senior Engineer	100 - 145
Project Manager	100 - 145
Engineering Manager	150 - 180
Vice President / Principal engineer	180 - 300

Energy

SOLAR PROJECT ENGINEERING	NORTH EAST
Fresh Graduate	70 - 80
Engineer	75 - 85
Mid Level Engineer 🔥	85 - 105
Senior Engineer	110 - 140
Project Manager	100 - 130
Engineering Manager	135 - 150
Director of Engineering	145 - 165
Vice President	175 - 300

HUMAN RESOURCES
PERMANENT SALARIES

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

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

Compensation & Benefits

JOB TITLE	NATIONAL
Vice President / Director 💧	200
Manager	80 - 180
Specialist	80 - 140
Analyst	70 - 120
Coordinator / Administrator	50 - 85

Organizational Development

JOB TITLE	NATIONAL
Vice President / Director	250
Change Manager	120 - 220
Learning / Training Manager 💧	80 - 150
Specialist	50 - 80

Generalist

JOB TITLE	NATIONAL
Vice President	250
Director 💧	150 - 250
Business Partner 💧	100 - 180
Manager	80 - 150
Generalist	75 - 120
Coordinator	60 - 90
Administrator / Assistant	50 - 70

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

HUMAN RESOURCES
CONTRACTOR RATES

Compensation & Benefits

JOB TITLE	NATIONAL
Vice President / Director 🔥	96
Manager	38 - 87
Specialist	38 - 67
Analyst	33 - 58
Coordinator / Administrator	24 - 41

Organizational Development

JOB TITLE	NATIONAL
Vice President / Director	120
Change Manager	57 - 106
Learning / Training Manager 🔥	38 - 72
Specialist	24 - 38

Generalist

JOB TITLE	NATIONAL
Vice President	120
Director 🔥	72 - 120
Business Partner 🔥	48 - 87
Manager	38 - 72
Generalist	36 - 57
Coordinator	28 - 43
Administrator / Assistant	24 - 33

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

LIFE SCIENCES
PERMANENT SALARIES

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

Regulatory Affairs

JOB TITLE	NATIONAL
Vice President, Regulatory Affairs 🔥	300 - 350
Regulatory Affairs Senior Director	240 - 300
Regulatory Affairs Director	200 - 240
Regulatory Affairs Associate Director	170 - 200
Regulatory Affairs Senior Manager	150 - 170
Regulatory Affairs Manager	130 - 150
Regulatory Affairs Senior Associate / Specialist	95 - 130
Regulatory Affairs Associate / Specialist	80 - 95

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

Health Economics & Market Access

JOB TITLE	NATIONAL
Vice President, Market Access	240 - 300
Director, HEOR	180 - 230
Director, Market Access	175 - 225
Director, Reimbursement and Pricing	175 - 225
Manager, Market Access and Government Relations	135 - 175
Manager, Stakeholder Relations	125 - 150
Manager, Reimbursement and Pricing	125 - 150
Manager, HEOR	130 - 185

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 - 220
Senior Director Clinical Operations	220 - 285
VP Clinical Operations	285 - 320

Drug Safety & PV Dependent upon TA area / degree

JOB TITLE	NATIONAL
Senior VP, Head Drug Safety / PV (MD)	340 - 400
Executive Director Safety / Department Head (MD)	340 - 350
Senior Safety Physician (MD)	230 - 350
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

Patient Services

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

LIFE SCIENCES
PERMANENT SALARIES

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

Medical Affairs Dependent upon TA area / degree

JOB TITLE	NATIONAL
Senior Medical Science Liaison (MD, PharmD, PhD)	150 - 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	400 - 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
Vice President, 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	85 - 110
Quality Assurance Senior Associate / Specialist	85 - 110
Quality Assurance Associate / Specialist	60 - 85

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 - 150
Sales Representative	70 - 150

Biostatistics & SAS

JOB TITLE	NATIONAL
Biostatistician	130 - 180
SAS Programmer	125 - 150

Validation

JOB TITLE	NATIONAL
Validation Manager	110 - 140
Validation Specialist	75 - 100

LIFE SCIENCES
CONTRACTOR RATES

Regulatory Affairs

JOB TITLE	NATIONAL
Vice President, 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 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

Health Economics & Market Access

JOB TITLE	NATIONAL
Vice President, 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

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

Drug Safety & PV Dependent upon TA area / degree

JOB TITLE	NATIONAL
(S)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

Patient Services

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

LIFE SCIENCES
CONTRACTOR RATES

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

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
Vice President, 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

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

Biostatistics & SAS

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

Validation

JOB TITLE	NATIONAL
Validation Manager	55 - 70
Validation Specialist	35 - 50

MARKETING
PERMANENT SALARIES

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

Marketing

JOB TITLE	NATIONAL
Chief Marketing Officer	220
VP of Marketing	180 - 220
Marketing Director 🔥	130 - 180
Marketing Manager	80 - 130
Assistant Marketing Manager	70 - 90
Marketing Assistant	60 - 70
Marketing Coordinator	40 - 60
Social Media Specialist	40 - 70
Social Media Strategist	50 - 70
SEO Specialist	50 - 80
Marketing Analytics Specialist 🔥	70 - 120
Content Marketing Manager 🔥	70 - 95

JOB TITLE	NATIONAL
Copy writer	65 - 75
Graphic Designer	50 - 90
Creative Director	100 - 180
Content Developer	70 - 90
Proposal Writer	80 - 120
Market Researcher	40 - 60
Product Manager	75 - 95
Marketing Analyst	70 - 90
Event Manager	60 - 80
Brand / Product Manager 🔥	75 - 95
Brand Ambassador	40 - 60

Digital Marketing

JOB TITLE	NATIONAL
Digital Marketing Director	150 - 200
Head of E-Commerce 🔥	140 - 165
E - Commerce Specialist	40 - 60
Online Marketing Manager	80 - 120
UX / UI Manager	120 - 150
UX / UI Designer	115 - 150
Digital Marketing Manager	80 - 120
Digital Marketing Specialist	60 - 95
Digital Optimization Manager	70 - 90
Social Media Manager	60 - 90
SEM Specialist	50 - 80
SEO Specialist	50 - 80
Web Designer	60 - 80
Content Marketing Specialist	50 - 90
Product Owner Digital	90 - 130
Head of Analytics / Head of Research	140 - 200
Customer Insight Manager / Research Manager	80 - 140
Marketing Data Analyst	70 - 120

