

calgary metropolitan region

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|-------------|--------------|--------------|
| administrative assistant | 43.6 - 56.4 | 49.9 - 61.3 | 55.2 - 66.7 |
| administrative manager | 65.2 - 74.3 | 71.1 - 81.9 | 78.7 - 94.6 |
| buyer assistant | 45.5 - 57.2 | 53.4 - 66.1 | 58.8 - 72.2 |
| claims supervisor | 70.1 - 82.0 | 78.5 - 104.9 | 89.0 - 119.7 |
| contracts administrator | 80.4 - 98.8 | 87.7 - 109.3 | 91.2 - 120.5 |
| data entry clerk | 38.5 - 47.7 | 43.5 - 55.0 | 48.8 - 58.5 |
| dispatcher | 44.8 - 55.2 | 50.9 - 63.7 | 57.7 - 74.3 |
| executive assistant | 62.9 - 79.2 | 72.9 - 97.5 | 85.7 - 106.0 |
| HR administrator | 52.2 - 66.7 | 59.6 - 77.1 | 70.3 - 88.5 |
| human resources assistant | 46.8 - 57.2 | 53.4 - 69.9 | 59.1 - 72.6 |
| invoicing clerk | 42.3 - 53.5 | 48.1 - 62.9 | 53.1 - 67.7 |
| legal assistant | 52.5 - 67.8 | 63.1 - 75.5 | 70.9 - 88.1 |
| logistics coordinator | 55.9 - 71.2 | 62.9 - 79.6 | 72.6 - 88.9 |
| mailroom clerk | 38.8 - 45.8 | 42.4 - 51.5 | 47.7 - 53.6 |
| office clerk | 42.7 - 52.7 | 47.0 - 58.7 | 52.0 - 63.3 |
| office manager | 62.6 - 81.2 | 68.8 - 90.8 | 76.6 - 98.5 |
| payroll administrator | 51.5 - 63.5 | 57.9 - 73.6 | 63.3 - 80.8 |
| project coordinator | 50.6 - 66.3 | 57.4 - 69.9 | 63.2 - 79.9 |
| property administrator | 45.6 - 53.4 | 48.3 - 59.8 | 55.1 - 69.5 |
| property manager | 67.9 - 85.5 | 77.8 - 98.7 | 84.3 - 111.5 |
| receptionist | 39.8 - 48.1 | 43.7 - 55.2 | 50.5 - 61.9 |



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|---------------------|-------------|-------------|-------------|
| sales administrator | 48.5 - 60.2 | 55.3 - 69.6 | 65.3 - 79.0 |
| sales assistant | 44.1 - 54.8 | 48.9 - 62.9 | 55.5 - 73.1 |
| supply clerk | 39.9 - 46.7 | 42.3 - 50.5 | 48.9 - 59.3 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 68.0 - 88.0 | 76.1 - 99.8 | 85.6 - 111.1 |
| bilingual customer loyalty agent | 41.2 - 54.4 | 47.4 - 63.0 | 54.2 - 71.7 |
| bilingual customer service manager | 83.2 - 109.3 | 93.6 - 125.3 | 106.7 - 143.6 |
| bilingual customer service representative | 40.9 - 52.1 | 45.5 - 59.0 | 51.2 - 66.7 |
| bilingual customer service supervisor | 68.0 - 89.5 | 76.4 - 102.2 | 86.7 - 107.0 |
| bilingual customer service team lead | 33.7 - 43.8 | 38.8 - 50.1 | 43.8 - 55.8 |
| bilingual customer service trainer | 49.0 - 64.6 | 56.1 - 75.3 | 64.7 - 86.0 |
| bilingual e-chat representative | 41.2 - 54.4 | 47.4 - 63.0 | 54.2 - 71.7 |
| bilingual help desk representative - level 1 | 49.7 - 66.3 | 57.1 - 76.5 | 64.8 - 85.9 |
| bilingual inside sales manager | 73.4 - 98.0 | 83.2 - 112.3 | 94.4 - 125.0 |
| bilingual inside sales representative | 53.1 - 66.2 | 57.2 - 72.4 | 62.6 - 81.1 |
| bilingual insurance advisor | 60.1 - 75.0 | 63.8 - 80.1 | 68.4 - 75.1 |
| bilingual junior collection agent | 39.3 - 50.9 | 44.7 - 58.3 | 50.7 - 65.6 |
| bilingual order desk representative | 36.9 - 47.2 | 42.4 - 53.8 | 47.7 - 59.4 |
| bilingual survey agent | 36.7 - 47.3 | 42.7 - 54.3 | 48.0 - 59.3 |
| bilingual telemarketing agent | 34.1 - 43.1 | 37.8 - 48.6 | 42.6 - 55.9 |
| bilingual telephone dispatcher | 44.8 - 57.2 | 50.9 - 65.7 | 57.7 - 74.3 |
| bilingual travel support agent | 42.5 - 53.8 | 47.7 - 60.7 | 53.1 - 67.1 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 69.0 - 90.8 | 77.5 - 103.8 | 88.1 - 117.9 |
| architectural drafter | 57.9 - 75.6 | 67.6 - 89.7 | 79.3 - 105.4 |
| BIM/VDC coordinator | 71.7 - 93.9 | 80.1 - 106.9 | 90.6 - 120.9 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| civil engineer | 72.8 - 97.8 | 84.3 - 114.4 | 97.3 - 129.5 |
| civil engineering drafter | 59.6 - 74.7 | 66.9 - 85.3 | 75.7 - 96.6 |
| civil engineering technologist | 51.7 - 69.9 | 61.2 - 83.3 | 71.6 - 95.0 |
| civil project engineer | 84.7 - 115.9 | 97.6 - 135.5 | 112.9 - 155.2 |
| civil project manager | 86.4 - 115.1 | 97.4 - 131.8 | 110.7 - 148.3 |
| construction coordinator | 56.2 - 75.0 | 63.2 - 85.7 | 71.6 - 97.1 |
| construction director | 112.7 - 148.0 | 147.8 - 193.4 | 184.0 - 240.7 |
| construction manager | 82.8 - 108.2 | 90.8 - 120.8 | 101.1 - 135.5 |
| construction project coordinator | 96.9 - 124.0 | 105.2 - 137.1 | 116.0 - 152.4 |
| construction project manager | 74.9 - 103.4 | 87.2 - 121.8 | 101.4 - 139.2 |
| contracts administrator | 66.0 - 87.8 | 75.2 - 101.4 | 86.1 - 115.2 |
| contracts manager | 107.0 - 134.7 | 119.5 - 153.2 | 135.1 - 173.7 |
| director of operations | 139.1 - 184.3 | 181.3 - 239.9 | 227.7 - 301.3 |
| drafter | 60.3 - 75.2 | 67.2 - 85.4 | 75.8 - 96.7 |
| electrical designer/engineer | 84.4 - 111.0 | 95.1 - 127.4 | 108.4 - 144.8 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| electrical inspector | 50.5 - 68.0 | 58.5 - 79.7 | 67.7 - 91.8 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |



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|-----------------------------------|---------------|---------------|---------------|
| environmental engineer | 70.9 - 94.3 | 80.9 - 109.6 | 93.3 - 125.3 |
| environmental inspector | 54.8 - 70.3 | 60.3 - 78.9 | 67.3 - 88.3 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| facilities engineer | 73.3 - 98.1 | 84.4 - 114.8 | 97.8 - 130.9 |
| field manager | 75.7 - 100.4 | 86.1 - 116.4 | 99.1 - 134.5 |
| field supervisor | 75.9 - 99.9 | 85.3 - 113.9 | 96.4 - 128.1 |
| foreman | 59.5 - 77.4 | 66.8 - 88.3 | 75.6 - 99.8 |
| health and safety manager | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| health and safety specialist | 76.8 - 101.0 | 87.9 - 117.5 | 101.2 - 133.5 |
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 100.5 |
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 100.2 |
| mechanical engineer | 81.7 - 108.1 | 92.8 - 124.8 | 106.1 - 141.6 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| mechanical site supervisor | 55.0 - 71.1 | 62.3 - 81.9 | 71.1 - 93.5 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| planner/scheduler | 43.7 - 55.9 | 49.8 - 64.2 | 56.4 - 72.4 |
| project coordinator | 50.6 - 66.3 | 57.4 - 76.2 | 65.3 - 86.3 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| project engineer | 100.2 - 128.2 | 108.7 - 141.6 | 119.7 - 157.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| QA/QC inspector | 60.7 - 80.7 | 70.3 - 94.5 | 81.2 - 108.4 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 99.9 - 132.8 |
| quality inspector | 43.5 - 55.6 | 48.7 - 63.4 | 55.0 - 71.7 |
| safety inspector | 69.8 - 91.4 | 79.2 - 104.9 | 89.9 - 118.2 |



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| specification writer | 57.9 - 74.9 | 65.7 - 86.2 | 74.7 - 97.1 |
| structural designer | 58.9 - 77.2 | 66.8 - 88.8 | 76.0 - 100.3 |
| structural engineer | 79.3 - 105.1 | 90.2 - 121.5 | 103.4 - 138.2 |
| superintendent | 44.6 - 57.1 | 50.0 - 65.2 | 56.6 - 74.1 |
| energy & oil | | | |
| applications engineer | 81.1 - 107.3 | 93.6 - 125.6 | 108.2 - 142.2 |
| architect | 69.0 - 90.8 | 77.5 - 103.8 | 88.1 - 117.9 |
| architectural technologist | 57.9 - 75.6 | 67.6 - 89.7 | 79.3 - 105.4 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 70.9 - 94.0 | 80.5 - 111.2 | 92.2 - 135.8 |
| automation specialist | 56.2 - 74.0 | 65.2 - 86.4 | 75.0 - 98.2 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| category manager | 68.3 - 89.7 | 76.5 - 102.3 | 86.7 - 116.0 |
| category specialist | 58.1 - 76.0 | 64.6 - 86.2 | 72.9 - 97.7 |
| chemical engineer | 91.1 - 120.7 | 102.0 - 137.3 | 115.2 - 154.3 |
| chemical technician | 60.7 - 79.5 | 67.6 - 90.3 | 76.5 - 103.1 |
| chief inspector | 60.2 - 79.6 | 75.8 - 97.8 | 95.4 - 147.6 |
| civil engineer | 72.8 - 97.8 | 84.3 - 114.4 | 97.3 - 141.7 |
| civil engineering drafter | 59.6 - 74.7 | 66.9 - 85.3 | 75.7 - 96.6 |
| civil engineering technologist | 51.7 - 69.9 | 61.2 - 83.3 | 71.6 - 95.0 |
| civil project engineer | 84.7 - 115.9 | 97.6 - 135.5 | 112.9 - 155.2 |
| civil project manager | 86.4 - 115.1 | 97.4 - 131.8 | 110.7 - 161.3 |
| commissioning and start up engineer | 67.2 - 90.1 | 77.5 - 105.3 | 89.7 - 116.1 |
| construction analyst | 62.1 - 81.5 | 69.3 - 92.3 | 78.0 - 103.6 |
| construction coordinator | 56.2 - 75.0 | 63.2 - 85.7 | 71.6 - 97.1 |
| construction director | 112.7 - 148.0 | 147.8 - 193.4 | 184.0 - 240.7 |
| construction manager | 82.8 - 108.2 | 90.8 - 120.8 | 101.1 - 135.5 |
| construction project manager | 74.9 - 103.4 | 87.2 - 121.8 | 101.4 - 139.2 |



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|-----------------------------------|---------------|---------------|---------------|
| continuous improvement engineer | 84.4 - 110.2 | 94.1 - 124.7 | 105.7 - 139.2 |
| contracts administrator | 66.0 - 87.8 | 85.2 - 110.8 | 90.1 - 117.6 |
| contracts manager | 107.0 - 134.7 | 119.5 - 153.2 | 135.1 - 173.7 |
| contracts specialist | 66.8 - 87.7 | 76.1 - 101.3 | 87.0 - 114.6 |
| control technician | 55.0 - 72.5 | 62.8 - 84.0 | 72.0 - 95.3 |
| controls designer/engineer | 60.2 - 80.7 | 69.4 - 94.2 | 79.9 - 107.4 |
| cost control specialist | 55.0 - 71.6 | 61.7 - 81.8 | 80.9 - 103.6 |
| demand planner | 54.6 - 75.7 | 65.8 - 91.4 | 77.8 - 104.5 |
| director of operations | 139.1 - 184.3 | 181.3 - 239.9 | 227.7 - 301.3 |
| drafter | 60.3 - 75.2 | 67.2 - 85.4 | 75.8 - 110.6 |
| electrical designer/engineer | 84.4 - 111.0 | 95.1 - 127.4 | 108.4 - 144.8 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| electrical inspector | 50.5 - 68.0 | 62.3 - 85.9 | 88.3 - 121.8 |
| electrical test engineer | 80.2 - 107.1 | 92.2 - 125.1 | 106.7 - 143.3 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |
| environmental engineer | 70.9 - 94.3 | 80.9 - 109.6 | 93.3 - 125.3 |
| environmental inspector | 54.8 - 70.3 | 60.3 - 78.9 | 67.3 - 88.3 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| expediter | 46.9 - 60.5 | 53.2 - 71.3 | 60.6 - 81.4 |
| facilities engineer | 73.3 - 98.1 | 84.4 - 114.8 | 97.8 - 130.9 |
| field service engineer | 58.5 - 77.9 | 66.7 - 90.4 | 76.8 - 104.3 |
| general inspector | 55.7 - 73.2 | 62.6 - 84.5 | 70.6 - 95.4 |
| geologist | 70.8 - 92.3 | 79.9 - 107.2 | 91.2 - 120.6 |
| geophysicist | 79.4 - 108.4 | 94.2 - 130.2 | 111.5 - 150.1 |
| geotechnical engineer | 72.5 - 94.6 | 82.0 - 108.8 | 93.5 - 135.7 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |



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| GIS analyst | 44.6 - 58.1 | 49.6 - 65.8 | 55.6 - 73.6 |
| health and safety manager | 71.6 - 93.6 | 79.7 - 106.0 | 89.7 - 124.3 |
| health and safety specialist | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| hydraulic engineer | 72.7 - 97.4 | 83.8 - 114.0 | 97.1 - 131.4 |
| industrial engineer | 79.6 - 103.8 | 88.4 - 117.2 | 99.3 - 131.0 |
| instrumentation and controls engineer | 77.5 - 102.2 | 87.5 - 117.3 | 99.6 - 132.4 |
| inventory analyst | 57.3 - 74.8 | 64.6 - 85.8 | 73.5 - 98.9 |
| inventory control manager | 69.9 - 91.8 | 78.4 - 104.7 | 88.7 - 118.3 |
| logistics manager | 69.3 - 92.3 | 79.3 - 107.4 | 91.4 - 122.3 |
| logistics specialist | 53.7 - 69.8 | 61.2 - 80.6 | 69.8 - 91.6 |
| materials manager | 90.3 - 118.5 | 99.8 - 133.3 | 111.7 - 149.6 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 102.8 |
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 101.7 |
| mechanical engineer | 81.7 - 108.1 | 92.8 - 124.8 | 106.1 - 143.2 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| mining engineer | 79.0 - 104.5 | 88.2 - 118.7 | 99.5 - 135.6 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| osd designer - telecom | 40.2 - 51.6 | 49.3 - 65.1 | 63.8 - 79.3 |
| pipeline designer | 67.5 - 88.3 | 75.4 - 100.5 | 85.3 - 114.7 |
| piping engineer | 70.5 - 92.5 | 78.9 - 105.4 | 89.4 - 119.3 |
| planner/scheduler | 50.6 - 62.7 | 57.8 - 100.8 | 90.7 - 143.2 |
| plant engineer | 82.0 - 108.8 | 95.1 - 128.1 | 110.6 - 146.2 |
| plant manager | 106.0 - 146.8 | 126.7 - 177.2 | 150.5 - 205.4 |
| plant operator | 54.3 - 74.1 | 64.0 - 87.8 | 74.5 - 99.2 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 69.1 - 92.2 | 79.2 - 107.3 | 91.2 - 124.7 |



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|--------------------------------------|---------------|---------------|---------------|
| procurement director | 111.3 - 146.2 | 147.6 - 193.2 | 178.7 - 233.6 |
| procurement specialist | 57.6 - 75.4 | 64.1 - 85.5 | 72.3 - 97.0 |
| production analyst | 50.9 - 68.1 | 58.5 - 79.8 | 67.9 - 92.2 |
| production engineer | 71.6 - 95.5 | 82.1 - 111.1 | 94.5 - 126.0 |
| program manager | 79.4 - 102.9 | 90.6 - 119.0 | 103.6 - 135.3 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 115.6 |
| project controls manager | 94.7 - 129.5 | 109.2 - 151.2 | 125.9 - 171.4 |
| project controls specialist | 69.0 - 89.8 | 77.6 - 102.4 | 87.8 - 128.8 |
| project coordinator | 96.9 - 124.0 | 105.2 - 137.1 | 116.0 - 152.4 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| project engineer | 100.2 - 128.2 | 108.7 - 141.6 | 119.7 - 157.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| QA/QC inspector | 60.7 - 80.7 | 80.4 - 105.4 | 90.8 - 121.3 |
| quality assurance manager | 89.5 - 116.0 | 98.9 - 130.4 | 110.5 - 145.8 |
| quality assurance/control technician | 69.2 - 90.8 | 78.8 - 104.9 | 90.1 - 118.6 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 99.9 - 132.8 |
| quality inspector | 43.5 - 55.6 | 48.7 - 63.4 | 55.0 - 71.7 |
| reliability engineer | 76.1 - 98.4 | 86.5 - 113.7 | 99.0 - 135.1 |
| reliability manager | 78.0 - 101.4 | 89.3 - 117.9 | 102.8 - 143.9 |
| reliability specialist | 56.2 - 75.0 | 64.4 - 87.4 | 74.2 - 101.9 |
| safety inspector | 69.8 - 91.4 | 79.2 - 104.9 | 89.9 - 118.2 |
| site supervisor | 55.0 - 71.1 | 62.3 - 81.9 | 71.1 - 98.5 |
| sourcing engineer | 62.8 - 83.7 | 71.9 - 97.5 | 82.9 - 111.1 |
| sourcing specialist | 62.4 - 81.6 | 69.4 - 92.5 | 78.3 - 104.8 |
| specification writer | 57.9 - 74.9 | 65.7 - 86.2 | 74.7 - 97.1 |
| stationary engineer | 59.8 - 76.8 | 65.9 - 85.9 | 73.2 - 95.4 |
| structural designer | 58.9 - 77.2 | 66.8 - 91.2 | 76.0 - 105.4 |



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|-------------------------------------|--------------|---------------|---------------|
| structural engineer | 79.3 - 105.1 | 90.2 - 121.5 | 103.4 - 145.8 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 44.6 - 57.1 | 50.0 - 65.2 | 56.6 - 87.9 |
| supply chain manager | 90.2 - 120.3 | 103.7 - 139.7 | 118.8 - 156.3 |
| systems control engineer | 71.4 - 94.7 | 81.6 - 109.9 | 93.7 - 124.7 |
| telecommunications technician | 59.2 - 77.5 | 67.1 - 89.2 | 76.6 - 101.7 |
| transmission line engineer | 85.4 - 108.0 | 92.5 - 119.0 | 101.7 - 131.7 |
| transportation manager | 91.2 - 120.3 | 103.2 - 137.9 | 117.2 - 155.9 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 59.5 - 78.1 | 67.6 - 94.9 | 91.2 - 127.9 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 161.5 - 281.9 | 236.8 - 414.0 | 330.7 - 579.1 |
| director - financial planning & analysis | 143.9 - 188.5 | 183.3 - 239.7 | 222.8 - 291.4 |
| finance director | 139.6 - 183.0 | 180.2 - 235.6 | 218.6 - 286.0 |
| treasury manager | 103.7 - 125.6 | 111.9 - 135.5 | 119.9 - 145.0 |
| vice president finance | 112.7 - 197.8 | 161.9 - 283.0 | 225.3 - 394.4 |
| vice-president internal audit | 140.4 - 186.2 | 176.4 - 233.3 | 213.8 - 282.9 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 76.2 - 91.6 | 81.7 - 98.1 | 87.1 - 104.4 |
| accounting clerk | 46.7 - 54.1 | 49.9 - 57.6 | 52.9 - 61.1 |
| accounting manager | 104.0 - 125.9 | 111.8 - 135.3 | 119.3 - 144.4 |
| accounting specialist | 54.9 - 63.4 | 60.0 - 69.4 | 64.8 - 74.9 |
| accounting supervisor | 78.5 - 95.4 | 84.5 - 102.6 | 90.3 - 109.6 |
| accounting technician | 63.5 - 75.5 | 68.6 - 81.4 | 73.4 - 87.1 |



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| accounts payable clerk | 46.5 - 52.6 | 51.7 - 58.3 | 56.1 - 63.3 | 64.7 - 73.0 |
| accounts payable manager | 92.8 - 112.5 | 101.3 - 122.7 | 109.5 - 132.6 | 128.5 - 155.3 |
| accounts receivable clerk | 49.2 - 55.5 | 54.5 - 61.5 | 59.2 - 66.9 | 69.0 - 77.9 |
| accounts receivable manager | 94.1 - 111.4 | 102.0 - 120.7 | 109.9 - 129.9 | 128.9 - 152.2 |
| analyst - financial planning & analysis | 110.1 - 133.3 | 118.8 - 143.8 | 127.2 - 153.9 | 146.2 - 176.6 |
| assistant controller | 91.5 - 129.2 | 127.3 - 140.0 | 136.8 - 173.3 | 150.7 - 183.0 |
| billing specialist | 46.2 - 54.1 | 50.7 - 59.2 | 54.6 - 63.9 | 62.0 - 72.6 |
| bookkeeper | 48.1 - 57.0 | 52.1 - 61.6 | 55.9 - 66.2 | 64.1 - 75.9 |
| business analyst | 82.0 - 98.4 | 88.6 - 106.3 | 95.1 - 114.0 | 109.4 - 131.0 |
| compliance officer | 103.2 - 125.1 | 115.1 - 139.3 | 126.3 - 152.8 | 149.1 - 180.0 |
| compliance specialist | 68.6 - 82.4 | 75.6 - 90.9 | 82.3 - 98.8 | 95.8 - 114.8 |
| controller | 108.3 - 190.2 | 152.0 - 265.6 | 196.6 - 343.5 | 323.0 - 344.5 |
| cost accountant | 72.6 - 87.3 | 78.5 - 94.3 | 84.3 - 101.2 | 97.2 - 116.4 |
| credit & collection specialist | 47.2 - 60.0 | 54.2 - 69.2 | 61.5 - 77.7 | 75.5 - 98.6 |
| credit and collections accountant | 42.6 - 50.7 | 46.6 - 55.2 | 50.3 - 59.5 | 57.5 - 68.1 |
| credit and collections manager | 99.8 - 119.6 | 107.0 - 128.1 | 114.2 - 136.6 | 131.4 - 157.0 |
| credit and collections supervisor | 63.2 - 76.9 | 68.2 - 83.0 | 73.2 - 89.0 | 84.6 - 102.8 |
| external auditor | 75.4 - 90.5 | 81.9 - 98.3 | 88.2 - 105.8 | 102.0 - 122.1 |
| financial analyst | 91.7 - 109.9 | 98.2 - 117.6 | 104.4 - 125.0 | 118.7 - 141.9 |
| financial reporting manager | 123.7 - 149.6 | 132.7 - 160.4 | 141.5 - 170.9 | 162.0 - 195.4 |
| internal audit manager | 115.7 - 141.7 | 124.3 - 152.1 | 132.6 - 162.1 | 151.4 - 184.9 |
| internal auditor | 73.3 - 88.1 | 81.0 - 97.3 | 88.4 - 106.0 | 103.4 - 123.8 |
| invoicing clerk | 44.7 - 52.5 | 49.2 - 57.6 | 53.1 - 62.1 | 59.2 - 69.3 |
| payroll clerk | 50.0 - 58.4 | 55.0 - 64.3 | 59.6 - 69.7 | 68.5 - 80.2 |
| payroll director | 95.5 - 128.9 | 120.8 - 162.5 | 152.5 - 204.3 | 167.7 - 234.9 |
| payroll manager | 94.7 - 114.9 | 102.4 - 124.1 | 109.8 - 133.0 | 125.7 - 152.1 |
| payroll specialist | 52.3 - 62.6 | 57.1 - 68.4 | 61.8 - 74.0 | 72.0 - 86.3 |
| payroll supervisor | 64.5 - 77.6 | 70.3 - 84.5 | 75.9 - 91.1 | 87.8 - 105.4 |



| | | | | |
|------------------|---------------|---------------|---------------|---------------|
| tax analyst | 57.9 - 69.6 | 64.0 - 77.0 | 69.9 - 84.0 | 82.0 - 98.4 |
| tax manager | 109.7 - 134.4 | 117.6 - 144.0 | 125.4 - 153.4 | 143.8 - 175.7 |
| treasury analyst | 77.1 - 92.6 | 82.7 - 99.2 | 88.1 - 105.7 | 100.3 - 120.1 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 93.7 - 134.0 | 121.5 - 173.0 | 150.6 - 213.7 |
| diversity & inclusion director | 94.6 - 130.6 | 119.2 - 164.0 | 148.4 - 203.3 |
| health and safety director | 95.8 - 114.7 | 124.2 - 148.4 | 148.1 - 176.6 |
| human resources director | 103.3 - 142.4 | 131.5 - 180.4 | 162.4 - 222.4 |
| L&D director | 102.8 - 127.4 | 128.2 - 158.5 | 162.3 - 200.3 |
| talent acquisition director | 97.1 - 134.0 | 123.7 - 170.0 | 150.6 - 206.4 |
| total rewards director | 116.0 - 150.5 | 150.0 - 193.9 | 184.2 - 238.1 |
| vice president Human Resources / CHRO | 122.7 - 204.7 | 159.4 - 265.5 | 195.5 - 326.0 |
| human resources | entry | mid | senior |
| benefits administrator | 63.1 - 81.0 | 70.8 - 92.5 | 80.2 - 104.8 |
| compensation and benefits manager | 102.5 - 133.0 | 113.6 - 150.2 | 127.7 - 169.8 |
| compensation specialist | 56.2 - 74.7 | 65.0 - 87.7 | 75.3 - 100.0 |
| diversity & inclusion coordinator | 45.3 - 57.9 | 51.4 - 65.3 | 56.9 - 70.3 |
| health and safety advisor | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| health and safety manager | 83.0 - 107.4 | 92.9 - 122.3 | 105.0 - 137.8 |
| HRIS analyst | 67.5 - 89.0 | 77.4 - 103.6 | 89.1 - 117.9 |
| human resources business partner | 74.3 - 97.5 | 83.3 - 111.1 | 94.3 - 125.6 |
| human resources coordinator | 44.3 - 56.6 | 50.3 - 63.9 | 55.6 - 68.9 |
| human resources generalist | 68.3 - 86.8 | 74.2 - 96.2 | 82.2 - 108.6 |
| human resources manager | 93.0 - 124.2 | 107.2 - 145.2 | 123.9 - 165.8 |
| human resources supervisor | 72.9 - 94.6 | 80.4 - 106.4 | 90.2 - 121.4 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| human resources technician | 54.0 - 70.7 | 60.2 - 80.4 | 68.0 - 91.6 |
| labour relations advisor | 72.7 - 96.8 | 83.1 - 112.4 | 95.7 - 128.1 |
| labour relations manager | 101.0 - 136.6 | 118.6 - 162.1 | 138.7 - 186.7 |
| recruitment coordinator | 44.1 - 57.6 | 50.8 - 66.6 | 57.8 - 75.0 |
| talent acquisition specialist | 67.2 - 87.9 | 74.8 - 99.6 | 84.3 - 112.4 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.7 - 22.6 | 19.5 - 24.2 | 23.1 - 29.6 |
| delivery/courier driver | 19.3 - 24.5 | 21.9 - 28.2 | 23.9 - 31.6 |
| electronic parts assembler | 18.3 - 22.4 | 21.6 - 25.8 | 23.4 - 27.8 |
| forklift operator | 19.2 - 22.7 | 20.7 - 25.8 | 23.9 - 28.2 |
| general labourer - heavy | 18.5 - 23.3 | 21.5 - 26.6 | 24.7 - 28.8 |
| general labourer - light | 17.0 - 22.2 | 19.6 - 24.9 | 23.2 - 26.6 |
| industrial painter | 19.9 - 24.2 | 21.8 - 28.3 | 25.6 - 31.1 |
| inventory control clerk | 18.6 - 23.4 | 21.3 - 27.5 | 24.7 - 29.5 |
| janitor/custodian | 16.6 - 19.9 | 18.5 - 21.8 | 19.7 - 23.6 |
| machine operator | 19.5 - 24.9 | 21.8 - 28.8 | 25.8 - 33.0 |
| machine operator assistant | 18.2 - 22.9 | 20.5 - 26.2 | 23.8 - 28.9 |
| manufacturing worker | 18.2 - 22.1 | 20.9 - 25.1 | 22.2 - 27.9 |
| material handler | 18.1 - 22.3 | 19.8 - 25.1 | 23.2 - 27.8 |
| moulding machine operator | 19.7 - 25.2 | 22.0 - 29.5 | 25.9 - 34.2 |
| order/cherry picker forklift operator | 19.2 - 22.5 | 20.4 - 25.1 | 23.6 - 27.7 |
| parts clerk | 16.7 - 21.3 | 18.7 - 24.6 | 22.8 - 25.8 |
| parts manager | 27.2 - 34.8 | 30.1 - 39.4 | 34.2 - 44.5 |
| picker/packer | 17.3 - 22.2 | 19.1 - 25.5 | 22.9 - 27.4 |
| print press operator | 18.6 - 23.8 | 20.8 - 26.2 | 24.1 - 31.3 |
| production labourer | 17.7 - 22.3 | 19.8 - 24.4 | 23.5 - 26.7 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| reach truck operator | 19.8 - 23.5 | 21.2 - 26.2 | 24.5 - 29.3 |
| sandblasting operator | 20.4 - 23.1 | 21.9 - 27.8 | 24.9 - 31.5 |
| shipper/receiver | 19.6 - 24.8 | 22.7 - 27.1 | 25.3 - 29.8 |
| shipping and receiving clerk | 18.9 - 23.7 | 21.6 - 27.9 | 25.1 - 29.8 |
| warehouse labourer | 17.5 - 22.6 | 20.1 - 25.3 | 23.7 - 27.1 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|---------------|---------------|
| applications engineer | 81.1 - 107.3 | 93.6 - 125.6 | 108.2 - 142.2 |
| automation engineer | 70.9 - 94.0 | 80.5 - 108.5 | 92.2 - 123.3 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| chemical engineer | 91.1 - 120.7 | 102.0 - 137.3 | 115.2 - 154.3 |
| chemical technician | 60.7 - 79.5 | 67.6 - 90.3 | 76.5 - 103.1 |
| cmm programmer | 54.5 - 71.5 | 62.0 - 82.7 | 71.0 - 93.5 |
| coating inspector | 42.6 - 55.8 | 48.5 - 64.3 | 55.2 - 73.2 |
| commissioning and start up engineer | 67.2 - 90.1 | 77.5 - 105.3 | 128.0 - 140.0 |
| continuous improvement engineer | 84.4 - 110.2 | 94.1 - 124.7 | 130.0 - 139.2 |
| controls designer/engineer | 60.2 - 80.7 | 69.4 - 94.2 | 79.9 - 107.4 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| electrical test engineer | 80.2 - 107.1 | 92.2 - 125.1 | 106.7 - 143.3 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| field service engineer | 58.5 - 77.9 | 66.7 - 90.4 | 76.8 - 104.3 |
| general inspector | 55.8 - 73.8 | 62.9 - 84.2 | 71.1 - 94.3 |
| health and safety specialist | 76.8 - 101.0 | 87.9 - 117.5 | 127.0 - 133.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| industrial engineer | 79.6 - 103.8 | 88.4 - 117.2 | 126.0 - 131.0 |
| inventory analyst | 57.3 - 74.8 | 64.6 - 85.8 | 73.5 - 97.7 |
| logistics specialist | 65.7 - 87.7 | 75.3 - 102.0 | 101.0 - 115.8 |
| manufacturing engineer | 74.3 - 98.5 | 84.5 - 113.8 | 96.8 - 128.8 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 100.5 |
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 100.2 |
| mechanical engineer | 81.7 - 108.1 | 92.8 - 124.8 | 106.1 - 141.6 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| planner/scheduler | 43.7 - 55.9 | 49.8 - 64.2 | 56.4 - 72.4 |
| PLC programmer | 60.0 - 65.0 | 75.0 - 85.0 | 85.0 - 90.0 |
| process engineer | 69.1 - 92.2 | 79.2 - 107.3 | 110.0 - 121.7 |
| production planner | 53.6 - 71.2 | 62.0 - 82.9 | 90.0 - 110.0 |
| project engineer | 100.2 - 128.2 | 108.7 - 141.6 | 119.7 - 157.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| QA/QC inspector | 41.8 - 53.5 | 46.9 - 61.0 | 53.0 - 69.1 |
| quality assurance manager | 89.5 - 116.0 | 98.9 - 130.4 | 122.0 - 145.8 |
| quality assurance/control technician | 69.2 - 90.8 | 78.8 - 104.9 | 90.1 - 118.6 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 115.0 - 132.8 |
| quality control technician | 44.1 - 56.8 | 49.1 - 64.3 | 55.1 - 72.0 |
| quality director | 99.9 - 134.6 | 126.2 - 169.4 | 152.5 - 204.1 |
| quality inspector | 43.5 - 55.6 | 48.7 - 63.4 | 55.0 - 71.7 |
| safety inspector | 69.8 - 91.4 | 79.2 - 104.9 | 89.9 - 118.2 |
| SCADA engineer | 71.9 - 95.8 | 82.3 - 111.3 | 94.7 - 126.4 |
| sourcing engineer | 62.8 - 83.7 | 71.9 - 97.5 | 82.9 - 111.1 |
| stationary engineer | 59.8 - 76.8 | 65.9 - 85.9 | 73.2 - 95.4 |
| supply chain analyst | 54.9 - 73.5 | 63.0 - 85.6 | 72.6 - 97.3 |



industrial management

| | | | |
|---------------------------|---------------|---------------|---------------|
| director of operations | 106.0 - 136.0 | 136.0 - 177.0 | 165.0 - 208.0 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |
| health and safety manager | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| inventory control manager | 65.8 - 82.8 | 74.4 - 95.6 | 88.7 - 111.3 |
| machining manager | 69.1 - 87.2 | 76.9 - 99.6 | 86.7 - 110.7 |
| maintenance manager | 74.5 - 92.9 | 83.4 - 107.2 | 91.8 - 121.3 |
| maintenance supervisor | 66.7 - 87.6 | 76.1 - 101.5 | 87.3 - 116.2 |
| manufacturing director | 119.6 - 144.6 | 154.5 - 186.4 | 189.1 - 228.0 |
| materials manager | 90.3 - 118.5 | 99.8 - 133.3 | 111.7 - 149.6 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| plant manager | 106.0 - 146.8 | 126.7 - 177.2 | 150.5 - 205.4 |
| procurement director | 111.3 - 146.2 | 147.6 - 193.2 | 178.7 - 233.6 |
| production manager | 83.2 - 95.8 | 89.1 - 109.9 | 100.6 - 133.2 |
| production supervisor | 65.0 - 84.3 | 72.7 - 93.2 | 82.1 - 105.4 |
| program manager | 79.4 - 102.9 | 90.6 - 119.0 | 103.6 - 135.3 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| site supervisor | 85.7 - 111.9 | 94.0 - 125.0 | 104.6 - 140.2 |
| supply chain manager | 90.2 - 120.3 | 103.7 - 139.7 | 118.8 - 156.3 |
| transportation manager | 88.7 - 99.8 | 94.5 - 112.1 | 106.7 - 132.3 |
| warehouse manager | 69.8 - 89.4 | 78.2 - 99.1 | 93.2 - 118.7 |
| warehouse supervisor | 58.5 - 77.1 | 66.9 - 85.3 | 76.6 - 95.9 |

skilled trades

| | | | |
|------------------------|-------------|-------------|-------------|
| CNC machinist | 53.4 - 58.2 | 56.7 - 67.9 | 65.9 - 80.8 |
| CNC programmer | 58.2 - 70.3 | 63.7 - 82.1 | 72.9 - 89.8 |
| conventional machinist | 53.9 - 60.3 | 57.8 - 70.0 | 67.9 - 82.5 |
| electrician | 56.5 - 61.7 | 59.1 - 69.9 | 65.6 - 97.3 |



| | | | |
|--------------------------|-------------|-------------|--------------|
| field service technician | 59.5 - 73.6 | 68.9 - 86.3 | 75.2 - 98.5 |
| heavy equipment mechanic | 56.5 - 75.3 | 65.5 - 88.0 | 75.5 - 100.4 |
| maintenance mechanic | 54.3 - 73.2 | 63.6 - 84.1 | 74.5 - 100.5 |
| millwright | 59.5 - 77.5 | 72.5 - 88.4 | 80.1 - 96.5 |
| panel wirer | 44.6 - 53.1 | 52.4 - 58.3 | 56.4 - 63.0 |
| welder | 51.4 - 61.7 | 56.8 - 69.6 | 61.6 - 77.8 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 78.2 - 101.3 | 87.6 - 115.4 | 99.1 - 130.1 |
| application support analyst | 67.6 - 89.5 | 77.8 - 103.5 | 88.7 - 120.2 |
| automation tester | 52.8 - 70.7 | 61.8 - 85.1 | 72.0 - 98.3 |
| C++/ embedded software engineer | 78.0 - 101.1 | 87.4 - 115.2 | 98.9 - 129.8 |
| devops - development | 72.6 - 97.8 | 84.4 - 115.3 | 98.3 - 131.5 |
| ERP developer | 78.0 - 101.0 | 87.2 - 115.0 | 98.8 - 130.3 |
| front-end developer | 72.6 - 95.7 | 83.2 - 111.2 | 95.7 - 126.7 |
| full stack developer | 83.5 - 109.9 | 95.7 - 127.7 | 109.9 - 144.7 |
| java developer | 76.4 - 99.0 | 85.6 - 112.8 | 96.8 - 127.0 |
| machine learning developer | 85.5 - 126.8 | 114.7 - 158.6 | 137.0 - 163.6 |
| mobile application developer (iOS/android) | 69.8 - 107.2 | 97.7 - 136.5 | 117.8 - 140.8 |
| quality assurance manager | 91.1 - 120.4 | 103.4 - 138.7 | 118.0 - 156.5 |
| RPA developer | 57.1 - 75.6 | 65.7 - 88.0 | 75.5 - 99.0 |
| SQL database developer | 68.7 - 92.0 | 81.3 - 107.7 | 91.6 - 122.8 |
| technical lead | 118.5 - 158.9 | 135.5 - 183.8 | 155.0 - 207.0 |
| UI/UX designer | 73.3 - 94.8 | 81.8 - 107.4 | 92.0 - 120.0 |
| architecture | | | |
| application architect | 112.1 - 148.5 | 126.0 - 169.9 | 143.2 - 193.6 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| architect (enterprise) | 103.8 - 139.3 | 118.5 - 161.5 | 136.2 - 184.8 |
| architect (solutions/technical) | 91.8 - 114.7 | 103.0 - 130.7 | 116.3 - 146.4 |
| cloud architect | 98.8 - 124.0 | 111.5 - 142.0 | 126.5 - 159.2 |
| data & analytics | | | |
| BI data architect | 99.3 - 132.8 | 111.0 - 151.0 | 125.4 - 170.0 |
| big data engineer | 89.2 - 116.6 | 99.7 - 132.7 | 112.7 - 150.0 |
| business intelligence developer | 74.5 - 96.7 | 83.6 - 110.2 | 94.5 - 123.4 |
| data analyst | 73.6 - 98.7 | 85.0 - 115.4 | 98.3 - 131.1 |
| data architect | 80.4 - 106.2 | 92.6 - 124.2 | 107.1 - 141.7 |
| data engineer | 76.7 - 102.7 | 88.5 - 120.1 | 102.3 - 136.3 |
| data scientist | 83.5 - 112.1 | 96.8 - 131.7 | 112.3 - 149.6 |
| database administrator | 79.2 - 107.8 | 93.6 - 128.8 | 110.0 - 147.8 |
| leadership/business technology | | | |
| business analyst | 76.1 - 98.7 | 85.3 - 112.6 | 96.6 - 127.0 |
| IT director | 115.1 - 153.0 | 145.3 - 192.3 | 180.4 - 238.7 |
| IT manager | 102.1 - 135.0 | 116.2 - 156.2 | 133.3 - 178.4 |
| networking/infrastructure | | | |
| cloud engineer | 84.8 - 112.9 | 98.8 - 132.8 | 114.5 - 150.2 |
| devops - infrastructure | 85.8 - 118.4 | 100.0 - 139.3 | 115.9 - 157.0 |
| help desk analyst | 55.5 - 72.7 | 62.9 - 83.7 | 71.7 - 94.9 |
| information security engineer | 80.3 - 107.4 | 92.5 - 125.6 | 107.0 - 142.9 |
| information security manager | 104.9 - 137.6 | 118.1 - 157.6 | 134.3 - 178.6 |
| information security specialist | 63.9 - 84.3 | 73.2 - 98.1 | 84.3 - 111.1 |
| information systems analyst | 68.9 - 89.4 | 77.2 - 101.8 | 87.3 - 115.0 |
| linux/unix administrator | 86.6 - 112.5 | 97.5 - 128.9 | 110.9 - 146.2 |
| network administrator | 67.7 - 90.9 | 78.2 - 106.5 | 90.6 - 121.6 |
| network engineer | 77.0 - 102.9 | 88.6 - 120.3 | 102.6 - 137.9 |
| systems administrator | 77.3 - 101.8 | 88.5 - 118.3 | 101.9 - 134.8 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| tech support | 70.6 - 92.2 | 79.9 - 105.8 | 90.8 - 119.9 |
| project management | | | |
| business systems analyst | 75.4 - 99.5 | 86.6 - 115.9 | 99.9 - 132.5 |
| ERP project manager | 103.6 - 137.7 | 112.9 - 152.8 | 125.0 - 170.8 |
| organizational development manager | 73.7 - 99.4 | 86.0 - 118.3 | 101.3 - 138.2 |
| product owner | 86.0 - 113.3 | 98.7 - 131.5 | 113.2 - 148.2 |
| product owner/manager | 88.3 - 121.4 | 102.6 - 142.8 | 119.1 - 163.0 |
| program manager | 111.2 - 145.6 | 124.3 - 168.5 | 139.2 - 190.6 |
| project coordinator | 72.3 - 89.9 | 80.3 - 101.7 | 90.3 - 114.4 |
| project manager (infrastructure) | 105.9 - 142.8 | 120.0 - 164.5 | 137.1 - 187.7 |
| project manager (software) | 105.0 - 138.7 | 117.4 - 157.7 | 132.6 - 177.9 |
| scrum master | 80.4 - 104.8 | 90.8 - 120.2 | 103.4 - 136.9 |
| technical writer | 65.7 - 85.7 | 76.7 - 101.1 | 89.2 - 114.8 |



edmonton metropolitan region

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|-------------|--------------|--------------|
| administrative assistant | 43.3 - 55.9 | 49.6 - 60.9 | 54.8 - 66.6 |
| administrative manager | 65.1 - 73.7 | 70.9 - 80.9 | 78.1 - 93.9 |
| buyer assistant | 45.4 - 57.2 | 53.1 - 65.8 | 58.2 - 71.9 |
| claims supervisor | 70.0 - 81.7 | 78.2 - 103.3 | 88.9 - 118.8 |
| contracts administrator | 80.2 - 98.8 | 87.4 - 109.1 | 91.5 - 121.5 |
| data entry clerk | 38.3 - 47.6 | 43.5 - 55.1 | 48.9 - 58.3 |
| dispatcher | 44.7 - 55.0 | 50.5 - 63.3 | 57.6 - 74.1 |
| executive assistant | 62.7 - 79.1 | 72.3 - 97.1 | 84.9 - 105.6 |
| HR administrator | 52.3 - 66.8 | 59.5 - 77.2 | 70.2 - 88.1 |
| human resources assistant | 46.8 - 56.9 | 53.2 - 68.9 | 59.0 - 71.9 |
| invoicing clerk | 42.2 - 53.3 | 48.0 - 62.7 | 53.0 - 67.4 |
| legal assistant | 52.4 - 67.7 | 63.0 - 75.2 | 70.8 - 88.1 |
| logistics coordinator | 55.6 - 70.8 | 62.7 - 79.4 | 72.1 - 88.9 |
| mailroom clerk | 38.8 - 45.7 | 42.5 - 51.3 | 47.5 - 53.3 |
| office clerk | 42.6 - 52.5 | 46.8 - 58.5 | 52.0 - 63.1 |
| office manager | 62.2 - 81.0 | 68.6 - 90.4 | 76.5 - 98.3 |
| payroll administrator | 51.3 - 63.3 | 57.8 - 73.5 | 63.0 - 80.4 |
| project coordinator | 50.6 - 66.2 | 57.1 - 69.7 | 62.9 - 79.5 |
| property administrator | 45.4 - 53.2 | 48.1 - 59.6 | 55.0 - 69.2 |
| property manager | 67.7 - 85.2 | 77.1 - 98.8 | 84.2 - 111.2 |
| receptionist | 39.5 - 47.8 | 43.1 - 55.0 | 50.5 - 61.6 |
| sales administrator | 48.4 - 60.4 | 55.1 - 69.5 | 65.2 - 79.1 |



| | | | |
|-----------------|-------------|-------------|-------------|
| sales assistant | 43.8 - 54.5 | 48.2 - 62.7 | 55.4 - 73.0 |
| supply clerk | 40.1 - 46.6 | 42.2 - 50.5 | 48.7 - 59.9 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 64.3 - 82.9 | 71.8 - 93.9 | 80.7 - 104.6 |
| bilingual customer loyalty agent | 40.3 - 52.8 | 46.2 - 61.0 | 52.6 - 69.2 |
| bilingual customer service manager | 79.4 - 104.0 | 89.1 - 119.1 | 101.5 - 136.5 |
| bilingual customer service representative | 40.0 - 50.6 | 44.4 - 57.2 | 49.8 - 64.5 |
| bilingual customer service supervisor | 65.3 - 85.4 | 73.1 - 97.4 | 82.7 - 104.0 |
| bilingual customer service team lead | 33.2 - 42.7 | 37.9 - 48.6 | 42.6 - 54.0 |
| bilingual customer service trainer | 48.3 - 63.3 | 55.1 - 73.6 | 63.4 - 83.8 |
| bilingual help desk representative - level 1 | 48.1 - 63.7 | 55.1 - 73.4 | 62.4 - 82.2 |
| bilingual inside sales manager | 69.3 - 92.2 | 78.4 - 105.7 | 88.9 - 117.6 |
| bilingual inside sales representative | 50.6 - 62.9 | 54.5 - 68.6 | 59.5 - 76.6 |
| bilingual insurance advisor | 57.4 - 71.4 | 60.8 - 76.1 | 65.2 - 84.0 |
| bilingual junior collection agent | 38.2 - 49.1 | 43.2 - 56.1 | 48.9 - 62.9 |
| bilingual order desk representative | 36.3 - 46.0 | 41.5 - 52.3 | 46.5 - 57.5 |
| bilingual survey agent | 36.1 - 46.1 | 41.7 - 52.7 | 46.8 - 57.5 |
| bilingual telemarketing agent | 32.9 - 41.2 | 36.3 - 46.4 | 40.7 - 53.1 |
| bilingual telephone dispatcher | 43.7 - 55.5 | 49.5 - 63.5 | 56.0 - 71.6 |
| bilingual travel support agent | 41.5 - 52.3 | 46.5 - 58.8 | 51.6 - 64.8 |

engineering

| | entry | mid | senior |
|-----------------------|-------------|-------------|--------------|
| construction | | | |
| architect | 66.0 - 86.4 | 73.9 - 98.6 | 83.9 - 111.8 |
| architectural drafter | 56.0 - 72.6 | 65.1 - 85.9 | 76.1 - 100.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| BIM/VDC coordinator | 68.5 - 89.2 | 76.3 - 101.4 | 86.2 - 114.7 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 95.0 |
| buyer | 62.2 - 81.3 | 70.8 - 94.0 | 81.0 - 107.4 |
| civil engineer | 70.0 - 93.5 | 80.8 - 109.2 | 93.1 - 123.5 |
| civil engineering drafter | 57.5 - 71.8 | 64.4 - 81.7 | 72.7 - 92.4 |
| civil engineering technologist | 50.1 - 67.3 | 59.1 - 79.9 | 68.9 - 90.9 |
| civil project engineer | 80.6 - 110.0 | 92.7 - 128.5 | 107.1 - 147.2 |
| civil project manager | 82.7 - 109.8 | 93.2 - 125.7 | 105.7 - 141.4 |
| construction coordinator | 55.1 - 73.1 | 61.8 - 83.3 | 69.9 - 94.2 |
| construction director | 107.3 - 140.8 | 140.7 - 184.2 | 175.1 - 230.0 |
| construction manager | 79.2 - 103.1 | 86.7 - 115.1 | 96.4 - 129.0 |
| construction project coordinator | 92.4 - 118.1 | 100.3 - 130.5 | 110.5 - 145.1 |
| construction project manager | 71.8 - 98.6 | 83.3 - 116.0 | 96.7 - 132.5 |
| contracts administrator | 63.2 - 83.5 | 71.8 - 96.3 | 82.0 - 109.4 |
| contracts manager | 101.8 - 128.0 | 113.6 - 145.6 | 128.4 - 165.0 |
| director of operations | 133.0 - 176.0 | 173.2 - 230.0 | 218.1 - 289.7 |
| drafter | 58.2 - 72.3 | 64.7 - 81.9 | 72.8 - 92.5 |
| electrical designer/engineer | 80.9 - 106.0 | 91.0 - 121.5 | 103.5 - 138.0 |
| electrical engineer | 83.5 - 110.2 | 94.8 - 127.5 | 108.7 - 145.4 |
| electrical engineering technician | 61.2 - 78.2 | 69.7 - 90.3 | 79.6 - 102.4 |
| electrical inspector | 49.2 - 65.9 | 56.8 - 77.0 | 65.5 - 88.4 |
| engineering manager | 89.7 - 120.1 | 102.3 - 139.2 | 117.4 - 158.3 |
| environmental engineer | 68.2 - 90.2 | 77.7 - 104.7 | 89.3 - 119.5 |
| environmental inspector | 52.8 - 67.4 | 58.0 - 75.4 | 64.6 - 84.3 |
| estimation engineer | 76.6 - 101.8 | 87.9 - 118.8 | 101.5 - 136.0 |
| estimator | 64.9 - 84.4 | 72.1 - 95.4 | 81.0 - 107.5 |
| facilities engineer | 70.4 - 93.8 | 80.9 - 109.6 | 93.5 - 124.9 |
| field manager | 74.2 - 98.0 | 84.3 - 113.5 | 96.8 - 130.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| field supervisor | 74.5 - 97.6 | 83.6 - 111.1 | 94.3 - 124.8 |
| foreman | 57.9 - 74.9 | 64.8 - 85.2 | 73.2 - 96.2 |
| health and safety manager | 64.9 - 83.4 | 74.5 - 97.0 | 85.5 - 110.1 |
| health and safety specialist | 73.8 - 96.6 | 84.2 - 112.1 | 96.7 - 127.3 |
| HVAC drafter | 56.4 - 72.3 | 63.4 - 82.3 | 71.4 - 91.9 |
| HVAC engineer | 61.1 - 81.1 | 69.8 - 94.1 | 80.2 - 106.7 |
| mechanical designer | 55.8 - 73.6 | 64.2 - 85.4 | 73.5 - 96.1 |
| mechanical drafter | 55.1 - 71.4 | 62.0 - 82.3 | 71.1 - 95.9 |
| mechanical engineer | 78.4 - 103.3 | 88.8 - 119.0 | 101.4 - 135.0 |
| mechanical engineering technician | 55.2 - 72.1 | 62.7 - 83.2 | 71.5 - 93.5 |
| mechanical site supervisor | 54.0 - 69.4 | 61.0 - 79.7 | 69.4 - 90.7 |
| operations manager | 84.3 - 114.4 | 96.3 - 132.5 | 110.2 - 149.0 |
| planner/scheduler | 42.7 - 54.3 | 48.4 - 62.1 | 54.7 - 69.8 |
| project coordinator | 49.2 - 64.1 | 55.6 - 73.4 | 63.1 - 82.9 |
| project director | 117.1 - 141.5 | 145.7 - 175.8 | 174.6 - 211.2 |
| project engineer | 95.8 - 122.3 | 103.8 - 134.9 | 114.2 - 150.1 |
| project manager | 80.6 - 110.7 | 93.6 - 130.2 | 108.6 - 148.2 |
| purchasing manager | 100.8 - 132.3 | 113.7 - 151.3 | 128.7 - 169.2 |
| QA/QC inspector | 58.6 - 77.5 | 67.7 - 90.4 | 77.9 - 103.6 |
| quality control engineer | 73.8 - 97.4 | 83.7 - 112.2 | 95.5 - 126.7 |
| quality inspector | 42.5 - 54.1 | 47.5 - 61.4 | 53.5 - 69.3 |
| safety inspector | 67.1 - 87.4 | 75.9 - 100.1 | 86.1 - 112.7 |
| specification writer | 55.7 - 71.7 | 63.0 - 82.2 | 71.4 - 92.5 |
| structural designer | 56.9 - 74.1 | 64.4 - 85.0 | 73.0 - 95.9 |
| structural engineer | 76.1 - 100.4 | 86.3 - 115.9 | 98.8 - 131.8 |
| superintendent | 43.5 - 55.3 | 48.6 - 62.9 | 54.9 - 71.4 |
| energy & oil | | | |
| architectural technologist | 56.0 - 72.6 | 65.1 - 85.9 | 76.1 - 100.8 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| applications engineer | 77.6 - 102.3 | 89.5 - 119.6 | 103.2 - 135.5 |
| architect | 66.0 - 86.4 | 73.9 - 98.6 | 83.9 - 111.8 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 68.3 - 90.0 | 77.3 - 103.7 | 88.3 - 117.7 |
| automation specialist | 54.4 - 71.1 | 62.9 - 82.8 | 72.1 - 94.0 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| category manager | 65.3 - 85.3 | 73.0 - 97.2 | 82.6 - 110.1 |
| category specialist | 55.8 - 72.6 | 61.9 - 82.1 | 69.7 - 92.9 |
| chemical engineer | 87.2 - 115.1 | 97.5 - 130.9 | 109.9 - 147.0 |
| chemical technician | 58.6 - 76.3 | 65.1 - 86.5 | 73.5 - 98.6 |
| chief inspector | 60.2 - 79.6 | 75.8 - 97.8 | 95.4 - 147.6 |
| civil engineer | 72.8 - 97.8 | 84.3 - 114.4 | 97.3 - 141.7 |
| civil engineering drafter | 57.5 - 71.8 | 64.4 - 81.7 | 72.7 - 92.4 |
| civil engineering technologist | 50.1 - 67.3 | 59.1 - 79.9 | 68.9 - 90.9 |
| civil project engineer | 80.6 - 110.0 | 92.7 - 128.5 | 107.1 - 147.2 |
| civil project manager | 82.7 - 109.8 | 93.2 - 125.7 | 105.7 - 141.4 |
| commissioning and start up engineer | 63.9 - 85.1 | 73.4 - 99.3 | 84.7 - 109.5 |
| construction analyst | 62.1 - 81.5 | 69.3 - 92.3 | 78.0 - 103.6 |
| construction coordinator | 55.1 - 73.1 | 61.8 - 83.3 | 69.9 - 94.2 |
| construction director | 107.3 - 140.8 | 140.7 - 184.2 | 175.1 - 230.0 |
| construction manager | 79.2 - 103.1 | 86.7 - 115.1 | 96.4 - 129.0 |
| construction project manager | 71.8 - 98.6 | 83.3 - 116.0 | 96.7 - 132.5 |
| continuous improvement engineer | 80.6 - 104.9 | 89.6 - 118.5 | 100.6 - 132.2 |
| contracts administrator | 63.2 - 83.5 | 71.8 - 96.3 | 82.0 - 109.4 |
| contracts manager | 101.8 - 128.0 | 113.6 - 145.6 | 128.4 - 165.0 |
| contracts specialist | 63.9 - 83.5 | 72.6 - 96.2 | 82.8 - 108.8 |
| control technician | 53.2 - 69.7 | 60.6 - 80.5 | 69.2 - 91.2 |
| controls designer/engineer | 58.2 - 77.5 | 66.8 - 90.1 | 76.7 - 102.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| cost control specialist | 52.9 - 68.4 | 59.2 - 77.9 | 67.0 - 88.1 |
| demand planner | 52.5 - 72.2 | 63.0 - 87.0 | 74.2 - 99.3 |
| director of operations | 133.0 - 176.0 | 173.2 - 230.0 | 218.1 - 289.7 |
| drafter | 58.2 - 72.3 | 64.7 - 81.9 | 72.8 - 92.5 |
| electrical designer/engineer | 80.9 - 106.0 | 91.0 - 121.5 | 103.5 - 138.0 |
| electrical engineer | 83.5 - 110.2 | 94.8 - 127.5 | 108.7 - 145.4 |
| electrical engineering technician | 61.2 - 78.2 | 69.7 - 90.3 | 79.6 - 102.4 |
| electrical inspector | 49.2 - 66.8 | 61.4 - 80.2 | 83.4 - 118.2 |
| electrical test engineer | 77.0 - 102.3 | 88.3 - 119.4 | 102.0 - 136.6 |
| engineering manager | 89.7 - 120.1 | 102.3 - 139.2 | 117.4 - 158.3 |
| environmental engineer | 68.2 - 90.2 | 77.7 - 104.7 | 89.3 - 121.3 |
| environmental inspector | 52.8 - 67.4 | 58.0 - 75.4 | 64.6 - 84.3 |
| estimation engineer | 76.6 - 101.8 | 87.9 - 118.8 | 101.5 - 138.2 |
| estimator | 64.9 - 84.4 | 72.1 - 95.4 | 81.0 - 107.5 |
| expediter | 45.6 - 58.6 | 51.7 - 67.3 | 58.7 - 76.6 |
| facilities engineer | 70.4 - 93.8 | 80.9 - 109.6 | 93.5 - 124.9 |
| field service engineer | 56.6 - 74.7 | 64.2 - 88.6 | 73.8 - 102.1 |
| general inspector | 54.2 - 70.8 | 60.8 - 80.4 | 68.3 - 91.2 |
| geologist | 67.9 - 88.0 | 76.4 - 110.0 | 87.0 - 119.1 |
| geophysicist | 75.9 - 103.1 | 89.8 - 123.7 | 106.1 - 142.6 |
| geotechnical engineer | 69.8 - 90.5 | 78.6 - 103.9 | 89.5 - 117.8 |
| geotechnical technician | 72.9 - 94.5 | 82.3 - 108.3 | 93.4 - 122.9 |
| GIS analyst | 43.0 - 55.8 | 47.8 - 63.0 | 53.5 - 70.3 |
| health and safety manager | 68.8 - 89.5 | 76.4 - 101.2 | 85.9 - 113.7 |
| health and safety specialist | 64.9 - 83.4 | 74.5 - 97.0 | 85.5 - 110.1 |
| HVAC drafter | 56.4 - 72.3 | 63.4 - 82.3 | 71.4 - 91.9 |
| HVAC engineer | 61.1 - 81.1 | 69.8 - 94.1 | 80.2 - 108.9 |
| hydraulic engineer | 69.9 - 93.1 | 80.4 - 108.8 | 92.9 - 125.9 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| industrial engineer | 76.4 - 99.2 | 84.7 - 111.9 | 94.9 - 124.9 |
| instrumentation and controls engineer | 74.4 - 97.7 | 83.8 - 111.9 | 95.2 - 126.2 |
| inventory analyst | 55.0 - 71.4 | 61.9 - 81.7 | 70.2 - 94.6 |
| inventory control manager | 67.0 - 87.6 | 74.9 - 99.7 | 84.7 - 112.5 |
| logistics manager | 66.4 - 88.0 | 75.7 - 102.2 | 87.1 - 116.3 |
| logistics specialist | 51.7 - 66.8 | 58.7 - 76.8 | 66.8 - 87.1 |
| materials manager | 86.1 - 112.7 | 95.0 - 126.6 | 106.2 - 142.1 |
| mechanical designer | 55.8 - 73.6 | 64.2 - 85.4 | 73.5 - 96.1 |
| mechanical drafter | 55.1 - 71.4 | 62.0 - 82.3 | 71.1 - 97.9 |
| mechanical engineer | 78.4 - 103.3 | 88.8 - 119.0 | 101.4 - 135.0 |
| mechanical engineering technician | 55.2 - 72.1 | 62.7 - 83.2 | 71.5 - 93.5 |
| mining engineer | 75.8 - 99.9 | 84.5 - 113.3 | 95.1 - 131.2 |
| operations manager | 84.3 - 114.4 | 96.3 - 132.5 | 110.2 - 149.0 |
| osd designer - telecom | 38.2 - 48.2 | 47.3 - 61.7 | 61.0 - 74.9 |
| pipeline designer | 65.0 - 84.6 | 72.5 - 96.2 | 81.9 - 111.0 |
| piping engineer | 67.8 - 88.5 | 75.8 - 100.7 | 85.6 - 113.9 |
| planner/scheduler | 50.6 - 62.7 | 57.8 - 100.8 | 90.7 - 143.2 |
| plant engineer | 78.4 - 103.7 | 90.7 - 121.9 | 105.4 - 139.2 |
| plant manager | 100.8 - 139.5 | 120.5 - 168.3 | 143.0 - 195.4 |
| plant operator | 53.3 - 72.1 | 62.6 - 85.2 | 72.5 - 96.2 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 66.5 - 88.3 | 76.0 - 102.5 | 87.4 - 116.1 |
| procurement director | 105.9 - 138.9 | 140.3 - 183.6 | 169.7 - 222.8 |
| procurement specialist | 55.5 - 72.1 | 61.5 - 81.6 | 69.3 - 92.4 |
| production analyst | 49.5 - 65.7 | 56.6 - 76.8 | 65.6 - 88.5 |
| production engineer | 68.9 - 91.4 | 78.7 - 106.1 | 90.5 - 120.2 |
| program manager | 76.3 - 98.6 | 86.9 - 113.8 | 99.2 - 129.4 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 113.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project controls manager | 90.0 - 122.8 | 103.7 - 143.4 | 119.5 - 162.5 |
| project controls specialist | 66.0 - 85.5 | 74.1 - 97.3 | 83.5 - 109.4 |
| project coordinator | 92.4 - 118.1 | 100.3 - 130.5 | 110.5 - 145.1 |
| project director | 117.1 - 141.5 | 145.7 - 175.8 | 174.6 - 211.2 |
| project engineer | 95.8 - 122.3 | 103.8 - 134.9 | 114.2 - 150.1 |
| project manager | 80.6 - 110.7 | 93.6 - 130.2 | 108.6 - 148.2 |
| purchasing manager | 100.8 - 132.3 | 113.7 - 151.3 | 128.7 - 169.2 |
| QA/QC inspector | 58.6 - 77.5 | 67.7 - 90.4 | 77.9 - 111.5 |
| quality assurance manager | 85.3 - 110.3 | 94.1 - 123.9 | 105.1 - 138.5 |
| quality assurance/control technician | 66.5 - 86.8 | 75.5 - 100.1 | 86.2 - 113.1 |
| quality control engineer | 73.8 - 97.4 | 83.7 - 112.2 | 95.5 - 126.7 |
| quality inspector | 42.5 - 54.1 | 47.5 - 61.4 | 53.5 - 69.3 |
| reliability engineer | 73.1 - 94.1 | 82.9 - 108.5 | 94.7 - 123.0 |
| reliability manager | 74.7 - 96.7 | 85.3 - 112.3 | 98.0 - 127.4 |
| reliability specialist | 54.2 - 72.0 | 61.9 - 83.6 | 71.2 - 95.0 |
| safety inspector | 67.1 - 87.4 | 75.9 - 100.1 | 86.1 - 112.7 |
| site supervisor | 54.0 - 69.4 | 61.0 - 79.7 | 69.4 - 90.7 |
| sourcing engineer | 60.3 - 79.9 | 68.8 - 92.8 | 79.1 - 105.7 |
| sourcing specialist | 59.8 - 77.8 | 66.4 - 88.0 | 74.6 - 99.5 |
| specification writer | 55.7 - 71.7 | 63.0 - 82.2 | 71.4 - 92.5 |
| stationary engineer | 58.6 - 74.7 | 64.3 - 83.4 | 71.3 - 92.5 |
| structural designer | 56.9 - 74.1 | 64.4 - 85.0 | 73.0 - 98.7 |
| structural engineer | 76.1 - 100.4 | 86.3 - 115.9 | 98.8 - 131.8 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 43.5 - 55.3 | 48.6 - 62.9 | 54.9 - 81.2 |
| supply chain manager | 86.0 - 114.4 | 98.7 - 132.8 | 113.0 - 148.5 |
| systems control engineer | 68.7 - 90.7 | 78.3 - 105.0 | 89.7 - 119.0 |



