

# 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
			141.2 - 170.6

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



# 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>	<b>entry</b>	<b>mid</b>	<b>senior</b>
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>	<b>entry</b>	<b>mid</b>	<b>senior</b>
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>	<b>10 M\$</b>	<b>100 M\$</b>	<b>1000 M\$</b>
sales vice-president	142.6 - 183.0	175.3 - 225.0	214.8 - 275.7
<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	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 - manfacturing	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