PROPERTY & FACILITIES
PERMANENT SALARIES

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

Commercial Real Estate

JOB TITLE	NATIONAL
Vice President, 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

Operations & 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	75 - 110
Building Engineer	70 - 85
Maintenance Technician	65 - 85

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 Community Association Manager (CAM) 🔥	80 - 110
On - Site Community Association Manager (CAM)	90 - 120
On - Site Property Manager (Luxury)	100 - 150
On - Site Property Manager (Affordable)	75 - 110
Assistant Property Manager	65 - 80
Project Manager (Affordable)	75 - 100
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
Maintenance Technician	55 - 75

PROPERTY & FACILITIES
PERMANENT SALARIES

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

Development and Asset Management

JOB TITLE	NATIONAL
Vice President, Asset Management	220
Director, Asset Management	150 - 220
Asset Manager	100 - 150
Development Director	175
Development Manager	120 - 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
Head of Corporate Real Estate	150
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

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

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

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

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	140 - 170	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	130 - 160	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
Sr. Cloud Solutions Engineer	135 - 155	140 - 180	150 - 175	130 - 170	140 - 180	120 - 140	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	100 - 120	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 - 175	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

TECHNOLOGY
PERMANENT SALARIES

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

CYBER SECURITY

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	145 - 165	145 - 170	200 - 230	175 - 200	165 - 185	165 - 185	165 - 195	200 - 230	160 - 200	160 - 200
Senior Application Security Engineer	155 - 180	155 - 180	155 - 180	155 - 180	130 - 145	130 - 150	180 - 210	150 - 175	140 - 165	140 - 165	155 - 180	180 - 210	150 - 175	150 - 175
Application Security Engineer	145 - 165	145 - 165	145 - 165	145 - 165	135 - 150	135 - 155	170 - 190	135 - 155	130 - 150	130 - 150	145 - 165	170 - 190	130 - 160	130 - 160

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	180 - 215	160 - 175	220 - 280	180 - 220	150 - 170	150 - 170	190 - 240	220 - 280	175 - 200	175 - 200
Solutions Architect	180 - 220	180 - 220	170 - 210	180 - 220	150 - 200	160 - 175	200 - 250	160 - 200	145 - 160	145 - 160	170 - 210	200 - 250	175 - 200	175 - 200

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	150 - 190	150 - 200	190 - 250	175 - 200	165 - 190	165 - 190	180 - 220	190 - 250	175 - 200	175 - 200
Cloud Security Engineer	150 - 190	150 - 190	150 - 190	150 - 190	150 - 160	150 - 170	160 - 210	150 - 175	160 - 170	160 - 170	150 - 190	160 - 210	150 - 175	150 - 175

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	165 - 200	165 - 210	230 - 260	170 - 200	165 - 190	165 - 190	200 - 250	230 - 260	175 - 200	175 - 200
Senior DevSecOps Engineer	160 - 215	170 - 215	170 - 215	170 - 215	140 - 180	140 - 185	190 - 235	160 - 180	155 - 175	155 - 175	170 - 215	190 - 235	140 - 175	140 - 175
DevSecOps Engineer 🔥	140 - 185	150 - 185	150 - 185	150 - 185	130 - 160	130 - 165	170 - 200	140 - 160	145 - 165	145 - 165	150 - 185	170 - 200	130 - 160	130 - 160

TECHNOLOGY
PERMANENT SALARIES

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

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

CYBER SECURITY

Governance Risk & Compliance

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	DMV*	LOS ANGELES	MIAMI	TAMPA	ORLANDO	HOUSTON	NEW YORK	RALEIGH	RICHMOND
Principal GRC Consultant	175 - 200	185 - 200	185 - 200	185 - 200	155 - 165	155 - 170	200 - 220	160 - 180	160 - 175	160 - 175	185 - 200	200 - 220	150 - 180	150 - 180
Senior GRC Consultant	160 - 180	160 - 190	160 - 190	160 - 190	135 - 165	135 - 170	185 - 210	130 - 160	145 - 160	145 - 160	160 - 190	185 - 210	130 - 150	130 - 150
GRC Consultant	145 - 160	145 - 170	145 - 170	145 - 170	135 - 155	125 - 170	160 - 190	100 - 130	120 - 145	120 - 145	145 - 170	160 - 190	120 - 135	120 - 135
Compliance Coordinator / Analyst	95 - 105	95 - 105	95 - 105	95 - 105	75 - 90	75 - 110	105 - 125	75 - 100	85 - 110	85 - 110	95 - 105	105 - 125	100 - 120	100 - 120
Data Security Consultant	150 - 180	150 - 180	150 - 180	150 - 180	135 - 160	135 - 170	155 - 200	140 - 160	140 - 160	140 - 160	150 - 180	155 - 200	150 - 180	150 - 180
Principal QSA Assessor	190 - 250	200 - 250	200 - 250	200 - 250	160 - 200	160 - 210	230 - 280	150 - 190	200 - 250	200 - 250	200 - 250	230 - 280	165 - 200	160 - 195
Senior QSA Assessor	165 - 230	165 - 250	165 - 250	165 - 250	120 - 170	130 - 170	200 - 250	130 - 150	140 - 165	140 - 165	165 - 250	200 - 250	125 - 150	120 - 145
QSA Assessor	130 - 165	130 - 165	130 - 165	130 - 165	130 - 165	80 - 135	150 - 180	80 - 130	120 - 145	120 - 145	130 - 165	150 - 180	100 - 120	100 - 120

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	185 - 210	185 - 210	205 - 240	175 - 225	180 - 220	180 - 220	190 - 220	205 - 240	175 - 225	175 - 225
Director, Governance, Risk & Compliance	170 - 200	170 - 200	180 - 200	170 - 200	170 - 195	170 - 200	175 - 230	150 - 180	170 - 190	160 - 190	180 - 200	175 - 230	150 - 200	150 - 200
Manager, Governance, Risk & Compliance	155 - 165	155 - 165	155 - 175	155 - 165	140 - 160	140 - 165	165 - 185	130 - 160	150 - 170	150 - 170	155 - 175	165 - 185	130 - 175	130 - 175

