

# 2022

# salary

# guide.

 randstad

# taking steps to offset labour shortages.



## focus on retention first and foremost

Employers must take proactive steps to hold onto key employees, or risk facing larger recruitment, replacement and training costs down the line. In a competitive market it takes longer and is more expensive to replace employees than to invest in your current workforce and hold onto existing talent. That's not even considering the impact of the loss of knowledge and disruption to business operations. From reevaluating compensation, to rethinking permanent remote work policies, to offering attractive new perks and benefits, employers must think outside of the box to compete with the allure of new, exciting job opportunities.

## build an attractive employer brand

Your employer brand is your value proposition to potential employees. Having a poor employer brand is tantamount to being invisible in a competitive job market. When potential employees have a variety of job opportunities laid out before them, they will unfailingly choose to work for well-paying and prestigious organizations that look good on their resumes. For small and medium sized businesses without mass name-recognition, it's especially critical to have a well-planned and communicated employer brand that lays out the reasons potential employees should want to work for you.

# calgary metropolitan region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	58.6 - 71.9	63.2 - 77.7	69.1 - 87.1
call center director - operations	69.5 - 89.9	77.9 - 102.3	87.8 - 114.6
customer loyalty agent	40.5 - 53.4	46.5 - 61.8	53.1 - 70.3
customer service manager	75.7 - 99.2	85.0 - 113.7	96.8 - 129.7
customer service representative	38.0 - 48.4	42.3 - 54.8	47.5 - 61.5
customer service representative - bilingual	40.0 - 50.4	44.3 - 56.8	49.5 - 63.5
customer service supervisor	61.0 - 79.9	68.4 - 91.1	77.3 - 102.9
customer service team lead	56.1 - 68.8	61.5 - 75.6	66.5 - 81.2
customer service trainer	46.3 - 60.8	52.9 - 70.7	60.9 - 80.3
e-chat representative	40.5 - 53.4	46.5 - 61.8	53.1 - 70.3
help desk representative - level 1	48.6 - 64.9	55.9 - 74.7	63.3 - 83.5
inside sales manager	74.1 - 99.0	84.1 - 114.2	96.0 - 129.2
inside sales representative	56.6 - 70.4	61.1 - 77.7	67.3 - 87.1
junior collection agent	35.7 - 46.1	40.5 - 52.8	45.9 - 59.1
order desk	36.0 - 45.6	41.1 - 52.1	46.2 - 57.5
survey agent	35.7 - 45.2	40.6 - 51.1	45.2 - 52.3
telemarketing agent	35.7 - 44.9	39.8 - 51.3	45.3 - 59.3
telephone dispatcher	42.0 - 53.3	47.4 - 60.7	53.3 - 67.9
travel support agent	40.3 - 51.0	45.2 - 57.6	50.4 - 63.7

## engineering

	entry	mid	senior
<b>construction</b>			
architect	64.4 - 84.5	72.7 - 97.2	83.1 - 110.7
architectural drafter	52.5 - 67.7	60.8 - 80.0	71.1 - 94.0
BIM/VDC Coordinator	67.5 - 87.6	75.1 - 99.5	84.7 - 112.3
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	61.1 - 79.5	69.3 - 91.8	79.2 - 104.8
civil engineer	69.2 - 92.1	79.7 - 107.5	91.7 - 121.4
civil engineering drafter	54.4 - 68.5	61.8 - 78.9	70.4 - 89.2
civil engineering technologist	50.4 - 65.7	57.4 - 76.0	65.5 - 86.2



civil project engineer	78.4 - 106.4	90.0 - 124.0	103.7 - 141.8
civil project manager	82.7 - 109.5	93.1 - 125.2	105.4 - 140.7
construction coordinator	53.5 - 70.6	59.8 - 80.3	67.5 - 90.7
construction director	106.3 - 139.0	138.4 - 180.6	172.6 - 225.1
construction manager	79.3 - 102.9	86.7 - 114.6	96.3 - 128.2
construction project coordinator	92.1 - 117.2	99.7 - 129.2	109.6 - 143.3
construction project manager	70.8 - 96.7	81.9 - 113.5	94.9 - 129.4
contracts administrator	64.1 - 84.2	72.5 - 97.1	82.7 - 110.0
contracts manager	98.6 - 123.8	109.9 - 140.5	124.1 - 159.0
demand planner	53.1 - 72.6	63.5 - 87.4	74.7 - 99.9
director of operations	132.3 - 174.7	172.0 - 226.7	215.3 - 284.1
drafter	57.2 - 71.4	64.2 - 81.4	72.6 - 91.8
electrical designer/engineer	75.4 - 99.3	85.5 - 114.7	98.0 - 130.7
electrical engineer	77.9 - 104.1	90.3 - 123.0	105.4 - 141.7
electrical engineering technician	57.7 - 73.4	65.6 - 84.7	74.7 - 95.9
electrical inspector	45.6 - 60.9	52.6 - 71.1	60.7 - 81.9
engineering manager	88.3 - 117.6	100.4 - 136.0	115.0 - 154.7
environmental engineer	66.1 - 87.2	75.2 - 101.0	86.3 - 115.2
environmental inspector	51.0 - 64.8	56.0 - 72.4	62.2 - 80.8
estimation engineer	72.6 - 96.2	83.2 - 112.2	95.9 - 128.2
estimator	65.4 - 84.7	72.5 - 95.7	81.3 - 107.9
facilities engineer	69.7 - 92.5	79.9 - 107.9	92.2 - 122.8
field manager	73.1 - 96.1	82.8 - 111.1	94.9 - 128.1
field supervisor	71.5 - 93.3	80.0 - 106.0	90.1 - 118.7
foreman	54.7 - 70.3	61.0 - 79.9	68.8 - 90.3
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	65.3 - 83.7	74.9 - 97.1	85.7 - 109.8
health and safety specialist	71.5 - 93.3	81.5 - 108.2	93.5 - 122.9
HVAC drafter	56.0 - 71.4	62.8 - 81.2	70.6 - 90.9
HVAC engineer	58.1 - 76.8	66.2 - 89.0	75.9 - 100.5
materials manager	86.6 - 113.1	95.5 - 126.9	106.7 - 142.3
mechanical designer	56.3 - 73.9	64.6 - 85.7	73.8 - 96.3
mechanical drafter	53.6 - 69.1	60.1 - 79.5	68.8 - 92.5
mechanical engineer	78.7 - 103.3	88.9 - 118.9	101.4 - 134.7
mechanical engineering technician	55.7 - 72.5	63.2 - 83.5	71.9 - 93.6
mechanical site supervisor	51.6 - 66.1	58.1 - 75.7	66.1 - 86.2
operations manager	83.8 - 113.2	95.4 - 130.6	108.8 - 146.9
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	42.8 - 54.6	48.6 - 62.7	55.1 - 70.6



project director	117.5 - 141.6	145.8 - 175.4	174.3 - 209.7
project engineer	93.6 - 119.1	101.3 - 131.2	111.4 - 145.8
project manager	80.2 - 109.5	92.8 - 128.4	107.4 - 146.0
purchasing manager	94.2 - 123.4	106.1 - 140.9	120.0 - 157.5
QA/QC inspector	58.3 - 76.8	67.2 - 89.4	77.1 - 101.9
quality control engineer	69.6 - 91.1	78.3 - 104.4	88.9 - 117.6
quality inspector	42.2 - 53.8	47.2 - 61.2	53.3 - 69.1
safety inspector	67.6 - 87.7	76.3 - 100.3	86.3 - 112.7
site supervisor	76.1 - 98.8	83.3 - 110.1	92.4 - 122.8
specification writer	56.4 - 72.4	63.7 - 82.8	72.1 - 93.0
structural designer	54.0 - 70.0	60.9 - 80.1	68.9 - 90.1
structural engineer	69.4 - 91.2	78.5 - 105.2	89.8 - 119.5
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	42.9 - 54.9	48.1 - 62.6	54.4 - 70.8
supply chain manager	86.8 - 114.7	98.9 - 132.2	112.6 - 147.6
<b>energy &amp; oil</b>			
applications engineer	75.7 - 101.2	88.7 - 120.0	103.6 - 136.4
architect	65.2 - 86.1	73.9 - 99.4	84.7 - 113.4
architectural drafter	52.8 - 68.6	61.4 - 81.4	72.2 - 96.1
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.8 - 187.1
automation engineer	69.5 - 91.8	78.8 - 106.0	90.1 - 120.5
automation specialist	54.5 - 71.5	63.1 - 83.4	72.5 - 94.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	61.7 - 80.9	70.3 - 93.8	80.6 - 107.4
category manager	66.0 - 86.5	73.8 - 98.6	83.6 - 112.0
chemical engineer	87.8 - 116.3	98.3 - 132.3	111.0 - 148.6
chemical technician	59.7 - 77.9	66.4 - 88.4	75.0 - 100.9
chief inspector	56.5 - 74.4	63.6 - 84.8	71.7 - 94.9
civil engineer	70.2 - 94.1	81.1 - 110.1	93.7 - 124.6
civil engineering drafter	54.8 - 69.4	62.5 - 80.3	71.5 - 91.0
civil engineering technologist	50.6 - 66.6	57.9 - 77.3	66.4 - 87.9
civil project engineer	79.8 - 109.0	91.9 - 127.3	106.2 - 145.8
civil project manager	84.3 - 112.2	95.1 - 128.6	108.0 - 144.7
coating inspector	39.4 - 51.5	44.8 - 59.3	50.9 - 67.3
commissioning and start up engineer	66.5 - 88.7	76.5 - 103.7	88.5 - 117.6
commissioning coordinator	50.5 - 70.2	60.5 - 95.2	80.7 - 109.8
construction analyst	59.0 - 77.3	65.9 - 87.5	74.0 - 97.8
construction coordinator	53.8 - 71.7	60.5 - 81.8	68.5 - 92.7
construction director	108.9 - 142.9	142.3 - 186.2	177.9 - 232.6



construction manager	80.8 - 105.3	88.5 - 117.5	98.4 - 131.7
construction project manager	71.8 - 98.8	83.5 - 116.3	97.0 - 132.9
continuous improvement engineer	82.0 - 106.9	91.2 - 120.8	102.4 - 134.9
contracts administrator	64.8 - 85.9	73.7 - 99.3	84.3 - 112.7
contracts manager	100.9 - 127.1	112.7 - 144.5	127.4 - 163.7
contracts specialist	65.5 - 85.8	74.5 - 99.2	85.1 - 112.1
control technician	53.2 - 69.9	60.8 - 80.9	69.5 - 91.8
controls designer/engineer	55.3 - 74.0	63.6 - 86.2	73.2 - 98.2
cost control specialist	55.1 - 68.2	65.4 - 79.5	78.2 - 92.2
demand planner	53.4 - 73.8	64.3 - 89.1	76.0 - 102.2
director of operations	136.0 - 180.0	177.2 - 234.3	222.3 - 294.0
drafter	57.7 - 72.5	65.0 - 82.9	73.7 - 93.8
electrical designer/engineer	76.7 - 101.5	87.2 - 117.6	100.2 - 134.3
electrical engineer	79.2 - 106.6	92.2 - 126.3	108.0 - 145.7
electrical engineering technician	58.2 - 74.6	66.4 - 86.3	76.0 - 98.1
electrical inspector	45.8 - 61.3	52.9 - 71.7	61.1 - 82.7
electrical test engineer	76.4 - 101.9	87.8 - 119.2	101.6 - 136.4
engineering manager	90.1 - 120.6	102.7 - 139.8	117.9 - 159.2
environmental engineer	67.0 - 88.9	76.4 - 103.4	88.0 - 118.1
environmental inspector	51.3 - 65.6	56.4 - 73.6	62.9 - 82.3
estimation engineer	73.7 - 98.4	84.8 - 115.0	98.1 - 131.7
estimator	66.2 - 86.4	73.6 - 97.9	82.9 - 110.5
expediter	42.7 - 55.2	48.5 - 63.5	55.2 - 72.2
facilities engineer	70.7 - 94.5	81.4 - 110.6	94.2 - 126.1
facilities manager	63.1 - 82.8	72.0 - 95.9	82.4 - 109.2
field service engineer	56.4 - 74.8	64.2 - 86.8	73.9 - 100.2
general inspector	55.0 - 72.3	61.8 - 82.4	69.7 - 92.3
geologist	68.9 - 89.7	77.7 - 103.1	88.7 - 117.2
geophysicist	72.6 - 99.0	86.0 - 119.0	101.9 - 137.4
geotechnical engineer	70.2 - 91.4	79.2 - 105.1	90.4 - 119.3
geotechnical technician	55.2 - 78.5	71.2 - 101.3	89.9 - 115.4
GIS Analyst	43.8 - 57.2	48.8 - 64.8	54.8 - 72.4
health and safety manager	70.9 - 92.3	78.8 - 104.4	88.6 - 117.3
health and safety specialist	66.2 - 85.3	76.2 - 99.3	87.4 - 112.6
HVAC drafter	56.5 - 72.6	63.5 - 82.7	71.7 - 92.8
HVAC engineer	58.6 - 78.1	67.1 - 90.8	77.2 - 102.9
hydraulic engineer	71.3 - 95.2	82.1 - 111.5	95.0 - 127.1
industrial engineer	75.7 - 98.6	84.1 - 111.4	94.4 - 124.5
instrumentation and controls engineer	73.5 - 96.9	83.0 - 111.2	94.4 - 125.5



inventory analyst	55.9 - 73.0	63.3 - 84.0	72.2 - 95.8
inventory control manager	68.6 - 89.9	76.8 - 102.5	86.9 - 115.8
logistics manager	67.0 - 89.1	76.6 - 103.6	88.2 - 118.0
logistics specialist	61.9 - 82.5	70.9 - 96.0	81.5 - 108.9
maintenance engineer	57.0 - 73.7	63.6 - 83.5	71.4 - 92.9
maintenance operator	44.1 - 54.6	48.8 - 61.4	54.4 - 68.2
materials manager	88.4 - 115.9	97.6 - 130.4	109.3 - 146.3
mechanical designer	56.8 - 75.1	65.4 - 87.4	75.0 - 98.4
mechanical drafter	53.9 - 70.1	60.7 - 80.9	69.8 - 94.5
mechanical engineer	80.1 - 105.8	90.8 - 122.0	103.8 - 138.5
mechanical engineering technician	56.1 - 73.6	63.9 - 85.1	73.0 - 95.7
mining engineer	76.0 - 100.5	84.8 - 114.2	95.7 - 128.2
operations manager	85.4 - 116.0	97.5 - 134.2	111.5 - 151.1
pipeline designer	65.2 - 89.3	82.5 - 96.4	90.5 - 155.6
pipeline engineer	79.2 - 102.8	89.1 - 118.1	101.7 - 135.0
piping designer	75.2 - 89.3	81.4 - 95.4	91.6 - 145.4
piping engineer	69.2 - 90.6	77.4 - 103.2	87.6 - 116.9
planner/scheduler	43.0 - 55.0	48.9 - 63.2	55.5 - 71.2
plant engineer	79.8 - 105.6	92.4 - 124.2	107.4 - 141.9
plant manager	99.9 - 138.5	119.5 - 167.2	142.0 - 193.6
plant operator	52.7 - 70.9	61.1 - 82.8	70.3 - 93.5
process controls engineer	66.7 - 88.8	76.4 - 103.3	87.9 - 117.2
process engineer	66.7 - 88.8	76.4 - 103.3	87.9 - 117.2
procurement director	106.6 - 140.0	140.0 - 183.1	168.8 - 220.5
procurement manager	96.3 - 126.7	108.7 - 144.9	123.1 - 162.2
procurement specialist	55.2 - 71.9	61.3 - 81.5	69.0 - 92.5
production analyst	50.1 - 66.8	57.5 - 78.3	66.6 - 90.3
production engineer	70.2 - 93.5	80.4 - 108.8	92.5 - 123.3
program manager	77.6 - 100.4	88.4 - 115.9	101.1 - 131.9
project controller	58.4 - 77.7	65.6 - 88.7	74.3 - 100.7
project controls manager	92.3 - 125.9	106.3 - 147.0	122.5 - 166.9
project controls specialist	64.7 - 84.1	72.7 - 95.8	82.1 - 107.8
project coordinator	94.1 - 120.2	102.0 - 132.7	112.3 - 147.4
project director	120.5 - 145.7	150.0 - 180.8	179.6 - 216.5
project engineer	95.7 - 122.2	103.7 - 134.8	114.1 - 150.0
project manager	81.6 - 112.2	94.8 - 131.9	110.0 - 150.3
purchasing manager	96.3 - 126.7	108.7 - 144.9	123.1 - 162.2
QA/QC inspector	58.9 - 78.1	68.2 - 91.3	78.5 - 104.3
quality assurance manager	85.8 - 111.2	94.8 - 125.0	105.9 - 139.6



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quality assurance/control technician	65.0 - 86.4	75.5 - 101.6	87.5 - 115.4
quality control engineer	70.7 - 93.1	79.7 - 106.9	90.8 - 120.7
quality inspector	42.4 - 54.2	47.4 - 61.7	53.6 - 69.7
reliability engineer	70.7 - 91.4	80.3 - 105.6	92.0 - 119.6
reliability manager	72.5 - 94.0	82.9 - 109.2	95.3 - 124.0
reliability specialist	55.5 - 70.4	68.5 - 85.6	84.2 - 110.5
safety inspector	68.5 - 89.5	77.6 - 102.6	88.1 - 115.5
SCADA engineer	68.2 - 90.7	78.0 - 105.4	89.6 - 119.7
site supervisor	77.4 - 101.0	84.9 - 112.8	94.4 - 126.0
sourcing engineer	60.4 - 80.3	69.1 - 93.5	79.5 - 106.5
sourcing specialist	56.2 - 73.3	62.5 - 83.1	70.4 - 94.1
specification writer	56.9 - 73.5	64.5 - 84.4	73.2 - 95.0
stationary engineer	57.0 - 73.7	63.6 - 83.5	71.4 - 92.9
structural designer	54.3 - 71.0	61.6 - 81.6	69.9 - 92.0
structural engineer	70.4 - 93.1	79.9 - 107.8	91.7 - 122.6
superintendent	43.2 - 55.3	48.4 - 63.1	54.8 - 71.4
supply chain manager	88.5 - 117.6	101.2 - 135.9	115.5 - 151.9
systems control engineer	50.1 - 70.6	68.5 - 81.4	78.5 - 126.5
telecommunications technician	58.2 - 75.9	65.8 - 87.3	75.0 - 99.5
transmission line engineer	82.4 - 104.1	89.2 - 114.7	98.0 - 127.0
transportation manager	84.2 - 110.9	95.1 - 127.2	108.1 - 144.0
welding inspector	56.2 - 73.4	63.7 - 84.3	72.3 - 95.1

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	142.4 - 248.7	201.9 - 352.8	285.1 - 498.9
controller	97.4 - 171.4	132.2 - 231.1	173.3 - 302.6
director - financial planning & analysis	129.1 - 168.8	164.4 - 214.5	199.5 - 260.5
finance director	125.4 - 164.1	161.6 - 210.9	196.2 - 256.2
payroll director	81.2 - 109.3	102.5 - 137.7	128.9 - 172.6
vice-president internal audit	126.1 - 166.9	158.2 - 208.8	191.5 - 252.9
finance & accounting	1 year	3 years	5 years
accountant	69.1 - 82.6	73.0 - 87.4	76.9 - 92.0
accounting clerk	42.6 - 49.3	45.5 - 52.5	48.2 - 55.7
accounting manager	91.0 - 110.1	97.7 - 118.2	104.3 - 126.1
accounting supervisor	68.8 - 83.3	73.9 - 89.5	78.9 - 95.5
accounting technician	57.3 - 67.7	61.7 - 73.0	66.0 - 78.0



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accounts payable clerk	42.5 - 48.0	47.2 - 53.2	51.2 - 57.7	59.0 - 66.5
accounts payable manager	81.1 - 98.2	88.5 - 107.1	95.6 - 115.7	111.9 - 135.2
accounts receivable clerk	43.1 - 48.6	47.8 - 53.9	51.9 - 58.5	60.4 - 68.0
accounts receivable manager	83.5 - 98.8	90.5 - 106.9	97.4 - 115.0	114.2 - 134.7
analyst - financial planning & analysis	93.4 - 95.0	100.8 - 121.9	108.0 - 130.5	123.8 - 149.4
assistant controller	100.1 - 126.9	108.4 - 137.3	116.5 - 147.4	134.9 - 170.3
billing specialist	41.0 - 47.9	44.9 - 52.5	48.4 - 56.6	54.9 - 64.2
bookkeeper	41.4 - 49.0	44.8 - 53.0	48.1 - 56.8	55.0 - 65.0
business analyst	73.8 - 88.3	79.7 - 95.4	85.5 - 102.3	98.3 - 117.5
compliance officer	92.9 - 112.5	103.6 - 125.3	113.7 - 137.4	134.1 - 161.7
compliance specialist	61.3 - 73.3	67.4 - 80.7	73.2 - 87.6	85.0 - 101.7
cost accountant	65.2 - 78.0	70.4 - 84.2	75.5 - 90.3	86.8 - 103.8
credit & collection specialist	40.6 - 46.9	44.7 - 51.6	48.4 - 55.9	55.3 - 63.9
credit and collections accountant	38.4 - 45.5	41.9 - 49.5	45.1 - 53.4	51.7 - 61.1
credit and collections manager	88.3 - 105.6	94.6 - 113.1	100.9 - 120.6	116.1 - 138.6
credit and collections supervisor	57.4 - 69.5	61.9 - 75.0	66.3 - 80.3	76.4 - 92.5
external auditor	67.8 - 81.2	72.9 - 87.2	77.8 - 93.1	88.9 - 106.4
financial analyst	79.0 - 94.5	84.5 - 101.1	89.9 - 107.5	102.0 - 122.0
financial reporting manager	108.7 - 131.4	116.5 - 140.8	124.2 - 150.0	142.2 - 171.4
internal audit manager	101.5 - 124.2	109.0 - 133.3	116.2 - 142.1	132.6 - 161.8
internal auditor	65.7 - 78.6	72.4 - 86.6	78.8 - 94.3	92.1 - 110.1
invoicing clerk	40.5 - 47.3	44.4 - 51.9	47.9 - 55.9	53.3 - 62.2
payroll clerk	45.5 - 53.1	50.1 - 58.5	54.2 - 63.4	61.9 - 72.3
payroll manager	77.9 - 94.3	84.2 - 101.9	90.2 - 109.1	103.2 - 124.8
payroll specialist	47.0 - 56.2	51.3 - 61.4	55.5 - 66.4	64.5 - 77.1
payroll supervisor	58.5 - 70.1	63.6 - 76.2	68.5 - 82.0	79.1 - 94.7
tax analyst	52.8 - 63.2	58.3 - 69.7	63.4 - 75.9	74.1 - 88.7
tax manager	96.3 - 117.8	103.2 - 126.2	110.0 - 134.5	126.0 - 153.9
treasury analyst	69.8 - 83.5	74.7 - 89.4	79.5 - 95.2	90.4 - 108.1

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	92.0 - 126.6	115.2 - 158.1	142.3 - 194.6
vice president human resources / CHRO	118.0 - 197.1	152.4 - 253.8	188.3 - 313.9
human resources	entry	mid	senior
benefits administrator	60.1 - 76.7	67.2 - 87.4	75.9 - 98.7
compensation and benefits manager	99.4 - 128.7	110.0 - 145.3	123.6 - 164.1



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compensation specialist	54.5 - 71.9	62.8 - 84.1	72.5 - 95.8
health and safety advisor	65.8 - 84.7	75.6 - 98.4	86.7 - 111.4
health and safety director	90.7 - 108.5	117.4 - 140.1	139.3 - 166.0
health and safety manager	80.6 - 104.0	90.0 - 118.3	101.7 - 133.2
HRIS analyst	64.6 - 85.0	74.1 - 99.0	85.3 - 112.5
HRIS director	90.8 - 129.5	117.5 - 167.0	145.5 - 205.9
human resources assistant	44.6 - 56.9	50.6 - 64.1	55.9 - 69.0
human resources business partner	72.3 - 94.6	80.9 - 107.7	91.4 - 121.7
human resources coordinator	43.5 - 55.6	49.3 - 62.6	54.6 - 67.5
human resources director	99.5 - 136.9	127.1 - 174.1	156.9 - 214.5
human resources generalist	66.8 - 83.8	71.6 - 91.8	78.5 - 103.2
human resources manager	89.6 - 118.4	101.9 - 136.7	116.6 - 155.4
human resources supervisor	69.7 - 90.4	77.1 - 102.4	86.9 - 116.9
Human Resources Technician	53.0 - 69.0	58.9 - 78.2	66.4 - 89.1
L&D director	98.1 - 121.5	122.2 - 151.0	154.9 - 190.8
labour relations advisor	70.8 - 93.8	80.7 - 108.9	92.7 - 124.1
labour relations manager	97.8 - 132.0	114.7 - 156.5	134.1 - 180.1
learning and development specialist	55.9 - 73.0	63.5 - 84.3	72.6 - 95.5
recruitment coordinator	43.4 - 56.6	49.9 - 65.3	56.7 - 73.6
talent acquisition director	93.7 - 128.9	119.6 - 164.1	145.7 - 199.2
talent acquisition specialist	65.6 - 85.3	72.8 - 96.6	81.9 - 108.9
total rewards director	112.1 - 145.3	144.8 - 186.9	176.8 - 228.1
total rewards specialist	59.7 - 77.5	67.2 - 88.7	76.3 - 101.6

## industrial support

	entry	mid	senior
assembler/fabricator	17.2 - 20.7	18.3 - 23.8	22.1 - 28.1
electronic parts assembler	17.5 - 21.7	19.2 - 24.5	21.1 - 26.9
forklift operator	18.4 - 21.6	19.8 - 25.0	21.9 - 27.7
general labourer - heavy	18.0 - 22.7	20.4 - 25.9	23.0 - 26.6
general labourer - light	16.8 - 21.5	18.5 - 24.1	21.8 - 25.9
industrial painter	19.5 - 23.9	21.2 - 27.1	24.8 - 28.9
inventory control clerk	18.2 - 23.0	20.7 - 26.3	23.4 - 29.5
janitor/custodian	16.1 - 19.4	17.6 - 21.0	19.1 - 22.4
logistics coordinator	25.0 - 32.2	28.3 - 37.1	32.3 - 42.1
machine operator	18.5 - 24.3	21.2 - 28.2	25.2 - 31.9
machine operator assistant	17.7 - 22.2	20.3 - 25.6	23.0 - 28.4
manufacturing worker	17.5 - 21.5	19.2 - 24.1	21.4 - 27.0



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material handler	16.9 - 21.2	18.9 - 24.5	21.5 - 25.8
order/cherry picker forklift operator	18.8 - 22.7	20.8 - 25.5	22.3 - 27.9
parts manager	25.8 - 33.3	28.9 - 38.0	32.7 - 43.1
picker/packer	16.8 - 21.5	18.5 - 25.2	22.4 - 25.9
reach truck operator	19.1 - 21.2	20.6 - 24.5	22.8 - 25.9
sandblasting operator	19.3 - 22.6	20.7 - 25.4	22.1 - 29.0
shipper/receiver	18.8 - 23.3	20.7 - 26.2	23.2 - 29.0
shipping and receiving clerk	18.6 - 23.1	21.9 - 25.9	23.3 - 27.6

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	75.2 - 100.2	87.9 - 118.7	102.6 - 134.8
automation engineer	69.0 - 91.0	78.2 - 104.9	89.3 - 119.2
buyer	61.5 - 80.3	69.9 - 92.9	80.0 - 106.3
chemical engineer	87.0 - 115.1	97.4 - 130.8	109.8 - 146.8
chemical technician	59.4 - 77.3	66.0 - 87.7	74.5 - 100.0
cmm programmer	51.1 - 65.9	57.0 - 74.8	64.2 - 83.6
coating inspector	39.3 - 51.4	44.7 - 59.1	50.8 - 67.1
commissioning and start up engineer	66.3 - 88.1	76.1 - 102.9	87.9 - 117.2
continuous improvement engineer	81.3 - 105.8	90.4 - 119.5	101.4 - 133.3
contracts administrator	64.5 - 85.2	73.2 - 98.3	83.6 - 111.6
controls designer/engineer	55.1 - 73.5	63.3 - 85.5	72.7 - 97.3
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	53.3 - 73.3	64.0 - 88.4	75.5 - 101.2
drafter	57.5 - 72.0	64.7 - 82.2	73.2 - 93.0
electrical designer/engineer	76.1 - 100.6	86.5 - 116.4	99.3 - 132.8
electrical engineer	78.7 - 105.6	91.4 - 124.9	106.9 - 144.0
electrical engineering technician	58.0 - 74.1	66.0 - 85.6	75.4 - 97.2
electrical inspector	45.7 - 61.1	52.8 - 71.5	60.9 - 82.4
electrical test engineer	75.9 - 101.0	87.1 - 117.9	100.7 - 134.9
environmental engineer	66.6 - 88.2	75.9 - 102.4	87.3 - 116.8
environmental inspector	51.2 - 65.3	56.2 - 73.1	62.6 - 81.7
estimation engineer	73.3 - 97.5	84.1 - 113.8	97.2 - 130.2
estimator	65.9 - 85.7	73.1 - 97.0	82.2 - 109.4
field service engineer	56.2 - 74.3	63.9 - 86.1	73.4 - 99.3
general inspector	54.8 - 71.9	61.5 - 81.8	69.3 - 91.5
health and safety specialist	72.2 - 94.5	82.3 - 109.7	94.7 - 124.8



HVAC drafter	56.3 - 72.1	63.2 - 82.1	71.2 - 92.0
HVAC engineer	58.4 - 77.5	66.8 - 90.0	76.6 - 101.9
industrial engineer	75.2 - 97.7	83.4 - 110.3	93.6 - 123.2
inventory analyst	55.7 - 72.5	63.0 - 83.4	71.7 - 95.0
logistics specialist	61.7 - 81.8	70.5 - 95.1	80.9 - 107.8
manufacturing engineer	71.3 - 94.2	81.0 - 108.7	92.6 - 122.8
mechanical designer	56.6 - 74.6	65.1 - 86.6	74.5 - 97.5
mechanical drafter	53.8 - 69.7	60.4 - 80.3	69.3 - 93.6
mechanical engineer	79.5 - 104.7	90.0 - 120.6	102.8 - 136.9
mechanical engineering technician	55.9 - 73.2	63.6 - 84.4	72.5 - 94.8
planner/scheduler	42.9 - 54.8	48.8 - 63.0	55.3 - 70.9
PLC programmer	68.6 - 90.2	77.5 - 100.0	90.5 - 120.5
process engineer	66.3 - 88.0	75.8 - 102.3	87.2 - 115.9
procurement specialist	55.0 - 71.5	61.0 - 80.9	68.6 - 91.6
production planner	52.6 - 69.5	60.6 - 80.6	69.2 - 89.8
project engineer	94.8 - 120.9	102.7 - 133.3	112.9 - 148.2
project manager	81.0 - 111.0	94.0 - 130.4	108.9 - 148.5
QA/QC inspector	41.2 - 52.6	46.1 - 59.9	52.1 - 67.7
quality assurance manager	85.1 - 110.1	93.9 - 123.7	104.9 - 138.0
quality assurance/control technician	64.7 - 85.7	75.0 - 100.6	86.8 - 114.2
quality control engineer	70.2 - 92.3	79.1 - 105.8	90.0 - 119.4
quality inspector	42.3 - 54.0	47.3 - 61.5	53.5 - 69.4
safety inspector	68.1 - 88.7	77.0 - 101.7	87.3 - 114.3
SCADA engineer	67.8 - 89.9	77.4 - 104.3	88.9 - 118.4
sourcing engineer	60.2 - 79.7	68.6 - 92.6	78.9 - 105.5
specification writer	56.7 - 73.0	64.2 - 83.7	72.8 - 94.1
stationary engineer	56.8 - 73.2	63.3 - 82.8	70.9 - 92.1
turnaround coordinator	102.5 - 120.4	114.4 - 140.5	134.8 - 187.5
<b>industrial management</b>			
contracts manager	99.9 - 125.7	111.5 - 142.8	126.0 - 161.7
director of operations	134.4 - 177.8	175.0 - 231.1	219.3 - 289.8
engineering manager	89.3 - 119.3	101.7 - 138.2	116.7 - 157.3
health and safety manager	65.8 - 84.7	75.6 - 98.4	86.7 - 111.4
machining manager	68.0 - 82.3	75.1 - 93.1	82.2 - 105.0
maintenance manager	72.7 - 89.1	80.5 - 102.5	88.1 - 114.0
maintenance supervisor	62.8 - 82.2	71.5 - 95.0	81.7 - 108.0
manufacturing director	114.6 - 138.4	147.8 - 178.1	180.8 - 217.7
operations manager	84.7 - 96.9	93.3 - 105.5	95.9 - 125.1
plant manager	98.9 - 136.9	118.3 - 165.2	140.4 - 191.1



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procurement director	105.5 - 138.4	138.4 - 180.8	166.7 - 217.5
production manager	76.8 - 91.0	84.8 - 105.2	95.5 - 130.1
production supervisor	60.2 - 78.1	67.8 - 89.6	77.0 - 101.3
program manager	77.1 - 99.4	87.7 - 114.7	100.1 - 130.4
project director	119.2 - 143.9	148.2 - 178.5	177.3 - 213.6
purchasing manager	95.4 - 125.3	107.6 - 143.2	121.8 - 160.2
supply chain manager	87.8 - 116.4	100.2 - 134.3	114.3 - 150.1
transportation manager	84.7 - 96.9	93.3 - 105.5	95.9 - 125.1
warehouse manager	63.7 - 88.4	75.5 - 99.9	84.7 - 112.0
warehouse supervisor	55.5 - 68.0	62.2 - 78.6	74.7 - 90.5
<b>skilled trades</b>			
CNC machinist	52.2 - 56.2	55.5 - 64.4	62.1 - 79.1
CNC programmer	56.6 - 68.1	61.3 - 78.2	70.2 - 84.6
conventional machinist	53.2 - 57.2	55.9 - 65.2	63.0 - 80.2
electrician	49.5 - 58.2	56.2 - 64.4	62.9 - 92.9
electromechanical technician	54.1 - 76.4	67.0 - 89.2	76.5 - 91.6
field service technician	58.8 - 72.1	67.7 - 84.1	73.3 - 95.9
heavy equipment mechanic	55.4 - 73.3	64.1 - 85.4	73.5 - 97.1
maintenance mechanic	52.3 - 71.4	61.8 - 81.2	69.6 - 90.2
millwright	52.3 - 71.4	61.8 - 81.2	69.6 - 90.2
welder	50.1 - 59.2	55.6 - 66.7	59.3 - 72.1

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	72.0 - 94.5	81.0 - 108.4	92.1 - 123.1
digital media specialist	43.7 - 56.2	51.1 - 66.6	59.7 - 76.2
digital specialist	52.2 - 69.2	60.5 - 81.5	70.4 - 93.1
e-commerce manager	84.6 - 110.5	94.5 - 125.7	106.9 - 142.5
marketing content manager	62.4 - 79.5	71.9 - 92.9	83.0 - 105.1
social media manager	64.2 - 88.1	76.8 - 105.8	90.4 - 122.3
web manager	71.3 - 92.7	79.1 - 104.8	88.9 - 118.2
web marketing analyst	54.4 - 72.2	63.3 - 85.1	73.4 - 96.6
<b>executive positions (company revenue)</b>			
communications vice-president	107.8 - 162.6	144.8 - 217.2	184.2 - 276.3
marketing vice-president	130.7 - 198.7	182.0 - 276.3	233.2 - 354.2
<b>marketing and communications</b>			
brand or product manager	87.4 - 112.4	97.2 - 127.0	109.1 - 142.1



brand or product manager assistant	69.9 - 94.0	81.5 - 110.6	94.4 - 125.9
communications manager	71.7 - 93.3	79.8 - 105.6	89.7 - 118.2
communications specialist	59.1 - 80.9	70.5 - 97.1	83.1 - 110.6
marketing coordinator	58.4 - 77.7	66.9 - 90.4	77.0 - 103.0
marketing director	106.0 - 141.2	122.2 - 164.7	140.8 - 186.7
marketing project manager	45.9 - 61.4	53.0 - 71.8	61.1 - 81.7
marketing specialist	51.5 - 68.4	58.9 - 79.5	67.6 - 90.0

## office & administrative support

	entry	mid	senior
administrative assistant	41.9 - 50.2	45.5 - 55.3	52.2 - 60.4
administrative assistant (bilingual)	44.5 - 52.5	49.2 - 58.8	55.6 - 66.7
administrative manager	59.4 - 67.9	63.3 - 76.7	71.5 - 85.7
benefits clerk	44.0 - 50.0	47.5 - 59.8	56.9 - 68.8
buyer assistant	42.2 - 51.4	49.0 - 59.2	52.3 - 66.5
claims supervisor	62.2 - 78.9	73.9 - 99.1	87.9 - 112.2
contracts administrator	71.1 - 88.9	80.4 - 91.9	87.7 - 105.8
customer success manager	59.8 - 72.0	65.6 - 80.2	70.1 - 89.8
data entry clerk	36.6 - 43.4	40.6 - 48.9	46.6 - 53.8
dispatcher	42.0 - 50.6	47.4 - 58.4	53.3 - 60.4
document controller	41.5 - 46.9	43.2 - 49.9	47.7 - 54.9
documentation specialist	39.2 - 49.9	44.1 - 53.5	51.2 - 59.1
executive assistant	58.8 - 71.3	66.2 - 82.9	76.7 - 98.7
executive assistant (bilingual)	61.6 - 74.3	69.9 - 84.5	81.0 - 103.3
file clerk	37.2 - 44.6	43.6 - 51.5	48.8 - 57.9
fundraising manager	70.1 - 85.3	77.1 - 94.6	88.8 - 109.0
HR administrator	47.7 - 54.4	50.5 - 61.0	58.7 - 75.2
HR manager	75.6 - 89.8	85.5 - 99.8	89.2 - 107.6
human resources assistant	44.6 - 52.9	50.6 - 64.1	56.9 - 69.0
invoicing clerk	40.5 - 51.9	46.3 - 59.0	51.5 - 64.0
lease administrator	41.8 - 55.2	47.3 - 63.7	54.2 - 73.5
legal assistant	50.6 - 64.2	60.4 - 70.9	66.7 - 79.9
logistics coordinator	49.8 - 61.2	55.0 - 68.5	63.2 - 79.8
mailroom clerk	35.0 - 41.6	38.9 - 46.7	41.9 - 49.4
office clerk	39.7 - 47.6	43.7 - 51.8	46.6 - 53.3
office manager	59.9 - 73.4	64.4 - 79.9	69.6 - 84.2
payroll administrator	49.8 - 61.4	56.6 - 70.7	61.1 - 72.2
project coordinator	47.4 - 58.8	52.8 - 64.2	57.9 - 68.0



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property administrator	42.4 - 47.1	45.9 - 52.3	50.9 - 60.6
property manager	66.3 - 81.1	73.3 - 89.5	78.8 - 95.6
receptionist	36.7 - 44.8	40.9 - 50.7	46.9 - 55.7
receptionist (bilingual)	40.7 - 49.7	45.5 - 54.2	51.9 - 64.3
sales administrator	48.1 - 59.3	52.5 - 68.6	64.0 - 76.9
sales assistant	43.1 - 53.8	47.6 - 61.1	53.9 - 70.7
supply clerk	36.7 - 44.4	40.8 - 49.9	46.3 - 54.5
virtual assistant	40.9 - 49.8	44.5 - 53.9	51.1 - 60.3
virtual receptionist	36.7 - 44.9	41.0 - 50.5	46.4 - 53.7

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	53.0 - 66.4	57.7 - 73.6	63.7 - 82.0
account manager - software	59.2 - 73.7	64.0 - 81.2	70.3 - 90.5
business development manager	103.8 - 136.4	115.6 - 155.3	131.0 - 177.7
district sales manager	84.5 - 109.4	96.4 - 127.0	110.9 - 145.4
key accounts manager - consumer goods	75.6 - 96.8	85.2 - 111.0	96.8 - 125.8
merchandiser - consumer goods	66.0 - 86.2	73.8 - 98.4	83.6 - 112.0
sales manager	67.3 - 90.0	76.4 - 103.8	87.2 - 117.4
sales representative, account manager - channel manager	84.4 - 112.2	95.1 - 128.4	108.0 - 145.0
sales representative, account manager - consumer goods	52.4 - 66.1	57.6 - 73.9	64.0 - 82.5
sales representative, account manager - professional services	51.5 - 64.1	55.5 - 70.5	61.0 - 78.7
sales representative, account manager - telecommunications	58.8 - 73.3	63.7 - 80.9	70.0 - 90.0
<b>executive positions (company revenue)</b>			
sales vice-president	10 M\$	100 M\$	1000 M\$
sales vice-president	152.7 - 216.1	202.0 - 286.0	259.5 - 367.7
<b>industrial sales</b>			
entry	mid	senior	
sales engineer - distribution	75.7 - 98.7	83.1 - 110.3	92.4 - 122.9
sales engineer - manufacturing	64.8 - 86.6	73.6 - 99.7	83.8 - 112.0
sales representative, account manager - distribution	53.8 - 67.3	58.5 - 74.5	64.5 - 83.3
sales representative, account manager - industrial equipment	51.9 - 64.7	56.1 - 71.2	61.7 - 79.4
sales representative, account manager - industrial service	57.7 - 72.0	62.5 - 79.5	68.8 - 88.6
sales representative, account manager - machinery	57.5 - 71.7	62.2 - 79.0	68.5 - 88.3
sales representative, account manager - manufacturing	52.1 - 75.0	57.5 - 83.9	63.9 - 93.3
sales representative, account manager - retail network	57.6 - 71.7	62.2 - 79.0	68.6 - 89.0
technical sales representative - manufacturing	56.2 - 74.3	63.9 - 86.1	73.4 - 99.3



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	73.1 - 94.4	81.7 - 107.5	92.3 - 120.7
application support analyst	64.5 - 84.9	74.0 - 98.0	84.1 - 110.2
automation tester	65.3 - 75.2	80.5 - 93.0	90.0 - 105.0
C++/ embedded software engineer	71.3 - 92.1	79.8 - 104.9	90.1 - 117.8
database SQL developer	65.2 - 86.5	74.5 - 100.6	85.7 - 114.3
devops development side	69.8 - 93.6	80.9 - 110.2	94.1 - 125.7
ERP developer	73.5 - 94.8	82.0 - 107.8	92.7 - 122.1
front-end developer	69.3 - 91.0	79.3 - 105.7	91.0 - 119.9
full stack developer	79.4 - 104.2	90.8 - 120.9	104.2 - 136.8
java developer	71.3 - 92.1	79.8 - 104.9	90.1 - 117.9
machine learning developer	79.2 - 117.3	106.1 - 146.2	126.2 - 150.6
manual tester	51.4 - 68.6	60.2 - 81.3	70.2 - 92.6
mobile application developer (iOS/android)	65.9 - 100.7	91.8 - 127.6	110.0 - 131.5
quality assurance manager	87.6 - 114.0	97.4 - 128.9	109.5 - 144.6
RPA developer	54.4 - 71.5	62.4 - 83.1	71.4 - 93.2
technical lead	113.1 - 151.1	128.9 - 174.4	147.3 - 196.6
UI/UX designer	65.7 - 85.3	74.0 - 97.6	83.8 - 109.1
<b>architecture</b>			
application architect	102.5 - 135.6	115.1 - 155.1	130.8 - 176.7
architect (enterprise)	98.9 - 132.9	113.3 - 154.4	130.3 - 176.6
architect (solutions/technical)	88.9 - 111.0	99.7 - 126.4	112.6 - 141.6
cloud architect	90.9 - 114.0	102.6 - 130.5	116.3 - 145.8
<b>data &amp; analytics</b>			
BI data architect	92.5 - 123.3	103.2 - 140.0	116.4 - 157.5
big data engineer	86.5 - 112.9	96.6 - 128.4	109.2 - 145.0
business intelligence developer	69.7 - 90.2	78.1 - 102.7	88.2 - 114.6
data analyst	71.7 - 95.6	82.5 - 111.8	95.3 - 126.9
data architect	75.4 - 99.1	86.6 - 115.5	99.8 - 131.3
data engineer	74.6 - 99.5	85.8 - 116.3	99.1 - 131.9
data scientist	81.1 - 108.6	93.9 - 127.5	108.8 - 144.6
database administrator	72.3 - 98.2	85.3 - 117.2	100.1 - 133.9
<b>leadership/business technology</b>			
business analyst	73.8 - 95.4	82.7 - 108.8	93.5 - 122.7
IT director	111.5 - 147.9	140.5 - 185.6	174.4 - 230.3



# alberta

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manager IT	97.6 - 128.7	110.9 - 148.8	127.1 - 169.8
<b>networking/infrastructure</b>			
cloud engineer	78.7 - 104.5	91.6 - 122.9	106.0 - 138.9
devops system side	84.3 - 116.9	99.1 - 138.1	115.0 - 155.6
help desk representative	48.6 - 64.9	55.9 - 74.7	63.3 - 83.5
information security engineer	76.0 - 101.3	87.5 - 118.5	101.0 - 134.4
information security manager	98.6 - 129.0	110.7 - 147.3	125.6 - 166.9
information security specialist	64.2 - 84.3	73.4 - 97.9	84.3 - 110.7
information systems analyst	68.4 - 87.7	75.7 - 98.9	84.9 - 111.1
linux/unix administrator	81.4 - 105.8	91.9 - 121.6	104.7 - 137.8
network administrator	65.1 - 86.8	74.9 - 101.6	86.5 - 115.8
network engineer	72.6 - 96.6	83.3 - 112.9	96.4 - 129.2
systems administrator	73.4 - 95.4	82.9 - 109.6	94.2 - 123.9
tech support	68.2 - 89.1	77.4 - 102.6	88.2 - 116.0
telecommunications analyst	67.7 - 89.9	77.5 - 105.1	89.7 - 121.1
<b>project management</b>			
business systems analyst	71.9 - 95.0	83.0 - 111.3	96.1 - 127.1
ERP project manager	100.3 - 133.1	109.3 - 147.6	120.9 - 164.9
functional analyst	60.5 - 78.2	67.8 - 89.2	76.7 - 100.9
organizational change manager (OCM)	70.7 - 94.9	82.2 - 112.8	96.7 - 131.7
product owner	80.6 - 105.9	92.3 - 122.8	105.8 - 138.4
product owner/manager	84.4 - 115.6	97.9 - 135.8	113.4 - 154.9
program manager	102.0 - 108.0	110.0 - 130.0	135.0 - 165.0
project coordinator	65.9 - 82.9	74.6 - 95.5	85.1 - 108.3
project manager (infrastructure)	100.4 - 135.1	113.6 - 155.6	129.9 - 177.7
project manager (software)	96.7 - 127.6	108.1 - 145.0	122.0 - 163.7
scrum master	77.7 - 100.9	87.6 - 115.6	99.6 - 131.5
technical writer	64.3 - 83.3	74.7 - 97.9	86.6 - 110.9



# edmonton metropolitan region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	56.6 - 69.1	60.7 - 74.2	65.3 - 85.2
call center director - operations	68.1 - 83.2	71.4 - 93.4	80.4 - 110.2
customer loyalty agent	39.7 - 51.9	45.3 - 56.2	51.7 - 62.0
customer service manager	72.5 - 82.7	75.4 - 85.2	80.0 - 110.0
customer service representative	37.3 - 45.1	41.3 - 53.2	46.3 - 60.7
customer service representative - bilingual	39.3 - 47.1	43.3 - 55.2	48.3 - 62.7
customer service supervisor	58.8 - 70.6	65.8 - 72.2	70.1 - 92.4
customer service team lead	43.2 - 54.9	48.3 - 60.2	53.7 - 67.0
customer service trainer	45.8 - 59.7	52.2 - 62.2	57.8 - 68.2
e-chat representative	36.0 - 44.2	39.7 - 51.0	44.4 - 55.2
help desk representative - level 1	47.2 - 62.6	54.0 - 71.9	61.1 - 80.2
inside sales manager	70.3 - 93.5	79.6 - 91.1	88.7 - 110.2
inside sales representative	54.1 - 67.1	58.3 - 73.9	64.2 - 82.8
junior collection agent	36.9 - 44.6	39.4 - 53.1	44.4 - 57.1
order desk	35.4 - 44.5	40.2 - 50.7	45.0 - 55.8
survey agent	35.1 - 44.1	39.8 - 49.7	44.2 - 50.8
telemarketing agent	34.5 - 43.1	38.3 - 46.2	43.4 - 52.7
telephone dispatcher	44.1 - 51.9	46.2 - 58.9	51.8 - 65.8
travel support agent	39.5 - 46.6	44.1 - 52.9	51.0 - 61.7

## engineering

	entry	mid	senior
<b>construction</b>			
architect	61.8 - 80.7	69.6 - 92.7	79.3 - 105.5
architectural drafter	50.9 - 65.3	58.8 - 76.9	68.5 - 90.2
BIM/VDC Coordinator	65.4 - 84.6	72.7 - 95.9	81.8 - 108.2
buyer	58.7 - 76.1	66.5 - 87.6	75.8 - 99.9
civil engineer	66.7 - 88.4	76.6 - 103.0	88.0 - 116.3
civil engineering drafter	52.7 - 66.0	59.7 - 75.8	67.8 - 85.6
civil engineering technologist	48.8 - 63.4	55.5 - 73.1	63.2 - 82.8
civil project engineer	75.2 - 101.8	86.2 - 118.7	99.3 - 135.8



civil project manager	79.5 - 104.9	89.2 - 119.9	101.0 - 134.7
construction coordinator	52.6 - 69.0	58.7 - 78.3	66.0 - 88.3
construction director	101.8 - 133.1	132.5 - 172.9	165.2 - 216.1
construction manager	76.1 - 98.4	83.1 - 109.7	92.1 - 122.7
construction project coordinator	88.2 - 112.2	95.4 - 123.7	104.9 - 137.2
construction project manager	68.0 - 92.5	78.5 - 108.6	90.8 - 123.9
contracts administrator	61.5 - 80.5	69.5 - 92.6	79.1 - 104.7
contracts manager	94.2 - 118.1	104.9 - 134.0	118.4 - 151.7
demand planner	51.2 - 69.6	61.0 - 83.5	71.6 - 95.2
director of operations	126.9 - 167.3	164.7 - 217.9	206.8 - 274.0
drafter	55.4 - 68.7	62.0 - 78.2	69.9 - 88.1
electrical designer/engineer	72.5 - 95.1	82.1 - 109.9	93.9 - 125.1
electrical engineer	74.9 - 99.8	86.7 - 117.8	101.0 - 135.6
electrical engineering technician	55.8 - 70.7	63.3 - 81.3	71.9 - 92.0
electrical inspector	44.5 - 59.1	51.2 - 68.9	59.0 - 79.2
engineering manager	84.6 - 112.6	96.1 - 130.2	110.1 - 148.0
environmental engineer	63.7 - 83.7	72.3 - 96.8	82.8 - 110.3
environmental inspector	49.3 - 62.3	54.0 - 69.5	59.8 - 77.4
estimation engineer	69.9 - 92.3	79.9 - 107.5	92.0 - 122.7
estimator	62.8 - 81.0	69.5 - 91.3	77.8 - 102.7
facilities engineer	67.1 - 88.7	76.8 - 103.4	88.5 - 117.6
field manager	71.8 - 94.1	81.2 - 108.6	92.9 - 125.1
field supervisor	70.3 - 91.3	78.5 - 103.6	88.2 - 116.0
foreman	53.4 - 68.3	59.4 - 77.5	66.9 - 87.4
health and safety manager	63.0 - 80.4	72.1 - 93.1	82.3 - 105.1
health and safety specialist	68.9 - 89.5	78.3 - 103.7	89.7 - 117.7
HVAC drafter	55.1 - 70.0	61.6 - 79.3	69.2 - 88.7
HVAC engineer	56.2 - 73.8	63.9 - 85.4	73.0 - 96.4
materials manager	82.9 - 107.9	91.2 - 121.1	101.8 - 135.7
mechanical designer	54.5 - 71.1	62.3 - 82.2	71.0 - 92.3
mechanical drafter	51.9 - 66.6	58.1 - 76.4	66.3 - 88.7
mechanical engineer	75.6 - 99.0	85.3 - 113.8	97.2 - 128.9
mechanical engineering technician	53.9 - 69.8	61.0 - 80.2	69.2 - 89.8
mechanical site supervisor	50.8 - 64.6	57.1 - 73.9	64.7 - 84.0
operations manager	80.6 - 108.6	91.7 - 125.2	104.4 - 140.8
planner/scheduler	41.8 - 53.1	47.4 - 60.8	53.6 - 68.3
project director	112.5 - 135.6	139.5 - 167.8	166.7 - 201.1
project engineer	89.6 - 114.0	97.0 - 125.7	106.6 - 139.6
project manager	76.8 - 104.8	88.9 - 123.0	102.8 - 139.8



purchasing manager	90.0 - 117.7	101.3 - 134.4	114.5 - 150.2
QA/QC inspector	56.4 - 73.9	64.8 - 85.8	74.2 - 97.6
quality control engineer	67.1 - 87.4	75.3 - 100.0	85.3 - 112.6
quality inspector	41.3 - 52.4	46.0 - 59.5	51.8 - 67.0
safety inspector	65.1 - 84.1	73.4 - 96.1	82.9 - 107.8
site supervisor	73.0 - 94.6	79.8 - 105.4	88.5 - 117.5
specification writer	54.4 - 69.4	61.3 - 79.2	69.2 - 88.9
structural designer	52.3 - 67.4	58.9 - 77.0	66.4 - 86.5
structural engineer	66.8 - 87.5	75.5 - 100.8	86.2 - 114.4
superintendent	41.9 - 53.3	46.9 - 60.6	52.8 - 68.4
supply chain manager	83.0 - 109.5	94.5 - 126.1	107.5 - 140.8
<b>energy &amp; oil</b>			
applications engineer	72.8 - 96.9	85.1 - 114.7	99.2 - 130.3
architect	62.5 - 82.2	70.7 - 94.8	80.8 - 108.1
architectural drafter	51.2 - 66.2	59.4 - 78.3	69.5 - 92.1
assistant chief inspector	103.3 - 122.4	114.4 - 142.0	134.0 - 187.1
automation engineer	66.9 - 88.1	75.7 - 101.6	86.5 - 115.4
automation specialist	52.7 - 68.9	61.0 - 80.1	69.8 - 90.7
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	59.3 - 77.4	67.4 - 89.5	77.1 - 102.2
category manager	63.4 - 82.6	70.8 - 94.0	79.9 - 106.6
category specialist	50.4 - 60.6	62.8 - 74.0	69.9 - 86.6
chemical engineer	84.2 - 111.3	94.2 - 126.6	106.3 - 142.2
chemical technician	57.7 - 74.9	64.0 - 84.8	72.2 - 96.7
chief inspector	55.0 - 72.1	61.8 - 81.9	69.5 - 91.5
civil engineer	67.6 - 90.2	78.0 - 105.5	89.8 - 119.3
civil engineering drafter	53.0 - 66.9	60.4 - 77.2	68.8 - 87.3
civil engineering technologist	49.0 - 64.2	56.0 - 74.3	64.0 - 84.4
civil project engineer	76.5 - 104.3	87.9 - 121.9	101.6 - 139.6
civil project manager	81.0 - 107.5	91.2 - 123.1	103.4 - 138.5
coating inspector	38.6 - 50.2	43.8 - 57.6	49.6 - 65.3
commissioning and start up engineer	63.6 - 84.6	73.1 - 98.7	84.3 - 111.7
commissioning coordinator	56.8 - 77.8	66.2 - 89.0	77.7 - 97.3
construction analyst	57.1 - 74.3	63.6 - 84.0	71.2 - 93.8
construction coordinator	52.9 - 70.0	59.3 - 79.7	67.0 - 90.1
construction director	104.2 - 136.8	136.3 - 178.3	170.2 - 223.4
construction manager	77.4 - 100.7	84.7 - 112.5	94.2 - 126.1
construction project manager	69.0 - 94.6	80.0 - 111.3	92.8 - 127.2
continuous improvement engineer	78.5 - 102.0	87.2 - 115.3	97.8 - 128.7



contracts administrator	62.3 - 82.1	70.6 - 94.6	80.6 - 107.3
contracts manager	96.3 - 121.2	107.5 - 137.8	121.5 - 156.1
contracts specialist	62.9 - 82.0	71.4 - 94.5	81.4 - 106.7
control technician	51.6 - 67.4	58.7 - 77.8	67.0 - 88.1
controls designer/engineer	53.5 - 71.2	61.4 - 82.7	70.5 - 94.1
cost control specialist	55.1 - 65.5	70.1 - 85.0	95.0 - 110.0
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	51.5 - 70.7	61.8 - 85.1	72.8 - 97.4
director of operations	130.4 - 172.5	169.7 - 225.3	213.6 - 283.7
drafter	55.8 - 69.8	62.7 - 79.6	70.9 - 90.0
electrical designer/engineer	73.7 - 97.3	83.7 - 112.7	96.0 - 128.6
electrical engineer	76.2 - 102.2	88.5 - 120.9	103.4 - 139.4
electrical engineering technician	56.3 - 71.8	64.1 - 82.9	73.1 - 94.0
electrical inspector	44.8 - 59.6	51.6 - 69.5	59.4 - 79.9
electrical test engineer	73.5 - 97.7	84.3 - 114.1	97.4 - 130.6
engineering manager	86.3 - 115.5	98.3 - 133.9	112.9 - 152.4
environmental engineer	64.6 - 85.4	73.5 - 99.1	84.5 - 113.1
environmental inspector	49.5 - 63.1	54.4 - 70.5	60.5 - 78.8
estimation engineer	71.0 - 94.3	81.4 - 110.2	94.0 - 126.1
estimator	63.6 - 82.6	70.6 - 93.3	79.2 - 105.2
expediter	41.8 - 53.7	47.3 - 61.6	53.7 - 69.8
facilities engineer	68.1 - 90.6	78.2 - 105.9	90.4 - 120.7
facilities manager	62.2 - 81.2	70.7 - 93.8	80.8 - 106.7
field service engineer	54.6 - 72.0	62.0 - 83.3	71.1 - 96.0
general inspector	53.5 - 70.1	60.1 - 79.7	67.6 - 89.1
general manager	76.8 - 102.0	88.0 - 118.9	101.6 - 136.2
geologist	66.2 - 85.8	74.5 - 98.4	84.8 - 111.9
geophysicist	69.6 - 94.6	82.3 - 113.5	97.3 - 131.0
geotechnical engineer	67.6 - 87.7	76.2 - 100.7	86.7 - 114.2
geotechnical technician	72.9 - 94.5	82.1 - 108.3	93.4 - 122.9
GIS Analyst	42.4 - 55.0	47.1 - 62.1	52.7 - 69.3
HDD inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
health and safety manager	68.1 - 88.4	75.5 - 99.9	84.8 - 112.3
health and safety specialist	63.8 - 81.9	73.3 - 95.2	83.9 - 107.7
HVAC drafter	55.6 - 71.1	62.4 - 80.8	70.2 - 90.6
HVAC engineer	56.7 - 75.1	64.7 - 87.1	74.2 - 98.6
hydraulic engineer	68.6 - 91.3	78.8 - 106.8	91.1 - 121.6
industrial engineer	72.9 - 94.6	80.8 - 106.7	90.5 - 119.2
instrumentation and controls engineer	70.8 - 92.9	79.7 - 106.5	90.6 - 120.1



inventory analyst	53.8 - 69.9	60.8 - 80.4	69.2 - 91.4
inventory control manager	66.0 - 86.1	73.7 - 97.9	83.2 - 110.5
logistics manager	64.4 - 85.2	73.4 - 99.0	84.4 - 112.7
logistics specialist	59.5 - 78.9	68.0 - 91.5	78.0 - 103.7
maintenance engineer	55.9 - 72.0	62.3 - 81.3	69.7 - 90.4
maintenance operator	43.6 - 53.8	48.2 - 60.3	53.6 - 66.9
materials manager	84.5 - 110.6	93.2 - 124.4	104.3 - 139.6
mechanical completions	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
mechanical designer	54.9 - 72.3	63.1 - 83.9	72.1 - 94.3
mechanical drafter	52.2 - 67.5	58.7 - 77.8	67.2 - 90.6
mechanical engineer	76.9 - 101.3	87.1 - 116.8	99.4 - 132.5
mechanical engineering technician	54.3 - 70.9	61.7 - 81.7	70.3 - 91.7
mining engineer	73.1 - 96.3	81.4 - 109.3	91.7 - 122.7
operations manager	82.2 - 111.3	93.7 - 128.6	107.0 - 144.8
osd designer - telecom	57.2 - 74.2	64.3 - 85.7	73.9 - 99.8
pipeline designer	55.1 - 62.2	70.1 - 80.2	90.1 - 110.3
pipeline engineer	76.1 - 98.6	85.5 - 113.1	97.5 - 129.2
piping designer	93.0 - 110.2	103.0 - 127.8	121.3 - 168.4
piping engineer	66.7 - 86.9	74.4 - 98.9	84.1 - 111.9
planner/scheduler	42.0 - 53.5	47.7 - 61.2	53.9 - 68.9
plant engineer	76.5 - 101.0	88.4 - 118.9	102.8 - 135.8
plant manager	95.4 - 132.1	114.1 - 159.4	135.5 - 184.9
plant operator	51.8 - 69.3	59.8 - 80.7	68.7 - 90.9
PLC programmer	62.0 - 70.7	70.7 - 94.1	80.9 - 105.8
process controls engineer	64.3 - 85.2	73.5 - 99.0	84.4 - 112.2
process engineer	64.3 - 85.2	73.5 - 99.0	84.4 - 112.2
procurement director	101.7 - 133.6	133.5 - 174.7	160.9 - 211.0
procurement manager	92.0 - 120.8	103.7 - 138.2	117.5 - 154.7
procurement specialist	53.1 - 69.0	58.9 - 78.0	66.2 - 88.2
production analyst	48.8 - 64.7	55.8 - 75.6	64.6 - 87.0
production engineer	67.7 - 89.7	77.3 - 104.2	88.8 - 118.0
program manager	74.5 - 96.1	84.6 - 111.0	96.7 - 126.3
project controller	56.6 - 74.8	63.4 - 85.3	71.6 - 96.6
project controls manager	88.3 - 120.6	101.7 - 140.7	117.3 - 159.6
project controls specialist	62.7 - 81.1	70.3 - 92.3	79.3 - 103.6
project coordinator	90.0 - 115.1	97.6 - 127.0	107.5 - 141.1
project director	115.4 - 139.4	143.5 - 173.0	171.9 - 207.8
project engineer	91.6 - 117.0	99.2 - 129.1	109.2 - 143.6
project manager	78.2 - 107.4	90.8 - 126.3	105.3 - 143.8



# alberta

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purchasing manager	92.0 - 120.8	103.7 - 138.2	117.5 - 154.7
QA/QC inspector	56.9 - 75.1	65.7 - 87.5	75.5 - 99.9
quality assurance manager	82.1 - 106.2	90.6 - 119.3	101.1 - 133.2
quality assurance/control technician	62.7 - 83.0	72.6 - 97.3	84.0 - 110.3
quality control engineer	68.1 - 89.3	76.6 - 102.4	87.1 - 115.5
quality inspector	50.0 - 63.5	55.8 - 72.0	62.9 - 81.1
reliability engineer	68.1 - 87.7	77.2 - 101.2	88.2 - 114.6
reliability manager	69.6 - 90.0	79.4 - 104.5	91.2 - 118.7
reliability specialist	68.1 - 70.7	90.5 - 100.2	110.1 - 130.5
safety inspector	66.0 - 85.8	74.6 - 98.3	84.5 - 110.5
SCADA engineer	65.7 - 87.0	75.0 - 101.0	86.0 - 114.6
site supervisor	74.2 - 96.7	81.3 - 108.0	90.4 - 120.7
sourcing engineer	58.2 - 76.9	66.3 - 89.3	76.2 - 101.7
sourcing specialist	54.1 - 70.3	60.0 - 79.4	67.5 - 89.8
specification writer	54.8 - 70.5	62.0 - 80.7	70.2 - 90.8
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	55.9 - 72.0	62.3 - 81.3	69.7 - 90.4
structural designer	52.6 - 68.4	59.5 - 78.4	67.4 - 88.3
structural engineer	67.8 - 89.3	76.8 - 103.2	87.9 - 117.4
structural engineering technologist	58.8 - 77.3	66.5 - 89.3	76.1 - 101.4
superintendent	50.8 - 64.6	56.8 - 73.3	64.0 - 82.8
supply chain manager	84.7 - 112.2	96.7 - 129.6	110.2 - 144.8
systems control engineer	65.0 - 75.0	85.0 - 95.0	105.0 - 130.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	56.3 - 73.0	63.5 - 83.8	72.2 - 95.3
transmission line engineer	79.1 - 99.8	85.6 - 109.9	93.9 - 121.6
transportation manager	80.5 - 105.9	90.9 - 121.4	103.2 - 137.3
turnaround coordinator	93.0 - 110.2	103.0 - 127.8	121.3 - 168.4
welding inspector	54.9 - 71.3	62.0 - 81.7	70.2 - 91.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	135.8 - 238.5	193.0 - 340.5	274.1 - 484.3
controller	93.1 - 163.4	126.1 - 221.3	165.2 - 291.3
director - financial planning & analysis	123.1 - 161.0	156.7 - 205.2	190.6 - 250.0
finance director	119.6 - 156.5	154.1 - 201.7	187.4 - 245.8



payroll director	77.7 - 104.4	97.9 - 131.4	123.0 - 164.5
vice-president internal audit	120.3 - 159.1	150.9 - 199.7	182.8 - 242.6
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	66.3 - 79.0	70.0 - 83.5	73.6 - 87.8
accounting clerk	41.4 - 47.6	44.1 - 50.7	46.7 - 53.7
accounting manager	87.0 - 105.1	93.4 - 112.8	99.6 - 120.3
accounting supervisor	66.0 - 79.6	70.8 - 85.5	75.5 - 91.2
accounting technician	55.1 - 65.0	59.3 - 69.9	63.3 - 74.7
accounts payable clerk	41.3 - 46.4	45.6 - 51.3	49.4 - 55.6
accounts payable manager	77.7 - 93.8	84.6 - 102.2	91.4 - 110.4
accounts receivable clerk	41.8 - 47.0	46.2 - 52.0	50.1 - 56.4
accounts receivable manager	80.0 - 94.3	86.5 - 102.1	93.0 - 109.8
analyst - financial planning & analysis	89.3 - 107.9	96.3 - 116.3	103.1 - 124.5
assistant controller	95.7 - 121.1	103.5 - 131.0	111.1 - 140.6
billing specialist	39.8 - 46.4	43.5 - 50.7	46.8 - 54.6
bookkeeper	40.2 - 47.3	43.4 - 51.2	46.5 - 54.8
business analyst	71.0 - 84.7	76.6 - 91.4	82.1 - 98.0
compliance officer	88.7 - 107.1	98.7 - 119.1	108.1 - 130.6
compliance specialist	58.9 - 70.3	64.7 - 77.2	70.2 - 83.7
cost accountant	62.6 - 74.7	67.5 - 80.5	72.3 - 86.2
credit & collection specialist	39.4 - 45.4	43.3 - 49.9	46.8 - 54.0
credit and collections accountant	37.4 - 44.0	40.6 - 47.9	43.7 - 51.5
credit and collections manager	84.5 - 100.8	90.4 - 108.0	96.3 - 115.0
credit and collections supervisor	55.4 - 66.8	59.6 - 72.0	63.8 - 77.0
external auditor	65.1 - 77.6	69.8 - 83.3	74.5 - 88.8
financial analyst	75.6 - 90.2	80.8 - 96.4	85.8 - 102.4
financial reporting manager	103.8 - 125.3	111.2 - 134.3	118.5 - 143.0
internal audit manager	97.0 - 118.5	104.0 - 127.1	110.9 - 135.5
internal auditor	63.0 - 75.2	69.4 - 82.8	75.4 - 90.0
invoicing clerk	39.3 - 45.7	43.0 - 50.1	46.3 - 54.0
payroll clerk	44.0 - 51.3	48.4 - 56.4	52.4 - 61.0
payroll manager	74.7 - 90.2	80.5 - 97.3	86.2 - 104.2
payroll specialist	45.4 - 54.1	49.5 - 59.1	53.5 - 63.8
payroll supervisor	56.4 - 67.3	61.3 - 73.1	65.9 - 78.6
tax analyst	50.9 - 60.7	56.1 - 66.9	61.0 - 72.7
tax manager	92.0 - 112.4	98.5 - 120.4	105.0 - 128.3
treasury analyst	66.9 - 79.8	71.6 - 85.4	76.1 - 90.8
			86.3 - 103.0



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	88.4 - 121.4	110.5 - 151.5	136.4 - 186.6
vice president human resources / CHRO	112.6 - 188.3	145.3 - 243.5	179.8 - 302.3
human resources	entry	mid	senior
benefits administrator	57.8 - 73.5	64.5 - 83.5	72.7 - 94.1
compensation and benefits manager	94.9 - 122.8	105.0 - 138.6	117.9 - 156.5
compensation specialist	52.5 - 68.9	60.3 - 80.4	69.5 - 91.4
health and safety advisor	63.5 - 81.3	72.8 - 94.3	83.2 - 106.6
health and safety director	86.8 - 103.6	112.0 - 133.7	132.9 - 158.3
health and safety manager	77.1 - 99.3	86.1 - 112.8	97.1 - 127.0
HRIS analyst	62.4 - 81.6	71.3 - 94.8	81.9 - 107.6
HRIS director	86.8 - 123.5	112.2 - 159.2	138.8 - 196.8
human resources assistant	43.5 - 55.3	49.2 - 62.2	54.3 - 66.8
human resources business partner	69.3 - 90.2	77.4 - 102.5	87.3 - 115.7
human resources coordinator	42.5 - 54.0	48.1 - 60.7	53.1 - 65.3
human resources director	95.1 - 130.6	121.3 - 166.0	149.7 - 205.1
human resources generalist	64.1 - 80.1	68.7 - 87.7	75.2 - 98.4
human resources manager	85.7 - 113.0	97.3 - 130.4	111.3 - 148.2
human resources supervisor	66.9 - 86.3	73.9 - 97.5	83.1 - 111.1
L&D director	93.7 - 115.9	116.6 - 144.0	147.7 - 182.2
labour relations advisor	67.9 - 89.5	77.2 - 103.7	88.5 - 118.0
labour relations manager	93.4 - 125.9	109.5 - 149.3	127.9 - 171.8
learning and development specialist	55.1 - 71.5	62.4 - 82.4	71.1 - 93.2
learning experience designer	53.2 - 68.5	59.5 - 77.9	67.2 - 88.3
recruitment coordinator	42.4 - 54.9	48.5 - 63.3	55.1 - 71.1
talent acquisition director	89.5 - 123.0	114.2 - 156.5	139.0 - 190.3
talent acquisition specialist	63.0 - 81.6	69.8 - 92.1	78.3 - 103.6
total rewards director	107.0 - 138.6	138.1 - 178.3	168.6 - 218.4
total rewards specialist	57.4 - 74.2	64.5 - 84.8	73.1 - 96.8



## industrial support

	entry	mid	senior
assembler/fabricator	17.3 - 21.3	19.0 - 24.4	21.5 - 27.4
electronic parts assembler	17.6 - 21.7	19.3 - 24.5	21.2 - 26.9
forklift operator	18.4 - 21.5	19.9 - 25.0	21.9 - 27.9
general labourer - heavy	18.0 - 22.7	20.3 - 25.8	23.1 - 26.6
general labourer - light	16.7 - 21.5	18.6 - 24.2	21.9 - 25.9
industrial painter	19.6 - 23.9	21.4 - 27.2	24.5 - 28.8
inventory control clerk	18.5 - 22.9	20.8 - 25.9	23.4 - 29.5
janitor/custodian	16.0 - 19.3	17.3 - 21.0	19.2 - 22.2
logistics coordinator	24.9 - 32.0	28.3 - 37.1	32.4 - 42.0
machine operator	18.2 - 23.8	20.8 - 27.9	24.9 - 31.9
machine operator assistant	17.5 - 21.9	19.9 - 25.5	22.9 - 28.9
manufacturing worker	17.5 - 21.4	19.1 - 24.1	21.3 - 26.8
material handler	16.8 - 21.2	18.9 - 24.7	21.8 - 25.9
order/cherry picker forklift operator	18.7 - 22.5	20.9 - 24.7	22.2 - 27.7
parts manager	25.9 - 32.9	28.8 - 38.0	33.0 - 42.9
picker/packer	16.8 - 21.6	18.6 - 25.0	22.5 - 25.9
production labourer	16.8 - 20.2	18.2 - 23.5	21.0 - 25.5
reach truck operator	19.0 - 21.3	19.9 - 23.8	22.9 - 25.6
sandblasting operator	19.2 - 22.5	20.5 - 25.3	22.2 - 28.8
shipper/receiver	18.9 - 23.1	20.7 - 25.9	22.9 - 28.7
shipping and receiving clerk	18.6 - 23.2	22.1 - 25.8	23.6 - 27.2

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	75.2 - 100.2	87.9 - 118.7	102.6 - 134.8
automation engineer	69.0 - 91.0	78.2 - 104.9	89.3 - 119.2
buyer	61.5 - 80.3	69.9 - 92.9	80.0 - 106.3
chemical engineer	87.0 - 115.1	97.4 - 130.8	109.8 - 146.8
chemical technician	59.4 - 77.3	66.0 - 87.7	74.5 - 100.0
cmm programmer	51.1 - 65.9	57.0 - 74.8	64.2 - 83.6
coating inspector	39.3 - 51.4	44.7 - 59.1	50.8 - 67.1
commissioning and start up engineer	66.3 - 88.1	76.1 - 102.9	87.9 - 117.2
continuous improvement engineer	81.3 - 105.8	90.4 - 119.5	101.4 - 133.3



contracts administrator	64.5 - 85.2	73.2 - 98.3	83.6 - 111.6
controls designer/engineer	55.1 - 73.5	63.3 - 85.5	72.7 - 97.3
craft inspector	44.7 - 59.5	51.5 - 69.4	59.2 - 79.3
demand planner	53.3 - 73.3	64.0 - 88.4	75.5 - 101.2
drafter	57.5 - 72.0	64.7 - 82.2	73.2 - 93.0
electrical designer/engineer	76.1 - 100.6	86.5 - 116.4	99.3 - 132.8
electrical engineer	78.7 - 105.6	91.4 - 124.9	106.9 - 144.0
electrical engineering technician	58.0 - 74.1	66.0 - 85.6	75.4 - 97.2
electrical inspector	45.7 - 61.1	52.8 - 71.5	60.9 - 82.4
electrical test engineer	75.9 - 101.0	87.1 - 117.9	100.7 - 134.9
environmental engineer	66.6 - 88.2	75.9 - 102.4	87.3 - 116.8
environmental inspector	51.2 - 65.3	56.2 - 73.1	62.6 - 81.7
estimation engineer	73.3 - 97.5	84.1 - 113.8	97.2 - 130.2
estimator	65.9 - 85.7	73.1 - 97.0	82.2 - 109.4
field service engineer	56.2 - 74.3	63.9 - 86.1	73.4 - 99.3
general inspector	54.8 - 71.9	61.5 - 81.8	69.3 - 91.5
health and safety specialist	72.2 - 94.5	82.3 - 109.7	94.7 - 124.8
HVAC drafter	56.3 - 72.1	63.2 - 82.1	71.2 - 92.0
HVAC engineer	58.4 - 77.5	66.8 - 90.0	76.6 - 101.9
industrial engineer	75.2 - 97.7	83.4 - 110.3	93.6 - 123.2
inventory analyst	55.7 - 72.5	63.0 - 83.4	71.7 - 95.0
logistics specialist	61.7 - 81.8	70.5 - 95.1	80.9 - 107.8
manufacturing engineer	71.3 - 94.2	81.0 - 108.7	92.6 - 122.8
mechanical designer	56.6 - 74.6	65.1 - 86.6	74.5 - 97.5
mechanical drafter	53.8 - 69.7	60.4 - 80.3	69.3 - 93.6
mechanical engineer	79.5 - 104.7	90.0 - 120.6	102.8 - 136.9
mechanical engineering technician	55.9 - 73.2	63.6 - 84.4	72.5 - 94.8
planner/scheduler	42.9 - 54.8	48.8 - 63.0	55.3 - 70.9
PLC programmer	68.6 - 90.2	77.5 - 100.0	90.5 - 120.5
process engineer	66.3 - 88.0	75.8 - 102.3	87.2 - 115.9
procurement specialist	55.0 - 71.5	61.0 - 80.9	68.6 - 91.6
production planner	52.6 - 69.5	60.6 - 80.6	69.2 - 89.8
project engineer	94.8 - 120.9	102.7 - 133.3	112.9 - 148.2
project manager	81.0 - 111.0	94.0 - 130.4	108.9 - 148.5
QA/QC inspector	41.2 - 52.6	46.1 - 59.9	52.1 - 67.7
quality assurance manager	85.1 - 110.1	93.9 - 123.7	104.9 - 138.0
quality assurance/control technician	64.7 - 85.7	75.0 - 100.6	86.8 - 114.2
quality control engineer	70.2 - 92.3	79.1 - 105.8	90.0 - 119.4
quality inspector	42.3 - 54.0	47.3 - 61.5	53.5 - 69.4



safety inspector	68.1 - 88.7	77.0 - 101.7	87.3 - 114.3
SCADA engineer	67.8 - 89.9	77.4 - 104.3	88.9 - 118.4
sourcing engineer	60.2 - 79.7	68.6 - 92.6	78.9 - 105.5
specification writer	56.7 - 73.0	64.2 - 83.7	72.8 - 94.1
stationary engineer	56.8 - 73.2	63.3 - 82.8	70.9 - 92.1
turnaround coordinator	102.5 - 120.4	114.4 - 140.5	134.8 - 187.5
<b>industrial management</b>			
contracts manager	95.4 - 119.9	106.4 - 136.2	120.2 - 154.2
director of operations	128.9 - 170.3	167.6 - 222.2	210.7 - 279.6
engineering manager	85.5 - 114.3	97.3 - 132.3	111.7 - 150.5
health and safety manager	63.5 - 81.3	72.8 - 94.3	83.2 - 106.6
machining manager	68.0 - 82.3	75.1 - 93.1	82.2 - 105.0
maintenance manager	72.7 - 89.1	80.5 - 102.5	88.1 - 114.0
maintenance supervisor	62.8 - 82.2	71.5 - 95.0	81.7 - 108.0
manufacturing director	109.7 - 132.5	141.5 - 170.4	173.0 - 209.0
materials manager	83.8 - 109.5	92.4 - 123.0	103.3 - 137.9
operations manager	84.7 - 96.9	93.3 - 105.5	95.9 - 125.1
plant manager	94.5 - 130.6	112.9 - 157.5	133.9 - 182.5
procurement director	100.7 - 132.0	132.0 - 172.4	158.9 - 208.1
production manager	76.8 - 91.0	84.8 - 105.2	95.5 - 130.1
production supervisor	60.2 - 78.1	67.8 - 89.6	77.0 - 101.3
program manager	73.9 - 95.2	83.9 - 109.8	95.8 - 124.9
project director	114.2 - 137.8	141.8 - 170.8	169.7 - 204.9
purchasing manager	91.1 - 119.5	102.7 - 136.6	116.2 - 152.8
supply chain manager	84.0 - 111.0	95.7 - 128.1	109.1 - 143.1
transportation manager	84.7 - 96.9	93.3 - 105.5	95.9 - 125.1
warehouse manager	63.7 - 88.4	75.5 - 99.9	84.7 - 112.0
warehouse supervisor	55.5 - 68.0	62.2 - 78.6	74.7 - 90.5
<b>skilled trades</b>			
CNC machinist	52.2 - 56.2	55.5 - 64.4	62.1 - 79.1
CNC programmer	56.6 - 68.1	61.3 - 78.2	70.2 - 84.6
conventional machinist	53.2 - 57.2	55.9 - 65.2	63.0 - 80.2
electrician	49.5 - 58.2	56.2 - 64.4	62.9 - 92.9
electromechanical technician	54.1 - 76.4	67.0 - 89.2	76.5 - 91.6
field service technician	58.8 - 72.1	67.7 - 84.1	73.3 - 95.9
heavy equipment mechanic	55.4 - 73.3	64.1 - 85.4	73.5 - 97.1
maintenance mechanic	52.3 - 71.4	61.8 - 81.2	69.6 - 90.2
millwright	52.3 - 71.4	61.8 - 81.2	69.6 - 90.2
welder	50.1 - 59.2	55.6 - 66.7	59.3 - 72.1



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	68.4 - 89.4	76.8 - 102.2	87.1 - 116.0
digital media specialist	42.3 - 54.1	49.3 - 63.9	57.4 - 73.0
digital specialist	50.4 - 66.4	58.2 - 78.0	67.5 - 88.9
e-commerce manager	80.1 - 104.2	89.3 - 118.4	100.8 - 134.3
marketing content manager	60.5 - 76.6	69.5 - 89.4	80.0 - 101.0
social media manager	61.0 - 83.4	72.8 - 99.8	85.4 - 115.3
web manager	67.7 - 87.6	75.0 - 98.9	84.1 - 111.4
web marketing analyst	52.6 - 69.6	61.0 - 81.7	70.6 - 92.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	103.5 - 155.8	138.8 - 208.6	176.5 - 266.4
marketing vice-president	123.2 - 187.9	171.8 - 263.2	221.3 - 339.4
<b>marketing and communications</b>			
brand or product manager	82.7 - 106.0	91.8 - 119.7	102.9 - 133.9
brand or product manager assistant	67.0 - 89.9	78.1 - 105.8	90.3 - 120.3
communications manager	68.9 - 89.3	76.5 - 101.0	85.9 - 113.2
communications specialist	57.0 - 77.5	67.7 - 92.9	79.5 - 105.8
marketing coordinator	56.2 - 74.4	64.2 - 86.3	73.7 - 98.1
marketing director	100.0 - 133.1	115.1 - 155.3	132.7 - 176.3
marketing project manager	43.9 - 58.4	50.5 - 68.1	58.2 - 77.4
marketing specialist	49.6 - 65.6	56.7 - 76.0	64.9 - 85.9

## office & administrative support

	entry	mid	senior
<b>administrative</b>			
administrative assistant	41.8 - 50.6	45.9 - 56.3	52.1 - 60.5
administrative assistant (bilingual)	44.8 - 53.1	49.7 - 58.2	55.3 - 66.9
administrative manager	58.4 - 68.9	63.5 - 77.9	71.2 - 86.8
benefits clerk	43.9 - 50.2	47.4 - 60.1	55.9 - 68.5
buyer assistant	41.8 - 51.7	48.5 - 60.2	52.8 - 66.1
claims supervisor	62.4 - 78.5	72.8 - 98.7	86.5 - 109.9
contracts administrator	70.6 - 89.1	80.9 - 91.2	88.8 - 106.6
customer success manager	59.6 - 71.0	65.1 - 80.9	70.3 - 89.9
data entry clerk	36.4 - 44.1	40.5 - 49.2	46.2 - 52.9
dispatcher	41.9 - 50.7	47.0 - 58.9	52.9 - 60.1



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document controller	40.3 - 46.7	43.2 - 49.8	47.7 - 54.4
documentation specialist	38.8 - 48.6	44.0 - 53.8	50.2 - 58.9
executive assistant	57.4 - 70.9	65.6 - 82.8	76.6 - 99.4
executive assistant (bilingual)	60.9 - 74.8	69.6 - 84.9	81.3 - 104.0
file clerk	36.9 - 43.8	43.1 - 51.1	48.3 - 56.2
fundraising manager	69.5 - 85.4	76.1 - 94.7	87.9 - 108.5
HR administrator	47.4 - 55.9	51.7 - 67.1	62.5 - 78.8
HR manager	75.5 - 88.9	85.7 - 99.2	88.4 - 106.9
human resources assistant	44.4 - 52.5	50.5 - 64.3	55.9 - 68.7
invoicing clerk	39.9 - 50.8	45.5 - 58.7	51.2 - 63.3
lease administrator	41.7 - 53.4	46.9 - 62.6	53.7 - 72.9
legal assistant	49.6 - 63.9	59.9 - 78.1	66.6 - 78.9
logistics coordinator	50.1 - 61.4	55.5 - 67.8	62.9 - 78.5
mailroom clerk	34.8 - 41.1	38.8 - 46.2	42.2 - 48.8
office clerk	39.4 - 47.6	42.9 - 52.2	46.9 - 52.9
office manager	58.8 - 73.4	63.7 - 80.1	69.4 - 84.4
payroll administrator	48.7 - 60.5	55.5 - 69.9	60.7 - 72.1
project coordinator	46.6 - 58.2	51.9 - 64.0	57.1 - 67.7
property administrator	41.9 - 47.3	45.7 - 52.1	49.9 - 60.1
property manager	65.5 - 80.9	72.7 - 88.8	78.1 - 95.0
receptionist	36.8 - 43.9	40.9 - 49.3	45.5 - 56.1
receptionist (bilingual)	40.6 - 49.3	45.7 - 54.8	51.8 - 64.2
sales administrator	47.7 - 59.0	52.1 - 68.8	63.3 - 76.6
sales assistant	42.8 - 51.9	46.9 - 60.3	53.2 - 69.7
supply clerk	36.6 - 44.2	40.9 - 50.2	46.0 - 53.9
virtual assistant	40.8 - 49.8	44.8 - 53.7	51.4 - 60.8
virtual receptionist	36.8 - 44.2	40.7 - 50.4	46.7 - 53.5

# sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	50.7 - 63.3	55.1 - 70.0	60.8 - 78.0
account manager - software	56.5 - 70.2	61.0 - 77.2	67.0 - 86.0
business development manager	99.3 - 130.6	110.6 - 148.6	125.4 - 170.1
district sales manager	80.0 - 103.1	91.1 - 119.6	104.6 - 137.1
key accounts manager - consumer goods	72.0 - 92.0	81.0 - 105.4	92.0 - 119.6
merchandiser - consumer goods	63.3 - 82.4	70.7 - 93.8	79.9 - 106.6
sales manager	64.0 - 85.1	72.5 - 98.0	82.5 - 110.7



# alberta

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sales representative, account manager - channel manager	79.9 - 105.8	89.9 - 121.0	101.8 - 136.7
sales representative, account manager - consumer goods	51.1 - 64.2	56.1 - 71.6	62.2 - 79.8
sales representative, account manager - professional services	49.5 - 61.4	53.3 - 67.5	58.5 - 75.2
sales representative, account manager - telecommunications	56.1 - 69.8	60.7 - 76.9	66.7 - 85.5
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	144.0 - 204.8	191.1 - 272.7	246.9 - 352.6
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	72.3 - 93.9	79.3 - 104.9	88.1 - 116.7
sales engineer - manufacturing	62.0 - 82.6	70.3 - 94.9	80.0 - 106.4
sales representative, account manager - distribution	51.7 - 64.4	56.1 - 71.2	61.8 - 79.4
sales representative, account manager - industrial equipment	49.7 - 61.7	53.6 - 67.8	58.8 - 75.5
sales representative, account manager - industrial service	55.3 - 68.8	59.9 - 75.9	65.8 - 84.4
sales representative, account manager - machinery	55.0 - 68.3	59.3 - 75.2	65.2 - 83.9
sales representative, account manager - manufacturing	49.9 - 71.4	54.9 - 79.8	60.9 - 88.6
sales representative, account manager - retail network	55.0 - 68.2	59.3 - 75.2	65.3 - 84.6
technical sales representative - manufacturing	54.4 - 71.5	61.7 - 82.7	70.6 - 95.1

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	70.3 - 90.5	78.5 - 102.8	88.5 - 115.3
application support analyst	62.2 - 81.5	71.2 - 93.9	80.8 - 105.4
automation tester	65.0 - 82.5	80.3 - 96.5	90.0 - 104.0
C++/ embedded software engineer	68.7 - 88.4	76.7 - 100.4	86.4 - 112.6
database SQL developer	62.9 - 83.1	71.7 - 96.4	82.3 - 109.3
devops development side	67.3 - 89.7	77.8 - 105.4	90.2 - 120.1
ERP developer	70.7 - 90.8	78.8 - 103.2	88.9 - 116.7
front-end developer	66.8 - 87.3	76.2 - 101.1	87.3 - 114.7
full stack developer	76.3 - 99.7	87.1 - 115.6	99.7 - 130.7
java developer	68.7 - 88.4	76.7 - 100.4	86.4 - 112.7
machine learning developer	76.1 - 112.1	101.5 - 139.6	120.6 - 143.9
manual tester	50.0 - 66.5	58.5 - 78.6	68.0 - 89.3
mobile application developer (iOS/android)	63.6 - 96.4	88.0 - 121.9	105.2 - 125.6
quality assurance manager	83.8 - 108.8	93.1 - 123.0	104.5 - 137.9
RPA developer	52.6 - 68.9	60.2 - 79.8	68.8 - 89.3
technical lead	107.9 - 144.1	123.0 - 166.3	140.5 - 187.8
UI/UX designer	63.4 - 81.9	71.3 - 93.5	80.5 - 104.4



Architecture			
application architect	97.9 - 129.4	109.8 - 147.9	124.8 - 168.5
architect (enterprise)	94.8 - 126.9	108.4 - 147.5	124.5 - 168.6
architect (solutions/technical)	85.3 - 106.2	95.5 - 120.8	107.7 - 135.2
cloud architect	87.2 - 109.0	98.2 - 124.7	111.2 - 139.3
Data & Analytics			
BI data architect	88.5 - 118.0	98.8 - 134.1	111.4 - 150.7
big data engineer	83.0 - 108.0	92.6 - 122.7	104.4 - 138.5
business intelligence developer	67.1 - 86.5	75.1 - 98.3	84.6 - 109.6
data analyst	69.1 - 91.7	79.3 - 106.9	91.3 - 121.3
data architect	71.8 - 94.2	82.4 - 109.8	94.9 - 124.9
data engineer	71.8 - 95.3	82.4 - 111.2	94.9 - 126.0
data scientist	77.9 - 103.9	90.0 - 121.8	104.0 - 138.1
database administrator	69.6 - 94.0	81.9 - 112.0	95.9 - 127.9
Leadership/Business Technology			
business analyst	71.0 - 91.4	79.4 - 104.1	89.7 - 117.2
IT director	106.4 - 141.1	134.0 - 177.1	166.3 - 220.5
manager IT	93.2 - 122.8	105.8 - 141.9	121.2 - 161.9
Networking/Infrastructure			
cloud engineer	75.6 - 100.1	87.8 - 117.5	101.5 - 132.7
devops system side	80.9 - 111.8	95.0 - 131.9	109.9 - 148.6
help desk representative	47.2 - 62.6	54.0 - 71.9	61.1 - 80.2
information security engineer	73.1 - 97.0	83.9 - 113.2	96.7 - 128.4
information security manager	94.2 - 123.1	105.7 - 140.5	119.8 - 159.1
information security specialist	61.9 - 80.9	70.7 - 93.8	81.0 - 105.9
information systems analyst	65.9 - 84.2	72.9 - 94.8	81.5 - 106.2
linux/unix administrator	78.3 - 101.3	88.1 - 116.2	100.2 - 131.6
network administrator	62.8 - 83.3	72.1 - 97.3	83.1 - 110.7
network engineer	69.9 - 92.6	80.0 - 108.0	92.3 - 123.4
systems administrator	70.7 - 91.5	79.6 - 104.8	90.4 - 118.4
tech support	65.8 - 85.5	74.5 - 98.2	84.6 - 110.9
telecommunications analyst	65.2 - 86.3	74.5 - 100.6	86.1 - 115.7
Project Management			
business systems analyst	69.2 - 91.0	79.7 - 106.5	92.0 - 121.4
ERP project manager	95.8 - 126.9	104.3 - 140.8	115.4 - 157.2
functional analyst	57.8 - 74.5	64.7 - 84.8	73.0 - 95.9
organizational change manager (OCM)	67.8 - 90.7	78.7 - 107.7	92.4 - 125.6
product owner	77.8 - 101.8	88.9 - 118.0	101.7 - 132.9
product owner/manager	80.9 - 110.7	93.7 - 130.0	108.6 - 148.2



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program manager	100.0 - 108.0	105.0 - 130.0	130.0 - 175.0
project coordinator	63.6 - 79.6	71.8 - 91.5	81.8 - 103.6
project manager (infrastructure)	95.9 - 128.9	108.4 - 148.4	123.9 - 169.5
project manager (software)	92.4 - 121.7	103.1 - 138.3	116.4 - 156.1
scrum master	75.0 - 97.1	84.4 - 111.1	95.8 - 126.3
technical writer	61.8 - 79.7	71.6 - 93.6	82.8 - 106.0



# northern alberta

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	58.6 - 70.1	64.7 - 74.2	65.3 - 85.2
call center director - operations	72.1 - 85.2	73.4 - 95.4	82.4 - 115.2
customer loyalty agent	42.6 - 54.8	48.8 - 61.4	55.6 - 73.0
customer service manager	65.6 - 82.2	71.4 - 101.0	88.4 - 108.6
customer service representative	39.9 - 53.7	44.4 - 57.5	49.8 - 64.1
customer service representative - bilingual	41.9 - 55.7	46.4 - 59.5	51.8 - 66.1
customer service supervisor	63.6 - 82.7	71.1 - 88.4	75.3 - 95.6
customer service team lead	50.6 - 64.4	56.9 - 70.1	58.9 - 74.9
customer service trainer	48.6 - 63.4	55.4 - 68.5	58.9 - 70.1
e-chat representative	36.1 - 44.2	39.7 - 58.0	44.4 - 55.2
help desk representative - level 1	46.0 - 56.9	52.7 - 63.4	59.5 - 66.3
inside sales manager	75.3 - 93.5	79.6 - 98.1	88.7 - 110.2
inside sales representative	58.2 - 72.1	62.7 - 75.4	69.0 - 84.8
junior collection agent	37.1 - 47.8	42.0 - 54.7	47.6 - 61.1
order desk	37.8 - 47.9	43.2 - 54.5	48.4 - 60.0
survey agent	37.5 - 47.4	42.7 - 53.5	47.5 - 54.7
telemarketing agent	36.7 - 46.3	41.0 - 52.8	46.7 - 55.9
telephone dispatcher	44.6 - 56.5	50.3 - 58.9	56.4 - 71.1
travel support agent	39.5 - 46.6	44.1 - 52.9	51.0 - 61.7

## industrial support

	entry	mid	senior
assembler/fabricator	17.6 - 21.6	19.5 - 24.4	22.5 - 28.3
electronic parts assembler	18.6 - 22.7	19.7 - 25.1	21.7 - 27.6
forklift operator	18.8 - 22.5	21.3 - 25.5	23.9 - 28.9
general labourer - heavy	19.6 - 24.7	22.3 - 28.2	25.9 - 29.3
general labourer - light	17.9 - 23.3	21.5 - 26.9	23.8 - 27.9
industrial painter	20.2 - 24.6	21.9 - 28.1	25.2 - 30.4
inventory control clerk	19.8 - 24.5	21.8 - 26.9	24.0 - 31.1
janitor/custodian	16.9 - 19.9	18.0 - 22.2	19.8 - 23.6
logistics coordinator	26.4 - 33.1	29.9 - 38.6	33.8 - 43.7



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machine operator	19.5 - 24.9	21.8 - 28.9	25.7 - 32.8
machine operator assistant	18.4 - 23.2	20.5 - 26.6	23.9 - 29.4
manufacturing worker	18.5 - 21.8	19.9 - 25.0	22.3 - 28.0
material handler	18.4 - 21.9	20.5 - 25.5	22.9 - 27.2
order/cherry picker forklift operator	19.2 - 22.9	21.5 - 25.9	23.9 - 29.0
parts manager	26.8 - 34.4	29.8 - 39.2	33.7 - 44.4
picker/packer	17.7 - 21.9	19.1 - 25.6	22.9 - 26.4
reach truck operator	19.4 - 22.8	21.5 - 25.9	24.0 - 28.9
sandblasting operator	20.2 - 23.2	21.0 - 26.4	23.0 - 29.9
shipper/receiver	19.2 - 23.3	21.5 - 26.6	23.9 - 29.0
shipping and receiving clerk	20.8 - 24.0	22.9 - 27.1	25.0 - 29.6

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
contracts manager	102.4 - 128.2	114.0 - 145.4	128.5 - 164.2
director of operations	137.4 - 180.6	177.8 - 234.2	222.4 - 293.3
engineering manager	91.3 - 121.5	103.8 - 140.5	118.8 - 159.5
health and safety manager	68.4 - 87.6	78.5 - 101.4	89.7 - 114.4
machining manager	72.8 - 87.4	79.9 - 99.8	85.6 - 108.0
maintenance manager	76.7 - 95.1	84.5 - 105.5	92.9 - 117.2
manufacturing director	116.8 - 140.6	150.1 - 180.1	182.8 - 219.9
operations manager	87.7 - 101.5	99.6 - 112.6	102.9 - 115.9
plant manager	101.5 - 139.5	120.8 - 167.6	143.0 - 193.4
procurement director	108.0 - 141.0	140.9 - 183.1	169.1 - 220.0
production manager	84.7 - 98.7	89.5 - 112.1	100.8 - 138.8
production supervisor	64.9 - 82.7	71.5 - 93.7	80.7 - 107.9
program manager	79.0 - 101.4	89.6 - 116.9	102.1 - 132.7
project director	121.4 - 146.2	150.5 - 180.5	179.4 - 215.7
purchasing manager	97.9 - 127.8	110.1 - 145.8	124.4 - 162.7
site supervisor	78.8 - 102.1	86.2 - 113.7	95.5 - 126.8
supply chain manager	90.4 - 118.9	102.8 - 136.9	116.8 - 152.6
transportation manager	86.1 - 112.3	96.8 - 128.4	109.6 - 144.9
warehouse manager	70.6 - 90.9	78.1 - 102.4	87.3 - 114.6
warehouse supervisor	55.0 - 62.2	60.9 - 72.5	64.2 - 80.8
<b>skilled trades</b>			
CNC machinist	53.9 - 59.5	57.7 - 66.2	64.4 - 82.0
CNC programmer	57.9 - 73.6	63.5 - 82.8	72.5 - 96.6



conventional machinist	55.6 - 58.9	56.8 - 68.8	65.7 - 82.8
electrician	54.6 - 61.1	59.9 - 70.1	67.4 - 101.9
electromechanical technician	59.9 - 79.9	70.5 - 92.7	80.0 - 95.1
field service technician	61.7 - 77.6	70.5 - 88.9	78.7 - 101.5
heavy equipment mechanic	59.9 - 77.4	69.2 - 88.9	79.2 - 103.9
maintenance mechanic	54.6 - 73.6	64.9 - 83.9	72.8 - 95.9
millwright	55.6 - 73.6	64.9 - 83.9	72.8 - 95.9
welder	52.6 - 64.1	56.0 - 72.7	62.9 - 81.6

## office & administrative support

	entry	mid	senior
administrative assistant	44.4 - 54.5	49.7 - 59.6	54.3 - 65.6
administrative assistant (bilingual)	47.4 - 55.8	51.9 - 60.7	58.5 - 72.6
administrative manager	63.4 - 77.5	67.6 - 83.9	75.7 - 90.2
benefits clerk	46.7 - 55.2	50.4 - 64.9	58.8 - 71.1
buyer assistant	44.4 - 55.7	51.2 - 64.7	56.3 - 69.8
claims supervisor	68.5 - 82.5	77.2 - 103.8	89.9 - 118.1
contracts administrator	79.9 - 95.5	90.1 - 114.2	100.3 - 121.0
customer success manager	61.3 - 74.4	69.8 - 82.4	74.5 - 94.5
data entry clerk	38.4 - 46.6	43.7 - 53.3	49.0 - 56.3
dispatcher	46.6 - 53.8	50.3 - 62.1	56.4 - 64.5
document controller	43.4 - 49.9	45.7 - 54.4	50.2 - 55.1
documentation specialist	44.2 - 53.1	47.7 - 59.6	55.5 - 63.3
executive assistant	60.6 - 74.5	68.2 - 93.2	80.7 - 105.6
executive assistant (bilingual)	64.5 - 77.7	73.2 - 88.9	85.5 - 107.5
file clerk	39.0 - 47.6	44.3 - 57.6	51.7 - 60.2
fundraising manager	71.6 - 88.5	80.9 - 101.1	92.3 - 112.2
HR administrator	50.6 - 59.9	54.4 - 66.8	61.1 - 75.7
HR manager	77.8 - 91.2	88.9 - 104.5	93.8 - 112.1
human resources assistant	47.2 - 57.1	53.5 - 67.4	59.9 - 71.7
invoicing clerk	43.1 - 54.4	48.5 - 61.0	53.4 - 66.1
lease administrator	43.5 - 57.1	49.1 - 65.6	56.1 - 75.5
legal assistant	52.2 - 67.6	62.3 - 80.9	68.9 - 85.2
logistics coordinator	53.1 - 66.6	60.9 - 71.1	68.7 - 86.5
mailroom clerk	37.2 - 43.6	40.4 - 49.6	45.5 - 51.8
office clerk	41.8 - 49.9	46.0 - 53.8	50.7 - 58.5
office manager	61.9 - 79.2	67.7 - 88.2	74.9 - 98.3
payroll administrator	50.5 - 63.3	58.8 - 73.7	63.8 - 79.6



# alberta

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project coordinator	49.7 - 61.2	56.0 - 69.9	62.0 - 72.4
property administrator	44.4 - 49.8	47.7 - 54.6	52.2 - 63.4
property manager	68.3 - 83.7	77.7 - 93.9	82.2 - 101.6
receptionist	38.8 - 47.0	42.6 - 53.0	49.8 - 58.8
receptionist (bilingual)	42.5 - 51.6	48.8 - 57.6	53.9 - 67.0
sales administrator	50.4 - 63.4	58.0 - 71.4	67.9 - 82.2
sales assistant	45.5 - 55.7	50.4 - 63.1	55.8 - 72.8
supply clerk	39.1 - 47.6	45.0 - 54.6	50.2 - 59.7
virtual assistant	41.0 - 50.1	46.2 - 55.9	53.6 - 62.2
virtual receptionist	39.1 - 47.7	43.3 - 54.5	51.9 - 59.1



# red deer

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	58.6 - 70.1	64.7 - 74.2	65.3 - 85.2
call center director - operations	63.9 - 82.2	71.4 - 93.4	80.4 - 104.6
customer loyalty agent	38.2 - 49.8	43.5 - 54.4	49.5 - 60.1
customer service manager	70.6 - 92.2	79.2 - 90.1	84.9 - 105.3
customer service representative	36.0 - 44.2	39.7 - 51.0	44.4 - 55.2
customer service representative - bilingual	38.0 - 46.2	41.7 - 53.0	46.4 - 57.2
customer service supervisor	57.4 - 68.9	62.2 - 78.1	69.1 - 82.0
customer service team lead	44.4 - 58.1	55.9 - 70.2	66.5 - 75.2
customer service trainer	44.6 - 55.4	50.7 - 64.2	58.1 - 70.0
e-chat representative	36.0 - 44.2	39.7 - 51.0	44.4 - 55.2
help desk representative - level 1	46.0 - 56.9	52.7 - 63.4	59.5 - 66.3
inside sales manager	68.0 - 86.5	77.0 - 93.4	88.2 - 102.0
inside sales representative	52.6 - 65.1	56.7 - 69.2	60.3 - 74.2
junior collection agent	34.8 - 42.8	37.9 - 48.9	42.6 - 54.7
order desk	34.2 - 42.7	38.7 - 48.6	43.2 - 55.5
survey agent	34.0 - 42.3	38.3 - 45.7	42.4 - 49.7
telemarketing agent	33.7 - 41.8	37.3 - 47.6	42.1 - 54.9
telephone dispatcher	42.0 - 50.4	44.9 - 54.2	50.4 - 59.3
travel support agent	38.0 - 47.6	42.3 - 53.6	47.0 - 59.1

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 20.7	18.2 - 23.7	21.6 - 26.9
electronic parts assembler	17.0 - 21.0	18.8 - 23.9	20.8 - 25.5
forklift operator	17.9 - 21.0	19.0 - 24.2	21.1 - 26.8
general labourer - heavy	17.9 - 21.8	19.7 - 24.8	22.2 - 25.5
general labourer - light	16.3 - 20.5	18.1 - 23.6	21.3 - 24.5
industrial painter	19.0 - 22.5	20.1 - 26.5	23.4 - 28.1
inventory control clerk	18.0 - 22.6	20.2 - 25.9	22.9 - 28.8
janitor/custodian	16.0 - 18.9	17.5 - 20.6	19.0 - 22.1
logistics coordinator	23.6 - 30.7	27.6 - 35.5	30.9 - 40.1



# alberta

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machine operator	18.0 - 23.2	20.5 - 27.7	23.9 - 30.2
machine operator assistant	17.1 - 21.2	19.5 - 24.3	21.9 - 26.8
manufacturing worker	16.8 - 20.8	18.3 - 22.9	20.7 - 25.6
material handler	16.7 - 20.7	18.3 - 23.4	20.6 - 24.0
order/cherry picker forklift operator	18.5 - 22.0	20.2 - 24.3	21.9 - 27.5
parts manager	25.2 - 31.0	27.4 - 36.3	31.8 - 41.1
picker/packer	16.5 - 20.3	17.9 - 23.2	20.5 - 24.0
reach truck operator	18.6 - 20.9	19.8 - 23.2	22.0 - 24.8
sandblasting operator	18.8 - 21.7	19.9 - 24.3	21.9 - 27.3
shipper/receiver	18.2 - 21.0	19.7 - 24.7	22.1 - 27.9
shipping and receiving clerk	18.1 - 22.5	21.1 - 24.6	22.9 - 27.9

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
supply chain manager	81.7 - 108.1	93.2 - 124.8	106.1 - 139.6
transportation manager	77.7 - 102.0	87.7 - 116.9	99.4 - 132.3

## office & administrative support

	entry	mid	senior
administrative assistant	41.5 - 50.5	45.0 - 54.3	50.8 - 61.1
administrative assistant (bilingual)	43.9 - 51.5	48.9 - 57.6	54.1 - 65.6
administrative manager	57.0 - 66.6	62.2 - 76.1	69.9 - 85.2
benefits clerk	43.4 - 49.9	46.6 - 57.9	54.5 - 65.6
buyer assistant	41.2 - 50.7	47.8 - 58.4	51.3 - 64.1
claims supervisor	62.7 - 77.8	72.1 - 95.9	84.8 - 109.8
contracts administrator	72.5 - 88.4	83.3 - 94.9	90.7 - 109.2
customer success manager	58.6 - 71.0	63.9 - 79.1	69.5 - 87.8
data entry clerk	36.2 - 42.9	39.4 - 47.7	44.3 - 51.8
dispatcher	40.4 - 50.4	46.6 - 55.2	52.9 - 60.3
document controller	40.8 - 45.9	42.9 - 48.9	46.6 - 51.9
documentation specialist	38.8 - 48.2	43.4 - 52.9	49.9 - 56.8
executive assistant	56.7 - 70.8	65.1 - 80.8	75.7 - 96.9
executive assistant (bilingual)	60.5 - 73.1	68.5 - 82.9	78.6 - 101.0
file clerk	37.2 - 43.9	42.4 - 50.9	47.7 - 54.7
fundraising manager	68.8 - 82.6	75.7 - 93.2	86.6 - 104.2
HR administrator	47.5 - 53.9	50.1 - 61.5	58.3 - 74.6



# alberta

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HR manager	74.3 - 88.8	83.9 - 97.2	87.8 - 104.6
human resources assistant	44.4 - 52.8	50.3 - 61.8	56.6 - 68.0
invoicing clerk	39.8 - 48.1	45.2 - 56.6	49.3 - 59.1
lease administrator	40.3 - 54.1	46.5 - 60.9	52.3 - 71.9
legal assistant	48.9 - 63.3	59.2 - 71.2	64.1 - 76.6
logistics coordinator	49.1 - 60.6	54.2 - 66.9	61.2 - 77.7
mailroom clerk	34.4 - 40.9	38.9 - 44.5	41.1 - 47.3
office clerk	38.9 - 46.8	42.4 - 50.9	45.1 - 52.8
office manager	56.6 - 71.6	62.9 - 77.9	67.7 - 83.2
payroll administrator	48.5 - 59.9	54.6 - 68.7	60.4 - 69.7
project coordinator	46.6 - 57.1	51.7 - 61.8	55.4 - 66.9
property administrator	41.2 - 46.5	43.9 - 51.8	49.7 - 59.2
property manager	64.4 - 79.8	70.5 - 88.1	76.6 - 93.2
receptionist	35.9 - 42.7	40.9 - 49.8	43.3 - 53.8
receptionist (bilingual)	40.1 - 48.6	43.8 - 53.2	50.8 - 62.9
sales administrator	46.8 - 58.9	52.0 - 67.5	62.9 - 74.4
sales assistant	42.1 - 51.4	46.2 - 57.7	49.9 - 65.1
supply clerk	35.6 - 43.6	39.6 - 48.7	45.3 - 53.2
virtual assistant	39.8 - 48.7	43.8 - 52.6	50.5 - 59.7
virtual receptionist	36.4 - 43.9	40.8 - 50.1	45.6 - 52.6



# fort st. john

## engineering

	entry	mid	senior
<b>construction</b>			
architect	60.6 - 79.2	68.3 - 91.2	77.9 - 103.8
architectural drafter	50.1 - 64.2	57.8 - 75.7	67.4 - 88.8
BIM/VDC Coordinator	64.0 - 82.8	71.1 - 93.8	80.0 - 105.9
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	57.4 - 74.4	65.0 - 85.8	74.2 - 97.8
civil engineer	64.5 - 85.5	74.1 - 99.7	85.1 - 112.6
civil engineering drafter	51.9 - 64.9	58.8 - 74.7	66.8 - 84.3
civil engineering technologist	48.1 - 62.4	54.6 - 71.9	62.2 - 81.5
civil project engineer	73.8 - 100.1	84.6 - 116.8	97.6 - 133.6
civil project manager	76.9 - 101.6	86.4 - 116.1	97.8 - 130.6
construction coordinator	51.5 - 67.6	57.5 - 76.7	64.7 - 86.6
construction director	100.0 - 131.0	130.4 - 170.6	162.9 - 213.8
construction manager	74.7 - 96.7	81.6 - 107.8	90.5 - 120.7
construction project coordinator	86.6 - 110.3	93.8 - 121.6	103.1 - 135.1
construction project manager	66.7 - 90.9	77.1 - 106.8	89.2 - 121.8
contracts administrator	60.2 - 78.8	68.0 - 90.6	77.4 - 102.6
contracts manager	92.6 - 116.1	103.1 - 131.9	116.4 - 149.5
demand planner	49.4 - 67.2	58.9 - 80.7	69.2 - 92.1
director of operations	122.8 - 162.8	160.2 - 212.9	201.8 - 268.7
drafter	54.5 - 67.6	61.0 - 77.0	68.8 - 86.8
electrical designer/engineer	70.2 - 92.1	79.4 - 106.4	90.9 - 121.3
electrical engineer	72.4 - 96.6	83.9 - 114.0	97.8 - 131.5
electrical engineering technician	54.9 - 69.6	62.2 - 80.1	70.8 - 90.6
electrical inspector	44.0 - 58.4	50.6 - 68.1	58.2 - 78.2
engineering manager	83.1 - 110.7	94.4 - 128.1	108.2 - 145.8
environmental engineer	61.6 - 81.0	70.0 - 93.7	80.2 - 106.8
environmental inspector	48.0 - 60.7	52.5 - 67.7	58.2 - 75.5
estimation engineer	67.6 - 89.3	77.3 - 104.0	89.0 - 118.9
estimator	61.4 - 79.3	68.0 - 89.4	76.1 - 100.6
facilities engineer	64.9 - 85.8	74.3 - 100.1	85.6 - 113.9
field manager	71.1 - 93.2	80.4 - 107.6	92.0 - 124.0



field supervisor	69.6 - 90.4	77.7 - 102.7	87.4 - 114.9
foreman	52.4 - 67.0	58.3 - 76.0	65.6 - 85.8
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	62.0 - 79.2	71.0 - 91.7	81.1 - 103.7
health and safety specialist	66.6 - 86.6	75.7 - 100.3	86.8 - 114.0
HVAC drafter	54.6 - 69.2	61.0 - 78.5	68.4 - 87.7
HVAC engineer	54.3 - 71.4	61.8 - 82.6	70.6 - 93.2
materials manager	81.4 - 106.1	89.6 - 119.1	100.1 - 133.6
mechanical designer	52.6 - 68.8	60.3 - 79.6	68.7 - 89.3
mechanical drafter	51.1 - 65.5	57.2 - 75.2	65.2 - 87.4
mechanical engineer	73.1 - 95.8	82.6 - 110.2	94.0 - 125.0
mechanical engineering technician	53.1 - 68.7	60.0 - 78.9	68.1 - 88.5
mechanical site supervisor	49.7 - 63.3	55.9 - 72.4	63.3 - 82.3
operations manager	77.8 - 104.9	88.5 - 121.1	100.9 - 136.4
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	41.3 - 52.4	46.8 - 59.9	52.9 - 67.4
project director	110.6 - 133.4	137.4 - 165.6	164.5 - 198.8
project engineer	88.1 - 112.1	95.3 - 123.6	104.8 - 137.4
project manager	75.5 - 103.0	87.3 - 120.9	101.0 - 137.6
purchasing manager	88.4 - 115.7	99.6 - 132.3	112.6 - 148.0
QA/QC inspector	55.5 - 72.7	63.8 - 84.5	73.0 - 96.2
quality control engineer	64.9 - 84.6	72.8 - 96.8	82.6 - 109.0
quality inspector	40.0 - 50.8	44.7 - 57.7	50.3 - 65.0
safety inspector	64.1 - 82.9	72.2 - 94.7	81.6 - 106.3
site supervisor	71.7 - 92.9	78.4 - 103.5	86.9 - 115.6
specification writer	52.9 - 67.5	59.6 - 77.1	67.3 - 86.6
structural designer	51.5 - 66.4	57.9 - 75.8	65.4 - 85.2
structural engineer	64.6 - 84.7	73.0 - 97.6	83.4 - 110.8
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	40.4 - 51.4	45.2 - 58.4	50.9 - 65.9
supply chain manager	81.6 - 107.6	92.9 - 124.1	105.7 - 138.6
<b>energy &amp; oil</b>			
applications engineer	70.6 - 94.1	82.6 - 111.5	96.3 - 126.8
architect	61.3 - 80.7	69.4 - 93.2	79.4 - 106.3
architectural drafter	50.4 - 65.1	58.4 - 77.1	68.4 - 90.8
automation engineer	64.7 - 85.3	73.3 - 98.3	83.7 - 111.7
automation specialist	51.9 - 67.8	60.0 - 78.9	68.7 - 89.4
buyer	58.0 - 75.8	66.0 - 87.6	75.5 - 100.2
category manager	62.0 - 80.9	69.2 - 92.1	78.2 - 104.4



chemical engineer	81.5 - 107.8	91.2 - 122.7	102.9 - 138.1
chemical technician	56.8 - 73.7	63.0 - 83.6	71.0 - 95.3
chief inspector	54.4 - 71.1	61.0 - 80.9	68.6 - 90.4
civil engineer	65.4 - 87.3	75.4 - 102.1	86.9 - 115.6
civil engineering drafter	52.2 - 65.8	59.4 - 76.0	67.8 - 86.0
civil engineering technologist	48.3 - 63.2	55.1 - 73.2	63.0 - 83.1
civil project engineer	75.1 - 102.5	86.4 - 119.9	99.9 - 137.4
civil project manager	78.3 - 104.1	88.2 - 119.3	100.1 - 134.4
coating inspector	37.4 - 48.7	42.5 - 55.9	48.2 - 63.3
commissioning and start up engineer	62.8 - 83.6	72.2 - 97.8	83.4 - 110.9
construction analyst	56.2 - 73.2	62.6 - 82.7	70.1 - 92.4
construction coordinator	51.8 - 68.6	58.0 - 78.2	65.6 - 88.4
construction director	102.4 - 134.7	134.1 - 176.0	168.0 - 221.1
construction manager	76.0 - 99.0	83.2 - 110.6	92.5 - 124.0
construction project manager	67.7 - 93.0	78.5 - 109.4	91.2 - 125.2
continuous improvement engineer	77.1 - 100.3	85.6 - 113.3	96.1 - 126.6
contracts administrator	60.9 - 80.3	69.1 - 92.7	78.8 - 105.1
contracts manager	94.7 - 119.2	105.7 - 135.7	119.5 - 153.9
contracts specialist	61.5 - 80.3	69.8 - 92.6	79.6 - 104.5
control technician	50.8 - 66.3	57.8 - 76.6	65.9 - 86.8
controls designer/engineer	52.7 - 70.1	60.4 - 81.5	69.4 - 92.8
demand planner	49.7 - 68.3	59.6 - 82.3	70.3 - 94.2
director of operations	126.2 - 167.9	165.2 - 220.2	208.6 - 278.3
drafter	55.0 - 68.7	61.7 - 78.4	69.8 - 88.6
electrical designer/engineer	71.3 - 94.2	81.0 - 109.1	92.9 - 124.6
electrical engineer	73.7 - 98.9	85.6 - 117.1	100.1 - 135.3
electrical engineering technician	55.4 - 70.7	63.0 - 81.6	71.9 - 92.6
electrical inspector	44.3 - 58.8	51.0 - 68.6	58.6 - 78.9
electrical test engineer	71.1 - 94.5	81.5 - 110.5	94.3 - 126.6
engineering manager	84.8 - 113.5	96.6 - 131.7	110.9 - 150.2
environmental engineer	62.4 - 82.6	71.1 - 95.9	81.7 - 109.5
environmental inspector	48.2 - 61.4	52.9 - 68.8	58.9 - 76.9
estimation engineer	68.6 - 91.3	78.7 - 106.6	91.0 - 122.2
estimator	62.2 - 80.8	69.0 - 91.4	77.5 - 103.1
expediter	41.2 - 53.0	46.7 - 60.8	53.0 - 68.9
facilities engineer	65.9 - 87.7	75.7 - 102.5	87.4 - 116.9
facilities manager	61.6 - 80.4	70.0 - 92.9	80.0 - 105.7
field service engineer	53.7 - 70.9	61.0 - 82.1	70.0 - 94.6
general inspector	52.9 - 69.2	59.3 - 78.7	66.7 - 88.0



geologist	64.5 - 83.7	72.7 - 96.1	82.8 - 109.3
geophysicist	67.9 - 92.3	80.3 - 110.9	95.0 - 128.2
geotechnical engineer	65.4 - 84.8	73.7 - 97.4	83.9 - 110.6
GIS Analyst	41.6 - 54.0	46.3 - 60.9	51.8 - 68.0
health and safety manager	66.8 - 86.9	74.2 - 98.2	83.3 - 110.4
health and safety specialist	62.8 - 80.7	72.1 - 93.8	82.7 - 106.2
HVAC drafter	55.1 - 70.3	61.7 - 80.0	69.5 - 89.6
HVAC engineer	54.8 - 72.6	62.6 - 84.3	71.8 - 95.4
hydraulic engineer	66.4 - 88.4	76.3 - 103.3	88.1 - 117.8
industrial engineer	70.5 - 91.5	78.1 - 103.3	87.6 - 115.5
instrumentation and controls engineer	68.4 - 89.9	77.1 - 103.1	87.6 - 116.4
inventory analyst	51.9 - 67.6	58.7 - 77.7	66.9 - 88.4
inventory control manager	64.2 - 84.0	71.8 - 95.7	81.2 - 108.1
logistics manager	63.2 - 83.7	72.1 - 97.2	82.9 - 110.8
logistics specialist	58.2 - 77.2	66.5 - 89.6	76.3 - 101.6
maintenance engineer	54.5 - 70.2	60.7 - 79.3	68.0 - 88.2
maintenance operator	43.3 - 53.3	47.8 - 59.7	53.1 - 66.2
materials manager	83.0 - 108.7	91.6 - 122.3	102.5 - 137.4
mechanical designer	53.1 - 69.9	61.0 - 81.1	69.8 - 91.3
mechanical drafter	51.4 - 66.5	57.7 - 76.6	66.2 - 89.3
mechanical engineer	74.4 - 98.1	84.3 - 113.1	96.2 - 128.5
mechanical engineering technician	53.5 - 69.8	60.7 - 80.4	69.2 - 90.4
mining engineer	70.7 - 93.2	78.8 - 105.8	88.8 - 118.9
operations manager	79.3 - 107.6	90.4 - 124.5	103.3 - 140.4
pipeline engineer	73.6 - 95.4	82.8 - 109.5	94.3 - 125.2
piping engineer	64.5 - 84.1	72.0 - 95.8	81.4 - 108.4
planner/scheduler	41.5 - 52.8	47.1 - 60.4	53.2 - 67.9
plant engineer	75.1 - 99.3	86.9 - 116.9	101.0 - 133.7
plant manager	93.7 - 130.0	112.1 - 157.2	133.3 - 182.6
plant operator	50.5 - 67.5	58.3 - 78.7	66.9 - 88.7
process controls engineer	62.2 - 82.5	71.0 - 95.8	81.6 - 108.6
process engineer	62.2 - 82.5	71.0 - 95.8	81.6 - 108.6
procurement director	100.0 - 131.5	131.4 - 172.5	158.7 - 208.7
procurement manager	90.4 - 118.8	102.0 - 136.0	115.5 - 152.4
procurement specialist	52.0 - 67.4	57.6 - 76.3	64.8 - 86.4
production analyst	48.2 - 63.9	55.1 - 74.6	63.7 - 85.9
production engineer	65.4 - 86.8	74.8 - 100.8	85.9 - 114.3
program manager	73.1 - 94.4	83.1 - 109.1	95.0 - 124.2
project controller	55.8 - 73.8	62.5 - 84.1	70.6 - 95.4



# alberta

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project controls manager	86.8 - 118.6	100.0 - 138.6	115.3 - 157.4
project controls specialist	61.9 - 80.1	69.4 - 91.1	78.3 - 102.4
project coordinator	88.5 - 113.1	95.9 - 125.0	105.6 - 139.0
project director	113.4 - 137.3	141.4 - 170.8	169.7 - 205.4
project engineer	90.0 - 115.0	97.5 - 127.0	107.4 - 141.4
project manager	76.8 - 105.5	89.2 - 124.2	103.5 - 141.6
purchasing manager	90.4 - 118.8	102.0 - 136.0	115.5 - 152.4
QA/QC inspector	56.0 - 74.0	64.7 - 86.2	74.3 - 98.5
quality assurance manager	80.6 - 104.4	89.0 - 117.3	99.4 - 131.1
quality assurance/control technician	60.8 - 80.5	70.4 - 94.5	81.5 - 107.2
quality control engineer	65.8 - 86.4	74.1 - 99.1	84.2 - 111.9
quality inspector	40.2 - 51.2	44.9 - 58.1	50.6 - 65.5
reliability engineer	65.9 - 84.8	74.7 - 97.9	85.4 - 110.9
reliability manager	68.3 - 88.4	78.0 - 102.7	89.6 - 116.7
safety inspector	65.0 - 84.6	73.5 - 96.9	83.2 - 109.0
SCADA engineer	63.6 - 84.2	72.5 - 97.7	83.2 - 111.0
site supervisor	72.9 - 95.0	79.9 - 106.1	88.8 - 118.6
sourcing engineer	57.1 - 75.6	65.1 - 87.8	74.8 - 100.0
sourcing specialist	52.9 - 68.7	58.7 - 77.7	66.0 - 87.9
specification writer	53.3 - 68.6	60.3 - 78.6	68.3 - 88.5
stationary engineer	54.5 - 70.2	60.7 - 79.3	68.0 - 88.2
structural designer	51.8 - 67.3	58.5 - 77.2	66.3 - 87.0
structural engineer	65.5 - 86.4	74.3 - 99.9	85.1 - 113.7
superintendent	40.6 - 51.7	45.4 - 58.9	51.2 - 66.5
supply chain manager	83.2 - 110.3	95.0 - 127.5	108.3 - 142.7
telecommunications technician	54.5 - 70.8	61.5 - 81.3	70.0 - 92.5
transmission line engineer	76.6 - 96.6	82.8 - 106.4	90.9 - 117.8
transportation manager	79.1 - 104.1	89.3 - 119.4	101.4 - 135.2
welding inspector	53.8 - 70.0	60.8 - 80.2	68.9 - 90.3

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	70.1 - 93.2	81.9 - 110.3	95.3 - 125.3
automation engineer	64.3 - 84.5	72.7 - 97.3	83.0 - 110.5
buyer	57.8 - 75.2	65.6 - 86.8	74.9 - 99.2
chemical engineer	80.8 - 106.7	90.3 - 121.3	101.8 - 136.4
chemical technician	56.5 - 73.2	62.7 - 82.9	70.5 - 94.4



cmm programmer	48.0 - 61.6	53.4 - 69.8	60.0 - 77.9
coating inspector	37.3 - 48.6	42.4 - 55.7	48.1 - 63.1
commissioning and start up engineer	62.5 - 83.1	71.8 - 97.0	82.9 - 110.5
continuous improvement engineer	76.5 - 99.3	84.9 - 112.1	95.2 - 125.1
contracts administrator	60.6 - 79.7	68.6 - 91.8	78.2 - 104.0
controls designer/engineer	52.5 - 69.6	60.1 - 80.8	68.9 - 91.9
demand planner	49.5 - 67.8	59.3 - 81.6	69.8 - 93.3
drafter	54.8 - 68.2	61.4 - 77.8	69.4 - 87.8
electrical designer/engineer	70.8 - 93.3	80.3 - 107.9	92.1 - 123.2
electrical engineer	73.2 - 97.9	84.9 - 115.8	99.1 - 133.7
electrical engineering technician	55.2 - 70.2	62.7 - 81.0	71.5 - 91.8
electrical inspector	44.2 - 58.7	50.8 - 68.4	58.5 - 78.6
electrical test engineer	70.6 - 93.6	80.9 - 109.3	93.4 - 125.1
environmental engineer	62.1 - 81.9	70.6 - 95.0	81.1 - 108.3
environmental inspector	48.1 - 61.1	52.7 - 68.3	58.6 - 76.3
estimation engineer	68.2 - 90.4	78.1 - 105.5	90.1 - 120.8
estimator	61.9 - 80.2	68.6 - 90.5	77.0 - 102.0
field service engineer	53.6 - 70.4	60.7 - 81.4	69.5 - 93.8
general inspector	52.7 - 68.7	59.0 - 78.1	66.3 - 87.2
health and safety specialist	67.2 - 87.7	76.5 - 101.7	87.8 - 115.7
HVAC drafter	54.9 - 69.8	61.4 - 79.3	69.0 - 88.8
HVAC engineer	54.5 - 72.1	62.2 - 83.6	71.3 - 94.5
industrial engineer	70.0 - 90.7	77.5 - 102.3	86.8 - 114.2
inventory analyst	51.8 - 67.1	58.4 - 77.1	66.4 - 87.6
logistics specialist	58.0 - 76.6	66.1 - 88.8	75.8 - 100.6
manufacturing engineer	66.4 - 87.4	75.3 - 100.8	85.9 - 113.8
mechanical designer	52.9 - 69.4	60.7 - 80.5	69.3 - 90.5
mechanical drafter	51.3 - 66.1	57.5 - 76.0	65.8 - 88.5
mechanical engineer	73.9 - 97.1	83.5 - 111.9	95.3 - 127.0
mechanical engineering technician	53.3 - 69.3	60.4 - 79.8	68.7 - 89.6
planner/scheduler	41.4 - 52.6	47.0 - 60.2	53.1 - 67.7
process engineer	61.8 - 81.8	70.6 - 94.9	81.0 - 107.5
procurement specialist	51.8 - 67.0	57.4 - 75.7	64.4 - 85.6
production planner	50.5 - 66.4	58.1 - 76.8	66.1 - 85.4
project engineer	89.2 - 113.8	96.6 - 125.6	106.3 - 139.7
project manager	76.2 - 104.5	88.4 - 122.8	102.4 - 139.9
QA/QC inspector	39.1 - 49.7	43.7 - 56.5	49.2 - 63.7
quality assurance manager	79.9 - 103.3	88.2 - 116.0	98.4 - 129.5
quality assurance/control technician	60.5 - 79.8	70.0 - 93.6	80.8 - 106.1



## alberta

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quality control engineer	65.4 - 85.6	73.6 - 98.1	83.5 - 110.7
quality inspector	40.1 - 51.0	44.8 - 58.0	50.5 - 65.3
safety inspector	64.6 - 83.8	72.9 - 96.0	82.5 - 107.9
SCADA engineer	63.2 - 83.5	72.0 - 96.8	82.5 - 109.8
sourcing engineer	56.8 - 75.0	64.7 - 87.0	74.2 - 99.0
specification writer	53.2 - 68.1	60.0 - 78.0	67.9 - 87.7
stationary engineer	54.3 - 69.7	60.4 - 78.7	67.5 - 87.4



## fraser valley

## engineering

	entry	mid	senior
<b>construction</b>			
architect	58.5 - 76.5	65.9 - 88.1	75.2 - 100.4
architectural drafter	47.5 - 61.0	54.9 - 71.9	64.0 - 84.5
BIM/VDC Coordinator	62.2 - 80.5	69.1 - 91.4	77.8 - 103.2
BIM/VDC lead	90.5 - 93.5	96.3 - 99.2	110.8 - 120.2
buyer	55.2 - 71.7	62.6 - 82.9	71.5 - 94.7
civil engineer	62.7 - 83.3	72.1 - 97.3	83.0 - 110.2
civil engineering drafter	49.2 - 61.7	55.8 - 71.0	63.4 - 80.2
civil engineering technologist	45.6 - 59.2	51.8 - 68.4	59.1 - 77.5
civil project engineer	71.0 - 96.6	81.5 - 113.0	94.2 - 129.4
civil project manager	74.8 - 99.2	84.2 - 113.6	95.5 - 127.9
construction coordinator	49.2 - 64.8	55.0 - 73.7	62.0 - 83.3
construction director	96.6 - 126.8	126.3 - 165.6	158.0 - 208.1
construction manager	71.8 - 93.4	78.6 - 104.2	87.3 - 116.8
construction project coordinator	83.5 - 106.6	90.5 - 117.7	99.6 - 130.8
construction project manager	64.1 - 87.7	74.2 - 103.2	86.0 - 117.9
contracts administrator	57.8 - 76.0	65.5 - 87.7	74.6 - 99.4
contracts manager	88.2 - 110.9	98.4 - 126.2	111.2 - 143.2
demand planner	47.8 - 65.1	57.1 - 78.2	67.0 - 89.4
director of operations	118.6 - 157.6	155.1 - 207.0	196.0 - 262.0
drafter	51.7 - 64.3	57.9 - 73.2	65.3 - 82.5
electrical designer/engineer	68.3 - 89.8	77.3 - 104.0	88.6 - 118.7
electrical engineer	70.5 - 94.3	81.7 - 111.6	95.5 - 128.8
electrical engineering technician	52.1 - 66.1	59.1 - 76.1	67.3 - 86.2
electrical inspector	42.3 - 56.2	48.6 - 65.6	56.0 - 75.4
engineering manager	80.0 - 107.0	91.1 - 124.1	104.6 - 141.3
environmental engineer	59.9 - 78.8	68.0 - 91.4	78.0 - 104.4
environmental inspector	46.5 - 59.0	51.0 - 65.8	56.6 - 73.5
estimation engineer	65.7 - 87.1	75.2 - 101.7	86.8 - 116.4
estimator	59.1 - 76.5	65.4 - 86.4	73.4 - 97.5
facilities engineer	63.1 - 83.6	72.3 - 97.7	83.4 - 111.4
field manager	67.9 - 89.2	76.9 - 103.1	88.1 - 118.9



# british columbia

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field supervisor	66.5 - 86.6	74.3 - 98.4	83.6 - 110.2
foreman	50.3 - 64.4	56.0 - 73.1	63.1 - 82.6
general manager	115.2 - 122.3	125.7 - 128.6	130.8 - 140.5
health and safety manager	59.4 - 76.1	68.1 - 88.3	77.9 - 99.9
health and safety specialist	64.8 - 84.4	73.7 - 98.0	84.6 - 111.5
HVAC drafter	52.2 - 66.4	58.4 - 75.3	65.6 - 84.3
HVAC engineer	52.8 - 69.5	60.1 - 80.5	68.7 - 91.0
materials manager	77.5 - 101.2	85.4 - 113.8	95.5 - 127.8
mechanical designer	51.2 - 66.9	58.6 - 77.5	66.8 - 87.1
mechanical drafter	48.4 - 62.3	54.2 - 71.5	62.0 - 83.1
mechanical engineer	71.2 - 93.5	80.4 - 107.8	91.8 - 122.4
mechanical engineering technician	50.3 - 65.3	57.0 - 75.0	64.7 - 84.1
mechanical site supervisor	47.5 - 60.7	53.4 - 69.5	60.7 - 79.1
operations manager	74.9 - 101.2	85.3 - 117.0	97.3 - 131.9
planner/scheduler	39.3 - 49.9	44.5 - 57.2	50.3 - 64.3
project director	106.9 - 129.2	133.1 - 160.7	159.6 - 193.3
project engineer	84.9 - 108.4	92.0 - 119.6	101.2 - 133.1
project manager	72.6 - 99.5	84.1 - 117.0	97.5 - 133.3
purchasing manager	84.3 - 110.5	95.0 - 126.5	107.5 - 141.8
QA/QC inspector	52.6 - 69.1	60.6 - 80.3	69.4 - 91.5
quality control engineer	63.1 - 82.4	70.9 - 94.5	80.4 - 106.6
quality inspector	38.9 - 49.3	43.3 - 56.1	48.9 - 63.3
safety inspector	61.4 - 79.7	69.3 - 91.2	78.4 - 102.5
site supervisor	68.9 - 89.6	75.4 - 100.0	83.8 - 111.8
specification writer	51.2 - 65.4	57.7 - 74.8	65.2 - 84.0
structural designer	48.8 - 63.0	55.0 - 72.0	62.1 - 81.0
structural engineer	62.8 - 82.5	71.1 - 95.3	81.2 - 108.4
superintendent	39.2 - 49.9	43.8 - 56.8	49.4 - 64.1
supply chain manager	77.7 - 102.7	88.5 - 118.6	100.8 - 132.7
<b>energy &amp; oil</b>			
applications engineer	68.4 - 91.2	80.0 - 108.2	93.3 - 123.1
architect	59.2 - 78.0	67.0 - 90.1	76.7 - 102.9
architectural drafter	47.7 - 61.8	55.4 - 73.2	65.0 - 86.3
automation engineer	62.9 - 83.1	71.3 - 96.0	81.5 - 109.3
automation specialist	49.2 - 64.4	56.9 - 75.0	65.2 - 85.0
BIM/VDC lead	35.0 - 40.0	41.0 - 45.0	45.0 - 50.0
buyer	55.7 - 73.1	63.5 - 84.7	72.8 - 97.0
category manager	59.6 - 78.1	66.6 - 89.1	75.5 - 101.2
category specialist	39.5 - 47.7	57.4 - 69.4	70.0 - 80.0



# british columbia

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chemical engineer	79.4 - 105.4	88.9 - 120.1	100.5 - 135.2
chemical technician	53.9 - 70.1	59.8 - 79.5	67.5 - 90.7
chief inspector	52.3 - 68.5	58.7 - 78.0	66.1 - 87.2
civil engineer	63.6 - 85.1	73.4 - 99.7	84.7 - 113.1
civil engineering drafter	49.5 - 62.5	56.4 - 72.2	64.4 - 81.8
civil engineering technologist	45.7 - 60.0	52.2 - 69.5	59.8 - 79.0
civil project engineer	72.3 - 99.0	83.2 - 116.0	96.4 - 133.1
civil project manager	76.3 - 101.7	86.0 - 116.7	97.8 - 131.6
coating inspector	36.4 - 47.3	41.2 - 54.4	46.7 - 61.7
commissioning and start up engineer	60.6 - 81.0	69.8 - 94.9	80.8 - 107.8
construction analyst	53.3 - 69.5	59.4 - 78.6	66.6 - 87.9
construction coordinator	49.5 - 65.8	55.6 - 75.1	62.9 - 85.1
construction director	98.9 - 130.4	129.9 - 170.9	163.0 - 215.3
construction manager	73.1 - 95.6	80.1 - 106.9	89.2 - 120.0
construction project manager	65.0 - 89.7	75.6 - 105.8	87.9 - 121.2
continuous improvement engineer	73.4 - 95.6	81.6 - 108.2	91.6 - 121.0
contracts administrator	58.5 - 77.5	66.5 - 89.7	76.1 - 101.9
contracts manager	90.2 - 113.9	100.8 - 129.8	114.2 - 147.5
contracts specialist	59.1 - 77.5	67.3 - 89.6	76.9 - 101.3
control technician	48.1 - 63.0	54.8 - 72.8	62.6 - 82.5
controls designer/engineer	50.0 - 66.6	57.4 - 77.5	65.9 - 88.2
cost control specialist	49.0 - 60.0	61.0 - 70.0	72.0 - 81.0
demand planner	48.0 - 66.2	57.7 - 79.8	68.1 - 91.4
director of operations	121.9 - 162.6	160.0 - 214.1	202.7 - 271.6
drafter	52.1 - 65.2	58.6 - 74.5	66.3 - 84.3
electrical designer/engineer	69.4 - 91.9	78.9 - 106.7	90.7 - 122.0
electrical engineer	71.7 - 96.5	83.4 - 114.6	97.8 - 132.5
electrical engineering technician	52.5 - 67.2	59.9 - 77.6	68.4 - 88.1
electrical inspector	42.5 - 56.6	49.0 - 66.1	56.4 - 76.1
electrical test engineer	69.2 - 92.2	79.4 - 108.1	92.0 - 124.0
engineering manager	81.6 - 109.8	93.2 - 127.6	107.3 - 145.5
environmental engineer	60.7 - 80.5	69.2 - 93.6	79.6 - 107.1
environmental inspector	46.7 - 59.7	51.4 - 66.9	57.2 - 74.8
estimation engineer	66.8 - 89.0	76.7 - 104.3	88.7 - 119.6
estimator	59.8 - 78.0	66.5 - 88.4	74.8 - 99.9
expediter	39.5 - 50.8	44.7 - 58.3	50.8 - 66.1
facilities engineer	64.0 - 85.5	73.6 - 100.2	85.2 - 114.4
facilities manager	58.8 - 76.9	66.9 - 88.9	76.5 - 101.3
field service engineer	51.0 - 67.4	57.9 - 78.0	66.5 - 90.0



# british columbia

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general inspector	50.8 - 66.6	57.1 - 75.8	64.3 - 84.9
geologist	62.7 - 81.5	70.7 - 93.8	80.6 - 106.8
geophysicist	66.0 - 90.0	78.2 - 108.4	92.7 - 125.4
geotechnical engineer	63.6 - 82.7	71.7 - 95.1	81.7 - 108.1
GIS Analyst	40.1 - 52.1	44.5 - 58.8	49.9 - 65.6
health and safety manager	64.2 - 83.7	71.3 - 94.8	80.3 - 106.8
health and safety specialist	60.2 - 77.6	69.2 - 90.3	79.5 - 102.4
HVAC drafter	52.7 - 67.4	59.1 - 76.7	66.6 - 86.1
HVAC engineer	53.2 - 70.7	60.8 - 82.2	69.8 - 93.1
hydraulic engineer	64.6 - 86.2	74.2 - 101.0	85.9 - 115.3
industrial engineer	68.5 - 89.3	76.1 - 101.0	85.4 - 113.0
instrumentation and controls engineer	66.6 - 87.6	75.1 - 100.7	85.4 - 113.9
inventory analyst	50.2 - 65.4	56.8 - 75.3	64.8 - 85.8
inventory control manager	62.6 - 82.0	70.1 - 93.5	79.2 - 105.7
logistics manager	60.1 - 79.7	68.6 - 92.7	78.9 - 105.7
logistics specialist	55.9 - 74.5	64.0 - 86.7	73.6 - 98.4
maintenance engineer	51.9 - 66.8	57.8 - 75.6	64.7 - 84.3
maintenance operator	41.3 - 51.0	45.6 - 57.2	50.8 - 63.4
materials manager	79.1 - 103.8	87.3 - 116.9	97.8 - 131.5
mechanical designer	51.6 - 68.0	59.3 - 79.0	67.9 - 89.0
mechanical drafter	48.7 - 63.1	54.8 - 72.8	62.8 - 84.9
mechanical engineer	72.4 - 95.7	82.1 - 110.6	93.9 - 125.8
mechanical engineering technician	50.7 - 66.3	57.7 - 76.5	65.7 - 86.0
mining engineer	68.8 - 90.9	76.7 - 103.5	86.6 - 116.4
operations manager	76.4 - 103.8	87.2 - 120.3	99.7 - 135.8
pipeline designer	55.1 - 62.2	70.1 - 80.2	90.1 - 110.3
pipeline engineer	71.6 - 93.1	80.6 - 107.1	92.1 - 122.6
piping designer	93.0 - 110.2	103.0 - 127.8	121.3 - 168.4
piping engineer	62.7 - 82.0	70.1 - 93.5	79.2 - 106.0
planner/scheduler	39.5 - 50.3	44.8 - 57.6	50.7 - 64.8
plant engineer	72.2 - 95.9	83.7 - 113.1	97.5 - 129.5
plant manager	89.4 - 124.3	107.1 - 150.8	127.6 - 175.6
plant operator	48.1 - 64.3	55.5 - 75.1	63.7 - 84.8
PLC programmer	62.0 - 70.7	70.7 - 94.1	80.9 - 105.8
process controls engineer	60.5 - 80.3	69.1 - 93.5	79.5 - 106.2
process engineer	60.5 - 80.3	69.1 - 93.5	79.5 - 106.2
procurement director	95.4 - 125.7	125.7 - 165.6	152.2 - 201.1
procurement manager	86.1 - 113.5	97.3 - 130.2	110.3 - 146.1
procurement specialist	49.9 - 64.9	55.3 - 73.6	62.3 - 83.5



# british columbia

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production analyst	46.1 - 61.3	52.8 - 71.6	61.1 - 82.6
production engineer	63.6 - 84.6	72.7 - 98.5	83.7 - 111.8
program manager	70.3 - 91.1	80.1 - 105.4	91.7 - 120.2
project controller	53.3 - 70.6	59.7 - 80.5	67.5 - 91.4
project controls manager	83.6 - 114.7	96.5 - 134.2	111.5 - 152.6
project controls specialist	59.4 - 76.9	66.6 - 87.7	75.2 - 98.6
project coordinator	85.3 - 109.4	92.6 - 121.0	102.1 - 134.6
project director	109.7 - 133.0	137.0 - 165.8	164.6 - 199.8
project engineer	86.7 - 111.2	94.1 - 123.0	103.8 - 137.0
project manager	73.9 - 102.0	86.0 - 120.2	99.9 - 137.2
purchasing manager	86.1 - 113.5	97.3 - 130.2	110.3 - 146.1
QA/QC inspector	53.1 - 70.3	61.4 - 82.0	70.6 - 93.7
quality assurance manager	76.8 - 99.6	84.8 - 112.0	94.8 - 125.4
quality assurance/control technician	58.8 - 78.0	68.2 - 91.6	78.9 - 104.0
quality control engineer	64.0 - 84.2	72.1 - 96.8	82.1 - 109.4
quality inspector	39.1 - 49.7	43.6 - 56.5	49.2 - 63.8
reliability engineer	64.1 - 82.7	72.7 - 95.6	83.2 - 108.5
reliability manager	65.6 - 85.2	75.0 - 99.2	86.4 - 112.9
reliability specialist	51.0 - 61.0	65.0 - 72.0	73.0 - 80.0
safety inspector	62.3 - 81.3	70.5 - 93.3	80.0 - 105.1
SCADA engineer	61.8 - 82.0	70.6 - 95.4	81.1 - 108.5
site supervisor	70.1 - 91.7	76.9 - 102.5	85.6 - 114.8
sourcing engineer	54.3 - 71.9	61.9 - 83.6	71.2 - 95.3
sourcing specialist	50.8 - 66.2	56.4 - 75.0	63.5 - 85.0
specification writer	51.6 - 66.4	58.4 - 76.2	66.2 - 85.8
stationary engineer	51.9 - 66.8	57.8 - 75.6	64.7 - 84.3
structural designer	49.1 - 64.0	55.5 - 73.4	63.0 - 82.7
structural engineer	63.7 - 84.2	72.3 - 97.6	82.9 - 111.2
superintendent	39.4 - 50.2	44.1 - 57.2	49.8 - 64.6
supply chain manager	79.2 - 105.3	90.5 - 121.9	103.4 - 136.6
systems control engineer	65.0 - 75.0	85.0 - 95.0	105.0 - 130.0
telecommunications technician	52.7 - 68.6	59.5 - 78.8	67.7 - 89.7
transmission line engineer	74.5 - 94.3	80.7 - 104.0	88.7 - 115.3
transportation manager	75.3 - 99.3	85.1 - 114.1	96.8 - 129.4
welding inspector	51.7 - 67.3	58.4 - 77.2	66.3 - 86.9



## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	127.9 - 228.2	183.5 - 328.9	263.2 - 471.9
controller	87.2 - 154.7	118.6 - 211.3	156.4 - 280.1
director - financial planning & analysis	115.7 - 152.3	148.1 - 195.4	181.2 - 239.5
finance director	112.4 - 147.9	145.6 - 192.0	178.0 - 235.3
payroll director	72.7 - 97.8	91.7 - 123.6	115.6 - 155.7
vice-president internal audit	113.0 - 150.5	142.5 - 190.1	173.6 - 232.2
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	62.0 - 74.1	65.5 - 78.2	68.9 - 82.3
accounting clerk	41.4 - 44.7	43.3 - 49.9	44.8 - 57.8
accounting manager	81.4 - 98.5	87.5 - 105.9	93.3 - 113.0
accounting supervisor	61.7 - 74.6	66.3 - 80.2	70.7 - 85.5
accounting technician	51.5 - 60.8	55.5 - 65.5	59.2 - 69.9
accounts payable clerk	41.7 - 45.1	44.5 - 55.1	48.1 - 59.0
accounts payable manager	72.6 - 87.9	79.2 - 95.8	85.6 - 103.6
accounts receivable clerk	40.9 - 46.1	45.1 - 51.1	48.9 - 55.0
accounts receivable manager	74.8 - 88.4	81.0 - 95.7	87.1 - 103.0
analyst - financial planning & analysis	83.6 - 101.2	90.2 - 109.2	96.6 - 117.0
assistant controller	75.6 - 91.8	84.0 - 119.2	104.3 - 132.5
billing specialist	37.4 - 43.5	40.9 - 47.6	44.0 - 51.3
bookkeeper	41.7 - 44.4	43.8 - 52.1	45.9 - 55.5
business analyst	66.7 - 79.6	72.0 - 86.0	77.1 - 92.2
cost accountant	58.6 - 70.0	63.2 - 75.5	67.7 - 80.8
credit & collection specialist	38.2 - 43.6	41.3 - 47.6	44.0 - 51.7
credit and collections accountant	40.2 - 44.3	41.3 - 46.0	43.3 - 48.4
credit and collections manager	79.0 - 94.5	84.7 - 101.3	90.2 - 108.0
external auditor	60.9 - 72.7	65.4 - 78.1	69.7 - 83.3
financial analyst	70.8 - 84.6	75.7 - 90.5	80.5 - 96.2
financial reporting manager	97.3 - 117.8	104.3 - 126.4	111.3 - 134.8
invoicing clerk	38.1 - 43.0	41.4 - 47.1	44.5 - 51.8
payroll clerk	44.8 - 51.2	54.3 - 64.5	63.4 - 76.6
payroll manager	69.8 - 84.4	75.3 - 91.1	80.7 - 97.7
payroll specialist	45.2 - 51.9	55.0 - 65.3	64.7 - 69.9
payroll supervisor	53.4 - 63.9	58.1 - 69.5	62.5 - 74.8
tax analyst	47.6 - 56.8	52.4 - 62.6	57.0 - 68.1



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.3 - 113.4	103.0 - 142.2	127.7 - 176.4
vice president human resources / CHRO	105.7 - 179.0	137.1 - 233.0	170.6 - 291.0
human resources	entry	mid	senior
benefits administrator	54.3 - 69.2	60.7 - 78.9	68.5 - 89.2
compensation and benefits manager	88.9 - 115.4	98.5 - 130.5	110.8 - 147.9
compensation specialist	49.2 - 64.9	56.7 - 75.9	65.4 - 86.5
health and safety advisor	59.9 - 76.9	68.7 - 89.4	78.8 - 101.3
health and safety director	81.2 - 97.1	105.1 - 125.8	125.1 - 149.6
health and safety manager	72.1 - 93.0	80.6 - 105.9	91.0 - 119.5
HRIS analyst	58.5 - 76.7	67.0 - 89.2	76.9 - 101.4
HRIS director	81.2 - 116.1	105.3 - 150.5	130.7 - 187.3
human resources assistant	40.9 - 52.0	46.2 - 58.5	51.1 - 62.9
human resources business partner	65.3 - 85.4	73.0 - 97.3	82.5 - 110.1
human resources coordinator	40.0 - 50.8	45.2 - 57.1	49.9 - 61.5
human resources director	89.0 - 122.9	113.9 - 157.2	141.3 - 195.4
human resources generalist	60.3 - 75.6	64.7 - 82.9	70.9 - 93.3
human resources manager	80.2 - 106.0	91.2 - 122.7	104.4 - 139.8
human resources supervisor	62.9 - 81.7	69.6 - 92.5	78.5 - 105.7
L&D director	87.8 - 108.8	109.5 - 135.8	139.4 - 172.9
labour relations advisor	63.9 - 84.7	72.8 - 98.4	83.7 - 112.3
labour relations manager	87.5 - 118.4	102.7 - 140.9	120.3 - 162.8
learning and development specialist	51.6 - 67.2	58.5 - 77.7	66.9 - 88.0
recruitment coordinator	39.9 - 51.6	45.6 - 59.5	51.8 - 66.9
talent acquisition director	83.8 - 115.6	107.1 - 147.9	130.9 - 180.9
talent acquisition specialist	59.2 - 77.0	65.8 - 87.2	73.9 - 98.4
total rewards director	100.4 - 130.6	130.1 - 169.2	159.7 - 208.4
total rewards specialist	53.9 - 69.9	60.6 - 80.1	68.9 - 91.8

## industrial support

	entry	mid	senior
assembler/fabricator	17.8 - 20.1	18.0 - 23.1	20.3 - 26.0
boom truck operator	21.1 - 28.1	24.4 - 32.8	27.9 - 37.3



# british columbia

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counterbalance forklift operator	17.8 - 19.3	18.3 - 21.2	25.3 - 32.3
delivery/courier driver	17.8 - 22.7	20.0 - 25.8	22.5 - 28.9
electronic parts assembler	17.8 - 20.5	17.9 - 22.7	19.6 - 24.9
forklift operator	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
general labourer - heavy	17.8 - 21.1	19.1 - 24.1	21.5 - 24.7
general labourer - light	17.0 - 19.8	18.1 - 23.1	20.6 - 23.7
industrial painter	17.2 - 21.7	19.2 - 24.8	21.6 - 27.8
inventory control clerk	17.1 - 21.4	19.3 - 24.5	21.8 - 27.4
janitor/custodian	17.3 - 18.3	18.2 - 19.4	18.6 - 20.3
landscaping labour	18.0 - 20.3	18.5 - 22.0	19.6 - 22.5
logistics coordinator	23.0 - 29.6	26.0 - 33.9	29.6 - 38.6
machine operator	17.3 - 22.6	19.7 - 26.1	22.4 - 29.5
machine operator assistant	17.2 - 20.4	18.7 - 23.5	22.5 - 26.0
manufacturing worker	17.5 - 21.0	18.3 - 21.8	19.7 - 24.7
material handler	17.5 - 20.3	17.8 - 22.8	21.3 - 23.4
moulding machine operator	17.5 - 22.1	19.3 - 25.5	21.9 - 28.5
order/cherry picker forklift operator	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
parts clerk	16.5 - 18.6	17.3 - 21.2	17.7 - 23.7
parts manager	23.5 - 30.2	26.2 - 34.4	29.7 - 39.1
picker/packer	17.3 - 19.3	18.3 - 20.7	19.3 - 24.5
polisher/deburrer	17.5 - 22.0	19.9 - 25.2	22.5 - 28.4
print press operator	16.5 - 20.6	18.3 - 23.3	20.5 - 26.1
production labourer	17.3 - 18.7	17.8 - 22.2	20.3 - 23.5
reach truck operator	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
sandblasting operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
scissor lift operator	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
shipper/receiver	18.3 - 21.7	19.4 - 24.1	21.4 - 26.6
shipping and receiving clerk	18.4 - 22.8	20.8 - 26.2	23.6 - 29.7
warehouse labourer	16.5 - 20.0	18.4 - 22.9	20.5 - 23.3

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	67.9 - 90.3	79.3 - 107.0	92.4 - 121.7
automation engineer	62.6 - 82.3	70.8 - 95.0	80.8 - 108.1
buyer	55.5 - 72.5	63.1 - 83.9	72.2 - 96.0
chemical engineer	78.7 - 104.3	88.1 - 118.7	99.5 - 133.6
chemical technician	53.6 - 69.6	59.5 - 78.8	67.0 - 89.8



# british columbia

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cmm programmer	46.3 - 59.6	51.7 - 67.6	58.0 - 75.4
coating inspector	36.4 - 47.2	41.1 - 54.2	46.6 - 61.5
commissioning and start up engineer	60.4 - 80.5	69.4 - 94.2	80.2 - 107.4
continuous improvement engineer	72.8 - 94.7	80.9 - 107.0	90.7 - 119.6
contracts administrator	58.2 - 76.9	66.1 - 88.8	75.5 - 100.9
controls designer/engineer	49.8 - 66.1	57.1 - 76.8	65.5 - 87.4
demand planner	47.9 - 65.7	57.5 - 79.1	67.7 - 90.5
drafter	51.9 - 64.8	58.3 - 74.0	65.9 - 83.5
electrical designer/engineer	68.9 - 91.0	78.2 - 105.5	89.8 - 120.6
electrical engineer	71.2 - 95.6	82.7 - 113.3	96.8 - 130.9
electrical engineering technician	52.4 - 66.7	59.5 - 77.0	67.9 - 87.3
electrical inspector	42.4 - 56.4	48.8 - 65.9	56.3 - 75.8
electrical test engineer	68.7 - 91.4	78.8 - 106.9	91.1 - 122.5
environmental engineer	60.4 - 79.8	68.7 - 92.7	78.9 - 105.9
environmental inspector	46.6 - 59.4	51.2 - 66.4	57.0 - 74.3
estimation engineer	66.3 - 88.2	76.0 - 103.2	87.9 - 118.2
estimator	59.5 - 77.4	66.0 - 87.6	74.2 - 98.9
field service engineer	50.8 - 66.9	57.6 - 77.4	66.1 - 89.2
general inspector	50.7 - 66.2	56.8 - 75.3	63.9 - 84.1
health and safety specialist	65.3 - 85.5	74.5 - 99.4	85.6 - 113.2
HVAC drafter	52.5 - 67.0	58.8 - 76.1	66.2 - 85.3
HVAC engineer	53.0 - 70.2	60.5 - 81.4	69.4 - 92.2
industrial engineer	68.1 - 88.4	75.5 - 99.9	84.6 - 111.7
inventory analyst	50.1 - 65.0	56.6 - 74.7	64.4 - 85.0
logistics specialist	55.7 - 73.9	63.6 - 85.9	73.0 - 97.4
manufacturing engineer	64.6 - 85.2	73.2 - 98.5	83.7 - 111.4
mechanical designer	51.4 - 67.5	59.0 - 78.4	67.4 - 88.2
mechanical drafter	48.6 - 62.8	54.5 - 72.2	62.5 - 84.1
mechanical engineer	71.9 - 94.8	81.4 - 109.4	93.0 - 124.4
mechanical engineering technician	50.5 - 65.9	57.4 - 75.9	65.3 - 85.2
planner/scheduler	39.4 - 50.1	44.7 - 57.4	50.5 - 64.6
process engineer	60.1 - 79.6	68.6 - 92.6	78.8 - 105.1
procurement specialist	49.7 - 64.5	55.1 - 73.0	62.0 - 82.7
production planner	48.4 - 63.7	55.7 - 73.8	63.4 - 82.1
project engineer	86.0 - 110.0	93.2 - 121.5	102.7 - 135.4
project manager	73.3 - 100.9	85.2 - 118.9	98.9 - 135.6
QA/QC inspector	38.0 - 48.2	42.4 - 54.9	47.8 - 62.0
quality assurance manager	76.1 - 98.6	84.0 - 110.8	93.8 - 123.9
quality assurance/control technician	58.5 - 77.3	67.7 - 90.7	78.3 - 102.9



# british columbia

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quality control engineer	63.6 - 83.4	71.6 - 95.8	81.4 - 108.2
quality inspector	39.0 - 49.5	43.5 - 56.4	49.0 - 63.6
safety inspector	61.9 - 80.6	70.0 - 92.4	79.4 - 104.0
SCADA engineer	61.5 - 81.3	70.0 - 94.5	80.4 - 107.4
sourcing engineer	54.0 - 71.4	61.5 - 82.9	70.7 - 94.4
specification writer	51.4 - 66.0	58.1 - 75.6	65.8 - 85.0
stationary engineer	51.7 - 66.4	57.5 - 75.0	64.3 - 83.5
<b>industrial management</b>			
contracts manager	89.4 - 112.6	99.8 - 128.3	112.9 - 145.7
director of operations	120.5 - 160.5	157.9 - 211.1	199.9 - 267.5
engineering manager	80.9 - 108.6	92.3 - 126.1	106.1 - 143.7
general manager	85.3 - 93.8	90.1 - 105.3	110.7 - 120.5
health and safety manager	64.9 - 81.9	73.7 - 93.4	83.8 - 106.3
machining manager	70.1 - 82.6	79.6 - 93.4	90.8 - 110.2
maintenance manager	95.1 - 108.5	102.4 - 129.3	125.7 - 142.6
maintenance supervisor	86.3 - 99.2	93.6 - 115.3	110.4 - 125.4
manufacturing director	104.2 - 126.2	135.0 - 163.2	165.7 - 201.3
operations manager	75.8 - 102.7	86.4 - 118.9	98.7 - 134.1
plant manager	98.9 - 122.9	111.5 - 148.9	138.8 - 173.2
procurement director	94.4 - 124.3	124.2 - 163.5	150.3 - 198.3
production manager	79.1 - 98.3	90.4 - 117.6	110.2 - 137.5
production supervisor	59.2 - 78.3	70.4 - 97.7	90.2 - 113.4
program manager	69.8 - 90.2	79.4 - 104.3	90.8 - 118.9
project director	108.5 - 131.4	135.3 - 163.6	162.5 - 197.1
purchasing manager	85.3 - 112.3	96.3 - 128.6	109.1 - 144.3
supply chain manager	78.6 - 104.2	89.7 - 120.5	102.3 - 134.9
warehouse manager	68.3 - 81.3	78.5 - 95.6	92.1 - 110.3
warehouse supervisor	55.7 - 68.7	66.1 - 77.8	75.3 - 93.2
<b>skilled trades</b>			
CNC machinist	56.1 - 66.5	62.4 - 72.8	68.6 - 93.6
electrician	66.5 - 83.2	79.1 - 95.6	85.3 - 99.8
electronics technician	58.2 - 68.6	62.4 - 76.9	70.7 - 87.6
field service technician	56.1 - 65.5	61.5 - 71.7	67.6 - 90.3
heavy equipment mechanic	58.2 - 72.8	68.6 - 83.2	79.1 - 89.4
maintenance mechanic	52.1 - 59.4	56.5 - 68.7	61.4 - 79.1
millwright	75.9 - 85.2	79.1 - 91.5	88.4 - 108.1
welder	49.9 - 60.3	56.1 - 68.6	64.4 - 83.2



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.7 - 84.7	72.7 - 97.1	82.6 - 110.4
digital media specialist	39.7 - 50.8	46.2 - 60.1	53.9 - 68.8
digital specialist	47.2 - 62.4	54.7 - 73.6	63.5 - 84.1
e-commerce manager	75.9 - 99.0	84.7 - 112.7	95.8 - 128.1
marketing content manager	57.5 - 72.9	66.1 - 85.2	76.1 - 96.3
social media manager	57.7 - 79.0	68.9 - 94.8	81.0 - 109.7
web manager	64.0 - 83.1	71.0 - 93.9	79.7 - 106.0
web marketing analyst	49.3 - 65.3	57.2 - 76.8	66.3 - 87.1
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.4 - 146.4	130.0 - 197.8	166.5 - 254.5
marketing vice-president	117.3 - 180.5	164.7 - 254.7	213.4 - 330.2
<b>marketing and communications</b>			
brand or product manager	78.4 - 100.7	87.1 - 114.0	97.8 - 127.7
brand or product manager assistant	63.4 - 85.2	73.9 - 100.5	85.6 - 114.5
communications manager	64.9 - 84.6	72.2 - 95.9	81.3 - 107.6
communications specialist	53.6 - 73.1	63.7 - 87.8	75.0 - 100.2
marketing coordinator	52.8 - 70.1	60.4 - 81.6	69.5 - 93.1
marketing director	95.0 - 126.9	109.5 - 148.5	126.6 - 169.1
marketing project manager	41.5 - 55.2	47.7 - 64.4	55.0 - 73.2
marketing specialist	46.5 - 61.8	53.2 - 71.7	61.0 - 81.2

## office & administrative support

	entry	mid	senior
<b>administrative analyst</b>			
administrative analyst	45.6 - 59.3	50.6 - 67.1	56.9 - 75.7
administrative assistant	42.0 - 50.3	43.6 - 57.3	49.2 - 64.8
administrative assistant (bilingual)	39.2 - 50.4	43.7 - 57.2	49.3 - 64.5
administrative manager	54.5 - 69.8	59.3 - 77.3	65.4 - 86.2
benefits clerk	42.0 - 49.2	44.0 - 56.9	50.1 - 64.5
buyer assistant	38.4 - 49.6	44.5 - 57.2	50.2 - 62.8
claims supervisor	62.0 - 80.8	69.2 - 92.1	78.3 - 105.0
contracts administrator	91.0 - 112.6	99.8 - 128.3	112.9 - 145.7
customer success manager	39.2 - 48.8	43.2 - 55.3	48.9 - 63.9
data entry clerk	37.0 - 42.2	38.1 - 48.0	42.7 - 49.2



# british columbia

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dispatcher	37.3 - 45.3	39.2 - 47.2	44.0 - 56.8
document controller	37.8 - 40.9	38.5 - 46.1	40.9 - 47.1
document services specialist	37.8 - 40.7	36.9 - 46.4	41.1 - 47.4
documentation specialist	37.5 - 45.6	41.7 - 52.8	46.8 - 53.9
donor relations coordinator	50.3 - 65.5	58.1 - 77.1	67.5 - 89.0
executive assistant	54.3 - 70.4	60.2 - 83.0	69.8 - 94.4
executive assistant (bilingual)	45.6 - 48.3	45.9 - 52.3	50.0 - 55.0
executive legal assistant	47.2 - 51.3	50.3 - 53.3	52.3 - 57.6
file clerk	38.0 - 44.5	40.5 - 51.0	45.1 - 52.0
fundraising manager	62.9 - 80.9	71.2 - 93.4	81.4 - 106.7
insurance claims clerk	40.3 - 48.8	43.2 - 55.3	48.9 - 63.9
invoicing clerk	37.9 - 47.1	42.0 - 53.4	46.7 - 57.9
lease administrator	38.2 - 50.1	43.1 - 57.7	49.2 - 66.6
leasing coordinator	39.2 - 48.8	43.2 - 55.3	48.9 - 63.9
legal assistant	48.0 - 63.7	55.7 - 77.1	65.7 - 87.1
mailroom clerk	37.5 - 40.0	36.5 - 44.4	39.7 - 45.2
office clerk	37.3 - 44.8	40.1 - 49.8	44.2 - 54.9
office manager	56.3 - 69.8	59.4 - 77.8	65.9 - 87.0
office/operations manager	51.0 - 66.7	59.0 - 77.7	67.6 - 87.1
order clerk	41.2 - 41.8	37.8 - 47.6	42.3 - 52.5
order entry clerk	39.3 - 41.1	36.5 - 46.3	40.9 - 52.7
order supervisor	51.3 - 66.7	59.0 - 77.7	67.6 - 87.1
payroll administrator	44.3 - 55.1	48.0 - 63.6	54.9 - 72.4
project coordinator	45.8 - 55.9	48.6 - 63.9	55.0 - 71.8
property administrator	39.0 - 44.8	40.1 - 49.8	44.2 - 54.9
property manager	60.1 - 79.7	68.6 - 92.7	78.9 - 106.3
receptionist	37.5 - 41.1	36.5 - 46.3	40.9 - 52.7
receptionist (bilingual)	39.5 - 41.1	36.5 - 46.3	40.9 - 52.7
sales administrator	43.6 - 58.0	50.1 - 67.9	57.8 - 77.2
sales assistant	40.3 - 48.8	43.2 - 55.3	48.9 - 63.9
service coordinator	38.3 - 49.2	42.7 - 56.1	48.3 - 63.8
supply clerk	37.5 - 43.4	38.6 - 48.8	42.8 - 53.6
virtual assistant	39.8 - 48.7	43.8 - 52.6	50.5 - 59.7
virtual receptionist	37.2 - 43.9	40.8 - 50.1	45.6 - 52.6



# british columbia

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## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.7 - 59.6	51.9 - 66.1	57.2 - 73.7
account manager - software	53.2 - 66.2	57.5 - 73.0	63.2 - 81.4
business development manager	94.2 - 124.4	105.1 - 141.9	119.4 - 162.8
district sales manager	75.8 - 98.0	86.4 - 113.9	99.4 - 130.8
key accounts manager - consumer goods	67.9 - 87.3	76.6 - 100.3	87.3 - 114.1
merchandiser - consumer goods	59.6 - 77.8	66.6 - 88.9	75.4 - 101.2
sales manager	60.5 - 80.7	68.6 - 93.0	78.2 - 105.3
sales representative, account manager - channel manager	75.7 - 100.5	85.2 - 115.2	96.7 - 130.4
sales representative, account manager - consumer goods	49.3 - 61.9	54.0 - 69.0	59.9 - 76.9
sales representative, account manager - professional services	46.5 - 57.7	50.1 - 63.5	55.0 - 70.8
sales representative, account manager - telecommunications	52.8 - 65.9	57.2 - 72.7	62.9 - 81.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	137.5 - 197.1	183.6 - 264.1	238.6 - 343.4
<b>industrial sales</b>			
sales engineer - distribution	69.0 - 90.2	75.8 - 101.0	84.4 - 112.7
sales engineer - manufacturing	59.1 - 79.0	67.1 - 91.1	76.5 - 102.5
sales representative, account manager - distribution	48.6 - 60.6	52.8 - 67.1	58.2 - 74.9
sales representative, account manager - industrial equipment	46.7 - 58.1	50.4 - 64.0	55.4 - 71.3
sales representative, account manager - industrial service	52.0 - 64.8	56.3 - 71.5	62.0 - 79.6
sales representative, account manager - machinery	51.7 - 64.4	55.9 - 71.0	61.5 - 79.4
sales representative, account manager - manufacturing	46.9 - 67.4	51.6 - 75.5	57.4 - 84.0
sales representative, account manager - retail network	51.8 - 64.4	55.8 - 71.0	61.6 - 80.1
technical sales representative - manufacturing	50.8 - 66.9	57.6 - 77.4	66.1 - 89.2



# greater vancouver

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	54.3 - 67.1	58.5 - 72.8	64.2 - 80.5
call center director - operations	64.5 - 83.3	72.2 - 94.7	81.4 - 106.0
customer loyalty agent	38.6 - 50.6	44.1 - 58.4	50.3 - 66.4
customer service manager	72.3 - 94.6	81.2 - 108.3	92.3 - 123.7
customer service representative	36.2 - 45.9	40.2 - 51.8	45.1 - 58.2
customer service representative - bilingual	38.2 - 47.9	42.2 - 53.8	47.1 - 60.2
customer service supervisor	57.1 - 74.6	64.0 - 85.0	72.2 - 96.0
customer service team lead	47.5 - 55.2	52.8 - 62.1	62.0 - 76.2
customer service trainer	44.1 - 57.7	50.3 - 67.0	57.8 - 76.0
e-chat representative	36.2 - 42.5	38.9 - 45.6	42.4 - 49.2
help desk representative - level 1	45.2 - 62.6	53.9 - 72.0	61.1 - 80.4
inside sales manager	68.7 - 91.6	77.9 - 105.6	88.8 - 119.5
inside sales representative	52.3 - 65.1	56.5 - 71.8	62.2 - 80.5
junior collection agent	33.6 - 43.2	38.0 - 49.4	43.0 - 55.2
order desk	34.3 - 43.3	39.1 - 49.4	43.8 - 54.4
survey agent	34.0 - 42.9	38.7 - 48.5	43.0 - 49.5
telemarketing agent	33.6 - 42.2	37.5 - 48.2	42.6 - 55.6
telephone dispatcher	42.8 - 50.7	45.1 - 57.6	50.6 - 64.3
travel support agent	41.1 - 48.4	42.9 - 54.5	47.8 - 60.2

## engineering

	entry	mid	senior
<b>construction</b>			
architect	59.9 - 78.4	67.5 - 90.2	77.1 - 102.7
architectural drafter	49.0 - 63.1	56.7 - 74.4	66.2 - 87.4
BIM/VDC Coordinator	63.4 - 82.1	70.5 - 93.1	79.4 - 105.2
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	57.0 - 74.0	64.6 - 85.3	73.8 - 97.3
civil engineer	64.5 - 85.7	74.2 - 99.9	85.3 - 112.8
civil engineering drafter	50.8 - 63.8	57.7 - 73.4	65.6 - 82.9
civil engineering technologist	47.1 - 61.2	53.5 - 70.7	61.1 - 80.2



# british columbia

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civil project engineer	75.4 - 102.1	86.4 - 119.1	99.6 - 136.3
civil project manager	77.0 - 101.8	86.5 - 116.3	98.0 - 130.9
construction coordinator	51.2 - 67.3	57.2 - 76.5	64.4 - 86.3
construction director	102.1 - 133.6	133.0 - 174.3	166.4 - 218.7
construction manager	76.3 - 98.7	83.3 - 110.0	92.4 - 123.1
construction project coordinator	88.5 - 112.5	95.7 - 124.0	105.2 - 137.8
construction project manager	68.1 - 92.8	78.7 - 108.9	91.1 - 124.2
contracts administrator	59.8 - 78.4	67.6 - 90.2	77.0 - 102.0
contracts manager	94.1 - 118.0	104.8 - 134.1	118.3 - 152.1
demand planner	50.0 - 68.2	59.8 - 81.9	70.2 - 93.6
director of operations	124.6 - 164.9	162.3 - 215.5	204.3 - 271.6
drafter	53.4 - 66.5	59.9 - 75.7	67.6 - 85.4
electrical designer/engineer	70.3 - 92.3	79.6 - 106.6	91.1 - 121.5
electrical engineer	72.5 - 96.8	84.0 - 114.2	98.0 - 131.8
electrical engineering technician	53.8 - 68.4	61.1 - 78.7	69.6 - 89.1
electrical inspector	43.2 - 57.5	49.7 - 67.1	57.3 - 77.2
engineering manager	84.8 - 112.9	96.4 - 130.7	110.4 - 148.9
environmental engineer	61.7 - 81.1	70.1 - 93.9	80.3 - 107.0
environmental inspector	48.6 - 61.5	53.2 - 68.7	59.1 - 76.5
estimation engineer	67.7 - 89.5	77.4 - 104.2	89.2 - 119.1
estimator	61.0 - 78.9	67.6 - 89.0	75.7 - 100.1
facilities engineer	65.0 - 86.0	74.4 - 100.3	85.8 - 114.1
field manager	69.2 - 90.8	78.3 - 105.0	89.7 - 121.0
field supervisor	67.8 - 88.2	75.7 - 100.1	85.2 - 112.1
foreman	51.3 - 65.9	57.2 - 74.8	64.5 - 84.4
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	60.8 - 77.7	69.6 - 90.1	79.6 - 101.8
health and safety specialist	66.7 - 86.8	75.8 - 100.5	86.9 - 114.2
HVAC drafter	53.5 - 68.1	59.9 - 77.3	67.3 - 86.4
HVAC engineer	54.3 - 71.5	61.8 - 82.8	70.7 - 93.4
materials manager	82.7 - 107.8	91.1 - 121.0	101.7 - 135.8
mechanical designer	52.6 - 68.9	60.3 - 79.7	68.8 - 89.5
mechanical drafter	50.0 - 64.4	56.0 - 74.0	64.1 - 86.0
mechanical engineer	73.3 - 96.0	82.7 - 110.4	94.2 - 125.2
mechanical engineering technician	52.0 - 67.5	58.9 - 77.6	66.9 - 87.0
mechanical site supervisor	49.4 - 63.0	55.6 - 72.2	63.0 - 82.1
operations manager	79.0 - 106.6	89.9 - 123.0	102.4 - 138.4
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	40.7 - 51.7	46.2 - 59.3	52.2 - 66.7



# british columbia

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project director	112.8 - 136.1	140.2 - 169.2	168.0 - 203.2
project engineer	89.9 - 114.3	97.3 - 126.1	106.9 - 140.2
project manager	77.1 - 105.1	89.2 - 123.3	103.1 - 140.4
purchasing manager	89.9 - 117.6	101.2 - 134.5	114.4 - 150.7
QA/QC inspector	54.4 - 71.5	62.7 - 83.1	71.8 - 94.7
quality control engineer	64.9 - 84.8	73.0 - 97.0	82.7 - 109.2
quality inspector	39.8 - 50.7	44.5 - 57.6	50.2 - 65.0
safety inspector	62.8 - 81.4	70.9 - 93.0	80.1 - 104.4
site supervisor	73.2 - 94.8	80.1 - 105.6	88.8 - 117.9
specification writer	53.1 - 67.9	59.8 - 77.6	67.6 - 87.1
structural designer	50.4 - 65.2	56.8 - 74.5	64.2 - 83.8
structural engineer	64.7 - 84.8	73.2 - 97.8	83.5 - 111.0
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	40.6 - 51.8	45.5 - 59.0	51.3 - 66.6
supply chain manager	82.9 - 109.3	94.4 - 126.1	107.4 - 141.0
<b>energy &amp; oil</b>			
applications engineer	72.9 - 97.2	85.3 - 115.2	99.5 - 131.0
architect	60.6 - 79.9	68.6 - 92.2	78.5 - 105.3
architectural drafter	49.3 - 63.9	57.3 - 75.8	67.2 - 89.3
automation engineer	64.8 - 85.4	73.4 - 98.5	83.8 - 111.9
automation specialist	50.8 - 66.6	58.9 - 77.6	67.5 - 87.9
buyer	57.6 - 75.4	65.5 - 87.2	75.1 - 99.6
category manager	61.6 - 80.5	68.8 - 91.6	77.8 - 103.9
chemical engineer	81.7 - 108.0	91.4 - 122.9	103.1 - 138.3
chemical technician	55.7 - 72.5	61.8 - 82.2	69.8 - 93.8
chief inspector	53.4 - 70.2	60.1 - 79.9	67.7 - 89.3
civil engineer	65.4 - 87.5	75.6 - 102.3	87.1 - 115.8
civil engineering drafter	51.1 - 64.7	58.3 - 74.7	66.6 - 84.6
civil engineering technologist	47.3 - 62.0	54.0 - 71.9	61.8 - 81.8
civil project engineer	76.7 - 104.6	88.2 - 122.3	101.9 - 140.2
civil project manager	78.5 - 104.3	88.4 - 119.5	100.3 - 134.6
coating inspector	37.3 - 48.6	42.3 - 55.8	48.0 - 63.3
commissioning and start up engineer	62.3 - 83.1	71.6 - 97.2	82.8 - 110.2
construction analyst	55.1 - 71.9	61.4 - 81.3	68.8 - 90.9
construction coordinator	51.5 - 68.3	57.8 - 77.9	65.3 - 88.2
construction director	104.5 - 137.4	136.8 - 179.9	171.6 - 226.1
construction manager	77.6 - 101.0	85.0 - 112.8	94.5 - 126.5
construction project manager	69.1 - 94.9	80.2 - 111.6	93.1 - 127.7
continuous improvement engineer	78.3 - 101.9	87.0 - 115.2	97.6 - 128.7



# british columbia

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contracts administrator	60.5 - 79.9	68.7 - 92.2	78.4 - 104.6
contracts manager	96.2 - 121.1	107.4 - 138.0	121.4 - 156.7
contracts specialist	61.1 - 79.8	69.4 - 92.1	79.2 - 104.0
control technician	49.7 - 65.1	56.7 - 75.3	64.7 - 85.3
controls designer/engineer	51.6 - 68.8	59.3 - 80.1	68.2 - 91.3
demand planner	50.3 - 69.3	60.5 - 83.6	71.3 - 95.7
director of operations	128.1 - 170.1	167.3 - 222.8	211.2 - 281.3
drafter	53.9 - 67.5	60.6 - 77.1	68.6 - 87.2
electrical designer/engineer	71.4 - 94.4	81.2 - 109.3	93.1 - 124.8
electrical engineer	73.8 - 99.1	85.8 - 117.3	100.3 - 135.6
electrical engineering technician	54.3 - 69.5	61.9 - 80.3	70.7 - 91.1
electrical inspector	43.4 - 57.9	50.0 - 67.7	57.7 - 77.9
electrical test engineer	71.2 - 94.7	81.7 - 110.7	94.4 - 126.8
engineering manager	86.6 - 115.8	98.6 - 134.4	113.2 - 153.3
environmental engineer	62.5 - 82.8	71.2 - 96.1	81.9 - 109.7
environmental inspector	48.8 - 62.3	53.6 - 69.7	59.7 - 78.0
estimation engineer	68.7 - 91.5	78.9 - 106.8	91.2 - 122.4
estimator	61.8 - 80.4	68.6 - 90.9	77.1 - 102.5
expediter	40.7 - 52.4	46.2 - 60.2	52.4 - 68.3
facilities engineer	65.9 - 87.8	75.8 - 102.7	87.6 - 117.1
facilities manager	59.9 - 78.4	68.2 - 90.6	78.0 - 103.1
field service engineer	52.7 - 69.7	59.8 - 80.7	68.8 - 93.1
general inspector	52.0 - 68.2	58.4 - 77.7	65.8 - 86.9
geologist	65.4 - 84.9	73.6 - 97.5	83.9 - 110.8
geophysicist	68.8 - 93.6	81.4 - 112.5	96.3 - 130.0
geotechnical engineer	65.5 - 85.0	73.8 - 97.6	84.1 - 110.8
GIS Analyst	41.0 - 53.2	45.5 - 60.2	51.0 - 67.2
health and safety manager	68.2 - 88.7	75.8 - 100.3	85.1 - 112.6
health and safety specialist	61.6 - 79.2	70.8 - 92.1	81.1 - 104.3
HVAC drafter	54.0 - 69.2	60.6 - 78.8	68.4 - 88.3
HVAC engineer	54.7 - 72.7	62.6 - 84.5	71.9 - 95.6
hydraulic engineer	66.5 - 88.6	76.4 - 103.5	88.3 - 118.0
industrial engineer	70.6 - 91.7	78.3 - 103.5	87.8 - 115.7
instrumentation and controls engineer	68.5 - 90.1	77.3 - 103.3	87.8 - 116.6
inventory analyst	52.6 - 68.5	59.5 - 78.9	67.8 - 89.8
inventory control manager	64.2 - 83.9	71.8 - 95.5	81.1 - 107.9
logistics manager	64.1 - 85.1	73.2 - 98.8	84.2 - 112.5
logistics specialist	57.8 - 76.8	66.1 - 89.2	75.9 - 101.0
maintenance engineer	53.5 - 69.1	59.7 - 78.1	66.9 - 86.9



# british columbia

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maintenance operator	42.3 - 52.2	46.8 - 58.6	52.0 - 65.1
materials manager	84.4 - 110.5	93.1 - 124.3	104.1 - 139.8
mechanical designer	53.0 - 70.0	61.0 - 81.3	69.9 - 91.5
mechanical drafter	50.3 - 65.3	56.6 - 75.3	65.0 - 87.8
mechanical engineer	74.6 - 98.3	84.4 - 113.3	96.4 - 128.8
mechanical engineering technician	52.4 - 68.6	59.6 - 79.1	68.0 - 88.9
mining engineer	70.8 - 93.4	78.9 - 106.0	89.0 - 119.1
operations manager	80.5 - 109.2	91.8 - 126.4	105.0 - 142.4
pipeline engineer	73.8 - 95.6	82.9 - 109.7	94.5 - 125.5
piping engineer	64.6 - 84.3	72.1 - 95.9	81.5 - 108.6
planner/scheduler	40.9 - 52.1	46.4 - 59.7	52.5 - 67.2
plant engineer	76.7 - 101.3	88.7 - 119.2	103.1 - 136.4
plant manager	95.3 - 132.2	113.9 - 160.1	135.6 - 186.1
plant operator	49.6 - 66.4	57.3 - 77.5	65.9 - 87.4
process controls engineer	62.2 - 82.6	71.2 - 96.0	81.8 - 108.8
process engineer	62.2 - 82.6	71.2 - 96.0	81.8 - 108.8
procurement director	101.6 - 133.7	133.6 - 175.7	161.6 - 212.9
procurement manager	91.8 - 120.8	103.6 - 138.4	117.4 - 155.2
procurement specialist	51.5 - 67.0	57.2 - 75.9	64.4 - 86.0
production analyst	47.6 - 63.3	54.5 - 74.0	63.1 - 85.2
production engineer	65.5 - 86.9	74.9 - 101.0	86.1 - 114.5
program manager	74.6 - 96.4	84.9 - 111.3	97.0 - 126.7
project controller	54.7 - 72.5	61.3 - 82.7	69.4 - 93.9
project controls manager	88.6 - 120.9	102.0 - 141.4	117.6 - 160.8
project controls specialist	61.3 - 79.5	68.8 - 90.4	77.6 - 101.6
project coordinator	90.3 - 115.4	97.9 - 127.4	107.8 - 141.8
project director	115.7 - 140.1	144.3 - 174.5	173.3 - 210.1
project engineer	91.9 - 117.3	99.5 - 129.5	109.5 - 144.3
project manager	78.5 - 107.7	91.1 - 126.7	105.6 - 144.5
purchasing manager	91.8 - 120.8	103.6 - 138.4	117.4 - 155.2
QA/QC inspector	54.9 - 72.7	63.5 - 84.8	73.0 - 96.9
quality assurance manager	81.9 - 106.0	90.4 - 119.2	101.0 - 133.3
quality assurance/control technician	62.7 - 83.2	72.7 - 97.6	84.2 - 110.8
quality control engineer	65.9 - 86.6	74.2 - 99.3	84.4 - 112.1
quality inspector	40.0 - 51.0	44.7 - 58.1	50.5 - 65.5
reliability engineer	65.9 - 85.0	74.8 - 98.1	85.5 - 111.1
reliability manager	69.7 - 90.3	79.6 - 104.8	91.5 - 119.0
safety inspector	63.7 - 83.0	72.1 - 95.2	81.7 - 107.1
SCADA engineer	63.6 - 84.4	72.6 - 97.9	83.4 - 111.2



# british columbia

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site supervisor	74.4 - 97.0	81.6 - 108.2	90.7 - 121.0
sourcing engineer	57.8 - 76.8	66.0 - 89.2	76.0 - 101.6
sourcing specialist	52.5 - 68.3	58.3 - 77.3	65.6 - 87.5
specification writer	53.5 - 68.9	60.5 - 79.0	68.7 - 89.0
stationary engineer	53.5 - 69.1	59.7 - 78.1	66.9 - 86.9
structural designer	50.7 - 66.1	57.4 - 75.9	65.1 - 85.5
structural engineer	65.6 - 86.6	74.4 - 100.1	85.3 - 113.9
superintendent	40.8 - 52.1	45.8 - 59.4	51.7 - 67.1
supply chain manager	84.5 - 112.1	96.5 - 129.6	110.1 - 145.1
telecommunications technician	56.2 - 73.2	63.5 - 84.0	72.3 - 95.7
transmission line engineer	76.7 - 96.8	83.0 - 106.6	91.1 - 118.0
transportation manager	80.4 - 105.7	90.8 - 121.3	103.1 - 137.5
welding inspector	52.8 - 68.8	59.7 - 78.9	67.7 - 88.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	135.9 - 241.2	194.4 - 346.2	277.7 - 494.9
controller	92.9 - 164.2	126.1 - 223.5	166.0 - 295.4
director - financial planning & analysis	123.1 - 161.7	157.3 - 206.9	192.0 - 253.0
finance director	119.6 - 157.1	154.6 - 203.3	188.7 - 248.6
payroll director	95.6 - 119.2	102.4 - 131.4	122.9 - 165.3
vice-president internal audit	120.2 - 159.8	151.3 - 201.3	184.0 - 245.3
finance & accounting	1 year	3 years	5 years
accountant	64.9 - 77.6	68.6 - 81.9	72.2 - 86.2
accounting clerk	43.2 - 46.1	44.6 - 49.1	45.2 - 54.9
accounting manager	86.8 - 104.9	93.2 - 112.7	99.5 - 120.3
accounting supervisor	64.6 - 78.1	69.4 - 83.9	74.1 - 89.6
accounting technician	53.9 - 63.7	58.1 - 68.5	62.0 - 73.2
accounts payable clerk	42.8 - 49.9	46.8 - 57.7	53.2 - 67.9
accounts payable manager	77.5 - 93.7	84.5 - 102.1	91.2 - 110.3
accounts receivable clerk	41.9 - 45.5	44.7 - 56.2	49.9 - 65.1
accounts receivable manager	79.8 - 94.2	86.4 - 101.9	92.9 - 109.6
analyst - financial planning & analysis	89.2 - 107.8	96.2 - 116.2	102.9 - 124.5
assistant controller	79.9 - 87.5	87.1 - 97.1	95.9 - 109.8
billing specialist	43.0 - 47.8	45.8 - 54.2	53.4 - 61.0
bookkeeper	54.5 - 62.9	60.0 - 68.0	63.4 - 74.3



# british columbia

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business analyst	71.1 - 85.0	76.8 - 91.7	82.3 - 98.3	94.5 - 112.8
compliance officer	86.4 - 104.4	96.1 - 116.2	105.4 - 127.5	124.4 - 150.5
compliance specialist	57.2 - 68.3	62.9 - 75.1	68.2 - 81.5	79.1 - 94.5
cost accountant	61.3 - 73.3	66.2 - 79.0	70.9 - 84.7	81.4 - 97.2
credit & collection specialist	40.1 - 44.8	42.9 - 53.2	45.4 - 58.2	51.7 - 64.2
credit and collections accountant	44.0 - 49.1	46.2 - 52.0	51.9 - 58.3	59.0 - 67.9
credit and collections manager	84.3 - 100.7	90.3 - 107.8	96.2 - 114.9	110.6 - 132.2
credit and collections supervisor	53.8 - 65.0	61.9 - 70.1	63.7 - 75.0	71.3 - 86.3
external auditor	63.8 - 76.2	68.4 - 81.8	73.0 - 87.2	83.4 - 99.6
financial analyst	74.2 - 88.6	79.3 - 94.7	84.3 - 100.7	95.6 - 114.2
financial reporting manager	103.6 - 125.3	111.1 - 134.4	118.4 - 143.3	135.8 - 164.2
internal audit manager	96.8 - 118.4	103.9 - 127.1	110.8 - 135.6	126.5 - 154.8
internal auditor	61.7 - 73.7	68.0 - 81.3	74.0 - 88.4	86.3 - 103.1
invoicing clerk	39.0 - 48.2	41.7 - 51.2	44.8 - 54.1	49.8 - 58.1
payroll clerk	42.6 - 49.7	46.9 - 56.2	50.7 - 59.2	57.8 - 67.5
payroll manager	74.5 - 90.0	80.4 - 97.1	86.1 - 104.0	98.4 - 119.0
payroll specialist	45.0 - 56.8	49.2 - 62.4	54.2 - 66.3	61.7 - 78.7
payroll supervisor	60.0 - 73.2	66.3 - 79.1	68.9 - 81.0	74.5 - 91.2
tax analyst	63.0 - 68.9	66.1 - 78.9	75.2 - 89.2	90.1 - 100.3
tax manager	91.8 - 112.3	98.4 - 120.4	104.8 - 128.3	120.1 - 147.1
treasury analyst	65.6 - 78.3	70.2 - 83.8	74.7 - 89.2	84.8 - 101.3

## healthcare

	entry	mid	senior
disability case manager	64.1 - 79.9	71.8 - 90.9	81.0 - 102.4
medical coordinator	47.6 - 60.5	53.0 - 68.7	59.8 - 78.0
medical secretary	36.5 - 46.6	40.9 - 52.5	45.5 - 57.6
registered nurse	65.3 - 81.0	71.5 - 90.3	79.3 - 100.7

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.7 - 119.2	108.4 - 149.1	134.1 - 184.2
vice president human resources / CHRO	112.5 - 189.7	145.6 - 246.2	180.9 - 306.8
human resources	entry	mid	senior
benefits administrator	56.1 - 71.5	62.7 - 81.3	70.8 - 91.7



## british columbia

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compensation and benefits manager	94.8 - 122.7	104.9 - 138.7	117.8 - 157.1
compensation specialist	50.9 - 67.0	58.6 - 78.3	67.5 - 89.0
health and safety advisor	61.2 - 78.6	70.3 - 91.2	80.5 - 103.3
health and safety director	86.6 - 103.4	111.9 - 133.8	133.0 - 158.9
health and safety manager	77.0 - 99.1	85.9 - 112.7	97.0 - 127.0
HRIS analyst	62.3 - 81.8	71.4 - 95.1	82.1 - 108.0
HRIS director	86.6 - 123.5	112.0 - 159.8	138.9 - 198.4
human resources assistant	42.3 - 53.9	47.9 - 60.6	52.9 - 65.2
human resources business partner	67.4 - 87.9	75.3 - 99.9	85.0 - 112.9
human resources coordinator	41.4 - 52.6	46.8 - 59.2	51.7 - 63.7
human resources director	94.9 - 130.6	121.2 - 166.9	150.1 - 206.9
human resources generalist	62.3 - 78.0	66.8 - 85.4	73.2 - 95.9
human resources manager	85.6 - 112.8	97.2 - 130.4	111.1 - 148.5
human resources supervisor	65.0 - 84.1	71.9 - 95.0	80.9 - 108.4
L&D director	93.6 - 115.8	116.5 - 144.3	148.1 - 183.4
labour relations advisor	66.0 - 87.2	75.1 - 101.1	86.2 - 115.1
labour relations manager	93.3 - 125.9	109.4 - 149.7	127.9 - 172.8
learning and development specialist	53.5 - 69.6	60.6 - 80.3	69.3 - 90.9
recruitment coordinator	41.3 - 53.5	47.3 - 61.7	53.7 - 69.4
talent acquisition director	89.4 - 123.0	114.0 - 157.1	139.1 - 191.7
talent acquisition specialist	61.2 - 79.4	67.9 - 89.7	76.2 - 101.0
total rewards director	106.9 - 138.8	138.2 - 179.5	169.5 - 220.5
total rewards specialist	55.7 - 72.2	62.6 - 82.5	71.1 - 94.3

## industrial support

	entry	mid	senior
assembler/fabricator	16.1 - 20.5	18.3 - 23.5	20.7 - 26.5
boom truck operator	21.6 - 28.9	25.0 - 33.6	28.6 - 38.3
counterbalance forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
delivery/courier driver	18.1 - 23.2	20.4 - 26.3	22.9 - 29.5
electronic parts assembler	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
general labourer - heavy	17.2 - 21.6	19.5 - 24.6	21.9 - 25.3
general labourer - light	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
industrial painter	17.3 - 22.3	19.6 - 25.5	22.2 - 28.6
inventory control clerk	17.4 - 21.9	19.8 - 25.1	22.3 - 28.1
janitor/custodian	17.3 - 18.3	18.2 - 19.4	18.6 - 20.3
landscaping labour	18.0 - 20.3	18.5 - 22.0	19.6 - 22.5



# british columbia

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logistics coordinator	23.7 - 30.5	26.9 - 35.1	30.6 - 39.8
machine operator	17.5 - 23.0	20.1 - 26.5	22.9 - 30.1
machine operator assistant	16.7 - 21.0	19.2 - 24.1	21.7 - 26.7
manufacturing worker	17.0 - 19.8	18.0 - 22.4	20.2 - 25.4
material handler	17.0 - 20.3	18.2 - 23.4	20.6 - 24.0
moulding machine operator	17.1 - 22.5	19.6 - 25.9	22.3 - 29.1
order/cherry picker forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
parts clerk	17.0 - 19.0	17.2 - 21.8	18.0 - 24.3
parts manager	24.0 - 31.0	26.9 - 35.4	30.4 - 40.1
picker/packer	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
polisher/deburrer	17.7 - 22.4	20.2 - 25.7	22.9 - 28.9
print press operator	16.8 - 21.2	18.8 - 23.9	21.0 - 26.8
production labourer	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
reach truck operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
sandblasting operator	16.6 - 21.1	18.5 - 23.9	20.8 - 27.3
scissor lift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
shipper/receiver	18.4 - 22.4	20.0 - 24.9	22.1 - 27.5
shipping and receiving clerk	19.0 - 23.6	21.5 - 27.0	24.4 - 30.7
warehouse labourer	17.0 - 20.5	18.8 - 23.4	21.0 - 23.9

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	72.4 - 96.3	84.6 - 114.0	98.5 - 129.5
automation engineer	64.4 - 84.7	72.8 - 97.5	83.1 - 110.7
buyer	57.3 - 74.8	65.2 - 86.4	74.5 - 98.6
chemical engineer	81.0 - 106.9	90.5 - 121.5	102.0 - 136.7
chemical technician	55.4 - 71.9	61.5 - 81.5	69.3 - 92.9
cmm programmer	49.4 - 63.6	55.1 - 72.1	61.9 - 80.5
coating inspector	37.2 - 48.4	42.2 - 55.6	47.9 - 63.1
commissioning and start up engineer	62.1 - 82.5	71.3 - 96.4	82.3 - 109.8
continuous improvement engineer	77.7 - 100.9	86.3 - 113.9	96.7 - 127.2
contracts administrator	60.2 - 79.3	68.2 - 91.3	77.8 - 103.5
controls designer/engineer	51.5 - 68.4	59.0 - 79.5	67.7 - 90.4
drafter	53.7 - 67.0	60.3 - 76.5	68.2 - 86.4
electrical designer/engineer	70.9 - 93.5	80.5 - 108.1	92.2 - 123.4
electrical engineer	73.3 - 98.1	85.0 - 116.0	99.3 - 134.0
electrical engineering technician	54.1 - 69.0	61.6 - 79.6	70.2 - 90.3



# british columbia

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electrical inspector	43.3 - 57.7	49.9 - 67.4	57.5 - 77.6
electrical test engineer	70.7 - 93.8	81.0 - 109.5	93.5 - 125.4
environmental engineer	62.1 - 82.1	70.7 - 95.2	81.2 - 108.5
environmental inspector	48.8 - 62.0	53.5 - 69.3	59.4 - 77.4
estimation engineer	68.3 - 90.6	78.3 - 105.7	90.3 - 121.0
estimator	61.5 - 79.7	68.2 - 90.1	76.5 - 101.5
field service engineer	52.5 - 69.2	59.6 - 80.1	68.3 - 92.2
general inspector	51.8 - 67.8	58.1 - 77.1	65.4 - 86.2
health and safety specialist	67.3 - 87.9	76.7 - 101.9	88.0 - 115.9
HVAC drafter	53.8 - 68.7	60.3 - 78.1	67.9 - 87.5
HVAC engineer	54.5 - 72.2	62.3 - 83.8	71.4 - 94.7
industrial engineer	70.1 - 90.8	77.7 - 102.5	87.0 - 114.4
inventory analyst	52.4 - 68.1	59.2 - 78.2	67.4 - 89.0
logistics specialist	57.5 - 76.2	65.7 - 88.4	75.3 - 100.0
manufacturing engineer	66.5 - 87.6	75.4 - 101.0	86.1 - 114.0
mechanical designer	52.8 - 69.5	60.7 - 80.6	69.4 - 90.6
mechanical drafter	50.2 - 64.9	56.4 - 74.7	64.6 - 87.0
mechanical engineer	74.0 - 97.3	83.7 - 112.1	95.5 - 127.3
mechanical engineering technician	52.2 - 68.1	59.3 - 78.5	67.5 - 88.1
planner/scheduler	40.8 - 51.9	46.3 - 59.5	52.4 - 67.0
PLC programmer	68.3 - 90.0	78.5 - 104.0	89.9 - 117.5
process engineer	61.9 - 81.9	70.7 - 95.1	81.1 - 107.7
procurement specialist	51.4 - 66.6	56.9 - 75.3	64.0 - 85.2
production planner	50.0 - 65.8	57.5 - 76.2	65.5 - 84.8
project engineer	91.0 - 116.0	98.6 - 128.1	108.4 - 142.6
project manager	77.9 - 106.6	90.2 - 125.3	104.5 - 142.8
QA/QC inspector	38.9 - 49.5	43.5 - 56.4	49.1 - 63.7
quality assurance manager	81.2 - 105.0	89.6 - 117.9	100.0 - 131.7
quality assurance/control technician	62.4 - 82.5	72.2 - 96.7	83.5 - 109.6
quality control engineer	65.5 - 85.8	73.7 - 98.3	83.7 - 110.9
quality inspector	40.0 - 50.9	44.6 - 57.9	50.4 - 65.3
safety inspector	63.3 - 82.3	71.6 - 94.2	81.0 - 106.0
SCADA engineer	63.3 - 83.7	72.1 - 97.0	82.7 - 110.0
sourcing engineer	57.6 - 76.2	65.6 - 88.4	75.4 - 100.6
specification writer	53.3 - 68.5	60.2 - 78.4	68.2 - 88.2
stationary engineer	53.4 - 68.6	59.4 - 77.5	66.5 - 86.1
<b>industrial management</b>			
contracts manager	95.3 - 119.8	106.3 - 136.3	120.1 - 154.8
director of operations	122.2 - 162.4	159.8 - 213.3	202.0 - 269.9



