



2024

salary guide.

  
randstad

human forward.



# foreword.

In 2024, salary and benefits will be a major decision driver for talent as they look for job opportunities that will allow them to thrive in a challenging economic landscape.

However, there's more to life—and work—than money. Today's job seekers also prize [non-material benefits](#), including flexibility, training and recognition, and an organization that demonstrates ethical values and equity for all.

For their part, employers are getting creative with new strategies to combat labour shortages, such as [quiet hiring](#) and deploying skill-based [pay structures](#) and [hiring practices](#). However, it takes a keen awareness of the employment market and an insider understanding of industry-specific insights to deliver foolproof recruitment and retention tactics under our current economic conditions.

Before you dive into the detailed salary data for hundreds of positions and locations across Canada, take a moment to consider the current employment trends and forecasts that will affect your company's approach to recruitment as much as its ability to offer competitive salaries.

Organizations that take the time to reflect on this analysis will be better positioned to build strong, long-term staffing strategies that help them compete now and in the future.

# table of contents.

<b>alberta</b>	<b>nova scotia</b>	<b>prince edward island</b>
calgary metropolitan region	greater halifax	queens - charlottetown
edmonton metropolitan region		458
northern alberta		
red deer		
<b>british columbia</b>	<b>ontario</b>	<b>québec</b>
fort st. john	brant county	centre-du-québec
fraser valley	cambridge	466
greater vancouver	durham region	481
greater victoria	frontenac county	estrie
kelowna	greater hamilton area	494
prince george	greater sudbury area	lanaudière
surrey/delta	greater toronto area	509
	halton region	laurentides
	hastings county	laval
	london area	516
	niagara region	mauricie
	ottawa metropolitan region	532
	oxford county	montérégie - agglomeration
	peel region	of longueuil
	peterborough county	550
	simcoe county	567
	waterloo region	montérégie - brome-missisquoi
	wellington county	584
	windsor-essex county	montérégie - la haute-yamaska
	york region	594
<b>manitoba</b>		montérégie - les maskoutains
winnipeg metropolitan region		607
		montérégie - vaudreuil-
		soulanges
		620
<b>new brunswick</b>		montréal
greater moncton		634
saint john		national capital
york region		653
conception bay - st. john's		outaouais
		671
		saguenay-lac-saint-jean
		678
		regina metropolitan area
		689
		saskatoon metropolitan area
		700



analysis and trends

for the year ahead.

## salary and work-life balance are key considerations for job seekers.

Our 2023 employer brand research found that work-life balance and sufficient monetary compensation are the main drivers when it comes to choosing an employer—and staying in their jobs:

- 76% of employees reported non-material benefits are a consideration when choosing an employer
- 79% said material benefits, such as salary, are important
- Women (79%) and highly-educated (78%) respondents place more importance on non-material benefits
- The value of non-material benefits increases with age – 81% of 55-64 year olds find them important



## understand employee intentions to leave and reasons to 'job switch'.

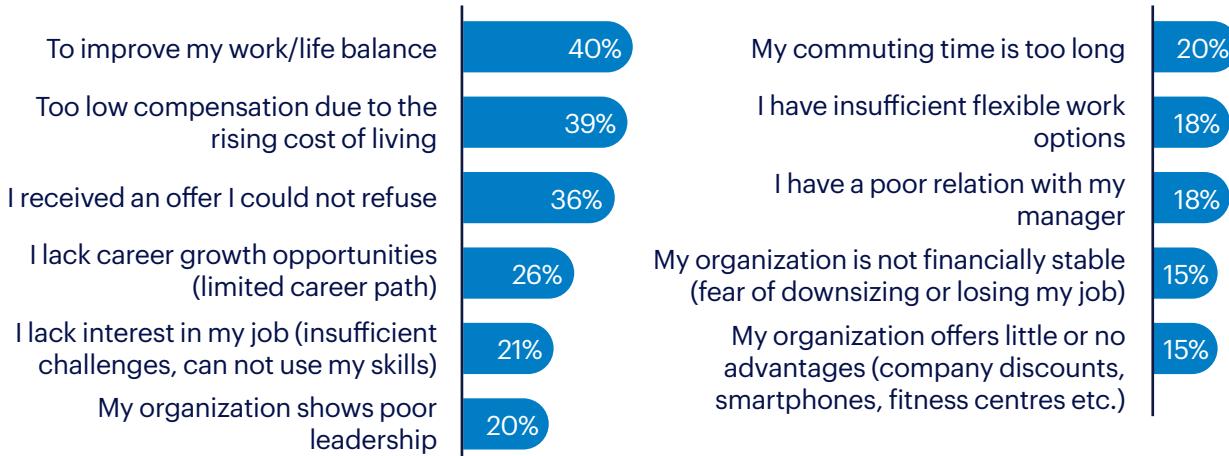
For many employees, the [Great Resignation](#) turned into the [Great Regret](#). Although job switching is on the decline, it's important to understand the demographics and reasons for employee departures to help prevent losing large swaths of staff.

[Randstad research](#) found that younger employees are more likely to switch. Men and blue collar workers were also the biggest job switchers.

A skewed work-life balance and insufficient compensation for the rising cost of living are the most important reasons for Canadian employees to leave their employers. Other explanations include 'an irresistible job offer' and 'lacking career growth opportunities'.

Low compensation is especially relevant for women (44%), along with lack of interest in their job (23%) and insufficient flexible work options (19%).

## reasons to leave an employer.



# flexibility is important to all workers.

As many employers attempt to mandate a return to the office, they are being [met with resistance](#). After almost three years of remote work in the wake of the global pandemic, employees have come to value the flexibility associated with working from home. Survey data suggests that many [Canadians would consider changing jobs if forced back to their offices full time](#).

Employers are advised to listen carefully to employees and offer as much flexibility as possible, including considering hybrid home/workplace solutions and opening newer, smaller locations for employees who aren't willing to face a lengthy commute.

Although non-office workers haven't enjoyed this flexibility, typically due to the onsite nature of their

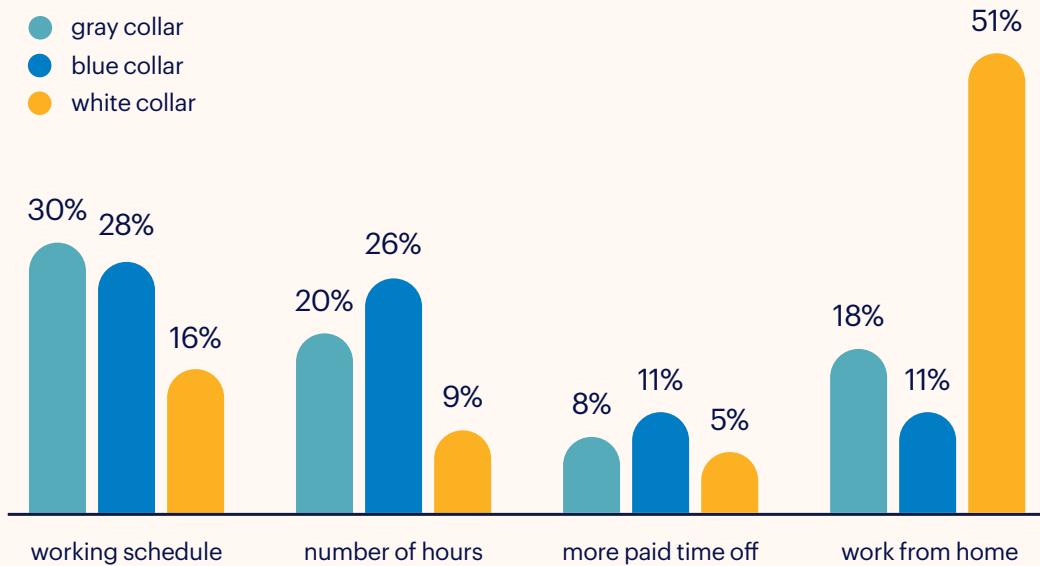
jobs, the rigid schedules of their work or the inability of employers to accommodate remote work, that doesn't mean they don't desire it.

Data from [Randstad's Workmonitor Pulse Survey](#) showed non-office workers deeply want more job flexibility, which they prioritize nearly as much as pay. They believe their employers can do more to meet this need.

Around 30% of blue and gray collar talent want a four-day or reduced work week, split shifts, night shifts or flexible weekend hours. In comparison, a majority of white collar workers want remote options.



# what type of flexible working arrangement is most valuable to you?



Employers can develop policies that help people better cope with their personal demands, including:

- Redefining work for non-office workers into activities that can be performed off-site and outside of normal business hours
- Offering more support to help employees address personal obligations, e.g. on-site child care or caregiver stipends
- Providing impactful employee assistance to reduce stress and improve energy levels, e.g. customized wellness programs, on-site fitness facilities in the workplace

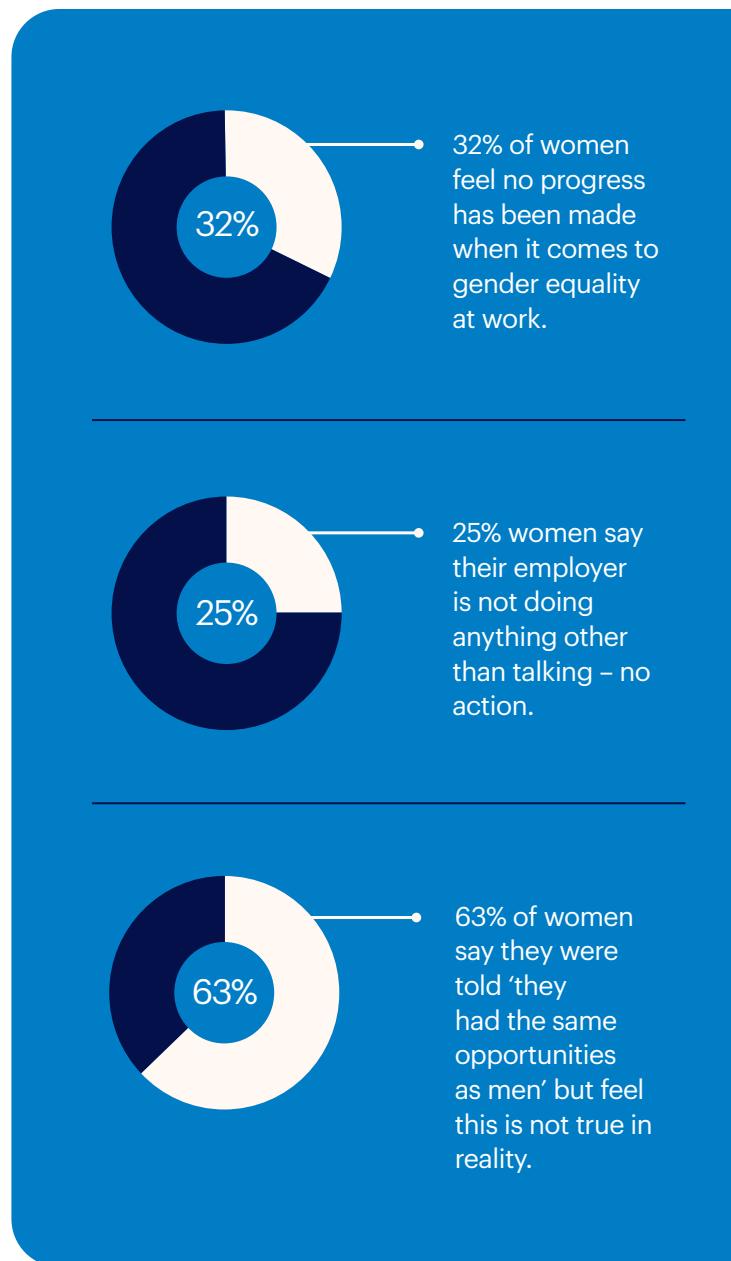


# importance of D&I, fair compensation, salary transparency & equity.

Randstad research has found that 23% of Canadian employees would rather be unemployed than work for a company that does not align with their personal values. The consideration of corporate values is a trend that began with the introduction of Millennials to the workforce, and it has taken root and will increasingly be a decision-making factor for employees.

Employers who want to stand out in a competitive recruitment market for top talent must address:

- **D&I:** It's not enough to have a D&I policy; it must be well-integrated with ongoing and evolving initiatives with employee input and actions
- **Gender equity:** A skills-based approach to hiring, D&I training programs and a look at intersectionality are all hallmarks of a robust response to creating equity
- **Fair compensation:** Canada's largest companies are lagging behind when it comes to addressing key measures to address the gender pay gap. It's expensive to underpay top talent because **when employees perceive they are unfairly paid for their work**—in comparison to what they could get elsewhere—they are more likely to leave. Organizations that take action on ensuring equity in this arena will attract quality employees and inspire loyalty.
- **Salary transparency:** It's becoming an imperative to list salaries in job ads – **Generation Z won't even apply for a job if the salary isn't listed** and they aren't the only ones who value transparency. Many countries now legally require pay transparency. The BC government **recently introduced one such bill** aimed at reducing the wage gaps that persist for women and other equity seeking groups.



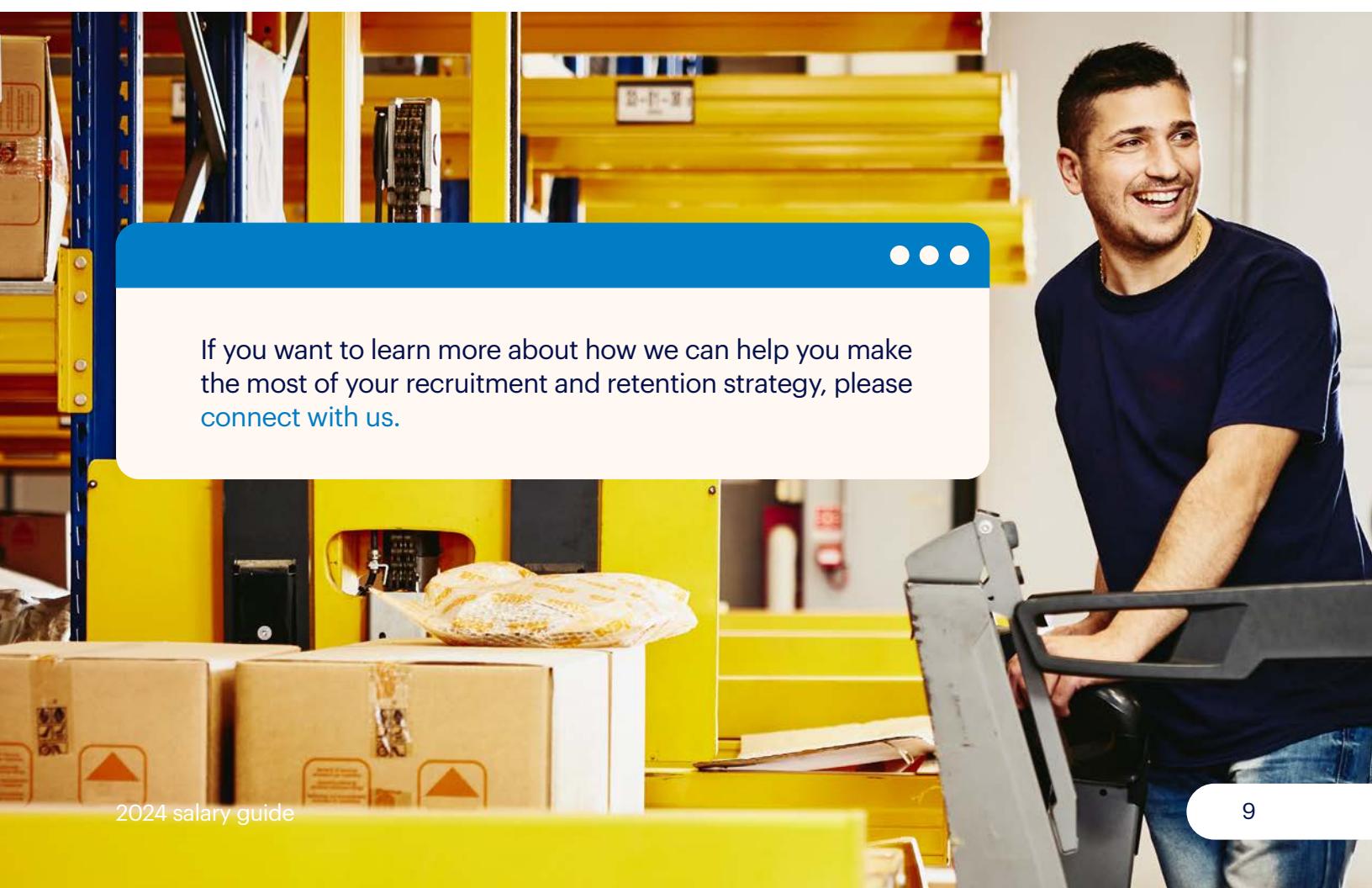
# why you should partner with a recruitment agency.

It's virtually impossible to stay up to date on employment trends, forecasts and global best practices that can help you stay competitive in the labour market.

As organizations consider ways to stretch their HR dollars, it's critical to consult a salary guide like this one and partner with a recruitment agency for fresh solutions that resonate with today's talent.

Among the many benefits, you can expect your partner to help you:

- ensure legal compliance, optimize HR processes, and reduce budget costs
- quickly scale up or find niche candidates for specialized positions
- ensure fair compensation practices through maintenance or initial exercises
- enhance your internal remuneration structure for competitiveness and alignment
- develop strategies to improve retention and attract top talent
- count on our experienced team for guidance on various HR and remuneration issues



If you want to learn more about how we can help you make the most of your recruitment and retention strategy, please [connect with us](#).

# about this guide.

This salary guide will be an invaluable tool to help you with your compensation planning for 2024 and beyond. The goal? To offer current and future employees competitive salaries they won't be able to refuse.

The salary information used is generated by the Economic Research Institute (ERI), which rigorously compiles current market data about wages, cost of living, and compensation for more than 1,000 sectors.

The data, which comes from a variety of sources (e.g., internal surveys on executive salaries and compensation purchased from third parties), is provided by employers. It is also validated by our industry experts across Canada.

Salary ranges correspond to the 25th and 75th percentiles for entry-level (1-3 years of experience), mid-level (4-7 years of experience), and senior-level (8-12 years of experience) positions. All salaries are expressed in thousands of dollars (e.g., 55.6 = \$55,600) and represent annual base salaries (before benefits), except for industrial support salaries, which are presented in hourly rates. Roles in finance and accounting correspond to the 25th and 75th percentiles for the 1st, 3rd, 5th, and 10th years of experience and are based on both our internal data and ERI data.

For management roles, given that a company's size affects its wages more than employees' years of experience, salaries vary according to company income. The data is categorized by region, rather than by city, to account for the growing importance of remote work.

alberta

## calgary metropolitan region

### business support & operations

administrative professionals	entry	mid	senior
administrative assistant	44.3 - 56.4	48.5 - 62.9	53.8 - 70.9
administrative clerk	42.5 - 53.1	47.5 - 59.3	52.3 - 64.4
administrative coordinator	49.5 - 61.4	55.8 - 69.7	62.5 - 74.9
administrative manager	68.6 - 88.2	74.7 - 97.8	82.6 - 109.1
benefits clerk	43.9 - 56.5	50.4 - 65.6	57.7 - 74.8
buyer assistant	44.0 - 57.3	51.2 - 66.3	58.1 - 73.4
contracts administrator	108.6 - 136.5	121.1 - 155.1	136.8 - 175.9
data entry clerk	39.6 - 50.4	45.3 - 57.3	50.8 - 61.4
dispatch administrator	55.5 - 70.6	62.7 - 80.6	70.7 - 90.6
document services specialist	36.3 - 47.3	42.7 - 54.3	48.1 - 56.8
documentation specialist	44.7 - 59.0	53.7 - 68.6	60.6 - 72.8
donor relations coordinator	58.2 - 76.3	67.4 - 90.1	78.7 - 104.3
executive assistant	62.5 - 85.5	73.1 - 100.9	84.9 - 114.8

Salaries can be shown in two ways: annual or hourly rates, by levels of experience.

- entry: 1-3 years of experience;
- mid: 4-7 years of experience;
- senior: 8-12 years of experience

annual salaries are expressed in thousands of dollars (e.g., 109.1 = \$109,100)



salary

data.

# calgary metropolitan region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	44.3 - 56.4	48.5 - 62.9	53.8 - 70.9
administrative clerk	42.5 - 53.1	47.5 - 59.3	52.3 - 64.4
administrative coordinator	49.5 - 61.4	55.8 - 69.7	62.5 - 74.9
administrative manager	68.6 - 88.2	74.7 - 97.8	82.6 - 109.1
benefits clerk	43.9 - 56.5	50.4 - 65.6	57.7 - 74.8
buyer assistant	44.0 - 57.3	51.2 - 66.3	58.1 - 73.4
contracts administrator	108.6 - 136.5	121.1 - 155.1	136.8 - 175.9
data entry clerk	39.6 - 50.4	45.3 - 57.3	50.8 - 61.4
dispatch administrator	55.5 - 70.6	62.7 - 80.6	70.7 - 90.6
document services specialist	36.3 - 47.3	42.7 - 54.3	48.1 - 56.8
documentation specialist	44.7 - 59.0	53.7 - 68.6	60.6 - 72.8
donor relations coordinator	58.2 - 76.3	67.4 - 90.1	78.7 - 104.3
executive assistant	62.5 - 85.5	73.1 - 100.9	84.9 - 114.8
file clerk	39.3 - 51.8	47.1 - 59.8	52.8 - 63.3
HR coordinator	43.7 - 55.9	49.6 - 63.1	55.0 - 68.2
insurance claims clerk	43.3 - 54.9	49.4 - 63.0	56.0 - 71.1
inventory clerk	42.7 - 54.2	48.9 - 62.2	55.3 - 69.9
inventory coordinator	51.7 - 65.9	57.6 - 74.8	64.9 - 84.7
invoicing clerk	42.7 - 55.0	49.0 - 62.7	54.7 - 68.3
lease administrator	54.5 - 71.5	63.1 - 83.5	72.7 - 95.4
leasing coordinator	50.3 - 66.0	58.3 - 77.1	67.0 - 87.8
legal assistant	53.5 - 73.5	63.9 - 87.9	74.8 - 99.5



logistics coordinator	53.1 - 70.1	62.0 - 82.2	71.5 - 93.5
mailroom clerk	41.5 - 51.8	47.0 - 57.8	51.5 - 60.8
marketing assistant	47.5 - 59.4	52.4 - 67.4	59.4 - 78.2
office clerk	43.7 - 53.7	47.8 - 59.6	52.8 - 66.3
office manager	60.8 - 78.9	67.0 - 88.3	74.6 - 98.6
order clerk	39.2 - 50.0	45.0 - 57.1	50.6 - 63.2
order entry clerk	39.0 - 44.8	40.6 - 52.3	46.3 - 55.9
parts coordinators	37.0 - 51.0	42.6 - 58.4	48.3 - 65.5
payroll administrator	51.6 - 67.6	58.7 - 78.3	67.3 - 89.7
procurement coordinator	60.5 - 78.9	68.4 - 90.8	78.0 - 103.9
project coordinator	42.0 - 57.7	48.6 - 67.6	56.2 - 77.7
project manager assistant	52.2 - 69.3	57.5 - 78.0	64.4 - 88.6
property administrator	42.7 - 56.2	48.1 - 64.7	55.0 - 75.2
property manager	68.4 - 90.4	77.5 - 104.3	88.7 - 119.5
receptionist	39.0 - 48.1	42.4 - 54.4	47.9 - 62.4
sales administrator	49.3 - 65.9	56.8 - 77.3	65.7 - 88.3
sales assistant	47.3 - 59.2	52.3 - 67.3	59.3 - 78.2
sales coordinator	56.6 - 69.7	61.1 - 77.1	67.6 - 87.7
service coordinator	42.1 - 54.7	47.4 - 62.6	53.7 - 71.5
supply clerk	41.0 - 52.6	46.7 - 59.6	52.1 - 65.5
virtual assistant	38.9 - 48.9	43.7 - 54.5	48.1 - 59.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	73.5 - 95.2	82.4 - 108.4	93.0 - 121.4
bilingual customer loyalty agent	40.7 - 53.9	46.9 - 62.5	53.6 - 71.1
bilingual customer service manager	86.4 - 113.3	97.1 - 129.8	110.5 - 148.2



bilingual customer service representative	43.1 - 54.9	47.9 - 62.0	53.7 - 69.9
bilingual customer service supervisor	67.5 - 89.2	76.5 - 102.6	87.1 - 116.5
bilingual customer service team lead	59.4 - 75.9	68.5 - 86.9	76.8 - 94.7
bilingual customer service trainer	49.3 - 64.9	56.4 - 75.6	65.0 - 86.1
bilingual e-chat representative	50.3 - 64.1	56.0 - 72.6	62.9 - 81.7
bilingual fundraising agent	37.0 - 49.0	44.6 - 57.5	51.0 - 63.1
bilingual inside sales manager	81.5 - 109.1	92.6 - 125.7	105.7 - 142.0
bilingual inside sales representative	57.3 - 72.5	63.1 - 81.4	70.5 - 91.7
bilingual insurance advisor	66.0 - 83.8	71.8 - 93.0	79.5 - 104.2
bilingual junior collection agent	40.2 - 52.2	45.8 - 59.9	51.9 - 67.3
bilingual order desk representative	41.6 - 50.0	45.0 - 57.1	50.6 - 63.2
bilingual order management representative	45.7 - 58.2	51.7 - 67.0	59.0 - 77.0
bilingual survey agent	37.0 - 49.0	44.6 - 57.5	51.0 - 63.1
bilingual technical support level 1 agent	51.6 - 69.0	59.3 - 79.8	67.5 - 89.8
bilingual telemarketing agent	38.6 - 49.1	43.3 - 56.1	49.5 - 65.0
bilingual telephone dispatcher	46.4 - 59.3	52.8 - 68.3	60.0 - 77.7
bilingual travel support agent	45.6 - 57.8	51.2 - 65.3	57.1 - 72.5
bilingual workforce planner	56.2 - 70.9	60.6 - 78.3	66.9 - 88.5

## engineering

construction	entry	mid	senior
architect	70.4 - 92.0	78.5 - 104.6	88.8 - 118.4
architectural drafter	60.9 - 79.1	70.9 - 93.8	83.2 - 110.5
architectural technician	80.9 - 106.6	93.1 - 124.5	107.5 - 141.5
BIM/VDC coordinator	72.7 - 95.0	81.1 - 108.0	91.7 - 122.2
BIM/VDC lead	65.5 - 85.2	72.9 - 96.9	82.2 - 109.9



civil engineer	72.6 - 98.3	85.2 - 116.6	99.5 - 132.8
civil engineering drafter	62.5 - 78.2	70.1 - 89.2	79.4 - 101.2
civil engineering technologist	50.8 - 69.1	60.8 - 83.0	71.5 - 94.6
civil project engineer	84.7 - 116.1	97.9 - 136.2	113.7 - 156.5
civil project manager	91.5 - 121.5	103.0 - 139.1	117.0 - 156.7
construction director	111.7 - 146.6	149.7 - 195.9	186.6 - 244.1
construction manager	87.1 - 113.6	95.4 - 126.7	106.2 - 142.3
construction project manager	75.9 - 104.4	88.1 - 122.9	102.5 - 140.9
construction superintendent	90.2 - 117.5	98.8 - 131.1	109.9 - 147.0
contracts administrator	65.6 - 86.8	74.5 - 100.3	85.2 - 114.0
director of operations	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
drafter	61.9 - 77.7	69.8 - 89.0	79.2 - 100.9
electrical designer/engineer	84.6 - 110.9	95.1 - 127.1	108.2 - 144.5
electrical engineer	73.2 - 102.2	89.7 - 126.2	108.5 - 147.2
electrical engineering technician	64.3 - 82.4	73.3 - 95.3	83.9 - 108.5
electrical inspector	53.7 - 72.1	62.1 - 84.3	71.7 - 96.8
engineering manager	97.4 - 130.4	111.0 - 151.0	127.4 - 171.9
environmental engineer	70.9 - 94.8	81.7 - 111.2	94.9 - 127.6
environmental inspector	58.4 - 74.7	64.2 - 83.7	71.6 - 93.7
estimator	68.5 - 89.3	76.1 - 101.1	85.7 - 114.4
facilities manager	66.9 - 87.6	76.2 - 101.4	87.3 - 115.8
field manager	74.4 - 98.4	84.6 - 114.0	97.2 - 131.6
field supervisor	73.8 - 96.9	82.9 - 110.3	93.6 - 124.1
foreman	59.9 - 77.6	67.0 - 88.4	75.9 - 100.2
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	69.7 - 89.8	80.1 - 104.5	92.1 - 118.6
health and safety specialist	78.8 - 103.6	90.3 - 120.7	104.1 - 137.3



HVAC drafter	55.9 - 71.9	62.9 - 81.9	71.0 - 91.6
HVAC engineer	65.6 - 87.3	75.0 - 101.4	86.3 - 115.0
mechanical designer	58.6 - 77.4	67.4 - 90.1	77.4 - 101.9
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	70.2 - 99.2	87.4 - 124.2	106.9 - 145.1
mechanical engineering technician	59.0 - 77.3	67.1 - 89.3	76.7 - 100.7
mechanical site supervisor	58.1 - 74.8	65.6 - 86.1	74.9 - 98.4
operations manager	91.3 - 124.5	105.0 - 144.8	120.5 - 163.0
planner/scheduler	44.6 - 57.2	50.8 - 65.7	57.7 - 74.2
project coordinator	42.0 - 57.7	48.6 - 67.6	56.2 - 77.7
project director	119.3 - 144.2	149.6 - 180.4	182.6 - 220.1
project engineer	97.3 - 124.3	105.5 - 137.2	116.1 - 152.6
project manager	85.5 - 117.6	99.3 - 138.3	115.3 - 157.6
purchasing manager	107.9 - 141.5	121.6 - 161.7	137.7 - 181.4
QA/QC inspector	62.0 - 82.2	71.7 - 96.1	82.8 - 110.2
quality control engineer	77.7 - 103.4	89.0 - 120.1	102.3 - 135.9
quality inspector	45.0 - 57.0	49.7 - 64.3	55.7 - 72.7
safety inspector	68.1 - 88.9	77.1 - 102.0	87.5 - 114.8
specification writer	59.5 - 76.8	67.4 - 88.2	76.6 - 99.6
structural engineer	79.0 - 104.9	90.3 - 122.0	104.0 - 139.1
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	95.7 - 126.6	109.1 - 146.8	125.3 - 167.9
<b>energy &amp; oil</b>			
applications engineer	84.2 - 111.1	97.0 - 129.8	112.0 - 146.9
automation engineer	71.8 - 96.0	82.8 - 112.4	95.9 - 128.7
buyer	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
category manager	72.1 - 94.5	80.7 - 107.8	91.5 - 122.5

category specialist	59.5 - 77.5	66.0 - 87.8	74.4 - 99.7
chemical engineer	79.0 - 114.6	100.5 - 144.6	123.0 - 166.2
chief inspector	60.0 - 79.0	67.5 - 90.0	76.2 - 101.0
civil engineer	72.6 - 98.3	85.2 - 116.6	99.5 - 132.8
civil engineering drafter	62.5 - 78.2	70.1 - 89.2	79.4 - 101.2
civil engineering technologist	50.8 - 69.1	60.8 - 83.0	71.5 - 94.6
civil project engineer	84.7 - 116.1	97.9 - 136.2	113.7 - 156.5
civil project manager	91.5 - 121.5	103.0 - 139.1	117.0 - 156.7
continuous improvement engineer	89.1 - 116.0	99.1 - 131.1	111.3 - 146.6
contracts administrator	65.6 - 86.8	74.5 - 100.3	85.2 - 114.0
contracts manager	108.6 - 136.5	121.1 - 155.1	136.8 - 175.9
contracts specialist	66.3 - 86.8	75.4 - 100.3	86.2 - 113.5
controls designer/engineer	63.4 - 84.8	72.9 - 98.7	83.9 - 112.4
cost control specialist	56.2 - 72.7	62.9 - 83.0	71.2 - 94.0
demand planner	57.5 - 79.4	69.1 - 95.7	81.6 - 109.4
director of operations	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
electrical designer/engineer	84.6 - 110.9	95.1 - 127.1	108.2 - 144.5
electrical engineer	73.2 - 102.2	89.7 - 126.2	108.5 - 147.2
electrical engineering technician	64.3 - 82.4	73.3 - 95.3	83.9 - 108.5
electrical test engineer	79.1 - 106.2	91.9 - 125.5	107.3 - 144.5
engineering manager	115.2 - 155.6	133.2 - 182.4	154.3 - 207.6
environmental engineer	70.9 - 94.8	81.7 - 111.2	94.9 - 127.6
environmental inspector	58.4 - 74.7	64.2 - 83.7	71.6 - 93.7
estimator	68.5 - 89.3	76.1 - 101.1	85.7 - 114.4
facilities engineer	72.8 - 97.7	84.3 - 114.9	98.0 - 131.3
field service engineer	61.9 - 81.2	69.4 - 93.0	79.1 - 107.0
geologist	73.4 - 95.4	82.7 - 109.6	94.3 - 124.6



geotechnical engineer	72.3 - 95.0	82.7 - 110.6	95.4 - 126.6
GIS analyst	48.4 - 63.9	54.7 - 73.4	62.1 - 82.6
health and safety manager	71.9 - 93.7	79.9 - 106.0	89.9 - 119.4
HVAC engineer	65.6 - 87.3	75.0 - 101.4	86.3 - 115.0
hydraulic engineer	74.3 - 99.2	85.5 - 116.0	99.0 - 132.3
industrial engineer	77.5 - 102.6	88.1 - 118.4	100.8 - 133.7
instrumentation and controls engineer	75.7 - 100.5	86.4 - 116.6	99.4 - 132.5
inventory control manager	70.8 - 92.7	79.2 - 105.6	89.6 - 119.4
mechanical designer	58.6 - 77.4	67.4 - 90.1	77.4 - 101.9
mechanical drafter	59.9 - 77.8	67.4 - 89.8	77.5 - 104.9
mechanical engineer	70.2 - 99.2	87.4 - 124.2	106.9 - 145.1
mechanical engineering technician	59.0 - 77.3	67.1 - 89.3	76.7 - 100.7
mining engineer	78.7 - 104.9	88.9 - 120.7	101.5 - 136.6
operations manager	91.3 - 124.5	105.0 - 144.8	120.5 - 163.0
pipeline designer	69.3 - 90.7	77.5 - 103.3	87.7 - 116.8
piping engineer	69.2 - 91.1	78.0 - 104.4	88.8 - 118.6
planner/scheduler	44.6 - 57.2	50.8 - 65.7	57.7 - 74.2
plant engineer	79.1 - 105.8	92.9 - 126.0	109.2 - 144.9
process engineer	70.1 - 93.6	80.7 - 109.5	93.3 - 124.6
procurement specialist	60.1 - 78.3	66.7 - 88.7	75.2 - 100.6
production engineer	71.4 - 96.0	82.9 - 113.1	96.6 - 129.2
program manager	81.7 - 105.7	93.1 - 122.1	106.4 - 138.8
project controller	58.2 - 77.4	65.3 - 88.4	74.0 - 100.3
project controls manager	96.4 - 131.7	111.1 - 153.7	128.2 - 174.7
project controls specialist	68.8 - 90.0	78.1 - 103.5	88.9 - 117.1
project coordinator	93.7 - 119.9	101.7 - 132.5	112.1 - 147.2
project director	119.3 - 144.2	149.6 - 180.4	182.6 - 220.1



project engineer	97.3 - 124.3	105.5 - 137.2	116.1 - 152.6
project manager	85.5 - 117.6	99.3 - 138.3	115.3 - 157.6
purchasing manager	107.9 - 141.5	121.6 - 161.7	137.7 - 181.4
quality assurance manager	90.4 - 117.1	99.9 - 131.5	111.6 - 147.1
quality control engineer	77.7 - 103.4	89.0 - 120.1	102.3 - 135.9
reliability engineer	78.0 - 101.7	89.9 - 119.1	104.0 - 135.9
reliability manager	79.9 - 104.6	92.6 - 123.1	107.7 - 140.9
safety inspector	68.1 - 88.9	77.1 - 102.0	87.5 - 114.8
sourcing engineer	64.1 - 85.2	73.2 - 99.1	84.4 - 113.0
sourcing specialist	66.3 - 86.4	73.6 - 97.8	82.9 - 111.0
specification writer	59.5 - 76.8	67.4 - 88.2	76.6 - 99.6
stationary engineer	62.5 - 79.9	68.6 - 89.2	76.3 - 99.3
structural designer	60.8 - 79.4	68.8 - 91.2	78.3 - 103.2
structural engineer	79.0 - 104.9	90.3 - 122.0	104.0 - 139.1
superintendent	45.3 - 58.0	50.8 - 66.3	57.5 - 75.3
systems control engineer	73.3 - 98.4	85.1 - 116.0	99.0 - 132.5
transmission line engineer	88.2 - 111.3	95.4 - 122.6	104.8 - 135.7
transportation manager	94.1 - 123.8	106.3 - 141.8	120.8 - 160.7
<b>manufacturing</b>			
applications engineer	84.2 - 111.1	97.0 - 129.8	112.0 - 146.9
assurance control technician	71.6 - 93.6	81.3 - 107.8	92.7 - 121.7
automation engineer	71.8 - 96.0	82.8 - 112.4	95.9 - 128.7
buyer	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
chemical engineer	79.0 - 114.6	100.5 - 144.6	123.0 - 166.2
coating inspector	42.4 - 55.9	48.6 - 64.7	55.5 - 73.8
commissioning and start up engineer	67.1 - 89.6	77.2 - 104.9	89.4 - 119.6
continuous improvement engineer	89.1 - 116.0	99.1 - 131.1	111.3 - 146.6



controls designer/engineer	63.4 - 84.8	72.9 - 98.7	83.9 - 112.4
controls engineer	63.4 - 84.8	72.9 - 98.7	83.9 - 112.4
demand planner	57.5 - 79.4	69.1 - 95.7	81.6 - 109.4
electrical designer	81.7 - 108.3	93.2 - 125.8	107.3 - 143.9
electrical engineer	73.2 - 102.2	89.7 - 126.2	108.5 - 147.2
electrical engineering technician	64.3 - 82.4	73.3 - 95.3	83.9 - 108.5
electrical test engineer	79.1 - 106.2	91.9 - 125.5	107.3 - 144.5
electronics designer	63.9 - 80.9	72.9 - 93.6	83.4 - 106.3
electronics engineer	89.1 - 116.2	99.3 - 131.5	111.6 - 147.1
electronics technician	62.8 - 81.4	70.3 - 92.7	79.5 - 104.7
estimation engineer	81.8 - 108.9	93.9 - 127.2	108.5 - 145.6
estimator	68.5 - 89.3	76.1 - 101.1	85.7 - 114.4
field service engineer	61.9 - 81.2	69.4 - 93.0	79.1 - 107.0
general inspector	56.6 - 74.4	63.6 - 84.8	71.8 - 95.2
health and safety specialist	78.8 - 103.6	90.3 - 120.7	104.1 - 137.3
HVAC drafter	55.9 - 71.9	62.9 - 81.9	71.0 - 91.6
HVAC engineer	65.6 - 87.3	75.0 - 101.4	86.3 - 115.0
industrial engineer	77.5 - 102.6	88.1 - 118.4	100.8 - 133.7
inventory analyst	59.0 - 76.6	66.3 - 87.8	75.4 - 100.0
logistics specialist	52.6 - 68.0	59.8 - 78.4	68.1 - 89.3
maintenance buyer	47.0 - 60.3	54.5 - 70.2	62.4 - 79.3
maintenance planner	60.1 - 75.8	68.1 - 87.0	77.4 - 98.2
manufacturing engineer	71.7 - 95.8	82.5 - 111.9	95.4 - 127.4
mechanical designer	58.6 - 77.4	67.4 - 90.1	77.4 - 101.9
mechanical drafter	59.9 - 77.8	67.4 - 89.8	77.5 - 104.9
mechanical engineer	70.2 - 99.2	87.4 - 124.2	106.9 - 145.1
mechanical engineering technician	59.0 - 77.3	67.1 - 89.3	76.7 - 100.7



operation excellence specialist	83.7 - 109.2	93.2 - 123.5	104.7 - 138.0
process engineer	70.1 - 93.6	80.7 - 109.5	93.3 - 124.6
production planner	54.2 - 71.8	62.6 - 83.5	71.5 - 93.4
project engineer	97.3 - 124.3	105.5 - 137.2	116.1 - 152.6
project manager	85.5 - 117.6	99.3 - 138.3	115.3 - 157.6
purchasing agent	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
quality assurance engineer	69.7 - 91.8	78.6 - 105.2	89.3 - 118.3
quality assurance/control technician	62.0 - 82.2	71.7 - 96.1	82.8 - 110.2
quality control engineer	77.7 - 103.4	89.0 - 120.1	102.3 - 135.9
quality control technician	44.2 - 57.0	49.2 - 64.6	55.3 - 72.4
quality engineer	62.0 - 82.8	72.5 - 98.0	84.5 - 111.5
quality inspector	45.0 - 57.0	49.7 - 64.3	55.7 - 72.7
reliability/maintenance engineer	78.0 - 101.7	89.9 - 119.1	104.0 - 135.9
robotics engineer	82.1 - 107.9	92.4 - 123.4	104.9 - 138.9
safety inspector	68.1 - 88.9	77.1 - 102.0	87.5 - 114.8
SCADA engineer	74.9 - 99.7	85.9 - 116.3	99.1 - 132.6
sourcing engineer	64.1 - 85.2	73.2 - 99.1	84.4 - 113.0
stationary engineer	62.5 - 79.9	68.6 - 89.2	76.3 - 99.3
supply chain analyst	60.5 - 80.3	68.9 - 92.9	78.9 - 105.2
systems engineer	80.5 - 106.5	91.5 - 123.1	104.9 - 139.6

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	75.6 - 90.5	81.6 - 97.7	87.4 - 104.6	99.4 - 119.0
accounting clerk	47.9 - 55.5	51.2 - 59.2	54.3 - 62.8	61.0 - 70.7
accounting supervisor	79.3 - 96.2	85.3 - 103.4	91.1 - 110.4	104.0 - 125.9
accounting technician	63.2 - 74.9	68.1 - 80.8	72.8 - 86.3	82.9 - 98.1



accounts payable clerk	47.7 - 53.9	53.1 - 59.8	57.7 - 65.0	66.6 - 75.2
accounts receivable clerk	49.6 - 55.9	54.9 - 62.0	59.7 - 67.4	69.6 - 78.5
billing specialist	45.9 - 53.9	50.5 - 59.0	54.5 - 63.7	61.9 - 72.5
bookkeeper	49.9 - 59.1	54.1 - 64.0	58.0 - 68.7	66.6 - 79.0
invoicing clerk	46.6 - 54.7	51.4 - 60.1	55.4 - 64.8	61.8 - 72.4
payroll clerk	53.3 - 62.4	58.7 - 68.7	63.7 - 74.6	73.2 - 85.7
payroll manager	100.6 - 121.9	108.7 - 131.5	116.4 - 140.8	133.4 - 161.2
payroll specialist	56.3 - 67.5	61.6 - 73.8	66.6 - 79.9	77.8 - 93.1
payroll supervisor	68.0 - 81.6	74.0 - 88.8	79.7 - 95.7	92.2 - 110.4

## healthcare

	entry	mid	senior
dental office manager	59.1 - 76.5	64.9 - 85.4	72.2 - 95.5
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	56.4 - 72.1	61.0 - 79.7	67.2 - 89.6
disability consultant	44.1 - 58.7	52.1 - 69.4	60.3 - 78.7
health records clerk	40.7 - 51.6	46.4 - 59.1	52.5 - 63.9
healthcare clinic manager	82.1 - 105.4	89.4 - 116.8	98.8 - 130.1
medical / clinic coordinator	53.4 - 68.1	59.5 - 77.4	67.2 - 88.3
medical billing clerk	41.8 - 54.2	48.4 - 62.9	55.2 - 70.7
medical claims analyst	52.0 - 68.6	57.7 - 77.7	65.0 - 87.8
medical office assistant	37.8 - 48.0	42.2 - 53.8	47.0 - 59.2
medical receptionist	37.3 - 49.2	44.7 - 57.1	50.5 - 60.9
medical reimbursement specialist	43.4 - 58.0	50.8 - 68.3	58.6 - 76.9
medical secretary	40.8 - 52.4	45.8 - 59.2	51.2 - 65.3
nursing manager	100.1 - 129.3	108.4 - 143.2	120.1 - 162.4
nursing supervisor / team lead	86.5 - 110.7	98.6 - 126.7	111.3 - 141.5



occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	37.6 - 46.8	43.1 - 53.9	49.2 - 61.3
patient service representatives (unilingual or bilingual)	37.6 - 46.8	43.1 - 53.9	49.2 - 61.3
pharmacist	111.1 - 139.2	123.2 - 155.6	136.3 - 170.0
pharmacy assistant	38.3 - 49.5	43.9 - 56.4	49.4 - 60.6
pharmacy manager	115.4 - 153.3	130.4 - 175.3	147.5 - 196.8

## industrial management

	entry	mid	senior
engineering manager	97.4 - 130.4	111.0 - 151.0	127.4 - 171.9
inventory control manager	70.8 - 92.7	79.2 - 105.6	89.6 - 119.4
lead mechanic	91.5 - 116.4	99.8 - 124.8	120.6 - 135.2
logistic manager	94.1 - 123.8	106.3 - 141.8	120.8 - 160.7
logistic supervisor	56.5 - 72.5	63.5 - 82.7	71.7 - 93.3
machining manager	74.8 - 87.3	83.2 - 95.6	91.5 - 113.7
maintenance manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
maintenance supervisor	91.5 - 116.4	108.1 - 124.8	120.6 - 135.2
manufacturing director	121.8 - 147.1	157.2 - 189.6	193.5 - 233.3
operations director	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
operations manager	91.3 - 124.5	105.0 - 144.8	120.5 - 163.0
planning director	123.3 - 159.7	153.3 - 198.2	188.9 - 244.3
plant manager	106.1 - 146.7	126.7 - 177.1	150.5 - 205.4
procurement director	110.9 - 145.6	147.0 - 192.3	178.0 - 232.8
procurement manager	90.3 - 118.3	99.7 - 132.9	111.5 - 149.4
production manager	95.6 - 125.8	108.0 - 144.5	123.2 - 164.1
production supervisor	64.3 - 82.8	71.4 - 93.8	80.4 - 106.0
project director	119.3 - 144.2	149.6 - 180.4	182.6 - 220.1



purchasing director	110.9 - 145.6	147.0 - 192.3	178.0 - 232.8
purchasing manager	107.9 - 141.5	121.6 - 161.7	137.7 - 181.4
quality assurance manager	90.4 - 117.1	99.9 - 131.5	111.6 - 147.1
quality director	99.6 - 133.9	125.6 - 168.5	153.5 - 205.5
site supervisor	90.2 - 117.5	98.8 - 131.1	109.9 - 147.0
supply chain director	116.5 - 140.8	152.4 - 183.8	186.9 - 225.4
supply chain manager	90.2 - 120.6	104.2 - 140.7	119.8 - 157.9
warehouse manager	75.5 - 85.2	83.2 - 95.6	93.6 - 126.8
warehouse supervisor	62.4 - 67.6	65.0 - 72.8	68.0 - 85.0
weld shop manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
weld shop supervisor	84.8 - 97.2	91.8 - 111.3	106.0 - 120.2

## industrial support

	entry	mid	senior
assembler/fabricator	18.1 - 22.9	19.8 - 25.0	23.7 - 30.6
delivery/courier driver	19.5 - 24.7	22.1 - 28.6	23.9 - 31.8
electronic parts assembler	18.8 - 23.2	22.3 - 26.6	24.5 - 28.4
forklift operator	19.5 - 24.1	21.9 - 27.9	24.6 - 29.5
general labourer - heavy	19.2 - 24.1	22.6 - 27.7	25.5 - 29.8
general labourer - light	17.3 - 22.9	20.3 - 25.7	23.9 - 27.6
industrial painter	20.2 - 25.7	22.1 - 28.9	26.2 - 31.9
inventory control clerk	19.4 - 23.9	22.8 - 28.5	25.3 - 30.8
janitor/custodian	17.1 - 20.4	18.9 - 23.3	20.8 - 24.6
machine operator	19.8 - 25.7	22.5 - 29.7	26.6 - 33.8
machine operator assistant	18.4 - 23.1	20.9 - 27.4	24.2 - 29.7
manufacturing worker	18.4 - 22.3	21.2 - 25.6	22.8 - 28.1
material handler	18.3 - 22.7	20.1 - 25.6	23.5 - 28.1



mould machine operator	20.4 - 26.1	22.7 - 29.9	26.8 - 35.4
order/cherry picker forklift operator	19.3 - 22.7	21.4 - 27.2	23.9 - 28.6
packaging labourer	18.1 - 22.8	19.7 - 24.6	22.6 - 26.9
parts clerk	17.1 - 22.1	19.2 - 24.6	23.2 - 27.7
picker/packer	17.7 - 22.8	19.5 - 25.9	23.4 - 28.3
production labourer	18.3 - 23.0	20.9 - 26.2	24.4 - 27.9
reach truck operator	20.7 - 24.5	21.7 - 27.4	25.4 - 30.2
shipper/receiver	19.9 - 25.0	23.2 - 27.8	25.8 - 30.6
shipping and receiving clerk	19.2 - 24.1	22.4 - 28.3	25.5 - 29.8
warehouse labourer	18.1 - 22.6	20.3 - 25.9	24.2 - 27.7

## skilled trades

	entry	mid	senior
CNC machinist	46.2 - 62.4	58.2 - 72.8	66.5 - 83.2
CNC programmer	66.5 - 81.6	72.8 - 94.4	80.3 - 108.0
conventional machinist	58.2 - 72.8	66.5 - 83.2	79.0 - 93.6
electrician	66.5 - 75.7	72.8 - 86.4	79.0 - 97.4
field electrician	57.6 - 75.7	64.7 - 86.4	79.0 - 97.4
field heavy duty mechanic	72.8 - 83.2	79.0 - 95.6	91.5 - 108.1
field machinist	48.6 - 62.6	54.0 - 71.0	60.8 - 79.8
field millwright	57.6 - 75.7	64.7 - 86.4	79.0 - 97.4
field pipefitter	57.2 - 76.8	66.2 - 89.8	76.4 - 103.0
field service technician	56.5 - 74.1	65.4 - 86.5	83.2 - 98.4
field welder	57.6 - 75.7	64.7 - 86.4	79.0 - 97.4
heavy duty mechanic	72.8 - 83.2	79.0 - 95.6	93.6 - 108.1
heavy equipment mechanic/technician	72.8 - 83.2	80.0 - 95.6	87.3 - 104.0
maintenance mechanic	54.3 - 73.2	63.6 - 84.1	74.5 - 100.5



millwright	66.5 - 81.1	74.8 - 87.2	83.2 - 108.1
welder	52.8 - 64.8	56.1 - 74.2	63.6 - 84.3

## technologies

application software	entry	mid	senior
.net/C# developer	80.3 - 103.8	89.9 - 118.1	101.5 - 132.9
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9
application support analyst	65.2 - 86.5	75.4 - 100.4	86.2 - 113.0
automation tester	54.7 - 73.0	63.8 - 86.2	85.0 - 115.0
C++/ embedded software engineer	80.3 - 103.8	89.9 - 118.1	101.5 - 132.9
devops - development	73.3 - 98.3	85.0 - 115.8	98.8 - 132.2
director of development/engineering	122.0 - 171.4	161.5 - 226.4	209.6 - 293.9
ERP developer	80.2 - 103.6	89.7 - 117.9	101.4 - 133.4
front-end developer	75.4 - 99.1	86.3 - 115.1	99.2 - 130.9
full stack developer	86.7 - 113.8	99.2 - 132.0	113.8 - 149.4
java developer	78.6 - 101.7	88.0 - 115.7	99.4 - 130.1
machine learning developer	85.6 - 126.7	114.6 - 158.3	136.9 - 172.3
mobile application developer (iOS/android)	73.1 - 111.7	101.9 - 142.0	122.6 - 154.1
quality assurance analyst - manual	70.0 - 92.4	80.6 - 107.8	92.9 - 122.3
quality assurance manager	93.1 - 122.8	105.6 - 141.5	120.5 - 159.6
RPA developer	59.9 - 79.0	68.8 - 91.8	78.9 - 103.2
SQL database developer	69.1 - 92.2	79.5 - 107.8	91.9 - 122.9
UI/UX designer	75.8 - 97.7	84.4 - 110.5	94.8 - 123.3
architecture			
application architect	106.8 - 141.6	120.5 - 162.7	137.5 - 186.1
architect (solutions/technical)	94.5 - 117.5	105.3 - 133.0	118.4 - 148.9



cloud architect	100.3 - 125.7	113.1 - 143.9	128.2 - 161.2
enterprise architect	101.1 - 135.2	115.1 - 156.4	131.9 - 178.8
<b>data &amp; analytics</b>			
BI data architect	103.1 - 137.6	115.1 - 156.3	129.9 - 176.1
big data engineer	91.6 - 119.5	102.3 - 135.9	115.6 - 153.6
business intelligence developer	77.8 - 100.8	87.3 - 114.7	98.5 - 128.3
data analyst	75.2 - 100.5	86.7 - 117.4	100.1 - 133.3
data architect	79.7 - 105.0	91.7 - 122.7	105.9 - 139.8
data engineer	76.1 - 101.6	87.6 - 118.7	101.2 - 134.8
data scientist	87.1 - 116.8	101.0 - 137.2	117.1 - 155.7
database administrator	80.1 - 108.4	94.0 - 128.6	109.9 - 147.0
<b>leadership/business technology</b>			
business analyst	73.8 - 95.7	82.9 - 109.2	93.9 - 123.3
IT director	111.3 - 147.7	140.3 - 185.7	174.5 - 230.9
IT manager	102.8 - 136.2	117.5 - 158.2	135.2 - 180.9
service desk manager	75.0 - 85.0	86.6 - 95.0	96.0 - 105.0
<b>networking/infrastructure</b>			
cloud engineer	85.1 - 113.7	99.8 - 134.5	116.2 - 152.4
devops - infrastructure	88.5 - 122.7	104.0 - 145.3	121.2 - 164.4
help desk analyst	55.1 - 72.3	62.8 - 83.6	71.8 - 95.1
information security engineer	83.5 - 111.4	96.1 - 130.1	111.0 - 147.7
information security manager	103.7 - 136.8	117.8 - 157.9	134.7 - 179.7
information security specialist	63.3 - 83.3	72.4 - 96.8	83.3 - 109.5
linux/unix administrator	89.4 - 115.8	100.5 - 132.6	114.2 - 150.2
network administrator	70.6 - 94.5	81.5 - 110.5	94.2 - 126.1
network engineer	78.6 - 104.5	90.0 - 121.8	103.9 - 139.3
systems administrator	80.2 - 105.3	91.7 - 122.2	105.3 - 139.0



tech support	55.1 - 72.3	62.8 - 83.6	71.8 - 95.1
<b>project management</b>			
agile coach	81.7 - 105.7	93.1 - 122.1	106.4 - 138.8
business systems analyst	78.3 - 102.8	89.5 - 119.5	103.0 - 136.4
ERP project manager	103.3 - 137.1	112.5 - 152.1	124.5 - 169.9
organizational development manager	78.0 - 104.9	90.8 - 124.6	106.8 - 145.5
PMO lead	120.0 - 135.0	140.0 - 170.0	175.0 - 205.0
product manager	91.5 - 125.6	106.1 - 147.6	123.3 - 169.0
product owner	85.4 - 112.2	97.8 - 130.1	112.1 - 146.6
program manager	120.0 - 135.0	140.0 - 170.0	175.0 - 205.0
project coordinator	71.6 - 89.5	80.3 - 102.0	90.9 - 115.2
project manager (infrastructure)	109.7 - 147.6	124.0 - 169.9	141.8 - 194.3
project manager (software)	103.8 - 137.0	116.0 - 155.6	130.9 - 175.8
scrum master	83.1 - 108.0	93.8 - 124.0	106.9 - 141.7
technical writer	65.7 - 85.5	76.5 - 100.7	88.9 - 114.5

# edmonton metropolitan region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	43.4 - 54.9	47.3 - 61.1	52.5 - 68.7
administrative assistant (bilingual)	48.0 - 55.0	52.0 - 60.0	55.0 - 65.0
administrative clerk	41.7 - 51.8	46.4 - 57.7	51.0 - 62.5
administrative coordinator	48.4 - 59.7	54.3 - 67.5	60.7 - 72.5
administrative manager	66.1 - 84.7	72.0 - 93.8	79.4 - 104.5
contracts administrator	104.0 - 130.5	115.9 - 148.3	130.9 - 168.1
data entry clerk	39.9 - 49.2	44.3 - 55.8	49.6 - 59.7
dispatch administrator	53.8 - 68.1	60.5 - 77.5	68.1 - 86.9
document services specialist	35.9 - 46.4	41.9 - 53.0	47.1 - 55.4
documentation specialist	43.8 - 57.5	52.4 - 66.6	59.0 - 70.7
executive assistant	60.6 - 82.6	70.7 - 97.2	81.9 - 110.5
executive assistant (bilingual)	50.0 - 55.0	52.0 - 60.0	58.0 - 70.0
file clerk	39.7 - 50.7	46.1 - 58.3	51.6 - 61.7
HR coordinator	42.9 - 54.6	48.6 - 61.5	53.7 - 66.3
inventory clerk	43.5 - 53.6	48.4 - 61.2	54.6 - 68.6
inventory coordinator	50.5 - 64.1	56.2 - 72.6	63.1 - 82.0
invoicing clerk	42.6 - 53.3	47.6 - 60.5	53.0 - 65.9
legal assistant	51.7 - 70.6	61.5 - 84.2	71.8 - 95.2
logistics coordinator	51.9 - 68.1	60.4 - 79.6	69.4 - 90.4
mailroom clerk	40.7 - 50.5	45.9 - 56.2	50.2 - 59.1
office clerk	42.8 - 52.4	46.7 - 58.0	51.4 - 64.3
office manager	58.9 - 75.9	64.7 - 84.9	71.9 - 94.6



order clerk	38.6 - 48.9	44.1 - 55.7	49.5 - 61.6
order desk representative (clerical)	50.1 - 55.1	52.3 - 62.4	65.0 - 70.0
order entry clerk	38.5 - 44.5	40.4 - 51.7	46.0 - 55.2
payroll administrator	50.1 - 65.2	56.8 - 75.4	65.0 - 86.1
procurement coordinator	58.4 - 75.8	65.9 - 87.0	75.0 - 99.3
project coordinator	40.9 - 55.7	47.1 - 65.2	54.3 - 74.7
project manager assistant	50.9 - 67.1	55.9 - 75.4	62.5 - 85.5
property administrator	41.7 - 54.6	46.9 - 62.6	53.5 - 72.5
property manager	66.2 - 86.9	74.7 - 100.1	85.3 - 114.5
receptionist	39.5 - 47.1	41.6 - 53.2	46.9 - 60.8
receptionist (bilingual)	40.0 - 50.0	45.0 - 58.0	50.0 - 65.0
sales administrator	47.4 - 63.1	54.5 - 73.7	62.9 - 84.1
sales assistant	46.0 - 57.3	50.7 - 64.9	57.4 - 75.3
sales coordinator	54.4 - 66.7	58.5 - 73.6	64.7 - 83.6
service coordinator	41.4 - 53.5	46.4 - 60.9	52.5 - 69.4
supply clerk	40.8 - 52.0	46.3 - 58.7	51.6 - 64.4

## customer experience

	entry	mid	senior
bilingual call center operations manager	70.0 - 90.4	78.4 - 102.7	88.3 - 114.9
bilingual customer loyalty agent	40.0 - 52.6	45.9 - 60.8	52.4 - 69.1
bilingual customer service manager	83.0 - 108.4	93.1 - 124.1	105.8 - 141.7
bilingual customer service representative	42.3 - 53.6	46.9 - 60.4	52.5 - 67.9
bilingual customer service supervisor	65.2 - 85.7	73.7 - 98.4	83.7 - 111.6
bilingual customer service team lead	51.2 - 73.0	66.0 - 83.3	73.8 - 90.6
bilingual customer service trainer	48.9 - 63.8	55.7 - 74.1	64.0 - 84.3
bilingual e-chat representative	43.2 - 57.4	54.6 - 70.5	61.3 - 79.1



bilingual fundraising agent	40.0 - 52.6	45.9 - 60.8	52.4 - 69.1
bilingual inside sales manager	77.5 - 103.3	87.9 - 119.0	100.1 - 134.3
bilingual inside sales representative	55.0 - 69.3	60.4 - 77.6	67.4 - 87.3
bilingual insurance advisor	63.4 - 80.2	69.0 - 88.9	76.2 - 99.4
bilingual junior collection agent	39.2 - 50.6	44.5 - 57.9	50.4 - 64.9
bilingual order desk representative	42.5 - 48.9	44.1 - 55.7	49.5 - 61.6
bilingual order management representative	44.8 - 56.8	50.5 - 65.2	57.5 - 74.7
bilingual survey agent	36.5 - 48.0	43.8 - 56.1	49.8 - 61.4
bilingual technical support level 1 agent	50.2 - 66.7	57.5 - 76.9	65.3 - 86.4
bilingual telemarketing agent	37.4 - 47.2	41.8 - 53.8	47.6 - 62.2
bilingual telephone dispatcher	45.5 - 57.8	51.6 - 66.4	58.5 - 75.3
bilingual travel support agent	44.8 - 56.4	50.0 - 63.5	55.7 - 70.4
bilingual workforce planner	54.3 - 68.2	58.5 - 75.2	64.5 - 84.8

## engineering

construction	entry	mid	senior
architect	67.7 - 88.1	75.4 - 100.0	85.1 - 113.1
architectural drafter	59.1 - 76.4	68.6 - 90.4	80.2 - 106.3
architectural technician	77.9 - 102.4	89.5 - 119.4	103.2 - 135.7
BIM/VDC coordinator	69.9 - 90.9	77.8 - 103.1	87.8 - 116.6
BIM/VDC lead	65.5 - 85.2	72.9 - 96.9	82.2 - 109.9
civil engineer	70.2 - 94.7	82.2 - 112.1	95.8 - 127.5
civil engineering drafter	60.7 - 75.5	67.9 - 86.0	76.6 - 97.4
civil engineering technologist	49.5 - 66.9	59.0 - 80.1	69.2 - 91.1
civil project engineer	81.3 - 110.9	93.7 - 130.0	108.6 - 149.3
civil project manager	88.2 - 116.8	99.2 - 133.6	112.4 - 150.4



construction coordinator	59.0 - 77.9	66.0 - 88.8	74.6 - 100.9
construction director	107.1 - 140.4	143.4 - 187.6	178.7 - 234.4
construction manager	83.8 - 108.9	91.7 - 121.4	101.9 - 136.4
construction project manager	73.2 - 100.2	84.7 - 117.8	98.4 - 135.0
construction superintendent	86.7 - 112.7	94.9 - 125.7	105.4 - 140.8
contracts administrator	104.0 - 130.5	115.9 - 148.3	130.9 - 168.1
director of operations	129.1 - 170.7	168.2 - 223.0	211.7 - 281.0
drafter	60.1 - 75.1	67.6 - 85.8	76.5 - 97.1
electrical designer/engineer	81.6 - 106.7	91.6 - 122.1	104.0 - 138.7
electrical engineer	70.8 - 98.3	86.4 - 121.2	104.4 - 141.3
electrical engineering technician	62.4 - 79.5	70.9 - 91.8	81.0 - 104.3
electrical inspector	52.5 - 70.1	60.6 - 81.8	69.7 - 93.7
engineering manager	93.5 - 124.9	106.4 - 144.6	122.1 - 164.5
environmental engineer	68.6 - 91.3	78.9 - 106.9	91.4 - 122.6
environmental inspector	56.6 - 72.0	62.1 - 80.5	69.0 - 90.0
estimator	66.0 - 85.6	73.1 - 96.7	82.2 - 109.2
facilities manager	66.0 - 86.1	75.0 - 99.4	85.7 - 113.4
field manager	73.3 - 96.6	83.1 - 111.7	95.4 - 128.8
field Supervisor	72.7 - 95.0	81.5 - 108.1	91.8 - 121.5
foreman	58.6 - 75.4	65.4 - 85.8	73.8 - 97.1
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	67.4 - 86.5	77.3 - 100.4	88.6 - 113.9
health and safety specialist	76.1 - 99.7	87.0 - 116.0	100.2 - 131.8
HVAC drafter	55.2 - 70.6	62.0 - 80.2	69.7 - 89.6
HVAC engineer	63.6 - 84.2	72.6 - 97.6	83.2 - 110.6
mechanical designer	56.9 - 74.8	65.3 - 86.8	74.8 - 98.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3



mechanical engineer	67.9 - 95.5	84.3 - 119.3	102.9 - 139.3
mechanical engineering technician	57.3 - 74.7	65.0 - 86.0	74.1 - 96.9
mechanical site supervisor	57.1 - 73.2	64.4 - 84.0	73.3 - 95.9
operations manager	88.1 - 119.8	101.1 - 139.2	116.0 - 156.6
planner/scheduler	43.8 - 55.8	49.7 - 63.9	56.2 - 72.0
project coordinator	40.9 - 55.7	47.1 - 65.2	54.3 - 74.7
project director	113.9 - 137.6	142.7 - 172.1	174.1 - 210.4
project engineer	93.7 - 119.5	101.5 - 131.8	111.6 - 146.5
project manager	82.0 - 112.3	95.0 - 131.9	110.1 - 150.3
purchasing manager	103.3 - 135.3	116.4 - 154.6	131.7 - 173.4
QA/QC inspector	60.2 - 79.4	69.4 - 92.6	79.9 - 106.0
quality control engineer	75.1 - 99.5	85.8 - 115.4	98.4 - 130.5
quality inspector	44.2 - 55.7	48.7 - 62.6	54.4 - 70.7
safety inspector	65.9 - 85.7	74.5 - 98.1	84.3 - 110.3
specification writer	57.6 - 73.9	65.0 - 84.7	73.7 - 95.5
structural engineer	76.3 - 100.9	87.0 - 117.2	100.1 - 133.6
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	91.9 - 121.4	104.6 - 140.6	120.1 - 160.7
<b>energy &amp; oil</b>			
applications engineer	81.1 - 106.6	93.3 - 124.4	107.5 - 140.8
automation engineer	69.5 - 92.4	79.9 - 108.1	92.3 - 123.6
buyer	62.0 - 80.9	70.5 - 93.5	80.6 - 106.6
category manager	69.4 - 90.5	77.5 - 103.0	87.7 - 116.9
category specialist	57.4 - 74.5	63.6 - 84.2	71.6 - 95.4
chemical engineer	76.3 - 110.2	96.7 - 138.8	118.1 - 159.4
chief inspector	58.6 - 76.6	65.7 - 87.2	74.0 - 97.7
civil engineer	70.2 - 94.7	82.2 - 112.1	95.8 - 127.5



civil engineering drafter	60.7 - 75.5	67.9 - 86.0	76.6 - 97.4
civil engineering technologist	49.5 - 66.9	59.0 - 80.1	69.2 - 91.1
civil project engineer	81.3 - 110.9	93.7 - 130.0	108.6 - 149.3
civil project manager	88.2 - 116.8	99.2 - 133.6	112.4 - 150.4
continuous improvement engineer	85.6 - 111.1	95.0 - 125.4	106.6 - 140.2
contracts administrator	63.2 - 83.3	71.6 - 96.0	81.7 - 108.9
contracts manager	104.0 - 130.5	115.9 - 148.3	130.9 - 168.1
contracts specialist	63.9 - 83.3	72.5 - 95.9	82.6 - 108.4
controls designer/engineer	61.6 - 81.8	70.6 - 95.0	81.0 - 108.1
cost control specialist	54.3 - 70.0	60.6 - 79.6	68.5 - 90.0
demand planner	55.6 - 76.2	66.6 - 91.6	78.3 - 104.6
director of operations	129.1 - 170.7	168.2 - 223.0	211.7 - 281.0
electrical designer/engineer	81.6 - 106.7	91.6 - 122.1	104.0 - 138.7
electrical engineer	70.8 - 98.3	86.4 - 121.2	104.4 - 141.3
electrical engineering technician	62.4 - 79.5	70.9 - 91.8	81.0 - 104.3
electrical test engineer	76.4 - 102.2	88.5 - 120.6	103.3 - 138.8
engineering manager	110.4 - 149.0	127.6 - 174.6	147.8 - 198.9
environmental engineer	68.6 - 91.3	78.9 - 106.9	91.4 - 122.6
environmental inspector	56.6 - 72.0	62.1 - 80.5	69.0 - 90.0
estimator	66.0 - 85.6	73.1 - 96.7	82.2 - 109.2
facilities engineer	70.5 - 94.0	81.4 - 110.4	94.4 - 126.1
field service engineer	60.1 - 78.4	67.2 - 89.6	76.4 - 103.0
geologist	70.8 - 91.6	79.6 - 105.0	90.6 - 119.3
geotechnical engineer	69.9 - 91.5	79.8 - 106.4	91.9 - 121.6
GIS analyst	46.8 - 61.5	52.9 - 70.5	59.9 - 79.2
health and safety manager	69.5 - 90.1	77.1 - 101.8	86.5 - 114.5
HVAC engineer	63.6 - 84.2	72.6 - 97.6	83.2 - 110.6



hydraulic engineer	71.9 - 95.5	82.5 - 111.5	95.3 - 127.0
industrial engineer	74.9 - 98.7	85.0 - 113.8	97.0 - 128.4
instrumentation and controls engineer	73.2 - 96.7	83.3 - 112.1	95.6 - 127.3
inventory control manager	68.3 - 89.0	76.3 - 101.2	86.1 - 114.4
mechanical designer	56.9 - 74.8	65.3 - 86.8	74.8 - 98.1
mechanical drafter	58.2 - 75.2	65.3 - 86.6	74.8 - 101.0
mechanical engineer	67.9 - 95.5	84.3 - 119.3	102.9 - 139.3
mechanical engineering technician	57.3 - 74.7	65.0 - 86.0	74.1 - 96.9
mining engineer	76.0 - 101.0	85.7 - 116.0	97.7 - 131.2
operations manager	88.1 - 119.8	101.1 - 139.2	116.0 - 156.6
pipeline designer	67.1 - 87.4	74.9 - 99.4	84.5 - 112.3
piping engineer	67.0 - 87.8	75.3 - 100.5	85.6 - 114.0
planner/scheduler	43.8 - 55.8	49.7 - 63.9	56.2 - 72.0
plant engineer	76.2 - 101.5	89.3 - 120.8	104.7 - 138.8
process engineer	67.8 - 90.2	77.9 - 105.3	89.9 - 119.7
procurement specialist	58.1 - 75.4	64.4 - 85.2	72.4 - 96.5
production engineer	69.1 - 92.4	80.0 - 108.8	93.0 - 124.1
program manager	79.0 - 101.9	89.8 - 117.6	102.6 - 133.5
project controller	56.3 - 74.3	63.0 - 84.7	71.2 - 96.0
project controls manager	92.3 - 125.7	106.1 - 146.6	122.3 - 166.6
project controls specialist	66.3 - 86.2	75.0 - 99.0	85.2 - 111.8
project coordinator	90.0 - 114.9	97.6 - 126.9	107.5 - 141.0
project director	113.9 - 137.6	142.7 - 172.1	174.1 - 210.4
project engineer	93.7 - 119.5	101.5 - 131.8	111.6 - 146.5
project manager	82.0 - 112.3	95.0 - 131.9	110.1 - 150.3
purchasing manager	103.3 - 135.3	116.4 - 154.6	131.7 - 173.4
quality assurance manager	86.8 - 112.1	95.7 - 125.8	106.8 - 140.7



quality control engineer	75.1 - 99.5	85.8 - 115.4	98.4 - 130.5
reliability engineer	75.4 - 97.9	86.6 - 114.4	100.1 - 130.5
reliability manager	77.0 - 100.4	89.0 - 118.0	103.3 - 135.0
safety inspector	65.9 - 85.7	74.5 - 98.1	84.3 - 110.3
sourcing engineer	62.0 - 81.9	70.6 - 95.0	81.1 - 108.2
sourcing specialist	63.9 - 82.8	70.8 - 93.6	79.6 - 106.0
specification writer	57.6 - 73.9	65.0 - 84.7	73.7 - 95.5
stationary engineer	61.4 - 78.1	67.3 - 87.1	74.6 - 96.8
structural designer	59.1 - 76.7	66.7 - 87.9	75.6 - 99.3
structural engineer	76.3 - 100.9	87.0 - 117.2	100.1 - 133.6
superintendent	44.4 - 56.5	49.6 - 64.4	56.1 - 73.0
systems control engineer	70.9 - 94.8	82.1 - 111.5	95.3 - 127.3
transmission line engineer	85.0 - 107.1	91.9 - 117.8	100.8 - 130.3
transportation manager	90.3 - 118.4	101.8 - 135.7	115.6 - 153.7
<b>manufacturing</b>			
applications engineer	81.1 - 106.6	93.3 - 124.4	107.5 - 140.8
assurance control technician	69.2 - 90.0	78.4 - 103.5	89.2 - 116.7
automation engineer	69.5 - 92.4	79.9 - 108.1	92.3 - 123.6
buyer	62.0 - 80.9	70.5 - 93.5	80.6 - 106.6
chemical engineer	76.3 - 110.2	96.7 - 138.8	118.1 - 159.4
coating inspector	41.7 - 54.6	47.7 - 63.0	54.3 - 71.6
commissioning and start up engineer	64.2 - 85.3	73.7 - 99.6	85.1 - 113.4
continuous improvement engineer	85.6 - 111.1	95.0 - 125.4	106.6 - 140.2
controls designer/engineer	61.6 - 81.8	70.6 - 95.0	81.0 - 108.1
controls engineer	61.6 - 81.8	70.6 - 95.0	81.0 - 108.1
demand planner	55.6 - 76.2	66.6 - 91.6	78.3 - 104.6
electrical designer	78.9 - 104.2	89.8 - 120.8	103.2 - 138.2



electrical engineer	70.8 - 98.3	86.4 - 121.2	104.4 - 141.3
electrical engineering technician	62.4 - 79.5	70.9 - 91.8	81.0 - 104.3
electrical test engineer	76.4 - 102.2	88.5 - 120.6	103.3 - 138.8
electronics designer	62.0 - 78.1	70.5 - 90.1	80.4 - 102.3
electronics engineer	85.9 - 111.7	95.6 - 126.3	107.3 - 141.2
electronics technician	60.9 - 78.5	68.1 - 89.3	76.8 - 100.7
estimation engineer	78.9 - 104.7	90.5 - 122.2	104.4 - 139.8
estimator	66.0 - 85.6	73.1 - 96.7	82.2 - 109.2
field service engineer	60.1 - 78.4	67.2 - 89.6	76.4 - 103.0
general inspector	55.3 - 72.3	62.0 - 82.2	69.8 - 92.1
health and safety specialist	76.1 - 99.7	87.0 - 116.0	100.2 - 131.8
HVAC drafter	55.2 - 70.6	62.0 - 80.2	69.7 - 89.6
HVAC engineer	63.6 - 84.2	72.6 - 97.6	83.2 - 110.6
industrial engineer	74.9 - 98.7	85.0 - 113.8	97.0 - 128.4
inventory analyst	57.0 - 73.6	63.9 - 84.1	72.4 - 95.7
logistics specialist	50.9 - 65.5	57.7 - 75.3	65.6 - 85.6
maintenance buyer	46.2 - 58.8	53.3 - 68.3	60.9 - 77.0
maintenance planner	59.5 - 74.6	67.2 - 85.4	76.1 - 96.4
manufacturing engineer	69.4 - 92.2	79.7 - 107.6	91.9 - 122.4
mechanical designer	56.9 - 74.8	65.3 - 86.8	74.8 - 98.1
mechanical drafter	58.2 - 75.2	65.3 - 86.6	74.8 - 101.0
mechanical engineer	67.9 - 95.5	84.3 - 119.3	102.9 - 139.3
mechanical engineering technician	57.3 - 74.7	65.0 - 86.0	74.1 - 96.9
operation excellence specialist	80.3 - 104.3	89.2 - 117.8	100.1 - 131.7
process engineer	67.8 - 90.2	77.9 - 105.3	89.9 - 119.7
production planner	53.0 - 69.7	60.9 - 80.8	69.5 - 90.3
project engineer	93.7 - 119.5	101.5 - 131.8	111.6 - 146.5



project manager	82.0 - 112.3	95.0 - 131.9	110.1 - 150.3
purchasing agent	62.0 - 80.9	70.5 - 93.5	80.6 - 106.6
quality assurance engineer	67.5 - 88.5	76.0 - 101.3	86.1 - 113.8
quality assurance/control technician	60.2 - 79.4	69.4 - 92.6	79.9 - 106.0
quality control engineer	75.1 - 99.5	85.8 - 115.4	98.4 - 130.5
quality control technician	43.4 - 55.7	48.2 - 62.9	54.0 - 70.4
quality engineer	60.4 - 80.3	70.4 - 94.7	81.8 - 107.6
quality inspector	44.2 - 55.7	48.7 - 62.6	54.4 - 70.7
reliability/maintenance engineer	75.4 - 97.9	86.6 - 114.4	100.1 - 130.5
robotics engineer	79.3 - 103.8	89.1 - 118.6	101.0 - 133.4
safety inspector	65.9 - 85.7	74.5 - 98.1	84.3 - 110.3
SCADA engineer	72.4 - 96.0	82.8 - 111.8	95.4 - 127.3
sourcing engineer	62.0 - 81.9	70.6 - 95.0	81.1 - 108.2
stationary engineer	61.4 - 78.1	67.3 - 87.1	74.6 - 96.8
supply chain analyst	58.4 - 77.1	66.3 - 89.0	75.8 - 100.5
systems engineer	77.7 - 102.4	88.2 - 118.3	100.9 - 134.0

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	167.5 - 294.3	246.5 - 435.1	346.2 - 611.8
vice president finance	117.2 - 205.5	168.2 - 295.6	234.6 - 414.3
vice-president internal audit	145.7 - 193.1	183.0 - 242.8	222.1 - 295.3
finance & accounting	1 year	3 years	5 years
accountant	79.6 - 95.2	85.2 - 102.0	90.6 - 108.4
accounting clerk	49.5 - 57.0	52.7 - 60.7	55.8 - 64.3
accounting manager	108.1 - 130.8	116.2 - 140.4	123.9 - 149.8
	10 years		

accounting specialist	57.8 - 66.5	63.0 - 72.6	67.9 - 78.2	77.6 - 89.5
accounting supervisor	81.9 - 99.2	88.0 - 106.6	94.0 - 113.8	107.1 - 129.6
accounting technician	66.6 - 78.8	71.7 - 84.8	76.7 - 90.6	87.1 - 103.0
accounts payable clerk	49.2 - 55.5	54.6 - 61.4	59.1 - 66.5	67.9 - 76.4
accounts payable manager	96.6 - 117.0	105.4 - 127.4	113.8 - 137.7	133.3 - 161.2
accounts receivable clerk	52.0 - 58.4	57.4 - 64.6	62.4 - 70.1	72.3 - 81.5
accounts receivable manager	81.9 - 93.9	98.3 - 125.4	114.2 - 134.9	133.8 - 158.0
analyst - financial planning & analysis	114.4 - 138.4	123.4 - 149.2	132.1 - 159.7	151.7 - 183.1
assistant controller	99.9 - 141.1	129.3 - 158.8	142.1 - 164.6	164.6 - 182.3
billing specialist	48.9 - 57.0	53.5 - 62.4	57.7 - 67.2	65.2 - 76.0
bookkeeper	50.9 - 60.0	54.9 - 64.8	58.9 - 69.5	67.4 - 79.4
business analyst	85.8 - 102.8	92.7 - 110.8	99.3 - 118.7	114.0 - 136.3
controller	112.6 - 197.2	157.8 - 276.9	204.0 - 359.8	224.4 - 413.8
cost accountant	75.9 - 90.9	81.9 - 98.1	87.8 - 105.1	101.0 - 120.8
credit & collection specialist	49.9 - 63.1	57.1 - 72.6	64.6 - 81.2	81.1 - 106.3
credit and collections accountant	45.2 - 53.5	49.4 - 58.2	53.1 - 62.6	60.6 - 71.4
credit and collections manager	103.8 - 124.2	111.3 - 133.0	118.6 - 141.7	136.4 - 162.9
credit and collections supervisor	66.4 - 80.5	71.6 - 86.7	76.7 - 92.9	88.5 - 107.0
director - financial planning & analysis	149.4 - 195.5	190.1 - 249.4	231.6 - 304.3	---
external auditor	78.7 - 94.1	85.4 - 102.1	91.8 - 109.9	105.9 - 126.7
finance director	144.9 - 189.7	186.8 - 245.0	227.1 - 298.4	---
financial analyst	95.4 - 114.1	102.0 - 122.0	108.4 - 129.6	123.2 - 147.2
financial reporting manager	128.4 - 155.3	137.7 - 166.4	146.8 - 177.3	168.1 - 202.7
internal audit manager	120.2 - 147.1	129.1 - 157.8	137.6 - 168.3	157.1 - 191.6
internal auditor	76.5 - 91.6	84.5 - 101.1	91.9 - 110.0	107.5 - 128.4
invoicing clerk	47.4 - 55.4	52.0 - 60.6	56.0 - 65.3	62.4 - 72.6
payroll clerk	52.7 - 61.5	58.0 - 67.6	62.7 - 73.1	71.9 - 83.8



payroll manager	98.6 - 119.4	106.6 - 128.9	114.1 - 138.0	130.6 - 157.8
payroll specialist	55.1 - 65.7	60.1 - 71.7	64.9 - 77.4	75.3 - 90.0
payroll supervisor	67.8 - 81.1	73.7 - 88.2	79.4 - 95.0	91.7 - 109.6
property accountant	70.5 - 84.4	74.0 - 88.7	77.5 - 92.8	---
tax analyst	60.8 - 72.8	67.2 - 80.4	73.1 - 87.5	85.4 - 102.2
tax manager	114.0 - 139.4	122.2 - 149.4	130.2 - 159.2	149.2 - 182.3
treasury analyst	80.5 - 96.3	86.2 - 103.1	91.7 - 109.7	104.2 - 124.6
treasury director	107.8 - 130.4	116.3 - 140.6	124.5 - 150.5	---

## healthcare

	entry	mid	senior
dental office manager	57.2 - 73.7	62.7 - 82.1	69.6 - 91.6
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	54.7 - 69.5	58.9 - 76.6	64.9 - 86.0
disability consultant	43.0 - 56.9	50.7 - 67.0	58.4 - 75.9
health records clerk	39.9 - 50.3	45.4 - 57.5	51.2 - 62.0
healthcare clinic manager	79.0 - 101.1	86.0 - 112.0	94.8 - 124.7
medical / clinic coordinator	51.8 - 65.7	57.5 - 74.5	64.9 - 84.8
medical billing clerk	40.7 - 52.5	47.0 - 60.7	53.4 - 68.1
medical claims analyst	50.4 - 66.1	55.9 - 74.8	62.8 - 84.3
medical office assistant	36.8 - 46.4	41.0 - 52.0	45.6 - 57.1
medical receptionist	36.7 - 48.1	43.7 - 55.5	49.3 - 59.1
medical reimbursement specialist	42.2 - 56.1	49.2 - 65.7	56.6 - 73.9
medical secretary	40.0 - 51.1	44.8 - 57.6	49.9 - 63.4
nursing manager	96.1 - 123.9	104.0 - 137.1	115.1 - 155.5
nursing supervisor / team lead	83.9 - 107.0	95.5 - 122.4	107.6 - 136.6
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0



patient scheduler	35.4 - 45.6	40.5 - 52.2	46.0 - 58.8
patient service representatives (unilingual or bilingual)	37.1 - 45.9	42.3 - 52.7	48.1 - 59.7
pharmacist	107.5 - 134.4	119.0 - 150.1	131.6 - 163.8
pharmacy assistant	37.7 - 48.4	43.1 - 55.0	48.4 - 59.0
pharmacy manager	110.6 - 146.9	124.9 - 167.7	141.3 - 188.5

## industrial management

	entry	mid	senior
engineering manager	93.5 - 124.9	106.4 - 144.6	122.1 - 164.5
inventory control manager	68.3 - 89.0	76.3 - 101.2	86.1 - 114.4
lead mechanic	91.5 - 116.4	99.8 - 124.8	120.6 - 135.2
logistic manager	90.3 - 118.4	101.8 - 135.7	115.6 - 153.7
logistic supervisor	55.2 - 70.4	61.8 - 80.1	69.7 - 90.2
machining manager	74.8 - 87.3	83.2 - 95.6	91.5 - 113.7
maintenance manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
maintenance supervisor	91.5 - 116.4	108.1 - 124.8	120.6 - 135.2
manufacturing director	116.7 - 140.9	150.5 - 181.5	185.3 - 223.9
operations director	129.1 - 170.7	168.2 - 223.0	211.7 - 281.0
operations manager	88.1 - 119.8	101.1 - 139.2	116.0 - 156.6
planning director	118.2 - 152.9	146.8 - 189.9	180.9 - 234.5
plant manager	101.6 - 140.3	121.3 - 169.2	143.9 - 196.6
procurement director	106.2 - 139.2	140.6 - 183.9	170.1 - 223.1
procurement manager	86.7 - 113.2	95.5 - 127.2	106.8 - 142.8
production manager	95.6 - 125.8	108.0 - 144.5	123.2 - 164.1
production supervisor	64.3 - 82.8	71.4 - 93.8	80.4 - 106.0
project director	113.9 - 137.6	142.7 - 172.1	174.1 - 210.4
purchasing director	106.2 - 139.2	140.6 - 183.9	170.1 - 223.1



purchasing manager	103.3 - 135.3	116.4 - 154.6	131.7 - 173.4
quality assurance manager	86.8 - 112.1	95.7 - 125.8	106.8 - 140.7
quality director	95.4 - 128.1	120.2 - 161.0	146.8 - 196.6
site supervisor	86.7 - 112.7	94.9 - 125.7	105.4 - 140.8
supply chain director	111.5 - 134.7	145.7 - 175.6	178.7 - 215.9
supply chain manager	86.6 - 115.4	99.9 - 134.5	114.7 - 151.0
warehouse manager	75.5 - 85.2	83.2 - 95.6	93.6 - 126.8
warehouse supervisor	62.4 - 67.6	65.0 - 72.8	68.0 - 85.0
weld shop manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
weld shop supervisor	84.8 - 97.2	91.8 - 111.3	106.0 - 120.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.9 - 22.5	19.7 - 24.8	23.6 - 30.1
delivery/courier driver	19.4 - 24.7	22.0 - 28.5	23.9 - 31.6
electronic parts assembler	18.9 - 23.1	22.4 - 26.4	24.3 - 28.7
forklift operator	19.4 - 23.9	21.6 - 27.7	24.7 - 29.4
general labourer - heavy	19.0 - 23.9	22.2 - 27.6	25.4 - 29.8
general labourer - light	17.3 - 22.8	20.1 - 25.8	23.8 - 27.7
industrial painter	20.0 - 25.5	22.2 - 28.7	26.1 - 31.8
inventory control clerk	19.2 - 23.7	22.9 - 28.3	25.1 - 30.5
janitor/custodian	16.9 - 20.2	18.8 - 23.1	20.7 - 24.5
machine operator	19.9 - 25.8	22.4 - 29.7	26.5 - 33.9
machine operator assistant	18.4 - 23.0	20.8 - 27.1	24.1 - 29.9
manufacturing worker	18.3 - 22.2	21.0 - 25.4	22.6 - 27.9
material handler	18.4 - 22.6	20.0 - 25.5	23.6 - 28.0
mould machine operator	20.6 - 26.4	22.9 - 30.1	27.0 - 35.6



order/cherry picker forklift operator	19.2 - 24.3	21.3 - 26.9	24.8 - 28.5
packaging labourer	18.2 - 22.7	19.8 - 24.7	22.7 - 26.8
parts clerk	17.4 - 22.2	19.5 - 24.4	23.0 - 27.6
picker/packer	17.6 - 22.8	19.6 - 25.8	23.3 - 28.1
production labourer	18.1 - 22.9	20.6 - 26.0	24.1 - 27.7
reach truck operator	20.3 - 24.2	21.6 - 27.2	25.1 - 29.9
shipper/receiver	19.9 - 25.3	23.0 - 27.9	25.7 - 30.5
shipping and receiving clerk	19.1 - 24.1	22.3 - 28.2	25.2 - 29.7
warehouse labourer	17.9 - 22.5	20.4 - 25.9	24.0 - 27.6

## skilled trades

	entry	mid	senior
CNC machinist	46.2 - 62.4	58.2 - 72.8	66.5 - 83.2
CNC programmer	66.5 - 81.6	72.8 - 91.3	77.8 - 104.3
conventional machinist	58.2 - 72.8	66.5 - 83.2	79.0 - 93.6
electrician	66.5 - 75.7	72.8 - 86.4	79.0 - 97.4
field electrician	57.0 - 74.5	63.8 - 84.8	72.0 - 95.5
field heavy duty mechanic	72.8 - 83.2	79.0 - 95.6	91.5 - 108.1
field machinist	47.7 - 61.1	52.9 - 69.0	59.3 - 77.4
field millwright	57.0 - 74.5	63.8 - 84.8	79.0 - 95.5
field pipefitter	56.6 - 75.5	65.2 - 88.0	79.0 - 100.9
field service technician	54.9 - 71.7	63.4 - 83.4	80.0 - 94.7
field welder	57.0 - 74.5	63.8 - 84.8	79.0 - 95.5
heavy duty mechanic	72.8 - 83.2	79.0 - 95.6	91.5 - 108.1
heavy equipment mechanic/technician	72.8 - 83.2	80.0 - 95.6	87.3 - 104.0
maintenance mechanic	54.3 - 73.2	63.6 - 84.1	74.5 - 100.5
millwright	66.5 - 81.1	74.8 - 87.2	83.2 - 108.1



welder	52.8 - 64.8	56.1 - 74.2	63.6 - 84.3
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## technologies

application software	entry	mid	senior
.net/C# developer	77.4 - 99.7	86.5 - 113.3	97.5 - 127.4
AI consultant	82.9 - 110.7	97.4 - 131.2	113.4 - 149.6
application support analyst	63.1 - 83.3	72.8 - 96.5	83.0 - 108.5
automation tester	53.5 - 70.9	62.1 - 83.4	72.0 - 94.8
C++/ embedded software engineer	77.4 - 99.7	86.5 - 113.3	97.5 - 127.4
devops - development	70.7 - 94.5	81.8 - 111.1	95.0 - 126.7
director of development/engineering	116.9 - 164.0	154.6 - 217.2	200.9 - 282.9
ERP developer	77.4 - 99.5	86.3 - 113.1	97.4 - 127.9
front-end developer	72.8 - 95.3	83.1 - 110.5	95.3 - 125.5
full stack developer	83.4 - 109.2	95.3 - 126.5	109.2 - 143.2
java developer	75.8 - 97.7	84.7 - 111.1	95.6 - 124.8
machine learning developer	82.4 - 121.5	110.0 - 151.7	131.2 - 165.0
mobile application developer (iOS/android)	70.6 - 107.3	97.9 - 136.1	117.6 - 147.7
quality assurance analyst - manual	70.0 - 92.4	80.6 - 107.8	92.9 - 122.3
quality assurance manager	89.3 - 117.5	101.2 - 135.3	115.3 - 152.6
RPA developer	59.9 - 79.0	68.8 - 91.8	78.9 - 103.2
SQL database developer	66.8 - 88.7	76.6 - 103.5	88.4 - 117.9
UI/UX designer	73.1 - 93.9	81.3 - 106.1	91.1 - 118.2
<b>architecture</b>			
application architect	106.8 - 141.6	120.5 - 162.7	137.5 - 186.1
architect (solutions/technical)	90.9 - 112.7	101.1 - 127.5	113.6 - 142.7
cloud architect	96.4 - 120.5	108.6 - 137.9	123.0 - 154.4



enterprise architect	97.1 - 129.7	110.5 - 149.9	126.5 - 171.2
<b>data &amp; analytics</b>			
BI data architect	103.1 - 137.6	115.1 - 156.3	129.9 - 176.1
big data engineer	91.6 - 119.5	102.3 - 135.9	115.6 - 153.6
business intelligence developer	77.8 - 100.8	87.3 - 114.7	98.5 - 128.3
data analyst	75.2 - 100.5	86.7 - 117.4	100.1 - 133.3
data architect	79.7 - 105.0	91.7 - 122.7	105.9 - 139.8
data engineer	76.1 - 101.6	87.6 - 118.7	101.2 - 134.8
data scientist	87.1 - 116.8	101.0 - 137.2	117.1 - 155.7
database administrator	80.1 - 108.4	94.0 - 128.6	109.9 - 147.0
<b>leadership/business technology</b>			
business analyst	73.8 - 95.7	82.9 - 109.2	93.9 - 123.3
IT director	111.3 - 147.7	140.3 - 185.7	174.5 - 230.9
IT manager	102.8 - 136.2	117.5 - 158.2	135.2 - 180.9
service desk manager	75.0 - 85.0	86.6 - 95.0	96.0 - 105.0
<b>networking/infrastructure</b>			
cloud engineer	85.1 - 113.7	99.8 - 134.5	116.2 - 152.4
devops - infrastructure	88.5 - 122.7	104.0 - 145.3	121.2 - 164.4
help desk analyst	55.1 - 72.3	62.8 - 83.6	71.8 - 95.1
information security engineer	83.5 - 111.4	96.1 - 130.1	111.0 - 147.7
information security manager	103.7 - 136.8	117.8 - 157.9	134.7 - 179.7
information security specialist	63.3 - 83.3	72.4 - 96.8	83.3 - 109.5
linux/unix administrator	89.4 - 115.8	100.5 - 132.6	114.2 - 150.2
network administrator	70.6 - 94.5	81.5 - 110.5	94.2 - 126.1
network engineer	78.6 - 104.5	90.0 - 121.8	103.9 - 139.3
systems administrator	80.2 - 105.3	91.7 - 122.2	105.3 - 139.0
tech support	55.1 - 72.3	62.8 - 83.6	71.8 - 95.1



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**project management**

agile coach	81.7 - 105.7	93.1 - 122.1	106.4 - 138.8
business systems analyst	78.3 - 102.8	89.5 - 119.5	103.0 - 136.4
ERP project manager	103.3 - 137.1	112.5 - 152.1	124.5 - 169.9
organizational development manager	78.0 - 104.9	90.8 - 124.6	106.8 - 145.5
PMO lead	120.0 - 135.0	140.0 - 170.0	175.0 - 205.0
product manager	91.5 - 125.6	106.1 - 147.6	123.3 - 169.0
product owner	85.4 - 112.2	97.8 - 130.1	112.1 - 146.6
program manager	120.0 - 135.0	140.0 - 170.0	175.0 - 205.0
project coordinator	71.6 - 89.5	80.3 - 102.0	90.9 - 115.2
project manager (infrastructure)	109.7 - 147.6	124.0 - 169.9	141.8 - 194.3
project manager (software)	103.8 - 137.0	116.0 - 155.6	130.9 - 175.8
scrum master	83.1 - 108.0	93.8 - 124.0	106.9 - 141.7
technical writer	65.7 - 85.5	76.5 - 100.7	88.9 - 114.5

# northern alberta

## customer experience

	entry	mid	senior
bilingual call center operations manager	75.6 - 97.8	84.8 - 111.2	95.6 - 124.3
bilingual customer loyalty agent	42.4 - 56.3	49.0 - 65.2	56.0 - 74.3
bilingual customer service manager	85.7 - 118.5	101.8 - 135.5	115.7 - 154.3
bilingual customer service representative	45.0 - 57.3	50.1 - 64.8	56.2 - 73.0
bilingual customer service supervisor	71.0 - 93.6	80.3 - 107.4	91.4 - 121.7
bilingual customer service team lead	55.0 - 69.3	60.4 - 77.6	67.4 - 87.3
bilingual customer service trainer	52.7 - 69.2	60.2 - 80.5	69.3 - 91.7
bilingual e-chat representative	52.6 - 67.0	58.5 - 75.8	65.7 - 85.2
bilingual fundraising agent	38.5 - 51.2	46.6 - 60.1	53.3 - 65.9
bilingual inside sales manager	83.9 - 111.9	95.2 - 128.7	108.4 - 145.1
bilingual inside sales representative	59.1 - 74.8	65.1 - 83.9	72.7 - 94.4
bilingual insurance advisor	67.6 - 85.8	73.7 - 95.2	81.5 - 106.5
bilingual junior collection agent	41.7 - 54.3	47.6 - 62.3	54.0 - 70.0
bilingual order desk representative	40.8 - 52.3	47.0 - 59.7	52.9 - 66.1
bilingual order management representative	47.8 - 60.8	54.0 - 70.0	61.6 - 80.4
bilingual survey agent	38.5 - 51.2	46.6 - 60.1	53.3 - 65.9
bilingual technical support level 1 agent	54.2 - 72.4	62.2 - 83.6	70.8 - 94.0
bilingual telemarketing agent	39.7 - 50.6	44.6 - 57.8	51.0 - 67.0
bilingual telephone dispatcher	48.9 - 62.5	55.6 - 72.0	63.3 - 81.8
bilingual travel support agent	47.7 - 60.4	53.5 - 68.2	59.7 - 75.7
bilingual workforce planner	58.5 - 73.8	63.1 - 81.5	69.7 - 92.0

## engineering

construction	entry	mid	senior
architect	72.2 - 94.2	80.6 - 107.0	91.0 - 120.9
architectural drafter	64.3 - 83.5	74.8 - 98.8	87.7 - 116.2
architectural technician	84.7 - 111.4	97.4 - 129.8	112.3 - 147.2
BIM/VDC coordinator	74.6 - 97.3	83.2 - 110.4	93.9 - 124.7
BIM/VDC lead	65.7 - 85.7	73.2 - 97.5	82.7 - 110.6
civil engineer	76.5 - 103.5	89.8 - 122.4	104.7 - 139.0
civil engineering drafter	66.0 - 82.5	74.0 - 94.0	83.7 - 106.5
civil engineering technologist	53.7 - 72.9	64.2 - 87.5	75.5 - 99.6
civil project engineer	88.1 - 120.2	101.6 - 140.6	117.7 - 161.2
civil project manager	96.3 - 127.5	108.3 - 145.5	122.7 - 163.4
construction director	116.0 - 151.6	154.8 - 201.4	192.1 - 250.5
construction manager	90.8 - 118.0	99.3 - 131.4	110.4 - 147.3
construction project manager	79.2 - 108.6	91.8 - 127.5	106.6 - 145.9
construction superintendent	94.0 - 122.0	102.8 - 135.9	114.2 - 152.0
contracts administrator	68.3 - 90.3	77.5 - 104.1	88.6 - 118.1
director of operations	139.2 - 183.3	180.7 - 238.2	226.4 - 298.6
drafter	65.4 - 82.0	73.7 - 93.8	83.6 - 106.2
electrical designer/engineer	89.1 - 116.5	100.1 - 133.1	113.6 - 151.0
electrical engineer	77.2 - 107.4	94.4 - 132.2	114.0 - 153.7
electrical engineering technician	67.9 - 86.9	77.4 - 100.4	88.5 - 114.0
electrical inspector	56.9 - 76.3	65.8 - 89.1	75.9 - 102.2
engineering manager	101.4 - 135.1	115.3 - 156.1	132.1 - 177.2
environmental engineer	74.8 - 99.8	86.1 - 116.8	99.9 - 133.7
environmental inspector	61.0 - 77.9	67.0 - 87.2	74.7 - 97.6
estimator	71.3 - 92.8	79.2 - 104.9	89.1 - 118.4

facilities manager	72.3 - 94.6	82.3 - 109.2	94.2 - 124.4
field manager	80.4 - 106.1	91.3 - 122.6	104.8 - 141.1
field supervisor	79.7 - 104.4	89.5 - 118.7	100.9 - 133.2
foreman	63.3 - 81.9	70.8 - 93.2	80.1 - 105.5
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	72.2 - 92.9	83.0 - 107.9	95.3 - 122.3
health and safety specialist	83.1 - 108.9	95.1 - 126.6	109.5 - 143.6
HVAC drafter	60.3 - 77.3	67.8 - 88.1	76.4 - 98.4
HVAC engineer	69.2 - 91.9	79.1 - 106.7	90.9 - 120.7
mechanical designer	61.8 - 81.6	71.1 - 94.9	81.6 - 107.2
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	74.0 - 104.3	92.1 - 130.2	112.4 - 151.6
mechanical engineering technician	62.3 - 81.6	70.9 - 94.1	80.9 - 106.0
mechanical site supervisor	62.0 - 79.8	70.0 - 91.7	79.9 - 104.7
operations manager	95.2 - 129.4	109.3 - 150.0	125.3 - 168.4
planner/scheduler	46.6 - 59.7	53.1 - 68.6	60.3 - 77.4
project coordinator	43.7 - 60.1	50.6 - 70.4	58.5 - 80.9
project director	123.5 - 148.7	154.2 - 185.3	187.4 - 225.5
project engineer	102.4 - 130.3	110.8 - 143.5	121.9 - 159.3
project manager	88.9 - 121.7	103.1 - 142.7	119.4 - 162.3
purchasing manager	113.0 - 147.5	127.1 - 168.0	143.6 - 187.9
QA/QC inspector	65.5 - 86.8	75.7 - 101.2	87.3 - 115.9
quality control engineer	81.9 - 108.7	93.7 - 125.9	107.5 - 142.2
quality inspector	47.0 - 59.6	52.0 - 67.1	58.2 - 76.0
safety inspector	70.6 - 92.0	79.9 - 105.4	90.6 - 118.4
specification writer	60.7 - 78.3	68.7 - 89.8	78.1 - 101.3
structural engineer	83.3 - 110.3	95.1 - 127.9	109.3 - 145.5



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	99.6 - 131.3	113.4 - 151.8	130.0 - 173.1
<b>energy &amp; oil</b>			
applications engineer	88.2 - 116.0	101.5 - 135.2	116.9 - 152.6
automation engineer	75.8 - 101.0	87.2 - 118.0	100.9 - 134.8
buyer	67.0 - 87.7	76.3 - 101.4	87.4 - 115.6
category manager	75.1 - 98.1	84.0 - 111.7	95.1 - 126.7
category specialist	61.9 - 80.7	68.7 - 91.3	77.5 - 103.5
chemical engineer	83.2 - 120.3	105.7 - 151.1	128.9 - 173.0
chief inspector	63.6 - 83.5	71.4 - 95.1	80.6 - 106.6
civil engineer	76.5 - 103.5	89.8 - 122.4	104.7 - 139.0
civil engineering drafter	66.0 - 82.5	74.0 - 94.0	83.7 - 106.5
civil engineering technologist	53.7 - 72.9	64.2 - 87.5	75.5 - 99.6
civil project engineer	88.1 - 120.2	101.6 - 140.6	117.7 - 161.2
civil project manager	96.3 - 127.5	108.3 - 145.5	122.7 - 163.4
continuous improvement engineer	93.5 - 121.4	103.9 - 136.9	116.5 - 152.7
contracts administrator	68.3 - 90.3	77.5 - 104.1	88.6 - 118.1
contracts manager	113.7 - 142.3	126.6 - 161.3	142.7 - 182.3
contracts specialist	69.0 - 90.3	78.5 - 104.0	89.6 - 117.5
controls designer/engineer	67.0 - 89.4	77.0 - 103.9	88.5 - 118.2
cost control specialist	58.0 - 75.0	64.8 - 85.5	73.5 - 96.7
demand planner	59.3 - 81.8	71.3 - 98.5	84.1 - 112.3
director of operations	139.2 - 183.3	180.7 - 238.2	226.4 - 298.6
electrical designer/engineer	89.1 - 116.5	100.1 - 133.1	113.6 - 151.0
electrical engineer	77.2 - 107.4	94.4 - 132.2	114.0 - 153.7
electrical engineering technician	67.9 - 86.9	77.4 - 100.4	88.5 - 114.0
electrical test engineer	83.4 - 111.6	96.7 - 131.5	112.8 - 151.0



engineering manager	119.6 - 160.7	138.0 - 187.8	159.4 - 213.3
environmental engineer	74.8 - 99.8	86.1 - 116.8	99.9 - 133.7
environmental inspector	61.0 - 77.9	67.0 - 87.2	74.7 - 97.6
estimator	71.3 - 92.8	79.2 - 104.9	89.1 - 118.4
facilities engineer	76.8 - 102.8	88.9 - 120.6	103.1 - 137.5
field service engineer	65.4 - 85.6	73.2 - 98.0	83.4 - 112.6
geologist	76.6 - 99.4	86.3 - 113.9	98.2 - 129.2
geotechnical engineer	76.2 - 99.9	87.1 - 116.2	100.4 - 132.6
GIS analyst	49.6 - 65.6	56.2 - 75.3	63.7 - 84.7
health and safety manager	75.3 - 97.9	83.6 - 110.6	94.0 - 124.3
HVAC engineer	69.2 - 91.9	79.1 - 106.7	90.9 - 120.7
hydraulic engineer	78.4 - 104.4	90.1 - 121.8	104.1 - 138.5
industrial engineer	81.7 - 107.9	92.8 - 124.3	106.0 - 139.9
instrumentation and controls engineer	79.8 - 105.7	91.0 - 122.4	104.5 - 138.7
inventory control manager	74.4 - 97.2	83.2 - 110.5	94.0 - 124.7
mechanical designer	61.8 - 81.6	71.1 - 94.9	81.6 - 107.2
mechanical drafter	63.3 - 82.1	71.1 - 94.6	81.7 - 110.4
mechanical engineer	74.0 - 104.3	92.1 - 130.2	112.4 - 151.6
mechanical engineering technician	62.3 - 81.6	70.9 - 94.1	80.9 - 106.0
mining engineer	83.0 - 110.3	93.7 - 126.5	106.7 - 142.9
operations manager	95.2 - 129.4	109.3 - 150.0	125.3 - 168.4
pipeline designer	73.1 - 95.6	81.7 - 108.7	92.4 - 122.7
piping engineer	73.0 - 95.9	82.2 - 109.8	93.5 - 124.4
planner/scheduler	46.6 - 59.7	53.1 - 68.6	60.3 - 77.4
plant engineer	82.5 - 110.0	96.7 - 130.7	113.5 - 149.9
process engineer	73.9 - 98.6	85.1 - 115.0	98.3 - 130.6
procurement specialist	62.5 - 81.4	69.4 - 92.1	78.2 - 104.4



production engineer	75.3 - 101.0	87.4 - 118.8	101.6 - 135.4
program manager	85.4 - 110.1	97.1 - 126.9	110.8 - 143.9
project controller	60.6 - 80.5	68.0 - 91.8	77.0 - 104.1
project controls manager	100.1 - 136.0	115.1 - 158.3	132.5 - 179.5
project controls specialist	71.7 - 93.5	81.3 - 107.4	92.4 - 121.2
project coordinator	97.6 - 124.4	105.8 - 137.2	116.4 - 152.2
project director	123.5 - 148.7	154.2 - 185.3	187.4 - 225.5
project engineer	102.4 - 130.3	110.8 - 143.5	121.9 - 159.3
project manager	88.9 - 121.7	103.1 - 142.7	119.4 - 162.3
purchasing manager	113.0 - 147.5	127.1 - 168.0	143.6 - 187.9
quality assurance manager	94.9 - 122.5	104.7 - 137.3	116.8 - 153.2
quality control engineer	81.9 - 108.7	93.7 - 125.9	107.5 - 142.2
reliability engineer	82.3 - 107.0	94.6 - 124.9	109.4 - 142.2
reliability manager	83.4 - 108.8	96.4 - 127.7	112.0 - 145.8
safety inspector	70.6 - 92.0	79.9 - 105.4	90.6 - 118.4
sourcing engineer	67.5 - 89.5	77.0 - 103.9	88.6 - 118.3
sourcing specialist	69.0 - 89.8	76.6 - 101.6	86.3 - 114.9
specification writer	60.7 - 78.3	68.7 - 89.8	78.1 - 101.3
stationary engineer	66.7 - 85.2	73.3 - 95.1	81.3 - 105.7
structural designer	64.2 - 83.8	72.7 - 96.1	82.6 - 108.5
structural engineer	83.3 - 110.3	95.1 - 127.9	109.3 - 145.5
superintendent	47.3 - 60.6	53.1 - 69.2	60.1 - 78.6
systems control engineer	77.3 - 103.6	89.6 - 121.7	104.1 - 138.7
transmission line engineer	92.9 - 116.9	100.4 - 128.5	110.2 - 142.0
transportation manager	98.7 - 129.3	111.3 - 147.8	126.2 - 167.0
<b>manufacturing</b>			
applications engineer	88.2 - 116.0	101.5 - 135.2	116.9 - 152.6

assurance control technician	75.1 - 98.0	85.2 - 112.6	97.0 - 126.9
automation engineer	75.8 - 101.0	87.2 - 118.0	100.9 - 134.8
buyer	67.0 - 87.7	76.3 - 101.4	87.4 - 115.6
chemical engineer	83.2 - 120.3	105.7 - 151.1	128.9 - 173.0
coating inspector	44.3 - 58.4	50.8 - 67.6	58.0 - 77.0
commissioning and start up engineer	69.2 - 92.3	79.6 - 107.8	92.0 - 122.6
continuous improvement engineer	93.5 - 121.4	103.9 - 136.9	116.5 - 152.7
controls designer/engineer	67.0 - 89.4	77.0 - 103.9	88.5 - 118.2
controls engineer	67.0 - 89.4	77.0 - 103.9	88.5 - 118.2
demand planner	59.3 - 81.8	71.3 - 98.5	84.1 - 112.3
electrical designer	86.1 - 113.8	98.1 - 131.8	112.7 - 150.4
electrical engineer	77.2 - 107.4	94.4 - 132.2	114.0 - 153.7
electrical engineering technician	67.9 - 86.9	77.4 - 100.4	88.5 - 114.0
electrical test engineer	83.4 - 111.6	96.7 - 131.5	112.8 - 151.0
electronics designer	67.5 - 85.3	76.9 - 98.6	87.9 - 111.8
electronics engineer	93.9 - 121.9	104.4 - 137.7	117.2 - 153.6
electronics technician	66.3 - 85.8	74.2 - 97.7	83.9 - 110.1
estimation engineer	86.2 - 114.4	98.8 - 133.2	114.0 - 152.1
estimator	71.3 - 92.8	79.2 - 104.9	89.1 - 118.4
field service engineer	65.4 - 85.6	73.2 - 98.0	83.4 - 112.6
general inspector	59.9 - 78.7	67.3 - 89.7	76.0 - 100.5
health and safety specialist	83.1 - 108.9	95.1 - 126.6	109.5 - 143.6
HVAC drafter	60.3 - 77.3	67.8 - 88.1	76.4 - 98.4
HVAC engineer	69.2 - 91.9	79.1 - 106.7	90.9 - 120.7
industrial engineer	81.7 - 107.9	92.8 - 124.3	106.0 - 139.9
inventory analyst	60.8 - 79.0	68.4 - 90.4	77.7 - 102.8
logistics specialist	54.8 - 70.8	62.2 - 81.6	70.9 - 92.8



maintenance buyer	49.9 - 63.9	57.8 - 74.4	66.2 - 84.0
maintenance planner	65.0 - 81.8	73.6 - 93.9	83.6 - 105.9
manufacturing engineer	75.7 - 100.8	87.0 - 117.5	100.4 - 133.4
mechanical designer	61.8 - 81.6	71.1 - 94.9	81.6 - 107.2
mechanical drafter	63.3 - 82.1	71.1 - 94.6	81.7 - 110.4
mechanical engineer	74.0 - 104.3	92.1 - 130.2	112.4 - 151.6
mechanical engineering technician	62.3 - 81.6	70.9 - 94.1	80.9 - 106.0
operation excellence specialist	87.1 - 113.1	96.8 - 127.6	108.5 - 142.4
process engineer	73.9 - 98.6	85.1 - 115.0	98.3 - 130.6
production planner	57.2 - 75.7	65.9 - 87.9	75.4 - 98.2
project engineer	102.4 - 130.3	110.8 - 143.5	121.9 - 159.3
project manager	88.9 - 121.7	103.1 - 142.7	119.4 - 162.3
purchasing agent	67.0 - 87.7	76.3 - 101.4	87.4 - 115.6
quality assurance engineer	73.5 - 96.7	82.9 - 110.6	94.1 - 124.2
quality assurance/control technician	65.5 - 86.8	75.7 - 101.2	87.3 - 115.9
quality control engineer	81.9 - 108.7	93.7 - 125.9	107.5 - 142.2
quality control technician	46.2 - 59.6	51.5 - 67.5	57.8 - 75.7
quality engineer	64.8 - 86.4	75.7 - 102.0	88.1 - 115.9
quality inspector	47.0 - 59.6	52.0 - 67.1	58.2 - 76.0
reliability/maintenance engineer	82.3 - 107.0	94.6 - 124.9	109.4 - 142.2
robotics engineer	86.6 - 113.3	97.3 - 129.4	110.3 - 145.3
safety inspector	70.6 - 92.0	79.9 - 105.4	90.6 - 118.4
SCADA engineer	79.0 - 104.9	90.5 - 122.0	104.3 - 138.8
sourcing engineer	67.5 - 89.5	77.0 - 103.9	88.6 - 118.3
stationary engineer	66.7 - 85.2	73.3 - 95.1	81.3 - 105.7
supply chain analyst	63.0 - 83.5	71.7 - 96.5	82.1 - 109.0
systems engineer	84.9 - 111.9	96.4 - 129.1	110.2 - 146.0



## industrial management

	entry	mid	senior
engineering manager	101.4 - 135.1	115.3 - 156.1	132.1 - 177.2
inventory control manager	74.4 - 97.2	83.2 - 110.5	94.0 - 124.7
logistic manager	98.7 - 129.3	111.3 - 147.8	126.2 - 167.0
logistic supervisor	59.6 - 76.4	66.9 - 87.1	75.6 - 98.1
maintenance manager	80.5 - 98.7	89.9 - 114.2	98.6 - 129.6
maintenance supervisor	72.3 - 94.6	82.3 - 109.2	94.2 - 124.4
manufacturing director	126.4 - 152.2	162.4 - 195.1	199.0 - 239.5
operations director	139.2 - 183.3	180.7 - 238.2	226.4 - 298.6
operations manager	95.2 - 129.4	109.3 - 150.0	125.3 - 168.4
planning director	127.9 - 164.9	158.4 - 203.8	194.4 - 250.6
plant manager	111.1 - 152.8	132.4 - 183.5	156.6 - 212.4
procurement director	116.1 - 151.6	153.1 - 199.1	184.5 - 240.3
procurement manager	94.8 - 123.7	104.5 - 138.7	116.7 - 155.5
project director	123.5 - 148.7	154.2 - 185.3	187.4 - 225.5
purchasing director	116.1 - 151.6	153.1 - 199.1	184.5 - 240.3
purchasing manager	113.0 - 147.5	127.1 - 168.0	143.6 - 187.9
quality assurance manager	94.9 - 122.5	104.7 - 137.3	116.8 - 153.2
quality director	104.4 - 139.7	131.2 - 174.8	159.7 - 212.5
site supervisor	94.0 - 122.0	102.8 - 135.9	114.2 - 152.0
supply chain director	121.9 - 146.8	158.6 - 190.3	193.5 - 232.7
supply chain manager	94.7 - 126.1	109.2 - 146.6	125.3 - 164.2
warehouse manager	81.3 - 105.7	90.4 - 119.3	101.4 - 133.7
warehouse supervisor	62.9 - 82.5	71.7 - 95.3	82.0 - 108.0

## industrial support

	entry	mid	senior
assembler/fabricator	18.8 - 23.9	21.2 - 26.9	24.2 - 31.9
delivery/courier driver	21.3 - 26.6	23.9 - 30.5	27.7 - 34.8
electronic parts assembler	19.9 - 24.7	22.8 - 27.1	25.1 - 30.3
field labour	22.1 - 27.7	25.5 - 31.2	28.8 - 35.1
forklift operator	20.7 - 25.4	23.3 - 28.1	26.8 - 33.0
general labourer - heavy	21.4 - 27.4	24.9 - 30.5	28.3 - 34.3
general labourer - light	19.5 - 23.9	22.2 - 28.4	25.9 - 29.6
industrial painter	21.2 - 26.8	24.2 - 30.1	27.3 - 33.4
inventory control clerk	20.8 - 25.9	23.5 - 29.1	26.4 - 33.7
janitor/custodian	18.6 - 21.9	20.4 - 24.8	22.0 - 26.7
machine operator	20.6 - 26.9	23.7 - 31.7	28.1 - 36.2
machine operator assistant	19.2 - 24.1	22.9 - 29.7	25.6 - 31.7
manufacturing worker	19.0 - 23.8	22.5 - 29.9	24.8 - 30.2
material handler	19.0 - 25.3	22.9 - 30.8	26.6 - 30.9
order/cherry picker forklift operator	20.6 - 25.1	22.9 - 27.4	25.0 - 31.9
parts clerk	18.0 - 22.9	20.1 - 26.6	23.8 - 28.9
picker/packer	18.8 - 23.9	20.9 - 27.2	24.1 - 29.2
production labourer	19.2 - 24.1	21.9 - 26.8	24.4 - 29.5
reach truck operator	20.9 - 25.5	23.9 - 28.2	26.8 - 32.3
shipper/receiver	20.9 - 26.3	24.1 - 29.3	27.5 - 31.6
shipping and receiving clerk	21.9 - 26.0	23.9 - 30.2	27.8 - 32.8
warehouse labourer	19.3 - 24.9	22.8 - 29.1	26.7 - 30.3

## skilled trades

	entry	mid	senior
CNC machinist	48.3 - 62.9	54.5 - 71.8	61.5 - 81.1



CNC programmer	64.2 - 85.1	73.1 - 98.4	83.8 - 112.3
conventional machinist	50.4 - 66.2	57.7 - 77.0	66.2 - 88.4
electrician	62.2 - 81.6	69.8 - 93.0	78.8 - 104.7
electromechanical technician	63.0 - 85.1	74.6 - 99.4	85.4 - 107.3
field electrician	62.2 - 81.6	69.8 - 93.0	83.2 - 104.7
field heavy duty mechanic	62.4 - 78.1	70.7 - 91.1	80.0 - 108.2
field machinist	51.6 - 66.4	57.3 - 75.2	64.4 - 84.4
field millwright	62.2 - 81.6	69.8 - 93.0	87.3 - 104.7
field pipefitter	61.7 - 82.7	71.3 - 96.6	89.0 - 110.6
field service technician	59.7 - 78.2	69.1 - 91.2	79.4 - 103.6
field welder	62.2 - 81.6	69.8 - 93.0	83.2 - 104.7
heavy duty mechanic	58.9 - 78.1	68.2 - 91.1	78.4 - 103.8
heavy equipment mechanic/technician	58.9 - 78.1	68.2 - 91.1	78.4 - 103.8
maintenance mechanic	56.6 - 71.8	64.8 - 83.3	74.2 - 94.8
mechanical assembler	41.7 - 54.2	47.5 - 62.2	54.0 - 70.2
millwright	62.6 - 81.3	70.4 - 92.5	79.3 - 102.8
small equipment mechanic	42.4 - 57.5	50.5 - 67.8	58.3 - 76.7
welder	52.9 - 68.7	59.5 - 78.6	67.4 - 89.2
welder-fitter	47.3 - 61.6	54.3 - 71.2	61.8 - 80.2



## red deer

## customer experience

	entry	mid	senior
bilingual call center operations manager	75.6 - 97.8	84.8 - 111.2	95.6 - 124.3
bilingual customer loyalty agent	42.4 - 56.3	49.0 - 65.2	56.0 - 74.3
bilingual customer service manager	85.7 - 118.5	101.8 - 135.5	115.7 - 154.3
bilingual customer service representative	45.0 - 57.3	50.1 - 64.8	56.2 - 73.0
bilingual customer service supervisor	71.0 - 93.6	80.3 - 107.4	91.4 - 121.7
bilingual customer service team lead	55.0 - 69.3	60.4 - 77.6	67.4 - 87.3
bilingual customer service trainer	52.7 - 69.2	60.2 - 80.5	69.3 - 91.7
bilingual e-chat representative	52.6 - 67.0	58.5 - 75.8	65.7 - 85.2
bilingual fundraising agent	38.5 - 51.2	46.6 - 60.1	53.3 - 65.9
bilingual inside sales manager	83.9 - 111.9	95.2 - 128.7	108.4 - 145.1
bilingual inside sales representative	59.1 - 74.8	65.1 - 83.9	72.7 - 94.4
bilingual insurance advisor	67.6 - 85.8	73.7 - 95.2	81.5 - 106.5
bilingual junior collection agent	41.7 - 54.3	47.6 - 62.3	54.0 - 70.0
bilingual order desk representative	40.8 - 52.3	47.0 - 59.7	52.9 - 66.1
bilingual order management representative	47.8 - 60.8	54.0 - 70.0	61.6 - 80.4
bilingual survey agent	38.5 - 51.2	46.6 - 60.1	53.3 - 65.9
bilingual technical support level 1 agent	54.2 - 72.4	62.2 - 83.6	70.8 - 94.0
bilingual telemarketing agent	39.7 - 50.6	44.6 - 57.8	51.0 - 67.0
bilingual telephone dispatcher	48.9 - 62.5	55.6 - 72.0	63.3 - 81.8
bilingual travel support agent	47.7 - 60.4	53.5 - 68.2	59.7 - 75.7
bilingual workforce planner	58.5 - 73.8	63.1 - 81.5	69.7 - 92.0

## engineering

construction	entry	mid	senior
architect	66.3 - 86.2	73.8 - 97.9	83.3 - 110.8
architectural drafter	57.7 - 74.5	66.9 - 88.0	78.2 - 103.6
architectural technician	76.1 - 100.0	87.4 - 116.8	100.8 - 132.8
BIM/VDC coordinator	68.5 - 89.0	76.2 - 101.0	85.9 - 114.3
BIM/VDC lead	70.4 - 91.9	78.5 - 104.5	88.7 - 118.4
civil engineer	68.6 - 92.5	80.3 - 109.6	93.6 - 124.8
civil engineering drafter	59.2 - 73.6	66.2 - 83.8	74.7 - 94.9
civil engineering technologist	48.4 - 65.2	57.6 - 78.0	67.5 - 88.7
civil project engineer	79.4 - 108.5	91.6 - 127.3	106.2 - 146.3
civil project manager	86.1 - 114.2	96.9 - 130.7	109.9 - 147.3
construction director	104.3 - 137.0	140.0 - 183.6	174.8 - 229.9
construction manager	81.6 - 106.1	89.2 - 118.4	99.2 - 133.0
construction project manager	71.2 - 97.5	82.5 - 114.8	95.8 - 131.7
construction superintendent	84.4 - 109.8	92.4 - 122.5	102.6 - 137.4
contracts administrator	61.9 - 81.4	70.0 - 93.8	79.9 - 106.5
director of operations	125.1 - 165.9	163.5 - 217.5	206.4 - 274.8
drafter	58.7 - 73.2	65.9 - 83.6	74.5 - 94.6
electrical designer/engineer	79.7 - 104.3	89.4 - 119.4	101.7 - 135.8
electrical engineer	69.2 - 96.0	84.4 - 118.6	102.0 - 138.4
electrical engineering technician	60.9 - 77.5	69.1 - 89.4	78.9 - 101.7
electrical inspector	51.0 - 67.9	58.8 - 79.2	67.6 - 90.8
engineering manager	91.0 - 121.8	103.7 - 141.2	119.0 - 160.8
environmental engineer	67.1 - 89.1	77.0 - 104.5	89.3 - 119.9
environmental inspector	55.4 - 70.3	60.7 - 78.6	67.5 - 87.8
estimator	64.6 - 83.6	71.5 - 94.5	80.3 - 106.9

facilities manager	64.4 - 83.9	73.1 - 96.9	83.5 - 110.6
field manager	71.5 - 94.1	81.0 - 109.0	93.0 - 125.7
field supervisor	70.9 - 92.6	79.4 - 105.4	89.5 - 118.6
foreman	57.0 - 73.3	63.6 - 83.3	71.7 - 94.3
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	65.8 - 84.3	75.4 - 98.0	86.4 - 111.2
health and safety specialist	74.3 - 97.4	85.0 - 113.4	97.9 - 129.0
HVAC drafter	54.0 - 68.8	60.5 - 78.2	67.9 - 87.3
HVAC engineer	62.2 - 82.2	70.9 - 95.3	81.3 - 108.1
mechanical designer	55.7 - 73.1	63.9 - 84.8	73.0 - 95.8
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	66.4 - 93.2	82.3 - 116.7	100.5 - 136.4
mechanical engineering technician	55.9 - 72.8	63.4 - 83.8	72.2 - 94.4
mechanical site supervisor	55.7 - 71.2	62.7 - 81.7	71.3 - 93.3
operations manager	85.2 - 116.0	97.8 - 135.0	112.3 - 152.1
planner/scheduler	42.3 - 53.7	47.9 - 61.5	54.2 - 69.2
project coordinator	40.3 - 54.6	46.2 - 63.8	53.3 - 73.0
project director	111.5 - 134.8	139.8 - 168.9	170.9 - 206.8
project engineer	91.5 - 116.8	99.1 - 128.9	109.1 - 143.5
project manager	80.1 - 109.9	92.9 - 129.2	107.7 - 147.3
purchasing manager	100.9 - 132.4	113.7 - 151.4	128.8 - 169.9
QA/QC inspector	58.7 - 77.3	67.7 - 90.2	77.8 - 103.3
quality control engineer	73.3 - 97.1	83.7 - 112.8	96.1 - 127.7
quality inspector	43.3 - 54.5	47.7 - 61.2	53.3 - 69.0
safety inspector	64.3 - 83.5	72.6 - 95.6	82.2 - 107.6
specification writer	55.7 - 71.4	62.9 - 81.8	71.2 - 92.2
structural engineer	74.5 - 98.6	85.0 - 114.6	97.8 - 130.8



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	89.5 - 118.3	101.9 - 137.2	117.1 - 157.0
<b>manufacturing</b>			
applications engineer	79.2 - 104.2	91.1 - 121.7	105.0 - 137.9
assurance control technician	67.6 - 87.9	76.5 - 101.2	87.1 - 114.2
automation engineer	67.9 - 90.3	78.0 - 105.6	90.2 - 120.9
buyer	60.7 - 79.1	68.9 - 91.4	78.8 - 104.3
chemical engineer	74.5 - 107.7	94.4 - 135.9	115.5 - 156.2
coating inspector	41.0 - 53.5	46.7 - 61.6	53.1 - 69.9
commissioning and start up engineer	62.4 - 82.8	71.6 - 96.7	82.6 - 110.3
continuous improvement engineer	83.5 - 108.5	92.7 - 122.6	104.1 - 137.1
controls designer/engineer	60.1 - 79.6	68.8 - 92.6	78.9 - 105.4
controls engineer	60.1 - 79.6	68.8 - 92.6	78.9 - 105.4
demand planner	54.3 - 74.2	64.9 - 89.2	76.3 - 101.9
electrical designer	77.0 - 101.8	87.7 - 118.2	100.8 - 135.2
electrical engineer	69.2 - 96.0	84.4 - 118.6	102.0 - 138.4
electrical engineering technician	60.9 - 77.5	69.1 - 89.4	78.9 - 101.7
electrical test engineer	74.6 - 99.8	86.4 - 117.9	100.9 - 135.9
electronics designer	60.5 - 76.1	68.7 - 87.8	78.4 - 99.7
electronics engineer	83.9 - 109.1	93.3 - 123.6	104.9 - 138.2
electronics technician	59.5 - 76.5	66.4 - 87.0	74.8 - 98.2
estimation engineer	77.1 - 102.3	88.3 - 119.5	102.0 - 136.9
estimator	64.6 - 83.6	71.5 - 94.5	80.3 - 106.9
field service engineer	58.6 - 76.3	65.5 - 87.3	74.4 - 100.4
general inspector	53.7 - 70.0	60.1 - 79.6	67.6 - 89.2
health and safety specialist	74.3 - 97.4	85.0 - 113.4	97.9 - 129.0
HVAC drafter	54.0 - 68.8	60.5 - 78.2	67.9 - 87.3



HVAC engineer	62.2 - 82.2	70.9 - 95.3	81.3 - 108.1
industrial engineer	73.2 - 96.4	83.0 - 111.3	94.8 - 125.6
inventory analyst	55.6 - 71.8	62.3 - 81.9	70.6 - 93.2
logistics specialist	49.9 - 64.1	56.5 - 73.6	64.2 - 83.7
maintenance buyer	45.1 - 57.4	52.1 - 66.5	59.4 - 74.9
maintenance planner	58.1 - 72.7	65.5 - 83.3	74.2 - 93.9
manufacturing engineer	67.8 - 90.1	77.8 - 105.2	89.7 - 119.7
mechanical designer	55.7 - 73.1	63.9 - 84.8	73.0 - 95.8
mechanical drafter	56.8 - 73.2	63.7 - 84.3	72.9 - 98.4
mechanical engineer	66.4 - 93.2	82.3 - 116.7	100.5 - 136.4
mechanical engineering technician	55.9 - 72.8	63.4 - 83.8	72.2 - 94.4
operation excellence specialist	78.5 - 102.0	87.2 - 115.3	97.8 - 129.0
process engineer	66.3 - 88.1	76.1 - 102.9	87.8 - 117.1
production planner	51.7 - 67.9	59.4 - 78.6	67.7 - 87.8
project engineer	91.5 - 116.8	99.1 - 128.9	109.1 - 143.5
project manager	80.1 - 109.9	92.9 - 129.2	107.7 - 147.3
purchasing agent	60.7 - 79.1	68.9 - 91.4	78.8 - 104.3
quality assurance engineer	65.9 - 86.4	74.2 - 98.9	84.1 - 111.2
quality assurance/control technician	58.7 - 77.3	67.7 - 90.2	77.8 - 103.3
quality control engineer	73.3 - 97.1	83.7 - 112.8	96.1 - 127.7
quality control technician	42.6 - 54.5	47.3 - 61.5	52.9 - 68.7
quality engineer	59.1 - 78.3	68.8 - 92.4	79.8 - 105.1
quality inspector	43.3 - 54.5	47.7 - 61.2	53.3 - 69.0
reliability/maintenance engineer	73.6 - 95.6	84.6 - 111.9	97.8 - 127.7
robotics engineer	77.4 - 101.4	87.0 - 116.0	98.6 - 130.5
safety inspector	64.3 - 83.5	72.6 - 95.6	82.2 - 107.6
SCADA engineer	70.7 - 93.7	80.9 - 109.3	93.2 - 124.6



sourcing engineer	60.6 - 79.9	68.9 - 92.7	79.1 - 105.7
stationary engineer	59.4 - 75.5	65.1 - 84.2	72.1 - 93.6
supply chain analyst	57.2 - 75.3	64.9 - 87.0	74.1 - 98.3
systems engineer	75.9 - 100.1	86.1 - 115.7	98.6 - 131.2



## fort st. john

## engineering

construction	entry	mid	senior
architect	66.9 - 87.0	74.4 - 98.8	84.0 - 111.8
architectural drafter	58.5 - 75.6	67.9 - 89.4	79.4 - 105.2
architectural technician	76.1 - 100.0	87.4 - 116.7	100.8 - 132.7
BIM/VDC coordinator	69.1 - 89.8	76.8 - 101.9	86.7 - 115.3
BIM/VDC lead	68.0 - 88.6	75.7 - 100.7	85.5 - 114.1
civil engineer	68.3 - 92.1	80.0 - 109.1	93.2 - 124.3
civil engineering drafter	60.0 - 74.7	67.1 - 85.1	75.8 - 96.4
civil engineering technologist	49.0 - 66.2	58.4 - 79.2	68.5 - 90.1
civil project engineer	80.0 - 109.2	92.3 - 128.1	106.9 - 147.4
civil project manager	85.8 - 113.7	96.5 - 130.2	109.4 - 146.9
construction director	105.8 - 138.8	141.8 - 186.1	177.1 - 232.8
construction manager	82.7 - 107.5	90.5 - 120.0	100.6 - 134.8
construction project manager	72.2 - 98.9	83.6 - 116.3	97.1 - 133.5
construction superintendent	85.6 - 111.3	93.7 - 124.2	104.1 - 139.2
contracts administrator	62.2 - 82.0	70.5 - 94.5	80.5 - 107.3
director of operations	125.5 - 166.7	164.3 - 218.6	207.5 - 276.3
drafter	59.5 - 74.3	66.9 - 84.9	75.7 - 96.1
electrical designer/engineer	79.4 - 103.8	89.1 - 118.9	101.2 - 135.3
electrical engineer	68.9 - 95.7	84.1 - 118.1	101.6 - 137.9
electrical engineering technician	61.7 - 78.7	70.2 - 90.8	80.1 - 103.2
electrical inspector	52.2 - 69.6	60.1 - 81.1	69.2 - 93.0
engineering manager	92.3 - 123.4	105.1 - 143.1	120.6 - 163.0



environmental engineer	66.8 - 88.8	76.8 - 104.0	88.9 - 119.4
environmental inspector	55.4 - 70.5	60.7 - 78.8	67.6 - 88.0
estimator	65.0 - 84.2	72.0 - 95.2	80.9 - 107.6
facilities manager	65.7 - 85.7	74.6 - 99.0	85.3 - 113.0
field manager	73.0 - 96.2	82.7 - 111.3	95.0 - 128.4
field supervisor	72.4 - 94.7	81.1 - 107.7	91.5 - 121.1
foreman	57.8 - 74.5	64.5 - 84.7	72.9 - 95.9
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	66.8 - 85.6	76.6 - 99.5	87.8 - 112.9
health and safety specialist	74.1 - 97.0	84.7 - 112.9	97.5 - 128.5
HVAC drafter	55.1 - 70.3	61.7 - 79.9	69.4 - 89.2
HVAC engineer	61.9 - 81.9	70.6 - 95.0	81.0 - 107.6
mechanical designer	55.4 - 72.8	63.6 - 84.5	72.8 - 95.4
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	66.1 - 92.9	82.1 - 116.2	100.1 - 135.8
mechanical engineering technician	56.7 - 73.9	64.3 - 85.1	73.3 - 95.9
mechanical site supervisor	56.6 - 72.5	63.8 - 83.2	72.6 - 95.0
operations manager	85.5 - 116.4	98.2 - 135.5	112.7 - 152.7
planner/scheduler	43.5 - 55.3	49.3 - 63.4	55.8 - 71.4
project coordinator	40.3 - 54.9	46.3 - 64.1	53.5 - 73.5
project director	112.2 - 135.7	140.8 - 170.2	172.2 - 208.4
project engineer	91.2 - 116.3	98.7 - 128.4	108.6 - 143.0
project manager	80.7 - 110.6	93.6 - 130.1	108.5 - 148.4
purchasing manager	102.0 - 133.8	114.9 - 153.0	130.2 - 171.9
QA/QC inspector	59.6 - 78.5	68.7 - 91.6	79.0 - 104.9
quality control engineer	73.1 - 96.8	83.5 - 112.3	95.8 - 127.2
quality inspector	43.1 - 54.4	47.5 - 61.1	53.2 - 69.0



safety inspector	65.3 - 84.8	73.7 - 97.1	83.5 - 109.2
specification writer	56.4 - 72.4	63.7 - 82.9	72.2 - 93.5
structural engineer	74.3 - 98.2	84.7 - 114.1	97.4 - 130.2
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	90.7 - 119.9	103.3 - 139.1	118.7 - 159.2
<b>energy &amp; oil</b>			
applications engineer	79.2 - 104.1	91.1 - 121.6	104.9 - 137.8
automation engineer	67.6 - 90.0	77.7 - 105.2	89.9 - 120.4
buyer	61.1 - 79.7	69.4 - 92.0	79.4 - 105.0
category manager	68.3 - 89.1	76.3 - 101.4	86.3 - 115.2
category specialist	56.5 - 73.3	62.6 - 82.9	70.4 - 93.9
chemical engineer	74.2 - 107.2	94.1 - 135.4	115.0 - 155.9
chief inspector	58.2 - 76.1	65.2 - 86.5	73.4 - 97.0
civil engineer	68.3 - 92.1	80.0 - 109.1	93.2 - 124.3
civil engineering drafter	60.0 - 74.7	67.1 - 85.1	75.8 - 96.4
civil engineering technologist	49.0 - 66.2	58.4 - 79.2	68.5 - 90.1
civil project engineer	80.0 - 109.2	92.3 - 128.1	106.9 - 147.4
civil project manager	85.8 - 113.7	96.5 - 130.2	109.4 - 146.9
continuous improvement engineer	84.4 - 109.7	93.8 - 123.9	105.2 - 138.6
contracts administrator	62.2 - 82.0	70.5 - 94.5	80.5 - 107.3
contracts manager	102.7 - 129.0	114.5 - 146.7	129.4 - 166.6
contracts specialist	62.9 - 82.0	71.4 - 94.5	81.4 - 106.7
controls designer/engineer	60.9 - 80.9	69.8 - 94.0	80.1 - 107.0
cost control specialist	52.8 - 68.1	59.0 - 77.5	66.7 - 87.6
demand planner	54.1 - 74.2	64.8 - 89.2	76.2 - 101.7
director of operations	125.5 - 166.7	164.3 - 218.6	207.5 - 276.3
electrical designer/engineer	79.4 - 103.8	89.1 - 118.9	101.2 - 135.3

electrical engineer	68.9 - 95.7	84.1 - 118.1	101.6 - 137.9
electrical engineering technician	61.7 - 78.7	70.2 - 90.8	80.1 - 103.2
electrical test engineer	74.3 - 99.4	86.2 - 117.4	100.5 - 135.4
engineering manager	109.1 - 147.4	126.1 - 173.1	146.2 - 197.4
environmental engineer	66.8 - 88.8	76.8 - 104.0	88.9 - 119.4
environmental inspector	55.4 - 70.5	60.7 - 78.8	67.6 - 88.0
estimator	65.0 - 84.2	72.0 - 95.2	80.9 - 107.6
facilities engineer	68.6 - 91.5	79.2 - 107.5	91.8 - 122.8
field service engineer	59.4 - 77.5	66.5 - 88.6	75.5 - 101.9
geologist	69.3 - 89.7	77.9 - 102.8	88.6 - 116.9
geotechnical engineer	68.1 - 89.0	77.7 - 103.5	89.4 - 118.4
GIS analyst	46.3 - 60.8	52.3 - 69.6	59.1 - 78.2
health and safety manager	68.1 - 88.3	75.5 - 99.7	84.8 - 112.2
HVAC engineer	61.9 - 81.9	70.6 - 95.0	81.0 - 107.6
hydraulic engineer	69.9 - 93.0	80.3 - 108.6	92.7 - 123.8
industrial engineer	72.9 - 96.1	82.7 - 110.8	94.4 - 125.1
instrumentation and controls engineer	71.2 - 94.1	81.1 - 109.1	93.1 - 124.0
inventory control manager	66.8 - 87.2	74.6 - 99.2	84.3 - 112.1
mechanical designer	55.4 - 72.8	63.6 - 84.5	72.8 - 95.4
mechanical drafter	57.6 - 74.4	64.6 - 85.6	74.0 - 99.9
mechanical engineer	66.1 - 92.9	82.1 - 116.2	100.1 - 135.8
mechanical engineering technician	56.7 - 73.9	64.3 - 85.1	73.3 - 95.9
mining engineer	74.0 - 98.2	83.4 - 112.9	95.0 - 127.8
operations manager	85.5 - 116.4	98.2 - 135.5	112.7 - 152.7
pipeline designer	66.4 - 86.5	74.1 - 98.4	83.6 - 111.2
piping engineer	65.2 - 85.4	73.3 - 97.8	83.3 - 110.9
planner/scheduler	43.5 - 55.3	49.3 - 63.4	55.8 - 71.4



plant engineer	75.2 - 100.2	88.1 - 119.3	103.4 - 137.2
process engineer	66.0 - 87.8	75.8 - 102.5	87.5 - 116.5
procurement specialist	56.7 - 73.5	62.8 - 83.1	70.6 - 94.1
production engineer	67.3 - 89.9	77.9 - 105.8	90.5 - 120.9
program manager	76.7 - 98.9	87.2 - 114.2	99.6 - 129.8
project controller	55.4 - 73.2	62.0 - 83.4	70.1 - 94.5
project controls manager	90.9 - 123.9	104.5 - 144.7	120.5 - 164.7
project controls specialist	65.3 - 84.9	73.9 - 97.5	83.9 - 110.1
project coordinator	88.9 - 113.5	96.4 - 125.4	106.2 - 139.4
project director	112.2 - 135.7	140.8 - 170.2	172.2 - 208.4
project engineer	91.2 - 116.3	98.7 - 128.4	108.6 - 143.0
project manager	80.7 - 110.6	93.6 - 130.1	108.5 - 148.4
purchasing manager	102.0 - 133.8	114.9 - 153.0	130.2 - 171.9
quality assurance manager	85.7 - 110.7	94.5 - 124.3	105.5 - 139.1
quality control engineer	73.1 - 96.8	83.5 - 112.3	95.8 - 127.2
reliability engineer	73.4 - 95.3	84.3 - 111.4	97.4 - 127.2
reliability manager	76.0 - 99.1	87.8 - 116.6	102.0 - 133.4
safety inspector	65.3 - 84.8	73.7 - 97.1	83.5 - 109.2
sourcing engineer	61.2 - 80.8	69.6 - 93.8	80.0 - 106.9
sourcing specialist	62.9 - 81.6	69.7 - 92.2	78.4 - 104.4
specification writer	56.4 - 72.4	63.7 - 82.9	72.2 - 93.5
stationary engineer	60.2 - 76.6	66.0 - 85.4	73.2 - 95.0
structural designer	58.4 - 75.9	66.0 - 87.0	74.8 - 98.2
structural engineer	74.3 - 98.2	84.7 - 114.1	97.4 - 130.2
superintendent	43.0 - 54.8	48.1 - 62.5	54.4 - 70.8
systems control engineer	69.0 - 92.2	79.9 - 108.5	92.7 - 124.0
transmission line engineer	82.8 - 104.2	89.4 - 114.7	98.1 - 127.0



transportation manager	89.1 - 117.0	100.5 - 134.1	114.1 - 152.1
<b>manufacturing</b>			
applications engineer	79.2 - 104.1	91.1 - 121.6	104.9 - 137.8
assurance control technician	67.5 - 87.9	76.5 - 101.1	87.1 - 114.0
automation engineer	67.6 - 90.0	77.7 - 105.2	89.9 - 120.4
buyer	61.1 - 79.7	69.4 - 92.0	79.4 - 105.0
chemical engineer	74.2 - 107.2	94.1 - 135.4	115.0 - 155.9
coating inspector	40.8 - 53.4	46.5 - 61.6	53.0 - 70.0
commissioning and start up engineer	63.7 - 84.7	73.2 - 99.0	84.5 - 112.8
continuous improvement engineer	84.4 - 109.7	93.8 - 123.9	105.2 - 138.6
controls designer/engineer	60.9 - 80.9	69.8 - 94.0	80.1 - 107.0
controls engineer	60.9 - 80.9	69.8 - 94.0	80.1 - 107.0
demand planner	54.1 - 74.2	64.8 - 89.2	76.2 - 101.7
electrical designer	76.7 - 101.4	87.4 - 117.6	100.4 - 134.7
electrical engineer	68.9 - 95.7	84.1 - 118.1	101.6 - 137.9
electrical engineering technician	61.7 - 78.7	70.2 - 90.8	80.1 - 103.2
electrical test engineer	74.3 - 99.4	86.2 - 117.4	100.5 - 135.4
electronics designer	61.3 - 77.3	69.7 - 89.2	79.6 - 101.2
electronics engineer	83.6 - 108.7	93.0 - 123.0	104.5 - 137.7
electronics technician	60.3 - 77.7	67.4 - 88.4	76.0 - 99.7
estimation engineer	76.8 - 101.9	88.0 - 119.0	101.6 - 136.4
estimator	65.0 - 84.2	72.0 - 95.2	80.9 - 107.6
field service engineer	59.4 - 77.5	66.5 - 88.6	75.5 - 101.9
general inspector	54.9 - 71.8	61.5 - 81.6	69.3 - 91.5
health and safety specialist	74.1 - 97.0	84.7 - 112.9	97.5 - 128.5
HVAC drafter	55.1 - 70.3	61.7 - 79.9	69.4 - 89.2
HVAC engineer	61.9 - 81.9	70.6 - 95.0	81.0 - 107.6



industrial engineer	72.9 - 96.1	82.7 - 110.8	94.4 - 125.1
inventory analyst	55.4 - 71.7	62.2 - 81.9	70.5 - 93.1
logistics specialist	50.1 - 64.5	56.8 - 74.2	64.6 - 84.3
maintenance buyer	45.4 - 57.9	52.5 - 67.2	59.9 - 75.7
maintenance planner	59.3 - 74.3	66.9 - 85.1	75.8 - 96.0
manufacturing engineer	67.6 - 89.8	77.5 - 104.7	89.4 - 119.1
mechanical designer	55.4 - 72.8	63.6 - 84.5	72.8 - 95.4
mechanical drafter	57.6 - 74.4	64.6 - 85.6	74.0 - 99.9
mechanical engineer	66.1 - 92.9	82.1 - 116.2	100.1 - 135.8
mechanical engineering technician	56.7 - 73.9	64.3 - 85.1	73.3 - 95.9
operation excellence specialist	79.1 - 102.7	87.9 - 116.1	98.5 - 129.8
process engineer	66.0 - 87.8	75.8 - 102.5	87.5 - 116.5
production planner	52.6 - 69.2	60.5 - 80.2	69.0 - 89.6
project engineer	91.2 - 116.3	98.7 - 128.4	108.6 - 143.0
project manager	80.7 - 110.6	93.6 - 130.1	108.5 - 148.4
purchasing agent	61.1 - 79.7	69.4 - 92.0	79.4 - 105.0
quality assurance engineer	65.6 - 86.1	73.9 - 98.5	83.8 - 110.7
quality assurance/control technician	59.6 - 78.5	68.7 - 91.6	79.0 - 104.9
quality control engineer	73.1 - 96.8	83.5 - 112.3	95.8 - 127.2
quality control technician	42.4 - 54.4	47.1 - 61.5	52.8 - 68.8
quality engineer	59.0 - 78.4	68.8 - 92.6	80.0 - 105.2
quality inspector	43.1 - 54.4	47.5 - 61.1	53.2 - 69.0
reliability/maintenance engineer	73.4 - 95.3	84.3 - 111.4	97.4 - 127.2
robotics engineer	77.1 - 101.0	86.7 - 115.5	98.2 - 130.0
safety inspector	65.3 - 84.8	73.7 - 97.1	83.5 - 109.2
SCADA engineer	70.4 - 93.4	80.6 - 108.8	92.9 - 124.0
sourcing engineer	61.2 - 80.8	69.6 - 93.8	80.0 - 106.9



stationary engineer	60.2 - 76.6	66.0 - 85.4	73.2 - 95.0
supply chain analyst	57.5 - 75.9	65.3 - 87.6	74.6 - 99.0
systems engineer	75.6 - 99.7	85.8 - 115.2	98.2 - 130.7

## fraser valley

## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	40.4 - 51.1	44.0 - 56.8	48.8 - 63.8
administrative assistant (bilingual)	51.5 - 59.7	56.4 - 67.2	65.5 - 79.2
administrative clerk	39.1 - 48.3	43.3 - 53.8	47.6 - 58.3
administrative coordinator	45.0 - 55.5	50.5 - 62.7	56.4 - 67.4
administrative manager	61.1 - 78.1	66.4 - 86.6	73.3 - 96.6
benefits clerk	40.2 - 51.4	45.9 - 59.4	52.4 - 67.5
buyer assistant	40.0 - 51.6	46.3 - 59.6	52.3 - 65.7
contracts administrator	96.1 - 121.1	107.3 - 138.1	121.5 - 157.2
data entry clerk	39.5 - 45.9	41.4 - 52.1	46.3 - 55.7
dispatch administrator	49.7 - 62.9	55.9 - 71.5	62.9 - 80.2
documentation specialist	40.9 - 53.5	48.8 - 62.0	55.0 - 65.7
donor relations coordinator	52.1 - 67.9	60.2 - 79.9	70.0 - 92.4
executive assistant	60.4 - 76.8	70.7 - 90.6	86.2 - 109.2
executive assistant (bilingual)	69.9 - 83.3	76.2 - 98.2	88.6 - 111.6
insurance claims clerk	40.7 - 49.9	45.0 - 57.1	50.9 - 64.2
inventory clerk	42.2 - 49.9	43.3 - 54.8	48.8 - 61.4
inventory coordinator	47.4 - 60.0	52.6 - 67.9	59.1 - 76.6
invoicing clerk	38.9 - 49.7	44.3 - 56.4	49.4 - 61.3
lease administrator	49.3 - 64.2	56.8 - 74.9	65.2 - 85.5
leasing coordinator	45.6 - 59.4	52.6 - 69.2	60.3 - 78.7
legal assistant	48.2 - 65.9	57.4 - 78.7	67.1 - 89.1
logistics coordinator	48.7 - 63.7	56.6 - 74.5	64.9 - 84.5



mailroom clerk	40.9 - 47.2	42.9 - 52.5	46.9 - 55.1
office clerk	40.0 - 48.9	43.6 - 54.1	48.0 - 60.0
office manager	55.0 - 71.0	60.5 - 79.4	67.2 - 88.6
order desk representative (clerical)	44.7 - 59.0	53.7 - 68.6	60.6 - 72.8
parts coordinators	34.6 - 46.3	39.0 - 52.9	43.9 - 59.1
payroll administrator	46.3 - 60.2	52.5 - 69.6	60.0 - 79.4
procurement coordinator	54.4 - 70.4	61.2 - 80.9	69.7 - 92.5
project coordinator	40.3 - 51.9	43.8 - 60.6	50.6 - 69.4
project manager assistant	47.3 - 62.4	52.0 - 70.0	58.1 - 79.5
property administrator	39.0 - 50.8	43.6 - 58.3	49.7 - 67.5
property manager	61.5 - 81.0	69.5 - 93.5	79.5 - 107.3
receptionist	40.4 - 43.9	41.9 - 49.5	43.7 - 56.6
receptionist (bilingual)	50.1 - 57.1	55.0 - 61.9	60.8 - 65.7
sales administrator	44.6 - 59.4	51.3 - 69.4	59.2 - 79.2
sales assistant	42.9 - 53.3	47.2 - 60.4	53.4 - 70.0
sales coordinator	51.2 - 62.7	55.1 - 69.3	60.9 - 78.7
virtual assistant	36.1 - 44.6	40.0 - 49.6	43.8 - 53.6
<b>insurance</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits analyst	52.0 - 66.5	57.6 - 74.9	64.3 - 83.6
benefits coordinator	38.6 - 49.3	44.1 - 56.9	50.3 - 64.8
benefits processor	37.1 - 47.9	42.9 - 55.0	48.2 - 59.7
claims supervisor	61.4 - 80.0	68.4 - 91.1	77.4 - 104.0
client support representative	59.8 - 75.4	65.9 - 84.8	73.6 - 95.3
insurance billing clerk	38.2 - 49.0	43.8 - 56.5	49.8 - 63.3
insurance claims clerk	39.6 - 49.7	44.9 - 56.9	50.7 - 64.0
insurance claims processor	45.3 - 56.7	50.3 - 64.2	56.6 - 73.2
team lead	83.2 - 106.7	92.2 - 120.8	103.7 - 137.0



technical support representative	43.3 - 56.0	49.5 - 64.8	56.6 - 74.1
underwriter	56.9 - 75.3	66.1 - 88.6	76.4 - 100.1
underwriting analyst	53.6 - 69.0	58.9 - 77.7	66.1 - 88.5
underwriting assistant	40.3 - 50.0	46.4 - 58.0	53.1 - 63.1
<b>logistics &amp; transportation support</b>		entry	mid
account executive	51.0 - 68.2	58.2 - 79.1	66.7 - 90.0
account manager	49.0 - 66.0	57.4 - 78.6	67.3 - 90.6
billing clerk	42.7 - 54.2	48.3 - 62.1	54.8 - 70.4
carrier relations	47.5 - 59.7	53.9 - 68.2	60.7 - 76.1
dispatcher	42.7 - 54.2	48.3 - 62.1	54.8 - 70.4
documentation clerk	40.2 - 51.6	46.1 - 59.0	51.7 - 64.6
import/export clerk (ocean, air, freight)	40.2 - 51.6	46.1 - 59.0	51.7 - 64.6
import/export coordinator	57.0 - 73.1	63.2 - 82.7	71.0 - 93.3
logistics & transport coordinator	48.7 - 63.7	56.6 - 74.5	64.9 - 84.5
operations coordinator	41.3 - 53.3	47.0 - 61.4	53.5 - 69.3
OS&D	40.2 - 51.6	46.1 - 59.0	51.7 - 64.6
pricing specialist	53.6 - 67.1	59.4 - 75.8	66.7 - 85.4
safety compliance coordinator	61.2 - 80.0	69.5 - 92.3	79.3 - 104.1
shipping administrator	43.2 - 54.7	49.5 - 62.9	56.1 - 70.5
supply chain coordinator	42.8 - 55.0	47.8 - 62.7	54.0 - 71.4

## customer experience

	entry	mid	senior
bilingual call center operations manager	65.4 - 84.4	73.2 - 96.0	82.5 - 107.7
bilingual customer loyalty agent	37.6 - 49.0	42.8 - 56.6	48.8 - 64.2
bilingual customer service manager	76.5 - 100.3	85.9 - 115.0	97.8 - 131.8
bilingual customer service representative	39.6 - 49.9	43.7 - 56.2	48.9 - 63.2



# british columbia

bilingual customer service supervisor	61.0 - 80.2	68.9 - 92.2	78.4 - 104.8
bilingual customer service team lead	53.4 - 67.8	61.3 - 77.5	68.6 - 84.3
bilingual customer service trainer	45.2 - 58.9	51.5 - 68.3	59.0 - 77.7
bilingual e-chat representative	45.9 - 58.1	50.9 - 65.6	57.0 - 73.5
bilingual fundraising agent	37.2 - 46.8	41.5 - 53.4	47.2 - 61.8
bilingual inside sales manager	72.4 - 96.6	82.1 - 111.5	93.7 - 126.2
bilingual inside sales representative	51.8 - 65.2	56.9 - 73.1	63.4 - 82.3
bilingual insurance advisor	59.1 - 74.6	64.2 - 82.7	70.9 - 92.6
bilingual junior collection agent	37.9 - 47.1	41.5 - 53.9	46.9 - 60.4
bilingual order desk representative	36.3 - 45.6	41.2 - 51.9	46.1 - 57.3
bilingual order management representative	41.8 - 52.9	47.1 - 60.6	53.6 - 69.4
bilingual survey agent	35.2 - 44.7	40.9 - 52.3	46.4 - 57.2
bilingual technical support level 1 agent	46.6 - 61.9	53.4 - 71.3	60.6 - 80.1
bilingual telemarketing agent	35.7 - 44.4	39.5 - 50.7	44.8 - 58.6
bilingual telephone dispatcher	42.7 - 54.2	48.3 - 62.1	54.8 - 70.4
bilingual travel support agent	41.7 - 52.5	46.6 - 59.1	51.9 - 65.5
bilingual workforce planner	50.5 - 63.4	54.4 - 69.9	59.9 - 78.9

## engineering

construction	entry	mid	senior
architect	63.4 - 82.4	70.5 - 93.6	79.6 - 106.1
architectural drafter	54.7 - 70.6	63.4 - 83.5	74.1 - 98.2
architectural technician	72.3 - 95.0	83.0 - 111.1	95.8 - 126.5
BIM/VDC coordinator	65.4 - 85.1	72.8 - 96.6	82.1 - 109.5
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	65.2 - 88.0	76.4 - 104.4	89.0 - 119.0



civil engineering drafter	56.1 - 69.8	62.7 - 79.4	70.8 - 89.9
civil engineering technologist	45.8 - 61.8	54.6 - 74.0	63.9 - 84.1
civil project engineer	75.5 - 103.6	87.2 - 121.8	101.4 - 140.3
civil project manager	81.9 - 108.8	92.2 - 124.7	104.7 - 140.9
construction director	100.2 - 132.0	134.9 - 177.7	169.1 - 223.4
construction manager	78.1 - 101.9	85.5 - 113.9	95.2 - 128.2
construction project manager	68.1 - 93.6	78.9 - 110.4	91.8 - 126.9
construction superintendent	80.8 - 105.5	88.5 - 117.9	98.5 - 132.4
contracts administrator	58.8 - 77.4	66.6 - 89.4	76.0 - 101.7
director of operations	118.9 - 158.7	156.3 - 209.3	198.3 - 265.7
drafter	55.6 - 69.4	62.4 - 79.2	70.7 - 89.7
electrical designer/engineer	75.8 - 99.2	85.1 - 113.8	96.7 - 129.6
electrical engineer	65.8 - 91.4	80.3 - 113.0	97.1 - 132.1
electrical engineering technician	57.7 - 73.4	65.5 - 84.8	74.8 - 96.4
electrical inspector	49.4 - 65.8	56.9 - 76.7	65.4 - 88.0
engineering manager	87.2 - 117.2	99.5 - 136.1	114.5 - 155.3
environmental engineer	63.8 - 84.8	73.3 - 99.5	84.9 - 114.3
environmental inspector	52.8 - 67.1	57.9 - 75.1	64.4 - 84.0
estimator	61.3 - 79.6	68.0 - 90.1	76.4 - 102.0
facilities manager	61.7 - 80.4	70.0 - 92.9	80.1 - 106.2
field manager	68.5 - 90.2	77.6 - 104.5	89.1 - 120.8
field Supervisor	67.9 - 88.8	76.1 - 101.1	85.8 - 113.9
foreman	54.7 - 70.3	61.0 - 80.0	68.8 - 90.6
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.7 - 80.5	71.9 - 93.7	82.6 - 106.5
health and safety specialist	70.7 - 92.7	80.8 - 108.0	93.1 - 123.1
HVAC drafter	51.9 - 66.1	58.1 - 75.1	65.3 - 84.0



HVAC engineer	59.1 - 78.2	67.4 - 90.7	77.3 - 102.9
mechanical designer	53.0 - 69.5	60.7 - 80.7	69.5 - 91.2
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.1 - 88.7	78.3 - 111.2	95.7 - 130.2
mechanical engineering technician	53.0 - 69.0	60.1 - 79.5	68.4 - 89.5
mechanical site supervisor	52.9 - 67.8	59.6 - 77.9	67.8 - 89.0
operations manager	80.8 - 110.3	92.9 - 128.6	106.7 - 145.2
planner/scheduler	40.9 - 51.9	46.3 - 59.5	52.4 - 66.9
project coordinator	38.3 - 51.9	43.8 - 60.6	50.6 - 69.4
project director	106.5 - 129.1	134.0 - 162.4	164.4 - 199.7
project engineer	87.0 - 111.3	94.3 - 123.0	103.9 - 137.1
project manager	76.2 - 104.9	88.5 - 123.7	102.8 - 141.3
purchasing manager	95.5 - 125.7	107.7 - 144.1	122.2 - 162.3
QA/QC inspector	55.7 - 73.3	64.1 - 85.5	73.7 - 98.0
quality control engineer	69.8 - 92.4	79.7 - 107.4	91.5 - 121.8
quality inspector	41.2 - 51.8	45.3 - 58.3	50.7 - 65.8
safety inspector	61.3 - 79.8	69.3 - 91.5	78.5 - 103.0
specification writer	53.7 - 68.8	60.6 - 78.8	68.6 - 89.0
structural engineer	70.9 - 93.8	80.8 - 109.2	93.0 - 124.8
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.7 - 113.8	97.8 - 132.2	112.6 - 151.6
<b>energy &amp; oil</b>			
applications engineer	75.2 - 99.0	86.5 - 115.8	99.8 - 131.4
automation engineer	64.6 - 85.9	74.2 - 100.6	85.8 - 115.2
buyer	57.7 - 75.2	65.5 - 87.0	74.9 - 99.5
category manager	64.5 - 84.2	72.0 - 96.1	81.5 - 109.3
category specialist	53.4 - 69.2	59.2 - 78.3	66.5 - 88.9



chemical engineer	70.8 - 102.5	89.9 - 129.8	110.1 - 149.5
chief inspector	55.1 - 71.9	61.7 - 81.8	69.4 - 91.7
civil engineer	65.2 - 88.0	76.4 - 104.4	89.0 - 119.0
civil engineering drafter	56.1 - 69.8	62.7 - 79.4	70.8 - 89.9
civil engineering technologist	45.8 - 61.8	54.6 - 74.0	63.9 - 84.1
civil project engineer	75.5 - 103.6	87.2 - 121.8	101.4 - 140.3
civil project manager	81.9 - 108.8	92.2 - 124.7	104.7 - 140.9
continuous improvement engineer	78.9 - 102.7	87.7 - 116.3	98.5 - 130.3
contracts administrator	58.8 - 77.4	66.6 - 89.4	76.0 - 101.7
contracts manager	96.1 - 121.1	107.3 - 138.1	121.5 - 157.2
contracts specialist	59.4 - 77.4	67.4 - 89.4	76.8 - 101.2
controls designer/engineer	56.9 - 75.5	65.2 - 87.8	74.8 - 100.0
cost control specialist	50.3 - 64.7	56.2 - 73.7	63.4 - 83.3
demand planner	51.5 - 70.5	61.6 - 84.8	72.4 - 96.8
director of operations	118.9 - 158.7	156.3 - 209.3	198.3 - 265.7
electrical designer/engineer	75.8 - 99.2	85.1 - 113.8	96.7 - 129.6
electrical engineer	65.8 - 91.4	80.3 - 113.0	97.1 - 132.1
electrical engineering technician	57.7 - 73.4	65.5 - 84.8	74.8 - 96.4
electrical test engineer	70.9 - 95.0	82.2 - 112.4	96.0 - 129.7
engineering manager	103.3 - 140.3	119.8 - 165.1	139.1 - 188.7
environmental engineer	63.8 - 84.8	73.3 - 99.5	84.9 - 114.3
environmental inspector	52.8 - 67.1	57.9 - 75.1	64.4 - 84.0
estimator	61.3 - 79.6	68.0 - 90.1	76.4 - 102.0
facilities engineer	65.5 - 87.4	75.6 - 102.7	87.7 - 117.6
field service engineer	55.5 - 72.4	62.1 - 82.7	70.5 - 95.2
geologist	66.0 - 85.6	74.2 - 98.3	84.6 - 112.0
geotechnical engineer	65.0 - 85.0	74.1 - 98.9	85.4 - 113.3



GIS analyst	44.0 - 57.7	49.6 - 66.0	56.1 - 74.1
health and safety manager	65.6 - 85.1	72.8 - 96.3	81.7 - 108.5
HVAC engineer	59.1 - 78.2	67.4 - 90.7	77.3 - 102.9
hydraulic engineer	66.8 - 88.8	76.6 - 103.8	88.5 - 118.5
industrial engineer	69.6 - 91.8	78.9 - 106.0	90.2 - 119.8
instrumentation and controls engineer	68.0 - 89.9	77.4 - 104.3	88.9 - 118.7
inventory control manager	63.8 - 83.3	71.3 - 94.9	80.6 - 107.5
mechanical designer	53.0 - 69.5	60.7 - 80.7	69.5 - 91.2
mechanical drafter	53.8 - 69.4	60.3 - 79.9	69.1 - 93.3
mechanical engineer	63.1 - 88.7	78.3 - 111.2	95.7 - 130.2
mechanical engineering technician	53.0 - 69.0	60.1 - 79.5	68.4 - 89.5
mining engineer	70.6 - 93.8	79.6 - 108.0	90.8 - 122.4
operations manager	80.8 - 110.3	92.9 - 128.6	106.7 - 145.2
pipeline designer	62.0 - 80.7	69.1 - 91.8	78.1 - 103.9
piping engineer	62.3 - 81.5	70.0 - 93.4	79.5 - 106.1
planner/scheduler	40.9 - 51.9	46.3 - 59.5	52.4 - 66.9
plant engineer	70.9 - 94.8	83.2 - 113.3	97.9 - 130.5
process engineer	63.1 - 83.8	72.4 - 98.0	83.5 - 111.5
procurement specialist	54.1 - 70.0	59.9 - 79.2	67.3 - 89.8
production engineer	64.2 - 85.9	74.3 - 101.2	86.4 - 115.8
program manager	72.5 - 93.5	82.4 - 108.1	94.2 - 123.1
project controller	52.3 - 69.1	58.5 - 78.7	66.1 - 89.4
project controls manager	85.9 - 117.7	99.1 - 137.8	114.5 - 157.1
project controls specialist	61.6 - 80.2	69.7 - 92.3	79.2 - 104.5
project coordinator	83.9 - 107.6	91.1 - 119.1	100.5 - 132.6
project director	106.5 - 129.1	134.0 - 162.4	164.4 - 199.7
project engineer	87.0 - 111.3	94.3 - 123.0	103.9 - 137.1



project manager	76.2 - 104.9	88.5 - 123.7	102.8 - 141.3
purchasing manager	95.5 - 125.7	107.7 - 144.1	122.2 - 162.3
quality assurance manager	80.1 - 103.7	88.4 - 116.6	98.7 - 130.8
quality control engineer	69.8 - 92.4	79.7 - 107.4	91.5 - 121.8
reliability engineer	70.0 - 91.0	80.4 - 106.5	93.0 - 121.8
reliability manager	71.7 - 93.8	82.9 - 110.6	96.6 - 126.8
safety inspector	61.3 - 79.8	69.3 - 91.5	78.5 - 103.0
sourcing engineer	57.2 - 75.6	65.1 - 87.7	74.8 - 100.1
sourcing specialist	59.4 - 77.0	65.8 - 87.2	74.0 - 98.9
specification writer	53.7 - 68.8	60.6 - 78.8	68.6 - 89.0
stationary engineer	56.5 - 71.7	61.9 - 80.0	68.5 - 89.0
structural designer	54.6 - 70.8	61.6 - 81.2	69.8 - 91.7
structural engineer	70.9 - 93.8	80.8 - 109.2	93.0 - 124.8
superintendent	41.2 - 52.4	46.1 - 59.6	52.0 - 67.5
systems control engineer	65.8 - 88.1	76.2 - 103.8	88.6 - 118.7
transmission line engineer	79.0 - 99.6	85.4 - 109.7	93.7 - 121.6
transportation manager	83.3 - 109.7	94.1 - 126.0	107.0 - 143.2
<b>manufacturing</b>			
applications engineer	75.2 - 99.0	86.5 - 115.8	99.8 - 131.4
assurance control technician	64.2 - 83.5	72.7 - 96.1	82.7 - 108.6
automation engineer	64.6 - 85.9	74.2 - 100.6	85.8 - 115.2
buyer	57.7 - 75.2	65.5 - 87.0	74.9 - 99.5
chemical engineer	70.8 - 102.5	89.9 - 129.8	110.1 - 149.5
coating inspector	39.0 - 50.9	44.4 - 58.7	50.5 - 66.7
commissioning and start up engineer	60.4 - 80.4	69.4 - 94.2	80.2 - 107.5
continuous improvement engineer	78.9 - 102.7	87.7 - 116.3	98.5 - 130.3
controls designer/engineer	56.9 - 75.5	65.2 - 87.8	74.8 - 100.0



controls engineer	56.9 - 75.5	65.2 - 87.8	74.8 - 100.0
demand planner	51.5 - 70.5	61.6 - 84.8	72.4 - 96.8
electrical designer	73.2 - 96.9	83.4 - 112.6	95.9 - 129.1
electrical engineer	65.8 - 91.4	80.3 - 113.0	97.1 - 132.1
electrical engineering technician	57.7 - 73.4	65.5 - 84.8	74.8 - 96.4
electrical test engineer	70.9 - 95.0	82.2 - 112.4	96.0 - 129.7
electronics designer	57.3 - 72.1	65.1 - 83.2	74.3 - 94.5
electronics engineer	79.8 - 103.9	88.8 - 117.8	99.9 - 132.0
electronics technician	56.3 - 72.5	62.9 - 82.5	70.9 - 93.1
estimation engineer	73.3 - 97.4	84.0 - 113.9	97.1 - 130.7
estimator	61.3 - 79.6	68.0 - 90.1	76.4 - 102.0
field service engineer	55.5 - 72.4	62.1 - 82.7	70.5 - 95.2
general inspector	52.0 - 67.8	58.2 - 77.1	65.5 - 86.5
health and safety specialist	70.7 - 92.7	80.8 - 108.0	93.1 - 123.1
HVAC drafter	51.9 - 66.1	58.1 - 75.1	65.3 - 84.0
HVAC engineer	59.1 - 78.2	67.4 - 90.7	77.3 - 102.9
industrial engineer	69.6 - 91.8	78.9 - 106.0	90.2 - 119.8
inventory analyst	52.8 - 68.1	59.2 - 77.8	67.0 - 88.5
logistics specialist	47.4 - 60.9	53.7 - 70.0	61.0 - 79.6
maintenance buyer	43.5 - 55.3	50.2 - 64.1	57.2 - 72.2
maintenance planner	55.7 - 69.7	62.8 - 79.8	71.1 - 90.0
manufacturing engineer	64.5 - 85.7	74.0 - 100.1	85.4 - 114.0
mechanical designer	53.0 - 69.5	60.7 - 80.7	69.5 - 91.2
mechanical drafter	53.8 - 69.4	60.3 - 79.9	69.1 - 93.3
mechanical engineer	63.1 - 88.7	78.3 - 111.2	95.7 - 130.2
mechanical engineering technician	53.0 - 69.0	60.1 - 79.5	68.4 - 89.5
operation excellence specialist	74.7 - 97.3	83.0 - 110.2	93.3 - 123.4

process engineer	63.1 - 83.8	72.4 - 98.0	83.5 - 111.5
production planner	49.6 - 65.2	57.0 - 75.5	65.0 - 84.4
project engineer	87.0 - 111.3	94.3 - 123.0	103.9 - 137.1
project manager	76.2 - 104.9	88.5 - 123.7	102.8 - 141.3
purchasing agent	57.7 - 75.2	65.5 - 87.0	74.9 - 99.5
quality assurance engineer	62.7 - 82.2	70.6 - 94.1	80.0 - 105.9
quality assurance/control technician	55.7 - 73.3	64.1 - 85.5	73.7 - 98.0
quality control engineer	69.8 - 92.4	79.7 - 107.4	91.5 - 121.8
quality control technician	40.5 - 51.8	44.9 - 58.6	50.3 - 65.5
quality engineer	56.3 - 74.8	65.6 - 88.4	76.2 - 100.7
quality inspector	41.2 - 51.8	45.3 - 58.3	50.7 - 65.8
reliability/maintenance engineer	70.0 - 91.0	80.4 - 106.5	93.0 - 121.8
robotics engineer	73.6 - 96.5	82.7 - 110.5	93.8 - 124.5
safety inspector	61.3 - 79.8	69.3 - 91.5	78.5 - 103.0
SCADA engineer	67.3 - 89.2	76.9 - 104.0	88.7 - 118.8
sourcing engineer	57.2 - 75.6	65.1 - 87.7	74.8 - 100.1
stationary engineer	56.5 - 71.7	61.9 - 80.0	68.5 - 89.0
supply chain analyst	54.3 - 71.6	61.7 - 82.8	70.4 - 93.7
systems engineer	72.2 - 95.2	81.9 - 110.2	93.8 - 125.2