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	170 - 220	190 - 220	170 - 200	170 - 200	200 - 250	170 - 200	170 - 200	170 - 200	190 - 220	200 - 250	150 - 200	150 - 200
Senior Engineer	160 - 180	160 - 180	160 - 180	160 - 180	140 - 170	140 - 175	170 - 200	140 - 170	150 - 170	150 - 170	160 - 180	170 - 200	150 - 180	140 - 175
Engineer	140 - 160	140 - 170	140 - 170	140 - 170	140 - 160	140 - 160	160 - 175	130 - 150	125 - 150	125 - 150	140 - 170	160 - 175	120 - 150	120 - 150
Developer	140 - 170	140 - 170	140 - 170	140 - 170	120 - 160	120 - 165	160 - 175	125 - 150	135 - 160	135 - 160	140 - 170	160 - 175	120 - 150	120 - 150
Administrator	95 - 130	95 - 130	95 - 130	95 - 130	80 - 110	80 - 110	105 - 150	100 - 120	100 - 115	100 - 115	95 - 130	105 - 150	100 - 120	100 - 120

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

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

CYBER SECURITY

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 - 350	200 - 250	175 - 200	175 - 200	250 - 300	200 - 250	180 - 200	180 - 200	200 - 250	250 - 300	200 - 250	200 - 250
Director, Identity & Governance	185 - 230	185 - 250	185 - 200	185 - 250	160 - 180	160 - 185	200 - 260	175 - 225	165 - 185	165 - 185	185 - 250	200 - 260	175 - 220	175 - 220
Manager, Identity & Governance	150 - 190	150 - 200	150 - 200	150 - 200	150 - 165	150 - 170	175 - 225	150 - 180	145 - 160	145 - 160	150 - 200	175 - 225	150 - 200	150 - 200

Incident Response

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	DMV*	LOS ANGELES	MIAMI	TAMPA	ORLANDO	HOUSTON	NEW YORK	RALEIGH	RICHMOND
Manager, Incident Response	160 - 190	160 - 200	160 - 200	160 - 200	145 - 200	145 - 200	180 - 220	150 - 200	145 - 165	145 - 165	160 - 200	180 - 220	150 - 200	150 - 200
Incident Response Analyst (Level III)	140 - 170	140 - 175	140 - 175	140 - 175	120 - 170	120 - 175	160 - 190	125 - 155	145 - 160	145 - 160	140 - 175	160 - 190	120 - 150	120 - 150
Incident Response Analyst (Level II)	110 - 140	110 - 140	110 - 140	110 - 140	100 - 120	100 - 120	130 - 160	100 - 125	125 - 150	125 - 150	110 - 140	130 - 160	100 - 130	100 - 130
Incident Response Analyst (Level I)	80 - 120	90 - 120	90 - 120	90 - 120	70 - 90	70 - 90	110 - 140	70 - 100	95 - 125	95 - 125	90 - 120	110 - 140	80 - 110	80 - 110
Senior Forensics Analyst	180 - 220	180 - 220	180 - 220	180 - 220	150 - 200	150 - 200	190 - 240	150 - 200	160 - 190	160 - 190	180 - 220	190 - 240	150 - 200	150 - 200
Forensics Analyst	140 - 170	140 - 170	140 - 170	140 - 170	120 - 150	120 - 150	150 - 190	120 - 150	145 - 165	145 - 165	140 - 170	150 - 190	130 - 150	130 - 150
DFIR Engineer	110 - 140	110 - 140	110 - 140	110 - 140	100 - 130	100 - 130	130 - 160	100 - 130	120 - 140	120 - 140	110 - 140	130 - 160	100 - 130	100 - 130
DFIR Analyst	90 - 110	90 - 110	90 - 110	90 - 110	90 - 110	90 - 110	110 - 130	90 - 110	90 - 120	90 - 120	90 - 110	110 - 130	80 - 100	80 - 100
Reverse Engineer	145 - 180	150 - 180	135 - 160	150 - 180	135 - 150	135 - 150	170 - 200	130 - 160	145 - 165	145 - 165	135 - 160	170 - 200	130 - 150	130 - 150
Malware Analyst	100 - 125	100 - 125	100 - 125	100 - 125	100 - 120	100 - 125	120 - 150	100 - 125	115 - 135	115 - 135	100 - 125	120 - 150	100 - 130	100 - 130

TECHNOLOGY
PERMANENT SALARIES

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

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

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 - 380	250 - 400	250 - 400	250 - 400	225 - 300	250 - 350	300 - 500	250 - 300	225 - 300	225 - 300	250 - 400	300 - 500	200 - 250	200 - 250
VP, Information Security	200 - 250	200 - 250	200 - 250	200 - 250	165 - 225	165 - 225	225 - 300	200 - 220	180 - 225	180 - 225	200 - 250	225 - 300	190 - 220	190 - 220
Director, Information Security	185 - 250	185 - 250	185 - 250	185 - 250	180 - 200	180 - 210	210 - 260	175 - 225	160 - 200	160 - 200	185 - 250	210 - 260	170 - 210	170 - 210
Manager, Information Security	160 - 200	160 - 200	150 - 200	160 - 200	150 - 170	160 - 175	185 - 220	150 - 180	150 - 160	150 - 160	150 - 200	185 - 220	150 - 190	150 - 190

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	200 - 250	200 - 250	200 - 250	150 - 200	160 - 180	180 - 200	180 - 210	200 - 250	150 - 200	150 - 200
Senior Penetration Tester	170 - 190	170 - 190	170 - 190	170 - 190	170 - 190	170 - 195	170 - 210	135 - 165	150 - 165	160 - 185	170 - 190	170 - 210	130 - 160	130 - 160
Penetration Tester	140 - 160	145 - 160	145 - 160	145 - 160	150 - 165	150 - 170	150 - 170	120 - 140	140 - 150	140 - 160	135 - 160	150 - 170	120 - 150	120 - 150

