



2026 APC SALARY GUIDE

Our guide provides salary data and trends to help candidates negotiate better pay and plan their careers, while assisting hiring managers in attracting and retaining top talent.

APCINC.COM



2026 SALARY GUIDE

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THE STATE OF THE JOB MARKET IN 2026

The job market is in a phase of slow, uneven recovery after cooling in 2025. Here's a balanced overview based on forecasts from economists, at JPMorgan, Goldman Sachs, and the BLS:

- **US Unemployment and Hiring:** Unemployment is 4.6% for the beginning of 2026. It is expected to peak near 4.5% early in 2026 before stabilizing or slightly declining. There is a "low-hire, low-fire" environment—fewer layoffs but cautious hiring. Potential improvement in the second half from tax cuts, Fed rate reductions, and AI productivity gains.
- **Growth Sectors:** Strong demand persists in healthcare and social assistance, renewable energy/clean tech, AI/cybersecurity/tech specialties, and infrastructure-related roles.
- **Challenges:** AI adoption may displace some white-collar jobs, tariffs/immigration policies reduce labor supply in certain sectors, and economic uncertainty leads to hiring freezes in tech, finance, and manufacturing.

This is a defining moment for employers to stand out by investing in their people. By focusing on skills-based hiring, and offering opportunities for internal mobility, you can shift employee attitudes and empower them to contribute to your organization's success.

Our 2026 Salary Guide can help you succeed.

- It provides clarity on the value of top skill sets and professionals in your industry.
- Equips your leaders to negotiate salaries with confidence.
- Enhances your talent acquisition and retention strategies for long-term success.

HOW WE GATHER DATA

The salary data was sourced from the Bureau of Labor Statistics, and LHH. The trusted leaders in compensation data, software, recruitment, and analytics, providing you with the most current and reliable information available.

Data Key:

The data in this guide is presented as average national base salary by company size and range.

Company Size: FTE = full time employees.

- Small: 1-100 FTEs
- Medium: 100-500 FTEs
- Large: 500-15,000 FTEs
- Enterprise: 15,000+ FTEs

Salary Range:

Based on all salaries regardless of experience.

- Minimum: Low-end salary range
- Maximum: High-end salary range
- Average: Average of all salary ranges

Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Accounting Clerk	\$51,200	\$52,500	\$53,800	\$54,800	\$48,000	\$63,600	\$55,800
Accounts Payable Clerk	\$51,000	\$52,500	\$53,800	\$54,800	\$48,400	\$63,000	\$55,700
Accounts Payable Specialist	\$62,300	\$64,700	\$66,700	\$68,200	\$57,500	\$82,600	\$70,100
Accounts Payable Supervisor	\$77,800	\$80,800	\$83,400	\$85,500	\$71,800	\$102,700	\$87,200
Accounts Payable Manager	\$106,200	\$111,500	\$89,600	\$119,400	\$94,800	\$142,900	\$118,800
Accounts Receivable Clerk	\$49,600	\$51,300	\$52,600	\$53,600	\$47,400	\$61,400	\$54,400
Accounts Receivable Specialist	\$73,300	\$76,600	\$79,500	\$81,600	\$61,200	\$81,000	\$71,100
Accounts Receivable Supervisor	\$75,700	\$78,800	\$81,300	\$83,500	\$71,700	\$101,600	\$86,600
Accounts Receivable Manager	\$102,400	\$107,800	\$112,600	\$115,900	\$106,600	\$147,000	\$126,800
Billing Clerk	\$58,300	\$59,000	\$61,000	\$62,500	\$48,000	\$68,800	\$58,400
Billing Manager	\$112,900	\$115,800	\$122,200	\$125,600	\$101,700	\$148,900	\$125,300
Bookkeeper	\$44,100	\$45,400	\$47,900	\$48,800	\$57,100	\$100,200	\$78,700
Cash Applications Clerk	\$51,000	\$52,500	\$53,800	\$54,800	\$48,400	\$63,000	\$55,700
Collections Specialist	\$49,600	\$51,300	\$52,600	\$53,600	\$47,400	\$81,400	\$64,400
Credit & Collections Manager	\$114,200	\$117,000	\$120,600	\$121,900	\$93,800	\$150,400	\$122,100
Jr. Accountant	\$59,800	\$63,600	\$69,300	\$72,300	\$54,500	\$71,200	\$62,800
Staff Accountant	\$73,100	\$75,400	\$78,600	\$82,000	\$63,300	\$92,900	\$78,100
Sr. Accountant	\$88,800	\$92,700	\$96,400	\$101,200	\$80,300	\$120,600	\$100,500
Accounting Supervisor	\$95,900	\$97,400	\$99,800	\$102,600	\$91,800	\$127,500	\$109,700
Accounting Manager	\$121,100	\$128,900	\$135,200	\$138,500	\$105,900	\$152,000	\$128,900
Assistant Controller	\$167,700	\$178,300	\$205,400	\$219,100	\$143,700	\$198,100	\$170,900
Controller	\$238,100	\$273,500	\$324,500	\$362,000	\$177,800	\$381,500	\$279,600
Accounting Director	\$187,200	\$203,700	\$215,500	\$223,400	\$161,400	\$229,300	\$195,300
Chief Accounting Officer	\$251,600	\$293,900	\$323,300	\$355,500	\$238,200	\$303,000	\$270,600
Chief Financial Officer	\$279,600	\$349,400	\$530,000	\$656,300	\$217,500	\$551,200	\$384,300

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large:500–15,000FTEs | Enterprise:15,000+ FTEs

Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Cost Accountant	\$81,500	\$84,000	\$88,300	\$89,300	\$69,800	\$98,900	\$84,400
Sr. Cost Accountant	\$96,900	\$100,400	\$104,600	\$106,200	\$80,900	\$122,600	\$101,700
Data Analyst	\$106,000	\$105,700	\$109,900	\$112,400	\$73,800	\$136,600	\$105,200
Financial Analyst	\$89,800	\$93,100	\$96,100	\$100,600	\$75,600	\$97,200	\$86,400
Sr. Financial Analyst	\$115,600	\$119,000	\$122,700	\$162,000	\$93,400	\$158,000	\$125,700
Finance Manager	\$140,000	\$144,200	\$158,500	\$161,300	\$115,500	\$151,500	\$133,500
Finance Director	\$205,700	\$220,900	\$255,700	\$266,900	\$143,900	\$250,000	\$196,900
Internal Audit Manager	\$113,700	\$125,100	\$135,300	\$143,300	\$120,900	\$139,400	\$130,100
Internal Audit Director	\$163,900	\$168,400	\$172,000	\$177,900	\$131,700	\$168,900	\$150,300
Vice President Internal Audit	\$164,400	\$180,100	\$195,400	\$204,200	\$159,400	\$199,500	\$179,400
Payroll Clerk	\$98,100	\$101,200	\$104,700	\$106,900	\$86,500	\$123,600	\$105,000
Payroll Specialist	\$116,100	\$119,500	\$122,100	\$126,600	\$100,700	\$141,800	\$121,300
Payroll Supervisor	\$135,400	\$142,000	\$149,000	\$152,500	\$120,300	\$175,900	\$148,100
Payroll Manager	\$188,600	\$202,800	\$217,200	\$225,700	\$171,800	\$253,000	\$212,400
Tax Accountant	\$219,600	\$245,700	\$265,500	\$279,700	\$209,700	\$310,600	\$260,100
Sr. Tax Accountant	\$57,700	\$58,500	\$60,100	\$60,900	\$56,800	\$71,400	\$64,100
Tax Manager	\$67,100	\$69,900	\$73,200	\$76,500	\$68,800	\$97,400	\$83,100
Tax Director	\$104,000	\$107,700	\$111,600	\$114,200	\$96,100	\$120,400	\$108,200
Assistant Treasurer	\$124,100	\$129,400	\$135,700	\$139,100	\$111,200	\$161,700	\$136,500
Treasurer	\$96,100	\$99,400	\$102,500	\$108,200	\$81,600	\$114,000	\$97,800
Treasury Analyst	\$100,100	\$103,300	\$108,900	\$112,000	\$87,000	\$131,000	\$109,000
Sr. Treasury Analyst	\$165,900	\$169,600	\$174,200	\$179,900	\$120,500	\$162,900	\$141,700
Treasury Manager	\$205,200	\$219,700	\$243,300	\$257,300	\$162,600	\$232,400	\$197,500
Director of Budgets	\$198,400	\$211,300	\$220,200	\$231,300	\$174,000	\$262,400	\$218,200
Director of Grants & Proposals	\$251,500	\$258,300	\$264,900	\$273,900	\$190,900	\$351,800	\$271,400

Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Public Accounting							
Audit/Assurance Services Associate	\$76,600	\$82,300	\$88,100	\$93,800	\$69,400	\$102,300	\$85,800
Sr. Audit/Assurance Services Associate	\$108,200	\$109,800	\$112,400	\$114,000	\$101,500	\$121,500	\$111,500
Audit/Assurance Services Manager	\$132,400	\$143,600	\$155,300	\$166,500	\$117,600	\$183,000	\$150,300
Tax Associate	\$76,400	\$82,300	\$85,400	\$89,100	\$66,700	\$97,500	\$82,100
Sr. Tax Associate	\$105,800	\$108,200	\$110,700	\$114,400	\$101,200	\$126,200	\$113,700
Tax Manager	\$122,300	\$126,200	\$126,600	\$134,900	\$126,400	\$151,500	\$138,900
Sr. Tax Manager	\$163,600	\$177,200	\$189,600	\$202,600	\$147,000	\$221,600	\$184,300
Partner	\$311,400	\$322,000	\$332,500	\$343,100	\$267,300	\$407,100	\$337,200
Banking and Financial Services							
Banking Operations Manager	\$86,300	\$91,200	\$102,600	\$105,300	\$76,400	\$126,200	\$101,300
Business Development Officer	\$92,500	\$96,600	\$101,400	\$103,500	\$71,300	\$131,200	\$101,300
Commercial Lending Group Manager	\$164,200	\$169,000	\$179,500	\$184,700	\$124,700	\$210,600	\$167,700
Compliance Specialist	\$80,300	\$81,400	\$84,000	\$84,800	\$69,300	\$101,900	\$85,600
Compliance Manager	\$127,100	\$132,400	\$142,300	\$145,300	\$111,900	\$170,600	\$141,200
Consumer Loan Processor	\$47,100	\$49,100	\$51,400	\$52,400	\$41,000	\$62,700	\$51,800
Credit Analyst	\$98,400	\$100,600	\$103,500	\$105,000	\$81,900	\$126,600	\$104,200
Credit Manager	\$121,200	\$130,200	\$137,700	\$139,000	\$105,100	\$167,100	\$136,100
Fund Manager	\$142,400	\$154,400	\$159,300	\$161,800	\$103,000	\$173,000	\$138,000
Foreclosure Specialist	\$45,900	\$47,800	\$49,700	\$50,600	\$42,600	\$63,400	\$53,000
Hedge Fund Accountant	\$47,300	\$54,100	\$76,500	\$85,800	\$70,100	\$99,200	\$84,600
Fund Accounting Manager	\$126,600	\$137,000	\$154,500	\$165,100	\$111,900	\$202,000	\$157,000
Loan Closer	\$50,700	\$51,700	\$54,500	\$55,800	\$42,600	\$65,200	\$53,900

Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Loan Processor	\$47,100	\$49,200	\$51,500	\$52,500	\$41,100	\$62,800	\$51,900
Loan Servicing Specialist	\$49,200	\$51,300	\$54,200	\$54,800	\$39,400	\$63,000	\$51,200
Market Risk Analyst	\$56,900	\$59,100	\$70,200	\$76,900	\$51,500	\$85,800	\$68,600
Mortgage Loan Processor	\$52,800	\$55,000	\$58,100	\$59,200	\$44,400	\$68,400	\$56,400
Mortgage Loan Closer	\$50,700	\$51,700	\$54,500	\$55,800	\$42,600	\$65,200	\$53,900
Mortgage Loan Servicing Clerk	\$43,400	\$45,200	\$47,600	\$48,300	\$36,600	\$57,100	\$46,800
Loan Servicing Manager	\$92,700	\$100,000	\$105,800	\$106,800	\$76,200	\$128,600	\$102,400
Escrow Officer	\$55,500	\$60,600	\$68,200	\$71,600	\$50,600	\$76,300	\$63,400
Mortgage Underwriter	\$95,300	\$98,100	\$102,500	\$104,400	\$77,600	\$136,300	\$107,000
Regulatory Reporting Specialist	\$67,300	\$67,900	\$68,700	\$69,000	\$55,700	\$85,900	\$70,800
Regulatory Reporting Manager	\$87,900	\$88,900	\$90,500	\$91,400	\$72,000	\$110,900	\$91,400



Administrative Support

"LHH's visionary approach was one of the key factors in our choice of supplier. We found their project team to be creative, proactive and pragmatic. The partnership approach to our relationship carried us through to successful delivery."

Engagement and Learning Manager, Global Outsourcing Firm

Administrative roles are being redefined, not eliminated. As routine work becomes automated and hybrid structures grow more complex, demand is shifting toward support professionals who can work across systems, manage relationships, and drive clarity in fast-moving environments.

Today's top-performing admins are force multipliers for the people they work with and their organizations as a whole. They act as project leads, cultural anchors, and strategic liaisons between functions. It's a shift in both scope and stature, and hiring trends are beginning to reflect that.

18.5% of clerical roles faced AI-related layoffs, among the highest-exposed functions, as repetitive and rule-based tasks are automated first. (LHH)

Organizations are raising the bar on support roles. They're doing so by not just requiring sharper digital and communication skills but also more initiative and judgment. The shrinking pipeline of qualified candidates is making it harder to find the right fit, though. The result: Support roles that once focused on coordination now sit at the intersection of people, platforms, and priorities.

The support function is evolving fast

Today's admin professionals are stepping into more autonomous, cross-functional roles. They're overseeing complex scheduling, driving internal communication across distributed teams, and helping maintain organizational cohesion. The "assistant" title doesn't tell the full story anymore and may be getting outdated. These professionals are often acting as operational leads, particularly in hybrid or lean environments.

Secretaries and Administrative Assistants

1%

projected job growth from 2023–2033
(slower than average)

367,500

job openings per year, primarily from retirements and turnover [\(BLS\)](#)

Receptionists

-1%

projected job decline from 2023–2033

137,800

job openings per year, primarily driven by turnover [\(BLS\)](#)

Financial Clerks

-4%

projected decline in employment from 2023–2033

112,500

average annual openings still expected each year due to workforce exits and retirements [\(BLS\)](#)

Roles are getting narrower at the bottom but broader at the top

Basic clerical positions are declining. But roles that blend communication, coordination, and cross-functional support are expanding. Organizations are increasingly prioritizing administrative professionals who can manage uncertainty, lead through tools, and contribute to both operations and culture.

These jobs may not always come with executive titles, but they’re becoming central to how companies actually get work done.

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Administrative Assistant	\$53,000	\$55,100	\$57,100	\$57,800	\$45,800	\$66,300	\$56,050
Executive Assistant	\$79,500	\$80,700	\$87,300	\$89,200	\$66,200	\$101,500	\$83,850
C-Level (C-Suite) Executive Assistant	\$119,000	\$120,800	\$132,000	\$134,800	\$96,300	\$156,800	\$126,550
Receptionist	\$49,900	\$52,000	\$55,000	\$60,000	\$46,000	\$62,000	\$54,000
Customer Service Specialist	\$52,100	\$54,200	\$61,000	\$64,300	\$47,100	\$70,400	\$58,750
Documents Clerk/Specialist	\$40,100	\$42,000	\$48,400	\$52,200	\$36,000	\$59,300	\$47,650
Data Entry Specialist	\$44,400	\$46,400	\$49,300	\$51,400	\$36,700	\$55,400	\$46,050
Office Coordinator	\$50,600	\$51,200	\$52,600	\$53,100	\$40,600	\$63,100	\$51,850
Office Manager	\$82,200	\$85,300	\$93,200	\$94,700	\$73,400	\$108,200	\$90,800
Project Assistant/Coordinator	\$79,000	\$80,300	\$86,800	\$88,700	\$65,800	\$100,900	\$83,350
Project Manager	\$90,200	\$93,300	\$101,900	\$103,300	\$81,600	\$121,000	\$101,300
Business Operations Manager	\$119,800	\$124,000	\$130,100	\$135,600	\$106,900	\$150,400	\$128,650
Director of Business Operations	\$170,400	\$183,200	\$207,100	\$215,300	\$183,500	\$216,200	\$199,850
Facilities Specialist	\$68,700	\$72,000	\$82,100	\$86,500	\$61,100	\$95,000	\$78,050
Facilities Manager	\$111,500	\$119,000	\$125,200	\$128,800	\$98,000	\$147,900	\$122,950
Facilities Director	\$169,000	\$183,200	\$198,900	\$207,100	\$155,500	\$235,500	\$195,500
Assistant Property Manager	\$50,000	\$56,000	\$62,000	\$70,000	\$42,000	\$85,000	\$63,500
Property Manager	\$62,000	\$70,000	\$80,000	\$90,000	\$50,000	\$115,000	\$82,500
Leasing Specialist	\$42,000	\$48,000	\$56,000	\$62,000	\$38,000	\$80,000	\$59,000

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Engineering

“We partnered with LHH in our search for a Technical Director to support our growing renewable energy projects across Europe. LHH really understands the industry and quickly identified top talent that aligned with our needs. The entire process was smooth and efficient, and thanks to their expertise, we found a great candidate who brings real value to our team. We truly appreciated their professionalism, insight, and dedication throughout the search.”

Co-founder & CEO, Engineering & Construction Company

The engineering talent landscape is shifting fast. Demand is holding strong across infrastructure, energy, and product development, but the scope of these roles is changing. Employers want professionals who understand the systems behind what they build. They need to be technically sharp, yes, but also capable of translating complexity into business outcomes.

72% of executives say their organizations now use AI in at least one business function, a 20-point jump in just two years—reshaping demand for engineers with cross-functional fluency. (LHH)

AI adoption is increasing the pressure, too. Engineers are being asked to design, integrate, and oversee the implementation of automated and AI-driven tools. That shift is reshaping hiring criteria. Talent strategies are focusing less on title and more on cross-functional fluency: modeling, coding, testing, integration, and communication across teams.

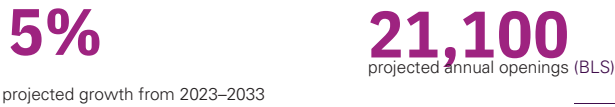
Engineering hiring is broadening

To stay competitive, employers are looking beyond traditional engineering pipelines. They’re sourcing from adjacent fields like data science and systems architecture, and they’re building internal mobility programs that promote retention and reduce time to productivity. Skills-based hiring is also picking up momentum, especially in sectors with talent bottlenecks or geographic constraints.

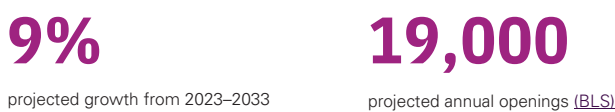
Mechanical Engineers



Civil Engineers



Electrical and Electronics Engineers



Industrial Engineers



Strategic hiring is becoming essential

Hybrid roles are becoming more common. For example, engineers with budgeting experience, sustainability knowledge, or DevOps skills are stepping into high-impact positions.

Organizations that invest in reskilling, team-based training, and modular hiring strategies will be better positioned to meet evolving project needs without sacrificing speed.

Engineering

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Industrial Engineer	\$93,400	\$95,900	\$100,200	\$101,800	\$79,200	\$119,600	\$99,400
Mechanical Engineer	\$99,600	\$103,700	\$105,200	\$107,700	\$84,900	\$126,000	\$105,500
Senior Mechanical Engineer	\$109,700	\$115,300	\$125,700	\$132,000	\$100,000	\$142,500	\$121,200
Mechanical Design Engineer	\$99,900	\$104,000	\$105,400	\$107,900	\$85,200	\$126,300	\$105,700
Reliability Engineer	\$95,100	\$98,500	\$103,400	\$104,700	\$86,900	\$147,100	\$117,000
Quality Engineer	\$86,700	\$89,800	\$93,300	\$95,600	\$78,200	\$108,800	\$93,500
Aerospace Engineer	\$96,000	\$98,600	\$101,600	\$104,300	\$80,500	\$150,500	\$115,500
Engineering Manager	\$147,900	\$141,400	\$163,400	\$167,900	\$131,900	\$191,500	\$161,700
Process/Continuous Improvement Specialist	\$88,900	\$93,300	\$97,700	\$99,300	\$82,600	\$110,600	\$96,600
Director of Process/Continuous Improvement	\$177,700	\$182,900	\$200,700	\$204,700	\$167,100	\$218,500	\$192,800
Petroleum Engineer	\$105,700	\$125,800	\$162,300	\$182,400	\$77,500	\$259,200	\$168,400
Reservoir Engineer	\$143,300	\$148,000	\$151,300	\$153,900	\$109,600	\$169,300	\$139,500
Construction Engineer	\$97,200	\$100,900	\$103,300	\$106,000	\$92,100	\$123,200	\$107,600
Robotics Engineer	\$92,200	\$95,300	\$98,900	\$107,100	\$76,900	\$141,100	\$109,000
Environmental Engineer	\$94,500	\$96,600	\$102,200	\$105,100	\$80,700	\$120,900	\$100,800
Chemical Engineer	\$96,900	\$100,300	\$105,300	\$107,000	\$83,400	\$128,600	\$106,000
Chemical Process Engineer	\$96,500	\$99,600	\$104,800	\$107,900	\$92,700	\$112,900	\$102,800
Electrical Engineer	\$95,400	\$97,900	\$107,300	\$120,600	\$84,900	\$180,700	\$132,800
Sales Engineer	\$98,700	\$102,200	\$106,500	\$108,200	\$85,000	\$129,400	\$107,200
Manufacturing Engineer	\$91,300	\$93,200	\$95,900	\$96,900	\$80,700	\$114,300	\$97,500
Biomedical Engineer	\$97,300	\$99,800	\$104,100	\$106,500	\$86,600	\$120,200	\$103,400
Automotive Engineer	\$115,800	\$124,600	\$138,700	\$137,000	\$106,500	\$140,400	\$123,500
Test Engineer	\$87,900	\$91,300	\$96,000	\$97,700	\$82,700	\$119,700	\$101,200
Civil/Structural Engineer	\$115,600	\$128,200	\$142,100	\$152,600	\$73,800	\$192,900	\$133,300
Design Engineer	\$92,200	\$95,400	\$98,400	\$99,800	\$82,200	\$115,900	\$99,000
Quality Assurance Manager	\$126,100	\$131,900	\$138,800	\$140,300	\$112,800	\$165,400	\$139,100

Healthcare (Non-Clinical)

“LHH has been our strategic partner in our challenge to support leaders and employees in their process of raising awareness and taking charge of their development, to connect with their best version and fulfill our purpose as an organization.”