| | | | |
|-------------------------------|--------------|--------------|---------------|
| telecommunications technician | 57.1 - 74.3 | 64.5 - 85.3 | 73.4 - 97.1 |
| transmission line engineer | 81.8 - 103.2 | 88.5 - 113.6 | 97.2 - 125.6 |
| transportation manager | 87.0 - 114.3 | 98.2 - 131.0 | 111.4 - 148.1 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 57.9 - 75.5 | 65.6 - 86.5 | 74.3 - 120.1 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 153.4 - 269.5 | 225.7 - 398.4 | 317.0 - 560.3 |
| director - financial planning & analysis | 136.8 - 179.0 | 174.1 - 228.4 | 212.1 - 278.7 |
| finance director | 132.7 - 173.7 | 171.1 - 224.4 | 208.0 - 273.3 |
| treasury manager | 98.7 - 119.4 | 106.5 - 128.8 | 114.0 - 137.8 |
| vice president finance | 107.3 - 188.2 | 154.0 - 270.7 | 214.8 - 379.4 |
| vice-president internal audit | 133.4 - 176.8 | 167.6 - 222.3 | 203.4 - 270.4 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 72.9 - 87.2 | 78.0 - 93.4 | 83.0 - 99.3 |
| accounting clerk | 45.3 - 52.2 | 48.3 - 55.6 | 51.1 - 58.9 |
| accounting manager | 99.0 - 119.8 | 106.4 - 128.6 | 113.5 - 137.2 |
| accounting specialist | 52.9 - 60.9 | 57.7 - 66.5 | 62.2 - 71.6 |
| accounting supervisor | 75.0 - 90.8 | 80.6 - 97.6 | 86.1 - 104.2 |
| accounting technician | 61.0 - 72.2 | 65.7 - 77.7 | 70.2 - 83.0 |
| accounts payable clerk | 45.1 - 50.8 | 50.0 - 56.2 | 54.1 - 60.9 |
| accounts payable manager | 88.5 - 107.1 | 96.5 - 116.7 | 104.2 - 126.1 |
| accounts receivable clerk | 47.6 - 53.5 | 52.6 - 59.2 | 57.1 - 64.2 |
| accounts receivable manager | 89.7 - 106.1 | 97.2 - 114.8 | 104.6 - 123.5 |
| analyst - financial planning & analysis | 104.8 - 126.7 | 113.0 - 136.6 | 121.0 - 146.2 |
| | | | 138.9 - 167.7 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| assistant controller | 91.5 - 129.2 | 118.4 - 145.4 | 130.1 - 150.7 | 150.7 - 166.9 |
| billing specialist | 44.8 - 52.2 | 49.0 - 57.1 | 52.8 - 61.5 | 59.7 - 69.6 |
| bookkeeper | 46.6 - 54.9 | 50.3 - 59.3 | 53.9 - 63.6 | 61.7 - 72.7 |
| business analyst | 78.6 - 94.1 | 84.9 - 101.5 | 90.9 - 108.7 | 104.4 - 124.8 |
| compliance officer | 98.1 - 118.7 | 109.3 - 132.2 | 119.9 - 144.9 | 141.4 - 170.7 |
| compliance specialist | 65.7 - 78.7 | 72.3 - 86.5 | 78.5 - 94.0 | 91.2 - 109.0 |
| controller | 103.1 - 180.6 | 144.5 - 253.6 | 186.8 - 329.5 | 205.5 - 378.9 |
| cost accountant | 69.5 - 83.2 | 75.0 - 89.8 | 80.4 - 96.2 | 92.5 - 110.6 |
| credit & collection specialist | 45.7 - 57.8 | 52.3 - 66.5 | 59.2 - 74.4 | 74.3 - 97.3 |
| credit and collections accountant | 41.4 - 49.0 | 45.2 - 53.3 | 48.6 - 57.3 | 55.5 - 65.4 |
| credit and collections manager | 95.1 - 113.7 | 101.9 - 121.8 | 108.6 - 129.8 | 124.9 - 149.2 |
| credit and collections supervisor | 60.8 - 73.7 | 65.6 - 79.4 | 70.2 - 85.1 | 81.0 - 98.0 |
| external auditor | 72.1 - 86.2 | 78.2 - 93.5 | 84.1 - 100.6 | 97.0 - 116.0 |
| financial analyst | 87.4 - 104.5 | 93.4 - 111.7 | 99.3 - 118.7 | 112.8 - 134.8 |
| financial reporting manager | 117.6 - 142.2 | 126.1 - 152.4 | 134.4 - 162.4 | 153.9 - 185.6 |
| internal audit manager | 110.1 - 134.7 | 118.2 - 144.5 | 126.0 - 154.1 | 143.9 - 175.5 |
| internal auditor | 70.1 - 83.9 | 77.4 - 92.6 | 84.2 - 100.7 | 98.4 - 117.6 |
| invoicing clerk | 43.4 - 50.7 | 47.6 - 55.5 | 51.3 - 59.8 | 57.1 - 66.5 |
| payroll clerk | 48.3 - 56.3 | 53.1 - 61.9 | 57.4 - 66.9 | 65.8 - 76.7 |
| payroll director | 91.0 - 122.5 | 114.9 - 154.4 | 144.9 - 194.2 | 159.4 - 223.3 |
| payroll manager | 90.3 - 109.3 | 97.6 - 118.0 | 104.5 - 126.4 | 119.6 - 144.5 |
| payroll specialist | 50.5 - 60.2 | 55.0 - 65.7 | 59.4 - 70.9 | 69.0 - 82.4 |
| payroll supervisor | 62.1 - 74.3 | 67.5 - 80.8 | 72.7 - 87.0 | 84.0 - 100.4 |
| tax analyst | 55.7 - 66.7 | 61.5 - 73.6 | 66.9 - 80.1 | 78.2 - 93.6 |
| tax manager | 104.4 - 127.7 | 111.9 - 136.8 | 119.2 - 145.8 | 136.6 - 166.9 |
| treasury analyst | 73.7 - 88.2 | 78.9 - 94.4 | 84.0 - 100.5 | 95.4 - 114.1 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 89.2 - 127.3 | 115.5 - 164.2 | 143.1 - 203.5 |
| diversity & inclusion director | 90.7 - 124.9 | 114.1 - 156.6 | 141.8 - 194.5 |
| health and safety director | 91.2 - 109.1 | 118.0 - 141.0 | 140.7 - 167.7 |
| human resources director | 98.3 - 135.4 | 124.9 - 171.4 | 154.2 - 211.9 |
| L&D director | 97.8 - 121.1 | 121.8 - 150.6 | 154.2 - 190.5 |
| talent acquisition director | 92.5 - 127.4 | 117.6 - 161.4 | 143.1 - 196.4 |
| total rewards director | 110.3 - 143.0 | 142.5 - 184.4 | 175.0 - 227.2 |
| vice president Human Resources / CHRO | 116.6 - 194.8 | 151.4 - 253.8 | 186.0 - 312.8 |
| human resources | | entry | mid |
| benefits administrator | 60.5 - 77.2 | 67.7 - 87.9 | 76.5 - 99.5 |
| compensation and benefits manager | 97.5 - 126.4 | 108.0 - 142.7 | 121.4 - 161.2 |
| compensation specialist | 54.0 - 71.3 | 62.3 - 83.4 | 71.9 - 95.0 |
| diversity & inclusion coordinator | 43.8 - 55.6 | 49.6 - 62.6 | 54.6 - 67.2 |
| health and safety advisor | 64.9 - 83.4 | 74.5 - 97.0 | 85.5 - 110.1 |
| health and safety manager | 79.2 - 102.2 | 88.5 - 116.2 | 99.9 - 130.9 |
| HRIS analyst | 64.9 - 85.1 | 74.2 - 98.9 | 85.2 - 112.4 |
| human resources business partner | 71.0 - 92.7 | 79.4 - 105.5 | 89.6 - 119.2 |
| human resources coordinator | 43.3 - 55.0 | 49.0 - 61.8 | 54.0 - 66.5 |
| human resources generalist | 65.4 - 82.6 | 70.8 - 91.4 | 78.4 - 103.1 |
| human resources manager | 88.6 - 118.1 | 102.0 - 138.0 | 117.8 - 157.5 |
| human resources supervisor | 69.7 - 89.9 | 76.6 - 101.1 | 85.9 - 115.1 |
| human resources technician | 52.5 - 68.3 | 58.3 - 77.4 | 65.7 - 88.0 |
| labour relations advisor | 69.4 - 92.0 | 79.2 - 106.7 | 90.9 - 121.5 |
| labour relations manager | 96.1 - 129.8 | 112.8 - 154.0 | 131.8 - 177.4 |
| recruitment coordinator | 43.0 - 55.8 | 49.4 - 64.4 | 56.1 - 72.3 |
| talent acquisition specialist | 64.3 - 83.7 | 71.5 - 94.6 | 80.3 - 106.6 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.6 - 22.5 | 19.6 - 24.1 | 23.0 - 29.5 |
| delivery/courier driver | 19.2 - 24.7 | 21.8 - 28.4 | 23.8 - 31.8 |
| electronic parts assembler | 18.4 - 22.7 | 21.5 - 25.9 | 23.3 - 28.4 |
| forklift operator | 19.2 - 22.9 | 20.8 - 25.7 | 24.2 - 28.6 |
| general labourer - heavy | 18.5 - 23.7 | 21.9 - 26.5 | 24.9 - 29.2 |
| general labourer - light | 17.2 - 22.6 | 19.8 - 24.7 | 23.1 - 26.4 |
| industrial painter | 19.8 - 24.5 | 21.9 - 28.1 | 25.8 - 30.9 |
| inventory control clerk | 18.8 - 23.7 | 21.5 - 27.1 | 24.6 - 29.8 |
| janitor/custodian | 16.5 - 20.1 | 18.7 - 21.6 | 20.2 - 23.9 |
| machine operator | 19.8 - 24.6 | 21.9 - 28.5 | 26.1 - 33.3 |
| machine operator assistant | 18.3 - 22.7 | 20.5 - 26.1 | 23.8 - 29.1 |
| manufacturing worker | 18.2 - 22.1 | 20.8 - 25.1 | 22.3 - 27.8 |
| material handler | 18.2 - 22.1 | 19.9 - 25.4 | 23.3 - 27.9 |
| moulding machine operator | 19.9 - 25.1 | 22.2 - 29.7 | 26.1 - 34.1 |
| order/cherry picker forklift operator | 19.1 - 22.4 | 20.2 - 24.9 | 23.7 - 27.9 |
| parts clerk | 16.8 - 21.5 | 18.9 - 24.9 | 22.7 - 26.2 |
| parts manager | 27.1 - 34.5 | 29.8 - 38.9 | 34.2 - 44.9 |
| picker/packer | 17.4 - 22.4 | 19.2 - 25.7 | 22.8 - 27.8 |
| print press operator | 18.8 - 23.9 | 20.5 - 25.9 | 24.2 - 31.6 |
| production labourer | 17.9 - 22.6 | 20.1 - 24.7 | 23.3 - 27.2 |
| reach truck operator | 19.5 - 23.2 | 21.6 - 26.1 | 24.7 - 29.1 |
| sandblasting operator | 20.2 - 22.9 | 21.8 - 27.9 | 24.7 - 31.3 |
| shipper/receiver | 19.8 - 24.9 | 22.6 - 27.3 | 25.1 - 29.9 |
| shipping and receiving clerk | 18.8 - 23.6 | 21.8 - 27.4 | 25.0 - 29.8 |
| warehouse labourer | 17.7 - 22.5 | 20.3 - 25.7 | 23.9 - 27.0 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 77.6 - 102.3 | 89.5 - 119.6 | 103.2 - 135.5 |
| automation engineer | 68.3 - 90.0 | 77.3 - 103.7 | 127.0 - 130.0 |
| buyer | 62.2 - 81.3 | 70.8 - 94.0 | 81.0 - 107.4 |
| chemical engineer | 87.2 - 115.1 | 97.5 - 130.9 | 109.9 - 147.0 |
| chemical technician | 58.6 - 76.3 | 65.1 - 86.5 | 73.5 - 98.6 |
| cmm programmer | 52.6 - 68.7 | 59.7 - 79.2 | 68.1 - 89.4 |
| coating inspector | 41.8 - 54.3 | 47.4 - 62.3 | 53.7 - 70.7 |
| commissioning and start up engineer | 63.9 - 85.1 | 73.4 - 99.3 | 109.0 - 135.0 |
| continuous improvement engineer | 80.6 - 104.9 | 89.6 - 118.5 | 100.6 - 132.2 |
| controls designer/engineer | 58.2 - 77.5 | 66.8 - 90.1 | 76.7 - 102.6 |
| electrical engineer | 83.5 - 110.2 | 94.8 - 127.5 | 125.0 - 151.0 |
| electrical engineering technician | 61.2 - 78.2 | 69.7 - 90.3 | 79.6 - 102.4 |
| electrical test engineer | 77.0 - 102.3 | 88.3 - 119.4 | 102.0 - 136.6 |
| estimation engineer | 76.6 - 101.8 | 87.9 - 118.8 | 101.5 - 136.0 |
| estimator | 64.9 - 84.4 | 72.1 - 95.4 | 100.0 - 120.0 |
| field service engineer | 56.6 - 74.7 | 64.2 - 86.5 | 73.8 - 99.7 |
| general inspector | 54.4 - 71.3 | 61.1 - 81.2 | 68.8 - 90.8 |
| health and safety specialist | 73.8 - 96.6 | 84.2 - 112.1 | 96.7 - 127.3 |
| HVAC drafter | 56.4 - 72.3 | 63.4 - 82.3 | 71.4 - 91.9 |
| HVAC engineer | 61.1 - 81.1 | 69.8 - 94.1 | 80.2 - 106.7 |
| industrial engineer | 76.4 - 99.2 | 84.7 - 111.9 | 94.9 - 124.9 |
| inventory analyst | 55.0 - 71.4 | 61.9 - 81.7 | 70.2 - 92.9 |
| logistics specialist | 62.9 - 83.5 | 71.9 - 96.9 | 82.5 - 109.9 |
| manufacturing engineer | 71.4 - 94.2 | 81.0 - 108.6 | 92.5 - 122.8 |
| mechanical designer | 55.8 - 73.6 | 64.2 - 85.4 | 73.5 - 96.1 |
| mechanical drafter | 55.1 - 71.4 | 62.0 - 82.3 | 71.1 - 95.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 78.4 - 103.3 | 88.8 - 119.0 | 101.4 - 135.0 |
| mechanical engineering technician | 55.2 - 72.1 | 62.7 - 83.2 | 71.5 - 93.5 |
| planner/scheduler | 42.7 - 54.3 | 48.4 - 62.1 | 54.7 - 69.8 |
| process engineer | 66.5 - 88.3 | 76.0 - 102.5 | 87.4 - 116.1 |
| production planner | 52.0 - 68.7 | 60.0 - 79.7 | 88.0 - 108.0 |
| project engineer | 95.8 - 122.3 | 103.8 - 134.9 | 114.2 - 150.1 |
| project manager | 80.6 - 110.7 | 93.6 - 130.2 | 135.0 - 160.0 |
| QA/QC inspector | 41.0 - 52.1 | 45.8 - 59.2 | 70.0 - 90.0 |
| quality assurance manager | 85.3 - 110.3 | 94.1 - 123.9 | 105.1 - 138.5 |
| quality assurance/control technician | 66.5 - 86.8 | 75.5 - 100.1 | 86.2 - 113.1 |
| quality control engineer | 73.8 - 97.4 | 83.7 - 112.2 | 95.5 - 126.7 |
| quality control technician | 43.1 - 55.2 | 47.9 - 62.3 | 53.6 - 69.5 |
| quality director | 95.1 - 127.9 | 120.0 - 160.9 | 144.9 - 194.2 |
| quality inspector | 42.5 - 54.1 | 47.5 - 61.4 | 53.5 - 69.3 |
| safety inspector | 67.1 - 87.4 | 75.9 - 100.1 | 86.1 - 112.7 |
| SCADA engineer | 69.2 - 91.7 | 79.0 - 106.3 | 90.6 - 120.6 |
| sourcing engineer | 60.3 - 79.9 | 68.8 - 92.8 | 79.1 - 105.7 |
| stationary engineer | 58.6 - 74.7 | 64.3 - 83.4 | 71.3 - 92.5 |
| supply chain analyst | 52.9 - 70.2 | 60.4 - 81.5 | 69.4 - 92.4 |
| industrial management | | | |
| director of operations | 133.0 - 176.0 | 173.2 - 230.0 | 218.1 - 289.7 |
| engineering manager | 89.7 - 120.1 | 102.3 - 139.2 | 117.4 - 158.3 |
| health and safety manager | 64.9 - 83.4 | 74.5 - 97.0 | 85.5 - 110.1 |
| inventory control manager | 65.4 - 82.2 | 74.1 - 95.0 | 88.1 - 111.0 |
| machining manager | 68.3 - 86.9 | 76.6 - 98.5 | 86.1 - 110.2 |
| maintenance manager | 73.7 - 91.6 | 83.0 - 105.9 | 91.2 - 120.7 |
| manufacturing director | 113.9 - 137.6 | 147.1 - 177.4 | 180.0 - 217.7 |
| materials manager | 86.1 - 112.7 | 95.0 - 126.6 | 106.2 - 142.1 |



| | | | |
|--------------------------|---------------|---------------|---------------|
| operations manager | 84.3 - 114.4 | 96.3 - 132.5 | 110.2 - 149.0 |
| plant manager | 100.8 - 139.5 | 120.5 - 168.3 | 143.0 - 195.4 |
| procurement director | 105.9 - 138.9 | 140.3 - 183.6 | 169.7 - 222.8 |
| production manager | 89.9 - 95.5 | 89.0 - 109.1 | 100.2 - 131.0 |
| production supervisor | 64.7 - 83.9 | 72.1 - 92.7 | 81.9 - 104.8 |
| program manager | 76.3 - 98.6 | 86.9 - 113.8 | 99.2 - 129.4 |
| project director | 117.1 - 141.5 | 145.7 - 175.8 | 174.6 - 211.2 |
| purchasing manager | 100.8 - 132.3 | 113.7 - 151.3 | 128.7 - 169.2 |
| site supervisor | 81.9 - 106.6 | 89.7 - 119.0 | 99.7 - 133.4 |
| supply chain manager | 86.0 - 114.4 | 98.7 - 132.8 | 113.0 - 148.5 |
| transportation manager | 88.0 - 99.1 | 94.0 - 111.6 | 106.1 - 131.9 |
| warehouse manager | 69.5 - 89.1 | 77.8 - 99.0 | 92.2 - 118.1 |
| warehouse supervisor | 58.2 - 76.1 | 65.8 - 85.1 | 75.9 - 93.3 |
| skilled trades | | | |
| CNC machinist | 53.2 - 58.0 | 56.3 - 67.7 | 65.3 - 80.1 |
| CNC programmer | 57.7 - 70.1 | 63.5 - 81.8 | 72.2 - 88.9 |
| conventional machinist | 53.3 - 60.0 | 57.2 - 70.3 | 67.1 - 82.3 |
| electrician | 56.5 - 61.8 | 59.1 - 69.5 | 65.4 - 97.0 |
| field service technician | 59.7 - 73.5 | 68.9 - 86.2 | 75.0 - 98.9 |
| heavy equipment mechanic | 56.1 - 75.0 | 65.2 - 87.3 | 75.2 - 99.8 |
| maintenance mechanic | 54.0 - 72.8 | 63.4 - 83.7 | 74.1 - 99.9 |
| millwright | 59.1 - 77.3 | 72.1 - 87.9 | 79.6 - 96.5 |
| panel wirer | 44.6 - 53.1 | 52.4 - 58.3 | 56.4 - 63.0 |
| welder | 51.2 - 60.9 | 56.4 - 69.2 | 60.9 - 77.4 |



technologies

| | entry | mid | senior |
|--|---------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 74.9 - 96.7 | 83.7 - 110.0 | 94.6 - 123.9 |
| application support analyst | 65.0 - 85.6 | 74.6 - 98.7 | 84.8 - 111.1 |
| automation tester | 51.4 - 68.3 | 59.9 - 80.6 | 69.5 - 91.7 |
| C++/ embedded software engineer | 74.8 - 96.5 | 83.6 - 109.8 | 94.4 - 123.7 |
| devops - development | 69.7 - 93.4 | 80.8 - 109.9 | 93.9 - 125.3 |
| ERP developer | 74.8 - 96.4 | 83.5 - 109.6 | 94.3 - 124.2 |
| front-end developer | 69.7 - 91.4 | 79.7 - 106.1 | 91.5 - 120.8 |
| full stack developer | 79.9 - 104.8 | 91.4 - 121.6 | 104.8 - 137.8 |
| java developer | 73.2 - 94.6 | 81.9 - 107.6 | 92.5 - 121.0 |
| machine learning developer | 81.8 - 120.9 | 109.4 - 151.0 | 130.5 - 155.7 |
| mobile application developer (iOS/android) | 67.0 - 102.2 | 93.3 - 130.0 | 112.2 - 134.1 |
| quality assurance manager | 86.8 - 114.4 | 98.4 - 131.8 | 112.2 - 148.7 |
| RPA developer | 55.1 - 72.5 | 63.2 - 84.1 | 72.4 - 94.5 |
| SQL database developer | 66.1 - 88.0 | 75.9 - 102.7 | 87.6 - 117.1 |
| technical lead | 112.7 - 150.9 | 128.8 - 174.6 | 147.3 - 197.1 |
| UI/UX designer | 70.3 - 90.6 | 78.3 - 102.5 | 88.0 - 114.4 |
| architecture | | | |
| application architect | 106.6 - 141.1 | 119.7 - 161.3 | 136.1 - 184.0 |
| architect (enterprise) | 99.0 - 132.7 | 113.0 - 153.8 | 129.7 - 176.0 |
| architect (solutions/technical) | 87.8 - 109.4 | 98.3 - 124.5 | 110.8 - 139.5 |
| cloud architect | 94.3 - 118.2 | 106.4 - 135.3 | 120.6 - 151.5 |
| data & analytics | | | |
| BI data architect | 94.7 - 126.4 | 105.8 - 143.7 | 119.4 - 161.6 |
| big data engineer | 85.2 - 111.2 | 95.2 - 126.4 | 107.5 - 142.8 |
| business intelligence developer | 71.5 - 92.4 | 80.1 - 105.2 | 90.3 - 117.6 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| data analyst | 70.7 - 94.2 | 81.3 - 110.0 | 93.8 - 124.9 |
| data architect | 76.3 - 100.4 | 87.7 - 117.3 | 101.2 - 133.8 |
| data engineer | 73.5 - 98.0 | 84.6 - 114.5 | 97.6 - 129.8 |
| data scientist | 79.2 - 105.9 | 91.6 - 124.4 | 106.1 - 141.2 |
| database administrator | 75.9 - 102.9 | 89.4 - 122.7 | 104.9 - 140.7 |
| leadership/business technology | | | |
| business analyst | 73.0 - 94.3 | 81.7 - 107.3 | 92.3 - 121.0 |
| IT director | 109.5 - 145.4 | 138.0 - 182.8 | 171.4 - 227.8 |
| IT manager | 97.2 - 128.3 | 110.5 - 148.4 | 126.7 - 169.5 |
| networking/infrastructure | | | |
| cloud engineer | 81.1 - 107.6 | 94.3 - 126.5 | 109.2 - 143.0 |
| devops - infrastructure | 82.1 - 112.9 | 95.5 - 132.7 | 110.4 - 149.4 |
| help desk analyst | 53.6 - 69.8 | 60.6 - 80.1 | 68.8 - 90.7 |
| information security engineer | 76.9 - 102.4 | 88.4 - 119.6 | 102.1 - 136.1 |
| information security manager | 99.8 - 130.8 | 112.3 - 149.8 | 127.6 - 169.7 |
| information security specialist | 61.5 - 80.7 | 70.3 - 93.6 | 80.7 - 106.0 |
| information systems analyst | 66.3 - 85.5 | 74.0 - 97.2 | 83.5 - 109.6 |
| linux/unix administrator | 82.8 - 107.2 | 93.1 - 122.8 | 105.7 - 139.2 |
| network administrator | 65.1 - 86.9 | 75.0 - 101.6 | 86.6 - 115.9 |
| network engineer | 73.9 - 98.2 | 84.7 - 114.7 | 97.9 - 131.3 |
| systems administrator | 74.1 - 97.1 | 84.7 - 112.7 | 97.2 - 128.4 |
| tech support | 67.8 - 88.1 | 76.5 - 101.0 | 86.8 - 114.3 |
| project management | | | |
| business systems analyst | 72.4 - 95.0 | 82.8 - 110.5 | 95.3 - 126.2 |
| ERP project manager | 98.6 - 130.8 | 107.4 - 145.2 | 118.9 - 162.2 |
| organizational development manager | 70.5 - 94.7 | 82.0 - 112.5 | 96.4 - 131.3 |
| product owner | 82.3 - 108.0 | 94.2 - 125.3 | 107.9 - 141.1 |
| product owner/manager | 83.2 - 114.2 | 96.5 - 134.3 | 112.0 - 153.4 |



| | | | |
|----------------------------------|---------------|---------------|---------------|
| program manager | 109.3 - 144.7 | 122.2 - 164.8 | 137.3 - 184.9 |
| project coordinator | 69.4 - 86.0 | 76.9 - 97.0 | 86.3 - 109.1 |
| project manager (infrastructure) | 100.8 - 135.7 | 114.0 - 156.3 | 130.3 - 178.4 |
| project manager (software) | 99.9 - 131.8 | 111.6 - 149.8 | 126.0 - 169.0 |
| scrum master | 77.0 - 100.0 | 86.8 - 114.6 | 98.7 - 130.4 |
| technical writer | 63.1 - 81.8 | 73.3 - 96.2 | 85.0 - 109.1 |



northern alberta

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|--------------|--------------|---------------|
| administrative assistant | 46.8 - 58.7 | 52.9 - 66.8 | 58.4 - 75.5 |
| administrative manager | 68.9 - 79.8 | 75.2 - 88.7 | 83.1 - 106.7 |
| buyer assistant | 47.1 - 59.8 | 55.7 - 69.0 | 60.5 - 76.1 |
| claims supervisor | 73.4 - 86.5 | 82.7 - 110.1 | 93.7 - 125.3 |
| contracts administrator | 84.1 - 105.5 | 92.2 - 115.8 | 106.7 - 125.9 |
| data entry clerk | 40.0 - 51.1 | 46.0 - 57.9 | 51.5 - 61.2 |
| dispatcher | 48.8 - 57.7 | 54.0 - 66.9 | 60.1 - 78.6 |
| executive assistant | 65.4 - 83.3 | 76.6 - 101.9 | 88.9 - 119.7 |
| HR administrator | 55.8 - 69.6 | 63.2 - 81.6 | 73.4 - 92.2 |
| human resources assistant | 49.5 - 60.9 | 56.7 - 72.6 | 63.9 - 75.7 |
| invoicing clerk | 44.5 - 55.9 | 50.0 - 64.7 | 56.5 - 69.2 |
| legal assistant | 54.5 - 69.9 | 65.4 - 79.1 | 73.3 - 91.8 |
| logistics coordinator | 58.5 - 73.9 | 65.9 - 82.1 | 75.7 - 95.2 |
| mailroom clerk | 40.2 - 48.9 | 45.6 - 54.3 | 51.4 - 57.5 |
| office clerk | 44.3 - 55.6 | 49.7 - 61.8 | 54.8 - 65.2 |
| office manager | 66.1 - 85.6 | 72.7 - 95.6 | 80.8 - 106.5 |
| payroll administrator | 54.5 - 67.2 | 59.9 - 77.8 | 66.9 - 88.9 |
| project coordinator | 53.7 - 70.2 | 60.7 - 75.7 | 69.1 - 84.3 |
| property administrator | 47.1 - 57.7 | 50.8 - 62.9 | 57.8 - 72.7 |
| property manager | 71.2 - 88.3 | 81.4 - 102.1 | 88.8 - 117.4 |
| receptionist | 40.9 - 52.1 | 47.2 - 58.9 | 53.4 - 66.5 |
| sales administrator | 50.6 - 62.4 | 58.3 - 73.7 | 67.5 - 85.5 |



| | | | |
|-----------------|-------------|-------------|-------------|
| sales assistant | 47.7 - 57.9 | 52.3 - 65.7 | 58.0 - 76.3 |
| supply clerk | 42.8 - 49.9 | 46.6 - 54.6 | 52.2 - 65.1 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 70.1 - 90.4 | 78.3 - 102.4 | 88.0 - 113.8 |
| bilingual customer loyalty agent | 43.3 - 57.1 | 49.9 - 66.1 | 56.9 - 75.3 |
| bilingual customer service manager | 87.8 - 114.7 | 98.6 - 131.1 | 112.1 - 149.7 |
| bilingual customer service representative | 43.0 - 54.8 | 47.9 - 61.9 | 53.9 - 70.0 |
| bilingual customer service supervisor | 71.8 - 94.3 | 80.6 - 107.4 | 91.3 - 121.5 |
| bilingual customer service team lead | 35.2 - 46.2 | 40.8 - 52.7 | 46.2 - 58.7 |
| bilingual customer service trainer | 52.8 - 69.2 | 60.3 - 80.5 | 69.4 - 91.6 |
| bilingual help desk representative - level 1 | 52.6 - 69.9 | 60.2 - 80.6 | 68.4 - 90.4 |
| bilingual inside sales manager | 75.6 - 100.5 | 85.5 - 115.0 | 96.9 - 127.7 |
| bilingual inside sales representative | 55.0 - 68.3 | 59.1 - 74.7 | 64.7 - 83.4 |
| bilingual insurance advisor | 61.7 - 76.9 | 65.5 - 82.0 | 70.2 - 90.5 |
| bilingual junior collection agent | 41.1 - 53.3 | 46.9 - 61.0 | 53.1 - 68.4 |
| bilingual order desk representative | 38.7 - 49.7 | 44.6 - 56.6 | 50.2 - 62.3 |
| bilingual survey agent | 38.4 - 49.8 | 44.9 - 57.9 | 50.6 - 62.2 |
| bilingual telemarketing agent | 35.2 - 44.8 | 39.2 - 50.5 | 44.3 - 57.9 |
| bilingual telephone dispatcher | 47.6 - 60.6 | 54.0 - 69.6 | 61.1 - 78.6 |
| bilingual travel support agent | 44.7 - 56.6 | 50.2 - 63.7 | 55.8 - 70.4 |

engineering

| | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| construction | | | |
| architect | 71.0 - 93.1 | 79.6 - 106.2 | 90.3 - 120.3 |
| architectural drafter | 61.6 - 80.2 | 71.8 - 95.0 | 84.2 - 111.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| BIM/VDC coordinator | 73.6 - 96.2 | 82.2 - 109.2 | 92.8 - 123.3 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 67.9 - 89.0 | 77.4 - 102.9 | 88.7 - 117.3 |
| civil engineer | 77.2 - 103.3 | 89.3 - 120.4 | 102.8 - 135.7 |
| civil engineering drafter | 63.3 - 79.3 | 71.0 - 90.4 | 80.4 - 102.2 |
| civil engineering technologist | 55.0 - 74.2 | 65.0 - 88.4 | 76.0 - 100.5 |
| civil project engineer | 88.3 - 120.1 | 101.4 - 139.9 | 117.0 - 159.7 |
| civil project manager | 91.5 - 121.1 | 103.0 - 138.2 | 116.6 - 154.9 |
| construction coordinator | 60.5 - 80.6 | 67.9 - 92.0 | 77.0 - 103.9 |
| construction director | 117.2 - 153.0 | 152.8 - 198.5 | 189.0 - 246.4 |
| construction manager | 86.6 - 112.7 | 94.9 - 125.5 | 105.4 - 140.4 |
| construction project coordinator | 101.1 - 128.8 | 109.6 - 142.0 | 120.6 - 157.5 |
| construction project manager | 78.5 - 107.8 | 91.2 - 126.5 | 105.8 - 144.1 |
| contracts administrator | 69.0 - 91.4 | 78.5 - 105.4 | 89.7 - 119.4 |
| contracts manager | 112.4 - 140.7 | 125.2 - 159.4 | 141.0 - 179.8 |
| director of operations | 144.2 - 189.4 | 186.4 - 245.8 | 233.3 - 307.9 |
| drafter | 64.0 - 79.9 | 71.4 - 90.6 | 80.5 - 102.3 |
| electrical designer/engineer | 89.4 - 116.9 | 100.6 - 133.7 | 114.2 - 151.3 |
| electrical engineer | 92.3 - 121.4 | 104.8 - 140.0 | 119.9 - 159.2 |
| electrical engineering technician | 67.4 - 86.5 | 77.0 - 99.9 | 88.0 - 113.0 |
| electrical inspector | 53.9 - 72.4 | 62.3 - 84.9 | 72.1 - 97.5 |
| engineering manager | 98.2 - 130.9 | 111.8 - 151.3 | 128.0 - 171.4 |
| environmental engineer | 75.1 - 99.7 | 85.8 - 115.4 | 98.6 - 131.4 |
| environmental inspector | 57.4 - 73.6 | 63.2 - 82.5 | 70.5 - 92.3 |
| estimation engineer | 84.6 - 112.4 | 97.1 - 130.8 | 112.0 - 149.1 |
| estimator | 70.9 - 92.4 | 78.8 - 104.4 | 88.6 - 117.4 |
| facilities engineer | 77.7 - 103.6 | 89.4 - 120.8 | 103.3 - 137.3 |
| field manager | 82.0 - 107.8 | 93.0 - 124.4 | 106.5 - 142.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| field supervisor | 82.2 - 107.3 | 92.2 - 121.8 | 103.8 - 136.4 |
| foreman | 63.2 - 82.1 | 70.9 - 93.6 | 80.3 - 105.5 |
| health and safety manager | 70.1 - 90.3 | 80.6 - 105.0 | 92.6 - 119.1 |
| health and safety specialist | 81.5 - 106.7 | 93.1 - 123.5 | 106.8 - 139.9 |
| HVAC drafter | 62.3 - 80.3 | 70.2 - 91.5 | 79.2 - 102.2 |
| HVAC engineer | 67.3 - 89.7 | 77.0 - 104.0 | 88.6 - 117.6 |
| mechanical designer | 61.3 - 81.2 | 70.7 - 94.4 | 81.1 - 106.2 |
| mechanical drafter | 60.6 - 78.9 | 68.3 - 91.1 | 78.5 - 105.9 |
| mechanical engineer | 86.6 - 113.9 | 98.1 - 131.0 | 111.9 - 148.1 |
| mechanical engineering technician | 60.6 - 79.7 | 69.1 - 92.0 | 79.0 - 103.3 |
| mechanical site supervisor | 59.2 - 76.4 | 67.0 - 87.9 | 76.4 - 100.1 |
| operations manager | 91.9 - 124.4 | 105.0 - 143.6 | 119.9 - 161.1 |
| planner/scheduler | 46.0 - 58.7 | 52.4 - 67.3 | 59.2 - 75.9 |
| project coordinator | 53.7 - 70.2 | 60.7 - 80.7 | 69.1 - 91.2 |
| project director | 127.7 - 153.7 | 158.1 - 189.7 | 188.4 - 226.8 |
| project engineer | 105.9 - 134.5 | 114.5 - 148.1 | 125.8 - 164.2 |
| project manager | 88.3 - 120.9 | 102.4 - 141.7 | 118.5 - 160.8 |
| purchasing manager | 111.3 - 145.2 | 125.2 - 165.4 | 141.3 - 184.3 |
| QA/QC inspector | 64.5 - 85.7 | 74.7 - 100.0 | 86.2 - 114.3 |
| quality control engineer | 81.5 - 107.5 | 92.6 - 123.6 | 105.5 - 139.2 |
| quality inspector | 45.8 - 58.4 | 51.3 - 66.5 | 57.8 - 75.1 |
| safety inspector | 72.5 - 94.7 | 82.2 - 108.4 | 93.2 - 121.9 |
| specification writer | 59.2 - 76.4 | 67.0 - 87.7 | 76.1 - 98.8 |
| structural designer | 62.6 - 81.9 | 71.0 - 94.1 | 80.7 - 106.0 |
| structural engineer | 84.1 - 110.8 | 95.4 - 127.6 | 109.1 - 144.7 |
| superintendent | 46.9 - 59.8 | 52.6 - 68.3 | 59.4 - 77.5 |
| energy & oil | | | |
| architectural technologist | 61.6 - 80.2 | 71.8 - 95.0 | 84.2 - 111.3 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| applications engineer | 85.3 - 112.4 | 98.3 - 131.0 | 113.3 - 147.9 |
| architect | 71.0 - 93.1 | 79.6 - 106.2 | 90.3 - 120.3 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 85.7 - 105.2 |
| automation engineer | 75.2 - 99.4 | 85.4 - 114.3 | 97.5 - 129.5 |
| automation specialist | 59.7 - 78.6 | 69.3 - 91.6 | 79.6 - 103.8 |
| buyer | 67.9 - 89.0 | 77.4 - 102.9 | 88.7 - 117.3 |
| category manager | 71.4 - 93.4 | 79.9 - 106.3 | 90.4 - 120.1 |
| category specialist | 60.8 - 79.4 | 67.6 - 89.9 | 76.2 - 101.6 |
| chemical engineer | 96.3 - 126.8 | 107.7 - 143.7 | 121.2 - 160.9 |
| chemical technician | 64.5 - 84.3 | 71.8 - 95.6 | 81.2 - 108.9 |
| chief inspector | 60.2 - 79.6 | 75.8 - 97.8 | 95.4 - 147.6 |
| civil engineer | 77.2 - 103.3 | 89.3 - 120.4 | 102.8 - 135.7 |
| civil engineering drafter | 63.3 - 79.3 | 71.0 - 90.4 | 80.4 - 102.2 |
| civil engineering technologist | 55.0 - 74.2 | 65.0 - 88.4 | 76.0 - 100.5 |
| civil project engineer | 88.3 - 120.1 | 101.4 - 139.9 | 117.0 - 159.7 |
| civil project manager | 91.5 - 121.1 | 103.0 - 138.2 | 116.6 - 154.9 |
| commissioning and start up engineer | 69.5 - 92.7 | 79.9 - 108.1 | 92.3 - 119.0 |
| construction analyst | 66.0 - 86.4 | 73.6 - 97.7 | 82.8 - 109.4 |
| construction coordinator | 60.5 - 80.6 | 67.9 - 92.0 | 77.0 - 103.9 |
| construction director | 117.2 - 153.0 | 152.8 - 198.5 | 189.0 - 246.4 |
| construction manager | 86.6 - 112.7 | 94.9 - 125.5 | 105.4 - 140.4 |
| construction project manager | 78.5 - 107.8 | 91.2 - 126.5 | 105.8 - 144.1 |
| continuous improvement engineer | 89.1 - 115.7 | 99.1 - 130.5 | 111.1 - 145.1 |
| contracts administrator | 69.0 - 91.4 | 78.5 - 105.4 | 89.7 - 119.4 |
| contracts manager | 112.4 - 140.7 | 125.2 - 159.4 | 141.0 - 179.8 |
| contracts specialist | 69.8 - 91.4 | 79.4 - 105.3 | 90.7 - 118.8 |
| control technician | 58.4 - 76.9 | 66.7 - 89.0 | 76.4 - 100.8 |
| controls designer/engineer | 64.0 - 85.7 | 73.7 - 99.7 | 84.8 - 113.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| cost control specialist | 57.1 - 74.0 | 63.9 - 84.4 | 72.4 - 95.5 |
| demand planner | 56.6 - 78.2 | 68.1 - 94.2 | 80.4 - 107.5 |
| director of operations | 144.2 - 189.4 | 186.4 - 245.8 | 233.3 - 307.9 |
| drafter | 64.0 - 79.9 | 71.4 - 90.6 | 80.5 - 102.3 |
| electrical designer/engineer | 89.4 - 116.9 | 100.6 - 133.7 | 114.2 - 151.3 |
| electrical engineer | 92.3 - 121.4 | 104.8 - 140.0 | 119.9 - 159.2 |
| electrical engineering technician | 67.4 - 86.5 | 77.0 - 99.9 | 88.0 - 113.0 |
| electrical inspector | 50.5 - 68.0 | 63.5 - 88.7 | 90.1 - 123.5 |
| electrical test engineer | 85.0 - 112.9 | 97.5 - 131.4 | 112.5 - 149.8 |
| engineering manager | 98.2 - 130.9 | 111.8 - 151.3 | 128.0 - 171.4 |
| environmental engineer | 75.1 - 99.7 | 85.8 - 115.4 | 98.6 - 131.4 |
| environmental inspector | 57.4 - 73.6 | 63.2 - 82.5 | 70.5 - 92.3 |
| estimation engineer | 84.6 - 112.4 | 97.1 - 130.8 | 112.0 - 149.1 |
| estimator | 70.9 - 92.4 | 78.8 - 104.4 | 88.6 - 117.4 |
| expediter | 49.8 - 64.1 | 56.4 - 73.9 | 64.2 - 84.2 |
| facilities engineer | 77.7 - 103.6 | 89.4 - 120.8 | 103.3 - 137.3 |
| field service engineer | 62.2 - 82.6 | 70.8 - 95.7 | 81.5 - 110.1 |
| general inspector | 59.4 - 77.9 | 66.7 - 88.7 | 75.2 - 99.0 |
| geologist | 74.1 - 96.4 | 83.6 - 110.5 | 95.3 - 125.3 |
| geophysicist | 83.1 - 112.9 | 98.4 - 135.0 | 116.1 - 155.1 |
| geotechnical engineer | 76.9 - 100.0 | 86.8 - 114.6 | 98.9 - 129.6 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 45.9 - 59.8 | 51.2 - 67.6 | 57.3 - 75.6 |
| health and safety manager | 75.3 - 98.2 | 83.8 - 110.9 | 94.2 - 124.4 |
| health and safety specialist | 70.1 - 90.3 | 80.6 - 105.0 | 92.6 - 119.1 |
| HVAC drafter | 62.3 - 80.3 | 70.2 - 91.5 | 79.2 - 99.2 |
| HVAC engineer | 67.3 - 89.7 | 77.0 - 104.0 | 88.6 - 117.6 |
| hydraulic engineer | 77.1 - 102.9 | 88.8 - 119.9 | 102.6 - 136.2 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| industrial engineer | 84.4 - 109.5 | 93.6 - 123.3 | 104.9 - 137.3 |
| instrumentation and controls engineer | 82.2 - 107.9 | 92.6 - 123.3 | 105.2 - 138.7 |
| inventory analyst | 59.3 - 77.2 | 66.8 - 88.5 | 76.0 - 100.6 |
| inventory control manager | 73.8 - 96.6 | 82.6 - 109.8 | 93.4 - 121.4 |
| logistics manager | 73.2 - 97.3 | 83.7 - 112.8 | 96.3 - 125.8 |
| logistics specialist | 56.3 - 73.0 | 64.0 - 84.0 | 72.9 - 93.6 |
| materials manager | 95.2 - 124.1 | 105.0 - 139.1 | 117.2 - 151.8 |
| mechanical designer | 61.3 - 81.2 | 70.7 - 94.4 | 81.1 - 106.2 |
| mechanical drafter | 60.6 - 78.9 | 68.3 - 91.1 | 78.5 - 105.9 |
| mechanical engineer | 86.6 - 113.9 | 98.1 - 131.0 | 111.9 - 148.1 |
| mechanical engineering technician | 60.6 - 79.7 | 69.1 - 92.0 | 79.0 - 103.3 |
| mining engineer | 83.7 - 110.3 | 93.4 - 124.8 | 105.1 - 139.8 |
| operations manager | 91.9 - 124.4 | 105.0 - 143.6 | 119.9 - 161.1 |
| pipeline designer | 71.4 - 93.2 | 79.8 - 105.9 | 90.2 - 119.3 |
| piping engineer | 74.8 - 97.9 | 83.7 - 111.2 | 94.6 - 125.4 |
| planner/scheduler | 50.6 - 62.7 | 57.8 - 100.8 | 90.7 - 143.2 |
| plant engineer | 85.8 - 113.3 | 99.3 - 132.8 | 115.2 - 151.2 |
| plant manager | 111.3 - 152.9 | 132.5 - 183.3 | 156.7 - 211.9 |
| plant operator | 58.4 - 79.6 | 68.8 - 94.1 | 80.0 - 106.2 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 73.3 - 97.5 | 84.0 - 113.1 | 96.5 - 127.8 |
| procurement director | 116.8 - 152.3 | 153.7 - 199.5 | 184.8 - 240.6 |
| procurement specialist | 60.2 - 78.6 | 66.9 - 89.0 | 75.4 - 100.8 |
| production analyst | 54.0 - 72.1 | 61.9 - 84.5 | 71.9 - 97.4 |
| production engineer | 75.9 - 100.9 | 86.9 - 117.0 | 99.9 - 132.2 |
| program manager | 83.2 - 107.4 | 94.7 - 123.7 | 108.1 - 140.3 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 117.9 |
| project controls manager | 98.5 - 133.8 | 113.3 - 155.7 | 130.2 - 175.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project controls specialist | 72.1 - 93.5 | 81.0 - 106.4 | 91.4 - 119.4 |
| project coordinator | 101.1 - 128.8 | 109.6 - 142.0 | 120.6 - 157.5 |
| project director | 127.7 - 153.7 | 158.1 - 189.7 | 188.4 - 226.8 |
| project engineer | 105.9 - 134.5 | 114.5 - 148.1 | 125.8 - 164.2 |
| project manager | 88.3 - 120.9 | 102.4 - 141.7 | 118.5 - 160.8 |
| purchasing manager | 111.3 - 145.2 | 125.2 - 165.4 | 141.3 - 184.3 |
| QA/QC inspector | 64.5 - 85.7 | 74.7 - 100.0 | 86.2 - 114.3 |
| quality assurance manager | 94.3 - 121.6 | 104.0 - 136.2 | 116.0 - 151.9 |
| quality assurance/control technician | 72.9 - 95.4 | 83.0 - 109.9 | 94.7 - 123.9 |
| quality control engineer | 81.5 - 107.5 | 92.6 - 123.6 | 105.5 - 139.2 |
| quality inspector | 45.8 - 58.4 | 51.3 - 66.5 | 57.8 - 75.1 |
| reliability engineer | 80.7 - 104.0 | 91.6 - 119.7 | 104.6 - 135.3 |
| reliability manager | 81.7 - 105.7 | 93.3 - 122.5 | 107.2 - 138.7 |
| reliability specialist | 59.3 - 79.0 | 67.8 - 92.0 | 78.2 - 104.4 |
| safety inspector | 72.5 - 94.7 | 82.2 - 108.4 | 93.2 - 121.9 |
| site supervisor | 59.2 - 76.4 | 67.0 - 87.9 | 76.4 - 100.1 |
| sourcing engineer | 66.4 - 88.4 | 75.9 - 102.6 | 87.5 - 116.6 |
| sourcing specialist | 65.2 - 85.1 | 72.5 - 96.3 | 81.7 - 108.8 |
| specification writer | 59.2 - 76.4 | 67.0 - 87.7 | 76.1 - 98.8 |
| stationary engineer | 64.3 - 82.5 | 70.8 - 92.1 | 78.7 - 102.1 |
| structural designer | 62.6 - 81.9 | 71.0 - 94.1 | 80.7 - 106.0 |
| structural engineer | 84.1 - 110.8 | 95.4 - 127.6 | 109.1 - 144.7 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 46.9 - 59.8 | 52.6 - 68.3 | 59.4 - 89.6 |
| supply chain manager | 95.1 - 126.0 | 109.1 - 145.7 | 124.5 - 162.5 |
| systems control engineer | 75.7 - 100.2 | 86.4 - 115.8 | 99.1 - 130.9 |
| telecommunications technician | 62.5 - 81.6 | 70.7 - 93.8 | 80.6 - 106.7 |



| | | | |
|----------------------------|--------------|---------------|---------------|
| transmission line engineer | 90.4 - 113.9 | 97.9 - 125.1 | 107.3 - 138.0 |
| transportation manager | 96.2 - 125.9 | 108.5 - 143.8 | 122.8 - 162.1 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 63.2 - 82.9 | 71.8 - 95.0 | 81.5 - 131.8 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.6 - 23.8 | 20.9 - 26.1 | 24.1 - 31.9 |
| delivery/courier driver | 20.9 - 26.2 | 23.5 - 30.2 | 26.9 - 34.5 |
| electronic parts assembler | 19.5 - 24.3 | 22.4 - 26.7 | 24.9 - 29.6 |
| forklift operator | 20.4 - 24.5 | 22.7 - 26.8 | 25.1 - 31.5 |
| general labourer - heavy | 21.2 - 26.5 | 23.9 - 29.1 | 27.4 - 32.9 |
| general labourer - light | 18.5 - 23.8 | 21.5 - 27.7 | 25.2 - 28.8 |
| industrial painter | 20.8 - 26.1 | 23.4 - 29.8 | 26.6 - 32.8 |
| inventory control clerk | 20.4 - 24.9 | 23.1 - 27.9 | 25.8 - 32.2 |
| janitor/custodian | 18.1 - 21.3 | 19.5 - 24.1 | 21.9 - 24.5 |
| machine operator | 20.2 - 25.9 | 23.1 - 31.2 | 27.0 - 35.5 |
| machine operator assistant | 18.9 - 23.8 | 22.1 - 29.7 | 24.9 - 31.3 |
| manufacturing worker | 18.8 - 23.4 | 22.0 - 29.1 | 24.3 - 29.8 |
| material handler | 18.9 - 24.1 | 22.1 - 29.7 | 25.6 - 29.9 |
| order/cherry picker forklift operator | 20.4 - 24.2 | 22.5 - 26.6 | 25.0 - 30.9 |
| parts clerk | 17.3 - 22.2 | 19.5 - 25.9 | 23.4 - 28.4 |
| parts manager | 28.9 - 36.6 | 31.5 - 42.2 | 38.7 - 46.9 |
| picker/packer | 18.4 - 23.2 | 20.1 - 26.7 | 23.9 - 28.8 |
| production labourer | 18.8 - 23.9 | 21.5 - 26.4 | 24.2 - 28.9 |
| reach truck operator | 20.6 - 24.6 | 23.1 - 27.4 | 26.1 - 31.5 |
| sandblasting operator | 21.5 - 25.9 | 23.1 - 29.2 | 26.6 - 33.8 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipper/receiver | 20.5 - 25.9 | 23.8 - 28.6 | 26.9 - 31.2 |
| shipping and receiving clerk | 21.9 - 25.4 | 23.5 - 29.8 | 27.3 - 31.9 |
| warehouse labourer | 18.7 - 24.1 | 21.9 - 28.2 | 25.3 - 28.9 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|---------------|---------------|
| applications engineer | 85.3 - 112.4 | 98.3 - 131.0 | 113.3 - 147.9 |
| automation engineer | 75.2 - 99.4 | 85.4 - 114.3 | 97.5 - 129.5 |
| buyer | 67.9 - 89.0 | 77.4 - 102.9 | 88.7 - 117.3 |
| chemical engineer | 96.3 - 126.8 | 107.7 - 143.7 | 121.2 - 160.9 |
| chemical technician | 64.5 - 84.3 | 71.8 - 95.6 | 81.2 - 108.9 |
| cmm programmer | 57.5 - 75.4 | 65.4 - 87.1 | 74.8 - 98.2 |
| coating inspector | 44.9 - 58.7 | 51.1 - 67.5 | 58.0 - 76.7 |
| commissioning and start up engineer | 69.5 - 92.7 | 79.9 - 108.1 | 120.0 - 135.0 |
| continuous improvement engineer | 89.1 - 115.7 | 99.1 - 130.5 | 111.1 - 145.1 |
| controls designer/engineer | 64.0 - 85.7 | 73.7 - 99.7 | 84.8 - 113.3 |
| demand planner | 56.6 - 78.2 | 68.1 - 94.2 | 80.4 - 107.5 |
| electrical engineer | 92.3 - 121.4 | 104.8 - 140.0 | 119.9 - 159.2 |
| electrical engineering technician | 67.4 - 86.5 | 77.0 - 99.9 | 88.0 - 113.0 |
| electrical test engineer | 85.0 - 112.9 | 97.5 - 131.4 | 112.5 - 149.8 |
| estimation engineer | 84.6 - 112.4 | 97.1 - 130.8 | 112.0 - 149.1 |
| estimator | 70.9 - 92.4 | 78.8 - 104.4 | 88.6 - 117.4 |
| field service engineer | 62.2 - 82.6 | 70.8 - 95.7 | 81.5 - 110.1 |
| general inspector | 59.5 - 78.5 | 67.0 - 89.5 | 75.7 - 100.1 |
| health and safety specialist | 81.5 - 106.7 | 93.1 - 123.5 | 106.8 - 139.9 |
| HVAC drafter | 62.3 - 80.3 | 70.2 - 91.5 | 79.2 - 102.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| HVAC engineer | 67.3 - 89.7 | 77.0 - 104.0 | 88.6 - 117.6 |
| industrial engineer | 84.4 - 109.5 | 93.6 - 123.3 | 104.9 - 137.3 |
| inventory analyst | 59.3 - 77.2 | 66.8 - 88.5 | 76.0 - 100.6 |
| logistics specialist | 68.7 - 91.4 | 78.6 - 106.0 | 90.4 - 119.9 |
| manufacturing engineer | 78.8 - 104.1 | 89.5 - 119.8 | 102.2 - 135.1 |
| mechanical designer | 61.3 - 81.2 | 70.7 - 94.4 | 81.1 - 106.2 |
| mechanical drafter | 60.6 - 78.9 | 68.3 - 91.1 | 78.5 - 105.9 |
| mechanical engineer | 86.6 - 113.9 | 98.1 - 131.0 | 111.9 - 148.1 |
| mechanical engineering technician | 60.6 - 79.7 | 69.1 - 92.0 | 79.0 - 103.3 |
| planner/scheduler | 46.0 - 58.7 | 52.4 - 67.3 | 59.2 - 75.9 |
| PLC programmer | 65.0 - 70.0 | 80.0 - 90.0 | 95.0 - 100.0 |
| process engineer | 73.3 - 97.5 | 84.0 - 113.1 | 96.5 - 127.8 |
| production planner | 56.8 - 75.4 | 65.6 - 87.7 | 75.0 - 97.6 |
| project engineer | 105.9 - 134.5 | 114.5 - 148.1 | 125.8 - 164.2 |
| project manager | 88.3 - 120.9 | 102.4 - 141.7 | 118.5 - 160.8 |
| QA/QC inspector | 44.0 - 56.3 | 49.4 - 64.0 | 55.7 - 72.5 |
| quality assurance manager | 94.3 - 121.6 | 104.0 - 136.2 | 116.0 - 151.9 |
| quality assurance/control technician | 72.9 - 95.4 | 83.0 - 109.9 | 94.7 - 123.9 |
| quality control engineer | 81.5 - 107.5 | 92.6 - 123.6 | 105.5 - 139.2 |
| quality control technician | 46.5 - 59.7 | 51.7 - 67.5 | 57.9 - 75.5 |
| quality director | 105.2 - 140.5 | 132.0 - 175.6 | 158.6 - 210.6 |
| quality inspector | 45.8 - 58.4 | 51.3 - 66.5 | 57.8 - 75.1 |
| safety inspector | 72.5 - 94.7 | 82.2 - 108.4 | 93.2 - 121.9 |
| SCADA engineer | 76.2 - 101.2 | 87.2 - 117.2 | 100.1 - 132.7 |
| sourcing engineer | 66.4 - 88.4 | 75.9 - 102.6 | 87.5 - 116.6 |
| stationary engineer | 64.3 - 82.5 | 70.8 - 92.1 | 78.7 - 102.1 |
| supply chain analyst | 57.6 - 76.7 | 65.9 - 89.2 | 75.8 - 101.1 |
| industrial management | | | |



| | | | |
|---------------------------|---------------|---------------|---------------|
| director of operations | 110.0 - 140.0 | 186.0 - 190.0 | 210.0 - 230.0 |
| engineering manager | 98.2 - 130.9 | 111.8 - 151.3 | 128.0 - 171.4 |
| health and safety manager | 70.1 - 90.3 | 80.6 - 105.0 | 92.6 - 119.1 |
| inventory control manager | 68.9 - 87.5 | 78.9 - 99.6 | 91.2 - 119.8 |
| machining manager | 73.4 - 94.6 | 81.6 - 106.9 | 91.9 - 120.6 |
| maintenance manager | 80.5 - 98.7 | 89.9 - 114.2 | 98.6 - 129.6 |
| maintenance supervisor | 72.5 - 91.2 | 82.4 - 105.6 | 94.2 - 121.3 |
| manufacturing director | 124.2 - 149.6 | 159.6 - 191.4 | 194.1 - 233.6 |
| materials manager | 95.2 - 124.1 | 105.0 - 139.1 | 117.2 - 152.3 |
| operations manager | 91.9 - 124.4 | 105.0 - 143.6 | 119.9 - 161.1 |
| plant manager | 111.3 - 152.9 | 132.5 - 183.3 | 156.7 - 211.9 |
| procurement director | 116.8 - 152.3 | 153.7 - 199.5 | 184.8 - 240.6 |
| production manager | 89.4 - 99.9 | 96.5 - 122.1 | 110.7 - 142.1 |
| production supervisor | 69.6 - 89.4 | 77.2 - 101.4 | 88.9 - 114.2 |
| program manager | 83.2 - 107.4 | 94.7 - 123.7 | 108.1 - 140.3 |
| project director | 127.7 - 153.7 | 158.1 - 189.7 | 188.4 - 226.8 |
| purchasing manager | 111.3 - 145.2 | 125.2 - 165.4 | 141.3 - 184.3 |
| site supervisor | 89.6 - 116.5 | 98.1 - 129.7 | 109.0 - 145.1 |
| supply chain manager | 95.1 - 126.0 | 109.1 - 145.7 | 124.5 - 162.5 |
| transportation manager | 94.3 - 110.4 | 99.8 - 119.6 | 111.1 - 142.9 |
| warehouse manager | 75.6 - 97.6 | 85.7 - 112.5 | 97.8 - 122.9 |
| warehouse supervisor | 60.2 - 81.8 | 71.0 - 89.2 | 81.2 - 106.9 |
| skilled trades | | | |
| CNC machinist | 55.5 - 62.1 | 58.4 - 69.8 | 68.9 - 85.2 |
| CNC programmer | 59.5 - 72.6 | 66.6 - 86.4 | 75.9 - 95.2 |
| conventional machinist | 56.7 - 64.3 | 59.9 - 74.3 | 70.0 - 89.9 |
| electrician | 58.9 - 65.3 | 62.4 - 74.9 | 69.2 - 100.3 |
| field service technician | 65.6 - 79.8 | 73.2 - 91.6 | 83.1 - 109.8 |



| | | | |
|--------------------------|-------------|-------------|--------------|
| heavy equipment mechanic | 59.9 - 78.6 | 71.1 - 93.4 | 81.5 - 106.7 |
| maintenance mechanic | 58.7 - 77.6 | 69.3 - 87.6 | 79.9 - 105.7 |
| millwright | 65.7 - 80.8 | 76.5 - 91.7 | 84.7 - 108.4 |
| welder | 56.7 - 65.6 | 60.4 - 73.4 | 66.8 - 80.3 |



red deer

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|-------------|--------------|--------------|
| administrative assistant | 42.9 - 55.8 | 49.3 - 60.9 | 55.0 - 66.6 |
| administrative manager | 64.5 - 74.1 | 70.9 - 81.5 | 78.1 - 94.4 |
| buyer assistant | 45.1 - 57.0 | 53.2 - 65.7 | 58.2 - 71.8 |
| claims supervisor | 69.5 - 82.0 | 77.9 - 102.2 | 87.9 - 115.5 |
| contracts administrator | 79.9 - 98.1 | 87.5 - 108.2 | 90.6 - 118.9 |
| data entry clerk | 38.0 - 47.2 | 42.5 - 53.9 | 47.9 - 57.7 |
| dispatcher | 44.4 - 54.9 | 49.6 - 63.1 | 57.2 - 72.9 |
| executive assistant | 62.2 - 78.9 | 71.5 - 96.2 | 84.7 - 105.5 |
| HR administrator | 51.9 - 66.4 | 58.7 - 76.6 | 68.5 - 88.1 |
| human resources assistant | 45.9 - 56.2 | 53.0 - 68.7 | 58.8 - 71.7 |
| invoicing clerk | 41.9 - 53.2 | 47.7 - 62.4 | 52.9 - 67.3 |
| legal assistant | 51.8 - 66.9 | 62.5 - 74.8 | 70.2 - 87.6 |
| logistics coordinator | 55.2 - 70.6 | 61.7 - 78.8 | 71.9 - 88.2 |
| mailroom clerk | 37.9 - 44.9 | 42.0 - 50.8 | 47.4 - 52.9 |
| office clerk | 41.9 - 52.2 | 46.6 - 57.9 | 51.5 - 62.8 |
| office manager | 61.8 - 80.4 | 68.2 - 89.9 | 74.3 - 96.5 |
| payroll administrator | 51.5 - 62.7 | 57.2 - 72.1 | 62.7 - 79.8 |
| project coordinator | 50.1 - 65.4 | 56.6 - 68.3 | 62.3 - 78.9 |
| property administrator | 45.2 - 53.1 | 47.8 - 58.4 | 54.2 - 69.1 |
| property manager | 67.1 - 84.7 | 77.1 - 98.2 | 83.9 - 110.3 |
| receptionist | 38.8 - 47.6 | 43.1 - 54.8 | 50.1 - 60.8 |
| sales administrator | 47.7 - 59.8 | 54.6 - 69.0 | 64.7 - 78.4 |



| | | | |
|-----------------|-------------|-------------|-------------|
| sales assistant | 43.4 - 54.1 | 48.2 - 61.5 | 54.9 - 72.5 |
| supply clerk | 39.4 - 46.1 | 41.8 - 50.2 | 47.9 - 58.7 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|--------------|
| bilingual call center operations manager | 62.3 - 80.2 | 69.5 - 90.9 | 78.1 - 101.3 |
| bilingual customer loyalty agent | 38.8 - 50.6 | 44.2 - 58.5 | 50.4 - 66.3 |
| bilingual customer service manager | 77.3 - 101.2 | 86.7 - 116.1 | 98.9 - 133.1 |
| bilingual customer service representative | 38.5 - 48.5 | 42.5 - 54.8 | 47.7 - 61.8 |
| bilingual customer service supervisor | 63.8 - 83.4 | 71.4 - 95.1 | 80.8 - 107.9 |
| bilingual customer service team lead | 32.2 - 40.8 | 36.4 - 46.5 | 40.7 - 51.7 |
| bilingual customer service trainer | 46.9 - 61.5 | 53.6 - 71.5 | 61.6 - 81.3 |
| bilingual help desk representative - level 1 | 46.9 - 62.1 | 53.7 - 71.5 | 60.8 - 80.1 |
| bilingual inside sales manager | 67.1 - 89.3 | 75.9 - 102.4 | 86.1 - 114.1 |
| bilingual inside sales representative | 49.1 - 60.9 | 52.8 - 66.4 | 57.6 - 74.2 |
| bilingual insurance advisor | 55.5 - 68.9 | 58.8 - 73.4 | 62.9 - 81.2 |
| bilingual junior collection agent | 36.9 - 47.1 | 41.5 - 53.9 | 46.9 - 60.4 |
| bilingual order desk representative | 35.1 - 44.0 | 39.8 - 50.1 | 44.5 - 55.1 |
| bilingual telemarketing agent | 32.3 - 39.9 | 35.3 - 44.9 | 39.4 - 51.4 |
| bilingual telephone dispatcher | 42.5 - 54.0 | 48.1 - 61.7 | 54.4 - 69.5 |
| bilingual travel support agent | 39.8 - 50.1 | 44.5 - 56.4 | 49.4 - 62.1 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|-------------|--------------|
| architect | 64.6 - 84.3 | 72.2 - 96.3 | 81.9 - 109.3 |
| architectural drafter | 54.5 - 70.5 | 63.2 - 83.3 | 73.9 - 97.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| BIM/VDC coordinator | 66.9 - 87.1 | 74.5 - 99.1 | 84.1 - 112.1 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 60.7 - 79.3 | 69.0 - 91.7 | 79.0 - 104.8 |
| civil engineer | 68.2 - 91.1 | 78.7 - 106.5 | 90.7 - 120.6 |
| civil engineering drafter | 55.9 - 69.7 | 62.6 - 79.3 | 70.6 - 89.7 |
| civil engineering technologist | 48.7 - 65.3 | 57.5 - 77.5 | 66.9 - 88.2 |
| civil project engineer | 78.6 - 107.3 | 90.4 - 125.5 | 104.5 - 143.8 |
| civil project manager | 80.6 - 107.1 | 90.8 - 122.8 | 103.1 - 138.2 |
| construction coordinator | 53.5 - 70.8 | 59.9 - 80.7 | 67.7 - 91.3 |
| construction director | 104.2 - 137.1 | 136.9 - 179.7 | 170.8 - 225.0 |
| construction manager | 76.8 - 100.1 | 84.1 - 111.8 | 93.5 - 125.4 |
| construction project coordinator | 89.7 - 114.8 | 97.3 - 126.9 | 107.3 - 141.2 |
| construction project manager | 69.7 - 95.7 | 80.8 - 112.7 | 93.8 - 128.9 |
| contracts administrator | 61.7 - 81.4 | 70.0 - 93.9 | 79.9 - 106.7 |
| contracts manager | 99.1 - 124.8 | 110.7 - 142.1 | 125.2 - 161.2 |
| director of operations | 128.4 - 170.5 | 167.7 - 223.7 | 211.9 - 282.7 |
| drafter | 56.6 - 70.2 | 62.9 - 79.4 | 70.7 - 89.7 |
| electrical designer/engineer | 78.8 - 103.4 | 88.6 - 118.6 | 100.9 - 134.9 |
| electrical engineer | 81.3 - 107.5 | 92.4 - 124.5 | 106.1 - 142.1 |
| electrical engineering technician | 59.5 - 75.9 | 67.7 - 87.7 | 77.2 - 99.4 |
| electrical inspector | 47.6 - 63.6 | 55.0 - 74.3 | 63.3 - 85.3 |
| engineering manager | 87.1 - 116.7 | 99.3 - 135.5 | 114.1 - 154.2 |
| environmental engineer | 66.4 - 87.9 | 75.6 - 102.0 | 86.9 - 116.6 |
| environmental inspector | 51.5 - 65.6 | 56.5 - 73.4 | 62.9 - 82.0 |
| estimation engineer | 74.6 - 99.3 | 85.6 - 116.0 | 98.9 - 132.9 |
| estimator | 63.3 - 82.3 | 70.3 - 93.0 | 78.9 - 104.9 |
| facilities engineer | 68.6 - 91.4 | 78.8 - 106.9 | 91.1 - 121.9 |
| field manager | 72.2 - 95.3 | 81.9 - 110.4 | 94.1 - 127.4 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| field supervisor | 72.4 - 94.8 | 81.2 - 108.0 | 91.6 - 121.4 |
| foreman | 56.1 - 72.5 | 62.8 - 82.5 | 70.9 - 93.1 |
| health and safety manager | 63.1 - 81.1 | 72.4 - 94.3 | 83.1 - 107.2 |
| health and safety specialist | 71.9 - 94.1 | 82.0 - 109.4 | 94.3 - 124.4 |
| HVAC drafter | 54.9 - 70.2 | 61.6 - 79.9 | 69.4 - 89.3 |
| HVAC engineer | 59.6 - 79.0 | 68.0 - 91.7 | 78.1 - 104.0 |
| mechanical designer | 54.4 - 71.7 | 62.6 - 83.2 | 71.6 - 93.6 |
| mechanical drafter | 53.6 - 69.4 | 60.2 - 79.9 | 69.0 - 93.0 |
| mechanical engineer | 76.3 - 100.7 | 86.5 - 116.2 | 98.8 - 131.9 |
| mechanical engineering technician | 53.6 - 70.0 | 61.0 - 80.7 | 69.4 - 90.7 |
| mechanical site supervisor | 52.4 - 67.3 | 59.1 - 77.2 | 67.2 - 87.9 |
| operations manager | 81.1 - 110.3 | 92.7 - 127.9 | 106.1 - 144.0 |
| planner/scheduler | 40.9 - 52.0 | 46.4 - 59.5 | 52.4 - 66.9 |
| project coordinator | 47.8 - 62.3 | 54.1 - 71.3 | 61.3 - 80.5 |
| project director | 114.3 - 138.3 | 142.4 - 172.1 | 170.9 - 207.1 |
| project engineer | 93.4 - 119.4 | 101.2 - 131.8 | 111.5 - 146.8 |
| project manager | 78.6 - 108.1 | 91.3 - 127.2 | 105.9 - 144.9 |
| purchasing manager | 98.1 - 129.0 | 110.7 - 147.7 | 125.5 - 165.3 |
| QA/QC inspector | 57.0 - 75.2 | 65.7 - 87.7 | 75.6 - 100.5 |
| quality control engineer | 71.9 - 94.9 | 81.5 - 109.5 | 93.1 - 123.7 |
| quality inspector | 41.5 - 52.7 | 46.3 - 59.9 | 52.2 - 67.5 |
| safety inspector | 65.3 - 84.9 | 73.8 - 97.4 | 83.6 - 109.7 |
| specification writer | 53.6 - 69.0 | 60.7 - 79.1 | 68.7 - 89.0 |
| structural designer | 55.4 - 72.0 | 62.5 - 82.5 | 70.9 - 93.1 |
| structural engineer | 74.2 - 97.9 | 84.1 - 113.1 | 96.3 - 128.7 |
| superintendent | 41.6 - 53.0 | 46.5 - 60.4 | 52.6 - 68.5 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.4 - 21.8 | 19.1 - 23.9 | 22.5 - 29.2 |
| counterbalance forklift operator | 18.3 - 23.1 | 21.2 - 26.3 | 24.5 - 28.0 |
| delivery/courier driver | 18.9 - 24.1 | 21.5 - 27.7 | 23.6 - 31.2 |
| electronic parts assembler | 18.0 - 22.2 | 21.2 - 25.5 | 23.1 - 27.3 |
| forklift operator | 18.8 - 22.3 | 20.1 - 25.6 | 23.1 - 27.8 |
| general labourer - heavy | 18.3 - 23.1 | 21.2 - 26.3 | 24.5 - 28.0 |
| general labourer - light | 16.9 - 21.8 | 19.2 - 24.4 | 22.8 - 26.1 |
| industrial painter | 19.2 - 23.8 | 21.3 - 27.7 | 25.1 - 30.6 |
| inventory control clerk | 18.2 - 23.0 | 20.9 - 27.1 | 24.4 - 29.2 |
| janitor/custodian | 16.5 - 19.3 | 18.1 - 21.4 | 19.4 - 23.2 |
| machine operator | 19.1 - 24.5 | 21.3 - 28.2 | 25.5 - 32.7 |
| machine operator assistant | 18.0 - 22.6 | 20.1 - 25.8 | 23.2 - 28.4 |
| manufacturing worker | 17.8 - 21.8 | 20.4 - 24.8 | 21.8 - 26.6 |
| material handler | 17.7 - 22.1 | 19.5 - 24.7 | 22.8 - 27.3 |
| moulding machine operator | 19.3 - 24.9 | 21.7 - 29.2 | 25.6 - 33.7 |
| order/cherry picker forklift operator | 19.0 - 22.1 | 20.3 - 24.7 | 23.2 - 27.2 |
| packaging labourer | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 29.0 |
| parts clerk | 16.7 - 21.0 | 18.5 - 23.9 | 22.4 - 25.2 |
| parts manager | 27.1 - 33.9 | 30.2 - 38.8 | 33.9 - 42.8 |
| picker/packer | 17.1 - 21.9 | 18.9 - 25.2 | 22.2 - 27.3 |
| production labourer | 17.3 - 22.0 | 19.2 - 23.9 | 23.1 - 26.4 |
| reach truck operator | 19.2 - 23.1 | 20.9 - 25.8 | 24.2 - 28.8 |
| sandblasting operator | 20.1 - 22.9 | 21.6 - 27.5 | 24.2 - 31.2 |
| shipper/receiver | 19.2 - 24.4 | 22.2 - 26.8 | 25.1 - 29.3 |
| shipping and receiving clerk | 18.6 - 23.2 | 21.2 - 27.5 | 24.8 - 29.5 |
| warehouse labourer | 17.4 - 22.2 | 20.1 - 25.2 | 23.4 - 26.7 |



manufacturing

industrial management

| | | | |
|---------------------------|-------------|--------------|---------------|
| inventory control manager | 65.5 - 82.2 | 73.9 - 95.1 | 86.9 - 110.0 |
| machining manager | 68.7 - 86.7 | 76.2 - 98.9 | 85.7 - 109.8 |
| maintenance manager | 74.2 - 92.3 | 83.1 - 106.7 | 90.9 - 120.7 |
| maintenance supervisor | 65.9 - 86.3 | 75.4 - 100.3 | 87.1 - 115.2 |
| production manager | 82.3 - 95.1 | 88.6 - 109.2 | 99.8 - 132.9 |
| production supervisor | 63.9 - 83.5 | 71.9 - 92.8 | 81.7 - 104.4 |
| transportation manager | 88.1 - 99.2 | 94.0 - 111.7 | 105.9 - 131.8 |
| warehouse manager | 69.4 - 88.8 | 77.6 - 99.0 | 92.9 - 117.9 |
| warehouse supervisor | 57.9 - 75.7 | 65.1 - 84.2 | 75.6 - 93.0 |

skilled trades

| | | | |
|--------------------------|-------------|-------------|--------------|
| CNC machinist | 53.1 - 57.8 | 56.1 - 67.6 | 65.3 - 80.2 |
| CNC programmer | 57.9 - 70.0 | 63.3 - 81.8 | 72.3 - 89.4 |
| conventional machinist | 53.5 - 60.0 | 57.2 - 69.7 | 67.1 - 82.2 |
| electrician | 56.0 - 61.2 | 58.8 - 69.6 | 65.2 - 96.9 |
| field service technician | 59.2 - 73.1 | 68.6 - 85.8 | 74.7 - 98.2 |
| heavy equipment mechanic | 56.4 - 75.1 | 65.2 - 87.6 | 75.2 - 99.8 |
| maintenance mechanic | 54.1 - 72.8 | 63.2 - 83.8 | 74.1 - 100.2 |
| millwright | 59.1 - 77.4 | 72.2 - 88.0 | 79.7 - 96.2 |
| welder | 51.2 - 61.2 | 56.4 - 69.2 | 61.3 - 77.5 |