## industrial management

	entry	mid	senior
engineering manager	87.2 - 117.2	99.5 - 136.1	114.5 - 155.3
inventory control manager	63.8 - 83.3	71.3 - 94.9	80.6 - 107.5
lead mechanic	91.5 - 116.4	99.8 - 124.8	120.6 - 135.2
logistic manager	83.3 - 109.7	94.1 - 126.0	107.0 - 143.2
logistic supervisor	51.7 - 65.9	57.9 - 74.9	65.2 - 84.3



machining manager	65.9 - 87.2	78.3 - 108.8	101.5 - 125.9
maintenance manager	104.9 - 110.5	107.3 - 134.4	116.2 - 157.5
maintenance supervisor	93.9 - 108.2	98.8 - 121.9	101.5 - 139.4
manufacturing director	109.4 - 132.5	141.8 - 171.8	175.5 - 213.1
operations director	118.9 - 158.7	156.3 - 209.3	198.3 - 265.7
operations manager	80.8 - 110.3	92.9 - 128.6	106.7 - 145.2
planning director	110.7 - 144.1	138.2 - 179.9	171.2 - 223.5
plant manager	93.9 - 130.4	112.3 - 158.2	133.8 - 184.7
procurement director	98.2 - 129.4	130.7 - 172.5	159.1 - 210.4
procurement manager	80.0 - 104.8	88.2 - 117.9	98.7 - 132.8
production manager	84.6 - 111.4	95.6 - 128.4	109.2 - 146.3
production supervisor	65.9 - 87.2	78.3 - 108.8	101.5 - 125.9
project director	106.5 - 129.1	134.0 - 162.4	164.4 - 199.7
purchasing director	98.2 - 129.4	130.7 - 172.5	159.1 - 210.4
purchasing manager	95.5 - 125.7	107.7 - 144.1	122.2 - 162.3
quality assurance manager	80.1 - 103.7	88.4 - 116.6	98.7 - 130.8
quality director	88.1 - 118.8	111.3 - 150.3	136.6 - 184.8
site supervisor	80.8 - 105.5	88.5 - 117.9	98.5 - 132.4
supply chain director	103.2 - 125.1	135.6 - 164.5	167.4 - 203.4
supply chain manager	79.9 - 106.8	92.2 - 124.9	106.1 - 140.7
warehouse manager	66.5 - 84.3	78.9 - 97.3	95.4 - 157.5
warehouse supervisor	53.7 - 70.1	61.1 - 80.9	69.6 - 91.9
weld shop manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
weld shop supervisor	84.8 - 97.2	91.8 - 111.3	106.0 - 120.2

## industrial support

	entry	mid	senior
assembler/fabricator	18.0 - 21.5	19.2 - 24.7	21.8 - 27.7
delivery/courier driver	20.2 - 24.5	22.6 - 28.5	23.7 - 31.9
electronic parts assembler	18.7 - 23.4	22.1 - 26.4	24.8 - 28.5
forklift operator	20.1 - 23.9	22.2 - 27.9	24.8 - 30.2
general labourer - heavy	19.0 - 23.9	22.4 - 27.5	25.2 - 29.8
general labourer - light	17.6 - 21.9	20.5 - 25.2	23.9 - 27.7
inventory control clerk	18.8 - 23.1	21.5 - 26.9	23.9 - 29.5
janitor/custodian	17.5 - 20.4	18.9 - 23.6	21.6 - 25.2
machine operator	20.3 - 24.8	22.6 - 28.9	26.5 - 33.1
machine operator assistant	18.4 - 22.9	21.2 - 26.7	23.7 - 29.9
manufacturing worker	18.5 - 22.6	20.7 - 25.3	22.9 - 28.1
material handler	18.3 - 22.9	20.9 - 26.6	23.7 - 28.6
order/cherry picker forklift operator	19.5 - 24.1	21.6 - 27.2	24.8 - 29.2
packaging labourer	18.3 - 23.0	19.9 - 24.9	22.4 - 28.1
parts clerk	18.4 - 23.2	20.2 - 25.4	22.3 - 28.4
picker/packer	18.1 - 22.8	20.8 - 25.4	23.3 - 28.2
production labourer	18.1 - 22.7	20.7 - 25.8	23.9 - 28.2
reach truck operator	20.3 - 24.3	21.7 - 27.7	25.4 - 31.1
shipper/receiver	19.9 - 25.2	23.4 - 27.2	25.3 - 30.5
shipping and receiving clerk	19.3 - 24.2	22.2 - 28.0	25.1 - 29.9
warehouse labourer	18.0 - 22.6	20.8 - 26.1	24.3 - 27.6

## skilled trades

	entry	mid	senior
CNC machinist	42.2 - 54.6	47.5 - 62.2	53.5 - 70.2
CNC programmer	55.8 - 73.6	63.3 - 85.2	72.5 - 97.5



electrician	70.7 - 83.2	79.0 - 91.5	87.3 - 99.8
field electrician	70.7 - 83.2	79.0 - 91.5	87.3 - 99.8
field heavy duty mechanic	66.5 - 83.2	79.0 - 95.6	91.5 - 104.0
field machinist	44.8 - 57.4	49.8 - 64.8	55.7 - 72.6
field millwright	79.0 - 87.3	83.2 - 95.6	93.6 - 104.0
field pipefitter	66.5 - 83.2	79.0 - 95.6	91.5 - 104.0
field service technician	50.8 - 66.2	58.7 - 77.0	67.2 - 87.5
field welder	70.7 - 83.2	79.0 - 91.5	87.3 - 99.8
heavy duty mechanic	66.5 - 87.3	83.2 - 99.8	91.5 - 108.1
heavy equipment mechanic/technician	66.5 - 83.2	79.0 - 95.6	91.5 - 104.0
maintenance mechanic	66.5 - 79.0	74.8 - 87.3	83.2 - 93.6
millwright	79.0 - 87.3	83.2 - 95.6	93.6 - 104.0
welder	52.5 - 62.2	59.5 - 70.8	68.6 - 90.4



## greater vancouver

## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	43.3 - 54.8	47.2 - 61.0	52.3 - 68.5
administrative assistant (bilingual)	50.5 - 64.1	56.2 - 72.5	63.1 - 81.9
administrative clerk	41.6 - 51.6	46.2 - 57.4	50.8 - 62.2
administrative coordinator	48.2 - 59.5	54.2 - 67.3	60.6 - 72.3
administrative manager	71.5 - 91.5	77.7 - 101.6	85.8 - 113.4
benefits clerk	43.1 - 55.1	49.3 - 63.7	56.2 - 72.4
data entry clerk	39.0 - 49.0	44.2 - 55.6	49.4 - 59.4
dispatch administrator	58.4 - 73.6	65.6 - 83.7	73.6 - 94.0
documentation specialist	43.8 - 57.4	52.4 - 66.5	59.0 - 70.5
executive assistant	60.5 - 82.3	70.5 - 97.0	81.7 - 110.4
executive assistant (bilingual)	71.5 - 91.5	77.7 - 101.6	85.8 - 113.4
insurance claims clerk	42.3 - 53.2	48.0 - 60.9	54.3 - 68.5
inventory clerk	42.2 - 53.0	47.9 - 60.6	54.0 - 67.9
inventory coordinator	50.5 - 64.1	56.2 - 72.5	63.1 - 81.9
lease administrator	57.6 - 74.7	66.3 - 87.0	75.9 - 99.4
leasing coordinator	53.4 - 69.2	61.4 - 80.4	70.2 - 91.4
legal assistant	52.4 - 71.4	62.3 - 85.2	72.6 - 96.4
logistics coordinator	51.9 - 68.1	60.4 - 79.6	69.4 - 90.4
mailroom clerk	40.7 - 50.3	45.7 - 56.0	50.0 - 58.8
office clerk	42.7 - 52.1	46.5 - 57.7	51.2 - 64.1
office manager	58.9 - 75.9	64.8 - 84.9	71.9 - 94.8
order desk representative (clerical)	41.6 - 51.6	46.2 - 57.4	50.8 - 62.2



parts coordinators	40.5 - 49.1	41.3 - 56.1	46.5 - 62.7
payroll administrator	54.4 - 70.6	61.6 - 81.4	70.3 - 93.0
project coordinator	41.0 - 55.7	47.0 - 65.0	54.3 - 74.5
project manager assistant	50.8 - 66.9	55.8 - 75.1	62.3 - 85.2
property administrator	45.7 - 59.3	51.1 - 67.9	58.2 - 78.4
receptionist	40.9 - 47.1	41.7 - 53.1	46.9 - 60.7
receptionist (bilingual)	50.8 - 66.9	55.8 - 75.1	62.3 - 85.2
sales administrator	47.9 - 63.7	55.1 - 74.4	63.5 - 84.9
sales coordinator	54.9 - 67.3	59.1 - 74.3	65.3 - 84.4
virtual assistant	38.4 - 47.6	42.6 - 52.9	46.8 - 57.2
<b>insurance</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits analyst	55.5 - 71.1	61.5 - 80.0	68.7 - 89.4
benefits coordinator	41.4 - 52.9	47.2 - 61.1	53.9 - 69.5
benefits processor	39.7 - 51.3	46.0 - 59.0	51.7 - 64.1
claims supervisor	65.7 - 85.5	73.2 - 97.4	82.8 - 111.1
client support representative	64.2 - 81.0	70.7 - 91.0	79.0 - 102.1
insurance account manager - commercial	65.5 - 81.8	71.1 - 90.6	78.5 - 101.6
insurance account manager - personal	61.5 - 76.6	66.5 - 84.5	73.1 - 94.1
insurance billing clerk	40.9 - 52.6	47.0 - 60.7	53.5 - 68.1
insurance claims clerk	42.2 - 53.1	47.9 - 60.8	54.2 - 68.4
insurance claims processor	48.6 - 60.8	53.9 - 68.9	60.8 - 78.6
team lead	88.4 - 113.5	98.0 - 128.3	110.3 - 145.3
technical support representative	46.4 - 60.1	53.1 - 69.6	60.7 - 79.6
underwriter	61.9 - 82.0	71.8 - 96.5	83.1 - 109.1
underwriting analyst	58.2 - 75.1	64.1 - 84.5	71.8 - 96.4
underwriting assistant	42.9 - 53.4	49.5 - 62.0	56.7 - 67.4



## customer experience

	entry	mid	senior
bilingual call center operations manager	70.3 - 85.8	78.7 - 97.0	88.7 - 115.9
bilingual customer loyalty agent	43.0 - 53.6	50.0 - 60.8	55.4 - 69.0
bilingual customer service manager	89.6 - 117.8	100.8 - 134.8	114.9 - 153.4
bilingual customer service representative	42.4 - 53.5	46.9 - 60.3	52.5 - 67.8
bilingual customer service supervisor	65.2 - 85.8	73.7 - 98.6	83.8 - 112.0
bilingual customer service team lead	48.5 - 57.8	55.0 - 66.4	60.0 - 75.0
bilingual customer service trainer	50.0 - 63.5	55.4 - 73.7	63.6 - 83.8
bilingual e-chat representative	49.2 - 62.3	54.6 - 70.4	61.2 - 79.0
bilingual fundraising agent	45.0 - 54.3	54.6 - 60.0	61.2 - 72.0
bilingual inside sales manager	77.9 - 104.0	88.4 - 120.0	100.8 - 135.5
bilingual inside sales representative	55.6 - 69.9	61.0 - 78.3	68.0 - 88.1
bilingual insurance advisor	63.4 - 80.1	68.9 - 88.9	76.1 - 99.6
bilingual junior collection agent	44.5 - 50.0	51.0 - 57.9	56.0 - 64.9
bilingual order desk representative	38.9 - 48.9	44.1 - 55.7	49.5 - 61.5
bilingual order management representative	45.5 - 57.8	51.6 - 66.4	58.5 - 75.2
bilingual survey agent	38.0 - 47.9	43.8 - 56.1	49.8 - 61.4
bilingual technical support level 1 agent	55.0 - 72.6	62.8 - 83.6	71.1 - 94.1
bilingual telemarketing agent	38.2 - 47.7	42.4 - 54.4	48.1 - 62.8
bilingual telephone dispatcher	45.5 - 57.8	51.6 - 66.4	58.5 - 75.2
bilingual travel support agent	45.7 - 56.3	52.0 - 63.5	55.7 - 70.3
bilingual workforce planner	55.0 - 68.1	60.0 - 75.0	64.3 - 84.7

## engineering

construction	entry	mid	senior
architect	67.6 - 87.9	75.2 - 99.9	84.9 - 113.2



architectural drafter	58.8 - 75.9	68.2 - 89.9	79.7 - 105.8
architectural technician	84.8 - 111.9	97.5 - 130.7	112.8 - 148.1
BIM/VDC coordinator	69.7 - 90.8	77.6 - 103.1	87.6 - 116.8
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	69.8 - 94.2	81.7 - 111.7	95.3 - 127.2
civil engineering drafter	60.3 - 75.0	67.4 - 85.5	76.1 - 96.9
civil engineering technologist	49.2 - 66.5	58.7 - 79.6	68.8 - 90.6
civil project engineer	81.1 - 111.0	93.6 - 130.2	108.6 - 149.6
civil project manager	87.7 - 116.5	98.7 - 133.3	112.1 - 150.2
construction director	116.5 - 152.2	155.4 - 201.7	192.3 - 250.4
construction manager	90.7 - 118.4	99.3 - 132.1	110.7 - 148.0
construction project manager	79.1 - 108.8	91.7 - 128.2	106.8 - 146.6
construction superintendent	93.9 - 122.6	102.9 - 136.7	114.6 - 152.6
contracts administrator	88.0 - 112.4	98.7 - 128.1	111.8 - 145.0
director of operations	128.6 - 170.4	167.9 - 223.0	211.7 - 281.3
drafter	59.8 - 74.6	67.1 - 85.3	76.0 - 96.6
electrical designer/engineer	81.1 - 106.3	91.1 - 121.7	103.6 - 138.4
electrical engineer	70.3 - 97.9	85.9 - 120.9	104.0 - 141.1
electrical engineering technician	62.0 - 79.0	70.5 - 91.3	80.5 - 103.9
electrical inspector	52.2 - 69.6	60.2 - 81.2	69.3 - 93.2
engineering manager	101.4 - 135.9	115.7 - 156.7	132.8 - 177.4
environmental engineer	68.2 - 90.8	78.4 - 106.5	90.9 - 122.3
environmental inspector	56.4 - 71.7	61.8 - 80.2	68.8 - 89.7
estimator	65.8 - 85.4	73.0 - 96.6	82.0 - 109.3
facilities manager	65.5 - 85.4	74.4 - 98.8	85.0 - 112.8
field manager	72.7 - 95.9	82.4 - 111.1	94.7 - 128.2
field supervisor	72.1 - 94.4	80.8 - 107.5	91.2 - 120.9



foreman	58.1 - 74.8	64.9 - 85.2	73.2 - 96.5
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	66.9 - 85.9	76.8 - 99.9	88.1 - 113.5
health and safety specialist	75.6 - 99.2	86.5 - 115.6	99.7 - 131.5
HVAC drafter	54.8 - 70.0	61.4 - 79.5	69.1 - 88.9
HVAC engineer	63.2 - 83.7	72.1 - 97.1	82.7 - 110.2
mechanical designer	56.6 - 74.3	64.9 - 86.3	74.3 - 97.6
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	67.5 - 95.0	83.8 - 119.0	102.4 - 139.0
mechanical engineering technican	57.0 - 74.2	64.6 - 85.5	73.6 - 96.4
mechanical site supervisor	56.7 - 72.6	63.9 - 83.4	72.7 - 95.2
operations manager	87.4 - 119.3	100.5 - 138.7	115.5 - 156.2
planner/scheduler	43.8 - 55.7	49.7 - 63.8	56.2 - 71.8
project coordinator	41.0 - 55.7	47.0 - 65.0	54.3 - 74.5
project director	114.1 - 137.9	143.0 - 172.7	174.8 - 211.3
project engineer	93.2 - 119.1	101.0 - 131.5	111.2 - 146.3
project manager	81.8 - 112.4	95.0 - 132.2	110.2 - 150.7
purchasing manager	112.1 - 146.7	126.4 - 166.8	142.9 - 186.6
QA/QC inspector	59.8 - 78.9	69.0 - 92.1	79.4 - 105.6
quality control engineer	74.6 - 99.0	85.3 - 115.0	97.9 - 130.2
quality inspector	44.1 - 55.5	48.5 - 62.4	54.2 - 70.4
safety inspector	65.4 - 85.1	73.9 - 97.5	83.8 - 109.8
specification writer	57.5 - 73.7	64.9 - 84.5	73.5 - 95.4
structural engineer	75.8 - 100.5	86.5 - 116.9	99.6 - 133.3
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	99.6 - 132.1	113.7 - 152.5	130.7 - 173.4
manufacturing			



applications engineer	88.2 - 116.6	101.7 - 136.1	117.6 - 153.5
assurance control technician	75.3 - 98.1	85.2 - 113.2	97.2 - 127.8
automation engineer	69.1 - 91.9	79.4 - 107.7	91.9 - 123.3
buyer	61.9 - 80.8	70.3 - 93.4	80.4 - 106.7
chemical engineer	75.8 - 109.8	96.2 - 138.6	117.8 - 159.3
coating inspector	41.7 - 54.4	47.5 - 62.8	54.1 - 71.3
commissioning and start up engineer	64.8 - 86.1	74.4 - 100.8	85.9 - 114.9
continuous improvement engineer	92.5 - 120.6	102.9 - 136.2	115.7 - 151.8
controls designer/engineer	61.2 - 81.2	70.1 - 94.5	80.5 - 107.7
controls engineer	61.2 - 81.2	70.1 - 94.5	80.5 - 107.7
demand planner	56.0 - 76.7	67.0 - 92.3	78.8 - 105.5
electrical designer	78.3 - 103.7	89.3 - 120.5	102.7 - 137.9
electrical engineer	70.3 - 97.9	85.9 - 120.9	104.0 - 141.1
electrical engineering technician	62.0 - 79.0	70.5 - 91.3	80.5 - 103.9
electrical test engineer	75.9 - 101.7	88.0 - 120.3	102.8 - 138.5
electronics designer	61.6 - 77.6	70.0 - 89.6	79.9 - 101.8
electronics engineer	85.4 - 111.3	95.1 - 126.0	106.9 - 140.9
electronics technician	60.6 - 78.0	67.6 - 88.8	76.3 - 100.3
estimation engineer	78.4 - 104.3	89.9 - 121.8	104.0 - 139.6
estimator	65.8 - 85.4	73.0 - 96.6	82.0 - 109.3
field service engineer	59.7 - 77.9	66.7 - 89.1	75.9 - 102.5
general inspector	55.0 - 71.8	61.6 - 81.7	69.3 - 91.7
health and safety specialist	75.6 - 99.2	86.5 - 115.6	99.7 - 131.5
HVAC drafter	54.8 - 70.0	61.4 - 79.5	69.1 - 88.9
HVAC engineer	63.2 - 83.7	72.1 - 97.1	82.7 - 110.2
industrial engineer	74.4 - 98.3	84.5 - 113.5	96.5 - 128.1
inventory analyst	57.4 - 74.1	64.4 - 84.7	72.9 - 96.4



logistics specialist	50.8 - 65.4	57.6 - 75.1	65.5 - 85.5
maintenance buyer	46.0 - 58.6	53.2 - 68.0	60.7 - 76.7
maintenance planner	59.0 - 74.0	66.6 - 84.8	75.5 - 95.7
manufacturing engineer	69.0 - 91.7	79.2 - 107.2	91.4 - 122.0
mechanical designer	56.6 - 74.3	64.9 - 86.3	74.3 - 97.6
mechanical drafter	57.8 - 74.7	64.9 - 86.0	74.4 - 100.5
mechanical engineer	67.5 - 95.0	83.8 - 119.0	102.4 - 139.0
mechanical engineering technician	57.0 - 74.2	64.6 - 85.5	73.6 - 96.4
operation excellence specialist	80.1 - 104.3	89.1 - 118.0	100.0 - 131.9
process engineer	67.4 - 89.7	77.4 - 104.9	89.4 - 119.4
production planner	53.0 - 69.7	60.9 - 80.7	69.4 - 90.3
project engineer	93.2 - 119.1	101.0 - 131.5	111.2 - 146.3
project manager	81.8 - 112.4	95.0 - 132.2	110.2 - 150.7
purchasing agent	61.9 - 80.8	70.3 - 93.4	80.4 - 106.7
quality assurance engineer	67.0 - 88.0	75.5 - 100.8	85.6 - 113.4
quality assurance/control technician	59.8 - 78.9	69.0 - 92.1	79.4 - 105.6
quality control engineer	74.6 - 99.0	85.3 - 115.0	97.9 - 130.2
quality control technician	43.3 - 55.5	48.1 - 62.7	53.9 - 70.1
quality engineer	60.2 - 80.0	70.2 - 94.5	81.5 - 107.5
quality inspector	44.1 - 55.5	48.5 - 62.4	54.2 - 70.4
reliability/maintenance engineer	74.9 - 97.4	86.1 - 114.1	99.6 - 130.2
robotics engineer	78.8 - 103.3	88.6 - 118.3	100.5 - 133.1
safety inspector	65.4 - 85.1	73.9 - 97.5	83.8 - 109.8
SCADA engineer	71.9 - 95.5	82.3 - 111.4	95.0 - 127.0
sourcing engineer	67.1 - 88.5	76.2 - 102.9	87.5 - 117.5
stationary engineer	60.6 - 77.1	66.4 - 86.0	73.6 - 95.7
supply chain analyst	58.3 - 76.9	66.2 - 88.9	75.6 - 100.5



systems engineer	77.2 - 102.0	87.7 - 118.0	100.4 - 133.8
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## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	178.8 - 309.6	260.4 - 453.0	362.7 - 630.8
vice president finance	126.3 - 219.5	180.6 - 312.7	249.6 - 433.9
vice-president internal audit	156.2 - 205.2	194.8 - 256.7	235.3 - 310.7
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	79.9 - 95.8	85.6 - 102.5	91.1 - 109.1
accounting clerk	49.1 - 56.7	52.3 - 60.3	55.4 - 63.9
accounting manager	115.8 - 140.2	124.5 - 150.6	132.9 - 160.5
accounting specialist	57.9 - 66.7	63.2 - 72.8	68.1 - 78.5
accounting supervisor	82.3 - 99.8	88.5 - 107.2	94.5 - 114.6
accounting technician	66.8 - 79.2	72.1 - 85.3	77.0 - 91.1
accounts payable clerk	48.9 - 55.0	54.2 - 60.9	58.7 - 66.2
accounts payable manager	103.3 - 125.4	112.8 - 136.7	122.0 - 147.6
accounts receivable clerk	51.5 - 58.1	57.0 - 64.2	61.9 - 69.8
accounts receivable manager	104.8 - 124.2	113.7 - 134.4	122.4 - 144.7
analyst - financial planning & analysis	122.6 - 148.4	132.4 - 159.9	141.6 - 170.8
assistant controller	99.9 - 141.1	117.6 - 147.0	141.1 - 157.6
billing specialist	48.6 - 56.7	53.1 - 61.9	57.2 - 66.7
bookkeeper	50.5 - 59.6	54.6 - 64.4	58.4 - 69.0
business analyst	92.5 - 110.8	99.9 - 119.7	107.1 - 128.3
compliance specialist	71.4 - 85.6	78.7 - 94.2	85.5 - 102.4
controller	120.7 - 194.6	168.7 - 216.7	215.3 - 264.6
cost accountant	76.2 - 91.3	82.3 - 98.6	88.2 - 105.7
			101.6 - 138.4



# british columbia

credit & collection specialist	50.0 - 63.3	57.3 - 72.9	65.0 - 81.7	70.4 - 88.7
credit and collections accountant	45.0 - 53.1	48.9 - 57.8	52.7 - 62.1	60.2 - 77.9
credit and collections manager	111.2 - 133.1	119.2 - 142.6	127.1 - 152.0	146.2 - 174.1
credit and collections supervisor	66.2 - 80.2	71.3 - 86.5	76.4 - 92.7	88.2 - 106.9
director - financial planning & analysis	160.0 - 207.8	202.1 - 263.6	245.3 - 320.0	- - -
external auditor	79.1 - 94.7	85.7 - 102.8	92.3 - 110.5	106.6 - 127.7
finance director	155.3 - 201.8	198.7 - 259.1	240.7 - 314.1	- - -
financial analyst	95.9 - 114.9	102.5 - 122.9	109.1 - 130.7	124.1 - 148.4
financial reporting manager	137.7 - 166.2	147.6 - 177.8	157.4 - 188.9	179.5 - 215.2
internal audit manager	128.9 - 157.6	138.4 - 168.8	147.5 - 179.6	168.1 - 203.8
internal auditor	76.9 - 92.2	84.8 - 101.7	92.4 - 110.7	108.1 - 129.4
invoicing clerk	47.1 - 54.9	51.7 - 60.3	55.6 - 64.9	61.9 - 72.3
payroll clerk	52.4 - 61.0	57.5 - 67.2	62.4 - 72.7	71.4 - 83.4
payroll manager	105.5 - 128.0	114.0 - 138.2	122.3 - 148.0	140.0 - 168.8
payroll specialist	59.1 - 70.3	64.3 - 76.7	69.5 - 82.8	80.6 - 96.2
payroll supervisor	67.6 - 80.9	73.5 - 88.0	79.2 - 94.9	91.5 - 125.9
property accountant	75.6 - 90.4	79.3 - 94.9	83.0 - 99.4	- - -
tax analyst	61.0 - 73.2	67.4 - 80.7	73.4 - 87.9	85.8 - 102.8
tax manager	122.1 - 149.6	130.9 - 160.1	139.7 - 170.2	159.8 - 194.0
treasury analyst	80.8 - 96.9	86.6 - 103.7	92.3 - 110.5	104.9 - 125.6
treasury director	115.4 - 139.9	124.6 - 150.8	133.4 - 161.2	- - -

## healthcare

	entry	mid	senior
dental office manager	57.3 - 73.7	62.8 - 82.2	69.6 - 91.8
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	59.3 - 75.1	63.9 - 82.7	70.2 - 93.0



disability consultant	47.0 - 61.8	55.2 - 72.6	63.4 - 82.0
health records clerk	39.9 - 50.1	45.2 - 57.2	51.0 - 61.8
healthcare clinic manager	85.4 - 109.8	93.1 - 121.9	102.9 - 135.6
medical / clinic coordinator	56.3 - 71.0	62.4 - 80.4	70.2 - 91.6
medical billing clerk	40.9 - 52.6	47.0 - 60.7	53.5 - 68.1
medical claims analyst	50.4 - 66.1	55.9 - 74.7	62.7 - 84.2
medical office assistant	37.5 - 46.7	41.4 - 52.3	45.8 - 57.4
medical receptionist	37.0 - 47.9	43.6 - 55.4	49.2 - 59.0
medical reimbursement specialist	42.2 - 56.0	49.1 - 65.6	56.5 - 73.8
medical secretary	40.1 - 51.0	44.7 - 57.5	49.8 - 63.2
nursing manager	104.3 - 134.8	113.0 - 148.8	125.3 - 167.9
nursing supervisor / team lead	83.2 - 106.4	94.7 - 121.8	107.0 - 136.0
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	36.0 - 45.6	40.7 - 52.2	46.0 - 58.7
patient service representatives (unilingual or bilingual)	37.5 - 45.9	42.4 - 52.6	48.1 - 59.7
pharmacist	106.8 - 133.8	118.4 - 149.6	131.0 - 163.4
pharmacy assistant	38.0 - 48.3	43.0 - 54.9	48.2 - 58.9
pharmacy manager	120.4 - 159.0	135.9 - 180.8	153.1 - 202.6

## industrial management

	entry	mid	senior
engineering manager	101.4 - 135.9	115.7 - 156.7	132.8 - 177.4
inventory control manager	68.3 - 89.1	76.3 - 101.5	86.2 - 114.8
logistic manager	97.7 - 128.7	110.4 - 147.1	125.6 - 165.8
logistic supervisor	55.2 - 70.4	61.8 - 80.0	69.6 - 90.2
maintenance manager	104.9 - 110.5	107.3 - 134.4	116.2 - 157.5
maintenance supervisor	93.9 - 108.2	98.8 - 121.9	101.5 - 139.4



manufacturing director	127.0 - 152.8	162.8 - 195.3	199.3 - 239.5
operations director	128.6 - 170.4	167.9 - 223.0	211.7 - 281.3
operations manager	87.4 - 119.3	100.5 - 138.7	115.5 - 156.2
planning director	128.6 - 165.3	158.9 - 204.1	194.7 - 250.6
plant manager	110.2 - 151.9	131.7 - 182.2	155.7 - 210.8
procurement director	115.3 - 150.8	152.3 - 197.6	183.1 - 238.4
procurement manager	93.7 - 123.0	103.5 - 138.1	115.9 - 154.6
production manager	99.2 - 130.7	112.3 - 149.8	128.1 - 169.1
production supervisor	62.2 - 79.8	69.0 - 90.3	77.5 - 102.0
project director	114.1 - 137.9	143.0 - 172.7	174.8 - 211.3
purchasing director	115.3 - 150.8	152.3 - 197.6	183.1 - 238.4
purchasing manager	112.1 - 146.7	126.4 - 166.8	142.9 - 186.6
quality assurance manager	93.8 - 121.8	103.7 - 136.6	116.0 - 152.3
quality director	103.4 - 139.1	130.6 - 173.5	158.7 - 210.9
site supervisor	93.9 - 122.6	102.9 - 136.7	114.6 - 152.6
supply chain director	121.2 - 146.0	157.6 - 188.9	192.1 - 231.0
supply chain manager	93.6 - 125.4	108.3 - 145.9	124.6 - 163.0
warehouse manager	80.4 - 104.7	89.3 - 118.6	100.4 - 133.1
warehouse supervisor	57.8 - 75.4	65.7 - 87.1	74.9 - 98.8

## industrial support

	entry	mid	senior
assembler/fabricator	18.0 - 21.3	19.2 - 24.9	21.8 - 27.8
delivery/courier driver	19.7 - 24.1	22.3 - 28.0	23.2 - 29.9
electronic parts assembler	18.7 - 23.4	22.1 - 26.4	24.8 - 28.5
forklift operator	19.4 - 23.9	21.9 - 27.9	24.8 - 30.2
general labourer - heavy	19.0 - 23.9	22.2 - 27.5	25.0 - 29.3



general labourer - light	17.5 - 21.6	20.2 - 25.0	23.1 - 26.9
inventory control clerk	18.7 - 23.1	21.2 - 26.9	23.9 - 29.5
janitor/custodian	17.4 - 20.4	18.9 - 23.5	21.3 - 25.8
machine operator	20.3 - 24.8	22.6 - 28.9	26.5 - 33.1
machine operator assistant	18.4 - 22.9	21.2 - 26.7	23.7 - 29.9
manufacturing worker	18.3 - 22.0	20.3 - 24.9	21.7 - 27.9
material handler	18.3 - 22.9	20.9 - 26.6	23.7 - 28.1
order/cherry picker forklift operator	19.3 - 24.0	21.6 - 27.2	24.8 - 29.1
packaging labourer	18.3 - 23.0	19.9 - 24.9	22.4 - 28.1
parts clerk	18.4 - 23.2	20.2 - 25.3	22.1 - 28.2
picker/packer	18.1 - 22.8	20.5 - 24.9	23.3 - 28.2
production labourer	18.1 - 22.5	20.4 - 25.8	23.6 - 27.9
reach truck operator	20.1 - 23.9	21.5 - 27.2	24.9 - 31.0
shipper/receiver	19.9 - 25.0	23.4 - 27.2	25.3 - 30.3
shipping and receiving clerk	19.0 - 24.2	22.4 - 27.9	25.1 - 30.2
warehouse labourer	18.0 - 22.8	20.7 - 26.1	24.0 - 27.6

## skilled trades

	entry	mid	senior
electrician	66.5 - 75.7	72.8 - 86.4	79.0 - 97.4
field heavy duty mechanic	73.0 - 83.2	81.1 - 95.6	91.5 - 108.1
field millwright	78.0 - 88.1	84.1 - 95.0	92.1 - 104.0
field pipefitter	56.2 - 74.9	64.8 - 87.5	76.0 - 100.3
field service technician	54.6 - 71.2	63.1 - 82.9	72.2 - 94.3
field welder	57.2 - 72.1	70.2 - 83.0	76.0 - 95.0
heavy duty mechanic	72.8 - 83.2	79.0 - 95.6	91.5 - 108.1
maintenance mechanic	58.2 - 74.8	66.5 - 91.5	83.2 - 99.8



millwright	79.0 - 87.3	83.2 - 95.6	93.6 - 104.0
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## technologies

application software	entry	mid	senior
.net/C# developer	84.2 - 108.9	94.2 - 124.1	106.5 - 139.3
AI consultant	82.7 - 110.8	97.3 - 131.4	113.5 - 150.0
application support analyst	68.8 - 90.6	79.2 - 105.3	90.3 - 118.7
C++/ embedded software engineer	84.2 - 108.9	94.2 - 124.1	106.5 - 139.3
devops - development	77.0 - 103.1	89.0 - 121.6	103.6 - 138.6
director of development/engineering	127.2 - 176.9	167.0 - 232.6	215.6 - 300.6
ERP developer	84.1 - 108.7	93.9 - 123.8	106.3 - 139.8
front-end developer	79.2 - 103.9	90.4 - 120.9	104.0 - 137.3
full stack developer	90.8 - 119.5	104.0 - 138.4	119.5 - 156.0
java developer	82.4 - 106.7	92.2 - 121.5	104.3 - 136.5
machine learning developer	89.7 - 132.9	120.4 - 164.8	143.4 - 178.8
mobile application developer (iOS/android)	76.8 - 117.3	106.9 - 148.5	128.7 - 160.6
quality assurance analyst - automation	73.6 - 96.9	84.5 - 113.2	97.3 - 128.4
quality assurance analyst - manual	53.3 - 70.6	61.9 - 83.1	71.8 - 94.5
quality assurance manager	96.6 - 127.7	109.7 - 146.7	125.3 - 164.7
RPA developer	54.6 - 71.6	62.5 - 83.1	95.0 - 130.0
SQL database developer	72.7 - 96.7	83.3 - 113.2	96.3 - 129.1
UI/UX designer	79.5 - 102.4	88.4 - 116.0	99.3 - 129.4
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	115.9 - 153.3	130.9 - 175.3	149.0 - 199.9
architect (solutions/technical)	99.1 - 123.3	110.5 - 139.4	124.3 - 155.5



cloud architect	105.2 - 131.9	118.8 - 150.4	134.6 - 167.7
enterprise architect	106.0 - 141.7	120.9 - 163.0	138.3 - 185.4
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	107.4 - 143.2	120.1 - 161.9	135.4 - 181.6
big data engineer	96.0 - 125.5	107.3 - 142.4	121.4 - 160.2
business intelligence developer	81.6 - 105.7	91.4 - 120.5	103.3 - 134.6
data analyst	79.0 - 105.4	90.8 - 123.3	105.0 - 139.8
data architect	83.4 - 110.1	95.9 - 128.6	111.0 - 146.1
data engineer	79.8 - 106.5	91.8 - 124.6	106.1 - 141.3
data scientist	91.1 - 122.4	105.8 - 143.5	122.8 - 162.0
database administrator	84.0 - 113.8	98.6 - 135.0	115.4 - 153.6
<b>leadership/business technology</b>			
business analyst	77.6 - 100.3	86.8 - 114.7	98.4 - 129.5
development manager	95.0 - 110.0	115.0 - 125.0	135.0 - 155.0
IT director	115.7 - 153.0	145.5 - 190.9	179.5 - 236.5
IT manager	106.8 - 141.4	122.2 - 163.3	140.3 - 186.0
<b>networking/infrastructure</b>			
cloud engineer	89.2 - 119.4	104.7 - 141.0	122.0 - 159.0
devops - infrastructure	92.7 - 128.8	109.1 - 151.9	127.3 - 170.8
help desk analyst	58.6 - 75.0	66.3 - 87.6	75.5 - 95.0
information security engineer	87.5 - 117.0	100.8 - 136.5	116.5 - 154.3
information security manager	107.7 - 142.0	122.5 - 163.0	139.9 - 184.8
information security specialist	66.8 - 87.3	76.1 - 101.5	87.3 - 115.0
linux/unix administrator	93.6 - 121.6	105.4 - 139.0	119.9 - 156.8
network administrator	74.3 - 99.0	85.4 - 116.0	98.7 - 125.0
network engineer	82.4 - 109.6	94.3 - 127.9	109.0 - 145.8



systems administrator	84.1 - 110.5	96.1 - 128.3	110.6 - 145.5
tech support	61.6 - 80.2	69.8 - 92.3	79.4 - 104.7
<b>project management</b>			
agile coach	78.4 - 101.3	89.2 - 117.0	101.9 - 133.0
business systems analyst	82.1 - 107.8	93.8 - 125.5	108.1 - 142.9
ERP project manager	107.3 - 142.3	117.0 - 157.3	129.4 - 180.0
product manager	87.3 - 119.8	101.2 - 140.9	117.6 - 161.3
product owner	89.4 - 117.8	102.5 - 136.5	117.7 - 153.2
project coordinator	64.8 - 80.7	72.4 - 91.9	81.9 - 103.9
project manager (infrastructure)	114.0 - 152.8	128.9 - 174.9	147.0 - 185.0
project manager (software)	107.9 - 142.2	120.6 - 160.8	136.0 - 175.0
scrum master	87.1 - 113.4	98.3 - 130.2	112.1 - 148.3
technical writer	63.3 - 81.9	73.5 - 96.4	85.2 - 109.7



## greater victoria

## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	45.0 - 51.5	46.0 - 57.4	49.2 - 64.5
administrative clerk	39.4 - 48.7	43.7 - 54.2	47.9 - 58.7
administrative coordinator	45.3 - 56.0	50.9 - 63.4	57.0 - 68.1
administrative manager	61.3 - 78.6	66.7 - 87.1	73.7 - 97.2
benefits clerk	40.5 - 51.7	46.2 - 59.7	52.7 - 67.9
data entry clerk	37.0 - 46.3	41.7 - 52.4	46.6 - 56.1
dispatch administrator	49.9 - 63.2	56.2 - 71.9	63.2 - 80.7
document services specialist	34.8 - 43.4	39.4 - 49.7	44.1 - 51.9
documentation specialist	41.1 - 53.8	49.1 - 62.3	55.3 - 66.1
donor relations coordinator	52.3 - 68.2	60.4 - 80.2	70.2 - 92.8
executive assistant	56.9 - 77.6	66.4 - 91.5	77.0 - 104.2
executive assistant (bilingual)	50.0 - 55.0	50.0 - 60.0	60.0 - 80.0
executive legal assistant	50.0 - 60.0	60.0 - 70.0	70.0 - 80.0
file clerk	36.7 - 47.5	43.2 - 54.6	48.4 - 57.7
HR coordinator	40.3 - 51.1	45.5 - 57.5	50.3 - 62.0
insurance claims clerk	40.0 - 50.2	45.3 - 57.5	51.2 - 64.7
inventory clerk	40.0 - 47.5	42.9 - 54.5	48.5 - 61.2
inventory coordinator	47.2 - 59.9	52.5 - 67.9	59.0 - 76.8
invoicing clerk	39.1 - 49.9	44.5 - 56.6	49.5 - 61.5
lease administrator	49.2 - 64.2	56.8 - 74.9	65.3 - 85.6
leasing coordinator	45.5 - 59.4	52.6 - 69.2	60.3 - 78.8
legal assistant	48.9 - 66.7	58.1 - 79.6	67.8 - 90.1



logistics coordinator	48.5 - 63.7	56.5 - 74.6	64.9 - 84.8
mailroom clerk	38.5 - 47.5	43.2 - 52.9	47.2 - 55.5
marketing assistant	43.0 - 53.5	47.3 - 60.5	53.5 - 70.0
office clerk	40.3 - 49.2	43.9 - 54.5	48.3 - 60.4
office manager	55.1 - 71.1	60.6 - 79.6	67.3 - 88.9
order clerk	36.6 - 45.8	41.4 - 52.2	46.4 - 57.6
order desk representative (clerical)	43.0 - 45.0	45.0 - 48.0	48.0 - 52.0
order entry clerk	35.0 - 39.5	36.2 - 45.9	40.8 - 49.0
parts coordinators	34.8 - 46.0	38.7 - 52.7	43.6 - 59.0
payroll administrator	46.4 - 60.5	52.7 - 69.9	60.3 - 79.9
procurement coordinator	54.5 - 70.6	61.4 - 81.0	69.8 - 92.5
project coordinator	38.3 - 52.0	43.9 - 60.7	50.7 - 69.5
project manager assistant	47.7 - 63.0	52.5 - 70.8	58.7 - 80.3
property administrator	38.9 - 50.7	43.6 - 58.3	49.7 - 67.5
property manager	61.5 - 81.1	69.5 - 93.7	79.6 - 107.6
receptionist	35.7 - 44.1	39.2 - 49.8	44.0 - 56.9
receptionist (bilingual)	45.0 - 47.0	47.0 - 53.0	53.0 - 58.0
sales administrator	45.4 - 60.3	52.1 - 70.4	60.1 - 80.3
sales assistant	43.0 - 53.5	47.4 - 60.7	53.6 - 70.4
sales coordinator	52.0 - 63.7	55.9 - 70.3	61.8 - 79.8
service advisor	45.0 - 50.0	50.0 - 55.0	55.0 - 60.0
service coordinator	38.8 - 49.9	43.3 - 57.0	49.0 - 64.9
supply clerk	36.5 - 46.1	41.1 - 52.2	45.7 - 57.3
virtual assistant	36.4 - 44.9	40.3 - 49.9	44.1 - 54.0
virtual receptionist	45.0 - 47.0	47.0 - 53.0	53.0 - 58.0



## customer experience

	entry	mid	senior
bilingual call center operations manager	65.7 - 84.8	73.5 - 96.4	82.8 - 108.1
bilingual customer loyalty agent	37.8 - 49.3	43.1 - 56.9	49.1 - 64.6
bilingual customer service manager	77.0 - 100.9	86.4 - 115.8	98.4 - 132.6
bilingual customer service representative	39.8 - 50.2	44.0 - 56.5	49.2 - 63.5
bilingual customer service supervisor	61.0 - 80.4	69.0 - 92.5	78.5 - 105.3
bilingual customer service team lead	47.1 - 62.5	54.0 - 72.0	61.2 - 80.9
bilingual customer service trainer	45.5 - 59.6	52.0 - 69.2	59.7 - 78.8
bilingual e-chat representative	46.1 - 58.4	51.2 - 65.9	57.4 - 74.0
bilingual fundraising agent	35.1 - 45.0	41.1 - 52.6	46.7 - 57.5
bilingual inside sales manager	72.7 - 97.1	82.5 - 112.0	94.0 - 126.8
bilingual inside sales representative	52.6 - 66.1	57.8 - 74.1	64.3 - 83.4
bilingual insurance advisor	59.2 - 74.8	64.4 - 83.0	71.1 - 92.9
bilingual junior collection agent	37.0 - 47.3	41.7 - 54.1	47.1 - 60.7
bilingual order desk representative	36.6 - 45.8	41.4 - 52.2	46.4 - 57.6
bilingual order management representative	42.0 - 53.2	47.4 - 61.0	53.9 - 69.8
bilingual survey agent	35.1 - 45.0	41.1 - 52.6	46.7 - 57.5
bilingual technical support level 1 agent	47.1 - 62.5	54.0 - 72.0	61.2 - 80.9
bilingual telemarketing agent	36.3 - 45.2	40.2 - 51.5	45.5 - 59.5
bilingual telephone dispatcher	42.4 - 54.1	48.2 - 62.1	54.7 - 70.5
bilingual travel support agent	42.0 - 52.8	46.9 - 59.5	52.2 - 65.8
bilingual workforce planner	50.7 - 63.6	54.6 - 70.0	60.1 - 79.0

## engineering

construction	entry	mid	senior
architect	63.0 - 82.1	70.2 - 93.5	79.3 - 106.1



architectural drafter	55.3 - 71.5	64.2 - 84.7	75.1 - 99.8
architectural technician	73.0 - 96.1	83.9 - 112.4	96.8 - 127.9
BIM/VDC coordinator	65.1 - 84.8	72.5 - 96.6	81.9 - 109.5
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	65.2 - 87.9	76.3 - 104.3	89.0 - 118.9
civil engineering drafter	56.7 - 70.7	63.5 - 80.5	71.7 - 91.3
civil engineering technologist	46.3 - 62.6	55.2 - 75.0	64.7 - 85.4
civil project engineer	75.7 - 103.4	87.3 - 121.5	101.2 - 140.1
civil project manager	81.8 - 108.7	92.1 - 124.7	104.6 - 140.8
construction coordinator	55.5 - 73.2	62.0 - 83.5	70.1 - 95.0
construction director	100.4 - 132.4	135.3 - 178.2	169.5 - 224.1
construction manager	78.1 - 102.1	85.6 - 114.2	95.4 - 128.5
construction project manager	68.1 - 93.7	79.0 - 110.7	92.0 - 127.2
construction superintendent	80.9 - 105.8	88.7 - 118.2	98.7 - 132.8
contracts administrator	58.9 - 77.5	66.7 - 89.4	76.1 - 101.5
director of operations	120.9 - 161.0	158.6 - 212.0	201.0 - 268.9
drafter	56.2 - 70.3	63.2 - 80.4	71.6 - 91.1
electrical designer/engineer	75.7 - 99.1	85.0 - 113.7	96.7 - 129.6
electrical engineer	65.7 - 91.3	80.2 - 112.9	97.0 - 132.1
electrical engineering technician	58.4 - 74.4	66.4 - 86.0	75.8 - 98.0
electrical inspector	49.3 - 65.8	56.9 - 76.7	65.4 - 88.1
engineering manager	87.4 - 117.5	99.8 - 136.5	114.8 - 155.7
environmental engineer	63.7 - 84.7	73.2 - 99.4	84.8 - 114.2
environmental inspector	52.8 - 67.3	57.9 - 75.3	64.5 - 84.3
estimator	61.5 - 79.7	68.1 - 90.1	76.5 - 101.9
facilities manager	61.7 - 80.5	70.1 - 93.2	80.2 - 106.5
field manager	68.5 - 90.5	77.7 - 104.9	89.3 - 121.3



field supervisor	68.0 - 89.0	76.2 - 101.5	86.0 - 114.3
foreman	54.5 - 70.2	60.8 - 80.0	68.7 - 90.7
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	63.0 - 81.0	72.3 - 94.3	83.1 - 107.2
health and safety specialist	70.6 - 92.6	80.8 - 107.9	93.0 - 123.0
HVAC drafter	51.6 - 65.9	57.9 - 75.0	65.1 - 83.9
HVAC engineer	59.1 - 78.1	67.3 - 90.6	77.2 - 102.8
mechanical designer	52.9 - 69.4	60.7 - 80.6	69.4 - 91.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.1 - 88.6	78.2 - 111.1	95.6 - 130.1
mechanical engineering technician	53.6 - 69.9	60.8 - 80.6	69.3 - 90.9
mechanical site supervisor	53.8 - 68.8	60.5 - 79.0	68.9 - 90.3
operations manager	82.0 - 112.1	94.3 - 130.7	108.5 - 147.3
planner/scheduler	41.1 - 52.2	46.6 - 59.8	52.7 - 67.3
project coordinator	38.3 - 52.0	43.9 - 60.7	50.7 - 69.5
project director	106.3 - 128.8	133.7 - 162.1	164.1 - 199.4
project engineer	87.0 - 111.2	94.2 - 122.9	103.8 - 137.1
project manager	76.3 - 104.7	88.5 - 123.4	102.7 - 141.1
purchasing manager	96.1 - 126.5	108.4 - 145.0	123.0 - 163.2
QA/QC inspector	56.3 - 74.3	65.0 - 86.8	74.8 - 99.6
quality control engineer	69.7 - 92.4	79.6 - 107.4	91.4 - 121.7
quality inspector	41.5 - 52.3	45.7 - 58.8	51.1 - 66.3
safety inspector	61.6 - 80.2	69.7 - 92.0	79.0 - 103.7
specification writer	53.6 - 68.8	60.5 - 78.8	68.6 - 88.9
structural engineer	70.8 - 93.7	80.7 - 109.1	92.9 - 124.7
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.8 - 114.1	98.0 - 132.6	112.9 - 152.0



## manufacturing

applications engineer	75.9 - 100.1	87.4 - 117.1	100.9 - 132.9
assurance control technician	64.8 - 84.3	73.4 - 97.1	83.5 - 109.8
automation engineer	64.5 - 85.8	74.1 - 100.5	85.7 - 115.2
buyer	57.8 - 75.4	65.7 - 87.0	75.0 - 99.4
chemical engineer	70.8 - 102.5	89.8 - 129.7	110.0 - 149.5
coating inspector	39.4 - 51.3	44.8 - 59.2	51.0 - 67.2
commissioning and start up engineer	61.3 - 81.5	70.3 - 95.4	81.3 - 108.9
continuous improvement engineer	79.4 - 103.4	88.3 - 117.0	99.1 - 131.1
controls designer/engineer	57.6 - 76.5	66.0 - 89.1	75.8 - 101.6
controls engineer	57.6 - 76.5	66.0 - 89.1	75.8 - 101.6
demand planner	52.0 - 71.1	62.2 - 85.5	73.1 - 97.7
electrical designer	73.2 - 96.8	83.3 - 112.5	95.9 - 129.0
electrical engineer	65.7 - 91.3	80.2 - 112.9	97.0 - 132.1
electrical engineering technician	58.4 - 74.4	66.4 - 86.0	75.8 - 98.0
electrical test engineer	70.9 - 94.9	82.2 - 112.3	95.9 - 129.6
electronics designer	58.0 - 73.1	66.0 - 84.5	75.3 - 96.0
electronics engineer	79.7 - 103.8	88.7 - 117.7	99.8 - 131.9
electronics technician	57.0 - 73.5	63.7 - 83.7	71.9 - 94.5
estimation engineer	73.2 - 97.3	83.9 - 113.8	97.0 - 130.6
estimator	61.5 - 79.7	68.1 - 90.1	76.5 - 101.9
field service engineer	56.2 - 73.3	62.8 - 84.0	71.5 - 96.7
general inspector	51.9 - 67.8	58.2 - 77.2	65.5 - 86.6
health and safety specialist	70.6 - 92.6	80.8 - 107.9	93.0 - 123.0
HVAC drafter	51.6 - 65.9	57.9 - 75.0	65.1 - 83.9
HVAC engineer	59.1 - 78.1	67.3 - 90.6	77.2 - 102.8
industrial engineer	69.5 - 91.7	78.8 - 105.9	90.1 - 119.7



inventory analyst	53.3 - 68.8	59.7 - 78.5	67.6 - 89.3
logistics specialist	47.5 - 61.1	53.8 - 70.1	61.1 - 79.7
maintenance buyer	43.1 - 55.1	49.9 - 64.0	57.0 - 72.1
maintenance planner	55.6 - 69.7	62.8 - 79.9	71.2 - 90.3
manufacturing engineer	64.5 - 85.6	73.9 - 100.0	85.3 - 114.0
mechanical designer	52.9 - 69.4	60.7 - 80.6	69.4 - 91.1
mechanical drafter	54.4 - 70.3	61.1 - 81.1	70.0 - 94.8
mechanical engineer	63.1 - 88.6	78.2 - 111.1	95.6 - 130.1
mechanical engineering technician	53.6 - 69.9	60.8 - 80.6	69.3 - 90.9
operation excellence specialist	74.8 - 97.2	83.1 - 110.0	93.2 - 123.1
process engineer	63.0 - 83.7	72.3 - 97.9	83.4 - 111.4
production planner	49.5 - 65.2	56.9 - 75.7	65.0 - 84.7
project engineer	87.0 - 111.2	94.2 - 122.9	103.8 - 137.1
project manager	76.3 - 104.7	88.5 - 123.4	102.7 - 141.1
purchasing agent	57.8 - 75.4	65.7 - 87.0	75.0 - 99.4
quality assurance engineer	62.6 - 82.1	70.5 - 94.1	79.9 - 105.8
quality assurance/control technician	56.3 - 74.3	65.0 - 86.8	74.8 - 99.6
quality control engineer	69.7 - 92.4	79.6 - 107.4	91.4 - 121.7
quality control technician	40.8 - 52.3	45.3 - 59.1	50.7 - 66.1
quality engineer	56.7 - 75.4	66.1 - 89.0	76.8 - 101.4
quality inspector	41.5 - 52.3	45.7 - 58.8	51.1 - 66.3
reliability/maintenance engineer	70.0 - 90.9	80.4 - 106.4	93.0 - 121.7
robotics engineer	73.6 - 96.4	82.7 - 110.4	93.8 - 124.5
safety inspector	61.6 - 80.2	69.7 - 92.0	79.0 - 103.7
SCADA engineer	67.2 - 89.1	76.8 - 103.9	88.6 - 118.7
sourcing engineer	57.5 - 76.0	65.4 - 88.2	75.2 - 100.7
stationary engineer	56.7 - 72.1	62.2 - 80.4	68.9 - 89.4



supply chain analyst	54.5 - 71.8	61.8 - 82.9	70.6 - 93.6
systems engineer	72.1 - 95.1	81.8 - 110.1	93.7 - 125.1

## industrial management

	entry	mid	senior
engineering manager	87.4 - 117.5	99.8 - 136.5	114.8 - 155.7
inventory control manager	63.9 - 83.6	71.4 - 95.3	80.8 - 108.0
logistic manager	83.8 - 110.4	94.6 - 126.8	107.6 - 144.1
logistic supervisor	51.6 - 65.9	57.8 - 75.0	65.2 - 84.6
maintenance manager	63.8 - 83.4	72.7 - 96.1	82.5 - 107.3
maintenance supervisor	61.7 - 80.5	70.1 - 93.2	80.2 - 106.5
manufacturing director	109.7 - 132.9	142.2 - 172.3	176.0 - 213.8
operations director	120.9 - 161.0	158.6 - 212.0	201.0 - 268.9
operations manager	82.0 - 112.1	94.3 - 130.7	108.5 - 147.3
planning director	111.0 - 144.5	138.6 - 180.5	171.7 - 224.2
plant manager	94.4 - 131.2	113.0 - 159.1	134.7 - 185.7
procurement director	98.8 - 130.2	131.5 - 173.4	160.0 - 211.6
procurement manager	80.5 - 105.4	88.7 - 118.7	99.3 - 133.7
production manager	85.1 - 112.1	96.2 - 129.2	109.9 - 147.1
production supervisor	58.4 - 74.9	64.7 - 84.8	72.8 - 95.9
project director	106.3 - 128.8	133.7 - 162.1	164.1 - 199.4
purchasing director	98.8 - 130.2	131.5 - 173.4	160.0 - 211.6
purchasing manager	96.1 - 126.5	108.4 - 145.0	123.0 - 163.2
quality assurance manager	80.6 - 104.4	88.9 - 117.4	99.4 - 131.6
quality director	88.7 - 119.6	112.0 - 151.1	137.5 - 185.8
site supervisor	80.9 - 105.8	88.7 - 118.2	98.7 - 132.8
supply chain director	103.8 - 125.8	136.4 - 165.4	168.3 - 204.5



supply chain manager	80.4 - 107.5	92.8 - 125.7	106.8 - 141.5
warehouse manager	69.1 - 89.8	76.7 - 101.6	86.1 - 114.2
warehouse supervisor	53.8 - 70.2	61.2 - 81.1	69.8 - 92.0
weld shop supervisor	55.6 - 72.2	62.8 - 82.9	71.2 - 93.8

## industrial support

	entry	mid	senior
assembler/fabricator	18.8 - 21.1	19.9 - 24.5	22.1 - 27.7
delivery/courier driver	20.5 - 24.1	22.3 - 28.5	24.2 - 31.5
electronic parts assembler	19.1 - 23.5	22.1 - 26.4	25.0 - 28.5
forklift operator	20.1 - 23.9	21.9 - 27.7	24.8 - 29.9
general labourer - heavy	19.4 - 23.9	22.4 - 27.3	24.8 - 29.8
general labourer - light	18.1 - 22.3	20.5 - 25.8	23.9 - 28.2
inventory control clerk	19.1 - 23.3	22.0 - 25.7	24.3 - 30.3
janitor/custodian	17.9 - 20.7	19.2 - 23.8	21.9 - 25.8
machine operator	20.1 - 24.8	22.6 - 28.6	26.3 - 32.8
machine operator assistant	18.8 - 23.0	21.2 - 26.7	23.6 - 29.9
manufacturing worker	18.6 - 22.6	20.9 - 25.3	22.9 - 28.2
material handler	18.7 - 22.9	20.6 - 26.2	23.4 - 28.3
mould machine operator	19.6 - 25.6	22.4 - 29.5	25.4 - 33.0
order/cherry picker forklift operator	19.2 - 23.7	21.3 - 26.8	24.8 - 29.2
packaging labourer	18.5 - 22.8	20.1 - 25.2	22.9 - 28.1
parts clerk	18.6 - 23.2	21.1 - 25.7	22.9 - 29.5
picker/packer	18.3 - 22.8	21.1 - 25.4	23.9 - 28.0
production labourer	18.3 - 22.7	20.9 - 25.8	24.0 - 28.2
reach truck operator	20.1 - 24.7	21.6 - 28.2	25.1 - 31.8
shipper/receiver	19.7 - 25.0	23.2 - 26.9	25.0 - 30.2



shipping and receiving clerk	19.3 - 24.0	22.2 - 27.8	25.1 - 30.2
warehouse labourer	18.0 - 22.6	20.6 - 25.9	23.9 - 27.3

## skilled trades

	entry	mid	senior
field electrician	52.9 - 69.3	59.3 - 79.0	67.0 - 89.2
field heavy duty mechanic	54.0 - 66.6	58.3 - 77.6	70.0 - 86.0
field machinist	44.5 - 57.2	49.5 - 64.6	55.5 - 72.5
field millwright	53.6 - 69.3	60.1 - 78.8	70.1 - 91.3
field pipefitter	52.5 - 70.3	60.7 - 82.1	69.9 - 94.4
field service technician	51.4 - 67.1	59.4 - 78.1	68.0 - 88.9
field welder	52.1 - 67.3	59.6 - 78.3	68.5 - 91.2

## technologies

application software	entry	mid	senior
.net/C# developer	72.5 - 93.5	81.0 - 106.5	91.4 - 127.8
AI consultant	77.1 - 103.2	90.7 - 122.7	105.8 - 140.4
application support analyst	59.1 - 78.0	68.2 - 90.4	77.7 - 101.9
automation tester	65.7 - 85.1	73.4 - 98.2	85.2 - 115.2
C++/ embedded software engineer	72.5 - 93.5	81.0 - 106.5	91.4 - 120.0
devops - development	66.3 - 88.6	76.6 - 104.4	89.0 - 136.9
director of development/engineering	109.8 - 155.2	146.1 - 207.2	191.2 - 271.8
front-end developer	68.2 - 89.3	77.8 - 103.8	89.3 - 123.8
full stack developer	78.1 - 102.5	89.3 - 119.2	102.5 - 141.7
java developer	71.0 - 91.6	79.3 - 104.3	89.6 - 136.7
machine learning developer	77.2 - 114.3	103.3 - 143.4	123.6 - 156.3
mobile application developer (iOS/android)	66.1 - 100.7	91.8 - 128.3	110.6 - 139.5



quality assurance analyst - manual	63.4 - 83.3	72.7 - 97.1	83.7 - 110.3
quality assurance manager	82.9 - 109.5	94.0 - 126.4	107.4 - 143.0
RPA developer	54.4 - 71.3	62.3 - 82.7	71.2 - 92.9
SQL database developer	62.5 - 83.1	71.7 - 97.1	82.8 - 114.6
UI/UX designer	68.5 - 88.0	76.1 - 99.6	85.4 - 115.8
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
<b>architecture</b>			
application architect	99.3 - 132.5	112.3 - 152.8	128.5 - 175.5
architect (solutions/technical)	85.2 - 105.9	94.9 - 120.1	106.7 - 150.1
cloud architect	90.4 - 113.4	101.9 - 130.1	115.7 - 146.0
enterprise architect	91.1 - 122.2	103.8 - 141.7	119.1 - 162.4
<b>data &amp; analytics</b>			
BI data architect	92.5 - 124.1	103.5 - 141.3	117.1 - 159.6
big data engineer	82.5 - 107.8	92.2 - 122.8	104.2 - 139.0
business intelligence developer	70.3 - 90.8	78.6 - 103.4	88.7 - 115.8
data analyst	68.0 - 90.5	78.1 - 105.9	90.2 - 120.4
data architect	72.1 - 94.7	82.7 - 110.7	95.5 - 126.3
data engineer	68.7 - 91.5	79.0 - 107.0	91.1 - 121.8
data scientist	78.6 - 105.3	91.1 - 123.9	105.6 - 140.9
database administrator	72.3 - 97.7	84.7 - 116.1	99.0 - 133.0
<b>leadership/business technology</b>			
business analyst	66.8 - 86.2	74.7 - 98.4	84.6 - 121.9
IT director	99.1 - 132.2	125.3 - 167.2	156.7 - 209.8
IT manager	91.6 - 121.7	104.7 - 141.7	120.7 - 162.7
<b>networking/infrastructure</b>			
cloud engineer	76.8 - 102.5	89.9 - 121.5	104.7 - 138.0
devops - infrastructure	79.8 - 110.6	93.7 - 131.4	109.3 - 149.0



help desk analyst	50.2 - 65.4	57.0 - 75.4	65.0 - 85.7
information security engineer	75.3 - 100.4	86.6 - 117.4	100.0 - 133.6
information security manager	92.3 - 122.2	104.9 - 141.4	120.3 - 161.5
information security specialist	57.5 - 75.1	65.5 - 87.2	75.1 - 98.7
linux/unix administrator	80.5 - 104.4	90.5 - 119.7	102.9 - 136.0
network administrator	63.9 - 85.1	73.5 - 99.6	84.8 - 113.8
network engineer	71.0 - 94.1	81.1 - 109.8	93.6 - 125.9
systems administrator	72.4 - 94.8	82.6 - 110.2	94.9 - 125.6
tech support	61.6 - 80.2	69.8 - 92.3	79.4 - 104.7
<b>project management</b>			
agile coach	73.4 - 95.0	83.6 - 109.9	95.6 - 125.1
business systems analyst	70.7 - 92.6	80.7 - 107.7	92.8 - 123.2
organizational development manager	69.6 - 93.4	80.9 - 111.1	95.1 - 130.1
product manager	81.5 - 111.9	94.4 - 131.9	109.8 - 151.5
product owner	77.0 - 101.1	88.1 - 117.4	101.0 - 132.6
project coordinator	64.8 - 80.7	72.4 - 91.9	81.9 - 103.9
project manager (infrastructure)	97.7 - 132.0	110.6 - 152.4	126.7 - 175.3
project manager (software)	92.4 - 122.3	103.3 - 139.4	116.9 - 157.9
scrum master	75.0 - 97.3	84.5 - 111.9	96.3 - 128.1
technical writer	59.1 - 76.4	68.5 - 89.8	79.4 - 102.2



## kelowna

## customer experience

	entry	mid	senior
bilingual call center operations manager	65.4 - 84.4	73.2 - 96.0	82.5 - 107.7
bilingual customer loyalty agent	37.6 - 49.0	42.8 - 56.6	48.8 - 64.2
bilingual customer service manager	76.5 - 100.3	85.9 - 115.0	97.8 - 131.8
bilingual customer service representative	39.6 - 49.9	43.7 - 56.2	48.9 - 63.2
bilingual customer service supervisor	61.0 - 80.2	68.9 - 92.2	78.4 - 104.8
bilingual customer service team lead	53.4 - 67.8	61.3 - 77.5	68.6 - 84.3
bilingual customer service trainer	45.2 - 58.9	51.5 - 68.3	59.0 - 77.7
bilingual e-chat representative	45.9 - 58.1	50.9 - 65.6	57.0 - 73.5
bilingual fundraising agent	37.2 - 46.8	41.5 - 53.4	47.2 - 61.8
bilingual inside sales manager	72.4 - 96.6	82.1 - 111.5	93.7 - 126.2
bilingual inside sales representative	51.8 - 65.2	56.9 - 73.1	63.4 - 82.3
bilingual insurance advisor	59.1 - 74.6	64.2 - 82.7	70.9 - 92.6
bilingual junior collection agent	37.9 - 47.1	41.5 - 53.9	46.9 - 60.4
bilingual order desk representative	36.3 - 45.6	41.2 - 51.9	46.1 - 57.3
bilingual order management representative	41.8 - 52.9	47.1 - 60.6	53.6 - 69.4
bilingual survey agent	35.2 - 44.7	40.9 - 52.3	46.4 - 57.2
bilingual technical support level 1 agent	46.6 - 61.9	53.4 - 71.3	60.6 - 80.1
bilingual telemarketing agent	35.7 - 44.4	39.5 - 50.7	44.8 - 58.6
bilingual telephone dispatcher	42.7 - 54.2	48.3 - 62.1	54.8 - 70.4
bilingual travel support agent	41.7 - 52.5	46.6 - 59.1	51.9 - 65.5
bilingual workforce planner	50.5 - 63.4	54.4 - 69.9	59.9 - 78.9



## engineering

construction	entry	mid	senior
architect	62.7 - 81.5	69.7 - 92.6	78.7 - 104.9
architectural drafter	55.0 - 70.9	63.7 - 83.9	74.5 - 98.8
architectural technician	72.1 - 94.8	82.8 - 110.9	95.6 - 126.4
BIM/VDC coordinator	64.7 - 84.1	72.0 - 95.6	81.2 - 108.3
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	64.8 - 87.5	75.9 - 104.0	88.6 - 118.7
civil engineering drafter	56.4 - 70.1	63.0 - 79.8	71.1 - 90.4
civil engineering technologist	46.1 - 62.1	54.9 - 74.3	64.3 - 84.6
civil project engineer	75.5 - 103.3	87.1 - 121.4	101.1 - 140.0
civil project manager	81.4 - 108.5	91.7 - 124.5	104.3 - 140.6
construction coordinator	54.6 - 72.0	61.0 - 82.1	69.0 - 93.4
construction director	99.0 - 130.6	133.4 - 176.2	167.6 - 221.9
construction manager	77.3 - 100.7	84.6 - 112.5	94.1 - 126.7
construction superintendent	80.0 - 104.3	87.6 - 116.5	97.4 - 130.9
contracts administrator	58.8 - 77.3	66.6 - 89.2	75.9 - 101.4
director of operations	119.4 - 159.4	157.0 - 210.3	199.3 - 267.0
drafter	55.9 - 69.7	62.8 - 79.6	71.0 - 90.2
electrical designer/engineer	75.3 - 98.9	84.6 - 113.5	96.4 - 129.4
electrical engineer	65.4 - 91.0	79.8 - 112.7	96.7 - 131.9
electrical engineering technician	58.0 - 73.8	65.9 - 85.2	75.1 - 97.0
electrical inspector	48.9 - 65.1	56.3 - 75.9	64.7 - 87.1
engineering manager	86.3 - 115.8	98.4 - 134.6	113.2 - 153.9
environmental engineer	63.4 - 84.4	72.8 - 99.1	84.5 - 114.0
environmental inspector	52.7 - 66.9	57.7 - 74.7	64.2 - 83.6
estimator	61.4 - 79.5	68.0 - 89.9	76.3 - 101.7



facilities manager	60.8 - 79.4	69.1 - 91.9	79.0 - 105.1
field manager	67.5 - 89.2	76.6 - 103.5	88.1 - 119.7
field supervisor	67.0 - 87.8	75.1 - 100.1	84.8 - 112.8
foreman	54.7 - 70.2	61.0 - 79.9	68.8 - 90.5
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.7 - 80.3	71.8 - 93.4	82.3 - 106.2
health and safety specialist	70.3 - 92.3	80.4 - 107.7	92.7 - 122.8
HVAC drafter	51.7 - 65.9	58.0 - 74.9	65.1 - 83.7
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.8 - 102.6
mechanical designer	52.7 - 69.1	60.4 - 80.2	69.0 - 90.7
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.7 - 88.3	77.9 - 110.8	95.3 - 129.9
mechanical engineering technician	53.3 - 69.3	60.4 - 79.9	68.8 - 90.0
mechanical site supervisor	52.9 - 67.7	59.6 - 77.7	67.7 - 88.7
operations manager	80.9 - 110.6	93.0 - 129.0	107.0 - 145.7
planner/scheduler	41.0 - 52.1	46.5 - 59.6	52.6 - 67.1
project coordinator	38.4 - 51.9	43.9 - 60.6	50.6 - 69.4
project director	106.2 - 128.7	133.6 - 162.1	164.1 - 199.5
project engineer	86.6 - 111.0	93.9 - 122.7	103.5 - 136.9
project manager	76.1 - 104.6	88.3 - 123.3	102.6 - 141.0
purchasing manager	96.3 - 126.9	108.7 - 145.5	123.4 - 163.8
QA/QC inspector	56.0 - 73.7	64.5 - 85.9	74.1 - 98.6
quality control engineer	69.3 - 92.0	79.2 - 107.1	91.0 - 121.5
quality inspector	41.4 - 52.1	45.6 - 58.5	50.9 - 65.9
safety inspector	61.3 - 79.6	69.2 - 91.2	78.3 - 102.7
specification writer	53.6 - 68.7	60.5 - 78.7	68.5 - 88.8
structural engineer	70.5 - 93.4	80.4 - 108.8	92.6 - 124.5



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	84.8 - 112.5	96.7 - 130.8	111.3 - 150.1
<b>energy &amp; oil</b>			
applications engineer	75.0 - 98.8	86.3 - 115.7	99.6 - 131.3
automation engineer	64.2 - 85.4	73.7 - 100.2	85.4 - 114.9
buyer	57.7 - 75.2	65.5 - 86.9	74.9 - 99.3
category manager	64.5 - 84.0	72.0 - 95.8	81.4 - 109.0
category specialist	53.5 - 69.2	59.2 - 78.2	66.5 - 88.7
chemical engineer	70.4 - 102.2	89.4 - 129.5	109.7 - 149.3
chief inspector	54.5 - 71.1	61.0 - 80.9	68.7 - 90.9
civil engineer	64.8 - 87.5	75.9 - 104.0	88.6 - 118.7
civil engineering drafter	56.4 - 70.1	63.0 - 79.8	71.1 - 90.4
civil engineering technologist	46.1 - 62.1	54.9 - 74.3	64.3 - 84.6
civil project engineer	75.5 - 103.3	87.1 - 121.4	101.1 - 140.0
civil project manager	81.4 - 108.5	91.7 - 124.5	104.3 - 140.6
continuous improvement engineer	79.4 - 103.7	88.4 - 117.4	99.4 - 131.6
contracts administrator	58.8 - 77.3	66.6 - 89.2	75.9 - 101.4
contracts manager	96.9 - 122.3	108.3 - 139.4	122.6 - 158.6
contracts specialist	59.4 - 77.3	67.4 - 89.2	76.8 - 100.9
controls designer/engineer	57.2 - 75.9	65.5 - 88.2	75.1 - 100.6
cost control specialist	50.8 - 65.3	56.7 - 74.3	63.9 - 84.0
demand planner	52.0 - 71.1	62.1 - 85.5	73.0 - 97.8
director of operations	119.4 - 159.4	157.0 - 210.3	199.3 - 267.0
electrical designer/engineer	75.3 - 98.9	84.6 - 113.5	96.4 - 129.4
electrical engineer	65.4 - 91.0	79.8 - 112.7	96.7 - 131.9
electrical engineering technician	58.0 - 73.8	65.9 - 85.2	75.1 - 97.0
electrical test engineer	70.5 - 94.6	81.8 - 112.1	95.6 - 129.5



engineering manager	102.1 - 138.8	118.4 - 163.6	137.7 - 187.3
environmental engineer	63.4 - 84.4	72.8 - 99.1	84.5 - 114.0
environmental inspector	52.7 - 66.9	57.7 - 74.7	64.2 - 83.6
estimator	61.4 - 79.5	68.0 - 89.9	76.3 - 101.7
facilities engineer	65.1 - 86.9	75.1 - 102.4	87.3 - 117.3
field service engineer	55.9 - 72.7	62.4 - 83.2	70.9 - 95.7
geologist	65.8 - 85.1	73.9 - 97.7	84.1 - 111.3
geotechnical engineer	64.6 - 84.5	73.7 - 98.5	84.9 - 113.0
GIS analyst	43.5 - 57.0	49.1 - 65.2	55.5 - 73.3
health and safety manager	65.1 - 84.4	72.1 - 95.4	81.0 - 107.6
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.8 - 102.6
hydraulic engineer	66.4 - 88.3	76.2 - 103.5	88.1 - 118.2
industrial engineer	69.2 - 91.3	78.5 - 105.7	89.7 - 119.5
instrumentation and controls engineer	67.6 - 89.4	77.0 - 104.0	88.4 - 118.4
inventory control manager	63.4 - 82.8	70.8 - 94.4	80.0 - 106.9
mechanical designer	52.7 - 69.1	60.4 - 80.2	69.0 - 90.7
mechanical drafter	54.1 - 69.8	60.7 - 80.3	69.5 - 93.8
mechanical engineer	62.7 - 88.3	77.9 - 110.8	95.3 - 129.9
mechanical engineering technician	53.3 - 69.3	60.4 - 79.9	68.8 - 90.0
mining engineer	70.2 - 93.4	79.2 - 107.7	90.3 - 122.2
operations manager	80.9 - 110.6	93.0 - 129.0	107.0 - 145.7
pipeline designer	62.3 - 81.1	69.5 - 92.3	78.4 - 104.5
piping engineer	61.9 - 81.1	69.5 - 93.0	79.0 - 105.8
planner/scheduler	41.0 - 52.1	46.5 - 59.6	52.6 - 67.1
plant engineer	70.3 - 93.8	82.4 - 111.9	96.8 - 129.1
process engineer	62.7 - 83.3	71.9 - 97.6	83.1 - 111.2
procurement specialist	54.1 - 70.0	59.9 - 79.1	67.3 - 89.7



production engineer	63.8 - 85.4	73.9 - 100.8	85.9 - 115.5
program manager	72.5 - 93.7	82.5 - 108.5	94.3 - 123.6
project controller	52.4 - 69.1	58.6 - 78.7	66.1 - 89.2
project controls manager	85.8 - 117.3	98.8 - 137.4	114.1 - 156.8
project controls specialist	61.6 - 80.1	69.7 - 92.1	79.2 - 104.2
project coordinator	83.1 - 106.4	90.2 - 117.7	99.4 - 131.2
project director	106.2 - 128.7	133.6 - 162.1	164.1 - 199.5
project engineer	86.6 - 111.0	93.9 - 122.7	103.5 - 136.9
project manager	76.1 - 104.6	88.3 - 123.3	102.6 - 141.0
purchasing manager	96.3 - 126.9	108.7 - 145.5	123.4 - 163.8
quality assurance manager	80.6 - 104.7	89.0 - 117.8	99.6 - 132.0
quality control engineer	69.3 - 92.0	79.2 - 107.1	91.0 - 121.5
reliability engineer	69.6 - 90.6	80.0 - 106.2	92.6 - 121.5
reliability manager	71.1 - 92.8	82.1 - 109.3	95.5 - 125.4
safety inspector	61.3 - 79.6	69.2 - 91.2	78.3 - 102.7
sourcing engineer	57.5 - 76.0	65.5 - 88.4	75.2 - 101.0
sourcing specialist	59.4 - 76.9	65.8 - 87.0	73.9 - 98.7
specification writer	53.6 - 68.7	60.5 - 78.7	68.5 - 88.8
stationary engineer	57.3 - 72.7	62.7 - 81.1	69.5 - 90.2
structural designer	54.9 - 71.2	61.9 - 81.6	70.2 - 92.2
structural engineer	70.5 - 93.4	80.4 - 108.8	92.6 - 124.5
superintendent	41.4 - 52.6	46.2 - 59.8	52.2 - 67.7
systems control engineer	65.4 - 87.6	75.8 - 103.4	88.1 - 118.5
transmission line engineer	78.5 - 99.2	85.0 - 109.4	93.3 - 121.3
transportation manager	83.9 - 110.7	94.8 - 127.2	108.0 - 144.5
<b>manufacturing</b>			
applications engineer	75.0 - 98.8	86.3 - 115.7	99.6 - 131.3



assurance control technician	64.0 - 83.3	72.5 - 95.9	82.5 - 108.4
automation engineer	64.2 - 85.4	73.7 - 100.2	85.4 - 114.9
buyer	57.7 - 75.2	65.5 - 86.9	74.9 - 99.3
chemical engineer	70.4 - 102.2	89.4 - 129.5	109.7 - 149.3
coating inspector	39.3 - 51.1	44.6 - 58.9	50.8 - 66.8
commissioning and start up engineer	60.8 - 80.7	69.7 - 94.4	80.5 - 107.7
continuous improvement engineer	79.4 - 103.7	88.4 - 117.4	99.4 - 131.6
controls designer/engineer	57.2 - 75.9	65.5 - 88.2	75.1 - 100.6
controls engineer	57.2 - 75.9	65.5 - 88.2	75.1 - 100.6
demand planner	52.0 - 71.1	62.1 - 85.5	73.0 - 97.8
electrical designer	72.8 - 96.5	83.0 - 112.3	95.5 - 128.8
electrical engineer	65.4 - 91.0	79.8 - 112.7	96.7 - 131.9
electrical engineering technician	58.0 - 73.8	65.9 - 85.2	75.1 - 97.0
electrical test engineer	70.5 - 94.6	81.8 - 112.1	95.6 - 129.5
electronics designer	57.6 - 72.5	65.5 - 83.7	74.6 - 95.1
electronics engineer	79.4 - 103.6	88.4 - 117.5	99.5 - 131.8
electronics technician	56.7 - 72.9	63.2 - 82.9	71.3 - 93.6
estimation engineer	72.9 - 97.0	83.6 - 113.6	96.7 - 130.4
estimator	61.4 - 79.5	68.0 - 89.9	76.3 - 101.7
field service engineer	55.9 - 72.7	62.4 - 83.2	70.9 - 95.7
general inspector	51.4 - 67.1	57.6 - 76.3	64.8 - 85.6
health and safety specialist	70.3 - 92.3	80.4 - 107.7	92.7 - 122.8
HVAC drafter	51.7 - 65.9	58.0 - 74.9	65.1 - 83.7
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.8 - 102.6
industrial engineer	69.2 - 91.3	78.5 - 105.7	89.7 - 119.5
inventory analyst	53.3 - 68.7	59.7 - 78.5	67.6 - 89.3
logistics specialist	47.4 - 60.9	53.7 - 70.0	61.0 - 79.5



maintenance buyer	43.3 - 55.1	50.0 - 63.8	56.9 - 71.8
maintenance planner	54.9 - 68.7	61.9 - 78.8	70.2 - 89.0
manufacturing engineer	64.1 - 85.3	73.5 - 99.8	84.9 - 113.7
mechanical designer	52.7 - 69.1	60.4 - 80.2	69.0 - 90.7
mechanical drafter	54.1 - 69.8	60.7 - 80.3	69.5 - 93.8
mechanical engineer	62.7 - 88.3	77.9 - 110.8	95.3 - 129.9
mechanical engineering technician	53.3 - 69.3	60.4 - 79.9	68.8 - 90.0
operation excellence specialist	74.6 - 97.1	82.9 - 109.9	93.1 - 123.1
process engineer	62.7 - 83.3	71.9 - 97.6	83.1 - 111.2
production planner	49.7 - 65.3	57.1 - 75.6	65.0 - 84.5
project engineer	86.6 - 111.0	93.9 - 122.7	103.5 - 136.9
project manager	76.1 - 104.6	88.3 - 123.3	102.6 - 141.0
purchasing agent	57.7 - 75.2	65.5 - 86.9	74.9 - 99.3
quality assurance engineer	62.3 - 81.7	70.1 - 93.7	79.5 - 105.6
quality assurance/control technician	56.0 - 73.7	64.5 - 85.9	74.1 - 98.6
quality control engineer	69.3 - 92.0	79.2 - 107.1	91.0 - 121.5
quality control technician	40.7 - 52.1	45.2 - 58.8	50.6 - 65.7
quality engineer	56.5 - 74.9	65.7 - 88.4	76.3 - 100.6
quality inspector	41.4 - 52.1	45.6 - 58.5	50.9 - 65.9
reliability/maintenance engineer	69.6 - 90.6	80.0 - 106.2	92.6 - 121.5
robotics engineer	73.2 - 96.1	82.3 - 110.2	93.4 - 124.3
safety inspector	61.3 - 79.6	69.2 - 91.2	78.3 - 102.7
SCADA engineer	66.8 - 88.8	76.5 - 103.7	88.2 - 118.5
sourcing engineer	57.5 - 76.0	65.5 - 88.4	75.2 - 101.0
stationary engineer	57.3 - 72.7	62.7 - 81.1	69.5 - 90.2
supply chain analyst	54.4 - 71.6	61.7 - 82.7	70.4 - 93.5
systems engineer	71.8 - 94.8	81.5 - 109.9	93.4 - 124.9



# prince george

## customer experience

	entry	mid	senior
bilingual call center operations manager	67.0 - 86.5	75.0 - 98.5	84.5 - 110.5
bilingual customer loyalty agent	38.2 - 49.9	43.6 - 57.7	49.7 - 65.5
bilingual customer service manager	78.4 - 102.9	88.1 - 118.0	100.4 - 135.1
bilingual customer service representative	40.3 - 50.8	44.5 - 57.3	49.8 - 64.4
bilingual customer service supervisor	61.5 - 80.9	69.5 - 93.1	79.0 - 105.8
bilingual customer service team lead	54.1 - 68.8	62.2 - 78.6	69.6 - 85.6
bilingual customer service trainer	46.2 - 60.3	52.6 - 70.0	60.4 - 79.6
bilingual e-chat representative	46.7 - 59.2	51.8 - 66.9	58.1 - 75.1
bilingual fundraising agent	36.3 - 45.3	40.3 - 51.7	45.7 - 59.7
bilingual inside sales manager	74.1 - 99.1	84.2 - 114.4	96.0 - 129.4
bilingual inside sales representative	52.8 - 66.4	58.0 - 74.4	64.6 - 83.7
bilingual insurance advisor	59.5 - 75.3	64.8 - 83.6	71.6 - 93.6
bilingual junior collection agent	37.3 - 47.8	42.1 - 54.7	47.6 - 61.3
bilingual order desk representative	36.9 - 46.4	41.9 - 52.9	47.0 - 58.4
bilingual order management representative	42.6 - 53.9	48.0 - 61.8	54.6 - 70.8
bilingual survey agent	35.2 - 45.5	41.6 - 53.3	47.3 - 58.3
bilingual technical support level 1 agent	47.3 - 62.9	54.2 - 72.5	61.6 - 81.6
bilingual telemarketing agent	36.3 - 45.3	40.3 - 51.7	45.7 - 59.7
bilingual telephone dispatcher	42.9 - 54.6	48.7 - 62.7	55.2 - 71.0
bilingual travel support agent	42.5 - 53.5	47.5 - 60.3	52.9 - 66.7
bilingual workforce planner	51.2 - 64.3	55.2 - 70.9	60.8 - 80.0

## engineering

construction	entry	mid	senior
architect	64.2 - 83.5	71.4 - 95.0	80.6 - 107.6
architectural drafter	55.6 - 72.0	64.6 - 85.3	75.6 - 100.5
architectural technician	73.5 - 96.8	84.5 - 113.3	97.6 - 129.0
BIM/VDC coordinator	66.2 - 86.2	73.7 - 98.0	83.2 - 111.1
BIM/VDC lead	70.4 - 91.9	78.5 - 104.5	88.7 - 118.4
civil engineer	66.2 - 89.4	77.6 - 106.2	90.5 - 121.0
civil engineering drafter	57.1 - 71.1	63.9 - 81.1	72.2 - 92.0
civil engineering technologist	46.6 - 62.9	55.6 - 75.5	65.1 - 86.0
civil project engineer	76.7 - 105.0	88.5 - 123.4	102.7 - 142.1
civil project manager	83.2 - 110.7	93.7 - 126.9	106.4 - 143.2
construction director	100.7 - 132.6	135.5 - 178.6	169.9 - 224.4
construction manager	78.6 - 102.4	86.0 - 114.3	95.7 - 128.7
construction project manager	68.6 - 94.1	79.4 - 110.8	92.3 - 127.4
construction superintendent	81.3 - 106.0	89.0 - 118.4	99.0 - 133.0
contracts administrator	59.6 - 78.6	67.5 - 90.7	77.1 - 103.1
director of operations	122.6 - 163.2	160.7 - 214.5	203.4 - 271.7
drafter	56.6 - 70.7	63.6 - 80.9	72.0 - 91.7
electrical designer/engineer	77.0 - 100.9	86.5 - 115.7	98.4 - 131.8
electrical engineer	66.8 - 92.9	81.6 - 114.9	98.7 - 134.4
electrical engineering technician	58.7 - 74.9	66.8 - 86.6	76.3 - 98.6
electrical inspector	49.9 - 66.6	57.6 - 77.7	66.2 - 89.2
engineering manager	87.7 - 117.7	100.0 - 136.7	115.0 - 156.1
environmental engineer	64.7 - 86.2	74.4 - 101.1	86.3 - 116.3
environmental inspector	53.0 - 67.5	58.2 - 75.5	64.7 - 84.6
estimator	62.2 - 80.8	69.0 - 91.4	77.5 - 103.4



facilities manager	62.6 - 81.7	71.2 - 94.6	81.4 - 108.1
field manager	69.6 - 91.8	78.9 - 106.4	90.7 - 123.0
field supervisor	69.0 - 90.3	77.3 - 102.9	87.3 - 115.9
foreman	55.4 - 71.3	61.8 - 81.2	69.8 - 92.0
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	63.3 - 81.3	72.6 - 94.7	83.4 - 107.7
health and safety specialist	71.8 - 94.2	82.1 - 109.9	94.7 - 125.2
HVAC drafter	52.5 - 67.1	58.9 - 76.2	66.2 - 85.2
HVAC engineer	60.0 - 79.4	68.4 - 92.2	78.5 - 104.7
mechanical designer	53.7 - 70.5	61.6 - 82.0	70.5 - 92.7
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	64.0 - 90.2	79.6 - 113.1	97.3 - 132.4
mechanical engineering technician	53.9 - 70.3	61.2 - 81.1	69.8 - 91.5
mechanical site supervisor	54.2 - 69.4	61.1 - 79.7	69.5 - 91.1
operations manager	83.2 - 113.7	95.7 - 132.5	110.0 - 149.3
planner/scheduler	41.6 - 52.9	47.2 - 60.6	53.4 - 68.2
project coordinator	38.7 - 52.6	44.4 - 61.4	51.2 - 70.4
project director	107.9 - 130.7	135.7 - 164.4	166.4 - 202.0
project engineer	88.5 - 113.2	95.9 - 125.1	105.7 - 139.4
project manager	77.3 - 106.3	89.8 - 125.3	104.2 - 143.1
purchasing manager	97.9 - 128.9	110.5 - 147.6	125.4 - 166.1
QA/QC inspector	56.6 - 74.8	65.4 - 87.4	75.2 - 100.2
quality control engineer	70.8 - 94.0	80.9 - 109.3	93.0 - 123.9
quality inspector	41.8 - 52.6	46.0 - 59.1	51.4 - 66.7
safety inspector	61.9 - 80.5	69.9 - 92.4	79.3 - 104.1
specification writer	54.0 - 69.4	61.0 - 79.5	69.2 - 89.7
structural engineer	72.0 - 95.4	82.1 - 111.0	94.6 - 126.9



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	86.2 - 114.3	98.3 - 132.8	113.1 - 152.3
<b>energy &amp; oil</b>			
applications engineer	76.5 - 100.9	88.1 - 118.1	101.7 - 134.0
automation engineer	65.5 - 87.3	75.3 - 102.3	87.2 - 117.2
buyer	58.5 - 76.3	66.5 - 88.3	76.0 - 100.9
category manager	65.4 - 85.4	73.1 - 97.4	82.7 - 110.8
category specialist	54.2 - 70.2	60.0 - 79.4	67.5 - 90.1
chemical engineer	71.9 - 104.3	91.3 - 132.0	111.9 - 152.0
chief inspector	55.7 - 72.8	62.4 - 82.9	70.3 - 93.0
civil engineer	66.2 - 89.4	77.6 - 106.2	90.5 - 121.0
civil engineering drafter	57.1 - 71.1	63.9 - 81.1	72.2 - 92.0
civil engineering technologist	46.6 - 62.9	55.6 - 75.5	65.1 - 86.0
civil project engineer	76.7 - 105.0	88.5 - 123.4	102.7 - 142.1
civil project manager	83.2 - 110.7	93.7 - 126.9	106.4 - 143.2
continuous improvement engineer	80.9 - 105.4	90.0 - 119.3	101.1 - 133.6
contracts administrator	59.6 - 78.6	67.5 - 90.7	77.1 - 103.1
contracts manager	98.6 - 124.2	110.1 - 141.5	124.6 - 160.9
contracts specialist	60.3 - 78.6	68.4 - 90.6	78.0 - 102.5
controls designer/engineer	57.9 - 77.0	66.4 - 89.7	76.3 - 102.3
cost control specialist	51.4 - 66.2	57.4 - 75.4	64.8 - 85.2
demand planner	52.6 - 72.1	63.0 - 86.8	74.1 - 99.2
director of operations	122.6 - 163.2	160.7 - 214.5	203.4 - 271.7
electrical designer/engineer	77.0 - 100.9	86.5 - 115.7	98.4 - 131.8
electrical engineer	66.8 - 92.9	81.6 - 114.9	98.7 - 134.4
electrical engineering technician	58.7 - 74.9	66.8 - 86.6	76.3 - 98.6
electrical test engineer	72.0 - 96.6	83.6 - 114.3	97.6 - 131.9



engineering manager	103.8 - 140.9	120.3 - 165.9	139.8 - 189.7
environmental engineer	64.7 - 86.2	74.4 - 101.1	86.3 - 116.3
environmental inspector	53.0 - 67.5	58.2 - 75.5	64.7 - 84.6
estimator	62.2 - 80.8	69.0 - 91.4	77.5 - 103.4
facilities engineer	66.4 - 88.8	76.7 - 104.5	89.1 - 119.6
field service engineer	56.5 - 73.8	63.2 - 84.5	71.9 - 97.3
geologist	66.4 - 86.2	74.7 - 99.0	85.2 - 112.8
geotechnical engineer	65.9 - 86.3	75.3 - 100.6	86.8 - 115.3
GIS analyst	44.4 - 58.4	50.2 - 66.8	56.8 - 75.1
health and safety manager	65.5 - 85.1	72.7 - 96.3	81.6 - 108.5
HVAC engineer	60.0 - 79.4	68.4 - 92.2	78.5 - 104.7
hydraulic engineer	67.8 - 90.2	77.8 - 105.6	90.0 - 120.5
industrial engineer	70.6 - 93.3	80.2 - 107.8	91.7 - 121.8
instrumentation and controls engineer	69.0 - 91.4	78.6 - 106.1	90.3 - 120.8
inventory control manager	64.4 - 84.1	71.9 - 95.8	81.3 - 108.5
mechanical designer	53.7 - 70.5	61.6 - 82.0	70.5 - 92.7
mechanical drafter	54.7 - 70.8	61.4 - 81.6	70.5 - 95.4
mechanical engineer	64.0 - 90.2	79.6 - 113.1	97.3 - 132.4
mechanical engineering technician	53.9 - 70.3	61.2 - 81.1	69.8 - 91.5
mining engineer	71.7 - 95.4	80.9 - 109.8	92.3 - 124.5
operations manager	83.2 - 113.7	95.7 - 132.5	110.0 - 149.3
pipeline designer	63.1 - 82.4	70.5 - 93.9	79.7 - 106.3
piping engineer	63.2 - 82.8	71.0 - 95.0	80.7 - 107.9
planner/scheduler	41.6 - 52.9	47.2 - 60.6	53.4 - 68.2
plant engineer	71.4 - 95.3	83.7 - 113.7	98.4 - 131.1
process engineer	64.0 - 85.1	73.5 - 99.6	84.9 - 113.4
procurement specialist	54.9 - 71.2	60.8 - 80.6	68.4 - 91.4



production engineer	65.2 - 87.3	75.5 - 102.9	87.8 - 117.7
program manager	74.6 - 96.4	84.9 - 111.5	97.0 - 126.9
project controller	53.1 - 70.1	59.4 - 79.9	67.1 - 90.6
project controls manager	87.2 - 119.2	100.4 - 139.5	116.0 - 159.0
project controls specialist	62.5 - 81.4	70.8 - 93.6	80.4 - 105.9
project coordinator	84.4 - 108.1	91.6 - 119.6	101.0 - 133.2
project director	107.9 - 130.7	135.7 - 164.4	166.4 - 202.0
project engineer	88.5 - 113.2	95.9 - 125.1	105.7 - 139.4
project manager	77.3 - 106.3	89.8 - 125.3	104.2 - 143.1
purchasing manager	97.9 - 128.9	110.5 - 147.6	125.4 - 166.1
quality assurance manager	82.1 - 106.4	90.6 - 119.7	101.3 - 134.0
quality control engineer	70.8 - 94.0	80.9 - 109.3	93.0 - 123.9
reliability engineer	71.1 - 92.5	81.7 - 108.4	94.6 - 123.9
reliability manager	72.2 - 94.3	83.4 - 111.1	97.0 - 127.4
safety inspector	61.9 - 80.5	69.9 - 92.4	79.3 - 104.1
sourcing engineer	58.6 - 77.4	66.7 - 90.0	76.6 - 102.7
sourcing specialist	60.3 - 78.2	66.8 - 88.4	75.1 - 100.3
specification writer	54.0 - 69.4	61.0 - 79.5	69.2 - 89.7
stationary engineer	57.7 - 73.5	63.3 - 82.0	70.2 - 91.2
structural designer	55.6 - 72.2	62.8 - 82.9	71.2 - 93.8
structural engineer	72.0 - 95.4	82.1 - 111.0	94.6 - 126.9
superintendent	42.0 - 53.5	47.0 - 60.9	53.1 - 69.0
systems control engineer	66.8 - 89.5	77.4 - 105.5	90.0 - 120.8
transmission line engineer	80.2 - 101.3	86.8 - 111.6	95.3 - 123.7
transportation manager	85.5 - 112.5	96.5 - 129.2	109.7 - 146.7
<b>manufacturing</b>			
applications engineer	76.5 - 100.9	88.1 - 118.1	101.7 - 134.0



assurance control technician	65.2 - 85.0	73.9 - 98.0	84.2 - 110.7
automation engineer	65.5 - 87.3	75.3 - 102.3	87.2 - 117.2
buyer	58.5 - 76.3	66.5 - 88.3	76.0 - 100.9
chemical engineer	71.9 - 104.3	91.3 - 132.0	111.9 - 152.0
coating inspector	39.6 - 51.6	45.0 - 59.5	51.3 - 67.6
commissioning and start up engineer	61.5 - 81.8	70.6 - 95.8	81.6 - 109.3
continuous improvement engineer	80.9 - 105.4	90.0 - 119.3	101.1 - 133.6
controls designer/engineer	57.9 - 77.0	66.4 - 89.7	76.3 - 102.3
controls engineer	57.9 - 77.0	66.4 - 89.7	76.3 - 102.3
demand planner	52.6 - 72.1	63.0 - 86.8	74.1 - 99.2
electrical designer	74.4 - 98.5	84.8 - 114.5	97.6 - 131.3
electrical engineer	66.8 - 92.9	81.6 - 114.9	98.7 - 134.4
electrical engineering technician	58.7 - 74.9	66.8 - 86.6	76.3 - 98.6
electrical test engineer	72.0 - 96.6	83.6 - 114.3	97.6 - 131.9
electronics designer	58.3 - 73.6	66.4 - 85.0	75.8 - 96.7
electronics engineer	81.1 - 105.7	90.3 - 119.8	101.6 - 134.2
electronics technician	57.3 - 74.0	64.1 - 84.3	72.4 - 95.2
estimation engineer	74.5 - 99.1	85.4 - 115.8	98.7 - 132.9
estimator	62.2 - 80.8	69.0 - 91.4	77.5 - 103.4
field service engineer	56.5 - 73.8	63.2 - 84.5	71.9 - 97.3
general inspector	52.5 - 68.7	58.9 - 78.1	66.3 - 87.7
health and safety specialist	71.8 - 94.2	82.1 - 109.9	94.7 - 125.2
HVAC drafter	52.5 - 67.1	58.9 - 76.2	66.2 - 85.2
HVAC engineer	60.0 - 79.4	68.4 - 92.2	78.5 - 104.7
industrial engineer	70.6 - 93.3	80.2 - 107.8	91.7 - 121.8
inventory analyst	53.9 - 69.7	60.5 - 79.6	68.5 - 90.7
logistics specialist	48.0 - 61.8	54.4 - 71.0	61.9 - 80.8



maintenance buyer	43.8 - 55.8	50.6 - 64.8	57.8 - 73.0
maintenance planner	56.5 - 70.8	63.8 - 81.1	72.3 - 91.6
manufacturing engineer	65.5 - 87.1	75.1 - 101.8	86.8 - 116.0
mechanical designer	53.7 - 70.5	61.6 - 82.0	70.5 - 92.7
mechanical drafter	54.7 - 70.8	61.4 - 81.6	70.5 - 95.4
mechanical engineer	64.0 - 90.2	79.6 - 113.1	97.3 - 132.4
mechanical engineering technician	53.9 - 70.3	61.2 - 81.1	69.8 - 91.5
operation excellence specialist	75.8 - 98.6	84.2 - 111.6	94.6 - 125.0
process engineer	64.0 - 85.1	73.5 - 99.6	84.9 - 113.4
production planner	50.0 - 65.8	57.5 - 76.3	65.6 - 85.3
project engineer	88.5 - 113.2	95.9 - 125.1	105.7 - 139.4
project manager	77.3 - 106.3	89.8 - 125.3	104.2 - 143.1
purchasing agent	58.5 - 76.3	66.5 - 88.3	76.0 - 100.9
quality assurance engineer	63.6 - 83.5	71.6 - 95.7	81.3 - 107.7
quality assurance/control technician	56.6 - 74.8	65.4 - 87.4	75.2 - 100.2
quality control engineer	70.8 - 94.0	80.9 - 109.3	93.0 - 123.9
quality control technician	41.0 - 52.6	45.6 - 59.4	51.0 - 66.5
quality engineer	57.1 - 75.8	66.5 - 89.6	77.3 - 102.0
quality inspector	41.8 - 52.6	46.0 - 59.1	51.4 - 66.7
reliability/maintenance engineer	71.1 - 92.5	81.7 - 108.4	94.6 - 123.9
robotics engineer	74.8 - 98.1	84.1 - 112.4	95.4 - 126.7
safety inspector	61.9 - 80.5	69.9 - 92.4	79.3 - 104.1
SCADA engineer	68.3 - 90.7	78.1 - 105.8	90.1 - 120.8
sourcing engineer	58.6 - 77.4	66.7 - 90.0	76.6 - 102.7
stationary engineer	57.7 - 73.5	63.3 - 82.0	70.2 - 91.2
supply chain analyst	55.1 - 72.7	62.6 - 84.0	71.5 - 95.0
systems engineer	73.3 - 96.8	83.2 - 112.1	95.4 - 127.3



# surrey/delta

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	43.2 - 54.7	47.1 - 60.8	52.2 - 68.4
administrative assistant (bilingual)	50.5 - 59.7	56.4 - 67.2	65.5 - 79.2
administrative clerk	41.6 - 51.5	46.2 - 57.3	50.7 - 62.1
administrative coordinator	48.1 - 59.4	54.1 - 67.2	60.5 - 72.1
administrative manager	71.4 - 91.3	77.6 - 101.3	85.6 - 113.1
benefits clerk	43.0 - 55.0	49.2 - 63.6	56.1 - 72.3
contracts administrator	112.6 - 141.3	125.7 - 159.9	141.7 - 180.6
data entry clerk	39.0 - 48.9	44.1 - 55.5	49.3 - 59.3
dispatch administrator	58.3 - 73.5	65.5 - 83.5	73.5 - 93.8
documentation specialist	43.8 - 57.3	52.3 - 66.4	58.9 - 70.4
executive assistant	60.4 - 82.1	70.4 - 96.8	81.5 - 110.2
executive assistant (bilingual)	69.9 - 83.3	76.2 - 98.2	88.6 - 111.6
HR coordinator	42.9 - 54.4	48.5 - 61.3	53.5 - 66.1
insurance claims clerk	42.3 - 53.1	47.9 - 60.8	54.2 - 68.4
inventory clerk	42.2 - 52.9	47.8 - 60.5	53.9 - 67.8
inventory coordinator	50.5 - 64.0	56.1 - 72.4	63.0 - 81.8
invoicing clerk	41.7 - 53.2	47.5 - 60.4	52.9 - 65.7
lease administrator	57.5 - 74.6	66.2 - 86.8	75.7 - 99.2
leasing coordinator	53.3 - 69.1	61.3 - 80.3	70.1 - 91.3
legal assistant	52.4 - 71.3	62.2 - 85.0	72.5 - 96.2
logistics coordinator	51.9 - 67.9	60.3 - 79.4	69.2 - 90.2
mailroom clerk	40.6 - 50.3	45.7 - 55.9	50.0 - 58.7



marketing assistant	45.9 - 57.1	50.6 - 64.7	57.2 - 74.8
office clerk	42.6 - 52.1	46.4 - 57.6	51.1 - 63.9
office manager	58.8 - 75.8	64.6 - 84.7	71.8 - 94.5
parts coordinators	36.4 - 49.0	41.3 - 56.0	46.5 - 62.6
project coordinator	40.9 - 55.6	46.9 - 64.9	54.2 - 74.4
project manager assistant	50.7 - 66.8	55.7 - 75.0	62.2 - 85.0
property administrator	45.6 - 59.2	51.0 - 67.8	58.1 - 78.3
receptionist	40.0 - 47.0	41.7 - 53.1	46.8 - 60.6
receptionist (bilingual)	50.1 - 57.1	55.0 - 61.9	60.8 - 65.7
sales administrator	47.8 - 63.6	55.0 - 74.3	63.4 - 84.7
sales assistant	45.9 - 57.2	50.6 - 64.8	57.3 - 75.1
service coordinator	41.5 - 53.4	46.3 - 60.8	52.4 - 69.2
virtual assistant	38.4 - 47.5	42.6 - 52.8	46.7 - 57.1
<b>insurance</b>	entry	mid	senior
benefits analyst	55.4 - 70.9	61.4 - 79.9	68.5 - 89.2
claims supervisor	65.5 - 85.3	73.0 - 97.2	82.6 - 110.9
client support representative	64.1 - 80.8	70.6 - 90.8	78.8 - 101.9
insurance account manager - commercial	65.4 - 81.6	71.0 - 90.4	78.4 - 101.4
insurance account manager - personal	61.4 - 76.4	66.4 - 84.3	73.0 - 93.9
insurance billing clerk	40.8 - 52.5	47.0 - 60.6	53.4 - 67.9
insurance claims clerk	42.2 - 53.0	47.8 - 60.7	54.1 - 68.3
insurance claims processor	48.6 - 60.7	53.8 - 68.8	60.7 - 78.5
team lead	88.2 - 113.2	97.8 - 128.0	110.0 - 145.0
technical support representative	46.4 - 60.0	53.0 - 69.4	60.6 - 79.5
underwriter	61.7 - 81.8	71.7 - 96.3	83.0 - 108.9
underwriting assistant	42.9 - 53.3	49.4 - 61.9	56.6 - 67.3
<b>logistics &amp; transportation support</b>	entry	mid	senior



account executive	54.7 - 73.2	62.4 - 84.9	71.5 - 96.7
account manager	57.5 - 77.1	67.1 - 91.9	78.7 - 106.1
billing clerk	45.2 - 52.3	51.7 - 59.6	59.0 - 66.2
carrier relations	50.5 - 63.6	57.4 - 72.7	64.7 - 81.2
dispatcher	45.4 - 57.7	51.5 - 66.2	58.4 - 75.1
documentation clerk	37.3 - 47.5	43.0 - 54.3	48.2 - 57.8
import/export clerk (ocean, air, freight)	43.0 - 55.3	49.4 - 63.3	55.5 - 69.3
import/export coordinator	61.1 - 78.3	67.8 - 88.6	76.1 - 99.8
logistics & transport coordinator	51.9 - 67.9	60.3 - 79.4	69.2 - 90.2
operations coordinator	48.6 - 62.4	55.2 - 71.7	62.7 - 80.9
OS&D	38.5 - 47.4	43.2 - 54.0	48.7 - 61.1
safety compliance coordinator	65.3 - 85.1	74.1 - 98.2	84.4 - 110.6
shipping administrator	46.0 - 58.3	52.7 - 67.1	59.8 - 75.2
supply chain coordinator	45.5 - 58.6	50.9 - 66.8	57.6 - 76.2

## customer experience

	entry	mid	senior
bilingual call center operations manager	70.2 - 90.7	78.6 - 103.2	88.5 - 115.6
bilingual customer loyalty agent	40.2 - 52.5	45.8 - 60.7	52.3 - 68.8
bilingual customer service manager	89.4 - 117.5	100.6 - 134.5	114.6 - 153.1
bilingual customer service representative	42.3 - 53.5	46.8 - 60.2	52.4 - 67.7
bilingual customer service supervisor	65.1 - 85.6	73.5 - 98.4	83.6 - 111.7
bilingual customer service team lead	49.5 - 57.8	55.0 - 66.4	60.0 - 75.0
bilingual customer service trainer	48.5 - 63.4	55.3 - 73.6	63.5 - 83.7
bilingual e-chat representative	49.1 - 62.2	54.5 - 70.2	61.1 - 78.8
bilingual fundraising agent	36.9 - 47.9	43.7 - 56.0	49.7 - 61.2
bilingual inside sales manager	77.7 - 103.8	88.2 - 119.7	100.6 - 135.2



bilingual inside sales representative	55.5 - 69.8	60.9 - 78.2	67.9 - 88.0
bilingual insurance advisor	63.3 - 80.0	68.8 - 88.7	76.0 - 99.4
bilingual junior collection agent	39.5 - 50.5	44.5 - 57.8	50.3 - 64.8
bilingual order desk representative	38.8 - 48.8	44.1 - 55.6	49.4 - 61.4
bilingual order management representative	44.8 - 56.6	50.4 - 65.0	57.4 - 74.4
bilingual survey agent	36.9 - 47.9	43.7 - 56.0	49.7 - 61.2
bilingual technical support level 1 agent	54.9 - 72.5	62.7 - 83.5	71.0 - 93.9
bilingual telemarketing agent	38.2 - 47.7	42.3 - 54.3	48.0 - 62.7
bilingual telephone dispatcher	45.4 - 57.7	51.5 - 66.2	58.4 - 75.1
bilingual travel support agent	44.7 - 56.2	49.9 - 63.3	55.6 - 70.1
bilingual workforce planner	54.1 - 68.0	58.3 - 74.9	64.2 - 84.5

## engineering

construction	entry	mid	senior
architect	67.4 - 87.7	75.0 - 99.7	84.7 - 112.9
architectural drafter	58.7 - 75.8	68.0 - 89.7	79.6 - 105.6
architectural technician	84.6 - 111.7	97.3 - 130.5	112.6 - 147.8
BIM/VDC coordinator	69.6 - 90.6	77.5 - 102.9	87.4 - 116.5
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	69.6 - 94.0	81.6 - 111.5	95.1 - 127.0
civil engineering drafter	60.2 - 74.9	67.3 - 85.3	76.0 - 96.7
civil engineering technologist	49.2 - 66.3	58.6 - 79.4	68.6 - 90.4
civil project engineer	80.9 - 110.7	93.4 - 129.9	108.4 - 149.3
civil project manager	87.5 - 116.2	98.5 - 133.0	111.8 - 149.9
construction director	116.2 - 151.9	155.0 - 201.2	191.9 - 249.9
construction manager	90.5 - 118.2	99.1 - 131.8	110.4 - 147.7



construction project manager	79.0 - 108.6	91.5 - 127.9	106.5 - 146.3
construction superintendent	93.7 - 122.3	102.7 - 136.4	114.3 - 152.3
contracts administrator	63.0 - 82.9	71.3 - 95.7	81.4 - 108.7
director of operations	128.3 - 170.0	167.5 - 222.6	211.2 - 280.7
drafter	59.7 - 74.5	67.0 - 85.1	75.9 - 96.4
electrical designer/engineer	80.9 - 106.0	90.9 - 121.5	103.4 - 138.1
electrical engineer	70.2 - 97.6	85.7 - 120.6	103.7 - 140.7
electrical engineering technician	61.9 - 78.9	70.3 - 91.1	80.3 - 103.7
electrical inspector	52.2 - 69.5	60.1 - 81.1	69.1 - 93.0
engineering manager	101.2 - 135.6	115.5 - 156.3	132.5 - 177.0
environmental engineer	68.1 - 90.6	78.2 - 106.3	90.7 - 122.0
environmental inspector	56.3 - 71.6	61.7 - 80.0	68.6 - 89.5
estimator	65.7 - 85.2	72.8 - 96.4	81.8 - 109.1
facilities manager	65.3 - 85.2	74.2 - 98.5	84.9 - 112.5
field manager	72.5 - 95.7	82.3 - 110.8	94.5 - 127.9
field Supervisor	72.0 - 94.2	80.7 - 107.2	91.0 - 120.6
foreman	58.0 - 74.7	64.8 - 85.0	73.1 - 96.3
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	66.8 - 85.7	76.6 - 99.7	87.9 - 113.2
health and safety specialist	75.5 - 99.0	86.4 - 115.4	99.5 - 131.2
HVAC drafter	54.7 - 69.8	61.3 - 79.4	69.0 - 88.7
HVAC engineer	63.1 - 83.5	72.0 - 96.9	82.5 - 110.0
mechanical designer	56.5 - 74.2	64.8 - 86.2	74.2 - 97.4
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	67.4 - 94.8	83.6 - 118.7	102.2 - 138.7
mechanical engineering technician	56.9 - 74.1	64.5 - 85.4	73.5 - 96.2
mechanical site supervisor	56.6 - 72.5	63.8 - 83.2	72.5 - 95.0



operations manager	87.2 - 119.0	100.3 - 138.4	115.2 - 155.8
planner/scheduler	43.7 - 55.6	49.6 - 63.7	56.1 - 71.7
project coordinator	40.9 - 55.6	46.9 - 64.9	54.2 - 74.4
project director	113.8 - 137.6	142.7 - 172.3	174.4 - 210.9
project engineer	93.0 - 118.9	100.8 - 131.2	111.0 - 146.0
project manager	81.6 - 112.2	94.8 - 131.9	110.0 - 150.3
purchasing manager	111.9 - 146.4	126.2 - 166.4	142.6 - 186.1
QA/QC inspector	59.7 - 78.7	68.9 - 91.9	79.2 - 105.3
quality control engineer	74.5 - 98.8	85.1 - 114.8	97.7 - 129.9
quality inspector	44.0 - 55.4	48.4 - 62.2	54.2 - 70.2
safety inspector	65.3 - 84.9	73.8 - 97.3	83.6 - 109.5
specification writer	57.4 - 73.6	64.8 - 84.3	73.4 - 95.2
structural engineer	75.7 - 100.3	86.3 - 116.6	99.4 - 133.0
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	99.4 - 131.8	113.5 - 152.1	130.4 - 173.0
<b>energy &amp; oil</b>			
applications engineer	88.1 - 116.4	101.5 - 135.8	117.3 - 153.2
automation engineer	68.9 - 91.7	79.2 - 107.4	91.7 - 123.0
buyer	61.8 - 80.6	70.2 - 93.2	80.3 - 106.5
category manager	69.1 - 90.1	77.2 - 102.8	87.3 - 116.8
category specialist	57.3 - 74.1	63.4 - 83.8	71.2 - 95.1
chemical engineer	75.6 - 109.6	96.0 - 138.3	117.5 - 158.9
chief inspector	58.2 - 76.0	65.2 - 86.5	73.4 - 97.0
civil engineer	69.6 - 94.0	81.6 - 111.5	95.1 - 127.0
civil engineering drafter	60.2 - 74.9	67.3 - 85.3	76.0 - 96.7
civil engineering technologist	49.2 - 66.3	58.6 - 79.4	68.6 - 90.4
civil project engineer	80.9 - 110.7	93.4 - 129.9	108.4 - 149.3



civil project manager	87.5 - 116.2	98.5 - 133.0	111.8 - 149.9
continuous improvement engineer	92.3 - 120.4	102.7 - 135.9	115.4 - 151.5
contracts administrator	63.0 - 82.9	71.3 - 95.7	81.4 - 108.7
contracts manager	112.6 - 141.3	125.7 - 159.9	141.7 - 180.6
contracts specialist	63.7 - 82.9	72.2 - 95.6	82.3 - 108.2
controls designer/engineer	61.1 - 81.1	70.0 - 94.3	80.3 - 107.5
cost control specialist	54.7 - 70.3	61.0 - 80.0	68.9 - 90.5
demand planner	55.9 - 76.5	66.9 - 92.1	78.6 - 105.3
director of operations	128.3 - 170.0	167.5 - 222.6	211.2 - 280.7
electrical designer/engineer	80.9 - 106.0	90.9 - 121.5	103.4 - 138.1
electrical engineer	70.2 - 97.6	85.7 - 120.6	103.7 - 140.7
electrical engineering technician	61.9 - 78.9	70.3 - 91.1	80.3 - 103.7
electrical test engineer	75.7 - 101.5	87.8 - 120.0	102.6 - 138.2
engineering manager	119.9 - 160.8	138.5 - 187.7	159.6 - 213.1
environmental engineer	68.1 - 90.6	78.2 - 106.3	90.7 - 122.0
environmental inspector	56.3 - 71.6	61.7 - 80.0	68.6 - 89.5
estimator	65.7 - 85.2	72.8 - 96.4	81.8 - 109.1
facilities engineer	69.9 - 93.3	80.7 - 109.8	93.7 - 125.5
field service engineer	59.6 - 77.7	66.6 - 88.9	75.7 - 102.3
geologist	70.4 - 91.2	79.1 - 104.6	90.1 - 119.0
geotechnical engineer	69.4 - 90.8	79.1 - 105.7	91.2 - 121.0
GIS analyst	46.7 - 61.3	52.7 - 70.2	59.7 - 78.8
health and safety manager	69.4 - 90.0	76.9 - 101.8	86.4 - 114.7
HVAC engineer	63.1 - 83.5	72.0 - 96.9	82.5 - 110.0
hydraulic engineer	71.3 - 94.8	81.8 - 110.9	94.6 - 126.5
industrial engineer	74.3 - 98.0	84.3 - 113.2	96.3 - 127.8
instrumentation and controls engineer	72.6 - 96.0	82.7 - 111.5	95.0 - 126.7



inventory control manager	68.2 - 88.9	76.1 - 101.2	86.0 - 114.5
mechanical designer	56.5 - 74.2	64.8 - 86.2	74.2 - 97.4
mechanical drafter	57.7 - 74.5	64.7 - 85.9	74.2 - 100.3
mechanical engineer	67.4 - 94.8	83.6 - 118.7	102.2 - 138.7
mechanical engineering technician	56.9 - 74.1	64.5 - 85.4	73.5 - 96.2
mining engineer	75.4 - 100.3	85.1 - 115.3	97.0 - 130.6
operations manager	87.2 - 119.0	100.3 - 138.4	115.2 - 155.8
pipeline designer	66.5 - 86.7	74.2 - 98.7	83.8 - 111.7
piping engineer	66.5 - 87.1	74.7 - 99.8	84.9 - 113.3
planner/scheduler	43.7 - 55.6	49.6 - 63.7	56.1 - 71.7
plant engineer	82.2 - 110.0	96.5 - 131.2	113.6 - 150.3
process engineer	67.3 - 89.5	77.3 - 104.7	89.2 - 119.1
procurement specialist	58.0 - 75.2	64.3 - 85.0	72.2 - 96.3
production engineer	68.5 - 91.7	79.4 - 108.1	92.3 - 123.6
program manager	78.2 - 101.0	89.0 - 116.7	101.7 - 132.7
project controller	56.1 - 74.0	62.7 - 84.4	70.9 - 95.7
project controls manager	92.0 - 125.6	106.0 - 146.6	122.2 - 166.8
project controls specialist	66.0 - 85.9	74.7 - 98.7	84.9 - 111.7
project coordinator	97.3 - 124.8	105.7 - 137.7	116.6 - 152.6
project director	113.8 - 137.6	142.7 - 172.3	174.4 - 210.9
project engineer	93.0 - 118.9	100.8 - 131.2	111.0 - 146.0
project manager	81.6 - 112.2	94.8 - 131.9	110.0 - 150.3
purchasing manager	111.9 - 146.4	126.2 - 166.4	142.6 - 186.1
quality assurance manager	93.6 - 121.5	103.5 - 136.3	115.7 - 152.0
quality control engineer	74.5 - 98.8	85.1 - 114.8	97.7 - 129.9
reliability engineer	74.8 - 97.2	85.9 - 113.8	99.4 - 129.9
reliability manager	83.1 - 108.8	96.2 - 128.1	112.0 - 146.2



safety inspector	65.3 - 84.9	73.8 - 97.3	83.6 - 109.5
sourcing engineer	67.0 - 88.3	76.1 - 102.7	87.4 - 117.3
sourcing specialist	63.7 - 82.5	70.5 - 93.3	79.3 - 105.8
specification writer	57.4 - 73.6	64.8 - 84.3	73.4 - 95.2
stationary engineer	60.5 - 76.9	66.3 - 85.8	73.5 - 95.4
structural designer	58.6 - 76.1	66.1 - 87.2	75.0 - 98.6
structural engineer	75.7 - 100.3	86.3 - 116.6	99.4 - 133.0
superintendent	44.1 - 56.2	49.3 - 63.9	55.7 - 72.4
systems control engineer	70.3 - 94.1	81.4 - 110.9	94.6 - 126.7
transmission line engineer	84.4 - 106.4	91.2 - 117.2	100.2 - 129.7
transportation manager	97.5 - 128.4	110.2 - 146.7	125.3 - 165.4
<b>manufacturing</b>			
applications engineer	88.1 - 116.4	101.5 - 135.8	117.3 - 153.2
assurance control technician	75.2 - 97.9	85.1 - 112.9	97.0 - 127.5
automation engineer	68.9 - 91.7	79.2 - 107.4	91.7 - 123.0
buyer	61.8 - 80.6	70.2 - 93.2	80.3 - 106.5
chemical engineer	75.6 - 109.6	96.0 - 138.3	117.5 - 158.9
coating inspector	41.7 - 54.4	47.4 - 62.7	54.0 - 71.2
commissioning and start up engineer	64.7 - 86.0	74.2 - 100.6	85.7 - 114.7
continuous improvement engineer	92.3 - 120.4	102.7 - 135.9	115.4 - 151.5
controls designer/engineer	61.1 - 81.1	70.0 - 94.3	80.3 - 107.5
controls engineer	61.1 - 81.1	70.0 - 94.3	80.3 - 107.5
demand planner	55.9 - 76.5	66.9 - 92.1	78.6 - 105.3
electrical designer	78.2 - 103.5	89.1 - 120.2	102.5 - 137.6
electrical engineer	70.2 - 97.6	85.7 - 120.6	103.7 - 140.7
electrical engineering technician	61.9 - 78.9	70.3 - 91.1	80.3 - 103.7
electrical test engineer	75.7 - 101.5	87.8 - 120.0	102.6 - 138.2



electronics designer	61.5 - 77.4	69.9 - 89.4	79.8 - 101.6
electronics engineer	85.2 - 111.0	94.9 - 125.7	106.7 - 140.6
electronics technician	60.5 - 77.9	67.5 - 88.6	76.2 - 100.1
estimation engineer	78.3 - 104.1	89.8 - 121.6	103.7 - 139.2
estimator	65.7 - 85.2	72.8 - 96.4	81.8 - 109.1
field service engineer	59.6 - 77.7	66.6 - 88.9	75.7 - 102.3
general inspector	54.9 - 71.7	61.5 - 81.5	69.2 - 91.5
health and safety specialist	75.5 - 99.0	86.4 - 115.4	99.5 - 131.2
HVAC drafter	54.7 - 69.8	61.3 - 79.4	69.0 - 88.7
HVAC engineer	63.1 - 83.5	72.0 - 96.9	82.5 - 110.0
industrial engineer	74.3 - 98.0	84.3 - 113.2	96.3 - 127.8
inventory analyst	57.3 - 74.0	64.2 - 84.5	72.8 - 96.2
logistics specialist	50.8 - 65.3	57.5 - 75.0	65.3 - 85.3
maintenance buyer	45.9 - 58.5	53.1 - 67.9	60.6 - 76.5
maintenance planner	58.9 - 73.8	66.5 - 84.6	75.4 - 95.5
manufacturing engineer	68.9 - 91.6	79.0 - 107.0	91.2 - 121.8
mechanical designer	56.5 - 74.2	64.8 - 86.2	74.2 - 97.4
mechanical drafter	57.7 - 74.5	64.7 - 85.9	74.2 - 100.3
mechanical engineer	67.4 - 94.8	83.6 - 118.7	102.2 - 138.7
mechanical engineering technician	56.9 - 74.1	64.5 - 85.4	73.5 - 96.2
operation excellence specialist	80.0 - 104.1	88.9 - 117.7	99.8 - 131.6
process engineer	67.3 - 89.5	77.3 - 104.7	89.2 - 119.1
production planner	52.9 - 69.5	60.8 - 80.6	69.3 - 90.1
project engineer	93.0 - 118.9	100.8 - 131.2	111.0 - 146.0
project manager	81.6 - 112.2	94.8 - 131.9	110.0 - 150.3
purchasing agent	61.8 - 80.6	70.2 - 93.2	80.3 - 106.5
quality assurance engineer	66.9 - 87.8	75.3 - 100.6	85.4 - 113.1



quality assurance/control technician	59.7 - 78.7	68.9 - 91.9	79.2 - 105.3
quality control engineer	74.5 - 98.8	85.1 - 114.8	97.7 - 129.9
quality control technician	43.2 - 55.4	48.0 - 62.6	53.8 - 70.0
quality engineer	60.1 - 79.8	70.0 - 94.3	81.3 - 107.3
quality inspector	44.0 - 55.4	48.4 - 62.2	54.2 - 70.2
reliability/maintenance engineer	74.8 - 97.2	85.9 - 113.8	99.4 - 129.9
robotics engineer	78.6 - 103.1	88.4 - 118.0	100.3 - 132.8
safety inspector	65.3 - 84.9	73.8 - 97.3	83.6 - 109.5
SCADA engineer	71.8 - 95.3	82.1 - 111.1	94.7 - 126.7
sourcing engineer	67.0 - 88.3	76.1 - 102.7	87.4 - 117.3
stationary engineer	60.5 - 76.9	66.3 - 85.8	73.5 - 95.4
supply chain analyst	58.2 - 76.7	66.1 - 88.7	75.5 - 100.3
systems engineer	77.1 - 101.8	87.5 - 117.7	100.2 - 133.5

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	173.0 - 299.8	243.7 - 424.5	350.0 - 609.2	
vice president finance	124.9 - 217.0	178.4 - 309.5	246.8 - 429.9	
vice-president internal audit	152.1 - 199.5	189.6 - 249.3	228.7 - 301.6	
finance & accounting	1 year	3 years	5 years	10 years
accountant	78.4 - 100.1	86.5 - 112.4	96.3 - 124.8	106.6 - 136.6
accounting clerk	48.6 - 59.5	53.2 - 66.3	58.9 - 73.5	64.3 - 78.7
accounting manager	113.0 - 146.7	125.5 - 165.2	140.8 - 184.2	153.3 - 196.6
accounting specialist	57.1 - 71.9	64.9 - 82.2	73.3 - 92.5	82.0 - 104.4
accounting supervisor	80.7 - 104.7	89.5 - 118.4	100.5 - 132.7	109.2 - 143.6
accounting technician	65.8 - 83.5	73.3 - 94.3	82.0 - 105.2	87.4 - 120.6



accounts payable clerk	48.4 - 60.2	55.8 - 69.5	63.3 - 71.3	71.0 - 86.8
accounts payable manager	101.0 - 133.2	114.6 - 153.9	131.5 - 176.6	142.4 - 192.1
accounts receivable clerk	50.9 - 63.3	58.7 - 73.4	67.2 - 75.6	73.2 - 86.3
accounts receivable manager	102.4 - 131.0	115.1 - 150.6	131.7 - 173.5	139.8 - 185.6
assistant controller	103.7 - 132.6	111.7 - 141.3	126.3 - 152.7	139.1 - 162.2
billing specialist	48.0 - 61.2	54.5 - 69.8	61.3 - 77.4	66.6 - 90.0
bookkeeper	49.9 - 63.6	55.8 - 72.3	62.9 - 81.4	70.4 - 88.9
controller	118.0 - 205.5	160.0 - 214.4	183.6 - 244.3	174.8 - 240.8
cost accountant	74.8 - 96.3	83.5 - 109.7	94.3 - 123.7	104.8 - 136.9
credit & collection specialist	49.6 - 62.8	56.8 - 72.3	64.3 - 80.9	71.4 - 88.9
credit and collections accountant	44.6 - 57.0	50.2 - 65.2	56.7 - 72.8	65.0 - 86.7
credit and collections manager	108.5 - 139.0	120.1 - 156.8	135.2 - 177.6	144.9 - 192.0
credit and collections supervisor	65.1 - 84.7	72.6 - 96.4	82.0 - 109.4	90.1 - 123.1
director - financial planning & analysis	155.7 - 202.0	196.6 - 256.0	238.2 - 310.6	---
finance director	151.2 - 196.2	193.4 - 251.6	233.8 - 304.8	---
financial analyst	93.8 - 119.8	103.4 - 134.4	115.4 - 150.5	126.3 - 165.3
financial reporting manager	134.2 - 173.0	148.5 - 194.3	166.4 - 218.9	180.6 - 240.6
invoicing clerk	46.6 - 59.4	53.1 - 67.5	59.1 - 73.3	64.6 - 82.6
payroll clerk	51.8 - 66.2	59.2 - 76.3	67.2 - 85.7	74.7 - 96.6
payroll manager	103.1 - 134.6	115.3 - 152.9	130.1 - 171.1	146.4 - 187.6
payroll specialist	58.3 - 75.6	66.1 - 87.1	75.3 - 99.4	86.2 - 114.3
property accountant	74.4 - 92.9	79.7 - 101.4	86.8 - 112.1	---

## industrial management

	entry	mid	senior
engineering manager	101.2 - 135.6	115.5 - 156.3	132.5 - 177.0
inventory control manager	68.2 - 88.9	76.1 - 101.2	86.0 - 114.5



lead mechanic	91.5 - 116.4	99.8 - 124.8	120.6 - 135.2
logistic manager	97.5 - 128.4	110.2 - 146.7	125.3 - 165.4
logistic supervisor	55.1 - 70.2	61.7 - 79.9	69.5 - 90.0
machining manager	65.9 - 87.2	78.3 - 108.8	101.5 - 125.9
maintenance manager	104.9 - 110.5	107.3 - 134.4	116.2 - 157.5
maintenance supervisor	93.9 - 108.2	98.8 - 121.9	101.5 - 139.4
manufacturing director	126.8 - 152.5	162.4 - 194.9	198.8 - 239.0
operations director	128.3 - 170.0	167.5 - 222.6	211.2 - 280.7
operations manager	87.2 - 119.0	100.3 - 138.4	115.2 - 155.8
planning director	128.3 - 164.9	158.6 - 203.6	194.2 - 250.1
plant manager	110.0 - 151.6	131.5 - 181.7	155.3 - 210.4
procurement director	115.0 - 150.4	151.9 - 197.2	182.7 - 237.9
procurement manager	93.5 - 122.7	103.3 - 137.8	115.7 - 154.2
production manager	99.0 - 130.4	112.0 - 149.4	127.8 - 168.7
production supervisor	65.9 - 87.2	78.3 - 108.8	101.5 - 125.9
project director	113.8 - 137.6	142.7 - 172.3	174.4 - 210.9
purchasing director	115.0 - 150.4	151.9 - 197.2	182.7 - 237.9
purchasing manager	111.9 - 146.4	126.2 - 166.4	142.6 - 186.1
quality assurance manager	93.6 - 121.5	103.5 - 136.3	115.7 - 152.0
quality director	103.2 - 138.8	130.3 - 173.1	158.4 - 210.5
site supervisor	93.7 - 122.3	102.7 - 136.4	114.3 - 152.3
supply chain director	120.9 - 145.7	157.2 - 188.5	191.7 - 230.5
supply chain manager	93.4 - 125.2	108.0 - 145.6	124.3 - 162.7
warehouse manager	66.5 - 84.3	78.9 - 97.3	95.4 - 157.5
warehouse supervisor	53.7 - 70.1	61.1 - 80.9	69.6 - 91.9
weld shop manager	99.8 - 114.4	108.1 - 131.0	124.8 - 141.4
weld shop supervisor	84.8 - 97.2	91.8 - 111.3	106.0 - 120.2



## industrial support

	entry	mid	senior
assembler/fabricator	18.1 - 21.5	19.6 - 24.9	22.1 - 27.9
delivery/courier driver	20.3 - 24.4	22.7 - 28.8	23.9 - 31.9
electronic parts assembler	18.8 - 23.5	22.0 - 26.6	24.7 - 28.9
forklift operator	20.0 - 23.8	22.1 - 27.8	24.9 - 30.5
general labourer - heavy	19.2 - 24.0	22.4 - 27.6	25.3 - 29.9
general labourer - light	17.9 - 22.1	20.7 - 25.5	24.0 - 27.8
inventory control clerk	18.8 - 23.3	21.8 - 27.1	23.9 - 29.9
janitor/custodian	17.7 - 20.5	19.1 - 23.8	21.8 - 25.5
machine operator	20.2 - 25.1	22.7 - 28.9	26.7 - 33.3
machine operator assistant	18.5 - 23.0	21.3 - 26.8	23.9 - 29.8
manufacturing worker	18.5 - 22.7	20.9 - 25.5	23.1 - 28.2
material handler	18.4 - 22.9	21.2 - 26.8	23.9 - 28.9
order/cherry picker forklift operator	19.6 - 24.3	21.7 - 27.5	24.9 - 29.4
packaging labourer	18.5 - 23.1	19.9 - 25.1	22.6 - 28.3
parts clerk	18.6 - 23.4	20.2 - 25.7	22.4 - 28.8
picker/packer	18.3 - 22.9	20.8 - 25.4	23.3 - 28.5
production labourer	18.2 - 22.7	20.8 - 25.9	24.1 - 28.4
reach truck operator	20.3 - 24.5	21.9 - 27.9	25.6 - 31.2
shipper/receiver	20.0 - 25.2	23.5 - 27.3	25.4 - 30.6
shipping and receiving clerk	19.4 - 24.3	22.4 - 28.1	25.3 - 30.1
warehouse labourer	18.0 - 22.7	20.9 - 26.3	24.6 - 27.7

## skilled trades

	entry	mid	senior
CNC machinist	66.5 - 79.0	74.8 - 87.3	83.2 - 91.5
electrician	66.5 - 79.0	74.8 - 91.5	83.2 - 99.8



field electrician	56.5 - 73.8	63.3 - 84.0	71.3 - 94.7
field heavy duty mechanic	66.5 - 87.3	83.2 - 99.8	91.5 - 108.1
field machinist	47.4 - 60.8	52.6 - 68.6	59.0 - 77.0
field millwright	79.0 - 87.3	83.2 - 95.6	93.6 - 104.0
field pipefitter	56.1 - 74.8	64.7 - 87.3	74.4 - 100.1
field service technician	54.5 - 71.1	62.9 - 82.7	72.1 - 94.1
field welder	54.5 - 71.1	62.9 - 82.7	72.1 - 94.1
heavy duty mechanic	66.5 - 87.3	83.2 - 99.8	91.5 - 108.1
heavy equipment mechanic/technician	66.5 - 83.2	79.0 - 95.6	91.5 - 104.0
maintenance mechanic	66.5 - 79.0	74.8 - 87.3	83.2 - 93.6
millwright	79.0 - 87.3	83.2 - 95.6	93.6 - 104.0
welder	52.5 - 62.2	59.5 - 70.8	68.6 - 90.4



# winnipeg metropolitan region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	38.8 - 49.6	42.5 - 55.4	47.3 - 62.4
administrative assistant (bilingual)	42.3 - 49.7	45.6 - 53.2	50.2 - 58.2
administrative clerk	37.1 - 46.5	41.5 - 51.9	45.7 - 56.4
administrative coordinator	43.4 - 54.0	49.0 - 61.3	55.0 - 66.0
administrative manager	59.4 - 76.6	64.8 - 85.1	71.7 - 95.1
benefits clerk	38.2 - 49.4	43.9 - 57.4	50.4 - 65.5
buyer assistant	38.1 - 49.8	44.4 - 57.7	50.5 - 63.9
contracts administrator	94.6 - 119.8	105.9 - 136.9	120.2 - 156.4
data entry clerk	34.7 - 44.0	39.5 - 50.2	44.4 - 53.8
dispatch administrator	48.0 - 61.2	54.2 - 69.9	61.2 - 78.7
document services specialist	31.9 - 41.2	37.2 - 47.4	41.9 - 49.6
documentation specialist	38.9 - 51.5	46.8 - 60.0	52.9 - 63.7
donor relations coordinator	50.3 - 66.2	58.4 - 78.4	68.3 - 91.1
executive assistant	54.9 - 75.4	64.3 - 89.2	74.8 - 101.9
executive assistant (bilingual)	55.6 - 62.7	60.1 - 69.5	65.2 - 74.2
file clerk	34.4 - 45.2	41.0 - 52.3	46.1 - 55.4
HR coordinator	38.0 - 48.8	43.3 - 55.2	48.0 - 59.7
insurance claims clerk	37.8 - 48.0	43.1 - 55.2	49.0 - 62.3
inventory clerk	35.7 - 45.4	40.8 - 52.2	46.3 - 58.8
inventory coordinator	45.2 - 57.8	50.4 - 65.7	56.9 - 74.5
invoicing clerk	37.0 - 47.8	42.4 - 54.5	47.5 - 59.4
lease administrator	47.6 - 62.5	55.1 - 73.2	63.5 - 83.8



leasing coordinator	43.9 - 57.7	50.9 - 67.5	58.6 - 77.0
legal assistant	44.7 - 62.1	53.9 - 74.9	63.5 - 85.0
logistics coordinator	46.5 - 61.5	54.3 - 72.3	62.7 - 82.5
mailroom clerk	36.2 - 45.3	41.0 - 50.6	45.0 - 53.2
marketing assistant	40.9 - 51.4	45.3 - 58.4	51.4 - 67.9
office clerk	38.1 - 47.0	41.7 - 52.2	46.1 - 58.1
office manager	53.0 - 68.9	58.4 - 77.4	65.1 - 86.6
order clerk	34.2 - 43.6	39.2 - 49.9	44.1 - 55.3
order entry clerk	31.2 - 37.4	34.0 - 43.7	38.7 - 46.8
payroll administrator	44.5 - 58.5	50.8 - 67.9	58.3 - 77.9
procurement coordinator	52.4 - 68.5	59.3 - 79.0	67.8 - 90.7
project coordinator	36.3 - 49.9	41.9 - 58.6	48.6 - 67.5
project manager assistant	45.8 - 61.0	50.5 - 68.7	56.7 - 78.1
property administrator	37.2 - 49.1	41.9 - 56.6	48.0 - 65.8
property manager	59.8 - 79.3	67.8 - 91.8	77.8 - 105.6
receptionist	33.3 - 41.9	36.9 - 47.5	41.7 - 54.6
sales administrator	43.1 - 57.9	49.8 - 67.9	57.7 - 77.8
sales assistant	41.0 - 51.4	45.3 - 58.6	51.6 - 68.2
sales coordinator	49.7 - 61.3	53.6 - 67.8	59.4 - 77.3
service coordinator	36.8 - 47.9	41.3 - 54.8	47.0 - 62.7
supply clerk	34.4 - 44.0	39.0 - 50.0	43.6 - 55.0
virtual assistant	34.1 - 42.7	38.1 - 47.7	42.0 - 51.7
<b>logistics &amp; transportation support</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account executive	49.1 - 66.5	56.4 - 77.6	64.9 - 88.7
account manager	47.3 - 64.3	55.7 - 77.1	65.7 - 89.2
billing clerk	36.4 - 46.9	41.6 - 53.7	47.0 - 59.9
dispatcher	40.5 - 52.0	46.2 - 59.9	52.6 - 68.2



documentation clerk	32.8 - 42.3	38.2 - 48.7	43.0 - 52.0
import/export clerk (ocean, air, freight)	38.3 - 49.7	44.2 - 57.1	49.9 - 62.8
import/export coordinator	55.1 - 71.2	61.3 - 80.8	69.1 - 91.4
logistics & transport coordinator	46.5 - 61.5	54.3 - 72.3	62.7 - 82.5
operations coordinator	39.6 - 51.5	45.3 - 59.7	51.8 - 67.6
safety compliance coordinator	59.3 - 78.0	67.6 - 90.2	77.3 - 102.0
shipping administrator	41.1 - 52.5	47.3 - 60.7	53.9 - 68.3
supply chain coordinator	40.6 - 52.8	45.6 - 60.5	51.8 - 69.2

## customer experience

	entry	mid	senior
bilingual call center operations manager	63.7 - 83.0	71.6 - 94.8	81.0 - 106.7
bilingual customer loyalty agent	35.5 - 47.0	40.8 - 54.6	46.8 - 62.2
bilingual customer service manager	75.0 - 98.9	84.4 - 113.7	96.4 - 130.5
bilingual customer service representative	37.6 - 47.9	41.7 - 54.2	46.9 - 61.2
bilingual customer service supervisor	58.9 - 78.2	66.8 - 90.3	76.3 - 102.9
bilingual customer service team lead	47.4 - 63.9	54.7 - 74.1	62.5 - 83.5
bilingual customer service trainer	43.8 - 57.7	50.2 - 67.3	57.9 - 76.8
bilingual e-chat representative	43.9 - 56.0	48.9 - 63.6	55.0 - 71.6
bilingual fundraising agent	34.0 - 42.9	37.9 - 49.2	43.3 - 57.1
bilingual inside sales manager	70.8 - 95.5	80.6 - 110.6	92.4 - 125.5
bilingual inside sales representative	50.3 - 63.7	55.4 - 71.6	61.9 - 80.8
bilingual insurance advisor	57.7 - 73.4	62.9 - 81.7	69.7 - 91.7
bilingual junior collection agent	34.9 - 45.3	39.7 - 52.0	45.1 - 58.5
bilingual order desk representative	34.2 - 43.6	39.2 - 49.9	44.1 - 55.3
bilingual order management representative	39.8 - 50.9	45.1 - 58.6	51.5 - 67.4
bilingual survey agent	32.5 - 42.7	38.8 - 50.3	44.4 - 55.2



bilingual technical support level 1 agent	45.1 - 60.5	51.9 - 70.0	59.2 - 78.9
bilingual telemarketing agent	34.0 - 42.9	37.9 - 49.2	43.3 - 57.1
bilingual telephone dispatcher	40.5 - 52.0	46.2 - 59.9	52.6 - 68.2
bilingual travel support agent	39.7 - 50.5	44.6 - 57.1	49.9 - 63.5
bilingual workforce planner	48.6 - 61.5	52.5 - 68.0	58.0 - 77.0

## engineering

construction	entry	mid	senior
architect	61.4 - 80.5	68.6 - 91.8	77.7 - 104.3
architectural drafter	53.1 - 69.2	61.9 - 82.2	72.8 - 97.2
architectural technician	71.0 - 94.1	81.9 - 110.5	94.9 - 126.1
BIM/VDC coordinator	63.5 - 83.2	70.9 - 94.8	80.3 - 107.7
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	63.3 - 86.1	74.5 - 102.6	87.2 - 117.2
civil engineering drafter	54.5 - 68.4	61.2 - 78.1	69.4 - 88.8
civil engineering technologist	44.2 - 60.3	53.1 - 72.6	62.5 - 82.9
civil project engineer	73.7 - 101.8	85.4 - 120.1	99.6 - 138.7
civil project manager	80.0 - 107.0	90.3 - 123.0	102.9 - 139.3
construction director	98.5 - 130.4	133.3 - 176.7	168.0 - 222.2
construction manager	76.4 - 100.2	83.8 - 112.2	93.4 - 126.5
construction project manager	66.4 - 91.8	77.2 - 108.7	90.1 - 125.2
construction superintendent	79.1 - 103.8	86.8 - 116.2	96.8 - 130.8
contracts administrator	56.8 - 75.5	64.6 - 87.5	74.1 - 99.9
director of operations	119.1 - 159.7	157.2 - 210.6	199.6 - 267.2
drafter	54.1 - 68.0	61.0 - 78.0	69.3 - 88.6
electrical designer/engineer	73.9 - 97.4	83.2 - 112.0	94.9 - 128.0



electrical engineer	63.9 - 89.6	78.4 - 111.2	95.3 - 130.5
electrical engineering technician	56.2 - 72.1	64.1 - 83.6	73.5 - 95.4
electrical inspector	47.0 - 63.2	54.4 - 74.1	62.9 - 85.3
engineering manager	85.5 - 115.5	97.8 - 134.5	112.8 - 154.1
environmental engineer	61.8 - 83.0	71.4 - 97.7	83.1 - 112.6
environmental inspector	50.8 - 65.1	55.9 - 73.0	62.4 - 81.9
estimator	59.4 - 77.7	66.1 - 88.2	74.5 - 100.2
facilities manager	59.4 - 78.1	67.8 - 90.7	77.8 - 103.9
field manager	66.2 - 88.0	75.3 - 102.3	86.8 - 118.6
field supervisor	65.7 - 86.5	73.8 - 98.9	83.5 - 111.6
foreman	52.3 - 67.9	58.6 - 77.6	66.5 - 88.1
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	60.8 - 78.5	70.0 - 91.7	80.6 - 104.4
health and safety specialist	68.8 - 90.9	79.0 - 106.2	91.3 - 121.3
HVAC drafter	49.2 - 63.3	55.4 - 72.3	62.5 - 81.0
HVAC engineer	57.2 - 76.3	65.5 - 88.9	75.4 - 101.1
mechanical designer	51.0 - 67.6	58.8 - 78.8	67.6 - 89.3
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	61.2 - 86.9	76.4 - 109.4	93.8 - 128.5
mechanical engineering technician	51.4 - 67.6	58.6 - 78.2	67.0 - 88.4
mechanical site supervisor	51.4 - 66.3	58.1 - 76.4	66.4 - 87.6
operations manager	80.2 - 110.3	92.5 - 128.9	106.6 - 145.8
planner/scheduler	38.8 - 49.9	44.3 - 57.5	50.4 - 64.9
project coordinator	36.3 - 49.9	41.9 - 58.6	48.6 - 67.5
project director	104.7 - 127.4	132.4 - 161.2	163.2 - 198.5
project engineer	85.2 - 109.5	92.5 - 121.3	102.1 - 135.5
project manager	74.3 - 103.1	86.7 - 122.0	101.1 - 139.8



purchasing manager	94.0 - 124.4	106.3 - 143.1	120.9 - 161.5
QA/QC inspector	54.1 - 72.0	62.7 - 84.3	72.4 - 96.9
quality control engineer	67.8 - 90.6	77.8 - 105.7	89.6 - 120.1
quality inspector	39.2 - 49.8	43.3 - 56.2	48.7 - 63.7
safety inspector	59.4 - 77.8	67.3 - 89.4	76.5 - 101.0
specification writer	51.9 - 67.2	58.8 - 77.3	67.0 - 87.6
structural engineer	69.0 - 92.0	79.0 - 107.4	91.2 - 123.0
structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	84.0 - 112.1	96.1 - 130.6	110.9 - 150.4
<b>energy &amp; oil</b>			
applications engineer	73.9 - 98.2	85.4 - 115.3	99.0 - 131.0
automation engineer	62.6 - 84.0	72.3 - 98.8	84.0 - 113.5
buyer	55.7 - 73.3	63.6 - 85.2	73.0 - 97.7
category manager	62.6 - 82.3	70.1 - 94.2	79.7 - 107.6
category specialist	51.5 - 67.3	57.2 - 76.4	64.6 - 87.0
chemical engineer	68.9 - 100.8	88.0 - 128.1	108.3 - 148.1
chief inspector	52.6 - 69.3	59.2 - 79.2	66.9 - 89.0
civil engineer	63.3 - 86.1	74.5 - 102.6	87.2 - 117.2
civil engineering drafter	54.5 - 68.4	61.2 - 78.1	69.4 - 88.8
civil engineering technologist	44.2 - 60.3	53.1 - 72.6	62.5 - 82.9
civil project engineer	73.7 - 101.8	85.4 - 120.1	99.6 - 138.7
civil project manager	80.0 - 107.0	90.3 - 123.0	102.9 - 139.3
continuous improvement engineer	77.4 - 101.3	86.2 - 114.9	97.1 - 129.1
contracts administrator	56.8 - 75.5	64.6 - 87.5	74.1 - 99.9
contracts manager	94.6 - 119.8	105.9 - 136.9	120.2 - 156.4
contracts specialist	57.5 - 75.5	65.4 - 87.5	75.0 - 99.4
controls designer/engineer	55.4 - 74.2	63.7 - 86.6	73.4 - 99.0



cost control specialist	48.5 - 63.0	54.3 - 72.0	61.7 - 81.6
demand planner	49.7 - 68.8	59.8 - 83.1	70.7 - 95.3
director of operations	119.1 - 159.7	157.2 - 210.6	199.6 - 267.2
electrical designer/engineer	73.9 - 97.4	83.2 - 112.0	94.9 - 128.0
electrical engineer	63.9 - 89.6	78.4 - 111.2	95.3 - 130.5
electrical engineering technician	56.2 - 72.1	64.1 - 83.6	73.5 - 95.4
electrical test engineer	69.0 - 93.2	80.4 - 110.6	94.2 - 128.0
engineering manager	101.6 - 138.8	118.1 - 164.0	137.6 - 187.7
environmental engineer	61.8 - 83.0	71.4 - 97.7	83.1 - 112.6
environmental inspector	50.8 - 65.1	55.9 - 73.0	62.4 - 81.9
estimator	59.4 - 77.7	66.1 - 88.2	74.5 - 100.2
facilities engineer	63.5 - 85.5	73.7 - 101.0	85.9 - 115.9
field service engineer	54.0 - 71.0	60.6 - 81.5	69.1 - 94.1
geologist	64.0 - 83.5	72.2 - 96.1	82.5 - 109.7
geotechnical engineer	63.0 - 83.1	72.2 - 97.1	83.5 - 111.6
GIS analyst	42.0 - 55.7	47.7 - 64.1	54.2 - 72.2
health and safety manager	62.9 - 82.4	70.0 - 93.5	78.9 - 105.7
HVAC engineer	57.2 - 76.3	65.5 - 88.9	75.4 - 101.1
hydraulic engineer	64.9 - 86.9	74.8 - 102.0	86.7 - 116.8
industrial engineer	67.7 - 89.9	77.0 - 104.2	88.3 - 118.0
instrumentation and controls engineer	66.1 - 88.0	75.5 - 102.6	87.0 - 117.0
inventory control manager	61.8 - 81.3	69.3 - 93.0	78.6 - 105.6
mechanical designer	51.0 - 67.6	58.8 - 78.8	67.6 - 89.3
mechanical drafter	52.2 - 68.0	58.8 - 78.7	67.7 - 92.2
mechanical engineer	61.2 - 86.9	76.4 - 109.4	93.8 - 128.5
mechanical engineering technician	51.4 - 67.6	58.6 - 78.2	67.0 - 88.4
mining engineer	68.7 - 92.0	77.8 - 106.2	88.9 - 120.7



operations manager	80.2 - 110.3	92.5 - 128.9	106.6 - 145.8
pipeline designer	60.5 - 79.5	67.7 - 90.7	76.8 - 102.9
piping engineer	60.4 - 79.7	68.1 - 91.6	77.6 - 104.3
planner/scheduler	38.8 - 49.9	44.3 - 57.5	50.4 - 64.9
plant engineer	69.2 - 93.1	81.5 - 111.5	96.2 - 128.9
process engineer	61.1 - 81.9	70.5 - 96.2	81.7 - 109.8
procurement specialist	52.2 - 68.3	58.1 - 77.5	65.5 - 88.2
production engineer	62.3 - 84.0	72.4 - 99.4	84.6 - 114.0
program manager	71.7 - 93.2	81.9 - 108.1	93.9 - 123.3
project controller	50.4 - 67.2	56.6 - 76.9	64.2 - 87.5
project controls manager	84.1 - 116.0	97.3 - 136.1	112.7 - 155.8
project controls specialist	59.7 - 78.3	67.8 - 90.4	77.4 - 102.7
project coordinator	82.2 - 105.9	89.4 - 117.4	98.8 - 131.0
project director	104.7 - 127.4	132.4 - 161.2	163.2 - 198.5
project engineer	85.2 - 109.5	92.5 - 121.3	102.1 - 135.5
project manager	74.3 - 103.1	86.7 - 122.0	101.1 - 139.8
purchasing manager	94.0 - 124.4	106.3 - 143.1	120.9 - 161.5
quality assurance manager	78.6 - 102.3	86.9 - 115.3	97.3 - 129.5
quality control engineer	67.8 - 90.6	77.8 - 105.7	89.6 - 120.1
reliability engineer	68.1 - 89.2	78.6 - 104.8	91.2 - 120.1
reliability manager	70.0 - 92.1	81.2 - 108.9	94.8 - 125.2
safety inspector	59.4 - 77.8	67.3 - 89.4	76.5 - 101.0
sourcing engineer	55.5 - 74.0	63.5 - 86.2	73.2 - 98.7
sourcing specialist	57.5 - 75.1	63.9 - 85.3	72.1 - 97.1
specification writer	51.9 - 67.2	58.8 - 77.3	67.0 - 87.6
stationary engineer	54.6 - 69.9	60.0 - 78.2	66.7 - 87.2
structural designer	53.1 - 69.4	60.1 - 79.9	68.4 - 90.6



structural engineer	69.0 - 92.0	79.0 - 107.4	91.2 - 123.0
superintendent	39.3 - 50.6	44.2 - 57.9	50.2 - 65.8
systems control engineer	63.9 - 86.2	74.3 - 102.0	86.7 - 117.0
transmission line engineer	77.1 - 97.8	83.6 - 108.0	91.9 - 119.9
transportation manager	81.8 - 108.3	92.6 - 124.7	105.6 - 142.1
<b>manufacturing</b>			
applications engineer	73.9 - 98.2	85.4 - 115.3	99.0 - 131.0
assurance control technician	62.8 - 82.4	71.4 - 95.2	81.6 - 107.9
automation engineer	62.6 - 84.0	72.3 - 98.8	84.0 - 113.5
buyer	55.7 - 73.3	63.6 - 85.2	73.0 - 97.7
chemical engineer	68.9 - 100.8	88.0 - 128.1	108.3 - 148.1
coating inspector	37.0 - 48.8	42.4 - 56.6	48.5 - 64.6
commissioning and start up engineer	58.9 - 79.0	67.9 - 92.7	78.7 - 106.1
continuous improvement engineer	77.4 - 101.3	86.2 - 114.9	97.1 - 129.1
controls designer/engineer	55.4 - 74.2	63.7 - 86.6	73.4 - 99.0
controls engineer	55.4 - 74.2	63.7 - 86.6	73.4 - 99.0
demand planner	49.7 - 68.8	59.8 - 83.1	70.7 - 95.3
electrical designer	71.3 - 95.1	81.6 - 110.8	94.1 - 127.4
electrical engineer	63.9 - 89.6	78.4 - 111.2	95.3 - 130.5
electrical engineering technician	56.2 - 72.1	64.1 - 83.6	73.5 - 95.4
electrical test engineer	69.0 - 93.2	80.4 - 110.6	94.2 - 128.0
electronics designer	55.8 - 70.8	63.7 - 82.0	72.9 - 93.4
electronics engineer	78.0 - 102.1	87.0 - 116.1	98.1 - 130.3
electronics technician	54.8 - 71.2	61.4 - 81.3	69.6 - 92.0
estimation engineer	71.4 - 95.6	82.2 - 112.1	95.3 - 129.0
estimator	59.4 - 77.7	66.1 - 88.2	74.5 - 100.2
field service engineer	54.0 - 71.0	60.6 - 81.5	69.1 - 94.1



general inspector	49.5 - 65.3	55.7 - 74.5	63.0 - 83.8
health and safety specialist	68.8 - 90.9	79.0 - 106.2	91.3 - 121.3
HVAC drafter	49.2 - 63.3	55.4 - 72.3	62.5 - 81.0
HVAC engineer	57.2 - 76.3	65.5 - 88.9	75.4 - 101.1
industrial engineer	67.7 - 89.9	77.0 - 104.2	88.3 - 118.0
inventory analyst	51.0 - 66.4	57.4 - 76.1	65.3 - 86.9
logistics specialist	45.4 - 59.0	51.7 - 68.1	59.0 - 77.7
maintenance buyer	41.2 - 53.0	47.9 - 61.8	54.9 - 69.9
maintenance planner	53.4 - 67.4	60.5 - 77.5	68.9 - 87.8
manufacturing engineer	62.6 - 83.9	72.1 - 98.3	83.5 - 112.3
mechanical designer	51.0 - 67.6	58.8 - 78.8	67.6 - 89.3
mechanical drafter	52.2 - 68.0	58.8 - 78.7	67.7 - 92.2
mechanical engineer	61.2 - 86.9	76.4 - 109.4	93.8 - 128.5
mechanical engineering technician	51.4 - 67.6	58.6 - 78.2	67.0 - 88.4
operation excellence specialist	72.8 - 95.5	81.2 - 108.4	91.5 - 121.7
process engineer	61.1 - 81.9	70.5 - 96.2	81.7 - 109.8
production planner	47.4 - 63.0	54.8 - 73.4	62.8 - 82.3
project engineer	85.2 - 109.5	92.5 - 121.3	102.1 - 135.5
project manager	74.3 - 103.1	86.7 - 122.0	101.1 - 139.8
purchasing agent	55.7 - 73.3	63.6 - 85.2	73.0 - 97.7
quality assurance engineer	60.7 - 80.3	68.7 - 92.3	78.1 - 104.1
quality assurance/control technician	54.1 - 72.0	62.7 - 84.3	72.4 - 96.9
quality control engineer	67.8 - 90.6	77.8 - 105.7	89.6 - 120.1
quality control technician	38.5 - 49.8	42.9 - 56.5	48.3 - 63.4
quality engineer	54.2 - 72.6	63.5 - 86.1	74.1 - 98.3
quality inspector	39.2 - 49.8	43.3 - 56.2	48.7 - 63.7
reliability/maintenance engineer	68.1 - 89.2	78.6 - 104.8	91.2 - 120.1



robotics engineer	71.7 - 94.7	80.9 - 108.7	92.0 - 122.8
safety inspector	59.4 - 77.8	67.3 - 89.4	76.5 - 101.0
SCADA engineer	65.3 - 87.4	75.0 - 102.2	86.8 - 117.0
sourcing engineer	55.5 - 74.0	63.5 - 86.2	73.2 - 98.7
stationary engineer	54.6 - 69.9	60.0 - 78.2	66.7 - 87.2
supply chain analyst	52.4 - 69.7	59.7 - 81.0	68.5 - 91.9
systems engineer	70.3 - 93.4	80.1 - 108.4	92.0 - 123.5

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	65.4 - 78.5	70.7 - 84.8	75.7 - 90.9	86.3 - 103.6
accounting clerk	41.5 - 48.0	44.3 - 51.3	47.1 - 54.5	53.0 - 61.4
accounting manager	90.9 - 110.5	97.8 - 118.9	104.5 - 127.1	119.6 - 145.6
accounts payable clerk	41.4 - 46.7	46.0 - 52.0	50.0 - 56.6	57.9 - 65.4
accounts receivable clerk	42.9 - 48.5	47.6 - 53.8	51.9 - 58.6	60.5 - 68.4
assistant controller	103.1 - 131.6	111.8 - 142.7	120.3 - 153.8	140.1 - 179.2
bookkeeper	43.2 - 51.3	46.8 - 55.6	50.3 - 59.7	57.9 - 68.7
controller	96.6 - 174.1	132.7 - 239.0	176.4 - 317.1	---
financial analyst	78.3 - 94.1	84.0 - 100.8	89.3 - 107.3	101.8 - 122.2
internal auditor	65.2 - 78.3	72.0 - 86.5	78.5 - 94.3	92.2 - 110.7
payroll clerk	46.2 - 54.2	51.0 - 59.7	55.4 - 64.9	63.7 - 74.7
payroll manager	87.5 - 106.3	94.6 - 115.0	101.4 - 123.4	116.6 - 142.0
payroll specialist	48.6 - 58.4	53.2 - 63.9	57.7 - 69.2	67.4 - 80.9

## healthcare

	entry	mid	senior
dental office manager	51.4 - 66.8	56.6 - 74.8	63.0 - 83.8
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8



disability case manager	48.8 - 62.5	52.7 - 69.1	58.2 - 77.9
disability consultant	38.4 - 51.3	45.5 - 60.6	52.7 - 68.9
health records clerk	35.6 - 45.1	40.5 - 51.7	45.9 - 56.0
healthcare clinic manager	71.8 - 92.8	78.4 - 103.1	86.8 - 115.3
medical / clinic coordinator	46.1 - 59.0	51.4 - 67.1	58.2 - 76.7
medical billing clerk	36.2 - 47.1	42.0 - 54.7	47.9 - 61.5
medical claims analyst	45.1 - 59.7	50.2 - 67.7	56.5 - 76.6
medical office assistant	33.5 - 42.3	37.2 - 47.5	41.4 - 52.3
medical receptionist	32.9 - 43.2	39.1 - 50.1	44.3 - 53.5
medical reimbursement specialist	37.4 - 50.2	43.8 - 59.2	50.7 - 66.8
medical secretary	35.8 - 46.0	40.2 - 52.1	44.9 - 57.4
nursing manager	88.0 - 114.5	95.5 - 127.3	106.1 - 145.2
nursing supervisor / team lead	76.4 - 98.4	87.3 - 113.1	99.0 - 126.8
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	31.5 - 40.5	36.0 - 46.7	40.9 - 52.7
patient service representatives (unilingual or bilingual)	32.9 - 40.8	37.6 - 47.1	42.8 - 53.6
pharmacist	98.8 - 124.6	109.9 - 139.9	122.0 - 153.5
pharmacy assistant	33.9 - 43.5	38.6 - 49.7	43.5 - 53.4
pharmacy manager	101.8 - 136.7	115.5 - 157.3	131.3 - 177.5

## industrial management

	entry	mid	senior
engineering manager	85.5 - 115.5	97.8 - 134.5	112.8 - 154.1
inventory control manager	61.8 - 81.3	69.3 - 93.0	78.6 - 105.6
lead mechanic	60.0 - 77.0	76.0 - 90.0	87.0 - 105.0
logistic manager	81.8 - 108.3	92.6 - 124.7	105.6 - 142.1
logistic supervisor	49.5 - 63.7	55.6 - 72.7	63.0 - 82.2



machining manager	60.4 - 77.9	67.1 - 88.4	75.7 - 100.3
maintenance manager	61.9 - 81.6	70.9 - 98.0	95.0 - 140.0
maintenance supervisor	59.4 - 78.1	67.8 - 90.7	77.8 - 103.9
manufacturing director	107.7 - 130.9	140.3 - 170.7	174.4 - 212.0
operations director	119.1 - 159.7	157.2 - 210.6	199.6 - 267.2
operations manager	80.2 - 110.3	92.5 - 128.9	106.6 - 145.8
planning director	109.0 - 142.6	136.7 - 178.9	170.2 - 222.5
plant manager	92.4 - 129.2	111.0 - 157.5	132.6 - 184.0
procurement director	96.8 - 128.1	129.5 - 171.7	158.3 - 209.7
procurement manager	78.5 - 103.4	86.7 - 116.6	97.3 - 131.6
production manager	83.1 - 110.1	94.2 - 127.2	107.8 - 145.3
production supervisor	56.2 - 72.6	62.5 - 82.4	70.5 - 93.3
project director	104.7 - 127.4	132.4 - 161.2	163.2 - 198.5
purchasing director	96.8 - 128.1	129.5 - 171.7	158.3 - 209.7
purchasing manager	94.0 - 124.4	106.3 - 143.1	120.9 - 161.5
quality assurance manager	78.6 - 102.3	86.9 - 115.3	97.3 - 129.5
quality director	86.6 - 117.5	110.0 - 149.4	135.5 - 184.1
site supervisor	79.1 - 103.8	86.8 - 116.2	96.8 - 130.8
supply chain director	101.8 - 123.8	134.4 - 163.7	166.7 - 202.7
supply chain manager	78.4 - 105.5	90.8 - 123.6	104.8 - 139.5
warehouse manager	68.0 - 73.0	72.0 - 95.6	84.1 - 112.2
warehouse supervisor	55.0 - 62.0	61.0 - 79.8	78.0 - 90.0

## industrial support

	entry	mid	senior
assembler/fabricator	16.3 - 19.9	17.8 - 22.9	19.7 - 24.2
delivery/courier driver	17.4 - 22.7	19.5 - 25.1	21.8 - 28.2



electronic parts assembler	17.3 - 21.5	19.9 - 24.7	21.8 - 26.6
forklift operator	17.6 - 20.3	18.3 - 23.1	20.5 - 25.0
general labourer - heavy	17.1 - 22.2	20.1 - 25.6	23.1 - 26.8
general labourer - light	15.5 - 19.3	17.7 - 23.0	20.4 - 24.7
industrial painter	17.1 - 20.8	18.9 - 24.8	21.9 - 27.9
inventory control clerk	17.2 - 20.8	19.1 - 23.7	21.2 - 26.9
janitor/custodian	15.7 - 18.4	16.8 - 20.1	18.8 - 21.9
machine operator	17.8 - 21.4	20.3 - 25.9	23.2 - 30.6
machine operator assistant	17.0 - 20.5	19.1 - 24.2	22.3 - 27.7
manufacturing worker	16.3 - 18.6	17.9 - 21.8	19.7 - 25.0
material handler	16.9 - 20.9	18.8 - 24.8	22.0 - 25.2
mould machine operator	17.9 - 22.7	20.9 - 26.3	23.3 - 28.7
order/cherry picker forklift operator	17.6 - 21.1	19.3 - 24.9	20.3 - 24.8
packaging labourer	16.3 - 20.9	18.3 - 24.5	20.6 - 25.2
parts clerk	16.6 - 19.6	17.5 - 21.1	19.1 - 24.0
picker/packer	16.3 - 18.5	16.3 - 20.8	17.9 - 22.6
production labourer	15.7 - 19.2	17.5 - 22.9	20.4 - 23.1
reach truck operator	17.6 - 21.1	19.3 - 24.9	21.5 - 27.2
shipper/receiver	17.6 - 22.5	20.2 - 24.7	22.3 - 27.3
shipping and receiving clerk	17.6 - 21.5	19.6 - 24.8	22.3 - 28.3
warehouse labourer	16.1 - 19.0	18.9 - 23.2	20.5 - 25.2

## skilled trades

	entry	mid	senior
electrician	51.2 - 67.5	57.6 - 77.1	65.2 - 87.2
electromechanical technician	52.0 - 70.6	61.8 - 82.7	70.8 - 89.5
field electrician	51.2 - 67.5	57.6 - 77.1	65.2 - 87.2



field heavy duty mechanic	49.9 - 74.8	70.7 - 83.2	79.0 - 95.6
field millwright	62.6 - 81.3	70.4 - 92.5	79.3 - 99.8
field pipefitter	50.8 - 68.4	58.9 - 80.2	68.0 - 92.3
field service technician	49.3 - 64.8	57.1 - 75.7	65.7 - 86.4
field welder	43.7 - 58.1	49.3 - 66.3	61.2 - 74.3
heavy duty mechanic	49.9 - 74.8	70.7 - 83.2	79.0 - 93.6
maintenance mechanic	46.1 - 58.8	53.0 - 68.3	60.7 - 78.0
millwright	62.6 - 81.3	70.4 - 92.5	79.3 - 99.8
welder	43.7 - 57.0	49.3 - 65.3	56.0 - 74.3
welder-fitter	39.0 - 51.1	44.9 - 59.1	51.2 - 66.7

## technologies

application software	entry	mid	senior
.net/C# developer	60.0 - 75.0	66.0 - 95.0	94.0 - 130.0
AI consultant	75.0 - 102.0	90.0 - 121.0	115.0 - 152.0
application support analyst	57.0 - 76.0	66.0 - 88.0	76.0 - 100.0
automation tester	50.0 - 64.0	60.0 - 76.0	65.0 - 89.0
C++/ embedded software engineer	70.0 - 92.0	79.0 - 105.0	90.0 - 118.0
devops - development	64.0 - 86.0	84.0 - 102.0	92.0 - 125.0
director of development/engineering	108.0 - 154.0	144.0 - 206.0	190.0 - 269.0
ERP developer	70.0 - 91.0	79.0 - 104.0	89.0 - 119.0
front-end developer	55.0 - 80.0	76.0 - 102.0	87.0 - 116.0
full stack developer	76.0 - 100.0	87.0 - 117.0	101.0 - 133.0
java developer	60.0 - 75.0	77.0 - 102.0	88.0 - 115.0
machine learning developer	75.0 - 112.0	101.0 - 142.0	122.0 - 155.0
mobile application developer (iOS/android)	55.0 - 83.0	80.0 - 100.0	90.0 - 125.0



quality assurance analyst - automation	65.0 - 85.0	80.0 - 95.0	90.0 - 110.0
quality assurance analyst - manual	61.0 - 81.0	71.0 - 95.0	82.0 - 108.0
quality assurance manager	80.0 - 107.0	92.0 - 124.0	105.0 - 141.0
RPA developer	52.0 - 75.0	80.0 - 100.0	95.0 - 125.0
SQL database developer	61.0 - 81.0	70.0 - 95.0	81.0 - 109.0
UI/UX designer	66.0 - 86.0	74.0 - 98.0	83.0 - 110.0
workday consultant	65.0 - 72.0	70.0 - 85.0	95.0 - 130.0
<b>architecture</b>			
application architect	97.0 - 131.0	110.0 - 151.0	126.0 - 159.0
architect (solutions/technical)	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
cloud architect	88.0 - 111.0	100.0 - 128.0	115.0 - 165.0
enterprise architect	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
SOA architect	88.0 - 119.0	101.0 - 139.0	116.0 - 160.0
<b>data &amp; analytics</b>			
BI data architect	91.0 - 122.0	102.0 - 131.0	115.0 - 155.0
big data engineer	81.0 - 106.0	90.0 - 121.0	102.0 - 137.0
business intelligence developer	68.0 - 89.0	77.0 - 102.0	87.0 - 114.0
data analyst	66.0 - 87.0	76.0 - 104.0	88.0 - 119.0
data architect	70.0 - 93.0	80.5 - 108.9	110.0 - 145.0
data engineer	67.0 - 90.0	77.0 - 105.0	89.0 - 120.0
data scientist	76.0 - 103.0	89.0 - 122.0	103.0 - 165.0
database administrator	70.0 - 96.0	82.0 - 114.0	97.0 - 131.0
<b>leadership/business technology</b>			
business analyst	65.0 - 85.0	80.0 - 98.0	95.0 - 118.0
development manager	90.0 - 117.0	115.0 - 125.0	120.0 - 140.0
IT director	97.0 - 130.0	123.0 - 166.0	155.0 - 208.0
IT manager	90.0 - 120.0	103.0 - 140.0	119.0 - 161.0



service desk manager	90.0 - 115.0	110.0 - 118.0	115.0 - 125.0
<b>networking/infrastructure</b>			
bilingual tech support	65.0 - 82.0	73.0 - 95.0	82.0 - 108.0
cloud engineer	75.0 - 101.0	88.0 - 120.0	103.0 - 136.0
devops - infrastructure	78.0 - 109.0	92.0 - 130.0	107.0 - 147.0
help desk analyst	48.0 - 63.0	55.0 - 73.0	63.0 - 83.0
information security engineer	73.0 - 99.0	85.0 - 116.0	98.0 - 135.0
information security manager	90.0 - 120.0	102.0 - 139.0	118.0 - 160.0
information security specialist	55.0 - 76.0	75.0 - 85.0	75.0 - 115.0
linux/unix administrator	79.0 - 103.0	89.0 - 118.0	101.0 - 134.0
network administrator	55.0 - 83.0	72.0 - 98.0	83.0 - 115.0
network engineer	69.0 - 92.0	79.0 - 108.0	92.0 - 124.0
systems administrator	70.0 - 93.0	81.0 - 108.0	93.0 - 123.0
tech support	60.0 - 78.0	68.0 - 90.0	77.0 - 103.0
<b>project management</b>			
agile coach	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
business systems analyst	67.0 - 91.0	79.0 - 106.0	91.0 - 124.0
ERP project manager	90.0 - 120.0	98.0 - 134.0	109.0 - 150.0
organizational development manager	68.0 - 91.0	79.0 - 109.0	93.0 - 128.0
PMO lead	130.0 - 146.0	140.0 - 148.0	145.0 - 158.0
product manager	80.0 - 110.0	95.0 - 130.0	120.0 - 170.0
product owner	75.0 - 99.0	86.0 - 115.0	100.0 - 130.0
program manager	120.0 - 145.0	140.0 - 155.0	150.0 - 195.0
project coordinator	63.0 - 79.0	70.0 - 90.0	80.0 - 100.0
project manager (infrastructure)	96.0 - 130.0	109.0 - 150.0	125.0 - 174.0
project manager (software)	90.0 - 120.0	101.0 - 137.0	115.0 - 157.0



scrum master	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
technical writer	58.0 - 75.0	67.0 - 88.0	78.0 - 102.0