# british columbia

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engineering manager	85.8 - 114.6	97.6 - 132.8	112.0 - 151.4
health and safety manager	64.9 - 81.9	73.7 - 93.4	83.8 - 106.3
machining manager	70.1 - 82.6	79.6 - 93.4	90.8 - 110.2
maintenance manager	95.1 - 108.5	102.4 - 129.3	125.7 - 142.6
maintenance supervisor	86.3 - 99.2	93.6 - 115.3	110.4 - 125.4
manufacturing director	110.0 - 133.0	142.2 - 171.8	174.5 - 211.3
operations manager	79.9 - 108.1	91.0 - 124.9	103.9 - 140.7
plant manager	98.9 - 122.9	111.5 - 148.9	138.8 - 173.2
procurement director	100.6 - 132.1	132.0 - 173.4	159.6 - 209.9
production manager	79.1 - 98.3	90.4 - 117.6	110.2 - 137.5
production supervisor	59.2 - 78.3	70.4 - 97.7	90.2 - 113.4
program manager	74.1 - 95.5	84.2 - 110.1	96.1 - 125.3
project director	114.5 - 138.4	142.5 - 172.2	171.1 - 207.2
purchasing manager	91.0 - 119.4	102.6 - 136.7	116.1 - 153.3
supply chain manager	83.8 - 110.9	95.6 - 128.1	108.9 - 143.4
warehouse manager	68.3 - 81.3	78.5 - 95.6	92.1 - 110.3
warehouse supervisor	55.7 - 68.7	66.1 - 77.8	75.3 - 93.2
<b>skilled trades</b>			
CNC machinist	49.4 - 65.3	56.2 - 75.5	64.3 - 86.3
CNC programmer	56.1 - 66.5	62.4 - 72.8	68.6 - 93.6
electrician	66.5 - 83.2	79.1 - 95.6	85.3 - 99.8
electronics technician	58.2 - 68.6	62.4 - 76.9	70.7 - 87.6
field service technician	56.1 - 65.5	61.5 - 71.7	67.6 - 90.3
heavy equipment mechanic	58.2 - 72.8	68.6 - 83.2	79.1 - 89.4
maintenance mechanic	52.1 - 59.4	56.5 - 68.7	61.4 - 79.1
millwright	75.9 - 85.2	79.1 - 91.5	88.4 - 108.1
welder	49.9 - 60.3	56.1 - 68.6	64.4 - 83.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	66.8 - 87.5	75.1 - 100.2	85.3 - 113.8
digital media specialist	41.0 - 52.5	47.7 - 62.1	55.7 - 71.0
digital specialist	48.8 - 64.5	56.5 - 75.9	65.6 - 86.6
e-commerce manager	78.4 - 102.1	87.5 - 116.2	98.8 - 132.0
marketing content manager	59.2 - 75.2	68.1 - 87.8	78.5 - 99.2
social media manager	59.6 - 81.6	71.2 - 97.8	83.7 - 113.1
web manager	66.1 - 85.8	73.4 - 97.0	82.4 - 109.3



# british columbia

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web marketing analyst	52.5 - 69.6	61.0 - 81.9	70.7 - 92.9
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	101.5 - 153.4	136.4 - 206.1	174.1 - 264.0
marketing vice-president	121.0 - 185.5	169.5 - 260.8	218.9 - 337.2
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	81.0 - 103.9	89.9 - 117.5	100.9 - 131.6
brand or product manager assistant	65.1 - 87.4	75.9 - 102.9	87.8 - 117.1
communications manager	69.0 - 89.6	76.7 - 101.3	86.2 - 113.5
communications specialist	55.6 - 75.8	66.1 - 91.0	77.8 - 103.7
marketing coordinator	54.6 - 72.3	62.4 - 84.1	71.7 - 95.6
marketing director	98.0 - 130.8	113.0 - 153.0	130.4 - 173.9
marketing project manager	42.8 - 57.0	49.2 - 66.6	56.8 - 75.7
marketing specialist	48.1 - 63.8	55.0 - 74.0	63.0 - 83.7

## office & administrative support

	entry	mid	senior
<b>insurance</b>			
benefits analyst	52.3 - 67.9	59.1 - 77.9	67.0 - 87.4
benefits coordinator	35.8 - 45.9	41.0 - 53.0	46.7 - 60.2
benefits processor	37.6 - 48.7	43.7 - 56.0	49.0 - 60.9
claims supervisor	63.5 - 82.7	70.8 - 94.1	80.1 - 107.3
client support representative	62.7 - 79.1	69.1 - 88.8	77.2 - 99.6
insurance account manager - commercial	55.9 - 69.9	60.8 - 77.4	67.0 - 86.2
insurance account manager - personal	51.4 - 64.0	55.6 - 70.5	61.0 - 78.5
insurance billing clerk	36.2 - 46.7	41.9 - 54.1	47.6 - 60.4
insurance claims clerk	39.6 - 49.8	45.0 - 57.1	50.8 - 64.1
insurance claims processor	42.0 - 52.6	46.6 - 59.6	52.5 - 67.7
insurance sales manager	83.2 - 106.5	92.1 - 120.3	103.5 - 136.1
team lead	83.2 - 106.5	92.1 - 120.3	103.5 - 136.1
technical support representative	41.1 - 53.1	46.9 - 61.6	53.8 - 70.7
underwriter	59.2 - 78.4	68.8 - 92.2	79.5 - 104.2
underwriting analyst	53.1 - 69.1	59.2 - 78.6	66.9 - 89.6
underwriting assistant	35.3 - 44.0	40.8 - 51.1	46.7 - 52.6
<b>logistics &amp; transportation support</b>			
import/export clerk	37.9 - 48.8	43.6 - 55.8	48.9 - 61.2
import/export coordinator	55.2 - 70.9	61.3 - 80.1	68.8 - 90.1
shipping administrator	45.1 - 57.2	51.7 - 65.8	58.6 - 73.7
supply chain coordinator	42.8 - 55.2	47.9 - 62.9	54.2 - 71.5



# british columbia

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## office & administrative support

administrative analyst	47.6 - 61.8	52.8 - 69.8	59.3 - 78.7
administrative assistant	41.3 - 52.5	45.6 - 59.7	51.4 - 67.4
administrative assistant (bilingual)	38.2 - 41.3	39.0 - 45.3	42.9 - 55.0
administrative manager	58.1 - 74.4	63.2 - 82.5	69.8 - 91.9
benefits clerk	41.3 - 51.0	45.6 - 58.9	52.0 - 66.8
buyer assistant	41.3 - 51.2	45.9 - 59.0	51.8 - 64.9
claims supervisor	63.5 - 82.7	70.8 - 94.1	80.1 - 107.3
contracts administrator	95.3 - 119.8	106.3 - 136.3	120.1 - 154.8
customer success manager	53.3 - 59.3	55.7 - 61.2	58.1 - 65.6
data entry clerk	37.0 - 43.3	39.0 - 49.2	43.8 - 50.5
dispatcher	40.0 - 50.7	45.1 - 57.6	50.6 - 64.3
document controller	37.0 - 42.3	38.1 - 47.7	42.3 - 48.8
document services specialist	37.0 - 42.1	38.2 - 48.0	42.6 - 49.1
documentation specialist	37.5 - 47.3	43.2 - 54.7	48.5 - 55.9
donor relations coordinator	51.9 - 67.7	60.0 - 79.7	69.8 - 91.9
executive assistant	53.8 - 73.2	62.7 - 86.1	72.6 - 97.7
executive assistant (bilingual)	45.0 - 58.8	51.2 - 67.9	58.5 - 77.3
executive legal assistant	45.0 - 58.8	51.2 - 67.9	58.5 - 77.3
file clerk	35.4 - 46.1	42.0 - 52.9	46.8 - 53.9
fundraising manager	65.0 - 83.6	73.6 - 96.4	84.1 - 110.1
invoicing clerk	38.0 - 48.6	43.3 - 55.1	48.2 - 59.7
lease administrator	40.5 - 53.2	45.8 - 61.3	52.3 - 70.7
leasing coordinator	40.0 - 42.6	37.7 - 48.0	42.3 - 54.7
legal assistant	47.9 - 66.2	58.0 - 79.9	68.2 - 90.3
logistics coordinator	49.3 - 63.5	55.9 - 73.0	63.6 - 82.8
mailroom clerk	37.0 - 41.0	37.3 - 45.6	40.7 - 46.3
office clerk	37.4 - 46.0	41.1 - 51.1	45.3 - 56.4
office manager	55.5 - 71.5	60.9 - 79.7	67.5 - 89.0
office/operations manager	53.3 - 59.3	55.7 - 61.2	58.1 - 65.6
order clerk	37.0 - 43.3	39.1 - 49.4	43.8 - 54.4
order entry clerk	40.0 - 42.6	37.7 - 48.0	42.3 - 54.7
order supervisor	52.3 - 68.3	60.5 - 79.6	69.3 - 89.1
payroll administrator	45.0 - 58.8	51.2 - 67.9	58.5 - 77.3
project coordinator	44.5 - 57.7	50.2 - 66.0	56.8 - 74.2
property administrator	40.0 - 42.6	37.7 - 48.0	42.3 - 54.7
property manager	63.9 - 84.5	72.8 - 98.0	83.7 - 112.2
receptionist	40.0 - 42.6	37.7 - 48.0	42.3 - 54.7
receptionist (bilingual)	40.0 - 42.6	37.7 - 48.0	42.3 - 54.7



# british columbia

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sales administrator	45.0 - 60.0	51.8 - 70.1	59.7 - 79.6
sales assistant	40.4 - 50.3	44.5 - 57.0	50.4 - 66.0
service coordinator	39.4 - 50.8	44.1 - 57.9	49.9 - 65.9
supply clerk	37.5 - 44.4	39.4 - 50.0	43.8 - 55.0
virtual assistant	38.2 - 41.3	39.0 - 45.3	42.9 - 55.0
virtual receptionist	38.2 - 41.3	39.0 - 45.3	42.9 - 55.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	49.1 - 61.4	53.4 - 68.0	58.9 - 75.7
account manager - software	54.8 - 68.1	59.1 - 75.0	65.0 - 83.6
business development manager	99.6 - 131.0	110.9 - 149.4	125.8 - 171.4
district sales manager	78.3 - 101.1	89.2 - 117.4	102.6 - 134.8
key accounts manager - consumer goods	69.9 - 89.5	78.7 - 102.7	89.5 - 116.5
merchandiser - consumer goods	61.5 - 80.2	68.7 - 91.4	77.8 - 103.9
sales manager	62.5 - 83.3	70.9 - 96.0	80.8 - 108.6
sales representative, account manager - channel manager	78.2 - 103.8	88.0 - 118.8	99.9 - 134.4
sales representative, account manager - consumer goods	50.0 - 63.0	54.9 - 70.3	61.0 - 78.4
sales representative, account manager - professional services	47.9 - 59.6	51.7 - 65.6	56.8 - 73.1
sales representative, account manager - telecommunications	54.4 - 67.7	58.8 - 74.7	64.7 - 83.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	141.6 - 202.4	188.7 - 270.4	244.5 - 350.5
<b>industrial sales</b>			
sales engineer - distribution	70.9 - 92.4	77.8 - 103.3	86.5 - 115.2
sales engineer - manufacturing	60.7 - 81.1	68.9 - 93.4	78.5 - 104.9
sales representative, account manager - distribution	50.1 - 62.6	54.4 - 69.2	60.0 - 77.3
sales representative, account manager - industrial equipment	48.0 - 59.8	51.9 - 65.8	57.0 - 73.3
sales representative, account manager - industrial service	53.6 - 66.9	58.1 - 73.8	63.9 - 82.2
sales representative, account manager - machinery	53.2 - 66.2	57.5 - 73.0	63.3 - 81.6
sales representative, account manager - manufacturing	48.3 - 69.3	53.2 - 77.5	59.0 - 86.2
sales representative, account manager - retail network	53.3 - 66.2	57.5 - 73.0	63.4 - 82.2
technical sales representative - manufacturing	52.5 - 69.2	59.6 - 80.1	68.3 - 92.2



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	70.4 - 90.8	78.7 - 103.2	88.8 - 120.0
application support analyst	62.2 - 81.7	71.3 - 94.2	81.0 - 105.8
automation tester	68.8 - 88.6	76.9 - 100.8	86.7 - 116.0
C++/ embedded software engineer	68.7 - 88.6	76.8 - 100.8	86.7 - 120.0
database SQL developer	62.9 - 83.3	71.8 - 96.7	82.5 - 109.7
devops development side	67.3 - 90.0	77.9 - 105.8	90.4 - 130.0
front-end developer	66.9 - 87.5	76.4 - 101.5	87.6 - 120.0
full stack developer	76.5 - 100.1	87.4 - 116.1	100.1 - 131.4
java developer	68.8 - 88.6	76.9 - 100.8	86.7 - 120.0
machine learning developer	76.3 - 112.6	101.9 - 140.5	121.2 - 144.9
manual tester	48.4 - 64.5	56.6 - 76.4	70.0 - 90.0
mobile application developer (iOS/android)	63.6 - 96.7	88.3 - 122.5	105.6 - 126.2
quality assurance manager	83.6 - 108.6	92.9 - 122.9	104.4 - 138.0
technical lead	107.8 - 144.4	122.9 - 167.1	140.7 - 189.1
UI/UX designer	63.4 - 82.1	71.3 - 93.8	80.7 - 104.8
<b>architecture</b>			
application architect	97.8 - 129.4	109.7 - 148.3	124.8 - 169.4
architect (enterprise)	95.1 - 127.6	108.8 - 148.6	125.1 - 170.3
architect (solutions/technical)	85.5 - 106.6	95.8 - 121.4	108.1 - 136.1
cloud architect	87.4 - 109.4	98.6 - 125.3	111.7 - 140.2
<b>data &amp; analytics</b>			
BI data architect	88.8 - 118.3	99.1 - 134.6	111.7 - 151.6
big data engineer	83.3 - 108.4	92.9 - 123.3	104.8 - 139.4
business intelligence developer	67.2 - 86.8	75.3 - 98.7	84.8 - 110.1
data analyst	69.1 - 92.0	79.5 - 107.3	91.6 - 121.8
data architect	72.4 - 95.1	83.1 - 111.0	95.9 - 126.4
data engineer	71.9 - 95.6	82.6 - 111.6	95.2 - 126.6
data scientist	78.1 - 104.3	90.3 - 122.4	104.4 - 139.0
database administrator	69.7 - 94.4	82.1 - 112.5	96.2 - 128.6
<b>leadership/business technology</b>			
business analyst	71.1 - 91.7	79.6 - 104.5	89.9 - 117.8
IT director	106.3 - 141.3	134.1 - 178.2	167.1 - 222.7
manager IT	93.1 - 122.8	105.7 - 142.2	121.2 - 162.6
<b>networking/infrastructure</b>			



# british columbia

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cloud engineer	75.8 - 100.4	88.1 - 118.0	101.8 - 135.0
devops system side	81.1 - 112.3	95.3 - 132.7	110.4 - 140.0
help desk representative	47.0 - 62.6	53.9 - 72.0	61.1 - 80.4
information security engineer	73.2 - 97.4	84.2 - 113.7	97.0 - 129.1
information security manager	94.0 - 123.0	105.5 - 140.7	119.7 - 159.8
information security specialist	61.9 - 81.1	70.8 - 94.1	81.2 - 106.3
information systems analyst	66.0 - 84.4	73.0 - 95.1	81.7 - 106.7
linux/unix administrator	78.4 - 101.7	88.4 - 116.7	100.6 - 124.0
network administrator	62.7 - 83.6	72.2 - 97.6	83.3 - 111.1
network engineer	70.0 - 92.9	80.2 - 108.4	92.6 - 124.1
systems administrator	70.8 - 91.8	79.8 - 105.2	90.6 - 119.0
tech support	65.8 - 85.7	74.6 - 98.5	84.8 - 111.4
<b>project management</b>			
business systems analyst	69.3 - 91.3	79.9 - 106.9	92.3 - 122.0
ERP project manager	95.6 - 126.9	104.1 - 141.0	115.3 - 157.8
functional analyst	58.1 - 75.1	65.1 - 85.6	73.6 - 96.9
organizational change manager (OCM)	67.6 - 90.6	78.5 - 107.5	92.2 - 125.6
product owner	76.3 - 99.8	87.2 - 115.7	99.7 - 130.4
product owner/manager	81.1 - 111.0	94.0 - 120.0	108.9 - 140.0
program manager	80.1 - 100.2	90.3 - 125.0	109.8 - 160.0
project coordinator	63.6 - 75.0	71.9 - 85.0	80.0 - 95.0
project manager (infrastructure)	70.0 - 88.0	80.0 - 95.0	90.0 - 125.0
project manager (software)	75.0 - 90.0	85.0 - 110.0	100.0 - 145.0
scrum master	73.5 - 95.1	82.7 - 109.0	93.9 - 130.0
technical writer	60.3 - 78.0	70.1 - 91.7	81.1 - 103.9



# greater victoria

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	53.1 - 59.5	57.1 - 68.2	62.7 - 69.1
call center director - operations	65.6 - 80.7	70.0 - 91.8	80.2 - 102.8
customer loyalty agent	37.5 - 49.0	42.8 - 56.6	48.8 - 64.3
customer service manager	63.9 - 78.2	76.2 - 95.2	80.0 - 105.2
customer service representative	35.3 - 44.5	39.1 - 50.2	43.7 - 56.3
customer service representative - bilingual	37.3 - 46.5	41.1 - 52.2	45.7 - 58.3
customer service supervisor	55.6 - 72.7	62.3 - 82.9	70.4 - 93.7
customer service team lead	49.1 - 59.5	55.2 - 65.2	62.1 - 76.3
customer service trainer	43.1 - 56.3	49.1 - 65.4	56.4 - 74.3
e-chat representative	36.1 - 42.2	40.1 - 45.1	44.0 - 52.0
help desk representative - level 1	44.6 - 59.1	51.0 - 67.9	57.7 - 75.8
inside sales manager	66.6 - 88.8	75.5 - 95.0	86.1 - 105.2
inside sales representative	51.0 - 57.5	55.1 - 65.2	60.7 - 67.1
junior collection agent	34.2 - 42.0	39.1 - 47.0	41.8 - 53.7
order desk	33.6 - 42.0	38.0 - 47.8	42.5 - 52.7
survey agent	33.3 - 41.6	37.6 - 43.2	41.7 - 47.1
telemarketing agent	33.5 - 41.7	37.2 - 43.4	42.1 - 47.1
telephone dispatcher	42.8 - 46.8	43.6 - 51.2	47.6 - 55.1
travel support agent	40.0 - 48.1	43.8 - 52.7	50.0 - 61.1

## engineering

	entry	mid	senior
<b>construction</b>			
architect	58.1 - 76.1	65.5 - 87.7	74.8 - 100.1
architectural drafter	48.1 - 61.8	55.6 - 72.9	64.8 - 85.7
BIM/VDC Coordinator	62.0 - 80.3	68.9 - 91.2	77.6 - 103.0
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	55.1 - 71.4	62.4 - 82.4	71.2 - 94.0
civil engineer	62.4 - 82.9	71.8 - 96.8	82.6 - 109.5
civil engineering drafter	49.8 - 62.5	56.5 - 71.9	64.3 - 81.2
civil engineering technologist	46.1 - 60.0	52.5 - 69.3	59.8 - 78.5



# british columbia

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civil project engineer	70.8 - 96.3	81.2 - 112.6	93.9 - 129.1
civil project manager	74.5 - 98.6	83.8 - 112.9	94.9 - 127.1
construction coordinator	50.0 - 65.6	55.8 - 74.5	62.8 - 84.1
construction director	96.3 - 126.5	126.0 - 165.2	157.7 - 207.7
construction manager	71.6 - 93.1	78.3 - 103.9	87.0 - 116.5
construction project coordinator	83.2 - 106.3	90.2 - 117.4	99.3 - 130.5
construction project manager	63.9 - 87.4	73.9 - 102.8	85.7 - 117.6
contracts administrator	57.7 - 75.7	65.2 - 87.1	74.3 - 98.7
contracts manager	88.4 - 111.0	98.5 - 126.3	111.3 - 143.3
demand planner	48.2 - 65.5	57.5 - 78.6	67.4 - 89.7
director of operations	120.3 - 159.5	157.0 - 209.1	198.2 - 264.4
drafter	52.4 - 65.1	58.7 - 74.1	66.2 - 83.6
electrical designer/engineer	68.0 - 89.4	77.0 - 103.3	88.2 - 117.9
electrical engineer	70.2 - 93.8	81.3 - 110.9	94.9 - 128.0
electrical engineering technician	52.8 - 67.0	59.9 - 77.1	68.1 - 87.4
electrical inspector	42.3 - 56.2	48.6 - 65.5	56.0 - 75.3
engineering manager	79.7 - 106.7	90.8 - 123.7	104.3 - 141.0
environmental engineer	59.7 - 78.5	67.8 - 91.0	77.7 - 103.8
environmental inspector	46.4 - 58.9	50.9 - 65.8	56.5 - 73.5
estimation engineer	65.5 - 86.6	74.9 - 101.1	86.4 - 115.7
estimator	58.9 - 76.1	65.2 - 85.9	73.1 - 96.7
facilities engineer	62.9 - 83.3	72.0 - 97.2	83.0 - 110.7
field manager	67.9 - 89.2	76.9 - 103.2	88.1 - 119.0
field supervisor	66.5 - 86.6	74.3 - 98.4	83.6 - 110.3
foreman	50.0 - 64.2	55.8 - 73.0	62.9 - 82.5
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	59.6 - 76.2	68.2 - 88.4	78.1 - 100.0
health and safety specialist	64.5 - 84.0	73.4 - 97.4	84.2 - 110.8
HVAC drafter	52.0 - 66.1	58.2 - 75.0	65.4 - 84.0
HVAC engineer	52.6 - 69.2	59.8 - 80.1	68.4 - 90.5
materials manager	77.7 - 101.3	85.6 - 113.9	95.6 - 127.9
mechanical designer	51.0 - 66.6	58.4 - 77.1	66.5 - 86.7
mechanical drafter	49.1 - 63.1	54.9 - 72.5	62.8 - 84.2
mechanical engineer	70.9 - 93.0	80.1 - 107.1	91.3 - 121.6
mechanical engineering technician	51.0 - 66.1	57.8 - 76.0	65.6 - 85.3
mechanical site supervisor	48.3 - 61.5	54.2 - 70.3	61.5 - 80.0
operations manager	75.9 - 102.7	86.5 - 118.7	98.7 - 133.7
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	39.5 - 50.1	44.7 - 57.4	50.5 - 64.5



# british columbia

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project director	106.6 - 128.9	132.7 - 160.3	159.2 - 192.9
project engineer	84.6 - 108.1	91.7 - 119.3	100.9 - 132.8
project manager	72.3 - 99.2	83.9 - 116.7	97.2 - 133.0
purchasing manager	84.4 - 110.6	95.1 - 126.6	107.6 - 141.9
QA/QC inspector	53.4 - 70.0	61.4 - 81.4	70.3 - 92.8
quality control engineer	62.8 - 82.1	70.6 - 94.0	80.1 - 106.0
quality inspector	39.2 - 49.7	43.7 - 56.5	49.2 - 63.6
safety inspector	61.6 - 79.8	69.5 - 91.3	78.6 - 102.6
site supervisor	68.7 - 89.3	75.2 - 99.7	83.5 - 111.5
specification writer	51.0 - 65.2	57.5 - 74.5	65.0 - 83.7
structural designer	49.4 - 63.9	55.7 - 73.0	62.9 - 82.1
structural engineer	62.6 - 82.1	70.8 - 94.7	80.9 - 107.7
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	39.3 - 49.9	43.9 - 56.7	49.4 - 64.0
supply chain manager	77.8 - 102.8	88.6 - 118.7	100.9 - 132.8
<b>energy &amp; oil</b>			
applications engineer	68.8 - 91.7	80.4 - 108.8	93.9 - 123.9
architect	58.8 - 77.6	66.5 - 89.7	76.2 - 102.6
architectural drafter	48.3 - 62.7	56.2 - 74.2	65.8 - 87.5
automation engineer	62.7 - 82.7	71.0 - 95.4	81.1 - 108.6
automation specialist	49.9 - 65.3	57.7 - 76.0	66.1 - 86.2
buyer	55.6 - 72.7	63.3 - 84.1	72.4 - 96.3
category manager	59.4 - 77.6	66.4 - 88.5	75.1 - 100.4
chemical engineer	79.0 - 104.7	88.5 - 119.4	99.9 - 134.4
chemical technician	54.6 - 71.0	60.6 - 80.5	68.4 - 91.9
chief inspector	52.2 - 68.5	58.7 - 77.9	66.0 - 87.2
civil engineer	63.3 - 84.7	73.1 - 99.2	84.3 - 112.4
civil engineering drafter	50.1 - 63.4	57.2 - 73.2	65.2 - 82.9
civil engineering technologist	46.3 - 60.8	52.9 - 70.4	60.6 - 80.1
civil project engineer	72.0 - 98.7	83.0 - 115.7	96.1 - 132.8
civil project manager	75.9 - 101.1	85.6 - 116.0	97.2 - 130.8
coating inspector	36.7 - 47.6	41.6 - 54.7	47.1 - 62.0
commissioning and start up engineer	61.3 - 81.7	70.5 - 95.7	81.5 - 108.7
construction analyst	54.0 - 70.4	60.2 - 79.7	67.4 - 89.1
construction coordinator	50.3 - 66.6	56.3 - 75.9	63.7 - 85.9
construction director	98.6 - 130.1	129.6 - 170.5	162.6 - 214.9
construction manager	72.9 - 95.3	79.9 - 106.6	89.0 - 119.7
construction project manager	64.8 - 89.4	75.3 - 105.5	87.6 - 120.8
continuous improvement engineer	73.5 - 95.7	81.7 - 108.3	91.7 - 121.1



# british columbia

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contracts administrator	58.4 - 77.1	66.3 - 89.0	75.7 - 101.1
contracts manager	90.4 - 114.0	101.0 - 129.9	114.3 - 147.7
contracts specialist	59.0 - 77.1	67.0 - 88.9	76.5 - 100.6
control technician	48.7 - 63.8	55.6 - 73.8	63.4 - 83.6
controls designer/engineer	50.6 - 67.4	58.1 - 78.5	66.8 - 89.5
demand planner	48.4 - 66.5	58.1 - 80.2	68.5 - 91.8
director of operations	123.7 - 164.6	161.9 - 216.4	204.9 - 274.0
drafter	52.8 - 66.1	59.4 - 75.5	67.2 - 85.4
electrical designer/engineer	69.1 - 91.4	78.5 - 106.0	90.2 - 121.2
electrical engineer	71.4 - 96.0	83.0 - 113.9	97.2 - 131.7
electrical engineering technician	53.2 - 68.1	60.6 - 78.7	69.3 - 89.3
electrical inspector	42.5 - 56.6	48.9 - 66.0	56.4 - 76.0
electrical test engineer	68.9 - 91.8	79.1 - 107.4	91.5 - 123.2
engineering manager	81.4 - 109.5	92.9 - 127.3	107.0 - 145.2
environmental engineer	60.5 - 80.1	68.9 - 93.1	79.3 - 106.4
environmental inspector	46.7 - 59.7	51.3 - 66.8	57.2 - 74.8
estimation engineer	66.5 - 88.6	76.3 - 103.6	88.3 - 118.8
estimator	59.7 - 77.6	66.2 - 87.8	74.4 - 99.1
expediter	39.4 - 50.7	44.6 - 58.2	50.7 - 66.1
facilities engineer	63.8 - 85.0	73.3 - 99.6	84.8 - 113.7
facilities manager	58.8 - 76.9	66.9 - 89.0	76.5 - 101.4
field service engineer	51.6 - 68.2	58.7 - 79.1	67.4 - 91.3
general inspector	50.8 - 66.6	57.0 - 75.8	64.2 - 84.8
geologist	62.7 - 81.5	70.6 - 93.7	80.6 - 106.6
geophysicist	66.0 - 90.0	78.2 - 108.2	92.6 - 125.1
geotechnical engineer	63.4 - 82.3	71.4 - 94.6	81.4 - 107.5
GIS Analyst	39.8 - 51.7	44.2 - 58.4	49.5 - 65.2
health and safety manager	64.0 - 83.4	71.1 - 94.5	80.0 - 106.5
health and safety specialist	60.3 - 77.7	69.4 - 90.4	79.6 - 102.5
HVAC drafter	52.4 - 67.2	58.9 - 76.5	66.4 - 85.8
HVAC engineer	53.0 - 70.4	60.6 - 81.8	69.6 - 92.6
hydraulic engineer	64.3 - 85.7	73.9 - 100.4	85.5 - 114.6
industrial engineer	68.3 - 88.8	75.8 - 100.4	85.0 - 112.3
instrumentation and controls engineer	66.3 - 87.2	74.7 - 100.1	85.0 - 113.1
inventory analyst	50.6 - 65.8	57.2 - 75.7	65.2 - 86.1
inventory control manager	62.5 - 81.8	69.9 - 93.3	79.1 - 105.6
logistics manager	60.2 - 79.9	68.7 - 92.9	79.1 - 105.8
logistics specialist	55.8 - 74.1	63.8 - 86.1	73.3 - 97.7
maintenance engineer	52.1 - 67.0	57.9 - 75.7	64.9 - 84.2



# british columbia

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maintenance operator	41.1 - 50.7	45.4 - 56.9	50.5 - 63.2
materials manager	79.2 - 103.9	87.5 - 117.0	97.9 - 131.6
mechanical designer	51.4 - 67.7	59.1 - 78.7	67.6 - 88.6
mechanical drafter	49.4 - 64.0	55.5 - 73.8	63.7 - 86.0
mechanical engineer	72.1 - 95.2	81.7 - 109.9	93.4 - 125.1
mechanical engineering technician	51.4 - 67.2	58.4 - 77.5	66.6 - 87.1
mining engineer	68.5 - 90.5	76.4 - 102.8	86.1 - 115.6
operations manager	77.4 - 105.3	88.4 - 122.0	101.2 - 137.6
pipeline engineer	71.4 - 92.6	80.3 - 106.4	91.6 - 121.8
piping engineer	62.5 - 81.6	69.8 - 93.0	78.9 - 105.3
planner/scheduler	39.7 - 50.5	45.0 - 57.8	50.9 - 65.1
plant engineer	72.0 - 95.6	83.4 - 112.8	97.2 - 129.2
plant manager	89.5 - 124.4	107.2 - 150.9	127.7 - 175.7
plant operator	48.2 - 64.5	55.7 - 75.1	63.9 - 84.7
process controls engineer	60.2 - 80.0	68.8 - 93.0	79.2 - 105.6
process engineer	60.2 - 80.0	68.8 - 93.0	79.2 - 105.6
procurement director	95.5 - 125.8	125.8 - 165.7	152.3 - 201.2
procurement manager	86.2 - 113.6	97.4 - 130.3	110.4 - 146.2
procurement specialist	49.8 - 64.7	55.2 - 73.2	62.1 - 83.0
production analyst	46.0 - 61.2	52.7 - 71.6	61.1 - 82.6
production engineer	63.4 - 84.2	72.5 - 97.9	83.3 - 111.1
program manager	70.0 - 90.8	79.8 - 105.1	91.4 - 119.9
project controller	53.7 - 71.2	60.2 - 81.2	68.1 - 92.2
project controls manager	83.3 - 114.4	96.2 - 133.9	111.2 - 152.3
project controls specialist	59.3 - 77.0	66.6 - 87.7	75.2 - 98.7
project coordinator	85.0 - 109.1	92.3 - 120.6	101.8 - 134.3
project director	109.4 - 132.6	136.6 - 165.4	164.3 - 199.4
project engineer	86.5 - 110.9	93.8 - 122.6	103.5 - 136.7
project manager	73.7 - 101.7	85.7 - 119.9	99.6 - 136.9
purchasing manager	86.2 - 113.6	97.4 - 130.3	110.4 - 146.2
QA/QC inspector	53.8 - 71.2	62.2 - 83.1	71.5 - 95.0
quality assurance manager	76.9 - 99.7	84.9 - 112.1	94.9 - 125.5
quality assurance/control technician	59.3 - 78.4	68.6 - 92.1	79.4 - 104.6
quality control engineer	63.8 - 83.8	71.8 - 96.2	81.7 - 108.7
quality inspector	39.4 - 50.0	43.9 - 56.9	49.5 - 64.1
reliability engineer	63.8 - 82.3	72.4 - 95.1	82.8 - 107.8
reliability manager	65.4 - 84.9	74.8 - 98.9	86.1 - 112.6
safety inspector	62.4 - 81.5	70.7 - 93.4	80.2 - 105.2
SCADA engineer	61.6 - 81.7	70.3 - 94.9	80.7 - 107.9



# british columbia

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site supervisor	69.8 - 91.4	76.6 - 102.2	85.3 - 114.5
sourcing engineer	54.4 - 72.1	62.0 - 83.8	71.3 - 95.5
sourcing specialist	50.8 - 65.9	56.3 - 74.6	63.3 - 84.5
specification writer	51.4 - 66.2	58.2 - 75.9	66.0 - 85.5
stationary engineer	52.1 - 67.0	57.9 - 75.7	64.9 - 84.2
structural designer	49.7 - 64.8	56.3 - 74.3	63.8 - 83.8
structural engineer	63.5 - 83.8	72.0 - 97.0	82.5 - 110.5
superintendent	39.5 - 50.2	44.1 - 57.2	49.8 - 64.5
supply chain manager	79.4 - 105.4	90.7 - 122.0	103.5 - 136.7
telecommunications technician	53.1 - 69.0	59.9 - 79.2	68.2 - 90.2
transmission line engineer	74.2 - 93.8	80.3 - 103.4	88.2 - 114.6
transportation manager	75.5 - 99.4	85.2 - 114.1	96.9 - 129.5
welding inspector	51.4 - 67.1	58.2 - 77.0	66.1 - 86.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	128.0 - 228.3	183.6 - 329.0	263.3 - 472.2
controller	87.3 - 154.8	118.7 - 211.4	156.5 - 280.3
director - financial planning & analysis	115.8 - 152.4	148.3 - 195.5	181.3 - 239.6
finance director	112.5 - 148.0	145.7 - 192.1	178.1 - 235.4
payroll director	72.8 - 98.0	91.8 - 123.7	115.7 - 155.8
vice-president internal audit	113.1 - 150.6	142.6 - 190.2	173.7 - 232.3
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	62.4 - 74.4	65.9 - 78.6	69.3 - 82.7
accounting clerk	39.0 - 44.8	41.5 - 47.8	43.9 - 50.6
accounting manager	81.5 - 98.6	87.6 - 106.0	93.5 - 113.1
accounting supervisor	62.1 - 75.0	66.7 - 80.5	71.1 - 85.9
accounting technician	51.9 - 61.2	55.8 - 65.8	59.6 - 70.3
accounts payable clerk	42.1 - 43.7	43.8 - 48.3	46.6 - 55.6
accounts payable manager	72.8 - 88.0	79.3 - 95.9	85.7 - 103.7
accounts receivable clerk	42.3 - 44.3	43.5 - 49.0	47.2 - 54.2
accounts receivable manager	74.9 - 88.5	81.1 - 95.8	87.2 - 103.1
analyst - financial planning & analysis	83.7 - 101.3	90.3 - 109.3	96.8 - 117.1
assistant controller	89.7 - 113.9	97.1 - 123.3	104.4 - 132.6
billing specialist	41.2 - 43.7	42.0 - 47.7	44.1 - 51.4
bookkeeper	42.1 - 48.9	44.9 - 52.1	45.8 - 54.3



# british columbia

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business analyst	67.1 - 80.1	72.4 - 86.5	77.6 - 92.7	89.1 - 106.6
compliance officer	83.4 - 100.9	92.9 - 112.5	101.9 - 123.5	120.5 - 145.9
compliance specialist	55.3 - 66.0	60.7 - 72.5	65.9 - 78.7	76.3 - 91.3
cost accountant	59.0 - 70.3	63.6 - 75.8	68.0 - 85.2	78.1 - 93.3
credit & collection specialist	38.1 - 42.7	40.8 - 47.0	44.1 - 50.8	50.3 - 58.0
credit and collections accountant	41.2 - 46.7	43.9 - 49.1	46.0 - 51.0	49.0 - 55.5
credit and collections manager	79.2 - 94.6	84.8 - 101.4	90.4 - 108.1	104.0 - 124.5
credit and collections supervisor	52.3 - 63.3	56.4 - 68.2	60.4 - 73.1	69.5 - 84.1
external auditor	61.3 - 73.1	65.7 - 78.5	70.1 - 83.7	80.0 - 95.5
financial analyst	71.2 - 85.0	76.1 - 90.8	80.8 - 96.6	91.7 - 109.6
financial reporting manager	97.4 - 117.9	104.5 - 126.5	111.4 - 135.0	127.9 - 154.8
internal audit manager	91.0 - 111.4	97.7 - 119.6	104.2 - 127.7	119.0 - 145.9
internal auditor	59.3 - 70.8	65.3 - 78.0	71.0 - 84.8	82.8 - 98.9
invoicing clerk	37.1 - 43.1	40.5 - 47.2	43.6 - 50.8	48.4 - 56.5
payroll clerk	41.5 - 48.3	45.6 - 53.2	49.3 - 57.5	56.2 - 65.6
payroll manager	69.9 - 84.5	75.5 - 91.3	80.8 - 97.8	92.5 - 111.9
payroll specialist	42.4 - 50.6	46.3 - 55.2	50.0 - 59.7	57.9 - 69.2
payroll supervisor	53.3 - 63.8	58.0 - 69.3	62.4 - 74.6	72.0 - 86.1
tax analyst	47.9 - 57.2	52.8 - 62.9	57.4 - 68.4	66.8 - 79.8
tax manager	86.3 - 105.6	92.4 - 113.2	98.5 - 120.8	113.0 - 138.6
treasury analyst	63.0 - 75.2	67.4 - 80.4	71.7 - 85.6	81.3 - 97.1

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	83.4 - 115.0	104.5 - 144.1	129.5 - 178.4
vice president human resources / CHRO	105.8 - 179.1	137.2 - 233.1	170.7 - 291.2
human resources	entry	mid	senior
benefits administrator	54.2 - 69.0	60.5 - 78.4	68.3 - 88.6
compensation and benefits manager	89.0 - 115.5	98.6 - 130.6	110.8 - 148.0
compensation specialist	49.2 - 64.7	56.6 - 75.5	65.2 - 86.0
health and safety advisor	60.0 - 77.1	68.9 - 89.6	79.0 - 101.5
health and safety director	81.3 - 97.2	105.2 - 125.9	125.2 - 149.8
health and safety manager	72.3 - 93.1	80.7 - 106.0	91.1 - 119.6
HRIS analyst	58.9 - 77.1	67.4 - 89.7	77.4 - 102.0
HRIS director	81.4 - 116.2	105.4 - 150.6	130.8 - 187.4
human resources assistant	41.1 - 52.2	46.4 - 58.7	51.3 - 63.1



## british columbia

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human resources business partner	65.1 - 84.9	72.7 - 96.6	82.0 - 109.2
human resources coordinator	40.2 - 51.0	45.4 - 57.3	50.1 - 61.7
human resources director	89.2 - 123.0	114.0 - 157.3	141.4 - 195.5
human resources generalist	60.2 - 75.2	64.4 - 82.4	70.6 - 92.6
human resources manager	80.3 - 106.1	91.3 - 122.8	104.5 - 139.9
human resources supervisor	62.7 - 81.2	69.4 - 91.8	78.1 - 104.8
L&D director	87.9 - 108.9	109.6 - 135.9	139.5 - 173.0
labour relations advisor	63.7 - 84.2	72.5 - 97.7	83.2 - 111.4
labour relations manager	87.6 - 118.5	102.8 - 141.0	120.4 - 163.0
learning and development specialist	51.7 - 67.3	58.6 - 77.7	66.9 - 87.9
recruitment coordinator	40.1 - 51.8	45.8 - 59.8	52.0 - 67.2
talent acquisition director	83.9 - 115.7	107.2 - 148.0	131.0 - 181.0
talent acquisition specialist	59.1 - 76.6	65.5 - 86.6	73.5 - 97.7
total rewards director	100.5 - 130.7	130.2 - 169.3	159.8 - 208.5
total rewards specialist	53.9 - 69.6	60.5 - 79.7	68.6 - 91.1

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 20.2	18.1 - 23.2	20.4 - 26.1
boom truck operator	20.9 - 28.0	24.1 - 32.6	27.7 - 37.1
counterbalance forklift operator	17.0 - 20.5	18.3 - 23.2	20.4 - 26.0
delivery/courier driver	17.5 - 22.4	19.7 - 25.4	22.1 - 28.5
electronic parts assembler	17.0 - 20.6	18.0 - 22.8	19.7 - 25.0
forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
general labourer - heavy	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
general labourer - light	17.0 - 20.6	18.0 - 22.8	19.7 - 25.0
industrial painter	17.1 - 21.9	19.3 - 25.0	21.8 - 28.0
inventory control clerk	17.0 - 21.2	19.1 - 24.3	21.6 - 27.2
janitor/custodian	17.0 - 20.6	18.0 - 22.8	19.7 - 25.0
landscaping labour	17.0 - 20.6	18.0 - 22.8	19.7 - 25.0
logistics coordinator	22.9 - 29.5	26.0 - 34.0	29.6 - 38.6
machine operator	17.4 - 22.7	19.8 - 26.2	22.5 - 29.6
machine operator assistant	17.0 - 20.6	18.9 - 23.6	21.3 - 26.2
manufacturing worker	17.7 - 22.4	20.2 - 25.7	22.9 - 28.9
material handler	17.5 - 22.4	19.7 - 25.4	22.1 - 28.5
moulding machine operator	16.8 - 22.0	19.2 - 25.4	21.8 - 28.5
order/cherry picker forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
parts clerk	17.0 - 20.7	18.2 - 23.5	20.5 - 26.7



# british columbia

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parts manager	23.4 - 30.2	26.2 - 34.4	29.6 - 39.0
picker/packer	17.2 - 18.3	17.3 - 20.5	18.0 - 22.3
polisher/deburrer	17.4 - 21.9	19.7 - 25.1	22.4 - 28.3
print press operator	17.1 - 20.8	18.5 - 23.5	20.7 - 26.3
production labourer	17.3 - 18.5	17.3 - 22.0	19.7 - 22.7
reach truck operator	17.5 - 22.4	19.7 - 25.4	22.1 - 28.5
sandblasting operator	17.3 - 20.7	18.2 - 23.5	20.5 - 26.7
scissor lift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
shipper/receiver	17.8 - 21.7	19.4 - 24.0	21.3 - 26.6
shipping and receiving clerk	18.4 - 22.8	20.8 - 26.2	23.6 - 29.7
warehouse labourer	17.0 - 20.7	18.2 - 23.5	20.5 - 26.7

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.3 - 90.8	79.7 - 107.7	93.0 - 122.4
automation engineer	62.3 - 82.0	70.5 - 94.5	80.4 - 107.4
buyer	55.4 - 72.2	62.9 - 83.4	71.9 - 95.3
chemical engineer	78.4 - 103.6	87.7 - 118.0	98.9 - 132.8
chemical technician	54.4 - 70.5	60.3 - 79.8	67.9 - 91.1
cmm programmer	46.8 - 60.0	52.1 - 68.0	58.5 - 75.9
coating inspector	36.7 - 47.5	41.5 - 54.5	47.0 - 61.8
commissioning and start up engineer	61.1 - 81.2	70.1 - 95.0	81.0 - 108.3
continuous improvement engineer	72.9 - 94.8	81.0 - 107.1	90.8 - 119.7
contracts administrator	58.1 - 76.5	65.8 - 88.2	75.1 - 100.1
controls designer/engineer	50.5 - 67.0	57.8 - 77.9	66.3 - 88.6
demand planner	48.3 - 66.1	57.8 - 79.5	68.0 - 90.9
drafter	52.6 - 65.7	59.1 - 74.9	66.8 - 84.7
electrical designer/engineer	68.6 - 90.5	77.9 - 104.9	89.3 - 119.8
electrical engineer	70.9 - 95.1	82.3 - 112.6	96.2 - 130.1
electrical engineering technician	53.1 - 67.6	60.3 - 78.0	68.8 - 88.5
electrical inspector	42.4 - 56.4	48.8 - 65.8	56.2 - 75.7
electrical test engineer	68.4 - 90.9	78.4 - 106.2	90.6 - 121.8
environmental engineer	60.1 - 79.4	68.4 - 92.2	78.6 - 105.3
environmental inspector	46.6 - 59.4	51.1 - 66.4	56.9 - 74.2
estimation engineer	66.1 - 87.8	75.7 - 102.5	87.5 - 117.5
estimator	59.3 - 76.9	65.8 - 87.0	73.9 - 98.1
field service engineer	51.5 - 67.8	58.4 - 78.4	66.9 - 90.4



# british columbia

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general inspector	50.6 - 66.1	56.8 - 75.2	63.8 - 84.1
health and safety specialist	65.1 - 85.1	74.2 - 98.8	85.2 - 112.5
HVAC drafter	52.3 - 66.7	58.6 - 75.9	65.9 - 85.0
HVAC engineer	52.8 - 69.9	60.3 - 81.1	69.1 - 91.7
industrial engineer	67.8 - 88.0	75.2 - 99.3	84.2 - 111.0
inventory analyst	50.5 - 65.4	57.0 - 75.1	64.7 - 85.4
logistics specialist	55.6 - 73.5	63.4 - 85.3	72.7 - 96.7
manufacturing engineer	64.3 - 84.8	73.0 - 97.9	83.3 - 110.7
mechanical designer	51.2 - 67.3	58.8 - 78.0	67.2 - 87.8
mechanical drafter	49.2 - 63.6	55.3 - 73.2	63.3 - 85.3
mechanical engineer	71.6 - 94.3	81.0 - 108.7	92.5 - 123.6
mechanical engineering technician	51.2 - 66.7	58.1 - 76.9	66.2 - 86.3
planner/scheduler	39.6 - 50.3	44.9 - 57.6	50.7 - 64.9
process engineer	59.9 - 79.3	68.4 - 92.1	78.5 - 104.5
procurement specialist	49.7 - 64.3	55.0 - 72.7	61.8 - 82.3
production planner	48.3 - 63.7	55.6 - 73.8	63.4 - 82.2
project engineer	85.7 - 109.7	92.9 - 121.2	102.4 - 135.0
project manager	73.1 - 100.6	84.9 - 118.5	98.6 - 135.2
QA/QC inspector	38.3 - 48.6	42.7 - 55.2	48.1 - 62.3
quality assurance manager	76.3 - 98.7	84.2 - 110.9	94.0 - 124.0
quality assurance/control technician	59.0 - 77.8	68.2 - 91.2	78.7 - 103.5
quality control engineer	63.4 - 83.1	71.3 - 95.3	81.0 - 107.6
quality inspector	39.3 - 49.9	43.8 - 56.7	49.4 - 63.9
safety inspector	62.1 - 80.8	70.2 - 92.5	79.5 - 104.1
SCADA engineer	61.2 - 81.0	69.8 - 93.9	80.0 - 106.7
sourcing engineer	54.1 - 71.5	61.7 - 83.0	70.8 - 94.5
specification writer	51.3 - 65.8	57.9 - 75.3	65.5 - 84.7
stationary engineer	51.9 - 66.5	57.7 - 75.1	64.5 - 83.4
<b>industrial management</b>			
director of operations	120.5 - 160.5	157.9 - 211.1	199.9 - 267.5
engineering manager	80.7 - 108.3	92.0 - 125.8	105.8 - 143.4
general manager	85.3 - 93.8	90.1 - 105.3	110.7 - 120.5
health and safety manager	60.0 - 77.1	68.9 - 89.6	79.0 - 101.5
inventory control manager	62.1 - 81.1	69.4 - 92.4	78.4 - 104.5
machining manager	70.1 - 82.6	79.6 - 93.4	90.8 - 110.2
maintenance manager	95.1 - 108.5	97.6 - 122.3	120.7 - 135.9
maintenance supervisor	83.5 - 96.3	91.4 - 113.2	98.7 - 121.5
manufacturing director	103.9 - 125.9	134.6 - 162.8	165.4 - 200.6
materials manager	78.6 - 102.8	86.6 - 115.7	96.9 - 130.0



# british columbia

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operations manager	75.8 - 102.7	86.4 - 118.9	98.7 - 134.1
plant manager	88.7 - 123.0	106.0 - 149.0	126.2 - 173.3
procurement director	94.5 - 124.4	124.3 - 163.6	150.4 - 198.4
production manager	79.1 - 103.3	90.4 - 117.6	110.2 - 133.0
production supervisor	55.3 - 73.4	67.9 - 94.9	87.4 - 107.9
program manager	69.5 - 89.9	79.1 - 104.0	90.5 - 118.5
project director	108.2 - 131.1	135.0 - 163.2	162.1 - 196.7
purchasing manager	85.5 - 112.4	96.4 - 128.7	109.2 - 144.4
supply chain manager	78.7 - 104.3	89.8 - 120.6	102.4 - 135.0
transportation manager	74.9 - 98.4	84.5 - 112.9	95.9 - 127.9
warehouse manager	68.3 - 81.3	78.5 - 95.6	92.1 - 110.3
warehouse supervisor	51.2 - 65.6	62.3 - 74.9	71.2 - 86.9
<b>skilled trades</b>			
electrician	60.3 - 76.9	72.8 - 83.2	79.1 - 93.6
electronics technician	53.1 - 68.5	59.4 - 77.9	67.0 - 86.4
field service technician	50.5 - 65.8	58.3 - 76.6	66.8 - 87.3
heavy equipment mechanic	54.1 - 70.7	66.5 - 78.6	74.8 - 83.2
maintenance mechanic	46.7 - 59.1	53.5 - 68.4	61.1 - 78.1
millwright	57.5 - 68.5	62.5 - 71.5	68.5 - 83.8
welder	49.2 - 58.2	56.1 - 66.5	62.4 - 76.5

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.8 - 84.9	72.8 - 97.2	82.7 - 110.5
digital media specialist	39.7 - 50.7	46.2 - 60.0	53.8 - 68.5
digital specialist	47.2 - 62.3	54.6 - 73.2	63.3 - 83.6
e-commerce manager	76.0 - 99.1	84.8 - 112.8	95.9 - 128.2
marketing content manager	56.6 - 71.9	65.2 - 84.0	75.1 - 95.0
social media manager	57.8 - 79.1	69.1 - 94.9	81.1 - 109.8
web manager	64.1 - 83.2	71.1 - 94.1	79.9 - 106.1
web marketing analyst	49.7 - 65.7	57.7 - 77.2	66.7 - 87.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	97.8 - 148.3	131.8 - 200.0	168.5 - 256.9
marketing vice-president	117.4 - 180.6	164.8 - 254.9	213.5 - 330.4
<b>marketing and communications</b>			
brand or product manager	78.5 - 100.8	87.2 - 114.1	97.9 - 127.8
brand or product manager assistant	63.3 - 85.2	73.8 - 100.4	85.5 - 114.4



# british columbia

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communications manager	64.7 - 84.3	72.0 - 95.6	81.0 - 107.3
communications specialist	53.4 - 72.8	63.5 - 87.4	74.8 - 99.7
marketing coordinator	52.7 - 69.8	60.3 - 81.2	69.2 - 92.4
marketing director	95.1 - 127.0	109.6 - 148.7	126.7 - 169.2
marketing project manager	41.6 - 55.3	47.8 - 64.5	55.1 - 73.4
marketing specialist	46.5 - 61.6	53.2 - 71.4	60.9 - 80.8

## office & administrative support

	entry	mid	senior
<b>insurance</b>			
benefits analyst	51.3 - 66.6	58.0 - 76.4	65.7 - 85.8
benefits coordinator	34.9 - 44.4	39.8 - 51.2	45.2 - 58.1
benefits processor	36.6 - 47.2	42.4 - 54.2	47.5 - 59.0
claims supervisor	61.9 - 80.7	69.0 - 91.9	78.1 - 104.9
client support representative	60.5 - 76.4	66.7 - 85.8	74.5 - 96.3
insurance account manager - commercial	54.3 - 67.7	58.9 - 74.8	64.9 - 83.4
insurance account manager - personal	49.9 - 62.0	53.9 - 68.2	59.2 - 75.9
insurance billing clerk	35.4 - 45.4	40.8 - 52.6	46.3 - 58.8
insurance claims clerk	38.9 - 48.9	44.1 - 56.0	49.9 - 62.8
insurance claims processor	40.7 - 50.8	45.1 - 57.5	50.7 - 65.4
insurance sales manager	81.0 - 103.9	89.8 - 117.5	101.0 - 133.0
team lead	81.0 - 103.9	89.8 - 117.5	101.0 - 133.0
technical support representative	39.9 - 51.4	45.5 - 59.6	52.1 - 68.5
underwriter	56.9 - 75.3	66.0 - 88.4	76.3 - 99.9
underwriting analyst	51.1 - 66.4	56.9 - 75.5	64.3 - 85.9
underwriting assistant	34.9 - 43.2	40.1 - 50.1	45.9 - 51.6
<b>logistics &amp; transportation support</b>			
import/export clerk	42.6 - 47.4	45.5 - 54.3	47.6 - 59.5
import/export coordinator	53.4 - 68.4	59.2 - 77.3	66.4 - 87.0
shipping administrator	43.6 - 55.3	50.0 - 63.7	56.7 - 71.3
supply chain coordinator	41.4 - 53.4	46.3 - 60.9	52.4 - 69.2
<b>office &amp; administrative support</b>			
administrative analyst	46.2 - 59.9	51.2 - 67.7	57.5 - 76.3
administrative assistant	39.5 - 50.9	44.1 - 57.9	49.8 - 65.4
administrative assistant (bilingual)	37.5 - 41.6	40.3 - 48.5	47.6 - 56.5
administrative manager	54.6 - 69.9	59.4 - 77.4	65.6 - 86.3
benefits clerk	38.7 - 49.4	44.2 - 57.1	50.3 - 64.7
buyer assistant	38.6 - 49.8	44.6 - 57.4	50.3 - 63.1



# british columbia

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claims supervisor	61.9 - 80.7	69.0 - 91.9	78.1 - 104.9
contracts administrator	89.5 - 112.7	99.9 - 128.4	113.0 - 145.8
customer success manager	53.3 - 59.3	55.7 - 61.2	58.1 - 65.6
data entry clerk	37.5 - 42.6	38.4 - 48.3	43.0 - 49.5
dispatcher	38.7 - 49.0	43.6 - 55.7	48.9 - 62.2
document controller	37.9 - 41.1	37.1 - 46.3	41.1 - 47.3
document services specialist	37.5 - 40.9	37.1 - 46.6	41.3 - 47.6
documentation specialist	37.5 - 45.8	41.9 - 53.0	47.0 - 54.1
donor relations coordinator	50.3 - 65.7	58.2 - 77.3	67.6 - 89.1
executive assistant	52.1 - 71.0	60.8 - 83.6	70.4 - 94.9
executive assistant (bilingual)	53.3 - 59.3	55.7 - 61.2	58.1 - 65.6
executive legal assistant	45.0 - 58.8	51.2 - 67.9	58.5 - 77.3
file clerk	37.5 - 44.7	39.5 - 51.2	45.3 - 52.2
fundraising manager	63.1 - 81.0	71.4 - 93.5	81.6 - 106.8
HR administrator	46.0 - 59.6	51.9 - 68.3	58.8 - 77.3
human resources assistant	41.1 - 52.2	46.4 - 58.7	51.3 - 63.1
insurance claims clerk	40.4 - 50.3	44.5 - 57.0	50.4 - 66.0
invoicing clerk	37.1 - 47.2	42.1 - 53.6	46.9 - 58.1
lease administrator	38.2 - 50.0	43.0 - 57.5	49.1 - 66.3
leasing coordinator	39.5 - 42.2	41.3 - 47.5	46.5 - 51.5
legal assistant	46.6 - 64.2	56.3 - 77.6	66.2 - 87.6
logistics coordinator	47.7 - 61.4	54.1 - 70.6	61.5 - 80.3
mailroom clerk	37.5 - 40.4	38.5 - 44.8	40.0 - 45.5
office clerk	36.8 - 45.1	40.4 - 50.2	44.5 - 55.4
office manager	54.0 - 69.6	59.3 - 77.7	65.8 - 86.8
office/operations manager	54.0 - 69.6	59.3 - 77.7	65.8 - 86.8
order clerk	33.6 - 42.0	38.0 - 47.8	42.5 - 52.7
order entry clerk	37.5 - 42.0	38.0 - 47.8	42.5 - 52.7
order supervisor	50.9 - 66.5	58.9 - 77.6	67.5 - 86.9
payroll administrator	42.4 - 55.2	48.1 - 63.8	55.0 - 72.6
project coordinator	43.0 - 55.8	48.5 - 63.9	54.9 - 71.8
property administrator	42.4 - 55.2	48.1 - 63.8	55.0 - 72.6
property manager	59.9 - 79.4	68.4 - 92.4	78.7 - 106.0
receptionist	33.3 - 41.3	36.7 - 46.5	41.1 - 52.9
receptionist (bilingual)	37.2 - 41.3	39.6 - 46.5	41.1 - 52.9
sales administrator	43.6 - 57.9	50.1 - 67.6	57.7 - 76.8
sales assistant	39.4 - 48.9	43.3 - 55.5	49.0 - 64.2
service coordinator	38.2 - 49.1	42.6 - 56.0	48.2 - 63.8
supply clerk	34.3 - 43.0	38.2 - 48.4	42.4 - 53.2



# british columbia

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virtual assistant	38.2 - 41.3	39.0 - 45.3	42.9 - 55.0
virtual receptionist	38.2 - 41.3	39.0 - 45.3	42.9 - 55.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.8 - 59.8	52.0 - 66.3	57.4 - 73.9
account manager - software	53.3 - 66.4	57.6 - 73.2	63.4 - 81.6
business development manager	93.9 - 124.1	104.8 - 141.5	119.0 - 162.5
district sales manager	75.9 - 98.1	86.5 - 114.0	99.5 - 130.9
key accounts manager - consumer goods	68.2 - 87.5	76.8 - 100.5	87.5 - 114.2
merchandiser - consumer goods	59.4 - 77.4	66.3 - 88.3	75.1 - 100.4
sales manager	60.6 - 80.8	68.7 - 93.1	78.3 - 105.4
sales representative, account manager - channel manager	75.8 - 100.6	85.3 - 115.3	96.8 - 130.5
sales representative, account manager - consumer goods	48.4 - 61.0	53.2 - 68.1	59.0 - 76.0
sales representative, account manager - professional services	46.6 - 57.7	50.2 - 63.5	55.1 - 70.7
sales representative, account manager - telecommunications	53.0 - 66.1	57.4 - 72.9	63.1 - 81.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	137.6 - 197.2	183.7 - 264.3	238.8 - 343.6
<b>industrial sales</b>			
sales engineer - distribution	69.7 - 91.0	76.6 - 101.8	85.2 - 113.6
sales engineer - manufacturing	59.8 - 79.8	67.8 - 91.9	77.2 - 103.4
sales representative, account manager - distribution	48.7 - 60.6	52.8 - 67.0	58.2 - 74.8
sales representative, account manager - industrial equipment	46.8 - 58.3	50.6 - 64.2	55.5 - 71.5
sales representative, account manager - industrial service	52.1 - 64.8	56.4 - 71.4	61.9 - 79.5
sales representative, account manager - machinery	51.9 - 64.6	56.0 - 71.2	61.7 - 79.7
sales representative, account manager - manufacturing	47.0 - 67.6	51.8 - 75.7	57.5 - 84.2
sales representative, account manager - retail network	51.9 - 64.6	56.0 - 71.2	61.8 - 80.3
technical sales representative - manufacturing	51.5 - 67.8	58.4 - 78.4	66.9 - 90.4

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.4 - 85.6	74.2 - 97.4	83.7 - 117.8
application support analyst	58.8 - 77.0	67.3 - 88.8	76.3 - 99.9
automation tester	55.7 - 77.3	67.0 - 90.2	80.3 - 115.7
C++/ embedded software engineer	64.8 - 83.5	72.5 - 95.1	81.7 - 112.4



# british columbia

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database SQL developer	59.4 - 78.5	67.7 - 91.2	77.8 - 110.6
devops development side	63.5 - 84.8	73.5 - 99.9	85.3 - 122.6
front-end developer	63.1 - 82.5	72.0 - 95.8	82.5 - 115.7
full stack developer	72.1 - 94.4	82.4 - 109.7	94.4 - 135.8
java developer	64.9 - 83.6	72.5 - 95.1	81.7 - 122.6
machine learning developer	71.9 - 106.4	96.2 - 132.9	114.5 - 137.0
manual tester	47.5 - 63.1	55.5 - 74.7	64.6 - 85.1
mobile application developer (iOS/android)	60.0 - 91.2	83.2 - 115.8	99.7 - 119.3
quality assurance manager	78.5 - 102.1	87.3 - 115.7	98.1 - 130.0
technical lead	101.3 - 136.0	115.7 - 157.6	132.5 - 178.5
UI/UX designer	59.9 - 77.4	67.3 - 88.5	76.1 - 98.9
<b>architecture</b>			
application architect	91.8 - 121.8	103.1 - 139.7	117.4 - 159.7
architect (enterprise)	89.7 - 120.6	102.7 - 140.5	118.3 - 161.2
architect (solutions/technical)	80.6 - 100.6	90.3 - 114.7	102.0 - 128.7
cloud architect	82.4 - 103.3	93.0 - 118.5	105.4 - 132.6
<b>data &amp; analytics</b>			
BI data architect	83.5 - 111.9	93.4 - 127.4	105.6 - 143.6
big data engineer	78.5 - 102.4	87.6 - 116.5	98.9 - 131.8
business intelligence developer	63.4 - 81.8	71.0 - 93.1	80.0 - 103.9
data analyst	65.2 - 86.7	74.9 - 101.3	86.4 - 115.1
data architect	68.6 - 90.0	78.7 - 105.1	90.7 - 119.7
data engineer	67.8 - 90.2	77.9 - 105.4	89.8 - 119.7
data scientist	73.6 - 98.4	85.1 - 115.6	98.6 - 131.4
database administrator	65.7 - 89.0	77.4 - 106.2	90.7 - 121.6
<b>leadership/business technology</b>			
business analyst	67.1 - 86.5	75.0 - 98.6	84.8 - 115.8
IT director	99.9 - 133.1	126.2 - 168.1	157.5 - 210.6
manager IT	87.4 - 115.5	99.4 - 133.9	114.0 - 153.3
<b>networking/infrastructure</b>			
cloud engineer	71.5 - 94.7	83.0 - 111.5	96.1 - 126.2
devops system side	76.5 - 106.0	89.9 - 125.4	104.2 - 141.7
help desk representative	44.6 - 59.1	51.0 - 67.9	57.7 - 75.8
information security engineer	69.0 - 91.9	79.3 - 107.4	91.5 - 122.0
information security manager	88.3 - 115.7	99.2 - 132.5	112.6 - 150.6
information security specialist	58.5 - 76.5	66.8 - 88.8	76.5 - 100.4
information systems analyst	62.3 - 79.6	68.8 - 89.7	77.0 - 100.7
linux/unix administrator	73.9 - 95.9	83.3 - 110.3	94.9 - 125.2
network administrator	59.3 - 78.8	68.1 - 92.1	78.5 - 105.0



# british columbia

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network engineer	66.0 - 87.6	75.6 - 102.4	87.3 - 117.3
systems administrator	66.7 - 86.5	75.2 - 99.3	85.5 - 112.4
tech support	62.1 - 80.8	70.3 - 93.0	80.0 - 105.2
telecommunications analyst	61.6 - 81.6	70.4 - 95.3	81.4 - 109.8
<b>project management</b>			
business systems analyst	65.4 - 86.1	75.3 - 100.9	87.1 - 115.3
organizational change manager (OCM)	63.4 - 85.0	73.7 - 101.1	86.6 - 118.2
product owner	73.8 - 97.0	84.5 - 112.6	96.9 - 127.1
product owner/manager	76.2 - 104.8	88.5 - 123.5	102.8 - 141.2
program manager	100.5 - 117.8	112.9 - 124.8	115.2 - 175.8
project coordinator	60.1 - 75.2	67.8 - 86.5	77.3 - 98.1
project manager (infrastructure)	89.9 - 121.4	101.8 - 140.2	116.5 - 160.7
project manager (software)	86.7 - 114.5	96.8 - 130.4	109.4 - 147.6
scrum master	71.1 - 92.4	80.2 - 106.0	91.2 - 120.7
technical writer	58.0 - 75.0	67.3 - 88.2	77.9 - 100.0



## kelowna

## engineering

	entry	mid	senior
<b>construction</b>			
architect	57.4 - 75.0	64.7 - 86.4	73.8 - 98.5
architectural drafter	47.5 - 60.9	54.8 - 71.8	63.9 - 84.4
BIM/VDC Coordinator	61.4 - 79.5	68.2 - 90.2	76.8 - 102.0
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	54.8 - 71.0	62.0 - 81.9	70.8 - 93.5
civil engineer	61.9 - 82.4	71.2 - 96.3	82.0 - 109.1
civil engineering drafter	49.1 - 61.6	55.7 - 70.8	63.3 - 80.1
civil engineering technologist	45.6 - 59.2	51.8 - 68.2	59.0 - 77.4
civil project engineer	69.8 - 94.8	80.0 - 110.7	92.3 - 127.0
civil project manager	74.0 - 98.2	83.2 - 112.5	94.4 - 126.7
construction coordinator	48.8 - 64.1	54.5 - 72.8	61.3 - 82.2
construction director	94.7 - 124.4	123.9 - 163.1	155.6 - 205.4
construction manager	70.6 - 91.5	77.1 - 102.1	85.6 - 114.5
construction project coordinator	81.9 - 104.5	88.7 - 115.4	97.6 - 128.4
construction project manager	63.0 - 86.0	72.9 - 101.1	84.4 - 115.6
contracts administrator	57.4 - 75.2	64.9 - 86.6	73.9 - 98.1
contracts manager	88.3 - 111.2	98.6 - 126.6	111.5 - 143.7
demand planner	48.0 - 65.3	57.3 - 78.5	67.2 - 89.8
director of operations	118.5 - 157.7	155.2 - 207.2	196.3 - 262.4
drafter	51.7 - 64.2	57.8 - 73.0	65.2 - 82.4
electrical designer/engineer	67.4 - 88.8	76.5 - 102.9	87.7 - 117.6
electrical engineer	69.6 - 93.3	80.8 - 110.5	94.4 - 127.6
electrical engineering technician	52.1 - 66.0	59.0 - 76.0	67.1 - 86.1
electrical inspector	41.6 - 55.3	47.9 - 64.5	55.2 - 74.2
engineering manager	78.5 - 104.9	89.3 - 121.7	102.5 - 138.9
environmental engineer	59.2 - 78.0	67.2 - 90.5	77.2 - 103.3
environmental inspector	46.0 - 58.2	50.4 - 64.9	55.9 - 72.4
estimation engineer	64.9 - 86.1	74.3 - 100.6	85.8 - 115.3
estimator	58.6 - 75.7	64.9 - 85.4	72.7 - 96.2
facilities engineer	62.4 - 82.7	71.5 - 96.7	82.5 - 110.3
field manager	66.5 - 87.7	75.4 - 101.5	86.6 - 117.3



# british columbia

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field supervisor	65.2 - 85.0	72.9 - 96.8	82.1 - 108.6
foreman	50.0 - 63.9	55.6 - 72.5	62.6 - 81.9
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	58.8 - 75.1	67.3 - 87.1	76.9 - 98.5
health and safety specialist	64.0 - 83.5	72.8 - 97.0	83.6 - 110.4
HVAC drafter	51.7 - 65.7	57.8 - 74.5	64.9 - 83.3
HVAC engineer	52.1 - 68.7	59.3 - 79.6	67.9 - 90.0
materials manager	77.5 - 101.4	85.5 - 114.1	95.6 - 128.2
mechanical designer	50.5 - 66.1	57.9 - 76.6	66.0 - 86.1
mechanical drafter	48.4 - 62.2	54.2 - 71.4	61.9 - 83.0
mechanical engineer	70.3 - 92.5	79.5 - 106.7	90.8 - 121.2
mechanical engineering technician	50.3 - 65.2	56.9 - 74.9	64.6 - 84.1
mechanical site supervisor	47.1 - 60.0	52.9 - 68.7	60.0 - 78.2
operations manager	74.5 - 101.0	84.9 - 116.9	97.1 - 131.9
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	39.2 - 49.8	44.4 - 56.9	50.2 - 64.0
project director	104.8 - 126.8	130.6 - 158.2	157.1 - 190.7
project engineer	83.3 - 106.2	90.2 - 117.3	99.2 - 130.7
project manager	71.3 - 97.5	82.6 - 114.7	95.6 - 130.9
purchasing manager	84.3 - 110.8	95.1 - 126.9	107.8 - 142.3
QA/QC inspector	52.6 - 69.0	60.5 - 80.2	69.3 - 91.5
quality control engineer	62.3 - 81.5	70.0 - 93.5	79.5 - 105.6
quality inspector	38.8 - 49.1	43.2 - 55.8	48.6 - 62.8
safety inspector	60.8 - 78.6	68.5 - 90.0	77.4 - 101.1
site supervisor	67.8 - 87.9	74.1 - 98.1	82.2 - 109.6
specification writer	50.8 - 64.8	57.2 - 74.1	64.6 - 83.2
structural designer	48.8 - 62.9	54.9 - 71.9	62.0 - 80.9
structural engineer	62.1 - 81.6	70.2 - 94.3	80.3 - 107.3
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	39.2 - 49.7	43.7 - 56.5	49.3 - 63.8
supply chain manager	77.7 - 102.9	88.6 - 119.0	101.0 - 133.1
<b>energy &amp; oil</b>			
applications engineer	67.7 - 90.3	79.2 - 107.2	92.4 - 122.1
architect	58.1 - 76.5	65.7 - 88.3	75.2 - 100.9
architectural drafter	47.7 - 61.7	55.4 - 73.1	64.9 - 86.3
automation engineer	62.2 - 82.1	70.4 - 95.0	80.6 - 108.2
automation specialist	49.2 - 64.3	56.9 - 74.9	65.1 - 85.0
buyer	55.4 - 72.3	62.9 - 83.7	72.0 - 95.8
category manager	59.1 - 77.2	66.0 - 88.0	74.7 - 99.9



# british columbia

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chemical engineer	78.5 - 104.3	88.0 - 119.0	99.5 - 134.0
chemical technician	53.8 - 69.9	59.7 - 79.4	67.4 - 90.7
chief inspector	51.5 - 67.5	57.8 - 76.8	65.0 - 85.9
civil engineer	62.8 - 84.2	72.5 - 98.7	83.8 - 112.0
civil engineering drafter	49.5 - 62.4	56.3 - 72.1	64.3 - 81.7
civil engineering technologist	45.7 - 59.9	52.2 - 69.4	59.7 - 78.9
civil project engineer	71.0 - 97.1	81.7 - 113.7	94.5 - 130.7
civil project manager	75.4 - 100.6	85.0 - 115.6	96.8 - 130.4
coating inspector	36.4 - 47.1	41.1 - 54.0	46.6 - 61.2
commissioning and start up engineer	60.4 - 80.4	69.4 - 94.2	80.2 - 106.9
construction analyst	53.3 - 69.4	59.3 - 78.5	66.4 - 87.8
construction coordinator	49.1 - 65.0	55.0 - 74.2	62.2 - 84.0
construction director	97.0 - 128.0	127.5 - 168.4	160.5 - 212.5
construction manager	71.8 - 93.7	78.7 - 104.8	87.5 - 117.7
construction project manager	64.0 - 87.9	74.2 - 103.7	86.3 - 118.8
continuous improvement engineer	73.3 - 95.8	81.6 - 108.5	91.7 - 121.4
contracts administrator	58.1 - 76.7	65.9 - 88.5	75.3 - 100.6
contracts manager	90.3 - 114.2	101.1 - 130.2	114.5 - 148.0
contracts specialist	58.7 - 76.6	66.6 - 88.4	76.0 - 100.0
control technician	48.1 - 62.9	54.8 - 72.7	62.5 - 82.4
controls designer/engineer	49.9 - 66.4	57.3 - 77.4	65.8 - 88.2
demand planner	48.3 - 66.4	57.9 - 80.1	68.3 - 91.9
director of operations	121.9 - 162.8	160.1 - 214.4	203.0 - 272.0
drafter	52.1 - 65.1	58.5 - 74.4	66.2 - 84.2
electrical designer/engineer	68.6 - 90.9	78.0 - 105.6	89.7 - 120.9
electrical engineer	70.9 - 95.5	82.5 - 113.5	96.7 - 131.4
electrical engineering technician	52.5 - 67.0	59.8 - 77.5	68.2 - 88.1
electrical inspector	41.8 - 55.8	48.2 - 65.1	55.6 - 74.9
electrical test engineer	68.4 - 91.3	78.5 - 107.0	91.0 - 122.8
engineering manager	80.1 - 107.6	91.4 - 125.2	105.2 - 143.1
environmental engineer	60.0 - 79.5	68.4 - 92.6	78.7 - 106.0
environmental inspector	46.2 - 58.9	50.8 - 65.9	56.5 - 73.7
estimation engineer	66.0 - 88.1	75.8 - 103.2	87.8 - 118.5
estimator	59.4 - 77.1	65.9 - 87.3	74.0 - 98.6
expediter	39.3 - 50.5	44.5 - 57.9	50.5 - 65.7
facilities engineer	63.3 - 84.5	72.8 - 99.1	84.3 - 113.3
facilities manager	57.6 - 75.5	65.6 - 87.4	75.1 - 99.7
field service engineer	50.9 - 67.2	57.8 - 77.9	66.4 - 90.0
general inspector	50.1 - 65.6	56.2 - 74.7	63.3 - 83.6



# british columbia

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geologist	61.9 - 80.2	69.6 - 92.2	79.3 - 105.0
geophysicist	65.1 - 88.5	77.0 - 106.6	91.1 - 123.3
geotechnical engineer	62.8 - 81.7	70.8 - 94.1	80.8 - 107.1
GIS Analyst	39.4 - 51.1	43.7 - 57.7	49.0 - 64.4
health and safety manager	63.2 - 82.1	70.1 - 93.0	78.8 - 104.7
health and safety specialist	59.6 - 76.6	68.4 - 89.1	78.4 - 101.0
HVAC drafter	52.2 - 66.7	58.5 - 75.9	65.9 - 85.1
HVAC engineer	52.6 - 69.8	60.1 - 81.2	69.0 - 92.1
hydraulic engineer	63.8 - 85.2	73.4 - 99.9	85.0 - 114.2
industrial engineer	67.7 - 88.3	75.2 - 99.9	84.4 - 111.9
instrumentation and controls engineer	65.8 - 86.7	74.2 - 99.7	84.5 - 112.8
inventory analyst	50.5 - 65.7	57.0 - 75.6	65.0 - 86.2
inventory control manager	61.6 - 80.8	69.0 - 92.2	78.0 - 104.3
logistics manager	60.0 - 79.7	68.6 - 92.9	78.9 - 106.0
logistics specialist	55.6 - 73.7	63.5 - 85.6	72.9 - 97.1
maintenance engineer	52.1 - 67.1	58.0 - 75.9	65.0 - 84.6
maintenance operator	41.0 - 50.5	45.2 - 56.6	50.3 - 62.7
materials manager	79.1 - 104.0	87.4 - 117.2	98.0 - 131.9
mechanical designer	50.9 - 67.2	58.6 - 78.1	67.1 - 88.1
mechanical drafter	48.7 - 63.0	54.7 - 72.7	62.7 - 84.8
mechanical engineer	71.6 - 94.7	81.2 - 109.5	92.9 - 124.7
mechanical engineering technician	50.7 - 66.2	57.6 - 76.4	65.6 - 85.9
mining engineer	67.9 - 90.0	75.8 - 102.4	85.6 - 115.2
operations manager	76.0 - 103.6	86.8 - 120.2	99.5 - 135.8
pipeline engineer	70.8 - 92.1	79.7 - 106.0	91.1 - 121.5
piping engineer	62.0 - 81.1	69.2 - 92.5	78.3 - 104.9
planner/scheduler	39.4 - 50.1	44.7 - 57.4	50.5 - 64.5
plant engineer	71.0 - 94.0	82.2 - 110.9	95.6 - 127.1
plant manager	89.5 - 124.7	107.3 - 151.3	128.0 - 176.3
plant operator	48.3 - 64.6	55.8 - 75.3	64.0 - 85.1
process controls engineer	59.7 - 79.4	68.3 - 92.5	78.6 - 105.2
process engineer	59.7 - 79.4	68.3 - 92.5	78.6 - 105.2
procurement director	95.5 - 126.1	126.1 - 166.3	152.7 - 201.9
procurement manager	86.2 - 113.8	97.4 - 130.6	110.6 - 146.6
procurement specialist	49.6 - 64.4	55.0 - 72.8	61.8 - 82.5
production analyst	45.9 - 60.9	52.5 - 71.1	60.7 - 82.0
production engineer	62.9 - 83.6	71.9 - 97.5	82.8 - 110.7
program manager	69.1 - 89.3	78.6 - 103.4	89.9 - 117.9
project controller	52.8 - 69.9	59.1 - 79.7	66.8 - 90.5



# british columbia

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project controls manager	82.1 - 112.5	94.6 - 131.8	109.4 - 150.2
project controls specialist	59.0 - 76.4	66.2 - 87.0	74.6 - 97.9
project coordinator	83.7 - 107.2	90.8 - 118.6	100.1 - 132.2
project director	107.5 - 130.5	134.5 - 163.3	162.2 - 197.2
project engineer	85.1 - 109.0	92.3 - 120.6	101.7 - 134.6
project manager	72.6 - 100.0	84.3 - 117.9	98.0 - 134.8
purchasing manager	86.2 - 113.8	97.4 - 130.6	110.6 - 146.6
QA/QC inspector	53.1 - 70.2	61.3 - 81.9	70.5 - 93.7
quality assurance manager	76.7 - 99.8	84.8 - 112.4	94.9 - 125.8
quality assurance/control technician	58.3 - 77.2	67.5 - 90.7	78.1 - 103.1
quality control engineer	63.2 - 83.3	71.3 - 95.7	81.2 - 108.3
quality inspector	38.9 - 49.4	43.4 - 56.2	48.9 - 63.3
reliability engineer	63.3 - 81.7	71.8 - 94.6	82.2 - 107.4
reliability manager	64.6 - 83.6	73.7 - 97.3	84.8 - 110.7
safety inspector	61.6 - 80.2	69.7 - 92.0	79.0 - 103.7
SCADA engineer	61.1 - 81.1	69.7 - 94.4	80.2 - 107.4
site supervisor	68.9 - 89.9	75.5 - 100.5	84.0 - 112.6
sourcing engineer	54.2 - 71.9	61.8 - 83.7	71.1 - 95.5
sourcing specialist	50.5 - 65.6	56.0 - 74.2	63.0 - 84.0
specification writer	51.2 - 65.8	57.9 - 75.5	65.6 - 85.0
stationary engineer	52.1 - 67.1	58.0 - 75.9	65.0 - 84.6
structural designer	49.1 - 63.9	55.5 - 73.2	62.9 - 82.6
structural engineer	63.0 - 83.3	71.5 - 96.6	82.0 - 110.1
superintendent	39.4 - 50.1	44.0 - 57.0	49.6 - 64.3
supply chain manager	79.2 - 105.6	90.7 - 122.3	103.6 - 137.0
telecommunications technician	52.2 - 67.9	59.0 - 78.0	67.1 - 88.8
transmission line engineer	73.7 - 93.3	79.8 - 102.9	87.7 - 114.2
transportation manager	75.3 - 99.5	85.2 - 114.4	96.9 - 129.8
welding inspector	51.3 - 66.7	58.0 - 76.5	65.7 - 86.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.9 - 113.3	102.8 - 142.2	127.7 - 176.6
vice president human resources / CHRO	105.9 - 179.7	137.5 - 233.9	171.3 - 292.1
human resources	entry	mid	senior
benefits administrator	53.9 - 68.6	60.2 - 78.0	67.9 - 88.1



# british columbia

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compensation and benefits manager	89.0 - 115.7	98.6 - 131.0	111.1 - 148.4
compensation specialist	49.0 - 64.3	56.3 - 75.1	64.8 - 85.5
health and safety advisor	59.3 - 75.9	67.9 - 88.2	77.8 - 100.0
health and safety director	81.2 - 97.3	105.4 - 126.2	125.5 - 150.1
health and safety manager	72.1 - 93.1	80.6 - 106.2	91.1 - 119.8
HRIS analyst	57.9 - 75.9	66.3 - 88.3	76.2 - 100.5
HRIS director	81.2 - 116.4	105.5 - 151.0	131.1 - 188.0
human resources assistant	40.8 - 51.8	46.1 - 58.2	50.9 - 62.6
human resources business partner	64.7 - 84.4	72.3 - 96.1	81.6 - 108.6
human resources coordinator	39.9 - 50.6	45.0 - 56.9	49.7 - 61.2
human resources director	89.1 - 123.3	114.2 - 157.8	141.7 - 196.1
human resources generalist	59.9 - 74.8	64.1 - 82.0	70.2 - 92.1
human resources manager	80.2 - 106.3	91.3 - 123.1	104.6 - 140.3
human resources supervisor	62.4 - 80.7	69.0 - 91.3	77.6 - 104.3
L&D director	87.9 - 109.1	109.8 - 136.3	139.8 - 173.6
labour relations advisor	63.3 - 83.7	72.1 - 97.1	82.8 - 110.8
labour relations manager	87.6 - 118.8	103.0 - 141.3	120.7 - 163.5
learning and development specialist	51.2 - 66.7	58.0 - 77.1	66.4 - 87.4
recruitment coordinator	39.8 - 51.5	45.5 - 59.3	51.6 - 66.6
talent acquisition director	83.8 - 115.9	107.4 - 148.4	131.3 - 181.6
talent acquisition specialist	58.8 - 76.2	65.2 - 86.1	73.1 - 97.1
total rewards director	100.6 - 131.0	130.5 - 169.8	160.3 - 209.2
total rewards specialist	53.6 - 69.2	60.2 - 79.2	68.3 - 90.6

## industrial support

	entry	mid	senior
assembler/fabricator	16.5 - 20.0	17.9 - 22.9	20.2 - 25.8
boom truck operator	20.9 - 27.8	24.1 - 32.3	27.6 - 36.8
counterbalance forklift operator	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
delivery/courier driver	17.7 - 22.5	19.9 - 25.6	22.3 - 28.6
electronic parts assembler	17.8 - 19.3	24.4 - 26.0	22.3 - 28.9
forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
general labourer - heavy	16.9 - 21.1	19.0 - 24.0	21.4 - 24.7
general labourer - light	16.5 - 19.7	18.1 - 23.0	20.5 - 23.6
industrial painter	16.9 - 21.6	19.1 - 24.7	21.5 - 27.6
inventory control clerk	16.9 - 21.1	19.1 - 24.2	21.5 - 27.0
janitor/custodian	17.3 - 18.3	18.2 - 19.4	18.6 - 20.3
landscaping labour	16.3 - 19.1	17.3 - 21.6	19.2 - 22.1



# british columbia

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logistics coordinator	22.9 - 29.4	25.9 - 33.7	29.4 - 38.3
machine operator	17.2 - 22.4	19.6 - 25.8	22.3 - 29.2
machine operator assistant	16.4 - 20.4	18.7 - 23.4	21.0 - 25.8
manufacturing worker	16.5 - 19.2	17.5 - 21.8	19.6 - 24.6
material handler	16.5 - 19.6	17.6 - 22.5	19.9 - 23.2
moulding machine operator	16.8 - 21.9	19.1 - 25.2	21.7 - 28.2
order/cherry picker forklift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
parts clerk	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
parts manager	23.2 - 29.8	25.9 - 33.9	29.2 - 38.5
picker/packer	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
polisher/deburrer	17.4 - 21.7	19.6 - 24.9	22.2 - 28.1
print press operator	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
production labourer	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0
reach truck operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
sandblasting operator	16.2 - 20.4	18.0 - 23.2	20.2 - 26.4
scissor lift operator	18.5 - 20.5	18.0 - 23.3	20.3 - 26.6
shipper/receiver	17.8 - 21.6	19.3 - 24.0	21.3 - 26.5
shipping and receiving clerk	18.4 - 22.7	20.8 - 26.1	23.5 - 29.5
warehouse labourer	16.5 - 20.5	18.3 - 23.2	20.4 - 26.0

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	67.2 - 89.4	78.5 - 106.0	91.5 - 120.6
automation engineer	61.8 - 81.4	69.9 - 94.0	79.9 - 107.0
buyer	55.1 - 71.8	62.6 - 82.9	71.5 - 94.8
chemical engineer	77.8 - 103.2	87.1 - 117.6	98.4 - 132.4
chemical technician	53.6 - 69.4	59.4 - 78.7	66.9 - 89.8
cmm programmer	46.0 - 59.1	51.2 - 66.9	57.5 - 74.7
coating inspector	36.3 - 47.0	41.0 - 53.9	46.4 - 61.0
commissioning and start up engineer	60.2 - 79.9	69.0 - 93.4	79.7 - 106.6
continuous improvement engineer	72.8 - 94.8	80.9 - 107.3	90.8 - 120.0
contracts administrator	57.8 - 76.1	65.5 - 87.7	74.7 - 99.5
controls designer/engineer	49.8 - 66.0	57.0 - 76.7	65.4 - 87.4
demand planner	48.1 - 65.9	57.7 - 79.4	67.9 - 91.0
drafter	51.9 - 64.7	58.2 - 73.8	65.8 - 83.5
electrical designer/engineer	68.1 - 90.0	77.3 - 104.4	88.8 - 119.5
electrical engineer	70.3 - 94.6	81.8 - 112.2	95.8 - 129.8



# british columbia

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electrical engineering technician	52.3 - 66.6	59.5 - 76.9	67.8 - 87.2
electrical inspector	41.7 - 55.6	48.1 - 64.8	55.4 - 74.6
electrical test engineer	67.9 - 90.4	77.9 - 105.8	90.1 - 121.4
environmental engineer	59.6 - 78.9	67.9 - 91.7	78.0 - 104.9
environmental inspector	46.2 - 58.6	50.6 - 65.5	56.2 - 73.1
estimation engineer	65.5 - 87.2	75.2 - 102.1	86.9 - 117.1
estimator	59.0 - 76.5	65.4 - 86.5	73.4 - 97.6
field service engineer	50.8 - 66.8	57.5 - 77.3	65.9 - 89.2
general inspector	49.9 - 65.2	55.9 - 74.1	62.9 - 82.9
health and safety specialist	64.6 - 84.5	73.6 - 98.4	84.7 - 112.1
HVAC drafter	52.0 - 66.2	58.2 - 75.3	65.5 - 84.4
HVAC engineer	52.4 - 69.3	59.8 - 80.5	68.5 - 91.2
industrial engineer	67.3 - 87.5	74.6 - 98.9	83.7 - 110.6
inventory analyst	50.3 - 65.2	56.8 - 75.0	64.6 - 85.4
logistics specialist	55.3 - 73.1	63.1 - 84.9	72.3 - 96.2
manufacturing engineer	63.8 - 84.3	72.4 - 97.5	82.8 - 110.3
mechanical designer	50.8 - 66.7	58.3 - 77.5	66.6 - 87.2
mechanical drafter	48.6 - 62.7	54.5 - 72.1	62.4 - 84.1
mechanical engineer	71.0 - 93.8	80.5 - 108.3	92.0 - 123.2
mechanical engineering technician	50.5 - 65.7	57.3 - 75.7	65.2 - 85.1
planner/scheduler	39.4 - 50.0	44.6 - 57.2	50.4 - 64.3
PLC programmer	68.3 - 80.3	77.2 - 92.4	90.4 - 106.7
process engineer	59.4 - 78.7	67.8 - 91.6	77.9 - 104.0
procurement specialist	49.4 - 64.0	54.7 - 72.3	61.5 - 81.8
production planner	48.2 - 63.3	55.4 - 73.2	63.0 - 81.5
project engineer	84.3 - 107.8	91.4 - 119.2	100.7 - 132.9
project manager	72.1 - 98.9	83.6 - 116.6	97.0 - 133.1
QA/QC inspector	37.9 - 48.0	42.2 - 54.6	47.6 - 61.5
quality assurance manager	76.1 - 98.7	84.1 - 111.1	94.0 - 124.3
quality assurance/control technician	58.0 - 76.6	67.1 - 89.8	77.5 - 102.0
quality control engineer	62.8 - 82.5	70.7 - 94.8	80.5 - 107.2
quality inspector	38.9 - 49.3	43.3 - 56.0	48.8 - 63.1
safety inspector	61.3 - 79.6	69.2 - 91.2	78.3 - 102.6
SCADA engineer	60.7 - 80.4	69.2 - 93.5	79.5 - 106.3
sourcing engineer	54.0 - 71.3	61.5 - 82.9	70.6 - 94.5
specification writer	51.0 - 65.4	57.6 - 74.9	65.2 - 84.3
stationary engineer	51.9 - 66.7	57.7 - 75.3	64.6 - 83.8
industrial management			
contracts manager	89.5 - 112.9	100.0 - 128.7	113.2 - 146.2



# british columbia

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director of operations	120.5 - 160.6	158.0 - 211.4	200.1 - 267.9
engineering manager	79.5 - 106.5	90.5 - 123.7	104.0 - 141.3
health and safety manager	59.3 - 75.9	67.9 - 88.2	77.8 - 100.0
maintenance supervisor	83.5 - 96.3	91.4 - 113.2	98.7 - 121.5
manufacturing director	102.2 - 123.8	132.5 - 160.7	163.3 - 198.4
operations manager	75.4 - 102.5	86.0 - 118.8	98.4 - 134.1
plant manager	88.6 - 123.2	106.2 - 149.4	126.4 - 173.9
procurement director	94.6 - 124.7	124.6 - 164.1	150.8 - 199.1
production manager	79.1 - 103.3	90.4 - 117.6	110.2 - 133.0
production supervisor	55.3 - 73.4	67.9 - 94.9	87.4 - 107.9
program manager	68.6 - 88.5	78.0 - 102.3	89.1 - 116.6
project director	106.4 - 129.0	132.9 - 161.1	160.0 - 194.4
purchasing manager	85.4 - 112.6	96.4 - 129.0	109.4 - 144.8
supply chain manager	78.6 - 104.4	89.8 - 120.9	102.5 - 135.4
warehouse manager	68.3 - 81.3	78.5 - 95.6	92.1 - 110.3
warehouse supervisor	51.2 - 65.6	62.3 - 74.9	71.2 - 86.9
<b>skilled trades</b>			
electrician	52.1 - 68.0	58.3 - 77.4	65.7 - 87.3
electronics technician	53.1 - 68.5	59.4 - 77.9	67.0 - 86.4
heavy equipment mechanic	54.1 - 70.7	66.5 - 78.6	74.8 - 83.2
machine builder	39.6 - 50.6	45.3 - 58.3	51.4 - 65.5
maintenance mechanic	46.7 - 59.1	53.5 - 68.4	61.1 - 78.1
millwright	57.5 - 68.5	62.5 - 71.5	68.5 - 83.8
welder	49.2 - 58.2	56.1 - 66.5	62.4 - 76.5

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.2 - 84.0	72.1 - 96.3	81.9 - 109.5
digital media specialist	39.5 - 50.5	45.9 - 59.7	53.5 - 68.2
digital specialist	47.0 - 61.9	54.3 - 72.8	63.0 - 83.1
e-commerce manager	75.3 - 98.2	84.0 - 111.8	95.0 - 127.2
marketing content manager	56.5 - 71.6	64.9 - 83.6	74.7 - 94.6
social media manager	57.2 - 78.3	68.4 - 94.0	80.3 - 108.8
web manager	63.5 - 82.4	70.4 - 93.2	79.1 - 105.1
web marketing analyst	48.9 - 64.6	56.7 - 76.0	65.6 - 86.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.2 - 146.4	129.9 - 198.1	166.7 - 254.9



# british columbia

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marketing vice-president	116.4 - 179.6	163.9 - 253.8	212.5 - 329.3
marketing and communications	entry	mid	senior
brand or product manager	77.7 - 99.9	86.3 - 113.1	96.9 - 126.8
brand or product manager assistant	62.5 - 84.0	72.8 - 99.1	84.4 - 113.0
communications manager	63.9 - 83.0	71.0 - 94.0	79.8 - 105.5
communications specialist	53.2 - 72.4	63.2 - 87.0	74.3 - 99.3
marketing coordinator	52.5 - 69.4	59.9 - 80.7	68.8 - 91.9
marketing director	94.2 - 126.0	108.7 - 147.6	125.6 - 168.3
marketing project manager	41.2 - 54.8	47.4 - 63.9	54.6 - 72.6
marketing specialist	46.3 - 61.3	52.9 - 71.0	60.5 - 80.3

## office & administrative support

	entry	mid	senior
administrative analyst	38.0 - 44.5	40.5 - 51.0	45.1 - 52.0
administrative assistant	62.9 - 80.9	71.2 - 93.4	81.4 - 106.7
administrative assistant (bilingual)	45.6 - 59.3	50.6 - 67.1	56.9 - 75.7
administrative manager	46.0 - 59.8	51.9 - 68.6	59.0 - 77.7
benefits clerk	40.9 - 52.0	46.2 - 58.5	51.1 - 62.9
buyer assistant	37.9 - 47.1	42.0 - 53.4	46.7 - 57.9
claims supervisor	61.0 - 79.6	68.1 - 90.8	77.1 - 103.7
contracts administrator	89.5 - 112.9	100.0 - 128.7	113.2 - 146.2
customer success manager	42.0 - 50.3	43.6 - 57.3	49.2 - 64.8
data entry clerk	36.5 - 41.9	37.9 - 47.6	42.3 - 48.7
dispatcher	38.7 - 48.8	43.5 - 55.5	48.8 - 61.9
document controller	37.2 - 40.8	36.9 - 45.9	40.8 - 46.9
document services specialist	37.2 - 40.6	36.9 - 46.2	41.0 - 47.2
documentation specialist	36.5 - 45.5	41.6 - 52.6	46.7 - 53.7
donor relations coordinator	49.9 - 65.0	57.7 - 76.5	67.0 - 88.2
executive assistant	51.6 - 70.0	60.1 - 82.4	69.5 - 93.6
executive assistant (bilingual)	54.5 - 69.8	59.3 - 77.3	65.4 - 86.2
executive legal assistant	43.2 - 49.2	44.0 - 56.9	50.1 - 64.5
file clerk	36.5 - 44.4	40.5 - 50.9	45.0 - 51.9
fundraising manager	62.5 - 80.2	70.7 - 92.6	80.8 - 105.9
insurance claims clerk	89.4 - 112.6	99.8 - 128.3	112.9 - 145.7
invoicing clerk	36.8 - 46.8	41.8 - 53.0	46.4 - 57.5
lease administrator	37.8 - 49.4	42.5 - 56.9	48.5 - 65.5
leasing coordinator	34.3 - 42.2	38.1 - 48.0	42.7 - 49.2
legal assistant	46.1 - 63.5	55.7 - 76.6	65.4 - 86.5



# british columbia

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mailroom clerk	40.3 - 45.2	41.4 - 47.5	42.3 - 50.3
office clerk	40.0 - 44.4	41.0 - 49.4	43.8 - 54.4
office manager	53.3 - 68.7	58.4 - 76.7	64.9 - 85.7
office/operations manager	38.8 - 49.1	43.7 - 55.8	49.0 - 62.3
order clerk	37.5 - 41.7	38.5 - 47.5	42.2 - 52.3
order entry clerk	34.3 - 40.9	36.9 - 46.1	40.9 - 47.1
order supervisor	50.2 - 65.6	58.1 - 76.5	66.5 - 85.8
payroll administrator	42.2 - 55.0	48.0 - 63.6	54.8 - 72.4
project coordinator	42.9 - 55.6	48.4 - 63.5	54.7 - 71.3
property administrator	34.3 - 40.7	36.9 - 46.4	41.1 - 47.4
property manager	59.2 - 78.2	67.4 - 90.9	77.5 - 104.2
receptionist	40.5 - 41.0	36.5 - 46.2	40.8 - 52.6
receptionist (bilingual)	34.3 - 45.6	41.7 - 52.8	46.8 - 53.9
sales administrator	43.3 - 57.6	49.9 - 67.2	57.4 - 76.4
sales assistant	41.0 - 48.5	42.9 - 54.9	48.5 - 63.4
service coordinator	38.2 - 49.0	42.5 - 55.8	48.1 - 63.4
supply clerk	37.3 - 42.9	38.2 - 48.2	42.3 - 53.0
virtual assistant	50.3 - 65.5	58.1 - 77.1	67.5 - 89.0
virtual receptionist	54.3 - 70.4	60.2 - 83.0	69.8 - 94.4

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.9 - 59.8	52.1 - 66.1	57.4 - 73.7
account manager - software	53.4 - 66.3	57.6 - 73.0	63.2 - 81.3
business development manager	92.4 - 122.0	103.0 - 139.4	117.1 - 160.4
district sales manager	75.2 - 97.2	85.7 - 113.0	98.6 - 129.8
key accounts manager - consumer goods	68.0 - 87.1	76.5 - 100.0	87.1 - 113.6
merchandiser - consumer goods	59.1 - 77.0	66.0 - 87.8	74.7 - 99.9
sales manager	60.0 - 80.0	68.0 - 92.2	77.6 - 104.4
sales representative, account manager - channel manager	75.1 - 99.7	84.5 - 114.3	95.9 - 129.5
sales representative, account manager - consumer goods	48.6 - 61.0	53.3 - 68.0	59.1 - 75.8
sales representative, account manager - professional services	46.7 - 57.9	50.3 - 63.6	55.2 - 70.9
sales representative, account manager - telecommunications	53.0 - 65.9	57.3 - 72.7	63.0 - 80.9
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	136.6 - 196.2	182.7 - 263.2	237.7 - 342.5
<b>industrial sales</b>			
sales engineer - distribution	68.6 - 89.5	75.3 - 100.2	83.8 - 111.8



## british columbia

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sales engineer - manufacturing	58.9 - 78.5	66.8 - 90.4	76.0 - 101.7
sales representative, account manager - distribution	48.8 - 60.8	52.9 - 67.2	58.3 - 75.0
sales representative, account manager - industrial equipment	46.9 - 58.2	50.6 - 64.1	55.6 - 71.3
sales representative, account manager - industrial service	52.2 - 64.9	56.5 - 71.6	62.1 - 79.7
sales representative, account manager - machinery	51.9 - 64.4	56.0 - 71.0	61.6 - 79.3
sales representative, account manager - manufacturing	47.1 - 67.4	51.9 - 75.4	57.5 - 83.8
sales representative, account manager - retail network	52.0 - 64.4	56.0 - 71.0	61.7 - 80.0
technical sales representative - manufacturing	50.8 - 66.8	57.5 - 77.3	65.9 - 89.2



# prince george

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
<b>energy &amp; oil</b>			
applications engineer	68.9 - 91.9	80.6 - 109.1	94.1 - 124.1
architect	59.4 - 78.2	67.2 - 90.3	76.9 - 103.2
architectural drafter	48.3 - 62.6	56.1 - 74.2	65.8 - 87.6
automation engineer	63.3 - 83.5	71.7 - 96.4	81.9 - 109.6
automation specialist	49.8 - 65.3	57.7 - 76.0	66.1 - 86.2
buyer	56.0 - 73.2	63.7 - 84.7	73.0 - 97.0
category manager	59.9 - 78.2	66.9 - 89.1	75.6 - 101.1
chemical engineer	79.8 - 105.7	89.3 - 120.5	100.9 - 135.6
chemical technician	54.5 - 71.0	60.6 - 80.6	68.4 - 92.0
chief inspector	52.4 - 68.7	58.9 - 78.2	66.3 - 87.5
civil engineer	64.0 - 85.5	73.8 - 100.1	85.2 - 113.4
civil engineering drafter	50.1 - 63.3	57.1 - 73.2	65.2 - 83.0
civil engineering technologist	46.3 - 60.8	52.9 - 70.5	60.6 - 80.1
civil project engineer	71.9 - 98.3	82.7 - 115.1	95.7 - 132.2
civil project manager	76.7 - 102.1	86.4 - 117.1	98.2 - 132.0
coating inspector	36.6 - 47.5	41.4 - 54.5	47.0 - 61.8
commissioning and start up engineer	61.0 - 81.3	70.1 - 95.2	81.1 - 108.0
construction analyst	54.0 - 70.5	60.2 - 79.7	67.4 - 89.1
construction coordinator	50.3 - 66.6	56.4 - 75.9	63.7 - 85.9
construction director	98.2 - 129.5	128.9 - 170.0	162.1 - 214.2
construction manager	72.8 - 94.9	79.7 - 106.0	88.7 - 119.1
construction project manager	64.8 - 89.1	75.2 - 105.0	87.4 - 120.2
continuous improvement engineer	74.5 - 97.1	82.8 - 109.8	93.0 - 122.8
contracts administrator	58.8 - 77.7	66.7 - 89.7	76.2 - 101.8
contracts manager	91.6 - 115.6	102.4 - 131.7	115.8 - 149.6
contracts specialist	59.4 - 77.6	67.5 - 89.6	77.0 - 101.2
control technician	48.7 - 63.8	55.5 - 73.8	63.4 - 83.7



# british columbia

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controls designer/engineer	50.6 - 67.4	58.1 - 78.5	66.8 - 89.5
demand planner	48.8 - 67.1	58.5 - 80.9	69.0 - 92.6
director of operations	124.2 - 165.4	162.7 - 217.4	205.9 - 275.1
drafter	52.8 - 66.1	59.4 - 75.6	67.2 - 85.5
electrical designer/engineer	69.8 - 92.3	79.3 - 107.0	91.1 - 122.4
electrical engineer	72.1 - 96.9	83.9 - 114.9	98.2 - 132.9
electrical engineering technician	53.2 - 68.1	60.6 - 78.7	69.3 - 89.4
electrical inspector	42.7 - 56.8	49.1 - 66.3	56.6 - 76.3
electrical test engineer	69.6 - 92.6	79.8 - 108.4	92.4 - 124.3
engineering manager	81.2 - 108.9	92.6 - 126.6	106.4 - 144.6
environmental engineer	61.1 - 80.9	69.6 - 94.0	80.0 - 107.4
environmental inspector	46.4 - 59.3	51.0 - 66.5	56.9 - 74.5
estimation engineer	67.2 - 89.4	77.1 - 104.6	89.1 - 119.9
estimator	60.1 - 78.1	66.7 - 88.4	75.0 - 99.8
expediter	39.5 - 50.7	44.7 - 58.2	50.7 - 66.1
facilities engineer	64.4 - 85.9	74.1 - 100.5	85.6 - 114.8
facilities manager	59.2 - 77.4	67.4 - 89.5	77.0 - 102.0
field service engineer	51.6 - 68.2	58.6 - 79.1	67.4 - 91.3
general inspector	51.0 - 66.8	57.3 - 76.0	64.5 - 85.1
geologist	62.3 - 81.2	70.3 - 93.3	80.2 - 106.2
geophysicist	65.6 - 89.6	77.8 - 107.9	92.2 - 124.8
geotechnical engineer	64.0 - 83.1	72.1 - 95.5	82.2 - 108.5
GIS Analyst	40.3 - 52.2	44.7 - 59.0	50.1 - 65.8
health and safety manager	64.0 - 83.2	71.0 - 94.2	79.8 - 105.9
health and safety specialist	60.2 - 77.5	69.2 - 90.2	79.4 - 102.3
HVAC drafter	52.9 - 67.6	59.3 - 77.0	66.8 - 86.4
HVAC engineer	53.6 - 71.1	61.2 - 82.6	70.3 - 93.5
hydraulic engineer	64.9 - 86.6	74.7 - 101.4	86.3 - 115.7
industrial engineer	69.0 - 89.7	76.5 - 101.3	85.8 - 113.3
instrumentation and controls engineer	67.0 - 88.0	75.5 - 101.1	85.9 - 114.2
inventory analyst	51.0 - 66.3	57.6 - 76.3	65.6 - 86.9
inventory control manager	62.5 - 81.8	69.9 - 93.2	79.0 - 105.4
logistics manager	61.1 - 81.0	69.7 - 94.1	80.1 - 107.3
logistics specialist	56.2 - 74.6	64.3 - 86.7	73.8 - 98.3
maintenance engineer	52.7 - 67.9	58.7 - 76.7	65.7 - 85.4
maintenance operator	41.5 - 51.2	45.9 - 57.4	51.0 - 63.6
materials manager	80.3 - 105.3	88.6 - 118.6	99.2 - 133.4
mechanical designer	51.9 - 68.4	59.7 - 79.4	68.3 - 89.5
mechanical drafter	49.3 - 64.0	55.5 - 73.8	63.7 - 86.1



# british columbia

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mechanical engineer	72.9 - 96.1	82.5 - 111.0	94.3 - 126.2
mechanical engineering technician	51.3 - 67.2	58.4 - 77.5	66.6 - 87.2
mining engineer	69.2 - 91.3	77.1 - 103.8	87.0 - 116.7
operations manager	77.9 - 105.8	88.9 - 122.5	101.6 - 138.3
pipeline engineer	72.1 - 93.5	81.1 - 107.4	92.5 - 123.0
piping engineer	63.1 - 82.4	70.5 - 93.9	79.7 - 106.3
planner/scheduler	40.0 - 50.8	45.4 - 58.2	51.3 - 65.5
plant engineer	71.9 - 95.2	83.2 - 112.2	96.8 - 128.5
plant manager	90.7 - 126.1	108.7 - 152.8	129.4 - 177.8
plant operator	48.8 - 65.3	56.4 - 76.2	64.7 - 85.9
process controls engineer	60.8 - 80.7	69.5 - 93.9	79.9 - 106.6
process engineer	60.8 - 80.7	69.5 - 93.9	79.9 - 106.6
procurement director	96.8 - 127.5	127.5 - 167.8	154.3 - 203.6
procurement manager	87.4 - 115.2	98.7 - 132.0	112.0 - 148.1
procurement specialist	50.2 - 65.2	55.6 - 73.8	62.6 - 83.6
production analyst	46.1 - 61.2	52.8 - 71.6	61.1 - 82.5
production engineer	64.0 - 85.0	73.2 - 98.9	84.1 - 112.2
program manager	70.0 - 90.5	79.6 - 104.6	91.1 - 119.3
project controller	53.2 - 70.5	59.6 - 80.4	67.4 - 91.4
project controls manager	83.1 - 113.8	95.8 - 133.3	110.7 - 151.7
project controls specialist	59.3 - 76.9	66.6 - 87.6	75.1 - 98.6
project coordinator	84.7 - 108.5	91.9 - 120.0	101.3 - 133.7
project director	108.8 - 132.0	136.0 - 164.8	163.7 - 198.8
project engineer	86.2 - 110.4	93.5 - 122.0	103.0 - 136.1
project manager	73.6 - 101.2	85.4 - 119.3	99.2 - 136.3
purchasing manager	87.4 - 115.2	98.7 - 132.0	112.0 - 148.1
QA/QC inspector	53.8 - 71.2	62.2 - 83.2	71.5 - 95.1
quality assurance manager	77.9 - 101.1	86.1 - 113.7	96.2 - 127.2
quality assurance/control technician	59.3 - 78.5	68.7 - 92.3	79.5 - 104.9
quality control engineer	64.4 - 84.6	72.5 - 97.1	82.5 - 109.8
quality inspector	39.2 - 49.9	43.8 - 56.7	49.4 - 64.0
reliability engineer	64.5 - 83.1	73.1 - 96.0	83.6 - 108.8
reliability manager	65.4 - 84.7	74.7 - 98.5	85.9 - 112.0
safety inspector	62.3 - 81.2	70.5 - 93.2	79.9 - 105.0
SCADA engineer	62.2 - 82.5	71.0 - 95.8	81.5 - 108.9
site supervisor	69.8 - 91.1	76.5 - 101.8	85.1 - 113.9
sourcing engineer	55.1 - 73.0	62.9 - 84.9	72.3 - 96.8
sourcing specialist	51.1 - 66.4	56.7 - 75.2	63.8 - 85.1
specification writer	51.5 - 66.3	58.3 - 76.0	66.0 - 85.6



# british columbia

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stationary engineer	52.7 - 67.9	58.7 - 76.7	65.7 - 85.4
structural designer	49.7 - 64.8	56.2 - 74.4	63.8 - 83.9
structural engineer	64.1 - 84.7	72.7 - 98.0	83.3 - 111.6
superintendent	40.0 - 50.9	44.7 - 57.9	50.4 - 65.4
supply chain manager	80.4 - 106.9	91.9 - 123.7	104.9 - 138.5
telecommunications technician	53.1 - 69.1	60.0 - 79.3	68.2 - 90.4
transmission line engineer	74.9 - 94.7	81.1 - 104.3	89.1 - 115.6
transportation manager	76.5 - 100.8	86.4 - 115.7	98.2 - 131.2
welding inspector	51.9 - 67.6	58.7 - 77.5	66.6 - 87.3

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.4 - 91.0	79.9 - 107.9	93.1 - 122.7
automation engineer	62.9 - 82.8	71.2 - 95.4	81.2 - 108.4
buyer	55.8 - 72.7	63.3 - 84.0	72.4 - 96.0
chemical engineer	79.1 - 104.6	88.5 - 119.1	99.9 - 134.0
chemical technician	54.3 - 70.5	60.3 - 79.9	67.9 - 91.1
cmm programmer	46.7 - 60.1	52.1 - 68.0	58.5 - 76.0
coating inspector	36.5 - 47.4	41.3 - 54.4	46.9 - 61.6
commissioning and start up engineer	60.8 - 80.8	69.8 - 94.4	80.6 - 107.7
continuous improvement engineer	73.9 - 96.1	82.1 - 108.6	92.1 - 121.4
contracts administrator	58.5 - 77.1	66.3 - 88.8	75.6 - 100.8
controls designer/engineer	50.4 - 67.0	57.8 - 77.9	66.3 - 88.7
demand planner	48.6 - 66.6	58.3 - 80.2	68.6 - 91.8
drafter	52.6 - 65.7	59.1 - 75.0	66.8 - 84.7
electrical designer/engineer	69.3 - 91.4	78.7 - 105.9	90.2 - 120.9
electrical engineer	71.6 - 96.0	83.1 - 113.6	97.2 - 131.3
electrical engineering technician	53.0 - 67.6	60.3 - 78.0	68.8 - 88.5
electrical inspector	42.6 - 56.6	49.0 - 66.0	56.4 - 76.0
electrical test engineer	69.1 - 91.8	79.2 - 107.2	91.5 - 122.9
environmental engineer	60.7 - 80.2	69.1 - 93.1	79.4 - 106.3
environmental inspector	46.3 - 59.0	50.8 - 66.1	56.6 - 73.9
estimation engineer	66.7 - 88.6	76.5 - 103.5	88.3 - 118.6
estimator	59.8 - 77.5	66.3 - 87.6	74.4 - 98.8
field service engineer	51.4 - 67.8	58.3 - 78.5	66.9 - 90.5
general inspector	50.8 - 66.4	57.0 - 75.5	64.1 - 84.4
health and safety specialist	65.7 - 85.9	74.9 - 99.8	86.0 - 113.6



## british columbia

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HVAC drafter	52.7 - 67.2	59.0 - 76.4	66.4 - 85.6
HVAC engineer	53.4 - 70.6	60.9 - 81.9	69.8 - 92.6
industrial engineer	68.5 - 88.8	75.9 - 100.3	85.0 - 112.1
inventory analyst	50.8 - 65.9	57.4 - 75.7	65.2 - 86.1
logistics specialist	56.0 - 74.1	63.9 - 85.9	73.2 - 97.4
manufacturing engineer	65.0 - 85.6	73.7 - 98.9	84.1 - 111.7
mechanical designer	51.7 - 67.9	59.4 - 78.8	67.8 - 88.6
mechanical drafter	49.2 - 63.6	55.2 - 73.2	63.3 - 85.3
mechanical engineer	72.3 - 95.2	81.8 - 109.8	93.4 - 124.7
mechanical engineering technician	51.2 - 66.7	58.1 - 76.9	66.1 - 86.4
planner/scheduler	39.9 - 50.7	45.2 - 58.1	51.1 - 65.3
PLC programmer	68.3 - 80.3	77.2 - 92.4	90.4 - 106.7
process engineer	60.5 - 80.1	69.0 - 93.0	79.3 - 105.4
procurement specialist	50.0 - 64.8	55.4 - 73.2	62.2 - 82.8
production planner	48.4 - 63.6	55.6 - 73.7	63.3 - 82.0
project engineer	85.4 - 109.1	92.6 - 120.6	101.9 - 134.4
project manager	73.0 - 100.2	84.7 - 117.9	98.2 - 134.6
QA/QC inspector	38.2 - 48.5	42.6 - 55.1	48.0 - 62.1
quality assurance manager	77.3 - 100.0	85.3 - 112.4	95.3 - 125.7
quality assurance/control technician	59.0 - 77.9	68.2 - 91.4	78.8 - 103.8
quality control engineer	64.0 - 83.9	72.0 - 96.2	81.8 - 108.6
quality inspector	39.2 - 49.8	43.7 - 56.5	49.3 - 63.7
safety inspector	61.9 - 80.5	70.0 - 92.3	79.2 - 103.9
SCADA engineer	61.8 - 81.8	70.5 - 94.9	80.8 - 107.7
sourcing engineer	54.9 - 72.5	62.5 - 84.1	71.8 - 95.8
specification writer	51.3 - 65.9	58.0 - 75.4	65.6 - 84.8
stationary engineer	52.5 - 67.4	58.4 - 76.1	65.3 - 84.6



# winnipeg metropolitan region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	50.1 - 61.9	53.3 - 66.8	63.9 - 78.3
call center director - operations	59.6 - 77.7	67.0 - 88.8	75.8 - 99.8
customer loyalty agent	34.7 - 45.9	39.9 - 53.3	45.7 - 60.8
customer service manager	64.9 - 85.5	73.1 - 98.3	83.4 - 112.7
customer service representative	32.6 - 41.6	36.2 - 47.2	40.8 - 53.1
customer service representative - bilingual	34.6 - 43.6	38.2 - 49.2	42.8 - 55.1
customer service supervisor	52.6 - 69.4	59.2 - 79.4	67.1 - 90.0
customer service team lead	48.0 - 59.1	52.7 - 64.9	57.1 - 70.2
customer service trainer	40.6 - 53.5	46.4 - 62.3	53.6 - 71.0
e-chat representative	36.9 - 45.9	39.9 - 53.3	45.7 - 60.8
help desk representative - level 1	41.9 - 56.1	48.2 - 64.9	54.8 - 72.7
inside sales manager	63.6 - 85.8	72.5 - 99.4	83.1 - 113.0
inside sales representative	48.3 - 60.4	52.3 - 66.8	57.7 - 75.1
junior collection agent	30.4 - 39.3	34.5 - 45.2	39.1 - 50.7
order desk	30.8 - 39.2	35.2 - 44.8	39.6 - 49.5
survey agent	30.5 - 38.8	34.8 - 44.0	38.8 - 45.0
telemarketing agent	30.7 - 38.7	34.3 - 44.3	39.0 - 51.4
telephone dispatcher	36.1 - 46.1	40.8 - 52.6	46.0 - 59.0
travel support agent	34.6 - 43.9	38.8 - 49.6	43.3 - 55.0

## engineering

	entry	mid	senior
<b>construction</b>			
architect	55.4 - 73.1	62.8 - 84.5	71.9 - 96.6
architectural drafter	45.1 - 58.4	52.4 - 69.2	61.4 - 81.6
BIM/VDC Coordinator	61.9 - 80.6	68.9 - 91.5	77.8 - 103.5
buyer	52.2 - 68.4	59.4 - 79.3	68.2 - 91.0
civil engineer	59.6 - 79.8	68.8 - 93.4	79.4 - 105.9
civil engineering drafter	46.7 - 59.1	53.3 - 68.2	60.8 - 77.3
civil engineering technologist	43.2 - 56.7	49.3 - 65.7	56.5 - 74.7
civil project engineer	67.9 - 93.0	78.1 - 109.0	90.5 - 125.3



# manitoba

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civil project manager	71.5 - 95.2	80.6 - 109.3	91.6 - 123.4
construction coordinator	46.7 - 61.9	52.3 - 70.6	59.2 - 79.9
construction director	92.9 - 122.7	122.2 - 161.6	154.1 - 203.8
construction manager	68.7 - 89.7	75.2 - 100.4	83.8 - 112.8
construction project coordinator	84.2 - 107.6	91.3 - 118.8	100.5 - 132.1
construction project manager	61.1 - 84.2	71.0 - 99.4	82.5 - 113.9
contracts administrator	54.8 - 72.6	62.3 - 84.1	71.3 - 95.6
contracts manager	85.0 - 107.3	95.0 - 122.5	107.6 - 139.5
demand planner	45.1 - 62.1	54.2 - 75.0	64.0 - 86.0
director of operations	116.5 - 155.8	153.3 - 205.1	194.2 - 259.9
drafter	49.2 - 61.6	55.3 - 70.4	62.7 - 79.7
electrical designer/engineer	65.1 - 86.1	74.0 - 99.9	85.0 - 114.3
electrical engineer	67.2 - 90.4	78.2 - 107.3	91.6 - 124.3
electrical engineering technician	49.6 - 63.4	56.5 - 73.3	64.6 - 83.3
electrical inspector	39.2 - 52.7	45.4 - 61.8	52.5 - 71.3
engineering manager	76.6 - 103.1	87.5 - 120.0	100.8 - 137.2
environmental engineer	56.9 - 75.4	64.9 - 87.7	74.6 - 100.3
environmental inspector	43.7 - 55.7	48.0 - 62.4	53.4 - 69.8
estimation engineer	62.6 - 83.4	71.9 - 97.6	83.1 - 112.0
estimator	56.0 - 73.1	62.2 - 82.9	70.1 - 93.7
facilities engineer	60.0 - 80.1	69.0 - 93.8	79.9 - 107.2
field manager	67.9 - 89.6	77.1 - 103.7	88.5 - 119.7
field supervisor	66.5 - 86.9	74.4 - 98.8	83.9 - 110.8
foreman	50.0 - 64.5	55.8 - 73.4	63.1 - 83.0
health and safety manager	56.2 - 72.5	64.7 - 84.4	74.2 - 95.8
health and safety specialist	61.7 - 80.9	70.4 - 94.1	81.0 - 107.3
HVAC drafter	48.6 - 62.3	54.6 - 70.9	61.5 - 79.6
HVAC engineer	49.9 - 66.3	57.0 - 77.0	65.5 - 87.2
materials manager	74.5 - 97.8	82.3 - 110.2	92.1 - 124.1
mechanical designer	48.3 - 63.7	55.6 - 74.1	63.6 - 83.4
mechanical drafter	46.0 - 59.6	51.7 - 68.8	59.3 - 80.3
mechanical engineer	67.9 - 89.7	77.0 - 103.6	88.0 - 117.9
mechanical engineering technician	47.9 - 62.6	54.4 - 72.3	62.1 - 81.3
mechanical site supervisor	47.4 - 60.8	53.5 - 69.9	60.9 - 79.6
operations manager	72.8 - 99.1	83.1 - 114.9	95.2 - 129.8
planner/scheduler	36.7 - 47.0	41.8 - 54.1	47.5 - 61.1
project director	103.1 - 125.2	129.0 - 156.7	155.6 - 189.1
project engineer	81.4 - 104.5	88.4 - 115.6	97.5 - 129.0
project manager	69.4 - 95.8	80.7 - 113.0	93.8 - 129.2



purchasing manager	81.1 - 107.0	91.6 - 122.8	104.0 - 138.1
QA/QC inspector	50.2 - 66.4	58.0 - 77.5	66.7 - 88.6
quality control engineer	60.0 - 78.9	67.6 - 90.6	76.9 - 102.5
quality inspector	36.1 - 46.3	40.5 - 52.9	45.8 - 59.8
safety inspector	58.2 - 76.0	65.9 - 87.3	74.8 - 98.4
site supervisor	65.8 - 86.1	72.2 - 96.3	80.3 - 107.9
specification writer	48.7 - 62.7	55.1 - 72.0	62.5 - 81.2
structural designer	46.4 - 60.4	52.4 - 69.3	59.5 - 78.2
structural engineer	59.8 - 79.0	67.8 - 91.4	77.7 - 104.2
superintendent	36.7 - 47.2	41.3 - 53.9	46.7 - 61.1
supply chain manager	74.6 - 99.2	85.3 - 115.0	97.4 - 129.0
<b>energy &amp; oil</b>			
applications engineer	65.7 - 88.4	77.2 - 105.4	90.5 - 120.3
architect	56.1 - 74.6	63.8 - 86.4	73.3 - 99.0
architectural drafter	45.3 - 59.2	52.9 - 70.5	62.3 - 83.5
automation engineer	59.8 - 79.5	68.0 - 92.1	78.0 - 105.1
automation specialist	46.8 - 61.8	54.4 - 72.2	62.6 - 82.2
buyer	52.8 - 69.7	60.3 - 81.1	69.4 - 93.2
category manager	56.5 - 74.6	63.4 - 85.4	72.1 - 97.4
chemical engineer	75.9 - 101.3	85.3 - 115.7	96.5 - 130.6
chemical technician	51.4 - 67.3	57.2 - 76.6	64.8 - 87.8
chief inspector	48.9 - 64.7	55.1 - 73.8	62.3 - 82.8
civil engineer	60.5 - 81.5	70.1 - 95.8	81.2 - 108.8
civil engineering drafter	47.1 - 59.9	53.9 - 69.5	61.7 - 79.0
civil engineering technologist	43.4 - 57.4	49.8 - 66.8	57.2 - 76.2
civil project engineer	69.1 - 95.3	79.8 - 112.0	92.7 - 129.0
civil project manager	72.9 - 97.7	82.4 - 112.4	93.9 - 127.0
coating inspector	33.7 - 44.3	38.4 - 51.2	43.8 - 58.2
commissioning and start up engineer	57.9 - 77.8	66.8 - 91.5	77.6 - 104.3
construction analyst	50.8 - 66.8	56.8 - 75.8	63.9 - 85.0
construction coordinator	47.0 - 62.9	52.9 - 71.9	60.0 - 81.7
construction director	95.2 - 126.3	125.8 - 166.9	159.0 - 210.9
construction manager	69.9 - 91.9	76.8 - 103.0	85.7 - 116.0
construction project manager	62.1 - 86.1	72.3 - 102.0	84.4 - 117.1
continuous improvement engineer	70.4 - 92.3	78.5 - 104.7	88.3 - 117.3
contracts administrator	55.5 - 74.1	63.3 - 86.0	72.7 - 98.1
contracts manager	87.0 - 110.3	97.4 - 126.1	110.6 - 143.9
contracts specialist	56.1 - 74.0	64.0 - 85.9	73.4 - 97.5
control technician	45.7 - 60.4	52.3 - 70.0	60.0 - 79.7



controls designer/engineer	47.5 - 63.9	54.8 - 74.7	63.2 - 85.4
demand planner	45.4 - 63.1	54.9 - 76.6	65.1 - 88.1
director of operations	119.8 - 160.9	158.2 - 212.2	200.9 - 269.4
drafter	49.7 - 62.6	56.0 - 71.8	63.7 - 81.4
electrical designer/engineer	66.2 - 88.1	75.5 - 102.5	86.9 - 117.6
electrical engineer	68.4 - 92.7	79.9 - 110.3	93.8 - 128.0
electrical engineering technician	50.1 - 64.5	57.3 - 74.8	65.7 - 85.2
electrical inspector	39.4 - 53.1	45.7 - 62.3	52.9 - 72.0
electrical test engineer	66.0 - 88.5	76.0 - 103.9	88.2 - 119.5
engineering manager	78.3 - 105.9	89.6 - 123.5	103.4 - 141.4
environmental engineer	57.7 - 77.0	66.0 - 89.8	76.2 - 102.9
environmental inspector	43.9 - 56.5	48.4 - 63.4	54.0 - 71.1
estimation engineer	63.6 - 85.3	73.3 - 100.2	85.0 - 115.2
estimator	56.7 - 74.6	63.3 - 84.8	71.4 - 96.1
expediter	36.7 - 47.7	41.8 - 55.1	47.7 - 62.7
facilities engineer	60.9 - 81.9	70.3 - 96.2	81.6 - 110.1
facilities manager	55.5 - 73.2	63.4 - 85.0	72.8 - 97.2
field service engineer	48.5 - 64.7	55.3 - 75.2	63.8 - 87.2
general inspector	47.5 - 62.8	53.5 - 71.8	60.5 - 80.5
geologist	59.4 - 77.6	67.1 - 89.4	76.7 - 102.0
geophysicist	62.5 - 85.8	74.4 - 103.6	88.4 - 120.2
geotechnical engineer	60.5 - 79.1	68.4 - 91.3	78.2 - 104.0
GIS Analyst	37.5 - 49.2	41.8 - 55.8	47.1 - 62.5
health and safety manager	61.2 - 80.3	68.2 - 91.2	76.9 - 102.9
health and safety specialist	57.0 - 73.9	65.8 - 86.4	75.8 - 98.3
HVAC drafter	49.0 - 63.3	55.3 - 72.3	62.5 - 81.3
HVAC engineer	50.3 - 67.4	57.8 - 78.6	66.6 - 89.3
hydraulic engineer	61.4 - 82.5	70.9 - 97.0	82.3 - 111.0
industrial engineer	65.4 - 85.6	72.7 - 96.9	81.8 - 108.7
instrumentation and controls engineer	63.4 - 84.0	71.7 - 96.7	81.8 - 109.6
inventory analyst	47.5 - 62.4	54.0 - 72.1	61.8 - 82.5
inventory control manager	59.3 - 78.3	66.6 - 89.6	75.6 - 101.7
logistics manager	57.3 - 76.6	65.7 - 89.4	75.9 - 102.2
logistics specialist	53.0 - 71.1	60.8 - 83.1	70.3 - 94.6
maintenance engineer	49.1 - 63.8	54.9 - 72.4	61.7 - 80.8
maintenance operator	38.1 - 47.4	42.2 - 53.4	47.2 - 59.4
materials manager	76.0 - 100.3	84.1 - 113.3	94.4 - 127.8
mechanical designer	48.7 - 64.8	56.3 - 75.6	64.7 - 85.4
mechanical drafter	46.3 - 60.5	52.3 - 70.0	60.2 - 82.0



mechanical engineer	69.2 - 91.9	78.6 - 106.4	90.1 - 121.4
mechanical engineering technician	48.2 - 63.6	55.1 - 73.7	63.0 - 83.1
mining engineer	65.6 - 87.2	73.3 - 99.4	82.9 - 112.0
operations manager	74.3 - 101.7	85.0 - 118.2	97.6 - 133.7
pipeline engineer	68.4 - 89.3	77.2 - 102.9	88.3 - 118.2
piping engineer	59.6 - 78.5	66.8 - 89.7	75.8 - 101.8
planner/scheduler	36.9 - 47.4	42.1 - 54.5	47.8 - 61.6
plant engineer	69.1 - 92.2	80.3 - 109.1	93.8 - 125.4
plant manager	86.1 - 120.6	103.6 - 147.1	123.8 - 171.9
plant operator	45.3 - 61.3	52.7 - 71.8	60.7 - 81.2
process controls engineer	57.4 - 76.9	65.9 - 89.7	76.1 - 102.1
process engineer	57.4 - 76.9	65.9 - 89.7	76.1 - 102.1
procurement director	92.0 - 122.0	122.0 - 162.0	148.6 - 197.2
procurement manager	82.9 - 109.9	93.9 - 126.5	106.8 - 142.4
procurement specialist	47.0 - 61.7	52.4 - 70.2	59.2 - 79.9
production analyst	43.2 - 58.0	49.7 - 68.2	57.8 - 78.9
production engineer	60.5 - 81.0	69.5 - 94.5	80.2 - 107.6
program manager	67.2 - 87.5	76.7 - 101.6	88.1 - 116.2
project controller	50.5 - 67.6	56.8 - 77.5	64.6 - 88.3
project controls manager	80.2 - 110.8	92.8 - 130.1	107.6 - 148.6
project controls specialist	56.1 - 73.4	63.2 - 84.0	71.7 - 94.8
project coordinator	81.8 - 105.5	89.0 - 116.9	98.3 - 130.5
project director	105.8 - 128.9	132.8 - 161.8	160.7 - 195.6
project engineer	83.3 - 107.3	90.5 - 118.9	100.0 - 132.9
project manager	70.7 - 98.2	82.5 - 116.2	96.2 - 133.1
purchasing manager	82.9 - 109.9	93.9 - 126.5	106.8 - 142.4
QA/QC inspector	50.6 - 67.6	58.8 - 79.2	67.9 - 90.8
quality assurance manager	73.7 - 96.2	81.6 - 108.5	91.4 - 121.7
quality assurance/control technician	56.3 - 75.3	65.6 - 88.8	76.2 - 101.2
quality control engineer	60.9 - 80.6	68.9 - 92.9	78.6 - 105.2
quality inspector	36.3 - 46.6	40.7 - 53.3	46.1 - 60.3
reliability engineer	61.0 - 79.1	69.4 - 91.7	79.6 - 104.3
reliability manager	62.6 - 81.8	71.8 - 95.5	82.9 - 109.0
safety inspector	59.0 - 77.6	67.0 - 89.3	76.3 - 100.9
SCADA engineer	58.7 - 78.5	67.3 - 91.5	77.6 - 104.3
site supervisor	67.0 - 88.1	73.6 - 98.7	82.1 - 110.8
sourcing engineer	51.6 - 69.0	59.1 - 80.5	68.3 - 92.0
sourcing specialist	47.9 - 63.0	53.4 - 71.6	60.3 - 81.4
specification writer	49.1 - 63.7	55.7 - 73.4	63.5 - 83.0



stationary engineer	49.1 - 63.8	54.9 - 72.4	61.7 - 80.8
structural designer	46.7 - 61.3	53.0 - 70.6	60.4 - 79.9
structural engineer	60.6 - 80.7	69.0 - 93.7	79.4 - 107.0
superintendent	36.9 - 47.5	41.5 - 54.3	47.1 - 61.6
supply chain manager	76.2 - 101.8	87.3 - 118.2	99.9 - 132.9
telecommunications technician	50.3 - 65.9	57.0 - 76.0	65.1 - 86.9
transmission line engineer	71.2 - 90.4	77.2 - 99.9	85.0 - 111.0
transportation manager	72.3 - 95.9	81.9 - 110.4	93.4 - 125.6
welding inspector	48.4 - 63.6	55.0 - 73.2	62.6 - 82.8

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
controller	84.0 - 151.1	114.9 - 207.3	152.9 - 275.6
payroll director	69.7 - 94.5	88.4 - 119.9	112.0 - 152.2
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	59.0 - 70.9	62.5 - 75.0	65.8 - 79.1
accounting clerk	36.3 - 42.1	38.8 - 44.9	41.2 - 47.7
accounting manager	78.3 - 95.1	84.2 - 102.4	90.0 - 109.5
accounting supervisor	58.8 - 71.5	63.3 - 76.9	67.6 - 82.3
accounting technician	48.8 - 57.9	52.6 - 62.4	56.3 - 66.8
accounts payable clerk	38.2 - 42.9	40.2 - 47.5	43.8 - 49.5
accounts payable manager	69.7 - 84.6	76.1 - 92.5	82.4 - 100.1
accounts receivable clerk	38.1 - 41.5	40.8 - 46.1	44.4 - 50.2
accounts receivable manager	71.8 - 85.1	77.9 - 92.3	83.9 - 99.5
analyst - financial planning & analysis	80.5 - 97.8	87.0 - 105.7	93.3 - 113.4
assistant controller	86.3 - 110.2	93.6 - 119.5	100.8 - 128.7
billing specialist	34.9 - 40.9	38.3 - 44.9	41.4 - 48.5
bookkeeper	35.3 - 41.8	38.2 - 45.3	41.0 - 48.7
business analyst	64.0 - 76.9	69.3 - 83.2	74.4 - 89.4
compliance officer	80.3 - 97.9	89.8 - 109.4	98.9 - 120.4
compliance specialist	52.4 - 63.0	57.8 - 69.5	62.9 - 75.7
cost accountant	55.7 - 66.9	60.2 - 72.3	64.6 - 77.6
credit & collection specialist	34.6 - 40.0	38.1 - 44.2	41.4 - 47.9
credit and collections accountant	32.7 - 38.8	35.7 - 42.3	38.5 - 45.7
credit and collections manager	75.9 - 91.2	81.5 - 97.8	87.0 - 104.4
credit and collections supervisor	49.4 - 60.1	53.4 - 65.0	57.3 - 69.7



external auditor	58.0 - 69.6	62.4 - 74.9	66.6 - 80.1	76.4 - 91.8
financial analyst	67.7 - 81.3	72.5 - 87.2	77.2 - 92.8	88.0 - 105.8
financial reporting manager	93.9 - 114.2	100.9 - 122.7	107.7 - 131.1	124.0 - 151.1
internal audit manager	87.6 - 107.7	94.2 - 115.9	100.6 - 123.9	115.3 - 142.1
internal auditor	56.1 - 67.3	61.9 - 74.4	67.6 - 81.2	79.2 - 95.2
invoicing clerk	34.8 - 41.3	39.2 - 45.1	40.9 - 47.9	45.6 - 53.5
payroll clerk	38.8 - 45.5	42.8 - 50.2	46.4 - 54.5	53.2 - 62.4
payroll manager	66.9 - 81.2	72.3 - 87.9	77.6 - 94.3	89.0 - 108.2
payroll specialist	41.8 - 47.9	43.6 - 52.4	47.3 - 56.8	55.1 - 66.2
payroll supervisor	50.4 - 60.6	54.9 - 66.0	59.2 - 71.2	68.6 - 82.5
tax analyst	44.9 - 53.9	49.6 - 59.6	54.1 - 65.0	63.4 - 76.2
tax manager	82.9 - 102.0	89.0 - 109.5	95.0 - 117.0	109.3 - 134.7
treasury analyst	59.6 - 71.6	64.0 - 76.8	68.2 - 81.9	77.7 - 93.4

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	80.1 - 111.3	100.9 - 140.2	125.6 - 174.6
vice president human resources / CHRO	102.2 - 175.3	133.3 - 228.8	167.0 - 286.4
<b>human resources</b>	entry	mid	senior
benefits administrator	51.3 - 66.0	57.6 - 75.4	65.3 - 85.5
compensation and benefits manager	85.7 - 111.8	95.1 - 126.8	107.2 - 144.3
compensation specialist	46.4 - 61.7	53.7 - 72.5	62.2 - 82.9
health and safety advisor	57.4 - 73.3	66.2 - 85.5	76.1 - 97.2
health and safety director	78.1 - 93.7	101.6 - 122.1	121.4 - 146.0
health and safety manager	69.2 - 89.7	77.5 - 102.4	87.7 - 115.8
HRIS analyst	56.0 - 74.0	64.3 - 86.4	74.2 - 98.6
HRIS director	78.1 - 112.5	101.8 - 146.9	127.0 - 183.5
human resources assistant	39.2 - 49.0	43.5 - 55.4	48.2 - 59.7
human resources business partner	62.1 - 81.8	69.7 - 93.5	79.0 - 106.1
human resources coordinator	37.3 - 47.9	42.4 - 54.1	47.0 - 58.3
human resources director	85.8 - 119.2	110.3 - 153.6	137.5 - 191.5
human resources generalist	57.2 - 72.2	61.5 - 79.4	67.6 - 89.6
human resources manager	77.1 - 102.5	87.9 - 119.0	100.9 - 136.1
human resources supervisor	59.8 - 78.1	66.4 - 88.8	75.0 - 101.8
L&D director	84.6 - 105.3	105.9 - 132.1	135.6 - 169.3
labour relations advisor	60.7 - 81.1	69.5 - 94.6	80.2 - 108.3



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labour relations manager	84.3 - 114.8	99.3 - 137.2	116.6 - 159.3
learning and development specialist	49.1 - 64.4	55.8 - 74.7	64.1 - 84.9
recruitment coordinator	37.2 - 48.7	42.9 - 56.4	48.9 - 63.6
talent acquisition director	80.6 - 112.0	103.6 - 144.2	127.2 - 177.2
talent acquisition specialist	56.2 - 73.6	62.6 - 83.6	70.5 - 94.6
total rewards director	97.0 - 126.8	126.4 - 165.6	156.1 - 204.5
total rewards specialist	51.0 - 66.6	57.6 - 76.6	65.6 - 88.1

## industrial support

	entry	mid	senior
assembler/fabricator	15.3 - 18.8	16.7 - 21.7	18.2 - 21.7
boom truck operator	20.6 - 26.4	22.9 - 30.8	26.1 - 35.2
counterbalance forklift operator	16.2 - 18.6	17.3 - 21.6	18.9 - 24.0
delivery/courier driver	16.5 - 21.3	18.6 - 24.3	21.0 - 27.3
electronic parts assembler	15.2 - 19.2	16.6 - 21.3	18.3 - 23.4
forklift operator	15.6 - 18.6	16.9 - 21.6	18.9 - 24.0
general labourer - heavy	15.7 - 19.9	17.8 - 22.7	20.2 - 23.4
general labourer - light	13.9 - 18.4	16.8 - 21.7	19.2 - 22.3
industrial painter	16.2 - 19.3	17.8 - 23.3	20.2 - 26.2
inventory control clerk	16.5 - 19.8	18.1 - 22.8	20.2 - 25.6
janitor/custodian	12.6 - 16.0	14.5 - 18.3	16.1 - 18.7
landscaping labour	14.2 - 18.0	16.2 - 20.5	18.2 - 21.0
logistics coordinator	21.5 - 28.0	24.5 - 32.3	28.0 - 36.8
machine operator	16.9 - 20.3	18.4 - 24.6	21.1 - 27.9
machine operator assistant	15.4 - 19.1	17.4 - 22.0	19.7 - 24.5
manufacturing worker	14.6 - 18.0	16.3 - 20.4	18.4 - 23.2
material handler	14.7 - 18.3	16.3 - 21.2	18.6 - 21.8
moulding machine operator	16.3 - 20.7	18.0 - 23.9	20.4 - 26.9
order/cherry picker forklift operator	16.1 - 19.2	17.8 - 21.6	19.2 - 24.0
parts clerk	13.2 - 17.4	14.6 - 20.0	16.5 - 22.4
parts manager	22.9 - 28.8	24.8 - 32.9	28.2 - 37.4
picker/packer	13.9 - 17.0	15.1 - 19.2	16.7 - 20.9
polisher/deburrer	16.2 - 20.5	18.5 - 23.7	21.0 - 26.8
print press operator	15.2 - 19.2	17.0 - 21.9	19.1 - 24.6
production labourer	13.9 - 17.3	15.7 - 20.6	18.3 - 21.3
reach truck operator	15.8 - 18.8	17.1 - 21.8	19.1 - 24.2
sandblasting operator	15.4 - 19.1	16.7 - 21.8	18.9 - 25.0
scissor lift operator	15.4 - 18.4	16.7 - 21.3	18.7 - 23.8



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shipper/receiver	16.5 - 20.3	18.1 - 22.6	20.0 - 25.1
shipping and receiving clerk	17.1 - 21.4	19.5 - 24.7	22.2 - 28.1
warehouse labourer	14.4 - 18.5	17.0 - 21.3	19.0 - 21.7

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	65.3 - 87.5	76.6 - 104.2	89.6 - 118.9
automation engineer	59.5 - 78.8	67.5 - 91.2	77.3 - 103.9
buyer	52.5 - 69.2	59.9 - 80.4	68.9 - 92.3
chemical engineer	75.3 - 100.2	84.4 - 114.4	95.5 - 129.0
chemical technician	51.2 - 66.8	56.9 - 76.0	64.3 - 86.9
cmm programmer	44.0 - 57.1	49.3 - 64.9	55.5 - 72.7
coating inspector	33.7 - 44.2	38.3 - 51.0	43.7 - 58.0
commissioning and start up engineer	57.6 - 77.3	66.4 - 90.8	77.1 - 103.9
continuous improvement engineer	69.8 - 91.3	77.8 - 103.5	87.5 - 116.0
contracts administrator	55.2 - 73.5	62.9 - 85.2	72.1 - 97.0
controls designer/engineer	47.4 - 63.4	54.5 - 74.0	62.8 - 84.5
demand planner	45.3 - 62.7	54.6 - 75.9	64.6 - 87.2
drafter	49.5 - 62.2	55.7 - 71.2	63.2 - 80.7
electrical designer/engineer	65.7 - 87.3	74.8 - 101.4	86.1 - 116.2
electrical engineer	67.9 - 91.7	79.2 - 109.0	92.9 - 126.4
electrical engineering technician	49.9 - 64.0	56.9 - 74.2	65.2 - 84.4
electrical inspector	39.3 - 52.9	45.5 - 62.1	52.7 - 71.7
electrical test engineer	65.5 - 87.6	75.3 - 102.7	87.3 - 118.1
environmental engineer	57.3 - 76.3	65.5 - 88.9	75.5 - 101.8
environmental inspector	43.8 - 56.1	48.2 - 63.0	53.8 - 70.5
estimation engineer	63.2 - 84.5	72.7 - 99.1	84.2 - 113.9
estimator	56.4 - 73.9	62.8 - 84.0	70.9 - 95.1
field service engineer	48.4 - 64.2	55.0 - 74.6	63.4 - 86.3
general inspector	47.3 - 62.4	53.3 - 71.2	60.1 - 79.8
health and safety specialist	62.2 - 81.9	71.2 - 95.4	82.0 - 108.9
HVAC drafter	48.8 - 62.8	55.0 - 71.7	62.1 - 80.6
HVAC engineer	50.1 - 66.9	57.5 - 78.0	66.1 - 88.4
industrial engineer	64.9 - 84.7	72.1 - 95.9	81.1 - 107.5
inventory analyst	47.4 - 62.0	53.7 - 71.5	61.4 - 81.7
logistics specialist	52.7 - 70.5	60.5 - 82.3	69.7 - 93.6
manufacturing engineer	61.5 - 81.6	70.0 - 94.5	80.2 - 107.1



mechanical designer	48.5 - 64.3	56.0 - 75.0	64.2 - 84.5
mechanical drafter	46.2 - 60.1	52.0 - 69.5	59.8 - 81.3
mechanical engineer	68.6 - 90.9	77.9 - 105.2	89.2 - 119.9
mechanical engineering technician	48.1 - 63.2	54.8 - 73.1	62.6 - 82.3
planner/scheduler	36.8 - 47.2	42.0 - 54.3	47.7 - 61.4
process engineer	57.1 - 76.2	65.4 - 88.8	75.4 - 101.0
procurement specialist	46.9 - 61.3	52.1 - 69.7	58.8 - 79.2
production planner	45.4 - 60.4	52.5 - 70.3	60.1 - 78.5
project engineer	82.5 - 106.1	89.6 - 117.5	98.9 - 131.2
project manager	70.2 - 97.2	81.7 - 114.9	95.2 - 131.5
QA/QC inspector	35.3 - 45.2	39.5 - 51.7	44.8 - 58.5
quality assurance manager	73.1 - 95.2	80.9 - 107.2	90.5 - 120.2
quality assurance/control technician	56.0 - 74.6	65.1 - 87.9	75.5 - 100.1
quality control engineer	60.5 - 79.9	68.3 - 91.9	77.9 - 104.1
quality inspector	36.2 - 46.5	40.6 - 53.1	46.0 - 60.1
safety inspector	58.7 - 76.9	66.6 - 88.5	75.7 - 99.8
SCADA engineer	58.4 - 77.8	66.8 - 90.6	76.9 - 103.2
sourcing engineer	51.4 - 68.5	58.8 - 79.8	67.7 - 91.1
specification writer	48.9 - 63.3	55.4 - 72.8	63.0 - 82.2
stationary engineer	48.9 - 63.3	54.6 - 71.8	61.3 - 80.0
<b>industrial management</b>			
director of operations	118.4 - 158.7	156.1 - 209.2	164.0 - 265.3
health and safety manager	42.7 - 68.5	54.7 - 85.5	75.1 - 97.2
inventory control manager	48.0 - 77.6	66.1 - 88.7	75.0 - 100.6
machining manager	55.3 - 71.4	61.5 - 81.0	69.3 - 91.5
maintenance manager	58.6 - 77.3	67.2 - 89.4	76.4 - 99.9
maintenance supervisor	65.2 - 82.6	74.0 - 94.2	82.2 - 106.2
manufacturing director	100.4 - 122.1	130.9 - 159.2	161.8 - 196.8
materials manager	55.4 - 77.2	63.3 - 92.0	73.4 - 100.2
operations manager	73.6 - 100.6	84.2 - 116.8	96.6 - 125.1
plant manager	85.3 - 119.2	102.4 - 145.2	122.3 - 155.1
production manager	66.1 - 86.8	85.1 - 109.0	96.4 - 120.0
production supervisor	51.9 - 67.8	58.6 - 77.9	66.8 - 88.3
purchasing manager	62.2 - 88.7	72.9 - 92.1	85.0 - 120.6
site supervisor	66.5 - 87.2	73.0 - 97.7	81.4 - 109.6
supply chain manager	64.5 - 80.7	76.4 - 96.8	88.9 - 110.2
transportation manager	51.7 - 74.9	61.2 - 89.2	82.0 - 114.1
warehouse manager	58.1 - 76.0	64.7 - 86.1	72.8 - 96.9
warehouse supervisor	44.5 - 58.5	50.8 - 67.8	58.1 - 77.0



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## skilled trades

CNC machinist	34.1 - 44.5	38.5 - 51.0	43.6 - 57.6
CNC programmer	46.4 - 61.8	52.9 - 71.6	60.8 - 82.0
conventional machinist	34.1 - 44.5	38.5 - 51.0	43.6 - 57.6
electrician	49.4 - 65.1	55.6 - 74.3	62.8 - 83.7
field service technician	47.4 - 62.3	54.9 - 72.8	63.3 - 83.3
heavy equipment mechanic	47.7 - 63.6	55.4 - 74.3	63.7 - 84.8
maintenance mechanic	47.8 - 62.2	53.8 - 71.0	60.7 - 79.0
mechanical assembler	34.7 - 44.9	39.3 - 51.6	44.7 - 58.2
millwright	55.5 - 65.5	64.0 - 78.5	71.0 - 87.9
welder	40.2 - 48.2	47.4 - 60.1	51.5 - 68.0

## marketing

entry mid senior

### digital marketing

digital marketing manager	61.8 - 81.8	69.8 - 94.2	79.7 - 107.5
digital media specialist	371 - 47.9	43.4 - 57.1	50.9 - 65.5
digital specialist	44.5 - 59.3	51.7 - 70.2	60.4 - 80.5
e-commerce manager	73.0 - 96.1	81.8 - 109.8	92.9 - 125.2
marketing content manager	53.6 - 68.7	62.0 - 80.7	71.8 - 91.7
social media manager	54.8 - 76.1	66.0 - 91.9	78.1 - 106.8
web manager	61.1 - 80.1	68.1 - 91.0	76.8 - 103.1
web marketing analyst	46.9 - 62.7	54.7 - 74.0	63.6 - 84.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$

communications vice-president 95.5 - 145.6 128.9 - 197.5 166.3 - 254.9

marketing vice-president 114.4 - 177.7 162.0 - 251.5 210.4 - 326.5

### marketing and communications

entry mid senior

brand or product manager	75.4 - 97.8	84.2 - 111.1	94.9 - 124.8
brand or product manager assistant	60.3 - 81.7	70.6 - 96.7	82.1 - 110.5
communications manager	61.9 - 81.1	69.1 - 92.2	77.9 - 103.7
communications specialist	51.0 - 70.3	61.0 - 84.9	72.2 - 97.3
marketing coordinator	49.9 - 66.8	57.3 - 78.1	66.2 - 89.4
marketing director	92.1 - 124.0	106.7 - 145.7	123.6 - 166.4
marketing project manager	38.9 - 52.4	45.0 - 61.6	52.2 - 70.3
marketing specialist	43.8 - 58.6	50.3 - 68.4	57.9 - 77.7



## office & administrative support

	entry	mid	senior
<b>legal services</b>			
associate attorney	73.5 - 105.1	89.6 - 129.6	108.1 - 150.4
contract specialist	55.8 - 73.4	63.6 - 85.1	72.8 - 96.5
contracts administrator	86.1 - 109.0	96.4 - 124.6	109.3 - 142.0
data entry clerk	31.3 - 39.7	35.6 - 45.3	40.1 - 46.4
document services specialist	29.5 - 38.0	34.3 - 43.6	38.5 - 44.6
executive legal assistant	36.2 - 42.3	42.4 - 55.2	54.7 - 68.1
law clerk	41.5 - 53.5	46.8 - 65.3	64.3 - 0
lawyer - corporate	83.8 - 118.3	100.3 - 143.6	119.4 - 165.5
lawyer - practicing	80.3 - 120.0	100.5 - 150.5	122.3 - 173.5
legal assistant	34.6 - 40.4	40.1 - 53.6	52.9 - 66.4
office clerk	29.4 - 37.2	33.9 - 42.4	37.9 - 43.4
office manager	49.6 - 58.6	52.3 - 63.7	55.6 - 67.6
paralegal	43.1 - 60.2	52.5 - 73.1	62.1 - 82.8
<b>office &amp; administrative support</b>			
administrative analyst	43.4 - 56.7	48.3 - 64.3	54.4 - 72.7
administrative assistant	37.9 - 48.0	41.4 - 54.8	46.9 - 62.0
administrative assistant (bilingual)	40.2 - 47.3	43.5 - 51.3	48.2 - 56.7
administrative manager	51.8 - 66.8	56.5 - 74.3	62.6 - 83.0
benefits clerk	36.7 - 46.4	41.3 - 53.8	47.3 - 61.2
buyer assistant	36.5 - 46.9	41.8 - 54.3	47.4 - 59.9
claims supervisor	60.2 - 77.2	65.7 - 88.2	74.7 - 101.0
data entry clerk	31.3 - 39.7	35.6 - 45.3	40.1 - 46.4
dispatcher	37.2 - 46.1	40.8 - 52.6	46.0 - 59.0
document controller	31.1 - 38.2	34.3 - 43.3	38.2 - 44.3
document services specialist	30.4 - 38.0	34.3 - 43.6	38.5 - 44.6
documentation specialist	32.4 - 42.9	39.0 - 49.9	44.0 - 51.0
donor relations coordinator	47.5 - 62.7	55.3 - 74.2	64.6 - 86.1
executive assistant	50.9 - 67.5	57.6 - 79.8	67.0 - 90.9
executive assistant (bilingual)	54.2 - 61.3	57.9 - 67.3	63.4 - 72.2
file clerk	32.5 - 41.8	37.9 - 48.1	42.4 - 49.1
HR administrator	43.9 - 56.7	49.0 - 65.3	55.9 - 74.2
HR coordinator	47.6 - 61.3	52.8 - 69.7	59.3 - 80.1
HR manager	77.2 - 103.2	88.5 - 118.4	99.8 - 134.6
human resources assistant	38.9 - 49.0	43.5 - 55.4	48.2 - 59.7
insurance claims clerk	36.4 - 41.7	39.4 - 46.2	43.5 - 50.1



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invoicing clerk	35.3 - 44.4	39.5 - 50.6	44.1 - 55.0
lease administrator	35.9 - 47.5	40.7 - 54.9	46.6 - 63.5
leasing coordinator	39.8 - 46.6	41.9 - 49.9	45.5 - 54.1
legal assistant	39.2 - 52.3	48.4 - 61.3	56.7 - 71.1
logistics coordinator	44.8 - 58.2	51.0 - 67.2	58.2 - 76.6
mailroom clerk	30.7 - 37.5	34.0 - 41.8	37.2 - 42.5
office clerk	34.6 - 42.2	37.6 - 47.1	41.6 - 52.2
office manager	52.4 - 66.3	56.2 - 74.3	62.5 - 83.2
office/operations manager	53.2 - 64.1	55.2 - 67.4	59.8 - 71.7
order clerk	32.4 - 39.2	35.2 - 44.8	39.6 - 49.5
order entry clerk	32.3 - 37.2	35.3 - 40.5	38.1 - 44.1
order supervisor	48.0 - 63.3	55.8 - 74.1	64.2 - 83.3
payroll administrator	42.3 - 52.4	45.5 - 60.8	52.2 - 69.5
project coordinator	41.7 - 52.7	45.6 - 60.6	51.8 - 68.4
property administrator	39.2 - 46.4	42.3 - 50.3	45.4 - 54.2
property manager	57.9 - 76.3	65.5 - 89.1	75.6 - 102.5
receptionist	30.9 - 38.4	33.9 - 43.6	38.2 - 49.8
receptionist (bilingual)	34.2 - 38.7	37.8 - 44.3	40.6 - 48.8
sales administrator	41.3 - 55.0	47.3 - 64.6	54.8 - 73.8
sales assistant	37.2 - 46.1	40.6 - 52.4	46.1 - 60.9
service coordinator	36.2 - 46.2	39.9 - 52.9	45.3 - 60.5
supply clerk	31.9 - 40.2	35.5 - 45.4	39.6 - 50.1

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	45.2 - 56.9	49.3 - 63.2	54.5 - 70.6
account manager - software	50.6 - 63.3	54.8 - 69.9	60.3 - 78.1
business development manager	90.5 - 120.3	101.3 - 137.8	115.4 - 158.9
district sales manager	72.9 - 95.1	83.5 - 111.0	96.5 - 127.9
key accounts manager - consumer goods	65.0 - 83.9	73.4 - 96.6	83.8 - 110.1
merchandiser - consumer goods	56.5 - 74.4	63.4 - 85.2	72.1 - 97.4
sales manager	57.6 - 77.7	65.7 - 90.1	75.3 - 102.4
sales representative, account manager - channel manager	72.8 - 97.6	82.3 - 112.3	93.8 - 127.5
sales representative, account manager - consumer goods	45.8 - 58.0	50.4 - 65.0	56.1 - 72.8
sales representative, account manager - professional services	44.2 - 55.3	47.8 - 61.1	52.7 - 68.3
sales representative, account manager - telecommunications	50.2 - 62.9	54.5 - 69.6	60.1 - 77.7
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	134.6 - 194.2	180.8 - 260.8	235.5 - 339.5



industrial sales	entry	mid	senior
sales engineer - distribution	66.1 - 86.9	72.8 - 97.5	81.2 - 109.1
sales engineer - manufacturing	56.3 - 75.9	64.2 - 87.8	73.4 - 99.1
sales representative, account manager - distribution	46.3 - 58.2	50.4 - 64.6	55.8 - 72.3
sales representative, account manager - industrial equipment	44.2 - 55.4	47.9 - 61.1	52.7 - 68.3
sales representative, account manager - industrial service	49.7 - 62.3	54.0 - 69.0	59.5 - 77.0
sales representative, account manager - machinery	49.1 - 61.5	53.2 - 68.0	58.7 - 76.2
sales representative, account manager - manufacturing	44.4 - 64.4	49.1 - 72.3	54.7 - 80.6
sales representative, account manager - retail network	49.2 - 61.5	53.2 - 68.0	58.8 - 76.8
technical sales representative - manufacturing	48.9 - 64.2	56.5 - 74.6	64.8 - 86.3

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	63.4 - 82.3	71.1 - 94.0	80.5 - 106.0
application support analyst	55.8 - 73.9	64.2 - 85.5	73.2 - 96.5
automation tester	65.0 - 83.0	81.0 - 93.0	91.0 - 108.0
C++/ embedded software engineer	61.8 - 80.3	69.3 - 91.7	78.5 - 103.4
database SQL developer	56.4 - 75.3	64.7 - 87.9	74.6 - 100.2
devops development side	60.5 - 81.6	70.3 - 96.5	82.0 - 110.5
ERP developer	63.7 - 82.6	71.3 - 94.4	80.8 - 107.2
front-end developer	60.1 - 79.3	68.9 - 92.4	79.3 - 105.3
full stack developer	69.0 - 91.1	79.2 - 106.2	91.1 - 120.6
java developer	61.8 - 80.3	69.3 - 91.8	78.5 - 103.5
machine learning developer	68.8 - 102.9	92.8 - 129.3	111.0 - 133.4
manual tester	44.2 - 59.3	51.9 - 70.6	60.7 - 80.6
mobile application developer (iOS/android)	57.1 - 87.9	80.0 - 112.3	96.3 - 115.8
quality assurance manager	75.3 - 98.6	84.0 - 112.0	94.6 - 126.2
RPA developer	46.9 - 62.0	54.0 - 72.2	61.9 - 81.2
technical lead	97.8 - 132.2	111.9 - 153.9	128.6 - 174.7
UI/UX designer	56.9 - 74.3	64.3 - 85.2	72.9 - 95.5
<b>architecture</b>			
application architect	88.4 - 118.0	99.6 - 135.9	113.7 - 156.0
architect (enterprise)	86.4 - 117.1	99.3 - 136.9	114.7 - 157.7
architect (solutions/technical)	77.4 - 97.2	87.0 - 111.2	98.6 - 125.1
cloud architect	79.2 - 99.9	89.7 - 114.9	102.0 - 129.0
<b>data &amp; analytics</b>			
BI data architect	80.4 - 108.3	90.1 - 123.7	102.1 - 139.8



big data engineer	75.3 - 98.9	84.3 - 113.0	95.6 - 128.2
business intelligence developer	60.4 - 78.6	67.9 - 89.8	76.8 - 100.5
data analyst	62.2 - 83.4	71.8 - 97.9	83.1 - 111.6
data architect	65.2 - 86.6	75.3 - 101.7	87.3 - 116.3
data engineer	64.7 - 86.9	74.7 - 102.0	86.5 - 116.2
data scientist	70.5 - 95.1	81.9 - 112.1	95.2 - 127.8
database administrator	62.7 - 85.7	74.2 - 102.8	87.4 - 118.0
<b>leadership/business technology</b>			
business analyst	64.0 - 83.2	71.9 - 95.3	81.5 - 107.8
IT director	96.4 - 129.2	122.4 - 164.4	153.9 - 206.5
manager IT	84.1 - 111.8	95.8 - 130.0	110.3 - 149.5
<b>networking/infrastructure</b>			
bilingual tech support	50.0 - 58.0	55.0 - 70.0	65.0 - 80.0
cloud engineer	68.4 - 91.4	79.8 - 108.0	92.7 - 122.6
devops system side	73.3 - 102.6	86.6 - 121.9	100.8 - 138.0
help desk representative	41.9 - 56.1	48.2 - 64.9	54.8 - 72.7
information security engineer	65.9 - 88.5	76.1 - 104.0	88.2 - 118.5
information security manager	85.0 - 112.0	95.7 - 128.7	108.9 - 146.8
information security specialist	55.6 - 73.3	63.7 - 85.5	73.4 - 97.0
information systems analyst	59.3 - 76.4	65.8 - 86.4	73.9 - 97.3
linux/unix administrator	70.8 - 92.6	80.1 - 106.8	91.6 - 121.6
network administrator	56.3 - 75.6	65.1 - 88.8	75.3 - 101.5
network engineer	63.0 - 84.3	72.5 - 99.0	84.1 - 113.7
systems administrator	63.7 - 83.3	72.1 - 96.0	82.2 - 108.9
tech support	59.1 - 77.6	67.3 - 89.6	76.8 - 101.8
telecommunications analyst	58.6 - 78.4	67.3 - 91.9	78.2 - 106.3
<b>project management</b>			
business systems analyst	62.4 - 82.9	72.2 - 97.5	83.8 - 111.8
ERP project manager	86.5 - 115.7	94.4 - 129.0	104.8 - 145.0
functional analyst	51.9 - 67.7	58.4 - 77.6	66.3 - 88.3
organizational change manager (OCM)	60.5 - 81.7	70.6 - 97.5	83.3 - 114.4
product owner	70.3 - 93.1	80.8 - 108.5	93.0 - 122.8
product owner/manager	73.2 - 101.3	85.2 - 119.8	99.3 - 137.4
program manager	100.0 - 115.0	110.0 - 135.0	135.0 - 165.0
project coordinator	57.1 - 72.1	64.8 - 83.3	74.1 - 94.8
project manager (infrastructure)	86.6 - 117.6	98.2 - 136.3	112.8 - 157.0
project manager (software)	83.3 - 110.8	93.3 - 126.6	105.7 - 143.9
scrum master	67.7 - 88.5	76.5 - 102.0	87.3 - 116.5
technical writer	55.5 - 72.5	64.8 - 85.7	75.4 - 97.6



# greater moncton

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	47.5 - 58.8	50.8 - 65.8	55.9 - 74.1
call center director - operations	57.2 - 74.7	64.4 - 85.6	72.9 - 96.4
customer loyalty agent	33.5 - 44.4	38.5 - 51.6	44.2 - 59.0
customer service manager	62.3 - 82.4	70.3 - 94.9	80.3 - 108.9
customer service representative	36.5 - 40.3	36.2 - 46.1	40.7 - 50.9
customer service representative - bilingual	38.5 - 42.3	38.2 - 48.1	42.7 - 52.9
customer service supervisor	50.6 - 66.9	56.9 - 76.7	64.6 - 87.1
customer service team lead	38.9 - 44.7	39.5 - 51.0	44.6 - 57.2
customer service trainer	39.0 - 51.6	44.7 - 60.2	51.6 - 68.6
e-chat representative	35.4 - 40.1	35.0 - 45.6	39.4 - 51.4
help desk representative - level 1	40.0 - 53.8	46.1 - 62.2	52.4 - 69.7
inside sales manager	61.1 - 82.6	69.6 - 96.0	80.0 - 109.4
inside sales representative	46.5 - 58.4	50.4 - 64.6	55.7 - 72.8
junior collection agent	29.4 - 37.9	33.2 - 43.6	37.7 - 49.0
order desk	29.8 - 37.8	34.0 - 43.3	38.2 - 47.9
survey agent	29.6 - 37.4	33.6 - 42.5	37.4 - 43.4
telemarketing agent	29.5 - 37.2	32.9 - 42.7	37.5 - 49.6
telephone dispatcher	34.9 - 44.7	39.5 - 51.0	44.6 - 57.2
travel support agent	33.4 - 42.4	37.4 - 48.0	41.8 - 53.2

## industrial support

	entry	mid	senior
counterbalance forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
electronic parts assembler	15.0 - 18.2	15.8 - 20.3	17.5 - 22.3
forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
general labourer - heavy	15.0 - 18.9	16.9 - 21.6	19.2 - 22.3
general labourer - light	14.5 - 17.8	16.2 - 21.0	18.5 - 21.5
inventory control clerk	15.1 - 19.2	17.2 - 22.1	19.5 - 24.8
janitor/custodian	15.0 - 17.0	13.8 - 17.4	15.4 - 17.8
machine operator	15.3 - 20.2	17.5 - 23.5	20.1 - 26.7
machine operator assistant	15.6 - 18.4	16.8 - 21.3	19.0 - 23.7



# new brunswick

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manufacturing worker	15.0 - 17.3	15.7 - 19.7	17.7 - 22.5
material handler	15.0 - 17.7	15.8 - 20.5	18.0 - 21.1
order/cherry picker forklift operator	15.6 - 19.7	17.0 - 22.9	19.5 - 25.8
parts clerk	15.0 - 16.5	13.8 - 18.9	15.6 - 21.2
parts manager	21.0 - 27.4	23.6 - 31.5	26.9 - 35.9
picker/packer	15.0 - 16.4	14.6 - 18.5	16.1 - 20.2
polisher/deburrer	15.4 - 19.6	17.6 - 22.7	20.1 - 25.7
print press operator	15.6 - 19.5	17.4 - 22.1	19.4 - 24.8
production labourer	14.5 - 16.7	15.2 - 19.9	17.7 - 20.5
reach truck operator	15.5 - 19.6	17.1 - 22.9	19.5 - 25.8
shipping and receiving clerk	16.6 - 20.8	18.9 - 23.9	21.5 - 27.3
warehouse labourer	15.0 - 17.9	16.4 - 20.5	18.3 - 21.0

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	59.3 - 78.8	67.1 - 90.9	76.7 - 104.0
digital media specialist	35.5 - 46.0	41.7 - 54.8	48.9 - 63.0
digital specialist	42.7 - 57.0	49.7 - 67.4	58.0 - 77.4
e-commerce manager	70.1 - 92.7	78.7 - 106.3	89.6 - 121.4
marketing content manager	51.6 - 66.2	59.8 - 77.7	69.2 - 88.2
social media manager	52.7 - 73.2	63.4 - 88.6	75.1 - 103.3
web manager	58.7 - 77.1	65.4 - 87.8	73.9 - 99.7
web marketing analyst	44.9 - 60.0	52.4 - 71.1	61.0 - 81.1
<b>executive positions (company revenue)</b>			
communications vice-president	90.4 - 139.6	123.3 - 190.4	159.6 - 246.3
marketing vice-president	110.8 - 173.3	157.7 - 246.4	205.7 - 321.0
<b>marketing and communications</b>			
brand or product manager	72.5 - 94.5	81.0 - 107.5	91.5 - 121.0
brand or product manager assistant	57.6 - 78.6	67.6 - 93.3	78.9 - 107.0
communications manager	59.4 - 78.0	66.3 - 88.8	74.8 - 100.1
communications specialist	49.3 - 68.1	59.1 - 82.4	70.0 - 94.6
marketing coordinator	47.9 - 64.2	55.1 - 75.1	63.6 - 85.9
marketing director	88.8 - 120.2	103.1 - 141.6	119.9 - 162.1
marketing project manager	37.3 - 50.3	43.2 - 59.1	50.1 - 67.6
marketing specialist	42.0 - 56.3	48.3 - 65.7	55.6 - 74.7



## office & administrative support

	entry	mid	senior
administrative assistant	35.7 - 46.4	40.0 - 53.0	45.4 - 60.1
administrative assistant (bilingual)	36.7 - 39.0	38.0 - 43.9	42.0 - 48.5
benefits clerk	34.6 - 44.8	39.8 - 52.1	45.7 - 59.4
contracts administrator	83.0 - 105.3	93.0 - 120.6	105.6 - 137.7
data entry clerk	30.4 - 38.4	34.5 - 43.9	38.8 - 45.0
dispatcher	34.9 - 44.7	39.5 - 51.0	44.6 - 57.2
document controller	29.1 - 36.9	33.1 - 41.8	36.9 - 42.8
executive assistant	47.6 - 65.5	55.8 - 77.5	64.9 - 88.4
executive assistant (bilingual)	45.0 - 50.0	47.0 - 51.0	52.0 - 56.0
file clerk	30.8 - 40.3	36.5 - 46.5	40.9 - 47.5
HR administrator	41.5 - 54.5	47.1 - 62.7	53.7 - 71.3
HR coordinator	37.9 - 43.0	45.0 - 49.0	51.0 - 62.0
human resources assistant	36.9 - 47.4	42.0 - 53.6	46.6 - 57.9
invoicing clerk	33.2 - 42.8	38.0 - 48.9	42.5 - 53.2
lease administrator	34.2 - 45.4	38.8 - 52.6	44.6 - 60.9
legal assistant	41.7 - 58.4	50.9 - 71.1	60.3 - 80.6
logistics coordinator	43.4 - 56.5	49.5 - 65.2	56.5 - 74.4
mailroom clerk	29.2 - 36.3	32.9 - 40.5	36.0 - 41.2
office clerk	33.0 - 40.9	36.4 - 45.7	40.2 - 50.6
office manager	49.1 - 63.9	54.0 - 71.7	60.2 - 80.4
order clerk	29.8 - 37.8	34.0 - 43.3	38.2 - 47.9
order entry clerk	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
payroll administrator	38.1 - 50.3	43.5 - 58.4	50.0 - 66.8
project coordinator	39.0 - 51.2	44.2 - 58.8	50.3 - 66.3
receptionist	29.6 - 37.1	32.7 - 42.1	36.9 - 48.2
receptionist (bilingual)	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
sales administrator	39.2 - 52.8	45.4 - 62.1	52.6 - 70.9
sales assistant	35.4 - 44.5	39.1 - 50.6	44.5 - 58.9
service coordinator	34.4 - 44.8	38.6 - 51.3	43.9 - 58.7
virtual assistant	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3
virtual receptionist	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.4 - 54.9	47.5 - 61.1	52.6 - 68.4
account manager - software	48.7 - 61.2	52.8 - 67.7	58.3 - 75.8
business development manager	87.2 - 116.3	97.7 - 133.4	111.4 - 154.3
district sales manager	70.1 - 91.8	80.4 - 107.4	93.1 - 124.0
key accounts manager - consumer goods	62.8 - 81.5	71.2 - 94.1	81.4 - 107.4
merchandiser - consumer goods	54.3 - 71.5	60.9 - 81.9	69.2 - 93.7
sales manager	55.4 - 74.8	63.1 - 86.9	72.4 - 99.0
sales representative, account manager - channel manager	70.0 - 94.3	79.2 - 108.8	90.5 - 123.7
sales representative, account manager - consumer goods	44.4 - 56.4	49.0 - 63.2	54.5 - 70.7
sales representative, account manager - professional services	42.0 - 52.8	45.5 - 58.3	50.2 - 65.4
sales representative, account manager - telecommunications	48.4 - 60.8	52.5 - 67.4	58.0 - 75.4
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	130.6 - 189.6	176.3 - 255.7	230.5 - 334.1
<b>industrial sales</b>			
sales engineer - distribution	63.9 - 84.3	70.4 - 94.7	78.7 - 106.1
sales engineer - manufacturing	54.4 - 73.5	62.1 - 85.2	71.0 - 96.3
sales representative, account manager - distribution	44.1 - 55.6	48.0 - 61.8	53.2 - 69.4
sales representative, account manager - industrial equipment	42.5 - 53.4	46.1 - 59.1	50.8 - 66.1
sales representative, account manager - industrial service	47.3 - 59.6	51.4 - 66.1	56.8 - 74.0
sales representative, account manager - machinery	47.3 - 59.4	51.3 - 65.8	56.7 - 73.9
sales representative, account manager - manufacturing	42.7 - 62.3	47.2 - 70.1	52.7 - 78.3
sales representative, account manager - retail network	47.4 - 59.4	51.2 - 65.8	56.7 - 74.5
technical sales representative - manufacturing	46.5 - 61.9	53.0 - 72.0	61.1 - 83.5

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	60.7 - 79.2	68.2 - 90.7	77.4 - 102.5
application support analyst	53.4 - 70.9	61.5 - 82.4	70.3 - 93.2
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	59.2 - 77.2	66.5 - 88.4	75.4 - 99.9
database SQL developer	54.0 - 72.4	62.0 - 84.7	71.6 - 96.8
devops development side	58.0 - 78.5	67.5 - 93.1	78.9 - 106.9



ERP developer	61.1 - 79.5	68.4 - 91.0	77.7 - 103.7
front-end developer	57.6 - 76.2	66.1 - 89.1	76.2 - 101.8
full stack developer	66.2 - 87.8	76.1 - 102.7	87.8 - 116.9
java developer	59.3 - 77.2	66.5 - 88.5	75.5 - 100.0
machine learning developer	66.0 - 99.5	89.5 - 125.4	107.4 - 129.5
manual tester	42.6 - 57.6	50.3 - 68.7	59.0 - 78.6
mobile application developer (iOS/android)	54.6 - 84.7	76.9 - 108.7	92.9 - 112.1
quality assurance manager	72.5 - 95.1	80.9 - 108.2	91.3 - 122.1
RPA developer	44.9 - 59.4	51.6 - 69.3	59.3 - 78.1
technical lead	94.4 - 128.1	108.2 - 149.4	124.6 - 170.0
UI/UX designer	54.5 - 71.3	61.6 - 82.0	70.0 - 92.2
<b>architecture</b>			
application architect	85.2 - 114.2	96.1 - 131.7	109.9 - 151.6
architect (enterprise)	83.2 - 113.4	95.9 - 132.9	111.1 - 153.5
architect (solutions/technical)	74.4 - 93.8	83.8 - 107.6	95.2 - 121.3
cloud architect	76.1 - 96.5	86.4 - 111.3	98.6 - 125.1
<b>data &amp; analytics</b>			
BI data architect	77.2 - 104.5	86.7 - 119.6	98.4 - 135.5
big data engineer	72.3 - 95.5	81.1 - 109.4	92.2 - 124.4
business intelligence developer	57.9 - 75.5	65.1 - 86.5	73.8 - 97.1
data analyst	59.6 - 80.3	68.9 - 94.5	80.0 - 108.0
data architect	63.4 - 84.3	73.2 - 99.1	85.0 - 113.4
data engineer	62.0 - 83.7	71.7 - 98.5	83.3 - 112.5
data scientist	67.6 - 91.7	78.7 - 108.5	91.8 - 124.0
database administrator	60.1 - 82.5	71.3 - 99.3	84.2 - 114.4
<b>leadership/business technology</b>			
business analyst	61.4 - 80.1	69.0 - 91.9	78.4 - 104.3
IT director	93.0 - 125.1	118.5 - 159.8	149.4 - 201.5
manager IT	81.0 - 108.1	92.5 - 126.0	106.6 - 145.2
<b>networking/infrastructure</b>			
cloud engineer	65.6 - 88.1	76.7 - 104.5	89.4 - 118.8
devops system side	70.4 - 99.1	83.4 - 118.1	97.4 - 134.1
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	63.2 - 85.3	73.1 - 100.5	85.0 - 114.8
information security manager	81.9 - 108.3	92.3 - 124.6	105.3 - 142.5
information security specialist	53.2 - 70.4	61.1 - 82.3	70.4 - 93.6
information systems analyst	56.8 - 73.4	63.0 - 83.2	70.9 - 93.9
linux/unix administrator	67.9 - 89.3	77.0 - 103.3	88.3 - 117.9
network administrator	53.9 - 72.6	62.4 - 85.5	72.4 - 98.1



# new brunswick

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network engineer	60.3 - 81.1	69.5 - 95.6	80.9 - 110.1
systems administrator	61.0 - 80.1	69.2 - 92.6	79.1 - 105.4
tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
telecommunications analyst	56.1 - 75.3	64.5 - 88.6	75.1 - 102.8
<b>project management</b>			
business systems analyst	59.8 - 79.7	69.3 - 94.1	80.6 - 108.2
ERP project manager	83.3 - 111.9	91.0 - 124.9	101.2 - 140.6
functional analyst	50.5 - 65.8	56.8 - 75.4	77.7 - 103.4
organizational change manager (OCM)	63.5 - 85.2	73.8 - 101.4	86.8 - 118.7
product owner	68.2 - 90.5	78.5 - 105.6	90.4 - 119.8
product owner/manager	70.3 - 97.7	82.0 - 115.8	95.7 - 133.1
project coordinator	54.7 - 69.2	62.1 - 80.1	71.1 - 91.5
project manager (infrastructure)	83.4 - 113.7	94.8 - 132.2	109.1 - 152.5
project manager (software)	80.3 - 107.1	90.0 - 122.6	102.1 - 139.6
scrum master	65.6 - 86.0	74.3 - 99.2	84.9 - 113.5
technical writer	53.7 - 70.2	62.7 - 83.2	73.1 - 94.8



# saint john

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	47.7 - 59.2	51.2 - 64.9	57.0 - 74.1
call center director - operations	58.2 - 75.9	65.4 - 86.9	74.1 - 97.8
customer loyalty agent	33.9 - 44.9	38.9 - 52.2	44.7 - 59.6
customer service manager	63.8 - 84.5	72.0 - 97.3	82.3 - 111.8
customer service representative	31.7 - 40.6	35.3 - 46.1	39.8 - 52.0
customer service representative - bilingual	33.7 - 42.6	37.3 - 48.1	41.8 - 54.0
customer service supervisor	51.6 - 68.1	58.1 - 78.0	65.8 - 88.5
customer service team lead	39.8 - 46.2	43.3 - 51.8	49.8 - 63.2
customer service trainer	39.2 - 51.9	45.0 - 60.6	52.0 - 69.1
e-chat representative	34.6 - 40.6	35.3 - 46.1	39.8 - 52.0
help desk representative - level 1	40.5 - 54.6	46.8 - 63.3	53.3 - 71.0
inside sales manager	62.1 - 83.9	70.8 - 97.4	81.2 - 110.8
inside sales representative	46.7 - 58.7	50.6 - 64.9	56.0 - 73.1
junior collection agent	29.7 - 38.4	33.7 - 44.3	38.2 - 49.8
order desk	30.1 - 38.2	34.3 - 43.8	38.6 - 48.5
survey agent	29.8 - 37.8	33.9 - 42.9	37.8 - 43.9
telemarketing agent	29.5 - 37.2	32.9 - 42.7	37.5 - 49.6
telephone dispatcher	35.4 - 45.3	40.1 - 51.8	45.2 - 58.1
travel support agent	33.7 - 42.9	37.8 - 48.5	42.3 - 53.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	77.5 - 108.5	98.2 - 137.2	122.7 - 171.5
vice president human resources / CHRO	101.2 - 174.4	132.4 - 228.0	166.1 - 285.7
human resources	entry	mid	senior
benefits administrator	50.1 - 64.5	56.3 - 73.9	63.9 - 83.9
compensation and benefits manager	84.6 - 110.9	94.1 - 125.9	106.3 - 143.3
compensation specialist	45.2 - 60.3	52.4 - 71.0	60.8 - 81.3
health and safety advisor	55.7 - 72.1	64.2 - 84.3	74.0 - 95.9
health and safety director	77.0 - 92.7	100.7 - 121.2	120.5 - 145.0



# new brunswick

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health and safety manager	68.1 - 88.7	76.4 - 101.5	86.7 - 114.9
HRIS analyst	54.4 - 72.3	62.7 - 84.8	72.6 - 97.0
HRIS director	77.1 - 111.6	100.8 - 145.9	126.1 - 182.6
human resources assistant	37.3 - 48.0	42.4 - 54.3	47.1 - 58.5
human resources business partner	60.7 - 80.2	68.2 - 91.9	77.4 - 104.4
human resources coordinator	36.4 - 46.8	41.4 - 52.9	46.0 - 57.2
human resources director	84.8 - 118.3	109.4 - 152.7	136.6 - 190.7
human resources generalist	55.9 - 70.7	60.1 - 77.8	66.1 - 87.9
human resources manager	76.1 - 101.6	86.9 - 118.1	100.0 - 135.1
human resources supervisor	58.4 - 76.6	64.9 - 87.1	73.5 - 100.1
Human Resources Technician	44.6 - 58.5	49.7 - 66.5	56.2 - 76.1
L&D director	83.5 - 104.4	105.0 - 131.1	134.7 - 168.4
labour relations advisor	59.3 - 79.5	68.0 - 93.0	78.6 - 106.6
labour relations manager	83.2 - 113.8	98.3 - 136.2	115.7 - 158.3
learning and development specialist	48.0 - 63.2	54.7 - 73.3	62.8 - 83.4
learning experience designer	46.3 - 60.3	52.0 - 69.1	59.1 - 78.8
recruitment coordinator	36.3 - 47.7	41.8 - 55.3	47.8 - 62.4
talent acquisition director	79.6 - 111.1	102.7 - 143.3	126.3 - 176.3
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	96.0 - 125.9	125.4 - 164.7	155.2 - 203.6
total rewards specialist	49.8 - 65.2	56.2 - 75.1	64.2 - 86.5

## industrial support

	entry	mid	senior
counterbalance forklift operator	15.6 - 19.7	17.0 - 22.9	19.5 - 25.8
electronic parts assembler	15.6 - 19.7	17.0 - 22.9	19.5 - 25.8
forklift operator	15.0 - 19.7	17.0 - 22.9	19.5 - 25.8
general labourer - heavy	15.0 - 18.9	16.9 - 21.6	19.2 - 22.3
general labourer - light	14.5 - 17.8	16.2 - 21.0	18.5 - 21.5
inventory control clerk	15.1 - 19.2	17.2 - 22.1	19.5 - 24.8
janitor/custodian	15.0 - 17.0	13.8 - 17.4	15.4 - 17.8
machine operator	15.4 - 20.5	17.7 - 23.8	20.3 - 27.1
machine operator assistant	15.0 - 18.6	17.0 - 21.5	19.2 - 23.9
manufacturing worker	15.0 - 17.5	15.8 - 19.9	17.9 - 22.7
material handler	15.0 - 17.9	16.0 - 20.8	18.2 - 21.4
order/cherry picker forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
parts clerk	15.0 - 16.6	13.9 - 19.1	15.7 - 21.4
parts manager	21.2 - 27.7	23.9 - 31.8	27.1 - 36.3



# new brunswick

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picker/packer	15.0 - 16.6	14.7 - 18.8	16.3 - 20.5
polisher/deburrer	15.7 - 20.0	18.0 - 23.1	20.5 - 26.2
print press operator	15.6 - 19.5	17.4 - 22.1	19.4 - 24.8
production labourer	15.0 - 16.9	15.4 - 20.2	17.9 - 20.8
reach truck operator	15.5 - 19.6	17.1 - 22.9	19.5 - 25.8
shipping and receiving clerk	16.8 - 21.0	19.1 - 24.3	21.8 - 27.7
warehouse labourer	14.1 - 18.1	16.6 - 20.8	18.6 - 21.3

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.3 - 80.0	68.2 - 92.2	77.9 - 105.3
digital media specialist	36.0 - 46.7	42.3 - 55.7	49.7 - 64.1
digital specialist	43.3 - 58.0	50.5 - 68.7	59.0 - 79.0
e-commerce manager	71.3 - 94.0	79.9 - 107.7	90.9 - 122.9
marketing content manager	52.1 - 66.9	60.3 - 78.6	69.9 - 89.3
social media manager	53.6 - 74.3	64.5 - 89.9	76.3 - 104.7
web manager	59.7 - 78.3	66.5 - 89.1	75.0 - 101.0
web marketing analyst	45.5 - 61.1	53.2 - 72.4	62.1 - 82.7
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	91.6 - 141.4	125.0 - 192.8	161.7 - 249.1
marketing vice-president	112.2 - 175.3	159.7 - 248.9	207.9 - 324.0
<b>marketing and communications</b>			
brand or product manager	73.7 - 95.8	82.3 - 108.9	92.8 - 122.5
brand or product manager assistant	58.1 - 79.3	68.2 - 94.1	79.6 - 107.9
communications manager	60.0 - 78.8	67.0 - 89.6	75.7 - 100.9
communications specialist	49.7 - 68.7	59.6 - 83.1	70.6 - 95.4
marketing coordinator	48.7 - 65.4	56.0 - 76.6	64.8 - 87.7
marketing director	90.1 - 121.7	104.5 - 143.4	121.4 - 164.0
marketing project manager	37.9 - 51.2	43.9 - 60.1	51.0 - 68.7
marketing specialist	42.6 - 57.3	49.1 - 66.9	56.6 - 76.2

## office & administrative support

	entry	mid	senior
administrative assistant	35.7 - 46.4	40.0 - 53.0	45.4 - 60.1
administrative assistant (bilingual)	36.7 - 39.0	38.0 - 43.9	42.0 - 48.5
benefits clerk	34.6 - 44.8	39.8 - 52.1	45.7 - 59.4



# new brunswick

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contracts administrator	83.0 - 105.3	93.0 - 120.6	105.6 - 137.7
data entry clerk	30.4 - 38.4	34.5 - 43.9	38.8 - 45.0
dispatcher	34.9 - 44.7	39.5 - 51.0	44.6 - 57.2
document controller	29.1 - 36.9	33.1 - 41.8	36.9 - 42.8
executive assistant	47.6 - 65.5	55.8 - 77.5	64.9 - 88.4
executive assistant (bilingual)	45.0 - 50.0	47.0 - 51.0	52.0 - 56.0
file clerk	30.8 - 40.3	36.5 - 46.5	40.9 - 47.5
HR administrator	41.5 - 54.5	47.1 - 62.7	53.7 - 71.3
HR coordinator	37.9 - 43.0	45.0 - 49.0	51.0 - 62.0
human resources assistant	36.9 - 47.4	42.0 - 53.6	46.6 - 57.9
invoicing clerk	33.2 - 42.8	38.0 - 48.9	42.5 - 53.2
lease administrator	34.2 - 45.4	38.8 - 52.6	44.6 - 60.9
legal assistant	41.7 - 58.4	50.9 - 71.1	60.3 - 80.6
logistics coordinator	43.4 - 56.5	49.5 - 65.2	56.5 - 74.4
mailroom clerk	29.2 - 36.3	32.9 - 40.5	36.0 - 41.2
office clerk	33.0 - 40.9	36.4 - 45.7	40.2 - 50.6
office manager	49.1 - 63.9	54.0 - 71.7	60.2 - 80.4
order clerk	29.8 - 37.8	34.0 - 43.3	38.2 - 47.9
payroll administrator	38.1 - 50.3	43.5 - 58.4	50.0 - 66.8
project coordinator	39.0 - 51.2	44.2 - 58.8	50.3 - 66.3
receptionist	29.6 - 37.1	32.7 - 42.1	36.9 - 48.2
receptionist (bilingual)	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
sales administrator	39.2 - 52.8	45.4 - 62.1	52.6 - 70.9
sales assistant	35.4 - 44.5	39.1 - 50.6	44.5 - 58.9
service coordinator	34.4 - 44.8	38.6 - 51.3	43.9 - 58.7
virtual assistant	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3
virtual receptionist	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.7 - 55.2	47.7 - 61.4	52.9 - 68.7
account manager - software	49.0 - 61.5	53.1 - 68.0	58.6 - 76.0
business development manager	88.0 - 117.2	98.5 - 134.4	112.3 - 155.4
district sales manager	71.2 - 93.1	81.6 - 108.8	94.5 - 125.6
key accounts manager - consumer goods	63.1 - 81.6	71.4 - 94.1	81.6 - 107.3
merchandiser - consumer goods	55.2 - 72.9	62.0 - 83.6	70.6 - 95.7
sales manager	56.3 - 76.0	64.2 - 88.2	73.5 - 100.3



# new brunswick

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sales representative, account manager - channel manager	71.1 - 95.6	80.4 - 110.2	91.8 - 125.2
sales representative, account manager - consumer goods	44.7 - 56.8	49.3 - 63.7	54.9 - 71.3
sales representative, account manager - professional services	42.5 - 53.3	46.0 - 58.8	50.7 - 65.9
sales representative, account manager - telecommunications	48.6 - 61.1	52.8 - 67.7	58.3 - 75.6
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	132.3 - 191.8	178.4 - 258.3	233.0 - 337.0
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	63.8 - 84.1	70.4 - 94.4	78.5 - 105.6
sales engineer - manufacturing	54.4 - 73.4	62.0 - 85.0	71.0 - 95.9
sales representative, account manager - distribution	44.5 - 56.1	48.5 - 62.3	53.7 - 69.9
sales representative, account manager - industrial equipment	42.7 - 53.7	46.3 - 59.4	51.1 - 66.4
sales representative, account manager - industrial service	47.8 - 60.1	51.9 - 66.6	57.3 - 74.5
sales representative, account manager - machinery	47.6 - 59.7	51.6 - 66.1	56.9 - 74.1
sales representative, account manager - manufacturing	42.9 - 62.6	47.5 - 70.3	53.0 - 78.5
sales representative, account manager - retail network	47.6 - 59.7	51.5 - 66.1	57.0 - 74.8
technical sales representative - manufacturing	47.3 - 63.0	53.9 - 73.3	62.2 - 85.0

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	61.8 - 80.7	69.5 - 92.4	78.8 - 104.4
application support analyst	54.3 - 72.2	62.6 - 83.9	71.6 - 94.9
C++/ embedded software engineer	60.2 - 78.7	67.7 - 90.1	76.9 - 101.7
database SQL developer	54.9 - 73.7	63.1 - 86.3	73.0 - 98.6
devops development side	59.0 - 80.0	68.7 - 94.9	80.4 - 108.9
ERP developer	62.1 - 81.0	69.7 - 92.8	79.2 - 105.6
front-end developer	58.5 - 77.7	67.3 - 90.8	77.7 - 103.7
full stack developer	67.4 - 89.5	77.5 - 104.6	89.5 - 119.0
java developer	60.3 - 78.7	67.7 - 90.1	76.9 - 101.9
machine learning developer	67.2 - 101.3	91.2 - 127.6	109.4 - 131.7
manual tester	43.1 - 58.2	50.8 - 69.3	59.6 - 79.4
mobile application developer (iOS/android)	55.5 - 86.3	78.4 - 110.6	94.7 - 114.1
quality assurance manager	74.3 - 97.6	82.9 - 111.0	93.6 - 125.2
RPA developer	45.5 - 60.5	52.4 - 70.6	60.3 - 79.6
technical lead	96.8 - 131.2	111.0 - 152.9	127.7 - 173.8
UI/UX designer	55.4 - 72.7	62.7 - 83.6	71.3 - 93.9
<b>architecture</b>			
application architect	87.4 - 117.1	98.6 - 134.9	112.8 - 155.1



# new brunswick

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architect (enterprise)	84.8 - 115.4	97.7 - 135.2	113.1 - 156.0
architect (solutions/technical)	75.8 - 95.6	85.4 - 109.6	97.0 - 123.4
cloud architect	77.6 - 98.3	88.0 - 113.3	100.4 - 127.3
<b>data &amp; analytics</b>			
BI data architect	78.1 - 105.4	87.6 - 120.5	99.3 - 136.5
big data engineer	73.7 - 97.3	82.7 - 111.4	94.0 - 126.5
business intelligence developer	58.8 - 77.0	66.3 - 88.2	75.2 - 98.9
data analyst	60.6 - 81.8	70.1 - 96.3	81.5 - 110.0
data architect	64.2 - 85.4	74.2 - 100.4	86.1 - 114.9
data engineer	63.1 - 85.3	73.1 - 100.4	84.9 - 114.5
data scientist	68.9 - 93.4	80.2 - 110.5	93.6 - 126.1
database administrator	61.1 - 84.1	72.6 - 101.2	85.8 - 116.4
<b>leadership/business technology</b>			
business analyst	62.4 - 81.6	70.3 - 93.6	79.9 - 106.2
IT director	95.4 - 128.3	121.5 - 163.5	152.9 - 205.6
manager IT	83.1 - 110.9	94.9 - 129.1	109.4 - 148.6
<b>networking/infrastructure</b>			
bilingual tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
cloud engineer	66.8 - 89.8	78.2 - 106.4	91.1 - 120.9
devops system side	71.7 - 101.0	84.9 - 120.2	99.2 - 136.3
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	64.4 - 86.9	74.5 - 102.4	86.6 - 116.8
information security manager	83.9 - 111.1	94.7 - 127.8	108.0 - 145.9
information security specialist	54.1 - 71.7	62.1 - 83.9	71.7 - 95.4
information systems analyst	57.7 - 74.8	64.2 - 84.8	72.2 - 95.7
linux/unix administrator	69.2 - 91.0	78.5 - 105.2	89.9 - 119.9
network administrator	54.8 - 74.0	63.5 - 87.1	73.7 - 99.9
network engineer	61.4 - 82.7	70.8 - 97.3	82.4 - 112.1
systems administrator	62.1 - 81.7	70.5 - 94.3	80.6 - 107.3
tech support	57.6 - 76.0	65.7 - 88.0	75.2 - 100.2
telecommunications analyst	57.1 - 76.7	65.7 - 90.3	76.5 - 104.7
<b>project management</b>			
business systems analyst	60.8 - 81.2	70.6 - 95.9	82.2 - 110.2
ERP project manager	85.4 - 114.8	93.4 - 128.1	103.9 - 144.0
functional analyst	51.2 - 66.7	57.5 - 76.4	77.7 - 103.4
organizational change manager (OCM)	63.5 - 85.2	73.8 - 101.4	86.8 - 118.7
product owner	69.3 - 91.7	79.6 - 107.0	91.6 - 121.2
product owner/manager	71.1 - 98.5	82.8 - 116.7	96.6 - 134.1
program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8



## new brunswick

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project coordinator	55.6 - 70.5	63.2 - 81.7	72.5 - 93.2
project manager (infrastructure)	85.5 - 116.7	97.3 - 135.4	111.9 - 156.1
project manager (software)	82.3 - 109.9	92.3 - 125.6	104.8 - 142.9
scrum master	66.6 - 87.2	75.4 - 100.5	86.1 - 114.9
technical writer	54.2 - 70.8	63.3 - 83.9	73.7 - 95.6



# York Region

## Human Resources

Executive Positions (Company Revenue)	10 M\$	100 M\$	1000 M\$
Diversity & Inclusion Director	76.9 - 107.8	97.5 - 136.5	122.0 - 170.7
Vice President Human Resources / CHRO	99.0 - 171.3	129.8 - 224.5	163.2 - 281.7
<b>Human Resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
Benefits Administrator	49.5 - 63.8	55.6 - 73.0	63.1 - 83.0
Compensation and Benefits Manager	82.8 - 108.5	92.1 - 123.3	104.0 - 140.6
Compensation Specialist	44.7 - 59.6	51.8 - 70.1	60.1 - 80.4
Health and Safety Advisor	54.9 - 71.3	63.4 - 83.5	73.1 - 95.1
Health and Safety Director	75.4 - 90.7	98.5 - 118.7	117.9 - 142.3
Health and Safety Manager	66.7 - 86.8	74.8 - 99.2	84.8 - 112.4
HRIS Analyst	53.8 - 71.5	62.0 - 83.9	71.7 - 96.1
HRIS Director	75.5 - 109.2	98.6 - 143.2	123.5 - 179.5
Human Resources Assistant	36.8 - 47.4	41.9 - 53.7	46.5 - 57.9
Human Resources Business Partner	60.0 - 79.3	67.4 - 90.9	76.5 - 103.4
Human Resources Coordinator	35.9 - 46.2	40.9 - 52.3	45.4 - 56.5
Human Resources Director	83.0 - 115.8	107.0 - 149.9	133.9 - 187.5
Human Resources Generalist	55.2 - 69.9	59.4 - 76.9	65.3 - 87.0
Human Resources Manager	74.5 - 99.4	85.0 - 115.6	97.8 - 132.5
Human Resources Supervisor	57.7 - 75.7	64.1 - 86.2	72.6 - 99.1
Human Resources Technician	44.0 - 57.9	49.1 - 65.9	55.6 - 75.5
L&D Director	81.8 - 102.1	102.7 - 128.5	132.0 - 165.4
Labour Relations Advisor	58.6 - 78.6	67.2 - 92.0	77.7 - 105.5
Labour Relations Manager	81.5 - 111.4	96.2 - 133.5	113.3 - 155.5
Learning and Development Specialist	47.2 - 62.2	53.8 - 72.3	61.8 - 82.3
Learning Experience Designer	45.4 - 59.4	51.1 - 68.1	58.2 - 77.8
Recruitment Coordinator	35.8 - 47.1	41.3 - 54.7	47.2 - 61.8
Talent Acquisition Director	77.9 - 108.7	100.5 - 140.5	123.7 - 173.2
Talent Acquisition Specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
Total Rewards Director	93.9 - 123.3	122.8 - 161.7	152.4 - 200.3
Total Rewards Specialist	49.2 - 64.4	55.5 - 74.2	63.4 - 85.5



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.4 - 80.1	68.2 - 92.4	78.0 - 105.6
digital media specialist	35.6 - 46.2	41.8 - 55.1	49.1 - 63.3
digital specialist	42.8 - 57.3	49.9 - 67.9	58.3 - 78.1
e-commerce manager	71.4 - 94.2	80.1 - 107.9	91.0 - 123.1
marketing content manager	51.7 - 66.3	59.8 - 78.1	69.4 - 89.0
social media manager	53.6 - 74.4	64.6 - 90.1	76.4 - 104.9
web manager	59.7 - 78.5	66.6 - 89.2	75.2 - 101.2
web marketing analyst	45.0 - 60.3	52.6 - 71.5	61.3 - 81.8
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	91.0 - 140.7	124.3 - 191.8	160.9 - 247.9
marketing vice-president	112.5 - 175.5	159.9 - 249.0	208.1 - 323.9
<b>marketing and communications</b>			
brand or product manager	73.8 - 96.0	82.4 - 109.1	93.0 - 122.8
brand or product manager assistant	58.0 - 79.1	68.1 - 93.9	79.5 - 107.6
communications manager	59.4 - 78.1	66.3 - 89.0	75.0 - 100.4
communications specialist	49.4 - 68.3	59.2 - 82.6	70.2 - 94.7
marketing coordinator	48.1 - 64.6	55.3 - 75.7	64.0 - 86.8
marketing director	90.2 - 122.0	104.7 - 143.6	121.6 - 164.3
marketing project manager	37.8 - 51.1	43.9 - 60.1	50.9 - 68.8
marketing specialist	42.1 - 56.6	48.5 - 66.1	55.9 - 75.3