fort st. john

customer experience

| | entry | mid | senior |
|--|--------------|--------------|--------------|
| bilingual call center operations manager | 65.0 - 81.2 | 70.4 - 92.1 | 79.1 - 110.0 |
| bilingual customer loyalty agent | 40.0 - 52.2 | 45.6 - 60.3 | 52.0 - 68.4 |
| bilingual customer service manager | 78.0 - 102.2 | 87.6 - 117.2 | 99.8 - 134.4 |
| bilingual customer service representative | 40.0 - 50.0 | 45.6 - 60.3 | 52.0 - 68.4 |
| bilingual customer service supervisor | 63.5 - 83.3 | 71.2 - 95.0 | 80.6 - 107.7 |
| bilingual customer service team lead | 40.0 - 50.0 | 50.0 - 60.0 | 60.0 - 70.0 |
| bilingual customer service trainer | 46.7 - 61.2 | 53.3 - 71.2 | 61.3 - 81.1 |
| bilingual help desk representative - level 1 | 46.7 - 61.8 | 53.4 - 71.2 | 60.5 - 79.8 |
| bilingual inside sales manager | 67.9 - 90.4 | 76.8 - 103.7 | 87.1 - 115.5 |
| bilingual inside sales representative | 50.0 - 62.2 | 53.8 - 67.9 | 58.8 - 75.9 |
| bilingual insurance advisor | 56.5 - 70.3 | 59.9 - 75.0 | 64.2 - 82.8 |
| bilingual junior collection agent | 40.0 - 50.0 | 50.0 - 55.0 | 55.0 - 65.0 |
| bilingual survey agent | 35.7 - 45.5 | 41.2 - 52.1 | 46.2 - 56.8 |
| bilingual telemarketing agent | 35.7 - 45.5 | 41.2 - 52.1 | 46.2 - 56.8 |
| bilingual telephone dispatcher | 43.2 - 54.9 | 49.0 - 62.8 | 55.4 - 70.8 |
| bilingual workforce planner | 49.5 - 62.4 | 53.4 - 68.8 | 58.9 - 77.6 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|-------------|--------------|
| architect | 64.9 - 84.9 | 72.7 - 97.0 | 82.4 - 110.1 |
| architectural drafter | 55.2 - 71.5 | 64.1 - 84.6 | 75.0 - 99.3 |
| BIM/VDC coordinator | 67.3 - 87.8 | 75.0 - 99.8 | 84.7 - 112.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 60.9 - 79.7 | 69.3 - 92.2 | 79.3 - 105.3 |
| civil engineer | 67.7 - 90.5 | 78.1 - 105.8 | 90.1 - 119.8 |
| civil engineering drafter | 56.7 - 70.7 | 63.4 - 80.5 | 71.6 - 91.1 |
| civil engineering technologist | 49.3 - 66.2 | 58.2 - 78.7 | 67.8 - 89.5 |
| civil project engineer | 79.0 - 107.8 | 90.9 - 126.2 | 105.1 - 144.7 |
| civil project manager | 80.0 - 106.4 | 90.2 - 122.0 | 102.4 - 137.4 |
| construction coordinator | 54.4 - 72.0 | 60.9 - 82.1 | 68.9 - 93.0 |
| construction director | 105.5 - 138.8 | 138.6 - 182.0 | 172.9 - 227.7 |
| construction manager | 77.8 - 101.4 | 85.2 - 113.2 | 94.7 - 127.0 |
| construction project coordinator | 90.8 - 116.2 | 98.6 - 128.5 | 108.6 - 143.0 |
| construction project manager | 70.5 - 96.9 | 81.8 - 114.1 | 95.0 - 130.5 |
| contracts administrator | 61.9 - 81.8 | 70.3 - 94.4 | 80.3 - 107.3 |
| contracts manager | 100.1 - 126.1 | 111.8 - 143.5 | 126.4 - 162.8 |
| director of operations | 128.7 - 171.3 | 168.4 - 224.7 | 212.9 - 284.1 |
| drafter | 57.3 - 71.2 | 63.8 - 80.6 | 71.7 - 91.1 |
| electrical designer/engineer | 78.2 - 102.7 | 88.0 - 117.9 | 100.2 - 134.1 |
| electrical engineer | 80.7 - 106.7 | 91.8 - 123.7 | 105.3 - 141.4 |
| electrical engineering technician | 60.3 - 77.0 | 68.7 - 89.0 | 78.4 - 100.9 |
| electrical inspector | 48.6 - 65.1 | 56.2 - 76.1 | 64.7 - 87.4 |
| engineering manager | 88.2 - 118.2 | 100.5 - 137.1 | 115.5 - 156.1 |
| environmental engineer | 65.9 - 87.3 | 75.1 - 101.4 | 86.4 - 115.9 |
| environmental inspector | 51.4 - 65.6 | 56.4 - 73.4 | 62.8 - 82.0 |
| estimation engineer | 74.1 - 98.6 | 85.0 - 115.2 | 98.3 - 132.1 |
| estimator | 63.5 - 82.7 | 70.6 - 93.5 | 79.3 - 105.4 |
| facilities engineer | 68.1 - 90.7 | 78.3 - 106.1 | 90.5 - 121.2 |
| field manager | 73.6 - 97.3 | 83.6 - 112.7 | 96.1 - 130.0 |
| field Supervisor | 73.8 - 96.8 | 82.9 - 110.3 | 93.5 - 123.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| foreman | 56.9 - 73.5 | 63.7 - 83.7 | 71.9 - 94.5 |
| health and safety manager | 63.9 - 82.2 | 73.4 - 95.6 | 84.3 - 108.7 |
| health and safety specialist | 71.3 - 93.5 | 81.4 - 108.6 | 93.6 - 123.6 |
| HVAC drafter | 55.9 - 71.7 | 62.8 - 81.5 | 70.7 - 91.2 |
| HVAC engineer | 59.1 - 78.4 | 67.5 - 91.1 | 77.5 - 103.3 |
| mechanical designer | 53.9 - 71.1 | 62.0 - 82.6 | 71.0 - 93.0 |
| mechanical drafter | 54.3 - 70.3 | 61.0 - 81.1 | 70.0 - 94.5 |
| mechanical engineer | 75.8 - 100.0 | 85.9 - 115.4 | 98.2 - 131.2 |
| mechanical engineering technician | 54.3 - 71.0 | 61.8 - 81.9 | 70.4 - 92.1 |
| mechanical site supervisor | 53.2 - 68.4 | 60.1 - 78.6 | 68.4 - 89.5 |
| operations manager | 81.3 - 110.5 | 93.0 - 128.2 | 106.4 - 144.5 |
| planner/scheduler | 42.2 - 53.6 | 47.9 - 61.4 | 54.1 - 69.0 |
| project coordinator | 48.7 - 63.4 | 55.0 - 72.7 | 62.4 - 82.0 |
| project director | 114.9 - 139.1 | 143.2 - 173.2 | 172.0 - 208.5 |
| project engineer | 92.8 - 118.6 | 100.5 - 131.1 | 110.7 - 146.1 |
| project manager | 79.0 - 108.6 | 91.8 - 127.9 | 106.5 - 145.7 |
| purchasing manager | 99.1 - 130.3 | 111.8 - 149.1 | 126.7 - 167.0 |
| QA/QC inspector | 57.7 - 76.3 | 66.6 - 89.1 | 76.7 - 102.1 |
| quality control engineer | 71.4 - 94.3 | 81.0 - 108.8 | 92.5 - 122.9 |
| quality inspector | 41.3 - 52.5 | 46.1 - 59.7 | 52.0 - 67.3 |
| safety inspector | 66.2 - 86.2 | 74.8 - 98.8 | 84.8 - 111.3 |
| specification writer | 54.2 - 69.8 | 61.3 - 80.1 | 69.6 - 90.1 |
| structural designer | 56.1 - 73.0 | 63.4 - 83.7 | 71.9 - 94.6 |
| structural engineer | 73.6 - 97.2 | 83.5 - 112.4 | 95.7 - 127.9 |
| superintendent | 41.9 - 53.3 | 46.8 - 60.7 | 52.9 - 68.9 |
| energy & oil | | | |
| architectural technologist | 55.2 - 71.5 | 64.1 - 84.6 | 75.0 - 99.3 |
| applications engineer | 75.3 - 99.4 | 86.8 - 116.3 | 100.3 - 131.9 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| architect | 64.9 - 84.9 | 72.7 - 97.0 | 82.4 - 110.1 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 85.7 - 105.2 |
| automation engineer | 66.0 - 87.0 | 74.7 - 100.4 | 85.4 - 114.1 |
| automation specialist | 53.5 - 70.1 | 61.9 - 81.6 | 71.0 - 92.6 |
| buyer | 60.9 - 79.7 | 69.3 - 92.2 | 79.3 - 105.3 |
| category manager | 64.0 - 83.6 | 71.5 - 95.2 | 80.9 - 107.9 |
| category specialist | 54.6 - 71.1 | 60.6 - 80.4 | 68.2 - 91.0 |
| chemical engineer | 87.2 - 115.1 | 97.5 - 130.9 | 109.9 - 147.0 |
| chemical technician | 57.7 - 75.1 | 64.1 - 85.2 | 72.3 - 97.2 |
| chief inspector | 60.2 - 79.6 | 75.8 - 97.8 | 95.4 - 147.6 |
| civil engineer | 67.7 - 90.5 | 78.1 - 105.8 | 90.1 - 119.8 |
| civil engineering drafter | 56.7 - 70.7 | 63.4 - 80.5 | 71.6 - 91.1 |
| civil engineering technologist | 49.3 - 66.2 | 58.2 - 78.7 | 67.8 - 89.5 |
| civil project engineer | 79.0 - 107.8 | 90.9 - 126.2 | 105.1 - 144.7 |
| civil project manager | 80.0 - 106.4 | 90.2 - 122.0 | 102.4 - 137.4 |
| commissioning and start up engineer | 63.2 - 84.2 | 72.6 - 98.3 | 83.8 - 108.5 |
| construction analyst | 59.0 - 76.9 | 65.7 - 87.0 | 73.7 - 97.6 |
| construction coordinator | 54.4 - 72.0 | 60.9 - 82.1 | 68.9 - 93.0 |
| construction director | 105.5 - 138.8 | 138.6 - 182.0 | 172.9 - 227.7 |
| construction manager | 77.8 - 101.4 | 85.2 - 113.2 | 94.7 - 127.0 |
| construction project manager | 70.5 - 96.9 | 81.8 - 114.1 | 95.0 - 130.5 |
| continuous improvement engineer | 79.1 - 103.1 | 88.1 - 116.6 | 98.9 - 130.2 |
| contracts administrator | 61.9 - 81.8 | 70.3 - 94.4 | 80.3 - 107.3 |
| contracts manager | 100.1 - 126.1 | 111.8 - 143.5 | 126.4 - 162.8 |
| contracts specialist | 62.6 - 81.8 | 71.1 - 94.3 | 81.1 - 106.7 |
| control technician | 52.4 - 68.6 | 59.7 - 79.3 | 68.2 - 89.9 |
| controls designer/engineer | 57.3 - 76.3 | 65.7 - 88.8 | 75.5 - 101.2 |
| cost control specialist | 51.2 - 66.1 | 57.2 - 75.4 | 64.7 - 85.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| demand planner | 50.7 - 69.8 | 60.9 - 84.1 | 71.8 - 96.1 |
| director of operations | 128.7 - 171.3 | 168.4 - 224.7 | 212.9 - 284.1 |
| drafter | 57.3 - 71.2 | 63.8 - 80.6 | 71.7 - 91.1 |
| electrical designer/engineer | 78.2 - 102.7 | 88.0 - 117.9 | 100.2 - 134.1 |
| electrical engineer | 80.7 - 106.7 | 91.8 - 123.7 | 105.3 - 141.4 |
| electrical engineering technician | 60.3 - 77.0 | 68.7 - 89.0 | 78.4 - 100.9 |
| electrical inspector | 50.5 - 68.0 | 63.4 - 88.6 | 90.0 - 122.1 |
| electrical test engineer | 74.4 - 99.0 | 85.4 - 115.8 | 98.7 - 132.7 |
| engineering manager | 88.2 - 118.2 | 100.5 - 137.1 | 115.5 - 156.1 |
| environmental engineer | 65.9 - 87.3 | 75.1 - 101.4 | 86.4 - 115.9 |
| environmental inspector | 51.4 - 65.6 | 56.4 - 73.4 | 62.8 - 82.0 |
| estimation engineer | 74.1 - 98.6 | 85.0 - 115.2 | 98.3 - 132.1 |
| estimator | 63.5 - 82.7 | 70.6 - 93.5 | 79.3 - 105.4 |
| expediter | 45.2 - 58.0 | 51.2 - 66.6 | 58.1 - 75.8 |
| facilities engineer | 68.1 - 90.7 | 78.3 - 106.1 | 90.5 - 121.2 |
| field service engineer | 55.7 - 73.6 | 63.3 - 85.3 | 72.6 - 98.3 |
| general inspector | 53.6 - 70.0 | 60.1 - 79.5 | 67.5 - 88.8 |
| geologist | 66.0 - 85.7 | 74.3 - 98.4 | 84.7 - 114.1 |
| geophysicist | 73.9 - 100.5 | 87.4 - 120.8 | 103.4 - 139.5 |
| geotechnical engineer | 67.4 - 87.6 | 76.0 - 100.6 | 86.6 - 114.2 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 42.3 - 54.8 | 47.0 - 61.9 | 52.6 - 69.1 |
| health and safety manager | 67.0 - 87.2 | 74.5 - 98.7 | 83.7 - 110.9 |
| health and safety specialist | 63.9 - 82.2 | 73.4 - 95.6 | 84.3 - 108.7 |
| HVAC drafter | 55.9 - 71.7 | 62.8 - 81.5 | 70.7 - 91.2 |
| HVAC engineer | 59.1 - 78.4 | 67.5 - 91.1 | 77.5 - 103.3 |
| hydraulic engineer | 67.6 - 90.1 | 77.7 - 105.4 | 89.9 - 120.2 |
| industrial engineer | 73.8 - 96.0 | 81.9 - 108.4 | 91.9 - 121.2 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| instrumentation and controls engineer | 71.9 - 94.5 | 81.1 - 108.5 | 92.2 - 122.5 |
| inventory analyst | 53.2 - 69.0 | 59.8 - 79.0 | 67.9 - 89.9 |
| inventory control manager | 65.2 - 85.3 | 73.0 - 97.2 | 82.5 - 109.8 |
| logistics manager | 65.2 - 86.4 | 74.4 - 100.4 | 85.6 - 114.4 |
| logistics specialist | 50.6 - 65.4 | 57.5 - 75.2 | 65.4 - 85.4 |
| materials manager | 84.6 - 110.8 | 93.3 - 124.7 | 104.4 - 140.0 |
| mechanical designer | 53.9 - 71.1 | 62.0 - 82.6 | 71.0 - 93.0 |
| mechanical drafter | 54.3 - 70.3 | 61.0 - 81.1 | 70.0 - 94.5 |
| mechanical engineer | 75.8 - 100.0 | 85.9 - 115.4 | 98.2 - 131.2 |
| mechanical engineering technician | 54.3 - 71.0 | 61.8 - 81.9 | 70.4 - 92.1 |
| mining engineer | 73.3 - 96.7 | 81.7 - 109.8 | 92.1 - 123.4 |
| operations manager | 81.3 - 110.5 | 93.0 - 128.2 | 106.4 - 144.5 |
| pipeline designer | 64.2 - 83.5 | 71.6 - 94.9 | 80.7 - 107.2 |
| piping engineer | 65.6 - 85.7 | 73.3 - 97.6 | 82.9 - 110.4 |
| planner/scheduler | 42.2 - 53.6 | 47.9 - 61.4 | 54.1 - 69.0 |
| plant engineer | 77.0 - 101.9 | 89.1 - 120.0 | 103.6 - 137.1 |
| plant manager | 99.1 - 137.4 | 118.5 - 166.1 | 140.9 - 193.2 |
| plant operator | 52.0 - 70.4 | 61.1 - 83.2 | 70.8 - 94.0 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 64.3 - 85.4 | 73.5 - 99.3 | 84.5 - 112.6 |
| procurement director | 104.1 - 136.9 | 138.2 - 181.5 | 167.5 - 220.5 |
| procurement specialist | 53.7 - 69.9 | 59.6 - 79.1 | 67.1 - 89.6 |
| production analyst | 48.9 - 65.0 | 56.0 - 76.0 | 64.9 - 87.6 |
| production engineer | 66.6 - 88.4 | 76.1 - 102.8 | 87.5 - 116.6 |
| program manager | 73.6 - 95.1 | 83.8 - 110.0 | 95.8 - 125.2 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 115.6 |
| project controls manager | 88.2 - 120.6 | 101.6 - 141.0 | 117.2 - 160.0 |
| project controls specialist | 64.6 - 83.7 | 72.5 - 95.4 | 81.8 - 107.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project coordinator | 90.8 - 116.2 | 98.6 - 128.5 | 108.6 - 143.0 |
| project director | 114.9 - 139.1 | 143.2 - 173.2 | 172.0 - 208.5 |
| project engineer | 92.8 - 118.6 | 100.5 - 131.1 | 110.7 - 146.1 |
| project manager | 79.0 - 108.6 | 91.8 - 127.9 | 106.5 - 145.7 |
| purchasing manager | 99.1 - 130.3 | 111.8 - 149.1 | 126.7 - 167.0 |
| QA/QC inspector | 57.7 - 76.3 | 66.6 - 89.1 | 76.7 - 102.1 |
| quality assurance manager | 83.8 - 108.5 | 92.5 - 122.0 | 103.3 - 136.5 |
| quality assurance/control technician | 64.5 - 84.3 | 73.3 - 97.2 | 83.6 - 109.9 |
| quality control engineer | 71.4 - 94.3 | 81.0 - 108.8 | 92.5 - 122.9 |
| quality inspector | 41.3 - 52.5 | 46.1 - 59.7 | 52.0 - 67.3 |
| reliability engineer | 70.7 - 91.1 | 80.1 - 105.2 | 91.6 - 119.4 |
| reliability manager | 73.3 - 95.0 | 83.8 - 110.4 | 96.3 - 125.5 |
| reliability specialist | 52.6 - 69.8 | 60.1 - 81.2 | 69.1 - 92.3 |
| safety inspector | 66.2 - 86.2 | 74.8 - 98.8 | 84.8 - 111.3 |
| site supervisor | 53.2 - 68.4 | 60.1 - 78.6 | 68.4 - 89.5 |
| sourcing engineer | 59.2 - 78.5 | 67.5 - 91.2 | 77.7 - 103.9 |
| sourcing specialist | 58.6 - 76.2 | 65.0 - 86.2 | 73.1 - 97.5 |
| specification writer | 54.2 - 69.8 | 61.3 - 80.1 | 69.6 - 90.1 |
| stationary engineer | 57.2 - 73.0 | 62.8 - 81.4 | 69.7 - 90.4 |
| structural designer | 56.1 - 73.0 | 63.4 - 83.7 | 71.9 - 94.6 |
| structural engineer | 73.6 - 97.2 | 83.5 - 112.4 | 95.7 - 127.9 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 41.9 - 53.3 | 46.8 - 60.7 | 52.9 - 68.9 |
| supply chain manager | 84.4 - 112.5 | 97.0 - 130.7 | 111.1 - 146.4 |
| systems control engineer | 66.4 - 87.7 | 75.7 - 101.7 | 86.8 - 115.4 |
| telecommunications technician | 55.4 - 72.1 | 62.6 - 82.8 | 71.2 - 94.3 |
| transmission line engineer | 79.1 - 99.9 | 85.7 - 110.1 | 94.1 - 121.9 |
| transportation manager | 85.4 - 112.5 | 96.5 - 129.0 | 109.6 - 146.0 |



| | | | |
|------------------------|-------------|-------------|--------------|
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 56.9 - 74.2 | 64.4 - 85.0 | 73.0 - 95.6 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 75.3 - 99.4 | 86.8 - 116.3 | 100.3 - 131.9 |
| automation engineer | 66.0 - 87.0 | 74.7 - 100.4 | 85.4 - 114.1 |
| buyer | 60.9 - 79.7 | 69.3 - 92.2 | 79.3 - 105.3 |
| chemical engineer | 84.3 - 111.6 | 94.4 - 127.1 | 106.5 - 143.0 |
| chemical technician | 57.7 - 75.1 | 64.1 - 85.2 | 72.3 - 97.2 |
| commissioning and start up engineer | 63.2 - 84.2 | 72.6 - 98.3 | 83.8 - 108.5 |
| continuous improvement engineer | 79.1 - 103.1 | 88.1 - 116.6 | 98.9 - 130.2 |
| controls designer/engineer | 57.3 - 76.3 | 65.7 - 88.8 | 75.5 - 101.2 |
| demand planner | 50.7 - 69.8 | 60.9 - 84.1 | 71.8 - 96.1 |
| electrical engineer | 80.7 - 106.7 | 91.8 - 123.7 | 105.3 - 141.4 |
| electrical engineering technician | 60.3 - 77.0 | 68.7 - 89.0 | 78.4 - 100.9 |
| estimation engineer | 74.1 - 98.6 | 85.0 - 115.2 | 98.3 - 132.1 |
| estimator | 63.5 - 82.7 | 70.6 - 93.5 | 79.3 - 105.4 |
| field service engineer | 55.7 - 73.6 | 63.3 - 85.3 | 72.6 - 98.3 |
| health and safety specialist | 71.3 - 93.5 | 81.4 - 108.6 | 93.6 - 123.6 |
| HVAC drafter | 55.9 - 71.7 | 62.8 - 81.5 | 70.7 - 91.2 |
| HVAC engineer | 59.1 - 78.4 | 67.5 - 91.1 | 77.5 - 103.3 |
| industrial engineer | 73.8 - 96.0 | 81.9 - 108.4 | 91.9 - 121.2 |
| inventory analyst | 53.2 - 69.0 | 59.8 - 79.0 | 67.9 - 89.9 |
| logistics specialist | 61.6 - 81.8 | 70.4 - 95.0 | 80.9 - 107.8 |
| manufacturing engineer | 69.0 - 91.1 | 78.3 - 105.3 | 89.5 - 119.2 |
| mechanical designer | 53.9 - 71.1 | 62.0 - 82.6 | 71.0 - 93.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical drafter | 54.3 - 70.3 | 61.0 - 81.1 | 70.0 - 94.5 |
| mechanical engineer | 75.8 - 100.0 | 85.9 - 115.4 | 98.2 - 131.2 |
| mechanical engineering technician | 54.3 - 71.0 | 61.8 - 81.9 | 70.4 - 92.1 |
| planner/scheduler | 42.2 - 53.6 | 47.9 - 61.4 | 54.1 - 69.0 |
| process engineer | 64.3 - 85.4 | 73.5 - 99.3 | 100.0 - 130.0 |
| production planner | 51.5 - 68.0 | 59.3 - 78.9 | 67.7 - 87.8 |
| project engineer | 92.8 - 118.6 | 100.5 - 131.1 | 110.7 - 146.1 |
| project manager | 79.0 - 108.6 | 91.8 - 127.9 | 106.5 - 145.7 |
| QA/QC inspector | 39.8 - 50.6 | 44.4 - 57.5 | 50.1 - 64.9 |
| quality assurance manager | 83.8 - 108.5 | 92.5 - 122.0 | 103.3 - 136.5 |
| quality assurance/control technician | 64.5 - 84.3 | 73.3 - 97.2 | 83.6 - 109.9 |
| quality control engineer | 71.4 - 94.3 | 81.0 - 108.8 | 92.5 - 122.9 |
| quality control technician | 41.8 - 53.6 | 46.5 - 60.5 | 52.0 - 67.6 |
| quality director | 93.5 - 125.9 | 118.1 - 158.7 | 142.8 - 192.0 |
| safety inspector | 66.2 - 86.2 | 74.8 - 98.8 | 84.8 - 111.3 |
| SCADA engineer | 66.9 - 88.7 | 76.3 - 103.0 | 87.7 - 117.0 |
| stationary engineer | 57.2 - 73.0 | 62.8 - 81.4 | 69.7 - 90.4 |
| supply chain analyst | 51.8 - 68.7 | 59.1 - 79.8 | 67.9 - 90.6 |
| industrial management | | | |
| director of operations | 128.7 - 171.3 | 168.4 - 224.7 | 212.9 - 284.1 |
| engineering manager | 88.2 - 118.2 | 100.5 - 137.1 | 115.5 - 170.0 |
| general manager | 120.0 - 138.0 | 140.0 - 180.0 | 180.0 - 220.0 |
| health and safety manager | 63.9 - 82.2 | 73.4 - 95.6 | 84.3 - 150.0 |
| inventory control manager | 65.2 - 85.3 | 73.0 - 97.2 | 82.5 - 120.0 |
| machining manager | 80.2 - 98.6 | 89.5 - 114.0 | 98.2 - 129.1 |
| maintenance manager | 84.4 - 104.2 | 99.3 - 125.7 | 108.8 - 136.9 |
| maintenance supervisor | 74.2 - 94.5 | 82.2 - 112.7 | 95.4 - 126.5 |
| manufacturing director | 112.0 - 135.6 | 145.0 - 175.2 | 177.8 - 215.4 |



| | | | |
|--------------------------|---------------|---------------|---------------|
| materials manager | 94.8 - 123.7 | 104.6 - 130.4 | 117.1 - 142.2 |
| operations manager | 81.3 - 110.5 | 93.0 - 128.2 | 106.4 - 144.5 |
| plant manager | 99.1 - 137.4 | 118.5 - 166.1 | 140.9 - 193.2 |
| procurement director | 104.1 - 136.9 | 138.2 - 181.5 | 167.5 - 220.5 |
| production manager | 90.3 - 100.7 | 98.3 - 125.3 | 112.2 - 142.0 |
| production supervisor | 70.1 - 88.7 | 76.9 - 101.1 | 88.7 - 114.4 |
| program manager | 73.6 - 95.1 | 83.8 - 110.0 | 95.8 - 160.0 |
| project director | 114.9 - 139.1 | 143.2 - 173.2 | 172.0 - 208.5 |
| purchasing manager | 99.1 - 130.3 | 111.8 - 149.1 | 126.7 - 167.0 |
| site supervisor | 80.4 - 104.8 | 88.1 - 117.1 | 98.0 - 131.4 |
| supply chain manager | 84.4 - 112.5 | 97.0 - 130.7 | 111.1 - 146.4 |
| transportation manager | 94.1 - 111.1 | 99.2 - 119.5 | 110.7 - 142.2 |
| warehouse manager | 75.5 - 97.1 | 85.3 - 112.0 | 97.6 - 122.2 |
| warehouse supervisor | 59.2 - 73.4 | 68.8 - 84.8 | 77.1 - 98.8 |
| skilled trades | | | |
| CNC machinist | 55.3 - 62.0 | 58.1 - 69.5 | 68.4 - 85.0 |
| CNC programmer | 59.3 - 72.5 | 66.4 - 86.2 | 75.1 - 96.1 |
| conventional machinist | 56.5 - 64.1 | 59.3 - 74.0 | 69.9 - 89.5 |
| electrician | 58.6 - 65.1 | 62.0 - 73.9 | 69.1 - 100.1 |
| field service technician | 65.2 - 79.3 | 72.9 - 91.1 | 82.9 - 109.6 |
| heavy equipment mechanic | 59.7 - 78.5 | 70.9 - 93.2 | 81.1 - 106.4 |
| maintenance mechanic | 58.4 - 77.2 | 69.1 - 87.5 | 79.3 - 105.2 |
| millwright | 65.2 - 80.4 | 76.1 - 91.4 | 84.3 - 107.8 |
| welder | 56.2 - 65.1 | 60.2 - 73.3 | 66.5 - 80.1 |



fraser valley

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 50.6 - 66.0 | 56.2 - 74.8 | 63.3 - 84.6 |
| administrative assistant | 39.4 - 50.9 | 44.0 - 57.9 | 49.7 - 65.4 |
| administrative assistant (bilingual) | 46.5 - 54.7 | 51.4 - 62.2 | 60.5 - 74.2 |
| administrative manager | 57.9 - 74.4 | 63.1 - 82.6 | 69.7 - 92.2 |
| benefits clerk | 38.8 - 49.7 | 44.3 - 57.5 | 50.6 - 65.2 |
| claims supervisor | 63.3 - 82.8 | 70.7 - 94.5 | 80.2 - 108.0 |
| contracts administrator | 94.7 - 119.6 | 105.9 - 136.4 | 119.9 - 155.2 |
| data entry clerk | 39.9 - 49.8 | 43.9 - 56.5 | 49.9 - 65.4 |
| dispatcher | 40.9 - 52.2 | 46.4 - 59.8 | 52.6 - 67.4 |
| document controller | 33.9 - 42.9 | 38.9 - 49.1 | 43.5 - 50.2 |
| document services specialist | 35.4 - 40.9 | 37.2 - 46.8 | 41.5 - 47.9 |
| documentation specialist | 38.2 - 50.1 | 45.6 - 58.1 | 51.5 - 59.4 |
| donor relations coordinator | 50.8 - 66.6 | 58.9 - 78.6 | 68.7 - 90.9 |
| executive assistant | 56.7 - 77.7 | 66.4 - 91.8 | 77.1 - 104.5 |
| executive assistant (bilingual) | 69.9 - 83.3 | 76.2 - 98.2 | 88.6 - 111.6 |
| file clerk | 35.4 - 45.7 | 41.6 - 52.6 | 46.5 - 53.7 |
| HR administrator | 48.7 - 63.6 | 55.1 - 73.1 | 62.8 - 83.3 |
| human resources assistant | 41.2 - 52.5 | 46.6 - 59.1 | 51.6 - 63.7 |
| logistics coordinator | 49.1 - 64.7 | 57.3 - 75.8 | 65.9 - 86.3 |
| mailroom clerk | 36.0 - 44.4 | 40.4 - 49.4 | 44.0 - 50.3 |
| office clerk | 38.8 - 47.7 | 42.6 - 53.1 | 47.0 - 58.8 |
| office manager | 56.5 - 73.1 | 62.1 - 81.7 | 69.0 - 91.3 |



| | | | |
|--------------------------|-------------|-------------|--------------|
| order clerk | 34.2 - 42.7 | 38.6 - 48.7 | 43.2 - 53.7 |
| payroll administrator | 43.2 - 56.5 | 49.2 - 65.2 | 56.3 - 74.5 |
| project coordinator | 46.2 - 60.3 | 52.3 - 69.2 | 59.4 - 78.2 |
| property administrator | 38.7 - 50.6 | 43.4 - 58.2 | 49.6 - 67.1 |
| property manager | 61.0 - 81.2 | 69.8 - 94.7 | 80.5 - 108.8 |
| receptionist | 39.9 - 49.8 | 43.9 - 56.5 | 49.9 - 65.4 |
| receptionist (bilingual) | 45.1 - 52.1 | 50.0 - 56.9 | 55.8 - 60.7 |
| sales administrator | 43.8 - 59.0 | 50.7 - 69.2 | 58.8 - 79.1 |
| sales assistant | 39.9 - 49.8 | 43.9 - 56.5 | 49.9 - 65.4 |
| service coordinator | 38.8 - 50.0 | 43.3 - 57.0 | 49.1 - 64.8 |
| supply clerk | 36.6 - 46.2 | 41.1 - 52.3 | 45.8 - 57.5 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|--------------|
| bilingual call center operations manager | 65.0 - 81.2 | 70.4 - 92.1 | 79.1 - 110.0 |
| bilingual customer loyalty agent | 40.0 - 52.2 | 45.6 - 60.3 | 52.0 - 68.4 |
| bilingual customer service manager | 78.0 - 102.2 | 87.6 - 117.2 | 99.8 - 134.4 |
| bilingual customer service representative | 40.0 - 50.0 | 45.6 - 60.3 | 52.0 - 68.4 |
| bilingual customer service supervisor | 63.5 - 83.3 | 71.2 - 95.0 | 80.6 - 107.7 |
| bilingual customer service team lead | 42.0 - 48.0 | 48.0 - 56.0 | 56.0 - 62.0 |
| bilingual customer service trainer | 46.7 - 61.2 | 53.3 - 71.2 | 61.3 - 81.1 |
| bilingual help desk representative - level 1 | 44.6 - 59.4 | 51.2 - 68.4 | 58.1 - 76.7 |
| bilingual inside sales manager | 67.9 - 90.4 | 76.8 - 103.7 | 87.1 - 115.5 |
| bilingual inside sales representative | 50.0 - 62.2 | 53.8 - 67.9 | 58.8 - 75.9 |
| bilingual insurance advisor | 56.5 - 70.3 | 59.9 - 75.0 | 64.2 - 82.8 |
| bilingual junior collection agent | 40.0 - 50.0 | 50.0 - 55.0 | 55.0 - 65.0 |
| bilingual survey agent | 35.7 - 45.5 | 41.2 - 52.1 | 46.2 - 56.8 |
| bilingual telemarketing agent | 35.7 - 45.5 | 41.2 - 52.1 | 46.2 - 56.8 |



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|--------------------------------|-------------|-------------|-------------|
| bilingual telephone dispatcher | 43.2 - 54.9 | 49.0 - 62.8 | 55.4 - 70.8 |
| bilingual workforce planner | 49.5 - 62.4 | 53.4 - 68.8 | 58.9 - 77.6 |

engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 62.2 - 81.4 | 69.6 - 93.1 | 79.0 - 105.7 |
| architectural drafter | 51.9 - 67.4 | 60.4 - 79.8 | 70.7 - 93.7 |
| BIM/VDC coordinator | 64.5 - 84.2 | 71.9 - 95.8 | 81.2 - 108.5 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 58.1 - 76.1 | 66.1 - 88.2 | 75.8 - 101.1 |
| civil engineer | 65.4 - 87.5 | 75.5 - 102.5 | 87.1 - 116.1 |
| civil engineering drafter | 53.3 - 66.6 | 59.7 - 75.9 | 67.5 - 85.9 |
| civil engineering technologist | 46.3 - 62.4 | 54.8 - 74.2 | 63.9 - 84.5 |
| civil project engineer | 75.5 - 103.5 | 87.0 - 121.3 | 100.8 - 139.3 |
| civil project manager | 77.3 - 103.0 | 87.2 - 118.2 | 99.1 - 133.3 |
| construction coordinator | 51.1 - 68.1 | 57.4 - 77.7 | 65.0 - 88.2 |
| construction director | 101.2 - 133.5 | 133.3 - 175.6 | 166.8 - 220.6 |
| construction manager | 74.2 - 97.1 | 81.4 - 108.6 | 90.7 - 122.0 |
| construction project coordinator | 86.9 - 111.6 | 94.4 - 123.5 | 104.2 - 137.5 |
| construction project manager | 67.2 - 92.8 | 78.2 - 109.5 | 91.0 - 125.4 |
| contracts administrator | 59.0 - 78.2 | 67.1 - 90.4 | 76.7 - 102.9 |
| contracts manager | 94.7 - 119.6 | 105.9 - 136.4 | 119.9 - 155.2 |
| director of operations | 123.3 - 164.7 | 162.0 - 217.2 | 205.6 - 275.7 |
| drafter | 53.9 - 67.1 | 60.0 - 76.0 | 67.6 - 86.0 |
| electrical designer/engineer | 75.6 - 99.4 | 85.1 - 114.2 | 97.0 - 130.0 |
| electrical engineer | 78.0 - 103.3 | 88.8 - 119.9 | 102.0 - 137.2 |
| electrical engineering technician | 56.7 - 72.6 | 64.7 - 84.0 | 73.9 - 95.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| electrical inspector | 46.3 - 62.1 | 53.6 - 72.6 | 61.8 - 83.5 |
| engineering manager | 84.3 - 113.5 | 96.3 - 131.9 | 110.9 - 150.3 |
| environmental engineer | 63.6 - 84.4 | 72.5 - 98.1 | 83.5 - 112.3 |
| environmental inspector | 49.3 - 63.2 | 54.3 - 70.8 | 60.5 - 79.2 |
| estimation engineer | 71.6 - 95.4 | 82.2 - 111.7 | 95.1 - 128.1 |
| estimator | 60.6 - 79.0 | 67.3 - 89.6 | 75.8 - 101.1 |
| facilities engineer | 65.8 - 87.8 | 75.6 - 102.8 | 87.5 - 117.4 |
| facilities manager | 61.6 - 80.7 | 70.1 - 93.4 | 80.3 - 106.8 |
| field manager | 69.8 - 92.3 | 79.3 - 107.1 | 91.1 - 123.8 |
| field Supervisor | 70.0 - 91.9 | 78.6 - 104.8 | 88.7 - 117.9 |
| foreman | 54.2 - 70.2 | 60.7 - 80.0 | 68.6 - 90.4 |
| health and safety manager | 60.6 - 78.2 | 69.8 - 91.1 | 80.2 - 103.7 |
| health and safety specialist | 68.9 - 90.4 | 78.7 - 105.2 | 90.6 - 119.8 |
| HVAC drafter | 53.1 - 68.1 | 59.7 - 77.5 | 67.2 - 86.7 |
| HVAC engineer | 57.0 - 75.8 | 65.2 - 88.1 | 74.9 - 100.0 |
| mechanical designer | 52.0 - 68.7 | 59.9 - 79.9 | 68.6 - 90.0 |
| mechanical drafter | 51.0 - 66.3 | 57.4 - 76.4 | 65.9 - 89.1 |
| mechanical engineer | 73.2 - 96.8 | 83.0 - 111.8 | 95.0 - 127.2 |
| mechanical engineering technician | 51.1 - 66.9 | 58.2 - 77.3 | 66.4 - 86.9 |
| mechanical site supervisor | 50.0 - 64.6 | 56.6 - 74.3 | 64.6 - 84.8 |
| operations manager | 77.6 - 105.8 | 88.8 - 122.8 | 101.8 - 138.6 |
| planner/scheduler | 39.7 - 50.6 | 45.1 - 58.0 | 51.1 - 65.3 |
| project coordinator | 46.2 - 60.3 | 52.3 - 69.2 | 59.4 - 78.2 |
| project director | 110.3 - 133.9 | 137.9 - 167.2 | 166.0 - 201.8 |
| project engineer | 89.7 - 114.9 | 97.3 - 127.1 | 107.2 - 141.7 |
| project manager | 75.5 - 104.3 | 87.8 - 123.0 | 102.2 - 140.4 |
| purchasing manager | 93.7 - 123.7 | 105.9 - 141.9 | 120.2 - 159.3 |
| QA/QC inspector | 54.3 - 71.9 | 62.8 - 84.0 | 72.3 - 96.4 |



| | | | |
|--------------------------|-------------|--------------|--------------|
| quality control engineer | 68.9 - 91.2 | 78.3 - 105.3 | 89.4 - 119.1 |
| quality inspector | 39.5 - 50.4 | 44.1 - 57.5 | 49.9 - 64.9 |
| safety inspector | 62.8 - 82.0 | 71.1 - 94.2 | 80.7 - 106.2 |
| specification writer | 52.0 - 67.1 | 58.9 - 77.0 | 66.9 - 86.8 |
| structural designer | 52.7 - 68.8 | 59.7 - 79.0 | 67.8 - 89.2 |
| structural engineer | 71.1 - 94.0 | 80.7 - 108.9 | 92.6 - 124.0 |
| superintendent | 40.2 - 51.4 | 45.0 - 58.5 | 51.0 - 66.4 |

energy & oil

| | | | |
|-------------------------------------|--------------|--------------|---------------|
| architectural technologist | 51.9 - 67.4 | 60.4 - 79.8 | 70.7 - 93.7 |
| applications engineer | 72.4 - 95.7 | 83.5 - 112.1 | 96.5 - 127.2 |
| architect | 62.2 - 81.4 | 69.6 - 93.1 | 79.0 - 105.7 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 63.7 - 84.1 | 72.2 - 97.2 | 82.6 - 110.5 |
| automation specialist | 50.3 - 66.0 | 58.3 - 76.9 | 66.9 - 87.3 |
| buyer | 58.1 - 76.1 | 66.1 - 88.2 | 75.8 - 101.1 |
| category manager | 61.0 - 79.9 | 68.2 - 91.2 | 77.3 - 103.6 |
| category specialist | 52.0 - 67.8 | 57.8 - 76.8 | 65.1 - 87.1 |
| chemical engineer | 81.5 - 108.1 | 91.3 - 123.2 | 103.1 - 138.7 |
| chemical technician | 54.3 - 70.8 | 60.4 - 80.3 | 68.2 - 91.7 |
| chief inspector | 60.2 - 79.6 | 75.8 - 97.8 | 95.4 - 147.6 |
| civil engineer | 65.4 - 87.5 | 75.5 - 102.5 | 87.1 - 116.1 |
| civil engineering drafter | 53.3 - 66.6 | 59.7 - 75.9 | 67.5 - 85.9 |
| civil engineering technologist | 46.3 - 62.4 | 54.8 - 74.2 | 63.9 - 84.5 |
| civil project engineer | 75.5 - 103.5 | 87.0 - 121.3 | 100.8 - 139.3 |
| civil project manager | 77.3 - 103.0 | 87.2 - 118.2 | 99.1 - 133.3 |
| commissioning and start up engineer | 60.5 - 80.9 | 69.7 - 94.7 | 80.6 - 104.7 |
| construction analyst | 55.5 - 72.5 | 61.9 - 82.1 | 69.5 - 92.1 |
| construction coordinator | 51.1 - 68.1 | 57.4 - 77.7 | 65.0 - 88.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction director | 101.2 - 133.5 | 133.3 - 175.6 | 166.8 - 220.6 |
| construction manager | 74.2 - 97.1 | 81.4 - 108.6 | 90.7 - 122.0 |
| construction project manager | 67.2 - 92.8 | 78.2 - 109.5 | 91.0 - 125.4 |
| continuous improvement engineer | 74.7 - 97.6 | 83.2 - 110.5 | 93.5 - 123.6 |
| contracts administrator | 59.0 - 78.2 | 67.1 - 90.4 | 76.7 - 102.9 |
| contracts manager | 94.7 - 119.6 | 105.9 - 136.4 | 119.9 - 155.2 |
| contracts specialist | 59.7 - 78.1 | 67.8 - 90.3 | 77.5 - 102.4 |
| control technician | 49.2 - 64.6 | 56.2 - 74.7 | 64.2 - 84.8 |
| controls designer/engineer | 53.9 - 71.9 | 61.9 - 83.7 | 71.2 - 95.5 |
| cost control specialist | 49.1 - 63.6 | 55.0 - 72.5 | 62.2 - 82.0 |
| demand planner | 48.7 - 67.2 | 58.5 - 80.9 | 69.0 - 92.6 |
| director of operations | 123.3 - 164.7 | 162.0 - 217.2 | 205.6 - 275.7 |
| drafter | 53.9 - 67.1 | 60.0 - 76.0 | 67.6 - 90.2 |
| electrical designer/engineer | 75.6 - 99.4 | 85.1 - 114.2 | 97.0 - 130.0 |
| electrical engineer | 78.0 - 103.3 | 88.8 - 119.9 | 102.0 - 137.2 |
| electrical engineering technician | 56.7 - 72.6 | 64.7 - 84.0 | 73.9 - 95.3 |
| electrical inspector | 46.3 - 62.1 | 53.6 - 72.6 | 61.8 - 83.5 |
| electrical test engineer | 71.9 - 95.8 | 82.5 - 112.2 | 95.5 - 128.7 |
| engineering manager | 84.3 - 113.5 | 96.3 - 131.9 | 110.9 - 150.3 |
| environmental engineer | 63.6 - 84.4 | 72.5 - 98.1 | 83.5 - 112.3 |
| environmental inspector | 49.3 - 63.2 | 54.3 - 70.8 | 60.5 - 79.2 |
| estimation engineer | 71.6 - 95.4 | 82.2 - 111.7 | 95.1 - 128.1 |
| estimator | 60.6 - 79.0 | 67.3 - 89.6 | 75.8 - 101.1 |
| expediter | 42.7 - 55.1 | 48.5 - 63.4 | 55.2 - 72.1 |
| facilities engineer | 65.8 - 87.8 | 75.6 - 102.8 | 87.5 - 117.4 |
| field service engineer | 52.4 - 69.4 | 59.6 - 80.4 | 68.4 - 92.7 |
| general inspector | 51.1 - 66.8 | 57.3 - 75.9 | 64.4 - 84.9 |
| geologist | 63.6 - 82.8 | 71.7 - 95.3 | 81.9 - 108.6 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| geophysicist | 71.3 - 97.4 | 84.5 - 117.3 | 100.2 - 135.5 |
| geotechnical engineer | 65.1 - 84.7 | 73.4 - 97.4 | 83.7 - 110.6 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 40.3 - 52.4 | 44.8 - 59.3 | 50.2 - 66.2 |
| health and safety manager | 65.4 - 85.2 | 72.7 - 96.5 | 81.7 - 108.5 |
| health and safety specialist | 60.6 - 78.2 | 69.8 - 91.1 | 80.2 - 103.7 |
| HVAC drafter | 53.1 - 68.1 | 59.7 - 77.5 | 67.2 - 86.7 |
| HVAC engineer | 57.0 - 75.8 | 65.2 - 88.1 | 74.9 - 100.0 |
| hydraulic engineer | 65.3 - 87.1 | 75.1 - 102.0 | 86.9 - 116.5 |
| industrial engineer | 71.3 - 92.9 | 79.2 - 105.0 | 88.9 - 117.4 |
| instrumentation and controls engineer | 69.5 - 91.5 | 78.3 - 105.0 | 89.2 - 118.7 |
| inventory analyst | 51.1 - 66.3 | 57.5 - 76.0 | 65.3 - 86.5 |
| inventory control manager | 63.1 - 82.7 | 70.6 - 94.3 | 79.9 - 106.7 |
| logistics manager | 61.5 - 81.7 | 70.2 - 95.0 | 80.8 - 108.4 |
| logistics specialist | 48.1 - 62.4 | 54.8 - 71.8 | 62.4 - 81.6 |
| materials manager | 79.9 - 105.0 | 88.2 - 118.3 | 98.9 - 133.1 |
| mechanical designer | 52.0 - 68.7 | 59.9 - 79.9 | 68.6 - 90.0 |
| mechanical drafter | 51.0 - 66.3 | 57.4 - 76.4 | 65.9 - 89.1 |
| mechanical engineer | 73.2 - 96.8 | 83.0 - 111.8 | 95.0 - 127.2 |
| mechanical engineering technician | 51.1 - 66.9 | 58.2 - 77.3 | 66.4 - 86.9 |
| mining engineer | 70.8 - 93.6 | 79.0 - 106.4 | 89.1 - 119.7 |
| operations manager | 77.6 - 105.8 | 88.8 - 122.8 | 101.8 - 138.6 |
| pipeline designer | 60.3 - 78.5 | 67.3 - 89.3 | 75.9 - 101.0 |
| piping engineer | 63.4 - 82.8 | 70.8 - 94.4 | 80.1 - 106.9 |
| planner/scheduler | 39.7 - 50.6 | 45.1 - 58.0 | 51.1 - 65.3 |
| plant engineer | 73.5 - 97.7 | 85.3 - 115.2 | 99.3 - 131.9 |
| plant manager | 93.7 - 130.5 | 112.4 - 158.4 | 134.0 - 184.8 |
| plant operator | 49.0 - 66.6 | 57.7 - 78.8 | 66.9 - 89.1 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 62.1 - 82.5 | 71.0 - 96.1 | 81.7 - 109.0 |
| procurement director | 98.5 - 130.0 | 131.3 - 173.3 | 159.7 - 211.5 |
| procurement specialist | 51.7 - 67.4 | 57.5 - 76.3 | 64.7 - 86.6 |
| production analyst | 46.4 - 61.9 | 53.3 - 72.4 | 61.7 - 83.4 |
| production engineer | 64.3 - 85.5 | 73.5 - 99.5 | 84.6 - 112.9 |
| program manager | 70.3 - 90.9 | 80.0 - 105.2 | 91.5 - 119.9 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 110.8 |
| project controls manager | 84.4 - 115.9 | 97.4 - 135.7 | 112.7 - 154.3 |
| project controls specialist | 61.6 - 80.0 | 69.2 - 91.3 | 78.2 - 102.9 |
| project coordinator | 86.9 - 111.6 | 94.4 - 123.5 | 104.2 - 137.5 |
| project director | 110.3 - 133.9 | 137.9 - 167.2 | 166.0 - 201.8 |
| project engineer | 89.7 - 114.9 | 97.3 - 127.1 | 107.2 - 141.7 |
| project manager | 75.5 - 104.3 | 87.8 - 123.0 | 102.2 - 140.4 |
| purchasing manager | 93.7 - 123.7 | 105.9 - 141.9 | 120.2 - 159.3 |
| QA/QC inspector | 54.3 - 71.9 | 62.8 - 84.0 | 72.3 - 96.4 |
| quality assurance manager | 79.1 - 102.8 | 87.4 - 115.7 | 97.8 - 129.6 |
| quality assurance/control technician | 61.9 - 81.0 | 70.4 - 93.6 | 80.4 - 105.9 |
| quality control engineer | 68.9 - 91.2 | 78.3 - 105.3 | 89.4 - 119.1 |
| quality inspector | 39.5 - 50.4 | 44.1 - 57.5 | 49.9 - 64.9 |
| reliability engineer | 68.3 - 88.1 | 77.4 - 101.8 | 88.6 - 115.7 |
| reliability manager | 70.0 - 91.0 | 80.0 - 105.9 | 92.2 - 120.6 |
| reliability specialist | 50.4 - 67.1 | 57.7 - 78.0 | 66.4 - 88.7 |
| safety inspector | 62.8 - 82.0 | 71.1 - 94.2 | 80.7 - 106.2 |
| site supervisor | 50.0 - 64.6 | 56.6 - 74.3 | 64.6 - 84.8 |
| sourcing engineer | 55.8 - 74.1 | 63.7 - 86.2 | 73.4 - 98.3 |
| sourcing specialist | 55.8 - 72.7 | 62.0 - 82.4 | 69.8 - 93.5 |
| specification writer | 52.0 - 67.1 | 58.9 - 77.0 | 66.9 - 86.8 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| stationary engineer | 54.0 - 69.0 | 59.3 - 77.1 | 65.8 - 85.6 |
| structural designer | 52.7 - 68.8 | 59.7 - 79.0 | 67.8 - 89.2 |
| structural engineer | 71.1 - 94.0 | 80.7 - 108.9 | 92.6 - 124.0 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 40.2 - 51.4 | 45.0 - 58.5 | 51.0 - 66.4 |
| supply chain manager | 79.8 - 106.6 | 91.8 - 124.1 | 105.2 - 139.2 |
| systems control engineer | 64.1 - 84.8 | 73.1 - 98.4 | 83.9 - 111.8 |
| telecommunications technician | 53.2 - 69.3 | 60.1 - 79.6 | 68.4 - 90.7 |
| transmission line engineer | 76.5 - 96.7 | 82.8 - 106.6 | 91.0 - 118.1 |
| transportation manager | 80.7 - 106.5 | 91.3 - 122.4 | 103.8 - 138.8 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 54.3 - 70.8 | 61.4 - 81.2 | 69.7 - 91.3 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 143.7 - 256.8 | 213.9 - 383.9 | 303.5 - 544.8 |
| director - financial planning & analysis | 127.7 - 168.4 | 163.6 - 216.5 | 200.6 - 265.7 |
| finance director | 123.8 - 163.3 | 160.7 - 212.6 | 196.7 - 260.5 |
| treasury manager | 91.7 - 111.2 | 99.0 - 120.1 | 106.1 - 128.7 |
| vice president finance | 99.7 - 177.3 | 144.1 - 257.8 | 203.1 - 364.8 |
| vice-president internal audit | 124.6 - 166.2 | 157.3 - 210.5 | 192.1 - 257.6 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 67.7 - 81.1 | 72.5 - 86.9 | 77.2 - 92.4 |
| accounting clerk | 42.2 - 48.6 | 44.9 - 51.8 | 47.5 - 54.9 |
| accounting manager | 91.9 - 111.5 | 98.9 - 120.0 | 105.6 - 128.2 |
| accounting specialist | 48.9 - 56.5 | 53.5 - 61.7 | 57.7 - 66.6 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accounting supervisor | 69.7 - 84.5 | 75.0 - 90.9 | 80.1 - 97.1 | 91.4 - 110.8 |
| accounting technician | 56.6 - 67.1 | 61.0 - 72.3 | 65.2 - 77.2 | 74.2 - 87.8 |
| accounts payable clerk | 42.0 - 47.2 | 46.5 - 52.4 | 50.4 - 56.9 | 58.1 - 65.4 |
| accounts payable manager | 82.1 - 99.6 | 89.6 - 108.7 | 96.9 - 117.5 | 113.8 - 138.1 |
| accounts receivable clerk | 44.2 - 49.8 | 48.9 - 55.2 | 53.2 - 60.0 | 61.9 - 69.7 |
| accounts receivable manager | 83.3 - 98.6 | 90.2 - 106.9 | 97.2 - 115.1 | 114.2 - 135.3 |
| analyst - financial planning & analysis | 97.4 - 118.2 | 105.1 - 127.6 | 112.7 - 136.8 | 129.8 - 157.4 |
| billing specialist | 41.7 - 48.6 | 45.5 - 53.2 | 49.1 - 57.4 | 55.7 - 65.1 |
| bookkeeper | 43.3 - 51.2 | 46.8 - 55.4 | 50.2 - 59.4 | 57.5 - 68.0 |
| business analyst | 73.3 - 87.8 | 79.1 - 94.8 | 84.8 - 101.6 | 97.5 - 116.9 |
| compliance officer | 92.0 - 111.7 | 102.7 - 124.7 | 112.9 - 137.0 | 133.6 - 161.9 |
| compliance specialist | 61.3 - 73.5 | 67.5 - 81.0 | 73.4 - 88.0 | 85.4 - 102.4 |
| controller | 95.8 - 170.0 | 135.1 - 241.2 | 176.1 - 315.8 | 193.7 - 363.2 |
| cost accountant | 64.6 - 77.4 | 69.8 - 83.6 | 74.8 - 89.6 | 86.1 - 103.1 |
| credit & collection specialist | 42.5 - 53.9 | 48.7 - 62.1 | 55.3 - 69.5 | 61.4 - 79.2 |
| credit and collections accountant | 42.7 - 45.5 | 42.1 - 49.6 | 45.2 - 53.5 | 51.7 - 61.1 |
| credit and collections manager | 88.3 - 105.8 | 94.7 - 113.5 | 101.0 - 121.1 | 116.4 - 139.6 |
| credit and collections supervisor | 57.0 - 69.3 | 61.6 - 74.8 | 66.0 - 80.2 | 76.2 - 92.5 |
| external auditor | 67.0 - 80.2 | 72.7 - 87.1 | 78.2 - 93.7 | 90.4 - 108.3 |
| financial analyst | 81.3 - 97.3 | 86.9 - 104.1 | 92.5 - 110.8 | 105.2 - 126.0 |
| financial reporting manager | 109.5 - 132.9 | 117.6 - 142.7 | 125.5 - 152.3 | 144.2 - 174.8 |
| internal audit manager | 102.4 - 125.8 | 110.0 - 135.1 | 117.5 - 144.3 | 134.5 - 165.0 |
| internal auditor | 65.2 - 78.1 | 71.9 - 86.2 | 78.4 - 93.9 | 91.6 - 109.8 |
| invoicing clerk | 40.5 - 47.1 | 44.3 - 51.8 | 47.7 - 55.8 | 53.2 - 62.2 |
| payroll clerk | 44.9 - 52.5 | 49.4 - 57.7 | 53.5 - 62.5 | 61.4 - 71.7 |
| payroll director | 84.5 - 114.2 | 106.9 - 144.6 | 135.5 - 183.2 | 149.0 - 210.6 |
| payroll manager | 83.8 - 101.7 | 90.6 - 109.9 | 97.1 - 117.8 | 111.3 - 135.1 |
| payroll specialist | 46.5 - 55.7 | 50.8 - 60.8 | 55.0 - 65.7 | 63.9 - 76.4 |



| | | | | |
|--------------------|--------------|---------------|---------------|---------------|
| payroll supervisor | 58.3 - 69.9 | 63.5 - 76.1 | 68.4 - 82.0 | 79.1 - 94.8 |
| tax analyst | 51.6 - 62.0 | 57.1 - 68.4 | 62.2 - 74.5 | 72.7 - 87.1 |
| tax manager | 97.0 - 119.1 | 104.1 - 127.8 | 111.0 - 136.4 | 127.6 - 156.6 |
| treasury analyst | 68.5 - 82.0 | 73.4 - 87.9 | 78.2 - 93.6 | 88.9 - 106.5 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 82.8 - 118.9 | 107.7 - 154.5 | 134.0 - 192.6 |
| diversity & inclusion director | 83.6 - 115.6 | 105.4 - 146.0 | 131.7 - 182.6 |
| health and safety director | 84.7 - 101.6 | 110.1 - 132.0 | 131.7 - 157.8 |
| human resources director | 91.4 - 126.6 | 116.6 - 161.4 | 144.7 - 200.9 |
| L&D director | 90.9 - 113.0 | 113.7 - 141.2 | 144.7 - 180.0 |
| talent acquisition director | 85.9 - 119.0 | 109.6 - 151.7 | 134.0 - 185.7 |
| total rewards director | 102.7 - 133.9 | 133.4 - 174.0 | 164.9 - 215.8 |
| vice president Human Resources / CHRO | 108.7 - 184.3 | 142.1 - 242.0 | 175.7 - 300.0 |
| human resources | entry | mid | senior |
| benefits administrator | 56.5 - 72.2 | 63.2 - 82.4 | 71.5 - 93.5 |
| compensation and benefits manager | 90.7 - 118.0 | 100.5 - 133.6 | 113.2 - 151.5 |
| compensation specialist | 50.3 - 66.6 | 58.1 - 78.1 | 67.2 - 89.2 |
| diversity & inclusion coordinator | 40.7 - 51.9 | 46.1 - 58.4 | 50.9 - 62.8 |
| health and safety advisor | 60.6 - 78.2 | 69.8 - 91.1 | 80.2 - 103.7 |
| health and safety manager | 73.4 - 95.0 | 82.2 - 108.3 | 92.9 - 122.3 |
| HRIS analyst | 60.5 - 79.5 | 69.2 - 92.4 | 79.5 - 105.2 |
| human resources business partner | 66.3 - 87.0 | 74.2 - 99.2 | 84.0 - 112.4 |
| human resources coordinator | 40.2 - 51.3 | 45.5 - 57.8 | 50.4 - 62.2 |
| human resources generalist | 61.1 - 77.3 | 66.2 - 85.7 | 73.3 - 97.0 |
| human resources manager | 82.2 - 110.1 | 94.9 - 129.1 | 109.9 - 147.9 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| human resources supervisor | 65.1 - 84.3 | 71.6 - 95.0 | 80.4 - 108.5 |
| human resources technician | 48.9 - 63.9 | 54.5 - 72.4 | 61.4 - 82.4 |
| labour relations advisor | 64.9 - 86.2 | 74.1 - 100.4 | 85.3 - 114.6 |
| labour relations manager | 89.3 - 121.3 | 105.1 - 144.5 | 123.2 - 167.3 |
| recruitment coordinator | 40.0 - 52.1 | 46.0 - 60.2 | 52.3 - 67.6 |
| talent acquisition specialist | 60.1 - 78.4 | 66.8 - 88.8 | 75.1 - 100.3 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| counterbalance forklift operator | 20.0 - 23.0 | 21.0 - 25.0 | 24.0 - 28.0 |
| delivery/courier driver | 20.0 - 24.0 | 26.0 - 28.0 | 30.0 - 32.0 |
| electronic parts assembler | 18.0 - 23.0 | 23.0 - 25.0 | 25.0 - 28.0 |
| forklift operator | 21.0 - 24.0 | 26.0 - 28.0 | 30.0 - 32.0 |
| general labourer - heavy | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| general labourer - light | 18.0 - 20.0 | 18.0 - 23.0 | 21.0 - 24.0 |
| inventory control clerk | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| janitor/custodian | 20.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| machine operator | 20.0 - 24.0 | 26.0 - 28.0 | 30.0 - 32.0 |
| machine operator assistant | 18.0 - 22.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| manufacturing worker | 18.0 - 22.0 | 20.0 - 25.0 | 23.0 - 28.0 |
| material handler | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| order/cherry picker forklift operator | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| packaging labourer | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| parts clerk | 19.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| parts manager | 23.0 - 30.0 | 26.0 - 34.0 | 29.0 - 39.0 |
| picker/packer | 18.0 - 22.0 | 21.0 - 25.0 | 23.0 - 28.0 |
| print press operator | 20.0 - 23.0 | 21.0 - 25.0 | 24.0 - 28.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| production labourer | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| reach truck operator | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| shipper/receiver | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| shipping and receiving clerk | 19.0 - 23.0 | 21.0 - 26.0 | 24.0 - 30.0 |
| warehouse labourer | 18.0 - 22.0 | 20.0 - 25.0 | 23.0 - 26.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 72.4 - 95.7 | 83.5 - 112.1 | 96.5 - 127.2 |
| automation engineer | 63.7 - 84.1 | 72.2 - 97.2 | 82.6 - 110.5 |
| buyer | 58.1 - 76.1 | 66.1 - 88.2 | 75.8 - 101.1 |
| chemical engineer | 81.5 - 108.1 | 91.3 - 123.2 | 103.1 - 138.7 |
| chemical technician | 54.3 - 70.8 | 60.4 - 80.3 | 68.2 - 91.7 |
| cmm programmer | 48.9 - 64.0 | 55.6 - 73.9 | 63.5 - 83.4 |
| coating inspector | 38.9 - 50.7 | 44.0 - 58.3 | 50.1 - 66.3 |
| commissioning and start up engineer | 60.5 - 80.9 | 69.7 - 94.7 | 80.6 - 104.7 |
| continuous improvement engineer | 74.7 - 97.6 | 83.2 - 110.5 | 93.5 - 123.6 |
| controls designer/engineer | 53.9 - 71.9 | 61.9 - 83.7 | 71.2 - 95.5 |
| demand planner | 48.7 - 67.2 | 58.5 - 80.9 | 69.0 - 92.6 |
| electrical engineer | 78.0 - 103.3 | 88.8 - 119.9 | 102.0 - 137.2 |
| electrical engineering technician | 56.7 - 72.6 | 64.7 - 84.0 | 73.9 - 95.3 |
| electrical test engineer | 71.9 - 95.8 | 82.5 - 112.2 | 95.5 - 128.7 |
| estimation engineer | 71.6 - 95.4 | 82.2 - 111.7 | 95.1 - 128.1 |
| estimator | 60.6 - 79.0 | 67.3 - 89.6 | 75.8 - 101.1 |
| field service engineer | 52.4 - 69.4 | 59.6 - 80.4 | 68.4 - 92.7 |
| general inspector | 51.2 - 67.3 | 57.6 - 76.6 | 64.9 - 85.8 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| health and safety specialist | 68.9 - 90.4 | 78.7 - 105.2 | 90.6 - 119.8 |
| HVAC drafter | 53.1 - 68.1 | 59.7 - 77.5 | 67.2 - 86.7 |
| HVAC engineer | 57.0 - 75.8 | 65.2 - 88.1 | 74.9 - 100.0 |
| industrial engineer | 71.3 - 92.9 | 79.2 - 105.0 | 88.9 - 117.4 |
| inventory analyst | 51.1 - 66.3 | 57.5 - 76.0 | 65.3 - 86.5 |
| logistics specialist | 58.8 - 78.2 | 67.2 - 91.0 | 77.3 - 103.5 |
| manufacturing engineer | 66.7 - 88.1 | 75.7 - 101.9 | 86.6 - 115.5 |
| mechanical designer | 52.0 - 68.7 | 59.9 - 79.9 | 68.6 - 90.0 |
| mechanical drafter | 51.0 - 66.3 | 57.4 - 76.4 | 65.9 - 89.1 |
| mechanical engineer | 73.2 - 96.8 | 83.0 - 111.8 | 95.0 - 127.2 |
| mechanical engineering technician | 51.1 - 66.9 | 58.2 - 77.3 | 66.4 - 86.9 |
| planner/scheduler | 39.7 - 50.6 | 45.1 - 58.0 | 51.1 - 65.3 |
| process engineer | 62.1 - 82.5 | 71.0 - 96.1 | 81.7 - 109.0 |
| production planner | 48.9 - 64.7 | 56.4 - 75.1 | 64.4 - 83.7 |
| project engineer | 89.7 - 114.9 | 97.3 - 127.1 | 107.2 - 141.7 |
| project manager | 75.5 - 104.3 | 87.8 - 123.0 | 102.2 - 140.4 |
| QA/QC inspector | 38.2 - 48.6 | 42.5 - 55.3 | 48.1 - 62.6 |
| quality assurance manager | 79.1 - 102.8 | 87.4 - 115.7 | 97.8 - 129.6 |
| quality assurance/control technician | 61.9 - 81.0 | 70.4 - 93.6 | 80.4 - 105.9 |
| quality control engineer | 68.9 - 91.2 | 78.3 - 105.3 | 89.4 - 119.1 |
| quality control technician | 40.0 - 51.5 | 44.5 - 58.3 | 50.0 - 65.2 |
| quality director | 88.4 - 119.5 | 111.9 - 151.2 | 135.7 - 183.6 |
| quality inspector | 39.5 - 50.4 | 44.1 - 57.5 | 49.9 - 64.9 |
| safety inspector | 62.8 - 82.0 | 71.1 - 94.2 | 80.7 - 106.2 |
| SCADA engineer | 64.6 - 85.8 | 73.8 - 99.7 | 84.8 - 113.4 |
| sourcing engineer | 55.8 - 74.1 | 63.7 - 86.2 | 73.4 - 98.3 |
| stationary engineer | 54.0 - 69.0 | 59.3 - 77.1 | 65.8 - 85.6 |
| supply chain analyst | 49.2 - 65.6 | 56.4 - 76.3 | 64.8 - 86.7 |



industrial management

| | | | |
|---------------------------|---------------|---------------|---------------|
| director of operations | 123.3 - 164.7 | 162.0 - 217.2 | 205.6 - 275.7 |
| engineering manager | 84.3 - 113.5 | 96.3 - 131.9 | 110.9 - 150.3 |
| health and safety manager | 60.6 - 80.0 | 85.0 - 110.0 | 120.0 - 150.0 |
| inventory control manager | 64.2 - 82.0 | 73.8 - 94.3 | 87.7 - 108.9 |
| machining manager | 71.3 - 83.5 | 80.2 - 94.1 | 91.8 - 111.9 |
| maintenance manager | 95.4 - 100.5 | 97.6 - 122.2 | 105.7 - 143.2 |
| maintenance supervisor | 85.4 - 98.4 | 89.9 - 110.9 | 92.3 - 126.8 |
| manufacturing director | 107.5 - 130.4 | 139.5 - 169.0 | 171.6 - 208.5 |
| operations manager | 77.6 - 105.8 | 88.8 - 122.8 | 101.8 - 138.6 |
| plant manager | 93.7 - 130.5 | 112.4 - 158.4 | 134.0 - 184.8 |
| procurement director | 98.5 - 130.0 | 131.3 - 173.3 | 159.7 - 211.5 |
| production manager | 82.2 - 99.8 | 92.4 - 120.1 | 112.5 - 139.8 |
| production supervisor | 59.9 - 79.3 | 71.2 - 98.9 | 92.3 - 114.5 |
| program manager | 70.3 - 90.9 | 80.0 - 105.2 | 91.5 - 150.0 |
| project director | 110.3 - 133.9 | 137.9 - 167.2 | 166.0 - 201.8 |
| purchasing manager | 93.7 - 123.7 | 105.9 - 141.9 | 120.2 - 159.3 |
| site supervisor | 76.8 - 100.5 | 84.2 - 112.4 | 93.8 - 126.3 |
| supply chain manager | 79.8 - 106.6 | 91.8 - 124.1 | 105.2 - 139.2 |
| warehouse manager | 69.6 - 84.3 | 78.9 - 97.3 | 93.4 - 112.1 |
| warehouse supervisor | 56.9 - 69.9 | 67.7 - 79.9 | 75.8 - 96.6 |

skilled trades

| | | | |
|--------------------------|-------------|-------------|-------------|
| CNC machinist | 40.6 - 52.8 | 45.7 - 60.3 | 51.7 - 68.0 |
| CNC programmer | 52.8 - 70.2 | 60.2 - 81.3 | 69.0 - 93.1 |
| conventional machinist | 42.1 - 55.3 | 48.2 - 64.0 | 55.2 - 73.1 |
| electrician | 70.7 - 80.8 | 78.3 - 87.3 | 86.8 - 89.4 |
| electronics technician | 54.3 - 70.3 | 60.9 - 80.1 | 68.8 - 90.3 |
| field service technician | 50.4 - 66.1 | 58.4 - 77.0 | 67.0 - 87.6 |



| | | | |
|--------------------------|-------------|-------------|-------------|
| heavy equipment mechanic | 54.1 - 68.5 | 59.8 - 79.9 | 68.7 - 91.1 |
| maintenance mechanic | 52.1 - 61.4 | 55.5 - 71.2 | 63.5 - 81.2 |
| millwright | 74.8 - 81.2 | 79.1 - 89.4 | 87.3 - 94.6 |
| welder | 47.8 - 56.5 | 54.1 - 64.4 | 62.4 - 82.2 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 69.9 - 90.3 | 78.1 - 102.9 | 88.3 - 116.2 |
| application support analyst | 60.6 - 79.9 | 69.6 - 92.3 | 79.1 - 104.0 |
| automation tester | 47.9 - 64.1 | 56.0 - 75.7 | 65.2 - 86.3 |
| C++/ embedded software engineer | 69.7 - 90.2 | 78.0 - 102.8 | 88.2 - 116.0 |
| devops - development | 65.0 - 87.2 | 75.3 - 102.8 | 87.6 - 117.5 |
| ERP developer | 69.7 - 90.0 | 77.9 - 102.6 | 88.1 - 116.4 |
| front-end developer | 65.0 - 85.3 | 74.3 - 99.2 | 85.4 - 113.2 |
| full stack developer | 74.6 - 98.0 | 85.3 - 114.0 | 98.0 - 129.5 |
| java developer | 68.3 - 88.3 | 76.4 - 100.6 | 86.3 - 113.4 |
| machine learning developer | 76.3 - 113.3 | 102.3 - 142.2 | 122.4 - 146.8 |
| mobile application developer (iOS/android) | 62.5 - 95.6 | 87.1 - 122.0 | 105.1 - 125.9 |
| quality assurance manager | 80.6 - 106.6 | 91.5 - 123.2 | 104.5 - 139.4 |
| RPA developer | 51.2 - 67.6 | 58.8 - 78.5 | 67.5 - 88.3 |
| SQL database developer | 61.6 - 82.1 | 70.8 - 96.1 | 81.8 - 109.7 |
| technical lead | 105.0 - 141.6 | 120.3 - 164.5 | 138.0 - 186.4 |
| UI/UX designer | 65.6 - 84.5 | 73.0 - 95.8 | 82.1 - 107.2 |
| architecture | | | |
| application architect | 99.3 - 132.1 | 111.7 - 151.6 | 127.3 - 173.7 |
| architect (enterprise) | 92.5 - 124.6 | 105.8 - 144.9 | 121.7 - 166.5 |
| architect (solutions/technical) | 81.9 - 102.4 | 91.8 - 116.7 | 103.7 - 131.1 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| cloud architect | 88.1 - 110.7 | 99.5 - 127.1 | 113.0 - 142.7 |
| data & analytics | | | |
| BI data architect | 89.1 - 119.6 | 99.7 - 136.2 | 112.8 - 153.6 |
| big data engineer | 79.5 - 104.0 | 88.9 - 118.6 | 100.5 - 134.3 |
| business intelligence developer | 66.6 - 86.3 | 74.7 - 98.3 | 84.3 - 110.2 |
| data analyst | 65.9 - 88.0 | 75.8 - 103.0 | 87.6 - 117.1 |
| data architect | 72.5 - 95.8 | 83.5 - 112.2 | 96.6 - 128.2 |
| data engineer | 68.5 - 91.6 | 78.9 - 107.2 | 91.2 - 121.8 |
| data scientist | 75.3 - 101.2 | 87.3 - 119.1 | 101.3 - 135.5 |
| database administrator | 70.7 - 96.2 | 83.5 - 115.0 | 98.1 - 132.3 |
| leadership/business technology | | | |
| business analyst | 68.1 - 88.0 | 76.2 - 100.4 | 86.2 - 113.4 |
| networking/infrastructure | | | |
| cloud engineer | 75.7 - 100.7 | 88.1 - 118.7 | 102.1 - 134.5 |
| devops - infrastructure | 76.6 - 105.7 | 89.2 - 124.6 | 103.4 - 140.7 |
| help desk analyst | 49.8 - 65.1 | 56.4 - 74.7 | 64.2 - 84.6 |
| information security engineer | 71.7 - 95.8 | 82.5 - 112.1 | 95.4 - 127.8 |
| information security manager | 92.8 - 122.2 | 104.6 - 140.4 | 119.2 - 159.7 |
| information systems analyst | 61.8 - 79.8 | 69.0 - 90.8 | 77.9 - 102.6 |
| network administrator | 60.7 - 81.1 | 69.9 - 95.0 | 80.9 - 108.6 |
| network engineer | 68.9 - 91.8 | 79.0 - 107.4 | 91.5 - 123.3 |
| systems administrator | 69.1 - 90.7 | 79.0 - 105.5 | 90.8 - 120.5 |
| tech support | 63.2 - 82.3 | 71.4 - 94.4 | 81.1 - 107.1 |
| project management | | | |
| business systems analyst | 67.5 - 88.7 | 77.3 - 103.4 | 89.0 - 118.4 |
| ERP project manager | 91.6 - 122.2 | 99.9 - 136.1 | 110.8 - 152.4 |
| organizational development manager | 65.3 - 87.9 | 76.1 - 104.8 | 89.6 - 122.7 |
| product owner | 76.8 - 101.1 | 88.0 - 117.5 | 101.0 - 132.7 |



| | | | |
|----------------------------------|--------------|---------------|---------------|
| product owner/manager | 78.3 - 107.8 | 90.9 - 127.1 | 105.7 - 145.6 |
| project coordinator | 64.8 - 80.3 | 71.8 - 90.7 | 80.6 - 102.1 |
| project manager (infrastructure) | 93.7 - 126.9 | 106.3 - 146.7 | 121.8 - 168.2 |
| project manager (software) | 92.9 - 123.2 | 104.0 - 140.5 | 117.6 - 159.1 |
| scrum master | 71.8 - 93.4 | 81.0 - 107.3 | 92.2 - 122.4 |
| technical writer | 59.0 - 76.6 | 68.7 - 90.3 | 79.7 - 102.6 |



greater vancouver

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative assistant | 42.5 - 54.7 | 47.4 - 62.2 | 53.5 - 70.2 |
| administrative assistant (bilingual) | 46.5 - 54.7 | 51.4 - 62.2 | 60.5 - 74.2 |
| administrative manager | 66.9 - 85.8 | 72.8 - 95.2 | 80.4 - 106.2 |
| benefits clerk | 41.6 - 53.2 | 47.6 - 61.5 | 54.2 - 69.7 |
| claims supervisor | 67.1 - 87.6 | 74.9 - 99.9 | 84.8 - 114.0 |
| data entry clerk | 40.9 - 46.5 | 41.9 - 52.8 | 46.8 - 54.0 |
| dispatcher | 43.7 - 55.6 | 49.6 - 63.7 | 56.1 - 71.8 |
| document controller | 35.9 - 46.0 | 41.6 - 52.6 | 46.6 - 53.8 |
| document services specialist | 39.3 - 43.9 | 44.8 - 50.2 | 44.5 - 51.3 |
| documentation specialist | 40.9 - 53.6 | 48.9 - 62.2 | 55.2 - 63.6 |
| executive assistant | 65.9 - 83.3 | 71.2 - 98.2 | 82.6 - 111.6 |
| executive assistant (bilingual) | 69.9 - 83.3 | 76.2 - 98.2 | 88.6 - 111.6 |
| file clerk | 39.7 - 49.0 | 44.6 - 56.3 | 49.8 - 57.5 |
| HR administrator | 52.0 - 67.8 | 58.8 - 78.0 | 67.0 - 88.7 |
| human resources assistant | 44.2 - 56.2 | 50.0 - 63.3 | 55.2 - 68.1 |
| invoicing clerk | 40.1 - 51.2 | 45.7 - 58.2 | 50.9 - 63.3 |
| lease administrator | 54.1 - 70.3 | 62.3 - 81.6 | 71.2 - 92.8 |
| legal assistant | 55.9 - 70.0 | 61.0 - 84.1 | 71.5 - 95.0 |
| logistics coordinator | 52.4 - 69.0 | 61.0 - 80.8 | 70.3 - 91.9 |
| mailroom clerk | 40.8 - 47.2 | 42.8 - 52.4 | 46.8 - 53.3 |
| office clerk | 41.1 - 50.6 | 45.2 - 56.3 | 49.9 - 62.3 |
| office manager | 59.9 - 77.5 | 65.8 - 86.5 | 73.1 - 96.6 |



| | | | |
|--------------------------|-------------|--------------|--------------|
| order clerk | 36.3 - 45.8 | 41.3 - 52.2 | 46.3 - 57.5 |
| payroll administrator | 50.2 - 65.2 | 56.9 - 75.3 | 65.0 - 85.9 |
| project coordinator | 49.3 - 64.3 | 55.7 - 73.7 | 63.3 - 83.3 |
| property administrator | 44.8 - 58.4 | 50.2 - 66.9 | 57.2 - 77.0 |
| property manager | 69.9 - 92.7 | 79.8 - 107.9 | 91.9 - 123.7 |
| receptionist | 36.1 - 45.1 | 40.0 - 50.9 | 44.8 - 57.7 |
| receptionist (bilingual) | 45.1 - 52.1 | 50.0 - 56.9 | 55.8 - 60.7 |
| service coordinator | 41.4 - 53.3 | 46.3 - 60.8 | 52.3 - 69.1 |
| supply clerk | 39.2 - 49.7 | 44.2 - 56.2 | 49.2 - 61.6 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 65.0 - 81.2 | 70.4 - 92.1 | 79.1 - 110.0 |
| bilingual customer loyalty agent | 40.2 - 52.8 | 46.0 - 61.0 | 52.5 - 69.3 |
| bilingual customer service manager | 84.9 - 111.5 | 95.4 - 127.7 | 108.8 - 145.9 |
| bilingual customer service representative | 40.2 - 52.8 | 46.0 - 61.0 | 52.5 - 69.3 |
| bilingual customer service supervisor | 65.1 - 85.3 | 73.0 - 97.4 | 82.6 - 110.5 |
| bilingual customer service team lead | 42.0 - 48.0 | 48.0 - 56.0 | 56.0 - 66.0 |
| bilingual customer service trainer | 47.7 - 62.7 | 54.6 - 73.0 | 62.9 - 83.2 |
| bilingual e-chat representative | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| bilingual help desk representative - level 1 | 52.0 - 68.7 | 59.4 - 79.1 | 67.3 - 88.7 |
| bilingual inside sales manager | 69.5 - 92.7 | 78.7 - 106.3 | 89.3 - 118.3 |
| bilingual inside sales representative | 51.0 - 63.3 | 54.8 - 69.2 | 59.9 - 77.3 |
| bilingual insurance advisor | 57.1 - 71.2 | 60.6 - 75.9 | 64.9 - 83.9 |
| bilingual junior collection agent | 40.0 - 50.0 | 50.0 - 55.0 | 55.0 - 65.0 |
| bilingual survey agent | 36.1 - 45.9 | 41.6 - 52.6 | 46.6 - 57.4 |
| bilingual telemarketing agent | 36.1 - 45.9 | 41.6 - 52.6 | 46.6 - 57.4 |