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	170 - 200	170 - 200	200 - 250	170 - 200	170 - 200	170 - 200	180 - 230	200 - 250	150 - 200	150 - 200
Engineer	150 - 180	160 - 180	160 - 180	160 - 180	140 - 170	140 - 175	180 - 200	140 - 170	150 - 170	150 - 170	160 - 180	180 - 200	150 - 180	140 - 175
Administrator	100 - 130	100 - 140	100 - 140	100 - 140	110 - 120	85 - 125	120 - 160	100 - 130	110 - 120	110 - 120	100 - 140	120 - 160	100 - 130	100 - 130

TECHNOLOGY
PERMANENT SALARIES

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

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

CYBER SECURITY

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	150 - 170	150 - 175	170 - 200	160 - 190	150 - 190	150 - 190	160 - 180	170 - 200	160 - 195	160 - 195
Principal Engineer	170 - 200	170 - 200	170 - 200	170 - 200	140 - 175	140 - 180	190 - 220	150 - 190	150 - 175	150 - 175	170 - 200	190 - 220	150 - 170	150 - 170
Senior Engineer	140 - 170	140 - 170	140 - 170	140 - 170	125 - 150	125 - 155	165 - 185	130 - 160	130 - 155	130 - 155	140 - 170	165 - 185	130 - 150	130 - 150
Engineer	110 - 130	110 - 130	110 - 130	110 - 130	95 - 120	95 - 125	150 - 165	100 - 130	125 - 135	125 - 135	110 - 130	150 - 165	100 - 130	100 - 130
Analyst (Level III)	130 - 165	130 - 165	130 - 165	130 - 165	135 - 155	135 - 160	150 - 185	130 - 160	150 - 180	150 - 180	130 - 165	150 - 185	120 - 130	115 - 125
Analyst (Level II)	125 - 140	125 - 140	125 - 140	125 - 140	110 - 120	100 - 125	140 - 155	100 - 130	120 - 140	120 - 140	125 - 140	140 - 155	110 - 120	105 - 115
Analyst (Level I)	80 - 110	80 - 110	80 - 110	80 - 110	70 - 85	80 - 110	110 - 135	80 - 100	80 - 110	80 - 110	90 - 130	110 - 135	90 - 110	85 - 105
Security Administrator	85 - 100	85 - 100	85 - 100	85 - 100	70 - 85	70 - 90	110 - 130	75 - 100	75 - 100	75 - 100	85 - 100	110 - 130	80 - 110	80 - 110
Network Security Architect	150 - 170	140 - 160	140 - 160	140 - 160	135 - 155	140 - 160	170 - 210	145 - 165	145 - 170	145 - 170	150 - 180	170 - 210	150 - 170	150 - 170
Senior Network Security Engineer	120 - 155	125 - 155	125 - 155	125 - 155	110 - 135	130 - 140	150 - 170	135 - 155	145 - 160	145 - 160	135 - 155	150 - 170	120 - 145	120 - 145
Network Security Engineer	100 - 130	100 - 130	100 - 130	100 - 130	90 - 125	90 - 130	130 - 150	120 - 140	100 - 130	100 - 130	100 - 130	130 - 150	100 - 130	100 - 130
DLP Architect	160 - 190	160 - 190	160 - 190	160 - 190	150 - 160	150 - 165	200 - 220	160 - 180	150 - 160	150 - 160	160 - 190	200 - 220	150 - 175	150 - 175
DLP Engineer	155 - 175	155 - 175	155 - 175	155 - 175	135 - 150	135 - 155	170 - 200	140 - 160	135 - 150	135 - 150	155 - 175	170 - 200	130 - 150	130 - 150
WAF Engineer	140 - 165	140 - 165	140 - 165	140 - 165	120 - 140	120 - 145	150 - 180	125 - 150	120 - 140	120 - 140	140 - 165	150 - 180	130 - 150	130 - 150

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	170 - 200	170 - 210	225 - 260	175 - 225	185 - 200	185 - 200	210 - 240	225 - 260	175 - 225	175 - 225
Director, Security Operations Center	180 - 220	190 - 220	190 - 220	190 - 220	150 - 180	150 - 190	185 - 250	150 - 180	165 - 185	165 - 185	190 - 220	185 - 250	150 - 200	150 - 200
Manager, Security Operations Center	160 - 180	160 - 180	160 - 180	160 - 180	130 - 160	130 - 165	175 - 200	130 - 160	155 - 165	155 - 165	160 - 180	175 - 200	140 - 175	140 - 175

TECHNOLOGY
PERMANENT SALARIES

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

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

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	100 - 120	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	130 - 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

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	100 - 130	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	90 - 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	70 - 100	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	60 - 90	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	40 - 60	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	40 - 60	60 - 75	40 - 60	66 - 83	50 - 70	66 - 95	50 - 60	55 - 70	45 - 60	35 - 45

PERMANENT SALARIES

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

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

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	125 - 200	150 - 200	160 - 200	165 - 220	150 - 200	165 - 225	150 - 200	175 - 250	160 - 220	130 - 150
Chief Information Security Officer	250 - 380	250 - 400	250 - 400	250 - 400	225 - 300	250 - 350	300 - 500	250 - 300	300 - 500	225 - 300	200 - 250	200 - 250	225 - 300
Head of IT Security	150 - 200	175 - 250	180 - 250	180 - 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	140 - 190	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 - 200	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	140 - 190	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	130 - 200	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	160 - 200	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	120 - 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	150 - 180	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	150 - 180	130 - 170	150 - 182	143 - 187	160 - 180	175 - 225	160 - 180	150 - 180	130 - 170	140 - 175
IT Manager	100 - 140	130 - 180	150 - 175	110 - 130	130 - 180	150 - 183	143 - 187	120 - 150	165 - 187	120 - 150	140 - 155	120 - 135	125 - 150

TECHNOLOGY
PERMANENT SALARIES

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

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

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	125 - 150	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	120 - 150	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	120 - 150	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	100 - 120	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	70 - 110	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	85 - 115	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 - 125	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	100 - 130	120 - 140	110 - 130	132 - 154	105 - 130	150 - 175	105 - 130	120 - 140	95 - 120	100 - 120
Business Analyst - Mid	80 - 100	110 - 130	95 - 125	80 - 100	110 - 130	90 - 110	121 - 143	85 - 105	135 - 165	85 - 105	110 - 130	85 - 105	85 - 100
Business Analyst - Junior	60 - 80	100 - 120	70 - 95	60 - 80	100 - 120	90 - 110	110 - 132	70 - 85	95 - 125	70 - 85	90 - 110	70 - 85	65 - 80