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.9 - 55.5	48.0 - 61.7	53.1 - 69.1
account manager - software	49.2 - 61.8	53.4 - 68.4	58.9 - 76.6
business development manager	87.4 - 116.8	98.0 - 134.0	111.9 - 155.0
district sales manager	71.3 - 93.3	81.8 - 109.0	94.6 - 125.8
key accounts manager - consumer goods	63.5 - 82.3	71.9 - 95.0	82.3 - 108.5
merchandiser - consumer goods	54.5 - 72.0	61.2 - 82.7	69.7 - 94.7
sales manager	56.3 - 76.1	64.2 - 88.3	73.7 - 100.5
sales representative, account manager - channel manager	71.2 - 95.8	80.6 - 110.4	92.0 - 125.4
sales representative, account manager - consumer goods	44.0 - 56.0	48.5 - 62.8	54.1 - 70.3



# new brunswick

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sales representative, account manager - professional services	42.3 - 53.2	45.8 - 58.9	50.6 - 66.0
sales representative, account manager - telecommunications	48.9 - 61.5	53.1 - 68.1	58.6 - 76.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	132.5 - 192.0	178.6 - 258.3	233.1 - 336.9
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	63.5 - 84.0	70.1 - 94.5	78.4 - 106.0
sales engineer - manufacturing	54.0 - 73.2	61.7 - 85.0	70.7 - 96.0
sales representative, account manager - distribution	44.4 - 56.1	48.4 - 62.3	53.6 - 70.0
sales representative, account manager - industrial equipment	42.9 - 54.0	46.6 - 59.7	51.4 - 66.8
sales representative, account manager - industrial service	47.7 - 60.1	51.9 - 66.7	57.3 - 74.6
sales representative, account manager - machinery	47.8 - 60.0	51.8 - 66.5	57.2 - 74.6
sales representative, account manager - manufacturing	43.1 - 63.0	47.7 - 70.8	53.3 - 79.1
sales representative, account manager - retail network	47.9 - 60.0	51.8 - 66.5	57.3 - 75.3
technical sales representative - manufacturing	46.7 - 62.3	53.3 - 72.6	61.5 - 84.2

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	61.0 - 79.8	68.6 - 91.5	77.9 - 103.4
application support analyst	53.7 - 71.4	61.9 - 83.0	70.7 - 94.0
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	59.5 - 77.8	66.9 - 89.2	76.0 - 100.8
database SQL developer	54.2 - 72.8	62.3 - 85.4	72.1 - 97.6
devops development side	58.2 - 79.1	67.9 - 94.0	79.5 - 107.9
ERP developer	61.4 - 80.1	68.8 - 91.8	78.3 - 104.7
front-end developer	57.8 - 76.8	66.5 - 89.9	76.8 - 102.8
full stack developer	66.5 - 88.5	76.6 - 103.6	88.5 - 118.0
java developer	59.5 - 77.8	66.9 - 89.2	76.0 - 100.9
machine learning developer	66.4 - 100.4	90.3 - 126.6	108.4 - 130.7
manual tester	42.7 - 57.6	50.3 - 68.7	59.0 - 78.7
mobile application developer (iOS/android)	54.9 - 85.4	77.5 - 109.7	93.8 - 113.2
quality assurance manager	72.8 - 95.5	81.2 - 108.7	91.6 - 122.6
RPA developer	45.0 - 59.7	51.8 - 69.7	59.6 - 78.7
technical lead	94.7 - 128.6	108.6 - 150.1	125.1 - 170.8
UI/UX designer	54.7 - 71.8	61.9 - 82.7	70.4 - 93.0
<b>architecture</b>			
application architect	85.6 - 114.6	96.5 - 132.2	110.4 - 152.3



# new brunswick

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architect (enterprise)	83.8 - 114.5	96.7 - 134.2	112.2 - 155.0
architect (solutions/technical)	74.9 - 94.6	84.5 - 108.6	96.1 - 122.4
cloud architect	76.7 - 97.4	87.1 - 112.4	99.5 - 126.3
<b>data &amp; analytics</b>			
BI data architect	77.4 - 104.9	87.0 - 120.1	98.8 - 136.1
big data engineer	72.8 - 96.4	81.8 - 110.4	93.0 - 125.5
business intelligence developer	58.1 - 76.1	65.5 - 87.2	74.3 - 97.9
data analyst	59.9 - 80.9	69.3 - 95.4	80.6 - 109.1
data architect	64.0 - 85.1	73.9 - 100.1	85.8 - 114.6
data engineer	62.4 - 84.3	72.2 - 99.4	84.0 - 113.6
data scientist	68.0 - 92.5	79.3 - 109.6	92.6 - 125.1
database administrator	60.4 - 83.1	71.7 - 100.2	84.9 - 115.4
<b>leadership/business technology</b>			
business analyst	61.7 - 80.7	69.4 - 92.7	79.0 - 105.2
IT director	93.3 - 125.7	119.0 - 160.6	150.1 - 202.3
manager IT	81.3 - 108.5	92.8 - 126.5	107.0 - 145.8
<b>networking/infrastructure</b>			
bilingual tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
cloud engineer	65.9 - 88.8	77.2 - 105.5	90.2 - 120.0
devops system side	70.8 - 100.0	84.0 - 119.2	98.2 - 135.3
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	63.6 - 86.0	73.6 - 101.4	85.7 - 115.9
information security manager	82.2 - 108.7	92.7 - 125.2	105.7 - 143.1
information security specialist	53.4 - 70.8	61.4 - 82.9	70.9 - 94.4
information systems analyst	57.1 - 73.9	63.4 - 83.8	71.4 - 94.8
linux/unix administrator	68.3 - 90.0	77.6 - 104.2	89.0 - 119.0
network administrator	54.1 - 73.1	62.7 - 86.2	72.8 - 99.0
network engineer	60.6 - 81.8	70.0 - 96.4	81.5 - 111.1
systems administrator	61.3 - 80.7	69.6 - 93.4	79.7 - 106.4
tech support	56.9 - 75.1	64.9 - 87.1	74.3 - 99.2
telecommunications analyst	56.4 - 75.8	64.9 - 89.4	75.6 - 103.7
<b>project management</b>			
business systems analyst	60.0 - 80.3	69.7 - 95.0	81.3 - 109.2
ERP project manager	83.6 - 112.3	91.4 - 125.4	101.6 - 141.3
functional analyst	50.9 - 66.5	57.3 - 76.2	77.7 - 103.4
organizational change manager (OCM)	63.5 - 85.2	73.8 - 101.4	86.8 - 118.7
product owner	68.2 - 90.6	78.6 - 105.9	90.6 - 120.1
product owner/manager	70.4 - 98.0	82.2 - 116.3	96.1 - 133.6
program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8



## new brunswick

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project coordinator	54.9 - 69.6	62.4 - 80.7	71.6 - 92.2
project manager (infrastructure)	83.7 - 114.2	95.2 - 132.7	109.5 - 153.3
project manager (software)	80.6 - 107.5	90.4 - 123.0	102.5 - 140.2
scrum master	65.6 - 86.2	74.3 - 99.4	85.0 - 113.8
technical writer	53.8 - 70.4	62.9 - 83.3	73.2 - 94.9



# conception bay - st. john's

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	51.6 - 54.1	54.0 - 70.7	69.3 - 77.2
call center director - operations	61.4 - 79.9	69.0 - 91.1	78.0 - 102.2
customer loyalty agent	35.9 - 47.7	41.4 - 55.4	47.5 - 63.2
customer service manager	68.1 - 89.7	76.7 - 103.0	87.5 - 118.0
customer service representative	33.5 - 43.1	37.5 - 48.9	42.3 - 55.1
customer service representative - bilingual	35.5 - 45.1	39.5 - 50.9	44.3 - 57.1
customer service supervisor	55.0 - 72.4	61.8 - 82.7	70.0 - 93.7
customer service team lead	42.9 - 44.1	43.9 - 49.6	48.2 - 55.6
customer service trainer	42.3 - 55.8	48.4 - 65.0	55.9 - 74.1
e-chat representative	33.5 - 43.1	37.5 - 48.9	42.3 - 55.1
help desk representative - level 1	43.6 - 58.5	50.2 - 67.6	57.1 - 75.7
inside sales manager	65.5 - 88.1	74.6 - 101.8	85.3 - 115.6
inside sales representative	49.6 - 62.1	53.7 - 68.7	59.3 - 77.2
junior collection agent	31.1 - 40.7	35.5 - 46.8	40.4 - 52.5
order desk	31.6 - 40.6	36.4 - 46.5	41.1 - 51.4
survey agent	31.3 - 40.2	36.0 - 45.6	40.3 - 46.7
telemarketing agent	31.7 - 40.5	35.6 - 46.4	40.8 - 53.8
telephone dispatcher	37.4 - 47.8	42.4 - 54.6	47.8 - 61.2
travel support agent	35.7 - 45.5	40.2 - 51.5	44.9 - 57.1

## industrial support

	entry	mid	senior
counterbalance forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
electronic parts assembler	15.4 - 19.6	16.9 - 21.8	18.7 - 23.9
forklift operator	14.6 - 19.2	17.1 - 22.3	19.5 - 24.8
general labourer - heavy	16.3 - 20.8	18.6 - 23.8	21.1 - 24.5
general labourer - light	14.2 - 19.0	17.3 - 22.4	19.9 - 23.0
inventory control clerk	16.0 - 20.5	18.4 - 23.6	20.9 - 26.5
janitor/custodian	12.7 - 16.5	14.8 - 18.9	16.6 - 19.3
machine operator	16.3 - 21.7	18.8 - 25.1	21.5 - 28.6
machine operator assistant	15.5 - 19.7	18.0 - 22.8	20.4 - 25.3



# newfoundland & labrador

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manufacturing worker	14.9 - 18.5	16.7 - 21.1	19.0 - 24.0
material handler	14.3 - 18.9	16.8 - 21.9	19.2 - 22.5
order/cherry picker forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
parts clerk	12.9 - 17.9	14.8 - 20.6	16.9 - 23.1
parts manager	22.9 - 29.7	25.7 - 34.0	29.1 - 38.7
picker/packer	13.6 - 17.5	15.4 - 19.8	17.2 - 21.6
polisher/deburrer	16.6 - 21.2	19.0 - 24.5	21.7 - 27.7
print press operator	15.6 - 19.9	17.5 - 22.6	19.8 - 25.4
production labourer	13.3 - 17.8	16.1 - 21.3	18.9 - 22.0
reach truck operator	15.5 - 19.6	17.1 - 22.9	19.5 - 25.8
shipping and receiving clerk	17.7 - 22.2	20.2 - 25.6	23.0 - 29.2
warehouse labourer	14.7 - 19.1	17.4 - 22.0	19.6 - 22.4

## office & administrative support

	entry	mid	senior
administrative assistant	35.7 - 46.4	40.0 - 53.0	45.4 - 60.1
administrative assistant (bilingual)	36.7 - 39.0	38.0 - 43.9	42.0 - 48.5
benefits clerk	34.6 - 44.8	39.8 - 52.1	45.7 - 59.4
contracts administrator	83.0 - 105.3	93.0 - 120.6	105.6 - 137.7
data entry clerk	30.4 - 38.4	34.5 - 43.9	38.8 - 45.0
dispatcher	34.9 - 44.7	39.5 - 51.0	44.6 - 57.2
document controller	29.1 - 36.9	33.1 - 41.8	36.9 - 42.8
executive assistant	47.6 - 65.5	55.8 - 77.5	64.9 - 88.4
executive assistant (bilingual)	45.0 - 50.0	47.0 - 51.0	52.0 - 56.0
file clerk	30.8 - 40.3	36.5 - 46.5	40.9 - 47.5
HR administrator	41.5 - 54.5	47.1 - 62.7	53.7 - 71.3
HR coordinator	37.9 - 43.0	45.0 - 49.0	51.0 - 62.0
human resources assistant	36.9 - 47.4	42.0 - 53.6	46.6 - 57.9
invoicing clerk	33.2 - 42.8	38.0 - 48.9	42.5 - 53.2
lease administrator	34.2 - 45.4	38.8 - 52.6	44.6 - 60.9
legal assistant	41.7 - 58.4	50.9 - 71.1	60.3 - 80.6
logistics coordinator	43.4 - 56.5	49.5 - 65.2	56.5 - 74.4
mailroom clerk	29.2 - 36.3	32.9 - 40.5	36.0 - 41.2
office clerk	33.0 - 40.9	36.4 - 45.7	40.2 - 50.6
office manager	49.1 - 63.9	54.0 - 71.7	60.2 - 80.4
office/operations manager	42.1 - 55.2	46.9 - 62.7	52.9 - 65.1
order clerk	29.8 - 37.8	34.0 - 43.3	38.2 - 47.9
payroll administrator	38.1 - 50.3	43.5 - 58.4	50.0 - 66.8



# newfoundland & labrador

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project coordinator	39.0 - 51.2	44.2 - 58.8	50.3 - 66.3
receptionist	29.6 - 37.1	32.7 - 42.1	36.9 - 48.2
receptionist (bilingual)	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
sales administrator	39.2 - 52.8	45.4 - 62.1	52.6 - 70.9
sales assistant	35.4 - 44.5	39.1 - 50.6	44.5 - 58.9
service coordinator	34.4 - 44.8	38.6 - 51.3	43.9 - 58.7
virtual assistant	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3
virtual receptionist	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.0 - 85.7	74.1 - 97.8	83.8 - 110.0
application support analyst	58.1 - 77.0	66.9 - 89.0	76.2 - 100.4
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	64.4 - 83.7	72.3 - 95.4	81.8 - 107.4
database SQL developer	58.8 - 78.5	67.4 - 91.5	77.7 - 104.1
devops development side	63.1 - 85.0	73.3 - 100.3	85.4 - 114.7
ERP developer	66.4 - 86.1	74.3 - 98.1	84.2 - 111.3
front-end developer	62.6 - 82.6	71.8 - 96.2	82.6 - 109.4
full stack developer	71.9 - 94.8	82.4 - 110.3	94.8 - 125.1
java developer	64.4 - 83.7	72.3 - 95.5	81.8 - 107.5
machine learning developer	71.7 - 106.9	96.5 - 133.9	115.2 - 138.1
manual tester	45.7 - 61.4	53.7 - 73.1	62.9 - 83.4
mobile application developer (iOS/android)	59.4 - 91.5	83.3 - 116.5	100.1 - 120.1
quality assurance manager	79.0 - 103.3	88.1 - 117.2	99.2 - 131.9
RPA developer	48.8 - 64.6	56.2 - 75.3	64.5 - 84.6
technical lead	102.5 - 138.0	117.2 - 160.2	134.4 - 181.4
UI/UX designer	59.3 - 77.4	67.0 - 88.7	76.0 - 99.3
<b>architecture</b>			
application architect	92.8 - 123.5	104.4 - 141.8	119.0 - 162.4
architect (enterprise)	89.9 - 121.4	103.2 - 141.7	119.0 - 162.9
architect (solutions/technical)	80.7 - 101.0	90.6 - 115.4	102.5 - 129.6
cloud architect	82.5 - 103.8	93.3 - 119.2	106.0 - 133.6
<b>data &amp; analytics</b>			
BI data architect	83.4 - 112.1	93.4 - 127.9	105.7 - 144.4
big data engineer	78.5 - 102.8	87.8 - 117.3	99.4 - 132.8
business intelligence developer	62.9 - 81.9	70.7 - 93.4	80.0 - 104.4



# newfoundland & labrador

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data analyst	64.8 - 86.9	74.8 - 101.8	86.5 - 115.8
data architect	68.5 - 90.7	79.0 - 106.3	91.5 - 121.2
data engineer	67.4 - 90.4	77.8 - 105.9	90.1 - 120.5
data scientist	73.5 - 98.8	85.2 - 116.4	99.0 - 132.4
database administrator	65.3 - 89.2	77.4 - 106.8	91.0 - 122.4
<b>leadership/business technology</b>			
business analyst	66.7 - 86.7	74.9 - 99.0	84.9 - 111.9
IT director	101.0 - 135.0	128.0 - 170.9	160.2 - 213.8
manager IT	88.2 - 117.1	100.5 - 135.8	115.5 - 155.8
<b>networking/infrastructure</b>			
bilingual tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
cloud engineer	71.2 - 95.1	83.1 - 112.1	96.5 - 127.1
devops system side	76.4 - 106.6	90.1 - 126.3	104.7 - 142.9
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	68.7 - 92.1	79.3 - 108.0	91.8 - 122.9
information security manager	89.1 - 117.3	100.3 - 134.5	114.1 - 153.0
information security specialist	57.9 - 76.4	66.4 - 89.0	76.4 - 100.8
information systems analyst	61.8 - 79.6	68.5 - 89.9	77.0 - 101.2
linux/unix administrator	73.8 - 96.3	83.4 - 110.9	95.2 - 126.1
network administrator	58.7 - 78.8	67.8 - 92.4	78.5 - 105.5
network engineer	65.6 - 87.8	75.5 - 102.9	87.5 - 118.0
systems administrator	66.4 - 86.7	75.1 - 99.8	85.6 - 113.1
tech support	61.6 - 80.8	70.1 - 93.3	80.0 - 105.7
telecommunications analyst	61.1 - 81.6	70.1 - 95.6	81.4 - 110.4
<b>project management</b>			
business systems analyst	65.0 - 86.3	75.2 - 101.4	87.3 - 116.0
ERP project manager	90.7 - 121.1	99.0 - 134.8	109.8 - 151.1
functional analyst	54.7 - 71.2	61.5 - 81.4	77.7 - 103.4
organizational change manager (OCM)	63.4 - 85.8	74.1 - 102.2	87.4 - 119.8
product owner	73.0 - 96.3	83.8 - 112.1	96.2 - 126.7
product owner/manager	76.0 - 105.0	88.4 - 123.9	102.9 - 141.9
program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8
project coordinator	59.5 - 75.1	67.5 - 86.7	77.2 - 98.6
project manager (infrastructure)	90.8 - 123.0	103.0 - 142.3	118.1 - 163.4
project manager (software)	87.4 - 116.0	97.9 - 132.3	110.8 - 150.0
scrum master	70.2 - 91.7	79.4 - 105.4	90.5 - 120.3
technical writer	57.1 - 74.6	66.7 - 88.2	77.6 - 100.3



# greater halifax

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	49.8 - 61.8	53.7 - 68.2	59.1 - 76.5
call center director - operations	59.6 - 77.6	67.0 - 88.7	75.7 - 99.7
customer loyalty agent	34.6 - 45.6	39.7 - 52.9	45.4 - 60.3
customer service manager	63.9 - 84.3	71.9 - 97.0	82.1 - 111.3
customer service representative	32.5 - 41.3	36.1 - 46.8	40.6 - 52.7
customer service representative - bilingual	34.5 - 43.3	38.1 - 48.8	42.6 - 54.7
customer service supervisor	52.2 - 68.7	58.6 - 78.5	66.4 - 89.1
customer service team lead	47.3 - 56.2	51.9 - 63.9	58.2 - 69.3
customer service trainer	40.5 - 53.2	46.3 - 62.0	53.3 - 70.6
e-chat representative	35.6 - 41.3	36.1 - 46.8	40.6 - 52.7
help desk representative - level 1	41.2 - 55.2	47.4 - 63.9	53.9 - 71.7
inside sales manager	63.6 - 85.7	72.4 - 99.3	83.0 - 112.9
inside sales representative	47.8 - 59.8	51.7 - 66.2	57.1 - 74.5
junior collection agent	30.4 - 39.0	34.3 - 44.8	38.8 - 50.2
order desk	30.9 - 38.9	35.1 - 44.5	39.4 - 49.2
survey agent	30.6 - 38.5	34.7 - 43.7	38.6 - 44.7
telemarketing agent	30.2 - 37.9	33.6 - 43.4	38.2 - 50.3
telephone dispatcher	35.9 - 45.8	40.6 - 52.3	45.8 - 58.6
travel support agent	34.5 - 43.6	38.6 - 49.3	43.0 - 54.6

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	78.7 - 109.8	99.4 - 138.5	124.0 - 172.9
vice president human resources / CHRO	100.9 - 173.8	131.9 - 227.4	165.5 - 285.1
human resources	entry	mid	senior
benefits administrator	50.8 - 65.0	56.9 - 74.3	64.4 - 84.3
compensation and benefits manager	84.4 - 110.4	93.8 - 125.4	105.9 - 142.8
compensation specialist	45.9 - 60.8	53.0 - 71.4	61.4 - 81.7
health and safety advisor	56.0 - 72.4	64.5 - 84.6	74.2 - 96.2
health and safety director	76.9 - 92.4	100.3 - 120.8	120.0 - 144.5



# nova scotia

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health and safety manager	68.1 - 88.4	76.3 - 101.1	86.5 - 114.5
HRIS analyst	55.1 - 73.0	63.4 - 85.5	73.2 - 97.7
HRIS director	76.9 - 111.1	100.5 - 145.4	125.6 - 182.0
human resources assistant	38.0 - 48.7	43.2 - 55.0	47.8 - 59.2
human resources business partner	61.3 - 80.6	68.6 - 92.3	77.9 - 104.9
human resources coordinator	37.1 - 47.5	42.1 - 53.6	46.7 - 57.8
human resources director	84.6 - 117.8	109.0 - 152.1	136.1 - 190.1
human resources generalist	56.5 - 71.2	60.6 - 78.2	66.6 - 88.3
human resources manager	75.9 - 101.2	86.6 - 117.6	99.6 - 134.6
human resources supervisor	59.0 - 77.0	65.4 - 87.6	73.9 - 100.5
Human Resources Technician	45.3 - 59.1	50.4 - 67.2	56.9 - 76.8
L&D director	83.3 - 104.0	104.6 - 130.7	134.2 - 167.8
labour relations advisor	59.9 - 80.0	68.5 - 93.4	79.0 - 107.0
labour relations manager	83.0 - 113.4	98.0 - 135.7	115.3 - 157.8
learning and development specialist	48.6 - 63.7	55.2 - 73.8	63.3 - 83.9
learning experience designer	46.9 - 60.9	52.6 - 69.6	59.7 - 79.3
recruitment coordinator	37.0 - 48.4	42.6 - 56.0	48.5 - 63.1
talent acquisition director	79.4 - 110.7	102.3 - 142.7	125.8 - 175.7
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	95.7 - 125.4	125.0 - 164.1	154.6 - 203.0
total rewards specialist	50.4 - 65.7	56.8 - 75.5	64.7 - 86.9

## industrial support

	entry	mid	senior
counterbalance forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
electronic parts assembler	15.0 - 18.2	15.8 - 20.3	17.5 - 22.3
forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
general labourer - heavy	15.0 - 18.9	16.9 - 21.6	19.2 - 22.3
general labourer - light	14.5 - 17.8	16.2 - 21.0	18.5 - 21.5
inventory control clerk	15.1 - 19.2	17.2 - 22.1	19.5 - 24.8
janitor/custodian	15.0 - 17.0	13.8 - 17.4	15.4 - 17.8
machine operator	15.3 - 20.2	17.5 - 23.5	20.1 - 26.7
machine operator assistant	15.6 - 18.4	16.8 - 21.3	19.0 - 23.7
manufacturing worker	15.0 - 17.3	15.7 - 19.7	17.7 - 22.5
material handler	15.0 - 17.7	15.8 - 20.5	18.0 - 21.1
order/cherry picker forklift operator	15.6 - 19.7	17.0 - 22.9	19.5 - 25.8
parts clerk	15.0 - 16.5	13.8 - 18.9	15.6 - 21.2
parts manager	21.7 - 28.2	24.4 - 32.3	27.7 - 36.8



# nova scotia

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picker/packer	15.0 - 16.4	14.6 - 18.5	16.1 - 20.2
polisher/deburrer	15.4 - 19.6	17.6 - 22.7	20.1 - 25.7
print press operator	15.6 - 19.5	17.4 - 22.1	19.4 - 24.8
production labourer	14.5 - 16.7	15.2 - 19.9	17.7 - 20.5
shipper/receiver	16.0 - 19.7	17.5 - 21.9	19.4 - 24.4
shipping and receiving clerk	16.6 - 20.8	18.9 - 23.9	21.5 - 27.3
warehouse labourer	15.0 - 17.9	16.4 - 20.5	18.3 - 21.0

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	61.8 - 81.7	69.7 - 94.1	79.6 - 107.4
digital media specialist	36.8 - 47.4	43.0 - 56.3	50.4 - 64.6
digital specialist	44.0 - 58.5	51.1 - 69.2	59.6 - 79.4
e-commerce manager	72.9 - 96.0	81.7 - 109.7	92.7 - 125.0
marketing content manager	53.1 - 68.1	61.4 - 80.0	71.2 - 90.9
social media manager	55.0 - 76.0	66.0 - 91.8	78.0 - 106.7
web manager	61.2 - 80.0	68.1 - 90.9	76.7 - 103.0
web marketing analyst	46.1 - 61.7	53.8 - 73.0	62.7 - 83.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	92.8 - 142.7	126.3 - 194.2	163.0 - 250.7
marketing vice-president	114.3 - 177.7	161.9 - 251.8	210.5 - 327.1
<b>marketing and communications</b>			
brand or product manager	75.4 - 97.7	84.0 - 110.9	94.7 - 124.7
brand or product manager assistant	59.2 - 80.5	69.4 - 95.4	80.8 - 109.2
communications manager	60.7 - 79.6	67.7 - 90.5	76.4 - 102.0
communications specialist	50.3 - 69.4	60.2 - 83.8	71.3 - 96.1
marketing coordinator	49.3 - 65.9	56.6 - 77.0	65.2 - 88.1
marketing director	91.9 - 123.9	106.5 - 145.6	123.5 - 166.3
marketing project manager	39.1 - 52.5	45.2 - 61.6	52.3 - 70.3
marketing specialist	43.4 - 57.9	49.7 - 67.4	57.2 - 76.6

## office & administrative support

	entry	mid	senior
<b>legal services</b>			
associate attorney	72.7 - 104.1	88.8 - 128.5	107.1 - 149.3
contract specialist	55.1 - 72.3	62.7 - 83.9	71.8 - 95.2



contracts administrator	84.9 - 107.7	95.1 - 123.2	108.0 - 140.5
data entry clerk	31.3 - 39.4	35.5 - 45.0	39.8 - 46.1
document services specialist	29.6 - 37.8	34.3 - 43.3	38.3 - 44.3
lawyer - corporate	82.9 - 117.2	99.4 - 142.4	118.3 - 164.4
lawyer - practicing	79.5 - 118.9	99.6 - 149.3	121.2 - 172.4
office clerk	29.5 - 37.0	33.8 - 42.1	37.7 - 43.1
paralegal	42.7 - 59.5	52.0 - 72.3	61.4 - 82.0
<b>office &amp; administrative support</b>			
administrative assistant	36.9 - 47.7	41.2 - 54.5	46.7 - 61.6
administrative assistant (bilingual)	36.7 - 39.0	38.0 - 43.9	42.0 - 48.5
contracts administrator	84.9 - 107.7	95.1 - 123.2	108.0 - 140.5
data entry clerk	31.3 - 39.4	35.5 - 45.0	39.8 - 46.1
dispatcher	35.9 - 45.8	40.6 - 52.3	45.8 - 58.6
document controller	30.2 - 38.0	34.2 - 43.0	38.0 - 44.0
executive assistant	48.9 - 67.1	57.3 - 79.3	66.5 - 90.3
executive assistant (bilingual)	45.0 - 50.0	47.0 - 51.0	52.0 - 56.0
file clerk	31.8 - 41.5	37.7 - 47.8	42.1 - 48.8
HR administrator	42.9 - 56.0	48.5 - 64.4	55.2 - 73.2
HR coordinator	37.9 - 43.0	45.0 - 49.0	51.0 - 62.0
human resources assistant	38.0 - 48.7	43.2 - 55.0	47.8 - 59.2
invoicing clerk	34.3 - 44.0	39.1 - 50.1	43.7 - 54.5
lease administrator	35.3 - 46.7	39.9 - 53.9	45.8 - 62.3
legal assistant	42.7 - 59.5	52.0 - 72.3	61.4 - 82.0
logistics coordinator	44.6 - 57.8	50.7 - 66.7	57.9 - 76.0
mailroom clerk	30.1 - 37.3	33.9 - 41.5	37.0 - 42.2
office clerk	34.0 - 41.9	37.4 - 46.8	41.3 - 51.7
office manager	50.7 - 65.7	55.7 - 73.5	61.9 - 82.4
order clerk	30.9 - 38.9	35.1 - 44.5	39.4 - 49.2
order entry clerk	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
payroll administrator	39.3 - 51.7	44.9 - 59.9	51.4 - 68.4
project coordinator	40.1 - 52.4	45.4 - 60.2	51.5 - 67.9
receptionist	30.7 - 38.2	33.8 - 43.3	38.0 - 49.4
receptionist (bilingual)	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
sales administrator	40.5 - 54.3	46.8 - 63.7	54.1 - 72.7
sales assistant	36.5 - 45.7	40.3 - 51.9	45.7 - 60.3
service coordinator	35.4 - 46.0	39.7 - 52.6	45.1 - 60.1
virtual assistant	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3
virtual receptionist	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	44.7 - 56.3	48.8 - 62.6	54.0 - 70.0
account manager - software	50.1 - 62.7	54.2 - 69.3	59.7 - 77.5
business development manager	88.9 - 118.4	99.6 - 135.7	113.5 - 156.8
district sales manager	72.8 - 95.0	83.4 - 110.9	96.4 - 127.7
key accounts manager - consumer goods	64.4 - 83.2	72.8 - 96.0	83.2 - 109.5
merchandiser - consumer goods	55.8 - 73.3	62.5 - 84.0	71.0 - 96.2
sales manager	57.7 - 77.7	65.7 - 90.0	75.2 - 102.3
sales representative, account manager - channel manager	72.7 - 97.5	82.2 - 112.2	93.7 - 127.4
sales representative, account manager - consumer goods	45.1 - 57.1	49.6 - 64.0	55.3 - 71.7
sales representative, account manager - professional services	43.4 - 54.2	46.9 - 59.9	51.6 - 67.0
sales representative, account manager - telecommunications	49.7 - 62.3	53.9 - 69.0	59.5 - 77.1
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	134.4 - 194.2	180.8 - 261.1	235.7 - 340.3
<b>industrial sales</b>			
sales engineer - distribution	64.4 - 84.6	70.9 - 95.0	79.1 - 106.3
sales engineer - manufacturing	55.0 - 74.0	62.6 - 85.5	71.5 - 96.5
sales representative, account manager - distribution	45.4 - 57.1	49.4 - 63.3	54.7 - 71.0
sales representative, account manager - industrial equipment	43.7 - 54.8	47.4 - 60.5	52.2 - 67.6
sales representative, account manager - industrial service	48.7 - 61.1	52.9 - 67.7	58.3 - 75.7
sales representative, account manager - machinery	48.6 - 60.9	52.7 - 67.3	58.1 - 75.5
sales representative, account manager - manufacturing	43.9 - 63.8	48.6 - 71.7	54.1 - 80.0
sales representative, account manager - retail network	48.7 - 60.9	52.6 - 67.4	58.2 - 76.2
technical sales representative - manufacturing	48.2 - 63.9	54.8 - 74.2	63.1 - 85.9

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	62.4 - 81.4	70.1 - 93.1	79.5 - 105.1
application support analyst	54.9 - 72.9	63.2 - 84.6	72.2 - 95.6
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	60.9 - 79.3	68.4 - 90.8	77.5 - 102.5
database SQL developer	55.5 - 74.3	63.7 - 87.0	73.6 - 99.3
devops development side	59.6 - 80.6	69.3 - 95.6	81.1 - 109.6



ERP developer	62.8 - 81.7	70.3 - 93.4	79.8 - 106.3
front-end developer	59.2 - 78.3	67.9 - 91.5	78.3 - 104.4
full stack developer	68.0 - 90.2	78.2 - 105.3	90.1 - 119.7
java developer	60.9 - 79.3	68.4 - 90.8	77.5 - 102.6
machine learning developer	67.8 - 102.0	91.9 - 128.3	110.1 - 132.4
manual tester	43.9 - 59.0	51.6 - 70.2	60.4 - 80.3
mobile application developer (iOS/android)	56.2 - 87.0	79.0 - 111.4	95.4 - 114.9
quality assurance manager	74.2 - 97.3	82.7 - 110.6	93.3 - 124.8
RPA developer	46.1 - 61.1	53.1 - 71.2	61.0 - 80.3
technical lead	96.5 - 130.8	110.6 - 152.4	127.2 - 173.2
UI/UX designer	56.0 - 73.3	63.3 - 84.3	71.9 - 94.6
<b>architecture</b>			
application architect	87.2 - 116.7	98.3 - 134.4	112.3 - 154.6
architect (enterprise)	85.4 - 116.2	98.4 - 135.9	113.9 - 156.7
architect (solutions/technical)	76.4 - 96.3	86.1 - 110.3	97.7 - 124.1
cloud architect	78.2 - 99.0	88.7 - 114.0	101.1 - 128.0
<b>data &amp; analytics</b>			
BI data architect	78.9 - 106.5	88.4 - 121.8	100.3 - 137.8
big data engineer	74.3 - 98.0	83.3 - 112.1	94.6 - 127.3
business intelligence developer	59.5 - 77.6	66.9 - 88.8	75.8 - 99.6
data analyst	61.2 - 82.5	70.8 - 97.0	82.1 - 110.7
data architect	64.8 - 86.0	74.8 - 101.1	86.8 - 115.6
data engineer	63.8 - 85.9	73.7 - 101.1	85.6 - 115.3
data scientist	69.5 - 94.1	80.9 - 111.2	94.3 - 126.9
database administrator	61.7 - 84.7	73.2 - 101.9	86.5 - 117.1
<b>leadership/business technology</b>			
business analyst	63.1 - 82.3	70.9 - 94.3	80.6 - 106.9
IT director	95.1 - 127.8	121.1 - 162.9	152.4 - 205.0
manager IT	82.9 - 110.5	94.5 - 128.6	109.0 - 148.1
<b>networking/infrastructure</b>			
bilingual tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
cloud engineer	67.4 - 90.5	78.8 - 107.1	91.8 - 121.7
devops system side	72.3 - 101.7	85.6 - 120.9	99.9 - 137.0
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	65.0 - 87.6	75.2 - 103.1	87.3 - 117.6
information security manager	83.7 - 110.7	94.4 - 127.3	107.6 - 145.4
information security specialist	54.7 - 72.3	62.8 - 84.5	72.4 - 96.1
information systems analyst	58.4 - 75.4	64.8 - 85.4	72.9 - 96.4
linux/unix administrator	69.8 - 91.6	79.1 - 105.9	90.6 - 120.7



network administrator	55.4 - 74.6	64.1 - 87.8	74.3 - 100.6
network engineer	62.0 - 83.3	71.5 - 98.0	83.1 - 112.8
systems administrator	62.7 - 82.3	71.1 - 95.0	81.2 - 108.0
tech support	58.2 - 76.6	66.3 - 88.7	75.8 - 100.9
telecommunications analyst	57.7 - 77.4	66.3 - 91.0	77.2 - 105.4
<b>project management</b>			
business systems analyst	61.4 - 81.9	71.2 - 96.6	82.8 - 110.9
ERP project manager	85.2 - 114.4	93.1 - 127.6	103.5 - 143.5
functional analyst	51.7 - 67.3	58.1 - 77.1	77.7 - 103.4
organizational change manager (OCM)	59.6 - 80.5	69.5 - 96.2	82.1 - 113.1
product owner	69.8 - 92.4	80.2 - 107.8	92.3 - 122.0
product owner/manager	71.8 - 99.6	83.7 - 117.9	97.6 - 135.4
program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8
project coordinator	56.2 - 71.1	63.8 - 82.3	73.1 - 93.9
project manager (infrastructure)	85.3 - 116.2	96.9 - 134.9	111.5 - 155.5
project manager (software)	82.1 - 109.5	92.1 - 125.2	104.4 - 142.4
scrum master	67.2 - 87.9	75.9 - 101.3	86.7 - 115.8
technical writer	54.8 - 71.5	63.9 - 84.6	74.4 - 96.3



# brant county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	46.8 - 54.2	53.9 - 66.8	59.1 - 76.2
call center director - operations	62.3 - 80.4	69.7 - 91.5	78.5 - 102.5
customer loyalty agent	37.5 - 48.8	42.6 - 56.3	48.6 - 63.8
customer service manager	67.2 - 88.0	75.5 - 101.0	85.9 - 115.5
customer service representative	35.4 - 44.3	39.9 - 50.1	43.5 - 56.3
customer service representative - bilingual	37.4 - 46.3	41.9 - 52.1	45.5 - 58.3
customer service supervisor	54.9 - 71.5	61.4 - 81.4	69.2 - 92.1
customer service team lead	43.2 - 55.3	47.9 - 63.2	56.1 - 74.6
customer service trainer	42.4 - 55.3	48.3 - 64.1	55.4 - 72.8
e-chat representative	35.4 - 44.3	39.6 - 50.1	43.5 - 55.9
help desk representative - level 1	43.9 - 58.2	50.2 - 66.8	56.8 - 74.6
inside sales manager	66.3 - 88.4	75.1 - 102.1	85.7 - 115.7
inside sales representative	50.3 - 62.4	54.2 - 68.7	59.7 - 77.3
junior collection agent	32.8 - 41.5	36.8 - 47.4	41.3 - 52.9
order desk	33.7 - 41.9	38.0 - 47.6	42.3 - 52.4
survey agent	33.4 - 41.5	37.6 - 46.7	41.5 - 47.8
telemarketing agent	33.6 - 41.5	37.1 - 47.2	41.8 - 54.3
telephone dispatcher	38.6 - 48.6	43.3 - 55.2	48.5 - 61.5
travel support agent	37.3 - 46.6	41.5 - 52.5	46.1 - 57.9

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.2 - 79.2	67.9 - 89.9	76.5 - 101.6
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	54.3 - 70.3	61.5 - 81.1	70.1 - 92.6
civil engineer	61.6 - 81.7	70.8 - 95.4	81.4 - 108.0
civil engineering drafter	48.9 - 61.2	55.4 - 70.3	62.9 - 79.4
civil engineering technologist	45.3 - 58.8	51.5 - 67.8	58.6 - 76.8
civil project engineer	70.1 - 95.2	80.4 - 111.4	92.8 - 127.8
civil project manager	73.4 - 97.3	82.6 - 111.4	93.6 - 125.6



construction coordinator	48.5 - 63.6	54.1 - 72.2	60.9 - 81.5
construction director	95.2 - 125.2	124.6 - 164.3	156.7 - 206.9
construction manager	70.9 - 92.0	77.5 - 102.7	86.0 - 115.2
construction project coordinator	82.3 - 105.1	89.1 - 116.1	98.1 - 129.2
construction project manager	63.3 - 86.4	73.2 - 101.7	84.8 - 116.3
contracts administrator	56.9 - 74.5	64.3 - 85.8	73.1 - 97.2
contracts manager	87.5 - 110.1	97.6 - 125.5	110.4 - 142.6
director of operations	118.9 - 158.5	155.9 - 208.3	197.3 - 263.6
drafter	51.3 - 63.7	57.5 - 72.5	64.8 - 81.8
electrical designer/engineer	67.0 - 88.1	75.9 - 101.9	86.9 - 116.5
electrical engineer	69.2 - 92.4	80.2 - 109.4	93.6 - 126.5
electrical engineering technician	51.7 - 65.5	58.6 - 75.4	66.7 - 85.4
electrical inspector	41.4 - 54.9	47.5 - 64.0	54.7 - 73.5
engineering manager	78.9 - 105.5	89.8 - 122.4	103.1 - 139.7
environmental engineer	58.9 - 77.4	66.8 - 89.7	76.6 - 102.3
environmental inspector	46.1 - 58.3	50.5 - 64.9	55.9 - 72.4
estimation engineer	64.6 - 85.4	73.8 - 99.7	85.1 - 114.2
estimator	58.1 - 74.9	64.2 - 84.6	72.0 - 95.3
field manager	66.2 - 86.9	74.9 - 100.6	85.8 - 116.2
field supervisor	64.8 - 84.3	72.4 - 95.9	81.5 - 107.5
foreman	49.6 - 63.5	55.3 - 72.0	62.2 - 81.3
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	58.3 - 74.4	66.7 - 86.3	76.2 - 97.7
health and safety specialist	63.6 - 82.8	72.3 - 96.1	82.9 - 109.4
HVAC drafter	51.2 - 64.9	57.2 - 73.6	64.2 - 82.4
HVAC engineer	51.9 - 68.2	59.0 - 79.0	67.4 - 89.2
materials manager	76.9 - 100.5	84.7 - 113.0	94.7 - 127.1
mechanical designer	50.3 - 65.7	57.6 - 76.0	65.6 - 85.4
mechanical drafter	48.1 - 61.7	53.8 - 70.9	61.5 - 82.3
mechanical engineer	69.9 - 91.7	78.9 - 105.7	90.0 - 120.1
mechanical engineering technician	50.0 - 64.7	56.6 - 74.3	64.2 - 83.4
mechanical site supervisor	46.8 - 59.6	52.6 - 68.2	59.6 - 77.5
operations manager	74.8 - 101.3	85.2 - 117.3	97.3 - 132.3
planner/scheduler	39.4 - 49.9	44.5 - 57.0	50.3 - 64.1
project director	105.4 - 127.6	131.4 - 159.3	158.3 - 192.1
project engineer	83.7 - 106.8	90.6 - 118.0	99.7 - 131.5
project manager	71.6 - 98.0	82.9 - 115.4	96.1 - 131.7
purchasing manager	83.6 - 109.8	94.2 - 125.8	106.7 - 141.2
QA/QC inspector	52.3 - 68.5	60.1 - 79.6	68.8 - 90.8



# ontario

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quality control engineer	62.0 - 80.9	69.6 - 92.6	78.9 - 104.5
quality inspector	38.7 - 48.9	43.0 - 55.5	48.4 - 62.5
safety inspector	60.3 - 77.9	67.9 - 89.2	76.7 - 100.3
site supervisor	68.1 - 88.3	74.4 - 98.6	82.6 - 110.2
structural designer	48.5 - 62.5	54.6 - 71.4	61.6 - 80.3
structural engineer	61.7 - 80.9	69.8 - 93.4	79.7 - 106.3
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	39.4 - 49.9	43.9 - 56.7	49.4 - 63.9

## healthcare

	entry	mid	senior
disability case manager	57.9 - 72.9	65.2 - 83.5	73.9 - 94.6
medical coordinator	44.4 - 56.3	49.5 - 63.9	55.7 - 72.5
medical secretary	35.2 - 44.3	39.0 - 50.0	43.3 - 54.8
registered nurse	63.2 - 78.3	69.1 - 87.3	76.6 - 97.5

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.2 - 113.6	103.1 - 142.8	128.1 - 177.5
vice president human resources / CHRO	104.9 - 178.8	136.4 - 233.0	170.4 - 291.2
human resources	entry	mid	senior
benefits administrator	53.4 - 67.9	59.6 - 77.2	67.2 - 87.2
compensation and benefits manager	88.2 - 114.6	97.7 - 129.8	110.0 - 147.4
compensation specialist	48.5 - 63.7	55.8 - 74.4	64.2 - 84.6
health and safety advisor	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
health and safety director	80.5 - 96.3	104.4 - 125.1	124.3 - 149.2
health and safety manager	71.5 - 92.3	79.9 - 105.1	90.2 - 118.7
HRIS analyst	58.0 - 75.9	66.3 - 88.4	76.2 - 100.5
HRIS director	80.5 - 115.3	104.5 - 150.1	130.0 - 187.1
human resources assistant	41.0 - 51.9	46.2 - 58.3	51.0 - 62.7
human resources business partner	64.1 - 83.6	71.6 - 95.2	80.8 - 107.7
human resources coordinator	40.0 - 50.7	45.2 - 57.0	49.8 - 61.3
human resources director	88.3 - 122.1	113.2 - 156.8	140.6 - 195.2
human resources generalist	59.3 - 74.1	63.5 - 81.2	69.5 - 91.2
human resources manager	79.5 - 105.2	90.4 - 121.9	103.6 - 139.2



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human resources supervisor	61.8 - 79.9	68.3 - 90.4	76.9 - 103.3
Human Resources Technician	48.4 - 62.6	53.7 - 70.9	60.4 - 80.6
L&D director	87.1 - 108.1	108.7 - 135.1	138.7 - 172.7
labour relations advisor	62.7 - 82.9	71.4 - 96.2	82.0 - 109.8
labour relations manager	86.8 - 117.6	102.0 - 140.3	119.6 - 162.5
learning and development specialist	51.8 - 67.1	58.5 - 77.4	66.8 - 87.7
learning experience designer	50.0 - 64.3	55.8 - 73.2	63.0 - 83.0
recruitment coordinator	40.0 - 51.6	45.6 - 59.4	51.7 - 66.7
talent acquisition director	83.1 - 114.8	106.4 - 147.4	130.2 - 180.7
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	99.6 - 129.9	129.4 - 168.9	159.4 - 208.3
total rewards specialist	53.1 - 68.6	59.6 - 78.4	67.6 - 89.7

## industrial support

	entry	mid	senior
assembler/fabricator	17.1 - 19.1	18.5 - 21.2	20.2 - 23.5
counterbalance forklift operator	18.5 - 20.2	19.8 - 21.6	21.5 - 22.4
delivery/courier driver	18.4 - 19.5	19.4 - 21.9	21.5 - 23.1
electronic parts assembler	17.5 - 18.6	18.5 - 19.2	18.8 - 20.2
general labourer - heavy	18.2 - 19.5	19.4 - 20.8	20.5 - 21.1
general labourer - light	16.8 - 17.5	17.3 - 18.3	18.2 - 19.8
industrial painter	19.3 - 21.5	20.2 - 23.1	23.2 - 24.9
inventory control clerk	17.1 - 19.4	18.9 - 21.2	21.1 - 23.5
janitor/custodian	16.9 - 17.2	17.1 - 18.3	17.3 - 19.7
landscaping labour	17.5 - 18.5	18.1 - 19.8	19.3 - 21.6
machine operator	17.8 - 20.9	20.5 - 21.3	21.2 - 23.4
machine operator assistant	17.5 - 18.4	18.2 - 19.6	19.4 - 21.2
manufacturing worker	17.5 - 19.2	18.5 - 21.7	19.6 - 24.5
material handler	18.2 - 19.3	18.1 - 21.2	19.7 - 22.9
moulding machine operator	17.1 - 19.9	19.7 - 23.1	22.9 - 24.3
order/cherry picker forklift operator	18.7 - 19.5	19.4 - 23.2	22.4 - 23.5
parts manager	23.1 - 25.6	24.8 - 27.2	26.5 - 28.4
picker/packer	16.5 - 18.1	17.9 - 20.2	17.8 - 21.3
polisher/deburrer	17.8 - 18.9	18.3 - 22.6	22.1 - 23.4
print press operator	19.5 - 21.5	20.2 - 23.4	23.1 - 25.0
production labourer	17.1 - 18.3	18.5 - 19.3	19.1 - 21.7
reach truck operator	19.1 - 20.5	20.2 - 21.7	21.5 - 22.8
sandblasting operator	19.2 - 20.6	20.1 - 23.1	21.7 - 25.2



# ontario

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shipper/receiver	18.9 - 21.8	20.5 - 22.6	21.2 - 24.7
shipping and receiving clerk	18.8 - 21.5	21.2 - 22.6	22.3 - 24.3
warehouse labourer	16.7 - 17.5	17.2 - 18.2	17.9 - 21.9

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	67.2 - 89.5	78.5 - 106.1	91.6 - 120.8
automation engineer	61.5 - 80.8	69.5 - 93.2	79.3 - 106.0
buyer	54.6 - 71.1	62.0 - 82.1	70.8 - 93.9
chemical engineer	77.2 - 102.2	86.4 - 116.5	97.5 - 131.3
chemical technician	53.3 - 68.9	59.0 - 78.1	66.4 - 89.0
cmm programmer	46.0 - 59.1	51.3 - 66.9	57.5 - 74.7
coating inspector	36.3 - 46.8	40.8 - 53.6	46.2 - 60.7
commissioning and start up engineer	60.6 - 80.4	69.4 - 94.0	80.2 - 107.3
continuous improvement engineer	72.2 - 93.9	80.2 - 106.3	90.0 - 118.9
contracts administrator	57.3 - 75.3	64.8 - 86.9	73.9 - 98.6
controls designer/engineer	49.5 - 65.5	56.7 - 76.1	64.9 - 92.0
demand planner	47.3 - 64.7	56.7 - 77.9	66.6 - 89.2
drafter	51.6 - 64.3	57.9 - 73.3	65.3 - 82.8
electrical designer/engineer	67.7 - 89.2	76.8 - 103.4	88.1 - 118.4
electrical engineer	69.9 - 93.7	81.1 - 111.1	94.9 - 128.6
electrical engineering technician	52.0 - 66.1	59.1 - 76.3	67.3 - 86.5
electrical inspector	41.5 - 55.1	47.7 - 64.3	54.9 - 73.9
electrical test engineer	67.5 - 89.6	77.3 - 104.8	89.3 - 120.3
environmental engineer	59.3 - 78.3	67.5 - 90.9	77.5 - 103.9
environmental inspector	46.2 - 58.7	50.7 - 65.5	56.3 - 73.1
estimation engineer	65.1 - 86.5	74.6 - 101.1	86.2 - 116.0
estimator	58.5 - 75.8	64.8 - 85.7	72.7 - 96.6
field service engineer	50.5 - 66.3	57.2 - 76.7	65.5 - 88.4
health and safety specialist	64.2 - 83.8	73.1 - 97.4	84.0 - 111.1
HVAC drafter	51.4 - 65.5	57.6 - 74.4	64.7 - 83.4
HVAC engineer	52.2 - 68.9	59.5 - 79.9	68.1 - 90.4
industrial engineer	66.9 - 86.7	74.1 - 98.0	83.0 - 109.6
inventory analyst	49.4 - 64.1	55.8 - 73.6	63.4 - 83.7
logistics specialist	54.8 - 72.4	62.5 - 84.0	71.6 - 95.2
manufacturing engineer	63.4 - 83.6	71.9 - 96.6	82.1 - 109.2
mechanical designer	50.6 - 66.3	58.0 - 76.9	66.2 - 86.5



mechanical drafter	48.3 - 62.2	54.1 - 71.6	61.9 - 83.4
mechanical engineer	70.6 - 92.9	79.8 - 107.3	91.2 - 122.1
mechanical engineering technician	50.2 - 65.3	56.9 - 75.2	64.7 - 84.4
planner/scheduler	39.5 - 50.1	44.7 - 57.3	50.5 - 64.4
PLC programmer	68.3 - 80.3	77.2 - 92.4	90.4 - 106.7
process engineer	59.1 - 78.1	67.4 - 90.8	77.4 - 103.0
procurement specialist	49.0 - 63.3	54.2 - 71.6	60.9 - 81.0
production planner	47.9 - 62.9	55.1 - 72.8	62.6 - 81.0
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	72.4 - 99.4	84.0 - 117.3	97.5 - 134.0
QA/QC inspector	37.9 - 47.8	42.1 - 54.3	47.4 - 61.2
quality assurance manager	75.5 - 97.8	83.3 - 110.0	93.1 - 123.2
quality assurance/control technician	38.0 - 44.1	42.5 - 55.8	52.0 - 59.2
quality control engineer	62.5 - 81.8	70.3 - 93.9	79.8 - 106.1
quality inspector	38.8 - 49.1	43.1 - 55.8	48.6 - 62.8
safety inspector	60.8 - 78.8	68.6 - 90.4	77.6 - 101.7
SCADA engineer	60.4 - 79.8	68.8 - 92.6	78.9 - 105.3
specification writer	51.2 - 65.6	57.8 - 75.1	65.4 - 84.5
stationary engineer	51.0 - 65.4	56.7 - 73.8	63.4 - 82.1
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 92.5	89.1 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7



# ontario

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supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.4 - 52.6	51.2 - 57.4	54.9 - 64.3
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.5 - 84.5	72.5 - 96.9	82.3 - 110.2
digital media specialist	39.2 - 50.0	45.5 - 59.1	53.0 - 67.5
digital specialist	46.6 - 61.3	53.8 - 72.1	62.4 - 82.3
e-commerce manager	75.6 - 98.7	84.4 - 112.6	95.5 - 128.0
marketing content manager	56.4 - 71.5	64.9 - 83.6	74.7 - 94.5
social media manager	57.6 - 78.7	68.7 - 94.5	80.7 - 109.5
web manager	63.9 - 82.8	70.8 - 93.7	79.5 - 105.8
web marketing analyst	48.9 - 64.7	56.7 - 76.0	65.6 - 86.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.5 - 147.0	130.4 - 199.1	167.5 - 256.1
marketing vice-president	117.2 - 181.1	165.2 - 255.7	214.2 - 331.5
<b>marketing and communications</b>			
brand or product manager	78.1 - 100.5	86.8 - 113.8	97.5 - 127.7
brand or product manager assistant	62.4 - 83.8	72.6 - 98.8	84.2 - 112.8
communications manager	64.2 - 83.3	71.3 - 94.5	80.1 - 106.1



# ontario

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communications specialist	53.4 - 72.6	63.4 - 87.2	74.5 - 99.6
marketing coordinator	52.0 - 68.8	59.4 - 79.9	68.1 - 91.0
marketing director	94.7 - 126.8	109.4 - 148.7	126.5 - 169.6
marketing project manager	41.6 - 55.1	47.7 - 64.3	54.9 - 73.0
marketing specialist	45.9 - 60.7	52.4 - 70.3	60.0 - 79.5

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	37.7 - 46.8	41.9 - 53.5	46.9 - 58.5
import/export coordinator	50.2 - 65.4	58.3 - 76.1	65.4 - 85.7
shipping administrator	43.3 - 54.8	49.6 - 62.9	56.1 - 70.4
supply chain coordinator	41.2 - 52.9	46.0 - 60.2	51.9 - 68.3
<b>office &amp; administrative support</b>			
administrative analyst	45.3 - 58.6	50.2 - 66.2	56.3 - 74.6
administrative assistant	39.0 - 49.9	43.4 - 56.7	48.9 - 63.9
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
administrative manager	54.2 - 69.2	58.9 - 76.7	64.9 - 85.5
benefits clerk	38.7 - 49.2	44.0 - 56.7	50.1 - 64.2
buyer assistant	38.1 - 49.1	44.0 - 56.5	49.6 - 62.1
claims supervisor	61.0 - 79.3	67.9 - 90.3	76.8 - 103.0
contracts administrator	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
customer success manager	55.0 - 60.0	62.0 - 66.0	67.5 - 71.3
data entry clerk	34.1 - 42.3	38.3 - 47.9	42.7 - 49.1
dispatcher	38.6 - 48.6	43.3 - 55.2	48.5 - 61.5
document controller	33.0 - 40.9	37.1 - 46.1	40.9 - 47.1
document services specialist	32.4 - 40.8	37.1 - 46.4	41.2 - 47.4
documentation specialist	35.3 - 45.6	41.7 - 52.7	46.8 - 53.8
donor relations coordinator	50.3 - 65.4	58.0 - 76.9	67.4 - 88.7
executive assistant	51.1 - 69.4	59.5 - 81.6	68.8 - 92.7
executive assistant (bilingual)	55.0 - 61.3	65.0 - 72.0	73.0 - 78.5
executive legal assistant	52.5 - 58.9	57.4 - 69.3	63.3 - 78.5
file clerk	34.7 - 44.5	40.6 - 51.0	45.1 - 52.0
fundraising manager	62.8 - 80.7	71.0 - 93.1	81.2 - 106.5
HR administrator	45.4 - 58.8	51.2 - 67.3	58.0 - 76.1
HR coordinator	45.2 - 58.7	51.1 - 67.3	57.9 - 76.2
HR manager	40.0 - 50.9	45.3 - 57.3	50.0 - 61.6
human resources assistant	41.0 - 51.9	46.2 - 58.3	51.0 - 62.7



# ontario

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insurance claims clerk	43.5 - 48.3	46.8 - 51.2	53.2 - 57.5
invoicing clerk	36.7 - 46.6	41.6 - 52.8	46.2 - 57.2
lease administrator	38.1 - 49.7	42.8 - 57.2	48.8 - 65.8
leasing coordinator	41.4 - 54.6	46.8 - 63.0	53.6 - 72.8
legal assistant	45.3 - 62.4	54.7 - 75.3	64.3 - 85.0
logistics coordinator	47.3 - 60.7	53.6 - 69.7	60.8 - 79.1
mailroom clerk	32.9 - 40.1	36.7 - 44.4	39.8 - 45.2
office clerk	36.7 - 44.8	40.2 - 49.8	44.2 - 54.9
office manager	53.3 - 68.5	58.4 - 76.3	64.7 - 85.3
office/operations manager	52.3 - 58.5	65.7 - 73.2	71.5 - 79.3
order clerk	33.7 - 41.9	38.0 - 47.6	42.3 - 52.4
order entry clerk	38.9 - 50.1	43.4 - 57.1	49.0 - 64.5
order supervisor	50.3 - 65.5	58.0 - 76.2	66.4 - 85.4
payroll administrator	42.1 - 54.8	47.8 - 63.2	54.5 - 71.8
project coordinator	42.7 - 55.3	48.1 - 63.1	54.4 - 70.9
property administrator	40.0 - 55.0	46.0 - 62.0	52.0 - 72.0
property manager	59.5 - 78.6	67.7 - 91.3	77.8 - 104.8
receptionist	33.5 - 41.2	36.7 - 46.3	40.9 - 52.7
receptionist (bilingual)	43.5 - 48.3	47.3 - 51.0	49.0 - 55.0
sales administrator	43.0 - 57.1	49.4 - 66.6	56.9 - 75.6
sales assistant	38.9 - 48.3	42.8 - 54.6	48.3 - 63.1
service coordinator	38.0 - 48.7	42.3 - 55.5	47.8 - 63.0
supply clerk	34.0 - 42.3	37.8 - 47.6	41.7 - 52.3
virtual assistant	41.0 - 53.0	46.0 - 60.0	53.0 - 68.0
virtual receptionist	38.0 - 44.0	40.0 - 50.0	44.0 - 55.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.2 - 58.8	51.3 - 65.1	56.5 - 72.5
account manager - software	52.6 - 65.2	56.7 - 71.8	62.3 - 80.0
business development manager	92.8 - 122.8	103.6 - 140.3	117.7 - 161.5
district sales manager	75.6 - 97.8	86.1 - 113.7	99.2 - 130.7
key accounts manager - consumer goods	66.9 - 85.7	75.3 - 98.4	85.7 - 112.0
merchandiser - consumer goods	58.6 - 76.2	65.4 - 86.9	73.9 - 99.0
sales manager	60.4 - 80.4	68.4 - 92.8	78.0 - 105.1
sales representative, account manager - channel manager	75.5 - 100.3	85.0 - 115.1	96.5 - 130.4



# ontario

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sales representative, account manager - consumer goods	48.3 - 60.6	53.0 - 67.6	58.7 - 75.3
sales representative, account manager - professional services	46.5 - 57.7	50.1 - 63.4	55.0 - 70.6
sales representative, account manager - telecommunications	52.2 - 64.9	56.4 - 71.5	62.0 - 79.6
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	137.5 - 197.8	184.2 - 265.1	239.5 - 344.7
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	69.0 - 90.1	75.8 - 100.9	84.3 - 112.6
sales engineer - manufacturing	59.3 - 79.0	67.2 - 91.0	76.4 - 102.4
sales representative, account manager - distribution	48.6 - 60.5	52.7 - 66.9	58.1 - 74.7
sales representative, account manager - industrial equipment	46.2 - 57.3	49.8 - 63.1	54.7 - 70.2
sales representative, account manager - industrial service	52.0 - 64.7	56.3 - 71.3	61.8 - 79.4
sales representative, account manager - machinery	51.1 - 63.4	55.2 - 69.9	60.6 - 78.1
sales representative, account manager - manufacturing	46.4 - 66.4	51.1 - 74.2	56.6 - 82.5
sales representative, account manager - retail network	51.2 - 63.4	55.1 - 69.9	60.7 - 78.7
technical sales representative - manufacturing	50.5 - 66.3	57.2 - 76.7	65.5 - 88.4



# cambridge

## industrial support

	entry	mid	senior
assembler/fabricator	16.2 - 19.7	17.7 - 22.6	19.9 - 25.4
counterbalance forklift operator	17.2 - 19.7	18.8 - 22.8	20.0 - 25.2
delivery/courier driver	17.4 - 22.1	19.5 - 25.2	21.9 - 28.2
electronic parts assembler	16.2 - 20.1	17.6 - 22.2	19.2 - 24.3
general labourer - heavy	16.6 - 20.7	18.7 - 23.6	21.1 - 24.3
general labourer - light	15.5 - 19.4	17.8 - 22.7	20.2 - 23.3
industrial painter	16.7 - 21.3	18.8 - 24.4	21.2 - 27.3
inventory control clerk	16.8 - 21.0	18.9 - 24.0	21.3 - 26.8
janitor/custodian	15.2 - 17.0	16.5 - 19.2	17.1 - 19.6
landscaping labour	15.2 - 18.9	17.2 - 21.4	19.1 - 22.0
machine operator	18.3 - 22.1	19.3 - 25.5	22.0 - 28.9
material handler	15.2 - 19.4	17.5 - 22.4	19.7 - 23.0
moulding machine operator	16.5 - 21.5	18.8 - 24.8	21.3 - 27.8
order/cherry picker forklift operator	18.8 - 20.5	21.4 - 23.2	22.3 - 25.2
parts clerk	14.3 - 18.0	15.3 - 20.5	17.1 - 22.9
picker/packer	14.6 - 18.1	16.2 - 20.3	17.8 - 22.0
polisher/deburrer	17.1 - 21.3	19.3 - 24.5	21.8 - 27.6
production labourer	14.3 - 18.4	16.9 - 21.7	19.4 - 22.4
reach truck operator	18.8 - 20.5	21.4 - 23.2	22.3 - 25.2
sandblasting operator	16.2 - 20.1	17.7 - 22.8	19.9 - 26.0
shipper/receiver	17.6 - 21.3	19.1 - 23.7	21.0 - 26.2
warehouse labourer	15.6 - 19.6	18.1 - 22.4	20.1 - 22.8

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	37.7 - 46.5	41.6 - 53.2	46.6 - 58.3
import/export coordinator	52.6 - 67.4	58.3 - 76.2	65.5 - 85.9
shipping administrator	42.9 - 54.4	49.2 - 62.6	55.7 - 70.1
supply chain coordinator	41.2 - 52.5	45.6 - 59.9	51.5 - 68.0
<b>office &amp; administrative support</b>			



# ontario

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administrative analyst	45.3 - 58.7	50.2 - 66.4	56.4 - 74.9
administrative assistant	38.9 - 50.0	43.3 - 56.8	48.9 - 64.1
administrative assistant (bilingual)	42.5 - 50.2	44.6 - 53.2	48.9 - 57.4
administrative manager	53.7 - 68.7	58.4 - 76.2	64.5 - 85.1
benefits clerk	37.8 - 48.2	43.1 - 55.7	49.1 - 63.2
buyer assistant	37.8 - 48.8	43.7 - 56.3	49.4 - 61.9
claims supervisor	60.8 - 79.3	67.8 - 90.5	76.8 - 103.4
contracts administrator	88.3 - 111.6	98.8 - 127.4	111.9 - 145.0
data entry clerk	33.4 - 41.5	37.5 - 47.2	41.9 - 48.3
dispatcher	38.2 - 48.2	42.9 - 54.8	48.1 - 61.2
document controller	32.1 - 40.0	36.2 - 45.1	40.0 - 46.1
document services specialist	31.6 - 39.9	36.2 - 45.4	40.3 - 46.4
documentation specialist	34.4 - 44.7	40.8 - 51.7	45.8 - 52.8
donor relations coordinator	50.0 - 65.2	57.8 - 76.8	67.2 - 88.7
executive assistant	51.2 - 69.6	59.7 - 82.1	69.1 - 93.3
executive assistant (bilingual)	55.6 - 65.2	62.0 - 72.5	65.8 - 80.6
executive legal assistant	40.6 - 47.0	45.9 - 51.7	49.0 - 56.0
file clerk	33.8 - 43.6	39.7 - 50.0	44.2 - 51.0
fundraising manager	62.6 - 80.6	70.9 - 93.2	81.1 - 106.7
HR administrator	45.2 - 58.7	51.1 - 67.3	57.9 - 76.2
HR coordinator	41.0 - 47.3	45.1 - 53.4	47.3 - 60.0
human resources assistant	40.0 - 50.9	45.3 - 57.3	50.0 - 61.6
insurance claims clerk	37.8 - 43.2	41.2 - 47.1	44.0 - 50.4
invoicing clerk	36.4 - 46.3	41.3 - 52.5	45.9 - 57.0
lease administrator	37.7 - 49.3	42.4 - 56.7	48.4 - 65.3
legal assistant	44.8 - 62.0	54.3 - 75.0	63.9 - 84.7
logistics coordinator	46.9 - 60.4	53.2 - 69.4	60.4 - 78.8
mailroom clerk	32.2 - 39.4	36.0 - 43.7	39.0 - 44.4
office clerk	36.0 - 44.0	39.4 - 49.0	43.4 - 54.0
office manager	53.1 - 68.4	58.2 - 76.4	64.6 - 85.4
office/operations manager	53.8 - 64.8	57.1 - 69.0	60.5 - 73.2
order clerk	32.8 - 41.0	37.1 - 46.6	41.4 - 51.4
order entry clerk	36.1 - 38.8	36.2 - 42.0	39.1 - 45.4
order supervisor	50.0 - 65.4	57.9 - 76.2	66.3 - 85.5
payroll administrator	41.6 - 54.3	47.3 - 62.7	54.1 - 71.4
project coordinator	42.3 - 54.9	47.7 - 62.8	54.0 - 70.6
property manager	59.0 - 78.2	67.3 - 90.9	77.4 - 104.4
receptionist	32.6 - 40.2	35.8 - 45.4	40.0 - 51.7
receptionist (bilingual)	36.0 - 37.5	37.3 - 42.0	42.0 - 44.7



# ontario

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sales administrator	42.8 - 57.0	49.3 - 66.6	56.8 - 75.7
sales assistant	38.6 - 48.0	42.4 - 54.4	48.0 - 62.9
service coordinator	37.7 - 48.3	42.0 - 55.1	47.5 - 62.7
supply clerk	34.0 - 42.5	37.8 - 47.8	41.9 - 52.6
virtual assistant	38.8 - 41.9	41.0 - 44.1	43.1 - 46.1
virtual receptionist	38.9 - 42.8	42.1 - 45.0	43.9 - 46.8



# durham region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	53.0 - 67.8	59.2 - 74.5	64.0 - 81.6
call center director - operations	65.3 - 84.3	73.1 - 95.9	82.4 - 107.4
customer loyalty agent	38.7 - 50.6	44.2 - 58.5	50.4 - 66.5
customer service manager	72.5 - 95.0	81.4 - 108.9	92.7 - 124.4
customer service representative	31.5 - 40.5	36.4 - 46.9	41.3 - 52.4
customer service representative - bilingual	33.5 - 42.5	38.4 - 48.9	43.3 - 54.4
customer service supervisor	58.0 - 75.7	64.9 - 86.3	73.3 - 97.5
customer service team lead	38.5 - 45.9	40.3 - 51.9	45.1 - 58.3
customer service trainer	44.8 - 58.5	51.0 - 67.9	58.6 - 77.1
e-chat representative	42.5 - 46.5	45.0 - 52.5	50.5 - 63.5
help desk representative - level 1	47.6 - 63.3	54.6 - 72.8	61.8 - 81.3
inside sales manager	69.5 - 92.8	78.8 - 107.0	89.9 - 121.1
inside sales representative	52.9 - 65.7	57.1 - 72.5	62.9 - 79.5
junior collection agent	34.2 - 43.7	38.5 - 50.0	43.5 - 55.9
order desk	34.5 - 43.4	39.2 - 49.4	43.9 - 54.5
survey agent	34.2 - 42.9	38.7 - 48.5	43.0 - 49.6
telemarketing agent	33.7 - 42.1	37.4 - 48.0	42.4 - 55.5
telephone dispatcher	40.2 - 50.8	45.2 - 57.8	50.8 - 64.6
travel support agent	38.5 - 48.4	43.0 - 54.5	47.8 - 60.3

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	63.8 - 82.8	71.0 - 93.9	80.0 - 106.1
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	57.4 - 74.6	65.1 - 86.0	74.3 - 98.2
civil engineer	65.1 - 86.4	74.8 - 100.8	86.1 - 114.0
civil engineering drafter	51.6 - 64.8	58.6 - 74.5	66.6 - 84.2
civil engineering technologist	47.8 - 62.2	54.4 - 71.8	62.0 - 81.4
civil project engineer	75.7 - 102.8	86.8 - 120.0	100.2 - 137.5
civil project manager	77.7 - 102.7	87.3 - 117.5	98.9 - 132.2



construction coordinator	50.9 - 66.9	56.8 - 76.0	64.0 - 85.8
construction director	102.7 - 134.7	134.2 - 175.8	167.8 - 220.4
construction manager	76.5 - 99.3	83.7 - 110.8	92.9 - 124.1
construction project coordinator	88.9 - 113.3	96.3 - 125.1	105.9 - 139.0
construction project manager	68.3 - 93.3	79.0 - 109.7	91.6 - 125.3
contracts administrator	60.2 - 79.0	68.1 - 90.9	77.5 - 103.0
contracts manager	94.4 - 118.6	105.3 - 134.9	118.9 - 153.0
director of operations	124.1 - 164.5	161.9 - 215.0	203.8 - 271.1
drafter	54.3 - 67.5	60.8 - 76.9	68.6 - 86.7
electrical designer/engineer	70.9 - 93.1	80.3 - 107.6	91.9 - 122.7
electrical engineer	73.2 - 97.7	84.8 - 115.4	98.9 - 133.1
electrical engineering technician	54.7 - 69.4	62.0 - 80.0	70.6 - 90.6
electrical inspector	43.3 - 57.7	49.9 - 67.4	57.5 - 77.5
engineering manager	85.2 - 113.7	96.9 - 131.8	111.2 - 150.1
environmental engineer	62.2 - 81.8	70.6 - 94.8	81.0 - 108.0
environmental inspector	48.0 - 60.9	52.6 - 67.9	58.4 - 75.8
estimation engineer	68.2 - 90.3	78.1 - 105.3	90.0 - 120.4
estimator	61.4 - 79.5	68.0 - 89.7	76.3 - 101.0
field manager	70.1 - 92.1	79.3 - 106.5	91.0 - 122.8
field supervisor	68.6 - 89.4	76.7 - 101.5	86.3 - 113.8
foreman	51.9 - 66.5	57.8 - 75.6	65.1 - 85.3
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	61.6 - 78.8	70.6 - 91.4	80.7 - 103.4
health and safety specialist	67.3 - 87.6	76.5 - 101.5	87.7 - 115.4
HVAC drafter	53.6 - 68.2	60.0 - 77.4	67.4 - 86.6
HVAC engineer	54.7 - 72.1	62.3 - 83.5	71.3 - 94.3
materials manager	83.0 - 108.3	91.4 - 121.7	102.2 - 136.6
mechanical designer	53.1 - 69.5	60.8 - 80.4	69.3 - 90.3
mechanical drafter	50.8 - 65.4	56.9 - 75.1	65.1 - 87.3
mechanical engineer	73.9 - 96.9	83.4 - 111.5	95.1 - 126.5
mechanical engineering technician	52.8 - 68.5	59.8 - 78.8	68.0 - 88.4
mechanical site supervisor	49.1 - 62.7	55.2 - 71.7	62.7 - 81.5
operations manager	78.4 - 105.9	89.2 - 122.4	101.8 - 137.9
planner/scheduler	40.7 - 51.8	46.2 - 59.4	52.3 - 66.8
project director	113.6 - 137.3	141.4 - 170.6	169.5 - 204.9
project engineer	90.4 - 115.2	97.8 - 127.1	107.6 - 141.4
project manager	77.3 - 105.8	89.6 - 124.3	103.7 - 141.6
purchasing manager	90.2 - 118.3	101.6 - 135.3	115.0 - 151.6
QA/QC inspector	55.3 - 72.6	63.6 - 84.4	72.9 - 96.2



quality control engineer	65.5 - 85.5	73.6 - 97.9	83.4 - 110.3
quality inspector	40.1 - 51.0	44.7 - 58.0	50.5 - 65.4
safety inspector	63.7 - 82.5	71.8 - 94.4	81.2 - 106.0
site supervisor	73.4 - 95.4	80.4 - 106.4	89.2 - 118.8
structural designer	51.2 - 66.2	57.7 - 75.7	65.2 - 85.1
structural engineer	65.2 - 85.6	73.8 - 98.7	84.3 - 112.1
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	40.6 - 51.7	45.4 - 58.9	51.3 - 66.5
<b>energy &amp; oil</b>			
applications engineer	73.8 - 98.5	86.3 - 116.8	100.8 - 132.9
architect	61.3 - 80.9	69.4 - 93.4	79.5 - 106.7
architectural drafter	50.1 - 64.9	58.2 - 76.9	68.2 - 90.7
automation engineer	65.3 - 86.2	74.0 - 99.4	84.6 - 113.1
automation specialist	51.6 - 67.6	59.8 - 78.8	68.5 - 89.4
buyer	58.0 - 75.9	66.0 - 87.9	75.6 - 100.6
category manager	62.0 - 81.1	69.3 - 92.4	78.4 - 104.9
chemical engineer	82.4 - 109.1	92.2 - 124.2	104.1 - 139.7
chemical technician	56.5 - 73.6	62.8 - 83.5	70.9 - 95.3
chief inspector	53.7 - 70.5	60.3 - 80.2	67.9 - 89.7
civil engineer	66.0 - 88.3	76.2 - 103.3	87.9 - 117.0
civil engineering drafter	51.9 - 65.7	59.2 - 75.9	67.6 - 86.0
civil engineering technologist	48.0 - 63.0	54.8 - 73.0	62.8 - 83.1
civil project engineer	77.0 - 105.3	88.6 - 123.3	102.6 - 141.4
civil project manager	79.1 - 105.3	89.2 - 120.7	101.3 - 136.0
coating inspector	37.5 - 48.9	42.5 - 56.1	48.3 - 63.7
commissioning and start up engineer	62.2 - 83.0	71.5 - 97.1	82.7 - 110.2
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	55.9 - 73.0	62.4 - 82.6	69.9 - 92.4
construction coordinator	51.2 - 67.9	57.4 - 77.4	64.9 - 87.6
construction director	105.2 - 138.6	138.0 - 181.4	173.1 - 227.9
construction manager	77.9 - 101.7	85.4 - 113.6	95.0 - 127.5
construction project manager	69.3 - 95.4	80.5 - 112.5	93.6 - 128.7
continuous improvement engineer	78.5 - 102.3	87.3 - 115.8	98.0 - 129.4
contracts administrator	60.9 - 80.5	69.2 - 93.0	79.0 - 105.6
contracts manager	96.6 - 121.8	107.9 - 138.8	122.1 - 157.7
contracts specialist	61.5 - 80.5	69.9 - 92.9	79.8 - 105.0
control technician	50.5 - 66.2	57.5 - 76.5	65.7 - 86.7
controls designer/engineer	52.4 - 69.9	60.2 - 81.4	69.2 - 92.7
demand planner	50.0 - 68.9	60.1 - 83.2	71.0 - 95.3



director of operations	127.5 - 169.6	166.9 - 222.4	210.7 - 280.8
drafter	54.7 - 68.5	61.5 - 78.3	69.7 - 88.6
electrical designer/engineer	72.0 - 95.2	81.9 - 110.4	94.0 - 126.1
electrical engineer	74.4 - 100.0	86.5 - 118.5	101.3 - 137.0
electrical engineering technician	55.2 - 70.5	62.8 - 81.5	71.8 - 92.6
electrical inspector	43.6 - 58.2	50.2 - 67.9	58.0 - 78.2
electrical test engineer	71.8 - 95.6	82.4 - 111.8	95.3 - 128.1
engineering manager	86.9 - 116.7	99.2 - 135.5	114.0 - 154.6
environmental engineer	63.0 - 83.5	71.8 - 97.0	82.6 - 110.8
environmental inspector	48.3 - 61.6	53.0 - 69.0	59.1 - 77.2
estimation engineer	69.3 - 92.3	79.6 - 107.9	92.0 - 123.7
estimator	62.2 - 81.0	69.1 - 91.7	77.7 - 103.5
expediter	40.8 - 52.6	46.3 - 60.4	52.6 - 68.6
facilities engineer	66.5 - 88.6	76.4 - 103.7	88.4 - 118.3
facilities manager	60.6 - 79.4	69.1 - 91.8	79.0 - 104.6
field service engineer	53.5 - 70.7	60.8 - 82.0	69.8 - 94.6
general inspector	52.2 - 68.5	58.6 - 78.0	66.1 - 87.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	64.7 - 84.0	72.9 - 96.6	83.1 - 109.9
geophysicist	68.1 - 92.7	80.6 - 111.5	95.4 - 128.9
geotechnical engineer	66.0 - 85.8	74.4 - 98.5	84.8 - 111.9
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	41.5 - 53.9	46.1 - 60.9	51.6 - 68.0
health and safety manager	68.4 - 89.1	76.0 - 100.9	85.5 - 113.5
health and safety specialist	62.4 - 80.3	71.7 - 93.4	82.3 - 105.9
HVAC drafter	54.0 - 69.2	60.7 - 78.9	68.4 - 88.5
HVAC engineer	55.2 - 73.4	63.2 - 85.2	72.5 - 96.5
hydraulic engineer	67.0 - 89.4	77.1 - 104.6	89.1 - 119.3
industrial engineer	71.2 - 92.5	79.0 - 104.5	88.6 - 116.9
instrumentation and controls engineer	69.1 - 90.9	77.9 - 104.3	88.6 - 117.8
inventory analyst	52.3 - 68.2	59.2 - 78.5	67.5 - 89.4
inventory control manager	65.1 - 85.2	72.8 - 97.0	82.3 - 109.7
logistics manager	64.3 - 85.3	73.4 - 99.2	84.5 - 113.1
logistics specialist	58.2 - 77.4	66.6 - 89.9	76.5 - 102.0
maintenance engineer	54.4 - 70.1	60.6 - 79.3	67.9 - 88.3
maintenance operator	42.3 - 52.3	46.8 - 58.6	52.0 - 65.1
materials manager	84.6 - 111.1	93.5 - 125.0	104.6 - 140.6
mechanical designer	53.5 - 70.6	61.6 - 82.0	70.5 - 92.3
mechanical drafter	51.1 - 66.3	57.5 - 76.5	66.0 - 89.2



mechanical engineer	75.2 - 99.2	85.2 - 114.4	97.3 - 130.1
mechanical engineering technician	53.2 - 69.6	60.5 - 80.3	69.0 - 90.3
mining engineer	71.4 - 94.3	79.6 - 107.1	89.8 - 120.3
operations manager	79.9 - 108.6	91.2 - 125.8	104.3 - 141.9
pipeline engineer	74.4 - 96.5	83.7 - 110.8	95.4 - 126.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	65.1 - 85.1	72.7 - 96.8	82.2 - 109.7
planner/scheduler	40.9 - 52.2	46.5 - 59.8	52.6 - 67.3
plant engineer	77.0 - 102.0	89.1 - 120.2	103.7 - 137.6
plant manager	95.6 - 132.9	114.6 - 161.1	136.4 - 187.3
plant operator	50.3 - 67.5	58.2 - 78.7	66.9 - 88.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	62.8 - 83.3	71.8 - 96.9	82.5 - 109.9
process engineer	62.8 - 83.3	71.8 - 96.9	82.5 - 109.9
procurement director	102.1 - 134.5	134.4 - 176.8	162.6 - 214.1
procurement manager	92.2 - 121.4	104.1 - 139.2	118.0 - 156.1
procurement specialist	51.9 - 67.5	57.6 - 76.4	64.8 - 86.7
production analyst	47.7 - 63.5	54.7 - 74.3	63.4 - 85.6
production engineer	66.1 - 87.7	75.5 - 102.0	86.8 - 115.7
program manager	74.9 - 96.9	85.3 - 112.1	97.6 - 127.8
project controller	55.5 - 73.6	62.2 - 84.0	70.4 - 95.3
project controls manager	89.0 - 121.9	102.7 - 142.6	118.6 - 162.1
project controls specialist	61.5 - 79.8	69.1 - 90.9	77.9 - 102.2
project coordinator	90.8 - 116.3	98.5 - 128.5	108.5 - 143.0
project director	116.6 - 141.3	145.5 - 176.0	174.8 - 211.7
project engineer	92.3 - 118.2	100.1 - 130.6	110.3 - 145.5
project manager	78.7 - 108.4	91.5 - 127.8	106.3 - 145.8
purchasing manager	92.2 - 121.4	104.1 - 139.2	118.0 - 156.1
QA/QC inspector	55.8 - 73.8	64.5 - 86.2	74.2 - 98.5
quality assurance manager	82.1 - 106.6	90.8 - 119.9	101.4 - 134.1
quality assurance/control technician	63.4 - 84.2	73.6 - 98.9	85.2 - 112.3
quality control engineer	66.4 - 87.3	74.9 - 100.2	85.2 - 113.2
quality inspector	40.3 - 51.3	45.0 - 58.4	50.8 - 65.9
reliability engineer	66.5 - 85.8	75.4 - 99.1	86.3 - 112.3
reliability manager	70.0 - 90.7	79.9 - 105.5	92.0 - 120.0
safety inspector	64.6 - 84.2	73.1 - 96.6	82.9 - 108.7
SCADA engineer	64.2 - 85.1	73.2 - 98.8	84.1 - 112.3
site supervisor	74.7 - 97.5	81.9 - 109.0	91.1 - 122.0
sourcing engineer	58.0 - 77.0	66.2 - 89.5	76.2 - 102.0



# ontario

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sourcing specialist	52.9 - 68.8	58.7 - 77.9	66.1 - 88.2
specification writer	53.5 - 68.9	60.5 - 79.1	68.7 - 89.1
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	54.4 - 70.1	60.6 - 79.3	67.9 - 88.3
structural designer	51.5 - 67.2	58.3 - 77.1	66.1 - 86.9
structural engineer	66.2 - 87.4	75.1 - 101.1	86.0 - 115.1
superintendent	40.8 - 52.1	45.7 - 59.3	51.6 - 67.0
supply chain manager	84.8 - 112.7	96.9 - 130.4	110.6 - 146.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	56.8 - 74.0	64.2 - 85.0	73.1 - 96.9
transmission line engineer	77.4 - 97.7	83.7 - 107.6	91.9 - 119.2
transportation manager	80.6 - 106.3	91.1 - 122.0	103.5 - 138.3
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	53.3 - 69.5	60.3 - 79.7	68.4 - 89.8

## healthcare

	entry	mid	senior
disability case manager	64.8 - 80.8	72.6 - 92.0	81.9 - 103.7
medical coordinator	47.7 - 58.2	53.1 - 66.1	59.9 - 75.1
medical secretary	36.7 - 46.6	40.9 - 52.6	45.6 - 57.7
registered nurse	66.0 - 82.0	72.3 - 91.4	80.1 - 101.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.1 - 118.6	107.8 - 148.6	133.5 - 183.8
vice president human resources / CHRO	113.1 - 190.8	146.5 - 247.5	182.0 - 308.2
human resources	entry	mid	senior
benefits administrator	56.5 - 72.0	63.1 - 81.9	71.3 - 92.5
compensation and benefits manager	95.1 - 123.4	105.4 - 139.6	118.5 - 158.1
compensation specialist	51.2 - 67.5	59.0 - 78.8	68.0 - 89.8
health and safety advisor	62.1 - 79.7	71.2 - 92.6	81.6 - 104.8
health and safety director	86.9 - 103.9	112.5 - 134.6	133.7 - 159.9
health and safety manager	77.2 - 99.5	86.2 - 113.3	97.4 - 127.8
HRIS analyst	63.1 - 82.8	72.2 - 96.3	83.0 - 109.5
HRIS director	86.9 - 124.2	112.6 - 160.8	139.8 - 199.5



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human resources assistant	42.4 - 54.0	48.0 - 60.7	53.0 - 65.3
human resources business partner	67.9 - 88.6	75.9 - 100.9	85.7 - 114.0
human resources coordinator	41.4 - 52.7	46.9 - 59.3	51.8 - 63.9
human resources director	95.3 - 131.4	121.9 - 167.9	151.0 - 208.1
human resources generalist	62.8 - 78.6	67.2 - 86.1	73.7 - 96.7
human resources manager	85.8 - 113.4	97.6 - 131.2	111.7 - 149.4
human resources supervisor	65.5 - 84.8	72.4 - 95.9	81.5 - 109.4
L&D director	94.0 - 116.4	117.1 - 145.2	149.0 - 184.5
labour relations advisor	66.4 - 87.9	75.7 - 102.0	86.9 - 116.2
labour relations manager	93.6 - 126.6	109.9 - 150.6	128.7 - 173.9
learning and development specialist	54.0 - 70.3	61.2 - 81.1	69.9 - 91.8
learning experience designer	52.1 - 67.2	58.3 - 76.6	65.9 - 87.0
recruitment coordinator	41.3 - 53.6	47.3 - 61.8	53.8 - 69.5
talent acquisition director	89.7 - 123.7	114.6 - 158.0	140.0 - 192.8
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	107.4 - 139.6	139.1 - 180.6	170.5 - 221.7
total rewards specialist	56.1 - 72.7	63.1 - 83.2	71.6 - 95.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.5 - 19.5	18.4 - 22.6	20.8 - 26.6
boom truck operator	21.6 - 28.8	24.9 - 33.6	28.6 - 38.2
counterbalance forklift operator	19.2 - 21.6	19.8 - 23.7	21.9 - 25.6
delivery/courier driver	18.2 - 21.8	19.6 - 22.8	23.0 - 25.7
electronic parts assembler	16.8 - 20.9	18.3 - 23.2	20.1 - 25.4
general labourer - heavy	17.5 - 20.0	18.6 - 22.1	21.9 - 25.3
general labourer - light	15.9 - 17.3	17.1 - 18.8	18.0 - 20.5
industrial painter	17.4 - 21.2	19.8 - 23.7	21.0 - 25.5
inventory control clerk	18.0 - 20.5	19.7 - 23.0	21.4 - 26.1
janitor/custodian	16.8 - 17.7	17.0 - 20.1	18.4 - 20.5
landscaping labour	18.0 - 19.7	19.0 - 22.4	21.7 - 23.5
machine operator	18.2 - 23.1	20.1 - 24.3	22.9 - 25.1
material handler	18.0 - 20.2	19.1 - 23.3	20.5 - 24.0
moulding machine operator	17.3 - 20.5	19.0 - 23.8	21.2 - 24.7
order/cherry picker forklift operator	18.0 - 19.8	18.5 - 22.0	20.5 - 23.0
parts clerk	17.0 - 18.5	17.3 - 19.8	18.8 - 22.3
parts manager	24.5 - 28.9	26.7 - 31.0	28.5 - 34.1
picker/packer	15.7 - 17.8	16.8 - 19.5	18.5 - 20.1



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print press operator	18.0 - 21.3	18.9 - 24.1	21.2 - 27.0
production labourer	16.0 - 17.8	17.0 - 19.8	18.5 - 21.3
reach truck operator	19.0 - 21.5	20.1 - 23.6	21.5 - 25.5
shipper/receiver	19.5 - 22.1	21.6 - 23.8	22.8 - 26.5
warehouse labourer	16.1 - 18.5	17.9 - 19.7	18.9 - 21.8

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	64.2 - 75.0	69.5 - 89.1	87.4 - 118.2
automation engineer	64.9 - 85.4	73.5 - 98.4	83.9 - 111.8
buyer	57.8 - 75.3	65.6 - 87.1	75.1 - 99.6
chemical engineer	81.7 - 107.9	91.4 - 122.8	102.2 - 138.1
chemical technician	56.3 - 73.1	62.1 - 82.8	70.4 - 94.4
cmm programmer	53.2 - 64.3	60.2 - 76.5	75.6 - 95.4
coating inspector	37.5 - 48.7	42.4 - 56.0	54.2 - 63.5
commissioning and start up engineer	62.0 - 82.4	71.2 - 96.4	82.2 - 109.8
continuous improvement engineer	77.9 - 101.3	86.6 - 114.5	97.1 - 127.9
contracts administrator	60.6 - 79.9	68.7 - 92.1	78.4 - 104.5
controls designer/engineer	67.8 - 84.7	81.6 - 95.6	90.1 - 120.2
demand planner	49.9 - 68.5	59.8 - 82.5	70.5 - 94.4
drafter	54.5 - 68.1	61.2 - 77.7	69.2 - 87.8
electrical designer/engineer	71.5 - 94.3	81.2 - 109.2	93.1 - 124.7
electrical engineer	73.9 - 99.0	85.8 - 117.2	100.3 - 135.3
electrical engineering technician	55.0 - 70.1	62.5 - 80.9	71.3 - 91.7
electrical inspector	43.5 - 58.0	50.1 - 67.7	57.8 - 77.9
electrical test engineer	71.3 - 94.7	81.7 - 110.6	94.4 - 126.7
environmental engineer	62.7 - 82.8	71.3 - 96.0	81.9 - 109.6
environmental inspector	48.2 - 61.3	52.9 - 68.5	58.8 - 76.6
estimation engineer	68.9 - 91.4	78.9 - 106.8	91.1 - 122.3
estimator	61.9 - 80.3	68.7 - 90.8	77.1 - 102.4
field service engineer	57.7 - 70.3	60.5 - 81.3	77.4 - 93.8
health and safety specialist	67.8 - 88.7	77.3 - 102.9	93.8 - 124.2
HVAC drafter	53.8 - 68.8	60.4 - 78.2	68.0 - 87.7
HVAC engineer	55.0 - 72.8	62.8 - 84.5	72.0 - 95.6
industrial engineer	70.7 - 91.7	78.3 - 103.5	87.8 - 115.6
inventory analyst	52.1 - 67.7	58.9 - 77.9	67.0 - 88.6
manufacturing engineer	67.1 - 88.4	76.0 - 102.0	86.8 - 115.2



mechanical designer	64.0 - 77.2	73.8 - 97.5	90.1 - 110.2
mechanical drafter	55.4 - 65.9	63.4 - 81.2	77.0 - 97.4
mechanical engineer	74.6 - 98.2	84.4 - 113.2	96.4 - 128.6
mechanical engineering technician	52.2 - 69.2	60.0 - 79.7	68.6 - 89.5
planner/scheduler	50.0 - 65.0	58.0 - 73.2	69.4 - 84.0
PLC programmer	57.4 - 72.4	70.1 - 86.9	80.0 - 97.4
process engineer	62.4 - 82.6	71.3 - 96.0	81.8 - 108.8
procurement specialist	51.7 - 67.1	57.3 - 75.9	64.5 - 85.9
production planner	50.1 - 66.0	57.7 - 76.5	65.7 - 85.1
project engineer	74.5 - 90.0	85.4 - 100.0	98.5 - 135.0
project manager	78.1 - 107.3	90.7 - 126.3	105.2 - 144.0
QA/QC inspector	39.2 - 49.8	43.7 - 56.7	49.4 - 64.0
quality assurance manager	81.5 - 105.5	89.9 - 118.5	100.4 - 132.5
quality assurance/control technician	63.1 - 83.5	73.1 - 98.0	84.5 - 111.2
quality control engineer	66.0 - 86.6	74.3 - 99.2	84.4 - 112.0
quality inspector	40.2 - 51.2	44.9 - 58.2	50.7 - 65.7
safety inspector	64.2 - 83.5	72.5 - 95.6	82.2 - 107.6
SCADA engineer	63.8 - 84.4	72.7 - 97.9	83.4 - 111.1
specification writer	53.3 - 68.5	60.2 - 78.4	68.2 - 88.3
stationary engineer	54.2 - 69.7	60.3 - 78.7	67.5 - 93.2
turnaround coordinator	67.0 - 89.0	77.6 - 104.0	89.0 - 114.0
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2



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project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	67.6 - 88.6	76.0 - 101.6	86.4 - 115.4
digital media specialist	41.3 - 52.9	48.1 - 62.6	56.1 - 71.5
digital specialist	49.2 - 65.0	56.9 - 76.5	66.1 - 87.3
e-commerce manager	79.4 - 103.5	88.6 - 117.9	100.2 - 133.8
marketing content manager	59.0 - 75.0	67.9 - 87.6	78.3 - 99.1
social media manager	60.3 - 82.6	72.1 - 99.1	84.7 - 114.7
web manager	66.9 - 86.9	74.2 - 98.2	83.4 - 110.8
web marketing analyst	53.1 - 70.4	61.7 - 82.9	71.5 - 94.0



# ontario

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	100.9 - 152.9	135.9 - 205.7	173.6 - 263.5
marketing vice-president	122.6 - 187.8	171.7 - 263.5	221.4 - 340.2
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	82.0 - 105.3	91.1 - 119.1	102.3 - 133.4
brand or product manager assistant	65.5 - 88.1	76.3 - 103.8	88.5 - 118.3
communications manager	69.2 - 90.0	77.0 - 102.0	86.5 - 114.4
communications specialist	55.6 - 75.8	66.1 - 91.1	77.8 - 103.9
marketing coordinator	54.9 - 72.9	62.9 - 84.7	72.2 - 96.5
marketing director	99.3 - 132.6	114.5 - 155.0	132.2 - 176.2
marketing project manager	43.3 - 57.7	49.8 - 67.4	57.4 - 76.6
marketing specialist	48.4 - 64.2	55.4 - 74.5	63.5 - 84.3

## office & administrative support

	entry	mid	senior
administrative analyst	47.7 - 61.9	52.9 - 69.9	59.4 - 78.9
administrative assistant	40.8 - 52.6	45.6 - 59.8	51.5 - 67.5
administrative assistant (bilingual)	44.0 - 52.0	46.0 - 57.0	51.0 - 62.0
administrative manager	58.3 - 74.6	63.4 - 82.7	70.0 - 92.3
benefits clerk	39.9 - 51.1	45.6 - 59.0	52.0 - 67.0
buyer assistant	40.1 - 51.8	46.4 - 59.8	52.4 - 65.8
claims supervisor	64.5 - 84.0	71.9 - 95.6	81.3 - 109.0
contracts administrator	95.7 - 120.5	106.8 - 137.2	120.8 - 155.7
data entry clerk	35.0 - 44.0	39.7 - 50.0	44.4 - 51.2
dispatcher	40.2 - 50.8	45.2 - 57.8	50.8 - 64.6
document controller	33.7 - 42.4	38.2 - 47.8	42.4 - 48.8
document services specialist	33.1 - 42.2	38.3 - 48.1	42.6 - 49.1
documentation specialist	36.2 - 47.4	43.2 - 54.8	48.5 - 56.0
donor relations coordinator	52.5 - 68.5	60.7 - 80.7	70.6 - 93.1
executive assistant	53.9 - 73.3	62.8 - 86.4	72.7 - 98.0
executive assistant (bilingual)	52.0 - 70.0	58.0 - 84.0	69.0 - 95.0
file clerk	35.6 - 46.2	42.0 - 53.0	46.8 - 54.0
fundraising manager	65.8 - 84.6	74.5 - 97.7	85.2 - 111.6
HR administrator	47.9 - 62.2	54.1 - 71.3	61.3 - 80.7
human resources assistant	42.4 - 54.0	48.0 - 60.7	53.0 - 65.3
invoicing clerk	38.5 - 49.2	43.9 - 55.8	48.8 - 60.5
lease administrator	40.7 - 53.5	45.9 - 61.6	52.5 - 71.0
leasing coordinator	39.0 - 52.0	44.0 - 60.0	51.0 - 70.0



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legal assistant	47.9 - 66.2	58.0 - 80.0	68.2 - 90.3
logistics coordinator	49.5 - 63.7	56.1 - 73.2	63.8 - 83.2
mailroom clerk	33.7 - 41.7	37.9 - 46.3	41.3 - 47.0
office clerk	38.0 - 46.7	41.7 - 51.9	46.0 - 57.3
office manager	56.3 - 72.5	61.8 - 80.9	68.5 - 90.3
office/operations manager	50.0 - 65.0	57.0 - 82.0	68.0 - 95.0
order clerk	34.5 - 43.4	39.2 - 49.4	43.9 - 54.5
order entry clerk	35.0 - 44.0	39.7 - 50.0	44.4 - 51.2
order supervisor	53.1 - 69.3	61.4 - 80.7	70.3 - 90.5
payroll administrator	45.1 - 58.9	51.3 - 68.1	58.6 - 77.5
project coordinator	44.6 - 57.9	50.3 - 66.3	57.0 - 74.5
property administrator	39.0 - 52.0	44.0 - 60.0	51.0 - 70.0
property manager	64.1 - 84.8	73.1 - 98.6	84.1 - 113.0
receptionist	34.3 - 42.6	37.8 - 48.1	42.4 - 54.8
receptionist (bilingual)	39.0 - 43.0	42.0 - 47.0	45.0 - 55.0
sales administrator	45.3 - 60.4	52.2 - 70.6	60.2 - 80.2
sales assistant	40.9 - 51.0	45.1 - 57.8	51.0 - 66.8
service coordinator	39.6 - 51.0	44.2 - 58.1	50.0 - 66.2
supply clerk	35.2 - 44.3	39.4 - 49.9	43.7 - 54.9
virtual assistant	40.8 - 52.6	45.6 - 59.8	51.5 - 67.5
virtual receptionist	34.3 - 42.6	37.8 - 48.1	42.4 - 54.8

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	49.6 - 62.0	53.9 - 68.7	59.5 - 76.5
account manager - software	55.3 - 68.8	59.7 - 75.8	65.6 - 84.5
business development manager	100.2 - 132.2	111.8 - 150.7	126.8 - 172.9
district sales manager	79.3 - 102.5	90.4 - 119.1	103.9 - 136.6
key accounts manager - consumer goods	70.6 - 90.5	79.5 - 103.9	90.5 - 118.0
merchandiser - consumer goods	62.0 - 80.8	69.2 - 92.2	78.4 - 104.9
sales manager	63.2 - 84.4	71.7 - 97.3	81.8 - 110.1
sales representative, account manager - channel manager	79.2 - 105.2	89.1 - 120.5	101.2 - 136.2
sales representative, account manager - consumer goods	49.8 - 62.6	54.7 - 69.9	60.6 - 77.9
sales representative, account manager - professional services	48.2 - 60.0	52.0 - 66.0	57.2 - 73.6
sales representative, account manager - telecommunications	54.9 - 68.4	59.4 - 75.5	65.4 - 84.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	143.5 - 204.8	191.0 - 273.1	247.2 - 353.5



# ontario

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industrial sales	entry	mid	senior
sales engineer - distribution	70.8 - 92.3	77.7 - 103.3	86.5 - 115.2
sales engineer - manufacturing	60.6 - 81.0	68.8 - 93.3	78.4 - 104.8
sales representative, account manager - distribution	50.5 - 63.0	54.8 - 69.7	60.4 - 77.9
sales representative, account manager - industrial equipment	48.5 - 60.4	52.4 - 66.5	57.6 - 74.1
sales representative, account manager - industrial service	54.0 - 67.3	58.5 - 74.3	64.4 - 82.8
sales representative, account manager - machinery	53.8 - 66.9	58.1 - 73.7	63.9 - 82.4
sales representative, account manager - manufacturing	48.7 - 70.0	53.7 - 78.3	59.6 - 87.1
sales representative, account manager - retail network	53.8 - 66.9	58.0 - 73.8	64.0 - 83.1
technical sales representative - manufacturing	53.3 - 70.3	60.5 - 81.3	69.4 - 93.8



# frontenac county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	42.5 - 50.2	50.0 - 68.5	63.6 - 82.2
call center director - operations	64.1 - 84.3	72.1 - 96.9	82.2 - 111.2
customer loyalty agent	35.4 - 46.1	40.2 - 53.3	45.9 - 60.6
customer service manager	59.2 - 76.7	66.3 - 87.5	74.9 - 98.3
customer service representative	33.4 - 41.8	36.7 - 47.3	41.1 - 53.1
customer service representative - bilingual	35.4 - 43.8	38.7 - 49.3	43.1 - 55.1
customer service supervisor	52.6 - 68.9	59.0 - 78.6	66.6 - 89.0
customer service team lead	38.7 - 46.5	42.1 - 49.6	48.1 - 55.8
customer service trainer	41.1 - 53.7	46.8 - 62.4	53.8 - 70.9
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
help desk representative - level 1	39.1 - 49.5	48.3 - 58.1	54.7 - 72.2
inside sales manager	63.0 - 84.5	71.6 - 97.9	81.9 - 111.3
inside sales representative	42.1 - 55.4	51.5 - 65.6	56.8 - 73.6
junior collection agent	31.3 - 39.4	34.9 - 45.1	39.2 - 50.5
order desk	38.6 - 45.7	42.1 - 51.8	48.3 - 56.8
survey agent	31.6 - 39.1	35.4 - 44.1	39.1 - 45.1
telemarketing agent	31.4 - 38.7	34.6 - 44.1	39.0 - 51.0
telephone dispatcher	36.8 - 46.4	41.3 - 52.8	46.4 - 59.0
travel support agent	35.2 - 44.1	39.1 - 49.7	43.5 - 54.9



# greater hamilton area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	52.1 - 65.7	57.3 - 72.2	62.9 - 80.7
call center director - operations	63.2 - 81.7	70.8 - 93.0	79.8 - 104.2
customer loyalty agent	37.6 - 49.1	42.9 - 56.7	48.9 - 64.4
customer service manager	68.0 - 89.1	76.3 - 102.2	86.9 - 116.9
customer service representative	35.5 - 44.5	39.1 - 50.3	43.8 - 56.5
customer service representative - bilingual	37.5 - 46.5	41.1 - 52.3	45.8 - 58.5
customer service supervisor	55.8 - 72.9	62.5 - 83.0	70.5 - 93.9
customer service team lead	40.1 - 46.0	43.0 - 48.9	47.5 - 59.5
customer service trainer	43.4 - 56.6	49.4 - 65.7	56.7 - 74.6
e-chat representative	35.7 - 40.0	37.5 - 42.4	41.0 - 46.5
help desk representative - level 1	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
inside sales manager	67.3 - 89.9	76.3 - 103.8	87.1 - 117.6
inside sales representative	51.2 - 63.6	55.2 - 70.1	60.8 - 78.6
junior collection agent	33.0 - 41.8	37.0 - 47.9	41.6 - 53.5
order desk	33.8 - 42.1	38.1 - 47.9	42.5 - 52.8
survey agent	33.5 - 41.7	37.7 - 47.0	41.7 - 48.1
telemarketing agent	33.1 - 41.0	36.5 - 46.7	41.3 - 53.9
telephone dispatcher	39.0 - 49.2	43.8 - 55.9	49.1 - 62.4
travel support agent	37.4 - 46.9	41.7 - 52.9	46.3 - 58.4

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.4 - 79.7	68.2 - 90.5	76.9 - 102.4
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	55.4 - 71.9	62.8 - 83.0	71.7 - 94.8
civil engineer	62.3 - 82.8	71.7 - 96.7	82.5 - 109.5
civil engineering drafter	49.3 - 61.9	55.9 - 71.2	63.6 - 80.5
civil engineering technologist	45.6 - 59.4	51.9 - 68.6	59.2 - 77.8
civil project engineer	71.2 - 96.9	81.7 - 113.3	94.4 - 129.9
civil project manager	74.4 - 98.6	83.7 - 113.0	94.9 - 127.3



construction coordinator	49.6 - 65.2	55.4 - 74.1	62.4 - 83.7
construction director	96.8 - 127.3	126.8 - 166.8	159.1 - 209.7
construction manager	72.0 - 93.6	78.8 - 104.5	87.5 - 117.2
construction project coordinator	83.7 - 106.9	90.7 - 118.1	99.8 - 131.4
construction project manager	64.3 - 87.9	74.4 - 103.4	86.2 - 118.3
contracts administrator	58.1 - 76.2	65.7 - 87.8	74.8 - 99.5
contracts manager	88.6 - 111.4	98.8 - 126.9	111.7 - 144.3
director of operations	119.9 - 159.7	157.1 - 209.7	198.6 - 265.3
drafter	51.8 - 64.5	58.1 - 73.4	65.5 - 82.9
electrical designer/engineer	67.9 - 89.3	76.9 - 103.3	88.1 - 118.1
electrical engineer	70.1 - 93.7	81.2 - 110.9	94.9 - 128.2
electrical engineering technician	52.2 - 66.3	59.3 - 76.4	67.5 - 86.6
electrical inspector	41.6 - 55.4	47.9 - 64.7	55.2 - 74.4
engineering manager	80.2 - 107.3	91.3 - 124.5	104.9 - 142.1
environmental engineer	59.6 - 78.4	67.7 - 90.9	77.6 - 103.8
environmental inspector	46.2 - 58.5	50.6 - 65.3	56.1 - 72.8
estimation engineer	65.4 - 86.6	74.8 - 101.1	86.3 - 115.8
estimator	59.3 - 76.7	65.7 - 86.6	73.6 - 97.6
field manager	67.8 - 89.1	76.8 - 103.2	88.0 - 119.2
field supervisor	66.4 - 86.5	74.2 - 98.4	83.5 - 110.3
foreman	50.2 - 64.3	55.9 - 73.0	63.0 - 82.5
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	58.9 - 75.4	67.5 - 87.4	77.2 - 99.0
health and safety specialist	64.4 - 83.9	73.3 - 97.4	84.1 - 110.9
HVAC drafter	51.5 - 65.4	57.6 - 74.3	64.7 - 83.1
HVAC engineer	52.4 - 69.1	59.7 - 80.0	68.3 - 90.4
materials manager	77.8 - 101.7	85.7 - 114.4	95.8 - 128.6
mechanical designer	50.8 - 66.5	58.2 - 77.0	66.4 - 86.6
mechanical drafter	48.5 - 62.4	54.4 - 71.8	62.1 - 83.5
mechanical engineer	70.8 - 92.9	80.0 - 107.1	91.2 - 121.8
mechanical engineering technician	50.4 - 65.5	57.2 - 75.3	64.9 - 84.5
mechanical site supervisor	47.9 - 61.1	53.8 - 69.9	61.1 - 79.5
operations manager	75.5 - 102.2	86.0 - 118.3	98.2 - 133.4
planner/scheduler	39.6 - 50.2	44.8 - 57.5	50.7 - 64.7
project director	107.2 - 129.8	133.7 - 161.8	160.7 - 194.8
project engineer	85.1 - 108.7	92.2 - 120.0	101.5 - 133.7
project manager	72.8 - 99.7	84.4 - 117.4	97.8 - 133.9
purchasing manager	84.6 - 111.1	95.3 - 127.3	108.0 - 142.8
QA/QC inspector	52.8 - 69.3	60.8 - 80.7	69.6 - 92.0



quality control engineer	62.7 - 82.0	70.5 - 93.9	79.9 - 106.0
quality inspector	38.9 - 49.3	43.3 - 56.0	48.8 - 63.1
safety inspector	60.9 - 78.9	68.7 - 90.3	77.7 - 101.6
site supervisor	69.2 - 89.8	75.7 - 100.3	84.0 - 112.1
structural designer	48.9 - 63.2	55.1 - 72.3	62.3 - 81.4
structural engineer	62.5 - 82.0	70.7 - 94.7	80.7 - 107.7
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	39.7 - 50.5	44.3 - 57.4	50.0 - 64.8
<b>energy &amp; oil</b>			
applications engineer	68.6 - 91.7	80.3 - 108.9	93.8 - 124.0
architect	58.8 - 77.5	66.5 - 89.6	76.2 - 102.4
architectural drafter	47.8 - 62.0	55.6 - 73.5	65.2 - 86.8
automation engineer	62.6 - 82.6	70.9 - 95.4	81.0 - 108.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	56.0 - 73.2	63.7 - 84.8	73.0 - 97.1
chemical engineer	78.9 - 104.8	88.4 - 119.5	99.9 - 134.7
chemical technician	54.0 - 70.3	60.0 - 79.8	67.7 - 91.2
chief inspector	51.5 - 67.6	57.9 - 77.0	65.2 - 86.1
civil engineer	63.2 - 84.6	73.0 - 99.1	84.2 - 112.5
civil engineering drafter	49.6 - 62.7	56.6 - 72.5	64.6 - 82.2
civil engineering technologist	45.8 - 60.2	52.4 - 69.7	60.0 - 79.4
civil project engineer	72.5 - 99.3	83.5 - 116.4	96.7 - 133.7
civil project manager	75.8 - 101.1	85.5 - 116.1	97.2 - 131.0
coating inspector	36.5 - 47.2	41.2 - 54.3	46.7 - 61.5
commissioning and start up engineer	60.4 - 80.6	69.5 - 94.5	80.4 - 107.3
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	53.4 - 69.8	59.6 - 78.9	66.8 - 88.3
construction coordinator	49.9 - 66.2	56.0 - 75.4	63.3 - 85.5
construction director	99.2 - 131.0	130.4 - 172.2	164.2 - 216.9
construction manager	73.3 - 95.8	80.4 - 107.2	89.5 - 120.5
construction project manager	65.3 - 89.9	75.8 - 106.1	88.2 - 121.6
continuous improvement engineer	73.6 - 96.0	81.9 - 108.7	91.9 - 121.7
contracts administrator	58.8 - 77.7	66.7 - 89.8	76.2 - 102.0
contracts manager	90.6 - 114.5	101.3 - 130.6	114.8 - 148.7
contracts specialist	59.4 - 77.6	67.5 - 89.7	77.0 - 101.5
control technician	48.2 - 63.2	55.0 - 73.0	62.8 - 82.9
controls designer/engineer	50.1 - 66.8	57.5 - 77.8	66.1 - 88.7
demand planner	48.0 - 66.1	57.7 - 79.8	68.1 - 91.5
director of operations	123.3 - 164.8	162.1 - 217.0	205.4 - 275.0



# ontario

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drafter	52.3 - 65.4	58.8 - 74.8	66.6 - 84.7
electrical designer/engineer	69.0 - 91.3	78.4 - 106.0	90.1 - 121.4
electrical engineer	71.3 - 96.0	82.9 - 113.9	97.2 - 132.0
electrical engineering technician	52.7 - 67.4	60.0 - 77.9	68.6 - 88.6
electrical inspector	41.9 - 55.8	48.3 - 65.2	55.7 - 75.1
electrical test engineer	68.8 - 91.7	79.0 - 107.4	91.4 - 123.4
engineering manager	81.9 - 110.1	93.4 - 128.1	107.6 - 146.4
environmental engineer	60.3 - 80.0	68.8 - 93.0	79.2 - 106.5
environmental inspector	46.4 - 59.2	51.0 - 66.3	56.8 - 74.1
estimation engineer	66.4 - 88.5	76.2 - 103.6	88.2 - 119.0
estimator	60.1 - 78.2	66.7 - 88.5	75.0 - 100.0
expediter	39.6 - 50.9	44.8 - 58.4	50.9 - 66.3
facilities engineer	63.7 - 85.0	73.2 - 99.6	84.7 - 113.8
facilities manager	58.7 - 76.8	66.8 - 88.9	76.4 - 101.3
field service engineer	51.1 - 67.6	58.1 - 78.3	66.7 - 90.5
general inspector	50.1 - 65.8	56.3 - 74.9	63.4 - 83.8
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	62.2 - 80.7	70.0 - 92.8	79.8 - 105.7
geophysicist	65.4 - 89.1	77.4 - 107.4	91.7 - 124.3
geotechnical engineer	63.2 - 82.2	71.3 - 94.5	81.3 - 107.5
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	39.8 - 51.7	44.2 - 58.4	49.5 - 65.2
health and safety manager	64.4 - 83.9	71.6 - 95.1	80.5 - 107.1
health and safety specialist	59.7 - 76.8	68.6 - 89.4	78.7 - 101.5
HVAC drafter	51.9 - 66.5	58.3 - 75.7	65.7 - 84.9
HVAC engineer	52.9 - 70.3	60.5 - 81.7	69.4 - 92.5
hydraulic engineer	64.2 - 85.7	73.8 - 100.4	85.4 - 114.7
industrial engineer	68.2 - 88.7	75.6 - 100.3	84.9 - 112.3
instrumentation and controls engineer	66.2 - 87.1	74.6 - 100.1	84.9 - 113.2
inventory analyst	50.2 - 65.4	56.8 - 75.3	64.8 - 85.9
inventory control manager	62.7 - 82.0	70.1 - 93.5	79.2 - 105.8
logistics manager	60.3 - 80.0	68.8 - 93.1	79.2 - 106.2
logistics specialist	56.2 - 74.6	64.2 - 86.8	73.8 - 98.5
maintenance engineer	51.8 - 66.8	57.8 - 75.6	64.7 - 84.2
maintenance operator	40.7 - 50.2	44.9 - 56.3	50.0 - 62.5
materials manager	79.3 - 104.3	87.6 - 117.5	98.2 - 132.4
mechanical designer	51.2 - 67.6	59.0 - 78.6	67.5 - 88.5
mechanical drafter	48.8 - 63.3	54.9 - 73.0	63.0 - 85.3
mechanical engineer	72.0 - 95.2	81.6 - 110.0	93.4 - 125.2



mechanical engineering technician	50.8 - 66.5	57.8 - 76.8	65.9 - 86.4
mining engineer	68.4 - 90.4	76.3 - 102.8	86.1 - 115.7
operations manager	77.0 - 104.8	87.9 - 121.6	100.6 - 137.4
pipeline engineer	71.2 - 92.5	80.2 - 106.4	91.5 - 122.0
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	62.4 - 81.5	69.7 - 92.9	78.8 - 105.3
planner/scheduler	39.8 - 50.6	45.1 - 58.0	51.0 - 65.2
plant engineer	72.5 - 96.1	83.9 - 113.4	97.8 - 130.0
plant manager	89.7 - 125.0	107.6 - 152.0	128.3 - 177.2
plant operator	48.0 - 64.3	55.5 - 75.0	63.7 - 84.7
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	60.1 - 79.9	68.7 - 93.0	79.1 - 105.6
process engineer	60.1 - 79.9	68.7 - 93.0	79.1 - 105.6
procurement director	95.7 - 126.5	126.4 - 167.1	153.5 - 203.0
procurement manager	86.4 - 114.1	97.7 - 131.0	110.9 - 147.2
procurement specialist	50.1 - 65.2	55.6 - 73.8	62.6 - 83.6
production engineer	63.3 - 84.1	72.3 - 97.9	83.2 - 111.2
program manager	70.5 - 91.3	80.3 - 105.7	91.9 - 120.7
project controller	53.5 - 70.9	60.0 - 80.9	67.8 - 91.9
project controls manager	83.8 - 115.1	96.8 - 134.8	111.9 - 153.6
project controls specialist	59.5 - 77.1	66.8 - 87.9	75.3 - 99.0
project coordinator	85.5 - 109.7	92.8 - 121.4	102.3 - 135.2
project director	110.0 - 133.6	137.6 - 167.0	165.8 - 201.4
project engineer	87.0 - 111.6	94.4 - 123.4	104.1 - 137.7
project manager	74.1 - 102.2	86.2 - 120.7	100.2 - 137.9
purchasing manager	86.4 - 114.1	97.7 - 131.0	110.9 - 147.2
QA/QC inspector	53.3 - 70.5	61.6 - 82.4	70.8 - 94.2
quality assurance manager	77.0 - 100.0	85.1 - 112.6	95.2 - 126.1
quality assurance/control technician	59.0 - 78.3	68.4 - 92.1	79.2 - 104.7
quality control engineer	63.6 - 83.7	71.7 - 96.2	81.6 - 108.8
quality inspector	39.0 - 49.6	43.5 - 56.4	49.1 - 63.6
reliability engineer	63.7 - 82.2	72.3 - 95.0	82.7 - 107.9
reliability manager	65.9 - 85.5	75.3 - 99.5	86.6 - 113.2
safety inspector	61.8 - 80.5	69.9 - 92.4	79.3 - 104.2
SCADA engineer	61.4 - 81.6	70.2 - 94.8	80.6 - 107.9
site supervisor	70.3 - 91.9	77.1 - 102.8	85.8 - 115.2
sourcing engineer	54.4 - 72.1	62.1 - 83.9	71.4 - 95.7
sourcing specialist	51.1 - 66.4	56.7 - 75.2	63.7 - 85.1
specification writer	51.8 - 66.7	58.7 - 76.6	66.5 - 86.3



# ontario

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start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	51.8 - 66.8	57.8 - 75.6	64.7 - 84.2
structural designer	49.2 - 64.2	55.7 - 73.6	63.2 - 83.1
structural engineer	63.4 - 83.8	71.9 - 97.0	82.4 - 110.6
superintendent	39.9 - 50.8	44.6 - 57.9	50.4 - 65.3
supply chain manager	79.5 - 105.8	90.9 - 122.6	103.9 - 137.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	52.9 - 68.8	59.7 - 79.1	68.0 - 90.2
transmission line engineer	74.1 - 93.7	80.2 - 103.4	88.1 - 114.7
transportation manager	75.5 - 99.7	85.4 - 114.6	97.2 - 130.2
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	51.6 - 67.2	58.3 - 77.0	66.1 - 86.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	131.6 - 222.9	179.2 - 321.2	257.1 - 329.7	
controller	89.3 - 117.5	103.4 - 141.0	117.5 - 164.5	
director - financial planning & analysis	94.0 - 98.7	103.4 - 112.8	117.5 - 141.0	
finance director	116.7 - 153.7	151.2 - 198.6	184.5 - 242.0	
payroll director	82.7 - 95.1	88.4 - 108.1	92.1 - 131.6	
vice-president internal audit	117.4 - 156.3	148.0 - 196.6	180.0 - 238.9	
finance & accounting	1 year	3 years	5 years	10 years
accountant	58.3 - 65.8	61.1 - 72.4	65.8 - 82.7	77.1 - 92.1
accounting clerk	44.8 - 53.1	50.8 - 54.5	51.7 - 56.4	54.5 - 58.3
accounting manager	73.3 - 82.7	75.2 - 84.6	82.7 - 92.1	89.3 - 98.7
accounting supervisor	62.7 - 76.0	67.4 - 79.0	73.3 - 82.7	79.9 - 89.3
accounting technician	52.1 - 61.7	56.1 - 66.6	60.1 - 71.2	68.4 - 81.0
accounts payable clerk	43.1 - 51.0	48.9 - 58.3	51.7 - 61.1	54.5 - 63.9
accounts payable manager	65.8 - 75.2	77.1 - 84.6	82.7 - 92.1	89.3 - 98.7
accounts receivable clerk	43.1 - 51.0	48.9 - 58.3	51.7 - 61.1	54.5 - 63.9
accounts receivable manager	65.8 - 75.2	77.1 - 84.6	82.7 - 92.1	89.3 - 98.7
analyst - financial planning & analysis	70.5 - 81.8	78.0 - 91.2	88.4 - 98.7	94.0 - 108.1
assistant controller	83.2 - 104.1	89.3 - 112.8	94.0 - 117.5	112.8 - 136.3
billing specialist	43.1 - 51.0	48.9 - 58.3	51.7 - 61.1	61.1 - 65.8
bookkeeper	54.5 - 63.0	61.1 - 67.7	65.8 - 75.2	70.5 - 79.9
business analyst	68.1 - 81.5	73.6 - 88.1	78.9 - 94.5	90.7 - 108.7



# ontario

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compliance officer	84.2 - 102.2	94.0 - 113.9	97.8 - 114.7	103.4 - 131.6
compliance specialist	55.4 - 66.4	60.9 - 73.0	66.3 - 79.4	77.0 - 92.3
cost accountant	59.4 - 71.3	67.7 - 79.0	71.4 - 92.1	89.3 - 98.7
credit & collection specialist	43.1 - 51.0	48.9 - 58.3	51.7 - 61.1	61.1 - 65.8
credit and collections manager	65.8 - 75.2	77.1 - 84.6	82.7 - 92.1	89.3 - 98.7
credit and collections supervisor	62.5 - 71.4	73.2 - 80.4	78.6 - 87.5	84.8 - 93.8
external auditor	63.9 - 74.1	66.5 - 79.6	71.0 - 85.1	81.2 - 97.4
financial analyst	58.3 - 70.5	66.6 - 77.1	70.1 - 84.0	78.4 - 94.0
financial reporting manager	79.9 - 89.3	84.6 - 103.4	98.7 - 117.5	103.4 - 112.8
internal audit manager	79.9 - 89.3	84.6 - 103.4	98.7 - 117.5	103.4 - 112.8
internal auditor	54.5 - 71.7	63.9 - 79.1	71.0 - 85.3	79.9 - 89.3
invoicing clerk	40.9 - 48.5	46.4 - 55.4	49.1 - 58.0	51.7 - 61.1
payroll clerk	42.3 - 48.1	45.3 - 53.1	49.2 - 54.5	51.7 - 61.1
payroll manager	76.0 - 88.6	79.0 - 90.3	80.8 - 93.1	85.5 - 99.8
payroll specialist	51.7 - 61.1	54.5 - 65.8	61.1 - 70.5	70.5 - 79.9
payroll supervisor	68.0 - 78.0	72.0 - 82.0	75.0 - 85.0	80.0 - 88.0
tax analyst	63.9 - 70.5	67.7 - 79.9	75.2 - 94.0	89.3 - 98.7
tax manager	89.5 - 109.6	95.9 - 117.5	102.3 - 125.3	117.3 - 143.7
treasury analyst	63.5 - 76.2	68.2 - 81.7	72.6 - 87.0	82.6 - 99.0

## healthcare

	entry	mid	senior
disability case manager	62.6 - 78.0	70.1 - 88.9	79.1 - 100.3
medical coordinator	44.7 - 56.9	49.8 - 64.5	56.2 - 73.3
medical secretary	35.4 - 44.8	39.4 - 50.5	43.8 - 55.4
registered nurse	63.7 - 79.1	69.8 - 88.3	77.4 - 98.6

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.9 - 114.6	104.0 - 144.0	129.1 - 178.8
vice president human resources / CHRO	106.2 - 180.6	138.0 - 235.1	172.2 - 293.6
human resources	entry	mid	senior
benefits administrator	54.6 - 69.5	60.9 - 79.0	68.8 - 89.3
compensation and benefits manager	89.2 - 116.0	98.9 - 131.4	111.3 - 149.1
compensation specialist	49.5 - 65.1	56.9 - 76.1	65.6 - 86.6



# ontario

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health and safety advisor	59.4 - 76.2	68.1 - 88.6	78.0 - 100.4
health and safety director	81.5 - 97.5	105.6 - 126.6	125.8 - 150.8
health and safety manager	72.3 - 93.4	80.8 - 106.4	91.3 - 120.1
HRIS analyst	58.7 - 77.0	67.2 - 89.6	77.2 - 102.0
HRIS director	81.5 - 116.7	105.7 - 151.7	131.6 - 189.0
human resources assistant	41.1 - 52.3	46.5 - 58.8	51.4 - 63.3
human resources business partner	76.7 - 95.2	87.1 - 96.3	94.3 - 115.3
human resources coordinator	40.2 - 51.1	45.4 - 57.5	50.2 - 61.8
human resources director	89.4 - 123.6	114.5 - 158.5	142.3 - 197.2
human resources generalist	60.6 - 75.8	64.9 - 83.1	71.1 - 93.4
human resources manager	80.5 - 106.5	91.5 - 123.4	104.9 - 140.8
human resources supervisor	63.2 - 81.8	69.8 - 92.6	78.7 - 105.8
Human Resources Technician	48.7 - 63.2	54.1 - 71.6	60.9 - 81.5
L&D director	88.1 - 109.4	110.0 - 136.7	140.4 - 174.5
labour relations advisor	64.1 - 84.8	73.0 - 98.5	83.9 - 112.4
labour relations manager	87.8 - 119.0	103.2 - 141.9	121.0 - 164.3
learning and development specialist	51.8 - 67.4	58.7 - 77.8	67.0 - 88.1
learning experience designer	50.0 - 64.5	55.9 - 73.5	63.2 - 83.4
recruitment coordinator	40.1 - 52.0	45.9 - 59.9	52.1 - 67.3
talent acquisition director	84.1 - 116.2	107.7 - 149.0	131.7 - 182.5
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	100.8 - 131.4	130.9 - 170.7	161.1 - 210.3
total rewards specialist	54.2 - 70.1	60.9 - 80.3	69.1 - 91.9

## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 20.1	18.0 - 23.0	20.3 - 25.9
counterbalance forklift operator	18.0 - 20.0	19.0 - 21.0	21.0 - 23.0
delivery/courier driver	17.7 - 22.5	19.8 - 25.6	22.2 - 28.6
electronic parts assembler	16.5 - 20.4	17.9 - 22.6	19.6 - 24.8
forklift operator	18.0 - 19.8	18.0 - 22.9	20.1 - 25.4
general labourer - heavy	17.8 - 20.9	18.9 - 23.9	21.3 - 24.5
general labourer - light	15.3 - 19.8	18.1 - 23.1	20.6 - 23.7
industrial painter	17.0 - 21.7	19.1 - 24.8	21.6 - 27.8
inventory control clerk	19.0 - 21.1	19.0 - 24.1	21.5 - 27.0
janitor/custodian	16.0 - 17.2	16.6 - 19.4	17.3 - 19.8
landscaping labour	15.5 - 19.3	17.5 - 21.9	19.5 - 22.4
logistics coordinator	23.0 - 29.6	26.1 - 34.0	29.6 - 38.7



# ontario

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machine operator	17.3 - 22.5	19.7 - 26.0	22.4 - 29.4
manufacturing worker	15.9 - 19.3	17.6 - 21.8	19.7 - 24.7
material handler	18.0 - 19.8	18.0 - 22.9	20.1 - 25.4
moulding machine operator	16.8 - 21.8	19.1 - 25.1	21.6 - 28.2
order/cherry picker forklift operator	18.0 - 20.0	19.0 - 21.0	21.0 - 23.0
parts clerk	17.5 - 18.4	17.8 - 20.9	29.0 - 23.4
parts manager	23.1 - 29.9	25.9 - 34.0	29.3 - 38.6
picker/packer	16.0 - 18.2	16.3 - 20.4	17.9 - 22.2
polisher/deburrer	17.3 - 21.7	19.6 - 24.9	22.2 - 28.0
print press operator	16.5 - 20.6	18.3 - 23.3	20.5 - 26.1
production labourer	14.4 - 18.5	17.0 - 21.8	19.6 - 22.5
reach truck operator	18.0 - 20.0	19.0 - 21.0	21.0 - 23.0
sandblasting operator	16.3 - 20.5	18.0 - 23.3	20.3 - 26.5
scissor lift operator	18.0 - 20.0	19.0 - 21.0	21.0 - 23.0
shipper/receiver	17.9 - 21.8	19.5 - 24.1	21.4 - 26.7
shipping and receiving clerk	18.5 - 22.9	20.9 - 26.3	23.7 - 29.8
warehouse labourer	15.7 - 19.7	18.2 - 22.5	20.2 - 23.0

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.1 - 90.8	79.6 - 107.7	92.9 - 122.6
automation engineer	62.2 - 81.9	70.4 - 94.5	80.3 - 107.4
buyer	55.8 - 72.7	63.3 - 84.1	72.4 - 96.2
chemical engineer	78.3 - 103.6	87.6 - 118.1	98.9 - 133.1
chemical technician	53.8 - 69.8	59.7 - 79.1	67.2 - 90.3
cmm programmer	46.5 - 59.8	51.8 - 67.8	58.2 - 75.7
coating inspector	36.4 - 47.1	41.1 - 54.1	46.6 - 61.3
commissioning and start up engineer	60.2 - 80.1	69.1 - 93.7	79.9 - 107.0
continuous improvement engineer	73.0 - 95.0	81.2 - 107.6	91.1 - 120.3
contracts administrator	58.5 - 77.1	66.3 - 88.9	75.6 - 101.0
controls designer/engineer	49.9 - 66.3	57.2 - 77.1	65.7 - 87.9
demand planner	47.9 - 65.7	57.4 - 79.2	67.7 - 90.7
drafter	52.1 - 65.0	58.5 - 74.2	66.1 - 83.9
electrical designer/engineer	68.5 - 90.5	77.8 - 104.9	89.3 - 120.0
electrical engineer	70.8 - 95.0	82.2 - 112.7	96.2 - 130.4
electrical engineering technician	52.5 - 66.9	59.7 - 77.3	68.1 - 87.7
electrical inspector	41.8 - 55.7	48.1 - 65.0	55.5 - 74.8



# ontario

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electrical test engineer	68.3 - 90.8	78.3 - 106.3	90.5 - 121.9
environmental engineer	60.0 - 79.3	68.3 - 92.1	78.5 - 105.3
environmental inspector	46.3 - 58.9	50.8 - 65.8	56.5 - 73.6
estimation engineer	65.9 - 87.7	75.6 - 102.5	87.4 - 117.6
estimator	59.7 - 77.5	66.3 - 87.7	74.4 - 99.0
field service engineer	50.9 - 67.1	57.8 - 77.7	66.3 - 89.7
health and safety specialist	65.0 - 85.0	74.1 - 98.8	85.1 - 112.6
HVAC drafter	51.7 - 66.0	58.0 - 75.1	65.2 - 84.2
HVAC engineer	52.7 - 69.8	60.1 - 81.0	69.0 - 91.6
industrial engineer	67.7 - 87.9	75.0 - 99.3	84.1 - 111.1
inventory analyst	50.1 - 65.0	56.6 - 74.7	64.4 - 85.1
logistics specialist	56.0 - 74.1	63.8 - 86.0	73.2 - 97.5
manufacturing engineer	64.2 - 84.7	72.8 - 97.9	83.2 - 110.7
mechanical designer	51.1 - 67.1	58.7 - 77.9	67.0 - 87.7
mechanical drafter	48.7 - 63.0	54.7 - 72.5	62.7 - 84.5
mechanical engineer	71.5 - 94.2	80.9 - 108.8	92.5 - 123.8
mechanical engineering technician	50.6 - 66.1	57.5 - 76.1	65.5 - 85.6
planner/scheduler	39.7 - 50.4	44.9 - 57.8	50.9 - 65.0
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	59.8 - 79.2	68.2 - 92.1	78.4 - 104.5
procurement specialist	50.0 - 64.7	55.4 - 73.2	62.2 - 82.9
production planner	48.5 - 63.8	55.8 - 73.9	63.5 - 82.3
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	73.6 - 101.2	85.4 - 119.3	99.2 - 136.2
QA/QC inspector	38.0 - 48.2	42.3 - 54.8	47.7 - 61.8
quality assurance manager	76.4 - 99.0	84.3 - 111.4	94.2 - 124.6
quality assurance/control technician	58.7 - 77.6	68.0 - 91.2	78.6 - 103.6
quality control engineer	63.2 - 83.0	71.2 - 95.2	80.9 - 107.6
quality inspector	39.0 - 49.5	43.4 - 56.3	49.0 - 63.4
safety inspector	61.4 - 79.8	69.4 - 91.5	78.6 - 103.1
SCADA engineer	61.1 - 80.9	69.6 - 93.9	79.9 - 106.7
specification writer	51.7 - 66.3	58.4 - 75.9	66.1 - 85.5
stationary engineer	51.7 - 66.4	57.5 - 75.0	64.3 - 83.4
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1



# ontario

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inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	65.5 - 85.9	73.6 - 98.5	83.7 - 112.0
digital media specialist	39.9 - 51.0	46.4 - 60.4	54.1 - 69.0
digital specialist	47.5 - 62.7	54.9 - 73.8	63.8 - 84.2
e-commerce manager	76.8 - 100.4	85.8 - 114.4	97.1 - 130.1
marketing content manager	56.5 - 71.8	65.1 - 84.0	75.0 - 95.0
social media manager	58.4 - 80.0	69.8 - 96.1	82.0 - 111.3
web manager	64.8 - 84.2	71.9 - 95.2	80.8 - 107.6
web marketing analyst	49.5 - 65.5	57.4 - 77.1	66.5 - 87.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	97.3 - 148.2	131.4 - 200.5	168.8 - 257.7
marketing vice-president	119.1 - 183.6	167.6 - 258.7	216.9 - 334.9
<b>marketing and communications</b>			
brand or product manager	79.4 - 102.2	88.2 - 115.7	99.1 - 129.7
brand or product manager assistant	62.6 - 84.3	73.0 - 99.4	84.6 - 113.4
communications manager	65.2 - 84.8	72.5 - 96.1	81.5 - 107.9
communications specialist	53.8 - 73.4	64.0 - 88.2	75.4 - 100.8
marketing coordinator	53.1 - 70.3	60.7 - 81.8	69.7 - 93.2
marketing director	96.3 - 128.9	111.2 - 151.0	128.5 - 172.0
marketing project manager	42.0 - 55.9	48.3 - 65.2	55.7 - 74.2
marketing specialist	46.8 - 62.0	53.5 - 71.9	61.3 - 81.4

## office &amp; administrative support

	entry	mid	senior
<b>administrative analyst</b>			
administrative analyst	45.8 - 59.4	50.8 - 67.1	57.0 - 75.7
administrative assistant	39.3 - 50.5	43.8 - 57.4	49.4 - 64.8
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
administrative manager	54.7 - 70.0	59.5 - 77.5	65.6 - 86.5
benefits clerk	38.8 - 49.5	44.3 - 57.2	50.4 - 64.9
buyer assistant	38.4 - 49.6	44.4 - 57.2	50.2 - 62.9
claims supervisor	62.1 - 80.8	69.2 - 92.1	78.3 - 105.1
contracts administrator	89.7 - 113.2	100.2 - 129.1	113.5 - 146.8
customer success manager	55.0 - 60.0	62.0 - 66.0	67.5 - 71.3
data entry clerk	34.1 - 42.4	38.3 - 48.2	42.8 - 49.4



# ontario

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dispatcher	39.0 - 49.2	43.8 - 55.9	49.1 - 62.4
document controller	33.0 - 41.1	37.2 - 46.3	41.1 - 47.4
document services specialist	32.4 - 41.0	37.2 - 46.6	41.4 - 47.6
documentation specialist	35.3 - 45.9	41.9 - 53.1	47.1 - 54.3
donor relations coordinator	50.9 - 66.4	58.8 - 78.1	68.4 - 90.2
executive assistant	51.7 - 70.4	60.3 - 82.9	69.8 - 94.2
executive assistant (bilingual)	55.0 - 61.3	65.0 - 72.0	73.0 - 78.5
executive legal assistant	52.5 - 58.9	57.4 - 69.3	63.3 - 78.5
file clerk	34.7 - 44.8	40.8 - 51.3	45.4 - 52.3
fundraising manager	63.7 - 82.0	72.1 - 94.7	82.5 - 108.3
HR administrator	46.3 - 60.0	52.2 - 68.8	59.2 - 77.9
HR coordinator	45.2 - 58.7	51.1 - 67.3	57.9 - 76.2
HR manager	40.0 - 50.9	45.3 - 57.3	50.0 - 61.6
human resources assistant	41.1 - 52.3	46.5 - 58.8	51.4 - 63.3
insurance claims clerk	43.5 - 48.3	46.8 - 51.2	53.2 - 57.5
invoicing clerk	37.0 - 47.1	42.0 - 53.4	46.7 - 57.9
lease administrator	38.5 - 50.4	43.3 - 58.0	49.5 - 66.8
leasing coordinator	41.4 - 54.6	46.8 - 63.0	53.6 - 72.8
legal assistant	45.8 - 63.2	55.4 - 76.4	65.2 - 86.4
logistics coordinator	47.9 - 61.6	54.3 - 70.8	61.7 - 80.4
mailroom clerk	32.8 - 40.2	36.7 - 44.6	39.9 - 45.3
office clerk	36.8 - 45.0	40.3 - 50.0	44.3 - 55.2
office manager	54.3 - 69.8	59.5 - 77.8	65.9 - 87.0
office/operations manager	52.3 - 58.5	65.7 - 73.2	71.5 - 79.3
order clerk	33.8 - 42.1	38.1 - 47.9	42.5 - 52.8
order entry clerk	38.9 - 50.1	43.4 - 57.1	49.0 - 64.5
order supervisor	51.1 - 66.7	59.1 - 77.7	67.6 - 87.1
payroll administrator	42.4 - 55.3	48.2 - 63.8	55.0 - 72.6
project coordinator	43.2 - 56.0	48.7 - 64.0	55.1 - 72.0
property administrator	40.0 - 55.0	46.0 - 62.0	52.0 - 72.0
property manager	60.4 - 79.9	68.8 - 92.9	79.2 - 106.6
receptionist	33.5 - 41.4	36.8 - 46.6	41.1 - 53.1
receptionist (bilingual)	43.5 - 48.3	47.3 - 51.0	49.0 - 55.0
sales administrator	43.8 - 58.3	50.4 - 68.1	58.1 - 77.4
sales assistant	39.2 - 48.8	43.1 - 55.3	48.8 - 63.9
service coordinator	38.4 - 49.3	42.8 - 56.2	48.4 - 64.0
supply clerk	34.2 - 42.7	38.0 - 48.1	42.1 - 52.9
virtual assistant	41.0 - 53.0	46.0 - 60.0	53.0 - 68.0
virtual receptionist	36.0 - 44.0	40.0 - 50.0	44.0 - 55.0



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	48.0 - 60.0	52.2 - 66.4	57.6 - 74.0
account manager - software	53.5 - 66.5	57.8 - 73.3	63.5 - 81.7
business development manager	94.4 - 124.9	105.4 - 142.6	119.8 - 164.0
district sales manager	76.8 - 99.4	87.5 - 115.6	100.8 - 132.9
key accounts manager - consumer goods	68.3 - 87.6	76.9 - 100.6	87.5 - 114.4
merchandiser - consumer goods	59.8 - 78.0	66.8 - 89.0	75.6 - 101.4
sales manager	61.2 - 81.7	69.4 - 94.3	79.2 - 106.8
sales representative, account manager - channel manager	76.7 - 102.0	86.3 - 117.0	98.1 - 132.5
sales representative, account manager - consumer goods	48.2 - 60.8	53.0 - 67.8	58.8 - 75.7
sales representative, account manager - professional services	46.8 - 58.1	50.5 - 63.9	55.4 - 71.3
sales representative, account manager - telecommunications	53.1 - 66.2	57.5 - 73.0	63.2 - 81.3
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	139.7 - 200.4	186.7 - 268.2	242.4 - 348.2
<b>industrial sales</b>			
sales engineer - distribution	68.7 - 89.8	75.5 - 100.5	84.0 - 112.2
sales engineer - manufacturing	58.9 - 78.7	66.9 - 90.7	76.1 - 102.1
sales representative, account manager - distribution	48.9 - 61.0	53.1 - 67.5	58.5 - 75.4
sales representative, account manager - industrial equipment	46.9 - 58.4	50.7 - 64.3	55.7 - 71.6
sales representative, account manager - industrial service	52.4 - 65.2	56.7 - 72.0	62.3 - 80.2
sales representative, account manager - machinery	52.0 - 64.7	56.2 - 71.3	61.8 - 79.7
sales representative, account manager - manufacturing	47.2 - 67.7	52.0 - 75.8	57.7 - 84.3
sales representative, account manager - retail network	52.1 - 64.7	56.1 - 71.3	61.9 - 80.4
technical sales representative - manufacturing	50.9 - 67.1	57.8 - 77.7	66.3 - 89.7

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.2 - 85.5	74.1 - 97.4	83.6 - 109.5
application support analyst	58.5 - 76.9	67.1 - 88.7	76.2 - 99.9
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	64.6 - 83.4	72.3 - 95.0	81.6 - 106.8
database SQL developer	59.2 - 78.4	67.6 - 91.2	77.6 - 103.6
devops development side	63.3 - 84.7	73.3 - 99.9	85.2 - 114.1



ERP developer	66.6 - 85.8	74.3 - 97.7	83.9 - 110.8
front-end developer	62.9 - 82.4	71.8 - 95.7	82.4 - 108.8
full stack developer	71.9 - 94.4	82.3 - 109.7	94.4 - 124.4
java developer	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
machine learning developer	71.8 - 106.4	96.1 - 133.2	114.6 - 137.4
manual tester	47.1 - 62.7	55.1 - 74.2	64.1 - 84.5
mobile application developer (iOS/android)	59.8 - 91.2	83.1 - 115.9	99.7 - 119.5
quality assurance manager	78.7 - 102.5	87.5 - 116.2	98.4 - 130.7
RPA developer	49.4 - 64.9	56.6 - 75.2	64.8 - 84.4
technical lead	101.7 - 136.8	116.2 - 158.8	133.2 - 180.0
UI/UX designer	59.7 - 77.3	67.1 - 88.4	75.9 - 98.9
<b>architecture</b>			
application architect	92.1 - 122.4	103.5 - 140.6	118.0 - 161.0
architect (enterprise)	89.6 - 120.8	102.7 - 140.9	118.4 - 162.0
architect (solutions/technical)	80.5 - 100.6	90.3 - 114.8	102.0 - 128.9
cloud architect	82.3 - 103.3	92.9 - 118.6	105.5 - 132.9
<b>data &amp; analytics</b>			
BI data architect	84.0 - 112.6	93.9 - 128.3	106.2 - 144.7
big data engineer	78.3 - 102.4	87.5 - 116.6	98.9 - 132.1
business intelligence developer	63.2 - 81.7	70.8 - 93.1	79.8 - 103.9
data analyst	65.0 - 86.6	74.8 - 101.3	86.3 - 115.2
data architect	68.2 - 89.9	78.4 - 105.3	90.7 - 120.1
data engineer	67.6 - 90.1	77.7 - 105.4	89.7 - 119.8
data scientist	73.5 - 98.4	85.0 - 115.8	98.5 - 131.7
database administrator	65.5 - 88.9	77.3 - 106.3	90.7 - 121.8
<b>leadership/business technology</b>			
business analyst	66.9 - 86.4	74.9 - 98.6	84.7 - 111.3
IT director	100.2 - 133.8	126.9 - 169.5	158.8 - 212.4
manager IT	87.6 - 116.0	99.7 - 134.7	114.5 - 154.4
<b>networking/infrastructure</b>			
bilingual tech support	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
cloud engineer	71.3 - 94.7	82.9 - 111.6	96.1 - 126.4
devops system side	76.3 - 106.1	89.8 - 125.6	104.2 - 142.1
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	68.8 - 91.8	79.2 - 107.5	91.5 - 122.2
information security manager	88.5 - 116.3	99.5 - 133.3	113.1 - 151.7
information security specialist	58.3 - 76.3	66.6 - 88.7	76.4 - 100.4
information systems analyst	62.1 - 79.5	68.7 - 89.6	76.9 - 100.7
linux/unix administrator	73.8 - 95.9	83.2 - 110.3	94.9 - 125.4



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network administrator	59.1 - 78.7	67.9 - 92.0	78.4 - 105.0
network engineer	65.8 - 87.5	75.5 - 102.4	87.3 - 117.4
systems administrator	66.6 - 86.4	75.1 - 99.3	85.4 - 112.5
tech support	61.9 - 80.7	70.2 - 92.9	79.8 - 105.2
telecommunications analyst	61.4 - 81.4	70.2 - 95.2	81.2 - 109.8
<b>project management</b>			
business systems analyst	65.2 - 86.0	75.2 - 100.9	87.0 - 115.4
ERP project manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8
organizational change manager (OCM)	63.5 - 85.2	73.8 - 101.4	86.8 - 118.7
product owner	74.0 - 97.2	84.7 - 112.9	97.1 - 127.6
product owner/manager	76.7 - 105.5	89.0 - 124.3	103.4 - 142.2
program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8
project coordinator	59.8 - 75.1	67.6 - 86.5	77.1 - 98.1
project manager (infrastructure)	90.1 - 121.9	102.1 - 141.1	117.1 - 162.0
project manager (software)	86.9 - 115.0	97.1 - 131.1	109.8 - 148.7
scrum master	71.3 - 92.5	80.3 - 106.3	91.3 - 121.1
technical writer	58.4 - 75.6	67.8 - 89.0	78.6 - 101.0



# greater sudbury area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	52.6 - 65.0	56.7 - 71.6	62.4 - 80.1
call center director - operations	62.7 - 81.1	70.2 - 92.4	79.2 - 103.6
customer loyalty agent	37.0 - 48.4	42.2 - 56.0	48.2 - 63.7
customer service manager	67.7 - 88.9	76.1 - 102.1	86.7 - 116.9
customer service representative	34.9 - 43.9	38.5 - 49.7	43.1 - 55.8
customer service representative - bilingual	36.9 - 45.9	40.5 - 51.7	45.1 - 57.8
customer service supervisor	55.1 - 72.1	61.7 - 82.2	69.7 - 93.1
customer service team lead	43.3 - 47.1	47.0 - 51.2	51.2 - 58.1
customer service trainer	42.5 - 55.7	48.5 - 64.7	55.8 - 73.6
e-chat representative	34.9 - 43.9	38.5 - 49.7	43.1 - 55.8
help desk representative - level 1	44.1 - 58.7	50.6 - 67.6	57.3 - 75.6
inside sales manager	66.7 - 89.3	75.8 - 103.2	86.5 - 117.1
inside sales representative	50.6 - 63.0	54.7 - 69.6	60.3 - 78.1
junior collection agent	32.6 - 41.4	36.6 - 47.4	41.2 - 53.0
order desk	33.2 - 41.5	37.5 - 47.3	41.9 - 52.1
survey agent	32.9 - 41.0	37.1 - 46.4	41.1 - 47.4
telemarketing agent	32.6 - 40.4	36.0 - 46.1	40.7 - 53.3
telephone dispatcher	38.2 - 48.4	43.0 - 55.0	48.3 - 61.5
travel support agent	36.9 - 46.3	41.1 - 52.2	45.7 - 57.7

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.1 - 79.4	68.0 - 90.2	76.6 - 102.1
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	55.1 - 71.6	62.4 - 82.7	71.3 - 94.6
civil engineer	61.6 - 82.1	71.0 - 96.0	81.8 - 108.7
civil engineering drafter	48.7 - 61.2	55.3 - 70.5	62.9 - 79.7
civil engineering technologist	45.1 - 58.7	51.3 - 67.9	58.6 - 77.0
civil project engineer	70.3 - 95.9	80.8 - 112.2	93.4 - 128.8
civil project manager	73.7 - 97.9	83.0 - 112.2	94.1 - 126.5



construction coordinator	48.3 - 63.7	54.1 - 72.5	61.0 - 82.0
construction director	95.8 - 126.2	125.6 - 165.4	157.8 - 208.0
construction manager	71.2 - 92.6	77.9 - 103.4	86.5 - 116.1
construction project coordinator	82.7 - 105.8	89.7 - 117.0	98.8 - 130.2
construction project manager	63.5 - 86.9	73.5 - 102.4	85.3 - 117.2
contracts administrator	57.7 - 75.9	65.4 - 87.5	74.5 - 99.3
contracts manager	88.4 - 111.4	98.7 - 126.9	111.7 - 144.2
director of operations	120.6 - 160.5	157.9 - 210.4	199.4 - 265.8
drafter	51.2 - 63.8	57.4 - 72.7	64.8 - 82.1
electrical designer/engineer	67.2 - 88.6	76.2 - 102.6	87.4 - 117.3
electrical engineer	69.4 - 93.0	80.5 - 110.2	94.1 - 127.4
electrical engineering technician	51.6 - 65.6	58.6 - 75.7	66.8 - 85.8
electrical inspector	41.1 - 54.9	47.4 - 64.1	54.7 - 73.8
engineering manager	79.3 - 106.2	90.3 - 123.4	103.8 - 140.8
environmental engineer	58.9 - 77.7	67.0 - 90.2	76.9 - 103.0
environmental inspector	45.9 - 58.3	50.3 - 65.1	55.9 - 72.6
estimation engineer	64.7 - 85.8	74.1 - 100.3	85.5 - 115.0
estimator	58.9 - 76.3	65.3 - 86.3	73.3 - 97.4
field manager	66.9 - 88.1	75.8 - 102.1	87.0 - 117.9
field supervisor	65.5 - 85.5	73.2 - 97.3	82.5 - 109.2
foreman	49.7 - 63.8	55.4 - 72.5	62.4 - 82.0
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	58.2 - 74.6	66.7 - 86.6	76.4 - 98.1
health and safety specialist	63.7 - 83.2	72.6 - 96.7	83.3 - 110.1
HVAC drafter	50.8 - 64.7	56.9 - 73.6	64.0 - 82.4
HVAC engineer	51.8 - 68.4	59.0 - 79.3	67.6 - 89.7
materials manager	77.5 - 101.6	85.5 - 114.3	95.7 - 128.5
mechanical designer	50.2 - 65.8	57.6 - 76.3	65.7 - 85.8
mechanical drafter	47.9 - 61.8	53.7 - 71.0	61.5 - 82.7
mechanical engineer	70.1 - 92.2	79.2 - 106.4	90.5 - 121.0
mechanical engineering technician	49.8 - 64.8	56.5 - 74.6	64.2 - 83.7
mechanical site supervisor	46.7 - 59.7	52.5 - 68.4	59.7 - 77.9
operations manager	75.7 - 102.7	86.3 - 118.9	98.7 - 134.2
planner/scheduler	39.0 - 49.6	44.2 - 56.8	50.0 - 64.0
project director	106.2 - 128.6	132.5 - 160.5	159.4 - 193.2
project engineer	84.2 - 107.6	91.2 - 118.9	100.5 - 132.5
project manager	71.9 - 98.7	83.4 - 116.3	96.8 - 132.8
purchasing manager	84.4 - 111.0	95.2 - 127.2	107.9 - 142.8
QA/QC inspector	52.2 - 68.6	60.1 - 79.9	68.9 - 91.2



quality control engineer	62.0 - 81.2	69.8 - 93.2	79.2 - 105.2
quality inspector	38.3 - 48.6	42.6 - 55.3	48.1 - 62.4
safety inspector	60.2 - 78.1	68.0 - 89.5	76.9 - 100.7
site supervisor	68.3 - 88.9	74.8 - 99.3	83.0 - 111.1
structural designer	48.3 - 62.5	54.5 - 71.6	61.6 - 80.6
structural engineer	61.8 - 81.3	70.0 - 94.0	80.0 - 107.0
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.7 - 49.3	43.3 - 56.2	48.9 - 63.5
<b>energy &amp; oil</b>			
applications engineer	68.5 - 91.7	80.3 - 109.1	93.9 - 124.3
architect	58.4 - 77.2	66.1 - 89.3	75.8 - 102.2
architectural drafter	47.2 - 61.3	55.0 - 72.8	64.5 - 85.9
automation engineer	61.9 - 81.9	70.2 - 94.7	80.3 - 107.9
automation specialist	48.7 - 63.9	56.5 - 74.5	64.8 - 84.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	55.6 - 72.9	63.4 - 84.5	72.6 - 96.9
category manager	59.5 - 77.9	66.5 - 88.9	75.3 - 101.1
chemical engineer	78.2 - 104.0	87.7 - 118.7	99.2 - 133.9
chemical technician	53.4 - 69.6	59.3 - 79.0	67.0 - 90.3
chief inspector	51.0 - 67.1	57.3 - 76.4	64.6 - 85.6
civil engineer	62.5 - 83.9	72.3 - 98.4	83.5 - 111.7
civil engineering drafter	49.0 - 62.0	55.9 - 71.8	63.9 - 81.4
civil engineering technologist	45.2 - 59.5	51.8 - 69.0	59.3 - 78.6
civil project engineer	71.6 - 98.2	82.5 - 115.3	95.7 - 132.6
civil project manager	75.1 - 100.3	84.8 - 115.3	96.5 - 130.2
coating inspector	35.9 - 46.6	40.5 - 53.6	46.1 - 60.8
commissioning and start up engineer	59.8 - 79.9	68.8 - 93.7	79.7 - 106.6
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	52.8 - 69.0	58.9 - 78.2	66.1 - 87.5
construction coordinator	48.7 - 64.7	54.6 - 73.9	61.8 - 83.8
construction director	98.2 - 129.8	129.3 - 170.8	162.9 - 215.2
construction manager	72.4 - 94.8	79.4 - 106.1	88.5 - 119.3
construction project manager	64.4 - 88.9	74.9 - 105.0	87.2 - 120.5
continuous improvement engineer	73.3 - 95.9	81.7 - 108.7	91.8 - 121.6
contracts administrator	58.4 - 77.4	66.4 - 89.5	75.9 - 101.8
contracts manager	90.4 - 114.4	101.2 - 130.6	114.7 - 148.6
contracts specialist	59.0 - 77.3	67.1 - 89.4	76.7 - 101.3
control technician	47.6 - 62.5	54.3 - 72.3	62.1 - 82.1
controls designer/engineer	49.5 - 66.1	56.9 - 77.0	65.4 - 87.9



demand planner	48.0 - 66.2	57.7 - 80.0	68.2 - 91.9
director of operations	124.0 - 165.6	162.9 - 217.6	206.1 - 275.4
drafter	51.6 - 64.7	58.1 - 74.1	65.9 - 83.9
electrical designer/engineer	68.3 - 90.6	77.7 - 105.3	89.4 - 120.6
electrical engineer	70.6 - 95.2	82.2 - 113.2	96.4 - 131.2
electrical engineering technician	52.1 - 66.7	59.4 - 77.2	67.9 - 87.7
electrical inspector	41.3 - 55.3	47.7 - 64.6	55.1 - 74.5
electrical test engineer	68.1 - 91.0	78.2 - 106.6	90.7 - 122.5
engineering manager	80.9 - 109.1	92.5 - 126.9	106.5 - 145.1
environmental engineer	59.7 - 79.3	68.1 - 92.3	78.4 - 105.7
environmental inspector	46.1 - 59.0	50.7 - 66.1	56.6 - 74.0
estimation engineer	65.7 - 87.8	75.5 - 102.9	87.5 - 118.2
estimator	59.7 - 77.9	66.3 - 88.3	74.7 - 99.8
expediter	38.8 - 50.0	44.0 - 57.5	50.0 - 65.3
facilities engineer	63.0 - 84.2	72.5 - 98.8	84.0 - 113.0
facilities manager	57.8 - 75.8	65.9 - 87.8	75.4 - 100.2
field service engineer	50.5 - 66.9	57.4 - 77.6	66.0 - 89.7
general inspector	49.5 - 65.2	55.7 - 74.3	62.8 - 83.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	62.0 - 80.7	69.9 - 92.9	79.7 - 105.8
geophysicist	65.3 - 89.1	77.3 - 107.5	91.7 - 124.5
geotechnical engineer	62.6 - 81.5	70.6 - 93.8	80.5 - 106.7
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	39.4 - 51.3	43.8 - 58.0	49.1 - 64.8
health and safety manager	63.6 - 83.0	70.7 - 94.1	79.6 - 106.0
health and safety specialist	59.0 - 76.0	67.8 - 88.6	77.9 - 100.6
HVAC drafter	51.2 - 65.8	57.6 - 75.0	65.0 - 84.2
HVAC engineer	52.2 - 69.6	59.8 - 81.0	68.8 - 91.8
hydraulic engineer	63.5 - 84.9	73.1 - 99.6	84.7 - 113.9
industrial engineer	67.5 - 88.0	74.9 - 99.6	84.2 - 111.6
instrumentation and controls engineer	65.5 - 86.4	73.9 - 99.4	84.2 - 112.4
inventory analyst	50.2 - 65.5	56.8 - 75.5	64.8 - 86.1
inventory control manager	61.9 - 81.2	69.3 - 92.7	78.4 - 104.9
logistics manager	60.0 - 79.8	68.5 - 92.9	79.0 - 106.1
logistics specialist	55.8 - 74.3	63.9 - 86.5	73.5 - 98.3
maintenance engineer	51.1 - 66.1	57.0 - 74.8	64.0 - 83.4
maintenance operator	40.0 - 49.5	44.3 - 55.6	49.3 - 61.8
materials manager	79.1 - 104.2	87.5 - 117.5	98.1 - 132.3
mechanical designer	50.6 - 66.9	58.3 - 77.9	66.8 - 87.8



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mechanical drafter	48.2 - 62.7	54.3 - 72.3	62.3 - 84.5
mechanical engineer	71.3 - 94.4	80.9 - 109.2	92.6 - 124.4
mechanical engineering technician	50.2 - 65.8	57.2 - 76.0	65.2 - 85.6
mining engineer	67.7 - 89.7	75.6 - 102.1	85.3 - 114.9
operations manager	77.2 - 105.4	88.3 - 122.3	101.2 - 138.1
pipeline engineer	70.5 - 91.8	79.5 - 105.7	90.8 - 121.2
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	61.7 - 80.8	69.0 - 92.2	78.1 - 104.6
planner/scheduler	39.1 - 49.9	44.4 - 57.3	50.3 - 64.5
plant engineer	71.6 - 95.1	83.0 - 112.3	96.8 - 128.9
plant manager	89.5 - 125.0	107.5 - 151.9	128.3 - 177.0
plant operator	47.3 - 63.6	54.8 - 74.3	63.0 - 83.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	59.4 - 79.1	68.0 - 92.2	78.3 - 104.8
process engineer	59.4 - 79.1	68.0 - 92.2	78.3 - 104.8
procurement director	95.6 - 126.4	126.4 - 167.0	153.4 - 202.7
procurement manager	86.2 - 114.0	97.5 - 131.0	110.8 - 147.2
procurement specialist	49.7 - 64.8	55.2 - 73.4	62.2 - 83.3
production analyst	45.4 - 60.5	52.1 - 70.8	60.3 - 81.8
production engineer	62.6 - 83.4	71.6 - 97.2	82.5 - 110.4
program manager	69.6 - 90.3	79.4 - 104.7	90.9 - 119.5
project controller	52.3 - 69.5	58.7 - 79.3	66.4 - 90.2
project controls manager	82.9 - 114.0	95.8 - 133.7	110.8 - 152.4
project controls specialist	58.6 - 76.1	65.8 - 86.9	74.4 - 97.8
project coordinator	84.5 - 108.6	91.8 - 120.3	101.3 - 134.0
project director	109.0 - 132.4	136.4 - 165.6	164.5 - 199.8
project engineer	86.0 - 110.5	93.4 - 122.3	103.0 - 136.5
project manager	73.2 - 101.2	85.2 - 119.5	99.2 - 136.7
purchasing manager	86.2 - 114.0	97.5 - 131.0	110.8 - 147.2
QA/QC inspector	52.6 - 69.8	60.9 - 81.6	70.1 - 93.4
quality assurance manager	76.8 - 99.9	84.9 - 112.5	95.0 - 126.1
quality assurance/control technician	58.9 - 78.3	68.3 - 92.2	79.2 - 104.9
quality control engineer	62.9 - 83.0	71.0 - 95.4	80.9 - 108.0
quality inspector	38.4 - 49.0	42.9 - 55.8	48.5 - 63.0
reliability engineer	63.0 - 81.5	71.6 - 94.3	82.0 - 107.1
reliability manager	65.0 - 84.5	74.4 - 98.5	85.7 - 112.2
safety inspector	61.0 - 79.7	69.1 - 91.6	78.5 - 103.3
SCADA engineer	60.8 - 80.8	69.5 - 94.1	79.9 - 107.1
site supervisor	69.4 - 90.9	76.2 - 101.8	84.8 - 114.1



# ontario

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sourcing engineer	54.1 - 71.9	61.8 - 83.7	71.1 - 95.6
sourcing specialist	50.7 - 66.0	56.3 - 74.8	63.4 - 84.9
specification writer	51.4 - 66.3	58.2 - 76.1	66.0 - 85.8
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	51.1 - 66.1	57.0 - 74.8	64.0 - 83.4
structural designer	48.6 - 63.5	55.0 - 72.9	62.5 - 82.3
structural engineer	62.7 - 83.0	71.2 - 96.3	81.7 - 109.8
superintendent	38.9 - 49.7	43.5 - 56.7	49.2 - 64.1
supply chain manager	79.3 - 105.7	90.7 - 122.6	103.8 - 137.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	52.7 - 68.7	59.6 - 79.1	67.9 - 90.2
transmission line engineer	73.4 - 93.0	79.5 - 102.6	87.4 - 113.9
transportation manager	75.3 - 99.6	85.2 - 114.6	97.0 - 130.1
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	51.0 - 66.6	57.8 - 76.5	65.6 - 86.4

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	83.2 - 115.2	104.6 - 144.7	129.9 - 179.5
vice president human resources / CHRO	106.1 - 180.4	138.0 - 234.7	172.0 - 292.8
<b>human resources</b>	entry	mid	senior
benefits administrator	54.2 - 69.1	60.6 - 78.7	68.4 - 89.0
compensation and benefits manager	89.0 - 115.9	98.8 - 131.3	111.2 - 149.0
compensation specialist	49.1 - 64.8	56.6 - 75.8	65.3 - 86.4
health and safety advisor	58.6 - 75.4	67.4 - 87.8	77.3 - 99.6
health and safety director	81.2 - 97.4	105.5 - 126.5	125.8 - 150.8
health and safety manager	72.1 - 93.2	80.6 - 106.3	91.2 - 120.1
HRIS analyst	58.5 - 77.0	67.1 - 89.7	77.2 - 102.2
HRIS director	81.3 - 116.7	105.6 - 151.7	131.5 - 188.8
human resources assistant	40.5 - 51.6	45.9 - 58.1	50.7 - 62.6
human resources business partner	65.2 - 85.3	72.9 - 97.2	82.4 - 110.1
human resources coordinator	39.6 - 50.4	44.8 - 56.8	49.5 - 61.2
human resources director	89.2 - 123.5	114.4 - 158.5	142.2 - 196.9
human resources generalist	60.2 - 75.5	64.5 - 82.8	70.8 - 93.2
human resources manager	80.3 - 106.4	91.3 - 123.3	104.8 - 140.7
human resources supervisor	62.8 - 81.5	69.5 - 92.4	78.3 - 105.6



# ontario

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Human Resources Technician	48.1 - 62.5	53.4 - 70.9	60.2 - 80.8
L&D director	87.9 - 109.3	109.9 - 136.7	140.3 - 174.4
labour relations advisor	63.8 - 84.6	72.7 - 98.3	83.6 - 112.3
labour relations manager	87.6 - 119.0	103.1 - 141.8	120.9 - 164.2
learning and development specialist	51.7 - 67.3	58.6 - 77.8	67.0 - 88.2
learning experience designer	49.9 - 64.4	55.8 - 73.5	63.2 - 83.5
recruitment coordinator	39.5 - 51.3	45.2 - 59.2	51.5 - 66.6
talent acquisition director	83.9 - 116.2	107.6 - 149.0	131.7 - 182.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	100.7 - 131.3	130.8 - 170.6	161.0 - 210.0
total rewards specialist	53.8 - 69.8	60.5 - 80.0	68.8 - 91.6

## industrial support

	entry	mid	senior
assembler/fabricator	15.7 - 19.7	17.7 - 22.6	19.9 - 25.5
boom truck operator	20.7 - 27.7	23.9 - 32.3	27.5 - 36.8
delivery/courier driver	17.5 - 22.4	19.7 - 25.5	22.1 - 28.6
electronic parts assembler	16.2 - 20.1	17.6 - 22.2	19.2 - 24.4
forklift operator	15.5 - 19.8	17.8 - 22.8	20.0 - 25.3
general labourer - heavy	16.6 - 20.8	18.7 - 23.7	21.1 - 24.3
general labourer - light	15.0 - 19.5	17.8 - 22.8	20.3 - 23.4
industrial painter	16.7 - 21.4	18.8 - 24.5	21.2 - 27.4
inventory control clerk	16.8 - 21.0	19.0 - 24.1	21.4 - 26.9
janitor/custodian	14.3 - 17.0	15.4 - 19.2	17.1 - 19.6
landscaping labour	15.2 - 18.9	17.1 - 21.4	19.1 - 22.0
logistics coordinator	22.6 - 29.2	25.7 - 33.6	29.2 - 38.2
machine operator	17.0 - 22.1	19.3 - 25.6	22.0 - 29.0
machine operator assistant	16.2 - 20.1	18.4 - 23.1	20.8 - 25.6
manufacturing worker	15.6 - 19.0	17.3 - 21.5	19.4 - 24.4
material handler	15.2 - 19.4	17.5 - 22.4	19.7 - 23.0
moulding machine operator	16.6 - 21.6	18.9 - 25.0	21.4 - 28.0
parts clerk	14.3 - 18.1	15.3 - 20.6	17.2 - 23.0
parts manager	22.8 - 29.5	25.6 - 33.7	28.9 - 38.2
picker/packer	14.6 - 18.1	16.2 - 20.3	17.8 - 22.1
polisher/deburrer	17.1 - 21.5	19.4 - 24.7	22.0 - 27.9
print press operator	16.3 - 20.3	18.0 - 23.0	20.2 - 25.8
production labourer	14.3 - 18.4	16.9 - 21.7	19.5 - 22.4
sandblasting operator	16.0 - 20.2	17.8 - 22.9	20.0 - 26.2



# ontario

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shipper/receiver	17.6 - 21.4	19.1 - 23.7	21.0 - 26.3
shipping and receiving clerk	18.1 - 22.5	20.5 - 25.8	23.3 - 29.3
warehouse labourer	15.6 - 19.6	18.1 - 22.4	20.1 - 22.9

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	62.4 - 70.4	65.8 - 84.6	84.3 - 114.5
automation engineer	61.5 - 81.2	69.7 - 93.7	79.6 - 106.7
buyer	55.4 - 72.4	63.0 - 83.8	72.1 - 95.9
chemical engineer	77.6 - 102.9	86.9 - 117.3	98.1 - 132.2
chemical technician	53.2 - 69.1	59.0 - 78.3	66.5 - 89.4
cmm programmer	46.3 - 59.7	54.6 - 72.5	71.3 - 95.4
coating inspector	35.8 - 46.5	40.5 - 53.4	51.4 - 60.6
commissioning and start up engineer	59.5 - 79.4	68.4 - 93.0	79.2 - 106.2
continuous improvement engineer	72.8 - 94.9	80.9 - 107.5	90.9 - 120.2
contracts administrator	58.1 - 76.8	65.9 - 88.7	75.3 - 100.8
controls designer/engineer	65.5 - 82.5	78.4 - 92.5	88.8 - 112.5
demand planner	47.8 - 65.8	57.4 - 79.4	67.7 - 91.0
drafter	51.5 - 64.3	57.8 - 73.5	65.4 - 83.1
electrical designer/engineer	67.8 - 89.7	77.1 - 104.1	88.5 - 119.2
electrical engineer	70.1 - 94.3	81.5 - 111.9	95.5 - 129.6
electrical engineering technician	51.9 - 66.2	59.0 - 76.5	67.4 - 86.9
electrical inspector	41.2 - 55.1	47.6 - 64.4	54.9 - 74.2
electrical test engineer	67.6 - 90.1	77.6 - 105.5	89.8 - 121.1
environmental engineer	59.3 - 78.6	67.6 - 91.4	77.8 - 104.5
environmental inspector	46.0 - 58.7	50.6 - 65.7	56.3 - 73.4
estimation engineer	65.2 - 86.9	74.9 - 101.8	86.7 - 116.8
estimator	59.4 - 77.2	65.9 - 87.4	74.1 - 98.8
field service engineer	50.3 - 66.4	57.1 - 76.9	65.6 - 88.8
general inspector	49.4 - 64.8	55.5 - 73.7	62.5 - 82.5
health and safety specialist	64.3 - 84.3	73.3 - 98.0	84.4 - 111.8
HVAC drafter	51.0 - 65.3	57.3 - 74.4	64.6 - 83.5
HVAC engineer	52.0 - 69.1	59.5 - 80.3	68.3 - 90.9
industrial engineer	67.0 - 87.2	74.3 - 98.6	83.4 - 110.3
inventory analyst	50.0 - 65.1	56.5 - 74.9	64.4 - 85.3
manufacturing engineer	63.5 - 84.0	72.1 - 97.1	82.5 - 110.0
mechanical designer	60.4 - 72.3	68.6 - 92.4	83.6 - 106.5



mechanical drafter	48.1 - 62.3	58.4 - 76.2	72.1 - 92.5
mechanical engineer	70.8 - 93.5	80.2 - 108.0	91.7 - 123.0
mechanical engineering technician	50.0 - 65.4	56.9 - 75.4	75.4 - 84.8
planner/scheduler	46.5 - 60.1	52.3 - 69.1	64.8 - 78.5
PLC programmer	52.4 - 68.5	66.2 - 84.2	74.8 - 92.3
process engineer	59.1 - 78.5	67.5 - 91.3	77.7 - 103.7
procurement specialist	49.6 - 64.4	55.0 - 72.9	61.8 - 82.6
production planner	47.7 - 62.9	54.9 - 73.0	62.6 - 81.3
project engineer	72.4 - 86.3	81.5 - 95.4	92.4 - 125.5
project manager	72.7 - 100.2	84.5 - 118.2	98.2 - 135.0
QA/QC inspector	37.4 - 47.5	41.7 - 54.1	47.1 - 61.2
quality assurance manager	76.1 - 98.8	84.1 - 111.3	94.1 - 124.6
quality assurance/control technician	58.6 - 77.6	67.9 - 91.3	78.6 - 103.7
quality control engineer	62.5 - 82.2	70.5 - 94.5	80.2 - 106.8
quality inspector	38.4 - 48.8	42.8 - 55.6	48.3 - 62.7
SCADA engineer	60.4 - 80.1	69.0 - 93.2	79.2 - 106.0
specification writer	51.2 - 65.8	57.9 - 75.5	65.6 - 85.1
stationary engineer	51.0 - 65.6	56.7 - 74.2	63.6 - 86.8
turnaround coordinator	62.0 - 84.5	72.4 - 98.2	85.4 - 110.2
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7



# ontario

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supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.9 - 85.3	73.0 - 97.9	83.1 - 111.4
digital media specialist	39.5 - 50.7	46.0 - 60.0	53.8 - 68.7
digital specialist	47.1 - 62.3	54.6 - 73.4	63.4 - 84.0
e-commerce manager	76.3 - 99.8	85.2 - 113.8	96.5 - 129.5
marketing content manager	56.2 - 71.6	64.8 - 83.8	74.7 - 94.9
social media manager	57.8 - 79.4	69.2 - 95.5	81.5 - 110.7
web manager	64.2 - 83.6	71.3 - 94.7	80.2 - 107.0
web marketing analyst	49.3 - 65.4	57.3 - 77.0	66.4 - 87.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	97.8 - 149.0	132.2 - 201.2	169.6 - 258.2
marketing vice-president	118.5 - 182.7	166.8 - 257.4	215.9 - 333.0



# ontario

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marketing and communications	entry	mid	senior
brand or product manager	78.8 - 101.6	87.7 - 115.1	98.6 - 129.1
brand or product manager assistant	61.9 - 83.5	72.2 - 98.6	83.8 - 112.5
communications manager	64.3 - 83.8	71.6 - 95.1	80.5 - 106.9
communications specialist	53.4 - 73.0	63.6 - 87.8	74.9 - 100.4
marketing coordinator	52.7 - 70.0	60.3 - 81.5	69.3 - 92.9
marketing director	95.7 - 128.3	110.6 - 150.4	127.9 - 171.3
marketing project manager	41.5 - 55.3	47.7 - 64.7	55.1 - 73.6
marketing specialist	46.4 - 61.6	53.1 - 71.6	60.9 - 81.1

## office & administrative support

	entry	mid	senior
administrative analyst	45.4 - 59.0	50.4 - 66.8	56.7 - 75.4
administrative assistant	38.9 - 50.1	43.4 - 57.1	49.0 - 64.5
administrative manager	54.3 - 69.7	59.2 - 77.3	65.3 - 86.3
benefits clerk	38.2 - 48.9	43.6 - 56.5	49.8 - 64.2
buyer assistant	38.0 - 49.1	44.0 - 56.7	49.7 - 62.4
claims supervisor	61.3 - 80.0	68.4 - 91.3	77.5 - 104.3
contracts administrator	89.6 - 113.1	100.1 - 129.0	113.4 - 146.8
data entry clerk	33.1 - 41.3	37.3 - 47.0	41.7 - 48.2
dispatcher	38.2 - 48.4	43.0 - 55.0	48.3 - 61.5
document controller	32.5 - 40.5	36.6 - 45.7	40.5 - 46.7
document services specialist	31.9 - 40.3	36.6 - 46.0	40.8 - 47.0
documentation specialist	34.8 - 45.3	41.3 - 52.5	46.4 - 53.6
donor relations coordinator	50.3 - 65.8	58.3 - 77.6	67.8 - 89.6
executive assistant	51.3 - 70.0	60.0 - 82.6	69.5 - 93.9
file clerk	34.2 - 44.1	40.2 - 50.7	44.8 - 51.7
fundraising manager	63.2 - 81.4	71.6 - 94.1	81.9 - 107.7
HR administrator	45.9 - 59.7	51.8 - 68.5	58.9 - 77.6
human resources assistant	40.5 - 51.6	45.9 - 58.1	50.7 - 62.6
invoicing clerk	36.5 - 46.6	41.5 - 52.9	46.2 - 57.4
lease administrator	37.8 - 49.6	42.6 - 57.2	48.7 - 65.9
legal assistant	45.2 - 62.7	54.9 - 75.9	64.7 - 85.9
logistics coordinator	47.1 - 60.7	53.4 - 69.8	60.7 - 79.4
mailroom clerk	31.9 - 39.2	35.7 - 43.5	38.8 - 44.2
office clerk	35.8 - 43.9	39.2 - 48.9	43.2 - 54.0
office manager	53.5 - 69.0	58.7 - 77.1	65.2 - 86.2
order clerk	33.2 - 41.5	37.5 - 47.3	41.9 - 52.1



# ontario

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order supervisor	50.4 - 65.9	58.3 - 76.9	66.9 - 86.3
payroll administrator	42.0 - 54.9	47.8 - 63.5	54.7 - 72.4
project coordinator	42.4 - 55.1	47.9 - 63.1	54.2 - 71.0
property manager	59.5 - 79.0	68.0 - 91.9	78.2 - 105.6
receptionist	33.0 - 40.7	36.2 - 46.0	40.5 - 52.4
sales administrator	43.4 - 57.9	50.0 - 67.8	57.7 - 77.1
sales assistant	38.8 - 48.3	42.7 - 54.8	48.4 - 63.4
service coordinator	37.7 - 48.5	42.0 - 55.3	47.6 - 63.0
supply clerk	34.0 - 42.5	37.9 - 47.9	41.9 - 52.8

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.4 - 59.4	51.7 - 65.9	57.0 - 73.4
account manager - software	53.0 - 66.0	57.3 - 72.7	62.9 - 81.1
business development manager	93.4 - 123.7	104.4 - 141.4	118.7 - 162.7
district sales manager	76.2 - 98.8	87.0 - 115.0	100.2 - 132.2
key accounts manager - consumer goods	67.7 - 87.0	76.4 - 100.1	87.0 - 113.8
merchandiser - consumer goods	59.5 - 77.7	66.5 - 88.7	75.3 - 101.1
sales manager	60.7 - 81.1	68.9 - 93.7	78.6 - 106.2
sales representative, account manager - channel manager	76.1 - 101.4	85.8 - 116.4	97.5 - 131.9
sales representative, account manager - consumer goods	47.2 - 59.5	51.9 - 66.5	57.6 - 74.3
sales representative, account manager - professional services	46.2 - 57.5	49.9 - 63.3	54.8 - 70.7
sales representative, account manager - telecommunications	52.6 - 65.6	57.0 - 72.4	62.7 - 80.7
<b>executive positions (company revenue)</b>			
sales vice-president	10 M\$	100 M\$	1000 M\$
sales vice-president	1391 - 199.5	185.9 - 266.8	241.2 - 346.2
<b>industrial sales</b>			
sales engineer - distribution	68.1 - 89.1	74.8 - 99.8	83.3 - 111.4
sales engineer - manufacturing	58.2 - 78.0	66.2 - 90.0	75.4 - 101.3
sales representative, account manager - distribution	48.4 - 60.4	52.5 - 66.9	58.0 - 74.8
sales representative, account manager - industrial equipment	46.4 - 57.9	50.2 - 63.7	55.2 - 71.1
sales representative, account manager - industrial service	51.8 - 64.6	56.1 - 71.4	61.8 - 79.6
sales representative, account manager - machinery	51.5 - 64.1	55.7 - 70.7	61.3 - 79.2
sales representative, account manager - manufacturing	46.6 - 67.2	51.4 - 75.2	57.2 - 83.7
sales representative, account manager - retail network	51.6 - 64.1	55.6 - 70.8	61.3 - 79.8
technical sales representative - manufacturing	50.3 - 66.4	57.1 - 76.9	65.6 - 88.8



# greater toronto area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	55.9 - 69.2	60.3 - 76.2	66.2 - 85.2
call center director - operations	74.7 - 98.1	84.0 - 112.4	95.7 - 128.5
customer loyalty agent	39.1 - 51.5	44.8 - 59.8	51.3 - 68.1
customer service manager	67.5 - 86.4	74.8 - 98.2	90.5 - 120.0
customer service representative	37.9 - 41.0	36.7 - 47.7	41.8 - 53.4
customer service representative - bilingual	39.9 - 43.0	38.7 - 49.7	43.8 - 55.4
customer service supervisor	58.4 - 76.7	65.6 - 87.6	74.2 - 99.1
customer service team lead	39.7 - 46.7	40.8 - 52.9	45.8 - 59.5
customer service trainer	45.2 - 59.2	51.6 - 68.8	59.3 - 78.1
e-chat representative	42.5 - 49.9	48.0 - 58.8	55.5 - 64.5
help desk representative - level 1	47.8 - 63.6	54.8 - 73.3	62.1 - 82.0
inside sales manager	71.1 - 95.0	80.8 - 109.6	92.1 - 124.0
inside sales representative	53.8 - 67.1	58.2 - 74.1	64.1 - 83.1
junior collection agent	34.4 - 44.4	39.0 - 50.9	44.1 - 57.1
order desk	34.7 - 44.0	39.6 - 50.3	44.5 - 55.5
survey agent	34.4 - 43.6	39.2 - 49.3	43.6 - 50.5
telemarketing agent	34.4 - 43.3	38.4 - 49.6	43.7 - 57.4
telephone dispatcher	39.8 - 50.8	45.0 - 57.9	50.7 - 64.9
travel support agent	38.9 - 49.2	43.6 - 55.6	48.6 - 61.6

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	63.9 - 83.3	71.2 - 94.7	80.5 - 107.0
BIM/VDC lead	58.2 - 68.4	66.2 - 84.3	80.2 - 108.2
buyer	58.7 - 76.6	66.7 - 88.5	76.3 - 101.2
civil engineer	65.5 - 87.3	75.5 - 102.0	87.0 - 115.4
civil engineering drafter	51.3 - 64.7	58.4 - 74.7	66.6 - 84.5
civil engineering technologist	47.5 - 62.1	54.1 - 71.9	61.9 - 81.6
civil project engineer	77.7 - 105.8	89.3 - 123.6	103.1 - 141.6
civil project manager	78.4 - 104.0	88.2 - 119.1	100.0 - 134.1



construction coordinator	50.9 - 67.4	57.0 - 76.8	64.4 - 86.9
construction director	105.7 - 138.7	138.1 - 181.4	173.2 - 226.8
construction manager	78.6 - 102.2	86.0 - 114.0	95.6 - 127.8
construction project coordinator	91.4 - 116.6	99.1 - 128.7	109.0 - 143.1
construction project manager	70.1 - 96.0	81.2 - 112.9	94.2 - 129.0
contracts administrator	61.5 - 81.2	69.8 - 93.7	79.7 - 106.2
contracts manager	97.5 - 122.5	108.8 - 139.4	122.8 - 158.2
director of operations	129.5 - 171.8	169.0 - 223.7	212.2 - 280.7
drafter	54.0 - 67.5	60.7 - 77.0	68.6 - 87.0
electrical designer/engineer	71.4 - 94.1	81.1 - 108.9	92.9 - 124.4
electrical engineer	73.8 - 98.8	85.6 - 116.9	100.0 - 135.0
electrical engineering technician	54.5 - 69.5	62.0 - 80.2	70.7 - 90.9
electrical inspector	43.1 - 57.9	49.9 - 67.8	57.7 - 78.3
engineering manager	87.6 - 117.1	99.7 - 135.7	114.4 - 154.7
environmental engineer	62.6 - 82.6	71.2 - 95.9	81.8 - 109.4
environmental inspector	48.2 - 61.3	52.9 - 68.6	58.8 - 76.7
estimation engineer	68.7 - 91.3	78.8 - 106.5	91.0 - 121.9
estimator	62.9 - 81.7	69.8 - 92.4	78.4 - 104.1
field manager	70.4 - 92.9	79.9 - 107.6	91.8 - 124.2
field supervisor	68.9 - 90.1	77.2 - 102.5	87.0 - 115.0
foreman	51.8 - 66.9	57.9 - 76.2	65.5 - 86.2
general manager	72.1 - 92.4	90.2 - 114.5	110.3 - 155.4
health and safety manager	61.8 - 79.3	70.9 - 92.2	81.3 - 104.4
health and safety specialist	67.7 - 88.5	77.2 - 102.7	88.6 - 116.8
HVAC drafter	53.5 - 68.5	60.1 - 78.0	67.7 - 87.5
HVAC engineer	54.9 - 72.7	62.7 - 84.4	71.9 - 95.4
materials manager	85.6 - 111.9	94.4 - 125.7	105.5 - 141.2
mechanical designer	53.2 - 70.0	61.1 - 81.2	69.9 - 91.3
mechanical drafter	50.5 - 65.3	56.7 - 75.2	65.0 - 87.6
mechanical engineer	74.5 - 98.0	84.3 - 112.9	96.2 - 128.3
mechanical engineering technician	52.5 - 68.6	59.7 - 79.0	68.0 - 88.7
mechanical site supervisor	49.1 - 63.0	55.4 - 72.4	63.0 - 82.5
operations manager	81.7 - 110.6	93.1 - 127.8	106.3 - 143.9
planner/scheduler	41.2 - 52.8	46.9 - 60.6	53.2 - 68.3
project director	117.0 - 141.4	145.6 - 176.1	174.9 - 211.1
project engineer	93.0 - 118.6	100.7 - 130.9	110.8 - 145.6
project manager	79.5 - 108.9	92.1 - 128.0	106.8 - 145.9
purchasing manager	93.1 - 122.2	105.0 - 139.8	118.8 - 156.7
QA/QC inspector	55.1 - 72.7	63.6 - 84.7	73.0 - 96.6



quality control engineer	65.9 - 86.4	74.2 - 99.0	84.3 - 111.7
quality inspector	39.7 - 50.9	44.5 - 58.1	50.4 - 65.7
safety inspector	63.9 - 83.1	72.2 - 95.2	81.8 - 107.1
site supervisor	75.4 - 98.1	82.6 - 109.5	91.7 - 122.3
structural designer	50.9 - 66.2	57.5 - 75.8	65.2 - 85.4
structural engineer	65.7 - 86.5	74.4 - 99.8	85.1 - 113.5
structural engineering technologist	52.4 - 64.3	62.2 - 78.6	75.6 - 105.3
superintendent	40.5 - 52.0	45.5 - 59.4	51.5 - 67.3
<b>energy &amp; oil</b>			
applications engineer	74.3 - 99.4	87.0 - 118.1	101.7 - 134.5
architect	62.8 - 83.1	71.2 - 96.2	81.7 - 110.0
architectural drafter	49.8 - 64.9	58.0 - 77.1	68.2 - 91.1
automation engineer	65.8 - 87.1	74.6 - 100.6	85.4 - 114.5
automation specialist	51.4 - 67.7	59.7 - 79.0	68.5 - 89.7
buyer	59.3 - 78.0	67.6 - 90.5	77.7 - 103.7
category manager	63.5 - 83.4	71.1 - 95.2	80.6 - 108.2
chemical engineer	83.2 - 110.4	93.2 - 125.9	105.3 - 141.8
chemical technician	56.4 - 73.7	62.7 - 83.7	70.9 - 95.7
chief inspector	53.7 - 71.0	60.5 - 81.0	68.4 - 90.8
civil engineer	66.5 - 89.2	76.9 - 104.5	88.8 - 118.5
civil engineering drafter	51.7 - 65.6	59.1 - 76.0	67.6 - 86.3
civil engineering technologist	47.7 - 62.9	54.6 - 73.1	62.7 - 83.3
civil project engineer	79.1 - 108.4	91.2 - 126.9	105.5 - 145.7
civil project manager	79.9 - 106.6	90.1 - 122.3	102.5 - 138.0
coating inspector	37.1 - 48.7	42.2 - 56.2	48.1 - 63.9
commissioning and start up engineer	64.4 - 86.2	74.2 - 101.0	85.9 - 114.7
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	55.7 - 73.1	62.3 - 82.8	70.0 - 92.7
construction coordinator	51.2 - 68.4	57.6 - 78.2	65.3 - 88.7
construction director	108.3 - 142.7	142.1 - 187.1	178.6 - 234.4
construction manager	80.1 - 104.6	87.8 - 116.9	97.7 - 131.3
construction project manager	71.1 - 98.2	82.8 - 115.8	96.3 - 132.5
continuous improvement engineer	81.0 - 105.7	90.1 - 119.6	101.2 - 133.7
contracts administrator	62.3 - 82.8	70.9 - 95.8	81.2 - 108.9
contracts manager	99.7 - 125.8	111.5 - 143.4	126.2 - 163.1
contracts specialist	63.0 - 82.7	71.7 - 95.7	82.1 - 108.3
control technician	50.2 - 66.1	57.4 - 76.6	65.7 - 87.0
controls designer/engineer	52.2 - 70.0	60.1 - 81.6	69.2 - 93.1
demand planner	51.6 - 71.6	62.3 - 86.6	73.7 - 99.4



director of operations	133.1 - 177.1	174.3 - 231.1	219.3 - 290.6
drafter	54.5 - 68.5	61.4 - 78.5	69.7 - 88.9
electrical designer/engineer	72.6 - 96.3	82.7 - 111.7	95.0 - 127.9
electrical engineer	75.1 - 101.2	87.5 - 120.0	102.5 - 139.0
electrical engineering technician	54.9 - 70.6	62.8 - 81.8	71.9 - 93.0
electrical inspector	43.3 - 58.3	50.2 - 68.4	58.1 - 79.0
electrical test engineer	72.4 - 96.7	83.2 - 113.2	96.4 - 129.9
engineering manager	89.4 - 120.1	102.1 - 139.6	117.4 - 159.3
environmental engineer	63.4 - 84.3	72.4 - 98.1	83.4 - 112.2
environmental inspector	48.4 - 62.1	53.3 - 69.7	59.5 - 78.2
estimation engineer	69.8 - 93.3	80.3 - 109.2	93.0 - 125.3
estimator	63.7 - 83.3	70.9 - 94.4	79.9 - 106.7
expediter	40.5 - 52.6	46.1 - 60.7	52.6 - 69.0
facilities engineer	66.9 - 89.6	77.1 - 105.0	89.3 - 119.9
facilities manager	60.7 - 79.9	69.3 - 92.7	79.5 - 105.7
field service engineer	53.2 - 70.8	60.7 - 82.2	69.9 - 95.0
general inspector	52.2 - 69.0	58.8 - 78.7	66.4 - 88.3
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	65.3 - 85.2	73.7 - 98.1	84.2 - 111.7
geophysicist	68.8 - 94.2	81.7 - 113.5	96.9 - 131.3
geotechnical engineer	66.5 - 86.7	75.1 - 99.7	85.7 - 113.3
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	42.2 - 55.1	47.0 - 62.4	52.8 - 69.8
health and safety manager	70.2 - 91.6	78.1 - 103.8	87.9 - 116.8
health and safety specialist	62.6 - 80.9	72.1 - 94.3	82.9 - 107.0
HVAC drafter	54.0 - 69.6	60.8 - 79.5	68.8 - 89.4
HVAC engineer	55.4 - 74.0	63.5 - 86.1	73.1 - 97.6
hydraulic engineer	67.5 - 90.3	77.8 - 105.8	90.1 - 120.8
industrial engineer	71.7 - 93.6	79.7 - 105.8	89.5 - 118.4
instrumentation and controls engineer	69.6 - 91.9	78.6 - 105.5	89.6 - 119.3
inventory analyst	54.0 - 70.8	61.3 - 81.7	70.0 - 93.2
inventory control manager	65.8 - 86.5	73.7 - 98.7	83.5 - 111.7
logistics manager	66.1 - 88.1	75.6 - 102.5	87.2 - 116.8
logistics specialist	59.5 - 79.5	68.2 - 92.6	78.6 - 105.2
maintenance engineer	54.1 - 70.3	60.5 - 79.7	68.0 - 88.8
maintenance operator	42.0 - 52.2	46.5 - 58.7	51.9 - 65.4
materials manager	87.4 - 114.7	96.5 - 129.2	108.1 - 145.3
mechanical designer	53.7 - 71.1	61.9 - 82.8	71.0 - 93.3
mechanical drafter	50.8 - 66.3	57.3 - 76.6	66.0 - 89.5



# ontario

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mechanical engineer	75.9 - 100.3	86.0 - 115.9	98.4 - 131.9
mechanical engineering technician	52.9 - 69.7	60.4 - 80.5	69.0 - 90.7
mining engineer	72.0 - 95.3	80.4 - 108.4	90.7 - 121.9
operations manager	83.2 - 113.4	95.1 - 131.3	108.9 - 148.1
pipeline engineer	75.0 - 97.6	84.5 - 112.2	96.5 - 128.5
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	65.5 - 85.9	73.3 - 97.9	83.0 - 111.0
planner/scheduler	41.5 - 53.1	47.2 - 61.1	53.6 - 68.9
plant engineer	79.1 - 105.0	91.7 - 123.7	106.7 - 141.6
plant manager	98.8 - 137.3	118.3 - 166.7	140.9 - 193.6
plant operator	50.0 - 67.5	58.1 - 79.1	66.9 - 89.3
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	63.1 - 84.2	72.3 - 98.0	83.3 - 111.3
process engineer	63.1 - 84.2	72.3 - 98.0	83.3 - 111.3
procurement director	105.4 - 138.9	138.8 - 182.9	168.2 - 221.0
procurement manager	95.2 - 125.4	107.5 - 143.8	121.9 - 161.4
procurement specialist	52.9 - 69.2	58.9 - 78.5	66.4 - 89.2
production analyst	47.6 - 63.9	54.8 - 74.9	63.7 - 86.5
production engineer	66.5 - 88.6	76.2 - 103.2	87.7 - 117.2
program manager	76.9 - 99.7	87.7 - 115.4	100.4 - 131.5
project controller	56.1 - 74.5	62.9 - 85.0	71.2 - 96.5
project controls manager	91.6 - 125.5	105.7 - 146.8	122.0 - 167.2
project controls specialist	61.8 - 80.5	69.6 - 91.9	78.7 - 103.5
project coordinator	93.4 - 119.7	101.3 - 132.3	111.7 - 147.3
project director	120.0 - 145.5	149.8 - 181.6	180.3 - 218.0
project engineer	95.0 - 121.7	103.0 - 134.5	113.6 - 149.9
project manager	80.9 - 111.6	94.1 - 131.5	109.4 - 150.1
purchasing manager	95.2 - 125.4	107.5 - 143.8	121.9 - 161.4
QA/QC inspector	55.6 - 74.0	64.4 - 86.5	74.3 - 98.9
quality assurance manager	84.7 - 110.1	93.7 - 123.8	104.8 - 138.5
quality assurance/control technician	63.8 - 84.8	74.1 - 99.8	85.9 - 113.5
quality control engineer	66.9 - 88.3	75.5 - 101.4	86.0 - 114.6
quality inspector	39.9 - 51.2	44.7 - 58.5	50.7 - 66.2
reliability engineer	67.0 - 86.7	76.1 - 100.2	87.2 - 113.7
reliability manager	71.8 - 93.3	82.2 - 108.6	94.6 - 123.5
safety inspector	64.8 - 84.8	73.5 - 97.5	83.5 - 109.9
SCADA engineer	64.6 - 86.0	73.9 - 100.0	85.0 - 113.7
site supervisor	76.7 - 100.4	84.2 - 112.2	93.7 - 125.6
sourcing engineer	59.5 - 79.4	68.1 - 92.4	78.5 - 105.4



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sourcing specialist	53.9 - 70.6	60.0 - 80.0	67.7 - 90.8
specification writer	54.8 - 71.0	62.2 - 81.6	70.7 - 92.1
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	54.1 - 70.3	60.5 - 79.7	68.0 - 88.8
structural designer	51.3 - 67.2	58.1 - 77.2	66.1 - 87.2
structural engineer	66.6 - 88.3	75.7 - 102.3	86.9 - 116.5
superintendent	40.7 - 52.4	45.8 - 59.9	51.9 - 67.8
supply chain manager	87.5 - 116.4	100.1 - 134.7	114.3 - 150.9
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	57.1 - 74.5	64.6 - 85.7	73.6 - 97.8
transmission line engineer	78.1 - 98.8	84.6 - 108.9	92.9 - 120.8
transportation manager	83.1 - 109.7	94.0 - 126.0	106.9 - 142.9
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	53.3 - 70.0	60.5 - 80.5	68.9 - 90.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	140.0 - 237.1	190.7 - 341.8	273.5 - 350.7	
controller	95.0 - 125.0	110.0 - 150.0	125.0 - 175.0	
director - financial planning & analysis	100.0 - 105.0	110.0 - 120.0	125.0 - 150.0	
finance director	124.2 - 163.5	160.9 - 211.3	196.3 - 257.4	
payroll director	88.0 - 101.1	94.0 - 115.0	98.0 - 140.0	
vice-president internal audit	124.9 - 166.3	157.4 - 209.2	191.5 - 254.1	
finance & accounting	1 year	3 years	5 years	10 years
accountant	62.0 - 70.0	65.0 - 77.0	70.0 - 88.0	82.0 - 98.0
accounting clerk	47.6 - 56.5	54.1 - 58.0	55.0 - 60.0	58.0 - 62.0
accounting manager	78.0 - 88.0	80.0 - 90.0	88.0 - 98.0	95.0 - 105.0
accounting supervisor	66.7 - 80.9	71.7 - 84.0	78.0 - 88.0	85.0 - 95.0
accounting technician	55.4 - 65.6	59.7 - 70.8	63.9 - 75.7	72.8 - 86.2
accounts payable clerk	45.8 - 54.3	52.0 - 62.0	55.0 - 65.0	58.0 - 68.0
accounts payable manager	70.0 - 80.0	82.0 - 90.0	88.0 - 98.0	95.0 - 105.0
accounts receivable clerk	45.8 - 54.3	52.0 - 62.0	55.0 - 65.0	58.0 - 68.0
accounts receivable manager	70.0 - 80.0	82.0 - 90.0	88.0 - 98.0	95.0 - 105.0
analyst - financial planning & analysis	75.0 - 87.0	83.0 - 97.0	94.0 - 105.0	100.0 - 115.0
assistant controller	88.5 - 110.8	95.0 - 120.0	100.0 - 125.0	120.0 - 145.0
billing specialist	45.8 - 54.3	52.0 - 62.0	55.0 - 65.0	65.0 - 70.0



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bookkeeper	58.0 - 67.0	65.0 - 72.0	70.0 - 80.0	75.0 - 85.0
business analyst	72.4 - 86.7	78.3 - 93.7	83.9 - 100.5	96.5 - 115.6
compliance officer	89.6 - 108.7	100.0 - 121.2	104.0 - 122.0	110.0 - 140.0
compliance specialist	58.9 - 70.6	64.8 - 77.7	70.5 - 84.5	81.9 - 98.2
cost accountant	63.2 - 75.8	72.0 - 84.0	76.0 - 98.0	95.0 - 105.0
credit & collection specialist	45.8 - 54.3	52.0 - 62.0	55.0 - 65.0	65.0 - 70.0
credit and collections manager	70.0 - 80.0	82.0 - 90.0	88.0 - 98.0	95.0 - 105.0
credit and collections supervisor	66.5 - 76.0	77.9 - 85.5	83.6 - 93.1	90.3 - 99.8
external auditor	68.0 - 78.8	70.7 - 84.7	75.5 - 90.5	86.4 - 103.6
financial analyst	62.0 - 75.0	70.8 - 82.0	74.6 - 89.4	83.4 - 100.0
financial reporting manager	85.0 - 95.0	90.0 - 110.0	105.0 - 125.0	110.0 - 120.0
internal audit manager	85.0 - 95.0	90.0 - 110.0	105.0 - 125.0	110.0 - 120.0
internal auditor	58.0 - 76.3	68.0 - 84.2	75.5 - 90.7	85.0 - 95.0
invoicing clerk	43.5 - 51.6	49.4 - 58.9	52.3 - 61.8	55.0 - 65.0
payroll clerk	45.0 - 51.2	48.2 - 56.5	52.3 - 58.0	55.0 - 65.0
payroll manager	80.0 - 93.3	83.2 - 95.0	85.0 - 98.0	90.0 - 105.0
payroll specialist	55.0 - 65.0	58.0 - 70.0	65.0 - 75.0	75.0 - 85.0
payroll supervisor	68.0 - 78.0	72.0 - 82.0	75.0 - 90.0	80.0 - 92.0
tax analyst	68.0 - 75.0	72.0 - 85.0	80.0 - 100.0	95.0 - 105.0
tax manager	95.2 - 116.6	102.0 - 125.0	108.8 - 133.3	124.8 - 152.9
treasury analyst	67.6 - 81.1	72.5 - 86.9	77.2 - 92.6	87.9 - 105.3

## healthcare

	entry	mid	senior
disability case manager	65.8 - 82.0	73.7 - 93.4	83.2 - 105.3
medical coordinator	48.8 - 62.3	54.5 - 70.9	61.6 - 80.6
medical secretary	36.9 - 47.2	41.4 - 53.4	46.2 - 58.7
registered nurse	67.0 - 83.2	73.4 - 92.8	81.4 - 103.5