| | | | |
|--------------------------------|-------------|-------------|-------------|
| bilingual telephone dispatcher | 43.7 - 55.6 | 49.6 - 63.7 | 56.1 - 71.8 |
| bilingual workforce planner | 50.3 - 63.5 | 54.3 - 70.1 | 59.9 - 79.0 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 163.7 - 283.5 | 238.5 - 414.8 | 332.1 - 577.7 |
| director - financial planning & analysis | 146.5 - 190.3 | 185.1 - 241.4 | 224.6 - 293.0 |
| finance director | 142.2 - 184.8 | 182.0 - 237.3 | 220.4 - 287.6 |
| treasury manager | 105.7 - 128.1 | 114.1 - 138.1 | 122.2 - 147.6 |
| vice president finance | 115.7 - 201.0 | 165.4 - 286.4 | 228.6 - 397.3 |
| vice-president internal audit | 143.0 - 187.9 | 178.4 - 235.1 | 215.5 - 284.5 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 73.2 - 87.7 | 78.4 - 93.9 | 83.4 - 99.9 |
| accounting clerk | 45.0 - 51.9 | 47.9 - 55.2 | 50.7 - 58.5 |
| accounting manager | 106.0 - 128.4 | 114.0 - 137.9 | 121.7 - 147.0 |
| accounting specialist | 53.0 - 61.1 | 57.9 - 66.7 | 62.4 - 71.9 |
| accounting supervisor | 75.4 - 91.4 | 81.0 - 98.2 | 86.5 - 104.9 |
| accounting technician | 61.2 - 72.5 | 66.0 - 78.1 | 70.5 - 83.4 |
| accounts payable clerk | 44.8 - 50.4 | 49.6 - 55.8 | 53.8 - 60.6 |
| accounts payable manager | 94.6 - 114.8 | 103.3 - 125.2 | 111.7 - 135.2 |
| accounts receivable clerk | 47.2 - 53.2 | 52.2 - 58.8 | 56.7 - 63.9 |
| accounts receivable manager | 96.0 - 113.7 | 104.1 - 123.1 | 112.1 - 132.5 |
| analyst - financial planning & analysis | 112.3 - 135.9 | 121.2 - 146.4 | 129.7 - 156.4 |
| assistant controller | 91.5 - 129.2 | 107.7 - 134.6 | 129.2 - 144.3 |
| billing specialist | 44.5 - 51.9 | 48.6 - 56.7 | 52.4 - 61.1 |
| bookkeeper | 46.2 - 54.6 | 50.0 - 59.0 | 53.5 - 63.2 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| business analyst | 84.7 - 101.5 | 91.5 - 109.6 | 98.1 - 117.5 | 112.8 - 134.9 |
| compliance officer | 97.9 - 118.6 | 109.1 - 132.1 | 119.8 - 144.9 | 141.4 - 170.7 |
| compliance specialist | 65.4 - 78.4 | 72.1 - 86.3 | 78.3 - 93.8 | 90.9 - 108.9 |
| controller | 110.5 - 178.2 | 154.5 - 198.4 | 197.2 - 242.3 | 217.0 - 278.6 |
| cost accountant | 69.8 - 83.6 | 75.4 - 90.3 | 80.8 - 96.8 | 93.0 - 126.7 |
| credit & collection specialist | 45.8 - 58.0 | 52.5 - 66.8 | 59.5 - 74.8 | 64.5 - 81.2 |
| credit and collections accountant | 41.2 - 48.6 | 44.8 - 52.9 | 48.3 - 56.9 | 55.1 - 71.3 |
| credit and collections manager | 101.8 - 121.9 | 109.2 - 130.6 | 116.4 - 139.2 | 133.9 - 159.4 |
| credit and collections supervisor | 60.6 - 73.4 | 65.3 - 79.2 | 70.0 - 84.9 | 80.8 - 97.9 |
| external auditor | 72.4 - 86.7 | 78.5 - 94.1 | 84.5 - 101.2 | 97.6 - 116.9 |
| financial analyst | 87.8 - 105.2 | 93.9 - 112.5 | 99.9 - 119.7 | 113.6 - 135.9 |
| financial reporting manager | 126.1 - 152.2 | 135.2 - 162.8 | 144.1 - 173.0 | 164.4 - 197.1 |
| internal audit manager | 118.0 - 144.3 | 126.7 - 154.6 | 135.1 - 164.5 | 153.9 - 186.6 |
| internal auditor | 70.4 - 84.4 | 77.7 - 93.1 | 84.6 - 101.4 | 99.0 - 118.5 |
| invoicing clerk | 43.1 - 50.3 | 47.3 - 55.2 | 50.9 - 59.4 | 56.7 - 66.2 |
| payroll clerk | 48.0 - 55.9 | 52.7 - 61.5 | 57.1 - 66.6 | 65.4 - 76.4 |
| payroll director | 97.4 - 131.4 | 123.2 - 164.8 | 155.0 - 206.0 | 170.5 - 236.9 |
| payroll manager | 96.6 - 117.2 | 104.4 - 126.6 | 112.0 - 135.5 | 128.2 - 154.6 |
| payroll specialist | 54.1 - 64.4 | 58.9 - 70.2 | 63.6 - 75.8 | 73.8 - 88.1 |
| payroll supervisor | 61.9 - 74.1 | 67.3 - 80.6 | 72.5 - 86.9 | 83.8 - 115.3 |
| tax analyst | 55.9 - 67.0 | 61.7 - 73.9 | 67.2 - 80.5 | 78.6 - 94.1 |
| tax manager | 111.8 - 137.0 | 119.9 - 146.6 | 127.9 - 155.9 | 146.3 - 177.7 |
| treasury analyst | 74.0 - 88.7 | 79.3 - 95.0 | 84.5 - 101.2 | 96.1 - 115.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 95.5 - 136.4 | 123.9 - 174.6 | 152.8 - 215.3 |



british columbia

| | | | |
|---------------------------------------|---------------|---------------|---------------|
| diversity & inclusion director | 90.6 - 125.0 | 114.2 - 156.9 | 142.0 - 195.0 |
| health and safety director | 97.7 - 117.0 | 126.6 - 150.6 | 150.3 - 178.2 |
| human resources director | 105.4 - 144.8 | 133.9 - 182.0 | 164.3 - 224.0 |
| L&D director | 104.8 - 129.8 | 130.6 - 160.5 | 164.2 - 201.9 |
| talent acquisition director | 99.1 - 136.4 | 126.1 - 171.7 | 152.8 - 208.0 |
| total rewards director | 118.3 - 152.7 | 152.2 - 195.5 | 185.8 - 239.7 |
| vice president Human Resources / CHRO | 125.0 - 206.3 | 161.3 - 266.9 | 197.1 - 327.2 |
| human resources | entry | mid | senior |
| benefits administrator | 60.2 - 77.0 | 67.4 - 87.7 | 76.2 - 99.4 |
| compensation and benefits manager | 104.5 - 135.4 | 115.8 - 152.4 | 130.1 - 171.5 |
| compensation specialist | 53.7 - 71.1 | 62.0 - 83.2 | 71.7 - 94.9 |
| diversity & inclusion coordinator | 43.5 - 55.4 | 49.3 - 62.3 | 54.4 - 67.0 |
| health and safety advisor | 64.1 - 82.6 | 73.7 - 96.1 | 84.7 - 109.3 |
| health and safety manager | 84.7 - 109.5 | 94.7 - 124.6 | 107.1 - 140.2 |
| HRIS analyst | 69.9 - 91.8 | 80.0 - 106.8 | 91.9 - 121.5 |
| human resources business partner | 70.7 - 92.5 | 79.1 - 105.4 | 89.5 - 119.1 |
| human resources coordinator | 43.1 - 54.9 | 48.8 - 61.8 | 53.9 - 66.5 |
| human resources generalist | 65.1 - 82.4 | 70.6 - 91.3 | 78.1 - 103.0 |
| human resources manager | 94.8 - 126.6 | 109.3 - 147.5 | 126.3 - 167.6 |
| human resources supervisor | 69.4 - 89.7 | 76.4 - 100.9 | 85.6 - 115.1 |
| human resources technician | 52.4 - 68.3 | 58.3 - 77.5 | 65.7 - 88.2 |
| labour relations advisor | 69.2 - 91.8 | 78.9 - 106.6 | 90.8 - 121.4 |
| labour relations manager | 103.0 - 139.0 | 120.9 - 164.0 | 141.1 - 188.3 |
| recruitment coordinator | 42.9 - 55.8 | 49.3 - 64.4 | 56.0 - 72.4 |
| talent acquisition specialist | 64.1 - 83.5 | 71.2 - 94.5 | 80.1 - 106.5 |

industrial support

| | entry | mid | senior |
|--|-------|-----|--------|
| | | | |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| counterbalance forklift operator | 18.5 - 23.0 | 20.0 - 25.0 | 22.0 - 29.0 |
| delivery/courier driver | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 29.0 |
| electronic parts assembler | 19.0 - 24.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| forklift operator | 18.5 - 24.0 | 21.0 - 27.0 | 24.0 - 30.0 |
| general labourer - heavy | 20.0 - 25.0 | 22.0 - 28.0 | 25.0 - 29.0 |
| general labourer - light | 18.0 - 21.0 | 19.0 - 25.0 | 22.0 - 25.0 |
| industrial painter | 18.0 - 23.0 | 21.0 - 27.0 | 23.0 - 30.0 |
| inventory control clerk | 19.0 - 24.0 | 21.0 - 27.0 | 24.0 - 30.0 |
| machine operator | 20.0 - 26.0 | 22.0 - 30.0 | 26.0 - 34.0 |
| machine operator assistant | 19.0 - 24.0 | 22.0 - 28.0 | 25.0 - 30.0 |
| manufacturing worker | 18.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| material handler | 18.0 - 24.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| moulding machine operator | 20.0 - 26.0 | 23.0 - 30.0 | 26.0 - 33.0 |
| order/cherry picker forklift operator | 19.0 - 24.0 | 22.0 - 28.0 | 25.0 - 30.0 |
| packaging labourer | 18.0 - 23.0 | 21.0 - 26.0 | 24.0 - 29.0 |
| parts clerk | 18.0 - 23.0 | 20.0 - 26.0 | 22.0 - 29.0 |
| parts manager | 25.0 - 32.0 | 28.0 - 36.0 | 31.0 - 41.0 |
| picker/packer | 18.0 - 21.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| print press operator | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| production labourer | 18.0 - 22.0 | 20.0 - 26.0 | 23.0 - 27.0 |
| reach truck operator | 19.0 - 24.0 | 21.0 - 27.0 | 24.0 - 31.0 |
| scissor lift operator | 20.0 - 23.0 | 22.0 - 25.0 | 24.0 - 27.0 |
| shipper/receiver | 20.0 - 25.0 | 22.0 - 28.0 | 24.0 - 31.0 |
| shipping and receiving clerk | 20.0 - 25.0 | 22.0 - 28.0 | 25.0 - 32.0 |
| warehouse labourer | 19.0 - 24.0 | 22.0 - 27.0 | 24.0 - 28.0 |



technologies

| | entry | mid | senior |
|--|---------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 80.8 - 104.5 | 90.3 - 118.9 | 102.1 - 133.8 |
| application support analyst | 70.1 - 92.3 | 80.4 - 106.7 | 91.5 - 120.1 |
| automation tester | 51.0 - 68.0 | 59.5 - 80.3 | 69.2 - 91.4 |
| C++/ embedded software engineer | 80.6 - 104.3 | 90.2 - 118.7 | 102.0 - 133.6 |
| devops - development | 75.1 - 100.8 | 87.1 - 118.8 | 101.4 - 135.3 |
| ERP developer | 80.6 - 104.1 | 90.0 - 118.5 | 101.9 - 134.1 |
| front-end developer | 75.1 - 98.7 | 85.9 - 114.7 | 98.8 - 130.5 |
| full stack developer | 86.2 - 113.3 | 98.7 - 131.4 | 113.3 - 148.4 |
| java developer | 78.9 - 102.1 | 88.3 - 116.3 | 99.8 - 130.7 |
| machine learning developer | 88.2 - 130.6 | 118.2 - 162.0 | 140.7 - 166.9 |
| mobile application developer (iOS/android) | 72.3 - 110.5 | 100.7 - 140.2 | 121.4 - 144.6 |
| quality assurance manager | 92.9 - 122.7 | 105.5 - 141.1 | 120.4 - 158.6 |
| SQL database developer | 71.2 - 95.0 | 81.8 - 111.1 | 94.6 - 126.6 |
| technical lead | 120.8 - 160.9 | 137.9 - 185.4 | 157.1 - 208.6 |
| UI/UX designer | 75.8 - 97.8 | 84.4 - 110.8 | 94.9 - 123.7 |
| architecture | | | |
| application architect | 114.4 - 150.7 | 128.4 - 171.5 | 145.5 - 195.2 |
| architect (enterprise) | 107.0 - 143.0 | 122.2 - 164.9 | 139.9 - 188.0 |
| architect (solutions/technical) | 94.7 - 118.3 | 106.2 - 134.4 | 119.8 - 150.1 |
| cloud architect | 101.9 - 127.7 | 115.0 - 145.8 | 130.3 - 162.6 |
| data & analytics | | | |
| BI data architect | 101.6 - 135.7 | 113.6 - 153.7 | 128.2 - 172.1 |
| big data engineer | 92.0 - 120.2 | 102.8 - 136.5 | 116.2 - 153.6 |
| business intelligence developer | 77.0 - 99.8 | 86.3 - 113.7 | 97.5 - 127.1 |
| data analyst | 76.2 - 101.7 | 87.7 - 119.0 | 101.3 - 134.9 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| data architect | 82.9 - 109.3 | 95.4 - 127.7 | 110.2 - 145.2 |
| data engineer | 79.2 - 105.9 | 91.2 - 123.7 | 105.4 - 140.1 |
| data scientist | 86.0 - 115.4 | 99.7 - 135.3 | 115.6 - 153.0 |
| database administrator | 81.8 - 111.2 | 96.5 - 132.5 | 113.4 - 151.4 |
| leadership/business technology | | | |
| business analyst | 78.7 - 101.8 | 88.1 - 116.0 | 99.6 - 130.8 |
| IT director | 117.4 - 155.1 | 147.6 - 193.9 | 182.0 - 240.3 |
| IT manager | 104.1 - 137.4 | 118.5 - 158.3 | 135.7 - 180.0 |
| networking/infrastructure | | | |
| cloud engineer | 87.5 - 116.4 | 101.9 - 136.6 | 118.0 - 153.8 |
| devops - infrastructure | 88.5 - 122.1 | 103.2 - 143.0 | 119.4 - 160.4 |
| help desk analyst | 57.9 - 75.2 | 65.3 - 86.4 | 74.2 - 97.9 |
| information security engineer | 82.9 - 110.7 | 95.4 - 129.3 | 110.3 - 146.6 |
| information security manager | 106.9 - 140.0 | 120.5 - 159.7 | 136.7 - 180.2 |
| information security specialist | 66.3 - 87.0 | 75.7 - 101.1 | 87.0 - 114.6 |
| information systems analyst | 71.4 - 92.2 | 79.7 - 105.0 | 90.1 - 118.5 |
| linux/unix administrator | 89.3 - 115.9 | 100.5 - 132.6 | 114.3 - 149.9 |
| network administrator | 70.2 - 93.7 | 80.8 - 109.8 | 93.4 - 125.3 |
| network engineer | 79.6 - 106.1 | 91.4 - 124.0 | 105.8 - 141.7 |
| systems administrator | 79.9 - 104.9 | 91.3 - 121.9 | 105.0 - 138.6 |
| tech support | 73.1 - 95.1 | 82.5 - 109.1 | 93.7 - 123.6 |
| project management | | | |
| business systems analyst | 78.0 - 102.6 | 89.3 - 119.5 | 103.0 - 136.3 |
| ERP project manager | 105.6 - 140.0 | 115.2 - 155.0 | 127.4 - 172.5 |
| product owner | 88.8 - 116.8 | 101.8 - 135.3 | 116.7 - 151.9 |
| product owner/manager | 83.5 - 114.8 | 96.9 - 135.1 | 112.6 - 154.3 |
| project coordinator | 74.9 - 92.8 | 83.0 - 104.8 | 93.1 - 118.0 |
| project manager (infrastructure) | 108.0 - 145.2 | 122.3 - 166.3 | 139.5 - 189.3 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| project manager (software) | 107.1 - 141.1 | 119.7 - 159.7 | 135.0 - 179.6 |
| scrum master | 83.0 - 108.0 | 93.7 - 123.9 | 106.6 - 140.6 |
| technical writer | 63.1 - 82.0 | 73.5 - 96.6 | 85.3 - 109.6 |



greater victoria

business support & operations

| administrative professionals | entry | mid | senior |
|---------------------------------|--------------|---------------|---------------|
| administrative analyst | 51.2 - 66.7 | 56.9 - 75.6 | 64.0 - 85.4 |
| administrative assistant | 48.0 - 52.0 | 52.0 - 60.0 | 60.0 - 70.0 |
| administrative manager | 58.2 - 74.8 | 63.4 - 83.0 | 70.1 - 92.6 |
| benefits clerk | 39.1 - 50.1 | 44.7 - 57.8 | 51.0 - 65.6 |
| buyer assistant | 39.9 - 51.6 | 46.2 - 59.6 | 52.2 - 65.6 |
| claims supervisor | 63.3 - 82.9 | 70.8 - 94.6 | 80.3 - 108.2 |
| contracts administrator | 95.1 - 120.1 | 106.3 - 136.9 | 120.4 - 155.7 |
| data entry clerk | 35.4 - 44.2 | 39.9 - 50.2 | 44.5 - 51.4 |
| dispatcher | 40.8 - 52.1 | 46.3 - 59.8 | 52.5 - 67.4 |
| document controller | 34.1 - 43.2 | 39.2 - 49.4 | 43.8 - 50.6 |
| document services specialist | 32.7 - 41.3 | 37.5 - 47.2 | 41.8 - 48.2 |
| documentation specialist | 38.6 - 50.4 | 46.0 - 58.5 | 51.9 - 59.8 |
| donor relations coordinator | 51.0 - 66.8 | 59.2 - 78.8 | 68.9 - 91.1 |
| executive assistant | 57.3 - 78.5 | 67.1 - 92.6 | 77.8 - 105.3 |
| executive assistant (bilingual) | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 70.0 |
| file clerk | 35.7 - 46.1 | 41.9 - 53.0 | 46.9 - 54.1 |
| fundraising manager | 65.3 - 84.1 | 73.9 - 97.2 | 84.6 - 111.3 |
| HR administrator | 48.9 - 63.6 | 55.2 - 73.0 | 62.8 - 83.1 |
| HR coordinator | 42.0 - 46.0 | 46.0 - 55.0 | 55.0 - 65.0 |
| HR manager | 70.0 - 76.0 | 76.0 - 85.0 | 85.0 - 100.0 |
| human resources assistant | 41.5 - 52.9 | 47.0 - 59.5 | 51.9 - 64.0 |
| insurance claims clerk | 42.0 - 50.0 | 46.0 - 60.0 | 60.0 - 70.0 |



british columbia

| | | | |
|---------------------------|-------------|-------------|--------------|
| invoicing clerk | 37.9 - 48.3 | 43.1 - 54.9 | 48.0 - 59.8 |
| lease administrator | 46.7 - 61.0 | 54.0 - 71.1 | 61.9 - 80.8 |
| legal assistant | 47.8 - 65.9 | 57.4 - 79.1 | 67.3 - 89.4 |
| logistics coordinator | 49.0 - 64.7 | 57.2 - 75.9 | 66.0 - 86.5 |
| mailroom clerk | 36.4 - 44.8 | 40.8 - 49.9 | 44.5 - 50.7 |
| office clerk | 39.2 - 48.1 | 43.0 - 53.6 | 47.5 - 59.3 |
| office manager | 56.5 - 73.2 | 62.1 - 81.8 | 69.1 - 91.5 |
| office/operations manager | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 85.0 |
| order clerk | 41.6 - 45.0 | 45.1 - 50.0 | 50.0 - 60.0 |
| order entry clerk | 38.0 - 40.0 | 42.0 - 45.0 | 45.0 - 53.0 |
| order supervisor | 51.8 - 67.9 | 59.9 - 79.1 | 68.6 - 88.8 |
| payroll administrator | 43.4 - 56.7 | 49.4 - 65.6 | 56.5 - 74.9 |
| project coordinator | 46.1 - 60.3 | 52.2 - 69.3 | 59.4 - 78.3 |
| property administrator | 38.8 - 50.8 | 43.5 - 58.3 | 49.7 - 67.3 |
| property manager | 61.0 - 81.2 | 69.8 - 94.7 | 80.5 - 108.8 |
| receptionist | 41.6 - 42.4 | 43.0 - 48.0 | 48.0 - 52.0 |
| sales administrator | 44.7 - 59.9 | 51.6 - 70.1 | 59.7 - 80.1 |
| sales assistant | 40.2 - 50.0 | 44.2 - 56.7 | 50.1 - 65.8 |
| service coordinator | 38.7 - 49.9 | 43.2 - 57.0 | 49.0 - 64.9 |
| supply clerk | 36.3 - 45.9 | 40.8 - 52.1 | 45.5 - 57.2 |

customer experience

| | entry | mid | senior |
|---|--------------|--------------|--------------|
| bilingual call center operations manager | 60.7 - 78.3 | 67.8 - 88.8 | 76.2 - 99.0 |
| bilingual customer loyalty agent | 40.0 - 52.2 | 45.6 - 60.3 | 52.0 - 68.4 |
| bilingual customer service manager | 78.0 - 102.2 | 87.6 - 117.2 | 99.8 - 134.4 |
| bilingual customer service representative | 40.0 - 50.0 | 45.6 - 60.3 | 52.0 - 68.4 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service supervisor | 61.4 - 80.7 | 68.9 - 92.2 | 78.1 - 104.7 |
| bilingual customer service team lead | 42.0 - 48.0 | 48.0 - 56.0 | 56.0 - 62.0 |
| bilingual customer service trainer | 45.1 - 59.4 | 51.6 - 69.2 | 59.5 - 78.9 |
| bilingual e-chat representative | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| bilingual help desk representative - level 1 | 45.2 - 60.0 | 51.8 - 69.0 | 58.7 - 77.4 |
| bilingual inside sales manager | 65.4 - 87.1 | 74.0 - 100.0 | 83.9 - 111.6 |
| bilingual inside sales representative | 48.7 - 60.5 | 52.4 - 66.1 | 57.2 - 73.8 |
| bilingual insurance advisor | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 78.9 |
| bilingual junior collection agent | 40.0 - 50.0 | 50.0 - 55.0 | 55.0 - 65.0 |
| bilingual survey agent | 34.2 - 43.2 | 39.2 - 49.5 | 43.8 - 54.0 |
| bilingual telemarketing agent | 34.2 - 43.2 | 39.2 - 49.5 | 43.8 - 54.0 |
| bilingual telephone dispatcher | 43.2 - 54.9 | 49.0 - 62.8 | 55.4 - 70.8 |
| bilingual workforce planner | 47.2 - 59.6 | 51.0 - 65.7 | 56.3 - 74.1 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 144.2 - 257.5 | 214.6 - 384.9 | 304.4 - 546.1 |
| director - financial planning & analysis | 128.2 - 169.0 | 164.2 - 217.2 | 201.2 - 266.5 |
| finance director | 124.3 - 163.9 | 161.3 - 213.3 | 197.3 - 261.2 |
| treasury manager | 92.1 - 111.7 | 99.4 - 120.6 | 106.5 - 129.2 |
| vice president finance | 100.3 - 178.1 | 144.8 - 258.8 | 203.9 - 366.0 |
| vice-president internal audit | 125.0 - 166.8 | 157.9 - 211.2 | 192.7 - 258.3 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 68.3 - 81.8 | 73.2 - 87.6 | 77.8 - 93.1 |
| accounting clerk | 42.4 - 48.9 | 45.1 - 52.1 | 47.8 - 55.2 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accounting manager | 92.4 - 112.0 | 99.3 - 120.4 | 106.1 - 128.6 | 121.1 - 146.9 |
| accounting specialist | 49.5 - 57.1 | 54.1 - 62.3 | 58.3 - 67.2 | 66.7 - 76.9 |
| accounting supervisor | 70.4 - 85.2 | 75.6 - 91.6 | 80.7 - 97.8 | 92.1 - 111.6 |
| accounting technician | 57.2 - 67.7 | 61.6 - 72.9 | 65.8 - 77.9 | 74.8 - 88.4 |
| accounts payable clerk | 42.3 - 47.5 | 46.7 - 52.7 | 50.7 - 57.2 | 58.4 - 65.8 |
| accounts payable manager | 82.5 - 100.0 | 90.0 - 109.1 | 97.3 - 118.0 | 114.2 - 138.6 |
| accounts receivable clerk | 44.5 - 50.1 | 49.2 - 55.5 | 53.5 - 60.3 | 62.2 - 75.5 |
| accounts receivable manager | 83.7 - 99.0 | 90.7 - 107.3 | 97.6 - 115.6 | 114.6 - 135.8 |
| analyst - financial planning & analysis | 97.8 - 118.6 | 105.6 - 128.1 | 113.2 - 137.3 | 130.3 - 158.0 |
| billing specialist | 42.0 - 48.9 | 45.8 - 53.5 | 49.4 - 57.7 | 56.0 - 69.5 |
| bookkeeper | 43.6 - 51.4 | 47.1 - 55.6 | 50.5 - 59.7 | 57.8 - 68.3 |
| business analyst | 74.0 - 88.6 | 79.9 - 95.6 | 85.6 - 102.5 | 98.4 - 118.0 |
| compliance officer | 91.7 - 111.2 | 102.2 - 124.0 | 112.3 - 136.3 | 132.9 - 161.2 |
| compliance specialist | 61.4 - 73.5 | 67.6 - 80.9 | 73.4 - 87.8 | 85.2 - 102.0 |
| controller | 96.3 - 170.6 | 135.6 - 241.9 | 176.6 - 294.1 | 194.3 - 364.2 |
| cost accountant | 65.2 - 78.0 | 70.4 - 84.2 | 75.4 - 90.3 | 86.8 - 103.8 |
| credit & collection specialist | 50.4 - 54.2 | 52.8 - 62.4 | 58.0 - 69.9 | 63.4 - 79.0 |
| credit and collections accountant | 39.0 - 45.8 | 42.3 - 49.9 | 45.5 - 53.7 | 51.9 - 66.4 |
| credit and collections manager | 88.7 - 106.3 | 95.1 - 114.0 | 101.5 - 121.6 | 116.9 - 140.1 |
| credit and collections supervisor | 57.1 - 69.3 | 61.6 - 74.9 | 66.1 - 80.3 | 76.3 - 92.7 |
| external auditor | 67.6 - 80.9 | 73.3 - 87.8 | 78.9 - 94.4 | 91.1 - 109.0 |
| financial analyst | 81.9 - 98.0 | 87.6 - 104.9 | 93.2 - 111.5 | 105.9 - 126.9 |
| financial reporting manager | 110.0 - 133.4 | 118.0 - 143.2 | 126.0 - 152.8 | 144.7 - 175.4 |
| internal audit manager | 102.9 - 126.2 | 110.5 - 135.6 | 117.9 - 144.8 | 135.0 - 165.6 |
| internal auditor | 65.8 - 78.7 | 72.6 - 86.8 | 79.0 - 94.6 | 92.3 - 110.5 |
| invoicing clerk | 40.8 - 47.4 | 44.6 - 52.0 | 48.0 - 56.1 | 53.5 - 62.5 |
| payroll clerk | 49.0 - 52.8 | 54.9 - 58.0 | 59.0 - 62.8 | 61.7 - 81.5 |
| payroll director | 84.9 - 114.6 | 107.4 - 145.1 | 136.0 - 183.8 | 149.6 - 211.3 |



| | | | | |
|--------------------|--------------|--------------|--------------|---------------|
| payroll manager | 84.2 - 102.1 | 91.0 - 110.3 | 97.6 - 118.3 | 111.8 - 135.6 |
| payroll specialist | 51.0 - 55.9 | 51.1 - 61.1 | 55.2 - 66.0 | 64.2 - 76.8 |
| payroll supervisor | 58.3 - 70.0 | 63.5 - 76.2 | 68.5 - 82.1 | 79.2 - 95.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.2 - 119.3 | 108.1 - 155.0 | 134.5 - 193.2 |
| diversity & inclusion director | 84.9 - 117.5 | 107.1 - 148.1 | 133.7 - 184.9 |
| health and safety director | 85.1 - 102.0 | 110.5 - 132.4 | 132.2 - 158.4 |
| human resources director | 91.8 - 127.1 | 117.1 - 162.0 | 145.3 - 201.5 |
| L&D director | 91.3 - 113.4 | 114.1 - 141.8 | 145.2 - 180.6 |
| talent acquisition director | 86.3 - 119.4 | 110.1 - 152.2 | 134.5 - 186.3 |
| total rewards director | 103.1 - 134.4 | 133.9 - 174.6 | 165.5 - 216.4 |
| vice president Human Resources / CHRO | 109.1 - 184.8 | 142.6 - 242.6 | 176.2 - 300.8 |
| human resources | entry | mid | senior |
| benefits administrator | 56.6 - 72.2 | 63.2 - 82.2 | 71.5 - 93.1 |
| compensation and benefits manager | 91.1 - 118.5 | 101.0 - 134.1 | 113.7 - 152.1 |
| compensation specialist | 50.5 - 66.6 | 58.2 - 78.0 | 67.2 - 88.9 |
| diversity & inclusion coordinator | 40.8 - 52.0 | 46.2 - 58.5 | 51.1 - 62.8 |
| health and safety advisor | 61.0 - 78.6 | 70.1 - 91.5 | 80.6 - 104.1 |
| health and safety manager | 73.8 - 95.4 | 82.6 - 108.8 | 93.3 - 122.8 |
| HRIS analyst | 61.1 - 80.2 | 69.8 - 93.3 | 80.2 - 106.2 |
| human resources business partner | 66.3 - 86.7 | 74.1 - 98.8 | 83.8 - 111.8 |
| human resources coordinator | 40.6 - 51.6 | 45.9 - 58.1 | 50.7 - 62.5 |
| human resources generalist | 61.1 - 77.2 | 66.2 - 85.5 | 73.2 - 96.5 |
| human resources manager | 82.6 - 110.5 | 95.3 - 129.6 | 110.3 - 148.4 |
| human resources supervisor | 65.1 - 84.1 | 71.6 - 94.6 | 80.3 - 108.0 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| human resources technician | 49.3 - 64.2 | 54.8 - 72.8 | 61.8 - 82.9 |
| labour relations advisor | 64.9 - 86.0 | 74.0 - 99.9 | 85.0 - 114.0 |
| labour relations manager | 89.7 - 121.7 | 105.5 - 145.0 | 123.7 - 167.8 |
| recruitment coordinator | 40.4 - 52.5 | 46.3 - 60.6 | 52.7 - 68.0 |
| talent acquisition specialist | 60.1 - 78.2 | 66.8 - 88.5 | 75.0 - 99.8 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 19.0 - 21.0 | 21.0 - 24.0 | 21.0 - 27.0 |
| counterbalance forklift operator | 19.0 - 21.0 | 22.0 - 24.0 | 24.0 - 27.0 |
| delivery/courier driver | 20.0 - 21.0 | 21.0 - 24.0 | 24.0 - 27.0 |
| electronic parts assembler | 19.0 - 22.0 | 22.0 - 25.0 | 25.0 - 28.0 |
| forklift operator | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| general labourer - heavy | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| general labourer - light | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| inventory control clerk | 20.0 - 22.0 | 22.0 - 24.0 | 24.0 - 30.0 |
| machine operator | 19.0 - 25.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| machine operator assistant | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| manufacturing worker | 19.0 - 20.0 | 18.0 - 22.0 | 20.0 - 25.0 |
| material handler | 19.0 - 22.0 | 20.0 - 25.0 | 22.0 - 26.0 |
| moulding machine operator | 19.0 - 25.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| order/cherry picker forklift operator | 19.0 - 21.0 | 22.0 - 25.0 | 26.0 - 27.0 |
| packaging labourer | 19.0 - 22.0 | 22.0 - 25.0 | 25.0 - 28.0 |
| parts clerk | 19.0 - 21.0 | 21.0 - 24.0 | 24.0 - 30.0 |
| parts manager | 23.0 - 30.0 | 26.0 - 34.0 | 29.0 - 39.0 |
| picker/packer | 19.0 - 21.0 | 21.0 - 24.0 | 25.0 - 27.0 |
| polisher/deburrer | 20.0 - 22.0 | 23.0 - 25.0 | 26.0 - 27.0 |
| print press operator | 19.0 - 22.0 | 22.0 - 25.0 | 25.0 - 28.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| production labourer | 19.0 - 22.0 | 23.0 - 24.0 | 24.0 - 25.0 |
| reach truck operator | 19.0 - 25.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| sandblasting operator | 19.0 - 21.0 | 22.0 - 24.5 | 24.0 - 28.0 |
| scissor lift operator | 19.0 - 21.5 | 20.0 - 24.0 | 22.0 - 27.0 |
| shipper/receiver | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| shipping and receiving clerk | 19.0 - 23.0 | 21.0 - 26.0 | 24.0 - 30.0 |
| warehouse labourer | 18.0 - 22.0 | 20.0 - 25.0 | 23.0 - 26.0 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 70.5 - 91.1 | 78.8 - 103.9 | 89.1 - 131.2 |
| application support analyst | 61.2 - 80.6 | 70.2 - 93.1 | 79.9 - 108.4 |
| C++/ embedded software engineer | 70.4 - 91.0 | 78.7 - 103.7 | 89.0 - 117.1 |
| devops - development | 65.6 - 88.0 | 76.0 - 103.8 | 88.4 - 143.8 |
| front-end developer | 65.6 - 86.1 | 75.0 - 100.2 | 86.2 - 129.8 |
| full stack developer | 75.2 - 98.9 | 86.1 - 115.1 | 98.9 - 150.2 |
| java developer | 68.9 - 89.1 | 77.1 - 101.6 | 87.1 - 142.7 |
| machine learning developer | 77.0 - 114.3 | 103.3 - 143.4 | 123.6 - 148.0 |
| mobile application developer (iOS/android) | 63.1 - 96.4 | 87.9 - 123.1 | 106.0 - 134.7 |
| quality assurance analyst - automation | 57.4 - 78.9 | 68.1 - 92.2 | 82.4 - 124.8 |
| quality assurance analyst - manual | 48.4 - 64.6 | 56.5 - 76.2 | 70.2 - 95.7 |
| quality assurance manager | 81.0 - 107.1 | 91.9 - 123.6 | 105.0 - 139.9 |
| SQL database developer | 62.2 - 82.9 | 71.4 - 96.9 | 82.5 - 113.6 |
| technical lead | 105.4 - 142.1 | 120.7 - 165.1 | 138.6 - 187.0 |
| UI/UX designer | 66.2 - 85.3 | 73.7 - 96.7 | 82.8 - 120.4 |
| architecture | | | |
| application architect | 99.7 - 132.6 | 112.1 - 152.1 | 127.8 - 174.3 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| architect (enterprise) | 93.4 - 125.7 | 106.8 - 146.2 | 122.9 - 167.9 |
| architect (solutions/technical) | 82.7 - 103.3 | 92.6 - 117.8 | 104.7 - 152.7 |
| cloud architect | 88.9 - 111.7 | 100.4 - 128.2 | 114.0 - 144.0 |
| data & analytics | | | |
| BI data architect | 89.0 - 119.6 | 99.7 - 136.3 | 112.8 - 153.7 |
| big data engineer | 80.2 - 105.0 | 89.7 - 119.7 | 101.5 - 135.5 |
| business intelligence developer | 67.2 - 87.0 | 75.3 - 99.3 | 85.1 - 111.2 |
| data analyst | 66.5 - 88.8 | 76.5 - 103.9 | 88.4 - 118.2 |
| data architect | 72.6 - 95.7 | 83.5 - 111.9 | 96.5 - 127.9 |
| data engineer | 69.2 - 92.4 | 79.6 - 108.2 | 92.0 - 123.0 |
| data scientist | 75.3 - 101.0 | 87.2 - 118.8 | 101.2 - 135.1 |
| database administrator | 71.4 - 97.0 | 84.2 - 116.1 | 99.0 - 133.5 |
| leadership/business technology | | | |
| business analyst | 68.7 - 88.8 | 76.9 - 101.3 | 86.9 - 122.8 |
| IT director | 102.4 - 136.7 | 129.7 - 173.1 | 162.0 - 217.0 |
| IT manager | 90.7 - 120.3 | 103.3 - 139.6 | 118.8 - 160.1 |
| networking/infrastructure | | | |
| cloud engineer | 76.3 - 101.6 | 88.9 - 119.8 | 103.1 - 135.7 |
| devops - infrastructure | 77.3 - 106.7 | 90.0 - 125.7 | 104.3 - 154.8 |
| help desk analyst | 50.4 - 65.7 | 57.0 - 75.4 | 64.8 - 85.4 |
| information security engineer | 72.4 - 96.6 | 83.3 - 113.1 | 96.3 - 129.0 |
| information security manager | 93.2 - 122.7 | 105.0 - 140.9 | 119.6 - 160.3 |
| information security specialist | 57.9 - 75.9 | 66.1 - 88.2 | 75.9 - 100.0 |
| information systems analyst | 62.4 - 80.5 | 69.6 - 91.6 | 78.6 - 103.6 |
| linux/unix administrator | 77.9 - 101.2 | 87.7 - 116.2 | 99.8 - 132.0 |
| network administrator | 61.3 - 81.8 | 70.6 - 95.8 | 81.6 - 109.6 |
| network engineer | 69.5 - 92.6 | 79.7 - 108.4 | 92.3 - 124.4 |
| systems administrator | 69.7 - 91.6 | 79.7 - 106.5 | 91.6 - 121.6 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| tech support | 63.8 - 83.0 | 72.0 - 95.2 | 81.8 - 108.0 |
| project management | | | |
| business systems analyst | 68.1 - 89.5 | 78.0 - 104.4 | 89.8 - 119.5 |
| organizational development manager | 65.6 - 88.3 | 76.5 - 105.2 | 90.0 - 123.2 |
| product owner | 77.5 - 102.0 | 88.8 - 118.6 | 101.9 - 142.7 |
| product owner/manager | 78.5 - 108.0 | 91.1 - 127.4 | 105.9 - 145.9 |
| program manager | 102.7 - 119.4 | 114.8 - 126.5 | 117.9 - 175.8 |
| project coordinator | 65.4 - 81.0 | 72.4 - 91.5 | 81.3 - 103.1 |
| project manager (infrastructure) | 94.1 - 127.4 | 106.7 - 147.3 | 122.2 - 168.8 |
| project manager (software) | 93.3 - 123.7 | 104.4 - 141.0 | 118.1 - 159.6 |
| scrum master | 72.5 - 94.3 | 81.7 - 108.3 | 93.0 - 134.8 |
| technical writer | 58.9 - 76.4 | 68.5 - 90.0 | 79.4 - 102.2 |



kelowna

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative assistant | 39.7 - 51.1 | 44.3 - 58.1 | 50.0 - 65.6 |
| administrative assistant (bilingual) | 46.5 - 54.7 | 51.4 - 62.2 | 60.5 - 74.2 |
| administrative manager | 58.1 - 74.8 | 63.3 - 83.0 | 70.0 - 92.7 |
| data entry clerk | 35.0 - 43.6 | 39.4 - 49.5 | 43.9 - 50.7 |
| dispatcher | 40.9 - 52.1 | 46.4 - 59.7 | 52.6 - 67.3 |
| documentation specialist | 38.4 - 50.1 | 45.7 - 58.2 | 51.6 - 59.5 |
| executive assistant | 56.9 - 77.7 | 66.5 - 91.7 | 77.1 - 104.4 |
| executive assistant (bilingual) | 69.9 - 83.3 | 76.2 - 98.2 | 88.6 - 111.6 |
| file clerk | 35.6 - 45.8 | 41.7 - 52.7 | 46.6 - 53.8 |
| HR administrator | 48.6 - 63.4 | 55.0 - 72.8 | 62.6 - 82.9 |
| human resources assistant | 41.3 - 52.6 | 46.7 - 59.2 | 51.7 - 63.7 |
| logistics coordinator | 49.1 - 64.6 | 57.2 - 75.6 | 65.8 - 86.1 |
| mailroom clerk | 36.0 - 44.2 | 40.2 - 49.2 | 43.8 - 50.0 |
| office clerk | 38.7 - 47.5 | 42.4 - 52.9 | 46.8 - 58.5 |
| office manager | 56.0 - 72.4 | 61.5 - 80.9 | 68.3 - 90.4 |
| order supervisor | 51.3 - 67.1 | 59.3 - 78.2 | 67.9 - 87.8 |
| project coordinator | 46.1 - 60.2 | 52.3 - 69.1 | 59.3 - 78.0 |
| property administrator | 38.4 - 50.2 | 43.0 - 57.6 | 49.1 - 66.3 |
| receptionist | 34.3 - 42.2 | 37.5 - 47.6 | 41.9 - 54.0 |
| sales administrator | 44.2 - 59.2 | 51.0 - 69.3 | 59.0 - 79.1 |
| sales assistant | 39.8 - 49.6 | 43.8 - 56.3 | 49.7 - 65.2 |



customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 60.3 - 77.8 | 67.3 - 88.3 | 75.7 - 98.5 |
| bilingual customer loyalty agent | 37.8 - 49.3 | 43.0 - 57.1 | 49.1 - 64.8 |
| bilingual customer service manager | 74.0 - 97.3 | 83.2 - 111.9 | 95.0 - 128.6 |
| bilingual customer service representative | 37.5 - 47.2 | 41.4 - 53.5 | 46.5 - 60.3 |
| bilingual customer service supervisor | 60.8 - 79.8 | 68.2 - 91.2 | 77.2 - 103.6 |
| bilingual customer service team lead | 35.0 - 39.7 | 39.0 - 45.3 | 45.0 - 50.4 |
| bilingual customer service trainer | 45.1 - 59.3 | 51.6 - 69.0 | 59.4 - 78.6 |
| bilingual help desk representative - level 1 | 44.4 - 59.1 | 51.0 - 68.1 | 57.8 - 76.3 |
| bilingual inside sales manager | 65.0 - 86.7 | 73.5 - 99.5 | 83.5 - 111.1 |
| bilingual inside sales representative | 48.1 - 59.8 | 51.8 - 65.3 | 56.6 - 72.9 |
| bilingual insurance advisor | 54.1 - 67.3 | 57.3 - 71.8 | 61.4 - 79.4 |
| bilingual junior collection agent | 35.8 - 45.6 | 40.2 - 52.3 | 45.4 - 58.6 |
| bilingual survey agent | 34.2 - 42.9 | 38.9 - 49.2 | 43.5 - 53.7 |
| bilingual telemarketing agent | 34.2 - 42.9 | 38.9 - 49.2 | 43.5 - 53.7 |
| bilingual telephone dispatcher | 40.9 - 52.1 | 46.4 - 59.7 | 52.6 - 67.3 |
| bilingual workforce planner | 47.0 - 59.4 | 50.8 - 65.5 | 56.0 - 73.9 |

engineering

| construction | entry | mid | senior |
|---------------------------|-------------|--------------|--------------|
| architect | 61.2 - 80.2 | 68.6 - 91.6 | 77.8 - 104.2 |
| architectural drafter | 52.1 - 67.5 | 60.6 - 80.0 | 70.9 - 94.0 |
| BIM/VDC coordinator | 63.5 - 82.8 | 70.8 - 94.3 | 80.0 - 106.8 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 57.9 - 75.8 | 65.9 - 87.7 | 75.5 - 100.4 |
| civil engineer | 64.8 - 86.8 | 74.8 - 101.8 | 86.4 - 115.5 |
| civil engineering drafter | 53.5 - 66.8 | 59.9 - 76.1 | 67.7 - 86.1 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering technologist | 46.5 - 62.6 | 55.0 - 74.4 | 64.1 - 84.7 |
| civil project engineer | 75.1 - 102.9 | 86.5 - 120.6 | 100.2 - 138.6 |
| civil project manager | 76.6 - 102.4 | 86.5 - 117.6 | 98.4 - 132.7 |
| construction coordinator | 51.0 - 67.7 | 57.2 - 77.2 | 64.7 - 87.5 |
| construction director | 99.6 - 131.6 | 131.4 - 173.7 | 164.9 - 218.5 |
| construction manager | 73.2 - 95.6 | 80.2 - 106.9 | 89.3 - 120.2 |
| construction project coordinator | 85.6 - 109.8 | 93.0 - 121.7 | 102.6 - 135.6 |
| construction project manager | 66.4 - 91.4 | 77.1 - 107.8 | 89.6 - 123.6 |
| contracts administrator | 58.9 - 77.8 | 66.8 - 89.9 | 76.4 - 102.3 |
| contracts manager | 95.3 - 120.5 | 106.6 - 137.4 | 120.8 - 156.4 |
| director of operations | 123.6 - 165.3 | 162.5 - 218.0 | 206.3 - 276.7 |
| drafter | 54.1 - 67.3 | 60.2 - 76.2 | 67.8 - 86.2 |
| electrical designer/engineer | 74.9 - 98.7 | 84.4 - 113.6 | 96.3 - 129.4 |
| electrical engineer | 77.3 - 102.7 | 88.0 - 119.3 | 101.3 - 136.6 |
| electrical engineering technician | 56.9 - 72.8 | 64.9 - 84.2 | 74.1 - 95.6 |
| electrical inspector | 45.7 - 61.3 | 52.9 - 71.7 | 61.0 - 82.4 |
| engineering manager | 83.1 - 111.7 | 94.8 - 130.0 | 109.1 - 148.4 |
| environmental engineer | 63.0 - 83.6 | 71.9 - 97.4 | 82.8 - 111.6 |
| environmental inspector | 49.1 - 62.8 | 54.0 - 70.3 | 60.2 - 78.5 |
| estimation engineer | 70.9 - 94.7 | 81.5 - 111.0 | 94.4 - 127.5 |
| estimator | 60.4 - 78.7 | 67.1 - 89.1 | 75.5 - 100.5 |
| facilities engineer | 65.1 - 87.0 | 74.9 - 102.1 | 86.8 - 116.8 |
| field manager | 68.6 - 90.9 | 77.9 - 105.6 | 89.7 - 122.3 |
| field Supervisor | 68.8 - 90.5 | 77.3 - 103.3 | 87.3 - 116.4 |
| foreman | 54.1 - 69.9 | 60.5 - 79.7 | 68.4 - 90.0 |
| health and safety manager | 60.4 - 77.7 | 69.4 - 90.5 | 79.7 - 103.0 |
| health and safety specialist | 68.3 - 89.7 | 78.0 - 104.5 | 89.8 - 119.2 |
| HVAC drafter | 52.8 - 67.7 | 59.4 - 77.1 | 66.9 - 86.2 |



british columbia

| | | | |
|-----------------------------------|---------------|---------------|---------------|
| HVAC engineer | 56.5 - 75.1 | 64.6 - 87.4 | 74.2 - 99.3 |
| mechanical designer | 51.6 - 68.1 | 59.4 - 79.2 | 68.0 - 89.2 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.6 | 66.1 - 89.4 |
| mechanical engineer | 72.5 - 96.1 | 82.3 - 111.2 | 94.3 - 126.6 |
| mechanical engineering technician | 51.3 - 67.1 | 58.4 - 77.5 | 66.5 - 87.1 |
| mechanical site supervisor | 49.9 - 64.3 | 56.4 - 73.9 | 64.3 - 84.2 |
| operations manager | 77.5 - 105.9 | 88.8 - 123.1 | 101.9 - 139.0 |
| planner/scheduler | 39.8 - 50.7 | 45.1 - 58.1 | 51.1 - 65.3 |
| project coordinator | 46.1 - 60.2 | 52.3 - 69.1 | 59.3 - 78.0 |
| project director | 109.6 - 133.1 | 137.1 - 166.5 | 165.4 - 201.2 |
| project engineer | 89.0 - 114.3 | 96.6 - 126.5 | 106.6 - 141.1 |
| project manager | 75.1 - 103.6 | 87.4 - 122.2 | 101.5 - 139.6 |
| purchasing manager | 94.3 - 124.6 | 106.7 - 142.9 | 121.1 - 160.5 |
| QA/QC inspector | 54.5 - 72.1 | 63.0 - 84.2 | 72.5 - 96.7 |
| quality control engineer | 68.3 - 90.5 | 77.5 - 104.6 | 88.7 - 118.5 |
| quality inspector | 39.7 - 50.5 | 44.3 - 57.5 | 50.0 - 64.8 |
| safety inspector | 62.5 - 81.5 | 70.7 - 93.5 | 80.2 - 105.5 |
| specification writer | 51.8 - 66.8 | 58.7 - 76.7 | 66.6 - 86.4 |
| structural designer | 52.9 - 69.0 | 59.9 - 79.2 | 68.0 - 89.5 |
| structural engineer | 70.4 - 93.3 | 80.0 - 108.2 | 91.8 - 123.4 |
| superintendent | 40.3 - 51.4 | 45.1 - 58.6 | 51.0 - 66.5 |
| technical services manager | 85.5 - 112.9 | 96.8 - 130.7 | 111.0 - 150.4 |
| energy & oil | | | |
| architectural technologist | 52.1 - 67.5 | 60.6 - 80.0 | 70.9 - 94.0 |
| applications engineer | 72.0 - 95.2 | 83.0 - 111.6 | 96.0 - 126.7 |
| architect | 61.2 - 80.2 | 68.6 - 91.6 | 77.8 - 104.2 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 63.1 - 83.4 | 71.5 - 96.4 | 81.8 - 109.9 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| automation specialist | 50.5 - 66.2 | 58.5 - 77.1 | 67.1 - 87.6 |
| buyer | 57.9 - 75.8 | 65.9 - 87.7 | 75.5 - 100.4 |
| category manager | 60.8 - 79.6 | 68.0 - 90.7 | 76.9 - 102.9 |
| category specialist | 51.9 - 67.6 | 57.7 - 76.5 | 64.9 - 86.7 |
| chemical engineer | 80.8 - 107.4 | 90.6 - 122.6 | 102.4 - 138.1 |
| chemical technician | 54.5 - 71.0 | 60.6 - 80.5 | 68.4 - 92.0 |
| chief inspector | 54.4 - 71.5 | 61.2 - 81.5 | 68.9 - 91.3 |
| civil engineer | 64.8 - 86.8 | 74.8 - 101.8 | 86.4 - 115.5 |
| civil engineering drafter | 53.5 - 66.8 | 59.9 - 76.1 | 67.7 - 86.1 |
| civil engineering technologist | 46.5 - 62.6 | 55.0 - 74.4 | 64.1 - 84.7 |
| civil project engineer | 75.1 - 102.9 | 86.5 - 120.6 | 100.2 - 138.6 |
| civil project manager | 76.6 - 102.4 | 86.5 - 117.6 | 98.4 - 132.7 |
| commissioning and start up engineer | 60.7 - 80.9 | 69.7 - 94.7 | 80.6 - 104.6 |
| construction analyst | 55.7 - 72.7 | 62.1 - 82.3 | 69.7 - 92.4 |
| construction coordinator | 51.0 - 67.7 | 57.2 - 77.2 | 64.7 - 87.5 |
| construction director | 99.6 - 131.6 | 131.4 - 173.7 | 164.9 - 218.5 |
| construction manager | 73.2 - 95.6 | 80.2 - 106.9 | 89.3 - 120.2 |
| construction project manager | 66.4 - 91.4 | 77.1 - 107.8 | 89.6 - 123.6 |
| continuous improvement engineer | 75.1 - 98.2 | 83.7 - 111.3 | 94.1 - 124.5 |
| contracts administrator | 58.9 - 77.8 | 66.8 - 89.9 | 76.4 - 102.3 |
| contracts manager | 95.3 - 120.5 | 106.6 - 137.4 | 120.8 - 156.4 |
| contracts specialist | 59.5 - 77.8 | 67.6 - 89.8 | 77.2 - 101.7 |
| control technician | 49.4 - 64.8 | 56.4 - 74.9 | 64.4 - 85.0 |
| controls designer/engineer | 54.1 - 72.1 | 62.1 - 84.0 | 71.4 - 95.8 |
| cost control specialist | 49.5 - 64.0 | 55.4 - 72.9 | 62.6 - 82.6 |
| demand planner | 49.1 - 67.6 | 58.9 - 81.5 | 69.4 - 93.2 |
| director of operations | 123.6 - 165.3 | 162.5 - 218.0 | 206.3 - 276.7 |
| drafter | 54.1 - 67.3 | 60.2 - 76.2 | 67.8 - 86.2 |



| | | | |
|---------------------------------------|--------------|--------------|---------------|
| electrical designer/engineer | 74.9 - 98.7 | 84.4 - 113.6 | 96.3 - 129.4 |
| electrical engineer | 77.3 - 102.7 | 88.0 - 119.3 | 101.3 - 136.6 |
| electrical engineering technician | 56.9 - 72.8 | 64.9 - 84.2 | 74.1 - 95.6 |
| electrical inspector | 45.7 - 61.3 | 52.9 - 71.7 | 61.0 - 82.4 |
| electrical test engineer | 71.2 - 95.1 | 81.8 - 111.5 | 94.8 - 128.1 |
| engineering manager | 83.1 - 111.7 | 94.8 - 130.0 | 109.1 - 148.4 |
| environmental engineer | 63.0 - 83.6 | 71.9 - 97.4 | 82.8 - 111.6 |
| environmental inspector | 49.1 - 62.8 | 54.0 - 70.3 | 60.2 - 78.5 |
| estimation engineer | 70.9 - 94.7 | 81.5 - 111.0 | 94.4 - 127.5 |
| estimator | 60.4 - 78.7 | 67.1 - 89.1 | 75.5 - 100.5 |
| expediter | 42.7 - 55.1 | 48.5 - 63.3 | 55.2 - 72.0 |
| facilities engineer | 65.1 - 87.0 | 74.9 - 102.1 | 86.8 - 116.8 |
| field service engineer | 52.6 - 69.6 | 59.8 - 80.6 | 68.6 - 93.0 |
| general inspector | 50.4 - 65.9 | 56.6 - 74.9 | 63.6 - 83.8 |
| geologist | 63.2 - 82.1 | 71.2 - 94.4 | 81.1 - 107.5 |
| geophysicist | 70.7 - 96.4 | 83.8 - 116.1 | 99.2 - 134.3 |
| geotechnical engineer | 64.5 - 83.9 | 72.7 - 96.7 | 83.0 - 110.0 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 39.7 - 51.7 | 44.1 - 58.4 | 49.5 - 65.1 |
| health and safety manager | 64.6 - 84.2 | 71.8 - 95.4 | 80.7 - 107.3 |
| health and safety specialist | 60.4 - 77.7 | 69.4 - 90.5 | 79.7 - 103.0 |
| HVAC drafter | 52.8 - 67.7 | 59.4 - 77.1 | 66.9 - 86.2 |
| HVAC engineer | 56.5 - 75.1 | 64.6 - 87.4 | 74.2 - 99.3 |
| hydraulic engineer | 64.7 - 86.4 | 74.4 - 101.4 | 86.2 - 115.9 |
| industrial engineer | 70.7 - 92.1 | 78.5 - 104.3 | 88.1 - 116.8 |
| instrumentation and controls engineer | 68.8 - 90.7 | 77.6 - 104.4 | 88.4 - 118.1 |
| inventory analyst | 51.5 - 66.8 | 57.9 - 76.4 | 65.7 - 87.1 |
| inventory control manager | 62.4 - 81.8 | 69.9 - 93.4 | 79.1 - 105.7 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| logistics manager | 61.7 - 82.1 | 70.5 - 95.6 | 81.3 - 109.2 |
| logistics specialist | 48.1 - 62.2 | 54.7 - 71.6 | 62.2 - 81.2 |
| materials manager | 80.3 - 105.7 | 88.8 - 119.1 | 99.5 - 134.1 |
| mechanical designer | 51.6 - 68.1 | 59.4 - 79.2 | 68.0 - 89.2 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.6 | 66.1 - 89.4 |
| mechanical engineer | 72.5 - 96.1 | 82.3 - 111.2 | 94.3 - 126.6 |
| mechanical engineering technician | 51.3 - 67.1 | 58.4 - 77.5 | 66.5 - 87.1 |
| mining engineer | 70.1 - 92.8 | 78.2 - 105.7 | 88.3 - 119.0 |
| operations manager | 77.5 - 105.9 | 88.8 - 123.1 | 101.9 - 139.0 |
| pipeline designer | 60.6 - 78.9 | 67.6 - 89.7 | 76.3 - 101.5 |
| piping engineer | 62.8 - 82.1 | 70.1 - 93.7 | 79.4 - 106.3 |
| planner/scheduler | 39.8 - 50.7 | 45.1 - 58.1 | 51.1 - 65.3 |
| plant engineer | 72.5 - 96.1 | 84.0 - 113.5 | 97.8 - 130.0 |
| plant manager | 94.3 - 131.5 | 113.2 - 159.6 | 135.0 - 186.2 |
| plant operator | 49.7 - 67.4 | 58.5 - 79.7 | 67.8 - 90.0 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 61.5 - 81.8 | 70.3 - 95.4 | 81.0 - 108.4 |
| procurement director | 99.2 - 131.0 | 132.3 - 174.7 | 161.0 - 213.1 |
| procurement specialist | 51.6 - 67.2 | 57.3 - 76.0 | 64.5 - 86.2 |
| production analyst | 46.4 - 61.8 | 53.2 - 72.2 | 61.6 - 83.3 |
| production engineer | 63.7 - 84.7 | 72.8 - 98.8 | 83.9 - 112.3 |
| program manager | 70.2 - 90.9 | 80.0 - 105.4 | 91.5 - 120.2 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 108.8 |
| project controls manager | 83.9 - 115.2 | 96.9 - 135.0 | 111.9 - 153.6 |
| project controls specialist | 61.5 - 79.7 | 69.0 - 90.8 | 77.9 - 102.3 |
| project coordinator | 85.6 - 109.8 | 93.0 - 121.7 | 102.6 - 135.6 |
| project director | 109.6 - 133.1 | 137.1 - 166.5 | 165.4 - 201.2 |
| project engineer | 89.0 - 114.3 | 96.6 - 126.5 | 106.6 - 141.1 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| project manager | 75.1 - 103.6 | 87.4 - 122.2 | 101.5 - 139.6 |
| purchasing manager | 94.3 - 124.6 | 106.7 - 142.9 | 121.1 - 160.5 |
| QA/QC inspector | 54.5 - 72.1 | 63.0 - 84.2 | 72.5 - 96.7 |
| quality assurance manager | 79.5 - 103.5 | 87.9 - 116.5 | 98.4 - 130.6 |
| quality assurance/control technician | 61.6 - 80.6 | 70.0 - 93.1 | 80.0 - 105.4 |
| quality control engineer | 68.3 - 90.5 | 77.5 - 104.6 | 88.7 - 118.5 |
| quality inspector | 39.7 - 50.5 | 44.3 - 57.5 | 50.0 - 64.8 |
| reliability engineer | 67.6 - 87.4 | 76.7 - 101.1 | 87.9 - 115.0 |
| reliability manager | 69.1 - 89.6 | 78.9 - 104.3 | 90.8 - 118.7 |
| reliability specialist | 50.2 - 66.7 | 57.4 - 77.6 | 66.0 - 88.3 |
| safety inspector | 62.5 - 81.5 | 70.7 - 93.5 | 80.2 - 105.5 |
| site supervisor | 49.9 - 64.3 | 56.4 - 73.9 | 64.3 - 84.2 |
| sourcing engineer | 56.0 - 74.5 | 64.0 - 86.7 | 73.7 - 99.0 |
| sourcing specialist | 55.7 - 72.4 | 61.8 - 82.0 | 69.5 - 92.9 |
| specification writer | 51.8 - 66.8 | 58.7 - 76.7 | 66.6 - 86.4 |
| stationary engineer | 54.7 - 69.8 | 60.1 - 78.0 | 66.7 - 86.6 |
| structural designer | 52.9 - 69.0 | 59.9 - 79.2 | 68.0 - 89.5 |
| structural engineer | 70.4 - 93.3 | 80.0 - 108.2 | 91.8 - 123.4 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 40.3 - 51.4 | 45.1 - 58.6 | 51.0 - 66.5 |
| supply chain manager | 80.2 - 107.4 | 92.3 - 125.0 | 106.0 - 140.2 |
| systems control engineer | 63.5 - 84.1 | 72.4 - 97.7 | 83.1 - 111.2 |
| telecommunications technician | 52.9 - 68.9 | 59.8 - 79.2 | 68.1 - 90.2 |
| transmission line engineer | 75.8 - 96.0 | 82.1 - 106.0 | 90.3 - 117.5 |
| transportation manager | 81.1 - 107.3 | 91.8 - 123.3 | 104.5 - 139.9 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 54.1 - 70.5 | 61.2 - 80.9 | 69.4 - 91.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.3 - 119.8 | 108.4 - 155.6 | 135.0 - 194.1 |
| diversity & inclusion director | 83.5 - 115.8 | 105.6 - 146.4 | 132.0 - 183.3 |
| health and safety director | 85.2 - 102.3 | 110.9 - 133.0 | 132.7 - 159.0 |
| human resources director | 92.0 - 127.5 | 117.5 - 162.7 | 145.8 - 202.4 |
| L&D director | 91.5 - 113.8 | 114.5 - 142.3 | 145.8 - 181.4 |
| talent acquisition director | 86.4 - 119.8 | 110.4 - 152.9 | 135.0 - 187.2 |
| total rewards director | 103.4 - 134.9 | 134.4 - 175.4 | 166.2 - 217.4 |
| vice president Human Resources / CHRO | 109.5 - 185.7 | 143.1 - 243.7 | 177.0 - 302.0 |
| human resources | | entry | mid |
| benefits administrator | 56.3 - 71.9 | 63.0 - 82.0 | 71.2 - 92.9 |
| compensation and benefits manager | 91.2 - 118.9 | 101.2 - 134.6 | 114.1 - 152.7 |
| compensation specialist | 50.3 - 66.4 | 58.0 - 77.8 | 67.0 - 88.7 |
| diversity & inclusion coordinator | 40.6 - 51.8 | 46.0 - 58.3 | 50.8 - 62.6 |
| health and safety advisor | 60.4 - 77.7 | 69.4 - 90.5 | 79.7 - 103.0 |
| health and safety manager | 73.8 - 95.6 | 82.6 - 109.1 | 93.5 - 123.3 |
| HRIS analyst | 60.2 - 79.0 | 68.8 - 91.9 | 79.1 - 104.7 |
| human resources business partner | 66.1 - 86.5 | 73.9 - 98.6 | 83.6 - 111.7 |
| human resources coordinator | 40.3 - 51.3 | 45.6 - 57.8 | 50.4 - 62.2 |
| human resources generalist | 60.9 - 77.0 | 66.0 - 85.3 | 73.0 - 96.4 |
| human resources manager | 82.7 - 110.9 | 95.5 - 130.1 | 110.6 - 149.0 |
| human resources supervisor | 64.9 - 83.9 | 71.4 - 94.4 | 80.1 - 107.8 |
| human resources technician | 49.0 - 63.9 | 54.5 - 72.4 | 61.5 - 82.4 |
| labour relations advisor | 64.7 - 85.8 | 73.8 - 99.7 | 84.8 - 113.9 |
| labour relations manager | 89.8 - 122.2 | 105.8 - 145.6 | 124.2 - 168.6 |
| recruitment coordinator | 40.1 - 52.2 | 46.0 - 60.2 | 52.4 - 67.7 |
| talent acquisition specialist | 59.9 - 78.0 | 66.6 - 88.3 | 74.8 - 99.7 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| counterbalance forklift operator | 19.0 - 23.0 | 21.0 - 26.0 | 24.0 - 30.0 |
| delivery/courier driver | 20.0 - 23.0 | 21.0 - 25.0 | 24.0 - 28.0 |
| electronic parts assembler | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| forklift operator | 19.0 - 23.0 | 21.0 - 26.0 | 24.0 - 30.0 |
| general labourer - heavy | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| general labourer - light | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| inventory control clerk | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| janitor/custodian | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| machine operator | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| machine operator assistant | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| manufacturing worker | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| material handler | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 26.0 |
| moulding machine operator | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 31.0 |
| order/cherry picker forklift operator | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 31.0 |
| packaging labourer | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 28.0 |
| parts clerk | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| picker/packer | 18.0 - 23.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| print press operator | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| production labourer | 18.0 - 21.0 | 20.0 - 24.0 | 22.0 - 25.0 |
| reach truck operator | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| shipper/receiver | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 29.0 |
| shipping and receiving clerk | 19.0 - 23.0 | 21.0 - 26.0 | 24.0 - 30.0 |
| warehouse labourer | 17.0 - 22.0 | 20.0 - 25.0 | 23.0 - 26.0 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 72.0 - 95.2 | 83.0 - 111.6 | 96.0 - 126.7 |
| automation engineer | 63.1 - 83.4 | 71.5 - 96.4 | 81.8 - 109.9 |
| buyer | 57.9 - 75.8 | 65.9 - 87.7 | 75.5 - 100.4 |
| chemical engineer | 80.8 - 107.4 | 90.6 - 122.6 | 102.4 - 138.1 |
| chemical technician | 54.5 - 71.0 | 60.6 - 80.5 | 68.4 - 92.0 |
| cmm programmer | 48.7 - 63.7 | 55.3 - 73.5 | 63.2 - 83.0 |
| coating inspector | 39.1 - 50.8 | 44.1 - 58.3 | 50.2 - 66.2 |
| commissioning and start up engineer | 60.7 - 80.9 | 69.7 - 94.7 | 80.6 - 104.6 |
| continuous improvement engineer | 75.1 - 98.2 | 83.7 - 111.3 | 94.1 - 124.5 |
| controls designer/engineer | 54.1 - 72.1 | 62.1 - 84.0 | 71.4 - 95.8 |
| demand planner | 49.1 - 67.6 | 58.9 - 81.5 | 69.4 - 93.2 |
| electrical engineer | 77.3 - 102.7 | 88.0 - 119.3 | 101.3 - 136.6 |
| electrical engineering technician | 56.9 - 72.8 | 64.9 - 84.2 | 74.1 - 95.6 |
| estimation engineer | 70.9 - 94.7 | 81.5 - 111.0 | 94.4 - 127.5 |
| estimator | 60.4 - 78.7 | 67.1 - 89.1 | 75.5 - 100.5 |
| field service engineer | 52.6 - 69.6 | 59.8 - 80.6 | 68.6 - 93.0 |
| health and safety specialist | 68.3 - 89.7 | 78.0 - 104.5 | 89.8 - 119.2 |
| HVAC drafter | 52.8 - 67.7 | 59.4 - 77.1 | 66.9 - 86.2 |
| HVAC engineer | 56.5 - 75.1 | 64.6 - 87.4 | 74.2 - 99.3 |
| industrial engineer | 70.7 - 92.1 | 78.5 - 104.3 | 88.1 - 116.8 |
| inventory analyst | 51.5 - 66.8 | 57.9 - 76.4 | 65.7 - 87.1 |
| logistics specialist | 58.6 - 77.8 | 67.0 - 90.5 | 77.0 - 102.8 |
| manufacturing engineer | 66.0 - 87.4 | 75.0 - 101.2 | 85.9 - 114.9 |
| mechanical designer | 51.6 - 68.1 | 59.4 - 79.2 | 68.0 - 89.2 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.6 | 66.1 - 89.4 |
| mechanical engineer | 72.5 - 96.1 | 82.3 - 111.2 | 94.3 - 126.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineering technician | 51.3 - 67.1 | 58.4 - 77.5 | 66.5 - 87.1 |
| planner/scheduler | 39.8 - 50.7 | 45.1 - 58.1 | 51.1 - 65.3 |
| process engineer | 61.5 - 81.8 | 70.3 - 95.4 | 81.0 - 108.4 |
| production planner | 48.8 - 64.6 | 56.4 - 74.9 | 64.3 - 83.5 |
| project engineer | 89.0 - 114.3 | 96.6 - 126.5 | 106.6 - 141.1 |
| project manager | 75.1 - 103.6 | 87.4 - 122.2 | 101.5 - 139.6 |
| QA/QC inspector | 38.4 - 48.7 | 42.7 - 55.4 | 48.2 - 62.6 |
| quality assurance manager | 79.5 - 103.5 | 87.9 - 116.5 | 98.4 - 130.6 |
| quality assurance/control technician | 61.6 - 80.6 | 70.0 - 93.1 | 80.0 - 105.4 |
| quality control engineer | 68.3 - 90.5 | 77.5 - 104.6 | 88.7 - 118.5 |
| quality control technician | 40.2 - 51.6 | 44.6 - 58.3 | 50.1 - 65.1 |
| quality director | 88.9 - 120.4 | 112.7 - 152.3 | 136.7 - 185.0 |
| quality inspector | 39.7 - 50.5 | 44.3 - 57.5 | 50.0 - 64.8 |
| safety inspector | 62.5 - 81.5 | 70.7 - 93.5 | 80.2 - 105.5 |
| SCADA engineer | 64.0 - 85.0 | 73.1 - 99.0 | 84.0 - 112.7 |
| sourcing engineer | 56.0 - 74.5 | 64.0 - 86.7 | 73.7 - 99.0 |
| stationary engineer | 54.7 - 69.8 | 60.1 - 78.0 | 66.7 - 86.6 |
| supply chain analyst | 49.1 - 65.4 | 56.2 - 75.9 | 64.6 - 86.2 |
| industrial management | | | |
| director of operations | 123.6 - 165.3 | 162.5 - 218.0 | 206.3 - 276.7 |
| engineering manager | 83.1 - 111.7 | 94.8 - 130.0 | 109.1 - 148.4 |
| health and safety manager | 60.4 - 77.7 | 69.4 - 90.5 | 79.7 - 103.0 |
| inventory control manager | 64.0 - 81.8 | 73.4 - 93.9 | 87.2 - 107.9 |
| machining manager | 71.0 - 83.3 | 79.9 - 93.6 | 91.4 - 111.5 |
| maintenance manager | 80.1 - 100.3 | 97.1 - 121.9 | 105.3 - 131.1 |
| maintenance supervisor | 73.6 - 93.1 | 79.5 - 110.8 | 92.0 - 120.2 |
| manufacturing director | 105.8 - 128.5 | 137.6 - 167.1 | 169.7 - 206.5 |
| operations manager | 77.5 - 105.9 | 88.8 - 123.1 | 101.9 - 139.0 |



| | | | |
|--------------------------|---------------|---------------|---------------|
| plant manager | 94.3 - 131.5 | 113.2 - 159.6 | 135.0 - 186.2 |
| procurement director | 99.2 - 131.0 | 132.3 - 174.7 | 161.0 - 213.1 |
| production manager | 82.2 - 103.9 | 92.2 - 118.3 | 110.5 - 134.0 |
| production supervisor | 59.0 - 76.1 | 69.4 - 95.2 | 88.4 - 108.3 |
| project director | 109.6 - 133.1 | 137.1 - 166.5 | 165.4 - 201.2 |
| purchasing manager | 94.3 - 124.6 | 106.7 - 142.9 | 121.1 - 160.5 |
| site supervisor | 75.8 - 98.9 | 83.0 - 110.7 | 92.4 - 124.4 |
| supply chain manager | 80.2 - 107.4 | 92.3 - 125.0 | 106.0 - 140.2 |
| warehouse manager | 68.9 - 83.2 | 79.4 - 98.6 | 92.9 - 111.8 |
| warehouse supervisor | 53.3 - 68.5 | 64.8 - 76.3 | 73.1 - 91.2 |
| skilled trades | | | |
| electrician | 69.2 - 78.3 | 75.7 - 86.2 | 84.8 - 89.0 |
| electronics technician | 54.5 - 70.5 | 61.1 - 80.4 | 68.9 - 90.5 |
| field service technician | 50.6 - 66.3 | 58.6 - 77.3 | 67.2 - 87.8 |
| maintenance mechanic | 48.1 - 61.1 | 55.2 - 70.8 | 63.2 - 80.8 |
| millwright | 72.2 - 79.5 | 68.3 - 87.8 | 85.1 - 91.9 |
| welder | 43.2 - 56.1 | 48.7 - 63.9 | 54.9 - 71.9 |

technologies

| application software | entry | mid | senior |
|---------------------------------|-------------|--------------|--------------|
| .net/C# developer | 69.5 - 89.8 | 77.7 - 102.4 | 87.9 - 115.6 |
| application support analyst | 60.3 - 79.4 | 69.2 - 91.8 | 78.7 - 103.5 |
| automation tester | 48.0 - 64.0 | 56.0 - 75.5 | 65.1 - 86.0 |
| C++/ embedded software engineer | 69.3 - 89.7 | 77.6 - 102.2 | 87.7 - 115.5 |
| devops - development | 64.6 - 86.7 | 74.9 - 102.3 | 87.2 - 117.0 |
| ERP developer | 69.3 - 89.6 | 77.4 - 102.1 | 87.6 - 115.9 |
| front-end developer | 64.6 - 84.9 | 73.9 - 98.7 | 84.9 - 112.7 |



| | | | |
|--|---------------|---------------|---------------|
| full stack developer | 74.1 - 97.5 | 84.9 - 113.5 | 97.5 - 129.0 |
| java developer | 67.9 - 87.8 | 76.0 - 100.1 | 85.9 - 112.8 |
| machine learning developer | 75.9 - 112.7 | 101.8 - 141.7 | 121.9 - 146.3 |
| mobile application developer (iOS/android) | 62.1 - 95.1 | 86.6 - 121.5 | 104.5 - 125.4 |
| quality assurance manager | 81.0 - 107.4 | 92.0 - 124.1 | 105.3 - 140.5 |
| SQL database developer | 61.3 - 81.7 | 70.4 - 95.6 | 81.3 - 109.2 |
| technical lead | 105.7 - 142.6 | 121.2 - 165.8 | 139.1 - 187.8 |
| UI/UX designer | 65.2 - 84.1 | 72.6 - 95.3 | 81.6 - 106.6 |
| architecture | | | |
| application architect | 99.9 - 133.1 | 112.5 - 152.7 | 128.2 - 175.0 |
| architect (enterprise) | 92.1 - 124.0 | 105.3 - 144.4 | 121.2 - 166.1 |
| architect (solutions/technical) | 81.5 - 101.8 | 91.3 - 116.2 | 103.2 - 130.6 |
| cloud architect | 87.6 - 110.2 | 99.0 - 126.5 | 112.5 - 142.2 |
| data & analytics | | | |
| BI data architect | 87.7 - 117.7 | 98.1 - 134.3 | 111.0 - 151.7 |
| big data engineer | 79.1 - 103.5 | 88.4 - 118.1 | 100.0 - 133.8 |
| business intelligence developer | 66.3 - 85.8 | 74.3 - 97.8 | 83.9 - 109.6 |
| data analyst | 65.5 - 87.5 | 75.4 - 102.5 | 87.1 - 116.6 |
| data architect | 71.9 - 95.1 | 82.8 - 111.5 | 95.9 - 127.5 |
| data engineer | 68.2 - 91.1 | 78.5 - 106.7 | 90.7 - 121.3 |
| data scientist | 74.6 - 100.4 | 86.6 - 118.4 | 100.6 - 134.7 |
| database administrator | 70.3 - 95.7 | 83.0 - 114.5 | 97.6 - 131.8 |
| leadership/business technology | | | |
| business analyst | 67.7 - 87.6 | 75.8 - 99.9 | 85.7 - 112.9 |
| IT director | 102.7 - 137.2 | 130.1 - 173.9 | 162.6 - 217.9 |
| IT manager | 90.9 - 120.7 | 103.6 - 140.2 | 119.2 - 160.8 |
| networking/infrastructure | | | |
| cloud engineer | 75.2 - 100.2 | 87.6 - 118.2 | 101.6 - 134.0 |