# greater moncton

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	37.4 - 47.8	40.9 - 53.4	45.5 - 60.2
administrative assistant (bilingual)	48.0 - 56.0	50.0 - 56.0	58.0 - 61.0
administrative clerk	36.5 - 44.9	40.0 - 50.2	44.1 - 54.5
administrative coordinator	41.8 - 52.1	47.2 - 59.1	53.0 - 63.6
administrative manager	56.8 - 73.3	62.0 - 81.5	68.6 - 91.2
benefits clerk	37.8 - 47.6	42.3 - 55.3	48.6 - 63.1
buyer assistant	36.6 - 47.9	42.7 - 55.6	48.6 - 61.5
contracts administrator	90.8 - 115.3	101.7 - 131.9	115.6 - 151.0
data entry clerk	33.7 - 42.5	38.1 - 48.5	42.8 - 52.0
dispatch administratior	45.8 - 58.5	51.8 - 66.9	58.5 - 75.3
document services specialist	31.1 - 39.6	35.8 - 45.6	40.3 - 47.8
documentation specialist	37.4 - 49.7	45.1 - 57.8	51.0 - 61.4
donor relations coordinator	48.2 - 63.4	55.9 - 75.1	65.4 - 87.4
executive assistant	52.9 - 72.8	62.0 - 86.2	72.2 - 98.6
executive assistant (bilingual)	50.1 - 55.0	56.7 - 59.0	65.6 - 70.0
file clerk	33.3 - 43.5	39.4 - 50.4	44.4 - 53.4
HR coordinator	36.6 - 47.0	41.6 - 53.2	46.2 - 57.5
insurance claims clerk	36.5 - 46.3	41.6 - 53.4	47.3 - 60.2
inventory clerk	35.7 - 43.7	39.2 - 50.3	44.6 - 56.7
inventory coordinator	43.7 - 55.9	48.8 - 63.5	55.0 - 72.0
invoicing clerk	36.7 - 46.0	40.8 - 52.4	45.7 - 57.2
lease administrator	45.4 - 59.7	52.6 - 69.9	60.7 - 80.1



leasing coordinator	41.8 - 55.1	48.6 - 64.4	55.9 - 73.6
legal assistant	44.7 - 61.6	53.5 - 74.0	62.7 - 84.0
logistics coordinator	44.9 - 59.5	52.6 - 69.9	60.7 - 79.8
mailroom clerk	35.1 - 43.7	39.6 - 48.9	43.5 - 51.4
marketing assistant	39.1 - 49.2	43.3 - 56.0	49.2 - 65.0
office clerk	36.8 - 45.4	40.2 - 50.5	44.5 - 56.2
office manager	50.9 - 66.2	56.1 - 74.4	62.6 - 83.4
order clerk	35.0 - 41.9	37.7 - 48.1	42.5 - 53.3
order entry clerk	35.0 - 38.1	37.0 - 42.1	37.2 - 45.1
parts coordinators	35.0 - 42.0	35.2 - 48.4	39.7 - 54.3
payroll administrator	42.5 - 56.0	48.5 - 65.0	55.8 - 74.5
procurement coordinator	50.2 - 65.6	56.8 - 75.7	64.9 - 86.9
project coordinator	34.7 - 47.8	40.0 - 56.2	46.5 - 64.6
project manager assistant	44.1 - 58.8	48.7 - 66.2	54.6 - 75.4
property administrator	35.5 - 46.8	39.9 - 54.0	45.8 - 62.8
property manager	57.1 - 75.8	64.7 - 87.8	74.3 - 101.2
receptionist	33.0 - 40.3	35.6 - 45.8	40.1 - 52.6
receptionist (bilingual)	36.1 - 47.2	40.0 - 51.2	48.9 - 55.1
sales administrator	41.2 - 55.5	47.7 - 65.3	55.4 - 74.8
sales assistant	39.4 - 49.5	43.6 - 56.4	49.6 - 65.6
sales coordinator	47.6 - 58.8	51.4 - 65.1	57.0 - 74.3
service coordinator	35.6 - 46.3	39.9 - 53.0	45.4 - 60.7
supply clerk	33.3 - 42.4	37.5 - 48.2	42.0 - 53.0
virtual assistant	33.2 - 41.2	36.8 - 46.1	40.5 - 49.9
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	61.0 - 79.5	68.5 - 91.0	77.6 - 102.5
bilingual customer loyalty agent	34.3 - 45.3	39.3 - 52.6	45.1 - 60.0
bilingual customer service manager	71.7 - 94.9	80.9 - 109.3	92.5 - 125.7
bilingual customer service representative	36.2 - 46.2	40.1 - 52.2	45.2 - 59.0
bilingual customer service supervisor	56.6 - 75.2	64.2 - 86.9	73.3 - 99.2
bilingual customer service team lead	38.2 - 48.2	42.7 - 54.4	47.6 - 60.2
bilingual customer service trainer	42.0 - 55.5	48.2 - 64.7	55.6 - 73.9
bilingual e-chat representative	39.1 - 54.0	47.1 - 61.3	53.0 - 69.1
bilingual fundraising agent	34.6 - 45.7	39.6 - 53.1	45.5 - 60.6
bilingual inside sales manager	67.8 - 91.6	77.3 - 106.3	88.6 - 120.9
bilingual inside sales representative	48.2 - 61.2	53.1 - 68.8	59.4 - 77.8
bilingual insurance advisor	54.8 - 70.0	59.8 - 78.0	66.3 - 87.8
bilingual junior collection agent	33.7 - 43.5	38.1 - 50.1	43.3 - 56.3



bilingual order desk representative	33.2 - 41.9	37.7 - 48.1	42.5 - 53.3
bilingual order management representative	38.3 - 49.0	43.4 - 56.5	49.7 - 65.0
bilingual survey agent	31.6 - 41.1	37.4 - 48.4	42.8 - 53.2
bilingual technical support level 1 agent	43.0 - 57.7	49.5 - 66.8	56.4 - 75.5
bilingual telemarketing agent	32.7 - 41.1	36.3 - 47.1	41.4 - 54.8
bilingual telephone dispatcher	39.1 - 50.3	44.6 - 58.0	50.9 - 66.0
bilingual travel support agent	38.2 - 48.7	43.0 - 55.1	48.1 - 61.2
bilingual workforce planner	46.5 - 58.9	50.2 - 65.1	55.5 - 73.7

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 66.6	67.9 - 76.4	77.5 - 83.0	86.3 - 92.8
accounting clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 92.8	94.2 - 97.3	100.8 - 103.7	110.3 - 121.2
accounts payable clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
accounts receivable clerk	45.9 - 46.4	47.0 - 50.3	50.3 - 54.7	56.1 - 63.4
accounts receivable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
assistant controller	81.9 - 83.0	85.2 - 87.4	92.8 - 96.1	100.5 - 110.3
billing specialist	45.9 - 49.2	53.5 - 55.7	59.0 - 61.4	63.4 - 69.0
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
controller	93.5 - 98.3	103.8 - 110.4	120.1 - 125.6	132.2 - 143.1
credit & collection specialist	47.0 - 48.3	50.2 - 53.7	56.9 - 59.0	61.3 - 66.4
credit and collections manager	60.1 - 65.5	71.0 - 73.2	75.3 - 76.4	81.9 - 87.4
credit and collections supervisor	56.9 - 60.2	64.4 - 68.6	70.0 - 76.3	76.5 - 78.5
invoicing clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0



payroll manager	77.5 - 79.7	84.1 - 87.4	90.6 - 98.3	112.8 - 114.7
payroll specialist	54.6 - 60.1	61.2 - 66.6	68.8 - 75.3	79.7 - 86.3
payroll supervisor	57.7 - 64.4	66.6 - 77.5	79.7 - 86.3	90.6 - 97.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 19.6	18.0 - 22.6	20.0 - 25.7
counterbalance forklift operator	17.5 - 19.0	18.0 - 21.0	20.0 - 25.0
delivery/courier driver	18.0 - 20.7	20.0 - 23.7	22.0 - 26.7
electronic parts assembler	17.2 - 21.6	18.7 - 23.9	20.5 - 26.3
forklift operator	17.5 - 20.6	18.3 - 23.9	20.9 - 26.7
general labourer - heavy	18.0 - 21.4	19.4 - 25.0	22.1 - 27.0
general labourer - light	16.5 - 18.5	17.0 - 22.1	19.5 - 23.8
inventory control clerk	16.6 - 21.0	18.9 - 24.2	21.4 - 27.3
janitor/custodian	17.0 - 19.0	18.0 - 20.2	17.9 - 21.6
machine operator	16.9 - 22.4	19.4 - 26.0	22.3 - 29.8
machine operator assistant	18.0 - 20.0	22.0 - 24.0	34.0 - 67.0
manufacturing worker	17.0 - 18.2	18.0 - 20.7	20.0 - 23.6
material handler	17.0 - 20.7	18.5 - 24.2	21.2 - 26.1
packaging labourer	17.0 - 20.1	17.5 - 22.9	19.8 - 26.1
parts clerk	17.0 - 20.2	18.0 - 23.3	19.1 - 26.1
picker/packer	16.5 - 18.5	18.0 - 20.8	20.0 - 22.9
production labourer	17.0 - 18.4	18.0 - 22.1	19.6 - 24.2
shipper/receiver	17.1 - 21.1	18.7 - 23.6	20.8 - 26.4
shipping and receiving clerk	16.7 - 20.8	18.9 - 24.0	21.6 - 27.4
warehouse labourer	16.4 - 21.5	19.7 - 24.9	22.2 - 26.3



## technologies

application software	entry	mid	senior
.net/C# developer	67.2 - 87.7	75.5 - 100.5	85.7 - 113.7
AI consultant	72.0 - 97.4	85.2 - 116.4	99.9 - 133.7
application support analyst	54.5 - 72.6	63.1 - 84.7	72.3 - 95.9
automation tester	45.9 - 61.5	53.6 - 72.9	62.6 - 83.3
C++/ embedded software engineer	67.2 - 87.7	75.5 - 100.5	85.7 - 113.7
devops - development	61.3 - 82.9	71.3 - 98.4	83.3 - 113.1
director of development/engineering	103.4 - 148.2	139.1 - 199.3	183.6 - 262.9
ERP developer	67.2 - 87.6	75.3 - 100.3	85.6 - 114.2
front-end developer	63.1 - 83.6	72.4 - 97.8	83.7 - 112.0
full stack developer	72.7 - 96.6	83.6 - 112.9	96.6 - 128.7
java developer	65.8 - 85.8	73.9 - 98.3	83.9 - 111.2
machine learning developer	71.8 - 108.1	97.3 - 136.8	117.3 - 149.7
mobile application developer (iOS/android)	61.1 - 94.8	86.1 - 121.9	104.5 - 132.9
quality assurance analyst - automation	65.0 - 78.0	77.0 - 99.0	100.0 - 115.0
quality assurance analyst - manual	58.5 - 77.7	67.5 - 91.3	78.1 - 104.2
quality assurance manager	77.5 - 103.2	88.2 - 119.7	101.2 - 136.0
RPA developer	50.0 - 66.1	57.5 - 77.2	66.0 - 87.2
SQL database developer	57.7 - 77.6	66.6 - 91.3	77.3 - 104.8
UI/UX designer	63.4 - 82.4	70.8 - 93.7	79.8 - 105.1
<b>architecture</b>			
application architect	93.3 - 125.7	105.9 - 145.8	121.7 - 168.2
architect (solutions/technical)	79.6 - 99.9	89.1 - 113.8	100.7 - 128.2
cloud architect	84.7 - 107.2	96.0 - 123.6	109.5 - 139.4
enterprise architect	85.3 - 115.8	97.8 - 135.1	112.8 - 155.8
SOA architect	80.0 - 89.0	95.0 - 107.0	110.0 - 135.0



## data & analytics

BI data architect	86.7 - 117.4	97.3 - 134.3	110.5 - 152.5
big data engineer	77.0 - 101.7	86.4 - 116.5	98.2 - 132.5
business intelligence developer	65.1 - 85.0	73.2 - 97.4	83.1 - 109.6
data analyst	63.0 - 84.8	72.7 - 99.9	84.5 - 114.1
data architect	67.4 - 89.7	77.8 - 105.5	90.4 - 120.9
data engineer	63.6 - 85.8	73.5 - 101.0	85.4 - 115.5
data scientist	73.8 - 100.1	86.1 - 118.5	100.5 - 135.3
database administrator	67.1 - 91.8	79.1 - 109.9	93.1 - 126.5

## leadership/business technology

business analyst	61.8 - 80.6	69.5 - 92.5	79.0 - 105.1
development manager	77.0 - 98.0	105.0 - 121.0	110.0 - 130.0
IT director	93.1 - 125.3	118.7 - 160.0	149.7 - 201.8
IT manager	85.8 - 115.0	98.5 - 134.7	114.1 - 155.6
service desk manager	75.0 - 85.0	95.0 - 112.0	105.0 - 115.0

## networking/infrastructure

bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	71.4 - 96.5	84.2 - 115.2	98.7 - 131.4
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	74.3 - 104.5	87.9 - 124.9	103.2 - 142.4
help desk analyst	45.9 - 60.5	52.4 - 70.1	60.1 - 80.1
information security engineer	70.0 - 94.5	81.0 - 111.2	94.1 - 127.1
information security manager	86.6 - 115.5	98.8 - 134.5	113.7 - 154.4
information security specialist	52.9 - 69.8	60.6 - 81.5	69.8 - 92.8
linux/unix administrator	75.1 - 98.4	84.8 - 113.4	96.9 - 129.4
network administrator	59.1 - 79.5	68.3 - 93.7	79.3 - 107.6
network engineer	65.8 - 88.3	75.6 - 103.7	87.8 - 119.5



systems administrator	67.2 - 89.0	77.1 - 104.1	89.1 - 119.2
tech support	56.9 - 74.7	64.7 - 86.6	74.0 - 98.7
<b>project management</b>			
agile coach	68.2 - 88.8	77.9 - 103.1	89.4 - 117.9
business systems analyst	65.5 - 86.8	75.2 - 101.7	87.0 - 116.9
ERP project manager	86.2 - 115.8	94.2 - 129.2	104.7 - 145.5
organizational development manager	64.7 - 87.6	75.5 - 104.8	89.3 - 123.3
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	76.3 - 106.2	89.0 - 126.0	104.1 - 145.5
product owner	71.6 - 95.1	82.4 - 111.2	95.1 - 126.1
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	59.9 - 75.2	67.2 - 86.2	76.4 - 97.9
project manager (infrastructure)	91.7 - 125.2	104.3 - 145.4	120.0 - 167.9
project manager (software)	86.7 - 115.7	97.2 - 132.4	110.4 - 150.9
scrum master	69.7 - 91.5	78.9 - 105.7	90.4 - 121.7
technical writer	55.3 - 72.2	64.5 - 85.5	75.2 - 97.8



# saint john

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	37.4 - 47.8	40.9 - 53.4	45.5 - 60.2
administrative assistant (bilingual)	48.0 - 56.0	50.0 - 56.0	58.0 - 61.0
administrative clerk	36.5 - 44.9	40.0 - 50.2	44.1 - 54.5
administrative coordinator	41.8 - 52.1	47.2 - 59.1	53.0 - 63.6
administrative manager	56.8 - 73.3	62.0 - 81.5	68.6 - 91.2
benefits clerk	37.8 - 47.6	42.3 - 55.3	48.6 - 63.1
buyer assistant	36.6 - 47.9	42.7 - 55.6	48.6 - 61.5
contracts administrator	90.8 - 115.3	101.7 - 131.9	115.6 - 151.0
data entry clerk	33.7 - 42.5	38.1 - 48.5	42.8 - 52.0
dispatch administratior	45.8 - 58.5	51.8 - 66.9	58.5 - 75.3
document services specialist	31.1 - 39.6	35.8 - 45.6	40.3 - 47.8
documentation specialist	37.4 - 49.7	45.1 - 57.8	51.0 - 61.4
donor relations coordinator	48.2 - 63.4	55.9 - 75.1	65.4 - 87.4
executive assistant	52.9 - 72.8	62.0 - 86.2	72.2 - 98.6
executive assistant (bilingual)	50.1 - 55.0	56.7 - 59.0	65.6 - 70.0
file clerk	33.3 - 43.5	39.4 - 50.4	44.4 - 53.4
HR coordinator	36.6 - 47.0	41.6 - 53.2	46.2 - 57.5
insurance claims clerk	36.5 - 46.3	41.6 - 53.4	47.3 - 60.2
inventory clerk	35.7 - 43.7	39.2 - 50.3	44.6 - 56.7
inventory coordinator	43.7 - 55.9	48.8 - 63.5	55.0 - 72.0
invoicing clerk	36.7 - 46.0	40.8 - 52.4	45.7 - 57.2
lease administrator	45.4 - 59.7	52.6 - 69.9	60.7 - 80.1



leasing coordinator	41.8 - 55.1	48.6 - 64.4	55.9 - 73.6
legal assistant	44.7 - 61.6	53.5 - 74.0	62.7 - 84.0
logistics coordinator	44.9 - 59.5	52.6 - 69.9	60.7 - 79.8
mailroom clerk	35.1 - 43.7	39.6 - 48.9	43.5 - 51.4
marketing assistant	39.1 - 49.2	43.3 - 56.0	49.2 - 65.0
office clerk	36.8 - 45.4	40.2 - 50.5	44.5 - 56.2
office manager	50.9 - 66.2	56.1 - 74.4	62.6 - 83.4
order clerk	35.0 - 41.9	37.7 - 48.1	42.5 - 53.3
order entry clerk	35.0 - 38.1	37.0 - 42.1	37.2 - 45.1
parts coordinators	35.0 - 42.0	35.2 - 48.4	39.7 - 54.3
payroll administrator	42.5 - 56.0	48.5 - 65.0	55.8 - 74.5
procurement coordinator	50.2 - 65.6	56.8 - 75.7	64.9 - 86.9
project coordinator	34.7 - 47.8	40.0 - 56.2	46.5 - 64.6
project manager assistant	44.1 - 58.8	48.7 - 66.2	54.6 - 75.4
property administrator	35.5 - 46.8	39.9 - 54.0	45.8 - 62.8
property manager	57.1 - 75.8	64.7 - 87.8	74.3 - 101.2
receptionist	33.0 - 40.3	35.6 - 45.8	40.1 - 52.6
receptionist (bilingual)	36.0 - 46.8	40.0 - 51.0	48.8 - 55.0
sales administrator	41.2 - 55.5	47.7 - 65.3	55.4 - 74.8
sales assistant	39.4 - 49.5	43.6 - 56.4	49.6 - 65.6
sales coordinator	47.6 - 58.8	51.4 - 65.1	57.0 - 74.3
service coordinator	35.6 - 46.3	39.9 - 53.0	45.4 - 60.7
supply clerk	33.3 - 42.4	37.5 - 48.2	42.0 - 53.0
virtual assistant	33.2 - 41.2	36.8 - 46.1	40.5 - 49.9
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	61.9 - 80.6	69.5 - 92.2	78.7 - 103.8
bilingual customer loyalty agent	34.6 - 45.7	39.6 - 53.1	45.5 - 60.6
bilingual customer service manager	73.3 - 97.0	82.7 - 111.8	94.6 - 128.5
bilingual customer service representative	36.5 - 46.6	40.5 - 52.7	45.6 - 59.6
bilingual customer service supervisor	57.6 - 76.4	65.3 - 88.2	74.6 - 100.6
bilingual customer service team lead	41.7 - 51.2	44.0 - 57.8	49.8 - 62.1
bilingual customer service trainer	42.1 - 55.7	48.4 - 65.0	55.8 - 74.3
bilingual e-chat representative	42.6 - 54.5	47.5 - 61.9	53.5 - 69.7
bilingual fundraising agent	34.6 - 45.7	39.6 - 53.1	45.5 - 60.6
bilingual inside sales manager	68.7 - 92.8	78.4 - 107.6	89.8 - 122.2
bilingual inside sales representative	48.2 - 61.2	53.2 - 68.8	59.5 - 77.8
bilingual insurance advisor	55.3 - 70.5	60.3 - 78.5	66.9 - 88.2
bilingual junior collection agent	34.0 - 43.9	38.4 - 50.6	43.7 - 57.0



bilingual order desk representative	33.4 - 42.3	38.0 - 48.5	42.8 - 53.8
bilingual order management representative	38.6 - 49.5	43.8 - 57.1	50.1 - 65.7
bilingual survey agent	31.8 - 41.4	37.7 - 48.9	43.1 - 53.7
bilingual technical support level 1 agent	43.4 - 58.5	50.1 - 67.8	57.2 - 76.6
bilingual telemarketing agent	32.7 - 41.1	36.3 - 47.1	41.4 - 54.8
bilingual telephone dispatcher	39.5 - 50.9	45.1 - 58.7	51.5 - 66.8
bilingual travel support agent	38.5 - 49.1	43.3 - 55.6	48.5 - 61.8
bilingual workforce planner	47.0 - 59.6	50.8 - 65.9	56.1 - 74.8

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 66.6	67.9 - 76.4	77.5 - 83.0	86.3 - 92.8
accounting clerk	45.9 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 92.8	94.2 - 97.3	100.8 - 103.7	110.3 - 121.2
accounts payable clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
accounts receivable clerk	45.9 - 47.2	47.0 - 52.4	50.5 - 57.1	59.1 - 66.7
accounts receivable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
assistant controller	81.9 - 83.0	85.2 - 87.4	92.8 - 96.1	100.5 - 110.3
billing specialist	45.9 - 49.2	53.5 - 55.7	59.0 - 61.4	63.4 - 69.0
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
controller	93.5 - 98.3	103.8 - 110.4	120.1 - 125.6	132.2 - 143.1
credit & collection specialist	47.0 - 48.3	50.2 - 53.7	56.9 - 59.0	61.3 - 66.4
credit and collections manager	82.1 - 101.0	88.2 - 108.5	96.3 - 116.1	111.4 - 134.1
credit and collections supervisor	56.9 - 60.2	64.4 - 68.6	70.0 - 76.3	76.5 - 78.5
invoicing clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	45.9 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0



payroll manager	77.5 - 79.7	84.1 - 87.4	90.6 - 98.3	112.5 - 114.7
payroll specialist	54.6 - 60.1	61.2 - 66.6	68.8 - 75.3	79.7 - 86.3
payroll supervisor	57.7 - 64.4	66.6 - 77.5	79.7 - 86.3	90.6 - 97.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 19.8	18.0 - 22.9	20.0 - 26.0
counterbalance forklift operator	17.5 - 18.5	19.0 - 20.0	21.0 - 24.0
delivery/courier driver	16.3 - 20.9	18.3 - 23.9	20.7 - 26.9
electronic parts assembler	17.3 - 21.8	18.8 - 24.1	20.7 - 26.6
forklift operator	17.5 - 20.8	18.5 - 24.2	21.2 - 27.0
general labourer - heavy	18.0 - 21.8	19.7 - 25.5	22.6 - 27.5
general labourer - light	17.0 - 18.7	18.0 - 22.3	19.8 - 24.0
inventory control clerk	16.8 - 21.3	19.1 - 24.5	21.7 - 27.6
janitor/custodian	17.0 - 18.1	16.4 - 20.7	18.2 - 22.1
machine operator	18.0 - 22.6	19.6 - 26.3	22.6 - 30.1
machine operator assistant	18.0 - 20.9	19.0 - 24.1	21.6 - 26.9
manufacturing worker	17.0 - 18.4	16.7 - 21.0	18.8 - 23.9
material handler	17.0 - 20.9	18.7 - 24.5	21.4 - 26.5
mould machine operator	17.9 - 23.8	20.6 - 27.5	23.5 - 31.0
packaging labourer	17.0 - 20.3	17.7 - 23.2	20.0 - 26.3
parts clerk	17.0 - 20.3	17.0 - 23.4	19.2 - 26.3
picker/packer	17.0 - 18.7	16.6 - 21.1	18.3 - 23.2
production labourer	17.0 - 18.6	18.0 - 22.3	19.9 - 24.5
shipper/receiver	17.0 - 21.4	19.0 - 23.9	21.1 - 26.7
shipping and receiving clerk	17.0 - 21.0	19.1 - 24.3	21.8 - 27.7
warehouse labourer	16.6 - 21.7	19.9 - 25.2	22.5 - 26.6



## technologies

application software	entry	mid	senior
.net/C# developer	68.3 - 89.2	76.7 - 102.1	87.1 - 115.5
AI consultant	73.0 - 99.1	86.5 - 118.5	101.7 - 136.1
application support analyst	55.2 - 73.7	64.0 - 86.1	73.4 - 97.5
automation tester	46.4 - 62.1	54.2 - 73.6	63.2 - 84.0
C++/ embedded software engineer	68.3 - 89.2	76.7 - 102.1	87.1 - 115.5
devops - development	62.1 - 84.3	72.4 - 100.0	84.7 - 114.9
director of development/engineering	104.1 - 149.1	139.9 - 200.5	184.7 - 264.3
ERP developer	68.2 - 89.0	76.5 - 101.9	87.0 - 116.0
front-end developer	64.0 - 84.9	73.6 - 99.4	85.0 - 113.8
full stack developer	73.9 - 98.2	85.0 - 114.7	98.2 - 130.6
java developer	66.8 - 87.3	75.1 - 99.9	85.2 - 113.0
machine learning developer	72.9 - 109.9	98.9 - 138.8	119.2 - 151.9
mobile application developer (iOS/android)	62.0 - 96.3	87.5 - 123.8	106.2 - 134.9
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	59.3 - 79.0	68.5 - 92.8	79.4 - 105.9
quality assurance manager	79.2 - 105.6	90.2 - 122.4	103.5 - 139.0
RPA developer	50.6 - 67.1	58.3 - 78.4	67.0 - 88.6
SQL database developer	58.5 - 78.8	67.6 - 92.8	78.5 - 106.5
UI/UX designer	64.3 - 83.7	71.9 - 95.2	81.1 - 106.8
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	95.5 - 128.5	108.4 - 148.9	124.5 - 171.6
architect (solutions/technical)	80.9 - 101.5	90.5 - 115.6	102.3 - 130.1
cloud architect	86.0 - 109.0	97.6 - 125.5	111.3 - 141.5
enterprise architect	86.7 - 117.7	99.4 - 137.1	114.6 - 158.0



SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	87.4 - 118.1	98.0 - 135.1	111.2 - 153.4
big data engineer	78.2 - 103.4	87.8 - 118.3	99.8 - 134.5
business intelligence developer	66.1 - 86.4	74.4 - 99.0	84.4 - 111.3
data analyst	63.9 - 86.2	73.9 - 101.5	85.8 - 115.9
data architect	68.2 - 90.7	78.7 - 106.6	91.4 - 122.2
data engineer	64.6 - 87.1	74.7 - 102.6	86.8 - 117.3
data scientist	74.7 - 101.2	87.0 - 119.8	101.5 - 136.8
database administrator	68.1 - 93.3	80.4 - 111.7	94.7 - 128.4
<b>leadership/business technology</b>			
business analyst	62.7 - 81.9	70.5 - 94.1	80.3 - 106.8
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	95.3 - 128.1	121.4 - 163.4	152.9 - 205.7
IT manager	87.8 - 117.7	100.8 - 137.7	116.7 - 158.9
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	72.5 - 98.1	85.6 - 117.0	100.3 - 133.4
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	75.5 - 106.2	89.4 - 126.9	104.9 - 144.5
help desk analyst	46.4 - 61.3	53.1 - 71.2	60.9 - 81.4
information security engineer	71.1 - 96.0	82.3 - 113.0	95.6 - 129.1
information security manager	88.5 - 118.2	101.1 - 137.4	116.3 - 157.7
information security specialist	53.5 - 70.9	61.4 - 82.9	70.9 - 94.3
linux/unix administrator	76.2 - 100.0	86.2 - 115.2	98.5 - 131.4
network administrator	59.9 - 80.8	69.3 - 95.2	80.5 - 109.3



network engineer	66.8 - 89.8	76.8 - 105.4	89.3 - 121.3
systems administrator	68.2 - 90.5	78.3 - 105.8	90.6 - 121.1
tech support	57.6 - 75.9	65.6 - 88.0	75.1 - 100.3
<b>project management</b>			
agile coach	68.8 - 89.7	78.6 - 104.3	90.3 - 119.2
business systems analyst	66.5 - 88.2	76.4 - 103.3	88.5 - 118.7
ERP project manager	88.1 - 118.5	96.4 - 132.1	107.1 - 148.6
organizational development manager	66.0 - 89.6	77.2 - 107.2	91.3 - 126.1
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	77.4 - 107.5	90.2 - 127.4	105.4 - 147.0
product owner	72.7 - 96.7	83.8 - 113.0	96.6 - 128.1
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	60.8 - 76.4	68.2 - 87.6	77.6 - 99.5
project manager (infrastructure)	93.8 - 128.0	106.7 - 148.5	122.7 - 171.4
project manager (software)	88.6 - 118.4	99.5 - 135.3	112.9 - 154.1
scrum master	70.7 - 93.0	80.2 - 107.5	91.9 - 123.6
technical writer	55.6 - 72.7	64.9 - 86.1	75.7 - 98.4



# York Region

## Business Support & Operations

Administrative Professionals	Entry	Mid	Senior
Administrative assistant	37.4 - 47.8	40.9 - 53.4	45.5 - 60.2
Administrative assistant (bilingual)	48.0 - 56.0	50.0 - 56.0	58.0 - 61.0
Administrative clerk	36.5 - 44.9	40.0 - 50.2	44.1 - 54.5
Administrative coordinator	41.8 - 52.1	47.2 - 59.1	53.0 - 63.6
Administrative manager	56.8 - 73.3	62.0 - 81.5	68.6 - 91.2
Benefits clerk	37.8 - 47.6	42.3 - 55.3	48.6 - 63.1
Buyer assistant	36.6 - 47.9	42.7 - 55.6	48.6 - 61.5
Contracts administrator	90.8 - 115.3	101.7 - 131.9	115.6 - 151.0
Data entry clerk	33.7 - 42.5	38.1 - 48.5	42.8 - 52.0
Dispatch administrator	45.8 - 58.5	51.8 - 66.9	58.5 - 75.3
Document services specialist	31.1 - 39.6	35.8 - 45.6	40.3 - 47.8
Documentation specialist	37.4 - 49.7	45.1 - 57.8	51.0 - 61.4
Donor relations coordinator	48.2 - 63.4	55.9 - 75.1	65.4 - 87.4
Executive assistant	52.9 - 72.8	62.0 - 86.2	72.2 - 98.6
Executive assistant (bilingual)	50.1 - 55.0	56.7 - 59.0	65.6 - 70.0
File clerk	33.3 - 43.5	39.4 - 50.4	44.4 - 53.4
HR coordinator	36.6 - 47.0	41.6 - 53.2	46.2 - 57.5
Insurance claims clerk	36.5 - 46.3	41.6 - 53.4	47.3 - 60.2
Inventory clerk	35.7 - 43.7	39.2 - 50.3	44.6 - 56.7
Inventory coordinator	43.7 - 55.9	48.8 - 63.5	55.0 - 72.0
Invoicing clerk	36.7 - 46.0	40.8 - 52.4	45.7 - 57.2
Lease administrator	45.4 - 59.7	52.6 - 69.9	60.7 - 80.1



leasing coordinator	41.8 - 55.1	48.6 - 64.4	55.9 - 73.6
legal assistant	44.7 - 61.6	53.5 - 74.0	62.7 - 84.0
logistics coordinator	44.9 - 59.5	52.6 - 69.9	60.7 - 79.8
mailroom clerk	35.1 - 43.7	39.6 - 48.9	43.5 - 51.4
marketing assistant	39.1 - 49.2	43.3 - 56.0	49.2 - 65.0
office clerk	36.8 - 45.4	40.2 - 50.5	44.5 - 56.2
office manager	50.9 - 66.2	56.1 - 74.4	62.6 - 83.4
order clerk	35.0 - 41.9	37.7 - 48.1	42.5 - 53.3
order entry clerk	35.0 - 38.1	37.0 - 42.1	37.2 - 45.1
parts coordinators	35.0 - 42.0	35.2 - 48.4	39.7 - 54.3
payroll administrator	42.5 - 56.0	48.5 - 65.0	55.8 - 74.5
procurement coordinator	50.2 - 65.6	56.8 - 75.7	64.9 - 86.9
project coordinator	34.7 - 47.8	40.0 - 56.2	46.5 - 64.6
project manager assistant	44.1 - 58.8	48.7 - 66.2	54.6 - 75.4
property administrator	35.5 - 46.8	39.9 - 54.0	45.8 - 62.8
property manager	57.1 - 75.8	64.7 - 87.8	74.3 - 101.2
receptionist	33.0 - 40.3	35.6 - 45.8	40.1 - 52.6
receptionist (bilingual)	36.0 - 47.3	40.0 - 51.0	49.2 - 55.0
sales administrator	41.2 - 55.5	47.7 - 65.3	55.4 - 74.8
sales assistant	39.4 - 49.5	43.6 - 56.4	49.6 - 65.6
sales coordinator	47.6 - 58.8	51.4 - 65.1	57.0 - 74.3
service coordinator	35.6 - 46.3	39.9 - 53.0	45.4 - 60.7
supply clerk	33.3 - 42.4	37.5 - 48.2	42.0 - 53.0
virtual assistant	33.2 - 41.2	36.8 - 46.1	40.5 - 49.9
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	34.6 - 45.7	39.6 - 53.1	45.5 - 60.6
bilingual customer loyalty agent	34.5 - 45.7	39.5 - 53.1	45.4 - 60.6
bilingual customer service manager	72.6 - 96.0	81.9 - 110.7	93.6 - 127.3
bilingual customer service representative	36.4 - 46.5	40.4 - 52.7	45.5 - 59.6
bilingual customer service supervisor	57.4 - 76.4	65.2 - 88.3	74.5 - 100.8
bilingual customer service team lead	43.8 - 55.9	48.8 - 63.3	54.9 - 71.3
bilingual customer service trainer	42.4 - 56.2	48.7 - 65.6	56.3 - 75.0
bilingual e-chat representative	42.5 - 54.5	47.5 - 61.9	53.5 - 69.8
bilingual fundraising agent	49.8 - 64.0	57.6 - 73.5	64.7 - 80.2
bilingual inside sales manager	69.3 - 93.8	79.1 - 108.8	90.8 - 123.6
bilingual inside sales representative	48.4 - 61.5	53.4 - 69.2	59.8 - 78.3
bilingual insurance advisor	55.6 - 71.1	60.7 - 79.2	67.4 - 89.1
bilingual junior collection agent	34.2 - 44.2	38.6 - 50.9	44.0 - 57.3



bilingual order desk representative	33.3 - 42.3	37.9 - 48.5	42.8 - 53.8
bilingual order management representative	38.6 - 49.4	43.8 - 57.1	50.1 - 65.7
bilingual survey agent	31.7 - 41.4	37.6 - 48.9	43.1 - 53.7
bilingual technical support level 1 agent	43.4 - 58.4	50.1 - 67.8	57.2 - 76.6
bilingual telemarketing agent	32.8 - 41.2	36.4 - 47.4	41.6 - 55.1
bilingual telephone dispatcher	39.2 - 50.5	44.8 - 58.3	51.1 - 66.4
bilingual travel support agent	38.5 - 49.1	43.3 - 55.6	48.5 - 61.8
bilingual workforce planner	47.1 - 59.7	50.9 - 66.0	56.3 - 74.8

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 66.6	67.9 - 76.4	77.5 - 83.0	86.3 - 92.8
accounting clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 92.8	94.2 - 97.3	100.8 - 103.7	110.3 - 121.2
accounts payable clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.4	105.5 - 110.3
accounts receivable clerk	45.9 - 47.5	47.0 - 52.9	50.9 - 57.5	59.4 - 67.3
accounts receivable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
assistant controller	81.9 - 83.0	85.2 - 87.4	92.8 - 96.1	100.5 - 110.3
billing specialist	45.9 - 49.2	53.5 - 55.7	59.0 - 61.4	63.4 - 69.0
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
controller	93.5 - 98.3	103.8 - 110.4	120.1 - 125.6	132.2 - 143.1
credit & collection specialist	47.0 - 48.3	50.2 - 53.7	56.9 - 59.0	61.3 - 66.4
credit and collections manager	82.1 - 100.1	88.2 - 107.7	95.6 - 115.1	110.4 - 133.0
credit and collections supervisor	56.9 - 60.2	64.4 - 68.6	70.0 - 76.3	76.5 - 78.5
invoicing clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0



payroll manager	77.5 - 79.7	84.1 - 87.4	90.6 - 98.3	112.5 - 114.7
payroll specialist	54.6 - 60.1	61.2 - 66.6	68.8 - 75.3	79.7 - 86.3

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 19.8	17.6 - 22.9	20.0 - 26.0
counterbalance forklift operator	17.5 - 18.0	19.0 - 20.0	21.0 - 24.0
delivery/courier driver	16.1 - 20.8	18.2 - 23.8	20.5 - 26.8
electronic parts assembler	17.3 - 21.8	18.8 - 24.1	20.7 - 26.6
forklift operator	17.5 - 20.8	18.5 - 24.2	21.2 - 27.1
general labourer - heavy	18.0 - 21.7	19.6 - 25.3	22.4 - 27.4
general labourer - light	17.0 - 18.8	17.2 - 22.4	19.8 - 24.1
inventory control clerk	16.7 - 21.3	19.1 - 24.5	21.7 - 27.7
janitor/custodian	17.0 - 17.9	16.2 - 20.4	18.0 - 21.8
machine operator	17.1 - 22.6	19.6 - 26.3	22.6 - 30.1
machine operator assistant	16.6 - 20.9	19.0 - 24.2	21.7 - 27.0
manufacturing worker	17.0 - 18.4	18.0 - 21.0	18.8 - 23.9
material handler	17.0 - 20.9	18.7 - 24.5	21.4 - 26.5
mould machine operator	17.8 - 23.7	20.5 - 27.5	23.4 - 30.9
packaging labourer	17.0 - 20.3	18.0 - 23.2	20.0 - 26.4
parts clerk	17.0 - 20.4	18.0 - 23.5	19.3 - 26.4
picker/packer	17.0 - 18.7	18.0 - 21.1	18.3 - 23.2
production labourer	17.0 - 18.6	18.0 - 22.3	19.8 - 24.5
shipper/receiver	17.2 - 21.2	18.8 - 23.7	20.9 - 26.5
shipping and receiving clerk	17.0 - 20.9	19.0 - 24.1	21.7 - 27.5
warehouse labourer	16.5 - 21.7	19.9 - 25.3	22.5 - 26.7



## technologies

application software	entry	mid	senior
.net/C# developer	68.2 - 89.2	76.6 - 102.2	87.1 - 115.7
AI consultant	73.0 - 99.1	86.6 - 118.6	101.7 - 136.4
application support analyst	55.2 - 73.7	64.0 - 86.1	73.4 - 97.6
automation tester	46.5 - 62.3	54.4 - 73.8	63.4 - 84.3
C++/ embedded software engineer	68.2 - 89.2	76.6 - 102.2	87.1 - 115.7
devops - development	62.1 - 84.2	72.3 - 100.1	84.7 - 115.1
director of development/engineering	104.7 - 150.1	140.8 - 201.5	185.7 - 265.1
ERP developer	68.2 - 89.0	76.5 - 102.0	87.0 - 116.2
front-end developer	64.0 - 84.9	73.5 - 99.4	85.0 - 113.9
full stack developer	73.8 - 98.2	85.0 - 114.9	98.2 - 130.9
java developer	66.7 - 87.2	75.0 - 100.0	85.2 - 113.2
machine learning developer	72.9 - 110.0	99.0 - 139.2	119.4 - 152.3
mobile application developer (iOS/android)	61.9 - 96.4	87.5 - 124.0	106.3 - 135.2
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	59.3 - 78.9	68.5 - 92.8	79.3 - 106.0
quality assurance manager	78.5 - 104.5	89.3 - 121.2	102.4 - 137.7
RPA developer	50.6 - 67.1	58.2 - 78.4	67.0 - 88.6
SQL database developer	58.5 - 78.8	67.5 - 92.8	78.5 - 106.6
UI/UX designer	64.3 - 83.7	71.8 - 95.3	81.0 - 106.9
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	94.5 - 127.2	107.2 - 147.6	123.2 - 170.2
architect (solutions/technical)	80.8 - 101.6	90.5 - 115.8	102.4 - 130.4
cloud architect	86.0 - 109.1	97.6 - 125.8	111.5 - 141.8
enterprise architect	86.7 - 117.9	99.5 - 137.4	114.8 - 158.4



SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	87.7 - 118.8	98.5 - 135.9	111.9 - 154.4
big data engineer	78.2 - 103.5	87.8 - 118.5	99.9 - 134.8
business intelligence developer	66.0 - 86.4	74.3 - 99.1	84.4 - 111.5
data analyst	63.8 - 86.2	73.8 - 101.6	85.8 - 116.1
data architect	68.6 - 91.3	79.3 - 107.4	92.1 - 123.1
data engineer	64.5 - 87.1	74.6 - 102.7	86.8 - 117.5
data scientist	75.2 - 102.0	87.7 - 120.7	102.3 - 137.8
database administrator	68.1 - 93.3	80.4 - 111.8	94.7 - 128.7
<b>leadership/business technology</b>			
business analyst	62.6 - 81.9	70.5 - 94.1	80.2 - 106.9
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	94.3 - 126.9	120.1 - 162.0	151.6 - 203.9
IT manager	86.9 - 116.5	99.8 - 136.4	115.5 - 157.5
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	72.5 - 98.2	85.5 - 117.2	100.4 - 133.7
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	75.4 - 106.4	89.4 - 127.1	105.0 - 144.9
help desk analyst	46.5 - 61.3	53.1 - 71.1	60.9 - 81.3
information security engineer	71.0 - 96.1	82.2 - 113.1	95.7 - 129.3
information security manager	87.6 - 117.0	100.0 - 136.1	115.1 - 156.4
information security specialist	53.5 - 70.8	61.4 - 82.8	70.8 - 94.4
linux/unix administrator	76.2 - 100.1	86.2 - 115.4	98.6 - 131.7
network administrator	59.8 - 80.8	69.2 - 95.3	80.5 - 109.5



network engineer	66.7 - 89.8	76.8 - 105.6	89.3 - 121.6
systems administrator	68.1 - 90.5	78.3 - 105.9	90.6 - 121.3
tech support	57.6 - 75.9	65.6 - 88.0	75.1 - 100.4
<b>project management</b>			
agile coach	68.8 - 89.9	78.7 - 104.6	90.5 - 119.7
business systems analyst	66.4 - 88.2	76.4 - 103.4	88.5 - 118.9
ERP project manager	87.3 - 117.2	95.4 - 130.8	106.0 - 147.3
organizational development manager	65.4 - 88.7	76.5 - 106.1	90.4 - 124.8
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	78.1 - 108.7	91.2 - 128.8	106.6 - 148.7
product owner	72.7 - 96.8	83.7 - 113.2	96.7 - 128.3
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	60.7 - 76.3	68.2 - 87.6	77.5 - 99.6
project manager (infrastructure)	92.9 - 126.7	105.5 - 147.3	121.4 - 169.9
project manager (software)	87.8 - 117.1	98.4 - 134.1	111.7 - 152.8
scrum master	70.7 - 93.0	80.1 - 107.6	91.9 - 123.8
technical writer	56.0 - 73.2	65.4 - 86.6	76.2 - 99.0



# conception bay - st. john's

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	37.4 - 47.8	40.9 - 53.4	45.5 - 60.2
administrative assistant (bilingual)	48.0 - 56.0	50.0 - 56.0	58.0 - 61.0
administrative clerk	36.5 - 44.9	40.0 - 50.2	44.1 - 54.5
administrative coordinator	41.8 - 52.1	47.2 - 59.1	53.0 - 63.6
administrative manager	56.8 - 73.3	62.0 - 81.5	68.6 - 91.2
benefits clerk	37.8 - 47.6	42.3 - 55.3	48.6 - 63.1
buyer assistant	36.6 - 47.9	42.7 - 55.6	48.6 - 61.5
contracts administrator	90.8 - 115.3	101.7 - 131.9	115.6 - 151.0
data entry clerk	33.7 - 42.5	38.1 - 48.5	42.8 - 52.0
dispatch administratior	45.8 - 58.5	51.8 - 66.9	58.5 - 75.3
document services specialist	31.1 - 39.6	35.8 - 45.6	40.3 - 47.8
documentation specialist	37.4 - 49.7	45.1 - 57.8	51.0 - 61.4
donor relations coordinator	48.2 - 63.4	55.9 - 75.1	65.4 - 87.4
executive assistant	52.9 - 72.8	62.0 - 86.2	72.2 - 98.6
executive assistant (bilingual)	50.1 - 55.0	56.7 - 59.0	65.6 - 70.0
file clerk	33.3 - 43.5	39.4 - 50.4	44.4 - 53.4
HR coordinator	36.6 - 47.0	41.6 - 53.2	46.2 - 57.5
insurance claims clerk	36.5 - 46.3	41.6 - 53.4	47.3 - 60.2
inventory clerk	35.7 - 43.7	39.2 - 50.3	44.6 - 56.7
inventory coordinator	43.7 - 55.9	48.8 - 63.5	55.0 - 72.0
invoicing clerk	36.7 - 46.0	40.8 - 52.4	45.7 - 57.2
lease administrator	45.4 - 59.7	52.6 - 69.9	60.7 - 80.1



leasing coordinator	41.8 - 55.1	48.6 - 64.4	55.9 - 73.6
legal assistant	44.7 - 61.6	53.5 - 74.0	62.7 - 84.0
logistics coordinator	44.9 - 59.5	52.6 - 69.9	60.7 - 79.8
mailroom clerk	35.1 - 43.7	39.6 - 48.9	43.5 - 51.4
marketing assistant	39.1 - 49.2	43.3 - 56.0	49.2 - 65.0
office clerk	36.8 - 45.4	40.2 - 50.5	44.5 - 56.2
office manager	50.9 - 66.2	56.1 - 74.4	62.6 - 83.4
order clerk	35.0 - 41.9	37.7 - 48.1	42.5 - 53.3
order entry clerk	35.0 - 38.1	37.0 - 42.1	37.2 - 45.1
parts coordinators	35.0 - 42.0	35.2 - 48.4	39.7 - 54.3
payroll administrator	42.5 - 56.0	48.5 - 65.0	55.8 - 74.5
procurement coordinator	50.2 - 65.6	56.8 - 75.7	64.9 - 86.9
project coordinator	34.7 - 47.8	40.0 - 56.2	46.5 - 64.6
project manager assistant	44.1 - 58.8	48.7 - 66.2	54.6 - 75.4
property administrator	35.5 - 46.8	39.9 - 54.0	45.8 - 62.8
property manager	57.1 - 75.8	64.7 - 87.8	74.3 - 101.2
receptionist	33.0 - 40.3	35.6 - 45.8	40.1 - 52.6
receptionist (bilingual)	36.0 - 47.0	40.0 - 51.0	49.3 - 55.0
sales administrator	41.2 - 55.5	47.7 - 65.3	55.4 - 74.8
sales assistant	39.4 - 49.5	43.6 - 56.4	49.6 - 65.6
sales coordinator	47.6 - 58.8	51.4 - 65.1	57.0 - 74.3
service coordinator	35.6 - 46.3	39.9 - 53.0	45.4 - 60.7
supply clerk	33.3 - 42.4	37.5 - 48.2	42.0 - 53.0
virtual assistant	33.2 - 41.2	36.8 - 46.1	40.5 - 49.9
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	64.6 - 84.1	72.6 - 96.0	82.1 - 107.9
bilingual customer loyalty agent	36.0 - 47.8	41.5 - 55.6	47.6 - 63.5
bilingual customer service manager	77.3 - 102.0	87.1 - 117.3	99.4 - 134.6
bilingual customer service representative	38.1 - 48.8	42.4 - 55.2	47.7 - 62.4
bilingual customer service supervisor	60.5 - 80.4	68.7 - 92.7	78.4 - 105.6
bilingual customer service team lead	43.8 - 55.9	48.8 - 63.3	54.9 - 71.3
bilingual customer service trainer	44.8 - 59.1	51.3 - 69.0	59.2 - 78.8
bilingual e-chat representative	44.6 - 57.1	49.7 - 64.9	56.1 - 73.1
bilingual fundraising agent	40.4 - 51.4	45.4 - 58.2	50.8 - 64.7
bilingual inside sales manager	71.8 - 96.6	81.7 - 111.8	93.5 - 126.8
bilingual inside sales representative	51.6 - 65.5	56.9 - 73.7	63.7 - 83.2
bilingual insurance advisor	58.8 - 75.1	64.2 - 83.5	71.2 - 93.8
bilingual junior collection agent	35.3 - 45.9	40.2 - 52.9	45.7 - 59.5



bilingual order desk representative	34.7 - 44.3	39.8 - 50.8	44.9 - 56.4
bilingual order management representative	40.4 - 51.8	45.9 - 59.8	52.5 - 68.8
bilingual survey agent	32.8 - 43.4	39.4 - 51.2	45.2 - 56.2
bilingual technical support level 1 agent	46.0 - 61.8	53.0 - 71.6	60.5 - 80.8
bilingual telemarketing agent	34.7 - 44.0	38.8 - 50.5	44.4 - 58.7
bilingual telephone dispatcher	41.1 - 52.8	46.9 - 61.0	53.5 - 69.5
bilingual travel support agent	40.4 - 51.4	45.4 - 58.2	50.8 - 64.7
bilingual workforce planner	49.5 - 62.8	53.5 - 69.5	59.2 - 78.7

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 66.6	67.9 - 76.4	77.5 - 83.0	86.3 - 92.8
accounting clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 92.8	94.2 - 97.3	100.8 - 103.7	110.3 - 121.2
accounts payable clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
accounts receivable clerk	45.9 - 49.5	47.0 - 54.9	52.9 - 59.8	61.8 - 70.0
accounts receivable manager	75.3 - 77.5	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
assistant controller	81.9 - 83.0	85.2 - 87.4	92.8 - 96.1	100.5 - 110.3
billing specialist	45.9 - 49.2	53.5 - 55.7	59.0 - 61.4	63.4 - 69.0
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
controller	93.5 - 98.3	103.8 - 110.4	120.1 - 125.6	132.2 - 143.1
credit & collection specialist	47.0 - 48.3	50.2 - 53.7	56.9 - 59.0	61.3 - 66.4
credit and collections manager	82.1 - 106.5	88.2 - 114.3	101.7 - 122.1	117.3 - 140.9
credit and collections supervisor	56.9 - 60.2	64.4 - 68.6	70.0 - 76.3	76.5 - 78.5
invoicing clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0



payroll manager	77.5 - 79.7	84.1 - 87.4	90.6 - 98.3	112.5 - 114.7
payroll specialist	54.6 - 60.1	61.2 - 66.7	68.8 - 75.3	79.7 - 86.3
payroll supervisor	57.7 - 64.4	66.6 - 77.5	79.7 - 86.3	90.6 - 97.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 20.7	18.3 - 23.9	20.9 - 27.2
counterbalance forklift operator	17.5 - 18.0	19.0 - 20.0	20.0 - 22.0
delivery/courier driver	16.9 - 21.9	19.1 - 25.1	21.7 - 28.2
electronic parts assembler	18.1 - 22.8	19.7 - 25.2	21.6 - 27.7
forklift operator	17.3 - 22.7	20.2 - 26.3	23.1 - 29.4
general labourer - heavy	17.8 - 23.1	20.9 - 27.0	23.9 - 29.1
general labourer - light	17.0 - 19.6	17.9 - 23.3	20.6 - 25.1
industrial painter	16.7 - 21.8	19.1 - 25.2	21.7 - 28.4
inventory control clerk	18.2 - 23.2	20.8 - 26.6	23.6 - 30.0
janitor/custodian	17.0 - 18.9	18.0 - 21.6	19.0 - 23.0
machine operator	17.8 - 23.6	20.5 - 27.5	23.5 - 31.5
machine operator assistant	17.2 - 21.8	19.9 - 25.2	22.6 - 28.2
manufacturing worker	17.0 - 19.2	18.0 - 21.9	19.6 - 24.9
material handler	17.2 - 22.8	20.4 - 26.6	23.3 - 28.8
mould machine operator	18.7 - 24.8	21.5 - 28.8	24.6 - 32.4
packaging labourer	16.5 - 21.2	18.5 - 24.2	20.9 - 27.5
parts clerk	17.0 - 21.6	18.0 - 24.8	20.4 - 27.9
picker/packer	17.0 - 20.4	18.0 - 23.0	20.0 - 25.2
production labourer	17.0 - 20.3	18.5 - 24.3	21.7 - 26.6
shipper/receiver	17.9 - 22.2	19.7 - 24.8	21.9 - 27.8
shipping and receiving clerk	17.4 - 21.9	19.9 - 25.3	22.7 - 28.8



warehouse labourer	18.0 - 23.6	21.8 - 27.4	24.4 - 28.9
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## technologies

application software	entry	mid	senior
.net/C# developer	72.1 - 93.7	80.9 - 107.0	91.6 - 120.8
AI consultant	76.8 - 103.7	90.8 - 123.6	106.3 - 141.8
application support analyst	58.3 - 77.8	67.7 - 90.6	77.5 - 102.3
automation tester	48.4 - 65.0	56.7 - 76.9	66.1 - 87.7
C++/ embedded software engineer	72.1 - 93.7	80.9 - 107.0	91.6 - 120.8
devops - development	65.7 - 88.7	76.4 - 104.8	89.1 - 120.2
director of development/engineering	110.0 - 156.8	147.2 - 209.3	193.2 - 274.1
ERP developer	72.1 - 93.6	80.7 - 106.8	91.5 - 121.3
front-end developer	67.7 - 89.4	77.6 - 104.2	89.5 - 119.0
full stack developer	77.9 - 103.0	89.5 - 120.0	103.0 - 136.4
java developer	70.6 - 91.8	79.2 - 104.8	89.7 - 118.2
machine learning developer	77.0 - 115.0	103.8 - 144.9	124.6 - 158.4
mobile application developer (iOS/android)	65.5 - 101.1	92.0 - 129.4	111.2 - 140.8
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	62.7 - 83.2	72.4 - 97.4	83.6 - 110.9
quality assurance manager	83.4 - 110.9	94.9 - 128.2	108.7 - 145.4
RPA developer	53.5 - 70.9	61.6 - 82.7	70.8 - 93.2
SQL database developer	61.9 - 83.1	71.4 - 97.5	82.7 - 111.5
UI/UX designer	68.0 - 88.1	75.9 - 100.0	85.4 - 111.8
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	100.4 - 134.5	113.7 - 155.7	130.4 - 178.9



architect (solutions/technical)	85.2 - 106.4	95.1 - 120.9	107.3 - 135.9
cloud architect	90.5 - 114.1	102.4 - 131.1	116.5 - 147.6
enterprise architect	91.2 - 123.0	104.2 - 143.1	119.9 - 164.6
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	92.5 - 124.6	103.6 - 142.2	117.4 - 161.2
big data engineer	82.5 - 108.4	92.3 - 123.7	104.7 - 140.4
business intelligence developer	69.8 - 90.9	78.5 - 103.9	88.8 - 116.5
data analyst	67.5 - 90.7	77.9 - 106.4	90.3 - 121.3
data architect	72.0 - 95.4	83.0 - 111.9	96.2 - 128.0
data engineer	68.2 - 91.7	78.8 - 107.5	91.3 - 122.7
data scientist	78.8 - 106.4	91.7 - 125.6	106.7 - 143.1
database administrator	72.0 - 98.0	84.7 - 116.8	99.4 - 134.1
<b>leadership/business technology</b>			
business analyst	66.2 - 86.3	74.5 - 98.8	84.6 - 111.9
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	100.1 - 134.2	127.1 - 170.4	159.7 - 213.5
IT manager	92.3 - 123.3	105.9 - 144.1	122.4 - 165.8
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	76.5 - 102.9	90.0 - 122.3	105.2 - 139.3
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	79.6 - 111.3	93.9 - 132.5	109.9 - 150.7
help desk analyst	49.2 - 64.8	56.2 - 75.2	64.4 - 85.7
information security engineer	75.1 - 100.8	86.6 - 118.2	100.4 - 134.8
information security manager	93.1 - 123.9	106.1 - 143.8	121.9 - 164.7



information security specialist	56.6 - 74.8	65.0 - 87.3	74.9 - 99.1
linux/unix administrator	80.4 - 104.9	90.7 - 120.5	103.3 - 137.2
network administrator	63.3 - 85.1	73.2 - 99.9	84.8 - 114.5
network engineer	70.5 - 94.4	81.0 - 110.5	93.8 - 126.8
systems administrator	72.0 - 95.1	82.6 - 110.8	95.2 - 126.6
tech support	60.9 - 80.1	69.3 - 92.5	79.2 - 105.2
<b>project management</b>			
agile coach	73.2 - 95.2	83.6 - 110.4	95.8 - 125.9
business systems analyst	70.3 - 92.8	80.6 - 108.3	93.0 - 124.1
ERP project manager	92.8 - 124.1	101.3 - 138.3	112.4 - 155.4
organizational development manager	69.6 - 94.3	81.3 - 112.5	96.0 - 132.0
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	80.8 - 111.7	93.9 - 132.1	109.5 - 152.3
product owner	76.7 - 101.5	88.2 - 118.2	101.4 - 133.8
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	64.2 - 80.6	72.1 - 92.1	81.8 - 104.3
project manager (infrastructure)	98.7 - 134.0	111.9 - 155.3	128.5 - 178.7
project manager (software)	93.3 - 124.0	104.5 - 141.6	118.4 - 161.0
scrum master	74.7 - 97.6	84.5 - 112.5	96.6 - 129.1
technical writer	58.0 - 75.8	67.7 - 89.7	78.9 - 102.5



# greater halifax

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	38.9 - 49.6	42.5 - 55.3	47.3 - 62.3
administrative assistant (bilingual)	50.0 - 57.6	59.0 - 74.5	61.3 - 79.1
administrative clerk	37.2 - 46.4	41.4 - 51.8	45.6 - 56.2
administrative coordinator	43.5 - 54.0	49.0 - 61.2	54.9 - 65.9
administrative manager	58.8 - 75.8	64.1 - 84.3	71.0 - 94.3
benefits clerk	38.3 - 49.3	43.9 - 57.2	50.3 - 65.2
buyer assistant	38.1 - 49.6	44.3 - 57.4	50.3 - 63.6
contracts administrator	93.8 - 118.9	105.0 - 135.9	119.2 - 155.3
data entry clerk	37.0 - 44.0	39.5 - 50.1	44.3 - 53.7
dispatch administrator	47.6 - 60.6	53.8 - 69.2	60.6 - 77.9
document services specialist	35.0 - 41.2	37.2 - 47.3	41.8 - 49.5
documentation specialist	38.9 - 51.4	46.8 - 59.8	52.8 - 63.5
donor relations coordinator	50.5 - 66.3	58.6 - 78.5	68.4 - 91.3
executive assistant	54.9 - 75.2	64.2 - 89.0	74.6 - 101.7
executive assistant (bilingual)	54.7 - 67.0	58.0 - 73.0	65.0 - 80.7
file clerk	34.6 - 45.2	41.0 - 52.1	46.0 - 55.2
HR coordinator	42.0 - 48.7	43.2 - 55.0	47.9 - 59.5
insurance claims clerk	41.0 - 47.9	43.1 - 55.1	48.9 - 62.1
inventory clerk	39.0 - 47.4	42.7 - 54.4	48.3 - 61.2
inventory coordinator	45.1 - 57.6	50.3 - 65.4	56.7 - 74.2
invoicing clerk	40.0 - 47.6	42.3 - 54.3	47.3 - 59.1
lease administrator	47.0 - 61.7	54.4 - 72.1	62.7 - 82.6



leasing coordinator	43.4 - 57.0	50.3 - 66.5	57.8 - 75.9
legal assistant	46.2 - 63.4	55.1 - 76.0	64.5 - 86.3
logistics coordinator	46.4 - 61.3	54.2 - 72.0	62.5 - 82.1
mailroom clerk	36.3 - 45.2	41.0 - 50.5	45.0 - 53.1
marketing assistant	40.8 - 51.1	45.1 - 58.0	51.1 - 67.3
office clerk	38.2 - 46.9	41.7 - 52.1	46.1 - 57.9
office manager	53.0 - 68.7	58.3 - 77.0	64.9 - 86.2
order clerk	37.0 - 43.5	39.2 - 49.8	44.1 - 55.2
order entry clerk	35.0 - 39.3	35.8 - 45.7	40.5 - 48.9
parts coordinators	37.0 - 43.8	36.7 - 50.3	41.5 - 56.4
payroll administrator	44.2 - 58.0	50.4 - 67.3	57.8 - 77.1
procurement coordinator	52.1 - 68.0	58.9 - 78.4	67.2 - 90.0
project coordinator	36.2 - 49.6	41.7 - 58.2	48.4 - 66.9
project manager assistant	45.8 - 60.9	50.5 - 68.5	56.6 - 77.9
property administrator	36.9 - 48.5	41.4 - 55.8	47.5 - 64.9
property manager	59.0 - 78.2	66.9 - 90.5	76.7 - 104.2
receptionist	35.0 - 41.9	37.0 - 47.5	41.7 - 54.4
receptionist (bilingual)	37.1 - 49.2	41.1 - 54.0	47.4 - 55.4
sales administrator	42.4 - 56.9	49.0 - 66.7	56.7 - 76.4
sales assistant	40.9 - 51.3	45.2 - 58.3	51.4 - 67.8
sales coordinator	48.9 - 60.2	52.7 - 66.6	58.4 - 75.9
service coordinator	36.8 - 47.8	41.3 - 54.7	46.9 - 62.5
supply clerk	37.0 - 46.0	40.8 - 52.1	45.6 - 57.3
virtual assistant	36.0 - 42.7	38.1 - 47.6	41.9 - 51.6
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	63.9 - 83.2	71.7 - 95.1	81.2 - 106.9
bilingual customer loyalty agent	35.6 - 46.9	40.8 - 54.5	46.7 - 62.0
bilingual customer service manager	73.1 - 98.0	83.6 - 112.8	95.5 - 129.6
bilingual customer service representative	37.6 - 47.8	41.7 - 54.1	46.8 - 61.0
bilingual customer service supervisor	58.8 - 77.8	66.6 - 89.8	76.0 - 102.3
bilingual customer service team lead	43.7 - 58.9	48.9 - 68.2	61.2 - 74.8
bilingual customer service trainer	43.9 - 57.8	50.2 - 67.3	57.9 - 76.7
bilingual e-chat representative	37.8 - 48.2	41.9 - 55.1	47.2 - 62.3
bilingual fundraising agent	35.8 - 47.6	43.7 - 51.7	51.2 - 64.7
bilingual inside sales manager	70.9 - 95.7	80.8 - 110.9	92.6 - 125.8
bilingual inside sales representative	49.4 - 62.6	54.5 - 70.3	60.9 - 79.3
bilingual insurance advisor	56.8 - 72.4	61.9 - 80.5	68.6 - 90.5
bilingual junior collection agent	35.0 - 45.1	39.6 - 51.8	44.9 - 58.3



bilingual order desk representative	34.4 - 43.5	39.2 - 49.8	44.1 - 55.2
bilingual order management representative	39.8 - 50.8	45.0 - 58.4	51.4 - 67.2
bilingual survey agent	32.7 - 42.7	38.9 - 50.2	44.4 - 55.0
bilingual technical support level 1 agent	44.6 - 59.8	51.3 - 69.3	58.5 - 78.2
bilingual telemarketing agent	33.7 - 42.3	37.4 - 48.4	42.6 - 56.1
bilingual telephone dispatcher	40.4 - 51.8	46.0 - 59.7	52.5 - 68.0
bilingual travel support agent	39.7 - 50.4	44.6 - 57.0	49.8 - 63.2
bilingual workforce planner	48.3 - 61.0	52.2 - 67.4	57.6 - 76.3

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 66.6	67.9 - 76.4	77.5 - 83.0	86.3 - 92.8
accounting clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 92.8	97.4 - 99.4	100.8 - 108.1	119.4 - 125.6
accounts payable clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 77.6	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
accounts receivable clerk	45.9 - 48.5	47.6 - 53.8	51.9 - 58.5	60.5 - 68.3
accounts receivable manager	75.3 - 77.6	80.8 - 87.4	92.4 - 99.5	105.5 - 110.3
assistant controller	81.9 - 83.0	85.2 - 87.4	92.8 - 96.1	100.5 - 110.3
billing specialist	45.9 - 49.2	53.5 - 55.7	59.0 - 61.4	63.4 - 69.0
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
controller	93.5 - 98.3	103.8 - 110.4	120.1 - 125.6	132.2 - 143.1
credit & collection specialist	47.0 - 48.3	50.2 - 55.0	62.4 - 64.4	66.7 - 72.2
credit and collections manager	82.1 - 102.1	91.2 - 109.6	97.4 - 117.2	112.5 - 135.3
credit and collections supervisor	57.1 - 61.2	66.6 - 71.2	72.8 - 79.0	81.9 - 88.2
invoicing clerk	44.8 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0



payroll manager	77.5 - 79.7	84.1 - 87.4	90.6 - 98.3	113.6 - 114.7
payroll specialist	54.6 - 61.2	65.5 - 68.8	71.0 - 77.5	81.9 - 81.0
payroll supervisor	57.7 - 71.9	73.2 - 79.7	81.9 - 88.5	92.8 - 97.7

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 20.5	18.2 - 23.6	20.7 - 26.9
counterbalance forklift operator	17.5 - 18.0	19.0 - 21.0	21.0 - 24.0
delivery/courier driver	16.8 - 21.6	18.9 - 24.6	21.3 - 27.7
electronic parts assembler	18.0 - 22.6	19.5 - 24.9	21.5 - 27.4
forklift operator	17.2 - 22.3	20.0 - 25.9	22.7 - 28.8
general labourer - heavy	17.2 - 22.3	20.2 - 25.9	23.0 - 28.0
general labourer - light	17.0 - 19.3	17.6 - 22.9	20.3 - 24.6
inventory control clerk	18.1 - 22.8	20.5 - 26.2	23.2 - 29.4
janitor/custodian	17.0 - 18.5	16.7 - 21.1	18.6 - 22.5
machine operator	17.7 - 23.4	20.3 - 27.2	23.3 - 31.0
machine operator assistant	17.0 - 21.4	19.5 - 24.7	22.2 - 27.6
manufacturing worker	17.0 - 18.9	18.0 - 21.5	19.3 - 24.5
material handler	17.2 - 22.4	20.1 - 26.1	23.0 - 28.2
packaging labourer	16.3 - 20.8	18.2 - 23.7	20.5 - 27.0
parts clerk	17.0 - 21.1	17.7 - 24.2	20.0 - 27.1
picker/packer	17.0 - 20.1	17.8 - 22.6	19.8 - 24.7
production labourer	17.0 - 20.1	18.4 - 23.9	21.3 - 26.1
shipper/receiver	17.7 - 21.8	19.4 - 24.3	21.5 - 27.2
shipping and receiving clerk	17.2 - 21.5	19.6 - 24.8	22.3 - 28.2
warehouse labourer	17.9 - 23.3	21.4 - 26.9	24.0 - 28.4



## technologies

application software	entry	mid	senior
.net/C# developer	69.7 - 90.9	78.3 - 104.1	88.9 - 117.6
AI consultant	74.5 - 100.8	88.2 - 120.4	103.4 - 138.2
application support analyst	56.5 - 75.3	65.4 - 87.8	75.0 - 99.4
automation tester	47.6 - 63.6	55.5 - 75.3	64.7 - 86.0
C++/ embedded software engineer	69.7 - 90.9	78.3 - 104.1	88.9 - 117.6
devops - development	63.5 - 86.0	73.9 - 101.9	86.4 - 117.0
director of development/engineering	106.4 - 152.0	142.7 - 203.9	188.0 - 268.1
ERP developer	69.7 - 90.8	78.1 - 103.9	88.7 - 118.1
front-end developer	65.4 - 86.7	75.1 - 101.3	86.7 - 115.8
full stack developer	75.4 - 100.1	86.7 - 116.8	100.1 - 132.9
java developer	68.2 - 89.0	76.6 - 101.9	87.0 - 115.1
machine learning developer	74.5 - 111.9	100.9 - 141.1	121.3 - 154.2
mobile application developer (iOS/android)	63.4 - 98.2	89.2 - 126.0	108.2 - 137.2
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	60.6 - 80.6	70.0 - 94.6	81.0 - 107.9
quality assurance manager	80.1 - 106.6	91.2 - 123.4	104.5 - 140.1
RPA developer	51.8 - 68.6	59.6 - 80.0	68.5 - 90.4
SQL database developer	59.8 - 80.4	69.0 - 94.6	80.1 - 108.5
UI/UX designer	65.7 - 85.4	73.4 - 97.1	82.7 - 108.8
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	96.4 - 129.5	109.3 - 150.0	125.5 - 172.8
architect (solutions/technical)	82.5 - 103.5	92.3 - 117.7	104.3 - 132.4
cloud architect	87.8 - 111.0	99.5 - 127.7	113.4 - 143.8
enterprise architect	88.5 - 119.8	101.3 - 139.3	116.7 - 160.4



## data & analytics

BI data architect	89.4 - 120.6	100.2 - 137.9	113.7 - 156.4
big data engineer	79.9 - 105.4	89.6 - 120.4	101.7 - 136.7
business intelligence developer	67.5 - 88.2	75.9 - 101.0	86.1 - 113.4
data analyst	65.3 - 87.9	75.4 - 103.4	87.6 - 118.1
data architect	69.6 - 92.5	80.3 - 108.6	93.2 - 124.4
data engineer	66.0 - 88.9	76.2 - 104.6	88.5 - 119.4
data scientist	76.2 - 103.2	88.8 - 122.0	103.5 - 139.1
database administrator	69.6 - 95.2	82.0 - 113.7	96.5 - 130.7

## leadership/business technology

business analyst	64.0 - 83.6	72.0 - 95.9	81.9 - 108.8
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	96.2 - 129.2	122.3 - 164.5	154.0 - 206.9
IT manager	88.7 - 118.7	101.8 - 138.8	117.7 - 160.0
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0

## networking/infrastructure

bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	74.0 - 100.0	87.3 - 119.1	102.3 - 135.7
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	77.1 - 108.3	91.1 - 129.1	106.9 - 146.8
help desk analyst	47.7 - 62.7	54.4 - 72.7	62.3 - 83.0
information security engineer	72.6 - 97.9	83.9 - 115.1	97.5 - 131.3
information security manager	89.4 - 119.2	102.0 - 138.5	117.3 - 158.9
information security specialist	54.8 - 72.4	62.8 - 84.5	72.4 - 96.2
linux/unix administrator	77.8 - 101.9	87.9 - 117.3	100.4 - 133.6
network administrator	61.2 - 82.4	70.8 - 97.1	82.2 - 111.4
network engineer	68.2 - 91.6	78.4 - 107.5	91.0 - 123.5



systems administrator	69.6 - 92.3	79.9 - 107.8	92.4 - 123.3
tech support	58.9 - 77.5	67.0 - 89.7	76.7 - 102.3
<b>project management</b>			
agile coach	70.7 - 91.9	80.7 - 106.7	92.5 - 121.9
business systems analyst	67.9 - 90.0	78.0 - 105.3	90.2 - 120.9
ERP project manager	89.1 - 119.4	97.3 - 133.1	108.1 - 149.7
organizational development manager	66.9 - 90.5	78.1 - 108.2	92.2 - 127.1
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	79.8 - 110.7	93.0 - 130.9	108.6 - 150.8
product owner	74.2 - 98.6	85.5 - 115.1	98.5 - 130.3
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	62.1 - 78.0	69.7 - 89.3	79.2 - 101.4
project manager (infrastructure)	94.8 - 129.0	107.6 - 149.7	123.7 - 172.6
project manager (software)	89.6 - 119.3	100.4 - 136.4	113.9 - 155.3
scrum master	72.2 - 94.8	81.8 - 109.5	93.7 - 125.8
technical writer	56.9 - 74.2	66.3 - 87.9	77.3 - 100.4



# brant county

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	40.5 - 51.1	44.1 - 56.9	48.9 - 63.8
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	39.6 - 48.8	43.8 - 54.3	48.0 - 58.8
administrative coordinator	45.0 - 55.5	50.6 - 62.7	56.5 - 67.3
administrative manager	61.3 - 78.3	66.6 - 86.9	73.5 - 96.9
benefits clerk	40.7 - 51.8	46.4 - 59.8	52.8 - 67.9
buyer assistant	40.0 - 51.6	46.3 - 59.5	52.3 - 65.6
contracts administrator	96.4 - 121.8	107.8 - 138.9	122.1 - 158.5
data entry clerk	37.3 - 46.4	41.9 - 52.5	46.7 - 56.2
dispatch administrator	49.9 - 63.1	56.1 - 71.7	63.1 - 80.4
document services specialist	34.8 - 43.6	39.7 - 49.8	44.3 - 52.0
documentation specialist	41.3 - 54.0	49.3 - 62.4	55.4 - 66.2
donor relations coordinator	52.6 - 68.4	60.7 - 80.5	70.5 - 93.2
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	56.4 - 76.6	65.7 - 90.3	76.0 - 103.0
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	37.1 - 47.6	43.4 - 54.7	48.5 - 57.8
HR coordinator	40.5 - 51.3	45.7 - 57.6	50.4 - 62.1
insurance claims clerk	40.2 - 50.3	45.4 - 57.6	51.3 - 64.7
inventory clerk	39.7 - 49.5	44.7 - 56.5	50.4 - 63.3
inventory coordinator	47.3 - 59.9	52.6 - 67.7	59.0 - 76.5



invoicing clerk	39.0 - 49.6	44.3 - 56.3	49.3 - 61.2
lease administrator	49.4 - 64.3	57.0 - 74.8	65.3 - 85.3
leasing coordinator	45.7 - 59.5	52.8 - 69.1	60.4 - 78.6
legal assistant	48.2 - 65.5	57.2 - 78.1	66.6 - 88.4
logistics coordinator	48.6 - 63.6	56.5 - 74.3	64.8 - 84.4
mailroom clerk	38.7 - 47.6	43.3 - 53.0	47.4 - 55.6
marketing assistant	42.7 - 53.1	47.0 - 60.1	53.1 - 69.4
office clerk	40.5 - 49.3	44.0 - 54.6	48.5 - 60.5
office manager	55.0 - 70.7	60.4 - 79.0	67.0 - 88.2
order clerk	36.9 - 46.0	41.6 - 52.4	46.5 - 57.8
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.7 - 41.4	38.1 - 47.8	42.6 - 51.0
parts coordinators	34.8 - 46.1	39.0 - 52.7	43.7 - 58.8
payroll administrator	46.5 - 60.4	52.7 - 69.7	60.2 - 79.6
procurement coordinator	54.1 - 70.0	60.9 - 80.4	69.3 - 91.9
project coordinator	38.2 - 51.6	43.6 - 60.3	50.4 - 69.0
project manager assistant	47.4 - 62.4	52.1 - 70.0	58.2 - 79.3
property administrator	39.2 - 50.9	43.8 - 58.3	49.9 - 67.5
property manager	61.6 - 80.8	69.5 - 93.2	79.4 - 107.0
receptionist	36.1 - 44.3	39.4 - 50.0	44.1 - 57.0
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	45.4 - 60.2	52.1 - 70.2	60.0 - 80.1
sales assistant	42.8 - 53.3	47.2 - 60.3	53.4 - 69.8
sales coordinator	52.0 - 63.6	55.9 - 70.1	61.7 - 79.6
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	39.1 - 50.1	43.5 - 57.0	49.2 - 64.8
supply clerk	38.4 - 48.1	42.9 - 54.3	47.6 - 59.4



virtual assistant	36.8 - 45.0	40.5 - 50.1	44.3 - 54.0
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.0 - 85.1	73.8 - 96.9	83.1 - 108.8
bilingual customer loyalty agent	40.5 - 49.5	43.2 - 57.1	49.2 - 64.7
bilingual customer service manager	76.7 - 100.7	86.2 - 115.6	98.2 - 132.5
bilingual customer service representative	44.5 - 50.4	48.8 - 56.7	52.3 - 63.6
bilingual customer service supervisor	60.8 - 79.9	68.6 - 91.8	78.0 - 104.4
bilingual customer service team lead	50.5 - 61.1	52.5 - 64.8	54.5 - 68.7
bilingual customer service trainer	50.2 - 59.2	55.5 - 68.6	59.3 - 78.0
bilingual e-chat representative	46.3 - 58.5	51.3 - 62.3	59.7 - 68.7
bilingual fundraising agent	40.1 - 46.5	45.2 - 53.1	51.5 - 59.9
bilingual inside sales manager	73.0 - 97.6	82.8 - 112.7	94.5 - 127.6
bilingual inside sales representative	52.6 - 66.0	57.7 - 73.9	64.2 - 83.1
bilingual insurance advisor	59.5 - 75.1	64.6 - 83.3	71.4 - 93.3
bilingual junior collection agent	37.1 - 47.1	41.5 - 53.9	46.9 - 60.3
bilingual order desk representative	36.9 - 46.0	41.6 - 52.4	46.5 - 57.8
bilingual order management representative	42.2 - 53.3	47.5 - 61.1	54.0 - 69.9
bilingual survey agent	39.8 - 45.1	41.3 - 52.7	46.9 - 57.6
bilingual technical support level 1 agent	46.8 - 62.0	53.5 - 71.4	60.7 - 80.2
bilingual telemarketing agent	40.1 - 46.5	45.2 - 53.1	51.5 - 57.4
bilingual telephone dispatcher	42.6 - 54.1	48.3 - 62.0	54.7 - 70.2
bilingual travel support agent	42.2 - 53.0	47.0 - 59.6	52.3 - 65.9
bilingual workforce planner	50.3 - 63.1	54.2 - 69.5	59.6 - 78.4



## engineering

construction	entry	mid	senior
architect	63.5 - 82.5	70.6 - 93.8	79.7 - 106.4
architectural drafter	54.9 - 70.7	63.5 - 83.6	74.2 - 98.6
architectural technician	72.3 - 95.3	83.1 - 111.5	96.0 - 127.1
BIM/VDC coordinator	51.7 - 67.0	60.1 - 79.4	70.3 - 98.3
BIM/VDC lead	65.5 - 85.2	72.9 - 96.9	82.2 - 109.9
civil engineer	64.8 - 87.4	75.8 - 103.8	88.5 - 118.5
civil engineering drafter	56.2 - 69.9	62.8 - 79.6	70.9 - 90.2
civil engineering technologist	46.0 - 61.9	54.8 - 74.1	64.1 - 84.3
civil project engineer	75.1 - 102.8	86.6 - 121.0	100.6 - 139.7
civil project manager	81.3 - 108.2	91.6 - 124.3	104.1 - 140.6
construction director	99.9 - 131.9	134.8 - 178.3	169.6 - 224.4
construction inspector	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
construction manager	77.9 - 101.6	85.3 - 113.6	94.9 - 128.0
construction project manager	68.1 - 93.3	78.8 - 110.1	91.6 - 126.7
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	58.5 - 76.9	66.2 - 88.7	75.5 - 101.0
director of operations	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
drafter	55.8 - 69.5	62.6 - 79.4	70.8 - 90.0
electrical designer/engineer	75.2 - 98.7	84.5 - 113.3	96.2 - 129.2
electrical engineer	65.3 - 90.8	79.7 - 112.5	96.5 - 131.7
electrical engineering technician	57.8 - 73.6	65.7 - 85.0	74.9 - 96.8
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
environmental engineer	63.3 - 84.2	72.7 - 98.9	84.3 - 113.8
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	60.9 - 79.3	69.1 - 91.7	79.0 - 104.9



field manager	67.5 - 89.0	76.6 - 103.3	87.9 - 119.5
field supervisor	67.0 - 87.6	75.1 - 99.9	84.6 - 112.6
foreman	54.5 - 70.0	60.8 - 79.7	68.6 - 90.3
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.4 - 80.0	71.5 - 93.0	82.0 - 105.8
health and safety specialist	70.2 - 92.1	80.3 - 107.5	92.5 - 122.6
HVAC drafter	51.2 - 65.3	57.4 - 74.2	64.5 - 82.9
HVAC engineer	58.7 - 77.6	66.9 - 90.1	76.7 - 102.4
mechanical designer	52.6 - 69.0	60.3 - 80.1	69.0 - 90.6
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.7 - 88.1	77.8 - 110.6	95.1 - 129.8
mechanical engineering technician	53.2 - 69.1	60.2 - 79.6	68.6 - 89.8
mechanical site supervisor	52.8 - 67.5	59.4 - 77.4	67.5 - 88.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
project coordinator	40.2 - 51.6	43.6 - 60.3	50.4 - 69.0
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
project engineer	86.5 - 110.8	93.7 - 122.5	103.3 - 136.8
project manager	75.7 - 104.2	87.9 - 122.9	102.1 - 140.7
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
specification writer	54.0 - 69.1	60.9 - 79.2	68.9 - 89.4
structural engineer	70.4 - 93.2	80.3 - 108.6	92.5 - 124.3
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.5 - 113.6	97.6 - 132.1	112.4 - 151.8
<b>manufacturing</b>			
applications engineer	75.3 - 99.3	86.7 - 116.3	100.1 - 132.1
assurance control technician	64.3 - 83.6	72.7 - 96.4	82.8 - 109.0
automation engineer	64.1 - 85.3	73.6 - 100.0	85.2 - 114.7



buyer	57.4 - 74.8	65.2 - 86.4	74.4 - 98.8
chemical engineer	70.3 - 102.0	89.3 - 129.3	109.5 - 149.4
coating inspector	39.3 - 51.1	44.6 - 58.8	50.7 - 66.7
commissioning and start up engineer	61.2 - 81.2	70.2 - 95.1	81.0 - 108.7
continuous improvement engineer	79.2 - 103.2	88.0 - 116.9	98.9 - 131.1
controls designer/engineer	57.1 - 75.6	65.3 - 88.0	74.9 - 100.4
controls engineer	57.1 - 75.6	65.3 - 88.0	74.9 - 100.4
demand planner	51.4 - 70.2	61.4 - 84.5	72.1 - 96.6
electrical designer	72.7 - 96.3	82.8 - 112.1	95.4 - 128.7
electrical engineer	65.3 - 90.8	79.7 - 112.5	96.5 - 131.7
electrical engineering technician	57.8 - 73.6	65.7 - 85.0	74.9 - 96.8
electrical test engineer	70.4 - 94.4	81.7 - 111.8	95.4 - 129.3
electronics designer	57.5 - 72.3	65.3 - 83.4	74.4 - 94.8
electronics engineer	79.2 - 103.4	88.2 - 117.3	99.3 - 131.6
electronics technician	56.5 - 72.7	63.0 - 82.7	71.1 - 93.4
estimation engineer	72.8 - 96.8	83.4 - 113.4	96.5 - 130.3
estimator	61.0 - 79.1	67.6 - 89.4	75.9 - 101.3
field service engineer	55.7 - 72.5	62.2 - 82.9	70.6 - 95.5
health and safety specialist	70.2 - 92.1	80.3 - 107.5	92.5 - 122.6
HVAC drafter	51.2 - 65.3	70.4 - 80.2	85.0 - 100.0
HVAC engineer	58.7 - 77.6	66.9 - 90.1	76.7 - 102.4
industrial engineer	69.1 - 91.2	78.4 - 105.4	89.6 - 119.3
inventory analyst	52.6 - 67.9	59.0 - 77.5	66.8 - 88.2
logistics specialist	47.2 - 60.6	53.5 - 69.6	60.7 - 79.1
maintenance buyer	43.3 - 55.0	50.0 - 63.8	56.9 - 71.8
maintenance planner	54.9 - 68.7	62.0 - 78.7	70.1 - 88.9
manufacturing engineer	64.1 - 85.1	73.5 - 99.6	84.8 - 113.5



mechanical designer	52.6 - 69.0	60.3 - 80.1	69.0 - 90.6
mechanical drafter	54.0 - 69.5	60.5 - 80.1	69.3 - 93.6
mechanical engineer	62.7 - 88.1	77.8 - 110.6	95.1 - 129.8
mechanical engineering technician	53.2 - 69.1	60.2 - 79.6	68.6 - 89.8
operation excellence specialist	74.2 - 96.6	82.5 - 109.4	92.6 - 122.7
process engineer	62.6 - 83.2	71.8 - 97.4	83.0 - 111.0
production planner	49.6 - 65.1	56.9 - 75.4	64.8 - 84.2
project engineer	86.5 - 110.8	93.7 - 122.5	103.3 - 136.8
project manager	75.7 - 104.2	87.9 - 122.9	102.1 - 140.7
purchasing agent	57.4 - 74.8	65.2 - 86.4	74.4 - 98.8
quality assurance engineer	62.3 - 81.6	70.1 - 93.6	79.4 - 105.4
quality assurance/control technician	55.8 - 73.4	64.3 - 85.7	73.9 - 98.3
quality control engineer	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
quality control technician	40.7 - 52.0	45.1 - 58.7	50.5 - 65.6
quality engineer	56.4 - 74.8	65.6 - 88.3	76.2 - 100.6
quality inspector	41.4 - 52.0	45.5 - 58.4	50.9 - 65.8
reliability/maintenance engineer	69.5 - 90.4	79.9 - 106.0	92.5 - 121.3
robotics engineer	73.1 - 95.9	82.2 - 110.0	93.3 - 124.1
safety inspector	61.0 - 79.2	68.9 - 90.8	78.0 - 102.3
SCADA engineer	66.8 - 88.6	76.4 - 103.5	88.1 - 118.3
sourcing engineer	57.4 - 75.8	65.3 - 88.0	75.0 - 100.5
stationary engineer	56.2 - 71.4	61.6 - 79.6	68.3 - 88.6
supply chain analyst	54.1 - 71.2	61.3 - 82.2	70.0 - 93.0
systems engineer	71.7 - 94.7	81.3 - 109.7	93.2 - 124.7



## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1
machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	106.6 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8



warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5

## industrial support

	entry	mid	senior
assembler/fabricator	19.5 - 22.5	21.5 - 24.5	23.5 - 26.5
counterbalance forklift operator	22.1 - 25.3	24.2 - 27.3	26.1 - 29.2
delivery/courier driver	25.2 - 28.2	27.2 - 30.2	29.2 - 32.2
electronic parts assembler	18.3 - 21.3	20.3 - 23.3	22.3 - 25.3
forklift operator	22.5 - 25.5	24.5 - 27.5	26.5 - 29.5
general labourer - heavy	19.5 - 22.5	21.2 - 24.5	23.5 - 28.6
general labourer - light	17.5 - 20.6	19.6 - 22.1	21.6 - 24.8
industrial painter	22.5 - 25.5	24.4 - 27.4	25.5 - 28.5
inventory control clerk	21.1 - 24.1	23.1 - 26.1	25.1 - 28.1
janitor/custodian	18.1 - 21.1	20.8 - 23.5	22.6 - 25.8
machine operator	20.2 - 23.2	22.2 - 25.2	24.2 - 27.2
machine operator assistant	18.5 - 21.5	20.5 - 23.5	22.5 - 25.5
manufacturing worker	18.6 - 21.6	20.7 - 23.7	22.6 - 25.6
material handler	22.5 - 25.6	24.5 - 27.8	26.4 - 29.3
order/cherry picker forklift operator	24.1 - 27.3	26.2 - 29.3	28.3 - 31.2
packaging labourer	18.1 - 21.1	20.1 - 23.1	22.1 - 25.3
parts clerk	18.5 - 21.5	20.6 - 23.5	22.8 - 25.6
picker/packer	18.3 - 21.3	20.4 - 23.4	22.5 - 25.6
production labourer	18.6 - 21.6	20.7 - 23.7	22.5 - 25.7
reach truck operator	23.5 - 26.4	25.4 - 28.6	27.5 - 30.2
shipper/receiver	22.1 - 25.3	24.2 - 27.3	26.1 - 29.3



shipping and receiving clerk	20.5 - 23.6	22.6 - 25.8	24.3 - 27.8
warehouse labourer	18.1 - 21.1	20.1 - 23.2	22.3 - 25.4

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## cambridge

## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	40.9 - 51.7	44.5 - 57.5	49.3 - 64.6
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	39.1 - 48.4	43.4 - 53.9	47.7 - 58.4
administrative coordinator	45.5 - 56.2	51.1 - 63.5	57.1 - 68.2
administrative manager	61.4 - 78.7	66.8 - 87.3	73.7 - 97.5
benefits clerk	40.1 - 51.3	45.8 - 59.4	52.3 - 67.5
buyer assistant	40.1 - 51.8	46.4 - 59.8	52.5 - 66.0
contracts administrator	97.0 - 122.5	108.4 - 139.8	122.9 - 159.4
data entry clerk	36.8 - 46.0	41.5 - 52.2	46.3 - 55.8
dispatch administrator	49.9 - 63.2	56.2 - 71.9	63.2 - 80.8
document services specialist	34.2 - 43.1	39.1 - 49.3	43.7 - 51.5
documentation specialist	40.8 - 53.5	48.8 - 62.0	54.9 - 65.7
donor relations coordinator	52.9 - 68.9	61.1 - 81.2	71.1 - 94.1
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	57.1 - 77.7	66.5 - 91.7	77.1 - 104.5
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	36.5 - 47.1	42.9 - 54.2	48.0 - 57.4
HR coordinator	40.0 - 50.8	45.1 - 57.2	49.9 - 61.6
insurance claims clerk	39.8 - 50.0	45.0 - 57.2	51.0 - 64.4
inventory clerk	38.2 - 47.8	43.1 - 54.7	48.7 - 61.4
inventory coordinator	47.4 - 60.1	52.7 - 68.1	59.2 - 76.9



invoicing clerk	39.0 - 49.8	44.4 - 56.5	49.4 - 61.5
lease administrator	49.4 - 64.4	57.0 - 75.0	65.4 - 85.7
leasing coordinator	45.7 - 59.6	52.8 - 69.3	60.4 - 78.9
legal assistant	48.2 - 65.7	57.3 - 78.5	66.9 - 88.8
logistics coordinator	48.7 - 63.9	56.7 - 74.7	65.1 - 84.9
mailroom clerk	38.3 - 47.2	42.9 - 52.6	47.0 - 55.2
marketing assistant	42.9 - 53.5	47.3 - 60.6	53.5 - 70.1
office clerk	40.1 - 49.0	43.6 - 54.2	48.1 - 60.2
office manager	55.1 - 71.1	60.6 - 79.6	67.3 - 88.9
order clerk	36.4 - 45.5	41.1 - 51.9	46.0 - 57.3
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 39.8	36.5 - 46.1	41.0 - 49.3
parts coordinators	34.3 - 45.6	38.5 - 52.3	43.3 - 58.4
payroll administrator	46.4 - 60.5	52.7 - 69.9	60.3 - 80.0
procurement coordinator	54.5 - 70.7	61.4 - 81.2	69.9 - 92.9
project coordinator	38.4 - 52.0	43.9 - 60.8	50.7 - 69.6
project manager assistant	47.9 - 63.1	52.6 - 70.9	58.8 - 80.4
property administrator	39.1 - 50.9	43.7 - 58.4	49.9 - 67.6
property manager	61.7 - 81.2	69.7 - 93.7	79.7 - 107.5
receptionist	35.5 - 43.8	38.9 - 49.5	43.6 - 56.5
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	44.9 - 59.8	51.7 - 69.9	59.6 - 79.7
sales assistant	42.9 - 53.5	47.3 - 60.6	53.6 - 70.3
sales coordinator	51.5 - 63.2	55.5 - 69.7	61.3 - 79.2
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	39.1 - 50.2	43.5 - 57.2	49.2 - 65.1
supply clerk	36.9 - 46.4	41.3 - 52.5	46.0 - 57.6



virtual assistant	36.3 - 44.6	40.1 - 49.7	43.9 - 53.7
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## engineering

construction	entry	mid	senior
architect	62.8 - 81.9	70.0 - 93.2	79.0 - 105.7
architectural drafter	54.9 - 71.0	63.7 - 84.1	74.6 - 99.1
architectural technician	73.5 - 96.9	84.5 - 113.5	97.7 - 129.3
BIM/VDC coordinator	51.7 - 67.0	60.1 - 79.4	70.3 - 98.3
BIM/VDC lead	65.5 - 85.2	72.9 - 96.9	82.2 - 109.9
civil engineer	64.9 - 87.8	76.1 - 104.3	88.8 - 119.1
civil engineering drafter	56.3 - 70.2	63.0 - 79.9	71.2 - 90.7
civil engineering technologist	46.0 - 62.1	54.8 - 74.4	64.3 - 84.8
civil project engineer	75.8 - 104.0	87.6 - 122.4	101.8 - 141.2
civil project manager	81.7 - 108.8	92.0 - 124.9	104.6 - 141.2
construction director	100.4 - 132.5	135.4 - 179.0	170.2 - 224.9
construction inspector	69.5 - 92.3	79.4 - 107.4	91.3 - 121.9
construction manager	78.2 - 102.1	85.7 - 114.2	95.4 - 128.6
construction project manager	68.2 - 93.8	79.1 - 110.7	92.0 - 127.3
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.0 - 77.7	66.8 - 89.7	76.3 - 102.1
director of operations	120.6 - 161.3	158.9 - 212.5	201.5 - 269.5
drafter	55.9 - 69.8	62.8 - 79.8	71.1 - 90.5
electrical designer/engineer	75.5 - 99.1	84.8 - 113.8	96.6 - 129.8
electrical engineer	65.5 - 91.2	80.0 - 113.0	97.0 - 132.3
electrical engineering technician	57.9 - 73.9	65.9 - 85.4	75.2 - 97.3



engineering manager	87.4 - 117.5	99.8 - 136.7	114.8 - 156.3
environmental engineer	63.5 - 84.6	73.0 - 99.4	84.7 - 114.3
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.2 - 80.0	69.6 - 92.6	79.7 - 105.9
field manager	68.0 - 89.9	77.2 - 104.3	88.8 - 120.7
field Supervisor	67.5 - 88.5	75.7 - 100.9	85.4 - 113.7
foreman	54.6 - 70.3	60.9 - 80.1	68.8 - 90.8
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.7 - 80.5	71.9 - 93.7	82.5 - 106.6
health and safety specialist	70.4 - 92.5	80.6 - 108.0	93.0 - 123.2
HVAC drafter	51.2 - 65.4	57.5 - 74.4	64.6 - 83.2
HVAC engineer	58.8 - 77.9	67.1 - 90.5	77.0 - 102.8
mechanical designer	52.6 - 69.2	60.4 - 80.4	69.2 - 91.0
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.8 - 88.5	78.1 - 111.2	95.5 - 130.4
mechanical engineering technician	53.2 - 69.4	60.4 - 80.0	68.8 - 90.3
mechanical site supervisor	53.0 - 67.9	59.7 - 78.0	67.9 - 89.1
operations manager	81.6 - 111.8	94.0 - 130.4	108.1 - 147.4
project coordinator	45.5 - 59.5	51.6 - 68.3	58.6 - 77.2
project director	106.9 - 129.8	134.8 - 163.8	165.8 - 201.4
project engineer	86.8 - 111.3	94.2 - 123.1	103.8 - 137.4
project manager	76.5 - 105.4	88.9 - 124.3	103.3 - 142.2
purchasing manager	96.4 - 127.2	108.9 - 146.0	123.7 - 164.6
specification writer	53.5 - 68.7	60.4 - 78.8	68.5 - 89.0
structural engineer	70.6 - 93.7	80.6 - 109.2	92.9 - 124.9
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.9 - 114.1	98.0 - 132.7	112.9 - 152.5



## energy &amp; oil

applications engineer	76.5 - 101.1	88.1 - 118.4	101.9 - 134.3
automation engineer	64.3 - 85.7	73.9 - 100.5	85.6 - 115.3
buyer	57.9 - 75.5	65.7 - 87.4	75.2 - 99.9
category manager	64.7 - 84.5	72.3 - 96.5	81.9 - 109.8
category specialist	53.6 - 69.4	59.3 - 78.6	66.7 - 89.2
chemical engineer	70.6 - 102.5	89.7 - 130.0	110.1 - 150.1
chief inspector	54.7 - 71.5	61.3 - 81.4	69.1 - 91.4
civil engineer	64.9 - 87.8	76.1 - 104.3	88.8 - 119.1
civil engineering drafter	56.3 - 70.2	63.0 - 79.9	71.2 - 90.7
civil engineering technologist	46.0 - 62.1	54.8 - 74.4	64.3 - 84.8
civil project engineer	75.8 - 104.0	87.6 - 122.4	101.8 - 141.2
civil project manager	81.7 - 108.8	92.0 - 124.9	104.6 - 141.2
continuous improvement engineer	79.5 - 103.8	88.4 - 117.6	99.5 - 131.9
contracts administrator	59.0 - 77.7	66.8 - 89.7	76.3 - 102.1
contracts manager	97.0 - 122.5	108.4 - 139.8	122.9 - 159.4
contracts specialist	59.6 - 77.7	67.6 - 89.7	77.1 - 101.6
controls designer/engineer	57.2 - 76.0	65.5 - 88.5	75.2 - 100.9
cost control specialist	50.5 - 65.0	56.3 - 74.0	63.6 - 83.7
demand planner	51.6 - 70.8	61.8 - 85.3	72.7 - 97.5
director of operations	120.6 - 161.3	158.9 - 212.5	201.5 - 269.5
electrical designer/engineer	75.5 - 99.1	84.8 - 113.8	96.6 - 129.8
electrical engineer	65.5 - 91.2	80.0 - 113.0	97.0 - 132.3
electrical engineering technician	57.9 - 73.9	65.9 - 85.4	75.2 - 97.3
electrical test engineer	70.6 - 94.9	82.0 - 112.4	95.9 - 129.9
engineering manager	103.6 - 140.9	120.2 - 166.3	139.7 - 190.1
environmental engineer	63.5 - 84.6	73.0 - 99.4	84.7 - 114.3



environmental inspector	52.7 - 67.0	57.8 - 75.0	64.3 - 83.9
estimator	61.5 - 79.9	68.2 - 90.4	76.7 - 102.5
facilities engineer	65.2 - 87.2	75.3 - 102.7	87.5 - 117.7
field service engineer	55.8 - 72.8	62.4 - 83.3	70.9 - 96.0
geologist	65.9 - 85.5	74.1 - 98.2	84.5 - 111.9
geotechnical engineer	64.7 - 84.7	73.8 - 98.8	85.2 - 113.3
GIS analyst	43.4 - 57.1	49.1 - 65.4	55.6 - 73.5
health and safety manager	65.4 - 85.0	72.5 - 96.2	81.5 - 108.5
HVAC engineer	58.8 - 77.9	67.1 - 90.5	77.0 - 102.8
hydraulic engineer	66.5 - 88.6	76.4 - 103.7	88.3 - 118.6
industrial engineer	69.3 - 91.6	78.7 - 105.9	90.0 - 119.9
instrumentation and controls engineer	67.7 - 89.7	77.1 - 104.3	88.7 - 118.8
inventory control manager	63.9 - 83.5	71.4 - 95.3	80.7 - 108.0
mechanical designer	52.6 - 69.2	60.4 - 80.4	69.2 - 91.0
mechanical drafter	54.0 - 69.8	60.6 - 80.5	69.5 - 94.1
mechanical engineer	62.8 - 88.5	78.1 - 111.2	95.5 - 130.4
mechanical engineering technician	53.2 - 69.4	60.4 - 80.0	68.8 - 90.3
mining engineer	70.3 - 93.7	79.4 - 108.0	90.6 - 122.6
operations manager	81.6 - 111.8	94.0 - 130.4	108.1 - 147.4
pipeline designer	62.3 - 81.3	69.5 - 92.6	78.6 - 104.9
piping engineer	62.0 - 81.3	69.7 - 93.3	79.2 - 106.1
planner/scheduler	40.8 - 51.9	46.2 - 59.5	52.3 - 66.9
plant engineer	71.1 - 95.0	83.4 - 113.6	98.1 - 131.0
process engineer	62.7 - 83.6	72.1 - 97.8	83.3 - 111.5
procurement specialist	54.3 - 70.3	60.1 - 79.6	67.6 - 90.3
production engineer	63.9 - 85.6	74.0 - 101.1	86.2 - 115.8
program manager	73.2 - 94.7	83.3 - 109.6	95.3 - 124.9



project controller	52.5 - 69.3	58.7 - 79.1	66.4 - 89.7
project controls manager	86.3 - 118.3	99.5 - 138.6	115.0 - 158.4
project controls specialist	61.8 - 80.5	70.0 - 92.6	79.6 - 104.9
project coordinator	84.1 - 107.9	91.3 - 119.5	100.8 - 133.1
project director	106.9 - 129.8	134.8 - 163.8	165.8 - 201.4
project engineer	86.8 - 111.3	94.2 - 123.1	103.8 - 137.4
project manager	76.5 - 105.4	88.9 - 124.3	103.3 - 142.2
purchasing manager	96.4 - 127.2	108.9 - 146.0	123.7 - 164.6
quality assurance manager	80.7 - 104.8	89.1 - 118.0	99.7 - 132.4
quality control engineer	69.5 - 92.3	79.4 - 107.4	91.3 - 121.9
reliability engineer	69.7 - 90.8	80.2 - 106.5	92.9 - 121.9
reliability manager	71.8 - 94.0	83.1 - 110.9	96.8 - 127.2
safety inspector	61.3 - 79.7	69.2 - 91.4	78.5 - 103.1
sourcing engineer	57.5 - 76.0	65.5 - 88.4	75.2 - 101.1
sourcing specialist	59.6 - 77.3	66.0 - 87.5	74.3 - 99.4
specification writer	53.5 - 68.7	60.4 - 78.8	68.5 - 89.0
stationary engineer	56.4 - 71.8	61.9 - 80.2	68.6 - 89.2
structural designer	54.9 - 71.2	61.9 - 81.7	70.2 - 92.5
structural engineer	70.6 - 93.7	80.6 - 109.2	92.9 - 124.9
superintendent	41.6 - 53.0	46.5 - 60.4	52.6 - 68.4
systems control engineer	65.5 - 87.9	75.9 - 103.7	88.4 - 118.8
transmission line engineer	78.7 - 99.5	85.2 - 109.7	93.6 - 121.7
transportation manager	84.0 - 110.9	94.9 - 127.5	108.1 - 145.1
<b>manufacturing</b>			
applications engineer	76.5 - 101.1	88.1 - 118.4	101.9 - 134.3
assurance control technician	65.2 - 85.0	73.9 - 98.1	84.2 - 110.9
automation engineer	64.3 - 85.7	73.9 - 100.5	85.6 - 115.3



buyer	57.9 - 75.5	65.7 - 87.4	75.2 - 99.9
chemical engineer	70.6 - 102.5	89.7 - 130.0	110.1 - 150.1
coating inspector	39.1 - 55.0	44.4 - 65.0	50.7 - 70.8
commissioning and start up engineer	60.8 - 80.9	69.8 - 94.8	80.7 - 108.3
continuous improvement engineer	79.5 - 103.8	88.4 - 117.6	99.5 - 131.9
controls designer/engineer	57.2 - 76.0	65.5 - 88.5	75.2 - 100.9
controls engineer	57.2 - 76.0	65.5 - 88.5	75.2 - 100.9
demand planner	51.6 - 70.8	61.8 - 85.3	72.7 - 97.5
electrical designer	73.0 - 96.7	83.2 - 112.6	95.8 - 129.3
electrical engineer	65.5 - 91.2	80.0 - 113.0	97.0 - 132.3
electrical engineering technician	57.9 - 73.9	65.9 - 85.4	75.2 - 97.3
electrical test engineer	70.6 - 94.9	82.0 - 112.4	95.9 - 129.9
electronics designer	57.6 - 72.6	65.5 - 83.8	74.7 - 95.4
electronics engineer	79.6 - 103.9	88.6 - 117.9	99.8 - 132.2
electronics technician	56.6 - 73.0	63.2 - 83.1	71.4 - 93.9
estimation engineer	73.0 - 97.3	83.8 - 113.9	97.0 - 130.9
estimator	61.5 - 79.9	68.2 - 90.4	76.7 - 102.5
field service engineer	55.8 - 72.8	62.4 - 83.3	70.9 - 96.0
health and safety specialist	70.4 - 92.5	80.6 - 108.0	93.0 - 123.2
HVAC drafter	51.2 - 65.4	57.5 - 74.4	64.6 - 93.2
HVAC engineer	58.8 - 77.9	67.1 - 90.5	77.0 - 102.8
industrial engineer	69.3 - 91.6	78.7 - 105.9	90.0 - 119.9
inventory analyst	52.9 - 68.4	59.4 - 78.2	67.3 - 89.1
logistics specialist	47.5 - 61.1	53.8 - 70.2	61.2 - 79.9
maintenance buyer	43.0 - 54.9	49.8 - 63.7	56.8 - 71.8
maintenance planner	55.2 - 69.2	62.3 - 79.4	70.7 - 89.7
manufacturing engineer	64.2 - 85.5	73.7 - 100.0	85.2 - 114.1



mechanical designer	52.6 - 69.2	60.4 - 80.4	69.2 - 91.0
mechanical drafter	54.0 - 69.8	60.6 - 80.5	69.5 - 94.1
mechanical engineer	62.8 - 88.5	78.1 - 111.2	95.5 - 130.4
mechanical engineering technician	53.2 - 69.4	60.4 - 80.0	68.8 - 90.3
operation excellence specialist	74.9 - 97.7	83.4 - 110.7	93.7 - 124.1
process engineer	62.7 - 83.6	72.1 - 97.8	83.3 - 111.5
production planner	49.7 - 65.4	57.1 - 75.8	65.1 - 84.8
project engineer	86.8 - 111.3	94.2 - 123.1	103.8 - 137.4
project manager	76.5 - 105.4	88.9 - 124.3	103.3 - 142.2
purchasing agent	57.9 - 75.5	65.7 - 87.4	75.2 - 99.9
quality assurance engineer	62.4 - 81.9	70.3 - 94.0	79.8 - 105.9
quality assurance/control technician	55.9 - 73.8	64.5 - 86.1	74.2 - 98.9
quality control engineer	69.5 - 92.3	79.4 - 107.4	91.3 - 121.9
quality control technician	40.6 - 52.0	45.0 - 58.7	60.4 - 75.7
quality engineer	56.4 - 75.0	65.7 - 88.6	76.4 - 101.0
quality inspector	41.3 - 52.0	45.4 - 58.4	50.8 - 65.9
reliability/maintenance engineer	69.7 - 90.8	80.2 - 106.5	92.9 - 121.9
robotics engineer	73.3 - 96.4	82.5 - 110.5	93.7 - 124.7
safety inspector	61.3 - 79.7	69.2 - 91.4	78.5 - 103.1
SCADA engineer	67.0 - 89.0	76.7 - 104.0	88.5 - 118.8
sourcing engineer	57.5 - 76.0	65.5 - 88.4	75.2 - 101.1
stationary engineer	56.4 - 71.8	61.9 - 80.2	68.6 - 89.2
supply chain analyst	54.5 - 71.9	61.9 - 83.1	70.7 - 94.1
systems engineer	71.9 - 95.1	81.7 - 110.2	93.6 - 125.3



## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1
machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	106.6 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8



warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5

## industrial support

	entry	mid	senior
assembler/fabricator	17.5 - 21.5	19.3 - 24.7	21.8 - 28.0
counterbalance forklift operator	19.0 - 22.5	21.2 - 26.0	23.9 - 28.9
electronic parts assembler	19.0 - 23.7	20.6 - 26.0	22.5 - 28.6
forklift operator	19.0 - 22.5	21.2 - 26.0	23.9 - 28.9
general labourer - heavy	18.4 - 23.5	21.3 - 27.2	24.2 - 29.3
general labourer - light	17.1 - 20.3	18.7 - 24.0	21.4 - 25.8
industrial painter	19.5 - 22.6	21.9 - 25.8	23.5 - 29.0
inventory control clerk	18.4 - 23.0	20.7 - 26.3	23.4 - 29.5
janitor/custodian	18.7 - 20.6	19.8 - 22.2	21.7 - 23.6
machine operator	18.8 - 24.5	21.4 - 28.3	24.4 - 32.2
machine operator assistant	18.1 - 22.5	20.6 - 25.9	23.3 - 28.8
manufacturing worker	17.5 - 20.0	18.2 - 22.6	20.4 - 25.6
material handler	18.6 - 22.6	20.3 - 26.3	23.1 - 28.3
mould machine operator	19.4 - 25.4	22.2 - 29.3	25.2 - 32.8
order/cherry picker forklift operator	20.0 - 23.8	22.2 - 25.6	24.2 - 26.4
packaging labourer	17.4 - 21.9	19.3 - 24.9	21.6 - 28.2
parts clerk	18.0 - 21.9	19.5 - 25.1	21.8 - 28.1
picker/packer	17.6 - 20.3	18.5 - 22.8	20.0 - 24.9
production labourer	17.1 - 20.3	18.6 - 24.1	21.5 - 26.3
reach truck operator	20.0 - 23.8	22.2 - 25.6	24.2 - 26.4
shipper/receiver	18.8 - 22.9	20.5 - 25.5	22.6 - 28.4



shipping and receiving clerk	18.3 - 22.6	20.6 - 25.9	23.4 - 29.4
warehouse labourer	18.2 - 23.4	21.6 - 27.1	24.2 - 28.5

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# durham region

## customer experience

	entry	mid	senior
bilingual call center operations manager	68.5 - 88.6	76.8 - 100.9	86.6 - 113.2
bilingual customer loyalty agent	40.1 - 51.4	44.8 - 59.4	51.2 - 66.9
bilingual customer service manager	93.1 - 122.7	104.8 - 140.5	119.7 - 159.7
bilingual customer service representative	47.5 - 57.8	52.3 - 62.4	57.8 - 67.7
bilingual customer service supervisor	63.7 - 83.9	72.0 - 96.5	81.9 - 109.6
bilingual customer service team lead	51.1 - 58.7	58.1 - 62.1	61.4 - 68.5
bilingual customer service trainer	50.1 - 62.0	54.1 - 72.0	62.1 - 82.0
bilingual e-chat representative	47.6 - 60.4	52.8 - 68.2	59.3 - 76.7
bilingual fundraising agent	41.1 - 47.5	46.2 - 54.1	52.5 - 60.9
bilingual inside sales manager	75.9 - 101.5	86.2 - 117.2	98.4 - 132.6
bilingual inside sales representative	53.4 - 67.3	58.7 - 75.4	65.4 - 84.9
bilingual insurance advisor	61.4 - 77.8	66.8 - 86.3	73.9 - 96.7
bilingual junior collection agent	42.3 - 49.2	45.5 - 56.4	49.0 - 63.2
bilingual order desk representative	37.5 - 47.3	42.7 - 53.9	47.9 - 59.6
bilingual order management representative	43.3 - 54.9	48.9 - 63.1	55.6 - 72.3
bilingual survey agent	39.5 - 46.4	42.3 - 54.3	48.2 - 59.4
bilingual technical support level 1 agent	57.5 - 75.8	65.6 - 87.3	74.2 - 98.3
bilingual telemarketing agent	38.5 - 45.8	40.6 - 52.2	46.2 - 60.4
bilingual telephone dispatcher	47.4 - 54.2	50.3 - 62.2	54.7 - 73.2
bilingual travel support agent	43.3 - 54.5	48.4 - 61.5	53.9 - 68.1
bilingual workforce planner	52.6 - 66.2	56.7 - 73.0	62.5 - 82.4



## engineering

construction	entry	mid	senior
architect	65.8 - 85.8	73.3 - 97.5	82.8 - 110.5
architectural drafter	57.4 - 74.3	66.6 - 88.0	78.0 - 103.7
architectural technician	88.4 - 117.1	101.9 - 137.0	118.1 - 155.0
BIM/VDC coordinator	51.7 - 67.0	60.1 - 79.4	70.3 - 98.3
BIM/VDC lead	68.0 - 88.6	75.7 - 100.7	85.5 - 114.1
civil engineer	67.7 - 91.4	79.3 - 108.5	92.5 - 123.7
civil engineering drafter	58.9 - 73.4	65.9 - 83.7	74.5 - 94.9
civil engineering technologist	48.1 - 65.0	57.3 - 77.9	67.2 - 88.7
civil project engineer	78.9 - 108.1	91.1 - 127.0	105.8 - 146.2
civil project manager	85.1 - 113.1	95.8 - 129.6	108.8 - 146.3
construction director	121.8 - 159.0	162.2 - 209.6	200.0 - 259.4
construction inspector	72.4 - 96.1	82.8 - 111.7	95.1 - 126.6
construction manager	94.5 - 123.9	103.7 - 138.2	115.6 - 154.7
construction project manager	82.4 - 113.6	95.6 - 134.1	111.5 - 153.2
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	61.3 - 80.8	69.5 - 93.3	79.4 - 106.1
director of operations	125.0 - 166.4	163.9 - 218.4	207.2 - 276.2
drafter	58.4 - 73.0	65.6 - 83.5	74.3 - 94.6
electrical designer/engineer	78.7 - 103.2	88.4 - 118.3	100.6 - 134.7
electrical engineer	68.2 - 95.0	83.4 - 117.4	100.9 - 137.3
electrical engineering technician	60.6 - 77.3	68.9 - 89.4	78.7 - 101.8
engineering manager	105.8 - 142.1	121.0 - 163.5	139.0 - 184.8
environmental engineer	66.1 - 88.1	76.1 - 103.4	88.2 - 118.8
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	63.8 - 83.3	72.5 - 96.4	82.9 - 110.1



field manager	70.8 - 93.6	80.4 - 108.5	92.4 - 125.3
field supervisor	70.3 - 92.1	78.8 - 104.9	88.9 - 118.1
foreman	56.5 - 72.8	63.1 - 82.9	71.3 - 94.0
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	65.3 - 83.9	75.0 - 97.7	86.1 - 111.0
health and safety specialist	73.4 - 96.3	84.0 - 112.3	96.8 - 127.9
HVAC drafter	53.3 - 68.1	59.8 - 77.5	67.3 - 86.7
HVAC engineer	61.3 - 81.2	70.0 - 94.3	80.3 - 107.0
mechanical designer	54.8 - 72.1	63.0 - 83.8	72.1 - 94.7
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	65.5 - 92.2	81.4 - 115.5	99.4 - 135.3
mechanical engineering technician	55.6 - 72.6	63.2 - 83.7	72.0 - 94.4
mechanical site supervisor	54.8 - 70.3	61.7 - 80.7	70.3 - 92.2
operations manager	84.8 - 115.9	97.5 - 135.0	112.1 - 152.3
project coordinator	39.7 - 54.0	45.6 - 63.2	52.6 - 72.4
project director	111.1 - 134.6	139.7 - 169.1	171.1 - 207.4
project engineer	90.5 - 115.7	98.1 - 127.8	108.0 - 142.5
project manager	79.6 - 109.5	92.4 - 129.0	107.3 - 147.3
purchasing manager	116.7 - 152.8	131.8 - 173.3	148.9 - 193.5
specification writer	55.7 - 71.6	62.9 - 82.1	71.4 - 92.7
structural engineer	73.6 - 97.5	84.0 - 113.5	96.7 - 129.6
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	104.0 - 138.1	118.9 - 159.3	136.7 - 180.6
<b>energy &amp; oil</b>			
applications engineer	92.1 - 122.1	106.3 - 142.6	123.1 - 160.5
automation engineer	67.0 - 89.3	77.0 - 104.5	89.2 - 119.8
buyer	60.1 - 78.6	68.4 - 90.9	78.2 - 103.9



category manager	67.3 - 87.9	75.2 - 100.3	85.2 - 114.1
category specialist	55.7 - 72.2	61.7 - 81.7	69.4 - 92.8
chemical engineer	73.6 - 106.6	93.4 - 134.8	114.4 - 155.3
chief inspector	56.6 - 74.2	63.5 - 84.5	71.6 - 94.8
civil engineer	67.7 - 91.4	79.3 - 108.5	92.5 - 123.7
civil engineering drafter	58.9 - 73.4	65.9 - 83.7	74.5 - 94.9
civil engineering technologist	48.1 - 65.0	57.3 - 77.9	67.2 - 88.7
civil project engineer	78.9 - 108.1	91.1 - 127.0	105.8 - 146.2
civil project manager	85.1 - 113.1	95.8 - 129.6	108.8 - 146.3
continuous improvement engineer	96.1 - 125.7	107.1 - 142.0	120.5 - 158.0
contracts administrator	61.3 - 80.8	69.5 - 93.3	79.4 - 106.1
contracts manager	117.5 - 147.6	131.3 - 166.7	148.0 - 187.8
contracts specialist	61.9 - 80.8	70.3 - 93.3	80.2 - 105.6
controls designer/engineer	59.8 - 79.5	68.5 - 92.6	78.7 - 105.5
cost control specialist	52.4 - 67.6	58.5 - 77.0	66.2 - 87.1
demand planner	53.6 - 73.6	64.3 - 88.7	75.7 - 101.4
director of operations	125.0 - 166.4	163.9 - 218.4	207.2 - 276.2
electrical designer/engineer	78.7 - 103.2	88.4 - 118.3	100.6 - 134.7
electrical engineer	68.2 - 95.0	83.4 - 117.4	100.9 - 137.3
electrical engineering technician	60.6 - 77.3	68.9 - 89.4	78.7 - 101.8
electrical test engineer	73.6 - 98.8	85.5 - 116.8	99.8 - 134.8
engineering manager	125.6 - 168.2	145.1 - 195.7	166.9 - 221.7
environmental engineer	66.1 - 88.1	76.1 - 103.4	88.2 - 118.8
environmental inspector	54.7 - 69.7	60.0 - 77.9	66.8 - 87.2
estimator	64.0 - 83.1	70.9 - 94.1	79.8 - 106.5
facilities engineer	67.9 - 90.8	78.5 - 106.8	91.1 - 122.2
field service engineer	58.3 - 76.2	65.2 - 87.2	74.2 - 100.4



geologist	68.5 - 88.8	77.1 - 102.0	87.8 - 116.1
geotechnical engineer	67.4 - 88.3	77.0 - 102.8	88.7 - 117.8
GIS analyst	45.5 - 59.8	51.4 - 68.5	58.2 - 77.1
health and safety manager	67.9 - 88.2	75.3 - 99.9	84.7 - 112.6
HVAC engineer	61.3 - 81.2	70.0 - 94.3	80.3 - 107.0
hydraulic engineer	69.3 - 92.3	79.6 - 107.9	92.0 - 123.2
industrial engineer	72.2 - 95.4	82.0 - 110.2	93.7 - 124.5
instrumentation and controls engineer	70.6 - 93.4	80.4 - 108.5	92.4 - 123.4
inventory control manager	66.7 - 87.1	74.5 - 99.3	84.2 - 112.4
mechanical designer	54.8 - 72.1	63.0 - 83.8	72.1 - 94.7
mechanical drafter	56.5 - 73.0	63.4 - 84.2	72.7 - 98.4
mechanical engineer	65.5 - 92.2	81.4 - 115.5	99.4 - 135.3
mechanical engineering technician	55.6 - 72.6	63.2 - 83.7	72.0 - 94.4
mining engineer	73.3 - 97.6	82.7 - 112.2	94.3 - 127.2
operations manager	84.8 - 115.9	97.5 - 135.0	112.1 - 152.3
pipeline designer	65.2 - 85.0	72.7 - 96.9	82.2 - 109.7
piping engineer	64.6 - 84.7	72.6 - 97.1	82.6 - 110.3
planner/scheduler	42.3 - 53.9	48.1 - 61.9	54.4 - 69.7
plant engineer	85.8 - 115.2	100.9 - 137.5	119.0 - 157.3
process engineer	65.4 - 87.1	75.1 - 101.8	86.8 - 115.9
procurement specialist	56.6 - 73.4	62.7 - 83.1	70.5 - 94.2
production engineer	66.6 - 89.2	77.2 - 105.2	89.8 - 120.3
program manager	76.0 - 98.3	86.5 - 113.6	98.9 - 129.3
project controller	54.5 - 72.1	61.0 - 82.2	69.0 - 93.3
project controls manager	89.7 - 122.8	103.4 - 143.6	119.4 - 163.6
project controls specialist	64.3 - 83.8	72.8 - 96.3	82.8 - 109.0
project coordinator	101.8 - 130.8	110.7 - 144.3	122.2 - 159.7



project director	111.1 - 134.6	139.7 - 169.1	171.1 - 207.4
project engineer	90.5 - 115.7	98.1 - 127.8	108.0 - 142.5
project manager	79.6 - 109.5	92.4 - 129.0	107.3 - 147.3
purchasing manager	116.7 - 152.8	131.8 - 173.3	148.9 - 193.5
quality assurance manager	97.5 - 126.9	107.9 - 142.4	120.8 - 158.5
quality control engineer	72.4 - 96.1	82.8 - 111.7	95.1 - 126.6
reliability engineer	72.7 - 94.6	83.6 - 110.7	96.7 - 126.6
reliability manager	86.7 - 113.9	100.5 - 134.3	117.3 - 153.1
safety inspector	63.9 - 83.1	72.2 - 95.3	81.8 - 107.4
sourcing engineer	69.6 - 91.9	79.1 - 107.0	90.9 - 122.4
sourcing specialist	61.9 - 80.4	68.7 - 91.0	77.2 - 103.3
specification writer	55.7 - 71.6	62.9 - 82.1	71.4 - 92.7
stationary engineer	59.2 - 75.4	64.9 - 84.1	72.0 - 93.6
structural designer	57.3 - 74.5	64.8 - 85.5	73.5 - 96.8
structural engineer	73.6 - 97.5	84.0 - 113.5	96.7 - 129.6
superintendent	42.7 - 54.4	47.7 - 62.0	54.0 - 70.3
systems control engineer	68.3 - 91.5	79.2 - 107.9	92.0 - 123.4
transmission line engineer	82.1 - 103.5	88.7 - 114.0	97.4 - 126.4
transportation manager	101.5 - 134.2	115.0 - 153.2	130.9 - 172.3
<b>manufacturing</b>			
applications engineer	92.1 - 122.1	106.3 - 142.6	123.1 - 160.5
assurance control technician	78.5 - 102.5	88.9 - 118.5	101.5 - 133.9
automation engineer	67.0 - 89.3	77.0 - 104.5	89.2 - 119.8
buyer	60.1 - 78.6	68.4 - 90.9	78.2 - 103.9
chemical engineer	73.6 - 106.6	93.4 - 134.8	114.4 - 155.3
coating inspector	40.4 - 52.7	46.0 - 60.9	52.4 - 69.2
commissioning and start up engineer	62.3 - 83.0	71.6 - 97.1	82.8 - 110.8



continuous improvement engineer	96.1 - 125.7	107.1 - 142.0	120.5 - 158.0
controls designer/engineer	59.8 - 79.5	68.5 - 92.6	78.7 - 105.5
controls engineer	59.8 - 79.5	68.5 - 92.6	78.7 - 105.5
demand planner	53.6 - 73.6	64.3 - 88.7	75.7 - 101.4
electrical designer	76.1 - 100.7	86.7 - 117.0	99.7 - 134.1
electrical engineer	68.2 - 95.0	83.4 - 117.4	100.9 - 137.3
electrical engineering technician	60.6 - 77.3	68.9 - 89.4	78.7 - 101.8
electrical test engineer	73.6 - 98.8	85.5 - 116.8	99.8 - 134.8
electronics designer	60.2 - 75.9	68.5 - 87.7	78.2 - 99.7
electronics engineer	82.9 - 108.0	92.3 - 122.4	103.8 - 137.2
electronics technician	59.2 - 76.3	66.1 - 86.9	74.7 - 98.2
estimation engineer	76.1 - 101.3	87.3 - 118.4	100.9 - 135.8
estimator	64.0 - 83.1	70.9 - 94.1	79.8 - 106.5
field service engineer	58.3 - 76.2	65.2 - 87.2	74.2 - 100.4
health and safety specialist	73.4 - 96.3	84.0 - 112.3	96.8 - 127.9
HVAC drafter	53.3 - 68.1	59.8 - 77.5	67.3 - 86.7
HVAC engineer	61.3 - 81.2	70.0 - 94.3	80.3 - 107.0
industrial engineer	72.2 - 95.4	82.0 - 110.2	93.7 - 124.5
inventory analyst	55.0 - 71.1	61.7 - 81.4	70.0 - 92.6
logistics specialist	49.3 - 63.5	55.9 - 73.1	63.6 - 83.1
maintenance buyer	44.5 - 56.8	51.5 - 66.0	58.8 - 74.4
maintenance planner	57.5 - 72.1	64.9 - 82.7	73.6 - 93.4
manufacturing engineer	66.9 - 89.1	76.8 - 104.1	88.7 - 118.5
mechanical designer	54.8 - 72.1	63.0 - 83.8	72.1 - 94.7
mechanical drafter	56.5 - 73.0	63.4 - 84.2	72.7 - 98.4
mechanical engineer	65.5 - 92.2	81.4 - 115.5	99.4 - 135.3
mechanical engineering technician	55.6 - 72.6	63.2 - 83.7	72.0 - 94.4



operation excellence specialist	78.0 - 101.6	86.7 - 115.0	97.4 - 128.7
process engineer	65.4 - 87.1	75.1 - 101.8	86.8 - 115.9
production planner	51.5 - 67.8	59.2 - 78.6	67.5 - 87.9
project engineer	90.5 - 115.7	98.1 - 127.8	108.0 - 142.5
project manager	79.6 - 109.5	92.4 - 129.0	107.3 - 147.3
purchasing agent	60.1 - 78.6	68.4 - 90.9	78.2 - 103.9
quality assurance engineer	65.0 - 85.4	73.3 - 97.9	83.1 - 110.1
quality assurance/control technician	58.4 - 77.2	67.4 - 90.1	77.6 - 103.4
quality control engineer	72.4 - 96.1	82.8 - 111.7	95.1 - 126.6
quality control technician	41.9 - 53.8	46.5 - 60.8	52.2 - 68.0
quality engineer	58.4 - 77.7	68.1 - 91.8	79.2 - 104.5
quality inspector	42.6 - 53.8	47.0 - 60.5	52.6 - 68.3
reliability/maintenance engineer	72.7 - 94.6	83.6 - 110.7	96.7 - 126.6
robotics engineer	76.5 - 100.3	86.0 - 114.8	97.6 - 129.4
safety inspector	63.9 - 83.1	72.2 - 95.3	81.8 - 107.4
SCADA engineer	69.8 - 92.7	79.9 - 108.1	92.2 - 123.4
sourcing engineer	69.6 - 91.9	79.1 - 107.0	90.9 - 122.4
stationary engineer	59.2 - 75.4	64.9 - 84.1	72.0 - 93.6
supply chain analyst	56.6 - 74.8	64.3 - 86.5	73.5 - 97.8
systems engineer	75.0 - 99.0	85.1 - 114.5	97.5 - 130.1

## industrial management

	entry	mid	senior
engineering manager	105.8 - 142.1	121.0 - 163.5	139.0 - 184.8
inventory control manager	66.7 - 87.1	74.5 - 99.3	84.2 - 112.4
lead mechanic	53.5 - 69.3	60.1 - 79.3	68.2 - 90.1
logistic manager	101.5 - 134.2	115.0 - 153.2	130.9 - 172.3



logistic supervisor	53.6 - 68.5	60.0 - 77.9	67.7 - 87.8
machining manager	64.9 - 83.3	72.0 - 94.3	80.9 - 106.7
maintenance manager	66.2 - 86.8	75.6 - 100.1	85.8 - 111.7
maintenance supervisor	63.8 - 83.3	72.5 - 96.4	82.9 - 110.1
manufacturing director	132.9 - 159.6	169.8 - 203.1	207.1 - 248.3
operations director	125.0 - 166.4	163.9 - 218.4	207.2 - 276.2
operations manager	84.8 - 115.9	97.5 - 135.0	112.1 - 152.3
planning director	134.5 - 172.3	165.9 - 212.0	202.4 - 259.6
plant manager	114.7 - 158.2	137.3 - 189.0	162.0 - 218.3
procurement director	120.1 - 157.0	158.5 - 204.8	190.0 - 246.5
procurement manager	97.4 - 128.2	107.7 - 143.9	120.8 - 160.9
production manager	103.2 - 136.3	116.9 - 155.9	133.5 - 175.6
production supervisor	60.5 - 77.7	67.1 - 87.9	75.5 - 99.4
project director	111.1 - 134.6	139.7 - 169.1	171.1 - 207.4
purchasing director	120.1 - 157.0	158.5 - 204.8	190.0 - 246.5
purchasing manager	116.7 - 152.8	131.8 - 173.3	148.9 - 193.5
quality assurance manager	97.5 - 126.9	107.9 - 142.4	120.8 - 158.5
quality director	107.5 - 144.9	136.1 - 180.1	165.1 - 218.4
site supervisor	97.9 - 128.2	107.4 - 142.9	119.8 - 159.4
supply chain director	126.3 - 152.1	163.9 - 195.9	199.2 - 238.8
supply chain manager	97.3 - 130.7	112.7 - 151.9	129.9 - 169.5
warehouse manager	83.5 - 109.0	92.8 - 123.6	104.4 - 138.7
warehouse supervisor	56.2 - 73.4	63.9 - 84.8	72.9 - 96.2
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	57.6 - 74.9	65.1 - 86.0	73.9 - 97.2



## industrial support

	entry	mid	senior
assembler/fabricator	18.5 - 21.5	20.6 - 23.7	22.6 - 25.7
counterbalance forklift operator	21.5 - 24.6	23.1 - 26.4	25.2 - 28.3
delivery/courier driver	20.1 - 23.1	22.2 - 25.3	24.5 - 27.6
electronic parts assembler	19.5 - 22.6	21.2 - 24.6	23.6 - 26.8
forklift operator	21.1 - 24.2	23.2 - 26.1	25.3 - 28.5
general labourer - heavy	20.5 - 23.1	22.4 - 25.1	24.3 - 27.5
general labourer - light	18.2 - 21.5	20.1 - 23.2	22.4 - 25.6
industrial painter	22.1 - 25.2	24.3 - 27.5	26.8 - 29.2
inventory control clerk	20.1 - 23.2	22.2 - 25.5	24.1 - 27.2
janitor/custodian	19.5 - 22.4	21.2 - 24.5	23.6 - 26.7
machine operator	20.2 - 23.4	22.4 - 25.4	24.6 - 27.7
machine operator assistant	18.6 - 21.3	20.7 - 23.8	22.6 - 25.7
manufacturing worker	19.2 - 22.3	21.1 - 24.3	23.3 - 26.5
material handler	21.1 - 24.2	23.2 - 26.1	25.3 - 28.5
order/cherry picker forklift operator	23.1 - 25.4	25.3 - 28.2	27.1 - 30.1
packaging labourer	19.2 - 22.3	21.3 - 24.5	24.6 - 27.1
parts clerk	19.1 - 22.3	21.2 - 24.5	23.3 - 26.5
picker/packer	18.1 - 21.2	20.4 - 23.5	22.6 - 25.7
production labourer	19.2 - 22.3	21.1 - 24.3	23.3 - 26.5
reach truck operator	22.2 - 25.3	24.1 - 27.3	26.1 - 29.3
shipper/receiver	21.5 - 24.6	23.1 - 26.4	25.2 - 28.3
shipping and receiving clerk	19.5 - 23.4	21.4 - 26.9	24.2 - 30.5
warehouse labourer	18.4 - 21.5	20.6 - 23.1	22.5 - 25.6



## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# frontenac county

## customer experience

	entry	mid	senior
bilingual call center operations manager	64.7 - 83.5	72.4 - 95.0	81.6 - 106.6
bilingual customer loyalty agent	37.1 - 48.3	42.2 - 55.8	48.1 - 63.3
bilingual customer service manager	75.6 - 99.4	85.0 - 114.2	96.9 - 130.9
bilingual customer service representative	39.0 - 49.2	43.0 - 55.4	48.2 - 62.3
bilingual customer service supervisor	60.8 - 79.9	68.6 - 91.9	78.0 - 104.4
bilingual customer service team lead	52.9 - 67.3	60.8 - 76.8	68.0 - 83.6
bilingual customer service trainer	45.7 - 59.6	52.0 - 69.1	59.7 - 78.6
bilingual e-chat representative	45.2 - 57.2	50.1 - 64.6	56.2 - 72.5
bilingual fundraising agent	35.8 - 45.6	41.0 - 52.9	46.5 - 59.1
bilingual inside sales manager	71.6 - 95.7	81.2 - 110.5	92.7 - 125.1
bilingual inside sales representative	51.2 - 64.4	56.3 - 72.2	62.7 - 81.3
bilingual insurance advisor	58.6 - 74.0	63.7 - 82.1	70.3 - 92.0
bilingual junior collection agent	36.7 - 46.8	41.3 - 53.5	46.6 - 60.0
bilingual order desk representative	35.9 - 44.9	40.6 - 51.2	45.4 - 56.5
bilingual order management representative	41.2 - 52.1	46.4 - 59.8	52.8 - 68.4
bilingual survey agent	35.2 - 44.0	40.2 - 51.5	45.7 - 56.3
bilingual technical support level 1 agent	46.3 - 61.4	53.0 - 70.8	60.1 - 79.6
bilingual telemarketing agent	35.4 - 44.0	39.1 - 50.1	44.3 - 57.9
bilingual telephone dispatcher	42.3 - 53.7	47.9 - 61.6	54.3 - 69.8
bilingual travel support agent	41.1 - 51.7	45.9 - 58.3	51.1 - 64.5
bilingual workforce planner	50.2 - 62.9	54.0 - 69.3	59.5 - 78.2



## engineering

construction	entry	mid	senior
architect	62.8 - 81.7	69.9 - 93.0	78.9 - 105.4
architectural drafter	54.2 - 69.9	62.8 - 82.7	73.4 - 97.5
architectural technician	71.7 - 94.6	82.5 - 110.9	95.4 - 126.4
BIM/VDC coordinator	51.7 - 67.0	60.1 - 79.4	70.3 - 98.3
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	64.1 - 86.8	75.2 - 103.2	87.8 - 117.8
civil engineering drafter	55.6 - 69.1	62.1 - 78.7	70.1 - 89.2
civil engineering technologist	45.4 - 61.2	54.1 - 73.3	63.3 - 83.4
civil project engineer	74.9 - 102.6	86.5 - 120.7	100.4 - 139.2
civil project manager	80.7 - 107.6	91.0 - 123.6	103.5 - 139.7
construction director	99.4 - 131.1	134.0 - 176.9	168.2 - 222.5
construction inspector	68.6 - 91.2	78.4 - 106.3	90.3 - 120.7
construction manager	77.5 - 101.1	84.8 - 113.0	94.4 - 127.2
construction project manager	67.7 - 92.8	78.4 - 109.5	91.1 - 126.0
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	58.3 - 76.8	66.0 - 88.6	75.4 - 100.8
director of operations	119.6 - 159.6	157.2 - 210.5	199.5 - 267.2
drafter	55.1 - 68.7	61.8 - 78.5	70.0 - 89.0
electrical designer/engineer	74.6 - 98.1	83.8 - 112.6	95.6 - 128.5
electrical engineer	64.6 - 90.2	79.1 - 111.8	95.9 - 131.0
electrical engineering technician	57.1 - 72.8	64.9 - 84.0	74.1 - 95.7
engineering manager	86.6 - 116.3	98.8 - 135.2	113.6 - 154.5
environmental engineer	62.6 - 83.6	72.1 - 98.3	83.7 - 113.1
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	60.4 - 78.9	68.7 - 91.3	78.6 - 104.4



field manager	67.1 - 88.6	76.1 - 102.8	87.5 - 118.9
field supervisor	66.6 - 87.2	74.6 - 99.4	84.2 - 112.0
foreman	54.1 - 69.6	60.4 - 79.2	68.1 - 89.7
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	61.6 - 79.0	70.6 - 91.8	80.9 - 104.4
health and safety specialist	69.5 - 91.5	79.6 - 106.8	91.9 - 121.9
HVAC drafter	50.4 - 64.2	56.4 - 73.0	63.4 - 81.7
HVAC engineer	58.0 - 77.0	66.2 - 89.5	76.1 - 101.8
mechanical designer	52.0 - 68.3	59.6 - 79.4	68.3 - 90.0
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.0 - 87.5	77.1 - 110.0	94.5 - 129.0
mechanical engineering technician	52.5 - 68.3	59.5 - 78.7	67.8 - 88.8
mechanical site supervisor	52.2 - 66.8	58.8 - 76.8	66.9 - 87.8
operations manager	80.9 - 110.8	93.1 - 129.3	107.2 - 146.0
project coordinator	40.0 - 51.5	43.5 - 60.1	50.2 - 68.8
project director	105.5 - 128.0	132.9 - 161.3	163.3 - 198.6
project engineer	85.8 - 110.1	93.1 - 121.9	102.7 - 135.9
project manager	75.6 - 103.9	87.7 - 122.6	101.9 - 140.2
purchasing manager	94.6 - 124.8	106.8 - 143.3	121.4 - 161.5
specification writer	53.0 - 67.9	59.8 - 77.9	67.7 - 88.1
structural engineer	69.7 - 92.6	79.6 - 108.0	91.8 - 123.6
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.1 - 112.9	97.1 - 131.3	111.7 - 150.7
<b>manufacturing</b>			
applications engineer	74.7 - 98.7	86.0 - 115.6	99.5 - 131.3
assurance control technician	63.7 - 83.0	72.1 - 95.7	82.2 - 108.3
automation engineer	63.4 - 84.7	73.0 - 99.4	84.6 - 114.1



buyer	57.2 - 74.6	65.0 - 86.2	74.3 - 98.6
chemical engineer	69.7 - 101.4	88.6 - 128.6	108.9 - 148.3
coating inspector	38.8 - 50.5	44.1 - 58.2	50.2 - 66.1
commissioning and start up engineer	59.7 - 79.4	68.5 - 93.0	79.2 - 106.2
continuous improvement engineer	78.1 - 101.8	86.8 - 115.4	97.6 - 129.4
controls designer/engineer	56.4 - 74.8	64.6 - 87.0	74.1 - 99.2
controls engineer	56.4 - 74.8	64.6 - 87.0	74.1 - 99.2
demand planner	51.1 - 70.0	61.1 - 84.2	71.9 - 96.2
electrical designer	72.0 - 95.7	82.2 - 111.4	94.7 - 127.9
electrical engineer	64.6 - 90.2	79.1 - 111.8	95.9 - 131.0
electrical engineering technician	57.1 - 72.8	64.9 - 84.0	74.1 - 95.7
electrical test engineer	69.7 - 93.8	81.0 - 111.2	94.8 - 128.5
electronics designer	56.8 - 71.5	64.5 - 82.5	73.6 - 93.8
electronics engineer	78.6 - 102.8	87.6 - 116.7	98.7 - 130.8
electronics technician	55.8 - 71.8	62.3 - 81.8	70.3 - 92.3
estimation engineer	72.1 - 96.2	82.8 - 112.7	95.9 - 129.5
estimator	60.9 - 78.9	67.4 - 89.3	75.8 - 101.1
field service engineer	55.0 - 71.7	61.5 - 82.0	69.9 - 94.4
general inspector	50.6 - 66.1	56.7 - 75.2	63.8 - 84.3
health and safety specialist	69.5 - 91.5	79.6 - 106.8	91.9 - 121.9
HVAC drafter	50.4 - 64.2	56.4 - 73.0	63.4 - 81.7
HVAC engineer	58.0 - 77.0	66.2 - 89.5	76.1 - 101.8
industrial engineer	68.4 - 90.5	77.7 - 104.8	88.9 - 118.6
inventory analyst	52.4 - 67.6	58.7 - 77.2	66.5 - 87.9
logistics specialist	47.0 - 60.4	53.3 - 69.4	60.5 - 78.9
maintenance buyer	42.8 - 54.5	49.4 - 63.2	56.4 - 71.2
maintenance planner	54.5 - 68.3	61.5 - 78.3	69.7 - 88.4



manufacturing engineer	63.4 - 84.5	72.8 - 99.0	84.2 - 112.9
mechanical designer	52.0 - 68.3	59.6 - 79.4	68.3 - 90.0
mechanical drafter	53.3 - 68.8	59.8 - 79.2	68.5 - 92.6
mechanical engineer	62.0 - 87.5	77.1 - 110.0	94.5 - 129.0
mechanical engineering technician	52.5 - 68.3	59.5 - 78.7	67.8 - 88.8
operation excellence specialist	74.0 - 96.4	82.3 - 109.2	92.4 - 122.3
process engineer	61.9 - 82.6	71.2 - 96.8	82.3 - 110.4
production planner	49.2 - 64.6	56.5 - 74.9	64.4 - 83.7
project engineer	85.8 - 110.1	93.1 - 121.9	102.7 - 135.9
project manager	75.6 - 103.9	87.7 - 122.6	101.9 - 140.2
purchasing agent	57.2 - 74.6	65.0 - 86.2	74.3 - 98.6
quality assurance engineer	61.6 - 80.9	69.4 - 92.9	78.8 - 104.7
quality assurance/control technician	55.1 - 72.6	63.5 - 84.8	73.1 - 97.2
quality control engineer	68.6 - 91.2	78.4 - 106.3	90.3 - 120.7
quality control technician	40.3 - 51.5	44.6 - 58.1	50.0 - 65.0
quality engineer	55.9 - 74.1	65.0 - 87.6	75.5 - 99.7
quality inspector	40.9 - 51.5	45.0 - 57.8	50.3 - 65.2
reliability/maintenance engineer	68.8 - 89.8	79.2 - 105.4	91.8 - 120.6
robotics engineer	72.4 - 95.3	81.5 - 109.3	92.6 - 123.4
safety inspector	60.2 - 78.2	68.0 - 89.6	77.0 - 101.0
SCADA engineer	66.1 - 88.0	75.7 - 102.9	87.5 - 117.6
sourcing engineer	56.5 - 74.7	64.3 - 86.8	73.9 - 99.2
stationary engineer	55.6 - 70.7	60.9 - 78.9	67.5 - 87.9
supply chain analyst	53.9 - 71.0	61.2 - 82.1	69.9 - 92.8
systems engineer	71.0 - 94.0	80.7 - 109.0	92.6 - 124.0



# greater hamilton area

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	40.9 - 51.7	44.5 - 57.5	49.4 - 64.7
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	39.6 - 49.0	43.9 - 54.5	48.2 - 59.1
administrative coordinator	45.5 - 56.2	51.1 - 63.5	57.2 - 68.2
administrative manager	61.8 - 79.2	67.3 - 87.9	74.2 - 98.1
benefits clerk	40.8 - 52.2	46.6 - 60.3	53.2 - 68.5
buyer assistant	40.3 - 52.1	46.7 - 60.2	52.8 - 66.4
contracts administrator	97.6 - 123.2	109.1 - 140.6	123.6 - 160.2
data entry clerk	37.2 - 46.5	41.9 - 52.7	46.8 - 56.4
dispatch administrator	50.3 - 63.7	56.6 - 72.4	63.7 - 81.3
document services specialist	34.8 - 43.8	39.8 - 50.1	44.5 - 52.4
documentation specialist	41.5 - 54.3	49.6 - 62.9	55.8 - 66.7
donor relations coordinator	53.2 - 69.4	61.5 - 81.8	71.5 - 94.7
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	57.1 - 77.7	66.6 - 91.7	77.1 - 104.5
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	37.1 - 47.9	43.6 - 55.1	48.8 - 58.3
HR coordinator	40.6 - 51.6	45.9 - 58.1	50.7 - 62.6
insurance claims clerk	40.2 - 50.5	45.6 - 57.9	51.5 - 65.1
inventory clerk	40.0 - 50.0	45.1 - 57.1	50.9 - 64.0
inventory coordinator	47.9 - 60.7	53.2 - 68.7	59.8 - 77.7



invoicing clerk	39.3 - 50.1	44.7 - 56.9	49.8 - 61.9
lease administrator	50.0 - 65.2	57.7 - 75.9	66.2 - 86.7
leasing coordinator	46.3 - 60.3	53.4 - 70.2	61.2 - 79.8
legal assistant	48.7 - 66.4	57.9 - 79.2	67.5 - 89.7
logistics coordinator	49.2 - 64.5	57.2 - 75.4	65.7 - 85.8
mailroom clerk	38.7 - 47.8	43.4 - 53.2	47.5 - 55.8
marketing assistant	43.4 - 54.1	47.9 - 61.3	54.2 - 70.9
office clerk	40.6 - 49.5	44.1 - 54.8	48.6 - 60.8
office manager	55.8 - 72.0	61.4 - 80.5	68.1 - 89.9
order clerk	37.0 - 46.2	41.8 - 52.7	46.8 - 58.2
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.7 - 41.7	38.2 - 48.2	42.9 - 51.5
parts coordinators	34.6 - 46.1	38.9 - 52.7	43.7 - 59.0
payroll administrator	46.8 - 61.0	53.1 - 70.5	60.7 - 80.5
procurement coordinator	55.2 - 71.5	62.1 - 82.2	70.7 - 94.0
project coordinator	38.8 - 52.6	44.4 - 61.5	51.3 - 70.4
project manager assistant	47.9 - 63.2	52.6 - 70.9	58.8 - 80.5
property administrator	39.6 - 51.5	44.2 - 59.1	50.5 - 68.5
property manager	62.5 - 82.1	70.5 - 94.8	80.6 - 108.9
receptionist	36.1 - 44.5	39.5 - 50.3	44.3 - 57.4
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	45.0 - 59.9	51.8 - 70.0	59.7 - 79.9
sales assistant	43.2 - 53.8	47.6 - 61.0	53.9 - 70.7
sales coordinator	51.7 - 63.3	55.6 - 69.9	61.4 - 79.4
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	39.5 - 50.7	44.0 - 57.7	49.7 - 65.7
supply clerk	38.6 - 48.5	43.2 - 54.8	48.1 - 60.1



virtual assistant	36.7 - 45.1	40.5 - 50.2	44.4 - 54.3
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.9 - 86.5	74.9 - 98.5	84.4 - 110.6
bilingual customer loyalty agent	42.4 - 49.7	46.2 - 57.5	49.5 - 65.2
bilingual customer service manager	77.6 - 101.9	87.2 - 117.0	99.4 - 134.1
bilingual customer service representative	47.8 - 53.4	51.2 - 58.7	56.7 - 63.4
bilingual customer service supervisor	61.8 - 81.4	69.8 - 93.6	79.4 - 106.4
bilingual customer service team lead	50.5 - 61.1	52.5 - 64.8	54.5 - 71.1
bilingual customer service trainer	51.2 - 60.5	54.3 - 70.2	60.6 - 79.9
bilingual e-chat representative	46.5 - 59.0	51.6 - 66.6	57.9 - 74.8
bilingual fundraising agent	40.1 - 46.5	45.2 - 53.1	51.5 - 59.9
bilingual inside sales manager	74.0 - 99.1	84.1 - 114.6	96.0 - 129.7
bilingual inside sales representative	52.3 - 65.8	57.4 - 73.7	64.0 - 83.0
bilingual insurance advisor	60.0 - 75.9	65.2 - 84.2	72.1 - 94.4
bilingual junior collection agent	37.3 - 47.5	41.9 - 54.4	47.3 - 61.0
bilingual order desk representative	46.7 - 50.1	48.8 - 55.7	54.3 - 65.5
bilingual order management representative	46.7 - 53.7	50.2 - 61.6	54.4 - 70.5
bilingual survey agent	38.9 - 45.3	41.4 - 53.1	47.1 - 58.1
bilingual technical support level 1 agent	47.2 - 62.7	54.1 - 72.3	61.4 - 81.3
bilingual telemarketing agent	40.1 - 44.9	42.6 - 51.2	45.2 - 59.1
bilingual telephone dispatcher	45.7 - 54.8	48.9 - 62.9	55.4 - 71.3
bilingual travel support agent	44.7 - 53.3	47.3 - 60.0	52.7 - 66.5
bilingual workforce planner	51.3 - 64.4	55.2 - 70.9	60.8 - 80.1



## engineering

construction	entry	mid	senior
architect	63.6 - 82.8	70.8 - 94.2	80.0 - 106.9
architectural drafter	55.2 - 71.4	64.0 - 84.5	74.9 - 99.7
architectural technician	73.3 - 96.6	84.3 - 113.2	97.4 - 129.0
BIM/VDC coordinator	51.7 - 67.0	60.1 - 79.4	70.3 - 98.3
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	65.5 - 88.6	76.8 - 105.2	89.6 - 120.1
civil engineering drafter	56.6 - 70.5	63.3 - 80.4	71.6 - 91.2
civil engineering technologist	46.2 - 62.4	55.1 - 74.8	64.6 - 85.2
civil project engineer	76.7 - 105.2	88.6 - 123.8	103.0 - 142.8
civil project manager	82.4 - 109.7	92.8 - 126.0	105.5 - 142.4
construction director	101.7 - 134.1	137.1 - 181.0	172.1 - 227.4
construction inspector	70.1 - 93.1	80.1 - 108.4	92.1 - 123.0
construction manager	79.2 - 103.4	86.7 - 115.6	96.5 - 130.2
construction project manager	69.1 - 94.9	80.1 - 112.0	93.2 - 128.9
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.6 - 78.6	67.6 - 90.8	77.1 - 103.3
director of operations	121.6 - 162.5	160.1 - 214.1	203.0 - 271.6
drafter	56.1 - 70.1	63.1 - 80.2	71.4 - 91.0
electrical designer/engineer	76.2 - 100.0	85.6 - 114.8	97.5 - 131.0
electrical engineer	66.1 - 92.0	80.7 - 114.0	97.8 - 133.5
electrical engineering technician	58.2 - 74.3	66.2 - 85.9	75.6 - 97.9
engineering manager	88.5 - 119.0	101.0 - 138.3	116.2 - 158.1
environmental engineer	64.0 - 85.3	73.6 - 100.2	85.4 - 115.3
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	62.2 - 81.2	70.7 - 94.0	80.8 - 107.5



field manager	69.1 - 91.2	78.4 - 105.9	90.1 - 122.5
field supervisor	68.5 - 89.8	76.8 - 102.4	86.7 - 115.4
foreman	54.9 - 70.7	61.3 - 80.6	69.2 - 91.4
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	63.0 - 80.9	72.3 - 94.2	83.0 - 107.1
health and safety specialist	71.0 - 93.3	81.3 - 108.9	93.8 - 124.3
HVAC drafter	51.6 - 65.9	57.9 - 75.0	65.1 - 83.8
HVAC engineer	59.4 - 78.6	67.7 - 91.3	77.7 - 103.8
mechanical designer	53.1 - 69.8	61.0 - 81.1	69.8 - 91.8
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.4 - 89.3	78.7 - 112.2	96.4 - 131.5
mechanical engineering technician	53.5 - 69.7	60.7 - 80.4	69.1 - 90.8
mechanical site supervisor	53.9 - 69.1	60.7 - 79.3	69.1 - 90.7
operations manager	82.3 - 112.7	94.7 - 131.5	109.0 - 148.6
project coordinator	42.2 - 52.6	44.4 - 61.5	51.3 - 70.4
project director	108.2 - 131.3	136.3 - 165.5	167.5 - 203.4
project engineer	87.6 - 112.3	95.0 - 124.2	104.8 - 138.6
project manager	77.4 - 106.6	89.9 - 125.7	104.5 - 143.8
purchasing manager	97.0 - 127.9	109.5 - 146.8	124.4 - 165.5
specification writer	54.4 - 69.8	61.4 - 80.1	69.6 - 90.5
structural engineer	71.2 - 94.5	81.3 - 110.1	93.7 - 126.0
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	86.9 - 115.5	99.2 - 134.4	114.3 - 154.3
<b>manufacturing</b>			
applications engineer	76.3 - 100.8	87.9 - 118.0	101.6 - 134.0
assurance control technician	65.0 - 84.8	73.7 - 97.8	84.0 - 110.5
automation engineer	64.8 - 86.4	74.6 - 101.4	86.3 - 116.3



buyer	58.5 - 76.4	66.5 - 88.4	76.1 - 101.1
chemical engineer	71.2 - 103.4	90.5 - 131.1	111.0 - 151.4
coating inspector	39.5 - 51.4	44.8 - 59.3	51.1 - 67.4
commissioning and start up engineer	60.9 - 81.1	70.0 - 95.0	80.9 - 108.5
continuous improvement engineer	80.0 - 104.4	89.0 - 118.3	100.1 - 132.6
controls designer/engineer	57.4 - 76.4	65.8 - 89.0	75.6 - 101.5
controls engineer	57.4 - 76.4	65.8 - 89.0	75.6 - 101.5
demand planner	52.0 - 71.2	62.2 - 85.8	73.2 - 98.1
electrical designer	73.6 - 97.6	83.9 - 113.6	96.7 - 130.4
electrical engineer	66.1 - 92.0	80.7 - 114.0	97.8 - 133.5
electrical engineering technician	58.2 - 74.3	66.2 - 85.9	75.6 - 97.9
electrical test engineer	71.3 - 95.7	82.7 - 113.4	96.7 - 131.1
electronics designer	57.8 - 72.9	65.8 - 84.3	75.1 - 95.9
electronics engineer	80.3 - 104.8	89.4 - 118.9	100.6 - 133.4
electronics technician	56.9 - 73.3	63.5 - 83.5	71.7 - 94.4
estimation engineer	73.7 - 98.2	84.5 - 114.9	97.8 - 132.0
estimator	62.2 - 80.8	69.0 - 91.5	77.6 - 103.6
field service engineer	56.1 - 73.2	62.7 - 83.8	71.3 - 96.6
general inspector	51.8 - 67.7	58.0 - 77.0	65.3 - 86.4
health and safety specialist	71.0 - 93.3	81.3 - 108.9	93.8 - 124.3
HVAC drafter	51.6 - 65.9	57.9 - 75.0	65.1 - 83.8
HVAC engineer	59.4 - 78.6	67.7 - 91.3	77.7 - 103.8
industrial engineer	69.9 - 92.4	79.4 - 106.9	90.8 - 120.9
inventory analyst	53.3 - 68.8	59.7 - 78.7	67.7 - 89.6
logistics specialist	48.0 - 61.8	54.5 - 71.0	61.9 - 80.8
maintenance buyer	43.2 - 55.2	50.0 - 64.0	57.1 - 72.1
maintenance planner	56.1 - 70.3	63.3 - 80.6	71.8 - 91.0



manufacturing engineer	64.8 - 86.2	74.4 - 100.9	85.9 - 115.1
mechanical designer	53.1 - 69.8	61.0 - 81.1	69.8 - 91.8
mechanical drafter	54.3 - 70.2	60.9 - 80.9	69.9 - 94.7
mechanical engineer	63.4 - 89.3	78.7 - 112.2	96.4 - 131.5
mechanical engineering technician	53.5 - 69.7	60.7 - 80.4	69.1 - 90.8
operation excellence specialist	75.8 - 98.8	84.3 - 112.0	94.7 - 125.5
process engineer	63.3 - 84.3	72.7 - 98.7	84.0 - 112.5
production planner	50.2 - 66.0	57.7 - 76.5	65.8 - 85.6
project engineer	87.6 - 112.3	95.0 - 124.2	104.8 - 138.6
project manager	77.4 - 106.6	89.9 - 125.7	104.5 - 143.8
purchasing agent	58.5 - 76.4	66.5 - 88.4	76.1 - 101.1
quality assurance engineer	62.9 - 82.7	70.9 - 94.8	80.5 - 106.8
quality assurance/control technician	56.2 - 74.1	64.8 - 86.6	74.6 - 99.5
quality control engineer	70.1 - 93.1	80.1 - 108.4	92.1 - 123.0
quality control technician	40.9 - 52.4	45.4 - 59.2	50.9 - 66.2
quality engineer	56.9 - 75.6	66.3 - 89.3	77.0 - 101.8
quality inspector	41.6 - 52.4	45.8 - 58.9	51.2 - 66.5
reliability/maintenance engineer	70.4 - 91.6	80.9 - 107.4	93.7 - 123.0
robotics engineer	74.0 - 97.2	83.2 - 111.5	94.5 - 125.8
safety inspector	61.6 - 80.1	69.6 - 91.9	78.9 - 103.6
SCADA engineer	67.5 - 89.8	77.3 - 104.9	89.3 - 119.9
sourcing engineer	57.9 - 76.6	66.0 - 89.0	75.8 - 101.7
stationary engineer	56.9 - 72.5	62.4 - 80.9	69.2 - 90.0
supply chain analyst	55.1 - 72.7	62.6 - 84.1	71.5 - 95.2
systems engineer	72.5 - 95.9	82.4 - 111.2	94.5 - 126.4



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	151.4 - 271.2	226.0 - 405.2	320.5 - 574.5	
vice president finance	105.1 - 187.7	152.4 - 272.8	215.1 - 385.6	
vice-president internal audit	131.1 - 175.5	165.9 - 222.4	203.0 - 272.0	
finance & accounting	1 year	3 years	5 years	10 years
accountant	70.9 - 85.0	75.9 - 91.1	80.8 - 96.9	91.5 - 109.6
accounting clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.1	60.1 - 64.7
accounting manager	96.7 - 117.3	104.0 - 126.3	111.1 - 135.0	126.9 - 154.4
accounting supervisor	73.0 - 88.6	78.5 - 95.3	83.9 - 101.8	95.9 - 116.4
accounts payable clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.7	60.8 - 68.5
accounts payable manager	86.3 - 104.7	94.2 - 114.3	101.9 - 123.7	119.7 - 145.5
accounts receivable clerk	46.3 - 52.2	52.3 - 57.8	57.7 - 62.8	64.8 - 73.0
accounts receivable manager	87.5 - 103.7	94.8 - 112.4	102.2 - 121.2	120.2 - 142.5
analyst - financial planning & analysis	102.4 - 124.4	110.6 - 134.3	118.6 - 144.1	136.7 - 166.1
assistant controller	109.5 - 139.6	118.7 - 151.3	127.8 - 162.9	148.6 - 189.6
billing specialist	43.7 - 50.9	47.7 - 55.7	51.4 - 60.1	58.3 - 68.1
bookkeeper	51.0 - 53.5	53.6 - 57.9	58.0 - 62.2	62.1 - 71.1
business analyst	77.1 - 92.3	83.2 - 99.8	89.3 - 107.0	102.7 - 123.3
controller	100.8 - 179.6	142.4 - 254.8	186.0 - 333.4	234.6 - 417.6
cost accountant	67.6 - 81.0	73.0 - 87.6	78.3 - 93.9	90.2 - 108.3
credit & collection specialist	44.6 - 56.6	51.1 - 65.2	58.0 - 73.0	72.9 - 78.5
credit and collections manager	92.8 - 111.3	99.5 - 119.4	106.3 - 127.5	122.6 - 147.1
credit and collections supervisor	60.0 - 72.8	64.8 - 78.5	69.4 - 84.2	80.1 - 97.2
director - financial planning & analysis	134.5 - 172.7	172.7 - 211.9	211.9 - 280.6	---
external auditor	70.1 - 84.1	76.1 - 91.3	82.0 - 98.3	94.7 - 113.7
finance director	130.4 - 169.7	169.7 - 207.8	207.8 - 275.1	---



financial analyst	85.1 - 102.1	91.1 - 109.3	97.0 - 116.3	110.3 - 132.5
financial reporting manager	115.3 - 140.0	123.8 - 150.4	132.1 - 160.6	152.0 - 184.7
internal audit manager	107.7 - 132.5	115.8 - 142.4	123.7 - 152.1	141.7 - 174.3
internal auditor	68.2 - 81.8	75.3 - 90.3	82.1 - 98.5	96.1 - 115.3
invoicing clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.7	60.7 - 65.1
payroll clerk	47.0 - 55.0	51.7 - 60.4	56.0 - 65.4	64.2 - 75.1
payroll manager	88.0 - 106.9	95.2 - 115.7	102.1 - 124.0	117.1 - 142.4
payroll specialist	48.8 - 58.4	53.3 - 63.8	57.7 - 68.9	67.2 - 80.2
payroll supervisor	61.3 - 73.4	66.6 - 79.9	71.9 - 86.2	83.0 - 99.6
property accountant	63.5 - 76.1	66.6 - 79.9	69.8 - 83.6	---
tax analyst	54.0 - 64.9	59.7 - 71.5	65.1 - 78.0	76.1 - 91.3
tax manager	102.0 - 125.4	109.4 - 134.5	116.8 - 143.7	134.3 - 165.3
treasury analyst	71.7 - 85.9	76.9 - 92.1	81.9 - 98.1	93.1 - 111.8
treasury director	96.4 - 117.0	104.1 - 126.4	111.6 - 135.6	---

## healthcare

	entry	mid	senior
dental office manager	54.3 - 69.8	59.5 - 77.9	66.0 - 87.0
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	51.1 - 65.0	55.1 - 71.6	60.6 - 80.5
disability consultant	40.7 - 53.8	47.9 - 63.3	55.2 - 71.6
health records clerk	38.1 - 47.6	42.9 - 54.3	48.4 - 58.6
healthcare clinic manager	74.6 - 95.8	81.2 - 106.4	89.8 - 118.7
medical / clinic coordinator	48.4 - 61.4	53.8 - 69.6	60.6 - 79.3
medical billing clerk	38.5 - 49.4	44.2 - 57.1	50.2 - 64.0
medical claims analyst	47.4 - 62.1	52.5 - 70.2	59.0 - 79.2
medical office assistant	35.9 - 44.3	39.4 - 49.6	43.5 - 54.5



medical receptionist	35.3 - 45.2	41.2 - 52.3	46.4 - 55.7
medical reimbursement specialist	40.0 - 52.9	46.4 - 62.0	53.4 - 69.7
medical secretary	38.0 - 48.1	42.2 - 54.2	47.0 - 59.6
nursing manager	91.0 - 118.0	98.6 - 131.0	109.5 - 149.1
nursing supervisor / team lead	78.6 - 100.7	89.6 - 115.6	101.3 - 129.4
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	34.4 - 43.1	38.6 - 49.4	43.5 - 55.6
patient service representatives (unilingual or bilingual)	35.8 - 43.4	40.2 - 49.8	45.5 - 56.5
pharmacist	101.1 - 127.2	112.3 - 142.6	124.5 - 156.2
pharmacy assistant	36.3 - 45.7	40.8 - 52.0	45.7 - 55.8
pharmacy manager	105.1 - 140.5	119.0 - 161.3	135.0 - 181.9

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	89.4 - 123.8	112.6 - 155.9	140.4 - 194.7
health and safety director	89.1 - 106.9	115.8 - 138.9	139.2 - 167.0
HR operations director	84.2 - 120.8	109.3 - 157.0	137.5 - 197.8
human resources director	92.1 - 127.6	117.4 - 162.8	146.5 - 203.4
L&D director	94.4 - 117.4	118.1 - 146.8	151.0 - 188.0
talent acquisition director	88.1 - 121.9	111.3 - 154.2	136.5 - 189.4
total rewards director	105.1 - 137.1	136.6 - 178.4	169.0 - 220.7
vice president human resources / CHRO	110.5 - 188.4	141.0 - 240.5	176.4 - 301.1
human resources	entry	mid	senior
benefits administrator	58.4 - 74.3	65.1 - 84.6	73.6 - 96.0
compensation analyst	59.3 - 78.1	68.3 - 91.5	78.8 - 104.2
compensation and benefits manager	92.0 - 119.8	102.0 - 135.6	114.9 - 153.9



compensation specialist	52.4 - 68.9	60.2 - 80.6	69.5 - 92.0
diversity & inclusion coordinator	44.3 - 56.9	50.8 - 64.7	56.5 - 69.8
health and safety advisor	63.0 - 80.9	72.3 - 94.2	83.0 - 107.1
health and safety manager	77.2 - 99.8	86.3 - 113.8	97.6 - 128.8
HRIS analyst	63.6 - 83.4	72.7 - 97.0	83.5 - 110.5
human resources advisor	61.1 - 77.4	66.6 - 86.4	74.1 - 97.9
human resources assistant	43.2 - 54.9	48.8 - 61.9	54.1 - 66.9
human resources business partner	65.4 - 85.4	73.1 - 97.4	82.6 - 110.2
human resources coordinator	40.6 - 51.6	45.9 - 58.1	50.7 - 62.6
human resources manager	86.5 - 115.9	99.9 - 136.3	116.0 - 156.8
human resources supervisor	67.1 - 86.5	73.6 - 97.3	82.5 - 111.2
instructional designer	51.0 - 65.7	57.0 - 74.9	64.4 - 85.0
labour relations advisor	64.0 - 84.7	72.9 - 98.5	83.8 - 112.4
labour relations manager	91.2 - 123.8	107.3 - 147.7	125.9 - 171.4
learning and development specialist	51.7 - 67.2	58.5 - 77.6	66.9 - 88.0
recruitment coordinator	40.6 - 53.3	47.3 - 62.3	54.3 - 70.2
talent acquisition specialist	60.3 - 78.2	66.8 - 88.6	75.1 - 100.1

## industrial management

	entry	mid	senior
engineering manager	88.5 - 119.0	101.0 - 138.3	116.2 - 158.1
inventory control manager	64.7 - 84.5	72.3 - 96.3	81.7 - 109.2
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	84.5 - 111.5	95.5 - 128.2	108.7 - 145.9
logistic supervisor	52.3 - 66.7	58.5 - 75.9	66.0 - 85.5
machining manager	78.1 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.2 - 110.1	105.7 - 120.9	115.7 - 145.7



maintenance supervisor	75.8 - 90.1	85.1 - 115.7	110.0 - 130.5
manufacturing director	111.0 - 134.7	144.1 - 174.9	178.7 - 216.9
operations director	121.6 - 162.5	160.1 - 214.1	203.0 - 271.6
operations manager	82.3 - 112.7	94.7 - 131.5	109.0 - 148.6
planning director	112.4 - 146.5	140.4 - 183.2	174.3 - 227.5
plant manager	95.3 - 132.7	114.2 - 161.3	136.3 - 188.3
procurement director	99.7 - 131.7	133.1 - 175.9	162.2 - 214.5
procurement manager	81.1 - 106.5	89.5 - 119.9	100.3 - 135.2
production manager	85.9 - 116.8	100.1 - 130.7	120.3 - 150.6
production supervisor	70.6 - 85.7	82.1 - 100.4	95.9 - 119.3
project director	108.2 - 131.3	136.3 - 165.5	167.5 - 203.4
purchasing director	99.7 - 131.7	133.1 - 175.9	162.2 - 214.5
purchasing manager	97.0 - 127.9	109.5 - 146.8	124.4 - 165.5
quality assurance manager	81.2 - 105.4	89.7 - 118.6	100.3 - 133.1
quality director	89.4 - 120.9	113.2 - 153.2	139.1 - 188.4
site supervisor	81.9 - 107.1	89.8 - 119.7	100.0 - 134.5
supply chain director	104.9 - 127.3	138.1 - 167.7	170.7 - 207.4
supply chain manager	81.0 - 108.6	93.6 - 127.1	107.9 - 143.2
warehouse manager	75.9 - 85.6	84.1 - 97.8	95.4 - 125.9
warehouse supervisor	65.0 - 73.1	70.4 - 85.6	80.4 - 96.1
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.1 - 92.3

## industrial support

	entry	mid	senior
assembler/fabricator	19.3 - 21.7	19.6 - 24.9	23.5 - 28.2
counterbalance forklift operator	21.9 - 23.9	22.5 - 24.7	23.9 - 26.9



electronic parts assembler	20.3 - 23.9	20.7 - 26.3	22.7 - 28.8
forklift operator	22.0 - 23.5	21.1 - 27.2	23.9 - 30.2
general labourer - heavy	19.7 - 23.5	21.3 - 27.2	24.3 - 29.3
general labourer - light	18.2 - 20.5	18.9 - 24.2	21.6 - 26.0
industrial painter	21.8 - 24.6	20.1 - 26.1	22.7 - 29.2
inventory control clerk	21.6 - 24.0	21.7 - 27.5	24.5 - 30.8
janitor/custodian	18.1 - 19.6	18.8 - 22.2	19.7 - 23.7
machine operator	19.7 - 24.7	21.6 - 28.6	24.6 - 32.5
machine operator assistant	18.9 - 22.7	20.8 - 26.1	23.5 - 29.0
manufacturing worker	18.6 - 20.1	19.5 - 22.8	21.6 - 25.8
material handler	21.2 - 23.6	22.6 - 27.4	24.2 - 29.6
order/cherry picker forklift operator	22.5 - 24.9	26.0 - 26.8	26.4 - 29.4
packaging labourer	18.3 - 22.1	19.5 - 25.1	21.8 - 28.4
parts clerk	17.9 - 22.2	18.7 - 25.4	21.0 - 28.4
picker/packer	18.0 - 22.9	19.0 - 23.8	20.9 - 26.0
production labourer	18.6 - 21.2	19.5 - 25.1	22.5 - 27.4
reach truck operator	22.7 - 24.5	23.7 - 25.5	24.1 - 26.8
shipper/receiver	22.2 - 24.1	20.7 - 25.7	24.9 - 28.7
shipping and receiving clerk	19.8 - 22.8	20.8 - 26.2	23.6 - 29.7
warehouse labourer	19.0 - 24.5	22.6 - 28.2	25.3 - 29.7

## marketing

	entry	mid	senior
digital marketing			
digital marketing manager	72.0 - 94.5	80.9 - 108.6	92.2 - 123.9
digital marketing specialist	51.0 - 67.3	59.0 - 79.2	68.4 - 90.5
e-commerce director	113.5 - 141.0	143.6 - 178.5	181.5 - 225.8



e-commerce marketing manager	82.4 - 107.8	92.0 - 122.9	104.2 - 140.0
marketing content manager	61.8 - 81.6	70.2 - 94.5	80.4 - 108.0
social media manager	62.7 - 86.6	75.7 - 105.0	89.6 - 122.1
web marketing analyst	55.6 - 72.0	62.6 - 82.5	70.9 - 93.2
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	105.1 - 160.3	142.0 - 217.0	182.9 - 279.4
marketing vice-president	104.8 - 189.5	146.1 - 264.6	198.3 - 359.2
vice-president marketing & sales	93.2 - 168.6	130.1 - 235.5	176.9 - 320.4
<b>marketing and communications</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
brand or product manager	91.2 - 117.6	101.4 - 133.2	114.1 - 149.5
brand or product manager assistant	65.8 - 88.7	76.8 - 104.8	89.2 - 120.3
communications manager	74.4 - 97.5	83.4 - 111.6	94.6 - 125.8
communications specialist	56.8 - 77.6	67.6 - 93.3	79.7 - 106.7
content specialist	55.6 - 73.1	63.9 - 85.7	73.9 - 97.9
event specialist	45.6 - 62.1	54.2 - 74.6	63.9 - 85.7
graphic designer	51.4 - 67.5	59.0 - 78.6	67.6 - 89.0
marketing coordinator	59.3 - 77.8	66.8 - 89.4	75.9 - 101.5
marketing director	103.0 - 139.0	120.2 - 164.6	140.1 - 188.1
marketing project manager	46.9 - 62.1	53.6 - 72.1	61.5 - 82.0
marketing specialist	51.4 - 68.1	58.8 - 79.1	67.3 - 89.8

## sales

<b>corporate sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account manager - hardware	54.9 - 68.6	59.7 - 76.1	65.9 - 85.1
account manager - software	61.0 - 76.0	65.9 - 83.8	72.5 - 93.7
district sales manager	86.2 - 111.8	98.4 - 130.1	113.4 - 149.5



key accounts manager - consumer goods	77.7 - 99.7	87.4 - 114.4	99.5 - 130.6
sales manager/ director	67.8 - 90.7	77.0 - 104.8	87.8 - 118.4
sales representative, account manager - consumer goods	53.6 - 67.8	59.2 - 76.1	66.0 - 85.3
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	136.9 - 176.5	169.1 - 218.1	208.2 - 268.4
<b>industrial sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.0 - 70.0	65.0 - 78.0	75.0 - 85.0
internal sales representative - manfacturing	52.3 - 65.8	57.4 - 73.7	64.0 - 83.0
sales engineer - distribution	75.1 - 98.2	82.5 - 110.1	91.9 - 122.9
sales engineer - manufacturing	64.8 - 86.4	73.3 - 99.4	83.3 - 112.1
sales representative, account manager - distribution	53.2 - 66.4	57.8 - 73.6	63.8 - 82.5
sales representative, account manager - manufacturing	55.3 - 79.3	60.7 - 88.6	67.3 - 98.5
technical advisor	86.5 - 114.4	99.9 - 134.9	116.4 - 156.4
technical sales representative - manufacturing	52.6 - 67.7	59.7 - 78.0	67.9 - 88.0
territory manager - retail	54.1 - 67.2	58.3 - 74.1	64.3 - 83.6