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	89.7 - 123.9	112.5 - 155.1	139.3 - 191.7
vice president human resources / CHRO	116.8 - 197.3	151.4 - 255.0	188.3 - 316.4
human resources	entry	mid	senior
benefits administrator	57.7 - 73.9	64.6 - 84.2	73.1 - 95.3



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compensation and benefits manager	98.2 - 127.5	108.8 - 144.2	122.4 - 163.5
compensation specialist	52.2 - 69.2	60.3 - 81.0	69.7 - 92.4
health and safety advisor	62.2 - 80.2	71.6 - 93.4	82.2 - 105.9
health and safety director	89.7 - 107.3	116.2 - 139.0	138.2 - 165.4
health and safety manager	79.6 - 102.8	89.0 - 117.0	100.6 - 132.0
HRIS analyst	63.4 - 83.4	72.7 - 97.2	83.7 - 110.6
HRIS director	89.7 - 128.3	116.3 - 166.4	144.4 - 206.2
human resources assistant	43.0 - 55.0	48.8 - 62.1	54.0 - 66.8
human resources business partner	69.6 - 91.2	77.9 - 104.0	88.2 - 117.6
human resources coordinator	41.9 - 53.7	47.6 - 60.6	52.7 - 65.3
human resources director	98.4 - 135.8	125.9 - 173.8	156.0 - 214.9
human resources generalist	64.2 - 80.7	68.9 - 88.6	75.6 - 99.7
human resources manager	88.6 - 117.2	100.7 - 135.5	115.4 - 154.4
human resources supervisor	67.0 - 87.2	74.3 - 98.8	83.8 - 112.9
Human Resources Technician	45.6 - 55.8	52.9 - 65.1	62.5 - 86.2
L&D director	97.0 - 120.3	121.0 - 150.0	154.0 - 190.8
labour relations advisor	68.1 - 90.5	77.8 - 105.2	89.5 - 120.0
labour relations manager	96.7 - 130.8	113.5 - 155.6	132.9 - 179.9
learning and development specialist	55.0 - 71.8	62.4 - 82.9	71.4 - 93.9
learning experience designer	53.0 - 68.7	59.4 - 78.3	75.2 - 95.1
recruitment coordinator	41.9 - 54.6	48.1 - 63.2	54.8 - 71.2
talent acquisition director	92.6 - 127.7	118.4 - 163.4	144.6 - 199.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	110.9 - 144.2	143.7 - 186.8	176.5 - 228.8
total rewards specialist	57.3 - 74.6	64.6 - 85.6	73.5 - 98.1

## industrial support

	entry	mid	senior
assembler/fabricator	18.1 - 20.4	21.0 - 23.7	22.8 - 26.7
counterbalance forklift operator	19.5 - 21.0	20.5 - 22.0	21.5 - 23.0
delivery/courier driver	20.2 - 22.5	21.5 - 24.5	23.5 - 26.0
electronic parts assembler	18.2 - 21.9	19.2 - 22.2	20.2 - 23.9
general labourer - heavy	18.2 - 21.8	19.2 - 22.2	20.2 - 23.2
general labourer - light	16.3 - 19.3	17.5 - 20.5	19.0 - 21.5
industrial painter	20.3 - 22.8	22.3 - 24.8	24.3 - 26.8
inventory control clerk	18.3 - 21.8	19.6 - 25.1	22.2 - 28.1
janitor/custodian	18.5 - 20.5	19.5 - 21.5	20.5 - 23.5
machine operator	18.6 - 21.6	21.6 - 23.6	23.6 - 25.6



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machine operator assistant	16.5 - 18.5	18.5 - 20.5	20.5 - 22.5
manufacturing worker	18.0 - 19.7	20.7 - 22.5	22.5 - 24.6
material handler	18.1 - 20.1	19.5 - 21.5	20.7 - 22.7
order/cherry picker forklift operator	21.2 - 22.9	22.4 - 25.5	23.9 - 26.6
picker/packer	16.0 - 18.7	17.6 - 21.1	18.9 - 23.0
polisher/deburrer	19.1 - 22.4	20.4 - 23.6	22.9 - 25.9
print press operator	18.4 - 20.4	19.4 - 21.4	20.4 - 22.4
production labourer	16.5 - 19.0	17.3 - 20.8	18.5 - 21.0
reach truck operator	20.1 - 23.0	21.5 - 24.0	22.9 - 25.0
scissor lift operator	21.2 - 22.9	22.4 - 25.5	23.9 - 26.6
shipper/receiver	19.2 - 22.4	21.7 - 24.9	22.0 - 25.5
warehouse labourer	16.5 - 20.4	18.7 - 23.4	20.9 - 24.5

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	65.0 - 75.4	70.6 - 90.2	89.5 - 120.1
automation engineer	65.4 - 86.3	74.1 - 99.6	84.7 - 113.2
buyer	59.0 - 77.4	67.2 - 89.6	77.1 - 102.6
chemical engineer	82.5 - 109.2	92.4 - 124.4	104.2 - 140.1
chemical technician	56.1 - 73.2	62.4 - 83.0	70.4 - 94.8
cmm programmer	54.0 - 64.7	62.3 - 78.1	77.0 - 102.0
coating inspector	37.0 - 48.6	42.1 - 56.0	55.0 - 63.7
commissioning and start up engineer	64.1 - 85.6	73.8 - 100.2	85.4 - 114.4
continuous improvement engineer	80.3 - 104.6	89.4 - 118.3	100.3 - 132.2
contracts administrator	62.0 - 82.1	70.4 - 94.9	80.6 - 107.8
controls designer/engineer	68.2 - 85.2	82.5 - 96.3	90.4 - 120.6
demand planner	51.4 - 71.1	61.9 - 85.9	73.2 - 98.5
drafter	58.3 - 70.5	65.2 - 82.2	78.0 - 95.0
electrical designer/engineer	72.1 - 95.4	82.0 - 110.5	94.1 - 126.4
electrical engineer	74.5 - 100.2	86.7 - 118.7	101.4 - 137.3
electrical engineering technician	54.7 - 70.1	62.4 - 81.1	71.4 - 92.1
electrical inspector	43.2 - 58.1	50.0 - 68.1	57.9 - 78.7
electrical test engineer	71.9 - 95.8	82.5 - 112.0	95.5 - 128.4
environmental engineer	63.0 - 83.6	71.9 - 97.1	82.7 - 111.0
environmental inspector	48.3 - 61.8	53.1 - 69.3	59.2 - 77.5
estimation engineer	69.4 - 92.4	79.7 - 108.1	92.1 - 123.9
estimator	63.3 - 82.6	70.4 - 93.6	79.2 - 105.6



field service engineer	58.2 - 70.3	60.4 - 81.5	78.2 - 94.1
health and safety specialist	68.3 - 89.6	78.0 - 104.2	94.6 - 125.5
HVAC drafter	53.8 - 69.2	60.5 - 78.9	68.3 - 88.6
HVAC engineer	55.2 - 73.5	63.2 - 85.4	72.6 - 96.6
industrial engineer	71.2 - 92.7	79.1 - 104.7	88.7 - 117.1
inventory analyst	53.8 - 70.3	61.0 - 81.0	69.6 - 92.4
manufacturing engineer	67.5 - 89.3	76.7 - 103.2	87.8 - 116.7
mechanical designer	65.6 - 78.4	75.6 - 98.4	90.4 - 112.2
mechanical drafter	55.6 - 65.9	64.5 - 82.3	78.7 - 98.0
mechanical engineer	75.3 - 99.4	85.3 - 114.6	97.5 - 130.4
mechanical engineering technician	52.8 - 69.2	60.1 - 79.9	82.4 - 89.8
planner/scheduler	50.0 - 65.0	58.0 - 74.0	70.0 - 84.6
PLC programmer	58.2 - 74.0	72.0 - 88.4	80.5 - 98.3
process engineer	62.8 - 83.5	71.8 - 97.1	82.6 - 110.1
procurement specialist	52.8 - 68.8	58.6 - 77.9	66.0 - 88.4
production planner	50.1 - 66.4	57.9 - 77.2	66.1 - 86.0
project engineer	75.0 - 90.3	86.5 - 110.0	105.0 - 145.0
project manager	80.3 - 110.4	93.3 - 130.0	108.3 - 148.3
QA/QC inspector	38.8 - 49.7	43.4 - 56.8	49.2 - 64.3
quality assurance manager	84.1 - 108.9	92.8 - 122.4	103.7 - 136.9
quality assurance/control technician	63.5 - 84.1	73.6 - 98.9	85.2 - 112.3
quality control engineer	66.5 - 87.5	75.0 - 100.4	85.3 - 113.4
quality inspector	41.4 - 51.1	44.6 - 58.3	50.6 - 66.0
SCADA engineer	64.2 - 85.2	73.3 - 99.0	84.2 - 112.5
specification writer	54.6 - 70.5	61.9 - 81.0	70.2 - 91.3
stationary engineer	53.9 - 69.8	60.2 - 79.0	67.6 - 94.7
turnaround coordinator	68.0 - 90.0	78.2 - 104.5	90.0 - 115.0
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2



# ontario

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operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	69.2 - 90.8	77.9 - 104.0	88.5 - 118.1
digital media specialist	41.9 - 53.9	48.9 - 64.0	57.3 - 73.4
digital specialist	50.1 - 66.5	58.1 - 78.5	67.7 - 89.9
e-commerce manager	81.3 - 106.0	90.8 - 120.7	102.6 - 137.1
marketing content manager	60.1 - 76.6	69.3 - 89.6	80.0 - 101.3



# ontario

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social media manager	61.5 - 84.6	73.8 - 101.5	86.8 - 117.4
web manager	68.4 - 89.0	76.0 - 100.6	85.4 - 113.5
web marketing analyst	53.4 - 70.9	62.1 - 83.5	72.0 - 94.9
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	105.3 - 159.6	141.8 - 214.1	181.3 - 273.0
marketing vice-president	125.6 - 192.8	176.3 - 269.6	226.9 - 346.9
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	84.0 - 107.9	93.3 - 122.0	104.7 - 136.7
brand or product manager assistant	66.2 - 89.4	77.4 - 105.6	89.8 - 120.4
communications manager	71.0 - 92.6	79.1 - 104.9	89.0 - 117.7
communications specialist	57.0 - 78.2	68.0 - 94.2	80.4 - 107.7
marketing coordinator	56.1 - 74.8	64.3 - 87.2	74.1 - 99.4
marketing director	101.7 - 135.8	117.3 - 159.1	135.4 - 181.0
marketing project manager	43.9 - 58.8	50.7 - 68.9	58.6 - 78.4
marketing specialist	49.3 - 65.8	56.6 - 76.5	65.0 - 86.8

## office & administrative support

	entry	mid	senior
<b>insurance</b>			
benefits analyst	53.6 - 69.7	60.6 - 80.0	68.8 - 89.8
benefits coordinator	36.5 - 47.0	41.9 - 54.5	47.9 - 62.0
benefits processor	38.1 - 49.6	44.3 - 57.2	50.0 - 62.4
claims supervisor	65.1 - 85.2	72.7 - 97.2	82.5 - 111.0
client support representative	39.0 - 46.0	51.0 - 62.0	67.0 - 75.0
insurance account manager - commercial	58.0 - 72.8	63.1 - 80.7	69.7 - 90.1
insurance account manager - personal	53.2 - 66.5	57.6 - 73.4	63.4 - 81.8
insurance billing clerk	37.1 - 48.1	43.0 - 55.9	49.0 - 62.6
insurance claims clerk	40.4 - 51.1	46.0 - 58.6	52.1 - 65.7
insurance claims processor	42.9 - 54.0	47.7 - 61.3	53.9 - 69.9
insurance sales manager	85.0 - 109.4	94.4 - 123.8	106.2 - 140.3
team lead	85.0 - 109.4	94.4 - 123.8	106.2 - 140.3
technical support representative	41.7 - 54.2	47.7 - 63.1	54.9 - 72.6
underwriter	60.9 - 81.2	71.0 - 95.7	82.4 - 108.3
underwriting analyst	54.5 - 71.4	60.9 - 81.4	69.1 - 93.0
underwriting assistant	40.0 - 48.0	47.0 - 52.0	54.0 - 63.0
<b>legal services</b>			
articling student	50.3 - 54.6	53.5 - 58.2	59.9 - 64.5
associate attorney	83.4 - 118.7	101.6 - 145.6	122.1 - 168.0



contract specialist	62.6 - 82.0	71.2 - 94.8	81.4 - 107.2
contracts administrator	98.8 - 124.4	110.3 - 141.7	124.7 - 161.0
data entry clerk	35.0 - 44.3	39.9 - 50.5	44.8 - 51.7
document services specialist	33.3 - 42.8	38.6 - 48.9	43.2 - 50.0
executive legal assistant	55.6 - 62.5	66.3 - 85.7	86.0 - 110.6
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
lawyer - corporate	95.0 - 133.2	113.5 - 160.7	134.4 - 184.2
lawyer - practicing	91.1 - 135.1	113.7 - 168.1	137.6 - 192.6
legal assistant	47.6 - 53.2	54.5 - 58.3	59.4 - 65.6
office clerk	33.2 - 41.8	38.1 - 47.6	42.6 - 48.7
office manager	52.5 - 62.5	61.5 - 70.1	68.5 - 80.2
paralegal	48.4 - 67.2	58.8 - 81.4	69.4 - 91.8
<b>office &amp; administrative support</b>			
administrative analyst	48.3 - 63.0	53.7 - 71.3	60.4 - 80.5
administrative assistant	41.3 - 53.4	46.2 - 60.9	52.2 - 68.8
administrative assistant (bilingual)	45.0 - 53.0	47.0 - 57.0	51.0 - 62.0
administrative manager	59.8 - 76.9	65.2 - 85.4	72.1 - 95.3
benefits clerk	40.4 - 52.0	46.4 - 60.3	53.0 - 68.5
buyer assistant	40.6 - 52.8	47.2 - 61.1	53.4 - 67.3
claims supervisor	65.1 - 85.2	72.7 - 97.2	82.5 - 111.0
contracts administrator	98.8 - 124.4	110.3 - 141.7	124.7 - 161.0
data entry clerk	35.0 - 44.3	39.9 - 50.5	44.8 - 51.7
dispatcher	39.8 - 50.8	45.0 - 57.9	50.7 - 64.9
document controller	33.9 - 42.9	38.6 - 48.6	43.0 - 49.7
document services specialist	33.3 - 42.8	38.6 - 48.9	43.2 - 50.0
documentation specialist	36.5 - 48.1	43.8 - 55.9	49.4 - 57.1
donor relations coordinator	53.5 - 70.1	62.0 - 82.7	72.3 - 95.3
executive assistant	54.7 - 74.8	64.0 - 88.1	74.2 - 100.0
executive assistant (bilingual)	53.0 - 72.0	60.0 - 85.0	70.0 - 98.0
file clerk	35.8 - 46.9	42.6 - 54.0	47.6 - 55.1
fundraising manager	67.3 - 86.7	76.3 - 100.0	87.3 - 114.3
HR administrator	48.8 - 63.6	55.2 - 73.1	62.8 - 83.0
human resources assistant	43.0 - 55.0	48.8 - 62.1	54.0 - 66.8
invoicing clerk	38.9 - 50.0	44.5 - 57.0	49.6 - 61.9
lease administrator	41.4 - 54.6	46.8 - 63.0	53.6 - 72.8
leasing coordinator	40.0 - 53.0	45.0 - 62.0	52.0 - 72.0
legal assistant	48.4 - 67.2	58.8 - 81.4	69.4 - 91.8
logistics coordinator	49.4 - 64.1	56.2 - 73.8	64.1 - 84.0
mailroom clerk	33.7 - 41.9	38.0 - 46.7	41.6 - 47.5



# ontario

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office clerk	38.1 - 47.1	42.0 - 52.5	46.4 - 57.9
office manager	56.7 - 73.4	62.3 - 82.1	69.3 - 91.8
office/operations manager	52.0 - 67.0	58.0 - 85.0	70.0 - 100.0
order clerk	34.7 - 44.0	39.6 - 50.3	44.5 - 55.5
order entry clerk	36.0 - 45.0	40.0 - 52.0	46.0 - 53.0
order supervisor	53.3 - 70.1	61.9 - 81.9	71.1 - 91.9
payroll administrator	46.2 - 60.5	52.6 - 70.1	60.2 - 79.9
project coordinator	44.4 - 58.1	50.3 - 66.7	57.1 - 75.1
property administrator	40.0 - 55.0	46.0 - 62.0	52.0 - 72.0
property manager	65.7 - 87.2	75.1 - 101.5	86.4 - 116.3
receptionist	34.5 - 43.2	38.2 - 48.9	43.0 - 55.8
receptionist (bilingual)	42.0 - 45.0	43.0 - 50.0	50.0 - 62.0
sales administrator	46.1 - 61.8	53.2 - 72.4	61.5 - 82.4
sales assistant	41.5 - 51.9	45.8 - 59.0	52.0 - 68.4
service coordinator	39.2 - 50.9	44.0 - 58.3	50.0 - 66.6
supply clerk	34.9 - 44.2	39.1 - 49.9	43.5 - 55.1
virtual assistant	41.0 - 53.0	46.0 - 60.0	53.0 - 68.0
virtual receptionist	36.0 - 44.0	40.0 - 50.0	44.0 - 55.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	50.4 - 63.2	54.9 - 70.1	60.7 - 78.2
account manager - software	56.3 - 70.3	60.9 - 77.5	67.0 - 86.4
business development manager	103.1 - 136.1	115.0 - 155.3	130.6 - 178.4
district sales manager	81.2 - 105.0	92.6 - 121.9	106.4 - 139.9
key accounts manager - consumer goods	72.1 - 92.6	81.3 - 106.3	92.6 - 120.8
merchandiser - consumer goods	63.4 - 83.1	71.0 - 94.9	80.6 - 108.2
sales manager	64.6 - 86.4	73.4 - 99.6	83.8 - 112.7
sales representative, account manager - channel manager	81.1 - 107.7	91.3 - 123.3	103.6 - 139.5
sales representative, account manager - consumer goods	50.4 - 63.7	55.4 - 71.2	61.6 - 79.5
sales representative, account manager - professional services	49.5 - 61.8	53.5 - 68.2	58.9 - 76.2
sales representative, account manager - telecommunications	55.9 - 69.9	60.6 - 77.1	66.7 - 86.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	147.1 - 210.1	196.1 - 279.2	253.0 - 360.4
<b>industrial sales</b>			
sales engineer - distribution	73.4 - 96.0	80.7 - 107.5	89.8 - 119.9
sales engineer - manufacturing	62.7 - 84.1	71.3 - 97.0	81.3 - 109.1



# ontario

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sales representative, account manager - distribution	51.9 - 65.0	56.4 - 72.1	62.3 - 80.6
sales representative, account manager - industrial equipment	49.3 - 61.6	53.3 - 67.9	58.7 - 75.7
sales representative, account manager - industrial service	55.6 - 69.6	60.3 - 76.9	66.5 - 85.9
sales representative, account manager - machinery	54.7 - 68.3	59.2 - 75.4	65.2 - 84.3
sales representative, account manager - manufacturing	49.6 - 71.5	54.7 - 80.1	60.8 - 89.1
sales representative, account manager - retail network	54.8 - 68.3	59.1 - 75.4	65.3 - 85.0
technical sales representative - manufacturing	53.1 - 70.3	60.4 - 81.5	69.4 - 94.1

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	71.7 - 92.7	80.2 - 105.6	90.6 - 118.7
application support analyst	63.3 - 83.3	72.6 - 96.2	82.6 - 108.3
automation tester	68.0 - 89.3	77.8 - 103.8	89.3 - 118.0
C++/ embedded software engineer	70.0 - 90.5	78.3 - 103.1	88.5 - 115.9
database SQL developer	64.0 - 84.9	73.1 - 98.8	84.1 - 112.4
devops development side	68.5 - 91.9	79.4 - 108.3	92.4 - 123.7
ERP developer	72.1 - 93.0	80.5 - 106.0	91.0 - 120.1
front-end developer	68.0 - 89.3	77.8 - 103.8	89.3 - 118.0
full stack developer	77.9 - 102.4	89.2 - 119.0	102.4 - 134.9
java developer	70.0 - 90.5	78.3 - 103.1	88.5 - 116.0
machine learning developer	77.7 - 115.4	104.3 - 144.4	124.2 - 148.9
manual tester	48.5 - 65.2	57.1 - 77.4	66.7 - 88.3
mobile application developer (iOS/android)	64.7 - 98.9	90.1 - 125.7	108.1 - 129.5
quality assurance manager	86.6 - 112.8	96.3 - 127.7	108.3 - 143.5
RPA developer	53.4 - 70.2	61.2 - 81.5	70.1 - 91.5
technical lead	111.9 - 150.1	127.7 - 174.0	146.2 - 196.7
UI/UX designer	64.5 - 83.8	72.7 - 95.9	82.3 - 107.2
<b>architecture</b>			
application architect	101.4 - 134.5	113.9 - 154.2	129.6 - 176.4
architect (enterprise)	97.2 - 130.9	111.4 - 152.7	128.4 - 175.4
architect (solutions/technical)	87.3 - 109.1	97.9 - 124.5	110.7 - 139.7
cloud architect	89.2 - 112.1	100.8 - 128.6	114.4 - 144.0
<b>data &amp; analytics</b>			
BI data architect	91.8 - 122.8	102.6 - 139.8	115.9 - 157.5
big data engineer	84.9 - 111.0	94.9 - 126.5	107.3 - 143.2
business intelligence developer	68.4 - 88.5	76.7 - 100.9	86.5 - 112.7
data analyst	70.4 - 93.9	81.0 - 109.9	93.5 - 124.9



data architect	75.2 - 99.2	86.6 - 115.9	100.0 - 132.0
data engineer	73.2 - 97.7	84.3 - 114.3	97.3 - 129.9
data scientist	79.6 - 106.7	92.2 - 125.5	106.9 - 142.7
database administrator	70.9 - 96.4	83.7 - 115.2	98.3 - 132.0
<b>leadership/business technology</b>			
business analyst	72.4 - 93.7	81.1 - 106.9	91.8 - 120.7
IT director	110.3 - 146.8	139.3 - 185.5	174.0 - 231.0
manager IT	96.5 - 127.5	109.7 - 147.8	125.8 - 169.3
<b>networking/infrastructure</b>			
bilingual tech support	47.8 - 63.6	54.8 - 73.3	62.1 - 82.0
cloud engineer	77.2 - 102.7	89.9 - 121.0	104.2 - 137.0
devops system side	82.7 - 115.0	97.4 - 136.2	113.0 - 154.0
help desk representative	47.8 - 63.6	54.8 - 73.3	62.1 - 82.0
information security engineer	74.5 - 99.5	85.8 - 116.5	99.2 - 132.5
information security manager	97.5 - 127.8	109.5 - 146.3	124.3 - 166.3
information security specialist	63.0 - 82.7	72.1 - 96.1	82.7 - 108.8
information systems analyst	67.2 - 86.1	74.3 - 97.2	83.3 - 109.2
linux/unix administrator	79.9 - 104.0	90.2 - 119.6	102.9 - 135.9
network administrator	63.8 - 85.2	73.5 - 99.8	84.9 - 113.8
network engineer	71.2 - 94.9	81.8 - 111.0	94.6 - 127.3
systems administrator	72.0 - 93.7	81.3 - 107.7	92.5 - 122.0
tech support	67.0 - 87.4	76.0 - 100.7	86.5 - 114.1
telecommunications analyst	66.4 - 88.3	76.1 - 103.3	88.1 - 119.1
<b>project management</b>			
business systems analyst	70.6 - 93.3	81.5 - 109.4	94.3 - 125.1
ERP project manager	99.2 - 131.9	108.1 - 146.6	119.7 - 164.2
organizational change manager (OCM)	69.7 - 93.8	81.2 - 111.6	95.6 - 130.5
product owner	77.2 - 101.6	88.5 - 118.0	101.5 - 133.3
product owner/manager	83.7 - 115.1	97.2 - 135.5	112.8 - 154.9
program manager	99.2 - 131.9	108.1 - 146.6	119.7 - 164.2
project coordinator	64.7 - 81.3	73.2 - 93.7	83.6 - 106.4
project manager (infrastructure)	99.3 - 134.0	112.4 - 154.7	128.7 - 177.5
project manager (software)	95.6 - 126.4	106.9 - 143.9	120.8 - 163.0
scrum master	74.4 - 96.8	83.9 - 111.1	95.5 - 126.6
technical writer	61.9 - 80.6	72.2 - 95.0	83.8 - 107.9



# halton region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	57.2 - 70.8	61.7 - 78.0	67.8 - 87.3
call center director - operations	73.8 - 96.9	83.0 - 111.2	94.5 - 127.1
customer loyalty agent	39.8 - 52.4	45.6 - 60.7	52.1 - 69.0
customer service manager	68.2 - 88.2	76.5 - 100.3	86.2 - 112.2
customer service representative	35.6 - 41.8	37.4 - 48.5	42.6 - 54.2
customer service representative - bilingual	37.6 - 43.8	39.4 - 50.5	44.6 - 56.2
customer service supervisor	59.7 - 78.2	66.9 - 89.2	75.7 - 100.8
customer service team lead	37.3 - 47.5	41.5 - 53.7	46.6 - 60.4
customer service trainer	45.4 - 59.6	51.9 - 69.4	59.7 - 78.9
e-chat representative	43.9 - 51.2	50.5 - 60.1	57.8 - 64.4
help desk representative - level 1	47.4 - 63.2	54.4 - 72.9	61.7 - 81.5
inside sales manager	72.7 - 97.0	82.5 - 111.8	94.1 - 126.5
inside sales representative	55.1 - 68.7	59.6 - 75.9	65.7 - 85.2
junior collection agent	34.9 - 45.0	39.6 - 51.6	44.8 - 57.8
order desk	35.4 - 44.8	40.4 - 51.1	45.3 - 56.4
survey agent	35.0 - 44.3	39.9 - 50.2	44.4 - 51.3
telemarketing agent	34.9 - 43.9	38.9 - 50.2	44.3 - 58.0
telephone dispatcher	40.7 - 51.7	45.9 - 58.9	51.7 - 66.0
travel support agent	39.6 - 50.1	44.4 - 56.5	49.4 - 62.5

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	66.0 - 85.8	73.5 - 97.3	82.9 - 109.9
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	59.6 - 77.7	67.7 - 89.8	77.4 - 102.6
civil engineer	67.5 - 90.0	77.8 - 105.1	89.6 - 118.9
civil engineering drafter	52.3 - 65.9	59.5 - 76.0	67.8 - 86.0
civil engineering technologist	48.5 - 63.2	55.2 - 73.2	63.1 - 83.1
civil project engineer	76.3 - 103.9	87.7 - 121.5	101.3 - 139.1
civil project manager	80.8 - 107.2	90.9 - 122.6	103.1 - 138.0



# ontario

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construction coordinator	51.7 - 68.3	57.9 - 77.8	65.4 - 87.9
construction director	103.9 - 136.3	135.8 - 178.1	170.1 - 222.6
construction manager	77.2 - 100.4	84.5 - 112.0	93.9 - 125.6
construction project coordinator	89.8 - 114.6	97.3 - 126.6	107.1 - 140.6
construction project manager	68.9 - 94.3	79.8 - 110.9	92.5 - 126.8
contracts administrator	62.6 - 82.4	70.9 - 94.9	80.8 - 107.6
contracts manager	96.4 - 121.2	107.5 - 137.8	121.5 - 156.3
director of operations	130.6 - 173.1	170.3 - 225.3	213.8 - 282.8
drafter	55.1 - 68.7	61.8 - 78.4	69.9 - 88.6
electrical designer/engineer	73.6 - 97.1	83.6 - 112.3	95.8 - 128.1
electrical engineer	76.0 - 101.9	88.3 - 120.4	103.1 - 138.9
electrical engineering technician	55.5 - 70.7	63.1 - 81.6	72.0 - 92.6
electrical inspector	43.9 - 58.7	50.7 - 68.7	58.5 - 79.2
engineering manager	86.0 - 115.1	98.0 - 133.4	112.4 - 152.0
environmental engineer	64.5 - 85.2	73.4 - 98.8	84.3 - 112.7
environmental inspector	48.9 - 62.2	53.7 - 69.5	59.7 - 77.6
estimation engineer	70.9 - 94.1	81.2 - 109.8	93.8 - 125.6
estimator	63.9 - 82.8	70.8 - 93.6	79.5 - 105.5
field manager	71.2 - 93.8	80.8 - 108.5	92.6 - 125.2
field supervisor	69.8 - 91.0	78.0 - 103.5	87.9 - 116.0
foreman	53.5 - 68.7	59.6 - 78.2	67.3 - 88.4
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	62.7 - 80.4	71.9 - 93.4	82.4 - 105.7
health and safety specialist	69.8 - 91.2	79.6 - 105.8	91.4 - 120.4
HVAC drafter	54.7 - 69.8	61.3 - 79.3	69.0 - 88.9
HVAC engineer	56.6 - 75.0	64.6 - 87.0	74.1 - 98.3
materials manager	84.6 - 110.6	93.3 - 124.3	104.3 - 139.5
mechanical designer	54.9 - 72.2	63.0 - 83.7	72.0 - 94.1
mechanical drafter	51.5 - 66.5	57.8 - 76.6	66.2 - 89.2
mechanical engineer	76.8 - 101.0	86.9 - 116.3	99.2 - 132.0
mechanical engineering technician	53.6 - 69.8	60.8 - 80.4	69.2 - 90.3
mechanical site supervisor	49.9 - 63.9	56.3 - 73.3	64.0 - 83.5
operations manager	82.3 - 111.5	93.8 - 128.8	107.1 - 145.1
planner/scheduler	42.0 - 53.6	47.8 - 61.5	54.1 - 69.3
project director	115.0 - 138.9	143.1 - 172.9	171.7 - 207.2
project engineer	91.3 - 116.5	98.9 - 128.6	108.8 - 143.1
project manager	78.0 - 107.0	90.5 - 125.8	104.9 - 143.3
purchasing manager	92.0 - 120.8	103.8 - 138.2	117.5 - 154.8
QA/QC inspector	56.1 - 74.0	64.7 - 86.2	74.3 - 98.4



quality control engineer	68.0 - 89.1	76.5 - 102.1	86.9 - 115.1
quality inspector	41.1 - 52.4	45.9 - 59.7	51.9 - 67.4
safety inspector	64.8 - 84.2	73.3 - 96.5	82.9 - 108.5
site supervisor	74.1 - 96.4	81.1 - 107.6	90.1 - 120.2
structural designer	51.9 - 67.4	58.6 - 77.2	66.4 - 86.9
structural engineer	67.7 - 89.1	76.7 - 102.9	87.8 - 117.0
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	42.2 - 53.9	47.3 - 61.4	53.4 - 69.4

## finance & accounting

executive positions (company revenue)	10 M\$		100 M\$	
chief financial officer	133.0 - 225.3		181.1 - 324.7	
controller	90.3 - 118.8	104.5 - 142.5	118.8 - 166.3	
director - financial planning & analysis	95.0 - 99.8	104.5 - 114.0	118.8 - 142.5	
finance director	118.0 - 155.3	152.9 - 200.7	186.5 - 244.5	
payroll director	83.6 - 96.1	89.3 - 109.3	93.1 - 133.0	
vice-president internal audit	118.7 - 158.0	149.5 - 198.7	181.9 - 241.4	
finance & accounting	1 year	3 years	5 years	10 years
accountant	58.9 - 66.5	61.8 - 73.2	66.5 - 83.6	77.9 - 93.1
accounting clerk	45.3 - 53.6	51.4 - 55.1	52.3 - 57.0	55.1 - 58.9
accounting manager	74.1 - 3.6	76.0 - 85.5	83.6 - 93.1	90.3 - 99.8
accounting supervisor	63.4 - 76.9	68.1 - 79.8	74.1 - 83.6	80.8 - 90.3
accounting technician	52.6 - 62.3	56.7 - 67.3	60.7 - 71.9	69.2 - 81.9
accounts payable clerk	43.5 - 51.6	49.4 - 58.9	52.3 - 61.8	55.1 - 64.6
accounts payable manager	66.5 - 76.0	77.9 - 85.5	83.6 - 93.1	90.3 - 99.8
accounts receivable clerk	43.5 - 51.6	49.4 - 58.9	52.3 - 61.8	55.1 - 64.6
accounts receivable manager	66.5 - 76.0	77.9 - 85.5	83.6 - 93.1	90.3 - 99.8
analyst - financial planning & analysis	71.3 - 82.7	78.9 - 92.2	89.3 - 99.8	95.0 - 109.3
assistant controller	84.1 - 105.2	90.3 - 114.0	95.0 - 118.8	114.0 - 137.8
billing specialist	43.5 - 51.6	49.4 - 58.9	52.3 - 61.8	61.8 - 66.5
bookkeeper	55.1 - 63.7	61.8 - 68.4	66.5 - 76.0	71.3 - 80.8
business analyst	68.8 - 82.4	74.4 - 89.0	79.7 - 95.5	91.7 - 109.8
compliance officer	85.1 - 103.3	95.0 - 115.1	98.8 - 115.9	104.5 - 133.0
compliance specialist	56.0 - 67.1	61.6 - 73.8	67.0 - 80.3	77.8 - 93.3
cost accountant	60.0 - 72.0	68.4 - 79.8	72.2 - 93.1	90.3 - 99.8
credit & collection specialist	43.5 - 51.6	49.4 - 58.9	52.3 - 61.8	61.8 - 66.5



# ontario

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credit and collections manager	66.5 - 76.0	77.9 - 85.5	83.6 - 93.1	90.3 - 99.8
credit and collections supervisor	63.2 - 72.2	74.0 - 81.2	79.4 - 88.4	85.7 - 94.8
external auditor	64.6 - 74.9	67.2 - 80.5	71.7 - 86.0	82.1 - 98.4
financial analyst	58.9 - 71.3	67.3 - 77.9	70.9 - 84.9	79.2 - 95.0
financial reporting manager	80.8 - 90.3	85.5 - 104.5	99.8 - 118.8	104.5 - 114.0
internal audit manager	80.8 - 90.3	85.5 - 104.5	99.8 - 118.8	104.5 - 114.0
internal auditor	55.1 - 72.5	64.6 - 80.0	71.7 - 86.2	80.8 - 90.3
invoicing clerk	41.3 - 49.0	46.9 - 56.0	49.6 - 58.7	52.3 - 61.8
payroll clerk	42.8 - 48.6	45.8 - 53.7	49.7 - 55.1	52.3 - 61.8
payroll manager	77.6 - 90.5	80.7 - 92.2	82.5 - 95.1	87.3 - 101.9
payroll specialist	54.3 - 61.8	55.1 - 66.5	61.8 - 71.3	71.3 - 80.8
payroll supervisor	64.6 - 74.1	66.5 - 77.9	74.0 - 85.0	80.8 - 88.0
tax analyst	64.6 - 71.3	68.4 - 80.8	76.0 - 95.0	90.3 - 99.8
tax manager	90.4 - 110.8	96.9 - 118.8	103.4 - 126.6	118.6 - 145.3
treasury analyst	64.2 - 77.0	68.9 - 82.6	73.3 - 88.0	83.5 - 100.0

## healthcare

	entry	mid	senior
disability case manager	66.2 - 82.8	74.3 - 94.3	83.9 - 106.4
medical coordinator	48.3 - 61.6	53.9 - 70.0	60.9 - 79.7
medical secretary	37.3 - 47.7	41.8 - 53.8	46.6 - 59.0
registered nurse	67.5 - 84.0	74.0 - 93.7	82.1 - 104.6

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	90.5 - 124.9	113.5 - 156.3	140.5 - 193.1
vice president human resources / CHRO	115.5 - 194.6	149.6 - 251.2	185.8 - 311.4
human resources	entry	mid	senior
benefits administrator	58.7 - 75.0	65.7 - 85.4	74.2 - 96.6
compensation and benefits manager	97.1 - 126.1	107.6 - 142.5	121.0 - 161.4
compensation specialist	53.2 - 70.2	61.3 - 82.2	70.8 - 93.7
health and safety advisor	63.2 - 81.3	72.6 - 94.6	83.3 - 107.2
health and safety director	88.6 - 106.1	114.9 - 137.4	136.6 - 163.3
health and safety manager	78.6 - 101.6	87.9 - 115.7	99.4 - 130.5
HRIS analyst	63.0 - 82.9	72.3 - 96.6	83.2 - 109.9



## ontario

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HRIS director	88.6 - 126.8	115.0 - 164.3	142.7 - 203.3
human resources assistant	43.8 - 51.8	47.8 - 55.8	51.2 - 59.9
human resources business partner	70.7 - 92.5	79.1 - 105.3	89.4 - 119.1
human resources coordinator	42.7 - 54.5	48.4 - 61.5	53.6 - 66.2
human resources director	97.3 - 134.2	124.5 - 171.5	154.1 - 211.9
human resources generalist	65.3 - 81.9	70.0 - 89.8	76.8 - 101.0
human resources manager	87.5 - 115.9	99.6 - 134.0	114.1 - 152.6
human resources supervisor	68.1 - 88.4	75.4 - 100.1	85.0 - 114.4
Human Resources Technician	52.0 - 67.7	57.8 - 76.8	65.2 - 87.6
L&D director	95.9 - 118.9	119.6 - 148.2	152.1 - 188.2
labour relations advisor	69.1 - 91.7	78.9 - 106.6	90.7 - 121.5
labour relations manager	95.5 - 129.3	112.3 - 153.7	131.4 - 177.5
learning and development specialist	55.3 - 72.3	62.8 - 83.5	71.9 - 94.6
learning experience designer	53.4 - 69.1	59.8 - 78.9	67.8 - 89.6
recruitment coordinator	42.6 - 55.5	48.9 - 64.1	55.7 - 72.2
talent acquisition director	91.5 - 126.3	117.1 - 161.4	142.9 - 196.6
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	109.7 - 142.6	142.0 - 184.3	174.2 - 225.5
total rewards specialist	58.3 - 75.7	65.6 - 86.8	74.6 - 99.4

## industrial support

	entry	mid	senior
assembler/fabricator	18.2 - 21.3	19.0 - 24.5	21.5 - 27.7
counterbalance forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 23.0
delivery/courier driver	18.7 - 24.0	21.1 - 27.4	23.8 - 30.7
electronic parts assembler	17.3 - 21.7	18.9 - 24.1	20.8 - 26.4
forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 23.0
general labourer - heavy	17.6 - 22.3	20.0 - 25.4	22.6 - 26.1
general labourer - light	15.9 - 20.9	19.1 - 24.6	21.8 - 25.2
industrial painter	17.8 - 23.0	20.2 - 26.4	22.9 - 29.6
inventory control clerk	17.7 - 22.3	20.2 - 25.6	22.7 - 28.7
janitor/custodian	16.0 - 18.1	17.0 - 20.6	18.2 - 21.0
landscaping labour	16.3 - 20.6	18.6 - 23.4	20.8 - 24.0
logistics coordinator	24.2 - 31.3	27.5 - 36.0	31.3 - 41.0
machine operator	18.2 - 23.9	20.9 - 27.7	23.8 - 31.5
manufacturing worker	16.6 - 20.4	18.5 - 23.2	20.9 - 26.3
material handler	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
moulding machine operator	17.7 - 23.3	20.3 - 26.9	23.1 - 30.3



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order/cherry picker forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
parts clerk	16.6 - 19.9	16.6 - 22.7	18.8 - 25.4
parts manager	25.2 - 32.6	28.2 - 37.2	31.9 - 42.3
picker/packer	15.2 - 19.2	17.1 - 21.6	18.9 - 23.5
polisher/deburrer	18.3 - 23.2	20.9 - 26.7	23.7 - 30.1
print press operator	17.3 - 21.8	19.3 - 24.7	21.7 - 27.8
production labourer	14.9 - 19.5	17.8 - 23.2	20.7 - 23.9
reach truck operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
sandblasting operator	17.0 - 21.7	19.0 - 24.7	21.5 - 28.2
scissor lift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
shipper/receiver	18.7 - 22.9	20.4 - 25.4	22.5 - 28.2
shipping and receiving clerk	19.3 - 24.1	21.9 - 27.7	24.9 - 31.5
warehouse labourer	16.3 - 20.9	19.2 - 23.9	21.4 - 24.4

## manufacturing

	entry	mid	senior
<u>engineering</u>			
applications engineer	73.3 - 97.8	85.8 - 116.0	100.1 - 131.9
automation engineer	67.4 - 89.0	76.4 - 102.6	87.3 - 116.7
buyer	60.0 - 78.5	68.3 - 90.9	78.2 - 104.0
chemical engineer	85.0 - 112.6	95.2 - 128.1	107.4 - 144.1
chemical technician	57.2 - 74.5	63.5 - 84.5	71.7 - 96.5
cmm programmer	49.8 - 64.3	55.6 - 72.9	62.5 - 81.5
coating inspector	38.3 - 50.1	43.5 - 57.6	49.5 - 65.4
commissioning and start up engineer	64.9 - 86.5	74.6 - 101.3	86.3 - 115.5
continuous improvement engineer	79.4 - 103.4	88.3 - 117.0	99.1 - 130.7
contracts administrator	63.0 - 83.3	71.5 - 96.2	81.7 - 109.2
controls designer/engineer	53.0 - 70.8	60.9 - 82.4	70.0 - 93.9
demand planner	52.4 - 72.1	62.9 - 87.0	74.2 - 99.6
drafter	55.3 - 69.3	62.2 - 79.3	70.5 - 89.7
electrical designer/engineer	74.4 - 98.3	84.5 - 113.9	97.0 - 130.1
electrical engineer	76.8 - 103.3	89.4 - 122.3	104.6 - 141.2
electrical engineering technician	55.8 - 71.4	63.6 - 82.6	72.7 - 93.8
electrical inspector	44.0 - 59.0	50.9 - 69.0	58.8 - 79.6
electrical test engineer	74.1 - 98.7	85.1 - 115.4	98.4 - 132.2
environmental engineer	65.0 - 86.2	74.1 - 100.1	85.3 - 114.4
environmental inspector	49.0 - 62.7	53.9 - 70.2	60.0 - 78.5
estimator	64.4 - 83.8	71.5 - 94.8	80.4 - 107.0



field service engineer	54.1 - 71.6	61.5 - 83.0	70.7 - 95.8
health and safety specialist	70.4 - 92.4	80.4 - 107.3	92.5 - 122.2
HVAC drafter	54.9 - 70.4	61.7 - 80.2	69.6 - 90.0
HVAC engineer	56.9 - 75.7	65.1 - 88.0	74.8 - 99.6
industrial engineer	73.4 - 95.5	81.5 - 107.9	91.4 - 120.6
inventory analyst	54.7 - 71.3	61.9 - 82.0	70.5 - 93.5
logistics specialist	60.2 - 80.0	68.8 - 93.0	79.1 - 105.5
manufacturing engineer	69.6 - 92.1	79.1 - 106.4	90.5 - 120.2
mechanical designer	55.1 - 72.8	63.5 - 84.7	72.7 - 95.3
mechanical drafter	51.7 - 67.1	58.2 - 77.4	66.8 - 90.3
mechanical engineer	77.6 - 102.4	87.9 - 118.1	100.5 - 134.2
mechanical engineering technician	53.8 - 70.5	61.2 - 81.3	69.8 - 91.5
planner/scheduler	42.1 - 53.8	47.9 - 61.8	54.3 - 69.7
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	64.7 - 86.0	74.0 - 100.1	85.2 - 113.4
procurement specialist	53.7 - 69.8	59.6 - 79.1	67.1 - 89.6
production planner	51.0 - 67.5	58.8 - 78.3	67.2 - 87.3
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	78.9 - 108.5	91.6 - 127.8	106.4 - 145.8
QA/QC inspector	40.1 - 51.2	44.9 - 58.4	50.7 - 66.0
quality assurance manager	83.0 - 107.7	91.7 - 121.1	102.5 - 135.3
quality assurance/control technician	63.1 - 83.6	73.1 - 98.2	84.6 - 111.5
quality control engineer	68.5 - 90.2	77.3 - 103.5	87.9 - 116.8
quality inspector	41.2 - 52.6	46.1 - 59.9	52.1 - 67.7
safety inspector	65.4 - 85.2	74.0 - 97.7	83.9 - 110.0
SCADA engineer	66.2 - 87.9	75.6 - 102.0	86.8 - 115.9
specification writer	54.9 - 70.8	62.2 - 81.2	70.5 - 91.5
stationary engineer	55.0 - 70.9	61.3 - 80.2	68.7 - 89.3
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8



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materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	70.7 - 92.7	79.5 - 106.1	90.4 - 120.5
digital media specialist	42.7 - 54.9	49.8 - 65.1	58.2 - 74.5
digital specialist	51.0 - 67.6	59.1 - 79.7	68.8 - 91.1



# ontario

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e-commerce manager	83.0 - 108.2	92.7 - 123.1	104.7 - 139.7
marketing content manager	60.9 - 77.6	70.2 - 90.8	81.0 - 102.8
social media manager	62.9 - 86.4	75.4 - 103.6	88.6 - 119.8
web manager	69.9 - 90.9	77.6 - 102.7	87.2 - 115.8
web marketing analyst	53.0 - 70.4	61.6 - 83.0	71.5 - 94.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	106.2 - 160.9	142.9 - 215.7	182.6 - 275.0
marketing vice-president	128.0 - 196.0	179.3 - 273.5	230.5 - 351.5
marketing and communications	entry	mid	senior
brand or product manager	85.8 - 110.1	95.3 - 124.4	106.9 - 139.3
brand or product manager assistant	68.3 - 92.2	79.8 - 108.8	92.6 - 123.9
communications manager	69.8 - 90.9	77.7 - 103.1	87.4 - 115.7
communications specialist	57.3 - 78.5	68.3 - 94.4	80.6 - 107.8
marketing coordinator	57.1 - 75.9	65.4 - 88.4	75.2 - 100.8
marketing director	103.8 - 138.4	119.6 - 161.9	138.0 - 184.0
marketing project manager	45.0 - 60.1	51.9 - 70.4	59.9 - 80.1
marketing specialist	50.2 - 66.8	57.5 - 77.7	66.0 - 88.0

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	39.4 - 50.9	45.4 - 58.4	51.1 - 64.1
import/export coordinator	57.8 - 74.4	64.2 - 84.2	72.2 - 94.8
shipping administrator	46.0 - 58.5	52.8 - 67.5	60.0 - 75.7
supply chain coordinator	43.6 - 56.5	48.9 - 64.5	55.4 - 73.4
<b>office &amp; administrative support</b>			
administrative analyst	48.7 - 63.2	54.0 - 71.4	60.7 - 80.5
administrative assistant	41.7 - 53.7	46.6 - 61.1	52.6 - 68.9
administrative assistant (bilingual)	42.0 - 49.0	45.0 - 52.0	47.0 - 56.0
administrative manager	59.2 - 76.0	64.5 - 84.3	71.2 - 94.1
benefits clerk	41.1 - 52.8	47.2 - 61.2	53.9 - 69.5
buyer assistant	41.2 - 53.5	47.9 - 61.8	54.1 - 68.1
claims supervisor	66.5 - 86.8	74.2 - 98.9	84.0 - 112.8
contracts administrator	97.6 - 123.0	109.1 - 140.1	123.4 - 159.0
customer success manager	55.0 - 60.0	62.0 - 66.0	67.5 - 71.3
data entry clerk	35.5 - 44.7	40.3 - 50.8	45.1 - 52.0
dispatcher	40.7 - 51.7	45.9 - 58.9	51.7 - 66.0
document controller	34.5 - 43.7	39.3 - 49.4	43.7 - 50.5



# ontario

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document services specialist	33.9 - 43.6	39.4 - 49.7	44.0 - 50.8
documentation specialist	37.2 - 49.0	44.6 - 56.8	50.2 - 58.0
donor relations coordinator	54.7 - 71.7	63.4 - 84.4	73.8 - 97.3
executive assistant	55.0 - 74.8	64.2 - 88.2	74.2 - 100.2
executive assistant (bilingual)	55.0 - 61.3	65.0 - 72.0	73.0 - 78.5
executive legal assistant	52.5 - 58.9	57.4 - 69.3	63.3 - 78.5
file clerk	36.5 - 47.7	43.4 - 54.8	48.4 - 55.9
fundraising manager	68.8 - 88.5	77.9 - 102.1	89.1 - 116.6
HR administrator	49.7 - 64.7	56.1 - 74.3	63.8 - 84.1
HR coordinator	45.2 - 58.7	51.1 - 67.3	57.9 - 76.2
HR manager	40.0 - 50.9	45.3 - 57.3	50.0 - 61.6
human resources assistant	43.8 - 55.9	49.6 - 63.0	54.9 - 67.8
insurance claims clerk	43.5 - 48.3	46.8 - 51.2	53.2 - 57.5
invoicing clerk	39.5 - 50.7	45.2 - 57.7	50.3 - 62.6
lease administrator	40.8 - 53.7	46.1 - 62.0	52.8 - 71.5
leasing coordinator	41.4 - 54.6	46.8 - 63.0	53.6 - 72.8
legal assistant	49.6 - 68.7	60.2 - 83.1	70.9 - 93.8
logistics coordinator	50.4 - 65.1	57.2 - 74.9	65.1 - 85.2
mailroom clerk	34.1 - 42.3	38.5 - 47.0	42.0 - 47.8
office clerk	38.5 - 47.4	42.4 - 52.7	46.7 - 58.2
office manager	58.0 - 74.9	63.6 - 83.6	70.7 - 93.4
office/operations manager	52.3 - 58.5	65.7 - 73.2	71.5 - 79.3
order clerk	35.4 - 44.8	40.4 - 51.1	45.3 - 56.4
order entry clerk	38.9 - 50.1	43.4 - 57.1	49.0 - 64.5
order supervisor	54.6 - 71.5	63.2 - 83.5	72.5 - 93.5
payroll administrator	45.7 - 59.9	52.1 - 69.2	59.6 - 79.0
project coordinator	45.4 - 59.1	51.3 - 67.7	58.1 - 76.2
property administrator	40.0 - 55.0	46.0 - 62.0	52.0 - 72.0
property manager	64.6 - 85.7	73.7 - 99.7	84.9 - 114.3
receptionist	35.1 - 44.0	38.9 - 49.7	43.7 - 56.7
receptionist (bilingual)	43.5 - 48.3	47.3 - 51.0	49.0 - 55.0
sales administrator	47.0 - 62.8	54.2 - 73.5	62.5 - 83.6
sales assistant	42.1 - 52.6	46.4 - 59.7	52.6 - 69.2
service coordinator	40.1 - 51.9	44.9 - 59.3	50.9 - 67.6
supply clerk	35.9 - 45.3	40.2 - 51.0	44.6 - 56.2
virtual assistant	41.0 - 53.0	46.0 - 60.0	53.0 - 68.0
virtual receptionist	36.0 - 44.0	40.0 - 50.0	44.0 - 55.0



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	51.6 - 64.7	56.2 - 71.8	62.1 - 80.1
account manager - software	57.7 - 72.0	62.4 - 79.3	68.6 - 88.5
business development manager	101.3 - 133.7	113.0 - 152.6	128.3 - 175.2
district sales manager	83.0 - 107.1	94.5 - 124.3	108.6 - 142.6
key accounts manager - consumer goods	73.8 - 94.9	83.3 - 108.9	94.8 - 123.7
merchandiser - consumer goods	64.4 - 84.3	72.1 - 96.2	81.7 - 109.6
sales manager	66.0 - 88.3	75.0 - 101.7	85.6 - 115.0
sales representative, account manager - channel manager	82.8 - 109.9	93.2 - 125.8	105.8 - 142.2
sales representative, account manager - consumer goods	51.6 - 65.0	56.7 - 72.6	62.9 - 81.0
sales representative, account manager - professional services	50.5 - 62.9	54.5 - 69.3	59.9 - 77.4
sales representative, account manager - telecommunications	57.3 - 71.6	62.1 - 79.0	68.3 - 88.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	149.9 - 213.4	199.3 - 283.3	256.8 - 365.1
<b>industrial sales</b>			
sales engineer - distribution	74.2 - 97.0	81.5 - 108.6	90.8 - 121.2
sales engineer - manufacturing	63.4 - 85.0	72.1 - 98.0	82.2 - 110.3
sales representative, account manager - distribution	52.8 - 66.1	57.4 - 73.2	63.4 - 81.9
sales representative, account manager - industrial equipment	50.6 - 63.0	54.7 - 69.5	60.1 - 77.5
sales representative, account manager - industrial service	56.6 - 70.7	61.4 - 78.1	67.6 - 87.1
sales representative, account manager - machinery	56.1 - 69.9	60.6 - 77.2	66.8 - 86.3
sales representative, account manager - manufacturing	50.8 - 73.2	56.0 - 82.0	62.3 - 91.3
sales representative, account manager - retail network	56.1 - 69.9	60.6 - 77.2	66.9 - 87.1
technical sales representative - manufacturing	54.1 - 71.6	61.5 - 83.0	70.7 - 95.8

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	71.2 - 92.1	79.7 - 104.9	90.1 - 117.9
application support analyst	62.8 - 82.8	72.1 - 95.6	82.0 - 107.6
automation tester	69.5 - 89.9	77.8 - 102.4	87.9 - 115.2
C++/ embedded software engineer	69.5 - 89.9	77.8 - 102.4	87.9 - 115.1
database SQL developer	63.5 - 84.4	72.7 - 98.2	83.6 - 111.6
devops development side	68.1 - 91.3	78.9 - 107.6	91.8 - 122.8



ERP developer	71.6 - 92.5	80.0 - 105.3	90.4 - 119.3
front-end developer	67.6 - 88.8	77.3 - 103.2	88.8 - 117.2
full stack developer	77.4 - 101.7	88.6 - 118.2	101.7 - 133.8
java developer	69.5 - 89.9	77.8 - 102.4	87.9 - 115.2
machine learning developer	77.2 - 114.6	103.6 - 143.2	123.4 - 147.6
manual tester	50.0 - 66.9	58.6 - 79.4	68.4 - 90.5
mobile application developer (iOS/android)	64.2 - 98.3	89.5 - 124.8	107.4 - 128.6
quality assurance manager	85.5 - 111.5	95.2 - 126.3	107.1 - 141.8
RPA developer	53.0 - 69.7	60.8 - 81.0	69.6 - 90.9
technical lead	110.6 - 148.3	126.3 - 171.8	144.5 - 194.0
UI/UX designer	64.1 - 83.2	72.2 - 95.3	81.8 - 106.5
<b>architecture</b>			
application architect	100.2 - 132.9	112.6 - 152.3	128.2 - 174.1
architect (enterprise)	96.5 - 130.0	110.7 - 151.4	127.5 - 173.7
architect (solutions/technical)	86.7 - 108.4	97.3 - 123.6	109.9 - 138.6
cloud architect	88.7 - 111.3	100.1 - 127.7	113.6 - 142.8
<b>data &amp; analytics</b>			
BI data architect	90.1 - 120.7	100.8 - 137.4	113.9 - 154.8
big data engineer	84.4 - 110.3	94.3 - 125.6	106.6 - 142.0
business intelligence developer	67.9 - 88.0	76.2 - 100.3	86.0 - 111.9
data analyst	69.9 - 93.3	80.5 - 109.2	93.0 - 124.1
data architect	74.3 - 97.9	85.4 - 114.4	98.7 - 130.3
data engineer	72.7 - 97.1	83.7 - 113.6	96.7 - 129.0
data scientist	79.1 - 106.0	91.6 - 124.6	106.2 - 141.6
database administrator	70.5 - 95.8	83.2 - 114.5	97.7 - 131.0
<b>leadership/business technology</b>			
business analyst	71.9 - 93.1	80.6 - 106.2	91.2 - 119.9
IT director	109.1 - 145.1	137.7 - 183.0	171.7 - 227.7
manager IT	95.3 - 126.1	108.4 - 146.0	124.4 - 167.1
<b>networking/infrastructure</b>			
bilingual tech support	47.4 - 63.2	54.4 - 72.9	61.7 - 90.1
cloud engineer	76.7 - 102.0	89.3 - 120.2	103.5 - 135.9
devops system side	82.2 - 114.2	96.8 - 135.2	112.3 - 152.6
help desk representative	47.4 - 63.2	54.4 - 72.9	61.7 - 81.5
information security engineer	74.1 - 98.9	85.3 - 115.7	98.6 - 131.5
information security manager	96.3 - 126.3	108.3 - 144.6	123.0 - 164.2
information security specialist	62.6 - 82.2	71.6 - 95.5	82.2 - 108.1
information systems analyst	66.7 - 85.6	73.8 - 96.6	82.8 - 108.5
linux/unix administrator	79.4 - 103.3	89.7 - 118.8	102.2 - 134.9



# ontario

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network administrator	63.4 - 84.7	73.1 - 99.1	84.4 - 113.1
network engineer	70.8 - 94.3	81.3 - 110.3	94.0 - 126.3
systems administrator	71.6 - 93.1	80.8 - 107.0	92.0 - 121.1
tech support	66.5 - 86.9	75.5 - 100.1	86.0 - 113.3
telecommunications analyst	66.0 - 87.7	75.6 - 102.6	87.5 - 118.3
<b>project management</b>			
business systems analyst	70.1 - 92.7	81.0 - 108.7	93.7 - 124.3
ERP project manager	98.0 - 130.4	106.8 - 144.9	118.4 - 162.2
functional analyst	59.5 - 77.1	66.7 - 88.0	75.6 - 99.8
organizational change manager (OCM)	68.9 - 92.7	80.3 - 110.3	94.5 - 129.0
product owner	78.4 - 103.0	89.8 - 119.7	102.9 - 135.1
product owner/manager	82.2 - 113.1	95.5 - 133.2	110.9 - 152.1
program manager	98.0 - 130.4	106.8 - 144.9	118.4 - 162.2
project coordinator	64.3 - 80.8	72.7 - 93.1	83.0 - 105.7
project manager (infrastructure)	98.1 - 132.4	111.1 - 152.9	127.2 - 175.1
project manager (software)	94.5 - 125.0	105.7 - 142.2	119.4 - 161.0
scrum master	75.5 - 98.1	85.1 - 112.7	96.9 - 128.3
technical writer	62.2 - 80.8	72.4 - 95.2	84.0 - 108.1



# hastings county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	42.5 - 50.2	50.0 - 68.5	63.6 - 82.2
call center director - operations	64.1 - 84.3	72.1 - 96.9	82.2 - 111.2
customer loyalty agent	35.4 - 46.1	40.2 - 53.3	45.9 - 60.6
customer service manager	59.2 - 76.7	66.3 - 87.5	74.9 - 98.3
customer service representative	33.4 - 41.8	36.7 - 47.3	41.1 - 53.1
customer service representative - bilingual	35.4 - 43.8	38.7 - 49.3	43.1 - 55.1
customer service supervisor	52.6 - 68.9	59.0 - 78.6	66.6 - 89.0
customer service team lead	38.7 - 46.5	42.1 - 49.6	48.1 - 55.8
customer service trainer	41.1 - 53.7	46.8 - 62.4	53.8 - 70.9
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
help desk representative - level 1	39.1 - 49.5	48.3 - 58.1	54.7 - 72.2
inside sales manager	63.0 - 84.5	71.6 - 97.9	81.9 - 111.3
inside sales representative	42.1 - 55.4	51.5 - 65.6	56.8 - 73.6
junior collection agent	31.3 - 39.4	34.9 - 45.1	39.2 - 50.5
order desk	38.6 - 45.7	42.1 - 51.8	48.3 - 56.8
survey agent	31.6 - 39.1	35.4 - 44.1	39.1 - 45.1
telemarketing agent	31.4 - 38.7	34.6 - 44.1	39.0 - 51.0
telephone dispatcher	36.8 - 46.4	41.3 - 52.8	46.4 - 59.0
travel support agent	35.2 - 44.1	39.1 - 49.7	43.5 - 54.9



# london area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	45.8 - 49.6	46.7 - 54.3	52.6 - 62.7
call center director - operations	61.7 - 79.6	69.0 - 90.6	77.8 - 101.6
customer loyalty agent	36.5 - 47.6	41.6 - 55.0	47.4 - 62.5
customer service manager	46.9 - 52.1	48.8 - 56.6	55.9 - 67.8
customer service representative	34.4 - 43.3	38.0 - 48.8	42.5 - 54.8
customer service representative - bilingual	36.4 - 45.3	40.0 - 50.8	44.5 - 56.8
customer service supervisor	45.5 - 48.2	47.9 - 54.3	52.2 - 60.8
customer service team lead	37.1 - 43.2	38.2 - 47.1	41.8 - 49.2
customer service trainer	42.5 - 55.5	48.4 - 64.3	55.6 - 73.0
e-chat representative	35.7 - 41.8	35.9 - 42.7	38.6 - 45.6
help desk representative - level 1	43.3 - 57.5	49.6 - 66.1	56.1 - 73.8
inside sales manager	49.6 - 53.3	53.1 - 58.2	56.1 - 68.2
inside sales representative	43.3 - 47.9	44.7 - 51.9	50.9 - 60.7
junior collection agent	32.3 - 41.0	36.3 - 46.8	40.8 - 52.4
order desk	32.7 - 40.9	37.0 - 46.5	41.3 - 51.2
survey agent	32.5 - 40.5	36.6 - 45.7	40.5 - 46.7
telemarketing agent	32.9 - 40.7	36.3 - 46.4	41.0 - 53.5
telephone dispatcher	37.8 - 47.7	42.4 - 54.1	47.6 - 60.4
travel support agent	36.4 - 45.6	40.5 - 51.3	45.0 - 56.7

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	60.4 - 78.3	67.1 - 88.9	75.6 - 100.5
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	54.0 - 70.1	61.2 - 80.9	69.8 - 92.4
civil engineer	60.8 - 80.8	70.0 - 94.4	80.5 - 106.9
civil engineering drafter	48.0 - 60.1	54.4 - 69.2	61.8 - 78.2
civil engineering technologist	44.4 - 57.8	50.5 - 66.7	57.6 - 75.6
civil project engineer	69.3 - 94.3	79.5 - 110.3	91.9 - 126.6
civil project manager	72.6 - 96.2	81.6 - 110.3	92.6 - 124.3
construction coordinator	47.9 - 63.0	53.5 - 71.6	60.3 - 80.8



construction director	94.2 - 124.0	123.5 - 162.9	155.3 - 205.3
construction manager	70.1 - 91.1	76.7 - 101.7	85.2 - 114.1
construction project coordinator	81.4 - 104.0	88.3 - 115.0	97.1 - 128.0
construction project manager	62.6 - 85.5	72.4 - 100.7	83.9 - 115.2
contracts administrator	56.6 - 74.2	64.0 - 85.5	72.9 - 96.9
contracts manager	86.4 - 108.8	96.4 - 124.0	109.0 - 141.0
director of operations	117.0 - 156.2	153.7 - 205.7	194.7 - 260.8
drafter	50.4 - 62.7	56.5 - 71.4	63.7 - 80.5
electrical designer/engineer	66.2 - 87.1	75.0 - 100.8	86.0 - 115.3
electrical engineer	68.4 - 91.4	79.3 - 108.3	92.6 - 125.2
electrical engineering technician	50.8 - 64.5	57.6 - 74.2	65.6 - 84.1
electrical inspector	41.2 - 54.7	47.4 - 63.8	54.5 - 73.4
engineering manager	78.1 - 104.4	88.9 - 121.3	102.0 - 138.5
environmental engineer	58.1 - 76.5	66.0 - 88.7	75.7 - 101.2
environmental inspector	45.4 - 57.4	49.7 - 64.0	55.1 - 71.4
estimation engineer	63.8 - 84.5	73.0 - 98.6	84.2 - 113.0
estimator	57.8 - 74.7	64.0 - 84.3	71.7 - 95.0
field manager	65.8 - 86.5	74.5 - 100.1	85.4 - 115.7
field supervisor	64.5 - 83.9	72.0 - 95.5	81.1 - 107.1
foreman	49.0 - 62.7	54.5 - 71.2	61.4 - 80.5
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	57.7 - 73.8	66.0 - 85.7	75.6 - 97.1
health and safety specialist	62.9 - 81.9	71.5 - 95.0	82.0 - 108.2
HVAC drafter	50.4 - 64.1	56.4 - 72.7	63.3 - 81.4
HVAC engineer	51.2 - 67.4	58.3 - 78.1	66.7 - 88.2
materials manager	75.9 - 99.2	83.6 - 111.6	93.5 - 125.6
mechanical designer	49.6 - 64.9	56.9 - 75.2	64.8 - 84.5
mechanical drafter	47.2 - 60.7	52.9 - 69.7	60.4 - 81.1
mechanical engineer	69.1 - 90.7	78.0 - 104.5	89.0 - 118.9
mechanical engineering technician	49.1 - 63.6	55.6 - 73.2	63.1 - 82.1
mechanical site supervisor	46.3 - 59.0	52.1 - 67.5	59.0 - 76.8
operations manager	73.6 - 99.7	83.9 - 115.5	95.8 - 130.3
planner/scheduler	38.4 - 48.7	43.5 - 55.8	49.2 - 62.7
project director	104.3 - 126.4	130.2 - 158.0	156.9 - 190.5
project engineer	82.8 - 105.8	89.7 - 116.9	98.8 - 130.3
project manager	70.9 - 97.1	82.1 - 114.3	95.2 - 130.5
purchasing manager	82.5 - 108.4	93.0 - 124.3	105.4 - 139.6
QA/QC inspector	51.4 - 67.4	59.1 - 78.4	67.7 - 89.4
quality control engineer	61.2 - 80.0	68.8 - 91.6	78.0 - 103.4



# ontario

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quality inspector	38.2 - 48.4	42.5 - 54.9	47.9 - 61.9
safety inspector	59.6 - 77.3	67.3 - 88.5	76.1 - 99.6
site supervisor	67.3 - 87.4	73.6 - 97.6	81.7 - 109.1
structural designer	47.6 - 61.5	53.6 - 70.3	60.6 - 79.0
structural engineer	61.0 - 80.0	69.0 - 92.4	78.8 - 105.1
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.5 - 48.9	42.9 - 55.6	48.4 - 62.8

## healthcare

	entry	mid	senior
disability case manager	61.0 - 76.1	68.4 - 86.7	77.1 - 97.8
medical coordinator	43.7 - 55.5	48.7 - 63.0	54.9 - 71.5
medical secretary	34.8 - 44.0	38.7 - 49.6	43.0 - 54.4
registered nurse	62.2 - 77.2	68.1 - 86.1	75.5 - 96.1

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	80.9 - 111.9	101.5 - 140.7	126.1 - 175.1
vice president human resources / CHRO	103.6 - 176.9	134.8 - 230.9	168.6 - 288.9
human resources	entry	mid	senior
benefits administrator	53.2 - 67.7	59.4 - 77.0	67.0 - 87.0
compensation and benefits manager	87.0 - 113.2	96.5 - 128.3	108.6 - 145.7
compensation specialist	48.3 - 63.4	55.5 - 74.1	64.0 - 84.4
health and safety advisor	58.1 - 74.6	66.7 - 86.8	76.4 - 98.5
health and safety director	79.5 - 95.1	103.1 - 123.6	122.8 - 147.5
health and safety manager	70.6 - 91.1	78.9 - 103.8	89.1 - 117.3
HRIS analyst	57.3 - 75.1	65.6 - 87.5	75.4 - 99.5
HRIS director	79.5 - 113.9	103.2 - 148.4	128.5 - 185.2
human resources assistant	39.9 - 50.7	45.2 - 57.1	49.8 - 61.4
human resources business partner	63.9 - 83.3	71.3 - 94.9	80.5 - 107.4
human resources coordinator	39.0 - 49.6	44.1 - 55.8	48.7 - 60.0
human resources director	87.2 - 120.7	111.8 - 155.1	139.0 - 193.3
human resources generalist	59.0 - 73.8	63.2 - 80.9	69.3 - 91.0
human resources manager	78.5 - 103.9	89.3 - 120.5	102.3 - 137.6
human resources supervisor	61.6 - 79.7	68.0 - 90.2	76.6 - 103.1
Human Resources Technician	47.3 - 61.3	52.5 - 69.4	59.1 - 79.0



# ontario

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L&D director	86.0 - 106.7	107.4 - 133.6	137.1 - 170.9
labour relations advisor	62.5 - 82.6	71.1 - 96.0	81.7 - 109.5
labour relations manager	85.7 - 116.2	100.7 - 138.7	118.1 - 160.8
learning and development specialist	51.2 - 66.5	57.9 - 76.7	66.1 - 86.8
learning experience designer	49.4 - 63.6	55.2 - 72.5	62.4 - 82.3
recruitment coordinator	39.0 - 50.4	44.5 - 58.1	50.6 - 65.3
talent acquisition director	82.0 - 113.4	105.1 - 145.7	128.7 - 178.8
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	98.4 - 128.3	127.8 - 167.1	157.6 - 206.3
total rewards specialist	52.8 - 68.3	59.3 - 78.2	67.3 - 89.5

## industrial support

	entry	mid	senior
assembler/fabricator	17.1 - 19.6	17.6 - 22.5	19.8 - 25.3
counterbalance forklift operator	18.2 - 21.1	20.5 - 22.4	22.0 - 25.2
delivery/courier driver	17.3 - 22.1	19.4 - 25.1	21.8 - 28.1
electronic parts assembler	16.1 - 20.0	17.5 - 22.1	19.2 - 24.2
forklift operator	18.2 - 21.5	20.5 - 22.8	22.0 - 25.7
general labourer - heavy	17.1 - 20.5	18.5 - 23.4	20.8 - 24.0
general labourer - light	16.0 - 19.4	17.8 - 22.7	20.2 - 23.3
industrial painter	19.0 - 22.3	19.5 - 24.3	21.2 - 27.2
inventory control clerk	16.7 - 20.9	18.9 - 23.9	21.3 - 26.7
janitor/custodian	15.5 - 18.1	17.5 - 20.5	17.5 - 22.3
logistics coordinator	22.3 - 28.7	25.3 - 32.9	28.7 - 37.4
machine operator	17.5 - 22.0	19.2 - 25.4	21.9 - 28.7
machine operator assistant	16.1 - 20.0	18.4 - 23.0	20.7 - 25.5
manufacturing worker	16.3 - 18.9	17.3 - 21.4	19.3 - 24.2
material handler	17.9 - 21.5	20.4 - 22.5	22.1 - 25.7
moulding machine operator	16.5 - 21.5	18.8 - 24.7	21.3 - 27.7
picker/packer	15.1 - 18.1	16.2 - 20.2	17.8 - 22.0
polisher/deburrer	17.1 - 21.3	19.3 - 24.5	21.8 - 27.6
print press operator	17.9 - 20.2	18.5 - 22.8	20.1 - 25.6
production labourer	15.7 - 18.3	16.8 - 21.6	19.4 - 22.3
reach truck operator	18.5 - 21.5	21.5 - 22.8	22.1 - 25.7
shipper/receiver	17.4 - 21.1	18.9 - 23.4	20.7 - 25.9
shipping and receiving clerk	17.9 - 22.2	20.2 - 25.4	23.0 - 28.8
warehouse labourer	15.5 - 19.6	18.0 - 22.3	20.0 - 22.8



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	66.5 - 88.6	77.7 - 105.1	90.6 - 119.7
automation engineer	60.7 - 79.9	68.7 - 92.2	78.4 - 104.8
buyer	54.3 - 70.8	61.7 - 81.9	70.5 - 93.7
chemical engineer	76.4 - 101.1	85.5 - 115.3	96.5 - 130.0
chemical technician	52.3 - 67.8	58.0 - 76.9	65.4 - 87.7
cmm programmer	45.4 - 58.4	50.6 - 66.2	56.9 - 73.9
coating inspector	35.7 - 46.3	40.3 - 53.1	45.7 - 60.1
commissioning and start up engineer	59.7 - 79.3	68.5 - 92.8	79.1 - 106.0
continuous improvement engineer	71.3 - 92.7	79.2 - 105.0	88.8 - 117.4
contracts administrator	57.0 - 75.1	64.6 - 86.6	73.7 - 98.3
controls designer/engineer	48.6 - 64.5	55.7 - 74.9	63.8 - 85.3
demand planner	47.5 - 65.1	56.9 - 78.4	67.0 - 89.7
drafter	50.7 - 63.2	56.9 - 72.1	64.3 - 81.5
electrical designer/engineer	66.9 - 88.3	75.9 - 102.3	87.1 - 117.1
electrical engineer	69.1 - 92.7	80.2 - 109.9	93.9 - 127.3
electrical engineering technician	51.1 - 65.1	58.1 - 75.1	66.2 - 85.2
electrical inspector	41.3 - 54.9	47.6 - 64.1	54.8 - 73.8
electrical test engineer	66.7 - 88.6	76.4 - 103.7	88.3 - 119.0
environmental engineer	58.6 - 77.4	66.7 - 89.9	76.6 - 102.8
environmental inspector	45.5 - 57.8	49.9 - 64.6	55.5 - 72.2
estimator	58.2 - 75.5	64.6 - 85.4	72.5 - 96.4
field service engineer	49.5 - 65.2	56.2 - 75.5	64.4 - 87.1
general inspector	49.3 - 64.4	55.3 - 73.3	62.2 - 81.9
health and safety specialist	63.4 - 82.9	72.3 - 96.4	83.1 - 109.9
HVAC drafter	50.7 - 64.7	56.8 - 73.5	63.9 - 82.4
HVAC engineer	51.5 - 68.1	58.7 - 79.0	67.3 - 89.4
industrial engineer	66.1 - 85.8	73.2 - 96.9	82.1 - 108.4
inventory analyst	49.6 - 64.4	56.0 - 73.9	63.7 - 84.2
logistics specialist	54.5 - 72.1	62.2 - 83.8	71.3 - 95.0
manufacturing engineer	62.7 - 82.7	71.1 - 95.5	81.2 - 108.1
mechanical designer	49.9 - 65.5	57.3 - 76.0	65.4 - 85.6
mechanical drafter	47.4 - 61.2	53.2 - 70.5	60.9 - 82.1
mechanical engineer	69.8 - 91.9	78.9 - 106.1	90.2 - 120.8
mechanical engineering technician	49.3 - 64.2	56.0 - 74.0	63.7 - 83.1



planner/scheduler	38.5 - 48.9	43.6 - 56.0	49.3 - 63.0
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	58.4 - 77.3	66.6 - 89.8	76.5 - 101.9
procurement specialist	48.7 - 63.1	54.0 - 71.3	60.6 - 80.7
production planner	47.0 - 61.8	54.0 - 71.6	61.5 - 79.7
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	71.6 - 98.5	83.1 - 116.1	96.5 - 132.7
QA/QC inspector	37.3 - 47.3	41.5 - 53.8	46.8 - 60.6
quality assurance manager	74.5 - 96.6	82.3 - 108.7	91.9 - 121.7
quality assurance/control technician	57.3 - 75.8	66.3 - 89.0	76.7 - 101.0
quality control engineer	61.7 - 80.9	69.5 - 92.9	78.9 - 105.0
quality inspector	38.3 - 48.5	42.6 - 55.2	48.1 - 62.2
safety inspector	60.1 - 78.2	67.9 - 89.7	77.0 - 101.1
SCADA engineer	59.6 - 78.9	68.0 - 91.6	78.0 - 104.1
specification writer	49.9 - 64.1	56.4 - 73.3	63.8 - 82.5
stationary engineer	50.5 - 64.9	56.2 - 73.3	62.9 - 81.6
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.7 - 75.0	72.5 - 83.6	81.9 - 94.6
maintenance manager	82.9 - 92.4	88.6 - 97.3	95.6 - 115.3
maintenance supervisor	77.2 - 83.2	80.1 - 88.0	83.6 - 95.0
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	58.2 - 69.8	63.6 - 73.8	68.9 - 81.3
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	69.8 - 78.2	76.1 - 84.6	82.3 - 95.3



# ontario

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warehouse supervisor	52.1 - 57.8	55.2 - 62.3	58.4 - 68.2
<b>skilled trades</b>			
CNC machinist	47.6 - 52.9	51.1 - 59.6	60.2 - 73.5
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.2 - 52.3	50.9 - 57.1	54.6 - 64.1
electrician	61.4 - 71.3	68.7 - 74.2	72.0 - 83.5
field service technician	70.7 - 75.5	73.4 - 81.2	78.8 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.0 - 67.5	66.3 - 73.5	70.7 - 80.1
maintenance mechanic	61.4 - 71.5	70.1 - 77.8	74.6 - 82.9
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.4 - 70.9	69.0 - 76.8	74.7 - 85.9
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.3	51.1 - 59.6	56.8 - 66.6
tool and die maker	66.8 - 71.2	68.3 - 76.7	72.6 - 82.9
welder	45.5 - 52.0	51.1 - 62.0	60.8 - 70.5

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	63.9 - 83.7	71.8 - 96.0	81.6 - 109.2
digital media specialist	38.9 - 49.8	45.3 - 58.9	52.8 - 67.2
digital specialist	46.3 - 61.1	53.5 - 71.9	62.1 - 82.1
e-commerce manager	74.9 - 97.9	83.6 - 111.6	94.7 - 127.0
marketing content manager	55.7 - 70.7	64.0 - 82.6	73.8 - 93.5
social media manager	57.0 - 78.0	68.1 - 93.7	80.0 - 108.6
web manager	63.2 - 82.0	70.1 - 92.8	78.7 - 104.9
web marketing analyst	48.3 - 63.9	56.1 - 75.2	64.9 - 85.4
<b>executive positions (company revenue)</b>			
communications vice-president	95.0 - 144.9	128.4 - 196.5	165.2 - 253.3
marketing vice-president	116.2 - 179.7	163.9 - 254.1	212.7 - 329.7
<b>marketing and communications</b>			
brand or product manager	77.4 - 99.6	86.0 - 112.8	96.6 - 126.6
brand or product manager assistant	61.4 - 82.6	71.6 - 97.5	83.0 - 111.3
communications manager	63.4 - 82.5	70.5 - 93.5	79.3 - 105.0
communications specialist	52.0 - 70.9	61.9 - 85.2	72.8 - 97.3
marketing coordinator	51.7 - 68.5	59.1 - 79.7	67.9 - 90.8
marketing director	93.9 - 125.8	108.4 - 147.5	125.4 - 168.3



marketing project manager	41.0 - 54.5	47.1 - 63.6	54.3 - 72.3
marketing specialist	45.6 - 60.4	52.1 - 70.1	59.7 - 79.3

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	37.2 - 46.3	41.4 - 52.9	46.4 - 58.0
import/export coordinator	52.4 - 67.1	58.1 - 75.8	65.2 - 85.4
shipping administrator	42.4 - 53.7	48.6 - 61.8	55.1 - 69.2
supply chain coordinator	40.3 - 51.9	45.1 - 59.1	50.9 - 67.2
<b>office &amp; administrative support</b>			
administrative analyst	45.0 - 58.3	49.8 - 65.8	55.9 - 74.2
administrative assistant	38.6 - 49.6	43.0 - 56.4	48.5 - 63.6
administrative assistant (bilingual)	42.6 - 49.4	45.7 - 53.1	49.0 - 57.0
administrative manager	53.4 - 68.3	58.0 - 75.7	64.0 - 84.4
benefits clerk	37.7 - 48.1	43.0 - 55.5	49.0 - 62.9
buyer assistant	37.6 - 48.5	43.5 - 55.9	49.1 - 61.5
claims supervisor	60.1 - 78.4	67.0 - 89.4	75.9 - 102.1
contracts administrator	87.5 - 110.5	97.8 - 126.0	110.7 - 143.5
data entry clerk	33.4 - 41.6	37.6 - 47.2	42.0 - 48.4
dispatcher	37.8 - 47.7	42.4 - 54.1	47.6 - 60.4
document controller	32.0 - 39.9	36.1 - 45.0	39.9 - 46.0
document services specialist	31.5 - 39.8	36.2 - 45.3	40.2 - 46.2
documentation specialist	34.3 - 44.6	40.7 - 51.6	45.7 - 52.6
donor relations coordinator	49.7 - 64.7	57.4 - 76.2	66.7 - 87.9
executive assistant	50.7 - 69.0	59.2 - 81.3	68.5 - 92.4
executive assistant (bilingual)	55.3 - 65.6	60.0 - 71.6	65.4 - 79.3
executive legal assistant	40.2 - 46.8	45.4 - 51.2	48.7 - 55.9
file clerk	33.7 - 43.5	39.6 - 49.8	44.1 - 50.8
fundraising manager	62.2 - 79.9	70.3 - 92.3	80.4 - 105.6
HR administrator	45.1 - 58.5	50.9 - 67.0	57.7 - 75.8
HR coordinator	40.8 - 46.9	44.8 - 53.2	46.9 - 55.2
human resources assistant	39.9 - 50.7	45.2 - 57.1	49.8 - 61.4
insurance claims clerk	37.4 - 43.2	40.8 - 46.8	44.0 - 50.3
invoicing clerk	36.2 - 46.1	41.1 - 52.3	45.7 - 56.6
lease administrator	37.6 - 49.1	42.2 - 56.5	48.2 - 65.0
legal assistant	44.6 - 61.6	54.0 - 74.4	63.5 - 84.1
logistics coordinator	46.4 - 59.7	52.6 - 68.5	59.7 - 77.8



# ontario

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mailroom clerk	32.2 - 39.4	36.0 - 43.7	39.1 - 44.4
office clerk	36.1 - 44.1	39.5 - 49.0	43.5 - 54.0
office manager	52.5 - 67.6	57.6 - 75.5	63.9 - 84.4
office/operations manager	53.6 - 64.1	56.4 - 68.3	59.8 - 72.4
order clerk	32.7 - 40.9	37.0 - 46.5	41.3 - 51.2
order entry clerk	35.8 - 38.5	36.1 - 41.5	38.7 - 44.5
order supervisor	49.5 - 64.6	57.2 - 75.4	65.6 - 84.5
payroll administrator	41.4 - 54.0	47.0 - 62.3	53.7 - 70.9
project coordinator	41.9 - 54.3	47.2 - 62.0	53.4 - 69.7
property manager	58.8 - 77.8	67.0 - 90.4	77.0 - 103.8
receptionist	32.5 - 40.2	35.7 - 45.2	39.9 - 51.5
receptionist (bilingual)	35.3 - 40.4	37.5 - 42.9	39.6 - 45.5
sales administrator	42.7 - 56.8	49.1 - 66.3	56.6 - 75.4
sales assistant	38.4 - 47.7	42.3 - 54.1	47.8 - 62.5
service coordinator	37.2 - 47.8	41.5 - 54.4	46.9 - 61.9
supply clerk	34.0 - 42.4	37.8 - 47.6	41.8 - 52.4
virtual assistant	38.6 - 41.7	40.8 - 44.0	42.9 - 46.0
virtual receptionist	38.8 - 42.7	42.0 - 44.9	43.8 - 46.7

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	46.5 - 58.0	50.5 - 64.3	55.7 - 71.6
account manager - software	51.8 - 64.4	55.9 - 70.9	61.4 - 79.0
business development manager	91.9 - 121.6	102.6 - 139.0	116.6 - 160.1
district sales manager	74.8 - 96.9	85.3 - 112.8	98.3 - 129.6
key accounts manager - consumer goods	66.0 - 84.7	74.4 - 97.4	84.7 - 110.8
merchandiser - consumer goods	58.3 - 76.0	65.1 - 86.7	73.7 - 98.7
sales manager	59.7 - 79.7	67.7 - 91.9	77.2 - 104.2
sales representative, account manager - channel manager	74.7 - 99.4	84.2 - 114.1	95.6 - 129.3
sales representative, account manager - consumer goods	47.3 - 59.5	51.9 - 66.5	57.6 - 74.2
sales representative, account manager - professional services	45.4 - 56.4	49.0 - 62.0	53.8 - 69.2
sales representative, account manager - telecommunications	51.4 - 64.0	55.7 - 70.6	61.2 - 78.6
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	136.4 - 196.3	182.8 - 263.5	238.0 - 342.9
<b>industrial sales</b>			
sales engineer - distribution	68.1 - 88.9	74.8 - 99.6	83.2 - 111.2
sales engineer - manufacturing	58.4 - 77.9	66.3 - 89.9	75.4 - 101.1



sales representative, account manager - distribution	47.5 - 59.2	51.6 - 65.5	56.8 - 73.2
sales representative, account manager - industrial equipment	45.5 - 56.5	49.1 - 62.2	53.9 - 69.3
sales representative, account manager - industrial service	50.9 - 63.3	55.1 - 69.9	60.5 - 77.8
sales representative, account manager - machinery	50.4 - 62.6	54.4 - 69.0	59.8 - 77.1
sales representative, account manager - manufacturing	45.7 - 65.5	50.3 - 73.3	55.8 - 81.5
sales representative, account manager - retail network	50.4 - 62.6	54.4 - 69.0	59.9 - 77.8
technical sales representative - manufacturing	49.5 - 65.2	56.2 - 75.5	64.4 - 87.1

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	64.6 - 83.4	72.3 - 95.0	81.6 - 106.9
application support analyst	57.1 - 75.0	65.5 - 86.6	74.3 - 97.5
automation tester	61.4 - 80.4	70.1 - 93.4	80.4 - 106.2
C++/ embedded software engineer	63.1 - 81.4	70.5 - 92.7	79.6 - 104.3
database SQL developer	57.8 - 76.5	65.9 - 88.9	75.7 - 101.1
devops development side	61.8 - 82.7	71.5 - 97.5	83.1 - 111.4
ERP developer	65.0 - 83.7	72.5 - 95.3	81.9 - 108.1
front-end developer	61.4 - 80.4	70.1 - 93.4	80.4 - 106.2
full stack developer	70.2 - 92.1	80.3 - 107.1	92.1 - 121.5
java developer	63.1 - 81.4	70.6 - 92.7	79.6 - 104.4
machine learning developer	70.0 - 103.8	93.8 - 130.1	111.8 - 134.2
manual tester	46.2 - 61.4	54.0 - 72.7	62.8 - 82.8
mobile application developer (iOS/android)	58.4 - 89.0	81.1 - 113.1	97.3 - 116.6
quality assurance manager	76.7 - 100.0	85.4 - 113.4	96.0 - 127.6
RPA developer	48.3 - 63.3	55.3 - 73.4	63.2 - 82.3
technical lead	99.2 - 133.7	113.4 - 155.4	130.1 - 176.3
UI/UX designer	58.2 - 75.4	65.5 - 86.3	74.1 - 96.5
<b>architecture</b>			
application architect	89.8 - 119.5	101.0 - 137.4	115.1 - 157.5
architect (enterprise)	87.4 - 117.9	100.2 - 137.7	115.6 - 158.5
architect (solutions/technical)	78.6 - 98.1	88.1 - 112.0	99.6 - 125.9
cloud architect	80.3 - 100.8	90.7 - 115.8	102.9 - 129.8
<b>data &amp; analytics</b>			
BI data architect	81.8 - 109.6	91.4 - 124.9	103.4 - 141.1
big data engineer	76.5 - 99.9	85.4 - 113.9	96.5 - 129.0
business intelligence developer	61.7 - 79.7	69.1 - 90.8	77.9 - 101.4
data analyst	63.5 - 84.5	72.9 - 98.9	84.2 - 112.5



data architect	66.5 - 87.5	76.4 - 102.4	88.2 - 116.8
data engineer	66.0 - 87.9	75.9 - 102.9	87.6 - 117.0
data scientist	71.7 - 96.0	82.9 - 113.0	96.2 - 128.6
database administrator	64.0 - 86.7	75.4 - 103.7	88.5 - 118.9
<b>leadership/business technology</b>			
business analyst	65.3 - 84.3	73.1 - 96.2	82.6 - 108.7
IT director	97.8 - 130.7	123.9 - 165.9	155.3 - 208.3
manager IT	85.5 - 113.3	97.2 - 131.5	111.7 - 151.0
<b>networking/infrastructure</b>			
bilingual tech support	52.5 - 65.5	62.5 - 85.7	77.9 - 102.7
cloud engineer	69.6 - 92.4	80.9 - 108.9	93.7 - 123.4
devops system side	74.5 - 103.5	87.6 - 122.7	101.7 - 138.9
help desk representative	43.3 - 57.5	49.6 - 66.1	56.1 - 73.8
information security engineer	67.2 - 89.6	77.3 - 104.9	89.2 - 119.3
information security manager	86.4 - 113.5	97.1 - 130.2	110.4 - 148.3
information security specialist	56.9 - 74.5	65.0 - 86.5	74.5 - 97.9
information systems analyst	60.6 - 77.6	67.0 - 87.4	75.0 - 98.3
linux/unix administrator	72.0 - 93.6	81.2 - 107.7	92.5 - 122.4
network administrator	57.7 - 76.8	66.3 - 89.8	76.5 - 102.4
network engineer	64.2 - 85.4	73.6 - 99.9	85.1 - 114.6
systems administrator	65.0 - 84.3	73.3 - 96.9	83.3 - 109.8
tech support	52.5 - 65.5	62.5 - 85.7	77.9 - 102.7
telecommunications analyst	59.9 - 79.5	68.5 - 92.9	79.3 - 107.2
<b>project management</b>			
business systems analyst	63.6 - 83.9	73.4 - 98.5	84.9 - 112.7
ERP project manager	87.9 - 117.2	95.8 - 130.5	106.2 - 146.4
organizational change manager (OCM)	62.0 - 83.1	72.0 - 98.9	84.7 - 115.9
product owner	71.6 - 94.1	82.0 - 109.3	94.0 - 123.6
product owner/manager	74.6 - 102.6	86.6 - 121.1	100.6 - 138.6
program manager	87.9 - 117.2	95.8 - 130.5	106.2 - 146.4
project coordinator	58.4 - 73.3	66.0 - 84.4	75.3 - 95.8
project manager (infrastructure)	88.0 - 119.0	99.6 - 137.8	114.3 - 158.5
project manager (software)	84.7 - 112.2	94.7 - 128.1	107.2 - 145.3
scrum master	69.0 - 89.6	77.7 - 102.9	88.4 - 117.3
technical writer	56.5 - 73.0	65.6 - 85.9	75.9 - 97.5



# niagara region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	50.9 - 62.8	54.8 - 69.2	60.1 - 77.5
call center director - operations	62.1 - 77.7	67.3 - 88.7	75.9 - 99.6
customer loyalty agent	36.0 - 46.8	40.9 - 54.1	46.7 - 61.4
customer service manager	65.2 - 85.5	73.2 - 98.3	83.4 - 112.7
customer service representative	33.9 - 42.5	37.4 - 48.0	41.8 - 53.9
customer service representative - bilingual	35.9 - 44.5	39.4 - 50.0	43.8 - 55.9
customer service supervisor	53.7 - 70.2	60.2 - 80.0	67.9 - 90.5
customer service team lead	40.2 - 45.1	44.5 - 52.8	47.0 - 62.5
customer service trainer	42.0 - 54.9	47.9 - 63.6	55.0 - 72.3
e-chat representative	40.2 - 45.5	44.4 - 53.2	51.2 - 60.2
help desk representative - level 1	42.6 - 56.7	48.9 - 65.2	55.3 - 72.8
inside sales manager	64.0 - 85.7	72.6 - 99.2	83.0 - 112.6
inside sales representative	48.8 - 60.7	52.7 - 67.1	58.0 - 75.4
junior collection agent	31.9 - 40.3	35.7 - 46.0	40.1 - 51.5
order desk	32.3 - 40.2	36.4 - 45.7	40.6 - 50.4
survey agent	32.1 - 39.8	36.0 - 44.9	39.8 - 45.9
telemarketing agent	31.9 - 39.3	35.1 - 44.8	39.6 - 51.7
telephone dispatcher	37.5 - 47.3	42.0 - 53.7	47.2 - 60.0
travel support agent	35.8 - 44.8	39.8 - 50.5	44.3 - 55.7

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	59.4 - 77.2	66.1 - 87.8	74.5 - 99.4
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	52.8 - 68.6	59.8 - 79.4	68.4 - 91.0
civil engineer	60.3 - 80.4	69.5 - 94.2	80.1 - 106.9
civil engineering drafter	47.5 - 59.6	53.9 - 68.6	61.3 - 77.6
civil engineering technologist	44.0 - 57.2	50.1 - 66.1	57.1 - 75.0
civil project engineer	67.9 - 92.6	78.0 - 108.6	90.2 - 124.8
civil project manager	72.1 - 96.1	81.3 - 110.3	92.4 - 124.4



construction coordinator	47.0 - 62.0	52.5 - 70.6	59.3 - 79.9
construction director	92.6 - 122.3	121.8 - 160.9	153.4 - 203.2
construction manager	68.6 - 89.4	75.1 - 100.0	83.5 - 112.4
construction project coordinator	79.8 - 102.4	86.6 - 113.3	95.5 - 126.2
construction project manager	61.3 - 83.9	70.9 - 99.0	82.3 - 113.5
contracts administrator	55.4 - 72.8	62.6 - 84.1	71.4 - 95.7
contracts manager	85.0 - 107.3	95.0 - 122.4	107.6 - 139.4
director of operations	115.2 - 154.2	151.6 - 203.4	192.5 - 258.3
drafter	50.0 - 62.1	56.0 - 70.7	63.1 - 79.9
electrical designer/engineer	65.7 - 86.8	74.6 - 100.8	85.7 - 115.3
electrical engineer	67.9 - 91.2	78.9 - 108.3	92.4 - 125.3
electrical engineering technician	50.3 - 63.9	57.1 - 73.6	65.0 - 83.5
electrical inspector	40.5 - 53.9	46.6 - 62.8	53.7 - 72.3
engineering manager	76.5 - 102.8	87.2 - 119.6	100.4 - 136.7
environmental engineer	57.6 - 76.1	65.5 - 88.4	75.3 - 101.2
environmental inspector	44.5 - 56.3	48.7 - 62.9	54.1 - 70.1
estimation engineer	63.3 - 84.1	72.5 - 98.5	83.8 - 113.0
estimator	56.5 - 73.2	62.6 - 82.9	70.3 - 93.7
field manager	64.5 - 85.2	73.2 - 98.9	84.1 - 114.6
field supervisor	63.2 - 82.6	70.7 - 94.2	79.7 - 105.9
foreman	48.3 - 61.8	53.8 - 70.2	60.5 - 79.3
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	56.7 - 72.5	64.9 - 84.2	74.3 - 95.4
health and safety specialist	62.3 - 81.5	71.0 - 94.9	81.7 - 108.2
HVAC drafter	49.9 - 63.5	55.9 - 72.1	62.7 - 80.7
HVAC engineer	50.7 - 66.9	57.7 - 77.7	66.1 - 88.0
materials manager	74.6 - 97.8	82.3 - 110.2	92.1 - 124.0
mechanical designer	49.1 - 64.4	56.3 - 74.7	64.3 - 84.1
mechanical drafter	46.8 - 60.2	52.4 - 69.1	59.9 - 80.4
mechanical engineer	68.6 - 90.5	77.6 - 104.5	88.7 - 119.0
mechanical engineering technician	48.6 - 63.1	55.1 - 72.6	62.5 - 81.5
mechanical site supervisor	45.3 - 58.0	51.1 - 66.5	58.0 - 75.9
operations manager	72.4 - 98.1	82.4 - 113.7	94.2 - 128.4
planner/scheduler	37.8 - 47.9	42.8 - 54.9	48.3 - 61.7
project director	102.7 - 124.7	128.5 - 156.1	155.0 - 188.5
project engineer	81.2 - 104.1	88.1 - 115.2	97.1 - 128.5
project manager	69.4 - 95.4	80.5 - 112.6	93.5 - 128.7
purchasing manager	81.2 - 107.0	91.6 - 122.8	104.0 - 138.0
QA/QC inspector	50.9 - 66.8	58.6 - 77.7	67.1 - 88.8



# ontario

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quality control engineer	60.7 - 79.6	68.3 - 91.4	77.6 - 103.4
quality inspector	37.7 - 47.7	41.9 - 54.2	47.2 - 61.1
safety inspector	58.6 - 76.0	66.1 - 87.0	74.8 - 97.9
site supervisor	65.9 - 85.8	72.1 - 95.9	80.1 - 107.5
structural designer	47.1 - 60.9	53.1 - 69.6	60.0 - 78.4
structural engineer	60.4 - 79.6	68.5 - 92.2	78.4 - 105.1
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.1 - 48.4	42.5 - 55.0	47.9 - 62.1

## healthcare

	entry	mid	senior
disability case manager	60.4 - 75.4	67.7 - 86.1	76.5 - 97.3
medical coordinator	42.9 - 54.5	47.8 - 61.9	53.9 - 70.3
medical secretary	34.3 - 43.2	38.0 - 48.7	42.2 - 53.5
registered nurse	61.5 - 76.5	67.4 - 85.4	74.8 - 95.5

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	79.5 - 110.1	99.9 - 138.7	124.3 - 172.9
vice president human resources / CHRO	102.2 - 175.1	133.3 - 229.0	166.9 - 286.9
human resources	entry	mid	senior
benefits administrator	52.0 - 66.2	58.1 - 75.5	65.6 - 85.6
compensation and benefits manager	85.7 - 111.8	95.1 - 126.8	107.2 - 144.1
compensation specialist	47.1 - 62.1	54.2 - 72.6	62.6 - 83.0
health and safety advisor	57.1 - 73.4	65.6 - 85.3	75.1 - 96.8
health and safety director	78.2 - 93.7	101.6 - 122.1	121.3 - 145.8
health and safety manager	69.4 - 89.7	77.5 - 102.4	87.7 - 115.8
HRIS analyst	56.5 - 74.1	64.7 - 86.4	74.4 - 98.4
HRIS director	78.2 - 112.5	101.8 - 146.7	126.9 - 183.4
human resources assistant	39.3 - 49.9	44.4 - 56.1	49.0 - 60.3
human resources business partner	62.5 - 81.9	69.9 - 93.6	79.1 - 106.2
human resources coordinator	38.4 - 48.7	43.4 - 54.8	47.9 - 59.0
human resources director	85.8 - 119.2	110.3 - 153.4	137.4 - 191.5
human resources generalist	57.7 - 72.4	61.8 - 79.5	67.8 - 89.6
human resources manager	77.2 - 102.5	87.9 - 119.0	100.9 - 136.0



# ontario

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human resources supervisor	60.2 - 78.2	66.6 - 88.8	75.2 - 101.8
Human Resources Technician	46.5 - 60.3	51.6 - 68.3	58.1 - 77.9
L&D director	84.6 - 105.3	105.9 - 132.0	135.6 - 169.1
labour relations advisor	61.1 - 81.2	69.7 - 94.7	80.3 - 108.4
labour relations manager	84.3 - 114.7	99.3 - 137.1	116.6 - 159.1
learning and development specialist	50.2 - 65.3	56.8 - 75.3	64.9 - 85.3
learning experience designer	48.4 - 62.4	54.2 - 71.2	61.2 - 80.8
recruitment coordinator	38.3 - 49.6	43.8 - 57.1	49.7 - 64.2
talent acquisition director	80.7 - 112.0	103.6 - 144.1	127.1 - 177.0
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	96.9 - 126.8	126.3 - 165.4	155.9 - 204.4
total rewards specialist	51.6 - 66.9	58.0 - 76.7	65.9 - 88.1

## industrial support

	entry	mid	senior
assembler/fabricator	15.4 - 19.3	17.3 - 22.1	19.5 - 24.9
counterbalance forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
delivery/courier driver	19.0 - 21.5	18.9 - 24.4	21.2 - 27.4
electronic parts assembler	15.9 - 19.6	17.2 - 21.7	18.9 - 23.8
forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
general labourer - heavy	17.0 - 20.3	18.3 - 23.1	20.6 - 23.7
general labourer - light	15.0 - 19.1	17.6 - 22.4	19.9 - 22.9
industrial painter	16.5 - 21.0	18.5 - 24.0	20.9 - 26.9
inventory control clerk	16.6 - 20.6	18.6 - 23.6	21.0 - 26.4
janitor/custodian	16.6 - 17.7	17.5 - 19.0	18.0 - 19.0
landscaping labour	15.0 - 18.6	16.9 - 21.0	18.7 - 21.5
logistics coordinator	22.1 - 28.5	25.1 - 32.7	28.5 - 37.1
machine operator	16.7 - 21.6	18.9 - 25.0	21.5 - 28.3
manufacturing worker	15.5 - 18.7	17.1 - 21.1	19.1 - 23.9
material handler	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
moulding machine operator	16.2 - 21.1	18.4 - 24.3	20.9 - 27.3
order/cherry picker forklift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
parts clerk	16.0 - 17.7	16.5 - 20.1	16.8 - 22.4
parts manager	22.2 - 28.6	24.9 - 32.6	28.1 - 37.1
picker/packer	15.5 - 17.9	16.0 - 19.9	17.5 - 21.7
polisher/deburrer	16.8 - 21.0	18.9 - 24.1	21.4 - 27.1
print press operator	16.1 - 19.9	17.8 - 22.5	19.8 - 25.3
production labourer	16.0 - 18.1	16.6 - 21.3	19.1 - 22.0



# ontario

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reach truck operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
sandblasting operator	15.9 - 19.8	17.5 - 22.5	19.6 - 25.7
scissor lift operator	19.0 - 21.0	20.0 - 22.0	21.0 - 24.5
shipper/receiver	17.3 - 20.9	18.7 - 23.2	20.6 - 25.7
shipping and receiving clerk	17.8 - 22.0	20.1 - 25.2	22.8 - 28.6
warehouse labourer	15.4 - 19.3	17.8 - 22.0	19.7 - 22.5

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	65.6 - 87.4	76.7 - 103.9	89.5 - 118.4
automation engineer	60.2 - 79.5	68.2 - 91.9	78.0 - 104.8
buyer	53.1 - 69.4	60.3 - 80.4	69.1 - 92.3
chemical engineer	75.9 - 101.1	85.1 - 115.4	96.3 - 130.1
chemical technician	51.9 - 67.2	57.5 - 76.2	64.8 - 87.0
cmm programmer	44.8 - 57.6	49.9 - 65.2	56.1 - 72.9
coating inspector	35.4 - 45.6	39.8 - 52.4	45.1 - 59.3
commissioning and start up engineer	57.7 - 76.8	66.3 - 89.9	76.6 - 102.7
continuous improvement engineer	70.0 - 91.3	77.9 - 103.5	87.5 - 115.9
contracts administrator	55.7 - 73.6	63.2 - 85.2	72.2 - 97.1
controls designer/engineer	48.2 - 63.9	55.2 - 74.3	63.3 - 84.7
demand planner	46.0 - 63.1	55.1 - 76.1	65.0 - 87.2
drafter	50.2 - 62.6	56.4 - 71.5	63.7 - 80.9
electrical designer/engineer	66.4 - 88.0	75.5 - 102.3	86.8 - 117.2
electrical engineer	68.6 - 92.5	79.8 - 110.0	93.7 - 127.5
electrical engineering technician	50.6 - 64.5	57.5 - 74.5	65.6 - 84.6
electrical inspector	40.7 - 54.1	46.8 - 63.1	53.9 - 72.7
electrical test engineer	66.1 - 88.3	76.0 - 103.6	88.1 - 119.1
environmental engineer	58.1 - 77.0	66.1 - 89.6	76.2 - 102.7
environmental inspector	44.6 - 56.7	48.9 - 63.4	54.4 - 70.9
estimation engineer	63.8 - 85.2	73.3 - 100.0	84.9 - 114.9
estimator	56.9 - 74.1	63.2 - 84.0	71.0 - 95.1
field service engineer	49.1 - 64.7	55.7 - 74.9	63.8 - 86.4
health and safety specialist	62.9 - 82.6	71.8 - 96.3	82.7 - 109.9
HVAC drafter	50.2 - 64.0	56.2 - 72.8	63.3 - 81.7
HVAC engineer	50.9 - 67.6	58.2 - 78.6	66.8 - 89.2
industrial engineer	65.5 - 85.5	72.8 - 96.8	81.7 - 108.4
inventory analyst	48.0 - 62.4	54.3 - 71.8	61.8 - 81.8



logistics specialist	53.3 - 70.7	60.9 - 82.4	69.9 - 93.7
manufacturing engineer	62.2 - 82.3	70.6 - 95.4	80.8 - 108.1
mechanical designer	49.3 - 65.0	56.7 - 75.6	64.9 - 85.2
mechanical drafter	47.0 - 60.7	52.7 - 69.8	60.4 - 81.5
mechanical engineer	69.3 - 91.7	78.5 - 106.1	90.0 - 120.9
mechanical engineering technician	48.8 - 63.6	55.4 - 73.4	63.1 - 82.5
planner/scheduler	37.9 - 48.1	42.9 - 55.1	48.5 - 62.0
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	57.8 - 76.8	66.1 - 89.6	76.1 - 101.9
procurement specialist	47.6 - 61.7	52.7 - 69.9	59.3 - 79.3
production planner	46.6 - 61.3	53.6 - 71.0	61.0 - 79.1
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	70.1 - 96.8	81.5 - 114.4	94.9 - 131.0
QA/QC inspector	36.9 - 46.6	41.0 - 53.0	46.2 - 59.8
quality assurance manager	73.2 - 95.2	80.9 - 107.2	90.5 - 120.2
quality assurance/control technician	56.5 - 74.7	65.4 - 87.8	75.7 - 99.8
quality control engineer	61.2 - 80.6	69.0 - 92.7	78.5 - 105.0
quality inspector	37.8 - 47.9	42.0 - 54.4	47.4 - 61.4
safety inspector	59.1 - 76.9	66.8 - 88.2	75.7 - 99.4
SCADA engineer	59.1 - 78.5	67.5 - 91.4	77.6 - 104.1
specification writer	49.6 - 63.6	56.0 - 72.9	63.4 - 82.1
stationary engineer	49.7 - 63.8	55.3 - 72.1	61.8 - 80.3
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7



# ontario

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program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	62.3 - 81.8	70.0 - 94.0	79.7 - 107.2
digital media specialist	38.1 - 48.6	44.2 - 57.5	51.6 - 65.8
digital specialist	45.2 - 59.7	52.3 - 70.4	60.8 - 80.6
e-commerce manager	73.1 - 95.9	81.7 - 109.5	92.7 - 124.8
marketing content manager	54.6 - 69.3	62.8 - 81.1	72.4 - 91.8
social media manager	55.5 - 76.1	66.4 - 91.7	78.1 - 106.5
web manager	61.6 - 80.1	68.4 - 90.9	76.9 - 102.8
web marketing analyst	47.6 - 63.0	55.3 - 74.2	64.0 - 84.3



# ontario

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	93.4 - 142.9	126.5 - 194.3	163.1 - 250.8
marketing vice-president	114.1 - 177.2	161.5 - 251.3	210.0 - 326.7
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	75.5 - 97.6	84.1 - 110.7	94.6 - 124.4
brand or product manager assistant	60.0 - 81.0	70.0 - 95.9	81.4 - 109.7
communications manager	62.1 - 80.9	69.0 - 91.9	77.7 - 103.4
communications specialist	51.7 - 70.5	61.5 - 84.8	72.4 - 96.9
marketing coordinator	50.5 - 67.1	57.8 - 78.2	66.5 - 89.4
marketing director	91.9 - 123.6	106.3 - 145.2	123.2 - 165.9
marketing project manager	39.9 - 53.1	45.9 - 62.0	52.9 - 70.5
marketing specialist	44.6 - 59.1	51.0 - 68.6	58.4 - 77.8

## office & administrative support

	entry	mid	senior
administrative analyst	44.2 - 57.2	49.0 - 64.7	55.0 - 73.0
administrative assistant	37.9 - 48.7	42.2 - 55.4	47.7 - 62.5
administrative assistant (bilingual)	42.1 - 49.3	45.4 - 52.0	47.2 - 56.0
administrative manager	52.4 - 67.1	57.0 - 74.4	62.9 - 83.0
benefits clerk	37.1 - 47.3	42.2 - 54.6	48.2 - 61.9
buyer assistant	37.0 - 47.7	42.7 - 55.1	48.3 - 60.6
claims supervisor	59.8 - 77.9	66.6 - 88.8	75.4 - 101.5
contracts administrator	86.2 - 109.0	96.4 - 124.5	109.3 - 141.9
customer success manager	55.3 - 58.0	62.1 - 66.5	67.0 - 78.6
data entry clerk	32.8 - 40.7	36.9 - 46.2	41.1 - 47.4
dispatcher	37.5 - 47.3	42.0 - 53.7	47.2 - 60.0
document controller	31.7 - 39.3	35.6 - 44.2	39.3 - 45.2
document services specialist	31.1 - 39.1	35.6 - 44.5	39.5 - 45.5
documentation specialist	33.8 - 43.8	40.0 - 50.7	44.9 - 51.8
donor relations coordinator	48.4 - 63.1	55.9 - 74.3	65.0 - 85.9
executive assistant	49.9 - 67.8	58.1 - 80.0	67.3 - 91.0
executive assistant (bilingual)	55.0 - 63.1	62.0 - 70.0	68.2 - 76.0
executive legal assistant	50.5 - 58.7	56.4 - 68.2	62.3 - 75.5
file clerk	33.3 - 42.7	38.9 - 49.0	43.3 - 50.0
fundraising manager	60.6 - 78.0	68.6 - 90.3	78.5 - 103.6
HR administrator	44.1 - 57.2	49.7 - 65.6	56.4 - 74.4
human resources assistant	39.3 - 49.9	44.4 - 56.1	49.0 - 60.3
insurance claims clerk	37.2 - 42.9	40.6 - 46.6	43.8 - 50.1



# ontario

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invoicing clerk	35.7 - 45.3	40.4 - 51.4	44.9 - 55.8
lease administrator	36.8 - 48.0	41.3 - 55.2	47.2 - 63.6
leasing coordinator	42.3 - 44.5	44.3 - 47.5	46.2 - 52.5
legal assistant	44.0 - 60.9	53.3 - 73.6	62.8 - 83.2
logistics coordinator	46.0 - 59.2	52.2 - 68.0	59.2 - 77.3
mailroom clerk	31.7 - 38.6	35.3 - 42.8	38.3 - 43.5
office clerk	35.4 - 43.2	38.7 - 48.0	42.6 - 53.0
office manager	52.3 - 67.2	57.3 - 75.0	63.5 - 83.8
office/operations manager	48.6 - 54.5	54.3 - 58.3	59.9 - 67.3
order clerk	32.3 - 40.2	36.4 - 45.7	40.6 - 50.4
order entry clerk	39.4 - 42.3	41.6 - 43.7	42.6 - 45.3
order supervisor	49.2 - 64.2	56.9 - 74.9	65.1 - 83.9
payroll administrator	40.6 - 53.0	46.2 - 61.2	52.7 - 69.7
project coordinator	41.5 - 53.8	46.8 - 61.5	52.9 - 69.2
property administrator	43.5 - 45.8	44.6 - 48.7	46.5 - 49.5
property manager	57.5 - 76.2	65.6 - 88.8	75.5 - 102.1
receptionist	32.1 - 39.5	35.2 - 44.5	39.3 - 50.6
receptionist (bilingual)	42.3 - 46.3	45.3 - 51.3	48.5 - 53.6
sales administrator	41.7 - 55.5	48.0 - 64.9	55.3 - 73.9
sales assistant	37.8 - 46.9	41.5 - 53.2	47.0 - 61.6
service coordinator	37.0 - 47.4	41.1 - 54.0	46.5 - 61.4
supply clerk	33.6 - 41.8	37.3 - 47.0	41.2 - 51.7
virtual assistant	38.4 - 41.5	40.6 - 43.8	42.7 - 45.8
virtual receptionist	38.6 - 42.5	41.8 - 44.7	43.6 - 46.5

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	45.7 - 57.2	49.7 - 63.5	54.9 - 70.8
account manager - software	51.0 - 63.6	55.1 - 70.1	60.6 - 78.4
business development manager	90.2 - 119.9	100.9 - 137.2	114.9 - 158.2
district sales manager	73.0 - 94.9	83.4 - 110.7	96.3 - 127.5
key accounts manager - consumer goods	65.3 - 84.1	73.7 - 96.9	84.1 - 110.4
merchandiser - consumer goods	57.0 - 74.5	63.7 - 85.3	72.2 - 97.5
sales manager	58.2 - 77.8	66.0 - 90.0	75.4 - 102.1
sales representative, account manager - channel manager	72.9 - 97.4	82.3 - 112.0	93.6 - 127.1
sales representative, account manager - consumer goods	46.6 - 58.7	51.2 - 65.6	56.9 - 73.2
sales representative, account manager - professional services	44.6 - 55.4	48.1 - 60.9	52.8 - 68.0



# ontario

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sales representative, account manager - telecommunications	50.6 - 63.2	54.9 - 69.9	60.4 - 78.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	134.1 - 193.7	180.3 - 260.6	235.2 - 339.9
industrial sales	entry	mid	senior
sales engineer - distribution	65.9 - 86.1	72.4 - 96.5	80.6 - 107.8
sales engineer - manufacturing	56.5 - 75.4	64.1 - 87.0	73.0 - 98.0
sales representative, account manager - distribution	46.6 - 58.2	50.6 - 64.4	55.8 - 71.9
sales representative, account manager - industrial equipment	44.7 - 55.7	48.3 - 61.4	53.1 - 68.5
sales representative, account manager - industrial service	49.9 - 62.2	54.1 - 68.6	59.5 - 76.5
sales representative, account manager - machinery	49.6 - 61.8	53.6 - 68.2	59.0 - 76.4
sales representative, account manager - manufacturing	44.9 - 64.7	49.5 - 72.6	55.0 - 80.9
sales representative, account manager - retail network	49.6 - 61.8	53.6 - 68.2	59.1 - 77.1
technical sales representative - manufacturing	49.1 - 64.7	55.7 - 74.9	63.8 - 86.4

## technologies

	entry	mid	senior
application software			
.net/C# developer	63.7 - 82.3	71.3 - 93.8	80.5 - 105.6
application support analyst	56.3 - 74.0	64.5 - 85.5	73.3 - 96.3
automation tester	62.2 - 80.4	69.6 - 91.6	78.6 - 103.2
C++/ embedded software engineer	62.2 - 80.3	69.6 - 91.6	78.6 - 103.0
database SQL developer	56.9 - 75.5	65.0 - 87.8	74.7 - 99.9
devops development side	60.9 - 81.6	70.6 - 96.3	82.0 - 110.1
ERP developer	64.1 - 82.6	71.5 - 94.2	80.8 - 106.9
front-end developer	60.5 - 79.3	69.1 - 92.3	79.4 - 105.0
full stack developer	69.2 - 91.0	79.2 - 105.9	90.9 - 120.2
java developer	62.2 - 80.4	69.6 - 91.6	78.6 - 103.2
machine learning developer	69.1 - 102.6	92.6 - 128.8	110.6 - 132.9
manual tester	45.6 - 60.6	53.3 - 71.8	62.0 - 81.8
mobile application developer (iOS/android)	57.6 - 87.8	80.0 - 111.9	96.1 - 115.3
quality assurance manager	75.4 - 98.6	84.0 - 111.9	94.6 - 126.1
RPA developer	47.6 - 62.4	54.5 - 72.4	62.3 - 81.3
technical lead	97.8 - 132.1	111.9 - 153.7	128.6 - 174.6
UI/UX designer	57.4 - 74.4	64.6 - 85.2	73.1 - 95.3
architecture			
application architect	88.5 - 118.0	99.6 - 135.8	113.7 - 155.9
architect (enterprise)	86.3 - 116.6	99.0 - 136.3	114.3 - 157.0
architect (solutions/technical)	77.5 - 97.0	87.0 - 110.8	98.4 - 124.6



# ontario

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cloud architect	79.2 - 99.7	89.5 - 114.5	101.7 - 128.4
<b>data &amp; analytics</b>			
BI data architect	80.1 - 107.9	89.8 - 123.2	101.7 - 139.3
big data engineer	75.4 - 98.7	84.3 - 112.6	95.4 - 127.7
business intelligence developer	60.8 - 78.6	68.1 - 89.7	76.9 - 100.2
data analyst	62.6 - 83.4	71.9 - 97.7	83.1 - 111.2
data architect	66.8 - 88.1	76.8 - 103.2	88.8 - 117.8
data engineer	65.1 - 86.8	74.8 - 101.7	86.4 - 115.7
data scientist	70.7 - 94.8	81.9 - 111.7	95.0 - 127.3
database administrator	63.1 - 85.6	74.4 - 102.5	87.3 - 117.6
<b>leadership/business technology</b>			
business analyst	64.4 - 83.2	72.1 - 95.0	81.6 - 107.4
IT director	96.4 - 129.2	122.4 - 164.2	153.7 - 206.5
manager IT	84.1 - 111.8	95.8 - 130.0	110.3 - 149.4
<b>networking/infrastructure</b>			
bilingual tech support	42.6 - 56.7	48.9 - 65.2	55.3 - 72.8
cloud engineer	68.6 - 91.2	79.8 - 107.7	92.6 - 122.1
devops system side	73.5 - 102.3	86.5 - 121.4	100.5 - 137.5
help desk representative	42.6 - 56.7	48.9 - 65.2	55.3 - 72.8
information security engineer	66.3 - 88.4	76.2 - 103.6	88.1 - 118.0
information security manager	85.0 - 112.0	95.7 - 128.6	108.9 - 146.7
information security specialist	56.1 - 73.5	64.1 - 85.4	73.5 - 96.8
information systems analyst	59.7 - 76.5	66.1 - 86.3	74.0 - 97.1
linux/unix administrator	71.0 - 92.4	80.1 - 106.4	91.4 - 121.1
network administrator	56.8 - 75.7	65.4 - 88.6	75.5 - 101.2
network engineer	63.3 - 84.3	72.6 - 98.7	84.0 - 113.3
systems administrator	64.0 - 83.3	72.3 - 95.7	82.2 - 108.6
tech support	59.6 - 77.7	67.5 - 89.5	76.9 - 101.5
telecommunications analyst	59.1 - 78.4	67.6 - 91.8	78.2 - 106.0
<b>project management</b>			
business systems analyst	62.8 - 82.8	72.4 - 97.3	83.8 - 111.4
ERP project manager	86.5 - 115.7	94.4 - 128.9	104.8 - 144.8
functional analyst	53.8 - 69.4	60.2 - 79.1	68.0 - 89.8
organizational change manager (OCM)	60.9 - 81.8	70.8 - 97.5	83.3 - 114.4
product owner	71.1 - 93.5	81.4 - 108.8	93.4 - 123.0
product owner/manager	73.1 - 101.0	85.0 - 119.4	99.0 - 136.8
program manager	86.5 - 115.7	94.4 - 128.9	104.8 - 144.8
project coordinator	57.6 - 72.3	65.1 - 83.3	74.2 - 94.6
project manager (infrastructure)	86.6 - 117.6	98.2 - 136.3	112.8 - 156.8



## ontario

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project manager (software)	83.4 - 110.8	93.3 - 126.5	105.7 - 143.7
scrum master	68.5 - 89.0	77.2 - 102.3	87.8 - 116.8
technical writer	56.1 - 72.6	65.1 - 85.5	75.4 - 97.1



# ottawa metropolitan region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	42.5 - 50.2	50.0 - 68.5	63.6 - 82.2
call center director - operations	71.4 - 84.9	81.5 - 96.5	95.7 - 127.8
customer loyalty agent	38.6 - 50.6	44.1 - 58.5	50.4 - 66.4
customer service manager	67.8 - 81.5	74.5 - 93.9	90.4 - 103.7
customer service representative	34.2 - 42.8	41.7 - 51.9	45.1 - 58.2
customer service representative - bilingual	36.2 - 44.8	43.7 - 53.9	47.1 - 60.2
customer service supervisor	57.6 - 69.7	64.6 - 73.7	72.9 - 96.8
customer service team lead	39.9 - 45.7	44.1 - 51.9	50.6 - 58.3
customer service trainer	44.7 - 58.4	51.0 - 67.8	58.6 - 77.0
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
help desk representative - level 1	39.5 - 48.8	48.5 - 62.4	60.7 - 79.9
inside sales manager	70.0 - 93.4	79.4 - 107.7	90.6 - 121.8
inside sales representative	41.2 - 45.1	45.0 - 55.0	50.0 - 75.0
junior collection agent	34.4 - 44.0	38.8 - 50.4	43.8 - 56.3
order desk	35.3 - 43.3	41.6 - 49.4	47.5 - 54.4
survey agent	31.2 - 35.3	35.1 - 42.1	41.8 - 49.5
telemarketing agent	31.4 - 42.8	38.0 - 48.8	43.1 - 56.3
telephone dispatcher	39.8 - 50.4	44.8 - 57.3	50.3 - 64.0
travel support agent	38.4 - 48.4	42.9 - 54.5	47.8 - 60.2

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	63.2 - 82.0	70.3 - 93.0	79.2 - 104.9
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	58.1 - 75.4	65.8 - 86.9	75.1 - 99.2
civil engineer	65.8 - 87.4	75.7 - 102.0	87.0 - 115.2
civil engineering drafter	51.1 - 64.1	58.0 - 73.8	65.9 - 83.3
civil engineering technologist	47.3 - 61.6	53.8 - 71.1	61.4 - 80.6
civil project engineer	74.0 - 100.4	84.9 - 117.2	97.9 - 134.1
civil project manager	78.6 - 103.9	88.3 - 118.8	100.0 - 133.6



construction coordinator	50.6 - 66.5	56.5 - 75.6	63.7 - 85.4
construction director	100.3 - 131.4	130.9 - 171.3	163.6 - 214.5
construction manager	74.8 - 97.0	81.8 - 108.2	90.8 - 121.2
construction project coordinator	86.9 - 110.6	94.1 - 122.1	103.4 - 135.6
construction project manager	66.8 - 91.2	77.3 - 107.1	89.5 - 122.3
contracts administrator	60.9 - 79.8	68.9 - 91.9	78.4 - 104.0
contracts manager	92.1 - 115.6	102.6 - 131.4	115.9 - 149.0
director of operations	125.0 - 165.3	162.7 - 215.9	204.7 - 271.9
drafter	53.7 - 66.8	60.2 - 76.1	67.9 - 85.8
electrical designer/engineer	71.7 - 94.2	81.2 - 108.8	93.0 - 124.1
electrical engineer	74.0 - 98.8	85.7 - 116.7	100.0 - 134.5
electrical engineering technician	54.1 - 68.7	61.4 - 79.1	69.9 - 89.6
electrical inspector	43.6 - 58.0	50.2 - 67.7	57.8 - 77.9
engineering manager	83.3 - 111.1	94.7 - 128.6	108.6 - 146.4
environmental engineer	62.9 - 82.8	71.5 - 95.9	81.9 - 109.3
environmental inspector	48.7 - 61.7	53.4 - 68.8	59.2 - 76.7
estimation engineer	69.0 - 91.3	79.0 - 106.5	91.0 - 121.7
estimator	62.2 - 80.3	68.8 - 90.6	77.1 - 102.0
field manager	69.4 - 91.1	78.6 - 105.3	90.0 - 121.4
field supervisor	68.0 - 88.5	76.0 - 100.5	85.5 - 112.5
foreman	51.6 - 66.2	57.5 - 75.2	64.8 - 84.9
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	61.2 - 78.2	70.1 - 90.7	80.1 - 102.5
health and safety specialist	68.0 - 88.6	77.4 - 102.7	88.7 - 116.6
HVAC drafter	53.4 - 68.0	59.8 - 77.1	67.2 - 86.3
HVAC engineer	55.4 - 73.0	63.1 - 84.5	72.1 - 95.4
materials manager	81.0 - 105.6	89.2 - 118.6	99.6 - 133.1
mechanical designer	53.7 - 70.3	61.5 - 81.3	70.2 - 91.3
mechanical drafter	50.3 - 64.7	56.3 - 74.3	64.4 - 86.4
mechanical engineer	74.7 - 98.0	84.4 - 112.8	96.2 - 127.9
mechanical engineering technician	52.3 - 67.8	59.2 - 78.0	67.3 - 87.5
mechanical site supervisor	48.8 - 62.3	54.9 - 71.4	62.3 - 81.2
operations manager	79.3 - 106.8	90.1 - 123.3	102.7 - 138.8
planner/scheduler	40.7 - 51.8	46.2 - 59.3	52.2 - 66.7
project director	111.0 - 133.9	137.9 - 166.2	165.1 - 199.5
project engineer	88.3 - 112.5	95.6 - 124.0	105.1 - 137.9
project manager	75.6 - 103.3	87.5 - 121.4	101.3 - 138.2
purchasing manager	88.0 - 115.2	99.1 - 131.7	112.1 - 147.5
QA/QC inspector	54.7 - 71.9	63.0 - 83.5	72.1 - 95.1



quality control engineer	66.2 - 86.5	74.4 - 99.0	84.4 - 111.6
quality inspector	40.3 - 51.2	44.9 - 58.2	50.7 - 65.6
safety inspector	63.3 - 81.9	71.4 - 93.7	80.7 - 105.2
site supervisor	71.8 - 93.2	78.6 - 103.9	87.2 - 116.0
structural designer	50.7 - 65.5	57.1 - 74.9	64.6 - 84.2
structural engineer	66.0 - 86.6	74.6 - 99.8	85.2 - 113.4
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	40.7 - 51.9	45.5 - 59.0	51.4 - 66.7

## finance & accounting

executive positions (company revenue)	10 M\$		100 M\$	
chief financial officer	133.2 - 235.6	190.1 - 337.5	271.1 - 481.6	
controller	91.0 - 160.8	123.5 - 218.4	162.5 - 288.2	
director - financial planning & analysis	120.6 - 158.3	154.0 - 202.3	187.8 - 247.0	
finance director	117.1 - 153.8	151.4 - 198.8	184.6 - 242.8	
payroll director	75.9 - 102.1	95.7 - 128.7	120.4 - 161.8	
vice-president internal audit	117.8 - 156.4	148.2 - 196.8	180.0 - 239.6	
finance & accounting	1 year	3 years	5 years	10 years
accountant	65.5 - 78.3	69.2 - 82.7	72.9 - 87.0	81.3 - 97.1
accounting clerk	40.8 - 47.0	43.5 - 50.1	46.0 - 53.1	51.6 - 59.5
accounting manager	85.0 - 102.7	91.3 - 110.4	97.4 - 117.8	110.9 - 134.2
accounting supervisor	65.3 - 78.9	70.1 - 84.7	74.8 - 90.4	85.2 - 103.0
accounting technician	54.5 - 64.3	58.6 - 69.2	62.6 - 73.9	71.1 - 84.0
accounts payable clerk	40.7 - 45.8	45.0 - 50.7	48.8 - 55.0	56.2 - 63.3
accounts payable manager	75.9 - 91.7	82.7 - 100.0	89.3 - 108.0	104.5 - 126.3
accounts receivable clerk	41.3 - 46.4	45.6 - 51.3	49.5 - 55.7	57.5 - 64.7
accounts receivable manager	78.1 - 92.2	84.5 - 99.8	90.9 - 107.4	106.6 - 125.9
analyst - financial planning & analysis	87.3 - 105.5	94.2 - 113.9	100.8 - 121.9	115.6 - 139.8
assistant controller	78.8 - 86.3	85.6 - 94.8	108.7 - 100.9	102.0 - 122.4
billing specialist	39.3 - 45.7	42.9 - 50.0	46.2 - 53.9	52.3 - 61.0
bookkeeper	39.6 - 46.7	42.8 - 50.5	45.9 - 54.2	52.4 - 61.8
business analyst	70.7 - 84.4	76.3 - 91.2	81.8 - 97.7	93.9 - 112.2
compliance officer	88.0 - 106.4	98.0 - 118.5	107.5 - 129.9	126.8 - 153.1
compliance specialist	58.3 - 69.6	64.1 - 76.5	69.5 - 83.0	80.6 - 96.3
cost accountant	61.9 - 74.0	66.8 - 79.8	71.5 - 85.5	82.1 - 98.2
credit & collection specialist	38.9 - 44.8	42.7 - 49.2	46.2 - 53.3	52.7 - 60.8



# ontario

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credit and collections accountant	36.9 - 43.4	40.1 - 47.3	43.1 - 50.9	49.3 - 58.2
credit and collections manager	82.5 - 98.6	88.4 - 105.6	94.2 - 112.6	108.4 - 129.5
credit and collections supervisor	54.2 - 65.6	58.5 - 70.7	62.6 - 75.7	72.0 - 87.0
external auditor	64.4 - 76.9	69.1 - 82.6	73.7 - 88.1	84.2 - 100.6
financial analyst	74.9 - 89.4	80.0 - 95.6	85.1 - 101.7	96.5 - 115.3
financial reporting manager	101.5 - 122.7	108.8 - 131.6	116.0 - 140.3	133.0 - 160.7
internal audit manager	94.8 - 116.0	101.8 - 124.5	108.5 - 132.8	123.9 - 151.6
internal auditor	62.3 - 74.4	68.7 - 82.0	74.7 - 89.2	87.1 - 104.1
invoicing clerk	38.7 - 45.1	42.5 - 49.5	45.7 - 53.3	50.8 - 59.2
payroll clerk	43.4 - 50.6	47.8 - 55.7	51.7 - 60.3	58.9 - 68.7
payroll manager	72.9 - 88.1	78.7 - 95.1	84.3 - 101.9	96.4 - 116.5
payroll specialist	44.1 - 52.7	48.2 - 57.5	52.0 - 62.2	60.4 - 72.1
payroll supervisor	55.3 - 66.1	60.1 - 71.8	64.6 - 77.2	74.5 - 89.0
tax analyst	50.3 - 60.0	55.4 - 66.1	60.2 - 72.0	70.3 - 83.9
tax manager	89.9 - 110.0	96.3 - 117.9	102.7 - 125.7	117.7 - 144.0
treasury analyst	66.2 - 79.1	70.8 - 84.6	75.4 - 90.1	85.6 - 102.3

## healthcare

	entry	mid	senior
disability case manager	64.8 - 80.7	72.6 - 91.9	81.8 - 103.5
medical coordinator	46.6 - 59.2	51.9 - 67.2	58.5 - 76.3
medical secretary	36.9 - 47.0	41.3 - 53.0	45.9 - 58.2
registered nurse	66.0 - 81.9	72.2 - 91.3	80.1 - 101.7

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	87.0 - 119.5	108.7 - 149.5	134.4 - 184.6
vice president human resources / CHRO	110.2 - 185.5	142.6 - 240.5	177.0 - 299.3
human resources	entry	mid	senior
benefits administrator	57.2 - 72.8	63.9 - 82.8	72.1 - 93.4
compensation and benefits manager	92.8 - 120.2	102.7 - 135.9	115.4 - 153.8
compensation specialist	51.9 - 68.2	59.7 - 79.7	68.8 - 90.7
health and safety advisor	61.7 - 79.1	70.7 - 91.9	81.0 - 104.0
health and safety director	84.8 - 101.3	109.6 - 131.0	130.2 - 155.6
health and safety manager	75.3 - 97.1	84.1 - 110.4	94.9 - 124.5



## ontario

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HRIS analyst	62.0 - 81.3	71.0 - 94.6	81.5 - 107.4
HRIS director	84.8 - 121.0	109.7 - 156.5	136.1 - 194.0
human resources assistant	42.3 - 53.9	47.9 - 60.7	52.9 - 65.2
human resources business partner	68.7 - 89.5	76.7 - 101.9	86.6 - 115.1
human resources coordinator	41.4 - 52.6	46.8 - 59.2	51.7 - 63.8
human resources director	92.9 - 128.0	118.7 - 163.3	147.0 - 202.3
human resources generalist	63.5 - 79.4	68.0 - 87.0	74.5 - 97.7
human resources manager	83.8 - 110.5	95.1 - 127.8	108.8 - 145.5
human resources supervisor	66.2 - 85.7	73.2 - 96.9	82.4 - 110.5
Human Resources Technician	50.2 - 65.2	55.7 - 73.8	62.8 - 84.0
L&D director	91.6 - 113.5	114.1 - 141.3	145.0 - 179.4
labour relations advisor	67.2 - 88.8	76.5 - 103.0	87.8 - 117.3
labour relations manager	91.3 - 123.3	107.1 - 146.6	125.3 - 169.1
learning and development specialist	54.3 - 70.7	61.6 - 81.5	70.3 - 92.2
learning experience designer	52.5 - 67.6	58.7 - 77.1	66.3 - 87.4
recruitment coordinator	41.3 - 53.5	47.3 - 61.7	53.7 - 69.4
talent acquisition director	87.5 - 120.5	111.7 - 153.8	136.3 - 187.5
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	104.7 - 135.9	135.4 - 175.6	165.9 - 215.5
total rewards specialist	56.8 - 73.5	63.8 - 84.1	72.4 - 96.1

## industrial support

	entry	mid	senior
assembler/fabricator	16.4 - 20.8	18.6 - 23.9	21.0 - 26.9
delivery/courier driver	18.2 - 23.3	20.5 - 26.5	23.0 - 29.7
electronic parts assembler	17.0 - 21.2	18.5 - 23.5	20.3 - 25.7
forklift operator	18.0 - 19.0	18.5 - 21.0	21.5 - 24.0
general labourer - heavy	17.5 - 19.0	19.6 - 24.7	22.0 - 25.4
general labourer - light	16.5 - 18.5	17.5 - 19.0	18.0 - 21.0
inventory control clerk	17.4 - 21.9	19.8 - 25.1	22.3 - 28.1
janitor/custodian	16.5 - 17.9	17.5 - 19.0	18.0 - 21.0
machine operator	17.8 - 23.4	20.4 - 27.0	23.2 - 30.5
machine operator assistant	17.0 - 21.2	19.0 - 24.3	21.0 - 26.9
manufacturing worker	16.5 - 18.0	17.0 - 19.0	20.0 - 22.0
material handler	17.0 - 20.3	18.5 - 23.4	20.6 - 24.0
order/cherry picker forklift operator	18.5 - 21.0	19.0 - 23.0	21.0 - 24.0
picker/packer	17.0 - 19.0	18.0 - 21.2	18.6 - 23.1
polisher/deburrer	17.0 - 19.0	18.5 - 20.0	19.0 - 21.0



# ontario

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print press operator	17.0 - 21.4	19.0 - 24.2	21.2 - 27.1
production labourer	16.5 - 19.2	18.0 - 22.7	20.3 - 23.4
reach truck operator	19.0 - 21.0	20.0 - 23.0	21.0 - 24.0
shipper/receiver	18.3 - 22.3	19.9 - 24.7	21.9 - 27.4

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	64.5 - 75.1	70.0 - 90.0	89.0 - 118.5
automation engineer	65.7 - 86.4	74.3 - 99.6	84.8 - 113.1
buyer	58.4 - 76.2	66.4 - 88.0	75.9 - 100.6
chemical engineer	82.6 - 109.2	92.4 - 124.1	104.2 - 139.4
chemical technician	55.7 - 72.3	61.8 - 81.9	69.7 - 93.3
cmm programmer	53.4 - 63.2	61.4 - 77.2	75.8 - 100.0
coating inspector	37.6 - 48.9	42.6 - 56.2	54.2 - 63.7
commissioning and start up engineer	62.9 - 83.6	72.2 - 97.7	83.4 - 111.3
continuous improvement engineer	76.0 - 98.8	84.5 - 111.6	94.7 - 124.6
contracts administrator	61.3 - 80.7	69.5 - 93.1	79.2 - 105.5
controls designer/engineer	68.0 - 85.1	81.7 - 95.8	90.1 - 120.0
demand planner	50.7 - 69.5	60.7 - 83.7	71.5 - 95.7
drafter	57.8 - 70.1	63.7 - 82.1	77.2 - 94.4
electrical designer/engineer	72.4 - 95.4	82.1 - 110.4	94.2 - 126.0
electrical engineer	74.7 - 100.2	86.8 - 118.5	101.4 - 136.7
electrical engineering technician	54.4 - 69.4	61.9 - 80.0	70.6 - 90.7
electrical inspector	43.7 - 58.3	50.4 - 68.0	58.1 - 78.3
electrical test engineer	72.1 - 95.8	82.7 - 111.9	95.5 - 128.0
environmental engineer	63.4 - 83.7	72.1 - 97.2	82.9 - 110.9
environmental inspector	48.8 - 62.1	53.6 - 69.4	59.6 - 77.5
estimation engineer	69.7 - 92.5	79.8 - 108.0	92.2 - 123.6
estimator	62.6 - 81.2	69.4 - 91.8	77.9 - 103.5
field service engineer	58.0 - 69.5	59.9 - 80.5	77.1 - 92.7
general inspector	52.3 - 68.4	58.7 - 77.8	66.0 - 86.9
health and safety specialist	68.6 - 89.7	78.2 - 104.1	93.2 - 125.4
HVAC drafter	53.7 - 68.6	60.2 - 78.0	67.8 - 87.3
HVAC engineer	55.7 - 73.7	63.5 - 85.5	72.8 - 96.7
industrial engineer	71.5 - 92.7	79.2 - 104.6	88.8 - 116.9
inventory analyst	53.0 - 68.7	59.8 - 79.0	68.0 - 89.9
manufacturing engineer	67.8 - 89.4	76.9 - 103.2	87.8 - 116.5



# ontario

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mechanical designer	65.2 - 78.1	75.2 - 98.1	90.2 - 110.2
mechanical drafter	55.2 - 65.2	64.0 - 82.0	78.5 - 97.4
mechanical engineer	75.5 - 99.3	85.4 - 114.5	97.5 - 129.9
mechanical engineering technician	52.5 - 68.5	59.6 - 78.9	81.4 - 88.5
planner/scheduler	50.0 - 64.0	57.0 - 73.0	69.2 - 84.0
PLC programmer	58.0 - 72.5	71.4 - 87.2	80.0 - 97.5
process engineer	63.2 - 83.6	72.1 - 97.1	82.8 - 110.0
procurement specialist	52.4 - 67.9	58.0 - 76.7	65.2 - 86.8
production planner	49.7 - 65.5	57.2 - 75.8	65.2 - 84.4
project engineer	74.7 - 90.0	86.2 - 100.0	97.8 - 130.1
project manager	76.4 - 104.8	88.6 - 123.3	102.8 - 140.5
QA/QC inspector	38.4 - 49.3	43.1 - 56.2	49.1 - 64.1
quality assurance manager	79.5 - 102.8	87.7 - 115.5	97.9 - 129.0
quality assurance/control technician	62.0 - 82.0	71.8 - 96.1	83.0 - 109.0
quality control engineer	66.1 - 86.8	75.2 - 100.2	85.1 - 113.3
quality inspector	40.4 - 51.4	45.1 - 58.4	50.8 - 65.9
SCADA engineer	63.6 - 84.8	73.1 - 98.5	84.0 - 112.3
specification writer	54.2 - 69.6	61.3 - 79.7	69.4 - 89.6
stationary engineer	53.5 - 68.8	59.5 - 77.7	66.6 - 94.1
turnaround coordinator	67.2 - 89.3	78.1 - 104.2	89.1 - 113.8
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	50.0 - 59.2	54.0 - 64.5	58.2 - 73.0
machining manager	73.0 - 94.0	81.0 - 107.0	92.0 - 120.0
maintenance manager	66.5 - 74.9	70.7 - 83.2	75.0 - 120.0
maintenance supervisor	60.3 - 71.7	66.5 - 78.0	70.7 - 84.2
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	55.0 - 60.0	58.0 - 67.0	65.0 - 130.0
plant manager	70.0 - 75.0	73.0 - 80.0	77.0 - 130.0
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	65.0 - 75.0	73.0 - 85.0	83.0 - 120.0
production supervisor	55.1 - 63.4	61.3 - 73.8	66.5 - 79.0
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8



# ontario

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purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	60.0 - 70.0	65.0 - 75.0	70.0 - 100.0
warehouse manager	58.2 - 68.6	64.5 - 73.0	70.7 - 120.0
warehouse supervisor	50.0 - 59.2	54.0 - 64.5	58.2 - 73.0
<b>skilled trades</b>			
CNC machinist	43.5 - 52.0	47.8 - 56.2	54.0 - 62.4
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	59.3 - 67.6	65.5 - 71.7	69.7 - 77.0
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	48.8 - 57.2	55.1 - 65.5	61.3 - 74.9
heavy equipment mechanic	53.0 - 72.8	58.0 - 76.9	63.7 - 89.4
machine builder	56.0 - 64.4	62.4 - 66.5	64.5 - 77.0
maintenance mechanic	52.0 - 56.1	54.0 - 64.5	62.4 - 74.9
mechanical assembler	39.5 - 46.8	43.7 - 52.0	47.8 - 56.0
millwright	57.2 - 66.6	66.5 - 77.0	73.8 - 87.3
mould maker	54.1 - 60.3	56.1 - 66.5	64.5 - 72.8
panel wirer	46.8 - 54.0	52.0 - 60.0	54.0 - 64.5
set-up technician	42.6 - 48.9	45.7 - 53.0	49.9 - 58.2
tool and die maker	52.0 - 62.4	57.2 - 68.6	61.4 - 73.8
welder	42.6 - 49.9	47.8 - 58.0	50.9 - 68.6

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	68.1 - 89.2	76.6 - 102.2	87.0 - 116.1
digital media specialist	41.8 - 53.5	48.7 - 63.3	56.7 - 72.3
digital specialist	49.8 - 65.7	57.6 - 77.3	66.8 - 88.2
e-commerce manager	79.9 - 104.2	89.2 - 118.5	100.8 - 134.5
marketing content manager	59.2 - 75.2	68.1 - 87.8	78.5 - 99.3
social media manager	60.7 - 83.2	72.6 - 99.8	85.3 - 115.3
web manager	67.4 - 87.5	74.8 - 98.9	84.0 - 111.5
web marketing analyst	52.3 - 69.2	60.7 - 81.4	70.2 - 92.3
<b>executive positions (company revenue)</b>			
communications vice-president	101.8 - 153.8	136.8 - 206.5	174.5 - 264.3
marketing vice-president	123.3 - 188.4	172.3 - 264.1	222.0 - 340.5



# ontario

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marketing and communications	entry	mid	senior
brand or product manager	82.6 - 106.0	91.7 - 119.8	102.9 - 134.1
brand or product manager assistant	65.6 - 88.2	76.5 - 103.9	88.6 - 118.3
communications manager	67.7 - 88.0	75.3 - 99.6	84.6 - 111.7
communications specialist	56.5 - 77.1	67.2 - 92.5	79.1 - 105.5
marketing coordinator	55.6 - 73.7	63.6 - 85.6	73.0 - 97.5
marketing director	100.0 - 133.3	115.2 - 155.7	132.9 - 176.8
marketing project manager	43.7 - 58.1	50.2 - 67.9	57.9 - 77.2
marketing specialist	49.0 - 65.0	56.1 - 75.4	64.2 - 85.2

## office & administrative support

	entry	mid	senior
administrative analyst	48.1 - 62.3	53.3 - 70.4	59.8 - 79.4
administrative assistant	41.2 - 53.0	45.9 - 60.3	51.8 - 68.0
administrative assistant (bilingual)	37.4 - 41.6	40.5 - 51.0	48.9 - 66.6
administrative manager	56.9 - 72.8	61.9 - 80.7	68.3 - 90.0
benefits clerk	39.9 - 51.0	45.6 - 59.0	52.0 - 66.9
buyer assistant	40.3 - 52.2	46.7 - 60.2	52.8 - 66.1
contracts administrator	93.3 - 117.4	104.1 - 133.6	117.7 - 151.5
data entry clerk	35.2 - 44.2	39.9 - 50.2	44.6 - 51.4
dispatcher	39.8 - 50.4	44.8 - 57.3	50.3 - 64.0
document services specialist	33.0 - 42.1	38.2 - 48.1	42.6 - 49.1
executive assistant	54.2 - 73.8	63.3 - 86.9	73.2 - 98.6
executive assistant (bilingual)	55.5 - 68.0	61.5 - 75.0	67.0 - 83.5
executive legal assistant	47.0 - 52.0	51.0 - 62.0	61.0 - 83.0
file clerk	35.5 - 46.1	42.0 - 52.9	46.8 - 53.9
HR administrator	48.5 - 62.9	54.7 - 72.1	62.1 - 81.6
HR coordinator	41.2 - 53.0	45.9 - 60.3	51.8 - 68.0
human resources assistant	42.3 - 53.9	47.9 - 60.7	52.9 - 65.2
insurance claims clerk	37.4 - 43.7	41.6 - 52.0	49.0 - 60.0
invoicing clerk	38.7 - 49.5	44.2 - 56.2	49.1 - 60.9
lease administrator	39.9 - 52.3	45.0 - 60.2	51.4 - 69.4
leasing coordinator	37.4 - 41.6	40.5 - 51.0	48.9 - 60.0
logistics coordinator	49.1 - 63.2	55.7 - 72.6	63.2 - 82.4
mailroom clerk	33.9 - 41.9	38.1 - 46.5	41.5 - 47.2
office clerk	38.2 - 46.9	41.9 - 52.1	46.2 - 57.5
office manager	56.0 - 72.1	61.4 - 80.4	68.1 - 89.7
office/operations manager	54.2 - 65.7	57.8 - 70.0	61.3 - 74.1



# ontario

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order clerk	34.4 - 43.3	39.1 - 49.4	43.8 - 54.4
order entry clerk	33.8 - 37.0	36.9 - 42.4	39.8 - 45.6
order supervisor	52.8 - 68.9	61.0 - 80.3	69.9 - 89.8
payroll administrator	44.1 - 57.5	50.1 - 66.5	57.3 - 75.6
project coordinator	44.2 - 57.4	49.9 - 65.7	56.5 - 73.9
property manager	62.7 - 82.9	71.5 - 96.3	82.2 - 110.3
receptionist	34.2 - 42.6	37.7 - 48.0	42.3 - 54.7
receptionist (bilingual)	40.0 - 43.0	42.0 - 47.0	46.0 - 53.0
sales administrator	45.9 - 61.1	52.8 - 71.4	60.9 - 81.0
sales assistant	41.2 - 51.3	45.4 - 58.1	51.4 - 67.2
service coordinator	39.2 - 50.5	43.8 - 57.6	49.6 - 65.6
supply clerk	35.3 - 44.4	39.5 - 50.0	43.8 - 55.0
virtual assistant	41.2 - 53.0	45.9 - 60.3	51.8 - 68.0
virtual receptionist	33.0 - 38.3	35.2 - 40.9	37.5 - 43.5

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	50.2 - 62.7	54.6 - 69.5	60.2 - 77.4
account manager - software	56.0 - 69.6	60.5 - 76.7	66.4 - 85.4
business development manager	97.9 - 129.0	109.1 - 147.0	123.8 - 168.5
district sales manager	79.9 - 103.1	91.0 - 119.7	104.6 - 137.3
key accounts manager - consumer goods	71.4 - 91.5	80.5 - 105.0	91.5 - 119.2
merchandiser - consumer goods	62.7 - 81.7	70.0 - 93.1	79.2 - 105.9
sales manager	63.7 - 85.0	72.2 - 97.9	82.4 - 110.7
sales representative, account manager - channel manager	79.7 - 105.8	89.8 - 121.1	101.8 - 136.9
sales representative, account manager - consumer goods	49.8 - 62.7	54.7 - 70.0	60.7 - 78.1
sales representative, account manager - professional services	48.8 - 60.6	52.6 - 66.7	57.8 - 74.3
sales representative, account manager - telecommunications	55.6 - 69.2	60.2 - 76.4	66.2 - 85.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	144.2 - 205.4	191.6 - 273.6	247.7 - 353.8
<b>industrial sales</b>			
sales engineer - distribution	71.8 - 93.6	78.8 - 104.7	87.7 - 116.7
sales engineer - manufacturing	61.5 - 82.1	69.9 - 94.6	79.5 - 106.3
sales representative, account manager - distribution	51.0 - 63.7	55.4 - 70.4	61.1 - 78.6
sales representative, account manager - industrial equipment	49.2 - 61.1	53.1 - 67.3	58.3 - 74.9
sales representative, account manager - industrial service	54.6 - 68.0	59.1 - 75.1	65.0 - 83.6
sales representative, account manager - machinery	54.5 - 67.7	58.8 - 74.6	64.7 - 83.4



sales representative, account manager - manufacturing	49.4 - 70.9	54.4 - 79.2	60.4 - 88.1
sales representative, account manager - retail network	54.5 - 67.7	58.8 - 74.6	64.8 - 84.1
technical sales representative - manufacturing	52.8 - 69.5	59.9 - 80.5	68.7 - 92.7

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	70.0 - 90.2	78.2 - 102.6	88.2 - 115.2
application support analyst	61.8 - 81.2	70.8 - 93.6	80.4 - 105.3
automation tester	66.4 - 87.0	75.9 - 100.9	87.0 - 114.5
C++/ embedded software engineer	68.3 - 88.1	76.3 - 100.2	86.1 - 112.5
database SQL developer	62.5 - 82.7	71.4 - 96.1	81.9 - 109.1
devops development side	66.9 - 89.4	77.4 - 105.2	89.9 - 120.0
ERP developer	70.3 - 90.5	78.4 - 103.0	88.6 - 116.5
front-end developer	66.4 - 87.0	75.9 - 100.9	87.0 - 114.5
full stack developer	76.0 - 99.5	86.8 - 115.5	99.5 - 130.6
java developer	68.3 - 88.1	76.4 - 100.2	86.1 - 112.6
machine learning developer	75.8 - 112.0	101.3 - 139.6	120.5 - 143.9
manual tester	48.9 - 65.1	57.2 - 77.0	66.6 - 87.7
mobile application developer (iOS/android)	63.2 - 96.2	87.7 - 121.8	105.0 - 125.5
quality assurance manager	81.9 - 106.4	91.0 - 120.4	102.2 - 135.2
RPA developer	52.3 - 68.5	59.8 - 79.4	68.4 - 89.0
technical lead	105.6 - 141.4	120.4 - 163.6	137.8 - 185.0
UI/UX designer	63.0 - 81.6	70.9 - 93.3	80.2 - 104.2
<b>architecture</b>			
application architect	95.7 - 126.8	107.5 - 145.2	122.2 - 165.8
architect (enterprise)	94.5 - 126.9	108.2 - 147.5	124.4 - 168.8
architect (solutions/technical)	85.0 - 106.0	95.2 - 120.7	107.5 - 135.2
cloud architect	86.9 - 108.8	98.0 - 124.6	111.0 - 139.3
<b>data &amp; analytics</b>			
BI data architect	87.2 - 116.4	97.4 - 132.4	109.9 - 149.1
big data engineer	82.7 - 107.8	92.3 - 122.6	104.2 - 138.5
business intelligence developer	66.8 - 86.2	74.8 - 98.1	84.3 - 109.5
data analyst	68.7 - 91.4	78.9 - 106.7	91.0 - 121.2
data architect	71.7 - 94.2	82.3 - 110.0	94.9 - 125.1
data engineer	71.4 - 95.0	82.1 - 111.0	94.7 - 125.9
data scientist	77.6 - 103.7	89.7 - 121.7	103.9 - 138.1
database administrator	69.2 - 93.8	81.6 - 111.9	95.6 - 127.9



leadership/business technology			
business analyst	70.7 - 91.2	79.1 - 103.9	89.4 - 117.1
IT director	104.1 - 138.4	131.3 - 174.4	163.6 - 217.6
manager IT	91.1 - 120.3	103.5 - 139.2	118.7 - 159.2
networking/infrastructure			
bilingual tech support	46.8 - 62.2	53.7 - 71.5	60.7 - 79.9
cloud engineer	75.3 - 99.8	87.5 - 117.4	101.3 - 132.6
devops system side	80.6 - 111.7	94.7 - 131.9	109.8 - 148.7
help desk representative	46.8 - 62.2	53.7 - 71.5	60.7 - 79.9
information security engineer	72.7 - 96.8	83.6 - 113.1	96.5 - 128.3
information security manager	92.1 - 120.5	103.3 - 137.8	117.3 - 156.4
information security specialist	61.6 - 80.6	70.3 - 93.5	80.6 - 105.7
information systems analyst	65.6 - 83.9	72.5 - 94.5	81.2 - 106.1
linux/unix administrator	77.9 - 101.1	87.8 - 116.1	100.0 - 131.6
network administrator	62.4 - 83.0	71.8 - 97.0	82.7 - 110.5
network engineer	69.5 - 92.3	79.7 - 107.8	92.1 - 123.4
systems administrator	70.3 - 91.2	79.3 - 104.6	90.1 - 118.3
tech support	65.4 - 85.2	74.1 - 98.0	84.3 - 110.8
telecommunications analyst	64.9 - 86.0	74.2 - 100.4	85.8 - 115.6
project management			
business systems analyst	68.9 - 90.8	79.4 - 106.3	91.8 - 121.3
ERP project manager	93.6 - 124.3	102.0 - 138.1	112.9 - 154.5
functional analyst	57.6 - 74.3	64.5 - 84.7	72.9 - 96.0
organizational change manager (OCM)	66.1 - 88.6	76.9 - 105.3	90.3 - 123.0
product owner	75.9 - 99.4	86.8 - 115.4	99.4 - 130.1
product owner/manager	79.6 - 109.2	92.3 - 128.4	107.1 - 146.6
program manager	93.6 - 124.3	102.0 - 138.1	112.9 - 154.5
project coordinator	63.2 - 79.3	71.4 - 91.2	81.4 - 103.4
project manager (infrastructure)	93.7 - 126.3	106.0 - 145.7	121.3 - 166.8
project manager (software)	90.3 - 119.2	100.9 - 135.6	113.9 - 153.4
scrum master	73.1 - 94.8	82.3 - 108.6	93.5 - 123.6
technical writer	61.3 - 79.3	71.2 - 93.3	82.4 - 105.8



# oxford county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	50.1 - 61.9	53.3 - 66.8	63.9 - 78.3
call center director - operations	61.6 - 79.6	69.0 - 90.6	77.7 - 101.5
customer loyalty agent	36.5 - 47.6	41.6 - 55.0	47.4 - 62.4
customer service manager	66.0 - 86.6	74.2 - 99.4	84.4 - 113.9
customer service representative	34.5 - 43.2	38.0 - 48.8	42.4 - 54.7
customer service representative - bilingual	36.5 - 45.2	40.0 - 50.8	44.4 - 56.7
customer service supervisor	54.4 - 71.0	60.9 - 81.0	68.7 - 91.6
customer service team lead	43.6 - 48.2	47.6 - 52.9	49.7 - 58.2
customer service trainer	42.2 - 55.1	48.1 - 63.9	55.2 - 72.6
e-chat representative	36.5 - 47.6	41.6 - 55.0	47.4 - 62.4
help desk representative - level 1	43.4 - 57.6	49.7 - 66.3	56.3 - 74.0
inside sales manager	65.6 - 87.6	74.4 - 101.1	84.9 - 114.7
inside sales representative	49.4 - 61.4	53.3 - 67.6	58.7 - 75.9
junior collection agent	32.3 - 40.9	36.2 - 46.7	40.6 - 52.2
order desk	32.8 - 40.8	37.0 - 46.5	41.3 - 51.2
survey agent	32.6 - 40.4	36.6 - 45.6	40.5 - 46.6
telemarketing agent	32.6 - 40.3	36.0 - 45.8	40.6 - 52.9
telephone dispatcher	37.7 - 47.6	42.3 - 54.1	47.5 - 60.4
travel support agent	36.4 - 45.5	40.4 - 51.2	44.9 - 56.6

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	60.2 - 78.0	66.9 - 88.6	75.4 - 100.2
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	53.7 - 69.7	60.8 - 80.4	69.4 - 91.9
civil engineer	60.6 - 80.7	69.7 - 94.4	80.3 - 107.0
civil engineering drafter	48.3 - 60.6	54.8 - 69.7	62.3 - 78.8
civil engineering technologist	44.8 - 58.2	50.9 - 67.2	58.1 - 76.2
civil project engineer	68.8 - 93.8	79.0 - 109.8	91.4 - 126.1
civil project manager	72.4 - 96.2	81.5 - 110.4	92.5 - 124.5



construction coordinator	47.7 - 62.6	53.2 - 71.2	60.0 - 80.4
construction director	93.7 - 123.5	123.0 - 162.2	154.7 - 204.4
construction manager	69.6 - 90.6	76.2 - 101.2	84.7 - 113.6
construction project coordinator	80.9 - 103.6	87.8 - 114.5	96.7 - 127.5
construction project manager	62.1 - 85.0	71.9 - 100.2	83.4 - 114.7
contracts administrator	56.3 - 73.8	63.6 - 85.0	72.4 - 96.4
contracts manager	86.1 - 108.5	96.1 - 123.7	108.8 - 140.7
director of operations	117.1 - 156.2	153.6 - 205.5	194.6 - 260.4
drafter	50.8 - 63.2	56.9 - 71.9	64.2 - 81.2
electrical designer/engineer	66.0 - 87.0	74.8 - 100.9	85.9 - 115.4
electrical engineer	68.2 - 91.4	79.1 - 108.4	92.5 - 125.4
electrical engineering technician	51.2 - 65.0	58.1 - 74.8	66.1 - 84.8
electrical inspector	40.8 - 54.4	47.0 - 63.4	54.2 - 73.0
engineering manager	77.6 - 104.0	88.4 - 120.8	101.6 - 137.9
environmental engineer	58.0 - 76.3	65.8 - 88.6	75.5 - 101.3
environmental inspector	45.5 - 57.5	49.8 - 64.1	55.2 - 71.5
estimation engineer	63.6 - 84.3	72.8 - 98.6	84.0 - 113.1
estimator	57.4 - 74.2	63.6 - 83.8	71.3 - 94.5
field manager	65.2 - 85.7	73.8 - 99.3	84.6 - 114.7
field supervisor	63.8 - 83.2	71.3 - 94.6	80.3 - 106.1
foreman	48.9 - 62.6	54.4 - 71.1	61.3 - 80.3
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	57.0 - 72.9	65.3 - 84.7	74.7 - 96.0
health and safety specialist	62.7 - 81.7	71.3 - 95.0	81.9 - 108.3
HVAC drafter	50.2 - 63.9	56.2 - 72.5	63.1 - 81.2
HVAC engineer	51.0 - 67.2	58.1 - 77.9	66.4 - 88.1
materials manager	75.6 - 98.9	83.3 - 111.4	93.2 - 125.3
mechanical designer	49.5 - 64.7	56.7 - 75.0	64.6 - 84.3
mechanical drafter	47.6 - 61.2	53.3 - 70.3	60.9 - 81.8
mechanical engineer	68.8 - 90.6	77.8 - 104.6	88.9 - 119.0
mechanical engineering technician	49.5 - 64.1	56.0 - 73.8	63.6 - 82.8
mechanical site supervisor	46.0 - 58.7	51.8 - 67.2	58.7 - 76.4
operations manager	73.6 - 99.7	83.8 - 115.5	95.8 - 130.4
planner/scheduler	38.4 - 48.7	43.4 - 55.7	49.1 - 62.7
project director	103.9 - 125.9	129.7 - 157.3	156.2 - 189.7
project engineer	82.3 - 105.3	89.2 - 116.4	98.3 - 129.8
project manager	70.4 - 96.6	81.6 - 113.8	94.7 - 130.0
purchasing manager	82.2 - 108.2	92.7 - 124.0	105.1 - 139.3
QA/QC inspector	51.8 - 67.9	59.6 - 79.0	68.2 - 90.2



# ontario

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quality control engineer	61.0 - 79.8	68.6 - 91.6	77.8 - 103.5
quality inspector	38.0 - 48.1	42.3 - 54.7	47.7 - 61.6
safety inspector	58.9 - 76.4	66.5 - 87.5	75.2 - 98.5
site supervisor	66.8 - 86.9	73.1 - 97.1	81.2 - 108.7
structural designer	48.0 - 61.9	54.0 - 70.8	61.0 - 79.7
structural engineer	60.8 - 79.8	68.7 - 92.3	78.6 - 105.2
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.7 - 49.1	43.2 - 55.9	48.7 - 63.1

## healthcare

	entry	mid	senior
disability case manager	60.5 - 75.6	67.9 - 86.3	76.7 - 97.5
medical coordinator	43.5 - 55.3	48.5 - 62.7	54.6 - 71.2
medical secretary	34.5 - 43.5	38.2 - 49.0	42.5 - 53.8
registered nurse	61.7 - 76.7	67.6 - 85.7	75.0 - 95.8

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	80.9 - 111.9	101.5 - 140.7	126.2 - 175.0
vice president human resources / CHRO	103.3 - 176.4	134.5 - 230.2	168.1 - 287.9
human resources	entry	mid	senior
benefits administrator	52.8 - 67.2	59.0 - 76.5	66.6 - 86.5
compensation and benefits manager	86.7 - 113.0	96.2 - 128.0	108.4 - 145.4
compensation specialist	47.9 - 63.0	55.1 - 73.6	63.6 - 83.9
health and safety advisor	57.4 - 73.7	65.9 - 85.8	75.5 - 97.4
health and safety director	79.1 - 94.8	102.8 - 123.3	122.6 - 147.1
health and safety manager	70.3 - 90.8	78.5 - 103.5	88.8 - 117.0
HRIS analyst	57.4 - 75.3	65.8 - 87.8	75.6 - 99.9
HRIS director	79.2 - 113.7	102.9 - 148.0	128.2 - 184.6
human resources assistant	39.9 - 50.7	45.1 - 57.0	49.8 - 61.3
human resources business partner	63.4 - 82.8	70.9 - 94.4	80.1 - 106.9
human resources coordinator	39.0 - 49.5	44.0 - 55.7	48.6 - 59.9
human resources director	86.9 - 120.4	111.5 - 154.7	138.7 - 192.7
human resources generalist	58.7 - 73.4	62.8 - 80.4	68.8 - 90.4
human resources manager	78.2 - 103.7	89.0 - 120.2	102.0 - 137.3



# ontario

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human resources supervisor	61.2 - 79.2	67.6 - 89.7	76.1 - 102.5
Human Resources Technician	47.3 - 61.2	52.4 - 69.4	59.0 - 79.0
L&D director	85.6 - 106.5	107.1 - 133.3	136.8 - 170.4
labour relations advisor	62.1 - 82.1	70.7 - 95.5	81.2 - 109.0
labour relations manager	85.3 - 115.9	100.4 - 138.3	117.8 - 160.3
learning and development specialist	51.0 - 66.2	57.7 - 76.4	65.8 - 86.5
learning experience designer	49.2 - 63.4	55.0 - 72.2	62.1 - 81.9
recruitment coordinator	38.9 - 50.4	44.5 - 58.0	50.5 - 65.2
talent acquisition director	81.7 - 113.2	104.8 - 145.4	128.4 - 178.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	98.1 - 128.1	127.6 - 166.7	157.2 - 205.7
total rewards specialist	52.5 - 67.9	59.0 - 77.7	66.9 - 89.0

## industrial support

	entry	mid	senior
assembler/fabricator	18.0 - 19.6	17.6 - 22.5	19.8 - 25.3
counterbalance forklift operator	18.2 - 21.1	20.5 - 22.4	22.0 - 25.2
delivery/courier driver	17.3 - 22.1	19.4 - 25.1	21.8 - 28.1
electronic parts assembler	16.5 - 20.0	17.5 - 22.1	19.2 - 24.2
forklift operator	19.1 - 21.5	20.9 - 22.8	22.0 - 25.9
general labourer - heavy	17.1 - 20.5	18.5 - 23.7	20.8 - 24.6
general labourer - light	16.2 - 19.4	17.8 - 22.7	20.2 - 23.3
industrial painter	19.1 - 22.3	19.5 - 24.3	21.2 - 27.2
inventory control clerk	16.7 - 21.1	18.9 - 23.9	21.3 - 26.7
janitor/custodian	16.1 - 18.1	17.5 - 20.5	17.5 - 22.3
machine operator	17.5 - 22.0	19.2 - 25.4	21.9 - 28.7
machine operator assistant	16.7 - 20.0	18.4 - 23.0	20.7 - 25.5
manufacturing worker	16.3 - 18.9	17.3 - 21.4	19.3 - 24.2
material handler	17.9 - 21.5	20.4 - 22.5	22.1 - 25.7
moulding machine operator	18.5 - 21.5	18.9 - 24.7	21.3 - 27.7
picker/packer	16.4 - 18.1	16.2 - 20.2	17.8 - 22.0
polisher/deburrer	17.1 - 21.3	19.3 - 24.5	21.8 - 27.6
print press operator	17.9 - 20.2	18.5 - 22.8	20.1 - 25.6
production labourer	16.5 - 18.3	16.8 - 21.6	19.4 - 22.3
reach truck operator	18.5 - 21.5	21.5 - 22.8	22.1 - 25.7
shipper/receiver	17.4 - 21.1	18.9 - 23.4	20.7 - 25.9
shipping and receiving clerk	17.9 - 22.2	20.2 - 25.4	23.0 - 28.8
warehouse labourer	16.0 - 19.6	18.0 - 22.3	20.0 - 22.8



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	66.7 - 88.9	77.9 - 105.5	90.9 - 120.2
automation engineer	60.5 - 79.7	68.4 - 92.1	78.2 - 104.9
buyer	54.0 - 70.4	61.3 - 81.4	70.1 - 93.1
chemical engineer	76.2 - 101.2	85.3 - 115.4	96.5 - 130.1
chemical technician	52.8 - 68.4	58.5 - 77.5	65.9 - 88.4
cmm programmer	45.5 - 58.6	50.8 - 66.3	57.0 - 74.1
coating inspector	35.7 - 46.0	40.2 - 52.8	45.5 - 59.8
commissioning and start up engineer	59.0 - 78.4	67.7 - 91.8	78.2 - 104.9
continuous improvement engineer	70.9 - 92.4	78.9 - 104.7	88.5 - 117.2
contracts administrator	56.7 - 74.6	64.2 - 86.1	73.2 - 97.8
controls designer/engineer	49.0 - 65.0	56.1 - 75.5	64.3 - 86.0
demand planner	46.6 - 63.9	55.9 - 77.0	65.8 - 88.2
drafter	51.1 - 63.7	57.3 - 72.7	64.8 - 82.2
electrical designer/engineer	66.7 - 88.2	75.7 - 102.4	87.0 - 117.3
electrical engineer	68.8 - 92.6	80.1 - 110.1	93.8 - 127.5
electrical engineering technician	51.5 - 65.6	58.5 - 75.7	66.7 - 85.9
electrical inspector	41.0 - 54.6	47.2 - 63.7	54.4 - 73.4
electrical test engineer	66.4 - 88.5	76.2 - 103.7	88.3 - 119.2
environmental engineer	58.4 - 77.2	66.4 - 89.8	76.4 - 102.8
environmental inspector	45.6 - 57.9	50.0 - 64.7	55.6 - 72.3
estimation engineer	64.1 - 85.4	73.6 - 100.1	85.1 - 114.9
estimator	57.8 - 75.1	64.1 - 84.9	72.0 - 95.9
field service engineer	50.0 - 65.7	56.6 - 76.1	64.9 - 87.8
health and safety specialist	63.2 - 82.8	72.1 - 96.4	82.9 - 110.0
HVAC drafter	50.5 - 64.4	56.6 - 73.3	63.7 - 82.3
HVAC engineer	51.3 - 67.9	58.5 - 78.8	67.1 - 89.3
industrial engineer	65.8 - 85.6	73.0 - 96.9	81.9 - 108.5
inventory analyst	48.7 - 63.2	55.0 - 72.7	62.6 - 82.7
logistics specialist	54.2 - 71.7	61.8 - 83.3	70.9 - 94.5
manufacturing engineer	62.5 - 82.5	70.9 - 95.5	81.1 - 108.2
mechanical designer	49.7 - 65.3	57.1 - 75.8	65.2 - 85.4
mechanical drafter	47.8 - 61.7	53.6 - 71.0	61.4 - 82.8
mechanical engineer	69.5 - 91.9	78.8 - 106.2	90.1 - 121.0
mechanical engineering technician	49.7 - 64.7	56.4 - 74.6	64.2 - 83.8
planner/scheduler	38.5 - 48.9	43.6 - 56.0	49.3 - 63.0



PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	58.2 - 77.1	66.4 - 89.8	76.3 - 102.0
procurement specialist	48.4 - 62.7	53.6 - 70.9	60.2 - 80.3
production planner	46.9 - 61.7	54.0 - 71.5	61.4 - 79.6
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	71.1 - 98.0	82.6 - 115.7	96.0 - 132.2
QA/QC inspector	37.2 - 47.1	41.3 - 53.5	46.6 - 60.4
quality assurance manager	74.2 - 96.3	81.9 - 108.4	91.6 - 121.4
quality assurance/control technician	57.5 - 76.0	66.5 - 89.3	76.9 - 101.4
quality control engineer	61.5 - 80.8	69.2 - 92.9	78.8 - 105.1
quality inspector	38.1 - 48.3	42.4 - 54.9	47.8 - 61.9
safety inspector	59.4 - 77.3	67.1 - 88.7	76.1 - 100.0
SCADA engineer	59.4 - 78.7	67.8 - 91.6	77.8 - 104.2
specification writer	50.4 - 64.6	56.9 - 74.0	64.4 - 83.4
stationary engineer	50.3 - 64.6	55.9 - 72.9	62.6 - 81.1
<b>industrial management</b>			
contracts manager	87.2 - 110.2	97.5 - 125.8	110.5 - 143.2
director of operations	119.0 - 159.1	156.4 - 209.6	198.4 - 265.9
engineering manager	78.5 - 105.6	89.6 - 122.8	103.1 - 140.4
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	57.4 - 73.7	65.9 - 85.8	75.5 - 97.4
inventory control manager	60.7 - 79.2	67.8 - 90.3	76.6 - 102.1
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 92.3	88.6 - 99.4	98.2 - 112.3
maintenance supervisor	77.9 - 83.5	80.5 - 87.9	83.6 - 94.2
manufacturing director	101.2 - 122.9	131.6 - 159.8	162.3 - 197.4
materials manager	76.4 - 100.4	84.4 - 113.1	94.5 - 127.4
operations manager	74.4 - 101.2	84.9 - 117.4	97.2 - 132.6
plant manager	86.4 - 120.4	103.6 - 146.3	123.6 - 170.7
procurement director	92.2 - 121.8	121.7 - 160.9	147.8 - 195.6
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	58.2 - 69.8	63.6 - 73.4	68.9 - 81.2
program manager	67.6 - 87.5	77.0 - 101.3	88.1 - 115.7
project director	105.5 - 128.1	132.0 - 160.2	159.1 - 193.4
purchasing manager	83.2 - 109.8	94.0 - 126.1	106.7 - 141.7
supply chain manager	76.6 - 101.9	87.5 - 118.0	100.0 - 132.4
transportation manager	72.8 - 96.0	82.3 - 110.4	93.5 - 125.3
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 57.4	55.0 - 62.4	58.7 - 68.2



# ontario

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## skilled trades

CNC machinist	47.8 - 55.3	51.2 - 61.8	60.9 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.3 - 52.4	51.2 - 57.4	54.9 - 64.3
electrician	61.3 - 71.3	68.6 - 73.9	71.5 - 82.9
field service technician	70.5 - 75.4	73.4 - 81.6	79.2 - 84.0
heavy equipment mechanic	62.5 - 72.2	69.7 - 78.8	75.7 - 87.5
machine builder	59.2 - 67.4	66.2 - 73.6	70.4 - 80.3
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.0 - 50.8	47.6 - 54.2	50.7 - 59.9
millwright	67.5 - 71.2	69.3 - 76.8	74.5 - 85.8
mould maker	65.5 - 70.5	67.0 - 75.6	64.8 - 83.0
panel wirer	47.2 - 53.9	51.6 - 60.0	56.9 - 66.7
tool and die maker	65.5 - 70.3	67.2 - 75.4	72.6 - 83.2
welder	45.7 - 52.1	50.8 - 58.0	56.5 - 70.2

## marketing

entry mid senior

### digital marketing

digital marketing manager	63.8 - 83.6	71.7 - 95.9	81.5 - 109.2
digital media specialist	38.7 - 49.4	45.0 - 58.5	52.4 - 66.8
digital specialist	46.0 - 60.7	53.2 - 71.4	61.7 - 81.6
e-commerce manager	74.9 - 97.8	83.6 - 111.5	94.6 - 126.9
marketing content manager	54.9 - 69.7	63.1 - 81.6	72.8 - 92.4
social media manager	56.9 - 77.9	68.0 - 93.6	79.9 - 108.5
web manager	63.1 - 82.0	70.0 - 92.8	78.7 - 104.8
web marketing analyst	48.4 - 64.1	56.2 - 75.4	65.1 - 85.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	95.0 - 144.9	128.4 - 196.3	165.1 - 252.9
marketing vice-president	116.1 - 179.4	163.7 - 253.5	212.3 - 328.9

### marketing and communications

entry mid senior

brand or product manager	77.3 - 99.5	86.0 - 112.8	96.6 - 126.5
brand or product manager assistant	60.7 - 81.8	70.8 - 96.8	82.2 - 110.6
communications manager	62.9 - 82.0	70.0 - 93.0	78.8 - 104.6
communications specialist	52.5 - 71.6	62.4 - 86.0	73.5 - 98.3
marketing coordinator	51.4 - 68.1	58.7 - 79.2	67.5 - 90.3
marketing director	93.8 - 125.7	108.3 - 147.4	125.3 - 168.1
marketing project manager	41.0 - 54.4	47.1 - 63.6	54.3 - 72.2



marketing specialist	45.3 - 60.0	51.8 - 69.6	59.3 - 78.8
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## office & administrative support

	entry	mid	senior
administrative analyst	44.5 - 57.6	49.3 - 65.1	55.3 - 73.4
administrative assistant	38.2 - 49.0	42.5 - 55.7	48.0 - 62.9
administrative assistant (bilingual)	41.3 - 47.9	43.6 - 51.6	46.4 - 54.9
administrative manager	53.1 - 68.0	57.8 - 75.3	63.7 - 84.1
benefits clerk	37.6 - 48.0	42.9 - 55.4	48.9 - 62.8
buyer assistant	37.5 - 48.4	43.4 - 55.8	49.0 - 61.3
claims supervisor	60.5 - 78.8	67.4 - 89.8	76.3 - 102.6
contracts administrator	87.2 - 110.2	97.5 - 125.8	110.5 - 143.2
data entry clerk	33.1 - 41.1	37.2 - 46.7	41.5 - 47.9
dispatcher	37.7 - 47.6	42.3 - 54.1	47.5 - 60.4
document controller	32.1 - 39.9	36.1 - 44.9	39.9 - 45.9
document services specialist	31.6 - 39.7	36.2 - 45.2	40.1 - 46.2
documentation specialist	34.3 - 44.5	40.6 - 51.5	45.6 - 52.6
donor relations coordinator	49.6 - 64.7	57.3 - 76.1	66.6 - 87.8
executive assistant	50.2 - 68.3	58.5 - 80.4	67.7 - 91.4
executive assistant (bilingual)	52.5 - 62.7	58.2 - 70.7	63.5 - 77.2
executive legal assistant	39.3 - 45.9	44.4 - 50.3	47.7 - 55.1
file clerk	33.8 - 43.4	39.6 - 49.8	44.0 - 50.7
fundraising manager	62.1 - 79.8	70.3 - 92.2	80.4 - 105.5
HR administrator	44.8 - 58.1	50.6 - 66.6	57.3 - 75.4
HR coordinator	40.2 - 46.8	43.8 - 51.0	46.9 - 54.4
human resources assistant	39.9 - 50.7	45.1 - 57.0	49.8 - 61.3
insurance claims clerk	36.2 - 41.9	37.1 - 45.4	42.4 - 48.9
invoicing clerk	36.1 - 45.9	41.0 - 52.1	45.6 - 56.5
lease administrator	37.2 - 48.6	41.8 - 56.0	47.7 - 64.5
legal assistant	44.4 - 61.4	53.8 - 74.4	63.4 - 84.2
logistics coordinator	46.3 - 59.6	52.5 - 68.4	59.6 - 77.8
mailroom clerk	31.9 - 39.0	35.6 - 43.2	38.7 - 43.9
office clerk	35.7 - 43.6	39.0 - 48.5	43.0 - 53.5
office manager	52.9 - 68.0	58.0 - 75.9	64.3 - 84.8
office/operations manager	53.0 - 62.4	54.7 - 66.2	58.0 - 70.2
order clerk	32.8 - 40.8	37.0 - 46.5	41.3 - 51.2
order entry clerk	34.8 - 35.7	35.9 - 40.1	38.6 - 44.5
order supervisor	49.8 - 65.0	57.6 - 75.8	65.9 - 84.9
payroll administrator	41.2 - 53.7	46.8 - 62.0	53.5 - 70.6



# ontario

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project coordinator	41.8 - 54.2	47.1 - 61.9	53.3 - 69.6
property manager	58.3 - 77.2	66.5 - 89.9	76.5 - 103.3
receptionist	32.6 - 40.1	35.7 - 45.2	39.9 - 51.4
receptionist (bilingual)	34.9 - 39.2	36.1 - 41.5	38.3 - 44.3
sales administrator	42.4 - 56.5	48.8 - 65.9	56.2 - 74.9
sales assistant	38.3 - 47.6	42.1 - 53.9	47.6 - 62.3
service coordinator	37.2 - 47.7	41.4 - 54.4	46.9 - 61.8
supply clerk	33.8 - 42.1	37.5 - 47.3	41.5 - 52.1
virtual assistant	38.8 - 41.9	41.0 - 44.1	43.1 - 46.1
virtual receptionist	38.9 - 42.8	42.1 - 45.0	43.9 - 46.8

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	46.3 - 57.9	50.4 - 64.1	55.6 - 71.4
account manager - software	51.7 - 64.2	55.8 - 70.7	61.2 - 78.9
business development manager	91.4 - 121.1	102.1 - 138.5	116.2 - 159.4
district sales manager	74.8 - 96.8	85.3 - 112.7	98.2 - 129.6
key accounts manager - consumer goods	65.9 - 84.5	74.2 - 97.2	84.5 - 110.7
merchandiser - consumer goods	57.9 - 75.5	64.7 - 86.2	73.2 - 98.2
sales manager	59.7 - 79.6	67.7 - 91.9	77.2 - 104.1
sales representative, account manager - channel manager	74.7 - 99.4	84.1 - 114.0	95.6 - 129.2
sales representative, account manager - consumer goods	47.2 - 59.3	51.8 - 66.2	57.4 - 73.9
sales representative, account manager - professional services	45.6 - 56.6	49.2 - 62.3	54.0 - 69.4
sales representative, account manager - telecommunications	51.3 - 63.8	55.5 - 70.4	61.0 - 78.5
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	136.3 - 196.0	182.5 - 262.9	237.5 - 342.0
<b>industrial sales</b>			
sales engineer - distribution	67.3 - 88.0	74.0 - 98.5	82.3 - 110.1
sales engineer - manufacturing	57.7 - 77.1	65.5 - 88.9	74.6 - 100.1
sales representative, account manager - distribution	47.7 - 59.5	51.7 - 65.8	57.0 - 73.4
sales representative, account manager - industrial equipment	45.3 - 56.4	49.0 - 62.0	53.8 - 69.1
sales representative, account manager - industrial service	51.0 - 63.5	55.2 - 70.1	60.7 - 78.1
sales representative, account manager - machinery	50.2 - 62.4	54.2 - 68.8	59.6 - 76.9
sales representative, account manager - manufacturing	45.5 - 65.3	50.2 - 73.1	55.7 - 81.4
sales representative, account manager - retail network	50.3 - 62.4	54.2 - 68.8	59.7 - 77.6
technical sales representative - manufacturing	50.0 - 65.7	56.6 - 76.1	64.9 - 87.8



# peel region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	53.3 - 65.7	57.3 - 72.3	62.9 - 80.7
call center director - operations	65.5 - 81.6	70.8 - 92.9	79.7 - 104.1
customer loyalty agent	37.6 - 49.1	42.9 - 56.7	48.9 - 64.4
customer service manager	69.8 - 91.5	78.4 - 105.0	89.2 - 120.1
customer service representative	39.5 - 44.6	39.2 - 50.4	43.8 - 56.5
customer service representative - bilingual	41.5 - 46.6	41.2 - 52.4	45.8 - 58.5
customer service supervisor	55.3 - 72.3	62.0 - 82.5	70.0 - 93.3
customer service team lead	45.0 - 49.2	49.0 - 56.2	51.0 - 58.5
customer service trainer	43.7 - 57.0	49.8 - 66.1	57.1 - 75.1
e-chat representative	35.0 - 39.9	38.0 - 43.5	42.0 - 48.0
help desk representative - level 1	45.6 - 60.6	52.3 - 69.8	59.2 - 77.9
inside sales manager	67.3 - 89.8	76.3 - 103.7	87.1 - 117.5
inside sales representative	51.2 - 63.6	55.2 - 70.1	60.8 - 78.6
junior collection agent	33.3 - 42.3	37.4 - 48.4	42.1 - 54.0
order desk	33.7 - 42.1	38.1 - 48.0	42.6 - 52.8
survey agent	33.4 - 41.7	37.7 - 47.1	41.8 - 48.1
telemarketing agent	32.8 - 40.8	36.4 - 46.5	41.1 - 53.6
telephone dispatcher	39.0 - 49.2	43.8 - 55.9	49.1 - 62.4
travel support agent	37.5 - 47.0	41.7 - 52.9	46.4 - 58.4

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.6 - 79.8	68.5 - 90.6	77.1 - 102.4
BIM/VDC lead	58.2 - 68.4	66.2 - 84.3	80.2 - 108.2
buyer	55.2 - 71.6	62.5 - 82.6	71.4 - 94.3
civil engineer	62.0 - 82.4	71.3 - 96.1	82.0 - 108.8
civil engineering drafter	49.3 - 61.9	56.0 - 71.3	63.7 - 80.6
civil engineering technologist	45.7 - 59.5	52.0 - 68.7	59.3 - 77.9
civil project engineer	72.6 - 98.7	83.3 - 115.4	96.1 - 132.3
civil project manager	74.0 - 98.0	83.2 - 112.2	94.3 - 126.4



# ontario

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construction coordinator	48.7 - 64.0	54.4 - 72.7	61.3 - 82.2
construction director	98.6 - 129.6	129.1 - 169.7	161.9 - 213.5
construction manager	73.4 - 95.3	80.2 - 106.4	89.1 - 119.3
construction project coordinator	85.2 - 108.8	92.4 - 120.2	101.7 - 133.8
construction project manager	65.5 - 89.5	75.8 - 105.3	87.8 - 120.4
contracts administrator	57.9 - 75.9	65.4 - 87.4	74.5 - 99.0
contracts manager	90.9 - 114.5	101.5 - 130.4	114.8 - 148.0
director of operations	120.2 - 159.7	157.1 - 209.5	198.5 - 265.0
drafter	51.9 - 64.5	58.1 - 73.5	65.6 - 83.0
electrical designer/engineer	67.5 - 88.7	76.5 - 102.7	87.6 - 117.2
electrical engineer	69.7 - 93.1	80.8 - 110.2	94.3 - 127.3
electrical engineering technician	52.3 - 66.4	59.3 - 76.5	67.6 - 86.7
electrical inspector	41.5 - 55.1	47.7 - 64.3	55.0 - 74.0
engineering manager	81.7 - 109.3	93.0 - 126.8	106.8 - 144.6
environmental engineer	59.3 - 78.0	67.3 - 90.3	77.2 - 103.1
environmental inspector	46.1 - 58.3	50.4 - 65.0	56.0 - 72.5
estimation engineer	65.0 - 86.0	74.4 - 100.4	85.8 - 114.9
estimator	59.1 - 76.3	65.4 - 86.2	73.3 - 97.1
field manager	66.6 - 87.5	75.4 - 101.3	86.5 - 117.0
field supervisor	65.2 - 84.9	72.9 - 96.6	82.0 - 108.3
foreman	49.7 - 63.7	55.4 - 72.3	62.3 - 81.7
general manager	72.1 - 92.4	90.2 - 114.5	110.3 - 155.4
health and safety manager	58.7 - 75.2	67.3 - 87.4	77.1 - 99.0
health and safety specialist	64.1 - 83.5	72.9 - 96.8	83.6 - 110.1
HVAC drafter	51.2 - 65.2	57.4 - 74.1	64.5 - 83.0
HVAC engineer	52.2 - 68.7	59.4 - 79.6	67.9 - 89.9
materials manager	79.9 - 104.4	88.0 - 117.5	98.4 - 132.0
mechanical designer	50.6 - 66.2	57.9 - 76.6	66.1 - 86.1
mechanical drafter	48.6 - 62.5	54.4 - 71.8	62.2 - 83.6
mechanical engineer	70.4 - 92.4	79.5 - 106.4	90.7 - 120.9
mechanical engineering technician	50.5 - 65.6	57.2 - 75.4	65.0 - 84.6
mechanical site supervisor	47.0 - 60.0	52.9 - 68.6	60.0 - 78.1
operations manager	75.7 - 102.5	86.3 - 118.6	98.5 - 133.7
planner/scheduler	39.6 - 50.3	44.9 - 57.5	50.7 - 64.7
project director	109.2 - 132.1	136.1 - 164.6	163.5 - 198.2
project engineer	86.7 - 110.7	93.9 - 122.2	103.3 - 136.1
project manager	74.2 - 101.6	85.9 - 119.5	99.6 - 136.3
purchasing manager	86.8 - 114.1	97.9 - 130.7	110.9 - 146.6
QA/QC inspector	52.9 - 69.4	60.9 - 80.8	69.7 - 92.1



quality control engineer	62.4 - 81.5	70.1 - 93.3	79.5 - 105.3
quality inspector	38.6 - 48.9	42.9 - 55.6	48.4 - 62.7
safety inspector	60.7 - 78.8	68.6 - 90.3	77.6 - 101.6
site supervisor	70.4 - 91.5	77.1 - 102.1	85.5 - 114.2
structural designer	49.0 - 63.3	55.2 - 72.4	62.4 - 81.5
structural engineer	62.1 - 81.5	70.3 - 94.1	80.3 - 107.0
structural engineering technologist	52.4 - 64.3	62.2 - 78.6	75.6 - 105.3
superintendent	39.6 - 50.4	44.3 - 57.3	49.9 - 64.6
<b>energy &amp; oil</b>			
applications engineer	70.7 - 94.5	82.7 - 112.2	96.7 - 127.8
architect	59.2 - 78.1	67.0 - 90.2	76.7 - 103.1
architectural drafter	47.9 - 62.1	55.7 - 73.6	65.3 - 86.9
automation engineer	62.2 - 82.1	70.5 - 94.8	80.6 - 107.9
automation specialist	49.4 - 64.7	57.2 - 75.4	65.5 - 85.5
buyer	55.8 - 72.9	63.4 - 84.4	72.6 - 96.6
category manager	59.6 - 77.9	66.6 - 88.7	75.3 - 100.8
chemical engineer	78.5 - 104.1	87.9 - 118.6	99.3 - 133.7
chemical technician	54.1 - 70.4	60.1 - 79.9	67.8 - 91.3
chief inspector	51.3 - 67.3	57.6 - 76.6	64.9 - 85.6
civil engineer	62.9 - 84.1	72.6 - 98.5	83.8 - 111.7
civil engineering drafter	49.7 - 62.8	56.6 - 72.6	64.6 - 82.3
civil engineering technologist	45.9 - 60.3	52.5 - 69.8	60.1 - 79.5
civil project engineer	73.8 - 101.1	85.0 - 118.5	98.4 - 136.2
civil project manager	75.4 - 100.4	85.0 - 115.3	96.6 - 130.1
coating inspector	36.2 - 46.9	40.9 - 53.8	46.3 - 61.0
commissioning and start up engineer	60.1 - 80.1	69.1 - 93.8	79.9 - 106.5
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	53.5 - 69.9	59.7 - 79.0	66.9 - 88.4
construction coordinator	49.0 - 65.0	55.0 - 74.1	62.1 - 83.9
construction director	101.0 - 133.4	132.8 - 175.2	167.0 - 220.9
construction manager	74.7 - 97.6	81.9 - 109.1	91.1 - 122.6
construction project manager	66.5 - 91.5	77.2 - 108.0	89.8 - 123.8
continuous improvement engineer	75.6 - 98.6	84.1 - 111.7	94.4 - 125.0
contracts administrator	58.6 - 77.3	66.4 - 89.3	75.9 - 101.5
contracts manager	93.0 - 117.6	104.0 - 134.1	117.9 - 152.5
contracts specialist	59.2 - 77.3	67.2 - 89.2	76.7 - 100.9
control technician	48.3 - 63.3	55.0 - 73.1	62.9 - 83.0
controls designer/engineer	50.2 - 66.9	57.6 - 77.9	66.2 - 88.8
demand planner	47.9 - 66.0	57.6 - 79.6	67.9 - 91.2



director of operations	123.6 - 164.8	162.1 - 216.8	205.3 - 274.6
drafter	52.3 - 65.5	58.9 - 74.9	66.6 - 84.8
electrical designer/engineer	68.6 - 90.8	78.0 - 105.3	89.6 - 120.5
electrical engineer	70.9 - 95.4	82.5 - 113.2	96.6 - 131.0
electrical engineering technician	52.8 - 67.5	60.1 - 78.0	68.7 - 88.7
electrical inspector	41.7 - 55.6	48.0 - 64.9	55.4 - 74.7
electrical test engineer	68.4 - 91.1	78.5 - 106.7	90.9 - 122.5
engineering manager	83.4 - 112.1	95.2 - 130.4	109.5 - 149.0
environmental engineer	60.0 - 79.5	68.4 - 92.5	78.7 - 105.7
environmental inspector	46.3 - 59.0	50.8 - 66.1	56.6 - 73.9
estimation engineer	66.0 - 88.0	75.8 - 102.9	87.7 - 118.1
estimator	59.8 - 77.8	66.4 - 88.1	74.6 - 99.4
expediter	39.6 - 50.9	44.8 - 58.4	50.9 - 66.2
facilities engineer	63.3 - 84.5	72.8 - 98.9	84.2 - 113.0
facilities manager	57.7 - 75.4	65.6 - 87.3	75.0 - 99.5
field service engineer	51.2 - 67.7	58.1 - 78.4	66.8 - 90.6
general inspector	49.9 - 65.4	56.0 - 74.5	63.1 - 83.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	62.0 - 80.4	69.8 - 92.4	79.5 - 105.2
geophysicist	65.2 - 88.8	77.2 - 106.8	91.3 - 123.7
geotechnical engineer	62.9 - 81.7	70.9 - 94.0	80.8 - 106.8
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	40.1 - 52.1	44.6 - 58.8	49.9 - 65.7
health and safety manager	65.6 - 85.5	72.9 - 96.8	82.0 - 109.0
health and safety specialist	59.5 - 76.7	68.4 - 89.4	78.6 - 101.5
HVAC drafter	51.7 - 66.3	58.1 - 75.5	65.5 - 84.8
HVAC engineer	52.6 - 69.9	60.2 - 81.2	69.1 - 92.0
hydraulic engineer	63.8 - 85.2	73.4 - 99.7	84.9 - 113.9
industrial engineer	67.8 - 88.2	75.2 - 99.7	84.4 - 111.6
instrumentation and controls engineer	65.8 - 86.6	74.2 - 99.5	84.4 - 112.4
inventory analyst	50.1 - 65.3	56.7 - 75.1	64.6 - 85.6
inventory control manager	62.2 - 81.4	69.6 - 92.9	78.7 - 105.1
logistics manager	61.9 - 82.1	70.6 - 95.6	81.3 - 109.1
logistics specialist	56.0 - 74.3	64.0 - 86.4	73.5 - 98.0
maintenance engineer	51.5 - 66.5	57.4 - 75.2	64.4 - 83.7
maintenance operator	40.5 - 50.0	44.7 - 56.1	49.8 - 62.3
materials manager	81.5 - 107.1	90.0 - 120.7	100.9 - 135.9
mechanical designer	51.0 - 67.2	58.7 - 78.1	67.1 - 88.0
mechanical drafter	48.9 - 63.4	55.0 - 73.1	63.1 - 85.4



mechanical engineer	71.6 - 94.6	81.2 - 109.2	92.8 - 124.3
mechanical engineering technician	50.9 - 66.6	57.9 - 76.9	66.0 - 86.5
mining engineer	68.0 - 89.9	75.8 - 102.2	85.5 - 114.9
operations manager	77.2 - 105.2	88.2 - 121.9	101.0 - 137.6
pipeline engineer	70.9 - 92.0	79.7 - 105.7	91.0 - 121.1
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	62.0 - 81.0	69.3 - 92.3	78.3 - 104.6
planner/scheduler	39.8 - 50.6	45.1 - 58.0	51.0 - 65.2
plant engineer	73.8 - 97.9	85.5 - 115.5	99.6 - 132.4
plant manager	92.1 - 128.4	110.5 - 155.9	131.8 - 181.6
plant operator	47.7 - 63.9	55.2 - 74.6	63.4 - 84.2
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	59.8 - 79.4	68.4 - 92.4	78.6 - 104.9
process engineer	59.8 - 79.4	68.4 - 92.4	78.6 - 104.9
procurement director	98.3 - 129.9	129.8 - 171.3	157.4 - 208.0
procurement manager	88.7 - 117.2	100.3 - 134.5	113.9 - 151.0
procurement specialist	49.9 - 64.9	55.4 - 73.4	62.3 - 83.2
production analyst	46.2 - 61.4	52.9 - 71.7	61.2 - 82.7
production engineer	62.9 - 83.6	71.9 - 97.3	82.7 - 110.4
program manager	71.8 - 93.0	81.8 - 107.7	93.6 - 122.8
project controller	53.2 - 70.4	59.6 - 80.4	67.4 - 91.3
project controls manager	85.4 - 117.2	98.5 - 137.3	113.9 - 156.3
project controls specialist	59.5 - 77.0	66.7 - 87.8	75.3 - 98.8
project coordinator	87.1 - 111.7	94.5 - 123.6	104.2 - 137.7
project director	112.0 - 136.0	140.1 - 169.9	168.7 - 205.0
project engineer	88.6 - 113.6	96.1 - 125.6	105.9 - 140.2
project manager	75.5 - 104.1	87.8 - 122.8	102.0 - 140.4
purchasing manager	88.7 - 117.2	100.3 - 134.5	113.9 - 151.0
QA/QC inspector	53.3 - 70.6	61.7 - 82.5	70.9 - 94.3
quality assurance manager	79.0 - 102.7	87.4 - 115.7	97.7 - 129.5
quality assurance/control technician	60.8 - 80.7	70.5 - 94.9	81.6 - 107.9
quality control engineer	63.3 - 83.2	71.3 - 95.6	81.1 - 108.1
quality inspector	38.7 - 49.2	43.2 - 56.0	48.7 - 63.2
reliability engineer	63.4 - 81.7	71.9 - 94.4	82.2 - 107.1
reliability manager	67.1 - 87.0	76.7 - 101.3	88.2 - 115.3
safety inspector	61.6 - 80.5	69.7 - 92.4	79.2 - 104.2
SCADA engineer	61.1 - 81.1	69.8 - 94.2	80.2 - 107.2
site supervisor	71.6 - 93.6	78.6 - 104.7	87.4 - 117.2
sourcing engineer	55.9 - 74.1	63.7 - 86.2	73.3 - 98.3



# ontario

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sourcing specialist	50.9 - 66.1	56.4 - 74.8	63.5 - 84.7
specification writer	51.3 - 66.1	58.0 - 76.0	65.9 - 85.7
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	51.5 - 66.5	57.4 - 75.2	64.4 - 83.7
structural designer	49.3 - 64.2	55.8 - 73.7	63.3 - 83.2
structural engineer	63.0 - 83.3	71.5 - 96.4	82.0 - 109.8
superintendent	39.8 - 50.7	44.5 - 57.7	50.3 - 65.1
supply chain manager	81.6 - 108.7	93.3 - 125.9	106.7 - 141.2
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	54.5 - 70.9	61.5 - 81.5	70.0 - 92.9
transmission line engineer	73.7 - 93.1	79.8 - 102.7	87.6 - 113.9
transportation manager	77.6 - 102.4	87.7 - 117.8	99.8 - 133.7
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	51.1 - 66.5	57.8 - 76.3	65.5 - 86.0

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	132.1 - 236.0	189.8 - 340.1	272.2 - 487.9	
controller	89.8 - 160.0	122.5 - 218.5	161.8 - 289.7	
director - financial planning & analysis	119.5 - 157.5	153.2 - 202.1	187.4 - 247.7	
finance director	116.0 - 152.9	150.5 - 198.6	184.1 - 243.3	
payroll director	74.9 - 100.9	94.6 - 127.7	119.4 - 161.1	
vice-president internal audit	116.7 - 155.6	147.3 - 196.6	179.5 - 240.1	
finance & accounting	1 year	3 years	5 years	10 years
accountant	61.8 - 73.9	65.3 - 78.0	68.7 - 82.1	76.7 - 91.7
accounting clerk	39.3 - 45.1	41.8 - 48.1	44.2 - 51.0	49.5 - 57.1
accounting manager	83.8 - 101.6	90.1 - 109.3	96.3 - 116.7	109.8 - 133.2
accounting supervisor	61.6 - 74.4	66.1 - 80.0	70.6 - 85.3	80.4 - 97.3
accounting technician	51.4 - 60.6	55.3 - 65.3	59.1 - 69.7	67.1 - 79.2
accounts payable clerk	39.2 - 44.0	43.2 - 48.7	46.9 - 52.8	54.0 - 60.7
accounts payable manager	74.8 - 90.6	81.6 - 98.8	88.2 - 106.9	103.3 - 125.3
accounts receivable clerk	39.7 - 44.6	43.8 - 49.3	47.5 - 53.5	55.2 - 62.1
accounts receivable manager	77.0 - 91.1	83.4 - 98.7	89.8 - 106.3	105.4 - 124.9
analyst - financial planning & analysis	86.1 - 104.4	93.0 - 112.8	99.7 - 120.9	114.5 - 138.9
assistant controller	92.4 - 117.5	100.1 - 127.3	107.6 - 136.9	125.0 - 158.8
billing specialist	37.8 - 44.0	41.3 - 48.1	44.4 - 51.8	50.2 - 58.6