Head of Talent Development, Financial Services Firm

Non-clinical healthcare is growing more complex. As provider networks expand, compliance regulations tighten, and patient experience takes center stage, organizations need professionals who can keep pace with change and ultimately help lead it.

Administrative, billing, IT, HR, and operations teams are also playing a larger role in care delivery. This isn't an efficiency play, either. These teams are increasingly responsible for experience design, digital integration, and the workflows that connect patients to outcomes.

29% growth projected for medical and health services managers (2023–2033, BLS), but 61% of healthcare professionals express confidence their skills remain relevant even amid digital transformation(LHH)



Non-clinical hiring is shifting toward problem-solvers

Health systems are moving beyond just hiring for task execution. They're looking for people who can identify operational friction, recommend changes, and implement process improvements. Strong communication, systems thinking, and tech comfort are now core to many support roles.

Non-clinical teams are also being reshaped by AI and automation. Roles in billing, scheduling, and data entry are evolving into oversight and exception management. Employers are prioritizing candidates who can adapt quickly and work across functions.

Medical and Health Services Managers

29%

projected growth from 2023–2033

61,400

projected openings per year (BLS)

Medical Records Specialists

9%

projected growth from 2023–2033

15,000

projected openings per year (BLS)

Experience is becoming a competitive differentiator

With fewer candidates entering healthcare support roles, employers are investing in career mobility, reskilling programs, and cross-training to reduce churn and stabilize operations. Candidates who understand how back-office operations affect clinical outcomes are especially valuable, particularly in fast-scaling environments like outpatient care and virtual health.

Healthcare (Non-Clinical)

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Non-Clinical Healthcare							
Billing & Collections Manager	\$94,300	\$99,300	\$103,700	\$106,800	\$81,500	\$128,200	\$104,900
Billing & Collections Director	\$131,700	\$139,700	\$147,300	\$152,400	\$110,600	\$176,800	\$143,700
Collections Analyst	\$67,600	\$70,600	\$73,300	\$75,200	\$56,500	\$89,500	\$73,000
Front Desk Manager/ Front Office Manager	\$50,100	\$53,000	\$60,200	\$63,100	\$45,700	\$74,600	\$60,100
Healthcare Data Analyst	\$78,100	\$80,900	\$83,900	\$85,900	\$66,800	\$105,500	\$86,100
HIM Manager	\$103,600	\$109,400	\$118,900	\$118,900	\$86,200	\$134,100	\$110,200
Medical Biller	\$47,000	\$48,800	\$51,000	\$52,000	\$40,000	\$58,100	\$49,000
Medical Coder	\$53,100	\$54,600	\$57,700	\$58,500	\$44,900	\$68,500	\$56,700
Medical Credentialer	\$58,800	\$60,100	\$62,700	\$63,700	\$48,900	\$73,200	\$61,100
Patient Access Representative	\$61,600	\$63,600	\$65,500	\$66,900	\$52,800	\$80,300	\$66,500
Patient Access Supervisor	\$83,400	\$84,300	\$67,500	\$92,000	\$69,400	\$106,100	\$87,800
Patient Financial Counselor	\$44,700	\$46,900	\$48,200	\$48,700	\$38,700	\$56,200	\$47,500
Prior Authorization/ Pre-Certification Specialist	\$41,600	\$42,900	\$48,100	\$50,500	\$38,100	\$55,100	\$46,600
Reimbursement/ Insurance Specialist	\$50,400	\$51,900	\$53,500	\$54,100	\$44,700	\$65,300	\$55,000
Revenue Cycle Analyst	\$69,700	\$72,100	\$74,200	\$77,600	\$58,300	\$89,400	\$73,800
Revenue Cycle Director	\$108,900	\$166,400	\$175,800	\$182,300	\$128,500	\$202,700	\$165,600
Revenue Cycle Manager	\$108,100	\$113,500	\$118,200	\$122,100	\$88,300	\$138,400	\$113,400
Practice Manager	\$79,600	\$89,500	\$88,900	\$89,500	\$69,200	\$104,700	\$87,000

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large:500–15,000FTEs | Enterprise:15,000+ FTEs

Healthcare (Non-Clinical)

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Behavioral Health							
Case Manager	\$50,600	\$51,600	\$53,800	\$55,600	\$45,500	\$63,200	\$54,400
Clinical Manager	\$71,400	\$75,000	\$90,400	\$94,900	\$61,300	\$106,000	\$83,700
Clinical Director	\$159,700	\$161,900	\$171,100	\$175,400	\$127,300	\$198,600	\$163,000
Community Center Associate/ Community Services Specialist	\$48,600	\$51,700	\$53,500	\$55,800	\$45,000	\$64,000	\$54,500
Housing Navigator	\$39,400	\$39,700	\$43,300	\$52,400	\$30,500	\$57,400	\$43,900
Peer Support Specialist	\$40,800	\$42,600	\$44,000	\$45,500	\$33,400	\$50,800	\$42,100
Program Assistant	\$51,800	\$61,200	\$62,800	\$65,300	\$48,200	\$69,300	\$58,700
Program Director	\$135,200	\$142,400	\$151,400	\$157,300	\$113,400	\$176,100	\$144,800



Human Resources

“LHHare a trusted business partner thatsetitself apart from other recruiters by making the time to truly understand our business and priorities. They have a great network of screened and credible candidates and they matched our business requirements with candidate expectations extremely well. Their approach is different, and not just about ‘selling’ a candidate or service but providing true value and a longer-term relationship.”

HR Director, Professional Services

HR is being redefined in real time. With AI adoption accelerating, talent markets shifting, and employee expectations rising, organizations are counting on HR teams to lead strategic transformation, not just manage it.

In short, the scope is expanding, and the stakes are higher.

Demand is up for HR professionals who can build scalable people systems, drive tech-enabled workflows, and make data-backed decisions. Leaders are expected to translate business strategy into workforce execution while navigating volatility in retention, engagement, and labor supply. The best HR professionals are turning these pressures into opportunities for influence.

82.5% of HR professionals are already upskilling in AI, one of the highest adoption rates across functions. (LHH)

HR is where strategy hits reality

Organizations are leaning more heavily on HR for scenario planning, workforce modeling, and change readiness. Talent acquisition teams are managing more complex pipelines, integrating new tools, and working across functions to align business needs with hiring strategy.

Upskilling, reskilling, and internal mobility are now core parts of HR’s scope. Many HR professionals are also taking on responsibilities around AI governance, skills mapping, and digital adoption. Expectations around agility, analytics, and leadership have gone up, and so have the opportunities for impact.

Human Resources Managers

6%

projected growth from 2023–2033

17,400

projected openings per year (BLS)

Training and Development Specialists

12%

projected growth from 2023–2033

42,200

projected openings per year (BLS)

Compensation, Benefits & Job Analysis Specialists

7%

projected growth from 2023–2033

8,200

projected openings per year (BLS)

HR is moving from support function to strategic operator

The shift isn’t new but the expectations are. HR leaders are increasingly asked to partner with finance, operations, and technology leaders to solve big-picture problems.

As a result, the most in-demand HR talent blends business fluency, systems thinking, and executional rigor. That combination is shaping the next generation of HR leadership.

Human Resources

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Human Resources Coordinator	\$58,000	\$62,000	\$65,000	\$70,000	\$53,000	\$76,000	\$64,500
Human Resources Generalist	\$77,400	\$79,300	\$82,600	\$83,600	\$68,500	\$99,300	\$83,900
Human Resources Manager	\$121,500	\$125,300	\$132,200	\$137,100	\$105,900	\$159,800	\$132,900
HRIS Analyst	\$78,000	\$88,000	\$98,000	\$110,000	\$60,000	\$120,000	\$90,000
HRIS Manager	\$110,000	\$125,000	\$145,000	\$165,000	\$90,000	\$170,000	\$130,000
Employee Relations Specialist	\$75,000	\$84,000	\$95,000	\$105,000	\$60,000	\$120,000	\$90,000
Human Resources Business Partner	\$108,100	\$109,400	\$113,900	\$115,800	\$91,200	\$137,300	\$114,200
Human Resources Director	\$175,000	\$185,000	\$201,000	\$212,600	\$154,200	\$239,900	\$197,000
Vice President of Human Resources	\$227,300	\$250,000	\$277,900	\$291,800	\$205,500	\$335,500	\$270,500
Chief Human Resources Officer	\$301,000	\$360,600	\$418,600	\$458,400	\$304,000	\$483,700	\$393,900
Organizational Development Specialist	\$81,700	\$85,800	\$88,800	\$90,900	\$70,200	\$108,900	\$89,500
Onboarding Coordinator	\$55,600	\$57,000	\$58,600	\$61,000	\$51,400	\$65,100	\$58,200
Learning & Development Specialist	\$66,300	\$69,700	\$73,100	\$76,600	\$52,500	\$95,900	\$74,200
Learning & Development Manager	\$126,900	\$129,900	\$132,500	\$135,400	\$118,500	\$142,000	\$130,300
Director of Learning & Development	\$160,300	\$164,700	\$169,300	\$174,700	\$136,900	\$198,800	\$167,900
Vice President of Learning and Development	\$163,500	\$167,000	\$170,400	\$175,100	\$159,200	\$233,000	\$196,100
Candidate Sourcer	\$49,500	\$56,500	\$62,000	\$67,000	\$44,000	\$70,000	\$57,000