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2



field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

application software	entry	mid	senior
.net/C# developer	72.8 - 94.1	81.4 - 107.2	92.0 - 120.9
AI consultant	78.2 - 105.0	92.2 - 125.0	115.0 - 155.0
application support analyst	59.3 - 78.3	68.4 - 90.9	95.0 - 115.0
automation tester	50.3 - 66.7	58.5 - 78.6	90.0 - 125.0
C++/ embedded software engineer	80.0 - 94.1	100.0 - 115.0	120.0 - 135.0
devops - development	66.5 - 89.1	77.0 - 105.1	115.0 - 140.0
director of development/engineering	111.2 - 157.6	148.2 - 210.3	194.1 - 275.6
ERP developer	72.7 - 93.9	81.2 - 107.0	91.8 - 121.4
front-end developer	68.4 - 89.8	78.2 - 104.5	110.0 - 135.0
full stack developer	78.5 - 103.2	89.8 - 120.1	103.2 - 136.4
java developer	71.3 - 92.1	79.7 - 105.0	95.0 - 135.0
machine learning developer	77.5 - 115.1	104.0 - 144.7	124.6 - 158.0
mobile application developer (iOS/android)	66.3 - 101.4	92.3 - 129.4	111.4 - 140.7



quality assurance analyst - manual	63.6 - 83.7	73.0 - 97.7	84.1 - 111.1
quality assurance manager	83.6 - 110.7	94.9 - 127.9	108.5 - 144.8
RPA developer	54.6 - 71.6	62.5 - 83.1	95.0 - 130.0
SQL database developer	62.8 - 83.5	72.0 - 97.8	98.0 - 115.0
UI/UX designer	68.7 - 88.5	76.5 - 100.2	85.8 - 112.0
<b>architecture</b>			
application architect	100.3 - 134.1	113.5 - 154.9	130.0 - 178.0
architect (solutions/technical)	85.6 - 106.6	95.4 - 121.0	115.0 - 145.0
cloud architect	90.9 - 114.2	102.6 - 131.2	116.6 - 157.0
enterprise architect	91.6 - 123.1	104.5 - 143.0	120.0 - 164.2
<b>data &amp; analytics</b>			
BI data architect	93.7 - 125.7	104.8 - 143.2	118.6 - 162.0
big data engineer	83.0 - 108.5	92.7 - 123.8	104.9 - 140.3
business intelligence developer	70.5 - 91.3	79.0 - 104.1	89.2 - 116.6
data analyst	68.3 - 91.0	78.5 - 106.6	90.7 - 121.3
data architect	72.2 - 95.3	83.0 - 111.7	115.0 - 140.0
data engineer	69.0 - 92.0	79.3 - 107.7	91.7 - 122.7
data scientist	78.8 - 106.1	91.6 - 125.2	106.5 - 142.5
database administrator	72.6 - 98.3	85.2 - 117.0	99.7 - 134.1
<b>leadership/business technology</b>			
business analyst	67.0 - 86.7	75.1 - 99.1	85.0 - 112.0
IT director	100.1 - 133.7	126.8 - 169.5	158.9 - 212.7
IT manager	92.4 - 123.0	105.8 - 143.5	122.0 - 165.0
<b>networking/infrastructure</b>			
cloud engineer	77.1 - 103.2	90.4 - 122.4	105.4 - 139.2
devops - infrastructure	80.2 - 111.4	94.3 - 132.5	110.1 - 150.5
help desk analyst	50.3 - 65.6	57.2 - 75.8	65.2 - 86.1



information security engineer	75.7 - 101.0	87.1 - 118.3	100.6 - 134.8
information security manager	93.2 - 123.5	106.0 - 143.2	121.6 - 163.8
information security specialist	57.6 - 75.4	65.8 - 87.7	89.0 - 110.0
linux/unix administrator	80.9 - 105.1	91.0 - 120.6	103.6 - 137.1
network administrator	64.2 - 85.6	73.8 - 100.2	85.3 - 114.6
network engineer	71.2 - 94.7	81.5 - 110.6	94.2 - 126.9
systems administrator	72.7 - 95.4	83.1 - 111.0	95.5 - 126.6
tech support	61.8 - 80.6	70.1 - 92.8	79.8 - 105.4
<b>project management</b>			
agile coach	73.8 - 95.4	84.0 - 110.5	115.0 - 140.0
business systems analyst	71.0 - 93.1	81.1 - 108.5	93.4 - 124.2
ERP project manager	92.8 - 123.8	101.2 - 137.8	112.2 - 154.6
organizational development manager	70.1 - 94.3	81.6 - 112.3	96.0 - 131.6
product manager	83.1 - 114.4	96.4 - 135.0	112.3 - 155.1
product owner	77.3 - 101.7	88.6 - 118.3	101.6 - 133.8
project coordinator	65.1 - 81.1	72.8 - 92.5	82.3 - 104.6
project manager (infrastructure)	98.6 - 133.5	111.7 - 154.5	128.1 - 155.0
project manager (software)	93.3 - 123.7	104.4 - 141.1	118.1 - 160.1
scrum master	75.3 - 97.9	84.9 - 112.7	96.9 - 129.2
technical writer	60.0 - 77.6	69.6 - 91.5	80.7 - 104.2



# greater sudbury area

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.7 - 86.4	74.7 - 98.4	84.3 - 110.5
bilingual customer loyalty agent	37.8 - 49.4	43.0 - 57.1	49.1 - 64.9
bilingual customer service manager	77.8 - 102.2	87.5 - 117.4	99.7 - 134.5
bilingual customer service representative	39.8 - 50.3	43.9 - 56.7	49.2 - 63.8
bilingual customer service supervisor	61.5 - 81.0	69.5 - 93.3	79.1 - 106.1
bilingual customer service team lead	48.4 - 61.5	53.8 - 69.6	60.4 - 78.2
bilingual customer service trainer	45.6 - 59.8	52.1 - 69.4	59.9 - 79.1
bilingual e-chat representative	46.1 - 58.6	51.3 - 66.3	57.6 - 74.5
bilingual fundraising agent	37.0 - 47.3	41.6 - 54.2	47.1 - 60.9
bilingual inside sales manager	73.9 - 99.1	84.0 - 114.5	96.0 - 129.6
bilingual inside sales representative	51.8 - 65.4	57.0 - 73.4	63.6 - 82.7
bilingual insurance advisor	59.7 - 75.7	65.0 - 84.1	71.9 - 94.3
bilingual junior collection agent	37.0 - 47.3	41.6 - 54.2	47.1 - 60.9
bilingual order desk representative	37.2 - 47.0	41.1 - 53.2	46.2 - 60.2
bilingual order management representative	42.0 - 53.3	47.4 - 61.2	54.0 - 70.2
bilingual survey agent	35.8 - 44.9	41.0 - 52.7	46.7 - 57.7
bilingual technical support level 1 agent	47.2 - 62.9	54.2 - 72.6	61.6 - 81.7
bilingual telemarketing agent	35.8 - 44.4	39.5 - 50.7	44.7 - 58.7
bilingual telephone dispatcher	42.5 - 54.3	48.3 - 62.4	54.9 - 70.8
bilingual travel support agent	41.9 - 52.9	46.9 - 59.7	52.3 - 66.2
bilingual workforce planner	51.2 - 64.4	55.2 - 71.0	60.8 - 80.2



## engineering

construction	entry	mid	senior
architect	63.6 - 83.0	70.9 - 94.5	80.1 - 107.2
architectural drafter	54.9 - 71.1	63.7 - 84.2	74.7 - 99.4
architectural technician	73.6 - 97.2	84.7 - 113.9	98.0 - 129.7
BIM/VDC coordinator	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
BIM/VDC lead	65.7 - 85.7	73.2 - 97.5	82.7 - 110.6
civil engineer	65.2 - 88.3	76.5 - 105.0	89.4 - 119.8
civil engineering drafter	56.3 - 70.2	63.0 - 80.1	71.3 - 90.9
civil engineering technologist	45.8 - 62.1	54.8 - 74.5	64.3 - 84.9
civil project engineer	76.8 - 105.5	88.8 - 124.1	103.2 - 143.1
civil project manager	82.1 - 109.5	92.6 - 125.7	105.3 - 142.1
construction director	101.1 - 133.5	136.4 - 180.0	171.2 - 226.0
construction inspector	69.8 - 92.9	79.9 - 108.1	91.9 - 122.7
construction manager	78.7 - 102.9	86.2 - 115.0	96.1 - 129.5
construction project manager	68.6 - 94.4	79.6 - 111.5	92.7 - 128.2
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.6 - 78.7	67.6 - 91.0	77.3 - 103.6
director of operations	122.8 - 163.7	161.3 - 215.2	204.1 - 272.4
drafter	55.8 - 69.8	62.8 - 79.9	71.1 - 90.6
electrical designer/engineer	75.9 - 99.8	85.3 - 114.5	97.2 - 130.6
electrical engineer	65.8 - 91.8	80.5 - 113.7	97.6 - 133.2
electrical engineering technician	57.9 - 74.0	65.9 - 85.6	75.4 - 97.5
engineering manager	88.0 - 118.4	100.5 - 137.6	115.7 - 157.3
environmental engineer	63.7 - 85.1	73.4 - 100.0	85.2 - 115.1
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.7 - 80.7	70.1 - 93.4	80.3 - 106.9



field manager	68.5 - 90.7	77.8 - 105.2	89.5 - 121.8
field supervisor	68.0 - 89.2	76.3 - 101.8	86.2 - 114.7
foreman	54.9 - 70.8	61.3 - 80.7	69.3 - 91.6
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.6 - 80.5	71.8 - 93.7	82.5 - 106.6
health and safety specialist	70.8 - 93.1	81.1 - 108.7	93.5 - 124.0
HVAC drafter	51.2 - 65.6	57.6 - 74.7	64.8 - 83.6
HVAC engineer	59.0 - 78.3	67.4 - 91.1	77.4 - 103.5
mechanical designer	52.8 - 69.5	60.6 - 80.9	69.5 - 91.5
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.1 - 89.1	78.5 - 111.9	96.1 - 131.2
mechanical engineering technician	53.2 - 69.4	60.4 - 80.1	68.9 - 90.4
mechanical site supervisor	53.0 - 68.0	59.8 - 78.2	68.1 - 89.5
operations manager	83.0 - 113.8	95.6 - 132.7	110.0 - 149.7
project coordinator	38.6 - 52.5	44.2 - 61.4	51.2 - 70.5
project director	108.5 - 131.6	136.6 - 165.7	167.7 - 203.5
project engineer	87.4 - 112.0	94.8 - 123.9	104.5 - 138.2
project manager	77.5 - 106.9	90.1 - 126.1	104.8 - 144.1
purchasing manager	97.3 - 128.3	109.9 - 147.2	124.8 - 165.8
specification writer	54.2 - 69.8	61.3 - 80.1	69.6 - 90.5
structural engineer	70.9 - 94.3	81.0 - 109.9	93.5 - 125.7
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	86.5 - 114.9	98.7 - 133.7	113.7 - 153.5
<b>manufacturing</b>			
applications engineer	76.6 - 101.4	88.4 - 118.7	102.2 - 134.7
assurance control technician	65.3 - 85.2	74.0 - 98.3	84.4 - 111.2
automation engineer	64.5 - 86.2	74.3 - 101.1	86.1 - 116.0



buyer	58.5 - 76.5	66.5 - 88.6	76.2 - 101.4
chemical engineer	70.9 - 103.1	90.2 - 130.8	110.8 - 150.9
coating inspector	39.1 - 51.0	44.4 - 59.0	50.7 - 67.1
commissioning and start up engineer	60.6 - 80.8	69.6 - 94.6	80.6 - 108.1
continuous improvement engineer	80.2 - 104.8	89.3 - 118.7	100.4 - 133.1
controls designer/engineer	57.2 - 76.1	65.6 - 88.6	75.3 - 101.1
controls engineer	57.2 - 76.1	65.6 - 88.6	75.3 - 101.1
demand planner	52.2 - 71.7	62.6 - 86.5	73.7 - 99.0
electrical designer	73.3 - 97.4	83.7 - 113.3	96.4 - 130.1
electrical engineer	65.8 - 91.8	80.5 - 113.7	97.6 - 133.2
electrical engineering technician	57.9 - 74.0	65.9 - 85.6	75.4 - 97.5
electrical test engineer	71.0 - 95.5	82.5 - 113.1	96.5 - 130.7
electronics designer	57.6 - 72.6	65.5 - 84.0	74.9 - 95.6
electronics engineer	80.0 - 104.5	89.2 - 118.6	100.4 - 133.1
electronics technician	56.6 - 73.1	63.3 - 83.2	71.4 - 94.1
estimation engineer	73.4 - 97.9	84.3 - 114.6	97.6 - 131.7
estimator	62.2 - 80.9	69.0 - 91.7	77.7 - 103.9
field service engineer	55.8 - 72.9	62.4 - 83.5	71.0 - 96.2
general inspector	51.5 - 67.5	57.8 - 76.9	65.1 - 86.3
health and safety specialist	70.8 - 93.1	81.1 - 108.7	93.5 - 124.0
HVAC drafter	51.2 - 65.6	57.6 - 74.7	64.8 - 83.6
HVAC engineer	59.0 - 78.3	67.4 - 91.1	77.4 - 103.5
industrial engineer	69.6 - 92.2	79.1 - 106.6	90.5 - 120.6
inventory analyst	53.5 - 69.3	60.1 - 79.3	68.1 - 90.4
logistics specialist	47.9 - 61.8	54.4 - 71.1	61.9 - 81.0
maintenance buyer	43.1 - 55.1	49.9 - 64.1	57.1 - 72.3
maintenance planner	55.5 - 69.8	62.8 - 80.1	71.2 - 90.5



manufacturing engineer	64.5 - 86.0	74.1 - 100.7	85.7 - 114.8
mechanical designer	52.8 - 69.5	60.6 - 80.9	69.5 - 91.5
mechanical drafter	54.0 - 69.9	60.6 - 80.6	69.6 - 94.3
mechanical engineer	63.1 - 89.1	78.5 - 111.9	96.1 - 131.2
mechanical engineering technician	53.2 - 69.4	60.4 - 80.1	68.9 - 90.4
operation excellence specialist	75.9 - 99.1	84.5 - 112.3	95.0 - 125.8
process engineer	63.0 - 84.0	72.4 - 98.5	83.8 - 112.3
production planner	49.6 - 65.5	57.2 - 76.0	65.3 - 85.1
project engineer	87.4 - 112.0	94.8 - 123.9	104.5 - 138.2
project manager	77.5 - 106.9	90.1 - 126.1	104.8 - 144.1
purchasing agent	58.5 - 76.5	66.5 - 88.6	76.2 - 101.4
quality assurance engineer	62.6 - 82.4	70.6 - 94.6	80.2 - 106.5
quality assurance/control technician	55.9 - 73.9	64.5 - 86.3	74.3 - 99.1
quality control engineer	69.8 - 92.9	79.9 - 108.1	91.9 - 122.7
quality control technician	40.5 - 52.0	45.0 - 58.9	50.5 - 65.9
quality engineer	56.5 - 75.3	66.0 - 89.1	76.8 - 101.5
quality inspector	41.2 - 52.0	45.4 - 58.6	50.9 - 66.2
reliability/maintenance engineer	70.1 - 91.4	80.6 - 107.2	93.5 - 122.7
robotics engineer	73.7 - 97.0	83.0 - 111.2	94.3 - 125.5
safety inspector	61.1 - 79.7	69.2 - 91.5	78.4 - 103.1
SCADA engineer	67.3 - 89.5	77.1 - 104.6	89.0 - 119.6
sourcing engineer	57.9 - 76.8	66.0 - 89.3	76.0 - 102.0
stationary engineer	56.5 - 72.0	62.0 - 80.4	68.8 - 89.5
supply chain analyst	55.0 - 72.8	62.6 - 84.2	71.6 - 95.4
systems engineer	72.3 - 95.7	82.1 - 110.9	94.2 - 126.1



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	90.2 - 125.0	113.6 - 157.1	141.6 - 195.8
health and safety director	89.4 - 107.2	116.2 - 139.3	139.6 - 167.4
HR operations director	84.4 - 121.2	109.7 - 157.4	137.9 - 198.0
human resources director	92.4 - 128.0	117.8 - 163.1	146.9 - 203.5
L&D director	94.7 - 117.8	118.5 - 147.2	151.4 - 188.2
talent acquisition director	88.3 - 122.3	111.7 - 154.6	136.9 - 189.6
total rewards director	105.5 - 137.5	137.0 - 178.7	169.3 - 220.8
vice president human resources / CHRO	110.9 - 188.6	141.4 - 240.5	176.7 - 300.6
human resources	entry	mid	senior
benefits administrator	58.3 - 74.4	65.1 - 84.8	73.7 - 96.3
compensation analyst	59.3 - 78.3	68.3 - 91.7	78.9 - 104.4
compensation and benefits manager	92.3 - 120.2	102.4 - 136.0	115.3 - 154.3
compensation specialist	52.3 - 68.9	60.2 - 80.7	69.5 - 92.3
diversity & inclusion coordinator	44.1 - 56.9	50.7 - 64.7	56.5 - 69.8
health and safety advisor	62.6 - 80.5	71.8 - 93.7	82.5 - 106.6
health and safety manager	77.4 - 100.2	86.6 - 114.2	98.0 - 129.2
HRIS analyst	63.8 - 83.9	73.0 - 97.6	83.9 - 111.2
human resources advisor	61.0 - 77.5	66.6 - 86.6	74.2 - 98.1
human resources assistant	42.8 - 54.5	48.5 - 61.5	53.7 - 66.6
human resources business partner	65.4 - 85.6	73.1 - 97.6	82.7 - 110.5
human resources coordinator	40.2 - 51.2	45.5 - 57.7	50.4 - 62.3
human resources manager	86.7 - 116.3	100.3 - 136.7	116.4 - 157.1
human resources supervisor	67.1 - 86.7	73.7 - 97.6	82.7 - 111.5
instructional designer	51.1 - 66.0	57.2 - 75.3	64.7 - 85.6
labour relations advisor	64.0 - 84.9	73.0 - 98.7	83.9 - 112.7



labour relations manager	91.5 - 124.3	107.7 - 148.1	126.3 - 171.7
learning and development specialist	51.8 - 67.6	58.8 - 78.1	67.2 - 88.6
recruitment coordinator	40.2 - 52.9	46.9 - 62.0	53.9 - 69.9
talent acquisition specialist	60.2 - 78.4	66.9 - 88.8	75.2 - 100.4

**sales**

industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	54.8 - 69.2	60.3 - 77.6	67.3 - 87.3



# greater toronto area

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	42.7 - 54.1	46.6 - 60.3	51.7 - 67.8
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	40.9 - 50.8	45.5 - 56.6	50.0 - 61.4
administrative coordinator	47.6 - 58.9	53.5 - 66.6	59.9 - 71.6
administrative manager	70.2 - 90.1	76.4 - 100.1	84.4 - 111.7
benefits clerk	42.3 - 54.3	48.5 - 62.9	55.4 - 71.6
buyer assistant	42.4 - 55.0	49.2 - 63.6	55.7 - 70.3
contracts administrator	111.2 - 139.8	124.1 - 158.4	140.1 - 179.3
data entry clerk	38.2 - 48.3	43.5 - 54.8	48.6 - 58.6
dispatch administrator	57.2 - 72.3	64.3 - 82.4	72.3 - 92.5
document services specialist	35.4 - 45.5	41.2 - 52.2	46.2 - 54.5
documentation specialist	43.1 - 56.6	51.6 - 65.7	58.1 - 69.7
donor relations coordinator	55.6 - 72.8	64.4 - 85.8	75.0 - 99.2
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	59.8 - 81.6	69.8 - 96.2	81.0 - 109.5
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	38.2 - 49.8	45.3 - 57.4	50.8 - 60.8
HR coordinator	42.1 - 53.7	47.7 - 60.6	52.8 - 65.4
insurance claims clerk	41.6 - 52.4	47.3 - 60.1	53.5 - 67.7
inventory clerk	40.2 - 50.7	45.7 - 58.1	51.6 - 65.2
inventory coordinator	49.4 - 62.9	55.0 - 71.3	61.9 - 80.6



invoicing clerk	41.2 - 52.8	47.1 - 60.1	52.5 - 65.4
lease administrator	56.4 - 73.5	65.1 - 85.7	74.7 - 98.0
leasing coordinator	52.2 - 68.0	60.2 - 79.2	69.0 - 90.1
legal assistant	51.3 - 70.2	61.1 - 83.8	71.4 - 94.8
logistics coordinator	50.8 - 66.9	59.2 - 78.3	68.2 - 89.0
mailroom clerk	39.9 - 49.6	45.0 - 55.2	49.3 - 58.0
marketing assistant	45.4 - 56.7	50.1 - 64.3	56.8 - 74.5
office clerk	42.0 - 51.4	45.8 - 56.9	50.5 - 63.2
office manager	58.0 - 75.0	63.8 - 84.0	71.0 - 93.8
order clerk	38.0 - 48.1	43.3 - 54.9	48.7 - 60.7
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 42.0	38.3 - 48.9	43.4 - 52.2
parts coordinators	35.7 - 48.5	40.7 - 55.5	45.9 - 62.1
payroll administrator	53.2 - 69.3	60.4 - 80.1	69.0 - 91.6
procurement coordinator	57.8 - 75.2	65.2 - 86.4	74.4 - 98.8
project coordinator	40.4 - 55.1	46.4 - 64.5	53.7 - 74.1
project manager assistant	50.1 - 66.3	55.1 - 74.5	61.7 - 84.5
property administrator	44.6 - 58.1	50.0 - 66.7	57.0 - 77.2
property manager	70.4 - 92.8	79.5 - 107.1	91.0 - 122.9
receptionist	37.0 - 46.3	40.9 - 52.3	46.1 - 59.9
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	47.2 - 63.0	54.3 - 73.7	62.8 - 84.1
sales assistant	45.5 - 56.8	50.2 - 64.5	56.9 - 74.9
sales coordinator	54.2 - 66.6	58.4 - 73.6	64.6 - 83.6
service coordinator	40.4 - 52.3	45.3 - 59.7	51.3 - 68.1
supply clerk	38.7 - 49.2	43.7 - 55.7	48.7 - 61.1
virtual assistant	37.6 - 46.8	41.9 - 52.1	46.0 - 56.4



virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1
insurance	entry	mid	senior
benefits analyst	54.7 - 70.2	60.6 - 79.1	67.8 - 88.4
benefits coordinator	40.8 - 52.3	46.7 - 60.6	53.4 - 69.1
benefits processor	38.9 - 50.5	45.2 - 58.2	50.8 - 63.2
claims supervisor	69.5 - 84.6	72.3 - 96.4	81.9 - 110.0
client support representative	63.7 - 80.5	70.3 - 90.6	78.6 - 101.7
insurance account manager - commercial	65.1 - 81.5	70.7 - 90.3	78.2 - 101.3
insurance account manager - personal	61.1 - 76.3	66.2 - 84.2	72.8 - 93.9
insurance billing clerk	40.3 - 52.1	46.5 - 60.3	53.0 - 67.7
insurance claims clerk	41.5 - 52.3	47.2 - 60.0	53.4 - 67.5
insurance claims processor	48.1 - 60.3	53.4 - 68.4	60.2 - 78.2
team lead	87.9 - 112.8	97.4 - 127.7	109.7 - 144.8
technical support representative	45.6 - 59.2	52.2 - 68.7	59.9 - 78.8
underwriter	60.9 - 81.0	70.9 - 95.4	82.1 - 107.9
underwriting analyst	63.3 - 78.6	63.1 - 83.5	70.9 - 95.3
underwriting assistant	45.2 - 52.6	48.8 - 61.1	55.9 - 66.6

## customer experience

	entry	mid	senior
bilingual call center operations manager	70.1 - 90.7	78.5 - 103.2	88.6 - 115.6
bilingual customer loyalty agent	46.7 - 51.8	49.9 - 59.9	56.7 - 68.1
bilingual customer service manager	88.2 - 116.0	99.3 - 133.0	113.2 - 151.5
bilingual customer service representative	48.8 - 55.5	54.4 - 62.2	59.9 - 72.3
bilingual customer service supervisor	64.3 - 84.8	72.8 - 97.6	82.9 - 110.8
bilingual customer service team lead	58.8 - 67.7	65.5 - 74.5	72.3 - 80.2
bilingual customer service trainer	51.3 - 62.8	54.7 - 73.0	62.9 - 83.1



bilingual e-chat representative	48.4 - 61.5	53.8 - 69.6	60.4 - 78.2
bilingual fundraising agent	44.4 - 51.0	48.7 - 54.4	52.1 - 60.1
bilingual inside sales manager	77.7 - 103.8	88.2 - 119.8	100.6 - 135.4
bilingual inside sales representative	54.8 - 69.2	60.3 - 77.6	67.3 - 87.3
bilingual insurance advisor	63.0 - 79.8	68.5 - 88.6	75.8 - 99.3
bilingual junior collection agent	44.4 - 50.1	49.7 - 57.4	55.6 - 64.5
bilingual order desk representative	49.9 - 57.7	55.5 - 62.2	61.4 - 65.5
bilingual order management representative	49.9 - 55.9	52.2 - 64.3	56.6 - 73.7
bilingual survey agent	42.4 - 47.1	46.4 - 55.3	49.0 - 60.5
bilingual technical support level 1 agent	53.7 - 71.2	61.5 - 82.2	69.8 - 92.5
bilingual telemarketing agent	39.9 - 47.0	41.6 - 53.7	47.4 - 62.1
bilingual telephone dispatcher	53.4 - 59.4	57.4 - 66.4	63.2 - 69.9
bilingual travel support agent	46.4 - 55.5	49.2 - 62.6	54.9 - 69.5
bilingual workforce planner	53.7 - 67.6	57.9 - 74.6	63.8 - 84.2

## engineering

construction	entry	mid	senior
architect	66.7 - 87.0	74.4 - 98.9	84.0 - 112.1
architectural drafter	57.5 - 74.6	66.9 - 88.4	78.4 - 104.2
architectural technician	83.3 - 110.0	95.9 - 128.6	110.9 - 145.9
BIM/VDC coordinator	65.7 - 85.7	73.2 - 97.5	82.7 - 110.6
BIM/VDC lead	70.4 - 91.9	78.5 - 104.5	88.7 - 118.4
civil engineer	68.9 - 93.2	80.8 - 110.5	94.3 - 126.0
civil engineering drafter	59.0 - 73.7	66.1 - 84.1	74.8 - 95.3
civil engineering technologist	48.1 - 65.2	57.4 - 78.2	67.5 - 89.1
civil project engineer	80.7 - 110.5	93.2 - 129.8	108.2 - 149.4



civil project manager	86.7 - 115.2	97.6 - 132.1	110.8 - 149.1
construction director	114.9 - 150.4	153.6 - 200.1	190.7 - 248.8
construction inspector	73.7 - 97.9	84.3 - 113.8	96.9 - 129.0
construction manager	89.4 - 116.8	97.9 - 130.3	109.1 - 146.2
construction project manager	77.9 - 107.3	90.4 - 126.4	105.3 - 144.8
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	62.6 - 82.7	71.0 - 95.5	81.2 - 108.5
director of operations	128.4 - 170.7	168.2 - 223.5	212.2 - 282.0
drafter	58.5 - 73.3	65.9 - 83.9	74.7 - 95.1
electrical designer/engineer	80.2 - 105.1	90.1 - 120.5	102.5 - 137.2
electrical engineer	69.4 - 96.8	85.0 - 119.7	102.8 - 139.9
electrical engineering technician	60.7 - 77.7	69.2 - 89.8	79.1 - 102.2
engineering manager	100.0 - 134.1	114.1 - 154.9	131.1 - 175.9
environmental engineer	67.3 - 89.8	77.5 - 105.3	89.9 - 121.0
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	64.0 - 83.7	72.8 - 96.8	83.3 - 110.6
field manager	71.2 - 94.0	80.8 - 108.9	92.8 - 125.9
field supervisor	70.6 - 92.5	79.2 - 105.4	89.4 - 118.6
foreman	57.0 - 73.7	63.8 - 84.0	72.1 - 95.1
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	65.7 - 84.5	75.4 - 98.3	86.6 - 111.7
health and safety specialist	74.7 - 98.1	85.6 - 114.4	98.6 - 130.3
HVAC drafter	53.6 - 68.7	60.2 - 78.2	67.8 - 87.5
HVAC engineer	62.3 - 82.7	71.2 - 96.1	81.8 - 109.0
mechanical designer	55.7 - 73.4	64.0 - 85.4	73.4 - 96.5
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	66.6 - 93.9	82.9 - 117.7	101.3 - 137.8



mechanical engineering technician	55.7 - 72.9	63.4 - 84.1	72.3 - 94.9
mechanical site supervisor	55.3 - 71.0	62.4 - 81.7	71.1 - 93.3
operations manager	87.2 - 119.1	100.3 - 138.7	115.2 - 156.3
project coordinator	48.0 - 63.0	54.5 - 72.6	62.1 - 82.3
project director	113.6 - 137.5	142.7 - 172.7	174.8 - 211.5
project engineer	92.2 - 117.9	99.9 - 130.2	110.0 - 145.1
project manager	81.4 - 112.0	94.5 - 131.8	109.8 - 150.5
purchasing manager	110.4 - 144.9	124.6 - 165.0	141.0 - 184.9
specification writer	56.8 - 73.2	64.3 - 84.0	73.0 - 94.9
structural engineer	74.9 - 99.4	85.5 - 115.6	98.5 - 132.1
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	98.2 - 130.3	112.1 - 150.7	128.9 - 171.8
<b>manufacturing</b>			
applications engineer	86.7 - 114.7	100.0 - 134.0	115.6 - 151.3
assurance control technician	73.9 - 96.5	83.7 - 111.3	95.5 - 125.7
automation engineer	68.2 - 90.9	78.4 - 106.5	90.8 - 122.0
buyer	61.4 - 80.3	69.9 - 93.0	80.0 - 106.2
chemical engineer	74.9 - 108.6	95.2 - 137.4	116.6 - 158.3
coating inspector	40.6 - 53.3	46.4 - 61.6	52.9 - 70.1
commissioning and start up engineer	64.0 - 85.4	73.6 - 99.9	85.1 - 113.9
continuous improvement engineer	91.1 - 118.9	101.4 - 134.3	114.0 - 149.9
controls designer/engineer	59.9 - 79.9	68.8 - 93.0	79.1 - 106.0
controls engineer	59.9 - 79.9	68.8 - 93.0	79.1 - 106.0
demand planner	55.1 - 75.7	66.1 - 91.2	77.8 - 104.3
electrical designer	77.4 - 102.6	88.3 - 119.2	101.6 - 136.7
electrical engineer	69.4 - 96.8	85.0 - 119.7	102.8 - 139.9
electrical engineering technician	60.7 - 77.7	69.2 - 89.8	79.1 - 102.2



electrical test engineer	75.0 - 100.6	87.0 - 119.0	101.7 - 137.3
electronics designer	60.3 - 76.3	68.8 - 88.2	78.6 - 100.2
electronics engineer	84.5 - 110.1	94.0 - 124.8	105.8 - 139.7
electronics technician	59.3 - 76.7	66.4 - 87.4	75.0 - 98.7
estimation engineer	77.5 - 103.2	88.9 - 120.6	102.8 - 138.3
estimator	65.4 - 85.0	72.5 - 96.2	81.6 - 108.9
field service engineer	58.4 - 76.5	65.5 - 87.6	74.6 - 100.9
general inspector	53.8 - 70.7	60.5 - 80.5	68.2 - 90.3
health and safety specialist	74.7 - 98.1	85.6 - 114.4	98.6 - 130.3
HVAC drafter	53.6 - 68.7	60.2 - 78.2	67.8 - 87.5
HVAC engineer	62.3 - 82.7	71.2 - 96.1	81.8 - 109.0
industrial engineer	73.5 - 97.2	83.5 - 112.3	95.5 - 126.8
inventory analyst	56.4 - 73.1	63.4 - 83.7	71.9 - 95.3
logistics specialist	50.3 - 64.9	57.1 - 74.7	65.0 - 85.0
maintenance buyer	44.9 - 57.4	52.0 - 66.8	59.4 - 75.4
maintenance planner	57.6 - 72.4	65.1 - 83.1	74.0 - 93.8
manufacturing engineer	68.1 - 90.7	78.2 - 106.1	90.4 - 120.8
mechanical designer	55.7 - 73.4	64.0 - 85.4	73.4 - 96.5
mechanical drafter	56.6 - 73.4	63.6 - 84.6	73.1 - 98.9
mechanical engineer	66.6 - 93.9	82.9 - 117.7	101.3 - 137.8
mechanical engineering technician	55.7 - 72.9	63.4 - 84.1	72.3 - 94.9
operation excellence specialist	79.7 - 103.9	88.7 - 117.5	99.6 - 131.5
process engineer	66.5 - 88.7	76.5 - 103.7	88.4 - 118.1
production planner	51.8 - 68.4	59.7 - 79.5	68.2 - 88.9
project engineer	92.2 - 117.9	99.9 - 130.2	110.0 - 145.1
project manager	81.4 - 112.0	94.5 - 131.8	109.8 - 150.5
purchasing agent	61.4 - 80.3	69.9 - 93.0	80.0 - 106.2



quality assurance engineer	66.1 - 87.0	74.6 - 99.7	84.7 - 112.2
quality assurance/control technician	58.6 - 77.5	67.7 - 90.6	78.0 - 103.9
quality control engineer	73.7 - 97.9	84.3 - 113.8	96.9 - 129.0
quality control technician	42.2 - 54.3	47.0 - 61.5	52.7 - 68.9
quality engineer	59.0 - 78.7	69.0 - 93.0	80.2 - 105.9
quality inspector	43.0 - 54.3	47.4 - 61.2	53.1 - 69.2
reliability/maintenance engineer	74.0 - 96.4	85.1 - 112.8	98.5 - 129.0
robotics engineer	77.8 - 102.2	87.6 - 117.0	99.4 - 131.9
safety inspector	64.2 - 83.7	72.6 - 96.0	82.4 - 108.1
SCADA engineer	71.0 - 94.4	81.4 - 110.2	93.9 - 125.8
sourcing engineer	65.8 - 87.1	74.9 - 101.4	86.2 - 115.8
stationary engineer	59.2 - 75.6	65.1 - 84.4	72.2 - 93.9
supply chain analyst	57.8 - 76.5	65.7 - 88.5	75.2 - 100.1
systems engineer	76.3 - 100.9	86.7 - 116.7	99.3 - 132.5

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	180.0 - 309.6	261.5 - 448.6	361.2 - 619.6
vice president finance	130.4 - 225.8	186.2 - 318.3	255.8 - 436.9
vice-president internal audit	157.3 - 206.9	196.3 - 257.8	236.9 - 310.7
finance & accounting	1 year	3 years	5 years
accountant	76.8 - 78.2	82.3 - 86.6	91.8 - 99.4
accounting clerk	49.0 - 53.2	54.2 - 57.9	58.4 - 61.4
accounting manager	116.4 - 125.2	127.2 - 134.5	135.6 - 137.7
accounting supervisor	82.3 - 85.8	89.9 - 94.3	98.1 - 102.9
accounts payable clerk	50.1 - 52.8	53.2 - 56.3	58.4 - 63.6



accounts payable manager	87.6 - 89.7	93.9 - 99.1	105.3 - 109.5	110.6 - 114.7
accounts receivable clerk	50.1 - 51.1	52.2 - 54.2	57.4 - 59.5	62.6 - 67.8
accounts receivable manager	89.7 - 90.7	99.1 - 100.1	107.4 - 113.7	114.7 - 119.9
analyst - financial planning & analysis	123.4 - 149.5	133.2 - 160.9	142.7 - 172.0	163.6 - 196.4
assistant controller	131.8 - 166.9	142.8 - 180.1	153.3 - 192.9	177.0 - 222.4
billing specialist	52.2 - 54.3	56.3 - 59.5	61.5 - 65.7	67.8 - 72.0
bookkeeper	51.1 - 54.2	57.4 - 59.5	61.5 - 63.6	67.8 - 76.3
business analyst	91.8 - 110.3	99.3 - 119.3	106.6 - 128.0	122.8 - 147.1
compliance specialist	68.4 - 82.4	75.6 - 90.9	82.3 - 99.0	96.0 - 115.3
controller	121.4 - 211.2	169.9 - 292.1	218.2 - 374.6	275.8 - 455.5
cost accountant	73.1 - 79.1	87.9 - 90.9	96.4 - 100.0	101.2 - 107.3
credit & collection specialist	50.1 - 51.1	54.8 - 64.7	65.7 - 67.8	73.0 - 78.2
credit and collections manager	88.7 - 91.8	93.9 - 97.0	99.1 - 105.6	110.1 - 114.7
credit and collections supervisor	62.8 - 67.9	76.6 - 82.8	85.8 - 88.9	93.7 - 97.5
director - financial planning & analysis	161.0 - 209.4	203.8 - 264.6	246.6 - 319.8	---
external auditor	75.8 - 91.3	82.5 - 99.2	89.0 - 106.9	103.0 - 123.7
finance director	156.3 - 203.4	200.4 - 260.2	242.1 - 313.9	---
financial analyst	78.6 - 81.6	83.5 - 87.1	88.8 - 93.1	94.2 - 98.1
financial reporting manager	138.7 - 167.3	148.7 - 179.0	158.4 - 190.3	180.8 - 216.9
internal audit manager	129.7 - 158.7	139.3 - 170.0	148.5 - 180.9	169.3 - 205.5
internal auditor	73.7 - 88.8	81.6 - 98.1	89.1 - 107.1	104.5 - 125.4
invoicing clerk	50.7 - 51.5	53.7 - 55.9	58.6 - 62.4	64.0 - 66.2
payroll clerk	58.6 - 60.6	63.8 - 66.2	70.1 - 72.8	75.2 - 78.6
payroll manager	106.0 - 114.7	123.1 - 128.8	134.1 - 140.8	146.1 - 158.8
payroll specialist	68.4 - 69.9	74.4 - 76.5	79.8 - 81.7	86.2 - 91.1
payroll supervisor	120.4 - 82.5	84.3 - 86.0	91.1 - 94.0	97.4 - 105.3
property accountant	75.3 - 80.6	82.5 - 85.9	88.8 - 93.8	---



tax analyst	58.2 - 70.1	64.4 - 77.5	70.3 - 84.6	82.6 - 99.3
tax manager	122.9 - 150.6	131.8 - 161.1	140.6 - 171.5	160.9 - 195.5
treasury analyst	77.6 - 93.3	83.3 - 100.1	88.9 - 106.8	101.3 - 121.6
treasury director	116.1 - 140.8	125.4 - 151.8	134.3 - 162.3	- - -

## healthcare

	entry	mid	senior
dental office manager	56.4 - 72.8	61.8 - 81.3	68.7 - 90.8
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	58.1 - 73.8	62.6 - 81.4	68.9 - 91.6
disability consultant	45.9 - 60.6	54.0 - 71.3	62.2 - 80.8
health records clerk	39.2 - 49.4	44.5 - 56.4	50.2 - 61.0
healthcare clinic manager	84.2 - 108.3	91.7 - 120.2	101.4 - 133.8
medical / clinic coordinator	55.1 - 69.7	61.1 - 79.1	68.9 - 90.2
medical billing clerk	40.3 - 52.1	46.5 - 60.3	53.0 - 67.7
medical claims analyst	49.9 - 65.7	55.4 - 74.4	62.3 - 83.9
medical office assistant	36.6 - 45.9	40.6 - 51.5	45.0 - 56.6
medical receptionist	36.3 - 47.3	43.0 - 54.7	48.5 - 58.3
medical reimbursement specialist	41.6 - 55.4	48.6 - 65.1	56.0 - 73.3
medical secretary	39.4 - 50.3	44.1 - 56.8	49.2 - 62.5
nurse practitioner	90.6 - 112.3	100.5 - 126.4	112.1 - 139.5
nursing manager	102.8 - 133.0	111.5 - 147.0	123.6 - 166.3
nursing supervisor / team lead	82.0 - 104.8	93.4 - 120.1	105.4 - 134.3
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	35.0 - 44.8	39.9 - 51.4	45.2 - 57.9
patient service representatives (unilingual or bilingual)	36.6 - 45.1	41.6 - 51.8	47.3 - 58.9
pharmacist	105.2 - 132.1	116.7 - 148.0	129.3 - 161.9



pharmacy assistant	37.2 - 47.5	42.2 - 54.0	47.4 - 58.0
pharmacy manager	118.7 - 157.2	134.1 - 179.2	151.4 - 201.0
registered nurse	72.0 - 89.4	78.8 - 99.6	87.3 - 110.9
registered/licensed practical nurses	35.0 - 43.0	38.9 - 48.1	43.1 - 53.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	94.7 - 130.7	119.0 - 163.9	147.9 - 203.7
health and safety director	101.5 - 121.6	131.6 - 156.6	156.9 - 186.5
HR operations director	95.8 - 137.1	124.3 - 175.9	155.1 - 219.1
human resources director	104.9 - 144.5	133.4 - 182.0	164.7 - 225.0
L&D director	107.6 - 133.3	134.1 - 165.1	169.5 - 208.8
talent acquisition director	100.3 - 138.3	126.6 - 172.9	154.1 - 210.2
total rewards director	119.7 - 154.7	154.2 - 198.6	188.6 - 243.2
vice president human resources / CHRO	125.7 - 209.1	158.8 - 263.9	196.5 - 326.6
human resources	entry	mid	senior
benefits administrator	61.2 - 78.1	68.4 - 89.0	77.4 - 101.0
compensation analyst	62.2 - 82.2	71.8 - 96.2	82.9 - 109.4
compensation and benefits manager	104.7 - 136.0	116.2 - 153.2	130.6 - 172.6
compensation specialist	54.9 - 72.4	63.2 - 84.8	73.1 - 96.8
diversity & inclusion coordinator	46.3 - 59.7	53.2 - 68.0	59.3 - 73.3
health and safety advisor	65.7 - 84.5	75.4 - 98.3	86.6 - 111.7
health and safety manager	87.9 - 113.7	98.3 - 129.4	111.2 - 145.8
HRIS analyst	72.3 - 94.9	82.6 - 110.4	95.0 - 125.7
human resources advisor	64.1 - 81.5	70.0 - 90.9	77.9 - 102.9
human resources assistant	44.9 - 57.2	50.8 - 64.6	56.3 - 69.9



human resources business partner	68.7 - 89.9	76.8 - 102.3	86.9 - 115.7
human resources coordinator	42.1 - 53.7	47.7 - 60.6	52.8 - 65.4
human resources manager	98.5 - 131.7	113.8 - 153.9	131.9 - 175.6
human resources supervisor	70.5 - 91.0	77.4 - 102.3	86.8 - 116.8
instructional designer	53.3 - 69.0	59.7 - 78.7	67.6 - 89.3
labour relations advisor	67.2 - 89.1	76.7 - 103.5	88.1 - 117.9
labour relations manager	103.9 - 140.4	122.1 - 166.0	142.7 - 191.2
learning and development specialist	54.1 - 70.6	61.3 - 81.5	70.2 - 92.4
recruitment coordinator	42.0 - 55.5	49.2 - 65.1	56.6 - 73.4
talent acquisition specialist	63.3 - 82.3	70.2 - 93.2	79.0 - 105.2

## industrial management

	entry	mid	senior
engineering manager	100.0 - 134.1	114.1 - 154.9	131.1 - 175.9
inventory control manager	67.4 - 88.1	75.4 - 100.4	85.2 - 113.7
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	96.2 - 126.9	108.8 - 145.2	123.8 - 164.0
logistic supervisor	54.0 - 69.1	60.6 - 78.8	68.4 - 88.8
machining manager	65.6 - 84.3	72.8 - 95.4	81.9 - 107.9
maintenance manager	67.5 - 88.6	77.1 - 102.1	87.6 - 113.9
maintenance supervisor	64.0 - 83.7	72.8 - 96.8	83.3 - 110.6
manufacturing director	125.3 - 151.0	161.1 - 193.7	197.7 - 237.9
operations director	128.4 - 170.7	168.2 - 223.5	212.2 - 282.0
operations manager	87.2 - 119.1	100.3 - 138.7	115.2 - 156.3
planning director	126.8 - 163.6	157.2 - 202.5	193.1 - 249.0
plant manager	108.6 - 150.1	129.9 - 180.5	153.8 - 209.1
procurement director	113.6 - 148.9	150.4 - 195.9	181.4 - 236.7



procurement manager	92.3 - 121.2	101.9 - 136.2	114.2 - 152.7
production manager	97.7 - 128.9	110.6 - 147.9	126.3 - 167.4
production supervisor	61.2 - 78.6	67.9 - 89.0	76.4 - 100.6
project director	113.6 - 137.5	142.7 - 172.7	174.8 - 211.5
purchasing director	113.6 - 148.9	150.4 - 195.9	181.4 - 236.7
purchasing manager	110.4 - 144.9	124.6 - 165.0	141.0 - 184.9
quality assurance manager	92.4 - 120.0	102.1 - 134.7	114.3 - 150.4
quality director	101.8 - 137.2	128.7 - 171.8	156.9 - 209.2
site supervisor	92.5 - 120.9	101.4 - 134.9	113.0 - 150.8
supply chain director	119.4 - 144.1	155.7 - 187.2	190.4 - 229.2
supply chain manager	92.2 - 123.6	106.7 - 144.0	122.8 - 161.3
warehouse manager	79.1 - 103.2	87.9 - 116.8	98.9 - 131.2
warehouse supervisor	56.5 - 74.0	64.4 - 85.5	73.5 - 97.0
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.2 - 75.8	65.8 - 87.0	74.8 - 98.4

## industrial support

	entry	mid	senior
assembler/fabricator	18.2 - 21.6	20.2 - 24.8	22.6 - 28.0
counterbalance forklift operator	20.5 - 22.5	21.9 - 24.6	23.9 - 27.5
electronic parts assembler	19.1 - 23.7	20.6 - 26.1	22.6 - 28.6
forklift operator	20.1 - 23.3	22.3 - 26.9	25.5 - 29.9
general labourer - heavy	19.3 - 23.4	21.3 - 27.1	24.1 - 29.2
general labourer - light	17.5 - 20.3	19.5 - 23.9	21.3 - 25.7
industrial painter	24.1 - 26.2	25.8 - 27.5	26.9 - 28.9
inventory control clerk	19.0 - 23.8	21.5 - 27.2	24.3 - 30.5
janitor/custodian	19.7 - 21.9	20.2 - 22.3	21.4 - 23.7



machine operator	19.2 - 24.5	21.4 - 28.3	24.4 - 32.2
machine operator assistant	18.0 - 22.4	20.6 - 25.8	23.2 - 28.7
manufacturing worker	18.1 - 20.5	18.7 - 23.5	21.4 - 26.7
material handler	18.3 - 24.0	21.5 - 27.9	24.5 - 30.1
mould machine operator	20.5 - 25.5	22.3 - 29.4	25.3 - 32.9
order/cherry picker forklift operator	22.0 - 24.9	23.4 - 27.5	25.6 - 28.0
packaging labourer	17.5 - 21.9	19.2 - 24.8	21.6 - 28.0
parts clerk	17.6 - 22.2	18.7 - 25.4	21.1 - 28.4
picker/packer	17.0 - 21.1	18.8 - 23.6	21.2 - 25.8
production labourer	18.1 - 21.1	19.6 - 24.9	22.7 - 27.2
reach truck operator	21.2 - 23.7	22.6 - 24.8	25.2 - 26.4
shipper/receiver	19.9 - 23.0	22.6 - 25.6	24.7 - 28.5
shipping and receiving clerk	19.4 - 22.7	20.7 - 26.0	23.5 - 29.5
warehouse labourer	18.8 - 24.3	22.4 - 28.0	25.1 - 29.5

## marketing

	entry	mid	senior
<a href="#">digital marketing</a>			
digital marketing manager	75.5 - 99.1	84.9 - 113.6	96.6 - 129.4
digital marketing specialist	53.4 - 70.7	61.9 - 83.4	72.0 - 95.2
e-commerce director	118.6 - 147.0	149.7 - 185.5	188.5 - 233.6
e-commerce marketing manager	86.4 - 112.7	96.4 - 128.4	109.1 - 146.0
marketing content manager	64.7 - 85.6	73.6 - 99.0	84.3 - 113.0
social media manager	65.7 - 90.8	79.4 - 109.9	94.0 - 127.5
web marketing analyst	63.2 - 81.9	71.1 - 93.8	80.5 - 106.1
<a href="#">executive positions</a> (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	111.1 - 168.4	149.6 - 226.5	191.5 - 290.0



marketing vice-president	109.6 - 196.7	152.3 - 273.0	205.6 - 368.6
vice-president marketing & sales	97.7 - 175.4	135.8 - 243.4	183.8 - 329.5
<b>marketing and communications</b>	entry	mid	senior
brand or product manager	95.6 - 122.9	106.2 - 139.0	119.3 - 155.8
brand or product manager assistant	69.5 - 93.7	81.1 - 110.6	94.3 - 126.7
communications manager	78.0 - 102.2	87.5 - 116.7	99.1 - 131.4
communications specialist	59.4 - 81.3	70.8 - 97.9	83.5 - 111.8
content specialist	58.3 - 76.9	67.1 - 90.1	77.7 - 102.9
event specialist	47.8 - 65.3	56.9 - 78.6	67.2 - 90.2
graphic designer	54.0 - 71.2	62.1 - 82.9	71.3 - 93.8
marketing coordinator	62.2 - 81.9	70.2 - 94.0	79.9 - 106.6
marketing director	107.8 - 145.0	125.6 - 171.2	146.1 - 195.2
marketing project manager	49.0 - 65.1	56.0 - 75.7	64.4 - 86.0
marketing specialist	53.9 - 71.6	61.6 - 83.2	70.8 - 94.4

**sales**

<b>corporate sales</b>	entry	mid	senior
account manager - hardware	57.7 - 72.2	62.8 - 80.1	69.4 - 89.7
account manager - software	64.2 - 80.0	69.4 - 88.3	76.4 - 98.7
district sales manager	90.4 - 116.9	103.1 - 135.8	118.6 - 155.8
key accounts manager - consumer goods	81.9 - 104.9	92.0 - 120.2	104.6 - 137.0
sales manager/ director	71.1 - 95.1	80.8 - 109.7	92.1 - 123.7
sales representative, account manager - consumer goods	55.9 - 70.8	61.7 - 79.6	69.0 - 89.2
<b>executive positions (company revenue)</b>	10 M\$	100 M\$	1000 M\$
sales vice-president	142.6 - 183.0	175.3 - 225.0	214.8 - 275.7
<b>industrial sales</b>	entry	mid	senior



branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	56.2 - 64.3	64.1 - 76.1	75.0 - 78.2
internal sales representative - manfacturing	54.8 - 69.2	60.3 - 77.6	67.3 - 87.3
sales engineer - distribution	79.0 - 103.3	86.8 - 115.6	96.7 - 128.9
sales engineer - manufacturing	68.2 - 91.0	77.1 - 104.5	87.7 - 117.7
sales representative, account manager - distribution	55.7 - 69.8	60.7 - 77.5	67.1 - 86.8
sales representative, account manager - manufacturing	58.1 - 83.5	63.9 - 93.3	70.8 - 103.6
technical sales representative - manufacturing	55.3 - 71.5	62.9 - 82.4	71.7 - 92.9
territory manager - retail	56.9 - 70.8	61.4 - 78.1	67.7 - 88.0

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9



tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

application software	entry	mid	senior
.net/C# developer	82.7 - 107.1	92.6 - 122.0	104.7 - 137.2
AI consultant	82.3 - 110.3	96.9 - 131.0	113.1 - 149.8
application support analyst	67.4 - 89.1	77.8 - 103.5	88.7 - 116.7
automation tester	52.2 - 69.4	60.7 - 81.8	70.5 - 93.1
C++/ embedded software engineer	82.7 - 107.1	92.6 - 122.0	104.7 - 137.2
devops - development	75.5 - 101.4	87.5 - 119.6	101.9 - 136.5
director of development/engineering	125.5 - 175.3	165.3 - 231.0	214.0 - 298.9
ERP developer	82.7 - 106.9	92.3 - 121.8	104.5 - 137.7
front-end developer	77.8 - 102.2	88.9 - 118.9	102.3 - 135.2
full stack developer	89.3 - 117.5	102.3 - 136.2	117.5 - 153.9
java developer	81.0 - 104.9	90.6 - 119.5	102.5 - 134.3
machine learning developer	88.2 - 130.8	118.4 - 162.8	141.2 - 176.8
mobile application developer (iOS/android)	75.4 - 115.4	105.1 - 146.4	126.6 - 158.5
quality assurance analyst - manual	72.2 - 95.2	83.0 - 111.3	95.7 - 126.3
quality assurance manager	95.2 - 125.9	108.1 - 144.8	123.5 - 162.9
RPA developer	62.0 - 81.4	71.0 - 94.6	81.2 - 106.4
SQL database developer	71.3 - 95.0	81.9 - 111.3	94.7 - 127.0
UI/UX designer	78.1 - 100.7	86.9 - 114.1	97.7 - 127.3
architecture			
application architect	114.2 - 151.5	129.0 - 173.6	147.1 - 198.2



architect (solutions/technical)	97.4 - 121.3	108.7 - 137.3	122.3 - 153.3
cloud architect	103.5 - 129.8	116.8 - 148.3	132.4 - 165.6
<b>data &amp; analytics</b>			
BI data architect	105.9 - 141.4	118.4 - 160.1	133.6 - 180.0
big data engineer	94.4 - 123.5	105.5 - 140.3	119.4 - 158.0
business intelligence developer	80.2 - 103.9	89.9 - 118.5	101.6 - 132.5
data analyst	77.5 - 103.6	89.3 - 121.3	103.2 - 137.6
data architect	82.6 - 109.0	95.0 - 127.5	109.9 - 145.0
data engineer	78.4 - 104.8	90.2 - 122.6	104.3 - 139.1
data scientist	90.2 - 121.3	104.8 - 142.3	121.6 - 160.9
database administrator	82.5 - 111.9	96.9 - 132.8	113.5 - 151.5
<b>leadership/business technology</b>			
business analyst	76.1 - 98.6	85.3 - 112.8	96.8 - 127.4
IT director	114.0 - 151.1	143.6 - 189.2	177.9 - 234.8
IT manager	105.2 - 139.5	120.4 - 161.5	138.4 - 184.3
<b>networking/infrastructure</b>			
cloud engineer	87.7 - 117.4	102.9 - 138.8	120.0 - 156.9
devops - infrastructure	91.2 - 126.7	107.3 - 149.7	125.2 - 168.8
help desk analyst	57.2 - 74.6	65.0 - 86.1	74.1 - 98.0
information security engineer	86.0 - 115.0	99.1 - 134.3	114.6 - 152.2
information security manager	106.1 - 140.1	120.7 - 161.2	138.0 - 183.1
information security specialist	65.5 - 85.8	74.7 - 99.8	85.8 - 113.1
linux/unix administrator	92.0 - 119.6	103.6 - 136.8	117.9 - 154.7
network administrator	72.9 - 97.4	83.9 - 114.1	97.0 - 130.2
network engineer	81.0 - 107.8	92.7 - 125.8	107.2 - 143.6
systems administrator	82.6 - 108.6	94.5 - 126.2	108.7 - 143.4
tech support	70.2 - 91.6	79.6 - 105.7	90.7 - 119.9



**project management**

agile coach	78.1 - 101.0	88.9 - 116.8	101.7 - 132.8
business systems analyst	80.6 - 106.0	92.2 - 123.4	106.3 - 140.7
ERP project manager	105.7 - 140.4	115.2 - 155.4	127.6 - 173.3
organizational development manager	79.7 - 107.4	92.8 - 127.7	109.4 - 148.8
product manager	87.1 - 119.6	101.0 - 140.9	117.4 - 161.6
product owner	87.9 - 115.8	100.8 - 134.3	115.7 - 151.1
project coordinator	73.9 - 92.2	82.7 - 105.3	93.6 - 119.0
project manager (infrastructure)	112.3 - 150.9	127.1 - 173.2	145.1 - 197.9
project manager (software)	106.3 - 140.3	118.8 - 159.0	134.2 - 179.2
scrum master	85.6 - 111.5	96.6 - 128.1	110.3 - 146.1
technical writer	62.7 - 81.4	72.9 - 95.9	84.6 - 109.1



# halton region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	43.4 - 55.1	47.4 - 61.4	52.6 - 69.2
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	41.6 - 51.7	46.3 - 57.7	50.9 - 62.6
administrative coordinator	48.4 - 60.0	54.5 - 67.9	61.0 - 73.0
administrative manager	67.3 - 86.6	73.4 - 96.2	81.1 - 107.3
benefits clerk	43.4 - 55.9	49.9 - 64.8	57.0 - 73.9
buyer assistant	43.3 - 56.4	50.4 - 65.3	57.2 - 72.3
contracts administrator	106.8 - 134.5	119.2 - 153.1	134.9 - 174.0
data entry clerk	38.8 - 49.1	44.2 - 55.8	49.5 - 59.7
dispatch administrator	54.5 - 69.4	61.5 - 79.1	69.4 - 89.0
document services specialist	36.1 - 46.8	42.2 - 53.7	47.5 - 56.1
documentation specialist	44.2 - 58.3	53.1 - 67.8	59.9 - 72.0
donor relations coordinator	57.4 - 75.3	66.6 - 88.9	77.7 - 103.0
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	60.9 - 83.3	71.2 - 98.2	82.6 - 111.9
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	39.0 - 51.2	46.5 - 59.1	52.2 - 62.6
HR coordinator	43.2 - 55.3	49.1 - 62.4	54.3 - 67.4
insurance claims clerk	42.3 - 53.4	48.1 - 61.3	54.4 - 69.1
inventory clerk	40.1 - 50.8	45.7 - 58.3	51.7 - 65.6
inventory coordinator	50.5 - 64.5	56.3 - 73.2	63.5 - 82.9



invoicing clerk	42.1 - 54.2	48.2 - 61.7	53.8 - 67.2
lease administrator	53.5 - 70.2	61.9 - 82.0	71.3 - 93.7
leasing coordinator	49.4 - 64.8	57.2 - 75.7	65.8 - 86.2
legal assistant	52.9 - 72.6	63.1 - 86.9	73.9 - 98.4
logistics coordinator	52.0 - 68.6	60.7 - 80.5	70.0 - 91.6
mailroom clerk	40.6 - 50.4	45.8 - 56.2	50.1 - 59.1
marketing assistant	46.7 - 58.4	51.5 - 66.3	58.4 - 76.9
office clerk	42.7 - 52.3	46.6 - 58.0	51.3 - 64.5
office manager	59.9 - 77.7	66.0 - 87.0	73.5 - 97.2
order clerk	38.8 - 49.4	44.5 - 56.5	50.0 - 62.5
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 42.0	38.1 - 49.0	43.4 - 52.3
parts coordinators	36.6 - 50.2	42.0 - 57.5	47.5 - 64.5
payroll administrator	50.7 - 66.4	57.7 - 76.9	66.1 - 88.1
procurement coordinator	59.6 - 77.6	67.3 - 89.3	76.8 - 102.2
project coordinator	41.4 - 56.7	47.7 - 66.5	55.3 - 76.5
project manager assistant	51.0 - 67.5	56.1 - 75.9	62.8 - 86.2
property administrator	41.9 - 55.2	47.2 - 63.5	54.0 - 73.8
property manager	67.2 - 88.7	76.0 - 102.4	87.1 - 117.4
receptionist	37.7 - 47.6	41.9 - 53.8	47.4 - 61.7
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	48.5 - 64.9	56.0 - 76.1	64.7 - 87.0
sales assistant	46.6 - 58.3	51.4 - 66.3	58.4 - 77.0
sales coordinator	55.8 - 68.7	60.2 - 76.0	66.6 - 86.5
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	41.3 - 53.6	46.3 - 61.2	52.6 - 70.0
supply clerk	38.5 - 49.2	43.7 - 55.8	48.8 - 61.4



virtual assistant	38.2 - 47.6	42.6 - 53.0	46.8 - 57.4
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	72.5 - 94.0	81.3 - 107.1	91.8 - 120.1
bilingual customer loyalty agent	44.4 - 53.3	46.4 - 61.8	53.0 - 70.3
bilingual customer service manager	84.8 - 111.5	95.4 - 127.8	108.7 - 146.2
bilingual customer service representative	48.8 - 54.3	47.4 - 61.3	53.1 - 69.1
bilingual customer service supervisor	66.5 - 87.9	75.4 - 101.2	85.9 - 114.9
bilingual customer service team lead	55.2 - 63.2	61.9 - 68.8	66.7 - 71.1
bilingual customer service trainer	52.2 - 64.1	55.8 - 74.7	64.2 - 85.1
bilingual e-chat representative	49.7 - 63.4	55.3 - 71.8	62.2 - 80.7
bilingual fundraising agent	44.4 - 51.0	48.7 - 54.4	52.1 - 60.1
bilingual inside sales manager	80.4 - 107.8	91.4 - 124.3	104.4 - 140.5
bilingual inside sales representative	56.5 - 71.4	62.2 - 80.2	69.4 - 90.4
bilingual insurance advisor	65.2 - 82.8	71.0 - 92.0	78.6 - 103.1
bilingual junior collection agent	41.9 - 51.4	45.1 - 58.9	51.1 - 66.2
bilingual order desk representative	49.9 - 57.7	55.5 - 62.2	61.4 - 65.5
bilingual order management representative	49.9 - 57.6	56.7 - 66.3	62.3 - 76.1
bilingual survey agent	42.4 - 47.1	46.4 - 55.3	49.0 - 60.5
bilingual technical support level 1 agent	50.7 - 67.7	58.2 - 78.3	66.3 - 88.1
bilingual telemarketing agent	38.2 - 48.3	42.7 - 55.2	48.7 - 64.0
bilingual telephone dispatcher	48.1 - 58.1	51.6 - 66.9	58.7 - 76.0
bilingual travel support agent	45.1 - 57.2	50.6 - 64.6	56.5 - 71.7
bilingual workforce planner	55.3 - 69.7	59.6 - 77.0	65.8 - 87.1



## engineering

construction	entry	mid	senior
architect	68.1 - 89.0	76.0 - 101.3	85.9 - 114.7
architectural drafter	59.1 - 76.9	68.8 - 91.2	80.8 - 107.4
architectural technician	79.4 - 104.7	91.4 - 122.4	105.6 - 139.3
BIM/VDC coordinator	68.9 - 89.9	76.8 - 102.1	86.7 - 115.7
BIM/VDC lead	70.4 - 91.9	78.5 - 104.5	88.7 - 118.4
civil engineer	71.4 - 96.8	83.9 - 114.9	98.0 - 130.9
civil engineering drafter	60.7 - 75.9	68.1 - 86.7	77.1 - 98.3
civil engineering technologist	49.3 - 67.1	59.0 - 80.6	69.5 - 91.9
civil project engineer	83.3 - 114.3	96.3 - 134.3	111.9 - 154.5
civil project manager	90.0 - 119.8	101.4 - 137.2	115.2 - 154.8
construction director	109.7 - 144.3	147.5 - 193.7	184.5 - 241.9
construction inspector	76.5 - 101.8	87.5 - 118.3	100.7 - 134.1
construction manager	85.5 - 111.6	93.7 - 124.6	104.3 - 140.1
construction project manager	74.5 - 102.5	86.5 - 120.8	100.6 - 138.7
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	64.5 - 85.4	73.3 - 98.7	83.8 - 112.2
director of operations	133.0 - 176.7	174.1 - 230.8	219.2 - 290.4
drafter	60.1 - 75.5	67.8 - 86.5	76.9 - 98.1
electrical designer/engineer	83.2 - 109.3	93.6 - 125.3	106.5 - 142.6
electrical engineer	72.0 - 100.6	88.2 - 124.4	106.9 - 145.3
electrical engineering technician	62.5 - 80.0	71.2 - 92.6	81.5 - 105.4
engineering manager	95.6 - 128.2	109.0 - 148.8	125.3 - 169.8
environmental engineer	69.7 - 93.3	80.4 - 109.5	93.4 - 125.8
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	65.7 - 86.1	74.8 - 99.6	85.7 - 113.8



field manager	73.1 - 96.7	83.1 - 112.1	95.5 - 129.6
field supervisor	72.5 - 95.2	81.4 - 108.5	92.0 - 122.1
foreman	59.0 - 76.4	66.0 - 87.2	74.8 - 98.8
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	67.5 - 87.0	77.6 - 101.2	89.2 - 115.0
health and safety specialist	77.5 - 102.0	88.9 - 118.9	102.5 - 135.4
HVAC drafter	55.0 - 70.7	61.9 - 80.6	69.8 - 90.2
HVAC engineer	64.5 - 85.9	73.8 - 99.8	84.9 - 113.3
mechanical designer	57.6 - 76.2	66.3 - 88.7	76.1 - 100.3
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	69.0 - 97.6	86.0 - 122.4	105.3 - 143.2
mechanical engineering technician	57.2 - 75.1	65.2 - 86.7	74.5 - 97.9
mechanical site supervisor	56.7 - 73.0	64.0 - 84.0	73.1 - 96.1
operations manager	90.2 - 123.4	103.9 - 143.6	119.4 - 161.8
project coordinator	48.0 - 63.0	54.5 - 72.6	62.1 - 82.3
project director	117.5 - 142.2	147.6 - 178.5	180.7 - 218.2
project engineer	95.8 - 122.5	103.8 - 135.3	114.4 - 150.7
project manager	84.1 - 115.8	97.7 - 136.3	113.5 - 155.6
purchasing manager	106.1 - 139.5	119.7 - 159.8	135.7 - 179.6
specification writer	58.1 - 75.0	65.8 - 86.2	74.8 - 97.4
structural engineer	77.7 - 103.3	88.8 - 120.2	102.4 - 137.3
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	93.9 - 124.5	107.2 - 144.6	123.2 - 165.8
<b>manufacturing</b>			
applications engineer	82.6 - 109.1	95.3 - 127.6	110.0 - 144.7
assurance control technician	70.3 - 91.9	79.8 - 105.9	91.0 - 119.6
automation engineer	70.6 - 94.5	81.4 - 110.7	94.4 - 126.9



buyer	63.3 - 83.0	72.1 - 96.1	82.7 - 109.9
chemical engineer	77.7 - 112.9	98.9 - 142.7	121.2 - 164.4
coating inspector	41.7 - 54.9	47.8 - 63.5	54.5 - 72.4
commissioning and start up engineer	66.1 - 88.3	76.1 - 103.4	88.1 - 118.0
continuous improvement engineer	87.5 - 114.2	97.4 - 129.2	109.5 - 144.6
controls designer/engineer	61.6 - 82.3	70.8 - 95.9	81.5 - 109.4
controls engineer	61.6 - 82.3	70.8 - 95.9	81.5 - 109.4
demand planner	57.0 - 78.6	68.5 - 94.8	80.8 - 108.4
electrical designer	80.4 - 106.6	91.7 - 124.0	105.6 - 142.0
electrical engineer	72.0 - 100.6	88.2 - 124.4	106.9 - 145.3
electrical engineering technician	62.5 - 80.0	71.2 - 92.6	81.5 - 105.4
electrical test engineer	77.8 - 104.6	90.4 - 123.7	105.7 - 142.7
electronics designer	62.0 - 78.6	70.8 - 90.9	81.0 - 103.4
electronics engineer	87.7 - 114.4	97.7 - 129.7	110.0 - 145.2
electronics technician	61.0 - 79.0	68.3 - 90.1	77.3 - 101.8
estimation engineer	80.4 - 107.3	92.4 - 125.4	106.9 - 143.7
estimator	67.4 - 87.8	74.9 - 99.5	84.3 - 112.6
field service engineer	60.1 - 78.9	67.4 - 90.4	76.8 - 104.1
general inspector	55.0 - 72.4	61.8 - 82.5	69.8 - 92.7
health and safety specialist	77.5 - 102.0	88.9 - 118.9	102.5 - 135.4
HVAC drafter	55.0 - 70.7	61.9 - 80.6	69.8 - 90.2
HVAC engineer	64.5 - 85.9	73.8 - 99.8	84.9 - 113.3
industrial engineer	76.3 - 101.0	86.7 - 116.7	99.2 - 131.8
inventory analyst	58.4 - 75.9	65.7 - 86.9	74.6 - 99.0
logistics specialist	51.7 - 66.9	58.8 - 77.1	67.0 - 87.9
maintenance buyer	46.4 - 59.4	53.7 - 69.2	61.5 - 78.1
maintenance planner	59.0 - 74.4	66.9 - 85.5	76.0 - 96.5



manufacturing engineer	70.6 - 94.3	81.2 - 110.3	93.9 - 125.5
mechanical designer	57.6 - 76.2	66.3 - 88.7	76.1 - 100.3
mechanical drafter	58.1 - 75.6	65.4 - 87.3	75.2 - 102.0
mechanical engineer	69.0 - 97.6	86.0 - 122.4	105.3 - 143.2
mechanical engineering technician	57.2 - 75.1	65.2 - 86.7	74.5 - 97.9
operation excellence specialist	82.4 - 107.4	91.7 - 121.6	103.0 - 136.0
process engineer	68.9 - 92.1	79.4 - 107.8	91.9 - 122.8
production planner	53.1 - 70.3	61.2 - 81.7	70.0 - 91.4
project engineer	95.8 - 122.5	103.8 - 135.3	114.4 - 150.7
project manager	84.1 - 115.8	97.7 - 136.3	113.5 - 155.6
purchasing agent	63.3 - 83.0	72.1 - 96.1	82.7 - 109.9
quality assurance engineer	68.5 - 90.3	77.4 - 103.6	87.9 - 116.6
quality assurance/control technician	60.2 - 79.9	69.7 - 93.4	80.4 - 107.2
quality control engineer	76.5 - 101.8	87.5 - 118.3	100.7 - 134.1
quality control technician	43.4 - 56.0	48.3 - 63.4	54.3 - 71.1
quality engineer	60.9 - 81.4	71.2 - 96.3	83.0 - 109.6
quality inspector	44.2 - 56.0	48.8 - 63.1	54.7 - 71.4
reliability/maintenance engineer	76.8 - 100.1	88.4 - 117.3	102.4 - 134.0
robotics engineer	80.8 - 106.2	91.0 - 121.6	103.3 - 137.0
safety inspector	65.9 - 86.1	74.7 - 98.8	84.8 - 111.3
SCADA engineer	73.6 - 98.1	84.5 - 114.5	97.6 - 130.7
sourcing engineer	63.0 - 83.7	71.9 - 97.4	82.8 - 111.2
stationary engineer	61.0 - 78.0	67.0 - 87.1	74.4 - 97.0
supply chain analyst	59.5 - 79.0	67.8 - 91.4	77.6 - 103.5
systems engineer	79.2 - 104.8	90.0 - 121.3	103.2 - 137.7



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	165.2 - 291.1	244.1 - 429.0	342.0 - 601.7	
vice president finance	114.9 - 203.6	165.9 - 292.4	232.2 - 408.5	
vice-president internal audit	143.4 - 191.1	180.9 - 240.4	220.1 - 292.0	
finance & accounting	1 year	3 years	5 years	10 years
accountant	76.8 - 78.2	82.3 - 86.6	91.8 - 99.4	105.3 - 113.7
accounting clerk	49.0 - 53.2	54.2 - 57.9	58.4 - 61.4	60.5 - 63.6
accounting manager	116.4 - 125.2	127.2 - 134.5	135.6 - 137.7	152.5 - 153.3
accounting supervisor	82.3 - 85.8	89.9 - 94.3	98.1 - 102.9	109.5 - 114.9
accounts payable clerk	50.1 - 52.8	53.2 - 56.3	58.4 - 63.6	65.0 - 68.8
accounts payable manager	87.6 - 89.7	93.9 - 99.1	105.3 - 109.5	110.6 - 114.7
accounts receivable clerk	50.1 - 51.1	52.2 - 54.2	57.4 - 59.5	62.6 - 67.8
accounts receivable manager	89.7 - 90.7	99.1 - 100.1	107.4 - 113.7	114.7 - 119.9
analyst - financial planning & analysis	123.4 - 149.5	133.2 - 160.9	142.7 - 172.0	163.6 - 196.4
assistant controller	131.8 - 166.9	142.8 - 180.1	153.3 - 192.9	177.0 - 222.4
billing specialist	52.2 - 54.3	56.3 - 59.5	61.5 - 65.7	67.8 - 72.0
bookkeeper	51.1 - 54.2	57.4 - 59.5	61.5 - 63.6	67.8 - 76.3
business analyst	91.8 - 110.3	99.3 - 119.3	106.6 - 128.0	122.8 - 147.1
controller	121.4 - 211.2	169.9 - 292.1	218.2 - 374.6	275.4 - 436.3
cost accountant	73.1 - 79.1	87.9 - 90.9	96.4 - 100.0	101.2 - 107.3
credit & collection specialist	50.1 - 51.1	54.8 - 64.7	65.7 - 67.8	73.0 - 78.2
credit and collections accountant	47.2 - 50.8	46.7 - 55.4	50.5 - 59.8	57.8 - 68.4
credit and collections manager	88.7 - 91.8	93.9 - 97.0	99.1 - 105.6	110.1 - 114.7
credit and collections supervisor	62.8 - 67.9	76.6 - 82.8	85.8 - 88.9	93.7 - 97.5
director - financial planning & analysis	147.1 - 193.6	188.2 - 247.0	229.5 - 300.9	--
external auditor	75.8 - 91.3	82.5 - 99.2	89.0 - 106.9	103.0 - 123.7



finance director	142.6 - 187.7	184.8 - 242.7	225.1 - 295.3	- - -
financial analyst	78.6 - 81.6	83.5 - 87.1	88.8 - 93.1	94.2 - 98.1
financial reporting manager	138.7 - 167.3	148.7 - 179.0	158.4 - 190.3	180.8 - 216.9
internal audit manager	129.7 - 158.7	139.3 - 170.0	148.5 - 180.9	169.3 - 205.5
internal auditor	73.7 - 88.8	81.6 - 98.1	89.1 - 107.1	104.5 - 125.4
invoicing clerk	50.7 - 51.5	53.7 - 55.9	58.6 - 62.4	64.0 - 66.2
payroll clerk	58.6 - 60.6	63.8 - 66.2	70.1 - 72.8	75.2 - 78.6
payroll manager	106.0 - 114.7	123.1 - 128.8	134.1 - 140.8	146.1 - 158.8
payroll specialist	68.4 - 69.9	74.4 - 76.5	79.8 - 81.7	86.2 - 91.1
payroll supervisor	120.4 - 82.5	84.3 - 86.0	91.1 - 94.0	97.4 - 105.3
property accountant	75.3 - 80.6	82.5 - 85.9	88.8 - 93.8	- - -
tax analyst	59.3 - 71.3	65.6 - 79.0	71.7 - 86.2	84.1 - 101.0
tax manager	111.7 - 137.2	119.8 - 147.2	127.9 - 156.9	146.9 - 180.0
treasury analyst	79.1 - 95.0	84.8 - 101.9	90.4 - 108.6	103.0 - 123.6
treasury director	105.4 - 128.1	114.0 - 138.3	122.1 - 148.2	- - -

## healthcare

	entry	mid	senior
dental office manager	58.2 - 75.3	64.0 - 84.2	71.1 - 94.1
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	55.4 - 70.8	59.9 - 78.2	66.0 - 88.0
disability consultant	43.3 - 57.6	51.2 - 68.1	59.2 - 77.2
health records clerk	39.8 - 50.2	45.2 - 57.5	51.1 - 62.2
healthcare clinic manager	80.5 - 103.5	87.8 - 114.8	97.0 - 128.0
medical / clinic coordinator	52.4 - 66.8	58.4 - 76.0	66.0 - 86.7
medical billing clerk	41.2 - 53.4	47.7 - 61.9	54.3 - 69.6
medical claims analyst	51.2 - 67.5	56.8 - 76.5	64.0 - 86.4



medical office assistant	37.2 - 47.0	41.5 - 52.7	46.1 - 58.0
medical receptionist	36.6 - 48.1	43.7 - 55.7	49.4 - 59.4
medical reimbursement specialist	42.7 - 57.1	50.0 - 67.1	57.7 - 75.7
medical secretary	40.0 - 51.2	44.8 - 57.8	50.0 - 63.7
nurse practitioner	93.2 - 115.5	103.3 - 130.0	115.2 - 143.4
nursing manager	98.3 - 127.1	106.5 - 141.0	118.1 - 160.2
nursing supervisor / team lead	84.2 - 107.8	96.0 - 123.5	108.4 - 138.1
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	35.6 - 46.0	40.8 - 52.9	46.4 - 59.7
patient service representatives (unilingual or bilingual)	37.3 - 46.3	42.7 - 53.3	48.6 - 60.6
pharmacist	108.2 - 135.9	120.1 - 152.2	133.0 - 166.6
pharmacy assistant	37.8 - 48.6	43.1 - 55.3	48.5 - 59.5
pharmacy manager	113.4 - 151.1	128.2 - 173.1	145.3 - 194.7
registered nurse	73.8 - 91.9	80.9 - 102.4	89.7 - 114.0
registered/licensed practical nurses	43.0 - 53.0	51.0 - 68.0	61.0 - 79.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	98.1 - 135.4	123.2 - 169.7	153.1 - 210.5
health and safety director	97.5 - 116.8	126.5 - 151.3	151.6 - 181.2
HR operations director	92.1 - 131.9	119.5 - 170.6	149.8 - 213.4
human resources director	100.8 - 139.2	128.3 - 176.7	159.5 - 219.3
L&D director	103.3 - 128.2	129.0 - 159.8	164.3 - 203.2
talent acquisition director	96.4 - 133.1	121.6 - 167.6	148.7 - 204.7
total rewards director	115.0 - 149.4	148.8 - 193.2	183.3 - 237.4
vice president human resources / CHRO	120.8 - 203.6	153.5 - 257.9	191.1 - 320.5



human resources	entry	mid	senior
benefits administrator	63.1 - 80.7	70.6 - 92.0	79.9 - 104.4
compensation analyst	64.1 - 84.9	74.1 - 99.5	85.6 - 113.2
compensation and benefits manager	100.6 - 130.8	111.6 - 147.8	125.5 - 167.3
compensation specialist	56.5 - 74.7	65.2 - 87.6	75.4 - 100.1
diversity & inclusion coordinator	47.6 - 61.5	54.8 - 70.1	61.1 - 75.7
health and safety advisor	67.5 - 87.0	77.6 - 101.2	89.2 - 115.0
health and safety manager	84.4 - 109.2	94.5 - 124.4	106.8 - 140.5
HRIS analyst	68.7 - 90.4	78.7 - 105.1	90.5 - 119.6
human resources advisor	66.1 - 84.1	72.2 - 94.0	80.5 - 106.4
human resources assistant	46.1 - 58.9	52.3 - 66.6	58.0 - 72.2
human resources business partner	70.9 - 92.9	79.4 - 105.8	89.8 - 119.7
human resources coordinator	43.2 - 55.3	49.1 - 62.4	54.3 - 67.4
human resources manager	94.6 - 126.6	109.3 - 148.5	126.8 - 170.4
human resources supervisor	72.7 - 94.1	80.0 - 105.8	89.7 - 120.8
instructional designer	54.6 - 70.9	61.3 - 80.9	69.4 - 91.9
labour relations advisor	69.3 - 92.1	79.2 - 107.1	91.1 - 122.0
labour relations manager	99.8 - 135.2	117.3 - 160.7	137.4 - 185.8
learning and development specialist	55.4 - 72.5	62.9 - 83.9	72.1 - 95.2
recruitment coordinator	43.1 - 57.2	50.6 - 67.1	58.3 - 75.8
talent acquisition specialist	65.2 - 85.1	72.5 - 96.3	81.6 - 108.8

## industrial management

	entry	mid	senior
engineering manager	95.6 - 128.2	109.0 - 148.8	125.3 - 169.8
inventory control manager	69.7 - 91.4	78.1 - 104.1	88.3 - 117.8
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4



logistic manager	92.5 - 121.9	104.5 - 139.9	118.9 - 158.7
logistic supervisor	55.3 - 71.0	62.1 - 81.0	70.2 - 91.3
machining manager	78.1 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.2 - 110.1	105.7 - 120.9	115.7 - 145.7
maintenance supervisor	75.8 - 90.1	85.1 - 115.7	110.0 - 130.5
manufacturing director	119.7 - 144.9	155.0 - 187.5	191.4 - 231.1
operations director	133.0 - 176.7	174.1 - 230.8	219.2 - 290.4
operations manager	82.3 - 112.7	94.7 - 131.5	109.0 - 148.6
planning director	121.2 - 157.5	151.1 - 196.1	186.8 - 242.1
plant manager	104.3 - 144.7	124.8 - 175.2	148.5 - 203.6
procurement director	109.1 - 143.6	145.0 - 190.5	176.1 - 230.9
procurement manager	88.7 - 116.4	98.0 - 131.0	109.7 - 147.4
production manager	85.9 - 116.8	100.1 - 130.7	120.3 - 150.6
production supervisor	70.6 - 85.7	82.1 - 100.4	95.9 - 119.3
project director	117.5 - 142.2	147.6 - 178.5	180.7 - 218.2
purchasing director	109.1 - 143.6	145.0 - 190.5	176.1 - 230.9
purchasing manager	106.1 - 139.5	119.7 - 159.8	135.7 - 179.6
quality assurance manager	88.8 - 115.3	98.1 - 129.6	109.8 - 145.1
quality director	97.9 - 132.0	123.7 - 166.6	151.5 - 203.7
site supervisor	88.5 - 115.5	97.0 - 129.0	107.9 - 144.7
supply chain director	114.7 - 138.8	150.4 - 181.9	185.1 - 223.5
supply chain manager	88.6 - 118.8	102.5 - 138.7	118.0 - 155.9
warehouse manager	75.9 - 85.6	84.1 - 97.8	95.4 - 125.9
warehouse supervisor	65.0 - 73.1	70.4 - 85.6	80.4 - 96.1
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.1 - 92.3



## industrial support

	entry	mid	senior
assembler/fabricator	19.2 - 23.2	20.6 - 26.7	23.5 - 30.3
counterbalance forklift operator	20.5 - 22.5	21.9 - 24.6	23.9 - 27.5
electronic parts assembler	19.2 - 25.5	22.1 - 28.1	24.3 - 31.0
forklift operator	21.1 - 23.9	22.4 - 27.7	24.3 - 30.9
general labourer - heavy	20.0 - 25.1	22.8 - 29.2	25.9 - 31.5
general labourer - light	17.5 - 21.8	19.9 - 25.9	23.0 - 27.8
industrial painter	20.1 - 24.2	21.3 - 27.8	24.1 - 31.4
inventory control clerk	19.3 - 24.4	22.0 - 28.0	24.9 - 31.5
janitor/custodian	19.0 - 20.8	18.7 - 23.7	21.0 - 25.2
machine operator	20.0 - 26.4	23.0 - 30.7	26.3 - 35.0
manufacturing worker	18.5 - 21.4	19.3 - 24.3	21.9 - 27.6
material handler	20.0 - 24.0	21.5 - 28.0	24.6 - 30.2
order/cherry picker forklift operator	22.0 - 24.9	23.4 - 27.5	25.6 - 28.0
packaging labourer	18.4 - 23.6	20.6 - 26.8	23.3 - 30.4
parts clerk	19.0 - 24.1	20.2 - 27.7	22.9 - 31.0
picker/packer	17.5 - 21.5	19.0 - 24.2	21.2 - 26.5
production labourer	18.0 - 21.5	19.6 - 25.6	22.8 - 28.0
reach truck operator	21.2 - 23.7	22.6 - 24.8	25.2 - 26.4
shipper/receiver	21.5 - 24.4	23.5 - 27.2	24.1 - 30.4
shipping and receiving clerk	20.5 - 24.1	21.9 - 27.7	25.0 - 31.6
warehouse labourer	19.1 - 24.9	22.9 - 28.8	25.7 - 30.4

## marketing

digital marketing	entry	mid	senior
digital marketing manager	78.2 - 102.8	88.0 - 117.9	100.2 - 134.4



digital marketing specialist	54.9 - 73.0	63.8 - 86.1	74.3 - 98.5
e-commerce director	123.2 - 152.5	155.3 - 192.3	195.4 - 241.4
e-commerce marketing manager	89.6 - 117.1	100.1 - 133.3	113.3 - 151.5
marketing content manager	66.9 - 88.7	76.2 - 102.8	87.4 - 117.3
social media manager	67.9 - 94.2	82.3 - 114.1	97.5 - 132.4
web marketing analyst	59.9 - 78.0	67.6 - 89.4	76.7 - 101.0
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	115.1 - 174.3	154.9 - 233.8	198.1 - 298.5
marketing vice-president	113.8 - 203.7	158.0 - 281.7	212.9 - 378.8
vice-president marketing & sales	101.4 - 181.8	140.9 - 251.5	190.5 - 339.1
<b>marketing and communications</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
brand or product manager	99.2 - 127.6	110.2 - 144.2	123.8 - 161.7
brand or product manager assistant	72.2 - 97.6	84.4 - 115.2	98.2 - 132.0
communications manager	80.8 - 106.0	90.7 - 121.1	102.8 - 136.4
communications specialist	60.8 - 83.5	72.6 - 100.5	85.7 - 114.7
content specialist	60.0 - 79.4	69.2 - 93.1	80.3 - 106.5
event specialist	49.2 - 67.4	58.6 - 81.2	69.3 - 93.4
graphic designer	55.4 - 73.3	63.9 - 85.5	73.4 - 96.8
marketing coordinator	64.1 - 84.6	72.4 - 97.2	82.5 - 110.3
marketing director	111.9 - 150.5	130.4 - 177.6	151.6 - 202.2
marketing project manager	50.5 - 67.2	57.8 - 78.3	66.5 - 89.2
marketing specialist	55.4 - 73.9	63.5 - 86.0	73.0 - 97.6

**sales**

<b>corporate sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account manager - hardware	59.6 - 74.8	64.9 - 83.1	71.8 - 93.1



account manager - software	66.4 - 83.0	71.9 - 91.6	79.2 - 102.4
district sales manager	93.7 - 121.4	107.0 - 141.0	123.1 - 161.6
key accounts manager - consumer goods	84.9 - 108.9	95.5 - 124.8	108.7 - 142.2
sales manager/ director	73.6 - 98.7	83.7 - 113.9	95.5 - 128.5
sales representative, account manager - consumer goods	57.6 - 73.1	63.7 - 82.2	71.2 - 92.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	147.9 - 189.4	181.5 - 232.2	221.6 - 283.6
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.1 - 65.1	64.9 - 74.9	74.6 - 77.3
internal sales representative - manfacturing	56.5 - 71.4	62.2 - 80.2	69.4 - 90.4
sales engineer - distribution	81.7 - 107.0	89.9 - 119.7	100.1 - 133.5
sales engineer - manufacturing	70.4 - 94.2	79.7 - 108.2	90.8 - 121.9
sales representative, account manager - distribution	57.7 - 72.4	62.8 - 80.4	69.5 - 90.1
sales representative, account manager - manufacturing	60.0 - 86.7	66.1 - 96.8	73.4 - 107.6
technical sales representative - manufacturing	57.4 - 74.3	65.3 - 85.8	74.5 - 96.8
territory manager - retail	58.7 - 73.3	63.4 - 81.0	70.1 - 91.4

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4



field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# hastings county

## engineering

construction	entry	mid	senior
architect	61.1 - 79.5	67.9 - 90.5	76.7 - 102.7
architectural drafter	52.8 - 68.1	61.1 - 80.6	71.5 - 95.1
architectural technician	70.1 - 92.5	80.6 - 108.5	93.3 - 123.8
BIM/VDC coordinator	63.1 - 82.1	70.1 - 93.4	79.2 - 106.0
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	62.9 - 84.9	73.6 - 101.1	86.0 - 115.6
civil engineering drafter	54.1 - 67.3	60.5 - 76.6	68.2 - 86.9
civil engineering technologist	44.3 - 59.6	52.7 - 71.3	61.7 - 81.2
civil project engineer	72.5 - 99.5	83.7 - 117.3	97.4 - 135.6
civil project manager	79.0 - 105.5	89.1 - 121.3	101.4 - 137.3
construction director	95.7 - 126.7	129.5 - 171.9	163.4 - 216.9
construction inspector	67.2 - 89.3	76.8 - 104.2	88.4 - 118.4
construction manager	74.6 - 97.4	81.6 - 109.0	90.9 - 122.9
construction project manager	65.1 - 89.4	75.4 - 105.6	87.7 - 121.6
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	56.5 - 74.3	63.9 - 85.8	72.9 - 97.7
director of operations	115.6 - 155.1	152.7 - 205.3	194.5 - 261.4
drafter	53.7 - 66.9	60.2 - 76.5	68.1 - 86.7
electrical designer/engineer	73.0 - 96.0	82.1 - 110.4	93.6 - 126.1
electrical engineer	63.4 - 88.3	77.4 - 109.7	93.9 - 128.6
electrical engineering technician	55.7 - 70.8	63.2 - 81.9	72.1 - 93.3
engineering manager	83.3 - 112.2	95.1 - 130.7	109.6 - 149.8



environmental engineer	61.4 - 81.8	70.6 - 96.3	81.9 - 110.9
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	58.8 - 76.7	66.8 - 88.8	76.4 - 101.6
field manager	65.3 - 86.2	74.0 - 100.0	85.1 - 115.9
field Supervisor	64.8 - 84.8	72.6 - 96.7	81.9 - 109.1
foreman	52.2 - 67.2	58.3 - 76.4	65.7 - 86.7
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	60.0 - 77.0	68.8 - 89.7	79.0 - 102.1
health and safety specialist	68.1 - 89.6	78.0 - 104.7	90.0 - 119.6
HVAC drafter	49.1 - 62.5	55.0 - 71.1	61.8 - 79.4
HVAC engineer	57.0 - 75.4	64.9 - 87.7	74.5 - 99.7
mechanical designer	51.1 - 66.9	58.5 - 77.8	66.9 - 88.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	60.8 - 85.7	75.5 - 107.8	92.5 - 126.7
mechanical engineering technician	51.2 - 66.5	58.0 - 76.7	66.0 - 86.5
mechanical site supervisor	50.9 - 65.0	57.2 - 74.7	65.1 - 85.4
operations manager	77.9 - 107.0	89.7 - 125.1	103.4 - 141.6
project coordinator	37.0 - 49.9	42.2 - 58.2	48.6 - 66.6
project director	102.3 - 124.5	129.3 - 157.5	159.5 - 194.3
project engineer	84.0 - 108.0	91.2 - 119.6	100.7 - 133.5
project manager	73.1 - 100.8	85.0 - 119.2	98.8 - 136.6
purchasing manager	91.9 - 121.6	103.9 - 139.8	118.1 - 157.9
specification writer	51.5 - 66.0	58.1 - 75.6	65.8 - 85.5
structural engineer	68.3 - 90.7	77.9 - 105.9	89.9 - 121.3
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	81.8 - 108.9	93.4 - 126.9	107.7 - 146.1
manufacturing			



applications engineer	72.9 - 96.5	84.1 - 113.2	97.2 - 128.7
assurance control technician	62.3 - 81.1	70.5 - 93.6	80.3 - 105.9
automation engineer	62.2 - 82.9	71.5 - 97.4	82.8 - 111.9
buyer	55.5 - 72.2	62.9 - 83.5	71.9 - 95.6
chemical engineer	68.2 - 99.3	86.8 - 126.3	106.8 - 145.9
coating inspector	38.0 - 49.2	43.0 - 56.7	48.9 - 64.3
commissioning and start up engineer	57.9 - 77.0	66.4 - 90.3	76.8 - 103.3
continuous improvement engineer	75.9 - 99.0	84.4 - 112.3	94.9 - 126.1
controls designer/engineer	54.9 - 72.8	62.9 - 84.8	72.1 - 96.8
controls engineer	54.9 - 72.8	62.9 - 84.8	72.1 - 96.8
demand planner	49.3 - 67.4	59.0 - 81.1	69.3 - 92.8
electrical designer	70.6 - 93.7	80.5 - 109.3	92.8 - 125.6
electrical engineer	63.4 - 88.3	77.4 - 109.7	93.9 - 128.6
electrical engineering technician	55.7 - 70.8	63.2 - 81.9	72.1 - 93.3
electrical test engineer	68.3 - 91.9	79.3 - 109.0	92.9 - 126.2
electronics designer	55.3 - 69.6	62.8 - 80.4	71.6 - 91.5
electronics engineer	77.0 - 100.7	85.8 - 114.4	96.7 - 128.5
electronics technician	54.4 - 69.9	60.7 - 79.6	68.4 - 90.0
estimation engineer	70.6 - 94.2	81.1 - 110.5	93.9 - 127.2
estimator	58.9 - 76.4	65.3 - 86.5	73.3 - 98.0
field service engineer	53.6 - 69.8	59.9 - 79.9	68.0 - 92.1
general inspector	49.3 - 64.3	55.3 - 73.2	62.1 - 82.1
health and safety specialist	68.1 - 89.6	78.0 - 104.7	90.0 - 119.6
HVAC drafter	49.1 - 62.5	55.0 - 71.1	61.8 - 79.4
HVAC engineer	57.0 - 75.4	64.9 - 87.7	74.5 - 99.7
industrial engineer	67.0 - 88.7	76.1 - 102.7	87.1 - 116.4
inventory analyst	50.5 - 65.2	56.6 - 74.4	64.1 - 84.8



logistics specialist	45.6 - 58.5	51.6 - 67.2	58.6 - 76.4
maintenance buyer	41.4 - 52.7	47.8 - 61.1	54.5 - 68.8
maintenance planner	53.1 - 66.4	59.9 - 76.1	67.8 - 86.0
manufacturing engineer	62.2 - 82.7	71.3 - 96.9	82.4 - 110.7
mechanical designer	51.1 - 66.9	58.5 - 77.8	66.9 - 88.1
mechanical drafter	51.9 - 66.9	58.2 - 77.1	66.7 - 90.3
mechanical engineer	60.8 - 85.7	75.5 - 107.8	92.5 - 126.7
mechanical engineering technician	51.2 - 66.5	58.0 - 76.7	66.0 - 86.5
operation excellence specialist	71.7 - 93.4	79.7 - 106.0	89.6 - 118.9
process engineer	60.7 - 80.8	69.7 - 94.8	80.6 - 108.2
production planner	47.9 - 62.8	54.9 - 72.7	62.6 - 81.3
project engineer	84.0 - 108.0	91.2 - 119.6	100.7 - 133.5
project manager	73.1 - 100.8	85.0 - 119.2	98.8 - 136.6
purchasing agent	55.5 - 72.2	62.9 - 83.5	71.9 - 95.6
quality assurance engineer	60.4 - 79.3	68.0 - 91.0	77.1 - 102.6
quality assurance/control technician	53.7 - 70.7	61.9 - 82.6	71.1 - 94.9
quality control engineer	67.2 - 89.3	76.8 - 104.2	88.4 - 118.4
quality control technician	39.3 - 50.2	43.5 - 56.6	48.7 - 63.2
quality engineer	54.4 - 72.1	63.3 - 85.2	73.5 - 97.2
quality inspector	40.0 - 50.2	43.9 - 56.3	49.1 - 63.5
reliability/maintenance engineer	67.5 - 87.9	77.6 - 103.3	89.9 - 118.4
robotics engineer	70.9 - 93.3	79.8 - 107.2	90.7 - 121.1
safety inspector	58.7 - 76.3	66.3 - 87.5	75.1 - 98.7
SCADA engineer	64.8 - 86.1	74.1 - 100.8	85.6 - 115.4
sourcing engineer	55.0 - 72.6	62.6 - 84.4	71.8 - 96.4
stationary engineer	54.0 - 68.6	59.2 - 76.6	65.6 - 85.2
supply chain analyst	52.2 - 68.8	59.2 - 79.5	67.6 - 90.0



systems engineer	69.5 - 92.1	79.0 - 106.9	90.7 - 121.7
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## sales

industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.2 - 64.8	64.3 - 75.8	75.0 - 77.9



# london area

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	40.1 - 50.7	43.7 - 56.3	48.4 - 63.2
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	38.8 - 48.0	43.0 - 53.4	47.2 - 57.8
administrative coordinator	44.6 - 55.0	50.1 - 62.1	56.0 - 66.7
administrative manager	60.3 - 77.1	65.6 - 85.5	72.3 - 95.4
benefits clerk	39.7 - 50.6	45.3 - 58.5	51.6 - 66.4
buyer assistant	39.5 - 51.0	45.7 - 58.8	51.6 - 64.8
contracts administrator	94.9 - 119.8	106.0 - 136.8	120.2 - 156.1
data entry clerk	36.5 - 45.6	41.1 - 51.6	45.9 - 55.2
dispatch administrator	49.1 - 62.1	55.2 - 70.6	62.1 - 79.2
document services specialist	33.8 - 42.6	38.7 - 48.6	43.2 - 50.8
documentation specialist	40.3 - 52.7	48.1 - 61.0	54.1 - 64.7
donor relations coordinator	51.9 - 67.6	59.9 - 79.5	69.6 - 92.0
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	55.9 - 75.9	65.1 - 89.5	75.4 - 102.0
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	36.1 - 46.5	42.3 - 53.5	47.4 - 56.5
HR coordinator	39.5 - 50.1	44.6 - 56.3	49.3 - 60.7
insurance claims clerk	39.5 - 49.5	44.7 - 56.6	50.5 - 63.6
inventory clerk	39.6 - 49.4	44.7 - 56.4	50.4 - 63.2
inventory coordinator	46.4 - 58.8	51.6 - 66.5	57.9 - 75.1



invoicing clerk	38.5 - 49.0	43.7 - 55.6	48.7 - 60.4
lease administrator	48.7 - 63.4	56.2 - 73.8	64.4 - 84.2
leasing coordinator	45.1 - 58.7	52.0 - 68.2	59.5 - 77.5
legal assistant	47.5 - 64.6	56.4 - 77.0	65.7 - 87.1
logistics coordinator	47.7 - 62.4	55.4 - 72.9	63.6 - 82.8
mailroom clerk	38.0 - 46.8	42.6 - 52.1	46.5 - 54.6
marketing assistant	42.4 - 52.7	46.7 - 59.7	52.8 - 68.9
office clerk	39.8 - 48.5	43.3 - 53.6	47.6 - 59.5
office manager	54.1 - 69.6	59.4 - 77.8	65.9 - 86.8
order clerk	35.9 - 44.9	40.6 - 51.2	45.4 - 56.4
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.4 - 41.3	37.9 - 47.7	42.5 - 50.9
parts coordinators	34.0 - 45.3	38.3 - 51.8	43.0 - 57.8
payroll administrator	45.7 - 59.5	51.9 - 68.7	59.2 - 78.4
procurement coordinator	53.7 - 69.5	60.5 - 79.8	68.8 - 91.3
project coordinator	37.9 - 51.3	43.3 - 59.8	50.0 - 68.5
project manager assistant	47.0 - 61.8	51.6 - 69.3	57.6 - 78.6
property administrator	38.6 - 50.2	43.1 - 57.5	49.2 - 66.6
property manager	60.8 - 79.8	68.6 - 92.0	78.3 - 105.6
receptionist	35.1 - 43.2	38.4 - 48.8	43.1 - 55.7
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	44.6 - 59.2	51.2 - 69.1	59.0 - 78.8
sales assistant	42.3 - 52.6	46.6 - 59.6	52.7 - 69.0
sales coordinator	51.1 - 62.5	55.0 - 69.0	60.7 - 78.3
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	38.3 - 49.1	42.6 - 55.9	48.2 - 63.6
supply clerk	38.2 - 48.0	42.8 - 54.2	47.6 - 59.3



virtual assistant	36.0 - 44.2	39.8 - 49.2	43.5 - 53.1
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	65.1 - 84.1	72.9 - 95.7	82.1 - 107.4
bilingual customer loyalty agent	37.1 - 48.3	42.2 - 55.8	48.1 - 63.2
bilingual customer service manager	75.5 - 99.1	84.8 - 113.8	96.6 - 130.5
bilingual customer service representative	42.2 - 49.2	45.5 - 55.4	48.2 - 62.2
bilingual customer service supervisor	59.8 - 78.6	67.6 - 90.4	76.8 - 102.8
bilingual customer service team lead	47.7 - 55.6	50.1 - 59.9	57.7 - 68.8
bilingual customer service trainer	51.2 - 59.1	54.6 - 68.6	59.3 - 78.0
bilingual e-chat representative	45.2 - 57.2	50.1 - 64.5	56.2 - 72.4
bilingual fundraising agent	37.5 - 46.5	41.0 - 53.2	46.3 - 59.6
bilingual inside sales manager	72.1 - 96.3	81.8 - 111.3	93.3 - 126.1
bilingual inside sales representative	51.7 - 64.9	56.7 - 72.7	63.2 - 81.8
bilingual insurance advisor	58.2 - 73.5	63.2 - 81.5	69.9 - 91.3
bilingual junior collection agent	37.5 - 46.5	41.0 - 53.2	46.3 - 59.6
bilingual order desk representative	42.2 - 48.8	44.4 - 51.2	48.7 - 56.4
bilingual order management representative	44.6 - 52.1	46.4 - 59.7	52.8 - 68.3
bilingual survey agent	39.9 - 44.0	43.4 - 51.5	45.8 - 56.3
bilingual technical support level 1 agent	46.1 - 61.2	52.8 - 70.4	59.9 - 79.2
bilingual telemarketing agent	39.9 - 44.4	42.5 - 50.6	44.8 - 58.4
bilingual telephone dispatcher	41.8 - 53.1	47.4 - 60.9	53.7 - 69.0
bilingual travel support agent	41.1 - 51.7	45.9 - 58.2	51.1 - 64.4
bilingual workforce planner	50.0 - 62.6	53.8 - 69.0	59.2 - 77.8



## engineering

construction	entry	mid	senior
architect	62.3 - 81.0	69.3 - 92.2	78.3 - 104.6
architectural drafter	53.8 - 69.4	62.4 - 82.1	72.9 - 96.8
architectural technician	71.4 - 94.0	82.0 - 110.0	94.7 - 125.5
BIM/VDC coordinator	60.3 - 81.7	71.5 - 95.2	80.8 - 103.9
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	63.9 - 86.2	74.8 - 102.3	87.2 - 116.8
civil engineering drafter	55.2 - 68.6	61.7 - 78.1	69.6 - 88.6
civil engineering technologist	45.1 - 60.8	53.7 - 72.8	62.9 - 82.8
civil project engineer	74.6 - 102.1	86.1 - 120.2	100.0 - 138.7
civil project manager	80.2 - 106.7	90.3 - 122.5	102.6 - 138.6
construction director	98.6 - 130.2	133.1 - 176.1	167.4 - 221.8
construction inspector	68.3 - 90.6	78.0 - 105.4	89.6 - 119.6
construction manager	76.9 - 100.3	84.2 - 112.1	93.7 - 126.3
construction project manager	67.2 - 92.1	77.7 - 108.6	90.4 - 125.0
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	58.1 - 76.4	65.7 - 88.2	75.0 - 100.3
director of operations	118.0 - 158.0	155.6 - 208.8	197.8 - 265.4
drafter	54.7 - 68.2	61.4 - 78.0	69.5 - 88.3
electrical designer/engineer	74.2 - 97.3	83.3 - 111.6	94.8 - 127.4
electrical engineer	64.4 - 89.5	78.6 - 110.9	95.1 - 129.9
electrical engineering technician	56.8 - 72.2	64.5 - 83.4	73.6 - 95.0
engineering manager	85.9 - 115.4	98.0 - 134.2	112.7 - 153.6
environmental engineer	62.4 - 83.0	71.7 - 97.5	83.2 - 112.2
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	60.3 - 78.6	68.5 - 91.0	78.3 - 104.0



field manager	67.0 - 88.3	75.9 - 102.4	87.2 - 118.5
field supervisor	66.4 - 86.9	74.4 - 99.1	83.9 - 111.6
foreman	53.7 - 69.0	59.9 - 78.5	67.5 - 89.0
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	61.5 - 78.9	70.5 - 91.8	80.9 - 104.4
health and safety specialist	69.2 - 90.8	79.2 - 105.9	91.2 - 120.9
HVAC drafter	50.6 - 64.5	56.7 - 73.3	63.7 - 81.9
HVAC engineer	57.9 - 76.5	66.0 - 88.9	75.7 - 100.9
mechanical designer	51.9 - 68.0	59.5 - 79.0	68.0 - 89.3
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	61.8 - 86.9	76.7 - 109.0	93.7 - 128.0
mechanical engineering technician	52.1 - 67.9	59.1 - 78.2	67.3 - 88.1
mechanical site supervisor	52.2 - 66.7	58.7 - 76.5	66.7 - 87.4
operations manager	79.9 - 109.3	91.9 - 127.6	105.7 - 144.3
project coordinator	44.9 - 58.3	50.9 - 67.3	57.8 - 76.1
project director	105.0 - 127.5	132.4 - 161.0	163.0 - 198.3
project engineer	85.2 - 109.2	92.4 - 120.8	101.9 - 134.9
project manager	75.2 - 103.5	87.3 - 122.1	101.4 - 139.8
purchasing manager	94.3 - 124.4	106.5 - 142.9	120.9 - 161.2
specification writer	52.6 - 67.4	59.4 - 77.2	67.2 - 87.2
structural engineer	69.4 - 91.9	79.1 - 107.1	91.1 - 122.5
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	84.4 - 112.0	96.3 - 130.4	110.9 - 149.9
<b>manufacturing</b>			
applications engineer	74.3 - 98.0	85.5 - 114.8	98.8 - 130.4
assurance control technician	63.4 - 82.5	71.8 - 95.1	81.7 - 107.5
automation engineer	63.2 - 84.1	72.6 - 98.6	84.0 - 113.1



buyer	57.0 - 74.3	64.7 - 85.8	74.0 - 98.2
chemical engineer	69.4 - 100.5	88.0 - 127.5	108.0 - 147.4
coating inspector	38.8 - 50.4	44.0 - 58.0	50.1 - 65.9
commissioning and start up engineer	60.2 - 80.0	69.0 - 93.6	79.8 - 106.9
continuous improvement engineer	77.9 - 101.5	86.6 - 115.0	97.3 - 129.0
controls designer/engineer	56.0 - 74.3	64.1 - 86.4	73.6 - 98.5
controls engineer	56.0 - 74.3	64.1 - 86.4	73.6 - 98.5
demand planner	51.5 - 70.3	61.5 - 84.6	72.2 - 96.8
electrical designer	71.7 - 94.9	81.7 - 110.5	94.0 - 126.9
electrical engineer	64.4 - 89.5	78.6 - 110.9	95.1 - 129.9
electrical engineering technician	56.8 - 72.2	64.5 - 83.4	73.6 - 95.0
electrical test engineer	69.4 - 93.1	80.5 - 110.2	94.1 - 127.5
electronics designer	56.4 - 71.0	64.1 - 81.9	73.1 - 93.1
electronics engineer	78.1 - 101.9	87.0 - 115.6	97.9 - 129.8
electronics technician	55.4 - 71.3	61.9 - 81.2	69.8 - 91.7
estimation engineer	71.8 - 95.5	82.3 - 111.7	95.1 - 128.5
estimator	60.6 - 78.5	67.1 - 88.8	75.4 - 100.6
field service engineer	54.7 - 71.2	61.1 - 81.4	69.4 - 93.7
general inspector	51.1 - 66.6	57.2 - 75.7	64.3 - 85.0
health and safety specialist	69.2 - 90.8	79.2 - 105.9	91.2 - 120.9
HVAC drafter	50.6 - 64.5	56.7 - 73.3	63.7 - 81.9
HVAC engineer	57.9 - 76.5	66.0 - 88.9	75.7 - 100.9
industrial engineer	68.1 - 89.9	77.3 - 103.9	88.3 - 117.6
inventory analyst	52.7 - 68.0	59.1 - 77.6	66.9 - 88.4
logistics specialist	46.8 - 60.2	53.1 - 69.1	60.3 - 78.6
maintenance buyer	42.6 - 54.3	49.2 - 62.9	56.1 - 70.8
maintenance planner	54.5 - 68.1	61.4 - 78.1	69.6 - 88.1



manufacturing engineer	63.2 - 83.9	72.4 - 98.1	83.6 - 111.9
mechanical designer	51.9 - 68.0	59.5 - 79.0	68.0 - 89.3
mechanical drafter	52.9 - 68.3	59.4 - 78.6	68.0 - 91.9
mechanical engineer	61.8 - 86.9	76.7 - 109.0	93.7 - 128.0
mechanical engineering technician	52.1 - 67.9	59.1 - 78.2	67.3 - 88.1
operation excellence specialist	73.7 - 95.9	81.9 - 108.7	92.0 - 121.8
process engineer	61.7 - 82.0	70.8 - 96.0	81.8 - 109.4
production planner	48.6 - 63.9	55.9 - 74.0	63.7 - 82.7
project engineer	85.2 - 109.2	92.4 - 120.8	101.9 - 134.9
project manager	75.2 - 103.5	87.3 - 122.1	101.4 - 139.8
purchasing agent	57.0 - 74.3	64.7 - 85.8	74.0 - 98.2
quality assurance engineer	61.4 - 80.5	69.1 - 92.2	78.3 - 103.8
quality assurance/control technician	54.8 - 72.1	63.1 - 84.1	72.5 - 96.5
quality control engineer	68.3 - 90.6	78.0 - 105.4	89.6 - 119.6
quality control technician	40.2 - 51.4	44.5 - 57.9	49.8 - 64.8
quality engineer	55.7 - 73.8	64.8 - 87.2	75.3 - 99.3
quality inspector	40.9 - 51.3	44.9 - 57.7	50.2 - 65.0
reliability/maintenance engineer	68.5 - 89.1	78.8 - 104.5	91.1 - 119.6
robotics engineer	72.1 - 94.5	81.0 - 108.4	91.9 - 122.3
safety inspector	60.2 - 78.2	67.9 - 89.6	76.9 - 101.0
SCADA engineer	65.8 - 87.4	75.3 - 102.0	86.9 - 116.6
sourcing engineer	56.5 - 74.6	64.3 - 86.6	73.8 - 98.9
stationary engineer	55.7 - 70.7	61.0 - 78.9	67.6 - 87.7
supply chain analyst	53.7 - 70.7	60.9 - 81.7	69.6 - 92.4
systems engineer	70.7 - 93.3	80.2 - 108.1	91.9 - 123.0



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	151.4 - 271.2	226.0 - 405.2	320.5 - 574.5	
vice president finance	105.1 - 187.7	152.4 - 272.8	215.1 - 385.6	
vice-president internal audit	131.1 - 175.5	165.9 - 222.4	203.0 - 272.0	
finance & accounting	1 year	3 years	5 years	10 years
accountant	70.9 - 85.0	75.9 - 91.1	80.8 - 96.9	91.5 - 109.6
accounting clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.1	60.1 - 64.7
accounting manager	96.7 - 117.3	104.0 - 126.3	111.1 - 135.0	126.9 - 154.4
accounting supervisor	73.0 - 88.6	78.5 - 95.3	83.9 - 101.8	95.9 - 116.4
accounting technician	59.2 - 70.2	63.8 - 75.6	68.3 - 80.8	77.7 - 92.0
accounts payable clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.7	60.8 - 68.5
accounts payable manager	86.3 - 104.7	94.2 - 114.3	101.9 - 123.7	119.7 - 145.5
accounts receivable clerk	46.3 - 52.2	52.3 - 57.8	57.7 - 62.8	64.8 - 73.0
accounts receivable manager	87.5 - 103.7	94.8 - 112.4	102.2 - 121.2	120.2 - 142.5
analyst - financial planning & analysis	102.4 - 124.4	110.6 - 134.3	118.6 - 144.1	136.7 - 166.1
assistant controller	109.5 - 139.6	118.7 - 151.3	127.8 - 162.9	148.6 - 189.6
billing specialist	43.7 - 50.9	47.7 - 55.7	51.4 - 60.1	58.3 - 68.1
bookkeeper	51.0 - 53.5	53.6 - 57.9	58.0 - 62.2	62.1 - 71.1
business analyst	77.1 - 92.3	83.2 - 99.8	89.3 - 107.0	102.7 - 123.3
controller	100.8 - 179.6	142.4 - 254.8	186.0 - 333.4	234.6 - 417.6
cost accountant	67.6 - 81.0	73.0 - 87.6	78.3 - 93.9	90.2 - 108.3
credit & collection specialist	44.6 - 56.6	51.1 - 65.2	58.0 - 73.0	72.9 - 78.5
credit and collections accountant	40.7 - 47.7	44.0 - 51.9	47.4 - 55.9	54.1 - 63.9
credit and collections manager	92.8 - 111.3	99.5 - 119.4	106.3 - 127.5	122.6 - 147.1
credit and collections supervisor	60.0 - 72.8	64.8 - 78.5	69.4 - 84.2	80.1 - 97.2
director - financial planning & analysis	134.5 - 172.7	172.7 - 211.9	211.9 - 280.6	---



external auditor	70.1 - 84.1	76.1 - 91.3	82.0 - 98.3	94.7 - 113.7
finance director	130.4 - 169.7	169.7 - 207.8	207.8 - 275.1	- - -
financial analyst	85.1 - 102.1	91.1 - 109.3	97.0 - 116.3	110.3 - 132.5
financial reporting manager	115.3 - 140.0	123.8 - 150.4	132.1 - 160.6	152.0 - 184.7
internal audit manager	107.7 - 132.5	115.8 - 142.4	123.7 - 152.1	141.7 - 174.3
internal auditor	68.2 - 81.8	75.3 - 90.3	82.1 - 98.5	96.1 - 115.3
invoicing clerk	50.9 - 54.2	54.2 - 57.9	57.9 - 60.7	60.7 - 65.1
payroll clerk	47.0 - 55.0	51.7 - 60.4	56.0 - 65.4	64.2 - 75.1
payroll manager	88.0 - 106.9	95.2 - 115.7	102.1 - 124.0	117.1 - 142.4
payroll specialist	48.8 - 58.4	53.3 - 63.8	57.7 - 68.9	67.2 - 80.2
payroll supervisor	61.3 - 73.4	66.6 - 79.9	71.9 - 86.2	83.0 - 99.6
property accountant	63.5 - 76.1	66.6 - 79.9	69.8 - 83.6	- - -
tax analyst	54.0 - 64.9	59.7 - 71.5	65.1 - 78.0	76.1 - 91.3
tax manager	102.0 - 125.4	109.4 - 134.5	116.8 - 143.7	134.3 - 165.3
treasury analyst	71.7 - 85.9	76.9 - 92.1	81.9 - 98.1	93.1 - 111.8
treasury director	96.4 - 117.0	104.1 - 126.4	111.6 - 135.6	- - -

## healthcare

	entry	mid	senior
dental office manager	52.6 - 67.5	57.6 - 75.3	63.8 - 84.1
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	49.9 - 63.3	53.8 - 69.8	59.1 - 78.4
disability consultant	39.7 - 52.4	46.6 - 61.5	53.7 - 69.6
health records clerk	37.3 - 46.6	42.1 - 53.2	47.4 - 57.4
healthcare clinic manager	72.5 - 93.0	78.9 - 103.2	87.1 - 115.2
medical / clinic coordinator	47.3 - 59.9	52.5 - 67.9	59.1 - 77.2
medical billing clerk	37.7 - 48.3	43.3 - 55.8	49.1 - 62.5



medical claims analyst	46.4 - 60.7	51.4 - 68.5	57.6 - 77.3
medical office assistant	35.2 - 43.5	38.7 - 48.7	42.7 - 53.5
medical receptionist	34.6 - 44.3	40.4 - 51.2	45.5 - 54.5
medical reimbursement specialist	39.0 - 51.6	45.3 - 60.4	52.1 - 67.8
medical secretary	37.3 - 47.1	41.4 - 53.1	46.1 - 58.4
nursing manager	88.3 - 114.4	95.7 - 127.1	106.2 - 144.8
nursing supervisor / team lead	76.7 - 98.1	87.3 - 112.5	98.7 - 126.0
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	33.4 - 41.9	37.5 - 47.9	42.2 - 53.9
patient service representatives (unilingual or bilingual)	34.7 - 42.1	39.0 - 48.3	44.2 - 54.8
pharmacist	98.5 - 123.9	109.4 - 139.0	121.3 - 152.4
pharmacy assistant	35.6 - 44.9	40.1 - 50.9	44.8 - 54.6
pharmacy manager	101.9 - 136.4	115.4 - 156.8	131.0 - 177.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.8 - 120.1	109.2 - 151.5	136.3 - 189.6
health and safety director	86.7 - 103.9	112.6 - 135.1	135.4 - 162.8
HR operations director	81.9 - 117.4	106.2 - 152.9	133.8 - 193.0
human resources director	89.6 - 124.1	114.2 - 158.6	142.7 - 198.5
L&D director	91.9 - 114.1	114.8 - 142.9	147.1 - 183.4
talent acquisition director	85.7 - 118.6	108.2 - 150.2	132.8 - 184.8
total rewards director	102.2 - 133.4	132.9 - 173.9	164.7 - 215.7
vice president human resources / CHRO	107.5 - 183.8	137.2 - 235.2	172.0 - 295.0
human resources	entry	mid	senior
benefits administrator	56.8 - 72.2	63.4 - 82.2	71.6 - 93.2



compensation analyst	57.8 - 76.0	66.4 - 88.8	76.6 - 101.1
compensation and benefits manager	89.5 - 116.4	99.2 - 132.0	111.7 - 149.9
compensation specialist	51.1 - 67.0	58.7 - 78.3	67.6 - 89.4
diversity & inclusion coordinator	43.2 - 55.5	49.6 - 63.0	55.1 - 67.9
health and safety advisor	61.5 - 78.9	70.5 - 91.8	80.9 - 104.4
health and safety manager	75.2 - 97.1	84.0 - 110.7	95.0 - 125.3
HRIS analyst	62.0 - 81.2	70.8 - 94.3	81.2 - 107.4
human resources advisor	59.5 - 75.3	64.8 - 83.9	72.0 - 95.0
human resources assistant	42.0 - 53.3	47.4 - 60.0	52.5 - 64.9
human resources business partner	63.6 - 83.0	71.1 - 94.5	80.2 - 107.0
human resources coordinator	39.5 - 50.1	44.6 - 56.3	49.3 - 60.7
human resources manager	84.2 - 112.7	97.2 - 132.6	112.8 - 152.7
human resources supervisor	65.3 - 84.1	71.6 - 94.5	80.2 - 108.0
instructional designer	50.3 - 64.7	56.2 - 73.7	63.4 - 83.6
labour relations advisor	62.3 - 82.3	70.9 - 95.6	81.4 - 109.1
labour relations manager	88.7 - 120.4	104.3 - 143.8	122.4 - 167.0
learning and development specialist	51.0 - 66.2	57.7 - 76.3	65.8 - 86.5
recruitment coordinator	39.4 - 51.7	46.0 - 60.4	52.7 - 68.0
talent acquisition specialist	58.7 - 76.1	65.0 - 86.0	73.0 - 97.2

## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1



machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	106.6 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8
warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5



## industrial support

	entry	mid	senior
assembler/fabricator	17.5 - 21.2	19.0 - 24.4	21.5 - 27.6
counterbalance forklift operator	19.0 - 22.0	21.0 - 26.7	23.5 - 29.0
electronic parts assembler	18.0 - 23.3	20.3 - 25.6	22.2 - 28.1
forklift operator	18.8 - 23.3	21.0 - 26.8	23.7 - 29.8
general labourer - heavy	18.0 - 23.0	20.9 - 26.6	23.7 - 28.7
general labourer - light	17.0 - 20.1	18.5 - 23.8	21.2 - 25.5
industrial painter	18.3 - 22.3	19.7 - 25.5	22.2 - 28.6
inventory control clerk	19.0 - 23.8	21.5 - 27.1	24.2 - 30.4
janitor/custodian	17.5 - 19.2	18.5 - 21.8	19.3 - 23.1
machine operator	18.5 - 24.1	21.1 - 27.9	24.0 - 31.7
machine operator assistant	17.9 - 22.3	20.4 - 25.6	23.0 - 28.4
manufacturing worker	17.5 - 19.8	18.5 - 22.4	20.2 - 25.3
material handler	18.2 - 23.4	21.1 - 27.1	23.9 - 29.2
mould machine operator	19.2 - 25.2	22.0 - 28.9	24.9 - 32.4
order/cherry picker forklift operator	19.8 - 22.7	22.3 - 28.4	24.5 - 29.8
packaging labourer	17.5 - 21.7	19.1 - 24.6	21.4 - 27.8
parts clerk	17.5 - 21.8	18.4 - 24.9	20.7 - 27.8
picker/packer	17.5 - 21.1	18.8 - 23.6	20.7 - 25.7
production labourer	17.5 - 21.0	19.3 - 24.9	22.3 - 27.1
reach truck operator	19.3 - 22.2	21.8 - 27.1	24.0 - 29.3
shipper/receiver	18.4 - 22.4	20.0 - 24.9	22.2 - 27.8
shipping and receiving clerk	18.0 - 22.1	20.2 - 25.4	22.9 - 28.8
warehouse labourer	18.0 - 24.2	22.4 - 27.9	25.0 - 29.3



## marketing

digital marketing	entry	mid	senior
digital marketing manager	70.1 - 91.9	78.7 - 105.5	89.6 - 120.4
digital marketing specialist	49.7 - 65.5	57.4 - 77.0	66.6 - 87.9
e-commerce director	110.2 - 137.1	139.6 - 174.0	176.9 - 220.5
e-commerce marketing manager	80.1 - 104.7	89.4 - 119.4	101.3 - 136.1
marketing content manager	60.2 - 79.4	68.3 - 91.9	78.2 - 104.9
social media manager	61.1 - 84.2	73.7 - 102.0	87.1 - 118.6
web marketing analyst	54.3 - 70.2	61.0 - 80.3	69.1 - 90.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	101.9 - 155.8	137.9 - 211.6	178.0 - 273.1
marketing vice-president	101.8 - 184.8	142.1 - 258.8	193.4 - 352.3
vice-president marketing & sales	90.6 - 164.2	126.4 - 230.1	172.4 - 314.0
marketing and communications	entry	mid	senior
brand or product manager	88.6 - 114.2	98.6 - 129.4	110.8 - 145.5
brand or product manager assistant	64.5 - 86.7	75.1 - 102.4	87.2 - 117.5
communications manager	72.4 - 94.8	81.1 - 108.4	91.9 - 122.3
communications specialist	55.0 - 74.9	65.3 - 90.0	76.9 - 102.8
content specialist	54.2 - 71.1	62.2 - 83.2	71.9 - 95.1
event specialist	45.2 - 61.4	53.6 - 73.6	63.1 - 84.5
graphic designer	50.4 - 66.2	57.9 - 76.9	66.3 - 87.1
marketing coordinator	57.8 - 75.7	65.0 - 86.8	73.8 - 98.5
marketing director	100.0 - 135.2	116.8 - 160.2	136.2 - 183.4
marketing project manager	45.8 - 60.5	52.3 - 70.2	59.9 - 79.8
marketing specialist	50.1 - 66.3	57.2 - 76.9	65.5 - 87.2



## sales

corporate sales	entry	mid	senior
account manager - hardware	53.3 - 66.5	57.9 - 73.7	63.9 - 82.4
account manager - software	59.2 - 73.6	63.9 - 81.1	70.2 - 90.6
district sales manager	83.8 - 108.6	95.6 - 126.5	110.2 - 145.4
key accounts manager - consumer goods	75.2 - 96.4	84.5 - 110.6	96.1 - 126.3
sales manager/ director	66.0 - 88.2	74.9 - 101.8	85.4 - 115.0
sales representative, account manager - consumer goods	52.5 - 66.2	57.9 - 74.4	64.6 - 83.4
sales representative, account manager - professional services	49.7 - 61.6	53.5 - 67.8	58.8 - 75.9
sales representative, account manager - telecommunications	57.6 - 71.9	62.6 - 79.7	69.0 - 88.7
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	133.2 - 172.2	165.0 - 213.3	203.6 - 263.2
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.3 - 63.9	62.9 - 75.9	75.0 - 77.1
internal sales representative - manfacturing	51.7 - 64.9	56.7 - 72.7	63.2 - 81.8
sales engineer - distribution	74.1 - 96.8	81.4 - 108.5	90.6 - 121.2
sales engineer - manufacturing	64.0 - 85.2	72.3 - 98.0	82.2 - 110.5
sales representative, account manager - distribution	51.6 - 64.4	56.1 - 71.4	61.9 - 79.9
sales representative, account manager - manufacturing	53.7 - 76.8	58.9 - 85.7	65.2 - 95.2
technical sales representative - manufacturing	51.6 - 66.3	58.5 - 76.3	66.5 - 86.0
territory manager - retail	52.5 - 65.2	56.6 - 71.8	62.4 - 80.9

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9



CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

application software	entry	mid	senior
.net/C# developer	70.9 - 91.5	79.2 - 104.3	89.5 - 117.6
AI consultant	76.0 - 102.0	89.5 - 121.4	104.5 - 139.1
application support analyst	57.9 - 76.3	66.7 - 88.5	76.0 - 99.7
automation tester	49.3 - 65.2	57.3 - 76.7	66.3 - 87.3
C++/ embedded software engineer	70.9 - 91.5	79.2 - 104.3	89.5 - 117.6
devops - development	64.8 - 86.7	75.0 - 102.2	87.1 - 117.0
director of development/engineering	107.8 - 153.1	143.9 - 205.0	189.1 - 269.4



ERP developer	70.9 - 91.3	79.0 - 104.1	89.3 - 118.0
front-end developer	66.7 - 87.3	76.1 - 101.6	87.4 - 115.8
full stack developer	76.4 - 100.4	87.4 - 116.8	100.4 - 132.7
java developer	69.4 - 89.6	77.6 - 102.1	87.6 - 115.1
machine learning developer	75.5 - 112.0	101.1 - 140.9	121.2 - 153.9
mobile application developer (iOS/android)	64.7 - 98.6	89.8 - 125.9	108.3 - 137.0
quality assurance analyst - manual	62.0 - 81.5	71.2 - 95.0	81.9 - 108.0
quality assurance manager	81.4 - 107.6	92.3 - 124.4	105.5 - 141.0
RPA developer	53.3 - 69.8	60.9 - 80.9	69.7 - 90.9
SQL database developer	61.2 - 81.3	70.2 - 95.1	81.0 - 108.6
UI/UX designer	67.0 - 86.1	74.5 - 97.5	83.5 - 108.9
<b>architecture</b>			
application architect	97.5 - 130.4	110.3 - 150.8	126.4 - 173.6
architect (solutions/technical)	83.3 - 103.7	92.8 - 117.7	104.5 - 132.2
cloud architect	88.4 - 111.1	99.8 - 127.6	113.4 - 143.5
enterprise architect	89.1 - 119.7	101.6 - 139.1	116.7 - 160.0
<b>data &amp; analytics</b>			
BI data architect	90.9 - 121.9	101.6 - 139.1	115.0 - 157.5
big data engineer	80.7 - 105.5	90.2 - 120.4	102.0 - 136.5
business intelligence developer	68.7 - 88.8	76.9 - 101.2	86.8 - 113.4
data analyst	66.5 - 88.6	76.4 - 103.6	88.2 - 118.0
data architect	70.3 - 92.4	80.7 - 108.2	93.2 - 123.7
data engineer	67.2 - 89.5	77.2 - 104.8	89.2 - 119.4
data scientist	76.7 - 102.9	88.9 - 121.3	103.2 - 138.2
database administrator	70.7 - 95.6	82.9 - 113.7	96.9 - 130.5
<b>leadership/business technology</b>			
business analyst	65.3 - 84.3	73.1 - 96.3	82.8 - 108.9

IT director	97.3 - 130.1	123.3 - 165.2	154.8 - 207.7
IT manager	89.9 - 119.6	102.8 - 139.7	118.7 - 160.7
<b>networking/infrastructure</b>			
cloud engineer	75.1 - 100.3	87.9 - 119.1	102.5 - 135.5
devops - infrastructure	78.0 - 108.4	91.7 - 128.9	107.0 - 146.5
help desk analyst	49.1 - 64.0	55.8 - 73.8	63.6 - 83.8
information security engineer	73.7 - 98.2	84.7 - 115.1	97.9 - 131.1
information security manager	90.6 - 120.1	103.1 - 139.4	118.3 - 159.6
information security specialist	56.2 - 73.5	64.1 - 85.3	73.5 - 96.6
linux/unix administrator	78.8 - 102.2	88.5 - 117.3	100.7 - 133.4
network administrator	62.6 - 83.3	71.9 - 97.5	83.0 - 111.4
network engineer	69.4 - 92.1	79.4 - 107.6	91.6 - 123.4
systems administrator	70.8 - 92.8	80.8 - 107.9	92.9 - 123.1
tech support	60.3 - 78.5	68.3 - 90.3	77.7 - 102.5
<b>project management</b>			
agile coach	71.6 - 92.6	81.5 - 107.1	93.2 - 122.1
business systems analyst	69.1 - 90.6	78.9 - 105.5	90.8 - 120.8
ERP project manager	90.3 - 120.4	98.4 - 134.0	109.1 - 150.5
organizational development manager	68.3 - 91.7	79.4 - 109.2	93.4 - 128.0
product manager	80.8 - 111.2	93.7 - 131.2	109.1 - 151.0
product owner	75.3 - 98.9	86.2 - 115.1	98.8 - 130.1
project coordinator	63.4 - 78.9	70.9 - 89.9	80.1 - 101.7
project manager (infrastructure)	95.9 - 129.9	108.6 - 150.4	124.6 - 173.3
project manager (software)	90.7 - 120.3	101.5 - 137.3	114.9 - 156.0
scrum master	73.3 - 95.2	82.6 - 109.6	94.2 - 125.6
technical writer	58.0 - 74.9	67.2 - 88.1	77.9 - 100.3



# niagara region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	39.8 - 50.2	43.3 - 55.8	48.0 - 62.6
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	38.4 - 47.4	42.5 - 52.7	46.6 - 57.0
administrative coordinator	44.2 - 54.5	49.6 - 61.5	55.4 - 66.1
administrative manager	59.6 - 76.2	64.8 - 84.6	71.5 - 94.4
benefits clerk	39.3 - 50.2	44.9 - 57.9	51.1 - 65.7
buyer assistant	39.2 - 50.5	45.3 - 58.2	51.1 - 64.3
contracts administrator	93.9 - 118.7	105.0 - 135.6	119.0 - 154.6
data entry clerk	36.1 - 45.0	40.6 - 51.0	45.3 - 54.5
dispatch administrator	48.6 - 61.3	54.6 - 69.7	61.4 - 78.3
document services specialist	33.6 - 42.2	38.4 - 48.2	42.8 - 50.4
documentation specialist	40.0 - 52.2	47.7 - 60.4	53.6 - 64.0
donor relations coordinator	51.0 - 66.3	58.8 - 78.1	68.4 - 90.4
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	55.4 - 75.2	64.5 - 88.6	74.6 - 101.0
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	35.8 - 46.1	42.0 - 53.0	46.9 - 56.0
HR coordinator	39.2 - 49.6	44.2 - 55.8	48.8 - 60.1
insurance claims clerk	39.0 - 48.8	44.1 - 55.9	49.8 - 62.7
inventory clerk	37.6 - 46.9	42.4 - 53.6	47.8 - 60.0
inventory coordinator	46.4 - 58.7	51.5 - 66.3	57.8 - 74.9



invoicing clerk	38.2 - 48.6	43.3 - 55.1	48.2 - 59.9
lease administrator	48.0 - 62.4	55.3 - 72.7	63.4 - 83.0
leasing coordinator	44.5 - 57.8	51.3 - 67.2	58.6 - 76.4
legal assistant	47.2 - 64.2	56.0 - 76.5	65.3 - 86.5
logistics coordinator	47.6 - 62.3	55.3 - 72.8	63.5 - 82.6
mailroom clerk	37.6 - 46.2	42.1 - 51.4	46.0 - 53.9
marketing assistant	41.8 - 51.9	46.0 - 58.8	52.0 - 67.9
office clerk	39.3 - 47.9	42.7 - 53.0	47.0 - 58.7
office manager	54.1 - 69.6	59.4 - 77.8	65.9 - 86.8
order clerk	35.7 - 44.5	40.2 - 50.7	45.0 - 55.9
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 39.1	36.0 - 45.3	40.3 - 48.3
parts coordinators	33.6 - 44.6	37.7 - 51.0	42.3 - 56.9
payroll administrator	45.2 - 58.8	51.3 - 67.8	58.6 - 77.5
procurement coordinator	53.0 - 68.5	59.6 - 78.7	67.7 - 90.1
project coordinator	37.4 - 50.5	42.7 - 58.9	49.3 - 67.5
project manager assistant	46.5 - 61.2	51.1 - 68.6	57.1 - 77.8
property administrator	38.1 - 49.5	42.5 - 56.7	48.5 - 65.6
property manager	59.9 - 78.6	67.5 - 90.8	77.2 - 104.3
receptionist	34.8 - 42.9	38.1 - 48.4	42.7 - 55.2
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	43.6 - 57.8	50.1 - 67.5	57.7 - 77.0
sales assistant	41.9 - 52.1	46.2 - 59.0	52.2 - 68.4
sales coordinator	49.9 - 61.1	53.7 - 67.4	59.3 - 76.5
service coordinator	38.3 - 49.0	42.6 - 55.8	48.2 - 63.5
supply clerk	36.3 - 45.5	40.6 - 51.4	45.1 - 56.3
virtual assistant	35.6 - 43.7	39.3 - 48.6	43.0 - 52.4



virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1
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## customer experience

	entry	mid	senior
bilingual call center operations manager	63.7 - 82.2	71.2 - 93.6	80.3 - 105.1
bilingual customer loyalty agent	41.5 - 47.7	44.4 - 55.0	47.4 - 62.3
bilingual customer service manager	74.3 - 97.6	83.5 - 112.2	95.2 - 128.8
bilingual customer service representative	42.2 - 48.5	45.6 - 54.6	52.2 - 61.3
bilingual customer service supervisor	59.6 - 78.3	67.3 - 90.0	76.4 - 102.4
bilingual customer service team lead	48.8 - 56.2	51.1 - 58.8	53.4 - 62.2
bilingual customer service trainer	49.9 - 58.6	54.4 - 67.9	58.7 - 77.2
bilingual e-chat representative	44.6 - 56.4	49.5 - 63.6	55.4 - 71.4
bilingual fundraising agent	40.1 - 45.9	40.5 - 52.5	45.7 - 58.8
bilingual inside sales manager	70.4 - 94.2	79.9 - 108.9	91.3 - 123.5
bilingual inside sales representative	50.3 - 63.2	55.2 - 70.7	61.5 - 79.6
bilingual insurance advisor	57.3 - 72.3	62.3 - 80.2	68.7 - 89.9
bilingual junior collection agent	40.1 - 45.9	40.5 - 52.5	45.7 - 58.8
bilingual order desk representative	41.1 - 46.4	43.4 - 50.5	48.8 - 55.7
bilingual order management representative	44.4 - 51.4	49.9 - 58.9	52.0 - 67.3
bilingual survey agent	39.9 - 43.5	39.8 - 50.8	45.2 - 55.5
bilingual technical support level 1 agent	45.6 - 60.4	52.2 - 69.6	59.2 - 78.2
bilingual telemarketing agent	39.9 - 43.2	38.5 - 49.2	43.6 - 56.8
bilingual telephone dispatcher	41.6 - 52.8	47.1 - 60.5	53.4 - 68.5
bilingual travel support agent	40.6 - 51.0	45.3 - 57.4	50.4 - 63.5
bilingual workforce planner	49.1 - 61.4	52.8 - 67.6	58.1 - 76.3



## engineering

construction	entry	mid	senior
architect	62.1 - 80.7	69.0 - 91.8	77.9 - 104.1
architectural drafter	53.7 - 69.2	62.2 - 81.9	72.6 - 96.5
architectural technician	70.8 - 93.2	81.4 - 109.2	94.0 - 124.5
BIM/VDC coordinator	60.3 - 81.7	71.5 - 95.2	80.8 - 103.9
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	63.5 - 85.9	74.4 - 102.3	87.0 - 116.9
civil engineering drafter	55.0 - 68.4	61.5 - 77.9	69.4 - 88.3
civil engineering technologist	45.0 - 60.6	53.6 - 72.5	62.7 - 82.5
civil project engineer	73.4 - 101.0	84.9 - 119.1	98.8 - 137.5
civil project manager	79.9 - 106.7	90.1 - 122.6	102.6 - 138.7
construction director	97.3 - 128.8	131.6 - 174.3	165.7 - 219.7
construction inspector	67.9 - 90.4	77.7 - 105.4	89.4 - 119.7
construction manager	75.8 - 99.0	83.0 - 110.8	92.4 - 124.9
construction project manager	66.1 - 90.9	76.6 - 107.3	89.2 - 123.6
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	57.2 - 75.3	64.7 - 87.0	73.9 - 99.1
director of operations	116.9 - 156.5	154.1 - 207.0	196.1 - 263.3
drafter	54.6 - 68.0	61.2 - 77.7	69.3 - 88.1
electrical designer/engineer	73.8 - 97.2	83.1 - 111.7	94.7 - 127.5
electrical engineer	64.0 - 89.3	78.3 - 110.9	95.0 - 130.0
electrical engineering technician	56.6 - 72.0	64.3 - 83.2	73.3 - 94.7
engineering manager	84.7 - 114.1	96.7 - 132.8	111.4 - 152.0
environmental engineer	62.0 - 82.8	71.4 - 97.4	82.9 - 112.2
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	59.4 - 77.5	67.5 - 89.9	77.2 - 102.9



field manager	65.9 - 87.2	74.8 - 101.3	86.1 - 117.4
field supervisor	65.4 - 85.8	73.4 - 98.0	82.8 - 110.5
foreman	53.3 - 68.5	59.4 - 77.9	67.0 - 88.3
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	61.0 - 78.1	69.8 - 90.9	80.1 - 103.4
health and safety specialist	68.8 - 90.6	78.9 - 106.0	91.1 - 121.0
HVAC drafter	50.4 - 64.2	56.5 - 72.9	63.4 - 81.5
HVAC engineer	57.5 - 76.2	65.6 - 88.7	75.3 - 100.9
mechanical designer	51.5 - 67.6	59.1 - 78.7	67.6 - 89.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	61.4 - 86.7	76.3 - 109.1	93.6 - 128.0
mechanical engineering technician	52.0 - 67.6	59.0 - 77.9	67.1 - 87.9
mechanical site supervisor	51.5 - 65.9	58.0 - 75.7	66.0 - 86.7
operations manager	79.1 - 108.2	91.0 - 126.4	104.7 - 143.0
project coordinator	37.4 - 50.5	42.7 - 58.9	49.3 - 67.5
project director	103.9 - 126.3	131.2 - 159.6	161.5 - 196.7
project engineer	85.0 - 109.2	92.3 - 120.9	101.9 - 134.9
project manager	74.1 - 102.3	86.1 - 120.9	100.3 - 138.5
purchasing manager	93.3 - 123.3	105.4 - 141.6	119.8 - 159.8
specification writer	52.6 - 67.3	59.3 - 77.1	67.1 - 87.1
structural engineer	69.0 - 91.8	78.8 - 107.1	91.0 - 122.6
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	83.2 - 110.7	95.0 - 129.0	109.6 - 148.3
<b>manufacturing</b>			
applications engineer	73.7 - 97.2	84.8 - 113.9	98.0 - 129.4
assurance control technician	62.9 - 81.8	71.2 - 94.3	81.1 - 106.7
automation engineer	62.8 - 83.9	72.3 - 98.5	83.8 - 113.2



buyer	56.2 - 73.1	63.7 - 84.7	72.8 - 97.0
chemical engineer	69.0 - 100.5	87.8 - 127.6	108.0 - 147.3
coating inspector	38.6 - 50.1	43.8 - 57.7	49.8 - 65.5
commissioning and start up engineer	58.8 - 78.1	67.4 - 91.4	77.9 - 104.4
continuous improvement engineer	77.0 - 100.5	85.7 - 113.9	96.3 - 127.8
controls designer/engineer	55.9 - 74.0	63.9 - 86.1	73.3 - 98.2
controls engineer	55.9 - 74.0	63.9 - 86.1	73.3 - 98.2
demand planner	50.2 - 68.7	60.1 - 82.6	70.6 - 94.5
electrical designer	71.3 - 94.8	81.4 - 110.5	93.9 - 127.0
electrical engineer	64.0 - 89.3	78.3 - 110.9	95.0 - 130.0
electrical engineering technician	56.6 - 72.0	64.3 - 83.2	73.3 - 94.7
electrical test engineer	69.1 - 93.0	80.2 - 110.3	94.0 - 127.6
electronics designer	56.2 - 70.7	63.9 - 81.7	72.8 - 92.8
electronics engineer	77.8 - 101.9	86.8 - 115.7	97.8 - 129.9
electronics technician	55.3 - 71.1	61.7 - 80.9	69.6 - 91.4
estimation engineer	71.4 - 95.4	82.0 - 111.8	95.0 - 128.5
estimator	59.7 - 77.4	66.1 - 87.7	74.3 - 99.5
field service engineer	54.5 - 71.0	60.9 - 81.2	69.1 - 93.5
general inspector	50.7 - 66.0	56.7 - 75.1	63.8 - 84.2
health and safety specialist	68.8 - 90.6	78.9 - 106.0	91.1 - 121.0
HVAC drafter	50.4 - 64.2	56.5 - 72.9	63.4 - 81.5
HVAC engineer	57.5 - 76.2	65.6 - 88.7	75.3 - 100.9
industrial engineer	67.7 - 89.7	76.9 - 103.9	88.1 - 117.7
inventory analyst	51.5 - 66.4	57.7 - 75.8	65.3 - 86.3
logistics specialist	46.2 - 59.3	52.3 - 68.0	59.3 - 77.4
maintenance buyer	42.1 - 53.5	48.6 - 62.1	55.4 - 69.9
maintenance planner	53.6 - 67.1	60.5 - 77.0	68.5 - 87.0



manufacturing engineer	62.8 - 83.7	72.1 - 98.1	83.4 - 112.0
mechanical designer	51.5 - 67.6	59.1 - 78.7	67.6 - 89.1
mechanical drafter	52.8 - 68.1	59.2 - 78.4	67.8 - 91.6
mechanical engineer	61.4 - 86.7	76.3 - 109.1	93.6 - 128.0
mechanical engineering technician	52.0 - 67.6	59.0 - 77.9	67.1 - 87.9
operation excellence specialist	72.6 - 94.8	80.7 - 107.5	90.8 - 120.7
process engineer	61.3 - 81.8	70.5 - 95.9	81.5 - 109.5
production planner	48.6 - 63.7	55.8 - 73.8	63.5 - 82.5
project engineer	85.0 - 109.2	92.3 - 120.9	101.9 - 134.9
project manager	74.1 - 102.3	86.1 - 120.9	100.3 - 138.5
purchasing agent	56.2 - 73.1	63.7 - 84.7	72.8 - 97.0
quality assurance engineer	61.0 - 80.2	68.7 - 92.1	78.0 - 103.9
quality assurance/control technician	54.6 - 71.9	62.9 - 83.9	72.3 - 96.3
quality control engineer	67.9 - 90.4	77.7 - 105.4	89.4 - 119.7
quality control technician	40.0 - 51.1	44.3 - 57.6	49.6 - 64.3
quality engineer	55.4 - 73.3	64.4 - 86.6	74.8 - 98.7
quality inspector	40.7 - 51.1	44.7 - 57.3	49.9 - 64.6
reliability/maintenance engineer	68.2 - 89.0	78.5 - 104.5	91.0 - 119.7
robotics engineer	71.7 - 94.4	80.7 - 108.4	91.8 - 122.4
safety inspector	59.6 - 77.4	67.3 - 88.7	76.2 - 100.0
SCADA engineer	65.5 - 87.2	75.0 - 102.0	86.7 - 116.7
sourcing engineer	55.9 - 73.7	63.5 - 85.7	73.0 - 97.9
stationary engineer	55.1 - 69.9	60.3 - 78.0	66.8 - 86.8
supply chain analyst	52.9 - 69.6	60.0 - 80.5	68.5 - 91.3
systems engineer	70.3 - 93.2	79.9 - 108.1	91.8 - 123.1

## industrial management

	entry	mid	senior
engineering manager	84.7 - 114.1	96.7 - 132.8	111.4 - 152.0



inventory control manager	62.6 - 81.6	69.9 - 93.0	78.9 - 105.4
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	81.3 - 107.4	91.9 - 123.6	104.7 - 140.7
logistic supervisor	50.6 - 64.4	56.6 - 73.2	63.7 - 82.4
machining manager	78.1 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.2 - 110.1	105.7 - 120.9	115.7 - 145.7
maintenance supervisor	75.8 - 90.1	85.1 - 115.7	110.0 - 130.5
manufacturing director	106.4 - 129.3	138.5 - 168.4	172.1 - 209.5
operations director	116.9 - 156.5	154.1 - 207.0	196.1 - 263.3
operations manager	82.3 - 112.7	94.7 - 131.5	109.0 - 148.6
planning director	107.7 - 140.8	134.9 - 176.5	167.9 - 219.9
plant manager	91.7 - 127.9	110.0 - 155.7	131.4 - 182.1
procurement director	96.0 - 126.9	128.2 - 169.9	156.6 - 207.7
procurement manager	78.1 - 102.5	86.1 - 115.5	96.5 - 130.4
production manager	85.9 - 116.8	100.1 - 130.7	120.3 - 150.6
production supervisor	70.6 - 85.7	82.1 - 100.4	95.9 - 119.3
project director	103.9 - 126.3	131.2 - 159.6	161.5 - 196.7
purchasing director	96.0 - 126.9	128.2 - 169.9	156.6 - 207.7
purchasing manager	93.3 - 123.3	105.4 - 141.6	119.8 - 159.8
quality assurance manager	78.2 - 101.5	86.3 - 114.3	96.5 - 128.3
quality director	86.1 - 116.4	109.0 - 147.8	134.1 - 182.2
site supervisor	78.4 - 102.6	85.9 - 114.8	95.7 - 129.1
supply chain director	100.9 - 122.6	133.1 - 161.9	164.8 - 200.8
supply chain manager	78.0 - 104.6	90.1 - 122.5	103.9 - 138.1
warehouse manager	75.9 - 85.6	84.1 - 97.8	95.4 - 125.9
warehouse supervisor	65.0 - 73.1	70.4 - 85.6	80.4 - 96.1
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3



weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.1 - 92.3
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## industrial support

	entry	mid	senior
assembler/fabricator	18.5 - 21.1	19.9 - 24.1	23.6 - 27.3
counterbalance forklift operator	20.8 - 22.5	22.0 - 24.5	24.1 - 26.8
delivery/courier driver	20.0 - 22.7	22.9 - 24.7	24.5 - 27.7
electronic parts assembler	19.6 - 23.1	20.5 - 25.4	22.0 - 27.9
forklift operator	20.8 - 23.9	21.7 - 25.0	24.4 - 28.3
general labourer - heavy	18.9 - 22.8	20.8 - 26.4	23.6 - 28.5
general labourer - light	17.1 - 20.0	18.5 - 23.6	21.0 - 25.3
industrial painter	20.4 - 22.2	21.6 - 25.4	23.1 - 28.4
inventory control clerk	18.1 - 22.5	20.4 - 25.8	23.0 - 28.9
janitor/custodian	18.0 - 19.1	19.1 - 21.5	20.1 - 22.9
machine operator	19.4 - 23.9	20.9 - 27.6	23.8 - 31.4
machine operator assistant	18.8 - 22.2	20.3 - 25.4	22.9 - 28.2
manufacturing worker	18.3 - 19.7	19.5 - 22.2	20.1 - 25.2
material handler	19.2 - 22.2	20.0 - 25.7	22.7 - 27.7
mould machine operator	19.0 - 24.8	21.7 - 28.5	24.6 - 32.0
order/cherry picker forklift operator	22.2 - 25.3	23.4 - 26.5	26.1 - 29.3
packaging labourer	17.4 - 21.6	19.0 - 24.4	22.5 - 27.6
parts clerk	17.3 - 21.4	18.1 - 24.5	20.4 - 27.4
picker/packer	17.5 - 20.0	18.9 - 22.4	19.6 - 24.4
production labourer	17.3 - 19.9	19.3 - 23.6	21.1 - 25.7
reach truck operator	22.5 - 24.3	23.9 - 25.5	24.2 - 27.2
shipper/receiver	19.4 - 22.4	20.2 - 24.9	23.1 - 27.7
shipping and receiving clerk	18.0 - 22.1	20.2 - 25.3	22.9 - 28.7



warehouse labourer	18.9 - 23.0	21.2 - 26.5	23.7 - 27.9
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## sales

industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	54.9 - 64.9	64.5 - 75.1	75.0 - 78.1

## skilled trades

	entry	mid	senior
automation technician	54.6 - 64.9	63.2 - 76.9	75.1 - 88.6
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	60.9 - 72.1	67.3 - 77.1	74.8 - 86.7
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



## technologies

application software	entry	mid	senior
.net/C# developer	70.3 - 90.8	78.6 - 103.5	88.7 - 116.7
AI consultant	74.9 - 100.8	88.3 - 120.2	103.4 - 137.8
application support analyst	57.4 - 75.7	66.2 - 87.8	75.4 - 98.9
automation tester	49.1 - 64.8	56.9 - 76.2	65.8 - 86.7
C++/ embedded software engineer	70.3 - 90.8	78.6 - 103.5	88.7 - 116.7
devops - development	64.3 - 86.0	74.3 - 101.4	86.4 - 116.1
director of development/engineering	106.5 - 151.5	142.4 - 203.0	187.2 - 267.1
ERP developer	70.3 - 90.6	78.4 - 103.2	88.6 - 117.1
front-end developer	66.2 - 86.6	75.5 - 100.8	86.7 - 114.9
full stack developer	75.8 - 99.6	86.7 - 115.9	99.6 - 131.7
java developer	68.9 - 88.9	77.0 - 101.3	86.9 - 114.2
machine learning developer	74.9 - 111.1	100.3 - 139.8	120.3 - 152.7
mobile application developer (iOS/android)	64.1 - 97.8	89.1 - 124.9	107.4 - 135.9
quality assurance analyst - manual	61.5 - 80.8	70.6 - 94.3	81.2 - 107.2
quality assurance manager	80.5 - 106.5	91.3 - 123.2	104.5 - 139.7
RPA developer	52.9 - 69.2	60.5 - 80.2	69.1 - 90.2
SQL database developer	60.7 - 80.6	69.6 - 94.3	80.3 - 107.8
UI/UX designer	66.4 - 85.4	73.8 - 96.7	82.8 - 108.1
architecture			
application architect	96.5 - 129.2	109.3 - 149.4	125.3 - 172.0
architect (solutions/technical)	82.6 - 102.8	92.1 - 116.8	103.7 - 131.2
cloud architect	87.7 - 110.2	99.0 - 126.6	112.5 - 142.4
enterprise architect	88.4 - 118.8	100.8 - 138.1	115.8 - 158.7
data & analytics			
BI data architect	89.7 - 120.6	100.4 - 137.6	113.7 - 155.8



big data engineer	80.1 - 104.7	89.4 - 119.4	101.2 - 135.5
business intelligence developer	68.2 - 88.1	76.3 - 100.4	86.1 - 112.5
data analyst	66.0 - 87.9	75.8 - 102.8	87.5 - 117.1
data architect	70.9 - 93.4	81.5 - 109.4	94.2 - 125.0
data engineer	66.7 - 88.8	76.6 - 103.9	88.4 - 118.4
data scientist	77.4 - 104.0	89.8 - 122.6	104.3 - 139.5
database administrator	70.2 - 94.8	82.2 - 112.9	96.1 - 129.5
<b>leadership/business technology</b>			
business analyst	64.8 - 83.7	72.5 - 95.6	82.1 - 108.1
IT director	96.3 - 128.9	122.1 - 163.7	153.3 - 205.9
IT manager	88.9 - 118.5	101.8 - 138.4	117.5 - 159.3
<b>networking/infrastructure</b>			
cloud engineer	74.5 - 99.5	87.2 - 118.1	101.7 - 134.4
devops - infrastructure	77.4 - 107.5	91.0 - 127.9	106.2 - 145.4
help desk analyst	48.8 - 63.5	55.4 - 73.2	63.1 - 83.1
information security engineer	73.1 - 97.5	84.0 - 114.2	97.1 - 130.1
information security manager	89.6 - 119.0	102.0 - 138.1	117.2 - 158.1
information security specialist	55.8 - 72.9	63.6 - 84.6	72.9 - 95.8
linux/unix administrator	78.1 - 101.4	87.8 - 116.4	99.9 - 132.4
network administrator	62.1 - 82.6	71.3 - 96.7	82.3 - 110.6
network engineer	68.8 - 91.4	78.7 - 106.7	90.9 - 122.5
systems administrator	70.2 - 92.1	80.2 - 107.1	92.1 - 122.2
tech support	59.8 - 77.8	67.7 - 89.6	77.0 - 101.7
<b>project management</b>			
agile coach	71.0 - 91.7	80.7 - 106.1	92.3 - 121.0
business systems analyst	68.6 - 89.9	78.3 - 104.6	90.1 - 119.8
ERP project manager	89.3 - 119.3	97.4 - 132.8	108.0 - 149.1



organizational development manager	67.5 - 90.7	78.5 - 108.1	92.4 - 126.8
product manager	79.4 - 109.3	92.1 - 129.1	107.2 - 148.5
product owner	74.7 - 98.1	85.5 - 114.2	98.1 - 129.1
project coordinator	62.9 - 78.3	70.3 - 89.2	79.4 - 100.9
project manager (infrastructure)	94.9 - 128.7	107.6 - 149.0	123.5 - 171.7
project manager (software)	89.8 - 119.2	100.4 - 136.0	113.8 - 154.6
scrum master	72.7 - 94.5	82.0 - 108.7	93.4 - 124.7
technical writer	57.9 - 74.8	67.1 - 88.0	77.7 - 100.2



# ottawa metropolitan region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	42.9 - 45.0	45.0 - 53.0	56.5 - 68.1
administrative assistant (bilingual)	45.5 - 52.3	46.7 - 56.3	52.3 - 68.1
administrative clerk	41.2 - 43.5	44.0 - 49.5	50.4 - 54.5
administrative coordinator	41.5 - 51.3	46.6 - 58.1	52.2 - 62.4
administrative manager	71.3 - 91.3	77.6 - 102.1	85.8 - 114.3
buyer assistant	45.1 - 51.9	46.4 - 60.1	52.6 - 70.2
contracts administrator	113.7 - 143.4	127.3 - 162.4	143.8 - 183.6
data entry clerk	38.5 - 48.6	43.8 - 55.1	49.0 - 59.0
dispatch administrator	52.5 - 66.6	59.1 - 75.8	66.6 - 85.0
document services specialist	35.3 - 45.3	41.0 - 51.8	46.0 - 54.2
documentation specialist	42.8 - 56.2	51.3 - 65.2	57.7 - 69.2
donor relations coordinator	48.6 - 51.2	50.2 - 61.3	74.7 - 98.8
executive assistant	60.0 - 81.8	70.1 - 96.4	81.2 - 109.7
executive assistant (bilingual)	63.4 - 81.8	75.3 - 96.4	81.2 - 109.7
file clerk	38.0 - 49.5	45.0 - 57.0	50.4 - 60.3
HR coordinator	46.5 - 53.4	47.4 - 60.1	52.5 - 64.9
insurance claims clerk	47.2 - 49.2	52.4 - 60.1	58.9 - 65.2
inventory clerk	39.4 - 49.7	44.8 - 57.0	50.7 - 64.0
inventory coordinator	49.2 - 62.6	54.8 - 70.9	61.6 - 80.1
invoicing clerk	43.6 - 52.8	47.1 - 60.0	52.5 - 65.3
lease administrator	43.6 - 49.5	48.5 - 55.5	54.5 - 65.5
leasing coordinator	48.2 - 62.9	55.7 - 73.2	63.8 - 83.3



legal assistant	48.3 - 66.3	57.6 - 79.5	67.5 - 90.2
logistics coordinator	50.6 - 66.5	58.9 - 77.8	67.8 - 88.4
mailroom clerk	40.2 - 49.9	45.3 - 55.6	49.6 - 58.4
marketing assistant	42.6 - 53.4	47.1 - 60.7	53.4 - 70.4
office clerk	42.3 - 51.7	46.1 - 57.3	54.8 - 68.5
office manager	57.8 - 74.7	63.6 - 83.5	70.7 - 93.1
order clerk	37.8 - 47.8	43.1 - 54.5	48.4 - 60.2
order desk representative (clerical)	42.3 - 47.6	45.3 - 53.4	48.2 - 56.8
order entry clerk	36.6 - 41.2	37.6 - 48.0	42.6 - 51.2
parts coordinators	44.3 - 50.2	45.2 - 55.4	49.3 - 60.3
payroll administrator	48.8 - 63.7	55.5 - 73.7	63.5 - 84.2
procurement coordinator	58.0 - 75.2	65.3 - 86.4	74.4 - 98.7
project coordinator	44.8 - 51.9	48.6 - 60.9	55.6 - 75.3
project manager assistant	50.2 - 62.8	56.3 - 70.7	61.5 - 80.5
property administrator	41.0 - 53.7	46.1 - 61.7	52.6 - 71.4
property manager	56.8 - 75.0	64.2 - 86.9	73.6 - 100.2
receptionist	36.8 - 43.8	40.7 - 52.0	45.8 - 59.5
receptionist (bilingual)	41.2 - 44.2	40.7 - 52.0	45.8 - 59.5
sales administrator	41.4 - 55.2	47.7 - 64.5	55.0 - 73.8
sales coordinator	47.5 - 58.3	51.2 - 64.4	56.6 - 73.3
service advisor	34.4 - 43.6	45.7 - 48.5	46.8 - 52.6
service coordinator	40.4 - 52.1	45.2 - 59.5	51.2 - 67.8
supply clerk	37.9 - 48.2	42.9 - 54.6	47.8 - 59.9

## customer experience

	entry	mid	senior
bilingual call center operations manager	69.9 - 90.3	78.2 - 102.7	88.2 - 115.0



bilingual customer loyalty agent	40.7 - 51.4	44.9 - 59.5	51.2 - 67.6
bilingual customer service manager	81.1 - 106.2	91.1 - 121.7	103.6 - 139.2
bilingual customer service representative	41.4 - 52.4	45.8 - 59.1	51.3 - 66.5
bilingual customer service supervisor	64.1 - 84.3	72.4 - 96.9	82.4 - 109.9
bilingual customer service team lead	56.9 - 72.4	65.4 - 82.7	73.2 - 90.0
bilingual customer service trainer	47.9 - 62.7	54.6 - 72.8	62.8 - 82.8
bilingual e-chat representative	48.1 - 61.0	53.4 - 69.0	59.9 - 77.5
bilingual fundraising agent	37.0 - 47.3	41.6 - 54.2	47.1 - 60.9
bilingual inside sales manager	77.4 - 103.3	87.8 - 119.1	100.1 - 134.6
bilingual inside sales representative	54.8 - 69.1	60.3 - 77.4	67.2 - 87.1
bilingual insurance advisor	62.8 - 79.5	68.3 - 88.1	75.5 - 98.6
bilingual junior collection agent	39.0 - 50.1	44.1 - 57.4	49.9 - 64.3
bilingual order desk representative	41.2 - 47.8	43.1 - 54.5	48.4 - 60.2
bilingual order management representative	43.8 - 55.5	49.4 - 63.8	56.3 - 73.1
bilingual survey agent	35.9 - 46.9	42.7 - 54.9	48.7 - 60.1
bilingual technical support level 1 agent	50.0 - 66.4	57.3 - 76.6	65.1 - 86.2
bilingual telemarketing agent	37.5 - 47.0	41.7 - 53.6	47.4 - 62.0
bilingual telephone dispatcher	44.3 - 56.4	50.3 - 64.8	57.1 - 73.5
bilingual travel support agent	43.7 - 55.1	48.9 - 62.2	54.5 - 68.9
bilingual workforce planner	53.9 - 67.7	58.0 - 74.6	64.0 - 84.2

## engineering

construction	entry	mid	senior
architect	66.3 - 86.3	73.9 - 98.1	83.4 - 111.0
architectural drafter	57.6 - 74.5	66.8 - 88.1	78.2 - 103.7
architectural technician	77.7 - 102.2	89.3 - 119.4	103.0 - 135.7



BIM/VDC coordinator	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	69.4 - 93.7	81.4 - 111.1	94.9 - 126.5
civil engineering drafter	59.0 - 73.6	66.1 - 83.8	74.7 - 95.0
civil engineering technologist	48.1 - 65.1	57.5 - 78.1	67.4 - 88.8
civil project engineer	80.7 - 110.3	93.1 - 129.4	108.0 - 148.8
civil project manager	87.3 - 115.8	98.2 - 132.6	111.4 - 149.5
construction director	105.7 - 138.8	141.8 - 186.2	177.3 - 233.0
construction inspector	74.3 - 98.5	84.9 - 114.4	97.5 - 129.5
construction manager	82.6 - 107.5	90.4 - 119.9	100.5 - 134.8
construction project manager	72.1 - 98.8	83.5 - 116.3	97.0 - 133.5
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	62.7 - 82.7	71.1 - 95.3	81.1 - 108.3
director of operations	127.1 - 168.8	166.3 - 221.1	209.8 - 279.0
drafter	58.5 - 73.2	65.8 - 83.7	74.5 - 94.7
electrical designer/engineer	80.7 - 105.7	90.6 - 121.1	103.1 - 137.7
electrical engineer	70.0 - 97.4	85.5 - 120.2	103.4 - 140.3
electrical engineering technician	60.7 - 77.5	69.1 - 89.5	78.9 - 101.8
engineering manager	92.2 - 123.4	105.0 - 143.1	120.6 - 163.1
environmental engineer	67.8 - 90.4	78.0 - 105.9	90.5 - 121.6
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	64.0 - 83.5	72.7 - 96.5	83.2 - 110.2
field manager	71.1 - 93.7	80.7 - 108.5	92.6 - 125.3
field Supervisor	70.5 - 92.3	79.1 - 105.0	89.2 - 118.1
foreman	56.9 - 73.4	63.6 - 83.5	71.8 - 94.6
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	65.7 - 84.4	75.4 - 98.0	86.5 - 111.3



health and safety specialist	75.3 - 98.7	86.1 - 115.0	99.2 - 130.8
HVAC drafter	53.7 - 68.8	60.3 - 78.2	67.9 - 87.4
HVAC engineer	62.9 - 83.3	71.8 - 96.7	82.3 - 109.6
mechanical designer	56.3 - 74.0	64.6 - 85.9	74.0 - 97.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	67.2 - 94.5	83.4 - 118.3	101.9 - 138.3
mechanical engineering technician	55.7 - 72.8	63.3 - 83.9	72.2 - 94.5
mechanical site supervisor	55.3 - 70.9	62.3 - 81.5	71.0 - 93.0
operations manager	86.5 - 117.9	99.4 - 137.3	114.1 - 154.6
project coordinator	40.6 - 55.3	46.6 - 64.6	53.9 - 74.1
project director	113.3 - 137.0	142.2 - 171.8	173.8 - 210.2
project engineer	92.8 - 118.5	100.5 - 130.8	110.6 - 145.5
project manager	81.4 - 111.7	94.4 - 131.4	109.5 - 149.8
purchasing manager	101.1 - 132.8	114.0 - 152.1	129.2 - 170.9
specification writer	57.3 - 73.6	64.7 - 84.3	73.4 - 95.2
structural engineer	75.5 - 100.0	86.1 - 116.2	99.1 - 132.6
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	90.6 - 119.9	103.2 - 139.1	118.6 - 159.3
<b>manufacturing</b>			
applications engineer	80.8 - 106.5	93.0 - 124.4	107.3 - 140.8
assurance control technician	68.9 - 89.8	78.1 - 103.3	88.9 - 116.6
automation engineer	68.7 - 91.5	79.0 - 107.1	91.4 - 122.6
buyer	61.5 - 80.3	69.9 - 92.8	80.0 - 106.0
chemical engineer	75.4 - 109.2	95.7 - 137.9	117.2 - 158.5
coating inspector	40.9 - 53.6	46.7 - 61.8	53.2 - 70.3
commissioning and start up engineer	64.0 - 85.1	73.5 - 99.5	84.9 - 113.4
continuous improvement engineer	83.7 - 108.8	93.0 - 123.0	104.3 - 137.6



controls designer/engineer	59.9 - 79.7	68.7 - 92.7	78.9 - 105.5
controls engineer	59.9 - 79.7	68.7 - 92.7	78.9 - 105.5
demand planner	55.1 - 75.6	66.0 - 90.9	77.6 - 103.8
electrical designer	78.0 - 103.2	88.9 - 119.8	102.2 - 137.2
electrical engineer	70.0 - 97.4	85.5 - 120.2	103.4 - 140.3
electrical engineering technician	60.7 - 77.5	69.1 - 89.5	78.9 - 101.8
electrical test engineer	75.5 - 101.2	87.6 - 119.6	102.3 - 137.8
electronics designer	60.3 - 76.1	68.7 - 87.9	78.4 - 99.8
electronics engineer	85.0 - 110.7	94.6 - 125.3	106.4 - 140.2
electronics technician	59.3 - 76.5	66.3 - 87.1	74.9 - 98.2
estimation engineer	78.1 - 103.8	89.5 - 121.2	103.4 - 138.8
estimator	65.4 - 85.0	72.6 - 96.1	81.6 - 108.6
field service engineer	58.5 - 76.4	65.4 - 87.4	74.4 - 100.5
health and safety specialist	75.3 - 98.7	86.1 - 115.0	99.2 - 130.8
HVAC drafter	53.7 - 68.8	60.3 - 78.2	67.9 - 87.4
HVAC engineer	62.9 - 83.3	71.8 - 96.7	82.3 - 109.6
industrial engineer	74.1 - 97.8	84.1 - 112.9	96.1 - 127.4
inventory analyst	56.4 - 73.0	63.3 - 83.4	71.8 - 95.0
logistics specialist	50.5 - 65.0	57.2 - 74.7	65.1 - 85.0
maintenance buyer	44.7 - 57.1	51.7 - 66.3	59.1 - 74.8
maintenance planner	57.6 - 72.4	65.1 - 82.9	73.9 - 93.5
manufacturing engineer	68.7 - 91.3	78.8 - 106.7	91.0 - 121.4
mechanical designer	56.3 - 74.0	64.6 - 85.9	74.0 - 97.1
mechanical drafter	56.6 - 73.2	63.6 - 84.4	72.9 - 98.5
mechanical engineer	67.2 - 94.5	83.4 - 118.3	101.9 - 138.3
mechanical engineering technician	55.7 - 72.8	63.3 - 83.9	72.2 - 94.5
operation excellence specialist	79.7 - 103.7	88.6 - 117.2	99.4 - 131.1



process engineer	67.1 - 89.3	77.1 - 104.3	89.0 - 118.7
production planner	51.6 - 68.1	59.4 - 78.9	67.8 - 88.2
project engineer	92.8 - 118.5	100.5 - 130.8	110.6 - 145.5
project manager	81.4 - 111.7	94.4 - 131.4	109.5 - 149.8
purchasing agent	61.5 - 80.3	69.9 - 92.8	80.0 - 106.0
quality assurance engineer	66.7 - 87.6	75.1 - 100.3	85.2 - 112.8
quality assurance/control technician	58.6 - 77.4	67.6 - 90.3	77.8 - 103.4
quality control engineer	74.3 - 98.5	84.9 - 114.4	97.5 - 129.5
quality control technician	42.5 - 54.6	47.2 - 61.7	53.0 - 69.1
quality engineer	59.3 - 78.8	69.1 - 93.1	80.3 - 105.8
quality inspector	43.3 - 54.6	47.7 - 61.4	53.4 - 69.3
reliability/maintenance engineer	74.6 - 97.0	85.7 - 113.4	99.1 - 129.5
robotics engineer	78.4 - 102.8	88.2 - 117.6	100.0 - 132.4
safety inspector	64.2 - 83.6	72.6 - 95.7	82.3 - 107.7
SCADA engineer	71.6 - 95.0	81.9 - 110.8	94.5 - 126.3
sourcing engineer	60.5 - 80.1	69.0 - 93.0	79.3 - 106.0
stationary engineer	59.2 - 75.4	64.9 - 84.1	72.0 - 93.5
supply chain analyst	57.9 - 76.5	65.8 - 88.4	75.2 - 99.9
systems engineer	76.9 - 101.5	87.3 - 117.3	99.9 - 133.0

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	157.0 - 277.8	232.2 - 412.2	327.3 - 581.7
vice president finance	146.3 - 193.2	181.1 - 279.0	220.8 - 392.3
vice-president internal audit	136.2 - 181.3	171.7 - 228.6	208.9 - 278.7
finance & accounting	1 year	3 years	5 years
			10 years



accountant	75.2 - 90.1	80.5 - 96.5	85.6 - 102.6	96.9 - 116.0
accounting clerk	48.1 - 53.7	49.6 - 57.3	52.6 - 60.6	59.1 - 68.2
accounting manager	100.8 - 122.1	108.4 - 131.3	115.7 - 140.2	131.9 - 159.9
accounting supervisor	77.4 - 93.9	83.2 - 101.0	89.0 - 107.8	101.5 - 123.0
accounts payable clerk	47.8 - 52.3	51.4 - 57.9	55.7 - 62.8	64.0 - 72.2
accounts payable manager	90.0 - 109.1	98.1 - 119.0	106.2 - 128.7	124.5 - 150.9
accounts receivable clerk	48.9 - 55.1	54.1 - 60.9	58.8 - 66.2	68.3 - 77.0
accounts receivable manager	91.3 - 108.1	99.0 - 117.0	106.5 - 126.0	125.0 - 147.9
analyst - financial planning & analysis	99.1 - 120.2	107.0 - 129.6	114.6 - 138.8	131.8 - 159.6
assistant controller	97.5 - 134.5	123.5 - 156.9	132.8 - 168.5	154.1 - 195.5
billing specialist	47.5 - 53.7	50.4 - 58.8	54.3 - 63.3	61.5 - 71.9
bookkeeper	50.6 - 56.5	52.8 - 61.1	55.5 - 65.5	63.5 - 75.0
business analyst	81.6 - 97.7	88.1 - 105.6	94.5 - 113.2	108.6 - 130.1
controller	105.9 - 172.1	147.7 - 261.2	191.8 - 340.3	210.9 - 287.0
cost accountant	71.7 - 85.9	77.4 - 92.7	83.0 - 99.5	95.5 - 114.4
credit & collection specialist	46.9 - 59.6	53.8 - 68.5	61.0 - 76.8	76.2 - 77.5
credit and collections manager	96.8 - 115.9	103.8 - 124.2	110.7 - 132.6	127.5 - 152.5
credit and collections supervisor	62.1 - 75.3	67.0 - 81.2	71.8 - 87.1	82.8 - 100.4
director - financial planning & analysis	139.7 - 183.7	178.5 - 235.0	218.0 - 287.2	---
external auditor	74.4 - 89.1	80.7 - 96.7	86.8 - 104.0	100.3 - 120.2
finance director	135.5 - 178.1	175.3 - 230.8	213.8 - 281.7	---
financial analyst	90.2 - 108.1	96.6 - 115.6	102.7 - 123.0	116.7 - 139.7
financial reporting manager	119.9 - 145.3	128.7 - 155.8	137.3 - 166.3	157.5 - 190.6
internal audit manager	112.2 - 137.6	120.5 - 147.7	128.6 - 157.6	147.1 - 180.0
internal auditor	72.3 - 86.7	79.8 - 95.6	87.0 - 104.2	101.7 - 121.8
invoicing clerk	47.8 - 52.2	49.0 - 57.2	52.8 - 61.5	58.7 - 68.6
payroll clerk	49.8 - 58.0	54.7 - 63.7	59.1 - 69.0	67.8 - 79.2



payroll manager	91.9 - 111.4	99.3 - 120.4	106.5 - 129.0	121.9 - 147.7
payroll specialist	51.1 - 61.0	55.7 - 66.6	60.2 - 72.0	70.1 - 83.8
payroll supervisor	63.4 - 76.0	68.9 - 82.7	74.4 - 89.1	85.9 - 102.9
property accountant	80.1 - 93.9	85.1 - 100.0	89.5 - 106.2	- - -
tax analyst	57.4 - 68.7	63.3 - 75.9	69.0 - 82.7	80.7 - 96.8
tax manager	106.3 - 130.4	114.0 - 139.8	121.6 - 149.0	139.6 - 170.9
treasury analyst	76.0 - 91.1	81.5 - 97.6	86.8 - 104.0	98.7 - 118.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	94.0 - 129.4	117.8 - 162.1	146.3 - 201.4
health and safety director	93.1 - 111.3	120.4 - 144.0	144.3 - 172.5
HR operations director	87.9 - 125.5	113.7 - 162.3	142.6 - 203.6
human resources director	96.2 - 132.5	122.1 - 168.2	151.8 - 209.2
L&D director	98.5 - 122.1	122.8 - 152.1	156.3 - 193.7
talent acquisition director	92.0 - 126.7	115.8 - 159.5	141.6 - 195.1
total rewards director	109.5 - 142.2	141.7 - 184.0	174.5 - 226.8
vice president human resources / CHRO	115.0 - 194.1	146.1 - 246.7	182.0 - 307.6
human resources	entry	mid	senior
benefits administrator	61.3 - 78.1	68.5 - 89.0	77.4 - 100.8
compensation analyst	62.3 - 82.2	71.8 - 96.0	82.8 - 109.2
compensation and benefits manager	96.0 - 124.5	106.3 - 140.7	119.5 - 159.2
compensation specialist	55.0 - 72.5	63.3 - 84.7	73.1 - 96.7
diversity & inclusion coordinator	46.5 - 59.8	53.4 - 68.0	59.4 - 73.4
health and safety advisor	65.7 - 84.4	75.4 - 98.0	86.5 - 111.3
health and safety manager	80.8 - 104.1	90.2 - 118.4	101.8 - 133.7