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|----------------------------------|--------------|---------------|---------------|
| devops - infrastructure | 76.1 - 105.2 | 88.7 - 124.0 | 102.8 - 140.2 |
| help desk analyst | 49.6 - 64.7 | 56.2 - 74.3 | 63.8 - 84.2 |
| information security engineer | 71.3 - 95.3 | 82.1 - 111.6 | 94.9 - 127.3 |
| information security manager | 93.3 - 123.1 | 105.4 - 141.5 | 120.1 - 161.0 |
| information security specialist | 57.0 - 74.8 | 65.2 - 87.0 | 74.8 - 98.6 |
| information systems analyst | 61.4 - 79.3 | 68.6 - 90.3 | 77.5 - 102.1 |
| linux/unix administrator | 76.8 - 99.8 | 86.4 - 114.6 | 98.4 - 130.3 |
| network administrator | 60.4 - 80.7 | 69.6 - 94.5 | 80.4 - 108.1 |
| network engineer | 68.5 - 91.3 | 78.6 - 106.9 | 91.0 - 122.8 |
| systems administrator | 68.7 - 90.3 | 78.6 - 105.0 | 90.3 - 120.0 |
| tech support | 62.9 - 81.8 | 71.0 - 93.9 | 80.6 - 106.6 |
| project management | | | |
| business systems analyst | 67.1 - 88.2 | 76.8 - 102.9 | 88.6 - 117.9 |
| ERP project manager | 92.2 - 123.2 | 100.6 - 137.1 | 111.7 - 153.6 |
| product owner | 76.4 - 100.5 | 87.5 - 117.0 | 100.4 - 132.2 |
| product owner/manager | 78.0 - 107.4 | 90.6 - 126.8 | 105.4 - 145.4 |
| project coordinator | 64.4 - 79.8 | 71.4 - 90.2 | 80.1 - 101.6 |
| project manager (infrastructure) | 94.3 - 127.9 | 107.0 - 147.8 | 122.7 - 169.5 |
| project manager (software) | 93.5 - 124.1 | 104.7 - 141.5 | 118.5 - 160.3 |
| scrum master | 71.4 - 92.9 | 80.6 - 106.8 | 91.7 - 121.8 |
| technical writer | 58.8 - 76.3 | 68.4 - 90.0 | 79.3 - 102.2 |



prince george

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 61.6 - 79.6 | 68.9 - 90.3 | 77.4 - 100.6 |
| bilingual customer loyalty agent | 38.2 - 50.0 | 43.6 - 57.8 | 49.8 - 65.7 |
| bilingual customer service manager | 75.1 - 98.6 | 84.4 - 113.2 | 96.2 - 130.0 |
| bilingual customer service representative | 37.5 - 47.2 | 41.4 - 53.5 | 46.5 - 60.3 |
| bilingual customer service supervisor | 61.5 - 80.7 | 69.0 - 92.2 | 78.1 - 104.7 |
| bilingual customer service team lead | 35.0 - 39.7 | 39.0 - 45.3 | 45.0 - 50.4 |
| bilingual customer service trainer | 45.5 - 59.8 | 52.0 - 69.6 | 59.9 - 79.2 |
| bilingual help desk representative - level 1 | 45.2 - 60.1 | 51.9 - 69.2 | 58.8 - 77.6 |
| bilingual inside sales manager | 66.4 - 88.6 | 75.2 - 101.7 | 85.3 - 113.4 |
| bilingual inside sales representative | 48.6 - 60.4 | 52.3 - 66.0 | 57.2 - 73.7 |
| bilingual insurance advisor | 54.1 - 67.3 | 57.3 - 71.8 | 61.4 - 79.4 |
| bilingual junior collection agent | 36.1 - 46.2 | 40.7 - 53.0 | 46.0 - 59.4 |
| bilingual survey agent | 34.4 - 43.5 | 39.4 - 49.9 | 44.2 - 54.5 |
| bilingual telemarketing agent | 34.4 - 43.5 | 39.4 - 49.9 | 44.2 - 54.5 |
| bilingual telephone dispatcher | 41.1 - 52.3 | 46.6 - 60.0 | 52.8 - 67.6 |
| bilingual workforce planner | 47.6 - 60.1 | 51.4 - 66.3 | 56.7 - 74.8 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|-------------|--------------|
| architect | 62.6 - 82.0 | 70.1 - 93.7 | 79.6 - 106.5 |
| architectural drafter | 52.6 - 68.4 | 61.2 - 81.0 | 71.7 - 95.3 |
| BIM/VDC coordinator | 64.9 - 84.7 | 72.4 - 96.4 | 81.8 - 109.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 58.6 - 76.7 | 66.7 - 88.8 | 76.4 - 101.6 |
| civil engineer | 66.0 - 88.4 | 76.2 - 103.4 | 87.9 - 117.2 |
| civil engineering drafter | 54.1 - 67.6 | 60.6 - 77.1 | 68.5 - 87.3 |
| civil engineering technologist | 46.9 - 63.3 | 55.6 - 75.3 | 64.9 - 85.8 |
| civil project engineer | 76.1 - 104.1 | 87.6 - 121.9 | 101.4 - 140.0 |
| civil project manager | 78.1 - 104.0 | 88.0 - 119.3 | 100.0 - 134.5 |
| construction coordinator | 52.3 - 69.4 | 58.6 - 79.1 | 66.3 - 89.6 |
| construction director | 100.8 - 133.0 | 132.8 - 175.2 | 166.4 - 220.1 |
| construction manager | 74.1 - 96.8 | 81.2 - 108.2 | 90.4 - 121.5 |
| construction project coordinator | 86.6 - 111.1 | 94.1 - 123.0 | 103.8 - 137.1 |
| construction project manager | 67.2 - 92.5 | 78.0 - 109.1 | 90.7 - 124.9 |
| contracts administrator | 59.6 - 78.8 | 67.7 - 91.0 | 77.3 - 103.5 |
| contracts manager | 96.5 - 121.8 | 107.9 - 138.8 | 122.1 - 157.8 |
| director of operations | 126.4 - 168.4 | 165.6 - 221.4 | 209.7 - 280.4 |
| drafter | 54.7 - 68.1 | 60.9 - 77.2 | 68.6 - 87.3 |
| electrical designer/engineer | 76.3 - 100.4 | 85.9 - 115.3 | 97.9 - 131.3 |
| electrical engineer | 78.8 - 104.3 | 89.6 - 121.0 | 103.0 - 138.4 |
| electrical engineering technician | 57.5 - 73.7 | 65.6 - 85.3 | 75.0 - 96.8 |
| electrical inspector | 46.7 - 62.6 | 54.0 - 73.2 | 62.3 - 84.1 |
| engineering manager | 84.1 - 113.0 | 96.0 - 131.4 | 110.4 - 149.9 |
| environmental engineer | 64.3 - 85.2 | 73.2 - 99.0 | 84.3 - 113.3 |
| environmental inspector | 49.3 - 63.2 | 54.3 - 70.8 | 60.5 - 79.2 |
| estimation engineer | 72.2 - 96.3 | 83.0 - 112.7 | 96.0 - 129.3 |
| estimator | 61.2 - 79.6 | 67.9 - 90.2 | 76.4 - 101.7 |
| facilities engineer | 66.4 - 88.6 | 76.4 - 103.8 | 88.4 - 118.5 |
| field manager | 70.5 - 93.3 | 80.1 - 108.2 | 92.1 - 125.1 |
| field Supervisor | 70.7 - 92.8 | 79.4 - 105.9 | 89.6 - 119.1 |



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|-----------------------------------|---------------|---------------|---------------|
| foreman | 54.7 - 70.8 | 61.3 - 80.7 | 69.2 - 91.1 |
| health and safety manager | 60.9 - 78.4 | 69.9 - 91.4 | 80.4 - 104.0 |
| health and safety specialist | 69.6 - 91.3 | 79.5 - 106.2 | 91.4 - 120.9 |
| HVAC drafter | 53.6 - 68.7 | 60.3 - 78.3 | 67.9 - 87.5 |
| HVAC engineer | 57.6 - 76.5 | 65.8 - 89.0 | 75.6 - 101.0 |
| mechanical designer | 52.5 - 69.4 | 60.5 - 80.6 | 69.3 - 90.8 |
| mechanical drafter | 51.7 - 67.3 | 58.3 - 77.6 | 66.9 - 90.6 |
| mechanical engineer | 73.9 - 97.7 | 83.8 - 112.9 | 95.9 - 128.4 |
| mechanical engineering technician | 51.8 - 67.9 | 59.0 - 78.5 | 67.3 - 88.3 |
| mechanical site supervisor | 51.2 - 65.9 | 57.8 - 75.7 | 65.8 - 86.2 |
| operations manager | 79.5 - 108.5 | 91.0 - 125.9 | 104.4 - 141.9 |
| planner/scheduler | 40.3 - 51.4 | 45.8 - 58.9 | 51.8 - 66.3 |
| project coordinator | 46.4 - 60.5 | 52.5 - 69.4 | 59.6 - 78.4 |
| project director | 110.9 - 134.5 | 138.6 - 168.0 | 166.8 - 202.8 |
| project engineer | 90.6 - 116.0 | 98.2 - 128.3 | 108.3 - 143.0 |
| project manager | 76.1 - 104.8 | 88.4 - 123.6 | 102.7 - 141.1 |
| purchasing manager | 95.6 - 126.0 | 107.9 - 144.4 | 122.4 - 161.9 |
| QA/QC inspector | 55.0 - 73.0 | 63.7 - 85.4 | 73.4 - 97.9 |
| quality control engineer | 69.6 - 92.1 | 79.0 - 106.3 | 90.3 - 120.3 |
| quality inspector | 40.1 - 51.0 | 44.7 - 58.0 | 50.5 - 65.5 |
| safety inspector | 63.0 - 82.2 | 71.3 - 94.4 | 80.9 - 106.5 |
| specification writer | 52.1 - 67.2 | 59.0 - 77.1 | 67.0 - 86.9 |
| structural designer | 53.5 - 69.8 | 60.6 - 80.2 | 68.8 - 90.7 |
| structural engineer | 71.8 - 94.9 | 81.5 - 109.9 | 93.4 - 125.2 |
| superintendent | 41.0 - 52.2 | 45.8 - 59.5 | 51.8 - 67.5 |
| energy & oil | | | |
| architectural technologist | 52.6 - 68.4 | 61.2 - 81.0 | 71.7 - 95.3 |
| applications engineer | 73.2 - 96.8 | 84.5 - 113.5 | 97.7 - 128.8 |



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|-------------------------------------|---------------|---------------|---------------|
| architect | 62.6 - 82.0 | 70.1 - 93.7 | 79.6 - 106.5 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 64.3 - 85.0 | 72.9 - 98.1 | 83.4 - 111.6 |
| automation specialist | 51.0 - 67.0 | 59.2 - 78.1 | 67.9 - 88.7 |
| buyer | 58.6 - 76.7 | 66.7 - 88.8 | 76.4 - 101.6 |
| category manager | 61.6 - 80.6 | 68.9 - 91.8 | 77.9 - 104.2 |
| category specialist | 52.5 - 68.4 | 58.4 - 77.5 | 65.7 - 87.7 |
| chemical engineer | 82.3 - 109.1 | 92.2 - 124.3 | 104.1 - 140.0 |
| chemical technician | 55.1 - 71.9 | 61.3 - 81.6 | 69.2 - 93.2 |
| chief inspector | 55.6 - 73.0 | 62.5 - 83.1 | 70.4 - 93.1 |
| civil engineer | 66.0 - 88.4 | 76.2 - 103.4 | 87.9 - 117.2 |
| civil engineering drafter | 54.1 - 67.6 | 60.6 - 77.1 | 68.5 - 87.3 |
| civil engineering technologist | 46.9 - 63.3 | 55.6 - 75.3 | 64.9 - 85.8 |
| civil project engineer | 76.1 - 104.1 | 87.6 - 121.9 | 101.4 - 140.0 |
| civil project manager | 78.1 - 104.0 | 88.0 - 119.3 | 100.0 - 134.5 |
| commissioning and start up engineer | 61.4 - 81.8 | 70.5 - 95.6 | 81.4 - 105.6 |
| construction analyst | 56.3 - 73.6 | 62.8 - 83.4 | 70.5 - 93.6 |
| construction coordinator | 52.3 - 69.4 | 58.6 - 79.1 | 66.3 - 89.6 |
| construction director | 100.8 - 133.0 | 132.8 - 175.2 | 166.4 - 220.1 |
| construction manager | 74.1 - 96.8 | 81.2 - 108.2 | 90.4 - 121.5 |
| construction project manager | 67.2 - 92.5 | 78.0 - 109.1 | 90.7 - 124.9 |
| continuous improvement engineer | 76.2 - 99.4 | 84.9 - 112.6 | 95.3 - 125.9 |
| contracts administrator | 59.6 - 78.8 | 67.7 - 91.0 | 77.3 - 103.5 |
| contracts manager | 96.5 - 121.8 | 107.9 - 138.8 | 122.1 - 157.8 |
| contracts specialist | 60.2 - 78.8 | 68.4 - 90.9 | 78.2 - 102.9 |
| control technician | 49.9 - 65.6 | 57.0 - 75.9 | 65.2 - 86.1 |
| controls designer/engineer | 54.6 - 73.0 | 62.8 - 85.1 | 72.3 - 97.0 |
| cost control specialist | 50.0 - 64.7 | 56.0 - 73.8 | 63.4 - 83.5 |



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|-----------------------------------|---------------|---------------|---------------|
| demand planner | 49.6 - 68.4 | 59.6 - 82.4 | 70.3 - 94.2 |
| director of operations | 126.4 - 168.4 | 165.6 - 221.4 | 209.7 - 280.4 |
| drafter | 54.7 - 68.1 | 60.9 - 77.2 | 68.6 - 87.3 |
| electrical designer/engineer | 76.3 - 100.4 | 85.9 - 115.3 | 97.9 - 131.3 |
| electrical engineer | 78.8 - 104.3 | 89.6 - 121.0 | 103.0 - 138.4 |
| electrical engineering technician | 57.5 - 73.7 | 65.6 - 85.3 | 75.0 - 96.8 |
| electrical inspector | 46.7 - 62.6 | 54.0 - 73.2 | 62.3 - 84.1 |
| electrical test engineer | 72.6 - 96.7 | 83.3 - 113.2 | 96.5 - 129.9 |
| engineering manager | 84.1 - 113.0 | 96.0 - 131.4 | 110.4 - 149.9 |
| environmental engineer | 64.3 - 85.2 | 73.2 - 99.0 | 84.3 - 113.3 |
| environmental inspector | 49.3 - 63.2 | 54.3 - 70.8 | 60.5 - 79.2 |
| estimation engineer | 72.2 - 96.3 | 83.0 - 112.7 | 96.0 - 129.3 |
| estimator | 61.2 - 79.6 | 67.9 - 90.2 | 76.4 - 101.7 |
| expediter | 42.9 - 55.3 | 48.7 - 63.6 | 55.4 - 72.3 |
| facilities engineer | 66.4 - 88.6 | 76.4 - 103.8 | 88.4 - 118.5 |
| field service engineer | 53.1 - 70.4 | 60.4 - 81.7 | 69.5 - 94.2 |
| general inspector | 51.5 - 67.3 | 57.8 - 76.5 | 64.9 - 85.5 |
| geologist | 63.6 - 82.8 | 71.7 - 95.2 | 81.8 - 108.4 |
| geophysicist | 71.3 - 97.3 | 84.5 - 117.1 | 100.1 - 135.4 |
| geotechnical engineer | 65.8 - 85.5 | 74.1 - 98.3 | 84.5 - 111.7 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 40.7 - 52.8 | 45.2 - 59.7 | 50.6 - 66.6 |
| health and safety manager | 64.9 - 84.5 | 72.1 - 95.7 | 81.1 - 107.7 |
| health and safety specialist | 60.9 - 78.4 | 69.9 - 91.4 | 80.4 - 104.0 |
| HVAC drafter | 53.6 - 68.7 | 60.3 - 78.3 | 67.9 - 87.5 |
| HVAC engineer | 57.6 - 76.5 | 65.8 - 89.0 | 75.6 - 101.0 |
| hydraulic engineer | 65.9 - 88.0 | 75.8 - 103.0 | 87.7 - 117.6 |
| industrial engineer | 72.0 - 93.8 | 79.9 - 106.0 | 89.7 - 118.6 |



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|---------------------------------------|---------------|---------------|---------------|
| instrumentation and controls engineer | 70.2 - 92.3 | 79.1 - 106.0 | 90.0 - 119.9 |
| inventory analyst | 52.0 - 67.5 | 58.5 - 77.3 | 66.4 - 88.1 |
| inventory control manager | 63.2 - 82.8 | 70.7 - 94.4 | 80.0 - 106.8 |
| logistics manager | 62.7 - 83.3 | 71.6 - 96.9 | 82.4 - 110.4 |
| logistics specialist | 48.7 - 63.0 | 55.4 - 72.4 | 63.0 - 82.2 |
| materials manager | 81.5 - 107.0 | 90.0 - 120.5 | 100.8 - 135.5 |
| mechanical designer | 52.5 - 69.4 | 60.5 - 80.6 | 69.3 - 90.8 |
| mechanical drafter | 51.7 - 67.3 | 58.3 - 77.6 | 66.9 - 90.6 |
| mechanical engineer | 73.9 - 97.7 | 83.8 - 112.9 | 95.9 - 128.4 |
| mechanical engineering technician | 51.8 - 67.9 | 59.0 - 78.5 | 67.3 - 88.3 |
| mining engineer | 71.5 - 94.5 | 79.7 - 107.4 | 89.9 - 120.8 |
| operations manager | 79.5 - 108.5 | 91.0 - 125.9 | 104.4 - 141.9 |
| pipeline designer | 61.3 - 80.0 | 68.4 - 91.0 | 77.3 - 102.9 |
| piping engineer | 64.0 - 83.6 | 71.5 - 95.3 | 80.8 - 108.0 |
| planner/scheduler | 40.3 - 51.4 | 45.8 - 58.9 | 51.8 - 66.3 |
| plant engineer | 73.4 - 97.3 | 85.0 - 114.7 | 99.0 - 131.4 |
| plant manager | 95.6 - 132.9 | 114.5 - 161.1 | 136.4 - 187.7 |
| plant operator | 49.9 - 67.8 | 58.8 - 80.2 | 68.2 - 90.6 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 62.7 - 83.3 | 71.7 - 97.0 | 82.5 - 110.1 |
| procurement director | 100.4 - 132.4 | 133.7 - 176.1 | 162.4 - 214.6 |
| procurement specialist | 52.3 - 68.2 | 58.1 - 77.3 | 65.5 - 87.6 |
| production analyst | 46.6 - 62.1 | 53.4 - 72.6 | 61.9 - 83.7 |
| production engineer | 64.9 - 86.3 | 74.3 - 100.4 | 85.4 - 114.0 |
| program manager | 72.0 - 93.2 | 82.0 - 107.9 | 93.8 - 122.9 |
| project controller | 63.0 - 83.7 | 72.8 - 101.6 | 89.4 - 110.8 |
| project controls manager | 85.0 - 116.5 | 98.0 - 136.4 | 113.2 - 155.1 |
| project controls specialist | 62.2 - 80.7 | 69.8 - 91.9 | 78.8 - 103.5 |



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|--------------------------------------|---------------|---------------|---------------|
| project coordinator | 86.6 - 111.1 | 94.1 - 123.0 | 103.8 - 137.1 |
| project director | 110.9 - 134.5 | 138.6 - 168.0 | 166.8 - 202.8 |
| project engineer | 90.6 - 116.0 | 98.2 - 128.3 | 108.3 - 143.0 |
| project manager | 76.1 - 104.8 | 88.4 - 123.6 | 102.7 - 141.1 |
| purchasing manager | 95.6 - 126.0 | 107.9 - 144.4 | 122.4 - 161.9 |
| QA/QC inspector | 55.0 - 73.0 | 63.7 - 85.4 | 73.4 - 97.9 |
| quality assurance manager | 80.7 - 104.7 | 89.2 - 117.8 | 99.7 - 132.0 |
| quality assurance/control technician | 62.7 - 82.0 | 71.2 - 94.7 | 81.4 - 107.2 |
| quality control engineer | 69.6 - 92.1 | 79.0 - 106.3 | 90.3 - 120.3 |
| quality inspector | 40.1 - 51.0 | 44.7 - 58.0 | 50.5 - 65.5 |
| reliability engineer | 68.9 - 88.9 | 78.2 - 102.8 | 89.5 - 116.8 |
| reliability manager | 69.9 - 90.7 | 79.9 - 105.5 | 91.9 - 120.1 |
| reliability specialist | 51.0 - 67.8 | 58.4 - 78.9 | 67.2 - 89.8 |
| safety inspector | 63.0 - 82.2 | 71.3 - 94.4 | 80.9 - 106.5 |
| site supervisor | 51.2 - 65.9 | 57.8 - 75.7 | 65.8 - 86.2 |
| sourcing engineer | 56.9 - 75.6 | 65.0 - 87.9 | 74.8 - 100.2 |
| sourcing specialist | 56.3 - 73.3 | 62.6 - 83.0 | 70.4 - 94.0 |
| specification writer | 52.1 - 67.2 | 59.0 - 77.1 | 67.0 - 86.9 |
| stationary engineer | 55.0 - 70.2 | 60.4 - 78.4 | 67.1 - 87.1 |
| structural designer | 53.5 - 69.8 | 60.6 - 80.2 | 68.8 - 90.7 |
| structural engineer | 71.8 - 94.9 | 81.5 - 109.9 | 93.4 - 125.2 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 41.0 - 52.2 | 45.8 - 59.5 | 51.8 - 67.5 |
| supply chain manager | 81.4 - 108.6 | 93.6 - 126.4 | 107.3 - 141.7 |
| systems control engineer | 64.8 - 85.7 | 73.8 - 99.4 | 84.7 - 112.9 |
| telecommunications technician | 53.8 - 70.1 | 60.8 - 80.5 | 69.2 - 91.8 |
| transmission line engineer | 77.2 - 97.6 | 83.6 - 107.7 | 91.9 - 119.2 |
| transportation manager | 82.3 - 108.6 | 93.0 - 124.7 | 105.8 - 141.3 |



| | | | |
|------------------------|-------------|-------------|--------------|
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 54.7 - 71.4 | 62.0 - 81.9 | 70.3 - 92.1 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 73.2 - 96.8 | 84.5 - 113.5 | 97.7 - 128.8 |
| automation engineer | 64.3 - 85.0 | 72.9 - 98.1 | 83.4 - 111.6 |
| buyer | 58.6 - 76.7 | 66.7 - 88.8 | 76.4 - 101.6 |
| chemical engineer | 82.3 - 109.1 | 92.2 - 124.3 | 104.1 - 140.0 |
| chemical technician | 55.1 - 71.9 | 61.3 - 81.6 | 69.2 - 93.2 |
| cmm programmer | 49.5 - 64.7 | 56.2 - 74.7 | 64.2 - 84.4 |
| coating inspector | 39.4 - 51.2 | 44.6 - 58.9 | 50.7 - 66.8 |
| commissioning and start up engineer | 61.4 - 81.8 | 70.5 - 95.6 | 81.4 - 105.6 |
| continuous improvement engineer | 76.2 - 99.4 | 84.9 - 112.6 | 95.3 - 125.9 |
| controls designer/engineer | 54.6 - 73.0 | 62.8 - 85.1 | 72.3 - 97.0 |
| demand planner | 49.6 - 68.4 | 59.6 - 82.4 | 70.3 - 94.2 |
| electrical engineer | 78.8 - 104.3 | 89.6 - 121.0 | 103.0 - 138.4 |
| electrical engineering technician | 57.5 - 73.7 | 65.6 - 85.3 | 75.0 - 96.8 |
| electrical test engineer | 72.6 - 96.7 | 83.3 - 113.2 | 96.5 - 129.9 |
| estimation engineer | 72.2 - 96.3 | 83.0 - 112.7 | 96.0 - 129.3 |
| estimator | 61.2 - 79.6 | 67.9 - 90.2 | 76.4 - 101.7 |
| field service engineer | 53.1 - 70.4 | 60.4 - 81.7 | 69.5 - 94.2 |
| general inspector | 51.6 - 67.8 | 58.0 - 77.2 | 65.4 - 86.4 |
| health and safety specialist | 69.6 - 91.3 | 79.5 - 106.2 | 91.4 - 120.9 |
| HVAC drafter | 53.6 - 68.7 | 60.3 - 78.3 | 67.9 - 87.5 |
| HVAC engineer | 57.6 - 76.5 | 65.8 - 89.0 | 75.6 - 101.0 |
| industrial engineer | 72.0 - 93.8 | 79.9 - 106.0 | 89.7 - 118.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| inventory analyst | 52.0 - 67.5 | 58.5 - 77.3 | 66.4 - 88.1 |
| logistics specialist | 59.3 - 78.8 | 67.8 - 91.6 | 77.9 - 104.0 |
| manufacturing engineer | 67.3 - 89.0 | 76.4 - 102.9 | 87.4 - 116.6 |
| mechanical designer | 52.5 - 69.4 | 60.5 - 80.6 | 69.3 - 90.8 |
| mechanical drafter | 51.7 - 67.3 | 58.3 - 77.6 | 66.9 - 90.6 |
| mechanical engineer | 73.9 - 97.7 | 83.8 - 112.9 | 95.9 - 128.4 |
| mechanical engineering technician | 51.8 - 67.9 | 59.0 - 78.5 | 67.3 - 88.3 |
| planner/scheduler | 40.3 - 51.4 | 45.8 - 58.9 | 51.8 - 66.3 |
| process engineer | 62.7 - 83.3 | 71.7 - 97.0 | 82.5 - 110.1 |
| production planner | 49.0 - 64.9 | 56.6 - 75.3 | 64.6 - 83.9 |
| project engineer | 90.6 - 116.0 | 98.2 - 128.3 | 108.3 - 143.0 |
| project manager | 76.1 - 104.8 | 88.4 - 123.6 | 102.7 - 141.1 |
| QA/QC inspector | 38.6 - 49.1 | 43.1 - 55.9 | 48.7 - 63.2 |
| quality assurance manager | 80.7 - 104.7 | 89.2 - 117.8 | 99.7 - 132.0 |
| quality assurance/control technician | 62.7 - 82.0 | 71.2 - 94.7 | 81.4 - 107.2 |
| quality control engineer | 69.6 - 92.1 | 79.0 - 106.3 | 90.3 - 120.3 |
| quality control technician | 40.6 - 52.1 | 45.1 - 58.8 | 50.5 - 65.7 |
| quality director | 90.1 - 121.7 | 114.0 - 153.8 | 138.2 - 186.5 |
| quality inspector | 40.1 - 51.0 | 44.7 - 58.0 | 50.5 - 65.5 |
| safety inspector | 63.0 - 82.2 | 71.3 - 94.4 | 80.9 - 106.5 |
| SCADA engineer | 65.2 - 86.6 | 74.5 - 100.7 | 85.6 - 114.5 |
| sourcing engineer | 56.9 - 75.6 | 65.0 - 87.9 | 74.8 - 100.2 |
| stationary engineer | 55.0 - 70.2 | 60.4 - 78.4 | 67.1 - 87.1 |
| supply chain analyst | 49.7 - 66.2 | 56.9 - 76.9 | 65.4 - 87.3 |
| industrial management | | | |
| director of operations | 126.4 - 168.4 | 165.6 - 221.4 | 209.7 - 280.4 |
| engineering manager | 84.1 - 113.0 | 96.0 - 131.4 | 110.4 - 149.9 |
| health and safety manager | 60.9 - 78.4 | 69.9 - 91.4 | 80.4 - 104.0 |



| | | | |
|---------------------------|---------------|---------------|---------------|
| inventory control manager | 65.0 - 84.9 | 72.3 - 97.0 | 81.9 - 108.8 |
| machining manager | 80.1 - 98.2 | 89.4 - 112.9 | 97.8 - 126.7 |
| maintenance manager | 84.1 - 103.8 | 99.1 - 125.2 | 108.1 - 136.6 |
| maintenance supervisor | 73.9 - 94.2 | 81.8 - 112.5 | 95.1 - 125.8 |
| manufacturing director | 107.0 - 129.9 | 139.0 - 168.6 | 171.1 - 208.0 |
| materials manager | 94.1 - 123.2 | 104.3 - 130.1 | 116.6 - 141.8 |
| operations manager | 79.5 - 108.5 | 91.0 - 125.9 | 104.4 - 141.9 |
| plant manager | 95.6 - 132.9 | 114.5 - 161.1 | 136.4 - 187.7 |
| procurement director | 100.4 - 132.4 | 133.7 - 176.1 | 162.4 - 214.6 |
| production manager | 89.1 - 100.6 | 98.1 - 125.1 | 112.0 - 141.8 |
| production supervisor | 71.1 - 88.5 | 76.3 - 101.0 | 88.3 - 114.2 |
| project director | 110.9 - 134.5 | 138.6 - 168.0 | 166.8 - 202.8 |
| purchasing manager | 95.6 - 126.0 | 107.9 - 144.4 | 122.4 - 161.9 |
| site supervisor | 76.7 - 100.1 | 84.0 - 111.9 | 93.5 - 125.8 |
| supply chain manager | 81.4 - 108.6 | 93.6 - 126.4 | 107.3 - 141.7 |
| transportation manager | 93.2 - 109.8 | 96.9 - 118.7 | 109.7 - 141.3 |
| warehouse manager | 75.3 - 96.9 | 85.2 - 111.6 | 97.2 - 121.7 |
| warehouse supervisor | 58.6 - 72.3 | 67.6 - 83.2 | 76.5 - 98.1 |
| skilled trades | | | |
| CNC machinist | 41.2 - 53.4 | 46.3 - 60.8 | 52.3 - 68.5 |
| CNC programmer | 53.3 - 70.7 | 60.7 - 81.8 | 69.6 - 93.6 |
| conventional machinist | 42.3 - 55.5 | 48.4 - 64.2 | 55.4 - 73.4 |
| electrician | 53.4 - 70.0 | 59.9 - 79.8 | 67.6 - 89.8 |
| field service technician | 51.1 - 67.1 | 59.2 - 78.3 | 68.0 - 89.0 |
| heavy equipment mechanic | 52.1 - 69.0 | 60.2 - 80.5 | 69.2 - 91.8 |
| maintenance mechanic | 48.8 - 62.1 | 56.0 - 71.9 | 64.1 - 82.0 |
| millwright | 55.5 - 71.9 | 62.3 - 81.9 | 70.2 - 91.2 |
| welder | 43.8 - 56.8 | 49.3 - 64.7 | 55.6 - 72.8 |



technologies

| | entry | mid | senior |
|--|---------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 70.6 - 91.4 | 79.0 - 104.2 | 89.4 - 117.6 |
| application support analyst | 61.3 - 80.8 | 70.3 - 93.4 | 80.1 - 105.3 |
| automation tester | 48.5 - 64.6 | 56.5 - 76.3 | 65.7 - 86.8 |
| C++/ embedded software engineer | 70.5 - 91.2 | 78.9 - 104.0 | 89.2 - 117.4 |
| devops - development | 65.7 - 88.2 | 76.2 - 104.1 | 88.7 - 118.9 |
| ERP developer | 70.5 - 91.1 | 78.8 - 103.8 | 89.1 - 117.8 |
| front-end developer | 65.7 - 86.3 | 75.1 - 100.5 | 86.4 - 114.6 |
| full stack developer | 75.4 - 99.2 | 86.3 - 115.4 | 99.2 - 131.0 |
| java developer | 69.0 - 89.4 | 77.3 - 101.9 | 87.4 - 114.8 |
| machine learning developer | 77.2 - 114.7 | 103.6 - 143.9 | 123.9 - 148.5 |
| mobile application developer (iOS/android) | 63.2 - 96.7 | 88.1 - 123.5 | 106.4 - 127.5 |
| quality assurance manager | 82.2 - 108.7 | 93.3 - 125.5 | 106.5 - 141.9 |
| SQL database developer | 62.3 - 83.1 | 71.6 - 97.2 | 82.7 - 111.0 |
| technical lead | 107.0 - 144.1 | 122.5 - 167.3 | 140.5 - 189.3 |
| UI/UX designer | 66.3 - 85.5 | 73.9 - 97.0 | 83.1 - 108.5 |
| architecture | | | |
| application architect | 101.2 - 134.5 | 113.8 - 154.2 | 129.6 - 176.5 |
| architect (enterprise) | 93.7 - 126.1 | 107.1 - 146.6 | 123.2 - 168.4 |
| architect (solutions/technical) | 82.9 - 103.6 | 92.9 - 118.2 | 105.0 - 132.7 |
| cloud architect | 89.2 - 112.1 | 100.7 - 128.6 | 114.4 - 144.4 |
| data & analytics | | | |
| BI data architect | 88.8 - 119.1 | 99.3 - 135.7 | 112.3 - 153.2 |
| big data engineer | 80.5 - 105.3 | 89.9 - 120.1 | 101.8 - 135.9 |
| business intelligence developer | 67.4 - 87.3 | 75.5 - 99.5 | 85.3 - 111.5 |
| data analyst | 66.6 - 89.0 | 76.7 - 104.2 | 88.7 - 118.6 |
| data architect | 72.4 - 95.7 | 83.3 - 112.1 | 96.5 - 128.2 |



british columbia

| | | | |
|---------------------------------------|---------------|---------------|---------------|
| data engineer | 69.3 - 92.6 | 79.8 - 108.5 | 92.3 - 123.4 |
| data scientist | 75.1 - 101.1 | 87.1 - 119.1 | 101.2 - 135.5 |
| database administrator | 71.5 - 97.3 | 84.5 - 116.4 | 99.3 - 133.9 |
| leadership/business technology | | | |
| business analyst | 68.8 - 89.1 | 77.0 - 101.6 | 87.2 - 114.8 |
| IT director | 103.9 - 138.6 | 131.5 - 175.3 | 164.1 - 219.5 |
| IT manager | 92.1 - 122.1 | 104.9 - 141.6 | 120.5 - 162.2 |
| networking/infrastructure | | | |
| cloud engineer | 76.5 - 101.9 | 89.1 - 120.2 | 103.4 - 136.1 |
| devops - infrastructure | 77.4 - 107.0 | 90.3 - 126.1 | 104.6 - 142.4 |
| help desk analyst | 50.5 - 65.8 | 57.1 - 75.6 | 64.9 - 85.6 |
| information security engineer | 72.5 - 96.9 | 83.5 - 113.5 | 96.5 - 129.4 |
| information security manager | 94.6 - 124.5 | 106.6 - 142.9 | 121.4 - 162.4 |
| information security specialist | 57.9 - 76.1 | 66.2 - 88.5 | 76.1 - 100.3 |
| information systems analyst | 62.5 - 80.7 | 69.8 - 91.9 | 78.8 - 103.9 |
| linux/unix administrator | 78.1 - 101.5 | 87.9 - 116.5 | 100.1 - 132.4 |
| network administrator | 61.4 - 82.0 | 70.7 - 96.1 | 81.8 - 109.9 |
| network engineer | 69.6 - 92.9 | 80.0 - 108.7 | 92.6 - 124.8 |
| systems administrator | 69.9 - 91.8 | 79.9 - 106.8 | 91.9 - 122.0 |
| tech support | 63.9 - 83.2 | 72.1 - 95.5 | 82.0 - 108.4 |
| project management | | | |
| business systems analyst | 68.2 - 89.7 | 78.1 - 104.7 | 90.1 - 119.8 |
| ERP project manager | 93.4 - 124.5 | 101.9 - 138.5 | 112.9 - 155.1 |
| product owner | 77.7 - 102.3 | 89.1 - 119.0 | 102.2 - 134.3 |
| product owner/manager | 79.7 - 109.8 | 92.6 - 129.5 | 107.7 - 148.1 |
| project coordinator | 65.5 - 81.2 | 72.6 - 91.8 | 81.5 - 103.4 |
| project manager (infrastructure) | 95.5 - 129.3 | 108.3 - 149.3 | 124.0 - 171.0 |



| | | | |
|----------------------------|--------------|---------------|---------------|
| project manager (software) | 94.7 - 125.5 | 106.0 - 143.0 | 119.8 - 161.8 |
| scrum master | 72.6 - 94.5 | 81.9 - 108.6 | 93.3 - 123.9 |
| technical writer | 59.1 - 76.8 | 68.8 - 90.4 | 79.8 - 102.7 |



surrey/delta

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative analyst | 53.6 - 69.4 | 59.4 - 78.4 | 66.7 - 88.4 |
| administrative assistant | 41.9 - 53.9 | 46.8 - 61.3 | 52.8 - 69.1 |
| administrative assistant (bilingual) | 46.5 - 54.7 | 51.4 - 62.2 | 60.5 - 74.2 |
| administrative manager | 65.7 - 83.9 | 71.4 - 93.0 | 78.7 - 103.6 |
| benefits clerk | 41.1 - 52.5 | 46.9 - 60.6 | 53.5 - 68.7 |
| claims supervisor | 65.8 - 85.6 | 73.3 - 97.4 | 82.9 - 111.0 |
| contracts administrator | 106.4 - 133.5 | 118.7 - 151.2 | 133.9 - 170.5 |
| data entry clerk | 36.6 - 45.9 | 41.4 - 52.0 | 46.2 - 53.3 |
| dispatcher | 43.2 - 54.8 | 48.9 - 62.8 | 55.3 - 70.8 |
| document controller | 35.6 - 45.4 | 41.2 - 51.9 | 46.0 - 53.0 |
| document services specialist | 34.0 - 43.4 | 39.3 - 49.5 | 43.9 - 50.6 |
| documentation specialist | 40.4 - 52.9 | 48.3 - 61.3 | 54.4 - 62.7 |
| executive assistant | 59.9 - 81.4 | 69.8 - 95.8 | 80.7 - 108.7 |
| executive assistant (bilingual) | 69.9 - 83.3 | 76.2 - 98.2 | 88.6 - 111.6 |
| file clerk | 37.3 - 48.4 | 44.0 - 55.5 | 49.2 - 56.7 |
| HR administrator | 51.3 - 66.5 | 57.9 - 76.3 | 65.7 - 86.7 |
| human resources assistant | 43.6 - 55.4 | 49.3 - 62.3 | 54.5 - 67.1 |
| invoicing clerk | 39.6 - 50.5 | 45.1 - 57.4 | 50.2 - 62.4 |
| logistics coordinator | 51.7 - 67.7 | 60.0 - 79.0 | 68.9 - 89.7 |
| mailroom clerk | 37.6 - 46.5 | 42.3 - 51.7 | 46.2 - 52.6 |
| office clerk | 40.6 - 49.9 | 44.6 - 55.5 | 49.2 - 61.4 |
| office manager | 59.0 - 75.8 | 64.6 - 84.5 | 71.6 - 94.2 |



| | | | |
|---|-------------|--------------|--------------|
| order clerk | 36.0 - 45.2 | 40.9 - 51.5 | 45.7 - 56.7 |
| order entry clerk | 41.5 - 52.9 | 47.0 - 59.5 | 51.9 - 64.0 |
| payroll administrator | 49.6 - 64.3 | 56.2 - 74.1 | 64.0 - 84.5 |
| project coordinator | 48.7 - 63.2 | 54.9 - 72.3 | 62.2 - 81.5 |
| property administrator | 44.4 - 57.7 | 49.7 - 66.1 | 56.5 - 76.0 |
| property manager | 68.6 - 90.6 | 78.1 - 105.2 | 89.7 - 120.5 |
| receptionist | 35.8 - 44.6 | 39.5 - 50.2 | 44.2 - 56.9 |
| receptionist (bilingual) | 45.1 - 52.1 | 50.0 - 56.9 | 55.8 - 60.7 |
| sales administrator | 46.4 - 61.6 | 53.3 - 72.0 | 61.5 - 82.0 |
| sales assistant | 42.1 - 52.3 | 46.3 - 59.3 | 52.4 - 68.6 |
| service coordinator | 40.9 - 52.6 | 45.7 - 59.9 | 51.6 - 68.1 |
| supply clerk | 38.8 - 49.0 | 43.6 - 55.4 | 48.6 - 60.8 |
| logistics & transportation support | | | |
| import/export clerk | 39.9 - 51.2 | 45.8 - 58.6 | 51.3 - 63.9 |
| import/export coordinator | 58.1 - 74.4 | 64.4 - 84.0 | 72.3 - 94.6 |
| shipping administrator | 46.4 - 58.8 | 53.2 - 67.7 | 60.3 - 75.8 |
| supply chain coordinator | 45.5 - 58.6 | 50.8 - 66.7 | 57.5 - 75.8 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 66.3 - 85.5 | 74.2 - 97.3 | 83.6 - 109.0 |
| bilingual customer loyalty agent | 39.8 - 52.0 | 45.4 - 60.1 | 51.8 - 68.2 |
| bilingual customer service manager | 83.0 - 108.6 | 93.2 - 124.4 | 106.1 - 142.1 |
| bilingual customer service representative | 39.5 - 49.9 | 43.7 - 56.3 | 49.1 - 63.6 |
| bilingual customer service supervisor | 63.9 - 83.4 | 71.5 - 95.0 | 80.7 - 107.6 |
| bilingual customer service team lead | 47.2 - 61.6 | 53.8 - 71.5 | 61.7 - 81.3 |
| bilingual customer service trainer | 47.2 - 61.6 | 53.8 - 71.5 | 61.7 - 81.3 |
| bilingual help desk representative - level 1 | 51.5 - 68.1 | 58.9 - 78.3 | 66.6 - 87.8 |



| | | | |
|---------------------------------------|-------------|--------------|--------------|
| bilingual inside sales manager | 72.6 - 96.9 | 82.4 - 111.7 | 93.9 - 125.8 |
| bilingual inside sales representative | 53.5 - 66.8 | 58.1 - 74.0 | 64.3 - 83.1 |
| bilingual insurance advisor | 60.0 - 75.9 | 65.3 - 84.0 | 72.0 - 93.6 |
| bilingual junior collection agent | 37.6 - 48.1 | 42.4 - 55.0 | 47.9 - 61.7 |
| bilingual order desk representative | 36.0 - 45.2 | 40.9 - 51.5 | 45.7 - 56.7 |
| bilingual survey agent | 35.8 - 45.3 | 41.1 - 51.9 | 46.0 - 56.6 |
| bilingual telemarketing agent | 35.8 - 45.3 | 41.1 - 51.9 | 46.0 - 56.6 |
| bilingual telephone dispatcher | 43.2 - 54.8 | 48.9 - 62.8 | 55.3 - 70.8 |
| bilingual travel support agent | 40.9 - 51.5 | 45.7 - 57.9 | 50.8 - 63.9 |
| bilingual workforce planner | 49.7 - 62.3 | 53.5 - 68.7 | 58.9 - 77.3 |

engineering

| construction | entry | mid | senior |
|----------------------------------|---------------|---------------|---------------|
| architect | 64.5 - 84.0 | 72.0 - 95.9 | 81.6 - 108.7 |
| architectural drafter | 54.5 - 70.4 | 63.2 - 83.2 | 73.8 - 97.5 |
| BIM/VDC coordinator | 66.8 - 86.8 | 74.3 - 98.6 | 83.8 - 111.5 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 60.9 - 79.3 | 69.1 - 91.6 | 79.0 - 104.6 |
| civil engineer | 68.1 - 90.6 | 78.4 - 105.8 | 90.2 - 119.6 |
| civil engineering drafter | 56.0 - 69.6 | 62.6 - 79.2 | 70.6 - 89.5 |
| civil engineering technologist | 48.9 - 65.3 | 57.5 - 77.4 | 66.9 - 88.0 |
| civil project engineer | 78.7 - 107.0 | 90.3 - 125.0 | 104.3 - 143.0 |
| civil project manager | 80.2 - 106.4 | 90.3 - 121.7 | 102.4 - 136.9 |
| construction coordinator | 54.1 - 71.4 | 60.6 - 81.3 | 68.3 - 91.9 |
| construction director | 112.3 - 146.7 | 146.5 - 190.0 | 180.9 - 235.8 |
| construction manager | 82.9 - 107.9 | 90.8 - 120.4 | 100.9 - 134.7 |
| construction project coordinator | 96.7 - 123.6 | 105.0 - 136.3 | 115.6 - 150.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project manager | 75.3 - 103.2 | 87.2 - 121.3 | 101.2 - 138.3 |
| construction superintendent | 85.8 - 111.6 | 93.9 - 124.4 | 104.3 - 139.2 |
| contracts administrator | 84.2 - 107.5 | 94.4 - 122.5 | 106.9 - 138.5 |
| director of operations | 129.6 - 171.4 | 168.6 - 223.9 | 212.3 - 282.1 |
| drafter | 56.6 - 70.1 | 62.9 - 79.3 | 70.7 - 89.6 |
| electrical designer/engineer | 78.5 - 102.7 | 88.2 - 117.7 | 100.3 - 133.6 |
| electrical engineer | 80.9 - 106.7 | 91.9 - 123.4 | 105.3 - 140.8 |
| electrical engineering technician | 59.5 - 75.8 | 67.7 - 87.5 | 77.1 - 99.1 |
| electrical inspector | 48.4 - 64.5 | 55.7 - 75.2 | 64.1 - 86.2 |
| engineering manager | 93.9 - 125.6 | 107.0 - 145.0 | 122.8 - 164.1 |
| environmental engineer | 66.3 - 87.4 | 75.4 - 101.4 | 86.5 - 115.7 |
| environmental inspector | 52.1 - 66.2 | 57.1 - 73.9 | 63.5 - 82.5 |
| estimation engineer | 74.4 - 98.7 | 85.2 - 115.1 | 98.3 - 131.7 |
| estimator | 63.5 - 82.3 | 70.4 - 92.9 | 79.0 - 104.6 |
| facilities engineer | 68.4 - 90.9 | 78.5 - 106.1 | 90.6 - 120.9 |
| field manager | 71.8 - 94.6 | 81.4 - 109.5 | 93.4 - 126.2 |
| field supervisor | 72.0 - 94.2 | 80.7 - 107.1 | 91.0 - 120.3 |
| foreman | 56.3 - 72.5 | 62.9 - 82.4 | 70.9 - 93.0 |
| health and safety manager | 63.0 - 80.7 | 72.2 - 93.8 | 82.8 - 106.5 |
| health and safety specialist | 71.6 - 93.6 | 81.6 - 108.6 | 93.7 - 123.3 |
| HVAC drafter | 55.3 - 70.6 | 62.0 - 80.2 | 69.7 - 89.6 |
| HVAC engineer | 59.5 - 78.7 | 67.9 - 91.2 | 77.8 - 103.3 |
| mechanical designer | 54.4 - 71.4 | 62.5 - 82.8 | 71.3 - 93.1 |
| mechanical drafter | 53.7 - 69.3 | 60.2 - 79.8 | 69.0 - 92.8 |
| mechanical engineer | 76.1 - 100.0 | 86.1 - 115.3 | 98.2 - 130.7 |
| mechanical engineering technician | 53.7 - 70.0 | 61.0 - 80.6 | 69.4 - 90.5 |
| mechanical site supervisor | 53.0 - 67.9 | 59.7 - 77.8 | 67.9 - 88.5 |
| operations manager | 82.2 - 111.6 | 93.9 - 129.1 | 107.4 - 145.1 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| planner/scheduler | 42.0 - 53.4 | 47.7 - 61.2 | 53.9 - 68.8 |
| project coordinator | 48.7 - 63.2 | 54.9 - 72.3 | 62.2 - 81.5 |
| project director | 113.9 - 137.6 | 141.6 - 170.8 | 169.7 - 205.3 |
| project engineer | 92.9 - 118.4 | 100.6 - 130.7 | 110.7 - 145.3 |
| project manager | 78.6 - 107.8 | 91.2 - 126.7 | 105.7 - 144.1 |
| purchasing manager | 105.3 - 137.9 | 118.8 - 156.8 | 134.2 - 174.7 |
| QA/QC inspector | 57.0 - 75.1 | 65.7 - 87.5 | 75.5 - 100.2 |
| quality control engineer | 71.7 - 94.4 | 81.2 - 108.7 | 92.6 - 122.7 |
| quality inspector | 41.6 - 52.9 | 46.4 - 60.2 | 52.4 - 67.9 |
| safety inspector | 65.1 - 84.6 | 73.5 - 96.8 | 83.3 - 109.0 |
| specification writer | 54.9 - 70.4 | 62.0 - 80.6 | 70.1 - 90.6 |
| structural designer | 55.4 - 71.9 | 62.5 - 82.4 | 70.9 - 92.9 |
| structural engineer | 73.9 - 97.3 | 83.7 - 112.3 | 95.8 - 127.6 |
| superintendent | 42.7 - 54.3 | 47.7 - 61.9 | 53.9 - 70.2 |
| energy & oil | | | |
| architectural technologist | 54.5 - 70.4 | 63.2 - 83.2 | 73.8 - 97.5 |
| applications engineer | 81.9 - 107.8 | 94.2 - 125.9 | 108.8 - 142.1 |
| architect | 64.5 - 84.0 | 72.0 - 95.9 | 81.6 - 108.7 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 66.3 - 87.2 | 75.0 - 100.4 | 85.6 - 114.0 |
| automation specialist | 53.0 - 69.0 | 61.1 - 80.2 | 69.9 - 91.0 |
| buyer | 60.9 - 79.3 | 69.1 - 91.6 | 79.0 - 104.6 |
| category manager | 63.9 - 83.2 | 71.3 - 94.6 | 80.5 - 107.1 |
| category specialist | 54.7 - 70.9 | 60.6 - 80.1 | 68.1 - 90.5 |
| chemical engineer | 84.5 - 111.5 | 94.5 - 126.7 | 106.5 - 142.3 |
| chemical technician | 57.1 - 73.9 | 63.3 - 83.7 | 71.3 - 95.4 |
| chief inspector | 57.4 - 75.0 | 64.3 - 85.2 | 72.3 - 95.3 |
| civil engineer | 68.1 - 90.6 | 78.4 - 105.8 | 90.2 - 119.6 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 56.0 - 69.6 | 62.6 - 79.2 | 70.6 - 89.5 |
| civil engineering technologist | 48.9 - 65.3 | 57.5 - 77.4 | 66.9 - 88.0 |
| civil project engineer | 78.7 - 107.0 | 90.3 - 125.0 | 104.3 - 143.0 |
| civil project manager | 80.2 - 106.4 | 90.3 - 121.7 | 102.4 - 136.9 |
| commissioning and start up engineer | 63.8 - 84.8 | 73.2 - 99.0 | 84.5 - 112.8 |
| construction analyst | 58.3 - 75.7 | 64.8 - 85.6 | 72.6 - 95.9 |
| construction coordinator | 54.1 - 71.4 | 60.6 - 81.3 | 68.3 - 91.9 |
| construction director | 112.3 - 146.7 | 146.5 - 190.0 | 180.9 - 235.8 |
| construction manager | 82.9 - 107.9 | 90.8 - 120.4 | 100.9 - 134.7 |
| construction project manager | 75.3 - 103.2 | 87.2 - 121.3 | 101.2 - 138.3 |
| continuous improvement engineer | 84.3 - 109.6 | 93.7 - 123.8 | 105.1 - 137.8 |
| contracts administrator | 61.9 - 81.4 | 70.1 - 93.8 | 79.9 - 106.5 |
| contracts manager | 106.4 - 133.5 | 118.7 - 151.2 | 133.9 - 170.5 |
| contracts specialist | 62.5 - 81.4 | 70.9 - 93.7 | 80.8 - 105.9 |
| control technician | 51.9 - 67.6 | 59.0 - 78.0 | 67.2 - 88.3 |
| controls designer/engineer | 56.6 - 75.1 | 64.8 - 87.3 | 74.4 - 99.3 |
| cost control specialist | 52.4 - 67.4 | 58.5 - 76.6 | 66.0 - 86.6 |
| demand planner | 52.0 - 71.1 | 62.2 - 85.5 | 73.0 - 97.5 |
| director of operations | 129.6 - 171.4 | 168.6 - 223.9 | 212.3 - 282.1 |
| drafter | 56.6 - 70.1 | 62.9 - 79.3 | 70.7 - 91.4 |
| electrical designer/engineer | 78.5 - 102.7 | 88.2 - 117.7 | 100.3 - 133.6 |
| electrical engineer | 80.9 - 106.7 | 91.9 - 123.4 | 105.3 - 140.8 |
| electrical engineering technician | 59.5 - 75.8 | 67.7 - 87.5 | 77.1 - 99.1 |
| electrical inspector | 48.4 - 64.5 | 55.7 - 75.2 | 64.1 - 86.2 |
| electrical test engineer | 74.7 - 99.1 | 85.5 - 115.6 | 98.8 - 132.3 |
| engineering manager | 93.9 - 125.6 | 107.0 - 145.0 | 122.8 - 164.1 |
| environmental engineer | 66.3 - 87.4 | 75.4 - 101.4 | 86.5 - 115.7 |
| environmental inspector | 52.1 - 66.2 | 57.1 - 73.9 | 63.5 - 82.5 |



| | | | |
|---------------------------------------|--------------|--------------|---------------|
| estimation engineer | 74.4 - 98.7 | 85.2 - 115.1 | 98.3 - 131.7 |
| estimator | 63.5 - 82.3 | 70.4 - 92.9 | 79.0 - 104.6 |
| expediter | 45.1 - 58.0 | 51.1 - 66.6 | 58.0 - 75.7 |
| facilities engineer | 68.4 - 90.9 | 78.5 - 106.1 | 90.6 - 120.9 |
| field service engineer | 55.1 - 72.5 | 62.4 - 83.8 | 71.5 - 96.5 |
| general inspector | 53.5 - 69.9 | 60.0 - 79.5 | 67.5 - 88.9 |
| geologist | 66.6 - 86.2 | 74.9 - 98.9 | 85.2 - 112.3 |
| geophysicist | 74.4 - 101.0 | 87.9 - 121.1 | 103.9 - 139.5 |
| geotechnical engineer | 67.8 - 87.7 | 76.3 - 100.7 | 86.8 - 114.1 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 42.1 - 54.6 | 46.8 - 61.7 | 52.4 - 68.8 |
| health and safety manager | 67.3 - 87.3 | 74.7 - 98.7 | 83.8 - 110.8 |
| health and safety specialist | 63.0 - 80.7 | 72.2 - 93.8 | 82.8 - 106.5 |
| HVAC drafter | 55.3 - 70.6 | 62.0 - 80.2 | 69.7 - 89.6 |
| HVAC engineer | 59.5 - 78.7 | 67.9 - 91.2 | 77.8 - 103.3 |
| hydraulic engineer | 67.9 - 90.2 | 78.0 - 105.4 | 90.0 - 120.0 |
| industrial engineer | 74.1 - 96.1 | 82.1 - 108.4 | 92.0 - 121.0 |
| instrumentation and controls engineer | 72.2 - 94.6 | 81.3 - 108.4 | 92.3 - 122.3 |
| inventory analyst | 54.4 - 70.3 | 61.1 - 80.3 | 69.2 - 91.2 |
| inventory control manager | 65.6 - 85.4 | 73.2 - 97.2 | 82.6 - 109.7 |
| logistics manager | 69.7 - 92.0 | 79.3 - 106.8 | 91.0 - 121.4 |
| logistics specialist | 50.8 - 65.3 | 57.6 - 75.0 | 65.3 - 84.9 |
| materials manager | 90.0 - 117.7 | 99.3 - 132.1 | 111.0 - 147.7 |
| mechanical designer | 54.4 - 71.4 | 62.5 - 82.8 | 71.3 - 93.1 |
| mechanical drafter | 53.7 - 69.3 | 60.2 - 79.8 | 69.0 - 92.8 |
| mechanical engineer | 76.1 - 100.0 | 86.1 - 115.3 | 98.2 - 130.7 |
| mechanical engineering technician | 53.7 - 70.0 | 61.0 - 80.6 | 69.4 - 90.5 |
| mining engineer | 73.6 - 96.8 | 81.9 - 109.8 | 92.2 - 123.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| operations manager | 82.2 - 111.6 | 93.9 - 129.1 | 107.4 - 145.1 |
| pipeline designer | 64.3 - 83.8 | 71.8 - 95.4 | 81.0 - 107.8 |
| piping engineer | 66.0 - 85.9 | 73.6 - 97.6 | 83.0 - 110.3 |
| planner/scheduler | 42.0 - 53.4 | 47.7 - 61.2 | 53.9 - 68.8 |
| plant engineer | 82.1 - 108.5 | 95.0 - 127.5 | 110.3 - 145.0 |
| plant manager | 105.3 - 145.1 | 125.8 - 173.8 | 148.6 - 201.0 |
| plant operator | 51.5 - 69.5 | 60.4 - 82.0 | 69.9 - 92.5 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 64.7 - 85.6 | 73.8 - 99.3 | 84.7 - 112.5 |
| procurement director | 110.6 - 144.5 | 145.9 - 189.2 | 175.2 - 228.4 |
| procurement specialist | 54.3 - 70.3 | 60.2 - 79.5 | 67.6 - 90.0 |
| production analyst | 48.9 - 64.8 | 55.9 - 75.5 | 64.6 - 86.8 |
| production engineer | 66.9 - 88.6 | 76.4 - 102.8 | 87.7 - 116.4 |
| program manager | 74.5 - 96.1 | 84.7 - 111.0 | 96.7 - 126.1 |
| project controller | 56.3 - 74.3 | 63.0 - 84.6 | 71.1 - 95.9 |
| project controls manager | 87.7 - 119.5 | 100.9 - 139.4 | 116.2 - 158.0 |
| project controls specialist | 64.5 - 83.3 | 72.3 - 94.7 | 81.4 - 106.4 |
| project coordinator | 96.7 - 123.6 | 105.0 - 136.3 | 115.6 - 150.9 |
| project director | 113.9 - 137.6 | 141.6 - 170.8 | 169.7 - 205.3 |
| project engineer | 92.9 - 118.4 | 100.6 - 130.7 | 110.7 - 145.3 |
| project manager | 78.6 - 107.8 | 91.2 - 126.7 | 105.7 - 144.1 |
| purchasing manager | 105.3 - 137.9 | 118.8 - 156.8 | 134.2 - 174.7 |
| QA/QC inspector | 57.0 - 75.1 | 65.7 - 87.5 | 75.5 - 100.2 |
| quality assurance manager | 89.2 - 115.3 | 98.4 - 129.3 | 109.8 - 144.1 |
| quality assurance/control technician | 70.3 - 91.5 | 79.7 - 105.5 | 90.8 - 119.1 |
| quality control engineer | 71.7 - 94.4 | 81.2 - 108.7 | 92.6 - 122.7 |
| quality inspector | 41.6 - 52.9 | 46.4 - 60.2 | 52.4 - 67.9 |
| reliability engineer | 71.0 - 91.2 | 80.4 - 105.1 | 91.7 - 119.2 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| reliability manager | 78.3 - 101.2 | 89.3 - 117.5 | 102.6 - 133.1 |
| reliability specialist | 57.7 - 76.0 | 65.6 - 88.1 | 75.2 - 100.1 |
| safety inspector | 65.1 - 84.6 | 73.5 - 96.8 | 83.3 - 109.0 |
| site supervisor | 53.0 - 67.9 | 59.7 - 77.8 | 67.9 - 88.5 |
| sourcing engineer | 63.4 - 83.6 | 72.1 - 97.0 | 82.7 - 110.4 |
| sourcing specialist | 58.6 - 75.9 | 64.9 - 85.7 | 72.9 - 96.9 |
| specification writer | 54.9 - 70.4 | 62.0 - 80.6 | 70.1 - 90.6 |
| stationary engineer | 56.6 - 72.0 | 62.1 - 80.3 | 68.8 - 89.0 |
| structural designer | 55.4 - 71.9 | 62.5 - 82.4 | 70.9 - 92.9 |
| structural engineer | 73.9 - 97.3 | 83.7 - 112.3 | 95.8 - 127.6 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 42.7 - 54.3 | 47.7 - 61.9 | 53.9 - 70.2 |
| supply chain manager | 89.9 - 119.5 | 103.2 - 138.3 | 118.0 - 154.1 |
| systems control engineer | 67.4 - 89.2 | 76.9 - 103.4 | 88.2 - 117.3 |
| telecommunications technician | 60.7 - 78.4 | 68.3 - 89.9 | 77.5 - 102.3 |
| transmission line engineer | 79.4 - 100.0 | 85.8 - 110.0 | 94.2 - 121.6 |
| transportation manager | 90.9 - 119.4 | 102.6 - 136.5 | 116.4 - 153.7 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 56.3 - 73.1 | 63.6 - 83.7 | 71.9 - 94.0 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 158.4 - 274.5 | 223.2 - 388.7 | 320.5 - 557.9 |
| director - financial planning & analysis | 142.6 - 185.0 | 180.0 - 234.4 | 218.1 - 284.4 |
| finance director | 138.5 - 179.7 | 177.1 - 230.4 | 214.1 - 279.1 |
| vice president finance | 114.4 - 198.7 | 163.4 - 283.4 | 226.0 - 393.7 |



| | | | |
|-----------------------------------|---------------|----------------|----------------|
| vice-president internal audit | 139.3 - 182.7 | 173.6 - 228.3 | 209.4 - 276.2 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 71.8 - 91.7 | 79.2 - 102.9 | 88.2 - 114.3 |
| accounting clerk | 44.5 - 54.5 | 48.7 - 60.7 | 53.9 - 67.3 |
| accounting manager | 103.5 - 134.3 | 114.9 - 151.3 | 128.9 - 168.7 |
| accounting specialist | 52.3 - 65.8 | 59.4 - 75.3 | 67.1 - 84.7 |
| accounting supervisor | 73.9 - 95.9 | 82.0 - 108.4 | 92.0 - 121.5 |
| accounting technician | 60.3 - 76.5 | 67.1 - 86.4 | 75.1 - 96.3 |
| accounts payable clerk | 44.3 - 55.1 | 51.1 - 63.6 | 58.0 - 65.3 |
| accounts payable manager | 92.5 - 122.0 | 104.9 - 140.9 | 120.4 - 161.7 |
| accounts receivable clerk | 46.6 - 58.0 | 53.8 - 67.2 | 61.5 - 69.2 |
| accounts receivable manager | 93.8 - 120.0 | 105.4 - 137.9 | 120.6 - 158.9 |
| assistant controller | 95.0 - 121.4 | 102.3 - 129.4 | 115.7 - 139.8 |
| billing specialist | 44.0 - 56.0 | 49.9 - 63.9 | 56.1 - 70.9 |
| bookkeeper | 45.7 - 58.2 | 51.1 - 66.2 | 57.6 - 74.5 |
| controller | 108.1 - 188.2 | 146.5 - 196.3 | 168.1 - 223.7 |
| cost accountant | 68.5 - 88.2 | 76.5 - 100.5 | 86.4 - 113.3 |
| credit & collection specialist | 45.4 - 57.5 | 52.0 - 66.2 | 58.9 - 74.1 |
| credit and collections accountant | 40.8 - 52.2 | 46.0 - 59.7 | 51.9 - 66.7 |
| credit and collections manager | 99.4 - 127.3 | 110.0 - 143.6 | 123.8 - 162.6 |
| credit and collections supervisor | 59.6 - 77.6 | 66.5 - 88.3 | 75.1 - 100.2 |
| financial analyst | 85.9 - 109.7 | 94.7 - 123.1 | 105.7 - 137.8 |
| financial reporting manager | 122.9 - 158.4 | 136.0 - 177.9 | 152.4 - 200.5 |
| invoicing clerk | 42.7 - 54.4 | 48.6 - 61.8 | 54.1 - 67.1 |
| payroll clerk | 47.4 - 60.6 | 54.2 - 69.9 | 61.5 - 78.5 |
| payroll director | 95.2 - 128.0 | 120.1 - 160.4 | 150.9 - 200.2 |
| payroll manager | 94.4 - 123.3 | 105.6 - 140.0 | 119.1 - 156.7 |
| payroll specialist | 53.4 - 69.2 | 60.5 - 79.8 | 69.0 - 91.0 |



industrial support

| | entry | mid | senior |
|------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 38.5 - 45.8 | 42.6 - 51.4 | 47.8 - 58.1 |
| delivery/courier driver | 41.6 - 47.8 | 45.8 - 54.1 | 52.0 - 64.5 |
| electronic parts assembler | 38.5 - 45.8 | 42.6 - 51.4 | 47.8 - 58.1 |
| forklift operator | 37.7 - 48.5 | 43.5 - 56.1 | 49.9 - 62.4 |
| general labourer - heavy | 39.4 - 50.9 | 45.9 - 58.1 | 51.8 - 59.7 |
| general labourer - light | 40.6 - 43.7 | 41.6 - 47.8 | 45.8 - 58.2 |
| industrial painter | 39.5 - 47.8 | 45.8 - 52.0 | 49.9 - 61.4 |
| inventory control clerk | 39.5 - 48.5 | 43.8 - 55.5 | 49.4 - 62.2 |
| janitor/custodian | 37.4 - 45.8 | 43.7 - 52.0 | 52.0 - 58.2 |
| machine operator | 40.3 - 52.7 | 46.0 - 61.0 | 52.6 - 69.5 |
| machine operator assistant | 39.3 - 49.1 | 45.8 - 54.1 | 50.7 - 62.4 |
| manufacturing worker | 37.4 - 47.8 | 43.7 - 49.9 | 47.8 - 58.2 |
| material handler | 37.4 - 47.8 | 43.7 - 52.0 | 47.8 - 56.2 |
| moulding machine operator | 39.5 - 49.9 | 45.8 - 54.1 | 49.9 - 62.4 |
| packaging labourer | 37.4 - 46.8 | 41.6 - 53.0 | 48.9 - 59.8 |
| parts clerk | 37.4 - 45.8 | 43.7 - 51.5 | 49.9 - 57.4 |
| picker/packer | 37.4 - 45.8 | 43.7 - 52.0 | 47.8 - 56.2 |
| print press operator | 39.5 - 47.8 | 45.8 - 54.1 | 49.9 - 58.2 |
| production labourer | 37.4 - 45.8 | 43.7 - 52.0 | 47.8 - 58.2 |
| shipper/receiver | 41.6 - 50.9 | 45.5 - 56.6 | 50.3 - 63.1 |
| shipping and receiving clerk | 41.6 - 47.8 | 46.1 - 56.2 | 52.3 - 66.6 |
| warehouse labourer | 38.5 - 49.0 | 45.8 - 54.1 | 50.1 - 58.2 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|---------------|---------------|
| applications engineer | 81.9 - 107.8 | 94.2 - 125.9 | 108.8 - 142.1 |
| assurance control technician | 70.3 - 91.5 | 79.7 - 105.5 | 90.8 - 119.1 |
| automation engineer | 66.3 - 87.2 | 75.0 - 100.4 | 85.6 - 114.0 |
| buyer | 60.9 - 79.3 | 69.1 - 91.6 | 79.0 - 104.6 |
| chemical engineer | 84.5 - 111.5 | 94.5 - 126.7 | 106.5 - 142.3 |
| chemical technician | 57.1 - 73.9 | 63.3 - 83.7 | 71.3 - 95.4 |
| cmm programmer | 56.0 - 72.6 | 63.3 - 83.5 | 72.0 - 94.2 |
| commissioning and start up engineer | 63.8 - 84.8 | 73.2 - 99.0 | 84.5 - 112.8 |
| continuous improvement engineer | 84.3 - 109.6 | 93.7 - 123.8 | 105.1 - 137.8 |
| controls engineer | 56.6 - 75.1 | 64.8 - 87.3 | 74.4 - 99.3 |
| demand planner | 52.0 - 71.1 | 62.2 - 85.5 | 73.0 - 97.5 |
| electrical engineer | 80.9 - 106.7 | 91.9 - 123.4 | 105.3 - 140.8 |
| electrical engineering technician | 59.5 - 75.8 | 67.7 - 87.5 | 77.1 - 99.1 |
| electrical test engineer | 74.7 - 99.1 | 85.5 - 115.6 | 98.8 - 132.3 |
| engineering manager | 93.9 - 125.6 | 107.0 - 145.0 | 122.8 - 164.1 |
| estimation engineer | 74.4 - 98.7 | 85.2 - 115.1 | 98.3 - 131.7 |
| estimator | 63.5 - 82.3 | 70.4 - 92.9 | 79.0 - 104.6 |
| field service engineer | 55.1 - 72.5 | 62.4 - 83.8 | 71.5 - 110.0 |
| general inspector | 53.3 - 69.7 | 59.8 - 79.2 | 67.2 - 88.5 |
| health and safety specialist | 71.6 - 93.6 | 81.6 - 108.6 | 93.7 - 123.3 |
| HVAC drafter | 55.3 - 70.6 | 62.0 - 80.2 | 69.7 - 89.6 |
| HVAC engineer | 59.5 - 78.7 | 67.9 - 91.2 | 77.8 - 103.3 |
| industrial engineer | 74.1 - 96.1 | 82.1 - 108.4 | 92.0 - 121.0 |
| inventory analyst | 54.4 - 70.3 | 61.1 - 80.3 | 69.2 - 91.2 |
| logistics specialist | 61.6 - 81.4 | 70.2 - 94.4 | 80.5 - 106.9 |
| maintenance manager | 66.5 - 87.0 | 75.9 - 100.0 | 86.0 - 111.1 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| manufacturing engineer | 69.3 - 91.3 | 78.6 - 105.2 | 89.7 - 119.0 |
| mechanical designer | 54.4 - 71.4 | 62.5 - 82.8 | 71.3 - 93.1 |
| mechanical drafter | 53.7 - 69.3 | 60.2 - 79.8 | 69.0 - 92.8 |
| mechanical engineer | 76.1 - 100.0 | 86.1 - 115.3 | 98.2 - 130.7 |
| mechanical engineering technician | 53.7 - 70.0 | 61.0 - 80.6 | 69.4 - 90.5 |
| planner/scheduler | 42.0 - 53.4 | 47.7 - 61.2 | 53.9 - 68.8 |
| PLC programmer | 60.0 - 65.0 | 75.0 - 85.0 | 85.0 - 90.0 |
| process engineer | 64.7 - 85.6 | 73.8 - 99.3 | 84.7 - 112.5 |
| production planner | 51.4 - 67.7 | 59.2 - 78.3 | 67.3 - 87.1 |
| project engineer | 92.9 - 118.4 | 100.6 - 130.7 | 110.7 - 145.3 |
| project manager | 78.6 - 107.8 | 91.2 - 126.7 | 127.0 - 180.0 |
| QA/QC inspector | 40.1 - 51.0 | 44.7 - 58.0 | 50.5 - 65.5 |
| quality assurance manager | 89.2 - 115.3 | 98.4 - 129.3 | 109.8 - 144.1 |
| quality control engineer | 71.7 - 94.4 | 81.2 - 108.7 | 92.6 - 122.7 |
| quality director | 99.4 - 133.4 | 125.3 - 166.4 | 150.5 - 199.8 |
| quality inspector | 41.9 - 53.5 | 46.6 - 60.6 | 52.4 - 68.1 |
| safety inspector | 65.1 - 84.6 | 73.5 - 96.8 | 83.3 - 109.0 |
| SCADA engineer | 67.2 - 88.8 | 76.6 - 103.0 | 87.8 - 116.8 |
| sourcing engineer | 63.4 - 83.6 | 72.1 - 97.0 | 82.7 - 110.4 |
| stationary engineer | 56.6 - 72.0 | 62.1 - 80.3 | 68.8 - 89.0 |
| supply chain analyst | 51.9 - 68.6 | 59.1 - 79.5 | 67.8 - 90.0 |
| industrial management | | | |
| health and safety manager | 63.0 - 80.7 | 72.2 - 93.8 | 82.8 - 106.5 |
| inventory control manager | 64.5 - 82.1 | 73.5 - 94.2 | 87.4 - 108.8 |
| machining manager | 71.1 - 83.3 | 80.0 - 94.1 | 91.6 - 111.7 |
| maintenance supervisor | 86.9 - 99.6 | 90.6 - 112.5 | 92.2 - 128.1 |
| manufacturing director | 119.2 - 143.4 | 152.9 - 183.2 | 185.8 - 223.5 |
| operations manager | 82.2 - 111.6 | 93.9 - 129.1 | 107.4 - 145.1 |