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Human Resources

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Recruiter	\$71,200	\$79,100	\$83,100	\$84,200	\$44,500	\$99,000	\$71,700
Senior Recruiter	\$90,000	\$105,000	\$120,000	\$135,000	\$70,000	\$150,000	\$110,000
Recruiting Manager	\$128,200	\$132,100	\$140,400	\$144,300	\$112,000	\$163,600	\$137,800
Benefits Administrator	\$62,000	\$70,000	\$76,000	\$85,000	\$50,000	\$100,000	\$75,000
Benefits Manager	\$90,000	\$110,000	\$125,000	\$140,000	\$75,000	\$150,000	\$112,500
Compensation Specialist	\$78,000	\$90,000	\$102,000	\$115,000	\$65,000	\$125,000	\$95,000
Compensation Analyst	\$82,000	\$95,000	\$110,000	\$125,000	\$65,000	\$145,000	\$105,000
Compensation Manager	\$115,000	\$130,000	\$145,000	\$160,000	\$95,000	\$170,000	\$132,500
Total Rewards Director	\$170,000	\$190,000	\$210,000	\$235,000	\$150,000	\$260,000	\$205,000
Head of Total Rewards	\$190,000	\$215,000	\$245,000	\$280,000	\$170,000	\$320,000	\$245,000
Diversity, Equity & Inclusion							
Diversity and Inclusion Specialist	\$62,700	\$65,100	\$67,500	\$69,000	\$54,000	\$83,900	\$68,900
Diversity and Inclusion Data Analyst	\$80,100	\$84,400	\$88,700	\$89,700	\$68,300	\$110,000	\$89,100
Diversity and Inclusion Manager	\$135,400	\$143,400	\$151,500	\$155,800	\$119,100	\$178,600	\$148,900
Director of Diversity and Inclusion	\$201,300	\$215,500	\$228,600	\$239,300	\$166,900	\$271,600	\$219,300
Chief Diversity and Inclusion Officer	\$235,800	\$260,600	\$277,100	\$297,400	\$205,800	\$340,100	\$272,900

Legal

"I have worked with LHH recently on two different in-house legal roles at our company (one senior level and one junior). LHH was recommended to me as well connected within the in-house legal sector and also someone who offered a high level of service. This has absolutely been the case for me - LHH has been helpful, knowledgeable and very responsive. He has helped us navigate a challenging market and has offered incredibly useful guidance and insight through both processes successfully. I would not hesitate to recommend LHH."

General Counsel, Legal Firm

Law firms are under growing pressure to deliver faster, more integrated, and business-savvy support. Clients want more than technical excellence. They expect strategic insight, flexible engagement models, and fluency in their industries. Fee structures, response times, and specialization are under scrutiny as companies demand more value and tighter alignment from external counsel.

65% of legal professionals say their skills are transferable across industries—among the highest confidence levels, despite growing AI pressure on document-heavy work. (LHH)

At the same time, in-house legal teams are stepping into a broader role. They're influencing strategy, guiding risk decisions, and enabling transformation. As a result, they expect their legal partners to move in lockstep while anticipating needs, navigating complexity, and contributing to business outcomes. This shift is redefining the relationship between law firms and clients. The legal function is being built for speed, collaboration, and shared accountability. That means stronger partnerships, clearer communication, and a joint commitment to impact.

Doing more and going faster

In-house departments face mounting cost pressure and expanding scopes. Legal leaders are expected to manage risk across fast-changing landscapes — like AI, labor law, and cybersecurity — without growing headcount. That's driving adoption of legal tech and hybrid resourcing models that blend internal teams with targeted external support.

Legal firms are adjusting in turn, investing in automation, knowledge systems, and alternative staffing models to remain competitive. The firms that win aren't necessarily the biggest. They're the ones who integrate deeply, respond quickly, and understand that trust is built in moments.

Paralegals & Legal Assistants

1%

projected growth from 2023–2033

37,300

projected openings per year (BLS)

Lawyers

5%

projected growth from 2023–2033

35,600

projected openings per year (BLS)

The next era of legal work is dynamic, embedded, and technology-forward

Today's most effective legal professionals, whether in-house or in practice, pair expertise with business fluency. They think in systems, move with urgency, and position legal not as a gatekeeper but as a strategic enabler.

Legal work is embedded in how decisions get made, how change gets managed, and how businesses grow without losing sight of integrity.

Legal compensation requires a unique lens

Given the complexity of the legal field and the distinct dynamics between in-house counsel and law firms, salary data for legal professionals is not included in this guide.

Compensation structures in this industry are shaped by firm size, billing models, specialization, geography, and the evolving relationship between internal legal teams and external partners. For that reason, we've developed a separate Legal Hiring Guide that offers a more complete view of current benchmarks and emerging trends across the legal talent market.

Legal

Job Title	Base salary by firm or company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Law Firm - Attorney							
eDiscovery Attorney	\$107,800	\$114,200	\$124,800	\$130,700	\$98,200	\$155,200	\$126,700
Staff Attorney	\$130,600	\$148,300	\$163,100	\$172,400	\$101,700	\$180,000	\$140,900
Junior Associate	\$126,200	\$135,400	\$154,900	\$164,100	\$114,700	\$180,600	\$147,700
Mid-Level Associate	\$161,200	\$180,700	\$189,900	\$198,900	\$146,500	\$218,200	\$182,400
Senior Associate	\$174,100	\$183,900	\$205,300	\$215,100	\$159,000	\$233,400	\$196,200
Law Firm Counsel	\$200,700	\$213,700	\$237,300	\$250,300	\$184,900	\$268,600	\$226,700
Nonequity Partner	\$282,300	\$360,700	\$465,300	\$543,700	\$172,500	\$836,400	\$504,500
Equity Partner	\$899,200	\$1,087,400	\$1,338,300	\$1,422,000	\$522,800	\$1,463,800	\$993,300
Law Firm - Non-Attorney							
Attorney Recruiting	\$111,100	\$119,800	\$133,800	\$142,400	\$99,200	\$149,900	\$124,500
Case Assistant	\$61,100	\$64,000	\$69,800	\$72,700	\$54,900	\$84,000	\$69,500
Conflicts Analyst	\$65,000	\$80,000	\$90,000	\$100,000	\$55,000	\$125,000	\$90,000
Conflicts Management	\$110,000	\$125,000	\$140,000	\$155,000	\$95,000	\$200,000	\$147,500
Docketing Clerk	\$66,800	\$70,400	\$78,100	\$81,700	\$60,600	\$88,600	\$74,600
Firm Administrator	\$117,800	\$140,000	\$171,200	\$193,400	\$84,300	\$208,100	\$146,200
IP Docket Specialist	\$83,000	\$83,200	\$83,700	\$83,800	\$67,300	\$111,800	\$89,600
Legal Assistant/Secretary	\$62,000	\$68,000	\$78,000	\$90,000	\$45,000	\$115,000	\$80,000
Legal Project Management	\$90,800	\$96,300	\$105,500	\$111,100	\$83,200	\$123,300	\$103,300
Office Manager	\$80,800	\$87,900	\$96,500	\$101,600	\$77,800	\$108,100	\$93,000
Paralegal	\$58,000	\$70,000	\$88,000	\$98,000	\$45,000	\$150,000	\$97,500
Paralegal Manager	\$95,000	\$115,000	\$130,000	\$145,000	\$85,000	\$165,000	\$125,000
Patent Agent	\$112,400	\$113,900	\$117,100	\$118,200	\$87,400	\$143,100	\$115,300
Receptionist	\$43,000	\$52,000	\$58,000	\$63,000	\$36,000	\$85,000	\$60,500
Records Clerk	\$49,500	\$52,300	\$59,400	\$62,300	\$44,700	\$68,200	\$56,500
Records Manager	\$80,300	\$83,700	\$86,100	\$93,800	\$68,700	\$107,000	\$87,800

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Legal

Job Title	Base salary by firm or company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Legal Billing Specialist	\$62,000	\$72,000	\$78,000	\$85,000	\$52,000	\$98,000	\$75,000
Legal Billing Coordinator	\$65,000	\$75,000	\$82,000	\$90,000	\$55,000	\$105,000	\$80,000
DEI & Professional Development	\$81,600	\$87,400	\$97,500	\$103,300	\$75,400	\$110,800	\$93,100
Research Librarian	\$101,600	\$103,900	\$109,300	\$109,800	\$87,000	\$127,400	\$107,200
Competitive Intelligence	\$102,000	\$104,300	\$109,600	\$110,200	\$87,300	\$127,900	\$107,600
In-House - Attorney							
eDiscovery Counsel	\$128,300	\$138,100	\$155,700	\$165,500	\$116,100	\$182,800	\$149,500
Corporate counsel	\$161,700	\$172,200	\$192,000	\$202,500	\$147,400	\$220,700	\$184,100
Senior Counsel	\$177,700	\$188,900	\$211,800	\$223,100	\$163,800	\$240,300	\$202,100
Associate/Assistant General Counsel	\$228,900	\$249,500	\$271,200	\$279,500	\$206,700	\$310,300	\$258,500
General Counsel/ Chief Legal Counsel	\$312,400	\$403,500	\$456,400	\$522,300	\$319,900	\$528,000	\$424,000
In-House - Non-Attorney							
Compliance Specialist	\$76,000	\$80,800	\$91,100	\$95,800	\$69,900	\$108,900	\$89,400
Compliance Manager	\$126,500	\$131,900	\$141,700	\$144,700	\$111,300	\$169,600	\$140,400
Contract Specialist	\$75,900	\$80,100	\$89,000	\$93,200	\$69,000	\$107,000	\$88,000
Contract Manager	\$89,300	\$95,200	\$107,400	\$113,300	\$82,200	\$125,100	\$103,600
eDiscovery/Litigation Support Technologist	\$68,600	\$73,000	\$80,200	\$84,600	\$62,700	\$96,600	\$79,700
Executive Assistant	\$82,000	\$88,000	\$100,000	\$105,900	\$74,400	\$111,000	\$92,700
Legal Operations Management	\$97,800	\$103,600	\$114,400	\$120,300	\$90,900	\$130,900	\$110,900
Paralegal	\$87,100	\$91,900	\$100,600	\$105,400	\$80,800	\$114,600	\$97,700
Records Information Management	\$102,100	\$110,200	\$123,600	\$131,700	\$91,800	\$143,200	\$117,500
Regulatory Affairs Specialist	\$78,800	\$83,600	\$94,600	\$99,400	\$72,500	\$113,600	\$93,000
Risk Manager	\$121,600	\$125,600	\$132,100	\$136,800	\$107,400	\$152,000	\$129,700
Research Librarian	\$69,100	\$73,300	\$80,800	\$85,000	\$62,900	\$92,400	\$77,700

Marketing

“LHH are outstanding consultants who bring both professionalism and a sense of fun to the process. Their deep market knowledge has been invaluable in helping us fill critical Marketing and Communications roles. They would be an asset to any organization, and I would not hesitate to recommend them.”