HRIS analyst	67.4 - 88.3	77.0 - 102.6	88.4 - 116.6
human resources advisor	64.2 - 81.4	70.1 - 90.8	77.9 - 102.7
human resources assistant	44.6 - 56.8	50.5 - 64.1	55.9 - 69.4
human resources business partner	68.8 - 89.8	76.9 - 102.2	86.8 - 115.4
human resources coordinator	41.9 - 53.4	47.4 - 60.1	52.5 - 64.9
human resources manager	90.3 - 120.6	104.2 - 141.4	120.7 - 162.1
human resources supervisor	70.6 - 90.9	77.5 - 102.1	86.8 - 116.5
instructional designer	53.6 - 69.2	60.0 - 78.9	67.8 - 89.5
labour relations advisor	67.3 - 89.0	76.7 - 103.3	88.0 - 117.6
labour relations manager	95.2 - 128.7	111.7 - 152.9	130.8 - 176.9
learning and development specialist	54.4 - 70.8	61.6 - 81.7	70.4 - 92.6
recruitment coordinator	41.8 - 55.1	48.9 - 64.6	56.2 - 72.8
talent acquisition specialist	63.4 - 82.3	70.3 - 93.0	79.0 - 105.0

## industrial management

	entry	mid	senior
engineering manager	92.2 - 123.4	105.0 - 143.1	120.6 - 163.1
general manager	106.9 - 130.2	115.1 - 139.8	134.9 - 157.1
inventory control manager	67.1 - 87.6	75.0 - 99.7	84.7 - 112.7
lead mechanic	91.0 - 95.6	93.7 - 101.5	96.6 - 110.8
logistic manager	88.3 - 116.1	99.7 - 133.1	113.2 - 151.1
logistic supervisor	53.8 - 68.8	60.3 - 78.3	68.0 - 88.1
machining manager	72.4 - 83.9	74.5 - 94.8	81.5 - 107.2
maintenance manager	93.1 - 102.9	99.9 - 112.4	111.1 - 134.0
maintenance supervisor	84.5 - 97.8	96.0 - 112.2	109.1 - 115.5
manufacturing director	115.3 - 139.4	149.0 - 180.1	183.9 - 222.5
operations director	133.4 - 176.1	172.9 - 230.0	209.8 - 279.0



operations manager	86.5 - 117.9	99.4 - 137.3	114.1 - 154.6
planning director	116.7 - 151.4	145.3 - 188.5	179.5 - 233.2
plant manager	101.1 - 138.6	118.8 - 167.9	141.3 - 195.0
procurement director	104.0 - 136.7	138.1 - 181.4	167.6 - 220.5
procurement manager	86.0 - 113.1	94.8 - 126.3	104.5 - 140.3
production manager	92.3 - 120.2	103.1 - 137.0	117.2 - 155.5
production supervisor	67.0 - 85.9	78.1 - 95.8	89.9 - 111.3
project director	113.3 - 137.0	142.2 - 171.8	173.8 - 210.2
purchasing director	104.0 - 136.7	138.1 - 181.4	167.6 - 220.5
purchasing manager	101.1 - 132.8	114.0 - 152.1	129.2 - 170.9
quality assurance manager	84.9 - 109.8	93.7 - 123.4	104.6 - 138.1
quality director	93.4 - 125.6	117.8 - 158.5	144.2 - 194.1
site supervisor	85.5 - 111.2	93.5 - 124.1	104.0 - 139.2
supply chain director	109.2 - 132.2	143.2 - 173.2	176.2 - 213.3
supply chain manager	84.7 - 113.1	97.7 - 132.0	112.4 - 148.4
warehouse manager	72.8 - 94.6	80.9 - 106.9	90.7 - 120.1
warehouse supervisor	56.5 - 73.8	64.3 - 85.2	80.3 - 100.5
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.1 - 75.5	65.6 - 86.6	81.5 - 99.8

## industrial support

	entry	mid	senior
assembler/fabricator	17.7 - 22.6	20.2 - 26.0	22.9 - 29.4
counterbalance forklift operator	19.5 - 23.4	21.5 - 27.1	23.8 - 30.1
electronic parts assembler	19.9 - 24.8	21.6 - 27.4	23.7 - 30.0
field labour	19.5 - 23.4	21.5 - 27.1	23.8 - 30.1
forklift operator	19.5 - 23.4	21.5 - 27.1	23.8 - 30.1



general labourer - heavy	19.0 - 24.4	22.2 - 28.3	25.2 - 30.5
general labourer - light	17.0 - 20.9	19.0 - 23.7	21.4 - 26.9
janitor/custodian	18.0 - 20.6	19.6 - 23.4	20.7 - 24.9
machine operator	19.6 - 25.7	22.4 - 29.8	25.6 - 33.9
machine operator assistant	18.8 - 23.7	21.6 - 27.2	24.5 - 30.3
manufacturing worker	17.0 - 20.9	19.0 - 23.7	21.4 - 26.9
material handler	18.0 - 23.5	21.1 - 27.3	24.1 - 29.5
mould machine operator	20.1 - 26.4	23.1 - 30.5	26.2 - 34.2
order/cherry picker forklift operator	20.0 - 23.9	22.1 - 28.0	24.3 - 31.1
packaging labourer	18.1 - 18.1	18.1 - 18.1	18.1 - 18.1
parts clerk	18.0 - 23.3	19.6 - 26.6	22.1 - 29.8
picker/packer	18.1 - 18.1	18.1 - 18.1	18.1 - 18.1
production labourer	18.0 - 21.1	19.3 - 25.0	22.4 - 27.3
reach truck operator	20.0 - 23.9	22.1 - 28.0	24.3 - 31.1
shipper/receiver	19.5 - 23.8	21.2 - 26.5	23.5 - 29.5
warehouse labourer	18.8 - 24.4	22.5 - 28.2	25.2 - 29.7

## skilled trades

	entry	mid	senior
CNC machinist	60.8 - 74.4	68.4 - 84.3	76.1 - 92.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 88.9
electrician	79.0 - 85.1	83.4 - 97.4	92.3 - 107.8
electromechanical technician	61.8 - 79.1	71.4 - 92.5	80.9 - 95.6
field electrician	81.2 - 87.4	84.1 - 99.1	89.0 - 109.4
field millwright	82.1 - 87.0	84.9 - 94.3	92.0 - 107.8
field service technician	75.4 - 81.2	79.9 - 86.3	83.1 - 101.2
heavy equipment mechanic/technician	62.5 - 72.9	71.1 - 83.5	82.1 - 101.2



maintenance mechanic	74.8 - 82.3	80.1 - 91.7	88.3 - 97.8
millwright	78.2 - 85.0	83.1 - 93.8	90.2 - 105.9
tool and die maker	68.9 - 74.4	72.7 - 80.1	76.1 - 88.9
welder	47.6 - 60.4	57.9 - 69.7	64.2 - 76.4
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

application software	entry	mid	senior
.net/C# developer	77.1 - 99.5	86.2 - 113.2	97.3 - 127.4
AI consultant	82.3 - 110.1	96.8 - 130.6	112.8 - 149.1
application support analyst	62.8 - 83.0	72.5 - 96.2	82.7 - 108.3
automation tester	52.4 - 69.6	61.0 - 81.9	70.7 - 93.1
C++/ embedded software engineer	77.1 - 99.5	86.2 - 113.2	97.3 - 127.4
devops - development	70.5 - 94.3	81.6 - 111.0	94.8 - 126.7
director of development/engineering	115.4 - 162.6	153.1 - 215.9	199.5 - 281.6
ERP developer	77.1 - 99.3	86.0 - 113.0	97.2 - 127.8
front-end developer	72.5 - 95.0	82.8 - 110.3	95.1 - 125.5
full stack developer	83.2 - 109.0	95.1 - 126.5	109.0 - 143.2
java developer	75.5 - 97.5	84.4 - 110.9	95.3 - 124.7
machine learning developer	82.2 - 121.4	109.8 - 151.8	131.2 - 165.2
mobile application developer (iOS/android)	70.3 - 107.1	97.7 - 136.1	117.5 - 147.7
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	67.4 - 88.6	77.4 - 103.3	89.1 - 117.2
quality assurance manager	87.4 - 115.2	99.0 - 132.8	113.0 - 150.0
RPA developer	57.8 - 75.9	66.2 - 88.0	75.8 - 98.9
SQL database developer	66.5 - 88.5	76.4 - 103.3	88.1 - 117.8



UI/UX designer	72.9 - 93.7	81.0 - 105.9	90.9 - 118.1
<b>architecture</b>			
application architect	104.6 - 139.1	118.1 - 160.2	134.9 - 183.6
architect (solutions/technical)	90.7 - 112.6	100.9 - 127.5	113.4 - 142.7
cloud architect	96.2 - 120.5	108.4 - 137.9	122.9 - 154.5
enterprise architect	96.9 - 129.6	110.3 - 150.0	126.4 - 171.5
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	97.5 - 130.2	108.9 - 148.1	123.0 - 167.1
big data engineer	87.9 - 114.6	98.1 - 130.3	110.8 - 147.3
business intelligence developer	74.8 - 96.6	83.7 - 109.9	94.4 - 122.9
data analyst	72.3 - 96.3	83.2 - 112.5	96.0 - 127.8
data architect	76.1 - 100.1	87.4 - 116.9	100.9 - 133.2
data engineer	73.1 - 97.4	84.0 - 113.7	97.0 - 129.2
data scientist	83.1 - 111.2	96.2 - 130.7	111.6 - 148.4
database administrator	77.0 - 103.9	90.2 - 123.3	105.3 - 140.9
<b>leadership/business technology</b>			
business analyst	71.0 - 91.8	79.6 - 104.7	90.0 - 118.2
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	104.3 - 138.7	131.6 - 175.0	164.3 - 218.6
IT manager	96.4 - 127.8	110.2 - 148.7	126.8 - 170.4
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	81.7 - 109.0	95.7 - 128.9	111.3 - 146.1
devops - infrastructure	84.9 - 117.6	99.7 - 139.3	116.1 - 157.6
help desk analyst	53.3 - 69.6	60.6 - 80.3	69.1 - 91.2



information security engineer	80.2 - 106.8	92.2 - 124.7	106.3 - 141.6
information security manager	97.2 - 128.3	110.4 - 148.4	126.4 - 169.2
information security specialist	61.0 - 79.9	69.7 - 92.8	80.0 - 105.0
linux/unix administrator	85.7 - 111.0	96.3 - 127.0	109.4 - 144.0
network administrator	68.0 - 90.6	78.2 - 105.9	90.3 - 120.8
network engineer	75.5 - 100.2	86.3 - 116.7	99.6 - 133.5
systems administrator	77.0 - 100.9	88.0 - 117.1	101.0 - 133.2
tech support	65.5 - 85.4	74.2 - 98.2	84.5 - 111.3
<b>project management</b>			
agile coach	77.6 - 100.2	88.3 - 115.7	100.8 - 131.5
business systems analyst	75.2 - 98.5	85.9 - 114.5	98.8 - 130.7
ERP project manager	96.9 - 128.6	105.5 - 142.9	116.7 - 159.9
organizational development manager	73.3 - 98.4	85.3 - 116.9	100.2 - 136.6
PMO lead	75.0 - 95.0	95.0 - 120.0	120.0 - 130.0
product manager	86.8 - 119.0	100.5 - 139.9	116.7 - 160.4
product owner	81.9 - 107.5	93.8 - 124.7	107.4 - 140.6
program manager	78.0 - 88.0	90.0 - 98.0	100.0 - 135.0
project coordinator	68.9 - 85.9	77.1 - 97.8	87.2 - 110.4
project manager (infrastructure)	102.8 - 138.6	116.3 - 159.8	133.1 - 183.3
project manager (software)	97.4 - 128.5	108.7 - 146.2	122.8 - 165.5
scrum master	79.8 - 103.5	89.9 - 118.9	102.4 - 135.9
technical writer	63.2 - 81.8	73.3 - 96.2	85.0 - 109.4



# oxford county

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	39.9 - 50.3	43.4 - 55.9	48.1 - 62.8
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	38.5 - 47.5	42.6 - 52.9	46.8 - 57.2
administrative coordinator	44.3 - 54.6	49.7 - 61.7	55.6 - 66.2
administrative manager	60.1 - 76.9	65.4 - 85.3	72.1 - 95.2
benefits clerk	39.8 - 50.7	45.4 - 58.5	51.7 - 66.5
buyer assistant	39.6 - 51.0	45.7 - 58.7	51.6 - 64.8
contracts administrator	94.7 - 119.6	105.9 - 136.6	120.0 - 155.7
data entry clerk	36.2 - 45.1	40.7 - 51.2	45.5 - 54.7
dispatch administrator	49.0 - 61.9	55.1 - 70.4	61.9 - 79.0
document services specialist	34.0 - 42.7	38.8 - 48.7	43.3 - 50.9
documentation specialist	40.4 - 52.8	48.2 - 61.1	54.2 - 64.7
donor relations coordinator	52.0 - 67.6	60.0 - 79.6	69.7 - 92.1
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	55.5 - 75.4	64.6 - 88.8	74.8 - 101.2
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	36.2 - 46.6	42.4 - 53.5	47.5 - 56.6
HR coordinator	39.6 - 50.2	44.7 - 56.4	49.3 - 60.8
insurance claims clerk	39.1 - 49.0	44.2 - 56.1	50.0 - 63.0
inventory clerk	37.7 - 47.0	42.5 - 53.8	47.9 - 60.3
inventory coordinator	46.5 - 58.9	51.6 - 66.5	58.0 - 75.1



invoicing clerk	38.5 - 49.0	43.7 - 55.6	48.7 - 60.4
lease administrator	48.4 - 63.0	55.8 - 73.4	64.0 - 83.8
leasing coordinator	44.8 - 58.3	51.7 - 67.8	59.2 - 77.1
legal assistant	47.4 - 64.4	56.2 - 76.9	65.6 - 87.1
logistics coordinator	47.8 - 62.5	55.5 - 73.0	63.7 - 82.9
mailroom clerk	37.6 - 46.3	42.1 - 51.6	46.1 - 54.1
marketing assistant	42.3 - 52.5	46.5 - 59.4	52.6 - 68.6
office clerk	39.4 - 48.0	42.8 - 53.1	47.2 - 58.9
office manager	54.6 - 70.2	59.9 - 78.4	66.5 - 87.5
order clerk	36.1 - 45.0	40.7 - 51.2	45.5 - 56.5
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 39.2	36.0 - 45.4	40.4 - 48.5
parts coordinators	33.8 - 44.8	37.9 - 51.3	42.6 - 57.2
payroll administrator	45.6 - 59.3	51.8 - 68.5	59.1 - 78.2
procurement coordinator	53.5 - 69.2	60.2 - 79.5	68.5 - 90.9
project coordinator	37.8 - 51.1	43.2 - 59.6	49.8 - 68.2
project manager assistant	46.6 - 61.3	51.2 - 68.8	57.2 - 78.0
property administrator	38.3 - 49.9	42.8 - 57.2	48.9 - 66.2
property manager	60.4 - 79.4	68.2 - 91.6	77.9 - 105.2
receptionist	35.2 - 43.3	38.5 - 48.9	43.2 - 55.8
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	44.4 - 58.9	51.0 - 68.7	58.7 - 78.3
sales assistant	42.3 - 52.6	46.6 - 59.6	52.7 - 68.9
sales coordinator	50.8 - 62.1	54.7 - 68.6	60.3 - 77.8
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	38.4 - 49.2	42.7 - 56.0	48.3 - 63.7
supply clerk	36.4 - 45.7	40.7 - 51.6	45.3 - 56.6



virtual assistant	35.7 - 43.8	39.3 - 48.7	43.1 - 52.6
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	65.2 - 84.1	72.9 - 95.8	82.2 - 107.5
bilingual customer loyalty agent	39.9 - 48.4	42.3 - 55.8	48.2 - 63.3
bilingual customer service manager	75.3 - 98.9	84.6 - 113.6	96.4 - 130.3
bilingual customer service representative	39.2 - 49.3	43.1 - 55.4	48.3 - 62.3
bilingual customer service supervisor	60.4 - 79.3	68.1 - 91.1	77.4 - 103.6
bilingual customer service team lead	44.2 - 54.3	48.1 - 59.4	52.3 - 66.3
bilingual customer service trainer	47.7 - 58.9	51.5 - 68.3	59.0 - 77.6
bilingual e-chat representative	45.3 - 57.2	50.2 - 64.6	56.2 - 72.5
bilingual fundraising agent	38.8 - 46.5	41.0 - 53.2	46.3 - 59.5
bilingual inside sales manager	72.1 - 96.4	81.8 - 111.4	93.4 - 126.2
bilingual inside sales representative	51.4 - 64.5	56.4 - 72.2	62.8 - 81.3
bilingual insurance advisor	58.5 - 73.9	63.6 - 81.9	70.2 - 91.8
bilingual junior collection agent	38.8 - 46.5	41.0 - 53.2	46.3 - 59.5
bilingual order desk representative	41.3 - 52.2	46.5 - 59.8	52.8 - 68.4
bilingual order management representative	41.3 - 52.2	46.5 - 59.8	52.8 - 68.4
bilingual survey agent	35.5 - 44.1	40.4 - 51.6	45.8 - 56.4
bilingual technical support level 1 agent	46.4 - 61.4	53.1 - 70.7	60.2 - 79.5
bilingual telemarketing agent	35.7 - 44.2	39.4 - 50.3	44.5 - 58.1
bilingual telephone dispatcher	40.1 - 53.2	47.4 - 60.9	53.8 - 69.0
bilingual travel support agent	41.2 - 51.8	46.0 - 58.3	51.2 - 64.5
bilingual workforce planner	49.8 - 62.4	53.6 - 68.7	59.0 - 77.5



## engineering

construction	entry	mid	senior
architect	62.3 - 81.0	69.3 - 92.1	78.2 - 104.5
architectural drafter	54.4 - 70.1	62.9 - 82.9	73.5 - 97.7
architectural technician	71.7 - 94.4	82.4 - 110.5	95.2 - 126.0
BIM/VDC coordinator	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	63.8 - 86.1	74.7 - 102.2	87.1 - 116.7
civil engineering drafter	55.7 - 69.2	62.3 - 78.8	70.2 - 89.4
civil engineering technologist	45.6 - 61.4	54.3 - 73.4	63.5 - 83.6
civil project engineer	74.2 - 101.7	85.7 - 119.7	99.5 - 138.2
civil project manager	80.1 - 106.6	90.2 - 122.4	102.5 - 138.5
construction director	98.2 - 129.8	132.6 - 175.4	166.7 - 220.9
construction inspector	68.2 - 90.5	77.9 - 105.3	89.5 - 119.5
construction manager	76.5 - 99.9	83.8 - 111.7	93.3 - 125.9
construction project manager	66.8 - 91.7	77.3 - 108.3	90.0 - 124.6
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	57.9 - 76.1	65.5 - 87.8	74.7 - 99.9
director of operations	118.4 - 158.3	155.9 - 209.0	198.0 - 265.5
drafter	55.3 - 68.9	62.0 - 78.7	70.1 - 89.2
electrical designer/engineer	74.1 - 97.2	83.2 - 111.6	94.7 - 127.3
electrical engineer	64.3 - 89.4	78.5 - 110.8	95.1 - 129.8
electrical engineering technician	57.3 - 72.9	65.0 - 84.2	74.2 - 95.9
engineering manager	85.5 - 115.0	97.6 - 133.8	112.4 - 153.0
environmental engineer	62.4 - 83.0	71.7 - 97.4	83.1 - 112.1
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	59.9 - 78.1	68.0 - 90.3	77.7 - 103.2



field manager	66.5 - 87.6	75.3 - 101.6	86.5 - 117.6
field supervisor	65.9 - 86.2	73.9 - 98.3	83.3 - 110.8
foreman	53.7 - 69.0	59.9 - 78.5	67.6 - 89.0
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	61.1 - 78.3	70.0 - 91.1	80.3 - 103.6
health and safety specialist	69.1 - 90.7	79.1 - 105.8	91.2 - 120.8
HVAC drafter	50.4 - 64.2	56.4 - 73.0	63.4 - 81.6
HVAC engineer	57.9 - 76.5	65.9 - 88.8	75.6 - 100.8
mechanical designer	51.9 - 68.0	59.4 - 78.9	67.9 - 89.2
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	61.7 - 86.8	76.6 - 109.0	93.6 - 127.8
mechanical engineering technician	52.7 - 68.5	59.7 - 78.9	67.9 - 89.0
mechanical site supervisor	52.0 - 66.5	58.5 - 76.3	66.5 - 87.1
operations manager	80.2 - 109.7	92.2 - 128.0	106.1 - 144.7
project coordinator	37.8 - 51.1	43.2 - 59.6	49.8 - 68.2
project director	104.6 - 127.0	131.9 - 160.2	162.2 - 197.4
project engineer	85.2 - 109.1	92.3 - 120.7	101.8 - 134.7
project manager	74.9 - 103.0	86.9 - 121.6	101.0 - 139.2
purchasing manager	94.1 - 124.2	106.3 - 142.6	120.7 - 160.8
specification writer	53.2 - 68.1	60.0 - 78.0	67.9 - 88.1
structural engineer	69.3 - 91.8	79.1 - 107.0	91.1 - 122.5
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	84.0 - 111.7	95.9 - 130.0	110.5 - 149.3
<b>manufacturing</b>			
applications engineer	74.6 - 98.4	85.9 - 115.3	99.2 - 130.9
assurance control technician	63.7 - 82.8	72.1 - 95.5	82.1 - 108.0
automation engineer	63.2 - 84.0	72.5 - 98.5	83.9 - 113.0



buyer	56.8 - 73.9	64.4 - 85.5	73.6 - 97.7
chemical engineer	69.3 - 100.4	87.9 - 127.4	107.9 - 147.2
coating inspector	38.8 - 50.3	44.0 - 57.9	50.0 - 65.8
commissioning and start up engineer	59.8 - 79.4	68.6 - 93.0	79.2 - 106.2
continuous improvement engineer	77.7 - 101.3	86.4 - 114.8	97.1 - 128.8
controls designer/engineer	56.6 - 74.9	64.7 - 87.2	74.2 - 99.5
controls engineer	56.6 - 74.9	64.7 - 87.2	74.2 - 99.5
demand planner	50.7 - 69.3	60.6 - 83.3	71.2 - 95.3
electrical designer	71.6 - 94.8	81.6 - 110.4	93.9 - 126.8
electrical engineer	64.3 - 89.4	78.5 - 110.8	95.1 - 129.8
electrical engineering technician	57.3 - 72.9	65.0 - 84.2	74.2 - 95.9
electrical test engineer	69.4 - 93.0	80.4 - 110.2	94.0 - 127.4
electronics designer	56.9 - 71.6	64.7 - 82.7	73.7 - 94.0
electronics engineer	78.1 - 101.8	86.9 - 115.6	97.8 - 129.7
electronics technician	56.0 - 72.0	62.5 - 81.9	70.4 - 92.5
estimation engineer	71.7 - 95.4	82.2 - 111.7	95.1 - 128.3
estimator	60.4 - 78.2	66.8 - 88.5	75.1 - 100.2
field service engineer	55.2 - 71.8	61.6 - 82.2	70.0 - 94.6
health and safety specialist	69.1 - 90.7	79.1 - 105.8	91.2 - 120.8
HVAC drafter	50.4 - 64.2	56.4 - 73.0	63.4 - 81.6
HVAC engineer	57.9 - 76.5	65.9 - 88.8	75.6 - 100.8
industrial engineer	68.1 - 89.8	77.2 - 103.9	88.2 - 117.5
inventory analyst	51.9 - 67.0	58.2 - 76.5	65.9 - 87.1
logistics specialist	46.7 - 59.9	52.9 - 68.8	60.0 - 78.2
maintenance buyer	42.6 - 54.2	49.2 - 62.8	56.0 - 70.7
maintenance planner	54.1 - 67.6	61.0 - 77.5	69.0 - 87.4
manufacturing engineer	63.1 - 83.8	72.4 - 98.1	83.5 - 111.8



mechanical designer	51.9 - 68.0	59.4 - 78.9	67.9 - 89.2
mechanical drafter	53.5 - 68.9	59.9 - 79.3	68.6 - 92.7
mechanical engineer	61.7 - 86.8	76.6 - 109.0	93.6 - 127.8
mechanical engineering technician	52.7 - 68.5	59.7 - 78.9	67.9 - 89.0
operation excellence specialist	73.4 - 95.5	81.6 - 108.2	91.6 - 121.3
process engineer	61.7 - 82.0	70.8 - 95.9	81.7 - 109.3
production planner	48.7 - 63.9	56.0 - 74.1	63.7 - 82.8
project engineer	85.2 - 109.1	92.3 - 120.7	101.8 - 134.7
project manager	74.9 - 103.0	86.9 - 121.6	101.0 - 139.2
purchasing agent	56.8 - 73.9	64.4 - 85.5	73.6 - 97.7
quality assurance engineer	61.3 - 80.4	69.0 - 92.2	78.3 - 103.8
quality assurance/control technician	55.3 - 72.8	63.7 - 84.9	73.2 - 97.4
quality control engineer	68.2 - 90.5	77.9 - 105.3	89.5 - 119.5
quality control technician	40.2 - 51.3	44.5 - 57.9	49.8 - 64.6
quality engineer	55.6 - 73.7	64.7 - 87.1	75.1 - 99.2
quality inspector	40.8 - 51.3	44.9 - 57.6	50.2 - 64.9
reliability/maintenance engineer	68.5 - 89.0	78.7 - 104.4	91.1 - 119.5
robotics engineer	72.0 - 94.5	80.9 - 108.3	91.9 - 122.2
safety inspector	59.8 - 77.6	67.4 - 88.9	76.4 - 100.2
SCADA engineer	65.8 - 87.3	75.2 - 101.9	86.8 - 116.5
sourcing engineer	56.4 - 74.4	64.1 - 86.4	73.6 - 98.7
stationary engineer	55.5 - 70.5	60.8 - 78.6	67.3 - 87.4
supply chain analyst	53.5 - 70.4	60.7 - 81.3	69.3 - 92.0
systems engineer	70.6 - 93.2	80.1 - 108.0	91.8 - 122.9



## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1
machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	106.6 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8



warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	65.1 - 74.3	71.6 - 82.7	80.5 - 98.4
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5

## industrial support

	entry	mid	senior
assembler/fabricator	17.3 - 21.3	19.0 - 24.4	21.5 - 27.6
counterbalance forklift operator	19.5 - 22.1	20.9 - 25.6	22.5 - 28.4
electronic parts assembler	18.5 - 23.3	20.3 - 25.7	22.2 - 28.1
forklift operator	19.5 - 22.1	20.9 - 25.6	22.5 - 28.4
general labourer - heavy	18.0 - 22.9	20.8 - 26.5	23.6 - 28.5
general labourer - light	17.3 - 20.1	18.5 - 23.7	21.1 - 25.4
industrial painter	19.0 - 22.3	20.7 - 25.5	22.2 - 28.6
inventory control clerk	18.1 - 22.6	20.4 - 25.9	23.1 - 29.0
janitor/custodian	18.0 - 20.2	18.8 - 22.7	19.3 - 23.1
machine operator	18.6 - 24.2	21.1 - 27.9	24.1 - 31.7
machine operator assistant	17.9 - 22.3	20.4 - 25.5	23.0 - 28.4
manufacturing worker	17.5 - 19.8	18.1 - 22.3	20.2 - 25.3
material handler	18.0 - 22.3	20.0 - 25.8	22.8 - 27.8
mould machine operator	19.2 - 25.1	22.0 - 28.9	24.9 - 32.3
order/cherry picker forklift operator	20.0 - 22.5	21.6 - 26.4	23.2 - 29.3
packaging labourer	17.5 - 21.7	19.1 - 24.6	21.4 - 27.8
parts clerk	17.7 - 21.6	18.2 - 24.6	20.5 - 27.5
picker/packer	17.5 - 21.7	19.1 - 24.6	21.4 - 27.8
production labourer	17.3 - 20.0	18.4 - 23.7	21.2 - 25.8
reach truck operator	19.8 - 22.5	21.1 - 25.8	22.9 - 28.8
shipper/receiver	18.5 - 22.5	20.1 - 25.0	22.2 - 27.8



shipping and receiving clerk	18.0 - 22.2	20.3 - 25.4	23.0 - 28.8
warehouse labourer	17.9 - 23.1	21.3 - 26.6	23.8 - 28.0

## sales

industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	54.8 - 64.2	64.1 - 74.8	74.5 - 78.2

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9



welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# peel region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	41.0 - 51.8	44.6 - 57.6	49.5 - 64.7
administrative clerk	39.2 - 48.5	43.4 - 53.9	47.7 - 58.4
administrative coordinator	45.6 - 56.2	51.2 - 63.6	57.2 - 68.2
administrative manager	71.6 - 91.5	77.7 - 101.7	85.7 - 113.7
benefits clerk	40.7 - 51.9	46.4 - 60.0	52.9 - 68.2
buyer assistant	40.6 - 52.3	46.9 - 60.3	53.0 - 66.6
contracts administrator	113.1 - 142.3	126.5 - 160.9	142.7 - 181.6
data entry clerk	36.8 - 46.0	41.5 - 52.2	46.4 - 55.8
dispatch administrator	58.7 - 73.6	65.7 - 83.7	73.7 - 94.0
document services specialist	34.5 - 43.6	39.6 - 49.9	44.3 - 52.1
documentation specialist	41.3 - 54.1	49.4 - 62.6	55.5 - 66.4
donor relations coordinator	53.0 - 69.0	61.2 - 81.3	71.1 - 94.0
executive assistant	57.1 - 77.7	66.6 - 91.6	77.1 - 104.4
file clerk	36.9 - 47.7	43.4 - 54.8	48.6 - 58.0
HR coordinator	40.5 - 51.4	45.7 - 57.8	50.5 - 62.3
insurance claims clerk	39.8 - 50.0	45.1 - 57.2	51.0 - 64.3
inventory clerk	39.6 - 49.5	44.8 - 56.6	50.5 - 63.4
inventory coordinator	47.6 - 60.4	52.9 - 68.3	59.4 - 77.1
invoicing clerk	39.5 - 50.3	44.9 - 57.1	50.0 - 62.1
lease administrator	57.9 - 74.8	66.5 - 87.0	76.0 - 99.5
leasing coordinator	53.8 - 69.4	61.7 - 80.5	70.3 - 91.5
legal assistant	48.7 - 66.3	57.9 - 79.1	67.5 - 89.5



logistics coordinator	49.0 - 64.1	56.9 - 74.9	65.3 - 85.1
mailroom clerk	38.3 - 47.3	43.0 - 52.6	47.0 - 55.2
marketing assistant	43.1 - 53.6	47.5 - 60.7	53.7 - 70.2
office clerk	40.1 - 49.0	43.7 - 54.2	48.1 - 60.1
office manager	55.0 - 70.9	60.4 - 79.3	67.1 - 88.5
order clerk	36.8 - 46.0	41.6 - 52.5	46.6 - 57.9
order entry clerk	32.2 - 41.3	37.8 - 47.8	42.6 - 51.0
parts coordinators	34.6 - 46.2	39.0 - 52.8	43.8 - 59.0
payroll administrator	54.8 - 70.6	61.9 - 81.4	70.4 - 93.0
procurement coordinator	54.7 - 70.8	61.6 - 81.3	70.0 - 92.9
project coordinator	38.5 - 52.1	44.0 - 60.9	50.8 - 69.8
project manager assistant	48.0 - 63.2	52.7 - 70.9	58.9 - 80.4
property administrator	46.2 - 59.6	51.5 - 68.1	58.5 - 78.5
property manager	71.8 - 94.2	80.8 - 109.0	92.5 - 125.3
receptionist	35.9 - 44.3	39.4 - 50.1	44.2 - 57.2
sales administrator	44.7 - 59.4	51.3 - 69.3	59.2 - 79.1
sales assistant	43.4 - 54.0	47.8 - 61.2	54.1 - 70.9
sales coordinator	51.2 - 62.7	55.1 - 69.2	60.9 - 78.6
service coordinator	39.3 - 50.4	43.8 - 57.4	49.5 - 65.3
supply clerk	38.2 - 48.1	42.9 - 54.3	47.7 - 59.5
virtual assistant	36.3 - 44.7	40.1 - 49.7	43.9 - 53.7
<b>logistics &amp; transportation support</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
billing clerk	38.9 - 49.4	44.1 - 56.3	49.5 - 62.5
dispatcher	42.9 - 54.5	48.6 - 62.5	55.1 - 70.8
documentation clerk	35.4 - 44.8	40.6 - 51.2	45.5 - 54.5
import/export clerk (ocean, air, freight)	40.7 - 52.2	46.7 - 59.8	52.4 - 65.5
import/export coordinator	57.3 - 73.5	63.6 - 83.1	71.3 - 93.6



logistics & transport coordinator	49.0 - 64.1	56.9 - 74.9	65.3 - 85.1
operations coordinator	49.1 - 62.7	55.6 - 72.0	63.0 - 81.0
pricing specialist	53.9 - 67.4	59.7 - 76.2	67.0 - 85.8
safety compliance coordinator	60.9 - 79.6	69.2 - 91.9	78.9 - 103.7
shipping administrator	43.5 - 55.0	49.8 - 63.3	56.4 - 71.0
supply chain coordinator	43.0 - 55.3	48.0 - 63.0	54.4 - 71.9

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.5 - 85.9	74.4 - 97.8	83.9 - 109.7
bilingual customer loyalty agent	46.4 - 54.3	50.0 - 62.6	54.0 - 67.5
bilingual customer service manager	89.6 - 118.2	100.9 - 135.5	115.2 - 154.1
bilingual customer service representative	46.4 - 52.3	48.8 - 56.8	49.4 - 63.8
bilingual customer service supervisor	60.9 - 80.1	68.8 - 92.2	78.2 - 104.8
bilingual customer service team lead	57.5 - 70.3	67.5 - 76.5	74.3 - 82.2
bilingual customer service trainer	50.2 - 63.1	55.3 - 72.9	63.2 - 82.6
bilingual e-chat representative	46.3 - 58.7	51.4 - 66.2	57.6 - 74.3
bilingual fundraising agent	41.1 - 46.6	45.4 - 55.5	51.2 - 59.4
bilingual inside sales manager	73.6 - 98.4	83.5 - 113.6	95.4 - 128.6
bilingual inside sales representative	51.8 - 65.1	56.9 - 73.0	63.4 - 82.1
bilingual insurance advisor	59.2 - 74.8	64.3 - 83.0	71.1 - 92.9
bilingual junior collection agent	42.2 - 49.0	45.6 - 56.2	54.4 - 63.2
bilingual order desk representative	48.8 - 56.4	52.4 - 63.3	61.1 - 74.4
bilingual order management representative	48.8 - 56.4	52.4 - 63.3	61.1 - 74.4
bilingual survey agent	38.5 - 45.2	41.3 - 52.8	46.9 - 57.8
bilingual technical support level 1 agent	55.4 - 72.7	63.1 - 83.7	71.3 - 94.2
bilingual telemarketing agent	38.5 - 44.5	39.6 - 50.7	44.8 - 58.6



bilingual telephone dispatcher	48.8 - 54.5	51.1 - 62.5	55.1 - 70.8
bilingual travel support agent	44.4 - 53.1	47.1 - 59.7	52.4 - 66.1
bilingual workforce planner	50.8 - 63.8	54.7 - 70.2	60.3 - 79.2

## engineering

construction	entry	mid	senior
architect	63.7 - 82.9	70.9 - 94.3	80.1 - 106.9
architectural drafter	55.0 - 71.0	63.7 - 84.1	74.6 - 99.2
architectural technician	84.8 - 112.3	97.7 - 131.4	113.2 - 148.9
BIM/VDC coordinator	65.8 - 85.6	73.2 - 97.3	82.6 - 110.3
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	64.8 - 87.5	75.9 - 103.9	88.6 - 118.5
civil engineering drafter	56.4 - 70.2	63.1 - 80.0	71.2 - 90.7
civil engineering technologist	46.0 - 62.1	54.9 - 74.5	64.3 - 84.8
civil project engineer	75.9 - 104.0	87.6 - 122.3	101.8 - 140.9
civil project manager	81.4 - 108.3	91.7 - 124.3	104.2 - 140.5
construction director	116.9 - 153.0	156.1 - 202.4	193.1 - 251.3
construction inspector	69.3 - 92.0	79.2 - 107.0	91.0 - 121.4
construction manager	90.8 - 118.9	99.5 - 132.8	111.0 - 148.8
construction project manager	79.2 - 109.1	91.8 - 128.8	107.0 - 147.4
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.1 - 77.8	66.9 - 89.8	76.4 - 102.1
director of operations	120.9 - 161.2	158.8 - 212.3	201.3 - 269.3
drafter	55.9 - 69.8	62.8 - 79.8	71.1 - 90.5
electrical designer/engineer	75.4 - 98.8	84.6 - 113.3	96.3 - 129.2
electrical engineer	65.4 - 90.9	79.8 - 112.5	96.6 - 131.7



electrical engineering technician	58.0 - 73.9	65.9 - 85.5	75.3 - 97.3
engineering manager	101.6 - 136.6	116.2 - 157.4	133.5 - 178.1
environmental engineer	63.4 - 84.4	72.9 - 99.0	84.5 - 113.8
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	60.9 - 79.4	69.1 - 91.8	79.0 - 104.9
field manager	67.6 - 89.1	76.6 - 103.3	88.0 - 119.4
field Supervisor	67.0 - 87.7	75.1 - 99.9	84.7 - 112.5
foreman	54.3 - 69.9	60.6 - 79.5	68.4 - 90.1
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.4 - 80.1	71.6 - 93.3	82.2 - 106.2
health and safety specialist	70.3 - 92.2	80.4 - 107.5	92.7 - 122.6
HVAC drafter	51.1 - 65.3	57.4 - 74.2	64.5 - 83.0
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.9 - 102.5
mechanical designer	52.6 - 69.1	60.4 - 80.2	69.1 - 90.7
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.7 - 88.3	77.9 - 110.7	95.2 - 129.8
mechanical engineering technician	53.3 - 69.4	60.4 - 80.0	68.8 - 90.3
mechanical site supervisor	52.8 - 67.6	59.4 - 77.5	67.6 - 88.6
operations manager	82.0 - 112.1	94.3 - 130.7	108.4 - 147.5
project coordinator	48.0 - 63.0	54.5 - 72.6	62.1 - 82.3
project director	106.9 - 129.6	134.5 - 163.2	165.1 - 200.7
project engineer	86.6 - 110.8	93.9 - 122.6	103.4 - 136.7
project manager	76.6 - 105.3	88.9 - 124.2	103.2 - 141.9
purchasing manager	112.4 - 147.4	127.0 - 167.4	143.6 - 187.2
specification writer	53.6 - 68.7	60.5 - 78.8	68.5 - 89.1
structural engineer	70.5 - 93.4	80.4 - 108.7	92.6 - 124.3
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3



technical services manager	99.8 - 132.7	114.1 - 153.3	131.4 - 174.1
<b>energy &amp; oil</b>			
applications engineer	88.3 - 117.1	101.9 - 136.9	118.0 - 154.3
automation engineer	64.2 - 85.4	73.8 - 100.1	85.3 - 114.8
buyer	58.0 - 75.6	65.9 - 87.4	75.3 - 99.9
category manager	64.8 - 84.6	72.4 - 96.4	81.9 - 109.7
category specialist	53.7 - 69.6	59.5 - 78.6	66.8 - 89.2
chemical engineer	70.4 - 102.1	89.4 - 129.3	109.6 - 149.2
chief inspector	54.3 - 71.0	60.9 - 80.8	68.5 - 90.6
civil engineer	64.8 - 87.5	75.9 - 103.9	88.6 - 118.5
civil engineering drafter	56.4 - 70.2	63.1 - 80.0	71.2 - 90.7
civil engineering technologist	46.0 - 62.1	54.9 - 74.5	64.3 - 84.8
civil project engineer	75.9 - 104.0	87.6 - 122.3	101.8 - 140.9
civil project manager	81.4 - 108.3	91.7 - 124.3	104.2 - 140.5
continuous improvement engineer	92.5 - 121.1	103.1 - 136.9	116.1 - 152.5
contracts administrator	59.1 - 77.8	66.9 - 89.8	76.4 - 102.1
contracts manager	113.1 - 142.3	126.5 - 160.9	142.7 - 181.6
contracts specialist	59.7 - 77.8	67.7 - 89.7	77.2 - 101.6
controls designer/engineer	57.2 - 76.0	65.6 - 88.5	75.3 - 100.9
cost control specialist	50.4 - 64.9	56.3 - 73.8	63.6 - 83.5
demand planner	51.6 - 70.7	61.7 - 85.0	72.6 - 97.2
director of operations	120.9 - 161.2	158.8 - 212.3	201.3 - 269.3
electrical designer/engineer	75.4 - 98.8	84.6 - 113.3	96.3 - 129.2
electrical engineer	65.4 - 90.9	79.8 - 112.5	96.6 - 131.7
electrical engineering technician	58.0 - 73.9	65.9 - 85.5	75.3 - 97.3
electrical test engineer	70.5 - 94.5	81.8 - 111.9	95.5 - 129.3
engineering manager	120.7 - 161.9	139.5 - 188.8	160.7 - 214.3



environmental engineer	63.4 - 84.4	72.9 - 99.0	84.5 - 113.8
environmental inspector	52.6 - 66.9	57.7 - 74.7	64.1 - 83.6
estimator	61.7 - 80.0	68.3 - 90.5	76.8 - 102.4
facilities engineer	65.1 - 86.9	75.1 - 102.3	87.2 - 117.2
field service engineer	55.8 - 72.8	62.4 - 83.4	71.0 - 96.0
geologist	65.8 - 85.2	73.9 - 97.8	84.2 - 111.4
geotechnical engineer	64.6 - 84.5	73.7 - 98.5	84.9 - 112.9
GIS analyst	44.2 - 58.0	49.9 - 66.3	56.4 - 74.5
health and safety manager	65.3 - 84.8	72.4 - 96.0	81.4 - 108.2
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.9 - 102.5
hydraulic engineer	66.4 - 88.3	76.2 - 103.3	88.1 - 118.0
industrial engineer	69.2 - 91.3	78.5 - 105.5	89.7 - 119.3
instrumentation and controls engineer	67.6 - 89.4	77.0 - 103.9	88.4 - 118.3
inventory control manager	63.7 - 83.2	71.2 - 94.9	80.5 - 107.5
mechanical designer	52.6 - 69.1	60.4 - 80.2	69.1 - 90.7
mechanical drafter	54.1 - 69.8	60.7 - 80.5	69.6 - 94.1
mechanical engineer	62.7 - 88.3	77.9 - 110.7	95.2 - 129.8
mechanical engineering technician	53.3 - 69.4	60.4 - 80.0	68.8 - 90.3
mining engineer	70.2 - 93.4	79.2 - 107.5	90.3 - 122.0
operations manager	82.0 - 112.1	94.3 - 130.7	108.4 - 147.5
pipeline designer	62.3 - 81.3	69.6 - 92.6	78.6 - 104.9
piping engineer	61.9 - 81.1	69.6 - 93.0	79.0 - 105.6
planner/scheduler	41.3 - 52.5	46.8 - 60.1	52.9 - 67.6
plant engineer	82.4 - 110.6	96.8 - 132.1	114.2 - 151.4
process engineer	62.7 - 83.3	71.9 - 97.5	83.1 - 111.1
procurement specialist	54.8 - 71.0	60.7 - 80.2	68.2 - 91.0
production engineer	63.8 - 85.4	73.9 - 100.7	85.9 - 115.3



program manager	73.5 - 95.0	83.6 - 109.9	95.6 - 125.1
project controller	52.6 - 69.4	58.9 - 79.1	66.5 - 89.8
project controls manager	86.3 - 118.1	99.4 - 138.3	114.9 - 157.8
project controls specialist	62.0 - 80.6	70.1 - 92.6	79.6 - 104.9
project coordinator	97.7 - 125.7	106.2 - 138.8	117.4 - 153.7
project director	106.9 - 129.6	134.5 - 163.2	165.1 - 200.7
project engineer	86.6 - 110.8	93.9 - 122.6	103.4 - 136.7
project manager	76.6 - 105.3	88.9 - 124.2	103.2 - 141.9
purchasing manager	112.4 - 147.4	127.0 - 167.4	143.6 - 187.2
quality assurance manager	93.9 - 122.3	103.8 - 137.3	116.3 - 153.0
quality control engineer	69.3 - 92.0	79.2 - 107.0	91.0 - 121.4
reliability engineer	69.6 - 90.5	80.0 - 106.1	92.6 - 121.3
reliability manager	83.3 - 109.4	96.5 - 129.1	112.7 - 147.3
safety inspector	61.0 - 79.4	68.9 - 91.1	78.1 - 102.7
sourcing engineer	67.2 - 88.4	76.3 - 103.0	87.5 - 117.9
sourcing specialist	59.7 - 77.4	66.1 - 87.6	74.3 - 99.3
specification writer	53.6 - 68.7	60.5 - 78.8	68.5 - 89.1
stationary engineer	56.4 - 71.7	61.8 - 80.0	68.5 - 88.9
structural designer	54.9 - 71.3	62.0 - 81.8	70.3 - 92.5
structural engineer	70.5 - 93.4	80.4 - 108.7	92.6 - 124.3
superintendent	41.7 - 53.1	46.6 - 60.4	52.7 - 68.4
systems control engineer	65.4 - 87.6	75.8 - 103.3	88.1 - 118.3
transmission line engineer	78.5 - 99.1	84.9 - 109.2	93.3 - 121.2
transportation manager	97.8 - 129.3	110.7 - 147.8	126.1 - 166.4
<b>manufacturing</b>			
applications engineer	88.3 - 117.1	101.9 - 136.9	118.0 - 154.3
assurance control technician	75.4 - 98.3	85.3 - 113.6	97.3 - 128.4



automation engineer	64.2 - 85.4	73.8 - 100.1	85.3 - 114.8
buyer	58.0 - 75.6	65.9 - 87.4	75.3 - 99.9
chemical engineer	70.4 - 102.1	89.4 - 129.3	109.6 - 149.2
coating inspector	39.0 - 50.8	44.3 - 58.5	50.5 - 66.5
commissioning and start up engineer	60.4 - 80.2	69.3 - 93.9	80.0 - 107.2
continuous improvement engineer	92.5 - 121.1	103.1 - 136.9	116.1 - 152.5
controls designer/engineer	57.2 - 76.0	65.6 - 88.5	75.3 - 100.9
controls engineer	57.2 - 76.0	65.6 - 88.5	75.3 - 100.9
demand planner	51.6 - 70.7	61.7 - 85.0	72.6 - 97.2
electrical designer	72.8 - 96.4	83.0 - 112.1	95.5 - 128.7
electrical engineer	65.4 - 90.9	79.8 - 112.5	96.6 - 131.7
electrical engineering technician	58.0 - 73.9	65.9 - 85.5	75.3 - 97.3
electrical test engineer	70.5 - 94.5	81.8 - 111.9	95.5 - 129.3
electronics designer	57.6 - 72.6	65.5 - 83.9	74.8 - 95.4
electronics engineer	79.4 - 103.5	88.4 - 117.3	99.4 - 131.6
electronics technician	56.6 - 73.0	63.3 - 83.1	71.4 - 93.9
estimation engineer	72.9 - 96.9	83.6 - 113.4	96.6 - 130.3
estimator	61.7 - 80.0	68.3 - 90.5	76.8 - 102.4
field service engineer	55.8 - 72.8	62.4 - 83.4	71.0 - 96.0
health and safety specialist	70.3 - 92.2	80.4 - 107.5	92.7 - 122.6
HVAC drafter	51.1 - 65.3	57.4 - 74.2	64.5 - 83.0
HVAC engineer	58.8 - 77.7	67.0 - 90.3	76.9 - 102.5
industrial engineer	69.2 - 91.3	78.5 - 105.5	89.7 - 119.3
inventory analyst	52.9 - 68.3	59.3 - 78.0	67.2 - 88.8
logistics specialist	47.6 - 61.2	54.0 - 70.3	61.3 - 80.0
maintenance buyer	43.2 - 55.1	49.9 - 63.9	57.0 - 72.0
maintenance planner	54.9 - 68.8	61.9 - 78.8	70.2 - 88.9



manufacturing engineer	64.1 - 85.2	73.6 - 99.7	84.9 - 113.6
mechanical designer	52.6 - 69.1	60.4 - 80.2	69.1 - 90.7
mechanical drafter	54.1 - 69.8	60.7 - 80.5	69.6 - 94.1
mechanical engineer	62.7 - 88.3	77.9 - 110.7	95.2 - 129.8
mechanical engineering technician	53.3 - 69.4	60.4 - 80.0	68.8 - 90.3
operation excellence specialist	75.0 - 97.7	83.4 - 110.6	93.7 - 123.9
process engineer	62.7 - 83.3	71.9 - 97.5	83.1 - 111.1
production planner	49.9 - 65.6	57.4 - 76.0	65.4 - 85.0
project engineer	86.6 - 110.8	93.9 - 122.6	103.4 - 136.7
project manager	76.6 - 105.3	88.9 - 124.2	103.2 - 141.9
purchasing agent	58.0 - 75.6	65.9 - 87.4	75.3 - 99.9
quality assurance engineer	62.3 - 81.7	70.1 - 93.7	79.6 - 105.4
quality assurance/control technician	55.9 - 73.8	64.5 - 86.2	74.2 - 98.9
quality control engineer	69.3 - 92.0	79.2 - 107.0	91.0 - 121.4
quality control technician	40.4 - 51.8	44.8 - 58.5	50.2 - 65.4
quality engineer	56.2 - 74.5	65.4 - 88.1	76.0 - 100.3
quality inspector	41.1 - 51.8	45.3 - 58.2	50.6 - 65.6
reliability/maintenance engineer	69.6 - 90.5	80.0 - 106.1	92.6 - 121.3
robotics engineer	73.2 - 96.0	82.3 - 110.0	93.4 - 124.1
safety inspector	61.0 - 79.4	68.9 - 91.1	78.1 - 102.7
SCADA engineer	66.8 - 88.7	76.5 - 103.6	88.2 - 118.3
sourcing engineer	67.2 - 88.4	76.3 - 103.0	87.5 - 117.9
stationary engineer	56.4 - 71.7	61.8 - 80.0	68.5 - 88.9
supply chain analyst	54.6 - 72.0	62.0 - 83.2	70.8 - 94.1
systems engineer	71.8 - 94.8	81.5 - 109.7	93.3 - 124.7



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	168.4 - 292.5	245.8 - 428.5	342.8 - 597.2	
vice president finance	121.3 - 211.0	173.8 - 300.2	239.9 - 415.8	
vice-president internal audit	147.0 - 193.4	183.6 - 242.3	222.1 - 293.5	
finance & accounting	1 year	3 years	5 years	10 years
accountant	76.8 - 78.2	82.3 - 86.6	91.8 - 99.4	105.3 - 113.7
accounting clerk	49.0 - 53.2	54.2 - 57.9	58.4 - 61.4	60.5 - 63.6
accounting manager	116.4 - 125.2	127.2 - 134.5	135.6 - 137.7	152.5 - 153.3
accounting supervisor	82.3 - 85.8	89.9 - 94.3	98.1 - 102.9	109.5 - 114.9
accounts payable clerk	50.1 - 52.8	53.2 - 56.3	58.4 - 63.6	65.0 - 68.8
accounts payable manager	87.6 - 89.7	93.9 - 99.1	105.3 - 109.5	110.6 - 114.7
accounts receivable clerk	50.1 - 51.1	52.2 - 54.2	57.4 - 59.5	62.6 - 67.8
accounts receivable manager	89.7 - 90.7	99.1 - 100.1	107.4 - 113.7	114.7 - 119.9
analyst - financial planning & analysis	123.4 - 149.5	133.2 - 160.9	142.7 - 172.0	163.6 - 196.4
assistant controller	131.8 - 166.9	142.8 - 180.1	153.3 - 192.9	177.0 - 222.4
billing specialist	52.2 - 54.3	56.3 - 59.5	61.5 - 65.7	67.8 - 72.0
bookkeeper	51.1 - 54.2	57.4 - 59.5	61.5 - 63.6	67.8 - 76.3
business analyst	91.8 - 110.3	99.3 - 119.3	106.6 - 128.0	122.8 - 147.1
controller	121.4 - 211.2	169.9 - 292.1	218.2 - 374.6	275.8 - 351.2
cost accountant	73.1 - 79.1	87.9 - 90.9	96.4 - 100.0	101.2 - 107.3
credit & collection specialist	50.1 - 51.1	54.8 - 64.7	65.7 - 67.8	73.0 - 78.2
credit and collections manager	88.7 - 91.8	93.9 - 97.0	99.1 - 105.6	110.1 - 114.7
credit and collections supervisor	62.8 - 67.9	76.6 - 82.8	85.8 - 88.9	93.7 - 97.5
director - financial planning & analysis	150.6 - 195.9	190.5 - 248.9	231.3 - 302.3	---
external auditor	75.8 - 91.3	82.5 - 99.2	89.0 - 106.9	103.0 - 123.7
finance director	146.1 - 190.1	187.3 - 244.6	227.1 - 296.6	---



financial analyst	78.6 - 81.6	83.5 - 87.1	88.8 - 93.1	94.2 - 98.1
financial reporting manager	138.7 - 167.3	148.7 - 179.0	158.4 - 190.3	180.8 - 216.9
internal audit manager	129.7 - 158.7	139.3 - 170.0	148.5 - 180.9	169.3 - 205.5
internal auditor	73.7 - 88.8	81.6 - 98.1	89.1 - 107.1	104.5 - 125.4
invoicing clerk	50.7 - 51.5	53.7 - 55.9	58.6 - 62.4	64.0 - 66.2
payroll clerk	58.6 - 60.6	63.8 - 66.2	70.1 - 72.8	75.2 - 78.6
payroll manager	106.0 - 114.7	123.1 - 128.8	134.1 - 140.8	146.1 - 158.8
payroll specialist	68.4 - 69.9	74.4 - 76.5	79.8 - 81.7	86.2 - 91.1
payroll supervisor	120.4 - 82.5	84.3 - 86.0	91.1 - 94.0	97.4 - 105.3
property accountant	75.3 - 80.6	82.5 - 85.9	88.8 - 93.8	---
tax analyst	53.8 - 64.6	59.5 - 71.2	64.8 - 77.7	75.8 - 90.8
tax manager	114.5 - 140.7	123.0 - 150.7	131.2 - 160.4	150.5 - 182.8
treasury analyst	71.3 - 85.5	76.5 - 91.7	81.5 - 97.6	92.7 - 111.1
treasury director	108.3 - 131.5	116.9 - 141.8	125.4 - 151.8	---

## healthcare

	entry	mid	senior
dental office manager	53.4 - 68.8	58.6 - 76.7	64.9 - 85.7
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	59.6 - 75.1	64.1 - 82.7	70.3 - 93.0
disability consultant	47.5 - 62.1	55.5 - 72.7	63.7 - 82.1
health records clerk	37.6 - 47.1	42.5 - 53.7	47.9 - 58.0
healthcare clinic manager	85.5 - 110.2	93.2 - 122.4	103.1 - 136.3
medical / clinic coordinator	56.6 - 71.1	62.6 - 80.4	70.3 - 91.6
medical billing clerk	38.7 - 49.6	44.4 - 57.3	50.4 - 64.2
medical claims analyst	47.6 - 62.3	52.7 - 70.4	59.2 - 79.4
medical office assistant	35.3 - 43.8	38.9 - 49.0	43.0 - 53.9



medical receptionist	35.2 - 45.3	41.3 - 52.3	46.5 - 55.7
medical reimbursement specialist	39.6 - 52.4	46.0 - 61.4	53.0 - 69.1
medical secretary	38.0 - 48.2	42.3 - 54.3	47.1 - 59.7
nurse practitioner	86.1 - 106.8	95.5 - 120.2	106.5 - 132.7
nursing manager	104.5 - 135.5	113.4 - 149.6	125.9 - 168.6
nursing supervisor / team lead	77.9 - 99.6	88.7 - 114.2	100.2 - 127.8
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	34.1 - 42.9	38.4 - 49.2	43.3 - 55.3
patient service representatives (unilingual or bilingual)	35.5 - 43.2	40.0 - 49.6	45.3 - 56.2
pharmacist	100.0 - 125.7	111.0 - 140.9	123.0 - 154.2
pharmacy assistant	36.0 - 45.5	40.6 - 51.7	45.4 - 55.4
pharmacy manager	120.9 - 159.7	136.6 - 181.5	153.9 - 203.4
registered nurse	68.4 - 84.9	74.8 - 94.6	82.9 - 105.4
registered/licensed practical nurses	43.0 - 53.0	51.0 - 68.0	61.0 - 79.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	89.1 - 123.1	111.9 - 154.7	139.4 - 193.0
health and safety director	103.2 - 123.9	134.1 - 159.1	159.4 - 188.8
HR operations director	97.3 - 139.6	126.7 - 178.1	157.6 - 221.5
human resources director	106.7 - 147.1	135.9 - 184.3	167.1 - 227.4
L&D director	109.4 - 135.9	136.6 - 167.4	171.8 - 211.2
talent acquisition director	101.9 - 140.9	129.0 - 175.1	156.6 - 212.6
total rewards director	121.9 - 157.3	156.7 - 200.9	190.9 - 245.8
vice president human resources / CHRO	128.1 - 211.5	161.2 - 266.5	198.8 - 329.3
human resources	entry	mid	senior



benefits administrator	57.8 - 73.6	64.5 - 83.7	72.9 - 94.9
compensation analyst	58.8 - 77.3	67.6 - 90.4	78.0 - 102.9
compensation and benefits manager	106.5 - 138.5	118.3 - 155.7	133.1 - 174.8
compensation specialist	51.9 - 68.2	59.7 - 79.7	68.8 - 91.0
diversity & inclusion coordinator	43.9 - 56.4	50.4 - 64.1	56.0 - 69.1
health and safety advisor	62.4 - 80.1	71.6 - 93.3	82.2 - 106.2
health and safety manager	89.2 - 115.8	99.9 - 131.9	113.2 - 148.4
HRIS analyst	73.8 - 96.6	84.1 - 112.7	96.7 - 128.4
human resources advisor	60.5 - 76.6	66.0 - 85.5	73.3 - 96.7
human resources assistant	43.0 - 54.6	48.6 - 61.5	53.8 - 66.6
human resources business partner	64.8 - 84.5	72.3 - 96.2	81.7 - 108.9
human resources coordinator	40.5 - 51.4	45.7 - 57.8	50.5 - 62.3
human resources manager	100.0 - 134.2	115.9 - 156.4	134.4 - 177.9
human resources supervisor	66.4 - 85.6	72.9 - 96.2	81.7 - 109.9
instructional designer	50.4 - 64.9	56.4 - 74.0	63.7 - 83.9
labour relations advisor	63.4 - 83.8	72.2 - 97.3	82.9 - 111.0
labour relations manager	105.6 - 143.0	124.4 - 168.3	145.2 - 193.4
learning and development specialist	51.1 - 66.4	57.9 - 76.6	66.1 - 86.8
recruitment coordinator	40.4 - 53.1	47.1 - 62.0	54.0 - 69.8
talent acquisition specialist	59.7 - 77.5	66.2 - 87.6	74.3 - 99.0

## industrial management

	entry	mid	senior
engineering manager	101.6 - 136.6	116.2 - 157.4	133.5 - 178.1
inventory control manager	63.7 - 83.2	71.2 - 94.9	80.5 - 107.5
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	97.8 - 129.3	110.7 - 147.8	126.1 - 166.4



logistic supervisor	52.0 - 66.3	58.2 - 75.4	65.6 - 84.9
machining manager	78.1 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.2 - 110.1	105.7 - 120.9	115.7 - 145.7
maintenance supervisor	75.8 - 90.1	85.1 - 115.7	110.0 - 130.5
manufacturing director	127.7 - 153.6	163.5 - 196.1	200.0 - 240.4
operations director	120.9 - 161.2	158.8 - 212.3	201.3 - 269.3
operations manager	82.3 - 112.7	94.7 - 131.5	109.0 - 148.6
planning director	129.2 - 166.0	159.7 - 204.8	195.4 - 251.5
plant manager	110.5 - 152.6	132.3 - 182.7	156.3 - 211.5
procurement director	115.7 - 151.5	152.9 - 198.2	183.7 - 239.2
procurement manager	93.8 - 123.5	103.6 - 138.7	116.3 - 155.3
production manager	99.3 - 131.3	112.6 - 150.5	128.7 - 169.7
production supervisor	70.6 - 85.7	82.1 - 100.4	95.9 - 119.3
project director	106.9 - 129.6	134.5 - 163.2	165.1 - 200.7
purchasing director	115.7 - 151.5	152.9 - 198.2	183.7 - 239.2
purchasing manager	112.4 - 147.4	127.0 - 167.4	143.6 - 187.2
quality assurance manager	93.9 - 122.3	103.8 - 137.3	116.3 - 153.0
quality director	103.5 - 139.7	131.2 - 174.0	159.4 - 211.6
site supervisor	94.0 - 123.2	103.1 - 137.4	115.0 - 153.4
supply chain director	121.6 - 146.7	158.2 - 189.5	192.7 - 231.7
supply chain manager	93.6 - 126.0	108.5 - 146.6	125.1 - 163.7
warehouse manager	80.4 - 104.9	89.3 - 119.0	100.5 - 133.7
warehouse supervisor	65.0 - 73.1	70.4 - 85.6	80.4 - 96.1
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 71.9	62.9 - 82.4	73.1 - 93.2



## industrial support

	entry	mid	senior
assembler/fabricator	18.2 - 21.6	20.2 - 24.8	22.6 - 28.0
counterbalance forklift operator	20.5 - 22.5	21.9 - 24.6	23.9 - 27.5
delivery/courier driver	19.2 - 22.3	21.5 - 25.4	23.1 - 28.5
electronic parts assembler	19.1 - 23.7	20.6 - 26.1	22.6 - 28.6
forklift operator	20.1 - 23.3	22.3 - 26.9	25.5 - 29.9
general labourer - heavy	19.3 - 23.4	21.3 - 27.1	24.1 - 29.2
general labourer - light	17.5 - 20.3	19.5 - 23.9	21.3 - 25.7
industrial painter	24.1 - 26.2	25.8 - 27.5	26.9 - 28.9
inventory control clerk	19.0 - 23.8	21.5 - 27.2	24.3 - 30.5
janitor/custodian	19.7 - 21.9	20.2 - 22.3	21.4 - 23.7
machine operator	19.2 - 24.5	21.4 - 28.3	24.4 - 32.2
machine operator assistant	18.0 - 22.4	20.6 - 25.8	23.2 - 28.7
manufacturing worker	18.1 - 20.5	18.7 - 23.5	21.4 - 26.7
material handler	20.1 - 23.4	21.1 - 27.2	24.8 - 29.3
mould machine operator	20.5 - 25.5	22.3 - 29.4	25.3 - 32.9
order/cherry picker forklift operator	22.0 - 24.9	23.4 - 27.5	25.6 - 28.0
packaging labourer	17.5 - 21.9	19.2 - 24.8	21.6 - 28.0
parts clerk	17.6 - 22.2	18.7 - 25.4	21.1 - 28.4
picker/packer	17.0 - 21.1	18.8 - 23.6	21.2 - 25.8
production labourer	18.1 - 21.1	19.6 - 24.9	22.7 - 27.2
reach truck operator	21.2 - 23.7	22.6 - 24.8	25.2 - 26.4
shipper/receiver	19.9 - 23.0	22.6 - 25.6	24.7 - 28.5
shipping and receiving clerk	19.4 - 22.7	20.7 - 26.0	23.5 - 29.5
warehouse labourer	18.8 - 24.3	22.4 - 28.0	25.1 - 29.5



## marketing

digital marketing	entry	mid	senior
digital marketing manager	71.6 - 93.9	80.4 - 107.7	91.5 - 122.9
digital marketing specialist	50.5 - 66.6	58.4 - 78.4	67.8 - 89.5
e-commerce director	112.5 - 139.7	142.3 - 176.7	179.6 - 223.5
e-commerce marketing manager	81.9 - 106.9	91.4 - 121.9	103.5 - 138.8
marketing content manager	61.5 - 81.1	69.8 - 93.9	79.9 - 107.1
social media manager	62.4 - 86.1	75.3 - 104.2	89.0 - 121.0
web marketing analyst	64.8 - 83.4	72.6 - 95.5	82.0 - 108.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	104.5 - 159.0	141.1 - 215.2	181.3 - 277.1
marketing vice-president	104.0 - 187.5	144.7 - 262.0	196.2 - 355.9
vice-president marketing & sales	92.6 - 166.9	129.0 - 233.1	175.0 - 317.4
marketing and communications	entry	mid	senior
brand or product manager	90.6 - 116.6	100.7 - 132.0	113.2 - 148.1
brand or product manager assistant	65.9 - 88.6	76.7 - 104.6	89.1 - 120.0
communications manager	73.9 - 96.8	82.9 - 110.7	93.9 - 124.8
communications specialist	55.9 - 76.4	66.6 - 91.9	78.4 - 105.1
content specialist	55.1 - 72.4	63.3 - 84.7	73.2 - 96.8
event specialist	45.2 - 61.6	53.7 - 73.9	63.3 - 84.8
graphic designer	51.5 - 67.7	59.1 - 78.7	67.7 - 89.1
marketing coordinator	58.8 - 77.0	66.2 - 88.4	75.2 - 100.3
marketing director	102.2 - 137.8	119.2 - 162.9	138.8 - 186.1
marketing project manager	46.7 - 61.8	53.4 - 71.7	61.2 - 81.5
marketing specialist	51.0 - 67.5	58.2 - 78.3	66.7 - 88.8



## sales

corporate sales	entry	mid	senior
account manager - hardware	54.7 - 68.3	59.5 - 75.8	65.7 - 84.7
account manager - software	60.9 - 75.7	65.7 - 83.4	72.2 - 93.2
district sales manager	85.6 - 110.9	97.7 - 129.0	112.5 - 148.1
key accounts manager - consumer goods	77.4 - 99.1	86.9 - 113.7	98.9 - 129.7
sales manager/ director	67.4 - 90.1	76.5 - 104.0	87.3 - 117.4
sales representative, account manager - consumer goods	53.2 - 67.3	58.8 - 75.6	65.6 - 84.7
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	135.5 - 174.7	167.4 - 215.9	206.1 - 265.9
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	54.7 - 64.7	64.5 - 75.1	75.0 - 77.3
internal sales representative - manufacturing	51.8 - 65.1	56.9 - 73.0	63.4 - 82.1
sales engineer - distribution	74.3 - 97.1	81.6 - 108.7	90.9 - 121.4
sales engineer - manufacturing	64.2 - 85.5	72.6 - 98.3	82.4 - 110.7
sales representative, account manager - distribution	52.5 - 65.5	57.0 - 72.6	63.0 - 81.3
sales representative, account manager - manufacturing	55.1 - 79.0	60.5 - 88.1	67.0 - 98.0
technical sales representative - manufacturing	52.7 - 67.7	59.7 - 78.0	67.9 - 87.9
territory manager - retail	54.0 - 67.0	58.2 - 73.9	64.1 - 83.2

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9



electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# peterborough county

## customer experience

	entry	mid	senior
bilingual call center operations manager	63.7 - 82.3	71.3 - 93.7	80.4 - 105.2
bilingual customer loyalty agent	37.0 - 48.1	42.0 - 55.5	47.9 - 62.9
bilingual customer service manager	74.3 - 97.6	83.5 - 112.2	95.2 - 128.7
bilingual customer service representative	38.9 - 48.9	42.9 - 55.1	48.0 - 61.9
bilingual customer service supervisor	59.8 - 78.5	67.5 - 90.3	76.7 - 102.8
bilingual customer service team lead	52.0 - 66.1	59.7 - 75.5	66.8 - 82.2
bilingual customer service trainer	44.9 - 58.6	51.2 - 67.9	58.7 - 77.2
bilingual e-chat representative	45.0 - 56.9	49.9 - 64.2	55.9 - 72.1
bilingual fundraising agent	35.5 - 45.5	40.8 - 52.6	46.3 - 58.8
bilingual inside sales manager	70.5 - 94.3	80.0 - 109.1	91.4 - 123.6
bilingual inside sales representative	50.6 - 63.6	55.6 - 71.3	61.9 - 80.3
bilingual insurance advisor	57.5 - 72.6	62.5 - 80.6	69.0 - 90.3
bilingual junior collection agent	36.1 - 45.9	40.5 - 52.6	45.7 - 58.9
bilingual order desk representative	35.9 - 44.7	40.4 - 50.9	45.2 - 56.2
bilingual order management representative	41.0 - 51.8	46.2 - 59.4	52.5 - 68.0
bilingual survey agent	34.9 - 43.9	40.1 - 51.3	45.5 - 56.0
bilingual technical support level 1 agent	45.7 - 60.6	52.3 - 69.8	59.4 - 78.5
bilingual telemarketing agent	35.1 - 43.5	38.7 - 49.5	43.8 - 57.2
bilingual telephone dispatcher	41.5 - 52.7	47.0 - 60.4	53.3 - 68.5
bilingual travel support agent	41.0 - 51.5	45.7 - 57.9	50.9 - 64.1
bilingual workforce planner	49.2 - 61.8	53.0 - 68.1	58.4 - 76.9



## engineering

construction	entry	mid	senior
architect	61.6 - 80.1	68.5 - 91.1	77.3 - 103.4
architectural drafter	53.9 - 69.6	62.5 - 82.3	73.0 - 97.1
architectural technician	70.8 - 93.3	81.4 - 109.3	94.1 - 124.7
BIM/VDC coordinator	63.5 - 82.7	70.7 - 94.1	79.8 - 106.7
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	63.1 - 85.2	73.9 - 101.4	86.3 - 115.9
civil engineering drafter	55.3 - 68.7	61.8 - 78.3	69.7 - 88.8
civil engineering technologist	45.2 - 60.9	53.8 - 72.9	63.0 - 83.0
civil project engineer	73.6 - 101.2	85.1 - 119.3	99.0 - 137.7
civil project manager	79.3 - 105.8	89.4 - 121.6	101.7 - 137.7
construction director	96.9 - 128.1	131.0 - 173.6	165.0 - 218.8
construction inspector	67.4 - 89.7	77.1 - 104.5	88.7 - 118.7
construction manager	75.5 - 98.5	82.7 - 110.2	92.0 - 124.3
construction project manager	65.9 - 90.5	76.3 - 106.8	88.8 - 123.0
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	57.3 - 75.4	64.8 - 87.2	74.1 - 99.3
director of operations	116.4 - 156.1	153.7 - 206.5	195.6 - 262.7
drafter	54.8 - 68.4	61.5 - 78.1	69.6 - 88.6
electrical designer/engineer	73.3 - 96.4	82.4 - 110.8	93.9 - 126.5
electrical engineer	63.6 - 88.6	77.7 - 110.0	94.2 - 129.0
electrical engineering technician	56.9 - 72.4	64.6 - 83.7	73.7 - 95.3
engineering manager	84.4 - 113.5	96.3 - 132.1	110.8 - 151.3
environmental engineer	61.6 - 82.1	70.9 - 96.6	82.2 - 111.3
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	59.3 - 77.4	67.3 - 89.6	77.0 - 102.5



field manager	65.8 - 86.9	74.7 - 100.9	85.8 - 116.9
field supervisor	65.3 - 85.5	73.2 - 97.6	82.6 - 110.1
foreman	53.2 - 68.4	59.3 - 77.8	66.9 - 88.2
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	61.1 - 78.4	70.1 - 91.3	80.4 - 103.9
health and safety specialist	68.3 - 89.9	78.2 - 105.0	90.3 - 120.0
HVAC drafter	50.0 - 63.8	56.0 - 72.5	63.0 - 81.1
HVAC engineer	57.2 - 75.6	65.2 - 88.0	74.8 - 100.0
mechanical designer	51.2 - 67.2	58.7 - 78.1	67.2 - 88.4
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	61.0 - 86.0	75.8 - 108.2	92.8 - 127.0
mechanical engineering technician	52.3 - 68.0	59.2 - 78.4	67.4 - 88.4
mechanical site supervisor	51.3 - 65.7	57.8 - 75.4	65.7 - 86.3
operations manager	78.7 - 107.8	90.6 - 126.0	104.3 - 142.5
project coordinator	37.4 - 50.5	42.7 - 59.0	49.3 - 67.6
project director	104.1 - 126.5	131.4 - 159.8	161.8 - 196.9
project engineer	84.3 - 108.3	91.5 - 119.9	101.0 - 133.9
project manager	74.3 - 102.5	86.3 - 121.1	100.5 - 138.7
purchasing manager	92.9 - 122.7	104.9 - 141.1	119.3 - 159.2
specification writer	51.8 - 66.4	58.5 - 76.2	66.3 - 86.0
structural engineer	68.5 - 91.0	78.2 - 106.2	90.2 - 121.7
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	82.9 - 110.2	94.6 - 128.3	109.0 - 147.6
<b>manufacturing</b>			
applications engineer	73.6 - 97.3	84.8 - 114.0	98.1 - 129.6
assurance control technician	62.8 - 81.8	71.1 - 94.4	81.1 - 106.8
automation engineer	62.4 - 83.2	71.7 - 97.7	83.1 - 112.2



buyer	56.2 - 73.3	63.8 - 84.9	73.0 - 97.2
chemical engineer	68.5 - 99.6	87.1 - 126.6	107.1 - 146.4
coating inspector	38.1 - 49.6	43.3 - 57.2	49.3 - 64.9
commissioning and start up engineer	58.9 - 78.4	67.7 - 91.9	78.2 - 105.1
continuous improvement engineer	76.7 - 100.0	85.3 - 113.4	95.9 - 127.3
controls designer/engineer	56.1 - 74.4	64.2 - 86.7	73.7 - 98.9
controls engineer	56.1 - 74.4	64.2 - 86.7	73.7 - 98.9
demand planner	50.8 - 69.5	60.7 - 83.7	71.4 - 95.8
electrical designer	70.8 - 94.0	80.8 - 109.6	93.1 - 126.0
electrical engineer	63.6 - 88.6	77.7 - 110.0	94.2 - 129.0
electrical engineering technician	56.9 - 72.4	64.6 - 83.7	73.7 - 95.3
electrical test engineer	68.6 - 92.2	79.6 - 109.4	93.2 - 126.6
electronics designer	56.5 - 71.1	64.2 - 82.1	73.2 - 93.4
electronics engineer	77.2 - 101.0	86.1 - 114.8	97.0 - 128.9
electronics technician	55.5 - 71.5	62.0 - 81.4	69.9 - 92.0
estimation engineer	70.9 - 94.6	81.4 - 110.9	94.2 - 127.5
estimator	59.8 - 77.6	66.2 - 87.9	74.5 - 99.7
field service engineer	54.8 - 71.3	61.2 - 81.6	69.5 - 94.1
health and safety specialist	68.3 - 89.9	78.2 - 105.0	90.3 - 120.0
HVAC drafter	50.0 - 63.8	56.0 - 72.5	63.0 - 81.1
HVAC engineer	57.2 - 75.6	65.2 - 88.0	74.8 - 100.0
industrial engineer	67.3 - 89.0	76.4 - 103.1	87.4 - 116.7
inventory analyst	52.1 - 67.1	58.3 - 76.7	66.0 - 87.4
logistics specialist	46.2 - 59.3	52.3 - 68.2	59.4 - 77.6
maintenance buyer	41.6 - 52.9	48.0 - 61.4	54.8 - 69.2
maintenance planner	53.5 - 67.0	60.4 - 76.8	68.4 - 86.7
manufacturing engineer	62.4 - 83.0	71.5 - 97.2	82.7 - 111.0



mechanical designer	51.2 - 67.2	58.7 - 78.1	67.2 - 88.4
mechanical drafter	53.0 - 68.4	59.5 - 78.8	68.1 - 92.2
mechanical engineer	61.0 - 86.0	75.8 - 108.2	92.8 - 127.0
mechanical engineering technician	52.3 - 68.0	59.2 - 78.4	67.4 - 88.4
operation excellence specialist	72.7 - 95.0	80.9 - 107.7	91.0 - 120.9
process engineer	60.9 - 81.1	70.0 - 95.1	80.9 - 108.5
production planner	48.3 - 63.4	55.5 - 73.5	63.2 - 82.3
project engineer	84.3 - 108.3	91.5 - 119.9	101.0 - 133.9
project manager	74.3 - 102.5	86.3 - 121.1	100.5 - 138.7
purchasing agent	56.2 - 73.3	63.8 - 84.9	73.0 - 97.2
quality assurance engineer	60.6 - 79.5	68.2 - 91.3	77.4 - 103.0
quality assurance/control technician	54.9 - 72.2	63.2 - 84.4	72.7 - 96.9
quality control engineer	67.4 - 89.7	77.1 - 104.5	88.7 - 118.7
quality control technician	39.5 - 50.6	43.8 - 57.1	49.1 - 63.8
quality engineer	54.8 - 72.8	63.9 - 86.0	74.2 - 98.1
quality inspector	40.2 - 50.6	44.2 - 56.8	49.4 - 64.1
reliability/maintenance engineer	67.7 - 88.2	77.8 - 103.6	90.2 - 118.7
robotics engineer	71.2 - 93.6	80.1 - 107.5	91.0 - 121.4
safety inspector	59.8 - 77.7	67.5 - 89.1	76.5 - 100.5
SCADA engineer	65.0 - 86.4	74.4 - 101.1	85.9 - 115.7
sourcing engineer	55.6 - 73.4	63.2 - 85.3	72.6 - 97.4
stationary engineer	55.3 - 70.3	60.6 - 78.5	67.2 - 87.3
supply chain analyst	52.9 - 69.8	60.1 - 80.7	68.6 - 91.5
systems engineer	69.8 - 92.4	79.3 - 107.2	91.0 - 122.1



## industrial management

	entry	mid	senior
engineering manager	84.4 - 113.5	96.3 - 132.1	110.8 - 151.3
inventory control manager	62.5 - 81.6	69.8 - 93.0	78.9 - 105.4
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	81.0 - 106.9	91.5 - 123.0	104.2 - 140.2
logistic supervisor	50.3 - 64.1	56.3 - 72.9	63.4 - 82.2
machining manager	61.0 - 78.2	67.6 - 88.5	75.9 - 100.3
maintenance manager	62.5 - 81.8	71.2 - 94.4	80.9 - 105.5
maintenance supervisor	59.3 - 77.4	67.3 - 89.6	77.0 - 102.5
manufacturing director	105.8 - 128.6	137.8 - 167.7	171.4 - 208.6
operations director	116.4 - 156.1	153.7 - 206.5	195.6 - 262.7
operations manager	78.7 - 107.8	90.6 - 126.0	104.3 - 142.5
planning director	107.2 - 140.1	134.3 - 175.8	167.2 - 219.0
plant manager	91.3 - 127.4	109.5 - 155.2	130.8 - 181.5
procurement director	95.6 - 126.4	127.7 - 169.3	156.0 - 207.1
procurement manager	77.7 - 102.0	85.8 - 115.0	96.1 - 129.8
production manager	82.3 - 108.6	93.0 - 125.4	106.4 - 143.2
production supervisor	56.9 - 72.9	63.1 - 82.5	70.9 - 93.4
project director	104.1 - 126.5	131.4 - 159.8	161.8 - 196.9
purchasing director	95.6 - 126.4	127.7 - 169.3	156.0 - 207.1
purchasing manager	92.9 - 122.7	104.9 - 141.1	119.3 - 159.2
quality assurance manager	77.8 - 101.0	85.9 - 113.8	96.1 - 127.7
quality director	85.7 - 115.9	108.5 - 147.2	133.6 - 181.6
site supervisor	78.1 - 102.1	85.6 - 114.2	95.3 - 128.5
supply chain director	100.5 - 122.1	132.6 - 161.4	164.3 - 200.1
supply chain manager	77.6 - 104.1	89.7 - 122.0	103.4 - 137.6
warehouse manager	66.7 - 86.8	74.1 - 98.3	83.2 - 110.7



warehouse supervisor	52.2 - 68.0	59.3 - 78.5	67.6 - 89.2
weld shop manager	58.0 - 64.7	62.9 - 74.8	73.1 - 92.3
weld shop supervisor	54.3 - 70.3	61.2 - 80.7	69.3 - 91.3

## industrial support

	entry	mid	senior
assembler/fabricator	18.5 - 21.5	20.6 - 23.7	22.6 - 25.7
counterbalance forklift operator	21.3 - 25.4	23.4 - 27.5	25.6 - 28.7
delivery/courier driver	20.1 - 23.1	22.2 - 25.3	24.5 - 27.6
electronic parts assembler	19.5 - 22.6	21.2 - 24.6	23.6 - 26.8
forklift operator	21.1 - 24.2	23.2 - 26.1	25.3 - 28.5
general labourer - heavy	20.5 - 23.1	22.4 - 25.1	24.3 - 27.5
general labourer - light	18.2 - 21.5	20.1 - 23.2	22.4 - 25.6
industrial painter	22.1 - 25.2	24.3 - 27.5	26.8 - 29.2
inventory control clerk	20.1 - 23.2	22.2 - 25.5	24.1 - 27.2
janitor/custodian	19.5 - 22.4	21.2 - 24.5	23.6 - 26.7
machine operator	20.2 - 23.4	22.4 - 25.4	24.6 - 27.7
machine operator assistant	18.6 - 21.3	20.7 - 23.8	22.6 - 25.7
manufacturing worker	19.2 - 22.3	21.1 - 24.3	23.3 - 26.5
material handler	21.1 - 24.2	23.2 - 26.1	25.3 - 28.5
order/cherry picker forklift operator	23.1 - 25.4	25.3 - 28.2	27.1 - 30.1
packaging labourer	19.2 - 22.3	21.3 - 24.5	24.6 - 27.1
parts clerk	19.1 - 22.3	21.2 - 24.5	23.3 - 26.5
picker/packer	18.1 - 21.2	20.4 - 23.5	22.6 - 25.7
production labourer	19.2 - 22.3	21.1 - 24.3	23.3 - 26.5
reach truck operator	22.2 - 25.3	24.1 - 27.3	26.1 - 29.3
shipper/receiver	21.5 - 24.6	23.1 - 26.4	25.2 - 28.3



shipping and receiving clerk	19.5 - 23.4	21.4 - 26.9	24.2 - 30.5
warehouse labourer	18.4 - 21.5	20.6 - 23.1	22.5 - 25.6

## sales

corporate sales	entry	mid	senior
account manager - hardware	52.7 - 65.8	57.3 - 72.9	63.2 - 81.6
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	54.9 - 64.8	64.5 - 75.2	75.0 - 77.1

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9



tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# simcoe county

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	48.1 - 52.7	51.5 - 58.5	57.4 - 64.6
administrative assistant (bilingual)	50.1 - 54.7	53.5 - 60.5	57.4 - 64.6
administrative clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
administrative manager	61.6 - 78.9	67.1 - 87.5	74.0 - 97.7
benefits clerk	50.4 - 54.6	54.1 - 59.7	57.7 - 67.8
buyer assistant	43.3 - 52.0	46.6 - 60.0	52.7 - 66.2
contracts administrator	55.2 - 65.5	64.8 - 69.6	67.0 - 72.5
data entry clerk	42.2 - 46.4	45.8 - 52.6	48.7 - 56.2
executive assistant	57.0 - 77.6	66.5 - 91.5	77.0 - 104.3
executive assistant (bilingual)	60.0 - 78.6	68.5 - 91.5	81.0 - 104.3
file clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
HR coordinator	47.3 - 51.1	50.4 - 57.5	56.2 - 62.0
inventory clerk	42.0 - 47.9	45.2 - 54.8	51.1 - 61.4
inventory coordinator	47.5 - 60.3	52.8 - 68.2	59.3 - 77.0
invoicing clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
logistics coordinator	52.1 - 64.0	56.8 - 74.8	65.2 - 85.0
mailroom clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
marketing assistant	47.0 - 53.6	50.4 - 58.6	53.6 - 70.1
office clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
office manager	60.8 - 71.8	65.2 - 80.3	68.0 - 89.6
order clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8
order entry clerk	41.5 - 48.8	45.8 - 54.3	50.1 - 58.8



payroll administrator	50.1 - 60.8	56.0 - 68.2	60.6 - 80.2
receptionist	45.8 - 49.1	48.2 - 53.8	52.9 - 58.9
receptionist (bilingual)	47.8 - 51.1	50.2 - 55.8	54.9 - 60.9
sales coordinator	51.2 - 62.8	55.1 - 69.3	60.9 - 78.6

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.8 - 86.3	74.7 - 98.3	84.2 - 110.3
bilingual customer loyalty agent	37.8 - 49.2	43.0 - 56.9	49.0 - 64.6
bilingual customer service manager	75.3 - 101.4	86.8 - 116.5	99.0 - 133.5
bilingual customer service representative	39.8 - 50.2	43.9 - 56.5	49.1 - 63.5
bilingual customer service supervisor	61.7 - 81.1	69.7 - 93.3	79.2 - 106.1
bilingual customer service team lead	53.6 - 68.1	61.6 - 77.9	68.9 - 84.7
bilingual customer service trainer	49.2 - 60.9	52.2 - 69.4	60.0 - 81.0
bilingual e-chat representative	46.0 - 58.4	51.1 - 65.9	57.3 - 74.0
bilingual fundraising agent	41.5 - 52.7	47.0 - 60.4	53.3 - 68.5
bilingual inside sales manager	73.9 - 98.9	83.9 - 114.2	95.8 - 129.3
bilingual inside sales representative	51.8 - 65.2	56.9 - 73.0	63.4 - 82.2
bilingual insurance advisor	58.5 - 75.2	64.6 - 83.4	71.4 - 93.4
bilingual junior collection agent	37.2 - 47.4	41.8 - 54.3	47.2 - 60.8
bilingual order desk representative	36.7 - 45.8	41.4 - 52.2	46.3 - 57.6
bilingual order management representative	42.0 - 53.1	47.3 - 60.9	53.8 - 69.8
bilingual survey agent	35.0 - 44.9	41.0 - 52.5	46.6 - 57.5
bilingual technical support level 1 agent	47.2 - 62.8	54.1 - 72.3	61.4 - 81.3
bilingual telemarketing agent	35.9 - 44.5	39.6 - 50.7	44.8 - 58.6
bilingual telephone dispatcher	42.8 - 54.4	48.5 - 62.4	55.0 - 70.7
bilingual travel support agent	41.9 - 52.8	46.8 - 59.4	52.2 - 65.8



bilingual workforce planner	50.8 - 63.7	54.7 - 70.2	60.2 - 82.2
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## engineering

construction	entry	mid	senior
architect	63.9 - 83.1	71.1 - 94.6	80.3 - 107.2
architectural drafter	55.3 - 71.3	64.0 - 84.5	74.9 - 99.6
architectural technician	73.3 - 96.7	84.3 - 113.1	97.4 - 128.9
BIM/VDC coordinator	66.0 - 85.8	73.4 - 97.6	82.8 - 110.7
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	65.4 - 88.3	76.6 - 104.9	89.4 - 119.7
civil engineering drafter	56.7 - 70.5	63.4 - 80.3	71.5 - 91.1
civil engineering technologist	46.3 - 62.4	55.2 - 74.8	64.6 - 85.2
civil project engineer	75.9 - 103.9	87.6 - 122.3	101.7 - 141.1
civil project manager	82.1 - 109.3	92.5 - 125.5	105.2 - 141.8
construction director	100.2 - 132.2	135.1 - 178.4	169.7 - 224.3
construction inspector	69.9 - 92.8	79.9 - 108.0	91.8 - 122.5
construction manager	78.1 - 101.9	85.5 - 113.9	95.2 - 128.3
construction project manager	68.2 - 93.6	79.0 - 110.4	91.8 - 127.0
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.0 - 77.7	66.9 - 89.7	76.3 - 102.1
director of operations	119.9 - 160.3	157.9 - 211.4	200.4 - 268.2
drafter	56.2 - 70.1	63.1 - 80.2	71.4 - 90.9
electrical designer/engineer	76.0 - 99.7	85.3 - 114.4	97.2 - 130.4
electrical engineer	65.9 - 91.7	80.5 - 113.6	97.5 - 133.0
electrical engineering technician	58.3 - 74.2	66.2 - 85.8	75.6 - 97.7
engineering manager	87.3 - 117.2	99.5 - 136.3	114.5 - 155.8



environmental engineer	63.9 - 85.1	73.4 - 99.9	85.2 - 114.9
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.4 - 80.1	69.8 - 92.7	79.8 - 106.0
field manager	68.2 - 90.0	77.4 - 104.4	88.9 - 120.8
field Supervisor	67.6 - 88.6	75.8 - 101.0	85.6 - 113.8
foreman	54.5 - 70.1	60.8 - 79.8	68.6 - 90.4
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	63.4 - 81.4	72.7 - 94.7	83.4 - 107.7
health and safety specialist	70.9 - 93.0	81.1 - 108.6	93.5 - 123.8
HVAC drafter	51.7 - 65.9	57.9 - 75.0	65.1 - 83.8
HVAC engineer	59.2 - 78.4	67.5 - 91.1	77.5 - 103.4
mechanical designer	53.0 - 69.6	60.8 - 80.9	69.6 - 91.5
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.2 - 89.0	78.5 - 111.7	96.0 - 131.0
mechanical engineering technician	53.5 - 69.7	60.7 - 80.4	69.2 - 90.7
mechanical site supervisor	53.0 - 67.9	59.7 - 78.0	68.0 - 89.2
operations manager	81.2 - 111.1	93.4 - 129.7	107.5 - 146.5
project coordinator	38.5 - 52.1	44.0 - 60.8	50.8 - 69.7
project director	106.9 - 129.7	134.6 - 163.5	165.5 - 201.1
project engineer	87.3 - 111.9	94.7 - 123.7	104.4 - 138.0
project manager	76.5 - 105.3	88.8 - 124.2	103.2 - 142.1
purchasing manager	96.6 - 127.3	109.0 - 146.0	123.8 - 164.6
specification writer	53.6 - 68.7	60.5 - 78.8	68.5 - 89.0
structural engineer	71.0 - 94.2	81.1 - 109.7	93.4 - 125.5
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.7 - 113.8	97.8 - 132.4	112.6 - 152.1
manufacturing			



applications engineer	76.3 - 100.8	87.9 - 118.0	101.6 - 133.9
assurance control technician	65.1 - 84.8	73.7 - 97.8	84.0 - 110.5
automation engineer	64.7 - 86.2	74.4 - 101.0	86.1 - 115.9
buyer	57.9 - 75.5	65.8 - 87.4	75.2 - 99.9
chemical engineer	71.0 - 103.0	90.2 - 130.6	110.6 - 150.7
coating inspector	39.5 - 51.4	44.8 - 59.2	51.1 - 67.3
commissioning and start up engineer	60.4 - 80.3	69.3 - 94.0	80.1 - 107.3
continuous improvement engineer	79.7 - 103.9	88.7 - 117.7	99.6 - 132.0
controls designer/engineer	57.5 - 76.3	65.9 - 88.9	75.6 - 101.4
controls engineer	57.5 - 76.3	65.9 - 88.9	75.6 - 101.4
demand planner	51.6 - 70.7	61.7 - 85.0	72.6 - 97.2
electrical designer	73.4 - 97.3	83.7 - 113.2	96.3 - 129.9
electrical engineer	65.9 - 91.7	80.5 - 113.6	97.5 - 133.0
electrical engineering technician	58.3 - 74.2	66.2 - 85.8	75.6 - 97.7
electrical test engineer	71.1 - 95.4	82.5 - 113.0	96.4 - 130.5
electronics designer	57.9 - 72.9	65.8 - 84.2	75.1 - 95.8
electronics engineer	80.0 - 104.4	89.1 - 118.5	100.3 - 132.8
electronics technician	56.9 - 73.3	63.6 - 83.5	71.7 - 94.3
estimation engineer	73.5 - 97.8	84.3 - 114.5	97.5 - 131.5
estimator	61.6 - 79.9	68.3 - 90.4	76.7 - 102.4
field service engineer	56.1 - 73.2	62.7 - 83.7	71.3 - 96.5
health and safety specialist	70.9 - 93.0	81.1 - 108.6	93.5 - 123.8
HVAC drafter	51.7 - 65.9	57.9 - 75.0	65.1 - 83.8
HVAC engineer	59.2 - 78.4	67.5 - 91.1	77.5 - 103.4
industrial engineer	69.7 - 92.1	79.1 - 106.5	90.5 - 120.5
inventory analyst	52.9 - 68.3	59.3 - 78.0	67.2 - 88.8
logistics specialist	47.6 - 61.2	53.9 - 70.3	61.3 - 79.9



maintenance buyer	43.2 - 55.1	50.0 - 63.9	57.0 - 72.0
maintenance planner	55.4 - 69.4	62.5 - 79.6	70.8 - 89.8
manufacturing engineer	64.6 - 86.0	74.2 - 100.6	85.6 - 114.7
mechanical designer	53.0 - 69.6	60.8 - 80.9	69.6 - 91.5
mechanical drafter	54.3 - 70.2	61.0 - 80.9	69.9 - 94.5
mechanical engineer	63.2 - 89.0	78.5 - 111.7	96.0 - 131.0
mechanical engineering technician	53.5 - 69.7	60.7 - 80.4	69.2 - 90.7
operation excellence specialist	75.0 - 97.7	83.4 - 110.6	93.6 - 123.9
process engineer	63.2 - 84.0	72.5 - 98.4	83.8 - 112.1
production planner	49.8 - 65.5	57.3 - 75.9	65.3 - 84.9
project engineer	87.3 - 111.9	94.7 - 123.7	104.4 - 138.0
project manager	76.5 - 105.3	88.8 - 124.2	103.2 - 142.1
purchasing agent	57.9 - 75.5	65.8 - 87.4	75.2 - 99.9
quality assurance engineer	62.8 - 82.4	70.7 - 94.5	80.2 - 106.4
quality assurance/control technician	56.2 - 74.1	64.8 - 86.5	74.6 - 99.3
quality control engineer	69.9 - 92.8	79.9 - 108.0	91.8 - 122.5
quality control technician	40.9 - 52.4	45.4 - 59.1	50.8 - 66.1
quality engineer	56.8 - 75.4	66.2 - 89.1	76.9 - 101.5
quality inspector	41.6 - 52.4	45.8 - 58.8	51.2 - 66.4
reliability/maintenance engineer	70.2 - 91.3	80.7 - 107.1	93.4 - 122.5
robotics engineer	73.8 - 96.9	83.0 - 111.1	94.2 - 125.3
safety inspector	62.0 - 80.6	70.0 - 92.4	79.3 - 104.2
SCADA engineer	67.4 - 89.5	77.1 - 104.5	89.0 - 119.4
sourcing engineer	57.8 - 76.3	65.8 - 88.7	75.5 - 101.2
stationary engineer	56.7 - 72.1	62.2 - 80.5	68.9 - 89.6
supply chain analyst	54.6 - 71.9	61.9 - 83.1	70.7 - 94.1
systems engineer	72.4 - 95.6	82.1 - 110.8	94.2 - 125.9



## industrial management

	entry	mid	senior
engineering manager	87.3 - 117.2	99.5 - 136.3	114.5 - 155.8
inventory control manager	64.6 - 84.3	72.1 - 96.0	81.5 - 108.8
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	84.2 - 111.0	95.1 - 127.6	108.3 - 145.1
logistic supervisor	51.9 - 66.1	58.1 - 75.2	65.4 - 84.8
machining manager	62.5 - 80.1	69.3 - 90.7	77.9 - 102.7
maintenance manager	63.9 - 83.8	73.0 - 96.7	82.9 - 108.1
maintenance supervisor	61.4 - 80.1	69.8 - 92.7	79.8 - 106.0
manufacturing director	109.4 - 132.7	142.1 - 172.5	176.2 - 214.0
operations director	119.9 - 160.3	157.9 - 211.4	200.4 - 268.2
operations manager	81.2 - 111.1	93.4 - 129.7	107.5 - 146.5
planning director	110.7 - 144.4	138.4 - 180.7	171.9 - 224.5
plant manager	94.9 - 132.1	113.7 - 160.5	135.6 - 187.2
procurement director	99.3 - 131.0	132.4 - 174.9	161.3 - 213.2
procurement manager	80.8 - 106.0	89.2 - 119.4	99.8 - 134.6
production manager	85.5 - 112.8	96.7 - 130.1	110.5 - 148.2
production supervisor	58.3 - 74.8	64.7 - 84.6	72.7 - 95.7
project director	106.9 - 129.7	134.6 - 163.5	165.5 - 201.1
purchasing director	99.3 - 131.0	132.4 - 174.9	161.3 - 213.2
purchasing manager	96.6 - 127.3	109.0 - 146.0	123.8 - 164.6
quality assurance manager	80.9 - 104.9	89.3 - 118.1	99.9 - 132.4
quality director	89.1 - 120.3	112.7 - 152.3	138.4 - 187.3
site supervisor	80.8 - 105.5	88.5 - 118.0	98.5 - 132.5
supply chain director	104.4 - 126.7	137.4 - 166.8	169.7 - 206.2
supply chain manager	80.7 - 108.1	93.3 - 126.5	107.4 - 142.5
warehouse manager	69.4 - 90.2	77.0 - 102.2	86.5 - 114.9



warehouse supervisor	54.3 - 70.8	61.7 - 81.8	70.4 - 92.8
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	55.6 - 72.1	62.7 - 82.7	71.1 - 93.5

## industrial support

	entry	mid	senior
assembler/fabricator	17.3 - 21.7	19.4 - 24.9	21.9 - 28.1
counterbalance forklift operator	19.5 - 22.5	21.2 - 26.0	22.9 - 28.9
delivery/courier driver	18.1 - 22.6	19.9 - 25.7	22.3 - 28.8
electronic parts assembler	19.1 - 23.8	20.7 - 26.2	22.7 - 28.7
forklift operator	19.5 - 22.5	21.2 - 26.0	22.9 - 28.9
general labourer - heavy	18.4 - 23.5	21.3 - 27.2	24.2 - 29.3
general labourer - light	17.3 - 20.5	18.9 - 24.2	21.6 - 26.0
industrial painter	19.0 - 22.7	21.7 - 26.0	23.6 - 29.2
inventory control clerk	18.4 - 23.0	20.8 - 26.3	23.5 - 29.5
janitor/custodian	19.6 - 21.0	20.7 - 24.2	23.0 - 25.5
machine operator	19.0 - 24.6	21.5 - 28.5	24.5 - 32.4
machine operator assistant	18.3 - 22.7	20.8 - 26.1	23.5 - 29.0
manufacturing worker	17.3 - 20.1	18.4 - 22.8	20.6 - 25.8
material handler	18.0 - 22.6	20.4 - 26.3	23.2 - 28.4
mould machine operator	19.5 - 25.6	22.3 - 29.4	25.3 - 32.9
order/cherry picker forklift operator	20.2 - 23.1	21.9 - 26.3	23.4 - 29.3
packaging labourer	17.6 - 22.1	19.5 - 25.1	21.8 - 28.4
parts clerk	18.0 - 22.3	19.5 - 25.5	21.1 - 28.5
picker/packer	17.3 - 20.4	18.2 - 22.8	20.0 - 24.9
production labourer	17.3 - 20.3	18.7 - 24.1	21.6 - 26.3
reach truck operator	19.5 - 22.5	21.2 - 26.0	22.9 - 28.9



shipper/receiver	19.0 - 23.0	20.5 - 25.5	22.7 - 28.5
shipping and receiving clerk	19.0 - 22.7	20.7 - 26.0	23.5 - 29.5
warehouse labourer	18.2 - 23.5	21.7 - 27.1	24.2 - 28.5

## marketing

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	103.6 - 158.1	140.1 - 214.2	180.4 - 276.0
marketing vice-president	104.5 - 188.7	145.6 - 263.3	197.4 - 357.2
vice-president marketing & sales	93.0 - 167.9	129.7 - 234.4	176.1 - 318.7

## sales

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	136.3 - 175.7	168.4 - 217.0	207.2 - 267.0
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.0 - 70.0	65.0 - 78.0	75.0 - 90.0
internal sales representative - manufacturing	51.8 - 65.2	56.9 - 73.0	63.4 - 82.2
sales engineer - distribution	74.4 - 97.2	81.7 - 108.9	91.0 - 121.6
sales engineer - manufacturing	64.3 - 85.6	72.6 - 98.4	82.5 - 110.9
sales representative, account manager - distribution	52.7 - 65.8	57.3 - 73.0	63.3 - 81.7
sales representative, account manager - manufacturing	54.9 - 78.7	60.3 - 87.9	66.8 - 97.7
technical sales representative - manufacturing	52.9 - 68.0	59.9 - 78.3	68.2 - 88.3
territory manager - retail	53.7 - 66.7	57.9 - 73.6	63.8 - 82.9



## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	53.7 - 71.2	61.3 - 82.0	70.3 - 91.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	65.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	50.0 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	64.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

	entry	mid	senior
application software			
.net/C# developer	72.8 - 94.1	81.4 - 107.2	92.0 - 120.9
AI consultant	77.4 - 103.8	91.1 - 123.5	106.4 - 141.4
application support analyst	59.4 - 78.4	68.5 - 90.9	78.1 - 102.5
automation tester	50.3 - 66.6	58.4 - 78.4	67.7 - 89.2
C++/ embedded software engineer	72.8 - 94.1	81.4 - 107.2	92.0 - 120.9
devops - development	66.5 - 89.1	77.0 - 105.1	89.5 - 120.2



director of development/engineering	109.5 - 155.3	146.0 - 207.5	191.5 - 272.1
ERP developer	72.8 - 93.9	81.2 - 107.0	91.8 - 121.3
front-end developer	68.5 - 89.8	78.2 - 104.4	89.9 - 119.1
full stack developer	78.5 - 103.2	89.8 - 120.0	103.2 - 136.2
java developer	71.3 - 92.1	79.7 - 105.0	90.1 - 118.3
machine learning developer	77.6 - 115.1	104.0 - 144.5	124.6 - 157.7
mobile application developer (iOS/android)	66.4 - 101.4	92.3 - 129.3	111.3 - 140.6
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	63.6 - 83.7	73.1 - 97.7	84.1 - 111.1
quality assurance manager	83.3 - 110.2	94.5 - 127.2	108.0 - 144.1
RPA developer	54.6 - 71.6	62.5 - 83.1	71.5 - 93.5
SQL database developer	62.8 - 83.6	72.1 - 97.8	83.2 - 111.7
UI/UX designer	68.8 - 88.5	76.5 - 100.2	85.8 - 112.0
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
<b>architecture</b>			
application architect	99.9 - 133.4	113.0 - 154.0	129.3 - 177.0
architect (solutions/technical)	85.6 - 106.6	95.4 - 121.0	107.5 - 135.7
cloud architect	90.9 - 114.2	102.6 - 131.0	116.6 - 147.2
enterprise architect	91.6 - 123.1	104.5 - 142.8	120.0 - 163.8
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	92.4 - 123.8	103.3 - 141.2	116.8 - 159.7
big data engineer	83.0 - 108.5	92.7 - 123.7	104.9 - 140.1
business intelligence developer	70.6 - 91.3	79.0 - 104.1	89.2 - 116.6
data analyst	68.3 - 91.1	78.5 - 106.6	90.7 - 121.3
data architect	72.1 - 95.0	82.8 - 111.1	95.7 - 126.9
data engineer	69.0 - 92.0	79.3 - 107.7	91.7 - 122.7



data scientist	78.7 - 105.7	91.3 - 124.5	106.0 - 141.7
database administrator	72.6 - 98.3	85.2 - 116.9	99.7 - 134.0
<b>leadership/business technology</b>			
business analyst	67.1 - 86.7	75.1 - 99.1	85.0 - 112.0
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	99.6 - 133.1	126.2 - 168.6	158.0 - 211.4
IT manager	92.0 - 122.4	105.3 - 142.8	121.5 - 164.0
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	77.1 - 103.1	90.4 - 122.4	105.4 - 139.1
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	80.2 - 111.4	94.3 - 132.4	110.1 - 150.2
help desk analyst	50.4 - 65.7	57.2 - 75.8	65.3 - 86.2
information security engineer	75.7 - 101.0	87.1 - 118.3	100.6 - 134.7
information security manager	92.8 - 122.9	105.5 - 142.5	121.1 - 162.9
information security specialist	57.7 - 75.5	65.8 - 87.7	75.5 - 99.3
linux/unix administrator	80.9 - 105.1	91.0 - 120.6	103.6 - 137.0
network administrator	64.2 - 85.6	73.8 - 100.2	85.3 - 114.6
network engineer	71.3 - 94.7	81.5 - 110.6	94.2 - 126.8
systems administrator	72.7 - 95.4	83.1 - 111.0	95.5 - 126.5
tech support	61.9 - 80.6	70.1 - 92.9	79.8 - 105.4
<b>project management</b>			
agile coach	72.8 - 94.2	82.9 - 108.9	94.8 - 124.2
business systems analyst	71.0 - 93.1	81.1 - 108.5	93.4 - 124.1
ERP project manager	92.4 - 123.2	100.7 - 137.1	111.7 - 153.7
organizational development manager	69.9 - 93.9	81.3 - 111.8	95.6 - 131.0



PMO lead	75.0 - 95.0	95.0 - 120.0	120.0 - 130.0
product manager	82.9 - 114.1	96.2 - 134.5	112.0 - 154.5
product owner	77.3 - 101.7	88.6 - 118.3	101.6 - 133.6
program manager	78.0 - 88.0	90.0 - 98.0	100.0 - 135.0
project coordinator	65.1 - 81.1	72.8 - 92.5	82.3 - 104.6
project manager (infrastructure)	98.2 - 132.9	111.2 - 153.7	127.5 - 176.7
project manager (software)	92.9 - 123.1	103.9 - 140.4	117.6 - 159.3
scrum master	75.3 - 97.9	84.9 - 112.7	96.9 - 129.1
technical writer	59.1 - 76.4	68.5 - 89.9	79.4 - 102.4



# waterloo region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	41.0 - 51.8	44.6 - 57.6	49.5 - 64.7
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	39.3 - 48.5	43.5 - 54.0	47.8 - 58.5
administrative coordinator	45.6 - 56.3	51.2 - 63.6	57.2 - 68.3
administrative manager	61.4 - 78.7	66.8 - 87.3	73.8 - 97.5
benefits clerk	40.3 - 51.4	46.0 - 59.5	52.5 - 67.6
buyer assistant	40.2 - 51.9	46.5 - 59.9	52.6 - 66.1
contracts administrator	97.0 - 122.6	108.5 - 139.9	123.0 - 159.6
data entry clerk	36.9 - 46.1	41.6 - 52.3	46.4 - 55.9
dispatch administrator	50.0 - 63.3	56.3 - 72.0	63.3 - 80.8
document services specialist	34.3 - 43.2	39.3 - 49.4	43.9 - 51.7
documentation specialist	40.9 - 53.6	48.9 - 62.1	55.0 - 65.8
donor relations coordinator	53.0 - 69.0	61.2 - 81.3	71.1 - 94.2
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	57.2 - 77.7	66.6 - 91.7	77.2 - 104.6
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	36.7 - 47.2	43.0 - 54.3	48.1 - 57.5
HR coordinator	40.1 - 50.9	45.3 - 57.3	50.0 - 61.7
insurance claims clerk	39.9 - 50.1	45.2 - 57.3	51.1 - 64.5
inventory clerk	38.3 - 47.9	43.3 - 54.8	48.8 - 61.5
inventory coordinator	47.5 - 60.2	52.8 - 68.1	59.3 - 77.0



invoicing clerk	39.1 - 49.9	44.5 - 56.6	49.6 - 61.6
lease administrator	49.5 - 64.5	57.1 - 75.1	65.5 - 85.7
leasing coordinator	45.8 - 59.7	52.9 - 69.4	60.5 - 78.9
legal assistant	48.3 - 65.8	57.4 - 78.5	66.9 - 88.9
logistics coordinator	48.8 - 64.0	56.8 - 74.8	65.2 - 85.0
mailroom clerk	38.4 - 47.4	43.1 - 52.7	47.1 - 55.3
marketing assistant	43.0 - 53.6	47.4 - 60.7	53.6 - 70.1
office clerk	40.2 - 49.1	43.8 - 54.3	48.2 - 60.3
office manager	55.2 - 71.2	60.7 - 79.6	67.4 - 89.0
order clerk	36.5 - 45.6	41.2 - 52.0	46.1 - 57.4
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 39.9	36.7 - 46.2	41.2 - 49.4
parts coordinators	34.4 - 45.8	38.7 - 52.4	43.4 - 58.5
payroll administrator	46.5 - 60.6	52.9 - 70.0	60.4 - 80.0
procurement coordinator	54.6 - 70.8	61.5 - 81.3	70.0 - 93.0
project coordinator	38.5 - 52.1	44.0 - 60.9	50.8 - 69.7
project manager assistant	48.0 - 63.2	52.7 - 71.0	58.9 - 80.5
property administrator	39.2 - 51.0	43.8 - 58.5	50.0 - 67.7
property manager	61.8 - 81.2	69.8 - 93.7	79.7 - 107.6
receptionist	35.6 - 43.9	39.0 - 49.6	43.7 - 56.6
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	45.0 - 59.9	51.8 - 69.9	59.7 - 79.8
sales assistant	43.0 - 53.6	47.4 - 60.7	53.7 - 70.3
sales coordinator	51.7 - 63.3	55.6 - 69.8	61.4 - 79.3
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	39.2 - 50.3	43.6 - 57.3	49.4 - 65.2
supply clerk	37.0 - 46.5	41.5 - 52.6	46.1 - 57.7



virtual assistant	36.4 - 44.7	40.2 - 49.8	44.0 - 53.8
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.5 - 86.0	74.5 - 98.0	84.0 - 109.9
bilingual customer loyalty agent	42.2 - 49.1	46.6 - 56.7	52.2 - 64.3
bilingual customer service manager	77.1 - 101.3	86.7 - 116.4	98.8 - 133.5
bilingual customer service representative	43.3 - 48.8	46.6 - 54.4	50.1 - 59.9
bilingual customer service supervisor	61.1 - 80.5	69.1 - 92.6	78.6 - 105.4
bilingual customer service team lead	48.8 - 55.5	52.2 - 62.2	59.9 - 65.5
bilingual customer service trainer	51.1 - 60.1	54.5 - 69.7	63.3 - 79.3
bilingual e-chat representative	45.9 - 58.1	50.9 - 65.7	57.1 - 73.7
bilingual fundraising agent	39.9 - 47.5	44.4 - 51.1	48.8 - 58.5
bilingual inside sales manager	73.6 - 98.6	83.6 - 113.9	95.5 - 129.0
bilingual inside sales representative	52.3 - 65.7	57.4 - 73.6	63.9 - 82.9
bilingual insurance advisor	59.9 - 75.7	65.1 - 84.0	71.9 - 94.2
bilingual junior collection agent	41.9 - 47.3	44.6 - 54.2	47.1 - 60.7
bilingual order desk representative	44.4 - 49.9	47.5 - 56.6	52.2 - 60.1
bilingual order management representative	44.4 - 49.9	47.5 - 56.6	52.2 - 60.1
bilingual survey agent	38.8 - 44.7	40.9 - 52.3	46.5 - 57.2
bilingual technical support level 1 agent	47.5 - 63.0	54.4 - 72.6	61.7 - 81.6
bilingual telemarketing agent	38.8 - 44.9	39.9 - 51.2	45.2 - 59.1
bilingual telephone dispatcher	45.5 - 54.4	48.5 - 62.4	55.0 - 70.7
bilingual travel support agent	42.5 - 52.6	46.6 - 59.2	52.0 - 65.6
bilingual workforce planner	50.8 - 63.7	54.7 - 70.2	60.2 - 79.2



## engineering

construction	entry	mid	senior
architect	62.9 - 81.9	70.0 - 93.3	79.1 - 105.8
architectural drafter	55.0 - 71.1	63.8 - 84.1	74.6 - 99.2
architectural technician	73.6 - 97.0	84.6 - 113.6	97.8 - 129.4
BIM/VDC coordinator	65.0 - 84.6	72.3 - 96.3	81.7 - 109.2
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	65.0 - 87.8	76.2 - 104.4	88.9 - 119.1
civil engineering drafter	56.4 - 70.2	63.1 - 80.0	71.3 - 90.7
civil engineering technologist	46.1 - 62.2	55.0 - 74.5	64.4 - 84.8
civil project engineer	75.9 - 104.1	87.7 - 122.5	101.9 - 141.3
civil project manager	81.7 - 108.8	92.1 - 124.9	104.7 - 141.3
construction director	100.5 - 132.6	135.5 - 179.2	170.4 - 225.3
construction inspector	69.5 - 92.3	79.5 - 107.5	91.3 - 122.0
construction manager	78.3 - 102.2	85.7 - 114.2	95.4 - 128.7
construction project manager	68.3 - 93.8	79.2 - 110.7	92.1 - 127.4
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.1 - 77.8	66.9 - 89.8	76.4 - 102.2
director of operations	120.7 - 161.5	159.0 - 212.8	201.8 - 269.9
drafter	56.0 - 69.8	62.8 - 79.8	71.1 - 90.5
electrical designer/engineer	75.6 - 99.2	84.9 - 113.9	96.7 - 129.9
electrical engineer	65.6 - 91.3	80.1 - 113.1	97.0 - 132.4
electrical engineering technician	58.0 - 74.0	66.0 - 85.5	75.3 - 97.4
engineering manager	87.5 - 117.6	99.8 - 136.7	114.9 - 156.5
environmental engineer	63.5 - 84.7	73.1 - 99.4	84.8 - 114.4
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.3 - 80.1	69.7 - 92.7	79.7 - 106.0



field manager	68.1 - 90.0	77.3 - 104.4	88.8 - 120.8
field supervisor	67.6 - 88.5	75.7 - 100.9	85.5 - 113.8
foreman	54.7 - 70.4	61.0 - 80.1	68.9 - 90.8
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.8 - 80.5	72.0 - 93.7	82.6 - 106.6
health and safety specialist	70.5 - 92.6	80.7 - 108.0	93.0 - 123.2
HVAC drafter	51.3 - 65.5	57.6 - 74.5	64.7 - 83.3
HVAC engineer	58.9 - 78.0	67.2 - 90.6	77.1 - 102.9
mechanical designer	52.8 - 69.3	60.5 - 80.5	69.3 - 91.0
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.9 - 88.6	78.1 - 111.2	95.6 - 130.4
mechanical engineering technician	53.3 - 69.4	60.5 - 80.1	68.9 - 90.3
mechanical site supervisor	53.1 - 68.0	59.8 - 78.1	68.0 - 89.2
operations manager	81.7 - 111.8	94.0 - 130.5	108.2 - 147.5
project coordinator	45.5 - 59.5	51.6 - 68.3	58.6 - 77.2
project director	107.0 - 129.9	134.9 - 163.9	165.9 - 201.6
project engineer	86.9 - 111.4	94.2 - 123.2	103.9 - 137.5
project manager	76.6 - 105.4	88.9 - 124.4	103.4 - 142.3
purchasing manager	96.4 - 127.3	108.9 - 146.1	123.7 - 164.8
specification writer	53.6 - 68.8	60.5 - 78.8	68.6 - 89.0
structural engineer	70.7 - 93.7	80.6 - 109.2	92.9 - 125.0
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	86.0 - 114.2	98.1 - 132.8	113.0 - 152.6
<b>manufacturing</b>			
applications engineer	76.6 - 101.1	88.2 - 118.4	101.9 - 134.4
assurance control technician	65.3 - 85.1	74.0 - 98.1	84.3 - 110.9
automation engineer	64.4 - 85.7	74.0 - 100.5	85.6 - 115.3



buyer	58.0 - 75.6	65.8 - 87.4	75.3 - 100.0
chemical engineer	70.6 - 102.5	89.7 - 130.0	110.1 - 150.2
coating inspector	39.3 - 51.1	44.6 - 58.9	50.8 - 66.9
commissioning and start up engineer	60.9 - 81.0	69.9 - 94.8	80.8 - 108.3
continuous improvement engineer	79.5 - 103.8	88.5 - 117.7	99.5 - 132.0
controls designer/engineer	57.3 - 76.0	65.6 - 88.5	75.3 - 101.0
controls engineer	57.3 - 76.0	65.6 - 88.5	75.3 - 101.0
demand planner	51.7 - 70.9	61.9 - 85.3	72.8 - 97.6
electrical designer	73.0 - 96.8	83.2 - 112.7	95.9 - 129.3
electrical engineer	65.6 - 91.3	80.1 - 113.1	97.0 - 132.4
electrical engineering technician	58.0 - 74.0	66.0 - 85.5	75.3 - 97.4
electrical test engineer	70.7 - 94.9	82.1 - 112.4	95.9 - 130.0
electronics designer	57.7 - 72.6	65.6 - 83.9	74.8 - 95.4
electronics engineer	79.6 - 103.9	88.7 - 117.9	99.8 - 132.3
electronics technician	56.7 - 73.0	63.3 - 83.1	71.4 - 93.9
estimation engineer	73.1 - 97.3	83.9 - 114.0	97.0 - 131.0
estimator	61.6 - 80.0	68.3 - 90.5	76.8 - 102.5
field service engineer	55.9 - 72.9	62.5 - 83.4	71.0 - 96.1
health and safety specialist	70.5 - 92.6	80.7 - 108.0	93.0 - 123.2
HVAC drafter	51.3 - 65.5	57.6 - 74.5	64.7 - 83.3
HVAC engineer	58.9 - 78.0	67.2 - 90.6	77.1 - 102.9
industrial engineer	69.4 - 91.6	78.7 - 106.0	90.0 - 119.9
inventory analyst	53.0 - 68.5	59.5 - 78.3	67.4 - 89.1
logistics specialist	47.6 - 61.2	53.9 - 70.3	61.3 - 80.0
maintenance buyer	43.2 - 55.0	49.9 - 63.8	56.9 - 71.9
maintenance planner	55.3 - 69.3	62.4 - 79.5	70.8 - 89.8
manufacturing engineer	64.3 - 85.5	73.8 - 100.1	85.2 - 114.1



mechanical designer	52.8 - 69.3	60.5 - 80.5	69.3 - 91.0
mechanical drafter	54.1 - 69.9	60.7 - 80.5	69.6 - 94.2
mechanical engineer	62.9 - 88.6	78.1 - 111.2	95.6 - 130.4
mechanical engineering technician	53.3 - 69.4	60.5 - 80.1	68.9 - 90.3
operation excellence specialist	75.0 - 97.8	83.4 - 110.8	93.7 - 124.1
process engineer	62.8 - 83.6	72.1 - 97.9	83.4 - 111.6
production planner	49.8 - 65.5	57.2 - 75.9	65.2 - 84.9
project engineer	86.9 - 111.4	94.2 - 123.2	103.9 - 137.5
project manager	76.6 - 105.4	88.9 - 124.4	103.4 - 142.3
purchasing agent	58.0 - 75.6	65.8 - 87.4	75.3 - 100.0
quality assurance engineer	62.5 - 82.0	70.3 - 94.0	79.8 - 105.9
quality assurance/control technician	56.0 - 73.8	64.6 - 86.2	74.3 - 98.9
quality control engineer	69.5 - 92.3	79.5 - 107.5	91.3 - 122.0
quality control technician	40.7 - 52.1	45.1 - 58.8	50.6 - 65.8
quality engineer	56.5 - 75.0	65.8 - 88.7	76.5 - 101.0
quality inspector	41.4 - 52.1	45.5 - 58.5	50.9 - 66.0
reliability/maintenance engineer	69.8 - 90.9	80.3 - 106.6	92.9 - 122.0
robotics engineer	73.4 - 96.4	82.6 - 110.5	93.8 - 124.7
safety inspector	61.4 - 79.8	69.3 - 91.5	78.5 - 103.1
SCADA engineer	67.0 - 89.1	76.7 - 104.0	88.5 - 118.9
sourcing engineer	57.6 - 76.1	65.5 - 88.5	75.3 - 101.1
stationary engineer	56.5 - 71.9	62.0 - 80.2	68.7 - 89.3
supply chain analyst	54.6 - 72.0	62.0 - 83.2	70.8 - 94.1
systems engineer	72.0 - 95.1	81.7 - 110.2	93.7 - 125.4



## healthcare

	entry	mid	senior
dental office manager	53.7 - 69.0	58.8 - 77.1	65.2 - 86.1
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	50.8 - 64.6	54.8 - 71.2	60.3 - 80.0
disability consultant	40.3 - 53.2	47.4 - 62.6	54.6 - 70.8
health records clerk	37.8 - 47.2	42.5 - 53.8	48.0 - 58.1
healthcare clinic manager	73.8 - 94.7	80.3 - 105.1	88.7 - 117.4
medical / clinic coordinator	48.1 - 61.0	53.5 - 69.2	60.3 - 78.8
medical billing clerk	38.4 - 49.2	44.0 - 56.8	50.0 - 63.7
medical claims analyst	47.2 - 61.8	52.3 - 69.9	58.7 - 78.8
medical office assistant	35.4 - 43.8	38.9 - 49.0	42.9 - 53.8
medical receptionist	35.4 - 45.3	41.3 - 52.4	46.5 - 55.7
medical reimbursement specialist	39.6 - 52.4	46.0 - 61.4	52.9 - 69.0
medical secretary	38.1 - 48.2	42.3 - 54.3	47.1 - 59.7
nursing manager	89.9 - 116.6	97.5 - 129.5	108.2 - 147.4
nursing supervisor / team lead	77.9 - 99.9	88.8 - 114.6	100.4 - 128.3
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	34.0 - 42.5	38.1 - 48.7	42.9 - 54.8
patient service representatives (unilingual or bilingual)	35.3 - 42.8	39.6 - 49.1	44.8 - 55.7
pharmacist	100.2 - 126.2	111.3 - 141.5	123.5 - 155.1
pharmacy assistant	35.9 - 45.1	40.3 - 51.3	45.1 - 55.1
pharmacy manager	103.9 - 138.9	117.6 - 159.6	133.5 - 180.1

## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0



lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1
machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	106.6 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8
warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5



## industrial support

	entry	mid	senior
assembler/fabricator	17.2 - 21.6	19.3 - 24.8	21.8 - 28.1
counterbalance forklift operator	19.3 - 23.6	21.2 - 26.1	23.9 - 29.0
delivery/courier driver	19.2 - 23.5	21.8 - 25.6	23.2 - 28.6
electronic parts assembler	18.2 - 23.7	20.6 - 26.1	22.6 - 28.6
forklift operator	19.3 - 23.6	21.2 - 26.1	23.9 - 29.0
general labourer - heavy	18.5 - 23.6	21.4 - 27.3	24.3 - 29.4
general labourer - light	17.3 - 20.4	18.8 - 24.1	21.4 - 25.8
industrial painter	19.0 - 23.6	21.4 - 25.9	23.5 - 29.1
inventory control clerk	18.4 - 23.0	20.8 - 26.4	23.5 - 29.6
janitor/custodian	18.0 - 20.7	19.9 - 22.3	20.8 - 23.7
machine operator	18.8 - 24.5	21.4 - 28.4	24.5 - 32.3
machine operator assistant	18.1 - 22.6	20.7 - 25.9	23.3 - 28.8
manufacturing worker	17.5 - 20.1	19.0 - 22.7	20.5 - 25.7
material handler	18.5 - 22.7	20.4 - 26.3	23.2 - 28.4
mould machine operator	19.5 - 25.5	22.3 - 29.3	25.2 - 32.8
order/cherry picker forklift operator	19.8 - 23.7	21.6 - 26.4	24.1 - 29.1
packaging labourer	17.5 - 22.0	19.3 - 24.9	21.7 - 28.2
parts clerk	18.0 - 22.0	19.6 - 25.2	20.9 - 28.1
picker/packer	17.5 - 22.0	19.3 - 24.9	21.7 - 28.2
production labourer	17.5 - 20.1	19.0 - 22.7	20.5 - 25.7
reach truck operator	19.7 - 23.8	21.8 - 26.1	23.9 - 29.2
shipper/receiver	19.1 - 23.0	20.5 - 25.5	22.7 - 28.4
shipping and receiving clerk	18.4 - 22.7	20.7 - 26.0	23.5 - 29.5
warehouse labourer	18.5 - 23.5	21.7 - 27.1	24.3 - 28.6



## marketing

digital marketing	entry	mid	senior
digital marketing manager	71.6 - 94.0	80.5 - 107.9	91.6 - 123.2
digital marketing specialist	50.5 - 66.6	58.4 - 78.4	67.8 - 89.6
e-commerce director	112.8 - 140.2	142.8 - 177.7	180.7 - 224.7
e-commerce marketing manager	81.9 - 107.2	91.5 - 122.2	103.7 - 139.2
marketing content manager	61.5 - 81.1	69.8 - 94.0	79.9 - 107.4
social media manager	62.4 - 86.1	75.3 - 104.4	89.1 - 121.4
web marketing analyst	55.9 - 72.3	62.8 - 82.8	71.1 - 93.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	104.3 - 159.2	141.0 - 215.7	181.7 - 277.7
marketing vice-president	104.2 - 188.6	145.3 - 263.4	197.3 - 357.3
vice-president marketing & sales	92.7 - 167.8	129.3 - 234.4	176.0 - 318.8
marketing and communications	entry	mid	senior
brand or product manager	90.7 - 116.9	100.9 - 132.4	113.4 - 148.7
brand or product manager assistant	65.4 - 88.1	76.2 - 104.2	88.6 - 119.6
communications manager	74.0 - 97.0	83.0 - 110.9	94.1 - 125.1
communications specialist	56.0 - 76.4	66.6 - 91.9	78.4 - 105.0
content specialist	55.1 - 72.4	63.3 - 84.8	73.1 - 96.9
event specialist	45.6 - 62.1	54.2 - 74.6	63.8 - 85.6
graphic designer	51.3 - 67.4	58.9 - 78.4	67.5 - 88.8
marketing coordinator	58.7 - 77.0	66.1 - 88.5	75.2 - 100.4
marketing director	102.4 - 138.2	119.5 - 163.7	139.3 - 187.2
marketing project manager	46.7 - 61.8	53.4 - 71.7	61.2 - 81.5
marketing specialist	50.9 - 67.4	58.2 - 78.3	66.7 - 88.8



## sales

corporate sales	entry	mid	senior
account manager - hardware	54.8 - 68.5	59.6 - 75.9	65.8 - 84.9
account manager - software	61.0 - 75.8	65.8 - 83.6	72.4 - 93.5
district sales manager	85.7 - 111.2	97.9 - 129.4	112.8 - 148.7
key accounts manager - consumer goods	77.5 - 99.4	87.2 - 114.1	99.2 - 130.3
sales manager/ director	67.5 - 90.2	76.6 - 104.2	87.4 - 117.7
sales representative, account manager - consumer goods	53.4 - 67.4	58.9 - 75.7	65.6 - 84.8
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	136.2 - 175.7	168.3 - 217.0	207.2 - 267.1
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.1 - 63.9	63.2 - 75.3	75.0 - 77.0
internal sales representative - manfacturing	52.3 - 65.7	57.4 - 73.6	63.9 - 82.9
sales engineer - distribution	75.0 - 98.1	82.4 - 109.9	91.7 - 122.7
sales engineer - manufacturing	64.8 - 86.3	73.2 - 99.3	83.2 - 111.9
sales representative, account manager - distribution	53.1 - 66.3	57.7 - 73.5	63.7 - 82.3
sales representative, account manager - manufacturing	55.3 - 79.1	60.7 - 88.4	67.2 - 98.3
technical sales representative - manufacturing	52.2 - 67.2	59.2 - 77.4	67.4 - 87.4
territory manager - retail	54.1 - 67.1	58.3 - 74.0	64.2 - 83.4

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9



electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1

## technologies

application software	entry	mid	senior
.net/C# developer	73.0 - 94.4	81.7 - 107.6	92.3 - 121.3
AI consultant	77.4 - 103.9	91.2 - 123.7	106.5 - 141.6
application support analyst	59.6 - 78.6	68.7 - 91.3	78.3 - 102.9
automation tester	50.0 - 66.2	58.1 - 78.0	67.3 - 88.7
C++/ embedded software engineer	73.0 - 94.4	81.7 - 107.6	92.3 - 121.3
devops - development	66.8 - 89.4	77.2 - 105.5	89.9 - 120.7
director of development/engineering	109.9 - 156.0	146.5 - 208.4	192.3 - 273.2
ERP developer	73.0 - 94.2	81.5 - 107.4	92.2 - 121.8
front-end developer	68.7 - 90.1	78.5 - 104.8	90.2 - 119.5



full stack developer	78.8 - 103.6	90.2 - 120.5	103.6 - 136.8
java developer	71.5 - 92.5	80.0 - 105.4	90.4 - 118.8
machine learning developer	77.8 - 115.5	104.4 - 145.1	125.0 - 158.4
mobile application developer (iOS/android)	66.6 - 101.7	92.7 - 129.8	111.8 - 141.1
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	63.9 - 84.0	73.3 - 98.1	84.4 - 111.5
quality assurance manager	83.1 - 110.1	94.4 - 127.2	107.9 - 144.1
RPA developer	54.9 - 71.9	62.8 - 83.4	71.8 - 93.8
SQL database developer	63.0 - 83.8	72.3 - 98.1	83.5 - 112.1
UI/UX designer	69.0 - 88.8	76.7 - 100.6	86.1 - 112.4
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
<b>architecture</b>			
application architect	99.7 - 133.4	112.9 - 154.2	129.3 - 177.3
architect (solutions/technical)	85.9 - 107.0	95.8 - 121.4	107.9 - 136.3
cloud architect	91.2 - 114.6	103.0 - 131.6	117.0 - 147.8
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	92.6 - 124.2	103.6 - 141.6	117.2 - 160.4
big data engineer	83.3 - 108.9	93.0 - 124.2	105.3 - 140.7
business intelligence developer	70.8 - 91.6	79.3 - 104.5	89.5 - 117.0
data analyst	68.5 - 91.4	78.8 - 107.0	91.0 - 121.8
data architect	72.2 - 95.1	83.0 - 111.4	95.9 - 127.2
data engineer	69.3 - 92.4	79.6 - 108.1	92.0 - 123.1
data scientist	78.8 - 105.9	91.4 - 124.8	106.2 - 142.1
database administrator	72.9 - 98.6	85.5 - 117.4	100.0 - 134.5
<b>leadership/business technology</b>			
business analyst	67.3 - 87.0	75.3 - 99.4	85.3 - 112.4



development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	99.5 - 133.0	126.1 - 168.8	158.2 - 211.8
IT manager	91.9 - 122.4	105.2 - 142.8	121.4 - 164.3
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	77.4 - 103.5	90.7 - 122.8	105.8 - 139.6
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	80.4 - 111.8	94.6 - 132.9	110.5 - 150.9
help desk analyst	50.6 - 65.9	57.5 - 76.0	65.5 - 86.5
information security engineer	75.9 - 101.4	87.4 - 118.7	101.0 - 135.2
information security manager	92.6 - 122.9	105.4 - 142.5	121.0 - 163.1
information security specialist	57.9 - 75.7	66.0 - 88.0	75.7 - 99.7
linux/unix administrator	81.2 - 105.5	91.3 - 121.0	103.9 - 137.5
network administrator	64.4 - 85.9	74.1 - 100.6	85.6 - 115.0
network engineer	71.5 - 95.0	81.8 - 111.0	94.5 - 127.3
systems administrator	72.9 - 95.8	83.4 - 111.4	95.8 - 127.0
tech support	62.1 - 80.9	70.3 - 93.2	80.1 - 105.8
<b>project management</b>			
agile coach	73.2 - 94.7	83.3 - 109.6	95.3 - 125.0
business systems analyst	71.2 - 93.5	81.4 - 108.9	93.7 - 124.6
ERP project manager	92.3 - 123.2	100.6 - 137.1	111.6 - 153.9
organizational development manager	69.7 - 93.7	81.1 - 111.7	95.5 - 131.0
PMO lead	75.0 - 95.0	95.0 - 120.0	120.0 - 130.0
product manager	82.6 - 113.8	95.9 - 134.2	111.6 - 154.3
product owner	77.6 - 102.1	88.9 - 118.7	102.0 - 134.2
program manager	78.0 - 88.0	90.0 - 98.0	100.0 - 135.0



project coordinator	65.3 - 81.3	73.0 - 92.8	82.6 - 104.9
project manager (infrastructure)	98.1 - 132.9	111.2 - 153.8	127.5 - 177.0
project manager (software)	92.7 - 123.1	103.8 - 140.4	117.5 - 159.5
scrum master	75.6 - 98.3	85.2 - 113.1	97.2 - 129.6
technical writer	59.1 - 76.4	68.6 - 90.0	79.5 - 102.5



# wellington county

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	41.3 - 52.2	45.0 - 58.1	49.9 - 65.2
administrative assistant (bilingual)	46.0 - 55.3	47.9 - 58.3	52.3 - 61.6
administrative clerk	39.5 - 48.8	43.7 - 54.3	48.0 - 58.8
administrative coordinator	46.0 - 56.7	51.6 - 64.1	57.7 - 68.8
administrative manager	62.4 - 79.9	67.9 - 88.6	74.9 - 98.8
benefits clerk	40.7 - 52.0	46.5 - 60.1	53.0 - 68.2
buyer assistant	40.6 - 52.4	46.9 - 60.4	53.1 - 66.7
contracts administrator	98.4 - 124.0	109.9 - 141.4	124.4 - 161.1
data entry clerk	37.1 - 46.4	41.8 - 52.6	46.7 - 56.2
dispatch administrator	50.8 - 64.3	57.2 - 73.1	64.3 - 82.0
document services specialist	34.6 - 43.7	39.7 - 49.9	44.3 - 52.2
documentation specialist	41.4 - 54.1	49.4 - 62.7	55.6 - 66.5
donor relations coordinator	53.4 - 69.5	61.7 - 81.9	71.7 - 94.7
estimation assistant	53.0 - 57.8	56.3 - 58.5	59.5 - 63.2
executive assistant	57.6 - 78.3	67.2 - 92.4	77.8 - 105.2
executive assistant (bilingual)	58.4 - 79.0	68.0 - 93.2	78.5 - 105.9
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	37.0 - 47.7	43.4 - 54.9	48.6 - 58.1
HR coordinator	40.5 - 51.4	45.7 - 57.9	50.6 - 62.4
insurance claims clerk	40.1 - 50.3	45.4 - 57.6	51.4 - 64.8
inventory clerk	38.7 - 48.4	43.7 - 55.4	49.4 - 62.1
inventory coordinator	48.1 - 60.9	53.4 - 68.9	60.0 - 77.8



invoicing clerk	39.5 - 50.4	44.9 - 57.2	50.0 - 62.1
lease administrator	50.0 - 65.1	57.6 - 75.8	66.1 - 86.4
leasing coordinator	46.2 - 60.2	53.4 - 70.1	61.1 - 79.6
legal assistant	48.9 - 66.6	58.1 - 79.4	67.7 - 89.8
logistics coordinator	49.4 - 64.7	57.4 - 75.6	65.9 - 85.9
mailroom clerk	38.6 - 47.6	43.3 - 53.0	47.3 - 55.6
marketing assistant	43.3 - 53.9	47.7 - 61.0	53.9 - 70.5
office clerk	40.4 - 49.3	44.0 - 54.6	48.5 - 60.6
office manager	56.2 - 72.3	61.7 - 80.8	68.5 - 90.2
order clerk	36.8 - 46.1	41.6 - 52.5	46.6 - 58.0
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 40.3	37.0 - 46.7	41.6 - 49.9
parts coordinators	35.2 - 46.9	39.6 - 53.6	44.5 - 59.9
payroll administrator	47.3 - 61.6	53.7 - 71.1	61.4 - 81.2
procurement coordinator	54.9 - 71.1	61.8 - 81.6	70.3 - 93.3
project coordinator	38.7 - 52.4	44.2 - 61.2	51.1 - 70.1
project manager assistant	48.4 - 63.8	53.2 - 71.5	59.4 - 81.1
property administrator	39.6 - 51.5	44.2 - 59.1	50.5 - 68.3
property manager	62.4 - 81.9	70.4 - 94.5	80.4 - 108.4
receptionist	35.9 - 44.4	39.4 - 50.1	44.2 - 57.2
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	45.2 - 60.1	52.0 - 70.2	59.9 - 80.0
sales assistant	43.5 - 54.1	47.9 - 61.3	54.2 - 71.0
sales coordinator	51.8 - 63.5	55.8 - 70.1	61.6 - 79.5
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	39.6 - 50.8	44.1 - 57.9	49.9 - 65.9
supply clerk	37.4 - 47.0	41.9 - 53.2	46.6 - 58.3



virtual assistant	36.6 - 45.0	40.4 - 50.1	44.2 - 54.1
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	67.0 - 86.5	75.0 - 98.5	84.5 - 110.5
bilingual customer loyalty agent	41.1 - 49.6	43.3 - 57.3	49.4 - 65.0
bilingual customer service manager	78.3 - 102.7	87.9 - 117.8	100.1 - 134.9
bilingual customer service representative	42.2 - 50.5	44.2 - 56.9	49.5 - 63.9
bilingual customer service supervisor	62.2 - 81.7	70.2 - 93.9	79.8 - 106.7
bilingual customer service team lead	48.8 - 56.2	51.1 - 58.8	53.4 - 62.2
bilingual customer service trainer	49.9 - 61.1	54.4 - 72.2	62.2 - 81.1
bilingual e-chat representative	46.4 - 58.7	51.5 - 66.3	57.7 - 74.4
bilingual fundraising agent	40.1 - 45.9	40.5 - 52.5	45.7 - 58.8
bilingual inside sales manager	74.2 - 99.2	84.2 - 114.5	96.1 - 129.6
bilingual inside sales representative	52.4 - 65.9	57.6 - 73.8	64.1 - 83.1
bilingual insurance advisor	60.3 - 76.2	65.6 - 84.6	72.4 - 94.7
bilingual junior collection agent	39.9 - 47.8	42.1 - 54.7	47.6 - 61.2
bilingual order desk representative	41.1 - 46.4	43.4 - 50.5	48.8 - 55.7
bilingual order management representative	41.1 - 46.4	43.4 - 50.5	48.8 - 55.7
bilingual survey agent	39.9 - 45.2	43.5 - 52.9	47.0 - 57.8
bilingual technical support level 1 agent	47.8 - 63.5	54.8 - 73.1	62.1 - 82.2
bilingual telemarketing agent	39.9 - 45.0	40.1 - 51.3	45.4 - 59.3
bilingual telephone dispatcher	43.3 - 55.0	49.0 - 63.1	55.6 - 71.4
bilingual travel support agent	42.2 - 53.1	47.1 - 59.8	52.5 - 66.2
bilingual workforce planner	51.0 - 64.0	55.0 - 70.6	60.5 - 79.6



## engineering

construction	entry	mid	senior
architect	63.6 - 82.7	70.8 - 94.0	79.9 - 106.5
architectural drafter	55.6 - 71.7	64.4 - 84.8	75.3 - 100.0
architectural technician	74.1 - 97.6	85.2 - 114.2	98.4 - 130.0
BIM/VDC coordinator	65.7 - 85.4	73.1 - 97.0	82.4 - 109.9
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	65.9 - 88.9	77.2 - 105.5	90.0 - 120.3
civil engineering drafter	57.0 - 70.9	63.7 - 80.7	71.9 - 91.5
civil engineering technologist	46.5 - 62.8	55.5 - 75.1	64.9 - 85.5
civil project engineer	76.2 - 104.4	88.0 - 122.8	102.2 - 141.6
civil project manager	82.7 - 110.0	93.1 - 126.2	105.8 - 142.6
construction director	101.2 - 133.4	136.4 - 180.0	171.3 - 226.1
construction inspector	70.5 - 93.4	80.5 - 108.6	92.4 - 123.2
construction manager	79.0 - 102.9	86.4 - 115.0	96.2 - 129.5
construction project manager	68.9 - 94.6	79.8 - 111.5	92.8 - 128.2
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	59.4 - 78.1	67.2 - 90.1	76.7 - 102.5
director of operations	122.3 - 163.2	160.8 - 214.8	203.7 - 272.0
drafter	56.5 - 70.5	63.4 - 80.5	71.8 - 91.2
electrical designer/engineer	76.6 - 100.3	86.0 - 115.0	97.8 - 131.1
electrical engineer	66.4 - 92.4	81.1 - 114.2	98.1 - 133.7
electrical engineering technician	58.6 - 74.6	66.6 - 86.2	76.0 - 98.1
engineering manager	88.2 - 118.4	100.6 - 137.6	115.7 - 157.3
environmental engineer	64.4 - 85.7	74.0 - 100.5	85.8 - 115.6
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.6 - 80.4	70.0 - 92.9	80.0 - 106.2



field manager	68.4 - 90.2	77.6 - 104.6	89.1 - 121.0
field supervisor	67.9 - 88.8	76.1 - 101.2	85.8 - 113.9
foreman	55.2 - 71.0	61.5 - 80.7	69.5 - 91.5
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	63.9 - 81.9	73.2 - 95.3	84.0 - 108.3
health and safety specialist	71.4 - 93.7	81.7 - 109.2	94.1 - 124.5
HVAC drafter	51.6 - 65.9	57.9 - 74.9	65.1 - 83.7
HVAC engineer	59.7 - 79.0	68.1 - 91.7	78.1 - 104.0
mechanical designer	53.5 - 70.2	61.3 - 81.5	70.2 - 92.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	63.8 - 89.7	79.1 - 112.4	96.7 - 131.7
mechanical engineering technician	53.8 - 70.1	61.1 - 80.7	69.5 - 91.0
mechanical site supervisor	53.5 - 68.4	60.2 - 78.5	68.5 - 89.7
operations manager	82.9 - 113.4	95.4 - 132.2	109.7 - 149.3
project coordinator	38.7 - 52.4	44.2 - 61.2	51.1 - 70.1
project director	107.3 - 130.2	135.2 - 164.2	166.2 - 201.8
project engineer	88.0 - 112.5	95.3 - 124.4	105.0 - 138.8
project manager	76.9 - 105.7	89.3 - 124.7	103.7 - 142.6
purchasing manager	97.7 - 128.7	110.3 - 147.6	125.2 - 166.3
specification writer	54.2 - 69.6	61.2 - 79.7	69.4 - 90.0
structural engineer	71.6 - 94.8	81.7 - 110.4	94.0 - 126.2
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	86.7 - 115.0	98.8 - 133.7	113.8 - 153.5
<b>manufacturing</b>			
applications engineer	77.1 - 101.7	88.8 - 119.0	102.5 - 135.0
assurance control technician	65.8 - 85.7	74.5 - 98.7	84.8 - 111.5
automation engineer	65.2 - 86.8	74.9 - 101.6	86.7 - 116.5



buyer	58.3 - 75.9	66.2 - 87.8	75.6 - 100.3
chemical engineer	71.6 - 103.7	90.8 - 131.3	111.3 - 151.5
commissioning and start up engineer	61.1 - 81.2	70.1 - 95.0	81.0 - 108.4
continuous improvement engineer	80.7 - 105.2	89.8 - 119.1	100.9 - 133.5
controls designer/engineer	57.8 - 76.7	66.2 - 89.2	76.0 - 101.7
controls engineer	57.8 - 76.7	66.2 - 89.2	76.0 - 101.7
demand planner	52.1 - 71.3	62.3 - 85.7	73.2 - 98.0
electrical designer	74.0 - 97.9	84.3 - 113.8	97.0 - 130.6
electrical engineer	66.4 - 92.4	81.1 - 114.2	98.1 - 133.7
electrical engineering technician	58.6 - 74.6	66.6 - 86.2	76.0 - 98.1
electrical test engineer	71.7 - 96.0	83.1 - 113.6	97.0 - 131.2
electronics designer	58.2 - 73.3	66.2 - 84.6	75.5 - 96.1
electronics engineer	80.6 - 105.1	89.7 - 119.1	100.9 - 133.6
electronics technician	57.2 - 73.7	63.9 - 83.8	72.1 - 94.7
estimation engineer	74.1 - 98.5	84.9 - 115.1	98.1 - 132.2
estimator	61.9 - 80.3	68.6 - 90.8	77.1 - 102.8
field service engineer	56.4 - 73.5	63.1 - 84.1	71.6 - 96.8
health and safety specialist	71.4 - 93.7	81.7 - 109.2	94.1 - 124.5
HVAC drafter	51.6 - 65.9	57.9 - 74.9	65.1 - 83.7
HVAC engineer	59.7 - 79.0	68.1 - 91.7	78.1 - 104.0
industrial engineer	70.3 - 92.7	79.7 - 107.2	91.1 - 121.1
inventory analyst	53.3 - 68.9	59.8 - 78.7	67.7 - 89.6
logistics specialist	47.8 - 61.5	54.2 - 70.7	61.6 - 80.3
maintenance buyer	43.4 - 55.3	50.1 - 64.1	57.2 - 72.2
maintenance planner	55.6 - 69.6	62.7 - 79.8	71.1 - 90.0
manufacturing engineer	65.2 - 86.6	74.7 - 101.2	86.3 - 115.3
mechanical designer	53.5 - 70.2	61.3 - 81.5	70.2 - 92.1



mechanical drafter	54.6 - 70.5	61.3 - 81.2	70.2 - 94.9
mechanical engineer	63.8 - 89.7	79.1 - 112.4	96.7 - 131.7
mechanical engineering technician	53.8 - 70.1	61.1 - 80.7	69.5 - 91.0
operation excellence specialist	75.4 - 98.1	83.8 - 111.1	94.1 - 124.4
process engineer	63.7 - 84.7	73.1 - 99.0	84.4 - 112.8
production planner	50.4 - 66.2	57.9 - 76.7	66.0 - 85.7
project engineer	88.0 - 112.5	95.3 - 124.4	105.0 - 138.8
project manager	76.9 - 105.7	89.3 - 124.7	103.7 - 142.6
purchasing agent	58.3 - 75.9	66.2 - 87.8	75.6 - 100.3
quality assurance engineer	63.3 - 83.0	71.3 - 95.1	80.8 - 107.1
quality assurance/control technician	56.5 - 74.5	65.2 - 86.9	74.9 - 99.7
quality control engineer	70.5 - 93.4	80.5 - 108.6	92.4 - 123.2
quality engineer	56.8 - 75.4	66.2 - 89.0	76.8 - 101.4
quality inspector	41.6 - 52.4	45.8 - 58.8	51.2 - 66.4
reliability/maintenance engineer	70.7 - 92.0	81.3 - 107.7	94.0 - 123.2
robotics engineer	74.4 - 97.5	83.6 - 111.7	94.8 - 126.0
SCADA engineer	67.9 - 90.1	77.7 - 105.2	89.6 - 120.1
sourcing engineer	58.5 - 77.3	66.6 - 89.8	76.5 - 102.5
stationary engineer	57.1 - 72.5	62.5 - 80.9	69.3 - 90.0
supply chain analyst	54.9 - 72.3	62.3 - 83.5	71.1 - 94.5
systems engineer	72.9 - 96.3	82.8 - 111.4	94.8 - 126.6

## industrial management

	entry	mid	senior
engineering manager	87.0 - 117.0	99.3 - 136.0	114.3 - 155.6
inventory control manager	63.6 - 82.9	71.0 - 94.5	80.2 - 107.0
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4



logistic manager	83.6 - 110.2	94.4 - 126.7	107.4 - 144.2
logistic supervisor	51.7 - 65.7	57.8 - 74.7	65.0 - 84.1
machining manager	78.2 - 85.9	80.1 - 94.6	90.2 - 125.1
maintenance manager	91.5 - 110.5	105.2 - 120.8	115.4 - 144.5
maintenance supervisor	75.8 - 90.2	85.1 - 115.3	110.2 - 130.4
manufacturing director	109.1 - 132.4	141.8 - 172.4	176.1 - 214.0
operations director	120.3 - 160.9	158.4 - 212.2	201.2 - 269.4
operations manager	81.4 - 111.4	93.6 - 130.0	107.8 - 147.0
planning director	110.5 - 144.1	138.1 - 180.6	171.8 - 224.6
plant manager	94.2 - 131.2	112.9 - 159.6	134.7 - 186.4
procurement director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
procurement manager	80.2 - 105.2	88.5 - 118.5	99.1 - 133.6
production manager	86.5 - 112.6	96.0 - 120.5	120.5 - 132.3
production supervisor	70.6 - 85.8	82.4 - 105.3	102.4 - 119.4
project director	105.7 - 128.4	133.3 - 162.1	164.2 - 199.7
purchasing director	98.6 - 130.1	131.5 - 174.0	160.4 - 212.5
purchasing manager	95.8 - 126.4	108.2 - 145.1	122.9 - 163.7
quality assurance manager	80.3 - 104.2	88.7 - 117.2	99.1 - 131.5
quality director	88.4 - 119.5	111.9 - 151.4	137.5 - 186.5
site supervisor	80.6 - 105.2	88.3 - 117.7	98.3 - 132.3
supply chain director	103.6 - 125.8	136.4 - 165.9	168.9 - 205.4
supply chain manager	80.1 - 107.3	92.6 - 125.6	125.0 - 141.6
warehouse manager	75.9 - 85.6	84.3 - 97.8	94.6 - 123.8
warehouse supervisor	65.0 - 72.3	70.4 - 84.8	80.4 - 96.3
weld shop manager	65.1 - 74.3	71.6 - 82.7	80.5 - 98.4
weld shop supervisor	58.0 - 64.7	62.9 - 74.8	73.7 - 92.5



## industrial support

	entry	mid	senior
assembler/fabricator	17.2 - 21.7	19.4 - 24.9	21.9 - 28.2
counterbalance forklift operator	19.5 - 22.8	20.5 - 26.1	23.2 - 29.3
delivery/courier driver	19.0 - 22.8	20.1 - 25.9	22.5 - 29.0
electronic parts assembler	18.9 - 23.8	20.7 - 26.2	22.7 - 28.7
forklift operator	19.5 - 22.8	20.5 - 26.3	23.2 - 29.3
general labourer - heavy	18.5 - 23.6	21.5 - 27.4	24.4 - 29.5
general labourer - light	17.4 - 20.5	18.9 - 24.2	21.6 - 26.0
industrial painter	19.5 - 22.7	21.1 - 26.0	22.6 - 29.2
inventory control clerk	18.6 - 23.3	21.0 - 26.6	23.7 - 29.9
janitor/custodian	18.0 - 20.8	19.0 - 22.5	20.0 - 23.9
machine operator	18.9 - 24.6	21.5 - 28.5	24.6 - 32.4
machine operator assistant	18.2 - 22.7	20.8 - 26.1	23.5 - 29.0
manufacturing worker	17.5 - 20.1	18.4 - 22.8	20.6 - 25.8
material handler	18.0 - 22.9	20.6 - 26.6	23.4 - 28.7
mould machine operator	19.6 - 25.6	22.4 - 29.5	25.4 - 33.0
order/cherry picker forklift operator	20.4 - 23.7	21.4 - 26.9	24.1 - 30.0
packaging labourer	17.6 - 22.1	19.4 - 25.1	21.8 - 28.4
parts clerk	18.0 - 20.6	18.9 - 23.1	20.8 - 25.2
picker/packer	17.5 - 20.6	18.4 - 23.1	20.3 - 25.2
production labourer	17.5 - 20.1	18.4 - 22.8	20.6 - 25.8
reach truck operator	19.8 - 23.1	21.0 - 26.1	23.9 - 29.8
shipper/receiver	19.1 - 23.2	20.8 - 25.8	22.9 - 28.8
shipping and receiving clerk	18.6 - 22.9	20.9 - 26.3	23.7 - 29.8
warehouse labourer	18.4 - 23.7	21.9 - 27.4	24.5 - 28.9

## marketing

digital marketing	entry	mid	senior
digital marketing manager	72.1 - 94.6	81.0 - 108.5	92.2 - 123.8
digital marketing specialist	50.7 - 66.9	58.7 - 78.8	68.1 - 89.9
e-commerce director	113.4 - 140.8	143.4 - 178.2	181.2 - 225.2
e-commerce marketing manager	82.5 - 107.7	92.1 - 122.8	104.2 - 139.8
marketing content manager	62.0 - 81.7	70.3 - 94.6	80.5 - 107.9
social media manager	62.8 - 86.7	75.8 - 105.0	89.7 - 122.0
web marketing analyst	56.3 - 72.8	63.3 - 83.3	71.7 - 94.1
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	105.8 - 161.0	142.7 - 217.6	183.5 - 279.8
marketing vice-president	104.7 - 189.2	145.9 - 263.9	197.9 - 357.7
vice-president marketing & sales	93.3 - 168.4	129.9 - 234.9	176.6 - 319.3
marketing and communications	entry	mid	senior
brand or product manager	91.2 - 117.5	101.4 - 133.0	114.0 - 149.3
brand or product manager assistant	66.8 - 89.9	77.8 - 106.1	90.4 - 121.7
communications manager	74.5 - 97.6	83.5 - 111.5	94.6 - 125.7
communications specialist	56.6 - 77.3	67.4 - 92.8	79.3 - 106.0
content specialist	55.4 - 72.7	63.6 - 85.1	73.5 - 97.2
event specialist	45.8 - 62.3	54.4 - 74.8	64.0 - 85.8
graphic designer	51.8 - 68.0	59.4 - 79.0	68.1 - 89.4
marketing coordinator	59.0 - 77.4	66.5 - 88.8	75.5 - 100.7
marketing director	103.0 - 138.9	120.1 - 164.3	139.9 - 187.7
marketing project manager	47.1 - 62.3	53.8 - 72.3	61.6 - 82.1
marketing specialist	51.2 - 67.8	58.5 - 78.6	67.0 - 89.2



## sales

corporate sales	entry	mid	senior
account manager - hardware	55.3 - 69.0	60.1 - 76.5	66.3 - 85.5
account manager - software	61.5 - 76.4	66.3 - 84.2	72.9 - 94.1
district sales manager	86.3 - 111.8	98.4 - 130.0	113.3 - 149.3
key accounts manager - consumer goods	78.1 - 100.0	87.7 - 114.7	99.8 - 130.9
sales manager/ director	68.0 - 90.8	77.1 - 104.8	87.9 - 118.3
sales representative, account manager - consumer goods	54.4 - 68.6	60.0 - 77.0	66.8 - 86.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	136.7 - 176.1	168.8 - 217.5	207.6 - 267.4
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.2 - 64.9	64.8 - 75.4	75.0 - 77.0
internal sales representative - manufacturing	52.4 - 65.9	57.6 - 73.8	64.1 - 83.1
sales engineer - distribution	75.2 - 98.2	82.6 - 110.0	91.9 - 122.8
sales engineer - manufacturing	65.0 - 86.5	73.4 - 99.4	83.4 - 112.1
sales representative, account manager - distribution	53.5 - 66.8	58.2 - 74.0	64.2 - 82.9
sales representative, account manager - manufacturing	55.7 - 79.7	61.1 - 89.0	67.7 - 98.9
technical sales representative - manufacturing	53.5 - 68.7	60.6 - 79.1	68.9 - 89.2
territory manager - retail	54.5 - 67.6	58.7 - 74.6	64.7 - 84.0

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9



electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2
field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# windsor-essex county

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	40.1 - 50.7	43.7 - 56.4	48.4 - 63.4
administrative assistant (bilingual)	45.9 - 54.8	47.3 - 58.0	51.9 - 61.5
administrative clerk	39.0 - 48.2	43.2 - 53.6	47.4 - 58.1
administrative coordinator	44.6 - 55.1	50.1 - 62.3	56.1 - 66.9
administrative manager	60.7 - 77.7	66.0 - 86.2	72.8 - 96.2
benefits clerk	39.9 - 50.9	45.5 - 58.9	51.9 - 66.9
buyer assistant	39.9 - 51.5	46.1 - 59.4	52.1 - 65.6
contracts administrator	95.7 - 120.9	107.0 - 138.0	121.2 - 157.4
data entry clerk	36.6 - 45.8	41.3 - 51.9	46.1 - 55.5
dispatch administrator	49.4 - 62.5	55.6 - 71.1	62.5 - 79.8
document services specialist	33.9 - 42.8	38.9 - 48.9	43.5 - 51.2
documentation specialist	40.5 - 53.1	48.4 - 61.5	54.5 - 65.2
donor relations coordinator	51.9 - 67.7	60.0 - 79.7	69.8 - 92.3
estimation assistant	51.6 - 53.5	53.0 - 56.3	56.0 - 59.9
executive assistant	56.0 - 76.3	65.3 - 90.1	75.7 - 102.8
executive assistant (bilingual)	58.2 - 78.9	67.8 - 92.9	78.0 - 104.5
executive legal assistant	63.6 - 69.5	69.5 - 76.8	75.0 - 83.6
file clerk	36.2 - 46.8	42.6 - 53.8	47.7 - 56.9
HR coordinator	39.7 - 50.4	44.8 - 56.7	49.6 - 61.1
insurance claims clerk	39.6 - 49.7	44.8 - 56.9	50.7 - 63.9
inventory clerk	38.0 - 47.6	42.9 - 54.4	48.5 - 61.0
inventory coordinator	47.0 - 59.6	52.2 - 67.4	58.7 - 76.2



invoicing clerk	38.8 - 49.5	44.1 - 56.2	49.2 - 61.1
lease administrator	48.9 - 63.8	56.5 - 74.3	64.8 - 84.9
leasing coordinator	45.3 - 59.0	52.3 - 68.7	59.9 - 78.1
legal assistant	48.1 - 65.5	57.1 - 78.1	66.6 - 88.5
logistics coordinator	48.3 - 63.3	56.2 - 74.0	64.5 - 84.1
mailroom clerk	38.1 - 47.0	42.7 - 52.3	46.7 - 54.9
marketing assistant	42.7 - 53.1	47.0 - 60.1	53.2 - 69.5
office clerk	39.9 - 48.7	43.4 - 53.9	47.8 - 59.8
office manager	55.0 - 70.8	60.4 - 79.2	67.0 - 88.4
order clerk	36.1 - 45.2	40.8 - 51.5	45.7 - 56.8
order desk representative (clerical)	42.3 - 48.9	48.0 - 53.0	53.5 - 58.3
order entry clerk	32.2 - 39.6	36.3 - 45.9	40.8 - 49.0
parts coordinators	33.9 - 45.3	38.2 - 51.8	42.9 - 57.8
payroll administrator	45.9 - 59.8	52.2 - 69.1	59.6 - 79.0
procurement coordinator	54.1 - 70.1	61.0 - 80.6	69.4 - 92.1
project coordinator	38.1 - 51.6	43.6 - 60.3	50.3 - 69.1
project manager assistant	47.0 - 62.0	51.6 - 69.6	57.7 - 79.0
property administrator	38.7 - 50.4	43.3 - 57.8	49.4 - 67.0
property manager	61.1 - 80.4	69.0 - 92.8	78.9 - 106.6
receptionist	35.2 - 43.5	38.6 - 49.1	43.3 - 56.1
receptionist (bilingual)	46.3 - 50.6	53.3 - 55.8	57.3 - 67.9
sales administrator	44.3 - 58.9	50.9 - 68.8	58.7 - 78.6
sales assistant	42.7 - 53.1	47.0 - 60.2	53.2 - 69.8
sales coordinator	50.8 - 62.2	54.7 - 68.7	60.4 - 78.0
service advisor	52.6 - 56.9	56.0 - 61.0	60.5 - 65.3
service coordinator	38.8 - 49.7	43.2 - 56.7	48.8 - 64.5
supply clerk	36.7 - 46.2	41.1 - 52.2	45.7 - 57.2



virtual assistant	36.1 - 44.4	39.9 - 49.4	43.7 - 53.4
virtual receptionist	41.3 - 44.5	44.5 - 48.9	47.6 - 52.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	65.2 - 84.3	73.0 - 96.0	82.3 - 107.7
bilingual customer loyalty agent	37.3 - 48.6	42.4 - 56.1	48.4 - 63.7
bilingual customer service manager	76.1 - 99.9	85.5 - 114.8	97.5 - 131.6
bilingual customer service representative	39.2 - 49.5	43.3 - 55.7	48.5 - 62.6
bilingual customer service supervisor	56.1 - 71.5	64.6 - 81.8	72.3 - 89.1
bilingual customer service team lead	43.8 - 55.6	49.4 - 63.8	56.3 - 73.2
bilingual customer service trainer	45.8 - 59.8	52.2 - 69.3	59.9 - 78.9
bilingual e-chat representative	45.4 - 57.6	50.4 - 65.0	56.5 - 73.0
bilingual fundraising agent	42.2 - 53.1	47.1 - 59.8	52.5 - 66.2
bilingual inside sales manager	72.2 - 96.6	82.0 - 111.6	93.6 - 126.5
bilingual inside sales representative	51.4 - 64.6	56.4 - 72.4	62.9 - 81.6
bilingual insurance advisor	58.7 - 74.2	63.8 - 82.4	70.5 - 92.3
bilingual junior collection agent	36.8 - 47.0	41.4 - 53.7	46.7 - 60.2
bilingual order desk representative	36.1 - 45.2	40.8 - 51.5	45.7 - 56.8
bilingual order management representative	41.4 - 52.4	46.7 - 60.1	53.1 - 68.8
bilingual survey agent	34.9 - 44.3	40.5 - 51.8	46.0 - 56.7
bilingual technical support level 1 agent	46.8 - 62.1	53.6 - 71.5	60.8 - 80.4
bilingual telemarketing agent	35.6 - 44.1	39.3 - 50.3	44.5 - 58.1
bilingual telephone dispatcher	42.3 - 53.8	48.0 - 61.7	54.4 - 69.9
bilingual travel support agent	41.4 - 52.1	46.2 - 58.6	51.4 - 64.9
bilingual workforce planner	50.3 - 63.2	54.2 - 69.6	59.7 - 78.5



## engineering

construction	entry	mid	senior
architect	62.4 - 81.2	69.5 - 92.4	78.4 - 104.8
architectural drafter	54.8 - 70.8	63.5 - 83.8	74.3 - 98.8
architectural technician	72.5 - 95.6	83.3 - 111.9	96.3 - 127.5
BIM/VDC coordinator	64.4 - 83.9	71.7 - 95.4	80.9 - 108.1
BIM/VDC lead	68.5 - 89.1	76.3 - 101.2	86.1 - 114.6
civil engineer	65.0 - 87.9	76.2 - 104.4	88.9 - 119.2
civil engineering drafter	56.2 - 69.9	62.9 - 79.7	71.0 - 90.4
civil engineering technologist	45.9 - 62.0	54.7 - 74.2	64.1 - 84.5
civil project engineer	75.2 - 103.1	86.9 - 121.4	100.9 - 140.1
civil project manager	81.7 - 108.9	92.1 - 125.0	104.7 - 141.3
construction director	99.5 - 131.5	134.3 - 177.7	169.0 - 223.6
construction inspector	69.5 - 92.4	79.5 - 107.5	91.4 - 122.0
construction manager	77.5 - 101.2	84.9 - 113.2	94.5 - 127.6
construction project manager	67.6 - 92.9	78.3 - 109.7	91.2 - 126.3
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	58.5 - 77.1	66.3 - 89.0	75.7 - 101.3
director of operations	119.0 - 159.4	156.9 - 210.4	199.4 - 267.3
drafter	55.7 - 69.6	62.6 - 79.5	70.8 - 90.2
electrical designer/engineer	75.6 - 99.2	84.9 - 113.9	96.7 - 129.9
electrical engineer	65.6 - 91.3	80.1 - 113.1	97.0 - 132.4
electrical engineering technician	57.8 - 73.7	65.7 - 85.1	75.0 - 97.0
engineering manager	86.6 - 116.5	98.9 - 135.5	113.8 - 155.1
environmental engineer	63.6 - 84.7	73.1 - 99.4	84.8 - 114.4
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	61.1 - 79.8	69.4 - 92.3	79.4 - 105.6



field manager	67.9 - 89.6	77.0 - 103.9	88.5 - 120.3
field supervisor	67.3 - 88.2	75.5 - 100.5	85.2 - 113.3
foreman	54.3 - 69.9	60.6 - 79.6	68.4 - 90.2
general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	62.3 - 79.9	71.4 - 93.0	81.9 - 105.7
health and safety specialist	70.5 - 92.6	80.7 - 108.1	93.0 - 123.3
HVAC drafter	51.1 - 65.3	57.3 - 74.2	64.5 - 83.0
HVAC engineer	58.9 - 78.0	67.2 - 90.6	77.1 - 102.9
mechanical designer	52.8 - 69.3	60.5 - 80.5	69.3 - 91.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	62.9 - 88.6	78.1 - 111.3	95.6 - 130.5
mechanical engineering technician	53.1 - 69.2	60.3 - 79.7	68.6 - 90.0
mechanical site supervisor	52.3 - 67.1	59.0 - 77.2	67.2 - 88.3
operations manager	80.6 - 110.3	92.7 - 128.7	106.6 - 145.5
project coordinator	38.1 - 51.6	43.6 - 60.3	50.3 - 69.1
project director	106.0 - 128.7	133.7 - 162.5	164.5 - 200.1
project engineer	86.9 - 111.4	94.3 - 123.2	103.9 - 137.5
project manager	75.9 - 104.5	88.1 - 123.3	102.4 - 141.1
purchasing manager	95.1 - 125.5	107.4 - 144.2	122.0 - 162.6
specification writer	53.3 - 68.3	60.1 - 78.3	68.1 - 88.5
structural engineer	70.7 - 93.8	80.7 - 109.2	93.0 - 125.0
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	85.1 - 113.1	97.2 - 131.7	111.9 - 151.3
<b>energy &amp; oil</b>			
applications engineer	75.4 - 99.6	86.9 - 116.7	100.4 - 132.5
automation engineer	64.4 - 85.7	74.0 - 100.6	85.7 - 115.4
buyer	57.5 - 74.9	65.2 - 86.6	74.6 - 99.1



category manager	64.2 - 83.8	71.7 - 95.6	81.2 - 108.9
category specialist	53.2 - 68.9	58.9 - 77.9	66.2 - 88.5
chemical engineer	70.6 - 102.6	89.8 - 130.0	110.1 - 150.1
chief inspector	54.5 - 71.2	61.0 - 81.0	68.7 - 90.9
civil engineer	65.0 - 87.9	76.2 - 104.4	88.9 - 119.2
civil engineering drafter	56.2 - 69.9	62.9 - 79.7	71.0 - 90.4
civil engineering technologist	45.9 - 62.0	54.7 - 74.2	64.1 - 84.5
civil project engineer	75.2 - 103.1	86.9 - 121.4	100.9 - 140.1
civil project manager	81.7 - 108.9	92.1 - 125.0	104.7 - 141.3
continuous improvement engineer	78.5 - 102.4	87.3 - 116.0	98.1 - 130.2
contracts administrator	58.5 - 77.1	66.3 - 89.0	75.7 - 101.3
contracts manager	95.7 - 120.9	107.0 - 138.0	121.2 - 157.4
contracts specialist	59.2 - 77.1	67.1 - 89.0	76.5 - 100.7
controls designer/engineer	57.1 - 75.7	65.3 - 88.2	75.0 - 100.6
cost control specialist	50.0 - 64.3	55.8 - 73.2	63.0 - 82.8
demand planner	51.2 - 70.1	61.2 - 84.3	72.0 - 96.5
director of operations	119.0 - 159.4	156.9 - 210.4	199.4 - 267.3
electrical designer/engineer	75.6 - 99.2	84.9 - 113.9	96.7 - 129.9
electrical engineer	65.6 - 91.3	80.1 - 113.1	97.0 - 132.4
electrical engineering technician	57.8 - 73.7	65.7 - 85.1	75.0 - 97.0
electrical test engineer	70.7 - 94.9	82.1 - 112.5	96.0 - 130.0
engineering manager	102.7 - 139.8	119.2 - 165.0	138.6 - 188.8
environmental engineer	63.6 - 84.7	73.1 - 99.4	84.8 - 114.4
environmental inspector	52.6 - 66.8	57.7 - 74.7	64.1 - 83.6
estimator	61.1 - 79.2	67.7 - 89.7	76.1 - 101.6
facilities engineer	65.3 - 87.2	75.4 - 102.8	87.6 - 117.8
field service engineer	55.7 - 72.6	62.2 - 83.1	70.7 - 95.7



geologist	65.7 - 85.2	73.9 - 97.9	84.2 - 111.6
geotechnical engineer	64.8 - 84.8	73.9 - 98.9	85.2 - 113.4
GIS analyst	43.2 - 56.8	48.8 - 65.0	55.2 - 73.0
health and safety manager	64.6 - 84.0	71.7 - 95.2	80.6 - 107.4
HVAC engineer	58.9 - 78.0	67.2 - 90.6	77.1 - 102.9
hydraulic engineer	66.6 - 88.6	76.4 - 103.8	88.4 - 118.7
industrial engineer	69.4 - 91.7	78.7 - 106.0	90.1 - 120.0
instrumentation and controls engineer	67.8 - 89.8	77.2 - 104.4	88.8 - 118.9
inventory control manager	63.7 - 83.1	71.1 - 94.7	80.3 - 107.3
mechanical designer	52.8 - 69.3	60.5 - 80.5	69.3 - 91.1
mechanical drafter	53.9 - 69.6	60.5 - 80.2	69.3 - 93.8
mechanical engineer	62.9 - 88.6	78.1 - 111.3	95.6 - 130.5
mechanical engineering technician	53.1 - 69.2	60.3 - 79.7	68.6 - 90.0
mining engineer	70.4 - 93.8	79.5 - 108.0	90.7 - 122.7
operations manager	80.6 - 110.3	92.7 - 128.7	106.6 - 145.5
pipeline designer	62.1 - 81.0	69.3 - 92.3	78.3 - 104.5
piping engineer	62.1 - 81.4	69.8 - 93.3	79.3 - 106.2
planner/scheduler	40.5 - 51.5	45.9 - 59.0	51.9 - 66.4
plant engineer	70.4 - 94.2	82.6 - 112.6	97.2 - 129.9
process engineer	62.8 - 83.6	72.2 - 97.9	83.4 - 111.6
procurement specialist	53.9 - 69.9	59.7 - 79.1	67.1 - 89.8
production engineer	64.0 - 85.7	74.1 - 101.2	86.3 - 115.9
program manager	72.2 - 93.4	82.2 - 108.1	94.0 - 123.2
project controller	52.1 - 68.8	58.3 - 78.4	65.9 - 89.0
project controls manager	85.6 - 117.3	98.6 - 137.5	114.1 - 157.1
project controls specialist	61.4 - 79.9	69.4 - 91.9	78.9 - 104.0
project coordinator	83.3 - 107.0	90.5 - 118.5	99.9 - 132.0



project director	106.0 - 128.7	133.7 - 162.5	164.5 - 200.1
project engineer	86.9 - 111.4	94.3 - 123.2	103.9 - 137.5
project manager	75.9 - 104.5	88.1 - 123.3	102.4 - 141.1
purchasing manager	95.1 - 125.5	107.4 - 144.2	122.0 - 162.6
quality assurance manager	79.7 - 103.4	88.0 - 116.4	98.4 - 130.6
quality control engineer	69.5 - 92.4	79.5 - 107.5	91.4 - 122.0
reliability engineer	69.8 - 90.9	80.3 - 106.6	93.0 - 122.0
reliability manager	71.1 - 93.1	82.3 - 109.9	95.9 - 126.2
safety inspector	60.9 - 79.1	68.8 - 90.8	77.9 - 102.3
sourcing engineer	56.8 - 75.1	64.7 - 87.3	74.3 - 99.7
sourcing specialist	59.2 - 76.7	65.5 - 86.8	73.7 - 98.5
specification writer	53.3 - 68.3	60.1 - 78.3	68.1 - 88.5
stationary engineer	56.0 - 71.2	61.4 - 79.4	68.0 - 88.4
structural designer	54.8 - 71.0	61.8 - 81.5	70.0 - 92.2
structural engineer	70.7 - 93.8	80.7 - 109.2	93.0 - 125.0
superintendent	41.2 - 52.4	46.0 - 59.6	51.9 - 67.5
systems control engineer	65.6 - 87.9	76.0 - 103.8	88.4 - 118.9
transmission line engineer	78.8 - 99.6	85.3 - 109.8	93.7 - 121.8
transportation manager	82.9 - 109.4	93.7 - 125.8	106.7 - 143.2
<b>manufacturing</b>			
applications engineer	75.4 - 99.6	86.9 - 116.7	100.4 - 132.5
assurance control technician	64.3 - 83.8	72.9 - 96.6	83.0 - 109.3
automation engineer	64.4 - 85.7	74.0 - 100.6	85.7 - 115.4
buyer	57.5 - 74.9	65.2 - 86.6	74.6 - 99.1
chemical engineer	70.6 - 102.6	89.8 - 130.0	110.1 - 150.1
coating inspector	38.9 - 50.7	44.2 - 58.4	50.3 - 66.4
commissioning and start up engineer	59.9 - 79.7	68.8 - 93.4	79.5 - 106.7



continuous improvement engineer	78.5 - 102.4	87.3 - 116.0	98.1 - 130.2
controls designer/engineer	57.1 - 75.7	65.3 - 88.2	75.0 - 100.6
controls engineer	57.1 - 75.7	65.3 - 88.2	75.0 - 100.6
demand planner	51.2 - 70.1	61.2 - 84.3	72.0 - 96.5
electrical designer	73.0 - 96.8	83.2 - 112.7	95.9 - 129.4
electrical engineer	65.6 - 91.3	80.1 - 113.1	97.0 - 132.4
electrical engineering technician	57.8 - 73.7	65.7 - 85.1	75.0 - 97.0
electrical test engineer	70.7 - 94.9	82.1 - 112.5	96.0 - 130.0
electronics designer	57.4 - 72.3	65.3 - 83.6	74.5 - 95.0
electronics engineer	79.6 - 104.0	88.7 - 118.0	99.8 - 132.3
electronics technician	56.5 - 72.7	63.1 - 82.8	71.1 - 93.6
estimation engineer	73.1 - 97.4	83.9 - 114.0	97.0 - 131.0
estimator	61.1 - 79.2	67.7 - 89.7	76.1 - 101.6
field service engineer	55.7 - 72.6	62.2 - 83.1	70.7 - 95.7
health and safety specialist	70.5 - 92.6	80.7 - 108.1	93.0 - 123.3
HVAC drafter	51.1 - 65.3	57.3 - 74.2	64.5 - 83.0
HVAC engineer	58.9 - 78.0	67.2 - 90.6	77.1 - 102.9
industrial engineer	69.4 - 91.7	78.7 - 106.0	90.1 - 120.0
inventory analyst	52.4 - 67.7	58.8 - 77.4	66.6 - 88.1
logistics specialist	47.2 - 60.7	53.5 - 69.7	60.7 - 79.3
maintenance buyer	43.1 - 54.9	49.8 - 63.7	56.8 - 71.8
maintenance planner	55.1 - 69.1	62.2 - 79.2	70.5 - 89.4
manufacturing engineer	64.3 - 85.6	73.8 - 100.1	85.2 - 114.2
mechanical designer	52.8 - 69.3	60.5 - 80.5	69.3 - 91.1
mechanical drafter	53.9 - 69.6	60.5 - 80.2	69.3 - 93.8
mechanical engineer	62.9 - 88.6	78.1 - 111.3	95.6 - 130.5
mechanical engineering technician	53.1 - 69.2	60.3 - 79.7	68.6 - 90.0



operation excellence specialist	74.3 - 96.9	82.7 - 109.8	92.9 - 123.0
process engineer	62.8 - 83.6	72.2 - 97.9	83.4 - 111.6
production planner	49.3 - 64.8	56.6 - 75.1	64.5 - 84.0
project engineer	86.9 - 111.4	94.3 - 123.2	103.9 - 137.5
project manager	75.9 - 104.5	88.1 - 123.3	102.4 - 141.1
purchasing agent	57.5 - 74.9	65.2 - 86.6	74.6 - 99.1
quality assurance engineer	62.5 - 82.0	70.3 - 94.1	79.8 - 106.0
quality assurance/control technician	55.8 - 73.5	64.3 - 85.9	74.0 - 98.6
quality control engineer	69.5 - 92.4	79.5 - 107.5	91.4 - 122.0
quality control technician	40.3 - 51.7	44.7 - 58.3	50.1 - 65.3
quality engineer	56.1 - 74.5	65.3 - 88.1	75.9 - 100.4
quality inspector	41.0 - 51.7	45.2 - 58.0	50.5 - 65.5
reliability/maintenance engineer	69.8 - 90.9	80.3 - 106.6	93.0 - 122.0
robotics engineer	73.4 - 96.4	82.6 - 110.6	93.8 - 124.8
safety inspector	60.9 - 79.1	68.8 - 90.8	77.9 - 102.3
SCADA engineer	67.0 - 89.1	76.7 - 104.1	88.6 - 118.9
sourcing engineer	56.8 - 75.1	64.7 - 87.3	74.3 - 99.7
stationary engineer	56.0 - 71.2	61.4 - 79.4	68.0 - 88.4
supply chain analyst	54.1 - 71.3	61.4 - 82.4	70.1 - 93.3
systems engineer	72.0 - 95.2	81.7 - 110.3	93.7 - 125.4