TECHNOLOGY
PERMANENT SALARIES

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

SALESFORCE

Functional Roles

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
Solution Architect	170 - 195	160 - 190	170 - 190	165 - 190	170 - 190	175 - 210	175 - 195	190 - 215	160 - 180	170 - 190	160 - 180
Senior Consultant	150 - 170	140 - 165	150 - 170	145 - 165	150 - 170	150 - 175	150 - 175	165 - 185	140 - 155	150 - 170	140 - 155
Consultant	120 - 140	90 - 145	120 - 140	115 - 140	120 - 140	125 - 145	125 - 145	135 - 155	115 - 130	120 - 140	115 - 130
Senior Administrator	115 - 130	90 - 130	115 - 130	115 - 130	110 - 130	120 - 135	120 - 135	125 - 140	110 - 125	120 - 130	110 - 125
Administrator	90 - 110	90 - 110	90 - 110	90 - 105	85 - 100	70 - 105	95 - 110	100 - 120	80 - 100	90 - 115	80 - 100
Senior Business Analyst	115 - 130	115 - 130	115 - 130	115 - 130	110 - 130	110 - 125	120 - 135	125 - 140	110 - 125	120 - 130	110 - 125
Business Analyst	90 - 110	90 - 110	90 - 110	90 - 105	85 - 100	85 - 115	95 - 110	100 - 120	80 - 100	90 - 115	80 - 100
Program Manager	140 - 155	130 - 155	140 - 155	145 - 155	130 - 160	120 - 165	145 - 160	140 - 170	130 - 150	135 - 155	130 - 150
Product Owner	135 - 150	110 - 177	135 - 150	135 - 150	135 - 155	130 - 165	135 - 155	135 - 160	125 - 135	135 - 150	135 - 150
Project Manager	120 - 140	115 - 135	110 - 140	115 - 135	120 - 135	115 - 150	110 - 150	130 - 160	110 - 135	125 - 140	110 - 130

Marketing Cloud

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
SFMC Email Specialist	90 - 120	77 - 120	95 - 120	100 - 120	100 - 120	95 - 120	95 - 125	105 - 130	85 - 110	100 - 120	85 - 110

Technical Roles

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
Technical Architect	170 - 195	150 - 180	170 - 190	165 - 190	170 - 190	160 - 195	175 - 195	190 - 215	160 - 180	170 - 190	160 - 180
Senior Developer	145 - 160	140 - 160	145 - 160	145 - 160	140 - 160	150 - 180	150 - 165	155 - 170	135 - 150	140 - 160	135 - 150
Developer	110 - 140	100 - 140	120 - 140	115 - 135	110 - 140	110 - 140	115 - 145	120 - 150	105 - 130	110 - 135	105 - 130

PERMANENT SALARIES

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

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

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	150 - 190	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 - 170	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	120 - 170	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	125 - 140	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	120 - 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	100 - 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	70 - 100	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	110 - 150	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	80 - 120	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	100 - 140	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	95 - 135	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	100 - 120	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	100 - 140	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	110 - 150	120 - 160	120 - 160	132 - 176	130 - 160	150 - 175	120 - 150	120 - 150	120 - 150	140 - 160

TECHNOLOGY
PERMANENT SALARIES

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

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

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

TECHNOLOGY
PERMANENT SALARIES

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

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

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

TECHNOLOGY
CONTRACTOR RATES

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

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

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

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	111 - 131	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 - 111	92 - 127	98 - 111	114 - 134	98 - 108	105 - 111	95 - 105	92 - 98
Sr. 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

TECHNOLOGY
CONTRACTOR RATES

CYBER SECURITY

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	114 - 127	114 - 131	150 - 170	134 - 150	127 - 140	127 - 140	127 - 147	150 - 170	124 - 150	124 - 150
Senior Application Security Engineer	121 - 137	121 - 137	121 - 137	121 - 137	105 - 114	105 - 118	137 - 157	118 - 134	111 - 127	111 - 127	121 - 137	137 - 157	118 - 134	118 - 134
Application Security Engineer	114 - 127	114 - 127	114 - 127	114 - 127	108 - 118	108 - 121	131 - 144	108 - 121	105 - 118	105 - 118	114 - 127	131 - 144	105 - 124	105 - 124

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	137 - 160	124 - 134	163 - 202	137 - 163	118 - 131	118 - 131	144 - 176	163 - 202	134 - 150	134 - 150
Solutions Architect	137 - 163	137 - 163	131 - 157	137 - 163	118 - 150	124 - 134	150 - 183	124 - 150	114 - 124	114 - 124	131 - 157	150 - 183	134 - 150	134 - 150

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	118 - 144	118 - 150	144 - 183	134 - 150	127 - 144	127 - 144	137 - 163	144 - 183	134 - 150	134 - 150
Cloud Security Engineer	118 - 144	118 - 144	118 - 144	118 - 144	118 - 124	118 - 131	124 - 157	118 - 134	124 - 131	124 - 131	118 - 144	124 - 157	118 - 134	118 - 134

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	127 - 150	127 - 157	170 - 189	131 - 150	127 - 144	127 - 144	150 - 183	170 - 189	134 - 150	134 - 150
Senior DevSecOps Engineer	124 - 160	131 - 160	131 - 160	131 - 160	111 - 137	111 - 140	144 - 173	124 - 137	121 - 134	121 - 134	131 - 160	144 - 173	111 - 134	111 - 134
DevSecOps Engineer 🔥	111 - 140	118 - 140	118 - 140	118 - 140	105 - 124	105 - 127	131 - 150	111 - 124	114 - 127	114 - 127	118 - 140	131 - 150	105 - 124	105 - 124