Event Specialist, LHH Event Management Company

Marketing is no longer confined to brand, creative, or campaign execution. Today's teams are expected to shape the full customer journey, translate insights into growth, and influence commercial strategy. As organizations adopt AI tools, tighten budgets, and reorganize teams, demand is rising for marketers who can operate with speed, precision, and fluency across channels.

Marketing hiring is increasingly focused on digital capabilities, customer analytics, and commercial alignment. Growth-minded organizations are investing in content strategy, performance marketing, SEO, and product-led growth roles. Traditional creative roles are still in play, but expectations are shifting toward experimentation, attribution, and measurable impact.

85% of advertising and communications professionals are learning AI, the top rate across job functions, as generative tools transform creative workflows.



Marketing is a growth function

Business leaders are leaning more heavily on marketing to drive both topline results and efficiency. That's pushing marketers into closer collaboration with product, sales, operations, and finance. Generalists who can stretch across functions — while bringing creative and analytical thinking — are becoming core players.

Roles like lifecycle marketing, content operations, and campaign automation are gaining traction. So are cross-disciplinary positions that blend customer insight with platform fluency, such as marketing technologists and digital analysts.

Market Research Analysts and Marketing Specialists

8%

projected growth from 2023–2033

88,500

projected openings per year (BLS)

Advertising, Promotions, and Marketing Managers

8%

projected growth from 2023–2033

36,600

projected openings per year (BLS)

Marketing is changing fast, but the fundamentals still matter

Messaging, segmentation, and channel selection remain essential. But the way marketing work is done is evolving.

AI is accelerating testing cycles, generating creative drafts, and supporting audience analysis. Teams need people who can manage that technology, evaluate outputs, and turn signals into action. The highest performers bring platform agility, commercial thinking, and creative judgment, all backed by executional speed.

Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Agency Account Services							
Account Coordinator	\$65,300	\$67,400	\$69,400	\$71,000	\$56,300	\$84,700	\$70,500
Account Executive	\$105,000	\$108,700	\$112,200	\$114,800	\$89,300	\$135,500	\$112,400
Account Supervisor	\$116,700	\$120,900	\$124,800	\$127,900	\$93,600	\$156,700	\$125,200
Account Director	\$163,600	\$168,700	\$178,700	\$184,900	\$131,900	\$227,500	\$179,700
Executive Vice President/Group Account Director	\$200,100	\$222,000	\$248,700	\$254,900	\$198,000	\$258,600	\$228,300
Art & Design							
Art Director	\$108,800	\$111,800	\$114,800	\$117,700	\$98,900	\$128,100	\$113,500
Associate Creative Director	\$147,400	\$152,800	\$157,500	\$162,300	\$126,300	\$183,200	\$154,700
Creative Director	\$156,100	\$157,800	\$161,800	\$163,600	\$125,200	\$205,100	\$165,100
Graphic Designer	\$72,500	\$73,900	\$75,500	\$75,900	\$60,600	\$91,600	\$76,100
Sr. Graphic Designer	\$107,900	\$110,100	\$112,700	\$113,300	\$87,200	\$140,400	\$113,800
Illustrator	\$62,000	\$63,300	\$64,500	\$64,900	\$52,000	\$83,000	\$67,500
Instructional Designer	\$82,000	\$85,600	\$87,700	\$88,100	\$72,400	\$104,400	\$88,400
Package Designer	\$77,200	\$81,000	\$82,500	\$82,800	\$65,500	\$102,800	\$84,100
Presentation Specialist	\$69,400	\$76,100	\$83,700	\$94,100	\$57,500	\$104,800	\$81,100
Production Artist	\$76,400	\$77,900	\$79,500	\$80,000	\$64,300	\$102,700	\$83,500
Communications							
Internal Communications Specialist	\$72,200	\$74,300	\$77,550	\$79,900	\$62,000	\$97,100	\$76,100
Internal Communications Manager	\$123,400	\$127,450	\$133,850	\$138,650	\$102,600	\$166,000	\$130,800
Internal Communications Director	\$188,600	\$196,050	\$209,900	\$219,700	\$156,100	\$257,900	\$203,700
Marketing Communications Specialist	\$73,300	\$75,250	\$77,500	\$79,400	\$62,100	\$97,600	\$76,400
Marketing Communications Manager	\$117,700	\$123,700	\$129,100	\$132,950	\$99,400	\$160,600	\$125,900
Marketing Communications Director	\$177,700	\$192,900	\$206,300	\$217,200	\$151,600	\$244,600	\$198,900
Vice President of Communications	\$188,500	\$237,700	\$262,900	\$267,300	\$198,600	\$300,300	\$246,100
Proposal Manager	\$88,400	\$92,650	\$96,650	\$99,200	\$66,400	\$129,700	\$94,000

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large:500–15,000FTEs | Enterprise:15,000+ FTEs

Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Grant Writer	\$76,800	\$79,800	\$82,700	\$84,400	\$65,100	\$97,700	\$81,400
Technical Writer	\$77,000	\$79,200	\$83,100	\$84,200	\$67,800	\$97,700	\$82,700
Copywriting							
Copywriter	\$73,000	\$75,900	\$78,400	\$79,900	\$63,900	\$94,500	\$79,200
Sr. Copywriter	\$106,300	\$111,800	\$115,800	\$118,600	\$91,800	\$145,400	\$118,600
Digital Design							
Digital Production Artist	\$77,200	\$78,800	\$80,300	\$83,000	\$69,000	\$91,300	\$80,100
Digital Designer	\$84,800	\$87,000	\$89,500	\$91,300	\$78,600	\$95,300	\$87,000
User Interface (UI) Designer	\$78,900	\$87,000	\$92,100	\$93,700	\$74,500	\$107,800	\$91,100
User Experience (UX) Designer	\$90,900	\$93,800	\$98,100	\$99,900	\$80,300	\$115,400	\$97,900
User Experience (UX) Director	\$205,500	\$227,100	\$242,300	\$245,700	\$197,000	\$273,100	\$235,100
Digital Marketing							
Content Specialist	\$75,500	\$77,400	\$81,500	\$82,600	\$66,300	\$96,400	\$81,300
Content Manager	\$137,200	\$143,400	\$149,500	\$154,300	\$120,100	\$178,400	\$149,300
Content Director	\$173,500	\$183,300	\$193,300	\$201,000	\$154,800	\$227,000	\$190,900
Data Analytics Manager	\$138,700	\$143,300	\$152,700	\$158,300	\$114,800	\$187,000	\$150,900
Digital Marketing Specialist	\$77,500	\$80,500	\$83,300	\$84,600	\$69,300	\$101,900	\$85,600
Digital Marketing Manager	\$121,500	\$129,700	\$136,200	\$139,100	\$106,500	\$168,400	\$137,500
Digital Producer	\$89,700	\$92,300	\$96,800	\$97,800	\$75,400	\$118,700	\$97,000
Digital Strategist	\$73,300	\$77,900	\$82,800	\$91,500	\$65,800	\$100,900	\$83,400
Director of Digital Marketing	\$184,300	\$198,900	\$210,100	\$215,100	\$162,700	\$248,500	\$205,600
E-Commerce Manager	\$117,100	\$122,200	\$130,200	\$135,000	\$100,200	\$159,000	\$129,600
E-Commerce Director	\$173,400	\$186,500	\$209,700	\$222,500	\$163,300	\$250,200	\$206,700
Email Marketing Specialist	\$76,700	\$78,700	\$81,100	\$82,400	\$64,900	\$101,400	\$83,200
Email Marketing Manager	\$89,800	\$92,200	\$95,200	\$97,000	\$75,500	\$118,100	\$96,800
Marketing Automation Manager	\$123,600	\$131,400	\$138,400	\$141,300	\$107,400	\$169,200	\$138,300

Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Search Engine Optimization (SEO) Strategist	\$78,000	\$80,800	\$83,400	\$84,500	\$71,300	\$99,000	\$85,100
Social Media Coordinator	\$58,900	\$60,400	\$62,600	\$63,700	\$52,400	\$76,700	\$64,600
Social Media Specialist	\$72,600	\$74,500	\$77,600	\$78,900	\$66,300	\$93,900	\$80,100
Social Media Strategist	\$79,400	\$82,100	\$85,200	\$87,000	\$68,500	\$105,800	\$87,200
Social Media Manager	\$112,200	\$116,900	\$122,800	\$126,100	\$101,000	\$146,200	\$123,600
Social Media Director	\$176,100	\$186,200	\$200,100	\$208,500	\$167,000	\$229,300	\$198,200
Web Analytics	\$77,600	\$80,600	\$83,400	\$84,700	\$69,400	\$102,000	\$85,700
Editing							
Proofreader	\$59,700	\$61,700	\$63,600	\$64,900	\$50,200	\$78,800	\$64,500
Editor	\$78,900	\$82,500	\$85,700	\$87,500	\$66,600	\$101,300	\$83,900
Marketing & Sales							
Brand Manager	\$99,800	\$115,300	\$140,800	\$156,300	\$83,600	\$196,500	\$140,100
Channel Marketing Manager	\$99,100	\$110,300	\$141,300	\$152,500	\$86,300	\$183,100	\$134,700
Database Marketing Manager	\$129,300	\$136,100	\$144,500	\$147,200	\$110,300	\$172,400	\$141,400
Event Marketing Specialist	\$49,700	\$55,600	\$64,800	\$68,800	\$41,900	\$71,300	\$56,600
Event Marketing Manager	\$92,900	\$102,900	\$118,500	\$128,500	\$81,500	\$142,100	\$111,800
Field Marketing Manager	\$104,100	\$116,200	\$141,300	\$153,300	\$91,100	\$172,700	\$131,900
Market Research Manager	\$121,800	\$132,200	\$140,500	\$142,500	\$111,100	\$162,800	\$137,000
Vice President of Market Research	\$201,800	\$248,900	\$275,300	\$329,700	\$205,600	\$323,500	\$264,500
Marketing Coordinator	\$52,100	\$59,000	\$68,800	\$74,500	\$44,300	\$78,200	\$61,300
Marketing Specialist	\$81,800	\$83,200	\$85,500	\$86,500	\$67,100	\$103,800	\$85,400
Marketing Manager	\$117,300	\$121,600	\$134,600	\$138,300	\$106,000	\$160,900	\$133,400
Marketing Director	\$169,800	\$176,800	\$214,100	\$219,700	\$163,300	\$244,900	\$204,100
Product Marketing Manager	\$138,400	\$144,600	\$150,700	\$155,600	\$121,100	\$179,900	\$150,500
Product Marketing Director	\$201,800	\$214,400	\$227,100	\$238,100	\$183,400	\$264,800	\$224,100
Sales & Marketing Manager	\$137,700	\$143,300	\$149,600	\$154,000	\$120,600	\$182,500	\$151,500
Sales & Marketing Director	\$196,800	\$214,600	\$229,400	\$244,800	\$182,400	\$264,800	\$223,600

Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Vice President of Marketing	\$230,200	\$243,600	\$365,000	\$373,500	\$254,700	\$377,300	\$316,000
Chief Marketing Officer	\$270,000	\$292,400	\$493,900	\$510,400	\$322,200	\$515,600	\$418,900
Media							
Media Planner	\$72,000	\$74,100	\$76,700	\$79,100	\$60,500	\$94,300	\$77,400
Media Buyer	\$50,100	\$56,800	\$73,100	\$79,800	\$40,900	\$103,200	\$72,100
Media Supervisor	\$114,400	\$120,200	\$132,300	\$138,200	\$106,800	\$145,900	\$126,300
Digital Media Planner	\$677,100	\$72,500	\$84,700	\$89,500	\$61,100	\$105,200	\$83,200
Media Director	\$144,500	\$158,000	\$185,200	\$198,700	\$125,900	\$217,300	\$171,600
Paid Media Manager	\$79,500	\$86,200	\$98,500	\$105,100	\$72,400	\$119,600	\$96,000
Public Relations							
Investor Relations Manager	\$142,100	\$148,600	\$160,800	\$164,700	\$125,300	\$192,500	\$158,900
Media Relations Manager	\$110,800	\$116,000	\$123,300	\$124,900	\$93,100	\$152,500	\$122,800
Public Relations Coordinator	\$64,800	\$66,000	\$68,400	\$69,100	\$56,400	\$84,900	\$70,700
Public Relations Specialist	\$77,300	\$78,200	\$80,900	\$81,800	\$65,700	\$96,800	\$81,200
Public Relations Manager	\$122,600	\$127,100	\$134,000	\$138,400	\$108,400	\$162,800	\$135,600
Public Relations Director	\$155,200	\$172,200	\$180,600	\$182,500	\$139,000	\$206,800	\$172,900
Vice President of Public Relations	\$211,400	\$251,800	\$296,100	\$354,600	\$199,900	\$354,700	\$277,300
Traffic & Production							
Ad Traffic Manager	\$76,600	\$77,400	\$79,500	\$80,200	\$75,800	\$81,000	\$78,400
Creative Services Manager	\$84,200	\$87,800	\$96,200	\$99,900	\$78,400	\$115,000	\$96,700
Print Production Manager	\$107,200	\$111,700	\$116,300	\$119,200	\$87,100	\$144,400	\$115,700
Project Manager	\$851,800	\$88,100	\$94,000	\$96,900	\$81,000	\$131,700	\$106,300
Director of Project Management	\$160,800	\$164,600	\$183,900	\$188,600	\$145,200	\$212,300	\$178,700
Traffic Coordinator	\$57,200	\$60,500	\$67,800	\$71,100	\$51,100	\$77,200	\$64,100
Digital Project Manager	\$115,700	\$127,900	\$142,100	\$151,100	\$102,900	\$169,300	\$136,100
Video							
Motion Graphics Designer/Animator	\$79,100	\$80,700	\$82,900	\$83,200	\$72,500	\$94,800	\$83,700
Video Editor	\$81,500	\$84,600	\$88,900	\$92,300	\$68,600	\$105,400	\$87,000
Video Producer	\$66,400	\$68,800	\$71,200	\$73,200	\$55,100	\$86,500	\$70,800

Nonprofit

“As a mission-driven nonprofit, we needed a partner who understood both our financial constraints and our need for top talent. LHH helped us attract candidates who had the right skills and shared our passion for the mission. Their guidance ensured we built a stronger, more sustainable team to advance our mission.”

Director, National Nonprofit Organization

Demand is rising across the nonprofit sector as organizations expand services, scale operations, and respond to a growing volume of social and community needs. That growth is stretching workforce capabilities and elevating the importance of skills like cross-functional communication, data interpretation, and stakeholder alignment.

Mission-driven roles are evolving fast as well. Teams are being asked to do more with less while navigating complex compliance requirements, digital transformation, and multi-channel engagement.

Many nonprofits are shifting gears to hire talent with private-sector experience, especially in operations, analytics, and fundraising strategy.

Only 9.8% of nonprofit professionals reported job loss tied to AI, among the lowest exposure rates across industries—reflecting the human-centered nature of the sector. (LHH)



Operational expectations are getting sharper

Technology adoption, impact measurement, and process improvement are climbing the priority list. Professionals who can pair mission alignment with operational savvy are seeing stronger demand, particularly in areas like program management, systems integration, and performance reporting.

Fundraising, in particular, is undergoing major shifts. Digital platforms, donor analytics, and new expectations around transparency are reshaping what successful development teams look like.

Social and Community Service Managers

8%

projected growth from 2023–2033

17,800

projected openings per year (BLS)

Advertising, Promotions, and Marketing Managers

6%

projected growth from 2023–2033

10,000

projected openings per year (BLS)

Nonprofits are recruiting for impact and adaptability

Hiring managers are emphasizing skills over sector background. Talent with experience in strategy, stakeholder management, or systems change is being welcomed from outside the traditional nonprofit pipeline. Internal mobility is also increasing, as many organizations look to build long-term bench strength.

Adaptability, digital fluency, and process-minded thinking are now essential across nonprofit roles, regardless of function or title.

Nonprofit

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Nonprofit Manager	\$130,900	\$139,300	\$146,300	\$147,700	\$102,600	\$187,400	\$145,000
Fundraiser, Nonprofit	\$79,500	\$82,100	\$86,400	\$88,300	\$64,300	\$110,500	\$87,400
Bookkeeper, Nonprofit	\$48,700	\$51,700	\$57,400	\$60,400	\$44,300	\$64,800	\$54,600
Staff Accountant, Nonprofit	\$59,100	\$30,900	\$70,300	\$73,100	\$55,100	\$81,100	\$68,100
Senior Accountant, Nonprofit	\$102,700	\$109,400	\$123,500	\$130,200	\$95,300	\$143,000	\$119,100
Controller, Nonprofit	\$123,600	\$132,400	\$154,600	\$163,400	\$113,500	\$182,800	\$148,200
Account Executive, Nonprofit	\$98,300	\$104,400	\$118,900	\$125,000	\$90,100	\$137,800	\$113,900
Account Partner, Nonprofit	\$99,300	\$106,200	\$120,000	\$126,900	\$90,800	\$144,400	\$117,600
Audit Manager, Nonprofit	\$129,500	\$136,200	\$153,400	\$160,100	\$120,400	\$176,000	\$148,200
Human Resources Generalist, Nonprofit	\$61,300	\$64,000	\$70,500	\$73,200	\$57,300	\$81,900	\$69,600
HR Recruiter, Nonprofit	\$57,900	\$62,400	\$66,800	\$70,200	\$54,600	\$78,200	\$66,400
Executive Assistant, Nonprofit	\$54,000	\$55,800	\$57,900	\$59,900	\$48,600	\$68,500	\$58,500
Executive Director, Nonprofit	\$182,400	\$189,900	\$203,900	\$212,300	\$143,400	\$259,800	\$201,600
Grant Writer	\$75,300	\$78,000	\$79,900	\$82,700	\$63,300	\$94,900	\$79,100
Grant Specialist	\$78,600	\$81,200	\$85,500	\$87,400	\$63,600	\$109,400	\$86,500
Case Manager	\$87,000	\$94,000	\$97,800	\$99,800	\$76,300	\$110,900	\$93,600
Content Creator	\$56,500	\$61,100	\$65,500	\$70,000	\$53,200	\$85,100	\$69,200
Member Engagement	\$80,800	\$83,300	\$87,000	\$89,300	\$67,400	\$109,700	\$88,500
Development/Donor Administrator	\$64,700	\$66,400	\$70,200	\$72,200	\$56,600	\$85,800	\$71,200
Database Management	\$46,900	\$57,900	\$77,700	\$82,400	\$29,200	\$87,600	\$58,400

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large:500–15,000FTEs | Enterprise:15,000+FTEs

Supply Chain & Logistics

“LHH has worked closely with me, my colleagues and the wider team attract talent and manage the recruitment of several procurement professionals. Our trust in her is such that we have, on several occasions, extended LHH services to source and secure procurement professionals for our clients and partners.”
Director of Strategic Procurement

Supply chain disruptions may have eased, but complexity hasn’t. Logistics, fulfillment, and operations teams are still navigating a volatile mix of tariff challenges, labor shortages, rising consumer expectations, and increasingly tech-driven networks. Organizations are prioritizing agility, visibility, and crossfunctional collaboration, especially in critical roles.

67% of supply chain professionals are interested in AI upskilling, driven by demand for predictive analytics and risk modeling. (LHH)

Execution meets strategy

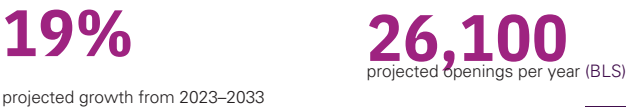
Many logistics functions have moved beyond back-office coordination. Instead, today’s teams are expected to optimize systems, manage risk, and drive cost-efficiency without compromising delivery speed or service quality.

That shift is putting a premium on talent that blends operational rigor with systems thinking and change readiness.

According to BLS data and industry research, demand is rising for:

- Logistics managers who can adapt fast and plan across multiple time horizons
- Analysts and planners who understand demand signals, cost tradeoffs, and integrated networks
- Frontline supervisors who can lead teams, troubleshoot disruptions, and maintain performance in dynamic environments

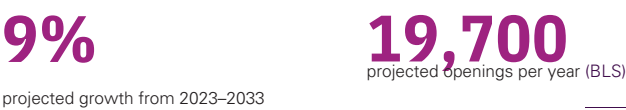
Logisticians



Industrial Production Managers



Transportation, Storage, and Distribution Managers



Tech, talent, and transition

Automation is gaining traction in areas like inventory management, route optimization, and warehouse operations. But adoption still ultimately depends on talent.

Employers are investing in workforce training, scenario modeling, and process improvement to build more responsive, data-enabled teams. The most in-demand professionals bring a mix of on-the-ground experience and a future-focused mindset.