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 21.4	19.1 - 24.5	21.6 - 27.8
counterbalance forklift operator	19.5 - 23.4	21.1 - 25.9	22.8 - 28.7
electronic parts assembler	18.1 - 23.5	20.4 - 25.8	22.3 - 28.3
forklift operator	19.5 - 23.4	21.1 - 25.9	22.8 - 28.7

general labourer - heavy	18.2 - 23.3	21.2 - 27.0	24.1 - 29.1
general labourer - light	17.0 - 20.2	18.6 - 23.9	21.3 - 25.6
industrial painter	18.5 - 22.4	19.8 - 25.7	22.3 - 28.8
inventory control clerk	18.3 - 22.9	20.6 - 26.2	23.3 - 29.3
janitor/custodian	18.0 - 20.5	19.2 - 22.1	20.6 - 23.5
machine operator	18.6 - 24.3	21.2 - 28.1	24.2 - 31.9
machine operator assistant	17.5 - 22.4	20.5 - 25.7	23.2 - 28.6
manufacturing worker	17.3 - 19.9	18.1 - 22.5	20.3 - 25.5
material handler	18.6 - 22.7	20.3 - 25.3	22.4 - 28.1
mould machine operator	19.4 - 25.4	22.2 - 29.3	25.2 - 32.8
order/cherry picker forklift operator	20.0 - 24.1	21.6 - 26.2	23.6 - 29.3
packaging labourer	17.3 - 21.8	19.2 - 24.7	21.5 - 28.0
parts clerk	17.5 - 21.8	18.4 - 24.9	20.6 - 27.8
picker/packer	17.3 - 21.8	19.2 - 24.7	21.5 - 28.0
production labourer	17.0 - 20.2	18.5 - 23.9	21.4 - 26.1
reach truck operator	19.8 - 23.9	21.5 - 26.1	23.1 - 29.0
shipper/receiver	18.6 - 22.7	20.3 - 25.3	22.4 - 28.1
shipping and receiving clerk	18.5 - 22.4	20.5 - 25.7	23.2 - 29.2
warehouse labourer	18.1 - 23.3	21.5 - 26.9	24.1 - 28.3

## sales

industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.0 - 64.6	64.7 - 74.9	74.5 - 77.0



# york region

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	42.6 - 54.0	46.4 - 60.1	51.5 - 67.6
administrative assistant (bilingual)	55.1 - 59.6	57.3 - 64.1	60.1 - 69.2
administrative clerk	40.4 - 50.2	45.0 - 56.0	49.4 - 60.7
administrative coordinator	47.5 - 58.7	53.3 - 66.4	59.7 - 71.4
administrative manager	75.5 - 96.8	82.1 - 107.6	90.7 - 120.3
benefits clerk	42.1 - 54.0	48.2 - 62.5	55.1 - 71.1
buyer assistant	42.1 - 54.5	48.8 - 63.0	55.3 - 69.7
contracts administrator	54.6 - 61.3	60.6 - 79.0	69.4 - 89.9
data entry clerk	42.7 - 47.7	43.7 - 54.1	52.9 - 58.0
dispatch administrator	61.7 - 77.7	69.3 - 88.4	77.7 - 99.4
document services specialist	38.2 - 45.3	41.0 - 51.9	46.0 - 54.2
documentation specialist	42.8 - 56.3	51.3 - 65.3	57.8 - 69.3
donor relations coordinator	55.1 - 72.0	63.8 - 85.0	74.3 - 98.4
estimation assistant	48.2 - 51.2	50.1 - 53.4	53.1 - 57.1
executive assistant	62.7 - 81.4	69.6 - 96.1	80.8 - 109.5
executive assistant (bilingual)	60.4 - 68.3	67.4 - 79.5	73.7 - 93.1
executive legal assistant	60.2 - 64.1	70.4 - 73.4	80.4 - 86.8
file clerk	38.0 - 49.5	45.1 - 57.1	50.5 - 60.4
HR coordinator	42.4 - 53.4	47.5 - 60.2	52.5 - 64.9
inventory clerk	42.6 - 51.6	46.6 - 59.1	52.6 - 66.3
inventory coordinator	49.0 - 62.3	54.5 - 70.6	61.3 - 79.8
invoicing clerk	40.9 - 52.4	46.7 - 59.6	52.1 - 64.9



lease administrator	62.4 - 78.6	69.7 - 91.6	79.9 - 104.9
leasing coordinator	59.7 - 72.8	64.7 - 84.6	73.9 - 96.4
legal assistant	50.8 - 69.4	60.5 - 83.0	70.7 - 94.0
logistics coordinator	50.3 - 66.2	58.6 - 77.5	67.5 - 88.2
mailroom clerk	39.4 - 49.0	44.5 - 54.6	48.7 - 57.3
marketing assistant	44.9 - 56.1	49.6 - 63.6	56.1 - 73.6
office clerk	41.4 - 50.8	45.2 - 56.3	49.9 - 62.5
office manager	57.6 - 74.4	63.3 - 83.2	70.4 - 92.9
order clerk	38.6 - 47.8	43.1 - 54.5	48.4 - 60.3
order desk representative (clerical)	45.6 - 48.1	48.9 - 54.1	50.8 - 58.6
order entry clerk	36.7 - 42.9	39.0 - 49.8	44.2 - 53.2
parts coordinators	37.8 - 48.3	41.3 - 55.2	45.8 - 61.8
payroll administrator	57.6 - 74.5	65.1 - 86.0	74.2 - 98.4
procurement coordinator	57.2 - 74.3	64.5 - 85.4	73.5 - 97.7
project coordinator	48.5 - 62.4	54.7 - 71.5	61.9 - 80.6
project manager assistant	50.0 - 66.1	54.9 - 74.3	61.5 - 84.3
property administrator	50.1 - 59.7	57.8 - 71.4	63.8 - 81.5
property manager	75.4 - 99.2	85.1 - 112.2	97.4 - 129.6
receptionist	36.8 - 46.0	40.7 - 52.0	45.8 - 59.5
receptionist (bilingual)	52.2 - 57.1	56.3 - 62.5	60.2 - 66.7
sales administrator	46.9 - 62.5	54.0 - 73.1	64.5 - 83.5
sales assistant	45.2 - 56.3	49.8 - 64.0	56.5 - 74.2
sales coordinator	53.8 - 66.1	58.0 - 73.0	64.1 - 83.0
service coordinator	41.4 - 52.5	44.6 - 59.2	52.1 - 67.5
supply clerk	39.4 - 50.1	44.6 - 56.6	49.6 - 62.1



## customer experience

	entry	mid	senior
bilingual call center operations manager	69.4 - 89.9	77.8 - 102.3	87.7 - 114.8
bilingual customer loyalty agent	42.2 - 51.5	44.9 - 59.6	51.2 - 67.7
bilingual customer service manager	94.8 - 125.0	106.8 - 143.2	121.9 - 162.7
bilingual customer service representative	46.5 - 54.0	52.2 - 63.1	62.0 - 73.1
bilingual customer service supervisor	63.8 - 84.1	72.2 - 96.6	82.1 - 109.8
bilingual customer service team lead	56.5 - 68.3	65.5 - 74.5	72.3 - 80.2
bilingual customer service trainer	54.5 - 63.3	60.1 - 73.6	63.4 - 83.8
bilingual e-chat representative	48.1 - 61.1	53.4 - 69.1	60.0 - 77.7
bilingual fundraising agent	41.1 - 46.6	45.4 - 55.5	51.2 - 59.4
bilingual inside sales manager	76.9 - 103.0	87.4 - 118.9	99.8 - 134.5
bilingual inside sales representative	54.5 - 68.7	59.9 - 77.0	66.8 - 86.7
bilingual insurance advisor	62.0 - 78.6	67.5 - 87.3	74.6 - 97.8
bilingual junior collection agent	41.1 - 49.7	43.8 - 57.0	49.5 - 63.9
bilingual order desk representative	47.7 - 53.3	49.9 - 62.2	61.1 - 73.3
bilingual order management representative	47.7 - 53.3	49.9 - 62.2	61.1 - 73.3
bilingual survey agent	41.1 - 46.6	45.4 - 55.5	51.2 - 59.4
bilingual technical support level 1 agent	58.1 - 76.6	66.3 - 88.3	75.0 - 99.4
bilingual telemarketing agent	41.1 - 46.6	45.4 - 55.5	51.2 - 59.4
bilingual telephone dispatcher	44.0 - 56.1	50.0 - 64.5	56.8 - 73.3
bilingual travel support agent	43.7 - 55.2	48.9 - 62.2	54.5 - 69.0
bilingual workforce planner	53.1 - 66.8	57.2 - 73.7	63.1 - 83.3

## engineering

construction	entry	mid	senior
architect	66.3 - 86.5	73.9 - 98.4	83.5 - 111.5



architectural drafter	57.5 - 74.5	66.8 - 88.3	78.3 - 104.1
architectural technician	89.5 - 118.6	103.1 - 138.7	119.5 - 156.9
BIM/VDC coordinator	68.5 - 89.3	76.3 - 101.6	86.2 - 115.1
BIM/VDC lead	70.5 - 90.1	81.3 - 103.2	88.1 - 115.7
civil engineer	68.5 - 92.7	80.4 - 110.1	93.8 - 125.6
civil engineering drafter	59.0 - 73.6	66.1 - 84.0	74.7 - 95.2
civil engineering technologist	48.1 - 65.1	57.4 - 78.1	67.4 - 89.0
civil project engineer	79.7 - 109.3	92.1 - 128.5	107.0 - 148.0
civil project manager	86.2 - 114.8	97.2 - 131.6	110.4 - 148.6
construction director	123.2 - 160.9	164.1 - 212.1	202.4 - 262.2
construction inspector	73.3 - 97.5	83.9 - 113.4	96.4 - 128.6
construction manager	95.6 - 125.3	104.8 - 139.8	117.0 - 156.5
construction project manager	83.3 - 115.0	96.7 - 135.6	112.8 - 155.0
construction superintendent	85.6 - 125.2	103.6 - 150.7	145.1 - 196.4
contracts administrator	61.9 - 81.7	70.2 - 94.4	80.2 - 107.4
director of operations	127.6 - 169.8	167.3 - 222.5	211.2 - 280.8
drafter	58.5 - 73.2	65.8 - 83.8	74.6 - 95.0
electrical designer/engineer	79.7 - 104.7	89.6 - 120.1	102.0 - 136.8
electrical engineer	69.1 - 96.3	84.5 - 119.2	102.4 - 139.4
electrical engineering technician	60.7 - 77.6	69.1 - 89.7	79.0 - 102.1
engineering manager	107.1 - 143.8	122.4 - 165.5	140.6 - 187.0
environmental engineer	66.9 - 89.4	77.1 - 104.9	89.5 - 120.6
estimator	70.7 - 93.6	82.3 - 100.5	93.8 - 132.9
facilities manager	64.0 - 83.7	72.8 - 96.9	83.4 - 110.7
field manager	71.2 - 94.1	80.8 - 109.0	92.9 - 126.0
field Supervisor	70.6 - 92.6	79.2 - 105.5	89.4 - 118.7
foreman	56.8 - 73.4	63.5 - 83.6	71.8 - 94.8



general manager construction	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	65.1 - 83.7	74.8 - 97.5	85.9 - 110.8
health and safety specialist	74.3 - 97.7	85.1 - 114.0	98.2 - 129.9
HVAC drafter	53.4 - 68.4	59.9 - 77.8	67.5 - 87.0
HVAC engineer	62.0 - 82.3	70.8 - 95.6	81.3 - 108.6
mechanical designer	55.4 - 73.0	63.7 - 84.9	73.0 - 96.1
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	66.2 - 93.5	82.4 - 117.3	100.9 - 137.4
mechanical engineering technician	55.7 - 72.8	63.3 - 84.0	72.2 - 94.8
mechanical site supervisor	55.5 - 71.3	62.7 - 82.0	71.4 - 93.8
operations manager	86.5 - 118.3	99.6 - 137.9	114.5 - 155.5
project coordinator	40.0 - 54.5	46.0 - 63.8	53.1 - 73.2
project director	112.4 - 136.2	141.4 - 171.2	173.3 - 209.8
project engineer	91.7 - 117.5	99.5 - 129.8	109.6 - 144.7
project manager	80.5 - 110.8	93.5 - 130.5	108.6 - 149.1
purchasing manager	118.9 - 155.7	134.3 - 176.5	151.7 - 197.1
specification writer	56.4 - 72.5	63.7 - 83.2	72.3 - 94.0
structural engineer	74.5 - 98.9	85.1 - 115.2	98.1 - 131.6
structural technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	105.2 - 139.7	120.3 - 161.1	138.3 - 182.8
<b>manufacturing</b>			
applications engineer	93.2 - 123.6	107.6 - 144.4	124.6 - 162.5
assurance control technician	79.4 - 103.8	90.0 - 119.9	102.7 - 135.5
automation engineer	67.8 - 90.5	78.0 - 106.1	90.4 - 121.6
buyer	60.7 - 79.4	69.1 - 91.9	79.1 - 105.1
chemical engineer	74.5 - 108.2	94.7 - 136.9	116.1 - 157.8
coating inspector	40.4 - 52.9	46.1 - 61.1	52.6 - 69.6



commissioning and start up engineer	63.6 - 84.8	73.1 - 99.2	84.5 - 113.3
continuous improvement engineer	97.8 - 128.1	109.1 - 144.7	122.8 - 161.0
controls designer/engineer	59.9 - 79.8	68.7 - 92.9	79.0 - 105.9
controls engineer	59.9 - 79.8	68.7 - 92.9	79.0 - 105.9
demand planner	53.8 - 74.0	64.6 - 89.2	76.1 - 102.0
electrical designer	77.0 - 102.2	87.9 - 118.8	101.2 - 136.2
electrical engineer	69.1 - 96.3	84.5 - 119.2	102.4 - 139.4
electrical engineering technician	60.7 - 77.6	69.1 - 89.7	79.0 - 102.1
electrical test engineer	74.6 - 100.2	86.6 - 118.6	101.3 - 136.9
electronics designer	60.3 - 76.2	68.7 - 88.1	78.5 - 100.1
electronics engineer	84.0 - 109.7	93.6 - 124.3	105.3 - 139.3
electronics technician	59.3 - 76.6	66.3 - 87.2	74.9 - 98.6
estimation engineer	77.1 - 102.7	88.5 - 120.2	102.4 - 137.9
estimator	64.6 - 84.0	71.7 - 95.1	80.6 - 107.7
field service engineer	58.4 - 76.4	65.4 - 87.5	74.4 - 100.8
general inspector	53.4 - 70.1	60.0 - 79.8	67.6 - 89.6
health and safety specialist	74.3 - 97.7	85.1 - 114.0	98.2 - 129.9
HVAC drafter	53.4 - 68.4	59.9 - 77.8	67.5 - 87.0
HVAC engineer	62.0 - 82.3	70.8 - 95.6	81.3 - 108.6
industrial engineer	73.1 - 96.7	83.1 - 111.8	95.0 - 126.4
inventory analyst	55.2 - 71.5	62.0 - 81.8	70.3 - 93.2
logistics specialist	49.7 - 64.2	56.4 - 73.8	64.2 - 84.1
maintenance buyer	44.6 - 57.0	51.6 - 75.0	65.0 - 90.0
maintenance planner	57.6 - 72.4	65.2 - 83.1	74.0 - 93.8
manufacturing engineer	67.7 - 90.3	77.8 - 105.6	90.0 - 120.4
mechanical designer	55.4 - 73.0	63.7 - 84.9	73.0 - 96.1
mechanical drafter	56.5 - 73.3	63.5 - 84.5	72.9 - 98.8



mechanical engineer	66.2 - 93.5	82.4 - 117.3	100.9 - 137.4
mechanical engineering technician	55.7 - 72.8	63.3 - 84.0	72.2 - 94.8
operation excellence specialist	78.8 - 102.7	87.7 - 116.3	98.5 - 130.2
process engineer	66.2 - 88.3	76.1 - 103.3	88.0 - 117.7
production planner	51.4 - 67.8	59.1 - 78.7	67.5 - 95.0
project engineer	91.7 - 117.5	99.5 - 129.8	109.6 - 144.7
project manager	80.5 - 110.8	93.5 - 130.5	108.6 - 149.1
purchasing agent	60.7 - 79.4	69.1 - 91.9	79.1 - 105.1
quality assurance engineer	65.8 - 86.5	74.2 - 99.3	84.2 - 111.7
quality assurance/control technician	58.5 - 77.4	67.6 - 90.5	77.9 - 103.8
quality control engineer	73.3 - 97.5	83.9 - 113.4	96.4 - 128.6
quality control technician	42.0 - 54.0	46.7 - 61.0	52.4 - 68.4
quality engineer	58.6 - 78.1	68.4 - 92.4	79.6 - 105.2
quality inspector	42.7 - 54.0	47.1 - 60.7	52.7 - 75.0
reliability/maintenance engineer	73.6 - 95.9	84.7 - 112.4	98.1 - 128.5
robotics engineer	77.4 - 101.8	87.1 - 116.6	120.0 - 131.4
safety inspector	63.6 - 82.9	72.0 - 95.1	81.6 - 110.0
SCADA engineer	70.6 - 94.0	81.0 - 109.8	93.5 - 125.3
sourcing engineer	70.8 - 93.5	80.5 - 109.0	92.6 - 124.8
stationary engineer	58.9 - 75.1	64.6 - 83.9	71.8 - 93.4
supply chain analyst	60.0 - 75.6	75.0 - 87.4	74.3 - 99.0
systems engineer	75.9 - 100.4	86.3 - 116.3	98.9 - 132.1

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	177.3 - 305.0	257.3 - 443.1	356.2 - 613.2



vice president finance	128.0 - 221.3	182.7 - 312.7	251.1 - 430.1
vice-president internal audit	154.9 - 203.4	193.1 - 253.7	232.9 - 306.1
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	76.8 - 78.2	82.3 - 86.6	91.8 - 99.4
accounting clerk	49.0 - 53.2	54.2 - 57.9	58.4 - 61.4
accounting manager	116.4 - 125.2	127.2 - 134.5	135.6 - 137.7
accounting supervisor	82.3 - 85.8	89.9 - 94.3	98.1 - 102.9
accounts payable clerk	50.1 - 52.8	53.2 - 56.3	58.4 - 63.6
accounts payable manager	87.6 - 89.7	93.9 - 99.1	105.3 - 109.5
accounts receivable clerk	50.1 - 51.1	52.2 - 54.2	57.4 - 59.5
accounts receivable manager	89.7 - 90.7	99.1 - 100.1	107.4 - 113.7
analyst - financial planning & analysis	123.4 - 149.5	133.2 - 160.9	142.7 - 172.0
assistant controller	131.8 - 166.9	142.8 - 180.1	153.3 - 192.9
billing specialist	52.2 - 54.3	56.3 - 59.5	61.5 - 65.7
bookkeeper	51.1 - 54.2	57.4 - 59.5	61.5 - 63.6
business analyst	91.8 - 110.3	99.3 - 119.3	106.6 - 128.0
controller	121.4 - 211.2	169.9 - 292.1	218.2 - 374.6
cost accountant	73.1 - 79.1	87.9 - 90.9	96.4 - 100.0
credit & collection specialist	50.1 - 51.1	54.8 - 64.7	65.7 - 67.8
credit and collections manager	88.7 - 91.8	93.9 - 97.0	99.1 - 105.6
credit and collections supervisor	62.8 - 67.9	76.6 - 82.8	85.8 - 88.9
director - financial planning & analysis	158.6 - 205.9	200.4 - 260.4	242.5 - 315.1
external auditor	75.8 - 91.3	82.5 - 99.2	89.0 - 106.9
finance director	154.1 - 199.9	197.0 - 256.1	238.0 - 309.2
financial analyst	78.6 - 81.6	83.5 - 87.1	88.8 - 93.1
financial reporting manager	138.7 - 167.3	148.7 - 179.0	158.4 - 190.3
internal audit manager	129.7 - 158.7	139.3 - 170.0	148.5 - 180.9
			169.3 - 205.5



internal auditor	73.7 - 88.8	81.6 - 98.1	89.1 - 107.1	104.5 - 125.4
invoicing clerk	50.7 - 51.5	53.7 - 55.9	58.6 - 62.4	64.0 - 66.2
payroll clerk	58.6 - 60.6	63.8 - 66.2	70.1 - 72.8	75.2 - 78.6
payroll manager	106.0 - 114.7	123.1 - 128.8	134.1 - 140.8	146.1 - 158.8
payroll specialist	68.4 - 69.9	74.4 - 76.5	79.8 - 81.7	86.2 - 91.1
payroll supervisor	120.4 - 82.5	84.3 - 86.0	91.1 - 94.0	97.4 - 105.3
property accountant	75.3 - 80.6	82.5 - 85.9	88.8 - 93.8	---
tax analyst	56.0 - 67.3	61.8 - 74.4	67.5 - 81.0	79.2 - 95.0
tax manager	121.0 - 148.3	129.7 - 158.7	138.4 - 168.9	158.5 - 192.3
treasury analyst	74.5 - 89.4	79.9 - 95.9	85.1 - 102.1	96.9 - 116.3
treasury director	114.2 - 138.7	123.4 - 149.6	132.4 - 159.9	---

## healthcare

	entry	mid	senior
dental office manager	56.0 - 72.1	61.4 - 80.5	68.1 - 89.9
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	62.7 - 79.3	67.5 - 87.4	74.1 - 98.4
disability consultant	49.6 - 65.1	58.1 - 76.3	66.7 - 86.4
health records clerk	38.7 - 48.8	43.9 - 55.8	49.6 - 60.3
healthcare clinic manager	90.0 - 116.1	98.1 - 128.9	108.6 - 143.5
medical / clinic coordinator	59.5 - 75.0	65.9 - 85.0	74.1 - 96.9
medical billing clerk	40.1 - 51.7	46.2 - 59.8	52.6 - 67.1
medical claims analyst	49.6 - 65.1	55.0 - 73.7	61.8 - 83.2
medical office assistant	36.2 - 45.3	40.1 - 50.8	44.5 - 55.9
medical receptionist	36.2 - 47.2	42.9 - 54.6	48.4 - 58.1
medical reimbursement specialist	41.2 - 54.8	48.1 - 64.4	55.4 - 72.5
medical secretary	39.4 - 50.2	44.0 - 56.6	49.0 - 62.3



nurse practitioner	91.0 - 112.8	100.9 - 126.9	112.5 - 140.0
nursing manager	110.1 - 142.6	119.5 - 157.3	132.6 - 177.1
nursing supervisor / team lead	82.3 - 105.3	93.7 - 120.6	105.9 - 134.9
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	34.9 - 44.6	39.7 - 51.1	45.0 - 57.6
patient service representatives (unilingual or bilingual)	36.4 - 44.8	41.4 - 51.5	47.0 - 58.5
pharmacist	105.7 - 132.7	117.2 - 148.6	129.9 - 162.5
pharmacy assistant	37.1 - 47.3	42.1 - 53.8	47.3 - 57.8
pharmacy manager	127.4 - 167.9	143.7 - 190.5	161.8 - 213.0
registered nurse	72.2 - 89.7	79.0 - 100.0	87.6 - 111.4
registered/licensed practical nurses	43.0 - 53.0	51.0 - 68.0	61.0 - 79.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	94.0 - 129.9	118.2 - 163.1	147.1 - 202.7
health and safety director	109.2 - 131.1	141.8 - 167.9	168.2 - 198.8
HR operations director	103.0 - 147.5	134.0 - 187.7	166.3 - 232.5
human resources director	112.9 - 155.3	143.6 - 194.1	176.2 - 238.5
L&D director	115.8 - 143.6	144.4 - 176.6	181.1 - 221.8
talent acquisition director	107.9 - 148.9	136.4 - 184.6	165.3 - 223.3
total rewards director	129.0 - 166.0	165.4 - 211.3	200.9 - 257.3
vice president human resources / CHRO	135.5 - 222.2	170.1 - 278.5	209.1 - 342.5
human resources	entry	mid	senior
benefits administrator	60.5 - 77.2	67.6 - 88.0	76.5 - 99.8
compensation analyst	61.5 - 81.2	70.9 - 95.1	81.9 - 108.3
compensation and benefits manager	112.7 - 146.4	125.2 - 164.3	140.7 - 184.3



compensation specialist	54.3 - 71.6	62.5 - 83.8	72.2 - 95.7
diversity & inclusion coordinator	45.9 - 59.0	52.6 - 67.2	58.6 - 72.5
health and safety advisor	65.1 - 83.7	74.8 - 97.5	85.9 - 110.8
health and safety manager	94.4 - 122.5	105.7 - 139.5	119.8 - 156.7
HRIS analyst	77.7 - 102.0	88.7 - 119.0	102.1 - 135.5
human resources advisor	63.4 - 80.5	69.2 - 89.9	77.0 - 101.8
human resources assistant	44.6 - 56.8	50.5 - 64.1	56.0 - 69.5
human resources business partner	67.9 - 88.8	75.9 - 101.2	85.9 - 114.5
human resources coordinator	41.9 - 53.4	47.5 - 60.2	52.5 - 64.9
human resources manager	105.9 - 141.9	122.6 - 165.1	142.0 - 187.5
human resources supervisor	69.7 - 90.0	76.5 - 101.2	85.8 - 115.6
instructional designer	52.5 - 67.9	58.8 - 77.4	66.5 - 87.9
labour relations advisor	66.4 - 88.1	75.8 - 102.4	87.1 - 116.7
labour relations manager	111.8 - 151.1	131.6 - 177.5	153.4 - 203.6
learning and development specialist	53.3 - 69.5	60.4 - 80.2	69.1 - 90.9
recruitment coordinator	41.8 - 55.2	49.0 - 64.6	56.2 - 72.9
talent acquisition specialist	62.5 - 81.4	69.4 - 92.1	78.1 - 104.1

## industrial management

	entry	mid	senior
engineering manager	107.1 - 143.8	122.4 - 165.5	140.6 - 187.0
inventory control manager	66.8 - 87.3	74.7 - 99.5	84.4 - 112.6
lead mechanic	83.2 - 84.5	87.4 - 90.0	92.0 - 99.4
logistic manager	103.4 - 136.7	117.2 - 156.1	133.4 - 175.5
logistic supervisor	53.5 - 68.5	60.0 - 78.0	70.0 - 100.0
machining manager	65.3 - 84.0	72.5 - 95.0	81.5 - 107.6
maintenance manager	67.2 - 88.2	76.8 - 101.7	87.2 - 113.6



maintenance supervisor	64.0 - 83.7	72.8 - 96.9	83.4 - 110.7
manufacturing director	134.4 - 161.5	171.8 - 205.5	209.6 - 251.0
operations director	127.6 - 169.8	167.3 - 222.5	211.2 - 280.8
operations manager	86.5 - 118.3	99.6 - 137.9	114.5 - 155.5
planning director	136.1 - 174.4	167.8 - 214.5	204.9 - 262.4
plant manager	116.9 - 161.1	139.9 - 192.5	165.0 - 222.2
procurement director	122.4 - 159.9	161.5 - 208.5	193.5 - 250.6
procurement manager	99.2 - 130.6	109.7 - 146.6	123.0 - 163.9
production manager	105.1 - 138.8	119.1 - 158.9	136.1 - 178.9
production supervisor	60.9 - 78.3	67.6 - 88.6	76.1 - 100.2
project director	112.4 - 136.2	141.4 - 171.2	173.3 - 209.8
purchasing director	122.4 - 159.9	161.5 - 208.5	193.5 - 250.6
purchasing manager	118.9 - 155.7	134.3 - 176.5	151.7 - 197.1
quality assurance manager	99.3 - 129.3	109.9 - 145.1	123.1 - 161.5
quality director	109.6 - 147.7	138.7 - 183.5	168.2 - 222.3
site supervisor	99.0 - 129.7	108.7 - 144.6	121.1 - 161.3
supply chain director	128.7 - 155.0	167.0 - 199.5	202.8 - 242.9
supply chain manager	99.1 - 133.2	114.8 - 154.8	132.4 - 172.7
warehouse manager	85.0 - 111.0	94.5 - 125.9	106.3 - 141.4
warehouse supervisor	56.5 - 73.9	64.3 - 85.5	73.5 - 97.0
weld shop manager	62.8 - 72.3	71.0 - 87.0	81.1 - 105.3
weld shop supervisor	58.0 - 75.5	65.6 - 86.7	74.4 - 98.0

## industrial support

	entry	mid	senior
assembler/fabricator	19.5 - 22.5	21.5 - 24.5	23.5 - 26.5
counterbalance forklift operator	22.1 - 25.3	24.2 - 27.3	26.1 - 29.2



delivery/courier driver	25.2 - 28.2	27.2 - 30.2	29.2 - 32.2
electronic parts assembler	18.3 - 21.3	20.3 - 23.3	22.3 - 25.3
forklift operator	22.5 - 25.5	24.5 - 27.5	26.5 - 29.5
general labourer - heavy	19.5 - 22.5	21.2 - 24.5	23.5 - 28.6
general labourer - light	17.5 - 20.6	19.6 - 22.1	21.6 - 24.8
industrial painter	22.5 - 25.5	24.4 - 27.4	25.5 - 28.5
inventory control clerk	21.1 - 24.1	23.1 - 26.1	25.1 - 28.1
janitor/custodian	18.1 - 21.1	20.8 - 23.5	22.6 - 25.8
machine operator	20.2 - 23.2	22.2 - 25.2	24.2 - 27.2
machine operator assistant	18.5 - 21.5	20.5 - 23.5	22.5 - 25.5
manufacturing worker	18.6 - 21.6	20.7 - 23.7	22.6 - 25.6
material handler	22.5 - 25.6	24.5 - 27.8	26.4 - 29.3
order/cherry picker forklift operator	24.1 - 27.3	26.2 - 29.3	28.3 - 31.2
packaging labourer	18.1 - 21.1	20.1 - 23.1	22.1 - 25.3
parts clerk	18.5 - 21.5	20.6 - 23.5	22.8 - 25.6
picker/packer	18.3 - 21.3	20.4 - 23.4	22.5 - 25.6
production labourer	18.6 - 21.6	20.7 - 23.7	22.5 - 25.7
reach truck operator	23.5 - 26.4	25.4 - 28.6	27.5 - 30.2
shipper/receiver	22.1 - 25.3	24.2 - 27.3	26.1 - 29.3
shipping and receiving clerk	20.5 - 23.6	22.6 - 25.8	24.3 - 27.8
warehouse labourer	18.1 - 21.1	20.1 - 23.2	22.3 - 25.4

## marketing

digital marketing	entry	mid	senior
digital marketing manager	74.8 - 98.2	84.1 - 112.7	95.8 - 128.6
digital marketing specialist	52.8 - 69.9	61.2 - 82.4	71.1 - 94.2



e-commerce director	117.8 - 146.1	148.7 - 184.4	187.4 - 232.3
e-commerce marketing manager	85.6 - 111.9	95.6 - 127.5	108.3 - 145.1
marketing content manager	64.1 - 84.8	72.9 - 98.2	83.5 - 112.1
social media manager	65.0 - 90.0	78.7 - 109.0	93.1 - 126.6
web marketing analyst	68.1 - 87.9	76.4 - 100.9	86.5 - 114.2
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	110.4 - 167.5	148.8 - 225.4	190.6 - 288.8
marketing vice-president	108.8 - 195.6	151.3 - 271.7	204.5 - 367.0
vice-president marketing & sales	96.9 - 174.3	134.9 - 242.2	182.7 - 328.0
<b>marketing and communications</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
brand or product manager	94.8 - 122.0	105.4 - 138.0	118.4 - 154.9
brand or product manager assistant	69.1 - 93.2	80.7 - 110.1	93.8 - 126.2
communications manager	77.3 - 101.3	86.7 - 115.8	98.3 - 130.5
communications specialist	58.9 - 80.6	70.2 - 97.0	82.8 - 110.8
content specialist	57.6 - 76.0	66.3 - 89.1	76.8 - 101.8
event specialist	47.5 - 64.8	56.5 - 78.0	66.7 - 89.6
graphic designer	53.2 - 70.1	61.2 - 81.6	70.2 - 92.4
marketing coordinator	61.5 - 80.9	69.4 - 93.0	79.0 - 105.5
marketing director	106.9 - 144.1	124.7 - 170.2	145.1 - 194.1
marketing project manager	48.5 - 64.4	55.5 - 74.9	63.7 - 85.2
marketing specialist	53.3 - 70.8	60.9 - 82.3	69.9 - 93.4

## sales

<b>corporate sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account manager - hardware	57.3 - 71.8	62.4 - 79.7	69.0 - 89.2
account manager - software	63.9 - 79.6	69.0 - 87.8	75.9 - 98.2



district sales manager	89.6 - 116.1	102.2 - 134.9	117.7 - 154.8
key accounts manager - consumer goods	81.4 - 104.4	91.6 - 119.7	104.2 - 136.5
sales manager/ director	70.4 - 94.3	80.0 - 108.8	91.3 - 122.9
sales representative, account manager - consumer goods	56.1 - 71.0	61.9 - 79.8	69.1 - 89.5
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	141.7 - 182.0	174.4 - 223.9	213.7 - 274.5
<b>industrial sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	55.0 - 64.5	64.1 - 75.1	75.0 - 77.0
internal sales representative - manfacturing	54.5 - 68.7	59.9 - 77.0	66.8 - 86.7
sales engineer - distribution	78.5 - 102.6	86.2 - 114.9	96.0 - 128.3
sales engineer - manufacturing	67.7 - 90.3	76.6 - 103.9	87.1 - 117.1
sales representative, account manager - distribution	54.9 - 68.7	59.7 - 76.3	66.1 - 85.5
sales representative, account manager - manufacturing	57.8 - 83.1	63.5 - 92.8	70.4 - 103.2
technical sales representative - manufacturing	55.1 - 71.1	62.6 - 82.0	71.3 - 92.5
territory manager - retail	56.6 - 70.4	61.0 - 77.7	67.3 - 87.6

## skilled trades

	entry	mid	senior
automation technician	55.5 - 66.4	64.0 - 78.1	76.0 - 91.1
CNC machinist	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
CNC programmer	63.2 - 75.2	73.4 - 85.3	82.1 - 94.6
conventional machinist	60.4 - 73.4	67.1 - 81.2	75.9 - 86.9
electrician	79.0 - 85.1	83.4 - 89.9	87.9 - 99.1
electromechanical technician	61.8 - 73.4	68.7 - 77.9	75.5 - 87.3
field electrician	79.2 - 86.1	84.1 - 90.4	89.0 - 101.4
field millwright	79.1 - 84.2	82.3 - 90.6	87.5 - 101.2



field service technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
heavy duty mechanic	78.2 - 82.8	81.7 - 85.4	83.9 - 95.8
heavy equipment mechanic/technician	78.4 - 83.2	79.9 - 86.3	83.1 - 101.2
machine builder	65.0 - 72.0	67.1 - 77.1	75.5 - 89.3
maintenance mechanic	78.2 - 84.1	82.7 - 88.1	85.3 - 95.8
mechanical assembler	58.2 - 66.1	63.2 - 71.9	70.2 - 84.1
millwright	78.2 - 85.0	83.1 - 90.4	87.4 - 99.9
tool and die maker	60.8 - 74.4	68.4 - 80.1	76.1 - 88.9
welder	45.7 - 60.1	56.4 - 69.7	65.1 - 79.9
welder-fitter	60.1 - 73.8	69.2 - 82.1	80.1 - 92.1



# queens - charlottetown

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	37.4 - 47.8	40.9 - 53.4	45.5 - 60.2
administrative assistant (bilingual)	48.0 - 56.0	50.0 - 56.0	58.0 - 61.0
administrative clerk	36.5 - 44.9	40.0 - 50.2	44.1 - 54.5
administrative coordinator	41.8 - 52.1	47.2 - 59.1	53.0 - 63.6
administrative manager	56.8 - 73.3	62.0 - 81.5	68.6 - 91.2
benefits clerk	37.8 - 47.6	42.3 - 55.3	48.6 - 63.1
buyer assistant	36.6 - 47.9	42.7 - 55.6	48.6 - 61.5
contracts administrator	90.8 - 115.3	101.7 - 131.9	115.6 - 151.0
data entry clerk	33.7 - 42.5	38.1 - 48.5	42.8 - 52.0
dispatch administratior	45.8 - 58.5	51.8 - 66.9	58.5 - 75.3
document services specialist	31.1 - 39.6	35.8 - 45.6	40.3 - 47.8
documentation specialist	37.4 - 49.7	45.1 - 57.8	51.0 - 61.4
donor relations coordinator	48.2 - 63.4	55.9 - 75.1	65.4 - 87.4
executive assistant	52.9 - 72.8	62.0 - 86.2	72.2 - 98.6
executive assistant (bilingual)	50.1 - 55.0	56.7 - 59.0	65.6 - 70.0
file clerk	33.3 - 43.5	39.4 - 50.4	44.4 - 53.4
HR coordinator	36.6 - 47.0	41.6 - 53.2	46.2 - 57.5
insurance claims clerk	36.5 - 46.3	41.6 - 53.4	47.3 - 60.2
inventory clerk	35.7 - 43.7	39.2 - 50.3	44.6 - 56.7
inventory coordinator	43.7 - 55.9	48.8 - 63.5	55.0 - 72.0
invoicing clerk	36.7 - 46.0	40.8 - 52.4	45.7 - 57.2
lease administrator	45.4 - 59.7	52.6 - 69.9	60.7 - 80.1



leasing coordinator	41.8 - 55.1	48.6 - 64.4	55.9 - 73.6
legal assistant	44.7 - 61.6	53.5 - 74.0	62.7 - 84.0
logistics coordinator	44.9 - 59.5	52.6 - 69.9	60.7 - 79.8
mailroom clerk	35.1 - 43.7	39.6 - 48.9	43.5 - 51.4
marketing assistant	39.1 - 49.2	43.3 - 56.0	49.2 - 65.0
office clerk	36.8 - 45.4	40.2 - 50.5	44.5 - 56.2
office manager	50.9 - 66.2	56.1 - 74.4	62.6 - 83.4
order clerk	35.0 - 41.9	37.7 - 48.1	42.5 - 53.3
order entry clerk	35.0 - 38.1	37.0 - 42.1	37.2 - 45.1
parts coordinators	35.0 - 42.0	35.2 - 48.4	39.7 - 54.3
payroll administrator	42.5 - 56.0	48.5 - 65.0	55.8 - 74.5
procurement coordinator	50.2 - 65.6	56.8 - 75.7	64.9 - 86.9
project coordinator	34.7 - 47.8	40.0 - 56.2	46.5 - 64.6
project manager assistant	44.1 - 58.8	48.7 - 66.2	54.6 - 75.4
property administrator	35.5 - 46.8	39.9 - 54.0	45.8 - 62.8
property manager	57.1 - 75.8	64.7 - 87.8	74.3 - 101.2
receptionist	33.0 - 40.3	35.6 - 45.8	40.1 - 52.6
receptionist (bilingual)	36.0 - 47.0	40.0 - 51.0	49.1 - 55.0
sales administrator	41.2 - 55.5	47.7 - 65.3	55.4 - 74.8
sales assistant	39.4 - 49.5	43.6 - 56.4	49.6 - 65.6
sales coordinator	47.6 - 58.8	51.4 - 65.1	57.0 - 74.3
service coordinator	35.6 - 46.3	39.9 - 53.0	45.4 - 60.7
supply clerk	33.3 - 42.4	37.5 - 48.2	42.0 - 53.0
virtual assistant	33.2 - 41.2	36.8 - 46.1	40.5 - 49.9
insurance	entry	mid	senior
benefits coordinator	42.0 - 45.3	43.0 - 47.0	46.2 - 52.6
benefits processor	41.1 - 44.2	45.0 - 45.0	51.0 - 55.6



claims supervisor	57.0 - 60.0	63.7 - 67.0	69.0 - 72.0
client support representative	44.0 - 50.0	47.0 - 53.0	51.0 - 60.0
insurance account manager - commercial	58.8 - 73.9	64.0 - 82.1	70.9 - 92.5
insurance account manager - personal	53.2 - 66.7	57.6 - 73.9	63.6 - 82.8
insurance billing clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims clerk	42.0 - 46.2	45.0 - 53.2	47.2 - 60.1
insurance claims processor	41.5 - 52.4	46.2 - 59.6	52.3 - 68.3
team lead	60.0 - 65.0	65.0 - 72.0	71.0 - 79.0
technical support representative	42.0 - 52.0	45.7 - 52.0	52.6 - 66.0
underwriter	55.0 - 60.0	61.6 - 71.0	72.0 - 79.0
underwriting assistant	45.0 - 46.0	46.0 - 50.0	54.0 - 56.1

## customer experience

	entry	mid	senior
bilingual call center operations manager	60.3 - 78.4	67.7 - 89.5	76.5 - 100.7
bilingual customer loyalty agent	34.5 - 45.1	39.3 - 52.2	44.9 - 59.4
bilingual customer service manager	70.9 - 94.1	80.0 - 108.7	91.7 - 125.1
bilingual customer service representative	36.3 - 45.9	40.1 - 51.8	45.0 - 58.4
bilingual customer service supervisor	56.1 - 74.4	63.6 - 86.0	72.6 - 98.2
bilingual customer service team lead	42.8 - 57.2	49.2 - 66.3	56.0 - 74.8
bilingual customer service trainer	43.2 - 56.4	48.2 - 64.4	55.5 - 73.5
bilingual e-chat representative	42.1 - 53.6	46.8 - 60.6	52.6 - 68.2
bilingual fundraising agent	33.0 - 40.9	36.3 - 46.7	41.2 - 54.1
bilingual inside sales manager	66.9 - 90.1	76.2 - 104.4	87.2 - 118.7
bilingual inside sales representative	47.7 - 60.3	52.5 - 67.7	58.6 - 76.4
bilingual insurance advisor	54.4 - 69.0	59.2 - 76.8	65.5 - 86.4
bilingual junior collection agent	33.9 - 43.3	38.1 - 49.7	43.1 - 55.8



bilingual order desk representative	33.4 - 41.8	37.7 - 47.8	42.3 - 52.9
bilingual order management representative	38.3 - 48.7	43.3 - 56.0	49.3 - 64.3
bilingual survey agent	32.0 - 41.0	37.4 - 48.1	42.6 - 52.7
bilingual technical support level 1 agent	42.8 - 57.2	49.2 - 66.3	56.0 - 74.8
bilingual telemarketing agent	33.0 - 40.9	36.3 - 46.7	41.2 - 54.1
bilingual telephone dispatcher	38.8 - 49.6	44.1 - 57.1	50.2 - 64.9
bilingual travel support agent	38.3 - 48.4	42.8 - 54.6	47.8 - 60.5
bilingual workforce planner	46.5 - 58.6	50.2 - 64.7	55.3 - 73.2

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	62.8 - 74.9	67.5 - 80.9	72.3 - 86.8	82.4 - 99.2
accounting clerk	45.9 - 48.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounting manager	87.6 - 105.9	93.4 - 114.2	100.0 - 122.2	114.9 - 140.3
accounts payable clerk	45.9 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
accounts payable manager	75.3 - 94.1	84.4 - 103.1	91.5 - 111.9	108.3 - 132.4
accounts receivable clerk	45.9 - 46.6	45.8 - 51.7	49.8 - 56.1	58.0 - 65.4
accounts receivable manager	75.3 - 95.7	87.3 - 104.0	94.1 - 112.3	111.5 - 132.8
assistant controller	81.9 - 125.7	106.4 - 136.6	114.8 - 147.3	134.1 - 172.3
billing specialist	45.9 - 47.0	50.2 - 52.4	54.6 - 57.9	61.2 - 65.5
bookkeeper	54.6 - 56.8	60.1 - 62.2	64.4 - 66.6	68.8 - 71.1
credit & collection specialist	47.0 - 48.0	45.8 - 52.9	49.6 - 57.3	56.9 - 65.7
credit and collections manager	82.1 - 98.0	87.4 - 105.4	93.5 - 112.8	108.2 - 130.5
credit and collections supervisor	52.2 - 63.0	56.0 - 68.0	60.1 - 72.9	69.3 - 84.4
financial reporting manager	101.1 - 122.6	108.0 - 131.9	115.5 - 141.2	133.4 - 163.1
internal audit manager	94.5 - 115.9	101.0 - 125.0	108.2 - 133.9	124.7 - 154.3
internal auditor	63.2 - 75.3	69.3 - 83.2	75.6 - 90.9	88.7 - 106.7



invoicing clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll clerk	44.8 - 47.0	49.1 - 54.6	57.9 - 62.2	66.7 - 70.0
payroll manager	84.3 - 101.9	90.3 - 110.4	97.1 - 118.7	112.0 - 136.9
payroll specialist	54.6 - 56.1	51.2 - 61.4	55.5 - 66.4	64.5 - 77.5
payroll supervisor	57.7 - 68.7	62.4 - 74.8	67.2 - 80.7	77.8 - 93.6

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 19.8	17.7 - 22.8	20.0 - 25.9
counterbalance forklift operator	17.5 - 18.5	19.0 - 20.0	20.0 - 22.0
delivery/courier driver	17.0 - 20.5	18.0 - 23.4	20.2 - 26.3
electronic parts assembler	17.5 - 21.8	18.9 - 24.0	20.7 - 26.4
forklift operator	17.5 - 20.4	18.2 - 23.6	20.7 - 26.3
general labourer - heavy	18.0 - 21.4	19.4 - 24.8	22.1 - 26.7
general labourer - light	17.0 - 18.8	17.3 - 22.2	19.7 - 23.9
inventory control clerk	16.6 - 20.8	18.8 - 23.9	21.2 - 26.9
janitor/custodian	17.0 - 17.7	18.0 - 20.1	17.9 - 21.5
machine operator	17.2 - 22.6	19.6 - 26.1	22.5 - 29.8
machine operator assistant	16.7 - 20.8	19.0 - 24.0	21.5 - 26.7
manufacturing worker	17.0 - 18.4	16.8 - 20.9	18.8 - 23.7
material handler	15.8 - 20.5	18.4 - 23.9	21.0 - 25.8
packaging labourer	17.0 - 20.3	17.8 - 23.0	20.0 - 26.1
parts clerk	17.0 - 20.1	18.0 - 23.0	19.0 - 25.8
picker/packer	17.0 - 18.4	18.0 - 20.7	18.1 - 22.6
production labourer	17.0 - 18.4	18.0 - 21.8	19.5 - 23.9
shipper/receiver	17.1 - 20.9	18.6 - 23.3	20.6 - 26.0
shipping and receiving clerk	17.0 - 20.6	18.7 - 23.7	21.3 - 27.0



warehouse labourer	17.5 - 21.2	19.6 - 24.6	22.0 - 25.9
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## technologies

application software	entry	mid	senior
.net/C# developer	66.7 - 87.1	74.9 - 99.8	85.1 - 113.0
AI consultant	71.5 - 96.6	84.5 - 115.6	99.1 - 132.9
application support analyst	54.1 - 72.0	62.6 - 84.1	71.7 - 95.3
automation tester	46.2 - 61.4	53.8 - 72.6	62.4 - 82.8
C++/ embedded software engineer	66.7 - 87.1	74.9 - 99.8	85.1 - 113.0
devops - development	60.8 - 82.3	70.7 - 97.7	82.7 - 112.4
director of development/engineering	102.9 - 147.6	138.4 - 198.6	183.0 - 261.9
ERP developer	66.7 - 86.9	74.7 - 99.6	84.9 - 113.4
front-end developer	62.6 - 83.0	71.8 - 97.1	83.0 - 111.2
full stack developer	72.1 - 95.9	83.0 - 112.2	95.9 - 127.8
java developer	65.3 - 85.2	73.3 - 97.7	83.2 - 110.5
machine learning developer	71.2 - 107.4	96.7 - 135.9	116.5 - 148.8
mobile application developer (iOS/android)	60.6 - 94.1	85.4 - 121.1	103.8 - 132.0
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	58.0 - 77.1	67.0 - 90.6	77.5 - 103.5
quality assurance manager	76.6 - 102.5	87.4 - 119.1	100.5 - 135.4
RPA developer	49.6 - 65.6	57.0 - 76.6	65.5 - 86.5
SQL database developer	57.3 - 77.0	66.0 - 90.6	76.7 - 104.1
UI/UX designer	62.9 - 81.7	70.2 - 93.0	79.2 - 104.4
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
architecture			
application architect	92.6 - 125.0	105.3 - 145.2	121.1 - 167.6
architect (solutions/technical)	79.0 - 99.2	88.4 - 113.1	100.0 - 127.3



cloud architect	84.0 - 106.5	95.3 - 122.8	108.8 - 138.5
enterprise architect	84.7 - 115.1	97.1 - 134.1	112.1 - 154.8
SOA architect	90.0 - 99.0	105.0 - 117.0	120.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	86.3 - 116.8	96.8 - 133.6	110.0 - 151.9
big data engineer	76.4 - 101.1	85.8 - 115.7	97.5 - 131.6
business intelligence developer	64.6 - 84.4	72.6 - 96.8	82.4 - 108.9
data analyst	62.4 - 84.2	72.1 - 99.2	83.8 - 113.4
data architect	67.1 - 88.9	77.3 - 104.5	89.6 - 119.7
data engineer	63.1 - 85.1	72.9 - 100.3	84.8 - 114.7
data scientist	73.3 - 99.2	85.3 - 117.4	99.5 - 134.1
database administrator	66.6 - 91.2	78.5 - 109.2	92.5 - 125.7
<b>leadership/business technology</b>			
business analyst	61.3 - 80.0	68.9 - 91.9	78.4 - 104.4
development manager	95.0 - 110.0	115.0 - 125.0	125.0 - 155.0
IT director	92.4 - 124.7	118.0 - 159.5	149.1 - 201.2
IT manager	85.0 - 114.4	97.8 - 134.1	113.5 - 155.0
service desk manager	70.0 - 80.0	85.0 - 95.0	95.0 - 115.0
<b>networking/infrastructure</b>			
bilingual tech support	60.0 - 69.0	71.0 - 78.0	79.0 - 85.0
cloud engineer	70.8 - 95.9	83.6 - 114.4	98.1 - 130.5
cloud security consultant	85.0 - 96.0	89.0 - 110.0	100.0 - 145.0
devops - infrastructure	73.7 - 103.9	87.3 - 124.1	102.5 - 141.4
help desk analyst	45.7 - 60.0	52.1 - 69.5	59.6 - 79.5
information security engineer	69.4 - 93.8	80.3 - 110.5	93.4 - 126.3
information security manager	85.7 - 114.9	98.1 - 133.8	113.1 - 153.9
information security specialist	52.5 - 69.2	60.1 - 80.9	69.3 - 92.2



linux/unix administrator	74.5 - 97.7	84.2 - 112.7	96.3 - 128.6
network administrator	58.6 - 78.9	67.7 - 93.0	78.6 - 106.9
network engineer	65.3 - 87.7	75.0 - 103.1	87.2 - 118.7
systems administrator	66.6 - 88.4	76.5 - 103.4	88.5 - 118.4
tech support	56.4 - 74.1	64.1 - 85.9	73.4 - 98.0
<b>project management</b>			
agile coach	67.1 - 87.2	76.5 - 101.3	87.8 - 115.9
business systems analyst	65.0 - 86.2	74.6 - 101.0	86.4 - 116.1
ERP project manager	85.4 - 115.2	93.4 - 128.6	104.0 - 144.9
organizational development manager	63.9 - 86.8	74.7 - 104.1	88.5 - 122.7
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	75.2 - 104.3	87.6 - 123.7	102.3 - 143.0
product owner	71.0 - 94.5	81.8 - 110.5	94.4 - 125.3
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	59.4 - 74.6	66.7 - 85.5	75.8 - 97.2
project manager (infrastructure)	91.0 - 124.5	103.6 - 144.9	119.3 - 167.4
project manager (software)	85.9 - 115.1	96.5 - 131.8	109.7 - 150.3
scrum master	69.1 - 90.8	78.3 - 105.1	89.8 - 120.9
technical writer	54.8 - 71.3	63.8 - 84.2	74.2 - 96.2



# centre-du-québec

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	45.0 - 48.0	47.0 - 51.9	50.0 - 58.3
administrative assistant (bilingual)	47.0 - 50.0	49.0 - 55.0	52.0 - 60.0
administrative clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
administrative coordinator	50.0 - 55.0	52.0 - 57.3	55.0 - 65.0
buyer assistant	48.0 - 52.0	50.0 - 56.0	54.0 - 62.0
data entry clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
dispatch administrator	45.4 - 57.5	51.2 - 65.5	57.5 - 73.7
document services specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
documentation specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
executive assistant	53.0 - 65.0	60.1 - 70.0	65.0 - 78.0
executive assistant (bilingual)	55.0 - 67.0	62.0 - 72.0	67.0 - 80.0
file clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
HR coordinator	36.7 - 46.6	41.4 - 52.6	45.9 - 56.7
inventory clerk	43.0 - 50.0	47.0 - 55.0	52.0 - 57.0
inventory coordinator	55.0 - 58.0	56.0 - 65.0	64.0 - 75.0
invoicing clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
legal assistant	50.0 - 55.0	52.7 - 60.0	55.0 - 75.0
logistics coordinator	55.0 - 60.0	57.0 - 70.0	62.0 - 79.0
mailroom clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
marketing assistant	45.0 - 53.0	50.0 - 56.0	53.0 - 63.7
office clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
office manager	50.5 - 65.2	55.5 - 73.0	61.7 - 81.7



order clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
order entry clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
parts coordinators	48.0 - 52.0	50.0 - 57.0	55.0 - 65.0
procurement coordinator	53.0 - 57.0	55.9 - 74.0	63.6 - 84.9
project manager assistant	45.0 - 53.0	50.0 - 60.0	57.0 - 72.9
receptionist	42.0 - 45.0	44.0 - 50.0	46.0 - 52.0
receptionist (bilingual)	44.0 - 48.0	46.0 - 52.0	48.0 - 55.0
sales assistant	47.0 - 52.0	50.0 - 55.6	53.0 - 64.5
sales coordinator	50.0 - 57.5	55.0 - 63.6	60.0 - 72.3
service coordinator	40.0 - 46.1	42.0 - 52.6	45.2 - 59.9
supply clerk	48.0 - 52.0	50.0 - 56.0	54.0 - 62.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	60.2 - 78.1	67.5 - 89.2	76.2 - 100.4
bilingual customer loyalty agent	44.8 - 48.6	45.2 - 52.0	49.8 - 59.8
bilingual customer service manager	70.3 - 93.0	83.2 - 107.4	90.7 - 123.6
bilingual customer service representative	40.5 - 45.8	42.4 - 51.6	44.9 - 62.7
bilingual customer service supervisor	59.9 - 79.0	67.8 - 91.0	77.2 - 103.6
bilingual customer service team lead	42.4 - 44.9	43.7 - 49.9	48.6 - 53.5
bilingual customer service trainer	42.0 - 54.9	47.9 - 63.7	58.0 - 72.6
bilingual e-chat representative	42.6 - 54.5	47.5 - 61.9	53.5 - 69.7
bilingual fundraising agent	48.7 - 61.9	55.9 - 70.8	62.6 - 77.2
bilingual inside sales manager	66.7 - 89.8	75.9 - 104.1	86.9 - 118.3
bilingual inside sales representative	52.3 - 59.8	54.2 - 67.0	64.1 - 75.7
bilingual insurance advisor	53.9 - 68.4	58.6 - 76.1	64.9 - 85.7
bilingual junior collection agent	40.2 - 44.2	42.4 - 49.5	43.0 - 55.5



bilingual order desk representative	40.5 - 45.7	43.7 - 49.7	45.2 - 52.7
bilingual order management representative	45.4 - 50.3	48.2 - 55.7	58.2 - 63.9
bilingual survey agent	37.8 - 40.9	39.6 - 48.0	42.5 - 52.5
bilingual technical support level 1 agent	42.7 - 56.8	49.0 - 65.7	0.0 - 0.0
bilingual telemarketing agent	34.8 - 40.7	38.9 - 46.5	41.0 - 53.7
bilingual telephone dispatcher	42.4 - 49.3	48.2 - 56.6	49.9 - 64.2
bilingual travel support agent	41.9 - 51.9	45.9 - 58.9	60.5 - 70.7
bilingual workforce planner	46.1 - 57.9	49.6 - 63.8	54.7 - 72.1

## engineering

construction	entry	mid	senior
architect	57.6 - 75.4	64.2 - 86.1	72.7 - 98.1
architectural drafter	49.9 - 64.5	57.9 - 76.7	67.8 - 91.0
architectural technician	66.6 - 88.6	76.9 - 104.4	89.4 - 119.4
BIM/VDC coordinator	59.5 - 77.9	66.3 - 89.0	75.1 - 101.4
buyer	52.6 - 68.7	59.8 - 79.7	68.5 - 91.5
civil engineer	59.5 - 80.8	69.8 - 96.5	81.8 - 110.6
civil engineering drafter	51.1 - 63.8	57.2 - 72.9	64.7 - 83.0
civil engineering technologist	41.7 - 56.4	49.8 - 67.7	58.4 - 77.4
civil project engineer	69.0 - 95.3	79.9 - 112.7	93.2 - 130.6
civil project manager	75.0 - 100.8	84.8 - 116.1	96.8 - 131.8
construction coordinator	50.0 - 66.3	56.0 - 75.8	63.5 - 86.6
construction director	92.8 - 123.4	126.2 - 168.0	159.5 - 212.4
construction manager	71.9 - 94.4	78.9 - 105.9	88.0 - 119.6
construction project coordinator	77.4 - 99.9	84.2 - 110.9	93.2 - 123.9
construction project manager	62.6 - 86.5	72.7 - 102.5	84.9 - 118.4



construction superintendent	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
contracts administrator	71.3 - 92.1	80.3 - 105.9	91.5 - 121.1
director of operations	110.2 - 148.6	146.3 - 197.7	187.1 - 252.8
drafter	50.7 - 63.4	57.0 - 72.7	64.6 - 82.8
electrical designer/engineer	69.2 - 91.6	78.0 - 105.6	89.2 - 120.9
electrical engineer	60.0 - 84.0	73.5 - 104.8	89.5 - 123.3
electrical engineering technician	52.6 - 67.2	59.8 - 78.0	68.5 - 89.2
electrical inspector	44.7 - 59.6	51.6 - 69.7	59.3 - 80.2
engineering manager	80.5 - 109.1	92.2 - 127.3	106.5 - 146.1
environmental engineer	58.1 - 77.8	66.9 - 91.8	77.9 - 106.1
environmental inspector	48.1 - 61.3	52.8 - 68.7	58.8 - 77.1
estimation engineer	66.9 - 89.8	77.0 - 105.7	89.5 - 121.9
estimator	56.0 - 72.8	62.0 - 82.6	69.8 - 93.9
facilities manager	55.9 - 73.3	63.6 - 85.2	73.0 - 97.9
foreman	49.5 - 63.8	55.3 - 72.9	62.5 - 82.9
health and safety manager	57.3 - 73.8	65.8 - 86.3	75.8 - 98.6
health and safety specialist	64.5 - 85.3	74.0 - 100.0	85.7 - 114.5
HVAC drafter	46.6 - 59.6	52.3 - 67.9	58.9 - 76.1
HVAC engineer	53.9 - 71.5	61.5 - 83.4	70.7 - 95.1
mechanical designer	48.2 - 63.4	55.3 - 73.8	63.4 - 83.8
mechanical engineer	57.5 - 81.5	71.6 - 103.1	88.1 - 121.4
mechanical engineering technician	48.3 - 63.0	54.8 - 72.9	62.5 - 82.6
mechanical site supervisor	48.5 - 62.2	54.7 - 71.7	62.3 - 82.2
operations manager	74.1 - 101.9	85.4 - 119.4	98.5 - 135.4
planner/scheduler	37.4 - 47.7	42.4 - 54.7	48.1 - 61.6
project coordinator	34.9 - 47.3	39.9 - 55.3	46.1 - 63.4
project director	98.1 - 119.7	124.5 - 152.2	154.1 - 188.4



project engineer	79.9 - 103.2	86.9 - 114.5	96.1 - 128.1
project manager	69.7 - 96.6	81.1 - 114.5	94.6 - 131.6
purchasing manager	88.4 - 117.7	100.3 - 135.8	114.4 - 153.6
QA/QC inspector	50.8 - 67.1	58.6 - 78.7	67.5 - 90.8
quality control engineer	63.6 - 85.1	72.9 - 99.5	84.1 - 113.3
quality inspector	37.6 - 47.4	41.4 - 53.3	46.4 - 60.3
safety inspector	56.0 - 73.1	63.3 - 84.2	71.9 - 95.3
specification writer	49.6 - 63.7	56.0 - 73.1	63.5 - 82.7
structural engineer	64.7 - 86.4	74.0 - 101.1	85.6 - 116.2
technical services manager	79.1 - 105.8	90.6 - 123.6	104.7 - 142.5
telecommunications technician	49.7 - 64.6	56.1 - 74.5	63.9 - 85.6
<b>manufacturing</b>			
applications engineer	69.3 - 92.5	80.3 - 109.0	93.3 - 124.1
assurance control technician	59.0 - 77.3	66.9 - 89.7	76.6 - 101.9
automation engineer	66.0 - 78.8	74.0 - 92.8	85.0 - 107.0
buyer	52.6 - 68.7	59.8 - 79.7	68.5 - 91.5
chemical engineer	74.5 - 100.0	84.0 - 121.0	102.0 - 140.3
commissioning and start up engineer	55.7 - 73.9	63.6 - 87.9	73.7 - 99.6
continuous improvement engineer	72.5 - 95.4	80.9 - 108.6	91.3 - 122.2
controls designer/engineer	51.9 - 69.2	59.5 - 80.9	68.5 - 92.7
controls engineer	51.9 - 69.2	59.5 - 80.9	68.5 - 92.7
demand planner	68.7 - 80.7	77.5 - 91.3	82.5 - 111.8
electrical designer	66.9 - 89.3	76.4 - 104.4	88.4 - 120.4
electrical engineer	71.0 - 96.0	81.0 - 112.0	94.0 - 129.0
electrical engineering technician	58.0 - 67.2	59.8 - 78.0	68.5 - 89.2
electrical test engineer	64.7 - 87.5	75.3 - 104.2	88.5 - 121.0
electronics designer	52.3 - 66.0	59.5 - 76.5	68.0 - 87.4



electronics engineer	73.0 - 96.1	81.6 - 109.5	92.2 - 123.2
electronics technician	51.4 - 66.4	57.4 - 75.8	64.9 - 86.0
estimation engineer	66.9 - 89.8	77.0 - 105.7	89.5 - 121.9
estimator	56.0 - 72.8	62.0 - 82.6	69.8 - 93.9
field service engineer	50.7 - 66.2	56.6 - 76.0	64.5 - 88.0
general inspector	47.1 - 61.5	52.7 - 70.1	59.4 - 78.8
health and safety specialist	64.5 - 85.3	74.0 - 100.0	85.7 - 114.5
HVAC drafter	46.6 - 59.6	52.3 - 67.9	58.9 - 76.1
HVAC engineer	53.9 - 71.5	61.5 - 83.4	70.7 - 95.1
industrial engineer	63.5 - 84.4	72.2 - 98.1	82.9 - 111.4
inventory analyst	48.2 - 62.3	54.1 - 71.3	61.3 - 81.3
logistics specialist	43.2 - 55.6	49.0 - 63.9	55.6 - 72.8
maintenance buyer	39.1 - 49.9	45.2 - 58.0	51.6 - 65.4
manufacturing engineer	58.8 - 78.6	67.6 - 92.4	78.3 - 105.8
mechanical designer	48.2 - 63.4	55.3 - 73.8	63.4 - 83.8
mechanical drafter	53.0 - 67.0	61.0 - 76.0	70.0 - 86.2
mechanical engineer	67.0 - 89.0	76.0 - 103.1	87.0 - 121.4
mechanical engineering technician	48.3 - 63.0	54.8 - 72.9	62.5 - 82.6
process engineer	57.4 - 76.8	66.0 - 90.3	76.6 - 103.4
production planner	45.2 - 59.4	51.9 - 69.0	59.2 - 77.3
project engineer	79.9 - 103.2	86.9 - 114.5	96.1 - 128.1
project manager	69.7 - 96.6	81.1 - 114.5	94.6 - 131.6
purchasing agent	52.6 - 68.7	59.8 - 79.7	68.5 - 91.5
quality assurance engineer	57.1 - 75.3	64.4 - 86.7	73.2 - 98.0
quality assurance/control technician	50.8 - 67.1	58.6 - 78.7	67.5 - 90.8
quality control engineer	63.6 - 85.1	72.9 - 99.5	84.1 - 113.3
quality control technician	51.0 - 64.0	60.0 - 75.0	72.0 - 80.0



quality engineer	51.5 - 68.6	60.1 - 81.4	69.9 - 93.1
quality inspector	46.0 - 56.0	51.0 - 63.1	56.0 - 72.0
reliability/maintenance engineer	63.9 - 83.7	73.6 - 98.6	85.6 - 113.3
robotics engineer	67.2 - 88.9	75.8 - 102.4	86.4 - 116.0
safety inspector	56.9 - 74.1	65.3 - 86.2	74.9 - 97.3
SCADA engineer	61.3 - 81.9	70.3 - 96.2	81.5 - 110.4
sourcing engineer	52.3 - 69.3	59.6 - 80.9	68.6 - 92.8
stationary engineer	51.6 - 65.7	56.5 - 73.5	62.8 - 82.1
strategic buyer	65.0 - 72.0	70.0 - 83.0	80.0 - 95.9
supply chain analyst	49.5 - 65.4	56.3 - 75.8	64.3 - 86.0
systems engineer	65.9 - 87.7	75.0 - 102.1	86.3 - 116.6

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	155.8 - 272.3	226.2 - 409.7	322.8 - 583.8	
vice president finance	149.3 - 270.4	217.5 - 376.2	294.0 - 552.6	
vice-president internal audit	129.5 - 174.6	164.8 - 222.4	202.7 - 273.1	
finance & accounting	1 year	3 years	5 years	10 years
accountant	66.6 - 80.2	71.4 - 86.0	76.1 - 91.6	86.4 - 104.1
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2	56.2 - 63.3
accounting manager	94.0 - 114.0	99.2 - 121.6	106.4 - 130.4	122.4 - 149.7
accounting supervisor	70.5 - 85.8	76.4 - 91.7	81.1 - 99.9	92.9 - 114.0
accounting technician	55.4 - 66.0	59.8 - 71.2	64.1 - 76.1	73.1 - 86.9
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
accounts payable manager	81.6 - 99.9	89.3 - 109.6	97.1 - 119.1	115.1 - 141.0
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9



accounts receivable manager	82.8 - 98.9	90.1 - 107.8	97.4 - 116.5	115.5 - 137.9
analyst - financial planning & analysis	77.3 - 94.2	85.6 - 106.2	91.3 - 113.2	107.2 - 130.3
assistant controller	70.2 - 95.3	83.1 - 106.7	90.3 - 108.5	105.3 - 155.8
billing specialist	44.9 - 49.0	47.2 - 53.8	49.5 - 58.1	56.5 - 66.1
bookkeeper	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
business analyst	72.9 - 88.1	79.1 - 95.6	85.1 - 102.9	98.5 - 119.2
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	70.5 - 76.4	78.7 - 87.0	88.2 - 94.0	99.9 - 105.8
credit & collection specialist	49.4 - 55.3	50.6 - 57.7	53.0 - 58.7	55.3 - 64.6
credit and collections accountant	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
credit and collections manager	94.0 - 111.7	111.7 - 123.5	125.8 - 129.3	123.5 - 152.9
credit and collections supervisor	70.5 - 76.4	74.0 - 79.9	78.7 - 84.6	82.3 - 92.4
director - financial planning & analysis	132.9 - 177.0	171.8 - 228.9	211.7 - 282.0	---
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	128.7 - 171.3	168.6 - 224.7	207.5 - 276.3	---
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	92.0 - 113.0	99.3 - 121.5	106.4 - 129.7	122.8 - 149.2
internal audit manager	103.0 - 127.9	111.1 - 137.8	119.0 - 147.5	137.2 - 152.9
internal auditor	68.1 - 78.7	70.9 - 85.3	77.3 - 93.1	90.7 - 109.4
invoicing clerk	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
payroll clerk	47.1 - 56.5	53.0 - 58.7	60.0 - 62.0	63.4 - 72.9
payroll manager	94.0 - 105.8	94.0 - 115.2	101.1 - 127.0	117.6 - 131.0
payroll specialist	49.4 - 58.7	55.3 - 61.2	57.7 - 68.1	70.5 - 78.7
payroll supervisor	57.3 - 69.1	62.6 - 75.3	67.5 - 81.4	78.4 - 94.6
property accountant	61.2 - 73.6	64.3 - 77.4	67.4 - 81.2	---
tax analyst	70.5 - 79.9	76.4 - 82.3	79.9 - 87.0	88.2 - 97.6
tax manager	97.5 - 121.2	105.1 - 130.5	112.6 - 139.7	130.3 - 161.4



treasury analyst	67.4 - 81.0	72.3 - 87.0	77.1 - 92.8	88.0 - 106.0
treasury director	94.0 - 115.1	101.9 - 124.7	109.5 - 134.0	- - -

**healthcare**

	entry	mid	senior
dental office manager	49.1 - 63.2	53.8 - 70.6	59.7 - 79.1
dental secretary	40.0 - 45.0	51.0 - 55.0	56.0 - 60.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 42.9	43.0 - 49.0	45.0 - 53.0
healthcare clinic manager	67.7 - 87.4	73.8 - 97.3	81.7 - 108.9
medical / clinic coordinator	52.0 - 58.0	55.0 - 67.0	62.0 - 85.0
medical billing clerk	40.0 - 44.9	42.0 - 51.9	45.6 - 58.3
medical claims analyst	47.1 - 53.0	52.3 - 60.0	58.9 - 65.0
medical office assistant	32.4 - 40.0	35.5 - 44.8	39.2 - 49.3
medical receptionist	40.0 - 45.0	42.0 - 47.1	45.0 - 50.2
medical reimbursement specialist	42.0 - 47.6	45.0 - 55.8	48.0 - 62.7
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nursing manager	82.9 - 108.2	90.0 - 120.4	100.1 - 137.5
nursing supervisor / team lead	71.6 - 92.3	81.9 - 106.3	92.9 - 119.4
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
patient service representatives (unilingual or bilingual)	40.0 - 42.0	42.0 - 45.0	45.0 - 51.1
pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0
pharmacy manager	96.0 - 129.4	109.1 - 149.2	124.2 - 168.8
registered nurse	62.7 - 78.3	68.7 - 87.5	76.4 - 97.9
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	80.6 - 112.3	101.8 - 142.4	127.7 - 179.2
health and safety director	81.0 - 97.8	106.2 - 128.2	128.5 - 155.1
HR operations director	76.4 - 110.9	100.0 - 145.5	126.8 - 184.6
human resources director	83.8 - 117.4	107.8 - 151.0	135.5 - 190.0
L&D director	86.0 - 107.7	108.4 - 135.8	139.8 - 175.2
talent acquisition director	80.0 - 112.1	101.9 - 142.8	125.9 - 176.5
total rewards director	96.1 - 126.5	126.0 - 166.0	157.0 - 206.7
vice president human resources / CHRO	101.2 - 175.6	130.2 - 225.8	164.1 - 284.4
human resources	entry	mid	senior
benefits administrator	52.5 - 66.9	58.6 - 76.3	66.2 - 86.8
compensation analyst	53.3 - 70.3	61.4 - 82.6	70.9 - 94.3
compensation and benefits manager	83.7 - 110.0	93.2 - 125.1	105.4 - 142.6
compensation specialist	47.1 - 62.0	54.2 - 72.6	62.5 - 83.1
diversity & inclusion coordinator	39.8 - 51.2	45.7 - 58.2	50.8 - 62.8
health and safety advisor	57.3 - 73.8	65.8 - 86.3	75.8 - 98.6
health and safety manager	70.0 - 91.1	78.4 - 104.4	89.0 - 118.6
HRIS analyst	57.7 - 76.0	66.0 - 89.0	76.1 - 101.8
human resources advisor	54.9 - 69.7	59.9 - 77.9	66.7 - 88.5
human resources assistant	39.0 - 49.7	44.1 - 56.0	48.9 - 60.6
human resources business partner	58.8 - 77.0	65.7 - 88.0	74.4 - 100.0
human resources coordinator	36.7 - 46.6	41.4 - 52.6	45.9 - 56.7
human resources manager	78.5 - 106.3	91.2 - 125.7	106.5 - 145.3
human resources technician	48.1 - 62.5	53.4 - 71.0	60.2 - 81.1
instructional designer	46.7 - 60.2	52.2 - 68.7	59.0 - 78.1
labour relations advisor	57.5 - 76.4	65.6 - 89.1	75.5 - 102.0



labour relations manager	83.0 - 113.9	98.1 - 136.6	115.8 - 159.3
learning and development specialist	47.4 - 61.6	53.6 - 71.2	61.3 - 80.8
recruitment coordinator	45.0 - 55.0	50.0 - 60.0	55.0 - 65.0
talent acquisition specialist	54.9 - 71.4	70.0 - 81.0	78.0 - 91.9

## industrial management

	entry	mid	senior
engineering manager	80.5 - 109.1	92.2 - 127.3	106.5 - 146.1
inventory control manager	58.6 - 76.7	65.5 - 87.7	74.1 - 99.7
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	76.7 - 102.2	87.0 - 118.0	99.5 - 124.9
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	101.6 - 123.9	132.8 - 162.2	165.8 - 202.4
operations director	110.2 - 148.6	146.3 - 197.7	187.1 - 252.8
operations manager	74.1 - 101.9	85.4 - 119.4	98.5 - 135.4
planning director	102.9 - 135.1	129.4 - 170.2	161.7 - 212.7
plant manager	86.8 - 122.3	104.8 - 149.7	125.7 - 175.5
procurement director	91.0 - 121.3	122.6 - 163.6	150.5 - 170.5
procurement manager	73.5 - 97.4	81.4 - 110.2	91.5 - 124.7
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2
project director	98.1 - 119.7	124.5 - 152.2	154.1 - 188.4
purchasing director	91.0 - 121.3	122.6 - 163.6	150.5 - 200.7
purchasing manager	88.4 - 117.7	100.3 - 125.8	114.4 - 133.6



quality assurance manager	73.6 - 96.4	81.5 - 108.9	91.6 - 122.7
quality director	81.3 - 111.1	103.8 - 141.9	128.4 - 175.6
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	95.9 - 117.1	127.4 - 155.8	158.6 - 193.8
supply chain manager	73.5 - 99.4	85.3 - 117.0	98.7 - 132.3
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.3 - 19.6	17.5 - 22.5	19.8 - 25.5
delivery/courier driver	19.1 - 20.5	18.0 - 23.3	20.2 - 26.1
electronic parts assembler	17.3 - 21.5	18.7 - 23.7	20.5 - 26.0
forklift operator	17.8 - 20.6	18.4 - 23.8	20.9 - 26.4
general labourer - heavy	17.1 - 21.3	19.3 - 24.7	22.0 - 26.6
general labourer - light	16.9 - 18.5	17.1 - 21.9	19.5 - 23.5
industrial painter	19.4 - 20.6	20.1 - 23.6	20.5 - 26.5
inventory control clerk	16.8 - 21.0	18.9 - 24.1	21.4 - 27.0
janitor/custodian	16.3 - 18.1	16.1 - 20.1	17.8 - 21.4
machine operator	17.1 - 22.3	19.4 - 25.8	22.2 - 29.4
machine operator assistant	17.2 - 20.5	18.8 - 23.6	21.2 - 26.3
manufacturing worker	17.2 - 18.2	17.6 - 20.6	18.6 - 23.4
material handler	16.0 - 20.7	18.6 - 24.0	21.2 - 25.9
mould machine operator	18.1 - 23.1	20.2 - 26.6	22.9 - 29.9
packaging labourer	15.9 - 20.0	17.6 - 22.7	19.7 - 25.7



parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 18.5	20.9 - 27.3	24.4 - 29.8
shipper/receiver	17.1 - 20.8	18.6 - 23.2	20.6 - 25.8
shipping and receiving clerk	17.7 - 20.5	18.7 - 23.6	21.3 - 26.7
warehouse labourer	16.6 - 21.4	19.8 - 24.7	22.1 - 26.1

## marketing

digital marketing	entry	mid	senior
digital marketing manager	64.9 - 85.5	73.0 - 98.5	83.3 - 112.9
digital marketing specialist	46.2 - 61.1	53.5 - 72.2	62.2 - 82.9
e-commerce director	103.1 - 128.9	131.4 - 164.7	167.5 - 209.8
e-commerce marketing manager	74.3 - 97.8	83.2 - 111.9	94.5 - 128.0
marketing content manager	55.7 - 73.6	63.2 - 85.5	72.5 - 98.0
social media manager	56.4 - 78.2	68.2 - 95.2	81.0 - 111.1
web marketing analyst	50.4 - 65.4	56.7 - 75.2	64.3 - 85.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	94.9 - 146.5	129.3 - 200.4	167.9 - 260.3
marketing vice-president	95.0 - 175.1	133.8 - 247.2	183.5 - 338.6
vice-president marketing & sales	84.3 - 155.2	118.7 - 219.1	163.1 - 301.1
marketing and communications	entry	mid	senior
brand or product manager	82.4 - 106.9	91.9 - 121.6	103.7 - 137.1
brand or product manager assistant	59.9 - 81.0	69.9 - 96.2	81.5 - 110.8
communications manager	67.0 - 88.3	75.3 - 101.3	85.6 - 114.7
communications specialist	51.8 - 70.8	61.6 - 85.4	72.7 - 97.8
content specialist	50.0 - 65.8	60.0 - 75.0	71.0 - 88.6
event specialist	50.0 - 56.5	55.0 - 67.9	65.0 - 78.2



graphic designer	46.7 - 61.5	53.7 - 71.7	61.5 - 81.4
marketing coordinator	53.3 - 70.1	60.1 - 80.7	68.3 - 91.9
marketing director	93.3 - 127.1	109.4 - 151.4	128.1 - 173.8
marketing project manager	50.0 - 62.0	60.0 - 70.0	65.0 - 74.0
marketing specialist	46.4 - 61.3	53.7 - 72.3	62.4 - 82.9

## sales

corporate sales	entry	mid	senior
account manager - hardware	49.4 - 61.8	53.7 - 68.7	59.4 - 77.1
account manager - software	55.0 - 68.6	59.4 - 75.8	65.4 - 85.2
district sales manager	77.8 - 101.5	89.1 - 118.7	103.0 - 137.0
key accounts manager - consumer goods	70.2 - 90.8	79.2 - 104.7	90.6 - 120.0
sales manager/ director	61.1 - 82.0	69.4 - 95.0	79.3 - 107.7
sales representative, account manager - consumer goods	48.7 - 61.6	53.8 - 69.3	60.0 - 77.9
sales representative, account manager - professional services	45.9 - 57.0	49.5 - 62.9	54.4 - 70.6
sales representative, account manager - telecommunications	53.4 - 67.0	65.1 - 74.5	68.0 - 87.0
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	125.6 - 163.4	156.6 - 203.6	194.4 - 252.7
industrial sales	entry	mid	senior
branch manager - distribution	75.0 - 80.0	81.0 - 89.0	91.0 - 98.0
inside sales representative - distribution	50.0 - 57.0	58.0 - 65.0	66.0 - 75.0
internal sales representative - manfacturing	55.0 - 60.0	61.0 - 69.0	75.0 - 90.0
sales engineer - distribution	65.0 - 72.0	75.2 - 101.1	84.0 - 113.3
sales engineer - manufacturing	65.0 - 72.0	75.0 - 90.0	91.0 - 113.0
sales representative, account manager - distribution	50.0 - 57.0	56.0 - 66.3	67.0 - 80.0
sales representative, account manager - manufacturing	60.0 - 65.0	65.0 - 80.0	85.0 - 90.0



technical sales representative- manufacturing	60.0 - 68.0	70.0 - 93.0	95.0 - 115.0
technical advisor	55.0 - 60.0	65.0 - 70.0	75.0 - 80.0
territory manager - retail	50.0 - 60.5	58.0 - 66.9	67.0 - 80.0

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 64.2
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

# chaudière-appalaches

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	44.3 - 50.0	48.5 - 54.0	53.8 - 60.0
administrative assistant (bilingual)	48.0 - 53.0	51.0 - 60.0	55.0 - 65.0
administrative clerk	42.5 - 47.8	45.0 - 52.0	50.0 - 56.0
administrative coordinator	49.5 - 61.4	55.8 - 69.7	62.5 - 74.9
administrative manager	68.6 - 88.2	74.7 - 97.8	82.6 - 109.1
buyer assistant	48.0 - 57.3	51.2 - 66.3	58.1 - 73.4
data entry clerk	39.6 - 50.4	45.3 - 52.0	50.8 - 55.0
dispatch administrator	55.5 - 70.6	62.7 - 80.6	70.7 - 85.0
executive assistant	54.0 - 65.0	60.0 - 70.0	65.0 - 80.0
executive assistant (bilingual)	57.0 - 68.0	63.0 - 75.0	70.0 - 90.0
file clerk	42.5 - 47.8	45.0 - 52.0	50.0 - 54.0
HR coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
inventory clerk	45.0 - 54.2	48.9 - 58.0	55.3 - 60.0
inventory coordinator	51.7 - 65.9	57.6 - 74.8	64.9 - 80.0
legal assistant	48.0 - 60.0	58.0 - 75.0	70.0 - 99.5
logistics coordinator	55.0 - 70.1	62.0 - 82.2	71.5 - 93.5
office clerk	42.5 - 47.8	45.0 - 52.0	50.0 - 54.0
order entry clerk	42.0 - 47.0	45.0 - 52.3	47.0 - 55.9
procurement coordinator	60.5 - 78.9	68.4 - 80.0	78.0 - 85.0
project manager assistant	47.5 - 54.0	50.0 - 58.0	55.0 - 65.0
receptionist	38.0 - 44.0	42.4 - 48.0	45.0 - 55.0
receptionist (bilingual)	42.0 - 48.0	46.0 - 52.0	49.0 - 55.0



sales assistant	47.3 - 59.2	52.3 - 67.3	59.3 - 70.0
sales coordinator	56.6 - 69.7	61.1 - 77.1	67.6 - 87.7
service coordinator	50.0 - 58.0	55.0 - 62.0	58.0 - 70.0
supply clerk	45.0 - 52.6	46.7 - 55.0	52.1 - 60.0

## engineering

construction	entry	mid	senior
architect	70.4 - 92.0	78.5 - 104.6	88.8 - 118.4
architectural drafter	60.9 - 79.1	70.9 - 93.8	83.2 - 110.5
architectural technician	66.6 - 88.6	76.9 - 104.4	89.4 - 119.4
BIM/VDC coordinator	72.7 - 95.0	81.1 - 108.0	91.7 - 122.2
buyer	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
civil engineer	72.6 - 98.3	85.2 - 116.6	99.5 - 132.8
civil engineering drafter	62.5 - 78.2	70.1 - 89.2	79.4 - 101.2
civil engineering technologist	50.8 - 69.1	60.8 - 83.0	71.5 - 94.6
civil project engineer	84.7 - 116.1	97.9 - 136.2	113.7 - 156.5
civil project manager	91.5 - 121.5	103.0 - 139.1	117.0 - 156.7
construction coordinator	60.0 - 79.7	67.3 - 91.0	76.3 - 103.5
construction director	111.7 - 146.6	149.7 - 195.9	186.6 - 244.1
construction manager	87.1 - 113.6	95.4 - 126.7	106.2 - 142.3
construction project coordinator	93.7 - 119.9	101.7 - 132.5	112.1 - 147.2
construction project manager	75.9 - 104.4	88.1 - 122.9	102.5 - 140.9
construction superintendent	90.2 - 117.5	98.8 - 131.1	109.9 - 147.0
contracts administrator	87.1 - 111.7	97.8 - 127.7	111.0 - 145.0
director of operations	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
drafter	61.9 - 77.7	69.8 - 89.0	79.2 - 100.9



electrical designer/engineer	84.6 - 110.9	95.1 - 127.1	108.2 - 144.5
electrical engineer	73.2 - 102.2	89.7 - 126.2	108.5 - 147.2
electrical engineering technician	64.3 - 82.4	73.3 - 95.3	83.9 - 108.5
electrical inspector	53.7 - 72.1	62.1 - 84.3	71.7 - 96.8
engineering manager	97.4 - 130.4	111.0 - 151.0	127.4 - 171.9
environmental engineer	70.9 - 94.8	81.7 - 111.2	94.9 - 127.6
environmental inspector	58.4 - 74.7	64.2 - 83.7	71.6 - 93.7
estimation engineer	81.8 - 108.9	93.9 - 127.2	108.5 - 145.6
estimator	68.5 - 89.3	76.1 - 101.1	85.7 - 114.4
facilities manager	66.9 - 87.6	76.2 - 101.4	87.3 - 115.8
foreman	59.9 - 77.6	67.0 - 88.4	75.9 - 100.2
health and safety manager	69.7 - 89.8	80.1 - 104.5	92.1 - 118.6
health and safety specialist	78.8 - 103.6	90.3 - 120.7	104.1 - 137.3
HVAC drafter	55.9 - 71.9	62.9 - 81.9	71.0 - 91.6
HVAC engineer	65.6 - 87.3	75.0 - 101.4	86.3 - 115.0
mechanical designer	58.6 - 77.4	67.4 - 90.1	77.4 - 101.9
mechanical engineer	70.2 - 99.2	87.4 - 124.2	106.9 - 145.1
mechanical engineering technician	59.0 - 77.3	67.1 - 89.3	76.7 - 100.7
mechanical site supervisor	58.1 - 74.8	65.6 - 86.1	74.9 - 98.4
operations manager	91.3 - 124.5	105.0 - 144.8	120.5 - 163.0
planner/scheduler	44.6 - 57.2	50.8 - 65.7	57.7 - 74.2
project coordinator	42.0 - 57.7	48.6 - 67.6	56.2 - 77.7
project director	119.3 - 144.2	149.6 - 180.4	182.6 - 220.1
project engineer	97.3 - 124.3	105.5 - 137.2	116.1 - 152.6
project manager	85.5 - 117.6	99.3 - 138.3	115.3 - 157.6
purchasing manager	107.9 - 141.5	121.6 - 161.7	137.7 - 181.4
QA/QC inspector	62.0 - 82.2	71.7 - 96.1	82.8 - 110.2



quality control engineer	77.7 - 103.4	89.0 - 120.1	102.3 - 135.9
quality inspector	45.0 - 57.0	49.7 - 64.3	55.7 - 72.7
safety inspector	68.1 - 88.9	77.1 - 102.0	87.5 - 114.8
specification writer	59.5 - 76.8	67.4 - 88.2	76.6 - 99.6
structural engineer	79.0 - 104.9	90.3 - 122.0	104.0 - 139.1
technical services manager	95.7 - 126.6	109.1 - 146.8	125.3 - 167.9
telecommunications technician	60.2 - 78.5	68.1 - 90.3	77.7 - 103.2
<b>manufacturing</b>			
applications engineer	64.2 - 81.1	79.4 - 85.9	90.2 - 110.4
automation engineer	66.2 - 84.8	72.9 - 98.7	81.8 - 113.0
buyer	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
continuous improvement engineer	70.2 - 85.4	83.3 - 97.3	93.5 - 110.4
controls designer/engineer	63.4 - 84.8	72.9 - 98.7	83.9 - 107.4
demand planner	57.5 - 79.4	69.1 - 95.7	81.6 - 109.4
electrical designer	60.2 - 80.9	72.9 - 93.6	83.4 - 106.3
electrical engineer	73.2 - 90.0	89.7 - 102.0	95.0 - 115.0
electrical engineering technician	54.9 - 70.3	62.5 - 81.4	71.6 - 93.0
electronics designer	60.5 - 82.4	73.3 - 95.3	83.9 - 108.5
electronics engineer	89.1 - 116.2	99.3 - 122.4	116.6 - 131.5
electronics technician	55.3 - 75.2	70.3 - 92.7	79.5 - 104.7
estimator	58.5 - 76.3	64.9 - 86.6	73.1 - 98.4
health and safety specialist	78.8 - 103.6	90.3 - 120.7	104.1 - 137.3
HVAC drafter	48.9 - 55.9	53.9 - 66.1	68.5 - 71.3
HVAC engineer	65.6 - 87.3	75.0 - 101.4	86.3 - 115.0
industrial engineer	68.7 - 85.8	82.4 - 97.2	92.4 - 118.4
inventory analyst	59.0 - 76.6	66.3 - 87.8	75.4 - 100.0
logistics specialist	52.6 - 68.0	59.8 - 78.4	68.1 - 89.3



maintenance buyer	47.0 - 60.3	54.5 - 70.2	62.4 - 79.3
maintenance planner	60.1 - 75.8	68.1 - 87.0	77.4 - 98.2
manufacturing engineer	71.7 - 95.8	80.4 - 110.2	95.4 - 122.4
mechanical designer	58.6 - 77.4	67.4 - 90.1	77.4 - 101.9
mechanical drafter	48.9 - 55.9	53.9 - 66.1	68.5 - 71.3
mechanical engineer	63.6 - 80.2	78.4 - 95.6	92.4 - 117.8
mechanical engineering technician	52.4 - 67.3	67.1 - 89.3	76.7 - 100.7
methods engineer	59.8 - 70.7	74.5 - 96.8	91.5 - 105.6
operation excellence specialist	83.7 - 109.2	93.2 - 123.5	104.7 - 138.0
process engineer	70.1 - 85.4	79.5 - 107.3	91.2 - 117.2
production planner	54.2 - 71.8	62.6 - 83.5	71.5 - 93.4
project engineer	77.4 - 88.2	83.1 - 98.5	106.4 - 118.8
project manager	85.5 - 106.7	98.5 - 118.3	105.3 - 127.6
purchasing agent	64.3 - 84.4	73.3 - 97.7	84.0 - 111.6
quality assurance/control technician	52.0 - 62.2	65.0 - 76.1	77.8 - 89.2
quality control technician	46.8 - 57.0	53.5 - 64.6	59.8 - 72.4
quality engineer	62.1 - 82.8	72.5 - 98.0	84.5 - 111.5
reliability/maintenance engineer	66.7 - 83.6	78.8 - 96.7	92.2 - 120.2
robotics engineer	82.1 - 107.9	92.4 - 113.4	104.9 - 128.9
safety inspector	68.1 - 88.9	77.1 - 102.0	87.5 - 114.8
sourcing engineer	64.1 - 85.2	73.2 - 99.1	84.4 - 113.0
strategic buyer	70.3 - 81.1	82.1 - 90.3	91.4 - 100.0
supply chain analyst	60.5 - 80.3	68.9 - 92.9	78.9 - 105.2
systems engineer	80.5 - 106.5	91.5 - 123.1	104.9 - 139.6



## healthcare

	entry	mid	senior
dental office manager	59.1 - 76.5	64.9 - 85.4	72.2 - 95.5
dental secretary	48.0 - 50.0	51.0 - 54.0	55.0 - 59.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.7 - 51.6	46.4 - 59.1	52.5 - 63.9
healthcare clinic manager	82.1 - 105.4	89.4 - 116.8	98.8 - 130.1
medical / clinic coordinator	53.4 - 68.1	59.5 - 77.4	67.2 - 88.3
medical billing clerk	41.8 - 54.2	48.4 - 62.9	55.2 - 70.7
medical claims analyst	47.1 - 53.0	52.3 - 60.0	58.9 - 65.0
medical office assistant	41.0 - 48.0	42.2 - 53.8	47.0 - 59.2
medical receptionist	42.0 - 49.2	44.7 - 57.1	50.5 - 60.9
medical reimbursement specialist	43.4 - 58.0	50.8 - 68.3	58.6 - 76.9
medical secretary	40.8 - 52.4	45.8 - 59.2	51.2 - 65.3
nursing manager	100.1 - 129.3	108.4 - 143.2	120.1 - 162.4
nursing supervisor / team lead	86.5 - 110.7	98.6 - 126.7	111.3 - 141.5
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	41.0 - 46.5	43.0 - 53.5	47.0 - 60.3
patient service representatives (unilingual or bilingual)	41.0 - 46.8	43.1 - 53.9	49.2 - 61.3
registered nurse	75.8 - 94.4	83.1 - 105.1	92.1 - 117.0
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	99.2 - 136.6	124.4 - 170.8	154.3 - 211.4
health and safety director	99.2 - 118.7	128.4 - 153.3	153.6 - 183.1



HR operations director	93.7 - 133.8	121.3 - 172.5	151.8 - 215.3
human resources director	102.5 - 141.2	130.2 - 178.6	161.4 - 221.1
L&D director	105.1 - 130.1	130.9 - 161.7	166.2 - 205.1
talent acquisition director	98.0 - 135.1	123.5 - 169.5	150.7 - 206.5
total rewards director	116.8 - 151.4	150.8 - 195.0	185.1 - 239.3
vice president human resources / CHRO	122.7 - 205.5	155.5 - 259.8	192.9 - 322.4
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	64.1 - 82.0	71.8 - 93.5	81.3 - 106.1
compensation analyst	65.2 - 86.3	75.3 - 101.1	87.0 - 115.0
compensation and benefits manager	102.4 - 132.7	113.4 - 149.8	127.4 - 169.2
compensation specialist	57.4 - 76.0	66.3 - 89.0	76.7 - 101.7
diversity & inclusion coordinator	48.4 - 62.5	55.7 - 71.3	62.1 - 77.0
health and safety advisor	69.7 - 89.8	80.1 - 104.5	92.1 - 118.6
health and safety manager	86.0 - 111.0	96.1 - 126.3	108.6 - 142.5
HRIS analyst	70.0 - 92.1	80.2 - 107.0	92.2 - 121.6
human resources advisor	67.2 - 85.5	73.4 - 95.5	81.8 - 108.1
human resources assistant	46.6 - 59.6	52.9 - 67.3	58.7 - 73.0
human resources business partner	75.0 - 98.0	84.0 - 112.0	95.0 - 127.0
human resources coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
human resources manager	96.3 - 128.6	111.1 - 150.5	128.7 - 172.2
human resources supervisor	73.9 - 95.6	81.3 - 107.5	91.2 - 122.6
human resources technician	57.7 - 75.3	64.2 - 85.5	72.5 - 97.4
instructional designer	54.8 - 71.1	61.5 - 81.2	69.7 - 92.3
labour relations advisor	70.5 - 93.6	80.5 - 108.8	92.6 - 123.9
labour relations manager	101.5 - 137.1	119.2 - 162.6	139.3 - 187.6
learning and development specialist	55.6 - 72.8	63.2 - 84.2	72.4 - 95.5
recruitment coordinator	43.6 - 57.8	51.2 - 67.9	58.9 - 76.6



talent acquisition specialist	66.3 - 86.5	73.7 - 97.9	82.9 - 110.6
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## industrial management

	entry	mid	senior
engineering manager	97.4 - 130.4	111.0 - 151.0	127.4 - 171.9
general manager	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
inventory control manager	70.8 - 92.7	79.2 - 105.6	89.6 - 119.4
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	94.1 - 123.8	106.3 - 141.8	120.8 - 150.7
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	121.8 - 147.1	157.2 - 189.6	193.5 - 205.4
operations director	134.2 - 177.7	175.1 - 231.7	220.1 - 291.2
operations manager	91.3 - 124.5	105.0 - 144.8	120.5 - 163.0
plant manager	106.1 - 146.7	126.7 - 177.1	150.5 - 205.4
procurement director	110.9 - 145.6	147.0 - 172.3	158.0 - 182.8
procurement manager	90.3 - 118.3	99.7 - 132.9	111.5 - 149.4
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	64.3 - 82.8	71.4 - 93.8	80.4 - 106.0
project director	119.3 - 144.2	149.6 - 180.4	182.6 - 200.1
quality assurance manager	90.4 - 117.1	99.9 - 131.5	111.6 - 147.1
quality director	99.6 - 133.9	125.6 - 158.5	153.5 - 170.5
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	97.9 - 111.5	121.6 - 131.7	137.7 - 151.4
supply chain manager	90.2 - 120.6	104.2 - 130.7	119.8 - 140.9



warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	18.1 - 23.4	20.8 - 26.9	23.7 - 30.6
delivery/courier driver	18.6 - 24.1	21.1 - 27.5	23.9 - 31.0
electronic parts assembler	20.5 - 25.7	22.3 - 28.4	24.5 - 31.2
forklift operator	19.5 - 25.5	22.8 - 29.5	25.9 - 32.9
general labourer - heavy	20.3 - 25.4	23.0 - 29.5	26.2 - 31.8
general labourer - light	18.3 - 22.2	20.3 - 26.3	23.4 - 28.3
industrial painter	19.4 - 24.7	20.1 - 28.4	24.6 - 31.9
inventory control clerk	20.6 - 26.1	23.5 - 29.9	26.6 - 33.6
janitor/custodian	19.1 - 22.0	20.2 - 24.1	21.3 - 26.0
machine operator	20.2 - 26.6	23.2 - 30.9	26.6 - 35.3
machine operator assistant	20.1 - 24.7	22.5 - 28.4	25.5 - 31.7
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	19.4 - 25.6	23.0 - 29.8	26.2 - 32.2
mould machine operator	21.1 - 27.9	24.3 - 32.3	27.6 - 36.2
packaging labourer	18.7 - 24.0	21.0 - 27.3	23.7 - 31.0
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 23.0	20.9 - 27.3	24.4 - 29.8
shipper/receiver	21.1 - 25.0	22.2 - 27.8	24.7 - 31.1
shipping and receiving clerk	20.2 - 24.6	22.4 - 28.3	25.5 - 32.3



warehouse labourer	20.3 - 26.6	24.5 - 30.7	27.5 - 32.4
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## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	52.0 - 60.0	56.0 - 67.0	63.0 - 73.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 68.7
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

	entry	mid	senior
application software			
.net/C# developer	80.3 - 103.8	89.9 - 118.1	101.5 - 132.9
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9



application support analyst	65.2 - 86.5	75.4 - 100.4	86.2 - 113.0
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	80.3 - 103.8	89.9 - 118.1	101.5 - 132.9
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	80.2 - 103.6	89.7 - 117.9	101.4 - 133.4
front-end developer	75.4 - 99.1	86.3 - 115.1	99.2 - 130.9
full stack developer	86.7 - 113.8	99.2 - 132.0	113.8 - 149.4
java developer	78.6 - 101.7	88.0 - 115.7	99.4 - 130.1
machine learning developer	85.6 - 126.7	114.6 - 158.3	136.9 - 172.3
mobile application developer (iOS/android)	73.1 - 111.7	101.9 - 142.0	122.6 - 154.1
quality assurance analyst - automation	75.0 - 95.0	95.0 - 110.0	115.0 - 125.0
quality assurance analyst - manual	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
quality assurance manager	93.1 - 122.8	105.6 - 141.5	120.5 - 159.6
SQL database developer	69.1 - 92.2	79.5 - 107.8	91.9 - 122.9
UI/UX designer	75.8 - 97.7	84.4 - 110.5	94.8 - 123.3
workday consultant	70.0 - 85.0	98.0 - 115.0	115.0 - 135.0
<b>architecture</b>			
application architect	111.5 - 148.1	125.9 - 170.3	143.7 - 194.6
architect (solutions/technical)	94.5 - 117.5	105.3 - 133.0	118.4 - 148.9
cloud architect	100.3 - 125.7	113.1 - 143.9	128.2 - 161.2
enterprise architect	101.1 - 135.2	115.1 - 156.4	131.9 - 178.8
SOA architect	101.1 - 135.2	115.1 - 156.4	131.9 - 178.8
<b>data &amp; analytics</b>			
BI data architect	103.1 - 137.6	115.1 - 156.3	129.9 - 176.1
big data engineer	91.6 - 119.5	102.3 - 135.9	115.6 - 153.6
business intelligence developer	77.8 - 100.8	87.3 - 114.7	98.5 - 128.3



data analyst	75.2 - 100.5	86.7 - 117.4	100.1 - 133.3
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	76.1 - 101.6	87.6 - 118.7	101.2 - 134.8
data scientist	87.1 - 116.8	101.0 - 137.2	117.1 - 155.7
database administrator	80.1 - 108.4	94.0 - 128.6	109.9 - 147.0
<b>leadership/business technology</b>			
business analyst	73.8 - 95.7	82.9 - 109.2	93.9 - 123.3
development manager	110.0 - 125.0	120.0 - 150.0	145.0 - 170.0
IT director	111.3 - 147.7	140.3 - 185.7	174.5 - 230.9
IT manager	102.8 - 136.2	117.5 - 158.2	135.2 - 180.9
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0
cloud engineer	85.1 - 113.7	99.8 - 134.5	116.2 - 152.4
cloud security consultant	103.7 - 136.8	117.8 - 157.9	134.7 - 179.7
devops - infrastructure	88.5 - 122.7	104.0 - 145.3	121.2 - 164.4
help desk analyst	55.1 - 72.3	62.8 - 83.6	71.8 - 95.1
information security engineer	83.5 - 111.4	96.1 - 130.1	111.0 - 147.7
information security manager	103.7 - 136.8	117.8 - 157.9	134.7 - 179.7
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	89.4 - 115.8	100.5 - 132.6	114.2 - 150.2
network administrator	70.6 - 94.5	81.5 - 110.5	94.2 - 126.1
network engineer	78.6 - 104.5	90.0 - 121.8	103.9 - 139.3
systems administrator	80.2 - 105.3	91.7 - 122.2	105.3 - 139.0
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	81.7 - 105.7	93.1 - 122.1	106.4 - 138.8

business systems analyst	78.3 - 102.8	89.5 - 119.5	103.0 - 136.4
ERP project manager	103.3 - 137.1	112.5 - 152.1	124.5 - 169.9
organizational development manager	78.0 - 104.9	90.8 - 124.6	106.8 - 145.5
PMO lead	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
product manager	91.5 - 125.6	106.1 - 147.6	123.3 - 169.0
product owner	85.4 - 112.2	97.8 - 130.1	112.1 - 146.6
program manager	92.0 - 120.0	98.0 - 133.0	110.0 - 140.0
project coordinator	71.6 - 89.5	80.3 - 102.0	90.9 - 115.2
project manager (infrastructure)	109.7 - 147.6	124.0 - 169.9	141.8 - 194.3
project manager (software)	103.8 - 137.0	116.0 - 155.6	130.9 - 175.8
scrum master	83.1 - 108.0	93.8 - 124.0	106.9 - 141.7
technical writer	65.7 - 85.5	76.5 - 100.7	88.9 - 114.5



## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	43.0 - 46.0	45.0 - 50.0	48.0 - 56.0
administrative assistant (bilingual)	47.0 - 50.0	49.0 - 55.0	52.0 - 60.0
administrative clerk	41.0 - 44.0	43.0 - 46.0	45.0 - 48.0
administrative coordinator	50.0 - 55.0	52.0 - 57.3	55.0 - 65.0
buyer assistant	46.0 - 50.0	48.0 - 54.0	53.0 - 60.0
data entry clerk	41.0 - 44.0	43.0 - 46.0	45.0 - 50.0
dispatch administrator	43.4 - 55.5	49.2 - 63.5	55.5 - 71.7
document services specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
documentation specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
executive assistant	51.0 - 63.0	58.1 - 68.0	63.0 - 76.0
executive assistant (bilingual)	55.0 - 67.0	62.0 - 72.0	67.0 - 80.0
file clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
HR coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
inventory clerk	41.0 - 48.0	45.0 - 53.0	50.0 - 55.0
inventory coordinator	53.0 - 56.0	54.0 - 63.0	62.0 - 73.0
invoicing clerk	41.0 - 44.0	43.0 - 46.0	45.0 - 48.0
legal assistant	48.0 - 53.0	50.7 - 58.0	53.0 - 73.0
logistics coordinator	53.0 - 58.0	55.0 - 68.0	60.0 - 77.0
mailroom clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
marketing assistant	43.0 - 51.0	48.0 - 54.0	51.0 - 61.7
office clerk	41.0 - 44.0	43.0 - 46.0	45.0 - 48.0
office manager	48.5 - 63.2	53.5 - 71.0	59.7 - 79.7



order entry clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
parts coordinators	48.0 - 52.0	50.0 - 57.0	55.0 - 65.0
procurement coordinator	51.0 - 55.0	53.9 - 72.0	61.6 - 82.9
project manager assistant	45.0 - 51.0	48.0 - 58.0	55.0 - 70.9
receptionist	40.0 - 43.0	42.0 - 48.0	44.0 - 50.0
receptionist (bilingual)	42.0 - 46.0	44.0 - 50.0	46.0 - 53.0
sales assistant	45.0 - 50.0	48.0 - 53.6	51.0 - 62.5
sales coordinator	48.0 - 55.5	53.0 - 61.6	58.0 - 70.3
service coordinator	35.5 - 45.6	39.5 - 52.0	44.8 - 59.2
supply clerk	46.0 - 50.0	48.0 - 54.0	52.0 - 60.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	61.0 - 79.2	68.3 - 90.6	77.3 - 102.0
bilingual customer loyalty agent	45.0 - 49.3	45.2 - 52.0	49.1 - 59.2
bilingual customer service manager	71.3 - 94.5	81.4 - 109.1	92.1 - 125.5
bilingual customer service representative	40.5 - 46.1	43.3 - 52.0	45.2 - 62.0
bilingual customer service supervisor	59.3 - 79.7	67.4 - 91.6	77.6 - 103.2
bilingual customer service team lead	43.9 - 47.8	49.8 - 55.4	53.9 - 65.7
bilingual customer service trainer	42.4 - 55.4	48.4 - 64.4	61.5 - 73.3
bilingual e-chat representative	44.2 - 49.5	48.2 - 57.8	56.4 - 65.7
bilingual fundraising agent	49.1 - 62.6	56.5 - 71.7	63.3 - 78.3
bilingual inside sales manager	67.6 - 91.2	76.9 - 105.8	88.2 - 120.3
bilingual inside sales representative	52.3 - 60.6	54.9 - 67.9	65.9 - 76.6
bilingual insurance advisor	54.7 - 69.4	59.5 - 77.2	65.9 - 86.8
bilingual junior collection agent	40.2 - 44.6	38.4 - 50.0	43.4 - 56.1
bilingual order desk representative	40.5 - 42.1	41.2 - 48.0	42.6 - 53.0



bilingual order management representative	43.5 - 48.9	51.2 - 55.3	53.3 - 59.7
bilingual survey agent	38.1 - 41.3	40.5 - 48.3	44.9 - 52.9
bilingual technical support level 1 agent	43.0 - 57.3	49.4 - 66.1	0.0 - 0.0
bilingual telemarketing agent	34.9 - 41.2	39.7 - 47.1	44.9 - 54.4
bilingual telephone dispatcher	42.1 - 49.8	47.4 - 55.3	50.4 - 65.0
bilingual travel support agent	45.6 - 57.8	51.2 - 65.3	57.1 - 72.5
bilingual workforce planner	46.5 - 58.4	50.1 - 64.5	55.2 - 73.0

## engineering

construction	entry	mid	senior
architect	58.3 - 76.3	65.0 - 87.1	73.6 - 99.1
architectural drafter	50.4 - 65.2	58.5 - 77.5	68.6 - 91.9
architectural technician	67.0 - 89.1	77.3 - 104.9	89.8 - 120.0
BIM/VDC coordinator	60.2 - 78.8	67.1 - 90.0	76.0 - 102.4
buyer	71.0 - 85.0	73.0 - 90.0	80.0 - 95.0
civil engineer	59.9 - 81.5	70.4 - 97.4	82.5 - 111.6
civil engineering drafter	51.7 - 64.5	57.9 - 73.6	65.4 - 83.8
civil engineering technologist	42.2 - 57.0	50.3 - 68.4	59.0 - 78.2
civil project engineer	69.8 - 96.9	81.1 - 114.7	94.8 - 132.8
civil project manager	75.6 - 101.7	85.5 - 117.2	97.6 - 133.0
construction coordinator	50.6 - 67.0	56.7 - 76.6	64.2 - 87.5
construction director	93.4 - 124.3	127.1 - 169.4	160.9 - 214.2
construction manager	72.2 - 95.0	79.2 - 106.6	88.5 - 120.5
construction project coordinator	77.8 - 100.6	84.7 - 111.7	93.7 - 124.9
construction project manager	62.8 - 87.0	73.0 - 103.2	85.3 - 119.3
construction superintendent	74.8 - 98.5	82.2 - 110.6	91.8 - 124.6



contracts administrator	72.3 - 93.3	81.4 - 107.4	92.9 - 122.9
director of operations	111.4 - 150.5	148.1 - 200.1	189.4 - 255.5
drafter	51.3 - 64.1	57.6 - 73.5	65.3 - 83.6
electrical designer/engineer	69.8 - 92.4	78.7 - 106.5	89.9 - 122.0
electrical engineer	60.4 - 84.7	74.1 - 105.8	90.3 - 124.5
electrical engineering technician	53.2 - 67.9	60.5 - 78.8	69.2 - 90.1
electrical inspector	45.0 - 60.1	51.9 - 70.2	59.8 - 80.8
engineering manager	80.9 - 109.9	92.7 - 128.3	107.2 - 147.4
environmental engineer	58.6 - 78.4	67.4 - 92.6	78.5 - 107.0
environmental inspector	48.5 - 61.8	53.2 - 69.2	59.2 - 77.6
estimation engineer	67.5 - 90.6	77.7 - 106.6	90.3 - 123.0
estimator	56.5 - 73.7	62.7 - 83.8	70.7 - 95.4
facilities manager	56.6 - 74.1	64.4 - 86.1	73.8 - 98.9
foreman	50.1 - 64.7	56.0 - 73.9	63.3 - 84.0
health and safety manager	57.9 - 74.5	66.5 - 87.1	76.5 - 99.4
health and safety specialist	65.0 - 86.0	74.6 - 100.9	86.4 - 115.6
HVAC drafter	47.0 - 60.1	52.8 - 68.5	59.4 - 76.7
HVAC engineer	54.3 - 72.1	62.0 - 84.1	71.2 - 95.9
mechanical designer	48.6 - 63.9	55.8 - 74.4	63.9 - 84.5
mechanical engineer	58.0 - 82.2	72.2 - 104.0	88.9 - 122.5
mechanical engineering technician	48.9 - 63.7	55.4 - 73.7	63.2 - 83.4
mechanical site supervisor	49.1 - 62.9	55.3 - 72.4	63.0 - 83.0
operations manager	74.8 - 103.0	86.3 - 120.8	99.6 - 137.0
planner/scheduler	37.7 - 48.0	42.8 - 55.0	48.4 - 62.0
project coordinator	35.2 - 47.7	40.2 - 55.8	46.5 - 64.1
project director	99.7 - 121.8	126.6 - 154.7	156.6 - 191.3
project engineer	80.6 - 104.1	87.6 - 115.5	96.9 - 129.3



project manager	70.5 - 98.2	82.3 - 116.5	96.2 - 133.7
purchasing manager	89.8 - 119.5	101.9 - 137.7	116.1 - 155.8
QA/QC inspector	51.3 - 67.8	59.2 - 79.5	68.2 - 91.7
quality control engineer	64.1 - 85.8	73.5 - 100.4	84.8 - 114.4
quality inspector	37.8 - 47.7	41.6 - 53.7	46.6 - 60.6
safety inspector	56.6 - 73.8	64.0 - 84.9	72.6 - 96.1
specification writer	49.7 - 63.9	56.2 - 73.4	63.7 - 83.2
structural engineer	65.2 - 87.1	74.6 - 102.0	86.3 - 117.2
technical services manager	79.5 - 106.6	91.1 - 124.5	105.4 - 143.7
telecommunications technician	50.1 - 65.1	56.5 - 75.0	64.4 - 86.1
<b>manufacturing</b>			
applications engineer	69.8 - 93.0	80.7 - 109.5	93.8 - 124.9
assurance control technician	59.4 - 77.8	67.4 - 90.1	77.0 - 102.4
automation engineer	59.3 - 79.4	68.3 - 93.6	79.4 - 108.0
buyer	68.0 - 72.0	75.0 - 80.0	77.0 - 95.0
chemical engineer	65.2 - 95.6	83.3 - 122.1	102.9 - 141.7
commissioning and start up engineer	56.1 - 74.9	64.5 - 87.9	74.7 - 100.8
continuous improvement engineer	73.6 - 96.9	82.2 - 110.3	92.8 - 124.1
controls designer/engineer	52.5 - 69.9	60.2 - 81.7	69.2 - 93.6
demand planner	72.0 - 80.6	73.0 - 90.5	80.6 - 109.6
electrical designer	67.4 - 90.1	77.1 - 105.4	89.2 - 121.5
electrical engineer	60.4 - 84.7	74.1 - 105.8	90.3 - 124.5
electrical engineering technician	53.2 - 67.9	60.5 - 78.8	69.2 - 90.1
electrical test engineer	65.2 - 88.2	76.0 - 105.2	89.2 - 122.1
electronics designer	52.9 - 66.7	60.1 - 77.3	68.7 - 88.3
electronics engineer	73.6 - 96.9	82.3 - 110.5	93.0 - 124.3
electronics technician	51.9 - 67.1	58.1 - 76.6	65.6 - 86.9



field service engineer	51.2 - 66.9	57.3 - 76.8	65.2 - 88.9
health and safety specialist	65.0 - 86.0	74.6 - 100.9	86.4 - 115.6
industrial engineer	64.0 - 85.1	72.8 - 98.9	83.6 - 112.4
inventory analyst	68.0 - 78.0	75.0 - 80.0	77.0 - 95.0
logistics specialist	65.0 - 67.1	66.0 - 78.7	70.0 - 95.3
maintenance buyer	67.0 - 76.1	70.6 - 81.0	79.4 - 88.0
maintenance planner	51.0 - 64.0	57.6 - 73.6	65.4 - 83.4
manufacturing engineer	59.3 - 79.3	68.1 - 93.2	79.0 - 106.8
mechanical designer	48.6 - 63.9	55.8 - 74.4	63.9 - 84.5
mechanical drafter	49.6 - 64.1	55.6 - 74.1	63.9 - 87.1
mechanical engineer	58.0 - 82.2	72.2 - 104.0	88.9 - 122.5
mechanical engineering technician	48.9 - 63.7	55.4 - 73.7	63.2 - 83.4
operation excellence specialist	69.0 - 90.8	77.0 - 103.4	86.9 - 116.2
process engineer	57.9 - 77.4	66.6 - 91.1	77.2 - 104.3
production planner	70.0 - 80.6	72.0 - 90.8	77.7 - 93.1
project engineer	80.6 - 104.1	87.6 - 115.5	96.9 - 129.3
project manager	70.5 - 98.2	82.3 - 116.5	96.2 - 133.7
quality assurance engineer	57.6 - 75.9	64.9 - 87.4	73.8 - 98.9
quality assurance/control technician	51.3 - 67.8	59.2 - 79.5	68.2 - 91.7
quality control engineer	64.1 - 85.8	73.5 - 100.4	84.8 - 114.4
quality control technician	37.2 - 47.7	41.3 - 53.9	46.3 - 60.4
quality engineer	51.8 - 69.0	60.4 - 81.8	70.3 - 93.5
reliability/maintenance engineer	64.4 - 84.4	74.2 - 99.5	86.4 - 114.4
robotics engineer	67.8 - 89.7	76.4 - 103.3	87.1 - 117.0
safety inspector	56.6 - 73.8	64.0 - 84.9	72.6 - 96.1
SCADA engineer	61.8 - 82.6	70.9 - 97.0	82.1 - 111.4
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2



systems engineer	66.4 - 88.5	75.6 - 103.0	87.1 - 117.6
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## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	155.8 - 272.3	226.2 - 409.7	322.8 - 583.8
vice president finance	149.3 - 270.4	217.5 - 376.2	294.0 - 552.6
vice-president internal audit	127.1 - 172.0	162.2 - 219.7	199.9 - 270.4
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	66.6 - 80.2	71.4 - 86.0	76.1 - 91.6
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2
accounting manager	94.0 - 114.0	99.2 - 121.6	106.4 - 130.4
accounting supervisor	70.5 - 85.8	76.4 - 91.7	81.1 - 99.9
accounting technician	55.4 - 66.0	59.8 - 71.2	64.1 - 76.1
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4
accounts payable manager	81.6 - 99.9	89.3 - 109.6	97.1 - 119.1
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4
accounts receivable manager	82.8 - 98.9	90.1 - 107.8	97.4 - 116.5
analyst - financial planning & analysis	78.5 - 83.5	86.5 - 99.6	92.6 - 116.2
assistant controller	70.2 - 95.3	83.1 - 106.7	90.3 - 108.5
billing specialist	44.9 - 49.0	47.2 - 53.8	49.5 - 58.1
bookkeeper	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6
business analyst	72.9 - 88.1	79.1 - 95.6	85.1 - 102.9
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6
cost accountant	70.5 - 76.4	78.7 - 87.0	88.2 - 94.0
credit & collection specialist	49.4 - 55.3	50.6 - 57.7	53.0 - 58.7
credit and collections accountant	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4



credit and collections manager	94.0 - 111.7	111.7 - 123.5	125.8 - 129.3	123.5 - 152.9
credit and collections supervisor	70.5 - 76.4	74.0 - 79.9	78.7 - 84.6	82.3 - 92.4
director - financial planning & analysis	132.9 - 177.0	171.8 - 228.9	211.7 - 282.0	- - -
external auditor	52.6 - 60.1	60.1 - 77.5	90.3 - 99.9	105.5 - 130.3
finance director	128.7 - 171.3	168.6 - 224.7	207.5 - 276.3	- - -
financial analyst	77.0 - 81.1	82.7 - 100.4	90.6 - 109.7	101.0 - 122.0
financial reporting manager	91.8 - 112.9	99.2 - 121.4	106.3 - 129.6	122.6 - 149.1
internal audit manager	103.0 - 127.9	111.1 - 137.8	119.0 - 147.5	137.2 - 152.9
internal auditor	75.7 - 83.0	86.0 - 98.8	93.1 - 107.9	103.1 - 121.3
invoicing clerk	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
payroll clerk	47.1 - 56.5	53.0 - 58.7	60.0 - 62.0	63.4 - 72.9
payroll manager	94.0 - 105.8	94.0 - 115.2	101.1 - 127.0	117.6 - 131.0
payroll specialist	49.4 - 58.7	55.3 - 61.2	57.7 - 68.1	70.5 - 78.7
payroll supervisor	57.3 - 69.1	62.6 - 75.3	67.5 - 81.4	78.4 - 94.6
property accountant	61.2 - 73.6	64.3 - 77.4	67.4 - 81.2	- - -
tax analyst	70.5 - 79.9	76.4 - 82.3	79.9 - 87.0	88.2 - 97.6
tax manager	97.5 - 121.2	105.1 - 130.5	112.6 - 139.7	130.3 - 161.4
treasury analyst	67.3 - 81.0	72.2 - 87.0	77.0 - 93.0	88.0 - 106.6
treasury director	94.0 - 115.1	101.9 - 124.7	109.5 - 134.0	- - -

## healthcare

	entry	mid	senior
dental office manager	50.0 - 63.7	54.2 - 71.2	60.1 - 79.8
dental secretary	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 43.4	42.0 - 49.6	44.1 - 53.5



healthcare clinic manager	70.0 - 87.9	74.1 - 97.9	82.1 - 109.6
medical / clinic coordinator	52.0 - 58.0	55.0 - 67.0	62.0 - 85.0
medical billing clerk	36.0 - 45.3	40.5 - 52.5	46.1 - 58.9
medical claims analyst	43.5 - 57.1	48.2 - 64.7	54.2 - 73.1
medical office assistant	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
medical receptionist	40.0 - 41.2	42.0 - 47.7	45.0 - 50.8
medical reimbursement specialist	40.0 - 48.0	42.1 - 56.3	48.5 - 63.4
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nursing manager	83.3 - 108.9	90.5 - 121.3	100.8 - 138.6
nursing supervisor / team lead	71.8 - 92.4	82.0 - 106.4	92.9 - 119.4
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	40.0 - 42.0	42.0 - 45.0	45.0 - 50.6
patient service representatives (unilingual or bilingual)	36.0 - 39.5	36.6 - 45.3	41.4 - 51.4
pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0
registered nurse	68.0 - 78.4	70.0 - 87.6	76.5 - 97.9
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.4 - 113.5	102.9 - 144.1	129.2 - 181.3
health and safety director	82.3 - 99.3	107.9 - 130.1	130.4 - 157.3
HR operations director	77.5 - 112.7	101.6 - 147.6	128.7 - 187.1
human resources director	85.1 - 119.2	109.5 - 153.2	137.4 - 192.5
L&D director	87.3 - 109.4	110.1 - 137.7	141.8 - 177.6
talent acquisition director	81.2 - 113.8	103.6 - 144.9	127.8 - 179.0
total rewards director	97.6 - 128.4	127.9 - 168.3	159.2 - 209.4



vice president human resources / CHRO	102.9 - 178.1	132.1 - 228.7	166.5 - 287.7
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	53.0 - 67.6	59.2 - 77.3	67.0 - 88.1
compensation analyst	53.8 - 71.2	62.0 - 83.8	71.8 - 95.9
compensation and benefits manager	85.0 - 111.7	94.6 - 126.9	107.0 - 144.6
compensation specialist	47.5 - 62.6	54.7 - 73.5	63.2 - 84.3
diversity & inclusion coordinator	40.2 - 51.7	46.1 - 58.7	51.3 - 63.4
health and safety advisor	57.9 - 74.5	66.5 - 87.1	76.5 - 99.4
health and safety manager	71.0 - 92.6	79.6 - 106.0	90.4 - 120.4
HRIS analyst	58.1 - 76.5	66.5 - 89.4	76.6 - 102.3
human resources advisor	55.4 - 70.5	60.5 - 79.0	67.4 - 89.9
human resources assistant	39.3 - 50.0	44.5 - 56.4	49.3 - 61.0
human resources business partner	59.4 - 78.0	66.5 - 89.4	75.4 - 101.7
human resources coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
human resources manager	79.7 - 108.0	92.6 - 127.6	108.1 - 147.4
labour relations advisor	58.1 - 77.4	66.3 - 90.5	76.5 - 103.7
labour relations manager	84.2 - 115.6	99.7 - 138.5	117.6 - 161.5
recruitment coordinator	36.9 - 48.6	43.1 - 56.8	49.5 - 64.0
talent acquisition specialist	54.9 - 71.4	70.0 - 81.0	78.0 - 91.9

## industrial management

	entry	mid	senior
engineering manager	80.9 - 109.9	92.7 - 128.3	107.2 - 147.4
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 202.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	77.9 - 103.8	88.4 - 119.8	101.1 - 136.8
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5



machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	102.3 - 124.8	133.9 - 163.6	167.2 - 204.2
operations director	144.0 - 155.0	152.0 - 206.0	195.0 - 265.0
operations manager	74.8 - 103.0	86.3 - 120.8	99.6 - 137.0
planning director	103.6 - 136.2	130.4 - 171.6	163.1 - 214.5
plant manager	88.2 - 124.2	106.4 - 151.8	127.5 - 178.0
procurement director	92.5 - 123.1	124.5 - 165.9	152.7 - 203.4
procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	53.7 - 69.1	59.6 - 78.4	67.1 - 89.0
project director	99.7 - 121.8	126.6 - 154.7	156.6 - 191.3
purchasing manager	90.5 - 120.2	102.6 - 138.3	116.8 - 156.3
quality assurance manager	74.7 - 97.9	82.8 - 110.6	93.0 - 124.5
quality director	82.5 - 112.8	105.4 - 143.9	130.3 - 178.0
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	97.0 - 128.0	129.0 - 170.0	157.0 - 208.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.2 - 19.7	17.7 - 22.7	20.0 - 25.7
delivery/courier driver	16.4 - 20.7	18.2 - 23.6	20.5 - 26.4



electronic parts assembler	17.5 - 21.7	18.9 - 23.9	20.7 - 26.2
forklift operator	17.3 - 20.7	18.5 - 23.9	21.0 - 26.6
general labourer - heavy	17.2 - 21.5	19.5 - 25.0	22.2 - 26.9
general labourer - light	16.0 - 18.7	17.2 - 22.1	19.6 - 23.7
industrial painter	19.4 - 20.7	20.1 - 23.7	20.6 - 26.6
inventory control clerk	16.9 - 21.1	19.0 - 24.2	21.5 - 27.2
janitor/custodian	16.3 - 18.1	16.3 - 20.3	18.1 - 21.6
machine operator	19.2 - 22.5	19.6 - 26.0	22.4 - 29.6
machine operator assistant	16.6 - 20.7	18.9 - 23.8	21.4 - 26.4
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	16.1 - 20.8	18.6 - 24.2	21.3 - 26.1
mould machine operator	17.7 - 23.2	20.3 - 26.8	23.0 - 30.0
packaging labourer	16.0 - 20.1	17.7 - 22.8	19.8 - 25.9
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	15.3 - 18.6	17.1 - 22.1	19.8 - 24.2
shipper/receiver	17.2 - 21.0	18.7 - 23.4	20.7 - 26.1
shipping and receiving clerk	17.6 - 20.7	18.9 - 23.8	21.5 - 27.0
warehouse labourer	16.7 - 21.5	19.9 - 24.9	22.3 - 26.2

## marketing

digital marketing	entry	mid	senior
digital marketing manager	65.7 - 86.8	74.0 - 100.1	84.6 - 114.8
digital marketing specialist	46.2 - 61.1	53.5 - 72.2	62.2 - 82.9
e-commerce director	104.8 - 131.0	133.5 - 167.3	170.2 - 213.0
e-commerce marketing manager	75.3 - 99.4	84.4 - 113.8	96.0 - 130.1



marketing content manager	56.3 - 74.6	64.0 - 86.8	73.5 - 99.6
social media manager	57.1 - 79.3	69.1 - 96.7	82.2 - 113.0
web marketing analyst	50.8 - 65.9	57.1 - 75.6	64.8 - 85.8
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	95.9 - 148.3	130.8 - 202.8	170.0 - 263.2
marketing vice-president	96.5 - 177.9	136.0 - 250.7	186.4 - 342.9
vice-president marketing & sales	85.6 - 157.8	120.6 - 222.4	165.8 - 305.0
marketing and communications	entry	mid	senior
brand or product manager	83.6 - 108.7	93.3 - 123.6	105.4 - 139.3
brand or product manager assistant	60.1 - 81.4	70.2 - 96.9	82.0 - 111.7
communications manager	67.9 - 89.7	76.3 - 103.0	86.8 - 116.6
communications specialist	52.0 - 71.1	61.9 - 85.9	73.0 - 98.5
content specialist	50.5 - 66.5	58.0 - 78.3	67.2 - 89.9
event specialist	41.9 - 57.2	49.9 - 68.8	58.8 - 79.2
graphic designer	47.2 - 62.1	54.2 - 72.5	62.2 - 82.3
marketing coordinator	53.8 - 70.9	60.7 - 81.8	69.1 - 93.3
marketing director	94.8 - 129.2	111.2 - 153.8	130.2 - 176.6
marketing project manager	42.7 - 56.6	48.8 - 65.8	56.0 - 75.0
marketing specialist	46.7 - 61.9	53.3 - 72.1	61.2 - 82.2

## sales

corporate sales	entry	mid	senior
account manager - hardware	50.1 - 62.7	54.5 - 69.7	60.3 - 78.2
account manager - software	55.8 - 69.6	60.3 - 76.9	66.4 - 86.3
district sales manager	78.9 - 103.2	90.5 - 120.7	104.7 - 139.3
key accounts manager - consumer goods	71.2 - 92.0	80.3 - 106.0	91.8 - 121.4



sales manager/ director	61.8 - 83.2	70.3 - 96.5	80.5 - 109.5
sales representative, account manager - consumer goods	49.6 - 62.6	54.7 - 70.4	61.0 - 79.0
sales representative, account manager - professional services	46.6 - 57.9	50.2 - 63.9	55.3 - 71.7
sales representative, account manager - telecommunications	54.2 - 68.0	59.0 - 75.6	65.2 - 84.4
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	127.7 - 166.0	159.1 - 206.5	197.2 - 255.9
<b>industrial sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
branch manager - distribution	60.0 - 69.0	70.0 - 75.0	76.0 - 85.0
inside sales representative - distribution	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6
internal sales representative - manfacturing	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6
sales engineer - distribution	69.2 - 80.0	81.0 - 102.3	85.0 - 114.6
sales engineer - manufacturing	59.7 - 79.9	67.6 - 92.2	77.0 - 104.3
sales representative, account manager - distribution	50.0 - 57.0	60.0 - 67.3	67.0 - 80.0
sales representative, account manager - manufacturing	60.0 - 65.0	65.0 - 80.0	85.0 - 90.9
technical sales representative - manufacturing	60.0 - 68.0	70.0 - 93.0	95.0 - 115.0
territory manager - retail	50.0 - 60.5	58.0 - 67.9	67.0 - 80.0

## skilled trades

	entry	mid	senior
automation technician	66.0 - 74.0	74.0 - 82.0	82.0 - 90.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0
electrician	65.0 - 70.0	70.0 - 77.0	77.0 - 82.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0



heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 64.8
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	45.0 - 48.0	48.0 - 55.0	55.0 - 66.0
tool and die maker	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0
welder	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0
welder-fitter	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0



# lanaudière

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	37.3 - 47.3	40.6 - 52.7	45.1 - 59.3
administrative clerk	36.0 - 44.6	39.9 - 49.7	43.9 - 53.8
administrative coordinator	41.5 - 51.4	46.7 - 58.2	52.3 - 62.6
administrative manager	57.0 - 73.4	62.1 - 81.6	68.7 - 91.4
buyer assistant	40.0 - 47.9	43.8 - 55.3	48.5 - 61.1
data entry clerk	36.9 - 42.3	38.1 - 48.1	42.6 - 51.4
dispatch administrator	46.2 - 58.7	52.1 - 67.0	58.7 - 75.4
document services specialist	39.7 - 42.7	41.7 - 45.7	43.7 - 47.8
documentation specialist	37.8 - 49.6	45.2 - 57.5	50.9 - 61.0
executive assistant	52.3 - 71.5	61.1 - 84.8	70.9 - 97.0
file clerk	35.8 - 43.6	39.7 - 50.3	44.5 - 53.2
inventory clerk	35.1 - 44.0	39.6 - 50.4	44.8 - 56.6
inventory coordinator	43.6 - 55.4	48.5 - 62.7	54.5 - 70.9
invoicing clerk	39.0 - 46.0	41.0 - 52.3	45.7 - 56.9
legal assistant	44.9 - 61.3	53.4 - 73.3	62.4 - 83.1
logistics coordinator	44.8 - 58.8	52.2 - 68.9	60.0 - 78.5
mailroom clerk	35.2 - 43.5	39.5 - 48.5	43.2 - 50.9
marketing assistant	42.5 - 49.2	44.5 - 55.8	49.3 - 64.6
office clerk	36.9 - 45.1	40.2 - 50.0	44.3 - 55.4
office manager	51.4 - 66.3	56.5 - 74.2	62.7 - 83.0
order clerk	40.1 - 43.1	42.0 - 48.1	45.6 - 53.1
order entry clerk	36.7 - 39.6	38.7 - 42.4	39.7 - 45.3



procurement coordinator	50.2 - 65.2	56.6 - 75.1	64.4 - 86.2
project coordinator	45.0 - 50.7	49.3 - 56.0	56.7 - 64.2
project manager assistant	45.8 - 57.9	48.2 - 65.1	53.9 - 74.1
property manager	57.1 - 75.5	64.6 - 87.4	74.1 - 100.7
receptionist	39.8 - 42.5	40.1 - 45.8	46.4 - 52.4
sales administrator	41.3 - 55.1	47.6 - 64.5	55.0 - 73.8
sales assistant	39.6 - 49.4	43.7 - 56.1	49.5 - 65.1
sales coordinator	47.5 - 58.3	51.1 - 64.4	56.5 - 73.3
service coordinator	39.9 - 46.2	45.0 - 52.6	49.5 - 60.0
supply clerk	40.0 - 42.7	43.0 - 48.3	46.0 - 53.0

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	160.3 - 187.8	177.1 - 247.1	320.4 - 580.7
vice president finance	156.8 - 185.6	173.2 - 247.4	213.4 - 269.8
vice-president internal audit	128.1 - 172.9	163.1 - 220.5	200.7 - 270.9
finance & accounting	1 year	3 years	5 years
accountant	67.7 - 77.6	72.9 - 84.6	81.1 - 93.1
accounting clerk	45.9 - 50.2	50.5 - 55.7	56.8 - 61.2
accounting manager	93.9 - 114.2	98.3 - 123.2	105.9 - 129.9
accounting supervisor	73.2 - 85.2	76.4 - 89.5	92.0 - 97.8
accounting technician	54.6 - 65.5	59.0 - 71.0	63.3 - 75.3
accounts payable	44.8 - 50.3	50.2 - 56.8	57.9 - 61.2
accounts payable manager	80.8 - 92.8	89.5 - 103.7	97.2 - 113.6
accounts receivable clerk	46.0 - 51.1	51.3 - 56.8	58.0 - 67.0
accounts receivable manager	81.9 - 92.8	89.5 - 103.7	97.2 - 114.7



analyst - financial planning & analysis	78.3 - 95.1	85.4 - 105.4	92.7 - 115.0	106.3 - 130.7
assistant controller	58.7 - 70.5	69.9 - 81.6	79.9 - 92.9	88.2 - 105.8
bookkeeper	45.9 - 55.8	55.0 - 60.0	59.4 - 62.4	61.2 - 71.9
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	71.2 - 79.1	79.1 - 92.2	86.6 - 101.9	93.6 - 111.3
credit & collection specialist	49.1 - 56.8	51.8 - 62.2	58.7 - 67.0	67.7 - 76.4
credit and collections manager	93.9 - 111.4	109.2 - 124.5	120.1 - 128.9	123.4 - 151.8
credit and collections supervisor	74.3 - 83.0	78.6 - 87.4	83.0 - 98.3	97.2 - 102.6
director - financial planning & analysis	131.5 - 175.3	170.0 - 226.9	209.8 - 279.7	- - -
external auditor	54.1 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	139.0 - 169.7	166.9 - 222.8	205.6 - 274.1	- - -
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
invoicing clerk	47.1 - 51.9	56.8 - 56.8	57.9 - 63.6	61.4 - 69.5
payroll clerk	46.4 - 52.0	48.8 - 57.3	53.1 - 62.2	61.0 - 71.6
payroll manager	96.1 - 98.3	97.2 - 100.5	98.8 - 117.6	115.8 - 135.2
payroll technician	56.5 - 61.2	60.1 - 69.3	67.0 - 77.6	70.5 - 87.0

## healthcare

	entry	mid	senior
dental office manager	53.0 - 64.3	54.7 - 71.8	60.7 - 80.3
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 43.3	39.0 - 49.5	44.1 - 53.5
healthcare clinic manager	68.4 - 88.4	74.6 - 98.4	82.7 - 110.1
medical / clinic coordinator	52.0 - 58.0	55.0 - 67.0	62.0 - 85.0
medical billing clerk	40.0 - 45.3	40.5 - 52.4	46.1 - 58.8
medical claims analyst	43.5 - 57.1	48.2 - 64.6	54.2 - 73.1



medical office assistant	38.0 - 40.1	35.7 - 45.0	39.4 - 49.5
medical receptionist	40.0 - 41.3	37.6 - 47.8	42.4 - 51.0
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nursing manager	83.8 - 109.4	91.0 - 121.7	101.3 - 139.0
nursing supervisor / team lead	72.7 - 93.5	83.0 - 107.5	94.0 - 120.7
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	36.0 - 39.2	35.2 - 45.0	39.6 - 50.7
patient service representatives (unilingual or bilingual)	32.6 - 39.5	36.6 - 45.4	41.4 - 51.5
pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0
registered nurse	63.7 - 79.4	69.8 - 88.6	77.4 - 99.0
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.7 - 113.7	103.2 - 144.1	129.3 - 181.1
health and safety director	82.8 - 99.8	108.3 - 130.4	130.7 - 157.5
HR operations director	78.1 - 113.1	102.1 - 147.8	129.0 - 187.1
human resources director	85.7 - 119.6	109.9 - 153.4	137.7 - 192.6
L&D director	87.9 - 109.8	110.5 - 138.0	142.0 - 177.7
talent acquisition director	81.8 - 114.2	104.0 - 145.1	128.1 - 179.1
total rewards director	98.1 - 128.7	128.2 - 168.4	159.3 - 209.4
vice president human resources / CHRO	103.3 - 178.1	132.4 - 228.6	166.5 - 287.5
human resources	entry	mid	senior
benefits administrator	53.1 - 67.8	59.3 - 77.4	67.1 - 88.1
compensation analyst	54.0 - 71.3	62.2 - 83.8	71.9 - 95.8
compensation and benefits manager	85.5 - 112.1	95.1 - 127.3	107.5 - 144.8



diversity & inclusion coordinator	40.2 - 51.8	46.2 - 58.9	51.4 - 63.6
health and safety advisor	57.9 - 74.6	70.0 - 87.2	80.0 - 99.6
health and safety manager	71.5 - 93.1	80.1 - 106.5	91.0 - 120.8
HRIS analyst	58.6 - 77.1	67.0 - 90.1	77.2 - 103.0
human resources advisor	55.6 - 70.7	60.7 - 79.0	67.5 - 89.8
human resources assistant	39.3 - 50.1	44.5 - 56.5	49.3 - 61.2
human resources business partner	59.5 - 78.1	66.6 - 89.4	75.4 - 101.6
human resources coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
human resources manager	80.3 - 108.5	93.2 - 128.0	108.6 - 147.6
labour relations advisor	58.2 - 77.5	66.5 - 90.4	76.6 - 103.6
labour relations manager	84.8 - 116.0	100.2 - 138.8	118.0 - 161.6
recruitment coordinator	36.9 - 48.6	43.1 - 56.9	49.5 - 64.2

## marketing

digital marketing	entry	mid	senior
digital marketing manager	65.7 - 86.8	74.1 - 100.0	84.6 - 114.6
digital marketing specialist	46.4 - 61.3	53.7 - 72.3	62.4 - 82.9
e-commerce director	104.6 - 130.7	133.2 - 166.7	169.5 - 212.1
e-commerce marketing manager	75.4 - 99.3	84.4 - 113.6	95.9 - 129.8
marketing content manager	56.4 - 74.7	64.1 - 86.8	73.5 - 99.5
social media manager	57.2 - 79.4	69.2 - 96.6	82.2 - 112.8
web marketing analyst	51.2 - 66.5	57.6 - 76.3	65.4 - 86.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.2 - 148.3	130.9 - 202.6	169.8 - 262.7
marketing vice-president	96.4 - 177.2	135.6 - 249.7	185.6 - 341.6
vice-president marketing & sales	85.6 - 157.1	120.4 - 221.5	165.1 - 303.8



marketing and communications	entry	mid	senior
brand or product manager	83.6 - 108.5	93.3 - 123.3	105.2 - 138.9
brand or product manager assistant	60.5 - 81.8	70.6 - 97.0	82.3 - 111.7
communications manager	68.0 - 89.6	76.4 - 102.9	86.8 - 116.4
communications specialist	52.4 - 71.7	62.4 - 86.4	73.6 - 99.0
content specialist	50.6 - 66.6	58.2 - 78.3	67.4 - 89.9
event specialist	41.8 - 57.2	49.8 - 68.9	58.8 - 79.3
graphic designer	47.6 - 62.6	54.7 - 72.9	62.7 - 82.7
marketing coordinator	54.0 - 71.0	60.8 - 81.9	69.3 - 93.3
marketing director	94.7 - 128.9	111.0 - 153.3	129.9 - 175.8
marketing project manager	42.7 - 56.6	48.8 - 65.9	56.1 - 75.0
marketing specialist	46.8 - 62.0	53.5 - 72.2	61.3 - 82.2

## sales

corporate sales	entry	mid	senior
account manager - hardware	49.9 - 62.5	54.3 - 69.5	60.1 - 78.1
account manager - software	55.6 - 69.5	60.1 - 76.8	66.2 - 86.3
district sales manager	79.0 - 103.1	90.4 - 120.4	104.6 - 138.8
key accounts manager - consumer goods	71.1 - 92.0	80.2 - 106.1	91.8 - 121.5
sales manager/ director	85.0 - 90.0	95.0 - 107.0	110.0 - 130.0
sales representative, account manager - consumer goods	49.4 - 62.4	54.5 - 70.2	60.8 - 78.8
sales representative, account manager - professional services	46.5 - 58.0	50.2 - 63.9	55.3 - 71.8
sales representative, account manager - telecommunications	54.0 - 67.8	58.8 - 75.4	65.0 - 84.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	127.2 - 165.3	158.4 - 205.7	196.4 - 254.9
industrial sales	entry	mid	senior



branch manager - distribution	60.0 - 69.0	70.0 - 75.0	76.0 - 85.0
inside sales representative - distribution	50.0 - 57.0	58.0 - 65.0	66.0 - 75.0
internal sales representative - manfacturing	50.0 - 60.6	52.8 - 68.0	58.9 - 76.7
sales engineer	65.0 - 70.0	75.0 - 85.0	90.0 - 115.0
sales engineer - distribution	69.3 - 91.2	76.3 - 102.5	85.2 - 114.8
sales engineer - manufacturing	59.7 - 80.0	67.6 - 92.3	77.0 - 104.4
sales representative, account manager - distribution	50.0 - 60.7	52.7 - 67.4	58.3 - 75.8
sales representative, account manager - manufacturing	50.3 - 72.6	55.3 - 81.4	61.3 - 90.9
technical advisor	55.0 - 60.0	65.0 - 70.0	75.0 - 80.0
technical parts clerk	50.0 - 55.0	60.0 - 64.0	65.0 - 67.0
technical sales representative - manufacturing	50.0 - 62.2	54.8 - 71.8	62.4 - 81.1
territory manager - retail	49.2 - 61.3	53.1 - 67.7	58.6 - 76.6



# laurentides

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	38.5 - 49.0	42.1 - 54.6	46.8 - 61.6
administrative clerk	37.3 - 46.4	41.5 - 51.8	45.7 - 56.2
administrative coordinator	43.0 - 53.4	48.4 - 60.5	54.3 - 65.0
administrative manager	64.0 - 82.2	69.6 - 91.5	77.0 - 102.4
benefits clerk	38.3 - 49.3	43.9 - 57.1	50.2 - 65.0
buyer assistant	38.3 - 49.8	44.5 - 57.6	50.4 - 63.7
contracts administrator	101.9 - 128.9	114.1 - 146.6	129.2 - 166.6
data entry clerk	35.0 - 44.1	39.6 - 50.1	44.4 - 53.7
dispatch administrator	52.1 - 65.9	58.6 - 75.1	65.9 - 84.5
document services specialist	32.4 - 41.2	37.3 - 47.3	41.9 - 49.5
documentation specialist	39.0 - 51.3	46.8 - 59.6	52.7 - 63.3
donor relations coordinator	50.5 - 66.2	58.5 - 78.2	68.2 - 90.8
executive assistant	54.2 - 74.3	63.4 - 87.9	73.7 - 100.4
file clerk	34.7 - 45.2	41.0 - 52.1	46.0 - 55.1
HR coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
insurance claims clerk	38.0 - 47.9	43.2 - 55.0	48.9 - 62.0
inventory clerk	36.9 - 46.4	41.8 - 53.3	47.3 - 59.8
inventory coordinator	45.2 - 57.6	50.4 - 65.3	56.7 - 74.0
invoicing clerk	37.3 - 47.8	42.5 - 54.4	47.5 - 59.2
lease administrator	51.5 - 67.1	59.4 - 78.4	68.2 - 89.9
leasing coordinator	47.6 - 62.1	55.0 - 72.4	63.0 - 82.5
legal assistant	46.6 - 63.8	55.5 - 76.4	64.9 - 86.7



logistics coordinator	46.5 - 61.3	54.2 - 71.8	62.5 - 81.8
mailroom clerk	36.5 - 45.3	41.1 - 50.5	45.0 - 53.1
marketing assistant	41.0 - 51.2	45.2 - 58.1	51.3 - 67.4
office clerk	38.3 - 47.0	41.8 - 52.1	46.1 - 57.9
office manager	53.3 - 68.9	58.6 - 77.2	65.2 - 86.3
order clerk	34.6 - 43.6	39.3 - 49.8	44.1 - 55.0
order entry clerk	31.7 - 38.5	35.2 - 44.8	39.7 - 47.9
parts coordinators	32.7 - 44.0	37.0 - 50.5	41.7 - 56.5
procurement coordinator	52.2 - 68.0	58.9 - 78.3	67.2 - 89.8
project coordinator	36.5 - 49.8	41.9 - 58.3	48.5 - 67.0
project manager assistant	45.3 - 60.1	49.9 - 67.6	55.9 - 76.9
property administrator	40.7 - 53.1	45.6 - 60.9	52.0 - 70.6
property manager	64.3 - 85.0	72.7 - 98.5	83.4 - 113.4
receptionist	33.7 - 41.9	37.1 - 47.4	41.7 - 54.3
sales administrator	43.1 - 57.6	49.7 - 67.4	57.4 - 77.0
sales assistant	41.1 - 51.4	45.4 - 58.4	51.5 - 67.9
sales coordinator	49.5 - 60.8	53.4 - 67.3	59.0 - 76.5
service coordinator	37.1 - 47.9	41.5 - 54.7	47.0 - 62.4
supply clerk	35.5 - 45.1	40.0 - 51.0	44.6 - 56.1
<b>logistics &amp; transportation support</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account executive	49.4 - 66.5	56.5 - 77.4	65.0 - 88.4
account manager	51.3 - 69.2	60.1 - 82.8	70.6 - 95.9
billing clerk	36.7 - 46.9	41.7 - 53.7	47.0 - 59.7
carrier relations	45.3 - 57.3	51.6 - 65.7	58.3 - 73.4
customs clerk	41.6 - 47.8	50.2 - 55.5	53.4 - 59.7
dispatcher	40.6 - 51.9	46.2 - 59.7	52.5 - 67.8
documentation clerk	33.2 - 42.3	38.3 - 48.6	43.0 - 51.8



driver check in agent	37.5 - 41.6	43.7 - 49.9	49.9 - 55.5
driver manager	48.9 - 55.2	55.5 - 62.2	60.5 - 85.5
import/export clerk (ocean, air, freight)	38.5 - 49.7	44.3 - 57.0	49.9 - 62.6
import/export coordinator	54.8 - 70.6	60.9 - 80.0	68.5 - 90.5
logistics & transport coordinator	46.5 - 61.3	54.2 - 71.8	62.5 - 81.8
operations coordinator	43.3 - 55.8	49.3 - 64.3	56.1 - 72.7
OS&D	34.4 - 42.4	38.6 - 48.5	43.6 - 55.0
pricing specialist	51.5 - 64.7	57.2 - 73.3	64.3 - 82.7
safety compliance coordinator	59.1 - 77.5	67.3 - 89.7	76.9 - 101.5
senior customs agent	55.7 - 62.1	60.5 - 70.5	72.8 - 105.5
shipping administrator	41.2 - 52.4	47.3 - 60.5	53.8 - 67.9
supply chain coordinator	40.7 - 52.7	45.6 - 60.2	51.8 - 68.8
transport inventory coordinator	41.6 - 51.8	50.0 - 57.1	55.0 - 65.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	63.7 - 82.7	71.5 - 94.5	80.8 - 106.2
bilingual customer loyalty agent	39.8 - 43.9	41.5 - 54.4	46.7 - 61.8
bilingual customer service manager	78.5 - 106.5	90.7 - 112.4	103.8 - 125.1
bilingual customer service representative	40.5 - 45.8	42.4 - 51.6	44.9 - 62.8
bilingual customer service supervisor	59.1 - 78.0	66.8 - 89.9	76.2 - 102.4
bilingual customer service team lead	43.9 - 47.8	49.8 - 55.4	53.9 - 65.7
bilingual customer service trainer	43.9 - 57.6	50.2 - 67.1	64.8 - 76.4
bilingual e-chat representative	45.0 - 49.5	53.2 - 57.8	61.4 - 65.7
bilingual fundraising agent	49.1 - 62.6	56.5 - 71.7	63.3 - 78.3
bilingual inside sales manager	70.7 - 95.1	80.4 - 110.1	92.0 - 124.8
bilingual inside sales representative	50.1 - 63.2	55.1 - 71.0	61.5 - 80.0



bilingual insurance advisor	57.1 - 64.5	62.2 - 78.6	68.8 - 88.5
bilingual junior collection agent	38.6 - 45.3	39.8 - 52.0	45.1 - 58.4
bilingual order desk representative	40.2 - 42.1	41.9 - 49.8	45.9 - 55.0
bilingual order management representative	43.5 - 48.9	51.2 - 55.3	53.3 - 59.7
bilingual survey agent	39.8 - 42.7	40.9 - 50.1	44.4 - 54.9
bilingual technical support level 1 agent	49.1 - 65.2	56.2 - 67.3	0.0 - 0.0
bilingual telemarketing agent	35.9 - 42.9	39.7 - 49.0	45.9 - 56.8
bilingual telephone dispatcher	40.6 - 51.9	46.2 - 59.7	52.5 - 67.8
bilingual travel support agent	45.6 - 57.8	51.2 - 65.3	57.1 - 72.5
bilingual workforce planner	48.5 - 61.1	52.3 - 67.4	57.7 - 76.3

## engineering

construction	entry	mid	senior
architect	60.7 - 79.5	67.7 - 90.7	76.7 - 103.1
architectural drafter	52.8 - 68.5	61.4 - 81.4	72.0 - 96.3
architectural technician	66.6 - 88.6	76.9 - 104.4	89.4 - 119.4
BIM/VDC coordinator	62.7 - 82.2	70.0 - 93.7	79.2 - 106.5
buyer	72.0 - 85.0	73.0 - 90.0	80.0 - 95.0
civil engineer	62.9 - 85.5	73.9 - 101.9	86.6 - 116.6
civil engineering drafter	54.2 - 67.7	60.7 - 77.3	68.7 - 87.9
civil engineering technologist	44.1 - 59.8	52.7 - 71.9	61.9 - 82.1
civil project engineer	73.0 - 100.7	84.5 - 118.8	98.5 - 137.3
civil project manager	79.4 - 106.4	89.7 - 122.3	102.2 - 138.4
construction coordinator	52.4 - 69.6	58.8 - 79.7	66.6 - 91.0
construction director	105.8 - 139.6	142.6 - 187.2	178.2 - 234.1
construction manager	81.8 - 107.6	89.8 - 120.5	100.3 - 135.5



construction project coordinator	88.2 - 113.8	96.0 - 126.0	106.2 - 140.2
construction project manager	71.2 - 98.6	82.8 - 116.7	96.7 - 134.2
construction superintendent	84.8 - 111.5	93.1 - 124.8	104.0 - 139.9
contracts administrator	79.2 - 101.9	89.2 - 116.6	101.3 - 132.7
director of operations	116.4 - 156.3	153.9 - 206.6	195.7 - 262.8
drafter	53.7 - 67.3	60.4 - 77.2	68.6 - 87.7
electrical designer/engineer	73.3 - 96.8	82.6 - 111.4	94.3 - 127.2
electrical engineer	63.4 - 88.9	77.8 - 110.6	94.6 - 129.7
electrical engineering technician	55.7 - 71.4	63.5 - 82.7	72.7 - 94.4
electrical inspector	46.8 - 62.6	54.0 - 73.3	62.3 - 84.3
engineering manager	91.8 - 124.0	105.1 - 143.8	121.1 - 163.9
environmental engineer	61.5 - 82.3	70.9 - 97.0	82.4 - 111.9
environmental inspector	50.5 - 64.5	55.5 - 72.3	61.8 - 81.1
estimation engineer	70.9 - 95.0	81.6 - 111.4	94.6 - 128.3
estimator	59.0 - 77.0	65.5 - 87.3	73.8 - 99.1
facilities manager	58.8 - 77.1	66.9 - 89.4	76.7 - 102.5
foreman	52.0 - 67.3	58.2 - 76.8	65.8 - 87.2
health and safety manager	60.5 - 78.1	69.6 - 91.2	80.1 - 103.9
health and safety specialist	68.3 - 90.2	78.4 - 105.6	90.7 - 120.6
HVAC drafter	49.0 - 62.8	55.1 - 71.6	62.0 - 80.3
HVAC engineer	56.9 - 75.7	65.1 - 88.3	74.8 - 100.5
mechanical designer	50.9 - 67.1	58.5 - 78.2	67.1 - 88.7
mechanical engineer	60.8 - 86.3	75.9 - 108.7	93.2 - 127.8
mechanical engineering technician	51.1 - 66.9	58.1 - 77.4	66.4 - 87.5
mechanical site supervisor	50.8 - 65.4	57.3 - 75.3	65.4 - 86.3
operations manager	78.5 - 107.7	90.4 - 126.0	104.2 - 142.6
planner/scheduler	39.0 - 49.8	44.3 - 57.2	50.2 - 64.5



project coordinator	36.5 - 49.8	41.9 - 58.3	48.5 - 67.0
project director	103.6 - 126.0	131.0 - 159.5	161.5 - 196.6
project engineer	84.6 - 108.9	91.9 - 120.6	101.5 - 134.7
project manager	73.6 - 102.0	85.8 - 120.7	100.0 - 138.3
purchasing manager	101.2 - 133.7	114.6 - 152.9	130.0 - 172.0
QA/QC inspector	53.7 - 71.2	62.1 - 83.4	71.7 - 96.0
quality control engineer	67.4 - 90.0	77.2 - 105.0	89.0 - 119.4
quality inspector	39.3 - 49.8	43.4 - 56.0	48.6 - 63.4
safety inspector	59.2 - 77.3	67.0 - 88.9	76.1 - 100.5
specification writer	52.0 - 66.9	58.8 - 76.9	66.7 - 87.0
structural engineer	68.5 - 91.4	78.4 - 106.7	90.6 - 122.3
technical services manager	90.1 - 120.4	103.2 - 139.8	119.1 - 160.0
telecommunications technician	57.1 - 74.1	64.3 - 85.4	73.3 - 98.0
<b>manufacturing</b>			
applications engineer	79.5 - 105.8	91.9 - 114.1	101.7 - 125.3
automation engineer	62.3 - 83.4	71.8 - 98.1	83.3 - 125.0
buyer	73.0 - 83.0	75.0 - 96.0	85.0 - 119.0
chemical engineer	68.4 - 100.1	87.4 - 117.3	107.6 - 130.2
continuous improvement engineer	69.4 - 87.2	79.2 - 103.8	94.0 - 122.1
controls designer/engineer	55.0 - 73.4	63.2 - 85.7	72.7 - 98.0
demand planner	77.0 - 95.0	85.0 - 100.0	90.0 - 115.0
electrical designer	70.8 - 94.4	80.9 - 110.2	93.5 - 126.7
electrical engineer	70.2 - 88.9	85.3 - 115.0	97.2 - 131.2
electrical engineering technician	55.7 - 71.4	63.5 - 82.7	72.7 - 94.4
electrical test engineer	68.5 - 92.5	79.8 - 109.9	93.6 - 127.3
electronics designer	55.4 - 70.1	63.1 - 81.2	72.2 - 92.5
electronics engineer	77.4 - 101.5	86.3 - 115.4	97.4 - 129.6



electronics technician	54.4 - 70.5	60.9 - 80.4	68.9 - 91.1
health and safety specialist	68.3 - 90.2	78.4 - 105.6	90.7 - 120.6
HVAC engineer	56.9 - 75.7	65.1 - 88.3	74.8 - 100.5
industrial engineer	67.2 - 89.3	76.5 - 103.6	87.7 - 117.3
inventory analyst	70.0 - 80.0	73.0 - 83.0	80.0 - 95.0
logistics specialist	72.0 - 82.0	77.0 - 94.0	82.0 - 105.0
maintenance buyer	70.0 - 77.0	72.0 - 81.0	77.0 - 90.0
maintenance planner	52.9 - 66.5	59.8 - 76.5	68.0 - 86.6
manufacturing engineer	62.2 - 83.2	71.6 - 97.7	82.9 - 111.6
mechanical designer	54.3 - 67.1	63.2 - 85.3	72.7 - 94.3
mechanical drafter	52.9 - 61.4	58.3 - 77.8	67.1 - 87.6
mechanical engineer	60.8 - 86.3	75.9 - 108.7	93.2 - 127.8
mechanical engineering technician	51.1 - 66.9	58.1 - 77.4	66.4 - 87.5
operation excellence specialist	72.1 - 94.5	80.4 - 107.2	90.5 - 120.4
process engineer	60.8 - 81.3	69.9 - 95.5	81.1 - 109.1
production planner	72.0 - 90.0	85.0 - 100.0	90.0 - 105.0
project engineer	84.6 - 108.9	91.9 - 120.6	101.5 - 134.7
project manager	73.6 - 102.0	85.8 - 120.7	100.0 - 138.3
quality assurance engineer	60.4 - 79.7	68.2 - 91.7	77.5 - 103.5
quality assurance/control technician	53.7 - 71.2	62.1 - 83.4	71.7 - 96.0
quality control engineer	67.4 - 90.0	77.2 - 105.0	89.0 - 119.4
quality engineer	54.1 - 72.2	63.2 - 85.5	73.6 - 97.6
reliability/maintenance engineer	67.6 - 88.5	78.0 - 104.1	90.6 - 119.4
robotics engineer	71.2 - 94.0	80.3 - 108.1	91.4 - 122.1
safety inspector	59.2 - 77.3	67.0 - 88.9	76.1 - 100.5
supply chain analyst	70.0 - 80.0	72.0 - 85.0	77.0 - 115.2



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	148.1 - 268.0	222.3 - 403.9	317.9 - 576.8	
vice president finance	132.6 - 187.8	149.2 - 269.9	211.7 - 384.5	
vice-president internal audit	127.9 - 171.8	162.4 - 218.6	199.2 - 268.7	
finance & accounting	1 year	3 years	5 years	10 years
accountant	67.0 - 77.6	73.1 - 87.9	78.7 - 92.9	84.6 - 95.2
accounting clerk	44.8 - 49.1	47.0 - 52.4	49.1 - 56.8	54.6 - 63.3
accounting manager	93.5 - 114.1	100.7 - 123.0	107.8 - 131.6	123.6 - 150.8
accounting supervisor	73.2 - 85.4	75.6 - 91.9	80.8 - 100.5	92.5 - 112.7
accounting technician	55.3 - 67.5	59.0 - 69.9	63.3 - 75.3	70.5 - 85.2
accounts payable clerk	44.8 - 49.4	48.0 - 56.9	56.8 - 62.2	61.2 - 71.3
accounts payable manager	76.4 - 83.0	80.8 - 86.8	83.4 - 98.3	102.6 - 122.3
accounts receivable clerk	45.9 - 50.6	48.2 - 56.5	57.7 - 67.0	61.2 - 71.7
accounts receivable manager	70.5 - 77.6	75.2 - 84.6	83.0 - 92.9	87.0 - 103.4
analyst - financial planning & analysis	78.2 - 95.0	85.5 - 105.4	92.6 - 114.3	108.4 - 131.1
assistant controller	95.7 - 136.2	115.4 - 147.9	124.4 - 159.3	145.1 - 185.7
billing specialist	45.9 - 52.4	51.3 - 56.8	55.7 - 60.1	59.0 - 67.7
bookkeeper	47.0 - 51.3	50.2 - 59.0	57.9 - 62.2	61.2 - 68.8
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	70.9 - 84.0	76.1 - 90.3	81.2 - 96.5	94.0 - 110.5
credit & collection specialist	45.9 - 53.0	54.0 - 60.0	58.7 - 69.3	65.8 - 76.4
credit and collections manager	93.9 - 111.4	109.2 - 124.5	120.1 - 128.9	123.4 - 149.6
director - financial planning & analysis	131.1 - 174.1	169.0 - 225.1	208.1 - 277.4	---
external auditor	53.8 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	127.0 - 168.6	166.0 - 220.9	204.0 - 271.8	---
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7



financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	104.5 - 129.1	112.5 - 139.0	120.3 - 148.6	138.4 - 170.5
internal auditor	65.5 - 78.7	72.4 - 87.1	79.1 - 95.0	92.7 - 111.6
invoicing clerk	45.9 - 52.4	51.3 - 56.8	55.7 - 59.0	57.9 - 67.7
payroll clerk	51.3 - 54.6	54.6 - 62.2	62.2 - 66.6	65.5 - 69.9
payroll manager	89.5 - 98.8	93.9 - 100.5	98.3 - 115.8	114.7 - 134.3
payroll specialist	61.2 - 66.8	65.5 - 75.3	73.2 - 85.8	82.3 - 94.0
property accountant	69.3 - 78.7	77.6 - 87.0	85.8 - 96.4	- - -
tax analyst	51.7 - 62.2	57.2 - 68.8	62.5 - 75.1	73.3 - 88.1
tax manager	98.8 - 122.1	106.1 - 131.3	113.6 - 140.2	131.0 - 161.6

## healthcare

	entry	mid	senior
dental office manager	51.7 - 66.8	56.8 - 74.7	63.1 - 83.6
dental secretary	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	38.0 - 45.1	40.6 - 51.6	45.9 - 55.8
healthcare clinic manager	77.0 - 99.6	84.0 - 110.8	93.1 - 123.8
medical / clinic coordinator	52.0 - 58.0	55.0 - 67.0	62.0 - 85.0
medical billing clerk	40.0 - 47.1	42.1 - 54.6	47.9 - 61.3
medical claims analyst	45.2 - 59.5	50.2 - 67.4	56.4 - 76.2
medical office assistant	37.0 - 41.9	37.1 - 47.0	41.1 - 51.8
medical receptionist	40.0 - 42.7	40.0 - 49.6	43.9 - 52.8
medical reimbursement specialist	42.0 - 50.1	43.8 - 58.8	50.6 - 66.3
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nursing manager	94.4 - 123.0	102.6 - 136.3	114.1 - 154.7



nursing supervisor / team lead	75.6 - 97.2	86.3 - 111.8	97.8 - 125.3
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	35.0 - 40.6	36.2 - 46.6	40.9 - 52.5
patient service representatives (unilingual or bilingual)	36.0 - 40.8	37.7 - 47.0	42.8 - 53.4
pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0
registered nurse	66.2 - 82.6	72.5 - 92.2	80.5 - 103.0
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	85.3 - 118.5	107.6 - 149.8	134.6 - 187.6
health and safety director	92.8 - 111.8	121.2 - 144.9	145.2 - 173.6
HR operations director	87.5 - 126.3	114.3 - 163.3	143.5 - 204.8
human resources director	96.0 - 133.4	122.8 - 169.2	152.7 - 210.5
L&D director	98.5 - 122.8	123.5 - 152.9	157.2 - 194.9
talent acquisition director	91.7 - 127.5	116.4 - 160.5	142.5 - 196.3
total rewards director	109.9 - 143.1	142.6 - 185.1	175.6 - 228.1
vice president human resources / CHRO	115.6 - 195.3	147.0 - 248.0	183.1 - 308.9
human resources	entry	mid	senior
benefits administrator	55.3 - 70.7	61.8 - 80.7	70.0 - 91.7
compensation analyst	56.2 - 74.4	64.9 - 87.3	75.0 - 99.7
compensation and benefits manager	95.9 - 125.3	106.6 - 141.6	120.2 - 160.2
diversity & inclusion coordinator	41.8 - 53.9	48.1 - 61.4	53.5 - 66.3
health and safety advisor	60.5 - 78.1	69.6 - 91.2	80.1 - 103.9
health and safety manager	80.1 - 104.3	89.8 - 119.1	101.9 - 134.6
HRIS analyst	66.1 - 87.1	75.7 - 101.8	87.2 - 116.2



human resources advisor	57.9 - 73.7	63.2 - 82.4	70.5 - 93.5
human resources assistant	40.6 - 51.9	46.1 - 58.6	51.1 - 63.5
human resources business partner	62.1 - 81.4	69.5 - 93.0	78.7 - 105.6
human resources coordinator	47.0 - 60.0	53.0 - 67.0	59.0 - 73.0
human resources manager	90.0 - 121.3	104.4 - 142.3	121.4 - 163.1
labour relations advisor	60.7 - 80.8	69.3 - 94.1	79.8 - 107.6
labour relations manager	95.1 - 129.5	112.2 - 153.8	131.6 - 178.0
recruitment coordinator	38.1 - 50.4	44.6 - 59.0	51.3 - 66.6
talent acquisition specialist	57.2 - 74.5	70.0 - 84.5	83.0 - 95.7

## industrial management

	entry	mid	senior
engineering manager	91.8 - 124.0	105.1 - 143.8	121.1 - 163.9
inventory control manager	94.0 - 123.0	124.0 - 166.0	153.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	87.9 - 116.7	99.7 - 134.0	113.8 - 152.0
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	80.8 - 89.4	85.1 - 101.6	94.2 - 113.5
maintenance supervisor	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
manufacturing director	115.7 - 140.1	149.7 - 181.0	184.8 - 223.6
operations director	116.4 - 156.3	153.9 - 206.6	195.7 - 262.8
operations manager	78.5 - 107.7	90.4 - 126.0	104.2 - 142.6
planning director	117.1 - 152.1	146.0 - 189.5	180.5 - 234.3
plant manager	99.5 - 138.6	119.5 - 167.8	142.2 - 195.2
procurement director	104.2 - 137.6	139.0 - 182.6	168.7 - 221.8
procurement manager	97.0 - 120.0	98.0 - 125.5	104.8 - 141.2



production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	60.8 - 76.8	67.0 - 86.5	74.8 - 97.4
project director	103.6 - 126.0	131.0 - 159.5	161.5 - 196.6
purchasing manager	101.2 - 133.7	114.6 - 152.9	130.0 - 172.0
quality assurance manager	84.4 - 110.2	93.4 - 124.1	104.8 - 139.0
quality director	93.2 - 126.5	118.5 - 159.4	145.1 - 195.3
site supervisor	79.4 - 102.9	86.7 - 114.8	96.2 - 128.7
supply chain director	109.0 - 142.0	144.0 - 187.0	173.0 - 226.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	67.8 - 76.4	72.1 - 88.6	81.2 - 100.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.2 - 20.6	19.3 - 23.7	20.9 - 26.9
delivery/courier driver	17.9 - 21.5	18.9 - 24.6	21.3 - 27.6
electronic parts assembler	18.1 - 22.7	19.7 - 25.0	21.6 - 27.5
forklift operator	19.3 - 21.8	19.6 - 25.3	22.2 - 28.2
general labourer - heavy	18.5 - 22.5	20.4 - 26.1	23.2 - 28.1
general labourer - light	16.7 - 19.4	17.8 - 23.0	20.4 - 24.7
industrial painter	18.8 - 22.3	19.7 - 25.3	22.1 - 28.4
inventory control clerk	18.2 - 22.3	20.1 - 25.6	22.8 - 28.8
janitor/custodian	16.3 - 18.1	16.8 - 21.1	18.7 - 22.4
machine operator	19.2 - 23.5	20.4 - 27.2	23.4 - 31.0
machine operator assistant	18.2 - 21.5	19.7 - 24.8	22.3 - 27.6
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1



material handler	18.5 - 22.0	19.7 - 25.6	22.5 - 27.6
mould machine operator	21.3 - 24.5	23.2 - 28.2	24.2 - 31.6
packaging labourer	16.5 - 21.0	18.4 - 23.8	20.7 - 27.0
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 19.7	18.7 - 24.3	21.7 - 26.6
shipper/receiver	17.8 - 21.9	19.5 - 24.4	21.6 - 27.2
shipping and receiving clerk	18.9 - 21.6	19.6 - 24.8	22.3 - 28.2
warehouse labourer	17.5 - 22.8	21.0 - 26.3	23.5 - 27.8