TECHNOLOGY
CONTRACTOR RATES

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

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

CYBER SECURITY

Governance Risk & Compliance

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	DMV*	LOS ANGELES	MIAMI	TAMPA	ORLANDO	HOUSTON	NEW YORK	RALEIGH	RICHMOND
Principal GRC Consultant	134 - 150	140 - 150	140 - 150	140 - 150	121 - 127	121 - 131	150 - 163	124 - 137	124 - 134	124 - 134	140 - 150	150 - 163	118 - 137	118 - 137
Senior GRC Consultant	124 - 137	124 - 144	124 - 144	124 - 144	108 - 127	108 - 131	140 - 157	105 - 124	114 - 124	114 - 124	124 - 144	140 - 157	105 - 118	105 - 118
GRC Consultant	114 - 124	114 - 131	114 - 131	114 - 131	108 - 121	101 - 131	124 - 144	85 - 105	98 - 114	98 - 114	114 - 131	124 - 144	98 - 108	98 - 108
Compliance Coordinator / Analyst	82 - 88	82 - 88	82 - 88	82 - 88	69 - 79	69 - 92	88 - 101	69 - 85	75 - 92	75 - 92	82 - 88	88 - 101	85 - 98	85 - 98
Data Security Consultant	118 - 137	118 - 137	118 - 137	118 - 137	108 - 124	108 - 131	121 - 150	111 - 124	111 - 124	111 - 124	118 - 137	121 - 150	118 - 137	118 - 137
Principal QSA Assessor	144 - 183	150 - 183	150 - 183	150 - 183	124 - 150	124 - 157	170 - 202	118 - 144	150 - 183	150 - 183	150 - 183	170 - 202	127 - 150	124 - 147
Senior QSA Assessor	127 - 170	127 - 183	127 - 183	127 - 183	98 - 131	105 - 131	150 - 183	105 - 118	111 - 127	111 - 127	127 - 183	150 - 183	101 - 118	98 - 114
QSA Assessor	105 - 127	105 - 127	105 - 127	105 - 127	105 - 127	72 - 108	118 - 137	72 - 105	98 - 114	98 - 114	105 - 127	118 - 137	85 - 98	85 - 98

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	140 - 157	140 - 157	153 - 176	134 - 166	137 - 163	137 - 163	144 - 163	153 - 176	134 - 166	134 - 166
Director, Governance, Risk & Compliance	131 - 150	131 - 150	137 - 150	131 - 150	131 - 147	131 - 150	134 - 170	118 - 137	131 - 144	124 - 144	137 - 150	134 - 170	118 - 150	118 - 150
Manager, Governance, Risk & Compliance	121 - 127	121 - 127	121 - 134	121 - 127	111 - 124	111 - 127	127 - 140	105 - 124	118 - 131	118 - 131	121 - 134	127 - 140	105 - 134	105 - 134

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	131 - 163	144 - 163	131 - 150	131 - 150	150 - 183	131 - 150	131 - 150	131 - 150	144 - 163	150 - 183	118 - 150	118 - 150
Senior Engineer	124 - 137	124 - 137	124 - 137	124 - 137	111 - 131	111 - 134	131 - 150	111 - 131	118 - 131	118 - 131	124 - 137	131 - 150	118 - 137	111 - 134
Engineer	111 - 124	111 - 131	111 - 131	111 - 131	111 - 124	111 - 124	124 - 134	105 - 118	101 - 118	101 - 118	111 - 131	124 - 134	98 - 118	98 - 118
Developer	111 - 131	111 - 131	111 - 131	111 - 131	98 - 124	98 - 127	124 - 134	101 - 118	108 - 124	108 - 124	111 - 131	124 - 134	98 - 118	98 - 118
Administrator	82 - 105	82 - 105	82 - 105	82 - 105	72 - 92	72 - 92	88 - 118	85 - 98	85 - 95	85 - 95	82 - 105	88 - 118	85 - 98	85 - 98

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

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

CYBER SECURITY

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 - 248	150 - 183	134 - 150	134 - 150	183 - 215	150 - 183	137 - 150	137 - 150	150 - 183	183 - 215	150 - 183	150 - 183
Director, Identity & Governance	140 - 170	140 - 183	140 - 150	140 - 183	124 - 137	124 - 140	150 - 189	134 - 166	127 - 140	127 - 140	140 - 183	150 - 189	134 - 163	134 - 163
Manager, Identity & Governance	118 - 144	118 - 150	118 - 150	118 - 150	118 - 127	118 - 131	134 - 166	118 - 137	114 - 124	114 - 124	118 - 150	134 - 166	118 - 150	118 - 150

Incident Response

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	DMV*	LOS ANGELES	MIAMI	TAMPA	ORLANDO	HOUSTON	NEW YORK	RALEIGH	RICHMOND
Manager, Incident Response	124 - 144	124 - 150	124 - 150	124 - 150	114 - 150	114 - 150	137 - 163	118 - 150	114 - 127	114 - 127	124 - 150	137 - 163	118 - 150	118 - 150
Incident Response Analyst (Level III)	111 - 131	111 - 134	111 - 134	111 - 134	98 - 131	98 - 134	124 - 144	101 - 121	114 - 124	114 - 124	111 - 134	124 - 144	98 - 118	98 - 118
Incident Response Analyst (Level II)	92 - 111	92 - 111	92 - 111	92 - 111	85 - 98	85 - 98	105 - 124	85 - 101	101 - 118	101 - 118	92 - 111	105 - 124	85 - 105	85 - 105
Incident Response Analyst (Level I)	72 - 98	79 - 98	79 - 98	79 - 98	66 - 79	66 - 79	92 - 111	66 - 85	82 - 101	82 - 101	79 - 98	92 - 111	72 - 92	72 - 92
Senior Forensics Analyst	137 - 163	137 - 163	137 - 163	137 - 163	118 - 150	118 - 150	144 - 176	118 - 150	124 - 144	124 - 144	137 - 163	144 - 176	118 - 150	118 - 150
Forensics Analyst	111 - 131	111 - 131	111 - 131	111 - 131	98 - 118	98 - 118	118 - 144	98 - 118	114 - 127	114 - 127	111 - 131	118 - 144	105 - 118	105 - 118
DFIR Engineer	92 - 111	92 - 111	92 - 111	92 - 111	85 - 105	85 - 105	105 - 124	85 - 105	98 - 111	98 - 111	92 - 111	105 - 124	85 - 105	85 - 105
DFIR Analyst	79 - 92	79 - 92	79 - 92	79 - 92	79 - 92	79 - 92	92 - 105	79 - 92	79 - 98	79 - 98	79 - 92	92 - 105	72 - 85	72 - 85
Reverse Engineer	114 - 137	118 - 137	108 - 124	118 - 137	108 - 118	108 - 118	131 - 150	105 - 124	114 - 127	114 - 127	108 - 124	131 - 150	105 - 118	105 - 118
Malware Analyst	85 - 101	85 - 101	85 - 101	85 - 101	85 - 98	85 - 101	98 - 118	85 - 101	95 - 108	95 - 108	85 - 101	98 - 118	85 - 105	85 - 105