# ontario

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bookkeeper	38.2 - 44.9	41.2 - 48.5	44.1 - 52.0	50.3 - 59.4
business analyst	68.9 - 82.4	74.4 - 89.0	79.8 - 95.5	91.7 - 109.9
compliance officer	83.6 - 101.3	93.2 - 112.9	102.3 - 124.0	120.9 - 146.5
compliance specialist	55.4 - 66.1	60.9 - 72.7	66.0 - 78.9	76.5 - 91.6
cost accountant	58.4 - 69.8	63.0 - 75.3	67.5 - 80.7	77.5 - 92.7
credit & collection specialist	37.5 - 43.0	41.1 - 47.3	44.4 - 51.2	50.6 - 58.3
credit and collections accountant	35.6 - 41.8	38.6 - 45.4	41.4 - 48.8	47.4 - 55.9
credit and collections manager	81.4 - 97.5	87.2 - 104.5	93.0 - 111.5	107.2 - 128.5
credit and collections supervisor	52.0 - 62.9	56.1 - 67.9	60.1 - 72.7	69.1 - 83.7
external auditor	60.7 - 72.6	65.2 - 77.9	69.6 - 83.1	79.4 - 95.0
financial analyst	70.6 - 84.4	75.5 - 90.3	80.3 - 96.0	91.1 - 109.1
financial reporting manager	100.3 - 121.7	107.7 - 130.6	114.9 - 139.4	132.0 - 159.9
internal audit manager	93.6 - 114.9	100.6 - 123.5	107.4 - 131.8	122.9 - 150.7
internal auditor	58.8 - 70.2	64.8 - 77.4	70.5 - 84.2	82.2 - 98.4
invoicing clerk	37.4 - 43.4	40.8 - 47.6	43.9 - 51.2	48.8 - 56.9
payroll clerk	41.7 - 48.6	45.9 - 53.5	49.6 - 57.9	56.5 - 65.9
payroll manager	71.8 - 87.0	77.6 - 94.0	83.1 - 100.7	95.2 - 115.5
payroll specialist	43.5 - 52.0	47.5 - 56.8	51.4 - 61.3	59.5 - 71.1
payroll supervisor	53.1 - 63.4	57.7 - 68.9	62.1 - 74.2	71.6 - 85.7
tax analyst	47.4 - 56.6	52.3 - 62.4	56.8 - 67.9	66.3 - 79.2
tax manager	88.8 - 108.9	95.2 - 116.8	101.5 - 124.6	116.6 - 143.1
treasury analyst	62.4 - 74.6	66.8 - 79.9	71.1 - 85.0	80.8 - 96.6

## healthcare

	entry	mid	senior
disability case manager	62.2 - 77.5	69.7 - 88.3	78.6 - 99.6
medical coordinator	46.0 - 58.4	51.2 - 66.3	57.7 - 75.2
medical secretary	35.7 - 45.1	39.7 - 50.9	44.1 - 55.8
registered nurse	63.4 - 78.6	69.4 - 87.7	76.9 - 97.8



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	83.2 - 114.9	104.4 - 144.1	129.4 - 178.7
vice president human resources / CHRO	109.1 - 185.1	141.7 - 241.0	176.5 - 301.0
human resources	entry	mid	senior
benefits administrator	54.3 - 69.2	60.7 - 78.7	68.5 - 88.8
compensation and benefits manager	91.6 - 119.2	101.6 - 134.9	114.3 - 152.9
compensation specialist	49.3 - 64.8	56.7 - 75.7	65.4 - 86.2
health and safety advisor	59.2 - 76.1	68.0 - 88.6	78.0 - 100.4
health and safety director	83.6 - 100.2	108.5 - 130.0	129.2 - 154.7
health and safety manager	74.3 - 95.9	83.0 - 109.3	93.8 - 123.4
HRIS analyst	60.4 - 79.3	69.2 - 92.4	79.6 - 105.2
HRIS director	83.7 - 119.9	108.6 - 155.6	135.1 - 193.7
human resources assistant	41.2 - 52.3	46.6 - 58.8	51.4 - 63.3
human resources business partner	70.4 - 90.3	88.1 - 103.2	98.1 - 118.6
human resources coordinator	40.3 - 51.1	45.5 - 57.5	50.2 - 61.9
human resources director	91.8 - 126.9	117.6 - 162.6	146.0 - 202.1
human resources generalist	60.3 - 75.5	64.6 - 82.7	70.8 - 92.9
human resources manager	82.6 - 109.4	94.0 - 126.7	107.7 - 144.5
human resources supervisor	62.9 - 81.4	69.5 - 92.1	78.3 - 105.2
Human Resources Technician	48.8 - 63.2	54.1 - 71.6	60.9 - 81.5
L&D director	90.5 - 112.4	113.0 - 140.4	144.1 - 178.9
labour relations advisor	63.8 - 84.4	72.7 - 98.0	83.5 - 111.8
labour relations manager	90.2 - 122.3	106.0 - 145.6	124.3 - 168.4
learning and development specialist	51.4 - 66.9	58.3 - 77.2	66.5 - 87.4
learning experience designer	49.7 - 64.0	55.6 - 73.0	62.8 - 82.8
recruitment coordinator	40.2 - 52.0	45.9 - 59.9	52.2 - 67.3
talent acquisition director	86.3 - 119.4	110.6 - 152.9	135.3 - 187.1
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	103.6 - 134.9	134.4 - 175.0	165.2 - 215.6
total rewards specialist	54.0 - 69.8	60.6 - 79.9	68.8 - 91.4



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	65.0 - 75.4	70.6 - 90.2	89.5 - 120.1
automation engineer	65.4 - 86.3	74.1 - 99.6	84.7 - 113.2
buyer	59.0 - 77.4	67.2 - 89.6	77.1 - 102.6
chemical engineer	82.5 - 109.2	92.4 - 124.4	104.2 - 140.1
chemical technician	56.1 - 73.2	62.4 - 83.0	70.4 - 94.8
cmm programmer	54.0 - 64.7	62.3 - 78.1	77.0 - 102.0
coating inspector	37.0 - 48.6	42.1 - 56.0	55.0 - 63.7
commissioning and start up engineer	64.1 - 85.6	73.8 - 100.2	85.4 - 114.4
continuous improvement engineer	80.3 - 104.6	89.4 - 118.3	100.3 - 132.2
contracts administrator	62.0 - 82.1	70.4 - 94.9	80.6 - 107.8
controls designer/engineer	68.2 - 85.2	82.5 - 96.3	90.4 - 120.6
demand planner	51.4 - 71.1	61.9 - 85.9	73.2 - 98.5
drafter	58.3 - 70.5	65.2 - 82.2	78.0 - 95.0
electrical designer/engineer	72.1 - 95.4	82.0 - 110.5	94.1 - 126.4
electrical engineer	74.5 - 100.2	86.7 - 118.7	101.4 - 137.3
electrical engineering technician	54.7 - 70.1	62.4 - 81.1	71.4 - 92.1
electrical inspector	43.2 - 58.1	50.0 - 68.1	57.9 - 78.7
electrical test engineer	71.9 - 95.8	82.5 - 112.0	95.5 - 128.4
environmental engineer	63.0 - 83.6	71.9 - 97.1	82.7 - 111.0
environmental inspector	48.3 - 61.8	53.1 - 69.3	59.2 - 77.5
estimation engineer	69.4 - 92.4	79.7 - 108.1	92.1 - 123.9
estimator	63.3 - 82.6	70.4 - 93.6	79.2 - 105.6
field service engineer	58.2 - 70.3	60.4 - 81.5	78.2 - 94.1
health and safety specialist	68.3 - 89.6	78.0 - 104.2	94.6 - 125.5
HVAC drafter	53.8 - 69.2	60.5 - 78.9	68.3 - 88.6
HVAC engineer	55.2 - 73.5	63.2 - 85.4	72.6 - 96.6
industrial engineer	71.2 - 92.7	79.1 - 104.7	88.7 - 117.1
inventory analyst	53.8 - 70.3	61.0 - 81.0	69.6 - 92.4
manufacturing engineer	67.5 - 89.3	76.7 - 103.2	87.8 - 116.7
mechanical designer	65.6 - 78.4	75.6 - 98.4	90.4 - 112.2
mechanical drafter	55.6 - 65.9	64.5 - 82.3	78.7 - 98.0
mechanical engineer	75.3 - 99.4	85.3 - 114.6	97.5 - 130.4
mechanical engineering technician	52.8 - 69.2	60.1 - 79.9	82.4 - 89.8
planner/scheduler	50.0 - 65.0	58.0 - 74.0	70.0 - 84.6



PLC programmer	58.2 - 74.0	72.0 - 88.4	80.5 - 98.3
process engineer	62.8 - 83.5	71.8 - 97.1	82.6 - 110.1
procurement specialist	52.8 - 68.8	58.6 - 77.9	66.0 - 88.4
production planner	50.1 - 66.4	57.9 - 77.2	66.1 - 86.0
project engineer	75.0 - 90.3	86.5 - 100.3	98.6 - 130.5
project manager	80.3 - 110.4	93.3 - 130.0	108.3 - 148.3
QA/QC inspector	38.8 - 49.7	43.4 - 56.8	49.2 - 64.3
quality assurance manager	84.1 - 108.9	92.8 - 122.4	103.7 - 136.9
quality assurance/control technician	63.5 - 84.1	73.6 - 98.9	85.2 - 112.3
quality control engineer	66.5 - 87.5	75.0 - 100.4	85.3 - 113.4
quality inspector	39.8 - 51.1	44.6 - 58.3	50.6 - 66.0
SCADA engineer	64.2 - 85.2	73.3 - 99.0	84.2 - 112.5
specification writer	54.6 - 70.5	61.9 - 81.0	70.2 - 91.3
stationary engineer	53.9 - 69.8	60.2 - 79.0	67.6 - 94.7
turnaround coordinator	68.0 - 90.0	78.2 - 104.5	90.0 - 115.0
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1



# ontario

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## skilled trades

CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	65.5 - 85.8	73.6 - 98.4	83.6 - 111.9
digital media specialist	39.8 - 50.8	46.3 - 60.1	53.9 - 68.7
digital specialist	47.3 - 62.4	54.7 - 73.4	63.5 - 83.8
e-commerce manager	76.8 - 100.3	85.8 - 114.3	97.0 - 129.8
marketing content manager	57.2 - 72.6	65.8 - 84.9	75.8 - 96.0
social media manager	58.4 - 80.0	69.8 - 96.0	82.0 - 111.2
web manager	64.8 - 84.1	71.9 - 95.2	80.7 - 107.4
web marketing analyst	50.9 - 67.5	59.1 - 79.4	68.5 - 90.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	97.6 - 148.4	131.7 - 200.3	168.7 - 257.4
marketing vice-president	118.9 - 182.8	166.9 - 257.6	216.0 - 333.5
<b>marketing and communications</b>			
brand or product manager	79.3 - 102.1	88.2 - 115.5	99.0 - 129.4
brand or product manager assistant	63.0 - 84.8	73.5 - 100.0	85.2 - 114.1
communications manager	66.4 - 86.3	73.8 - 97.9	83.0 - 109.9
communications specialist	53.2 - 72.8	63.4 - 87.7	74.8 - 100.2



# ontario

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marketing coordinator	52.8 - 70.0	60.4 - 81.4	69.4 - 92.7
marketing director	96.2 - 128.6	111.0 - 150.5	128.3 - 171.3
marketing project manager	42.1 - 55.9	48.3 - 65.2	55.7 - 74.2
marketing specialist	46.6 - 61.7	53.3 - 71.6	61.0 - 81.0

## office & administrative support

	entry	mid	senior
<b>legal services</b>			
articling student	50.3 - 54.6	53.5 - 58.2	59.9 - 64.5
associate attorney	76.9 - 109.4	93.5 - 134.4	112.5 - 155.2
contract specialist	58.8 - 76.7	66.7 - 88.4	76.1 - 99.9
contracts administrator	92.1 - 116.3	103.0 - 132.5	116.6 - 150.6
data entry clerk	33.8 - 42.2	38.1 - 47.9	42.6 - 49.1
document services specialist	32.4 - 41.0	37.3 - 46.7	41.4 - 47.7
executive legal assistant	55.6 - 62.5	66.3 - 85.7	86.0 - 110.6
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
lawyer - corporate	87.5 - 122.9	104.5 - 148.4	124.0 - 170.5
lawyer - practicing	83.9 - 124.6	104.7 - 155.2	127.0 - 178.6
legal assistant	47.6 - 53.2	54.5 - 58.3	59.4 - 65.6
office clerk	32.3 - 40.1	36.8 - 45.5	40.8 - 46.4
office manager	52.5 - 62.5	61.5 - 70.1	68.5 - 80.2
paralegal	46.1 - 63.6	55.7 - 76.8	65.6 - 86.8
<b>logistics &amp; transportation support</b>			
import/export clerk	37.3 - 47.7	42.7 - 54.6	47.9 - 59.8
import/export coordinator	53.5 - 68.6	59.3 - 77.5	66.6 - 87.3
shipping administrator	43.8 - 55.5	50.2 - 63.8	56.8 - 71.4
<b>office &amp; administrative support</b>			
administrative analyst	46.2 - 59.8	51.2 - 67.5	57.4 - 76.1
administrative assistant	39.6 - 50.9	44.2 - 55.5	49.8 - 65.2
administrative assistant (bilingual)	38.2 - 49.0	42.5 - 55.7	48.0 - 62.9
administrative manager	56.1 - 71.8	61.1 - 79.6	67.4 - 88.8
benefits clerk	38.8 - 49.6	44.3 - 57.2	50.5 - 64.9
buyer assistant	38.8 - 50.1	44.9 - 57.7	50.7 - 63.5
claims supervisor	61.5 - 80.3	68.6 - 91.5	77.7 - 104.4
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
customer success manager	44.1 - 49.2	48.8 - 60.3	59.7 - 75.0
data entry clerk	33.8 - 42.2	38.1 - 43.9	42.6 - 49.1
dispatcher	39.0 - 49.2	43.8 - 55.9	49.1 - 62.4



# ontario

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document controller	33.0 - 41.2	37.2 - 46.4	41.2 - 47.4
document services specialist	32.4 - 41.0	37.3 - 46.7	41.4 - 47.7
documentation specialist	35.3 - 46.0	42.0 - 53.2	47.1 - 54.3
donor relations coordinator	46.1 - 59.5	54.5 - 65.5	62.4 - 75.8
executive assistant	52.1 - 70.8	60.7 - 83.4	70.2 - 94.7
executive assistant (bilingual)	55.2 - 68.3	58.5 - 80.4	67.7 - 91.4
file clerk	34.7 - 44.8	40.8 - 51.4	45.5 - 52.4
fundraising manager	63.8 - 81.9	72.1 - 94.6	82.5 - 108.2
HR administrator	46.1 - 59.8	52.0 - 68.5	59.0 - 77.5
human resources assistant	41.2 - 52.3	46.6 - 58.8	51.4 - 63.3
insurance claims clerk	36.2 - 40.1	38.5 - 43.7	43.1 - 47.5
invoicing clerk	37.4 - 47.6	42.4 - 53.9	47.2 - 58.5
lease administrator	39.2 - 51.3	44.2 - 59.1	50.4 - 68.1
leasing coordinator	39.2 - 51.3	44.2 - 59.1	50.4 - 68.1
legal assistant	46.1 - 63.6	55.7 - 76.8	65.6 - 86.8
logistics coordinator	47.9 - 55.9	54.3 - 65.4	61.6 - 70.3
mailroom clerk	32.6 - 40.0	36.5 - 44.4	39.6 - 45.1
office clerk	36.5 - 44.7	40.0 - 49.7	44.1 - 54.9
office manager	53.8 - 69.3	58.9 - 77.3	65.4 - 81.2
order entry clerk	34.5 - 42.1	38.1 - 48.0	42.6 - 52.8
order supervisor	50.6 - 66.2	58.6 - 77.2	67.1 - 86.5
payroll administrator	43.5 - 56.8	49.5 - 65.5	56.5 - 74.6
project coordinator	43.2 - 56.0	48.7 - 64.0	55.1 - 71.9
property administrator	40.0 - 55.0	46.0 - 62.0	52.0 - 72.0
property manager	61.5 - 81.4	70.1 - 94.6	80.6 - 108.6
receptionist	33.5 - 41.4	36.8 - 46.7	41.2 - 53.1
receptionist (bilingual)	40.1 - 43.2	42.4 - 47.8	46.7 - 55.9
sales administrator	43.6 - 58.1	50.2 - 67.8	57.8 - 77.0
sales assistant	39.7 - 49.3	43.6 - 55.8	49.3 - 64.5
service coordinator	40.1 - 49.3	42.8 - 56.2	48.4 - 63.9
supply clerk	34.0 - 42.6	37.9 - 47.9	42.0 - 52.7
virtual assistant	39.6 - 50.9	44.2 - 55.5	49.8 - 65.2
virtual receptionist	33.5 - 41.4	36.8 - 46.7	41.2 - 53.1



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	48.0 - 60.0	52.2 - 66.4	57.6 - 73.9
account manager - software	53.5 - 66.5	57.8 - 73.2	63.5 - 81.6
business development manager	96.2 - 127.1	107.3 - 145.2	122.0 - 166.9
district sales manager	76.7 - 99.3	87.5 - 115.4	100.7 - 132.6
key accounts manager - consumer goods	68.2 - 87.5	76.9 - 100.4	87.4 - 114.1
merchandiser - consumer goods	59.6 - 77.6	66.5 - 88.5	75.3 - 100.8
sales manager	61.3 - 81.7	69.4 - 94.2	79.2 - 106.7
sales representative, account manager - channel manager	76.6 - 101.9	86.3 - 116.8	98.0 - 132.2
sales representative, account manager - consumer goods	48.2 - 60.7	52.9 - 67.8	58.8 - 75.7
sales representative, account manager - professional services	46.4 - 57.6	50.0 - 63.4	54.9 - 70.6
sales representative, account manager - telecommunications	53.1 - 66.1	57.5 - 72.9	63.2 - 81.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	139.3 - 199.5	186.0 - 267.1	241.4 - 346.8
<b>industrial sales</b>			
sales engineer - distribution	68.3 - 89.2	75.1 - 99.8	83.5 - 111.4
sales engineer - manufacturing	58.6 - 78.2	66.5 - 90.1	75.7 - 101.3
sales representative, account manager - distribution	48.5 - 60.5	52.6 - 66.9	58.0 - 74.7
sales representative, account manager - industrial equipment	47.0 - 58.4	50.8 - 64.3	55.7 - 71.6
sales representative, account manager - industrial service	51.9 - 64.6	56.2 - 71.3	61.8 - 79.4
sales representative, account manager - machinery	52.0 - 64.7	56.2 - 71.3	61.8 - 79.7
sales representative, account manager - manufacturing	47.2 - 67.7	52.0 - 75.7	57.7 - 84.2
sales representative, account manager - retail network	52.1 - 64.7	56.2 - 71.3	61.9 - 80.3
technical sales representative - manufacturing	51.0 - 67.2	57.8 - 77.8	66.4 - 89.8



# peterborough county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	42.5 - 50.2	50.0 - 68.5	63.6 - 82.2
call center director - operations	64.1 - 84.3	72.1 - 96.9	82.2 - 111.2
customer loyalty agent	35.4 - 46.1	40.2 - 53.3	45.9 - 60.6
customer service manager	59.2 - 76.7	66.3 - 87.5	74.9 - 98.3
customer service representative	33.4 - 41.8	36.7 - 47.3	41.1 - 53.1
customer service representative - bilingual	35.4 - 43.8	38.7 - 49.3	43.1 - 55.1
customer service supervisor	52.6 - 68.9	59.0 - 78.6	66.6 - 89.0
customer service team lead	38.7 - 46.5	42.1 - 49.6	48.1 - 55.8
customer service trainer	41.1 - 53.7	46.8 - 62.4	53.8 - 70.9
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
help desk representative - level 1	39.1 - 49.5	48.3 - 58.1	54.7 - 72.2
inside sales manager	63.0 - 84.5	71.6 - 97.9	81.9 - 111.3
inside sales representative	42.1 - 55.4	51.5 - 65.6	56.8 - 73.6
junior collection agent	31.3 - 39.4	34.9 - 45.1	39.2 - 50.5
order desk	38.6 - 45.7	42.1 - 51.8	48.3 - 56.8
survey agent	31.6 - 39.1	35.4 - 44.1	39.1 - 45.1
telemarketing agent	31.4 - 38.7	34.6 - 44.1	39.0 - 51.0
telephone dispatcher	36.8 - 46.4	41.3 - 52.8	46.4 - 59.0
travel support agent	35.2 - 44.1	39.1 - 49.7	43.5 - 54.9

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	58.7 - 76.3	65.3 - 86.8	73.6 - 98.4
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	53.2 - 69.2	60.3 - 80.0	68.9 - 91.6
civil engineer	59.8 - 79.9	68.9 - 93.6	79.5 - 106.3
civil engineering drafter	47.9 - 60.1	54.3 - 69.2	61.8 - 78.3
civil engineering technologist	44.3 - 57.7	50.5 - 66.7	57.6 - 75.7
civil project engineer	67.9 - 92.5	77.9 - 108.4	90.1 - 124.6
civil project manager	71.6 - 95.5	80.7 - 109.7	91.8 - 123.9



# ontario

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construction coordinator	47.0 - 61.9	52.5 - 70.5	59.2 - 79.8
construction director	92.4 - 122.0	121.5 - 160.7	153.2 - 202.8
construction manager	68.6 - 89.3	75.1 - 99.8	83.5 - 112.2
construction project coordinator	79.8 - 102.2	86.5 - 113.0	95.3 - 126.0
construction project manager	61.2 - 83.9	70.9 - 98.8	82.3 - 113.2
contracts administrator	55.8 - 73.4	63.1 - 84.7	72.0 - 96.2
contracts manager	84.9 - 107.2	94.9 - 122.3	107.4 - 139.3
director of operations	115.2 - 154.3	151.7 - 203.3	192.5 - 258.1
drafter	50.3 - 62.6	56.4 - 71.4	63.7 - 80.7
electrical designer/engineer	65.2 - 86.2	74.0 - 100.2	85.1 - 114.7
electrical engineer	67.4 - 90.6	78.3 - 107.7	91.8 - 124.8
electrical engineering technician	50.7 - 64.4	57.6 - 74.3	65.6 - 84.3
electrical inspector	40.0 - 53.4	46.1 - 62.4	53.2 - 71.9
engineering manager	76.5 - 102.6	87.1 - 119.3	100.2 - 136.4
environmental engineer	57.2 - 75.5	65.0 - 87.8	74.7 - 100.6
environmental inspector	44.9 - 56.9	49.2 - 63.5	54.6 - 70.9
estimation engineer	62.8 - 83.5	72.0 - 97.9	83.2 - 112.4
estimator	56.9 - 73.8	63.1 - 83.5	70.8 - 94.3
field manager	64.4 - 85.1	73.1 - 98.8	84.0 - 114.5
field supervisor	63.1 - 82.5	70.6 - 94.1	79.6 - 105.8
foreman	48.3 - 61.9	53.8 - 70.4	60.6 - 79.5
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	57.1 - 73.1	65.4 - 84.9	74.9 - 96.3
health and safety specialist	61.9 - 80.9	70.5 - 94.3	81.1 - 107.6
HVAC drafter	49.8 - 63.4	55.7 - 72.0	62.6 - 80.7
HVAC engineer	50.3 - 66.4	57.3 - 77.1	65.6 - 87.4
materials manager	74.5 - 97.6	82.2 - 110.0	92.0 - 123.9
mechanical designer	48.8 - 63.9	55.9 - 74.2	63.8 - 83.5
mechanical drafter	47.1 - 60.7	52.8 - 69.8	60.4 - 81.2
mechanical engineer	68.0 - 89.9	77.0 - 103.9	88.1 - 118.4
mechanical engineering technician	49.0 - 63.6	55.5 - 73.2	63.1 - 82.2
mechanical site supervisor	45.3 - 57.9	51.0 - 66.4	57.9 - 75.7
operations manager	72.2 - 98.0	82.3 - 113.6	94.1 - 128.4
planner/scheduler	38.0 - 48.3	43.0 - 55.3	48.7 - 62.3
project director	102.5 - 124.4	128.2 - 155.8	154.8 - 188.2
project engineer	81.2 - 103.9	88.0 - 114.9	96.9 - 128.3
project manager	69.4 - 95.3	80.4 - 112.4	93.4 - 128.5
purchasing manager	81.1 - 106.8	91.5 - 122.6	103.8 - 137.9
QA/QC inspector	51.3 - 67.4	59.0 - 78.5	67.7 - 89.6



# ontario

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quality control engineer	60.2 - 79.0	67.7 - 90.8	77.0 - 102.8
quality inspector	37.4 - 47.5	41.6 - 54.0	47.0 - 60.9
safety inspector	59.0 - 76.6	66.6 - 87.8	75.4 - 98.8
site supervisor	65.8 - 85.7	72.1 - 95.8	80.1 - 107.2
structural designer	47.5 - 61.4	53.5 - 70.3	60.5 - 79.1
structural engineer	60.0 - 79.0	67.9 - 91.6	77.8 - 104.5
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.0 - 48.4	42.4 - 55.0	47.9 - 62.2

## healthcare

	entry	mid	senior
disability case manager	60.5 - 75.6	67.8 - 86.2	76.6 - 97.4
medical coordinator	42.7 - 54.4	47.6 - 61.8	53.7 - 70.2
medical secretary	34.4 - 43.4	38.2 - 49.0	42.4 - 53.8
registered nurse	61.7 - 76.7	67.5 - 85.6	74.9 - 95.7

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	79.3 - 110.0	99.8 - 138.7	124.2 - 173.0
vice president human resources / CHRO	102.0 - 175.0	133.1 - 228.7	166.8 - 286.3
human resources	entry	mid	senior
benefits administrator	52.3 - 66.8	58.5 - 76.1	66.1 - 86.1
compensation and benefits manager	85.6 - 111.6	94.9 - 126.6	107.0 - 144.0
compensation specialist	47.5 - 62.5	54.6 - 73.2	63.1 - 83.5
health and safety advisor	57.5 - 73.9	66.0 - 86.0	75.7 - 97.7
health and safety director	78.1 - 93.6	101.5 - 121.9	121.2 - 145.8
health and safety manager	69.3 - 89.6	77.5 - 102.2	87.6 - 115.6
HRIS analyst	56.6 - 74.3	64.8 - 86.7	74.6 - 98.8
HRIS director	78.1 - 112.3	101.6 - 146.7	126.8 - 183.2
human resources assistant	39.5 - 50.3	44.7 - 56.6	49.4 - 60.9
human resources business partner	63.0 - 82.5	70.4 - 94.1	79.7 - 106.8
human resources coordinator	38.6 - 49.1	43.7 - 55.3	48.3 - 59.5
human resources director	85.7 - 119.0	110.1 - 153.4	137.3 - 191.3
human resources generalist	58.2 - 72.9	62.3 - 80.0	68.4 - 90.2
human resources manager	77.1 - 102.4	87.8 - 118.8	100.8 - 135.9



## ontario

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human resources supervisor	60.7 - 78.8	67.1 - 89.4	75.7 - 102.4
Human Resources Technician	46.9 - 60.8	52.4 - 69.1	58.6 - 78.6
L&D director	84.5 - 105.1	105.8 - 131.9	135.4 - 169.0
labour relations advisor	61.6 - 81.8	70.2 - 95.2	80.8 - 108.9
labour relations manager	84.2 - 114.6	99.1 - 136.9	116.5 - 159.0
learning and development specialist	50.3 - 65.5	57.0 - 75.7	65.1 - 85.8
learning experience designer	48.5 - 62.7	54.3 - 71.5	61.4 - 81.2
recruitment coordinator	38.6 - 50.0	44.1 - 57.6	50.1 - 64.8
talent acquisition director	80.6 - 111.8	103.5 - 144.0	127.0 - 176.9
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	96.8 - 126.6	126.1 - 165.3	155.9 - 204.2
total rewards specialist	52.0 - 67.4	58.5 - 77.3	66.4 - 88.7

## industrial support

	entry	mid	senior
assembler/fabricator	16.1 - 19.2	17.9 - 22.3	20.8 - 25.4
boom truck operator	21.4 - 28.5	24.1 - 32.9	28.6 - 36.2
counterbalance forklift operator	18.5 - 21.6	19.8 - 23.7	20.8 - 25.6
delivery/courier driver	17.6 - 21.8	18.7 - 22.8	23.0 - 25.7
electronic parts assembler	16.8 - 20.9	18.3 - 23.2	20.1 - 25.4
general labourer - heavy	16.3 - 19.4	17.8 - 22.1	21.9 - 24.8
general labourer - light	15.0 - 16.8	16.5 - 18.8	18.0 - 20.5
industrial painter	17.4 - 21.2	19.8 - 23.7	21.0 - 25.5
inventory control clerk	17.9 - 20.5	19.7 - 23.0	21.4 - 24.7
janitor/custodian	16.8 - 17.7	17.0 - 20.1	18.4 - 20.5
landscaping labour	17.2 - 19.7	18.5 - 22.4	21.7 - 23.5
machine operator	18.2 - 23.1	20.1 - 24.3	22.9 - 25.1
material handler	18.0 - 20.2	19.1 - 23.3	20.5 - 24.0
moulding machine operator	17.3 - 20.5	19.0 - 23.8	21.2 - 24.7
order/cherry picker forklift operator	18.0 - 19.8	18.5 - 22.0	20.5 - 23.0
parts clerk	16.9 - 18.5	17.3 - 19.8	18.8 - 22.3
parts manager	24.5 - 28.9	26.7 - 31.0	28.5 - 34.1
picker/packer	15.7 - 17.8	16.8 - 19.5	18.5 - 20.1
print press operator	18.0 - 21.3	18.9 - 24.1	21.2 - 27.0
production labourer	16.0 - 17.8	17.0 - 19.8	18.5 - 21.3
reach truck operator	19.0 - 21.5	20.1 - 23.6	21.5 - 25.5
shipper/receiver	18.9 - 22.1	20.6 - 23.8	22.8 - 24.8
warehouse labourer	15.8 - 18.2	17.9 - 19.7	18.9 - 21.8



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	60.5 - 71.4	64.8 - 85.7	82.5 - 115.4
automation engineer	59.7 - 78.9	67.6 - 91.3	77.4 - 104.2
buyer	53.5 - 69.9	60.8 - 81.0	69.6 - 92.9
chemical engineer	75.4 - 100.5	84.5 - 114.8	95.7 - 129.5
chemical technician	52.3 - 67.8	58.0 - 76.9	65.4 - 87.9
cmm programmer	48.0 - 60.1	58.2 - 72.6	71.2 - 94.5
coating inspector	35.1 - 45.4	39.5 - 52.1	52.0 - 59.1
commissioning and start up engineer	58.2 - 77.6	66.9 - 91.0	77.4 - 104.1
continuous improvement engineer	69.9 - 91.2	77.8 - 103.4	87.4 - 115.8
contracts administrator	56.2 - 74.2	63.7 - 85.8	72.8 - 97.6
controls designer/engineer	62.5 - 80.2	78.4 - 91.5	85.6 - 115.6
demand planner	46.8 - 64.2	56.1 - 77.5	66.1 - 88.9
drafter	50.6 - 63.2	56.8 - 72.2	69.5 - 90.2
electrical designer/engineer	65.9 - 87.4	74.9 - 101.7	86.2 - 116.6
electrical engineer	68.0 - 91.9	79.3 - 109.4	93.1 - 126.9
electrical engineering technician	51.0 - 65.0	58.0 - 75.2	66.2 - 85.4
electrical inspector	40.1 - 53.6	46.3 - 62.7	53.4 - 72.2
electrical test engineer	65.6 - 87.7	75.4 - 103.0	87.5 - 118.5
environmental engineer	57.6 - 76.4	65.6 - 89.0	75.6 - 102.1
environmental inspector	45.0 - 57.3	49.4 - 64.1	55.0 - 71.6
estimation engineer	63.4 - 84.6	72.8 - 99.4	84.3 - 114.3
estimator	57.4 - 74.6	63.7 - 84.6	71.6 - 95.7
field service engineer	52.5 - 65.2	56.1 - 75.6	72.6 - 87.3
general inspector	48.1 - 63.0	54.0 - 71.7	60.8 - 80.4
health and safety specialist	62.4 - 82.0	71.2 - 95.6	88.2 - 118.5
HVAC drafter	50.0 - 63.9	56.1 - 72.8	63.2 - 81.8
HVAC engineer	50.6 - 67.1	57.8 - 78.0	66.3 - 88.6
industrial engineer	65.0 - 84.9	72.2 - 96.2	81.1 - 107.8
inventory analyst	48.9 - 63.5	55.3 - 73.1	62.9 - 83.3
manufacturing engineer	61.7 - 81.7	70.1 - 94.8	80.3 - 107.5
mechanical designer	59.6 - 72.3	68.5 - 93.4	86.4 - 105.4
mechanical drafter	50.2 - 61.2	58.4 - 76.2	70.2 - 92.6
mechanical engineer	68.7 - 91.1	78.0 - 105.5	89.4 - 120.4
mechanical engineering technician	49.2 - 64.2	55.9 - 74.0	76.4 - 83.3



# ontario

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planner/scheduler	45.5 - 60.2	52.3 - 68.2	64.6 - 78.4
PLC programmer	53.4 - 70.0	66.2 - 82.3	74.1 - 92.5
process engineer	57.4 - 76.3	65.6 - 89.0	75.5 - 101.3
procurement specialist	47.9 - 62.2	53.1 - 70.4	59.7 - 79.9
production planner	46.5 - 61.4	53.6 - 71.2	61.1 - 79.4
project engineer	70.2 - 86.4	80.1 - 95.2	92.3 - 124.6
project manager	70.1 - 96.7	81.5 - 114.2	94.7 - 130.7
QA/QC inspector	36.6 - 46.4	40.7 - 52.8	45.9 - 59.6
quality assurance manager	73.2 - 95.0	80.8 - 107.1	90.4 - 120.0
quality assurance/control technician	56.6 - 75.0	65.6 - 88.2	75.9 - 100.3
quality control engineer	60.7 - 80.0	68.4 - 92.1	78.0 - 104.4
quality inspector	37.5 - 47.6	41.7 - 54.2	47.2 - 61.2
SCADA engineer	58.7 - 77.9	67.0 - 90.8	77.0 - 103.5
specification writer	48.9 - 63.0	55.3 - 72.2	62.7 - 81.4
stationary engineer	50.1 - 64.5	55.8 - 72.9	62.5 - 89.4
turnaround coordinator	62.2 - 84.3	72.5 - 98.0	83.6 - 110.2
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5



# ontario

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warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	62.2 - 81.7	70.0 - 93.9	79.6 - 106.9
digital media specialist	38.2 - 49.0	44.5 - 58.0	52.0 - 66.3
digital specialist	45.5 - 60.2	52.7 - 71.0	61.3 - 81.2
e-commerce manager	73.1 - 95.7	81.7 - 109.3	92.5 - 124.5
marketing content manager	54.6 - 69.5	62.9 - 81.3	72.5 - 92.1
social media manager	55.4 - 76.1	66.4 - 91.6	78.1 - 106.3
web manager	61.6 - 80.1	68.3 - 90.8	76.9 - 102.6
web marketing analyst	47.6 - 63.2	55.4 - 74.4	64.2 - 84.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	93.3 - 142.9	126.5 - 194.3	163.2 - 250.6
marketing vice-president	113.8 - 176.9	161.2 - 250.7	209.6 - 325.8
<b>marketing and communications</b>			
brand or product manager	75.5 - 97.4	84.0 - 110.5	94.5 - 124.1
brand or product manager assistant	60.5 - 81.7	70.7 - 96.6	82.1 - 110.5
communications manager	62.0 - 80.8	69.0 - 91.8	77.7 - 103.2



# ontario

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communications specialist	51.0 - 69.8	60.8 - 84.0	71.7 - 96.2
marketing coordinator	50.9 - 67.6	58.2 - 78.8	67.0 - 90.0
marketing director	91.8 - 123.3	106.1 - 145.0	123.0 - 165.6
marketing project manager	39.8 - 53.0	45.8 - 62.0	52.8 - 70.5
marketing specialist	44.8 - 59.5	51.3 - 69.2	58.8 - 78.4

## office & administrative support

	entry	mid	senior
administrative analyst	44.4 - 57.6	49.3 - 65.1	55.3 - 73.5
administrative assistant	38.1 - 49.0	42.5 - 55.7	47.9 - 62.9
administrative manager	52.2 - 67.0	56.9 - 74.3	62.8 - 83.0
benefits clerk	37.3 - 47.6	42.5 - 55.0	48.5 - 62.4
buyer assistant	37.0 - 47.9	42.8 - 55.2	48.4 - 60.8
claims supervisor	59.8 - 78.1	66.7 - 89.1	75.6 - 101.8
contracts administrator	86.1 - 108.9	96.3 - 124.4	109.1 - 141.8
data entry clerk	32.9 - 40.8	36.9 - 46.3	41.2 - 47.5
dispatcher	37.4 - 47.2	42.0 - 53.7	47.1 - 60.0
document controller	31.9 - 39.5	35.8 - 44.5	39.5 - 45.5
document services specialist	31.3 - 39.4	35.8 - 44.8	39.8 - 45.8
documentation specialist	34.0 - 44.1	40.3 - 51.1	45.2 - 52.2
donor relations coordinator	48.3 - 63.1	55.9 - 74.3	65.0 - 85.9
executive assistant	50.2 - 68.3	58.5 - 80.6	67.8 - 91.7
file clerk	33.5 - 43.0	39.2 - 49.4	43.6 - 50.3
fundraising manager	60.5 - 78.0	68.6 - 90.2	78.5 - 103.3
HR administrator	44.3 - 57.6	50.1 - 66.1	56.8 - 74.9
human resources assistant	39.5 - 50.3	44.7 - 56.6	49.4 - 60.9
invoicing clerk	35.6 - 45.4	40.5 - 51.6	45.0 - 55.9
lease administrator	36.6 - 47.9	41.1 - 55.2	47.0 - 63.6
legal assistant	43.8 - 60.7	53.1 - 73.4	62.6 - 83.0
logistics coordinator	45.9 - 59.2	52.1 - 68.1	59.3 - 77.5
mailroom clerk	31.7 - 38.7	35.4 - 42.9	38.4 - 43.6
office clerk	35.4 - 43.3	38.7 - 48.2	42.7 - 53.1
office manager	52.3 - 67.3	57.3 - 75.2	63.6 - 84.1
order clerk	32.5 - 40.4	36.7 - 46.1	40.9 - 50.8
order supervisor	49.2 - 64.3	56.9 - 75.0	65.2 - 84.2
payroll administrator	40.4 - 52.8	46.0 - 61.1	52.6 - 69.6
project coordinator	41.4 - 53.8	46.7 - 61.6	52.9 - 69.3
property manager	57.4 - 76.2	65.5 - 88.7	75.4 - 101.9



# ontario

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receptionist	32.4 - 39.7	35.4 - 44.8	39.5 - 51.0
sales administrator	41.9 - 56.0	48.3 - 65.4	55.8 - 74.5
sales assistant	37.8 - 47.1	41.6 - 53.4	47.1 - 61.7
service coordinator	36.9 - 47.3	41.1 - 54.0	46.5 - 61.5
supply clerk	33.1 - 41.1	36.7 - 46.3	40.6 - 51.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	45.7 - 57.2	49.8 - 63.4	54.9 - 70.8
account manager - software	51.0 - 63.6	55.1 - 70.1	60.6 - 78.3
business development manager	90.1 - 119.6	100.7 - 137.0	114.7 - 158.0
district sales manager	73.0 - 94.7	83.4 - 110.4	96.1 - 127.2
key accounts manager - consumer goods	65.2 - 84.0	73.6 - 96.8	84.0 - 110.3
merchandiser - consumer goods	57.4 - 75.1	64.2 - 85.9	72.8 - 98.0
sales manager	58.2 - 77.8	66.0 - 89.9	75.4 - 101.9
sales representative, account manager - channel manager	72.9 - 97.2	82.2 - 111.8	93.5 - 126.8
sales representative, account manager - consumer goods	47.1 - 59.2	51.7 - 66.1	57.3 - 73.8
sales representative, account manager - professional services	44.6 - 55.5	48.2 - 61.1	52.9 - 68.2
sales representative, account manager - telecommunications	50.7 - 63.2	54.9 - 69.8	60.4 - 77.9
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	133.9 - 193.4	180.0 - 260.0	234.7 - 338.9
<b>industrial sales</b>			
sales engineer - distribution	66.5 - 87.2	73.1 - 97.8	81.5 - 109.3
sales engineer - manufacturing	56.9 - 76.2	64.7 - 88.1	73.8 - 99.3
sales representative, account manager - distribution	46.7 - 58.3	50.7 - 64.5	55.9 - 72.1
sales representative, account manager - industrial equipment	44.7 - 55.7	48.4 - 61.4	53.1 - 68.5
sales representative, account manager - industrial service	50.0 - 62.3	54.2 - 68.8	59.6 - 76.8
sales representative, account manager - machinery	49.6 - 61.8	53.6 - 68.2	59.0 - 76.4
sales representative, account manager - manufacturing	44.9 - 64.7	49.5 - 72.5	55.0 - 80.8
sales representative, account manager - retail network	49.7 - 61.8	53.6 - 68.2	59.1 - 77.0
technical sales representative - manufacturing	49.5 - 65.2	56.1 - 75.6	64.4 - 87.3



# simcoe county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	52.9 - 64.7	56.8 - 71.6	63.1 - 79.4
call center director - operations	63.0 - 81.3	70.5 - 92.5	79.4 - 103.7
customer loyalty agent	37.2 - 48.5	42.4 - 56.0	48.3 - 63.5
customer service manager	67.6 - 88.5	75.9 - 101.5	86.3 - 116.2
customer service representative	35.1 - 44.0	38.7 - 49.7	43.3 - 55.7
customer service representative - bilingual	37.1 - 46.0	40.7 - 51.7	45.3 - 57.7
customer service supervisor	55.6 - 72.5	62.2 - 82.6	70.2 - 93.4
customer service team lead	44.3 - 46.3	45.8 - 52.7	51.9 - 55.1
customer service trainer	43.0 - 56.1	49.0 - 65.0	56.2 - 73.8
e-chat representative	37.2 - 48.5	42.4 - 56.0	48.3 - 63.5
help desk representative - level 1	44.3 - 58.8	50.8 - 67.6	57.4 - 75.5
inside sales manager	67.1 - 89.5	76.0 - 103.3	86.7 - 117.1
inside sales representative	50.7 - 62.9	54.7 - 69.4	60.2 - 77.8
junior collection agent	33.0 - 41.7	37.0 - 47.7	41.5 - 53.3
order desk	33.4 - 41.6	37.7 - 47.4	42.1 - 52.1
survey agent	33.1 - 41.2	37.3 - 46.5	41.3 - 47.5
telemarketing agent	32.8 - 40.6	36.2 - 46.2	40.9 - 53.3
telephone dispatcher	38.7 - 48.7	43.4 - 55.3	48.7 - 61.8
travel support agent	37.1 - 46.4	41.2 - 52.2	45.8 - 57.7

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.2 - 79.2	68.0 - 90.0	76.6 - 101.7
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	54.7 - 71.0	62.0 - 81.9	70.7 - 93.5
civil engineer	62.0 - 82.4	71.3 - 96.2	82.0 - 108.9
civil engineering drafter	49.2 - 61.7	55.8 - 71.0	63.5 - 80.2
civil engineering technologist	45.6 - 59.3	51.9 - 68.4	59.1 - 77.6
civil project engineer	70.1 - 95.2	80.4 - 111.4	92.8 - 127.8
civil project manager	74.0 - 98.1	83.2 - 112.4	94.4 - 126.6



construction coordinator	48.8 - 64.1	54.5 - 72.8	61.3 - 82.2
construction director	95.2 - 125.2	124.7 - 164.2	156.6 - 206.7
construction manager	70.9 - 92.0	77.5 - 102.7	86.0 - 115.2
construction project coordinator	82.3 - 105.1	89.2 - 116.1	98.1 - 129.2
construction project manager	63.3 - 86.4	73.2 - 101.7	84.8 - 116.3
contracts administrator	57.4 - 75.2	64.8 - 86.5	73.8 - 98.1
contracts manager	88.0 - 110.7	98.2 - 126.1	111.0 - 143.3
director of operations	118.0 - 157.3	154.8 - 206.8	195.9 - 261.9
drafter	51.8 - 64.3	58.0 - 73.2	65.4 - 82.6
electrical designer/engineer	67.5 - 88.8	76.5 - 102.8	87.6 - 117.4
electrical engineer	69.7 - 93.2	80.8 - 110.3	94.4 - 127.5
electrical engineering technician	52.2 - 66.2	59.2 - 76.2	67.3 - 86.3
electrical inspector	41.8 - 55.5	48.1 - 64.7	55.3 - 74.4
engineering manager	78.9 - 105.5	89.8 - 122.4	103.1 - 139.8
environmental engineer	59.3 - 78.0	67.3 - 90.4	77.2 - 103.2
environmental inspector	46.5 - 58.8	50.9 - 65.5	56.4 - 73.0
estimation engineer	65.1 - 86.1	74.4 - 100.5	85.8 - 115.1
estimator	58.5 - 75.6	64.8 - 85.3	72.6 - 96.2
field manager	66.9 - 87.9	75.8 - 101.8	86.9 - 117.6
field supervisor	65.6 - 85.3	73.2 - 97.0	82.4 - 108.8
foreman	49.5 - 63.4	55.2 - 72.0	62.1 - 81.3
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	59.2 - 75.6	67.8 - 87.7	77.4 - 99.3
health and safety specialist	64.1 - 83.5	72.9 - 96.9	83.6 - 110.3
HVAC drafter	51.4 - 65.3	57.5 - 74.1	64.6 - 82.9
HVAC engineer	52.3 - 68.7	59.5 - 79.6	68.0 - 89.9
materials manager	77.3 - 101.0	85.2 - 113.6	95.2 - 127.8
mechanical designer	50.7 - 66.2	58.0 - 76.6	66.1 - 86.1
mechanical drafter	48.5 - 62.3	54.3 - 71.6	62.0 - 83.2
mechanical engineer	70.4 - 92.4	79.5 - 106.5	90.7 - 121.1
mechanical engineering technician	50.4 - 65.3	57.1 - 75.1	64.8 - 84.3
mechanical site supervisor	47.1 - 60.0	52.9 - 68.7	60.1 - 78.2
operations manager	74.3 - 100.5	84.6 - 116.4	96.6 - 131.3
planner/scheduler	39.2 - 49.6	44.3 - 56.8	50.0 - 63.8
project director	105.4 - 127.6	131.5 - 159.3	158.2 - 191.9
project engineer	83.7 - 106.8	90.6 - 118.0	99.7 - 131.5
project manager	71.6 - 98.0	82.9 - 115.4	96.1 - 131.7
purchasing manager	84.0 - 110.4	94.7 - 126.5	107.3 - 141.9
QA/QC inspector	52.7 - 69.2	60.6 - 80.4	69.5 - 91.7



quality control engineer	62.4 - 81.5	70.1 - 93.4	79.5 - 105.4
quality inspector	38.9 - 49.2	43.2 - 55.9	48.7 - 62.9
safety inspector	61.2 - 79.2	69.0 - 90.6	78.0 - 101.9
site supervisor	68.0 - 88.3	74.4 - 98.6	82.6 - 110.2
structural designer	48.9 - 63.1	55.0 - 72.1	62.2 - 81.1
structural engineer	62.2 - 81.6	70.3 - 94.2	80.3 - 107.1
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	39.1 - 49.7	43.6 - 56.5	49.2 - 63.8

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.6 - 112.7	102.3 - 141.8	127.1 - 176.2
vice president human resources / CHRO	105.5 - 179.4	137.1 - 233.6	171.0 - 291.8
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	53.9 - 68.5	60.1 - 77.9	67.8 - 88.0
compensation and benefits manager	88.7 - 115.3	98.2 - 130.5	110.6 - 148.1
compensation specialist	48.9 - 64.2	56.2 - 75.0	64.8 - 85.4
health and safety advisor	59.7 - 76.5	68.4 - 88.9	78.3 - 100.8
health and safety director	80.9 - 96.9	104.9 - 125.8	125.0 - 149.8
health and safety manager	71.9 - 92.8	80.3 - 105.7	90.7 - 119.4
HRIS analyst	58.6 - 76.8	67.1 - 89.5	77.1 - 101.8
HRIS director	81.0 - 116.0	105.1 - 150.7	130.7 - 187.7
human resources assistant	40.7 - 51.7	46.0 - 58.1	50.7 - 62.4
human resources business partner	64.7 - 84.3	72.2 - 96.0	81.5 - 108.7
human resources coordinator	39.8 - 50.5	44.9 - 56.7	49.6 - 61.0
human resources director	88.8 - 122.8	113.8 - 157.5	141.3 - 195.9
human resources generalist	59.8 - 74.8	64.0 - 81.9	70.1 - 92.1
human resources manager	80.0 - 105.8	90.9 - 122.6	104.2 - 139.9
human resources supervisor	62.4 - 80.7	68.9 - 91.3	77.6 - 104.3
Human Resources Technician	48.2 - 62.4	53.4 - 70.6	60.1 - 80.4
L&D director	87.5 - 108.7	109.3 - 135.8	139.4 - 173.3
labour relations advisor	63.3 - 83.6	72.0 - 97.1	82.7 - 110.8
labour relations manager	87.2 - 118.3	102.5 - 141.0	120.2 - 163.2
learning and development specialist	52.1 - 67.6	58.9 - 78.0	67.2 - 88.3
learning experience designer	50.3 - 64.7	56.2 - 73.7	63.5 - 83.6
recruitment coordinator	39.7 - 51.3	45.4 - 59.1	51.5 - 66.4



# ontario

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talent acquisition director	83.6 - 115.5	107.0 - 148.1	130.9 - 181.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	100.2 - 130.5	130.0 - 169.6	160.0 - 209.0
total rewards specialist	53.5 - 69.2	60.1 - 79.1	68.2 - 90.6

## industrial support

	entry	mid	senior
assembler/fabricator	16.4 - 20.7	18.0 - 22.9	20.2 - 25.8
boom truck operator	20.9 - 27.8	24.1 - 32.3	27.6 - 36.8
counterbalance forklift operator	17.5 - 19.9	19.5 - 23.1	22.3 - 25.7
delivery/courier driver	17.7 - 22.5	19.8 - 25.5	22.2 - 28.6
electronic parts assembler	16.5 - 20.4	17.8 - 22.5	19.5 - 24.7
forklift operator	17.4 - 19.9	18.0 - 23.0	20.2 - 25.4
general labourer - heavy	16.8 - 20.9	18.9 - 23.8	21.2 - 24.4
general labourer - light	16.1 - 19.8	18.1 - 23.1	20.5 - 23.7
industrial painter	18.5 - 21.7	19.1 - 24.8	21.5 - 27.7
inventory control clerk	18.5 - 21.2	19.1 - 24.2	21.5 - 27.0
janitor/custodian	16.9 - 17.2	15.6 - 19.3	17.3 - 19.7
landscaping labour	17.8 - 19.1	17.3 - 21.6	19.3 - 22.1
logistics coordinator	22.8 - 29.3	25.9 - 33.7	29.3 - 38.2
machine operator	17.3 - 22.4	19.6 - 25.9	22.3 - 29.2
machine operator assistant	16.5 - 20.4	18.7 - 23.4	21.1 - 25.9
manufacturing worker	17.4 - 19.3	17.6 - 21.8	19.7 - 24.7
material handler	16.4 - 19.6	17.7 - 22.6	19.9 - 23.2
moulding machine operator	16.8 - 21.8	19.1 - 25.1	21.6 - 28.1
parts clerk	16.4 - 18.5	16.4 - 21.1	17.6 - 23.5
parts manager	27.0 - 29.9	31.1 - 34.1	34.9 - 38.7
picker/packer	16.4 - 18.3	16.4 - 20.5	18.4 - 22.3
polisher/deburrer	17.3 - 21.6	19.6 - 24.8	22.1 - 28.0
print press operator	16.6 - 20.6	18.3 - 23.2	20.5 - 26.0
production labourer	14.5 - 18.6	17.1 - 21.9	19.6 - 22.6
sandblasting operator	18.4 - 20.5	18.4 - 23.2	22.4 - 26.4
shipper/receiver	17.8 - 21.6	19.3 - 23.9	21.2 - 26.5
shipping and receiving clerk	18.4 - 22.7	20.7 - 26.0	23.5 - 29.5
warehouse labourer	16.6 - 19.8	18.3 - 22.6	20.3 - 23.1



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	60.0 - 69.2	63.4 - 84.6	83.2 - 114.5
automation engineer	61.9 - 81.4	70.0 - 93.9	79.9 - 106.9
buyer	55.1 - 71.7	62.5 - 82.9	71.4 - 94.8
chemical engineer	77.9 - 103.1	87.1 - 117.5	98.3 - 132.3
chemical technician	53.7 - 69.6	59.5 - 78.9	67.1 - 90.0
cmm programmer	50.1 - 59.8	56.2 - 72.3	71.5 - 94.5
coating inspector	36.4 - 47.1	41.1 - 54.0	50.1 - 61.1
commissioning and start up engineer	59.5 - 79.0	68.2 - 92.4	78.8 - 105.4
continuous improvement engineer	72.6 - 94.4	80.7 - 106.9	90.5 - 119.5
contracts administrator	57.8 - 76.0	65.4 - 87.7	74.6 - 99.5
controls designer/engineer	64.4 - 80.2	76.1 - 90.5	84.2 - 114.5
demand planner	47.5 - 65.0	56.9 - 78.3	66.9 - 89.6
drafter	52.0 - 64.9	58.4 - 74.0	66.0 - 83.7
electrical designer/engineer	68.2 - 90.0	77.4 - 104.3	88.8 - 119.3
electrical engineer	70.4 - 94.5	81.8 - 112.0	95.7 - 129.7
electrical engineering technician	52.4 - 66.8	59.6 - 77.1	67.9 - 87.5
electrical inspector	41.9 - 55.7	48.2 - 65.0	55.5 - 74.8
electrical test engineer	68.0 - 90.3	77.9 - 105.7	90.1 - 121.2
environmental engineer	59.8 - 78.9	68.0 - 91.6	78.1 - 104.7
environmental inspector	46.6 - 59.2	51.1 - 66.1	56.8 - 73.8
estimation engineer	65.6 - 87.2	75.2 - 102.0	86.9 - 116.9
estimator	59.0 - 76.4	65.4 - 86.4	73.4 - 97.5
field service engineer	52.4 - 66.9	57.7 - 77.5	71.3 - 89.4
general inspector	50.1 - 65.3	56.1 - 74.2	63.0 - 83.0
health and safety specialist	64.7 - 84.5	73.7 - 98.2	88.2 - 115.3
HVAC drafter	51.7 - 65.9	57.9 - 74.9	65.1 - 83.9
HVAC engineer	52.5 - 69.4	59.9 - 80.5	68.6 - 91.1
industrial engineer	67.4 - 87.4	74.7 - 98.8	83.7 - 110.5
inventory analyst	50.4 - 64.3	56.0 - 73.9	63.7 - 84.1
manufacturing engineer	63.9 - 84.3	72.5 - 97.4	82.8 - 110.1
mechanical designer	58.5 - 72.5	66.9 - 92.6	86.5 - 105.6
mechanical drafter	48.7 - 62.8	54.6 - 72.3	62.5 - 84.3
mechanical engineer	71.1 - 93.7	80.5 - 108.2	91.9 - 123.1
mechanical engineering technician	50.6 - 65.9	57.4 - 75.9	76.5 - 85.3



planner/scheduler	48.3 - 59.6	52.3 - 69.2	64.7 - 80.2
PLC programmer	55.5 - 68.5	66.2 - 82.7	74.2 - 92.1
process engineer	59.5 - 78.8	67.9 - 91.6	78.0 - 103.9
procurement specialist	49.4 - 63.9	54.7 - 72.2	61.4 - 81.7
production planner	48.1 - 63.2	55.3 - 73.1	62.9 - 81.4
project engineer	70.2 - 86.4	82.3 - 94.6	92.0 - 125.0
project manager	72.4 - 99.5	84.0 - 117.3	97.5 - 134.0
QA/QC inspector	38.0 - 48.1	42.3 - 54.7	47.7 - 61.6
quality assurance manager	75.9 - 98.3	83.8 - 110.6	93.6 - 123.8
quality assurance/control technician	58.7 - 77.5	67.9 - 91.0	78.4 - 103.4
quality control engineer	63.0 - 82.5	70.8 - 94.7	80.5 - 107.0
quality inspector	39.0 - 49.4	43.4 - 56.1	48.9 - 63.2
SCADA engineer	60.8 - 80.4	69.3 - 93.4	79.5 - 106.1
specification writer	50.8 - 65.1	57.3 - 74.5	64.8 - 83.8
stationary engineer	51.4 - 66.0	57.2 - 74.6	64.0 - 88.6
turnaround coordinator	60.2 - 83.6	72.3 - 96.6	82.3 - 105.5
<b>industrial management</b>			
contracts manager	89.2 - 112.5	99.6 - 128.2	112.7 - 145.8
director of operations	119.9 - 160.2	157.6 - 211.0	199.7 - 267.4
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	104.3 - 118.6	115.2 - 135.7	155.0 - 172.5
health and safety manager	62.3 - 84.2	79.2 - 96.5	94.2 - 125.1
inventory control manager	66.4 - 80.8	69.3 - 92.1	78.2 - 104.1
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 92.3	88.7 - 99.1	98.2 - 122.3
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.6	133.4 - 161.8	164.4 - 199.6
materials manager	78.2 - 102.5	86.3 - 115.4	96.6 - 129.9
operations manager	75.2 - 102.0	85.7 - 118.2	98.0 - 133.6
plant manager	92.6 - 114.3	112.4 - 134.4	126.0 - 138.5
procurement director	94.2 - 124.2	124.1 - 163.8	150.5 - 198.8
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	58.2 - 69.8	63.6 - 73.8	68.9 - 81.3
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.3
project director	107.0 - 129.8	133.7 - 162.2	161.1 - 195.7
purchasing manager	85.1 - 112.1	96.1 - 128.6	108.9 - 144.4
site supervisor	68.7 - 89.5	75.2 - 100.0	83.6 - 111.9
supply chain manager	78.3 - 104.0	89.4 - 120.4	102.1 - 134.9
transportation manager	74.5 - 98.1	84.1 - 112.6	95.6 - 127.8



# ontario

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warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 57.8	55.2 - 62.3	58.4 - 68.2
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.4 - 52.6	51.2 - 57.4	54.9 - 64.3
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
quality control tester	52.6 - 69.2	60.6 - 80.6	69.5 - 92.0
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	65.2 - 85.5	73.3 - 98.0	83.3 - 111.5
digital media specialist	39.5 - 50.4	45.9 - 59.6	53.5 - 68.1
digital specialist	46.9 - 61.9	54.2 - 72.8	62.9 - 83.1
e-commerce manager	76.5 - 99.9	85.4 - 113.9	96.6 - 129.5
marketing content manager	56.1 - 71.2	64.5 - 83.2	74.4 - 94.1
social media manager	58.2 - 79.6	69.5 - 95.7	81.7 - 110.8
web manager	64.6 - 83.8	71.6 - 94.8	80.4 - 107.1
web marketing analyst	49.5 - 65.4	57.4 - 76.9	66.4 - 87.3
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	95.7 - 146.0	129.4 - 197.7	166.3 - 254.4
marketing vice-president	118.6 - 182.6	166.7 - 257.4	215.8 - 333.2
<b>marketing and communications</b>			
brand or product manager	79.0 - 101.7	87.8 - 115.1	98.7 - 129.1
brand or product manager assistant	62.8 - 84.4	73.1 - 99.6	84.8 - 113.6
communications manager	64.1 - 83.4	71.3 - 94.5	80.1 - 106.1



communications specialist	52.9 - 72.0	62.9 - 86.5	73.9 - 98.8
marketing coordinator	52.4 - 69.4	59.9 - 80.6	68.7 - 91.8
marketing director	95.8 - 128.3	110.7 - 150.3	127.9 - 171.2
marketing project manager	42.0 - 55.7	48.2 - 65.0	55.5 - 73.9
marketing specialist	46.2 - 61.2	52.8 - 70.9	60.5 - 80.3

## office & administrative support

	entry	mid	senior
<b>legal services</b>			
associate attorney	76.9 - 109.5	93.6 - 134.6	112.6 - 155.6
contract specialist	58.3 - 75.9	66.1 - 87.6	75.4 - 99.0
contracts administrator	89.2 - 112.5	99.6 - 128.2	112.7 - 145.8
data entry clerk	34.0 - 42.3	38.2 - 48.0	42.7 - 49.1
document services specialist	32.1 - 40.5	36.9 - 46.1	40.9 - 47.1
lawyer - corporate	87.6 - 123.0	104.6 - 148.7	124.2 - 170.9
lawyer - practicing	84.0 - 124.8	104.8 - 155.6	127.1 - 179.1
office clerk	32.1 - 39.6	36.4 - 44.9	40.3 - 45.9
paralegal	45.2 - 62.4	54.7 - 75.4	64.4 - 85.2
<b>logistics &amp; transportation support</b>			
import/export clerk	38.2 - 47.1	42.1 - 53.9	47.2 - 59.0
import/export coordinator	53.1 - 67.9	58.8 - 76.8	66.0 - 86.4
shipping administrator	43.4 - 55.0	49.7 - 63.2	56.3 - 70.7
supply chain coordinator	41.3 - 53.1	46.1 - 60.4	52.1 - 68.6
<b>office &amp; administrative support</b>			
administrative analyst	45.8 - 59.2	50.7 - 66.9	56.9 - 75.4
administrative assistant	39.3 - 50.4	43.8 - 57.3	49.3 - 64.6
administrative assistant (bilingual)	44.5 - 48.3	46.5 - 51.5	51.9 - 56.2
administrative manager	54.4 - 69.6	59.2 - 77.1	65.3 - 86.0
benefits clerk	38.4 - 48.9	43.8 - 56.5	49.8 - 64.0
buyer assistant	38.4 - 49.4	44.3 - 56.9	50.0 - 62.6
claims supervisor	61.8 - 80.4	68.8 - 91.6	77.9 - 104.6
contracts administrator	89.2 - 112.5	99.6 - 128.2	112.7 - 145.8
data entry clerk	34.0 - 42.3	38.2 - 48.0	42.7 - 49.1
dispatcher	38.7 - 48.7	43.4 - 55.3	48.7 - 61.8
document controller	32.7 - 40.7	36.8 - 45.8	40.7 - 46.8
document services specialist	32.1 - 40.5	36.9 - 46.1	40.9 - 47.1
documentation specialist	35.0 - 45.4	41.5 - 52.5	46.5 - 53.6
donor relations coordinator	50.8 - 66.1	58.7 - 77.8	68.1 - 89.8



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executive assistant	51.6 - 70.1	60.1 - 82.5	69.5 - 93.7
executive assistant (bilingual)	54.4 - 56.5	55.5 - 59.5	58.5 - 65.2
executive legal assistant	51.5 - 55.8	54.5 - 59.5	58.5 - 65.5
file clerk	34.4 - 44.3	40.3 - 50.7	44.9 - 51.7
fundraising manager	63.5 - 81.6	71.8 - 94.2	82.1 - 107.8
HR administrator	45.7 - 59.3	51.6 - 67.9	58.5 - 76.8
HR coordinator	45.5 - 53.0	46.9 - 58.5	53.5 - 68.2
HR manager	60.5 - 65.5	62.5 - 75.5	78.5 - 89.5
human resources assistant	40.7 - 51.7	46.0 - 58.1	50.7 - 62.4
insurance claims clerk	38.1 - 44.6	42.5 - 52.5	51.8 - 63.5
invoicing clerk	36.9 - 46.9	41.9 - 53.2	46.5 - 57.6
lease administrator	38.0 - 49.7	42.7 - 57.1	48.8 - 65.8
leasing coordinator	38.9 - 43.7	40.5 - 48.5	45.5 - 54.5
legal assistant	45.2 - 62.4	54.7 - 75.4	64.4 - 85.2
logistics coordinator	47.5 - 61.0	53.8 - 70.0	61.0 - 79.5
mailroom clerk	32.8 - 40.1	36.6 - 44.4	39.8 - 45.2
office clerk	36.7 - 44.8	40.2 - 49.8	44.2 - 54.9
office manager	54.1 - 69.4	59.2 - 77.4	65.6 - 86.5
office/operations manager	54.2 - 62.5	57.5 - 70.0	63.5 - 74.1
order clerk	33.4 - 41.6	37.7 - 47.4	42.1 - 52.1
order entry clerk	38.8 - 42.5	36.5 - 48.5	46.0 - 52.5
order supervisor	50.9 - 66.4	58.8 - 77.3	67.3 - 86.6
payroll administrator	42.3 - 55.0	48.0 - 63.5	54.8 - 72.2
project coordinator	42.9 - 55.5	48.3 - 63.4	54.6 - 71.2
property administrator	42.0 - 50.5	46.2 - 55.0	50.0 - 60.0
property manager	59.5 - 78.6	67.7 - 91.3	77.8 - 104.8
receptionist	33.2 - 40.9	36.4 - 46.1	40.7 - 52.4
receptionist (bilingual)	40.0 - 43.0	46.0 - 47.0	46.0 - 53.0
sales administrator	43.3 - 57.6	49.8 - 67.2	57.4 - 76.3
sales assistant	39.2 - 48.6	43.0 - 55.0	48.7 - 63.6
service coordinator	38.1 - 48.9	42.5 - 55.7	48.0 - 63.3
supply clerk	34.4 - 42.9	38.2 - 48.2	42.3 - 53.0
virtual assistant	41.2 - 53.0	42.0 - 47.0	51.8 - 68.0
virtual receptionist	33.0 - 38.3	45.9 - 60.3	37.5 - 43.5



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.5 - 59.3	51.7 - 65.7	57.0 - 73.2
account manager - software	53.0 - 65.9	57.2 - 72.5	62.8 - 80.8
business development manager	92.8 - 122.8	103.6 - 140.3	117.8 - 161.5
district sales manager	76.4 - 98.9	87.1 - 115.1	100.3 - 132.2
key accounts manager - consumer goods	67.5 - 86.7	76.1 - 99.6	86.6 - 113.3
merchandiser - consumer goods	59.1 - 76.9	65.9 - 87.7	74.6 - 99.9
sales manager	61.1 - 81.4	69.2 - 93.9	78.9 - 106.3
sales representative, account manager - channel manager	76.3 - 101.5	86.0 - 116.4	97.6 - 131.8
sales representative, account manager - consumer goods	48.3 - 60.7	53.0 - 67.7	58.8 - 75.5
sales representative, account manager - professional services	46.3 - 57.5	49.9 - 63.2	54.8 - 70.4
sales representative, account manager - telecommunications	52.6 - 65.5	56.9 - 72.2	62.6 - 80.4
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	139.0 - 199.4	185.8 - 266.8	241.2 - 346.4
<b>industrial sales</b>			
sales engineer - distribution	67.8 - 88.5	74.5 - 99.1	82.9 - 110.6
sales engineer - manufacturing	58.2 - 77.6	66.0 - 89.4	75.1 - 100.6
sales representative, account manager - distribution	48.4 - 60.3	52.5 - 66.7	57.9 - 74.5
sales representative, account manager - industrial equipment	46.5 - 57.8	50.2 - 63.6	55.2 - 70.9
sales representative, account manager - industrial service	51.8 - 64.5	56.1 - 71.1	61.6 - 79.2
sales representative, account manager - machinery	51.5 - 64.0	55.6 - 70.6	61.2 - 78.9
sales representative, account manager - manufacturing	46.7 - 67.0	51.5 - 75.0	57.1 - 83.4
sales representative, account manager - retail network	51.6 - 64.0	55.6 - 70.6	61.3 - 79.5
technical sales representative - manufacturing	50.9 - 66.9	57.7 - 77.5	66.1 - 89.4

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.1 - 85.3	73.9 - 97.2	83.4 - 109.3
application support analyst	58.5 - 76.8	67.0 - 88.6	76.1 - 99.7
automation tester	62.8 - 82.2	71.7 - 95.6	82.3 - 108.6
C++/ embedded software engineer	64.6 - 83.3	72.2 - 94.9	81.4 - 106.6
database SQL developer	59.1 - 78.2	67.5 - 91.0	77.5 - 103.4
devops development side	63.3 - 84.6	73.2 - 99.7	85.0 - 113.9



ERP developer	66.5 - 85.6	74.2 - 97.5	83.8 - 110.6
front-end developer	62.8 - 82.2	71.7 - 95.6	82.3 - 108.6
full stack developer	71.8 - 94.2	82.1 - 109.5	94.2 - 124.2
java developer	64.6 - 83.3	72.2 - 94.9	81.5 - 106.7
machine learning developer	71.7 - 106.2	95.9 - 132.9	114.4 - 137.1
manual tester	47.0 - 62.4	54.9 - 73.9	63.9 - 84.1
mobile application developer (iOS/android)	59.8 - 91.0	83.0 - 115.7	99.5 - 119.2
quality assurance manager	78.2 - 101.8	86.9 - 115.4	97.8 - 129.8
RPA developer	49.5 - 64.8	56.6 - 75.1	64.7 - 84.2
technical lead	101.0 - 135.9	115.4 - 157.8	132.4 - 178.8
UI/UX designer	59.6 - 77.2	67.0 - 88.3	75.8 - 98.7
<b>architecture</b>			
application architect	91.5 - 121.6	102.8 - 139.7	117.2 - 160.0
architect (enterprise)	89.4 - 120.5	102.5 - 140.6	118.2 - 161.5
architect (solutions/technical)	80.4 - 100.4	90.1 - 114.6	101.9 - 128.6
cloud architect	82.2 - 103.2	92.8 - 118.4	105.3 - 132.6
<b>data &amp; analytics</b>			
BI data architect	82.6 - 110.7	92.3 - 126.1	104.4 - 142.4
big data engineer	78.2 - 102.2	87.3 - 116.4	98.7 - 131.8
business intelligence developer	63.1 - 81.5	70.7 - 92.9	79.7 - 103.7
data analyst	64.9 - 86.5	74.6 - 101.1	86.1 - 115.0
data architect	68.0 - 89.4	78.1 - 104.6	90.1 - 119.3
data engineer	67.5 - 89.9	77.6 - 105.2	89.6 - 119.6
data scientist	73.3 - 98.2	84.8 - 115.5	98.4 - 131.4
database administrator	65.4 - 88.7	77.1 - 106.0	90.5 - 121.5
<b>leadership/business technology</b>			
business analyst	66.8 - 86.2	74.7 - 98.4	84.5 - 111.1
IT director	99.6 - 132.9	126.1 - 168.4	157.7 - 211.0
manager IT	87.1 - 115.3	99.0 - 133.8	113.7 - 153.4
<b>networking/infrastructure</b>			
bilingual tech support	44.3 - 58.8	50.8 - 67.6	57.4 - 75.5
cloud engineer	71.2 - 94.5	82.8 - 111.4	95.9 - 126.1
devops system side	76.2 - 105.9	89.6 - 125.4	104.0 - 141.7
help desk representative	44.3 - 58.8	50.8 - 67.6	57.4 - 75.5
information security engineer	68.7 - 91.6	79.1 - 107.3	91.3 - 122.0
information security manager	88.0 - 115.5	98.9 - 132.4	112.4 - 150.7
information security specialist	58.2 - 76.2	66.5 - 88.5	76.2 - 100.2
information systems analyst	62.0 - 79.3	68.6 - 89.4	76.7 - 100.5
linux/unix administrator	73.7 - 95.7	83.1 - 110.1	94.7 - 125.1



# ontario

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network administrator	59.0 - 78.5	67.8 - 91.8	78.2 - 104.8
network engineer	65.7 - 87.3	75.3 - 102.2	87.1 - 117.1
systems administrator	66.5 - 86.3	74.9 - 99.1	85.2 - 112.3
tech support	61.8 - 80.5	70.1 - 92.7	79.7 - 105.0
telecommunications analyst	61.3 - 81.3	70.1 - 95.0	81.1 - 109.6
<b>project management</b>			
business systems analyst	65.1 - 85.9	75.1 - 100.7	86.8 - 115.2
ERP project manager	89.5 - 119.2	97.6 - 132.7	108.1 - 148.8
functional analyst	54.7 - 70.5	61.2 - 80.4	69.2 - 91.1
organizational change manager (OCM)	63.2 - 84.7	73.4 - 100.8	86.3 - 118.0
product owner	73.1 - 96.0	83.7 - 111.6	95.9 - 126.1
product owner/manager	75.4 - 103.6	87.5 - 122.2	101.6 - 139.9
program manager	89.5 - 119.2	97.6 - 132.7	108.1 - 148.8
project coordinator	59.8 - 74.9	67.5 - 86.3	77.0 - 98.0
project manager (infrastructure)	89.6 - 121.2	101.5 - 140.1	116.3 - 160.9
project manager (software)	86.3 - 114.3	96.5 - 130.3	109.1 - 147.7
scrum master	70.5 - 91.5	79.4 - 105.0	90.3 - 119.7
technical writer	57.4 - 74.2	66.6 - 87.3	77.1 - 99.0



# waterloo region

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	52.4 - 65.6	56.4 - 72.0	61.8 - 79.4
call center director - operations	66.6 - 87.4	74.8 - 100.5	85.3 - 115.1
customer loyalty agent	36.5 - 47.7	41.6 - 55.1	47.5 - 62.6
customer service manager	62.0 - 80.1	69.4 - 91.3	78.2 - 102.4
customer service representative	34.4 - 43.3	38.0 - 48.9	42.5 - 54.8
customer service representative - bilingual	36.4 - 45.3	40.0 - 50.9	44.5 - 56.8
customer service supervisor	54.5 - 71.3	61.1 - 81.3	69.0 - 92.0
customer service team lead	45.4 - 49.5	47.9 - 52.3	49.4 - 57.1
customer service trainer	42.5 - 55.5	48.4 - 64.4	55.6 - 73.1
e-chat representative	42.4 - 50.1	48.2 - 55.5	52.5 - 62.5
help desk representative - level 1	45.5 - 59.1	51.5 - 68.5	58.9 - 76.0
inside sales manager	66.0 - 88.2	74.9 - 102.0	85.5 - 115.7
inside sales representative	50.3 - 62.5	54.3 - 68.9	59.7 - 77.3
junior collection agent	32.4 - 41.1	36.3 - 47.0	40.9 - 52.5
order desk	32.8 - 40.9	37.0 - 46.5	41.3 - 51.3
survey agent	32.5 - 40.5	36.6 - 45.7	40.5 - 46.7
telemarketing agent	32.6 - 40.4	36.0 - 46.0	40.7 - 50.1
telephone dispatcher	38.1 - 48.1	42.8 - 54.6	48.0 - 61.0
travel support agent	36.4 - 45.6	40.5 - 51.4	45.0 - 56.7

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	60.3 - 78.3	67.1 - 88.9	75.6 - 100.6
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	54.1 - 70.2	61.3 - 81.1	70.0 - 92.7
civil engineer	61.0 - 81.1	70.2 - 94.8	80.8 - 107.4
civil engineering drafter	48.3 - 60.6	54.8 - 69.8	62.3 - 78.9
civil engineering technologist	44.7 - 58.2	50.9 - 67.2	58.0 - 76.2
civil project engineer	69.5 - 94.6	79.8 - 110.7	92.1 - 127.1
civil project manager	72.8 - 96.6	81.9 - 110.8	93.0 - 124.9



construction coordinator	48.1 - 63.2	53.7 - 71.9	60.5 - 81.2
construction director	94.5 - 124.5	124.0 - 163.6	156.0 - 206.1
construction manager	70.3 - 91.4	76.9 - 102.0	85.4 - 114.5
construction project coordinator	81.7 - 104.4	88.5 - 115.4	97.5 - 128.5
construction project manager	62.7 - 85.8	72.6 - 101.0	84.2 - 115.6
contracts administrator	56.7 - 74.4	64.1 - 85.8	73.0 - 97.3
contracts manager	86.9 - 109.7	97.1 - 125.0	109.9 - 142.2
director of operations	118.0 - 157.6	155.0 - 207.2	196.2 - 262.4
drafter	50.8 - 63.2	56.9 - 72.0	64.2 - 81.2
electrical designer/engineer	66.4 - 87.5	75.3 - 101.3	86.3 - 115.8
electrical engineer	68.6 - 91.8	79.5 - 108.8	93.0 - 125.8
electrical engineering technician	51.2 - 65.0	58.1 - 74.9	66.1 - 84.9
electrical inspector	41.0 - 54.6	47.2 - 63.7	54.4 - 73.3
engineering manager	78.3 - 104.8	89.1 - 121.8	102.4 - 139.1
environmental engineer	58.3 - 76.8	66.2 - 89.0	76.0 - 101.7
environmental inspector	45.3 - 57.4	49.6 - 64.0	55.1 - 71.4
estimation engineer	64.0 - 84.8	73.2 - 99.0	84.5 - 113.5
estimator	57.9 - 74.8	64.1 - 84.6	71.9 - 95.4
field manager	66.1 - 87.0	74.9 - 100.8	85.9 - 116.5
field supervisor	64.7 - 84.4	72.3 - 96.0	81.5 - 107.8
foreman	49.1 - 62.9	54.7 - 71.5	61.6 - 80.8
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	57.9 - 74.0	66.3 - 85.9	75.8 - 97.3
health and safety specialist	63.0 - 82.2	71.7 - 95.4	82.3 - 108.7
HVAC drafter	50.5 - 64.3	56.5 - 73.0	63.5 - 81.8
HVAC engineer	51.3 - 67.6	58.4 - 78.3	66.8 - 88.6
materials manager	76.3 - 99.9	84.1 - 112.6	94.2 - 126.6
mechanical designer	49.7 - 65.1	57.0 - 75.4	65.0 - 84.8
mechanical drafter	47.6 - 61.2	53.3 - 70.3	60.9 - 81.8
mechanical engineer	69.3 - 91.1	78.3 - 105.0	89.4 - 119.5
mechanical engineering technician	49.4 - 64.2	56.0 - 73.8	63.6 - 82.8
mechanical site supervisor	46.4 - 59.2	52.2 - 67.8	59.2 - 77.2
operations manager	74.2 - 100.5	84.5 - 116.4	96.6 - 131.4
planner/scheduler	38.4 - 48.8	43.5 - 55.9	49.2 - 62.8
project director	104.7 - 126.9	130.8 - 158.7	157.6 - 191.3
project engineer	83.0 - 106.2	90.0 - 117.3	99.1 - 130.8
project manager	71.0 - 97.4	82.3 - 114.7	95.5 - 131.0
purchasing manager	83.0 - 109.3	93.7 - 125.4	106.2 - 140.8
QA/QC inspector	51.7 - 67.9	59.5 - 79.1	68.2 - 90.2



# ontario

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quality control engineer	61.4 - 80.3	69.0 - 92.0	78.3 - 103.9
quality inspector	38.1 - 48.3	42.4 - 54.9	47.8 - 61.8
safety inspector	59.8 - 77.5	67.5 - 88.8	76.3 - 99.9
site supervisor	67.4 - 87.7	73.8 - 97.9	82.0 - 109.6
structural designer	47.9 - 62.0	54.0 - 70.8	61.0 - 79.7
structural engineer	61.1 - 80.3	69.2 - 92.8	79.1 - 105.6
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.9 - 49.4	43.4 - 56.2	48.9 - 63.4

## healthcare

	entry	mid	senior
disability case manager	61.1 - 76.3	68.5 - 87.0	77.3 - 98.3
medical coordinator	43.9 - 55.7	48.9 - 63.3	55.1 - 71.8
medical secretary	35.0 - 44.2	38.9 - 49.9	43.2 - 54.7
registered nurse	62.3 - 77.4	68.2 - 86.4	75.7 - 96.6

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.5 - 112.8	102.3 - 141.9	127.2 - 176.5
vice president human resources / CHRO	104.4 - 178.3	136.0 - 232.5	170.0 - 290.6
human resources	entry	mid	senior
benefits administrator	53.2 - 67.8	59.5 - 77.2	67.1 - 87.2
compensation and benefits manager	87.6 - 114.2	97.2 - 129.4	109.5 - 147.0
compensation specialist	48.3 - 63.5	55.6 - 74.3	64.1 - 84.6
health and safety advisor	58.3 - 74.9	66.9 - 87.1	76.7 - 98.8
health and safety director	79.9 - 95.8	103.9 - 124.7	123.9 - 148.7
health and safety manager	70.9 - 91.7	79.3 - 104.6	89.7 - 118.3
HRIS analyst	58.1 - 76.3	66.5 - 88.9	76.5 - 101.3
HRIS director	79.9 - 114.9	104.0 - 149.7	129.6 - 186.7
human resources assistant	39.9 - 50.8	45.2 - 57.1	49.9 - 61.5
human resources business partner	64.0 - 83.5	71.5 - 95.2	80.7 - 107.8
human resources coordinator	39.0 - 49.6	44.1 - 55.8	48.7 - 60.1
human resources director	87.7 - 121.7	112.7 - 156.4	140.2 - 194.8
human resources generalist	59.1 - 74.0	63.3 - 81.1	69.4 - 91.2
human resources manager	78.9 - 104.8	89.9 - 121.5	103.1 - 138.7



# ontario

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human resources supervisor	61.7 - 79.9	68.2 - 90.5	76.8 - 103.4
Human Resources Technician	47.3 - 61.4	52.5 - 69.6	59.2 - 79.2
L&D director	86.5 - 107.6	108.2 - 134.7	138.3 - 172.3
labour relations advisor	62.6 - 82.9	71.3 - 96.3	81.9 - 110.0
labour relations manager	86.2 - 117.2	101.5 - 139.8	119.1 - 162.1
learning and development specialist	50.7 - 66.0	57.5 - 76.2	65.6 - 86.4
learning experience designer	49.0 - 63.1	54.8 - 72.0	61.9 - 81.8
recruitment coordinator	39.0 - 50.5	44.6 - 58.2	50.6 - 65.4
talent acquisition director	82.5 - 114.4	105.9 - 146.9	129.8 - 180.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	99.1 - 129.4	128.9 - 168.5	159.0 - 207.9
total rewards specialist	52.9 - 68.4	59.4 - 78.4	67.5 - 89.8

## industrial support

	entry	mid	senior
assembler/fabricator	17.5 - 19.7	17.6 - 22.5	19.9 - 25.4
counterbalance forklift operator	18.4 - 21.1	19.5 - 23.3	22.1 - 24.5
electronic parts assembler	16.2 - 20.0	17.5 - 22.1	19.2 - 24.3
forklift operator	18.4 - 21.1	19.5 - 23.3	22.1 - 24.5
general labourer - heavy	16.6 - 20.7	18.7 - 23.6	21.0 - 24.2
general labourer - light	15.2 - 19.4	17.8 - 22.6	20.1 - 23.2
industrial painter	18.4 - 21.2	19.2 - 24.3	21.1 - 27.2
inventory control clerk	16.7 - 20.9	18.9 - 23.9	21.3 - 26.7
janitor/custodian	16.2 - 17.7	16.7 - 19.1	18.1 - 19.5
logistics coordinator	22.5 - 29.0	25.5 - 33.3	29.0 - 37.8
machine operator	17.1 - 22.2	19.3 - 25.5	21.9 - 28.8
machine operator assistant	16.1 - 20.0	18.4 - 22.9	20.6 - 25.4
manufacturing worker	16.1 - 18.9	17.2 - 21.4	19.3 - 24.2
material handler	16.9 - 19.4	17.4 - 22.3	19.7 - 22.9
moulding machine operator	18.4 - 21.4	18.8 - 24.7	21.2 - 27.7
order/cherry picker forklift operator	18.4 - 21.1	19.5 - 23.3	22.1 - 24.5
parts clerk	16.7 - 18.2	17.1 - 20.5	18.1 - 22.9
parts manager	22.7 - 29.3	25.4 - 33.4	28.7 - 37.9
picker/packer	15.1 - 18.1	16.2 - 20.2	17.8 - 22.0
polisher/deburrer	17.2 - 21.3	19.2 - 24.4	21.8 - 27.6
print press operator	16.2 - 20.2	18.0 - 22.8	20.0 - 25.6
production labourer	16.2 - 18.3	16.8 - 21.6	19.4 - 22.3
reach truck operator	18.4 - 21.1	19.5 - 23.3	22.1 - 24.5



# ontario

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sandblasting operator	17.4 - 20.1	18.2 - 22.8	19.9 - 26.0
scissor lift operator	18.4 - 21.1	19.5 - 23.3	22.1 - 24.5
shipper/receiver	17.5 - 21.3	19.0 - 23.6	20.9 - 26.1
shipping and receiving clerk	18.1 - 22.4	20.4 - 25.7	23.2 - 29.1
warehouse labourer	16.1 - 19.6	18.0 - 22.3	20.0 - 22.8

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	67.5 - 90.0	78.9 - 106.9	92.2 - 121.8
automation engineer	60.9 - 80.2	68.9 - 92.5	78.7 - 105.3
buyer	54.4 - 71.0	61.8 - 82.1	70.7 - 94.0
chemical engineer	76.6 - 101.6	85.8 - 115.8	96.9 - 130.6
chemical technician	52.7 - 68.4	58.5 - 77.5	65.9 - 88.5
cmm programmer	46.1 - 59.2	51.3 - 67.1	57.7 - 75.0
coating inspector	35.7 - 46.2	40.2 - 53.0	45.6 - 60.0
commissioning and start up engineer	59.3 - 78.8	68.0 - 92.3	78.6 - 105.4
continuous improvement engineer	71.6 - 93.4	79.6 - 105.8	89.4 - 118.4
contracts administrator	57.1 - 75.3	64.7 - 86.9	73.8 - 98.7
controls designer/engineer	48.9 - 65.0	56.1 - 75.6	64.4 - 86.1
demand planner	47.0 - 64.5	56.4 - 77.7	66.4 - 89.0
drafter	51.0 - 63.7	57.3 - 72.7	64.8 - 82.2
electrical designer/engineer	67.1 - 88.6	76.2 - 102.8	87.4 - 117.7
electrical engineer	69.3 - 93.1	80.5 - 110.5	94.3 - 128.0
electrical engineering technician	51.4 - 65.6	58.5 - 75.7	66.7 - 86.0
electrical inspector	41.2 - 54.8	47.4 - 64.0	54.6 - 73.7
electrical test engineer	66.8 - 89.0	76.7 - 104.2	88.7 - 119.6
environmental engineer	58.7 - 77.7	66.8 - 90.2	76.8 - 103.2
environmental inspector	45.4 - 57.8	49.8 - 64.6	55.4 - 72.2
estimation engineer	64.5 - 85.9	74.0 - 100.5	85.6 - 115.3
estimator	58.3 - 75.7	64.7 - 85.7	72.6 - 96.7
field service engineer	49.9 - 65.8	56.6 - 76.1	64.9 - 87.9
health and safety specialist	63.6 - 83.2	72.5 - 96.8	83.4 - 110.4
HVAC drafter	50.8 - 64.9	56.9 - 73.8	64.1 - 82.8
HVAC engineer	51.6 - 68.3	58.9 - 79.3	67.5 - 89.8
industrial engineer	66.2 - 86.1	73.5 - 97.3	82.4 - 108.9
inventory analyst	49.1 - 63.8	55.5 - 73.3	63.1 - 83.5
logistics specialist	54.6 - 72.3	62.3 - 84.0	71.5 - 95.3



# ontario

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manufacturing engineer	62.8 - 83.0	71.3 - 95.9	81.5 - 108.6
mechanical designer	50.0 - 65.7	57.4 - 76.3	65.6 - 85.9
mechanical drafter	47.7 - 61.7	53.6 - 71.0	61.4 - 82.8
mechanical engineer	70.0 - 92.3	79.2 - 106.6	90.6 - 121.4
mechanical engineering technician	49.6 - 64.7	56.4 - 74.6	64.2 - 83.9
planner/scheduler	38.5 - 49.0	43.6 - 56.1	49.4 - 63.1
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	58.5 - 77.5	66.8 - 90.2	76.8 - 102.4
procurement specialist	48.8 - 63.2	54.0 - 71.5	60.7 - 81.0
production planner	47.4 - 62.4	54.5 - 72.3	62.1 - 80.5
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	71.8 - 98.8	83.3 - 116.6	96.8 - 133.3
QA/QC inspector	37.2 - 47.2	41.4 - 53.7	46.7 - 60.6
quality assurance manager	74.9 - 97.3	82.7 - 109.6	92.5 - 122.7
quality assurance/control technician	58.2 - 76.9	67.3 - 90.4	77.9 - 102.8
quality control engineer	61.9 - 81.2	69.7 - 93.3	79.2 - 105.5
quality inspector	38.2 - 48.4	42.5 - 55.1	48.0 - 62.1
safety inspector	60.3 - 78.5	68.2 - 90.0	77.2 - 101.4
SCADA engineer	59.8 - 79.2	68.2 - 92.0	78.3 - 104.6
specification writer	50.1 - 64.4	56.6 - 73.8	64.1 - 83.0
stationary engineer	50.5 - 65.0	56.2 - 73.4	63.0 - 81.7
<b>industrial management</b>			
contracts manager	88.1 - 111.4	98.5 - 127.1	111.7 - 144.7
director of operations	119.9 - 160.5	157.8 - 211.3	200.1 - 267.9
engineering manager	79.2 - 106.4	90.3 - 123.8	103.9 - 141.5
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.3 - 74.9	66.9 - 87.1	76.7 - 98.8
inventory control manager	60.9 - 79.6	68.0 - 90.7	76.9 - 102.7
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	84.3 - 90.0	87.9 - 98.2	96.3 - 115.4
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.1 - 123.9	132.7 - 161.2	163.8 - 199.1
materials manager	77.2 - 101.4	85.2 - 114.4	95.5 - 128.8
operations manager	75.0 - 102.0	85.6 - 118.3	98.0 - 133.7
plant manager	87.2 - 121.7	104.7 - 148.0	124.9 - 172.6
procurement director	93.1 - 123.1	123.0 - 162.7	149.4 - 197.7
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	58.2 - 69.8	63.6 - 73.8	68.9 - 81.3
program manager	68.3 - 88.3	77.7 - 102.2	88.9 - 116.6



# ontario

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project director	106.3 - 129.1	133.0 - 161.6	160.5 - 195.1
purchasing manager	84.0 - 111.0	95.0 - 127.5	107.9 - 143.3
supply chain manager	77.3 - 102.9	88.4 - 119.3	101.0 - 133.8
transportation manager	77.6 - 97.0	83.1 - 111.5	94.5 - 126.7
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 57.8	55.2 - 62.3	58.4 - 68.2
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.4 - 52.6	51.2 - 57.4	54.9 - 64.3
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
quality control tester	52.6 - 69.2	60.6 - 80.6	69.5 - 92.0
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.2 - 84.2	72.2 - 96.7	82.1 - 110.1
digital media specialist	38.9 - 49.8	45.3 - 58.9	52.8 - 67.4
digital specialist	46.3 - 61.2	53.6 - 72.0	62.2 - 82.3
e-commerce manager	75.4 - 98.6	84.2 - 112.5	95.4 - 128.0
marketing content manager	55.7 - 70.9	64.2 - 82.9	74.0 - 94.0
social media manager	57.2 - 78.5	68.4 - 94.4	80.5 - 109.4
web manager	63.5 - 82.6	70.5 - 93.5	79.2 - 105.7
web marketing analyst	49.0 - 64.9	56.9 - 76.3	65.9 - 86.8



# ontario

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executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	95.7 - 146.1	129.5 - 198.0	166.6 - 254.9
marketing vice-president	117.2 - 181.2	165.3 - 255.7	214.2 - 331.4
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	77.8 - 100.4	86.6 - 113.8	97.4 - 127.6
brand or product manager assistant	61.4 - 82.8	71.6 - 97.9	83.2 - 111.8
communications manager	63.5 - 82.7	70.7 - 93.8	79.5 - 105.4
communications specialist	52.2 - 71.3	62.2 - 85.7	73.2 - 98.0
marketing coordinator	51.8 - 68.6	59.2 - 79.9	68.0 - 91.0
marketing director	94.5 - 126.8	109.3 - 148.8	126.5 - 169.7
marketing project manager	41.2 - 54.8	47.4 - 63.9	54.6 - 72.7
marketing specialist	45.7 - 60.5	52.2 - 70.2	59.8 - 79.5

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	38.2 - 46.4	41.5 - 53.1	46.5 - 58.2
import/export coordinator	52.4 - 67.2	58.2 - 76.0	65.3 - 85.7
shipping administrator	42.8 - 54.2	49.1 - 62.4	55.6 - 69.9
supply chain coordinator	40.7 - 52.4	45.5 - 59.7	51.4 - 67.8
<b>office &amp; administrative support</b>			
administrative analyst	45.2 - 58.6	50.1 - 66.2	56.3 - 74.7
administrative assistant	38.8 - 49.8	43.2 - 56.7	48.8 - 63.9
administrative assistant (bilingual)	42.5 - 50.2	44.6 - 53.2	48.9 - 57.4
administrative manager	53.6 - 68.6	58.3 - 76.0	64.3 - 84.9
benefits clerk	37.7 - 48.1	43.0 - 55.6	49.0 - 63.0
buyer assistant	37.7 - 48.7	43.6 - 56.1	49.2 - 61.7
claims supervisor	60.6 - 79.1	67.6 - 90.2	76.6 - 103.1
contracts administrator	88.1 - 111.4	98.5 - 127.1	111.7 - 144.7
data entry clerk	33.3 - 41.4	37.5 - 47.0	41.8 - 48.2
dispatcher	38.1 - 48.1	42.8 - 54.6	48.0 - 61.0
document controller	32.1 - 39.9	36.1 - 45.0	39.9 - 46.0
document services specialist	31.5 - 39.8	36.2 - 45.3	40.2 - 46.3
documentation specialist	34.3 - 44.6	40.7 - 51.6	45.7 - 52.7
donor relations coordinator	49.9 - 65.1	57.7 - 76.6	67.0 - 88.5
executive assistant	51.0 - 69.5	59.5 - 81.9	68.9 - 93.1
executive assistant (bilingual)	55.6 - 65.2	62.0 - 72.5	65.8 - 80.6
executive legal assistant	40.6 - 47.0	45.9 - 51.7	49.0 - 56.0



# ontario

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file clerk	33.7 - 43.5	39.6 - 49.9	44.1 - 50.8
fundraising manager	62.5 - 80.4	70.7 - 93.0	80.9 - 106.5
HR administrator	45.1 - 58.6	50.9 - 67.2	57.8 - 76.0
HR coordinator	41.0 - 47.3	45.1 - 53.4	47.3 - 60.0
human resources assistant	39.9 - 50.8	45.2 - 57.1	49.9 - 61.5
insurance claims clerk	37.8 - 43.2	41.2 - 47.1	44.0 - 50.4
invoicing clerk	36.3 - 46.2	41.2 - 52.4	45.8 - 56.8
lease administrator	37.6 - 49.1	42.2 - 56.5	48.2 - 65.2
legal assistant	44.7 - 61.8	54.2 - 74.8	63.8 - 84.5
logistics coordinator	46.8 - 60.2	53.1 - 69.2	60.3 - 78.6
mailroom clerk	32.1 - 39.3	35.9 - 43.5	38.9 - 44.3
office clerk	35.9 - 43.9	39.3 - 48.9	43.3 - 53.9
office manager	53.0 - 68.2	58.1 - 76.2	64.4 - 85.2
office/operations manager	53.8 - 64.8	57.1 - 69.0	60.5 - 73.2
order clerk	32.8 - 40.9	37.0 - 46.5	41.3 - 51.3
order entry clerk	36.1 - 38.8	36.2 - 42.0	39.1 - 45.4
order supervisor	49.9 - 65.2	57.7 - 76.0	66.1 - 85.3
payroll administrator	41.5 - 54.2	47.2 - 62.5	53.9 - 71.2
project coordinator	42.2 - 54.8	47.6 - 62.6	53.9 - 70.4
property manager	58.9 - 77.9	67.1 - 90.7	77.2 - 104.1
receptionist	32.6 - 40.1	35.7 - 45.3	39.9 - 51.5
receptionist (bilingual)	36.0 - 37.5	37.3 - 42.0	42.0 - 44.7
sales administrator	42.7 - 56.9	49.2 - 66.5	56.7 - 75.5
sales assistant	38.5 - 47.8	42.3 - 54.2	47.9 - 62.7
service coordinator	37.6 - 48.2	41.9 - 55.0	47.3 - 62.5
supply clerk	34.0 - 42.4	37.8 - 47.7	41.8 - 52.4
virtual assistant	38.8 - 41.9	41.0 - 44.1	43.1 - 46.1
virtual receptionist	38.9 - 42.8	42.1 - 45.0	43.9 - 46.8

# sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	47.1 - 58.9	51.3 - 65.2	56.6 - 72.7
account manager - software	52.6 - 65.4	56.8 - 72.0	62.4 - 80.3
business development manager	92.2 - 122.1	103.0 - 139.6	117.1 - 160.9
district sales manager	75.3 - 97.6	85.9 - 113.7	99.0 - 130.7
key accounts manager - consumer goods	67.1 - 86.1	75.6 - 99.0	86.1 - 112.6
merchandiser - consumer goods	58.4 - 76.2	65.2 - 86.9	73.8 - 99.1



# ontario

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sales manager	60.0 - 80.2	68.1 - 92.6	77.7 - 105.0
sales representative, account manager - channel manager	75.2 - 100.2	84.7 - 115.0	96.3 - 130.4
sales representative, account manager - consumer goods	47.3 - 59.5	51.9 - 66.5	57.6 - 74.2
sales representative, account manager - professional services	46.0 - 57.2	49.6 - 62.9	54.5 - 70.2
sales representative, account manager - telecommunications	52.2 - 65.0	56.5 - 71.7	62.1 - 79.9
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	137.5 - 197.8	184.3 - 265.2	239.6 - 344.6
industrial sales	entry	mid	senior
sales engineer - distribution	67.7 - 88.4	74.3 - 99.1	82.7 - 110.6
sales engineer - manufacturing	58.0 - 77.4	65.8 - 89.4	75.0 - 100.6
sales representative, account manager - distribution	48.1 - 60.0	52.2 - 66.4	57.6 - 74.2
sales representative, account manager - industrial equipment	46.2 - 57.4	49.9 - 63.2	54.7 - 70.4
sales representative, account manager - industrial service	51.5 - 64.2	55.8 - 70.8	61.4 - 79.0
sales representative, account manager - machinery	51.1 - 63.6	55.2 - 70.1	60.7 - 78.3
sales representative, account manager - manufacturing	46.4 - 66.5	51.1 - 74.4	56.7 - 82.8
sales representative, account manager - retail network	51.2 - 63.5	55.2 - 70.1	60.8 - 79.0
technical sales representative - manufacturing	49.9 - 65.8	56.6 - 76.1	64.9 - 87.9

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	65.6 - 84.8	73.4 - 96.6	82.9 - 108.7
application support analyst	58.0 - 76.2	66.4 - 88.0	75.5 - 99.1
automation tester	62.3 - 81.7	71.2 - 95.0	81.7 - 108.1
C++/ embedded software engineer	64.0 - 82.7	71.6 - 94.3	80.9 - 106.1
database SQL developer	58.6 - 77.7	66.9 - 90.4	76.9 - 102.9
devops development side	62.7 - 84.0	72.6 - 99.1	84.5 - 113.3
ERP developer	65.9 - 85.1	73.6 - 97.0	83.2 - 110.0
front-end developer	62.3 - 81.7	71.2 - 95.0	81.7 - 108.1
full stack developer	71.2 - 93.6	81.5 - 109.0	93.6 - 123.6
java developer	64.0 - 82.7	71.6 - 94.3	80.9 - 106.2
machine learning developer	71.1 - 105.6	95.4 - 132.3	113.8 - 136.5
manual tester	46.1 - 61.4	53.9 - 72.7	62.8 - 82.8
mobile application developer (iOS/android)	59.2 - 90.4	82.4 - 115.1	98.9 - 118.6
quality assurance manager	77.1 - 100.8	85.9 - 114.4	96.7 - 128.7
RPA developer	49.0 - 64.2	56.1 - 74.5	64.1 - 83.6
technical lead	99.9 - 134.8	114.3 - 156.7	131.2 - 177.8
UI/UX designer	59.1 - 76.6	66.5 - 87.7	75.2 - 98.1



# ontario

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Architecture			
application architect	90.4 - 120.5	101.8 - 138.5	116.1 - 158.9
architect (enterprise)	88.8 - 120.0	102.0 - 140.0	117.6 - 161.0
architect (solutions/technical)	79.8 - 99.8	89.5 - 114.0	101.3 - 128.0
cloud architect	81.6 - 102.6	92.2 - 117.8	104.7 - 132.0
Data & Analytics			
BI data architect	82.0 - 110.0	91.7 - 125.5	103.7 - 141.7
big data engineer	77.6 - 101.6	86.8 - 115.8	98.2 - 131.2
business intelligence developer	62.6 - 81.0	70.1 - 92.3	79.1 - 103.2
data analyst	64.4 - 85.9	74.1 - 100.6	85.5 - 114.4
data architect	67.3 - 88.7	77.4 - 103.8	89.4 - 118.5
data engineer	66.9 - 89.4	77.0 - 104.7	89.0 - 119.0
data scientist	72.8 - 97.6	84.3 - 115.0	97.8 - 130.8
database administrator	64.9 - 88.2	76.6 - 105.5	89.9 - 120.9
Leadership/Business Technology			
business analyst	66.2 - 85.7	74.2 - 97.8	84.0 - 110.6
IT director	98.5 - 131.8	125.0 - 167.4	156.7 - 209.9
manager IT	86.0 - 114.2	98.0 - 132.7	112.7 - 152.3
Networking/Infrastructure			
bilingual tech support	43.9 - 58.3	50.3 - 67.1	56.9 - 75.0
cloud engineer	70.6 - 93.9	82.2 - 110.8	95.3 - 125.5
devops system side	75.6 - 105.3	89.0 - 124.8	103.5 - 141.2
help desk representative	43.9 - 58.3	50.3 - 67.1	56.9 - 75.0
information security engineer	68.2 - 91.0	78.5 - 106.7	90.7 - 121.4
information security manager	86.9 - 114.4	97.8 - 131.3	111.3 - 149.6
information security specialist	57.7 - 75.6	65.9 - 87.9	75.7 - 99.6
information systems analyst	61.5 - 78.8	68.0 - 88.9	76.2 - 99.9
linux/unix administrator	73.1 - 95.1	82.5 - 109.6	94.1 - 124.5
network administrator	58.5 - 77.9	67.3 - 91.3	77.7 - 104.2
network engineer	65.2 - 86.8	74.8 - 101.6	86.5 - 116.6
systems administrator	65.9 - 85.7	74.4 - 98.6	84.6 - 111.7
tech support	61.3 - 80.0	69.5 - 92.2	79.1 - 104.5
telecommunications analyst	60.8 - 80.7	69.6 - 94.5	80.5 - 109.1
Project Management			
business systems analyst	64.6 - 85.3	74.5 - 100.1	86.2 - 114.6
ERP project manager	88.4 - 118.2	96.5 - 131.6	107.1 - 147.7
organizational change manager (OCM)	62.2 - 83.6	72.4 - 99.7	85.2 - 116.9
product owner	72.3 - 95.1	82.8 - 110.6	95.0 - 125.1
product owner/manager	74.8 - 103.0	86.8 - 121.6	101.0 - 139.2



# ontario

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program manager	88.4 - 118.2	96.5 - 131.6	107.1 - 147.7
project coordinator	59.3 - 74.4	67.0 - 85.7	76.4 - 97.4
project manager (infrastructure)	88.5 - 120.1	100.4 - 139.0	115.2 - 159.9
project manager (software)	85.3 - 113.2	95.4 - 129.1	108.0 - 146.6
scrum master	69.7 - 90.6	78.5 - 104.1	89.4 - 118.7
technical writer	56.7 - 73.4	65.9 - 86.5	76.3 - 98.2



# wellington county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	47.9 - 57.5	54.6 - 63.0	62.0 - 77.8
call center director - operations	63.3 - 81.4	70.7 - 92.5	79.6 - 103.6
customer loyalty agent	37.7 - 49.0	43.0 - 56.5	50.0 - 64.0
customer service manager	68.5 - 89.4	76.8 - 102.4	87.2 - 117.0
customer service representative	35.5 - 44.5	39.2 - 50.2	43.8 - 56.2
customer service representative - bilingual	37.5 - 46.5	41.2 - 52.2	45.8 - 58.2
customer service supervisor	56.1 - 73.0	62.7 - 83.0	70.7 - 93.7
customer service team lead	39.4 - 48.7	45.1 - 52.4	51.0 - 55.5
customer service trainer	43.8 - 57.0	49.8 - 65.9	57.1 - 74.7
e-chat representative	45.0 - 52.0	50.0 - 60.0	58.0 - 65.0
help desk representative - level 1	45.1 - 59.6	51.6 - 68.4	58.2 - 76.2
inside sales manager	67.3 - 89.5	76.2 - 103.2	86.8 - 116.8
inside sales representative	45.9 - 55.5	52.6 - 61.0	60.0 - 75.8
junior collection agent	33.4 - 42.3	37.4 - 48.2	42.1 - 53.8
order desk	33.8 - 42.1	38.2 - 47.8	42.6 - 52.6
survey agent	33.5 - 41.7	37.8 - 47.0	41.8 - 48.0
telemarketing agent	33.4 - 41.3	36.9 - 47.0	41.6 - 54.1
telephone dispatcher	40.0 - 45.0	44.1 - 51.6	49.4 - 60.4
travel support agent	37.5 - 46.9	41.7 - 52.7	46.3 - 58.1

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.4 - 79.3	68.2 - 89.9	76.7 - 101.5
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	55.2 - 71.3	62.4 - 82.1	71.0 - 93.6
civil engineer	62.8 - 83.1	72.1 - 96.8	82.7 - 109.4
civil engineering drafter	49.7 - 62.1	56.3 - 71.4	63.9 - 80.5
civil engineering technologist	46.1 - 59.7	52.4 - 68.8	59.6 - 77.8
civil project engineer	70.9 - 96.0	81.2 - 112.0	93.5 - 128.4
civil project manager	74.8 - 98.6	83.9 - 112.8	95.0 - 127.0



# ontario

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construction coordinator	49.2 - 64.4	54.9 - 73.1	61.7 - 82.4
construction director	95.9 - 125.8	125.3 - 164.9	157.3 - 207.5
construction manager	71.7 - 92.7	78.3 - 103.4	86.8 - 115.9
construction project coordinator	83.1 - 105.8	89.9 - 116.8	98.8 - 129.8
construction project manager	64.1 - 87.2	74.0 - 102.4	85.6 - 117.0
contracts administrator	57.8 - 75.5	65.2 - 86.8	74.1 - 98.2
contracts manager	88.9 - 111.6	99.1 - 127.0	111.9 - 144.2
director of operations	119.9 - 159.4	156.8 - 209.3	198.3 - 264.7
drafter	52.2 - 64.7	58.4 - 73.5	65.8 - 82.9
electrical designer/engineer	68.3 - 89.4	77.2 - 103.3	88.3 - 117.9
electrical engineer	70.5 - 93.8	81.5 - 110.8	95.0 - 127.9
electrical engineering technician	52.6 - 66.5	59.6 - 76.5	67.7 - 86.5
electrical inspector	42.3 - 56.0	48.6 - 65.2	55.8 - 74.8
engineering manager	79.7 - 106.2	90.5 - 123.1	103.8 - 140.4
environmental engineer	60.1 - 78.7	68.1 - 91.0	77.9 - 103.7
environmental inspector	46.8 - 59.1	51.2 - 65.8	56.7 - 73.2
estimation engineer	65.8 - 86.8	75.1 - 101.1	86.5 - 115.6
estimator	59.0 - 75.9	65.2 - 85.6	72.9 - 96.3
field manager	67.0 - 87.7	75.7 - 101.3	86.6 - 116.9
field supervisor	65.6 - 85.1	73.2 - 96.6	82.2 - 108.2
foreman	50.3 - 64.3	56.0 - 72.8	62.9 - 82.1
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	59.9 - 76.3	68.4 - 88.3	78.1 - 99.9
health and safety specialist	64.9 - 84.2	73.6 - 97.5	84.3 - 110.7
HVAC drafter	51.5 - 65.3	57.6 - 74.0	64.5 - 82.7
HVAC engineer	53.0 - 69.5	60.2 - 80.3	68.7 - 90.6
materials manager	78.2 - 101.9	86.1 - 114.5	96.1 - 128.6
mechanical designer	51.4 - 67.0	58.8 - 77.4	66.9 - 86.8
mechanical drafter	49.0 - 62.7	54.8 - 71.9	62.4 - 83.4
mechanical engineer	71.2 - 93.1	80.2 - 107.1	91.4 - 121.5
mechanical engineering technician	50.9 - 65.7	57.5 - 75.4	65.2 - 84.4
mechanical site supervisor	47.6 - 60.4	53.4 - 69.0	60.4 - 78.3
operations manager	75.9 - 102.4	86.3 - 118.3	98.4 - 133.3
planner/scheduler	39.6 - 50.1	44.8 - 57.3	50.5 - 64.3
project director	106.1 - 128.2	132.1 - 159.9	158.8 - 192.7
project engineer	84.4 - 107.5	91.4 - 118.7	100.5 - 132.1
project manager	72.4 - 98.8	83.7 - 116.1	96.9 - 132.3
purchasing manager	85.0 - 111.3	95.6 - 127.3	108.2 - 142.7
QA/QC inspector	53.2 - 69.5	61.1 - 80.7	69.8 - 91.8



# ontario

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quality control engineer	63.2 - 82.2	70.9 - 94.0	80.2 - 105.9
quality inspector	39.2 - 49.5	43.5 - 56.1	49.0 - 63.1
safety inspector	61.9 - 79.8	69.7 - 91.2	78.6 - 102.5
site supervisor	68.8 - 89.1	75.2 - 99.3	83.4 - 110.9
structural designer	49.4 - 63.5	55.5 - 72.4	62.6 - 81.3
structural engineer	62.9 - 82.3	71.1 - 94.8	81.0 - 107.6
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
supply chain manager	78.4 - 103.4	89.2 - 119.3	101.5 - 133.5

## healthcare

	entry	mid	senior
disability case manager	62.8 - 78.0	70.2 - 88.7	79.0 - 99.9
medical coordinator	45.5 - 57.5	50.5 - 65.1	56.8 - 73.8
medical secretary	36.0 - 45.5	40.1 - 51.2	44.5 - 56.0
registered nurse	63.9 - 79.1	69.9 - 88.1	77.4 - 98.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	83.3 - 114.6	104.2 - 143.7	129.0 - 178.5
vice president human resources / CHRO	106.4 - 180.4	137.9 - 234.8	172.0 - 293.1
human resources	entry	mid	senior
benefits administrator	54.3 - 68.9	60.6 - 78.2	68.2 - 88.2
compensation and benefits manager	89.6 - 116.1	99.1 - 131.3	111.5 - 148.9
compensation specialist	49.3 - 64.6	56.6 - 75.3	65.2 - 85.6
health and safety advisor	60.4 - 77.1	69.1 - 89.5	79.0 - 101.3
health and safety director	81.9 - 97.8	105.8 - 126.6	125.9 - 150.7
health and safety manager	72.8 - 93.7	81.2 - 106.6	91.7 - 120.2
HRIS analyst	59.4 - 77.6	67.8 - 90.1	77.8 - 102.4
HRIS director	81.9 - 116.8	105.9 - 151.6	131.5 - 188.7
human resources assistant	41.2 - 52.1	46.5 - 58.5	51.2 - 62.9
human resources business partner	65.0 - 84.6	72.5 - 96.1	81.8 - 108.7
human resources coordinator	40.3 - 50.9	45.4 - 57.2	50.1 - 61.5
human resources director	89.7 - 123.7	114.6 - 158.4	142.2 - 196.9
human resources generalist	60.2 - 75.1	64.4 - 82.2	70.5 - 92.2
human resources manager	80.9 - 106.7	91.8 - 123.5	105.1 - 140.7
human resources supervisor	62.7 - 80.9	69.3 - 91.4	77.9 - 104.3



# ontario

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Human Resources Technician	48.7 - 62.8	53.9 - 71.0	60.6 - 80.7
L&D director	88.5 - 109.5	110.2 - 136.7	140.3 - 174.3
labour relations advisor	63.7 - 83.9	72.4 - 97.2	82.9 - 110.8
labour relations manager	88.2 - 119.1	103.4 - 141.8	121.1 - 164.1
learning and development specialist	52.6 - 68.1	59.5 - 78.4	67.7 - 88.6
learning experience designer	50.8 - 65.2	56.7 - 74.2	64.0 - 84.0
recruitment coordinator	40.2 - 51.8	45.9 - 59.6	52.0 - 66.9
talent acquisition director	84.5 - 116.3	107.8 - 148.9	131.7 - 182.3
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	101.1 - 131.4	130.9 - 170.5	160.9 - 210.0
total rewards specialist	54.0 - 69.5	60.5 - 79.4	68.6 - 90.7

## industrial support

	entry	mid	senior
assembler/fabricator	18.0 - 19.6	17.6 - 22.5	19.8 - 25.3
counterbalance forklift operator	18.2 - 21.1	20.5 - 22.4	22.0 - 25.2
delivery/courier driver	17.3 - 22.1	19.4 - 25.1	21.8 - 28.1
electronic parts assembler	16.5 - 20.0	17.5 - 22.1	19.2 - 24.2
forklift operator	18.2 - 21.5	20.5 - 22.8	22.0 - 25.7
general labourer - heavy	17.1 - 20.5	18.5 - 23.4	20.8 - 24.0
general labourer - light	16.2 - 19.4	17.8 - 22.7	20.2 - 23.3
industrial painter	19.1 - 22.3	19.5 - 24.3	21.2 - 27.2
inventory control clerk	16.7 - 20.9	18.9 - 23.9	21.3 - 26.7
janitor/custodian	16.1 - 18.1	17.5 - 20.5	17.5 - 22.3
logistics coordinator	22.3 - 28.7	25.3 - 32.9	28.7 - 37.4
machine operator	17.5 - 22.0	19.2 - 25.4	21.9 - 28.7
machine operator assistant	16.7 - 20.0	18.4 - 23.0	20.7 - 25.5
manufacturing worker	16.3 - 18.9	17.3 - 21.4	19.3 - 24.2
material handler	17.9 - 21.5	20.4 - 22.5	22.1 - 25.7
moulding machine operator	16.5 - 21.5	18.8 - 24.7	21.3 - 27.7
picker/packer	16.4 - 18.1	16.2 - 20.2	17.8 - 22.0
polisher/deburrer	17.1 - 21.3	19.3 - 24.5	21.8 - 27.6
print press operator	17.9 - 20.2	18.5 - 22.8	20.1 - 25.6
production labourer	16.5 - 18.3	16.8 - 21.6	19.4 - 22.3
reach truck operator	18.5 - 21.5	21.5 - 22.8	22.1 - 25.7
shipper/receiver	17.4 - 21.1	18.9 - 23.4	20.7 - 25.9
shipping and receiving clerk	17.9 - 22.2	20.2 - 25.4	23.0 - 28.8
warehouse labourer	15.5 - 19.6	18.0 - 22.3	20.0 - 22.8



## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.8 - 91.3	80.2 - 108.1	93.4 - 122.9
automation engineer	62.7 - 82.1	70.8 - 94.5	80.6 - 107.4
buyer	55.5 - 72.0	62.9 - 83.1	71.8 - 94.9
chemical engineer	78.6 - 103.6	87.8 - 117.9	98.9 - 132.7
chemical technician	54.2 - 70.0	60.0 - 79.1	67.5 - 90.1
cmm programmer	47.3 - 60.5	52.6 - 68.5	59.0 - 76.3
coating inspector	36.7 - 47.3	41.4 - 54.2	46.8 - 61.3
commissioning and start up engineer	60.2 - 79.8	69.0 - 93.1	79.5 - 106.1
continuous improvement engineer	73.5 - 95.3	81.6 - 107.7	91.4 - 120.4
contracts administrator	58.2 - 76.3	65.8 - 87.9	74.9 - 99.6
controls designer/engineer	50.4 - 66.6	57.6 - 77.2	65.9 - 87.7
demand planner	48.1 - 65.6	57.5 - 78.8	67.5 - 90.1
drafter	52.5 - 65.3	58.8 - 74.3	66.3 - 83.9
electrical designer/engineer	68.9 - 90.6	78.1 - 104.8	89.4 - 119.7
electrical engineer	71.2 - 95.1	82.5 - 112.5	96.3 - 130.0
electrical engineering technician	52.9 - 67.1	60.0 - 77.3	68.3 - 87.6
electrical inspector	42.5 - 56.3	48.8 - 65.5	56.1 - 75.2
electrical test engineer	68.7 - 91.0	78.6 - 106.2	90.7 - 121.7
environmental engineer	60.5 - 79.6	68.7 - 92.2	78.8 - 105.3
environmental inspector	47.0 - 59.5	51.4 - 66.3	57.1 - 74.0
estimation engineer	66.4 - 87.9	76.0 - 102.5	87.6 - 117.4
estimator	59.4 - 76.8	65.8 - 86.7	73.7 - 97.6
field service engineer	51.4 - 67.3	58.1 - 77.7	66.5 - 89.5
health and safety specialist	65.4 - 85.2	74.4 - 98.8	85.3 - 112.4
HVAC drafter	51.8 - 65.9	58.0 - 74.8	65.1 - 83.7
HVAC engineer	53.3 - 70.2	60.7 - 81.2	69.4 - 91.8
industrial engineer	68.1 - 88.1	75.4 - 99.3	84.4 - 111.0
inventory analyst	50.2 - 64.9	56.6 - 74.5	64.3 - 84.6
logistics specialist	55.7 - 73.4	63.4 - 85.0	72.6 - 96.2
manufacturing engineer	64.7 - 84.9	73.2 - 97.9	83.5 - 110.6
mechanical designer	51.6 - 67.6	59.2 - 78.2	67.5 - 87.9
mechanical drafter	49.2 - 63.2	55.1 - 72.6	62.9 - 84.4
mechanical engineer	71.9 - 94.3	81.2 - 108.7	92.6 - 123.5
mechanical engineering technician	51.1 - 66.3	57.9 - 76.2	65.7 - 85.5



planner/scheduler	39.7 - 50.3	44.9 - 57.5	50.7 - 64.6
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	60.3 - 79.5	68.7 - 92.2	78.7 - 104.4
procurement specialist	49.8 - 64.3	55.1 - 72.5	61.8 - 82.0
production planner	48.8 - 63.9	56.0 - 73.8	63.6 - 82.1
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	73.2 - 100.2	84.7 - 117.9	98.2 - 134.6
QA/QC inspector	38.3 - 48.4	42.6 - 54.9	47.9 - 61.8
quality assurance manager	76.8 - 99.2	84.7 - 111.5	94.5 - 124.7
quality assurance/control technician	59.5 - 78.2	68.6 - 91.7	79.2 - 104.0
quality control engineer	63.7 - 83.2	71.6 - 95.3	81.2 - 107.5
quality inspector	39.3 - 49.6	43.7 - 56.3	49.2 - 63.4
safety inspector	62.4 - 80.8	70.3 - 92.4	79.5 - 103.9
SCADA engineer	61.6 - 81.1	70.1 - 94.0	80.2 - 106.6
sourcing engineer	54.8 - 72.1	62.3 - 83.6	71.4 - 95.1
specification writer	51.7 - 66.1	58.3 - 75.6	65.9 - 84.9
stationary engineer	51.8 - 66.3	57.6 - 74.8	64.3 - 83.1
<b>industrial management</b>			
contracts manager	90.1 - 113.3	100.5 - 129.1	113.6 - 146.7
director of operations	121.8 - 162.4	159.7 - 213.4	202.2 - 270.2
engineering manager	80.6 - 107.8	91.7 - 125.1	105.3 - 142.8
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	60.4 - 77.1	69.1 - 89.5	79.0 - 101.3
inventory control manager	62.6 - 81.3	69.7 - 92.4	78.6 - 104.3
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	84.2 - 90.1	86.4 - 99.1	95.4 - 120.3
maintenance supervisor	79.6 - 84.3	81.8 - 88.6	85.9 - 94.8
manufacturing director	103.4 - 125.2	134.0 - 162.5	165.0 - 200.4
materials manager	79.1 - 103.4	87.2 - 116.3	97.5 - 130.7
operations manager	76.7 - 103.8	87.4 - 120.1	99.8 - 135.6
plant manager	89.2 - 123.6	106.6 - 149.9	126.8 - 174.6
procurement director	95.1 - 125.0	125.0 - 164.7	151.3 - 199.9
production manager	77.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	57.6 - 69.8	64.8 - 73.8	70.1 - 81.3
program manager	69.7 - 89.7	79.1 - 103.5	90.3 - 117.9
project director	107.7 - 130.4	134.3 - 162.9	161.8 - 196.4
purchasing manager	86.0 - 113.0	97.0 - 129.4	109.8 - 145.2
supply chain manager	79.3 - 104.9	90.4 - 121.3	103.0 - 135.8
transportation manager	75.4 - 99.0	85.0 - 113.5	96.5 - 128.6



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warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 96.3
warehouse supervisor	52.3 - 58.5	55.1 - 62.5	59.8 - 68.2
<b>skilled trades</b>			
CNC machinist	48.9 - 56.8	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	46.4 - 54.3	51.2 - 58.4	54.9 - 64.3
electrician	62.5 - 71.3	69.3 - 75.6	72.9 - 83.2
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
machine builder	62.3 - 67.6	66.4 - 73.8	71.6 - 80.5
maintenance mechanic	66.3 - 72.1	70.3 - 78.0	76.9 - 84.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	48.9 - 55.3	51.6 - 61.2	57.2 - 66.4
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	67.0 - 74.6	69.7 - 81.3
welder	45.1 - 53.6	52.9 - 58.1	58.3 - 69.4

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	65.5 - 85.6	73.5 - 98.0	83.4 - 111.3
digital media specialist	39.9 - 50.9	46.3 - 60.0	53.9 - 68.5
digital specialist	47.4 - 62.3	54.7 - 73.1	63.3 - 83.3
e-commerce manager	76.7 - 99.8	85.5 - 113.7	96.6 - 129.1
marketing content manager	57.0 - 72.1	65.4 - 84.1	75.2 - 95.0
social media manager	58.5 - 79.8	69.8 - 95.6	81.8 - 110.6
web manager	64.9 - 83.9	71.8 - 94.8	80.5 - 106.9
web marketing analyst	50.2 - 66.2	58.2 - 77.6	67.2 - 88.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	97.5 - 148.0	131.3 - 200.1	168.5 - 257.2
marketing vice-president	118.3 - 182.2	166.3 - 256.9	215.3 - 332.8
<b>marketing and communications</b>			
brand or product manager	79.2 - 101.6	87.9 - 114.9	98.6 - 128.7
brand or product manager assistant	63.5 - 85.1	73.9 - 100.2	85.5 - 114.2
communications manager	64.9 - 84.1	72.1 - 95.2	80.9 - 106.8
communications specialist	53.8 - 73.1	63.9 - 87.6	75.0 - 99.8
marketing coordinator	52.8 - 69.7	60.3 - 80.9	69.1 - 92.0



marketing director	95.8 - 127.9	110.4 - 149.8	127.6 - 170.7
marketing project manager	42.4 - 56.1	48.6 - 65.3	55.9 - 74.1
marketing specialist	46.7 - 61.6	53.3 - 71.3	60.9 - 80.5

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	38.4 - 47.6	42.7 - 54.4	47.8 - 59.5
import/export coordinator	53.5 - 68.3	59.2 - 77.1	66.4 - 86.7
shipping administrator	44.1 - 55.7	50.5 - 63.9	57.0 - 71.4
supply chain coordinator	42.0 - 53.8	46.8 - 61.2	52.8 - 69.3
<b>office &amp; administrative support</b>			
administrative analyst	46.5 - 59.9	51.4 - 67.6	57.6 - 76.1
administrative assistant	40.0 - 51.1	44.5 - 58.0	50.1 - 65.3
administrative assistant (bilingual)	43.0 - 50.4	45.4 - 53.8	50.1 - 57.5
administrative manager	55.3 - 70.5	60.1 - 78.0	66.2 - 86.9
benefits clerk	38.9 - 49.4	44.2 - 57.0	50.3 - 64.4
buyer assistant	38.9 - 50.0	44.8 - 57.5	50.5 - 63.1
claims supervisor	62.3 - 80.8	69.3 - 91.9	78.3 - 104.8
contracts administrator	90.1 - 113.3	100.5 - 129.1	113.6 - 146.7
data entry clerk	34.1 - 42.4	38.4 - 48.1	42.8 - 49.3
dispatcher	39.3 - 49.5	44.1 - 56.1	49.4 - 62.5
document controller	33.1 - 41.2	37.3 - 46.3	41.2 - 47.3
document services specialist	32.5 - 41.0	37.3 - 46.6	41.4 - 47.6
documentation specialist	35.4 - 45.9	41.9 - 53.0	47.0 - 54.1
donor relations coordinator	51.1 - 66.4	59.0 - 78.0	68.4 - 89.8
executive assistant	52.3 - 70.8	60.9 - 83.2	70.3 - 94.4
executive assistant (bilingual)	60.0 - 65.3	62.1 - 72.6	68.0 - 81.8
executive legal assistant	40.6 - 47.0	45.9 - 51.7	49.0 - 56.0
file clerk	34.8 - 44.8	40.8 - 51.2	45.4 - 52.2
fundraising manager	63.8 - 81.7	72.1 - 94.2	82.3 - 107.6
HR administrator	46.2 - 59.7	52.0 - 68.2	58.9 - 77.1
HR coordinator	41.1 - 47.4	45.2 - 53.5	47.3 - 60.1
human resources assistant	41.2 - 52.1	46.5 - 58.5	51.2 - 62.9
insurance claims clerk	38.4 - 43.8	41.5 - 47.5	44.5 - 51.5
invoicing clerk	37.4 - 47.4	42.4 - 53.7	47.1 - 58.2
lease administrator	38.7 - 50.4	43.5 - 57.9	49.5 - 66.6
legal assistant	46.1 - 63.4	55.6 - 76.3	65.3 - 86.1



# ontario

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logistics coordinator	48.2 - 61.7	54.5 - 70.7	61.8 - 80.2
mailroom clerk	32.9 - 40.3	36.8 - 44.6	39.9 - 45.3
office clerk	36.8 - 45.0	40.3 - 49.9	44.3 - 55.0
office manager	54.6 - 69.9	59.7 - 77.9	66.1 - 86.9
office/operations manager	53.9 - 65.7	57.9 - 69.9	61.4 - 74.1
order clerk	33.8 - 42.1	38.2 - 47.8	42.6 - 52.6
order entry clerk	36.2 - 38.9	36.3 - 42.1	39.2 - 45.5
order supervisor	51.5 - 66.9	59.4 - 77.7	67.8 - 87.0
payroll administrator	43.1 - 55.9	48.9 - 64.4	55.7 - 73.1
project coordinator	43.6 - 56.2	49.0 - 64.1	55.3 - 71.9
property manager	60.2 - 79.4	68.5 - 92.1	78.6 - 105.5
receptionist	33.6 - 41.4	36.9 - 46.6	41.2 - 52.9
receptionist (bilingual)	36.8 - 41.8	38.2 - 43.4	42.2 - 45.6
sales administrator	43.7 - 58.0	50.2 - 67.6	57.8 - 76.6
sales assistant	39.7 - 49.1	43.6 - 55.5	49.2 - 64.1
service coordinator	38.8 - 49.6	43.2 - 56.4	48.7 - 64.0
supply clerk	35.0 - 43.7	38.9 - 49.0	43.0 - 53.8
virtual assistant	38.8 - 41.9	41.0 - 44.1	43.2 - 46.2
virtual receptionist	38.9 - 42.8	42.1 - 45.0	44.0 - 46.9

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	48.3 - 60.2	52.5 - 66.5	57.8 - 74.0
account manager - software	53.8 - 66.7	58.0 - 73.3	63.6 - 81.6
business development manager	93.6 - 123.4	104.3 - 140.9	118.4 - 162.1
district sales manager	76.6 - 98.8	87.2 - 114.8	100.2 - 131.8
key accounts manager - consumer goods	68.3 - 87.3	76.9 - 100.2	87.3 - 113.7
merchandiser - consumer goods	59.5 - 77.2	66.3 - 87.9	74.9 - 100.0
sales manager	61.4 - 81.5	69.4 - 93.9	79.0 - 106.2
sales representative, account manager - channel manager	76.5 - 101.4	86.0 - 116.2	97.6 - 131.5
sales representative, account manager - consumer goods	49.0 - 61.4	53.7 - 68.4	59.5 - 76.1
sales representative, account manager - professional services	47.2 - 58.5	50.9 - 64.2	55.8 - 71.5
sales representative, account manager - telecommunications	53.4 - 66.3	57.8 - 73.0	63.4 - 81.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	138.6 - 198.9	185.3 - 266.4	240.7 - 346.0
<b>industrial sales</b>			
sales engineer - distribution	68.6 - 89.3	75.3 - 99.8	83.6 - 111.3



sales engineer - manufacturing	58.9 - 78.4	66.8 - 90.2	75.9 - 101.3
sales representative, account manager - distribution	49.4 - 61.3	53.5 - 67.7	58.9 - 75.5
sales representative, account manager - industrial equipment	47.3 - 58.6	51.1 - 64.4	56.0 - 71.6
sales representative, account manager - industrial service	52.8 - 65.5	57.1 - 72.1	62.7 - 80.3
sales representative, account manager - machinery	52.3 - 64.8	56.5 - 71.3	62.0 - 79.6
sales representative, account manager - manufacturing	47.6 - 67.8	52.3 - 75.7	57.9 - 84.1
sales representative, account manager - retail network	52.4 - 64.8	56.4 - 71.4	62.1 - 80.3
technical sales representative - manufacturing	51.4 - 67.3	58.1 - 77.7	66.5 - 89.5

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.9 - 86.0	74.7 - 97.8	84.1 - 109.9
application support analyst	59.3 - 77.5	67.7 - 89.2	76.8 - 100.3
automation tester	63.6 - 83.0	72.5 - 96.2	83.0 - 109.2
C++/ embedded software engineer	65.3 - 84.0	72.9 - 95.5	82.2 - 107.2
database SQL developer	59.9 - 79.0	68.2 - 91.7	78.2 - 104.0
devops development side	64.0 - 85.3	73.9 - 100.3	85.7 - 114.4
ERP developer	67.3 - 86.3	74.9 - 98.2	84.5 - 111.1
front-end developer	63.6 - 83.0	72.5 - 96.2	83.0 - 109.2
full stack developer	72.5 - 94.9	82.8 - 110.1	94.9 - 124.7
java developer	65.4 - 84.0	72.9 - 95.5	82.2 - 107.3
machine learning developer	72.4 - 106.8	96.6 - 133.4	114.9 - 137.6
manual tester	47.3 - 62.6	55.2 - 73.9	64.0 - 84.0
mobile application developer (iOS/android)	60.5 - 91.7	83.7 - 116.2	100.1 - 119.8
quality assurance manager	79.1 - 102.7	87.8 - 116.3	98.7 - 130.7
RPA developer	50.2 - 65.5	57.4 - 75.8	65.4 - 84.9
technical lead	101.9 - 136.8	116.3 - 158.7	133.2 - 179.8
UI/UX designer	60.4 - 77.9	67.8 - 88.9	76.5 - 99.3
<b>architecture</b>			
application architect	92.4 - 122.5	103.7 - 140.5	118.1 - 160.9
architect (enterprise)	90.1 - 121.1	103.1 - 141.1	118.7 - 162.1
architect (solutions/technical)	81.1 - 101.0	90.8 - 115.1	102.5 - 129.1
cloud architect	82.9 - 103.8	93.4 - 118.9	105.9 - 133.1
<b>data &amp; analytics</b>			
BI data architect	83.4 - 111.3	93.1 - 126.8	105.1 - 143.0
big data engineer	78.9 - 102.8	88.0 - 117.0	99.4 - 132.3
business intelligence developer	63.9 - 82.2	71.4 - 93.5	80.4 - 104.3



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data analyst	65.7 - 87.1	75.4 - 101.8	86.8 - 115.6
data architect	68.9 - 90.3	79.0 - 105.5	91.1 - 120.1
data engineer	68.3 - 90.6	78.3 - 105.8	90.3 - 120.1
data scientist	74.1 - 98.8	85.5 - 116.1	99.0 - 131.9
database administrator	66.2 - 89.4	77.9 - 106.6	91.2 - 122.1
<b>leadership/business technology</b>			
business analyst	67.6 - 86.9	75.5 - 99.1	85.2 - 111.7
IT director	100.5 - 133.8	126.9 - 169.3	158.6 - 212.1
manager IT	88.0 - 116.2	99.9 - 134.6	114.6 - 154.3
<b>networking/infrastructure</b>			
bilingual tech support	45.1 - 59.6	51.6 - 68.4	58.2 - 76.2
cloud engineer	71.9 - 95.2	83.5 - 111.9	96.5 - 126.6
devops system side	76.9 - 106.4	90.3 - 125.9	104.6 - 142.2
help desk representative	45.1 - 59.6	51.6 - 68.4	58.2 - 76.2
information security engineer	69.5 - 92.3	79.8 - 107.8	92.0 - 122.5
information security manager	88.9 - 116.4	99.8 - 133.3	113.2 - 151.5
information security specialist	59.0 - 76.9	67.2 - 89.2	77.0 - 100.8
information systems analyst	62.8 - 80.1	69.3 - 90.1	77.5 - 101.1
linux/unix administrator	74.4 - 96.4	83.8 - 110.7	95.3 - 125.6
network administrator	59.8 - 79.2	68.6 - 92.5	79.0 - 105.4
network engineer	66.5 - 88.0	76.1 - 102.8	87.8 - 117.7
systems administrator	67.2 - 87.0	75.7 - 99.8	85.9 - 112.8
tech support	62.6 - 81.2	70.8 - 93.4	80.4 - 105.6
telecommunications analyst	62.1 - 82.0	70.9 - 95.7	81.8 - 110.2
<b>project management</b>			
business systems analyst	65.9 - 86.6	75.8 - 101.3	87.5 - 115.8
ERP project manager	90.4 - 120.1	98.5 - 133.6	109.0 - 149.6
functional analyst	55.6 - 71.5	62.1 - 81.3	70.1 - 92.1
organizational change manager (OCM)	64.1 - 85.6	74.3 - 101.7	87.2 - 118.8
product owner	73.9 - 96.7	84.4 - 112.2	96.6 - 126.6
product owner/manager	76.2 - 104.3	88.2 - 122.9	102.3 - 140.5
program manager	90.4 - 120.1	98.5 - 133.6	109.0 - 149.6
project coordinator	60.6 - 75.7	68.3 - 87.0	77.7 - 98.6
project manager (infrastructure)	90.5 - 122.0	102.4 - 141.0	117.2 - 161.8
project manager (software)	87.2 - 115.1	97.4 - 131.1	110.0 - 148.5
scrum master	71.2 - 92.1	80.1 - 105.6	90.9 - 120.3
technical writer	58.4 - 75.3	67.6 - 88.3	78.2 - 100.1



# windsor-essex county

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	51.4 - 62.7	56.9 - 69.1	63.2 - 77.5
call center director - operations	61.8 - 79.8	69.2 - 90.9	78.0 - 101.9
customer loyalty agent	36.8 - 48.0	41.9 - 55.5	47.8 - 63.0
customer service manager	66.8 - 87.6	75.1 - 100.6	85.5 - 115.2
customer service representative	34.6 - 43.5	38.2 - 49.2	42.8 - 55.2
customer service representative - bilingual	36.6 - 45.5	40.2 - 51.2	44.8 - 57.2
customer service supervisor	55.0 - 71.9	61.6 - 81.9	69.5 - 92.6
customer service team lead	44.1 - 53.0	47.9 - 60.3	58.1 - 72.5
customer service trainer	42.9 - 56.0	48.9 - 65.0	56.1 - 73.9
e-chat representative	36.8 - 48.0	41.9 - 55.5	47.8 - 63.0
help desk representative - level 1	43.9 - 58.4	50.4 - 67.2	57.0 - 75.1
inside sales manager	65.8 - 87.9	74.6 - 101.5	85.2 - 115.1
inside sales representative	50.4 - 62.7	54.4 - 69.1	59.9 - 77.5
junior collection agent	32.6 - 41.4	36.6 - 47.3	41.2 - 53.0
order desk	32.9 - 41.1	37.2 - 46.8	41.6 - 51.6
survey agent	32.7 - 40.7	36.8 - 46.0	40.8 - 47.0
telemarketing agent	32.5 - 40.3	36.0 - 45.9	40.6 - 53.1
telephone dispatcher	38.3 - 48.4	43.0 - 54.9	48.3 - 61.4
travel support agent	36.6 - 45.9	40.7 - 51.7	45.3 - 57.1

## engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	61.4 - 79.7	68.3 - 90.6	77.0 - 102.5
BIM/VDC lead	55.1 - 66.4	63.8 - 80.4	78.7 - 105.3
buyer	54.5 - 70.8	61.7 - 81.7	70.5 - 93.3
civil engineer	62.0 - 82.5	71.4 - 96.4	82.1 - 109.1
civil engineering drafter	48.9 - 61.4	55.5 - 70.7	63.1 - 79.9
civil engineering technologist	45.3 - 59.0	51.6 - 68.1	58.8 - 77.2
civil project engineer	69.9 - 95.2	80.2 - 111.4	92.7 - 127.9
civil project manager	74.1 - 98.2	83.3 - 112.6	94.5 - 126.9



construction coordinator	48.2 - 63.5	53.9 - 72.4	60.8 - 81.9
construction director	95.1 - 125.3	124.7 - 164.4	156.8 - 207.1
construction manager	70.7 - 91.9	77.3 - 102.7	85.9 - 115.3
construction project coordinator	82.2 - 105.1	89.1 - 116.1	98.1 - 129.3
construction project manager	63.1 - 86.3	73.0 - 101.7	84.7 - 116.3
contracts administrator	57.1 - 75.0	64.6 - 86.4	73.6 - 97.9
contracts manager	87.1 - 109.8	97.3 - 125.1	110.0 - 142.3
director of operations	117.8 - 157.3	154.7 - 206.9	195.9 - 262.3
drafter	51.5 - 64.0	57.6 - 72.9	65.0 - 82.2
electrical designer/engineer	67.6 - 88.9	76.6 - 103.0	87.8 - 117.7
electrical engineer	69.7 - 93.3	80.9 - 110.5	94.5 - 127.8
electrical engineering technician	51.9 - 65.8	58.8 - 75.8	67.0 - 85.9
electrical inspector	41.5 - 55.1	47.7 - 64.3	55.0 - 74.0
engineering manager	78.7 - 105.5	89.7 - 122.5	103.1 - 139.8
environmental engineer	59.3 - 78.1	67.4 - 90.5	77.3 - 103.4
environmental inspector	45.9 - 58.1	50.3 - 64.9	55.8 - 72.3
estimation engineer	65.1 - 86.2	74.5 - 100.7	85.9 - 115.4
estimator	58.3 - 75.4	64.6 - 85.2	72.4 - 96.0
field manager	66.8 - 87.8	75.6 - 101.7	86.7 - 117.5
field supervisor	65.4 - 85.2	73.1 - 96.9	82.3 - 108.8
foreman	49.6 - 63.6	55.3 - 72.2	62.2 - 81.6
general manager	70.2 - 90.4	88.5 - 110.2	108.4 - 150.4
health and safety manager	58.4 - 74.6	66.8 - 86.6	76.4 - 98.1
health and safety specialist	64.1 - 83.6	72.9 - 97.0	83.7 - 110.5
HVAC drafter	51.1 - 65.1	57.3 - 74.0	64.4 - 82.8
HVAC engineer	52.2 - 68.8	59.4 - 79.7	68.0 - 90.1
materials manager	76.5 - 100.1	84.3 - 112.6	94.3 - 126.7
mechanical designer	50.6 - 66.2	58.0 - 76.7	66.1 - 86.2
mechanical drafter	48.2 - 62.0	54.0 - 71.2	61.7 - 82.8
mechanical engineer	70.4 - 92.6	79.6 - 106.8	90.9 - 121.3
mechanical engineering technician	50.1 - 65.0	56.7 - 74.7	64.4 - 83.9
mechanical site supervisor	46.5 - 59.5	52.4 - 68.2	59.5 - 77.8
operations manager	74.1 - 100.4	84.4 - 116.2	96.4 - 131.2
planner/scheduler	38.7 - 49.1	43.8 - 56.2	49.5 - 63.2
project director	105.4 - 127.7	131.5 - 159.5	158.4 - 192.2
project engineer	83.6 - 106.8	90.5 - 118.1	99.7 - 131.6
project manager	71.4 - 98.0	82.8 - 115.5	96.1 - 131.8
purchasing manager	83.2 - 109.4	93.8 - 125.4	106.3 - 140.9
QA/QC inspector	52.4 - 68.8	60.3 - 80.1	69.1 - 91.3



quality control engineer	62.4 - 81.6	70.2 - 93.5	79.6 - 105.6
quality inspector	38.5 - 48.8	42.8 - 55.5	48.3 - 62.5
safety inspector	60.3 - 78.2	68.0 - 89.5	77.0 - 100.6
site supervisor	67.8 - 88.2	74.2 - 98.5	82.5 - 110.2
structural designer	48.6 - 62.7	54.7 - 71.7	61.8 - 80.7
structural engineer	62.2 - 81.7	70.3 - 94.3	80.4 - 107.3
structural engineering technologist	50.2 - 62.4	60.4 - 75.2	73.5 - 101.2
superintendent	38.9 - 49.5	43.5 - 56.3	49.0 - 63.6
<b>energy &amp; oil</b>			
applications engineer	68.1 - 91.0	79.7 - 108.1	93.1 - 123.2
architect	57.7 - 76.2	65.3 - 88.2	74.9 - 100.9
architectural drafter	47.5 - 61.6	55.2 - 72.9	64.7 - 86.1
automation engineer	62.3 - 82.2	70.6 - 95.0	80.7 - 108.2
automation specialist	49.0 - 64.1	56.7 - 74.7	64.9 - 84.8
buyer	55.1 - 72.0	62.6 - 83.4	71.8 - 95.6
category manager	58.8 - 76.9	65.8 - 87.7	74.4 - 99.7
chemical engineer	78.6 - 104.4	88.1 - 119.1	99.5 - 134.2
chemical technician	53.6 - 69.7	59.5 - 79.2	67.2 - 90.4
chief inspector	51.3 - 67.3	57.6 - 76.6	64.8 - 85.7
civil engineer	62.9 - 84.3	72.7 - 98.8	83.9 - 112.1
civil engineering drafter	49.3 - 62.3	56.1 - 71.9	64.1 - 81.5
civil engineering technologist	45.5 - 59.7	52.0 - 69.2	59.5 - 78.7
civil project engineer	71.1 - 97.5	81.9 - 114.4	95.0 - 131.6
civil project manager	75.5 - 100.7	85.1 - 115.7	96.8 - 130.6
coating inspector	36.1 - 46.8	40.8 - 53.8	46.2 - 60.9
commissioning and start up engineer	59.5 - 79.6	68.5 - 93.3	79.3 - 106.2
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	53.1 - 69.2	59.1 - 78.3	66.3 - 87.6
construction coordinator	48.5 - 64.5	54.5 - 73.7	61.7 - 83.6
construction director	97.5 - 128.9	128.3 - 169.8	161.8 - 214.3
construction manager	71.9 - 94.1	78.9 - 105.3	87.9 - 118.5
construction project manager	64.0 - 88.3	74.4 - 104.3	86.6 - 119.6
continuous improvement engineer	72.4 - 94.5	80.5 - 107.1	90.5 - 119.9
contracts administrator	57.8 - 76.4	65.6 - 88.3	75.0 - 100.4
contracts manager	89.1 - 112.7	99.7 - 128.8	113.0 - 146.7
contracts specialist	58.4 - 76.4	66.4 - 88.2	75.8 - 99.8
control technician	47.9 - 62.7	54.6 - 72.5	62.3 - 82.2
controls designer/engineer	49.7 - 66.3	57.1 - 77.2	65.6 - 88.0
demand planner	47.3 - 65.2	56.9 - 78.7	67.2 - 90.3



director of operations	121.1 - 162.3	159.6 - 214.2	202.7 - 271.9
drafter	51.9 - 64.9	58.3 - 74.2	66.0 - 84.0
electrical designer/engineer	68.7 - 91.0	78.1 - 105.6	89.8 - 121.0
electrical engineer	71.0 - 95.6	82.6 - 113.5	96.8 - 131.5
electrical engineering technician	52.3 - 66.9	59.6 - 77.3	68.1 - 87.9
electrical inspector	41.7 - 55.5	48.0 - 64.9	55.4 - 74.7
electrical test engineer	68.5 - 91.3	78.6 - 107.0	91.1 - 122.9
engineering manager	80.4 - 108.3	91.8 - 126.0	105.7 - 144.1
environmental engineer	60.1 - 79.6	68.5 - 92.7	78.8 - 106.1
environmental inspector	46.1 - 58.9	50.7 - 65.9	56.4 - 73.7
estimation engineer	66.1 - 88.1	75.9 - 103.3	87.8 - 118.6
estimator	59.1 - 76.9	65.6 - 87.1	73.7 - 98.4
expediter	38.9 - 50.0	44.1 - 57.4	50.0 - 65.1
facilities engineer	63.4 - 84.6	72.9 - 99.2	84.4 - 113.4
facilities manager	57.8 - 75.7	65.8 - 87.6	75.3 - 99.9
field service engineer	50.7 - 67.1	57.6 - 77.7	66.2 - 89.8
general inspector	49.9 - 65.4	56.0 - 74.5	63.1 - 83.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	61.8 - 80.3	69.6 - 92.3	79.3 - 105.2
geophysicist	65.0 - 88.6	77.0 - 106.8	91.2 - 123.7
geotechnical engineer	63.0 - 81.8	71.0 - 94.2	80.9 - 107.1
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	39.1 - 50.8	43.4 - 57.3	48.7 - 64.0
health and safety manager	63.2 - 82.4	70.2 - 93.4	79.0 - 105.2
health and safety specialist	59.1 - 76.1	67.9 - 88.6	78.0 - 100.5
HVAC drafter	51.6 - 66.1	57.9 - 75.4	65.3 - 84.6
HVAC engineer	52.7 - 70.0	60.2 - 81.3	69.1 - 92.2
hydraulic engineer	63.9 - 85.3	73.5 - 100.0	85.1 - 114.3
industrial engineer	67.9 - 88.4	75.3 - 100.0	84.5 - 112.0
instrumentation and controls engineer	65.9 - 86.8	74.3 - 99.7	84.6 - 112.8
inventory analyst	49.5 - 64.5	56.0 - 74.3	63.8 - 84.7
inventory control manager	61.8 - 80.8	69.1 - 92.2	78.1 - 104.4
logistics manager	59.3 - 78.7	67.6 - 91.6	77.9 - 104.6
logistics specialist	55.3 - 73.4	63.2 - 85.4	72.6 - 96.9
maintenance engineer	51.1 - 65.8	56.9 - 74.5	63.8 - 83.0
maintenance operator	40.4 - 49.9	44.6 - 56.0	49.7 - 62.2
materials manager	78.0 - 102.7	86.2 - 115.8	96.6 - 130.5
mechanical designer	51.0 - 67.3	58.7 - 78.2	67.2 - 88.2
mechanical drafter	48.5 - 62.9	54.5 - 72.5	62.6 - 84.6



mechanical engineer	71.7 - 94.8	81.3 - 109.6	93.0 - 124.8
mechanical engineering technician	50.5 - 66.0	57.4 - 76.2	65.4 - 85.7
mining engineer	68.1 - 90.0	75.9 - 102.5	85.7 - 115.3
operations manager	75.6 - 102.9	86.3 - 119.5	98.8 - 135.1
pipeline engineer	70.9 - 92.2	79.8 - 106.1	91.1 - 121.6
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	62.1 - 81.2	69.3 - 92.5	78.4 - 105.0
planner/scheduler	38.9 - 49.4	44.1 - 56.7	49.9 - 63.8
plant engineer	71.1 - 94.4	82.4 - 111.5	96.1 - 127.9
plant manager	88.3 - 123.2	105.9 - 149.9	126.5 - 175.0
plant operator	47.3 - 63.3	54.7 - 73.9	62.8 - 83.4
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	59.8 - 79.5	68.4 - 92.6	78.7 - 105.2
process engineer	59.8 - 79.5	68.4 - 92.6	78.7 - 105.2
procurement director	94.2 - 124.6	124.6 - 165.0	151.4 - 200.7
procurement manager	85.0 - 112.4	96.1 - 129.1	109.2 - 145.2
procurement specialist	49.3 - 64.1	54.7 - 72.5	61.5 - 82.3
production analyst	45.4 - 60.4	52.0 - 70.6	60.2 - 81.4
production engineer	63.0 - 83.7	72.0 - 97.5	82.9 - 110.8
program manager	69.2 - 89.7	78.8 - 103.9	90.3 - 118.7
project controller	52.7 - 69.8	59.0 - 79.7	66.8 - 90.5
project controls manager	82.3 - 113.1	95.1 - 132.7	110.0 - 151.3
project controls specialist	58.5 - 75.8	65.7 - 86.5	74.1 - 97.3
project coordinator	83.9 - 107.8	91.1 - 119.4	100.6 - 133.1
project director	108.2 - 131.4	135.4 - 164.6	163.4 - 198.8
project engineer	85.4 - 109.7	92.7 - 121.4	102.3 - 135.5
project manager	72.7 - 100.5	84.6 - 118.7	98.5 - 135.7
purchasing manager	85.0 - 112.4	96.1 - 129.1	109.2 - 145.2
QA/QC inspector	52.9 - 70.0	61.1 - 81.7	70.3 - 93.5
quality assurance manager	75.7 - 98.4	83.7 - 110.9	93.6 - 124.3
quality assurance/control technician	58.6 - 77.7	67.9 - 91.4	78.6 - 103.9
quality control engineer	63.3 - 83.4	71.4 - 95.8	81.3 - 108.4
quality inspector	38.6 - 49.1	43.1 - 55.9	48.6 - 63.1
reliability engineer	63.4 - 81.8	71.9 - 94.7	82.3 - 107.5
reliability manager	64.6 - 83.9	73.8 - 97.8	85.1 - 111.3
safety inspector	61.2 - 79.8	69.2 - 91.6	78.5 - 103.2
SCADA engineer	61.2 - 81.2	69.8 - 94.5	80.3 - 107.5
site supervisor	69.0 - 90.3	75.7 - 101.0	84.2 - 113.2
sourcing engineer	53.5 - 70.9	61.0 - 82.5	70.2 - 94.2



# ontario

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sourcing specialist	50.2 - 65.3	55.7 - 73.9	62.7 - 83.7
specification writer	50.8 - 65.5	57.5 - 75.1	65.2 - 84.6
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	51.1 - 65.8	56.9 - 74.5	63.8 - 83.0
structural designer	48.9 - 63.7	55.3 - 73.0	62.7 - 82.4
structural engineer	63.1 - 83.4	71.6 - 96.6	82.1 - 110.2
superintendent	39.1 - 49.8	43.7 - 56.7	49.4 - 64.1
supply chain manager	78.2 - 104.2	89.4 - 120.8	102.2 - 135.6
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	52.5 - 68.3	59.3 - 78.5	67.4 - 89.5
transmission line engineer	73.8 - 93.3	79.9 - 103.0	87.8 - 114.3
transportation manager	74.3 - 98.1	84.0 - 112.9	95.6 - 128.3
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	51.0 - 66.4	57.7 - 76.2	65.4 - 85.9

## healthcare

	entry	mid	senior
disability case manager	61.9 - 77.1	69.3 - 87.9	78.2 - 99.2
medical coordinator	44.0 - 55.9	49.0 - 63.5	55.2 - 72.1
medical secretary	34.8 - 44.0	38.7 - 49.6	43.0 - 54.5
registered nurse	63.0 - 78.3	69.0 - 87.3	76.5 - 97.5

## industrial support

	entry	mid	senior
assembler/fabricator	15.7 - 19.8	17.7 - 22.7	20.0 - 25.5
counterbalance forklift operator	17.1 - 19.9	17.9 - 22.9	20.1 - 25.4
delivery/courier driver	17.3 - 22.1	19.4 - 25.1	21.8 - 28.2
electronic parts assembler	16.2 - 20.1	17.6 - 22.3	19.3 - 24.4
general labourer - heavy	16.8 - 20.8	18.8 - 23.8	21.2 - 24.4
general labourer - light	15.1 - 19.6	17.9 - 22.9	20.4 - 23.5
industrial painter	16.8 - 21.5	18.9 - 24.6	21.3 - 27.5
inventory control clerk	16.9 - 21.1	19.1 - 24.1	21.5 - 27.0
janitor/custodian	15.7 - 17.1	16.9 - 19.2	18.1 - 19.7
machine operator	17.8 - 22.2	19.4 - 25.6	22.2 - 29.4
manufacturing worker	16.9 - 19.1	17.4 - 21.6	19.5 - 24.5
material handler	16.1 - 19.5	17.6 - 22.5	19.8 - 23.1
moulding machine operator	16.8 - 21.8	19.1 - 25.1	21.6 - 28.2



## ontario

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parts clerk	16.6 - 18.1	16.9 - 20.6	18.4 - 23.0
picker/packer	15.8 - 18.2	16.3 - 20.4	17.9 - 22.2
print press operator	16.4 - 20.4	18.1 - 23.0	20.3 - 25.9
production labourer	15.6 - 18.5	17.0 - 21.8	19.6 - 22.5
reach truck operator	17.9 - 20.2	19.2 - 22.3	21.2 - 26.5
sandblasting operator	16.1 - 20.3	17.9 - 23.0	20.1 - 26.3
shipper/receiver	17.6 - 21.4	19.1 - 23.7	21.0 - 26.3

## engineering

	entry	mid	senior
applications engineer	67.6 - 90.1	79.0 - 106.9	92.2 - 121.7
automation engineer	61.9 - 81.5	70.0 - 94.1	80.0 - 107.1
buyer	54.8 - 71.5	62.3 - 82.7	71.2 - 94.6
chemical engineer	77.9 - 103.3	87.2 - 117.7	98.5 - 132.6
chemical technician	53.4 - 69.2	59.2 - 78.5	66.7 - 89.6
cmm programmer	46.1 - 59.3	51.4 - 67.3	57.8 - 75.1
coating inspector	36.0 - 46.7	40.7 - 53.6	46.1 - 60.7
commissioning and start up engineer	59.3 - 79.0	68.1 - 92.6	78.8 - 105.8
continuous improvement engineer	71.8 - 93.5	79.8 - 105.9	89.6 - 118.5
contracts administrator	57.5 - 75.8	65.2 - 87.5	74.4 - 99.3
controls designer/engineer	49.6 - 65.8	56.8 - 76.5	65.2 - 87.2
demand planner	47.2 - 64.8	56.6 - 78.1	66.7 - 89.4
drafter	51.7 - 64.5	58.0 - 73.6	65.6 - 83.3
electrical designer/engineer	68.2 - 90.1	77.4 - 104.5	88.9 - 119.6
electrical engineer	70.5 - 94.6	81.9 - 112.3	95.8 - 129.9
electrical engineering technician	52.1 - 66.4	59.3 - 76.7	67.6 - 87.0
electrical inspector	41.6 - 55.4	47.9 - 64.6	55.2 - 74.4
electrical test engineer	68.0 - 90.5	78.0 - 105.9	90.2 - 121.5
environmental engineer	59.7 - 79.0	68.0 - 91.8	78.2 - 104.9
environmental inspector	46.0 - 58.5	50.5 - 65.4	56.2 - 73.1
estimation engineer	65.6 - 87.3	75.3 - 102.2	87.0 - 117.2
estimator	58.7 - 76.2	65.1 - 86.3	73.2 - 97.4
field service engineer	50.6 - 66.6	57.3 - 77.1	65.8 - 89.0
health and safety specialist	64.7 - 84.6	73.7 - 98.4	84.8 - 112.2
HVAC drafter	51.4 - 65.7	57.6 - 74.8	64.9 - 83.9
HVAC engineer	52.5 - 69.4	59.9 - 80.6	68.7 - 91.3
industrial engineer	67.4 - 87.5	74.7 - 98.9	83.8 - 110.7
inventory analyst	49.4 - 64.1	55.8 - 73.7	63.4 - 83.9



logistics specialist	55.0 - 72.8	62.8 - 84.6	72.0 - 95.9
manufacturing engineer	63.9 - 84.4	72.5 - 97.5	82.9 - 110.3
mechanical designer	50.9 - 66.8	58.4 - 77.6	66.7 - 87.3
mechanical drafter	48.4 - 62.5	54.3 - 71.9	62.2 - 83.9
mechanical engineer	71.2 - 93.9	80.6 - 108.4	92.1 - 123.3
mechanical engineering technician	50.3 - 65.6	57.1 - 75.6	65.0 - 84.9
planner/scheduler	38.8 - 49.3	43.9 - 56.5	49.7 - 63.5
PLC programmer	56.8 - 66.8	64.5 - 77.2	74.1 - 97.3
process engineer	59.5 - 78.8	67.9 - 91.7	78.1 - 104.1
procurement specialist	49.1 - 63.7	54.4 - 72.0	61.2 - 81.5
production planner	47.7 - 62.8	54.9 - 72.7	62.5 - 81.0
project engineer	65.0 - 78.5	75.5 - 82.6	79.9 - 105.3
project manager	72.2 - 99.4	83.9 - 117.3	97.4 - 134.1
QA/QC inspector	37.6 - 47.7	41.9 - 54.3	47.3 - 61.3
quality assurance manager	75.1 - 97.4	82.9 - 109.7	92.7 - 122.8
quality assurance/control technician	58.3 - 77.0	67.4 - 90.5	78.0 - 102.8
quality control engineer	63.0 - 82.6	70.9 - 94.8	80.6 - 107.2
quality inspector	38.6 - 49.0	43.0 - 55.7	48.5 - 62.8
safety inspector	60.8 - 79.1	68.7 - 90.7	77.8 - 102.1
SCADA engineer	60.8 - 80.5	69.3 - 93.5	79.6 - 106.3
sourcing engineer	53.2 - 70.4	60.7 - 81.8	69.7 - 93.3
specification writer	50.6 - 65.0	57.2 - 74.5	64.8 - 83.9
stationary engineer	50.9 - 65.4	56.6 - 73.9	63.4 - 82.2
<b>industrial management</b>			
contracts manager	88.3 - 111.5	98.7 - 127.2	111.8 - 144.8
director of operations	119.7 - 160.2	157.5 - 211.1	199.8 - 267.8
engineering manager	79.7 - 107.1	90.9 - 124.5	104.6 - 142.3
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.5	67.5 - 87.7	77.3 - 99.5
inventory control manager	61.4 - 80.1	68.6 - 91.3	77.5 - 103.3
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8
manufacturing director	102.7 - 124.7	133.5 - 162.0	164.6 - 200.0
materials manager	77.4 - 101.6	85.4 - 114.4	95.7 - 128.9
operations manager	74.9 - 101.8	85.5 - 118.1	97.8 - 133.4
plant manager	87.4 - 121.8	104.8 - 148.0	125.0 - 172.6
procurement director	93.3 - 123.2	123.1 - 162.8	149.4 - 197.8
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3



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production supervisor	58.2 - 69.8	63.6 - 73.8	68.9 - 82.3
program manager	68.7 - 88.8	78.1 - 102.8	89.4 - 117.3
project director	107.0 - 129.8	133.8 - 162.4	161.3 - 196.0
purchasing manager	84.2 - 111.1	95.1 - 127.6	108.0 - 143.4
supply chain manager	77.5 - 103.0	88.6 - 119.4	101.2 - 133.9
transportation manager	73.7 - 97.1	83.3 - 111.6	94.7 - 126.7
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 57.8	55.2 - 62.3	58.4 - 68.2
<b>skilled trades</b>			
CNC machinist	46.5 - 52.1	49.8 - 58.6	57.1 - 69.9
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	45.8 - 50.3	48.9 - 56.1	55.0 - 63.5
electrician	61.3 - 71.1	68.4 - 73.9	71.2 - 82.8
field service technician	71.0 - 75.5	73.4 - 81.2	79.0 - 86.9
machine builder	58.6 - 66.9	63.5 - 71.8	69.7 - 80.0
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.5 - 50.8	47.7 - 54.2	50.7 - 59.6
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	66.9 - 70.3	67.9 - 75.6	71.0 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

## office & administrative support

	entry	mid	senior
administrative analyst	45.0 - 58.4	49.9 - 66.1	56.1 - 74.7
administrative assistant	38.6 - 49.6	43.0 - 56.5	48.5 - 63.8
administrative assistant (bilingual)	42.6 - 49.4	45.7 - 53.1	49.0 - 57.0
administrative manager	53.7 - 68.8	58.4 - 76.3	64.5 - 85.1
benefits clerk	37.9 - 48.4	43.3 - 55.9	49.3 - 63.4
buyer assistant	38.0 - 49.1	44.0 - 56.6	49.6 - 62.3
claims supervisor	61.2 - 79.7	68.2 - 90.8	77.2 - 103.7
contracts administrator	88.3 - 111.5	98.7 - 127.2	111.8 - 144.8
data entry clerk	33.5 - 41.8	37.8 - 47.4	42.2 - 48.6
dispatcher	38.3 - 48.4	43.0 - 54.9	48.3 - 61.4
document controller	32.2 - 40.2	36.3 - 45.3	40.2 - 46.3
document services specialist	31.7 - 40.0	36.4 - 45.6	40.4 - 46.6



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documentation specialist	34.5 - 44.9	41.0 - 51.9	46.0 - 53.0
donor relations coordinator	49.7 - 64.9	57.5 - 76.4	66.8 - 88.1
executive assistant	50.8 - 69.4	59.4 - 81.9	68.8 - 93.2
executive assistant (bilingual)	55.3 - 65.6	60.0 - 71.6	65.4 - 79.3
executive legal assistant	40.2 - 46.8	45.4 - 51.2	48.7 - 55.9
file clerk	33.9 - 43.8	39.9 - 50.2	44.4 - 51.2
fundraising manager	62.3 - 80.1	70.5 - 92.5	80.6 - 105.9
HR administrator	45.5 - 59.0	51.3 - 67.6	58.2 - 76.6
HR coordinator	40.8 - 46.9	44.8 - 53.2	46.9 - 55.2
human resources assistant	40.2 - 51.1	45.5 - 57.5	50.2 - 61.8
insurance claims clerk	37.4 - 43.2	40.8 - 46.8	44.0 - 50.3
invoicing clerk	36.6 - 46.6	41.5 - 52.9	46.2 - 57.3
lease administrator	37.7 - 49.4	42.4 - 56.8	48.5 - 65.5
legal assistant	45.3 - 62.6	54.8 - 75.6	64.5 - 85.5
logistics coordinator	47.1 - 60.6	53.4 - 69.6	60.6 - 79.1
mailroom clerk	32.3 - 39.6	36.2 - 43.9	39.3 - 44.6
office clerk	36.2 - 44.3	39.7 - 49.3	43.7 - 54.4
office manager	53.5 - 68.8	58.6 - 76.8	65.0 - 85.8
office/operations manager	53.6 - 64.1	56.4 - 68.3	59.8 - 72.4
order clerk	32.9 - 41.1	37.2 - 46.8	41.6 - 51.6
order entry clerk	35.8 - 38.5	36.1 - 41.5	38.7 - 44.5
order supervisor	50.4 - 65.7	58.2 - 76.6	66.7 - 85.9
payroll administrator	41.7 - 54.3	47.3 - 62.7	54.1 - 71.4
project coordinator	42.5 - 55.1	47.9 - 63.0	54.2 - 70.8
property manager	59.2 - 78.4	67.5 - 91.3	77.7 - 104.8
receptionist	32.7 - 40.4	36.0 - 45.6	40.2 - 51.9
receptionist (bilingual)	35.3 - 40.4	37.5 - 42.9	39.6 - 45.5
sales administrator	43.1 - 57.3	49.6 - 67.0	57.1 - 76.1
sales assistant	38.8 - 48.2	42.7 - 54.7	48.3 - 63.3
service coordinator	37.8 - 48.5	42.1 - 55.3	47.6 - 62.9
supply clerk	34.2 - 42.7	38.1 - 48.1	42.1 - 52.9
virtual assistant	38.6 - 41.7	40.8 - 44.0	42.9 - 46.0
virtual receptionist	38.8 - 42.7	42.0 - 44.9	43.8 - 46.7



# York Region

## Customer Care & Contact Centre

	entry	mid	senior
bilingual inside sales representative	55.3 - 68.4	59.6 - 75.4	65.5 - 84.2
call center director - operations	65.5 - 84.7	73.4 - 96.4	82.7 - 108.1
customer loyalty agent	40.1 - 50.7	45.8 - 58.7	52.1 - 66.7
customer service manager	73.2 - 96.0	85.5 - 110.2	93.7 - 126.0
customer service representative	36.3 - 46.0	40.3 - 52.0	45.2 - 58.4
customer service representative - bilingual	38.3 - 48.0	42.3 - 54.0	47.2 - 60.4
customer service supervisor	57.6 - 75.3	64.5 - 85.8	72.9 - 97.0
customer service team lead	45.5 - 49.8	48.7 - 52.5	50.0 - 55.5
customer service trainer	49.5 - 59.4	51.8 - 68.9	59.5 - 78.3
e-chat representative	40.1 - 50.7	45.8 - 58.7	52.1 - 66.7
help desk representative - level 1	47.5 - 63.3	54.5 - 72.9	61.8 - 81.5
inside sales manager	69.7 - 93.3	79.2 - 107.7	90.4 - 122.0
inside sales representative	53.2 - 66.3	57.5 - 73.2	63.4 - 82.1
junior collection agent	34.1 - 43.7	38.5 - 50.0	43.5 - 56.0
order desk	34.4 - 43.4	39.2 - 49.5	43.9 - 54.6
survey agent	34.1 - 43.0	38.7 - 48.6	43.0 - 49.6
telemarketing agent	34.1 - 42.7	37.9 - 48.7	43.0 - 56.2
telephone dispatcher	39.6 - 50.2	44.6 - 57.1	50.1 - 63.9
travel support agent	38.4 - 48.5	43.0 - 54.6	47.8 - 60.4

## Engineering

	entry	mid	senior
<b>construction</b>			
BIM/VDC Coordinator	63.4 - 82.3	70.5 - 93.5	79.5 - 105.7
BIM/VDC lead	58.2 - 68.4	66.2 - 84.3	80.2 - 108.2
buyer	57.4 - 74.7	65.1 - 86.2	74.4 - 98.5
civil engineer	65.0 - 86.6	74.9 - 101.2	86.2 - 114.5
civil engineering drafter	51.1 - 64.2	58.0 - 74.0	66.1 - 83.7
civil engineering technologist	47.3 - 61.7	53.9 - 71.3	61.5 - 80.9
civil project engineer	75.7 - 103.1	87.0 - 120.5	100.5 - 138.1
civil project manager	77.8 - 103.1	87.5 - 118.1	99.2 - 133.0



construction coordinator	51.0 - 67.2	57.1 - 76.5	64.3 - 86.4
construction director	103.0 - 135.3	134.8 - 176.9	168.9 - 221.7
construction manager	76.6 - 99.6	83.8 - 111.2	93.1 - 124.6
construction project coordinator	89.1 - 113.7	96.5 - 125.6	106.2 - 139.6
construction project manager	68.3 - 93.5	79.1 - 110.1	91.8 - 125.8
contracts administrator	60.2 - 79.1	68.1 - 91.2	77.7 - 103.3
contracts manager	95.5 - 120.1	106.6 - 136.7	120.4 - 155.1
director of operations	125.8 - 166.9	164.2 - 217.9	206.6 - 274.3
drafter	53.7 - 67.0	60.3 - 76.4	68.1 - 86.2
electrical designer/engineer	70.9 - 93.4	80.4 - 108.1	92.2 - 123.4
electrical engineer	73.2 - 98.0	84.9 - 116.0	99.2 - 133.9
electrical engineering technician	54.2 - 68.9	61.5 - 79.5	70.1 - 90.1
electrical inspector	42.8 - 57.2	49.4 - 66.8	57.0 - 77.0
engineering manager	85.3 - 114.1	97.2 - 132.4	111.6 - 150.9
environmental engineer	62.1 - 82.0	70.7 - 95.1	81.1 - 108.5
environmental inspector	47.6 - 60.4	52.2 - 67.5	57.9 - 75.3
estimation engineer	68.2 - 90.5	78.2 - 105.7	90.2 - 121.0
estimator	61.4 - 79.6	68.1 - 89.9	76.4 - 101.3
field manager	69.9 - 92.0	79.2 - 106.4	90.8 - 122.8
field supervisor	68.4 - 89.2	76.5 - 101.4	86.2 - 113.7
foreman	51.8 - 66.5	57.7 - 75.6	65.1 - 85.4
general manager	72.1 - 92.4	90.2 - 114.5	110.3 - 155.4
health and safety manager	60.7 - 77.8	69.6 - 90.3	79.7 - 102.2
health and safety specialist	67.2 - 87.8	76.6 - 101.9	87.9 - 115.9
HVAC drafter	53.1 - 67.7	59.5 - 77.0	66.9 - 86.2
HVAC engineer	54.6 - 72.2	62.3 - 83.7	71.3 - 94.6
materials manager	83.8 - 109.6	92.4 - 123.3	103.4 - 138.4
mechanical designer	53.0 - 69.5	60.7 - 80.5	69.4 - 90.5
mechanical drafter	50.3 - 64.9	56.4 - 74.6	64.5 - 86.8
mechanical engineer	73.9 - 97.2	83.6 - 112.0	95.4 - 127.2
mechanical engineering technician	52.3 - 68.0	59.3 - 78.3	67.4 - 87.9
mechanical site supervisor	49.3 - 62.9	55.4 - 72.1	63.0 - 82.1
operations manager	79.3 - 107.4	90.3 - 124.1	103.2 - 139.8
planner/scheduler	40.7 - 51.9	46.2 - 59.5	52.3 - 67.0
project director	114.0 - 137.9	142.0 - 171.7	170.5 - 206.1
project engineer	90.6 - 115.6	98.1 - 127.6	108.0 - 142.1
project manager	77.4 - 106.1	89.8 - 124.8	104.1 - 142.3
purchasing manager	91.2 - 119.8	102.8 - 137.0	116.4 - 153.6
QA/QC inspector	54.7 - 72.1	63.1 - 83.9	72.4 - 95.7



quality control engineer	65.5 - 85.7	73.6 - 98.2	83.6 - 110.8
quality inspector	39.7 - 50.6	44.4 - 57.6	50.1 - 65.0
safety inspector	62.8 - 81.5	70.9 - 93.3	80.2 - 104.9
site supervisor	73.5 - 95.6	80.5 - 106.7	89.4 - 119.3
structural designer	50.7 - 65.7	57.2 - 75.2	64.7 - 84.6
structural engineer	65.2 - 85.8	73.8 - 99.0	84.4 - 112.6
structural engineering technologist	52.4 - 64.3	62.2 - 78.6	75.6 - 105.3
superintendent	40.7 - 51.9	45.6 - 59.2	51.5 - 66.9

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	138.5 - 245.3	198.1 - 350.9	282.1 - 500.0
controller	94.3 - 167.5	128.4 - 227.5	169.3 - 299.9
director - financial planning & analysis	125.4 - 164.9	160.4 - 210.8	195.7 - 257.2
finance director	121.7 - 160.2	157.6 - 207.1	192.3 - 252.8
payroll director	78.5 - 106.0	99.3 - 133.9	125.2 - 168.6
vice-president internal audit	122.4 - 162.9	154.2 - 205.1	187.6 - 249.5
finance & accounting	1 year	3 years	5 years
accountant	64.3 - 76.9	67.9 - 81.3	71.5 - 85.6
accounting clerk	40.5 - 46.7	43.1 - 49.8	45.7 - 52.8
accounting manager	88.0 - 106.7	94.6 - 114.7	101.1 - 122.5
accounting supervisor	64.0 - 77.5	68.8 - 83.3	73.4 - 88.9
accounting technician	53.4 - 63.0	57.5 - 67.9	61.4 - 72.6
accounts payable clerk	40.4 - 45.5	44.7 - 50.4	48.5 - 54.7
accounts payable manager	78.5 - 95.1	85.6 - 103.8	92.6 - 112.2
accounts receivable clerk	40.9 - 46.1	45.3 - 51.0	49.2 - 55.4
accounts receivable manager	80.8 - 95.6	87.6 - 103.6	94.3 - 111.5
analyst - financial planning & analysis	90.4 - 109.6	97.7 - 118.3	104.6 - 126.8
assistant controller	97.0 - 123.2	105.1 - 133.5	113.0 - 143.5
billing specialist	38.9 - 45.4	42.6 - 49.7	45.9 - 53.6
bookkeeper	39.3 - 46.4	42.5 - 50.2	45.6 - 53.8
business analyst	72.0 - 86.1	77.8 - 93.1	83.4 - 99.9
compliance officer	87.3 - 105.7	97.3 - 117.9	106.8 - 129.4
compliance specialist	57.6 - 68.9	63.3 - 75.8	68.8 - 82.3
cost accountant	60.7 - 72.6	65.5 - 78.4	70.2 - 84.0
credit & collection specialist	38.6 - 44.4	42.4 - 48.9	45.9 - 53.0



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credit and collections accountant	36.6 - 43.1	39.8 - 46.9	42.8 - 50.5	49.0 - 57.9
credit and collections manager	85.5 - 102.3	91.6 - 109.7	97.7 - 117.0	112.6 - 134.7
credit and collections supervisor	54.2 - 65.5	58.4 - 70.7	62.5 - 75.7	72.0 - 87.1
external auditor	63.1 - 75.5	67.8 - 81.1	72.4 - 86.6	82.7 - 99.0
financial analyst	73.5 - 87.9	78.6 - 94.1	83.6 - 100.1	94.9 - 113.7
financial reporting manager	105.3 - 127.6	113.0 - 136.9	120.6 - 146.0	138.4 - 167.4
internal audit manager	98.3 - 120.6	105.6 - 129.5	112.7 - 138.2	128.8 - 157.8
internal auditor	61.1 - 73.1	67.4 - 80.6	73.3 - 87.7	85.6 - 102.5
invoicing clerk	38.4 - 44.8	42.1 - 49.2	45.4 - 53.0	50.4 - 58.9
payroll clerk	43.1 - 50.3	47.5 - 55.4	51.4 - 60.0	58.6 - 68.4
payroll manager	75.4 - 91.3	81.4 - 98.7	87.3 - 105.8	100.0 - 121.1
payroll specialist	45.4 - 54.3	49.6 - 59.4	53.6 - 64.2	62.3 - 74.6
payroll supervisor	55.2 - 66.0	60.0 - 71.8	64.6 - 77.3	74.5 - 89.2
tax analyst	49.2 - 58.9	54.3 - 64.9	59.1 - 70.6	68.9 - 82.5
tax manager	93.2 - 114.3	100.0 - 122.6	106.6 - 130.7	122.3 - 149.9
treasury analyst	64.9 - 77.7	69.5 - 83.2	74.0 - 88.6	84.1 - 100.7

## healthcare

	entry	mid	senior
disability case manager	65.3 - 81.5	73.2 - 92.9	82.6 - 104.7
medical coordinator	48.0 - 61.1	53.5 - 69.4	60.4 - 78.9
medical secretary	36.6 - 46.7	40.9 - 52.7	45.6 - 57.9
registered nurse	66.5 - 82.7	72.9 - 92.2	80.8 - 102.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	87.1 - 120.3	109.3 - 150.7	135.4 - 186.4
vice president human resources / CHRO	114.5 - 193.3	148.4 - 250.4	184.5 - 311.3
human resources	entry	mid	senior
benefits administrator	56.5 - 72.1	63.1 - 82.1	71.3 - 92.7
compensation and benefits manager	96.2 - 125.0	106.6 - 141.4	120.0 - 160.2
compensation specialist	51.2 - 67.5	59.0 - 79.0	68.1 - 90.0
health and safety advisor	61.2 - 78.7	70.3 - 91.5	80.6 - 103.7
health and safety director	87.8 - 105.2	113.9 - 136.3	135.5 - 162.0
health and safety manager	77.9 - 100.7	87.1 - 114.7	98.5 - 129.4



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HRIS analyst	63.1 - 82.9	72.3 - 96.6	83.2 - 110.0
HRIS director	87.8 - 125.8	114.0 - 163.0	141.6 - 202.1
human resources assistant	42.4 - 54.0	48.0 - 60.9	53.1 - 65.5
human resources business partner	67.9 - 88.8	76.0 - 101.2	85.9 - 114.5
human resources coordinator	41.4 - 52.8	46.9 - 59.4	51.8 - 64.0
human resources director	96.4 - 133.1	123.4 - 170.2	152.9 - 210.7
human resources generalist	62.8 - 78.7	67.3 - 86.3	73.8 - 97.0
human resources manager	86.7 - 114.8	98.7 - 132.9	113.1 - 151.4
human resources supervisor	65.5 - 84.9	72.4 - 96.1	81.6 - 109.8
Human Resources Technician	50.3 - 65.4	55.9 - 74.2	63.0 - 84.6
L&D director	95.0 - 117.9	118.6 - 147.1	150.9 - 186.9
labour relations advisor	66.5 - 88.1	75.8 - 102.3	87.1 - 116.7
labour relations manager	94.7 - 128.2	111.3 - 152.5	130.3 - 176.2
learning and development specialist	53.4 - 69.5	60.5 - 80.2	69.1 - 90.8
learning experience designer	51.6 - 66.5	57.7 - 75.8	65.2 - 86.0
recruitment coordinator	41.3 - 53.7	47.4 - 62.0	53.9 - 69.8
talent acquisition director	90.7 - 125.2	116.1 - 160.1	141.8 - 195.4
talent acquisition specialist	51.4 - 64.9	64.5 - 85.6	78.9 - 105.1
total rewards director	108.7 - 141.4	140.9 - 183.0	172.8 - 224.5
total rewards specialist	56.1 - 72.7	63.1 - 83.3	71.7 - 95.4

## industrial support

	entry	mid	senior
assembler/fabricator	17.3 - 20.1	18.9 - 23.2	20.8 - 26.7
boom truck operator	21.5 - 29.0	24.9 - 33.9	28.7 - 38.7
counterbalance forklift operator	19.4 - 21.3	20.2 - 22.9	21.7 - 24.3
delivery/courier driver	18.7 - 22.6	20.1 - 24.8	23.1 - 27.9
electronic parts assembler	17.0 - 20.9	18.3 - 23.2	20.1 - 25.5
general labourer - heavy	17.9 - 20.9	19.1 - 23.5	22.0 - 25.5
general labourer - light	16.0 - 18.8	17.8 - 21.3	19.6 - 22.5
industrial painter	18.4 - 21.8	20.2 - 24.7	21.6 - 27.2
inventory control clerk	18.2 - 21.2	19.7 - 24.1	21.8 - 27.1
janitor/custodian	17.4 - 18.1	18.0 - 20.2	19.2 - 21.3
landscaping labour	18.0 - 19.8	19.0 - 22.6	20.9 - 23.4
logistics coordinator	23.8 - 30.6	27.0 - 35.2	30.7 - 40.0
machine operator	18.1 - 23.1	20.1 - 25.6	23.0 - 27.8
machine operator assistant	16.6 - 21.0	19.1 - 24.2	21.7 - 26.9
manufacturing worker	18.0 - 19.7	19.9 - 22.5	20.2 - 25.5



# ontario

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material handler	18.0 - 20.2	19.1 - 23.3	20.5 - 24.0
moulding machine operator	17.3 - 20.5	19.0 - 23.8	21.2 - 24.7
order/cherry picker forklift operator	19.5 - 21.9	20.5 - 24.3	22.6 - 25.0
parts clerk	17.0 - 18.5	17.3 - 19.8	18.8 - 22.3
parts manager	24.5 - 28.9	26.7 - 31.0	28.5 - 34.1
picker/packer	15.9 - 18.3	17.2 - 20.3	18.7 - 21.6
polisher/deburrer	19.0 - 22.4	20.1 - 25.8	22.9 - 29.2
print press operator	19.0 - 21.3	20.5 - 24.1	22.1 - 27.0
production labourer	16.0 - 18.4	17.2 - 21.2	19.4 - 22.4
reach truck operator	19.6 - 22.3	20.8 - 23.8	22.2 - 25.3
sandblasting operator	20.0 - 22.5	21.6 - 24.0	23.0 - 27.5
scissor lift operator	18.0 - 19.3	19.1 - 20.6	20.0 - 21.9
shipper/receiver	19.4 - 22.3	21.7 - 24.4	22.4 - 27.1
warehouse labourer	16.6 - 19.5	18.3 - 21.6	19.9 - 22.8

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	65.0 - 75.4	70.6 - 90.2	89.5 - 120.1
automation engineer	65.4 - 86.3	74.1 - 99.6	84.7 - 113.2
buyer	59.0 - 77.4	67.2 - 89.6	77.1 - 102.6
chemical engineer	82.5 - 109.2	92.4 - 124.4	104.2 - 140.1
chemical technician	56.1 - 73.2	62.4 - 83.0	70.4 - 94.8
cmm programmer	54.0 - 64.7	62.3 - 78.1	77.0 - 102.0
coating inspector	37.0 - 48.6	42.1 - 56.0	55.0 - 63.7
commissioning and start up engineer	64.1 - 85.6	73.8 - 100.2	85.4 - 114.4
continuous improvement engineer	80.3 - 104.6	89.4 - 118.3	100.3 - 132.2
contracts administrator	62.0 - 82.1	70.4 - 94.9	80.6 - 107.8
controls designer/engineer	68.2 - 85.2	82.5 - 96.3	90.4 - 120.6
demand planner	51.4 - 71.1	61.9 - 85.9	73.2 - 98.5
drafter	58.3 - 70.5	65.2 - 82.2	78.0 - 95.0
electrical designer/engineer	72.1 - 95.4	82.0 - 110.5	94.1 - 126.4
electrical engineer	74.5 - 100.2	86.7 - 118.7	101.4 - 137.3
electrical engineering technician	54.7 - 70.1	62.4 - 81.1	71.4 - 92.1
electrical inspector	43.2 - 58.1	50.0 - 68.1	57.9 - 78.7
electrical test engineer	71.9 - 95.8	82.5 - 112.0	95.5 - 128.4
environmental engineer	63.0 - 83.6	71.9 - 97.1	82.7 - 111.0
environmental inspector	48.3 - 61.8	53.1 - 69.3	59.2 - 77.5



estimation engineer	69.4 - 92.4	79.7 - 108.1	92.1 - 123.9
estimator	63.3 - 82.6	70.4 - 93.6	79.2 - 105.6
field service engineer	58.2 - 70.3	60.4 - 81.5	78.2 - 94.1
health and safety specialist	68.3 - 89.6	78.0 - 104.2	94.6 - 125.5
HVAC drafter	53.8 - 69.2	60.5 - 78.9	68.3 - 88.6
HVAC engineer	55.2 - 73.5	63.2 - 85.4	72.6 - 96.6
industrial engineer	71.2 - 92.7	79.1 - 104.7	88.7 - 117.1
inventory analyst	53.8 - 70.3	61.0 - 81.0	69.6 - 92.4
manufacturing engineer	67.5 - 89.3	76.7 - 103.2	87.8 - 116.7
mechanical designer	65.6 - 78.4	75.6 - 98.4	90.4 - 112.2
mechanical drafter	55.6 - 65.9	64.5 - 82.3	78.7 - 98.0
mechanical engineer	75.3 - 99.4	85.3 - 114.6	97.5 - 130.4
mechanical engineering technician	52.8 - 69.2	60.1 - 79.9	82.4 - 89.8
planner/scheduler	50.0 - 65.0	58.0 - 74.0	70.0 - 84.6
PLC programmer	58.2 - 74.0	72.0 - 88.4	80.5 - 98.3
process engineer	62.8 - 83.5	71.8 - 97.1	82.6 - 110.1
procurement specialist	52.8 - 68.8	58.6 - 77.9	66.0 - 88.4
production planner	50.1 - 66.4	57.9 - 77.2	66.1 - 86.0
project engineer	75.0 - 90.3	86.5 - 110.0	105.0 - 145.0
project manager	80.3 - 110.4	93.3 - 130.0	108.3 - 148.3
QA/QC inspector	38.8 - 49.7	43.4 - 56.8	49.2 - 64.3
quality assurance manager	84.1 - 108.9	92.8 - 122.4	103.7 - 136.9
quality assurance/control technician	63.5 - 84.1	73.6 - 98.9	85.2 - 112.3
quality control engineer	66.5 - 87.5	75.0 - 100.4	85.3 - 113.4
quality inspector	41.4 - 51.1	44.6 - 58.3	50.6 - 66.0
SCADA engineer	64.2 - 85.2	73.3 - 99.0	84.2 - 112.5
specification writer	54.6 - 70.5	61.9 - 81.0	70.2 - 91.3
stationary engineer	53.9 - 69.8	60.2 - 79.0	67.6 - 94.7
turnaround coordinator	68.0 - 90.0	78.2 - 104.5	90.0 - 115.0
<b>industrial management</b>			
contracts manager	88.7 - 111.8	99.0 - 127.6	112.1 - 145.1
director of operations	120.8 - 161.4	158.8 - 212.4	201.1 - 269.2
engineering manager	79.8 - 107.1	91.0 - 124.5	104.6 - 142.2
general manager	105.2 - 128.8	112.5 - 137.6	132.1 - 155.0
health and safety manager	58.8 - 75.3	67.3 - 87.5	77.1 - 99.1
inventory control manager	61.2 - 79.7	68.3 - 90.7	77.1 - 102.6
machining manager	67.9 - 75.1	72.8 - 83.8	82.0 - 104.5
maintenance manager	83.2 - 89.7	86.4 - 99.1	98.2 - 124.5
maintenance supervisor	77.4 - 83.4	80.3 - 88.2	83.4 - 94.8



# ontario

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manufacturing director	102.7 - 124.6	133.4 - 161.9	164.4 - 199.8
materials manager	77.8 - 101.9	85.8 - 114.8	96.0 - 129.2
operations manager	75.7 - 102.8	86.3 - 119.2	98.7 - 134.6
plant manager	87.8 - 122.1	105.1 - 148.4	125.3 - 155.5
procurement director	93.7 - 123.5	123.5 - 163.1	149.8 - 198.2
production manager	78.5 - 102.5	87.6 - 116.8	99.1 - 132.3
production supervisor	65.1 - 74.1	72.9 - 89.3	86.9 - 101.7
program manager	68.9 - 88.9	78.3 - 102.8	89.5 - 117.2
project director	107.0 - 129.8	133.7 - 162.3	161.2 - 195.8
purchasing manager	84.6 - 111.5	95.5 - 127.9	108.3 - 143.7
supply chain manager	77.9 - 103.4	89.0 - 119.8	101.5 - 134.3
transportation manager	74.1 - 97.5	83.6 - 112.0	95.0 - 127.1
warehouse manager	72.5 - 79.2	78.7 - 88.6	85.8 - 99.5
warehouse supervisor	52.0 - 59.1	55.2 - 66.3	64.4 - 76.1
<b>skilled trades</b>			
CNC machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
CNC programmer	60.1 - 69.2	65.7 - 86.4	81.2 - 105.4
conventional machinist	47.8 - 53.0	51.4 - 59.3	60.3 - 73.8
electrician	61.4 - 71.3	68.6 - 74.1	71.6 - 83.2
electromechanical technician	50.8 - 68.1	59.9 - 79.4	68.2 - 81.5
electronics technician	52.1 - 67.0	58.2 - 76.2	65.5 - 85.6
field service technician	70.7 - 75.5	73.4 - 81.2	79.2 - 85.4
heavy equipment mechanic	62.4 - 72.0	69.1 - 78.8	75.7 - 87.2
machine builder	59.1 - 67.6	66.4 - 73.8	70.9 - 80.5
maintenance mechanic	61.4 - 71.3	70.3 - 77.6	74.3 - 82.6
mechanical assembler	46.8 - 51.2	48.0 - 54.5	51.0 - 59.9
millwright	67.6 - 71.3	69.3 - 77.0	74.7 - 85.5
mould maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
panel wirer	47.2 - 54.9	51.6 - 60.1	57.2 - 66.8
set-up technician	47.8 - 53.0	51.3 - 59.3	58.1 - 69.7
tool and die maker	65.5 - 70.1	66.9 - 75.7	64.6 - 83.2
welder	45.7 - 52.2	51.3 - 58.1	57.9 - 70.5

# marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	67.8 - 89.1	76.3 - 102.2	86.8 - 116.2
digital media specialist	41.1 - 52.8	48.0 - 62.6	56.0 - 71.6



# ontario

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digital specialist	49.1 - 65.0	56.8 - 76.6	66.1 - 87.5
e-commerce manager	79.7 - 104.1	89.0 - 118.6	100.7 - 134.8
marketing content manager	58.7 - 74.6	67.6 - 87.2	77.9 - 98.7
social media manager	60.4 - 83.0	72.3 - 99.7	85.1 - 115.4
web manager	67.1 - 87.3	74.5 - 98.8	83.8 - 111.5
web marketing analyst	53.1 - 70.5	61.7 - 83.0	71.5 - 94.3
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	102.2 - 155.1	137.8 - 208.5	176.2 - 266.7
marketing vice-president	123.5 - 189.4	173.2 - 265.5	223.2 - 342.3
<b>marketing and communications</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
brand or product manager	82.3 - 106.0	91.6 - 119.9	102.9 - 134.4
brand or product manager assistant	65.6 - 88.5	76.6 - 104.4	88.9 - 119.1
communications manager	69.2 - 90.2	77.0 - 102.3	86.7 - 114.8
communications specialist	55.9 - 76.3	66.5 - 91.8	78.4 - 104.8
marketing coordinator	54.9 - 72.9	62.8 - 84.9	72.3 - 96.8
marketing director	99.9 - 133.5	115.3 - 156.3	133.2 - 177.7
marketing project manager	43.3 - 57.8	49.9 - 67.6	57.6 - 76.9
marketing specialist	48.4 - 64.2	55.3 - 74.6	63.5 - 84.5

## office & administrative support

	entry	mid	senior
<b>insurance</b>			
benefits analyst	52.3 - 68.2	59.2 - 78.3	67.2 - 87.9
benefits coordinator	36.0 - 46.1	41.2 - 53.3	47.0 - 60.6
benefits processor	37.7 - 48.8	43.7 - 56.2	49.2 - 61.2
claims supervisor	64.1 - 83.5	71.5 - 95.1	80.9 - 108.6
client support representative	38.0 - 45.0	50.0 - 60.0	65.0 - 72.0
insurance account manager - commercial	56.3 - 70.4	61.2 - 78.0	67.5 - 87.0
insurance account manager - personal	51.7 - 64.4	55.9 - 71.0	61.4 - 79.1
insurance billing clerk	36.6 - 47.3	42.4 - 54.9	48.2 - 61.3
insurance claims clerk	39.5 - 49.9	44.9 - 57.2	50.8 - 64.2
insurance claims processor	42.2 - 52.9	46.8 - 60.0	52.8 - 68.2
insurance sales manager	84.2 - 108.1	93.4 - 122.4	105.1 - 138.5
team lead	84.2 - 108.1	93.4 - 122.4	105.1 - 138.5
technical support representative	41.1 - 53.3	47.0 - 61.9	54.0 - 71.1
underwriter	58.6 - 77.8	68.1 - 91.5	78.9 - 103.5
underwriting analyst	52.5 - 68.5	58.6 - 78.0	66.3 - 88.9
underwriting assistant	39.5 - 47.0	45.0 - 50.0	52.0 - 60.0



# ontario

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## legal services

articling student	50.3 - 54.6	53.5 - 58.2	59.9 - 64.5
associate attorney	79.3 - 112.8	96.5 - 138.6	115.9 - 160.2
contract specialist	61.2 - 79.9	69.5 - 92.3	79.3 - 104.3
contracts administrator	96.8 - 122.0	108.1 - 138.9	122.3 - 157.8
data entry clerk	34.4 - 43.3	39.0 - 49.3	43.7 - 50.5
document services specialist	33.0 - 42.2	38.2 - 48.1	42.6 - 49.2
executive legal assistant	55.6 - 62.5	66.3 - 85.7	86.0 - 110.6
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
lawyer - corporate	90.3 - 126.7	107.8 - 153.1	127.8 - 175.8
lawyer - practicing	86.6 - 128.5	108.0 - 160.2	130.9 - 184.1
legal assistant	47.6 - 53.2	54.5 - 58.3	59.4 - 65.6
office clerk	32.9 - 41.3	37.7 - 46.9	42.0 - 47.9
office manager	52.5 - 62.5	61.5 - 70.1	68.5 - 80.2
paralegal	47.7 - 66.1	57.8 - 80.0	68.2 - 90.4

## logistics & transportation support

import/export clerk	38.4 - 49.4	44.1 - 56.6	49.5 - 62.0
import/export coordinator	55.6 - 71.4	61.7 - 80.8	69.4 - 91.1
shipping administrator	44.6 - 56.7	51.2 - 65.4	58.1 - 73.2
supply chain coordinator	42.4 - 54.7	47.4 - 62.5	53.7 - 71.1

## office & administrative support

administrative analyst	47.7 - 62.0	53.0 - 70.1	59.5 - 79.2
administrative assistant	40.8 - 52.7	45.6 - 60.0	51.5 - 67.7
administrative assistant (bilingual)	44.0 - 52.0	46.0 - 57.0	51.0 - 62.0
administrative manager	58.7 - 75.3	63.9 - 83.6	70.6 - 93.3
benefits clerk	39.9 - 51.1	45.7 - 59.2	52.1 - 67.2
buyer assistant	40.0 - 51.9	46.4 - 59.9	52.5 - 65.8
claims supervisor	64.1 - 83.5	71.5 - 95.1	80.9 - 108.6
contracts administrator	96.8 - 122.0	108.1 - 138.9	122.3 - 157.8
data entry clerk	34.4 - 43.3	39.0 - 49.3	43.7 - 50.5
dispatcher	39.6 - 50.2	44.6 - 57.1	50.1 - 63.9
document controller	33.6 - 42.4	38.2 - 47.8	42.4 - 48.9
document services specialist	33.0 - 42.2	38.2 - 48.1	42.6 - 49.2
documentation specialist	36.1 - 47.4	43.2 - 54.9	48.6 - 56.1
donor relations coordinator	52.6 - 68.8	60.9 - 81.0	70.9 - 93.6
executive assistant	53.9 - 73.6	63.0 - 86.8	73.0 - 98.6
executive assistant (bilingual)	52.0 - 70.0	58.0 - 84.0	69.0 - 95.0
file clerk	35.5 - 46.2	42.0 - 53.1	46.9 - 54.1
fundraising manager	66.0 - 85.0	74.8 - 98.2	85.6 - 112.3



# ontario

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HR administrator	47.8 - 62.2	54.0 - 71.4	61.3 - 80.8
human resources assistant	42.4 - 54.0	48.0 - 60.9	53.1 - 65.5
invoicing clerk	38.4 - 49.2	43.8 - 55.9	48.8 - 60.6
lease administrator	40.6 - 53.4	45.8 - 61.5	52.4 - 71.0
leasing coordinator	39.0 - 52.0	44.0 - 60.0	51.0 - 70.0
legal assistant	47.7 - 66.1	57.8 - 80.0	68.2 - 90.4
logistics coordinator	48.8 - 63.0	55.5 - 72.5	63.1 - 82.4
mailroom clerk	33.1 - 41.0	37.3 - 45.6	40.6 - 46.3
office clerk	37.3 - 46.0	41.1 - 51.2	45.3 - 56.5
office manager	56.0 - 72.1	61.4 - 80.5	68.1 - 89.9
office/operations manager	50.0 - 65.0	57.0 - 82.0	68.0 - 95.0
order clerk	34.4 - 43.4	39.2 - 49.5	43.9 - 54.6
order entry clerk	35.0 - 44.0	39.7 - 50.0	44.4 - 51.2
order supervisor	52.7 - 68.9	61.0 - 80.3	69.9 - 90.0
payroll administrator	45.4 - 59.4	51.7 - 68.6	59.1 - 78.3
project coordinator	44.0 - 57.2	49.7 - 65.6	56.3 - 73.8
property administrator	39.0 - 52.0	44.0 - 60.0	51.0 - 70.0
property manager	64.1 - 85.0	73.1 - 98.9	84.2 - 113.4
receptionist	34.2 - 42.6	37.7 - 48.1	42.4 - 54.8
receptionist (bilingual)	39.0 - 43.0	42.0 - 47.0	45.0 - 55.0
sales administrator	45.2 - 60.4	52.1 - 70.6	60.1 - 80.3
sales assistant	40.9 - 51.0	45.1 - 57.8	51.0 - 66.9
service coordinator	39.0 - 50.3	43.6 - 57.4	49.4 - 65.5
supply clerk	34.9 - 44.0	39.0 - 49.5	43.4 - 54.6
virtual assistant	40.8 - 52.6	45.6 - 59.8	51.5 - 67.5
virtual receptionist	34.3 - 42.6	37.8 - 48.1	42.4 - 54.8