## marketing

digital marketing	entry	mid	senior
digital marketing manager	68.7 - 90.6	77.4 - 104.2	88.3 - 119.2
digital marketing specialist	48.2 - 63.9	55.9 - 75.5	65.0 - 86.4
e-commerce director	109.0 - 135.8	138.4 - 172.6	175.5 - 218.8
e-commerce marketing manager	78.8 - 103.5	88.1 - 118.2	100.0 - 134.9
marketing content manager	58.8 - 78.0	66.9 - 90.6	76.8 - 103.7
social media manager	59.7 - 82.9	72.3 - 100.8	85.8 - 117.4
web marketing analyst	57.8 - 75.0	65.0 - 86.1	73.8 - 97.6
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	100.4 - 154.1	136.2 - 209.4	176.1 - 270.5
marketing vice-president	100.5 - 183.3	140.8 - 256.9	191.9 - 349.7
vice-president marketing & sales	89.3 - 162.9	125.2 - 228.3	171.0 - 311.6
marketing and communications	entry	mid	senior
brand or product manager	87.3 - 113.0	97.3 - 128.2	109.6 - 144.2
brand or product manager assistant	63.2 - 85.6	73.9 - 101.5	86.2 - 116.7



communications manager	71.0 - 93.5	79.8 - 107.2	90.6 - 121.1
communications specialist	54.3 - 74.5	64.8 - 89.8	76.5 - 102.8
content specialist	52.7 - 69.5	60.6 - 81.7	70.3 - 93.6
event specialist	43.6 - 59.7	52.0 - 71.9	61.4 - 82.7
graphic designer	49.4 - 65.2	56.9 - 76.1	65.3 - 86.4
marketing coordinator	56.2 - 74.1	63.4 - 85.3	72.3 - 97.1
marketing director	98.8 - 133.9	115.6 - 158.9	134.9 - 181.9
marketing project manager	44.5 - 59.1	50.9 - 68.8	58.5 - 78.4
marketing specialist	48.6 - 64.7	55.7 - 75.3	63.9 - 85.7

## sales

corporate sales	entry	mid	senior
account manager - hardware	52.4 - 65.8	57.1 - 73.1	63.2 - 82.0
account manager - software	58.5 - 73.0	63.2 - 80.6	69.6 - 90.4
district sales manager	82.5 - 107.4	94.4 - 125.2	109.0 - 144.2
key accounts manager - consumer goods	74.7 - 96.2	84.2 - 110.7	96.0 - 126.6
sales manager/ director	64.6 - 86.9	73.5 - 100.6	84.1 - 113.8
sales representative, account manager - consumer goods	51.6 - 65.3	57.0 - 73.5	63.7 - 82.5
sales representative, account manager - professional services	48.6 - 60.5	52.5 - 66.7	57.7 - 74.9
sales representative, account manager - telecommunications	56.8 - 71.3	61.9 - 79.2	68.4 - 88.4
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	132.1 - 170.8	163.7 - 211.6	202.1 - 261.2
industrial sales	entry	mid	senior
branch manager - distribution	60.0 - 69.0	70.0 - 75.0	76.0 - 85.0
inside sales representative - distribution	50.0 - 57.0	58.0 - 65.0	66.0 - 75.0
internal sales representative - manufacturing	50.1 - 63.2	55.1 - 71.0	61.5 - 80.0



sales engineer - distribution	72.3 - 94.9	79.6 - 106.5	88.7 - 119.1
sales engineer - manufacturing	62.3 - 83.4	70.6 - 96.1	80.4 - 108.5
sales representative, account manager - distribution	50.0 - 57.0	56.0 - 66.0	67.0 - 80.0
sales representative, account manager - manufacturing	60.0 - 65.0	65.0 - 80.0	85.0 - 90.0
technical advisor	55.0 - 60.0	65.0 - 80.0	85.0 - 90.0
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	60.0 - 68.0	70.0 - 93.0	95.0 - 115.0
territory manager - retail	51.7 - 64.4	55.8 - 71.2	61.6 - 80.5

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0



welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0



## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	41.7 - 50.6	45.0 - 56.4	52.2 - 63.6
administrative assistant (bilingual)	43.9 - 53.9	47.0 - 61.0	55.3 - 69.3
administrative clerk	37.8 - 47.2	42.1 - 52.7	46.4 - 57.2
administrative coordinator	44.3 - 55.1	50.0 - 62.5	56.1 - 67.2
administrative manager	70.5 - 90.6	76.7 - 100.9	84.8 - 113.0
buyer assistant	39.4 - 51.4	45.9 - 59.5	52.1 - 65.8
data entry clerk	35.4 - 44.7	40.2 - 50.9	45.1 - 54.6
dispatch administrator	57.4 - 72.6	64.6 - 82.7	72.6 - 93.1
document services specialist	37.2 - 42.3	38.2 - 48.6	43.0 - 50.9
documentation specialist	40.0 - 52.8	48.1 - 61.5	54.3 - 65.3
executive assistant	56.0 - 76.8	65.6 - 90.9	76.2 - 103.8
executive assistant (bilingual)	56.3 - 77.8	66.2 - 92.1	77.1 - 105.1
file clerk	35.5 - 46.4	42.1 - 53.6	47.3 - 56.8
HR coordinator	39.1 - 50.1	44.4 - 56.6	49.3 - 61.1
insurance claims clerk	38.5 - 48.7	43.8 - 56.0	49.7 - 63.2
inventory clerk	38.3 - 48.3	43.5 - 55.4	49.2 - 62.3
inventory coordinator	45.9 - 58.7	51.2 - 66.6	57.7 - 75.6
lease administrator	56.5 - 73.4	65.0 - 85.7	74.6 - 98.3
legal assistant	47.8 - 65.6	57.0 - 78.6	66.8 - 89.2
logistics coordinator	47.2 - 62.4	55.2 - 73.3	63.7 - 83.6
mailroom clerk	36.9 - 46.0	41.7 - 51.3	45.7 - 54.0
marketing assistant	42.1 - 52.8	46.6 - 60.0	52.9 - 69.6



office clerk	38.8 - 47.7	42.4 - 53.0	46.8 - 58.9
office manager	53.8 - 69.8	59.3 - 78.4	66.0 - 87.8
order clerk	40.0 - 44.8	40.3 - 51.2	45.3 - 56.7
order entry clerk	38.2 - 40.0	40.1 - 46.6	43.2 - 49.8
parts coordinators	38.0 - 44.9	37.6 - 51.6	42.5 - 57.9
procurement coordinator	53.9 - 70.3	60.9 - 81.0	69.5 - 92.8
project coordinator	45.5 - 51.3	50.1 - 60.2	58.2 - 69.2
project manager assistant	46.8 - 62.1	51.5 - 70.0	57.8 - 79.6
property administrator	44.6 - 58.1	50.0 - 66.6	57.0 - 77.1
property manager	70.4 - 92.9	79.5 - 107.8	91.2 - 124.1
receptionist	38.2 - 43.0	42.5 - 48.8	47.2 - 56.0
receptionist (bilingual)	40.2 - 45.0	44.2 - 50.8	49.2 - 57.0
sales administrator	43.6 - 58.5	50.4 - 68.7	58.3 - 78.7
sales assistant	42.4 - 53.1	46.8 - 60.3	53.2 - 70.2
sales coordinator	50.2 - 61.9	54.2 - 68.6	60.0 - 78.1
service coordinator	40.0 - 48.7	42.0 - 55.7	47.8 - 63.7
supply clerk	39.2 - 46.9	41.6 - 53.1	46.4 - 58.4
<b>logistics &amp; transportation support</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account executive	50.4 - 68.1	57.8 - 79.4	66.6 - 90.7
account manager	56.6 - 76.2	66.2 - 91.2	77.8 - 105.8
billing clerk	37.7 - 48.4	43.0 - 55.4	48.5 - 61.7
carrier relations	46.0 - 58.4	52.5 - 67.0	59.4 - 75.0
customs clerk	41.6 - 47.8	50.2 - 55.5	53.4 - 59.7
dispatcher	41.2 - 52.8	46.9 - 60.8	53.4 - 69.2
documentation clerk	33.9 - 43.5	39.3 - 49.9	44.2 - 53.3
driver check in agent	37.5 - 41.6	43.7 - 49.9	49.9 - 55.5
driver manager	48.9 - 55.2	55.5 - 62.2	60.5 - 85.5



import/export clerk (ocean, air, freight)	39.6 - 51.3	45.7 - 58.9	51.5 - 64.7
import/export coordinator	56.6 - 73.0	62.9 - 82.8	70.8 - 93.5
logistics & transport coordinator	47.2 - 62.4	55.2 - 73.3	63.7 - 83.6
operations coordinator	47.8 - 61.5	54.4 - 70.9	61.8 - 80.1
OS&D	34.8 - 43.0	39.1 - 49.3	44.3 - 56.0
pricing specialist	53.1 - 66.8	59.0 - 75.8	66.4 - 85.6
safety compliance coordinator	60.0 - 78.9	68.4 - 91.4	78.2 - 103.5
senior customs agent	55.7 - 62.1	60.5 - 70.5	72.8 - 105.5
shipping administrator	41.8 - 53.3	48.1 - 61.7	54.7 - 69.3
supply chain coordinator	41.3 - 53.6	46.3 - 61.4	52.6 - 70.2
transport inventory coordinator	41.6 - 51.8	50.0 - 57.1	55.0 - 65.0

## customer experience

entry mid senior

bilingual call center operations manager	80.0 - 91.0	90.0 - 100.0	100.0 - 120.0
bilingual customer loyalty agent	44.2 - 53.0	47.0 - 57.0	49.0 - 63.8
bilingual customer service manager	70.2 - 85.0	85.0 - 92.0	95.0 - 128.4
bilingual customer service representative	45.0 - 50.0	51.4 - 56.6	57.4 - 62.7
bilingual customer service supervisor	68.0 - 78.0	80.0 - 91.5	85.0 - 104.3
bilingual customer service team lead	49.7 - 53.7	54.1 - 60.4	60.0 - 70.0
bilingual customer service trainer	50.0 - 58.9	55.0 - 65.0	61.3 - 73.0
bilingual e-chat representative	44.2 - 57.5	50.2 - 65.1	56.4 - 69.0
bilingual fundraising agent	39.0 - 42.0	40.0 - 44.0	43.0 - 48.0
bilingual inside sales manager	80.0 - 97.5	82.5 - 108.0	94.4 - 115.0
bilingual inside sales representative	52.0 - 64.4	56.0 - 72.4	62.6 - 81.7
bilingual insurance advisor	58.5 - 70.0	63.8 - 73.0	65.0 - 80.0
bilingual junior collection agent	39.0 - 46.7	43.0 - 53.7	46.5 - 55.0



bilingual order desk representative	41.5 - 45.9	45.2 - 54.3	55.3 - 59.7
bilingual order management representative	45.9 - 52.2	49.2 - 57.4	56.5 - 61.4
bilingual survey agent	39.0 - 43.9	40.0 - 51.6	45.6 - 56.6
bilingual technical support level 1 agent	50.0 - 56.0	52.0 - 69.0	0.0 - 0.0
bilingual telemarketing agent	38.7 - 43.5	41.0 - 49.7	46.9 - 57.7
bilingual telephone dispatcher	41.2 - 52.8	46.9 - 55.0	53.4 - 65.7
bilingual travel support agent	41.6 - 51.8	45.8 - 58.6	60.0 - 70.0
bilingual workforce planner	55.0 - 63.1	60.0 - 69.7	59.6 - 73.0

## engineering

construction	entry	mid	senior
architect	61.9 - 81.2	69.1 - 92.6	78.3 - 105.4
architectural drafter	53.6 - 69.7	62.4 - 82.9	73.3 - 98.0
architectural technician	83.5 - 111.1	96.4 - 130.3	112.0 - 147.9
BIM/VDC coordinator	64.0 - 83.9	71.4 - 95.7	80.9 - 108.8
buyer	72.0 - 85.0	73.0 - 90.0	80.0 - 95.0
civil engineer	64.0 - 87.2	75.3 - 104.0	88.3 - 118.9
civil engineering drafter	55.0 - 68.9	61.7 - 78.7	69.9 - 89.5
civil engineering technologist	44.7 - 60.8	53.5 - 73.2	63.0 - 83.5
civil project engineer	75.5 - 104.0	87.4 - 122.6	101.8 - 141.6
civil project manager	81.0 - 108.5	91.5 - 124.8	104.3 - 141.3
construction coordinator	53.4 - 71.1	59.9 - 81.3	68.0 - 92.8
construction director	115.8 - 152.1	155.3 - 202.3	192.9 - 251.3
construction manager	89.5 - 117.8	98.3 - 131.7	109.8 - 147.8
construction project coordinator	96.4 - 124.5	105.0 - 137.7	116.2 - 152.8
construction project manager	77.8 - 107.9	90.5 - 127.7	105.9 - 146.4



construction superintendent	92.7 - 122.0	101.9 - 136.4	113.8 - 152.5
contracts administrator	85.5 - 109.7	96.1 - 125.2	109.2 - 142.1
director of operations	120.6 - 161.6	159.2 - 213.1	202.0 - 270.4
drafter	54.5 - 68.5	61.4 - 78.5	69.8 - 89.3
electrical designer/engineer	74.7 - 98.7	84.2 - 113.6	96.2 - 129.8
electrical engineer	64.6 - 90.7	79.3 - 112.8	96.5 - 132.4
electrical engineering technician	56.6 - 72.6	64.6 - 84.2	74.0 - 96.1
electrical inspector	47.5 - 63.8	54.9 - 74.7	63.4 - 85.9
engineering manager	100.4 - 135.5	115.0 - 156.6	132.5 - 177.8
environmental engineer	62.5 - 84.0	72.2 - 99.0	84.1 - 114.2
environmental inspector	51.4 - 65.9	56.6 - 73.8	63.1 - 82.9
estimation engineer	72.2 - 96.9	83.1 - 113.7	96.5 - 130.9
estimator	61.0 - 79.6	67.8 - 90.3	76.4 - 102.5
facilities manager	60.2 - 79.1	68.6 - 91.9	78.8 - 105.4
foreman	53.0 - 68.7	59.3 - 78.3	67.2 - 88.9
health and safety manager	61.5 - 79.5	70.8 - 92.9	81.5 - 106.0
health and safety specialist	69.6 - 92.0	79.9 - 107.7	92.5 - 123.1
HVAC drafter	49.8 - 64.0	56.0 - 72.9	63.1 - 81.7
HVAC engineer	57.8 - 77.2	66.2 - 90.0	76.3 - 102.5
mechanical designer	51.6 - 68.3	59.5 - 79.7	68.3 - 90.5
mechanical engineer	61.9 - 88.0	77.3 - 111.0	95.1 - 130.4
mechanical engineering technician	51.9 - 68.1	59.1 - 78.8	67.5 - 89.1
mechanical site supervisor	51.7 - 66.7	58.5 - 76.8	66.7 - 88.1
operations manager	81.1 - 111.6	93.6 - 130.4	107.9 - 147.6
planner/scheduler	39.9 - 51.2	45.5 - 58.9	51.7 - 66.5
project coordinator	37.4 - 51.3	43.1 - 60.2	50.0 - 69.2
project director	107.0 - 130.1	135.1 - 164.5	166.5 - 202.3



project engineer	86.2 - 111.1	93.7 - 123.1	103.5 - 137.5
project manager	76.2 - 105.4	88.7 - 124.6	103.3 - 142.7
purchasing manager	111.7 - 147.1	126.4 - 167.4	143.2 - 187.6
QA/QC inspector	54.6 - 72.5	63.2 - 84.9	72.9 - 97.7
quality control engineer	68.6 - 91.8	78.7 - 107.2	90.8 - 121.8
quality inspector	39.6 - 50.3	43.8 - 56.7	49.1 - 64.2
safety inspector	60.1 - 78.7	68.1 - 90.6	77.4 - 102.4
specification writer	53.1 - 68.5	60.1 - 78.8	68.3 - 89.2
structural engineer	69.7 - 93.2	79.9 - 108.9	92.4 - 124.8
technical services manager	98.6 - 131.7	113.0 - 152.4	130.3 - 173.6
telecommunications technician	62.5 - 81.1	70.4 - 93.5	80.2 - 107.4
<b>manufacturing</b>			
applications engineer	82.0 - 93.3	91.9 - 115.8	116.9 - 128.2
assurance control technician	54.6 - 72.5	63.2 - 84.9	72.9 - 97.7
automation engineer	63.3 - 85.0	73.1 - 100.1	85.0 - 115.1
buyer	73.0 - 88.0	75.0 - 99.0	87.0 - 119.0
chemical engineer	69.7 - 87.0	89.1 - 119.9	109.8 - 130.3
continuous improvement engineer	71.6 - 110.5	102.3 - 126.4	115.4 - 142.2
demand planner	77.0 - 95.0	85.0 - 100.0	90.0 - 115.0
electrical designer	72.1 - 96.3	82.5 - 112.4	95.4 - 129.3
electrical engineer	64.6 - 90.7	79.3 - 112.8	96.5 - 132.4
electrical engineering technician	56.6 - 72.6	64.6 - 84.2	74.0 - 96.1
electrical test engineer	69.8 - 94.4	81.3 - 112.2	95.4 - 129.9
electronics designer	56.2 - 71.3	64.2 - 82.6	73.5 - 94.2
electronics engineer	78.8 - 103.5	88.1 - 117.7	99.4 - 132.2
electronics technician	55.3 - 71.7	61.9 - 81.9	70.1 - 92.7
health and safety specialist	69.6 - 92.0	79.9 - 107.7	92.5 - 123.1



industrial engineer	68.4 - 91.1	77.9 - 105.7	89.4 - 119.8
inventory analyst	70.0 - 83.0	73.0 - 83.0	80.0 - 95.0
logistics specialist	72.0 - 82.0	77.0 - 94.0	82.0 - 105.0
maintenance buyer	70.0 - 77.0	72.0 - 81.0	77.0 - 90.0
maintenance planner	54.1 - 68.2	61.3 - 78.5	69.7 - 89.0
manufacturing engineer	63.3 - 84.9	72.9 - 99.7	84.5 - 113.9
mechanical designer	54.6 - 68.3	59.5 - 79.7	75.0 - 90.5
mechanical drafter	51.7 - 62.5	59.3 - 69.2	68.2 - 92.9
mechanical engineer	61.9 - 88.0	77.3 - 111.0	95.1 - 130.4
mechanical engineering technician	51.9 - 68.1	59.1 - 78.8	67.5 - 89.1
operation excellence specialist	74.6 - 97.7	83.1 - 110.8	93.6 - 124.3
process engineer	61.8 - 82.9	71.2 - 97.4	82.6 - 111.3
production planner	72.0 - 90.0	85.0 - 100.0	90.0 - 105.0
project engineer	86.2 - 111.1	93.7 - 123.1	103.5 - 137.5
project manager	76.2 - 96.5	88.7 - 114.6	103.3 - 122.7
quality assurance engineer	61.4 - 81.3	69.4 - 93.5	79.0 - 105.6
quality control engineer	68.6 - 91.8	78.7 - 107.2	90.8 - 117.8
quality engineer	54.7 - 73.2	64.0 - 86.8	74.6 - 99.0
reliability/maintenance engineer	68.9 - 90.3	79.5 - 106.2	92.4 - 121.8
robotics engineer	72.5 - 95.9	81.8 - 110.3	93.2 - 124.6
safety inspector	60.1 - 78.7	68.1 - 90.6	77.4 - 102.4
supply chain analyst	70.0 - 80.0	72.0 - 85.0	77.0 - 115.2

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	174.1 - 304.4	255.5 - 447.0	357.2 - 624.0



vice president finance	157.0 - 219.5	180.0 - 313.0	249.7 - 434.2
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	72.9 - 87.8	78.2 - 94.2	83.4 - 100.5
accounting clerk	44.7 - 51.9	50.6 - 61.2	60.0 - 69.3
accounting manager	93.9 - 113.6	98.3 - 121.2	105.9 - 129.9
accounting technician	54.7 - 67.0	59.0 - 69.9	63.3 - 74.3
accounts payable clerk	44.8 - 50.2	49.1 - 56.8	56.8 - 61.7
accounts payable manager	76.4 - 83.0	80.8 - 86.3	83.0 - 98.3
accounts receivable clerk	46.4 - 49.7	49.1 - 53.5	53.5 - 62.2
accounts receivable manager	76.4 - 83.0	80.8 - 86.3	83.4 - 92.9
analyst - financial planning & analysis	75.2 - 84.2	80.4 - 101.2	89.5 - 112.5
assistant controller	98.2 - 105.5	105.4 - 115.0	113.7 - 129.3
bookkeeper	45.9 - 53.5	52.4 - 59.0	57.9 - 64.4
controller	82.4 - 109.7	98.6 - 132.2	115.0 - 139.5
cost accountant	69.5 - 83.6	75.1 - 90.5	80.7 - 97.2
credit & collection specialist	49.1 - 56.8	51.3 - 62.2	57.9 - 66.6
credit and collections manager	90.6 - 98.3	98.3 - 122.3	120.1 - 128.9
director - financial planning & analysis	149.3 - 203.0	197.4 - 258.7	240.3 - 314.7
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3
finance director	150.6 - 197.0	193.9 - 254.2	235.9 - 308.7
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2
financial reporting manager	94.0 - 115.0	101.3 - 123.5	108.4 - 131.7
internal audit manager	124.3 - 152.9	133.7 - 164.0	142.8 - 174.8
internal auditor	77.7 - 85.0	87.9 - 100.8	95.1 - 109.9
payroll clerk	51.8 - 57.7	54.6 - 62.2	61.2 - 69.3
payroll manager	87.4 - 96.1	93.9 - 100.5	98.3 - 115.8
payroll technician	59.0 - 68.8	67.7 - 76.4	75.3 - 87.4



property accountant	69.3 - 78.7	77.6 - 88.2	88.2 - 97.6	- - -
tax analyst	55.3 - 66.5	61.2 - 73.6	66.7 - 80.4	78.4 - 94.5
tax manager	117.5 - 144.9	126.3 - 155.4	135.0 - 165.5	155.1 - 189.1

## healthcare

	entry	mid	senior
dental office manager	52.3 - 67.7	57.4 - 75.8	63.8 - 84.9
dental secretary	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 45.8	41.1 - 52.5	46.6 - 56.8
healthcare clinic manager	84.2 - 109.0	91.9 - 121.3	101.9 - 135.3
medical / clinic coordinator	55.3 - 70.0	61.4 - 79.4	69.1 - 90.8
medical billing clerk	40.0 - 48.6	43.4 - 56.4	49.5 - 63.3
medical claims analyst	46.6 - 61.5	51.8 - 69.7	58.3 - 78.8
medical office assistant	36.0 - 42.5	37.6 - 47.8	41.7 - 52.6
medical receptionist	40.0 - 44.1	43.0 - 51.2	45.2 - 54.6
medical reimbursement specialist	42.0 - 51.6	45.1 - 60.8	52.1 - 68.5
medical secretary	40.0 - 47.0	48.0 - 53.1	52.0 - 60.0
nursing manager	103.3 - 134.4	112.3 - 148.7	124.8 - 168.0
nursing supervisor / team lead	76.9 - 99.1	87.9 - 114.0	99.7 - 127.8
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	40.0 - 45.0	45.0 - 50.0	50.0 - 54.1
patient service representatives (unilingual or bilingual)	36.0 - 41.9	38.6 - 48.3	44.0 - 55.0
pharmacy assistant	34.2 - 43.7	38.8 - 49.9	43.7 - 53.7
registered nurse	67.2 - 84.0	73.8 - 94.0	82.0 - 105.0
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	88.3 - 122.8	111.5 - 155.0	139.3 - 193.8
health and safety director	102.4 - 123.4	133.6 - 158.9	159.3 - 189.3
HR operations director	96.5 - 139.2	126.1 - 178.4	157.4 - 222.2
human resources director	106.0 - 146.7	135.4 - 184.7	167.1 - 228.2
L&D director	108.7 - 135.4	136.2 - 167.4	172.0 - 211.8
talent acquisition director	101.1 - 140.5	128.4 - 175.4	156.4 - 213.3
total rewards director	121.3 - 157.1	156.5 - 201.5	191.4 - 246.6
vice president human resources / CHRO	127.6 - 212.2	161.1 - 267.3	199.4 - 330.3
human resources	entry	mid	senior
benefits administrator	57.1 - 73.1	63.9 - 83.5	72.4 - 94.9
compensation analyst	58.0 - 76.9	67.0 - 90.3	77.6 - 103.0
compensation and benefits manager	105.8 - 138.0	117.7 - 155.5	132.6 - 175.1
compensation specialist	51.1 - 67.7	59.0 - 79.4	68.3 - 90.9
diversity & inclusion coordinator	43.0 - 55.6	49.5 - 63.4	55.2 - 68.5
health and safety advisor	61.5 - 79.5	70.8 - 92.9	81.5 - 106.0
health and safety manager	88.3 - 115.1	99.1 - 131.4	112.5 - 148.0
HRIS analyst	72.4 - 95.4	82.8 - 111.5	95.5 - 127.3
human resources advisor	59.8 - 76.2	65.4 - 85.2	72.9 - 96.7
human resources assistant	41.7 - 53.4	47.4 - 60.4	52.6 - 65.5
human resources business partner	64.1 - 84.2	71.9 - 96.2	81.4 - 109.1
human resources coordinator	39.1 - 50.1	44.4 - 56.6	49.3 - 61.1
human resources manager	99.3 - 133.7	115.3 - 156.2	133.9 - 178.2
human resources supervisor	65.8 - 85.3	72.4 - 96.2	81.4 - 110.1
human resources technician	51.7 - 67.5	57.5 - 76.8	65.0 - 87.7
instructional designer	49.7 - 64.5	55.8 - 73.8	63.2 - 84.0



labour relations advisor	62.7 - 83.5	71.7 - 97.3	82.6 - 111.2
labour relations manager	104.9 - 142.6	123.8 - 168.3	144.9 - 194.0
learning and development specialist	50.4 - 66.0	57.3 - 76.5	65.7 - 86.9
recruitment coordinator	39.0 - 51.8	45.9 - 60.9	52.8 - 68.7
talent acquisition specialist	59.0 - 77.1	65.6 - 87.4	73.9 - 99.0

## industrial management

	entry	mid	senior
engineering manager	100.4 - 135.5	115.0 - 156.6	132.5 - 177.8
inventory control manager	94.0 - 124.0	125.0 - 166.0	154.0 - 205.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	96.9 - 128.7	110.0 - 147.4	125.5 - 166.4
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	83.8 - 92.4	88.1 - 104.6	97.2 - 116.5
maintenance supervisor	78.8 - 87.4	83.1 - 99.6	92.2 - 111.5
manufacturing director	126.6 - 152.7	162.8 - 195.9	199.9 - 240.4
operations director	123.0 - 166.0	163.0 - 219.0	207.0 - 278.0
operations manager	81.1 - 111.6	93.6 - 130.4	107.9 - 147.6
planning director	128.1 - 165.3	158.9 - 204.7	195.2 - 251.5
plant manager	109.8 - 152.3	131.8 - 183.2	156.1 - 212.2
procurement director	115.0 - 151.2	152.7 - 198.8	184.1 - 240.0
procurement manager	100.0 - 135.0	115.0 - 138.0	118.0 - 156.0
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	64.9 - 81.3	76.2 - 91.1	79.2 - 102.1
project director	107.0 - 130.1	135.1 - 164.5	166.5 - 202.3
purchasing manager	111.7 - 147.1	126.4 - 167.4	143.2 - 187.6



quality assurance manager	93.0 - 121.7	103.1 - 136.8	115.7 - 152.7
quality director	102.8 - 139.3	130.7 - 174.3	159.2 - 212.2
site supervisor	82.4 - 105.9	89.7 - 117.8	99.2 - 131.7
supply chain director	120.0 - 156.0	158.0 - 203.0	190.0 - 245.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	67.8 - 76.4	72.1 - 88.6	81.2 - 100.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.3 - 20.7	18.4 - 23.9	21.0 - 27.2
delivery/courier driver	17.8 - 21.7	19.0 - 24.8	21.4 - 27.8
electronic parts assembler	18.2 - 22.8	19.7 - 25.2	21.7 - 27.7
forklift operator	19.1 - 22.7	20.3 - 26.3	23.1 - 29.3
general labourer - heavy	18.6 - 22.8	20.6 - 26.5	23.5 - 28.6
general labourer - light	16.7 - 19.6	17.9 - 23.2	20.6 - 25.0
industrial painter	16.8 - 21.8	19.1 - 25.0	21.7 - 28.2
inventory control clerk	18.4 - 23.2	20.9 - 26.7	23.7 - 30.0
janitor/custodian	16.3 - 18.1	17.2 - 21.7	19.1 - 23.1
machine operator	19.2 - 23.6	20.5 - 27.5	23.6 - 31.4
machine operator assistant	18.2 - 21.7	19.8 - 25.1	22.5 - 28.0
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	18.6 - 22.8	20.5 - 26.6	23.4 - 28.7
mould machine operator	21.3 - 24.6	23.2 - 28.4	24.3 - 31.9
packaging labourer	16.6 - 21.2	18.5 - 24.1	20.9 - 27.3
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8



picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 20.5	18.7 - 24.3	21.7 - 26.6
shipper/receiver	18.1 - 22.2	19.7 - 24.8	21.9 - 27.7
shipping and receiving clerk	19.1 - 21.9	19.9 - 25.2	22.7 - 28.7
warehouse labourer	18.2 - 23.7	21.8 - 27.4	24.5 - 28.9

## marketing

digital marketing	entry	mid	senior
digital marketing manager	70.4 - 92.9	79.4 - 106.9	90.6 - 122.3
digital marketing specialist	49.7 - 66.1	57.7 - 78.0	67.2 - 89.4
e-commerce director	111.8 - 139.3	141.9 - 176.9	179.9 - 223.9
e-commerce marketing manager	80.8 - 106.1	90.4 - 121.2	102.6 - 138.3
marketing content manager	60.2 - 80.0	68.6 - 92.9	78.8 - 106.4
social media manager	61.1 - 85.1	74.1 - 103.4	88.0 - 120.4
web marketing analyst	63.3 - 82.0	71.2 - 94.3	80.7 - 107.0
<b>executive positions</b> (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	104.0 - 159.4	141.0 - 216.0	182.0 - 278.2
marketing vice-president	103.1 - 187.8	144.4 - 262.6	196.6 - 356.6
vice-president marketing & sales	91.7 - 167.0	128.4 - 233.6	175.3 - 318.1
marketing and communications	entry	mid	senior
brand or product manager	89.6 - 115.9	99.8 - 131.4	112.4 - 147.9
brand or product manager assistant	64.8 - 87.9	75.8 - 104.2	88.4 - 119.7
communications manager	72.8 - 96.0	81.9 - 109.9	93.0 - 124.2
communications specialist	55.5 - 76.3	66.3 - 92.1	78.4 - 105.5
content specialist	54.3 - 71.9	62.6 - 84.5	72.7 - 96.8
event specialist	44.2 - 60.7	52.8 - 73.3	62.5 - 84.5



graphic designer	50.4 - 66.8	58.2 - 78.0	66.9 - 88.5
marketing coordinator	58.0 - 76.6	65.6 - 88.2	74.7 - 100.3
marketing director	101.4 - 137.3	118.6 - 162.9	138.4 - 186.4
marketing project manager	45.3 - 60.5	52.0 - 70.5	59.9 - 80.4
marketing specialist	50.1 - 66.9	57.5 - 77.9	66.1 - 88.6

## sales

corporate sales	entry	mid	senior
account manager - hardware	53.5 - 67.3	58.3 - 74.8	64.6 - 83.9
account manager - software	59.7 - 74.7	64.6 - 82.5	71.2 - 92.5
district sales manager	84.6 - 110.2	96.8 - 128.4	111.8 - 147.8
key accounts manager - consumer goods	76.4 - 98.5	86.1 - 113.2	98.3 - 129.4
sales manager/ director	66.2 - 89.1	75.4 - 103.2	86.3 - 116.7
sales representative, account manager - consumer goods	52.5 - 66.8	58.2 - 75.2	65.0 - 84.5
sales representative, account manager - professional services	49.7 - 62.0	53.6 - 68.5	59.1 - 76.9
sales representative, account manager - telecommunications	58.0 - 73.0	63.3 - 81.1	69.9 - 90.5
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	135.4 - 175.0	167.7 - 216.4	206.5 - 266.5
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	50.0 - 55.0	56.0 - 60.0	60.0 - 65.0
internal sales representative - manfacturing	50.8 - 64.4	56.0 - 72.4	62.6 - 81.7
sales engineer - distribution	73.8 - 97.1	81.3 - 109.0	90.7 - 122.0
sales engineer - manufacturing	63.5 - 85.2	72.0 - 98.3	82.1 - 111.1
sales representative, account manager - distribution	51.7 - 65.0	56.3 - 72.2	62.4 - 81.1
sales representative, account manager - manufacturing	53.9 - 78.0	59.4 - 87.4	66.0 - 97.3



technical advisor	85.1 - 113.3	98.6 - 133.8	115.3 - 155.4
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	51.5 - 66.7	58.6 - 77.1	66.9 - 87.2
territory manager - retail	52.8 - 65.9	57.0 - 72.9	63.0 - 82.3

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0



## technologies

application software	entry	mid	senior
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9
application support analyst	67.5 - 89.4	77.9 - 104.3	89.1 - 118.0
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	82.9 - 107.8	92.8 - 123.3	105.4 - 139.6
front-end developer	77.9 - 103.0	89.2 - 120.3	103.1 - 137.0
full stack developer	89.6 - 118.8	103.0 - 138.1	118.8 - 155.9
java developer	82.1 - 106.9	92.1 - 122.3	104.5 - 137.6
machine learning developer	88.5 - 132.6	119.8 - 164.9	143.2 - 179.2
mobile application developer (iOS/android)	75.5 - 116.7	106.0 - 148.4	128.3 - 160.6
quality assurance analyst - automation	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
quality assurance analyst - manual	72.3 - 95.7	83.2 - 112.4	96.2 - 127.9
quality assurance manager	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
SQL database developer	71.4 - 95.6	82.1 - 112.4	95.2 - 128.6
UI/UX designer	78.2 - 101.4	87.2 - 115.3	98.3 - 129.0
workday consultant	88.5 - 132.6	119.8 - 164.9	143.2 - 179.2
<b>architecture</b>			
application architect	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	104.3 - 131.5	118.1 - 150.3	134.2 - 167.7
enterprise architect	105.1 - 141.5	120.3 - 163.0	138.0 - 185.9
SOA architect	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1



## data & analytics

BI data architect	106.5 - 143.0	119.4 - 161.8	135.1 - 182.0
big data engineer	94.9 - 125.0	106.4 - 142.2	120.8 - 160.1
business intelligence developer	80.3 - 104.8	90.2 - 119.9	102.3 - 134.3
data analyst	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data architect	82.3 - 109.4	94.9 - 128.4	110.3 - 146.1
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	90.0 - 122.0	105.0 - 143.5	122.4 - 162.2
database administrator	82.7 - 113.0	97.5 - 134.6	114.7 - 153.5

## leadership/business technology

business analyst	76.3 - 99.3	85.6 - 113.9	97.3 - 129.0
development manager	107.4 - 142.4	120.4 - 161.3	136.2 - 181.9
IT director	115.4 - 153.4	145.8 - 192.0	180.5 - 238.0
IT manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0

## networking/infrastructure

bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0
cloud engineer	88.0 - 118.8	103.7 - 140.7	121.4 - 159.0
cloud security consultant	107.2 - 142.2	122.4 - 163.5	140.1 - 185.8
devops - infrastructure	91.6 - 128.4	108.3 - 151.8	126.8 - 171.0
help desk analyst	57.4 - 74.7	65.1 - 86.4	74.2 - 98.7
information security engineer	86.3 - 116.3	99.7 - 136.1	115.8 - 154.2
information security manager	107.2 - 142.2	122.4 - 163.5	140.1 - 185.8
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	92.5 - 121.0	104.4 - 138.7	119.3 - 156.8
network administrator	73.0 - 98.0	84.1 - 115.3	97.6 - 132.0
network engineer	81.1 - 108.8	93.2 - 127.4	108.2 - 145.6



systems administrator	82.8 - 109.6	95.0 - 127.9	109.7 - 145.3
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0
business systems analyst	80.8 - 106.9	92.7 - 125.0	107.2 - 142.7
ERP project manager	106.8 - 142.5	116.7 - 157.7	129.5 - 175.8
organizational development manager	80.0 - 108.5	93.4 - 129.6	110.6 - 151.1
PMO lead	115.4 - 153.4	145.8 - 192.0	180.5 - 238.0
product manager	81.5 - 112.8	94.9 - 133.3	110.6 - 153.5
product owner	88.2 - 117.1	101.5 - 136.2	117.0 - 153.1
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	74.0 - 92.6	82.9 - 106.1	94.1 - 120.4
project manager (infrastructure)	113.7 - 153.2	129.0 - 175.7	147.3 - 200.8
project manager (software)	107.4 - 142.4	120.4 - 161.3	136.2 - 181.9
scrum master	85.8 - 112.6	97.2 - 129.8	111.4 - 148.1
technical writer	58.7 - 76.3	68.3 - 90.2	79.5 - 103.0



# mauricie

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	45.0 - 48.0	47.0 - 51.9	50.0 - 58.3
administrative assistant (bilingual)	47.0 - 50.0	49.0 - 55.0	52.0 - 60.0
administrative clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
administrative coordinator	50.0 - 55.0	52.0 - 57.3	55.0 - 65.0
data entry clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
dispatch administrator	45.4 - 57.5	51.2 - 65.5	57.5 - 73.7
document services specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
documentation specialist	42.0 - 47.0	45.0 - 49.0	47.0 - 53.0
executive assistant (bilingual)	55.0 - 67.0	62.0 - 72.0	67.0 - 80.0
file clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
HR coordinator	45.0 - 58.0	51.0 - 65.0	57.0 - 70.0
inventory clerk	43.0 - 50.0	47.0 - 55.0	52.0 - 57.0
inventory coordinator	55.0 - 58.0	56.0 - 65.0	64.0 - 75.0
invoicing clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
legal assistant	50.0 - 55.0	52.7 - 60.0	55.0 - 75.0
logistics coordinator	55.0 - 60.0	57.0 - 70.0	62.0 - 79.0
mailroom clerk	40.0 - 44.0	43.0 - 46.0	45.0 - 48.0
marketing assistant	45.0 - 53.0	50.0 - 56.0	53.0 - 63.7
office manager	50.5 - 65.2	55.5 - 73.0	61.7 - 81.7
order clerk	43.0 - 45.0	45.0 - 48.0	47.0 - 50.0
order entry clerk	43.0 - 46.0	45.0 - 48.0	47.0 - 50.0
procurement coordinator	48.0 - 52.0	50.0 - 56.0	54.0 - 62.0



project manager assistant	45.0 - 53.0	50.0 - 60.0	57.0 - 72.9
receptionist	42.0 - 45.0	44.0 - 50.0	46.0 - 52.0
receptionist (bilingual)	44.0 - 48.0	46.0 - 52.0	48.0 - 55.0
sales assistant	47.0 - 52.0	50.0 - 55.6	53.0 - 64.5
sales coordinator	50.0 - 57.5	55.0 - 63.6	60.0 - 72.3
service coordinator	40.0 - 46.1	42.0 - 52.6	45.2 - 59.9
supply clerk	48.0 - 52.0	50.0 - 56.0	54.0 - 62.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	60.8 - 79.1	68.2 - 90.5	77.2 - 101.9
bilingual customer loyalty agent	38.9 - 45.9	43.9 - 49.6	45.3 - 59.9
bilingual customer service manager	71.2 - 94.3	80.3 - 108.9	91.9 - 125.2
bilingual customer service representative	38.4 - 48.7	42.5 - 55.0	47.7 - 62.0
bilingual customer service supervisor	56.8 - 74.9	64.2 - 86.3	73.1 - 98.4
bilingual customer service team lead	41.9 - 44.7	43.9 - 49.2	48.1 - 54.2
bilingual customer service trainer	42.4 - 55.5	48.4 - 64.5	62.6 - 73.5
bilingual e-chat representative	42.5 - 54.0	47.3 - 61.1	53.1 - 68.7
bilingual fundraising agent	49.3 - 62.7	56.7 - 71.8	63.4 - 78.3
bilingual inside sales manager	67.4 - 91.0	76.8 - 105.7	88.1 - 120.0
bilingual inside sales representative	47.9 - 60.5	52.7 - 67.9	58.8 - 76.6
bilingual insurance advisor	54.6 - 69.3	59.4 - 77.1	65.8 - 86.8
bilingual junior collection agent	39.6 - 43.8	40.0 - 50.1	43.6 - 55.0
bilingual order desk representative	39.7 - 42.3	41.5 - 48.3	45.9 - 53.3
bilingual order management representative	43.5 - 48.9	51.2 - 55.3	53.3 - 59.7
bilingual survey agent	37.9 - 41.5	37.9 - 48.6	43.1 - 53.2
bilingual technical support level 1 agent	43.2 - 57.4	49.5 - 66.3	0.0 - 0.0



bilingual telemarketing agent	34.9 - 41.0	38.9 - 46.9	41.3 - 54.3
bilingual telephone dispatcher	40.1 - 51.2	45.6 - 58.9	51.8 - 66.9
bilingual travel support agent	41.9 - 51.9	45.9 - 58.9	60.5 - 70.7
bilingual workforce planner	46.7 - 58.6	50.3 - 64.7	55.4 - 73.1

## engineering

construction	entry	mid	senior
architect	58.3 - 76.2	65.0 - 87.0	73.5 - 99.0
architectural drafter	50.8 - 65.9	59.0 - 78.3	69.2 - 92.7
architectural technician	67.2 - 89.3	77.5 - 105.1	90.0 - 120.3
BIM/VDC coordinator	60.2 - 78.8	67.1 - 89.9	76.0 - 102.3
buyer	71.0 - 90.0	73.0 - 90.0	80.0 - 95.0
civil engineer	60.2 - 81.8	70.7 - 97.6	82.8 - 111.8
civil engineering drafter	52.2 - 65.1	58.4 - 74.4	66.1 - 84.6
civil engineering technologist	42.4 - 57.5	50.8 - 69.1	59.6 - 78.9
civil project engineer	70.0 - 96.6	81.1 - 114.2	94.5 - 132.3
civil project manager	75.9 - 101.9	85.8 - 117.4	97.9 - 133.2
construction coordinator	50.8 - 67.2	56.8 - 76.8	64.3 - 87.6
construction director	93.8 - 124.7	127.5 - 169.6	161.1 - 214.4
construction manager	72.6 - 95.4	79.7 - 107.0	89.0 - 120.9
construction project coordinator	78.2 - 101.0	85.1 - 112.1	94.2 - 125.3
construction project manager	63.2 - 87.4	73.4 - 103.7	85.8 - 119.7
construction superintendent	75.2 - 98.9	82.6 - 111.0	92.2 - 125.0
contracts administrator	72.3 - 93.3	81.4 - 107.3	92.8 - 122.6
director of operations	111.6 - 150.5	148.1 - 200.0	189.3 - 255.4
drafter	51.7 - 64.7	58.1 - 74.2	65.9 - 84.4



electrical designer/engineer	70.1 - 92.6	79.0 - 106.8	90.2 - 122.2
electrical engineer	60.7 - 85.0	74.4 - 106.0	90.6 - 124.6
electrical engineering technician	53.6 - 68.6	61.1 - 79.6	69.9 - 90.9
electrical inspector	44.9 - 60.0	51.8 - 70.3	59.7 - 81.0
engineering manager	81.4 - 110.3	93.2 - 128.7	107.6 - 147.6
environmental engineer	58.8 - 78.7	67.7 - 92.9	78.8 - 107.3
environmental inspector	48.7 - 62.0	53.4 - 69.5	59.5 - 77.9
estimation engineer	67.8 - 90.9	78.0 - 106.9	90.6 - 123.2
estimator	56.7 - 73.8	62.9 - 83.8	70.8 - 95.2
facilities manager	56.8 - 74.4	64.6 - 86.4	74.1 - 99.1
health and safety manager	58.2 - 75.0	66.8 - 87.6	76.9 - 100.0
health and safety specialist	65.3 - 86.3	74.9 - 101.2	86.7 - 115.8
HVAC drafter	47.2 - 60.4	53.0 - 68.9	59.7 - 77.2
HVAC engineer	54.5 - 72.4	62.2 - 84.4	71.5 - 96.2
mechanical designer	48.8 - 64.2	56.0 - 74.8	64.2 - 84.8
mechanical engineer	58.2 - 82.5	72.5 - 104.2	89.2 - 122.7
mechanical engineering technician	49.2 - 64.3	55.9 - 74.4	63.8 - 84.2
mechanical site supervisor	49.2 - 63.1	55.4 - 72.6	63.1 - 83.2
operations manager	75.0 - 103.2	86.5 - 120.9	99.8 - 137.1
planner/scheduler	37.9 - 48.3	43.0 - 55.4	48.7 - 62.4
project coordinator	35.3 - 47.9	40.3 - 56.0	46.7 - 64.2
project director	99.4 - 121.3	126.1 - 154.1	156.0 - 190.6
project engineer	80.9 - 104.4	87.9 - 115.7	97.2 - 129.5
project manager	70.6 - 97.9	82.3 - 116.1	96.0 - 133.3
purchasing manager	89.6 - 119.3	101.6 - 137.4	115.9 - 155.4
QA/QC inspector	51.7 - 68.5	59.8 - 80.3	68.9 - 92.5
quality control engineer	64.4 - 86.1	73.8 - 100.6	85.1 - 114.6



quality inspector	38.1 - 48.1	41.9 - 54.1	47.0 - 61.1
safety inspector	56.9 - 74.2	64.3 - 85.4	73.0 - 96.6
specification writer	50.2 - 64.4	56.6 - 74.0	64.2 - 83.7
structural engineer	65.5 - 87.4	74.9 - 102.3	86.6 - 117.4
technical services manager	79.9 - 107.0	91.5 - 124.9	105.8 - 143.9
telecommunications technician	50.3 - 65.3	56.7 - 75.2	64.5 - 86.3
<b>manufacturing</b>			
applications engineer	70.0 - 93.2	80.9 - 109.8	94.0 - 125.1
automation engineer	59.6 - 79.8	68.6 - 93.9	79.7 - 108.2
buyer	68.0 - 72.0	75.0 - 80.0	77.0 - 95.0
commissioning and start up engineer	56.0 - 74.8	64.4 - 88.0	74.6 - 100.8
continuous improvement engineer	73.5 - 96.8	82.1 - 110.1	92.6 - 123.8
controls designer/engineer	52.9 - 70.6	60.7 - 82.5	69.9 - 94.4
demand planner	72.0 - 80.1	73.0 - 90.5	75.0 - 100.0
electrical designer	67.7 - 80.3	77.4 - 94.7	89.4 - 101.5
electrical engineer	60.7 - 73.5	74.4 - 106.0	90.6 - 124.6
electrical engineering technician	53.6 - 68.6	61.1 - 79.6	69.9 - 90.9
electronics designer	53.3 - 67.4	60.7 - 78.1	69.4 - 89.1
electronics engineer	73.9 - 97.2	82.6 - 110.7	93.2 - 124.5
electronics technician	52.4 - 67.7	58.6 - 77.3	66.2 - 87.7
estimation engineer	67.8 - 90.9	78.0 - 106.9	90.6 - 113.2
estimator	56.7 - 73.8	62.9 - 83.8	70.8 - 95.2
field service engineer	51.6 - 67.6	57.8 - 77.6	65.8 - 89.7
health and safety specialist	65.3 - 86.3	74.9 - 101.2	86.7 - 115.8
HVAC drafter	47.2 - 60.4	53.0 - 68.9	59.7 - 77.2
HVAC engineer	64.5 - 72.4	72.2 - 84.4	79.5 - 96.2
industrial engineer	64.3 - 85.4	73.1 - 99.2	83.9 - 112.6



inventory analyst	68.0 - 78.0	75.0 - 80.0	78.0 - 95.0
logistics specialist	65.0 - 67.1	61.0 - 78.7	70.0 - 95.3
maintenance buyer	67.0 - 76.0	71.0 - 81.0	80.0 - 89.5
maintenance planner	51.2 - 64.3	57.8 - 73.8	65.6 - 83.6
manufacturing engineer	59.5 - 79.6	68.4 - 93.5	79.3 - 107.0
mechanical designer	48.8 - 64.2	56.0 - 74.8	64.2 - 84.8
mechanical drafter	50.0 - 64.8	56.1 - 74.9	64.5 - 87.9
mechanical engineer	60.2 - 82.5	72.5 - 104.2	89.2 - 122.7
mechanical engineering technician	49.2 - 64.3	55.9 - 74.4	63.8 - 84.2
operation excellence specialist	69.2 - 90.6	77.1 - 103.0	86.8 - 115.8
process engineer	58.2 - 77.7	66.9 - 91.4	77.5 - 104.6
production planner	70.0 - 80.0	72.0 - 89.8	75.5 - 89.9
project engineer	70.9 - 84.4	87.9 - 115.7	97.2 - 129.5
project manager	80.6 - 97.9	82.3 - 116.1	96.0 - 133.3
quality assurance engineer	57.8 - 76.2	65.2 - 87.7	74.1 - 99.1
quality assurance/control technician	51.7 - 68.5	59.8 - 80.3	68.9 - 92.5
quality control engineer	64.4 - 86.1	73.8 - 100.6	85.1 - 104.6
quality control technician	37.4 - 48.1	41.6 - 54.4	46.6 - 60.8
quality engineer	52.2 - 69.5	60.9 - 82.4	70.9 - 114.6
quality inspector	38.1 - 48.1	41.9 - 54.1	47.0 - 61.1
reliability/maintenance engineer	64.7 - 84.7	74.5 - 99.7	86.6 - 114.6
robotics engineer	68.1 - 90.0	76.7 - 103.6	87.4 - 117.2
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2
systems engineer	66.7 - 88.8	75.9 - 103.3	87.4 - 117.8



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	155.8 - 272.3	226.2 - 409.7	322.8 - 583.8	
vice president finance	149.3 - 270.4	217.5 - 376.2	294.0 - 552.6	
vice-president internal audit	129.5 - 174.6	164.8 - 222.4	202.7 - 273.1	
finance & accounting	1 year	3 years	5 years	10 years
accountant	66.6 - 80.2	71.4 - 86.0	76.1 - 91.6	86.4 - 104.1
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2	56.2 - 63.3
accounting manager	94.0 - 114.0	99.2 - 121.6	106.4 - 130.4	122.4 - 149.7
accounting supervisor	70.5 - 85.8	76.4 - 91.7	81.1 - 99.9	92.9 - 114.0
accounting technician	55.4 - 66.0	59.8 - 71.2	64.1 - 76.1	73.1 - 86.9
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
accounts payable manager	81.6 - 99.9	89.3 - 109.6	97.1 - 119.1	115.1 - 141.0
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
accounts receivable manager	82.8 - 98.9	90.1 - 107.8	97.4 - 116.5	115.5 - 137.9
analyst - financial planning & analysis	78.3 - 95.1	85.8 - 105.4	92.6 - 1143.6	108.2 - 131.3
assistant controller	70.2 - 95.3	83.1 - 106.7	90.3 - 108.5	105.3 - 155.8
billing specialist	44.9 - 49.0	47.2 - 53.8	49.5 - 58.1	56.5 - 66.1
bookkeeper	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
business analyst	72.9 - 88.1	79.1 - 95.6	85.1 - 102.9	98.5 - 119.2
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	70.5 - 76.4	78.7 - 87.0	88.2 - 94.0	99.9 - 105.8
credit & collection specialist	49.4 - 55.3	50.6 - 57.7	53.0 - 58.7	55.3 - 64.6
credit and collections accountant	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
credit and collections manager	94.0 - 111.7	111.7 - 123.5	125.8 - 129.3	123.5 - 152.9
credit and collections supervisor	70.5 - 76.4	74.0 - 79.9	78.7 - 84.6	82.3 - 92.4
director - financial planning & analysis	132.9 - 177.0	171.8 - 228.9	211.7 - 282.0	---



external auditor	53.6 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	128.7 - 171.3	168.6 - 224.7	207.5 - 276.3	- - -
financial analyst	77.8 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	103.0 - 127.9	111.1 - 137.8	119.0 - 147.5	137.2 - 152.9
internal auditor	68.1 - 78.7	70.9 - 85.3	77.3 - 93.1	90.7 - 109.4
invoicing clerk	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
payroll clerk	47.1 - 56.5	53.0 - 58.7	60.0 - 62.0	63.4 - 72.9
payroll manager	94.0 - 105.8	94.0 - 115.2	101.1 - 127.0	117.6 - 131.0
payroll specialist	49.4 - 58.7	55.3 - 61.2	57.7 - 68.1	70.5 - 78.7
payroll supervisor	57.3 - 69.1	62.6 - 75.3	67.5 - 81.4	78.4 - 94.6
property accountant	61.2 - 73.6	64.3 - 77.4	67.4 - 81.2	- - -
tax analyst	70.5 - 79.9	76.4 - 82.3	79.9 - 87.0	88.2 - 97.6
tax manager	97.5 - 121.2	105.1 - 130.5	112.6 - 139.7	130.3 - 161.4
treasury analyst	67.4 - 81.0	72.3 - 87.0	77.1 - 92.8	88.0 - 106.0
treasury director	94.0 - 115.1	101.9 - 124.7	109.5 - 134.0	- - -

## healthcare

	entry	mid	senior
dental office manager	49.8 - 64.2	54.6 - 71.7	60.6 - 80.2
dental secretary	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 43.8	39.5 - 50.1	44.6 - 54.1
healthcare clinic manager	68.3 - 88.3	74.5 - 98.3	82.6 - 110.0
medical / clinic coordinator	44.2 - 56.1	49.1 - 63.8	55.4 - 72.8
medical billing clerk	40.0 - 45.5	42.0 - 52.6	46.3 - 59.0



medical claims analyst	43.6 - 57.3	48.4 - 64.8	54.4 - 73.3
medical office assistant	35.0 - 40.8	36.2 - 45.7	40.0 - 50.2
medical receptionist	42.0 - 44.5	45.0 - 51.7	50.0 - 55.2
medical reimbursement specialist	40.0 - 48.2	42.2 - 56.5	48.6 - 63.6
medical secretary	40.0 - 43.9	42.0 - 49.6	45.0 - 54.6
nursing manager	83.7 - 109.3	91.0 - 121.7	101.2 - 139.0
nursing supervisor / team lead	72.4 - 93.4	82.8 - 107.5	93.9 - 120.7
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	35.0 - 39.4	35.3 - 45.2	39.7 - 50.9
patient service representatives (unilingual or bilingual)	35.0 - 39.6	36.7 - 45.6	41.6 - 51.7
registered nurse	63.5 - 79.2	69.5 - 88.5	77.2 - 99.0
registered/licensed practical nurses	31.7 - 37.3	34.1 - 41.8	37.5 - 46.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.6 - 113.7	103.1 - 144.2	129.4 - 181.3
health and safety director	82.2 - 99.1	107.7 - 129.8	130.1 - 156.9
HR operations director	77.4 - 112.4	101.4 - 147.2	128.4 - 186.6
human resources director	85.0 - 119.0	109.2 - 152.8	137.1 - 192.0
L&D director	87.2 - 109.2	109.9 - 137.4	141.4 - 177.1
talent acquisition director	81.1 - 113.5	103.3 - 144.5	127.5 - 178.5
total rewards director	97.4 - 128.1	127.6 - 167.9	158.8 - 208.8
vice president human resources / CHRO	102.6 - 177.5	131.8 - 228.1	166.0 - 287.0
human resources	entry	mid	senior
benefits administrator	53.1 - 67.8	59.4 - 77.4	67.1 - 88.0
compensation analyst	54.0 - 71.3	62.2 - 83.7	71.9 - 95.7



compensation and benefits manager	84.9 - 111.5	94.5 - 126.7	106.8 - 144.2
diversity & inclusion coordinator	40.3 - 51.8	46.3 - 58.9	51.5 - 63.6
health and safety advisor	58.2 - 75.0	66.8 - 87.6	76.9 - 100.0
health and safety manager	70.9 - 92.4	79.5 - 105.8	90.3 - 120.1
HRIS analyst	58.3 - 76.7	66.6 - 89.6	76.8 - 102.5
human resources advisor	55.6 - 70.7	60.7 - 79.0	67.6 - 89.7
human resources assistant	39.5 - 50.3	44.7 - 56.7	49.5 - 61.4
human resources business partner	59.6 - 78.1	66.6 - 89.3	75.4 - 101.4
human resources coordinator	45.0 - 58.0	51.0 - 65.0	57.0 - 70.0
human resources manager	79.6 - 107.8	92.5 - 127.3	107.9 - 147.0
labour relations advisor	58.3 - 77.4	66.5 - 90.3	76.5 - 103.4
labour relations manager	84.1 - 115.4	99.5 - 138.2	117.3 - 161.1
recruitment coordinator	37.1 - 48.8	43.3 - 57.2	49.8 - 64.5
talent acquisition specialist	54.9 - 71.4	70.0 - 81.0	78.0 - 91.9

## industrial management

	entry	mid	senior
engineering manager	81.4 - 110.3	93.2 - 128.7	107.6 - 147.6
general manager	117.0 - 157.0	155.0 - 209.0	199.0 - 267.0
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	77.8 - 103.6	88.3 - 119.6	100.9 - 136.5
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	102.7 - 125.2	134.2 - 163.8	167.4 - 204.4



operations director	117.0 - 157.0	155.0 - 209.0	199.0 - 267.0
operations manager	75.0 - 103.2	86.5 - 120.9	99.8 - 137.1
planning director	104.0 - 136.5	130.7 - 171.8	163.3 - 214.6
plant manager	88.1 - 123.9	106.2 - 151.4	127.3 - 177.4
procurement director	92.3 - 122.9	124.2 - 165.4	152.3 - 202.8
procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	53.9 - 69.3	59.8 - 78.7	67.3 - 89.3
project director	99.4 - 121.3	126.1 - 154.1	156.0 - 177.6
purchasing manager	90.5 - 120.2	102.6 - 138.3	116.8 - 156.3
quality assurance manager	74.6 - 97.7	82.7 - 110.4	92.8 - 124.2
quality director	82.4 - 112.6	105.2 - 143.5	130.0 - 167.5
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	97.0 - 128.0	129.0 - 170.0	158.0 - 208.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.2 - 19.7	18.2 - 22.7	19.9 - 25.7
delivery/courier driver	17.4 - 20.4	18.0 - 23.3	20.2 - 26.1
electronic parts assembler	17.4 - 21.7	18.8 - 23.9	20.6 - 26.2
forklift operator	19.1 - 20.5	19.4 - 23.7	20.8 - 26.4
general labourer - heavy	17.1 - 21.5	19.5 - 25.0	22.2 - 26.9
general labourer - light	16.2 - 18.8	17.3 - 22.2	19.7 - 23.9



industrial painter	16.3 - 20.8	18.4 - 23.9	20.8 - 26.9
inventory control clerk	16.7 - 20.9	18.9 - 24.0	21.3 - 26.9
janitor/custodian	16.3 - 18.1	16.3 - 20.4	18.1 - 21.7
machine operator	19.2 - 22.4	19.6 - 26.0	22.4 - 29.6
machine operator assistant	17.3 - 20.8	19.0 - 23.9	21.5 - 26.6
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	15.9 - 20.6	18.5 - 24.0	21.1 - 25.9
mould machine operator	18.0 - 23.7	20.6 - 27.3	23.4 - 30.6
packaging labourer	16.1 - 20.3	17.8 - 23.0	20.0 - 26.1
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 18.5	17.0 - 21.9	19.6 - 23.9
shipper/receiver	17.2 - 21.0	18.8 - 23.4	20.8 - 26.1
shipping and receiving clerk	17.4 - 20.8	18.9 - 23.8	21.5 - 27.1
warehouse labourer	16.5 - 21.3	19.7 - 24.7	22.1 - 26.0

## marketing

digital marketing	entry	mid	senior
digital marketing manager	65.5 - 86.7	73.9 - 100.0	84.4 - 114.6
digital marketing specialist	46.4 - 61.3	53.7 - 72.4	62.4 - 82.9
e-commerce director	104.6 - 130.7	133.2 - 166.8	169.6 - 212.3
e-commerce marketing manager	75.2 - 99.2	84.3 - 113.6	95.9 - 129.8
marketing content manager	56.1 - 74.5	63.9 - 86.7	73.4 - 99.4
social media manager	56.9 - 79.2	69.0 - 96.6	82.0 - 112.8
web marketing analyst	50.9 - 66.0	57.3 - 75.8	65.0 - 86.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$



communications vice-president	96.1 - 148.3	130.9 - 202.7	169.9 - 263.0
marketing vice-president	96.4 - 177.3	135.6 - 249.9	185.8 - 342.0
vice-president marketing & sales	85.5 - 157.2	120.4 - 221.7	165.2 - 304.2
<b>marketing and communications</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
brand or product manager	83.5 - 108.5	93.2 - 123.3	105.2 - 138.9
brand or product manager assistant	60.4 - 81.7	70.5 - 96.9	82.2 - 111.5
communications manager	67.8 - 89.5	76.2 - 102.8	86.7 - 116.4
communications specialist	52.4 - 71.6	62.4 - 86.4	73.6 - 99.0
content specialist	50.6 - 66.7	58.2 - 78.3	67.4 - 89.8
event specialist	41.7 - 57.1	49.7 - 68.8	58.7 - 79.2
graphic designer	47.2 - 62.2	54.3 - 72.6	62.3 - 82.4
marketing coordinator	54.0 - 71.1	60.9 - 81.8	69.3 - 93.1
marketing director	94.7 - 128.9	111.1 - 153.3	129.9 - 176.0
marketing project manager	42.5 - 56.4	48.6 - 65.7	55.8 - 74.9
marketing specialist	46.8 - 62.1	53.5 - 72.2	61.4 - 82.2

## sales

<b>corporate sales</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
account manager - hardware	49.9 - 62.5	54.3 - 69.4	60.0 - 78.0
account manager - software	55.5 - 69.4	60.0 - 76.7	66.1 - 86.2
district sales manager	78.8 - 103.1	90.4 - 120.4	104.6 - 138.9
key accounts manager - consumer goods	71.0 - 91.8	80.1 - 105.9	91.6 - 121.3
sales manager/ director	61.7 - 83.1	70.2 - 96.4	80.4 - 109.3
sales representative, account manager - consumer goods	49.0 - 62.0	54.1 - 69.8	60.4 - 78.5
sales representative, account manager - professional services	46.4 - 57.8	50.1 - 63.7	55.1 - 71.6
sales representative, account manager - telecommunications	54.0 - 67.7	58.8 - 75.3	64.9 - 84.2



executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	127.3 - 165.4	158.5 - 205.9	196.6 - 255.2
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6
internal sales representative - manufacturing	50.0 - 60.5	52.7 - 67.9	58.8 - 76.6
sales engineer - distribution	69.2 - 91.1	76.2 - 102.3	85.0 - 114.6
sales engineer - manufacturing	59.6 - 79.9	67.5 - 92.2	76.9 - 104.3
sales representative, account manager - distribution	50.0 - 60.5	52.6 - 67.2	58.1 - 75.5
sales representative, account manager - manufacturing	50.2 - 72.5	55.2 - 81.3	61.3 - 90.7
technical advisor	60.0 - 65.0	62.0 - 67.0	67.0 - 75.0
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 65.0
technical sales representative - manufacturing	60.0 - 62.2	65.0 - 71.7	72.0 - 81.0
territory manager - retail	50.0 - 61.2	53.0 - 67.7	62.0 - 76.5

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0



maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

application software	entry	mid	senior
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9
application support analyst	54.3 - 72.0	62.7 - 83.9	71.7 - 94.9
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	66.7 - 86.7	74.6 - 99.2	84.7 - 113.0
front-end developer	77.9 - 103.0	89.2 - 120.3	103.1 - 137.0
full stack developer	72.1 - 95.6	82.8 - 111.7	95.6 - 127.3
java developer	80.8 - 105.3	90.6 - 120.5	102.9 - 135.8
machine learning developer	71.2 - 107.0	96.3 - 135.4	116.1 - 148.2
mobile application developer (iOS/android)	60.8 - 93.8	85.2 - 120.6	103.4 - 131.5
quality assurance analyst - automation	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
quality assurance analyst - manual	58.2 - 77.0	67.0 - 90.3	77.4 - 103.1
quality assurance manager	76.9 - 102.8	87.7 - 119.2	100.7 - 135.5



SQL database developer	69.1 - 92.2	79.5 - 107.8	91.9 - 122.9
UI/UX designer	78.2 - 101.4	87.2 - 115.3	98.3 - 129.0
workday consultant	88.5 - 132.6	119.8 - 164.9	143.2 - 179.2
<b>architecture</b>			
application architect	92.8 - 125.2	105.5 - 145.2	121.3 - 167.5
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	83.8 - 106.1	95.0 - 122.3	108.4 - 138.0
enterprise architect	84.5 - 114.6	96.8 - 133.7	111.6 - 154.1
SOA architect	92.8 - 125.2	105.5 - 145.2	121.3 - 167.5
<b>data &amp; analytics</b>			
BI data architect	86.3 - 116.6	96.8 - 133.4	109.9 - 151.4
big data engineer	94.9 - 125.0	106.4 - 142.2	120.8 - 160.1
business intelligence developer	64.7 - 84.2	72.6 - 96.4	82.2 - 108.4
data analyst	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	73.0 - 98.8	85.0 - 116.9	99.1 - 133.5
database administrator	66.6 - 90.9	78.4 - 108.7	92.2 - 125.2
<b>leadership/business technology</b>			
business analyst	61.4 - 79.8	68.9 - 91.6	78.2 - 104.0
development manager	106.9 - 142.0	120.0 - 160.8	135.8 - 181.4
IT director	111.3 - 147.7	140.3 - 185.7	174.5 - 230.9
IT manager	85.3 - 114.6	98.1 - 134.2	113.6 - 154.9
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	46.0 - 60.1	52.4 - 69.5	59.8 - 79.3
cloud engineer	85.1 - 113.7	99.8 - 134.5	116.2 - 152.4



cloud security consultant	86.0 - 115.1	98.3 - 133.9	113.3 - 153.8
devops - infrastructure	73.7 - 103.4	87.0 - 123.7	102.1 - 140.9
help desk analyst	46.0 - 60.1	52.4 - 69.5	59.8 - 79.3
information security engineer	86.3 - 116.3	99.7 - 136.1	115.8 - 154.2
information security manager	86.0 - 115.1	98.3 - 133.9	113.3 - 153.8
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	74.4 - 97.4	83.9 - 112.2	95.9 - 128.1
network administrator	58.8 - 78.7	67.7 - 92.7	78.5 - 106.5
network engineer	82.1 - 110.0	94.2 - 128.8	109.4 - 147.2
systems administrator	66.6 - 88.1	76.4 - 103.0	88.2 - 118.0
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0
business systems analyst	65.0 - 85.9	74.5 - 100.6	86.2 - 115.6
ERP project manager	85.6 - 115.3	93.7 - 128.7	104.2 - 144.9
organizational development manager	64.2 - 87.1	75.0 - 104.3	88.7 - 122.8
PMO lead	92.6 - 124.8	118.2 - 159.3	149.0 - 201.0
product manager	75.9 - 105.5	88.5 - 125.1	103.5 - 144.3
product owner	71.0 - 94.2	81.6 - 110.1	94.1 - 124.8
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	59.6 - 74.5	66.7 - 85.3	75.6 - 96.9
project manager (infrastructure)	91.2 - 124.7	103.8 - 144.8	119.5 - 167.2
project manager (software)	86.1 - 115.2	96.7 - 131.9	109.9 - 150.2
scrum master	69.1 - 90.5	78.1 - 104.6	89.5 - 120.4



# montérégie - agglomeration of longueuil

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	45.6 - 50.0	50.0 - 56.6	55.6 - 62.8
administrative assistant (bilingual)	47.0 - 52.0	52.0 - 58.0	57.0 - 65.0
administrative clerk	40.0 - 43.0	43.0 - 45.0	45.0 - 48.0
administrative coordinator	50.0 - 55.0	53.0 - 58.0	55.4 - 66.4
data entry clerk	43.0 - 47.0	45.0 - 49.0	48.0 - 52.0
dispatch administrator	57.3 - 72.3	64.3 - 82.3	72.3 - 92.7
executive assistant	65.0 - 75.8	72.0 - 82.0	80.0 - 90.0
executive assistant (bilingual)	67.0 - 77.0	74.0 - 84.0	82.0 - 92.0
file clerk	35.3 - 46.0	41.8 - 53.1	46.9 - 56.2
HR coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
inventory clerk	45.0 - 47.8	47.0 - 52.0	52.0 - 55.0
inventory coordinator	50.0 - 55.0	55.0 - 65.8	60.0 - 72.0
legal assistant	50.0 - 64.3	55.9 - 77.0	65.4 - 87.4
logistics coordinator	55.6 - 62.4	58.1 - 73.3	63.6 - 83.7
office clerk	40.0 - 43.0	43.0 - 45.0	45.0 - 48.0
office manager	55.0 - 71.5	60.5 - 80.0	67.3 - 89.5
order entry clerk	45.5 - 50.2	47.4 - 52.5	48.9 - 55.3
procurement coordinator	53.0 - 69.0	59.8 - 79.5	68.3 - 91.1
project coordinator	50.4 - 58.1	55.3 - 66.9	63.2 - 75.7
project manager assistant	50.0 - 61.4	55.0 - 69.0	60.0 - 78.5
property administrator	60.0 - 67.0	65.0 - 75.0	70.0 - 80.0
property manager	69.6 - 91.9	78.6 - 106.6	90.1 - 122.8



receptionist	39.0 - 44.3	44.0 - 48.4	47.0 - 55.4
sales assistant	50.0 - 57.5	55.0 - 62.0	60.0 - 69.1
sales coordinator	60.0 - 65.0	65.0 - 70.0	70.0 - 75.0
service coordinator	55.0 - 58.0	58.0 - 63.0	60.0 - 65.0
supply clerk	45.2 - 51.2	48.7 - 56.7	52.5 - 60.3

## customer experience

	entry	mid	senior
bilingual call center operations manager	64.8 - 84.2	72.7 - 96.1	82.2 - 108.0
bilingual customer loyalty agent	38.9 - 47.8	41.6 - 55.4	47.6 - 63.1
bilingual customer service manager	78.5 - 117.1	89.7 - 134.6	104.2 - 153.4
bilingual customer service representative	45.0 - 50.0	51.4 - 56.6	57.4 - 62.7
bilingual customer service supervisor	59.6 - 78.8	67.5 - 90.9	77.0 - 103.5
bilingual customer service team lead	41.9 - 43.8	43.1 - 50.9	49.7 - 57.1
bilingual customer service trainer	44.3 - 58.1	50.6 - 67.7	61.3 - 77.2
bilingual e-chat representative	44.7 - 56.9	49.7 - 64.4	55.9 - 72.5
bilingual fundraising agent	52.0 - 66.4	59.9 - 76.1	67.2 - 82.9
bilingual inside sales manager	71.9 - 96.7	81.9 - 112.0	93.7 - 126.9
bilingual inside sales representative	50.5 - 63.9	55.6 - 71.7	62.1 - 80.9
bilingual insurance advisor	57.6 - 68.2	62.7 - 79.4	67.5 - 88.3
bilingual junior collection agent	38.9 - 46.1	40.5 - 52.9	45.9 - 59.4
bilingual order desk representative	39.7 - 44.4	40.0 - 50.7	44.9 - 56.1
bilingual order management representative	43.5 - 48.9	51.2 - 55.3	53.3 - 59.7
bilingual survey agent	37.4 - 43.5	39.7 - 51.1	45.3 - 56.0
bilingual technical support level 1 agent	53.7 - 71.0	61.4 - 74.3	0.0 - 0.0
bilingual telemarketing agent	34.5 - 43.3	38.3 - 49.4	43.6 - 57.3
bilingual telephone dispatcher	40.8 - 52.2	46.4 - 60.1	52.9 - 68.3



bilingual travel support agent	45.6 - 57.8	51.2 - 65.3	57.1 - 72.5
bilingual workforce planner	49.2 - 62.0	53.0 - 68.5	58.5 - 77.5

## engineering

construction	entry	mid	senior
architect	61.4 - 80.3	68.5 - 91.6	77.5 - 104.1
architectural drafter	53.3 - 69.3	62.0 - 82.3	72.8 - 97.4
architectural technician	66.6 - 88.6	76.9 - 104.4	89.4 - 119.4
BIM/VDC coordinator	63.4 - 83.0	70.7 - 94.6	80.1 - 107.5
buyer	72.0 - 90.0	73.0 - 93.0	80.0 - 95.0
civil engineer	63.4 - 86.1	74.5 - 102.5	87.1 - 117.2
civil engineering drafter	54.7 - 68.4	61.3 - 78.2	69.4 - 88.9
civil engineering technologist	44.4 - 60.4	53.2 - 72.7	62.6 - 83.0
civil project engineer	74.1 - 102.1	85.8 - 120.4	99.9 - 139.2
civil project manager	80.0 - 106.9	90.3 - 123.0	102.8 - 139.3
construction coordinator	52.9 - 70.3	59.3 - 80.4	67.3 - 91.7
construction director	114.5 - 150.6	153.8 - 200.6	191.2 - 249.4
construction manager	88.5 - 116.5	97.2 - 130.4	108.6 - 146.4
construction project coordinator	95.3 - 123.2	103.9 - 136.3	115.0 - 151.3
construction project manager	77.0 - 106.7	89.5 - 126.4	104.7 - 145.0
construction superintendent	91.7 - 120.8	100.8 - 135.0	112.6 - 151.0
contracts administrator	84.7 - 108.8	95.4 - 124.2	108.3 - 140.9
director of operations	118.0 - 158.5	156.1 - 209.4	198.5 - 266.1
drafter	54.2 - 68.0	61.0 - 78.0	69.3 - 88.7
electrical designer/engineer	73.9 - 97.4	83.2 - 112.0	94.9 - 127.9
electrical engineer	63.9 - 89.5	78.4 - 111.2	95.2 - 130.4



electrical engineering technician	56.3 - 72.1	64.2 - 83.7	73.5 - 95.5
electrical inspector	46.9 - 63.0	54.3 - 73.7	62.7 - 84.8
engineering manager	99.3 - 134.2	113.8 - 155.1	131.1 - 176.2
environmental engineer	61.9 - 82.9	71.4 - 97.6	83.0 - 112.5
environmental inspector	51.3 - 65.6	56.4 - 73.5	62.9 - 82.4
estimation engineer	71.4 - 95.5	82.1 - 112.0	95.2 - 129.0
estimator	59.9 - 78.2	66.6 - 88.7	75.0 - 100.6
facilities manager	59.5 - 78.0	67.8 - 90.5	77.7 - 103.7
foreman	52.4 - 67.9	58.6 - 77.4	66.4 - 87.9
health and safety manager	60.8 - 78.4	69.9 - 91.5	80.4 - 104.2
health and safety specialist	68.8 - 90.8	78.9 - 106.2	91.2 - 121.3
HVAC drafter	49.5 - 63.6	55.6 - 72.5	62.8 - 81.3
HVAC engineer	57.3 - 76.3	65.5 - 88.8	75.4 - 101.1
mechanical designer	51.2 - 67.6	58.9 - 78.8	67.6 - 89.3
mechanical engineer	61.3 - 86.8	76.4 - 109.3	93.8 - 128.5
mechanical engineering technician	51.6 - 67.6	58.7 - 78.2	67.1 - 88.5
mechanical site supervisor	51.2 - 66.0	57.9 - 76.0	66.0 - 87.0
operations manager	79.4 - 109.2	91.6 - 127.7	105.6 - 144.6
planner/scheduler	39.7 - 50.8	45.1 - 58.3	51.2 - 65.8
project coordinator	36.9 - 50.5	42.5 - 59.2	49.2 - 68.0
project director	105.0 - 127.8	132.7 - 161.8	163.8 - 199.3
project engineer	85.2 - 109.5	92.4 - 121.2	102.0 - 135.5
project manager	74.8 - 103.5	87.1 - 122.3	101.4 - 140.2
purchasing manager	111.3 - 146.7	126.0 - 167.0	142.8 - 187.2
QA/QC inspector	54.2 - 72.0	62.8 - 84.4	72.4 - 97.1
quality control engineer	67.9 - 90.6	77.8 - 105.6	89.6 - 120.0
quality inspector	39.5 - 50.0	43.6 - 56.4	48.9 - 63.8



safety inspector	59.4 - 77.7	67.3 - 89.3	76.4 - 100.8
specification writer	52.7 - 67.9	59.6 - 78.1	67.7 - 88.4
structural engineer	69.0 - 91.9	78.9 - 107.3	91.1 - 123.0
technical services manager	97.5 - 130.3	111.8 - 150.9	129.0 - 172.1
telecommunications technician	62.3 - 80.7	70.1 - 93.1	79.8 - 106.9
<b>manufacturing</b>			
applications engineer	86.6 - 115.5	100.3 - 135.4	116.5 - 153.0
assurance control technician	73.7 - 96.6	83.6 - 112.0	95.7 - 126.9
automation engineer	62.7 - 84.0	72.3 - 98.7	83.9 - 113.4
buyer	70.1 - 86.6	78.1 - 101.2	89.1 - 121.1
chemical engineer	69.0 - 100.7	88.0 - 128.0	108.2 - 148.2
commissioning and start up engineer	59.1 - 79.0	68.0 - 92.8	78.8 - 106.1
continuous improvement engineer	91.2 - 120.1	101.9 - 136.0	115.0 - 151.8
controls designer/engineer	55.5 - 74.2	63.8 - 86.7	73.5 - 99.2
controls engineer	55.5 - 74.2	63.8 - 86.7	73.5 - 99.2
demand planner	76.0 - 90.0	78.0 - 93.2	84.1 - 110.0
electrical designer	71.3 - 95.0	81.5 - 110.8	94.1 - 127.4
electrical engineer	63.9 - 89.5	78.4 - 111.2	95.2 - 130.4
electrical engineering technician	56.3 - 72.1	64.2 - 83.7	73.5 - 95.5
electrical test engineer	69.0 - 93.1	80.3 - 110.5	94.1 - 128.0
electronics designer	55.9 - 70.8	63.7 - 82.1	73.0 - 93.6
electronics engineer	77.9 - 102.1	86.9 - 116.0	98.0 - 130.3
estimation engineer	71.4 - 95.5	82.1 - 112.0	95.2 - 129.0
field service engineer	54.1 - 71.1	60.7 - 81.6	69.2 - 94.3
health and safety specialist	68.8 - 90.8	78.9 - 106.2	91.2 - 121.3
industrial engineer	67.7 - 89.9	77.0 - 104.1	88.3 - 118.0
inventory analyst	68.0 - 78.0	75.0 - 80.0	77.0 - 95.0



logistics specialist	65.1 - 74.1	66.0 - 89.2	75.6 - 101.4
maintenance buyer	67.0 - 81.6	73.1 - 96.2	84.1 - 116.1
maintenance planner	53.5 - 67.4	60.6 - 77.4	68.8 - 87.6
manufacturing engineer	62.7 - 83.8	72.1 - 98.3	83.5 - 112.2
mechanical designer	51.2 - 67.6	58.9 - 78.8	67.6 - 89.3
mechanical drafter	52.4 - 68.1	58.9 - 78.7	67.8 - 92.3
mechanical engineer	61.3 - 86.8	76.4 - 109.3	93.8 - 128.5
mechanical engineering technician	51.6 - 67.6	58.7 - 78.2	67.1 - 88.5
operation excellence specialist	73.3 - 95.9	81.6 - 108.8	91.9 - 122.1
process engineer	61.2 - 81.9	70.5 - 96.1	81.6 - 109.7
production planner	70.0 - 84.0	72.0 - 90.9	77.1 - 91.1
project engineer	85.2 - 109.5	92.4 - 121.2	102.0 - 135.5
project manager	74.8 - 103.5	87.1 - 122.3	101.4 - 140.2
quality assurance engineer	60.8 - 80.3	68.7 - 92.3	78.1 - 104.1
quality assurance/control technician	54.2 - 72.0	62.8 - 84.4	72.4 - 97.1
quality control engineer	67.9 - 90.6	77.8 - 105.6	89.6 - 120.0
quality control technician	38.8 - 50.0	43.2 - 56.7	48.5 - 63.5
quality engineer	54.4 - 72.7	63.6 - 86.1	74.1 - 98.3
quality inspector	39.5 - 50.0	43.6 - 56.4	48.9 - 63.8
reliability/maintenance engineer	68.1 - 89.1	78.5 - 104.7	91.2 - 120.0
robotics engineer	71.7 - 94.6	80.8 - 108.7	92.0 - 122.8
safety inspector	59.4 - 77.7	67.3 - 89.3	76.4 - 100.8
SCADA engineer	65.4 - 87.3	75.0 - 102.2	86.8 - 117.0
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2
systems engineer	70.3 - 93.4	80.0 - 108.4	91.9 - 123.4



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	175.3 - 305.8	256.9 - 448.2	358.5 - 624.4
vice president finance	163.5 - 221.0	182.3 - 316.2	251.6 - 437.3
finance & accounting	1 year	3 years	5 years 10 years
accountant	72.5 - 87.3	77.8 - 93.6	82.9 - 99.7 94.0 - 113.0
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2 56.2 - 63.3
accounting manager	112.3 - 136.8	120.9 - 147.2	129.4 - 157.0 148.0 - 178.4
accounting supervisor	74.7 - 91.0	80.5 - 98.0	86.0 - 104.8 98.6 - 120.0
accounting technician	61.2 - 74.0	65.8 - 77.6	70.5 - 84.6 81.1 - 96.4
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4 67.0 - 74.0
accounts payable manager	99.9 - 121.8	109.2 - 133.2	118.5 - 144.3 139.6 - 168.8
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4 67.0 - 74.0
accounts receivable manager	101.3 - 120.6	110.1 - 130.9	118.8 - 141.2 140.1 - 165.4
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0 108.4 - 131.3
assistant controller	94.0 - 134.0	114.0 - 145.8	122.3 - 157.6 143.5 - 184.5
billing specialist	44.3 - 52.0	48.6 - 56.9	52.5 - 61.5 59.6 - 69.8
bookkeeper	46.2 - 54.7	50.0 - 59.2	53.6 - 63.6 61.6 - 72.9
business analyst	88.9 - 106.8	96.1 - 115.6	103.2 - 124.3 119.1 - 143.3
cost accountant	70.5 - 84.6	76.4 - 91.7	82.3 - 98.7 95.2 - 114.0
credit & collection specialist	45.4 - 57.9	52.3 - 66.8	59.4 - 75.0 82.6 - 94.9
credit and collections accountant	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4 67.0 - 74.0
credit and collections manager	107.6 - 129.6	115.6 - 139.2	123.6 - 148.5 142.8 - 170.6
credit and collections supervisor	60.6 - 73.8	65.5 - 79.7	70.3 - 85.5 81.4 - 98.9
director - financial planning & analysis	156.5 - 204.3	198.6 - 260.0	241.8 - 316.0 -- --
external auditor	54.1 - 61.6	62.0 - 79.7	92.0 - 101.3 108.2 - 134.3
finance director	151.8 - 198.2	195.1 - 255.5	237.2 - 310.1 -- --



financial analyst	79.2 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	125.4 - 154.2	134.9 - 165.3	144.1 - 176.0	164.6 - 200.3
internal auditor	82.3 - 88.2	84.6 - 94.0	88.2 - 103.4	99.9 - 121.1
invoicing clerk	43.0 - 50.3	47.3 - 55.4	51.0 - 59.7	56.9 - 66.6
payroll clerk	47.9 - 56.1	52.9 - 61.8	57.2 - 67.0	65.8 - 77.1
payroll manager	102.0 - 124.4	110.5 - 134.8	118.7 - 144.6	136.5 - 165.3
payroll specialist	56.8 - 67.7	61.9 - 73.9	66.8 - 79.8	77.6 - 92.8
payroll supervisor	61.9 - 74.5	67.5 - 81.1	72.8 - 87.6	84.4 - 101.4
property accountant	70.4 - 86.2	75.5 - 90.4	79.1 - 94.8	---
tax analyst	70.5 - 79.9	76.4 - 82.3	78.7 - 84.6	82.3 - 94.0
tax manager	118.6 - 146.1	127.4 - 156.6	136.2 - 166.7	156.4 - 190.3
treasury analyst	73.3 - 88.2	78.7 - 94.7	84.0 - 101.0	95.8 - 115.2

## healthcare

	entry	mid	senior
dental office manager	52.2 - 67.5	57.3 - 75.5	63.7 - 84.4
dental secretary	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	38.0 - 45.7	41.1 - 52.3	46.5 - 56.5
healthcare clinic manager	83.2 - 107.8	90.9 - 120.0	100.7 - 133.9
medical / clinic coordinator	55.2 - 69.7	61.2 - 79.1	68.8 - 90.3
medical billing clerk	40.0 - 47.9	42.8 - 55.6	48.8 - 62.4
medical claims analyst	46.0 - 60.6	51.0 - 68.6	57.4 - 77.6
medical office assistant	40.0 - 42.2	40.0 - 47.4	41.4 - 52.2
medical receptionist	40.0 - 43.6	42.0 - 50.6	44.8 - 53.9



medical reimbursement specialist	40.0 - 50.8	44.4 - 59.7	51.3 - 67.3
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 57.9
nursing manager	102.2 - 133.0	111.1 - 147.2	123.5 - 166.5
nursing supervisor / team lead	76.2 - 98.0	87.0 - 112.6	98.5 - 126.2
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	35.0 - 41.3	36.8 - 47.5	41.7 - 53.6
patient service representatives (unilingual or bilingual)	36.0 - 41.6	38.4 - 47.9	43.7 - 54.4
pharmacy assistant	37.0 - 43.3	42.0 - 49.4	43.3 - 53.1
registered nurse	66.8 - 83.3	73.2 - 93.0	81.2 - 103.8
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.4 - 120.1	109.1 - 152.0	136.5 - 190.3
health and safety director	102.0 - 122.9	133.2 - 158.5	158.8 - 188.9
HR operations director	96.1 - 138.8	125.7 - 178.0	157.0 - 221.7
human resources director	105.6 - 146.3	135.0 - 184.2	166.7 - 227.6
L&D director	108.3 - 135.0	135.8 - 167.0	171.5 - 211.3
talent acquisition director	100.7 - 140.1	128.0 - 174.9	156.0 - 212.8
total rewards director	120.9 - 156.6	156.0 - 201.1	191.0 - 246.0
vice president human resources / CHRO	127.2 - 211.7	160.7 - 266.7	198.9 - 329.6
human resources	entry	mid	senior
benefits administrator	56.1 - 71.8	62.8 - 81.9	71.1 - 93.1
compensation analyst	57.1 - 75.6	65.9 - 88.6	76.2 - 101.1
compensation and benefits manager	105.4 - 137.6	117.3 - 155.0	132.1 - 174.6
compensation specialist	50.3 - 66.5	58.0 - 77.9	67.1 - 89.2



diversity & inclusion coordinator	42.4 - 54.7	48.7 - 62.3	54.3 - 67.3
health and safety advisor	60.8 - 78.4	69.9 - 91.5	80.4 - 104.2
health and safety manager	87.9 - 114.7	98.7 - 131.0	112.1 - 147.6
HRIS analyst	72.1 - 95.0	82.4 - 111.1	95.1 - 126.9
human resources advisor	58.8 - 74.9	64.2 - 83.7	71.6 - 94.9
human resources assistant	41.4 - 52.9	47.0 - 59.8	52.1 - 64.8
human resources business partner	63.0 - 82.7	70.6 - 94.4	79.9 - 107.1
human resources coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
human resources manager	98.8 - 133.3	114.8 - 155.8	133.5 - 177.7
human resources supervisor	64.7 - 83.8	71.1 - 94.4	79.9 - 108.0
instructional designer	49.3 - 63.8	55.2 - 72.9	62.6 - 83.0
labour relations advisor	61.6 - 82.0	70.4 - 95.5	81.1 - 109.1
labour relations manager	104.5 - 142.2	123.4 - 167.9	144.4 - 193.5
learning and development specialist	50.0 - 65.3	56.7 - 75.6	65.0 - 85.9
recruitment coordinator	38.8 - 51.3	45.5 - 60.2	52.3 - 68.0
talent acquisition specialist	58.0 - 75.7	64.5 - 85.8	72.6 - 97.1

## industrial management

	entry	mid	senior
engineering manager	99.3 - 134.2	113.8 - 155.1	131.1 - 176.2
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	96.5 - 128.3	109.6 - 147.0	125.1 - 166.0
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	80.8 - 89.4	85.1 - 101.6	94.2 - 113.5
maintenance supervisor	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5



manufacturing director	125.2 - 151.2	161.2 - 194.2	198.2 - 238.5
operations director	122.0 - 164.0	161.0 - 216.0	205.0 - 274.0
operations manager	79.4 - 109.2	91.6 - 127.7	105.6 - 144.6
planning director	126.8 - 163.8	157.4 - 203.0	193.6 - 249.6
plant manager	109.4 - 151.9	131.4 - 182.7	155.7 - 211.7
procurement director	114.6 - 150.7	152.2 - 198.3	183.7 - 239.4
procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	61.2 - 77.5	67.5 - 87.2	75.4 - 98.1
project director	105.0 - 127.8	132.7 - 161.8	163.8 - 199.3
purchasing manager	111.3 - 146.7	126.0 - 167.0	142.8 - 187.2
quality assurance manager	92.6 - 121.3	102.7 - 136.4	115.3 - 152.3
quality director	102.4 - 138.9	130.3 - 173.8	158.7 - 211.8
site supervisor	79.4 - 102.9	86.7 - 114.8	96.2 - 128.7
supply chain director	119.0 - 155.7	157.0 - 203.0	183.7 - 244.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	67.8 - 76.4	72.1 - 88.6	81.2 - 100.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.4 - 20.8	18.5 - 24.0	21.1 - 27.2
delivery/courier driver	18.1 - 21.5	18.8 - 24.5	21.2 - 27.5
electronic parts assembler	18.3 - 22.9	19.9 - 25.3	21.8 - 27.8
forklift operator	17.4 - 22.5	20.1 - 26.1	22.9 - 29.0
general labourer - heavy	18.2 - 22.6	20.5 - 26.3	23.4 - 28.3



general labourer - light	16.2 - 19.5	17.9 - 23.1	20.5 - 24.8
industrial painter	16.8 - 21.7	19.0 - 24.9	21.6 - 28.0
inventory control clerk	18.2 - 23.0	20.7 - 26.4	23.4 - 29.6
janitor/custodian	16.3 - 18.1	17.0 - 21.5	19.0 - 22.9
machine operator	18.0 - 23.7	20.6 - 27.5	23.6 - 31.4
machine operator assistant	17.2 - 21.6	19.8 - 24.9	22.4 - 27.8
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	17.3 - 22.6	20.3 - 26.3	23.1 - 28.4
mould machine operator	18.5 - 24.5	21.3 - 28.3	24.2 - 31.8
packaging labourer	16.5 - 21.1	18.4 - 23.9	20.8 - 27.2
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 20.3	18.5 - 24.1	21.5 - 26.3
shipper/receiver	17.9 - 22.0	19.6 - 24.5	21.7 - 27.4
shipping and receiving clerk	18.4 - 21.7	19.7 - 25.0	22.5 - 28.4
warehouse labourer	18.0 - 23.4	21.6 - 27.1	24.2 - 28.6

## marketing

digital marketing	entry	mid	senior
digital marketing manager	69.9 - 92.2	78.8 - 106.0	89.8 - 121.2
digital marketing specialist	48.9 - 64.9	56.7 - 76.6	66.0 - 87.7
e-commerce director	110.9 - 138.1	140.7 - 175.6	178.5 - 222.3
e-commerce marketing manager	80.2 - 105.3	89.7 - 120.2	101.8 - 137.2
marketing content manager	59.8 - 79.4	68.1 - 92.2	78.2 - 105.5
social media manager	60.7 - 84.4	73.6 - 102.5	87.3 - 119.4
web marketing analyst	63.1 - 81.7	70.9 - 93.9	80.3 - 106.6



executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	101.7 - 156.3	138.1 - 212.3	178.6 - 273.8
marketing vice-president	102.3 - 186.4	143.2 - 260.8	195.1 - 354.3
vice-president marketing & sales	90.9 - 165.7	127.3 - 231.9	173.9 - 316.0
marketing and communications	entry	mid	senior
brand or product manager	88.9 - 114.9	99.0 - 130.4	111.5 - 146.7
brand or product manager assistant	63.8 - 86.3	74.5 - 102.2	86.8 - 117.4
communications manager	72.3 - 95.2	81.2 - 109.0	92.2 - 123.1
communications specialist	55.1 - 75.6	65.7 - 91.2	77.7 - 104.5
content specialist	53.4 - 70.6	61.6 - 82.9	71.4 - 95.0
event specialist	44.0 - 60.3	52.4 - 72.7	62.0 - 83.6
graphic designer	49.8 - 65.8	57.4 - 76.8	65.9 - 87.1
marketing coordinator	57.1 - 75.3	64.4 - 86.6	73.4 - 98.5
marketing director	100.5 - 136.2	117.6 - 161.7	137.2 - 185.0
marketing project manager	45.2 - 60.1	51.7 - 70.0	59.5 - 79.8
marketing specialist	49.3 - 65.7	56.5 - 76.5	64.9 - 87.0

## sales

corporate sales	entry	mid	senior
account manager - hardware	52.8 - 66.3	57.5 - 73.7	63.7 - 82.7
account manager - software	58.9 - 73.6	63.7 - 81.3	70.2 - 91.2
district sales manager	83.9 - 109.3	96.0 - 127.4	110.8 - 146.6
key accounts manager - consumer goods	75.3 - 97.1	84.9 - 111.6	96.9 - 127.7
sales manager/ director	65.8 - 88.4	74.8 - 102.3	85.6 - 115.8
sales representative, account manager - consumer goods	51.5 - 65.5	57.0 - 73.7	63.8 - 82.9
sales representative, account manager - professional services	49.0 - 61.1	52.8 - 67.3	58.2 - 75.6



sales representative, account manager - telecommunications	57.2 - 71.9	62.3 - 79.9	68.9 - 89.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	134.4 - 173.7	166.4 - 214.9	205.1 - 264.7
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6
internal sales representative - manufacturing	50.5 - 63.9	55.6 - 71.7	62.1 - 80.9
sales engineer - distribution	73.1 - 96.0	80.4 - 107.7	89.7 - 120.5
sales engineer - manufacturing	63.0 - 84.3	71.3 - 97.2	81.2 - 109.7
sales representative, account manager - distribution	50.9 - 63.9	55.5 - 71.0	61.4 - 79.7
sales representative, account manager - manufacturing	53.2 - 76.9	58.5 - 86.1	65.0 - 95.9
technical advisor	84.1 - 111.6	97.2 - 131.8	113.6 - 153.2
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	50.7 - 65.6	57.6 - 75.8	65.8 - 85.6
territory manager - retail	52.0 - 64.9	56.2 - 71.8	62.1 - 81.1

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0



machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

application software	entry	mid	senior
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9
application support analyst	67.2 - 89.0	77.5 - 103.9	88.7 - 117.6
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	82.5 - 107.4	92.4 - 122.9	105.0 - 139.2
front-end developer	77.5 - 102.5	88.8 - 119.9	102.6 - 136.6
full stack developer	89.2 - 118.4	102.6 - 137.7	118.4 - 155.5
java developer	80.8 - 105.3	90.6 - 120.5	102.9 - 135.8
machine learning developer	88.1 - 132.2	119.3 - 164.4	142.7 - 178.7
mobile application developer (iOS/android)	75.2 - 116.2	105.6 - 147.9	127.9 - 160.2
quality assurance analyst - automation	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
quality assurance analyst - manual	72.0 - 95.3	82.8 - 112.0	95.8 - 127.5



quality assurance manager	95.4 - 127.3	108.9 - 146.6	124.9 - 164.8
SQL database developer	71.1 - 95.1	81.7 - 112.0	94.8 - 128.2
UI/UX designer	77.9 - 101.0	86.8 - 114.9	97.9 - 128.6
workday consultant	88.5 - 132.6	119.8 - 164.9	143.2 - 179.2
<b>architecture</b>			
application architect	96.1 - 129.4	109.2 - 149.8	125.4 - 172.5
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	103.9 - 131.1	117.7 - 149.9	133.8 - 167.3
enterprise architect	104.7 - 141.1	119.9 - 162.5	137.6 - 185.4
SOA architect	104.7 - 141.1	119.9 - 162.5	137.6 - 185.4
<b>data &amp; analytics</b>			
BI data architect	105.3 - 141.5	118.2 - 160.3	133.7 - 180.4
big data engineer	94.9 - 125.0	106.4 - 142.2	120.8 - 160.1
business intelligence developer	80.0 - 104.3	89.8 - 119.5	101.9 - 133.9
data analyst	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	89.6 - 121.6	104.5 - 143.0	121.9 - 161.6
database administrator	82.3 - 112.6	97.1 - 134.2	114.2 - 153.1
<b>leadership/business technology</b>			
business analyst	75.9 - 98.9	85.2 - 113.5	96.9 - 128.6
development manager	110.0 - 125.0	120.0 - 150.0	145.0 - 170.0
IT director	115.0 - 152.9	145.4 - 191.6	180.1 - 237.5
IT manager	105.9 - 141.3	121.7 - 163.4	140.2 - 186.6
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0



cloud engineer	87.6 - 118.4	103.3 - 140.3	121.0 - 158.5
cloud security consultant	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
devops - infrastructure	91.2 - 128.0	107.9 - 151.4	126.4 - 170.6
help desk analyst	57.2 - 74.3	64.8 - 86.0	73.9 - 98.2
information security engineer	85.9 - 115.9	99.3 - 135.7	115.4 - 153.8
information security manager	106.8 - 141.8	121.9 - 163.1	139.7 - 185.4
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	92.1 - 120.6	104.0 - 138.3	118.8 - 156.3
network administrator	72.7 - 97.5	83.7 - 114.9	97.2 - 131.6
network engineer	82.1 - 110.0	94.2 - 128.8	109.4 - 147.2
systems administrator	82.4 - 109.2	94.6 - 127.5	109.3 - 144.9
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0
business systems analyst	80.4 - 106.5	92.3 - 124.6	106.8 - 142.2
ERP project manager	106.3 - 142.1	116.3 - 157.3	129.1 - 175.4
organizational development manager	79.6 - 108.1	93.0 - 129.2	110.2 - 150.7
PMO lead	116.7 - 155.0	147.3 - 193.7	182.2 - 240.0
product manager	80.9 - 111.8	94.1 - 132.2	109.7 - 152.3
product owner	87.8 - 116.7	101.1 - 135.8	116.6 - 152.7
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	73.7 - 92.2	82.5 - 105.7	93.7 - 120.0
project manager (infrastructure)	113.3 - 152.8	128.6 - 175.3	146.9 - 200.4
project manager (software)	106.9 - 142.0	120.0 - 160.8	135.8 - 181.4
scrum master	85.4 - 112.2	96.8 - 129.4	110.9 - 147.7
technical writer	58.2 - 75.7	67.7 - 89.4	78.7 - 102.0



# montérégie - brome-missisquoi

## engineering

construction	entry	mid	senior
architect	58.2 - 76.2	64.9 - 87.0	73.5 - 99.0
architectural drafter	50.5 - 65.4	58.6 - 77.7	68.7 - 92.0
architectural technician	67.3 - 89.4	77.6 - 105.2	90.1 - 120.3
BIM/VDC coordinator	60.1 - 78.8	67.1 - 89.9	75.9 - 102.3
buyer	72.0 - 80.0	73.0 - 82.0	80.0 - 95.0
civil engineer	60.1 - 81.5	70.6 - 97.2	82.5 - 111.2
civil engineering drafter	51.8 - 64.6	58.0 - 73.8	65.6 - 83.9
civil engineering technologist	42.2 - 57.2	50.4 - 68.6	59.1 - 78.3
civil project engineer	70.2 - 97.1	81.4 - 114.8	95.0 - 132.8
civil project manager	75.8 - 101.4	85.5 - 116.7	97.4 - 132.4
construction coordinator	50.4 - 66.8	56.4 - 76.5	63.9 - 87.4
construction director	93.0 - 123.7	126.5 - 168.5	160.1 - 213.1
construction manager	72.0 - 94.6	79.0 - 106.1	88.2 - 119.9
construction project coordinator	77.5 - 100.1	84.4 - 111.2	93.3 - 124.3
construction project manager	62.7 - 86.6	72.8 - 102.7	85.0 - 118.7
construction superintendent	74.6 - 98.0	81.9 - 110.0	91.4 - 124.0
contracts administrator	72.4 - 93.4	81.5 - 107.4	92.9 - 122.8
director of operations	111.5 - 150.3	147.9 - 199.7	189.0 - 254.9
drafter	51.4 - 64.3	57.7 - 73.6	65.5 - 83.7
electrical designer/engineer	70.0 - 92.3	78.8 - 106.2	89.9 - 121.5
electrical engineer	60.6 - 84.8	74.2 - 105.4	90.2 - 123.9
electrical engineering technician	53.3 - 68.1	60.6 - 78.9	69.4 - 90.2



electrical inspector	45.0 - 60.2	51.9 - 70.4	59.8 - 81.1
engineering manager	80.7 - 109.3	92.3 - 127.6	106.7 - 146.6
environmental engineer	58.8 - 78.5	67.7 - 92.5	78.6 - 106.7
environmental inspector	48.5 - 61.8	53.2 - 69.2	59.2 - 77.7
estimation engineer	67.7 - 90.5	77.8 - 106.3	90.2 - 122.5
estimator	56.8 - 74.1	63.1 - 84.1	71.0 - 95.6
facilities manager	56.4 - 74.0	64.2 - 86.0	73.6 - 98.7
foreman	50.1 - 64.8	56.0 - 73.9	63.4 - 84.1
health and safety manager	58.0 - 74.8	66.7 - 87.4	76.7 - 99.7
health and safety specialist	65.2 - 86.0	74.8 - 100.7	86.4 - 115.1
HVAC drafter	47.0 - 60.1	52.8 - 68.5	59.4 - 76.7
HVAC engineer	54.5 - 72.3	62.2 - 84.1	71.4 - 95.8
mechanical designer	48.7 - 64.1	55.9 - 74.6	64.1 - 84.6
mechanical engineer	58.2 - 82.2	72.4 - 103.7	88.8 - 122.0
mechanical engineering technician	48.9 - 63.9	55.6 - 73.8	63.4 - 83.5
mechanical site supervisor	48.8 - 62.7	55.0 - 72.2	62.8 - 82.9
operations manager	74.9 - 103.1	86.4 - 120.8	99.6 - 136.9
planner/scheduler	37.6 - 47.9	42.6 - 54.9	48.3 - 61.8
project coordinator	35.3 - 48.0	40.4 - 56.1	46.7 - 64.4
project director	99.9 - 121.8	126.6 - 154.6	156.5 - 191.1
project engineer	80.7 - 103.8	87.6 - 115.1	96.7 - 128.7
project manager	70.8 - 98.4	82.6 - 116.6	96.4 - 133.8
purchasing manager	89.7 - 119.3	101.7 - 137.3	115.9 - 155.3
QA/QC inspector	51.4 - 68.0	59.3 - 79.6	68.4 - 91.7
quality control engineer	64.4 - 85.8	73.7 - 100.1	84.8 - 113.9
quality inspector	37.9 - 47.8	41.8 - 53.8	46.8 - 60.8
safety inspector	56.7 - 74.0	64.2 - 85.2	72.9 - 96.4



specification writer	50.1 - 64.4	56.6 - 73.9	64.2 - 83.6
structural engineer	65.4 - 87.1	74.8 - 101.8	86.3 - 116.8
technical services manager	79.2 - 106.0	90.7 - 123.9	104.9 - 142.9
telecommunications technician	50.3 - 65.3	56.7 - 75.3	64.6 - 86.4
<b>manufacturing</b>			
applications engineer	70.1 - 93.3	81.0 - 109.8	94.1 - 125.1
assurance control technician	59.6 - 78.1	67.6 - 90.5	77.3 - 102.7
automation engineer	59.5 - 79.5	68.5 - 93.5	79.5 - 107.6
buyer	68.0 - 72.0	75.0 - 80.0	77.0 - 95.0
chemical engineer	65.4 - 95.4	83.3 - 121.6	102.6 - 140.9
commissioning and start up engineer	56.1 - 75.0	64.5 - 88.1	74.8 - 101.0
continuous improvement engineer	73.6 - 96.8	82.2 - 110.1	92.7 - 123.8
controls designer/engineer	52.6 - 70.1	60.3 - 81.8	69.4 - 93.7
controls engineer	52.6 - 70.1	60.3 - 81.8	69.4 - 93.7
demand planner	72.0 - 80.1	73.0 - 90.5	80.1 - 109.1
electrical designer	67.6 - 90.0	77.2 - 105.1	89.1 - 121.0
electrical engineer	60.6 - 84.8	74.2 - 105.4	90.2 - 123.9
electrical engineering technician	53.3 - 68.1	60.6 - 78.9	69.4 - 90.2
electrical test engineer	65.5 - 88.2	76.1 - 104.8	89.2 - 121.6
electronics designer	53.0 - 66.8	60.3 - 77.5	68.9 - 88.4
electronics engineer	73.8 - 96.7	82.3 - 110.1	92.9 - 123.8
electronics technician	52.1 - 67.2	58.2 - 76.7	65.7 - 87.0
estimation engineer	67.7 - 90.5	77.8 - 106.3	90.2 - 122.5
field service engineer	51.3 - 67.1	57.4 - 77.0	65.3 - 89.0
health and safety specialist	65.2 - 86.0	74.8 - 100.7	86.4 - 115.1
industrial engineer	64.2 - 85.1	73.0 - 98.7	83.6 - 112.0
inventory analyst	68.0 - 78.0	75.0 - 80.0	77.0 - 95.0



logistics specialist	65.0 - 67.1	66.0 - 78.7	70.0 - 95.3
maintenance buyer	67.0 - 75.6	70.1 - 80.5	79.4 - 88.2
maintenance planner	50.8 - 63.8	57.4 - 73.4	65.2 - 83.2
manufacturing engineer	59.5 - 79.4	68.3 - 93.1	79.1 - 106.5
mechanical designer	48.7 - 64.1	55.9 - 74.6	64.1 - 84.6
mechanical drafter	49.7 - 64.3	55.8 - 74.3	64.0 - 87.2
mechanical engineer	58.2 - 82.2	72.4 - 103.7	88.8 - 122.0
mechanical engineering technician	48.9 - 63.9	55.6 - 73.8	63.4 - 83.5
operation excellence specialist	69.4 - 91.1	77.3 - 103.5	87.2 - 116.3
process engineer	58.1 - 77.6	66.8 - 91.0	77.3 - 104.0
production planner	70.0 - 80.0	72.0 - 89.8	75.5 - 89.9
project engineer	80.7 - 103.8	87.6 - 115.1	96.7 - 128.7
project manager	70.8 - 98.4	82.6 - 116.6	96.4 - 133.8
quality assurance engineer	57.8 - 76.0	65.1 - 87.4	74.0 - 98.6
quality assurance/control technician	51.4 - 68.0	59.3 - 79.6	68.4 - 91.7
quality control engineer	64.4 - 85.8	73.7 - 100.1	84.8 - 113.9
quality control technician	37.3 - 47.9	41.4 - 54.1	46.4 - 60.5
quality engineer	51.9 - 69.2	60.6 - 82.1	70.6 - 93.8
quality inspector	37.9 - 47.8	41.8 - 53.8	46.8 - 60.8
reliability/maintenance engineer	64.6 - 84.4	74.4 - 99.2	86.4 - 113.9
robotics engineer	68.0 - 89.6	76.6 - 103.0	87.1 - 116.6
safety inspector	56.7 - 74.0	64.2 - 85.2	72.9 - 96.4
SCADA engineer	62.0 - 82.7	71.1 - 96.8	82.2 - 111.0
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2
systems engineer	66.6 - 88.4	75.8 - 102.8	87.1 - 117.2



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	81.5 - 113.5	103.0 - 144.0	129.2 - 181.0
health and safety director	82.3 - 99.2	107.7 - 129.7	130.0 - 156.8
HR operations director	77.5 - 112.4	101.4 - 147.1	128.4 - 186.4
human resources director	85.1 - 118.9	109.2 - 152.7	137.0 - 191.8
L&D director	87.3 - 109.2	109.9 - 137.3	141.3 - 177.0
talent acquisition director	81.2 - 113.5	103.4 - 144.4	127.5 - 178.3
total rewards director	97.5 - 128.0	127.5 - 167.7	158.6 - 208.6
vice president human resources / CHRO	102.7 - 177.4	131.7 - 227.7	165.8 - 286.5
<b>human resources</b>		entry	mid
compensation analyst	54.1 - 71.6	62.4 - 84.1	72.2 - 96.1
compensation and benefits manager	85.0 - 111.5	94.5 - 126.6	106.8 - 144.1
compensation specialist	47.8 - 63.0	55.0 - 73.8	63.5 - 84.6
diversity & inclusion coordinator	40.3 - 51.9	46.3 - 59.1	51.6 - 63.8
health and safety advisor	58.0 - 74.8	66.7 - 87.4	76.7 - 99.7
health and safety manager	71.0 - 92.5	79.6 - 105.8	90.4 - 120.1
HRIS analyst	58.3 - 76.8	66.7 - 89.7	76.9 - 102.6
human resources advisor	55.7 - 70.9	60.8 - 79.3	67.8 - 90.2
human resources assistant	39.1 - 49.9	44.3 - 56.2	49.1 - 60.9
human resources business partner	59.7 - 78.4	66.8 - 89.7	75.7 - 101.9
human resources coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
human resources manager	79.7 - 107.8	92.6 - 127.3	107.9 - 146.9
human resources supervisor	61.3 - 79.4	67.4 - 89.6	75.7 - 102.8
human resources technician	48.3 - 62.8	53.6 - 71.2	60.4 - 81.4
instructional designer	46.9 - 60.6	52.5 - 69.1	59.4 - 78.6
labour relations advisor	58.4 - 77.7	66.7 - 90.7	76.8 - 103.9



labour relations manager	84.2 - 115.4	99.5 - 138.1	117.3 - 160.9
learning and development specialist	47.6 - 62.0	53.9 - 71.6	61.6 - 81.4
recruitment coordinator	36.8 - 48.4	43.0 - 56.7	49.3 - 63.9
talent acquisition specialist	55.0 - 71.7	61.1 - 81.4	68.7 - 92.3

## industrial management

	entry	mid	senior
engineering manager	80.7 - 109.3	92.3 - 127.6	106.7 - 146.6
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	77.9 - 103.6	88.3 - 119.5	100.9 - 136.4
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	101.8 - 124.2	133.2 - 162.8	166.3 - 203.1
operations director	114.0 - 155.0	152.0 - 206.0	195.0 - 263.0
operations manager	74.9 - 103.1	86.4 - 120.8	99.6 - 136.9
planning director	103.1 - 135.5	129.7 - 170.7	162.2 - 213.3
plant manager	88.1 - 123.9	106.2 - 151.3	127.2 - 177.3
procurement director	92.4 - 122.8	124.2 - 165.3	152.1 - 202.5
procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	53.7 - 69.1	59.6 - 78.5	67.1 - 89.1
project director	99.9 - 121.8	126.6 - 154.6	156.5 - 191.1
purchasing manager	95.0 - 120.2	107.0 - 138.3	121.0 - 156.3
quality assurance manager	74.8 - 97.8	82.8 - 110.4	92.9 - 124.2



quality director	82.5 - 112.5	105.2 - 143.4	129.9 - 177.3
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	92.4 - 128.0	129.0 - 170.0	157.0 - 207.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	15.8 - 19.9	17.8 - 22.9	20.1 - 25.9
delivery/courier driver	16.2 - 20.6	18.1 - 23.5	20.4 - 26.3
electronic parts assembler	17.6 - 21.9	19.0 - 24.1	20.8 - 26.4
forklift operator	16.1 - 20.6	18.5 - 23.9	20.9 - 26.5
general labourer - heavy	17.2 - 21.5	19.5 - 25.0	22.2 - 26.9
general labourer - light	16.2 - 18.7	17.2 - 22.1	19.7 - 23.7
industrial painter	16.2 - 20.7	18.3 - 23.8	20.7 - 26.7
inventory control clerk	16.8 - 21.1	19.0 - 24.1	21.5 - 27.1
janitor/custodian	16.3 - 18.1	16.3 - 20.3	18.0 - 21.6
machine operator	17.3 - 22.6	19.7 - 26.2	22.6 - 29.8
machine operator assistant	16.6 - 20.7	18.9 - 23.8	21.4 - 26.5
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	16.0 - 20.7	18.6 - 24.1	21.2 - 26.0
mould machine operator	17.8 - 23.4	20.4 - 27.0	23.2 - 30.3
packaging labourer	16.0 - 20.2	17.7 - 22.9	19.9 - 25.9
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8



production labourer	17.3 - 18.6	17.1 - 22.1	19.7 - 24.1
shipper/receiver	17.1 - 20.9	18.7 - 23.3	20.7 - 26.0
shipping and receiving clerk	17.7 - 20.6	18.8 - 23.8	21.4 - 27.0
warehouse labourer	16.6 - 21.5	19.8 - 24.8	22.2 - 26.1

## marketing

digital marketing	entry	mid	senior
digital marketing manager	66.0 - 87.0	74.3 - 100.1	84.7 - 114.6
digital marketing specialist	46.4 - 61.5	53.8 - 72.6	62.6 - 83.2
e-commerce director	104.7 - 130.8	133.2 - 166.7	169.6 - 212.1
e-commerce marketing manager	75.6 - 99.4	84.6 - 113.6	96.0 - 129.8
marketing content manager	56.6 - 74.9	64.3 - 86.9	73.8 - 99.6
social media manager	57.4 - 79.6	69.4 - 96.8	82.4 - 112.8
web marketing analyst	50.9 - 66.1	57.3 - 75.9	65.0 - 86.1
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.0 - 148.1	130.7 - 202.4	169.7 - 262.5
marketing vice-president	96.5 - 177.3	135.7 - 249.7	185.7 - 341.5
vice-president marketing & sales	85.8 - 157.2	120.4 - 221.5	165.2 - 303.8
marketing and communications	entry	mid	senior
brand or product manager	83.8 - 108.6	93.4 - 123.3	105.3 - 138.9
brand or product manager assistant	60.3 - 81.5	70.4 - 96.7	82.0 - 111.4
communications manager	68.2 - 89.8	76.6 - 102.9	87.0 - 116.4
communications specialist	52.4 - 71.6	62.3 - 86.3	73.5 - 98.9
content specialist	50.7 - 66.9	58.3 - 78.6	67.6 - 90.2
event specialist	41.9 - 57.2	49.9 - 68.9	58.9 - 79.3
graphic designer	47.4 - 62.5	54.6 - 72.8	62.6 - 82.7



marketing coordinator	54.1 - 71.3	61.0 - 82.1	69.5 - 93.6
marketing director	94.8 - 128.9	111.1 - 153.3	129.9 - 175.9
marketing project manager	42.9 - 56.9	49.1 - 66.1	56.3 - 75.3
marketing specialist	46.9 - 62.2	53.6 - 72.5	61.5 - 82.5

## sales

corporate sales	entry	mid	senior
account manager - hardware	50.0 - 62.6	54.4 - 69.6	60.1 - 78.1
account manager - software	55.7 - 69.5	60.2 - 76.8	66.2 - 86.2
district sales manager	79.2 - 103.2	90.6 - 120.5	104.7 - 138.9
key accounts manager - consumer goods	71.1 - 91.8	80.2 - 105.8	91.6 - 121.3
sales manager/ director	62.1 - 83.4	70.6 - 96.6	80.7 - 109.4
sales representative, account manager - consumer goods	49.7 - 62.9	54.9 - 70.7	61.3 - 79.3
sales representative, account manager - professional services	46.4 - 57.7	50.0 - 63.6	55.0 - 71.4
sales representative, account manager - telecommunications	54.1 - 67.9	58.9 - 75.4	65.1 - 84.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	127.3 - 165.3	158.5 - 205.7	196.4 - 254.9
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6
internal sales representative - manfacturing	55.0 - 60.6	56.0 - 68.0	59.0 - 76.8
sales engineer - distribution	69.3 - 91.2	76.3 - 102.5	85.2 - 114.8
sales engineer - manufacturing	59.8 - 80.0	67.6 - 92.4	77.1 - 104.5
sales representative, account manager - distribution	55.0 - 60.4	52.5 - 67.1	58.0 - 75.4
sales representative, account manager - manufacturing	50.4 - 72.6	55.4 - 81.3	61.4 - 90.8
technical advisor	79.6 - 105.8	92.1 - 125.3	107.7 - 145.7



technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	48.1 - 62.0	54.6 - 71.5	62.2 - 80.9
territory manager - retail	49.3 - 61.3	53.2 - 67.8	58.7 - 76.6

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0



# montérégie - la haute-yamaska

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	42.0 - 47.6	43.0 - 53.1	45.4 - 59.7
administrative assistant (bilingual)	44.0 - 49.6	45.0 - 55.1	47.2 - 61.7
administrative clerk	42.0 - 47.0	43.0 - 53.0	44.0 - 54.2
administrative coordinator	55.0 - 64.0	57.0 - 68.0	64.0 - 69.0
administrative manager	57.0 - 66.0	62.1 - 72.0	68.7 - 77.0
buyer assistant	48.0 - 55.0	52.0 - 60.0	56.0 - 69.0
data entry clerk	43.0 - 46.0	45.0 - 48.5	47.0 - 50.0
dispatch administrator	46.3 - 55.0	52.2 - 60.0	58.7 - 70.0
document services specialist	42.0 - 47.0	43.0 - 53.0	45.0 - 55.0
documentation specialist	45.0 - 50.0	48.0 - 58.0	53.0 - 61.5
executive assistant	52.6 - 58.0	55.0 - 65.0	62.0 - 70.0
executive assistant (bilingual)	56.0 - 62.0	58.0 - 67.0	64.0 - 72.0
file clerk	43.0 - 46.0	45.0 - 48.5	47.0 - 50.0
HR coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
inventory clerk	45.0 - 52.0	43.0 - 55.0	47.0 - 57.3
inventory coordinator	50.0 - 57.0	55.0 - 63.1	57.0 - 72.0
invoicing clerk	42.0 - 47.0	44.0 - 52.9	46.2 - 57.6
legal assistant	48.0 - 58.0	55.0 - 61.0	58.0 - 68.0
logistics coordinator	55.0 - 62.0	58.0 - 65.0	63.0 - 77.0
mailroom clerk	43.0 - 46.0	45.0 - 48.5	47.0 - 50.0
marketing assistant	48.0 - 55.0	52.0 - 60.0	54.0 - 65.6
office clerk	42.0 - 47.0	43.0 - 53.0	44.5 - 55.8



office manager	55.0 - 64.0	57.0 - 68.0	66.0 - 75.0
order clerk	43.0 - 46.0	45.0 - 48.5	47.0 - 50.0
order entry clerk	43.0 - 46.0	45.0 - 48.5	47.0 - 50.0
procurement coordinator	55.0 - 66.1	62.0 - 76.2	65.4 - 87.5
receptionist	46.0 - 50.0	48.0 - 52.0	49.0 - 54.0
receptionist (bilingual)	49.0 - 53.0	51.0 - 55.0	52.0 - 57.0
sales assistant	48.0 - 55.0	52.0 - 61.0	57.0 - 69.0
sales coordinator	52.0 - 58.9	55.0 - 65.1	57.2 - 74.0
supply clerk	48.0 - 55.0	52.0 - 60.0	56.0 - 69.0

## engineering

construction	entry	mid	senior
architect	58.8 - 76.9	65.6 - 87.8	74.2 - 99.9
architectural drafter	51.0 - 66.0	59.2 - 78.5	69.4 - 93.0
architectural technician	68.3 - 90.3	78.6 - 106.0	91.1 - 121.1
BIM/VDC coordinator	60.7 - 79.5	67.7 - 90.7	76.7 - 103.2
buyer	72.0 - 80.0	73.0 - 88.0	80.0 - 95.0
civil engineer	60.7 - 82.4	71.2 - 98.3	83.4 - 112.6
civil engineering drafter	52.3 - 65.3	58.5 - 74.6	66.2 - 84.9
civil engineering technologist	42.6 - 57.7	50.9 - 69.3	59.7 - 79.2
civil project engineer	71.0 - 98.2	82.3 - 116.0	96.0 - 134.1
civil project manager	76.5 - 102.6	86.4 - 118.2	98.6 - 134.0
construction coordinator	50.9 - 67.4	57.0 - 77.2	64.6 - 88.1
construction director	94.4 - 125.4	128.2 - 170.4	161.9 - 215.2
construction manager	73.2 - 96.1	80.3 - 107.7	89.6 - 121.6
construction project coordinator	78.8 - 101.7	85.7 - 112.8	94.8 - 126.0



construction project manager	63.7 - 88.0	74.0 - 104.3	86.4 - 120.4
construction superintendent	75.8 - 99.6	83.2 - 111.6	92.8 - 125.7
contracts administrator	73.1 - 94.3	82.3 - 108.4	93.8 - 123.8
director of operations	113.5 - 152.6	150.3 - 202.5	191.7 - 258.2
drafter	51.8 - 64.9	58.3 - 74.4	66.1 - 84.6
electrical designer/engineer	70.7 - 93.3	79.6 - 107.5	90.9 - 123.0
electrical engineer	61.2 - 85.7	75.0 - 106.7	91.2 - 125.4
electrical engineering technician	53.8 - 68.8	61.2 - 79.8	70.1 - 91.2
electrical inspector	45.7 - 61.0	52.7 - 71.3	60.7 - 82.0
engineering manager	82.0 - 110.9	93.8 - 129.4	108.3 - 148.4
environmental engineer	59.3 - 79.3	68.3 - 93.5	79.4 - 108.0
environmental inspector	49.0 - 62.4	53.7 - 69.9	59.8 - 78.5
estimation engineer	68.3 - 91.5	78.6 - 107.6	91.2 - 124.0
estimator	57.5 - 74.9	63.8 - 85.1	71.9 - 96.7
facilities manager	57.0 - 74.8	64.9 - 86.9	74.5 - 99.8
foreman	50.5 - 65.2	56.4 - 74.5	63.8 - 84.7
health and safety manager	58.5 - 75.5	67.3 - 88.2	77.4 - 100.6
health and safety specialist	65.8 - 86.9	75.5 - 101.9	87.4 - 116.5
HVAC drafter	47.5 - 60.8	53.4 - 69.3	60.1 - 77.7
HVAC engineer	54.9 - 72.9	62.7 - 85.0	72.1 - 96.9
mechanical designer	49.2 - 64.7	56.4 - 75.3	64.7 - 85.5
mechanical engineer	58.7 - 83.1	73.1 - 104.9	89.8 - 123.5
mechanical engineering technician	49.4 - 64.5	56.1 - 74.6	64.0 - 84.5
mechanical site supervisor	49.3 - 63.3	55.6 - 72.9	63.4 - 83.6
operations manager	75.9 - 105.0	87.7 - 123.0	101.4 - 139.2
planner/scheduler	38.0 - 48.5	43.2 - 55.6	48.9 - 62.7
project coordinator	35.6 - 48.5	40.8 - 56.8	47.3 - 65.2



project director	101.0 - 123.1	127.9 - 155.9	157.9 - 192.6
project engineer	81.5 - 105.1	88.5 - 116.5	97.8 - 130.3
project manager	71.7 - 99.5	83.5 - 117.8	97.5 - 135.1
purchasing manager	90.5 - 120.2	102.6 - 138.3	116.8 - 156.3
QA/QC inspector	51.9 - 68.7	59.9 - 80.5	69.1 - 92.8
quality control engineer	64.9 - 86.7	74.4 - 101.3	85.8 - 115.3
quality inspector	38.2 - 48.2	42.1 - 54.3	47.1 - 61.3
safety inspector	57.2 - 74.7	64.8 - 86.0	73.6 - 97.3
specification writer	50.5 - 64.9	57.0 - 74.5	64.7 - 84.2
structural engineer	66.0 - 88.0	75.5 - 103.0	87.3 - 118.2
technical services manager	80.5 - 107.6	92.1 - 125.6	106.5 - 144.7
telecommunications technician	51.1 - 66.3	57.6 - 76.3	65.6 - 87.3
<b>manufacturing</b>			
applications engineer	71.1 - 94.2	82.0 - 110.7	95.0 - 125.9
assurance control technician	60.5 - 79.1	68.6 - 91.4	78.3 - 103.5
automation engineer	60.0 - 80.4	69.1 - 94.6	80.3 - 108.9
buyer	68.0 - 72.0	75.0 - 80.0	77.0 - 95.0
chemical engineer	66.0 - 96.5	84.2 - 123.1	103.9 - 142.6
commissioning and start up engineer	56.7 - 75.6	65.2 - 88.7	75.4 - 101.6
continuous improvement engineer	74.2 - 97.6	82.8 - 111.0	93.5 - 124.8
controls designer/engineer	53.1 - 70.8	60.9 - 82.7	70.1 - 94.7
controls engineer	53.1 - 70.8	60.9 - 82.7	70.1 - 94.7
demand planner	72.0 - 80.1	73.0 - 90.5	80.1 - 109.1
electrical designer	68.2 - 91.0	78.0 - 106.3	90.1 - 122.5
electrical engineer	61.2 - 85.7	75.0 - 106.7	91.2 - 125.4
electrical engineering technician	53.8 - 68.8	61.2 - 79.8	70.1 - 91.2
electrical test engineer	66.0 - 89.2	76.8 - 106.1	90.2 - 123.1



electronics designer	53.5 - 67.5	60.8 - 78.3	69.6 - 89.4
electronics engineer	74.5 - 97.9	83.2 - 111.4	93.9 - 125.3
electronics technician	52.5 - 67.9	58.7 - 77.6	66.4 - 87.9
estimation engineer	68.3 - 91.5	78.6 - 107.6	91.2 - 124.0
field service engineer	51.8 - 67.8	58.0 - 77.8	66.0 - 90.0
health and safety specialist	65.8 - 86.9	75.5 - 101.9	87.4 - 116.5
industrial engineer	64.8 - 86.0	73.7 - 99.9	84.5 - 113.3
inventory analyst	68.0 - 78.0	75.0 - 80.0	77.0 - 95.0
logistics specialist	65.0 - 67.1	66.0 - 78.7	70.0 - 95.3
maintenance buyer	67.0 - 75.6	67.1 - 80.5	79.4 - 88.5
maintenance planner	51.3 - 64.6	58.0 - 74.2	65.9 - 84.1
manufacturing engineer	60.0 - 80.2	68.9 - 94.2	79.9 - 107.8
mechanical designer	49.2 - 64.7	56.4 - 75.3	64.7 - 85.5
mechanical drafter	50.1 - 64.9	56.3 - 75.1	64.7 - 88.2
mechanical engineer	58.7 - 83.1	73.1 - 104.9	89.8 - 123.5
mechanical engineering technician	49.4 - 64.5	56.1 - 74.6	64.0 - 84.5
operation excellence specialist	70.2 - 92.1	78.2 - 104.6	88.2 - 117.6
process engineer	58.6 - 78.3	67.4 - 92.1	78.1 - 105.3
production planner	70.0 - 80.0	72.0 - 89.8	75.5 - 89.9
project engineer	81.5 - 105.1	88.5 - 116.5	97.8 - 130.3
project manager	71.7 - 99.5	83.5 - 117.8	97.5 - 135.1
quality assurance engineer	58.3 - 76.8	65.7 - 88.4	74.7 - 99.8
quality assurance/control technician	51.9 - 68.7	59.9 - 80.5	69.1 - 92.8
quality control engineer	64.9 - 86.7	74.4 - 101.3	85.8 - 115.3
quality control technician	37.6 - 48.2	41.7 - 54.5	46.8 - 61.1
quality engineer	52.4 - 69.8	61.1 - 82.8	71.2 - 94.7
quality inspector	38.2 - 48.2	42.1 - 54.3	47.1 - 61.3



reliability/maintenance engineer	65.2 - 85.3	75.1 - 100.4	87.3 - 115.3
robotics engineer	68.6 - 90.6	77.3 - 104.3	88.1 - 118.0
safety inspector	57.2 - 74.7	64.8 - 86.0	73.6 - 97.3
SCADA engineer	62.6 - 83.5	71.7 - 98.0	83.1 - 112.4
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2
systems engineer	67.2 - 89.4	76.5 - 104.0	88.0 - 118.6

## healthcare

	entry	mid	senior
dental office manager	50.1 - 64.5	54.9 - 72.1	60.9 - 80.6
dental secretary	40.0 - 45.0	45.0 - 50.0	55.0 - 55.0
disability case manager	47.0 - 60.0	50.8 - 66.2	55.9 - 74.6
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 43.5	39.1 - 49.8	44.3 - 53.8
healthcare clinic manager	68.8 - 88.9	75.1 - 99.0	83.2 - 110.7
medical / clinic coordinator	52.0 - 58.0	55.0 - 67.0	62.0 - 85.0
medical billing clerk	40.0 - 45.9	41.0 - 53.1	46.7 - 59.6
medical claims analyst	44.0 - 57.9	48.8 - 65.5	54.9 - 74.0
medical office assistant	35.0 - 40.8	36.2 - 45.8	40.0 - 50.3
medical receptionist	38.0 - 41.5	39.0 - 48.1	42.6 - 51.3
medical reimbursement specialist	40.0 - 48.8	42.7 - 57.3	49.3 - 64.5
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nursing manager	84.3 - 110.0	91.6 - 122.4	101.9 - 139.7
nursing supervisor / team lead	72.8 - 93.9	83.3 - 108.2	94.5 - 121.4
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	36.0 - 39.5	37.0 - 45.4	39.9 - 51.2
patient service representatives (unilingual or bilingual)	35.0 - 39.8	36.8 - 45.8	41.7 - 52.0



pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0
registered nurse	63.8 - 79.6	69.9 - 89.0	77.7 - 99.6
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.7 - 115.7	104.9 - 146.3	131.4 - 183.6
health and safety director	82.9 - 100.0	108.6 - 130.7	131.0 - 157.8
HR operations director	78.1 - 113.4	102.3 - 148.1	129.4 - 187.5
human resources director	85.8 - 119.9	110.2 - 153.7	138.0 - 192.9
L&D director	88.0 - 110.1	110.8 - 138.3	142.3 - 178.1
talent acquisition director	81.9 - 114.5	104.3 - 145.4	128.5 - 179.4
total rewards director	98.3 - 129.0	128.5 - 168.8	159.7 - 209.8
vice president human resources / CHRO	103.6 - 178.5	132.7 - 229.0	166.9 - 288.0
human resources	entry	mid	senior
benefits administrator	53.9 - 68.8	60.2 - 78.6	68.1 - 89.4
compensation analyst	54.7 - 72.4	63.1 - 85.0	73.0 - 97.2
compensation and benefits manager	85.6 - 112.4	95.3 - 127.6	107.7 - 145.1
compensation specialist	48.3 - 63.7	55.6 - 74.7	64.3 - 85.6
diversity & inclusion coordinator	40.7 - 52.5	46.8 - 59.8	52.2 - 64.5
health and safety advisor	58.5 - 75.5	67.3 - 88.2	77.4 - 100.6
health and safety manager	71.5 - 93.2	80.2 - 106.7	91.1 - 121.1
HRIS analyst	59.2 - 77.8	67.7 - 90.7	77.9 - 103.5
human resources advisor	56.4 - 71.7	61.6 - 80.2	68.6 - 91.2
human resources assistant	39.6 - 50.5	44.9 - 57.0	49.8 - 61.7
human resources business partner	60.4 - 79.3	67.6 - 90.7	76.6 - 103.0



human resources coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
human resources manager	80.4 - 108.7	93.3 - 128.3	108.8 - 147.9
human resources supervisor	62.0 - 80.3	68.1 - 90.7	76.6 - 103.9
human resources technician	49.0 - 63.7	54.4 - 72.3	61.3 - 82.6
instructional designer	47.5 - 61.3	53.2 - 70.0	60.1 - 79.5
labour relations advisor	59.1 - 78.6	67.5 - 91.7	77.7 - 105.0
labour relations manager	84.9 - 116.3	100.4 - 139.1	118.3 - 162.0
learning and development specialist	48.2 - 62.8	54.6 - 72.5	62.4 - 82.3
recruitment coordinator	37.2 - 49.0	43.5 - 57.4	50.0 - 64.8
talent acquisition specialist	55.7 - 72.5	61.8 - 82.3	69.5 - 93.3

## industrial management

	entry	mid	senior
engineering manager	82.0 - 110.9	93.8 - 129.4	108.3 - 148.4
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	78.5 - 104.5	89.1 - 120.5	101.8 - 137.4
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	103.3 - 125.9	135.0 - 164.6	168.2 - 205.2
operations director	117.0 - 158.0	155.0 - 209.0	198.0 - 266.0
operations manager	75.9 - 105.0	87.7 - 123.0	101.4 - 139.2
planning director	104.7 - 137.2	131.5 - 172.6	164.1 - 215.5
plant manager	88.9 - 124.9	107.1 - 152.3	128.2 - 178.4
procurement director	93.1 - 123.8	125.2 - 166.3	153.1 - 203.7



procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	54.1 - 69.7	60.1 - 79.1	67.6 - 89.7
project director	101.0 - 123.1	127.9 - 155.9	157.9 - 192.6
purchasing manager	90.5 - 120.2	102.6 - 138.3	116.8 - 156.3
quality assurance manager	75.3 - 98.6	83.5 - 111.4	93.7 - 125.2
quality director	83.2 - 113.5	106.1 - 144.4	130.9 - 178.5
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	93.1 - 128.8	130.0 - 171.0	158.0 - 208.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 20.1	17.9 - 23.1	20.3 - 26.1
delivery/courier driver	16.9 - 21.0	18.4 - 23.9	20.7 - 26.8
electronic parts assembler	17.7 - 22.1	19.2 - 24.3	21.0 - 26.7
forklift operator	16.4 - 21.0	18.8 - 24.3	21.3 - 27.0
general labourer - heavy	17.1 - 21.9	19.9 - 25.4	22.6 - 27.3
general labourer - light	16.2 - 18.8	17.3 - 22.3	19.8 - 23.9
industrial painter	16.4 - 20.9	18.4 - 24.0	20.8 - 26.9
inventory control clerk	17.1 - 21.4	19.3 - 24.5	21.8 - 27.5
janitor/custodian	16.3 - 18.1	16.4 - 20.5	18.2 - 21.8
machine operator	17.5 - 22.8	19.9 - 26.4	22.8 - 30.1
machine operator assistant	16.8 - 20.9	19.1 - 24.0	21.6 - 26.7



manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	16.3 - 21.1	18.9 - 24.5	21.6 - 26.4
mould machine operator	18.0 - 23.7	20.6 - 27.3	23.4 - 30.6
packaging labourer	16.2 - 20.3	17.9 - 23.1	20.1 - 26.2
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 18.9	17.3 - 22.4	20.0 - 24.5
shipper/receiver	17.4 - 21.2	18.9 - 23.6	20.9 - 26.3
shipping and receiving clerk	17.7 - 20.9	19.1 - 24.0	21.7 - 27.3
warehouse labourer	16.9 - 21.8	20.1 - 25.2	22.6 - 26.6

## marketing

digital marketing	entry	mid	senior
digital marketing manager	66.4 - 87.6	74.8 - 100.9	85.3 - 115.6
digital marketing specialist	47.0 - 62.2	54.4 - 73.4	63.3 - 84.2
e-commerce director	105.6 - 131.8	134.3 - 168.0	170.8 - 213.6
e-commerce marketing manager	76.1 - 100.2	85.2 - 114.6	96.8 - 130.9
marketing content manager	56.9 - 75.4	64.7 - 87.6	74.2 - 100.4
social media manager	57.7 - 80.1	69.8 - 97.5	82.9 - 113.8
web marketing analyst	51.8 - 67.1	58.2 - 76.9	66.0 - 87.0
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	97.7 - 150.5	133.0 - 205.2	172.2 - 265.8
marketing vice-president	97.3 - 178.5	136.7 - 251.3	187.0 - 343.4
vice-president marketing & sales	86.4 - 158.4	121.4 - 223.0	166.4 - 305.6
marketing and communications	entry	mid	senior
brand or product manager	84.4 - 109.5	94.1 - 124.4	106.2 - 140.0



brand or product manager assistant	60.7 - 82.1	70.9 - 97.5	82.7 - 112.3
communications manager	68.6 - 90.5	77.1 - 103.8	87.7 - 117.4
communications specialist	52.7 - 72.1	62.8 - 87.0	74.1 - 99.6
content specialist	51.3 - 67.7	59.0 - 79.5	68.4 - 91.2
event specialist	42.4 - 57.8	50.4 - 69.5	59.4 - 80.0
graphic designer	47.8 - 63.0	55.0 - 73.4	63.1 - 83.2
marketing coordinator	54.7 - 72.1	61.7 - 83.1	70.3 - 94.6
marketing director	95.6 - 130.0	112.1 - 154.5	131.0 - 177.2
marketing project manager	43.0 - 57.2	49.3 - 66.5	56.6 - 75.8
marketing specialist	47.4 - 63.0	54.2 - 73.3	62.2 - 83.4

## sales

corporate sales	entry	mid	senior
account manager - hardware	50.3 - 63.0	54.8 - 70.0	60.6 - 78.6
account manager - software	56.1 - 70.0	60.6 - 77.3	66.7 - 86.8
district sales manager	79.7 - 104.0	91.3 - 121.5	105.5 - 140.0
key accounts manager - consumer goods	71.6 - 92.4	80.7 - 106.5	92.2 - 122.0
sales manager/ director	62.5 - 84.0	71.0 - 97.3	81.3 - 110.3
sales representative, account manager - consumer goods	49.9 - 63.1	55.1 - 70.9	61.5 - 79.6
sales representative, account manager - professional services	46.8 - 58.1	50.4 - 64.0	55.5 - 71.8
sales representative, account manager - telecommunications	54.5 - 68.3	59.3 - 75.9	65.5 - 84.8
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	128.3 - 166.5	159.6 - 207.0	197.7 - 256.3
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	48.1 - 60.6	52.9 - 67.9	58.9 - 76.6



internal sales representative - manfacturing	55.0 - 61.2	53.4 - 68.6	59.6 - 77.4
sales engineer - distribution	69.9 - 91.8	76.9 - 103.1	85.8 - 115.3
sales engineer - manufacturing	60.4 - 80.6	68.3 - 92.9	77.7 - 105.0
sales representative, account manager - distribution	48.7 - 60.8	52.9 - 67.5	58.4 - 75.8
sales representative, account manager - manufacturing	50.7 - 73.1	55.7 - 81.9	61.8 - 91.3
technical advisor	80.4 - 107.1	93.2 - 126.8	109.0 - 147.4
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	48.5 - 62.4	55.0 - 72.1	62.6 - 81.5
territory manager - retail	49.6 - 61.8	53.5 - 68.2	59.1 - 77.1

## skilled trades

	entry	mid	senior
automation technician	66.0 - 74.0	74.0 - 82.0	82.0 - 90.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0
electrician	65.0 - 70.0	70.0 - 77.0	77.0 - 82.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	45.0 - 48.0	48.0 - 55.0	55.0 - 66.0
tool and die maker	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0



welder	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0
welder-fitter	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0



# montérégie - les maskoutains

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	42.0 - 47.6	43.0 - 53.1	45.4 - 59.7
administrative assistant (bilingual)	49.9 - 56.0	53.0 - 62.0	57.0 - 70.0
administrative clerk	42.0 - 47.6	43.0 - 53.0	45.0 - 57.0
administrative coordinator	55.0 - 66.2	62.0 - 74.2	62.7 - 75.0
buyer assistant	48.0 - 55.0	52.0 - 60.0	56.0 - 69.0
data entry clerk	41.6 - 45.0	43.0 - 48.8	45.0 - 52.2
dispatch administrator	46.3 - 55.0	52.2 - 60.0	58.7 - 70.0
document services specialist	45.0 - 49.0	47.0 - 52.0	50.0 - 55.0
documentation specialist	45.0 - 49.0	47.0 - 52.0	50.0 - 55.0
executive assistant	52.6 - 58.0	55.0 - 65.0	62.0 - 72.0
executive assistant (bilingual)	52.0 - 57.0	55.0 - 64.0	58.0 - 70.0
file clerk	41.6 - 45.0	43.0 - 48.8	45.0 - 52.2
HR coordinator	42.0 - 54.0	51.0 - 66.0	60.0 - 75.0
inventory clerk	45.0 - 52.0	43.0 - 55.0	47.0 - 57.3
inventory coordinator	50.0 - 57.0	55.0 - 63.1	57.0 - 72.0
invoicing clerk	42.0 - 47.0	44.0 - 52.9	46.2 - 57.6
legal assistant	48.0 - 58.0	55.0 - 61.0	58.0 - 70.0
logistics coordinator	55.0 - 66.1	62.0 - 75.0	65.4 - 78.0
mailroom clerk	41.6 - 45.0	43.0 - 48.8	45.0 - 50.0
marketing assistant	45.0 - 55.0	47.0 - 58.0	49.8 - 62.0
office clerk	42.0 - 47.6	43.0 - 53.0	45.0 - 57.0
order clerk	42.0 - 48.0	45.0 - 50.0	47.0 - 53.8



order entry clerk	41.6 - 45.0	43.0 - 48.8	45.0 - 54.0
procurement coordinator	50.7 - 65.8	57.2 - 75.6	65.1 - 86.6
receptionist	46.0 - 50.0	48.0 - 52.0	49.0 - 54.0
receptionist (bilingual)	47.8 - 52.0	49.0 - 55.0	50.0 - 57.0
sales assistant	48.0 - 55.0	52.0 - 61.0	57.0 - 69.0
sales coordinator	54.0 - 58.7	56.0 - 64.8	58.0 - 73.6
supply clerk	49.9 - 55.0	52.0 - 58.0	54.0 - 60.0

## engineering

construction	entry	mid	senior
architect	58.8 - 76.9	65.5 - 87.8	74.2 - 99.8
architectural drafter	50.9 - 65.8	59.0 - 78.2	69.2 - 92.6
architectural technician	68.4 - 90.5	78.8 - 106.3	91.3 - 121.3
BIM/VDC coordinator	60.7 - 79.5	67.7 - 90.7	76.6 - 103.1
buyer	72.0 - 80.0	73.0 - 88.0	80.0 - 95.0
civil engineer	60.7 - 82.3	71.2 - 98.2	83.4 - 112.4
civil engineering drafter	52.2 - 65.0	58.4 - 74.3	66.0 - 84.5
civil engineering technologist	42.6 - 57.5	50.8 - 69.1	59.5 - 78.9
civil project engineer	70.6 - 97.0	81.6 - 114.4	94.9 - 132.2
civil project manager	76.5 - 102.5	86.4 - 118.0	98.5 - 133.6
construction coordinator	51.0 - 67.6	57.1 - 77.3	64.7 - 88.2
construction director	94.3 - 125.1	127.9 - 169.6	161.1 - 214.1
construction manager	73.1 - 96.0	80.2 - 107.5	89.5 - 121.3
construction project coordinator	78.7 - 101.5	85.6 - 112.6	94.7 - 125.6
construction project manager	63.6 - 87.9	73.9 - 104.1	86.3 - 120.1
construction superintendent	75.7 - 99.4	83.1 - 111.4	92.7 - 125.4



contracts administrator	73.1 - 94.1	82.3 - 108.0	93.6 - 123.1
director of operations	112.2 - 150.7	148.4 - 199.9	189.3 - 255.1
drafter	51.7 - 64.7	58.1 - 74.1	65.9 - 84.3
electrical designer/engineer	70.7 - 93.2	79.5 - 107.4	90.8 - 122.7
electrical engineer	61.2 - 85.6	75.0 - 106.6	91.2 - 125.2
electrical engineering technician	53.7 - 68.5	61.0 - 79.5	69.8 - 90.8
electrical inspector	46.0 - 61.3	53.0 - 71.6	61.0 - 82.2
engineering manager	81.9 - 110.7	93.7 - 129.0	108.1 - 147.7
environmental engineer	59.3 - 79.3	68.3 - 93.5	79.4 - 107.9
environmental inspector	49.0 - 62.4	53.8 - 69.9	59.8 - 78.4
estimation engineer	68.3 - 91.5	78.5 - 107.4	91.2 - 123.8
estimator	57.3 - 74.4	63.5 - 84.2	71.4 - 95.5
facilities manager	57.0 - 74.6	64.8 - 86.7	74.3 - 99.5
foreman	50.6 - 65.2	56.4 - 74.3	63.8 - 84.4
health and safety manager	58.2 - 75.1	66.9 - 87.8	77.1 - 100.3
health and safety specialist	65.8 - 86.9	75.5 - 101.8	87.3 - 116.4
HVAC drafter	47.5 - 60.7	53.3 - 69.1	59.9 - 77.4
HVAC engineer	55.0 - 72.9	62.7 - 85.0	72.1 - 96.8
mechanical designer	49.2 - 64.7	56.5 - 75.3	64.7 - 85.4
mechanical engineer	58.7 - 83.1	73.1 - 104.8	89.8 - 123.3
mechanical engineering technician	49.3 - 64.3	55.9 - 74.3	63.8 - 84.1
mechanical site supervisor	49.4 - 63.4	55.7 - 73.0	63.5 - 83.7
operations manager	75.7 - 103.9	87.2 - 121.5	100.4 - 137.5
planner/scheduler	38.3 - 48.8	43.4 - 55.9	49.2 - 63.0
project coordinator	35.7 - 48.4	40.8 - 56.5	47.2 - 64.8
project director	99.7 - 121.4	126.1 - 153.6	155.5 - 189.8
project engineer	81.4 - 105.0	88.5 - 116.3	97.8 - 130.0



project manager	71.2 - 98.3	82.8 - 116.2	96.3 - 133.2
purchasing manager	90.7 - 120.3	102.7 - 138.2	116.9 - 156.0
QA/QC inspector	51.8 - 68.4	59.7 - 80.2	68.8 - 92.4
quality control engineer	64.9 - 86.7	74.4 - 101.2	85.7 - 115.2
quality inspector	38.3 - 48.3	42.2 - 54.3	47.2 - 61.3
safety inspector	56.9 - 74.4	64.4 - 85.7	73.2 - 96.9
specification writer	50.6 - 64.9	57.1 - 74.5	64.7 - 84.2
structural engineer	66.0 - 88.0	75.5 - 102.9	87.2 - 118.0
technical services manager	80.4 - 107.5	92.0 - 125.3	106.3 - 144.1
telecommunications technician	51.3 - 66.5	57.8 - 76.4	65.7 - 87.5
<b>manufacturing</b>			
applications engineer	71.2 - 94.4	82.2 - 110.9	95.2 - 126.1
assurance control technician	60.7 - 79.3	68.8 - 91.6	78.5 - 103.8
automation engineer	60.1 - 80.3	69.1 - 94.5	80.2 - 108.8
buyer	68.0 - 72.0	75.0 - 80.0	77.0 - 95.0
chemical engineer	66.0 - 96.5	84.2 - 122.9	103.7 - 142.1
commissioning and start up engineer	56.5 - 75.2	64.8 - 88.1	75.0 - 100.8
continuous improvement engineer	74.4 - 97.8	83.0 - 111.1	93.6 - 124.8
controls designer/engineer	53.0 - 70.5	60.7 - 82.4	69.8 - 94.3
controls engineer	53.0 - 70.5	60.7 - 82.4	69.8 - 94.3
demand planner	72.0 - 80.1	73.0 - 90.5	80.1 - 109.1
electrical designer	68.2 - 90.9	77.9 - 106.2	90.0 - 122.2
electrical engineer	61.2 - 85.6	75.0 - 106.6	91.2 - 125.2
electrical engineering technician	53.7 - 68.5	61.0 - 79.5	69.8 - 90.8
electrical test engineer	66.1 - 89.1	76.8 - 106.0	90.1 - 122.8
electronics designer	53.3 - 67.3	60.7 - 78.0	69.4 - 89.0
electronics engineer	74.5 - 97.8	83.1 - 111.3	93.8 - 125.0



electronics technician	52.4 - 67.7	58.6 - 77.3	66.2 - 87.6
estimation engineer	68.3 - 91.5	78.5 - 107.4	91.2 - 123.8
field service engineer	51.7 - 67.5	57.8 - 77.5	65.8 - 89.6
health and safety specialist	65.8 - 86.9	75.5 - 101.8	87.3 - 116.4
industrial engineer	64.8 - 86.0	73.6 - 99.8	84.4 - 113.2
inventory analyst	68.0 - 78.0	75.0 - 80.0	77.0 - 95.0
logistics specialist	65.0 - 67.1	66.0 - 78.7	70.0 - 95.3
maintenance buyer	67.0 - 75.6	70.1 - 80.5	79.4 - 88.5
maintenance planner	51.3 - 64.5	58.0 - 74.1	65.8 - 83.9
manufacturing engineer	60.0 - 80.1	68.9 - 94.1	79.8 - 107.6
mechanical designer	49.2 - 64.7	56.5 - 75.3	64.7 - 85.4
mechanical drafter	50.0 - 64.7	56.2 - 74.8	64.4 - 87.8
mechanical engineer	58.7 - 83.1	73.1 - 104.8	89.8 - 123.3
mechanical engineering technician	49.3 - 64.3	55.9 - 74.3	63.8 - 84.1
operation excellence specialist	69.7 - 91.0	77.6 - 103.3	87.3 - 115.9
process engineer	58.6 - 78.3	67.4 - 92.0	78.1 - 105.2
production planner	70.0 - 80.0	72.0 - 89.8	75.5 - 89.9
project engineer	81.4 - 105.0	88.5 - 116.3	97.8 - 130.0
project manager	71.2 - 98.3	82.8 - 116.2	96.3 - 133.2
quality assurance engineer	58.3 - 76.8	65.7 - 88.3	74.7 - 99.7
quality assurance/control technician	51.8 - 68.4	59.7 - 80.2	68.8 - 92.4
quality control engineer	64.9 - 86.7	74.4 - 101.2	85.7 - 115.2
quality control technician	37.6 - 48.3	41.8 - 54.5	46.8 - 61.0
quality engineer	52.4 - 69.7	61.1 - 82.6	71.1 - 94.4
quality inspector	38.3 - 48.3	42.2 - 54.3	47.2 - 61.3
reliability/maintenance engineer	65.2 - 85.3	75.1 - 100.3	87.2 - 115.1
robotics engineer	68.6 - 90.6	77.3 - 104.2	88.0 - 117.8



safety inspector	56.9 - 74.4	64.4 - 85.7	73.2 - 96.9
SCADA engineer	62.6 - 83.5	71.7 - 97.9	83.0 - 112.2
supply chain analyst	67.1 - 77.1	68.1 - 82.5	80.5 - 115.2
systems engineer	67.2 - 89.4	76.5 - 103.9	88.0 - 118.4

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	175.3 - 305.8	256.9 - 448.2	358.5 - 624.4
vice-president internal audit	152.8 - 201.7	191.1 - 253.1	231.9 - 306.9
<b>finance &amp; accounting</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
accountant	72.5 - 87.3	77.8 - 93.6	82.9 - 99.7
accounting clerk	47.1 - 54.1	50.6 - 57.7	54.1 - 61.2
accounting manager	112.3 - 136.8	120.9 - 147.2	129.4 - 157.0
accounting supervisor	74.7 - 91.0	80.5 - 98.0	86.0 - 104.8
accounting technician	61.2 - 74.0	65.8 - 77.6	70.5 - 84.6
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4
accounts payable manager	99.9 - 121.8	109.2 - 133.2	118.5 - 144.3
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4
accounts receivable manager	101.3 - 120.6	110.1 - 130.9	118.8 - 141.2
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0
assistant controller	87.4 - 134.0	114.0 - 145.8	122.3 - 157.6
billing specialist	44.3 - 52.0	48.6 - 56.9	52.5 - 61.5
bookkeeper	46.2 - 54.7	50.0 - 59.2	53.6 - 63.6
business analyst	88.9 - 106.8	96.1 - 115.6	103.2 - 124.3
cost accountant	81.9 - 84.6	76.4 - 91.7	82.3 - 98.7
credit & collection specialist	45.4 - 57.9	52.3 - 66.8	59.4 - 75.0



credit and collections accountant	47.1 - 51.8	53.0 - 58.7	60.0 - 62.4	67.0 - 74.0
credit and collections manager	107.6 - 129.6	115.6 - 139.2	123.6 - 148.5	142.8 - 170.6
credit and collections supervisor	60.6 - 73.8	65.5 - 79.7	70.3 - 85.5	81.4 - 98.9
director - financial planning & analysis	156.5 - 204.3	198.6 - 260.0	241.8 - 316.0	---
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	152.3 - 198.2	195.1 - 255.5	237.2 - 310.1	---
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	125.4 - 154.2	134.9 - 165.3	144.1 - 176.0	164.6 - 200.3
internal auditor	82.3 - 88.2	84.6 - 94.0	88.2 - 103.4	99.9 - 121.1
invoicing clerk	43.0 - 50.3	47.3 - 55.4	51.0 - 59.7	56.9 - 66.6
payroll clerk	47.9 - 56.1	52.9 - 61.8	57.2 - 67.0	65.8 - 77.1
payroll manager	102.0 - 124.4	110.5 - 134.8	118.7 - 144.6	136.5 - 165.3
payroll specialist	56.8 - 67.7	61.9 - 73.9	66.8 - 79.8	77.6 - 92.8
payroll supervisor	61.9 - 74.5	67.5 - 81.1	72.8 - 87.6	84.4 - 101.4
property accountant	71.9 - 86.2	75.5 - 90.4	79.1 - 94.8	---
tax analyst	70.5 - 79.9	76.4 - 82.3	78.7 - 84.6	82.3 - 94.0
tax manager	118.6 - 146.1	127.4 - 156.6	136.2 - 166.7	156.4 - 190.3
treasury analyst	73.3 - 88.2	78.7 - 94.7	84.0 - 101.0	95.8 - 115.2

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	82.3 - 114.3	103.7 - 144.5	129.8 - 181.3
health and safety director	83.2 - 100.2	108.7 - 130.7	131.0 - 157.5
HR operations director	78.4 - 113.5	102.5 - 147.9	129.4 - 187.1
human resources director	86.0 - 120.0	110.3 - 153.4	138.0 - 192.4



L&D director	88.2 - 110.2	110.9 - 138.2	142.2 - 177.7
talent acquisition director	82.1 - 114.6	104.4 - 145.2	128.4 - 179.0
total rewards director	98.5 - 129.0	128.5 - 168.4	159.4 - 209.2
vice president human resources / CHRO	103.7 - 178.1	132.7 - 228.4	166.5 - 287.0
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	53.7 - 68.4	59.9 - 77.9	67.7 - 88.5
compensation analyst	54.6 - 71.9	62.8 - 84.2	72.5 - 96.0
compensation and benefits manager	85.9 - 112.5	95.5 - 127.6	107.8 - 144.9
compensation specialist	48.2 - 63.4	55.4 - 74.2	63.9 - 84.8
diversity & inclusion coordinator	40.7 - 52.4	46.7 - 59.5	52.0 - 64.2
health and safety advisor	58.2 - 75.1	66.9 - 87.8	77.1 - 100.3
health and safety manager	71.8 - 93.4	80.5 - 106.8	91.3 - 121.1
HRIS analyst	59.4 - 78.0	67.8 - 90.9	78.0 - 103.7
human resources advisor	56.2 - 71.3	61.3 - 79.6	68.2 - 90.2
human resources assistant	39.9 - 50.8	45.2 - 57.3	50.0 - 62.0
human resources business partner	60.2 - 78.6	67.2 - 89.7	76.0 - 101.7
human resources coordinator	42.0 - 54.0	51.0 - 66.0	60.0 - 75.0
human resources manager	80.6 - 108.8	93.5 - 128.3	108.9 - 147.7
human resources supervisor	61.7 - 79.7	67.7 - 89.7	76.0 - 102.6
human resources technician	49.2 - 63.9	54.6 - 72.6	61.6 - 82.9
instructional designer	47.7 - 61.5	53.4 - 70.1	60.3 - 79.6
labour relations advisor	58.8 - 78.0	67.1 - 90.7	77.1 - 103.6
labour relations manager	85.1 - 116.4	100.6 - 139.0	118.3 - 161.7
learning and development specialist	48.4 - 62.9	54.8 - 72.7	62.6 - 82.5
recruitment coordinator	37.4 - 49.3	43.8 - 57.7	50.2 - 65.1
talent acquisition specialist	55.5 - 72.0	61.5 - 81.5	69.1 - 92.3



## industrial management

	entry	mid	senior
engineering manager	81.9 - 110.7	93.7 - 129.0	108.1 - 147.7
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	78.7 - 104.6	89.3 - 120.6	102.0 - 137.3
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	103.2 - 125.6	134.5 - 163.8	167.4 - 204.1
operations director	115.0 - 155.0	153.0 - 199.9	189.3 - 255.1
operations manager	75.7 - 103.9	87.2 - 121.5	100.4 - 137.5
planning director	104.5 - 136.8	131.1 - 171.7	163.3 - 214.3
plant manager	89.1 - 124.9	107.2 - 152.1	128.2 - 178.0
procurement director	93.3 - 123.8	125.2 - 166.0	152.9 - 203.2
procurement manager	95.0 - 110.0	96.0 - 120.0	97.0 - 126.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	54.2 - 69.5	60.1 - 78.9	67.6 - 89.4
project director	99.7 - 121.4	126.1 - 153.6	155.5 - 189.8
purchasing manager	90.7 - 120.3	102.7 - 138.2	116.9 - 156.0
quality assurance manager	75.6 - 98.8	83.7 - 111.4	93.9 - 125.2
quality director	83.4 - 113.6	106.3 - 144.2	130.9 - 178.1
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	93.3 - 128.8	130.0 - 171.0	158.0 - 208.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9



weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2
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## industrial support

	entry	mid	senior
assembler/fabricator	15.9 - 20.0	17.9 - 23.0	20.3 - 26.1
delivery/courier driver	16.5 - 21.0	18.5 - 23.9	20.8 - 26.8
electronic parts assembler	17.7 - 22.0	19.1 - 24.2	20.9 - 26.6
forklift operator	16.4 - 21.0	18.8 - 24.3	21.4 - 27.0
general labourer - heavy	17.1 - 21.9	19.8 - 25.3	22.6 - 27.3
general labourer - light	16.2 - 18.9	17.4 - 22.3	19.8 - 24.0
industrial painter	16.4 - 20.9	18.5 - 24.0	20.9 - 26.9
inventory control clerk	17.1 - 21.5	19.4 - 24.6	21.9 - 27.6
janitor/custodian	16.3 - 18.1	16.4 - 20.5	18.2 - 21.8
machine operator	17.4 - 22.8	19.9 - 26.3	22.7 - 30.0
machine operator assistant	16.8 - 20.9	19.1 - 24.0	21.6 - 26.7
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	16.3 - 21.1	19.0 - 24.5	21.6 - 26.5
mould machine operator	18.0 - 23.6	20.6 - 27.2	23.3 - 30.4
packaging labourer	16.2 - 20.4	17.9 - 23.1	20.1 - 26.2
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.3 - 18.9	17.4 - 22.5	20.1 - 24.5
shipper/receiver	17.5 - 21.4	19.1 - 23.7	21.1 - 26.5
shipping and receiving clerk	17.0 - 21.1	19.2 - 24.2	21.8 - 27.4
warehouse labourer	17.0 - 21.9	20.2 - 25.3	22.6 - 26.6



## marketing

digital marketing	entry	mid	senior
digital marketing manager	66.0 - 87.1	74.3 - 100.3	84.8 - 114.9
digital marketing specialist	46.9 - 61.9	54.2 - 72.9	63.0 - 83.4
e-commerce director	105.0 - 130.9	133.4 - 166.5	169.4 - 211.8
e-commerce marketing manager	75.7 - 99.6	84.7 - 113.9	96.3 - 130.0
marketing content manager	56.6 - 74.9	64.3 - 87.1	73.8 - 99.8
social media manager	57.4 - 79.6	69.4 - 97.0	82.5 - 113.1
web marketing analyst	51.9 - 67.2	58.4 - 77.1	66.2 - 87.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	96.8 - 148.6	131.4 - 202.7	170.0 - 262.6
marketing vice-president	96.7 - 177.0	135.7 - 249.2	185.4 - 340.6
vice-president marketing & sales	85.9 - 157.1	120.6 - 221.1	165.0 - 303.1
marketing and communications	entry	mid	senior
brand or product manager	83.9 - 108.8	93.6 - 123.5	105.5 - 139.0
brand or product manager assistant	60.8 - 82.4	71.0 - 97.9	82.9 - 112.7
communications manager	68.2 - 89.9	76.6 - 103.2	87.1 - 116.7
communications specialist	52.9 - 72.1	62.9 - 86.9	74.1 - 99.5
content specialist	51.1 - 67.3	58.8 - 78.9	68.0 - 90.2
event specialist	42.2 - 57.6	50.2 - 69.2	59.2 - 79.5
graphic designer	47.6 - 62.8	54.8 - 73.2	62.9 - 83.1
marketing coordinator	54.6 - 71.6	61.5 - 82.3	69.9 - 93.5
marketing director	95.1 - 129.1	111.4 - 153.2	130.1 - 175.6
marketing project manager	42.9 - 56.8	49.0 - 66.1	56.3 - 75.3
marketing specialist	47.3 - 62.7	54.0 - 72.8	62.0 - 82.7



## sales

corporate sales	entry	mid	senior
account manager - hardware	50.4 - 63.0	54.8 - 70.0	60.6 - 78.5
account manager - software	56.1 - 69.9	60.6 - 77.2	66.7 - 86.6
district sales manager	79.2 - 103.4	90.7 - 120.7	104.9 - 138.9
key accounts manager - consumer goods	71.5 - 92.2	80.6 - 106.2	92.0 - 121.5
sales manager/ director	62.1 - 83.5	70.6 - 96.8	80.8 - 109.6
sales representative, account manager - consumer goods	50.1 - 63.2	55.3 - 71.1	61.6 - 79.7
sales representative, account manager - professional services	46.9 - 58.2	50.5 - 64.1	55.6 - 71.9
sales representative, account manager - telecommunications	54.5 - 68.3	59.3 - 75.9	65.5 - 84.7
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	127.3 - 165.1	158.2 - 205.3	196.0 - 254.2
industrial sales	entry	mid	senior
internal sales representative - manfacturing	48.4 - 61.0	53.2 - 68.3	59.3 - 76.9
sales engineer - distribution	69.6 - 91.2	76.5 - 102.3	85.3 - 114.4
sales engineer - manufacturing	60.1 - 80.2	67.9 - 92.3	77.3 - 104.2
sales representative, account manager - distribution	48.8 - 60.9	53.0 - 67.5	58.5 - 75.8
sales representative, account manager - manufacturing	50.8 - 73.0	55.8 - 81.7	61.8 - 91.1
technical advisor	80.4 - 107.0	93.1 - 126.5	108.9 - 146.9
technical sales representative - manufacturing	48.5 - 62.5	55.0 - 72.2	62.7 - 81.7
territory manager - retail	49.7 - 61.8	53.6 - 68.2	59.1 - 77.0

## skilled trades

	entry	mid	senior
automation technician	66.0 - 74.0	74.0 - 82.0	82.0 - 90.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0



conventional machinist	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0
electrician	65.0 - 70.0	70.0 - 77.0	77.0 - 82.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	45.0 - 48.0	48.0 - 55.0	55.0 - 66.0
tool and die maker	52.0 - 54.0	55.0 - 65.0	65.0 - 70.0
welder	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0
welder-fitter	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0



# montérégie - vaudreuil-soulanges

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	45.5 - 55.2	48.8 - 60.3	55.2 - 75.0
administrative assistant (bilingual)	45.7 - 53.8	47.8 - 57.6	53.2 - 75.3
administrative clerk	40.2 - 47.7	42.7 - 53.2	46.9 - 57.7
administrative coordinator	45.8 - 54.6	49.6 - 61.9	55.6 - 63.5
administrative manager	59.6 - 76.8	65.0 - 85.4	71.9 - 95.5
benefits clerk	39.5 - 50.8	45.3 - 58.8	51.8 - 66.9
buyer assistant	45.3 - 57.5	53.9 - 65.3	56.2 - 70.2
contracts administrator	96.2 - 121.7	107.7 - 138.9	122.1 - 158.4
data entry clerk	39.0 - 50.3	47.3 - 57.4	51.9 - 60.1
dispatch administrator	48.3 - 61.4	54.5 - 70.0	61.4 - 78.8
document services specialist	39.0 - 48.9	46.7 - 57.2	53.8 - 64.2
documentation specialist	40.4 - 53.2	48.4 - 61.7	54.6 - 63.1
donor relations coordinator	52.0 - 68.1	60.2 - 80.3	70.2 - 93.1
estimation assistant	45.0 - 53.2	48.9 - 60.1	54.2 - 71.3
executive assistant	54.9 - 75.1	64.1 - 88.9	74.5 - 101.5
executive assistant (bilingual)	60.2 - 77.8	66.2 - 92.1	77.1 - 105.1
executive legal assistant	50.2 - 55.8	53.6 - 60.3	57.7 - 70.2
file clerk	38.5 - 46.7	42.4 - 53.8	47.5 - 54.9
HR coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0
insurance claims clerk	39.0 - 49.2	44.3 - 56.4	50.2 - 63.5
inventory clerk	39.6 - 46.9	42.2 - 53.8	47.8 - 60.4
inventory coordinator	45.4 - 57.8	50.5 - 65.5	56.9 - 74.1



invoicing clerk	38.4 - 49.3	43.9 - 56.0	48.9 - 61.0
lease administrator	48.4 - 63.3	56.0 - 73.9	64.3 - 84.4
leasing coordinator	44.0 - 57.5	50.9 - 67.1	58.4 - 76.5
legal assistant	47.8 - 65.4	56.9 - 78.2	66.5 - 88.7
logistics coordinator	46.7 - 61.4	54.4 - 72.0	62.6 - 82.0
mailroom clerk	38.5 - 46.5	42.2 - 51.9	46.3 - 52.8
marketing assistant	42.2 - 52.8	46.6 - 59.9	52.8 - 69.3
office clerk	39.3 - 48.3	43.0 - 53.5	47.4 - 59.4
office manager	53.6 - 69.4	59.1 - 77.7	65.7 - 86.8
order clerk	40.5 - 48.4	45.3 - 54.7	52.7 - 65.3
order desk representative (clerical)	40.0 - 50.4	45.5 - 55.5	50.2 - 60.5
order entry clerk	39.1 - 48.6	43.7 - 55.7	48.7 - 60.2
paralegal	46.5 - 58.0	51.4 - 67.8	61.2 - 78.3
procurement coordinator	52.9 - 68.8	59.7 - 79.1	68.0 - 90.6
project coordinator	40.5 - 51.3	45.8 - 60.0	50.0 - 68.9
project manager assistant	46.4 - 61.5	51.1 - 69.2	57.2 - 78.8
property administrator	40.0 - 50.0	42.8 - 57.5	49.0 - 66.6
property manager	60.5 - 79.7	68.3 - 92.0	78.1 - 105.7
receptionist	38.4 - 45.7	42.8 - 50.4	47.3 - 60.2
receptionist (bilingual)	39.5 - 45.2	42.7 - 52.5	48.9 - 60.0
sales administrator	45.0 - 58.7	50.7 - 68.7	58.5 - 78.5
sales assistant	42.4 - 53.0	46.8 - 60.2	53.1 - 69.9
sales coordinator	50.6 - 62.2	54.6 - 68.8	60.3 - 78.2
service advisor	39.7 - 45.3	43.5 - 55.5	50.7 - 60.4
service coordinator	40.0 - 50.6	47.5 - 56.0	50.3 - 63.9
supply clerk	40.5 - 48.8	44.6 - 55.7	50.6 - 62.4