| | | | |
|--------------------------|---------------|---------------|---------------|
| plant manager | 105.3 - 145.1 | 125.8 - 173.8 | 148.6 - 201.0 |
| procurement director | 110.6 - 144.5 | 145.9 - 189.2 | 175.2 - 228.4 |
| production manager | 82.1 - 99.7 | 92.2 - 119.8 | 111.9 - 139.4 |
| production supervisor | 60.1 - 78.9 | 70.9 - 98.4 | 91.9 - 114.2 |
| program manager | 74.5 - 96.1 | 84.7 - 111.0 | 96.7 - 126.1 |
| project director | 113.9 - 137.6 | 141.6 - 170.8 | 169.7 - 205.3 |
| purchasing manager | 105.3 - 137.9 | 118.8 - 156.8 | 134.2 - 174.7 |
| site supervisor | 85.8 - 111.6 | 93.9 - 124.4 | 104.3 - 139.2 |
| supply chain manager | 89.9 - 119.5 | 103.2 - 138.3 | 118.0 - 154.1 |
| transportation manager | 82.0 - 99.1 | 92.0 - 119.6 | 109.8 - 138.4 |
| warehouse manager | 70.1 - 84.2 | 78.8 - 97.1 | 93.2 - 112.0 |
| warehouse supervisor | 56.5 - 69.9 | 67.6 - 79.9 | 75.7 - 96.4 |
| skilled trades | | | |
| CNC machinist | 42.8 - 55.4 | 48.1 - 63.1 | 54.2 - 71.1 |
| CNC programmer | 55.3 - 72.9 | 62.8 - 84.2 | 71.8 - 96.0 |
| conventional machinist | 43.8 - 57.3 | 50.0 - 66.3 | 57.2 - 75.7 |
| electrician | 71.3 - 81.1 | 78.8 - 89.9 | 87.3 - 91.2 |
| electronics technician | 57.0 - 73.5 | 63.8 - 83.6 | 71.9 - 94.0 |
| field service technician | 53.0 - 69.1 | 61.2 - 80.4 | 70.1 - 91.2 |
| heavy equipment mechanic | 56.2 - 71.1 | 62.2 - 82.7 | 71.4 - 94.2 |
| maintenance mechanic | 53.6 - 63.8 | 57.8 - 73.8 | 65.9 - 84.0 |
| mechanical assembler | 39.1 - 50.1 | 44.1 - 57.3 | 49.9 - 64.4 |
| millwright | 75.3 - 81.8 | 79.9 - 90.3 | 88.5 - 95.7 |
| welder | 48.2 - 58.6 | 54.8 - 66.7 | 63.4 - 83.2 |



winnipeg metropolitan region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 48.5 - 63.6 | 54.0 - 72.3 | 61.0 - 81.9 |
| administrative assistant | 38.5 - 48.7 | 42.1 - 55.7 | 47.7 - 63.0 |
| administrative assistant (bilingual) | 41.2 - 48.3 | 44.5 - 52.3 | 49.2 - 57.7 |
| administrative manager | 55.4 - 71.7 | 60.5 - 79.8 | 67.1 - 89.3 |
| benefits clerk | 36.4 - 47.1 | 41.9 - 54.6 | 48.0 - 62.2 |
| buyer assistant | 37.4 - 48.8 | 43.6 - 56.6 | 49.4 - 62.5 |
| claims supervisor | 60.2 - 79.5 | 67.5 - 91.0 | 76.9 - 104.4 |
| contracts administrator | 91.8 - 116.5 | 102.9 - 133.2 | 116.8 - 152.2 |
| data entry clerk | 32.5 - 41.5 | 37.2 - 47.2 | 41.8 - 48.4 |
| dispatcher | 38.4 - 49.3 | 43.7 - 56.7 | 49.7 - 64.2 |
| document controller | 31.2 - 40.5 | 36.5 - 46.5 | 41.1 - 47.6 |
| document services specialist | 29.7 - 38.6 | 34.7 - 44.3 | 39.1 - 45.3 |
| documentation specialist | 35.8 - 47.4 | 43.2 - 55.3 | 48.8 - 56.6 |
| donor relations coordinator | 48.3 - 63.9 | 56.3 - 75.9 | 66.0 - 88.3 |
| executive assistant | 54.4 - 75.1 | 64.0 - 89.1 | 74.5 - 101.6 |
| executive assistant (bilingual) | 55.2 - 62.3 | 58.9 - 68.3 | 64.4 - 73.3 |
| file clerk | 32.8 - 43.3 | 39.2 - 49.9 | 44.0 - 51.0 |
| fundraising manager | 62.4 - 81.2 | 71.0 - 94.3 | 81.8 - 108.5 |
| HR administrator | 46.2 - 60.7 | 52.4 - 70.1 | 59.9 - 80.2 |
| HR coordinator | 48.7 - 62.4 | 53.9 - 70.8 | 60.4 - 81.2 |
| HR manager | 78.8 - 104.8 | 90.0 - 119.7 | 101.2 - 136.1 |
| human resources assistant | 39.8 - 49.8 | 44.1 - 56.3 | 48.9 - 60.7 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| insurance claims clerk | 37.2 - 43.0 | 41.2 - 47.4 | 44.5 - 51.2 |
| invoicing clerk | 35.3 - 45.6 | 40.6 - 52.0 | 45.3 - 56.7 |
| lease administrator | 44.2 - 58.1 | 51.2 - 67.9 | 59.0 - 77.7 |
| leasing coordinator | 40.5 - 47.2 | 43.5 - 50.4 | 46.3 - 55.1 |
| legal assistant | 44.6 - 62.0 | 53.8 - 74.8 | 63.4 - 84.8 |
| logistics coordinator | 46.3 - 61.5 | 54.2 - 72.4 | 62.7 - 82.9 |
| mailroom clerk | 33.6 - 42.1 | 38.1 - 46.9 | 41.7 - 47.7 |
| office clerk | 36.5 - 45.3 | 40.3 - 50.5 | 44.6 - 56.1 |
| office manager | 53.6 - 69.9 | 59.1 - 78.4 | 65.8 - 87.9 |
| office/operations manager | 54.2 - 65.1 | 56.2 - 68.4 | 60.8 - 72.7 |
| order clerk | 32.5 - 40.3 | 36.2 - 46.2 | 40.8 - 51.0 |
| order entry clerk | 33.3 - 38.2 | 36.3 - 41.5 | 39.1 - 45.1 |
| order supervisor | 48.9 - 64.7 | 56.8 - 75.7 | 65.4 - 85.3 |
| payroll administrator | 41.1 - 54.0 | 46.8 - 62.7 | 53.8 - 71.9 |
| project coordinator | 43.5 - 57.2 | 49.4 - 66.0 | 56.3 - 74.8 |
| property administrator | 39.6 - 48.3 | 42.3 - 55.6 | 47.3 - 64.3 |
| property manager | 58.4 - 78.2 | 67.0 - 91.4 | 77.5 - 105.4 |
| receptionist | 31.4 - 39.7 | 34.9 - 44.9 | 39.4 - 51.2 |
| receptionist (bilingual) | 35.2 - 39.7 | 38.8 - 45.3 | 41.6 - 49.9 |
| sales administrator | 42.0 - 56.6 | 48.6 - 66.6 | 56.4 - 76.4 |
| sales assistant | 37.7 - 47.3 | 41.7 - 53.8 | 47.4 - 62.7 |
| service coordinator | 36.3 - 47.2 | 40.8 - 54.0 | 46.3 - 61.6 |
| supply clerk | 33.7 - 43.2 | 38.3 - 49.1 | 42.8 - 54.0 |
| legal services | | | |
| contract specialist | 56.9 - 75.1 | 64.9 - 87.1 | 74.5 - 99.0 |
| contracts administrator | 91.8 - 116.5 | 102.9 - 133.2 | 116.8 - 152.2 |
| data entry clerk | 32.5 - 41.5 | 37.2 - 47.2 | 41.8 - 48.4 |



| | | | |
|---|-------------|-------------|-------------|
| document services specialist | 29.7 - 38.6 | 34.7 - 44.3 | 39.1 - 45.3 |
| law clerk | 43.2 - 54.6 | 47.8 - 66.4 | 65.3 - 74.2 |
| office clerk | 32.8 - 41.7 | 37.9 - 47.5 | 42.5 - 48.6 |
| office manager | 53.6 - 69.9 | 59.1 - 78.4 | 65.8 - 87.9 |
| paralegal | 44.6 - 62.0 | 53.8 - 74.8 | 63.4 - 84.8 |
| logistics & transportation support | | | |
| import/export clerk | 39.9 - 51.2 | 45.8 - 58.6 | 51.3 - 63.9 |
| import/export coordinator | 52.6 - 68.3 | 58.6 - 77.6 | 66.2 - 88.0 |
| shipping administrator | 41.5 - 53.0 | 47.7 - 61.3 | 54.4 - 69.0 |
| supply chain coordinator | 40.6 - 52.8 | 45.6 - 60.4 | 51.7 - 69.0 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 58.0 - 75.5 | 65.0 - 86.1 | 73.4 - 96.3 |
| bilingual customer loyalty agent | 35.2 - 46.7 | 40.5 - 54.2 | 46.4 - 61.8 |
| bilingual customer service manager | 68.0 - 88.0 | 77.0 - 95.0 | 90.0 - 120.0 |
| bilingual customer service representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual customer service supervisor | 54.0 - 70.0 | 60.0 - 77.0 | 72.0 - 90.0 |
| bilingual customer service team lead | 48.0 - 60.0 | 55.0 - 68.0 | 62.0 - 72.0 |
| bilingual customer service trainer | 44.0 - 53.0 | 47.0 - 64.0 | 53.0 - 71.0 |
| bilingual e-chat representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual help desk representative - level 1 | 42.7 - 57.1 | 49.1 - 66.1 | 55.9 - 74.3 |
| bilingual insurance advisor | 51.7 - 64.8 | 54.9 - 69.4 | 59.1 - 76.9 |
| bilingual junior collection agent | 35.0 - 43.4 | 38.0 - 49.8 | 43.2 - 56.1 |
| bilingual order desk representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual survey agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual telemarketing agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |



| | | | |
|--------------------------------|-------------|-------------|-------------|
| bilingual telephone dispatcher | 38.4 - 49.3 | 43.7 - 56.7 | 49.7 - 64.2 |
| bilingual travel support agent | 36.3 - 46.2 | 40.8 - 52.2 | 45.5 - 57.7 |

engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 59.3 - 78.3 | 66.6 - 89.8 | 75.9 - 102.3 |
| architectural drafter | 49.6 - 65.0 | 58.0 - 77.3 | 68.2 - 91.2 |
| BIM/VDC coordinator | 61.5 - 81.0 | 68.9 - 92.4 | 78.1 - 105.0 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 55.3 - 73.0 | 63.2 - 85.0 | 72.7 - 97.7 |
| civil engineer | 62.5 - 84.3 | 72.5 - 99.1 | 83.9 - 112.6 |
| civil engineering drafter | 51.0 - 64.2 | 57.4 - 73.4 | 65.1 - 83.4 |
| civil engineering technologist | 44.2 - 60.0 | 52.5 - 71.7 | 61.5 - 82.0 |
| civil project engineer | 72.4 - 100.1 | 83.8 - 117.8 | 97.4 - 135.7 |
| civil project manager | 74.3 - 99.6 | 84.0 - 114.7 | 95.7 - 129.7 |
| construction coordinator | 48.9 - 65.5 | 55.1 - 75.1 | 62.6 - 85.3 |
| construction director | 97.9 - 130.0 | 129.8 - 172.3 | 163.5 - 216.9 |
| construction manager | 71.3 - 93.9 | 78.4 - 105.3 | 87.5 - 118.6 |
| construction project coordinator | 83.7 - 108.2 | 91.2 - 120.0 | 100.9 - 134.0 |
| construction project manager | 64.4 - 89.6 | 75.2 - 106.1 | 87.8 - 121.9 |
| contracts administrator | 56.2 - 75.1 | 64.1 - 87.2 | 73.7 - 99.6 |
| contracts manager | 91.8 - 116.5 | 102.9 - 133.2 | 116.8 - 152.2 |
| director of operations | 122.0 - 163.8 | 161.1 - 216.2 | 204.6 - 274.5 |
| drafter | 51.7 - 64.7 | 57.7 - 73.6 | 65.2 - 83.5 |
| electrical designer/engineer | 72.6 - 96.1 | 82.0 - 110.7 | 93.7 - 126.4 |
| electrical engineer | 74.9 - 100.0 | 85.6 - 116.4 | 98.6 - 133.6 |
| electrical engineering technician | 54.4 - 70.2 | 62.3 - 81.5 | 71.5 - 92.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| electrical inspector | 43.4 - 58.7 | 50.4 - 69.0 | 58.4 - 79.6 |
| engineering manager | 81.2 - 110.1 | 93.1 - 128.4 | 107.5 - 146.9 |
| environmental engineer | 60.7 - 81.2 | 69.5 - 94.8 | 80.3 - 108.8 |
| environmental inspector | 46.8 - 60.2 | 51.5 - 67.7 | 57.6 - 75.9 |
| estimation engineer | 68.6 - 92.1 | 79.1 - 108.2 | 91.8 - 124.5 |
| estimator | 57.8 - 75.9 | 64.4 - 86.4 | 72.7 - 97.8 |
| facilities engineer | 62.8 - 84.6 | 72.6 - 99.4 | 84.3 - 113.9 |
| field manager | 66.4 - 88.6 | 75.7 - 103.1 | 87.4 - 119.7 |
| field Supervisor | 66.6 - 88.2 | 75.1 - 100.9 | 85.0 - 113.8 |
| foreman | 51.1 - 66.7 | 57.4 - 76.3 | 65.2 - 86.5 |
| health and safety manager | 57.8 - 75.0 | 66.7 - 87.7 | 76.9 - 100.1 |
| health and safety specialist | 65.9 - 87.2 | 75.6 - 101.8 | 87.3 - 116.2 |
| HVAC drafter | 49.7 - 64.2 | 56.0 - 73.4 | 63.4 - 82.4 |
| HVAC engineer | 54.3 - 72.8 | 62.3 - 84.9 | 71.9 - 96.7 |
| mechanical designer | 49.3 - 65.8 | 57.1 - 76.8 | 65.6 - 86.7 |
| mechanical drafter | 48.8 - 63.9 | 55.1 - 74.0 | 63.5 - 86.6 |
| mechanical engineer | 70.2 - 93.5 | 79.9 - 108.3 | 91.7 - 123.6 |
| mechanical engineering technician | 48.9 - 64.5 | 55.8 - 74.8 | 64.0 - 84.4 |
| mechanical site supervisor | 47.9 - 62.1 | 54.3 - 71.7 | 62.1 - 82.0 |
| operations manager | 75.9 - 104.3 | 87.2 - 121.5 | 100.3 - 137.3 |
| planner/scheduler | 37.3 - 48.0 | 42.6 - 55.2 | 48.4 - 62.3 |
| project coordinator | 43.5 - 57.2 | 49.4 - 66.0 | 56.3 - 74.8 |
| project director | 106.9 - 130.3 | 134.3 - 163.7 | 162.6 - 198.1 |
| project engineer | 86.5 - 111.4 | 94.0 - 123.5 | 103.8 - 138.1 |
| project manager | 72.4 - 100.8 | 84.6 - 119.4 | 98.8 - 136.8 |
| purchasing manager | 90.8 - 120.6 | 102.9 - 138.8 | 117.1 - 156.3 |
| QA/QC inspector | 52.0 - 69.5 | 60.4 - 81.5 | 69.9 - 93.9 |
| quality control engineer | 66.0 - 87.9 | 75.2 - 101.9 | 86.2 - 115.6 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| quality inspector | 37.2 - 47.7 | 41.7 - 54.5 | 47.2 - 61.7 |
| safety inspector | 59.9 - 78.7 | 68.0 - 90.6 | 77.4 - 102.5 |
| specification writer | 49.6 - 64.5 | 56.4 - 74.4 | 64.2 - 84.1 |
| structural designer | 50.5 - 66.4 | 57.3 - 76.5 | 65.4 - 86.7 |
| structural engineer | 68.1 - 90.8 | 77.6 - 105.4 | 89.3 - 120.5 |
| superintendent | 38.0 - 48.9 | 42.7 - 55.9 | 48.5 - 63.7 |
| energy & oil | | | |
| architectural technologist | 49.6 - 65.0 | 58.0 - 77.3 | 68.2 - 91.2 |
| applications engineer | 70.0 - 93.3 | 81.1 - 109.8 | 94.2 - 125.0 |
| architect | 59.3 - 78.3 | 66.6 - 89.8 | 75.9 - 102.3 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 60.8 - 81.0 | 69.2 - 93.8 | 79.4 - 107.0 |
| automation specialist | 48.1 - 63.6 | 56.0 - 74.5 | 64.5 - 84.8 |
| buyer | 55.3 - 73.0 | 63.2 - 85.0 | 72.7 - 97.7 |
| category manager | 58.2 - 76.8 | 65.3 - 88.0 | 74.2 - 100.2 |
| category specialist | 49.4 - 64.9 | 55.0 - 73.8 | 62.2 - 83.9 |
| chemical engineer | 78.4 - 104.6 | 88.0 - 119.6 | 99.7 - 135.1 |
| chemical technician | 52.1 - 68.4 | 58.0 - 77.9 | 65.8 - 89.2 |
| chief inspector | 51.9 - 68.8 | 58.6 - 78.6 | 66.3 - 88.3 |
| civil engineer | 62.5 - 84.3 | 72.5 - 99.1 | 83.9 - 112.6 |
| civil engineering drafter | 51.0 - 64.2 | 57.4 - 73.4 | 65.1 - 83.4 |
| civil engineering technologist | 44.2 - 60.0 | 52.5 - 71.7 | 61.5 - 82.0 |
| civil project engineer | 72.4 - 100.1 | 83.8 - 117.8 | 97.4 - 135.7 |
| civil project manager | 74.3 - 99.6 | 84.0 - 114.7 | 95.7 - 129.7 |
| commissioning and start up engineer | 58.1 - 78.2 | 67.1 - 91.8 | 77.8 - 101.8 |
| construction analyst | 53.2 - 70.1 | 59.5 - 79.6 | 67.1 - 89.6 |
| construction coordinator | 48.9 - 65.5 | 55.1 - 75.1 | 62.6 - 85.3 |
| construction director | 97.9 - 130.0 | 129.8 - 172.3 | 163.5 - 216.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 71.3 - 93.9 | 78.4 - 105.3 | 87.5 - 118.6 |
| construction project manager | 64.4 - 89.6 | 75.2 - 106.1 | 87.8 - 121.9 |
| continuous improvement engineer | 72.0 - 94.6 | 80.4 - 107.5 | 90.6 - 120.5 |
| contracts administrator | 56.2 - 75.1 | 64.1 - 87.2 | 73.7 - 99.6 |
| contracts manager | 91.8 - 116.5 | 102.9 - 133.2 | 116.8 - 152.2 |
| contracts specialist | 56.9 - 75.1 | 64.9 - 87.1 | 74.5 - 99.0 |
| control technician | 47.1 - 62.2 | 53.9 - 72.3 | 61.8 - 82.3 |
| controls designer/engineer | 51.6 - 69.5 | 59.6 - 81.3 | 68.8 - 93.0 |
| cost control specialist | 46.7 - 60.8 | 52.4 - 69.7 | 59.5 - 79.1 |
| demand planner | 46.2 - 64.4 | 55.9 - 78.1 | 66.2 - 89.5 |
| director of operations | 122.0 - 163.8 | 161.1 - 216.2 | 204.6 - 274.5 |
| drafter | 51.7 - 64.7 | 57.7 - 73.6 | 65.2 - 83.5 |
| electrical designer/engineer | 72.6 - 96.1 | 82.0 - 110.7 | 93.7 - 126.4 |
| electrical engineer | 74.9 - 100.0 | 85.6 - 116.4 | 98.6 - 133.6 |
| electrical engineering technician | 54.4 - 70.2 | 62.3 - 81.5 | 71.5 - 92.8 |
| electrical inspector | 43.4 - 58.7 | 50.4 - 69.0 | 58.4 - 79.6 |
| electrical test engineer | 68.9 - 92.5 | 79.4 - 108.7 | 92.2 - 125.1 |
| engineering manager | 81.2 - 110.1 | 93.1 - 128.4 | 107.5 - 146.9 |
| environmental engineer | 60.7 - 81.2 | 69.5 - 94.8 | 80.3 - 108.8 |
| environmental inspector | 46.8 - 60.2 | 51.5 - 67.7 | 57.6 - 75.9 |
| estimation engineer | 68.6 - 92.1 | 79.1 - 108.2 | 91.8 - 124.5 |
| estimator | 57.8 - 75.9 | 64.4 - 86.4 | 72.7 - 97.8 |
| expediter | 40.2 - 52.2 | 45.8 - 60.2 | 52.2 - 68.8 |
| facilities engineer | 62.8 - 84.6 | 72.6 - 99.4 | 84.3 - 113.9 |
| field service engineer | 50.1 - 66.9 | 57.2 - 77.9 | 66.0 - 90.2 |
| general inspector | 48.0 - 63.2 | 54.0 - 72.2 | 60.9 - 80.9 |
| geologist | 60.6 - 79.4 | 68.6 - 91.6 | 78.4 - 104.5 |
| geophysicist | 68.1 - 93.6 | 81.1 - 113.1 | 96.4 - 131.2 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| geotechnical engineer | 62.2 - 81.5 | 70.4 - 94.1 | 80.6 - 107.2 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 38.0 - 49.8 | 42.4 - 56.4 | 47.6 - 63.2 |
| health and safety manager | 61.7 - 81.2 | 68.8 - 92.2 | 77.7 - 104.1 |
| health and safety specialist | 57.8 - 75.0 | 66.7 - 87.7 | 76.9 - 100.1 |
| HVAC drafter | 49.7 - 64.2 | 56.0 - 73.4 | 63.4 - 82.4 |
| HVAC engineer | 54.3 - 72.8 | 62.3 - 84.9 | 71.9 - 96.7 |
| hydraulic engineer | 62.4 - 83.9 | 72.0 - 98.7 | 83.7 - 113.0 |
| industrial engineer | 68.3 - 89.6 | 76.1 - 101.6 | 85.6 - 113.9 |
| instrumentation and controls engineer | 66.5 - 88.2 | 75.3 - 101.6 | 85.9 - 115.2 |
| inventory analyst | 48.6 - 63.6 | 54.8 - 73.1 | 62.5 - 83.6 |
| inventory control manager | 60.0 - 79.4 | 67.4 - 90.8 | 76.6 - 103.1 |
| logistics manager | 58.9 - 78.9 | 67.6 - 92.1 | 78.1 - 105.3 |
| logistics specialist | 45.6 - 59.5 | 52.1 - 68.8 | 59.5 - 78.5 |
| materials manager | 77.2 - 102.0 | 85.4 - 115.1 | 95.9 - 129.9 |
| mechanical designer | 49.3 - 65.8 | 57.1 - 76.8 | 65.6 - 86.7 |
| mechanical drafter | 48.8 - 63.9 | 55.1 - 74.0 | 63.5 - 86.6 |
| mechanical engineer | 70.2 - 93.5 | 79.9 - 108.3 | 91.7 - 123.6 |
| mechanical engineering technician | 48.9 - 64.5 | 55.8 - 74.8 | 64.0 - 84.4 |
| mining engineer | 67.8 - 90.3 | 75.9 - 102.9 | 85.8 - 116.1 |
| operations manager | 75.9 - 104.3 | 87.2 - 121.5 | 100.3 - 137.3 |
| osd designer - telecom | 40.2 - 51.6 | 49.3 - 65.1 | 63.8 - 70.1 |
| pipeline designer | 58.4 - 76.6 | 65.3 - 87.4 | 74.0 - 99.1 |
| piping engineer | 60.5 - 79.7 | 67.8 - 91.1 | 77.0 - 103.5 |
| planner/scheduler | 37.3 - 48.0 | 42.6 - 55.2 | 48.4 - 62.3 |
| plant engineer | 70.6 - 94.4 | 82.2 - 111.8 | 96.1 - 128.4 |
| plant manager | 90.8 - 127.4 | 109.3 - 155.5 | 130.8 - 181.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| plant operator | 46.5 - 63.7 | 55.0 - 75.8 | 64.1 - 85.9 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 59.2 - 79.4 | 68.0 - 92.8 | 78.6 - 105.6 |
| procurement director | 95.6 - 126.9 | 128.2 - 170.4 | 156.8 - 208.3 |
| procurement specialist | 49.2 - 64.6 | 54.8 - 73.5 | 61.9 - 83.6 |
| production analyst | 43.7 - 58.8 | 50.3 - 69.1 | 58.6 - 80.1 |
| production engineer | 61.4 - 82.3 | 70.5 - 96.1 | 81.4 - 109.5 |
| program manager | 68.5 - 89.3 | 78.3 - 103.7 | 89.9 - 118.5 |
| project controller | 50.9 - 68.2 | 57.3 - 78.2 | 65.1 - 89.2 |
| project controls manager | 81.2 - 112.4 | 94.1 - 132.1 | 109.2 - 150.8 |
| project controls specialist | 58.8 - 76.9 | 66.3 - 88.1 | 75.1 - 99.6 |
| project coordinator | 83.7 - 108.2 | 91.2 - 120.0 | 100.9 - 134.0 |
| project director | 106.9 - 130.3 | 134.3 - 163.7 | 162.6 - 198.1 |
| project engineer | 86.5 - 111.4 | 94.0 - 123.5 | 103.8 - 138.1 |
| project manager | 72.4 - 100.8 | 84.6 - 119.4 | 98.8 - 136.8 |
| purchasing manager | 90.8 - 120.6 | 102.9 - 138.8 | 117.1 - 156.3 |
| QA/QC inspector | 52.0 - 69.5 | 60.4 - 81.5 | 69.9 - 93.9 |
| quality assurance manager | 76.4 - 99.8 | 84.6 - 112.6 | 94.9 - 126.5 |
| quality assurance/control technician | 59.6 - 78.7 | 68.1 - 91.3 | 78.1 - 103.6 |
| quality control engineer | 66.0 - 87.9 | 75.2 - 101.9 | 86.2 - 115.6 |
| quality inspector | 37.2 - 47.7 | 41.7 - 54.5 | 47.2 - 61.7 |
| reliability engineer | 65.3 - 84.9 | 74.4 - 98.4 | 85.4 - 112.2 |
| reliability manager | 67.1 - 87.8 | 77.0 - 102.6 | 89.0 - 117.1 |
| reliability specialist | 48.3 - 64.7 | 55.4 - 75.7 | 64.0 - 86.4 |
| safety inspector | 59.9 - 78.7 | 68.0 - 90.6 | 77.4 - 102.5 |
| site supervisor | 47.9 - 62.1 | 54.3 - 71.7 | 62.1 - 82.0 |
| sourcing engineer | 53.3 - 71.5 | 61.2 - 83.4 | 70.7 - 95.4 |
| sourcing specialist | 53.0 - 69.7 | 59.1 - 79.3 | 66.8 - 90.2 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| specification writer | 49.6 - 64.5 | 56.4 - 74.4 | 64.2 - 84.1 |
| stationary engineer | 51.3 - 66.1 | 56.6 - 74.1 | 63.0 - 82.5 |
| structural designer | 50.5 - 66.4 | 57.3 - 76.5 | 65.4 - 86.7 |
| structural engineer | 68.1 - 90.8 | 77.6 - 105.4 | 89.3 - 120.5 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 38.0 - 48.9 | 42.7 - 55.9 | 48.5 - 63.7 |
| supply chain manager | 77.0 - 103.6 | 88.9 - 121.0 | 102.2 - 136.1 |
| systems control engineer | 61.2 - 81.7 | 70.1 - 95.1 | 80.7 - 108.3 |
| telecommunications technician | 51.0 - 66.9 | 57.8 - 77.2 | 66.1 - 88.4 |
| transmission line engineer | 73.4 - 93.4 | 79.7 - 103.2 | 87.7 - 114.6 |
| transportation manager | 78.0 - 103.5 | 88.4 - 119.3 | 100.8 - 135.7 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 51.1 - 67.3 | 58.1 - 77.5 | 66.2 - 87.4 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 80.1 - 115.8 | 104.6 - 151.5 | 130.8 - 189.5 |
| diversity & inclusion director | 81.9 - 114.2 | 104.0 - 144.8 | 130.4 - 181.7 |
| health and safety director | 81.9 - 98.6 | 107.0 - 128.8 | 128.6 - 154.9 |
| human resources director | 88.6 - 123.4 | 113.5 - 158.5 | 141.7 - 197.7 |
| L&D director | 88.0 - 109.9 | 110.6 - 138.1 | 141.6 - 177.0 |
| talent acquisition director | 83.1 - 115.8 | 106.6 - 148.7 | 130.9 - 182.7 |
| total rewards director | 99.7 - 130.8 | 130.3 - 171.0 | 162.0 - 212.5 |
| vice president Human Resources / CHRO | 105.7 - 181.2 | 139.0 - 238.5 | 172.7 - 296.1 |
| human resources | entry | mid | senior |
| benefits administrator | 53.7 - 69.2 | 60.3 - 79.2 | 68.5 - 90.2 |
| compensation and benefits manager | 87.8 - 114.9 | 97.6 - 130.5 | 110.1 - 148.6 |



| | | | |
|-----------------------------------|--------------|---------------|---------------|
| compensation specialist | 47.7 - 63.7 | 55.3 - 75.0 | 64.3 - 85.9 |
| diversity & inclusion coordinator | 38.4 - 49.2 | 43.6 - 55.6 | 48.3 - 59.9 |
| health and safety advisor | 57.8 - 75.0 | 66.7 - 87.7 | 76.9 - 100.1 |
| health and safety manager | 70.8 - 92.1 | 79.4 - 105.3 | 90.0 - 119.2 |
| HRIS analyst | 58.1 - 77.1 | 66.8 - 90.1 | 77.2 - 102.9 |
| human resources business partner | 63.4 - 83.8 | 71.2 - 95.9 | 80.9 - 108.9 |
| human resources coordinator | 37.9 - 48.6 | 43.1 - 54.9 | 47.7 - 59.2 |
| human resources generalist | 58.2 - 74.2 | 63.3 - 82.6 | 70.3 - 93.6 |
| human resources manager | 79.5 - 107.0 | 92.0 - 126.0 | 106.8 - 144.8 |
| human resources supervisor | 62.2 - 81.2 | 68.6 - 91.7 | 77.3 - 105.1 |
| human resources technician | 46.3 - 60.9 | 51.7 - 69.3 | 58.5 - 79.2 |
| labour relations advisor | 61.9 - 83.0 | 71.0 - 97.0 | 82.1 - 111.1 |
| labour relations manager | 86.5 - 118.1 | 102.1 - 141.4 | 120.1 - 164.3 |
| recruitment coordinator | 37.7 - 49.4 | 43.5 - 57.3 | 49.6 - 64.6 |
| talent acquisition specialist | 57.3 - 75.3 | 63.9 - 85.6 | 72.1 - 97.0 |

industrial support

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 15.8 - 19.3 | 17.2 - 22.3 | 19.2 - 23.5 |
| counterbalance forklift operator | 16.8 - 19.4 | 17.9 - 22.2 | 19.5 - 24.6 |
| delivery/courier driver | 17.1 - 22.2 | 19.2 - 24.8 | 21.5 - 28.2 |
| electronic parts assembler | 16.8 - 21.1 | 19.6 - 24.4 | 21.5 - 26.3 |
| forklift operator | 16.6 - 19.6 | 17.9 - 22.6 | 19.9 - 25.0 |
| general labourer - heavy | 17.1 - 22.3 | 20.6 - 25.9 | 23.1 - 26.3 |
| general labourer - light | 14.4 - 18.9 | 17.3 - 22.2 | 19.7 - 22.8 |
| industrial painter | 16.8 - 20.5 | 18.4 - 24.1 | 21.7 - 27.5 |
| inventory control clerk | 17.1 - 20.4 | 18.7 - 23.4 | 20.8 - 26.2 |
| janitor/custodian | 14.1 - 18.0 | 16.1 - 19.4 | 18.2 - 21.1 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| machine operator | 17.5 - 20.8 | 19.5 - 25.6 | 22.8 - 30.3 |
| machine operator assistant | 16.8 - 21.3 | 19.5 - 25.5 | 22.4 - 27.6 |
| manufacturing worker | 15.6 - 18.2 | 17.3 - 21.6 | 19.4 - 24.7 |
| material handler | 15.8 - 20.5 | 18.4 - 24.3 | 21.7 - 24.8 |
| moulding machine operator | 17.1 - 22.4 | 20.4 - 26.1 | 22.7 - 28.0 |
| order/cherry picker forklift operator | 17.2 - 19.8 | 18.3 - 22.0 | 19.8 - 23.8 |
| packaging labourer | 16.2 - 20.7 | 18.4 - 24.5 | 20.5 - 26.8 |
| parts clerk | 13.7 - 17.9 | 15.1 - 20.5 | 17.0 - 22.9 |
| picker/packer | 14.6 - 17.7 | 15.8 - 20.1 | 17.6 - 22.1 |
| polisher/deburrer | 17.1 - 21.1 | 19.1 - 24.4 | 22.3 - 27.6 |
| print press operator | 16.1 - 20.8 | 17.9 - 22.8 | 20.0 - 25.5 |
| production labourer | 14.9 - 18.3 | 16.7 - 21.6 | 19.3 - 22.3 |
| reach truck operator | 16.3 - 19.3 | 17.6 - 22.4 | 19.7 - 24.8 |
| sandblasting operator | 16.8 - 20.5 | 19.1 - 23.3 | 20.4 - 26.5 |
| scissor lift operator | 16.7 - 20.1 | 19.1 - 23.0 | 20.3 - 24.9 |
| shipper/receiver | 18.0 - 22.3 | 20.2 - 24.6 | 22.4 - 27.3 |
| shipping and receiving clerk | 17.9 - 21.8 | 20.4 - 25.6 | 23.4 - 29.6 |
| warehouse labourer | 15.9 - 19.2 | 18.7 - 22.5 | 19.9 - 23.7 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------|--------------|--------------|--------------|
| applications engineer | 70.0 - 93.3 | 81.1 - 109.8 | 94.2 - 125.0 |
| automation engineer | 60.8 - 81.0 | 69.2 - 93.8 | 79.4 - 107.0 |
| buyer | 55.3 - 73.0 | 63.2 - 85.0 | 72.7 - 97.7 |
| chemical engineer | 78.4 - 104.6 | 88.0 - 119.6 | 99.7 - 135.1 |
| chemical technician | 52.1 - 68.4 | 58.0 - 77.9 | 65.8 - 89.2 |
| cmm programmer | 46.8 - 61.7 | 53.3 - 71.5 | 61.2 - 81.1 |



| | | | |
|-------------------------------------|--------------|--------------|--------------|
| coating inspector | 36.5 - 48.0 | 41.6 - 55.3 | 47.4 - 63.1 |
| commissioning and start up engineer | 58.1 - 78.2 | 67.1 - 91.8 | 77.8 - 101.8 |
| continuous improvement engineer | 72.0 - 94.6 | 80.4 - 107.5 | 90.6 - 120.5 |
| controls designer/engineer | 51.6 - 69.5 | 59.6 - 81.3 | 68.8 - 93.0 |
| demand planner | 46.2 - 64.4 | 55.9 - 78.1 | 66.2 - 89.5 |
| electrical engineer | 74.9 - 100.0 | 85.6 - 116.4 | 98.6 - 133.6 |
| electrical engineering technician | 54.4 - 70.2 | 62.3 - 81.5 | 71.5 - 92.8 |
| electrical test engineer | 68.9 - 92.5 | 79.4 - 108.7 | 92.2 - 125.1 |
| estimation engineer | 68.6 - 92.1 | 79.1 - 108.2 | 91.8 - 124.5 |
| estimator | 57.8 - 75.9 | 64.4 - 86.4 | 72.7 - 97.8 |
| field service engineer | 50.1 - 66.9 | 57.2 - 77.9 | 66.0 - 90.2 |
| general inspector | 48.1 - 63.7 | 54.3 - 72.9 | 61.4 - 81.8 |
| health and safety specialist | 65.9 - 87.2 | 75.6 - 101.8 | 87.3 - 116.2 |
| HVAC drafter | 49.7 - 64.2 | 56.0 - 73.4 | 63.4 - 82.4 |
| HVAC engineer | 54.3 - 72.8 | 62.3 - 84.9 | 71.9 - 96.7 |
| industrial engineer | 68.3 - 89.6 | 76.1 - 101.6 | 85.6 - 113.9 |
| inventory analyst | 48.6 - 63.6 | 54.8 - 73.1 | 62.5 - 83.6 |
| logistics specialist | 55.9 - 75.1 | 64.3 - 87.8 | 74.2 - 100.1 |
| manufacturing engineer | 63.7 - 84.9 | 72.6 - 98.5 | 83.4 - 112.0 |
| mechanical designer | 49.3 - 65.8 | 57.1 - 76.8 | 65.6 - 86.7 |
| mechanical drafter | 48.8 - 63.9 | 55.1 - 74.0 | 63.5 - 86.6 |
| mechanical engineer | 70.2 - 93.5 | 79.9 - 108.3 | 91.7 - 123.6 |
| mechanical engineering technician | 48.9 - 64.5 | 55.8 - 74.8 | 64.0 - 84.4 |
| planner/scheduler | 37.3 - 48.0 | 42.6 - 55.2 | 48.4 - 62.3 |
| PLC programmer | 60.0 - 65.0 | 75.0 - 85.0 | 85.0 - 90.0 |
| process engineer | 59.2 - 79.4 | 68.0 - 92.8 | 78.6 - 105.6 |
| production planner | 46.1 - 61.5 | 53.4 - 71.8 | 61.2 - 80.3 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project engineer | 86.5 - 111.4 | 94.0 - 123.5 | 103.8 - 138.1 |
| project manager | 72.4 - 100.8 | 84.6 - 119.4 | 98.8 - 136.8 |
| QA/QC inspector | 35.7 - 45.9 | 40.1 - 52.5 | 45.5 - 59.5 |
| quality assurance manager | 76.4 - 99.8 | 84.6 - 112.6 | 94.9 - 126.5 |
| quality assurance/control technician | 59.6 - 78.7 | 68.1 - 91.3 | 78.1 - 103.6 |
| quality control engineer | 66.0 - 87.9 | 75.2 - 101.9 | 86.2 - 115.6 |
| quality director | 85.6 - 116.4 | 108.9 - 148.2 | 132.6 - 180.6 |
| quality inspector | 37.2 - 47.7 | 41.7 - 54.5 | 47.2 - 61.7 |
| safety inspector | 59.9 - 78.7 | 68.0 - 90.6 | 77.4 - 102.5 |
| SCADA engineer | 61.7 - 82.6 | 70.7 - 96.3 | 81.6 - 109.9 |
| sourcing engineer | 53.3 - 71.5 | 61.2 - 83.4 | 70.7 - 95.4 |
| stationary engineer | 51.3 - 66.1 | 56.6 - 74.1 | 63.0 - 82.5 |
| supply chain analyst | 46.7 - 62.6 | 53.6 - 73.2 | 61.9 - 83.5 |
| industrial management | | | |
| director of operations | 122.0 - 163.8 | 161.1 - 216.2 | 204.6 - 274.5 |
| engineering manager | 81.2 - 110.1 | 93.1 - 128.4 | 107.5 - 146.9 |
| general manager | 68.5 - 89.3 | 83.3 - 103.7 | 89.9 - 118.5 |
| head of workshop and assembly | 147.1 - 207.8 | 211.6 - 298.5 | 268.6 - 378.7 |
| health and safety manager | 57.8 - 75.0 | 66.7 - 87.7 | 76.9 - 100.1 |
| inventory control manager | 60.0 - 79.4 | 67.4 - 90.8 | 76.6 - 103.1 |
| machining manager | 59.5 - 77.1 | 66.3 - 87.6 | 74.9 - 99.6 |
| maintenance manager | 60.6 - 80.2 | 69.5 - 104.8 | 92.2 - 135.6 |
| maintenance supervisor | 58.4 - 77.1 | 66.8 - 89.7 | 76.8 - 102.9 |
| manufacturing director | 104.1 - 126.9 | 136.0 - 165.7 | 168.2 - 204.9 |
| materials manager | 77.2 - 102.0 | 85.4 - 115.1 | 95.9 - 129.9 |
| operations manager | 75.9 - 104.3 | 87.2 - 121.5 | 100.3 - 137.3 |
| plant manager | 90.8 - 127.4 | 109.3 - 155.5 | 130.8 - 181.8 |
| procurement director | 95.6 - 126.9 | 128.2 - 170.4 | 156.8 - 208.3 |



| | | | |
|--------------------------|---------------|---------------|---------------|
| production manager | 75.6 - 95.1 | 93.7 - 125.9 | 106.3 - 143.1 |
| production supervisor | 56.0 - 72.8 | 65.6 - 82.9 | 70.8 - 94.0 |
| program manager | 68.5 - 89.3 | 78.3 - 103.7 | 89.9 - 118.5 |
| project director | 106.9 - 130.3 | 134.3 - 163.7 | 162.6 - 198.1 |
| purchasing manager | 90.8 - 120.6 | 102.9 - 138.8 | 117.1 - 156.3 |
| supply chain manager | 77.0 - 103.6 | 88.9 - 121.0 | 102.2 - 136.1 |
| transportation manager | 78.0 - 103.5 | 88.4 - 119.3 | 100.8 - 135.7 |
| warehouse manager | 64.6 - 84.9 | 72.1 - 96.4 | 81.3 - 108.6 |
| warehouse supervisor | 50.0 - 66.1 | 57.3 - 76.8 | 65.7 - 87.3 |
| skilled trades | | | |
| CNC machinist | 38.3 - 50.0 | 43.3 - 57.2 | 48.9 - 64.7 |
| CNC programmer | 50.0 - 66.8 | 57.2 - 77.7 | 65.8 - 89.2 |
| electrician | 50.2 - 66.5 | 56.6 - 76.1 | 64.2 - 88.9 |
| field service technician | 51.5 - 67.3 | 64.0 - 85.9 | 83.6 - 95.9 |
| heavy equipment mechanic | 48.3 - 64.8 | 56.3 - 76.0 | 74.1 - 92.1 |
| maintenance mechanic | 45.1 - 57.8 | 55.7 - 67.3 | 65.7 - 85.0 |
| millwright | 57.2 - 67.3 | 66.3 - 83.0 | 80.6 - 106.7 |
| parts manager | 46.0 - 60.0 | 51.6 - 68.4 | 58.5 - 77.7 |
| welder | 46.2 - 53.4 | 52.2 - 74.1 | 72.8 - 87.4 |
| welder-fitter | 37.5 - 49.1 | 43.2 - 56.8 | 49.1 - 63.6 |

technologies

| | entry | mid | senior |
|-----------------------------|-------------|--------------|--------------|
| application software | | | |
| .net/C# developer | 67.5 - 88.0 | 75.8 - 100.6 | 86.0 - 120.0 |
| application support analyst | 58.3 - 77.5 | 67.2 - 89.9 | 76.8 - 101.7 |
| automation tester | 55.1 - 73.0 | 66.5 - 83.6 | 76.0 - 96.3 |
| devops - development | 62.6 - 84.8 | 73.0 - 100.5 | 85.3 - 115.2 |



| | | | |
|--|---------------|---------------|---------------|
| ERP developer | 67.3 - 87.7 | 75.5 - 100.3 | 85.7 - 114.2 |
| front-end developer | 62.6 - 83.0 | 71.9 - 96.9 | 83.0 - 110.9 |
| full stack developer | 72.2 - 95.7 | 83.0 - 111.7 | 95.7 - 130.0 |
| java developer | 65.9 - 86.0 | 74.0 - 98.3 | 84.0 - 105.0 |
| machine learning developer | 73.9 - 111.0 | 100.0 - 140.0 | 120.2 - 144.7 |
| mobile application developer (iOS/android) | 60.1 - 93.2 | 84.7 - 119.8 | 102.8 - 123.7 |
| quality assurance manager | 77.8 - 103.6 | 88.6 - 120.1 | 101.5 - 136.3 |
| RPA developer | 49.1 - 65.2 | 56.6 - 76.1 | 65.1 - 86.0 |
| SQL database developer | 59.2 - 79.8 | 68.4 - 93.7 | 79.4 - 107.4 |
| technical lead | 102.0 - 138.4 | 117.2 - 161.6 | 134.9 - 183.3 |
| UI/UX designer | 63.2 - 82.2 | 70.7 - 93.5 | 79.7 - 104.9 |
| architecture | | | |
| application architect | 96.3 - 129.0 | 108.6 - 148.6 | 124.1 - 170.7 |
| architect (enterprise) | 90.2 - 122.3 | 103.5 - 142.8 | 119.5 - 164.6 |
| architect (solutions/technical) | 79.6 - 100.1 | 89.5 - 114.5 | 101.4 - 125.0 |
| cloud architect | 85.8 - 108.4 | 97.2 - 124.8 | 110.7 - 140.6 |
| data & analytics | | | |
| BI data architect | 85.9 - 116.1 | 96.4 - 132.7 | 109.4 - 150.3 |
| big data engineer | 77.2 - 101.7 | 86.5 - 116.3 | 98.2 - 132.1 |
| business intelligence developer | 64.3 - 83.9 | 72.3 - 96.0 | 82.0 - 107.9 |
| data analyst | 63.5 - 85.6 | 73.5 - 100.7 | 85.3 - 114.9 |
| data architect | 69.3 - 92.4 | 80.2 - 108.7 | 110.0 - 145.0 |
| data engineer | 66.2 - 89.2 | 76.5 - 104.9 | 88.8 - 119.6 |
| data scientist | 72.0 - 97.8 | 84.0 - 115.6 | 97.9 - 131.9 |
| database administrator | 68.4 - 93.8 | 81.1 - 112.8 | 95.8 - 130.1 |
| leadership/business technology | | | |
| business analyst | 65.7 - 85.7 | 73.8 - 98.1 | 83.8 - 111.2 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| IT director | 99.0 - 133.0 | 126.0 - 169.6 | 158.5 - 222.0 |
| IT manager | 87.5 - 116.7 | 99.9 - 136.0 | 115.2 - 140.4 |
| networking/infrastructure | | | |
| bilingual tech support | 52.0 - 60.0 | 56.0 - 72.0 | 65.0 - 83.0 |
| cloud engineer | 73.3 - 98.4 | 85.7 - 116.4 | 99.8 - 132.3 |
| devops - infrastructure | 74.2 - 103.4 | 86.9 - 122.3 | 101.1 - 138.5 |
| help desk analyst | 47.7 - 62.7 | 54.2 - 72.3 | 61.8 - 82.3 |
| information security engineer | 69.4 - 93.4 | 80.2 - 109.8 | 93.1 - 125.6 |
| information security manager | 89.9 - 119.1 | 101.6 - 137.3 | 116.1 - 156.8 |
| information security specialist | 55.0 - 72.9 | 63.2 - 85.1 | 80.0 - 115.0 |
| information systems analyst | 59.4 - 77.4 | 66.6 - 88.5 | 75.6 - 100.3 |
| linux/unix administrator | 74.9 - 98.0 | 84.5 - 112.8 | 96.5 - 128.6 |
| network administrator | 58.4 - 78.7 | 67.6 - 92.6 | 78.5 - 106.3 |
| network engineer | 66.5 - 89.4 | 76.7 - 105.1 | 89.1 - 108.7 |
| systems administrator | 66.7 - 88.4 | 76.6 - 103.2 | 88.5 - 118.3 |
| tech support | 60.9 - 79.9 | 69.0 - 92.1 | 78.7 - 104.8 |
| project management | | | |
| business systems analyst | 65.1 - 86.3 | 74.9 - 101.1 | 86.7 - 116.1 |
| ERP project manager | 88.8 - 119.1 | 97.0 - 132.9 | 107.8 - 149.5 |
| organizational change manager (OCM) | 62.7 - 85.1 | 73.4 - 101.8 | 86.7 - 119.6 |
| product owner | 74.4 - 98.8 | 85.7 - 115.3 | 98.6 - 130.5 |
| product owner/manager | 75.6 - 105.2 | 88.2 - 124.6 | 103.1 - 143.1 |
| program manager | 90.0 - 110.0 | 110.0 - 130.0 | 120.0 - 150.0 |
| project coordinator | 62.4 - 77.9 | 69.4 - 88.3 | 78.2 - 99.8 |
| project manager (infrastructure) | 90.8 - 123.8 | 103.3 - 143.7 | 118.7 - 165.3 |
| project manager (software) | 90.0 - 120.1 | 101.0 - 137.3 | 114.5 - 156.2 |
| scrum master | 69.4 - 91.1 | 78.6 - 105.0 | 89.9 - 120.1 |
| technical writer | 56.5 - 74.0 | 66.1 - 87.7 | 77.1 - 100.0 |



greater moncton

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 46.7 - 61.5 | 52.1 - 69.9 | 58.9 - 79.3 |
| administrative assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| benefits clerk | 35.0 - 45.4 | 40.3 - 52.8 | 46.3 - 60.1 |
| buyer assistant | 35.9 - 47.0 | 41.9 - 54.5 | 47.6 - 60.3 |
| claims supervisor | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| contracts administrator | 88.3 - 112.4 | 99.0 - 128.8 | 112.7 - 147.5 |
| data entry clerk | 31.5 - 40.1 | 35.9 - 45.7 | 40.3 - 46.8 |
| dispatcher | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| document controller | 30.1 - 38.9 | 35.1 - 44.8 | 39.0 - 45.0 |
| document services specialist | 28.7 - 37.1 | 33.4 - 42.6 | 37.6 - 43.6 |
| documentation specialist | 34.4 - 45.7 | 41.5 - 53.4 | 47.1 - 54.6 |
| donor relations coordinator | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| executive assistant | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 31.6 - 41.6 | 37.7 - 48.2 | 42.4 - 49.2 |
| fundraising manager | 59.8 - 78.0 | 68.1 - 90.8 | 78.5 - 104.7 |
| HR administrator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| human resources assistant | 37.3 - 48.0 | 42.5 - 54.3 | 47.2 - 58.7 |
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |



| | | | |
|--|-------------|-------------|--------------|
| invoicing clerk | 33.9 - 43.9 | 38.9 - 50.1 | 43.6 - 54.7 |
| lease administrator | 42.1 - 55.4 | 48.9 - 64.9 | 56.3 - 74.4 |
| legal assistant | 43.0 - 60.1 | 52.0 - 72.6 | 61.4 - 82.4 |
| logistics coordinator | 44.8 - 59.7 | 52.5 - 70.3 | 60.8 - 80.4 |
| mailroom clerk | 32.5 - 40.6 | 36.8 - 45.4 | 40.3 - 46.2 |
| office clerk | 35.2 - 43.7 | 38.9 - 48.9 | 43.1 - 54.3 |
| office manager | 51.5 - 67.3 | 56.8 - 75.6 | 63.4 - 84.8 |
| order supervisor | 47.0 - 62.3 | 54.7 - 73.0 | 63.0 - 82.3 |
| payroll administrator | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| project coordinator | 42.0 - 55.5 | 47.8 - 64.0 | 54.6 - 72.6 |
| property administrator | 34.8 - 46.0 | 39.3 - 53.1 | 45.0 - 61.5 |
| property manager | 55.8 - 74.9 | 64.0 - 87.8 | 74.2 - 101.4 |
| receptionist | 30.3 - 38.2 | 33.6 - 43.3 | 37.9 - 49.4 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 40.1 - 54.4 | 46.6 - 64.2 | 54.2 - 73.7 |
| sales assistant | 36.1 - 45.5 | 40.0 - 51.8 | 45.6 - 60.4 |
| service coordinator | 35.0 - 45.7 | 39.3 - 52.3 | 44.8 - 59.8 |
| supply clerk | 32.4 - 41.6 | 36.8 - 47.3 | 41.2 - 52.1 |
| virtual assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| virtual receptionist | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| insurance | | | |
| benefits analyst | 48.9 - 63.6 | 54.6 - 72.2 | 61.5 - 81.3 |
| benefits coordinator | 32.8 - 42.5 | 37.8 - 49.5 | 43.4 - 56.7 |
| benefits processor | 33.0 - 43.2 | 38.5 - 50.0 | 43.6 - 54.6 |
| claims supervisor | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| client support representative | 56.3 - 71.9 | 62.4 - 81.3 | 70.1 - 91.7 |
| insurance account manager - commercial | 49.0 - 61.0 | 52.5 - 66.2 | 57.0 - 73.8 |
| insurance account manager - personal | 46.2 - 57.3 | 49.2 - 61.9 | 53.3 - 68.9 |



| | | | |
|----------------------------------|-------------|--------------|--------------|
| insurance billing clerk | 32.9 - 43.0 | 38.3 - 50.1 | 43.9 - 56.3 |
| insurance claims clerk | 35.3 - 44.9 | 40.3 - 51.8 | 45.8 - 58.4 |
| insurance claims processor | 38.8 - 49.1 | 43.3 - 56.0 | 49.1 - 64.1 |
| team lead | 76.1 - 99.0 | 84.9 - 112.6 | 96.0 - 128.3 |
| technical support representative | 37.3 - 48.8 | 42.9 - 56.9 | 49.4 - 65.4 |
| underwriter | 53.5 - 72.1 | 62.7 - 85.4 | 73.1 - 97.1 |
| underwriting analyst | 49.2 - 64.9 | 55.1 - 74.4 | 62.8 - 85.8 |
| underwriting assistant | 34.4 - 43.2 | 40.0 - 50.5 | 46.0 - 52.1 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 55.5 - 72.5 | 62.4 - 82.8 | 70.5 - 92.9 |
| bilingual customer loyalty agent | 33.9 - 45.0 | 39.0 - 52.3 | 44.8 - 59.7 |
| bilingual customer service manager | 68.0 - 90.2 | 76.8 - 104.1 | 88.0 - 120.3 |
| bilingual customer service representative | 34.9 - 44.5 | 39.3 - 50.4 | 43.9 - 55.8 |
| bilingual customer service supervisor | 56.2 - 74.5 | 63.3 - 85.6 | 72.0 - 97.7 |
| bilingual customer service team lead | 41.0 - 54.5 | 47.2 - 63.8 | 54.6 - 73.1 |
| bilingual customer service trainer | 41.0 - 54.5 | 47.2 - 63.8 | 54.6 - 73.1 |
| bilingual e-chat representative | 33.7 - 45.0 | 39.0 - 52.3 | 44.8 - 59.7 |
| bilingual inside sales manager | 60.1 - 81.3 | 68.4 - 94.0 | 78.2 - 105.4 |
| bilingual inside sales representative | 44.0 - 55.2 | 47.5 - 60.6 | 52.1 - 68.0 |
| bilingual insurance advisor | 49.1 - 61.9 | 52.3 - 66.4 | 56.4 - 73.9 |
| bilingual junior collection agent | 32.1 - 41.7 | 36.4 - 48.0 | 41.5 - 54.1 |
| bilingual order desk representative | 32.1 - 41.7 | 36.4 - 48.0 | 41.5 - 54.1 |
| bilingual survey agent | 30.3 - 38.9 | 35.0 - 44.8 | 39.5 - 49.1 |
| bilingual telemarketing agent | 30.3 - 38.9 | 35.0 - 44.8 | 39.5 - 49.1 |
| bilingual telephone dispatcher | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| bilingual travel support agent | 34.9 - 44.5 | 39.3 - 50.4 | 43.9 - 55.8 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual workforce planner | 42.6 - 54.3 | 46.2 - 60.2 | 51.2 - 68.3 |
| help desk representative - level 1 | 40.6 - 54.5 | 46.8 - 63.1 | 53.3 - 71.2 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 76.9 - 111.7 | 100.8 - 146.8 | 126.5 - 184.3 |
| diversity & inclusion director | 78.1 - 109.3 | 99.4 - 139.2 | 125.1 - 175.6 |
| health and safety director | 78.7 - 94.9 | 103.1 - 124.5 | 124.2 - 150.1 |
| human resources director | 85.1 - 119.2 | 109.5 - 153.7 | 137.1 - 192.4 |
| L&D director | 84.6 - 105.9 | 106.6 - 133.6 | 137.0 - 171.9 |
| talent acquisition director | 79.8 - 111.8 | 102.7 - 144.0 | 126.5 - 177.6 |
| total rewards director | 96.0 - 126.4 | 125.9 - 166.1 | 157.1 - 207.1 |
| vice president Human Resources / CHRO | 101.9 - 176.2 | 134.5 - 232.8 | 167.7 - 290.0 |
| human resources | entry | mid | senior |
| benefits administrator | 51.4 - 66.4 | 57.8 - 76.1 | 65.7 - 86.6 |
| compensation and benefits manager | 84.4 - 110.8 | 93.9 - 126.1 | 106.2 - 143.9 |
| compensation specialist | 45.7 - 61.1 | 53.0 - 72.0 | 61.6 - 82.5 |
| diversity & inclusion coordinator | 36.6 - 47.1 | 41.7 - 53.3 | 46.2 - 57.4 |
| health and safety advisor | 55.8 - 72.6 | 64.5 - 85.0 | 74.5 - 97.2 |
| health and safety manager | 67.8 - 88.6 | 76.2 - 101.4 | 86.6 - 115.1 |
| HRIS analyst | 55.5 - 73.8 | 63.9 - 86.6 | 73.9 - 99.2 |
| human resources business partner | 60.8 - 80.4 | 68.3 - 92.1 | 77.6 - 104.7 |
| human resources coordinator | 36.4 - 46.9 | 41.5 - 53.0 | 46.0 - 57.2 |
| human resources generalist | 55.8 - 71.3 | 60.7 - 79.3 | 67.5 - 89.9 |
| human resources manager | 76.3 - 103.1 | 88.4 - 121.7 | 102.9 - 140.2 |
| human resources supervisor | 59.7 - 77.9 | 65.9 - 88.1 | 74.2 - 101.0 |
| human resources technician | 44.6 - 58.8 | 49.9 - 67.1 | 56.5 - 76.8 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| instructional designer | 47.0 - 61.7 | 53.0 - 70.8 | 60.4 - 80.8 |
| labour relations advisor | 59.4 - 79.7 | 68.1 - 93.2 | 78.8 - 106.8 |
| labour relations manager | 83.1 - 114.0 | 98.3 - 136.8 | 115.9 - 159.5 |
| learning and development specialist | 48.0 - 63.5 | 54.8 - 73.9 | 63.1 - 84.3 |
| recruitment coordinator | 36.2 - 47.6 | 41.9 - 55.3 | 47.9 - 62.5 |
| talent acquisition specialist | 54.9 - 72.3 | 61.2 - 82.2 | 69.2 - 93.1 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 19.0 | 19.0 - 21.0 | 21.0 - 24.0 |
| counterbalance forklift operator | 17.0 - 19.0 | 18.0 - 21.0 | 19.0 - 22.0 |
| delivery/courier driver | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| electronic parts assembler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| general labourer - light | 16.0 - 18.0 | 17.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 15.0 - 20.0 | 17.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 17.0 - 19.0 | 16.0 - 19.0 | 18.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| machine operator assistant | 16.0 - 20.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| manufacturing worker | 17.0 - 19.0 | 18.0 - 20.0 | 18.0 - 23.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| order/cherry picker forklift operator | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts clerk | 17.0 - 19.0 | 18.0 - 19.0 | 19.0 - 21.0 |
| parts manager | 21.0 - 27.0 | 24.0 - 31.0 | 27.0 - 36.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| picker/packer | 17.0 - 18.0 | 16.0 - 20.0 | 17.0 - 22.0 |
| production labourer | 17.0 - 18.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| reach truck operator | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| scissor lift operator | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| shipper/receiver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 28.0 |
| warehouse labourer | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |

technologies

| | entry | mid | senior |
|--|--------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 64.5 - 84.5 | 72.5 - 97.0 | 82.5 - 110.0 |
| application support analyst | 55.7 - 74.3 | 64.3 - 86.5 | 73.6 - 98.0 |
| automation tester | 43.5 - 58.8 | 51.1 - 70.0 | 59.9 - 80.1 |
| C++/ embedded software engineer | 64.4 - 84.3 | 72.4 - 96.8 | 82.4 - 109.9 |
| devops - development | 59.8 - 81.4 | 69.8 - 96.9 | 81.9 - 111.3 |
| ERP developer | 64.4 - 84.2 | 72.3 - 96.6 | 82.3 - 110.3 |
| front-end developer | 59.8 - 79.6 | 68.8 - 93.3 | 79.7 - 107.1 |
| full stack developer | 69.1 - 92.1 | 79.6 - 107.9 | 92.1 - 123.1 |
| java developer | 63.0 - 82.5 | 70.9 - 94.7 | 80.6 - 107.3 |
| machine learning developer | 70.7 - 107.2 | 96.4 - 135.7 | 116.2 - 140.3 |
| mobile application developer (iOS/android) | 57.4 - 89.7 | 81.3 - 115.8 | 99.1 - 119.7 |
| quality assurance manager | 74.7 - 99.8 | 85.2 - 115.9 | 97.8 - 131.8 |
| RPA developer | 46.8 - 62.3 | 54.0 - 72.9 | 62.2 - 82.5 |
| SQL database developer | 56.6 - 76.4 | 65.4 - 90.1 | 76.1 - 103.6 |
| technical lead | 98.2 - 133.9 | 113.1 - 156.7 | 130.4 - 178.2 |
| UI/UX designer | 60.4 - 78.8 | 67.6 - 89.9 | 76.4 - 101.1 |
| architecture | | | |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| application architect | 92.7 - 124.6 | 104.7 - 143.9 | 119.9 - 165.8 |
| architect (enterprise) | 86.7 - 118.3 | 99.8 - 138.4 | 115.5 - 160.0 |
| architect (solutions/technical) | 76.2 - 96.4 | 86.0 - 110.6 | 97.7 - 124.7 |
| cloud architect | 82.3 - 104.6 | 93.5 - 120.8 | 106.9 - 136.2 |
| data & analytics | | | |
| BI data architect | 82.4 - 111.9 | 92.6 - 128.2 | 105.3 - 145.5 |
| big data engineer | 73.9 - 98.1 | 83.1 - 112.4 | 94.6 - 127.9 |
| business intelligence developer | 61.4 - 80.5 | 69.2 - 92.4 | 78.6 - 104.1 |
| data analyst | 60.7 - 82.2 | 70.3 - 97.0 | 81.8 - 111.0 |
| data architect | 67.2 - 89.8 | 77.8 - 105.7 | 90.5 - 121.4 |
| data engineer | 63.2 - 85.7 | 73.3 - 101.2 | 85.3 - 115.6 |
| data scientist | 69.8 - 95.0 | 81.5 - 112.5 | 95.2 - 128.5 |
| database administrator | 65.4 - 90.3 | 77.8 - 108.9 | 92.2 - 125.9 |
| leadership/business technology | | | |
| business analyst | 62.8 - 82.3 | 70.6 - 94.4 | 80.4 - 107.3 |
| IT director | 95.3 - 128.6 | 121.7 - 164.6 | 153.7 - 207.6 |
| IT manager | 84.1 - 112.6 | 96.2 - 131.5 | 111.1 - 151.8 |
| networking/infrastructure | | | |
| bilingual tech support | 58.5 - 76.8 | 66.3 - 88.7 | 75.7 - 101.1 |
| cloud engineer | 70.1 - 94.7 | 82.3 - 112.5 | 96.2 - 128.1 |
| devops - infrastructure | 71.0 - 99.7 | 83.4 - 118.3 | 97.4 - 134.2 |
| help desk analyst | 48.0 - 59.9 | 53.0 - 69.2 | 59.1 - 78.9 |
| information security engineer | 66.3 - 89.9 | 76.8 - 106.0 | 89.5 - 121.5 |
| information security manager | 86.4 - 114.9 | 97.8 - 132.8 | 112.0 - 152.0 |
| information security specialist | 52.5 - 69.7 | 60.4 - 81.7 | 69.8 - 93.2 |
| information systems analyst | 56.8 - 74.1 | 63.7 - 85.0 | 72.3 - 96.6 |
| linux/unix administrator | 71.7 - 94.4 | 81.1 - 109.0 | 92.9 - 124.5 |



| | | | |
|------------------------------------|--------------|--------------|---------------|
| network administrator | 55.7 - 75.4 | 64.6 - 89.1 | 75.2 - 102.6 |
| network engineer | 63.6 - 85.9 | 73.4 - 101.4 | 85.6 - 117.1 |
| systems administrator | 63.8 - 84.9 | 73.4 - 99.5 | 85.0 - 114.3 |
| tech support | 58.1 - 76.6 | 66.0 - 88.5 | 75.4 - 101.1 |
| project management | | | |
| business systems analyst | 62.2 - 82.9 | 71.7 - 97.4 | 83.2 - 112.2 |
| ERP project manager | 85.3 - 115.0 | 93.3 - 128.5 | 103.9 - 144.8 |
| organizational development manager | 60.0 - 81.8 | 70.4 - 98.0 | 83.4 - 115.4 |
| product owner | 71.2 - 95.1 | 82.2 - 111.4 | 95.0 - 126.3 |
| product owner/manager | 72.5 - 101.4 | 84.8 - 120.5 | 99.4 - 138.7 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 59.6 - 74.6 | 66.4 - 84.9 | 74.9 - 96.2 |
| project manager (infrastructure) | 87.3 - 119.6 | 99.4 - 139.1 | 114.5 - 160.4 |
| project manager (software) | 86.6 - 115.9 | 97.2 - 132.8 | 110.5 - 151.4 |
| scrum master | 66.4 - 87.5 | 75.3 - 101.3 | 86.3 - 116.1 |
| technical writer | 54.5 - 71.6 | 63.8 - 85.0 | 74.5 - 97.0 |