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	49.9 - 62.5	54.3 - 69.2	60.0 - 77.2
account manager - software	55.7 - 69.4	60.2 - 76.5	66.2 - 85.3
business development manager	100.5 - 132.7	112.1 - 151.5	127.4 - 174.0
district sales manager	79.6 - 103.1	90.8 - 119.9	104.6 - 137.6
key accounts manager - consumer goods	71.2 - 91.4	80.3 - 105.0	91.4 - 119.4
merchandiser - consumer goods	62.0 - 81.0	69.3 - 92.4	78.5 - 105.2
sales manager	63.4 - 84.8	72.0 - 97.8	82.1 - 110.8
sales representative, account manager - channel manager	79.5 - 105.8	89.6 - 121.3	101.8 - 137.2



# ontario

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sales representative, account manager - consumer goods	50.3 - 63.4	55.2 - 70.8	61.3 - 79.0
sales representative, account manager - professional services	48.1 - 59.9	52.0 - 66.0	57.1 - 73.7
sales representative, account manager - telecommunications	55.3 - 69.0	59.9 - 76.2	65.9 - 84.9
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	144.6 - 206.5	192.6 - 275.1	249.0 - 355.7
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	71.8 - 93.8	78.9 - 105.0	87.8 - 117.2
sales engineer - manufacturing	61.4 - 82.2	69.8 - 94.8	79.5 - 106.6
sales representative, account manager - distribution	50.4 - 63.0	54.7 - 69.7	60.4 - 78.0
sales representative, account manager - industrial equipment	48.8 - 60.8	52.8 - 67.0	58.0 - 74.7
sales representative, account manager - industrial service	54.0 - 67.4	58.5 - 74.4	64.4 - 82.9
sales representative, account manager - machinery	54.1 - 67.4	58.5 - 74.4	64.4 - 83.2
sales representative, account manager - manufacturing	49.1 - 70.6	54.1 - 79.1	60.1 - 88.0
sales representative, account manager - retail network	54.2 - 67.4	58.5 - 74.4	64.5 - 83.9
technical sales representative - manufacturing	52.8 - 69.7	60.0 - 80.8	68.9 - 93.2

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	71.3 - 92.1	79.7 - 105.0	90.1 - 118.0
application support analyst	62.9 - 82.8	72.2 - 95.6	82.0 - 107.7
automation tester	67.6 - 88.8	77.3 - 103.2	88.8 - 117.3
C++/ embedded software engineer	69.5 - 89.9	77.8 - 102.5	87.9 - 115.2
database SQL developer	63.6 - 84.4	72.7 - 98.2	83.6 - 111.7
devops development side	68.1 - 91.3	78.9 - 107.7	91.8 - 123.0
ERP developer	71.6 - 92.5	80.0 - 105.3	90.5 - 119.4
front-end developer	67.6 - 88.8	77.3 - 103.2	88.8 - 117.3
full stack developer	77.4 - 101.8	88.6 - 118.3	101.7 - 134.0
java developer	69.6 - 89.9	77.8 - 102.5	87.9 - 115.3
machine learning developer	77.3 - 114.7	103.6 - 143.3	123.5 - 147.8
manual tester	48.3 - 64.5	56.6 - 76.5	66.0 - 87.2
mobile application developer (iOS/android)	64.3 - 98.3	89.6 - 124.9	107.5 - 128.7
quality assurance manager	84.8 - 110.5	94.3 - 125.2	106.1 - 140.7
RPA developer	53.1 - 69.8	60.9 - 81.0	69.7 - 90.9
technical lead	109.6 - 147.2	125.2 - 170.4	143.3 - 192.7
UI/UX designer	64.1 - 83.2	72.2 - 95.3	81.8 - 106.6
<b>architecture</b>			
application architect	99.3 - 131.8	111.6 - 151.2	127.1 - 172.8



# ontario

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architect (enterprise)	96.6 - 130.1	110.7 - 151.5	127.6 - 173.8
architect (solutions/technical)	86.7 - 108.4	97.3 - 123.7	110.0 - 138.8
cloud architect	88.7 - 111.4	100.2 - 127.8	113.7 - 143.0
<b>data &amp; analytics</b>			
BI data architect	89.4 - 119.7	100.0 - 136.3	113.0 - 153.7
big data engineer	84.4 - 110.3	94.3 - 125.7	106.7 - 142.2
business intelligence developer	68.0 - 88.0	76.2 - 100.3	86.0 - 112.0
data analyst	70.0 - 93.3	80.5 - 109.2	93.0 - 124.2
data architect	73.6 - 97.0	84.7 - 113.5	97.8 - 129.3
data engineer	72.7 - 97.1	83.7 - 113.7	96.7 - 129.1
data scientist	79.1 - 106.1	91.6 - 124.7	106.2 - 141.7
database administrator	70.5 - 95.8	83.2 - 114.5	97.7 - 131.2
<b>leadership/business technology</b>			
business analyst	72.0 - 93.1	80.6 - 106.3	91.3 - 120.0
IT director	108.1 - 144.0	136.6 - 181.7	170.4 - 226.6
manager IT	94.5 - 125.0	107.5 - 144.9	123.4 - 165.8
<b>networking/infrastructure</b>			
bilingual tech support	47.5 - 63.3	54.5 - 72.9	61.8 - 81.5
cloud engineer	76.7 - 102.1	89.3 - 120.3	103.6 - 136.1
devops system side	82.2 - 114.3	96.8 - 135.3	112.4 - 152.8
help desk representative	47.5 - 63.3	54.5 - 72.9	61.8 - 81.5
information security engineer	74.1 - 98.9	85.3 - 115.8	98.6 - 131.6
information security manager	95.5 - 125.3	107.3 - 143.4	121.9 - 162.9
information security specialist	62.6 - 82.2	71.6 - 95.6	82.2 - 108.2
information systems analyst	66.8 - 85.6	73.9 - 96.6	82.8 - 108.5
linux/unix administrator	79.4 - 103.4	89.7 - 118.9	102.3 - 135.0
network administrator	63.5 - 84.7	73.1 - 99.2	84.4 - 113.1
network engineer	70.8 - 94.3	81.3 - 110.4	94.0 - 126.5
systems administrator	71.6 - 93.2	80.8 - 107.1	92.0 - 121.2
tech support	66.6 - 86.9	75.5 - 100.1	86.0 - 113.4
telecommunications analyst	66.0 - 87.7	75.6 - 102.6	87.5 - 118.4
<b>project management</b>			
business systems analyst	70.1 - 92.7	81.0 - 108.8	93.7 - 124.4
ERP project manager	97.1 - 129.3	105.9 - 143.7	117.3 - 160.9
organizational change manager (OCM)	68.3 - 91.9	79.5 - 109.4	93.6 - 127.9
product owner	75.8 - 99.6	86.8 - 115.8	99.6 - 130.7
product owner/manager	81.6 - 112.2	94.7 - 132.2	110.0 - 151.1
program manager	97.1 - 129.3	105.9 - 143.7	117.3 - 160.9
project coordinator	64.3 - 80.8	72.8 - 93.2	83.1 - 105.8



# ontario

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project manager (infrastructure)	97.2 - 131.3	110.1 - 151.7	126.1 - 173.8
project manager (software)	93.7 - 123.9	104.7 - 141.1	118.4 - 159.7
scrum master	73.0 - 94.9	82.3 - 109.0	93.7 - 124.1
technical writer	60.7 - 78.6	70.5 - 92.6	81.7 - 105.1



# queens - charlottetown

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	46.8 - 58.0	49.9 - 64.5	55.8 - 73.5
call center director - operations	56.5 - 73.4	63.4 - 83.8	71.6 - 94.2
customer loyalty agent	33.4 - 43.9	38.2 - 51.0	43.7 - 58.1
customer service manager	61.4 - 81.4	69.3 - 94.0	79.3 - 108.2
customer service representative	31.5 - 39.7	34.8 - 45.1	39.0 - 50.7
customer service representative - bilingual	33.5 - 41.7	36.8 - 47.1	41.0 - 52.7
customer service supervisor	50.1 - 66.2	56.4 - 75.8	63.9 - 86.1
customer service team lead	40.9 - 46.0	44.9 - 52.6	52.0 - 6500.0
customer service trainer	38.9 - 51.3	44.6 - 59.8	51.4 - 68.1
e-chat representative	33.4 - 43.9	38.2 - 51.0	43.7 - 58.1
help desk representative - level 1	39.5 - 53.2	45.6 - 61.5	51.9 - 69.0
inside sales manager	60.2 - 81.0	68.5 - 93.9	78.4 - 106.8
inside sales representative	45.8 - 57.4	49.6 - 63.5	54.8 - 71.5
junior collection agent	29.5 - 37.5	33.1 - 43.1	37.3 - 48.3
order desk	29.9 - 37.5	33.8 - 42.8	37.9 - 47.3
survey agent	29.7 - 37.1	33.5 - 42.0	37.1 - 43.0
telemarketing agent	29.6 - 36.7	32.7 - 42.0	37.0 - 48.7
telephone dispatcher	34.5 - 44.0	38.9 - 50.2	43.9 - 56.3
travel support agent	33.2 - 41.9	37.1 - 47.4	41.4 - 52.5

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	75.1 - 104.9	94.9 - 133.0	118.8 - 166.6
vice president human resources / CHRO	97.9 - 169.8	128.5 - 222.6	161.6 - 279.6
human resources	entry	mid	senior
benefits administrator	49.0 - 62.8	54.9 - 71.7	62.1 - 81.4
compensation and benefits manager	81.6 - 107.3	90.9 - 122.1	102.8 - 139.2
compensation specialist	44.3 - 58.7	51.2 - 69.0	59.3 - 78.9
health and safety advisor	54.2 - 70.1	62.4 - 81.9	71.8 - 93.2
health and safety director	74.1 - 89.5	97.3 - 117.5	116.8 - 140.9



## prince-edward island

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health and safety manager	65.5 - 85.6	73.5 - 98.1	83.6 - 111.3
HRIS analyst	53.0 - 70.3	61.0 - 82.5	70.6 - 94.4
HRIS director	74.2 - 108.0	97.5 - 141.8	122.3 - 177.9
human resources assistant	36.6 - 46.9	41.5 - 52.9	46.0 - 57.0
human resources business partner	59.1 - 77.9	66.3 - 89.1	75.2 - 101.4
human resources coordinator	35.7 - 45.7	40.5 - 51.7	44.9 - 55.7
human resources director	81.7 - 114.6	105.9 - 148.4	132.6 - 185.8
human resources generalist	54.6 - 68.7	58.6 - 75.6	64.3 - 85.3
human resources manager	73.2 - 98.2	83.8 - 114.4	96.6 - 131.1
human resources supervisor	57.0 - 74.4	63.2 - 84.5	71.4 - 97.1
Human Resources Technician	43.6 - 57.0	48.5 - 64.8	54.8 - 74.1
L&D director	80.5 - 101.0	101.6 - 127.2	130.7 - 163.9
labour relations advisor	57.8 - 77.2	66.1 - 90.2	76.3 - 103.4
labour relations manager	80.2 - 110.3	95.0 - 132.2	112.1 - 154.0
learning and development specialist	47.2 - 61.8	53.6 - 71.6	61.4 - 81.3
learning experience designer	45.5 - 59.0	51.0 - 67.5	57.9 - 76.9
recruitment coordinator	35.7 - 46.6	41.0 - 53.9	46.7 - 60.8
talent acquisition director	76.7 - 107.5	99.3 - 139.1	122.4 - 171.6
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	92.7 - 122.1	121.6 - 160.2	150.9 - 198.5
total rewards specialist	48.7 - 63.4	54.9 - 72.9	62.5 - 83.9

## industrial support

	entry	mid	senior
counterbalance forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
electronic parts assembler	15.0 - 18.2	15.8 - 20.3	17.5 - 22.3
forklift operator	15.0 - 18.0	16.1 - 20.9	18.3 - 23.2
general labourer - heavy	15.0 - 18.9	16.9 - 21.6	19.2 - 22.3
general labourer - light	14.5 - 17.8	16.2 - 21.0	18.5 - 21.5
inventory control clerk	15.1 - 19.2	17.2 - 22.1	19.5 - 24.8
janitor/custodian	15.0 - 17.0	13.8 - 17.4	15.4 - 17.8
machine operator	15.3 - 20.2	17.5 - 23.5	20.1 - 26.7
machine operator assistant	15.6 - 18.4	16.8 - 21.3	19.0 - 23.7
manufacturing worker	15.0 - 17.3	15.7 - 19.7	17.7 - 22.5
material handler	15.0 - 17.7	15.8 - 20.5	18.0 - 21.1
order/cherry picker forklift operator	15.6 - 19.7	17.0 - 22.9	19.5 - 25.8
parts clerk	15.0 - 16.5	13.8 - 18.9	15.6 - 21.2
parts manager	21.0 - 27.4	23.6 - 31.5	26.9 - 35.9



# prince-edward island

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picker/packer	15.0 - 16.4	14.6 - 18.5	16.1 - 20.2
polisher/deburrer	15.6 - 19.7	17.7 - 22.7	20.1 - 25.6
print press operator	15.6 - 19.5	17.4 - 22.1	19.4 - 24.8
production labourer	15.0 - 16.5	15.1 - 19.6	17.5 - 20.2
reach truck operator	15.5 - 19.6	17.1 - 22.9	19.5 - 25.8
shipping and receiving clerk	16.6 - 20.8	18.9 - 23.9	21.5 - 27.3
warehouse labourer	15.0 - 17.9	16.4 - 20.5	18.3 - 21.0

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	58.5 - 77.3	66.0 - 88.9	75.2 - 101.5
digital media specialist	35.5 - 45.8	41.5 - 54.4	48.6 - 62.4
digital specialist	42.5 - 56.5	49.4 - 66.8	57.5 - 76.6
e-commerce manager	69.0 - 90.7	77.2 - 103.8	87.7 - 118.5
marketing content manager	52.0 - 66.4	60.0 - 77.9	69.4 - 88.5
social media manager	52.0 - 71.9	62.5 - 86.7	73.8 - 100.9
web manager	57.9 - 75.7	64.4 - 85.9	72.6 - 97.4
web marketing analyst	44.3 - 59.4	51.8 - 70.4	60.3 - 80.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	88.6 - 137.1	121.0 - 187.5	157.0 - 242.9
marketing vice-president	108.2 - 169.8	154.5 - 242.2	201.8 - 316.1
<b>marketing and communications</b>			
brand or product manager	71.3 - 92.3	79.5 - 105.0	89.5 - 118.2
brand or product manager assistant	56.5 - 76.7	66.1 - 90.9	77.0 - 104.2
communications manager	59.0 - 77.4	65.8 - 88.2	74.3 - 99.4
communications specialist	48.6 - 66.8	58.1 - 80.8	68.7 - 92.7
marketing coordinator	47.6 - 63.6	54.6 - 74.3	63.0 - 85.1
marketing director	86.9 - 117.4	100.7 - 138.5	117.0 - 158.8
marketing project manager	37.0 - 49.7	42.7 - 58.3	49.5 - 66.5
marketing specialist	41.8 - 55.9	48.0 - 65.1	55.2 - 74.0

## office & administrative support

	entry	mid	senior
administrative assistant	35.7 - 46.4	40.0 - 53.0	45.4 - 60.1
administrative assistant (bilingual)	36.7 - 39.0	38.0 - 43.9	42.0 - 48.5
contracts administrator	83.0 - 105.3	93.0 - 120.6	105.6 - 137.7



# prince-edward island

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data entry clerk	30.4 - 38.4	34.5 - 43.9	38.8 - 45.0
dispatcher	34.9 - 44.7	39.5 - 51.0	44.6 - 57.2
document controller	29.1 - 36.9	33.1 - 41.8	36.9 - 42.8
executive assistant	47.6 - 65.5	55.8 - 77.5	64.9 - 88.4
executive assistant (bilingual)	45.0 - 50.0	47.0 - 51.0	52.0 - 56.0
file clerk	30.8 - 40.3	36.5 - 46.5	40.9 - 47.5
HR administrator	41.5 - 54.5	47.1 - 62.7	53.7 - 71.3
HR coordinator	37.9 - 43.0	45.0 - 49.0	51.0 - 62.0
human resources assistant	36.9 - 47.4	42.0 - 53.6	46.6 - 57.9
invoicing clerk	33.2 - 42.8	38.0 - 48.9	42.5 - 53.2
lease administrator	34.2 - 45.4	38.8 - 52.6	44.6 - 60.9
legal assistant	41.7 - 58.4	50.9 - 71.1	60.3 - 80.6
logistics coordinator	43.4 - 56.5	49.5 - 65.2	56.5 - 74.4
mailroom clerk	29.2 - 36.3	32.9 - 40.5	36.0 - 41.2
office clerk	33.0 - 40.9	36.4 - 45.7	40.2 - 50.6
office manager	49.1 - 63.9	54.0 - 71.7	60.2 - 80.4
office/operations manager	42.1 - 55.2	46.9 - 62.7	52.9 - 65.1
order clerk	29.8 - 37.8	34.0 - 43.3	38.2 - 47.9
payroll administrator	38.1 - 50.3	43.5 - 58.4	50.0 - 66.8
project coordinator	39.0 - 51.2	44.2 - 58.8	50.3 - 66.3
receptionist	29.6 - 37.1	32.7 - 42.1	36.9 - 48.2
receptionist (bilingual)	35.0 - 45.3	40.3 - 52.7	46.2 - 60.0
sales administrator	39.2 - 52.8	45.4 - 62.1	52.6 - 70.9
sales assistant	35.4 - 44.5	39.1 - 50.6	44.5 - 58.9
service coordinator	34.4 - 44.8	38.6 - 51.3	43.9 - 58.7
virtual assistant	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3
virtual receptionist	30.5 - 38.6	34.7 - 44.1	39.0 - 45.3

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	42.9 - 54.0	46.8 - 60.0	51.8 - 67.2
account manager - software	48.0 - 60.2	52.0 - 66.5	57.3 - 74.4
business development manager	86.6 - 115.6	97.0 - 132.6	110.8 - 153.4
district sales manager	68.9 - 89.8	78.8 - 104.9	91.1 - 121.1
key accounts manager - consumer goods	61.8 - 80.0	69.9 - 92.4	80.0 - 105.6
merchandiser - consumer goods	53.9 - 70.8	60.3 - 81.1	68.6 - 92.9
sales manager	54.6 - 73.5	62.2 - 85.1	71.1 - 96.7



# prince-edward island

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sales representative, account manager - channel manager	68.8 - 92.2	77.7 - 106.2	88.6 - 120.8
sales representative, account manager - consumer goods	43.3 - 54.7	47.6 - 61.3	53.0 - 68.6
sales representative, account manager - professional services	41.7 - 52.1	45.0 - 57.5	49.6 - 64.3
sales representative, account manager - telecommunications	47.7 - 59.8	51.7 - 66.2	57.1 - 74.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	127.6 - 185.9	172.8 - 251.3	226.4 - 329.1
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	62.5 - 82.5	68.9 - 92.7	77.0 - 104.0
sales engineer - manufacturing	53.3 - 71.9	60.8 - 83.4	69.5 - 94.2
sales representative, account manager - distribution	43.6 - 54.8	47.5 - 60.8	52.5 - 68.2
sales representative, account manager - industrial equipment	42.0 - 52.6	45.5 - 58.1	50.1 - 64.9
sales representative, account manager - industrial service	46.8 - 58.7	50.8 - 64.9	56.0 - 72.7
sales representative, account manager - machinery	46.6 - 58.4	50.5 - 64.6	55.7 - 72.6
sales representative, account manager - manufacturing	42.2 - 61.3	46.6 - 68.8	51.9 - 76.9
sales representative, account manager - retail network	46.7 - 58.4	50.5 - 64.7	55.8 - 73.2
technical sales representative - manufacturing	45.8 - 60.8	52.1 - 70.6	60.0 - 81.8

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	60.1 - 78.5	67.5 - 89.9	76.6 - 101.6
application support analyst	52.9 - 70.2	60.9 - 81.6	69.6 - 92.4
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	58.6 - 76.5	65.8 - 87.7	74.7 - 99.1
database SQL developer	53.4 - 71.6	61.4 - 83.9	70.9 - 96.0
devops development side	57.4 - 77.8	66.8 - 92.3	78.2 - 106.0
ERP developer	60.4 - 78.8	67.7 - 90.3	77.0 - 102.8
front-end developer	56.9 - 75.5	65.4 - 88.4	75.5 - 101.0
full stack developer	65.5 - 87.0	75.4 - 101.8	87.0 - 116.0
java developer	58.6 - 76.5	65.8 - 87.7	74.7 - 99.2
machine learning developer	65.3 - 98.6	88.7 - 124.4	106.5 - 128.4
manual tester	42.6 - 57.2	50.1 - 68.0	58.5 - 77.7
mobile application developer (iOS/android)	54.0 - 83.9	76.2 - 107.8	92.2 - 111.2
quality assurance manager	71.5 - 94.3	79.9 - 107.5	90.4 - 121.4
RPA developer	44.3 - 58.8	51.1 - 68.6	58.7 - 77.4
technical lead	93.5 - 127.3	107.5 - 148.7	123.9 - 169.2
UI/UX designer	53.9 - 70.6	60.9 - 81.3	69.3 - 91.4
<b>architecture</b>			



# prince-edward island

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application architect	84.3 - 113.5	95.3 - 130.9	109.2 - 150.8
architect (enterprise)	82.4 - 112.5	95.1 - 131.8	110.2 - 152.3
architect (solutions/technical)	73.7 - 93.0	83.1 - 106.7	94.4 - 120.3
cloud architect	75.4 - 95.7	85.6 - 110.4	97.7 - 124.1
<b>data &amp; analytics</b>			
BI data architect	76.7 - 103.9	86.1 - 118.9	97.8 - 134.7
big data engineer	71.6 - 94.7	80.4 - 108.5	91.4 - 123.3
business intelligence developer	57.2 - 74.8	64.4 - 85.8	73.0 - 96.3
data analyst	59.0 - 79.6	68.2 - 93.7	79.2 - 107.1
data architect	62.9 - 83.4	72.5 - 98.0	84.1 - 112.1
data engineer	61.4 - 82.9	71.0 - 97.7	82.6 - 111.6
data scientist	67.0 - 90.9	78.0 - 107.6	91.1 - 123.0
database administrator	59.4 - 81.8	70.6 - 98.5	83.4 - 113.4
<b>leadership/business technology</b>			
business analyst	60.7 - 79.3	68.3 - 91.1	77.7 - 103.4
IT director	92.2 - 124.4	117.8 - 159.1	148.6 - 200.5
manager IT	80.0 - 107.4	91.6 - 125.2	105.9 - 144.4
<b>networking/infrastructure</b>			
bilingual tech support	56.6 - 74.6	64.5 - 86.4	73.8 - 98.3
cloud engineer	64.9 - 87.3	76.0 - 103.6	88.7 - 117.9
devops system side	69.7 - 98.3	82.6 - 117.1	96.5 - 132.9
help desk representative	44.3 - 58.9	50.8 - 67.7	57.5 - 75.6
information security engineer	62.6 - 84.5	72.4 - 99.7	84.2 - 113.8
information security manager	80.9 - 107.6	91.4 - 123.9	104.5 - 141.7
information security specialist	52.6 - 69.7	60.4 - 81.5	69.7 - 92.8
information systems analyst	56.2 - 72.7	62.4 - 82.4	70.2 - 93.1
linux/unix administrator	67.3 - 88.5	76.3 - 102.4	87.5 - 116.9
network administrator	53.3 - 71.9	61.7 - 84.8	71.7 - 97.3
network engineer	59.7 - 80.4	68.9 - 94.7	80.2 - 109.2
systems administrator	60.4 - 79.4	68.5 - 91.8	78.3 - 104.5
tech support	56.0 - 73.9	63.8 - 85.6	73.1 - 97.5
telecommunications analyst	55.5 - 74.6	63.9 - 87.8	74.4 - 101.9
<b>project management</b>			
business systems analyst	59.1 - 79.0	68.6 - 93.3	79.9 - 107.3
ERP project manager	82.4 - 111.2	90.2 - 124.2	100.5 - 139.8
functional analyst	50.3 - 65.3	56.4 - 74.7	77.7 - 103.4
organizational change manager (OCM)	63.5 - 85.2	73.8 - 101.4	86.8 - 118.7
product owner	67.1 - 89.0	77.2 - 104.0	88.9 - 117.9
product owner/manager	69.7 - 97.1	81.4 - 115.1	95.1 - 132.3



## prince-edward island

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program manager	90.1 - 120.0	98.2 - 133.6	108.8 - 149.8
project coordinator	54.1 - 68.5	61.4 - 79.4	70.5 - 90.7
project manager (infrastructure)	82.5 - 113.0	94.0 - 131.4	108.4 - 151.8
project manager (software)	79.3 - 106.4	89.1 - 121.8	101.4 - 138.8
scrum master	64.6 - 84.6	73.1 - 97.7	83.5 - 111.8
technical writer	52.9 - 68.9	61.6 - 81.5	71.7 - 93.0



# centre-du-québec

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	46.8 - 57.1	52.6 - 63.2	56.9 - 75.0
call center director - operations	56.7 - 73.8	63.6 - 84.4	72.0 - 95.0
customer loyalty agent	33.6 - 44.2	38.4 - 51.3	44.0 - 58.5
customer service manager	61.5 - 81.4	69.3 - 94.1	79.3 - 108.3
customer service representative	34.3 - 40.0	35.0 - 45.3	39.2 - 51.1
customer service representative - bilingual	36.3 - 42.0	37.0 - 47.3	41.2 - 53.1
customer service supervisor	50.3 - 66.2	56.5 - 75.9	64.0 - 86.2
customer service team lead	39.5 - 44.2	40.6 - 48.9	47.5 - 55.8
customer service trainer	39.0 - 51.2	44.6 - 59.6	51.3 - 67.9
e-chat representative	33.6 - 44.2	38.4 - 51.3	44.0 - 58.5
help desk representative - level 1	39.7 - 53.2	45.7 - 61.6	52.0 - 69.1
inside sales manager	60.4 - 81.5	68.8 - 94.6	78.9 - 107.8
inside sales representative	45.6 - 57.1	49.4 - 63.2	54.5 - 71.3
junior collection agent	29.6 - 37.6	33.2 - 43.3	37.4 - 48.6
order desk	30.1 - 37.7	34.0 - 43.1	38.1 - 47.6
survey agent	29.9 - 37.3	33.7 - 42.3	37.3 - 43.2
telemarketing agent	29.7 - 36.8	32.8 - 42.1	37.1 - 48.9
telephone dispatcher	34.7 - 44.0	39.0 - 50.1	43.9 - 56.1
travel support agent	33.4 - 42.2	37.3 - 47.7	41.6 - 52.9

## engineering

	entry	mid	senior
<b>construction</b>			
architect	52.6 - 69.5	59.6 - 80.6	68.3 - 92.4
architectural drafter	42.6 - 55.2	49.5 - 65.6	58.0 - 77.7
BIM/VDC Coordinator	55.3 - 72.1	61.6 - 82.3	69.6 - 93.5
buyer	49.7 - 64.8	56.4 - 75.2	64.6 - 86.4
civil engineer	56.4 - 75.9	65.3 - 89.3	75.6 - 101.7
civil engineering drafter	44.1 - 55.9	50.3 - 64.7	57.5 - 73.5
civil engineering technologist	40.8 - 53.6	46.6 - 62.2	53.4 - 70.9
civil project engineer	64.8 - 89.0	74.6 - 104.6	86.6 - 120.5



civil project manager	67.8 - 91.2	76.7 - 105.1	87.5 - 118.9
construction coordinator	44.3 - 58.8	49.7 - 67.1	56.2 - 76.2
construction director	88.9 - 118.0	117.5 - 155.9	148.5 - 197.4
construction manager	65.5 - 85.9	71.9 - 96.2	80.1 - 108.3
construction project coordinator	76.5 - 98.5	83.1 - 109.2	91.8 - 121.8
construction project manager	58.3 - 80.5	67.7 - 95.2	78.9 - 109.4
contracts administrator	52.1 - 68.8	59.1 - 79.7	67.5 - 90.8
contracts manager	81.0 - 103.0	90.8 - 117.9	103.3 - 134.5
demand planner	42.7 - 58.8	51.3 - 70.9	60.5 - 81.3
director of operations	109.3 - 147.3	144.8 - 195.2	184.6 - 248.9
drafter	46.5 - 58.3	52.3 - 66.8	59.3 - 75.8
electrical designer/engineer	61.6 - 82.1	70.2 - 95.7	81.0 - 110.0
electrical engineer	63.7 - 86.4	74.4 - 103.1	87.5 - 119.7
electrical engineering technician	46.9 - 60.0	53.4 - 69.6	61.1 - 79.3
electrical inspector	37.4 - 50.1	43.2 - 58.7	50.0 - 67.9
engineering manager	73.2 - 98.9	83.7 - 115.3	96.6 - 132.0
environmental engineer	53.9 - 71.6	61.4 - 83.7	70.9 - 96.2
environmental inspector	41.6 - 53.1	45.7 - 59.5	50.9 - 66.6
estimation engineer	59.3 - 79.5	68.2 - 93.5	79.2 - 107.7
estimator	53.2 - 69.2	59.0 - 78.5	66.4 - 89.0
facilities engineer	56.9 - 76.2	65.5 - 89.7	76.0 - 102.9
field manager	61.2 - 81.3	69.6 - 94.7	80.3 - 109.9
field supervisor	59.9 - 78.8	67.2 - 90.1	76.0 - 101.5
foreman	44.7 - 57.8	50.0 - 65.9	56.5 - 74.9
health and safety manager	53.4 - 68.9	61.4 - 80.4	70.6 - 91.6
health and safety specialist	58.4 - 77.0	66.8 - 90.0	77.1 - 103.0
HVAC drafter	46.3 - 59.2	51.9 - 67.5	58.5 - 75.9
HVAC engineer	47.3 - 62.8	54.0 - 73.2	62.1 - 83.3
materials manager	70.7 - 93.6	78.3 - 105.8	88.0 - 119.5
mechanical designer	45.8 - 60.4	52.6 - 70.3	60.3 - 79.5
mechanical drafter	43.5 - 56.4	48.9 - 65.2	56.1 - 76.3
mechanical engineer	64.4 - 85.7	73.1 - 99.4	84.0 - 113.5
mechanical engineering technician	45.2 - 59.2	51.5 - 68.5	58.7 - 77.3
mechanical site supervisor	42.7 - 55.0	48.3 - 63.2	55.0 - 72.3
operations manager	68.1 - 92.8	77.7 - 107.8	89.0 - 122.1
planner/scheduler	35.4 - 45.2	40.2 - 52.0	45.6 - 58.7
project director	98.8 - 120.3	124.0 - 151.1	150.1 - 183.0
project engineer	77.8 - 100.2	84.5 - 111.0	93.4 - 124.1
project manager	66.2 - 91.7	77.1 - 108.5	89.9 - 124.3



purchasing manager	77.1 - 102.7	87.5 - 118.2	99.7 - 133.2
QA/QC inspector	47.4 - 62.9	54.8 - 73.7	63.2 - 84.5
quality control engineer	56.8 - 75.1	64.1 - 86.6	73.1 - 98.3
quality inspector	34.7 - 44.3	38.8 - 50.6	43.9 - 57.2
safety inspector	55.2 - 72.3	62.5 - 83.2	71.1 - 94.1
site supervisor	62.8 - 82.3	68.9 - 92.2	76.8 - 103.5
specification writer	46.6 - 59.9	52.7 - 68.7	59.7 - 77.5
structural designer	43.8 - 57.1	49.6 - 65.7	56.3 - 74.3
structural engineer	56.6 - 75.1	64.3 - 87.4	73.9 - 100.0
superintendent	50.0 - 70.0	60.0 - 80.0	70.0 - 100.0
supply chain manager	70.8 - 95.0	81.2 - 110.5	93.2 - 124.2
<b>energy &amp; oil</b>			
applications engineer	62.4 - 84.4	73.5 - 101.1	86.5 - 115.6
architect	53.2 - 70.9	60.5 - 82.5	69.7 - 94.8
architectural drafter	42.8 - 56.0	50.0 - 66.8	59.0 - 79.5
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	56.7 - 75.7	64.5 - 88.0	74.2 - 100.9
automation specialist	44.2 - 58.4	51.4 - 68.5	59.2 - 78.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	50.2 - 66.0	57.2 - 76.9	65.8 - 88.5
category manager	53.7 - 70.7	60.1 - 81.0	68.3 - 92.6
chemical engineer	72.1 - 97.1	81.3 - 111.3	92.4 - 125.9
chemical technician	48.5 - 63.8	54.1 - 72.8	61.3 - 83.7
chief inspector	46.5 - 61.5	52.4 - 70.3	59.2 - 79.0
civil engineer	57.3 - 77.6	66.5 - 91.7	77.3 - 104.6
civil engineering drafter	44.5 - 56.7	50.9 - 65.9	58.4 - 75.1
civil engineering technologist	41.0 - 54.3	47.0 - 63.3	54.1 - 72.4
civil project engineer	65.9 - 91.2	76.3 - 107.5	88.8 - 124.1
civil project manager	69.2 - 93.6	78.5 - 108.1	89.8 - 122.4
coating inspector	32.6 - 42.4	36.8 - 48.9	41.9 - 55.7
commissioning and start up engineer	54.9 - 74.0	63.4 - 87.2	73.7 - 99.6
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	48.0 - 63.3	53.7 - 72.0	60.5 - 81.0
construction coordinator	44.6 - 59.7	50.2 - 68.4	57.0 - 77.9
construction director	91.2 - 121.5	120.9 - 161.1	153.4 - 204.4
construction manager	66.7 - 88.0	73.3 - 98.8	82.0 - 111.4
construction project manager	59.2 - 82.4	69.0 - 97.8	80.7 - 112.5
continuous improvement engineer	66.7 - 88.1	74.6 - 100.4	84.2 - 112.9
contracts administrator	52.7 - 70.2	60.0 - 81.6	68.8 - 93.2



contracts manager	82.9 - 105.9	93.2 - 121.5	106.2 - 138.8
contracts specialist	53.3 - 70.1	60.7 - 81.5	69.6 - 92.7
control technician	43.2 - 57.1	49.4 - 66.4	56.7 - 75.7
controls designer/engineer	44.9 - 60.5	51.8 - 70.9	59.8 - 81.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	43.0 - 59.7	51.9 - 72.4	61.5 - 83.2
director of operations	112.5 - 152.2	149.5 - 202.2	191.1 - 258.2
drafter	46.9 - 59.2	53.0 - 68.1	60.3 - 77.5
electrical designer/engineer	62.7 - 84.1	71.7 - 98.3	82.9 - 113.2
electrical engineer	64.9 - 88.6	76.0 - 106.0	89.8 - 123.3
electrical engineering technician	47.3 - 61.0	54.1 - 71.0	62.2 - 81.2
electrical inspector	37.6 - 50.5	43.5 - 59.2	50.3 - 68.5
electrical test engineer	62.5 - 84.5	72.2 - 99.7	84.2 - 115.0
engineering manager	74.8 - 101.6	85.7 - 118.7	99.2 - 136.2
environmental engineer	54.6 - 73.2	62.5 - 85.8	72.4 - 98.8
environmental inspector	41.8 - 53.8	46.1 - 60.5	51.5 - 67.9
estimation engineer	60.2 - 81.4	69.6 - 96.0	81.1 - 110.8
estimator	53.9 - 70.6	60.0 - 80.4	67.7 - 91.3
expediter	35.2 - 45.5	40.0 - 52.5	45.5 - 59.7
facilities engineer	57.7 - 77.9	66.7 - 92.1	77.7 - 105.8
facilities manager	52.6 - 69.7	60.2 - 81.1	69.3 - 93.0
field service engineer	45.8 - 61.2	52.3 - 71.4	60.4 - 83.1
general inspector	45.2 - 59.7	50.9 - 68.3	57.5 - 76.8
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	56.6 - 74.2	64.0 - 85.9	73.3 - 98.3
geophysicist	59.7 - 82.3	71.1 - 99.9	84.8 - 116.2
geotechnical engineer	57.3 - 75.3	64.9 - 87.2	74.4 - 99.8
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	35.6 - 46.6	39.6 - 52.9	44.6 - 59.3
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	58.4 - 76.7	65.1 - 87.3	73.5 - 98.7
health and safety specialist	54.1 - 70.2	62.4 - 82.4	72.0 - 94.0
HVAC drafter	46.7 - 60.2	52.6 - 68.8	59.4 - 77.6
HVAC engineer	47.7 - 63.9	54.7 - 74.8	63.2 - 85.3
hydraulic engineer	58.2 - 78.6	67.3 - 92.9	78.4 - 106.7
industrial engineer	61.9 - 81.6	69.0 - 92.8	77.9 - 104.5
instrumentation and controls engineer	60.1 - 80.0	68.0 - 92.6	77.9 - 105.3
inventory analyst	45.0 - 59.1	51.1 - 68.2	58.4 - 78.0
inventory control manager	56.7 - 74.9	63.6 - 85.8	72.2 - 97.6



logistics manager	54.4 - 72.8	62.2 - 85.3	72.0 - 98.0
logistics specialist	50.4 - 67.3	57.7 - 78.8	66.6 - 89.9
maintenance engineer	46.7 - 60.8	52.3 - 69.2	58.8 - 77.5
maintenance operator	36.4 - 45.1	40.3 - 50.8	44.9 - 56.5
materials manager	72.2 - 96.1	80.1 - 108.9	90.2 - 123.1
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	46.2 - 61.4	53.3 - 71.8	61.3 - 81.4
mechanical drafter	43.7 - 57.2	49.4 - 66.4	57.0 - 78.1
mechanical engineer	65.6 - 87.8	74.7 - 102.2	86.1 - 116.9
mechanical engineering technician	45.6 - 60.2	52.1 - 69.9	59.7 - 79.1
mining engineer	62.1 - 83.2	69.6 - 95.3	79.0 - 107.7
operations manager	69.4 - 95.2	79.5 - 110.9	91.3 - 125.9
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	64.8 - 85.3	73.3 - 98.8	84.3 - 113.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	56.5 - 74.6	63.3 - 85.6	72.0 - 97.7
planner/scheduler	35.5 - 45.6	40.4 - 52.4	46.0 - 59.2
plant engineer	65.9 - 88.3	76.7 - 104.7	89.8 - 120.5
plant manager	82.1 - 116.1	99.3 - 142.0	119.2 - 166.4
plant operator	43.1 - 58.4	50.2 - 68.7	57.9 - 77.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	54.4 - 73.0	62.5 - 85.7	72.3 - 97.9
process engineer	54.4 - 73.0	62.5 - 85.7	72.3 - 97.9
procurement director	87.9 - 117.5	117.4 - 156.7	143.4 - 191.4
procurement manager	78.9 - 105.6	89.7 - 121.8	102.5 - 137.4
procurement specialist	44.8 - 58.6	49.8 - 66.5	56.2 - 75.7
production analyst	41.2 - 55.2	47.4 - 64.8	55.1 - 75.1
production engineer	57.3 - 77.1	65.9 - 90.5	76.3 - 103.3
program manager	64.1 - 83.7	73.3 - 97.4	84.3 - 111.6
project controller	48.0 - 64.3	54.1 - 73.8	61.5 - 84.3
project controls manager	76.6 - 106.3	88.9 - 125.1	103.3 - 143.2
project controls specialist	53.5 - 69.8	60.2 - 80.0	68.2 - 90.5
project coordinator	78.2 - 101.2	85.1 - 112.3	94.2 - 125.5
project director	101.5 - 123.9	127.8 - 156.1	155.0 - 189.3
project engineer	79.6 - 103.0	86.6 - 114.2	95.8 - 127.8
project manager	67.5 - 94.1	78.8 - 111.6	92.2 - 128.1
purchasing manager	78.9 - 105.6	89.7 - 121.8	102.5 - 137.4
QA/QC inspector	47.9 - 64.0	55.6 - 75.3	64.3 - 86.6
quality assurance manager	69.9 - 92.0	77.6 - 104.2	87.3 - 117.1



quality assurance/control technician	53.4 - 71.6	62.2 - 84.8	72.5 - 97.0
quality control engineer	57.7 - 76.7	65.3 - 88.8	74.7 - 101.0
quality inspector	34.9 - 44.6	39.0 - 50.9	44.2 - 57.7
reliability engineer	57.7 - 75.3	65.8 - 87.7	75.8 - 100.1
reliability manager	59.8 - 78.2	68.5 - 91.5	79.3 - 104.6
safety inspector	56.0 - 73.8	63.6 - 85.3	72.6 - 96.6
SCADA engineer	55.6 - 74.7	63.8 - 87.5	73.8 - 100.1
site supervisor	63.9 - 84.3	70.3 - 94.6	78.5 - 106.4
sourcing engineer	48.9 - 65.4	56.0 - 76.5	64.7 - 87.9
sourcing specialist	45.7 - 59.7	50.8 - 67.8	57.3 - 77.2
specification writer	47.0 - 60.9	53.3 - 70.1	60.6 - 79.3
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	46.7 - 60.8	52.3 - 69.2	58.8 - 77.5
structural designer	44.1 - 58.0	50.1 - 66.9	57.1 - 75.9
structural engineer	57.4 - 76.8	65.5 - 89.6	75.5 - 102.8
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	35.3 - 45.3	39.5 - 51.8	44.9 - 58.8
supply chain manager	72.3 - 97.6	83.2 - 113.8	95.7 - 128.0
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	47.7 - 62.6	54.0 - 72.3	61.8 - 83.0
transmission line engineer	67.5 - 86.4	73.4 - 95.8	81.0 - 106.7
transportation manager	68.6 - 91.7	77.9 - 106.1	89.2 - 121.0
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	46.0 - 60.4	52.2 - 69.7	59.5 - 79.0

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	119.6 - 217.8	174.2 - 316.7	252.2 - 457.7
controller	82.0 - 148.1	111.3 - 202.2	149.3 - 271.6
director - financial planning & analysis	107.7 - 143.5	139.4 - 185.8	171.9 - 228.9
finance director	108.4 - 143.9	140.0 - 186.4	173.1 - 230.5
payroll director	66.1 - 90.3	84.3 - 115.4	107.6 - 147.0
vice-president internal audit	105.1 - 141.7	133.8 - 180.6	164.5 - 221.7
finance & accounting	1 year	3 years	5 years
accountant	55.9 - 67.0	59.1 - 70.9	62.3 - 74.8
accounting clerk	35.8 - 41.3	38.1 - 44.1	40.4 - 46.8



accounting manager	74.4 - 90.9	80.2 - 98.1	85.9 - 105.1	98.7 - 120.6
accounting supervisor	57.0 - 69.2	61.3 - 74.5	65.5 - 79.6	74.9 - 91.1
accounting technician	47.3 - 56.1	51.1 - 60.5	54.6 - 64.7	62.2 - 73.8
accounts payable clerk	35.8 - 40.2	39.5 - 44.8	43.0 - 48.6	47.8 - 56.3
accounts payable manager	66.0 - 80.6	72.3 - 88.3	78.4 - 95.9	92.5 - 113.2
accounts receivable clerk	36.3 - 40.9	40.6 - 49.3	48.8 - 52.6	50.7 - 57.4
accounts receivable manager	68.1 - 81.1	74.0 - 88.2	79.9 - 95.3	94.5 - 112.7
analyst - financial planning & analysis	62.4 - 75.8	74.6 - 87.6	80.6 - 93.6	86.7 - 112.2
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	34.5 - 39.9	37.4 - 43.8	40.3 - 47.4	45.9 - 53.8
bookkeeper	36.6 - 43.3	39.3 - 46.7	45.1 - 53.6	54.0 - 60.0
business analyst	64.7 - 77.9	69.3 - 83.5	73.9 - 89.0	84.3 - 101.7
compliance officer	76.1 - 93.0	85.3 - 104.2	94.0 - 114.9	111.9 - 136.7
compliance specialist	49.8 - 59.7	54.9 - 65.8	59.6 - 71.7	69.4 - 83.7
cost accountant	53.8 - 64.6	58.2 - 69.8	62.4 - 75.1	72.0 - 86.8
credit & collection specialist	33.2 - 38.3	36.5 - 42.3	39.6 - 45.9	45.4 - 52.6
credit and collections accountant	32.5 - 37.9	35.0 - 41.3	37.5 - 44.5	43.1 - 51.3
credit and collections manager	72.1 - 87.0	77.5 - 93.6	82.9 - 100.2	96.2 - 116.2
credit and collections supervisor	47.3 - 57.4	51.0 - 62.0	54.7 - 66.6	63.2 - 77.0
external auditor	54.9 - 65.8	59.0 - 70.8	63.0 - 75.7	72.2 - 86.8
financial analyst	64.0 - 76.9	68.6 - 82.4	73.0 - 87.7	83.1 - 100.0
financial reporting manager	92.7 - 112.7	99.6 - 121.1	106.4 - 129.4	122.4 - 149.0
internal audit manager	83.5 - 103.4	90.0 - 111.5	96.4 - 119.3	110.9 - 137.0
internal auditor	53.1 - 63.7	58.6 - 70.3	63.9 - 76.7	74.8 - 90.0
invoicing clerk	35.8 - 40.1	38.1 - 42.4	41.4 - 45.8	44.5 - 52.2
payroll clerk	38.1 - 44.4	41.8 - 49.0	45.4 - 53.2	51.9 - 60.9
payroll manager	63.3 - 77.3	68.6 - 83.8	73.7 - 90.1	84.9 - 103.9
payroll specialist	39.0 - 46.7	42.3 - 50.7	45.0 - 54.8	53.2 - 63.9
payroll supervisor	48.2 - 57.9	52.5 - 63.0	56.6 - 68.0	65.5 - 78.9
tax analyst	42.5 - 51.1	47.0 - 56.4	51.2 - 61.5	60.0 - 72.0
tax manager	78.9 - 97.8	84.9 - 105.2	90.9 - 112.5	105.0 - 129.9
treasury analyst	56.4 - 67.7	60.5 - 72.6	64.5 - 77.4	73.4 - 88.3

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	140.0 - 169.7	128.5 - 222.6	161.6 - 279.5



human resources	entry	mid	senior
compensation and benefits manager	81.6 - 107.4	90.9 - 122.1	102.9 - 139.2
compensation specialist	44.2 - 58.5	51.0 - 68.7	59.0 - 78.6
health and safety advisor	53.8 - 69.7	65.0 - 81.5	71.4 - 93.0
health and safety manager	65.6 - 85.6	75.0 - 98.2	83.6 - 111.4
human resources business partner	58.9 - 77.5	66.0 - 88.8	74.9 - 101.0
human resources coordinator	40.4 - 46.1	45.2 - 52.1	51.7 - 57.5
human resources director	81.7 - 114.7	90.0 - 110.0	100.0 - 140.0
human resources generalist	54.4 - 68.4	60.2 - 75.2	64.0 - 85.0
human resources manager	73.2 - 98.3	83.8 - 114.5	96.7 - 131.2
labour relations advisor	58.9 - 77.5	66.0 - 88.8	74.9 - 101.0
talent acquisition director	80.0 - 107.6	99.4 - 139.1	122.5 - 171.6
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0

## industrial support

	entry	mid	senior
assembler/fabricator	16.9 - 18.3	18.1 - 20.5	19.7 - 23.2
delivery/courier driver	18.7 - 20.3	20.1 - 23.2	22.0 - 26.0
electronic parts assembler	17.0 - 18.2	17.9 - 20.2	20.0 - 23.5
forklift operator	17.3 - 19.1	19.2 - 22.4	21.4 - 24.6
general labourer - heavy	17.0 - 18.8	18.3 - 21.6	20.8 - 23.9
general labourer - light	16.3 - 17.7	17.4 - 20.8	19.8 - 22.6
industrial painter	18.6 - 19.4	20.1 - 22.9	22.1 - 25.1
inventory control clerk	16.1 - 19.1	17.3 - 22.0	19.5 - 24.6
machine operator	18.1 - 20.1	19.8 - 23.3	21.0 - 26.4
machine operator assistant	16.7 - 18.3	18.5 - 21.1	20.9 - 23.4
manufacturing worker	16.8 - 18.2	18.0 - 20.2	19.7 - 23.8
material handler	16.7 - 17.9	17.3 - 20.5	19.0 - 21.8
moulding machine operator	18.0 - 19.5	19.2 - 22.6	22.2 - 25.3
order/cherry picker forklift operator	18.0 - 19.2	19.0 - 21.5	20.8 - 22.9
parts clerk	17.4 - 18.5	18.1 - 19.5	19.4 - 22.3
picker/packer	16.8 - 17.7	17.5 - 18.9	19.0 - 21.4
polisher/deburrer	17.1 - 19.4	18.2 - 22.3	19.8 - 25.2
print press operator	17.9 - 19.7	18.5 - 20.9	21.2 - 23.5
production labourer	17.0 - 18.2	18.0 - 19.8	19.2 - 20.9
sandblasting operator	18.3 - 20.3	19.9 - 22.4	21.3 - 24.2
shipper/receiver	16.8 - 20.4	18.6 - 23.5	21.2 - 26.8
shipping and receiving clerk	16.8 - 20.4	18.6 - 23.5	21.2 - 26.8



warehouse labourer	16.0 - 17.9	17.1 - 20.5	18.9 - 20.9
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## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	61.9 - 83.6	72.8 - 99.9	85.6 - 114.2
automation engineer	65.2 - 74.4	71.3 - 90.9	83.2 - 104.4
buyer	65.5 - 80.6	75.1 - 85.5	84.4 - 90.4
chemical engineer	71.5 - 96.0	80.5 - 110.0	91.4 - 124.3
continuous improvement engineer	66.2 - 87.2	73.9 - 99.3	83.4 - 111.5
demand planner	68.1 - 80.1	72.1 - 90.5	80.1 - 109.1
drafter	48.2 - 60.6	54.3 - 69.4	61.6 - 78.7
electrical designer/engineer	62.3 - 83.3	71.1 - 97.2	82.1 - 111.8
electrical engineer	64.4 - 87.7	75.3 - 104.8	88.8 - 121.8
electrical engineering technician	55.0 - 60.6	53.8 - 70.4	61.7 - 80.4
HVAC drafter	50.3 - 61.5	55.2 - 68.3	58.7 - 76.6
HVAC engineer	55.3 - 68.4	60.1 - 73.6	65.3 - 83.8
industrial engineer	65.1 - 80.2	67.9 - 91.2	76.6 - 102.6
inventory analyst	50.8 - 60.4	55.7 - 67.4	62.8 - 77.2
logistics specialist	58.8 - 66.8	60.5 - 78.2	66.1 - 88.9
manufacturing engineer	65.4 - 77.7	76.6 - 89.8	80.7 - 102.9
mechanical designer	60.5 - 70.4	68.4 - 78.8	75.5 - 85.5
mechanical drafter	52.1 - 64.4	59.3 - 74.8	67.3 - 82.3
mechanical engineer	66.6 - 86.9	74.1 - 101.0	85.2 - 115.4
mechanical engineering technician	55.0 - 65.1	62.3 - 72.2	70.5 - 80.4
planner/scheduler	68.1 - 78.1	72.1 - 93.2	78.5 - 113.2
process engineer	54.1 - 72.4	62.0 - 84.8	71.6 - 96.8
procurement specialist	63.1 - 76.1	68.1 - 89.1	76.1 - 110.2
production planner	68.1 - 80.1	69.4 - 90.3	77.2 - 92.6
project engineer	78.8 - 101.8	85.7 - 112.9	94.8 - 126.2
project manager	66.9 - 93.1	78.1 - 110.3	91.2 - 126.4
QA/QC inspector	49.8 - 59.5	55.3 - 64.8	60.1 - 71.3
quality assurance manager	90.9 - 120.4	95.5 - 125.5	110.8 - 150.6
quality assurance/control technician	54.7 - 72.9	63.6 - 86.0	73.8 - 98.1
quality control engineer	57.3 - 76.0	64.8 - 87.9	74.0 - 99.9
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	74.1 - 100.4	84.9 - 117.3	98.1 - 134.4



inventory control manager	56.3 - 74.2	63.2 - 84.9	71.6 - 96.5
maintenance manager	88.1 - 98.6	95.4 - 118.3	115.6 - 136.8
maintenance supervisor	72.8 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	96.2 - 117.4	125.9 - 153.6	156.1 - 190.5
operations manager	68.8 - 94.2	78.7 - 109.6	90.3 - 124.3
plant manager	81.2 - 114.7	98.2 - 140.1	117.8 - 164.1
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	80.2 - 95.6	91.3 - 109.5	102.7 - 124.6
production supervisor	58.3 - 65.4	63.9 - 78.4	75.5 - 93.9
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.4 - 122.4	126.2 - 154.0	152.9 - 186.6
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
site supervisor	63.4 - 83.4	69.7 - 93.6	77.8 - 105.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	80.1 - 90.7	87.2 - 104.9	98.5 - 119.5
warehouse manager	80.6 - 92.1	91.3 - 102.1	99.1 - 132.9
warehouse supervisor	55.6 - 66.9	65.2 - 78.8	76.7 - 95.8
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
control technician	43.1 - 56.7	49.2 - 65.9	56.4 - 75.0
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9
electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4
panel wirer	37.0 - 43.7	41.6 - 49.9	45.8 - 54.0
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	58.8 - 77.7	66.3 - 89.6	75.6 - 102.5
digital media specialist	35.5 - 45.7	41.4 - 54.2	48.5 - 62.1
digital specialist	42.4 - 56.3	49.2 - 66.5	57.3 - 76.3
e-commerce manager	69.3 - 91.4	77.6 - 104.7	88.3 - 119.6
marketing content manager	51.4 - 65.8	59.4 - 77.3	68.8 - 88.0
social media manager	52.3 - 72.2	62.7 - 87.4	74.1 - 101.8



web manager	58.1 - 76.1	64.7 - 86.5	72.9 - 98.2
web marketing analyst	44.5 - 59.5	51.9 - 70.4	60.4 - 80.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	88.2 - 136.2	120.2 - 186.3	155.9 - 241.5
marketing vice-president	109.2 - 171.1	155.7 - 243.7	203.2 - 317.8
marketing and communications	entry	mid	senior
brand or product manager	71.6 - 93.1	79.9 - 105.9	90.2 - 119.3
brand or product manager assistant	57.2 - 77.5	66.9 - 91.8	77.9 - 105.1
communications manager	59.1 - 77.5	65.9 - 88.3	74.4 - 99.5
communications specialist	48.9 - 67.1	58.4 - 81.1	69.0 - 93.1
marketing coordinator	47.5 - 63.3	54.4 - 74.0	62.7 - 84.8
marketing director	87.5 - 118.5	101.6 - 139.7	118.1 - 160.0
marketing project manager	37.3 - 50.0	43.1 - 58.5	49.8 - 66.8
marketing specialist	41.8 - 55.7	47.9 - 64.8	55.0 - 73.6

## office & administrative support

	entry	mid	senior
administrative analyst	41.0 - 53.5	45.6 - 60.7	51.3 - 68.8
administrative assistant	40.2 - 45.3	42.3 - 51.7	44.3 - 58.6
administrative assistant (bilingual)	41.1 - 45.8	43.1 - 52.3	45.0 - 59.5
administrative manager	49.2 - 63.3	53.6 - 70.5	59.3 - 79.0
benefits clerk	34.7 - 44.6	39.7 - 51.7	45.4 - 58.9
buyer assistant	40.5 - 46.2	44.8 - 53.5	51.5 - 62.5
contracts administrator	82.1 - 104.7	92.2 - 119.9	105.0 - 137.0
data entry clerk	30.2 - 37.7	34.0 - 43.0	38.1 - 44.2
dispatcher	40.6 - 44.0	45.2 - 52.9	51.4 - 58.6
document controller	29.5 - 36.8	33.2 - 41.6	36.8 - 42.6
documentation specialist	31.5 - 41.2	37.5 - 48.0	42.3 - 49.0
executive assistant	46.4 - 63.8	54.4 - 75.7	63.2 - 79.5
executive assistant (bilingual)	49.7 - 63.9	56.9 - 75.7	64.6 - 79.8
file clerk	31.0 - 40.2	36.5 - 46.3	40.8 - 47.2
fundraising manager	57.2 - 74.0	64.9 - 86.0	74.5 - 98.9
HR administrator	41.3 - 53.9	46.7 - 61.9	53.1 - 70.3
human resources assistant	40.1 - 47.2	45.3 - 53.3	50.7 - 57.5
invoicing clerk	33.1 - 42.5	37.7 - 48.5	42.2 - 52.7
lease administrator	34.4 - 45.3	38.8 - 52.4	44.5 - 60.6
legal assistant	41.2 - 57.6	50.2 - 70.1	59.4 - 79.6
logistics coordinator	42.8 - 55.4	48.7 - 63.9	55.4 - 72.9



mailroom clerk	29.1 - 35.7	32.5 - 39.7	35.4 - 40.4
office clerk	32.6 - 40.1	35.7 - 44.8	39.5 - 49.6
office manager	48.9 - 63.3	53.7 - 70.9	59.7 - 79.6
office/operations manager	42.8 - 51.9	49.2 - 61.5	55.4 - 70.3
order clerk	30.1 - 37.7	34.0 - 43.1	38.1 - 47.6
order entry clerk	35.6 - 40.5	38.7 - 43.9	40.1 - 43.8
order supervisor	45.9 - 60.4	53.3 - 70.8	61.3 - 79.7
payroll administrator	37.9 - 49.7	43.2 - 57.6	49.5 - 65.8
project coordinator	38.5 - 50.3	43.5 - 57.7	49.4 - 65.0
receptionist	34.0 - 37.3	36.4 - 41.9	37.9 - 44.3
receptionist (bilingual)	35.2 - 38.4	37.5 - 42.5	39.1 - 45.6
sales administrator	39.0 - 52.3	45.1 - 61.3	52.1 - 69.9
sales assistant	39.6 - 45.6	44.5 - 52.3	50.2 - 58.4
service coordinator	38.5 - 44.1	41.6 - 50.4	44.3 - 55.6
supply clerk	38.2 - 43.1	41.8 - 47.3	45.4 - 55.1

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	42.7 - 53.7	46.6 - 59.7	51.5 - 66.9
account manager - software	47.8 - 59.9	51.7 - 66.2	57.0 - 74.2
business development manager	86.7 - 115.6	97.1 - 132.6	110.8 - 153.3
district sales manager	69.2 - 90.4	79.3 - 105.9	91.8 - 122.3
key accounts manager - consumer goods	61.5 - 79.8	69.6 - 92.3	79.8 - 105.6
merchandiser - consumer goods	53.7 - 70.5	60.1 - 80.8	68.3 - 92.6
sales manager	54.9 - 73.8	62.4 - 85.6	71.5 - 97.5
sales representative, account manager - channel manager	69.1 - 92.9	78.1 - 107.2	89.2 - 121.9
sales representative, account manager - consumer goods	43.7 - 55.3	48.1 - 61.9	53.5 - 69.3
sales representative, account manager - professional services	41.6 - 52.0	45.0 - 57.5	49.5 - 64.4
sales representative, account manager - telecommunications	47.4 - 59.5	51.5 - 65.9	56.8 - 73.8
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	128.8 - 187.3	174.1 - 252.9	227.9 - 330.7
<b>industrial sales</b>			
sales engineer - distribution	62.7 - 82.7	69.1 - 93.0	77.2 - 104.2
sales engineer - manufacturing	53.5 - 72.1	61.0 - 83.6	69.7 - 94.5
sales representative, account manager - distribution	43.6 - 54.8	47.4 - 60.8	52.4 - 68.3
sales representative, account manager - industrial equipment	41.8 - 52.3	45.2 - 57.8	49.8 - 64.6
sales representative, account manager - industrial service	46.7 - 58.7	50.7 - 65.0	56.0 - 72.8



## québec

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sales representative, account manager - machinery	46.4 - 58.1	50.3 - 64.3	55.5 - 72.3
sales representative, account manager - manufacturing	42.0 - 61.0	46.4 - 68.5	51.6 - 76.7
sales representative, account manager - retail network	46.5 - 58.1	50.2 - 64.4	55.5 - 73.0
technical sales representative - manufacturing	45.7 - 60.8	52.0 - 70.8	60.0 - 82.2



# chaudière-appalaches

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	49.4 - 54.7	50.2 - 64.1	56.3 - 74.1
call center director - operations	56.6 - 72.1	62.0 - 82.6	72.0 - 93.2
customer loyalty agent	35.8 - 43.2	37.5 - 50.1	43.0 - 57.1
customer service manager	61.8 - 79.7	67.7 - 92.2	77.6 - 106.2
customer service representative	35.0 - 39.1	35.8 - 44.3	39.1 - 49.9
customer service representative - bilingual	37.0 - 41.1	37.8 - 46.3	41.1 - 51.9
customer service supervisor	51.6 - 64.7	55.3 - 74.1	62.6 - 84.2
customer service team lead	46.3 - 51.9	49.2 - 58.0	55.2 - 66.1
customer service trainer	39.8 - 48.1	43.3 - 58.0	49.9 - 66.2
e-chat representative	46.5 - 51.9	50.9 - 58.2	57.7 - 72.3
help desk representative - level 1	38.6 - 51.7	44.4 - 59.7	50.5 - 67.0
inside sales manager	61.6 - 79.8	67.2 - 92.8	77.2 - 105.9
inside sales representative	47.4 - 55.7	49.3 - 61.6	53.2 - 69.5
junior collection agent	34.0 - 36.8	35.6 - 42.3	39.3 - 47.5
order desk	34.5 - 37.4	37.1 - 42.1	38.3 - 46.5
survey agent	34.7 - 36.5	36.0 - 41.3	39.0 - 42.3
telemarketing agent	35.0 - 38.0	37.5 - 42.2	39.0 - 47.7
telephone dispatcher	37.8 - 42.5	38.7 - 48.5	42.5 - 54.4
travel support agent	34.5 - 41.2	36.5 - 46.6	40.7 - 51.6

## engineering

	entry	mid	senior
<b>construction</b>			
architect	51.3 - 67.8	58.1 - 78.6	66.6 - 90.2
architectural drafter	41.6 - 53.9	48.3 - 63.9	56.6 - 75.7
buyer	48.6 - 63.7	55.3 - 74.0	63.5 - 85.1
civil engineer	55.1 - 74.1	63.7 - 87.3	73.8 - 99.4
civil engineering drafter	43.1 - 54.5	49.1 - 63.0	56.1 - 71.6
civil engineering technologist	39.9 - 52.3	45.5 - 60.6	52.1 - 69.1
civil project engineer	62.5 - 86.3	72.2 - 101.7	84.0 - 117.4
civil project manager	66.2 - 89.0	74.9 - 102.7	85.5 - 116.4



construction coordinator	43.0 - 57.1	48.3 - 65.2	54.6 - 74.1
construction director	86.2 - 114.9	114.4 - 152.7	145.3 - 193.8
construction manager	63.3 - 83.2	69.5 - 93.4	77.5 - 105.4
construction project coordinator	74.0 - 95.7	80.5 - 106.2	89.1 - 118.8
construction project manager	56.2 - 77.9	65.4 - 92.5	76.4 - 106.4
contracts administrator	51.0 - 67.7	58.0 - 78.4	66.4 - 89.5
contracts manager	79.2 - 101.0	89.0 - 115.7	101.3 - 132.2
demand planner	41.6 - 57.2	50.0 - 69.2	59.0 - 79.4
director of operations	108.5 - 146.7	144.2 - 194.8	184.2 - 248.5
drafter	45.4 - 56.9	51.1 - 65.1	57.8 - 73.8
electrical designer/engineer	60.2 - 80.2	68.5 - 93.5	79.1 - 107.6
electrical engineer	62.2 - 84.4	72.6 - 100.8	85.5 - 117.2
electrical engineering technician	45.8 - 58.5	52.2 - 67.8	59.6 - 77.3
electrical inspector	36.1 - 48.7	41.8 - 57.1	48.5 - 66.1
engineering manager	70.8 - 96.1	81.1 - 112.3	93.8 - 128.9
environmental engineer	52.6 - 69.9	60.0 - 81.7	69.2 - 93.9
environmental inspector	40.6 - 51.8	44.6 - 58.0	49.7 - 64.9
estimation engineer	57.9 - 77.6	66.6 - 91.4	77.3 - 105.3
estimator	52.1 - 68.1	57.9 - 77.3	65.3 - 87.6
facilities engineer	55.5 - 74.4	63.9 - 87.6	74.2 - 100.6
field manager	59.5 - 79.1	67.7 - 92.3	78.1 - 107.3
field supervisor	58.2 - 76.7	65.3 - 87.7	73.9 - 99.0
foreman	43.6 - 56.4	48.8 - 64.4	55.2 - 73.1
health and safety manager	52.3 - 67.4	60.1 - 78.7	69.1 - 89.6
health and safety specialist	57.0 - 75.1	65.2 - 87.9	75.3 - 100.7
HVAC drafter	45.0 - 57.5	50.4 - 65.6	56.8 - 73.7
HVAC engineer	46.1 - 61.3	52.7 - 71.5	60.6 - 81.3
materials manager	69.1 - 91.7	76.6 - 103.8	86.1 - 117.3
mechanical designer	44.7 - 58.9	51.4 - 68.7	58.8 - 77.6
mechanical drafter	42.5 - 55.0	47.7 - 63.5	54.8 - 74.4
mechanical engineer	62.8 - 83.6	71.4 - 97.2	82.0 - 111.1
mechanical engineering technician	44.2 - 57.8	50.2 - 66.8	57.3 - 75.3
operations manager	66.6 - 91.7	76.3 - 107.0	87.9 - 121.4
planner/scheduler	34.6 - 44.2	39.3 - 50.8	44.6 - 57.3
project director	96.0 - 117.2	120.9 - 147.9	146.8 - 179.5
project engineer	75.3 - 97.4	81.9 - 108.1	90.6 - 121.0
project manager	64.0 - 89.0	74.6 - 105.6	87.2 - 121.2
purchasing manager	75.5 - 100.7	85.7 - 116.0	97.7 - 130.8
QA/QC inspector	46.3 - 61.3	53.5 - 71.8	61.6 - 82.4



quality control engineer	55.5 - 73.3	62.6 - 84.6	71.4 - 96.1
quality inspector	33.7 - 43.0	37.6 - 49.1	42.6 - 55.6
safety inspector	54.1 - 70.7	61.3 - 81.4	69.6 - 92.1
site supervisor	60.6 - 79.7	66.6 - 89.5	74.3 - 100.6
specification writer	45.3 - 58.3	51.3 - 66.9	58.1 - 75.5
structural designer	42.8 - 55.7	48.4 - 64.0	54.9 - 72.4
structural engineer	55.2 - 73.3	62.7 - 85.3	72.1 - 97.7
superintendent	34.4 - 44.0	38.5 - 50.3	43.6 - 57.0
supply chain manager	69.2 - 93.1	79.5 - 108.4	91.3 - 122.0
<b>energy &amp; oil</b>			
applications engineer	60.5 - 82.0	71.3 - 98.3	84.0 - 112.8
architect	52.0 - 69.2	59.0 - 80.5	67.9 - 92.6
architectural drafter	41.8 - 54.6	48.8 - 65.1	57.5 - 77.4
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	55.3 - 73.9	62.9 - 86.0	72.4 - 98.6
automation specialist	43.2 - 57.0	50.2 - 66.7	57.8 - 76.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	49.1 - 64.9	56.1 - 75.7	64.7 - 87.2
category manager	52.6 - 69.5	59.0 - 79.8	67.1 - 91.2
chemical engineer	70.4 - 94.9	79.4 - 108.9	90.3 - 123.4
chemical technician	47.4 - 62.2	52.8 - 70.9	59.8 - 81.6
chief inspector	45.1 - 59.9	50.9 - 68.5	57.6 - 77.1
civil engineer	55.9 - 75.8	64.9 - 89.5	75.4 - 102.2
civil engineering drafter	43.4 - 55.3	49.7 - 64.2	57.0 - 73.1
civil engineering technologist	40.0 - 53.0	45.9 - 61.7	52.8 - 70.5
civil project engineer	63.7 - 88.5	73.8 - 104.6	86.1 - 121.0
civil project manager	67.5 - 91.4	76.6 - 105.7	87.7 - 119.9
coating inspector	31.7 - 41.2	35.8 - 47.5	40.7 - 54.1
commissioning and start up engineer	53.6 - 72.2	61.9 - 85.1	72.0 - 97.3
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	46.9 - 61.7	52.4 - 70.1	59.0 - 78.9
construction coordinator	43.3 - 58.0	48.8 - 66.5	55.4 - 75.7
construction director	88.5 - 118.4	117.9 - 157.8	150.2 - 200.7
construction manager	64.4 - 85.3	70.9 - 96.0	79.4 - 108.5
construction project manager	57.1 - 79.8	66.7 - 95.0	78.1 - 109.5
continuous improvement engineer	65.2 - 86.3	72.9 - 98.4	82.4 - 110.7
contracts administrator	51.7 - 69.0	58.9 - 80.3	67.7 - 91.8
contracts manager	81.2 - 103.9	91.3 - 119.2	104.1 - 136.5
contracts specialist	52.2 - 69.0	59.6 - 80.2	68.4 - 91.3



control technician	42.2 - 55.7	48.3 - 64.7	55.3 - 73.8
controls designer/engineer	43.9 - 59.0	50.6 - 69.1	58.4 - 79.2
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	41.8 - 58.2	50.6 - 70.6	60.0 - 81.3
director of operations	111.7 - 151.7	149.1 - 201.8	190.7 - 257.8
drafter	45.8 - 57.7	51.7 - 66.3	58.8 - 75.5
electrical designer/engineer	61.2 - 82.1	70.0 - 96.1	81.0 - 110.7
electrical engineer	63.3 - 86.5	74.2 - 103.6	87.7 - 120.8
electrical engineering technician	46.2 - 59.5	52.8 - 69.2	60.6 - 79.1
electrical inspector	36.3 - 49.1	42.1 - 57.6	48.9 - 66.8
electrical test engineer	61.0 - 82.5	70.5 - 97.4	82.2 - 112.6
engineering manager	72.3 - 98.7	83.1 - 115.7	96.3 - 132.9
environmental engineer	53.3 - 71.4	61.0 - 83.7	70.6 - 96.5
environmental inspector	40.8 - 52.5	45.0 - 59.0	50.3 - 66.2
estimation engineer	58.8 - 79.4	67.9 - 93.8	79.2 - 108.4
estimator	52.8 - 69.5	58.9 - 79.1	66.5 - 89.9
expediter	34.0 - 44.0	38.6 - 50.8	44.0 - 57.9
facilities engineer	56.3 - 76.1	65.1 - 89.9	75.9 - 103.5
facilities manager	51.3 - 67.7	58.6 - 78.9	67.4 - 90.6
field service engineer	44.8 - 59.7	51.1 - 69.6	58.9 - 81.0
general inspector	43.8 - 58.1	49.5 - 66.5	56.0 - 74.9
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	55.2 - 72.3	62.4 - 83.7	71.5 - 95.9
geophysicist	58.2 - 80.2	69.3 - 97.5	82.7 - 113.6
geotechnical engineer	55.9 - 73.5	63.3 - 85.2	72.6 - 97.5
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	34.8 - 45.5	38.7 - 51.6	43.6 - 57.8
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	56.3 - 74.2	62.8 - 84.6	71.0 - 95.9
health and safety specialist	53.0 - 68.8	61.1 - 80.6	70.5 - 92.0
HVAC drafter	45.3 - 58.4	51.1 - 66.8	57.7 - 75.4
HVAC engineer	46.6 - 62.4	53.4 - 73.0	61.6 - 83.3
hydraulic engineer	56.8 - 76.7	65.7 - 90.7	76.5 - 104.3
industrial engineer	60.4 - 79.7	67.4 - 90.7	76.0 - 102.1
instrumentation and controls engineer	58.6 - 78.1	66.4 - 90.5	76.1 - 102.9
inventory analyst	43.8 - 57.5	49.8 - 66.5	56.9 - 76.1
inventory control manager	55.4 - 73.1	62.2 - 83.8	70.6 - 95.3
logistics manager	53.0 - 71.2	60.8 - 83.5	70.4 - 96.0
logistics specialist	49.3 - 66.2	56.6 - 77.5	65.4 - 88.5



maintenance engineer	45.4 - 59.2	50.8 - 67.3	57.2 - 75.4
maintenance operator	35.3 - 43.8	39.1 - 49.3	43.6 - 54.9
materials manager	70.6 - 94.2	78.4 - 106.8	88.4 - 120.8
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	45.0 - 59.9	52.0 - 70.1	59.8 - 79.5
mechanical drafter	42.7 - 55.8	48.2 - 64.7	55.6 - 76.1
mechanical engineer	64.0 - 85.8	72.9 - 99.9	84.0 - 114.4
mechanical engineering technician	44.5 - 58.7	50.8 - 68.1	58.2 - 77.1
mining engineer	60.6 - 81.2	67.9 - 93.1	77.1 - 105.3
operations manager	67.9 - 94.2	78.1 - 110.1	90.2 - 125.2
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	63.3 - 83.3	71.6 - 96.5	82.3 - 111.3
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	55.1 - 72.8	61.8 - 83.6	70.3 - 95.4
planner/scheduler	34.8 - 44.5	39.5 - 51.2	44.9 - 57.8
plant engineer	63.6 - 85.6	74.2 - 101.9	87.1 - 117.5
plant manager	80.3 - 113.9	97.3 - 139.7	117.0 - 164.0
plant operator	41.9 - 56.8	48.8 - 66.8	56.3 - 75.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	53.1 - 71.3	61.0 - 83.7	70.5 - 95.7
process engineer	53.1 - 71.3	61.0 - 83.7	70.5 - 95.7
procurement director	86.0 - 115.3	115.2 - 154.3	141.1 - 188.8
procurement manager	77.2 - 103.5	87.9 - 119.5	100.4 - 135.0
procurement specialist	43.7 - 57.5	48.7 - 65.4	55.1 - 74.5
production analyst	39.8 - 53.5	45.9 - 62.9	53.3 - 73.0
production engineer	56.0 - 75.3	64.3 - 88.4	74.5 - 101.0
program manager	61.9 - 81.1	70.9 - 94.6	81.7 - 108.7
project controller	47.1 - 62.8	52.9 - 72.0	60.0 - 82.2
project controls manager	74.1 - 103.4	86.2 - 122.0	100.4 - 140.0
project controls specialist	51.8 - 67.8	58.4 - 77.8	66.2 - 88.1
project coordinator	75.7 - 98.3	82.5 - 109.3	91.4 - 122.4
project director	98.6 - 120.8	124.6 - 152.8	151.7 - 185.8
project engineer	77.0 - 100.1	83.9 - 111.2	93.0 - 124.7
project manager	65.2 - 91.3	76.3 - 108.7	89.4 - 124.9
purchasing manager	77.2 - 103.5	87.9 - 119.5	100.4 - 135.0
QA/QC inspector	46.7 - 62.4	54.3 - 73.3	62.7 - 84.4
quality assurance manager	68.4 - 90.1	76.0 - 102.1	85.5 - 114.9
quality assurance/control technician	51.9 - 69.4	60.4 - 82.4	70.3 - 94.3
quality control engineer	56.3 - 74.9	63.7 - 86.7	72.9 - 98.7



quality inspector	33.9 - 43.3	37.8 - 49.5	42.9 - 56.0
reliability engineer	56.3 - 73.5	64.2 - 85.6	74.0 - 97.8
reliability manager	57.7 - 75.6	66.2 - 88.7	76.7 - 101.7
safety inspector	54.9 - 72.2	62.3 - 83.4	71.0 - 94.5
SCADA engineer	54.3 - 72.9	62.3 - 85.4	72.0 - 97.9
site supervisor	61.7 - 81.6	67.9 - 91.9	76.0 - 103.5
sourcing engineer	47.6 - 63.9	54.6 - 74.9	63.2 - 86.0
sourcing specialist	44.6 - 58.6	49.7 - 66.7	56.2 - 76.0
specification writer	45.7 - 59.2	51.9 - 68.2	59.0 - 77.2
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	45.4 - 59.2	50.8 - 67.3	57.2 - 75.4
structural designer	43.1 - 56.6	48.9 - 65.2	55.7 - 74.0
structural engineer	56.1 - 75.0	63.9 - 87.5	73.7 - 100.4
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	34.5 - 44.3	38.7 - 50.7	43.9 - 57.5
supply chain manager	70.7 - 95.6	81.4 - 111.6	93.8 - 125.7
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	46.3 - 60.7	52.5 - 70.2	59.9 - 80.6
transmission line engineer	65.9 - 84.4	71.6 - 93.6	79.1 - 104.3
transportation manager	67.0 - 89.8	76.3 - 104.0	87.4 - 118.8
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	44.8 - 59.0	51.0 - 68.1	58.1 - 77.2

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	117.4 - 215.1	171.7 - 313.5	249.3 - 454.1
controller	80.8 - 147.1	111.3 - 203.2	148.3 - 270.9
director - financial planning & analysis	89.1 - 108.9	96.0 - 117.2	102.7 - 143.2
finance director	108.4 - 143.9	140.0 - 186.4	173.1 - 230.5
payroll director	64.6 - 88.4	82.6 - 113.2	105.5 - 144.6
vice-president internal audit	103.0 - 139.4	131.4 - 178.0	162.0 - 219.0
finance & accounting	1 year	3 years	5 years
accountant	56.6 - 68.0	59.9 - 72.0	62.9 - 75.8
accounting clerk	36.0 - 41.2	38.1 - 44.3	42.2 - 47.6
accounting manager	76.0 - 92.9	82.0 - 100.2	87.9 - 107.7
accounting supervisor	56.7 - 69.0	61.7 - 74.5	65.3 - 79.9



accounting technician	45.0 - 53.3	48.5 - 57.5	51.9 - 61.6	59.2 - 70.3
accounts payable clerk	36.1 - 40.5	39.8 - 44.9	43.3 - 49.0	47.4 - 56.8
accounts payable manager	67.6 - 82.2	73.9 - 90.3	80.3 - 98.0	94.6 - 115.8
accounts receivable clerk	36.6 - 41.1	40.2 - 49.6	49.0 - 52.9	50.9 - 57.9
accounts receivable manager	69.1 - 82.0	75.1 - 89.2	81.6 - 96.3	94.1 - 113.1
analyst - financial planning & analysis	62.4 - 75.6	74.5 - 87.0	80.8 - 93.0	86.9 - 112.3
assistant controller	62.2 - 75.5	66.9 - 81.2	71.5 - 86.9	81.8 - 99.4
billing specialist	34.4 - 40.1	37.5 - 43.9	40.4 - 47.4	46.0 - 53.8
bookkeeper	34.9 - 41.1	37.6 - 44.6	40.3 - 47.8	46.3 - 54.9
business analyst	62.1 - 74.7	67.1 - 80.8	72.1 - 87.0	83.3 - 100.7
compliance officer	78.4 - 95.8	87.7 - 107.3	96.7 - 117.9	114.9 - 139.9
compliance specialist	50.8 - 60.7	55.9 - 66.1	60.6 - 73.3	70.9 - 85.6
cost accountant	53.8 - 63.5	58.2 - 69.8	62.2 - 75.1	72.1 - 87.5
credit & collection specialist	32.6 - 37.4	35.7 - 41.3	38.7 - 44.9	44.4 - 51.4
credit and collections accountant	32.0 - 36.9	33.9 - 40.6	36.9 - 43.9	41.9 - 50.3
credit and collections manager	70.5 - 85.2	75.8 - 91.7	81.2 - 98.2	94.3 - 114.0
credit and collections supervisor	48.6 - 58.9	52.3 - 63.6	56.2 - 68.0	64.8 - 78.9
external auditor	55.9 - 67.5	60.3 - 72.3	64.7 - 77.0	74.1 - 89.0
financial analyst	64.5 - 77.9	69.9 - 83.0	74.1 - 89.1	84.4 - 101.7
financial reporting manager	88.9 - 108.0	95.9 - 117.5	102.7 - 125.8	118.3 - 143.9
internal audit manager	83.0 - 103.1	90.0 - 111.0	96.0 - 118.8	110.5 - 135.9
internal auditor	53.9 - 64.9	59.6 - 72.0	63.9 - 78.0	75.1 - 92.0
invoicing clerk	34.5 - 39.9	37.6 - 43.8	40.4 - 46.4	44.7 - 52.0
payroll clerk	38.0 - 44.8	42.0 - 49.2	45.6 - 53.4	52.1 - 61.0
payroll manager	65.1 - 79.1	70.0 - 86.1	75.8 - 92.3	87.0 - 106.5
payroll specialist	39.0 - 46.6	42.7 - 51.0	46.0 - 55.0	53.4 - 64.1
payroll supervisor	49.4 - 59.2	53.9 - 64.6	57.9 - 69.7	66.9 - 80.9
tax analyst	43.5 - 52.0	47.6 - 57.7	52.1 - 62.6	60.9 - 73.9
tax manager	80.9 - 100.3	87.1 - 108.1	93.0 - 115.4	108.0 - 132.8
treasury analyst	57.7 - 69.0	62.0 - 74.0	66.0 - 79.2	74.9 - 90.5

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	110.0 - 167.3	126.2 - 219.8	159.2 - 276.5
human resources	entry	mid	senior
compensation and benefits manager	79.9 - 105.3	89.0 - 119.9	100.9 - 136.8
compensation specialist	43.2 - 57.4	50.0 - 67.5	57.9 - 77.4
health and safety advisor	52.7 - 68.2	65.0 - 81.5	69.9 - 91.0
health and safety director	72.5 - 87.7	95.4 - 115.4	114.6 - 138.6
health and safety manager	64.0 - 83.8	75.0 - 98.2	81.9 - 109.2
HRIS analyst	51.5 - 68.2	59.2 - 80.1	68.5 - 91.8
human resources business partner	61.5 - 80.7	68.6 - 92.5	77.9 - 109.9
human resources coordinator	40.4 - 46.1	45.2 - 52.1	51.7 - 57.5
human resources director	80.8 - 112.5	90.0 - 110.0	100.0 - 140.0
human resources generalist	53.3 - 67.3	60.1 - 75.2	70.2 - 85.8
human resources manager	71.6 - 96.3	82.0 - 112.3	94.7 - 128.9
human resources supervisor	55.6 - 72.9	61.8 - 82.9	69.9 - 95.4
labour relations advisor	57.8 - 76.3	64.9 - 87.5	73.7 - 99.6
labour relations manager	78.5 - 108.2	93.1 - 129.9	110.0 - 151.6
recruitment coordinator	36.2 - 45.8	40.3 - 53.0	45.9 - 59.7
talent acquisition director	80.1 - 107.6	97.4 - 136.8	120.3 - 169.1
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0

## industrial support

	entry	mid	senior
assembler/fabricator	15.8 - 17.5	16.8 - 20.1	18.6 - 22.7
electronic parts assembler	15.5 - 17.7	16.6 - 19.7	17.0 - 21.7
forklift operator	17.7 - 19.5	18.6 - 21.1	19.8 - 24.6
general labourer - heavy	17.0 - 18.3	17.5 - 20.9	18.6 - 24.5
general labourer - light	16.0 - 17.2	17.7 - 20.2	18.9 - 23.5
industrial painter	18.0 - 20.0	19.0 - 25.0	22.0 - 28.0
inventory control clerk	16.0 - 18.4	17.6 - 21.2	18.8 - 23.7
logistics coordinator	19.9 - 25.8	22.6 - 29.8	25.8 - 34.0
machine operator	17.0 - 19.6	17.9 - 22.8	19.5 - 25.8
machine operator assistant	16.1 - 17.7	17.3 - 20.5	18.3 - 22.7



manufacturing worker	15.8 - 17.7	16.8 - 19.0	17.1 - 23.6
material handler	16.0 - 18.0	17.0 - 19.7	19.0 - 22.0
moulding machine operator	16.0 - 19.2	17.7 - 22.2	19.0 - 25.0
parts clerk	16.0 - 17.1	17.7 - 18.4	18.2 - 20.6
parts manager	20.4 - 26.5	22.9 - 30.3	26.0 - 34.6
picker/packer	16.0 - 18.0	17.0 - 19.0	18.0 - 21.0
polisher/deburrer	17.0 - 19.0	19.0 - 21.9	20.5 - 24.5
production labourer	16.0 - 18.0	17.5 - 19.1	18.0 - 24.0
sandblasting operator	16.5 - 18.8	17.7 - 20.3	19.6 - 25.5
shipper/receiver	16.0 - 18.8	17.0 - 20.9	18.4 - 23.2
warehouse labourer	16.0 - 17.2	15.8 - 19.7	17.6 - 20.1

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	60.1 - 81.1	70.7 - 97.2	83.1 - 111.4
automation engineer	55.0 - 73.2	62.5 - 85.1	71.8 - 97.4
buyer	48.9 - 64.4	55.8 - 75.0	64.2 - 86.3
chemical engineer	69.8 - 93.8	78.6 - 107.6	89.3 - 121.8
continuous improvement engineer	64.7 - 85.4	72.3 - 97.3	81.6 - 109.4
demand planner	41.7 - 57.8	50.3 - 70.0	59.5 - 80.5
drafter	45.7 - 57.4	51.4 - 65.8	58.4 - 74.8
electrical designer/engineer	60.8 - 81.3	69.4 - 95.0	80.2 - 109.4
electrical engineer	62.8 - 85.6	73.5 - 102.4	86.7 - 119.3
electrical engineering technician	46.0 - 59.1	52.5 - 68.6	60.2 - 78.3
estimator	52.5 - 68.9	58.5 - 78.4	66.0 - 88.9
HVAC drafter	45.2 - 58.0	50.8 - 66.3	57.3 - 74.7
HVAC engineer	46.4 - 61.9	53.1 - 72.4	61.2 - 82.4
industrial engineer	60.0 - 78.9	66.8 - 89.7	75.3 - 100.9
inventory analyst	43.7 - 57.1	49.5 - 65.9	56.5 - 75.4
logistics specialist	49.1 - 65.7	56.3 - 76.8	64.9 - 87.6
manufacturing engineer	56.8 - 75.9	64.8 - 88.3	74.5 - 100.6
mechanical designer	44.9 - 59.5	51.8 - 69.5	59.4 - 78.7
mechanical drafter	42.6 - 55.5	48.0 - 64.2	55.2 - 75.3
mechanical engineer	63.5 - 84.9	72.3 - 98.7	83.2 - 113.0
mechanical engineering technician	44.4 - 58.3	50.6 - 67.6	57.8 - 76.3
planner/scheduler	40.0 - 44.4	50.0 - 55.0	60.0 - 65.0
process engineer	52.8 - 70.7	60.5 - 82.8	69.9 - 94.6



procurement specialist	43.6 - 57.1	48.5 - 64.9	54.8 - 73.9
production planner	41.9 - 55.7	48.4 - 64.9	55.4 - 72.6
project engineer	76.3 - 98.9	83.1 - 109.9	92.0 - 123.1
project manager	64.7 - 90.3	75.6 - 107.4	88.5 - 123.3
QA/QC inspector	33.0 - 42.0	36.8 - 48.0	41.6 - 54.4
quality assurance manager	67.8 - 89.1	75.2 - 100.9	84.6 - 113.5
quality assurance/control technician	51.6 - 68.8	59.9 - 81.5	69.7 - 93.3
quality control engineer	55.9 - 74.2	63.2 - 85.8	72.3 - 97.6
quality inspector	45.0 - 50.0	56.0 - 60.0	62.0 - 65.0
<b>industrial management</b>			
contracts manager	80.3 - 102.6	90.3 - 117.7	102.9 - 134.6
director of operations	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
engineering manager	71.7 - 97.6	82.2 - 114.2	95.3 - 131.2
head of workshop and assembly	136.8 - 194.7	196.2 - 278.5	249.6 - 354.1
inventory control manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
machining manager	78.0 - 88.0	84.0 - 92.4	90.0 - 110.0
maintenance manager	85.0 - 95.0	88.0 - 108.0	95.0 - 130.0
maintenance supervisor	65.9 - 75.0	72.0 - 82.0	78.0 - 92.0
materials manager	75.3 - 87.2	80.0 - 102.0	88.0 - 114.0
operations manager	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
procurement director	85.1 - 113.8	113.8 - 152.2	139.2 - 186.1
production manager	75.0 - 95.0	90.0 - 112.0	101.0 - 125.0
production supervisor	52.1 - 62.9	58.4 - 76.6	74.4 - 92.0
program manager	61.4 - 80.3	70.2 - 93.6	80.8 - 107.3
project director	97.5 - 119.3	123.1 - 150.7	149.7 - 183.1
purchasing manager	76.5 - 102.3	86.9 - 118.1	99.3 - 133.2
site supervisor	70.2 - 91.0	80.0 - 101.0	90.0 - 114.0
supply chain manager	70.1 - 94.5	80.6 - 110.2	92.7 - 124.1
transportation manager	75.0 - 93.0	85.0 - 102.0	96.0 - 118.0
warehouse manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
warehouse supervisor	55.0 - 66.0	64.0 - 73.0	72.0 - 85.0
<b>skilled trades</b>			
CNC machinist	34.0 - 41.4	35.8 - 47.4	40.5 - 53.6
CNC programmer	43.1 - 57.4	49.2 - 66.7	56.5 - 76.6
control technician	42.1 - 55.4	48.1 - 64.2	55.0 - 73.1
conventional machinist	34.3 - 45.2	39.3 - 52.6	45.1 - 60.3
electrician	45.5 - 59.8	51.1 - 68.4	57.8 - 77.3
electromechanical technician	45.0 - 61.0	53.3 - 71.6	61.1 - 73.6
electronics technician	46.1 - 59.9	51.7 - 68.5	58.5 - 77.5



field service technician	43.7 - 57.5	50.7 - 67.3	58.4 - 77.3
heavy equipment mechanic	44.1 - 58.8	51.2 - 68.9	59.0 - 78.8
machine builder	34.6 - 44.5	39.6 - 51.5	45.2 - 58.1
maintenance mechanic	40.3 - 51.3	46.2 - 59.6	53.0 - 68.3
mechanical assembler	32.4 - 41.5	36.4 - 47.8	41.4 - 53.9
millwright	44.2 - 57.5	49.7 - 65.6	56.0 - 73.1
panel wirer	35.0 - 44.0	38.6 - 50.6	43.8 - 57.1
quality control tester	46.6 - 61.9	53.9 - 72.7	62.2 - 83.6
tool and die maker	44.5 - 58.6	50.9 - 68.0	58.1 - 76.9
welder	37.3 - 48.8	42.2 - 55.8	47.8 - 63.1

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	57.2 - 76.0	64.7 - 87.8	73.9 - 100.6
digital media specialist	34.5 - 44.6	40.4 - 53.1	47.4 - 61.0
digital specialist	41.3 - 55.2	48.1 - 65.4	56.2 - 75.1
e-commerce manager	67.6 - 89.6	75.9 - 102.8	86.5 - 117.6
marketing content manager	50.1 - 64.1	57.9 - 75.5	67.1 - 85.9
social media manager	50.8 - 70.6	61.2 - 85.6	72.4 - 99.9
web manager	56.6 - 74.4	63.1 - 84.8	71.2 - 96.4
web marketing analyst	43.2 - 57.7	50.4 - 68.3	58.6 - 78.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	87.1 - 135.6	119.5 - 185.9	155.5 - 241.2
marketing vice-president	107.3 - 168.9	153.6 - 241.1	200.9 - 315.0
<b>marketing and communications</b>			
brand or product manager	70.0 - 91.3	78.2 - 104.0	88.4 - 117.3
brand or product manager assistant	55.6 - 75.7	65.2 - 89.9	76.0 - 103.2
communications manager	57.0 - 75.0	63.6 - 85.6	72.0 - 96.7
communications specialist	47.5 - 65.4	56.8 - 79.1	67.2 - 90.8
marketing coordinator	46.4 - 62.2	53.4 - 72.8	61.6 - 83.5
marketing director	85.7 - 116.5	99.8 - 137.6	116.1 - 157.8
marketing project manager	36.1 - 48.5	41.7 - 57.0	48.3 - 65.2
marketing specialist	40.7 - 54.6	46.8 - 63.7	53.9 - 72.5



## office &amp; administrative support

	entry	mid	senior
administrative analyst	42.5 - 54.9	46.7 - 59.2	50.1 - 67.3
administrative assistant	36.6 - 44.0	39.1 - 47.0	45.4 - 56.0
administrative assistant (bilingual)	37.6 - 45.0	40.1 - 48.0	46.4 - 57.0
administrative manager	51.3 - 54.7	54.5 - 62.1	57.8 - 79.0
benefits clerk	35.8 - 45.1	40.2 - 52.5	44.4 - 59.8
buyer assistant	36.6 - 45.4	39.2 - 52.7	44.4 - 58.0
claims supervisor	57.0 - 75.0	63.8 - 85.9	69.7 - 94.7
contracts administrator	83.3 - 102.6	90.3 - 117.7	102.9 - 134.6
data entry clerk	33.5 - 38.1	35.8 - 42.7	39.2 - 46.0
dispatcher	39.0 - 46.0	43.0 - 50.7	44.3 - 58.5
document controller	34.5 - 38.1	36.8 - 43.7	39.2 - 46.0
document services specialist	34.5 - 39.1	36.8 - 43.7	39.0 - 45.0
documentation specialist	34.5 - 38.1	36.7 - 44.6	39.2 - 46.9
executive assistant	47.7 - 58.1	53.4 - 68.0	64.9 - 75.0
executive assistant (bilingual)	49.9 - 60.1	55.3 - 70.0	66.9 - 77.0
file clerk	34.5 - 38.1	36.8 - 41.2	38.2 - 45.1
HR administrator	40.2 - 45.5	43.3 - 52.0	48.0 - 59.2
human resources assistant	35.4 - 42.9	38.1 - 48.0	42.6 - 53.0
insurance claims clerk	35.5 - 41.0	38.0 - 43.7	42.0 - 48.0
invoicing clerk	34.5 - 39.2	37.6 - 43.8	41.2 - 47.2
legal assistant	42.6 - 55.1	48.7 - 62.0	55.5 - 75.0
logistics coordinator	43.2 - 56.1	47.1 - 62.0	55.2 - 70.8
mailroom clerk	33.5 - 37.9	36.5 - 43.5	39.2 - 46.0
office clerk	34.5 - 37.8	35.1 - 41.1	37.8 - 41.5
office manager	49.8 - 60.8	53.5 - 66.7	56.6 - 76.8
office/operations manager	51.5 - 61.9	54.0 - 66.0	57.0 - 70.0
order clerk	34.0 - 37.8	35.8 - 40.8	39.3 - 46.5
order entry clerk	34.0 - 37.8	35.8 - 40.8	39.3 - 46.5
order supervisor	46.5 - 55.8	52.2 - 69.2	59.9 - 72.0
payroll administrator	39.3 - 48.4	42.6 - 56.5	50.3 - 64.3
project coordinator	39.7 - 48.7	42.1 - 55.9	47.8 - 63.1
receptionist	34.5 - 38.1	36.8 - 40.9	39.2 - 46.8
receptionist (bilingual)	36.5 - 40.1	39.8 - 42.9	41.2 - 48.8
sales administrator	38.0 - 51.2	44.0 - 60.2	51.0 - 68.7
sales assistant	34.5 - 43.1	38.0 - 49.0	43.2 - 56.9



service coordinator	35.2 - 42.6	37.8 - 48.8	41.8 - 55.8
supply clerk	34.5 - 44.0	36.4 - 48.1	39.9 - 57.4
virtual assistant	36.4 - 43.3	39.1 - 46.6	41.9 - 49.9
virtual receptionist	35.8 - 40.9	38.8 - 43.7	41.9 - 45.8

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	41.6 - 52.4	45.4 - 58.2	50.2 - 65.2
account manager - software	46.6 - 58.4	50.4 - 64.5	55.6 - 72.3
business development manager	84.0 - 112.6	94.3 - 129.4	107.8 - 150.0
district sales manager	67.5 - 88.7	77.6 - 104.0	90.0 - 120.2
key accounts manager - consumer goods	59.9 - 77.8	67.9 - 90.1	77.8 - 103.1
merchandiser - consumer goods	52.6 - 69.3	59.0 - 79.6	67.1 - 91.2
sales manager	53.4 - 72.1	60.8 - 83.9	69.8 - 95.7
sales representative, account manager - channel manager	67.5 - 91.1	76.4 - 105.3	87.5 - 119.9
sales representative, account manager - consumer goods	42.6 - 54.0	46.9 - 60.4	52.2 - 67.6
sales representative, account manager - professional services	40.9 - 51.2	44.3 - 56.5	48.7 - 63.2
sales representative, account manager - telecommunications	46.2 - 58.0	50.2 - 64.3	55.3 - 71.9
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	126.7 - 185.0	171.9 - 250.3	225.4 - 327.9
<b>industrial sales</b>			
sales engineer - distribution	61.2 - 80.7	67.4 - 90.8	75.3 - 101.9
sales engineer - manufacturing	52.2 - 70.4	59.5 - 81.6	68.0 - 92.3
sales representative, account manager - distribution	42.9 - 53.8	46.6 - 59.8	51.6 - 67.0
sales representative, account manager - industrial equipment	40.7 - 51.0	44.1 - 56.3	48.6 - 63.0
sales representative, account manager - industrial service	46.0 - 57.7	49.9 - 63.8	55.0 - 71.4
sales representative, account manager - machinery	45.2 - 56.7	49.0 - 62.7	54.1 - 70.5
sales representative, account manager - manufacturing	40.9 - 59.4	45.2 - 66.8	50.3 - 74.7
sales representative, account manager - retail network	45.3 - 56.7	49.0 - 62.7	54.1 - 71.1
technical sales representative - manufacturing	44.6 - 59.3	50.8 - 69.0	58.5 - 80.1



## customer care &amp; contact centre

	entry	mid	senior
bilingual inside sales representative	471 - 57.4	52.1 - 63.5	56.1 - 71.5
call center director - operations	56.3 - 73.6	63.3 - 84.3	71.7 - 95.1
customer loyalty agent	33.3 - 43.5	37.9 - 50.5	43.4 - 57.6
customer service manager	61.3 - 81.4	69.2 - 94.2	79.3 - 108.5
customer service representative	31.4 - 39.4	34.6 - 44.7	38.7 - 50.3
customer service representative - bilingual	33.4 - 41.4	36.6 - 46.7	40.7 - 52.3
customer service supervisor	50.1 - 66.0	56.3 - 75.5	63.8 - 85.8
customer service team lead	37.9 - 43.2	39.2 - 47.4	46.3 - 54.4
customer service trainer	38.9 - 51.1	44.5 - 59.5	51.2 - 67.7
e-chat representative	33.8 - 39.4	34.6 - 44.7	38.7 - 50.3
help desk representative - level 1	39.5 - 52.8	45.4 - 60.9	51.5 - 68.2
inside sales manager	60.1 - 81.4	68.5 - 94.7	78.7 - 108.0
inside sales representative	45.8 - 57.4	49.6 - 63.5	54.8 - 71.5
junior collection agent	29.7 - 37.6	33.2 - 43.2	37.4 - 48.5
order desk	29.9 - 37.2	33.7 - 42.5	37.6 - 46.9
survey agent	29.7 - 36.9	33.3 - 41.7	36.9 - 42.6
telemarketing agent	30.1 - 37.1	33.1 - 42.4	37.4 - 49.1
telephone dispatcher	34.5 - 43.9	38.9 - 50.1	43.8 - 56.1
travel support agent	33.1 - 41.6	36.9 - 47.0	41.1 - 52.1

## engineering

	entry	mid	senior
<b>construction</b>			
architect	52.6 - 69.4	59.5 - 80.4	68.2 - 92.2
architectural drafter	42.5 - 54.9	49.3 - 65.1	57.7 - 77.1
buyer	49.5 - 64.9	56.3 - 75.4	64.6 - 86.7
civil engineer	56.1 - 75.3	64.8 - 88.7	75.0 - 101.1
civil engineering drafter	44.0 - 55.5	50.1 - 64.2	57.2 - 72.9
civil engineering technologist	40.7 - 53.3	46.4 - 61.8	53.1 - 70.4
civil project engineer	64.2 - 88.4	74.0 - 104.1	86.0 - 120.0
civil project manager	67.3 - 90.5	76.1 - 104.5	86.9 - 118.3



construction coordinator	44.5 - 58.8	49.8 - 67.0	56.2 - 76.0
construction director	88.4 - 117.5	117.0 - 155.8	148.3 - 197.4
construction manager	65.0 - 85.3	71.3 - 95.7	79.5 - 107.8
construction project coordinator	75.9 - 98.0	82.5 - 108.7	91.2 - 121.4
construction project manager	57.8 - 79.9	67.2 - 94.7	78.3 - 108.9
contracts administrator	52.0 - 68.9	59.0 - 80.0	67.6 - 91.3
contracts manager	80.9 - 103.2	90.9 - 118.1	103.4 - 134.8
demand planner	42.7 - 58.5	51.2 - 70.7	60.3 - 81.4
director of operations	109.3 - 147.6	145.1 - 195.9	185.2 - 250.0
drafter	46.3 - 57.9	52.1 - 66.3	58.9 - 75.2
electrical designer/engineer	61.2 - 81.5	69.7 - 95.1	80.4 - 109.4
electrical engineer	63.3 - 85.8	73.8 - 102.5	86.9 - 119.2
electrical engineering technician	46.7 - 59.7	53.2 - 69.1	60.7 - 78.7
electrical inspector	37.3 - 50.0	43.1 - 58.5	49.8 - 67.6
engineering manager	72.6 - 98.4	83.1 - 114.8	96.0 - 131.6
environmental engineer	53.6 - 71.1	61.0 - 83.1	70.3 - 95.5
environmental inspector	41.4 - 52.8	45.5 - 59.0	50.6 - 66.1
estimation engineer	58.9 - 78.9	67.7 - 92.9	78.6 - 107.1
estimator	53.1 - 69.3	59.0 - 78.8	66.4 - 89.4
facilities engineer	56.5 - 75.6	65.0 - 89.1	75.4 - 102.3
field manager	61.2 - 81.3	69.6 - 94.7	80.2 - 110.0
field supervisor	59.9 - 78.8	67.2 - 90.1	76.0 - 101.5
foreman	45.0 - 58.1	50.3 - 66.2	56.8 - 75.1
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	53.3 - 68.6	61.2 - 80.1	70.3 - 91.2
health and safety specialist	58.0 - 76.4	66.3 - 89.3	76.5 - 102.4
HVAC drafter	46.1 - 58.9	51.7 - 67.2	58.2 - 75.6
HVAC engineer	47.1 - 62.4	53.7 - 72.6	61.6 - 82.6
materials manager	70.6 - 93.7	78.2 - 106.0	88.0 - 119.7
mechanical designer	45.6 - 60.0	52.4 - 69.8	59.9 - 78.9
mechanical drafter	43.3 - 56.1	48.7 - 64.7	55.8 - 75.8
mechanical engineer	63.9 - 85.0	72.6 - 98.8	83.4 - 112.9
mechanical engineering technician	45.1 - 58.9	51.2 - 68.0	58.4 - 76.8
operations manager	67.9 - 92.6	77.6 - 107.7	88.9 - 122.2
planner/scheduler	35.0 - 44.6	39.7 - 51.2	45.0 - 57.8
project director	98.3 - 119.9	123.6 - 150.9	149.8 - 182.9
project engineer	77.2 - 99.7	83.9 - 110.5	92.8 - 123.6
project manager	65.7 - 91.1	76.5 - 108.0	89.3 - 123.8
purchasing manager	77.1 - 102.8	87.5 - 118.5	99.8 - 133.4



QA/QC inspector	47.2 - 62.5	54.5 - 73.1	62.7 - 83.9
quality control engineer	56.5 - 74.5	63.6 - 86.0	72.6 - 97.7
quality inspector	34.5 - 44.0	38.5 - 50.2	43.5 - 56.8
safety inspector	55.1 - 72.0	62.4 - 82.9	70.8 - 93.7
site supervisor	62.3 - 81.7	68.3 - 91.7	76.2 - 103.0
specification writer	46.0 - 59.3	52.1 - 68.1	59.1 - 76.9
structural designer	43.7 - 56.8	49.3 - 65.2	55.9 - 73.7
structural engineer	56.3 - 74.5	63.8 - 86.7	73.3 - 99.4
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	50.0 - 70.0	60.0 - 80.0	80.0 - 120.0
supply chain manager	70.7 - 95.1	81.2 - 110.7	93.3 - 124.5
<b>energy &amp; oil</b>			
applications engineer	61.7 - 83.4	72.6 - 100.0	85.5 - 114.6
architect	53.3 - 70.8	60.5 - 82.3	69.6 - 94.7
architectural drafter	42.7 - 55.7	49.8 - 66.3	58.6 - 78.9
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	56.3 - 75.1	64.0 - 87.4	73.6 - 100.2
automation specialist	44.1 - 58.1	51.2 - 68.0	58.8 - 77.6
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	50.0 - 66.1	57.2 - 77.1	65.8 - 88.9
category manager	53.6 - 70.8	60.1 - 81.3	68.4 - 93.0
chemical engineer	71.6 - 96.5	80.7 - 110.7	91.8 - 125.4
chemical technician	48.3 - 63.3	53.8 - 72.3	60.9 - 83.1
chief inspector	46.4 - 61.3	52.2 - 70.0	59.0 - 78.7
civil engineer	56.9 - 77.0	66.0 - 91.0	76.7 - 104.0
civil engineering drafter	44.3 - 56.3	50.7 - 65.4	58.0 - 74.5
civil engineering technologist	40.9 - 54.0	46.9 - 62.8	53.8 - 71.9
civil project engineer	65.4 - 90.7	75.7 - 107.0	88.2 - 123.7
civil project manager	68.7 - 92.9	77.9 - 107.5	89.1 - 121.9
coating inspector	32.4 - 42.1	36.6 - 48.6	41.6 - 55.3
commissioning and start up engineer	55.1 - 74.0	63.5 - 87.1	73.7 - 99.4
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	47.8 - 62.8	53.4 - 71.5	60.1 - 80.4
construction coordinator	44.8 - 59.7	50.3 - 68.3	57.0 - 77.6
construction director	90.6 - 121.0	120.5 - 161.0	153.2 - 204.5
construction manager	66.2 - 87.4	72.7 - 98.2	81.4 - 110.9
construction project manager	58.7 - 81.8	68.5 - 97.2	80.1 - 112.0
continuous improvement engineer	66.6 - 88.2	74.5 - 100.6	84.2 - 113.1
contracts administrator	52.6 - 70.3	60.0 - 81.9	68.9 - 93.7



contracts manager	82.9 - 106.1	93.3 - 121.7	106.4 - 139.1
contracts specialist	53.2 - 70.3	60.7 - 81.8	69.7 - 93.1
control technician	43.0 - 56.8	49.2 - 65.9	56.4 - 75.2
controls designer/engineer	44.8 - 60.1	51.6 - 70.4	59.5 - 80.7
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	42.9 - 59.5	51.8 - 72.2	61.3 - 83.4
director of operations	112.5 - 152.6	149.9 - 203.0	191.8 - 259.4
drafter	46.7 - 58.8	52.7 - 67.6	59.9 - 76.9
electrical designer/engineer	62.3 - 83.5	71.1 - 97.7	82.3 - 112.6
electrical engineer	64.4 - 88.0	75.4 - 105.4	89.1 - 122.8
electrical engineering technician	47.1 - 60.6	53.8 - 70.5	61.8 - 80.6
electrical inspector	37.5 - 50.4	43.4 - 59.0	50.2 - 68.2
electrical test engineer	62.1 - 83.8	71.6 - 99.1	83.6 - 114.5
engineering manager	74.2 - 101.1	85.1 - 118.3	98.6 - 135.8
environmental engineer	54.3 - 72.6	62.1 - 85.1	71.8 - 98.1
environmental inspector	41.6 - 53.4	45.8 - 60.0	51.2 - 67.4
estimation engineer	59.9 - 80.8	69.0 - 95.4	80.5 - 110.2
estimator	53.8 - 70.8	59.9 - 80.6	67.7 - 91.7
expediter	35.1 - 45.4	39.8 - 52.4	45.5 - 59.7
facilities engineer	57.4 - 77.3	66.2 - 91.4	77.1 - 105.2
facilities manager	52.8 - 69.6	60.3 - 81.1	69.3 - 92.9
field service engineer	45.7 - 60.8	52.0 - 70.9	60.0 - 82.5
general inspector	45.1 - 59.5	50.8 - 68.0	57.3 - 76.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	56.2 - 73.6	63.5 - 85.2	72.7 - 97.7
geophysicist	59.2 - 81.7	70.5 - 99.3	84.2 - 115.6
geotechnical engineer	57.0 - 74.7	64.4 - 86.6	73.8 - 99.2
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	35.7 - 46.7	39.7 - 52.9	44.7 - 59.2
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	57.9 - 76.1	64.5 - 86.7	72.9 - 98.1
health and safety specialist	54.0 - 70.0	62.3 - 82.0	71.8 - 93.6
HVAC drafter	46.4 - 59.9	52.3 - 68.5	59.1 - 77.3
HVAC engineer	47.5 - 63.5	54.4 - 74.2	62.7 - 84.7
hydraulic engineer	57.8 - 78.0	66.8 - 92.2	77.8 - 106.1
industrial engineer	61.5 - 81.0	68.5 - 92.2	77.3 - 103.8
instrumentation and controls engineer	59.7 - 79.4	67.5 - 92.0	77.3 - 104.7
inventory analyst	45.0 - 58.8	51.0 - 68.0	58.2 - 77.9
inventory control manager	56.5 - 74.5	63.4 - 85.4	71.9 - 97.2



logistics manager	54.1 - 72.7	62.1 - 85.3	71.9 - 98.1
logistics specialist	50.2 - 67.4	57.7 - 79.0	66.6 - 90.3
maintenance engineer	46.5 - 60.2	51.9 - 68.3	58.2 - 76.4
maintenance operator	36.2 - 44.9	40.1 - 50.5	44.7 - 56.2
materials manager	72.1 - 96.2	80.1 - 109.1	90.3 - 123.3
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	46.0 - 61.0	53.0 - 71.3	60.9 - 80.8
mechanical drafter	43.6 - 56.9	49.2 - 65.9	56.6 - 77.5
mechanical engineer	65.1 - 87.2	74.2 - 101.5	85.4 - 116.3
mechanical engineering technician	45.4 - 59.8	51.8 - 69.4	59.3 - 78.5
mining engineer	61.7 - 82.6	69.1 - 94.6	78.4 - 107.1
operations manager	69.2 - 95.1	79.3 - 110.9	91.2 - 126.0
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	64.4 - 84.6	72.8 - 98.1	83.6 - 113.2
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	56.2 - 74.0	62.9 - 85.0	71.5 - 97.0
planner/scheduler	35.2 - 44.9	39.9 - 51.6	45.3 - 58.3
plant engineer	65.3 - 87.7	76.1 - 104.2	89.3 - 120.1
plant manager	82.0 - 116.3	99.4 - 142.4	119.5 - 167.0
plant operator	43.0 - 57.8	49.8 - 67.8	57.3 - 76.9
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	54.1 - 72.5	62.0 - 85.1	71.7 - 97.3
process engineer	54.1 - 72.5	62.0 - 85.1	71.7 - 97.3
procurement director	87.9 - 117.7	117.6 - 157.2	143.8 - 192.1
procurement manager	78.9 - 105.8	89.8 - 122.0	102.6 - 137.7
procurement specialist	44.6 - 58.5	49.7 - 66.6	56.1 - 75.9
production analyst	41.1 - 55.2	47.3 - 64.8	55.0 - 75.1
production engineer	57.0 - 76.5	65.4 - 89.8	75.7 - 102.7
program manager	63.5 - 83.1	72.7 - 96.9	83.7 - 111.1
project controller	48.0 - 64.0	53.9 - 73.4	61.2 - 83.7
project controls manager	76.0 - 105.8	88.3 - 124.7	102.7 - 142.9
project controls specialist	53.4 - 69.8	60.1 - 79.9	68.1 - 90.4
project coordinator	77.6 - 100.7	84.5 - 111.8	93.6 - 125.1
project director	101.0 - 123.5	127.4 - 155.9	154.8 - 189.3
project engineer	79.0 - 102.4	86.0 - 113.8	95.3 - 127.4
project manager	66.9 - 93.5	78.2 - 111.1	91.6 - 127.6
purchasing manager	78.9 - 105.8	89.8 - 122.0	102.6 - 137.7
QA/QC inspector	47.7 - 63.6	55.3 - 74.7	63.9 - 86.0
quality assurance manager	69.8 - 92.1	77.6 - 104.3	87.3 - 117.3



quality assurance/control technician	52.9 - 70.7	61.5 - 83.8	71.6 - 95.9
quality control engineer	57.3 - 76.1	64.8 - 88.2	74.1 - 100.4
quality inspector	34.6 - 44.3	38.7 - 50.6	43.8 - 57.3
reliability engineer	57.4 - 74.7	65.3 - 87.1	75.2 - 99.5
reliability manager	59.2 - 77.5	68.0 - 90.9	78.7 - 104.0
safety inspector	55.9 - 73.5	63.5 - 84.9	72.3 - 96.2
SCADA engineer	55.3 - 74.1	63.4 - 86.9	73.2 - 99.5
site supervisor	63.3 - 83.7	69.7 - 94.1	77.9 - 105.9
sourcing engineer	48.7 - 65.2	55.8 - 76.5	64.5 - 87.9
sourcing specialist	45.5 - 59.7	50.6 - 67.9	57.2 - 77.4
specification writer	46.4 - 60.2	52.7 - 69.5	60.0 - 78.6
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	46.5 - 60.2	51.9 - 68.3	58.2 - 76.4
structural designer	44.0 - 57.7	49.9 - 66.5	56.8 - 75.4
structural engineer	57.1 - 76.2	65.0 - 89.0	74.9 - 102.1
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	35.3 - 45.1	39.5 - 51.5	44.7 - 58.4
supply chain manager	72.2 - 97.7	83.2 - 114.0	95.8 - 128.3
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	47.3 - 61.9	53.5 - 71.5	61.1 - 82.0
transmission line engineer	67.0 - 85.8	72.8 - 95.1	80.4 - 106.1
transportation manager	68.4 - 91.8	77.9 - 106.3	89.3 - 121.2
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	46.3 - 60.7	52.5 - 70.0	59.8 - 79.3

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	119.8 - 218.8	174.8 - 318.3	253.3 - 460.3
controller	79.9 - 146.3	110.7 - 202.1	148.1 - 270.0
director - financial planning & analysis	107.9 - 143.9	139.7 - 186.5	172.5 - 229.9
finance director	104.6 - 139.5	137.2 - 183.1	169.4 - 225.7
payroll director	65.9 - 90.4	84.4 - 115.6	107.8 - 147.4
vice-president internal audit	105.2 - 142.1	134.0 - 181.2	165.0 - 222.7
finance & accounting	1 year	3 years	5 years
accountant	55.7 - 66.8	58.9 - 70.8	62.0 - 74.7
accounting clerk	34.8 - 40.2	37.1 - 42.9	39.3 - 45.6
accounting manager	74.3 - 91.0	80.2 - 98.3	85.9 - 105.3



accounting supervisor	55.4 - 67.3	59.6 - 72.6	63.7 - 77.7	73.0 - 89.3
accounting technician	46.1 - 54.6	49.7 - 58.8	53.1 - 63.0	60.5 - 71.9
accounts payable clerk	34.8 - 39.1	38.4 - 43.5	41.8 - 47.3	48.4 - 54.7
accounts payable manager	65.9 - 80.6	72.2 - 88.4	78.3 - 96.0	92.6 - 113.4
accounts receivable clerk	35.2 - 39.7	38.9 - 44.0	42.4 - 48.0	49.5 - 55.9
accounts receivable manager	67.9 - 81.1	73.9 - 88.2	79.8 - 95.4	94.6 - 112.9
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	33.6 - 39.1	36.6 - 42.9	39.5 - 46.3	44.9 - 52.7
bookkeeper	36.6 - 43.3	39.3 - 46.7	45.1 - 53.6	54.0 - 60.0
business analyst	60.8 - 73.2	65.8 - 79.4	70.8 - 85.4	81.9 - 98.9
compliance officer	76.4 - 93.5	85.6 - 104.8	94.5 - 115.5	112.6 - 137.4
compliance specialist	49.7 - 59.7	54.8 - 65.9	59.6 - 71.8	69.6 - 84.0
cost accountant	52.5 - 63.0	56.8 - 68.2	60.9 - 73.2	70.3 - 84.8
credit & collection specialist	33.3 - 38.2	36.5 - 42.2	39.5 - 45.8	45.3 - 52.4
credit and collections accountant	31.7 - 37.1	34.3 - 40.4	36.8 - 43.6	42.2 - 50.2
credit and collections manager	72.0 - 87.1	77.4 - 93.7	82.9 - 100.3	96.3 - 116.4
credit and collections supervisor	47.1 - 57.2	50.9 - 61.8	54.6 - 66.3	63.0 - 76.7
external auditor	54.7 - 65.6	58.8 - 70.6	62.8 - 75.6	72.1 - 87.0
financial analyst	64.0 - 76.9	68.6 - 82.4	73.0 - 87.7	83.1 - 100.0
financial reporting manager	92.7 - 112.7	99.6 - 121.1	106.4 - 129.4	122.4 - 149.0
internal audit manager	83.5 - 103.6	90.1 - 111.6	96.5 - 119.5	111.1 - 137.3
internal auditor	52.9 - 63.4	58.4 - 70.1	63.6 - 76.7	74.7 - 90.3
invoicing clerk	35.1 - 39.3	37.4 - 41.6	40.6 - 44.9	43.6 - 51.2
payroll clerk	38.2 - 44.7	42.1 - 49.3	45.6 - 53.4	52.1 - 61.0
payroll manager	63.2 - 77.2	68.5 - 83.8	73.6 - 90.2	85.0 - 104.1
payroll specialist	37.7 - 45.2	41.3 - 49.5	44.7 - 53.6	52.0 - 62.5
payroll supervisor	48.1 - 57.7	52.3 - 62.8	56.4 - 67.7	65.3 - 78.6
tax analyst	42.5 - 50.9	46.9 - 56.2	51.1 - 61.2	59.8 - 71.9
tax manager	78.9 - 97.9	84.9 - 105.4	90.9 - 112.7	105.2 - 130.1
treasury analyst	56.2 - 67.5	60.3 - 72.5	64.2 - 77.4	73.3 - 88.6



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	98.1 - 170.3	128.8 - 223.5	162.1 - 280.8
human resources	entry	mid	senior
compensation and benefits manager	81.6 - 107.6	91.0 - 122.4	103.0 - 139.5
compensation specialist	44.1 - 58.5	50.9 - 68.8	59.0 - 78.8
health and safety advisor	53.7 - 69.4	65.0 - 81.2	71.2 - 92.6
health and safety manager	65.4 - 85.6	75.0 - 98.3	83.6 - 111.6
human resources assistant	36.4 - 46.5	41.2 - 52.4	45.6 - 56.5
human resources business partner	58.9 - 77.8	66.0 - 89.2	75.0 - 101.6
human resources coordinator	40.4 - 46.0	45.2 - 52.1	51.7 - 57.5
human resources director	81.7 - 114.9	90.0 - 110.0	100.0 - 140.0
human resources generalist	54.3 - 68.5	60.0 - 75.4	70.0 - 85.3
human resources manager	73.1 - 98.4	83.8 - 114.7	96.8 - 131.5
labour relations advisor	58.9 - 77.8	66.0 - 89.2	75.0 - 101.6
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0

## industrial support

	entry	mid	senior
assembler/fabricator	15.2 - 17.8	16.8 - 20.4	17.9 - 23.0
boom truck operator	18.9 - 25.4	21.9 - 29.6	25.2 - 33.9
delivery/courier driver	15.9 - 20.3	17.8 - 23.2	20.1 - 26.0
electronic parts assembler	15.4 - 18.1	15.8 - 20.0	17.3 - 22.0
forklift operator	16.5 - 18.4	16.2 - 20.8	18.3 - 23.1
general labourer - heavy	15.6 - 18.9	17.0 - 21.6	19.2 - 22.2
general labourer - light	15.2 - 17.5	16.1 - 20.6	18.3 - 21.2
industrial painter	15.6 - 19.3	17.0 - 22.2	19.2 - 24.9
inventory control clerk	15.3 - 19.1	17.3 - 22.0	19.5 - 24.6
machine operator	18.6 - 21.3	20.6 - 23.1	21.2 - 26.3
machine operator assistant	15.7 - 18.1	16.6 - 20.9	18.7 - 23.2
manufacturing worker	15.2 - 17.1	15.6 - 19.4	17.5 - 22.1
material handler	15.2 - 18.4	17.1 - 20.4	18.0 - 21.0
moulding machine operator	17.2 - 19.4	18.4 - 22.5	19.2 - 25.2
parts clerk	13.5 - 16.4	14.0 - 18.7	15.6 - 20.9



parts manager	20.7 - 26.9	23.2 - 30.8	26.3 - 35.1
picker/packer	15.4 - 16.5	17.2 - 18.5	18.1 - 20.2
polisher/deburrer	15.4 - 19.3	17.4 - 22.2	19.7 - 25.1
production labourer	15.4 - 16.7	16.3 - 19.8	17.7 - 20.5
sandblasting operator	17.3 - 18.2	17.5 - 20.8	18.0 - 23.8
shipping and receiving clerk	17.3 - 20.4	18.6 - 23.5	21.1 - 26.8
warehouse labourer	15.6 - 17.9	16.5 - 20.5	18.3 - 20.9

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	61.2 - 82.6	72.0 - 98.9	84.6 - 113.2
automation engineer	65.2 - 74.4	71.3 - 90.9	83.2 - 104.4
buyer	65.5 - 80.6	75.1 - 85.5	84.4 - 90.4
chemical engineer	71.0 - 95.4	79.9 - 109.4	90.8 - 123.8
continuous improvement engineer	66.1 - 87.2	73.8 - 99.4	83.4 - 111.7
demand planner	68.1 - 80.1	72.1 - 90.5	80.1 - 109.1
drafter	48.2 - 60.6	54.3 - 69.4	61.6 - 78.7
electrical designer/engineer	61.8 - 82.6	70.5 - 96.6	81.5 - 111.2
electrical engineer	65.5 - 88.8	76.5 - 105.9	90.0 - 122.9
electrical engineering technician	55.0 - 67.4	60.5 - 77.3	68.5 - 87.4
HVAC drafter	50.3 - 61.5	55.2 - 73.1	63.7 - 80.9
HVAC engineer	55.3 - 68.4	60.1 - 73.6	65.3 - 83.8
industrial engineer	65.1 - 80.2	67.9 - 91.2	76.6 - 102.6
inventory analyst	50.8 - 60.4	55.7 - 67.4	62.8 - 77.2
logistics specialist	58.8 - 66.9	60.5 - 78.2	66.1 - 89.3
manufacturing engineer	65.4 - 77.1	76.6 - 89.8	80.7 - 102.3
mechanical designer	60.5 - 70.4	68.4 - 78.8	75.5 - 85.5
mechanical drafter	49.5 - 59.5	55.9 - 67.4	61.3 - 76.8
mechanical engineer	64.6 - 86.3	73.5 - 100.4	84.6 - 114.9
mechanical engineering technician	55.0 - 65.1	62.3 - 72.2	70.5 - 80.4
planner/scheduler	68.1 - 78.1	72.1 - 93.2	78.5 - 113.2
PLC programmer	52.2 - 63.2	58.1 - 69.1	59.1 - 70.3
process engineer	55.8 - 71.8	61.6 - 84.2	71.1 - 96.2
procurement specialist	63.1 - 76.1	68.1 - 89.1	76.1 - 110.2
production planner	68.1 - 80.1	69.4 - 90.3	77.2 - 92.6
project engineer	78.2 - 101.3	85.1 - 112.4	94.2 - 125.8
project manager	66.4 - 92.5	77.5 - 109.8	90.6 - 126.0



QA/QC inspector	49.8 - 59.5	55.3 - 64.8	60.1 - 71.3
quality assurance manager	90.9 - 120.4	95.5 - 125.5	110.8 - 150.6
quality assurance/control technician	54.7 - 72.9	63.6 - 86.0	73.8 - 98.1
quality control engineer	60.1 - 75.4	65.3 - 87.2	73.5 - 99.2
quality inspector	50.1 - 61.8	55.6 - 66.8	63.5 - 75.7
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	74.1 - 100.4	84.9 - 117.3	98.1 - 134.4
head of workshop and assembly	139.1 - 197.3	198.8 - 281.5	252.5 - 357.4
inventory control manager	56.3 - 74.2	63.2 - 84.9	71.6 - 96.5
machining manager	52.5 - 68.0	58.4 - 77.3	65.9 - 87.7
maintenance manager	88.1 - 98.6	95.4 - 118.3	115.6 - 136.8
maintenance supervisor	72.8 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	96.2 - 117.4	125.9 - 153.6	156.1 - 190.5
operations manager	68.8 - 94.2	78.7 - 109.6	90.3 - 124.3
plant manager	81.2 - 114.7	98.2 - 140.1	117.8 - 164.1
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	80.2 - 95.6	91.3 - 109.5	102.7 - 124.6
production supervisor	58.3 - 65.4	63.9 - 78.4	75.5 - 93.9
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.4 - 122.4	126.2 - 154.0	152.9 - 186.6
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
site supervisor	63.4 - 83.4	69.7 - 93.6	77.8 - 105.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	80.1 - 90.7	87.2 - 104.9	98.5 - 119.5
warehouse manager	80.6 - 92.1	91.3 - 102.1	99.1 - 132.9
warehouse supervisor	55.6 - 66.9	65.2 - 78.8	76.7 - 95.8
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
CNC programmer	44.4 - 59.0	50.6 - 68.5	58.1 - 78.7
control technician	43.1 - 56.7	49.2 - 65.9	56.4 - 75.0
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9
electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
heavy equipment mechanic	44.9 - 59.6	52.0 - 69.8	59.8 - 79.9
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4



mechanical assembler	43.7 - 47.8	45.8 - 52.0	49.9 - 56.2
millwright	45.5 - 59.2	51.2 - 67.6	57.7 - 75.3
mould maker	41.6 - 45.8	43.7 - 52.0	47.8 - 58.2
panel wirer	37.0 - 43.7	41.6 - 49.9	45.8 - 54.0
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	58.4 - 77.5	66.0 - 89.6	75.4 - 102.6
digital media specialist	35.4 - 45.5	41.3 - 54.1	48.3 - 62.1
digital specialist	42.2 - 56.2	49.0 - 66.6	57.2 - 76.5
e-commerce manager	69.0 - 91.4	77.5 - 104.9	88.3 - 119.9
marketing content manager	51.4 - 65.7	59.3 - 77.2	68.7 - 87.8
social media manager	51.9 - 72.0	62.4 - 87.3	73.9 - 101.9
web manager	57.8 - 75.9	64.4 - 86.5	72.7 - 98.3
web marketing analyst	44.2 - 58.8	51.5 - 69.5	59.7 - 79.4
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	88.1 - 136.4	120.3 - 187.0	156.4 - 242.6
marketing vice-president	109.4 - 171.7	156.2 - 244.8	204.0 - 319.4
<b>marketing and communications</b>			
brand or product manager	71.4 - 93.1	79.8 - 106.1	90.2 - 119.5
brand or product manager assistant	56.4 - 76.9	66.1 - 91.5	77.2 - 105.1
communications manager	58.6 - 76.9	65.3 - 87.7	73.8 - 98.9
communications specialist	48.3 - 66.5	57.7 - 80.5	68.4 - 92.5
marketing coordinator	47.3 - 63.3	54.3 - 74.2	62.7 - 85.1
marketing director	87.5 - 118.7	101.8 - 140.0	118.4 - 160.5
marketing project manager	37.1 - 49.6	42.7 - 58.2	49.4 - 66.5
marketing specialist	41.6 - 55.6	47.7 - 64.8	54.9 - 73.8

## office & administrative support

	entry	mid	senior
administrative analyst	42.1 - 53.6	45.6 - 60.8	51.4 - 68.9
administrative assistant	36.8 - 45.4	39.1 - 51.8	44.3 - 58.7
administrative assistant (bilingual)	37.6 - 45.8	39.8 - 52.4	46.3 - 59.6
administrative manager	48.9 - 63.2	53.4 - 70.3	59.1 - 79.0
buyer assistant	38.9 - 44.8	40.0 - 51.9	45.3 - 57.2



data entry clerk	30.5 - 37.9	34.2 - 43.1	38.3 - 44.2
dispatcher	37.9 - 43.9	42.7 - 50.1	43.8 - 56.1
document controller	31.8 - 36.4	32.9 - 41.1	36.4 - 42.0
documentation specialist	31.3 - 40.7	37.1 - 47.2	41.7 - 48.3
executive assistant	46.5 - 57.8	54.5 - 65.0	58.6 - 75.2
executive assistant (bilingual)	47.3 - 57.8	55.6 - 65.9	59.7 - 75.5
file clerk	30.8 - 39.6	36.1 - 45.6	40.2 - 46.5
fundraising manager	56.8 - 73.8	64.6 - 85.9	74.3 - 99.0
HR administrator	41.1 - 53.7	46.5 - 61.9	53.0 - 70.5
human resources assistant	36.4 - 46.5	41.2 - 52.4	45.6 - 56.5
invoicing clerk	33.2 - 42.4	37.7 - 48.4	42.1 - 52.6
lease administrator	34.3 - 45.0	38.6 - 52.0	44.2 - 60.1
legal assistant	41.0 - 57.3	50.0 - 69.7	59.1 - 79.2
logistics coordinator	42.7 - 55.4	48.6 - 63.8	55.4 - 72.9
mailroom clerk	29.4 - 35.9	32.8 - 39.9	35.6 - 40.5
office clerk	32.9 - 40.2	36.0 - 44.9	39.7 - 49.6
office manager	48.7 - 63.1	53.5 - 70.6	59.5 - 79.3
office/operations manager	49.7 - 61.3	52.8 - 65.8	56.3 - 70.1
order clerk	29.9 - 37.2	33.7 - 42.5	37.6 - 46.9
order entry clerk	31.5 - 34.9	33.4 - 38.1	37.1 - 40.9
order supervisor	45.8 - 60.2	53.2 - 70.5	61.1 - 79.4
payroll administrator	37.7 - 49.5	43.0 - 57.4	49.3 - 65.7
project coordinator	38.4 - 50.2	43.5 - 57.6	49.3 - 65.0
receptionist	31.8 - 36.6	32.6 - 41.3	36.4 - 47.2
receptionist (bilingual)	32.0 - 36.6	34.5 - 41.5	38.1 - 47.5
sales administrator	38.9 - 52.2	44.9 - 61.2	52.0 - 70.0
sales assistant	35.2 - 44.0	38.8 - 50.1	44.1 - 58.2
service coordinator	34.1 - 44.0	38.0 - 50.4	43.2 - 57.5
supply clerk	35.3 - 38.8	37.5 - 43.7	42.5 - 48.2

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	42.9 - 54.0	46.8 - 60.0	51.8 - 67.1
account manager - software	48.0 - 60.1	52.0 - 66.4	57.3 - 74.4
business development manager	86.1 - 115.2	96.6 - 132.2	110.3 - 153.1
district sales manager	68.9 - 90.5	79.1 - 106.0	91.8 - 122.5
key accounts manager - consumer goods	61.7 - 79.9	69.8 - 92.4	79.9 - 105.6



merchandiser - consumer goods	53.6 - 70.6	60.1 - 81.1	68.3 - 93.0
sales manager	54.5 - 73.6	62.1 - 85.6	71.2 - 97.6
sales representative, account manager - channel manager	68.8 - 93.0	78.0 - 107.3	89.2 - 122.2
sales representative, account manager - consumer goods	43.7 - 55.2	48.0 - 61.7	53.4 - 69.0
sales representative, account manager - professional services	41.8 - 52.3	45.2 - 57.8	49.8 - 64.6
sales representative, account manager - telecommunications	47.7 - 59.8	51.7 - 66.2	57.0 - 74.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	129.1 - 188.0	174.8 - 254.0	228.9 - 332.4
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	62.8 - 82.6	69.1 - 92.9	77.2 - 104.1
sales engineer - manufacturing	53.7 - 72.1	61.1 - 83.5	69.7 - 94.4
sales representative, account manager - distribution	43.8 - 55.1	47.7 - 61.1	52.7 - 68.5
sales representative, account manager - industrial equipment	42.0 - 52.6	45.4 - 58.0	50.1 - 64.9
sales representative, account manager - industrial service	47.0 - 59.0	51.0 - 65.3	56.3 - 73.0
sales representative, account manager - machinery	46.6 - 58.4	50.5 - 64.6	55.7 - 72.5
sales representative, account manager - manufacturing	42.1 - 61.2	46.6 - 68.8	51.9 - 76.8
sales representative, account manager - retail network	46.7 - 58.4	50.5 - 64.6	55.8 - 73.1
technical sales representative - manufacturing	45.5 - 60.4	51.8 - 70.3	59.6 - 81.7

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	59.5 - 77.5	66.7 - 88.9	75.7 - 100.6
application support analyst	52.5 - 69.4	60.3 - 80.6	68.7 - 91.4
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	58.0 - 75.6	65.1 - 86.7	73.8 - 98.0
database SQL developer	53.0 - 70.8	60.7 - 82.9	70.1 - 94.9
devops development side	56.8 - 76.8	66.0 - 91.3	77.2 - 105.0
ERP developer	59.8 - 77.8	66.9 - 89.2	76.1 - 101.8
front-end developer	56.4 - 74.6	64.7 - 87.3	74.6 - 100.0
full stack developer	64.7 - 86.0	74.5 - 100.8	86.0 - 115.0
java developer	58.1 - 75.6	65.1 - 86.7	73.8 - 98.1
machine learning developer	64.6 - 97.6	87.7 - 123.5	105.5 - 127.5
manual tester	41.9 - 56.4	49.3 - 67.2	57.7 - 76.9
mobile application developer (iOS/android)	53.6 - 83.0	75.3 - 106.8	91.1 - 110.2
quality assurance manager	71.4 - 94.5	79.9 - 107.8	90.5 - 121.7
RPA developer	44.2 - 58.2	50.7 - 67.8	58.1 - 76.5
technical lead	93.7 - 127.6	107.8 - 149.1	124.2 - 169.8



UI/UX designer	53.5 - 69.8	60.3 - 80.3	68.5 - 90.4
<b>architecture</b>			
application architect	84.4 - 113.8	95.5 - 131.2	109.5 - 151.2
architect (enterprise)	81.4 - 111.5	94.1 - 130.9	109.2 - 151.5
architect (solutions/technical)	72.8 - 92.0	82.1 - 105.7	93.4 - 119.3
cloud architect	74.5 - 94.7	84.6 - 109.4	96.7 - 123.1
<b>data &amp; analytics</b>			
BI data architect	76.2 - 103.4	85.6 - 118.4	97.3 - 134.2
big data engineer	70.8 - 93.7	79.4 - 107.5	90.4 - 122.4
business intelligence developer	56.7 - 73.9	63.7 - 84.8	72.2 - 95.2
data analyst	58.4 - 78.6	67.4 - 92.7	78.3 - 106.1
data architect	62.3 - 82.7	71.8 - 97.4	83.4 - 111.6
data engineer	60.8 - 81.9	70.2 - 96.7	81.6 - 110.6
data scientist	66.2 - 89.9	77.1 - 106.6	90.0 - 122.0
database administrator	58.9 - 80.8	69.7 - 97.5	82.5 - 112.4
<b>leadership/business technology</b>			
business analyst	60.1 - 78.4	67.5 - 90.1	76.8 - 102.4
IT director	92.3 - 124.7	118.1 - 159.5	149.1 - 201.3
manager IT	80.0 - 107.6	91.7 - 125.5	106.1 - 144.8
<b>networking/infrastructure</b>			
bilingual tech support	45.0 - 60.0	50.0 - 65.0	55.0 - 75.0
cloud engineer	64.2 - 86.3	75.1 - 102.6	87.6 - 116.9
devops system side	68.9 - 97.3	81.6 - 116.2	95.5 - 132.0
help desk representative	39.5 - 52.8	45.4 - 60.9	51.5 - 68.2
information security engineer	61.9 - 83.5	71.6 - 98.6	83.2 - 112.9
information security manager	80.9 - 107.8	91.6 - 124.2	104.8 - 142.1
information security specialist	52.2 - 68.9	59.8 - 80.6	68.9 - 91.8
information systems analyst	55.7 - 71.8	61.7 - 81.5	69.4 - 92.1
linux/unix administrator	66.5 - 87.5	75.4 - 101.4	86.5 - 115.9
network administrator	52.9 - 71.1	61.1 - 83.8	70.8 - 96.2
network engineer	59.1 - 79.4	68.1 - 93.7	79.2 - 108.2
systems administrator	59.8 - 78.4	67.7 - 90.8	77.4 - 103.5
tech support	55.5 - 73.0	63.1 - 84.6	72.2 - 96.5
telecommunications analyst	55.1 - 73.7	63.2 - 86.8	73.5 - 100.9
<b>project management</b>			
business systems analyst	58.6 - 78.0	67.8 - 92.3	78.9 - 106.3
ERP project manager	82.4 - 111.5	90.3 - 124.5	100.7 - 140.2
functional analyst	49.9 - 64.7	55.9 - 74.0	63.4 - 84.4
organizational change manager (OCM)	57.1 - 77.7	66.8 - 93.4	79.2 - 110.2



product owner	66.8 - 88.7	76.9 - 103.7	88.6 - 117.7
product owner/manager	69.3 - 96.6	80.9 - 114.6	94.6 - 131.8
program manager	90.0 - 105.0	105.0 - 125.0	125.0 - 155.0
project coordinator	53.7 - 67.7	60.8 - 78.5	69.6 - 89.6
project manager (infrastructure)	82.5 - 113.3	94.1 - 131.7	108.6 - 152.2
project manager (software)	79.3 - 106.6	89.2 - 122.1	101.6 - 139.1
scrum master	64.3 - 84.3	72.8 - 97.4	83.2 - 111.6
technical writer	52.5 - 68.6	61.3 - 81.3	71.4 - 92.7



# lanaudière

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
director of operations	75.0 - 85.0	82.5 - 95.0	92.5 - 125.0
engineering manager	92.1 - 109.7	92.7 - 128.1	107.2 - 145.5
inventory control manager	65.0 - 75.0	72.5 - 82.5	80.0 - 100.0
maintenance manager	80.3 - 90.5	85.5 - 115.3	92.5 - 140.1
maintenance supervisor	65.0 - 75.0	72.5 - 82.5	80.0 - 105.0
manufacturing director	75.0 - 85.0	82.5 - 92.5	90.0 - 115.0
operations manager	75.0 - 90.0	85.0 - 95.0	92.5 - 125.0
plant manager	90.9 - 120.0	107.9 - 141.5	120.2 - 165.5
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	75.0 - 85.0	82.5 - 92.5	90.0 - 115.0
production supervisor	60.0 - 70.0	68.5 - 78.5	75.0 - 95.0
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.7 - 122.8	126.6 - 154.5	153.4 - 187.3
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	65.0 - 80.0	75.0 - 85.0	82.5 - 110.0
warehouse manager	65.0 - 80.0	75.0 - 85.0	82.5 - 110.0
warehouse supervisor	60.0 - 70.0	68.5 - 78.5	75.0 - 90.0
<b>skilled trades</b>			
CNC machinist	37.4 - 43.6	45.7 - 52.0	54080.0 - 66560.0
conventional machinist	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
electrician	47.2 - 62.1	53.0 - 71.0	59.9 - 80.2
electromechanical technician	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
field service technician	47.8 - 52.0	49.9 - 58.2	60.0 - 75.0
heavy equipment mechanic	47.8 - 60.3	52.6 - 70.5	60.4 - 80.5
maintenance mechanic	45.7 - 54.0	52.0 - 60.3	58.2 - 68.6
mechanical assembler	37.4 - 45.7	45.7 - 52.0	54.0 - 58.2
millwright	52.0 - 58.4	56.1 - 62.4	62.4 - 83.2
panel wirer	37.4 - 41.6	41.6 - 49.9	45.7 - 54.0
welder	38.5 - 48.2	43.6 - 51.2	52.0 - 58.2



# laurentides

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	48.8 - 60.7	52.7 - 66.9	58.0 - 75.1
call center director - operations	57.9 - 75.5	65.0 - 86.3	73.6 - 97.1
customer loyalty agent	34.3 - 45.1	39.2 - 52.3	44.9 - 59.6
customer service manager	62.7 - 82.7	70.6 - 95.2	80.6 - 109.3
customer service representative	34.5 - 40.8	35.7 - 46.3	40.1 - 52.1
customer service representative - bilingual	36.5 - 42.8	37.7 - 48.3	42.1 - 54.1
customer service supervisor	51.6 - 67.8	57.9 - 77.5	65.5 - 87.9
customer service team lead	44.2 - 54.8	47.3 - 63.3	56.7 - 74.2
customer service trainer	41.2 - 54.8	47.3 - 63.3	56.7 - 74.2
e-chat representative	34.6 - 40.8	35.7 - 46.3	40.1 - 52.1
help desk representative - level 1	40.9 - 54.8	47.1 - 63.3	53.5 - 71.0
inside sales manager	61.7 - 83.4	70.3 - 96.7	80.7 - 110.0
inside sales representative	46.8 - 58.7	50.7 - 64.9	56.0 - 73.1
junior collection agent	34.3 - 38.7	34.2 - 44.5	38.5 - 49.9
order desk	35.1 - 38.5	34.7 - 44.0	38.9 - 48.6
survey agent	31.4 - 38.1	34.3 - 43.1	38.1 - 44.1
telemarketing agent	31.2 - 37.7	33.5 - 43.0	38.0 - 49.8
telephone dispatcher	37.0 - 45.2	40.1 - 51.5	45.1 - 54.2
travel support agent	34.1 - 43.1	38.1 - 48.7	42.5 - 53.9

## engineering

	entry	mid	senior
<b>construction</b>			
architect	53.9 - 71.2	61.0 - 82.4	69.9 - 94.3
architectural drafter	43.9 - 56.9	51.0 - 67.4	59.8 - 79.7
buyer	50.9 - 66.6	57.9 - 77.2	66.3 - 88.7
civil engineer	57.8 - 77.5	66.7 - 91.1	77.2 - 103.6
civil engineering drafter	45.6 - 57.5	51.9 - 66.5	59.2 - 75.4
civil engineering technologist	42.1 - 55.2	48.1 - 64.0	55.0 - 72.8
civil project engineer	66.0 - 90.5	76.0 - 106.2	88.1 - 122.1
civil project manager	69.4 - 93.0	78.4 - 106.9	89.3 - 120.7



construction coordinator	45.4 - 60.1	50.9 - 68.6	57.5 - 77.8
construction director	90.5 - 119.6	119.1 - 157.1	149.8 - 198.5
construction manager	66.8 - 87.4	73.2 - 97.8	81.5 - 110.0
construction project coordinator	77.9 - 100.1	84.6 - 110.8	93.4 - 123.5
construction project manager	59.4 - 81.9	69.0 - 96.8	80.3 - 111.0
contracts administrator	53.4 - 70.7	60.6 - 81.8	69.3 - 93.2
contracts manager	82.2 - 104.0	92.0 - 118.8	104.3 - 135.3
demand planner	43.8 - 60.1	52.6 - 72.5	61.9 - 82.9
director of operations	111.2 - 148.8	146.4 - 196.7	186.1 - 250.4
drafter	48.0 - 60.0	53.9 - 68.6	61.0 - 77.7
electrical designer/engineer	63.1 - 83.8	71.8 - 97.6	82.7 - 111.8
electrical engineer	65.2 - 88.2	76.0 - 104.9	89.3 - 121.6
electrical engineering technician	48.4 - 61.8	55.1 - 71.5	62.9 - 81.3
electrical inspector	38.3 - 51.2	44.2 - 60.0	51.0 - 69.4
engineering manager	74.6 - 100.5	85.2 - 117.0	98.2 - 133.6
environmental engineer	55.1 - 73.2	62.9 - 85.4	72.5 - 98.0
environmental inspector	42.6 - 54.2	46.7 - 60.7	52.0 - 67.9
estimation engineer	60.7 - 81.2	69.7 - 95.3	80.9 - 109.6
estimator	54.6 - 71.1	60.6 - 80.7	68.2 - 91.3
facilities engineer	58.2 - 77.9	67.0 - 91.5	77.7 - 104.8
field manager	62.7 - 83.0	71.2 - 96.4	81.9 - 111.6
field supervisor	61.4 - 80.4	68.7 - 91.8	77.6 - 103.2
foreman	46.2 - 59.6	51.6 - 67.9	58.3 - 77.0
health and safety manager	54.9 - 70.7	63.1 - 82.4	72.5 - 93.7
health and safety specialist	59.8 - 78.6	68.3 - 91.8	78.8 - 104.9
HVAC drafter	47.6 - 60.9	53.4 - 69.3	60.1 - 77.9
HVAC engineer	48.4 - 64.2	55.3 - 74.8	63.5 - 85.0
materials manager	72.0 - 94.7	79.5 - 106.8	89.2 - 120.4
mechanical designer	46.9 - 61.8	53.9 - 71.9	61.7 - 81.2
mechanical drafter	44.9 - 58.1	50.4 - 67.0	57.8 - 78.3
mechanical engineer	65.9 - 87.4	74.8 - 101.3	85.7 - 115.4
mechanical engineering technician	46.7 - 61.0	53.0 - 70.4	60.5 - 79.3
operations manager	69.6 - 94.6	79.4 - 109.7	90.8 - 124.0
planner/scheduler	36.1 - 46.2	41.0 - 53.1	46.6 - 59.9
project director	100.4 - 122.0	125.7 - 152.4	151.3 - 184.1
project engineer	79.3 - 101.8	86.0 - 112.7	94.9 - 125.7
project manager	67.5 - 93.3	78.5 - 110.2	91.4 - 125.9
purchasing manager	78.4 - 103.7	88.7 - 119.1	100.8 - 133.9
QA/QC inspector	48.9 - 64.7	56.5 - 75.6	65.0 - 86.6



quality control engineer	58.1 - 76.7	65.6 - 88.4	74.7 - 100.1
quality inspector	35.7 - 45.5	39.8 - 51.9	45.1 - 58.7
safety inspector	56.8 - 74.2	64.3 - 85.2	73.0 - 96.2
site supervisor	64.0 - 83.8	70.2 - 93.8	78.2 - 105.1
specification writer	47.8 - 61.3	54.0 - 70.2	61.1 - 79.1
structural designer	45.2 - 58.8	51.1 - 67.5	58.0 - 76.2
structural engineer	57.9 - 76.8	65.8 - 89.1	75.5 - 101.8
superintendent	75.0 - 90.0	90.0 - 110.0	100.0 - 150.0
supply chain manager	72.1 - 96.1	82.5 - 111.5	94.3 - 125.1
<b>energy &amp; oil</b>			
applications engineer	64.2 - 86.5	75.5 - 103.2	88.6 - 117.8
architect	54.6 - 72.6	62.0 - 84.3	71.3 - 96.7
architectural drafter	44.2 - 57.7	51.6 - 68.7	60.7 - 81.5
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	58.0 - 77.3	66.0 - 89.8	75.8 - 102.7
automation specialist	45.6 - 60.2	53.0 - 70.4	61.0 - 80.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	51.5 - 67.8	58.7 - 78.9	67.5 - 90.9
category manager	55.1 - 72.6	61.7 - 83.2	70.1 - 95.0
chemical engineer	73.7 - 98.9	83.0 - 113.2	94.2 - 127.8
chemical technician	50.1 - 65.6	55.7 - 74.7	63.1 - 85.7
chief inspector	47.5 - 62.8	53.6 - 71.8	60.5 - 80.7
civil engineer	58.6 - 79.3	68.0 - 93.5	78.9 - 106.4
civil engineering drafter	45.9 - 58.4	52.5 - 67.7	60.1 - 77.0
civil engineering technologist	42.3 - 55.9	48.5 - 65.1	55.8 - 74.3
civil project engineer	67.2 - 92.8	77.7 - 109.2	90.3 - 125.7
civil project manager	70.7 - 95.4	80.1 - 109.9	91.6 - 124.3
coating inspector	33.4 - 43.6	37.8 - 50.3	43.1 - 57.2
commissioning and start up engineer	55.9 - 74.9	64.4 - 88.1	74.7 - 100.4
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	49.5 - 65.1	55.4 - 73.9	62.2 - 83.0
construction coordinator	45.7 - 61.1	51.4 - 69.9	58.3 - 79.5
construction director	92.7 - 123.1	122.6 - 162.3	154.6 - 205.5
construction manager	68.0 - 89.5	74.7 - 100.4	83.4 - 113.1
construction project manager	60.3 - 83.8	70.4 - 99.3	82.2 - 114.2
continuous improvement engineer	68.0 - 89.3	75.9 - 101.5	85.4 - 113.8
contracts administrator	54.1 - 72.1	61.6 - 83.8	70.7 - 95.6
contracts manager	84.1 - 106.9	94.4 - 122.3	107.2 - 139.5
contracts specialist	54.7 - 72.0	62.3 - 83.7	71.5 - 95.1



control technician	44.6 - 58.8	51.0 - 68.3	58.4 - 77.7
controls designer/engineer	46.3 - 62.2	53.4 - 72.8	61.6 - 83.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	44.1 - 61.1	53.2 - 73.9	62.9 - 84.9
director of operations	114.4 - 153.7	151.1 - 203.7	192.6 - 259.8
drafter	48.4 - 61.0	54.6 - 69.9	62.0 - 79.5
electrical designer/engineer	64.2 - 85.9	73.3 - 100.2	84.7 - 115.0
electrical engineer	66.4 - 90.4	77.7 - 107.8	91.6 - 125.2
electrical engineering technician	48.8 - 62.8	55.8 - 72.9	64.0 - 83.2
electrical inspector	38.5 - 51.6	44.4 - 60.5	51.4 - 70.0
electrical test engineer	63.9 - 86.2	73.8 - 101.5	85.9 - 116.9
engineering manager	76.2 - 103.2	87.2 - 120.4	100.8 - 137.7
environmental engineer	55.9 - 74.8	63.9 - 87.5	74.0 - 100.6
environmental inspector	42.8 - 54.9	47.1 - 61.6	52.6 - 69.2
estimation engineer	61.6 - 83.1	71.1 - 97.8	82.8 - 112.7
estimator	55.3 - 72.5	61.6 - 82.5	69.5 - 93.7
expediter	36.2 - 46.8	41.1 - 53.9	46.8 - 61.3
facilities engineer	59.0 - 79.6	68.2 - 93.9	79.4 - 107.7
facilities manager	54.1 - 71.2	61.7 - 82.7	70.8 - 94.6
field service engineer	47.3 - 63.0	53.9 - 73.4	62.2 - 85.1
general inspector	46.2 - 61.0	52.0 - 69.8	58.8 - 78.5
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	57.7 - 75.6	65.2 - 87.3	74.7 - 99.8
geophysicist	60.8 - 83.7	72.4 - 101.4	86.2 - 117.7
geotechnical engineer	58.6 - 76.9	66.3 - 89.0	76.0 - 101.6
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	36.5 - 47.8	40.6 - 54.2	45.7 - 60.7
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	59.5 - 78.1	66.3 - 88.8	74.8 - 100.3
health and safety specialist	55.7 - 72.1	64.2 - 84.4	74.0 - 96.1
HVAC drafter	48.0 - 61.8	54.0 - 70.7	61.1 - 79.7
HVAC engineer	48.8 - 65.4	56.0 - 76.4	64.6 - 87.0
hydraulic engineer	59.5 - 80.3	68.8 - 94.7	80.1 - 108.6
industrial engineer	63.4 - 83.3	70.6 - 94.6	79.6 - 106.3
instrumentation and controls engineer	61.5 - 81.7	69.6 - 94.4	79.6 - 107.2
inventory analyst	46.1 - 60.4	52.3 - 69.7	59.8 - 79.6
inventory control manager	58.1 - 76.5	65.1 - 87.5	73.9 - 99.4
logistics manager	55.5 - 74.1	63.5 - 86.5	73.3 - 99.1
logistics specialist	51.7 - 69.2	59.2 - 80.9	68.4 - 92.3



maintenance engineer	48.0 - 62.1	53.6 - 70.4	60.1 - 78.7
maintenance operator	37.4 - 46.4	41.4 - 52.2	46.2 - 58.1
materials manager	73.5 - 97.2	81.3 - 109.8	91.4 - 124.0
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	47.3 - 62.8	54.6 - 73.4	62.7 - 83.1
mechanical drafter	45.1 - 58.9	50.9 - 68.3	58.7 - 80.0
mechanical engineer	67.1 - 89.6	76.4 - 104.0	87.8 - 118.7
mechanical engineering technician	47.0 - 62.0	53.7 - 71.8	61.4 - 81.1
mining engineer	63.5 - 84.9	71.2 - 97.1	80.7 - 109.6
operations manager	71.0 - 97.0	81.2 - 112.8	93.1 - 127.8
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	66.3 - 87.0	75.0 - 100.6	86.0 - 115.6
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	57.8 - 76.3	64.8 - 87.4	73.6 - 99.5
planner/scheduler	36.3 - 46.5	41.3 - 53.5	46.9 - 60.4
plant engineer	67.2 - 89.8	78.1 - 106.4	91.4 - 122.2
plant manager	83.3 - 117.0	100.4 - 142.6	120.1 - 166.6
plant operator	44.4 - 59.7	51.4 - 69.9	59.2 - 79.1
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	55.7 - 74.7	63.9 - 87.5	73.9 - 99.8
process engineer	55.7 - 74.7	63.9 - 87.5	73.9 - 99.8
procurement director	89.1 - 118.4	118.3 - 157.0	144.0 - 191.5
procurement manager	80.2 - 106.6	90.9 - 122.7	103.5 - 138.1
procurement specialist	45.9 - 60.1	51.1 - 68.3	57.6 - 77.8
production analyst	42.4 - 56.7	48.7 - 66.5	56.5 - 77.0
production engineer	58.7 - 78.8	67.4 - 92.3	77.9 - 105.2
program manager	65.3 - 85.2	74.7 - 99.0	85.8 - 113.3
project controller	49.5 - 66.0	55.6 - 75.6	63.1 - 86.2
project controls manager	78.0 - 107.9	90.4 - 126.8	104.9 - 144.6
project controls specialist	54.9 - 71.6	61.8 - 81.9	69.9 - 92.5
project coordinator	79.6 - 102.8	86.6 - 114.0	95.7 - 127.1
project director	103.1 - 125.6	129.4 - 157.3	156.2 - 190.5
project engineer	81.0 - 104.6	88.1 - 115.9	97.4 - 129.5
project manager	68.8 - 95.7	80.3 - 113.3	93.7 - 129.7
purchasing manager	80.2 - 106.6	90.9 - 122.7	103.5 - 138.1
QA/QC inspector	49.4 - 65.8	57.3 - 77.2	66.1 - 88.7
quality assurance manager	71.2 - 93.1	78.9 - 105.2	88.5 - 118.0
quality assurance/control technician	55.0 - 73.5	64.0 - 86.9	74.5 - 99.1
quality control engineer	59.0 - 78.4	66.8 - 90.6	76.4 - 102.9



quality inspector	35.8 - 45.8	40.1 - 52.3	45.4 - 59.2
reliability engineer	59.1 - 76.9	67.3 - 89.5	77.4 - 102.0
reliability manager	60.9 - 79.6	69.8 - 93.0	80.7 - 106.2
safety inspector	57.6 - 75.7	65.4 - 87.3	74.5 - 98.7
SCADA engineer	56.9 - 76.3	65.3 - 89.3	75.4 - 102.0
site supervisor	65.1 - 85.8	71.6 - 96.2	79.9 - 108.0
sourcing engineer	50.0 - 66.7	57.2 - 77.8	66.0 - 89.1
sourcing specialist	46.8 - 61.3	52.1 - 69.6	58.8 - 79.3
specification writer	48.2 - 62.3	54.6 - 71.6	62.0 - 80.8
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	48.0 - 62.1	53.6 - 70.4	60.1 - 78.7
structural designer	45.5 - 59.7	51.7 - 68.8	58.8 - 77.9
structural engineer	58.8 - 78.5	67.0 - 91.4	77.2 - 104.6
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	36.2 - 46.5	40.6 - 53.2	46.1 - 60.3
supply chain manager	73.6 - 98.7	84.4 - 114.7	96.8 - 128.9
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	49.1 - 64.4	55.7 - 74.3	63.6 - 85.0
transmission line engineer	69.1 - 88.2	75.0 - 97.6	82.7 - 108.5
transportation manager	69.9 - 92.8	79.2 - 107.1	90.4 - 121.9
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	47.5 - 62.3	53.9 - 71.8	61.3 - 81.2

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	120.5 - 217.9	174.3 - 316.7	252.2 - 457.6
controller	81.2 - 146.4	111.5 - 201.4	148.1 - 268.8
director - financial planning & analysis	108.7 - 144.0	140.0 - 186.0	172.1 - 228.9
finance director	105.5 - 139.8	137.6 - 182.6	169.0 - 224.8
payroll director	67.4 - 91.4	85.6 - 116.3	108.6 - 147.4
vice-president internal audit	106.1 - 142.3	134.5 - 180.7	164.7 - 221.8
finance & accounting	1 year	3 years	5 years
accountant	57.2 - 68.5	60.5 - 72.5	63.7 - 76.3
accounting clerk	35.9 - 41.4	38.2 - 44.2	40.6 - 47.0
accounting manager	75.7 - 92.1	81.5 - 99.2	87.1 - 106.1
accounting supervisor	56.9 - 69.1	61.2 - 74.3	65.4 - 79.3



accounting technician	47.3 - 56.1	51.0 - 60.4	54.6 - 64.6	62.1 - 73.6
accounts payable clerk	35.8 - 40.3	39.6 - 44.8	43.1 - 48.7	49.8 - 56.2
accounts payable manager	67.3 - 81.9	73.6 - 89.5	79.7 - 97.0	93.7 - 114.1
accounts receivable clerk	36.3 - 40.9	40.2 - 45.4	43.7 - 49.4	50.9 - 57.5
accounts receivable manager	69.4 - 82.3	75.3 - 89.4	81.1 - 96.4	95.6 - 113.7
analyst - financial planning & analysis	77.8 - 94.7	84.1 - 102.4	90.3 - 110.0	104.1 - 126.7
assistant controller	83.5 - 106.8	90.7 - 116.0	97.7 - 124.9	113.8 - 145.3
billing specialist	34.6 - 40.3	37.8 - 44.2	40.7 - 47.7	46.3 - 54.2
bookkeeper	34.9 - 41.2	37.7 - 44.6	40.4 - 47.9	46.3 - 54.9
business analyst	62.5 - 75.1	67.7 - 81.4	72.7 - 87.5	83.9 - 101.0
compliance officer	78.2 - 95.4	87.5 - 106.8	96.4 - 117.5	114.6 - 139.2
compliance specialist	51.1 - 61.3	56.3 - 67.6	61.2 - 73.6	71.3 - 85.9
cost accountant	54.0 - 64.7	58.3 - 69.9	62.5 - 74.9	72.0 - 86.3
credit & collection specialist	34.2 - 39.4	37.6 - 43.5	40.7 - 47.2	46.6 - 54.0
credit and collections accountant	32.5 - 38.2	35.3 - 41.7	37.9 - 45.0	43.5 - 51.6
credit and collections manager	73.4 - 88.2	78.8 - 94.7	84.1 - 101.2	97.3 - 117.1
credit and collections supervisor	48.5 - 58.8	52.3 - 63.5	56.1 - 68.1	64.7 - 78.7
external auditor	56.2 - 67.3	60.4 - 72.3	64.5 - 77.3	73.8 - 88.4
financial analyst	65.5 - 78.5	70.1 - 84.0	74.6 - 89.4	84.8 - 101.7
financial reporting manager	90.9 - 110.7	97.7 - 119.0	104.4 - 127.2	120.3 - 146.3
internal audit manager	84.7 - 104.4	91.2 - 112.4	97.5 - 120.2	111.8 - 137.8
internal auditor	54.3 - 65.1	60.0 - 71.9	65.3 - 78.3	76.4 - 91.6
invoicing clerk	34.1 - 39.8	37.4 - 43.7	40.3 - 47.2	44.9 - 52.6
payroll clerk	38.2 - 44.8	42.1 - 49.4	45.7 - 53.5	52.3 - 61.2
payroll manager	64.6 - 78.5	69.9 - 85.0	75.0 - 91.3	86.2 - 104.9
payroll specialist	38.8 - 46.5	42.5 - 50.9	45.9 - 55.0	53.4 - 64.0
payroll supervisor	49.4 - 59.3	53.8 - 64.5	58.0 - 69.6	67.1 - 80.6
tax analyst	43.6 - 52.3	48.1 - 57.7	52.5 - 62.9	61.4 - 73.6
tax manager	80.2 - 98.9	86.1 - 106.2	92.0 - 113.5	106.0 - 130.7
treasury analyst	57.8 - 69.2	61.9 - 74.2	65.9 - 79.0	75.0 - 90.0

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	99.0 - 169.9	129.3 - 222.6	161.9 - 279.5
human resources	entry	mid	senior
benefits administrator	50.1 - 64.2	56.1 - 73.4	63.5 - 83.3
compensation and benefits manager	82.8 - 108.4	92.0 - 123.0	103.9 - 139.8
health and safety advisor	55.4 - 71.5	63.7 - 83.6	73.3 - 95.0
health and safety director	75.5 - 90.7	98.5 - 118.5	117.7 - 141.5
health and safety manager	66.9 - 86.8	74.9 - 99.2	84.8 - 112.3
HRIS analyst	54.7 - 72.3	62.8 - 84.6	72.5 - 96.6
HRIS director	75.5 - 109.1	98.6 - 142.3	123.2 - 178.0
human resources assistant	37.6 - 48.1	42.7 - 54.3	47.2 - 58.5
human resources business partner	60.5 - 79.6	67.8 - 91.2	76.9 - 103.6
human resources coordinator	36.7 - 47.0	41.6 - 53.0	46.1 - 57.2
human resources director	83.0 - 115.6	107.0 - 148.8	133.4 - 185.9
human resources generalist	55.8 - 70.3	59.8 - 77.3	65.8 - 87.3
human resources manager	74.5 - 99.3	85.0 - 115.4	97.8 - 132.0
human resources supervisor	58.2 - 76.1	64.6 - 86.5	73.0 - 99.3
Human Resources Technician	44.8 - 58.5	49.8 - 66.4	56.3 - 75.9
L&D director	81.8 - 102.1	102.7 - 128.1	131.6 - 164.1
labour relations advisor	59.1 - 79.0	67.6 - 92.2	78.0 - 105.7
labour relations manager	81.5 - 111.3	96.2 - 133.0	113.1 - 154.3
learning and development specialist	48.6 - 63.4	55.1 - 73.3	63.0 - 83.2
recruitment coordinator	36.6 - 47.8	42.1 - 55.3	47.9 - 62.4
talent acquisition director	78.0 - 108.6	100.4 - 139.8	123.4 - 171.8
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards specialist	49.8 - 64.8	56.1 - 74.6	63.9 - 85.8

## industrial support

	entry	mid	senior
assembler/fabricator	16.2 - 19.4	18.2 - 22.2	20.5 - 25.0
electronic parts assembler	16.8 - 21.6	18.8 - 24.6	21.3 - 27.6
forklift operator	17.8 - 20.5	19.5 - 22.8	20.5 - 25.5
general labourer - heavy	16.5 - 20.5	18.8 - 23.5	20.9 - 24.1



general labourer - light	15.5 - 19.3	17.5 - 23.5	20.9 - 24.2
industrial painter	17.7 - 21.2	18.6 - 24.2	21.0 - 27.3
inventory control clerk	16.9 - 20.7	18.6 - 23.7	21.1 - 26.8
machine operator	17.3 - 22.0	19.5 - 25.3	21.9 - 28.7
machine operator assistant	16.5 - 20.1	18.5 - 23.0	20.5 - 25.7
manufacturing worker	15.7 - 18.9	17.1 - 21.4	19.1 - 24.1
material handler	17.5 - 19.3	18.5 - 20.3	19.7 - 22.6
moulding machine operator	17.3 - 21.2	18.5 - 24.5	21.1 - 27.5
picker/packer	15.7 - 18.9	17.1 - 21.4	19.1 - 24.1
production labourer	15.7 - 18.9	17.1 - 21.4	19.1 - 24.1
sandblasting operator	17.5 - 19.9	18.5 - 22.5	19.3 - 25.6
shipping and receiving clerk	18.0 - 22.2	20.2 - 25.5	23.0 - 29.2
warehouse labourer	15.3 - 19.2	17.8 - 22.1	19.1 - 22.5

## manufacturing

	entry	mid	senior
<u>engineering</u>			
applications engineer	65.7 - 85.6	76.8 - 102.1	87.7 - 116.4
automation engineer	62.6 - 78.6	67.5 - 90.9	77.1 - 103.6
buyer	65.1 - 80.1	72.1 - 95.2	82.2 - 118.2
chemical engineer	73.1 - 97.9	82.2 - 111.9	93.2 - 126.2
continuous improvement engineer	67.5 - 88.4	75.2 - 100.3	84.6 - 112.5
demand planner	68.1 - 80.1	72.1 - 90.5	80.1 - 109.1
drafter	48.2 - 60.6	54.3 - 69.4	61.6 - 78.7
electrical designer/engineer	63.7 - 85.0	72.6 - 99.1	83.8 - 113.7
electrical engineer	68.9 - 89.4	77.0 - 106.6	90.6 - 123.6
electrical engineering technician	53.6 - 67.4	60.5 - 77.3	68.5 - 87.4
electrical test engineer	63.5 - 85.3	73.1 - 100.4	85.1 - 115.5
estimation engineer	61.2 - 82.3	70.5 - 96.8	82.0 - 111.4
HVAC drafter	50.8 - 63.4	56.7 - 75.1	65.7 - 82.9
HVAC engineer	55.6 - 67.9	64.7 - 80.7	74.1 - 92.2
industrial engineer	62.9 - 82.5	72.9 - 93.6	80.8 - 105.1
inventory analyst	58.1 - 68.1	61.1 - 76.5	68.1 - 82.1
logistics specialist	63.1 - 76.1	68.1 - 85.1	75.4 - 96.8
manufacturing engineer	62.6 - 80.4	70.9 - 92.2	80.9 - 104.7
mechanical designer	52.1 - 64.4	59.3 - 74.8	67.3 - 82.3
mechanical drafter	52.0 - 59.6	55.7 - 69.7	62.3 - 81.3
mechanical engineer	66.6 - 88.7	75.7 - 102.8	86.9 - 117.3



mechanical engineering technician	51.9 - 65.6	58.4 - 75.2	65.9 - 85.3
planner/scheduler	68.1 - 78.1	72.1 - 93.2	78.5 - 113.2
process engineer	58.3 - 76.4	67.4 - 88.6	76.2 - 101.7
procurement specialist	63.1 - 76.1	68.1 - 89.1	76.1 - 110.2
production planner	68.1 - 80.1	69.4 - 90.3	77.2 - 92.6
project engineer	80.3 - 103.4	87.2 - 114.5	96.3 - 127.9
project manager	68.2 - 94.6	79.5 - 112.0	92.7 - 128.1
QA/QC inspector	48.8 - 54.5	52.9 - 60.8	58.1 - 69.5
quality assurance manager	90.9 - 120.4	95.5 - 125.5	110.8 - 150.6
quality assurance/control technician	54.7 - 72.9	63.6 - 86.0	73.8 - 98.1
quality control engineer	58.6 - 77.7	66.3 - 89.6	75.7 - 101.7
quality inspector	45.7 - 55.7	50.0 - 62.2	55.2 - 69.0
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	92.1 - 109.7	92.7 - 128.1	107.2 - 145.5
head of workshop and assembly	60.0 - 70.0	68.5 - 78.5	76.0 - 85.0
inventory control manager	65.0 - 75.0	72.5 - 82.5	80.0 - 100.0
maintenance manager	85.3 - 95.5	90.5 - 120.3	97.6 - 160.1
maintenance supervisor	65.0 - 75.0	72.3 - 81.9	78.5 - 95.5
manufacturing director	75.0 - 85.0	82.5 - 92.5	90.0 - 115.0
operations manager	75.0 - 90.0	85.0 - 92.5	92.5 - 125.0
plant manager	90.9 - 120.9	107.9 - 140.7	120.2 - 164.3
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	73.5 - 96.7	82.3 - 110.5	93.4 - 125.4
production supervisor	60.0 - 69.5	66.5 - 78.5	73.5 - 95.3
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	102.0 - 124.0	127.8 - 155.2	154.1 - 187.7
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
supply chain manager	90.3 - 120.4	109.9 - 130.1	114.1 - 145.4
transportation manager	65.0 - 80.0	75.5 - 90.0	82.5 - 120.4
warehouse manager	65.0 - 80.0	75.0 - 85.0	82.5 - 110.0
warehouse supervisor	60.0 - 70.0	68.5 - 78.5	75.0 - 90.0
<b>skilled trades</b>			
CNC machinist	37.4 - 43.6	45.7 - 52.0	54.0 - 66.5
control technician	44.4 - 58.4	50.7 - 67.7	58.1 - 77.0
conventional machinist	45.6 - 52.0	49.9 - 58.2	56.1 - 66.6
electrician	47.9 - 63.0	53.8 - 71.9	60.8 - 81.1
electromechanical technician	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
field service technician	47.8 - 52.0	49.9 - 58.2	60.0 - 75.0



heavy equipment mechanic	46.2 - 61.3	53.5 - 71.6	61.4 - 81.8
maintenance mechanic	45.7 - 54.0	52.0 - 60.0	58.2 - 68.6
mechanical assembler	41.6 - 49.9	45.7 - 54.0	49.9 - 58.2
millwright	52.0 - 58.2	56.1 - 62.4	62.4 - 83.2
panel wirer	37.4 - 43.6	41.6 - 47.8	45.7 - 54.0
welder	38.5 - 50.2	43.6 - 52.2	52.0 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.0 - 79.5	67.7 - 91.6	77.4 - 104.6
digital media specialist	36.4 - 46.8	42.5 - 55.6	49.7 - 63.8
digital specialist	43.5 - 57.8	50.4 - 68.3	58.8 - 78.4
e-commerce manager	70.8 - 93.5	79.4 - 106.9	90.3 - 121.9
marketing content manager	53.3 - 68.0	61.5 - 79.8	71.1 - 90.7
social media manager	53.3 - 73.9	64.1 - 89.3	75.8 - 104.0
web manager	59.4 - 77.8	66.1 - 88.5	74.6 - 100.4
web marketing analyst	45.9 - 61.2	53.5 - 72.3	62.2 - 82.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	90.0 - 138.0	122.1 - 187.8	157.5 - 243.1
marketing vice-president	111.4 - 172.8	157.4 - 245.4	204.9 - 319.7
<b>marketing and communications</b>			
brand or product manager	73.3 - 95.2	81.8 - 108.1	92.3 - 121.5
brand or product manager assistant	58.0 - 78.9	68.0 - 93.7	79.3 - 107.3
communications manager	60.2 - 78.9	67.2 - 89.8	75.8 - 101.1
communications specialist	50.1 - 68.6	59.7 - 82.7	70.5 - 94.6
marketing coordinator	48.7 - 65.0	55.8 - 76.0	64.4 - 87.1
marketing director	89.5 - 120.7	103.8 - 141.6	120.4 - 161.7
marketing project manager	38.1 - 51.0	43.9 - 59.8	50.8 - 68.3
marketing specialist	42.8 - 57.1	49.1 - 66.5	56.4 - 75.6

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	36.9 - 47.5	41.8 - 54.1	47.3 - 59.3
import/export coordinator	53.0 - 68.5	58.9 - 77.5	66.4 - 87.5
supply chain coordinator	40.3 - 52.4	44.9 - 59.4	50.9 - 67.7



[office & administrative support](#)

administrative analyst	45.9 - 61.1	50.7 - 67.3	56.9 - 75.9
administrative assistant	39.1 - 50.0	43.6 - 57.2	50.3 - 65.3
administrative assistant (bilingual)	40.0 - 49.5	44.2 - 56.3	48.6 - 67.1
administrative manager	56.1 - 71.7	61.2 - 79.7	70.1 - 94.1
benefits clerk	37.7 - 48.5	43.5 - 56.1	49.8 - 64.1
buyer assistant	37.9 - 49.2	44.2 - 56.9	50.3 - 65.3
data entry clerk	32.8 - 41.5	37.3 - 47.8	41.8 - 48.5
dispatcher	45.8 - 50.9	49.2 - 56.9	55.5 - 62.9
document controller	32.0 - 39.9	35.8 - 45.2	39.9 - 46.2
documentation specialist	33.8 - 44.7	40.7 - 52.0	45.9 - 53.1
executive assistant	51.8 - 70.5	60.2 - 82.7	70.3 - 94.2
executive assistant (bilingual)	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
executive legal assistant	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
file clerk	33.2 - 43.6	39.5 - 50.2	44.2 - 51.2
human resources assistant	39.9 - 51.1	45.4 - 57.7	50.2 - 62.2
insurance claims clerk	35.8 - 40.5	38.7 - 46.8	42.1 - 52.3
invoicing clerk	37.0 - 46.6	41.5 - 53.1	46.3 - 57.6
legal assistant	46.1 - 62.9	55.2 - 76.4	65.2 - 86.5
logistics coordinator	46.2 - 59.9	52.6 - 69.1	60.0 - 78.8
mailroom clerk	32.0 - 39.9	35.8 - 45.2	39.9 - 46.2
office clerk	35.1 - 43.5	38.7 - 48.5	42.8 - 53.7
office manager	53.5 - 68.1	58.1 - 76.2	64.9 - 85.4
office/operations manager	59.2 - 71.9	65.1 - 78.9	70.5 - 85.2
order clerk	35.9 - 41.2	37.8 - 47.1	41.5 - 51.6
order entry clerk	35.8 - 40.5	38.7 - 46.8	42.1 - 52.3
order supervisor	49.4 - 65.0	57.3 - 76.1	65.9 - 85.6
project coordinator	42.5 - 54.3	47.6 - 62.4	53.9 - 70.4
receptionist	35.8 - 40.5	38.7 - 46.8	42.1 - 52.3
receptionist (bilingual)	36.8 - 41.7	40.2 - 47.1	42.5 - 52.7
sales administrator	43.2 - 57.4	49.4 - 67.3	57.2 - 76.7
sales assistant	38.6 - 48.3	42.6 - 54.9	48.4 - 63.7
service coordinator	37.5 - 47.6	41.1 - 54.5	46.7 - 62.3
supply clerk	35.8 - 40.5	38.7 - 46.8	42.1 - 52.3
virtual assistant	37.6 - 47.5	41.1 - 54.1	46.4 - 61.1
virtual receptionist	35.8 - 40.5	38.7 - 46.8	42.1 - 52.3



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.8 - 55.2	47.8 - 61.4	52.9 - 68.6
account manager - software	49.1 - 61.5	53.1 - 67.9	58.5 - 76.0
business development manager	88.2 - 117.3	98.7 - 134.2	112.4 - 154.5
district sales manager	70.8 - 92.5	81.1 - 108.1	93.9 - 124.5
key accounts manager - consumer goods	63.1 - 81.7	71.4 - 94.3	81.7 - 107.5
merchandiser - consumer goods	55.1 - 72.4	61.7 - 83.0	70.1 - 95.0
sales manager	56.0 - 75.5	63.8 - 87.6	73.1 - 99.6
sales representative, account manager - channel manager	70.7 - 95.0	79.9 - 109.4	91.3 - 124.1
sales representative, account manager - consumer goods	45.2 - 57.1	49.7 - 63.8	55.2 - 71.3
sales representative, account manager - professional services	42.7 - 53.2	46.1 - 58.6	50.7 - 65.6
sales representative, account manager - telecommunications	48.7 - 61.1	52.9 - 67.7	58.3 - 75.6
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	131.0 - 189.0	175.8 - 254.7	229.6 - 332.6
<b>industrial sales</b>			
sales engineer - distribution	63.7 - 83.6	70.0 - 93.9	78.1 - 105.1
sales engineer - manufacturing	54.4 - 73.0	61.9 - 84.5	70.6 - 95.4
sales representative, account manager - distribution	44.7 - 55.9	48.5 - 62.0	53.6 - 69.5
sales representative, account manager - industrial equipment	42.9 - 53.7	46.4 - 59.3	51.2 - 66.3
sales representative, account manager - industrial service	47.9 - 59.9	51.9 - 66.2	57.2 - 74.1
sales representative, account manager - machinery	47.7 - 59.7	51.6 - 66.0	56.9 - 74.1
sales representative, account manager - manufacturing	43.1 - 62.6	47.6 - 70.3	53.0 - 78.5
sales representative, account manager - retail network	47.7 - 59.7	51.6 - 66.1	57.0 - 74.8
technical sales representative - manufacturing	47.1 - 62.6	53.6 - 72.7	61.7 - 84.3

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	61.9 - 80.5	69.4 - 92.1	78.7 - 103.8
application support analyst	54.5 - 72.2	62.7 - 83.7	71.5 - 94.5
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	60.4 - 78.5	67.7 - 89.8	76.7 - 101.2
database SQL developer	55.1 - 73.6	63.2 - 86.0	72.9 - 98.1



devops development side	59.1 - 79.8	68.7 - 94.5	80.2 - 108.3
ERP developer	62.2 - 80.8	69.6 - 92.4	79.0 - 105.0
front-end developer	58.7 - 77.5	67.3 - 90.5	77.5 - 103.2
full stack developer	67.4 - 89.2	77.4 - 104.0	89.1 - 118.2
java developer	60.4 - 78.5	67.7 - 89.8	76.7 - 101.3
machine learning developer	67.2 - 100.8	90.8 - 126.6	108.7 - 130.6
manual tester	43.4 - 58.2	51.0 - 69.3	59.6 - 79.1
mobile application developer (iOS/android)	55.7 - 86.0	78.2 - 110.0	94.3 - 113.4
quality assurance manager	72.8 - 95.5	81.2 - 108.6	91.6 - 122.4
RPA developer	45.8 - 60.6	52.7 - 70.6	60.5 - 79.4
technical lead	94.7 - 128.2	108.6 - 149.1	124.8 - 169.4
UI/UX designer	55.6 - 72.6	62.8 - 83.4	71.2 - 93.5
<b>architecture</b>			
application architect	85.6 - 114.5	96.5 - 131.8	110.3 - 151.2
architect (enterprise)	84.5 - 114.7	97.2 - 134.0	112.4 - 154.1
architect (solutions/technical)	75.7 - 95.2	85.1 - 108.9	96.6 - 122.5
cloud architect	77.4 - 97.9	87.7 - 112.6	99.9 - 126.3
<b>data &amp; analytics</b>			
BI data architect	78.2 - 105.5	87.7 - 120.5	99.4 - 136.2
big data engineer	73.6 - 96.9	82.5 - 110.7	93.6 - 125.6
business intelligence developer	59.0 - 76.8	66.3 - 87.9	75.0 - 98.4
data analyst	60.7 - 81.6	70.1 - 95.9	81.3 - 109.4
data architect	63.8 - 84.6	73.5 - 99.5	85.3 - 113.7
data engineer	63.2 - 85.0	73.0 - 99.9	84.6 - 113.8
data scientist	68.9 - 93.1	80.0 - 109.9	93.2 - 125.2
database administrator	61.2 - 83.8	72.5 - 100.7	85.5 - 115.7
<b>leadership/business technology</b>			
business analyst	62.5 - 81.4	70.2 - 93.2	79.7 - 105.6
IT director	93.3 - 125.3	118.8 - 159.3	149.0 - 200.6
manager IT	81.3 - 108.4	92.8 - 126.1	106.9 - 144.9
<b>networking/infrastructure</b>			
bilingual tech support	45.0 - 60.0	50.0 - 65.0	55.0 - 75.0
cloud engineer	66.8 - 89.5	78.0 - 105.8	90.8 - 120.1
devops system side	71.6 - 100.5	84.7 - 119.4	98.7 - 135.1
help desk representative	40.9 - 54.8	47.1 - 63.3	53.5 - 71.0
information security engineer	64.4 - 86.6	74.4 - 101.8	86.3 - 116.1
information security manager	82.2 - 108.6	92.6 - 124.9	105.6 - 142.3
information security specialist	54.3 - 71.6	62.2 - 83.6	71.7 - 95.0
information systems analyst	57.9 - 74.7	64.2 - 84.5	72.2 - 95.3



linux/unix administrator	69.2 - 90.6	78.3 - 104.6	89.6 - 119.1
network administrator	55.0 - 73.9	63.5 - 86.8	73.6 - 99.4
network engineer	61.5 - 82.5	70.8 - 96.9	82.2 - 111.4
systems administrator	62.2 - 81.4	70.4 - 93.9	80.4 - 106.7
tech support	57.7 - 75.8	65.7 - 87.7	75.0 - 99.7
telecommunications analyst	57.3 - 76.6	65.7 - 90.0	76.4 - 104.1
<b>project management</b>			
business systems analyst	60.9 - 81.0	70.5 - 95.5	82.0 - 109.5
ERP project manager	83.6 - 112.2	91.4 - 125.1	101.6 - 140.5
functional analyst	51.0 - 66.2	57.2 - 75.8	64.9 - 86.3
organizational change manager (OCM)	58.5 - 79.0	68.3 - 94.5	80.5 - 111.0
product owner	68.6 - 90.8	78.8 - 105.9	90.7 - 119.9
product owner/manager	71.2 - 98.7	83.0 - 116.8	96.8 - 133.8
program manager	90.0 - 105.0	105.0 - 125.0	125.0 - 155.0
project coordinator	55.8 - 70.4	63.2 - 81.5	72.4 - 92.8
project manager (infrastructure)	83.7 - 114.0	95.1 - 132.2	109.4 - 152.1
project manager (software)	80.6 - 107.4	90.3 - 122.8	102.5 - 139.4
scrum master	66.0 - 86.4	74.6 - 99.5	85.2 - 113.7
technical writer	54.4 - 70.7	63.3 - 83.4	73.5 - 94.9



## customer care &amp; contact centre

	entry	mid	senior
bilingual inside sales representative	51.3 - 63.6	55.3 - 70.1	60.8 - 78.6
call center director - operations	61.1 - 79.5	68.7 - 90.7	84.9 - 105.2
customer loyalty agent	38.3 - 47.2	41.0 - 54.8	47.0 - 62.4
customer service manager	68.6 - 90.5	77.3 - 104.1	88.2 - 119.3
customer service representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
customer service representative - bilingual	38.9 - 44.7	39.3 - 50.5	44.0 - 56.5
customer service supervisor	53.3 - 70.1	59.8 - 80.3	67.8 - 91.1
customer service team lead	43.5 - 56.8	49.3 - 65.3	56.7 - 74.2
customer service trainer	41.5 - 54.6	47.5 - 63.6	54.7 - 72.5
e-chat representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
help desk representative - level 1	43.8 - 58.6	50.4 - 67.7	57.2 - 75.9
inside sales manager	65.2 - 87.7	74.2 - 101.5	84.9 - 115.2
inside sales representative	49.3 - 61.6	53.3 - 68.1	58.8 - 76.6
junior collection agent	31.6 - 40.7	35.7 - 46.7	40.5 - 52.4
order desk	33.8 - 40.3	36.2 - 46.1	40.7 - 50.9
survey agent	31.5 - 39.9	35.8 - 45.2	39.9 - 46.2
telemarketing agent	31.1 - 39.1	34.6 - 44.8	39.4 - 51.9
telephone dispatcher	36.7 - 46.8	41.5 - 53.4	46.7 - 59.8
travel support agent	38.3 - 45.1	39.9 - 51.0	44.5 - 56.5

## engineering

	entry	mid	senior
<b>construction</b>			
architect	55.9 - 73.7	63.3 - 85.3	72.5 - 97.7
architectural drafter	45.5 - 58.9	52.8 - 69.8	61.9 - 82.4
BIM/VDC Coordinator	58.7 - 76.6	65.5 - 87.1	74.0 - 98.7
buyer	53.7 - 72.2	61.1 - 81.3	69.9 - 93.0
civil engineer	60.3 - 80.8	69.7 - 94.8	80.5 - 107.6
civil engineering drafter	47.2 - 59.6	53.7 - 71.3	61.3 - 81.1
civil engineering technologist	45.5 - 57.1	49.8 - 66.2	58.5 - 75.3
civil project engineer	62.5 - 85.0	82.2 - 114.6	95.2 - 131.7



civil project manager	75.5 - 85.5	81.7 - 111.1	93.0 - 140.0
construction coordinator	58.5 - 75.2	65.5 - 86.1	72.5 - 100.0
construction director	100.0 - 140.0	128.4 - 169.6	161.7 - 213.5
construction manager	72.3 - 94.4	79.2 - 105.6	88.1 - 118.6
construction project coordinator	84.2 - 108.1	91.4 - 119.6	100.8 - 133.2
construction project manager	64.3 - 88.5	74.7 - 104.5	86.8 - 130.5
contracts administrator	56.4 - 74.5	64.0 - 86.0	73.1 - 97.7
contracts manager	90.0 - 113.7	100.6 - 129.6	114.0 - 147.5
demand planner	46.6 - 64.1	55.9 - 77.4	66.0 - 88.7
director of operations	118.1 - 157.8	155.2 - 207.6	196.6 - 262.9
drafter	50.0 - 70.0	70.5 - 88.0	63.2 - 95.0
electrical designer/engineer	65.8 - 87.3	74.9 - 101.4	86.2 - 116.2
electrical engineer	68.0 - 91.8	79.2 - 109.0	92.9 - 126.3
electrical engineering technician	50.0 - 64.0	57.0 - 74.0	65.1 - 84.1
electrical inspector	39.5 - 53.1	45.7 - 62.2	52.9 - 71.9
engineering manager	80.6 - 108.5	92.1 - 126.2	106.0 - 144.1
environmental engineer	57.6 - 76.4	65.6 - 89.0	75.6 - 101.9
environmental inspector	44.2 - 56.4	48.6 - 63.1	54.1 - 70.6
estimation engineer	63.3 - 84.6	72.8 - 99.1	84.3 - 113.9
estimator	57.6 - 74.9	75.0 - 105.0	85.0 - 120.0
facilities engineer	60.7 - 81.2	69.9 - 95.2	81.0 - 108.9
field manager	65.2 - 86.4	74.1 - 100.4	85.3 - 116.2
field supervisor	63.8 - 83.8	71.6 - 95.6	80.9 - 107.5
foreman	47.5 - 61.4	53.1 - 69.9	60.1 - 79.2
health and safety manager	56.9 - 73.3	65.4 - 85.4	75.1 - 97.1
health and safety specialist	62.4 - 82.0	71.3 - 95.5	82.1 - 109.0
HVAC drafter	53.0 - 77.0	55.2 - 90.0	62.2 - 90.0
HVAC engineer	55.0 - 85.0	70.0 - 95.0	75.0 - 120.0
materials manager	78.8 - 103.6	87.0 - 116.7	97.5 - 131.3
mechanical designer	48.9 - 64.5	56.3 - 75.0	64.4 - 84.6
mechanical drafter	46.4 - 60.1	52.2 - 69.4	59.8 - 81.0
mechanical engineer	68.7 - 91.0	78.0 - 105.2	89.3 - 119.9
mechanical engineering technician	48.3 - 63.1	54.9 - 72.9	62.6 - 82.0
mechanical site supervisor	45.4 - 58.2	51.2 - 66.9	58.2 - 76.4
operations manager	73.8 - 100.5	84.2 - 116.5	96.5 - 131.6
planner/scheduler	37.7 - 48.3	43.0 - 55.6	48.8 - 62.7
project director	108.4 - 131.5	135.5 - 164.4	163.3 - 198.3
project engineer	85.7 - 109.9	92.9 - 121.5	102.5 - 135.6
project manager	73.0 - 100.7	84.9 - 118.8	98.7 - 135.8



purchasing manager	85.8 - 113.3	97.0 - 130.0	110.1 - 146.0
QA/QC inspector	50.6 - 67.0	58.5 - 78.2	67.3 - 89.4
quality control engineer	60.7 - 80.0	68.5 - 92.0	78.0 - 104.1
quality inspector	36.5 - 46.8	40.9 - 53.3	46.3 - 60.3
safety inspector	58.9 - 76.9	66.7 - 88.4	75.7 - 99.7
site supervisor	69.3 - 90.5	76.0 - 101.3	84.5 - 113.4
specification writer	49.7 - 63.9	56.2 - 73.3	63.7 - 82.6
structural designer	46.8 - 60.9	52.9 - 69.9	60.0 - 78.9
structural engineer	60.5 - 80.0	68.6 - 92.8	78.8 - 105.8
superintendent	37.6 - 48.3	42.2 - 55.1	47.8 - 62.5
supply chain manager	78.9 - 105.1	90.3 - 121.7	103.1 - 136.4
<b>energy &amp; oil</b>			
applications engineer	68.6 - 92.5	80.7 - 110.4	94.8 - 126.0
architect	56.6 - 75.2	64.3 - 87.3	73.9 - 100.2
architectural drafter	45.7 - 59.7	53.4 - 71.1	62.8 - 84.2
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	60.6 - 80.6	68.9 - 93.5	79.1 - 106.7
automation specialist	47.2 - 62.3	54.9 - 72.8	63.1 - 82.9
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	54.3 - 71.5	62.0 - 83.0	71.2 - 95.3
category manager	58.1 - 76.5	65.1 - 87.4	73.9 - 99.5
chemical engineer	76.9 - 102.9	86.5 - 117.6	98.0 - 132.7
chemical technician	51.8 - 67.9	57.7 - 77.3	65.3 - 88.6
chief inspector	49.2 - 65.1	55.5 - 74.4	62.7 - 83.5
civil engineer	61.2 - 82.6	71.0 - 97.2	82.3 - 110.6
civil engineering drafter	47.5 - 60.4	54.3 - 70.1	62.2 - 79.7
civil engineering technologist	43.8 - 57.9	50.2 - 67.4	57.7 - 76.9
civil project engineer	72.7 - 100.2	84.0 - 117.8	97.6 - 135.6
civil project manager	73.8 - 99.2	83.5 - 114.2	95.3 - 129.1
coating inspector	34.1 - 44.8	38.8 - 51.6	44.2 - 58.7
commissioning and start up engineer	58.4 - 78.7	67.5 - 92.6	78.4 - 105.5
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	51.2 - 67.4	57.3 - 76.5	64.4 - 85.8
construction coordinator	47.3 - 63.2	53.2 - 72.4	60.4 - 82.2
construction director	100.1 - 132.8	132.2 - 175.1	166.9 - 220.9
construction manager	73.6 - 96.7	80.8 - 108.4	90.2 - 122.0
construction project manager	65.3 - 90.6	76.1 - 107.2	88.8 - 123.1
continuous improvement engineer	74.5 - 97.7	83.0 - 110.9	93.5 - 124.2
contracts administrator	57.1 - 75.9	65.0 - 88.0	74.5 - 100.2



contracts manager	92.1 - 116.8	103.2 - 133.4	117.1 - 152.0
contracts specialist	57.7 - 75.9	65.7 - 87.9	75.3 - 99.6
control technician	46.1 - 60.9	52.8 - 70.6	60.5 - 80.4
controls designer/engineer	47.9 - 64.4	55.3 - 75.3	63.8 - 86.1
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	46.9 - 65.1	56.6 - 79.0	67.1 - 90.8
director of operations	121.4 - 162.9	160.2 - 214.8	203.3 - 272.6
drafter	50.1 - 63.1	56.5 - 72.4	64.2 - 82.1
electrical designer/engineer	67.0 - 89.4	76.4 - 104.1	88.2 - 119.5
electrical engineer	69.3 - 94.0	81.0 - 112.0	95.3 - 130.0
electrical engineering technician	50.5 - 65.0	57.7 - 75.5	66.2 - 86.0
electrical inspector	39.8 - 53.5	46.0 - 62.8	53.3 - 72.5
electrical test engineer	66.8 - 89.7	77.0 - 105.5	89.5 - 121.4
engineering manager	82.3 - 111.4	94.2 - 129.8	108.8 - 148.5
environmental engineer	58.3 - 78.0	66.8 - 91.1	77.2 - 104.6
environmental inspector	44.4 - 57.1	49.0 - 64.1	54.7 - 72.0
estimation engineer	64.4 - 86.5	74.2 - 101.7	86.2 - 117.1
estimator	58.3 - 76.4	64.9 - 86.7	73.2 - 98.2
expediter	37.3 - 48.4	42.5 - 55.9	48.4 - 63.6
facilities engineer	61.7 - 83.0	71.2 - 97.6	82.8 - 111.9
facilities manager	56.2 - 74.2	64.2 - 86.2	73.8 - 98.5
field service engineer	48.9 - 65.2	55.8 - 75.9	64.4 - 87.9
general inspector	47.8 - 63.3	53.9 - 72.3	61.0 - 81.2
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	60.1 - 78.6	67.9 - 90.7	77.7 - 103.6
geophysicist	63.3 - 87.0	75.3 - 105.3	89.6 - 122.2
geotechnical engineer	61.2 - 80.2	69.3 - 92.6	79.3 - 105.6
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	37.9 - 49.6	42.2 - 56.2	47.5 - 62.9
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	64.4 - 84.5	71.8 - 95.9	80.9 - 108.2
health and safety specialist	57.7 - 74.8	66.5 - 87.4	76.7 - 99.6
HVAC drafter	49.6 - 63.9	55.9 - 73.0	63.2 - 82.2
HVAC engineer	51.0 - 68.2	58.5 - 79.7	67.4 - 90.6
hydraulic engineer	62.2 - 83.7	71.8 - 98.5	83.5 - 112.8
industrial engineer	66.1 - 86.8	73.6 - 98.4	82.9 - 110.5
instrumentation and controls engineer	64.2 - 85.2	72.6 - 98.2	83.0 - 111.3
inventory analyst	49.1 - 64.4	55.7 - 74.4	63.7 - 85.0
inventory control manager	60.0 - 79.2	67.4 - 90.7	76.5 - 103.0



logistics manager	60.7 - 81.1	69.5 - 94.7	80.2 - 108.3
logistics specialist	54.5 - 72.9	62.5 - 85.0	72.0 - 96.7
maintenance engineer	49.6 - 64.4	55.4 - 73.1	62.3 - 81.5
maintenance operator	38.5 - 47.9	42.7 - 53.9	47.7 - 60.0
materials manager	80.4 - 106.2	89.0 - 119.9	99.9 - 135.2
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	49.3 - 65.6	57.0 - 76.6	65.5 - 86.6
mechanical drafter	46.7 - 61.0	52.7 - 70.6	60.7 - 82.7
mechanical engineer	70.0 - 93.2	79.6 - 108.1	91.4 - 123.3
mechanical engineering technician	48.7 - 64.1	55.6 - 74.3	63.6 - 83.8
mining engineer	66.3 - 88.5	74.3 - 100.9	84.1 - 113.8
operations manager	75.2 - 103.1	86.2 - 119.8	98.9 - 135.5
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	69.2 - 90.6	78.2 - 104.6	89.6 - 120.1
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	60.4 - 79.5	67.6 - 91.0	76.8 - 103.4
planner/scheduler	37.9 - 48.7	43.2 - 56.0	49.1 - 63.2
plant engineer	72.7 - 97.0	84.5 - 114.8	98.7 - 131.8
plant manager	91.1 - 127.7	109.7 - 155.5	131.1 - 181.4
plant operator	45.8 - 61.9	53.2 - 72.5	61.3 - 82.0
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	58.1 - 77.9	66.7 - 91.0	77.1 - 103.7
process engineer	58.1 - 77.9	66.7 - 91.0	77.1 - 103.7
procurement director	97.4 - 129.2	129.1 - 171.1	157.0 - 207.9
procurement manager	87.8 - 116.4	99.4 - 133.8	113.1 - 150.5
procurement specialist	48.4 - 63.4	53.9 - 72.0	60.8 - 81.8
production analyst	43.9 - 58.8	50.5 - 69.1	58.7 - 80.0
production engineer	61.2 - 82.1	70.3 - 96.0	81.2 - 109.3
program manager	70.7 - 92.0	80.7 - 106.9	92.7 - 122.2
project controller	51.2 - 68.5	57.6 - 78.5	65.4 - 89.4
project controls manager	84.4 - 116.4	97.7 - 136.7	113.2 - 156.0
project controls specialist	56.9 - 74.4	64.1 - 85.1	72.6 - 96.1
project coordinator	86.1 - 110.9	93.6 - 122.9	103.4 - 137.1
project director	111.3 - 135.4	139.5 - 169.8	168.6 - 205.0
project engineer	87.6 - 112.8	95.2 - 125.0	105.1 - 139.6
project manager	74.4 - 103.3	86.8 - 122.2	101.2 - 139.8
purchasing manager	87.8 - 116.4	99.4 - 133.8	113.1 - 150.5
QA/QC inspector	51.1 - 68.2	59.3 - 79.9	68.4 - 91.6
quality assurance manager	78.0 - 101.8	86.4 - 114.9	96.8 - 128.8



quality assurance/control technician	58.8 - 78.6	68.5 - 92.9	79.6 - 106.0
quality control engineer	61.6 - 81.7	69.7 - 94.2	79.6 - 106.9
quality inspector	36.7 - 47.1	41.1 - 53.8	46.6 - 60.8
reliability engineer	61.7 - 80.2	70.2 - 93.1	80.7 - 106.0
reliability manager	65.9 - 86.0	75.6 - 100.5	87.2 - 114.6
safety inspector	59.7 - 78.5	67.8 - 90.5	77.2 - 102.3
SCADA engineer	59.4 - 79.6	68.1 - 92.9	78.6 - 106.0
site supervisor	70.5 - 92.7	77.5 - 103.9	86.4 - 116.5
sourcing engineer	54.6 - 72.9	62.5 - 85.1	72.2 - 97.4
sourcing specialist	49.4 - 64.6	54.9 - 73.4	62.0 - 83.4
specification writer	50.1 - 64.9	56.9 - 74.7	64.7 - 84.4
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	49.6 - 64.4	55.4 - 73.1	62.3 - 81.5
structural designer	47.1 - 61.8	53.5 - 71.2	60.9 - 80.6
structural engineer	61.4 - 81.8	69.9 - 95.1	80.5 - 108.7
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	37.8 - 48.6	42.5 - 55.6	48.1 - 63.0
supply chain manager	80.6 - 107.8	92.4 - 125.2	105.8 - 140.5
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	52.6 - 68.9	59.5 - 79.5	68.0 - 90.9
transmission line engineer	72.1 - 91.8	78.2 - 101.5	86.2 - 112.8
transportation manager	76.5 - 101.5	86.7 - 117.0	98.9 - 133.0
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	48.9 - 64.2	55.5 - 73.9	63.2 - 83.5