TECHNOLOGY
CONTRACTOR RATES

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

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

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 - 267	183 - 280	183 - 280	183 - 280	166 - 215	183 - 248	215 - 345	183 - 215	166 - 215	166 - 215	183 - 280	215 - 345	150 - 183	150 - 183
VP, Information Security	150 - 183	150 - 183	150 - 183	150 - 183	127 - 166	127 - 166	166 - 215	150 - 163	137 - 166	137 - 166	150 - 183	166 - 215	144 - 163	144 - 163
Director, Information Security	140 - 183	140 - 183	140 - 183	140 - 183	137 - 150	137 - 157	157 - 189	134 - 166	124 - 150	124 - 150	140 - 183	157 - 189	131 - 157	131 - 157
Manager, Information Security	124 - 150	124 - 150	118 - 150	124 - 150	118 - 131	124 - 134	140 - 163	118 - 137	118 - 124	118 - 124	118 - 150	140 - 163	118 - 144	118 - 144

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	150 - 183	150 - 183	150 - 183	118 - 150	124 - 137	137 - 150	137 - 157	150 - 183	118 - 150	118 - 150
Senior Penetration Tester	131 - 144	131 - 144	131 - 144	131 - 144	131 - 144	131 - 147	131 - 157	108 - 127	118 - 127	124 - 140	131 - 144	131 - 157	105 - 124	105 - 124
Penetration Tester	111 - 124	114 - 124	114 - 124	114 - 124	118 - 127	118 - 131	118 - 131	98 - 111	111 - 118	111 - 124	108 - 124	118 - 131	98 - 118	98 - 118

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	131 - 150	131 - 150	150 - 183	131 - 150	131 - 150	131 - 150	137 - 170	150 - 183	118 - 150	118 - 150
Engineer	118 - 137	124 - 137	124 - 137	124 - 137	111 - 131	111 - 134	137 - 150	111 - 131	118 - 131	118 - 131	124 - 137	137 - 150	118 - 137	111 - 134
Administrator	85 - 105	85 - 111	85 - 111	85 - 111	92 - 98	75 - 101	98 - 124	85 - 105	92 - 98	92 - 98	85 - 111	98 - 124	85 - 105	85 - 105

TECHNOLOGY
CONTRACTOR RATES

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

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

CYBER SECURITY

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	118 - 131	118 - 134	131 - 150	124 - 144	118 - 144	118 - 144	124 - 137	131 - 150	124 - 147	124 - 147
Principal Engineer	131 - 150	131 - 150	131 - 150	131 - 150	111 - 134	111 - 137	144 - 163	118 - 144	118 - 134	118 - 134	131 - 150	144 - 163	118 - 131	118 - 131
Senior Engineer	111 - 131	111 - 131	111 - 131	111 - 131	101 - 118	101 - 121	127 - 140	105 - 124	105 - 121	105 - 121	111 - 131	127 - 140	105 - 118	105 - 118
Engineer	92 - 105	92 - 105	92 - 105	92 - 105	82 - 98	82 - 101	118 - 127	85 - 105	101 - 108	101 - 108	92 - 105	118 - 127	85 - 105	85 - 105
Analyst (Level III)	105 - 127	105 - 127	105 - 127	105 - 127	108 - 121	108 - 124	118 - 140	105 - 124	118 - 137	118 - 137	105 - 127	118 - 140	98 - 105	95 - 101
Analyst (Level II)	101 - 111	101 - 111	101 - 111	101 - 111	92 - 98	85 - 101	111 - 121	85 - 105	98 - 111	98 - 111	101 - 111	111 - 121	92 - 98	88 - 95
Analyst (Level I)	72 - 92	72 - 92	72 - 92	72 - 92	66 - 75	72 - 92	92 - 108	72 - 85	72 - 92	72 - 92	79 - 105	92 - 108	79 - 92	75 - 88
Security Administrator	75 - 85	75 - 85	75 - 85	75 - 85	66 - 75	66 - 79	92 - 105	69 - 85	69 - 85	69 - 85	75 - 85	92 - 105	72 - 92	72 - 92
Network Security Architect	118 - 131	111 - 124	111 - 124	111 - 124	108 - 121	111 - 124	131 - 157	114 - 127	114 - 131	114 - 131	118 - 137	131 - 157	118 - 131	118 - 131
Senior Network Security Engineer	98 - 121	101 - 121	101 - 121	101 - 121	92 - 108	105 - 111	118 - 131	108 - 121	114 - 124	114 - 124	108 - 121	118 - 131	98 - 114	98 - 114
Network Security Engineer	85 - 105	85 - 105	85 - 105	85 - 105	79 - 101	79 - 105	105 - 118	98 - 111	85 - 105	85 - 105	85 - 105	105 - 118	85 - 105	85 - 105
DLP Architect	124 - 144	124 - 144	124 - 144	124 - 144	118 - 124	118 - 127	150 - 163	124 - 137	118 - 124	118 - 124	124 - 144	150 - 163	118 - 134	118 - 134
DLP Engineer	121 - 134	121 - 134	121 - 134	121 - 134	108 - 118	108 - 121	131 - 150	111 - 124	108 - 118	108 - 118	121 - 134	131 - 150	105 - 118	105 - 118
WAF Engineer	111 - 127	111 - 127	111 - 127	111 - 127	98 - 111	98 - 114	118 - 137	101 - 118	98 - 111	98 - 111	111 - 127	118 - 137	105 - 118	105 - 118