Supply Chain & Logistics

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Buyer	\$73,700	\$75,900	\$80,000	\$82,700	\$65,800	\$96,600	\$81,200
Senior Buyer	\$118,000	\$120,300	\$127,100	\$135,700	\$102,600	\$151,300	\$127,000
Demand Planner	\$78,400	\$85,300	\$99,900	\$103,300	\$68,600	\$116,300	\$92,500
Distribution Manager	\$103,000	\$110,800	\$117,200	\$119,400	\$74,600	\$148,900	\$111,800
Environmental Health and Safety Specialist	\$83,300	\$86,500	\$90,800	\$92,000	\$70,900	\$107,300	\$89,100
Environmental Health and Safety Manager	\$126,900	\$131,600	\$138,000	\$139,700	\$107,500	\$166,200	\$136,900
Import/Export Specialist	\$72,700	\$75,800	\$78,500	\$80,900	\$66,600	\$81,600	\$74,100
Import/Export Manager	\$111,100	\$121,300	\$136,000	\$139,200	\$100,200	\$161,300	\$130,800
Inventory Control Specialist	\$71,000	\$73,500	\$76,500	\$77,300	\$64,700	\$91,300	\$78,000
Inventory Control Manager	\$106,000	\$110,200	\$115,500	\$116,600	\$91,800	\$141,000	\$116,400
Logistics Coordinator	\$52,200	\$53,700	\$55,800	\$56,600	\$45,800	\$66,700	\$56,300
Logistics Analyst	\$76,200	\$77,700	\$81,600	\$82,500	\$66,700	\$98,400	\$82,600
Logistics Manager	\$120,900	\$123,900	\$131,200	\$133,300	\$105,500	\$159,300	\$132,400
Director of Logistics	\$181,100	\$196,400	\$209,700	\$213,100	\$162,200	\$246,300	\$204,200
Vice President of Logistics	\$224,600	\$256,400	\$279,400	\$285,700	\$196,300	\$332,300	\$264,300
Materials Manager	\$121,600	\$126,700	\$136,200	\$140,100	\$104,900	\$165,300	\$135,100
Operations Analyst	\$71,900	\$75,500	\$83,300	\$87,000	\$66,700	\$98,400	\$82,600
Operations Manager	\$122,300	\$126,600	\$132,800	\$138,500	\$109,100	\$153,600	\$131,400
Director of Operations	\$175,300	\$186,200	\$213,100	\$224,000	\$162,400	\$246,500	\$204,500
Vice President of Operations	\$231,700	\$310,300	\$420,000	\$485,100	\$269,800	\$495,600	\$382,700
Chief Operating Officer	\$271,100	\$402,500	\$562,000	\$756,200	\$389,200	\$766,200	\$577,700
Plant Manager	\$156,300	\$159,800	\$164,500	\$170,500	\$122,400	\$221,000	\$171,700
Production Planner	\$79,200	\$83,200	\$86,900	\$91,800	\$63,000	\$111,200	\$87,100
Production Supervisor	\$84,600	\$86,000	\$89,400	\$90,100	\$72,100	\$112,600	\$92,400

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Supply Chain & Logistics

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Purchasing/Procurement Specialist	\$54,800	\$58,900	\$73,000	\$92,100	\$46,300	\$93,400	\$69,900
Purchasing/Procurement Manager	\$128,900	\$139,500	\$154,400	\$209,100	\$114,700	\$223,100	\$168,900
Director of Purchasing/Procurement	\$196,600	\$205,200	\$222,700	\$231,500	\$165,000	\$270,500	\$217,700
Vice President of Purchasing/Procurement	\$217,800	\$233,800	\$260,900	\$278,700	\$199,100	\$308,500	\$253,800
Shipping/Receiving Coordinator	\$42,500	\$48,000	\$55,500	\$65,000	\$38,000	\$75,000	\$56,500
Sourcing Specialist	\$83,500	\$87,300	\$90,200	\$91,900	\$70,600	\$111,700	\$91,200
Sourcing Manager	\$135,100	\$142,000	\$147,900	\$150,300	\$111,400	\$180,800	\$146,100
Supply Chain Coordinator	\$51,900	\$54,200	\$55,900	\$57,100	\$44,800	\$68,200	\$56,500
Supply Chain Analyst	\$78,000	\$81,800	\$84,900	\$87,100	\$69,200	\$101,800	\$85,500
Supply Chain Planner	\$75,000	\$77,800	\$81,000	\$83,600	\$67,400	\$97,600	\$82,500
Supply Chain Manager	\$126,100	\$132,700	\$138,600	\$143,000	\$112,300	\$166,700	\$139,500
Director of Supply Chain	\$179,700	\$199,400	\$210,300	\$216,800	\$165,900	\$243,700	\$204,800
Vice President of Supply Chain	\$205,000	\$225,000	\$235,000	\$270,000	\$243,000	\$333,000	\$288,000
Transportation Manager	\$95,200	\$110,500	\$118,200	\$119,400	\$90,900	\$150,200	\$120,500
Warehouse Manager	\$97,100	\$100,500	\$108,400	\$110,400	\$82,600	\$132,500	\$107,500

Technology

“The team at LHH has the ability to always make you feel you are their number one priority. I’m incredibly impressed with everything they do for us. I know they work with so many other clients, but it honestly never feels that you are just one of many. Couldn’t be happier with this service!”

Employee Relations Manager, IT & Digital Company

The tech workforce is shifting fast. Employers can no longer afford to simply bring in technical specialists. Instead, they’re hiring for systems thinkers, applied problem solvers, and agile collaborators. In this environment, impact matters more than expertise alone.

Execution meets strategy

Digital tools, data infrastructure, and AI are now essential to how organizations operate. Roles once considered siloed to IT are now central to product development, operations, marketing, and customer engagement. Employers want professionals who can build, integrate, and adapt.

This shift is driving demand for talent that can:

- Design and manage interoperable platforms
- Build secure, scalable solutions that support diverse business units
- Translate data into actionable insight across departments
-

33% projected growth for information security analysts (2023–2033, BLS), while 99% of HR leaders report AI skill requirements are growing even for non-technical roles. (LHH)

Business fluency is part of the job

As tech becomes more strategic, technical teams are being asked to partner across the business. Developers, data scientists, and infrastructure specialists need to understand organizational priorities and translate them into systems that scale. Cross-functional collaboration is now a core competency.

Software Developers, Quality Assurance Analysts, and Testers



Information Security Analysts



Computer and Information Systems Managers



What sets top tech talent apart

The most in-demand professionals are fluent across systems and stakeholders. They think beyond tools, focus on real-world outcomes, and treat technology as a way to move the business forward.

What leading candidates bring:

- Practical experience applying AI or machine learning to business problems
- Strong communication skills to drive alignment and adoption
- A proactive approach to risk, architecture, and long-term scalability

Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Software Development Lifecycle (SDLC)							
NET Developer	\$90,200	\$103,200	\$107,900	\$115,300	\$107,100	\$178,000	\$142,600
Android Developer	\$131,000	\$138,300	\$144,800	\$152,000	\$93,100	\$222,300	\$157,700
Applications Architect	\$136,700	\$144,300	\$151,400	\$158,600	\$115,500	\$230,000	\$172,800
Applications Developer	\$91,400	\$100,900	\$111,600	\$114,500	\$83,900	\$131,300	\$107,600
Applications Engineer	\$128,800	\$131,900	\$136,400	\$139,100	\$115,500	\$155,800	\$135,700
Technical Business Analyst	\$99,000	\$106,200	\$115,800	\$117,400	\$84,100	\$136,200	\$110,200
Front End Developer	\$110,200	\$115,700	\$120,700	\$125,600	\$87,300	\$180,200	\$133,800
Full-Stack Developer	\$136,300	\$141,400	\$147,000	\$151,800	\$91,700	\$203,100	\$147,400
iOS Developer	\$126,300	\$132,300	\$136,100	\$142,200	\$93,100	\$202,400	\$147,800
IT Program Manager	\$146,900	\$151,300	\$158,200	\$163,600	\$128,500	\$178,700	\$153,600
IT Project Coordinator	\$81,600	\$84,300	\$87,400	\$88,500	\$74,800	\$95,100	\$85,000
IT Project Manager	\$110,900	\$114,500	\$117,800	\$122,800	\$88,500	\$152,800	\$120,700
Java Developer Sr	\$142,100	\$147,100	\$153,000	\$159,100	\$114,500	\$217,700	\$166,100
Java Developer	\$102,500	\$106,200	\$109,200	\$113,900	\$86,500	\$133,700	\$110,100
Mainframe Programmer	\$77,400	\$82,500	\$87,400	\$89,500	\$70,300	\$111,300	\$90,800
Product Owner	\$145,000	\$151,600	\$157,300	\$162,200	\$121,600	\$194,200	\$157,900
Python Developer	\$131,600	\$141,500	\$155,300	\$163,000	\$104,800	\$230,500	\$167,700
Quality Assurance Automation Tester	\$110,700	\$115,200	\$118,600	\$123,400	\$81,700	\$146,100	\$113,900
Quality Assurance Manual Tester	\$89,200	\$92,200	\$95,700	\$100,200	\$61,700	\$130,800	\$96,200
Quality Assurance Specialist	\$86,100	\$87,300	\$89,700	\$90,600	\$75,400	\$107,200	\$91,300
Scrum Master	\$109,400	\$112,200	\$115,800	\$117,100	\$89,400	\$140,300	\$114,800
Software Quality Assurance Analyst	\$95,700	\$99,400	\$103,000	\$107,600	\$79,500	\$150,600	\$115,000
Solution Architect	\$157,600	\$163,200	\$168,100	\$173,800	\$115,300	\$229,600	\$172,400
Solution Engineer	\$104,700	\$108,300	\$112,800	\$117,800	\$86,500	\$140,600	\$113,600

Company size (based on full time employees, or FTEs)
Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Technical Trainer	\$79,900	\$82,300	\$83,400	\$89,500	\$70,500	\$116,500	\$93,500
Technical Writer	\$77,200	\$79,300	\$121,100	\$84,400	\$67,900	\$97,800	\$82,800
UX Developer	\$114,000	\$117,700	\$85,500	\$125,800	\$96,300	\$160,900	\$128,600
UX Designer	\$81,100	\$84,000	\$86,900	\$90,700	\$68,400	\$103,100	\$85,700
Web Application Developer	\$94,100	\$96,800	\$100,100	\$104,900	\$77,600	\$152,600	\$115,100
Infrastructure							
Applications Systems Analyst	\$81,900	\$84,800	\$88,500	\$93,300	\$64,200	\$134,400	\$99,300
Citrix Administrator	\$101,200	\$127,600	\$145,000	\$152,000	\$81,800	\$158,400	\$120,100
Cloud Architect	\$109,300	\$134,400	\$149,400	\$163,200	\$98,600	\$221,400	\$160,000
Cloud Engineer	\$105,400	\$108,200	\$115,800	\$125,800	\$90,600	\$202,500	\$146,600
DevOps Engineer	\$147,200	\$152,100	\$158,100	\$165,000	\$83,000	\$193,500	\$138,200
Enterprise Infrastructure Architect	\$117,200	\$123,500	\$128,900	\$141,400	\$99,000	\$208,700	\$153,900
Help Desk Support I	\$50,700	\$51,600	\$53,100	\$54,500	\$47,000	\$57,900	\$52,500
Help Desk Support II	\$59,400	\$60,600	\$62,400	\$63,900	\$55,100	\$68,400	\$61,700
Help Desk Support III	\$87,800	\$89,600	\$93,100	\$97,100	\$76,900	\$111,700	\$94,300
Linux Administrator	\$98,300	\$101,100	\$105,900	\$106,800	\$81,800	\$136,100	\$108,900
Microsoft 365 Specialist	\$82,300	\$99,800	\$118,100	\$131,100	\$53,500	\$147,400	\$100,400
Network Administrator	\$105,000	\$107,600	\$120,300	\$126,100	\$95,800	\$136,000	\$115,900
Network Architect	\$115,900	\$128,900	\$138,700	\$146,300	\$103,600	\$200	\$51,900
Network Engineer	\$107,600	\$112,700	\$125,000	\$128,600	\$98,800	\$156,200	\$127,500
Network Operations Center Technician	\$71,500	\$75,500	\$89,300	\$101,200	\$67,300	\$112,000	\$89,600
Desktop Support Tech	\$51,100	\$61,400	\$66,300	\$72,600	\$42,700	\$91,600	\$67,200
Site Reliability Engineer	\$112,300	\$118,800	\$130,200	\$135,000	\$96,500	\$199,100	\$147,800
Software Support Engineer	\$93,200	\$96,400	\$100,000	\$100,900	\$74,200	\$114,900	\$94,500
System Engineer	\$102,700	\$112,400	\$135,700	\$147,300	\$72,400	\$189,300	\$130,800
Systems Administrator	\$92,100	\$96,400	\$99,100	\$101,400	\$77,700	\$142,000	\$109,800
Systems Architect	\$128,800	\$155,600	\$178,700	\$205,700	\$101,200	\$211,000	\$156,100
UNIX Administrator	\$110,300	\$113,500	\$118,800	\$120,100	\$91,700	\$146,600	\$119,200

Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Enterprise Systems							
Business Systems Analyst	\$77,400	\$83,600	\$90,100	\$91,400	\$74,300	\$107,800	\$91,000
CRM Application Administrator	\$109,800	\$111,400	\$118,600	\$123,100	\$102,400	\$120,100	\$111,200
CRM Integration Specialist	\$127,900	\$147,600	\$166,700	\$174,300	\$121,400	\$184,500	\$152,900
CRM Program Director	\$175,500	\$197,000	\$205,900	\$209,000	\$173,300	\$229,000	\$201,200
Salesforce Developer	\$122,700	\$126,700	\$131,400	\$136,900	\$100,600	\$188,900	\$144,700
ERP Administrator	\$77,600	\$79,600	\$82,300	\$85,100	\$63,800	\$99,000	\$81,400
ERP Programmer	\$101,200	\$104,200	\$108,100	\$111,900	\$83,900	\$128,700	\$106,300
ERP Analyst	\$123,900	\$127,500	\$132,600	\$137,500	\$101,800	\$166,600	\$134,200
ERP System Administration Manager	\$146,600	\$151,800	\$158,900	\$165,400	\$121,300	\$187,400	\$154,300
GIS Analyst	\$77,600	\$81,900	\$84,600	\$85,600	\$67,500	\$102,800	\$85,200
SAP Basis Consultant	\$137,600	\$148,600	\$163,900	\$168,300	\$120,900	\$184,500	\$152,700
SAP Project Manager	\$81,900	\$89,500	\$94,600	\$97,500	\$65,100	\$136,200	\$100,600
SAP Program Manager	\$145,600	\$151,300	\$156,300	\$162,500	\$117,300	\$194,900	\$156,100
Security							
Cloud Security Analyst	\$93,900	\$94,700	\$107,500	\$113,000	\$70,300	\$141,800	\$106,100
Cloud Security Architect	\$132,200	\$142,600	\$154,800	\$161,200	\$98,600	\$222,500	\$160,600
Cloud Security Engineer	\$126,600	\$131,600	\$136,100	\$141,700	\$87,000	\$193,600	\$140,300
Cyber Security Analyst	\$97,000	\$99,900	\$103,700	\$106,800	\$80,300	\$125,500	\$102,900
Cyber Security Engineer	\$113,600	\$121,000	\$131,800	\$147,500	\$70,100	\$197,800	\$134,000
Cyber Security Architect	\$134,200	\$138,900	\$143,800	\$163,400	\$136,200	\$202,700	\$169,400
Data Security Analyst	\$89,700	\$95,300	\$97,400	\$97,300	\$80,400	\$116,900	\$98,700
Information Security Administrator	\$76,500	\$80,400	\$81,600	\$81,700	\$66,600	\$94,700	\$80,700
Information Security Analyst	\$89,700	\$95,200	\$97,300	\$97,200	\$80,300	\$116,800	\$98,600
Information Security Engineer	\$112,600	\$117,400	\$122,000	\$123,800	\$101,200	\$145,800	\$123,500
Information Security Supervisor	\$89,400	\$91,900	\$94,800	\$97,900	\$74,100	\$116,700	\$95,400

Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Information Technology Auditor	\$111,300	\$115,500	\$119,100	\$124,000	\$74,500	\$162,700	\$118,600
Systems/Application Security Analyst	\$81,800	\$89,300	\$98,500	\$101,100	\$74,000	\$116,300	\$95,100
Data							
Artificial Intelligence (AI) Engineer	\$135,500	\$139,500	\$143,200	\$149,100	\$107,100	\$201,500	\$154,300
Business Intelligence Analyst	\$86,800	\$93,300	\$98,000	\$99,100	\$74,700	\$119,900	\$97,300
Business Intelligence Developer	\$93,500	\$100,300	\$120,300	\$134,800	\$74,900	\$151,900	\$113,400
Business Intelligence Architect	\$125,800	\$131,600	\$135,500	\$152,500	\$92,700	\$189,500	\$141,100
Data Analyst	\$86,900	\$87,700	\$90,400	\$92,500	\$71,000	\$115,400	\$93,200
Data Scientist	\$136,200	\$140,800	\$146,000	\$151,600	\$85,200	\$197,800	\$141,500
Data Architect	\$114,100	\$118,000	\$127,900	\$135,800	\$95,600	\$177,600	\$136,600
Data Warehouse Specialist	\$97,900	\$101,700	\$107,200	\$119,300	\$83,000	\$169,300	\$126,100
Database Administrator	\$103,400	\$105,200	\$107,700	\$108,600	\$86,100	\$128,000	\$107,000
Database Analyst	\$77,800	\$89,400	\$92,200	\$101,300	\$69,100	\$127,000	\$98,100
Database Engineer	\$108,400	\$121,400	\$135,700	\$149,500	\$83,800	\$203,900	\$143,800
Database Report Writer	\$81,000	\$83,300	\$87,600	\$89,300	\$67,100	\$108,300	\$87,700
Machine Learning (ML) Engineer	\$125,300	\$141,000	\$186,700	\$234,000	\$103,800	\$265,200	\$184,500
Natural Language Processing (NLP) Engineer	\$119,000	\$127,700	\$143,900	\$150,200	\$101,300	\$192,800	\$147,100
Oracle Database Administrator	\$124,500	\$127,100	\$132,400	\$133,700	\$100,700	\$155,800	\$128,200
Reporting Analyst	\$74,900	\$88,300	\$98,300	\$107,100	\$57,200	\$126,900	\$92,100
SQL Server Database Administrator	\$93,300	\$100,400	\$117,200	\$125,600	\$83,400	\$146,400	\$114,900
Leadership							
Applications Development Manager	\$142,500	\$185,100	\$206,200	\$216,800	\$120,200	\$242,500	\$181,400
Chief Data Officer (CDO)	\$326,000	\$374,200	\$414,700	\$456,000	\$271,000	\$505,200	\$388,100
Chief Information Security Officer (CISO)	\$210,800	\$243,500	\$276,200	\$291,800	\$207,600	\$310,000	\$258,800
Chief Product Officer (CPO)	\$275,600	\$306,600	\$337,000	\$362,700	\$263,900	\$374,300	\$319,100
Chief Information Officer (CIO)	\$337,200	\$354,100	\$365,500	\$377,100	\$304,600	\$419,800	\$362,200

Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Chief Technology Officer (CTO)	\$265,300	\$317,700	\$362,400	\$402,400	\$256,900	\$430,100	\$343,500
Cyber Security Manager	\$157,900	\$163,100	\$170,700	\$176,300	\$124,700	\$207,100	\$165,900
Cyber Security Director	\$224,100	\$234,100	\$250,700	\$262,600	\$198,300	\$297,100	\$247,700
Data Center Manager	\$135,300	\$141,600	\$151,700	\$156,500	\$124,800	\$175,300	\$150,100
Data Center Director	\$181,900	\$192,300	\$210,200	\$219,500	\$167,000	\$241,900	\$204,400
Data Management Director	\$210,900	\$228,100	\$242,100	\$255,000	\$174,600	\$277,700	\$226,200
Database Administration Manager	\$147,100	\$153,900	\$166,000	\$173,700	\$131,500	\$190,100	\$160,800
Information Security Manager	\$144,400	\$158,800	\$164,100	\$166,500	\$135,300	\$190,700	\$163,000
Information Security Director	\$170,300	\$193,700	\$217,800	\$228,400	\$157,100	\$246,300	\$201,700
Information Technology Director	\$190,900	\$205,600	\$218,200	\$227,800	\$172,400	\$251,000	\$211,700
Information Technology Manager	\$141,200	\$147,400	\$152,500	\$156,900	\$126,200	\$177,700	\$152,000
Information Technology Vice President	\$231,200	\$287,500	\$373,400	\$442,400	\$274,300	\$441,800	\$358,000
Network Operations Center Director	\$184,600	\$196,300	\$209,500	\$220,600	\$169,500	\$238,200	\$203,900
Network Operations Center Manager	\$129,500	\$133,300	\$142,600	\$147,400	\$113,400	\$168,200	\$140,800
Network Manager	\$142,900	\$153,100	\$160,200	\$167,900	\$121,900	\$177,100	\$149,500
Network Director	\$164,600	\$177,100	\$189,100	\$195,500	\$151,100	\$215,300	\$183,200
Network Vice President	\$196,200	\$200,700	\$203,800	\$228,200	\$180,700	\$244,500	\$212,600
PMO Manager	\$143,100	\$148,400	\$161,400	\$164,200	\$128,100	\$185,200	\$156,700
PMO Director	\$180,700	\$193,800	\$213,500	\$218,300	\$166,800	\$241,700	\$204,200
Product Manager	\$142,700	\$153,200	\$163,900	\$170,500	\$135,200	\$187,200	\$161,200
Product Vice President	\$178,400	\$185,100	\$196,700	\$205,900	\$165,900	\$232,400	\$199,200
Product Director	\$166,900	\$178,700	\$199,800	\$202,400	\$150,300	\$218,000	\$184,200
Quality Assurance Manager	\$126,900	\$132,800	\$139,700	\$141,200	\$113,600	\$166,500	\$140,100
Software Engineering Manager	\$154,200	\$165,900	\$174,500	\$179,000	\$143,200	\$242,300	\$192,800
Software Engineering Director	\$203,300	\$220,200	\$242,000	\$258,700	\$194,600	\$276,000	\$235,300
Information Systems Manager	\$136,400	\$145,500	\$163,100	\$173,500	\$113,400	\$185,700	\$149,600