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	131.4 - 235.9	189.6 - 340.2	272.2 - 488.1
controller	88.9 - 159.6	121.7 - 218.4	161.4 - 289.7
director - financial planning & analysis	118.7 - 157.1	152.7 - 202.0	187.2 - 247.6
finance director	115.2 - 152.4	150.0 - 198.4	183.9 - 243.3
payroll director	73.7 - 100.0	93.6 - 127.0	118.6 - 160.7
vice-president internal audit	115.9 - 155.2	146.7 - 196.4	179.3 - 240.1
finance & accounting	1 year	3 years	5 years
accountant	60.9 - 73.1	64.4 - 77.4	67.9 - 81.5
accounting clerk	37.6 - 43.5	40.2 - 46.5	42.6 - 49.3



accounting manager	82.8 - 100.7	89.1 - 108.4	95.3 - 115.9	109.0 - 132.5
accounting supervisor	60.7 - 73.7	65.3 - 79.3	69.8 - 84.8	79.8 - 97.0
accounting technician	50.4 - 59.7	54.3 - 64.4	58.1 - 68.9	66.2 - 78.6
accounts payable clerk	37.5 - 42.4	41.6 - 47.0	45.3 - 51.1	52.3 - 59.0
accounts payable manager	73.7 - 89.6	80.5 - 97.9	87.2 - 106.0	102.4 - 124.5
accounts receivable clerk	38.1 - 43.0	42.2 - 47.7	45.9 - 51.9	53.5 - 60.4
accounts receivable manager	75.9 - 90.1	82.4 - 97.8	88.8 - 105.4	104.6 - 124.1
analyst - financial planning & analysis	85.1 - 103.5	92.0 - 111.9	98.8 - 120.1	113.7 - 138.2
assistant controller	91.4 - 116.7	99.2 - 126.6	106.8 - 136.2	124.2 - 158.5
billing specialist	36.2 - 42.4	39.7 - 46.4	42.8 - 50.1	48.6 - 56.9
bookkeeper	36.5 - 43.3	39.6 - 46.9	42.5 - 50.4	48.7 - 57.7
business analyst	66.9 - 80.4	72.4 - 87.0	77.8 - 93.6	89.7 - 108.0
compliance officer	82.3 - 100.0	91.9 - 111.7	101.0 - 122.8	119.7 - 145.5
compliance specialist	53.9 - 64.7	59.4 - 71.3	64.6 - 77.5	75.1 - 90.2
cost accountant	57.5 - 69.0	62.1 - 74.6	66.6 - 80.0	76.8 - 92.3
credit & collection specialist	35.8 - 41.4	39.5 - 45.7	42.8 - 49.5	49.0 - 56.7
credit and collections accountant	33.9 - 40.2	37.0 - 43.8	39.8 - 47.2	45.7 - 54.2
credit and collections manager	80.3 - 96.5	86.2 - 103.6	92.1 - 110.6	106.4 - 127.8
credit and collections supervisor	50.1 - 60.8	54.1 - 65.7	58.0 - 70.5	66.9 - 81.5
external auditor	59.8 - 71.8	64.3 - 77.2	68.7 - 82.5	78.8 - 94.6
financial analyst	69.8 - 83.9	74.8 - 89.8	79.6 - 95.7	90.7 - 108.9
financial reporting manager	99.4 - 120.9	106.8 - 129.9	114.1 - 138.7	131.3 - 159.6
internal audit manager	92.7 - 114.1	99.7 - 122.7	106.5 - 131.1	122.1 - 150.2
internal auditor	57.9 - 69.4	63.9 - 76.7	69.7 - 83.7	81.6 - 98.1
invoicing clerk	35.7 - 41.8	39.2 - 45.9	42.3 - 49.5	47.1 - 55.2
payroll clerk	40.1 - 47.0	44.3 - 51.8	48.0 - 56.2	54.9 - 64.3
payroll manager	70.7 - 86.0	76.5 - 93.0	82.1 - 99.8	94.3 - 114.6
payroll specialist	42.3 - 50.7	46.3 - 55.5	50.1 - 60.1	58.3 - 70.0
payroll supervisor	51.1 - 61.3	55.6 - 66.7	59.9 - 72.0	69.4 - 83.5
tax analyst	46.4 - 55.7	51.2 - 61.5	55.9 - 67.0	65.4 - 78.6
tax manager	87.8 - 108.1	94.2 - 116.0	100.6 - 123.9	115.8 - 142.5
treasury analyst	61.5 - 73.9	66.0 - 79.2	70.3 - 84.5	80.1 - 96.3

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8



medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	108.2 - 184.9	141.0 - 240.9	176.3 - 301.0
human resources	entry	mid	senior
benefits administrator	52.8 - 67.7	59.2 - 77.3	67.0 - 87.5
compensation and benefits manager	82.8 - 108.4	92.0 - 123.0	103.9 - 139.8
health and safety advisor	57.4 - 74.1	66.1 - 86.6	76.0 - 98.5
health and safety director	82.6 - 99.2	107.6 - 129.3	128.5 - 154.3
health and safety manager	73.2 - 95.0	82.0 - 108.4	92.8 - 122.6
HRIS analyst	58.5 - 77.3	67.2 - 90.4	77.6 - 103.3
HRIS director	82.6 - 119.1	107.8 - 155.2	134.4 - 193.5
human resources assistant	39.3 - 50.4	44.7 - 56.9	49.5 - 61.3
human resources business partner	63.8 - 83.8	71.4 - 95.6	80.9 - 108.4
human resources coordinator	45.0 - 58.0	50.0 - 60.0	65.0 - 73.0
human resources director	90.8 - 126.2	116.8 - 162.2	145.4 - 202.0
human resources generalist	58.8 - 74.0	63.1 - 81.3	69.3 - 91.6
human resources manager	81.6 - 108.6	93.0 - 126.0	106.9 - 143.9
Human Resources Technician	46.9 - 61.2	52.2 - 69.6	58.9 - 79.5
L&D director	89.5 - 111.5	112.2 - 139.7	143.4 - 178.6
labour relations advisor	62.4 - 83.0	71.3 - 96.7	82.1 - 110.5
labour relations manager	63.8 - 83.8	71.4 - 95.6	80.9 - 108.4
learning and development specialist	50.1 - 65.7	57.0 - 76.1	65.3 - 86.4
recruitment coordinator	38.3 - 50.1	44.1 - 57.9	50.2 - 65.3
talent acquisition director	85.3 - 118.6	109.8 - 152.4	134.6 - 186.9
talent acquisition specialist	50.2 - 67.0	55.9 - 77.1	63.9 - 92.5
total rewards director	102.7 - 134.2	133.7 - 174.8	164.9 - 215.5
total rewards specialist	52.5 - 68.4	59.2 - 78.5	67.4 - 90.1

## industrial support

	entry	mid	senior
assembler/fabricator	16.1 - 19.3	18.1 - 22.1	20.4 - 25.0
electronic parts assembler	16.3 - 19.7	17.7 - 22.4	19.7 - 24.1



forklift operator	17.6 - 20.2	19.2 - 22.5	20.2 - 25.1
general labourer - heavy	16.2 - 20.3	18.3 - 23.3	20.7 - 23.9
general labourer - light	15.2 - 19.0	17.2 - 22.3	19.8 - 22.9
industrial painter	17.5 - 20.9	18.4 - 24.0	20.8 - 27.0
inventory control clerk	16.6 - 20.5	18.5 - 23.6	20.9 - 26.5
machine operator	17.1 - 21.7	19.2 - 25.1	21.6 - 28.5
machine operator assistant	16.1 - 19.7	18.1 - 22.7	20.3 - 25.2
manufacturing worker	15.5 - 18.7	16.9 - 21.2	18.9 - 23.9
material handler	17.1 - 19.1	18.1 - 20.1	19.4 - 22.5
moulding machine operator	17.1 - 21.0	18.3 - 24.4	20.9 - 27.4
picker/packer	15.5 - 18.7	16.9 - 21.2	18.9 - 23.9
production labourer	15.5 - 18.7	16.9 - 21.2	18.9 - 23.9
sandblasting operator	17.3 - 19.7	18.3 - 22.3	19.1 - 25.2
shipping and receiving clerk	18.0 - 22.2	20.2 - 25.5	23.0 - 29.2
warehouse labourer	15.3 - 19.2	17.6 - 22.0	19.0 - 22.5

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.2 - 91.6	80.0 - 109.2	93.8 - 124.5
automation engineer	65.2 - 79.9	71.3 - 92.5	83.4 - 105.6
buyer	68.1 - 85.6	75.1 - 99.2	85.1 - 120.1
chemical engineer	76.3 - 101.7	85.6 - 116.2	97.0 - 131.1
demand planner	70.5 - 82.5	75.1 - 92.1	82.1 - 112.1
drafter	55.1 - 75.8	68.1 - 86.6	78.9 - 99.3
electrical designer/engineer	73.8 - 93.5	89.9 - 124.1	105.1 - 125.2
electrical engineer	73.8 - 97.1	96.2 - 136.8	115.3 - 156.5
electrical engineering technician	61.3 - 79.9	70.4 - 91.2	81.3 - 104.5
electrical inspector	55.7 - 63.3	55.9 - 76.5	75.1 - 86.3
electrical test engineer	69.3 - 109.9	93.3 - 118.4	108.6 - 135.0
estimation engineer	64.9 - 86.7	75.6 - 103.6	87.4 - 118.7
estimator	58.0 - 76.8	66.5 - 87.9	75.6 - 101.1
field service engineer	58.8 - 66.8	57.5 - 77.2	65.9 - 90.1
general inspector	49.7 - 65.9	55.7 - 74.7	67.6 - 84.4
HVAC drafter	51.4 - 65.5	57.6 - 74.4	64.7 - 84.4
HVAC engineer	55.8 - 68.7	59.1 - 80.4	68.9 - 92.7
industrial engineer	66.7 - 88.9	74.1 - 99.4	84.2 - 116.2
inventory analyst	60.1 - 70.1	63.1 - 78.5	70.1 - 85.1



logistics specialist	65.1 - 78.1	70.1 - 87.1	77.4 - 99.1
manufacturing engineer	58.2 - 84.7	72.5 - 98.0	84.3 - 115.8
mechanical designer	52.1 - 67.1	58.7 - 77.9	69.4 - 87.4
mechanical drafter	47.3 - 62.6	54.5 - 75.1	62.3 - 84.0
mechanical engineer	70.5 - 94.3	80.9 - 108.9	93.5 - 125.9
mechanical engineering technician	50.5 - 66.2	57.2 - 75.9	68.2 - 86.5
planner/scheduler	70.1 - 81.1	74.1 - 95.1	80.1 - 115.1
PLC programmer	56.0 - 73.5	65.0 - 75.2	63.0 - 83.1
process engineer	59.8 - 79.2	68.2 - 92.1	78.4 - 106.6
procurement specialist	65.1 - 78.1	71.1 - 91.1	78.1 - 112.1
production planner	70.1 - 80.1	71.2 - 92.1	79.1 - 94.8
project engineer	88.8 - 111.6	94.2 - 123.5	104.0 - 137.9
project manager	73.8 - 102.2	86.0 - 120.8	100.1 - 138.1
QA/QC inspector	40.7 - 45.7	46.0 - 52.2	51.0 - 62.3
quality assurance manager	77.3 - 100.8	85.6 - 113.6	95.8 - 127.2
quality assurance/control technician	58.5 - 78.0	68.0 - 92.0	78.9 - 104.9
quality control engineer	65.2 - 83.0	71.2 - 95.3	80.9 - 108.7
quality inspector	48.0 - 53.1	52.4 - 58.3	56.1 - 64.9
<b>industrial management</b>			
director of operations	75.0 - 85.0	82.5 - 95.0	92.5 - 125.0
engineering manager	81.6 - 110.1	93.3 - 128.2	107.6 - 146.6
inventory control manager	65.0 - 75.0	72.5 - 82.5	80.0 - 100.0
maintenance manager	85.3 - 95.5	90.5 - 120.3	97.6 - 160.1
maintenance supervisor	65.2 - 73.6	68.4 - 85.4	73.2 - 98.3
manufacturing director	78.0 - 88.3	82.6 - 102.0	95.3 - 118.0
operations manager	78.7 - 92.6	88.7 - 105.8	102.0 - 128.6
plant manager	90.3 - 126.2	108.5 - 153.4	129.5 - 178.9
procurement director	95.6 - 125.2	120.0 - 158.9	145.8 - 193.0
production manager	80.5 - 105.7	90.1 - 120.7	102.1 - 136.8
production supervisor	60.3 - 68.4	65.8 - 82.3	77.6 - 97.6
program manager	70.2 - 91.1	80.0 - 105.7	91.8 - 120.8
project director	110.0 - 133.7	137.8 - 167.5	166.3 - 202.1
purchasing manager	93.6 - 113.1	105.1 - 125.2	110.1 - 145.2
supply chain manager	95.6 - 125.2	120.0 - 158.9	145.8 - 193.0
transportation manager	75.9 - 100.5	85.9 - 115.6	97.9 - 131.3
warehouse manager	61.5 - 80.4	68.5 - 91.2	77.0 - 102.6
warehouse supervisor	60.2 - 68.3	65.5 - 82.6	77.4 - 98.3
<b>skilled trades</b>			
CNC machinist	37.4 - 43.6	45.7 - 52.0	54.0 - 66.5



control technician	46.0 - 60.5	52.5 - 70.1	60.1 - 79.6
conventional machinist	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
electrician	49.6 - 65.4	55.8 - 74.6	63.1 - 84.1
electromechanical technician	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
field service technician	47.8 - 52.0	49.9 - 58.2	60.0 - 75.0
heavy equipment mechanic	48.2 - 64.1	55.9 - 74.9	64.2 - 85.3
maintenance mechanic	45.7 - 54.0	52.0 - 60.0	58.2 - 68.6
mechanical assembler	41.6 - 49.9	45.7 - 54.0	49.9 - 58.4
millwright	52.0 - 58.2	56.1 - 62.4	62.4 - 83.2
panel wirer	37.4 - 43.6	41.6 - 47.8	45.7 - 54.0
welder	38.5 - 45.1	43.6 - 49.9	52.0 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	63.4 - 83.7	71.5 - 96.2	81.5 - 109.6
digital media specialist	38.2 - 49.3	44.8 - 58.7	52.4 - 67.3
digital specialist	45.8 - 60.9	53.2 - 72.0	62.0 - 82.5
e-commerce manager	74.7 - 98.1	83.6 - 112.0	94.8 - 127.6
marketing content manager	55.2 - 70.6	63.8 - 82.8	73.8 - 94.0
social media manager	56.3 - 77.9	67.7 - 93.9	79.9 - 109.0
web manager	62.7 - 82.0	69.8 - 93.0	78.6 - 105.2
web marketing analyst	49.0 - 65.4	57.2 - 77.4	66.5 - 88.2
<b>executive positions (company revenue)</b>		10 M\$	100 M\$
communications vice-president	95.6 - 146.3	129.6 - 198.4	166.9 - 255.4
marketing vice-president	116.7 - 180.8	164.9 - 255.5	213.9 - 331.3
<b>marketing and communications</b>			
brand or product manager	77.2 - 99.9	86.0 - 113.3	96.9 - 127.2
brand or product manager assistant	61.1 - 82.9	71.5 - 98.1	83.2 - 112.1
communications manager	65.2 - 85.3	72.7 - 97.0	81.9 - 109.1
communications specialist	52.1 - 71.6	62.2 - 86.4	73.5 - 98.9
marketing coordinator	51.3 - 68.6	58.9 - 80.0	67.9 - 91.4
marketing director	94.0 - 126.4	108.8 - 148.4	126.0 - 169.4
marketing project manager	40.1 - 53.8	46.3 - 63.1	53.6 - 72.0
marketing specialist	45.1 - 60.3	51.8 - 70.2	59.5 - 79.6



## office &amp; administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	36.5 - 47.3	41.8 - 53.8	47.1 - 59.1
import/export coordinator	52.9 - 68.2	58.9 - 77.2	66.3 - 87.2
supply chain coordinator	40.1 - 52.4	44.8 - 59.4	50.9 - 67.7
<b>office &amp; administrative support</b>			
administrative analyst	45.4 - 58.7	50.0 - 66.9	56.5 - 75.5
administrative assistant	38.5 - 50.0	43.2 - 57.0	49.1 - 64.7
administrative assistant (bilingual)	39.6 - 49.5	44.0 - 56.2	48.4 - 67.0
administrative manager	55.7 - 71.7	60.7 - 79.7	69.3 - 94.1
benefits clerk	37.5 - 48.4	43.1 - 56.1	49.3 - 63.8
buyer assistant	37.7 - 49.2	44.0 - 56.9	49.8 - 62.7
data entry clerk	32.5 - 41.2	37.1 - 47.5	41.5 - 48.1
dispatcher	45.8 - 50.9	49.2 - 56.9	55.5 - 62.9
document controller	32.0 - 39.9	35.8 - 45.2	39.9 - 46.2
documentation specialist	33.8 - 44.7	40.7 - 52.0	45.9 - 53.1
executive assistant	51.0 - 69.9	59.9 - 82.7	69.5 - 94.1
executive assistant (bilingual)	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
executive legal assistant	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
file clerk	33.2 - 43.6	39.5 - 50.2	44.2 - 51.2
human resources assistant	39.9 - 51.1	45.4 - 57.7	50.2 - 62.2
insurance claims clerk	35.5 - 41.0	37.8 - 44.7	43.0 - 49.0
invoicing clerk	37.0 - 46.6	41.5 - 53.1	46.3 - 57.6
legal assistant	45.5 - 62.9	54.9 - 76.4	64.9 - 86.5
logistics coordinator	46.2 - 59.9	52.6 - 69.1	60.0 - 78.8
mailroom clerk	31.5 - 38.7	35.1 - 43.1	38.3 - 43.8
office clerk	35.1 - 43.5	38.7 - 48.5	42.8 - 53.7
office manager	53.0 - 68.1	57.7 - 76.2	64.2 - 85.4
office/operations manager	59.2 - 71.9	65.1 - 78.9	70.5 - 85.2
order clerk	35.5 - 40.9	37.5 - 46.8	41.3 - 51.6
order entry clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
order supervisor	49.4 - 65.0	57.3 - 76.1	65.9 - 85.6
project coordinator	42.5 - 54.3	47.0 - 62.4	53.4 - 70.4
receptionist	35.5 - 40.1	38.2 - 46.4	41.7 - 51.9
receptionist (bilingual)	37.5 - 41.1	39.8 - 46.7	42.2 - 52.3
sales administrator	43.2 - 57.4	49.4 - 67.3	57.2 - 76.7



sales assistant	38.6 - 48.3	42.6 - 54.9	48.4 - 63.7
service coordinator	37.5 - 47.6	41.1 - 54.5	46.7 - 62.3
supply clerk	35.5 - 41.4	38.2 - 46.7	40.8 - 51.6
virtual assistant	37.6 - 47.5	41.1 - 54.1	46.4 - 61.1
virtual receptionist	35.5 - 40.1	38.2 - 46.4	41.7 - 51.9

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	46.1 - 58.0	50.3 - 64.4	55.6 - 72.0
account manager - software	51.6 - 64.6	55.8 - 71.3	61.5 - 79.7
business development manager	95.3 - 126.5	106.5 - 144.7	121.3 - 166.7
district sales manager	74.6 - 97.1	85.4 - 113.2	98.5 - 130.3
key accounts manager - consumer goods	66.3 - 85.5	74.9 - 98.5	85.5 - 112.2
merchandiser - consumer goods	58.1 - 76.2	65.1 - 87.2	73.9 - 99.5
sales manager	59.2 - 79.6	67.3 - 92.1	77.1 - 104.5
sales representative, account manager - channel manager	74.5 - 99.7	84.2 - 114.6	95.8 - 129.9
sales representative, account manager - consumer goods	46.7 - 59.1	51.4 - 66.2	57.2 - 74.0
sales representative, account manager - professional services	44.9 - 56.2	48.6 - 62.0	53.5 - 69.3
sales representative, account manager - telecommunications	51.2 - 64.2	55.6 - 71.0	61.2 - 79.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	137.1 - 197.5	184.0 - 264.9	239.3 - 344.5
<b>industrial sales</b>			
sales engineer - distribution	66.7 - 87.9	73.5 - 98.6	82.1 - 110.3
sales engineer - manufacturing	56.9 - 76.7	64.9 - 88.8	74.2 - 100.2
sales representative, account manager - distribution	47.0 - 59.1	51.2 - 65.6	56.6 - 73.5
sales representative, account manager - industrial equipment	45.1 - 56.5	48.8 - 62.3	53.8 - 69.6
sales representative, account manager - industrial service	50.5 - 63.3	54.8 - 70.0	60.4 - 78.2
sales representative, account manager - machinery	50.1 - 62.7	54.3 - 69.3	59.8 - 77.7
sales representative, account manager - manufacturing	45.3 - 65.7	50.1 - 73.7	55.7 - 82.2
sales representative, account manager - retail network	50.2 - 62.7	54.2 - 69.3	59.9 - 78.4
technical sales representative - manufacturing	48.8 - 64.8	55.5 - 75.2	63.9 - 87.1



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.2 - 86.1	74.2 - 98.4	84.1 - 111.0
application support analyst	58.3 - 77.2	67.1 - 89.5	76.5 - 101.1
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	64.6 - 84.0	72.4 - 96.0	82.1 - 108.3
database SQL developer	58.9 - 78.7	67.6 - 92.0	77.9 - 104.9
devops development side	63.2 - 85.3	73.5 - 101.1	85.8 - 115.8
ERP developer	66.6 - 86.4	74.5 - 98.8	84.5 - 112.3
front-end developer	62.8 - 82.9	72.0 - 96.8	82.9 - 110.3
full stack developer	72.0 - 95.4	82.7 - 111.3	95.3 - 126.4
java developer	64.6 - 84.0	72.4 - 96.0	82.1 - 108.4
machine learning developer	71.9 - 107.8	97.2 - 135.5	116.3 - 139.7
manual tester	44.6 - 59.9	52.4 - 71.2	61.3 - 81.3
mobile application developer (iOS/android)	59.6 - 92.0	83.6 - 117.6	100.8 - 121.3
quality assurance manager	79.7 - 104.4	88.9 - 118.6	100.2 - 133.5
RPA developer	49.0 - 64.8	56.4 - 75.5	64.7 - 84.9
technical lead	103.6 - 139.8	118.5 - 162.5	136.1 - 184.3
UI/UX designer	59.5 - 77.6	67.1 - 89.1	76.2 - 100.0
<b>architecture</b>			
application architect	93.6 - 125.0	105.5 - 143.7	120.4 - 164.8
architect (enterprise)	90.4 - 122.7	104.0 - 143.4	120.2 - 165.1
architect (solutions/technical)	80.9 - 101.8	91.1 - 116.5	103.3 - 131.0
cloud architect	82.8 - 104.7	93.8 - 120.4	106.9 - 135.1
<b>data &amp; analytics</b>			
BI data architect	84.5 - 113.9	94.8 - 130.0	107.3 - 146.8
big data engineer	78.7 - 103.6	88.2 - 118.4	100.1 - 134.3
business intelligence developer	63.1 - 82.1	70.9 - 94.0	80.2 - 105.3
data analyst	65.0 - 87.3	75.0 - 102.5	86.9 - 117.0
data architect	68.1 - 90.4	78.6 - 106.3	91.2 - 121.5
data engineer	67.6 - 90.9	78.1 - 106.8	90.5 - 121.7
data scientist	73.6 - 99.5	85.6 - 117.5	99.7 - 133.9
database administrator	65.5 - 89.6	77.6 - 107.7	91.5 - 123.7
<b>leadership/business technology</b>			
business analyst	66.9 - 87.0	75.1 - 99.7	85.3 - 112.9
IT director	102.1 - 136.7	129.6 - 173.5	162.5 - 217.6



manager IT	89.0 - 118.4	101.5 - 137.6	116.8 - 158.0
<b>networking/infrastructure</b>			
bilingual tech support	45.0 - 60.0	50.0 - 65.0	55.0 - 75.0
cloud engineer	71.4 - 95.7	83.4 - 113.2	97.1 - 128.4
devops system side	76.6 - 107.5	90.6 - 127.7	105.6 - 144.6
help desk representative	43.8 - 58.6	50.4 - 67.7	57.2 - 75.9
information security engineer	68.9 - 92.6	79.6 - 108.9	92.3 - 124.1
information security manager	89.9 - 118.6	101.3 - 136.2	115.4 - 155.1
information security specialist	58.1 - 76.6	66.5 - 89.4	76.6 - 101.6
information systems analyst	61.9 - 79.9	68.7 - 90.4	77.2 - 101.9
linux/unix administrator	74.0 - 96.9	83.7 - 111.9	95.8 - 127.4
network administrator	58.8 - 79.0	67.9 - 92.9	78.7 - 106.3
network engineer	65.8 - 88.2	75.7 - 103.6	87.9 - 119.2
systems administrator	66.5 - 87.1	75.3 - 100.5	86.0 - 114.1
tech support	61.8 - 81.1	70.3 - 93.8	80.3 - 106.6
telecommunications analyst	61.2 - 81.9	70.3 - 96.2	81.7 - 111.4
<b>project management</b>			
business systems analyst	65.1 - 86.6	75.4 - 102.1	87.6 - 117.1
ERP project manager	91.5 - 122.5	100.0 - 136.5	111.0 - 153.2
functional analyst	54.5 - 70.8	61.2 - 81.0	69.4 - 92.2
organizational change manager (OCM)	64.0 - 86.5	74.7 - 103.3	88.1 - 121.2
product owner	71.3 - 94.3	81.9 - 109.9	94.2 - 124.4
product owner/manager	77.0 - 106.6	89.7 - 125.9	104.5 - 144.3
program manager	90.0 - 105.0	105.0 - 125.0	125.0 - 155.0
project coordinator	59.6 - 75.3	67.6 - 87.1	77.4 - 99.2
project manager (infrastructure)	91.6 - 124.5	104.0 - 144.2	119.5 - 165.8
project manager (software)	88.2 - 117.3	98.8 - 133.9	112.0 - 152.0
scrum master	68.6 - 89.7	77.6 - 103.3	88.5 - 118.1
technical writer	56.6 - 73.8	66.0 - 87.2	76.7 - 99.2



# mauricie

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	48.2 - 58.7	50.7 - 65.0	56.0 - 73.2
call center director - operations	58.1 - 75.8	65.3 - 86.7	73.9 - 97.6
customer loyalty agent	34.3 - 45.2	39.3 - 52.4	45.0 - 59.7
customer service manager	63.0 - 83.5	71.1 - 96.4	81.4 - 110.8
customer service representative	35.7 - 41.9	36.8 - 46.4	40.1 - 52.2
customer service representative - bilingual	37.7 - 43.9	38.8 - 48.4	42.1 - 54.2
customer service supervisor	51.6 - 67.8	57.9 - 77.6	65.5 - 88.0
customer service team lead	47.9 - 59.0	53.0 - 65.1	57.2 - 68.2
customer service trainer	40.0 - 52.6	45.8 - 61.2	52.7 - 69.7
e-chat representative	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
help desk representative - level 1	40.6 - 54.3	46.7 - 62.7	53.0 - 70.3
inside sales manager	61.9 - 83.7	70.6 - 97.2	81.1 - 110.7
inside sales representative	46.7 - 58.5	50.6 - 64.8	55.9 - 73.0
junior collection agent	34.3 - 38.6	36.9 - 44.3	39.4 - 49.7
order desk	34.6 - 38.5	37.1 - 44.6	40.0 - 48.7
survey agent	34.9 - 38.7	37.3 - 44.8	40.6 - 49.0
telemarketing agent	34.9 - 38.7	37.3 - 43.2	38.1 - 50.1
telephone dispatcher	35.4 - 44.9	39.8 - 51.2	44.9 - 57.4
travel support agent	34.2 - 43.2	38.2 - 48.8	42.6 - 54.0

## engineering

	entry	mid	senior
<b>construction</b>			
architect	53.6 - 70.7	60.6 - 81.8	69.4 - 93.8
architectural drafter	44.0 - 57.0	51.1 - 67.6	59.9 - 79.8
buyer	50.8 - 66.3	57.7 - 76.9	66.1 - 88.4
civil engineer	57.9 - 77.7	66.9 - 91.3	77.4 - 103.8
civil engineering drafter	45.7 - 57.7	52.0 - 66.6	59.3 - 75.6
civil engineering technologist	42.2 - 55.3	48.2 - 64.1	55.2 - 73.0
civil project engineer	66.3 - 91.0	76.4 - 106.9	88.6 - 123.0
civil project manager	69.5 - 93.1	78.5 - 107.2	89.5 - 121.2



construction coordinator	45.6 - 60.3	51.1 - 68.8	57.7 - 77.9
construction director	90.9 - 120.5	120.0 - 159.0	151.5 - 200.8
construction manager	67.0 - 87.8	73.5 - 98.4	81.9 - 110.7
construction project coordinator	78.2 - 100.7	85.0 - 111.6	93.9 - 124.4
construction project manager	59.7 - 82.3	69.3 - 97.4	80.7 - 111.8
contracts administrator	53.3 - 70.4	60.4 - 81.5	69.1 - 92.9
contracts manager	83.0 - 105.4	93.1 - 120.5	105.7 - 137.3
demand planner	43.8 - 60.2	52.6 - 72.7	62.0 - 83.3
director of operations	111.8 - 150.3	147.8 - 198.8	188.0 - 252.9
drafter	48.1 - 60.1	54.0 - 68.8	61.2 - 77.9
electrical designer/engineer	63.2 - 84.0	72.0 - 97.8	82.9 - 112.2
electrical engineer	65.3 - 88.3	76.2 - 105.2	89.5 - 122.0
electrical engineering technician	48.5 - 61.9	55.2 - 71.6	63.0 - 81.5
electrical inspector	38.0 - 51.2	44.0 - 60.0	51.0 - 69.4
engineering manager	74.9 - 101.1	85.6 - 117.8	98.7 - 134.8
environmental engineer	55.3 - 73.4	63.0 - 85.6	72.6 - 98.2
environmental inspector	42.6 - 54.3	46.8 - 60.7	52.1 - 67.9
estimation engineer	60.8 - 81.3	69.9 - 95.5	81.1 - 109.9
estimator	54.4 - 70.8	60.4 - 80.4	67.9 - 91.0
facilities engineer	58.3 - 78.0	67.1 - 91.7	77.8 - 105.0
field manager	62.7 - 83.1	71.2 - 96.7	82.1 - 112.1
field supervisor	61.3 - 80.6	68.8 - 92.0	77.7 - 103.6
foreman	46.2 - 59.6	51.7 - 68.0	58.4 - 77.1
health and safety manager	55.1 - 70.9	63.3 - 82.7	72.7 - 94.0
health and safety specialist	59.9 - 78.8	68.4 - 92.0	78.9 - 105.1
HVAC drafter	47.6 - 61.0	53.4 - 69.5	60.2 - 78.1
HVAC engineer	48.5 - 64.4	55.4 - 75.0	63.6 - 85.1
materials manager	72.5 - 95.9	80.3 - 108.3	90.2 - 122.1
mechanical designer	47.0 - 61.9	54.0 - 72.1	61.8 - 81.4
mechanical drafter	45.0 - 58.2	50.5 - 67.1	57.9 - 78.5
mechanical engineer	66.0 - 87.6	74.9 - 101.5	85.9 - 115.8
mechanical engineering technician	46.8 - 61.1	53.2 - 70.6	60.6 - 79.5
operations manager	69.7 - 95.0	79.6 - 110.2	91.2 - 124.8
planner/scheduler	36.2 - 46.3	41.1 - 53.2	46.7 - 60.0
project director	101.0 - 122.9	126.6 - 154.1	153.0 - 186.3
project engineer	79.6 - 102.4	86.5 - 113.5	95.5 - 126.7
project manager	67.8 - 93.8	78.9 - 110.9	91.9 - 126.9
purchasing manager	79.1 - 105.1	89.7 - 120.8	102.1 - 135.9
QA/QC inspector	49.0 - 64.8	56.6 - 75.8	65.1 - 86.8



quality control engineer	58.3 - 76.9	65.7 - 88.5	74.9 - 100.4
quality inspector	35.8 - 45.6	39.9 - 52.0	45.2 - 58.7
safety inspector	57.0 - 74.4	64.5 - 85.5	73.2 - 96.5
site supervisor	64.3 - 84.2	70.5 - 94.3	78.5 - 105.8
specification writer	47.7 - 61.3	54.0 - 70.3	61.1 - 79.3
structural designer	45.3 - 59.0	51.2 - 67.7	58.1 - 76.4
structural engineer	58.1 - 76.9	65.9 - 89.3	75.7 - 102.1
superintendent	65.0 - 80.0	70.0 - 90.0	90.0 - 120.0
supply chain manager	72.6 - 97.3	83.3 - 113.0	95.5 - 126.9
<b>energy &amp; oil</b>			
applications engineer	63.6 - 85.9	74.8 - 102.7	88.0 - 117.5
architect	54.3 - 72.1	61.6 - 83.8	70.8 - 96.3
architectural drafter	44.3 - 57.8	51.7 - 68.8	60.8 - 81.6
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	58.2 - 77.5	66.1 - 90.0	76.0 - 103.0
automation specialist	45.7 - 60.3	53.1 - 70.5	61.1 - 80.3
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	51.3 - 67.6	58.5 - 78.6	67.3 - 90.6
category manager	54.9 - 72.3	61.5 - 82.9	69.9 - 94.7
chemical engineer	73.9 - 99.2	83.2 - 113.5	94.4 - 128.3
chemical technician	50.2 - 65.7	55.9 - 74.9	63.3 - 85.9
chief inspector	47.4 - 62.9	53.5 - 71.9	60.5 - 80.8
civil engineer	58.8 - 79.4	68.2 - 93.7	79.1 - 106.7
civil engineering drafter	46.0 - 58.5	52.6 - 67.8	60.2 - 77.2
civil engineering technologist	42.4 - 56.1	48.6 - 65.2	55.9 - 74.5
civil project engineer	67.5 - 93.3	78.0 - 109.9	90.8 - 126.7
civil project manager	70.9 - 95.6	80.3 - 110.2	91.8 - 124.8
coating inspector	33.5 - 43.7	37.9 - 50.4	43.2 - 57.2
commissioning and start up engineer	56.3 - 75.7	65.0 - 89.1	75.5 - 101.7
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	49.6 - 65.2	55.5 - 74.1	62.4 - 83.2
construction coordinator	45.9 - 61.3	51.6 - 70.1	58.5 - 79.6
construction director	93.2 - 124.1	123.5 - 164.2	156.4 - 207.9
construction manager	68.3 - 90.0	75.0 - 101.0	83.8 - 113.9
construction project manager	60.6 - 84.2	70.6 - 99.9	82.6 - 115.0
continuous improvement engineer	68.4 - 90.3	76.5 - 102.8	86.3 - 115.4
contracts administrator	53.9 - 71.8	61.4 - 83.5	70.4 - 95.4
contracts manager	85.0 - 108.4	95.5 - 124.1	108.7 - 141.6
contracts specialist	54.5 - 71.8	62.1 - 83.4	71.2 - 94.8



control technician	44.7 - 58.9	51.1 - 68.4	58.5 - 77.9
controls designer/engineer	46.4 - 62.4	53.5 - 72.9	61.7 - 83.5
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	44.0 - 61.2	53.2 - 74.2	63.0 - 85.2
director of operations	115.0 - 155.2	152.6 - 205.8	194.6 - 262.4
drafter	48.5 - 61.1	54.7 - 70.1	62.2 - 79.6
electrical designer/engineer	64.3 - 86.0	73.4 - 100.4	84.8 - 115.4
electrical engineer	66.5 - 90.6	77.8 - 108.1	91.7 - 125.7
electrical engineering technician	48.9 - 62.9	55.9 - 73.1	64.1 - 83.4
electrical inspector	38.2 - 51.6	44.3 - 60.5	51.4 - 70.1
electrical test engineer	64.1 - 86.4	73.9 - 101.8	86.1 - 117.3
engineering manager	76.5 - 103.8	87.7 - 121.3	101.4 - 139.0
environmental engineer	56.0 - 74.9	64.1 - 87.7	74.1 - 100.8
environmental inspector	42.8 - 55.0	47.2 - 61.7	52.7 - 69.2
estimation engineer	61.8 - 83.2	71.3 - 98.1	83.0 - 113.0
estimator	55.1 - 72.3	61.4 - 82.2	69.2 - 93.4
expediter	35.9 - 46.5	40.8 - 53.6	46.5 - 61.0
facilities engineer	59.2 - 79.8	68.4 - 94.1	79.6 - 108.0
facilities manager	54.0 - 71.3	61.7 - 82.9	70.9 - 94.9
field service engineer	47.4 - 63.1	54.0 - 73.5	62.3 - 85.3
general inspector	46.1 - 61.1	52.0 - 69.9	58.8 - 78.6
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	57.8 - 75.6	65.3 - 87.4	74.7 - 99.9
geophysicist	60.9 - 83.7	72.4 - 101.5	86.3 - 118.0
geotechnical engineer	58.8 - 77.1	66.5 - 89.2	76.2 - 101.9
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	36.4 - 47.6	40.5 - 53.9	45.6 - 60.3
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	59.8 - 78.5	66.6 - 89.2	75.1 - 100.9
health and safety specialist	55.8 - 72.4	64.4 - 84.6	74.2 - 96.4
HVAC drafter	48.0 - 62.0	54.1 - 70.9	61.2 - 79.8
HVAC engineer	49.0 - 65.5	56.2 - 76.6	64.7 - 87.2
hydraulic engineer	59.7 - 80.5	69.0 - 94.9	80.2 - 108.9
industrial engineer	63.5 - 83.5	70.7 - 94.8	79.7 - 106.6
instrumentation and controls engineer	61.6 - 81.9	69.7 - 94.6	79.8 - 107.4
inventory analyst	46.1 - 60.5	52.4 - 69.9	59.9 - 79.9
inventory control manager	58.1 - 76.5	65.1 - 87.6	73.9 - 99.6
logistics manager	55.6 - 74.7	63.8 - 87.5	73.9 - 100.3
logistics specialist	51.5 - 68.9	59.1 - 80.6	68.1 - 92.0



maintenance engineer	48.3 - 62.7	54.0 - 71.2	60.7 - 79.6
maintenance operator	37.2 - 46.4	41.3 - 52.2	46.2 - 58.2
materials manager	74.0 - 98.4	82.1 - 111.4	92.5 - 125.7
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	47.4 - 63.0	54.7 - 73.6	62.9 - 83.3
mechanical drafter	45.2 - 59.1	51.0 - 68.4	58.8 - 80.2
mechanical engineer	67.2 - 89.8	76.5 - 104.3	88.0 - 119.1
mechanical engineering technician	47.1 - 62.1	53.8 - 72.0	61.5 - 81.3
mining engineer	63.7 - 85.1	71.3 - 97.3	80.9 - 109.9
operations manager	71.1 - 97.4	81.4 - 113.4	93.5 - 128.6
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	66.5 - 87.2	75.1 - 100.8	86.2 - 116.0
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	58.0 - 76.4	64.9 - 87.5	73.8 - 99.7
planner/scheduler	36.3 - 46.6	41.4 - 53.6	47.0 - 60.5
plant engineer	67.4 - 90.3	78.5 - 107.0	91.9 - 123.1
plant manager	84.1 - 118.7	101.7 - 144.8	121.9 - 169.5
plant operator	44.6 - 60.3	51.8 - 70.7	59.7 - 80.0
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	55.8 - 74.8	64.0 - 87.6	74.0 - 100.0
process engineer	55.8 - 74.8	64.0 - 87.6	74.0 - 100.0
procurement director	90.1 - 120.1	120.0 - 159.6	146.3 - 194.7
procurement manager	80.9 - 108.0	91.9 - 124.4	104.9 - 140.2
procurement specialist	45.8 - 59.9	50.9 - 68.0	57.5 - 77.5
production analyst	42.1 - 56.4	48.4 - 66.2	56.3 - 76.7
production engineer	58.8 - 78.9	67.5 - 92.4	78.1 - 105.4
program manager	65.6 - 85.6	75.0 - 99.6	86.2 - 114.1
project controller	49.7 - 66.2	55.8 - 75.8	63.3 - 86.4
project controls manager	78.4 - 108.6	90.9 - 127.8	105.5 - 146.1
project controls specialist	54.6 - 71.3	61.5 - 81.6	69.6 - 92.2
project coordinator	80.0 - 103.4	87.0 - 114.8	96.3 - 128.2
project director	103.7 - 126.5	130.5 - 159.1	158.0 - 192.7
project engineer	81.4 - 105.2	88.6 - 116.7	98.0 - 130.5
project manager	69.0 - 96.2	80.6 - 114.1	94.2 - 130.7
purchasing manager	80.9 - 108.0	91.9 - 124.4	104.9 - 140.2
QA/QC inspector	49.5 - 66.0	57.4 - 77.4	66.3 - 88.9
quality assurance manager	71.7 - 94.2	79.6 - 106.6	89.5 - 119.7
quality assurance/control technician	54.5 - 72.8	63.4 - 86.2	73.8 - 98.6
quality control engineer	59.2 - 78.6	66.9 - 90.8	76.5 - 103.1



quality inspector	35.9 - 45.9	40.2 - 52.4	45.5 - 59.2
reliability engineer	59.2 - 77.1	67.5 - 89.6	77.6 - 102.2
reliability manager	61.2 - 79.9	70.1 - 93.5	81.1 - 106.9
safety inspector	57.8 - 76.0	65.6 - 87.6	74.7 - 99.0
SCADA engineer	57.1 - 76.5	65.4 - 89.4	75.5 - 102.2
site supervisor	65.4 - 86.2	71.9 - 96.7	80.3 - 108.7
sourcing engineer	50.0 - 67.1	57.4 - 78.5	66.3 - 90.1
sourcing specialist	46.7 - 61.1	51.9 - 69.4	58.6 - 79.0
specification writer	48.1 - 62.3	54.6 - 71.7	62.1 - 81.0
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	48.3 - 62.7	54.0 - 71.2	60.7 - 79.6
structural designer	45.6 - 59.9	51.8 - 68.9	58.9 - 78.1
structural engineer	58.9 - 78.6	67.1 - 91.6	77.3 - 104.9
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	36.4 - 46.7	40.8 - 53.3	46.3 - 60.4
supply chain manager	74.2 - 99.9	85.3 - 116.3	98.0 - 130.7
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	48.7 - 63.8	55.1 - 73.6	63.0 - 84.4
transmission line engineer	69.2 - 88.3	75.2 - 97.8	82.9 - 108.8
transportation manager	70.3 - 94.0	79.9 - 108.5	91.4 - 123.6
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	47.5 - 62.4	54.0 - 71.8	61.4 - 81.3

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	119.6 - 217.8	174.2 - 316.7	252.2 - 457.7
controller	79.9 - 146.0	110.5 - 201.3	147.7 - 268.8
director - financial planning & analysis	110.2 - 146.4	142.2 - 189.1	175.0 - 232.5
finance director	104.5 - 139.2	136.9 - 182.5	168.8 - 224.8
payroll director	67.8 - 92.5	86.5 - 118.0	110.1 - 149.8
vice-president internal audit	107.5 - 144.5	136.5 - 183.8	167.5 - 225.3
finance & accounting	1 year	3 years	5 years
accountant	55.9 - 67.0	59.1 - 70.9	62.3 - 74.8
accounting clerk	35.8 - 41.3	38.1 - 44.1	40.4 - 46.8
accounting manager	74.4 - 90.9	80.2 - 98.1	85.9 - 105.1
accounting supervisor	57.0 - 69.2	61.3 - 74.5	65.5 - 79.6



accounting technician	47.3 - 56.1	51.1 - 60.5	54.6 - 64.7	62.2 - 73.8
accounts payable clerk	35.7 - 40.2	39.5 - 44.6	42.9 - 48.5	49.6 - 56.1
accounts payable manager	67.7 - 82.7	74.1 - 90.5	80.4 - 98.2	94.8 - 115.7
accounts receivable clerk	36.2 - 40.8	40.0 - 45.2	43.6 - 49.2	50.8 - 57.4
accounts receivable manager	69.8 - 83.1	75.9 - 90.4	81.9 - 97.6	96.8 - 115.3
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	34.5 - 40.2	37.6 - 44.1	40.6 - 47.6	46.1 - 54.0
bookkeeper	36.6 - 43.3	39.3 - 46.7	45.1 - 53.6	54.0 - 60.0
business analyst	61.9 - 74.5	67.0 - 80.7	72.0 - 86.8	83.3 - 100.5
compliance officer	77.9 - 95.2	87.2 - 106.6	96.2 - 117.4	114.4 - 139.5
compliance specialist	51.0 - 61.1	56.1 - 67.4	61.0 - 73.3	71.0 - 85.6
cost accountant	52.8 - 63.4	57.1 - 68.5	61.2 - 73.6	70.6 - 85.1
credit & collection specialist	34.1 - 39.3	37.5 - 43.3	40.6 - 47.0	46.5 - 53.8
credit and collections accountant	32.4 - 38.1	35.2 - 41.5	37.8 - 44.8	43.4 - 51.5
credit and collections manager	74.0 - 89.2	79.5 - 95.9	85.0 - 102.6	98.5 - 118.7
credit and collections supervisor	48.5 - 58.8	52.3 - 63.5	56.1 - 68.1	64.7 - 78.8
external auditor	56.2 - 67.4	60.4 - 72.5	64.6 - 77.5	74.0 - 88.9
financial analyst	64.0 - 76.9	68.6 - 82.4	73.0 - 87.7	83.1 - 100.0
financial reporting manager	92.0 - 112.3	99.0 - 120.7	105.8 - 129.0	122.0 - 148.7
internal audit manager	85.6 - 105.8	92.2 - 114.0	98.7 - 121.9	113.4 - 139.8
internal auditor	54.4 - 65.2	60.0 - 72.1	65.5 - 78.6	76.7 - 92.1
invoicing clerk	35.1 - 39.3	37.4 - 41.6	40.6 - 44.9	43.6 - 51.2
payroll clerk	38.1 - 44.6	42.0 - 49.2	45.6 - 53.4	52.1 - 61.1
payroll manager	65.0 - 79.2	70.4 - 85.9	75.6 - 92.3	87.1 - 106.3
payroll specialist	38.7 - 46.5	42.3 - 50.9	45.9 - 55.1	53.5 - 64.3
payroll supervisor	49.4 - 59.3	53.8 - 64.5	58.0 - 69.6	67.1 - 80.7
tax analyst	43.6 - 52.3	48.2 - 57.8	52.5 - 63.0	61.5 - 73.8
tax manager	81.0 - 100.1	87.1 - 107.6	93.1 - 115.1	107.4 - 132.6
treasury analyst	57.8 - 69.4	62.0 - 74.4	66.1 - 79.3	75.2 - 90.4

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	76.7 - 106.7	96.7 - 135.0	120.7 - 168.8
vice president human resources / CHRO	100.3 - 172.8	131.2 - 226.2	164.6 - 283.6



human resources	entry	mid	senior
benefits administrator	50.0 - 64.0	55.9 - 73.1	63.3 - 83.0
compensation and benefits manager	83.7 - 109.9	93.1 - 124.8	105.3 - 142.0
compensation specialist	45.2 - 59.9	52.2 - 70.3	60.4 - 80.4
health and safety advisor	55.5 - 71.8	63.9 - 83.8	73.6 - 95.4
health and safety director	76.1 - 91.8	99.7 - 120.2	119.4 - 143.7
health and safety manager	67.2 - 87.7	75.5 - 100.5	85.7 - 113.9
HRIS analyst	54.2 - 71.6	62.2 - 83.9	71.8 - 96.0
HRIS director	76.1 - 110.6	99.9 - 144.6	125.0 - 181.0
human resources assistant	37.6 - 48.2	42.8 - 54.4	47.4 - 58.6
human resources business partner	60.3 - 79.3	67.5 - 90.9	76.6 - 103.3
human resources coordinator	36.8 - 47.1	41.7 - 53.1	46.2 - 57.3
human resources director	83.8 - 117.2	108.4 - 151.3	135.4 - 189.0
human resources generalist	55.6 - 70.0	59.6 - 77.0	65.5 - 86.9
human resources manager	75.1 - 100.6	85.9 - 117.1	99.0 - 133.9
human resources supervisor	58.0 - 75.8	64.3 - 86.2	72.7 - 99.0
Human Resources Technician	44.9 - 58.6	49.9 - 66.6	56.4 - 76.1
L&D director	82.6 - 103.4	104.0 - 130.0	133.5 - 166.9
labour relations advisor	58.9 - 78.7	67.4 - 91.9	77.8 - 105.4
labour relations manager	82.3 - 112.8	97.4 - 135.0	114.7 - 156.9
learning and development specialist	48.3 - 63.3	54.9 - 73.3	62.9 - 83.2
learning experience designer	46.6 - 60.5	52.3 - 69.1	59.3 - 78.7
recruitment coordinator	36.7 - 47.9	42.2 - 55.4	48.1 - 62.5
talent acquisition director	78.7 - 110.1	101.7 - 141.9	125.2 - 174.7
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	95.0 - 124.8	124.3 - 163.2	153.8 - 201.9
total rewards specialist	49.6 - 64.6	55.9 - 74.3	63.6 - 85.5

## industrial support

	entry	mid	senior
assembler/fabricator	14.5 - 18.3	16.4 - 21.1	18.5 - 23.8
boom truck operator	19.1 - 25.7	22.1 - 30.0	25.4 - 34.4
electronic parts assembler	15.0 - 18.6	16.3 - 20.7	17.9 - 22.7
forklift operator	16.0 - 18.2	17.8 - 21.1	18.4 - 23.4
general labourer - heavy	15.4 - 19.3	17.4 - 22.2	19.6 - 22.8
general labourer - light	14.7 - 18.2	16.7 - 21.4	19.0 - 21.9
industrial painter	16.6 - 20.0	17.6 - 23.0	19.9 - 25.8
inventory control clerk	15.4 - 19.3	17.4 - 22.2	19.7 - 24.9



logistics coordinator	21.0 - 27.2	23.9 - 31.4	27.2 - 35.8
machine operator	15.7 - 20.6	17.9 - 23.9	20.5 - 27.1
machine operator assistant	15.1 - 18.8	17.2 - 21.7	19.4 - 24.1
manufacturing worker	14.6 - 17.8	16.2 - 20.2	18.1 - 22.9
material handler	14.0 - 17.9	16.0 - 20.7	18.1 - 21.2
moulding machine operator	15.5 - 20.4	17.7 - 23.5	20.1 - 26.5
parts clerk	15.0 - 16.9	14.3 - 19.3	16.0 - 21.6
parts manager	21.4 - 27.8	24.0 - 31.7	27.2 - 36.1
picker/packer	14.9 - 16.7	14.9 - 18.7	16.4 - 20.4
polisher/deburrer	16.1 - 20.2	18.2 - 23.3	20.7 - 26.3
print press operator	15.2 - 19.0	16.9 - 21.5	18.9 - 24.2
production labourer	13.5 - 16.9	15.5 - 20.0	17.9 - 20.7
sandblasting operator	16.0 - 18.9	16.6 - 21.5	18.7 - 24.6
shipper/receiver	16.3 - 19.8	17.7 - 22.1	19.5 - 24.5
shipping and receiving clerk	16.8 - 20.9	19.0 - 24.0	21.6 - 27.4
warehouse labourer	15.0 - 18.1	16.6 - 20.7	18.5 - 21.1

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	63.1 - 85.0	74.1 - 101.6	87.1 - 116.1
automation engineer	57.8 - 76.8	65.6 - 89.1	75.3 - 101.8
buyer	51.1 - 67.0	58.2 - 77.9	66.8 - 89.6
chemical engineer	73.3 - 98.1	82.3 - 112.2	93.4 - 126.7
continuous improvement engineer	67.9 - 89.4	75.8 - 101.6	85.5 - 114.0
demand planner	43.9 - 60.8	52.9 - 73.5	62.6 - 84.4
drafter	48.3 - 60.7	54.4 - 69.5	61.7 - 78.9
electrical designer/engineer	63.9 - 85.2	72.8 - 99.3	84.0 - 114.0
electrical engineer	66.0 - 89.6	77.1 - 106.9	90.8 - 124.1
electrical engineering technician	48.7 - 62.5	55.6 - 72.5	63.6 - 82.6
electrical inspector	38.1 - 51.4	44.2 - 60.3	51.2 - 69.8
electrical test engineer	63.6 - 85.5	73.3 - 100.6	85.2 - 115.9
estimator	54.8 - 71.7	60.9 - 81.4	68.7 - 92.4
health and safety specialist	60.5 - 79.8	69.2 - 93.3	79.9 - 106.8
HVAC drafter	47.8 - 61.5	53.8 - 70.3	60.8 - 79.1
HVAC engineer	48.8 - 65.0	55.8 - 75.9	64.3 - 86.3
industrial engineer	63.1 - 82.7	70.1 - 93.8	79.0 - 105.4
inventory analyst	46.0 - 60.1	52.1 - 69.3	59.5 - 79.1



logistics specialist	51.3 - 68.3	58.7 - 79.8	67.6 - 91.0
manufacturing engineer	59.7 - 79.5	68.0 - 92.4	78.1 - 105.0
mechanical designer	47.2 - 62.5	54.4 - 72.9	62.4 - 82.5
mechanical drafter	45.1 - 58.7	50.8 - 67.9	58.4 - 79.5
mechanical engineer	66.7 - 88.8	75.8 - 103.1	87.1 - 117.7
mechanical engineering technician	47.0 - 61.7	53.5 - 71.4	61.1 - 80.5
planner/scheduler	36.3 - 46.5	41.3 - 53.4	46.9 - 60.3
process engineer	55.5 - 74.2	63.6 - 86.7	73.4 - 98.9
procurement specialist	45.7 - 59.5	50.7 - 67.5	57.1 - 76.8
production planner	44.3 - 58.7	51.1 - 68.3	58.4 - 76.2
project engineer	80.6 - 104.0	87.7 - 115.3	96.9 - 128.9
project manager	68.5 - 95.2	79.9 - 112.7	93.2 - 129.1
QA/QC inspector	35.0 - 44.6	39.0 - 50.9	44.1 - 57.5
quality assurance manager	71.1 - 93.2	78.9 - 105.3	88.6 - 118.2
quality assurance/control technician	54.2 - 72.2	62.9 - 85.4	73.1 - 97.5
quality control engineer	58.8 - 77.8	66.4 - 89.8	75.8 - 101.9
quality inspector	35.9 - 45.8	40.1 - 52.2	45.3 - 59.0
<b>industrial management</b>			
contracts manager	80.3 - 102.6	90.3 - 117.7	102.9 - 134.6
director of operations	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
engineering manager	71.7 - 97.6	82.2 - 114.2	95.3 - 131.2
inventory control manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
maintenance manager	85.0 - 95.0	88.0 - 108.0	95.0 - 130.0
maintenance supervisor	65.9 - 75.0	72.0 - 82.0	78.0 - 92.0
manufacturing director	113.0 - 130.0	125.0 - 150.4	152.8 - 187.0
materials manager	75.3 - 87.2	80.0 - 102.0	88.0 - 114.0
operations manager	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
plant manager	79.5 - 112.5	96.2 - 137.8	115.6 - 161.7
procurement director	85.1 - 113.8	113.8 - 152.2	139.2 - 186.1
production manager	75.0 - 95.0	90.0 - 112.0	101.0 - 125.0
production supervisor	52.1 - 62.9	58.4 - 76.6	74.4 - 92.0
program manager	61.4 - 80.3	70.2 - 93.6	80.8 - 107.3
project director	97.5 - 119.3	123.1 - 150.7	149.7 - 183.1
purchasing manager	76.5 - 102.3	86.9 - 118.1	99.3 - 133.2
site supervisor	70.2 - 91.0	80.0 - 101.0	90.0 - 114.0
supply chain manager	70.1 - 94.5	80.6 - 110.2	92.7 - 124.1
transportation manager	75.0 - 93.0	85.0 - 102.0	96.0 - 118.0
warehouse manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0



# québec

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warehouse supervisor	55.0 - 66.0	64.0 - 73.0	72.0 - 85.0
<b>skilled trades</b>			
CNC machinist	33.9 - 43.9	38.0 - 50.2	43.0 - 56.7
CNC programmer	45.7 - 60.7	52.1 - 70.3	59.7 - 80.6
control technician	44.5 - 58.6	50.9 - 67.9	58.2 - 77.2
conventional machinist	36.5 - 48.0	41.8 - 55.8	47.9 - 63.8
electrician	48.1 - 63.4	54.1 - 72.4	61.2 - 81.7
electromechanical technician	47.6 - 64.5	56.4 - 75.5	64.6 - 77.7
electronics technician	48.8 - 63.4	54.7 - 72.4	61.9 - 81.7
field service technician	46.3 - 60.8	53.7 - 71.1	61.8 - 81.5
heavy equipment mechanic	46.2 - 61.4	53.5 - 71.7	61.5 - 81.6
machine builder	36.3 - 46.7	41.6 - 54.0	47.4 - 60.9
maintenance mechanic	42.6 - 54.3	48.9 - 63.2	56.2 - 72.4
mechanical assembler	35.0 - 43.6	38.3 - 50.1	43.4 - 56.5
millwright	46.8 - 60.9	52.6 - 69.5	59.4 - 77.5
panel wirer	35.0 - 44.0	38.6 - 50.6	43.8 - 57.1
quality control tester	49.3 - 65.5	57.1 - 76.7	65.8 - 88.0
tool and die maker	47.3 - 62.2	54.0 - 71.9	61.6 - 81.2
welder	39.7 - 51.8	44.8 - 59.1	50.7 - 66.9

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.2 - 79.8	68.0 - 92.1	77.7 - 105.2
digital media specialist	36.3 - 46.7	42.4 - 55.4	49.6 - 63.6
digital specialist	43.3 - 57.6	50.3 - 68.1	58.6 - 78.1
e-commerce manager	71.1 - 93.9	79.8 - 107.5	90.7 - 122.7
marketing content manager	52.5 - 67.2	60.6 - 78.9	70.2 - 89.7
social media manager	53.5 - 74.2	64.4 - 89.8	76.1 - 104.5
web manager	59.6 - 78.2	66.3 - 88.9	74.9 - 100.9
web marketing analyst	45.5 - 60.6	53.0 - 71.6	61.5 - 81.8
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	90.3 - 139.1	122.9 - 189.8	159.1 - 245.6
marketing vice-president	112.1 - 174.7	159.1 - 248.0	207.2 - 322.8
<b>marketing and communications</b>			
brand or product manager	73.6 - 95.7	82.1 - 108.8	92.7 - 122.3
brand or product manager assistant	58.2 - 78.9	68.1 - 93.5	79.3 - 107.0
communications manager	60.5 - 79.3	67.4 - 90.3	76.1 - 101.7



communications specialist	50.0 - 68.7	59.8 - 82.9	70.6 - 95.0
marketing coordinator	48.6 - 64.8	55.7 - 75.7	64.2 - 86.7
marketing director	89.9 - 121.5	104.4 - 142.9	121.2 - 163.5
marketing project manager	38.0 - 51.1	43.9 - 60.0	50.9 - 68.5
marketing specialist	42.7 - 56.9	49.0 - 66.3	56.2 - 75.4

## office & administrative support

	entry	mid	senior
administrative analyst	42.6 - 52.0	46.2 - 56.3	49.6 - 62.5
administrative assistant	36.7 - 44.5	40.2 - 48.5	43.2 - 52.5
administrative assistant (bilingual)	38.7 - 46.5	42.2 - 50.2	44.2 - 54.5
administrative manager	51.5 - 62.5	54.9 - 66.8	58.1 - 70.0
benefits clerk	36.2 - 42.5	40.6 - 47.1	43.7 - 50.8
buyer assistant	35.9 - 42.7	41.1 - 47.5	44.2 - 52.5
claims supervisor	57.5 - 75.4	64.3 - 86.3	73.0 - 98.9
contracts administrator	84.2 - 107.1	94.5 - 122.6	107.4 - 139.8
data entry clerk	33.3 - 35.7	34.0 - 38.9	36.3 - 41.7
dispatcher	36.5 - 42.7	39.8 - 51.2	44.9 - 57.4
document controller	31.5 - 37.6	34.0 - 42.6	37.6 - 43.5
document services specialist	29.5 - 37.5	34.0 - 42.9	37.9 - 43.8
documentation specialist	33.2 - 42.2	38.4 - 49.0	43.3 - 50.1
executive assistant	49.3 - 60.5	56.0 - 77.7	65.0 - 88.6
executive assistant (bilingual)	51.3 - 62.5	57.5 - 78.7	66.5 - 90.2
file clerk	33.7 - 41.1	37.3 - 47.3	41.7 - 48.3
HR administrator	42.2 - 55.1	47.8 - 63.3	54.3 - 72.0
human resources assistant	37.6 - 48.2	42.8 - 54.4	47.4 - 58.6
insurance claims clerk	35.8 - 41.5	35.4 - 44.2	42.0 - 48.5
invoicing clerk	34.6 - 43.6	38.7 - 49.6	43.2 - 53.9
lease administrator	35.9 - 46.4	39.7 - 53.6	45.6 - 62.0
legal assistant	42.9 - 52.5	49.9 - 65.0	60.6 - 75.0
logistics coordinator	43.7 - 56.6	49.7 - 65.3	56.6 - 74.4
mailroom clerk	30.4 - 37.1	33.8 - 41.2	36.7 - 41.9
office clerk	34.2 - 41.6	37.1 - 46.4	39.9 - 49.2
office manager	51.2 - 64.8	55.0 - 72.6	61.2 - 81.3
order clerk	31.5 - 38.5	34.8 - 44.1	39.0 - 48.7
order entry clerk	32.5 - 36.4	34.6 - 39.5	37.2 - 42.4
order supervisor	47.1 - 61.9	54.7 - 72.4	62.8 - 81.5
payroll administrator	38.7 - 50.9	44.1 - 59.0	50.6 - 67.5



project coordinator	41.3 - 51.4	44.5 - 58.9	50.5 - 66.4
receptionist	32.5 - 37.8	34.6 - 42.8	37.6 - 49.0
receptionist (bilingual)	34.4 - 38.9	35.8 - 44.6	38.5 - 51.0
sales administrator	39.9 - 53.5	46.1 - 62.7	53.3 - 71.5
sales assistant	36.2 - 45.2	39.9 - 51.4	45.2 - 59.7
service coordinator	34.9 - 45.1	39.0 - 51.5	44.2 - 58.8
supply clerk	31.3 - 39.2	34.8 - 44.2	38.6 - 48.8
virtual assistant	34.1 - 36.7	35.6 - 39.8	37.4 - 47.2
virtual receptionist	33.5 - 35.7	34.5 - 38.9	36.8 - 45.4

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.7 - 55.1	47.7 - 61.2	52.8 - 68.5
account manager - software	48.9 - 61.3	53.0 - 67.8	58.4 - 75.9
business development manager	88.6 - 118.1	99.3 - 135.3	113.2 - 156.2
district sales manager	71.0 - 93.0	81.5 - 108.7	94.3 - 125.3
key accounts manager - consumer goods	63.0 - 81.6	71.3 - 94.3	81.6 - 107.6
merchandiser - consumer goods	54.9 - 72.1	61.5 - 82.7	69.8 - 94.7
sales manager	56.2 - 75.8	64.0 - 88.0	73.4 - 100.2
sales representative, account manager - channel manager	70.9 - 95.5	80.3 - 110.0	91.7 - 125.0
sales representative, account manager - consumer goods	44.3 - 56.1	48.8 - 62.8	54.3 - 70.4
sales representative, account manager - professional services	42.7 - 53.6	46.3 - 59.1	51.0 - 66.2
sales representative, account manager - telecommunications	48.6 - 61.0	52.7 - 67.5	58.2 - 75.5
<b>executive positions (company revenue)</b>			
sales vice-president	132.0 - 191.1	177.8 - 257.3	232.1 - 335.8
<b>industrial sales</b>			
sales engineer - distribution	64.3 - 84.6	70.8 - 95.0	79.0 - 106.4
sales engineer - manufacturing	54.8 - 73.8	62.5 - 85.5	71.4 - 96.5
sales representative, account manager - distribution	44.8 - 56.3	48.8 - 62.5	54.0 - 70.1
sales representative, account manager - industrial equipment	42.7 - 53.6	46.3 - 59.2	51.0 - 66.2
sales representative, account manager - industrial service	48.1 - 60.4	52.2 - 66.8	57.6 - 74.7
sales representative, account manager - machinery	47.5 - 59.6	51.5 - 65.9	56.8 - 74.0
sales representative, account manager - manufacturing	42.9 - 62.5	47.5 - 70.2	52.9 - 78.4
sales representative, account manager - retail network	47.6 - 59.6	51.4 - 65.9	56.9 - 74.7
technical sales representative - manufacturing	47.2 - 62.7	53.8 - 72.9	61.9 - 84.5



# montérégie - agglomeration of longueuil

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	51.3 - 63.6	55.3 - 70.1	60.8 - 78.6
call center director - operations	61.1 - 79.5	68.7 - 90.7	84.9 - 105.2
customer loyalty agent	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
customer service manager	68.6 - 90.5	77.3 - 104.1	88.2 - 119.3
customer service representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
customer service representative - bilingual	38.9 - 44.7	39.3 - 50.5	44.0 - 56.5
customer service supervisor	53.3 - 70.1	59.8 - 80.3	67.8 - 91.1
customer service team lead	43.5 - 56.8	49.3 - 65.3	56.7 - 74.2
customer service trainer	41.5 - 54.6	47.5 - 63.6	54.7 - 72.5
e-chat representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
help desk representative - level 1	41.8 - 56.6	49.4 - 65.7	55.2 - 73.9
inside sales manager	65.2 - 87.7	74.2 - 101.5	84.9 - 115.2
inside sales representative	49.3 - 61.6	53.3 - 68.1	58.8 - 76.6
junior collection agent	31.6 - 40.7	35.7 - 46.7	40.5 - 52.4
order desk	33.8 - 40.3	36.2 - 46.1	40.7 - 50.9
survey agent	31.5 - 39.9	35.8 - 45.2	39.9 - 46.2
telemarketing agent	31.1 - 39.1	34.6 - 44.8	39.4 - 51.9
telephone dispatcher	36.7 - 46.8	41.5 - 53.4	46.7 - 59.8
travel support agent	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5

## engineering

	entry	mid	senior
<b>construction</b>			
architect	55.9 - 73.7	63.3 - 85.3	72.5 - 97.7
architectural drafter	45.5 - 58.9	52.8 - 69.8	61.9 - 82.4
BIM/VDC Coordinator	58.7 - 76.6	65.5 - 87.1	74.0 - 98.7
buyer	53.7 - 72.2	61.1 - 81.3	69.9 - 93.0
civil engineer	60.3 - 80.8	69.7 - 94.8	80.5 - 107.6
civil engineering drafter	47.2 - 59.6	53.7 - 71.3	61.3 - 81.1



civil engineering technologist	45.5 - 57.1	49.8 - 66.2	58.5 - 75.3
civil project engineer	62.5 - 85.0	82.2 - 114.6	95.2 - 131.7
civil project manager	75.5 - 85.5	81.7 - 111.1	93.0 - 140.0
construction coordinator	58.5 - 75.2	65.5 - 86.1	72.5 - 100.0
construction director	100.0 - 140.0	128.4 - 169.6	161.7 - 213.5
construction manager	72.3 - 94.4	79.2 - 105.6	88.1 - 118.6
construction project coordinator	84.2 - 108.1	91.4 - 119.6	100.8 - 133.2
construction project manager	64.3 - 88.5	74.7 - 104.5	86.8 - 130.5
contracts administrator	56.4 - 74.5	64.0 - 86.0	73.1 - 97.7
contracts manager	90.0 - 113.7	100.6 - 129.6	114.0 - 147.5
demand planner	46.6 - 64.1	55.9 - 77.4	66.0 - 88.7
director of operations	118.1 - 157.8	155.2 - 207.6	196.6 - 262.9
drafter	50.0 - 70.0	70.5 - 88.0	63.2 - 95.0
electrical designer/engineer	65.8 - 87.3	74.9 - 101.4	86.2 - 116.2
electrical engineer	68.0 - 91.8	79.2 - 109.0	92.9 - 126.3
electrical engineering technician	50.0 - 64.0	57.0 - 74.0	65.1 - 84.1
electrical inspector	39.5 - 53.1	45.7 - 62.2	52.9 - 71.9
engineering manager	80.6 - 108.5	92.1 - 126.2	106.0 - 144.1
environmental engineer	57.6 - 76.4	65.6 - 89.0	75.6 - 101.9
environmental inspector	44.2 - 56.4	48.6 - 63.1	54.1 - 70.6
estimation engineer	63.3 - 84.6	72.8 - 99.1	84.3 - 113.9
estimator	57.6 - 74.9	75.0 - 105.0	85.0 - 120.0
facilities engineer	60.7 - 81.2	69.9 - 95.2	81.0 - 108.9
field manager	65.2 - 86.4	74.1 - 100.4	85.3 - 116.2
field supervisor	63.8 - 83.8	71.6 - 95.6	80.9 - 107.5
foreman	47.5 - 61.4	53.1 - 69.9	60.1 - 79.2
health and safety manager	57.0 - 73.3	65.6 - 85.7	75.3 - 97.3
health and safety specialist	62.4 - 82.0	71.3 - 95.5	82.1 - 109.0
HVAC drafter	53.0 - 77.0	55.2 - 90.0	62.2 - 90.0
HVAC engineer	55.0 - 85.0	70.0 - 95.0	75.0 - 120.0
materials manager	78.8 - 103.6	87.0 - 116.7	97.5 - 131.3
mechanical designer	48.9 - 64.5	56.3 - 75.0	64.4 - 84.6
mechanical drafter	46.4 - 60.1	52.2 - 69.4	59.8 - 81.0
mechanical engineer	68.7 - 91.0	78.0 - 105.2	89.3 - 119.9
mechanical engineering technician	48.3 - 63.1	54.9 - 72.9	62.6 - 82.0
mechanical site supervisor	45.4 - 58.2	51.2 - 66.9	58.2 - 76.4
operations manager	73.8 - 100.5	84.2 - 116.5	96.5 - 131.6
planner/scheduler	37.7 - 48.3	43.0 - 55.6	48.8 - 62.7
project director	108.4 - 131.5	135.5 - 164.4	163.3 - 198.3



project engineer	85.7 - 109.9	92.9 - 121.5	102.5 - 135.6
project manager	73.0 - 100.7	84.9 - 118.8	98.7 - 135.8
purchasing manager	85.8 - 113.3	97.0 - 130.0	110.1 - 146.0
QA/QC inspector	50.6 - 67.0	58.5 - 78.2	67.3 - 89.4
quality control engineer	60.7 - 80.0	68.5 - 92.0	78.0 - 104.1
quality inspector	36.5 - 46.8	40.9 - 53.3	46.3 - 60.3
safety inspector	58.9 - 76.9	66.7 - 88.4	75.7 - 99.7
site supervisor	69.3 - 90.5	76.0 - 101.3	84.5 - 113.4
specification writer	49.7 - 63.9	56.2 - 73.3	63.7 - 82.6
structural designer	46.8 - 60.9	52.9 - 69.9	60.0 - 78.9
structural engineer	60.5 - 80.0	68.6 - 92.8	78.8 - 105.8
superintendent	37.6 - 48.3	42.2 - 55.1	47.8 - 62.5
supply chain manager	78.9 - 105.1	90.3 - 121.7	103.1 - 136.4
<b>energy &amp; oil</b>			
applications engineer	69.2 - 92.9	81.2 - 110.6	95.1 - 126.1
architect	56.8 - 75.5	64.5 - 87.5	74.2 - 100.2
architectural drafter	46.2 - 60.2	53.9 - 71.6	63.4 - 84.8
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	60.6 - 80.5	68.9 - 93.2	78.9 - 106.3
automation specialist	47.7 - 62.8	55.4 - 73.4	63.6 - 83.5
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	54.0 - 71.0	61.6 - 82.4	70.7 - 94.6
category manager	57.8 - 75.9	64.7 - 86.8	73.4 - 98.8
chemical engineer	76.8 - 102.5	86.3 - 117.1	97.7 - 132.1
chemical technician	52.3 - 68.4	58.2 - 77.9	65.9 - 89.2
chief inspector	49.4 - 65.2	55.6 - 74.3	62.8 - 83.3
civil engineer	61.3 - 82.5	71.0 - 96.9	82.1 - 110.1
civil engineering drafter	48.0 - 60.9	54.8 - 70.6	62.8 - 80.2
civil engineering technologist	44.2 - 58.4	50.7 - 67.9	58.2 - 77.5
civil project engineer	72.2 - 99.4	83.3 - 116.7	96.7 - 134.3
civil project manager	73.8 - 98.8	83.4 - 113.7	95.0 - 128.5
coating inspector	34.5 - 45.1	39.2 - 52.0	44.6 - 59.1
commissioning and start up engineer	58.8 - 78.7	67.7 - 92.4	78.5 - 105.1
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	51.7 - 67.9	57.8 - 77.0	65.0 - 86.3
construction coordinator	47.5 - 63.3	53.3 - 72.3	60.4 - 82.1
construction director	99.3 - 131.6	131.0 - 173.6	165.4 - 219.2
construction manager	73.1 - 95.9	80.2 - 107.4	89.4 - 120.9
construction project manager	64.9 - 89.9	75.6 - 106.3	88.1 - 122.0



continuous improvement engineer	74.4 - 97.5	82.9 - 110.5	93.3 - 123.7
contracts administrator	56.7 - 75.4	64.6 - 87.4	74.0 - 99.5
contracts manager	91.9 - 116.3	102.9 - 132.9	116.6 - 151.4
contracts specialist	57.3 - 75.4	65.3 - 87.3	74.8 - 98.9
control technician	46.6 - 61.4	53.3 - 71.2	61.0 - 80.9
controls designer/engineer	48.4 - 65.0	55.8 - 75.9	64.3 - 86.7
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	46.8 - 64.8	56.4 - 78.6	66.8 - 90.3
director of operations	119.8 - 160.9	158.2 - 212.4	201.0 - 269.8
drafter	50.6 - 63.6	57.0 - 72.9	64.7 - 82.7
electrical designer/engineer	67.0 - 89.2	76.4 - 103.7	88.0 - 119.0
electrical engineer	69.3 - 93.8	80.8 - 111.6	95.0 - 129.5
electrical engineering technician	51.0 - 65.6	58.3 - 76.0	66.7 - 86.6
electrical inspector	39.9 - 53.6	46.2 - 62.8	53.4 - 72.5
electrical test engineer	66.8 - 89.5	76.9 - 105.1	89.3 - 120.9
engineering manager	81.7 - 110.4	93.5 - 128.6	107.8 - 147.2
environmental engineer	58.5 - 77.9	66.8 - 90.9	77.1 - 104.2
environmental inspector	45.0 - 57.7	49.5 - 64.7	55.2 - 72.5
estimation engineer	64.4 - 86.4	74.2 - 101.4	86.1 - 116.6
estimator	58.0 - 75.9	64.5 - 86.1	72.7 - 97.4
expediter	37.5 - 48.5	42.6 - 55.9	48.5 - 63.6
facilities engineer	61.7 - 82.8	71.2 - 97.3	82.6 - 111.4
facilities manager	56.2 - 73.9	64.2 - 85.8	73.5 - 98.0
field service engineer	49.4 - 65.7	56.3 - 76.4	64.9 - 88.5
general inspector	48.0 - 63.3	54.0 - 72.3	61.0 - 81.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	60.6 - 79.1	68.4 - 91.0	78.1 - 103.8
geophysicist	63.8 - 87.4	75.8 - 105.4	90.0 - 122.2
geotechnical engineer	61.3 - 80.1	69.3 - 92.4	79.2 - 105.2
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	38.1 - 49.8	42.4 - 56.4	47.7 - 63.2
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	64.0 - 83.8	71.3 - 95.1	80.3 - 107.3
health and safety specialist	57.7 - 74.6	66.5 - 87.0	76.5 - 98.9
HVAC drafter	50.0 - 64.5	56.4 - 73.7	63.8 - 82.9
HVAC engineer	51.1 - 68.3	58.6 - 79.6	67.5 - 90.4
hydraulic engineer	62.2 - 83.5	71.8 - 98.1	83.3 - 112.3
industrial engineer	66.2 - 86.6	73.6 - 98.1	82.8 - 110.0
instrumentation and controls engineer	64.2 - 85.0	72.6 - 97.9	82.8 - 110.9



inventory analyst	48.9 - 64.1	55.5 - 74.0	63.4 - 84.6
inventory control manager	60.7 - 79.7	68.0 - 91.0	77.0 - 103.1
logistics manager	60.8 - 81.0	69.5 - 94.5	80.2 - 107.9
logistics specialist	54.2 - 72.4	62.1 - 84.4	71.5 - 96.0
maintenance engineer	49.9 - 64.7	55.7 - 73.3	62.6 - 81.7
maintenance operator	38.9 - 48.4	43.1 - 54.5	48.2 - 60.6
materials manager	80.4 - 105.9	88.9 - 119.5	99.7 - 134.6
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	49.5 - 65.6	57.1 - 76.5	65.5 - 86.4
mechanical drafter	47.2 - 61.5	53.2 - 71.2	61.2 - 83.3
mechanical engineer	70.0 - 93.0	79.5 - 107.7	91.2 - 122.8
mechanical engineering technician	49.1 - 64.7	56.1 - 74.9	64.1 - 84.4
mining engineer	66.4 - 88.2	74.2 - 100.6	83.9 - 113.4
operations manager	74.4 - 101.7	85.1 - 118.1	97.6 - 133.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	69.2 - 90.4	78.1 - 104.2	89.3 - 119.6
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	60.4 - 79.4	67.7 - 90.7	76.7 - 103.1
planner/scheduler	38.1 - 48.8	43.4 - 56.1	49.2 - 63.3
plant engineer	72.2 - 96.2	83.8 - 113.7	97.9 - 130.6
plant manager	91.0 - 127.2	109.3 - 154.8	130.5 - 180.6
plant operator	46.1 - 62.2	53.5 - 72.8	61.6 - 82.2
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	58.2 - 77.8	66.7 - 90.8	77.0 - 103.3
process engineer	58.2 - 77.8	66.7 - 90.8	77.0 - 103.3
procurement director	97.2 - 128.6	128.6 - 170.3	156.3 - 207.1
procurement manager	87.6 - 116.0	99.1 - 133.2	112.7 - 149.8
procurement specialist	48.2 - 63.0	53.6 - 71.5	60.5 - 81.3
production analyst	44.0 - 58.8	50.5 - 69.0	58.7 - 79.7
production engineer	61.3 - 82.0	70.3 - 95.7	81.1 - 108.9
program manager	70.2 - 91.3	80.1 - 105.9	91.9 - 121.1
project controller	51.7 - 68.8	58.0 - 78.7	65.8 - 89.5
project controls manager	83.7 - 115.4	96.8 - 135.5	112.2 - 154.6
project controls specialist	57.0 - 74.2	64.1 - 84.7	72.4 - 95.5
project coordinator	85.4 - 110.0	92.8 - 121.8	102.5 - 135.9
project director	110.3 - 134.2	138.3 - 168.3	167.1 - 203.4
project engineer	86.9 - 111.8	94.4 - 123.9	104.2 - 138.3
project manager	73.9 - 102.4	86.1 - 121.1	100.3 - 138.6
purchasing manager	87.6 - 116.0	99.1 - 133.2	112.7 - 149.8



QA/QC inspector	51.6 - 68.7	59.8 - 80.4	69.0 - 92.2
quality assurance manager	77.9 - 101.5	86.3 - 114.4	96.6 - 128.2
quality assurance/control technician	59.3 - 79.1	69.0 - 93.3	80.1 - 106.3
quality control engineer	61.7 - 81.6	69.7 - 94.0	79.5 - 106.5
quality inspector	37.1 - 47.4	41.5 - 54.1	47.0 - 61.2
reliability engineer	61.8 - 80.1	70.2 - 92.8	80.6 - 105.6
reliability manager	65.5 - 85.4	75.0 - 99.6	86.5 - 113.5
safety inspector	59.8 - 78.3	67.8 - 90.0	77.0 - 101.5
SCADA engineer	59.5 - 79.5	68.2 - 92.6	78.5 - 105.6
site supervisor	70.0 - 91.9	76.9 - 103.0	85.7 - 115.5
sourcing engineer	54.7 - 73.0	62.6 - 85.0	72.2 - 97.2
sourcing specialist	49.1 - 64.2	54.6 - 72.9	61.6 - 82.8
specification writer	50.4 - 65.1	57.1 - 74.9	64.9 - 84.5
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	49.9 - 64.7	55.7 - 73.3	62.6 - 81.7
structural designer	47.6 - 62.4	54.0 - 71.7	61.4 - 81.1
structural engineer	61.4 - 81.6	69.9 - 94.8	80.3 - 108.3
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	37.8 - 48.5	42.5 - 55.4	48.1 - 62.7
supply chain manager	80.5 - 107.5	92.2 - 124.7	105.5 - 139.9
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	53.1 - 69.4	60.0 - 79.9	68.5 - 91.3
transmission line engineer	72.1 - 91.5	78.1 - 101.1	86.0 - 112.3
transportation manager	76.5 - 101.2	86.6 - 116.5	98.6 - 132.4
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	49.1 - 64.3	55.7 - 74.0	63.3 - 83.6

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	130.9 - 235.0	188.8 - 338.9	271.1 - 486.4
controller	83.8 - 150.8	114.7 - 206.7	152.6 - 274.6
director - financial planning & analysis	118.3 - 156.4	152.0 - 201.2	186.4 - 246.6
finance director	114.8 - 151.7	149.3 - 197.6	183.2 - 242.3
payroll director	73.7 - 99.7	93.4 - 126.4	118.1 - 160.0
vice-president internal audit	115.4 - 154.5	146.0 - 195.6	178.5 - 239.1



finance & accounting	1 year	3 years	5 years	10 years
accountant	60.7 - 72.8	64.2 - 77.0	67.6 - 81.1	75.6 - 90.7
accounting clerk	40.0 - 43.5	42.1 - 46.4	45.6 - 51.5	48.9 - 56.1
accounting manager	82.7 - 100.4	89.0 - 108.1	95.1 - 115.5	108.6 - 131.9
accounting supervisor	60.4 - 73.3	65.0 - 78.9	69.4 - 84.3	79.4 - 96.4
accounting technician	50.2 - 59.5	54.1 - 64.1	57.9 - 68.6	65.9 - 78.2
accounts payable clerk	39.8 - 42.1	41.7 - 46.7	45.7 - 52.9	51.9 - 58.6
accounts payable manager	73.7 - 89.4	80.5 - 97.7	87.0 - 105.7	102.1 - 124.0
accounts receivable clerk	39.7 - 42.8	43.1 - 47.7	46.5 - 53.1	53.0 - 62.0
accounts receivable manager	75.9 - 89.9	82.3 - 97.5	88.7 - 105.1	104.3 - 123.6
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	39.1 - 43.5	42.8 - 47.4	46.9 - 52.3	51.3 - 58.0
bookkeeper	39.9 - 44.2	41.4 - 47.9	43.4 - 51.4	49.7 - 58.9
business analyst	67.4 - 80.8	72.9 - 87.5	78.3 - 93.9	90.2 - 108.3
compliance officer	81.7 - 99.3	91.2 - 110.8	100.3 - 121.9	118.8 - 144.4
compliance specialist	53.6 - 64.3	59.0 - 70.8	64.2 - 77.0	74.6 - 89.6
cost accountant	58.0 - 69.7	70.0 - 78.0	75.0 - 85.0	77.6 - 95.0
credit & collection specialist	35.8 - 41.4	39.5 - 45.6	42.8 - 49.4	48.9 - 56.5
credit and collections accountant	38.0 - 40.9	40.0 - 44.5	41.8 - 48.1	45.3 - 54.7
credit and collections manager	80.3 - 96.3	86.1 - 103.3	91.9 - 110.2	106.0 - 127.2
credit and collections supervisor	51.0 - 62.0	54.2 - 66.1	58.1 - 71.2	67.5 - 82.0
external auditor	59.6 - 71.4	64.0 - 76.8	68.4 - 82.1	78.4 - 94.1
financial analyst	55.1 - 71.1	70.2 - 87.2	85.2 - 95.1	90.1 - 108.2
financial reporting manager	99.2 - 120.4	106.5 - 129.3	113.7 - 138.1	130.7 - 158.9
internal audit manager	86.8 - 106.8	93.3 - 114.9	99.7 - 122.7	114.3 - 140.7
internal auditor	57.6 - 69.1	63.6 - 76.3	69.3 - 83.2	81.2 - 97.5
invoicing clerk	35.7 - 41.7	39.2 - 45.9	42.3 - 49.4	47.1 - 55.0
payroll clerk	44.2 - 51.7	47.9 - 56.1	54.7 - 64.1	62.1 - 67.5
payroll manager	70.7 - 85.8	76.5 - 92.8	82.0 - 99.6	94.1 - 114.2
payroll specialist	45.1 - 51.2	50.8 - 57.0	55.7 - 60.7	57.9 - 70.1
payroll supervisor	51.7 - 62.1	56.2 - 67.4	60.6 - 73.6	72.1 - 85.7
tax analyst	46.3 - 55.5	51.1 - 61.2	55.7 - 66.7	65.1 - 78.1
tax manager	87.6 - 107.7	94.0 - 115.6	100.4 - 123.4	115.4 - 141.8
treasury analyst	61.3 - 73.5	65.7 - 78.8	70.0 - 84.0	79.7 - 95.7



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
vice president human resources / CHRO	107.8 - 184.1	140.4 - 240.0	175.5 - 299.9
<b>human resources</b>	entry	mid	senior
benefits administrator	51.3 - 67.3	57.6 - 76.3	70.1 - 87.6
compensation and benefits manager	90.5 - 117.9	100.4 - 133.6	113.1 - 151.8
compensation specialist	47.6 - 63.0	65.0 - 80.0	75.0 - 100.0
health and safety advisor	57.4 - 74.0	70.1 - 80.2	75.8 - 100.0
health and safety director	90.0 - 110.0	127.9 - 170.0	127.9 - 153.6
health and safety manager	73.2 - 94.8	81.9 - 108.1	92.6 - 122.1
HRIS analyst	59.0 - 77.8	67.7 - 90.8	78.0 - 103.6
HRIS director	82.6 - 118.6	107.4 - 154.5	133.8 - 192.7
human resources business partner	63.4 - 83.1	71.0 - 94.9	80.3 - 112.8
human resources coordinator	45.2 - 55.3	50.1 - 60.0	55.2 - 65.1
human resources director	90.6 - 125.7	116.4 - 161.5	144.8 - 201.1
human resources generalist	58.5 - 73.5	62.7 - 80.7	68.9 - 90.9
human resources manager	81.5 - 108.2	92.8 - 125.5	106.5 - 143.3
Human Resources Technician	40.1 - 50.2	45.4 - 55.1	50.8 - 60.2
L&D director	89.3 - 111.1	111.8 - 139.1	142.8 - 177.9
labour relations advisor	62.0 - 82.5	70.8 - 96.0	81.5 - 109.7
labour relations manager	89.0 - 121.0	104.8 - 144.4	123.0 - 167.4
learning and development specialist	50.3 - 65.7	57.1 - 76.0	65.4 - 86.2
talent acquisition director	90.0 - 118.1	109.4 - 151.7	134.0 - 186.1
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 93.5
total rewards director	102.4 - 133.6	133.1 - 174.0	164.1 - 214.6

## industrial support

	entry	mid	senior
assembler/fabricator	15.1 - 19.3	17.2 - 22.1	19.5 - 25.0
boom truck operator	19.9 - 26.7	23.1 - 31.2	26.5 - 35.7
delivery/courier driver	16.7 - 21.5	18.8 - 24.5	21.2 - 27.4
electronic parts assembler	15.6 - 19.6	17.1 - 21.8	18.8 - 23.9
forklift operator	14.6 - 19.0	17.0 - 22.0	19.3 - 24.4
general labourer - heavy	16.0 - 20.2	18.2 - 23.1	20.5 - 23.7



general labourer - light	15.6 - 18.8	17.2 - 22.1	19.6 - 22.7
industrial painter	16.0 - 20.7	18.2 - 23.7	20.6 - 26.6
inventory control clerk	16.0 - 20.2	18.2 - 23.2	20.6 - 26.0
machine operator	16.7 - 21.7	18.9 - 25.1	21.5 - 28.5
machine operator assistant	15.5 - 19.5	17.8 - 22.4	20.1 - 24.9
manufacturing worker	14.9 - 18.3	16.6 - 20.8	18.7 - 23.6
material handler	15.1 - 18.7	16.7 - 21.6	19.0 - 22.2
moulding machine operator	15.8 - 20.9	18.2 - 24.2	20.7 - 27.2
parts clerk	13.5 - 17.6	14.8 - 20.2	16.7 - 22.6
picker/packer	14.6 - 17.4	15.4 - 19.5	17.0 - 21.3
polisher/deburrer	16.4 - 20.8	18.7 - 23.9	21.3 - 27.1
production labourer	15.7 - 17.6	16.3 - 20.9	18.7 - 21.6
sandblasting operator	15.3 - 19.5	17.1 - 22.2	19.3 - 25.4
shipping and receiving clerk	17.5 - 21.8	19.9 - 25.1	22.6 - 28.5
warehouse labourer	14.7 - 18.9	17.3 - 21.6	19.3 - 22.1

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	71.5 - 84.7	82.5 - 112.2	102.9 - 126.2
automation engineer	64.1 - 85.1	75.4 - 97.9	85.5 - 115.1
buyer	69.1 - 85.6	77.1 - 100.2	88.1 - 120.1
chemical engineer	76.2 - 101.4	85.4 - 115.7	96.7 - 130.5
chemical technician	68.2 - 81.4	74.8 - 100.1	82.5 - 100.5
continuous improvement engineer	74.4 - 97.5	82.2 - 109.3	92.4 - 122.3
controls designer/engineer	66.1 - 88.1	71.3 - 102.3	88.4 - 121.1
demand planner	69.9 - 83.2	76.1 - 92.2	83.1 - 113.1
drafter	55.3 - 73.2	66.2 - 82.9	74.7 - 99.6
electrical designer/engineer	69.5 - 92.8	76.9 - 104.5	98.6 - 135.2
electrical engineer	73.8 - 94.5	85.4 - 112.4	98.7 - 139.2
electrical engineering technician	55.1 - 71.4	64.1 - 84.1	75.1 - 98.1
HVAC drafter	51.1 - 67.2	58.2 - 76.5	69.5 - 87.6
HVAC engineer	54.1 - 71.1	60.1 - 80.2	68.1 - 91.1
industrial engineer	65.7 - 85.8	73.0 - 97.1	82.0 - 108.8
inventory analyst	65.1 - 75.1	66.1 - 80.5	70.1 - 95.5
logistics specialist	64.1 - 73.1	64.1 - 78.2	72.2 - 93.2
manufacturing engineer	69.7 - 90.1	74.5 - 98.2	84.4 - 127.4
mechanical designer	60.1 - 80.1	69.9 - 90.1	75.1 - 107.4



mechanical drafter	47.1 - 61.2	53.0 - 70.6	60.9 - 82.6
mechanical engineer	70.1 - 92.0	79.9 - 106.5	90.3 - 121.3
mechanical engineering technician	57.7 - 66.2	60.1 - 76.6	73.9 - 92.2
planner/scheduler	70.1 - 90.1	74.1 - 95.1	80.1 - 120.1
PLC programmer	62.2 - 74.3	73.3 - 90.1	82.2 - 105.5
process engineer	60.7 - 78.4	69.2 - 91.5	80.5 - 104.1
procurement specialist	66.6 - 80.2	70.1 - 88.8	73.3 - 110.1
production planner	69.9 - 82.2	70.1 - 89.9	76.1 - 90.1
project engineer	86.1 - 110.6	93.4 - 122.4	103.1 - 136.6
project manager	74.9 - 102.1	86.5 - 121.3	100.3 - 137.7
QA/QC inspector	50.1 - 55.8	53.1 - 63.1	55.9 - 66.6
quality assurance manager	77.3 - 100.5	85.5 - 113.2	95.6 - 126.7
quality assurance/control technician	59.0 - 78.5	68.5 - 92.4	79.4 - 105.1
quality control engineer	61.3 - 80.9	69.2 - 93.0	78.8 - 105.3
quality inspector	37.0 - 47.3	41.4 - 53.9	46.8 - 61.0
<b>industrial management</b>			
director of operations	120.3 - 158.7	156.1 - 209.4	198.2 - 265.8
engineering manager	90.1 - 109.2	92.5 - 127.1	106.6 - 145.3
inventory control manager	75.2 - 80.1	76.5 - 90.1	85.2 - 102.0
machining manager	80.1 - 92.2	86.2 - 90.8	90.1 - 110.3
maintenance manager	84.5 - 94.4	88.3 - 115.3	95.2 - 150.2
maintenance supervisor	68.9 - 78.1	75.4 - 85.6	85.2 - 98.1
manufacturing director	123.3 - 140.5	120.2 - 176.3	163.3 - 245.5
operations manager	80.7 - 100.6	90.1 - 116.7	96.6 - 132.0
plant manager	90.1 - 125.7	108.1 - 152.8	129.0 - 178.2
procurement director	96.2 - 127.1	123.3 - 160.1	145.5 - 192.2
production manager	85.2 - 105.4	89.9 - 120.2	101.8 - 136.2
production supervisor	64.9 - 72.5	68.4 - 80.2	72.8 - 94.3
program manager	71.1 - 90.4	79.4 - 104.8	91.1 - 119.7
project director	109.1 - 132.5	136.6 - 166.1	164.9 - 200.5
purchasing manager	92.2 - 114.7	105.2 - 131.6	115.5 - 147.9
site supervisor	70.2 - 91.0	80.1 - 101.9	90.1 - 114.2
supply chain manager	85.2 - 106.3	91.3 - 123.2	104.4 - 138.2
transportation manager	75.8 - 100.2	85.8 - 115.2	97.6 - 130.8
warehouse manager	78.3 - 90.2	83.4 - 105.1	90.8 - 120.5
warehouse supervisor	60.2 - 72.1	70.4 - 79.8	75.2 - 88.7
<b>skilled trades</b>			
CNC machinist	41.6 - 47.7	45.8 - 56.2	54.0 - 62.4
control technician	46.5 - 61.0	53.0 - 70.6	60.6 - 80.2



conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	50.1 - 66.0	56.4 - 75.3	63.7 - 84.8
electromechanical technician	49.6 - 67.1	58.8 - 78.5	67.3 - 80.7
electronics technician	50.9 - 66.0	57.0 - 75.3	64.5 - 84.9
field service technician	48.3 - 63.3	55.9 - 74.0	64.3 - 84.6
heavy equipment mechanic	48.4 - 64.2	56.0 - 74.9	64.3 - 85.3
machine builder	38.1 - 49.1	43.8 - 56.7	49.8 - 63.9
maintenance mechanic	44.5 - 56.6	51.1 - 65.8	58.6 - 75.4
mechanical assembler	35.6 - 45.9	40.3 - 52.6	45.7 - 59.3
millwright	48.8 - 63.5	54.9 - 72.4	61.9 - 80.5
welder	41.6 - 53.2	46.0 - 60.8	52.1 - 68.8

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	63.7 - 83.9	71.8 - 96.3	81.7 - 109.7
digital media specialist	38.2 - 49.1	44.6 - 58.3	52.2 - 66.8
digital specialist	45.6 - 60.6	52.9 - 71.5	61.6 - 81.9
e-commerce manager	75.0 - 98.2	83.8 - 112.1	95.0 - 127.6
marketing content manager	55.1 - 70.3	63.6 - 82.4	73.5 - 93.4
social media manager	56.7 - 78.1	68.0 - 94.0	80.1 - 109.0
web manager	63.0 - 82.2	70.1 - 93.2	78.8 - 105.3
web marketing analyst	49.5 - 66.0	57.7 - 77.9	67.0 - 88.6
<b>executive positions (company revenue)</b>		10 M\$	100 M\$
communications vice-president	94.4 - 144.4	127.8 - 196.1	164.8 - 252.8
marketing vice-president	116.7 - 180.7	164.8 - 255.2	213.8 - 330.9
<b>marketing and communications</b>			
brand or product manager	77.5 - 100.0	86.2 - 113.3	97.0 - 127.2
brand or product manager assistant	60.8 - 82.2	71.1 - 97.1	82.5 - 110.9
communications manager	64.8 - 84.7	72.2 - 96.2	81.3 - 108.1
communications specialist	52.3 - 71.8	62.4 - 86.5	73.7 - 98.9
marketing coordinator	51.1 - 68.1	58.6 - 79.4	67.5 - 90.7
marketing director	94.2 - 126.4	108.9 - 148.3	126.0 - 169.3
marketing project manager	40.5 - 54.2	46.7 - 63.5	54.0 - 72.3
marketing specialist	44.9 - 59.9	51.5 - 69.7	59.2 - 79.1



## office &amp; administrative support

	entry	mid	senior
administrative analyst	44.4 - 57.8	49.3 - 65.5	55.5 - 74.0
administrative assistant	40.4 - 49.0	42.4 - 55.9	48.0 - 63.2
administrative assistant (bilingual)	42.1 - 49.6	44.9 - 56.7	50.4 - 64.5
administrative manager	55.0 - 70.7	59.9 - 78.5	66.3 - 87.7
buyer assistant	40.1 - 48.4	43.3 - 55.9	48.9 - 61.6
data entry clerk	32.3 - 40.8	36.7 - 46.4	41.2 - 47.6
dispatcher	41.9 - 46.9	44.7 - 53.4	46.8 - 59.8
document controller	31.2 - 39.5	35.5 - 44.7	39.5 - 45.7
document services specialist	30.7 - 39.3	35.6 - 45.0	39.8 - 46.0
documentation specialist	33.6 - 44.3	40.3 - 51.4	45.4 - 52.5
executive assistant	50.2 - 61.2	57.8 - 68.4	67.9 - 77.5
executive assistant (bilingual)	51.5 - 61.5	58.4 - 68.7	68.0 - 78.5
file clerk	33.0 - 43.1	39.2 - 49.6	43.7 - 50.6
fundraising manager	62.0 - 80.0	70.3 - 92.6	80.6 - 106.1
HR administrator	44.4 - 57.9	50.3 - 66.6	57.2 - 75.6
human resources assistant	39.5 - 50.5	44.8 - 57.0	49.6 - 61.3
invoicing clerk	35.7 - 45.9	40.8 - 52.2	45.5 - 56.6
lease administrator	37.7 - 49.8	42.6 - 57.5	48.9 - 66.4
legal assistant	44.3 - 61.6	53.8 - 74.7	63.6 - 79.3
logistics coordinator	45.6 - 54.6	51.9 - 61.5	59.1 - 70.1
mailroom clerk	31.0 - 38.6	35.0 - 42.9	38.2 - 43.6
office clerk	35.1 - 43.3	38.6 - 48.3	42.7 - 53.3
office manager	52.4 - 67.7	57.5 - 75.6	63.9 - 84.6
office/operations manager	55.0 - 65.2	58.6 - 70.1	66.4 - 84.3
order clerk	36.5 - 42.5	39.8 - 46.2	42.1 - 51.0
order entry clerk	34.9 - 38.9	37.1 - 39.4	38.7 - 43.1
order supervisor	49.2 - 64.6	57.1 - 75.5	65.6 - 84.7
payroll administrator	42.5 - 55.6	48.4 - 64.4	55.4 - 73.5
project coordinator	41.1 - 53.6	46.4 - 61.4	52.6 - 69.2
receptionist	34.1 - 39.7	37.8 - 44.9	39.5 - 51.3
receptionist (bilingual)	34.6 - 39.7	38.5 - 45.1	40.2 - 51.3
sales administrator	42.0 - 56.3	48.5 - 65.9	56.0 - 75.1
sales assistant	40.2 - 47.6	43.9 - 54.0	47.6 - 62.6
service coordinator	39.1 - 47.0	40.7 - 53.7	46.1 - 61.3
supply clerk	37.8 - 43.1	39.2 - 46.2	42.1 - 50.9



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	46.2 - 58.0	50.3 - 64.4	55.6 - 71.9
account manager - software	51.6 - 64.5	55.9 - 71.2	61.5 - 79.6
business development manager	94.5 - 125.3	105.6 - 143.4	120.2 - 165.3
district sales manager	74.9 - 97.2	85.6 - 113.3	98.6 - 130.3
key accounts manager - consumer goods	66.2 - 85.4	74.8 - 98.3	85.3 - 111.9
merchandiser - consumer goods	57.8 - 75.7	64.7 - 86.6	73.4 - 98.8
sales manager	59.5 - 79.8	67.6 - 92.2	77.3 - 104.6
sales representative, account manager - channel manager	74.8 - 99.8	84.4 - 114.6	96.0 - 129.9
sales representative, account manager - consumer goods	46.4 - 58.8	51.1 - 65.8	56.9 - 73.6
sales representative, account manager - professional services	44.8 - 56.0	48.4 - 61.7	53.3 - 68.9
sales representative, account manager - telecommunications	51.2 - 64.2	55.6 - 70.9	61.2 - 79.1
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	137.1 - 197.4	183.8 - 264.7	239.1 - 344.1
<b>industrial sales</b>			
sales engineer - distribution	67.0 - 87.8	73.7 - 98.4	82.1 - 109.9
sales engineer - manufacturing	57.2 - 76.8	65.1 - 88.7	74.3 - 99.9
sales representative, account manager - distribution	46.9 - 58.8	51.0 - 65.2	56.4 - 73.0
sales representative, account manager - industrial equipment	45.2 - 56.5	48.9 - 62.3	53.8 - 69.6
sales representative, account manager - industrial service	50.3 - 63.0	54.6 - 69.6	60.1 - 77.7
sales representative, account manager - machinery	50.2 - 62.7	54.3 - 69.3	59.8 - 77.6
sales representative, account manager - manufacturing	45.4 - 65.7	50.1 - 73.7	55.8 - 82.1
sales representative, account manager - retail network	50.2 - 62.7	54.2 - 69.3	59.9 - 78.3
technical sales representative - manufacturing	49.3 - 65.3	56.0 - 75.8	64.4 - 87.7



# montérégie - brome-missisquoi

## engineering

	entry	mid	senior
<b>construction</b>			
architect	52.6 - 69.5	59.6 - 80.5	68.3 - 92.3
architectural drafter	42.7 - 55.3	49.6 - 65.5	58.1 - 77.5
BIM/VDC Coordinator	55.9 - 73.0	62.3 - 83.3	70.5 - 94.7
buyer	50.0 - 65.5	56.9 - 75.9	65.2 - 87.2
civil engineer	56.6 - 75.8	65.3 - 88.9	75.4 - 101.1
civil engineering drafter	44.3 - 55.9	50.4 - 64.6	57.5 - 73.3
civil engineering technologist	41.0 - 53.6	46.7 - 62.1	53.5 - 70.8
civil project engineer	64.1 - 88.1	73.9 - 103.7	85.8 - 119.5
civil project manager	67.8 - 90.7	76.6 - 104.4	87.2 - 118.1
construction coordinator	44.2 - 58.7	49.6 - 67.0	56.1 - 76.0
construction director	88.1 - 117.0	116.5 - 155.1	147.7 - 196.5
construction manager	64.8 - 85.0	71.1 - 95.3	79.3 - 107.4
construction project coordinator	75.7 - 97.6	82.3 - 108.3	90.9 - 120.9
construction project manager	57.7 - 79.6	67.0 - 94.3	78.1 - 108.4
contracts administrator	52.5 - 69.5	59.6 - 80.5	68.2 - 91.7
contracts manager	83.0 - 103.3	91.2 - 118.2	103.6 - 134.8
demand planner	43.6 - 59.9	52.3 - 72.3	61.7 - 82.9
director of operations	109.8 - 148.0	145.5 - 196.2	185.5 - 250.0
drafter	46.6 - 58.3	52.4 - 66.7	59.3 - 75.6
electrical designer/engineer	61.7 - 81.9	70.2 - 95.2	80.8 - 109.3
electrical engineer	63.8 - 86.1	74.3 - 102.5	87.2 - 119.0
electrical engineering technician	47.0 - 60.0	53.5 - 69.5	61.1 - 79.1
electrical inspector	37.4 - 50.3	43.3 - 58.9	50.1 - 68.1
engineering manager	72.4 - 98.0	82.9 - 114.4	95.7 - 131.1
environmental engineer	54.0 - 71.6	61.5 - 83.4	70.8 - 95.6
environmental inspector	41.6 - 53.0	45.7 - 59.4	50.8 - 66.5
estimation engineer	59.4 - 79.3	68.2 - 93.0	79.0 - 107.1
estimator	53.6 - 69.9	59.6 - 79.3	67.0 - 89.8
facilities engineer	57.0 - 76.1	65.5 - 89.3	75.9 - 102.3
field manager	61.1 - 81.2	69.5 - 94.6	80.2 - 109.8
field supervisor	59.8 - 78.7	67.1 - 90.0	75.9 - 101.4



foreman	45.1 - 58.2	50.4 - 66.3	56.9 - 75.3
health and safety manager	53.8 - 69.3	61.8 - 80.8	71.0 - 91.9
health and safety specialist	58.5 - 76.8	66.8 - 89.6	76.9 - 102.4
HVAC drafter	46.2 - 59.1	51.8 - 67.3	58.4 - 75.6
HVAC engineer	47.4 - 62.9	54.2 - 73.1	62.1 - 83.0
materials manager	71.1 - 93.9	78.6 - 106.1	88.3 - 119.8
mechanical designer	46.0 - 60.5	52.8 - 70.3	60.4 - 79.3
mechanical drafter	43.6 - 56.4	49.0 - 65.1	56.2 - 76.1
mechanical engineer	64.4 - 85.3	73.1 - 98.8	83.7 - 112.8
mechanical engineering technician	45.4 - 59.2	51.5 - 68.4	58.7 - 77.1
mechanical site supervisor	42.6 - 54.9	48.2 - 63.1	54.9 - 72.1
operations manager	68.1 - 93.1	77.8 - 108.3	89.3 - 122.7
planner/scheduler	35.2 - 44.9	40.0 - 51.6	45.3 - 58.2
project director	97.9 - 119.4	123.1 - 150.3	149.2 - 182.1
project engineer	77.0 - 99.3	83.7 - 110.1	92.5 - 123.2
project manager	65.6 - 90.8	76.3 - 107.6	89.0 - 123.4
purchasing manager	77.5 - 103.0	87.8 - 118.5	100.0 - 133.5
QA/QC inspector	47.5 - 62.8	54.9 - 73.5	63.1 - 84.3
quality control engineer	56.9 - 74.9	64.2 - 86.2	73.0 - 97.7
quality inspector	34.8 - 44.3	38.8 - 50.6	43.9 - 57.2
safety inspector	55.7 - 72.6	63.0 - 83.6	71.5 - 94.4
site supervisor	62.2 - 81.5	68.2 - 91.3	76.0 - 102.6
specification writer	46.7 - 60.0	52.8 - 68.8	59.8 - 77.6
structural designer	43.9 - 57.2	49.7 - 65.6	56.3 - 74.1
structural engineer	56.7 - 75.0	64.3 - 87.0	73.8 - 99.4
superintendent	50.0 - 65.0	70.0 - 85.0	80.0 - 120.0
supply chain manager	71.2 - 95.3	81.6 - 110.8	93.5 - 124.5
<b>energy &amp; oil</b>			
applications engineer	62.4 - 84.3	73.4 - 100.9	86.4 - 115.4
architect	53.3 - 70.9	60.5 - 82.4	69.7 - 94.7
architectural drafter	43.0 - 56.0	50.1 - 66.7	59.0 - 79.3
automation engineer	56.8 - 75.5	64.5 - 87.7	74.1 - 100.3
automation specialist	44.3 - 58.4	51.5 - 68.4	59.2 - 78.0
buyer	50.6 - 66.7	57.7 - 77.6	66.4 - 89.4
category manager	54.2 - 71.4	60.7 - 81.8	69.0 - 93.4
chemical engineer	72.1 - 96.6	81.0 - 110.6	92.0 - 125.2
chemical technician	48.7 - 63.7	54.2 - 72.6	61.3 - 83.4
chief inspector	46.6 - 61.7	52.6 - 70.5	59.4 - 79.2
civil engineer	57.4 - 77.4	66.5 - 91.2	77.1 - 103.9



civil engineering drafter	44.6 - 56.7	51.0 - 65.8	58.4 - 74.9
civil engineering technologist	41.1 - 54.3	47.2 - 63.2	54.2 - 72.3
civil project engineer	65.3 - 90.4	75.5 - 106.6	87.9 - 123.2
civil project manager	69.2 - 93.1	78.3 - 107.4	89.4 - 121.7
coating inspector	32.6 - 42.5	36.9 - 49.0	41.9 - 55.7
commissioning and start up engineer	55.2 - 74.2	63.7 - 87.4	74.0 - 99.8
construction analyst	48.1 - 63.2	53.8 - 71.9	60.5 - 80.8
construction coordinator	44.5 - 59.6	50.1 - 68.3	56.9 - 77.7
construction director	90.3 - 120.6	120.0 - 160.3	152.6 - 203.5
construction manager	66.0 - 87.1	72.6 - 97.9	81.1 - 110.5
construction project manager	58.6 - 81.5	68.3 - 96.8	79.9 - 111.6
continuous improvement engineer	67.1 - 88.5	75.0 - 100.7	84.6 - 113.2
contracts administrator	53.2 - 70.9	60.6 - 82.4	69.5 - 94.1
contracts manager	83.3 - 106.2	93.6 - 121.7	106.5 - 139.1
contracts specialist	53.7 - 70.8	61.3 - 82.3	70.3 - 93.5
control technician	43.3 - 57.1	49.5 - 66.3	56.7 - 75.6
controls designer/engineer	45.0 - 60.5	51.9 - 70.8	59.8 - 81.1
demand planner	43.9 - 60.9	53.0 - 73.8	62.7 - 84.9
director of operations	113.0 - 153.0	150.3 - 203.2	192.1 - 259.4
drafter	47.0 - 59.2	53.0 - 68.0	60.2 - 77.3
electrical designer/engineer	62.8 - 83.8	71.6 - 97.8	82.7 - 112.4
electrical engineer	64.9 - 88.2	75.9 - 105.3	89.4 - 122.6
electrical engineering technician	47.4 - 61.0	54.2 - 70.9	62.1 - 81.0
electrical inspector	37.6 - 50.7	43.6 - 59.4	50.5 - 68.7
electrical test engineer	62.6 - 84.1	72.1 - 99.1	83.9 - 114.3
engineering manager	74.0 - 100.7	84.9 - 117.8	98.2 - 135.3
environmental engineer	54.8 - 73.1	62.6 - 85.4	72.3 - 98.2
environmental inspector	41.8 - 53.7	46.0 - 60.3	51.4 - 67.8
estimation engineer	60.4 - 81.1	69.5 - 95.5	80.8 - 110.1
estimator	54.4 - 71.3	60.5 - 81.2	68.3 - 92.1
expediter	35.1 - 45.6	39.9 - 52.6	45.6 - 59.9
facilities engineer	57.8 - 77.8	66.7 - 91.6	77.6 - 105.2
facilities manager	52.7 - 69.6	60.2 - 81.0	69.2 - 92.8
field service engineer	46.0 - 61.2	52.4 - 71.3	60.4 - 82.8
general inspector	45.3 - 59.9	51.1 - 68.5	57.7 - 77.0
geologist	56.5 - 74.1	63.9 - 85.6	73.2 - 98.0
geophysicist	59.5 - 82.1	70.9 - 99.6	84.6 - 115.9
geotechnical engineer	57.4 - 75.2	64.9 - 86.8	74.3 - 99.2
GIS Analyst	35.6 - 46.6	39.6 - 52.9	44.6 - 59.3



health and safety manager	57.8 - 75.9	64.4 - 86.4	72.7 - 97.8
health and safety specialist	54.5 - 70.6	62.9 - 82.7	72.4 - 94.3
HVAC drafter	46.6 - 60.0	52.5 - 68.6	59.3 - 77.3
HVAC engineer	47.9 - 64.0	54.9 - 74.7	63.2 - 85.0
hydraulic engineer	58.3 - 78.4	67.3 - 92.4	78.2 - 106.0
industrial engineer	62.0 - 81.3	69.0 - 92.4	77.7 - 103.8
instrumentation and controls engineer	60.2 - 79.8	68.0 - 92.1	77.7 - 104.6
inventory analyst	45.9 - 60.2	52.1 - 69.5	59.6 - 79.5
inventory control manager	56.7 - 74.8	63.6 - 85.7	72.2 - 97.5
logistics manager	54.7 - 73.2	62.6 - 85.7	72.4 - 98.3
logistics specialist	50.8 - 68.0	58.3 - 79.5	67.2 - 90.7
maintenance engineer	46.6 - 60.6	52.1 - 68.9	58.6 - 77.1
maintenance operator	36.3 - 45.1	40.2 - 50.7	44.9 - 56.4
materials manager	72.6 - 96.4	80.5 - 109.2	90.6 - 123.4
mechanical designer	46.3 - 61.5	53.5 - 71.7	61.4 - 81.1
mechanical drafter	43.9 - 57.3	49.5 - 66.3	57.0 - 77.9
mechanical engineer	65.6 - 87.4	74.6 - 101.5	85.7 - 116.1
mechanical engineering technician	45.7 - 60.2	52.2 - 69.8	59.7 - 78.9
mining engineer	62.2 - 82.9	69.6 - 94.7	78.8 - 107.0
operations manager	69.4 - 95.5	79.6 - 111.4	91.6 - 126.5
pipeline engineer	64.9 - 84.9	73.2 - 98.2	84.0 - 113.0
piping engineer	56.6 - 74.5	63.4 - 85.3	71.9 - 97.1
planner/scheduler	35.4 - 45.2	40.2 - 52.0	45.6 - 58.6
plant engineer	65.2 - 87.4	75.9 - 103.8	89.0 - 119.6
plant manager	82.4 - 116.4	99.6 - 142.4	119.5 - 166.8
plant operator	43.1 - 58.2	50.0 - 68.4	57.7 - 77.6
process controls engineer	54.5 - 73.0	62.5 - 85.4	72.2 - 97.4
process engineer	54.5 - 73.0	62.5 - 85.4	72.2 - 97.4
procurement director	88.2 - 117.8	117.7 - 157.1	143.8 - 191.8
procurement manager	79.3 - 105.9	90.1 - 122.1	102.8 - 137.7
procurement specialist	45.1 - 59.1	50.2 - 67.2	56.7 - 76.5
production analyst	41.2 - 55.4	47.5 - 65.0	55.2 - 75.3
production engineer	57.5 - 76.9	65.9 - 90.0	76.1 - 102.7
program manager	63.4 - 82.8	72.5 - 96.5	83.4 - 110.7
project controller	48.2 - 64.5	54.2 - 73.9	61.6 - 84.3
project controls manager	75.8 - 105.4	88.0 - 124.2	102.3 - 142.3
project controls specialist	53.6 - 70.0	60.4 - 80.2	68.4 - 90.6
project coordinator	77.4 - 100.3	84.3 - 111.4	93.3 - 124.6
project director	100.6 - 123.0	126.9 - 155.3	154.2 - 188.5



project engineer	78.8 - 102.0	85.7 - 113.3	94.9 - 126.9
project manager	66.8 - 93.2	78.0 - 110.7	91.3 - 127.1
purchasing manager	79.3 - 105.9	90.1 - 122.1	102.8 - 137.7
QA/QC inspector	48.0 - 64.0	55.6 - 75.1	64.2 - 86.4
quality assurance manager	70.3 - 92.3	78.0 - 104.4	87.7 - 117.4
quality assurance/control technician	53.5 - 71.5	62.2 - 84.7	72.4 - 96.8
quality control engineer	57.8 - 76.6	65.3 - 88.4	74.6 - 100.4
quality inspector	34.9 - 44.6	39.0 - 51.0	44.2 - 57.7
reliability engineer	57.9 - 75.2	65.8 - 87.3	75.6 - 99.5
reliability manager	59.2 - 77.3	67.8 - 90.6	78.4 - 103.6
safety inspector	56.5 - 74.2	64.1 - 85.6	73.0 - 96.9
SCADA engineer	55.8 - 74.6	63.9 - 87.1	73.7 - 99.6
site supervisor	63.2 - 83.4	69.5 - 93.7	77.7 - 105.5
sourcing engineer	49.2 - 65.8	56.3 - 76.9	65.1 - 88.2
sourcing specialist	46.0 - 60.3	51.2 - 68.5	57.8 - 77.9
specification writer	47.1 - 61.0	53.4 - 70.1	60.7 - 79.3
stationary engineer	46.6 - 60.6	52.1 - 68.9	58.6 - 77.1
structural designer	44.2 - 58.0	50.2 - 66.8	57.1 - 75.8
structural engineer	57.6 - 76.6	65.5 - 89.2	75.4 - 102.1
superintendent	35.3 - 45.2	39.5 - 51.7	44.8 - 58.6
supply chain manager	72.7 - 97.9	83.6 - 114.0	96.0 - 128.3
telecommunications technician	47.8 - 62.6	54.1 - 72.3	61.8 - 82.9
transmission line engineer	67.6 - 86.0	73.3 - 95.2	80.8 - 106.0
transportation manager	69.0 - 92.0	78.3 - 106.4	89.6 - 121.3
welding inspector	46.4 - 60.9	52.6 - 70.1	59.9 - 79.4

## industrial support

	entry	mid	senior
assembler/fabricator	15.4 - 18.1	16.2 - 20.8	18.2 - 23.5
boom truck operator	18.8 - 25.2	21.8 - 29.5	25.0 - 33.7
delivery/courier driver	15.8 - 20.3	17.8 - 23.1	20.0 - 26.0
electronic parts assembler	14.8 - 18.4	16.1 - 20.4	17.6 - 22.4
forklift operator	14.9 - 17.9	17.2 - 20.7	18.4 - 23.0
general labourer - heavy	15.9 - 18.8	17.0 - 21.6	19.1 - 22.2
general labourer - light	14.8 - 17.7	16.2 - 20.8	18.4 - 21.3
industrial painter	16.5 - 19.5	17.1 - 22.4	19.3 - 25.1
inventory control clerk	15.2 - 19.0	17.2 - 21.9	19.4 - 24.5
machine operator	17.6 - 20.3	18.4 - 23.5	20.2 - 26.7



machine operator assistant	14.7 - 18.3	16.8 - 21.1	18.9 - 23.4
manufacturing worker	14.2 - 17.2	15.7 - 19.6	17.6 - 19.8
material handler	14.2 - 17.6	15.8 - 20.4	17.9 - 20.9
moulding machine operator	16.4 - 19.7	17.2 - 22.8	21.3 - 25.6
parts clerk	13.5 - 16.5	14.0 - 18.8	15.6 - 21.1
picker/packer	13.5 - 16.4	14.7 - 18.4	16.1 - 20.1
polisher/deburrer	15.6 - 19.6	17.6 - 22.6	20.0 - 25.5
production labourer	14.7 - 16.6	15.6 - 19.7	17.6 - 20.4
sandblasting operator	14.9 - 18.4	16.1 - 20.9	18.2 - 23.9
shipping and receiving clerk	17.1 - 20.5	18.6 - 23.6	21.2 - 26.9
warehouse labourer	15.4 - 17.8	16.4 - 20.4	18.2 - 20.8

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	74.1 - 100.4	84.9 - 117.3	98.1 - 134.4
inventory control manager	56.3 - 74.2	63.2 - 84.9	71.6 - 96.5
maintenance manager	88.1 - 98.6	95.4 - 118.3	115.6 - 136.8
maintenance supervisor	72.8 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	96.2 - 117.4	125.9 - 153.6	156.1 - 190.5
operations manager	68.8 - 94.2	78.7 - 109.6	90.3 - 124.3
plant manager	81.2 - 114.7	98.2 - 140.1	117.8 - 164.1
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	80.2 - 95.6	91.3 - 109.5	102.7 - 124.6
production supervisor	58.3 - 65.4	63.9 - 78.4	75.5 - 93.9
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.4 - 122.4	126.2 - 154.0	152.9 - 186.6
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	80.1 - 90.7	87.2 - 104.9	98.5 - 119.5
warehouse manager	80.6 - 92.1	91.3 - 102.1	99.1 - 132.9
warehouse supervisor	55.6 - 66.9	65.2 - 78.8	76.7 - 95.8
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
control technician	43.1 - 56.7	49.2 - 65.9	56.4 - 75.0
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9



electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
heavy equipment mechanic	44.9 - 59.6	52.0 - 69.8	59.8 - 79.9
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4
mechanical assembler	43.7 - 47.8	45.8 - 52.0	49.9 - 56.2
millwright	45.5 - 59.2	51.2 - 67.6	57.7 - 75.3
quality control tester	47.7 - 63.5	55.3 - 74.6	63.8 - 85.7
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	59.4 - 78.4	67.0 - 90.3	76.4 - 103.1
digital media specialist	35.6 - 46.0	41.7 - 54.7	48.8 - 62.7
digital specialist	42.6 - 56.8	49.6 - 67.2	57.8 - 77.1
e-commerce manager	70.0 - 92.1	78.4 - 105.3	89.0 - 120.2
marketing content manager	51.8 - 66.2	59.8 - 77.8	69.2 - 88.4
social media manager	52.9 - 72.9	63.4 - 88.0	74.8 - 102.4
web manager	58.8 - 76.8	65.4 - 87.2	73.6 - 98.8
web marketing analyst	44.6 - 59.5	52.0 - 70.4	60.4 - 80.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	88.5 - 136.9	120.8 - 187.3	156.8 - 242.7
marketing vice-president	109.8 - 171.8	156.4 - 244.6	204.0 - 318.8
<b>marketing and communications</b>			
brand or product manager	72.3 - 93.7	80.6 - 106.5	90.9 - 119.9
brand or product manager assistant	56.7 - 76.9	66.3 - 91.5	77.3 - 104.9
communications manager	58.5 - 76.7	65.2 - 87.4	73.6 - 98.6
communications specialist	49.0 - 67.2	58.4 - 81.2	69.1 - 93.1
marketing coordinator	47.8 - 63.9	54.9 - 74.8	63.3 - 85.6
marketing director	88.2 - 119.1	102.2 - 140.4	118.7 - 160.7
marketing project manager	37.7 - 50.5	43.5 - 59.2	50.3 - 67.5
marketing specialist	42.0 - 56.1	48.2 - 65.4	55.5 - 74.4



## office &amp; administrative support

	entry	mid	senior
benefits clerk	35.9 - 44.3	39.5 - 51.3	45.1 - 58.3
buyer assistant	35.9 - 44.9	40.0 - 51.9	45.4 - 57.2
claims supervisor	56.2 - 73.7	62.8 - 84.4	71.3 - 96.8
contracts administrator	83.4 - 105.0	92.5 - 120.2	105.3 - 137.3
data entry clerk	30.4 - 37.9	34.2 - 43.3	38.3 - 44.4
dispatcher	40.6 - 44.0	39.0 - 50.2	44.0 - 56.3
document controller	30.5 - 36.6	33.1 - 41.4	36.6 - 42.3
document services specialist	28.9 - 36.4	33.1 - 41.6	36.8 - 42.6
documentation specialist	31.4 - 41.0	37.3 - 47.6	42.0 - 48.6
donor relations coordinator	45.9 - 60.2	53.3 - 71.2	62.1 - 82.5
executive assistant	48.7 - 63.8	54.4 - 75.6	63.2 - 86.4
file clerk	31.9 - 39.9	36.3 - 46.0	40.5 - 46.9
fundraising manager	57.8 - 74.8	65.6 - 86.7	75.3 - 99.5
HR administrator	41.5 - 54.3	47.0 - 62.5	53.6 - 71.0
human resources assistant	36.6 - 46.8	41.5 - 52.8	46.0 - 56.9
invoicing clerk	34.7 - 42.5	37.8 - 48.4	42.2 - 52.6
lease administrator	35.8 - 45.0	38.5 - 51.9	44.2 - 60.0
legal assistant	42.6 - 57.6	50.3 - 69.9	59.4 - 79.3
logistics coordinator	42.8 - 55.5	48.8 - 64.1	55.6 - 73.1
mailroom clerk	31.2 - 35.9	32.7 - 39.9	35.6 - 40.6
office clerk	33.8 - 40.3	36.0 - 45.0	39.7 - 49.8
office manager	50.6 - 63.4	53.7 - 70.9	59.8 - 79.6
order clerk	31.3 - 37.5	33.9 - 42.8	37.9 - 47.3
order supervisor	46.6 - 60.5	53.4 - 70.8	61.3 - 79.7
payroll administrator	38.1 - 50.0	43.4 - 57.9	49.8 - 66.2
project coordinator	42.6 - 50.4	43.6 - 57.8	49.5 - 65.2
property manager	55.9 - 72.1	61.9 - 84.4	71.4 - 97.3
receptionist	30.7 - 36.8	32.7 - 41.6	36.6 - 47.5
sales administrator	41.0 - 52.7	45.4 - 61.8	52.5 - 70.6
sales assistant	36.5 - 44.1	38.9 - 50.1	44.1 - 58.2
service coordinator	35.4 - 44.1	38.1 - 50.5	43.3 - 57.7
supply clerk	30.9 - 38.6	34.3 - 43.5	38.0 - 48.0



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	42.9 - 54.0	46.8 - 60.1	51.8 - 67.2
account manager - software	48.1 - 60.2	52.0 - 66.5	57.3 - 74.4
business development manager	85.8 - 114.7	96.2 - 131.7	109.9 - 152.4
district sales manager	69.9 - 91.1	80.0 - 106.5	92.5 - 122.9
key accounts manager - consumer goods	61.8 - 80.0	69.9 - 92.4	80.0 - 105.6
merchandiser - consumer goods	54.1 - 71.2	60.7 - 81.6	68.9 - 93.4
sales manager	55.5 - 74.5	63.1 - 86.3	72.2 - 98.1
sales representative, account manager - channel manager	69.8 - 93.6	78.9 - 107.8	89.9 - 122.5
sales representative, account manager - consumer goods	44.0 - 55.6	48.4 - 62.2	53.8 - 69.6
sales representative, account manager - professional services	41.7 - 52.2	45.1 - 57.6	49.6 - 64.5
sales representative, account manager - telecommunications	47.7 - 59.8	51.8 - 66.2	57.1 - 74.0
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	129.4 - 188.1	174.9 - 253.8	228.8 - 331.8
<b>industrial sales</b>			
sales engineer - distribution	63.0 - 82.9	69.3 - 93.2	77.4 - 104.5
sales engineer - manufacturing	53.7 - 72.3	61.2 - 83.8	69.9 - 94.7
sales representative, account manager - distribution	43.7 - 54.9	47.5 - 60.9	52.6 - 68.4
sales representative, account manager - industrial equipment	42.0 - 52.6	45.5 - 58.1	50.1 - 64.9
sales representative, account manager - industrial service	46.8 - 58.8	50.9 - 65.1	56.1 - 72.9
sales representative, account manager - machinery	46.7 - 58.4	50.5 - 64.6	55.8 - 72.6
sales representative, account manager - manufacturing	42.2 - 61.3	46.6 - 68.8	51.9 - 76.9
sales representative, account manager - retail network	46.7 - 58.4	50.5 - 64.7	55.8 - 73.2
technical sales representative - manufacturing	45.8 - 60.8	52.1 - 70.7	60.0 - 82.0



# montérégie - la haute-yamaska

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	48.1 - 57.9	52.4 - 66.9	57.4 - 74.1
call center director - operations	58.0 - 75.5	65.1 - 86.3	73.6 - 97.1
customer loyalty agent	37.8 - 44.8	38.9 - 51.9	44.6 - 59.2
customer service manager	62.5 - 82.8	70.5 - 95.6	80.7 - 109.8
customer service representative	35.8 - 40.5	35.5 - 46.0	39.8 - 51.7
customer service representative - bilingual	37.8 - 42.5	37.5 - 48.0	41.8 - 53.7
customer service supervisor	51.1 - 67.1	57.3 - 76.8	64.9 - 87.1
customer service team lead	42.3 - 51.8	45.4 - 61.9	54.4 - 70.8
customer service trainer	39.7 - 52.2	45.4 - 60.8	52.3 - 69.2
e-chat representative	37.9 - 44.8	38.9 - 51.9	44.6 - 59.2
help desk representative - level 1	40.7 - 54.4	46.8 - 62.8	53.1 - 70.3
inside sales manager	61.8 - 83.3	70.4 - 96.7	80.7 - 110.0
inside sales representative	46.3 - 57.9	50.1 - 64.1	55.3 - 72.2
junior collection agent	30.2 - 38.5	33.9 - 44.2	38.3 - 49.5
order desk	30.5 - 38.2	34.5 - 43.7	38.6 - 48.3
survey agent	30.3 - 37.8	34.1 - 42.9	37.9 - 43.8
telemarketing agent	30.3 - 37.6	33.5 - 42.9	37.9 - 49.7
telephone dispatcher	35.1 - 44.6	39.5 - 50.8	44.5 - 56.9
travel support agent	33.9 - 42.8	37.9 - 48.3	42.2 - 53.5

## engineering

	entry	mid	senior
<b>construction</b>			
architect	54.1 - 72.1	61.6 - 85.0	71.1 - 96.6
architectural drafter	43.3 - 56.0	50.3 - 66.5	58.9 - 78.7
BIM/VDC Coordinator	56.7 - 74.0	63.2 - 84.4	71.4 - 95.8
buyer	51.5 - 67.8	58.8 - 78.8	67.5 - 90.3
civil engineer	57.4 - 77.2	66.2 - 90.4	76.6 - 102.8
civil engineering drafter	45.6 - 58.0	52.2 - 67.3	59.8 - 76.7
civil engineering technologist	42.2 - 55.2	47.7 - 63.6	54.4 - 72.5
civil project engineer	65.4 - 89.9	76.4 - 107.5	88.9 - 124.3



civil project manager	70.3 - 94.8	79.6 - 109.3	91.0 - 124.0
construction coordinator	55.0 - 60.3	60.0 - 69.1	65.0 - 90.0
construction director	95.2 - 126.6	122.3 - 162.7	152.4 - 202.6
construction manager	67.4 - 88.7	74.0 - 99.5	82.7 - 130.0
construction project coordinator	77.2 - 99.5	83.9 - 110.2	92.7 - 123.0
construction project manager	58.9 - 81.3	69.7 - 98.5	81.4 - 113.3
contracts administrator	54.5 - 72.6	62.1 - 84.2	71.2 - 96.0
contracts manager	83.5 - 106.4	93.8 - 121.8	106.7 - 139.3
demand planner	44.2 - 61.2	53.3 - 74.1	63.1 - 85.2
director of operations	116.7 - 157.0	153.9 - 207.2	196.3 - 264.2
drafter	49.2 - 65.0	64.8 - 82.9	73.4 - 94.2
electrical designer/engineer	72.7 - 98.9	85.0 - 118.2	100.2 - 137.4
electrical engineer	79.6 - 108.4	93.1 - 129.5	109.8 - 150.5
electrical engineering technician	58.1 - 74.9	66.5 - 87.0	76.2 - 99.4
electrical inspector	54.2 - 60.7	52.3 - 70.9	60.2 - 81.4
engineering manager	89.6 - 121.6	102.7 - 142.0	118.7 - 162.8
environmental engineer	66.2 - 90.0	75.7 - 103.6	87.5 - 119.0
environmental inspector	54.0 - 72.0	55.7 - 73.1	62.3 - 82.0
estimation engineer	61.2 - 93.6	85.2 - 117.2	99.2 - 135.2
estimator	54.5 - 72.0	69.6 - 96.0	83.8 - 112.7
facilities engineer	70.6 - 84.0	81.5 - 112.1	94.8 - 128.9
field manager	62.1 - 82.4	70.6 - 95.9	81.4 - 111.2
field supervisor	60.8 - 79.9	68.2 - 91.3	77.1 - 102.8
foreman	45.6 - 58.9	51.0 - 67.1	57.6 - 76.1
health and safety manager	67.0 - 86.6	77.2 - 101.3	88.8 - 115.4
health and safety specialist	71.5 - 94.7	82.0 - 110.8	94.7 - 126.6
HVAC drafter	50.0 - 73.8	64.4 - 84.4	72.8 - 94.8
HVAC engineer	60.0 - 80.4	65.9 - 89.8	75.8 - 114.0
materials manager	83.4 - 110.8	92.5 - 125.4	104.2 - 141.7
mechanical designer	56.6 - 75.1	65.4 - 87.8	76.9 - 99.5
mechanical drafter	48.0 - 67.2	56.4 - 79.9	68.6 - 94.0
mechanical engineer	65.4 - 86.7	77.0 - 108.0	99.6 - 126.0
mechanical engineering technician	55.8 - 73.6	63.7 - 85.3	73.0 - 96.6
mechanical site supervisor	43.3 - 55.6	48.9 - 64.0	55.7 - 73.1
operations manager	86.8 - 118.7	98.5 - 136.7	112.3 - 154.0
planner/scheduler	43.7 - 55.9	49.7 - 64.3	56.4 - 72.6
project director	142.3 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	78.6 - 102.0	96.0 - 126.0	114.8 - 153.0
project manager	81.6 - 113.5	95.3 - 134.6	111.2 - 154.3



purchasing manager	90.5 - 120.7	102.7 - 139.2	117.2 - 156.8
QA/QC inspector	60.0 - 78.5	68.3 - 92.2	78.8 - 106.0
quality control engineer	72.0 - 93.6	79.7 - 108.1	91.1 - 122.9
quality inspector	48.0 - 62.4	54.2 - 72.0	57.6 - 78.0
safety inspector	69.2 - 91.0	78.6 - 104.9	89.4 - 118.6
site supervisor	66.0 - 76.8	75.0 - 115.1	95.5 - 129.5
specification writer	57.6 - 74.4	65.3 - 85.7	74.2 - 96.8
structural designer	54.0 - 70.9	61.3 - 81.6	69.7 - 92.4
structural engineer	60.0 - 84.0	80.3 - 109.6	92.5 - 125.5
superintendent	78.0 - 114.0	90.0 - 138.0	102.0 - 216.0
supply chain manager	89.0 - 119.6	102.1 - 138.8	117.0 - 156.0
<b>energy &amp; oil</b>			
applications engineer	63.6 - 85.5	74.7 - 102.0	87.6 - 116.6
architect	54.0 - 71.9	61.4 - 83.5	70.6 - 95.9
architectural drafter	43.5 - 56.8	50.8 - 67.7	59.8 - 80.5
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	57.6 - 76.7	65.5 - 89.1	75.2 - 102.0
automation specialist	44.9 - 59.3	52.2 - 69.4	60.1 - 79.2
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	51.4 - 67.7	58.7 - 78.8	67.5 - 90.7
category manager	55.1 - 72.5	61.7 - 83.0	70.0 - 94.8
chemical engineer	73.2 - 98.2	82.3 - 112.5	93.5 - 127.2
chemical technician	49.3 - 64.7	54.9 - 73.8	62.2 - 84.7
chief inspector	47.5 - 62.6	53.4 - 71.5	60.3 - 80.2
civil engineer	58.2 - 78.6	67.5 - 92.7	78.3 - 105.7
civil engineering drafter	45.2 - 57.5	51.7 - 66.8	59.2 - 76.0
civil engineering technologist	41.7 - 55.1	47.8 - 64.2	54.9 - 73.4
civil project engineer	66.6 - 92.1	77.0 - 108.6	89.7 - 125.2
civil project manager	70.2 - 94.6	79.5 - 109.2	90.8 - 123.6
coating inspector	33.0 - 43.0	37.3 - 49.6	42.5 - 56.5
commissioning and start up engineer	55.8 - 74.9	64.4 - 88.0	74.7 - 100.4
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	48.8 - 64.2	54.5 - 72.9	61.3 - 82.0
construction coordinator	45.2 - 60.4	50.9 - 69.2	57.7 - 78.7
construction director	92.1 - 122.6	122.1 - 162.5	154.8 - 206.0
construction manager	67.4 - 88.8	74.1 - 99.7	82.8 - 112.5
construction project manager	59.8 - 83.2	69.7 - 98.7	81.5 - 113.6
continuous improvement engineer	67.9 - 89.5	75.8 - 101.9	85.6 - 114.4
contracts administrator	54.1 - 72.0	61.6 - 83.6	70.6 - 95.4



contracts manager	84.3 - 107.5	94.7 - 123.1	107.7 - 140.5
contracts specialist	54.6 - 71.9	62.3 - 83.5	71.4 - 94.9
control technician	43.9 - 57.9	50.2 - 67.3	57.6 - 76.7
controls designer/engineer	45.6 - 61.3	52.6 - 71.8	60.7 - 82.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	43.9 - 60.9	53.0 - 73.7	62.7 - 84.8
director of operations	115.5 - 155.8	153.1 - 206.4	195.2 - 262.9
drafter	47.7 - 60.1	53.8 - 69.0	61.1 - 78.5
electrical designer/engineer	63.7 - 85.2	72.7 - 99.4	84.0 - 114.3
electrical engineer	65.9 - 89.7	77.0 - 107.1	90.8 - 124.6
electrical engineering technician	48.1 - 61.9	55.0 - 72.0	63.1 - 82.2
electrical inspector	38.4 - 51.5	44.4 - 60.3	51.3 - 69.7
electrical test engineer	63.5 - 85.5	73.2 - 100.8	85.3 - 116.2
engineering manager	75.5 - 102.6	86.6 - 119.8	100.1 - 137.4
environmental engineer	55.5 - 74.2	63.5 - 86.8	73.4 - 99.8
environmental inspector	42.4 - 54.5	46.7 - 61.2	52.2 - 68.7
estimation engineer	61.2 - 82.4	70.6 - 97.1	82.1 - 112.0
estimator	55.3 - 72.4	61.5 - 82.4	69.4 - 93.5
expediter	35.7 - 46.1	40.5 - 53.2	46.1 - 60.5
facilities engineer	58.6 - 79.0	67.7 - 93.1	78.8 - 106.9
facilities manager	53.5 - 70.7	61.2 - 82.2	70.3 - 94.2
field service engineer	46.6 - 62.1	53.1 - 72.4	61.3 - 84.1
general inspector	46.1 - 60.8	51.9 - 69.5	58.6 - 78.0
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	57.3 - 75.1	64.8 - 86.8	74.2 - 99.3
geophysicist	60.4 - 83.2	71.9 - 100.9	85.7 - 117.3
geotechnical engineer	58.2 - 76.3	65.8 - 88.3	75.4 - 100.9
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	36.1 - 47.3	40.2 - 53.7	45.3 - 60.1
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	59.0 - 77.5	65.7 - 88.1	74.2 - 99.6
health and safety specialist	55.3 - 71.6	63.7 - 83.8	73.4 - 95.5
HVAC drafter	47.3 - 61.0	53.3 - 69.8	60.3 - 78.7
HVAC engineer	48.5 - 64.9	55.6 - 75.8	64.1 - 86.4
hydraulic engineer	59.1 - 79.7	68.3 - 93.9	79.4 - 107.8
industrial engineer	62.9 - 82.6	70.0 - 93.9	78.9 - 105.6
instrumentation and controls engineer	61.0 - 81.1	69.0 - 93.7	79.0 - 106.4
inventory analyst	45.9 - 60.2	52.1 - 69.5	59.6 - 79.4
inventory control manager	57.5 - 75.8	64.5 - 86.8	73.1 - 98.6



logistics manager	55.2 - 74.0	63.3 - 86.7	73.3 - 99.5
logistics specialist	51.6 - 69.1	59.2 - 80.7	68.3 - 92.1
maintenance engineer	47.3 - 61.4	52.8 - 69.8	59.4 - 78.1
maintenance operator	36.9 - 45.8	40.8 - 51.5	45.6 - 57.3
materials manager	73.4 - 97.6	81.4 - 110.4	91.7 - 124.7
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	47.0 - 62.3	54.2 - 72.8	62.2 - 82.4
mechanical drafter	44.5 - 58.1	50.2 - 67.3	57.8 - 79.1
mechanical engineer	66.6 - 88.9	75.8 - 103.3	87.1 - 118.0
mechanical engineering technician	46.3 - 61.1	52.9 - 70.9	60.5 - 80.1
mining engineer	63.1 - 84.3	70.6 - 96.3	80.0 - 108.8
operations manager	70.8 - 97.7	81.3 - 113.9	93.7 - 129.1
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	65.8 - 86.3	74.4 - 99.8	85.3 - 114.9
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	57.4 - 75.7	64.3 - 86.7	73.0 - 98.8
planner/scheduler	36.1 - 46.2	41.0 - 53.1	46.6 - 59.9
plant engineer	66.6 - 89.1	77.5 - 105.7	90.7 - 121.7
plant manager	83.4 - 117.7	100.8 - 143.7	120.8 - 168.3
plant operator	43.7 - 59.0	50.7 - 69.3	58.5 - 78.6
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	55.3 - 74.1	63.4 - 86.8	73.3 - 99.0
process engineer	55.3 - 74.1	63.4 - 86.8	73.3 - 99.0
procurement director	89.3 - 119.1	119.0 - 158.5	145.1 - 193.3
procurement manager	80.2 - 107.1	91.2 - 123.4	104.0 - 139.1
procurement specialist	45.9 - 60.1	51.0 - 68.2	57.6 - 77.7
production analyst	41.8 - 56.0	48.0 - 65.7	55.8 - 76.1
production engineer	58.2 - 78.1	66.9 - 91.5	77.3 - 104.4
program manager	64.7 - 84.5	74.0 - 98.4	85.1 - 112.7
project controller	48.7 - 65.2	54.8 - 74.7	62.2 - 85.2
project controls manager	77.4 - 107.3	89.7 - 126.3	104.3 - 144.5
project controls specialist	54.2 - 70.8	61.0 - 81.0	69.1 - 91.6
project coordinator	79.0 - 102.2	86.0 - 113.4	95.1 - 126.7
project director	102.5 - 125.1	129.0 - 157.5	156.4 - 190.9
project engineer	80.4 - 103.9	87.4 - 115.3	96.7 - 129.0
project manager	68.2 - 95.0	79.6 - 112.7	93.1 - 129.2
purchasing manager	80.2 - 107.1	91.2 - 123.4	104.0 - 139.1
QA/QC inspector	48.6 - 64.9	56.4 - 76.2	65.2 - 87.7
quality assurance manager	71.1 - 93.4	79.0 - 105.7	88.7 - 118.7



quality assurance/control technician	54.6 - 72.8	63.5 - 85.9	73.7 - 98.0
quality control engineer	58.6 - 77.8	66.3 - 89.9	75.7 - 102.1
quality inspector	35.4 - 45.2	39.5 - 51.7	44.8 - 58.5
reliability engineer	58.7 - 76.3	66.8 - 88.8	76.8 - 101.2
reliability manager	60.4 - 78.9	69.2 - 92.4	80.0 - 105.6
safety inspector	57.2 - 75.2	65.0 - 86.7	74.0 - 98.1
SCADA engineer	56.5 - 75.7	64.8 - 88.6	74.8 - 101.2
site supervisor	64.5 - 85.1	71.0 - 95.5	79.3 - 107.4
sourcing engineer	49.7 - 66.5	56.9 - 77.8	65.8 - 89.3
sourcing specialist	46.8 - 61.2	52.0 - 69.6	58.7 - 79.1
specification writer	47.7 - 61.7	54.0 - 70.9	61.4 - 80.2
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	47.3 - 61.4	52.8 - 69.8	59.4 - 78.1
structural designer	44.8 - 58.9	50.9 - 67.8	57.9 - 76.9
structural engineer	58.4 - 77.8	66.5 - 90.7	76.6 - 103.9
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	35.9 - 46.2	40.3 - 52.8	45.7 - 59.8
supply chain manager	73.5 - 99.1	84.6 - 115.3	97.2 - 129.7
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	48.8 - 63.8	55.2 - 73.5	63.0 - 84.1
transmission line engineer	68.5 - 87.5	74.4 - 96.8	82.1 - 107.8
transportation manager	69.8 - 93.1	79.3 - 107.6	90.7 - 122.6
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	46.9 - 61.6	53.2 - 70.9	60.6 - 80.3

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	121.2 - 219.9	176.0 - 319.1	254.4 - 460.5
controller	79.9 - 146.0	110.5 - 201.3	147.7 - 268.8
director - financial planning & analysis	109.3 - 145.2	141.1 - 187.8	173.7 - 231.0
finance director	106.0 - 140.9	138.5 - 184.4	170.6 - 226.9
payroll director	67.2 - 91.7	85.7 - 117.0	109.1 - 148.7
vice-president internal audit	106.6 - 143.4	135.4 - 182.5	166.3 - 223.8
finance & accounting	1 year	3 years	5 years
accountant	57.0 - 68.3	60.2 - 72.3	63.5 - 76.2
accounting clerk	35.6 - 41.1	38.0 - 43.9	40.3 - 46.6



accounting manager	75.6 - 92.4	81.5 - 99.6	87.3 - 106.6	100.1 - 122.2
accounting supervisor	56.7 - 68.8	61.0 - 74.1	65.2 - 79.2	74.5 - 90.6
accounting technician	47.1 - 55.8	50.8 - 60.2	54.4 - 64.4	61.9 - 73.4
accounts payable clerk	35.5 - 40.0	39.3 - 44.5	42.8 - 48.3	49.4 - 55.8
accounts payable manager	67.2 - 81.9	73.5 - 89.7	79.7 - 97.4	94.0 - 114.7
accounts receivable clerk	36.0 - 40.6	39.9 - 45.1	43.4 - 49.0	50.6 - 57.1
accounts receivable manager	69.2 - 82.4	75.2 - 89.6	81.2 - 96.8	96.0 - 114.3
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	39.1 - 43.5	42.8 - 47.4	46.9 - 52.3	51.3 - 58.0
bookkeeper	39.9 - 44.2	41.4 - 47.9	43.4 - 51.4	49.7 - 58.9
business analyst	62.0 - 74.4	67.0 - 80.5	72.0 - 86.5	83.0 - 99.8
compliance officer	78.1 - 95.2	87.4 - 106.6	96.2 - 117.4	114.4 - 139.4
compliance specialist	51.1 - 61.2	56.2 - 67.5	61.2 - 73.5	71.2 - 85.8
cost accountant	53.8 - 64.5	58.1 - 69.7	62.3 - 74.7	71.8 - 86.2
credit & collection specialist	34.0 - 39.1	37.3 - 43.2	40.4 - 46.8	46.3 - 53.6
credit and collections accountant	32.3 - 38.0	35.0 - 41.4	37.7 - 44.6	43.2 - 51.3
credit and collections manager	73.3 - 88.4	78.8 - 95.1	84.3 - 101.7	97.7 - 117.7
credit and collections supervisor	48.0 - 58.3	51.8 - 62.9	55.6 - 67.5	64.1 - 78.0
external auditor	55.9 - 67.1	60.1 - 72.1	64.2 - 77.1	73.6 - 88.4
financial analyst	65.2 - 78.3	69.8 - 83.9	74.4 - 89.4	84.7 - 101.9
financial reporting manager	91.2 - 111.3	98.1 - 119.7	104.9 - 128.0	121.0 - 147.6
internal audit manager	84.9 - 104.9	91.4 - 113.0	97.9 - 120.9	112.4 - 138.7
internal auditor	54.1 - 64.9	59.7 - 71.7	65.1 - 78.1	76.2 - 91.6
invoicing clerk	33.9 - 39.5	37.1 - 43.4	40.0 - 46.8	44.6 - 52.2
payroll clerk	37.9 - 44.4	41.8 - 49.0	45.4 - 53.2	51.9 - 60.8
payroll manager	64.4 - 78.6	69.8 - 85.2	75.0 - 91.5	86.3 - 105.4
payroll specialist	38.5 - 46.1	42.1 - 50.5	45.6 - 54.7	53.1 - 63.8
payroll supervisor	49.0 - 58.7	53.3 - 63.9	57.4 - 68.9	66.4 - 79.9
tax analyst	43.4 - 52.1	47.9 - 57.5	52.3 - 62.7	61.1 - 73.4
tax manager	80.3 - 99.3	86.3 - 106.7	92.3 - 114.1	106.5 - 131.5
treasury analyst	57.5 - 69.0	61.7 - 74.0	65.7 - 78.9	74.8 - 89.9

## industrial support

	entry	mid	senior
assembler/fabricator	14.9 - 18.3	16.4 - 21.1	18.5 - 23.8
boom truck operator	19.2 - 25.8	22.2 - 30.1	25.6 - 34.4
delivery/courier driver	16.2 - 20.7	18.1 - 23.6	20.4 - 26.4



electronic parts assembler	15.0 - 18.6	16.3 - 20.7	17.9 - 22.7
forklift operator	16.9 - 18.3	17.4 - 21.2	18.6 - 23.5
general labourer - heavy	15.4 - 19.3	17.4 - 22.0	19.6 - 22.6
general labourer - light	14.7 - 17.9	16.4 - 21.1	18.7 - 21.6
industrial painter	16.5 - 19.7	17.3 - 22.7	19.6 - 25.4
inventory control clerk	15.6 - 19.5	17.6 - 22.4	19.8 - 25.1
machine operator	15.8 - 20.6	17.9 - 23.8	20.5 - 27.1
machine operator assistant	14.9 - 18.5	17.0 - 21.4	19.1 - 23.7
manufacturing worker	14.4 - 17.5	15.9 - 19.8	17.9 - 22.6
material handler	14.1 - 18.0	16.2 - 20.8	18.3 - 21.4
moulding machine operator	16.4 - 20.0	17.4 - 23.1	19.8 - 26.0
parts clerk	13.5 - 16.7	14.1 - 19.0	15.8 - 21.3
picker/packer	14.0 - 16.8	15.0 - 18.8	16.5 - 20.5
polisher/deburrer	15.8 - 19.9	17.9 - 22.9	20.3 - 25.9
production labourer	14.4 - 17.0	15.6 - 20.2	18.0 - 20.8
sandblasting operator	15.2 - 18.6	16.3 - 21.2	18.4 - 24.3
shipping and receiving clerk	17.2 - 20.7	18.9 - 23.8	21.5 - 27.1
warehouse labourer	15.6 - 18.2	16.7 - 20.8	18.6 - 21.3

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	75.1 - 100.4	86.9 - 119.6	100.1 - 137.7
inventory control manager	56.3 - 74.2	63.2 - 84.9	71.6 - 96.5
maintenance manager	88.1 - 98.6	95.4 - 118.3	115.6 - 136.8
maintenance supervisor	72.8 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	96.2 - 117.4	125.9 - 153.6	156.1 - 190.5
operations manager	68.8 - 94.2	78.7 - 109.6	90.3 - 124.3
plant manager	81.2 - 114.7	98.2 - 140.1	117.8 - 164.1
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	80.2 - 95.6	91.3 - 109.5	102.7 - 124.6
production supervisor	58.3 - 65.4	63.9 - 78.4	75.5 - 93.9
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.4 - 122.4	126.2 - 154.0	152.9 - 186.6
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	80.1 - 90.7	87.2 - 104.9	98.5 - 119.5



warehouse manager	80.6 - 92.1	91.3 - 102.1	99.1 - 132.9
warehouse supervisor	55.6 - 66.9	65.2 - 78.8	76.7 - 95.8
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
control technician	43.1 - 56.7	49.2 - 65.9	56.4 - 75.0
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9
electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
heavy equipment mechanic	44.9 - 59.6	52.0 - 69.8	59.8 - 79.9
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4
mechanical assembler	43.7 - 47.8	45.8 - 52.0	49.9 - 56.2
millwright	45.5 - 59.2	51.2 - 67.6	57.7 - 75.3
panel wirer	37.0 - 43.7	41.6 - 49.9	45.8 - 54.0
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.1 - 79.5	67.8 - 91.6	77.4 - 104.6
digital media specialist	36.3 - 46.8	42.4 - 55.6	49.7 - 63.7
digital specialist	43.4 - 57.7	50.4 - 68.2	58.7 - 78.3
e-commerce manager	70.9 - 93.4	79.4 - 106.9	90.2 - 122.0
marketing content manager	52.3 - 66.8	60.4 - 78.4	69.8 - 89.0
social media manager	53.5 - 73.9	64.2 - 89.3	75.8 - 103.9
web manager	59.5 - 77.8	66.2 - 88.4	74.6 - 100.3
web marketing analyst	45.6 - 60.7	53.1 - 71.6	61.6 - 81.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	90.5 - 139.6	123.4 - 190.4	159.6 - 246.1
marketing vice-president	111.4 - 173.8	158.3 - 246.9	206.2 - 321.4
<b>marketing and communications</b>			
brand or product manager	73.3 - 95.1	81.7 - 108.1	92.2 - 121.6
brand or product manager assistant	57.3 - 77.9	67.1 - 92.6	78.3 - 106.2
communications manager	59.7 - 78.3	66.6 - 89.1	75.1 - 100.4
communications specialist	49.5 - 68.0	59.1 - 82.0	69.8 - 94.0
marketing coordinator	48.6 - 64.9	55.8 - 75.9	64.3 - 86.9
marketing director	89.4 - 120.8	103.8 - 142.2	120.5 - 162.7



marketing project manager	38.1 - 51.1	44.0 - 59.9	50.9 - 68.3
marketing specialist	42.7 - 57.1	49.1 - 66.5	56.4 - 75.5

## office & administrative support

	entry	mid	senior
administrative analyst	42.9 - 54.6	46.4 - 61.9	52.4 - 70.1
administrative assistant	36.8 - 46.2	39.8 - 52.8	45.2 - 59.7
administrative manager	50.9 - 64.4	54.5 - 71.7	60.3 - 80.3
benefits clerk	36.1 - 45.2	40.3 - 52.4	46.1 - 59.6
buyer assistant	36.3 - 45.8	40.9 - 53.0	46.4 - 58.4
claims supervisor	56.9 - 74.7	63.6 - 85.4	72.2 - 98.0
contracts administrator	83.4 - 106.2	93.7 - 121.5	106.5 - 138.7
data entry clerk	30.6 - 38.2	34.5 - 43.7	38.6 - 44.8
dispatcher	40.7 - 44.6	39.5 - 50.8	44.5 - 56.9
document controller	30.6 - 37.3	33.7 - 42.2	37.3 - 43.2
document services specialist	29.3 - 37.2	33.7 - 42.5	37.6 - 43.4
documentation specialist	32.0 - 41.8	38.1 - 48.6	42.9 - 49.6
donor relations coordinator	46.4 - 61.0	53.9 - 72.1	62.8 - 83.6
executive assistant	48.2 - 65.0	55.5 - 77.1	64.5 - 87.9
file clerk	31.9 - 40.7	37.0 - 46.9	41.3 - 47.8
fundraising manager	58.5 - 75.7	66.4 - 87.9	76.3 - 101.0
HR administrator	42.2 - 55.2	47.8 - 63.5	54.4 - 72.1
human resources assistant	38.1 - 47.8	42.4 - 53.9	46.9 - 58.1
invoicing clerk	35.0 - 43.4	38.6 - 49.4	43.1 - 53.7
lease administrator	35.8 - 45.8	39.2 - 52.9	45.0 - 61.2
legal assistant	43.2 - 58.3	51.0 - 70.8	60.2 - 80.3
logistics coordinator	43.3 - 56.1	49.3 - 64.8	56.2 - 73.9
mailroom clerk	30.5 - 36.2	33.0 - 40.3	35.9 - 41.0
office clerk	31.5 - 40.7	36.3 - 45.4	40.1 - 50.3
office manager	50.8 - 64.2	54.5 - 71.8	60.6 - 80.5
order clerk	31.3 - 38.2	34.5 - 43.7	38.6 - 48.3
order supervisor	46.7 - 61.3	54.1 - 71.7	62.2 - 80.6
payroll administrator	38.5 - 50.5	43.8 - 58.6	50.3 - 67.0
project coordinator	40.4 - 50.9	44.1 - 58.4	50.1 - 65.9
property manager	56.2 - 73.6	63.1 - 86.1	72.9 - 99.2
receptionist	30.3 - 37.5	33.3 - 42.5	37.3 - 48.5
sales administrator	41.2 - 53.6	46.2 - 62.8	53.4 - 71.7
sales assistant	36.5 - 45.0	39.7 - 51.2	45.1 - 59.4



service coordinator	35.4 - 44.7	38.7 - 51.1	43.8 - 58.3
supply clerk	38.7 - 39.5	35.1 - 44.5	38.9 - 49.1

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.3 - 54.5	47.2 - 60.6	52.3 - 67.8
account manager - software	48.5 - 60.7	52.5 - 67.1	57.8 - 75.1
business development manager	87.5 - 116.7	98.0 - 133.8	111.8 - 154.6
district sales manager	70.8 - 92.4	81.1 - 108.0	93.8 - 124.6
key accounts manager - consumer goods	62.3 - 80.8	70.5 - 93.3	80.7 - 106.6
merchandiser - consumer goods	55.0 - 72.3	61.6 - 82.8	70.0 - 94.8
sales manager	56.1 - 75.5	63.9 - 87.6	73.1 - 99.6
sales representative, account manager - channel manager	70.7 - 94.9	79.9 - 109.4	91.2 - 124.2
sales representative, account manager - consumer goods	44.4 - 56.0	48.8 - 62.7	54.2 - 70.1
sales representative, account manager - professional services	42.3 - 52.7	45.7 - 58.1	50.2 - 65.0
sales representative, account manager - telecommunications	48.1 - 60.3	52.2 - 66.8	57.6 - 74.7
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	131.2 - 190.2	176.9 - 256.2	231.1 - 334.4
<b>industrial sales</b>			
sales engineer - distribution	63.6 - 83.6	70.0 - 93.8	78.1 - 105.0
sales engineer - manufacturing	54.4 - 73.0	61.9 - 84.5	70.6 - 95.3
sales representative, account manager - distribution	44.3 - 55.4	48.1 - 61.5	53.1 - 68.9
sales representative, account manager - industrial equipment	42.4 - 53.0	45.9 - 58.6	50.5 - 65.5
sales representative, account manager - industrial service	47.4 - 59.3	51.4 - 65.6	56.7 - 73.4
sales representative, account manager - machinery	47.1 - 59.0	51.0 - 65.2	56.2 - 73.2
sales representative, account manager - manufacturing	42.6 - 61.8	47.0 - 69.4	52.4 - 77.6
sales representative, account manager - retail network	47.2 - 58.9	50.9 - 65.2	56.3 - 73.9
technical sales representative - manufacturing	46.4 - 61.7	52.8 - 71.8	60.9 - 83.3



# montérégie - les maskoutains

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	48.1 - 58.1	52.1 - 64.2	58.9 - 72.2
call center director - operations	57.7 - 75.1	64.8 - 85.9	73.3 - 96.6
customer loyalty agent	38.9 - 45.2	42.9 - 55.4	50.3 - 61.3
customer service manager	62.9 - 83.2	70.9 - 95.9	81.1 - 110.1
customer service representative	34.5 - 40.9	37.9 - 46.4	45.9 - 52.1
customer service representative - bilingual	36.5 - 42.9	39.9 - 48.4	47.9 - 54.1
customer service supervisor	51.0 - 67.1	57.3 - 76.8	64.9 - 87.1
customer service team lead	44.3 - 46.8	45.9 - 48.9	48.5 - 0
customer service trainer	40.0 - 52.4	45.7 - 61.0	52.5 - 69.3
e-chat representative	34.5 - 40.9	37.9 - 46.4	45.9 - 52.1
help desk representative - level 1	41.0 - 54.7	47.1 - 63.1	53.4 - 70.6
inside sales manager	61.5 - 82.9	70.0 - 96.2	80.3 - 109.4
inside sales representative	46.5 - 58.1	50.3 - 64.2	55.5 - 72.2
junior collection agent	30.4 - 38.7	34.2 - 44.4	38.5 - 49.8
order desk	30.9 - 38.6	34.9 - 44.1	39.1 - 48.7
survey agent	30.6 - 38.2	34.5 - 43.3	38.3 - 44.3
telemarketing agent	30.3 - 37.6	33.5 - 42.9	37.9 - 49.6
telephone dispatcher	35.6 - 45.0	40.0 - 51.3	45.0 - 57.3
travel support agent	37.8 - 43.2	38.3 - 48.8	42.6 - 54.0

## engineering

	entry	mid	senior
<b>construction</b>			
architect	53.5 - 70.6	60.6 - 81.7	69.4 - 93.6
architectural drafter	43.3 - 56.0	50.2 - 66.3	58.8 - 78.5
buyer	50.7 - 66.0	57.5 - 76.3	65.8 - 87.4
civil engineer	57.5 - 77.1	66.4 - 90.5	76.7 - 102.9
civil engineering drafter	44.9 - 56.6	51.1 - 65.4	58.2 - 74.2
civil engineering technologist	41.5 - 54.3	47.3 - 62.9	54.1 - 71.7
civil project engineer	65.5 - 89.9	75.5 - 105.6	87.5 - 121.4
civil project manager	69.0 - 92.3	77.9 - 106.2	88.7 - 120.0



construction coordinator	45.1 - 59.8	50.6 - 68.2	57.1 - 77.3
construction director	89.9 - 118.9	118.4 - 156.5	149.2 - 197.9
construction manager	66.3 - 86.8	72.7 - 97.2	81.0 - 109.3
construction project coordinator	77.3 - 99.5	84.0 - 110.2	92.7 - 122.8
construction project manager	59.0 - 81.4	68.5 - 96.2	79.8 - 110.3
contracts administrator	53.1 - 70.0	60.2 - 80.8	68.7 - 91.8
contracts manager	83.0 - 97.7	92.6 - 119.7	105.1 - 136.2
demand planner	43.8 - 59.9	52.4 - 72.3	61.7 - 83.0
director of operations	110.7 - 148.4	146.0 - 196.4	185.7 - 250.1
drafter	47.2 - 59.0	53.1 - 67.5	60.0 - 76.6
electrical designer/engineer	62.8 - 83.3	71.4 - 96.9	82.2 - 111.1
electrical engineer	64.8 - 87.6	75.5 - 104.2	88.7 - 120.8
electrical engineering technician	47.6 - 60.8	54.2 - 70.4	61.9 - 80.1
electrical inspector	38.6 - 51.5	44.5 - 60.2	51.3 - 69.4
engineering manager	74.0 - 99.9	84.6 - 116.3	97.5 - 132.9
environmental engineer	54.9 - 72.8	62.6 - 84.9	72.0 - 97.3
environmental inspector	42.3 - 53.8	46.4 - 60.2	51.6 - 67.4
estimation engineer	60.4 - 80.7	69.3 - 94.7	80.4 - 108.9
estimator	54.3 - 70.4	60.2 - 79.7	67.6 - 89.9
facilities engineer	57.9 - 77.4	66.6 - 90.9	77.2 - 104.1
field manager	62.1 - 82.4	70.6 - 95.8	81.4 - 111.1
field supervisor	60.8 - 79.9	68.2 - 91.2	77.1 - 102.6
foreman	45.7 - 58.8	51.0 - 67.0	57.6 - 76.0
health and safety manager	54.3 - 70.0	62.5 - 81.7	71.8 - 92.9
health and safety specialist	59.5 - 78.1	67.9 - 91.1	78.2 - 104.2
HVAC drafter	47.1 - 60.0	52.7 - 68.3	59.3 - 76.7
HVAC engineer	48.3 - 63.9	55.1 - 74.4	63.2 - 84.4
materials manager	72.3 - 95.4	80.0 - 107.7	89.8 - 121.3
mechanical designer	46.8 - 61.5	53.7 - 71.5	61.4 - 80.7
mechanical drafter	44.2 - 57.1	49.6 - 65.9	56.9 - 77.1
mechanical engineer	65.5 - 86.8	74.3 - 100.6	85.2 - 114.6
mechanical engineering technician	45.9 - 60.0	52.2 - 69.3	59.5 - 78.1
operations manager	69.2 - 94.2	79.0 - 109.2	90.4 - 123.5
planner/scheduler	36.3 - 46.3	41.2 - 53.1	46.7 - 59.9
project director	99.8 - 121.3	124.9 - 151.7	150.7 - 183.5
project engineer	78.7 - 101.2	85.4 - 112.0	94.3 - 125.0
project manager	67.0 - 92.7	78.0 - 109.5	90.8 - 125.2
purchasing manager	78.8 - 104.5	89.3 - 120.0	101.5 - 134.9
QA/QC inspector	48.1 - 63.6	55.6 - 74.4	63.9 - 85.3



quality control engineer	57.9 - 76.2	65.2 - 87.8	74.3 - 99.5
quality inspector	35.4 - 45.0	39.5 - 51.3	44.6 - 57.9
safety inspector	56.2 - 73.4	63.6 - 84.5	72.3 - 95.4
site supervisor	63.6 - 83.2	69.7 - 93.2	77.6 - 104.5
specification writer	47.5 - 60.9	53.6 - 69.7	60.7 - 78.6
structural designer	44.5 - 57.9	50.3 - 66.4	57.0 - 75.1
structural engineer	57.7 - 76.3	65.4 - 88.5	75.1 - 101.1
superintendent	36.3 - 46.3	40.6 - 52.8	45.9 - 59.7
supply chain manager	72.4 - 96.8	83.0 - 112.3	95.0 - 126.0
<b>energy &amp; oil</b>			
applications engineer	63.9 - 85.9	75.0 - 102.4	88.0 - 117.0
architect	54.2 - 72.0	61.5 - 83.6	70.8 - 96.0
architectural drafter	43.5 - 56.7	50.7 - 67.6	59.7 - 80.3
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	57.8 - 76.8	65.6 - 89.2	75.3 - 102.0
automation specialist	44.9 - 59.2	52.2 - 69.3	60.0 - 79.0
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	51.2 - 67.2	58.4 - 78.0	67.0 - 89.5
category manager	54.8 - 71.9	61.3 - 82.1	69.5 - 93.5
chemical engineer	73.3 - 98.3	82.4 - 112.5	93.6 - 127.0
chemical technician	49.3 - 64.5	54.8 - 73.6	62.1 - 84.5
chief inspector	47.9 - 63.0	53.8 - 71.9	60.7 - 80.6
civil engineer	58.4 - 78.8	67.6 - 92.8	78.4 - 105.7
civil engineering drafter	45.2 - 57.4	51.6 - 66.6	59.1 - 75.9
civil engineering technologist	41.7 - 55.0	47.8 - 64.0	54.8 - 73.2
civil project engineer	66.7 - 92.2	77.1 - 108.5	89.7 - 125.0
civil project manager	70.3 - 94.7	79.6 - 109.2	90.9 - 123.5
coating inspector	33.2 - 43.1	37.5 - 49.7	42.6 - 56.4
commissioning and start up engineer	55.7 - 74.6	64.1 - 87.6	74.4 - 99.8
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	48.7 - 64.0	54.5 - 72.8	61.2 - 81.8
construction coordinator	45.4 - 60.7	51.1 - 69.5	58.0 - 79.0
construction director	92.1 - 122.4	121.9 - 161.7	154.0 - 204.9
construction manager	67.5 - 88.9	74.2 - 99.7	82.8 - 112.4
construction project manager	59.9 - 83.2	69.9 - 98.7	81.6 - 113.5
continuous improvement engineer	68.3 - 89.9	76.2 - 102.2	86.0 - 114.7
contracts administrator	53.8 - 71.4	61.2 - 82.6	70.0 - 94.1
contracts manager	84.7 - 107.8	95.0 - 123.2	108.0 - 140.4
contracts specialist	54.4 - 71.3	61.9 - 82.6	70.8 - 93.6



control technician	43.9 - 57.8	50.2 - 67.1	57.5 - 76.5
controls designer/engineer	45.6 - 61.2	52.5 - 71.7	60.6 - 82.1
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	44.0 - 60.8	53.0 - 73.8	62.7 - 85.0
director of operations	113.9 - 153.3	150.7 - 203.4	192.2 - 259.4
drafter	47.6 - 60.0	53.7 - 68.8	61.0 - 78.3
electrical designer/engineer	63.8 - 85.3	72.8 - 99.5	84.1 - 114.3
electrical engineer	66.0 - 89.8	77.2 - 107.1	90.9 - 124.4
electrical engineering technician	48.0 - 61.8	54.9 - 71.8	62.9 - 82.0
electrical inspector	38.8 - 51.9	44.8 - 60.7	51.7 - 70.1
electrical test engineer	63.6 - 85.6	73.3 - 100.8	85.4 - 116.2
engineering manager	75.6 - 102.6	86.6 - 119.7	100.1 - 137.0
environmental engineer	55.7 - 74.3	63.6 - 86.9	73.5 - 99.9
environmental inspector	42.5 - 54.5	46.8 - 61.2	52.2 - 68.7
estimation engineer	61.4 - 82.5	70.7 - 97.2	82.2 - 112.0
estimator	55.0 - 71.8	61.1 - 81.5	68.9 - 92.2
expediter	36.1 - 46.6	41.0 - 53.6	46.6 - 60.9
facilities engineer	58.8 - 79.1	67.8 - 93.2	78.9 - 107.0
facilities manager	53.6 - 70.7	61.2 - 82.2	70.3 - 94.1
field service engineer	46.6 - 62.0	53.0 - 72.2	61.1 - 83.9
general inspector	46.5 - 61.2	52.3 - 69.9	59.0 - 78.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	57.3 - 75.1	64.7 - 86.8	74.2 - 99.3
geophysicist	60.4 - 83.2	71.9 - 100.9	85.7 - 117.2
geotechnical engineer	58.4 - 76.4	66.0 - 88.4	75.5 - 100.9
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	36.2 - 47.4	40.4 - 53.8	45.4 - 60.3
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	59.1 - 77.6	65.9 - 88.2	74.3 - 99.6
health and safety specialist	55.0 - 71.4	63.5 - 83.6	73.2 - 95.3
HVAC drafter	47.5 - 60.9	53.3 - 69.6	60.2 - 78.4
HVAC engineer	48.7 - 65.1	55.8 - 76.0	64.3 - 86.5
hydraulic engineer	59.3 - 79.8	68.4 - 94.0	79.6 - 107.8
industrial engineer	63.0 - 82.8	70.2 - 94.0	79.1 - 105.6
instrumentation and controls engineer	61.2 - 81.2	69.2 - 93.8	79.1 - 106.4
inventory analyst	46.0 - 60.2	52.2 - 69.5	59.6 - 79.6
inventory control manager	57.5 - 75.8	64.5 - 86.7	73.1 - 98.5
logistics manager	55.6 - 74.4	63.7 - 87.1	73.6 - 99.8
logistics specialist	51.4 - 68.5	58.9 - 79.9	67.8 - 90.8



maintenance engineer	47.6 - 61.4	53.0 - 69.7	59.5 - 77.9
maintenance operator	37.1 - 45.9	41.0 - 51.5	45.7 - 57.3
materials manager	73.8 - 97.9	81.8 - 110.7	92.0 - 124.9
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	47.2 - 62.5	54.4 - 73.0	62.4 - 82.6
mechanical drafter	44.5 - 58.0	50.1 - 67.2	57.7 - 78.8
mechanical engineer	66.7 - 89.0	75.9 - 103.3	87.2 - 118.0
mechanical engineering technician	46.3 - 61.0	52.8 - 70.7	60.4 - 79.9
mining engineer	63.2 - 84.4	70.8 - 96.4	80.2 - 108.8
operations manager	70.6 - 96.6	80.8 - 112.3	92.7 - 127.3
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	66.0 - 86.4	74.5 - 99.9	85.4 - 114.9
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	57.6 - 75.8	64.5 - 86.8	73.2 - 98.8
planner/scheduler	36.5 - 46.6	41.4 - 53.5	47.0 - 60.4
plant engineer	66.7 - 89.2	77.6 - 105.7	90.8 - 121.5
plant manager	83.8 - 117.9	101.1 - 143.6	121.0 - 167.9
plant operator	44.0 - 59.1	50.9 - 69.2	58.6 - 78.3
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	55.5 - 74.2	63.6 - 86.9	73.4 - 99.1
process engineer	55.5 - 74.2	63.6 - 86.9	73.4 - 99.1
procurement director	89.7 - 119.3	119.2 - 158.2	145.0 - 192.9
procurement manager	80.6 - 107.4	91.5 - 123.6	104.3 - 139.0
procurement specialist	45.7 - 59.7	50.8 - 67.7	57.3 - 76.9
production analyst	42.3 - 56.4	48.5 - 66.1	56.2 - 76.5
production engineer	58.4 - 78.3	67.0 - 91.6	77.4 - 104.5
program manager	64.9 - 84.6	74.1 - 98.4	85.2 - 112.6
project controller	49.2 - 65.5	55.3 - 75.0	62.6 - 85.5
project controls manager	77.5 - 107.3	89.8 - 126.1	104.2 - 143.9
project controls specialist	54.6 - 71.1	61.4 - 81.4	69.5 - 91.9
project coordinator	79.1 - 102.2	86.0 - 113.3	95.1 - 126.4
project director	102.5 - 124.8	128.7 - 156.7	155.6 - 189.8
project engineer	80.5 - 103.9	87.5 - 115.2	96.8 - 128.7
project manager	68.3 - 95.0	79.7 - 112.6	93.1 - 129.0
purchasing manager	80.6 - 107.4	91.5 - 123.6	104.3 - 139.0
QA/QC inspector	48.6 - 64.8	56.3 - 76.0	65.1 - 87.4
quality assurance manager	71.5 - 93.8	79.3 - 106.0	89.1 - 118.9
quality assurance/control technician	54.9 - 73.1	63.7 - 86.3	74.0 - 98.4
quality control engineer	58.8 - 77.9	66.4 - 90.0	75.9 - 102.2



quality inspector	35.6 - 45.3	39.7 - 51.7	44.9 - 58.4
reliability engineer	58.8 - 76.4	66.9 - 88.9	76.9 - 101.3
reliability manager	60.5 - 79.0	69.3 - 92.4	80.1 - 105.5
safety inspector	57.0 - 75.0	64.8 - 86.5	73.8 - 97.9
SCADA engineer	56.7 - 75.8	64.9 - 88.7	74.9 - 101.3
site supervisor	64.7 - 85.2	71.1 - 95.6	79.4 - 107.4
sourcing engineer	50.0 - 66.9	57.3 - 78.2	66.2 - 89.7
sourcing specialist	46.6 - 60.9	51.8 - 69.0	58.4 - 78.3
specification writer	47.9 - 61.8	54.3 - 71.1	61.6 - 80.3
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	47.6 - 61.4	53.0 - 69.7	59.5 - 77.9
structural designer	44.8 - 58.8	50.8 - 67.7	57.8 - 76.7
structural engineer	58.5 - 78.0	66.6 - 90.8	76.7 - 103.9
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	36.5 - 46.6	40.9 - 53.2	46.2 - 60.2
supply chain manager	73.9 - 99.4	85.0 - 115.6	97.5 - 129.8
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	49.1 - 64.1	55.5 - 73.8	63.3 - 84.4
transmission line engineer	68.7 - 87.6	74.5 - 96.9	82.2 - 107.8
transportation manager	70.1 - 93.5	79.7 - 107.9	91.0 - 122.8
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	47.0 - 61.5	53.3 - 70.8	60.6 - 80.2

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	121.4 - 219.3	175.6 - 318.3	253.7 - 459.2
controller	79.9 - 146.0	110.5 - 201.3	147.7 - 268.8
director - financial planning & analysis	109.6 - 145.1	141.0 - 187.3	173.3 - 230.4
finance director	106.3 - 140.8	138.5 - 183.9	170.3 - 226.3
payroll director	67.6 - 92.1	86.1 - 117.2	109.4 - 148.5
vice-president internal audit	106.9 - 143.3	135.5 - 182.0	165.9 - 223.2
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	57.0 - 68.3	60.2 - 72.3	63.5 - 76.3
accounting clerk	35.9 - 41.4	38.2 - 44.2	40.5 - 46.9
accounting manager	76.0 - 92.7	81.9 - 99.9	87.7 - 106.9
accounting supervisor	56.7 - 68.9	61.0 - 74.1	65.2 - 79.3
accounting technician	47.2 - 55.9	50.9 - 60.2	54.4 - 64.4



accounts payable clerk	35.8 - 40.3	39.6 - 44.7	43.0 - 48.6	49.7 - 56.1
accounts payable manager	67.6 - 82.3	73.9 - 90.1	80.1 - 97.7	94.3 - 115.0
accounts receivable clerk	36.3 - 40.9	40.1 - 45.3	43.6 - 49.3	50.8 - 57.4
accounts receivable manager	69.6 - 82.8	75.6 - 90.0	81.6 - 97.1	96.3 - 114.6
analyst - financial planning & analysis	61.2 - 74.3	73.2 - 85.9	79.1 - 91.8	85.0 - 110.0
assistant controller	61.0 - 74.1	65.6 - 79.7	70.1 - 85.2	80.2 - 97.5
billing specialist	39.1 - 43.5	42.8 - 47.4	46.9 - 52.3	51.3 - 58.0
bookkeeper	39.9 - 44.2	41.4 - 47.9	43.4 - 51.4	49.7 - 58.9
business analyst	62.3 - 4.7	67.3 - 80.8	72.3 - 86.9	83.3 - 100.3
compliance officer	77.3 - 93.9	86.3 - 104.9	94.9 - 115.4	112.5 - 137.0
compliance specialist	50.8 - 60.9	56.0 - 67.0	60.8 - 72.8	70.6 - 84.7
cost accountant	53.8 - 64.4	58.1 - 69.7	62.3 - 74.8	71.8 - 86.5
credit & collection specialist	34.2 - 39.4	37.6 - 43.4	40.7 - 47.1	46.6 - 53.8
credit and collections accountant	32.5 - 38.2	35.3 - 41.6	37.9 - 44.9	43.5 - 51.5
credit and collections manager	73.7 - 88.8	79.2 - 95.4	84.7 - 102.0	98.0 - 118.0
credit and collections supervisor	48.0 - 58.2	51.8 - 62.9	55.5 - 67.4	64.1 - 78.0
external auditor	55.9 - 67.1	60.1 - 72.2	64.2 - 77.2	73.6 - 88.7
financial analyst	65.2 - 78.4	69.9 - 84.1	74.4 - 89.7	84.9 - 102.4
financial reporting manager	91.5 - 111.6	98.5 - 119.9	105.3 - 128.1	121.2 - 147.4
internal audit manager	85.2 - 105.3	91.8 - 113.3	98.2 - 121.1	112.7 - 138.7
internal auditor	54.1 - 64.9	59.7 - 71.7	65.1 - 78.3	76.3 - 92.0
invoicing clerk	34.1 - 39.7	37.3 - 43.7	40.2 - 47.1	44.8 - 52.4
payroll clerk	38.2 - 44.7	42.1 - 49.3	45.6 - 53.4	52.1 - 61.0
payroll manager	64.8 - 79.0	70.2 - 85.5	75.4 - 91.9	86.7 - 105.7
payroll specialist	38.7 - 46.4	42.3 - 50.8	45.9 - 55.1	53.4 - 64.1
payroll supervisor	48.9 - 58.7	53.2 - 63.9	57.4 - 68.9	66.4 - 79.9
tax analyst	43.5 - 52.1	48.0 - 57.5	52.3 - 62.6	61.1 - 73.4
tax manager	80.6 - 99.6	86.7 - 107.0	92.7 - 114.3	106.8 - 131.6
treasury analyst	57.5 - 69.0	61.7 - 74.1	65.7 - 79.0	74.9 - 90.3

## industrial support

	entry	mid	senior
assembler/fabricator	14.8 - 18.3	16.4 - 21.1	18.5 - 23.8
boom truck operator	19.3 - 25.9	22.3 - 30.2	25.7 - 34.4
delivery/courier driver	16.3 - 20.8	18.2 - 23.7	20.5 - 26.5
electronic parts assembler	15.1 - 18.7	16.3 - 20.7	17.9 - 22.7
forklift operator	16.8 - 18.4	17.2 - 21.3	18.7 - 23.6
general labourer - heavy	15.4 - 19.3	17.4 - 22.1	19.6 - 22.7



general labourer - light	14.6 - 18.0	16.5 - 21.1	18.7 - 21.7
industrial painter	15.8 - 19.8	17.4 - 22.7	19.7 - 25.4
inventory control clerk	15.6 - 19.6	17.7 - 22.5	19.9 - 25.1
janitor/custodian	13.5 - 15.7	14.2 - 17.7	15.7 - 18.1
landscaping labour	14.2 - 17.7	16.0 - 20.1	17.9 - 20.6
logistics coordinator	21.1 - 27.2	23.9 - 31.3	27.2 - 35.7
machine operator	17.2 - 20.6	18.6 - 23.8	20.5 - 27.0
machine operator assistant	15.0 - 18.6	17.1 - 21.4	19.2 - 23.7
manufacturing worker	14.5 - 17.6	16.0 - 19.9	17.9 - 22.6
material handler	14.3 - 18.1	16.3 - 20.9	18.4 - 22.9
moulding machine operator	16.6 - 20.0	17.4 - 23.1	19.8 - 25.9
parts clerk	13.5 - 16.7	14.2 - 19.1	15.9 - 21.4
picker/packer	13.6 - 16.9	15.1 - 18.9	16.6 - 20.6
polisher/deburrer	15.8 - 19.8	17.9 - 22.8	20.3 - 25.8
print press operator	15.0 - 18.8	16.7 - 21.3	18.7 - 23.9
production labourer	14.7 - 17.1	15.7 - 20.3	18.2 - 20.9
sandblasting operator	15.3 - 18.7	16.4 - 21.2	18.5 - 24.3
shipping and receiving clerk	17.4 - 20.9	19.1 - 24.1	21.7 - 27.4
warehouse labourer	15.7 - 18.3	16.8 - 20.9	18.7 - 21.4

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	61.2 - 82.6	72.0 - 98.9	84.6 - 113.2
automation engineer	65.2 - 74.4	71.3 - 90.9	83.2 - 104.4
buyer	65.5 - 80.6	75.1 - 85.5	84.4 - 90.4
chemical engineer	72.7 - 97.2	81.6 - 111.1	92.6 - 125.4
continuous improvement engineer	67.7 - 89.1	75.5 - 101.1	85.1 - 113.3
demand planner	68.1 - 80.1	72.1 - 90.5	80.1 - 109.1
drafter	48.2 - 60.6	54.3 - 69.4	61.6 - 78.7
electrical designer/engineer	63.4 - 84.4	72.2 - 98.4	83.3 - 112.9
electrical engineer	65.5 - 88.8	76.5 - 105.9	90.0 - 122.9
electrical engineering technician	47.9 - 61.4	54.6 - 71.2	62.5 - 81.2
HVAC drafter	50.3 - 61.5	55.2 - 73.1	63.7 - 80.9
HVAC engineer	55.3 - 68.4	60.1 - 73.6	65.3 - 83.8
industrial engineer	62.6 - 81.9	69.6 - 93.0	78.3 - 104.4
inventory analyst	50.8 - 60.4	55.7 - 67.4	62.8 - 77.2
logistics specialist	51.2 - 68.0	58.5 - 79.1	67.2 - 89.9



manufacturing engineer	65.4 - 77.1	76.6 - 89.8	80.7 - 102.3
mechanical designer	60.5 - 70.4	68.4 - 78.8	75.5 - 85.5
mechanical drafter	49.5 - 59.5	55.9 - 67.4	61.3 - 76.8
mechanical engineer	66.2 - 88.1	75.2 - 102.2	86.4 - 116.6
mechanical engineering technician	51.9 - 65.6	58.4 - 75.2	65.9 - 85.3
planner/scheduler	68.1 - 78.1	72.1 - 93.2	78.5 - 113.2
process engineer	55.1 - 73.6	63.1 - 86.0	72.8 - 98.0
procurement specialist	63.1 - 76.1	68.1 - 89.1	76.1 - 110.2
production planner	66.6 - 78.7	67.9 - 88.8	75.5 - 89.9
project engineer	79.7 - 102.8	86.6 - 113.8	95.7 - 127.2
project manager	67.7 - 94.0	79.0 - 111.3	92.1 - 127.4
QA/QC inspector	48.8 - 54.5	52.9 - 60.8	58.1 - 69.5
quality assurance manager	90.9 - 120.4	95.5 - 125.5	110.8 - 150.6
quality assurance/control technician	54.6 - 72.5	63.3 - 85.4	73.4 - 97.3
quality control engineer	58.4 - 77.2	65.9 - 89.0	75.2 - 101.0
quality inspector	50.1 - 61.8	55.6 - 66.8	63.5 - 75.7
<b>industrial management</b>			
director of operations	111.1 - 150.1	147.5 - 199.2	188.3 - 254.2
engineering manager	74.1 - 100.4	84.9 - 117.3	98.1 - 134.4
inventory control manager	56.3 - 74.2	63.2 - 84.9	71.6 - 96.5
maintenance manager	88.1 - 98.6	95.4 - 118.3	115.6 - 136.8
maintenance supervisor	72.8 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	96.2 - 117.4	125.9 - 153.6	156.1 - 190.5
operations manager	68.8 - 94.2	78.7 - 109.6	90.3 - 124.3
plant manager	81.2 - 114.7	98.2 - 140.1	117.8 - 164.1
procurement director	90.3 - 120.4	115.1 - 154.9	142.1 - 188.8
production manager	80.2 - 95.6	91.3 - 109.5	102.7 - 124.6
production supervisor	58.3 - 65.4	63.9 - 78.4	75.5 - 93.9
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	100.4 - 122.4	126.2 - 154.0	152.9 - 186.6
purchasing manager	88.1 - 108.1	100.8 - 120.6	108.2 - 138.2
supply chain manager	90.3 - 120.4	115.1 - 130.1	114.1 - 145.4
transportation manager	80.1 - 90.7	87.2 - 104.9	98.5 - 119.5
warehouse manager	80.6 - 92.1	91.3 - 102.1	99.1 - 132.9
warehouse supervisor	55.6 - 66.9	65.2 - 78.8	76.7 - 95.8
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9



electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
heavy equipment mechanic	44.9 - 59.6	52.0 - 69.8	59.8 - 79.9
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4
mechanical assembler	43.7 - 47.8	45.8 - 52.0	49.9 - 56.2
millwright	45.5 - 59.2	51.2 - 67.6	57.7 - 75.3
tool and die maker	45.3 - 59.5	51.7 - 68.9	59.0 - 77.9
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	59.8 - 79.1	67.4 - 91.1	77.0 - 104.1
digital media specialist	36.3 - 46.6	42.3 - 55.3	49.5 - 63.3
digital specialist	43.3 - 57.4	50.2 - 67.7	58.4 - 77.5
e-commerce manager	70.5 - 93.0	79.0 - 106.4	89.8 - 121.3
marketing content manager	52.4 - 66.9	60.5 - 78.5	69.9 - 89.2
social media manager	53.1 - 73.5	63.8 - 88.9	75.4 - 103.4
web manager	59.1 - 77.5	65.8 - 88.0	74.2 - 99.8
web marketing analyst	45.9 - 61.0	53.4 - 71.9	61.9 - 81.9
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	89.6 - 137.5	121.6 - 187.5	157.1 - 242.7
marketing vice-president	110.8 - 172.3	156.9 - 244.9	204.4 - 319.0
<b>marketing and communications</b>			
brand or product manager	72.9 - 94.7	81.4 - 107.6	91.8 - 120.9
brand or product manager assistant	57.7 - 78.5	67.6 - 93.2	78.9 - 106.8
communications manager	59.8 - 78.4	66.7 - 89.2	75.2 - 100.4
communications specialist	49.8 - 68.1	59.3 - 82.2	70.0 - 94.2
marketing coordinator	48.5 - 64.5	55.5 - 75.2	63.9 - 85.8
marketing director	89.0 - 120.1	103.3 - 141.1	119.8 - 161.2
marketing project manager	38.0 - 50.8	43.8 - 59.5	50.6 - 68.0
marketing specialist	42.6 - 56.8	48.9 - 66.0	56.1 - 74.8



## office &amp; administrative support

	entry	mid	senior
administrative analyst	42.9 - 54.7	46.5 - 62.0	52.4 - 70.2
administrative assistant	36.8 - 46.3	39.9 - 52.8	45.3 - 59.8
administrative manager	50.8 - 64.8	54.8 - 72.1	60.7 - 80.7
benefits clerk	35.9 - 45.6	40.7 - 52.8	46.5 - 60.0
buyer assistant	36.2 - 46.1	41.2 - 53.3	46.6 - 58.7
claims supervisor	56.9 - 74.7	63.6 - 85.4	72.2 - 97.9
contracts administrator	83.8 - 106.5	94.0 - 121.7	106.8 - 138.6
data entry clerk	31.2 - 38.9	35.1 - 44.2	39.3 - 45.4
dispatcher	40.7 - 45.0	40.0 - 51.3	45.0 - 57.3
document controller	30.2 - 37.7	34.1 - 42.6	37.7 - 43.6
document services specialist	29.6 - 37.6	34.1 - 42.9	38.0 - 43.9
documentation specialist	32.3 - 42.2	38.5 - 49.0	43.3 - 50.1
donor relations coordinator	46.2 - 60.6	53.6 - 71.7	62.5 - 83.2
executive assistant	48.3 - 65.1	55.6 - 77.1	64.6 - 87.9
file clerk	31.8 - 41.2	37.4 - 47.3	41.8 - 48.3
fundraising manager	58.1 - 75.4	66.0 - 87.5	75.9 - 100.5
HR administrator	42.2 - 54.9	47.7 - 63.1	54.2 - 71.5
human resources assistant	37.7 - 48.2	42.8 - 54.3	47.3 - 58.5
invoicing clerk	34.5 - 43.7	38.9 - 49.7	43.3 - 53.9
lease administrator	35.9 - 46.0	39.4 - 53.1	45.1 - 61.4
legal assistant	42.7 - 58.5	51.1 - 71.1	60.4 - 80.7
logistics coordinator	43.8 - 56.6	49.8 - 65.2	56.6 - 74.2
mailroom clerk	30.0 - 36.9	33.6 - 40.9	36.5 - 41.6
office clerk	33.7 - 41.3	36.9 - 46.0	40.7 - 50.8
office manager	50.6 - 64.2	54.5 - 71.8	60.5 - 80.5
order clerk	30.9 - 38.6	34.9 - 44.1	39.1 - 48.7
order supervisor	46.6 - 61.3	54.1 - 71.7	62.1 - 80.6
payroll administrator	38.7 - 50.8	44.1 - 58.9	50.6 - 67.4
project coordinator	40.6 - 51.4	44.6 - 58.9	50.5 - 66.3
property manager	56.1 - 73.7	63.3 - 86.1	73.0 - 99.2
receptionist	30.7 - 37.9	33.7 - 42.9	37.7 - 48.9
sales administrator	40.8 - 53.3	46.0 - 62.4	53.1 - 71.1
sales assistant	36.3 - 45.3	40.0 - 51.4	45.3 - 59.6
service coordinator	35.1 - 45.2	39.1 - 51.6	44.3 - 58.8
supply clerk	38.2 - 39.7	35.3 - 44.7	39.1 - 49.3



## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	43.5 - 54.7	47.4 - 60.7	52.4 - 67.9
account manager - software	48.7 - 60.8	52.6 - 67.2	58.0 - 75.2
business development manager	87.6 - 116.6	98.1 - 133.4	111.8 - 153.8
district sales manager	70.4 - 92.0	80.7 - 107.5	93.4 - 123.9
key accounts manager - consumer goods	62.4 - 80.8	70.6 - 93.3	80.7 - 106.5
merchandiser - consumer goods	54.8 - 71.7	61.3 - 81.9	69.5 - 93.5
sales manager	55.8 - 75.1	63.5 - 87.2	72.7 - 99.1
sales representative, account manager - channel manager	70.3 - 94.5	79.5 - 108.8	90.8 - 123.5
sales representative, account manager - consumer goods	44.7 - 56.3	49.1 - 63.0	54.5 - 70.4
sales representative, account manager - professional services	42.5 - 52.9	45.9 - 58.3	50.5 - 65.1
sales representative, account manager - telecommunications	48.3 - 60.5	52.4 - 66.9	57.7 - 74.8
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	130.3 - 188.5	175.3 - 254.1	229.1 - 332.0
<b>industrial sales</b>			
sales engineer - distribution	63.4 - 83.2	69.8 - 93.3	77.8 - 104.4
sales engineer - manufacturing	54.3 - 72.7	61.7 - 84.1	70.4 - 94.8
sales representative, account manager - distribution	44.5 - 55.6	48.3 - 61.6	53.3 - 69.0
sales representative, account manager - industrial equipment	42.6 - 53.2	46.1 - 58.7	50.7 - 65.6
sales representative, account manager - industrial service	47.7 - 59.5	51.7 - 65.8	56.9 - 73.5
sales representative, account manager - machinery	47.3 - 59.1	51.2 - 65.3	56.4 - 73.3
sales representative, account manager - manufacturing	42.8 - 61.9	47.2 - 69.5	52.6 - 77.6
sales representative, account manager - retail network	47.4 - 59.1	51.1 - 65.3	56.5 - 73.9
technical sales representative - manufacturing	46.4 - 61.5	52.8 - 71.6	60.7 - 83.0



# montérégie - vaudreuil-soulanges

## industrial support

	entry	mid	senior
assembler/fabricator	15.3 - 19.4	17.3 - 22.3	19.6 - 25.1
counterbalance forklift operator	19.1 - 22.2	21.5 - 23.7	24.1 - 25.5
delivery/courier driver	17.0 - 21.8	19.1 - 24.8	21.5 - 27.8
electronic parts assembler	15.8 - 19.8	17.2 - 21.9	18.9 - 24.0
forklift operator	15.0 - 19.3	17.3 - 22.4	19.6 - 24.8
general labourer - heavy	16.1 - 20.2	18.2 - 23.1	20.5 - 23.7
general labourer - light	14.6 - 19.1	17.5 - 22.4	19.9 - 23.0
industrial painter	16.3 - 21.0	18.5 - 24.1	20.9 - 27.0
inventory control clerk	16.3 - 20.5	18.5 - 23.5	20.9 - 26.4
logistics coordinator	22.0 - 28.4	25.0 - 32.7	28.4 - 37.3
machine operator	16.6 - 21.8	19.0 - 25.2	21.7 - 28.6
machine operator assistant	15.8 - 19.8	18.1 - 22.7	20.4 - 25.2
manufacturing worker	16.0 - 18.6	16.9 - 21.1	19.0 - 24.0
material handler	16.5 - 19.0	17.2 - 21.9	19.3 - 22.5
moulding machine operator	16.0 - 21.0	18.3 - 24.2	20.8 - 26.2
order/cherry picker forklift operator	18.5 - 19.7	20.2 - 23.4	23.7 - 24.5
parts clerk	13.5 - 17.9	15.1 - 20.5	17.0 - 22.9
parts manager	22.6 - 29.3	25.4 - 33.4	28.7 - 38.0
picker/packer	16.5 - 17.7	17.5 - 19.9	17.4 - 21.6
polisher/deburrer	16.5 - 20.8	18.8 - 24.0	21.3 - 27.1
production labourer	16.5 - 17.7	17.5 - 19.9	17.4 - 21.6
reach truck operator	18.2 - 19.4	19.2 - 21.6	21.4 - 23.5
sandblasting operator	15.6 - 19.8	17.4 - 22.5	19.6 - 25.7
shipper/receiver	17.0 - 20.8	18.5 - 23.0	20.4 - 25.6
shipping and receiving clerk	17.6 - 21.8	19.9 - 25.1	22.6 - 28.6
warehouse labourer	15.1 - 19.2	17.6 - 22.0	19.7 - 22.4



## manufacturing

	entry	mid	senior
<b>industrial management</b>			
director of operations	120.1 - 156.6	135.5 - 220.1	228.6 - 305.5
engineering manager	94.1 - 111.7	94.7 - 130.0	109.1 - 148.5
inventory control manager	60.6 - 79.7	67.9 - 91.1	76.9 - 103.4
maintenance manager	75.8 - 92.3	88.4 - 102.7	97.6 - 122.7
maintenance supervisor	62.4 - 72.3	70.5 - 88.1	85.4 - 95.7
manufacturing director	82.7 - 97.4	93.6 - 108.4	102.2 - 127.9
operations manager	75.7 - 103.4	86.6 - 120.0	99.3 - 135.7
plant manager	91.6 - 127.9	110.0 - 155.4	131.2 - 181.1
procurement director	97.8 - 129.4	123.1 - 160.1	147.1 - 195.2
production manager	77.9 - 102.2	87.2 - 116.5	98.7 - 131.9
production supervisor	49.3 - 64.4	55.7 - 74.2	63.4 - 84.5
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	111.6 - 135.5	139.7 - 169.5	168.4 - 204.4
purchasing manager	95.1 - 116.7	107.1 - 128.1	121.1 - 150.5
supply chain manager	97.8 - 129.4	110.1 - 130.5	115.1 - 152.1
transportation manager	73.5 - 97.2	83.2 - 111.7	94.7 - 126.8
warehouse manager	59.7 - 77.9	66.4 - 88.2	74.6 - 99.2
warehouse supervisor	42.8 - 56.2	48.9 - 65.1	55.9 - 74.1
<b>skilled trades</b>			
CNC machinist	41.6 - 46.0	44.0 - 52.0	47.8 - 62.4
control technician	43.1 - 56.7	49.2 - 65.9	56.4 - 75.0
conventional machinist	41.6 - 45.8	43.7 - 54.0	49.9 - 58.2
electrician	46.9 - 61.8	52.7 - 70.7	59.7 - 79.9
electromechanical technician	47.8 - 52.0	49.9 - 56.2	54.6 - 70.4
electronics technician	47.2 - 61.4	53.0 - 70.3	60.0 - 79.5
field service technician	44.8 - 58.9	51.9 - 69.1	59.9 - 79.3
heavy equipment mechanic	44.9 - 59.6	52.0 - 69.8	59.8 - 79.9
maintenance mechanic	45.8 - 52.0	47.8 - 56.2	54.6 - 70.4
mechanical assembler	43.7 - 47.8	45.8 - 52.0	49.9 - 56.2



millwright	45.5 - 59.2	51.2 - 67.6	57.7 - 75.3
panel wirer	37.0 - 43.7	41.6 - 49.9	45.8 - 54.0
tool and die maker	45.3 - 59.5	51.7 - 68.9	59.0 - 77.9
welder	41.6 - 45.8	43.7 - 49.9	27.8 - 58.2