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	131 - 150	131 - 157	166 - 189	134 - 166	140 - 150	140 - 150	157 - 176	166 - 189	134 - 166	134 - 166
Director, Security Operations Center	137 - 163	144 - 163	144 - 163	144 - 163	118 - 137	118 - 144	140 - 183	118 - 137	127 - 140	127 - 140	144 - 163	140 - 183	118 - 150	118 - 150
Manager, Security Operations Center	124 - 137	124 - 137	124 - 137	124 - 137	105 - 124	105 - 127	134 - 150	105 - 124	121 - 127	121 - 127	124 - 137	134 - 150	111 - 134	111 - 134

TECHNOLOGY
CONTRACTOR RATES

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)	85 - 98	98 - 118	85 - 108	85 - 98	98 - 118	85 - 108	98 - 118	85 - 98	106 - 127	85 - 101	88 - 127	85 - 98	85 - 98	85 - 98	85 - 98
Sr. 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

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 - 59	66 - 79	59 - 72	66 - 79	66 - 79	46 - 59	70 - 84	53 - 66	70 - 88	53 - 59	56 - 66	53 - 62	46 - 56
Helpdesk/Service Desk Analyst	40 - 53	59 - 69	53 - 66	59 - 69	59 - 69	46 - 59	63 - 74	53 - 66	63 - 82	53 - 59	56 - 66	49 - 59	43 - 49

TECHNOLOGY
CONTRACTOR RATES

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

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

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

TECHNOLOGY
CONTRACTOR RATES

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

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

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

TECHNOLOGY
CONTRACTOR RATES

SALESFORCE

Functional Roles

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
Solution Architect	131 - 147	124 - 144	131 - 144	127 - 144	131 - 144	134 - 157	134 - 147	144 - 160	124 - 137	131 - 144	124 - 137
Sr. Consultant	118 - 131	111 - 127	118 - 131	114 - 127	118 - 131	118 - 134	118 - 134	127 - 140	111 - 121	118 - 131	111 - 121
Consultant	98 - 111	79 - 114	98 - 111	95 - 111	98 - 111	101 - 114	101 - 114	108 - 121	95 - 105	98 - 111	95 - 105
Sr. Administrator	95 - 105	79 - 105	95 - 105	95 - 105	92 - 105	98 - 108	98 - 108	101 - 111	92 - 101	98 - 105	92 - 101
Administrator	79 - 92	79 - 92	79 - 92	79 - 88	75 - 85	66 - 88	82 - 92	85 - 98	72 - 85	79 - 95	72 - 85
Sr. Business Analyst	95 - 105	95 - 105	95 - 105	95 - 105	92 - 105	92 - 101	98 - 108	101 - 111	92 - 101	98 - 105	92 - 101
Business Analyst	79 - 92	79 - 92	79 - 92	79 - 88	75 - 85	75 - 95	82 - 92	85 - 98	72 - 85	79 - 95	72 - 85
Program Manager	111 - 121	105 - 121	111 - 121	114 - 121	105 - 124	98 - 127	114 - 124	111 - 131	105 - 118	108 - 121	105 - 118
Product Owner	108 - 118	92 - 135	108 - 118	108 - 118	108 - 121	105 - 127	108 - 121	108 - 124	101 - 108	108 - 118	108 - 118
Project Manager	98 - 111	95 - 108	92 - 111	95 - 108	98 - 108	95 - 118	92 - 118	105 - 124	92 - 108	101 - 111	92 - 105

Marketing Cloud

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
SFMC Email Specialist	79 - 98	70 - 98	82 - 98	85 - 98	85 - 98	82 - 98	82 - 101	88 - 105	75 - 92	85 - 98	75 - 92

Technical Roles

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	TAMPA
Technical Architect	131 - 147	118 - 137	131 - 144	127 - 144	131 - 144	124 - 147	134 - 147	144 - 160	124 - 137	131 - 144	124 - 137
Sr. Developer	114 - 124	111 - 124	114 - 124	114 - 124	111 - 124	118 - 137	118 - 127	121 - 137	108 - 118	111 - 124	108 - 118
Developer	92 - 111	85 - 111	98 - 111	95 - 108	92 - 111	92 - 111	95 - 114	98 - 118	88 - 105	92 - 108	88 - 105

TECHNOLOGY
CONTRACTOR RATES

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

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

Software Development

JOB TITLE	ATLANTA	AUSTIN	CHICAGO	DALLAS	DENVER	DMV*	LOS ANGELES	MIAMI	NEW YORK	ORLANDO	RALEIGH	RICHMOND	TAMPA
Development Director	134 - 150	105 - 131	134 - 150	105 - 131	105 - 131	134 - 150	113 - 142	134 - 166	134 - 166	134 - 166	134 - 150	118 - 150	124 - 150
Development Manager	118 - 134	111 - 137	118 - 134	111 - 137	111 - 137	118 - 134	120 - 149	118 - 137	134 - 150	118 - 140	118 - 134	111 - 131	118 - 134
Software Architect	118 - 137	118 - 150	118 - 137	118 - 150	118 - 150	118 - 137	127 - 163	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
Sr. 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

TECHNOLOGY
CONTRACTOR RATES

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

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

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

TECHNOLOGY
CONTRACTOR RATES

◄

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

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

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 🔥	95 - 108	105 - 118	85 - 105	105 - 118	105 - 118	98 - 111	113 - 127	92 - 105	118 - 127	92 - 105	92 - 105	92 - 105	92 - 105
Sr. 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

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Meaningful innovation
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OUR GLOBAL REACH

Employees worldwide
13,000

Markets served
33

Offices worldwide
253

Permanent placements last year
83,750

Contract workers last year
250,000

Years in business
54

OUR LOCAL PRESENCE
Employees locally
+450

States served
16

Candidates in our database
+1,620,000

Years in business
22

OUR MAIN DIVISIONS
Accounting & Finance
Construction & Engineering
Human Resources
Life Sciences
Marketing
Property & Facilities Management
Sustainability
Technology

OUR SERVICES
Permanent Recruitment & contract staffing
Retained search
Project Recruitment
Outsourced recruitment solutions (RPO)
Managed Service Program (MSP)
Preferred Supplier

OUR ADVISORY SERVICES
Employer Branding
Salary Benchmarking
DE&I Advisory