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business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 46.7 - 61.5 | 52.1 - 69.9 | 58.9 - 79.3 |
| administrative assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| benefits clerk | 35.0 - 45.4 | 40.3 - 52.8 | 46.3 - 60.1 |
| buyer assistant | 35.9 - 47.0 | 41.9 - 54.5 | 47.6 - 60.3 |
| claims supervisor | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| contracts administrator | 88.3 - 112.4 | 99.0 - 128.8 | 112.7 - 147.5 |
| data entry clerk | 31.5 - 40.1 | 35.9 - 45.7 | 40.3 - 46.8 |
| dispatcher | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| document controller | 30.1 - 38.9 | 35.1 - 44.8 | 39.0 - 45.0 |
| document services specialist | 28.7 - 37.1 | 33.4 - 42.6 | 37.6 - 43.6 |
| documentation specialist | 34.4 - 45.7 | 41.5 - 53.4 | 47.1 - 54.6 |
| donor relations coordinator | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| executive assistant | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 31.6 - 41.6 | 37.7 - 48.2 | 42.4 - 49.2 |
| fundraising manager | 59.8 - 78.0 | 68.1 - 90.8 | 78.5 - 104.7 |
| HR administrator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR manager | 70.1 - 90.8 | 78.5 - 104.7 | 112.7 - 114.9 |
| human resources assistant | 37.3 - 48.0 | 42.5 - 54.3 | 47.2 - 58.7 |



| | | | |
|--|-------------|--------------|---------------|
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| invoicing clerk | 33.9 - 43.9 | 38.9 - 50.1 | 43.6 - 54.7 |
| lease administrator | 42.1 - 55.4 | 48.9 - 64.9 | 56.3 - 74.4 |
| legal assistant | 43.0 - 60.1 | 52.0 - 72.6 | 61.4 - 82.4 |
| logistics coordinator | 44.8 - 59.7 | 52.5 - 70.3 | 60.8 - 80.4 |
| mailroom clerk | 32.5 - 40.6 | 36.8 - 45.4 | 40.3 - 46.2 |
| office clerk | 35.2 - 43.7 | 38.9 - 48.9 | 43.1 - 54.3 |
| office manager | 51.5 - 67.3 | 56.8 - 75.6 | 63.4 - 84.8 |
| office/operations manager | 67.3 - 88.3 | 99.0 - 112.4 | 112.7 - 128.8 |
| payroll administrator | 47.0 - 62.3 | 54.7 - 73.0 | 63.0 - 82.3 |
| project coordinator | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| property administrator | 42.0 - 55.5 | 47.8 - 64.0 | 54.6 - 72.6 |
| property manager | 34.8 - 46.0 | 39.3 - 53.1 | 45.0 - 61.5 |
| receptionist | 55.8 - 74.9 | 64.0 - 87.8 | 74.2 - 101.4 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| sales assistant | 40.1 - 54.4 | 46.6 - 64.2 | 54.2 - 73.7 |
| service coordinator | 36.1 - 45.5 | 40.0 - 51.8 | 45.6 - 60.4 |
| supply clerk | 35.0 - 45.7 | 39.3 - 52.3 | 44.8 - 59.8 |
| virtual assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| virtual receptionist | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| insurance | | | |
| benefits analyst | 49.2 - 64.1 | 55.0 - 72.8 | 62.0 - 81.9 |
| benefits coordinator | 33.1 - 43.0 | 38.2 - 50.2 | 44.0 - 57.6 |
| benefits processor | 33.3 - 43.7 | 38.9 - 50.6 | 44.0 - 55.3 |
| claims supervisor | 59.1 - 78.1 | 66.3 - 89.5 | 75.5 - 102.7 |
| client support representative | 57.1 - 73.2 | 63.3 - 82.8 | 71.3 - 93.6 |
| insurance account manager - commercial | 49.5 - 61.5 | 53.0 - 66.7 | 57.5 - 74.2 |



| | | | |
|--------------------------------------|-------------|--------------|--------------|
| insurance account manager - personal | 46.6 - 57.8 | 49.7 - 62.4 | 53.8 - 69.4 |
| insurance billing clerk | 33.2 - 43.5 | 38.8 - 50.8 | 44.4 - 57.1 |
| insurance claims clerk | 35.5 - 45.2 | 40.6 - 52.1 | 46.1 - 58.8 |
| insurance claims processor | 39.3 - 49.8 | 43.8 - 56.8 | 49.7 - 65.1 |
| team lead | 76.7 - 99.9 | 85.5 - 113.7 | 96.9 - 129.5 |
| technical support representative | 37.6 - 49.4 | 43.3 - 57.6 | 49.9 - 66.2 |
| underwriter | 54.7 - 73.8 | 64.2 - 87.6 | 74.9 - 99.6 |
| underwriting analyst | 50.3 - 66.4 | 56.3 - 76.2 | 64.3 - 87.9 |
| underwriting assistant | 34.5 - 43.5 | 40.2 - 50.8 | 46.3 - 52.4 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 56.5 - 73.8 | 63.5 - 84.1 | 71.7 - 94.2 |
| bilingual customer loyalty agent | 34.2 - 45.4 | 39.4 - 52.9 | 45.2 - 60.4 |
| bilingual customer service manager | 69.7 - 92.6 | 78.8 - 106.9 | 90.3 - 123.4 |
| bilingual customer service representative | 33.9 - 43.5 | 37.8 - 49.4 | 42.7 - 56.1 |
| bilingual customer service supervisor | 57.3 - 76.0 | 64.6 - 87.1 | 73.5 - 99.4 |
| bilingual customer service team lead | 41.2 - 54.9 | 47.4 - 64.2 | 55.0 - 73.6 |
| bilingual customer service trainer | 41.2 - 54.9 | 47.4 - 64.2 | 55.0 - 73.6 |
| bilingual e-chat representative | 33.7 - 45.0 | 39.0 - 52.3 | 44.8 - 59.7 |
| bilingual inside sales manager | 61.2 - 82.6 | 69.6 - 95.3 | 79.5 - 106.8 |
| bilingual inside sales representative | 44.0 - 55.2 | 47.5 - 60.6 | 52.2 - 68.1 |
| bilingual insurance advisor | 49.6 - 62.4 | 52.8 - 66.9 | 56.9 - 74.3 |
| bilingual junior collection agent | 32.4 - 42.2 | 36.8 - 48.6 | 42.0 - 54.8 |
| bilingual order desk representative | 30.7 - 39.2 | 35.2 - 45.0 | 39.7 - 49.7 |
| bilingual survey agent | 30.5 - 39.3 | 35.4 - 45.3 | 39.9 - 49.7 |
| bilingual telemarketing agent | 30.5 - 39.3 | 35.4 - 45.3 | 39.9 - 49.7 |
| bilingual telephone dispatcher | 37.6 - 48.4 | 42.9 - 55.7 | 48.8 - 63.1 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual travel support agent | 35.2 - 45.0 | 39.7 - 50.9 | 44.3 - 56.4 |
| bilingual workforce planner | 43.1 - 55.1 | 46.7 - 61.1 | 51.8 - 69.4 |
| help desk representative - level 1 | 41.1 - 55.4 | 47.5 - 64.3 | 54.2 - 72.5 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 78.8 - 114.6 | 103.5 - 150.4 | 129.7 - 188.4 |
| diversity & inclusion director | 79.0 - 110.9 | 100.7 - 141.2 | 126.9 - 177.9 |
| health and safety director | 80.7 - 97.4 | 105.9 - 127.7 | 127.4 - 153.7 |
| human resources director | 87.4 - 122.3 | 112.4 - 157.3 | 140.5 - 196.6 |
| L&D director | 86.8 - 108.8 | 109.4 - 136.9 | 140.4 - 175.9 |
| talent acquisition director | 81.9 - 114.7 | 105.4 - 147.6 | 129.7 - 181.6 |
| total rewards director | 98.6 - 129.6 | 129.1 - 169.9 | 160.9 - 211.4 |
| vice president Human Resources / CHRO | 104.6 - 180.2 | 137.8 - 237.5 | 171.6 - 295.2 |
| human resources | entry | mid | senior |
| benefits administrator | 52.1 - 67.5 | 58.7 - 77.4 | 66.8 - 88.3 |
| compensation and benefits manager | 86.6 - 113.8 | 96.4 - 129.3 | 109.0 - 147.4 |
| compensation specialist | 46.2 - 62.0 | 53.7 - 73.2 | 62.6 - 84.1 |
| diversity & inclusion coordinator | 37.0 - 47.7 | 42.2 - 54.0 | 46.8 - 58.3 |
| health and safety advisor | 56.7 - 73.7 | 65.5 - 86.3 | 75.7 - 98.7 |
| health and safety manager | 69.5 - 90.9 | 78.2 - 104.2 | 88.8 - 118.1 |
| HRIS analyst | 56.4 - 75.3 | 65.1 - 88.2 | 75.3 - 101.1 |
| human resources business partner | 61.7 - 81.9 | 69.5 - 94.0 | 79.0 - 107.0 |
| human resources coordinator | 36.8 - 47.4 | 41.9 - 53.6 | 46.5 - 57.9 |
| human resources generalist | 56.6 - 72.5 | 61.6 - 80.7 | 68.5 - 91.7 |
| human resources manager | 78.3 - 105.9 | 90.8 - 124.8 | 105.7 - 143.6 |
| human resources supervisor | 60.5 - 79.3 | 66.9 - 89.8 | 75.5 - 103.2 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| human resources technician | 45.1 - 59.5 | 50.4 - 67.9 | 57.2 - 77.6 |
| instructional designer | 47.5 - 62.3 | 53.6 - 71.5 | 61.0 - 81.7 |
| labour relations advisor | 60.3 - 81.2 | 69.3 - 95.1 | 80.3 - 109.1 |
| labour relations manager | 85.3 - 117.0 | 100.9 - 140.2 | 119.0 - 163.2 |
| learning and development specialist | 48.5 - 64.2 | 55.4 - 74.7 | 63.8 - 85.2 |
| recruitment coordinator | 36.6 - 48.2 | 42.3 - 56.0 | 48.4 - 63.2 |
| talent acquisition specialist | 55.7 - 73.5 | 62.2 - 83.8 | 70.4 - 95.1 |

industrial support

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| counterbalance forklift operator | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| delivery/courier driver | 15.0 - 20.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| electronic parts assembler | 16.0 - 21.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 17.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 26.0 |
| general labourer - light | 17.0 - 18.0 | 17.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 17.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 16.0 - 17.0 | 16.0 - 20.0 | 17.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 30.0 |
| machine operator assistant | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| manufacturing worker | 16.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| packaging labourer | 13.8 - 20.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts clerk | 13.0 - 17.0 | 14.0 - 19.0 | 16.0 - 22.0 |
| parts manager | 21.0 - 28.0 | 24.0 - 32.0 | 27.0 - 36.0 |
| picker/packer | 14.0 - 18.0 | 16.0 - 20.0 | 17.0 - 22.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| polisher/deburrer | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| production labourer | 14.0 - 19.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| shipper/receiver | 17.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| warehouse labourer | 16.0 - 20.0 | 19.0 - 23.0 | 21.0 - 24.0 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 65.7 - 86.1 | 74.0 - 98.8 | 84.1 - 112.0 |
| application support analyst | 56.6 - 75.7 | 65.4 - 88.1 | 75.0 - 99.9 |
| automation tester | 43.9 - 59.3 | 51.6 - 70.4 | 60.4 - 80.6 |
| C++/ embedded software engineer | 65.6 - 86.0 | 73.8 - 98.6 | 84.0 - 111.9 |
| devops - development | 60.9 - 83.0 | 71.2 - 98.7 | 83.5 - 113.4 |
| ERP developer | 65.6 - 85.9 | 73.7 - 98.5 | 83.9 - 112.3 |
| front-end developer | 60.9 - 81.1 | 70.1 - 95.1 | 81.2 - 109.0 |
| full stack developer | 70.4 - 93.9 | 81.2 - 109.9 | 93.9 - 125.3 |
| java developer | 64.1 - 84.1 | 72.2 - 96.5 | 82.2 - 109.2 |
| machine learning developer | 72.1 - 109.1 | 98.2 - 138.0 | 118.3 - 142.7 |
| mobile application developer (iOS/android) | 58.4 - 91.4 | 82.9 - 117.9 | 100.9 - 121.8 |
| quality assurance manager | 76.6 - 102.5 | 87.4 - 118.9 | 100.4 - 135.1 |
| RPA developer | 47.5 - 63.4 | 54.9 - 74.3 | 63.3 - 84.1 |
| SQL database developer | 57.5 - 77.9 | 66.6 - 91.9 | 77.6 - 105.5 |
| technical lead | 100.8 - 137.3 | 116.0 - 160.5 | 133.7 - 182.2 |
| UI/UX designer | 61.5 - 80.3 | 68.9 - 91.7 | 77.9 - 103.0 |
| architecture | | | |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| application architect | 95.1 - 127.8 | 107.5 - 147.4 | 123.0 - 169.6 |
| architect (enterprise) | 88.4 - 120.4 | 101.6 - 140.8 | 117.6 - 162.6 |
| architect (solutions/technical) | 77.7 - 98.2 | 87.6 - 112.6 | 99.6 - 126.9 |
| cloud architect | 83.9 - 106.6 | 95.3 - 122.9 | 108.9 - 138.6 |
| data & analytics | | | |
| BI data architect | 83.2 - 112.8 | 93.5 - 129.1 | 106.2 - 146.6 |
| big data engineer | 75.3 - 99.9 | 84.7 - 114.5 | 96.4 - 130.2 |
| business intelligence developer | 62.5 - 82.1 | 70.5 - 94.2 | 80.1 - 106.0 |
| data analyst | 61.8 - 83.8 | 71.7 - 98.8 | 83.4 - 113.0 |
| data architect | 68.1 - 91.0 | 78.8 - 107.1 | 91.7 - 123.0 |
| data engineer | 64.4 - 87.4 | 74.7 - 103.0 | 87.0 - 117.7 |
| data scientist | 70.8 - 96.3 | 82.6 - 114.0 | 96.4 - 130.2 |
| database administrator | 66.6 - 92.0 | 79.3 - 110.9 | 94.0 - 128.1 |
| leadership/business technology | | | |
| business analyst | 63.9 - 83.9 | 72.0 - 96.3 | 82.0 - 109.3 |
| IT director | 97.8 - 131.9 | 124.9 - 168.4 | 157.3 - 212.0 |
| IT manager | 86.3 - 115.6 | 98.7 - 134.8 | 114.1 - 155.5 |
| networking/infrastructure | | | |
| bilingual tech support | 60.1 - 79.1 | 68.2 - 91.2 | 77.9 - 104.0 |
| cloud engineer | 71.5 - 96.5 | 83.9 - 114.6 | 98.0 - 130.3 |
| devops - infrastructure | 72.4 - 101.6 | 85.0 - 120.4 | 99.2 - 136.5 |
| help desk analyst | 46.1 - 61.0 | 52.5 - 70.5 | 60.1 - 80.4 |
| information security engineer | 67.6 - 91.6 | 78.3 - 108.0 | 91.2 - 123.7 |
| information security manager | 88.7 - 118.0 | 100.5 - 136.1 | 114.9 - 155.7 |
| information security specialist | 53.3 - 71.1 | 61.4 - 83.3 | 71.1 - 95.0 |
| information systems analyst | 57.7 - 75.6 | 64.9 - 86.6 | 73.8 - 98.5 |
| linux/unix administrator | 73.1 - 96.2 | 82.7 - 111.0 | 94.7 - 126.7 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| network administrator | 56.7 - 76.9 | 65.8 - 90.8 | 76.7 - 104.5 |
| network engineer | 64.7 - 87.6 | 74.9 - 103.3 | 87.3 - 119.1 |
| systems administrator | 65.0 - 86.6 | 74.8 - 101.4 | 86.6 - 116.4 |
| tech support | 59.1 - 78.1 | 67.2 - 90.2 | 76.9 - 103.0 |
| project management | | | |
| business systems analyst | 63.3 - 84.5 | 73.1 - 99.3 | 84.9 - 114.2 |
| ERP project manager | 87.6 - 118.0 | 95.8 - 131.7 | 106.6 - 148.3 |
| organizational development manager | 61.5 - 83.9 | 72.1 - 100.6 | 85.5 - 118.5 |
| product owner | 72.6 - 96.9 | 83.8 - 113.4 | 96.8 - 128.5 |
| product owner/manager | 73.8 - 102.9 | 86.2 - 122.1 | 100.8 - 140.5 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 60.7 - 76.1 | 67.6 - 86.5 | 76.4 - 98.0 |
| project manager (infrastructure) | 89.6 - 122.7 | 102.1 - 142.5 | 117.5 - 164.1 |
| project manager (software) | 88.8 - 118.9 | 99.8 - 136.2 | 113.4 - 155.0 |
| scrum master | 67.6 - 89.2 | 76.8 - 103.2 | 88.0 - 118.2 |
| technical writer | 54.9 - 72.2 | 64.3 - 85.7 | 75.2 - 97.8 |



york region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 46.7 - 61.5 | 52.1 - 69.9 | 58.9 - 79.3 |
| administrative assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 39.0 - 41.0 | 42.0 - 46.0 | 50.0 - 65.0 |
| benefits clerk | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| buyer assistant | 35.0 - 45.4 | 40.3 - 52.8 | 46.3 - 60.1 |
| claims supervisor | 35.9 - 47.0 | 41.9 - 54.5 | 47.6 - 60.3 |
| contracts administrator | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| data entry clerk | 88.3 - 112.4 | 99.0 - 128.8 | 112.7 - 147.5 |
| dispatcher | 31.5 - 40.1 | 35.9 - 45.7 | 40.3 - 46.8 |
| document controller | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| document services specialist | 30.1 - 38.9 | 35.1 - 44.8 | 39.0 - 45.0 |
| documentation specialist | 28.7 - 37.1 | 33.4 - 42.6 | 37.6 - 43.6 |
| donor relations coordinator | 34.4 - 45.7 | 41.5 - 53.4 | 47.1 - 54.6 |
| executive assistant | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| fundraising manager | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| HR administrator | 31.6 - 41.6 | 37.7 - 48.2 | 42.4 - 49.2 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR manager | 70.1 - 90.8 | 78.5 - 104.7 | 112.7 - 114.9 |
| human resources assistant | 59.8 - 78.0 | 68.1 - 90.8 | 78.5 - 104.7 |



| | | | |
|-------------------------------|-------------|--------------|---------------|
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| invoicing clerk | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| lease administrator | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| legal assistant | 37.3 - 48.0 | 42.5 - 54.3 | 47.2 - 58.7 |
| logistics coordinator | 33.9 - 43.9 | 38.9 - 50.1 | 43.6 - 54.7 |
| mailroom clerk | 42.1 - 55.4 | 48.9 - 64.9 | 56.3 - 74.4 |
| office clerk | 43.0 - 60.1 | 52.0 - 72.6 | 61.4 - 82.4 |
| office manager | 44.8 - 59.7 | 52.5 - 70.3 | 60.8 - 80.4 |
| office/operations manager | 67.3 - 88.3 | 99.0 - 112.4 | 112.7 - 128.8 |
| order clerk | 32.5 - 40.6 | 36.8 - 45.4 | 40.3 - 46.2 |
| order supervisor | 35.2 - 43.7 | 38.9 - 48.9 | 43.1 - 54.3 |
| payroll administrator | 51.5 - 67.3 | 56.8 - 75.6 | 63.4 - 84.8 |
| project coordinator | 30.5 - 38.8 | 34.9 - 44.5 | 39.2 - 49.2 |
| property manager | 47.0 - 62.3 | 54.7 - 73.0 | 63.0 - 82.3 |
| receptionist | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 42.0 - 55.5 | 47.8 - 64.0 | 54.6 - 72.6 |
| sales assistant | 34.8 - 46.0 | 39.3 - 53.1 | 45.0 - 61.5 |
| service coordinator | 55.8 - 74.9 | 64.0 - 87.8 | 74.2 - 101.4 |
| supply clerk | 30.3 - 38.2 | 33.6 - 43.3 | 37.9 - 49.4 |
| virtual assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| virtual receptionist | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| insurance | | | |
| benefits analyst | 49.0 - 63.9 | 54.8 - 72.6 | 61.8 - 81.7 |
| benefits coordinator | 32.8 - 42.6 | 37.8 - 49.6 | 43.6 - 56.9 |
| benefits processor | 32.8 - 43.2 | 38.4 - 50.0 | 43.5 - 54.6 |
| claims supervisor | 58.3 - 77.2 | 65.5 - 88.6 | 74.6 - 101.8 |
| client support representative | 56.5 - 72.3 | 62.6 - 81.9 | 70.4 - 92.6 |



| | | | |
|--|-------------|--------------|--------------|
| insurance account manager - commercial | 49.2 - 61.4 | 52.8 - 66.7 | 57.4 - 74.3 |
| insurance account manager - personal | 46.4 - 57.7 | 49.5 - 62.3 | 53.6 - 69.4 |
| insurance billing clerk | 33.0 - 43.3 | 38.6 - 50.5 | 44.2 - 56.8 |
| insurance claims clerk | 35.3 - 45.0 | 40.4 - 51.9 | 46.0 - 58.6 |
| insurance claims processor | 38.9 - 49.3 | 43.4 - 56.1 | 49.2 - 64.4 |
| team lead | 76.5 - 99.6 | 85.4 - 113.3 | 96.6 - 129.1 |
| technical support representative | 37.2 - 48.8 | 42.8 - 56.9 | 49.3 - 65.5 |
| underwriter | 53.5 - 72.2 | 62.7 - 85.9 | 73.3 - 97.9 |
| underwriting analyst | 49.1 - 64.9 | 55.0 - 74.6 | 62.8 - 86.2 |
| underwriting assistant | 34.4 - 43.3 | 40.0 - 50.7 | 46.1 - 52.2 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 56.4 - 73.7 | 63.3 - 84.2 | 71.6 - 94.3 |
| bilingual customer loyalty agent | 33.7 - 44.9 | 38.9 - 52.3 | 44.7 - 59.7 |
| bilingual customer service manager | 68.2 - 90.5 | 77.0 - 104.5 | 88.3 - 120.7 |
| bilingual customer service representative | 33.4 - 42.9 | 37.3 - 48.8 | 42.2 - 55.4 |
| bilingual customer service supervisor | 56.5 - 75.1 | 63.7 - 86.2 | 72.6 - 98.4 |
| bilingual customer service team lead | 41.1 - 54.7 | 47.3 - 64.1 | 54.8 - 73.5 |
| bilingual customer service trainer | 41.1 - 54.7 | 47.3 - 64.1 | 54.8 - 73.5 |
| bilingual e-chat representative | 34.8 - 44.4 | 39.2 - 50.3 | 43.8 - 55.7 |
| bilingual inside sales manager | 61.0 - 82.6 | 69.5 - 95.4 | 79.5 - 107.0 |
| bilingual inside sales representative | 43.7 - 54.9 | 47.2 - 60.3 | 51.9 - 67.8 |
| bilingual insurance advisor | 49.4 - 62.3 | 52.6 - 66.9 | 56.7 - 74.3 |
| bilingual junior collection agent | 32.2 - 41.9 | 36.7 - 48.4 | 41.8 - 54.5 |
| bilingual order desk representative | 30.3 - 38.7 | 34.7 - 44.4 | 39.1 - 49.1 |
| bilingual survey agent | 30.1 - 38.8 | 34.9 - 44.8 | 39.4 - 49.1 |
| bilingual telemarketing agent | 30.1 - 38.8 | 34.9 - 44.8 | 39.4 - 49.1 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual telephone dispatcher | 36.8 - 47.4 | 42.0 - 54.7 | 47.9 - 62.0 |
| bilingual travel support agent | 34.8 - 44.4 | 39.2 - 50.3 | 43.8 - 55.7 |
| bilingual workforce planner | 42.7 - 54.5 | 46.3 - 60.4 | 51.3 - 68.6 |
| help desk representative - level 1 | 40.7 - 54.7 | 46.9 - 63.5 | 53.5 - 71.6 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 77.1 - 112.1 | 101.2 - 147.5 | 126.9 - 185.1 |
| diversity & inclusion director | 78.2 - 110.1 | 100.0 - 140.3 | 126.1 - 177.0 |
| health and safety director | 79.0 - 95.2 | 103.5 - 124.9 | 124.7 - 150.8 |
| human resources director | 85.4 - 119.6 | 109.9 - 154.4 | 137.7 - 193.2 |
| L&D director | 84.9 - 106.3 | 107.0 - 134.1 | 137.6 - 172.7 |
| talent acquisition director | 80.1 - 112.2 | 103.1 - 144.7 | 127.0 - 178.4 |
| total rewards director | 96.3 - 126.9 | 126.4 - 166.8 | 157.9 - 207.9 |
| vice president Human Resources / CHRO | 102.2 - 177.0 | 135.1 - 233.7 | 168.5 - 291.0 |
| human resources | entry | mid | senior |
| benefits administrator | 51.6 - 66.7 | 58.0 - 76.5 | 66.0 - 87.3 |
| compensation and benefits manager | 84.7 - 111.2 | 94.2 - 126.6 | 106.6 - 144.5 |
| compensation specialist | 45.8 - 61.3 | 53.2 - 72.4 | 61.9 - 83.2 |
| diversity & inclusion coordinator | 36.6 - 47.2 | 41.8 - 53.4 | 46.4 - 57.6 |
| health and safety advisor | 55.7 - 72.7 | 64.5 - 85.3 | 74.6 - 97.6 |
| health and safety manager | 68.1 - 88.9 | 76.5 - 101.8 | 86.9 - 115.5 |
| HRIS analyst | 55.7 - 74.3 | 64.2 - 87.3 | 74.4 - 100.1 |
| human resources business partner | 61.0 - 81.0 | 68.6 - 93.0 | 78.1 - 105.9 |
| human resources coordinator | 36.3 - 46.8 | 41.4 - 53.0 | 46.0 - 57.2 |
| human resources generalist | 56.0 - 71.6 | 60.9 - 79.8 | 67.8 - 90.8 |
| human resources manager | 76.6 - 103.5 | 88.7 - 122.1 | 103.3 - 140.8 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| human resources supervisor | 59.9 - 78.4 | 66.1 - 88.8 | 74.6 - 102.1 |
| human resources technician | 44.6 - 58.9 | 49.8 - 67.2 | 56.5 - 76.9 |
| instructional designer | 46.8 - 61.4 | 52.8 - 70.6 | 60.1 - 80.6 |
| labour relations advisor | 59.6 - 80.3 | 68.5 - 94.1 | 79.3 - 108.1 |
| labour relations manager | 83.4 - 114.4 | 98.6 - 137.4 | 116.3 - 160.2 |
| learning and development specialist | 47.8 - 63.3 | 54.6 - 73.7 | 62.9 - 84.2 |
| recruitment coordinator | 36.1 - 47.6 | 41.8 - 55.3 | 47.8 - 62.5 |
| talent acquisition specialist | 55.1 - 72.6 | 61.5 - 82.8 | 69.5 - 94.1 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 14.0 - 19.0 | 16.0 - 21.0 | 19.0 - 24.0 |
| counterbalance forklift operator | 18.1 - 19.2 | 19.5 - 20.0 | 20.0 - 21.0 |
| delivery/courier driver | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| electronic parts assembler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 13.8 - 21.0 | 19.0 - 24.0 | 22.0 - 25.0 |
| general labourer - light | 13.0 - 18.0 | 16.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 16.0 - 18.0 | 17.0 - 20.0 | 19.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| machine operator assistant | 16.0 - 20.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| manufacturing worker | 17.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 17.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| order/cherry picker forklift operator | 18.0 - 20.0 | 19.0 - 21.0 | 20.0 - 21.0 |
| packaging labourer | 17.0 - 19.0 | 18.0 - 22.0 | 19.0 - 25.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| parts clerk | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 22.0 |
| parts manager | 21.0 - 28.0 | 24.0 - 32.0 | 27.0 - 36.0 |
| picker/packer | 17.0 - 18.0 | 15.0 - 20.0 | 17.0 - 22.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| print press operator | 15.0 - 20.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| production labourer | 17.0 - 18.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| reach truck operator | 19.0 - 20.5 | 20.0 - 21.0 | 22.0 - 23.0 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 23.0 | 20.0 - 27.0 |
| scissor lift operator | 22.0 - 23.1 | 23.0 - 24.0 | 25.0 - 26.0 |
| shipper/receiver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 28.0 |
| warehouse labourer | 15.0 - 20.0 | 18.0 - 23.0 | 21.0 - 24.0 |

technologies

| application software | entry | mid | senior |
|--|--------------|--------------|---------------|
| .net/C# developer | 64.8 - 85.1 | 73.0 - 97.8 | 83.2 - 111.1 |
| application support analyst | 55.9 - 74.7 | 64.6 - 87.1 | 74.0 - 98.9 |
| automation tester | 43.6 - 59.0 | 51.3 - 70.1 | 60.1 - 80.3 |
| C++/ embedded software engineer | 64.7 - 85.0 | 72.9 - 97.6 | 83.0 - 110.9 |
| devops - development | 60.1 - 82.0 | 70.2 - 97.7 | 82.5 - 112.4 |
| ERP developer | 64.7 - 84.9 | 72.7 - 97.5 | 82.9 - 111.3 |
| front-end developer | 60.1 - 80.2 | 69.2 - 94.1 | 80.2 - 108.1 |
| full stack developer | 69.5 - 92.9 | 80.2 - 108.9 | 92.9 - 124.3 |
| java developer | 63.3 - 83.1 | 71.3 - 95.5 | 81.2 - 108.3 |
| machine learning developer | 71.2 - 108.2 | 97.2 - 137.0 | 117.3 - 141.6 |
| mobile application developer (iOS/android) | 57.7 - 90.4 | 81.9 - 116.9 | 99.9 - 120.8 |
| quality assurance manager | 74.9 - 100.2 | 85.5 - 116.3 | 98.1 - 132.3 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| RPA developer | 46.9 - 62.6 | 54.2 - 73.4 | 62.5 - 83.1 |
| SQL database developer | 56.8 - 77.0 | 65.7 - 90.9 | 76.6 - 104.6 |
| technical lead | 98.5 - 134.5 | 113.5 - 157.5 | 131.0 - 179.0 |
| UI/UX designer | 60.7 - 79.4 | 68.0 - 90.7 | 76.9 - 102.0 |
| architecture | | | |
| application architect | 93.0 - 125.1 | 105.0 - 144.6 | 120.3 - 166.5 |
| architect (enterprise) | 87.4 - 119.4 | 100.7 - 139.7 | 116.6 - 161.5 |
| architect (solutions/technical) | 76.8 - 97.2 | 86.6 - 111.6 | 98.6 - 125.9 |
| cloud architect | 82.9 - 105.6 | 94.3 - 121.9 | 107.9 - 137.5 |
| data & analytics | | | |
| BI data architect | 82.6 - 112.3 | 92.9 - 128.7 | 105.7 - 146.1 |
| big data engineer | 74.4 - 98.9 | 83.7 - 113.5 | 95.4 - 129.1 |
| business intelligence developer | 61.7 - 81.1 | 69.6 - 93.2 | 79.2 - 105.1 |
| data analyst | 61.0 - 82.8 | 70.7 - 97.8 | 82.4 - 112.0 |
| data architect | 67.9 - 90.6 | 78.5 - 106.8 | 91.4 - 122.6 |
| data engineer | 63.5 - 86.4 | 73.8 - 102.1 | 86.0 - 116.7 |
| data scientist | 70.5 - 95.9 | 82.3 - 113.6 | 96.1 - 129.8 |
| database administrator | 65.7 - 91.0 | 78.3 - 109.9 | 93.0 - 127.1 |
| leadership/business technology | | | |
| business analyst | 63.1 - 82.9 | 71.1 - 95.3 | 81.0 - 108.3 |
| IT director | 95.6 - 129.1 | 122.2 - 165.4 | 154.4 - 208.5 |
| IT manager | 84.3 - 113.0 | 96.5 - 132.0 | 111.5 - 152.5 |
| networking/infrastructure | | | |
| bilingual tech support | 64.6 - 84.8 | 73.3 - 97.4 | 83.5 - 110.5 |
| cloud engineer | 70.5 - 95.5 | 82.9 - 113.6 | 97.0 - 129.3 |
| devops - infrastructure | 71.4 - 100.6 | 84.0 - 119.4 | 98.2 - 135.5 |
| help desk analyst | 45.6 - 60.2 | 51.9 - 69.6 | 59.3 - 79.5 |



| | | | |
|------------------------------------|--------------|--------------|---------------|
| information security engineer | 66.7 - 90.6 | 77.4 - 107.0 | 90.2 - 122.7 |
| information security manager | 86.7 - 115.4 | 98.2 - 133.3 | 112.4 - 152.7 |
| information security specialist | 52.7 - 70.2 | 60.6 - 82.3 | 70.2 - 94.0 |
| information systems analyst | 57.0 - 74.6 | 64.0 - 85.6 | 72.8 - 97.5 |
| linux/unix administrator | 72.1 - 95.2 | 81.7 - 110.0 | 93.7 - 125.6 |
| network administrator | 56.0 - 76.0 | 64.9 - 89.8 | 75.7 - 103.5 |
| network engineer | 63.9 - 86.6 | 73.9 - 102.3 | 86.3 - 118.1 |
| systems administrator | 64.1 - 85.6 | 73.8 - 100.4 | 85.6 - 115.4 |
| tech support | 58.4 - 77.1 | 66.3 - 89.2 | 75.9 - 102.0 |
| project management | | | |
| business systems analyst | 62.5 - 83.5 | 72.1 - 98.3 | 83.9 - 113.3 |
| ERP project manager | 85.6 - 115.4 | 93.7 - 129.0 | 104.2 - 145.5 |
| organizational development manager | 60.2 - 82.0 | 70.6 - 98.3 | 83.6 - 115.9 |
| product owner | 71.7 - 95.9 | 82.8 - 112.4 | 95.8 - 127.5 |
| product owner/manager | 73.7 - 103.0 | 86.2 - 122.3 | 100.9 - 140.7 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 59.9 - 75.1 | 66.7 - 85.5 | 75.4 - 97.0 |
| project manager (infrastructure) | 87.6 - 120.0 | 99.8 - 139.6 | 114.9 - 161.1 |
| project manager (software) | 86.9 - 116.3 | 97.6 - 133.4 | 110.9 - 152.1 |
| scrum master | 66.8 - 88.2 | 75.8 - 102.2 | 87.0 - 117.2 |
| technical writer | 54.7 - 71.9 | 64.1 - 85.3 | 74.8 - 97.3 |



conception bay - st. john's

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 46.7 - 61.5 | 52.1 - 69.9 | 58.9 - 79.3 |
| administrative assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| benefits clerk | 35.0 - 45.4 | 40.3 - 52.8 | 46.3 - 60.1 |
| buyer assistant | 35.9 - 47.0 | 41.9 - 54.5 | 47.6 - 60.3 |
| claims supervisor | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| contracts administrator | 88.3 - 112.4 | 99.0 - 128.8 | 112.7 - 147.5 |
| data entry clerk | 31.5 - 40.1 | 35.9 - 45.7 | 40.3 - 46.8 |
| dispatcher | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| document controller | 30.1 - 38.9 | 35.1 - 44.8 | 39.0 - 45.0 |
| document services specialist | 28.7 - 37.1 | 33.4 - 42.6 | 37.6 - 43.6 |
| documentation specialist | 34.4 - 45.7 | 41.5 - 53.4 | 47.1 - 54.6 |
| donor relations coordinator | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| executive assistant | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 31.6 - 41.6 | 37.7 - 48.2 | 42.4 - 49.2 |
| fundraising manager | 59.8 - 78.0 | 68.1 - 90.8 | 78.5 - 104.7 |
| HR administrator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR manager | 70.1 - 90.8 | 78.5 - 104.7 | 112.7 - 114.9 |
| human resources assistant | 37.3 - 48.0 | 42.5 - 54.3 | 47.2 - 58.7 |



| | | | |
|--|-------------|--------------|---------------|
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| invoicing clerk | 33.9 - 43.9 | 38.9 - 50.1 | 43.6 - 54.7 |
| lease administrator | 42.1 - 55.4 | 48.9 - 64.9 | 56.3 - 74.4 |
| legal assistant | 43.0 - 60.1 | 52.0 - 72.6 | 61.4 - 82.4 |
| logistics coordinator | 44.8 - 59.7 | 52.5 - 70.3 | 60.8 - 80.4 |
| mailroom clerk | 32.5 - 40.6 | 36.8 - 45.4 | 40.3 - 46.2 |
| office clerk | 35.2 - 43.7 | 38.9 - 48.9 | 43.1 - 54.3 |
| office manager | 51.5 - 67.3 | 56.8 - 75.6 | 63.4 - 84.8 |
| office/operations manager | 67.3 - 88.3 | 99.0 - 112.4 | 112.7 - 128.8 |
| order supervisor | 47.0 - 62.3 | 54.7 - 73.0 | 63.0 - 82.3 |
| payroll administrator | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| project coordinator | 42.0 - 55.5 | 47.8 - 64.0 | 54.6 - 72.6 |
| property administrator | 34.8 - 46.0 | 39.3 - 53.1 | 45.0 - 61.5 |
| property manager | 55.8 - 74.9 | 64.0 - 87.8 | 74.2 - 101.4 |
| receptionist | 30.3 - 38.2 | 33.6 - 43.3 | 37.9 - 49.4 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 40.1 - 54.4 | 46.6 - 64.2 | 54.2 - 73.7 |
| sales assistant | 36.1 - 45.5 | 40.0 - 51.8 | 45.6 - 60.4 |
| service coordinator | 35.0 - 45.7 | 39.3 - 52.3 | 44.8 - 59.8 |
| supply clerk | 32.4 - 41.6 | 36.8 - 47.3 | 41.2 - 52.1 |
| insurance | | | |
| benefits analyst | 52.6 - 68.4 | 58.7 - 77.6 | 66.2 - 87.2 |
| benefits coordinator | 35.8 - 46.6 | 41.4 - 54.1 | 47.6 - 61.9 |
| benefits processor | 35.6 - 46.9 | 41.9 - 54.2 | 47.2 - 59.1 |
| claims supervisor | 63.4 - 83.6 | 71.1 - 95.6 | 80.9 - 109.4 |
| client support representative | 61.4 - 78.4 | 68.0 - 88.4 | 76.4 - 99.5 |
| insurance account manager - commercial | 53.9 - 66.9 | 57.6 - 72.4 | 62.5 - 80.4 |



| | | | |
|--------------------------------------|--------------|--------------|---------------|
| insurance account manager - personal | 50.8 - 62.9 | 54.1 - 67.8 | 58.5 - 75.3 |
| insurance billing clerk | 35.5 - 46.6 | 41.6 - 54.2 | 47.5 - 60.9 |
| insurance claims clerk | 38.1 - 48.4 | 43.6 - 55.7 | 49.4 - 62.8 |
| insurance claims processor | 42.6 - 53.7 | 47.4 - 61.1 | 53.6 - 69.9 |
| team lead | 82.8 - 107.0 | 92.1 - 121.4 | 103.9 - 137.8 |
| technical support representative | 40.5 - 52.9 | 46.5 - 61.5 | 53.4 - 70.7 |
| underwriter | 57.8 - 77.8 | 67.8 - 92.0 | 78.9 - 104.3 |
| underwriting analyst | 53.2 - 70.1 | 59.6 - 80.3 | 67.9 - 92.4 |
| underwriting assistant | 37.0 - 46.6 | 43.2 - 54.3 | 49.6 - 56.0 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 60.1 - 78.2 | 67.4 - 89.0 | 76.1 - 99.4 |
| bilingual customer loyalty agent | 36.6 - 48.7 | 42.4 - 56.6 | 48.5 - 64.6 |
| bilingual customer service manager | 74.9 - 99.0 | 84.5 - 113.9 | 96.6 - 131.0 |
| bilingual customer service representative | 36.3 - 46.6 | 40.6 - 52.9 | 45.9 - 60.0 |
| bilingual customer service supervisor | 61.5 - 81.3 | 69.2 - 93.1 | 78.6 - 105.9 |
| bilingual customer service team lead | 41.1 - 54.7 | 47.3 - 64.1 | 54.8 - 73.5 |
| bilingual customer service trainer | 44.9 - 59.4 | 51.5 - 69.5 | 59.5 - 79.5 |
| bilingual e-chat representative | 36.8 - 47.4 | 42.0 - 54.7 | 47.9 - 62.0 |
| bilingual inside sales manager | 65.0 - 87.4 | 73.9 - 100.5 | 84.1 - 112.3 |
| bilingual inside sales representative | 48.3 - 60.4 | 52.1 - 66.2 | 57.1 - 74.2 |
| bilingual insurance advisor | 54.0 - 67.8 | 57.4 - 72.5 | 61.8 - 80.4 |
| bilingual junior collection agent | 34.5 - 45.2 | 39.5 - 51.9 | 45.0 - 58.4 |
| bilingual order desk representative | 32.6 - 42.2 | 37.8 - 48.2 | 42.6 - 53.2 |
| bilingual survey agent | 32.4 - 42.3 | 38.0 - 48.6 | 42.9 - 53.2 |
| bilingual telemarketing agent | 30.5 - 39.0 | 34.0 - 44.1 | 38.5 - 50.6 |
| bilingual telephone dispatcher | 40.0 - 51.3 | 45.6 - 59.1 | 51.8 - 66.9 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual travel support agent | 37.8 - 48.2 | 42.7 - 54.5 | 47.6 - 60.3 |
| bilingual workforce planner | 46.7 - 59.3 | 50.5 - 65.7 | 55.9 - 74.4 |
| help desk representative - level 1 | 44.7 - 59.9 | 51.4 - 69.3 | 58.5 - 77.9 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 84.5 - 122.0 | 110.4 - 158.8 | 137.6 - 197.7 |
| diversity & inclusion director | 85.6 - 119.0 | 108.4 - 150.5 | 135.7 - 188.1 |
| health and safety director | 86.5 - 104.0 | 112.8 - 135.5 | 135.2 - 162.3 |
| human resources director | 93.5 - 129.9 | 119.6 - 166.0 | 148.7 - 206.1 |
| L&D director | 92.9 - 115.8 | 116.5 - 145.1 | 148.6 - 184.9 |
| talent acquisition director | 87.8 - 122.0 | 112.4 - 155.9 | 137.6 - 190.7 |
| total rewards director | 105.2 - 137.5 | 137.0 - 178.8 | 169.6 - 221.2 |
| vice president Human Resources / CHRO | 111.4 - 189.2 | 145.9 - 247.6 | 180.5 - 306.1 |
| human resources | entry | mid | senior |
| benefits administrator | 56.2 - 72.4 | 63.1 - 82.8 | 71.7 - 94.1 |
| compensation and benefits manager | 92.7 - 121.0 | 103.0 - 137.2 | 116.1 - 155.8 |
| compensation specialist | 50.0 - 66.7 | 57.9 - 78.5 | 67.3 - 89.8 |
| diversity & inclusion coordinator | 40.1 - 51.5 | 45.7 - 58.2 | 50.5 - 62.7 |
| health and safety advisor | 61.0 - 79.1 | 70.4 - 92.5 | 81.2 - 105.4 |
| health and safety manager | 74.7 - 97.2 | 83.8 - 111.0 | 95.1 - 125.5 |
| HRIS analyst | 60.9 - 80.8 | 70.1 - 94.3 | 80.9 - 107.6 |
| human resources business partner | 66.3 - 87.5 | 74.5 - 100.0 | 84.5 - 113.4 |
| human resources coordinator | 39.5 - 50.8 | 45.0 - 57.4 | 49.8 - 61.9 |
| human resources generalist | 60.9 - 77.6 | 66.2 - 86.3 | 73.5 - 97.7 |
| human resources manager | 83.9 - 112.8 | 97.1 - 132.5 | 112.6 - 152.0 |
| human resources supervisor | 65.1 - 84.8 | 71.8 - 95.7 | 80.8 - 109.4 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| human resources technician | 48.4 - 63.6 | 54.0 - 72.5 | 61.1 - 82.8 |
| instructional designer | 51.3 - 67.1 | 57.8 - 76.9 | 65.7 - 87.6 |
| labour relations advisor | 64.8 - 86.8 | 74.3 - 101.1 | 85.8 - 115.6 |
| labour relations manager | 91.3 - 124.4 | 107.7 - 148.4 | 126.4 - 172.0 |
| learning and development specialist | 52.4 - 69.1 | 59.7 - 80.2 | 68.7 - 91.3 |
| recruitment coordinator | 39.3 - 51.6 | 45.4 - 59.9 | 51.8 - 67.6 |
| talent acquisition specialist | 59.9 - 78.7 | 66.8 - 89.4 | 75.4 - 101.1 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| counterbalance forklift operator | 18.0 - 20.0 | 18.0 - 21.0 | 19.0 - 21.0 |
| delivery/courier driver | 16.0 - 21.0 | 18.0 - 24.0 | 20.0 - 27.0 |
| electronic parts assembler | 17.0 - 22.0 | 19.0 - 25.0 | 21.0 - 27.0 |
| forklift operator | 17.0 - 22.0 | 20.0 - 26.0 | 22.0 - 28.0 |
| general labourer - heavy | 18.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| general labourer - light | 17.0 - 19.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| industrial painter | 16.0 - 22.0 | 19.0 - 25.0 | 21.0 - 28.0 |
| inventory control clerk | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| janitor/custodian | 17.0 - 19.0 | 17.0 - 21.0 | 19.0 - 22.0 |
| machine operator | 18.0 - 24.0 | 21.0 - 28.0 | 24.0 - 32.0 |
| machine operator assistant | 17.0 - 22.0 | 20.0 - 26.0 | 23.0 - 28.0 |
| manufacturing worker | 15.0 - 19.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| material handler | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 26.0 |
| moulding machine operator | 18.0 - 24.0 | 21.0 - 28.0 | 24.0 - 31.0 |
| order/cherry picker forklift operator | 17.0 - 18.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| packaging labourer | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| parts clerk | 14.0 - 19.0 | 15.0 - 21.0 | 17.0 - 24.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| parts manager | 23.0 - 30.0 | 26.0 - 34.0 | 29.0 - 39.0 |
| picker/packer | 15.0 - 20.0 | 17.0 - 22.0 | 19.0 - 24.0 |
| polisher/deburrer | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 29.0 |
| print press operator | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| production labourer | 15.0 - 20.0 | 19.0 - 24.0 | 22.0 - 25.0 |
| reach truck operator | 17.0 - 18.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| sandblasting operator | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 29.0 |
| scissor lift operator | 17.0 - 18.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| shipper/receiver | 19.0 - 23.0 | 20.0 - 26.0 | 23.0 - 29.0 |
| shipping and receiving clerk | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 30.0 |
| warehouse labourer | 17.0 - 22.0 | 20.0 - 25.0 | 23.0 - 26.0 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 70.8 - 92.1 | 79.4 - 105.2 | 90.1 - 118.9 |
| application support analyst | 61.1 - 81.2 | 70.4 - 94.2 | 80.5 - 106.3 |
| automation tester | 47.1 - 63.4 | 55.2 - 75.3 | 64.6 - 86.0 |
| C++/ embedded software engineer | 70.6 - 92.0 | 79.3 - 105.0 | 89.9 - 118.7 |
| devops - development | 65.6 - 88.9 | 76.5 - 105.1 | 89.3 - 120.3 |
| ERP developer | 70.6 - 91.8 | 79.1 - 104.9 | 89.8 - 119.2 |
| front-end developer | 65.7 - 86.9 | 75.4 - 101.4 | 87.0 - 115.8 |
| full stack developer | 75.7 - 100.1 | 86.9 - 116.7 | 100.1 - 132.7 |
| java developer | 69.1 - 90.0 | 77.6 - 102.9 | 88.0 - 116.0 |
| machine learning developer | 77.5 - 115.9 | 104.6 - 145.8 | 125.4 - 150.6 |
| mobile application developer (iOS/android) | 63.0 - 97.6 | 88.8 - 125.0 | 107.4 - 129.0 |
| quality assurance manager | 82.2 - 109.3 | 93.5 - 126.4 | 107.1 - 143.2 |
| RPA developer | 51.4 - 68.4 | 59.3 - 79.8 | 68.3 - 90.0 |



newfoundland & labrador

| | | | |
|---------------------------------------|---------------|---------------|---------------|
| SQL database developer | 62.1 - 83.6 | 71.7 - 98.1 | 83.2 - 112.2 |
| technical lead | 107.6 - 145.4 | 123.4 - 169.1 | 141.7 - 191.4 |
| UI/UX designer | 66.3 - 86.1 | 74.1 - 97.8 | 83.6 - 109.6 |
| architecture | | | |
| application architect | 101.6 - 135.6 | 114.5 - 155.8 | 130.6 - 178.5 |
| architect (enterprise) | 94.4 - 127.6 | 108.2 - 148.6 | 124.7 - 170.9 |
| architect (solutions/technical) | 83.4 - 104.6 | 93.7 - 119.5 | 106.1 - 134.3 |
| cloud architect | 89.8 - 113.3 | 101.6 - 130.2 | 115.6 - 146.3 |
| data & analytics | | | |
| BI data architect | 89.7 - 120.9 | 100.6 - 137.9 | 113.9 - 155.9 |
| big data engineer | 80.9 - 106.4 | 90.6 - 121.4 | 102.8 - 137.7 |
| business intelligence developer | 67.4 - 87.9 | 75.8 - 100.5 | 85.9 - 112.7 |
| data analyst | 66.6 - 89.7 | 77.0 - 105.3 | 89.3 - 119.9 |
| data architect | 73.3 - 97.3 | 84.6 - 114.2 | 98.2 - 130.7 |
| data engineer | 69.4 - 93.4 | 80.2 - 109.6 | 93.0 - 124.8 |
| data scientist | 76.1 - 102.9 | 88.6 - 121.3 | 103.0 - 138.1 |
| database administrator | 71.7 - 98.2 | 85.0 - 117.8 | 100.2 - 135.6 |
| leadership/business technology | | | |
| business analyst | 68.9 - 89.8 | 77.4 - 102.6 | 87.8 - 116.1 |
| IT director | 104.4 - 139.8 | 132.6 - 177.3 | 165.9 - 221.7 |
| IT manager | 92.3 - 122.9 | 105.4 - 142.9 | 121.3 - 164.0 |
| networking/infrastructure | | | |
| bilingual tech support | 64.6 - 84.8 | 73.3 - 97.4 | 83.5 - 110.5 |
| cloud engineer | 76.8 - 102.9 | 89.8 - 121.5 | 104.4 - 137.8 |
| devops - infrastructure | 77.8 - 108.1 | 91.0 - 127.6 | 105.7 - 144.3 |
| help desk analyst | 50.0 - 65.7 | 56.8 - 75.8 | 64.8 - 86.2 |
| information security engineer | 72.7 - 97.8 | 84.0 - 114.7 | 97.4 - 131.0 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| information security manager | 94.9 - 125.4 | 107.2 - 144.2 | 122.3 - 164.2 |
| information security specialist | 57.6 - 76.4 | 66.2 - 89.1 | 76.4 - 101.3 |
| information systems analyst | 62.3 - 81.1 | 69.8 - 92.6 | 79.2 - 104.9 |
| linux/unix administrator | 78.5 - 102.5 | 88.6 - 117.8 | 101.0 - 134.1 |
| network administrator | 61.2 - 82.5 | 70.8 - 97.0 | 82.3 - 111.1 |
| network engineer | 69.7 - 93.6 | 80.4 - 109.9 | 93.3 - 126.3 |
| systems administrator | 70.0 - 92.6 | 80.3 - 107.9 | 92.7 - 123.4 |
| tech support | 63.8 - 83.7 | 72.3 - 96.4 | 82.5 - 109.5 |
| project management | | | |
| business systems analyst | 68.2 - 90.4 | 78.5 - 105.7 | 90.8 - 121.2 |
| ERP project manager | 93.7 - 125.4 | 102.3 - 139.7 | 113.6 - 156.7 |
| organizational development manager | 66.2 - 89.9 | 77.5 - 107.3 | 91.6 - 125.9 |
| product owner | 78.0 - 103.3 | 89.7 - 120.3 | 103.2 - 136.0 |
| product owner/manager | 78.3 - 108.5 | 91.3 - 128.3 | 106.4 - 147.3 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 65.4 - 81.6 | 72.8 - 92.5 | 82.0 - 104.4 |
| project manager (infrastructure) | 95.9 - 130.3 | 108.9 - 150.7 | 124.9 - 172.9 |
| project manager (software) | 95.0 - 126.4 | 106.5 - 144.3 | 120.7 - 163.6 |
| scrum master | 72.8 - 95.3 | 82.4 - 109.8 | 94.1 - 125.3 |
| technical writer | 58.4 - 76.6 | 68.4 - 90.8 | 79.8 - 103.4 |



greater halifax

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 48.0 - 61.5 | 52.1 - 69.9 | 58.9 - 79.3 |
| administrative assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| benefits clerk | 35.0 - 45.4 | 40.3 - 52.8 | 46.3 - 60.1 |
| buyer assistant | 35.9 - 47.0 | 41.9 - 54.5 | 47.6 - 60.3 |
| claims supervisor | 57.9 - 76.6 | 65.0 - 87.9 | 74.1 - 101.0 |
| contracts administrator | 88.3 - 112.4 | 99.0 - 128.8 | 112.7 - 147.5 |
| data entry clerk | 31.5 - 40.1 | 35.9 - 45.7 | 40.3 - 46.8 |
| dispatcher | 37.1 - 47.7 | 42.3 - 54.9 | 48.1 - 62.2 |
| document controller | 30.1 - 38.9 | 35.1 - 44.8 | 39.0 - 45.0 |
| document services specialist | 28.7 - 37.1 | 33.4 - 42.6 | 37.6 - 43.6 |
| documentation specialist | 34.4 - 45.7 | 41.5 - 53.4 | 47.1 - 54.6 |
| donor relations coordinator | 46.3 - 61.3 | 53.9 - 72.8 | 63.2 - 84.9 |
| executive assistant | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 31.6 - 41.6 | 37.7 - 48.2 | 42.4 - 49.2 |
| fundraising manager | 59.8 - 78.0 | 68.1 - 90.8 | 78.5 - 104.7 |
| HR administrator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR manager | 70.1 - 90.8 | 78.5 - 104.7 | 112.7 - 114.9 |
| human resources assistant | 37.3 - 48.0 | 42.5 - 54.3 | 47.2 - 58.7 |



| | | | |
|---------------------------|-------------|--------------|---------------|
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| invoicing clerk | 33.9 - 43.9 | 38.9 - 50.1 | 43.6 - 54.7 |
| lease administrator | 42.1 - 55.4 | 48.9 - 64.9 | 56.3 - 74.4 |
| legal assistant | 43.0 - 60.1 | 52.0 - 72.6 | 61.4 - 82.4 |
| logistics coordinator | 44.8 - 59.7 | 52.5 - 70.3 | 60.8 - 80.4 |
| mailroom clerk | 32.5 - 40.6 | 36.8 - 45.4 | 40.3 - 46.2 |
| office clerk | 35.2 - 43.7 | 38.9 - 48.9 | 43.1 - 54.3 |
| office manager | 51.5 - 67.3 | 56.8 - 75.6 | 63.4 - 84.8 |
| office/operations manager | 67.3 - 88.3 | 99.0 - 112.4 | 112.7 - 128.8 |
| order clerk | 30.5 - 38.8 | 34.9 - 44.5 | 39.2 - 49.2 |
| order supervisor | 47.0 - 62.3 | 54.7 - 73.0 | 63.0 - 82.3 |
| payroll administrator | 39.1 - 51.6 | 44.7 - 60.0 | 51.4 - 68.9 |
| project coordinator | 42.0 - 55.5 | 47.8 - 64.0 | 54.6 - 72.6 |
| property administrator | 34.8 - 46.0 | 39.3 - 53.1 | 45.0 - 61.5 |
| property manager | 55.8 - 74.9 | 64.0 - 87.8 | 74.2 - 101.4 |
| receptionist | 30.3 - 38.2 | 33.6 - 43.3 | 37.9 - 49.4 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 40.1 - 54.4 | 46.6 - 64.2 | 54.2 - 73.7 |
| sales assistant | 36.1 - 45.5 | 40.0 - 51.8 | 45.6 - 60.4 |
| service coordinator | 35.0 - 45.7 | 39.3 - 52.3 | 44.8 - 59.8 |
| supply clerk | 32.4 - 41.6 | 36.8 - 47.3 | 41.2 - 52.1 |
| virtual assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| virtual receptionist | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| insurance | | | |
| benefits analyst | 50.2 - 65.1 | 56.0 - 73.8 | 63.0 - 82.9 |
| benefits coordinator | 34.2 - 44.0 | 39.2 - 51.1 | 45.0 - 58.5 |
| benefits processor | 34.2 - 44.6 | 39.8 - 51.5 | 44.9 - 56.2 |
| claims supervisor | 59.8 - 78.7 | 67.0 - 90.2 | 76.1 - 103.4 |



| | | | |
|--|--------------|--------------|--------------|
| client support representative | 58.0 - 74.0 | 64.2 - 83.6 | 72.1 - 94.3 |
| insurance account manager - commercial | 50.5 - 62.7 | 54.0 - 67.9 | 58.6 - 75.6 |
| insurance account manager - personal | 47.7 - 58.9 | 50.7 - 63.6 | 54.9 - 70.7 |
| insurance billing clerk | 34.1 - 44.3 | 39.6 - 51.6 | 45.2 - 57.9 |
| insurance claims clerk | 36.4 - 46.2 | 41.5 - 53.1 | 47.1 - 59.8 |
| insurance claims processor | 40.2 - 50.7 | 44.8 - 57.7 | 50.7 - 65.9 |
| team lead | 78.1 - 101.4 | 87.0 - 115.3 | 98.4 - 131.1 |
| technical support representative | 38.5 - 50.3 | 44.2 - 58.5 | 50.8 - 67.1 |
| underwriter | 55.2 - 74.1 | 64.6 - 87.9 | 75.2 - 100.0 |
| underwriting analyst | 50.7 - 66.8 | 56.8 - 76.5 | 64.7 - 88.3 |
| underwriting assistant | 35.5 - 44.4 | 41.1 - 51.8 | 47.3 - 53.4 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 57.9 - 75.5 | 65.0 - 86.0 | 73.4 - 96.3 |
| bilingual customer loyalty agent | 35.1 - 46.3 | 40.2 - 53.8 | 46.1 - 61.3 |
| bilingual customer service manager | 69.9 - 92.6 | 78.8 - 106.7 | 90.3 - 123.1 |
| bilingual customer service representative | 34.8 - 44.3 | 38.7 - 50.3 | 43.6 - 57.0 |
| bilingual customer service supervisor | 58.0 - 76.6 | 65.2 - 87.8 | 74.1 - 100.1 |
| bilingual customer service team lead | 41.9 - 56.2 | 48.3 - 65.1 | 55.0 - 73.4 |
| bilingual customer service trainer | 42.7 - 56.5 | 49.0 - 66.0 | 56.6 - 75.4 |
| bilingual e-chat representative | 35.1 - 46.3 | 40.2 - 53.8 | 46.1 - 61.3 |
| bilingual inside sales manager | 62.6 - 84.4 | 71.2 - 97.4 | 81.2 - 109.0 |
| bilingual inside sales representative | 44.7 - 56.0 | 48.3 - 61.4 | 52.9 - 68.8 |
| bilingual insurance advisor | 50.7 - 63.6 | 53.9 - 68.1 | 57.9 - 75.6 |
| bilingual junior collection agent | 33.3 - 43.0 | 37.7 - 49.4 | 42.8 - 55.6 |
| bilingual order desk representative | 31.7 - 40.1 | 36.1 - 45.8 | 40.5 - 50.6 |
| bilingual survey agent | 31.5 - 40.2 | 36.3 - 46.2 | 40.8 - 50.6 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual telemarketing agent | 31.7 - 39.2 | 38.7 - 47.7 | 40.5 - 51.7 |
| bilingual telephone dispatcher | 38.1 - 48.9 | 43.4 - 56.3 | 49.3 - 63.7 |
| bilingual travel support agent | 36.1 - 45.9 | 40.5 - 51.8 | 45.2 - 57.3 |
| bilingual workforce planner | 44.1 - 56.0 | 47.7 - 62.0 | 52.8 - 70.2 |
| help desk representative - level 1 | 41.9 - 56.2 | 48.3 - 65.1 | 55.0 - 73.4 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 78.9 - 114.4 | 103.4 - 150.0 | 129.4 - 188.0 |
| diversity & inclusion director | 80.3 - 112.3 | 102.2 - 142.7 | 128.4 - 179.6 |
| health and safety director | 80.8 - 97.3 | 105.7 - 127.4 | 127.2 - 153.4 |
| human resources director | 87.3 - 122.1 | 112.2 - 157.0 | 140.2 - 196.2 |
| L&D director | 86.8 - 108.6 | 109.3 - 136.6 | 140.1 - 175.5 |
| talent acquisition director | 81.9 - 114.5 | 105.3 - 147.2 | 129.4 - 181.2 |
| total rewards director | 98.4 - 129.4 | 128.8 - 169.5 | 160.5 - 211.0 |
| vice president Human Resources / CHRO | 104.4 - 179.8 | 137.5 - 237.1 | 171.2 - 294.8 |
| human resources | entry | mid | senior |
| benefits administrator | 53.1 - 68.3 | 59.6 - 78.2 | 67.6 - 89.0 |
| compensation and benefits manager | 86.6 - 113.6 | 96.3 - 129.1 | 108.8 - 147.1 |
| compensation specialist | 47.2 - 62.9 | 54.7 - 74.0 | 63.4 - 84.8 |
| diversity & inclusion coordinator | 38.0 - 48.7 | 43.2 - 55.0 | 47.8 - 59.2 |
| health and safety advisor | 57.1 - 74.1 | 65.9 - 86.7 | 76.0 - 99.1 |
| health and safety manager | 69.7 - 90.9 | 78.3 - 104.0 | 88.8 - 117.9 |
| HRIS analyst | 57.3 - 76.1 | 65.9 - 89.2 | 76.2 - 102.0 |
| human resources business partner | 62.6 - 82.7 | 70.3 - 94.7 | 79.8 - 107.7 |
| human resources coordinator | 37.6 - 48.3 | 42.8 - 54.5 | 47.4 - 58.8 |
| human resources generalist | 57.5 - 73.2 | 62.5 - 81.5 | 69.3 - 92.5 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| human resources manager | 78.3 - 105.7 | 90.7 - 124.5 | 105.5 - 143.3 |
| human resources supervisor | 61.4 - 80.1 | 67.7 - 90.5 | 76.3 - 103.9 |
| human resources technician | 46.0 - 60.4 | 51.3 - 68.8 | 58.1 - 78.5 |
| instructional designer | 48.4 - 63.2 | 54.5 - 72.3 | 61.9 - 82.5 |
| labour relations advisor | 61.2 - 81.9 | 70.1 - 95.8 | 81.0 - 109.9 |
| labour relations manager | 85.3 - 116.8 | 100.8 - 139.9 | 118.7 - 162.8 |
| learning and development specialist | 49.4 - 65.0 | 56.3 - 75.5 | 64.6 - 86.0 |
| recruitment coordinator | 37.4 - 49.1 | 43.2 - 56.9 | 49.3 - 64.1 |
| talent acquisition specialist | 56.6 - 74.3 | 63.0 - 84.5 | 71.1 - 95.8 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| counterbalance forklift operator | 18.0 - 19.0 | 19.0 - 21.0 | 20.0 - 22.0 |
| delivery/courier driver | 16.0 - 20.0 | 17.0 - 23.0 | 19.0 - 25.0 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 24.0 | 20.0 - 26.0 |
| forklift operator | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| general labourer - heavy | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 26.0 |
| general labourer - light | 17.0 - 19.0 | 17.0 - 22.0 | 19.0 - 22.0 |
| industrial painter | 16.0 - 21.0 | 18.0 - 24.0 | 20.0 - 27.0 |
| inventory control clerk | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| janitor/custodian | 17.0 - 18.0 | 16.0 - 20.0 | 18.0 - 21.0 |
| machine operator | 17.0 - 23.0 | 20.0 - 27.0 | 23.0 - 30.0 |
| machine operator assistant | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 27.0 |
| manufacturing worker | 15.0 - 18.0 | 17.0 - 21.0 | 19.0 - 24.0 |
| material handler | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| moulding machine operator | 17.0 - 23.0 | 20.0 - 26.0 | 23.0 - 30.0 |
| order/cherry picker forklift operator | 18.0 - 19.0 | 19.0 - 20.0 | 20.0 - 22.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| packaging labourer | 16.0 - 20.0 | 17.0 - 23.0 | 20.0 - 26.0 |
| parts clerk | 17.0 - 18.0 | 15.0 - 20.0 | 16.0 - 22.0 |
| parts manager | 22.0 - 28.0 | 24.0 - 32.0 | 28.0 - 37.0 |
| picker/packer | 17.0 - 19.0 | 17.0 - 21.0 | 18.0 - 23.0 |
| production labourer | 15.0 - 19.0 | 18.0 - 23.0 | 21.0 - 24.0 |
| sandblasting operator | 17.0 - 21.0 | 18.0 - 24.0 | 21.0 - 28.0 |
| scissor lift operator | 18.0 - 20.0 | 19.0 - 21.0 | 20.0 - 22.0 |
| shipper/receiver | 18.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| warehouse labourer | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 25.0 |

technologies

| application software | entry | mid | senior |
|--|--------------|--------------|---------------|
| .net/C# developer | 66.6 - 87.0 | 74.8 - 99.7 | 85.0 - 113.0 |
| application support analyst | 57.4 - 76.6 | 66.3 - 89.0 | 75.9 - 100.8 |
| automation tester | 44.9 - 60.5 | 52.7 - 71.8 | 61.6 - 82.1 |
| C++/ embedded software engineer | 66.4 - 86.9 | 74.7 - 99.6 | 84.9 - 112.8 |
| devops - development | 61.7 - 83.9 | 72.0 - 99.6 | 84.3 - 114.3 |
| ERP developer | 66.4 - 86.8 | 74.5 - 99.4 | 84.8 - 113.2 |
| front-end developer | 61.7 - 82.0 | 71.0 - 96.0 | 82.1 - 110.0 |
| full stack developer | 71.2 - 94.8 | 82.0 - 110.8 | 94.8 - 126.3 |
| java developer | 65.0 - 85.0 | 73.1 - 97.4 | 83.0 - 110.2 |
| machine learning developer | 73.0 - 110.1 | 99.1 - 139.0 | 119.3 - 143.6 |
| mobile application developer (iOS/android) | 59.3 - 92.3 | 83.8 - 118.8 | 101.9 - 122.8 |
| quality assurance manager | 76.7 - 102.3 | 87.4 - 118.7 | 100.3 - 134.8 |
| RPA developer | 48.3 - 64.3 | 55.7 - 75.2 | 64.2 - 85.0 |
| SQL database developer | 58.4 - 78.8 | 67.5 - 92.8 | 78.5 - 106.5 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| technical lead | 100.7 - 137.0 | 115.8 - 160.1 | 133.5 - 181.8 |
| UI/UX designer | 62.3 - 81.2 | 69.7 - 92.6 | 78.8 - 104.0 |
| architecture | | | |
| application architect | 95.0 - 127.5 | 107.3 - 147.1 | 122.7 - 169.2 |
| architect (enterprise) | 89.3 - 121.4 | 102.6 - 141.7 | 118.6 - 163.6 |
| architect (solutions/technical) | 78.6 - 99.2 | 88.5 - 113.6 | 100.5 - 127.9 |
| cloud architect | 84.8 - 107.5 | 96.2 - 123.9 | 109.8 - 139.5 |
| data & analytics | | | |
| BI data architect | 84.3 - 114.2 | 94.7 - 130.7 | 107.6 - 148.2 |
| big data engineer | 76.2 - 100.8 | 85.6 - 115.4 | 97.3 - 131.1 |
| business intelligence developer | 63.3 - 83.0 | 71.4 - 95.1 | 81.0 - 107.0 |
| data analyst | 62.6 - 84.7 | 72.5 - 99.8 | 84.3 - 114.0 |
| data architect | 68.9 - 91.9 | 79.7 - 108.1 | 92.7 - 124.0 |
| data engineer | 65.2 - 88.3 | 75.6 - 104.0 | 87.9 - 118.7 |
| data scientist | 71.6 - 97.2 | 83.4 - 115.0 | 97.4 - 131.2 |
| database administrator | 67.4 - 92.9 | 80.2 - 111.9 | 94.9 - 129.1 |
| leadership/business technology | | | |
| business analyst | 64.8 - 84.7 | 72.9 - 97.2 | 82.9 - 110.3 |
| IT director | 97.7 - 131.6 | 124.6 - 168.1 | 157.0 - 211.6 |
| IT manager | 86.3 - 115.4 | 98.6 - 134.5 | 113.8 - 155.1 |
| networking/infrastructure | | | |
| bilingual tech support | 61.0 - 79.9 | 69.1 - 92.2 | 78.8 - 104.9 |
| cloud engineer | 72.3 - 97.5 | 84.8 - 115.5 | 98.9 - 131.3 |
| devops - infrastructure | 73.2 - 102.5 | 85.9 - 121.4 | 100.2 - 137.5 |
| help desk analyst | 48.0 - 61.8 | 54.8 - 71.4 | 60.9 - 81.3 |
| information security engineer | 68.4 - 92.5 | 79.2 - 108.9 | 92.1 - 124.7 |
| information security manager | 88.7 - 117.7 | 100.3 - 135.8 | 114.7 - 155.3 |
| information security specialist | 54.2 - 71.9 | 62.3 - 84.2 | 72.0 - 95.9 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| information systems analyst | 58.6 - 76.5 | 65.7 - 87.5 | 74.6 - 99.4 |
| linux/unix administrator | 73.9 - 97.1 | 83.6 - 111.9 | 95.6 - 127.6 |
| network administrator | 57.5 - 77.8 | 66.6 - 91.7 | 77.5 - 105.4 |
| network engineer | 65.6 - 88.5 | 75.7 - 104.2 | 88.2 - 120.1 |
| systems administrator | 65.8 - 87.5 | 75.7 - 102.3 | 87.5 - 117.4 |
| tech support | 60.0 - 78.9 | 68.1 - 91.2 | 77.8 - 103.9 |
| project management | | | |
| business systems analyst | 64.2 - 85.4 | 73.9 - 100.2 | 85.8 - 115.2 |
| ERP project manager | 87.5 - 117.8 | 95.7 - 131.5 | 106.5 - 148.0 |
| organizational development manager | 61.8 - 83.9 | 72.3 - 100.5 | 85.5 - 118.2 |
| product owner | 73.5 - 97.8 | 84.7 - 114.3 | 97.7 - 129.5 |
| product owner/manager | 75.5 - 105.1 | 88.1 - 124.5 | 103.0 - 143.0 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 61.5 - 76.9 | 68.5 - 87.4 | 77.3 - 98.9 |
| project manager (infrastructure) | 89.6 - 122.4 | 102.0 - 142.2 | 117.3 - 163.7 |
| project manager (software) | 88.8 - 118.7 | 99.7 - 135.9 | 113.2 - 154.6 |
| scrum master | 68.5 - 90.2 | 77.7 - 104.1 | 88.9 - 119.2 |
| technical writer | 55.7 - 73.0 | 65.2 - 86.6 | 76.1 - 98.8 |



brant county

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 50.3 - 65.5 | 55.9 - 74.1 | 62.8 - 83.7 |
| administrative assistant | 39.4 - 50.6 | 43.9 - 57.5 | 49.5 - 64.9 |
| administrative assistant (bilingual) | 46.0 - 55.3 | 47.9 - 58.3 | 52.3 - 61.6 |
| administrative manager | 57.7 - 74.1 | 62.9 - 82.2 | 69.4 - 91.8 |
| benefits clerk | 39.1 - 49.9 | 44.5 - 57.6 | 50.8 - 65.2 |
| buyer assistant | 39.4 - 50.9 | 45.6 - 58.8 | 51.6 - 64.7 |
| claims supervisor | 62.6 - 81.7 | 69.8 - 93.3 | 79.1 - 106.6 |
| contracts administrator | 94.4 - 119.3 | 105.5 - 136.3 | 119.7 - 155.4 |
| data entry clerk | 35.4 - 44.0 | 39.8 - 49.9 | 44.3 - 51.1 |
| dispatcher | 40.7 - 51.8 | 46.1 - 59.3 | 52.2 - 66.8 |
| document controller | 34.2 - 43.1 | 39.1 - 49.2 | 43.7 - 50.4 |
| document services specialist | 32.8 - 41.2 | 37.5 - 47.0 | 41.7 - 48.0 |
| documentation specialist | 38.5 - 50.2 | 45.8 - 58.2 | 51.7 - 59.5 |
| donor relations coordinator | 51.0 - 66.7 | 59.1 - 78.7 | 68.8 - 91.1 |
| executive assistant | 56.3 - 76.9 | 65.8 - 90.8 | 76.3 - 103.4 |
| executive assistant (bilingual) | 58.4 - 79.2 | 68.0 - 93.2 | 78.5 - 105.9 |
| file clerk | 35.7 - 45.9 | 41.8 - 52.8 | 46.7 - 53.8 |
| fundraising manager | 65.2 - 84.0 | 73.8 - 97.2 | 84.6 - 111.5 |
| HR administrator | 48.1 - 62.7 | 54.4 - 72.0 | 61.9 - 82.0 |
| HR coordinator | 47.8 - 60.3 | 52.1 - 69.5 | 59.9 - 79.5 |
| human resources assistant | 41.4 - 52.6 | 46.8 - 59.2 | 51.7 - 63.7 |
| invoicing clerk | 37.5 - 47.7 | 42.5 - 54.2 | 47.4 - 58.9 |