## office & administrative support

	entry	mid	senior
administrative analyst	44.1 - 57.4	48.9 - 65.1	55.1 - 73.6
administrative assistant	37.6 - 48.7	42.1 - 55.5	47.6 - 62.8
administrative manager	53.3 - 68.5	58.1 - 76.1	64.2 - 85.0
benefits clerk	37.5 - 48.1	43.0 - 55.7	49.0 - 63.3
buyer assistant	37.4 - 48.6	43.5 - 56.1	49.1 - 61.8
claims supervisor	60.4 - 78.9	67.4 - 90.0	76.4 - 102.8
contracts administrator	88.2 - 111.5	98.7 - 127.2	111.8 - 144.6
data entry clerk	32.8 - 41.2	37.1 - 46.9	41.6 - 48.0
dispatcher	37.0 - 47.0	41.7 - 53.5	46.9 - 59.9
document controller	31.6 - 39.8	35.9 - 45.0	39.8 - 46.0
document services specialist	31.0 - 39.7	35.9 - 45.3	40.1 - 46.3
documentation specialist	34.0 - 44.6	40.6 - 51.7	45.7 - 52.8
donor relations coordinator	49.4 - 64.7	57.3 - 76.3	66.7 - 88.1
executive assistant	49.9 - 68.3	58.4 - 80.7	67.7 - 91.9
file clerk	33.4 - 43.5	39.5 - 49.9	44.1 - 50.9
fundraising manager	62.1 - 80.0	70.4 - 92.5	80.6 - 105.9
HR administrator	44.7 - 58.1	50.5 - 66.7	57.3 - 75.6
human resources assistant	39.9 - 50.9	45.2 - 57.3	50.0 - 61.7
invoicing clerk	35.9 - 46.1	41.0 - 52.4	45.7 - 56.8
lease administrator	36.9 - 48.5	41.6 - 55.9	47.6 - 64.6
legal assistant	44.7 - 62.0	54.2 - 75.0	63.9 - 84.9
logistics coordinator	45.7 - 59.1	51.9 - 68.1	59.1 - 77.5
mailroom clerk	31.5 - 39.0	35.5 - 43.4	38.7 - 44.1
office clerk	35.5 - 43.7	39.1 - 48.7	43.1 - 53.8
office manager	52.7 - 68.0	57.9 - 76.0	64.2 - 84.9
order clerk	32.3 - 40.8	36.8 - 46.6	41.3 - 51.4
order supervisor	49.6 - 65.0	57.5 - 75.8	65.9 - 85.1
payroll administrator	41.2 - 54.0	46.9 - 62.4	53.7 - 71.2
project coordinator	41.2 - 53.6	46.5 - 61.5	52.7 - 69.3
property manager	58.3 - 77.3	66.5 - 90.0	76.6 - 103.3
receptionist	32.1 - 40.1	35.5 - 45.3	39.8 - 51.6



sales administrator	42.2 - 56.4	48.7 - 66.0	56.2 - 75.1
sales assistant	38.2 - 47.8	42.2 - 54.2	47.8 - 62.8
service coordinator	36.5 - 47.1	40.8 - 53.8	46.2 - 61.4
supply clerk	33.0 - 41.6	37.0 - 46.9	41.0 - 51.7



## customer care &amp; contact centre

	entry	mid	senior
bilingual inside sales representative	51.3 - 63.6	55.3 - 70.1	60.8 - 78.6
call center director - operations	62.1 - 80.5	69.7 - 91.7	85.9 - 106.2
customer loyalty agent	38.3 - 47.2	41.0 - 54.8	47.0 - 62.4
customer service manager	68.6 - 90.5	77.3 - 104.1	88.2 - 119.3
customer service representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
customer service representative - bilingual	38.9 - 44.7	39.3 - 50.5	44.0 - 56.5
customer service supervisor	53.3 - 70.1	59.8 - 80.3	67.8 - 91.1
customer service team lead	43.5 - 56.8	49.3 - 65.3	56.7 - 74.2
customer service trainer	43.5 - 56.8	49.3 - 65.3	56.7 - 74.2
e-chat representative	36.9 - 42.7	37.3 - 48.5	42.0 - 54.5
help desk representative - level 1	43.8 - 58.6	50.4 - 67.7	57.2 - 75.9
inside sales manager	65.2 - 87.7	74.2 - 101.5	84.9 - 115.2
inside sales representative	49.3 - 61.6	53.3 - 68.1	58.8 - 76.6
junior collection agent	32.6 - 41.7	36.7 - 47.2	41.5 - 53.4
order desk	33.8 - 40.3	36.2 - 46.1	40.7 - 50.9
survey agent	32.5 - 40.9	36.8 - 46.2	40.9 - 47.2
telemarketing agent	31.1 - 39.1	34.6 - 44.8	39.4 - 51.9
telephone dispatcher	36.7 - 46.8	41.5 - 53.4	46.7 - 59.8
travel support agent	38.3 - 45.1	39.9 - 51.0	44.5 - 56.5

## engineering

	entry	mid	senior
<b>construction</b>			
architect	55.9 - 73.7	63.3 - 85.3	72.5 - 97.7
architectural drafter	45.5 - 58.9	52.8 - 69.8	61.9 - 82.4
buyer	53.7 - 72.2	61.1 - 81.3	69.9 - 93.0
civil engineer	60.3 - 80.8	69.7 - 94.8	80.5 - 107.6
civil engineering drafter	47.2 - 59.6	53.7 - 71.3	61.3 - 81.1
civil engineering technologist	45.5 - 57.1	49.8 - 66.2	58.5 - 75.3
civil project engineer	62.5 - 85.0	82.2 - 114.6	95.2 - 131.7
civil project manager	75.5 - 85.5	81.7 - 111.1	93.0 - 140.0



construction coordinator	58.5 - 75.2	65.5 - 86.1	72.5 - 100.0
construction director	100.0 - 140.0	128.4 - 169.6	161.7 - 213.5
construction manager	72.3 - 94.4	79.2 - 105.6	88.1 - 118.6
construction project coordinator	84.2 - 108.1	91.4 - 119.6	100.8 - 133.2
construction project manager	64.3 - 88.5	74.7 - 104.5	86.8 - 130.5
contracts administrator	56.4 - 74.5	64.0 - 86.0	73.1 - 97.7
contracts manager	90.0 - 113.7	100.6 - 129.6	114.0 - 147.5
demand planner	46.6 - 64.1	55.9 - 77.4	66.0 - 88.7
director of operations	118.1 - 157.8	155.2 - 207.6	196.6 - 262.9
drafter	50.0 - 70.0	70.5 - 88.0	63.2 - 95.0
electrical designer/engineer	65.8 - 87.3	74.9 - 101.4	86.2 - 116.2
electrical engineer	68.0 - 91.8	79.2 - 109.0	92.9 - 126.3
electrical engineering technician	50.0 - 64.0	57.0 - 74.0	65.1 - 84.1
electrical inspector	39.5 - 53.1	45.7 - 62.2	52.9 - 71.9
engineering manager	80.6 - 108.5	92.1 - 126.2	106.0 - 144.1
environmental engineer	57.6 - 76.4	65.6 - 89.0	75.6 - 101.9
environmental inspector	44.2 - 56.4	48.6 - 63.1	54.1 - 70.6
estimation engineer	63.3 - 84.6	72.8 - 99.1	84.3 - 113.9
estimator	57.6 - 74.9	75.0 - 105.0	85.0 - 120.0
facilities engineer	60.7 - 81.2	69.9 - 95.2	81.0 - 108.9
field manager	65.2 - 86.4	74.1 - 100.4	85.3 - 116.2
field supervisor	63.8 - 83.8	71.6 - 95.6	80.9 - 107.5
foreman	47.5 - 61.4	53.1 - 69.9	60.1 - 79.2
health and safety manager	56.9 - 73.3	65.4 - 85.4	75.1 - 97.1
health and safety specialist	62.4 - 82.0	71.3 - 95.5	82.1 - 109.0
HVAC drafter	53.0 - 77.0	55.2 - 90.0	62.2 - 90.0
HVAC engineer	55.0 - 85.0	70.0 - 95.0	75.0 - 120.0
materials manager	78.8 - 103.6	87.0 - 116.7	97.5 - 131.3
mechanical designer	48.9 - 64.5	56.3 - 75.0	64.4 - 84.6
mechanical drafter	46.4 - 60.1	52.2 - 69.4	59.8 - 81.0
mechanical engineer	68.7 - 91.0	78.0 - 105.2	89.3 - 119.9
mechanical engineering technician	48.3 - 63.1	54.9 - 72.9	62.6 - 82.0
mechanical site supervisor	45.4 - 58.2	51.2 - 66.9	58.2 - 76.4
operations manager	73.8 - 100.5	84.2 - 116.5	96.5 - 131.6
planner/scheduler	37.7 - 48.3	43.0 - 55.6	48.8 - 62.7
project director	108.4 - 131.5	135.5 - 164.4	163.3 - 198.3
project engineer	85.7 - 109.9	92.9 - 121.5	102.5 - 135.6
project manager	73.0 - 100.7	84.9 - 118.8	98.7 - 135.8
purchasing manager	85.8 - 113.3	97.0 - 130.0	110.1 - 146.0



QA/QC inspector	50.6 - 67.0	58.5 - 78.2	67.3 - 89.4
quality control engineer	60.7 - 80.0	68.5 - 92.0	78.0 - 104.1
quality inspector	36.5 - 46.8	40.9 - 53.3	46.3 - 60.3
safety inspector	58.9 - 76.9	66.7 - 88.4	75.7 - 99.7
site supervisor	69.3 - 90.5	76.0 - 101.3	84.5 - 113.4
specification writer	49.7 - 63.9	56.2 - 73.3	63.7 - 82.6
structural designer	46.8 - 60.9	52.9 - 69.9	60.0 - 78.9
structural engineer	60.5 - 80.0	68.6 - 92.8	78.8 - 105.8
superintendent	37.6 - 48.3	42.2 - 55.1	47.8 - 62.5
supply chain manager	78.9 - 105.1	90.3 - 121.7	103.1 - 136.4
<b>energy &amp; oil</b>			
applications engineer	69.6 - 93.8	81.9 - 111.9	96.1 - 127.8
architect	57.4 - 76.4	65.2 - 88.6	75.0 - 101.7
architectural drafter	46.4 - 60.6	54.2 - 72.2	63.8 - 85.5
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	61.5 - 81.8	69.9 - 94.9	80.2 - 108.3
automation specialist	47.9 - 63.2	55.7 - 73.9	64.1 - 84.1
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	55.1 - 72.6	62.9 - 84.3	72.3 - 96.7
category manager	59.0 - 77.6	66.1 - 88.7	75.0 - 101.0
chemical engineer	78.1 - 104.4	87.7 - 119.3	99.4 - 134.6
chemical technician	52.6 - 68.9	58.6 - 78.5	66.3 - 89.9
chief inspector	50.0 - 66.1	56.3 - 75.5	63.7 - 84.7
civil engineer	62.1 - 83.9	72.0 - 98.6	83.5 - 112.2
civil engineering drafter	48.2 - 61.3	55.1 - 71.1	63.2 - 80.9
civil engineering technologist	44.4 - 58.8	51.0 - 68.4	58.6 - 78.0
civil project engineer	73.8 - 101.6	85.2 - 119.4	98.9 - 137.4
civil project manager	74.9 - 100.6	84.8 - 115.8	96.7 - 130.9
coating inspector	34.6 - 45.4	39.4 - 52.4	44.9 - 59.6
commissioning and start up engineer	59.3 - 79.9	68.5 - 93.9	79.6 - 107.0
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	52.0 - 68.4	58.2 - 77.6	65.4 - 87.0
construction coordinator	48.0 - 64.2	54.0 - 73.5	61.3 - 83.4
construction director	101.6 - 134.5	134.0 - 177.2	168.9 - 223.3
construction manager	74.7 - 98.1	82.0 - 109.9	91.5 - 123.6
construction project manager	66.3 - 91.9	77.2 - 108.7	90.1 - 124.8
continuous improvement engineer	75.5 - 99.1	84.2 - 112.4	94.8 - 125.9
contracts administrator	57.9 - 77.1	66.0 - 89.3	75.6 - 101.7
contracts manager	93.4 - 118.4	104.6 - 135.2	118.7 - 154.0



contracts specialist	58.5 - 77.0	66.7 - 89.2	76.4 - 101.1
control technician	46.8 - 61.8	53.5 - 71.7	61.4 - 81.6
controls designer/engineer	48.7 - 65.4	56.1 - 76.4	64.7 - 87.4
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	47.6 - 66.1	57.5 - 80.2	68.1 - 92.1
director of operations	123.1 - 164.9	162.2 - 217.2	205.7 - 275.3
drafter	50.8 - 64.1	57.4 - 73.5	65.2 - 83.4
electrical designer/engineer	68.0 - 90.7	77.6 - 105.6	89.5 - 121.2
electrical engineer	70.3 - 95.4	82.2 - 113.6	96.7 - 131.8
electrical engineering technician	51.3 - 66.0	58.6 - 76.6	67.2 - 87.3
electrical inspector	40.3 - 54.3	46.7 - 63.7	54.1 - 73.6
electrical test engineer	67.8 - 91.1	78.1 - 107.0	90.8 - 123.1
engineering manager	83.5 - 112.9	95.6 - 131.5	110.3 - 150.4
environmental engineer	59.2 - 79.2	67.8 - 92.4	78.3 - 106.1
environmental inspector	45.1 - 58.0	49.7 - 65.1	55.5 - 73.1
estimation engineer	65.3 - 87.8	75.3 - 103.2	87.5 - 118.7
estimator	59.2 - 77.5	65.9 - 88.0	74.3 - 99.6
expediter	37.9 - 49.2	43.1 - 56.7	49.2 - 64.6
facilities engineer	62.6 - 84.2	72.3 - 99.1	84.0 - 113.5
facilities manager	57.0 - 75.3	65.2 - 87.5	74.9 - 100.0
field service engineer	49.7 - 66.2	56.6 - 77.0	65.3 - 89.2
general inspector	48.5 - 64.2	54.7 - 73.4	61.9 - 82.4
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	61.0 - 79.8	68.9 - 92.1	78.8 - 105.2
geophysicist	64.2 - 88.3	76.4 - 106.8	91.0 - 123.9
geotechnical engineer	62.2 - 81.4	70.3 - 94.0	80.5 - 107.1
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	38.4 - 50.3	42.8 - 57.0	48.2 - 63.9
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	65.4 - 85.7	72.8 - 97.3	82.1 - 109.8
health and safety specialist	58.5 - 75.9	67.5 - 88.7	77.8 - 101.1
HVAC drafter	50.3 - 64.9	56.7 - 74.1	64.1 - 83.4
HVAC engineer	51.7 - 69.3	59.4 - 80.9	68.5 - 92.0
hydraulic engineer	63.1 - 84.9	72.9 - 99.9	84.7 - 114.4
industrial engineer	67.1 - 88.1	74.7 - 99.9	84.2 - 112.0
instrumentation and controls engineer	65.1 - 86.4	73.7 - 99.6	84.2 - 112.9
inventory analyst	49.8 - 65.4	56.5 - 75.5	64.7 - 86.3
inventory control manager	60.9 - 80.4	68.4 - 92.0	77.6 - 104.5
logistics manager	61.6 - 82.3	70.5 - 96.0	81.4 - 109.8



logistics specialist	55.3 - 74.0	63.4 - 86.3	73.1 - 98.1
maintenance engineer	50.3 - 65.4	56.3 - 74.2	63.3 - 82.8
maintenance operator	39.1 - 48.6	43.4 - 54.7	48.4 - 60.9
materials manager	81.6 - 107.7	90.3 - 121.6	101.4 - 137.0
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	50.0 - 66.6	57.8 - 77.7	66.5 - 87.9
mechanical drafter	47.4 - 61.9	53.5 - 71.7	61.6 - 84.0
mechanical engineer	71.1 - 94.6	80.8 - 109.6	92.8 - 125.1
mechanical engineering technician	49.4 - 65.1	56.4 - 75.4	64.5 - 85.1
mining engineer	67.4 - 89.8	75.4 - 102.4	85.3 - 115.4
operations manager	76.4 - 104.6	87.4 - 121.4	100.3 - 137.3
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	70.3 - 91.9	79.3 - 106.1	90.9 - 121.8
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	61.3 - 80.7	68.7 - 92.3	77.9 - 104.9
planner/scheduler	38.5 - 49.4	43.9 - 56.8	49.8 - 64.2
plant engineer	73.7 - 98.4	85.7 - 116.4	100.1 - 133.5
plant manager	92.5 - 129.4	111.2 - 157.4	132.8 - 183.5
plant operator	46.5 - 62.8	54.0 - 73.6	62.3 - 83.2
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	59.0 - 79.0	67.7 - 92.4	78.2 - 105.2
process engineer	59.0 - 79.0	67.7 - 92.4	78.2 - 105.2
procurement director	98.8 - 130.9	130.9 - 173.1	158.9 - 210.2
procurement manager	89.0 - 118.0	100.8 - 135.6	114.7 - 152.4
procurement specialist	49.1 - 64.4	54.7 - 73.1	61.7 - 83.1
production analyst	44.5 - 59.7	51.2 - 70.2	59.6 - 81.2
production engineer	62.2 - 83.3	71.4 - 97.4	82.5 - 110.9
program manager	71.7 - 93.4	81.9 - 108.4	94.0 - 123.8
project controller	52.0 - 69.5	58.5 - 79.6	66.4 - 90.8
project controls manager	85.6 - 118.1	99.0 - 138.5	114.8 - 158.0
project controls specialist	57.8 - 75.5	65.1 - 86.4	73.7 - 97.5
project coordinator	87.3 - 112.5	94.9 - 124.6	104.8 - 138.9
project director	112.8 - 137.2	141.4 - 171.8	170.6 - 207.3
project engineer	88.9 - 114.4	96.5 - 126.7	106.6 - 141.4
project manager	75.5 - 104.7	88.0 - 123.9	102.6 - 141.7
purchasing manager	89.0 - 118.0	100.8 - 135.6	114.7 - 152.4
QA/QC inspector	51.8 - 69.2	60.2 - 81.1	69.5 - 92.9
quality assurance manager	79.1 - 103.3	87.6 - 116.5	98.2 - 130.5
quality assurance/control technician	59.7 - 79.8	69.5 - 94.3	80.8 - 107.5



quality control engineer	62.5 - 82.9	70.8 - 95.6	80.8 - 108.4
quality inspector	37.3 - 47.8	41.8 - 54.6	47.3 - 61.7
reliability engineer	62.6 - 81.4	71.3 - 94.5	81.9 - 107.5
reliability manager	66.9 - 87.3	76.7 - 101.9	88.5 - 116.2
safety inspector	60.6 - 79.7	68.8 - 91.8	78.4 - 103.8
SCADA engineer	60.3 - 80.8	69.2 - 94.3	79.8 - 107.5
site supervisor	71.5 - 94.0	78.6 - 105.3	87.6 - 118.2
sourcing engineer	55.4 - 74.0	63.4 - 86.4	73.2 - 98.8
sourcing specialist	50.1 - 65.6	55.8 - 74.5	62.9 - 84.6
specification writer	50.8 - 65.9	57.7 - 75.8	65.6 - 85.7
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	50.3 - 65.4	56.3 - 74.2	63.3 - 82.8
structural designer	47.8 - 62.8	54.3 - 72.3	61.8 - 81.8
structural engineer	62.3 - 83.0	70.9 - 96.5	81.7 - 110.3
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	38.4 - 49.3	43.1 - 56.4	48.9 - 63.9
supply chain manager	81.7 - 109.3	93.7 - 126.9	107.3 - 142.4
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	53.3 - 69.9	60.4 - 80.6	69.0 - 92.3
transmission line engineer	73.2 - 93.1	79.4 - 102.9	87.5 - 114.4
transportation manager	77.6 - 103.0	88.0 - 118.6	100.3 - 134.7
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	49.6 - 65.1	56.3 - 75.0	64.1 - 84.7

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	133.2 - 238.4	191.8 - 343.3	274.9 - 492.0
controller	90.1 - 161.6	123.4 - 220.8	163.4 - 292.6
director - financial planning & analysis	102.0 - 108.9	107.1 - 126.9	117.4 - 139.0
finance director	116.8 - 154.4	151.9 - 200.7	186.1 - 245.8
payroll director	74.8 - 101.4	95.0 - 128.7	120.2 - 162.7
vice-president internal audit	117.5 - 157.1	148.6 - 198.6	181.4 - 242.6
finance & accounting	1 year	3 years	5 years
accountant	61.8 - 74.2	65.4 - 78.5	68.9 - 82.8
accounting clerk	38.2 - 44.2	40.8 - 47.2	43.3 - 50.1
accounting manager	84.0 - 102.1	90.4 - 109.9	96.7 - 117.5
accounting supervisor	61.6 - 74.8	66.2 - 80.5	70.8 - 86.1



accounting technician	51.1 - 60.6	55.1 - 65.4	59.0 - 70.0	67.2 - 79.8
accounts payable clerk	38.1 - 43.0	42.3 - 47.7	45.9 - 51.9	53.1 - 59.9
accounts payable manager	74.8 - 90.9	81.7 - 99.3	88.4 - 107.5	103.9 - 126.2
accounts receivable clerk	38.6 - 43.6	42.8 - 48.4	46.6 - 52.6	54.3 - 61.3
accounts receivable manager	77.0 - 91.4	83.6 - 99.2	90.1 - 106.9	106.1 - 125.8
analyst - financial planning & analysis	66.3 - 78.9	76.5 - 91.8	86.7 - 93.7	87.0 - 112.2
assistant controller	71.4 - 81.6	76.5 - 86.7	88.7 - 119.3	125.9 - 160.4
billing specialist	36.7 - 43.0	40.2 - 47.1	43.4 - 50.9	49.3 - 57.8
bookkeeper	37.1 - 43.9	40.2 - 47.6	43.1 - 51.1	49.4 - 58.5
business analyst	67.8 - 81.5	73.4 - 88.3	78.9 - 94.9	91.0 - 109.5
compliance officer	83.5 - 101.5	93.2 - 113.3	102.5 - 124.5	121.4 - 147.5
compliance specialist	54.7 - 65.6	60.3 - 72.3	65.5 - 78.7	76.3 - 91.6
cost accountant	61.8 - 72.4	74.3 - 81.6	76.1 - 89.1	82.4 - 99.5
credit & collection specialist	36.3 - 42.0	40.1 - 46.4	43.4 - 50.3	49.7 - 57.5
credit and collections accountant	34.4 - 40.8	37.5 - 44.4	40.4 - 47.9	46.4 - 55.0
credit and collections manager	81.5 - 97.9	87.5 - 105.1	93.4 - 112.2	107.9 - 129.5
credit and collections supervisor	50.8 - 61.7	54.9 - 66.7	58.8 - 71.6	68.0 - 82.7
external auditor	60.7 - 72.9	65.3 - 78.4	69.8 - 83.8	80.0 - 96.0
financial analyst	47.9 - 64.3	61.2 - 78.0	77.0 - 98.3	92.0 - 110.5
financial reporting manager	100.8 - 122.6	108.3 - 131.6	115.7 - 140.5	133.0 - 161.5
internal audit manager	94.0 - 115.7	101.1 - 124.4	108.1 - 132.9	123.8 - 152.1
internal auditor	58.7 - 70.5	64.9 - 77.9	70.7 - 84.9	82.9 - 99.5
invoicing clerk	36.2 - 42.4	39.8 - 46.6	42.9 - 50.3	47.8 - 56.0
payroll clerk	40.7 - 47.7	44.9 - 52.6	48.7 - 57.0	55.7 - 65.2
payroll manager	71.7 - 87.2	77.6 - 94.3	83.3 - 101.2	95.6 - 116.2
payroll specialist	42.9 - 51.5	46.9 - 56.3	50.8 - 61.0	59.2 - 71.0
payroll supervisor	51.8 - 62.2	56.4 - 67.8	60.8 - 73.1	70.4 - 84.7
tax analyst	47.1 - 56.5	52.0 - 62.4	56.7 - 68.1	66.4 - 79.7
tax manager	89.0 - 109.6	95.6 - 117.6	102.1 - 125.6	117.4 - 144.3
treasury analyst	62.5 - 75.0	67.0 - 80.4	71.4 - 85.7	81.3 - 97.7

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.4 - 114.4	103.8 - 143.9	129.0 - 179.0
vice president human resources / CHRO	109.7 - 187.1	142.9 - 243.5	178.3 - 303.9
human resources	entry	mid	senior
benefits administrator	53.6 - 68.7	60.1 - 78.4	68.0 - 88.8
compensation and benefits manager	92.0 - 120.0	102.1 - 136.0	115.1 - 154.4
compensation specialist	53.3 - 69.4	65.1 - 85.0	80.2 - 110.0
health and safety advisor	58.2 - 75.3	67.0 - 87.9	77.1 - 100.0
health and safety director	100.0 - 120.0	115.0 - 140.0	130.0 - 170.0
health and safety manager	74.2 - 96.3	83.1 - 110.0	94.2 - 124.3
HRIS analyst	59.3 - 78.4	68.2 - 91.7	78.7 - 104.7
HRIS director	100.0 - 120.8	109.3 - 157.2	136.2 - 195.7
human resources assistant	39.9 - 51.1	45.4 - 57.7	50.2 - 62.2
human resources business partner	65.1 - 85.4	72.9 - 97.2	82.4 - 115.3
human resources coordinator	45.1 - 58.2	55.3 - 66.0	65.0 - 73.1
human resources director	100.0 - 127.9	118.5 - 164.2	147.3 - 204.2
human resources generalist	59.7 - 75.2	64.1 - 82.5	70.4 - 92.9
human resources manager	82.8 - 110.1	94.4 - 127.7	108.4 - 145.8
Human Resources Technician	47.6 - 62.1	52.9 - 70.6	59.8 - 80.6
L&D director	90.8 - 120.0	113.8 - 141.5	145.3 - 180.7
labour relations advisor	63.5 - 84.3	72.5 - 98.2	83.5 - 112.1
labour relations manager	88.1 - 120.0	103.9 - 143.1	122.0 - 165.7
learning and development specialist	50.8 - 66.7	57.8 - 80.0	75.0 - 95.0
learning experience designer	49.0 - 63.7	55.0 - 72.9	62.4 - 83.0
recruitment coordinator	40.2 - 52.2	44.9 - 59.0	51.3 - 66.5
talent acquisition director	100.0 - 120.0	111.3 - 154.3	136.4 - 189.1
talent acquisition specialist	51.2 - 68.7	57.5 - 79.2	70.3 - 110.0
total rewards director	104.1 - 136.0	135.5 - 176.8	166.9 - 217.8
total rewards specialist	53.3 - 69.4	65.1 - 85.0	80.2 - 110.0



## industrial support

	entry	mid	senior
assembler/fabricator	15.3 - 19.2	17.1 - 22.1	19.4 - 25.0
delivery/courier driver	16.8 - 21.7	19.0 - 24.8	21.4 - 27.8
electronic parts assembler	15.5 - 19.5	17.2 - 21.7	18.7 - 23.9
forklift operator	17.6 - 19.2	18.5 - 22.3	19.5 - 24.7
general labourer - heavy	16.1 - 20.3	18.2 - 23.2	20.6 - 23.8
general labourer - light	15.1 - 18.9	17.2 - 22.2	19.7 - 22.8
industrial painter	17.4 - 20.8	18.3 - 23.9	20.7 - 26.9
inventory control clerk	16.5 - 20.4	18.4 - 23.5	20.8 - 26.4
machine operator	16.3 - 21.6	18.8 - 25.1	21.5 - 28.5
machine operator assistant	15.5 - 19.6	17.9 - 22.6	20.2 - 25.1
manufacturing worker	15.1 - 18.4	16.7 - 21.0	18.8 - 23.8
material handler	15.1 - 18.9	16.8 - 21.9	19.2 - 22.5
moulding machine operator	15.8 - 21.0	18.2 - 24.3	20.8 - 27.3
parts clerk	16.0 - 17.1	17.7 - 18.4	18.2 - 20.6
picker/packer	15.2 - 17.5	16.1 - 19.7	17.2 - 21.5
polisher/deburrer	16.4 - 20.8	18.7 - 24.0	21.3 - 27.2
production labourer	15.1 - 17.8	16.2 - 21.2	18.9 - 21.9
sandblasting operator	17.2 - 19.6	18.2 - 22.4	19.4 - 25.6
shipping and receiving clerk	17.9 - 22.1	20.1 - 25.4	22.9 - 29.0
warehouse labourer	15.1 - 19.1	17.5 - 21.9	19.5 - 22.3

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	71.5 - 84.7	82.5 - 112.2	102.9 - 126.2
automation engineer	64.1 - 85.1	75.4 - 97.9	85.5 - 115.1
buyer	69.1 - 85.6	77.1 - 100.2	88.1 - 120.1
chemical engineer	77.4 - 103.2	86.9 - 117.9	98.4 - 132.9
chemical technician	68.2 - 81.4	74.8 - 100.1	82.5 - 100.5
continuous improvement engineer	74.9 - 98.1	83.5 - 111.2	93.9 - 124.5
controls designer/engineer	66.2 - 88.1	71.5 - 102.3	88.6 - 121.1
demand planner	72.1 - 85.1	78.1 - 94.1	85.1 - 115.1
drafter	55.6 - 73.6	67.1 - 82.9	74.7 - 99.6
electrical designer/engineer	69.5 - 92.8	76.9 - 104.5	98.6 - 135.2



electrical engineer	73.8 - 94.5	85.4 - 112.4	98.7 - 139.2
electrical engineering technician	55.8 - 71.5	64.9 - 84.9	75.9 - 98.9
electrical inspector	45.3 - 59.1	56.6 - 69.5	63.9 - 83.3
electrical test engineer	72.3 - 90.2	82.5 - 105.9	94.9 - 121.7
HVAC drafter	52.1 - 66.4	58.4 - 76.5	69.7 - 87.6
HVAC engineer	54.5 - 70.8	60.5 - 80.2	69.1 - 91.1
industrial engineer	66.7 - 89.2	80.1 - 102.8	83.4 - 120.8
inventory analyst	65.1 - 75.1	66.1 - 80.5	70.1 - 95.5
logistics specialist	55.9 - 75.4	66.8 - 86.5	74.6 - 99.1
manufacturing engineer	69.8 - 91.2	76.6 - 99.4	85.5 - 129.7
mechanical designer	60.5 - 85.4	71.1 - 90.1	75.2 - 106.4
mechanical drafter	47.3 - 61.6	53.3 - 71.2	61.3 - 83.2
mechanical engineer	70.5 - 93.7	80.1 - 108.4	91.9 - 123.6
mechanical engineering technician	58.9 - 67.9	60.5 - 78.8	74.1 - 94.3
planner/scheduler	70.1 - 90.5	74.1 - 95.1	80.1 - 120.1
PLC programmer	65.5 - 76.6	74.4 - 92.2	83.3 - 109.9
process engineer	60.7 - 78.4	69.2 - 91.5	80.5 - 104.1
procurement specialist	67.5 - 80.1	71.1 - 91.1	78.1 - 115.1
production planner	70.1 - 85.5	75.1 - 90.6	77.1 - 95.3
project engineer	88.0 - 113.2	95.6 - 125.2	105.5 - 139.7
project manager	75.1 - 103.6	87.2 - 122.4	101.6 - 139.9
QA/QC inspector	50.6 - 55.9	53.6 - 63.9	56.9 - 66.8
quality assurance manager	78.5 - 102.2	86.8 - 115.2	97.2 - 129.0
quality assurance/control technician	59.4 - 79.1	69.0 - 93.3	80.1 - 106.4
quality control engineer	64.1 - 82.9	70.9 - 96.7	82.1 - 109.2
<b>industrial management</b>			
director of operations	125.5 - 160.1	140.5 - 220.1	228.6 - 305.5
engineering manager	94.1 - 111.7	94.7 - 130.0	109.1 - 148.5
inventory control manager	60.6 - 79.7	67.9 - 91.1	76.9 - 103.4
maintenance manager	85.3 - 95.5	90.5 - 120.3	97.6 - 160.1
maintenance supervisor	65.7 - 82.3	77.4 - 95.7	91.3 - 116.7
manufacturing director	125.2 - 140.5	128.8 - 177.1	166.3 - 250.3
operations manager	75.7 - 103.4	86.6 - 120.0	99.3 - 135.7
plant manager	91.6 - 127.9	110.0 - 155.4	131.2 - 186.6
procurement director	97.8 - 129.4	125.1 - 160.1	147.1 - 195.2
production manager	81.6 - 107.2	91.4 - 122.3	103.5 - 138.6
production supervisor	65.7 - 82.3	77.4 - 95.7	91.3 - 116.7
program manager	71.2 - 92.5	81.2 - 107.2	93.1 - 122.4
project director	111.6 - 135.5	139.7 - 169.5	168.4 - 204.4



purchasing manager	95.1 - 116.7	107.1 - 132.1	121.1 - 150.5
supply chain manager	97.8 - 129.4	110.1 - 130.5	115.1 - 152.1
transportation manager	77.0 - 101.9	87.1 - 117.2	99.3 - 133.1
warehouse manager	65.7 - 81.6	75.9 - 92.5	83.7 - 112.3
warehouse supervisor	60.2 - 70.6	68.9 - 78.5	75.3 - 95.4
<b>skilled trades</b>			
CNC machinist	41.6 - 52.0	47.8 - 54.0	54.0 - 66.5
control technician	46.7 - 61.4	53.3 - 71.1	61.0 - 80.8
conventional machinist	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
electrician	52.0 - 60.0	56.1 - 66.5	64.4 - 74.8
electromechanical technician	45.7 - 52.0	49.9 - 58.2	56.1 - 66.5
field service technician	48.9 - 52.0	49.9 - 58.2	58.2 - 72.8
heavy equipment mechanic	48.9 - 65.1	56.7 - 76.0	65.2 - 86.6
maintenance mechanic	45.7 - 54.2	52.3 - 60.0	58.2 - 68.6
mechanical assembler	41.6 - 49.9	45.7 - 54.0	49.9 - 58.2
millwright	52.0 - 58.2	56.1 - 62.4	62.4 - 83.2
panel wirer	37.4 - 43.6	41.6 - 47.8	45.7 - 54.0
welder	37.4 - 45.7	43.6 - 49.9	47.8 - 56.1

## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	64.3 - 84.9	72.6 - 97.6	82.7 - 111.2
digital media specialist	38.8 - 50.1	45.4 - 59.5	53.2 - 68.3
digital specialist	46.5 - 61.9	54.0 - 73.1	63.0 - 83.7
e-commerce manager	75.8 - 99.5	84.9 - 113.6	96.2 - 129.3
marketing content manager	56.1 - 71.7	64.8 - 84.1	74.9 - 95.3
social media manager	57.2 - 79.0	68.7 - 95.2	81.1 - 110.5
web manager	63.6 - 83.2	70.8 - 94.4	79.8 - 106.8
web marketing analyst	49.8 - 66.4	58.0 - 78.5	67.4 - 89.5
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
communications vice-president	97.0 - 148.2	131.4 - 200.7	168.9 - 258.1
marketing vice-president	118.3 - 183.0	166.9 - 258.1	216.3 - 334.5
<b>marketing and communications</b>			
brand or product manager	78.4 - 101.3	87.3 - 114.9	98.3 - 129.0
brand or product manager assistant	62.0 - 84.1	72.6 - 99.5	84.5 - 113.7
communications manager	66.1 - 86.6	73.7 - 98.4	83.1 - 110.6
communications specialist	52.9 - 72.6	63.1 - 87.7	74.6 - 100.4



marketing coordinator	52.1 - 69.6	59.8 - 81.2	69.0 - 92.7
marketing director	95.4 - 128.1	110.4 - 150.3	127.8 - 171.4
marketing project manager	40.7 - 54.6	47.0 - 64.1	54.4 - 73.1
marketing specialist	45.8 - 61.2	52.6 - 71.2	60.4 - 80.8

## office & administrative support

	entry	mid	senior
<b>logistics &amp; transportation support</b>			
import/export clerk	36.2 - 46.8	41.7 - 53.8	47.0 - 59.0
import/export coordinator	52.8 - 68.1	58.7 - 77.2	66.1 - 87.2
shipping administrator	42.1 - 53.8	48.5 - 62.2	55.1 - 69.8
supply chain coordinator	39.9 - 51.9	44.8 - 59.4	50.9 - 67.7
<b>office &amp; administrative support</b>			
administrative assistant	38.3 - 49.7	43.0 - 56.8	48.6 - 64.3
administrative assistant (bilingual)	39.6 - 49.5	44.0 - 56.2	48.4 - 67.0
administrative manager	55.7 - 71.7	60.7 - 79.7	69.3 - 94.1
benefits clerk	37.5 - 48.4	43.1 - 56.1	49.3 - 63.8
buyer assistant	37.7 - 49.2	44.0 - 56.9	49.8 - 62.7
data entry clerk	32.3 - 40.9	36.8 - 46.6	41.3 - 47.8
dispatcher	39.0 - 47.5	42.1 - 54.2	47.4 - 60.7
document controller	32.0 - 39.9	35.8 - 45.2	39.9 - 46.2
document services specialist	30.8 - 39.7	35.9 - 45.5	40.1 - 46.5
documentation specialist	33.8 - 44.7	40.7 - 52.0	45.9 - 53.1
executive assistant	51.0 - 69.9	59.7 - 82.7	69.3 - 94.1
executive assistant (bilingual)	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
executive legal assistant	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
file clerk	33.2 - 43.6	39.5 - 50.2	44.2 - 51.2
human resources assistant	39.9 - 51.1	45.4 - 57.7	50.2 - 62.2
insurance claims clerk	35.5 - 41.0	37.8 - 44.7	43.0 - 49.0
invoicing clerk	37.0 - 46.6	41.5 - 53.1	46.3 - 57.6
legal assistant	45.5 - 62.9	54.9 - 76.4	64.9 - 86.5
logistics coordinator	46.2 - 59.9	52.6 - 69.1	60.0 - 78.8
mailroom clerk	31.5 - 38.7	35.1 - 43.1	38.3 - 43.8
office clerk	35.1 - 43.5	38.7 - 48.5	42.8 - 53.7
office manager	53.0 - 68.1	57.7 - 76.2	64.2 - 85.4
office/operations manager	55.0 - 69.5	61.5 - 75.0	65.0 - 78.0
order clerk	33.5 - 40.9	36.8 - 46.8	41.3 - 51.6
order entry clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0



order supervisor	49.4 - 65.0	57.3 - 76.1	65.9 - 85.6
project coordinator	42.5 - 54.3	47.0 - 62.4	53.4 - 70.4
receptionist	32.0 - 40.1	35.4 - 45.4	39.9 - 51.9
receptionist (bilingual)	37.5 - 41.1	39.8 - 46.7	42.2 - 49.0
sales administrator	43.2 - 57.4	49.4 - 67.3	57.2 - 76.7
sales assistant	38.6 - 48.3	42.6 - 54.9	48.4 - 63.7
service coordinator	37.5 - 47.6	41.1 - 54.5	46.7 - 62.3
supply clerk	32.6 - 41.4	36.6 - 46.7	40.8 - 51.6
virtual assistant	37.6 - 47.5	41.1 - 54.1	46.4 - 61.1
virtual receptionist	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	46.8 - 58.9	51.0 - 65.4	56.5 - 73.1
account manager - software	52.4 - 65.5	56.7 - 72.3	62.4 - 80.9
business development manager	96.6 - 128.2	108.0 - 146.6	122.9 - 168.7
district sales manager	75.7 - 98.5	86.6 - 114.8	100.0 - 132.1
key accounts manager - consumer goods	67.3 - 86.8	76.0 - 99.9	86.7 - 113.8
merchandiser - consumer goods	59.0 - 77.4	66.0 - 88.5	75.0 - 101.0
sales manager	60.0 - 80.8	68.3 - 93.4	78.2 - 106.0
sales representative, account manager - channel manager	75.6 - 101.1	85.4 - 116.2	97.2 - 131.7
sales representative, account manager - consumer goods	47.4 - 60.0	52.1 - 67.2	58.0 - 75.2
sales representative, account manager - professional services	45.6 - 57.0	49.3 - 62.9	54.3 - 70.4
sales representative, account manager - telecommunications	52.0 - 65.1	56.4 - 72.0	62.2 - 80.4
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	139.0 - 199.8	186.1 - 267.6	241.9 - 347.8
<b>industrial sales</b>			
sales engineer - distribution	67.7 - 89.2	74.6 - 100.1	83.3 - 111.9
sales engineer - manufacturing	57.7 - 77.9	65.8 - 90.1	75.3 - 101.6
sales representative, account manager - distribution	47.8 - 60.0	52.0 - 66.6	57.5 - 74.6
sales representative, account manager - industrial equipment	45.8 - 57.3	49.6 - 63.3	54.6 - 70.7
sales representative, account manager - industrial service	51.2 - 64.2	55.6 - 71.1	61.3 - 79.4
sales representative, account manager - machinery	50.9 - 63.6	55.1 - 70.3	60.7 - 78.9
sales representative, account manager - manufacturing	46.0 - 66.7	50.8 - 74.8	56.6 - 83.5
sales representative, account manager - retail network	50.9 - 63.6	55.0 - 70.4	60.8 - 79.5
technical sales representative - manufacturing	49.5 - 65.7	56.3 - 76.4	64.9 - 88.4



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	67.2 - 87.3	75.3 - 99.9	85.3 - 112.6
application support analyst	59.1 - 78.3	68.0 - 90.8	77.6 - 102.5
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	65.5 - 85.2	73.5 - 97.4	83.2 - 109.8
database SQL developer	59.8 - 79.9	68.5 - 93.3	79.1 - 106.4
devops development side	64.1 - 86.6	74.5 - 102.5	87.0 - 117.4
ERP developer	67.5 - 87.7	75.6 - 100.2	85.7 - 113.9
front-end developer	63.7 - 84.1	73.0 - 98.1	84.1 - 111.9
full stack developer	73.1 - 96.7	83.9 - 112.8	96.7 - 128.1
java developer	65.5 - 85.2	73.5 - 97.4	83.3 - 109.9
machine learning developer	72.9 - 109.3	98.5 - 137.3	117.9 - 141.6
manual tester	45.3 - 60.8	53.2 - 72.3	62.2 - 82.5
mobile application developer (iOS/android)	60.5 - 93.3	84.9 - 119.3	102.3 - 123.0
quality assurance manager	80.9 - 105.9	90.1 - 120.2	101.6 - 135.3
RPA developer	49.7 - 65.7	57.2 - 76.6	65.6 - 86.2
technical lead	105.0 - 141.7	120.2 - 164.5	137.9 - 186.5
UI/UX designer	60.3 - 78.7	68.1 - 90.4	77.3 - 101.5
<b>architecture</b>			
application architect	95.0 - 126.7	106.9 - 145.5	122.0 - 166.8
architect (enterprise)	91.7 - 124.4	105.5 - 145.2	121.9 - 167.1
architect (solutions/technical)	82.1 - 103.2	92.4 - 118.1	104.8 - 132.8
cloud architect	84.0 - 106.1	95.2 - 122.1	108.4 - 136.9
<b>data &amp; analytics</b>			
BI data architect	85.8 - 115.5	96.1 - 131.7	108.9 - 148.7
big data engineer	79.8 - 105.1	89.5 - 120.1	101.5 - 136.1
business intelligence developer	64.0 - 83.3	71.9 - 95.3	81.4 - 106.8
data analyst	65.9 - 88.5	76.1 - 104.0	88.2 - 118.6
data architect	69.1 - 91.7	79.8 - 107.8	92.5 - 123.2
data engineer	68.6 - 92.2	79.2 - 108.3	91.8 - 123.4
data scientist	74.7 - 100.9	86.8 - 119.1	101.1 - 135.7
database administrator	66.4 - 90.9	78.7 - 109.2	92.8 - 125.4
<b>leadership/business technology</b>			
business analyst	67.8 - 88.3	76.2 - 101.1	86.5 - 114.5
IT director	103.5 - 138.5	131.3 - 175.6	164.5 - 220.0



manager IT	90.3 - 120.0	102.9 - 139.4	118.4 - 159.9
<b>networking/infrastructure</b>			
bilingual tech support	45.0 - 60.0	50.0 - 65.0	55.0 - 75.0
cloud engineer	72.4 - 97.0	84.6 - 114.8	98.5 - 130.2
devops system side	77.7 - 109.0	91.9 - 129.4	107.1 - 146.4
help desk representative	44.4 - 59.5	51.1 - 68.7	58.1 - 77.0
information security engineer	69.9 - 94.0	80.7 - 110.4	93.6 - 125.8
information security manager	91.2 - 120.3	102.7 - 138.0	117.0 - 157.1
information security specialist	58.9 - 77.7	67.5 - 90.7	77.8 - 103.0
information systems analyst	62.8 - 81.0	69.7 - 91.7	78.3 - 103.4
linux/unix administrator	75.0 - 98.3	85.0 - 113.5	97.2 - 129.1
network administrator	59.7 - 80.2	68.9 - 94.2	79.9 - 107.8
network engineer	66.7 - 89.5	76.8 - 105.1	89.2 - 120.8
systems administrator	67.5 - 88.4	76.4 - 101.9	87.2 - 115.7
tech support	62.7 - 82.3	71.3 - 95.2	81.4 - 108.1
telecommunications analyst	62.1 - 83.1	71.3 - 97.6	82.9 - 112.9
<b>project management</b>			
business systems analyst	66.1 - 87.9	76.5 - 103.6	88.9 - 118.8
ERP project manager	92.8 - 124.2	101.4 - 138.3	112.5 - 155.1
functional analyst	55.2 - 71.8	62.0 - 82.2	70.4 - 93.6
organizational change manager (OCM)	64.9 - 87.7	75.8 - 104.8	89.4 - 122.8
product owner	72.4 - 95.7	83.1 - 111.5	95.6 - 126.2
product owner/manager	78.1 - 108.1	91.0 - 127.6	105.9 - 146.2
program manager	90.0 - 105.0	105.0 - 125.0	125.0 - 155.0
project coordinator	60.5 - 76.4	68.6 - 88.4	78.6 - 100.7
project manager (infrastructure)	92.9 - 126.2	105.5 - 146.0	121.1 - 167.8
project manager (software)	89.5 - 119.0	100.2 - 135.7	113.6 - 154.0
scrum master	69.6 - 91.1	78.8 - 104.8	89.9 - 119.7
technical writer	57.5 - 74.9	67.0 - 88.5	77.9 - 100.6



# national capital

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	46.5 - 60.0	52.4 - 66.0	57.7 - 75.0
call center director - operations	58.6 - 76.4	65.8 - 87.4	74.5 - 98.3
customer loyalty agent	35.8 - 45.7	39.8 - 53.0	45.5 - 60.3
customer service manager	63.8 - 84.4	71.9 - 97.3	82.2 - 111.8
customer service representative	35.7 - 42.2	37.0 - 47.8	41.5 - 53.6
customer service representative - bilingual	37.7 - 44.2	39.0 - 49.8	43.5 - 55.6
customer service supervisor	53.1 - 68.4	58.4 - 78.1	66.1 - 88.6
customer service team lead	43.0 - 46.3	46.0 - 52.0	51.8 - 60.0
customer service trainer	41.1 - 52.6	45.8 - 61.3	52.7 - 69.8
e-chat representative	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
help desk representative - level 1	42.2 - 55.2	47.5 - 63.7	53.9 - 71.3
inside sales manager	62.5 - 84.4	71.2 - 97.9	81.7 - 111.4
inside sales representative	45.5 - 59.4	51.4 - 65.7	56.7 - 73.9
junior collection agent	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
order desk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
survey agent	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
telemarketing agent	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
telephone dispatcher	36.0 - 45.4	40.3 - 51.7	45.3 - 57.9
travel support agent	36.1 - 45.8	40.5 - 51.7	45.2 - 57.3

## engineering

	entry	mid	senior
<b>construction</b>			
architect	54.4 - 72.5	62.0 - 84.6	71.5 - 97.4
architectural drafter	44.1 - 57.0	51.2 - 67.4	59.8 - 79.6
buyer	51.8 - 68.2	59.1 - 79.2	67.8 - 90.8
civil engineer	58.2 - 78.0	67.2 - 91.1	77.5 - 105.0
civil engineering drafter	46.3 - 58.6	52.8 - 67.8	60.3 - 77.1
civil engineering technologist	42.8 - 55.8	48.4 - 64.1	55.1 - 73.0
civil project engineer	66.7 - 91.4	78.0 - 111.0	91.0 - 128.0
civil project manager	70.9 - 94.8	80.0 - 109.1	91.1 - 123.7



construction coordinator	45.8 - 61.1	51.3 - 69.9	58.4 - 79.6
construction director	96.3 - 128.0	123.7 - 164.3	153.9 - 204.5
construction manager	68.2 - 89.7	74.9 - 100.7	83.6 - 113.6
construction project coordinator	78.6 - 101.1	85.4 - 112.0	94.2 - 124.8
construction project manager	60.1 - 82.7	71.0 - 101.0	83.0 - 117.0
contracts administrator	54.8 - 72.9	62.4 - 84.7	71.5 - 96.5
contracts manager	84.7 - 107.8	95.1 - 123.4	108.2 - 141.0
demand planner	44.8 - 61.9	53.9 - 75.0	63.8 - 86.1
director of operations	116.4 - 156.8	153.7 - 207.1	196.2 - 264.3
drafter	48.2 - 67.1	59.4 - 77.0	68.2 - 86.9
electrical designer/engineer	67.3 - 91.0	78.5 - 108.2	92.2 - 125.6
electrical engineer	73.6 - 99.4	85.8 - 118.5	100.8 - 137.6
electrical engineering technician	54.0 - 69.2	61.6 - 80.2	70.4 - 91.5
electrical inspector	45.4 - 61.0	52.6 - 71.5	60.6 - 82.3
engineering manager	90.7 - 123.0	103.9 - 143.5	120.1 - 164.5
environmental engineer	67.0 - 89.0	76.4 - 103.8	88.1 - 119.0
environmental inspector	51.1 - 65.4	56.3 - 73.3	62.6 - 82.2
estimation engineer	63.6 - 98.4	87.6 - 121.2	102.0 - 139.2
estimator	57.6 - 75.6	72.0 - 99.6	86.4 - 116.4
facilities engineer	72.0 - 87.6	67.4 - 115.2	97.2 - 133.2
field manager	62.8 - 83.2	71.3 - 96.8	82.1 - 112.3
field supervisor	61.4 - 80.6	68.8 - 92.1	77.8 - 103.8
foreman	46.1 - 59.6	51.6 - 68.0	58.3 - 77.2
health and safety manager	67.6 - 87.5	77.9 - 102.4	89.8 - 116.5
health and safety specialist	72.2 - 95.0	82.6 - 110.9	95.2 - 126.5
HVAC drafter	51.6 - 75.6	63.3 - 86.4	74.4 - 97.2
HVAC engineer	63.6 - 84.0	67.2 - 92.4	87.6 - 117.6
materials manager	85.6 - 112.3	93.8 - 127.1	105.6 - 143.5
mechanical designer	57.4 - 75.8	66.1 - 88.4	75.8 - 99.8
mechanical drafter	51.6 - 69.6	60.4 - 80.5	69.4 - 96.0
mechanical engineer	66.3 - 87.5	80.0 - 109.0	103.2 - 129.6
mechanical engineering technician	56.6 - 74.3	64.4 - 85.9	73.6 - 97.1
operations manager	87.4 - 118.6	98.9 - 136.4	112.3 - 153.7
planner/scheduler	44.4 - 56.8	50.5 - 65.3	57.2 - 73.6
project director	142.2 - 172.0	169.2 - 213.6	204.0 - 255.8
project engineer	81.6 - 105.6	99.6 - 129.6	118.8 - 159.6
project manager	82.7 - 114.8	96.4 - 136.2	112.6 - 156.0
purchasing manager	91.8 - 122.4	104.3 - 141.0	118.8 - 158.9
QA/QC inspector	59.5 - 79.1	68.9 - 92.6	79.4 - 106.4



quality control engineer	71.2 - 94.1	80.4 - 108.2	75.0 - 110.0
quality inspector	35.7 - 45.5	39.8 - 51.9	45.0 - 58.6
safety inspector	57.2 - 74.7	64.8 - 85.9	73.5 - 96.9
site supervisor	64.7 - 84.6	70.9 - 94.7	78.9 - 106.2
specification writer	47.8 - 61.4	54.0 - 70.5	61.2 - 79.5
structural designer	45.4 - 58.9	51.3 - 67.5	58.0 - 76.2
structural engineer	58.4 - 77.0	66.2 - 89.2	75.8 - 101.7
superintendent	70.0 - 90.0	90.0 - 120.0	100.0 - 250.0
supply chain manager	73.4 - 98.2	84.2 - 114.0	96.4 - 128.0
<b>energy &amp; oil</b>			
applications engineer	64.3 - 86.3	75.5 - 102.9	88.4 - 117.5
architect	54.6 - 72.7	62.0 - 84.5	71.4 - 97.1
architectural drafter	44.4 - 57.8	51.7 - 68.7	60.8 - 81.4
assistant chief inspector	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
automation engineer	58.5 - 77.6	66.4 - 89.8	76.1 - 102.6
automation specialist	45.8 - 60.2	53.1 - 70.4	61.0 - 80.1
BIM/VDC lead	94.7 - 123.1	103.6 - 137.4	115.1 - 154.2
buyer	52.0 - 68.5	59.3 - 79.6	68.2 - 91.6
category manager	55.7 - 73.3	62.4 - 83.9	70.8 - 95.7
chemical engineer	74.1 - 98.8	83.2 - 113.0	94.2 - 127.7
chemical technician	50.2 - 65.6	55.9 - 74.7	63.2 - 85.7
chief inspector	47.8 - 63.3	53.9 - 72.4	60.9 - 81.3
civil engineer	59.1 - 79.5	68.4 - 93.4	79.2 - 106.2
civil engineering drafter	46.1 - 58.4	52.6 - 67.7	60.2 - 77.0
civil engineering technologist	42.5 - 56.0	48.7 - 65.1	55.9 - 74.3
civil project engineer	67.9 - 93.7	78.4 - 110.3	91.2 - 127.1
civil project manager	71.1 - 95.3	80.4 - 109.7	91.6 - 124.2
coating inspector	33.4 - 43.6	37.9 - 50.2	43.0 - 57.1
commissioning and start up engineer	56.8 - 76.2	65.5 - 89.7	76.0 - 102.2
commissioning coordinator	63.1 - 86.4	73.6 - 98.9	86.3 - 108.1
construction analyst	49.7 - 65.1	55.5 - 73.9	62.3 - 82.9
construction coordinator	46.1 - 61.5	51.8 - 70.4	58.7 - 80.0
construction director	93.6 - 124.5	123.9 - 164.7	156.9 - 208.6
construction manager	68.7 - 90.3	75.4 - 101.4	84.2 - 114.2
construction project manager	61.0 - 84.6	71.0 - 100.3	82.9 - 115.3
continuous improvement engineer	69.2 - 91.2	77.3 - 103.7	87.2 - 116.4
contracts administrator	54.7 - 72.8	62.2 - 84.5	71.4 - 96.4
contracts manager	85.9 - 109.4	96.4 - 125.1	109.6 - 142.7
contracts specialist	55.3 - 72.7	63.0 - 84.4	72.1 - 95.8



control technician	44.8 - 58.9	51.1 - 68.3	58.5 - 77.7
controls designer/engineer	46.5 - 62.3	53.5 - 72.8	61.7 - 83.3
craft inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
demand planner	44.6 - 61.8	53.8 - 74.9	63.7 - 86.1
director of operations	116.0 - 156.4	153.8 - 207.3	196.0 - 264.2
drafter	48.6 - 61.0	54.7 - 69.9	62.1 - 79.4
electrical designer/engineer	64.6 - 86.0	73.6 - 100.0	84.8 - 114.9
electrical engineer	66.8 - 90.4	77.9 - 107.7	91.6 - 125.1
electrical engineering technician	49.0 - 62.9	55.9 - 72.9	64.0 - 83.1
electrical inspector	38.7 - 51.9	44.7 - 61.0	51.8 - 70.6
electrical test engineer	64.4 - 86.3	74.1 - 101.4	86.0 - 116.8
engineering manager	76.9 - 104.2	88.0 - 121.7	101.7 - 139.4
environmental engineer	56.4 - 75.1	64.4 - 87.6	74.3 - 100.5
environmental inspector	43.0 - 55.2	47.4 - 61.9	52.8 - 69.4
estimation engineer	62.1 - 83.2	71.5 - 97.7	83.0 - 112.5
estimator	55.9 - 73.2	62.2 - 83.2	70.2 - 94.4
expediter	36.4 - 47.0	41.3 - 54.1	47.0 - 61.6
facilities engineer	59.5 - 79.8	68.6 - 93.8	79.6 - 107.5
facilities manager	54.2 - 71.3	61.8 - 83.0	70.9 - 95.0
field service engineer	47.5 - 63.0	54.0 - 73.3	62.2 - 85.0
general inspector	46.5 - 61.5	52.4 - 70.3	59.2 - 79.1
general manager	122.3 - 138.7	131.0 - 150.5	144.2 - 174.0
geologist	58.0 - 75.7	65.4 - 87.3	74.8 - 99.7
geophysicist	61.1 - 83.7	72.5 - 101.3	86.2 - 117.7
geotechnical engineer	59.1 - 77.2	66.8 - 89.0	76.3 - 101.5
geotechnical technician	66.2 - 86.6	74.8 - 100.0	85.6 - 114.2
GIS Analyst	36.7 - 47.8	40.8 - 54.2	45.8 - 60.7
HDD inspector	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
health and safety manager	60.2 - 78.8	67.0 - 89.6	75.5 - 101.3
health and safety specialist	56.0 - 72.7	64.7 - 85.0	74.5 - 96.8
HVAC drafter	48.2 - 62.0	54.2 - 70.8	61.2 - 79.8
HVAC engineer	49.3 - 65.8	56.5 - 76.7	65.0 - 87.1
hydraulic engineer	60.0 - 80.5	69.2 - 94.6	80.3 - 108.4
industrial engineer	63.8 - 83.5	70.9 - 94.6	79.8 - 106.1
instrumentation and controls engineer	61.9 - 81.9	70.0 - 94.4	79.8 - 107.0
inventory analyst	46.7 - 61.2	53.0 - 70.6	60.5 - 80.6
inventory control manager	58.6 - 77.1	65.7 - 88.2	74.5 - 100.2
logistics manager	56.3 - 75.5	64.6 - 88.3	74.7 - 101.3
logistics specialist	52.2 - 69.8	59.9 - 81.6	69.0 - 93.0



maintenance engineer	48.4 - 62.7	54.1 - 71.1	60.7 - 79.3
maintenance operator	37.6 - 46.6	41.7 - 52.4	46.4 - 58.2
materials manager	74.8 - 99.3	83.0 - 112.4	93.4 - 126.8
mechanical completions	95.4 - 125.3	107.9 - 144.0	123.0 - 163.4
mechanical designer	47.7 - 63.3	55.0 - 73.7	63.2 - 83.3
mechanical drafter	45.3 - 59.0	51.1 - 68.3	58.7 - 80.0
mechanical engineer	67.5 - 89.6	76.7 - 103.9	87.9 - 118.6
mechanical engineering technician	47.2 - 62.0	53.8 - 71.8	61.5 - 81.0
mining engineer	64.0 - 85.1	71.5 - 97.0	80.9 - 109.4
operations manager	71.8 - 98.3	82.2 - 114.4	94.4 - 129.7
osd designer - telecom	63.5 - 82.4	71.4 - 95.2	82.1 - 110.9
pipeline engineer	66.7 - 87.1	75.3 - 100.5	86.1 - 115.5
piping designer	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
piping engineer	58.3 - 76.5	65.2 - 87.5	73.9 - 99.4
planner/scheduler	36.9 - 47.1	41.9 - 54.2	47.6 - 61.1
plant engineer	67.8 - 90.6	78.9 - 107.4	92.2 - 123.5
plant manager	85.0 - 119.7	102.6 - 146.0	122.9 - 170.7
plant operator	44.8 - 60.3	51.9 - 70.6	59.8 - 79.8
PLC programmer	68.0 - 90.0	78.5 - 104.5	89.9 - 117.5
process controls engineer	56.1 - 75.0	64.3 - 87.5	74.2 - 99.6
process engineer	56.1 - 75.0	64.3 - 87.5	74.2 - 99.6
procurement director	91.0 - 121.1	121.0 - 160.9	147.4 - 196.1
procurement manager	81.8 - 109.0	92.9 - 125.5	105.8 - 141.3
procurement specialist	46.5 - 60.7	51.7 - 69.0	58.3 - 78.5
production analyst	42.6 - 57.0	48.9 - 66.8	56.8 - 77.4
production engineer	59.1 - 79.0	67.8 - 92.2	78.2 - 105.0
program manager	66.0 - 86.0	75.4 - 100.0	86.6 - 114.4
project controller	50.0 - 66.6	56.1 - 76.2	63.6 - 86.8
project controls manager	78.8 - 109.0	91.3 - 128.2	105.9 - 146.5
project controls specialist	55.1 - 71.9	62.0 - 82.3	70.2 - 93.0
project coordinator	80.4 - 103.8	87.4 - 115.1	96.7 - 128.6
project director	104.1 - 127.0	130.9 - 159.6	158.5 - 193.3
project engineer	81.8 - 105.6	88.9 - 117.1	98.3 - 131.0
project manager	69.4 - 96.6	81.0 - 114.4	94.6 - 131.2
purchasing manager	81.8 - 109.0	92.9 - 125.5	105.8 - 141.3
QA/QC inspector	49.5 - 65.9	57.4 - 77.2	66.1 - 88.6
quality assurance manager	72.5 - 95.1	80.5 - 107.5	90.4 - 120.7
quality assurance/control technician	55.2 - 73.5	64.1 - 86.7	74.5 - 98.8
quality control engineer	59.5 - 78.7	67.2 - 90.6	76.6 - 102.7



quality inspector	35.9 - 45.8	40.1 - 52.3	45.3 - 59.1
reliability engineer	59.5 - 77.2	67.7 - 89.5	77.7 - 101.8
reliability manager	61.6 - 80.3	70.5 - 93.9	81.5 - 107.2
safety inspector	58.0 - 76.3	65.9 - 88.0	75.0 - 99.5
SCADA engineer	57.4 - 76.6	65.7 - 89.3	75.7 - 101.8
site supervisor	65.8 - 86.6	72.3 - 97.1	80.7 - 109.1
sourcing engineer	50.7 - 67.8	58.1 - 79.3	67.1 - 91.0
sourcing specialist	47.4 - 61.9	52.7 - 70.3	59.4 - 79.9
specification writer	48.2 - 62.4	54.7 - 71.9	62.2 - 81.3
start up lead	91.6 - 119.2	100.2 - 133.0	111.4 - 148.8
stationary engineer	48.4 - 62.7	54.1 - 71.1	60.7 - 79.3
structural designer	45.7 - 59.8	51.8 - 68.8	58.9 - 77.9
structural engineer	59.2 - 78.7	67.4 - 91.4	77.4 - 104.4
structural engineering technologist	59.2 - 78.8	67.4 - 91.7	77.6 - 104.8
superintendent	36.8 - 47.1	41.3 - 53.8	46.7 - 60.9
supply chain manager	75.0 - 100.9	86.2 - 117.3	98.9 - 131.8
tanks inspector	53.6 - 71.4	61.8 - 83.3	71.0 - 95.2
telecommunications technician	49.3 - 64.5	55.8 - 74.3	63.7 - 84.9
transmission line engineer	69.5 - 88.2	75.3 - 97.5	82.9 - 108.4
transportation manager	71.1 - 94.9	80.8 - 109.5	92.3 - 124.7
turnaround coordinator	69.2 - 86.6	77.8 - 98.8	88.0 - 111.6
welding inspector	47.4 - 62.3	53.9 - 71.9	61.3 - 81.4

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	123.2 - 222.9	178.6 - 323.1	257.7 - 465.6
controller	82.8 - 150.0	114.0 - 206.2	151.7 - 274.6
director - financial planning & analysis	111.2 - 147.5	143.3 - 190.4	176.3 - 234.1
finance director	107.9 - 143.1	140.8 - 187.0	173.1 - 230.0
payroll director	68.6 - 93.4	87.3 - 119.0	111.1 - 151.0
vice-president internal audit	108.5 - 145.7	137.6 - 185.1	168.7 - 226.9
finance & accounting	1 year	3 years	5 years
accountant	57.9 - 69.4	61.2 - 73.4	64.5 - 77.3
accounting clerk	36.1 - 41.6	38.5 - 44.5	40.8 - 47.2
accounting manager	77.1 - 94.1	83.1 - 101.4	89.0 - 108.5
accounting supervisor	57.6 - 69.9	62.0 - 75.2	66.2 - 80.4



accounting technician	47.9 - 56.7	51.6 - 61.2	55.2 - 65.4	62.9 - 74.5
accounts payable clerk	36.0 - 40.5	39.9 - 45.0	43.3 - 48.9	50.0 - 56.5
accounts payable manager	68.5 - 83.5	74.9 - 91.4	81.2 - 99.1	95.7 - 116.7
accounts receivable clerk	36.5 - 41.1	40.4 - 45.6	43.9 - 49.6	51.2 - 57.8
accounts receivable manager	70.6 - 84.0	76.7 - 91.3	82.8 - 98.5	97.8 - 116.3
analyst - financial planning & analysis	79.3 - 96.8	85.8 - 104.8	92.2 - 112.5	106.4 - 129.6
assistant controller	85.2 - 109.3	92.6 - 118.6	99.8 - 127.8	116.4 - 148.8
billing specialist	34.8 - 40.5	38.0 - 44.4	41.0 - 48.0	46.5 - 54.5
bookkeeper	35.1 - 41.4	37.9 - 44.9	40.6 - 48.2	46.6 - 55.2
business analyst	62.7 - 75.1	67.8 - 81.3	72.7 - 87.3	83.8 - 100.7
compliance officer	78.9 - 96.2	88.2 - 107.6	97.2 - 118.4	115.4 - 140.6
compliance specialist	51.7 - 61.9	56.9 - 68.3	61.8 - 74.3	72.0 - 86.6
cost accountant	54.6 - 65.5	59.0 - 70.8	63.3 - 75.9	72.9 - 87.5
credit & collection specialist	34.4 - 39.6	37.8 - 43.7	41.0 - 47.4	46.9 - 54.2
credit and collections accountant	32.7 - 38.5	35.5 - 41.9	38.2 - 45.2	43.8 - 51.9
credit and collections manager	74.8 - 90.1	80.3 - 96.8	85.9 - 103.5	99.5 - 119.8
credit and collections supervisor	49.0 - 59.4	52.8 - 64.1	56.6 - 68.7	65.3 - 79.3
external auditor	56.8 - 68.1	61.1 - 73.3	65.3 - 78.3	74.7 - 89.7
financial analyst	66.3 - 79.5	71.0 - 85.2	75.5 - 90.7	86.0 - 103.3
financial reporting manager	92.9 - 113.3	99.9 - 121.8	106.8 - 130.1	123.1 - 149.9
internal audit manager	86.5 - 106.8	93.1 - 115.0	99.6 - 122.9	114.4 - 141.0
internal auditor	55.0 - 65.9	60.7 - 72.8	66.1 - 79.3	77.4 - 93.0
invoicing clerk	34.3 - 40.0	37.6 - 43.9	40.5 - 47.4	45.1 - 52.8
payroll clerk	38.4 - 45.0	42.4 - 49.6	45.9 - 53.8	52.5 - 61.5
payroll manager	65.7 - 80.1	71.1 - 86.8	76.4 - 93.2	88.0 - 107.3
payroll specialist	39.3 - 47.1	43.0 - 51.5	46.5 - 55.8	54.1 - 65.0
payroll supervisor	49.9 - 59.8	54.3 - 65.1	58.5 - 70.2	67.6 - 81.3
tax analyst	44.1 - 52.9	48.7 - 58.4	53.1 - 63.7	62.1 - 74.5
tax manager	81.8 - 101.1	87.9 - 108.6	94.0 - 116.1	108.4 - 133.7
treasury analyst	58.5 - 70.1	62.7 - 75.1	66.7 - 80.1	76.0 - 91.2

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	77.5 - 107.7	97.6 - 136.1	121.7 - 170.0
vice president human resources / CHRO	101.2 - 174.1	132.3 - 227.7	165.8 - 285.4
human resources	entry	mid	senior
benefits administrator	50.7 - 64.8	56.7 - 74.1	64.2 - 84.0
compensation and benefits manager	84.5 - 110.9	94.0 - 125.8	106.3 - 143.1
compensation specialist	45.9 - 60.7	52.9 - 71.2	61.2 - 81.4
health and safety advisor	55.7 - 72.1	64.2 - 84.2	73.9 - 95.8
health and safety director	76.9 - 92.7	100.7 - 121.2	120.4 - 144.8
health and safety manager	68.0 - 88.6	76.3 - 101.4	86.6 - 114.9
HRIS analyst	54.8 - 72.3	62.9 - 84.4	72.5 - 96.3
HRIS director	76.9 - 111.6	100.8 - 145.7	126.0 - 182.3
human resources assistant	38.2 - 48.8	43.3 - 55.0	47.9 - 59.2
human resources business partner	61.6 - 75.8	73.5 - 90.3	87.5 - 108.2
human resources coordinator	37.3 - 47.6	42.3 - 53.7	46.8 - 57.9
human resources director	84.7 - 118.3	109.4 - 152.4	136.5 - 190.4
human resources generalist	56.4 - 70.9	60.5 - 77.9	66.4 - 87.9
human resources manager	75.9 - 101.6	86.8 - 118.1	99.9 - 135.0
human resources supervisor	58.8 - 76.7	65.2 - 87.2	73.7 - 100.0
Human Resources Technician	45.4 - 59.2	50.5 - 67.2	57.0 - 76.8
L&D director	83.4 - 104.4	105.0 - 131.1	134.6 - 168.1
labour relations advisor	59.7 - 79.6	68.3 - 93.0	78.7 - 106.5
labour relations manager	83.1 - 113.8	98.3 - 136.1	115.7 - 158.1
learning and development specialist	49.0 - 64.0	55.6 - 74.0	63.6 - 84.0
learning experience designer	47.2 - 61.2	52.9 - 69.8	59.9 - 79.5
recruitment coordinator	37.2 - 48.5	42.7 - 56.0	48.6 - 63.1
talent acquisition director	79.5 - 111.1	102.7 - 143.1	126.2 - 176.0
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	95.9 - 125.9	125.4 - 164.4	154.9 - 203.3
total rewards specialist	50.3 - 65.5	56.7 - 75.2	64.5 - 86.5



## industrial support

	entry	mid	senior
assembler/fabricator	15.5 - 18.5	16.5 - 21.3	18.6 - 24.0
boom truck operator	19.3 - 25.9	22.3 - 30.3	25.7 - 34.7
delivery/courier driver	16.4 - 21.0	18.4 - 23.9	20.7 - 26.8
electronic parts assembler	16.7 - 18.8	17.7 - 20.9	18.7 - 23.0
forklift operator	14.3 - 18.4	16.5 - 21.3	18.7 - 23.6
general labourer - heavy	15.6 - 19.6	17.6 - 22.4	19.9 - 23.0
general labourer - light	14.0 - 18.2	16.6 - 21.3	18.9 - 21.9
industrial painter	15.5 - 20.0	17.6 - 22.9	19.9 - 25.7
inventory control clerk	15.6 - 19.6	17.7 - 22.5	19.9 - 25.2
landscaping labour	14.3 - 17.8	16.1 - 20.2	18.0 - 20.7
logistics coordinator	21.2 - 27.5	24.1 - 31.7	27.5 - 36.1
machine operator	17.5 - 19.0	18.0 - 20.9	18.9 - 25.0
machine operator assistant	15.1 - 18.8	17.2 - 21.6	19.4 - 24.0
manufacturing worker	15.5 - 17.7	16.1 - 20.1	18.1 - 22.8
material handler	16.0 - 18.1	17.0 - 20.9	18.4 - 21.5
moulding machine operator	16.6 - 20.1	17.5 - 23.2	19.9 - 26.1
parts clerk	16.0 - 17.4	14.4 - 19.5	16.2 - 21.8
parts manager	21.6 - 28.0	24.2 - 32.1	27.5 - 36.5
picker/packer	15.0 - 16.9	16.5 - 18.9	17.6 - 20.6
polisher/deburrer	15.9 - 19.9	18.0 - 23.0	20.4 - 26.0
print press operator	15.1 - 18.9	16.8 - 21.5	18.8 - 24.1
production labourer	16.0 - 17.1	16.7 - 20.3	18.1 - 20.9
sandblasting operator	14.9 - 18.8	16.6 - 21.5	18.7 - 24.5
shipper/receiver	16.4 - 20.1	17.9 - 22.3	19.7 - 24.7
shipping and receiving clerk	17.0 - 21.1	19.2 - 24.3	21.9 - 27.6
warehouse labourer	14.4 - 18.3	16.8 - 20.9	18.7 - 21.4

## manufacturing

	entry	mid	senior
engineering			
applications engineer	63.8 - 85.5	74.8 - 101.7	87.5 - 116.1
automation engineer	58.1 - 76.9	65.9 - 88.9	75.4 - 101.4
buyer	51.8 - 67.9	59.0 - 78.9	67.7 - 90.6
chemical engineer	73.5 - 97.8	82.4 - 111.7	93.2 - 126.1



continuous improvement engineer	68.7 - 90.3	76.6 - 102.6	86.3 - 115.0
contracts administrator	54.4 - 72.2	61.8 - 83.6	70.8 - 95.3
demand planner	44.5 - 61.4	53.5 - 74.3	63.3 - 85.2
drafter	49.6 - 57.7	60.0 - 69.4	61.7 - 88.7
electrical designer/engineer	64.1 - 85.1	73.0 - 98.9	84.0 - 113.5
electrical engineer	66.3 - 89.5	77.2 - 106.4	90.6 - 123.6
electrical engineering technician	48.8 - 62.4	55.6 - 72.3	63.6 - 82.3
electrical inspector	38.6 - 51.8	44.6 - 60.7	51.6 - 70.3
estimation engineer	61.7 - 82.4	70.9 - 96.7	82.2 - 111.2
estimator	55.6 - 72.6	61.8 - 82.4	69.6 - 93.4
field service engineer	47.3 - 62.6	53.8 - 72.7	61.8 - 84.2
general inspector	46.3 - 61.1	52.1 - 69.8	58.8 - 78.4
HVAC drafter	48.0 - 61.6	54.0 - 70.2	60.8 - 79.0
HVAC engineer	49.1 - 65.3	56.2 - 76.0	64.6 - 86.3
industrial engineer	63.4 - 82.7	70.4 - 93.6	79.1 - 104.9
inventory analyst	46.5 - 60.8	52.7 - 70.0	60.1 - 79.9
logistics specialist	52.0 - 69.3	59.5 - 80.8	68.5 - 92.0
manufacturing engineer	60.0 - 79.6	68.3 - 92.2	78.2 - 104.6
mechanical designer	51.3 - 62.8	54.8 - 73.1	62.7 - 82.5
mechanical drafter	48.2 - 58.7	50.9 - 67.7	58.4 - 79.3
mechanical engineer	60.7 - 88.7	76.0 - 102.7	87.0 - 117.2
mechanical engineering technician	47.1 - 61.6	53.5 - 71.2	61.1 - 80.3
planner/scheduler	36.8 - 47.0	41.8 - 54.0	47.4 - 60.9
process engineer	55.8 - 74.3	63.9 - 86.7	73.6 - 98.6
procurement specialist	46.3 - 60.3	51.4 - 68.4	57.9 - 77.8
production planner	44.8 - 59.2	51.6 - 68.9	59.0 - 76.9
project engineer	72.6 - 88.0	79.8 - 115.7	97.3 - 129.3
project manager	68.9 - 95.5	80.3 - 113.1	93.6 - 129.5
QA/QC inspector	34.9 - 44.4	38.9 - 50.7	44.0 - 57.4
quality assurance manager	71.9 - 94.1	79.7 - 106.3	98.0 - 145.0
quality assurance/control technician	54.9 - 72.9	63.7 - 85.9	73.8 - 97.8
quality control engineer	59.1 - 77.9	66.7 - 89.7	76.0 - 101.6
<b>industrial management</b>			
contracts manager	80.3 - 102.6	90.3 - 117.7	102.9 - 134.6
director of operations	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
engineering manager	71.7 - 97.6	82.2 - 114.2	95.3 - 131.2
head of workshop and assembly	136.8 - 194.7	196.2 - 278.5	249.6 - 354.1



inventory control manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
machining manager	78.0 - 88.0	84.0 - 92.4	90.0 - 110.0
maintenance manager	85.0 - 95.0	88.0 - 108.0	95.0 - 130.0
maintenance supervisor	65.9 - 75.0	72.0 - 82.0	78.0 - 92.0
manufacturing director	113.0 - 130.0	125.0 - 150.4	152.8 - 187.0
materials manager	75.3 - 87.2	80.0 - 102.0	88.0 - 114.0
operations manager	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
plant manager	79.5 - 112.5	96.2 - 137.8	115.6 - 161.7
procurement director	85.1 - 113.8	113.8 - 152.2	139.2 - 186.1
production manager	75.0 - 95.0	90.0 - 112.0	101.0 - 125.0
production supervisor	52.1 - 62.9	58.4 - 76.6	74.4 - 92.0
program manager	61.4 - 80.3	70.2 - 93.6	80.8 - 107.3
project director	97.5 - 119.3	123.1 - 150.7	149.7 - 183.1
purchasing manager	76.5 - 102.3	86.9 - 118.1	99.3 - 133.2
site supervisor	70.2 - 91.0	80.0 - 101.0	90.0 - 114.0
supply chain manager	70.1 - 94.5	80.6 - 110.2	92.7 - 124.1
transportation manager	75.0 - 93.0	85.0 - 102.0	96.0 - 118.0
warehouse manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
warehouse supervisor	55.0 - 66.0	64.0 - 73.0	72.0 - 85.0
<b>skilled trades</b>			
CNC machinist	33.8 - 43.8	38.0 - 50.0	42.8 - 56.5
CNC programmer	45.6 - 60.6	51.9 - 70.3	59.6 - 80.7
control technician	44.7 - 58.5	50.9 - 67.7	58.1 - 77.0
conventional machinist	36.0 - 47.4	41.2 - 55.0	47.3 - 63.1
electrician	48.5 - 63.8	54.5 - 72.9	61.6 - 82.3
electromechanical technician	47.7 - 64.4	56.4 - 75.4	64.5 - 77.5
electronics technician	48.9 - 63.3	54.7 - 72.2	61.8 - 81.5
field service technician	46.4 - 60.7	53.7 - 71.0	61.7 - 81.2
heavy equipment mechanic	47.0 - 62.4	54.4 - 72.9	62.5 - 83.2
machine builder	36.5 - 47.2	42.0 - 54.6	47.9 - 61.5
maintenance mechanic	42.9 - 54.5	49.2 - 63.2	56.3 - 72.4
mechanical assembler	35.0 - 44.0	38.6 - 50.6	43.8 - 57.1
millwright	47.0 - 61.0	52.8 - 69.5	59.5 - 77.4
panel wirer	35.0 - 44.0	38.6 - 50.6	43.8 - 57.1
quality control tester	49.3 - 65.4	57.0 - 76.5	65.7 - 87.7
tool and die maker	46.6 - 61.4	53.3 - 71.2	60.9 - 80.6
welder	39.2 - 51.1	44.2 - 58.4	50.0 - 66.1



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	60.7 - 80.5	68.6 - 92.7	78.3 - 105.9
digital media specialist	36.8 - 47.3	43.0 - 56.2	50.3 - 64.4
digital specialist	44.0 - 58.4	51.0 - 69.0	59.4 - 79.1
e-commerce manager	71.7 - 94.6	80.4 - 108.2	91.4 - 123.4
marketing content manager	52.8 - 67.4	60.9 - 79.2	70.5 - 90.0
social media manager	53.9 - 74.8	64.9 - 90.4	76.8 - 105.2
web manager	60.1 - 78.8	66.9 - 89.6	75.5 - 101.6
web marketing analyst	46.1 - 61.3	53.6 - 72.4	62.3 - 82.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	91.2 - 140.2	123.9 - 191.2	160.3 - 247.2
marketing vice-president	112.8 - 175.6	159.9 - 249.3	208.2 - 324.3
<b>marketing and communications</b>			
brand or product manager	74.2 - 96.3	82.8 - 109.5	93.4 - 123.1
brand or product manager assistant	58.8 - 79.8	68.8 - 94.7	80.2 - 108.4
communications manager	60.9 - 79.7	67.8 - 90.6	76.5 - 102.1
communications specialist	50.1 - 68.9	59.8 - 83.3	70.8 - 95.5
marketing coordinator	49.2 - 65.7	56.5 - 76.7	65.1 - 87.8
marketing director	90.6 - 122.3	105.1 - 143.7	121.9 - 164.3
marketing project manager	38.4 - 51.5	44.3 - 60.5	51.3 - 69.1
marketing specialist	43.3 - 57.7	49.6 - 67.2	57.0 - 76.3

## office &amp; administrative support

	entry	mid	senior
administrative assistant	37.6 - 47.5	41.1 - 54.1	46.4 - 61.1
administrative assistant (bilingual)	39.6 - 49.5	44.0 - 56.2	48.4 - 67.0
administrative manager	52.3 - 65.7	55.5 - 73.1	61.5 - 81.9
buyer assistant	37.6 - 46.4	41.4 - 53.7	46.9 - 59.1
data entry clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
dispatcher	36.7 - 45.4	40.3 - 51.7	45.3 - 57.9
document controller	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
document services specialist	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
documentation specialist	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
executive assistant	46.0 - 58.8	50.2 - 65.0	55.4 - 74.0



executive assistant (bilingual)	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
executive legal assistant	48.6 - 60.8	53.1 - 67.2	57.0 - 79.2
file clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
insurance claims clerk	35.5 - 41.0	37.8 - 44.7	43.0 - 49.0
invoicing clerk	36.4 - 43.9	39.1 - 50.0	43.6 - 54.3
legal assistant	42.8 - 54.0	47.8 - 63.2	57.6 - 81.4
logistics coordinator	44.2 - 57.1	50.2 - 65.9	57.2 - 75.1
mailroom clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
office clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
office manager	51.9 - 65.4	55.5 - 73.1	61.7 - 81.9
office/operations manager	52.0 - 62.9	55.3 - 67.1	59.6 - 72.0
order clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
order entry clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
order supervisor	47.9 - 62.4	55.2 - 73.0	63.3 - 82.0
project coordinator	41.0 - 51.9	45.0 - 59.5	51.0 - 67.0
receptionist	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
receptionist (bilingual)	37.5 - 41.1	39.8 - 46.7	42.2 - 49.0
sales administrator	41.5 - 54.2	46.7 - 63.5	54.0 - 72.4
sales assistant	38.2 - 45.6	40.2 - 51.8	45.6 - 60.1
service coordinator	36.2 - 45.5	39.4 - 52.0	44.7 - 59.4
supply clerk	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
virtual assistant	37.6 - 47.5	41.1 - 54.1	46.4 - 61.1
virtual receptionist	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	44.5 - 55.9	48.5 - 62.1	53.6 - 69.4
account manager - software	49.8 - 62.3	53.9 - 68.8	59.3 - 76.9
business development manager	89.0 - 118.5	99.6 - 135.8	113.6 - 156.7
district sales manager	71.6 - 93.6	82.1 - 109.4	95.0 - 126.1
key accounts manager - consumer goods	63.9 - 82.6	72.3 - 95.2	82.5 - 108.6
merchandiser - consumer goods	55.7 - 73.1	62.3 - 83.7	70.8 - 95.7
sales manager	56.7 - 76.4	64.6 - 88.7	74.0 - 100.9
sales representative, account manager - channel manager	71.5 - 96.1	80.9 - 110.7	92.4 - 125.7
sales representative, account manager - consumer goods	45.1 - 57.1	49.7 - 63.9	55.2 - 71.5
sales representative, account manager - professional services	43.3 - 54.2	46.8 - 59.8	51.6 - 66.9
sales representative, account manager - telecommunications	49.4 - 61.9	53.6 - 68.5	59.1 - 76.5



executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	132.7 - 192.0	178.7 - 258.6	233.3 - 337.4
<b>industrial sales</b>	entry	mid	senior
sales engineer - distribution	64.8 - 85.1	71.3 - 95.6	79.5 - 107.0
sales engineer - manufacturing	55.3 - 74.3	63.0 - 86.0	71.9 - 97.1
sales representative, account manager - distribution	45.3 - 57.0	49.4 - 63.2	54.6 - 70.9
sales representative, account manager - industrial equipment	43.5 - 54.4	47.1 - 60.1	51.9 - 67.1
sales representative, account manager - industrial service	48.7 - 61.0	52.8 - 67.5	58.3 - 75.5
sales representative, account manager - machinery	48.3 - 60.5	52.3 - 66.8	57.7 - 75.0
sales representative, account manager - manufacturing	43.7 - 63.4	48.3 - 71.1	53.8 - 79.4
sales representative, account manager - retail network	48.4 - 60.5	52.3 - 66.9	57.8 - 75.6
technical sales representative - manufacturing	47.3 - 62.6	53.8 - 72.7	61.8 - 84.2

## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	62.0 - 80.4	69.5 - 91.8	78.6 - 103.5
application support analyst	54.7 - 72.2	62.8 - 83.5	71.5 - 94.2
automation tester	64.7 - 83.5	72.3 - 95.1	81.6 - 107.0
C++/ embedded software engineer	60.5 - 78.5	67.8 - 89.6	76.7 - 100.9
database SQL developer	55.3 - 73.6	63.3 - 85.9	72.9 - 97.8
devops development side	59.3 - 79.7	68.8 - 94.2	80.1 - 107.9
ERP developer	62.4 - 80.7	69.7 - 92.1	79.0 - 104.7
front-end developer	58.8 - 77.5	67.4 - 90.3	77.5 - 102.8
full stack developer	67.5 - 89.0	77.3 - 103.7	88.9 - 117.9
java developer	60.5 - 78.5	67.8 - 89.6	76.7 - 101.0
machine learning developer	67.3 - 100.5	90.6 - 126.4	108.4 - 130.5
manual tester	43.4 - 58.2	50.9 - 69.3	59.6 - 79.3
mobile application developer (iOS/android)	55.9 - 85.9	78.2 - 109.7	94.0 - 113.1
quality assurance manager	74.2 - 97.6	82.8 - 111.0	93.6 - 125.2
RPA developer	55.0 - 65.0	65.0 - 80.0	80.0 - 105.0
technical lead	96.8 - 131.2	111.0 - 152.7	127.7 - 173.5
UI/UX designer	55.8 - 72.6	62.9 - 83.2	71.3 - 93.3
<b>architecture</b>			
application architect	87.3 - 117.1	98.6 - 134.8	112.8 - 154.9
architect (enterprise)	84.4 - 114.4	97.0 - 133.9	112.1 - 154.5
architect (solutions/technical)	75.7 - 94.9	85.0 - 108.6	96.3 - 122.2
cloud architect	85.0 - 97.6	100.0 - 120.0	125.0 - 175.0



data & analytics			
BI data architect	78.9 - 106.6	88.5 - 121.8	100.4 - 137.8
big data engineer	73.6 - 96.6	82.3 - 110.4	93.3 - 125.3
business intelligence developer	59.1 - 76.8	66.4 - 87.7	75.0 - 98.1
data analyst	60.9 - 81.5	70.2 - 95.6	81.2 - 109.0
data architect	63.8 - 84.7	73.6 - 99.5	85.4 - 113.9
data engineer	63.3 - 84.8	73.0 - 99.6	84.5 - 113.5
data scientist	68.9 - 92.8	80.0 - 109.5	92.9 - 124.9
database administrator	61.4 - 83.7	72.6 - 100.4	85.4 - 115.3
leadership/business technology			
business analyst	62.7 - 81.3	70.3 - 93.0	79.7 - 105.2
IT director	95.4 - 128.2	121.5 - 163.2	152.7 - 205.3
manager IT	83.0 - 110.9	94.8 - 129.0	109.4 - 148.4
networking/infrastructure			
bilingual tech support	45.0 - 60.0	50.0 - 65.0	55.0 - 80.0
cloud engineer	66.9 - 89.3	78.0 - 105.5	90.6 - 119.8
devops system side	71.7 - 100.2	84.5 - 119.1	98.4 - 135.0
help desk representative	41.1 - 55.0	47.3 - 63.5	53.7 - 71.0
information security engineer	64.5 - 86.5	74.4 - 101.5	86.2 - 115.7
information security manager	83.8 - 111.1	94.7 - 127.7	108.0 - 145.7
information security specialist	54.5 - 71.7	62.4 - 83.5	71.7 - 94.7
information systems analyst	58.1 - 74.7	64.3 - 84.4	72.2 - 95.0
linux/unix administrator	69.2 - 90.4	78.3 - 104.3	89.4 - 118.8
network administrator	55.2 - 73.9	63.7 - 86.7	73.6 - 99.1
network engineer	61.6 - 82.4	70.8 - 96.6	82.1 - 111.1
systems administrator	62.3 - 81.3	70.5 - 93.7	80.3 - 106.4
tech support	57.9 - 75.8	65.8 - 87.5	75.0 - 99.4
telecommunications analyst	57.4 - 76.6	65.8 - 89.8	76.4 - 103.8
project management			
business systems analyst	61.0 - 80.9	70.6 - 95.2	81.9 - 109.2
ERP project manager	85.4 - 114.8	93.4 - 128.0	103.8 - 143.8
functional analyst	51.1 - 66.3	57.3 - 75.8	65.0 - 86.3
organizational change manager (OCM)	59.4 - 80.6	69.5 - 96.5	82.2 - 113.5
product owner	68.9 - 91.3	79.2 - 106.5	91.2 - 120.7
product owner/manager	71.9 - 99.7	83.7 - 118.0	97.7 - 135.4
program manager	90.0 - 105.0	105.0 - 125.0	125.0 - 155.0
project coordinator	55.9 - 70.5	63.4 - 81.4	72.4 - 92.6
project manager (infrastructure)	85.4 - 116.7	97.2 - 135.3	111.9 - 155.8



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project manager (software)	82.2 - 109.9	92.3 - 125.6	104.8 - 142.7
scrum master	75.0 - 90.0	85.0 - 105.0	105.0 - 135.0
technical writer	54.5 - 71.0	63.5 - 84.0	73.9 - 95.8



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## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	42.5 - 50.2	50.0 - 68.5	63.6 - 82.2
call center director - operations	71.4 - 84.9	81.5 - 96.5	95.7 - 127.8
customer loyalty agent	38.6 - 50.6	44.1 - 58.5	50.4 - 66.4
customer service manager	67.8 - 81.5	74.5 - 93.9	90.4 - 103.7
customer service representative	34.2 - 42.8	41.7 - 51.9	45.1 - 58.2
customer service representative - bilingual	36.2 - 44.8	43.7 - 53.9	47.1 - 60.2
customer service supervisor	57.6 - 69.7	64.6 - 73.7	72.9 - 96.8
customer service team lead	39.9 - 45.7	44.1 - 51.9	50.6 - 58.3
customer service trainer	44.7 - 58.4	51.0 - 67.8	58.6 - 77.0
e-chat representative	39.9 - 44.6	42.3 - 48.9	48.6 - 52.5
help desk representative - level 1	39.5 - 48.8	48.5 - 62.4	60.7 - 79.9
inside sales manager	70.0 - 93.4	79.4 - 107.7	90.6 - 121.8
inside sales representative	41.2 - 45.1	45.0 - 55.0	50.0 - 75.0
junior collection agent	34.4 - 44.0	38.8 - 50.4	43.8 - 56.3
order desk	37.5 - 43.3	41.6 - 54.7	50.3 - 58.7
survey agent	31.2 - 35.3	35.1 - 42.1	41.8 - 49.5
telemarketing agent	31.4 - 42.8	38.0 - 48.8	43.1 - 56.3
telephone dispatcher	39.8 - 50.4	44.8 - 57.3	50.3 - 64.0
travel support agent	38.4 - 48.4	42.9 - 54.5	47.8 - 60.2

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	125.4 - 225.3	180.8 - 325.7	260.2 - 468.4
controller	84.8 - 152.1	116.1 - 208.5	153.9 - 277.1
director - financial planning & analysis	113.3 - 149.7	145.5 - 192.7	178.5 - 236.6
finance director	109.9 - 145.3	143.0 - 189.3	175.4 - 232.4
payroll director	70.4 - 95.4	89.3 - 121.1	113.1 - 153.2
vice-president internal audit	110.5 - 147.9	139.8 - 187.4	171.0 - 229.3
<b>finance &amp; accounting</b>	1 year	3 years	5 years
accountant	59.7 - 71.5	63.1 - 75.6	66.5 - 79.6
			74.3 - 89.0



accounting clerk	37.6 - 43.3	40.0 - 46.2	42.4 - 49.0	47.6 - 54.9
accounting manager	79.0 - 96.1	85.1 - 103.4	90.9 - 110.6	104.0 - 126.4
accounting supervisor	59.5 - 72.1	63.9 - 77.5	68.3 - 82.8	77.9 - 94.5
accounting technician	49.5 - 58.6	53.3 - 63.1	57.0 - 67.5	64.9 - 76.8
accounts payable clerk	37.5 - 42.2	41.5 - 46.8	45.0 - 50.8	51.9 - 58.5
accounts payable manager	70.3 - 85.5	76.8 - 93.4	83.2 - 101.2	97.7 - 118.8
accounts receivable clerk	38.0 - 42.8	42.0 - 47.4	45.7 - 51.5	53.1 - 59.9
accounts receivable manager	72.5 - 86.0	78.6 - 93.3	84.7 - 100.6	99.8 - 118.4
analyst - financial planning & analysis	81.2 - 98.8	87.8 - 106.8	94.2 - 114.6	108.5 - 131.8
assistant controller	87.2 - 111.3	94.6 - 120.7	101.9 - 129.9	118.5 - 151.0
billing specialist	36.2 - 42.2	39.5 - 46.2	42.6 - 49.8	48.3 - 56.4
bookkeeper	36.5 - 43.1	39.4 - 46.6	42.3 - 50.0	48.4 - 57.2
business analyst	65.5 - 78.5	70.8 - 84.9	76.0 - 91.1	87.4 - 104.9
compliance officer	81.5 - 98.9	90.9 - 110.4	99.9 - 121.3	118.3 - 143.6
compliance specialist	53.7 - 64.3	59.1 - 70.7	64.2 - 76.9	74.5 - 89.3
cost accountant	56.4 - 67.5	60.9 - 72.9	65.3 - 78.2	75.1 - 90.0
credit & collection specialist	35.8 - 41.2	39.4 - 45.4	42.6 - 49.2	48.7 - 56.2
credit and collections accountant	33.9 - 40.0	36.9 - 43.6	39.7 - 46.9	45.5 - 53.8
credit and collections manager	76.7 - 92.1	82.3 - 98.8	87.8 - 105.5	101.5 - 121.9
credit and collections supervisor	50.8 - 61.5	54.8 - 66.3	58.7 - 71.1	67.6 - 81.9
external auditor	58.7 - 70.2	63.0 - 75.5	67.3 - 80.6	77.0 - 92.2
financial analyst	68.3 - 81.9	73.1 - 87.6	77.8 - 93.2	88.4 - 106.0
financial reporting manager	94.9 - 115.3	101.9 - 123.9	108.9 - 132.3	125.2 - 152.1
internal audit manager	88.4 - 108.9	95.1 - 117.1	101.7 - 125.1	116.5 - 143.2
internal auditor	56.8 - 68.0	62.6 - 75.0	68.2 - 81.7	79.7 - 95.5
invoicing clerk	37.7 - 43.9	40.9 - 47.0	42.8 - 51.0	46.8 - 54.7
payroll clerk	40.0 - 46.7	44.0 - 51.5	47.7 - 55.7	54.4 - 63.6
payroll manager	67.5 - 82.0	73.0 - 88.7	78.3 - 95.2	89.9 - 109.4
payroll specialist	40.6 - 48.6	44.4 - 53.1	48.0 - 57.5	55.8 - 66.8
payroll supervisor	51.8 - 62.0	56.3 - 67.4	60.6 - 72.6	70.0 - 83.8
tax analyst	45.6 - 54.6	50.4 - 60.3	54.8 - 65.7	64.1 - 76.8
tax manager	83.8 - 103.1	89.9 - 110.7	96.0 - 118.2	110.5 - 135.9
treasury analyst	60.3 - 72.2	64.6 - 77.4	68.8 - 82.4	78.3 - 93.8

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6



medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	80.2 - 111.4	101.0 - 140.1	125.6 - 174.2
vice president human resources / CHRO	103.2 - 176.3	134.5 - 230.2	168.0 - 288.0
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	52.7 - 67.3	58.9 - 76.6	66.6 - 86.6
compensation and benefits manager	86.5 - 112.9	96.0 - 128.0	108.3 - 145.3
compensation specialist	47.7 - 63.0	55.0 - 73.7	63.5 - 84.1
health and safety advisor	57.2 - 73.6	65.7 - 85.7	75.4 - 97.2
health and safety director	78.8 - 94.7	102.7 - 123.3	122.6 - 147.0
health and safety manager	69.8 - 90.6	78.2 - 103.5	88.6 - 117.0
HRIS analyst	57.4 - 75.5	65.9 - 88.1	75.8 - 100.3
HRIS director	78.9 - 113.6	102.8 - 147.9	128.2 - 184.6
human resources assistant	39.4 - 50.2	44.6 - 56.6	49.3 - 60.9
human resources business partner	63.4 - 83.0	70.9 - 94.6	80.2 - 107.1
human resources coordinator	38.5 - 49.0	43.6 - 55.3	48.2 - 59.5
human resources director	86.6 - 120.4	111.5 - 154.6	138.7 - 192.7
human resources generalist	58.6 - 73.5	62.8 - 80.6	68.9 - 90.6
human resources manager	77.9 - 103.6	88.8 - 120.2	102.0 - 137.2
human resources supervisor	61.1 - 79.3	67.6 - 89.9	76.2 - 102.8
Human Resources Technician	46.8 - 60.9	52.0 - 69.0	58.6 - 78.7
L&D director	85.4 - 106.4	107.0 - 133.2	136.8 - 170.3
labour relations advisor	62.0 - 82.3	70.8 - 95.7	81.4 - 109.2
labour relations manager	85.1 - 115.9	100.3 - 138.3	117.8 - 160.3
learning and development specialist	50.5 - 65.9	57.3 - 76.2	65.5 - 86.3
learning experience designer	48.8 - 63.1	54.6 - 71.9	61.8 - 81.8
recruitment coordinator	38.4 - 49.9	44.0 - 57.6	50.1 - 64.9
talent acquisition director	81.4 - 113.1	104.7 - 145.3	128.4 - 178.2
talent acquisition specialist	51.4 - 64.9	60.4 - 81.1	68.2 - 92.0
total rewards director	97.9 - 128.0	127.5 - 166.6	157.1 - 205.7
total rewards specialist	52.3 - 67.9	58.9 - 77.8	66.9 - 89.2



## industrial support

	entry	mid	senior
assembler/fabricator	16.4 - 20.8	18.6 - 23.9	21.0 - 26.9
delivery/courier driver	18.2 - 23.3	20.5 - 26.5	23.0 - 29.7
electronic parts assembler	17.0 - 21.2	18.5 - 23.5	20.3 - 25.7
forklift operator	18.0 - 19.0	18.5 - 21.0	21.5 - 24.0
general labourer - heavy	17.5 - 19.0	19.6 - 24.7	22.0 - 25.4
general labourer - light	16.5 - 18.5	17.5 - 19.0	18.0 - 21.0
inventory control clerk	17.4 - 21.9	19.8 - 25.1	22.3 - 28.1
janitor/custodian	16.5 - 17.9	17.5 - 19.0	18.0 - 21.0
machine operator	17.8 - 23.4	20.4 - 27.0	23.2 - 30.5
machine operator assistant	17.0 - 21.2	19.0 - 24.3	21.0 - 26.9
manufacturing worker	16.5 - 18.0	17.0 - 19.0	20.0 - 22.0
material handler	17.0 - 20.3	18.5 - 23.4	20.6 - 24.0
order/cherry picker forklift operator	18.5 - 21.0	19.0 - 23.0	21.0 - 24.0
picker/packer	17.0 - 19.0	18.0 - 21.2	18.6 - 23.1
polisher/deburrer	17.0 - 19.0	18.5 - 20.0	19.0 - 21.0
print press operator	17.0 - 21.4	19.0 - 24.2	21.2 - 27.1
production labourer	16.5 - 19.2	18.0 - 22.7	20.3 - 23.4
reach truck operator	19.0 - 21.0	20.0 - 23.0	21.0 - 24.0
shipper/receiver	18.3 - 22.3	19.9 - 24.7	21.9 - 27.4

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
director of operations	118.5 - 158.4	155.7 - 208.8	197.6 - 265.0
engineering manager	80.8 - 105.4	89.5 - 122.6	103.0 - 140.2
head of workshop and assembly	145.2 - 204.4	206.0 - 290.0	260.6 - 366.9
inventory control manager	69.3 - 80.9	72.5 - 90.0	76.3 - 101.8
manufacturing director	101.1 - 122.8	131.4 - 159.6	162.1 - 197.2
operations manager	80.7 - 100.7	84.3 - 116.8	96.7 - 132.0
plant manager	86.1 - 120.4	103.5 - 146.3	123.5 - 170.6
procurement director	92.0 - 121.7	121.7 - 160.9	147.7 - 195.6
program manager	67.6 - 87.4	76.9 - 101.2	88.0 - 115.5
project director	105.3 - 127.9	131.8 - 160.0	158.9 - 193.2
purchasing manager	83.0 - 109.8	93.9 - 126.1	106.7 - 141.7
supply chain manager	76.2 - 101.8	87.3 - 118.0	99.9 - 132.4



## marketing

	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	62.4 - 82.1	70.3 - 94.4	80.0 - 107.5
digital media specialist	38.4 - 49.2	44.8 - 58.4	52.3 - 66.8
digital specialist	45.8 - 60.6	53.0 - 71.5	61.7 - 81.7
e-commerce manager	73.4 - 96.2	82.1 - 109.9	93.0 - 125.1
marketing content manager	54.8 - 69.9	63.2 - 81.9	73.0 - 92.9
social media manager	55.6 - 76.5	66.6 - 92.1	78.5 - 106.9
web manager	61.8 - 80.5	68.6 - 91.2	77.2 - 103.2
web marketing analyst	48.3 - 64.2	56.2 - 75.6	65.2 - 86.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	94.4 - 144.2	127.9 - 195.6	164.4 - 252.1
marketing vice-president	114.4 - 177.3	161.7 - 251.2	210.1 - 326.4
<b>marketing and communications</b>			
brand or product manager	75.9 - 98.0	84.5 - 111.1	95.0 - 124.7
brand or product manager assistant	60.3 - 81.5	70.4 - 96.4	81.9 - 110.2
communications manager	62.8 - 81.9	69.9 - 93.0	78.7 - 104.4
communications specialist	52.1 - 71.2	62.0 - 85.8	73.2 - 98.2
marketing coordinator	51.2 - 68.1	58.6 - 79.3	67.5 - 90.4
marketing director	92.3 - 123.9	106.7 - 145.5	123.6 - 166.1
marketing project manager	39.8 - 53.2	45.9 - 62.2	53.0 - 70.8
marketing specialist	45.1 - 59.9	51.6 - 69.7	59.2 - 78.9

## office &amp; administrative support

	entry	mid	senior
administrative analyst	44.5 - 57.8	49.4 - 65.4	55.5 - 73.9
administrative assistant	38.0 - 49.1	42.5 - 55.9	48.0 - 63.1
administrative assistant (bilingual)	37.4 - 41.6	40.5 - 51.0	48.9 - 66.6
administrative manager	52.5 - 67.5	57.2 - 75.0	63.2 - 83.8
benefits clerk	37.1 - 47.5	42.4 - 55.0	48.4 - 62.5
buyer assistant	37.1 - 48.1	43.1 - 55.6	48.7 - 61.2
contracts administrator	87.0 - 110.2	97.4 - 125.7	110.4 - 143.1
data entry clerk	32.6 - 41.0	36.9 - 46.6	41.4 - 47.8
dispatcher	36.9 - 46.8	41.5 - 53.2	46.7 - 59.5
document controller	31.3 - 39.3	35.5 - 44.4	39.4 - 45.4



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documentation specialist	33.6 - 44.0	40.1 - 51.1	45.2 - 52.1
executive assistant	50.3 - 68.6	58.7 - 81.0	68.1 - 92.1
executive assistant (bilingual)	55.5 - 68.0	61.5 - 75.0	67.0 - 83.5
file clerk	33.0 - 42.9	39.0 - 49.3	43.5 - 50.3
HR administrator	44.6 - 58.0	50.4 - 66.6	57.2 - 75.5
human resources assistant	39.4 - 50.2	44.6 - 56.6	49.3 - 60.9
invoicing clerk	35.7 - 45.7	40.7 - 51.9	45.3 - 56.3
lease administrator	36.8 - 48.4	41.6 - 55.8	47.6 - 64.4
leasing coordinator	37.4 - 41.6	40.5 - 51.0	48.9 - 60.0
legal assistant	44.7 - 62.0	54.2 - 75.1	63.9 - 84.9
logistics coordinator	45.5 - 58.7	51.7 - 67.6	58.8 - 76.9
mailroom clerk	31.4 - 38.8	35.3 - 43.1	38.5 - 43.8
office clerk	35.3 - 43.5	38.9 - 48.4	42.9 - 53.5
office manager	52.5 - 67.7	57.6 - 75.6	63.9 - 84.5
office/operations manager	54.2 - 65.7	57.8 - 70.0	61.3 - 74.1
order clerk	32.0 - 40.3	36.4 - 46.0	40.8 - 50.7
order entry clerk	33.8 - 37.0	36.9 - 42.4	39.8 - 45.6
order supervisor	49.4 - 64.6	57.2 - 75.4	65.6 - 84.6
project coordinator	41.0 - 53.4	46.3 - 61.1	52.5 - 68.8
property manager	58.2 - 77.2	66.4 - 89.9	76.5 - 103.2
receptionist	31.8 - 39.6	35.1 - 44.7	39.4 - 51.0
receptionist (bilingual)	40.0 - 43.0	42.0 - 47.0	46.0 - 53.0
sales administrator	42.2 - 56.3	48.6 - 65.9	56.1 - 75.0
sales assistant	38.0 - 47.3	41.8 - 53.7	47.4 - 62.2
service coordinator	36.3 - 46.9	40.6 - 53.5	46.0 - 61.0
supply clerk	32.5 - 41.0	36.4 - 46.2	40.4 - 50.9
virtual assistant	41.2 - 53.0	45.9 - 60.3	51.8 - 68.0
virtual receptionist	33.0 - 38.3	35.2 - 40.9	37.5 - 43.5

## sales

	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware	45.7 - 57.4	49.8 - 63.8	55.1 - 71.2
account manager - software	51.1 - 63.9	55.3 - 70.6	60.9 - 78.8
business development manager	91.3 - 121.0	102.0 - 138.3	116.0 - 159.2
district sales manager	73.3 - 95.3	83.8 - 111.0	96.6 - 127.8
key accounts manager - consumer goods	65.6 - 84.6	74.1 - 97.3	84.5 - 110.8
merchandiser - consumer goods	57.8 - 75.6	64.7 - 86.4	73.3 - 98.4



sales manager	58.3 - 78.1	66.3 - 90.3	75.7 - 102.5
sales representative, account manager - channel manager	73.2 - 97.8	82.6 - 112.4	94.0 - 127.4
sales representative, account manager - consumer goods	46.2 - 58.3	50.8 - 65.2	56.4 - 72.9
sales representative, account manager - professional services	44.4 - 55.4	48.0 - 61.0	52.8 - 68.2
sales representative, account manager - telecommunications	50.7 - 63.5	55.0 - 70.3	60.6 - 78.4
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	134.4 - 193.8	180.5 - 260.5	235.2 - 339.5
<b>industrial sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
sales engineer - distribution	66.9 - 87.6	73.6 - 98.2	81.9 - 109.6
sales engineer - manufacturing	57.2 - 76.7	65.1 - 88.5	74.2 - 99.7
sales representative, account manager - distribution	46.5 - 58.2	50.5 - 64.5	55.8 - 72.2
sales representative, account manager - industrial equipment	44.7 - 55.9	48.4 - 61.7	53.3 - 68.9
sales representative, account manager - industrial service	49.8 - 62.3	54.0 - 68.9	59.5 - 76.9
sales representative, account manager - machinery	49.7 - 62.1	53.7 - 68.6	59.2 - 76.9
sales representative, account manager - manufacturing	44.9 - 65.1	49.6 - 73.0	55.2 - 81.3
sales representative, account manager - retail network	49.7 - 62.1	53.7 - 68.6	59.3 - 77.5
technical sales representative - manufacturing	49.0 - 64.9	55.8 - 75.3	64.1 - 87.1



# saguenay-lac-saint-jean

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	48.2 - 58.7	50.7 - 65.0	56.0 - 73.2
call center director - operations	58.6 - 76.3	65.8 - 87.2	74.4 - 98.2
customer loyalty agent	36.7 - 45.2	39.3 - 52.5	45.0 - 59.9
customer service manager	63.4 - 84.0	71.5 - 96.9	81.8 - 111.3
customer service representative	35.7 - 42.2	37.0 - 47.8	41.5 - 53.6
customer service representative - bilingual	37.7 - 44.2	39.0 - 49.8	43.5 - 55.6
customer service supervisor	52.1 - 68.4	58.4 - 78.1	66.1 - 88.6
customer service team lead	48.4 - 59.1	53.6 - 65.1	57.4 - 69.2
customer service trainer	41.0 - 52.6	45.8 - 61.3	52.7 - 69.8
e-chat representative	35.5 - 39.1	37.8 - 44.7	40.2 - 47.0
help desk representative - level 1	42.2 - 55.2	47.5 - 63.7	53.9 - 71.3
inside sales manager	64.2 - 84.2	71.1 - 97.7	81.6 - 111.2
inside sales representative	48.2 - 57.7	50.9 - 64.0	55.0 - 72.3
junior collection agent	35.1 - 39.2	36.8 - 43.6	39.4 - 46.2
order desk	35.3 - 39.2	37.1 - 44.5	39.4 - 47.2
survey agent	35.6 - 39.2	36.8 - 43.6	39.4 - 42.3
telemarketing agent	33.9 - 37.2	37.0 - 44.5	42.2 - 48.9
telephone dispatcher	34.3 - 45.4	40.3 - 51.7	45.3 - 57.9
travel support agent	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5

## healthcare

	entry	mid	senior
auxiliary nurse	49.0 - 60.0	50.0 - 62.0	60.0 - 70.0
disability case manager	60.6 - 75.8	68.0 - 86.4	76.8 - 97.6
medical coordinator	42.9 - 54.7	47.8 - 62.2	54.0 - 70.8
medical secretary	40.0 - 43.5	38.1 - 49.1	42.5 - 53.9
registered nurse	61.8 - 76.9	67.7 - 85.8	75.2 - 95.9



## industrial support

	entry	mid	senior
assembler/fabricator	14.6 - 18.5	16.5 - 21.3	18.7 - 24.0
boom truck operator	19.2 - 26.0	22.3 - 30.4	25.8 - 34.8
delivery/courier driver	16.1 - 20.6	18.1 - 23.5	20.4 - 26.5
electronic parts assembler	15.1 - 18.8	16.4 - 20.9	18.0 - 23.0
forklift operator	14.3 - 18.3	16.4 - 21.3	18.6 - 23.7
general labourer - heavy	15.5 - 19.5	17.5 - 22.3	19.8 - 22.9
general labourer - light	15.5 - 18.3	16.7 - 21.5	19.0 - 22.0
industrial painter	15.6 - 20.1	17.7 - 23.1	20.0 - 25.9
inventory control clerk	15.5 - 19.5	17.6 - 22.5	19.9 - 25.2
landscaping labour	14.0 - 17.5	15.8 - 19.9	17.7 - 20.4
logistics coordinator	21.3 - 27.6	24.2 - 31.8	27.6 - 36.2
machine operator	15.9 - 20.8	18.1 - 24.1	20.7 - 27.3
machine operator assistant	15.1 - 18.9	17.3 - 21.8	19.5 - 24.2
manufacturing worker	14.6 - 17.8	16.2 - 20.2	18.2 - 23.0
material handler	15.3 - 18.0	16.1 - 20.9	18.3 - 21.5
moulding machine operator	15.5 - 20.3	17.7 - 23.5	20.1 - 26.5
parts clerk	14.5 - 17.0	14.7 - 19.4	16.1 - 21.7
parts manager	21.5 - 27.9	24.1 - 31.9	27.3 - 36.3
picker/packer	15.0 - 16.8	15.7 - 18.8	16.5 - 20.6
polisher/deburrer	16.0 - 20.2	18.2 - 23.3	20.7 - 26.4
print press operator	15.2 - 19.0	16.9 - 21.6	18.9 - 24.3
production labourer	15.0 - 17.0	15.6 - 20.2	18.0 - 20.9
sandblasting operator	15.0 - 19.0	16.6 - 21.6	18.8 - 24.7
shipper/receiver	16.4 - 20.1	17.9 - 22.3	19.7 - 24.8
shipping and receiving clerk	17.0 - 21.1	19.2 - 24.3	21.9 - 27.7
warehouse labourer	14.3 - 18.2	16.7 - 20.9	18.6 - 21.3

## manufacturing

	entry	mid	senior
<b>industrial management</b>			
contracts manager	80.3 - 102.6	90.3 - 117.7	102.9 - 134.6
director of operations	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
engineering manager	71.7 - 97.6	82.2 - 114.2	95.3 - 131.2
head of workshop and assembly	136.8 - 194.7	196.2 - 278.5	249.6 - 354.1



inventory control manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
machining manager	78.0 - 88.0	84.0 - 92.4	90.0 - 110.0
maintenance manager	85.0 - 95.0	88.0 - 108.0	95.0 - 130.0
maintenance supervisor	65.9 - 75.0	72.0 - 82.0	78.0 - 92.0
manufacturing director	113.0 - 130.0	125.0 - 150.4	152.8 - 187.0
materials manager	75.3 - 87.2	80.0 - 102.0	88.0 - 114.0
operations manager	80.0 - 100.0	90.0 - 116.0	96.0 - 132.0
plant manager	79.5 - 112.5	96.2 - 137.8	115.6 - 161.7
production manager	75.0 - 95.0	90.0 - 112.0	101.0 - 125.0
production supervisor	52.1 - 62.9	58.4 - 76.6	74.4 - 92.0
program manager	61.4 - 80.3	70.2 - 93.6	80.8 - 107.3
project director	97.5 - 119.3	123.1 - 150.7	149.7 - 183.1
purchasing manager	76.5 - 102.3	86.9 - 118.1	99.3 - 133.2
site supervisor	70.2 - 91.0	80.0 - 101.0	90.0 - 114.0
supply chain manager	70.1 - 94.5	80.6 - 110.2	92.7 - 124.1
transportation manager	75.0 - 93.0	85.0 - 102.0	96.0 - 118.0
warehouse manager	78.3 - 90.2	83.0 - 105.0	90.0 - 120.0
warehouse supervisor	55.0 - 66.0	64.0 - 73.0	72.0 - 85.0
<b>skilled trades</b>			
CNC machinist	34.0 - 44.0	38.2 - 50.4	43.1 - 56.9
CNC programmer	45.9 - 61.0	52.3 - 70.7	60.0 - 81.1
control technician	44.8 - 58.8	51.1 - 68.0	58.4 - 77.3
conventional machinist	36.4 - 48.0	41.7 - 55.8	47.9 - 63.9
electrician	48.5 - 63.8	54.5 - 72.8	61.5 - 82.2
electromechanical technician	47.8 - 64.7	56.7 - 75.7	64.8 - 77.8
electronics technician	49.0 - 63.6	54.9 - 72.5	62.1 - 81.8
field service technician	46.5 - 61.0	53.9 - 71.3	62.0 - 81.5
heavy equipment mechanic	46.3 - 61.8	53.8 - 72.3	61.9 - 82.7
machine builder	36.6 - 47.2	42.0 - 54.5	47.9 - 61.4
maintenance mechanic	43.1 - 54.9	49.5 - 63.8	56.8 - 73.1
mechanical assembler	34.3 - 44.0	38.7 - 50.6	43.9 - 57.0
millwright	47.3 - 61.6	53.2 - 70.2	60.0 - 78.2
panel wirer	35.0 - 44.0	38.6 - 50.6	43.8 - 57.1
quality control tester	49.5 - 65.7	57.3 - 76.8	66.0 - 88.0
tool and die maker	47.3 - 62.2	54.0 - 72.0	61.7 - 81.4
welder	39.7 - 51.8	44.8 - 59.2	50.7 - 67.0



## office & administrative support

	entry	mid	senior
administrative assistant	36.6 - 47.0	40.4 - 53.2	46.1 - 60.3
administrative assistant (bilingual)	38.6 - 49.0	42.4 - 55.2	48.1 - 62.3
administrative manager	50.6 - 65.3	55.2 - 72.7	61.1 - 81.5
buyer assistant	35.5 - 46.1	40.4 - 53.3	46.1 - 58.7
data entry clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
dispatcher	36.7 - 45.4	40.3 - 51.7	45.3 - 57.9
document controller	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
document services specialist	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
documentation specialist	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
executive assistant	44.0 - 56.8	48.2 - 64.6	53.4 - 72.0
executive assistant (bilingual)	46.0 - 58.8	50.2 - 67.2	55.4 - 74.0
executive legal assistant	46.0 - 58.8	50.2 - 71.2	55.4 - 74.0
file clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
human resources assistant	37.6 - 48.3	42.7 - 54.5	47.4 - 60.3
insurance claims clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
invoicing clerk	35.1 - 43.7	38.8 - 49.7	43.3 - 54.0
legal assistant	42.8 - 54.0	47.8 - 63.2	57.6 - 81.4
logistics coordinator	44.2 - 57.3	50.3 - 66.1	57.3 - 75.3
mailroom clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
office clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
office manager	50.3 - 65.1	55.2 - 72.8	61.4 - 81.7
office/operations manager	50.9 - 61.7	54.2 - 65.8	57.5 - 69.8
order clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
order entry clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
order supervisor	47.2 - 62.1	54.8 - 72.7	63.0 - 81.8
payroll administrator	39.0 - 51.2	44.5 - 59.4	51.0 - 67.9
project coordinator	41.0 - 51.9	45.0 - 59.5	51.0 - 67.0
receptionist	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
receptionist (bilingual)	37.0 - 41.2	39.0 - 46.5	41.4 - 49.5
sales administrator	40.4 - 54.2	46.7 - 63.5	54.0 - 72.4
sales assistant	38.2 - 45.3	40.0 - 51.4	45.3 - 59.6
service coordinator	36.2 - 45.6	39.4 - 52.1	44.7 - 59.5
supply clerk	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5
virtual assistant	36.6 - 47.0	40.4 - 53.2	46.1 - 60.3
virtual receptionist	35.0 - 39.2	37.0 - 44.5	39.4 - 47.5



# moose jaw

## engineering

	entry	mid	senior
<b>energy &amp; oil</b>			
applications engineer	64.7 - 87.0	76.0 - 103.7	89.1 - 118.4
architect	55.0 - 73.2	62.6 - 84.9	71.9 - 97.4
architectural drafter	44.6 - 58.3	52.1 - 69.4	61.3 - 82.2
automation engineer	58.7 - 78.2	66.8 - 90.7	76.7 - 103.6
automation specialist	46.0 - 60.8	53.5 - 71.1	61.6 - 80.9
buyer	51.6 - 68.1	59.0 - 79.1	67.8 - 90.9
category manager	55.3 - 72.9	62.0 - 83.3	70.4 - 94.9
chemical engineer	74.6 - 99.8	83.9 - 114.1	95.1 - 129.0
chemical technician	50.5 - 66.3	56.3 - 75.5	63.8 - 86.5
chief inspector	48.1 - 63.7	54.3 - 72.8	61.4 - 81.7
civil engineer	59.3 - 80.2	68.8 - 94.3	79.8 - 107.3
civil engineering drafter	46.3 - 59.0	53.0 - 68.4	60.7 - 77.8
civil engineering technologist	42.6 - 56.5	49.0 - 65.8	56.3 - 75.1
civil project engineer	67.2 - 92.7	77.7 - 109.0	90.2 - 125.7
civil project manager	71.6 - 96.2	81.0 - 110.8	92.4 - 125.4
coating inspector	33.2 - 43.7	37.9 - 50.5	43.2 - 57.5
commissioning and start up engineer	56.4 - 76.0	65.2 - 89.4	75.7 - 101.9
construction analyst	50.0 - 65.8	55.9 - 74.7	62.9 - 83.8
construction coordinator	45.6 - 61.2	51.4 - 70.1	58.4 - 79.7
construction director	92.7 - 123.1	122.5 - 163.1	155.3 - 206.5
construction manager	68.1 - 89.4	74.8 - 100.3	83.4 - 112.9
construction project manager	60.4 - 83.8	70.4 - 99.2	82.2 - 114.0
continuous improvement engineer	69.2 - 91.0	77.2 - 103.3	87.0 - 115.9
contracts administrator	54.3 - 72.4	61.9 - 83.9	71.0 - 95.5
contracts manager	85.7 - 108.9	96.1 - 124.6	109.2 - 142.2
contracts specialist	54.8 - 72.3	62.6 - 83.8	71.7 - 95.0
control technician	44.9 - 59.4	51.5 - 69.0	59.0 - 78.5
controls designer/engineer	46.7 - 62.9	53.9 - 73.5	62.2 - 84.1
demand planner	44.8 - 62.4	54.2 - 75.7	64.3 - 87.1
director of operations	116.0 - 156.3	153.7 - 207.0	195.7 - 263.5
drafter	48.8 - 61.6	55.1 - 70.7	62.7 - 80.2



# saskatchewan

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electrical designer/engineer	64.9 - 86.7	74.1 - 101.0	85.5 - 116.0
electrical engineer	67.2 - 91.2	78.5 - 108.7	92.4 - 126.3
electrical engineering technician	49.3 - 63.5	56.3 - 73.7	64.6 - 84.0
electrical inspector	38.7 - 52.3	44.9 - 61.4	52.1 - 71.0
electrical test engineer	64.7 - 87.1	74.6 - 102.4	86.8 - 117.9
engineering manager	76.2 - 103.1	87.2 - 120.3	100.6 - 137.9
environmental engineer	56.5 - 75.7	64.7 - 88.4	74.8 - 101.5
environmental inspector	42.7 - 55.0	47.1 - 61.8	52.6 - 69.4
estimation engineer	62.4 - 84.0	72.0 - 98.7	83.7 - 113.6
estimator	55.5 - 72.8	61.8 - 82.7	69.8 - 93.6
expediter	36.1 - 47.0	41.2 - 54.3	47.0 - 61.8
facilities engineer	59.7 - 80.5	69.0 - 94.7	80.3 - 108.6
facilities manager	54.3 - 71.7	62.1 - 83.3	71.4 - 95.2
field service engineer	47.7 - 63.6	54.4 - 74.1	62.8 - 85.9
general inspector	46.7 - 61.9	52.7 - 70.7	59.6 - 79.5
geologist	57.9 - 75.9	65.5 - 87.6	75.0 - 100.2
geophysicist	61.0 - 84.0	72.7 - 101.8	86.6 - 118.2
geotechnical engineer	59.3 - 77.8	67.1 - 89.9	76.9 - 102.5
GIS Analyst	36.7 - 48.2	40.9 - 54.7	46.1 - 61.3
health and safety manager	59.5 - 78.1	66.4 - 88.7	74.9 - 100.1
health and safety specialist	56.4 - 73.1	65.1 - 85.4	74.9 - 97.2
HVAC drafter	48.7 - 62.9	54.9 - 71.9	62.1 - 81.0
HVAC engineer	49.3 - 66.2	56.6 - 77.3	65.4 - 87.9
hydraulic engineer	60.2 - 81.2	69.6 - 95.5	81.0 - 109.5
industrial engineer	64.1 - 84.2	71.4 - 95.5	80.4 - 107.2
instrumentation and controls engineer	62.2 - 82.6	70.4 - 95.3	80.5 - 108.0
inventory analyst	46.9 - 61.7	53.3 - 71.3	61.0 - 81.6
inventory control manager	58.1 - 76.6	65.2 - 87.7	74.0 - 99.5
logistics manager	56.2 - 75.4	64.5 - 88.1	74.6 - 100.9
logistics specialist	51.8 - 69.4	59.5 - 81.0	68.6 - 92.2
maintenance engineer	48.9 - 63.6	54.7 - 72.2	61.6 - 80.7
maintenance operator	37.8 - 47.1	42.0 - 53.0	46.9 - 59.0
materials manager	74.8 - 99.0	82.8 - 111.9	93.1 - 126.2
mechanical designer	47.6 - 63.6	55.1 - 74.3	63.5 - 84.0
mechanical drafter	45.5 - 59.5	51.4 - 69.0	59.3 - 80.8
mechanical engineer	67.9 - 90.5	77.2 - 104.9	88.7 - 119.8
mechanical engineering technician	47.4 - 62.6	54.2 - 72.6	62.0 - 81.9
mining engineer	64.3 - 85.8	72.0 - 97.9	81.6 - 110.5
operations manager	71.7 - 98.3	82.1 - 114.3	94.3 - 129.6



# saskatchewan

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pipeline engineer	67.1 - 87.9	75.8 - 101.5	86.9 - 116.6
piping engineer	58.5 - 77.1	65.6 - 88.2	74.5 - 100.4
planner/scheduler	36.1 - 46.6	41.3 - 53.7	47.0 - 60.7
plant engineer	67.2 - 89.7	78.2 - 106.2	91.3 - 122.1
plant manager	84.8 - 119.2	102.2 - 145.4	122.3 - 170.0
plant operator	45.2 - 61.1	52.5 - 71.7	60.6 - 81.1
process controls engineer	56.3 - 75.5	64.7 - 88.3	74.7 - 100.6
process engineer	56.3 - 75.5	64.7 - 88.3	74.7 - 100.6
procurement director	90.7 - 120.6	120.5 - 160.2	146.9 - 195.2
procurement manager	81.7 - 108.5	92.6 - 124.9	105.4 - 140.7
procurement specialist	45.9 - 60.3	51.2 - 68.6	57.9 - 78.0
production analyst	42.5 - 57.2	49.0 - 67.2	57.0 - 77.8
production engineer	59.3 - 79.6	68.2 - 93.1	78.8 - 106.1
program manager	65.4 - 85.1	74.7 - 98.9	85.7 - 113.1
project controller	49.6 - 66.5	55.9 - 76.2	63.5 - 86.8
project controls manager	78.1 - 107.8	90.3 - 126.8	104.7 - 145.0
project controls specialist	55.3 - 72.3	62.3 - 82.8	70.6 - 93.5
project coordinator	79.6 - 102.7	86.6 - 113.8	95.6 - 127.2
project director	103.0 - 125.6	129.5 - 158.0	156.9 - 191.4
project engineer	81.0 - 104.4	88.1 - 115.8	97.3 - 129.5
project manager	68.8 - 95.6	80.3 - 113.1	93.6 - 129.7
purchasing manager	81.7 - 108.5	92.6 - 124.9	105.4 - 140.7
QA/QC inspector	49.8 - 66.5	57.9 - 78.0	66.8 - 89.5
quality assurance manager	72.5 - 94.8	80.4 - 107.1	90.1 - 120.2
quality assurance/control technician	55.4 - 74.1	64.5 - 87.4	75.0 - 99.6
quality control engineer	59.7 - 79.3	67.6 - 91.4	77.2 - 103.7
quality inspector	35.8 - 46.0	40.2 - 52.6	45.5 - 59.6
reliability engineer	59.8 - 77.8	68.1 - 90.3	78.3 - 102.8
reliability manager	60.9 - 79.6	69.9 - 92.9	80.7 - 106.0
safety inspector	58.4 - 76.7	66.3 - 88.4	75.5 - 99.9
SCADA engineer	57.6 - 77.2	66.1 - 90.1	76.3 - 102.9
site supervisor	65.2 - 85.7	71.7 - 96.1	79.9 - 107.9
sourcing engineer	50.5 - 67.8	58.0 - 79.2	67.1 - 90.7
sourcing specialist	46.8 - 61.5	52.2 - 69.9	59.0 - 79.4
specification writer	47.4 - 61.6	53.9 - 70.9	61.3 - 80.2
stationary engineer	48.9 - 63.6	54.7 - 72.2	61.6 - 80.7
structural designer	45.9 - 60.3	52.1 - 69.5	59.4 - 78.7
structural engineer	59.4 - 79.3	67.8 - 92.2	78.0 - 105.5
superintendent	36.3 - 46.8	40.9 - 53.6	46.4 - 60.8



## saskatchewan

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supply chain manager	74.9 - 100.5	86.0 - 116.8	98.6 - 131.3
telecommunications technician	49.4 - 64.9	56.1 - 74.9	64.1 - 85.6
transmission line engineer	69.9 - 89.0	75.9 - 98.4	83.6 - 109.4
transportation manager	71.1 - 94.6	80.7 - 109.1	92.1 - 124.1
welding inspector	47.8 - 62.9	54.3 - 72.4	61.9 - 81.9



# regina metropolitan area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	53.2 - 65.9	57.3 - 72.3	63.1 - 81.3
call center director - operations	62.6 - 81.3	70.3 - 92.6	79.3 - 103.8
customer loyalty agent	36.9 - 48.9	42.6 - 56.7	48.7 - 64.7
customer service manager	68.9 - 90.6	77.6 - 104.0	88.4 - 118.9
customer service representative	34.4 - 44.3	38.6 - 50.2	43.5 - 56.5
customer service representative - bilingual	36.4 - 46.3	40.6 - 52.2	45.5 - 58.5
customer service supervisor	55.7 - 73.2	62.6 - 83.6	70.8 - 94.5
customer service team lead	51.6 - 63.1	56.5 - 69.1	61.3 - 72.6
customer service trainer	42.6 - 56.0	48.7 - 65.3	56.1 - 74.3
e-chat representative	31.5 - 37.6	34.6 - 41.2	37.9 - 44.3
help desk representative - level 1	44.3 - 59.2	50.9 - 68.4	57.8 - 76.5
inside sales manager	66.7 - 89.5	75.9 - 103.4	86.7 - 117.2
inside sales representative	51.2 - 63.9	55.3 - 70.6	61.1 - 79.3
junior collection agent	31.7 - 41.6	36.3 - 47.7	41.4 - 53.5
order desk	32.5 - 41.8	37.4 - 47.7	42.2 - 52.7
survey agent	32.1 - 41.3	37.0 - 46.8	41.4 - 47.9
telemarketing agent	32.0 - 40.9	36.0 - 46.8	41.2 - 54.2
telephone dispatcher	38.2 - 48.8	43.3 - 55.6	48.7 - 62.2
travel support agent	36.7 - 46.8	41.4 - 52.8	46.2 - 58.5

## engineering

	entry	mid	senior
<b>construction</b>			
architect	58.5 - 77.0	66.2 - 88.9	75.7 - 101.4
architectural drafter	48.0 - 62.1	55.7 - 73.5	65.2 - 86.5
BIM/VDC Coordinator	61.9 - 80.6	68.9 - 91.5	77.8 - 103.5
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	55.1 - 72.0	62.7 - 83.3	71.8 - 95.1
civil engineer	63.0 - 84.1	72.7 - 98.3	83.7 - 111.2
civil engineering drafter	49.8 - 62.8	56.6 - 72.4	64.6 - 82.0
civil engineering technologist	46.1 - 60.2	52.5 - 69.7	60.0 - 79.2



# saskatchewan

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civil project engineer	71.6 - 97.5	82.3 - 114.0	95.0 - 130.7
civil project manager	75.5 - 100.2	85.0 - 114.7	96.4 - 129.2
construction coordinator	49.2 - 65.0	55.1 - 74.1	62.2 - 83.8
construction director	97.5 - 128.1	127.5 - 167.6	159.9 - 210.3
construction manager	72.4 - 94.2	79.3 - 105.2	88.1 - 117.9
construction project coordinator	84.2 - 107.6	91.3 - 118.8	100.5 - 132.1
construction project manager	64.5 - 88.5	74.8 - 104.1	86.8 - 119.0
contracts administrator	57.9 - 76.4	65.7 - 88.1	75.0 - 99.8
contracts manager	90.1 - 113.4	100.6 - 129.0	113.6 - 146.4
demand planner	47.5 - 65.4	57.0 - 79.0	67.4 - 90.5
director of operations	121.9 - 162.0	159.4 - 212.0	200.9 - 267.4
drafter	52.4 - 65.5	58.8 - 74.7	66.6 - 84.5
electrical designer/engineer	68.7 - 90.7	78.0 - 105.0	89.5 - 119.8
electrical engineer	71.0 - 95.2	82.5 - 112.6	96.4 - 130.1
electrical engineering technician	52.8 - 67.4	60.1 - 77.8	68.6 - 88.3
electrical inspector	41.6 - 55.7	48.0 - 65.3	55.5 - 75.3
engineering manager	80.7 - 108.0	91.9 - 125.3	105.5 - 142.8
environmental engineer	60.1 - 79.6	68.5 - 92.3	78.8 - 105.4
environmental inspector	46.0 - 58.6	50.5 - 65.5	56.1 - 73.2
estimation engineer	66.1 - 87.9	75.9 - 102.7	87.6 - 117.5
estimator	59.1 - 76.8	65.6 - 86.9	73.7 - 97.9
facilities engineer	63.4 - 84.4	72.9 - 98.7	84.2 - 112.5
field manager	67.9 - 89.6	77.1 - 103.7	88.5 - 119.7
field supervisor	66.5 - 86.9	74.4 - 98.8	83.9 - 110.8
foreman	50.0 - 64.5	55.8 - 73.4	63.1 - 83.0
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	59.6 - 76.6	68.4 - 89.0	78.4 - 100.7
health and safety specialist	65.2 - 85.2	74.3 - 98.9	85.4 - 112.6
HVAC drafter	51.9 - 66.3	58.2 - 75.5	65.5 - 84.6
HVAC engineer	52.8 - 70.0	60.3 - 81.2	69.2 - 91.9
materials manager	79.1 - 103.5	87.2 - 116.3	97.5 - 130.7
mechanical designer	51.1 - 67.3	58.8 - 78.2	67.2 - 87.9
mechanical drafter	49.0 - 63.4	55.0 - 73.0	63.1 - 85.1
mechanical engineer	71.7 - 94.4	81.2 - 108.8	92.7 - 123.6
mechanical engineering technician	51.0 - 66.5	57.9 - 76.7	65.9 - 86.1
mechanical site supervisor	47.4 - 60.8	53.5 - 69.9	60.9 - 79.6
operations manager	76.8 - 104.0	87.5 - 120.2	100.0 - 135.5
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	39.1 - 50.1	44.6 - 57.5	50.5 - 64.9



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project director	107.9 - 130.5	134.4 - 162.6	161.5 - 195.5
project engineer	85.7 - 109.4	92.8 - 120.8	102.2 - 134.5
project manager	73.2 - 100.4	84.9 - 118.1	98.5 - 134.7
purchasing manager	86.0 - 113.0	97.0 - 129.4	109.9 - 145.0
QA/QC inspector	53.4 - 70.5	61.6 - 82.2	70.8 - 93.8
quality control engineer	63.4 - 83.2	71.4 - 95.4	81.2 - 107.7
quality inspector	38.4 - 49.2	43.1 - 56.1	48.7 - 63.4
safety inspector	61.7 - 80.2	69.7 - 91.9	79.0 - 103.4
site supervisor	69.4 - 90.4	76.1 - 101.0	84.5 - 112.8
specification writer	51.3 - 65.9	57.9 - 75.5	65.7 - 85.0
structural designer	49.4 - 64.2	55.8 - 73.6	63.2 - 82.9
structural engineer	63.1 - 83.3	71.6 - 96.2	82.0 - 109.4
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	39.1 - 50.1	43.9 - 57.2	49.7 - 64.8
supply chain manager	79.2 - 104.9	90.4 - 121.2	103.1 - 135.7
<b>energy &amp; oil</b>			
applications engineer	82.9 - 111.0	97.2 - 131.9	113.6 - 150.4
architect	59.2 - 78.6	67.2 - 90.9	77.2 - 103.9
architectural drafter	48.3 - 62.9	56.3 - 74.8	66.2 - 88.4
automation engineer	63.2 - 83.9	71.8 - 96.9	82.3 - 110.3
automation specialist	49.8 - 65.6	57.8 - 76.6	66.5 - 87.0
buyer	55.7 - 73.4	63.6 - 85.1	73.1 - 97.4
category manager	59.7 - 78.4	66.9 - 89.5	75.8 - 101.7
chemical engineer	80.1 - 106.4	89.8 - 121.3	101.5 - 136.6
chemical technician	54.6 - 71.5	60.8 - 81.3	68.8 - 92.9
chief inspector	51.7 - 68.3	58.3 - 77.9	65.8 - 87.3
civil engineer	63.9 - 85.9	74.0 - 100.7	85.6 - 114.2
civil engineering drafter	50.1 - 63.7	57.3 - 73.8	65.6 - 83.7
civil engineering technologist	46.2 - 61.0	53.0 - 70.9	60.8 - 80.8
civil project engineer	72.9 - 99.9	84.0 - 117.1	97.3 - 134.5
civil project manager	76.9 - 102.7	86.8 - 117.8	98.7 - 132.9
coating inspector	35.7 - 47.2	40.9 - 54.3	46.6 - 61.8
commissioning and start up engineer	60.9 - 81.7	70.2 - 95.7	81.4 - 108.7
construction analyst	54.1 - 70.9	60.4 - 80.4	67.9 - 90.0
construction coordinator	49.5 - 66.1	55.6 - 75.5	63.1 - 85.6
construction director	99.9 - 131.7	131.2 - 172.9	165.0 - 217.5
construction manager	73.7 - 96.5	80.9 - 107.9	90.1 - 121.2
construction project manager	65.5 - 90.5	76.2 - 106.8	88.7 - 122.3
continuous improvement engineer	74.7 - 97.7	83.3 - 110.6	93.6 - 123.7



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contracts administrator	58.6 - 77.9	66.7 - 90.1	76.4 - 102.3
contracts manager	92.2 - 116.4	103.1 - 132.7	116.7 - 150.9
contracts specialist	59.2 - 77.8	67.5 - 90.0	77.2 - 101.8
control technician	48.7 - 64.1	55.6 - 74.3	63.7 - 84.4
controls designer/engineer	50.6 - 67.9	58.3 - 79.2	67.2 - 90.4
demand planner	47.7 - 66.5	57.7 - 80.7	68.5 - 92.6
director of operations	125.3 - 167.1	164.4 - 219.2	207.7 - 277.0
drafter	52.8 - 66.5	59.6 - 76.2	67.6 - 86.3
electrical designer/engineer	69.9 - 92.8	79.6 - 107.7	91.6 - 123.2
electrical engineer	72.3 - 97.5	84.2 - 115.7	98.7 - 133.9
electrical engineering technician	53.3 - 68.5	60.9 - 79.4	69.7 - 90.2
electrical inspector	41.8 - 56.1	48.4 - 65.8	55.9 - 76.0
electrical test engineer	69.7 - 93.2	80.2 - 109.1	92.9 - 125.2
engineering manager	82.4 - 110.8	94.1 - 128.8	108.3 - 147.1
environmental engineer	60.9 - 81.2	69.7 - 94.5	80.4 - 108.1
environmental inspector	46.2 - 59.3	50.9 - 66.6	56.8 - 74.6
estimation engineer	67.2 - 89.9	77.3 - 105.3	89.6 - 120.8
estimator	59.9 - 78.4	66.7 - 88.8	75.1 - 100.3
expediter	38.8 - 50.5	44.3 - 58.2	50.5 - 66.2
facilities engineer	64.4 - 86.3	74.2 - 101.1	86.1 - 115.5
facilities manager	58.6 - 77.1	66.9 - 89.3	76.7 - 101.8
field service engineer	51.6 - 68.7	58.8 - 79.8	67.8 - 92.2
general inspector	50.2 - 66.4	56.6 - 75.7	63.9 - 84.9
geologist	62.3 - 81.3	70.4 - 93.6	80.4 - 106.5
geophysicist	65.7 - 89.8	78.0 - 108.2	92.4 - 125.2
geotechnical engineer	63.9 - 83.5	72.2 - 96.1	82.5 - 109.2
GIS Analyst	39.6 - 51.9	44.3 - 58.8	49.7 - 65.9
health and safety manager	64.6 - 84.5	71.9 - 95.7	81.0 - 107.8
health and safety specialist	60.4 - 78.1	69.6 - 91.0	80.0 - 103.2
HVAC drafter	52.3 - 67.4	58.9 - 76.9	66.6 - 86.4
HVAC engineer	53.3 - 71.2	61.1 - 82.9	70.4 - 94.0
hydraulic engineer	64.9 - 87.0	74.9 - 102.0	86.8 - 116.4
industrial engineer	69.0 - 90.1	76.7 - 101.9	86.2 - 114.1
instrumentation and controls engineer	67.0 - 88.5	75.7 - 101.7	86.3 - 115.0
inventory analyst	50.0 - 65.7	56.8 - 76.0	65.0 - 86.8
inventory control manager	62.8 - 82.5	70.4 - 94.1	79.7 - 106.5
logistics manager	61.0 - 81.3	69.8 - 94.7	80.5 - 108.1
logistics specialist	55.9 - 74.8	64.2 - 87.1	73.9 - 98.8
maintenance engineer	52.5 - 68.0	58.6 - 77.1	65.8 - 86.0



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maintenance operator	40.7 - 50.6	45.2 - 56.9	50.4 - 63.3
materials manager	80.7 - 106.1	89.2 - 119.5	99.9 - 134.5
mechanical designer	51.6 - 68.4	59.5 - 79.8	68.3 - 89.9
mechanical drafter	49.3 - 64.3	55.6 - 74.3	64.0 - 86.9
mechanical engineer	73.0 - 96.7	82.9 - 111.7	94.9 - 127.1
mechanical engineering technician	51.3 - 67.6	58.6 - 78.2	67.0 - 88.0
mining engineer	69.2 - 91.8	77.4 - 104.5	87.4 - 117.5
operations manager	78.3 - 106.7	89.5 - 123.6	102.4 - 139.5
pipeline engineer	72.2 - 94.0	81.4 - 108.1	93.0 - 123.8
piping engineer	63.0 - 82.8	70.6 - 94.4	80.0 - 107.0
planner/scheduler	39.3 - 50.4	44.8 - 58.0	50.9 - 65.5
plant engineer	72.8 - 96.8	84.5 - 114.1	98.4 - 130.8
plant manager	91.3 - 127.1	109.4 - 154.2	130.4 - 179.4
plant operator	48.5 - 65.4	56.3 - 76.5	64.8 - 86.4
process controls engineer	60.7 - 81.1	69.6 - 94.5	80.2 - 107.3
process engineer	60.7 - 81.1	69.6 - 94.5	80.2 - 107.3
procurement director	97.4 - 128.6	128.5 - 169.4	155.7 - 205.2
procurement manager	87.9 - 116.1	99.4 - 133.1	112.8 - 149.4
procurement specialist	49.7 - 65.1	55.3 - 73.9	62.5 - 83.9
production analyst	45.7 - 61.2	52.6 - 71.8	61.0 - 82.9
production engineer	64.0 - 85.4	73.3 - 99.5	84.5 - 112.9
program manager	70.8 - 91.9	80.8 - 106.4	92.6 - 121.4
project controller	53.5 - 71.3	60.1 - 81.6	68.2 - 92.7
project controls manager	84.4 - 115.8	97.4 - 135.6	112.6 - 154.4
project controls specialist	59.3 - 77.2	66.7 - 88.1	75.4 - 99.2
project coordinator	86.1 - 110.4	93.4 - 122.1	103.0 - 136.0
project director	110.7 - 134.3	138.4 - 167.8	166.6 - 202.0
project engineer	87.5 - 112.3	95.0 - 124.1	104.7 - 138.4
project manager	74.5 - 102.9	86.8 - 121.4	100.9 - 138.7
purchasing manager	87.9 - 116.1	99.4 - 133.1	112.8 - 149.4
QA/QC inspector	53.9 - 71.8	62.5 - 83.9	72.1 - 96.0
quality assurance manager	78.3 - 101.8	86.6 - 114.5	96.8 - 128.2
quality assurance/control technician	59.4 - 79.2	69.1 - 93.2	80.2 - 105.9
quality control engineer	64.3 - 85.0	72.7 - 97.7	82.9 - 110.5
quality inspector	38.6 - 49.6	43.3 - 56.5	49.0 - 64.0
reliability engineer	64.4 - 83.5	73.3 - 96.6	84.0 - 109.5
reliability manager	66.1 - 86.0	75.7 - 100.2	87.2 - 113.9
safety inspector	62.5 - 81.9	70.9 - 94.1	80.6 - 106.0
SCADA engineer	62.1 - 82.8	71.1 - 96.3	81.8 - 109.6



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site supervisor	70.6 - 92.5	77.6 - 103.5	86.4 - 115.9
sourcing engineer	54.9 - 73.2	62.8 - 85.4	72.5 - 97.4
sourcing specialist	50.7 - 66.4	56.4 - 75.3	63.7 - 85.4
specification writer	51.7 - 67.0	58.7 - 77.0	66.7 - 86.8
stationary engineer	52.5 - 68.0	58.6 - 77.1	65.8 - 86.0
structural designer	49.7 - 65.1	56.4 - 74.9	64.1 - 84.6
structural engineer	64.1 - 85.1	72.9 - 98.5	83.7 - 112.3
superintendent	39.3 - 50.5	44.2 - 57.7	50.0 - 65.3
supply chain manager	80.8 - 107.6	92.5 - 124.6	105.7 - 139.7
telecommunications technician	53.1 - 69.5	60.1 - 80.0	68.6 - 91.3
transmission line engineer	75.2 - 95.2	81.4 - 105.0	89.5 - 116.4
transportation manager	76.8 - 101.5	86.9 - 116.6	98.9 - 132.3
welding inspector	51.4 - 67.4	58.3 - 77.5	66.3 - 87.5

## industrial support

	entry	mid	senior
assembler/fabricator	15.7 - 19.7	17.9 - 22.7	19.9 - 25.6
boom truck operator	21.7 - 28.0	24.1 - 32.7	27.7 - 37.3
counterbalance forklift operator	16.2 - 18.6	17.3 - 21.6	18.9 - 24.0
delivery/courier driver	17.2 - 22.3	19.6 - 25.5	22.1 - 28.6
electronic parts assembler	16.1 - 20.1	17.3 - 22.3	19.2 - 24.5
forklift operator	16.2 - 19.8	17.7 - 23.0	20.1 - 25.5
general labourer - heavy	16.5 - 21.1	18.9 - 24.1	21.4 - 24.8
general labourer - light	14.6 - 19.6	17.8 - 23.1	20.5 - 23.7
industrial painter	17.4 - 21.6	19.0 - 24.8	21.5 - 27.8
inventory control clerk	16.5 - 21.1	19.0 - 24.2	21.5 - 27.2
janitor/custodian	12.8 - 16.7	14.9 - 19.2	16.8 - 19.6
landscaping labour	14.7 - 19.0	17.0 - 21.7	19.2 - 22.2
logistics coordinator	22.8 - 29.5	25.9 - 34.0	29.5 - 38.7
machine operator	17.9 - 22.2	19.3 - 25.7	22.1 - 29.2
machine operator assistant	16.3 - 20.3	18.5 - 23.4	21.0 - 26.0
manufacturing worker	15.3 - 19.1	17.2 - 21.8	19.5 - 24.7
material handler	14.7 - 19.5	17.3 - 22.6	19.8 - 23.2
moulding machine operator	16.3 - 21.8	19.0 - 25.2	21.6 - 28.4
order/cherry picker forklift operator	16.5 - 19.7	18.3 - 22.1	19.7 - 24.5
parts clerk	13.6 - 18.3	15.2 - 21.1	17.3 - 23.6
parts manager	23.9 - 30.3	26.2 - 34.6	29.7 - 39.4
picker/packer	15.2 - 18.1	16.3 - 20.4	17.7 - 22.3



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polisher/deburrer	17.0 - 21.7	19.5 - 25.0	22.2 - 28.2
print press operator	16.6 - 20.5	18.1 - 23.2	20.4 - 26.1
production labourer	14.7 - 18.3	16.6 - 21.9	19.5 - 22.6
reach truck operator	16.1 - 19.1	17.4 - 22.1	19.4 - 24.5
sandblasting operator	16.6 - 20.4	17.7 - 23.2	20.2 - 26.5
scissor lift operator	15.9 - 18.9	17.2 - 21.8	19.2 - 24.3
shipper/receiver	17.4 - 21.6	19.1 - 23.9	21.2 - 26.6
shipping and receiving clerk	18.1 - 22.7	20.6 - 26.1	23.5 - 29.7
warehouse labourer	15.1 - 19.7	18.0 - 22.6	20.2 - 23.1

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.8 - 91.9	80.5 - 109.0	94.0 - 124.0
automation engineer	62.9 - 83.1	71.3 - 96.0	81.6 - 109.1
buyer	55.5 - 72.8	63.2 - 84.3	72.5 - 96.5
chemical engineer	79.4 - 105.3	89.0 - 119.9	100.5 - 134.9
chemical technician	54.4 - 71.0	60.5 - 80.6	68.3 - 92.0
cmm programmer	46.5 - 60.2	52.0 - 68.4	58.6 - 76.6
coating inspector	35.6 - 47.0	40.8 - 54.1	46.5 - 61.6
commissioning and start up engineer	60.7 - 81.1	69.9 - 95.0	80.9 - 108.3
continuous improvement engineer	74.2 - 96.7	82.5 - 109.4	92.7 - 122.3
contracts administrator	58.3 - 77.3	66.3 - 89.2	75.8 - 101.3
controls designer/engineer	50.4 - 67.4	58.0 - 78.6	66.7 - 89.5
demand planner	47.6 - 66.0	57.4 - 80.0	68.0 - 91.7
drafter	52.6 - 66.0	59.3 - 75.6	67.2 - 85.5
electrical designer/engineer	69.4 - 91.9	78.9 - 106.5	90.7 - 121.8
electrical engineer	71.7 - 96.5	83.5 - 114.4	97.7 - 132.3
electrical engineering technician	53.1 - 68.0	60.5 - 78.7	69.2 - 89.4
electrical inspector	41.7 - 56.0	48.2 - 65.6	55.8 - 75.7
electrical test engineer	69.2 - 92.3	79.5 - 107.9	92.0 - 123.7
environmental engineer	60.6 - 80.5	69.2 - 93.6	79.7 - 107.0
environmental inspector	46.1 - 59.0	50.7 - 66.1	56.5 - 74.0
estimation engineer	66.7 - 89.1	76.7 - 104.2	88.8 - 119.4
estimator	59.6 - 77.7	66.2 - 88.0	74.5 - 99.3
field service engineer	51.5 - 68.2	58.5 - 79.1	67.3 - 91.4
general inspector	50.1 - 65.9	56.3 - 75.1	63.6 - 84.2
health and safety specialist	65.7 - 86.3	75.1 - 100.4	86.5 - 114.3



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HVAC drafter	52.1 - 66.9	58.6 - 76.3	66.1 - 85.6
HVAC engineer	53.1 - 70.7	60.7 - 82.2	69.9 - 93.1
industrial engineer	68.5 - 89.3	76.1 - 100.9	85.4 - 112.8
inventory analyst	49.8 - 65.3	56.5 - 75.4	64.6 - 86.0
logistics specialist	55.7 - 74.2	63.8 - 86.3	73.4 - 97.8
manufacturing engineer	65.0 - 86.0	73.9 - 99.4	84.5 - 112.4
mechanical designer	51.4 - 68.0	59.2 - 79.1	67.9 - 89.1
mechanical drafter	49.2 - 63.9	55.3 - 73.8	63.6 - 86.1
mechanical engineer	72.5 - 95.7	82.2 - 110.5	93.9 - 125.6
mechanical engineering technician	51.2 - 67.1	58.3 - 77.5	66.5 - 87.2
planner/scheduler	39.2 - 50.3	44.7 - 57.8	50.7 - 65.2
process engineer	60.4 - 80.4	69.1 - 93.5	79.6 - 106.1
procurement specialist	49.6 - 64.7	55.1 - 73.3	62.1 - 83.1
production planner	48.1 - 63.7	55.5 - 74.0	63.4 - 82.5
project engineer	86.7 - 111.0	94.1 - 122.7	103.6 - 136.8
project manager	74.0 - 101.9	86.0 - 120.0	99.9 - 137.0
QA/QC inspector	37.4 - 48.1	42.1 - 54.9	47.6 - 62.1
quality assurance manager	77.6 - 100.7	85.8 - 113.3	95.9 - 126.7
quality assurance/control technician	59.1 - 78.5	68.6 - 92.3	79.5 - 104.8
quality control engineer	63.9 - 84.2	72.2 - 96.7	82.1 - 109.3
quality inspector	38.5 - 49.4	43.2 - 56.4	48.9 - 63.7
safety inspector	62.2 - 81.2	70.4 - 93.1	79.9 - 104.9
SCADA engineer	61.7 - 82.1	70.6 - 95.4	81.1 - 108.4
sourcing engineer	54.6 - 72.7	62.4 - 84.6	71.9 - 96.4
specification writer	51.5 - 66.5	58.4 - 76.4	66.3 - 86.1
stationary engineer	52.3 - 67.6	58.3 - 76.5	65.4 - 85.2

## office & administrative support

	entry	mid	senior
administrative analyst	45.8 - 59.7	50.8 - 67.6	57.3 - 76.4
administrative assistant	39.4 - 50.6	43.7 - 57.7	49.5 - 65.3
administrative assistant (bilingual)	42.4 - 49.5	45.6 - 53.3	50.8 - 59.1
administrative manager	55.1 - 71.0	60.1 - 78.8	66.5 - 88.0
benefits clerk	38.9 - 49.4	44.0 - 57.2	50.3 - 65.1
buyer assistant	38.7 - 49.5	44.3 - 57.3	50.1 - 63.1
claims supervisor	62.9 - 81.3	69.4 - 92.7	78.7 - 105.8
data entry clerk	32.9 - 42.2	37.8 - 48.0	42.6 - 49.3
dispatcher	38.9 - 48.8	43.3 - 55.6	48.7 - 62.2



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document controller	32.4 - 40.7	36.4 - 46.1	40.7 - 47.2
document services specialist	31.0 - 40.6	36.5 - 46.4	41.0 - 47.5
documentation specialist	34.3 - 45.7	41.6 - 53.1	46.9 - 54.2
donor relations coordinator	50.1 - 65.8	58.1 - 77.7	67.8 - 89.8
executive assistant	52.4 - 71.0	60.7 - 83.8	70.4 - 95.2
executive assistant (bilingual)	57.2 - 63.6	59.6 - 69.8	65.0 - 75.3
file clerk	33.6 - 44.5	40.4 - 51.2	45.2 - 52.2
HR administrator	45.8 - 59.9	51.9 - 68.8	59.0 - 78.0
HR coordinator	49.2 - 63.3	54.1 - 70.7	61.4 - 82.1
HR manager	79.2 - 104.7	89.6 - 119.8	100.9 - 134.6
human resources assistant	40.8 - 52.2	46.3 - 58.9	51.2 - 63.5
insurance claims clerk	35.3 - 40.7	38.4 - 44.8	41.5 - 48.7
invoicing clerk	37.2 - 46.9	41.7 - 53.4	46.6 - 58.0
lease administrator	37.9 - 50.2	43.0 - 58.0	49.3 - 67.0
leasing coordinator	40.7 - 48.6	43.9 - 52.3	47.0 - 55.9
legal assistant	45.8 - 63.2	55.2 - 76.7	65.2 - 86.7
mailroom clerk	31.8 - 39.8	35.9 - 44.4	39.4 - 45.2
office clerk	36.0 - 44.8	39.9 - 49.9	44.2 - 55.2
office manager	54.1 - 70.1	59.5 - 78.3	66.1 - 87.6
office/operations manager	54.4 - 66.0	57.1 - 69.3	61.5 - 73.6
order clerk	32.9 - 41.8	37.4 - 47.7	42.2 - 52.7
order entry clerk	33.1 - 38.2	36.4 - 41.2	39.6 - 45.4
order supervisor	50.9 - 66.9	59.1 - 78.2	67.9 - 87.7
payroll administrator	42.8 - 55.8	48.4 - 64.6	55.5 - 73.8
project coordinator	43.8 - 55.7	48.3 - 63.9	54.7 - 72.0
property administrator	40.2 - 47.3	43.3 - 51.6	46.6 - 55.1
property manager	60.7 - 80.4	69.1 - 93.6	79.6 - 107.3
receptionist	32.2 - 41.0	36.0 - 46.4	40.7 - 53.0
receptionist (bilingual)	36.6 - 40.3	39.2 - 47.1	43.5 - 49.7
sales administrator	43.3 - 58.1	50.0 - 68.1	57.9 - 77.5
sales assistant	38.9 - 48.7	42.9 - 55.3	48.7 - 64.2
service coordinator	38.3 - 48.9	42.3 - 55.9	48.0 - 63.8
supply clerk	33.3 - 42.8	37.7 - 48.3	42.2 - 53.2



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.8 - 86.5	74.8 - 98.6	84.6 - 110.8
application support analyst	58.9 - 77.8	67.7 - 89.8	77.0 - 101.1
automation tester	65.0 - 83.0	81.0 - 93.0	91.0 - 105.0
C++/ embedded software engineer	65.2 - 84.4	73.0 - 96.2	82.6 - 108.1
database SQL developer	59.5 - 79.3	68.2 - 92.3	78.5 - 104.9
devops development side	63.8 - 85.8	74.1 - 101.1	86.2 - 115.4
ERP developer	67.2 - 86.8	75.1 - 98.9	85.0 - 112.1
front-end developer	63.4 - 83.4	72.6 - 96.9	83.4 - 110.1
full stack developer	72.7 - 95.6	83.2 - 111.0	95.5 - 125.8
java developer	65.2 - 84.5	73.0 - 96.2	82.6 - 108.2
machine learning developer	72.5 - 107.7	97.3 - 134.7	115.9 - 138.8
manual tester	47.0 - 62.9	55.1 - 74.8	64.4 - 85.3
mobile application developer (iOS/android)	60.2 - 92.3	84.1 - 117.2	100.9 - 120.8
quality assurance manager	80.0 - 104.3	89.0 - 118.2	100.2 - 132.8
RPA developer	49.5 - 65.4	56.9 - 76.1	65.3 - 85.4
technical lead	103.5 - 139.0	118.1 - 161.1	135.3 - 182.3
UI/UX designer	60.0 - 78.2	67.7 - 89.5	76.8 - 100.1
<b>architecture</b>			
application architect	93.7 - 124.4	105.3 - 142.7	119.9 - 163.3
architect (enterprise)	90.7 - 122.2	104.0 - 142.4	119.8 - 163.5
architect (solutions/technical)	81.5 - 101.8	91.4 - 116.1	103.3 - 130.3
cloud architect	83.3 - 104.6	94.1 - 120.0	106.7 - 134.3
<b>data &amp; analytics</b>			
BI data architect	84.6 - 113.3	94.6 - 129.0	106.9 - 145.5
big data engineer	79.2 - 103.6	88.6 - 118.0	100.1 - 133.5
business intelligence developer	63.7 - 82.7	71.5 - 94.2	80.8 - 105.2
data analyst	65.6 - 87.7	75.6 - 102.6	87.3 - 116.6
data architect	68.6 - 90.8	79.1 - 106.2	91.5 - 121.1
data engineer	68.2 - 91.2	78.6 - 106.7	90.8 - 121.2
data scientist	74.2 - 99.6	86.0 - 117.1	99.7 - 133.1
database administrator	66.1 - 90.0	78.1 - 107.5	91.8 - 123.1
<b>leadership/business technology</b>			
business analyst	67.5 - 87.5	75.7 - 99.8	85.7 - 112.6
IT director	102.0 - 135.9	129.0 - 171.8	161.1 - 214.6
manager IT	89.1 - 118.0	101.4 - 136.8	116.4 - 156.7



networking/infrastructure			
bilingual tech support	50.0 - 58.0	55.0 - 70.0	65.0 - 80.0
cloud engineer	72.0 - 95.9	83.9 - 112.9	97.2 - 127.8
devops system side	77.2 - 107.3	90.9 - 127.0	105.5 - 143.6
help desk representative	44.3 - 59.2	50.9 - 68.4	57.8 - 76.5
information security engineer	69.5 - 92.9	80.1 - 108.7	92.6 - 123.6
information security manager	90.1 - 118.2	101.3 - 135.4	115.0 - 153.9
information security specialist	58.6 - 77.2	67.2 - 89.8	77.2 - 101.6
information systems analyst	62.5 - 80.4	69.3 - 90.7	77.7 - 101.9
linux/unix administrator	74.6 - 97.1	84.2 - 111.6	96.0 - 126.8
network administrator	59.4 - 79.6	68.6 - 93.1	79.3 - 106.2
network engineer	66.4 - 88.6	76.3 - 103.6	88.3 - 118.7
systems administrator	67.1 - 87.5	75.9 - 100.5	86.4 - 113.8
tech support	62.3 - 81.6	70.9 - 94.0	80.8 - 106.5
telecommunications analyst	61.8 - 82.4	70.9 - 96.4	82.2 - 111.1
project management			
business systems analyst	65.7 - 87.1	76.0 - 102.1	88.0 - 116.8
ERP project manager	91.6 - 122.0	99.9 - 135.7	110.7 - 152.0
functional analyst	54.7 - 71.3	61.5 - 81.5	69.8 - 92.5
organizational change manager (OCM)	64.3 - 86.7	75.0 - 103.2	88.3 - 120.7
product owner	74.0 - 97.4	84.8 - 113.1	97.3 - 127.8
product owner/manager	77.1 - 106.1	89.6 - 125.1	104.1 - 143.0
program manager	100.0 - 115.0	110.0 - 135.0	135.0 - 165.0
project coordinator	60.2 - 75.9	68.2 - 87.5	78.0 - 99.3
project manager (infrastructure)	91.7 - 124.0	103.9 - 143.2	119.0 - 164.3
project manager (software)	88.4 - 116.9	98.8 - 133.2	111.7 - 150.9
scrum master	71.3 - 92.8	80.4 - 106.5	91.6 - 121.3
technical writer	58.4 - 76.0	68.1 - 89.6	79.0 - 101.7



# saskatoon metropolitan area

## customer care & contact centre

	entry	mid	senior
bilingual inside sales representative	52.4 - 65.1	56.4 - 71.1	65.2 - 80.5
call center director - operations	62.1 - 80.8	69.8 - 92.0	78.8 - 103.2
customer loyalty agent	36.5 - 48.5	42.2 - 56.3	48.3 - 64.2
customer service manager	68.2 - 89.8	76.8 - 91.0	87.6 - 100.0
customer service representative	34.1 - 43.9	38.2 - 49.8	43.1 - 56.1
customer service representative - bilingual	36.1 - 45.9	40.2 - 51.8	45.1 - 58.1
customer service supervisor	55.1 - 72.6	62.0 - 82.9	70.2 - 93.9
customer service team lead	42.6 - 48.0	47.6 - 55.3	54.1 - 60.9
customer service trainer	42.8 - 56.4	49.3 - 65.8	56.5 - 75.0
e-chat representative	34.1 - 43.9	38.2 - 49.8	43.1 - 56.1
help desk representative - level 1	43.6 - 58.5	50.2 - 67.6	57.1 - 75.7
inside sales manager	66.3 - 89.0	75.4 - 102.8	86.2 - 116.6
inside sales representative	50.4 - 63.1	54.5 - 69.8	60.2 - 78.4
junior collection agent	31.6 - 41.5	36.2 - 47.7	41.3 - 53.5
order desk	32.1 - 41.3	37.0 - 47.3	41.8 - 52.3
survey agent	31.8 - 40.9	36.6 - 46.4	41.0 - 47.5
telemarketing agent	31.5 - 40.4	35.5 - 46.3	40.7 - 53.7
telephone dispatcher	37.8 - 48.4	42.9 - 55.3	48.4 - 62.0
travel support agent	36.3 - 46.3	40.9 - 52.4	45.7 - 58.1

## engineering

	entry	mid	senior
<b>construction</b>			
architect	57.8 - 76.4	65.5 - 88.2	75.1 - 100.7
architectural drafter	47.5 - 61.5	55.1 - 72.9	64.6 - 85.9
BIM/VDC Coordinator	61.3 - 80.1	68.4 - 91.1	77.3 - 103.0
BIM/VDC lead	71.0 - 92.3	77.7 - 103.1	86.3 - 115.7
buyer	54.8 - 71.7	62.4 - 83.0	71.5 - 94.9
civil engineer	62.7 - 83.8	72.4 - 98.1	83.5 - 111.1
civil engineering drafter	49.2 - 62.2	56.1 - 71.9	64.0 - 81.4
civil engineering technologist	45.5 - 59.7	52.0 - 69.2	59.5 - 78.7



# saskatchewan

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civil project engineer	70.9 - 96.8	81.6 - 113.3	94.3 - 129.9
civil project manager	75.2 - 100.0	84.7 - 114.6	96.2 - 129.1
construction coordinator	49.1 - 65.1	55.1 - 74.3	62.3 - 84.1
construction director	96.7 - 127.3	126.8 - 166.9	159.2 - 209.6
construction manager	71.7 - 93.5	78.6 - 104.4	87.4 - 117.2
construction project coordinator	83.5 - 106.8	90.6 - 118.1	99.8 - 131.4
construction project manager	63.8 - 87.8	74.1 - 103.4	86.1 - 118.3
contracts administrator	57.5 - 76.1	65.3 - 87.8	74.7 - 99.6
contracts manager	89.3 - 112.4	99.7 - 128.0	112.7 - 145.5
demand planner	47.7 - 65.6	57.3 - 79.2	67.6 - 90.7
director of operations	121.3 - 161.5	158.9 - 211.5	200.5 - 266.9
drafter	51.8 - 64.9	58.3 - 74.2	66.0 - 83.9
electrical designer/engineer	68.4 - 90.5	77.8 - 104.8	89.3 - 119.7
electrical engineer	70.7 - 95.0	82.2 - 112.5	96.2 - 130.0
electrical engineering technician	52.2 - 66.8	59.5 - 77.2	68.0 - 87.7
electrical inspector	41.1 - 55.3	47.6 - 64.9	55.1 - 74.9
engineering manager	80.0 - 107.2	91.2 - 124.5	104.8 - 142.1
environmental engineer	59.8 - 79.3	68.2 - 92.1	78.5 - 105.2
environmental inspector	45.8 - 58.4	50.2 - 65.4	55.9 - 73.1
estimation engineer	65.8 - 87.7	75.6 - 102.5	87.4 - 117.4
estimator	58.8 - 76.5	65.3 - 86.6	73.4 - 97.7
facilities engineer	63.1 - 84.2	72.6 - 98.5	84.0 - 112.3
field manager	67.9 - 89.7	77.1 - 104.0	88.6 - 120.1
field supervisor	66.5 - 87.0	74.5 - 99.1	84.0 - 111.2
foreman	49.4 - 63.9	55.3 - 72.8	62.5 - 82.4
general manager	91.7 - 104.0	98.3 - 112.9	108.9 - 135.2
health and safety manager	59.2 - 76.2	68.1 - 88.6	78.1 - 100.4
health and safety specialist	64.8 - 85.0	74.0 - 98.7	85.1 - 112.4
HVAC drafter	51.5 - 65.9	57.8 - 75.1	65.2 - 84.2
HVAC engineer	52.4 - 69.7	59.9 - 81.0	68.9 - 91.6
materials manager	78.3 - 102.6	86.4 - 115.4	96.7 - 129.7
mechanical designer	50.8 - 67.0	58.4 - 77.9	66.9 - 87.7
mechanical drafter	48.5 - 62.8	54.5 - 72.4	62.5 - 84.5
mechanical engineer	71.4 - 94.2	80.9 - 108.6	92.4 - 123.5
mechanical engineering technician	50.4 - 65.9	57.3 - 76.1	65.4 - 85.6
mechanical site supervisor	47.4 - 60.9	53.5 - 70.0	60.9 - 79.8
operations manager	76.2 - 103.4	86.9 - 119.7	99.4 - 135.0
osd designer - telecom	47.6 - 61.8	53.6 - 71.4	61.2 - 87.3
planner/scheduler	38.7 - 49.7	44.2 - 57.1	50.1 - 64.5



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project director	107.2 - 129.8	133.7 - 161.9	160.8 - 194.7
project engineer	85.0 - 108.6	92.1 - 120.0	101.4 - 133.7
project manager	72.5 - 99.7	84.2 - 117.4	97.7 - 133.9
purchasing manager	85.2 - 112.1	96.2 - 128.4	108.9 - 144.0
QA/QC inspector	52.8 - 70.0	61.1 - 81.6	70.2 - 93.2
quality control engineer	63.1 - 83.0	71.1 - 95.2	80.9 - 107.5
quality inspector	37.9 - 48.7	42.6 - 55.6	48.2 - 62.9
safety inspector	61.3 - 79.9	69.3 - 91.6	78.6 - 103.1
site supervisor	68.7 - 89.7	75.4 - 100.2	83.8 - 112.1
specification writer	50.4 - 65.0	57.1 - 74.6	64.8 - 84.0
structural designer	48.8 - 63.6	55.2 - 73.0	62.7 - 82.3
structural engineer	62.8 - 83.0	71.3 - 96.0	81.7 - 109.2
structural engineering technologist	50.6 - 66.7	57.4 - 76.8	65.7 - 87.3
superintendent	38.5 - 49.5	43.3 - 56.6	49.0 - 64.1
supply chain manager	78.4 - 104.0	89.6 - 120.3	102.2 - 134.7
<b>energy &amp; oil</b>			
applications engineer	68.5 - 92.0	80.5 - 109.3	94.2 - 124.6
architect	58.6 - 77.9	66.6 - 90.2	76.5 - 103.3
architectural drafter	47.7 - 62.4	55.7 - 74.2	65.6 - 87.9
automation engineer	62.9 - 83.6	71.5 - 96.7	82.0 - 110.2
automation specialist	49.3 - 65.1	57.3 - 76.1	65.9 - 86.5
buyer	55.4 - 73.1	63.3 - 84.8	72.8 - 97.2
category manager	59.3 - 78.1	66.5 - 89.2	75.5 - 101.5
chemical engineer	79.8 - 106.2	89.6 - 121.2	101.3 - 136.5
chemical technician	54.1 - 70.9	60.3 - 80.7	68.3 - 92.3
chief inspector	51.3 - 67.9	57.9 - 77.6	65.4 - 86.9
civil engineer	63.6 - 85.7	73.7 - 100.5	85.3 - 114.0
civil engineering drafter	49.6 - 63.1	56.7 - 73.2	65.0 - 83.1
civil engineering technologist	45.7 - 60.5	52.4 - 70.4	60.3 - 80.3
civil project engineer	72.2 - 99.2	83.3 - 116.3	96.6 - 133.7
civil project manager	76.6 - 102.5	86.6 - 117.7	98.5 - 132.8
coating inspector	35.2 - 46.7	40.4 - 53.8	46.1 - 61.3
commissioning and start up engineer	60.4 - 81.2	69.8 - 95.3	81.0 - 108.3
construction analyst	53.5 - 70.4	59.8 - 79.8	67.3 - 89.4
construction coordinator	49.5 - 66.1	55.6 - 75.7	63.2 - 85.9
construction director	99.1 - 131.0	130.4 - 172.2	164.3 - 216.8
construction manager	73.0 - 95.7	80.2 - 107.1	89.4 - 120.4
construction project manager	64.8 - 89.8	75.5 - 106.0	88.0 - 121.6
continuous improvement engineer	74.0 - 96.8	82.5 - 109.7	92.7 - 122.7



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contracts administrator	58.3 - 77.6	66.4 - 89.8	76.1 - 102.1
contracts manager	91.3 - 115.5	102.2 - 131.7	115.8 - 149.9
contracts specialist	58.9 - 77.5	67.2 - 89.7	76.9 - 101.6
control technician	48.1 - 63.6	55.1 - 73.8	63.2 - 83.9
controls designer/engineer	50.1 - 67.3	57.7 - 78.6	66.6 - 89.8
demand planner	47.9 - 66.7	58.0 - 80.9	68.7 - 92.8
director of operations	124.7 - 166.7	163.9 - 218.8	207.3 - 276.5
drafter	52.3 - 65.9	59.0 - 75.6	67.1 - 85.7
electrical designer/engineer	69.6 - 92.6	79.3 - 107.5	91.3 - 123.1
electrical engineer	72.0 - 97.3	84.0 - 115.5	98.5 - 133.8
electrical engineering technician	52.7 - 67.9	60.3 - 78.8	69.2 - 89.7
electrical inspector	41.4 - 55.7	48.0 - 65.4	55.5 - 75.6
electrical test engineer	69.4 - 92.9	79.9 - 108.9	92.6 - 125.1
engineering manager	81.7 - 110.1	93.4 - 128.1	107.5 - 146.4
environmental engineer	60.6 - 80.9	69.4 - 94.3	80.1 - 107.9
environmental inspector	46.0 - 59.1	50.6 - 66.4	56.6 - 74.5
estimation engineer	66.9 - 89.7	77.1 - 105.1	89.3 - 120.6
estimator	59.6 - 78.1	66.4 - 88.6	74.8 - 100.1
expediter	38.5 - 50.1	44.0 - 57.9	50.2 - 65.9
facilities engineer	64.1 - 86.0	73.9 - 100.9	85.8 - 115.4
facilities manager	58.5 - 77.2	66.9 - 89.5	76.7 - 102.1
field service engineer	51.1 - 68.1	58.3 - 79.2	67.2 - 91.7
general inspector	49.8 - 66.0	56.2 - 75.4	63.6 - 84.6
geologist	62.2 - 81.3	70.3 - 93.6	80.3 - 106.6
geophysicist	65.5 - 89.8	77.9 - 108.3	92.5 - 125.4
geotechnical engineer	63.6 - 83.2	71.9 - 95.8	82.2 - 109.0
GIS Analyst	39.0 - 51.2	43.6 - 58.2	49.0 - 65.2
health and safety manager	63.9 - 83.8	71.2 - 95.0	80.3 - 107.0
health and safety specialist	60.0 - 77.7	69.2 - 90.7	79.7 - 103.0
HVAC drafter	51.9 - 67.0	58.5 - 76.6	66.2 - 86.1
HVAC engineer	52.9 - 70.9	60.8 - 82.7	70.1 - 93.8
hydraulic engineer	64.6 - 86.7	74.6 - 101.8	86.5 - 116.3
industrial engineer	68.7 - 89.9	76.5 - 101.7	86.0 - 113.9
instrumentation and controls engineer	66.7 - 88.2	75.4 - 101.5	86.0 - 114.8
inventory analyst	50.2 - 66.0	57.0 - 76.2	65.3 - 87.0
inventory control manager	62.2 - 81.9	69.8 - 93.5	79.1 - 105.8
logistics manager	60.2 - 80.6	69.1 - 93.9	79.7 - 107.1
logistics specialist	55.6 - 74.5	63.8 - 86.8	73.6 - 98.6
maintenance engineer	52.0 - 67.6	58.1 - 76.7	65.4 - 85.5



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maintenance operator	40.3 - 50.2	44.8 - 56.5	50.0 - 62.9
materials manager	79.9 - 105.2	88.3 - 118.5	99.0 - 133.5
mechanical designer	51.2 - 68.1	59.2 - 79.5	68.0 - 89.7
mechanical drafter	48.8 - 63.7	55.0 - 73.8	63.4 - 86.3
mechanical engineer	72.7 - 96.5	82.6 - 111.5	94.6 - 127.0
mechanical engineering technician	50.8 - 67.0	58.0 - 77.6	66.4 - 87.4
mining engineer	68.9 - 91.6	77.1 - 104.3	87.1 - 117.3
operations manager	77.7 - 106.1	88.9 - 123.0	101.8 - 139.0
pipeline engineer	71.9 - 93.8	81.1 - 107.9	92.7 - 123.7
piping engineer	62.7 - 82.5	70.3 - 94.2	79.7 - 106.8
planner/scheduler	38.9 - 50.0	44.4 - 57.6	50.5 - 65.1
plant engineer	72.1 - 96.0	83.8 - 113.4	97.7 - 130.0
plant manager	90.4 - 126.1	108.5 - 153.3	129.4 - 178.5
plant operator	48.0 - 64.9	55.8 - 76.1	64.4 - 86.0
process controls engineer	60.4 - 80.8	69.3 - 94.2	80.0 - 107.1
process engineer	60.4 - 80.8	69.3 - 94.2	80.0 - 107.1
procurement director	96.6 - 127.6	127.5 - 168.4	154.7 - 204.2
procurement manager	87.1 - 115.1	98.5 - 132.1	111.8 - 148.5
procurement specialist	49.4 - 64.8	55.0 - 73.6	62.1 - 83.6
production analyst	45.4 - 60.9	52.2 - 71.6	60.8 - 82.7
production engineer	63.6 - 85.1	73.0 - 99.2	84.2 - 112.7
program manager	70.1 - 91.2	80.1 - 105.7	91.8 - 120.6
project controller	52.4 - 70.2	59.0 - 80.3	67.0 - 91.3
project controls manager	83.7 - 115.0	96.7 - 134.8	111.8 - 153.7
project controls specialist	59.0 - 77.0	66.4 - 87.9	75.2 - 99.1
project coordinator	85.3 - 109.7	92.7 - 121.4	102.3 - 135.2
project director	110.0 - 133.6	137.6 - 167.1	165.9 - 201.3
project engineer	86.8 - 111.5	94.3 - 123.4	104.0 - 137.7
project manager	73.8 - 102.2	86.0 - 120.6	100.1 - 137.9
purchasing manager	87.1 - 115.1	98.5 - 132.1	111.8 - 148.5
QA/QC inspector	53.3 - 71.2	61.9 - 83.4	71.5 - 95.5
quality assurance manager	77.5 - 100.9	85.8 - 113.6	96.0 - 127.2
quality assurance/control technician	58.7 - 78.4	68.3 - 92.4	79.4 - 105.1
quality control engineer	64.0 - 84.7	72.4 - 97.5	82.6 - 110.3
quality inspector	38.1 - 49.1	42.8 - 56.0	48.5 - 63.5
reliability engineer	64.1 - 83.2	73.0 - 96.3	83.7 - 109.4
reliability manager	65.4 - 85.3	75.0 - 99.4	86.5 - 113.2
safety inspector	62.1 - 81.5	70.6 - 93.7	80.2 - 105.7
SCADA engineer	61.8 - 82.5	70.8 - 96.1	81.6 - 109.4



# saskatchewan

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site supervisor	69.9 - 91.8	76.9 - 102.7	85.7 - 115.1
sourcing engineer	54.2 - 72.5	62.1 - 84.6	71.7 - 96.5
sourcing specialist	50.3 - 66.1	56.1 - 75.0	63.3 - 85.1
specification writer	50.9 - 66.1	57.8 - 76.0	65.8 - 85.8
stationary engineer	52.0 - 67.6	58.1 - 76.7	65.4 - 85.5
structural designer	49.2 - 64.6	55.8 - 74.4	63.6 - 84.1
structural engineer	63.8 - 84.8	72.6 - 98.3	83.4 - 112.1
superintendent	38.7 - 49.8	43.6 - 57.0	49.4 - 64.7
supply chain manager	80.0 - 106.7	91.6 - 123.7	104.8 - 138.7
telecommunications technician	52.4 - 68.7	59.4 - 79.2	67.9 - 90.5
transmission line engineer	74.9 - 95.0	81.2 - 104.8	89.3 - 116.3
transportation manager	76.0 - 100.6	86.1 - 115.6	98.0 - 131.3
welding inspector	50.9 - 66.8	57.8 - 76.9	65.8 - 86.9

## industrial support

	entry	mid	senior
assembler/fabricator	15.6 - 19.6	17.6 - 22.6	19.8 - 25.5
boom truck operator	20.7 - 27.8	23.9 - 32.5	27.6 - 37.2
counterbalance forklift operator	16.4 - 18.8	17.5 - 21.4	18.8 - 24.1
delivery/courier driver	17.1 - 22.2	19.4 - 25.4	22.0 - 28.5
electronic parts assembler	15.6 - 19.9	17.2 - 22.1	19.0 - 24.4
forklift operator	15.4 - 19.7	17.5 - 22.8	20.0 - 25.3
general labourer - heavy	16.2 - 20.7	18.6 - 23.8	21.1 - 24.4
general labourer - light	14.4 - 19.4	17.6 - 22.8	20.2 - 23.4
industrial painter	17.2 - 21.4	18.7 - 24.6	21.3 - 27.6
inventory control clerk	16.4 - 20.9	18.8 - 24.1	21.3 - 27.0
janitor/custodian	12.6 - 16.5	14.7 - 18.9	16.6 - 19.4
landscaping labour	14.7 - 18.9	16.9 - 21.6	19.1 - 22.1
logistics coordinator	22.7 - 29.4	25.8 - 33.9	29.4 - 38.6
machine operator	17.7 - 22.0	19.1 - 25.6	21.9 - 29.1
machine operator assistant	16.1 - 20.1	18.5 - 23.2	20.7 - 25.7
manufacturing worker	15.5 - 18.9	17.0 - 21.5	19.3 - 24.5
material handler	15.3 - 19.3	17.1 - 22.4	19.6 - 23.0
moulding machine operator	16.1 - 21.6	18.7 - 25.0	21.3 - 28.1
order/cherry picker forklift operator	16.3 - 19.4	18.1 - 22.0	19.6 - 24.1
parts clerk	13.0 - 18.1	15.0 - 20.9	17.1 - 23.4
parts manager	23.2 - 30.1	26.0 - 34.4	29.5 - 39.2
picker/packer	14.7 - 17.9	15.9 - 20.2	17.5 - 22.1



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polisher/deburrer	16.7 - 21.4	19.2 - 24.7	21.9 - 28.0
print press operator	15.8 - 20.3	17.8 - 23.0	20.1 - 25.9
production labourer	14.4 - 18.1	16.5 - 21.7	19.3 - 22.4
reach truck operator	16.0 - 19.0	17.2 - 22.0	19.2 - 24.3
sandblasting operator	15.5 - 20.1	17.5 - 23.0	19.9 - 26.3
scissor lift operator	15.7 - 18.6	17.0 - 21.6	19.1 - 24.1
shipper/receiver	17.3 - 21.4	19.0 - 23.8	21.0 - 26.4
shipping and receiving clerk	17.9 - 22.5	20.5 - 25.9	23.3 - 29.6
warehouse labourer	15.0 - 19.5	17.8 - 22.4	20.0 - 22.9

## manufacturing

	entry	mid	senior
<b>engineering</b>			
applications engineer	68.0 - 91.1	79.8 - 108.1	93.2 - 123.1
automation engineer	62.5 - 82.9	71.0 - 95.7	81.3 - 109.0
buyer	55.1 - 72.5	62.9 - 84.0	72.2 - 96.3
chemical engineer	79.2 - 105.1	88.7 - 119.8	100.2 - 134.9
chemical technician	53.9 - 70.4	59.9 - 80.0	67.8 - 91.4
cmm programmer	45.9 - 59.5	51.3 - 67.7	57.9 - 75.8
coating inspector	35.2 - 46.5	40.3 - 53.6	46.0 - 61.1
commissioning and start up engineer	60.1 - 80.7	69.4 - 94.5	80.4 - 107.9
continuous improvement engineer	73.4 - 95.9	81.7 - 108.5	91.8 - 121.3
contracts administrator	58.0 - 77.0	65.9 - 89.0	75.5 - 101.1
controls designer/engineer	49.9 - 66.8	57.4 - 78.0	66.2 - 89.0
demand planner	47.8 - 66.2	57.7 - 80.2	68.3 - 91.9
drafter	52.1 - 65.5	58.7 - 75.0	66.6 - 84.9
electrical designer/engineer	69.1 - 91.7	78.7 - 106.3	90.4 - 121.6
electrical engineer	71.4 - 96.3	83.2 - 114.2	97.5 - 132.2
electrical engineering technician	52.5 - 67.5	60.0 - 78.1	68.7 - 88.8
electrical inspector	41.3 - 55.6	47.8 - 65.2	55.4 - 75.3
electrical test engineer	68.9 - 92.0	79.2 - 107.7	91.8 - 123.6
environmental engineer	60.3 - 80.2	68.9 - 93.4	79.4 - 106.8
environmental inspector	45.9 - 58.8	50.5 - 66.0	56.3 - 73.9
estimation engineer	66.4 - 88.8	76.4 - 104.0	88.5 - 119.2
estimator	59.2 - 77.4	65.9 - 87.7	74.2 - 99.1



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field service engineer	50.9 - 67.6	58.0 - 78.6	66.8 - 90.8
general inspector	49.7 - 65.5	55.9 - 74.8	63.2 - 83.8
health and safety specialist	65.4 - 86.1	74.8 - 100.2	86.2 - 114.2
HVAC drafter	51.7 - 66.5	58.2 - 75.9	65.7 - 85.3
HVAC engineer	52.7 - 70.4	60.4 - 81.9	69.5 - 92.9
industrial engineer	68.2 - 89.0	75.8 - 100.7	85.2 - 112.7
inventory analyst	50.0 - 65.5	56.7 - 75.6	64.8 - 86.2
logistics specialist	55.3 - 73.9	63.4 - 86.0	73.1 - 97.6
manufacturing engineer	64.6 - 85.8	73.6 - 99.2	84.3 - 112.3
mechanical designer	51.0 - 67.7	58.9 - 78.8	67.5 - 88.8
mechanical drafter	48.6 - 63.3	54.8 - 73.2	63.0 - 85.6
mechanical engineer	72.2 - 95.5	81.9 - 110.3	93.7 - 125.5
mechanical engineering technician	50.6 - 66.6	57.7 - 77.0	66.0 - 86.6
planner/scheduler	38.8 - 49.9	44.3 - 57.4	50.3 - 64.8
process engineer	60.0 - 80.1	68.8 - 93.3	79.3 - 105.9
procurement specialist	49.2 - 64.4	54.7 - 73.0	61.8 - 82.9
production planner	47.7 - 63.4	55.2 - 73.7	63.1 - 82.3
project engineer	86.0 - 110.3	93.3 - 121.9	102.9 - 136.0
project manager	73.3 - 101.1	85.3 - 119.2	99.1 - 136.2
quality assurance manager	76.8 - 99.8	85.0 - 112.3	95.0 - 125.7
quality assurance/control technician	58.4 - 77.8	67.9 - 91.5	78.7 - 104.0
quality control engineer	63.6 - 84.0	71.8 - 96.5	81.9 - 109.1
quality inspector	38.0 - 48.9	42.7 - 55.9	48.4 - 63.2
safety inspector	61.8 - 80.8	70.0 - 92.8	79.6 - 104.6
SCADA engineer	61.4 - 81.8	70.3 - 95.2	80.9 - 108.2
sourcing engineer	53.9 - 71.9	61.7 - 83.8	71.2 - 95.6
specification writer	50.7 - 65.6	57.5 - 75.4	65.4 - 85.0
stationary engineer	51.8 - 67.1	57.9 - 76.0	65.0 - 84.8

## office & administrative support

	entry	mid	senior
administrative analyst	45.4 - 59.3	50.5 - 67.3	56.9 - 76.1
administrative assistant	39.1 - 50.2	43.4 - 57.3	49.1 - 64.9
administrative assistant (bilingual)	42.1 - 49.1	44.9 - 53.0	50.2 - 59.4
administrative manager	54.4 - 70.2	59.4 - 78.0	65.8 - 87.2
benefits clerk	39.1 - 49.0	43.6 - 56.8	49.9 - 64.7



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buyer assistant	38.2 - 49.5	44.2 - 57.3	50.1 - 63.2
claims supervisor	62.2 - 80.7	68.8 - 92.1	78.1 - 105.2
data entry clerk	32.1 - 41.2	36.9 - 47.0	41.6 - 48.2
dispatcher	39.1 - 48.4	42.9 - 55.3	48.4 - 62.0
document controller	32.2 - 40.3	36.0 - 45.7	40.3 - 46.8
document services specialist	30.8 - 38.6	36.9 - 45.2	40.1 - 46.7
documentation specialist	33.9 - 45.3	41.2 - 52.7	46.5 - 53.8
donor relations coordinator	49.6 - 65.3	57.7 - 77.2	67.4 - 89.3
executive assistant	52.4 - 70.7	60.3 - 83.5	70.1 - 95.0
executive assistant (bilingual)	57.0 - 63.2	59.2 - 69.1	64.3 - 74.6
file clerk	33.6 - 44.1	40.0 - 50.8	44.8 - 51.8
HR administrator	45.5 - 59.5	51.5 - 68.5	58.7 - 77.8
HR coordinator	47.4 - 62.2	52.2 - 69.5	58.4 - 76.2
HR manager	79.0 - 102.3	88.5 - 117.2	99.2 - 126.5
human resources assistant	41.2 - 51.8	45.9 - 58.5	50.8 - 63.1
insurance claims clerk	34.4 - 39.6	37.4 - 43.7	41.0 - 48.2
invoicing clerk	36.7 - 46.9	41.6 - 53.4	46.5 - 58.0
lease administrator	37.3 - 49.6	42.4 - 57.3	48.7 - 66.4
leasing coordinator	40.6 - 48.2	43.4 - 51.2	46.7 - 55.2
legal assistant	45.0 - 62.9	54.9 - 76.4	64.9 - 86.5
mailroom clerk	31.7 - 38.9	35.1 - 43.4	38.5 - 44.2
office clerk	35.6 - 43.8	39.0 - 48.9	43.2 - 54.2
office manager	54.3 - 69.4	58.9 - 77.7	65.5 - 86.9
office/operations manager	54.2 - 65.2	56.4 - 69.3	61.4 - 73.2
order clerk	32.8 - 41.3	37.0 - 47.3	41.8 - 52.3
order entry clerk	33.0 - 38.1	36.1 - 40.6	39.6 - 45.2
order supervisor	50.3 - 66.3	58.5 - 77.5	67.2 - 87.0
payroll administrator	42.9 - 55.1	47.8 - 63.9	54.8 - 73.0
project coordinator	43.6 - 55.4	48.0 - 63.6	54.4 - 71.8
property administrator	41.2 - 47.4	43.3 - 50.9	45.3 - 53.1
property manager	60.2 - 79.7	68.4 - 92.8	78.9 - 106.6
receptionist	31.9 - 40.6	35.6 - 46.0	40.3 - 52.6
receptionist (bilingual)	37.2 - 40.1	39.2 - 46.9	44.2 - 51.3
sales administrator	43.0 - 57.8	49.7 - 67.8	57.5 - 77.3
sales assistant	38.7 - 48.6	42.9 - 55.3	48.7 - 64.2
service coordinator	37.9 - 48.6	41.9 - 55.6	47.7 - 63.5
supply clerk	33.0 - 42.4	37.4 - 47.9	41.8 - 52.9



## technologies

	entry	mid	senior
<b>application software</b>			
.net/C# developer	66.1 - 85.7	74.1 - 97.7	83.8 - 109.9
application support analyst	58.2 - 77.0	66.9 - 89.0	76.3 - 100.3
automation tester	65.0 - 83.0	81.0 - 93.0	91.0 - 105.0
C++/ embedded software engineer	64.4 - 83.7	72.3 - 95.4	81.8 - 107.3
database SQL developer	58.8 - 78.5	67.4 - 91.5	77.7 - 104.0
devops development side	63.1 - 85.0	73.3 - 100.3	85.4 - 114.6
ERP developer	66.4 - 86.0	74.3 - 98.1	84.2 - 111.2
front-end developer	62.6 - 82.6	71.8 - 96.1	82.6 - 109.3
full stack developer	71.9 - 94.7	82.4 - 110.2	94.7 - 124.9
java developer	64.5 - 83.7	72.3 - 95.4	81.8 - 107.4
machine learning developer	71.8 - 106.8	96.5 - 133.8	115.1 - 138.0
manual tester	46.5 - 62.4	54.6 - 74.3	63.9 - 84.8
mobile application developer (iOS/android)	59.5 - 91.5	83.3 - 116.4	100.1 - 119.9
quality assurance manager	79.2 - 103.4	88.2 - 117.2	99.3 - 131.8
RPA developer	48.9 - 64.7	56.2 - 75.3	64.5 - 84.6
technical lead	102.5 - 138.0	117.2 - 160.1	134.3 - 181.3
UI/UX designer	59.3 - 77.4	67.0 - 88.7	76.0 - 99.3
<b>architecture</b>			
application architect	92.9 - 123.5	104.4 - 141.8	119.0 - 162.3
architect (enterprise)	89.9 - 121.3	103.1 - 141.5	118.9 - 162.7
architect (solutions/technical)	80.7 - 101.0	90.6 - 115.3	102.4 - 129.4
cloud architect	82.5 - 103.8	93.3 - 119.1	105.9 - 133.4
<b>data &amp; analytics</b>			
BI data architect	83.8 - 112.5	93.9 - 128.3	106.1 - 144.8
big data engineer	78.5 - 102.8	87.8 - 117.1	99.3 - 132.7
business intelligence developer	63.0 - 81.9	70.8 - 93.4	80.0 - 104.3
data analyst	64.8 - 86.9	74.8 - 101.7	86.5 - 115.7
data architect	68.5 - 90.6	79.0 - 106.1	91.3 - 121.0
data engineer	67.5 - 90.4	77.9 - 105.9	90.0 - 120.3
data scientist	73.5 - 98.8	85.2 - 116.2	98.9 - 132.3
database administrator	65.4 - 89.2	77.4 - 106.7	91.0 - 122.3
<b>leadership/business technology</b>			
business analyst	66.7 - 86.7	74.9 - 99.0	84.9 - 111.8
IT director	101.1 - 134.9	128.0 - 170.9	160.1 - 213.6
manager IT	88.3 - 117.0	100.5 - 135.8	115.5 - 155.7



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networking/infrastructure			
bilingual tech support	50.0 - 58.0	55.0 - 70.0	65.0 - 80.0
cloud engineer	71.3 - 95.0	83.1 - 112.0	96.4 - 126.9
devops system side	76.4 - 106.5	90.1 - 126.2	104.6 - 142.7
help desk representative	43.6 - 58.5	50.2 - 67.6	57.1 - 75.7
information security engineer	68.8 - 92.1	79.3 - 107.9	91.8 - 122.7
information security manager	89.2 - 117.3	100.4 - 134.4	114.1 - 153.0
information security specialist	57.9 - 76.4	66.4 - 89.0	76.5 - 100.8
information systems analyst	61.8 - 79.6	68.6 - 89.9	77.0 - 101.1
linux/unix administrator	73.8 - 96.2	83.4 - 110.8	95.2 - 125.9
network administrator	58.7 - 78.8	67.8 - 92.3	78.5 - 105.4
network engineer	65.7 - 87.8	75.5 - 102.8	87.5 - 117.9
systems administrator	66.4 - 86.7	75.1 - 99.7	85.6 - 113.0
tech support	61.6 - 80.9	70.1 - 93.2	80.0 - 105.6
telecommunications analyst	61.1 - 81.6	70.2 - 95.6	81.4 - 110.3
project management			
business systems analyst	65.0 - 86.3	75.3 - 101.3	87.2 - 115.9
ERP project manager	90.8 - 121.0	99.0 - 134.7	109.8 - 151.0
functional analyst	54.7 - 71.2	61.5 - 81.3	69.7 - 92.4
organizational change manager (OCM)	63.6 - 85.9	74.2 - 102.3	87.5 - 119.7
product owner	73.8 - 97.3	84.7 - 113.1	97.2 - 127.8
product owner/manager	76.4 - 105.4	88.9 - 124.3	103.3 - 142.3
program manager	100.0 - 115.0	110.0 - 135.0	135.0 - 165.0
project coordinator	59.5 - 75.1	67.5 - 86.7	77.2 - 98.5
project manager (infrastructure)	90.9 - 123.0	103.0 - 142.2	118.1 - 163.3
project manager (software)	87.6 - 116.0	97.9 - 132.2	110.8 - 149.9
scrum master	71.0 - 92.6	80.2 - 106.4	91.4 - 121.3
technical writer	57.6 - 75.1	67.2 - 88.6	78.1 - 100.6