## engineering

construction	entry	mid	senior
architect	61.6 - 80.4	68.6 - 91.6	77.6 - 104.0
architectural drafter	53.9 - 69.9	62.6 - 82.8	73.4 - 97.8
architectural technician	66.9 - 88.6	76.9 - 104.7	89.4 - 119.4
BIM/VDC coordinator	63.6 - 83.1	70.9 - 94.6	80.1 - 107.4
buyer	72.0 - 85.0	73.0 - 95.0	80.0 - 100.0
civil engineer	64.0 - 86.7	75.1 - 103.1	87.7 - 117.6
civil engineering drafter	55.3 - 69.0	61.9 - 78.7	70.0 - 89.4
civil engineering technologist	45.1 - 61.0	53.8 - 73.3	63.2 - 83.5
civil project engineer	74.4 - 102.1	86.0 - 120.3	100.0 - 138.7
civil project manager	80.6 - 107.5	90.8 - 123.4	103.3 - 139.5
construction coordinator	53.1 - 70.4	59.5 - 80.5	67.4 - 91.8
construction director	98.3 - 129.9	132.8 - 175.4	166.8 - 220.9
construction manager	76.5 - 100.0	83.8 - 111.9	93.4 - 126.0
construction project coordinator	82.3 - 105.7	89.4 - 117.1	98.7 - 130.5
construction project manager	66.7 - 91.8	77.4 - 108.4	90.1 - 124.8
construction superintendent	79.2 - 103.6	86.8 - 115.9	96.7 - 130.2
contracts administrator	76.8 - 98.7	86.3 - 113.2	98.2 - 128.9
director of operations	117.2 - 156.9	154.5 - 207.2	196.4 - 263.5
drafter	54.8 - 68.6	61.7 - 78.6	69.9 - 89.2
electrical designer/engineer	74.5 - 97.9	83.7 - 112.5	95.4 - 128.3
electrical engineer	64.5 - 90.1	79.0 - 111.7	95.8 - 130.8
electrical engineering technician	56.9 - 72.7	64.8 - 84.2	74.1 - 95.9
electrical inspector	47.7 - 63.8	55.1 - 74.6	63.5 - 85.8
engineering manager	85.6 - 115.2	97.7 - 133.9	112.5 - 153.1
environmental engineer	62.5 - 83.5	72.0 - 98.1	83.6 - 113.0



environmental inspector	51.2 - 65.4	56.2 - 73.3	62.6 - 82.2
estimation engineer	72.0 - 96.1	82.7 - 112.6	95.8 - 129.3
estimator	60.2 - 78.4	66.8 - 88.8	75.2 - 100.6
facilities manager	59.6 - 78.1	67.9 - 90.5	77.8 - 103.6
foreman	52.9 - 68.3	59.1 - 77.9	66.9 - 88.3
health and safety manager	61.1 - 78.7	70.2 - 91.8	80.7 - 104.5
health and safety specialist	69.4 - 91.4	79.5 - 106.7	91.8 - 121.7
HVAC drafter	49.6 - 63.6	55.8 - 72.4	62.8 - 81.1
HVAC engineer	57.9 - 76.9	66.1 - 89.4	76.0 - 101.6
mechanical designer	51.7 - 68.2	59.5 - 79.3	68.2 - 89.8
mechanical engineer	61.8 - 87.4	77.0 - 109.8	94.3 - 128.8
mechanical engineering technician	52.2 - 68.2	59.3 - 78.8	67.7 - 89.0
mechanical site supervisor	51.4 - 66.1	58.1 - 76.1	66.2 - 87.2
operations manager	79.2 - 108.6	91.2 - 126.8	105.0 - 143.3
planner/scheduler	40.0 - 51.0	45.4 - 58.6	51.5 - 66.1
project coordinator	37.2 - 50.8	42.8 - 59.5	49.5 - 68.3
project director	105.0 - 127.5	132.4 - 160.8	162.8 - 197.9
project engineer	85.7 - 110.0	93.0 - 121.7	102.6 - 135.7
project manager	75.0 - 103.5	87.2 - 122.1	101.4 - 139.7
purchasing manager	95.2 - 125.8	107.7 - 144.3	122.3 - 162.5
QA/QC inspector	54.9 - 72.6	63.4 - 84.9	73.0 - 97.5
quality control engineer	68.4 - 91.1	78.3 - 106.1	90.1 - 120.5
quality inspector	40.2 - 50.8	44.3 - 57.1	49.6 - 64.6
safety inspector	59.7 - 78.0	67.6 - 89.6	76.7 - 101.1
specification writer	52.9 - 68.0	59.8 - 78.1	67.8 - 88.3
structural engineer	69.6 - 92.5	79.5 - 107.9	91.7 - 123.4
technical services manager	84.1 - 111.8	96.0 - 130.1	110.6 - 149.4



telecommunications technician	53.6 - 69.7	60.5 - 80.2	68.9 - 91.7
<b>manufacturing</b>			
applications engineer	74.7 - 98.9	86.2 - 115.9	99.7 - 131.6
assurance control technician	63.6 - 83.1	72.2 - 95.9	82.3 - 108.5
automation engineer	63.3 - 84.6	72.9 - 99.2	84.5 - 113.9
buyer	73.0 - 97.0	80.0 - 105.0	90.0 - 121.1
chemical engineer	69.5 - 101.2	88.5 - 128.4	108.7 - 148.1
commissioning and start up engineer	59.3 - 79.2	68.2 - 92.8	79.0 - 106.1
continuous improvement engineer	78.4 - 102.6	87.3 - 116.3	98.3 - 130.4
controls designer/engineer	56.1 - 74.8	64.4 - 87.2	74.1 - 99.5
controls engineer	56.1 - 74.8	64.4 - 87.2	74.1 - 99.5
demand planner	80.0 - 95.0	85.0 - 100.0	90.0 - 115.0
electrical designer	71.9 - 95.6	82.1 - 111.3	94.6 - 127.7
electrical engineer	64.5 - 90.1	79.0 - 111.7	95.8 - 130.8
electrical engineering technician	56.9 - 72.7	64.8 - 84.2	74.1 - 95.9
electrical test engineer	69.6 - 93.7	80.9 - 111.1	94.7 - 128.4
electronics designer	56.5 - 71.4	64.4 - 82.6	73.6 - 94.0
electronics engineer	78.5 - 102.6	87.5 - 116.5	98.6 - 130.7
electronics technician	55.6 - 71.8	62.1 - 81.9	70.2 - 92.6
estimation engineer	72.0 - 96.1	82.7 - 112.6	95.8 - 129.3
field service engineer	54.8 - 71.6	61.3 - 82.1	69.8 - 94.7
health and safety specialist	69.4 - 91.4	79.5 - 106.7	91.8 - 121.7
industrial engineer	68.3 - 90.4	77.6 - 104.7	88.8 - 118.4
inventory analyst	70.0 - 80.0	75.0 - 83.0	80.0 - 95.0
logistics specialist	72.0 - 82.0	77.0 - 94.0	82.0 - 105.0
maintenance buyer	72.0 - 77.0	72.0 - 81.0	77.0 - 90.0
maintenance planner	53.7 - 67.5	60.7 - 77.5	68.9 - 87.6



manufacturing engineer	63.2 - 84.4	72.7 - 98.8	84.1 - 112.7
mechanical designer	51.7 - 68.2	59.5 - 79.3	68.2 - 89.8
mechanical drafter	53.0 - 68.7	59.6 - 79.3	68.4 - 92.8
mechanical engineer	61.8 - 87.4	77.0 - 109.8	94.3 - 128.8
mechanical engineering technician	52.2 - 68.2	59.3 - 78.8	67.7 - 89.0
operation excellence specialist	73.5 - 95.9	81.8 - 108.7	92.0 - 121.9
process engineer	61.8 - 82.5	71.0 - 96.6	82.2 - 110.2
production planner	75.0 - 95.0	85.0 - 100.0	88.0 - 115.0
project engineer	85.7 - 110.0	93.0 - 121.7	102.6 - 135.7
project manager	75.0 - 103.5	87.2 - 122.1	101.4 - 139.7
quality assurance engineer	61.4 - 80.9	69.3 - 92.8	78.7 - 104.6
quality assurance/control technician	54.9 - 72.6	63.4 - 84.9	73.0 - 97.5
quality control engineer	68.4 - 91.1	78.3 - 106.1	90.1 - 120.5
quality control technician	39.5 - 50.8	43.9 - 57.4	49.2 - 64.3
quality engineer	55.1 - 73.5	64.4 - 87.0	74.9 - 99.2
quality inspector	40.2 - 50.8	44.3 - 57.1	49.6 - 64.6
reliability/maintenance engineer	68.7 - 89.7	79.1 - 105.2	91.7 - 120.5
robotics engineer	72.3 - 95.2	81.4 - 109.2	92.5 - 123.2
safety inspector	59.7 - 78.0	67.6 - 89.6	76.7 - 101.1
SCADA engineer	66.0 - 87.9	75.6 - 102.7	87.4 - 117.4
supply chain analyst	72.0 - 85.0	75.0 - 101.0	82.0 - 115.2
systems engineer	70.9 - 93.9	80.6 - 108.9	92.5 - 123.8

## finance & accounting

	1 year	3 years	5 years	10 years
accountant	70.5 - 83.4	77.0 - 88.2	87.0 - 98.4	92.7 - 111.4
accounting clerk	44.8 - 48.0	45.9 - 53.5	49.1 - 56.8	54.6 - 64.4



accounting supervisor	73.9 - 78.6	80.8 - 85.2	87.4 - 97.2	99.4 - 103.7
accounting technician	54.6 - 65.5	59.0 - 71.0	63.3 - 75.3	72.1 - 86.3
accounts payable clerk	44.8 - 50.6	49.7 - 56.0	56.8 - 61.2	60.6 - 70.1
accounts payable manager	78.6 - 84.1	79.7 - 87.4	85.2 - 100.5	93.9 - 104.8
accounts receivable clerk	48.3 - 49.1	48.0 - 53.5	52.4 - 62.2	61.2 - 71.0
accounts receivable manager	79.7 - 87.4	8.7 - 90.6	87.4 - 98.3	97.2 - 122.3
analyst - financial planning & analysis	72.4 - 87.6	77.7 - 95.9	90.6 - 102.5	105.4 - 127.5
assistant controller	112.7 - 143.8	122.3 - 155.9	131.6 - 167.8	153.2 - 195.2
bookkeeper	46.2 - 52.4	51.3 - 55.7	54.6 - 63.6	61.2 - 72.9
business analyst	79.1 - 94.9	85.4 - 102.5	91.6 - 110.1	105.6 - 126.8
cost accountant	68.4 - 82.1	73.9 - 88.8	79.4 - 95.2	91.5 - 109.9
credit & collection specialist	45.4 - 57.9	52.2 - 62.2	57.9 - 68.8	67.7 - 78.6
credit and collections manager	93.9 - 111.4	109.2 - 124.5	119.9 - 128.9	123.4 - 151.8
credit and collections supervisor	73.2 - 85.2	76.4 - 91.7	80.8 - 100.5	92.8 - 113.6
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	96.4 - 117.4	103.7 - 125.9	110.8 - 134.1	127.2 - 153.6
internal audit manager	110.8 - 136.5	119.2 - 146.8	127.4 - 156.7	146.0 - 179.4
internal auditor	69.0 - 82.9	76.2 - 91.6	83.2 - 99.8	97.4 - 117.0
invoicing clerk	45.9 - 52.4	51.3 - 56.8	54.6 - 60.1	57.9 - 67.7
payroll clerk	51.3 - 56.8	54.6 - 62.2	60.1 - 67.7	65.5 - 72.1
payroll manager	87.4 - 96.1	95.0 - 100.5	98.3 - 115.8	114.7 - 131.0
payroll supervisor	65.0 - 70.4	67.9 - 81.5	76.4 - 87.9	87.4 - 103.7
payroll technician	57.9 - 68.8	67.7 - 76.4	75.3 - 87.4	86.3 - 96.1
property accountant	70.5 - 85.8	75.2 - 90.5	87.0 - 99.9	---
tax analyst	54.6 - 65.5	60.3 - 72.5	65.8 - 79.1	77.1 - 92.6
tax manager	104.9 - 129.2	112.7 - 138.7	120.3 - 148.1	138.5 - 170.2



treasury analyst	72.6 - 87.1	77.9 - 93.5	83.0 - 99.6	94.5 - 113.5
treasury director	99.0 - 120.6	107.1 - 130.3	114.9 - 139.8	- - -

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.1 - 119.4	108.5 - 150.5	135.4 - 188.2
health and safety director	87.5 - 105.0	113.9 - 136.5	136.9 - 164.1
HR operations director	82.5 - 118.8	107.4 - 154.2	135.2 - 194.3
human resources director	90.4 - 125.5	115.5 - 159.9	144.0 - 199.9
L&D director	92.7 - 115.4	116.1 - 144.3	148.4 - 184.7
talent acquisition director	86.4 - 119.9	109.4 - 151.5	134.2 - 186.1
total rewards director	103.3 - 134.8	134.3 - 175.3	166.0 - 217.0
vice president human resources / CHRO	108.7 - 185.1	138.6 - 236.5	173.3 - 296.3
human resources	entry	mid	senior
benefits administrator	56.4 - 72.0	63.1 - 82.1	71.3 - 93.2
compensation analyst	57.3 - 75.8	66.1 - 88.8	76.4 - 101.1
compensation and benefits manager	90.3 - 117.8	100.2 - 133.4	113.0 - 151.2
compensation specialist	50.6 - 66.7	58.2 - 78.1	67.3 - 89.3
diversity & inclusion coordinator	42.7 - 55.0	49.0 - 62.6	54.6 - 67.6
health and safety advisor	61.1 - 78.7	70.2 - 91.8	80.7 - 104.5
health and safety manager	75.6 - 98.1	84.7 - 111.9	95.9 - 126.7
HRIS analyst	62.2 - 81.8	71.2 - 95.2	81.9 - 108.5
human resources advisor	59.1 - 75.1	64.5 - 83.8	71.8 - 95.0
human resources assistant	41.7 - 53.2	47.2 - 60.0	52.4 - 65.1
human resources business partner	63.3 - 82.9	70.8 - 94.5	80.1 - 107.0
human resources coordinator	45.0 - 56.0	52.0 - 67.0	61.0 - 77.0



human resources manager	84.8 - 114.0	98.2 - 134.1	114.1 - 154.0
human resources supervisor	64.9 - 83.9	71.4 - 94.5	80.1 - 108.0
instructional designer	49.4 - 64.0	55.4 - 73.0	62.7 - 82.9
labour relations advisor	61.9 - 82.2	70.6 - 95.6	81.3 - 109.1
labour relations manager	89.5 - 121.8	105.5 - 145.1	123.8 - 168.3
learning and development specialist	50.2 - 65.4	56.9 - 75.6	65.1 - 85.8
recruitment coordinator	39.1 - 51.6	45.8 - 60.5	52.6 - 68.3
talent acquisition specialist	58.3 - 75.9	64.7 - 85.9	72.8 - 97.2

## industrial management

	entry	mid	senior
engineering manager	85.6 - 115.2	97.7 - 133.9	112.5 - 153.1
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	82.9 - 109.7	93.8 - 126.1	106.9 - 143.4
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	80.8 - 89.4	85.1 - 101.6	94.2 - 113.5
maintenance supervisor	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
manufacturing director	107.4 - 130.4	139.6 - 169.6	173.2 - 210.6
operations director	120.0 - 162.0	159.0 - 207.2	196.4 - 263.5
operations manager	79.2 - 108.6	91.2 - 126.8	105.0 - 143.3
planning director	115.0 - 141.9	136.1 - 177.7	169.0 - 221.1
plant manager	93.6 - 130.5	112.4 - 158.5	134.0 - 185.0
procurement director	114.0 - 129.5	130.9 - 172.8	159.4 - 210.8
procurement manager	100.0 - 135.0	115.0 - 138.0	118.0 - 156.0
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9



production supervisor	61.2 - 77.5	67.5 - 87.2	75.4 - 98.1
project director	105.0 - 127.5	132.4 - 160.8	162.8 - 197.9
purchasing manager	112.0 - 147.0	115.0 - 150.0	122.0 - 166.0
quality assurance manager	79.6 - 103.6	88.0 - 116.7	98.6 - 130.9
quality director	87.7 - 118.9	111.3 - 150.5	136.8 - 185.1
site supervisor	79.4 - 102.9	86.7 - 114.8	96.2 - 128.7
supply chain director	114.0 - 134.5	135.0 - 182.0	164.0 - 215.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	67.8 - 76.4	72.1 - 88.6	81.2 - 100.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	19.0 - 21.0	19.7 - 24.1	21.3 - 27.4
counterbalance forklift operator	20.0 - 21.8	22.0 - 25.3	24.0 - 28.2
delivery/courier driver	20.0 - 21.8	20.5 - 24.9	21.6 - 27.9
electronic parts assembler	19.0 - 23.1	20.0 - 25.4	22.0 - 27.9
field labour	20.0 - 21.8	22.0 - 25.3	24.0 - 28.2
forklift operator	20.0 - 21.8	22.0 - 25.3	24.0 - 28.2
general labourer - heavy	20.0 - 22.7	21.6 - 26.3	23.4 - 28.4
general labourer - light	18.0 - 19.8	18.5 - 23.5	20.9 - 25.2
industrial painter	18.0 - 22.0	19.4 - 25.2	21.9 - 28.4
inventory control clerk	18.0 - 22.3	20.1 - 25.6	22.8 - 28.7
janitor/custodian	20.0 - 21.0	22.0 - 23.0	23.0 - 24.0
machine operator	21.0 - 23.9	22.0 - 27.7	24.0 - 31.6
machine operator assistant	19.0 - 22.0	21.0 - 25.3	22.7 - 28.2



manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	18.0 - 22.0	19.7 - 25.5	22.5 - 27.6
mould machine operator	18.7 - 24.6	21.5 - 28.4	24.4 - 31.8
order/cherry picker forklift operator	20.0 - 21.8	22.0 - 25.3	24.0 - 28.2
packaging labourer	18.0 - 21.4	18.8 - 24.3	21.1 - 27.5
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	19.0 - 19.7	20.0 - 23.4	21.9 - 25.5
reach truck operator	20.0 - 21.8	22.0 - 25.3	24.0 - 28.2
shipper/receiver	20.0 - 22.1	22.0 - 24.6	24.0 - 27.4
shipping and receiving clerk	20.0 - 21.8	22.0 - 25.0	24.0 - 28.5
warehouse labourer	18.0 - 22.8	21.0 - 26.3	23.5 - 27.7

## marketing

digital marketing	entry	mid	senior
digital marketing manager	70.1 - 92.2	78.9 - 106.0	89.9 - 121.0
digital marketing specialist	49.2 - 65.2	57.0 - 76.8	66.3 - 87.9
e-commerce director	110.7 - 137.6	140.2 - 174.3	177.2 - 220.7
e-commerce marketing manager	80.3 - 105.2	89.8 - 120.0	101.7 - 136.7
marketing content manager	60.1 - 79.5	68.3 - 92.2	78.3 - 105.4
social media manager	60.9 - 84.5	73.8 - 102.5	87.4 - 119.2
web marketing analyst	54.3 - 70.5	61.2 - 80.9	69.4 - 91.4
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	101.2 - 154.7	137.0 - 210.0	176.7 - 271.2
marketing vice-president	102.2 - 185.1	142.6 - 258.9	193.7 - 352.1
vice-president marketing & sales	91.0 - 164.6	127.0 - 230.3	172.7 - 313.9



marketing and communications	entry	mid	senior
brand or product manager	88.9 - 114.8	99.0 - 130.0	111.3 - 146.0
brand or product manager assistant	64.5 - 87.1	75.3 - 103.0	87.6 - 118.2
communications manager	72.4 - 95.2	81.3 - 108.9	92.3 - 122.9
communications specialist	55.3 - 75.6	65.8 - 91.1	77.7 - 104.2
content specialist	53.7 - 70.8	61.8 - 83.1	71.6 - 95.1
event specialist	44.3 - 60.5	52.7 - 72.8	62.2 - 83.7
graphic designer	49.6 - 65.5	57.1 - 76.3	65.6 - 86.6
marketing coordinator	57.3 - 75.5	64.7 - 86.8	73.6 - 98.5
marketing director	100.5 - 135.7	117.4 - 160.6	136.7 - 183.7
marketing project manager	45.5 - 60.4	52.0 - 70.2	59.8 - 79.9
marketing specialist	49.6 - 66.0	56.8 - 76.7	65.2 - 87.1

## sales

corporate sales	entry	mid	senior
account manager - hardware	53.0 - 66.5	57.7 - 73.8	63.9 - 82.8
account manager - software	59.1 - 73.8	63.9 - 81.4	70.3 - 91.3
district sales manager	84.0 - 109.1	96.0 - 127.1	110.7 - 145.9
key accounts manager - consumer goods	75.5 - 97.1	85.0 - 111.6	96.9 - 127.5
sales manager/ director	66.0 - 88.5	75.0 - 102.3	85.7 - 115.6
sales representative, account manager - consumer goods	52.6 - 66.6	58.2 - 74.9	64.9 - 84.1
sales representative, account manager - professional services	49.0 - 61.0	52.8 - 67.3	58.2 - 75.6
sales representative, account manager - telecommunications	57.4 - 72.0	62.5 - 80.0	69.1 - 89.3
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	133.6 - 172.4	165.2 - 213.4	203.7 - 263.1
industrial sales	entry	mid	senior



branch manager - distribution	60.0 - 69.0	70.0 - 75.0	76.0 - 85.0
inside sales representative - distribution	50.0 - 57.0	58.0 - 65.0	66.0 - 75.0
internal sales representative - manfacturing	50.8 - 64.1	55.9 - 71.9	62.3 - 81.0
sales engineer - distribution	73.3 - 96.0	80.6 - 107.6	89.8 - 120.2
sales engineer - manufacturing	65.0 - 72.0	75.0 - 101.0	81.4 - 109.6
sales representative, account manager - distribution	50.0 - 57.0	56.0 - 66.0	67.0 - 80.0
sales representative, account manager - manufacturing	60.0 - 77.0	61.0 - 86.2	65.2 - 96.0
technical advisor	55.0 - 60.0	61.0 - 65.0	63.0 - 80.0
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0
technical sales representative - manufacturing	60.0 - 66.3	61.0 - 76.5	66.5 - 86.4
territory manager - retail	52.3 - 65.1	56.4 - 72.0	62.3 - 81.3

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	47.0 - 50.0	50.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0



small equipment mechanic	47.0 - 49.0	51.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0



## montréal

## business support &amp; operations

administrative professionals	entry	mid	senior
administrative assistant	42.5 - 51.1	46.6 - 57.1	52.4 - 68.5
administrative assistant (bilingual)	45.7 - 53.8	47.8 - 57.6	53.2 - 75.3
administrative clerk	40.5 - 47.7	46.3 - 55.6	54.1 - 62.4
administrative coordinator	44.8 - 55.7	50.5 - 63.2	56.7 - 68.0
administrative manager	71.3 - 91.7	77.6 - 102.1	85.8 - 114.3
buyer assistant	45.1 - 51.9	46.4 - 60.1	52.6 - 70.2
contracts administrator	113.7 - 143.4	127.3 - 162.4	143.8 - 183.6
data entry clerk	39.3 - 45.2	43.9 - 51.5	47.1 - 55.2
dispatch administrator	58.1 - 73.4	65.3 - 83.6	73.4 - 94.2
document services specialist	39.8 - 47.2	43.8 - 50.2	48.0 - 57.2
documentation specialist	40.4 - 53.4	48.6 - 62.1	54.9 - 66.0
donor relations coordinator	52.2 - 68.6	60.5 - 81.1	70.7 - 94.2
estimation assistant	45.0 - 53.2	48.9 - 60.1	54.2 - 71.3
executive assistant	60.4 - 77.7	66.3 - 91.9	77.1 - 105.0
executive assistant (bilingual)	60.2 - 77.8	66.2 - 92.1	77.1 - 105.1
executive legal assistant	50.2 - 55.8	53.6 - 60.3	57.7 - 70.2
file clerk	38.1 - 46.9	42.6 - 54.2	47.8 - 57.4
HR coordinator	52.3 - 68.3	58.2 - 77.6	65.7 - 88.7
insurance claims clerk	47.2 - 49.2	52.4 - 60.1	58.9 - 65.2
inventory clerk	40.1 - 48.8	44.0 - 56.0	49.8 - 63.0
inventory coordinator	46.4 - 59.3	51.8 - 67.4	58.4 - 76.4
invoicing clerk	38.7 - 49.9	44.3 - 56.8	49.5 - 61.9



lease administrator	57.1 - 74.3	65.7 - 86.7	75.4 - 99.4
leasing coordinator	52.8 - 68.7	60.9 - 80.0	69.7 - 91.3
legal assistant	48.3 - 66.3	57.6 - 79.5	67.5 - 90.2
logistics coordinator	48.2 - 63.1	55.8 - 74.2	64.4 - 84.6
mailroom clerk	38.0 - 46.5	42.1 - 51.9	46.2 - 54.6
marketing assistant	42.6 - 53.4	47.1 - 60.7	53.4 - 70.4
office clerk	39.5 - 48.2	42.8 - 53.5	47.3 - 59.6
office manager	55.3 - 70.6	59.9 - 79.2	66.7 - 88.8
order clerk	38.2 - 45.2	43.9 - 51.8	47.4 - 57.3
order desk representative (clerical)	40.5 - 50.2	47.3 - 56.8	49.3 - 60.1
order entry clerk	39.1 - 50.0	45.2 - 54.4	51.4 - 60.0
parts coordinators	44.3 - 50.2	45.2 - 55.4	49.3 - 60.3
procurement coordinator	54.5 - 71.1	61.5 - 81.9	70.3 - 93.9
project coordinator	44.8 - 51.9	48.6 - 60.9	55.6 - 75.3
project manager assistant	50.2 - 62.8	56.3 - 70.7	61.5 - 80.5
property administrator	48.6 - 60.1	52.5 - 67.4	59.6 - 80.4
property manager	71.2 - 94.0	80.4 - 109.0	92.2 - 125.5
receptionist	39.5 - 45.2	42.7 - 52.5	48.9 - 60.0
receptionist (bilingual)	39.5 - 45.2	42.7 - 52.5	48.9 - 60.0
sales administrator	45.1 - 59.2	50.9 - 69.5	59.0 - 79.6
sales assistant	45.3 - 53.6	49.9 - 61.0	57.1 - 80.2
sales coordinator	50.8 - 62.6	54.8 - 69.3	60.7 - 79.0
service advisor	40.1 - 48.2	46.3 - 55.4	50.6 - 58.9
service coordinator	40.2 - 50.8	45.5 - 57.9	54.7 - 70.3
supply clerk	40.2 - 47.4	45.0 - 53.7	49.3 - 62.9
logistics & transportation support	entry	mid	senior
account executive	51.0 - 68.9	58.4 - 80.3	67.3 - 91.7



account manager	57.2 - 77.1	67.0 - 92.3	78.7 - 107.0
billing clerk	38.1 - 48.9	43.5 - 56.0	49.0 - 62.3
carrier relations	46.5 - 59.0	53.1 - 67.7	60.0 - 75.9
customs clerk	41.6 - 47.8	50.2 - 55.5	53.4 - 59.7
dispatcher	41.6 - 53.4	47.4 - 61.5	54.0 - 70.0
documentation clerk	34.2 - 44.0	39.7 - 50.5	44.6 - 53.9
driver check in agent	37.5 - 41.6	43.7 - 49.9	49.9 - 55.5
driver manager	48.9 - 55.2	55.5 - 62.2	60.5 - 85.5
import/export clerk (ocean, air, freight)	40.0 - 51.8	46.2 - 59.5	52.0 - 65.4
import/export coordinator	57.2 - 73.8	63.6 - 83.7	71.6 - 94.6
logistics & transport coordinator	47.7 - 63.1	55.8 - 74.2	64.4 - 84.6
operations coordinator	48.3 - 62.2	54.9 - 71.6	62.5 - 81.0
OS&D	35.1 - 43.5	39.5 - 49.8	44.8 - 56.6
pricing specialist	53.6 - 67.6	59.7 - 76.6	67.2 - 86.5
safety compliance coordinator	60.7 - 79.8	69.1 - 92.4	79.1 - 104.6
senior customs agent	55.7 - 62.1	60.5 - 70.5	72.8 - 105.5
shipping administrator	42.2 - 53.9	48.6 - 62.3	55.3 - 70.1
supply chain coordinator	41.7 - 54.2	46.8 - 62.0	53.2 - 71.0
transport inventory coordinator	41.6 - 51.8	50.0 - 57.1	55.0 - 65.0

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.0 - 85.9	74.1 - 98.0	90.2 - 115.1
bilingual customer loyalty agent	43.5 - 49.7	46.5 - 58.2	53.2 - 65.4
bilingual customer service manager	79.7 - 118.2	99.2 - 136.4	119.9 - 155.4
bilingual customer service representative	40.5 - 45.7	46.5 - 52.2	53.2 - 63.4
bilingual customer service supervisor	60.4 - 80.1	68.5 - 92.5	78.2 - 105.5



bilingual customer service team lead	49.4 - 53.7	54.8 - 60.8	58.2 - 72.4
bilingual customer service trainer	44.3 - 54.6	51.8 - 69.4	59.7 - 79.2
bilingual e-chat representative	41.5 - 50.7	49.4 - 57.2	56.2 - 64.4
bilingual fundraising agent	38.8 - 47.6	41.8 - 54.8	47.9 - 61.2
bilingual inside sales manager	73.3 - 98.6	83.4 - 114.1	95.5 - 129.4
bilingual inside sales representative	51.4 - 65.1	56.6 - 73.2	63.3 - 82.7
bilingual insurance advisor	55.2 - 63.3	60.5 - 73.8	68.5 - 84.1
bilingual junior collection agent	40.1 - 47.2	45.4 - 54.3	47.8 - 61.0
bilingual order desk representative	45.7 - 51.2	52.2 - 56.2	57.3 - 61.3
bilingual order management representative	45.4 - 51.7	49.8 - 58.8	56.2 - 63.8
bilingual survey agent	39.9 - 44.3	44.4 - 52.1	53.1 - 55.2
bilingual technical support level 1 agent	47.0 - 52.2	53.2 - 78.2	0.0 - 0.0
bilingual telemarketing agent	39.0 - 43.9	42.0 - 50.3	46.9 - 58.3
bilingual telephone dispatcher	41.6 - 51.4	45.4 - 61.5	51.2 - 65.0
bilingual travel support agent	41.3 - 52.4	46.3 - 59.2	51.7 - 65.7
bilingual workforce planner	50.5 - 63.8	54.5 - 70.5	60.2 - 79.8

## engineering

construction	entry	mid	senior
architect	62.6 - 82.1	69.9 - 93.7	79.2 - 106.5
architectural drafter	54.2 - 70.5	63.1 - 83.8	74.1 - 99.1
architectural technician	62.5 - 75.5	73.5 - 95.5	90.5 - 115.0
BIM/VDC coordinator	64.7 - 84.8	72.2 - 96.8	81.8 - 110.0
buyer	72.0 - 85.0	75.0 - 95.0	80.0 - 100.0
civil engineer	64.7 - 88.2	76.2 - 105.2	89.3 - 120.2
civil engineering drafter	55.6 - 69.7	62.4 - 79.6	70.7 - 90.5



civil engineering technologist	45.1 - 61.5	54.1 - 74.0	63.7 - 84.5
civil project engineer	76.3 - 105.2	88.4 - 124.0	102.9 - 143.1
civil project manager	81.9 - 109.7	92.5 - 126.1	105.5 - 142.7
construction coordinator	54.0 - 71.9	60.6 - 82.2	68.8 - 93.8
construction director	117.1 - 153.7	156.9 - 204.1	194.6 - 253.4
construction manager	90.5 - 119.1	99.4 - 133.2	111.1 - 149.4
construction project coordinator	97.5 - 125.9	106.2 - 139.2	117.5 - 154.3
construction project manager	78.7 - 109.1	91.5 - 129.1	107.1 - 148.0
construction superintendent	93.8 - 123.4	103.1 - 137.8	115.1 - 154.1
contracts administrator	86.4 - 110.9	97.2 - 126.5	110.3 - 143.5
director of operations	121.9 - 163.2	160.7 - 215.0	203.8 - 272.7
drafter	55.1 - 69.3	62.1 - 79.4	70.6 - 90.3
electrical designer/engineer	75.6 - 99.8	85.2 - 114.9	97.3 - 131.2
electrical engineer	65.3 - 91.7	80.2 - 114.1	97.6 - 133.8
electrical engineering technician	57.2 - 73.4	65.3 - 85.2	74.8 - 97.2
electrical inspector	48.0 - 64.5	55.5 - 75.5	64.1 - 86.9
engineering manager	101.5 - 137.0	116.3 - 158.2	133.9 - 179.4
environmental engineer	63.2 - 84.9	73.0 - 100.1	85.0 - 115.4
environmental inspector	52.0 - 66.6	57.2 - 74.7	63.8 - 83.8
estimation engineer	73.0 - 98.0	84.1 - 115.0	97.6 - 132.3
estimator	61.7 - 80.5	68.5 - 91.3	77.2 - 103.6
facilities manager	60.8 - 80.0	69.4 - 92.9	79.7 - 106.6
foreman	53.6 - 69.4	60.0 - 79.2	67.9 - 89.9
health and safety manager	62.2 - 80.4	71.6 - 93.9	82.5 - 107.1
health and safety specialist	70.3 - 93.0	80.8 - 108.9	93.5 - 124.4
HVAC drafter	50.3 - 64.7	56.6 - 73.8	63.8 - 82.6
HVAC engineer	58.5 - 78.1	80.0 - 100.0	77.1 - 120.0



mechanical designer	52.2 - 69.1	60.1 - 80.6	69.1 - 91.5
mechanical engineer	62.6 - 89.0	78.2 - 112.2	96.1 - 131.8
mechanical engineering technician	52.4 - 68.8	59.7 - 79.7	68.3 - 90.1
mechanical site supervisor	52.3 - 67.4	59.1 - 77.7	67.5 - 89.1
operations manager	82.1 - 112.8	94.7 - 131.8	109.1 - 149.0
planner/scheduler	40.4 - 51.8	46.0 - 59.6	52.2 - 67.2
project coordinator	37.8 - 51.9	43.5 - 60.9	50.5 - 70.0
project director	108.2 - 131.5	136.5 - 166.0	168.0 - 204.1
project engineer	87.2 - 112.3	94.8 - 124.4	104.7 - 138.9
project manager	77.0 - 106.6	89.7 - 125.9	104.5 - 144.1
purchasing manager	113.0 - 148.6	127.8 - 169.0	144.7 - 189.3
QA/QC inspector	55.2 - 73.3	63.9 - 85.9	73.8 - 98.8
quality control engineer	69.4 - 92.8	79.6 - 108.3	91.8 - 123.2
quality inspector	40.0 - 50.8	44.2 - 57.3	49.7 - 64.9
safety inspector	60.7 - 79.6	68.9 - 91.6	78.3 - 103.6
specification writer	53.7 - 69.3	60.8 - 79.7	69.1 - 90.2
structural engineer	70.5 - 94.2	80.8 - 110.1	93.4 - 126.2
technical services manager	99.7 - 133.1	114.2 - 153.9	131.7 - 175.3
telecommunications technician	63.2 - 82.0	71.2 - 94.6	81.1 - 108.6
<b>manufacturing</b>			
applications engineer	88.0 - 117.2	101.9 - 137.3	118.2 - 155.0
assurance control technician	74.8 - 98.1	84.9 - 113.7	97.2 - 128.7
automation engineer	65.0 - 88.0	78.0 - 101.2	87.0 - 116.4
buyer	74.0 - 98.0	80.0 - 105.0	90.0 - 121.1
chemical engineer	81.0 - 104.0	90.8 - 131.3	111.0 - 151.8
commissioning and start up engineer	60.2 - 80.8	69.4 - 94.9	80.5 - 108.7
continuous improvement engineer	92.7 - 121.8	103.5 - 137.9	116.7 - 153.8



controls designer/engineer	67.1 - 89.6	74.0 - 103.6	90.3 - 124.0
controls engineer	67.1 - 89.6	74.0 - 103.6	90.3 - 124.0
demand planner	80.0 - 95.0	85.0 - 100.0	90.0 - 115.0
electrical designer	72.9 - 97.4	83.4 - 113.7	96.4 - 130.6
electrical engineer	78.0 - 103.0	89.0 - 120.0	102.0 - 141.0
electrical engineering technician	57.2 - 73.4	67.0 - 87.0	77.0 - 101.0
electrical test engineer	74.0 - 95.5	84.0 - 113.4	96.5 - 131.3
electronics designer	56.9 - 72.1	64.9 - 83.6	74.3 - 95.2
electronics engineer	79.7 - 104.7	89.1 - 119.0	100.5 - 133.6
electronics technician	55.9 - 72.5	62.6 - 82.8	70.9 - 93.7
field service engineer	55.1 - 72.3	61.8 - 83.0	70.4 - 95.9
general inspector	50.6 - 66.6	56.9 - 75.9	64.2 - 85.4
health and safety specialist	70.3 - 93.0	80.8 - 108.9	93.5 - 124.4
HVAC drafter	50.3 - 64.7	56.6 - 73.8	63.8 - 82.6
HVAC engineer	58.5 - 78.1	67.0 - 91.0	77.1 - 103.7
industrial engineer	69.2 - 92.1	78.8 - 106.8	90.4 - 121.0
inventory analyst	72.0 - 85.0	75.0 - 87.0	80.0 - 95.0
logistics specialist	72.0 - 82.0	77.0 - 94.0	82.0 - 105.0
maintenance buyer	72.0 - 77.0	72.0 - 81.0	77.0 - 90.0
maintenance planner	54.7 - 69.0	62.0 - 79.4	70.5 - 90.0
manufacturing engineer	70.0 - 94.0	77.8 - 103.0	87.0 - 132.0
mechanical designer	63.0 - 88.0	72.8 - 94.0	77.0 - 110.0
mechanical drafter	55.8 - 69.3	60.0 - 80.1	69.0 - 94.0
mechanical engineer	73.0 - 96.2	83.0 - 112.2	96.1 - 131.8
mechanical engineering technician	60.0 - 71.0	63.0 - 79.7	77.0 - 98.0
operation excellence specialist	75.4 - 98.7	84.1 - 112.0	94.6 - 125.6
process engineer	62.5 - 83.8	72.0 - 98.5	83.6 - 112.6



production planner	77.0 - 95.0	85.0 - 105.0	90.0 - 120.0
project engineer	89.0 - 115.0	97.0 - 128.0	107.0 - 144.0
project manager	77.0 - 106.6	89.7 - 125.9	104.5 - 144.1
quality assurance engineer	62.1 - 82.2	70.2 - 94.6	79.9 - 106.8
quality assurance/control technician	55.2 - 73.3	63.9 - 85.9	73.8 - 98.8
quality control engineer	69.4 - 92.8	79.6 - 108.3	91.8 - 123.2
quality control technician	51.0 - 65.0	62.0 - 72.0	68.0 - 81.0
quality engineer	55.3 - 74.0	64.7 - 87.8	75.5 - 100.2
quality inspector	52.0 - 58.0	55.0 - 67.0	58.0 - 68.0
reliability/maintenance engineer	69.6 - 91.3	80.4 - 107.4	93.4 - 123.1
robotics engineer	73.3 - 97.0	82.8 - 111.5	94.3 - 126.0
safety inspector	60.7 - 79.6	68.9 - 91.6	78.3 - 103.6
stationary engineer	55.8 - 71.4	61.3 - 79.9	68.2 - 89.0
supply chain analyst	72.0 - 85.0	75.0 - 101.0	82.0 - 115.2
systems engineer	71.9 - 95.7	81.9 - 111.2	94.2 - 126.6

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	176.5 - 307.8	258.6 - 451.3	360.9 - 629.4
vice president finance	164.5 - 222.1	182.5 - 316.4	252.7 - 438.3
vice-president internal audit	153.6 - 203.1	192.5 - 254.8	233.5 - 308.9
finance & accounting	1 year	3 years	5 years
accountant	72.9 - 89.2	81.6 - 98.1	89.5 - 105.5
accounting clerk	43.7 - 49.1	45.9 - 52.4	49.1 - 56.8
accounting supervisor	74.3 - 83.0	78.6 - 89.5	87.4 - 97.2
accounting technician	54.6 - 56.8	59.0 - 60.1	61.2 - 61.9



accounts payable clerk	45.3 - 50.2	50.3 - 56.9	57.9 - 61.9	63.2 - 68.8
accounts payable manager	81.9 - 87.4	92.8 - 98.3	99.4 - 102.6	103.2 - 104.8
accounts receivable clerk	45.9 - 49.1	51.3 - 53.5	57.9 - 62.2	63.3 - 71.0
accounts receivable manager	81.9 - 83.0	85.2 - 86.3	87.4 - 90.6	92.8 - 98.3
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0	108.2 - 130.1
billing specialist	45.9 - 52.7	53.5 - 56.8	57.9 - 59.0	62.2 - 67.7
bookkeeper	46.8 - 51.3	53.5 - 59.0	61.2 - 64.6	65.5 - 71.0
business analyst	89.3 - 107.6	96.6 - 116.4	103.8 - 125.0	119.9 - 144.1
controller	94.0 - 120.6	120.3 - 135.6	132.4 - 143.8	143.5 - 224.8
cost accountant	70.5 - 85.0	76.3 - 91.9	82.0 - 98.7	94.8 - 114.1
credit & collection specialist	47.6 - 58.9	52.4 - 62.2	59.0 - 66.6	65.5 - 75.3
credit and collections manager	95.0 - 112.5	110.3 - 123.4	120.1 - 129.9	123.4 - 150.7
credit and collections supervisor	65.5 - 73.2	71.0 - 80.2	78.6 - 86.3	85.2 - 114.7
director - financial planning & analysis	157.5 - 205.7	200.1 - 261.8	243.3 - 318.1	---
external auditor	57.5 - 67.4	69.2 - 82.4	95.9 - 115.4	112.4 - 159.7
finance director	152.8 - 199.6	196.6 - 257.3	238.7 - 312.2	---
financial analyst	83.7 - 98.7	89.0 - 106.5	95.4 - 115.5	108.8 - 130.1
financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	126.1 - 155.2	135.7 - 166.4	145.0 - 177.2	165.7 - 201.7
internal auditor	82.3 - 89.6	92.5 - 105.4	99.7 - 114.5	109.7 - 127.9
payroll clerk	51.3 - 53.5	54.6 - 62.8	64.4 - 65.5	66.6 - 69.9
payroll technician	63.3 - 64.4	65.5 - 68.8	71.0 - 76.4	83.0 - 93.5
property accountant	72.7 - 87.3	76.3 - 91.7	89.0 - 101.3	---
tax analyst	56.0 - 67.6	62.0 - 74.8	67.8 - 81.7	79.7 - 96.0
tax manager	119.4 - 147.1	128.3 - 157.6	137.0 - 167.8	157.4 - 191.8
treasury analyst	74.9 - 90.2	80.4 - 96.9	85.8 - 103.3	98.0 - 117.9



## healthcare

	entry	mid	senior
dental office manager	55.0 - 68.5	58.0 - 76.6	64.5 - 90.0
dental secretary	41.0 - 45.0	45.0 - 50.0	52.0 - 55.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	40.0 - 46.3	41.6 - 53.0	47.1 - 57.4
healthcare clinic manager	85.2 - 110.2	93.0 - 122.6	103.0 - 136.7
medical / clinic coordinator	55.9 - 70.8	62.1 - 80.4	69.9 - 91.8
medical billing clerk	37.9 - 49.1	43.8 - 57.0	50.0 - 64.0
medical claims analyst	47.1 - 53.0	52.3 - 60.0	58.9 - 65.0
medical office assistant	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
medical receptionist	42.0 - 44.5	45.0 - 51.7	50.0 - 55.2
medical reimbursement specialist	43.0 - 50.0	50.0 - 55.0	55.0 - 60.0
medical secretary	40.0 - 50.0	48.0 - 55.0	52.0 - 65.0
nurse practitioner	86.2 - 107.5	95.9 - 121.3	107.3 - 134.2
nursing manager	104.5 - 135.9	113.5 - 150.2	126.2 - 169.6
nursing supervisor / team lead	77.7 - 100.2	88.9 - 115.2	100.8 - 129.1
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	40.0 - 45.0	45.0 - 50.0	50.0 - 55.0
patient service representatives (unilingual or bilingual)	38.0 - 42.3	39.0 - 48.8	44.5 - 55.6
pharmacy assistant	37.0 - 44.2	42.0 - 50.4	44.2 - 54.2
pharmacy manager	121.1 - 160.5	137.0 - 182.8	154.6 - 205.0
registered nurse	68.0 - 85.0	74.6 - 95.0	82.9 - 106.2
registered/licensed practical nurses	50.0 - 55.0	52.0 - 62.0	60.0 - 70.0



## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	89.3 - 124.1	112.7 - 156.5	140.8 - 195.5
health and safety director	103.6 - 124.7	135.0 - 160.5	160.9 - 191.0
HR operations director	97.6 - 140.7	127.5 - 180.1	159.0 - 224.1
human resources director	107.2 - 148.3	136.9 - 186.4	168.7 - 230.1
L&D director	110.0 - 136.8	137.6 - 169.1	173.6 - 213.6
talent acquisition director	102.3 - 142.0	129.8 - 177.0	158.0 - 215.1
total rewards director	122.7 - 158.7	158.1 - 203.3	193.1 - 248.6
vice president human resources / CHRO	129.0 - 214.0	162.7 - 269.5	201.1 - 333.0
human resources	entry	mid	senior
benefits administrator	57.7 - 73.9	64.6 - 84.4	73.2 - 95.9
compensation analyst	58.7 - 77.8	67.8 - 91.3	78.5 - 104.1
compensation and benefits manager	107.0 - 139.5	119.0 - 157.0	134.0 - 176.7
compensation specialist	51.6 - 68.4	59.6 - 80.3	69.0 - 91.9
diversity & inclusion coordinator	43.5 - 56.2	50.1 - 64.2	55.9 - 69.3
health and safety advisor	62.2 - 80.4	71.6 - 93.9	82.5 - 107.1
health and safety manager	89.3 - 116.4	100.2 - 132.8	113.8 - 149.6
HRIS analyst	73.2 - 96.5	83.7 - 112.8	96.6 - 128.7
human resources advisor	60.5 - 77.1	66.1 - 86.2	73.7 - 97.8
human resources assistant	46.0 - 57.0	52.0 - 68.0	63.0 - 79.0
human resources business partner	64.9 - 85.2	72.7 - 97.3	90.0 - 120.0
human resources coordinator	52.3 - 68.3	58.2 - 77.6	65.7 - 88.7
human resources manager	100.4 - 135.2	116.5 - 157.8	135.3 - 179.8
instructional designer	50.2 - 65.2	56.4 - 74.6	63.9 - 84.9
labour relations advisor	63.4 - 84.5	72.5 - 98.4	83.5 - 112.4
labour relations manager	106.1 - 144.1	125.2 - 170.0	146.4 - 195.7



learning and development specialist	51.0 - 66.8	57.9 - 77.4	66.4 - 87.9
recruitment coordinator	39.5 - 52.4	46.4 - 61.5	53.4 - 69.5
talent acquisition specialist	59.7 - 77.9	66.3 - 88.4	74.7 - 100.1

## industrial management

	entry	mid	senior
engineering manager	101.5 - 137.0	116.3 - 158.2	133.9 - 179.4
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	98.1 - 130.1	111.3 - 149.0	126.9 - 168.0
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	87.8 - 96.4	92.1 - 108.6	101.2 - 120.5
maintenance supervisor	80.8 - 89.4	85.1 - 101.6	94.2 - 113.5
manufacturing director	128.0 - 154.3	164.4 - 197.6	201.6 - 242.4
operations director	121.9 - 168.0	165.0 - 215.0	203.8 - 272.7
operations manager	82.1 - 112.8	94.7 - 131.8	109.1 - 149.0
planning director	129.5 - 166.9	160.5 - 206.5	197.0 - 253.6
plant manager	111.0 - 153.9	133.3 - 184.8	157.7 - 214.0
procurement director	116.3 - 152.7	154.2 - 200.6	185.8 - 242.0
procurement manager	105.0 - 135.0	115.0 - 139.7	120.0 - 156.6
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	67.5 - 84.1	73.9 - 94.1	82.0 - 105.2
project director	108.2 - 131.5	136.5 - 166.0	168.0 - 204.1
purchasing manager	113.0 - 148.6	127.8 - 169.0	144.7 - 189.3
quality assurance manager	94.1 - 123.0	104.3 - 138.3	117.0 - 154.3
quality director	103.9 - 140.8	132.1 - 175.9	160.8 - 214.1



site supervisor	89.4 - 112.9	96.7 - 124.8	106.2 - 138.7
supply chain director	121.0 - 158.0	161.0 - 205.0	190.0 - 247.0
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.4 - 20.9	18.6 - 24.1	21.2 - 27.5
delivery/courier driver	17.0 - 21.9	19.2 - 25.0	21.7 - 28.1
electronic parts assembler	18.4 - 23.1	20.0 - 25.5	21.9 - 28.0
forklift operator	18.7 - 23.0	20.5 - 26.6	23.4 - 29.7
general labourer - heavy	18.3 - 23.0	20.8 - 26.8	23.7 - 28.9
general labourer - light	16.2 - 19.8	18.1 - 23.5	20.8 - 25.2
industrial painter	17.0 - 22.0	19.3 - 25.3	21.9 - 28.5
inventory control clerk	18.6 - 23.5	21.1 - 26.9	23.9 - 30.3
janitor/custodian	16.3 - 18.1	17.3 - 21.9	19.3 - 23.3
machine operator	18.1 - 23.9	20.8 - 27.8	23.8 - 31.7
machine operator assistant	17.4 - 22.0	20.0 - 25.3	22.7 - 28.3
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	17.6 - 23.1	20.7 - 26.9	23.6 - 29.1
mould machine operator	18.8 - 24.9	21.6 - 28.7	24.6 - 32.3
packaging labourer	16.7 - 21.4	18.7 - 24.3	21.1 - 27.6
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	15.8 - 20.7	18.9 - 24.6	22.0 - 26.9



shipper/receiver	19.1 - 22.4	20.0 - 25.0	22.1 - 28.0
shipping and receiving clerk	18.4 - 22.1	20.1 - 25.5	22.9 - 29.0
warehouse labourer	18.4 - 23.9	22.1 - 27.7	24.7 - 29.2

## marketing

digital marketing	entry	mid	senior
digital marketing manager	71.2 - 94.0	80.3 - 108.1	91.6 - 123.6
digital marketing specialist	50.2 - 66.8	58.3 - 78.9	68.0 - 90.4
e-commerce director	113.0 - 140.7	143.3 - 178.5	181.5 - 225.8
e-commerce marketing manager	81.7 - 107.3	91.5 - 122.5	103.8 - 139.7
marketing content manager	60.9 - 80.9	69.4 - 94.0	79.7 - 107.5
social media manager	61.7 - 86.0	75.0 - 104.5	89.0 - 121.7
web marketing analyst	64.0 - 83.0	72.0 - 95.4	81.6 - 108.2
<b>executive positions (company revenue)</b>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
communications vice-president	105.1 - 160.9	142.4 - 217.9	183.6 - 280.5
marketing vice-president	104.3 - 189.5	145.9 - 264.8	198.3 - 359.5
vice-president marketing & sales	92.7 - 168.5	129.7 - 235.6	176.9 - 320.7
marketing and communications	entry	mid	senior
brand or product manager	90.6 - 117.2	100.9 - 132.8	113.7 - 149.3
brand or product manager assistant	65.6 - 88.9	76.7 - 105.3	89.4 - 121.0
communications manager	73.6 - 97.0	82.8 - 111.2	94.0 - 125.5
communications specialist	56.1 - 77.2	67.1 - 93.2	79.3 - 106.7
content specialist	54.9 - 72.7	63.3 - 85.4	73.5 - 97.9
event specialist	44.7 - 61.4	53.4 - 74.2	63.2 - 85.5
graphic designer	51.0 - 67.5	58.8 - 78.8	67.6 - 89.5
marketing coordinator	58.7 - 77.5	66.3 - 89.2	75.6 - 101.4



marketing director	102.5 - 138.7	119.9 - 164.5	139.8 - 188.1
marketing project manager	45.8 - 61.2	52.5 - 71.3	60.5 - 81.3
marketing specialist	50.7 - 67.6	58.1 - 78.8	66.8 - 89.6

## sales

corporate sales	entry	mid	senior
account manager - hardware	54.1 - 68.0	59.0 - 75.6	65.3 - 84.8
account manager - software	60.4 - 75.6	65.3 - 83.5	72.0 - 93.6
district sales manager	85.6 - 111.4	97.9 - 129.8	113.0 - 149.3
key accounts manager - consumer goods	77.3 - 99.6	87.1 - 114.5	99.4 - 130.8
sales manager/ director	67.0 - 90.1	76.3 - 104.3	87.3 - 118.0
sales representative, account manager - consumer goods	53.1 - 67.5	58.8 - 76.1	65.8 - 85.5
sales representative, account manager - professional services	50.2 - 62.7	54.2 - 69.2	59.8 - 77.8
sales representative, account manager - telecommunications	58.6 - 73.8	64.0 - 82.0	70.7 - 91.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	136.7 - 176.5	169.1 - 218.2	208.3 - 268.7
industrial sales	entry	mid	senior
branch manager - distribution	60.0 - 69.0	70.0 - 75.0	76.0 - 85.0
inside sales representative - distribution	50.0 - 60.0	61.0 - 69.0	66.0 - 75.0
internal sales representative - manufacturing	55.0 - 60.0	61.0 - 69.0	75.0 - 90.0
sales engineer - distribution	74.6 - 98.2	82.2 - 110.3	91.8 - 123.3
sales engineer - manufacturing	64.2 - 86.2	72.8 - 99.4	83.0 - 112.3
sales representative, account manager - distribution	52.3 - 65.7	56.9 - 73.1	63.1 - 82.0
sales representative, account manager - manufacturing	54.5 - 78.9	60.0 - 88.3	66.7 - 98.4
technical advisor	55.0 - 60.0	60.0 - 64.5	64.0 - 80.0
technical parts clerk	50.0 - 55.0	57.0 - 60.0	60.0 - 62.0



technical sales representative - manufacturing	52.0 - 67.5	59.2 - 78.0	67.7 - 88.2
territory manager - retail	53.3 - 66.6	57.6 - 73.7	63.7 - 83.3

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	50.0 - 64.0	56.0 - 75.0	63.0 - 85.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	47.0 - 50.0	50.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	47.0 - 49.0	51.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

	entry	mid	senior
application software			
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9



application support analyst	68.2 - 90.5	78.8 - 105.5	90.1 - 119.3
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	83.8 - 109.1	93.8 - 124.6	106.6 - 141.1
front-end developer	78.8 - 104.1	90.3 - 121.6	104.2 - 138.5
full stack developer	90.6 - 120.2	104.2 - 139.6	120.1 - 157.5
java developer	82.1 - 106.9	92.1 - 122.3	104.5 - 137.6
machine learning developer	89.5 - 134.0	121.1 - 166.5	144.7 - 180.8
mobile application developer (iOS/android)	76.3 - 118.0	107.2 - 149.9	129.7 - 162.2
quality assurance analyst - automation	90.6 - 120.2	104.2 - 139.6	120.1 - 157.5
quality assurance analyst - manual	73.2 - 96.8	84.2 - 113.7	97.3 - 129.3
quality assurance manager	97.0 - 129.1	110.5 - 148.6	126.6 - 166.9
SQL database developer	72.2 - 96.6	83.0 - 113.7	96.3 - 130.0
UI/UX designer	79.1 - 102.6	88.2 - 116.6	99.4 - 130.4
workday consultant	106.3 - 143.0	121.6 - 164.6	139.5 - 187.5
<b>architecture</b>			
application architect	117.0 - 155.3	132.4 - 177.8	150.9 - 202.9
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	105.5 - 133.0	119.5 - 151.9	135.7 - 169.4
enterprise architect	106.3 - 143.0	121.6 - 164.6	139.5 - 187.5
SOA architect	105.5 - 133.0	119.5 - 151.9	135.7 - 169.4
<b>data &amp; analytics</b>			
BI data architect	107.7 - 144.5	120.8 - 163.5	136.5 - 183.7
big data engineer	96.0 - 126.4	107.6 - 143.7	122.1 - 161.7
business intelligence developer	81.2 - 105.9	91.3 - 121.2	103.5 - 135.7



data analyst	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	91.1 - 123.4	106.2 - 145.0	123.8 - 163.8
database administrator	83.7 - 114.3	98.6 - 136.1	115.9 - 155.1
<b>leadership/business technology</b>			
business analyst	77.1 - 100.4	86.6 - 115.2	98.4 - 130.4
development manager	110.0 - 125.0	120.0 - 150.0	145.0 - 170.0
IT director	116.7 - 155.0	147.3 - 193.7	182.2 - 240.0
IT manager	107.5 - 143.2	123.4 - 165.5	142.1 - 188.8
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0
cloud engineer	89.0 - 120.1	104.9 - 142.2	122.8 - 160.6
cloud security consultant	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
devops - infrastructure	92.6 - 129.8	109.5 - 153.4	128.2 - 172.6
help desk analyst	58.0 - 75.5	65.8 - 87.4	75.1 - 99.8
information security engineer	87.3 - 117.6	100.9 - 137.6	117.1 - 155.8
information security manager	108.4 - 143.7	123.7 - 165.2	141.6 - 187.5
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	93.5 - 122.4	105.6 - 140.2	120.6 - 158.3
network administrator	73.8 - 99.1	85.1 - 116.6	98.7 - 133.4
network engineer	82.1 - 110.0	94.2 - 128.8	109.4 - 147.2
systems administrator	83.7 - 110.9	96.1 - 129.3	111.0 - 146.9
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0

business systems analyst	81.7 - 108.2	93.7 - 126.3	108.4 - 144.2
ERP project manager	108.0 - 144.0	118.0 - 159.3	130.9 - 177.4
organizational development manager	80.9 - 109.8	94.5 - 131.0	111.9 - 152.7
PMO lead	116.7 - 155.0	147.3 - 193.7	182.2 - 240.0
product manager	82.4 - 114.0	95.9 - 134.7	111.8 - 155.0
product owner	89.2 - 118.4	102.7 - 137.6	118.3 - 154.7
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	74.9 - 93.7	83.8 - 107.3	95.2 - 121.8
project manager (infrastructure)	115.0 - 154.8	130.4 - 177.4	148.9 - 202.6
project manager (software)	108.6 - 143.9	121.8 - 162.9	137.7 - 183.5
scrum master	86.8 - 113.9	98.3 - 131.2	112.6 - 149.7
technical writer	59.3 - 77.2	69.1 - 91.2	80.4 - 104.1



# national capital

## business support & operations

administrative professionals	entry	mid	senior
administrative assistant	40.2 - 50.1	44.2 - 54.7	50.3 - 61.5
administrative assistant (bilingual)	43.1 - 52.4	48.6 - 58.4	54.1 - 63.1
administrative clerk	40.0 - 46.1	43.5 - 51.5	45.4 - 55.8
administrative coordinator	51.4 - 60.4	58.3 - 65.4	65.6 - 72.0
administrative manager	58.3 - 75.3	63.6 - 83.8	70.4 - 93.9
benefits clerk	39.0 - 47.2	42.1 - 56.9	50.1 - 64.8
buyer assistant	42.0 - 49.2	48.0 - 56.9	53.0 - 62.9
contracts administrator	93.4 - 118.8	104.8 - 135.7	119.1 - 155.1
data entry clerk	39.0 - 43.8	43.0 - 49.8	46.3 - 53.3
dispatch administrator	47.2 - 60.1	53.3 - 68.6	58.2 - 77.3
document services specialist	39.4 - 41.2	43.2 - 47.2	45.1 - 49.4
documentation specialist	39.0 - 51.2	46.5 - 59.5	52.6 - 63.1
donor relations coordinator	50.2 - 64.9	57.3 - 76.9	66.9 - 89.5
estimation assistant	40.0 - 48.3	46.5 - 52.4	52.0 - 58.6
executive assistant	57.2 - 74.2	65.3 - 87.8	73.6 - 100.3
executive assistant (bilingual)	63.0 - 68.9	69.6 - 77.8	74.2 - 85.3
executive legal assistant	53.1 - 63.0	59.2 - 68.2	65.3 - 72.1
file clerk	38.2 - 45.1	42.5 - 52.0	45.9 - 55.0
HR coordinator	42.0 - 54.0	50.0 - 64.0	58.0 - 74.0
insurance claims clerk	40.0 - 47.6	45.3 - 54.6	48.6 - 61.5
inventory clerk	39.0 - 47.0	42.3 - 53.8	47.9 - 60.4
inventory coordinator	44.7 - 56.8	49.7 - 64.5	56.0 - 73.0



invoicing clerk	39.2 - 47.3	42.1 - 53.8	47.0 - 58.5
lease administrator	42.4 - 61.4	47.8 - 65.0	55.0 - 82.2
leasing coordinator	47.3 - 56.8	50.2 - 66.2	57.6 - 75.5
legal assistant	50.5 - 62.7	60.0 - 75.1	77.5 - 85.2
logistics coordinator	48.4 - 60.4	53.5 - 70.9	61.6 - 80.8
mailroom clerk	36.3 - 45.0	40.8 - 50.2	44.7 - 52.7
marketing assistant	40.6 - 50.7	44.8 - 57.6	50.8 - 66.7
office clerk	40.0 - 46.6	43.5 - 51.7	45.8 - 56.3
office manager	55.3 - 68.1	59.6 - 76.3	64.4 - 85.4
order clerk	39.2 - 43.5	44.0 - 49.7	48.0 - 54.9
order desk representative (clerical)	40.5 - 50.2	47.3 - 56.8	49.3 - 60.1
order entry clerk	38.9 - 44.0	43.0 - 48.0	46.3 - 48.4
parts coordinators	38.2 - 43.3	45.0 - 49.7	48.0 - 55.7
procurement coordinator	51.7 - 67.3	58.4 - 77.6	66.6 - 89.0
project coordinator	44.3 - 49.3	49.6 - 57.8	56.0 - 66.3
project manager assistant	43.0 - 60.1	46.3 - 67.6	55.9 - 76.8
property administrator	40.0 - 48.4	44.6 - 55.7	47.4 - 64.6
property manager	58.8 - 77.8	66.6 - 90.1	76.3 - 103.8
receptionist	39.3 - 41.8	44.0 - 47.4	48.3 - 54.2
receptionist (bilingual)	42.1 - 45.1	46.2 - 52.1	51.2 - 57.1
sales administrator	43.6 - 56.9	49.1 - 66.6	56.7 - 76.2
sales assistant	40.7 - 50.8	44.9 - 57.7	50.9 - 67.1
sales coordinator	49.0 - 60.2	52.8 - 66.5	58.4 - 75.7
service advisor	40.1 - 48.2	46.3 - 55.4	50.6 - 58.9
service coordinator	39.0 - 47.3	42.6 - 54.0	46.4 - 61.6
supply clerk	42.0 - 45.6	46.0 - 51.6	49.0 - 56.6



## customer experience

	entry	mid	senior
bilingual call center operations manager	65.0 - 73.0	75.0 - 92.0	85.0 - 101.0
bilingual customer loyalty agent	39.9 - 46.8	40.8 - 54.2	46.6 - 61.6
bilingual customer service manager	73.6 - 97.7	83.1 - 112.7	95.2 - 139.4
bilingual customer service representative	40.5 - 46.1	43.3 - 52.0	45.2 - 62.6
bilingual customer service supervisor	58.4 - 77.1	66.0 - 88.9	75.3 - 101.4
bilingual customer service team lead	33.5 - 42.9	38.5 - 49.8	43.8 - 63.4
bilingual customer service trainer	43.3 - 56.8	49.5 - 66.1	59.9 - 75.4
bilingual e-chat representative	43.8 - 55.6	48.7 - 62.9	54.6 - 70.8
bilingual fundraising agent	43.0 - 47.0	45.0 - 50.0	47.0 - 52.0
bilingual inside sales manager	69.4 - 93.9	79.1 - 108.9	90.8 - 123.7
bilingual inside sales representative	50.1 - 63.2	55.1 - 71.0	61.5 - 80.0
bilingual insurance advisor	56.3 - 71.7	61.3 - 79.8	68.0 - 89.8
bilingual junior collection agent	39.4 - 44.8	42.9 - 51.4	44.6 - 57.7
bilingual order desk representative	42.3 - 43.5	39.2 - 49.7	44.0 - 54.9
bilingual order management representative	43.5 - 48.9	51.2 - 55.3	53.3 - 59.7
bilingual survey agent	37.4 - 42.6	38.9 - 50.0	44.3 - 54.8
bilingual technical support level 1 agent	44.4 - 59.2	51.0 - 66.4	0.0 - 0.0
bilingual telemarketing agent	37.9 - 42.4	41.9 - 48.5	45.9 - 56.1
bilingual telephone dispatcher	40.1 - 51.2	45.6 - 58.9	51.8 - 66.9
bilingual travel support agent	45.6 - 57.8	51.2 - 65.3	57.1 - 72.5
bilingual workforce planner	48.0 - 60.5	51.8 - 66.8	57.1 - 75.6

## engineering

construction	entry	mid	senior
architect	59.8 - 78.4	66.7 - 89.6	75.6 - 102.0



architectural drafter	52.0 - 67.5	60.4 - 80.1	70.9 - 94.8
architectural technician	62.0 - 88.6	74.5 - 104.4	90.4 - 120.2
BIM/VDC coordinator	61.8 - 81.0	68.9 - 92.6	78.1 - 105.4
buyer	55.0 - 72.0	62.5 - 83.6	71.7 - 96.0
civil engineer	61.8 - 84.0	72.6 - 100.1	85.0 - 114.5
civil engineering drafter	53.4 - 66.6	59.8 - 76.1	67.6 - 86.6
civil engineering technologist	43.4 - 58.9	51.9 - 70.8	61.0 - 80.8
civil project engineer	72.3 - 99.9	83.8 - 118.1	97.8 - 136.6
civil project manager	78.0 - 104.5	88.1 - 120.2	100.4 - 136.2
construction coordinator	52.0 - 69.0	58.3 - 79.0	66.1 - 90.3
construction director	96.8 - 128.4	131.3 - 174.3	165.7 - 219.8
construction manager	74.9 - 98.4	82.2 - 110.3	91.8 - 124.6
construction project coordinator	80.7 - 104.1	87.8 - 115.6	97.1 - 129.0
construction project manager	65.2 - 90.2	75.8 - 106.9	88.5 - 123.3
construction superintendent	77.6 - 102.0	85.2 - 114.4	95.1 - 128.8
contracts administrator	74.7 - 96.5	84.2 - 110.8	95.9 - 126.6
director of operations	115.4 - 155.2	152.8 - 205.6	194.7 - 261.9
drafter	52.9 - 66.3	59.5 - 76.0	67.5 - 86.3
electrical designer/engineer	72.1 - 95.1	81.1 - 109.4	92.6 - 125.1
electrical engineer	62.4 - 87.3	76.5 - 108.6	92.9 - 127.5
electrical engineering technician	54.9 - 70.3	62.5 - 81.4	71.6 - 93.0
electrical inspector	46.1 - 61.8	53.2 - 72.4	61.4 - 83.5
engineering manager	83.9 - 113.6	96.1 - 132.5	111.0 - 151.9
environmental engineer	60.4 - 80.9	69.6 - 95.3	81.0 - 109.9
environmental inspector	49.8 - 63.6	54.7 - 71.2	60.9 - 79.9
estimation engineer	69.7 - 93.3	80.1 - 109.5	92.9 - 126.1
estimator	58.5 - 76.3	64.9 - 86.6	73.1 - 98.4



facilities manager	58.1 - 76.2	66.1 - 88.5	75.9 - 101.6
foreman	51.3 - 66.4	57.4 - 76.0	65.0 - 86.5
health and safety manager	59.6 - 77.0	68.6 - 90.1	79.0 - 102.9
health and safety specialist	67.1 - 88.6	77.0 - 103.7	89.0 - 118.6
HVAC drafter	48.5 - 62.1	54.4 - 70.8	61.3 - 79.3
HVAC engineer	55.9 - 74.4	63.9 - 86.7	73.5 - 98.7
mechanical designer	50.0 - 66.0	57.5 - 76.8	65.9 - 87.1
mechanical engineer	59.8 - 84.7	74.5 - 106.8	91.5 - 125.6
mechanical engineering technician	50.4 - 65.9	57.3 - 76.2	65.3 - 86.2
mechanical site supervisor	50.4 - 64.8	56.9 - 74.6	64.9 - 85.6
operations manager	77.6 - 106.8	89.5 - 124.9	103.2 - 141.6
planner/scheduler	38.9 - 49.7	44.2 - 57.0	50.1 - 64.3
project coordinator	36.2 - 49.3	41.5 - 57.8	48.1 - 66.3
project director	102.8 - 125.3	130.2 - 158.8	160.8 - 196.0
project engineer	83.1 - 106.9	90.2 - 118.5	99.6 - 132.5
project manager	73.0 - 101.3	85.0 - 119.9	99.2 - 137.6
purchasing manager	92.8 - 123.4	105.3 - 141.8	119.9 - 160.2
QA/QC inspector	52.9 - 70.1	61.2 - 82.1	70.6 - 94.6
quality control engineer	66.2 - 88.4	75.9 - 103.1	87.4 - 117.3
quality inspector	38.7 - 49.0	42.7 - 55.1	47.8 - 62.4
safety inspector	58.2 - 76.2	66.0 - 87.9	75.0 - 99.4
specification writer	51.1 - 65.9	57.8 - 75.8	65.7 - 85.9
structural engineer	67.3 - 89.7	77.0 - 104.8	89.0 - 120.2
technical services manager	82.4 - 110.3	94.4 - 128.6	109.1 - 148.2
telecommunications technician	51.8 - 67.4	58.4 - 77.5	66.6 - 88.8
<b>manufacturing</b>			
applications engineer	72.2 - 81.8	83.4 - 112.6	96.6 - 118.1



assurance control technician	52.0 - 62.2	65.0 - 76.1	77.8 - 89.2
automation engineer	66.2 - 84.8	72.9 - 98.7	83.8 - 113.8
buyer	55.0 - 72.0	62.5 - 83.6	71.7 - 96.0
continuous improvement engineer	72.1 - 90.2	84.9 - 102.3	95.9 - 128.0
controls designer/engineer	64.2 - 72.3	72.2 - 84.4	81.6 - 106.3
controls engineer	66.2 - 74.3	76.2 - 84.4	85.6 - 106.6
demand planner	48.9 - 67.3	58.6 - 81.3	69.2 - 93.2
electrical designer	60.2 - 80.9	72.9 - 93.6	83.4 - 106.3
electrical engineer	62.4 - 87.3	76.5 - 108.6	92.9 - 127.5
electrical engineering technician	54.9 - 70.3	62.5 - 81.4	71.6 - 93.0
electronics designer	63.9 - 80.9	72.9 - 93.6	83.4 - 106.3
electronics engineer	76.0 - 99.7	84.8 - 113.4	95.7 - 127.4
electronics technician	55.3 - 75.2	70.3 - 92.7	79.5 - 104.7
estimator	58.5 - 76.3	64.9 - 86.6	73.1 - 98.4
field service engineer	52.8 - 69.2	59.2 - 79.4	67.4 - 91.8
health and safety specialist	67.1 - 88.6	77.0 - 103.7	89.0 - 118.6
HVAC drafter	48.5 - 62.1	54.4 - 70.8	61.3 - 79.3
HVAC engineer	60.9 - 74.4	63.9 - 86.7	73.5 - 98.7
industrial engineer	66.0 - 87.7	75.1 - 101.7	86.1 - 115.3
inventory analyst	50.1 - 65.0	56.3 - 74.4	63.9 - 85.0
logistics specialist	45.0 - 58.1	51.1 - 66.9	58.1 - 76.3
maintenance buyer	40.3 - 51.6	46.7 - 60.0	53.4 - 67.9
maintenance planner	52.3 - 65.8	59.1 - 75.6	67.2 - 85.7
manufacturing engineer	61.1 - 81.8	70.3 - 95.9	81.4 - 109.7
mechanical designer	52.0 - 66.0	57.5 - 76.8	65.9 - 87.1
mechanical drafter	47.7 - 62.2	53.8 - 72.0	61.9 - 84.4
mechanical engineer	59.8 - 84.7	74.5 - 106.8	91.5 - 125.6



mechanical engineering technician	52.4 - 67.3	67.1 - 89.3	76.7 - 100.7
methods engineer	59.8 - 70.7	74.5 - 96.8	91.5 - 105.6
operation excellence specialist	71.4 - 93.7	79.6 - 106.5	89.8 - 119.7
process engineer	59.7 - 79.9	68.7 - 93.8	79.6 - 107.2
production planner	46.9 - 61.9	54.0 - 71.9	61.7 - 80.6
project engineer	73.1 - 86.9	90.2 - 108.5	89.6 - 132.5
project manager	83.0 - 101.3	85.0 - 119.9	99.2 - 137.6
purchasing agent	55.0 - 72.0	62.5 - 83.6	71.7 - 96.0
quality assurance engineer	60.4 - 72.3	67.0 - 87.9	76.2 - 91.0
quality assurance/control technician	52.9 - 70.1	61.2 - 82.1	70.6 - 94.6
quality control engineer	66.2 - 88.4	75.9 - 103.1	87.4 - 117.3
quality control technician	46.8 - 57.0	53.5 - 64.6	59.8 - 72.4
quality engineer	63.2 - 71.1	62.2 - 84.5	72.5 - 96.7
reliability/maintenance engineer	66.5 - 86.9	76.6 - 102.2	89.0 - 117.3
robotics engineer	70.0 - 92.3	78.9 - 106.1	89.8 - 120.0
sourcing engineer	54.6 - 72.7	62.3 - 84.9	71.9 - 97.5
supply chain analyst	51.7 - 68.5	58.8 - 79.4	67.3 - 90.2
systems engineer	68.6 - 91.1	78.0 - 105.9	89.7 - 120.6

## finance & accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
chief financial officer	140.1 - 262.4	217.2 - 401.3	314.2 - 576.2
vice president finance	126.3 - 189.8	153.4 - 277.3	217.9 - 393.7
finance & accounting	1 year	3 years	5 years
accountant	69.3 - 83.3	74.4 - 89.4	79.2 - 95.2
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2



accounting manager	95.7 - 117.1	103.2 - 126.2	110.6 - 135.1	126.9 - 45.6
accounting technician	53.0 - 63.0	57.0 - 66.4	61.0 - 72.0	70.4 - 80.0
accounts payable clerk	46.0 - 51.5	50.3 - 56.5	54.3 - 59.7	60.9 - 68.1
accounts payable manager	67.1 - 84.4	75.2 - 93.6	81.8 - 102.4	98.9 - 102.3
accounts receivable clerk	45.1 - 50.9	50.0 - 56.5	54.4 - 61.5	63.4 - 71.7
accounts receivable manager	74.6 - 91.5	82.1 - 100.1	89.5 - 109.2	108.2 - 118.3
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0	107.3 - 129.3
assistant controller	70.2 - 95.3	83.1 - 106.7	90.3 - 108.5	105.3 - 120.6
billing specialist	42.5 - 49.7	46.4 - 54.5	50.1 - 58.7	57.1 - 66.8
bookkeeper	44.1 - 52.3	47.7 - 56.7	51.3 - 60.8	59.0 - 69.9
business analyst	70.3 - 84.6	75.6 - 90.6	82.5 - 97.3	93.6 - 98.9
compliance specialist	75.2 - 80.3	78.5 - 83.6	82.1 - 90.4	- - -
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	70.3 - 79.4	73.6 - 85.8	76.7 - 92.3	88.6 - 106.6
credit and collections accountant	41.0 - 46.4	42.8 - 50.7	46.1 - 54.7	52.9 - 62.7
credit and collections manager	79.9 - 99.0	86.9 - 107.3	93.8 - 115.6	122.3 - 147.4
credit and collections supervisor	58.5 - 71.3	63.2 - 77.0	67.9 - 82.7	78.5 - 95.7
director - financial planning & analysis	122.9 - 167.3	161.5 - 219.4	202.0 - 272.8	- - -
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	118.0 - 161.9	159.1 - 215.1	198.3 - 267.2	- - -
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	94.3 - 115.3	101.6 - 123.8	108.8 - 132.0	125.1 - 151.6
internal auditor	66.6 - 80.2	73.7 - 88.6	80.4 - 96.8	94.3 - 113.6
invoicing clerk	41.3 - 48.2	45.2 - 53.0	48.7 - 57.1	54.5 - 63.8
payroll clerk	45.9 - 53.6	50.5 - 59.2	54.8 - 64.2	63.0 - 73.8
payroll manager	75.1 - 94.5	82.4 - 103.4	89.5 - 112.1	105.2 - 118.6
payroll specialist	56.5 - 66.0	61.3 - 71.7	63.4 - 75.2	67.0 - 82.3



payroll supervisor	59.8 - 72.0	65.2 - 78.4	70.3 - 84.5	81.5 - 98.1
property accountant	61.9 - 74.4	65.1 - 78.2	68.1 - 82.0	---
tax manager	101.2 - 125.3	108.9 - 134.6	116.5 - 143.9	134.4 - 166.0
treasury analyst	70.1 - 84.3	75.2 - 90.4	80.2 - 96.4	91.5 - 110.1
treasury director	95.4 - 116.7	103.3 - 126.3	111.1 - 135.7	---

## healthcare

	entry	mid	senior
dental office manager	60.0 - 64.0	64.0 - 70.0	71.0 - 85.0
dental secretary	48.0 - 50.0	51.0 - 54.0	55.0 - 59.0
disability case manager	65.0 - 75.0	75.0 - 80.0	80.0 - 85.0
disability consultant	75.0 - 80.0	80.0 - 85.0	85.0 - 90.0
health records clerk	41.0 - 44.0	44.0 - 47.0	47.0 - 53.0
healthcare clinic manager	70.5 - 91.1	76.9 - 101.4	85.2 - 113.4
medical / clinic coordinator	60.0 - 64.0	64.0 - 70.0	71.0 - 85.0
medical billing clerk	41.0 - 44.0	44.0 - 47.0	47.4 - 60.6
medical claims analyst	47.0 - 58.8	52.0 - 66.6	55.8 - 75.4
medical office assistant	45.0 - 50.0	50.0 - 56.0	56.0 - 61.0
medical receptionist	41.0 - 43.0	43.0 - 49.6	45.0 - 52.9
medical reimbursement specialist	43.0 - 49.6	50.0 - 58.3	50.1 - 65.6
medical secretary	45.0 - 51.0	51.0 - 57.0	58.0 - 65.0
nursing manager	86.4 - 112.7	93.8 - 125.3	104.4 - 143.0
nursing supervisor / team lead	74.5 - 96.1	85.2 - 110.6	96.7 - 124.1
occupational injury file management advisor	45.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	41.0 - 44.0	44.0 - 47.0	47.0 - 53.0
patient service representatives (unilingual or bilingual)	33.5 - 40.8	37.7 - 46.9	42.8 - 53.3
pharmacy assistant	37.0 - 43.0	42.0 - 48.0	47.0 - 52.0



registered nurse	68.0 - 81.5	71.5 - 87.0	79.5 - 101.9
registered/licensed practical nurses	53.0 - 57.0	57.0 - 62.0	60.0 - 70.0

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	84.4 - 117.5	106.6 - 148.8	133.6 - 186.6
health and safety director	85.1 - 102.6	111.5 - 134.1	134.4 - 161.8
HR operations director	80.1 - 116.3	105.0 - 151.9	132.7 - 192.0
human resources director	88.0 - 123.0	113.1 - 157.5	141.6 - 197.5
L&D director	90.3 - 113.0	113.7 - 141.8	146.0 - 182.4
talent acquisition director	84.0 - 117.5	107.0 - 149.1	131.8 - 183.7
total rewards director	100.9 - 132.4	131.8 - 172.9	163.7 - 214.6
vice president human resources / CHRO	106.3 - 182.8	136.1 - 234.1	171.0 - 293.7
human resources	entry	mid	senior
benefits administrator	54.8 - 70.0	61.2 - 80.0	69.3 - 91.0
compensation analyst	55.7 - 73.7	64.2 - 86.6	74.3 - 98.9
compensation and benefits manager	87.9 - 115.4	97.8 - 130.9	110.6 - 148.8
diversity & inclusion coordinator	41.4 - 53.4	47.6 - 60.8	53.1 - 65.7
health and safety advisor	59.6 - 77.0	68.6 - 90.1	79.0 - 102.9
health and safety manager	73.3 - 95.7	82.3 - 109.5	93.5 - 124.2
HRIS analyst	60.1 - 79.1	68.8 - 92.2	79.2 - 105.3
human resources advisor	57.4 - 73.0	62.6 - 81.7	69.8 - 92.8
human resources business partner	61.5 - 80.7	68.8 - 92.3	78.0 - 104.8
human resources coordinator	42.0 - 54.0	50.0 - 64.0	58.0 - 74.0
human resources manager	82.4 - 111.6	95.8 - 131.6	111.7 - 151.6
labour relations advisor	60.1 - 80.0	68.7 - 93.4	79.1 - 106.9



labour relations manager	87.1 - 119.4	103.0 - 142.7	121.4 - 166.0
recruitment coordinator	38.1 - 50.2	44.6 - 58.9	51.2 - 66.4
talent acquisition specialist	56.6 - 73.8	62.9 - 83.8	70.8 - 95.0

## industrial management

	entry	mid	senior
engineering manager	83.9 - 113.6	96.1 - 132.5	121.0 - 181.9
general manager	115.4 - 155.2	152.8 - 205.6	194.7 - 261.9
inventory control manager	61.1 - 80.2	68.4 - 91.6	77.4 - 104.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	80.5 - 107.3	91.4 - 123.7	104.5 - 140.9
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	105.9 - 128.9	138.2 - 168.5	172.1 - 209.6
operations director	115.4 - 155.2	152.8 - 205.6	194.7 - 261.9
operations manager	77.6 - 106.8	89.5 - 124.9	103.2 - 141.6
plant manager	91.2 - 128.1	109.9 - 156.1	131.5 - 182.7
procurement director	95.6 - 127.0	128.4 - 170.4	157.0 - 188.6
procurement manager	77.1 - 102.3	85.4 - 115.5	96.1 - 130.5
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	55.0 - 71.0	61.2 - 80.7	68.9 - 91.7
project director	102.8 - 125.3	130.2 - 158.8	160.8 - 186.0
purchasing manager	92.8 - 123.4	105.3 - 141.8	119.9 - 160.2
quality assurance manager	77.2 - 101.2	85.6 - 114.3	96.2 - 128.4
quality director	85.3 - 116.5	108.9 - 148.1	134.3 - 182.8



site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	100.7 - 122.7	133.3 - 162.4	165.3 - 191.5
supply chain manager	90.2 - 120.6	104.2 - 130.7	119.8 - 140.9
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 20.2	18.0 - 23.3	20.4 - 26.4
delivery/courier driver	16.7 - 21.3	18.7 - 24.3	21.1 - 27.2
electronic parts assembler	17.8 - 22.2	19.3 - 24.5	21.1 - 27.0
forklift operator	17.2 - 22.1	19.8 - 25.6	22.5 - 28.5
general labourer - heavy	17.3 - 22.2	20.2 - 25.8	22.9 - 27.8
general labourer - light	16.3 - 19.1	17.6 - 22.6	20.1 - 24.3
industrial painter	16.5 - 21.2	18.7 - 24.3	21.1 - 27.4
inventory control clerk	18.0 - 22.6	20.4 - 25.9	23.0 - 29.0
janitor/custodian	16.3 - 18.1	16.7 - 20.9	18.5 - 22.3
machine operator	17.5 - 23.0	20.0 - 26.7	23.0 - 30.5
machine operator assistant	17.5 - 21.2	19.4 - 24.4	21.9 - 27.2
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	17.1 - 22.2	19.9 - 25.8	22.7 - 27.9
mould machine operator	18.1 - 23.9	20.8 - 27.6	23.6 - 30.9
packaging labourer	16.3 - 20.6	18.1 - 23.4	20.3 - 26.6
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8



production labourer	16.4 - 19.9	18.3 - 23.6	21.1 - 25.8
shipper/receiver	18.1 - 21.6	19.2 - 24.1	21.3 - 26.8
shipping and receiving clerk	17.2 - 21.3	19.4 - 24.5	22.1 - 27.8
warehouse labourer	17.8 - 23.0	21.2 - 26.6	23.8 - 28.0

## marketing

digital marketing	entry	mid	senior
digital marketing manager	67.4 - 89.3	76.1 - 103.1	87.0 - 118.1
digital marketing specialist	47.8 - 63.3	55.4 - 74.8	64.4 - 85.7
e-commerce director	107.9 - 134.6	137.1 - 171.3	174.3 - 217.6
e-commerce marketing manager	77.5 - 102.3	86.9 - 117.1	98.9 - 133.7
marketing content manager	57.6 - 76.7	65.6 - 89.3	75.5 - 102.5
social media manager	58.5 - 81.6	71.0 - 99.6	84.5 - 116.3
web marketing analyst	52.4 - 68.2	59.1 - 78.2	67.0 - 88.5
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
communications vice-president	99.4 - 153.0	135.2 - 208.4	175.1 - 269.6
marketing vice-president	99.4 - 182.1	139.6 - 255.7	190.7 - 348.7
vice-president marketing & sales	88.1 - 161.6	124.0 - 227.1	169.7 - 310.5
marketing and communications	entry	mid	senior
brand or product manager	86.1 - 111.9	96.1 - 127.0	108.5 - 142.9
brand or product manager assistant	62.3 - 84.6	72.9 - 100.5	85.1 - 115.6
communications manager	69.7 - 92.3	78.5 - 106.0	89.4 - 119.9
communications specialist	53.4 - 73.3	63.7 - 88.7	75.4 - 101.8
content specialist	52.2 - 68.9	60.1 - 81.0	69.6 - 92.9
event specialist	43.2 - 59.0	51.4 - 71.1	60.7 - 81.8
graphic designer	48.3 - 63.8	55.7 - 74.4	63.9 - 84.5



marketing coordinator	55.7 - 73.4	62.8 - 84.6	71.6 - 96.3
marketing director	97.6 - 132.7	114.5 - 157.7	133.7 - 180.7
marketing project manager	43.5 - 57.9	49.8 - 67.5	57.3 - 77.1
marketing specialist	48.2 - 64.1	55.2 - 74.6	63.3 - 84.9

## sales

corporate sales	entry	mid	senior
account manager - hardware	51.6 - 64.7	56.2 - 72.0	62.2 - 80.8
account manager - software	57.5 - 71.9	62.2 - 79.5	68.5 - 89.2
district sales manager	81.2 - 106.3	93.2 - 124.1	107.8 - 142.9
key accounts manager - consumer goods	73.6 - 95.0	83.0 - 109.4	94.8 - 125.2
sales manager/ director	63.4 - 85.6	72.2 - 99.4	82.8 - 112.7
sales representative, account manager - consumer goods	50.7 - 64.3	56.1 - 72.5	62.7 - 81.5
sales representative, account manager - professional services	47.9 - 59.7	51.7 - 65.9	56.9 - 74.1
sales representative, account manager - telecommunications	55.8 - 70.2	60.9 - 78.1	67.3 - 87.2
executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
sales vice-president	130.9 - 169.7	162.7 - 210.7	201.1 - 260.4
industrial sales	entry	mid	senior
branch manager - distribution	80.0 - 95.0	90.0 - 115.0	110.0 - 145.0
inside sales representative - distribution	49.6 - 62.5	54.5 - 70.2	60.8 - 79.2
internal sales representative - manfacturing	49.6 - 62.5	54.5 - 70.2	60.8 - 79.2
sales engineer - distribution	71.5 - 94.0	78.7 - 105.6	87.9 - 118.1
sales engineer - manufacturing	61.6 - 82.5	69.8 - 95.2	79.5 - 107.6
sales representative, account manager - distribution	49.8 - 62.5	54.2 - 69.5	60.0 - 78.1
sales representative, account manager - manufacturing	52.0 - 75.1	57.2 - 84.2	63.5 - 93.9
technical advisor	82.0 - 109.0	94.9 - 128.9	111.0 - 149.9



technical sales representative - manufacturing	49.6 - 64.1	56.3 - 74.1	64.3 - 83.9
territory manager - retail	55.2 - 63.4	54.9 - 70.1	60.6 - 79.3

## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	52.0 - 60.0	56.0 - 67.0	63.0 - 73.0
machine builder	41.0 - 52.0	47.0 - 60.0	54.0 - 69.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

	entry	mid	senior
application software			
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9



application support analyst	56.0 - 74.2	64.7 - 86.4	73.9 - 97.6
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1
devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
director of development/engineering	104.8 - 149.9	140.6 - 201.4	185.5 - 265.3
ERP developer	83.8 - 109.1	93.8 - 124.6	106.6 - 141.1
front-end developer	77.9 - 103.0	89.2 - 120.3	103.1 - 137.0
full stack developer	74.4 - 98.2	85.3 - 114.6	98.2 - 130.4
java developer	80.8 - 105.3	90.6 - 120.5	102.9 - 135.8
machine learning developer	73.4 - 109.8	99.0 - 138.6	119.0 - 151.6
mobile application developer (iOS/android)	62.7 - 96.4	87.7 - 123.6	106.1 - 134.7
quality assurance analyst - automation	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
quality assurance analyst - manual	60.0 - 79.4	69.1 - 92.9	79.8 - 105.8
quality assurance manager	79.6 - 106.4	90.8 - 123.3	104.3 - 139.9
SQL database developer	71.1 - 95.1	81.7 - 112.0	94.8 - 128.2
UI/UX designer	78.2 - 101.4	87.2 - 115.3	98.3 - 129.0
workday consultant	106.3 - 143.0	121.6 - 164.6	139.5 - 187.5
<b>architecture</b>			
application architect	96.1 - 129.4	109.2 - 149.8	125.4 - 172.5
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	86.3 - 108.9	97.7 - 125.3	111.2 - 141.2
enterprise architect	87.0 - 117.5	99.4 - 136.8	114.5 - 157.6
SOA architect	96.1 - 129.4	109.2 - 149.8	125.4 - 172.5
<b>data &amp; analytics</b>			
BI data architect	89.0 - 120.2	99.8 - 137.3	113.2 - 155.8
big data engineer	94.9 - 125.0	106.4 - 142.2	120.8 - 160.1
business intelligence developer	66.7 - 86.7	74.9 - 99.1	84.7 - 111.2



data analyst	64.5 - 86.5	74.4 - 101.5	86.1 - 115.8
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	74.7 - 101.2	87.0 - 119.7	101.5 - 136.7
database administrator	68.7 - 93.5	80.8 - 111.6	94.8 - 128.2
<b>leadership/business technology</b>			
business analyst	63.3 - 82.2	71.1 - 94.2	80.7 - 106.8
development manager	110.0 - 125.0	120.0 - 150.0	145.0 - 170.0
IT director	95.9 - 129.0	122.2 - 164.2	153.7 - 206.6
IT manager	88.3 - 118.6	101.5 - 138.6	117.6 - 159.7
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0
cloud engineer	87.6 - 118.4	103.3 - 140.3	121.0 - 158.5
cloud security consultant	89.0 - 119.0	101.8 - 138.3	117.2 - 158.6
devops - infrastructure	76.0 - 106.2	89.6 - 126.7	104.9 - 144.2
help desk analyst	47.4 - 62.0	53.9 - 71.7	61.6 - 81.7
information security engineer	86.3 - 116.3	99.7 - 136.1	115.8 - 154.2
information security manager	89.0 - 119.0	101.8 - 138.3	117.2 - 158.6
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	76.7 - 100.1	86.4 - 115.1	98.6 - 131.2
network administrator	60.6 - 81.2	69.9 - 95.3	80.9 - 109.3
network engineer	82.1 - 110.0	94.2 - 128.8	109.4 - 147.2
systems administrator	68.8 - 90.7	78.8 - 105.8	90.7 - 120.9
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0



business systems analyst	67.1 - 88.5	76.9 - 103.3	88.7 - 118.6
ERP project manager	88.7 - 119.3	97.0 - 133.0	107.9 - 149.5
organizational development manager	66.4 - 90.2	77.6 - 108.0	91.9 - 127.0
PMO lead	116.7 - 155.0	147.3 - 193.7	182.2 - 240.0
product manager	78.2 - 108.8	91.2 - 128.8	106.7 - 148.4
product owner	73.2 - 96.8	84.1 - 112.9	96.7 - 127.9
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	61.5 - 76.8	68.8 - 87.8	78.0 - 99.5
project manager (infrastructure)	94.5 - 128.9	107.5 - 149.4	123.6 - 172.3
project manager (software)	89.2 - 119.2	100.2 - 136.2	113.7 - 155.0
scrum master	71.3 - 93.1	80.5 - 107.4	92.1 - 123.4
technical writer	56.4 - 73.4	65.7 - 86.9	76.4 - 99.3



# outaouais

## customer experience

entry mid senior

bilingual call center operations manager	63.9 - 82.8	71.6 - 94.4	80.8 - 106.0
bilingual customer loyalty agent	39.7 - 47.8	41.6 - 55.3	47.6 - 62.9
bilingual customer service manager	75.0 - 99.0	84.5 - 113.9	96.5 - 130.7
bilingual customer service representative	40.5 - 46.1	43.3 - 52.0	45.2 - 62.0
bilingual customer service supervisor	59.9 - 79.0	67.8 - 91.0	77.2 - 103.6
bilingual customer service team lead	45.9 - 52.1	53.1 - 58.6	56.4 - 69.8
bilingual customer service trainer	43.9 - 57.6	50.1 - 67.0	57.7 - 76.4
bilingual e-chat representative	44.6 - 56.7	49.6 - 64.2	55.7 - 72.2
bilingual fundraising agent	39.8 - 42.4	37.7 - 48.5	42.8 - 56.1
bilingual inside sales manager	70.8 - 95.0	80.5 - 109.8	92.0 - 124.5
bilingual inside sales representative	50.8 - 64.1	55.9 - 71.9	62.3 - 81.0
bilingual insurance advisor	57.2 - 72.6	62.3 - 80.7	68.9 - 90.7
bilingual junior collection agent	37.9 - 46.1	40.5 - 52.9	45.9 - 59.3
bilingual order desk representative	39.8 - 44.3	40.0 - 50.7	44.9 - 54.0
bilingual order management representative	40.6 - 51.6	45.9 - 59.3	52.3 - 68.0
bilingual survey agent	36.9 - 43.5	39.7 - 51.0	45.2 - 55.9
bilingual technical support level 1 agent	46.1 - 61.4	52.9 - 65.9	0.0 - 0.0
bilingual telemarketing agent	35.9 - 43.5	38.6 - 49.7	43.9 - 57.5
bilingual telephone dispatcher	40.9 - 52.3	46.5 - 60.1	52.9 - 68.2
bilingual travel support agent	40.5 - 51.2	45.4 - 57.8	50.6 - 64.1
bilingual workforce planner	49.5 - 62.3	53.3 - 68.7	58.8 - 77.7



## finance &amp; accounting

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$	
chief financial officer	154.3 - 277.5	230.8 - 415.8	328.3 - 590.9	
vice president finance	142.1 - 191.6	155.3 - 279.2	219.7 - 395.7	
vice-president internal audit	133.4 - 178.9	169.0 - 227.1	207.0 - 278.2	
finance & accounting	1 year	3 years	5 years	10 years
accountant	71.4 - 85.8	76.5 - 91.9	81.6 - 98.0	92.4 - 110.9
accounting clerk	46.3 - 50.4	48.9 - 54.6	51.5 - 59.8	64.3 - 69.7
accounting manager	97.8 - 119.2	105.4 - 128.4	112.8 - 137.4	129.2 - 157.1
accounting supervisor	73.6 - 89.4	79.2 - 96.2	84.6 - 102.9	96.8 - 117.7
accounting technician	59.6 - 70.8	64.3 - 76.2	68.8 - 81.6	78.3 - 92.9
accounts payable clerk	50.5 - 52.5	51.8 - 58.0	55.9 - 62.8	64.1 - 72.1
accounts payable manager	87.1 - 106.1	95.2 - 116.1	103.2 - 125.8	121.6 - 148.2
accounts receivable clerk	49.4 - 53.0	52.0 - 58.6	56.6 - 63.8	65.8 - 74.3
accounts receivable manager	88.3 - 105.1	96.0 - 114.1	103.6 - 123.2	122.1 - 145.1
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0	108.2 - 130.2
assistant controller	94.8 - 142.1	120.7 - 154.2	129.9 - 166.0	151.4 - 193.4
billing specialist	47.7 - 51.7	50.8 - 56.6	52.2 - 61.0	59.3 - 69.2
bookkeeper	49.5 - 54.4	52.1 - 63.6	59.2 - 65.5	68.3 - 74.8
business analyst	79.0 - 94.8	85.3 - 102.4	91.5 - 110.0	105.5 - 126.8
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1
cost accountant	75.1 - 85.3	77.1 - 90.7	82.6 - 98.4	95.8 - 111.7
credit & collection specialist	47.6 - 57.5	52.0 - 66.4	59.0 - 74.4	74.3 - 96.8
credit and collections accountant	48.0 - 50.7	51.7 - 58.6	60.9 - 63.9	65.5 - 72.1
credit and collections manager	93.8 - 113.0	100.8 - 121.4	107.8 - 129.7	124.6 - 149.8
credit and collections supervisor	60.7 - 73.7	65.5 - 79.6	70.2 - 85.4	81.1 - 98.7
director - financial planning & analysis	136.8 - 181.3	176.0 - 233.7	216.3 - 287.1	---



external auditor	54.1 - 61.6	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	132.7 - 175.7	172.9 - 229.4	212.1 - 281.4	- - -
financial analyst	78.1 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	93.3 - 114.3	100.6 - 122.8	107.7 - 131.0	124.1 - 150.5
internal audit manager	109.3 - 134.8	117.6 - 144.9	125.7 - 154.8	144.3 - 177.6
internal auditor	76.7 - 84.0	86.9 - 99.8	94.1 - 108.9	104.1 - 122.3
invoicing clerk	47.6 - 51.2	48.3 - 55.0	55.4 - 62.8	61.3 - 69.7
payroll clerk	47.7 - 55.8	52.5 - 61.4	56.9 - 66.5	65.4 - 76.4
payroll manager	89.0 - 108.4	96.3 - 117.4	103.5 - 126.1	119.0 - 144.9
payroll specialist	49.0 - 58.7	53.5 - 64.2	58.0 - 69.5	67.6 - 81.0
payroll supervisor	62.0 - 74.5	67.5 - 81.0	72.7 - 87.4	84.2 - 101.2
property accountant	76.8 - 87.5	82.3 - 87.9	82.6 - 102.1	- - -
tax analyst	54.3 - 65.3	60.1 - 72.2	65.5 - 78.6	76.8 - 92.2
tax manager	110.4 - 133.4	138.1 - 148.7	154.0 - 159.2	167.3 - 170.7

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	86.5 - 120.2	109.1 - 151.4	136.3 - 189.5
health and safety director	86.4 - 103.9	112.7 - 135.3	135.6 - 163.0
HR operations director	81.5 - 117.6	106.3 - 153.1	134.0 - 193.2
human resources director	89.4 - 124.3	114.3 - 158.7	142.8 - 198.7
L&D director	91.6 - 114.3	115.0 - 143.1	147.2 - 183.6
talent acquisition director	85.4 - 118.7	108.3 - 150.3	133.0 - 184.9
total rewards director	102.2 - 133.6	133.1 - 174.1	164.9 - 215.8
vice president human resources / CHRO	107.5 - 184.0	137.4 - 235.3	172.2 - 295.0
human resources	entry	mid	senior



benefits administrator	56.4 - 72.0	63.0 - 82.1	71.3 - 93.3
compensation analyst	57.3 - 75.8	66.1 - 88.8	76.4 - 101.2
compensation and benefits manager	89.2 - 116.6	99.1 - 132.2	111.8 - 150.0
compensation specialist	50.6 - 66.7	58.2 - 78.1	67.3 - 89.3
diversity & inclusion coordinator	42.7 - 55.0	49.0 - 62.6	54.6 - 67.6
health and safety advisor	60.8 - 78.2	69.8 - 91.2	80.2 - 103.8
health and safety manager	74.7 - 97.0	83.6 - 110.8	94.8 - 125.5
HRIS analyst	62.3 - 81.9	71.2 - 95.3	81.9 - 108.7
human resources advisor	59.1 - 75.1	64.5 - 83.8	71.8 - 95.1
human resources business partner	63.3 - 82.9	70.8 - 94.5	80.1 - 107.1
human resources coordinator	41.0 - 53.0	48.0 - 63.0	58.0 - 74.0
human resources manager	83.8 - 112.8	97.1 - 132.8	113.0 - 152.8
labour relations advisor	61.9 - 82.2	70.6 - 95.6	81.3 - 109.2
labour relations manager	88.5 - 120.6	104.3 - 143.9	122.6 - 167.2
learning and development specialist	50.4 - 65.7	57.2 - 76.0	65.4 - 86.3
recruitment coordinator	38.8 - 51.2	45.4 - 60.0	52.2 - 67.7
talent acquisition specialist	58.3 - 75.9	64.7 - 86.0	72.8 - 97.2

## industrial management

	entry	mid	senior
engineering manager	85.6 - 115.3	97.8 - 134.1	112.6 - 153.4
inventory control manager	62.7 - 82.1	70.2 - 93.7	79.4 - 106.3
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	81.9 - 108.5	92.7 - 124.9	105.8 - 142.2
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	83.2 - 96.6	92.9 - 124.3



maintenance supervisor	70.8 - 81.9	75.1 - 95.5	84.2 - 108.0
manufacturing director	107.5 - 130.6	139.8 - 170.0	173.6 - 211.2
operations director	118.0 - 157.9	155.5 - 208.6	197.6 - 265.0
operations manager	79.4 - 109.3	91.6 - 127.6	105.6 - 144.2
planning director	108.9 - 142.1	136.2 - 178.1	169.4 - 221.6
plant manager	92.5 - 129.3	111.2 - 157.3	132.8 - 183.9
procurement director	96.9 - 128.3	129.6 - 171.6	158.2 - 209.6
procurement manager	78.5 - 103.5	86.8 - 116.8	97.4 - 131.8
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	56.3 - 72.5	62.5 - 82.3	72.8 - 93.3
project director	105.1 - 127.7	132.6 - 161.1	163.1 - 198.4
purchasing director	96.9 - 128.3	129.6 - 171.6	158.2 - 209.6
purchasing manager	94.1 - 124.6	106.5 - 143.1	121.1 - 161.4
quality assurance manager	78.6 - 102.5	87.0 - 115.5	97.5 - 129.7
quality director	86.7 - 117.7	110.2 - 149.3	135.6 - 184.0
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	101.9 - 124.0	134.5 - 163.6	166.5 - 202.6
supply chain manager	78.4 - 105.7	90.9 - 123.8	104.9 - 139.6
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2

## industrial support

	entry	mid	senior
assembler/fabricator	17.0 - 20.7	18.4 - 23.8	20.9 - 27.0
electronic parts assembler	18.2 - 22.8	19.8 - 25.1	21.7 - 27.6



field labour	19.5 - 23.4	21.5 - 27.1	23.8 - 30.1
forklift operator	18.0 - 21.5	20.1 - 25.0	22.1 - 27.8
general labourer - heavy	18.5 - 22.6	19.0 - 26.3	21.0 - 28.3
general labourer - light	17.1 - 21.1	18.5 - 24.0	19.5 - 27.2
janitor/custodian	17.0 - 19.0	18.1 - 21.6	19.1 - 23.0
machine operator	19.2 - 23.6	20.5 - 27.3	23.5 - 31.2
machine operator assistant	18.3 - 21.7	19.8 - 25.0	22.4 - 27.8
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	18.0 - 22.0	19.6 - 24.5	21.7 - 27.4
mould machine operator	18.5 - 24.4	21.3 - 28.2	24.2 - 31.6
packaging labourer	17.1 - 21.1	18.5 - 24.0	19.5 - 27.2
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 27.3
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.1 - 20.7	18.4 - 23.8	20.9 - 27.0
reach truck operator	20.0 - 23.9	22.1 - 28.0	24.3 - 31.1
shipper/receiver	18.0 - 22.0	19.6 - 24.5	21.7 - 27.4
warehouse labourer	17.3 - 22.5	20.7 - 26.0	23.2 - 27.4

## skilled trades

	entry	mid	senior
automation technician	54.1 - 65.0	63.4 - 76.9	75.0 - 93.3
CNC machinist	54.3 - 67.9	62.4 - 76.2	70.6 - 83.8
conventional machinist	54.0 - 66.3	61.7 - 72.8	70.1 - 80.8
electromechanical technician	54.1 - 64.8	58.3 - 72.8	64.4 - 92.4
field service technician	52.1 - 62.8	58.9 - 77.0	69.8 - 96.7
heavy equipment mechanic/technician	55.1 - 63.3	61.8 - 77.9	74.7 - 96.6
maintenance mechanic	54.8 - 65.5	62.9 - 78.0	72.6 - 96.6



millwright	58.0 - 67.2	64.9 - 78.6	76.9 - 98.2
tool and die maker	56.8 - 68.1	63.6 - 75.5	65.8 - 88.8
welder	46.9 - 54.0	52.1 - 63.7	60.2 - 76.3
welder-fitter	48.1 - 55.5	52.2 - 64.7	62.3 - 88.0

# saguenay-lac-saint-jean

## engineering

construction	entry	mid	senior
architect	59.3 - 77.7	66.2 - 88.8	74.9 - 101.1
architectural drafter	51.9 - 67.3	60.3 - 79.8	70.7 - 94.5
architectural technician	68.7 - 91.3	79.3 - 107.4	92.0 - 122.7
BIM/VDC coordinator	61.3 - 80.3	68.4 - 91.7	77.4 - 104.4
buyer	54.7 - 71.5	62.2 - 82.9	71.2 - 95.1
civil engineer	61.5 - 83.5	72.2 - 99.6	84.6 - 114.0
civil engineering drafter	53.3 - 66.5	59.6 - 75.9	67.4 - 86.2
civil engineering technologist	43.4 - 58.8	51.9 - 70.5	60.8 - 80.5
civil project engineer	71.8 - 99.1	83.1 - 117.0	96.9 - 135.3
civil project manager	77.6 - 104.0	87.6 - 119.7	99.9 - 135.7
construction coordinator	52.0 - 68.8	58.1 - 78.6	65.8 - 89.7
construction director	95.7 - 127.0	129.9 - 172.7	164.1 - 218.0
construction manager	74.1 - 97.3	81.3 - 109.1	90.7 - 123.2
construction project coordinator	79.8 - 103.0	86.8 - 114.3	96.0 - 127.6
construction project manager	64.5 - 89.2	74.9 - 105.7	87.5 - 121.9
construction superintendent	76.7 - 100.9	84.2 - 113.1	94.0 - 127.4
contracts administrator	74.0 - 95.4	83.3 - 109.7	94.9 - 125.3
director of operations	114.0 - 153.5	151.1 - 203.6	192.8 - 259.7
drafter	52.8 - 66.1	59.4 - 75.7	67.3 - 86.0
electrical designer/engineer	71.7 - 94.6	80.7 - 108.9	92.1 - 124.5
electrical engineer	62.0 - 86.9	76.0 - 108.1	92.5 - 127.0
electrical engineering technician	54.8 - 70.0	62.4 - 81.1	71.3 - 92.7



electrical inspector	46.0 - 61.5	53.1 - 71.9	61.1 - 82.8
engineering manager	83.0 - 112.4	95.0 - 131.1	109.7 - 150.3
environmental engineer	60.1 - 80.4	69.2 - 94.8	80.5 - 109.4
environmental inspector	49.6 - 63.3	54.4 - 70.9	60.6 - 79.5
estimation engineer	69.3 - 92.8	79.7 - 109.0	92.5 - 125.6
estimator	58.2 - 75.7	64.5 - 85.9	72.6 - 97.6
facilities manager	57.8 - 75.8	65.8 - 88.0	75.4 - 101.0
foreman	51.3 - 66.3	57.3 - 75.6	64.8 - 86.0
health and safety manager	59.6 - 76.8	68.5 - 89.6	78.7 - 102.2
health and safety specialist	66.7 - 88.1	76.6 - 103.2	88.6 - 118.1
HVAC drafter	48.4 - 62.1	54.4 - 70.7	61.3 - 79.3
HVAC engineer	55.7 - 74.0	63.6 - 86.2	73.1 - 98.2
mechanical designer	49.8 - 65.6	57.2 - 76.4	65.6 - 86.6
mechanical engineer	59.5 - 84.2	74.1 - 106.3	91.1 - 125.1
mechanical engineering technician	50.3 - 65.7	57.1 - 75.9	65.2 - 85.8
mechanical site supervisor	50.3 - 64.6	56.7 - 74.3	64.6 - 85.1
operations manager	76.7 - 105.4	88.4 - 123.4	101.9 - 139.9
planner/scheduler	38.4 - 49.1	43.7 - 56.3	49.5 - 63.5
project coordinator	36.1 - 49.1	41.3 - 57.4	47.8 - 65.9
project director	101.9 - 124.2	129.0 - 157.4	159.4 - 194.5
project engineer	82.6 - 106.5	89.7 - 118.0	99.2 - 132.0
project manager	72.5 - 100.4	84.4 - 118.8	98.4 - 136.3
purchasing manager	91.6 - 121.8	103.8 - 140.2	118.3 - 158.5
QA/QC inspector	52.9 - 69.9	61.0 - 81.8	70.3 - 94.2
quality control engineer	65.8 - 87.9	75.4 - 102.7	86.9 - 116.8
quality inspector	39.0 - 49.2	42.9 - 55.4	48.1 - 62.5
safety inspector	58.3 - 76.0	65.9 - 87.4	74.8 - 98.8



specification writer	51.1 - 65.7	57.8 - 75.5	65.5 - 85.4
structural engineer	66.9 - 89.3	76.5 - 104.4	88.5 - 119.7
technical services manager	81.5 - 109.0	93.3 - 127.2	107.9 - 146.6
telecommunications technician	51.3 - 66.7	57.9 - 76.9	66.0 - 88.2

## finance & accounting

executive positions (company revenue)	10 M\$		100 M\$	
chief financial officer	155.8 - 272.3		226.2 - 409.7	
vice president finance	149.3 - 270.4		217.5 - 376.2	
vice-president internal audit	129.5 - 174.6		164.8 - 222.4	
finance & accounting	1 year	3 years	5 years	10 years
accountant	66.6 - 80.2	71.4 - 86.0	76.1 - 91.6	86.4 - 104.1
accounting clerk	43.0 - 49.6	45.8 - 53.0	48.5 - 58.2	56.2 - 63.3
accounting manager	94.0 - 114.0	99.2 - 121.6	106.4 - 130.4	122.4 - 149.7
accounting supervisor	70.5 - 85.8	76.4 - 91.7	81.1 - 99.9	92.9 - 114.0
accounting technician	55.4 - 66.0	59.8 - 71.2	64.1 - 76.1	73.1 - 86.9
accounts payable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
accounts payable manager	81.6 - 99.9	89.3 - 109.6	97.1 - 119.1	115.1 - 141.0
accounts receivable clerk	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
accounts receivable manager	82.8 - 98.9	90.1 - 107.8	97.4 - 116.5	115.5 - 137.9
analyst - financial planning & analysis	78.3 - 95.0	85.5 - 105.4	92.6 - 115.0	108.2 - 130.3
assistant controller	70.2 - 95.3	83.1 - 106.7	90.3 - 108.5	105.3 - 155.8
billing specialist	44.9 - 49.0	47.2 - 53.8	49.5 - 58.1	56.5 - 66.1
bookkeeper	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
business analyst	72.9 - 88.1	79.1 - 95.6	85.1 - 102.9	98.5 - 119.2
controller	80.7 - 105.6	96.3 - 129.3	113.3 - 137.6	125.4 - 174.1



cost accountant	70.5 - 76.4	78.7 - 87.0	88.2 - 94.0	99.9 - 105.8
credit & collection specialist	49.4 - 55.3	50.6 - 57.7	53.0 - 58.7	55.3 - 64.6
credit and collections accountant	47.1 - 51.8	53.0 - 58.7	57.7 - 63.4	65.8 - 72.9
credit and collections manager	94.0 - 111.7	111.7 - 123.5	125.8 - 129.3	123.5 - 152.9
credit and collections supervisor	70.5 - 76.4	74.0 - 79.9	78.7 - 84.6	82.3 - 92.4
director - financial planning & analysis	132.9 - 177.0	171.8 - 228.9	211.7 - 282.0	- - -
external auditor	54.3 - 62.5	62.0 - 79.7	92.0 - 101.3	108.2 - 134.3
finance director	128.7 - 171.3	168.6 - 224.7	207.5 - 276.3	- - -
financial analyst	79.6 - 84.5	84.7 - 102.3	92.4 - 110.2	104.5 - 126.7
financial reporting manager	99.0 - 120.0	106.3 - 128.5	113.4 - 136.7	129.8 - 156.2
internal audit manager	103.0 - 127.9	111.1 - 137.8	119.0 - 147.5	137.2 - 152.9
internal auditor	68.1 - 78.7	70.9 - 85.3	77.3 - 93.1	90.7 - 109.4
invoicing clerk	47.1 - 53.0	50.6 - 57.7	55.3 - 64.6	58.7 - 70.5
payroll clerk	47.1 - 56.5	53.0 - 58.7	60.0 - 62.0	63.4 - 72.9
payroll manager	94.0 - 105.8	94.0 - 115.2	101.1 - 127.0	117.6 - 131.0
payroll specialist	49.4 - 58.7	55.3 - 61.2	57.7 - 68.1	70.5 - 78.7
payroll supervisor	57.3 - 69.1	62.6 - 75.3	67.5 - 81.4	78.4 - 94.6
property accountant	61.2 - 73.6	64.3 - 77.4	67.4 - 81.2	- - -
tax analyst	70.5 - 79.9	76.4 - 82.3	79.9 - 87.0	88.2 - 97.6
tax manager	97.5 - 121.2	105.1 - 130.5	112.6 - 139.7	130.3 - 161.4
treasury analyst	67.4 - 81.0	72.3 - 87.0	77.1 - 92.8	88.0 - 106.0
treasury director	94.0 - 115.1	101.9 - 124.7	109.5 - 134.0	- - -

## human resources

executive positions (company revenue)	10 M\$	100 M\$	1000 M\$
diversity & inclusion director	83.4 - 116.1	105.3 - 147.1	132.0 - 184.7



health and safety director	84.0 - 101.3	110.0 - 132.4	132.7 - 160.0
HR operations director	79.1 - 114.8	103.6 - 150.1	131.1 - 190.1
human resources director	86.9 - 121.5	111.6 - 155.8	139.9 - 195.6
L&D director	89.1 - 111.5	112.2 - 140.2	144.3 - 180.5
talent acquisition director	82.9 - 116.0	105.6 - 147.4	130.1 - 181.9
total rewards director	99.6 - 130.7	130.2 - 171.1	161.9 - 212.6
vice president human resources / CHRO	104.9 - 180.9	134.5 - 232.1	169.2 - 291.7
<b>human resources</b>	<b>entry</b>	<b>mid</b>	<b>senior</b>
benefits administrator	54.5 - 69.5	60.9 - 79.4	68.9 - 90.3
compensation analyst	55.4 - 73.2	63.8 - 85.9	73.8 - 98.1
compensation and benefits manager	86.7 - 113.8	96.5 - 129.3	109.1 - 147.1
compensation specialist	48.9 - 64.4	56.3 - 75.5	65.0 - 86.4
diversity & inclusion coordinator	41.2 - 53.1	47.4 - 60.5	52.8 - 65.3
health and safety advisor	59.6 - 76.8	68.5 - 89.6	78.7 - 102.2
health and safety manager	72.5 - 94.4	81.2 - 108.1	92.3 - 122.6
HRIS analyst	59.5 - 78.4	68.1 - 91.6	78.5 - 104.7
human resources advisor	57.1 - 72.5	62.3 - 81.1	69.3 - 92.0
human resources assistant	40.1 - 51.1	45.4 - 57.7	50.4 - 62.5
human resources business partner	61.1 - 80.1	68.4 - 91.5	77.4 - 103.9
human resources coordinator	42.0 - 54.0	48.0 - 61.0	54.0 - 68.0
human resources manager	81.4 - 110.1	94.5 - 130.0	110.2 - 149.9
labour relations advisor	59.8 - 79.4	68.2 - 92.6	78.5 - 105.9
labour relations manager	86.0 - 117.8	101.7 - 141.0	119.8 - 164.2
learning and development specialist	48.9 - 63.7	55.4 - 73.7	63.4 - 83.7
recruitment coordinator	37.6 - 49.6	44.0 - 58.2	50.6 - 65.6
talent acquisition specialist	56.3 - 73.3	62.5 - 83.1	70.3 - 94.2



## industrial management

	entry	mid	senior
engineering manager	83.0 - 112.4	95.0 - 131.1	109.7 - 150.3
general manager	114.0 - 153.5	151.1 - 203.6	192.8 - 259.7
inventory control manager	91.0 - 122.0	123.0 - 165.0	152.0 - 203.0
lead mechanic	66.5 - 74.8	68.2 - 76.4	70.3 - 81.2
logistic manager	79.5 - 105.8	90.2 - 122.1	103.1 - 139.2
logistic supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
machining manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
maintenance manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
maintenance supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
manufacturing director	104.7 - 127.5	136.7 - 166.8	170.4 - 207.8
operations director	114.0 - 153.5	151.1 - 203.6	192.8 - 259.7
operations manager	76.7 - 105.4	88.4 - 123.4	101.9 - 139.9
planning director	106.0 - 139.0	133.2 - 174.9	166.2 - 218.2
plant manager	90.0 - 126.5	108.5 - 154.4	129.9 - 190.8
procurement manager	76.2 - 100.9	84.3 - 114.0	94.8 - 128.9
production manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9
production supervisor	55.0 - 70.8	61.0 - 80.3	68.7 - 91.1
project director	101.9 - 124.2	129.0 - 157.4	159.4 - 194.5
purchasing manager	91.6 - 121.8	103.8 - 140.2	118.3 - 158.5
quality director	84.3 - 114.9	107.5 - 146.4	132.7 - 180.9
site supervisor	74.4 - 97.9	81.7 - 109.8	91.2 - 123.7
supply chain director	99.3 - 121.2	131.6 - 160.6	163.6 - 199.5
supply chain manager	76.1 - 103.0	88.4 - 121.0	102.3 - 136.7
warehouse manager	75.8 - 84.4	80.1 - 96.6	89.2 - 108.5
warehouse supervisor	70.8 - 79.4	75.1 - 91.6	84.2 - 103.5
weld shop manager	78.0 - 103.9	88.5 - 120.4	101.7 - 137.9



weld shop supervisor	68.1 - 75.6	72.6 - 81.0	78.6 - 98.2
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## industrial support

	entry	mid	senior
assembler/fabricator	16.1 - 20.2	18.1 - 23.3	20.5 - 26.4
delivery/courier driver	16.6 - 21.1	18.5 - 24.0	20.8 - 26.9
electronic parts assembler	17.8 - 22.2	19.3 - 24.5	21.2 - 26.9
forklift operator	16.4 - 21.1	18.9 - 24.5	21.5 - 27.2
general labourer - heavy	17.2 - 22.1	20.1 - 25.7	22.8 - 27.7
general labourer - light	16.2 - 19.2	17.7 - 22.7	20.2 - 24.4
industrial painter	16.7 - 21.3	18.8 - 24.5	21.2 - 27.5
inventory control clerk	17.2 - 21.6	19.4 - 24.7	22.0 - 27.8
janitor/custodian	15.3 - 18.4	16.8 - 20.9	18.5 - 22.3
machine operator	17.6 - 23.0	20.1 - 26.7	23.0 - 30.4
machine operator assistant	17.1 - 21.3	19.5 - 24.5	22.0 - 27.3
manufacturing worker	17.4 - 21.8	19.7 - 24.8	22.3 - 28.1
material handler	16.4 - 21.2	19.0 - 24.7	21.7 - 26.7
mould machine operator	18.3 - 24.1	21.0 - 27.8	23.8 - 31.2
packaging labourer	16.5 - 20.7	18.2 - 23.6	20.5 - 26.7
parts clerk	17.8 - 20.1	18.3 - 23.0	19.5 - 25.8
picker/packer	17.9 - 18.6	18.1 - 20.8	18.3 - 22.8
production labourer	17.4 - 19.0	17.5 - 22.6	20.2 - 24.7
shipper/receiver	17.6 - 21.5	19.1 - 23.9	21.2 - 26.7
shipping and receiving clerk	17.1 - 21.2	19.3 - 24.4	22.0 - 27.7
warehouse labourer	17.0 - 22.0	20.3 - 25.4	22.7 - 26.8



## skilled trades

	entry	mid	senior
automation technician	52.0 - 66.0	55.0 - 74.0	64.0 - 84.0
CNC machinist	46.0 - 53.0	50.0 - 60.0	52.0 - 68.0
CNC programmer	54.0 - 71.0	61.0 - 83.0	70.0 - 95.0
conventional machinist	52.0 - 54.0	55.0 - 64.0	60.0 - 73.0
electrician	52.0 - 67.0	58.0 - 77.0	65.0 - 87.0
electromechanical technician	52.0 - 70.0	62.0 - 82.0	71.0 - 90.0
field service technician	52.0 - 70.0	62.0 - 83.0	70.0 - 90.0
heavy duty mechanic	52.0 - 60.0	55.0 - 70.0	60.0 - 80.0
heavy equipment mechanic/technician	52.0 - 60.0	56.0 - 67.0	63.0 - 73.0
machine builder	40.0 - 50.0	45.0 - 59.0	51.0 - 67.0
maintenance mechanic	51.0 - 55.0	50.0 - 64.0	57.0 - 73.0
mechanical assembler	42.0 - 47.0	46.0 - 55.0	52.0 - 62.0
millwright	52.0 - 67.0	58.0 - 76.0	65.0 - 85.0
small equipment mechanic	41.0 - 46.0	48.0 - 55.0	52.0 - 63.0
tool and die maker	52.0 - 68.0	59.0 - 79.0	67.0 - 89.0
welder	48.0 - 56.0	50.0 - 61.0	53.0 - 70.0
welder-fitter	48.0 - 52.0	43.0 - 56.0	56.0 - 61.0

## technologies

	entry	mid	senior
application software			
.net/C# developer	83.8 - 109.3	94.1 - 124.9	106.8 - 140.5
AI consultant	86.4 - 115.9	101.8 - 137.5	118.8 - 156.9
application support analyst	55.5 - 73.5	64.1 - 85.7	73.3 - 97.0
automation tester	60.0 - 75.0	70.0 - 90.0	80.0 - 110.0
C++/ embedded software engineer	82.9 - 108.1	93.0 - 123.5	105.6 - 139.1



devops - development	85.0 - 103.3	88.8 - 122.3	110.0 - 150.0
ERP developer	83.8 - 109.1	93.8 - 124.6	106.6 - 141.1
front-end developer	77.9 - 103.0	89.2 - 120.3	103.1 - 137.0
full stack developer	73.7 - 97.6	84.6 - 114.1	97.6 - 129.9
java developer	80.8 - 105.3	90.6 - 120.5	102.9 - 135.8
machine learning developer	72.8 - 109.3	98.4 - 138.1	118.5 - 151.1
mobile application developer (iOS/android)	62.1 - 95.8	87.1 - 123.1	105.6 - 134.2
quality assurance analyst - automation	95.9 - 127.7	109.3 - 147.0	125.3 - 165.3
quality assurance analyst - manual	59.5 - 78.7	68.5 - 92.3	79.1 - 105.3
quality assurance manager	78.6 - 105.0	89.6 - 121.7	102.9 - 138.2
SQL database developer	71.1 - 95.1	81.7 - 112.0	94.8 - 128.2
UI/UX designer	78.2 - 101.4	87.2 - 115.3	98.3 - 129.0
workday consultant	106.3 - 143.0	121.6 - 164.6	139.5 - 187.5
<b>architecture</b>			
application architect	94.9 - 127.7	107.7 - 148.1	123.8 - 170.7
architect (solutions/technical)	115.7 - 153.8	131.0 - 176.1	149.3 - 201.1
cloud architect	85.7 - 108.4	97.1 - 124.8	110.7 - 140.7
enterprise architect	86.3 - 117.0	98.9 - 136.3	114.0 - 157.1
SOA architect	94.9 - 127.7	107.7 - 148.1	123.8 - 170.7
<b>data &amp; analytics</b>			
BI data architect	88.0 - 118.9	98.7 - 135.8	112.0 - 154.2
big data engineer	94.9 - 125.0	106.4 - 142.2	120.8 - 160.1
business intelligence developer	66.1 - 86.0	74.2 - 98.5	84.0 - 110.7
data analyst	63.9 - 85.8	73.7 - 100.9	85.4 - 115.3
data architect	81.8 - 108.9	94.5 - 127.9	115.0 - 155.0
data engineer	79.4 - 106.8	91.6 - 125.5	106.4 - 142.6
data scientist	74.4 - 100.8	86.7 - 119.2	101.1 - 136.1



database administrator	68.1 - 92.8	80.1 - 111.0	94.2 - 127.7
<b>leadership/business technology</b>			
business analyst	62.7 - 81.6	70.4 - 93.6	80.0 - 106.2
development manager	88.0 - 117.7	98.8 - 134.6	112.3 - 153.2
IT director	94.6 - 127.4	120.7 - 162.4	152.0 - 204.7
IT manager	87.1 - 117.0	100.2 - 136.9	116.1 - 157.9
service desk manager	80.0 - 95.0	90.0 - 110.0	105.0 - 140.0
<b>networking/infrastructure</b>			
bilingual tech support	55.0 - 75.0	55.0 - 85.0	75.0 - 90.0
cloud engineer	72.4 - 97.6	85.2 - 116.4	99.8 - 132.7
cloud security consultant	87.9 - 117.5	100.4 - 136.6	115.7 - 156.8
devops - infrastructure	75.3 - 105.7	88.9 - 126.2	104.3 - 143.7
help desk analyst	47.0 - 61.4	53.5 - 71.1	61.1 - 81.1
information security engineer	86.3 - 116.3	99.7 - 136.1	115.8 - 154.2
information security manager	87.9 - 117.5	100.4 - 136.6	115.7 - 156.8
information security specialist	66.3 - 87.0	75.7 - 101.6	87.0 - 115.6
linux/unix administrator	76.0 - 99.5	85.8 - 114.6	98.0 - 130.7
network administrator	60.0 - 80.5	69.2 - 94.7	80.2 - 108.7
network engineer	82.1 - 110.0	94.2 - 128.8	109.4 - 147.2
systems administrator	68.1 - 90.0	78.1 - 105.2	90.1 - 120.4
tech support	50.0 - 70.0	55.0 - 80.0	75.0 - 85.0
<b>project management</b>			
agile coach	90.0 - 95.4	83.7 - 110.6	110.0 - 140.0
business systems analyst	66.5 - 87.8	76.2 - 102.8	88.1 - 118.1
ERP project manager	87.5 - 117.8	95.7 - 131.3	106.5 - 147.8
organizational development manager	65.6 - 89.0	76.6 - 106.6	90.7 - 125.4
PMO lead	93.2 - 127.2	106.0 - 147.7	122.0 - 170.5



product manager	77.3 - 107.2	90.0 - 127.0	105.2 - 146.6
product owner	72.6 - 96.2	83.4 - 112.4	96.1 - 127.4
program manager	106.3 - 141.7	122.1 - 163.9	140.6 - 187.1
project coordinator	60.9 - 76.1	68.2 - 87.2	77.3 - 99.0
project manager (infrastructure)	93.2 - 127.2	106.0 - 147.7	122.0 - 170.5
project manager (software)	88.0 - 117.7	98.8 - 134.6	112.3 - 153.2
scrum master	70.6 - 92.5	79.9 - 106.9	91.5 - 122.9
technical writer	56.4 - 73.1	65.5 - 86.3	76.1 - 98.6



# regina metropolitan area

## customer experience

	entry	mid	senior
bilingual call center operations manager	67.2 - 87.5	75.6 - 99.7	85.4 - 111.8
bilingual customer loyalty agent	37.3 - 49.9	43.3 - 58.1	49.7 - 66.3
bilingual customer service manager	77.8 - 105.3	90.1 - 120.8	102.7 - 138.3
bilingual customer service representative	39.6 - 50.9	44.2 - 57.7	49.8 - 65.2
bilingual customer service supervisor	62.6 - 83.1	71.1 - 95.7	81.2 - 108.8
bilingual customer service team lead	53.2 - 65.1	55.4 - 71.7	61.4 - 81.5
bilingual customer service trainer	45.8 - 60.6	52.5 - 70.8	60.7 - 80.9
bilingual e-chat representative	46.5 - 59.7	51.9 - 67.8	58.5 - 76.4
bilingual fundraising agent	35.8 - 45.9	39.6 - 52.3	45.8 - 60.2
bilingual inside sales manager	74.7 - 100.3	85.0 - 115.8	97.2 - 131.1
bilingual inside sales representative	52.9 - 67.3	58.4 - 75.7	65.4 - 85.5
bilingual insurance advisor	60.9 - 77.7	66.5 - 86.4	73.7 - 96.9
bilingual junior collection agent	36.3 - 47.6	41.6 - 54.9	47.4 - 61.8
bilingual order desk representative	35.8 - 46.2	41.4 - 53.0	46.8 - 58.8
bilingual order management representative	42.1 - 54.1	47.8 - 62.4	54.8 - 71.9
bilingual survey agent	33.8 - 45.3	41.1 - 53.4	47.1 - 58.7
bilingual technical support level 1 agent	47.4 - 63.9	54.7 - 74.1	62.5 - 83.5
bilingual telemarketing agent	35.1 - 45.1	39.6 - 51.7	45.4 - 60.2
bilingual telephone dispatcher	42.6 - 54.9	48.7 - 63.5	55.6 - 72.3
bilingual travel support agent	42.1 - 53.7	47.3 - 60.8	53.0 - 67.7
bilingual workforce planner	51.2 - 65.1	55.4 - 72.0	61.4 - 81.5



## engineering

construction	entry	mid	senior
architect	65.0 - 85.3	72.7 - 97.1	82.3 - 110.1
architectural drafter	56.5 - 73.8	65.9 - 87.7	77.6 - 103.4
architectural technician	75.1 - 99.4	86.6 - 116.3	100.2 - 132.4
BIM/VDC coordinator	67.2 - 88.1	75.1 - 100.3	85.0 - 113.7
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	67.1 - 91.3	79.0 - 108.5	92.5 - 123.8
civil engineering drafter	58.0 - 72.9	65.2 - 83.3	74.0 - 94.6
civil engineering technologist	46.9 - 64.2	56.4 - 77.4	66.5 - 88.4
civil project engineer	78.0 - 107.2	90.3 - 126.1	105.0 - 145.3
civil project manager	84.9 - 113.1	95.8 - 129.7	108.8 - 146.5
construction director	104.0 - 136.9	139.9 - 184.2	175.3 - 230.6
construction manager	80.9 - 105.7	88.7 - 118.1	98.8 - 132.9
construction project manager	70.3 - 97.1	81.8 - 114.5	95.3 - 131.6
construction superintendent	83.8 - 109.5	91.8 - 122.3	102.3 - 137.3
contracts administrator	60.1 - 80.0	68.5 - 92.5	78.5 - 105.3
director of operations	125.5 - 167.1	164.6 - 219.0	207.9 - 276.6
drafter	57.4 - 72.5	64.9 - 83.1	73.8 - 94.4
electrical designer/engineer	78.4 - 103.2	88.3 - 118.3	100.6 - 134.8
electrical engineer	67.7 - 94.9	83.2 - 117.5	100.9 - 137.4
electrical engineering technician	59.7 - 76.9	68.3 - 89.1	78.3 - 101.5
electrical inspector	49.6 - 67.0	57.6 - 78.6	66.7 - 90.5
engineering manager	90.5 - 121.6	103.3 - 141.2	118.8 - 161.2
environmental engineer	65.5 - 88.0	75.7 - 103.4	88.1 - 118.9
environmental inspector	53.4 - 68.7	58.8 - 77.1	65.7 - 86.4
estimator	62.9 - 82.3	70.0 - 93.3	78.9 - 105.6



facilities manager	62.9 - 82.8	71.8 - 96.0	82.5 - 109.8
field manager	70.2 - 93.2	79.9 - 108.1	92.0 - 124.9
field supervisor	69.6 - 91.7	78.3 - 104.5	88.5 - 117.7
foreman	55.5 - 72.2	62.2 - 82.5	70.7 - 93.7
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	64.5 - 83.5	74.4 - 97.3	85.7 - 110.7
health and safety specialist	73.0 - 96.3	83.8 - 112.3	96.8 - 128.0
HVAC drafter	52.3 - 67.6	59.0 - 77.3	66.8 - 86.6
HVAC engineer	60.5 - 81.0	69.4 - 94.2	80.0 - 107.0
mechanical designer	53.9 - 71.7	62.2 - 83.6	71.7 - 94.7
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	64.8 - 92.1	81.1 - 115.6	99.4 - 135.4
mechanical engineering technician	54.6 - 72.0	62.4 - 83.4	71.4 - 94.2
mechanical site supervisor	54.0 - 70.0	61.2 - 80.7	70.0 - 92.4
operations manager	85.0 - 116.4	97.9 - 135.6	112.6 - 153.0
planner/scheduler	41.1 - 53.0	47.0 - 61.2	53.5 - 69.2
project coordinator	37.9 - 52.7	44.1 - 62.0	51.3 - 71.5
project director	110.2 - 133.6	138.7 - 168.1	170.2 - 206.1
project engineer	90.4 - 115.8	98.0 - 127.9	108.0 - 142.6
project manager	78.7 - 108.6	91.6 - 128.0	106.5 - 146.3
purchasing manager	100.2 - 131.9	113.1 - 151.2	128.3 - 170.1
QA/QC inspector	57.5 - 76.7	66.8 - 89.8	77.2 - 103.2
quality control engineer	72.0 - 96.0	82.6 - 111.8	95.0 - 126.7
quality inspector	41.3 - 52.8	45.8 - 59.7	51.5 - 67.7
safety inspector	63.0 - 82.7	71.6 - 95.0	81.4 - 107.1
specification writer	54.8 - 71.1	62.2 - 81.8	70.9 - 92.5
structural engineer	73.2 - 97.5	83.8 - 113.5	96.7 - 129.8



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	88.9 - 118.1	101.5 - 137.2	116.8 - 157.3
<b>manufacturing</b>			
applications engineer	78.3 - 103.6	90.3 - 121.2	104.4 - 137.5
assurance control technician	66.4 - 87.1	75.5 - 100.5	86.3 - 113.6
automation engineer	66.4 - 89.1	76.7 - 104.6	89.0 - 119.9
buyer	58.9 - 77.7	67.3 - 90.1	77.4 - 103.0
chemical engineer	73.1 - 106.6	93.3 - 135.0	114.5 - 155.6
coating inspector	38.9 - 51.7	44.8 - 60.1	51.4 - 68.7
commissioning and start up engineer	62.2 - 83.5	71.8 - 97.9	83.3 - 111.8
continuous improvement engineer	82.6 - 107.9	92.0 - 122.1	103.4 - 136.8
controls designer/engineer	58.9 - 79.1	67.9 - 92.3	78.3 - 105.3
controls engineer	58.9 - 79.1	67.9 - 92.3	78.3 - 105.3
demand planner	52.1 - 72.6	63.0 - 87.9	74.7 - 100.6
electrical designer	75.7 - 100.7	86.5 - 117.1	99.7 - 134.3
electrical engineer	67.7 - 94.9	83.2 - 117.5	100.9 - 137.4
electrical engineering technician	59.7 - 76.9	68.3 - 89.1	78.3 - 101.5
electrical test engineer	73.2 - 98.7	85.3 - 116.9	99.8 - 134.9
electronics designer	59.3 - 75.4	67.8 - 87.4	77.8 - 99.5
electronics engineer	82.7 - 108.1	92.2 - 122.5	103.8 - 137.3
electronics technician	58.2 - 75.9	65.4 - 86.6	74.2 - 98.0
estimation engineer	75.8 - 101.3	87.2 - 118.4	100.9 - 135.9
estimator	62.9 - 82.3	70.0 - 93.3	78.9 - 105.6
field service engineer	57.4 - 75.7	64.5 - 86.9	73.7 - 100.2
general inspector	52.3 - 69.2	59.0 - 79.1	66.7 - 88.9
health and safety specialist	73.0 - 96.3	83.8 - 112.3	96.8 - 128.0
HVAC drafter	52.3 - 67.6	59.0 - 77.3	66.8 - 86.6



HVAC engineer	60.5 - 81.0	69.4 - 94.2	80.0 - 107.0
industrial engineer	71.8 - 95.3	81.8 - 110.2	93.6 - 124.6
inventory analyst	53.5 - 70.1	60.4 - 80.5	68.9 - 91.9
logistics specialist	47.9 - 62.4	54.6 - 72.1	62.5 - 82.3
maintenance buyer	43.3 - 55.9	50.4 - 65.3	57.9 - 74.0
maintenance planner	56.4 - 71.4	64.1 - 82.2	73.0 - 93.0
manufacturing engineer	66.3 - 88.9	76.5 - 104.1	88.6 - 118.6
mechanical designer	53.9 - 71.7	62.2 - 83.6	71.7 - 94.7
mechanical drafter	55.5 - 72.5	62.6 - 83.9	72.2 - 98.2
mechanical engineer	64.8 - 92.1	81.1 - 115.6	99.4 - 135.4
mechanical engineering technician	54.6 - 72.0	62.4 - 83.4	71.4 - 94.2
operation excellence specialist	77.1 - 100.7	85.9 - 114.1	96.6 - 127.7
process engineer	64.7 - 86.9	74.8 - 101.8	86.6 - 116.0
production planner	50.1 - 66.8	58.0 - 77.8	66.5 - 87.2
project engineer	90.4 - 115.8	98.0 - 127.9	108.0 - 142.6
project manager	78.7 - 108.6	91.6 - 128.0	106.5 - 146.3
purchasing agent	58.9 - 77.7	67.3 - 90.1	77.4 - 103.0
quality assurance engineer	64.4 - 85.2	72.8 - 97.8	82.9 - 110.1
quality assurance/control technician	57.5 - 76.7	66.8 - 89.8	77.2 - 103.2
quality control engineer	72.0 - 96.0	82.6 - 111.8	95.0 - 126.7
quality control technician	40.5 - 52.8	45.4 - 60.0	51.1 - 67.4
quality engineer	57.5 - 77.3	67.5 - 91.6	78.8 - 104.4
quality inspector	41.3 - 52.8	45.8 - 59.7	51.5 - 67.7
reliability/maintenance engineer	72.3 - 94.5	83.4 - 110.8	96.7 - 126.7
robotics engineer	76.1 - 100.3	85.8 - 114.9	97.5 - 129.5
safety inspector	63.0 - 82.7	71.6 - 95.0	81.4 - 107.1
SCADA engineer	69.3 - 92.6	79.6 - 108.2	92.1 - 123.5



sourcing engineer	59.1 - 79.0	67.7 - 92.0	78.1 - 105.1
stationary engineer	58.2 - 74.8	64.1 - 83.7	71.4 - 93.3
supply chain analyst	55.3 - 73.9	63.2 - 85.7	72.6 - 97.0
systems engineer	74.6 - 99.0	84.9 - 114.6	97.5 - 130.2

## industrial management

	entry	mid	senior
engineering manager	90.5 - 121.6	103.3 - 141.2	118.8 - 161.2
inventory control manager	65.7 - 86.4	73.7 - 98.6	83.5 - 111.6
logistic manager	87.3 - 115.2	98.7 - 132.2	112.3 - 150.2
logistic supervisor	52.3 - 67.5	58.9 - 77.1	66.7 - 87.1
manufacturing director	113.5 - 137.5	147.1 - 178.1	181.9 - 220.2
operations director	125.5 - 167.1	164.6 - 219.0	207.9 - 276.6
operations manager	85.0 - 116.4	97.9 - 135.6	112.6 - 153.0
planning director	114.9 - 149.5	143.4 - 186.4	177.5 - 230.8
plant manager	98.5 - 136.9	118.0 - 165.9	140.4 - 193.1
procurement director	103.1 - 135.8	137.2 - 180.5	166.8 - 219.4
procurement manager	83.7 - 110.0	92.5 - 123.8	103.6 - 139.4
project director	110.2 - 133.6	138.7 - 168.1	170.2 - 206.1
purchasing director	103.1 - 135.8	137.2 - 180.5	166.8 - 219.4
purchasing manager	100.2 - 131.9	113.1 - 151.2	128.3 - 170.1
quality assurance manager	83.9 - 108.9	92.7 - 122.5	103.7 - 137.2
quality director	92.4 - 124.8	116.9 - 157.6	143.3 - 193.2
site supervisor	83.8 - 109.5	91.8 - 122.3	102.3 - 137.3
supply chain director	108.3 - 131.3	142.3 - 172.3	175.3 - 212.3
supply chain manager	83.6 - 112.2	96.8 - 131.1	111.4 - 147.5



## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 19.7	17.8 - 22.5	19.8 - 24.0
delivery/courier driver	17.1 - 22.3	19.2 - 25.0	21.7 - 28.0
electronic parts assembler	16.7 - 20.8	18.8 - 23.7	22.2 - 25.5
forklift operator	16.4 - 20.1	18.2 - 22.8	20.2 - 24.9
general labourer - heavy	17.1 - 22.2	20.1 - 25.6	23.1 - 26.8
general labourer - light	14.9 - 19.1	17.3 - 22.9	20.2 - 24.3
industrial painter	17.0 - 20.5	18.7 - 24.3	21.5 - 27.7
inventory control clerk	16.8 - 20.4	19.1 - 23.6	21.1 - 26.6
janitor/custodian	14.4 - 18.2	16.6 - 20.0	18.6 - 21.7
machine operator	17.4 - 21.1	20.1 - 25.5	23.2 - 30.1
machine operator assistant	16.6 - 20.1	18.7 - 24.0	22.1 - 27.2
manufacturing worker	15.7 - 18.1	17.2 - 21.3	19.0 - 24.1
material handler	16.1 - 19.9	18.5 - 24.2	21.8 - 24.9
mould machine operator	19.0 - 25.6	22.2 - 29.7	25.1 - 33.0
order/cherry picker forklift operator	16.5 - 20.0	18.1 - 22.7	20.5 - 25.3
packaging labourer	16.0 - 20.4	17.9 - 24.1	20.2 - 24.6
parts clerk	14.9 - 19.3	17.3 - 21.1	19.0 - 23.9
picker/packer	15.1 - 17.9	16.1 - 20.4	17.6 - 22.0
production labourer	14.9 - 18.9	17.3 - 22.5	20.2 - 23.0
reach truck operator	17.1 - 20.9	19.2 - 24.6	21.3 - 26.6
shipper/receiver	17.7 - 22.2	19.9 - 24.1	22.3 - 26.5
shipping and receiving clerk	17.2 - 21.0	19.3 - 24.4	22.1 - 27.7
warehouse labourer	16.1 - 18.9	18.0 - 22.9	20.3 - 24.6



## skilled trades

	entry	mid	senior
electrician	54.2 - 71.6	61.0 - 81.9	76.9 - 92.5
field electrician	54.2 - 71.6	61.0 - 81.9	69.2 - 92.5
field heavy duty mechanic	58.1 - 69.5	68.9 - 83.4	81.2 - 95.9
field millwright	54.5 - 71.2	61.4 - 81.3	79.4 - 95.6
field pipefitter	53.8 - 72.6	62.4 - 85.1	72.2 - 97.8
field service technician	52.3 - 69.0	60.8 - 80.7	70.0 - 92.0
field welder	45.9 - 60.2	51.9 - 69.1	59.1 - 78.7
heavy duty mechanic	58.1 - 69.5	68.9 - 83.4	81.2 - 95.9
heavy equipment mechanic/technician	53.1 - 67.5	62.5 - 79.1	74.8 - 92.3
maintenance mechanic	49.0 - 62.7	56.4 - 73.0	64.8 - 83.4
millwright	54.5 - 71.2	61.4 - 81.3	79.4 - 95.6
welder	45.9 - 60.2	51.9 - 69.1	59.1 - 78.7
welder-fitter	40.9 - 53.8	47.3 - 62.5	54.0 - 70.6

## technologies

application software	entry	mid	senior
.net/C# developer	60.0 - 75.0	66.0 - 95.0	94.0 - 130.0
AI consultant	75.0 - 102.0	90.0 - 121.0	115.0 - 152.0
application support analyst	57.0 - 76.0	66.0 - 88.0	76.0 - 100.0
automation tester	50.0 - 64.0	60.0 - 76.0	65.0 - 89.0
C++/ embedded software engineer	70.0 - 92.0	79.0 - 105.0	90.0 - 118.0
devops - development	64.0 - 86.0	84.0 - 102.0	92.0 - 125.0
director of development/engineering	108.0 - 154.0	144.0 - 206.0	190.0 - 269.0
ERP developer	70.0 - 91.0	79.0 - 104.0	89.0 - 119.0
front-end developer	55.0 - 80.0	76.0 - 102.0	87.0 - 116.0



full stack developer	76.0 - 100.0	87.0 - 117.0	101.0 - 133.0
java developer	60.0 - 75.0	80.0 - 105.0	90.0 - 127.0
machine learning developer	75.0 - 112.0	101.0 - 142.0	122.0 - 155.0
mobile application developer (iOS/android)	55.0 - 83.0	80.0 - 100.0	90.0 - 125.0
quality assurance analyst - automation	65.0 - 85.0	80.0 - 95.0	90.0 - 110.0
quality assurance analyst - manual	61.0 - 81.0	71.0 - 95.0	82.0 - 108.0
quality assurance manager	80.0 - 107.0	92.0 - 124.0	105.0 - 141.0
RPA developer	52.0 - 75.0	80.0 - 100.0	95.0 - 125.0
SQL database developer	61.0 - 81.0	70.0 - 95.0	81.0 - 109.0
UI/UX designer	66.0 - 86.0	74.0 - 98.0	83.0 - 110.0
workday consultant	65.0 - 72.0	70.0 - 85.0	95.0 - 130.0
<b>architecture</b>			
application architect	97.0 - 131.0	110.0 - 151.0	126.0 - 159.0
architect (solutions/technical)	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
cloud architect	88.0 - 111.0	100.0 - 128.0	115.0 - 165.0
enterprise architect	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
SOA architect	88.0 - 119.0	101.0 - 139.0	116.0 - 160.0
<b>data &amp; analytics</b>			
BI data architect	91.0 - 122.0	102.0 - 131.0	115.0 - 155.0
big data engineer	81.0 - 106.0	90.0 - 121.0	102.0 - 137.0
business intelligence developer	68.0 - 89.0	77.0 - 102.0	87.0 - 114.0
data analyst	66.0 - 87.0	76.0 - 104.0	88.0 - 119.0
data architect	70.0 - 93.0	80.5 - 108.9	110.0 - 145.0
data engineer	67.0 - 90.0	77.0 - 105.0	89.0 - 120.0
data scientist	76.0 - 103.0	89.0 - 122.0	103.0 - 165.0
database administrator	70.0 - 96.0	82.0 - 114.0	97.0 - 131.0
<b>leadership/business technology</b>			



business analyst	65.0 - 85.0	80.0 - 98.0	95.0 - 118.0
IT director	97.0 - 130.0	123.0 - 166.0	155.0 - 208.0
IT manager	90.0 - 120.0	103.0 - 140.0	119.0 - 161.0
<b>networking/infrastructure</b>			
bilingual tech support	65.0 - 82.0	73.0 - 95.0	82.0 - 108.0
cloud engineer	75.0 - 101.0	88.0 - 120.0	103.0 - 136.0
devops - infrastructure	78.0 - 109.0	92.0 - 130.0	107.0 - 147.0
help desk analyst	48.0 - 63.0	55.0 - 73.0	63.0 - 83.0
information security engineer	73.0 - 99.0	85.0 - 116.0	98.0 - 135.0
information security manager	90.0 - 120.0	102.0 - 139.0	118.0 - 160.0
information security specialist	55.0 - 76.0	75.0 - 85.0	75.0 - 115.0
linux/unix administrator	79.0 - 103.0	89.0 - 118.0	101.0 - 134.0
network administrator	55.0 - 83.0	72.0 - 98.0	83.0 - 115.0
network engineer	69.0 - 92.0	79.0 - 108.0	92.0 - 124.0
systems administrator	70.0 - 93.0	81.0 - 108.0	93.0 - 123.0
tech support	60.0 - 78.0	68.0 - 90.0	77.0 - 103.0
<b>project management</b>			
agile coach	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
business systems analyst	67.0 - 91.0	79.0 - 106.0	91.0 - 124.0
ERP project manager	90.0 - 120.0	98.0 - 134.0	109.0 - 150.0
organizational development manager	68.0 - 91.0	79.0 - 109.0	93.0 - 128.0
PMO lead	130.0 - 146.0	140.0 - 148.0	145.0 - 158.0
product manager	80.0 - 110.0	95.0 - 130.0	120.0 - 170.0
product owner	75.0 - 99.0	86.0 - 115.0	100.0 - 130.0
program manager	120.0 - 145.0	140.0 - 155.0	150.0 - 195.0
project coordinator	63.0 - 79.0	70.0 - 90.0	80.0 - 100.0
project manager (infrastructure)	96.0 - 130.0	109.0 - 150.0	125.0 - 174.0



project manager (software)	90.0 - 120.0	101.0 - 137.0	115.0 - 157.0
scrum master	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
technical writer	58.0 - 75.0	67.0 - 88.0	78.0 - 102.0



# saskatoon metropolitan area

## customer experience

	entry	mid	senior
bilingual call center operations manager	66.8 - 87.1	75.2 - 99.3	85.0 - 111.4
bilingual customer loyalty agent	37.0 - 49.6	43.0 - 57.8	49.4 - 66.0
bilingual customer service manager	77.3 - 104.5	89.4 - 120.0	101.9 - 137.4
bilingual customer service representative	39.4 - 50.6	43.9 - 57.3	49.5 - 64.9
bilingual customer service supervisor	62.1 - 82.6	70.6 - 95.2	80.6 - 108.3
bilingual customer service team lead	51.0 - 64.9	55.2 - 71.8	61.1 - 86.4
bilingual customer service trainer	46.2 - 61.2	53.0 - 71.5	61.3 - 81.7
bilingual e-chat representative	46.2 - 59.3	51.6 - 67.5	58.2 - 76.1
bilingual fundraising agent	36.6 - 48.9	44.2 - 57.7	49.8 - 61.2
bilingual inside sales manager	74.3 - 99.9	84.7 - 115.4	96.8 - 130.7
bilingual inside sales representative	52.4 - 66.8	57.8 - 75.2	64.9 - 84.9
bilingual insurance advisor	60.3 - 77.0	65.8 - 85.7	73.0 - 96.2
bilingual junior collection agent	36.3 - 47.7	41.6 - 55.0	47.5 - 62.0
bilingual order desk representative	35.6 - 45.9	41.1 - 52.7	46.5 - 58.5
bilingual order management representative	41.8 - 53.7	47.5 - 62.1	54.5 - 71.6
bilingual survey agent	33.5 - 45.0	40.8 - 53.1	46.8 - 58.4
bilingual technical support level 1 agent	46.9 - 63.3	54.2 - 73.5	61.9 - 82.9
bilingual telemarketing agent	34.7 - 44.6	39.2 - 51.2	44.9 - 59.7
bilingual telephone dispatcher	42.4 - 54.7	48.5 - 63.3	55.4 - 72.2
bilingual travel support agent	41.8 - 53.4	47.0 - 60.5	52.7 - 67.3
bilingual workforce planner	51.0 - 64.9	55.2 - 71.8	61.1 - 81.4



## engineering

construction	entry	mid	senior
architect	64.3 - 84.5	71.9 - 96.3	81.6 - 109.3
architectural drafter	56.1 - 73.3	65.5 - 87.2	77.1 - 103.0
architectural technician	74.5 - 98.7	86.0 - 115.5	99.5 - 131.6
BIM/VDC coordinator	66.5 - 87.4	74.3 - 99.5	84.2 - 112.8
BIM/VDC lead	64.9 - 84.4	72.2 - 96.0	81.5 - 108.8
civil engineer	66.9 - 91.2	78.8 - 108.5	92.3 - 123.7
civil engineering drafter	57.6 - 72.4	64.8 - 82.9	73.5 - 94.2
civil engineering technologist	46.5 - 63.8	56.0 - 77.0	66.1 - 87.9
civil project engineer	77.8 - 107.1	90.2 - 126.1	104.9 - 145.3
civil project manager	84.7 - 113.1	95.6 - 129.7	108.8 - 146.5
construction director	103.3 - 136.3	139.3 - 183.6	174.7 - 229.9
construction manager	80.3 - 105.1	88.1 - 117.5	98.1 - 132.3
construction project manager	69.7 - 96.5	81.2 - 113.9	94.7 - 131.0
construction superintendent	83.2 - 108.8	91.2 - 121.7	101.6 - 136.7
contracts administrator	59.9 - 79.8	68.3 - 92.4	78.3 - 105.2
director of operations	125.2 - 166.9	164.4 - 218.8	207.6 - 276.3
drafter	57.0 - 72.0	64.5 - 82.7	73.4 - 93.9
electrical designer/engineer	78.2 - 103.1	88.1 - 118.3	100.5 - 134.8
electrical engineer	67.5 - 94.8	83.0 - 117.5	100.8 - 137.4
electrical engineering technician	59.3 - 76.4	67.8 - 88.6	77.9 - 101.1
electrical inspector	49.3 - 66.8	57.3 - 78.4	66.4 - 90.2
engineering manager	89.9 - 120.9	102.7 - 140.5	118.1 - 160.6
environmental engineer	65.3 - 87.8	75.5 - 103.3	87.9 - 118.8
environmental inspector	53.3 - 68.6	58.7 - 77.0	65.7 - 86.4
estimator	62.6 - 82.1	69.8 - 93.1	78.8 - 105.5



facilities manager	62.9 - 83.0	71.9 - 96.3	82.6 - 110.1
field manager	70.2 - 93.4	80.0 - 108.4	92.2 - 125.4
field supervisor	69.6 - 91.9	78.4 - 104.9	88.7 - 118.2
foreman	55.0 - 71.8	61.8 - 82.1	70.2 - 93.2
general manager	102.5 - 110.4	108.6 - 123.8	115.2 - 148.2
health and safety manager	64.3 - 83.3	74.2 - 97.1	85.4 - 110.5
health and safety specialist	72.8 - 96.2	83.6 - 112.3	96.6 - 128.0
HVAC drafter	52.1 - 67.4	58.8 - 77.0	66.5 - 86.3
HVAC engineer	60.3 - 80.8	69.2 - 94.1	79.8 - 106.9
mechanical designer	53.7 - 71.5	62.0 - 83.4	71.4 - 94.6
mechanical drafter	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
mechanical engineer	64.6 - 92.0	80.9 - 115.6	99.3 - 135.4
mechanical engineering technician	54.2 - 71.6	61.9 - 82.9	71.0 - 93.7
mechanical site supervisor	54.1 - 70.2	61.3 - 81.0	70.2 - 92.8
operations manager	84.6 - 116.0	97.5 - 135.3	112.2 - 152.7
planner/scheduler	40.8 - 52.7	46.7 - 60.9	53.2 - 68.9
project coordinator	37.7 - 52.4	43.8 - 61.8	51.0 - 71.3
project director	110.2 - 133.6	138.7 - 168.3	170.3 - 206.3
project engineer	90.2 - 115.7	97.9 - 127.9	108.0 - 142.6
project manager	78.6 - 108.5	91.5 - 128.0	106.4 - 146.4
purchasing manager	99.4 - 131.1	112.3 - 150.3	127.4 - 169.2
QA/QC inspector	57.1 - 76.3	66.3 - 89.4	76.7 - 102.7
quality control engineer	71.8 - 95.9	82.4 - 111.7	94.9 - 126.7
quality inspector	41.0 - 52.4	45.5 - 59.3	51.2 - 67.3
safety inspector	62.8 - 82.5	71.3 - 94.8	81.2 - 106.9
specification writer	54.1 - 70.3	61.5 - 81.0	70.1 - 91.6
structural engineer	73.0 - 97.4	83.6 - 113.5	96.5 - 129.8



structural engineering technologist	69.3 - 91.9	79.1 - 106.9	90.9 - 121.3
technical services manager	88.3 - 117.4	100.9 - 136.5	116.2 - 156.8
<b>manufacturing</b>			
applications engineer	77.6 - 102.9	89.7 - 120.5	103.7 - 136.7
assurance control technician	65.8 - 86.5	74.9 - 99.8	85.6 - 112.9
automation engineer	66.2 - 89.0	76.5 - 104.5	88.9 - 119.8
buyer	58.7 - 77.5	67.1 - 89.9	77.2 - 102.9
chemical engineer	72.9 - 106.5	93.2 - 135.0	114.4 - 155.7
coating inspector	38.6 - 51.4	44.5 - 59.7	51.0 - 68.3
commissioning and start up engineer	61.6 - 82.9	71.2 - 97.3	82.7 - 111.1
continuous improvement engineer	81.9 - 107.1	91.3 - 121.2	102.6 - 135.9
controls designer/engineer	58.5 - 78.6	67.5 - 91.8	77.9 - 104.9
controls engineer	58.5 - 78.6	67.5 - 91.8	77.9 - 104.9
demand planner	52.5 - 73.1	63.4 - 88.4	75.1 - 101.2
electrical designer	75.5 - 100.6	86.3 - 117.1	99.6 - 134.3
electrical engineer	67.5 - 94.8	83.0 - 117.5	100.8 - 137.4
electrical engineering technician	59.3 - 76.4	67.8 - 88.6	77.9 - 101.1
electrical test engineer	73.0 - 98.6	85.1 - 116.8	99.7 - 134.9
electronics designer	58.9 - 75.0	67.4 - 87.0	77.3 - 99.0
electronics engineer	82.5 - 108.0	92.1 - 122.5	103.7 - 137.3
electronics technician	57.8 - 75.4	65.0 - 86.2	73.7 - 97.5
estimation engineer	75.6 - 101.1	87.0 - 118.4	100.8 - 135.9
estimator	62.6 - 82.1	69.8 - 93.1	78.8 - 105.5
field service engineer	57.0 - 75.3	64.1 - 86.4	73.3 - 99.7
general inspector	52.0 - 69.0	58.7 - 78.8	66.5 - 88.7
health and safety specialist	72.8 - 96.2	83.6 - 112.3	96.6 - 128.0
HVAC drafter	52.1 - 67.4	58.8 - 77.0	66.5 - 86.3



HVAC engineer	60.3 - 80.8	69.2 - 94.1	79.8 - 106.9
industrial engineer	71.6 - 95.2	81.6 - 110.2	93.5 - 124.6
inventory analyst	53.8 - 70.5	60.8 - 80.9	69.3 - 92.4
logistics specialist	47.6 - 62.2	54.4 - 71.9	62.3 - 82.2
maintenance buyer	42.8 - 55.3	49.9 - 64.7	57.4 - 73.4
maintenance planner	56.4 - 71.5	64.1 - 82.4	73.1 - 93.2
manufacturing engineer	66.1 - 88.8	76.3 - 104.0	88.4 - 118.6
mechanical designer	53.7 - 71.5	62.0 - 83.4	71.4 - 94.6
mechanical drafter	55.1 - 72.1	62.2 - 83.4	71.7 - 97.8
mechanical engineer	64.6 - 92.0	80.9 - 115.6	99.3 - 135.4
mechanical engineering technician	54.2 - 71.6	61.9 - 82.9	71.0 - 93.7
operation excellence specialist	76.9 - 100.6	85.7 - 114.0	96.5 - 127.7
process engineer	64.5 - 86.7	74.6 - 101.7	86.5 - 115.9
production planner	49.9 - 66.6	57.8 - 77.7	66.4 - 87.1
project engineer	90.2 - 115.7	97.9 - 127.9	108.0 - 142.6
project manager	78.6 - 108.5	91.5 - 128.0	106.4 - 146.4
purchasing agent	58.7 - 77.5	67.1 - 89.9	77.2 - 102.9
quality assurance engineer	64.1 - 85.0	72.6 - 97.7	82.7 - 110.1
quality assurance/control technician	57.1 - 76.3	66.3 - 89.4	76.7 - 102.7
quality control engineer	71.8 - 95.9	82.4 - 111.7	94.9 - 126.7
quality control technician	40.2 - 52.4	45.0 - 59.6	50.8 - 67.1
quality engineer	57.1 - 76.9	67.1 - 91.2	78.4 - 104.0
quality inspector	41.0 - 52.4	45.5 - 59.3	51.2 - 67.3
reliability/maintenance engineer	72.0 - 94.4	83.2 - 110.7	96.5 - 126.7
robotics engineer	75.9 - 100.2	85.6 - 114.9	97.4 - 129.5
safety inspector	62.8 - 82.5	71.3 - 94.8	81.2 - 106.9
SCADA engineer	69.1 - 92.5	79.4 - 108.1	91.9 - 123.5



sourcing engineer	58.5 - 78.3	67.1 - 91.3	77.5 - 104.3
stationary engineer	57.9 - 74.5	63.8 - 83.4	71.1 - 93.0
supply chain analyst	55.1 - 73.7	63.0 - 85.5	72.4 - 96.9
systems engineer	74.4 - 98.9	84.8 - 114.6	97.3 - 130.2

## healthcare

	entry	mid	senior
dental office manager	54.2 - 70.6	59.7 - 79.1	66.5 - 88.5
dental secretary	44.0 - 54.0	52.0 - 65.0	55.0 - 72.8
disability case manager	51.2 - 66.0	55.5 - 73.1	61.4 - 82.4
disability consultant	39.8 - 53.6	47.4 - 63.6	55.1 - 72.4
health records clerk	36.5 - 46.8	41.9 - 53.9	47.7 - 58.4
healthcare clinic manager	75.5 - 97.4	82.4 - 108.1	91.2 - 120.7
medical / clinic coordinator	48.4 - 62.2	54.1 - 71.0	61.4 - 81.2
medical billing clerk	37.8 - 49.6	44.1 - 57.8	50.5 - 65.2
medical claims analyst	47.5 - 63.2	53.0 - 71.9	59.8 - 81.4
medical office assistant	34.3 - 44.1	38.6 - 49.6	43.2 - 54.8
medical receptionist	33.7 - 45.1	40.8 - 52.5	46.3 - 56.2
medical reimbursement specialist	39.0 - 52.8	46.0 - 62.4	53.3 - 70.6
medical secretary	37.0 - 48.1	41.9 - 54.6	47.0 - 60.4
nursing manager	92.5 - 119.9	100.3 - 133.1	111.3 - 151.5
nursing supervisor / team lead	80.5 - 103.3	91.9 - 118.5	103.9 - 132.6
occupational injury file management advisor	48.0 - 55.0	55.0 - 65.0	65.0 - 85.0
patient scheduler	32.4 - 42.6	37.6 - 49.2	43.0 - 55.8
patient service representatives (unilingual or bilingual)	34.1 - 42.9	39.4 - 49.7	45.1 - 56.7
pharmacist	103.7 - 130.5	115.2 - 146.2	127.7 - 160.0
pharmacy assistant	34.6 - 45.3	40.0 - 51.8	45.2 - 55.8



pharmacy manager	106.8 - 142.8	120.9 - 163.8	137.2 - 184.5
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## industrial support

	entry	mid	senior
assembler/fabricator	16.0 - 19.8	17.7 - 22.7	19.8 - 24.1
delivery/courier driver	17.1 - 22.5	19.4 - 25.1	21.8 - 28.1
electronic parts assembler	16.9 - 20.9	18.7 - 23.9	22.4 - 25.6
forklift operator	17.1 - 20.2	18.1 - 22.9	20.4 - 25.0
general labourer - heavy	17.1 - 22.2	20.1 - 25.9	23.3 - 27.0
general labourer - light	15.8 - 19.1	17.5 - 23.0	20.2 - 24.4
industrial painter	17.0 - 20.6	18.6 - 24.4	21.6 - 27.9
inventory control clerk	16.9 - 20.6	19.0 - 23.5	21.2 - 26.7
janitor/custodian	15.7 - 18.2	16.5 - 20.0	18.5 - 21.8
machine operator	17.5 - 21.3	20.1 - 25.6	23.0 - 30.2
machine operator assistant	16.8 - 20.4	19.0 - 24.1	22.2 - 27.3
manufacturing worker	16.4 - 18.2	17.0 - 21.1	19.1 - 24.3
material handler	16.7 - 19.9	18.5 - 24.2	21.8 - 24.9
order/cherry picker forklift operator	17.0 - 20.0	18.1 - 22.7	20.5 - 25.3
packaging labourer	15.7 - 20.6	18.0 - 24.3	20.1 - 24.9
parts clerk	16.3 - 19.5	17.3 - 21.0	19.1 - 23.9
picker/packer	15.7 - 18.1	16.1 - 20.5	17.7 - 22.2
production labourer	15.9 - 19.0	17.3 - 22.6	20.2 - 23.0
reach truck operator	17.0 - 20.9	19.1 - 24.6	21.1 - 26.6
shipper/receiver	17.1 - 22.2	20.0 - 24.3	22.3 - 26.9
shipping and receiving clerk	17.1 - 21.2	19.3 - 24.5	22.1 - 27.8
warehouse labourer	16.1 - 18.8	18.2 - 23.1	20.3 - 24.9



## skilled trades

	entry	mid	senior
electrician	74.8 - 87.3	83.2 - 95.6	87.3 - 104.0
field electrician	74.8 - 87.3	83.2 - 95.6	87.3 - 104.0
field millwright	83.2 - 95.6	87.3 - 108.1	99.8 - 135.2
field pipefitter	53.2 - 72.0	61.8 - 84.4	71.6 - 97.1
field service technician	51.9 - 68.6	60.4 - 80.3	69.6 - 91.6
field welder	45.4 - 59.7	51.4 - 68.5	58.5 - 78.1
heavy duty mechanic	50.6 - 67.7	58.8 - 79.3	67.9 - 90.7
heavy equipment mechanic/technician	50.6 - 67.7	58.8 - 79.3	72.8 - 90.7
maintenance mechanic	48.7 - 62.4	56.2 - 72.7	70.8 - 83.1
millwright	83.2 - 95.6	87.3 - 108.1	99.8 - 135.2
welder	45.4 - 59.7	51.4 - 68.5	58.5 - 78.1
welder-fitter	40.4 - 53.3	46.7 - 61.9	53.4 - 70.0

## technologies

application software	entry	mid	senior
.net/C# developer	60.0 - 75.0	66.0 - 95.0	94.0 - 130.0
AI consultant	75.0 - 102.0	90.0 - 121.0	115.0 - 152.0
application support analyst	57.0 - 76.0	66.0 - 88.0	76.0 - 100.0
automation tester	50.0 - 64.0	60.0 - 76.0	65.0 - 89.0
C++/ embedded software engineer	70.0 - 92.0	79.0 - 105.0	90.0 - 118.0
devops - development	64.0 - 86.0	84.0 - 102.0	92.0 - 125.0
director of development/engineering	108.0 - 154.0	144.0 - 206.0	190.0 - 269.0
ERP developer	70.0 - 91.0	79.0 - 104.0	89.0 - 119.0
front-end developer	55.0 - 80.0	76.0 - 102.0	87.0 - 116.0
full stack developer	76.0 - 100.0	87.0 - 117.0	101.0 - 133.0



java developer	60.0 - 75.0	77.0 - 102.0	88.0 - 115.0
machine learning developer	75.0 - 112.0	101.0 - 142.0	122.0 - 155.0
mobile application developer (iOS/android)	55.0 - 83.0	80.0 - 100.0	90.0 - 125.0
quality assurance analyst - automation	65.0 - 85.0	80.0 - 95.0	90.0 - 110.0
quality assurance analyst - manual	61.0 - 81.0	71.0 - 95.0	82.0 - 108.0
quality assurance manager	80.0 - 107.0	92.0 - 124.0	105.0 - 141.0
RPA developer	52.0 - 75.0	80.0 - 100.0	95.0 - 125.0
SQL database developer	61.0 - 81.0	70.0 - 95.0	81.0 - 109.0
UI/UX designer	66.0 - 86.0	74.0 - 98.0	83.0 - 110.0
workday consultant	65.0 - 72.0	70.0 - 85.0	95.0 - 130.0
<b>architecture</b>			
application architect	97.0 - 131.0	110.0 - 151.0	126.0 - 159.0
architect (solutions/technical)	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
cloud architect	88.0 - 111.0	100.0 - 128.0	115.0 - 165.0
enterprise architect	89.0 - 120.0	102.0 - 140.0	117.0 - 161.0
SOA architect	88.0 - 119.0	101.0 - 139.0	116.0 - 160.0
<b>data &amp; analytics</b>			
BI data architect	91.0 - 122.0	102.0 - 131.0	115.0 - 155.0
big data engineer	81.0 - 106.0	90.0 - 121.0	102.0 - 137.0
business intelligence developer	68.0 - 89.0	77.0 - 102.0	87.0 - 114.0
data analyst	66.0 - 87.0	76.0 - 104.0	88.0 - 119.0
data architect	70.0 - 93.0	80.5 - 108.9	110.0 - 145.0
data engineer	67.0 - 90.0	77.0 - 105.0	89.0 - 120.0
data scientist	76.0 - 103.0	89.0 - 122.0	103.0 - 165.0
database administrator	70.0 - 96.0	82.0 - 114.0	97.0 - 131.0
<b>leadership/business technology</b>			
business analyst	65.0 - 85.0	80.0 - 98.0	95.0 - 118.0

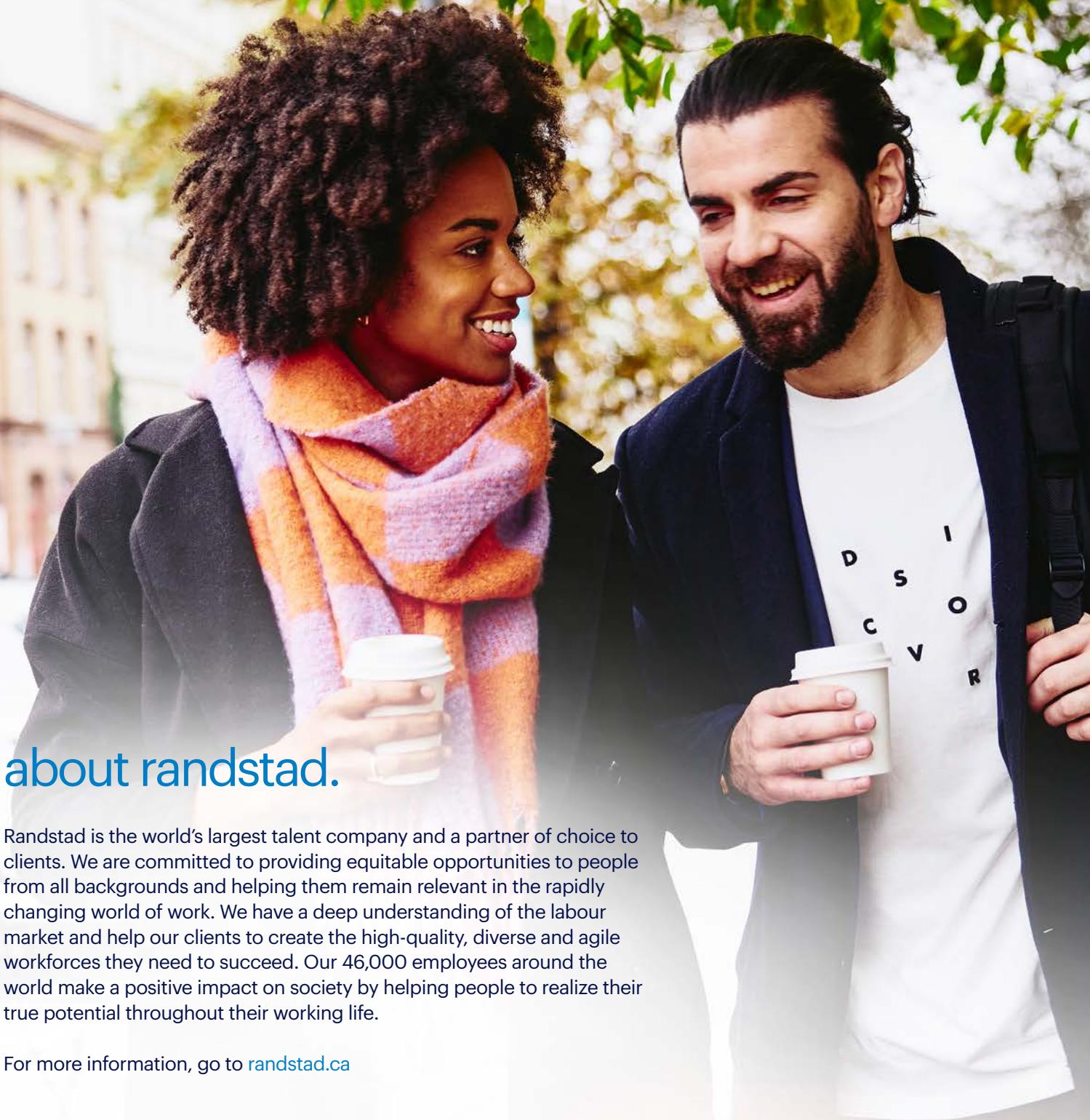


development manager	90.0 - 117.0	115.0 - 125.0	120.0 - 140.0
IT director	97.0 - 130.0	123.0 - 166.0	155.0 - 208.0
IT manager	90.0 - 120.0	103.0 - 140.0	119.0 - 161.0
service desk manager	90.0 - 115.0	110.0 - 118.0	115.0 - 125.0
<b>networking/infrastructure</b>			
cloud engineer	75.0 - 101.0	88.0 - 120.0	103.0 - 136.0
devops - infrastructure	78.0 - 109.0	92.0 - 130.0	107.0 - 147.0
help desk analyst	48.0 - 63.0	55.0 - 73.0	63.0 - 83.0
information security engineer	73.0 - 99.0	85.0 - 116.0	98.0 - 135.0
information security manager	90.0 - 120.0	102.0 - 139.0	118.0 - 160.0
information security specialist	55.0 - 76.0	75.0 - 85.0	75.0 - 115.0
linux/unix administrator	79.0 - 103.0	89.0 - 118.0	101.0 - 134.0
network administrator	55.0 - 83.0	72.0 - 98.0	83.0 - 115.0
network engineer	69.0 - 92.0	79.0 - 108.0	92.0 - 124.0
systems administrator	70.0 - 93.0	81.0 - 108.0	93.0 - 123.0
tech support	60.0 - 78.0	68.0 - 90.0	77.0 - 103.0
<b>project management</b>			
agile coach	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
business systems analyst	67.0 - 91.0	79.0 - 106.0	91.0 - 124.0
ERP project manager	90.0 - 120.0	98.0 - 134.0	109.0 - 150.0
organizational development manager	68.0 - 91.0	79.0 - 109.0	93.0 - 128.0
PMO lead	130.0 - 146.0	140.0 - 148.0	145.0 - 158.0
product manager	80.0 - 110.0	95.0 - 130.0	120.0 - 170.0
product owner	75.0 - 99.0	86.0 - 115.0	100.0 - 130.0
program manager	120.0 - 145.0	140.0 - 155.0	150.0 - 195.0
project coordinator	63.0 - 79.0	70.0 - 90.0	80.0 - 100.0
project manager (infrastructure)	96.0 - 130.0	109.0 - 150.0	125.0 - 174.0



project manager (software)	90.0 - 120.0	101.0 - 137.0	115.0 - 157.0
scrum master	72.0 - 93.0	85.0 - 115.0	110.0 - 135.0
technical writer	58.0 - 75.0	67.0 - 88.0	78.0 - 102.0





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