| | | | |
|---|-------------|-------------|--------------|
| lease administrator | 46.3 - 60.3 | 53.4 - 70.1 | 61.2 - 79.9 |
| leasing coordinator | 43.5 - 56.5 | 48.5 - 65.5 | 57.5 - 76.8 |
| legal assistant | 46.6 - 64.2 | 56.0 - 77.0 | 65.6 - 87.1 |
| logistics coordinator | 48.8 - 64.1 | 56.8 - 75.0 | 65.3 - 85.5 |
| mailroom clerk | 36.4 - 44.6 | 40.6 - 49.6 | 44.3 - 50.5 |
| office clerk | 39.1 - 47.9 | 42.8 - 53.3 | 47.3 - 58.9 |
| office manager | 56.0 - 72.2 | 61.4 - 80.7 | 68.2 - 90.1 |
| office/operations manager | 55.6 - 71.9 | 61.1 - 80.4 | 67.8 - 89.9 |
| order clerk | 34.5 - 42.9 | 38.9 - 48.9 | 43.4 - 53.8 |
| order entry clerk | 43.2 - 51.6 | 45.4 - 56.7 | 50.2 - 65.7 |
| order supervisor | 51.3 - 67.0 | 59.2 - 78.0 | 67.8 - 87.5 |
| payroll administrator | 43.2 - 56.3 | 49.1 - 65.0 | 56.1 - 74.2 |
| project coordinator | 45.9 - 59.8 | 51.9 - 68.5 | 58.9 - 77.4 |
| property administrator | 38.7 - 50.4 | 43.3 - 57.8 | 49.4 - 66.5 |
| property manager | 60.6 - 80.4 | 69.2 - 93.7 | 79.7 - 107.6 |
| receptionist | 34.4 - 42.3 | 37.7 - 47.7 | 42.0 - 54.1 |
| receptionist (bilingual) | 46.3 - 50.6 | 53.3 - 55.3 | 57.3 - 64.5 |
| sales administrator | 44.4 - 59.4 | 51.3 - 69.5 | 59.2 - 79.4 |
| sales assistant | 39.7 - 49.4 | 43.7 - 56.0 | 49.5 - 64.8 |
| service coordinator | 38.7 - 49.6 | 43.1 - 56.6 | 48.7 - 64.2 |
| supply clerk | 37.1 - 46.6 | 41.5 - 52.7 | 46.1 - 57.8 |
| logistics & transportation support | | | |
| supply chain coordinator | 42.9 - 55.3 | 48.0 - 62.9 | 54.2 - 71.5 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|-------------|
| bilingual call center operations manager | 60.6 - 78.2 | 67.7 - 88.8 | 76.1 - 99.1 |
| bilingual customer loyalty agent | 37.9 - 49.4 | 43.1 - 57.1 | 49.2 - 64.8 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service manager | 73.3 - 96.4 | 82.4 - 110.8 | 94.0 - 127.5 |
| bilingual customer service representative | 40.1 - 47.4 | 43.5 - 53.5 | 46.6 - 60.4 |
| bilingual customer service supervisor | 60.7 - 79.5 | 68.0 - 90.8 | 77.0 - 103.2 |
| bilingual customer service team lead | 44.5 - 55.1 | 46.5 - 58.8 | 48.5 - 65.1 |
| bilingual customer service trainer | 44.5 - 58.5 | 50.9 - 68.0 | 58.6 - 77.5 |
| bilingual e-chat representative | 35.4 - 44.3 | 39.6 - 50.1 | 43.5 - 55.9 |
| bilingual help desk representative - level 1 | 44.5 - 59.1 | 51.0 - 68.0 | 57.8 - 76.3 |
| bilingual inside sales manager | 65.3 - 87.1 | 73.9 - 100.1 | 83.9 - 111.8 |
| bilingual inside sales representative | 48.3 - 60.0 | 52.0 - 65.5 | 56.8 - 73.2 |
| bilingual insurance advisor | 53.8 - 66.9 | 57.0 - 71.3 | 61.1 - 78.9 |
| bilingual junior collection agent | 35.7 - 45.4 | 40.0 - 52.0 | 45.2 - 58.3 |
| bilingual order desk representative | 42.9 - 46.5 | 44.1 - 48.9 | 48.5 - 53.8 |
| bilingual survey agent | 34.3 - 43.0 | 39.1 - 49.3 | 43.7 - 53.8 |
| bilingual telemarketing agent | 32.1 - 39.3 | 34.9 - 44.2 | 38.8 - 50.5 |
| bilingual telephone dispatcher | 40.7 - 51.8 | 46.1 - 59.3 | 52.2 - 66.8 |
| bilingual travel support agent | 39.0 - 48.9 | 43.4 - 55.1 | 48.3 - 60.7 |
| bilingual workforce planner | 46.5 - 58.7 | 50.2 - 64.8 | 55.4 - 73.1 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| architect | 61.8 - 80.9 | 69.2 - 92.6 | 78.5 - 105.3 |
| architectural drafter | 51.7 - 67.0 | 60.1 - 79.4 | 70.3 - 93.3 |
| BIM/VDC coordinator | 64.1 - 83.7 | 71.4 - 95.3 | 80.7 - 108.0 |
| BIM/VDC lead | 51.7 - 67.0 | 60.1 - 79.4 | 70.3 - 98.3 |
| buyer | 57.3 - 74.9 | 65.2 - 86.8 | 74.6 - 99.4 |
| civil engineer | 64.4 - 86.2 | 74.4 - 101.1 | 85.8 - 114.7 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 53.1 - 66.3 | 59.5 - 75.5 | 67.2 - 85.5 |
| civil engineering technologist | 46.2 - 62.1 | 54.6 - 73.8 | 63.6 - 84.0 |
| civil project engineer | 74.3 - 101.8 | 85.5 - 119.4 | 99.1 - 137.5 |
| civil project manager | 76.2 - 101.6 | 85.9 - 116.8 | 97.7 - 131.9 |
| construction coordinator | 50.7 - 67.2 | 56.8 - 76.6 | 64.2 - 86.8 |
| construction director | 100.1 - 132.4 | 132.2 - 175.0 | 166.1 - 220.1 |
| construction manager | 73.5 - 96.1 | 80.6 - 107.5 | 89.7 - 120.9 |
| construction project coordinator | 85.9 - 110.4 | 93.4 - 122.4 | 103.1 - 136.5 |
| construction project manager | 66.6 - 91.8 | 77.4 - 108.4 | 90.0 - 124.3 |
| construction superintendent | 76.1 - 99.4 | 83.4 - 111.3 | 92.8 - 125.2 |
| contracts administrator | 58.2 - 77.0 | 66.1 - 88.9 | 75.5 - 101.2 |
| contracts manager | 94.4 - 119.3 | 105.5 - 136.3 | 119.7 - 155.4 |
| director of operations | 124.0 - 166.1 | 163.3 - 219.1 | 207.4 - 278.1 |
| drafter | 53.7 - 66.7 | 59.8 - 75.6 | 67.3 - 85.6 |
| electrical designer/engineer | 74.5 - 98.0 | 83.9 - 112.8 | 95.6 - 128.6 |
| electrical engineer | 76.8 - 101.9 | 87.5 - 118.4 | 100.6 - 135.8 |
| electrical engineering technician | 56.5 - 72.2 | 64.4 - 83.5 | 73.5 - 94.9 |
| electrical inspector | 45.4 - 60.9 | 52.6 - 71.2 | 60.6 - 81.8 |
| engineering manager | 83.4 - 112.3 | 95.3 - 130.8 | 109.7 - 149.4 |
| environmental engineer | 62.7 - 83.1 | 71.5 - 96.7 | 82.3 - 110.8 |
| environmental inspector | 49.1 - 62.7 | 54.0 - 70.2 | 60.1 - 78.5 |
| estimation engineer | 70.5 - 94.1 | 81.0 - 110.2 | 93.7 - 126.6 |
| estimator | 59.7 - 77.8 | 66.4 - 88.1 | 74.6 - 99.4 |
| facilities engineer | 64.8 - 86.5 | 74.5 - 101.4 | 86.2 - 116.0 |
| facilities manager | 60.3 - 78.9 | 68.6 - 91.4 | 78.6 - 104.6 |
| field manager | 68.2 - 90.3 | 77.5 - 104.8 | 89.2 - 121.4 |
| field Supervisor | 68.4 - 89.9 | 76.9 - 102.6 | 86.8 - 115.6 |
| foreman | 53.7 - 69.4 | 60.1 - 79.1 | 67.9 - 89.4 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 59.9 - 77.0 | 68.7 - 89.7 | 79.0 - 102.1 |
| health and safety specialist | 67.9 - 89.1 | 77.5 - 103.8 | 89.3 - 118.3 |
| HVAC drafter | 52.0 - 66.7 | 58.5 - 75.9 | 65.8 - 85.0 |
| HVAC engineer | 56.2 - 74.7 | 64.3 - 86.8 | 73.8 - 98.6 |
| mechanical designer | 51.3 - 67.7 | 59.1 - 78.7 | 67.6 - 88.7 |
| mechanical drafter | 50.9 - 66.0 | 57.2 - 76.1 | 65.6 - 88.7 |
| mechanical engineer | 72.1 - 95.4 | 81.8 - 110.4 | 93.6 - 125.7 |
| mechanical engineering technician | 50.9 - 66.6 | 57.9 - 76.9 | 66.0 - 86.5 |
| mechanical site supervisor | 49.6 - 63.8 | 56.0 - 73.3 | 63.8 - 83.5 |
| operations manager | 77.7 - 106.2 | 89.0 - 123.5 | 102.2 - 139.5 |
| planner/scheduler | 39.9 - 50.8 | 45.2 - 58.1 | 51.2 - 65.4 |
| project coordinator | 45.9 - 59.8 | 51.9 - 68.5 | 58.9 - 77.4 |
| project director | 108.5 - 132.0 | 136.0 - 165.6 | 164.5 - 200.3 |
| project engineer | 88.4 - 113.5 | 95.9 - 125.6 | 105.8 - 140.3 |
| project manager | 74.3 - 102.5 | 86.4 - 121.1 | 100.4 - 138.5 |
| purchasing manager | 93.4 - 123.5 | 105.6 - 141.8 | 119.9 - 159.5 |
| QA/QC inspector | 54.1 - 71.5 | 62.5 - 83.6 | 72.0 - 96.0 |
| quality control engineer | 67.9 - 89.9 | 77.1 - 103.9 | 88.1 - 117.7 |
| quality inspector | 39.6 - 50.3 | 44.1 - 57.2 | 49.8 - 64.5 |
| safety inspector | 61.9 - 80.7 | 70.0 - 92.7 | 79.5 - 104.6 |
| specification writer | 52.0 - 67.0 | 58.9 - 76.8 | 66.7 - 86.6 |
| structural designer | 52.5 - 68.5 | 59.4 - 78.6 | 67.4 - 88.8 |
| structural engineer | 70.1 - 92.7 | 79.5 - 107.4 | 91.2 - 122.6 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 75.0 |
| superintendent | 40.5 - 51.6 | 45.2 - 58.7 | 51.2 - 66.5 |
| technical services manager | 85.8 - 113.6 | 97.3 - 131.4 | 111.6 - 151.4 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 82.5 - 118.6 | 107.4 - 154.7 | 133.8 - 193.2 |
| diversity & inclusion director | 83.7 - 116.2 | 105.9 - 147.0 | 132.5 - 184.2 |
| health and safety director | 84.4 - 101.2 | 109.7 - 131.8 | 131.6 - 158.1 |
| human resources director | 91.1 - 126.4 | 116.4 - 161.7 | 144.7 - 201.5 |
| L&D director | 90.6 - 112.7 | 113.4 - 141.2 | 144.7 - 180.5 |
| talent acquisition director | 85.6 - 118.7 | 109.3 - 151.9 | 133.9 - 186.3 |
| total rewards director | 102.4 - 133.8 | 133.3 - 174.4 | 165.3 - 216.5 |
| vice president Human Resources / CHRO | 108.4 - 184.8 | 142.0 - 242.8 | 176.1 - 301.2 |
| human resources | | entry | mid |
| benefits administrator | 55.7 - 71.1 | 62.3 - 81.1 | 70.4 - 91.9 |
| compensation and benefits manager | 90.3 - 117.7 | 100.2 - 133.5 | 112.9 - 151.7 |
| compensation specialist | 49.7 - 65.7 | 57.3 - 76.9 | 66.2 - 87.7 |
| diversity & inclusion coordinator | 40.2 - 51.2 | 45.5 - 57.6 | 50.3 - 61.9 |
| health and safety advisor | 59.9 - 77.0 | 68.7 - 89.7 | 79.0 - 102.1 |
| health and safety manager | 73.1 - 94.7 | 81.8 - 108.0 | 92.6 - 122.1 |
| HRIS analyst | 60.1 - 79.0 | 68.8 - 91.9 | 79.1 - 104.8 |
| human resources business partner | 65.4 - 85.5 | 73.1 - 97.6 | 82.7 - 110.6 |
| human resources coordinator | 40.5 - 51.4 | 45.7 - 57.8 | 50.5 - 62.2 |
| human resources generalist | 60.2 - 76.1 | 65.2 - 84.3 | 72.2 - 95.3 |
| human resources manager | 81.9 - 109.8 | 94.5 - 128.9 | 109.5 - 147.9 |
| human resources supervisor | 64.2 - 83.0 | 70.6 - 93.4 | 79.2 - 106.7 |
| human resources technician | 49.1 - 63.9 | 54.6 - 72.4 | 61.5 - 82.4 |
| labour relations advisor | 63.9 - 84.8 | 72.9 - 98.7 | 83.9 - 112.7 |
| labour relations manager | 89.0 - 121.0 | 104.7 - 144.5 | 123.0 - 167.6 |
| recruitment coordinator | 40.3 - 52.2 | 46.2 - 60.3 | 52.5 - 67.7 |
| talent acquisition specialist | 59.2 - 77.1 | 65.8 - 87.3 | 74.0 - 98.6 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.5 - 20.1 | 18.4 - 23.7 | 21.0 - 25.6 |
| counterbalance forklift operator | 21.0 - 23.1 | 22.7 - 25.0 | 24.5 - 27.0 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.0 - 23.1 | 20.0 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.0 | 20.7 - 25.2 | 23.1 - 26.9 |
| general labourer - light | 17.8 - 20.2 | 18.0 - 23.1 | 21.0 - 24.0 |
| industrial painter | 20.3 - 22.5 | 21.2 - 24.1 | 24.2 - 25.9 |
| inventory control clerk | 18.1 - 22.0 | 20.2 - 25.6 | 23.0 - 26.7 |
| janitor/custodian | 18.0 - 19.2 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.1 - 22.0 | 21.0 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 21.0 | 22.2 - 24.0 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.0 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.7 - 26.6 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.2 - 23.6 | 23.3 - 25.3 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |



manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 72.0 - 95.2 | 83.0 - 111.7 | 96.0 - 126.9 |
| automation engineer | 62.8 - 82.9 | 71.1 - 95.8 | 81.3 - 109.1 |
| buyer | 57.3 - 74.9 | 65.2 - 86.8 | 74.6 - 99.4 |
| chemical engineer | 80.3 - 106.7 | 90.0 - 121.7 | 101.7 - 137.3 |
| chemical technician | 54.1 - 70.4 | 60.1 - 79.9 | 67.8 - 91.3 |
| cmm programmer | 48.7 - 63.7 | 55.3 - 73.4 | 63.2 - 82.9 |
| coating inspector | 38.9 - 50.5 | 44.0 - 58.0 | 50.0 - 65.8 |
| continuous improvement engineer | 74.4 - 97.2 | 82.9 - 110.2 | 93.2 - 123.4 |
| controls designer/engineer | 53.7 - 71.5 | 61.6 - 83.3 | 70.8 - 95.1 |
| demand planner | 48.2 - 66.4 | 57.9 - 80.0 | 68.2 - 91.6 |
| electrical engineer | 76.8 - 101.9 | 87.5 - 118.4 | 100.6 - 135.8 |
| electrical engineering technician | 56.5 - 72.2 | 64.4 - 83.5 | 73.5 - 94.9 |
| electrical test engineer | 70.8 - 94.5 | 81.3 - 110.7 | 94.2 - 127.2 |
| estimation engineer | 70.5 - 94.1 | 81.0 - 110.2 | 93.7 - 126.6 |
| estimator | 59.7 - 77.8 | 66.4 - 88.1 | 74.6 - 99.4 |
| field service engineer | 52.2 - 69.0 | 59.3 - 80.0 | 68.1 - 92.3 |
| general inspector | 50.2 - 65.9 | 56.4 - 75.1 | 63.6 - 84.0 |
| health and safety specialist | 67.9 - 89.1 | 77.5 - 103.8 | 89.3 - 118.3 |
| HVAC drafter | 52.0 - 66.7 | 58.5 - 75.9 | 65.8 - 85.0 |
| HVAC engineer | 56.2 - 74.7 | 64.3 - 86.8 | 73.8 - 98.6 |
| industrial engineer | 70.3 - 91.5 | 78.0 - 103.6 | 87.6 - 116.0 |
| inventory analyst | 50.6 - 65.6 | 56.9 - 75.1 | 64.5 - 85.6 |
| logistics specialist | 57.9 - 77.0 | 66.2 - 89.5 | 76.1 - 101.7 |
| manufacturing engineer | 65.7 - 86.9 | 74.5 - 100.5 | 85.3 - 114.0 |
| mechanical designer | 51.3 - 67.7 | 59.1 - 78.7 | 67.6 - 88.7 |
| mechanical drafter | 50.9 - 66.0 | 57.2 - 76.1 | 65.6 - 88.7 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 72.1 - 95.4 | 81.8 - 110.4 | 93.6 - 125.7 |
| mechanical engineering technician | 50.9 - 66.6 | 57.9 - 76.9 | 66.0 - 86.5 |
| planner/scheduler | 39.9 - 50.8 | 45.2 - 58.1 | 51.2 - 65.4 |
| PLC programmer | 68.3 - 80.3 | 77.2 - 92.4 | 90.4 - 106.7 |
| process engineer | 61.2 - 81.3 | 70.0 - 94.7 | 80.5 - 107.6 |
| production planner | 48.5 - 64.1 | 55.9 - 74.4 | 63.8 - 82.9 |
| project engineer | 88.4 - 113.5 | 95.9 - 125.6 | 105.8 - 140.3 |
| project manager | 74.3 - 102.5 | 86.4 - 121.1 | 100.4 - 138.5 |
| QA/QC inspector | 38.2 - 48.4 | 42.5 - 55.1 | 48.0 - 62.2 |
| quality assurance manager | 78.8 - 102.4 | 87.1 - 115.4 | 97.5 - 129.4 |
| quality assurance/control technician | 61.6 - 80.6 | 70.0 - 93.1 | 80.0 - 105.4 |
| quality control engineer | 67.9 - 89.9 | 77.1 - 103.9 | 88.1 - 117.7 |
| quality control technician | 40.1 - 51.4 | 44.4 - 58.0 | 49.8 - 64.7 |
| quality director | 88.0 - 119.2 | 111.6 - 151.3 | 135.6 - 184.1 |
| quality inspector | 39.6 - 50.3 | 44.1 - 57.2 | 49.8 - 64.5 |
| safety inspector | 61.9 - 80.7 | 70.0 - 92.7 | 79.5 - 104.6 |
| SCADA engineer | 63.6 - 84.5 | 72.7 - 98.3 | 83.5 - 111.9 |
| sourcing engineer | 55.7 - 73.8 | 63.5 - 85.9 | 73.1 - 98.0 |
| stationary engineer | 53.3 - 68.1 | 58.6 - 76.0 | 65.0 - 84.4 |
| supply chain analyst | 48.6 - 64.6 | 55.6 - 75.1 | 63.9 - 85.3 |
| industrial management | | | |
| director of operations | 124.0 - 166.1 | 163.3 - 219.1 | 207.4 - 278.1 |
| engineering manager | 83.4 - 112.3 | 95.3 - 130.8 | 109.7 - 149.4 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.9 - 77.0 | 68.7 - 89.7 | 79.0 - 102.1 |
| inventory control manager | 62.4 - 81.6 | 69.7 - 93.0 | 78.8 - 105.3 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance supervisor | 78.9 - 87.6 | 85.1 - 93.4 | 90.5 - 104.6 |
| manufacturing director | 106.4 - 129.2 | 138.4 - 168.3 | 170.9 - 208.0 |
| materials manager | 79.6 - 104.6 | 87.9 - 118.0 | 98.5 - 132.9 |
| operations manager | 77.7 - 106.2 | 89.0 - 123.5 | 102.2 - 139.5 |
| plant manager | 93.4 - 130.3 | 112.1 - 158.7 | 133.8 - 185.3 |
| procurement director | 98.2 - 129.8 | 131.1 - 173.7 | 160.0 - 212.2 |
| production manager | 86.1 - 112.9 | 96.3 - 128.8 | 109.0 - 146.2 |
| production supervisor | 68.4 - 84.0 | 74.2 - 92.4 | 88.0 - 108.1 |
| program manager | 70.3 - 91.2 | 80.1 - 105.6 | 91.8 - 120.5 |
| project director | 108.5 - 132.0 | 136.0 - 165.6 | 164.5 - 200.3 |
| purchasing manager | 93.4 - 123.5 | 105.6 - 141.8 | 119.9 - 159.5 |
| site supervisor | 76.1 - 99.4 | 83.4 - 111.3 | 92.8 - 125.2 |
| supply chain manager | 79.4 - 106.3 | 91.4 - 123.9 | 104.9 - 139.1 |
| warehouse manager | 74.6 - 82.1 | 80.7 - 99.0 | 87.2 - 111.4 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.6 - 69.8 | 60.9 - 79.8 | 70.1 - 90.4 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| conventional machinist | 58.1 - 69.0 | 65.9 - 74.3 | 71.3 - 79.4 |
| electrician | 71.9 - 84.1 | 79.6 - 87.2 | 88.1 - 96.4 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 54.1 - 70.0 | 60.6 - 79.7 | 68.4 - 89.9 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.9 - 101.2 |
| heavy equipment mechanic | 63.0 - 72.6 | 71.0 - 82.1 | 80.1 - 98.5 |
| machine builder | 59.2 - 70.3 | 66.8 - 74.5 | 72.4 - 82.3 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.5 | 87.1 - 95.6 |
| mechanical assembler | 48.7 - 53.1 | 50.4 - 58.6 | 54.2 - 61.6 |
| millwright | 76.1 - 82.1 | 80.1 - 91.8 | 89.8 - 103.4 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| panel wirer | 49.2 - 58.7 | 53.9 - 62.3 | 59.3 - 69.0 |
| set-up technician | 48.3 - 59.6 | 56.8 - 65.3 | 60.2 - 69.8 |
| technician quality control testing | 54.1 - 71.5 | 62.5 - 83.6 | 72.0 - 96.0 |
| tool and die maker | 66.7 - 72.8 | 71.0 - 77.6 | 75.6 - 87.8 |
| welder | 46.8 - 55.9 | 55.3 - 63.6 | 62.3 - 71.6 |
| welder-fitter | 58.2 - 72.1 | 67.4 - 78.4 | 75.8 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 67.5 - 88.4 | 75.8 - 101.4 | 86.2 - 115.6 |
| digital marketing specialist | 47.5 - 62.7 | 55.0 - 73.8 | 63.8 - 84.1 |
| e-commerce director | 113.5 - 141.0 | 143.6 - 178.7 | 181.7 - 226.3 |
| e-commerce manager | 77.6 - 101.3 | 86.6 - 115.5 | 98.1 - 131.6 |
| marketing content manager | 58.4 - 76.2 | 65.3 - 87.0 | 74.0 - 98.7 |
| social media manager | 58.2 - 80.0 | 70.1 - 97.0 | 82.9 - 113.2 |
| web marketing analyst | 51.9 - 67.3 | 58.6 - 77.2 | 66.5 - 87.0 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 99.2 - 151.2 | 134.0 - 204.9 | 172.4 - 263.9 |
| marketing vice-president | 122.8 - 189.8 | 173.2 - 268.2 | 224.2 - 347.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.9 - 107.8 | 93.0 - 121.7 | 104.2 - 136.4 |
| brand or product manager assistant | 63.5 - 85.3 | 73.9 - 100.6 | 85.7 - 114.9 |
| communications manager | 69.6 - 90.8 | 77.7 - 103.3 | 87.6 - 116.2 |
| communications specialist | 54.0 - 73.6 | 64.2 - 88.4 | 75.5 - 100.9 |
| marketing coordinator | 54.9 - 72.0 | 61.9 - 82.7 | 70.5 - 94.1 |
| marketing director | 96.6 - 130.0 | 112.3 - 153.5 | 130.6 - 175.4 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 43.5 - 57.6 | 49.8 - 66.9 | 57.1 - 75.9 |
| marketing specialist | 46.9 - 62.1 | 53.6 - 72.0 | 61.4 - 81.5 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.4 - 61.6 | 53.6 - 67.9 | 59.0 - 76.0 |
| account manager - software | 55.2 - 68.3 | 59.4 - 75.0 | 65.0 - 83.6 |
| business development manager | 93.5 - 123.7 | 104.4 - 141.4 | 118.7 - 162.9 |
| district sales manager | 77.5 - 100.3 | 88.4 - 116.5 | 101.5 - 133.3 |
| key accounts manager - consumer goods | 69.0 - 88.1 | 77.3 - 100.8 | 87.8 - 115.1 |
| merchandiser - consumer goods | 59.1 - 77.0 | 66.1 - 87.9 | 74.8 - 100.0 |
| sales manager/ director | 60.5 - 80.6 | 68.6 - 92.9 | 78.0 - 104.6 |
| sales representative, account manager - consumer goods | 48.9 - 61.6 | 53.9 - 68.8 | 59.8 - 76.6 |
| sales representative, account manager - professional services | 46.6 - 57.7 | 50.1 - 63.3 | 54.9 - 70.7 |
| sales representative, account manager - telecommunications | 53.3 - 66.4 | 57.8 - 73.2 | 63.5 - 81.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 116.3 - 167.3 | 156.5 - 224.8 | 195.9 - 280.7 |
| sales vice-president | 136.9 - 196.9 | 186.0 - 267.8 | 241.1 - 347.1 |
| vice-president marketing & sales | 118.5 - 212.1 | 162.7 - 292.0 | 209.6 - 376.0 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.6 - 65.4 | 56.9 - 71.9 | 62.4 - 79.8 |
| internal sales representative - manufacturing | 50.8 - 63.3 | 55.1 - 69.9 | 60.7 - 78.4 |
| sales engineer - distribution | 70.8 - 92.2 | 77.5 - 102.8 | 85.9 - 114.4 |
| sales engineer - manufacturing | 57.6 - 76.3 | 64.9 - 87.3 | 73.3 - 97.7 |
| sales representative, account manager - industrial equipment | 49.3 - 61.1 | 53.1 - 67.0 | 58.1 - 74.6 |
| sales representative, account manager - industrial service | 52.9 - 65.8 | 57.2 - 72.3 | 62.7 - 80.0 |
| sales representative, account manager - machinery | 52.0 - 64.4 | 56.0 - 70.6 | 61.2 - 78.5 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 50.4 - 72.2 | 55.4 - 80.5 | 61.4 - 89.5 |
| sales representative, account manager - retail network | 51.3 - 63.5 | 55.1 - 69.7 | 60.5 - 78.4 |
| technical sales representative - manufacturing | 48.7 - 62.2 | 54.7 - 70.9 | 61.7 - 79.4 |



cambridge

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 50.4 - 65.7 | 56.0 - 74.4 | 63.0 - 84.1 |
| administrative assistant | 41.2 - 51.7 | 43.9 - 57.7 | 49.6 - 65.1 |
| administrative assistant (bilingual) | 46.0 - 55.3 | 47.9 - 58.3 | 52.3 - 61.6 |
| administrative manager | 57.3 - 73.7 | 62.4 - 81.8 | 69.0 - 91.5 |
| benefits clerk | 44.5 - 48.9 | 46.3 - 56.5 | 49.8 - 64.1 |
| claims supervisor | 62.3 - 81.6 | 69.6 - 93.2 | 79.0 - 106.7 |
| contracts administrator | 94.0 - 119.1 | 105.3 - 136.1 | 119.5 - 155.2 |
| data entry clerk | 39.5 - 43.3 | 41.6 - 49.1 | 45.9 - 50.3 |
| dispatcher | 48.9 - 51.4 | 46.4 - 59.0 | 52.3 - 66.5 |
| document controller | 35.8 - 44.9 | 40.9 - 51.8 | 45.7 - 52.8 |
| document services specialist | 38.7 - 49.2 | 47.0 - 57.2 | 52.5 - 58.4 |
| documentation specialist | 38.7 - 49.2 | 47.0 - 57.2 | 52.5 - 58.4 |
| executive assistant | 56.5 - 77.3 | 66.1 - 91.3 | 76.6 - 104.0 |
| executive assistant (bilingual) | 58.4 - 79.2 | 68.0 - 93.2 | 78.5 - 105.9 |
| file clerk | 35.8 - 44.9 | 40.9 - 51.8 | 45.7 - 52.8 |
| HR administrator | 48.1 - 62.8 | 54.4 - 72.2 | 62.0 - 82.3 |
| HR coordinator | 45.9 - 55.3 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 44.5 - 53.9 | 49.5 - 58.2 | 50.7 - 62.6 |
| invoicing clerk | 37.2 - 47.5 | 42.3 - 53.9 | 47.1 - 58.7 |
| logistics coordinator | 48.4 - 63.8 | 56.5 - 74.8 | 65.0 - 85.3 |
| mailroom clerk | 35.9 - 44.9 | 40.9 - 51.7 | 45.7 - 52.8 |
| office clerk | 38.3 - 47.1 | 42.0 - 52.5 | 46.4 - 58.0 |



| | | | |
|---|-------------|-------------|-------------|
| office manager | 55.6 - 72.0 | 61.1 - 80.5 | 67.9 - 90.1 |
| office/operations manager | 55.6 - 71.9 | 61.1 - 80.4 | 67.8 - 89.9 |
| order clerk | 38.4 - 43.0 | 41.2 - 48.6 | 44.3 - 54.0 |
| order entry clerk | 43.2 - 51.6 | 45.4 - 56.7 | 50.2 - 65.7 |
| order supervisor | 51.7 - 66.8 | 58.9 - 77.8 | 67.5 - 87.5 |
| payroll administrator | 45.8 - 55.9 | 50.3 - 64.6 | 55.7 - 77.8 |
| project coordinator | 45.5 - 59.5 | 51.6 - 68.3 | 58.6 - 77.2 |
| receptionist | 34.8 - 41.4 | 36.8 - 46.7 | 42.9 - 54.0 |
| receptionist (bilingual) | 40.3 - 46.6 | 46.3 - 52.3 | 55.3 - 64.5 |
| sales administrator | 43.6 - 58.4 | 50.3 - 68.5 | 58.2 - 78.3 |
| sales assistant | 42.3 - 50.1 | 43.4 - 55.7 | 49.2 - 64.6 |
| service coordinator | 41.0 - 49.3 | 44.7 - 57.1 | 50.3 - 63.9 |
| supply clerk | 36.2 - 45.5 | 40.4 - 51.5 | 45.0 - 56.5 |
| logistics & transportation support | | | |
| supply chain coordinator | 42.5 - 55.0 | 47.6 - 62.7 | 53.9 - 71.3 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|--------------|--------------|
| architect | 60.6 - 79.5 | 67.9 - 91.0 | 77.1 - 103.6 |
| architectural drafter | 51.3 - 66.7 | 59.7 - 79.0 | 69.9 - 93.0 |
| BIM/VDC coordinator | 62.8 - 82.2 | 70.1 - 93.7 | 79.3 - 106.3 |
| BIM/VDC lead | 65.0 - 70.0 | 70.0 - 75.0 | 75.0 - 90.0 |
| buyer | 57.3 - 75.1 | 65.3 - 87.1 | 74.8 - 99.8 |
| civil engineer | 64.0 - 85.8 | 73.9 - 100.7 | 85.4 - 114.3 |
| civil engineering drafter | 52.7 - 65.9 | 59.1 - 75.1 | 66.8 - 85.2 |
| civil engineering technologist | 45.8 - 61.7 | 54.2 - 73.4 | 63.2 - 83.7 |
| civil project engineer | 74.5 - 102.2 | 85.8 - 120.0 | 99.5 - 138.1 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project manager | 75.8 - 101.2 | 85.5 - 116.4 | 97.3 - 131.4 |
| construction coordinator | 50.4 - 67.0 | 56.6 - 76.5 | 64.0 - 86.7 |
| construction director | 99.7 - 132.0 | 131.8 - 174.6 | 165.7 - 219.5 |
| construction manager | 73.1 - 95.7 | 80.2 - 107.1 | 89.3 - 120.5 |
| construction project coordinator | 85.5 - 110.0 | 93.0 - 122.0 | 102.7 - 136.1 |
| construction project manager | 66.2 - 91.4 | 77.0 - 108.0 | 89.6 - 123.9 |
| construction superintendent | 75.6 - 99.0 | 82.9 - 110.9 | 92.4 - 124.8 |
| contracts administrator | 58.3 - 77.2 | 66.2 - 89.3 | 75.7 - 101.7 |
| contracts manager | 94.0 - 119.1 | 105.3 - 136.1 | 119.5 - 155.2 |
| director of operations | 123.4 - 165.4 | 162.6 - 218.2 | 206.5 - 276.9 |
| drafter | 53.3 - 66.4 | 59.4 - 75.3 | 66.9 - 85.2 |
| electrical designer/engineer | 74.0 - 97.6 | 83.5 - 112.4 | 95.2 - 128.2 |
| electrical engineer | 76.4 - 101.5 | 87.1 - 118.0 | 100.2 - 135.4 |
| electrical engineering technician | 56.1 - 71.9 | 64.0 - 83.2 | 73.2 - 94.6 |
| electrical inspector | 45.2 - 60.8 | 52.4 - 71.1 | 60.5 - 81.8 |
| engineering manager | 83.0 - 111.9 | 94.9 - 130.4 | 109.3 - 149.0 |
| environmental engineer | 62.3 - 82.7 | 71.0 - 96.3 | 81.8 - 110.4 |
| environmental inspector | 48.5 - 62.0 | 53.3 - 69.5 | 59.4 - 77.7 |
| estimation engineer | 70.1 - 93.7 | 80.6 - 109.8 | 93.3 - 126.2 |
| estimator | 59.8 - 78.0 | 66.5 - 88.4 | 74.8 - 99.9 |
| facilities engineer | 64.4 - 86.1 | 74.1 - 101.0 | 85.8 - 115.6 |
| facilities manager | 60.1 - 78.9 | 68.5 - 91.5 | 78.6 - 104.8 |
| field manager | 68.2 - 90.4 | 77.5 - 105.0 | 89.2 - 121.7 |
| field Supervisor | 68.4 - 90.0 | 76.9 - 102.8 | 86.9 - 115.8 |
| foreman | 53.3 - 69.0 | 59.7 - 78.7 | 67.5 - 89.0 |
| general manager | 93.5 - 106.0 | 100.2 - 115.1 | 111.0 - 137.9 |
| health and safety manager | 59.6 - 76.8 | 68.5 - 89.5 | 78.8 - 102.0 |
| health and safety specialist | 67.5 - 88.7 | 77.1 - 103.4 | 88.8 - 117.9 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| HVAC drafter | 51.6 - 66.3 | 58.0 - 75.5 | 65.4 - 84.6 |
| HVAC engineer | 55.8 - 74.2 | 63.8 - 86.4 | 73.4 - 98.2 |
| mechanical designer | 50.8 - 67.3 | 58.6 - 78.3 | 67.2 - 88.3 |
| mechanical drafter | 50.5 - 65.6 | 56.8 - 75.7 | 65.2 - 88.4 |
| mechanical engineer | 71.7 - 95.0 | 81.4 - 110.0 | 93.2 - 125.3 |
| mechanical engineering technician | 50.5 - 66.2 | 57.5 - 76.5 | 65.6 - 86.2 |
| mechanical site supervisor | 49.3 - 63.6 | 55.8 - 73.1 | 63.6 - 83.4 |
| operations manager | 77.2 - 105.6 | 88.5 - 122.9 | 101.6 - 138.8 |
| planner/scheduler | 39.1 - 49.8 | 44.3 - 57.1 | 50.2 - 64.3 |
| project coordinator | 45.5 - 59.5 | 51.6 - 68.3 | 58.6 - 77.2 |
| project director | 109.0 - 132.6 | 136.7 - 166.3 | 165.2 - 201.0 |
| project engineer | 88.0 - 113.1 | 95.5 - 125.2 | 105.4 - 139.9 |
| project manager | 74.5 - 103.0 | 86.7 - 121.7 | 100.9 - 139.1 |
| purchasing manager | 93.1 - 123.3 | 105.3 - 141.7 | 119.8 - 159.4 |
| QA/QC inspector | 53.7 - 71.2 | 62.1 - 83.3 | 71.6 - 95.7 |
| quality control engineer | 67.5 - 89.5 | 76.7 - 103.5 | 87.7 - 117.3 |
| quality inspector | 39.1 - 49.8 | 43.6 - 56.7 | 49.3 - 64.0 |
| safety inspector | 61.7 - 80.5 | 69.8 - 92.6 | 79.3 - 104.5 |
| specification writer | 51.0 - 65.9 | 57.8 - 75.6 | 65.6 - 85.3 |
| structural designer | 52.1 - 68.1 | 59.0 - 78.2 | 67.1 - 88.5 |
| structural engineer | 69.6 - 92.3 | 79.1 - 107.0 | 90.8 - 122.2 |
| structural engineering technologist | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| superintendent | 40.1 - 51.1 | 44.8 - 58.3 | 50.7 - 66.2 |
| technical services manager | 85.4 - 113.2 | 96.9 - 131.0 | 111.2 - 151.0 |

industrial support

| | entry | mid | senior |
|----------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.5 - 20.1 | 18.4 - 23.7 | 21.0 - 25.6 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| counterbalance forklift operator | 21.0 - 23.1 | 22.7 - 25.0 | 24.5 - 27.0 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.0 - 23.1 | 20.0 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.0 | 20.7 - 25.2 | 23.1 - 26.9 |
| general labourer - light | 17.8 - 19.7 | 18.0 - 23.1 | 21.0 - 24.0 |
| inventory control clerk | 18.1 - 22.0 | 20.2 - 25.6 | 23.0 - 26.7 |
| janitor/custodian | 18.5 - 20.2 | 19.5 - 21.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.0 - 22.0 | 21.0 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 21.0 | 22.2 - 24.0 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.0 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.7 - 26.6 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.2 - 23.6 | 23.3 - 25.3 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| applications engineer | 72.5 - 96.1 | 83.7 - 112.8 | 97.0 - 128.2 |
| automation engineer | 62.3 - 82.5 | 70.7 - 95.4 | 80.9 - 108.7 |
| buyer | 57.3 - 75.1 | 65.3 - 87.1 | 74.8 - 99.8 |



| | | | |
|-----------------------------------|--------------|--------------|---------------|
| chemical engineer | 79.9 - 106.3 | 89.6 - 121.3 | 101.3 - 136.9 |
| chemical technician | 53.7 - 70.1 | 59.7 - 79.6 | 67.5 - 91.0 |
| cmm programmer | 49.0 - 64.1 | 55.6 - 74.0 | 63.6 - 83.7 |
| coating inspector | 38.4 - 50.0 | 43.5 - 57.5 | 49.4 - 65.3 |
| continuous improvement engineer | 74.0 - 96.9 | 82.5 - 110.0 | 92.8 - 123.2 |
| controls designer/engineer | 53.3 - 71.2 | 61.2 - 83.0 | 70.5 - 94.8 |
| demand planner | 48.0 - 66.3 | 57.8 - 80.1 | 68.2 - 91.7 |
| electrical engineer | 76.4 - 101.5 | 87.1 - 118.0 | 100.2 - 135.4 |
| electrical engineering technician | 56.1 - 71.9 | 64.0 - 83.2 | 73.2 - 94.6 |
| electrical test engineer | 70.4 - 94.1 | 80.9 - 110.3 | 93.8 - 126.8 |
| estimation engineer | 70.1 - 93.7 | 80.6 - 109.8 | 93.3 - 126.2 |
| estimator | 59.8 - 78.0 | 66.5 - 88.4 | 74.8 - 99.9 |
| field service engineer | 51.8 - 68.6 | 58.9 - 79.6 | 67.7 - 92.0 |
| general inspector | 50.0 - 65.8 | 56.3 - 75.0 | 63.5 - 84.1 |
| health and safety specialist | 67.5 - 88.7 | 77.1 - 103.4 | 88.8 - 117.9 |
| HVAC drafter | 51.6 - 66.3 | 58.0 - 75.5 | 65.4 - 84.6 |
| HVAC engineer | 55.8 - 74.2 | 63.8 - 86.4 | 73.4 - 98.2 |
| industrial engineer | 69.8 - 91.1 | 77.6 - 103.2 | 87.2 - 115.6 |
| inventory analyst | 50.4 - 65.5 | 56.7 - 75.1 | 64.5 - 85.6 |
| logistics specialist | 58.0 - 77.2 | 66.3 - 89.9 | 76.3 - 102.2 |
| manufacturing engineer | 65.2 - 86.4 | 74.1 - 100.1 | 84.9 - 113.6 |
| mechanical designer | 50.8 - 67.3 | 58.6 - 78.3 | 67.2 - 88.3 |
| mechanical drafter | 50.5 - 65.6 | 56.8 - 75.7 | 65.2 - 88.4 |
| mechanical engineer | 71.7 - 95.0 | 81.4 - 110.0 | 93.2 - 125.3 |
| mechanical engineering technician | 50.5 - 66.2 | 57.5 - 76.5 | 65.6 - 86.2 |
| planner/scheduler | 39.1 - 49.8 | 44.3 - 57.1 | 50.2 - 64.3 |
| PLC programmer | 68.3 - 80.3 | 77.2 - 92.4 | 90.4 - 106.7 |
| process engineer | 60.7 - 80.9 | 69.5 - 94.3 | 80.1 - 107.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| production planner | 48.2 - 63.8 | 55.6 - 74.1 | 63.5 - 82.7 |
| project engineer | 88.0 - 113.1 | 95.5 - 125.2 | 105.4 - 139.9 |
| project manager | 74.5 - 103.0 | 86.7 - 121.7 | 100.9 - 139.1 |
| QA/QC inspector | 37.7 - 47.9 | 42.0 - 54.6 | 47.5 - 61.7 |
| quality assurance manager | 78.4 - 102.2 | 86.7 - 115.2 | 97.2 - 129.3 |
| quality assurance/control technician | 62.0 - 81.2 | 70.5 - 94.0 | 80.6 - 106.5 |
| quality control engineer | 67.5 - 89.5 | 76.7 - 103.5 | 87.7 - 117.3 |
| quality control technician | 39.6 - 50.8 | 43.9 - 57.5 | 49.3 - 64.2 |
| quality director | 87.7 - 119.0 | 111.4 - 151.2 | 135.4 - 183.9 |
| quality inspector | 39.1 - 49.8 | 43.6 - 56.7 | 49.3 - 64.0 |
| safety inspector | 61.7 - 80.5 | 69.8 - 92.6 | 79.3 - 104.5 |
| SCADA engineer | 63.2 - 84.1 | 72.2 - 97.9 | 83.1 - 111.5 |
| sourcing engineer | 55.2 - 73.4 | 63.1 - 85.5 | 72.6 - 97.7 |
| stationary engineer | 53.1 - 67.9 | 58.4 - 75.9 | 64.8 - 84.3 |
| supply chain analyst | 48.6 - 64.7 | 55.6 - 75.3 | 64.0 - 85.6 |
| industrial management | | | |
| director of operations | 123.4 - 165.4 | 162.6 - 218.2 | 206.5 - 276.9 |
| engineering manager | 83.0 - 111.9 | 94.9 - 130.4 | 109.3 - 149.0 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.6 - 76.8 | 68.5 - 89.5 | 78.8 - 102.0 |
| inventory control manager | 62.1 - 81.5 | 69.5 - 93.0 | 78.7 - 105.4 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 106.0 - 128.8 | 138.0 - 167.9 | 170.5 - 207.4 |
| materials manager | 79.2 - 104.4 | 87.5 - 117.8 | 98.2 - 132.7 |
| operations manager | 77.2 - 105.6 | 88.5 - 122.9 | 101.6 - 138.8 |
| plant manager | 93.1 - 130.2 | 111.9 - 158.5 | 133.6 - 185.1 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| procurement director | 97.9 - 129.7 | 131.0 - 173.6 | 159.9 - 212.0 |
| production manager | 85.7 - 112.7 | 96.0 - 128.7 | 108.8 - 146.0 |
| production supervisor | 68.4 - 84.0 | 74.2 - 92.4 | 88.0 - 108.1 |
| program manager | 69.8 - 90.6 | 79.6 - 105.1 | 91.2 - 119.9 |
| project director | 109.0 - 132.6 | 136.7 - 166.3 | 165.2 - 201.0 |
| purchasing manager | 93.1 - 123.3 | 105.3 - 141.7 | 119.8 - 159.4 |
| site supervisor | 75.6 - 99.0 | 82.9 - 110.9 | 92.4 - 124.8 |
| supply chain manager | 79.0 - 106.0 | 91.1 - 123.7 | 104.7 - 138.9 |
| warehouse manager | 72.6 - 86.8 | 74.0 - 98.4 | 80.0 - 110.9 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.3 - 70.5 | 61.3 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 48.6 - 63.8 | 55.4 - 73.8 | 63.4 - 83.8 |
| conventional machinist | 58.2 - 68.7 | 65.4 - 74.5 | 71.6 - 79.4 |
| electrician | 72.0 - 83.9 | 76.0 - 88.9 | 80.0 - 95.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 53.6 - 69.4 | 60.0 - 79.2 | 67.9 - 89.3 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.8 - 73.0 | 71.6 - 82.6 | 80.3 - 99.6 |
| machine builder | 59.2 - 70.3 | 66.8 - 74.5 | 72.4 - 84.2 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.3 | 87.6 - 95.4 |
| mechanical assembler | 47.8 - 52.4 | 49.8 - 55.3 | 52.7 - 62.3 |
| millwright | 76.0 - 82.6 | 80.1 - 92.5 | 90.1 - 104.9 |
| panel wirer | 47.8 - 54.9 | 52.0 - 60.1 | 59.0 - 67.0 |
| set-up technician | 48.8 - 54.0 | 52.0 - 60.0 | 58.0 - 65.0 |
| technician quality control testing | 53.7 - 71.2 | 62.1 - 83.3 | 71.6 - 95.7 |
| tool and die maker | 66.7 - 72.8 | 70.5 - 77.6 | 75.6 - 87.8 |



| | | | |
|---------------|-------------|-------------|-------------|
| welder | 46.9 - 59.2 | 56.5 - 68.4 | 62.4 - 74.8 |
| welder-fitter | 58.2 - 72.1 | 67.4 - 78.4 | 75.8 - 86.2 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 67.4 - 88.4 | 75.8 - 101.5 | 86.2 - 115.7 |
| digital marketing specialist | 47.5 - 62.8 | 55.0 - 73.9 | 63.9 - 84.4 |
| e-commerce director | 113.6 - 141.1 | 143.8 - 178.9 | 181.9 - 226.4 |
| e-commerce manager | 77.6 - 101.4 | 86.7 - 115.7 | 98.1 - 131.7 |
| marketing content manager | 58.3 - 76.2 | 65.3 - 87.0 | 73.9 - 98.8 |
| social media manager | 58.0 - 80.1 | 70.0 - 97.0 | 83.0 - 113.3 |
| web marketing analyst | 52.2 - 67.8 | 58.9 - 77.8 | 66.9 - 87.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 98.6 - 150.5 | 133.4 - 204.0 | 171.7 - 262.8 |
| marketing vice-president | 122.9 - 190.0 | 173.3 - 268.2 | 224.3 - 347.0 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 84.0 - 107.9 | 93.1 - 121.8 | 104.3 - 136.6 |
| brand or product manager assistant | 62.5 - 84.3 | 72.9 - 99.6 | 84.7 - 113.8 |
| communications manager | 69.6 - 90.8 | 77.7 - 103.4 | 87.6 - 116.3 |
| communications specialist | 53.0 - 72.4 | 63.1 - 87.1 | 74.3 - 99.5 |
| marketing coordinator | 54.9 - 72.2 | 62.0 - 83.0 | 70.6 - 94.4 |
| marketing director | 96.6 - 130.2 | 112.5 - 153.7 | 130.8 - 175.6 |
| marketing project manager | 43.3 - 57.5 | 49.6 - 66.8 | 56.9 - 75.9 |
| marketing specialist | 46.9 - 62.2 | 53.6 - 72.2 | 61.4 - 81.7 |



sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.6 - 61.8 | 53.8 - 68.3 | 59.3 - 76.4 |
| account manager - software | 55.4 - 68.7 | 59.6 - 75.4 | 65.3 - 84.2 |
| business development manager | 93.2 - 123.5 | 104.1 - 141.3 | 118.5 - 162.8 |
| district sales manager | 77.5 - 100.4 | 88.4 - 116.6 | 101.6 - 133.5 |
| key accounts manager - consumer goods | 69.4 - 88.8 | 77.9 - 101.6 | 88.4 - 116.0 |
| merchandiser - consumer goods | 59.1 - 77.3 | 66.2 - 88.2 | 75.0 - 100.4 |
| sales manager/ director | 60.4 - 80.7 | 68.5 - 93.0 | 78.1 - 104.7 |
| sales representative, account manager - consumer goods | 48.1 - 60.7 | 53.0 - 67.9 | 58.9 - 75.7 |
| sales representative, account manager - professional services | 46.3 - 57.5 | 49.8 - 63.1 | 54.6 - 70.5 |
| sales representative, account manager - telecommunications | 53.5 - 66.8 | 58.1 - 73.6 | 63.8 - 81.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 116.2 - 167.1 | 156.3 - 224.4 | 195.6 - 280.1 |
| sales vice-president | 137.0 - 197.1 | 186.1 - 267.8 | 241.1 - 346.9 |
| vice-president marketing & sales | 118.6 - 212.2 | 162.9 - 292.0 | 209.7 - 375.7 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.4 - 65.2 | 56.7 - 71.7 | 62.1 - 79.6 |
| internal sales representative - manufacturing | 49.9 - 62.2 | 54.1 - 68.9 | 59.7 - 77.3 |
| sales engineer - distribution | 69.8 - 91.0 | 76.4 - 101.4 | 84.7 - 113.0 |
| sales engineer - manufacturing | 56.6 - 75.2 | 63.9 - 86.1 | 72.3 - 96.4 |
| sales representative, account manager - industrial equipment | 49.5 - 61.4 | 53.2 - 67.3 | 58.3 - 75.1 |
| sales representative, account manager - industrial service | 52.6 - 65.5 | 57.0 - 72.1 | 62.4 - 79.9 |
| sales representative, account manager - machinery | 52.2 - 64.7 | 56.2 - 71.0 | 61.5 - 79.1 |
| sales representative, account manager - manufacturing | 50.6 - 72.6 | 55.6 - 81.1 | 61.7 - 90.1 |
| sales representative, account manager - retail network | 51.5 - 63.8 | 55.3 - 70.1 | 60.8 - 78.9 |
| technical sales representative - manufacturing | 47.8 - 61.3 | 53.8 - 70.0 | 60.8 - 78.5 |



durham region

customer experience

| | entry | mid | senior |
|--|-------------|--------------|---------------|
| bilingual call center operations manager | 63.5 - 82.0 | 71.0 - 93.1 | 79.8 - 103.8 |
| bilingual customer loyalty agent | 40.1 - 51.4 | 44.8 - 59.4 | 51.2 - 67.6 |
| bilingual customer service manager | 75.5 - 87.7 | 86.6 - 110.2 | 108.3 - 130.5 |
| bilingual customer service representative | 43.5 - 49.2 | 49.7 - 58.7 | 55.1 - 62.9 |
| bilingual customer service supervisor | 64.3 - 84.4 | 72.1 - 96.3 | 81.7 - 109.3 |
| bilingual customer service team lead | 51.1 - 58.7 | 58.1 - 62.1 | 61.4 - 68.5 |
| bilingual customer service trainer | 49.8 - 61.9 | 53.9 - 72.1 | 62.1 - 82.2 |
| bilingual e-chat representative | 40.1 - 51.4 | 44.8 - 59.4 | 51.2 - 67.6 |
| bilingual help desk representative - level 1 | 53.5 - 70.7 | 61.1 - 81.3 | 69.2 - 91.2 |
| bilingual inside sales manager | 68.5 - 91.4 | 77.6 - 104.9 | 88.1 - 116.9 |
| bilingual inside sales representative | 49.4 - 61.5 | 53.2 - 67.3 | 58.2 - 75.2 |
| bilingual insurance advisor | 56.0 - 69.8 | 59.4 - 74.4 | 63.7 - 82.3 |
| bilingual junior collection agent | 40.1 - 48.0 | 45.5 - 55.0 | 52.1 - 61.7 |
| bilingual order desk representative | 45.3 - 54.6 | 50.2 - 60.8 | 55.1 - 66.0 |
| bilingual survey agent | 37.5 - 44.7 | 40.4 - 51.2 | 45.4 - 55.9 |
| bilingual telemarketing agent | 37.5 - 44.7 | 40.4 - 51.2 | 45.4 - 55.9 |
| bilingual telephone dispatcher | 45.4 - 54.2 | 48.3 - 62.2 | 54.7 - 70.1 |
| bilingual travel support agent | 40.3 - 50.8 | 45.1 - 57.3 | 50.2 - 63.2 |
| bilingual workforce planner | 49.2 - 62.2 | 53.2 - 68.7 | 58.7 - 77.6 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 64.7 - 84.8 | 72.5 - 97.0 | 82.3 - 110.2 |
| architectural drafter | 54.6 - 71.0 | 63.6 - 84.1 | 74.5 - 98.9 |
| BIM/VDC coordinator | 67.1 - 87.7 | 74.8 - 99.8 | 84.6 - 113.0 |
| BIM/VDC lead | 65.0 - 70.0 | 70.0 - 75.0 | 75.0 - 90.0 |
| buyer | 60.7 - 79.6 | 69.1 - 92.2 | 79.3 - 105.5 |
| civil engineer | 67.9 - 91.0 | 78.5 - 106.5 | 90.6 - 120.6 |
| civil engineering drafter | 56.1 - 70.2 | 62.9 - 80.0 | 71.2 - 90.7 |
| civil engineering technologist | 48.8 - 65.7 | 57.7 - 78.2 | 67.4 - 89.1 |
| civil project engineer | 78.9 - 108.0 | 90.9 - 126.5 | 105.2 - 145.1 |
| civil project manager | 80.4 - 107.1 | 90.7 - 122.8 | 103.0 - 138.4 |
| construction coordinator | 53.1 - 70.6 | 59.6 - 80.6 | 67.5 - 91.3 |
| construction director | 118.6 - 154.9 | 154.7 - 200.5 | 190.9 - 248.3 |
| construction manager | 87.1 - 113.9 | 95.5 - 127.2 | 106.3 - 142.3 |
| construction project coordinator | 101.9 - 130.5 | 110.7 - 143.9 | 122.1 - 159.3 |
| construction project manager | 78.9 - 108.8 | 91.7 - 128.2 | 106.7 - 146.0 |
| construction superintendent | 90.1 - 117.8 | 98.8 - 131.4 | 110.0 - 147.0 |
| contracts administrator | 61.7 - 81.8 | 70.1 - 94.5 | 80.2 - 107.4 |
| contracts manager | 111.8 - 140.5 | 124.8 - 159.0 | 140.8 - 179.3 |
| director of operations | 129.7 - 172.7 | 169.8 - 226.5 | 214.6 - 286.3 |
| drafter | 56.8 - 70.7 | 63.3 - 80.2 | 71.2 - 90.7 |
| electrical designer/engineer | 78.6 - 103.3 | 88.5 - 118.6 | 100.8 - 135.0 |
| electrical engineer | 81.1 - 107.4 | 92.3 - 124.5 | 106.0 - 142.4 |
| electrical engineering technician | 59.8 - 76.6 | 68.2 - 88.6 | 77.9 - 100.6 |
| electrical inspector | 47.8 - 64.1 | 55.3 - 75.1 | 63.8 - 86.3 |
| engineering manager | 98.9 - 132.7 | 112.9 - 153.2 | 129.7 - 173.1 |
| environmental engineer | 66.1 - 87.7 | 75.4 - 102.0 | 86.8 - 116.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| environmental inspector | 51.3 - 65.6 | 56.4 - 73.5 | 62.9 - 82.3 |
| estimation engineer | 74.4 - 99.2 | 85.4 - 116.0 | 98.8 - 133.0 |
| estimator | 63.3 - 82.6 | 70.4 - 93.6 | 79.2 - 105.6 |
| facilities engineer | 68.3 - 91.2 | 78.6 - 106.8 | 91.0 - 122.0 |
| facilities manager | 63.8 - 83.6 | 72.7 - 96.9 | 83.3 - 110.8 |
| field manager | 72.3 - 95.7 | 82.2 - 111.0 | 94.5 - 128.3 |
| field Supervisor | 72.5 - 95.3 | 81.5 - 108.7 | 92.0 - 122.2 |
| foreman | 56.2 - 72.8 | 62.9 - 83.0 | 71.2 - 93.8 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 63.3 - 81.6 | 72.8 - 95.0 | 83.6 - 108.1 |
| health and safety specialist | 71.6 - 94.0 | 81.8 - 109.3 | 94.2 - 124.4 |
| HVAC drafter | 54.7 - 70.3 | 61.5 - 80.1 | 69.4 - 89.6 |
| HVAC engineer | 59.2 - 78.8 | 67.8 - 91.6 | 77.9 - 104.0 |
| mechanical designer | 54.0 - 71.4 | 62.2 - 83.0 | 71.3 - 93.5 |
| mechanical drafter | 53.8 - 69.9 | 60.5 - 80.6 | 69.5 - 94.1 |
| mechanical engineer | 76.1 - 100.6 | 86.3 - 116.2 | 98.8 - 132.1 |
| mechanical engineering technician | 53.8 - 70.6 | 61.3 - 81.5 | 69.9 - 91.7 |
| mechanical site supervisor | 52.0 - 67.0 | 58.8 - 77.1 | 67.0 - 87.9 |
| operations manager | 81.7 - 111.3 | 93.5 - 129.2 | 107.1 - 145.6 |
| planner/scheduler | 41.4 - 52.8 | 47.0 - 60.5 | 53.2 - 68.2 |
| project coordinator | 48.0 - 62.7 | 54.3 - 72.0 | 61.7 - 81.4 |
| project director | 115.1 - 139.4 | 143.6 - 173.9 | 172.7 - 209.3 |
| project engineer | 93.3 - 119.4 | 101.1 - 132.0 | 111.4 - 147.1 |
| project manager | 78.9 - 108.8 | 91.8 - 128.2 | 106.6 - 146.2 |
| purchasing manager | 110.7 - 145.1 | 124.9 - 165.0 | 141.2 - 183.8 |
| QA/QC inspector | 57.2 - 75.8 | 66.1 - 88.7 | 76.3 - 101.7 |
| quality control engineer | 71.7 - 94.8 | 81.4 - 109.4 | 93.0 - 123.8 |
| quality inspector | 41.2 - 52.5 | 46.0 - 59.7 | 52.0 - 67.5 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| safety inspector | 65.5 - 85.5 | 74.2 - 98.1 | 84.2 - 110.7 |
| specification writer | 54.1 - 69.9 | 61.4 - 80.3 | 69.7 - 90.5 |
| structural designer | 55.5 - 72.5 | 62.9 - 83.3 | 71.5 - 94.2 |
| structural engineer | 73.9 - 97.8 | 83.9 - 113.1 | 96.2 - 128.8 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 70.0 - 80.0 |
| superintendent | 41.9 - 53.5 | 46.9 - 61.0 | 53.1 - 69.3 |
| technical services manager | 101.8 - 134.1 | 115.2 - 153.9 | 131.9 - 175.2 |
| energy & oil | | | |
| architectural technologist | 54.6 - 71.0 | 63.6 - 84.1 | 74.5 - 98.9 |
| applications engineer | 86.1 - 113.9 | 99.4 - 133.2 | 114.9 - 150.3 |
| architect | 64.7 - 84.8 | 72.5 - 97.0 | 82.3 - 110.2 |
| automation engineer | 66.2 - 87.5 | 75.1 - 101.0 | 85.8 - 114.8 |
| automation specialist | 53.0 - 69.6 | 61.4 - 81.1 | 70.5 - 92.2 |
| buyer | 60.7 - 79.6 | 69.1 - 92.2 | 79.3 - 105.5 |
| category manager | 63.8 - 83.6 | 71.4 - 95.3 | 80.8 - 108.1 |
| category specialist | 54.4 - 70.9 | 60.4 - 80.4 | 68.1 - 91.0 |
| chemical engineer | 84.7 - 112.3 | 94.9 - 127.9 | 107.2 - 144.0 |
| chemical technician | 57.2 - 74.6 | 63.6 - 84.7 | 71.9 - 96.8 |
| chief inspector | 56.9 - 74.9 | 64.0 - 85.3 | 72.2 - 95.6 |
| civil engineer | 67.9 - 91.0 | 78.5 - 106.5 | 90.6 - 120.6 |
| civil engineering drafter | 56.1 - 70.2 | 62.9 - 80.0 | 71.2 - 90.7 |
| civil engineering technologist | 48.8 - 65.7 | 57.7 - 78.2 | 67.4 - 89.1 |
| civil project engineer | 78.9 - 108.0 | 90.9 - 126.5 | 105.2 - 145.1 |
| civil project manager | 80.4 - 107.1 | 90.7 - 122.8 | 103.0 - 138.4 |
| commissioning and start up engineer | 62.5 - 83.5 | 71.9 - 97.6 | 83.1 - 107.8 |
| construction analyst | 58.5 - 76.5 | 65.2 - 86.6 | 73.3 - 97.2 |
| construction coordinator | 53.1 - 70.6 | 59.6 - 80.6 | 67.5 - 91.3 |
| construction director | 118.6 - 154.9 | 154.7 - 200.5 | 190.9 - 248.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 87.1 - 113.9 | 95.5 - 127.2 | 106.3 - 142.3 |
| construction project manager | 78.9 - 108.8 | 91.7 - 128.2 | 106.7 - 146.0 |
| continuous improvement engineer | 88.2 - 115.2 | 98.2 - 130.2 | 110.4 - 145.0 |
| contracts administrator | 61.7 - 81.8 | 70.1 - 94.5 | 80.2 - 107.4 |
| contracts manager | 111.8 - 140.5 | 124.8 - 159.0 | 140.8 - 179.3 |
| contracts specialist | 62.4 - 81.7 | 70.9 - 94.4 | 81.1 - 106.8 |
| control technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| controls designer/engineer | 56.8 - 75.8 | 65.2 - 88.4 | 75.1 - 100.8 |
| cost control specialist | 51.3 - 66.5 | 57.5 - 75.9 | 65.1 - 85.9 |
| demand planner | 50.9 - 70.3 | 61.2 - 84.8 | 72.2 - 97.0 |
| director of operations | 129.7 - 172.7 | 169.8 - 226.5 | 214.6 - 286.3 |
| drafter | 56.8 - 70.7 | 63.3 - 80.2 | 71.2 - 90.7 |
| electrical designer/engineer | 78.6 - 103.3 | 88.5 - 118.6 | 100.8 - 135.0 |
| electrical engineer | 81.1 - 107.4 | 92.3 - 124.5 | 106.0 - 142.4 |
| electrical engineering technician | 59.8 - 76.6 | 68.2 - 88.6 | 77.9 - 100.6 |
| electrical inspector | 47.8 - 64.1 | 55.3 - 75.1 | 63.8 - 86.3 |
| electrical test engineer | 74.7 - 99.6 | 85.8 - 116.5 | 99.3 - 133.6 |
| engineering manager | 98.9 - 132.7 | 112.9 - 153.2 | 129.7 - 173.1 |
| environmental engineer | 66.1 - 87.7 | 75.4 - 102.0 | 86.8 - 116.6 |
| environmental inspector | 51.3 - 65.6 | 56.4 - 73.5 | 62.9 - 82.3 |
| estimation engineer | 74.4 - 99.2 | 85.4 - 116.0 | 98.8 - 133.0 |
| estimator | 63.3 - 82.6 | 70.4 - 93.6 | 79.2 - 105.6 |
| expediter | 44.5 - 57.3 | 50.5 - 65.9 | 57.4 - 75.1 |
| facilities engineer | 68.3 - 91.2 | 78.6 - 106.8 | 91.0 - 122.0 |
| field service engineer | 55.2 - 73.1 | 62.8 - 84.8 | 72.2 - 97.9 |
| general inspector | 52.7 - 69.0 | 59.1 - 78.5 | 66.6 - 87.8 |
| geologist | 66.1 - 86.0 | 74.5 - 98.8 | 85.0 - 112.5 |
| geophysicist | 74.0 - 101.0 | 87.7 - 121.5 | 103.9 - 140.3 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| geotechnical engineer | 67.7 - 88.0 | 76.3 - 101.2 | 87.0 - 114.9 |
| geotechnical technician | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| GIS analyst | 41.9 - 54.5 | 46.6 - 61.6 | 52.2 - 68.8 |
| health and safety manager | 67.8 - 88.4 | 75.4 - 100.2 | 84.8 - 112.7 |
| health and safety specialist | 63.3 - 81.6 | 72.8 - 95.0 | 83.6 - 108.1 |
| HVAC drafter | 54.7 - 70.3 | 61.5 - 80.1 | 69.4 - 89.6 |
| HVAC engineer | 59.2 - 78.8 | 67.8 - 91.6 | 77.9 - 104.0 |
| hydraulic engineer | 67.8 - 90.6 | 78.1 - 106.0 | 90.3 - 121.0 |
| industrial engineer | 74.2 - 96.5 | 82.3 - 109.1 | 92.4 - 122.0 |
| instrumentation and controls engineer | 72.2 - 95.1 | 81.5 - 109.2 | 92.7 - 123.3 |
| inventory analyst | 53.4 - 69.4 | 60.1 - 79.6 | 68.3 - 90.6 |
| inventory control manager | 66.0 - 86.5 | 73.9 - 98.6 | 83.6 - 111.5 |
| logistics manager | 72.6 - 96.4 | 82.8 - 112.2 | 95.4 - 127.7 |
| logistics specialist | 50.4 - 65.2 | 57.3 - 75.1 | 65.2 - 85.3 |
| materials manager | 94.3 - 123.8 | 104.2 - 139.0 | 116.7 - 155.4 |
| mechanical designer | 54.0 - 71.4 | 62.2 - 83.0 | 71.3 - 93.5 |
| mechanical drafter | 53.8 - 69.9 | 60.5 - 80.6 | 69.5 - 94.1 |
| mechanical engineer | 76.1 - 100.6 | 86.3 - 116.2 | 98.8 - 132.1 |
| mechanical engineering technician | 53.8 - 70.6 | 61.3 - 81.5 | 69.9 - 91.7 |
| mining engineer | 73.6 - 97.3 | 82.1 - 110.5 | 92.6 - 124.3 |
| operations manager | 81.7 - 111.3 | 93.5 - 129.2 | 107.1 - 145.6 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 90.0 |
| pipeline designer | 63.7 - 83.0 | 71.1 - 94.5 | 80.3 - 106.8 |
| piping engineer | 65.8 - 86.1 | 73.6 - 98.1 | 83.3 - 111.1 |
| planner/scheduler | 41.4 - 52.8 | 47.0 - 60.5 | 53.2 - 68.2 |
| plant engineer | 86.2 - 114.5 | 100.0 - 134.7 | 116.4 - 153.1 |
| plant manager | 110.7 - 152.6 | 132.3 - 182.8 | 156.4 - 211.3 |
| plant operator | 51.6 - 70.1 | 60.7 - 83.0 | 70.5 - 93.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| process engineer | 64.5 - 85.8 | 73.8 - 99.9 | 84.9 - 113.3 |
| procurement director | 116.3 - 152.1 | 153.5 - 199.0 | 184.3 - 239.9 |
| procurement specialist | 54.3 - 70.8 | 60.3 - 80.2 | 68.0 - 91.0 |
| production analyst | 48.3 - 64.4 | 55.4 - 75.3 | 64.2 - 86.9 |
| production engineer | 66.8 - 88.9 | 76.5 - 103.4 | 88.0 - 117.3 |
| program manager | 73.9 - 95.7 | 84.2 - 110.7 | 96.4 - 126.1 |
| project controller | 56.0 - 74.4 | 62.9 - 85.0 | 71.2 - 96.5 |
| project controls manager | 88.2 - 120.8 | 101.7 - 141.4 | 117.5 - 160.6 |
| project controls specialist | 64.4 - 83.7 | 72.4 - 95.4 | 81.8 - 107.4 |
| project coordinator | 101.9 - 130.5 | 110.7 - 143.9 | 122.1 - 159.3 |
| project director | 115.1 - 139.4 | 143.6 - 173.9 | 172.7 - 209.3 |
| project engineer | 93.3 - 119.4 | 101.1 - 132.0 | 111.4 - 147.1 |
| project manager | 78.9 - 108.8 | 91.8 - 128.2 | 106.6 - 146.2 |
| purchasing manager | 110.7 - 145.1 | 124.9 - 165.0 | 141.2 - 183.8 |
| QA/QC inspector | 57.2 - 75.8 | 66.1 - 88.7 | 76.3 - 101.7 |
| quality assurance manager | 93.4 - 121.2 | 103.2 - 136.1 | 115.4 - 151.6 |
| quality assurance/control technician | 73.7 - 96.4 | 83.7 - 111.4 | 95.7 - 125.9 |
| quality control engineer | 71.7 - 94.8 | 81.4 - 109.4 | 93.0 - 123.8 |
| quality inspector | 41.2 - 52.5 | 46.0 - 59.7 | 52.0 - 67.5 |
| reliability engineer | 71.0 - 91.6 | 80.5 - 105.8 | 92.1 - 120.2 |
| reliability manager | 82.1 - 106.7 | 93.9 - 124.0 | 108.1 - 140.6 |
| reliability specialist | 60.2 - 79.8 | 68.7 - 92.8 | 79.0 - 105.7 |
| safety inspector | 65.5 - 85.5 | 74.2 - 98.1 | 84.2 - 110.7 |
| site supervisor | 52.0 - 67.0 | 58.8 - 77.1 | 67.0 - 87.9 |
| sourcing engineer | 65.9 - 87.4 | 75.2 - 101.8 | 86.5 - 116.0 |
| sourcing specialist | 58.3 - 76.0 | 64.8 - 86.1 | 73.0 - 97.6 |
| specification writer | 54.1 - 69.9 | 61.4 - 80.3 | 69.7 - 90.5 |
| stationary engineer | 56.8 - 72.7 | 62.5 - 81.2 | 69.4 - 90.2 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| structural designer | 55.5 - 72.5 | 62.9 - 83.3 | 71.5 - 94.2 |
| structural engineer | 73.9 - 97.8 | 83.9 - 113.1 | 96.2 - 128.8 |
| structural engineering technologist | 60.0 - 65.0 | 70.0 - 80.0 | 90.0 - 100.0 |
| superintendent | 41.9 - 53.5 | 46.9 - 61.0 | 53.1 - 69.3 |
| supply chain manager | 94.1 - 125.7 | 108.3 - 145.5 | 124.1 - 162.1 |
| systems control engineer | 66.6 - 88.2 | 76.0 - 102.3 | 87.2 - 116.2 |
| telecommunications technician | 63.4 - 82.4 | 71.5 - 94.7 | 81.4 - 108.0 |
| transmission line engineer | 79.5 - 100.5 | 86.1 - 110.8 | 94.6 - 122.7 |
| transportation manager | 95.2 - 125.6 | 107.7 - 143.6 | 122.4 - 161.7 |
| welding inspector | 56.2 - 73.4 | 63.7 - 84.3 | 72.2 - 94.8 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 97.8 - 139.7 | 126.9 - 178.6 | 156.4 - 219.7 |
| diversity & inclusion director | 88.0 - 121.6 | 111.0 - 153.3 | 138.5 - 191.1 |
| health and safety director | 100.0 - 119.8 | 129.7 - 154.2 | 153.9 - 182.2 |
| human resources director | 107.9 - 148.3 | 137.1 - 186.1 | 168.0 - 228.5 |
| L&D director | 107.3 - 133.0 | 133.8 - 164.3 | 168.0 - 206.2 |
| talent acquisition director | 101.4 - 139.8 | 129.2 - 175.6 | 156.4 - 212.3 |
| total rewards director | 121.2 - 156.3 | 155.8 - 199.7 | 189.9 - 244.4 |
| vice president Human Resources / CHRO | 128.1 - 210.6 | 165.0 - 271.8 | 201.4 - 332.4 |
| human resources | entry | mid | senior |
| benefits administrator | 59.0 - 75.5 | 66.1 - 86.1 | 74.8 - 97.6 |
| compensation and benefits manager | 107.0 - 138.7 | 118.6 - 156.0 | 133.3 - 175.4 |
| compensation specialist | 52.6 - 69.7 | 60.8 - 81.7 | 70.3 - 93.2 |
| diversity & inclusion coordinator | 42.6 - 54.2 | 48.2 - 61.1 | 53.3 - 65.6 |
| health and safety advisor | 63.3 - 81.6 | 72.8 - 95.0 | 83.6 - 108.1 |



| | | | |
|----------------------------------|---------------|---------------|---------------|
| health and safety manager | 86.6 - 112.2 | 97.0 - 127.7 | 109.7 - 143.6 |
| HRIS analyst | 71.9 - 94.5 | 82.3 - 110.0 | 94.6 - 125.2 |
| human resources business partner | 69.4 - 90.9 | 77.6 - 103.6 | 87.8 - 117.2 |
| human resources coordinator | 42.0 - 53.5 | 47.5 - 60.2 | 52.5 - 64.8 |
| human resources generalist | 63.8 - 80.8 | 69.2 - 89.6 | 76.6 - 101.2 |
| human resources manager | 97.1 - 129.7 | 112.0 - 151.0 | 129.4 - 171.4 |
| human resources supervisor | 68.1 - 88.1 | 74.9 - 99.2 | 84.1 - 113.2 |
| human resources technician | 51.0 - 66.6 | 56.8 - 75.6 | 64.1 - 86.1 |
| labour relations advisor | 67.8 - 90.1 | 77.4 - 104.8 | 89.1 - 119.5 |
| labour relations manager | 105.4 - 142.3 | 123.9 - 167.8 | 144.5 - 192.5 |
| recruitment coordinator | 41.7 - 54.3 | 48.0 - 62.8 | 54.6 - 70.6 |
| talent acquisition specialist | 62.8 - 81.9 | 69.8 - 92.8 | 78.6 - 104.7 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 20.5 | 19.5 - 22.4 | 24.2 - 28.9 |
| counterbalance forklift operator | 20.3 - 22.2 | 22.5 - 24.9 | 24.4 - 29.9 |
| electronic parts assembler | 19.5 - 23.2 | 20.2 - 25.1 | 22.1 - 27.7 |
| forklift operator | 20.1 - 22.5 | 22.1 - 24.8 | 24.5 - 29.8 |
| general labourer - heavy | 21.3 - 23.6 | 22.1 - 25.0 | 25.1 - 28.5 |
| general labourer - light | 17.5 - 19.1 | 19.5 - 22.2 | 22.1 - 25.5 |
| janitor/custodian | 18.5 - 20.1 | 20.2 - 24.4 | 24.1 - 28.5 |
| machine operator | 20.1 - 24.5 | 22.4 - 26.9 | 25.1 - 30.5 |
| machine operator assistant | 19.2 - 23.8 | 21.6 - 24.4 | 23.2 - 27.5 |
| manufacturing worker | 19.1 - 23.8 | 21.5 - 24.1 | 23.2 - 27.8 |
| material handler | 20.2 - 22.9 | 22.1 - 25.5 | 24.3 - 28.8 |
| order/cherry picker forklift operator | 22.2 - 24.9 | 24.1 - 26.5 | 26.2 - 29.7 |
| packaging labourer | 19.1 - 23.4 | 21.3 - 24.1 | 23.9 - 27.5 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| parts clerk | 18.8 - 20.1 | 20.8 - 22.9 | 22.1 - 24.7 |
| picker/packer | 17.3 - 19.9 | 19.3 - 21.5 | 20.2 - 22.4 |
| print press operator | 25.2 - 27.6 | 27.1 - 30.4 | 30.1 - 35.9 |
| production labourer | 18.2 - 20.6 | 21.1 - 25.7 | 23.5 - 26.9 |
| reach truck operator | 22.2 - 24.5 | 24.2 - 26.9 | 26.1 - 29.6 |
| scissor lift operator | 22.6 - 24.8 | 24.1 - 26.9 | 26.2 - 29.7 |
| shipper/receiver | 22.6 - 24.8 | 24.1 - 26.9 | 28.1 - 32.5 |
| shipping and receiving clerk | 21.1 - 24.1 | 22.2 - 28.7 | 25.2 - 31.5 |
| warehouse labourer | 18.2 - 20.8 | 21.1 - 25.6 | 23.2 - 26.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 86.1 - 113.9 | 99.4 - 133.2 | 114.9 - 150.3 |
| automation engineer | 66.2 - 87.5 | 75.1 - 101.0 | 85.8 - 114.8 |
| buyer | 60.7 - 79.6 | 69.1 - 92.2 | 79.3 - 105.5 |
| chemical engineer | 84.7 - 112.3 | 94.9 - 127.9 | 107.2 - 144.0 |
| chemical technician | 57.2 - 74.6 | 63.6 - 84.7 | 71.9 - 96.8 |
| cmm programmer | 58.5 - 76.1 | 66.2 - 87.9 | 75.5 - 99.3 |
| coating inspector | 40.4 - 52.7 | 45.9 - 60.6 | 52.1 - 68.8 |
| continuous improvement engineer | 88.2 - 115.2 | 98.2 - 130.2 | 110.4 - 145.0 |
| controls designer/engineer | 56.8 - 75.8 | 65.2 - 88.4 | 75.1 - 100.8 |
| demand planner | 50.9 - 70.3 | 61.2 - 84.8 | 72.2 - 97.0 |
| electrical engineer | 81.1 - 107.4 | 92.3 - 124.5 | 106.0 - 142.4 |
| electrical engineering technician | 59.8 - 76.6 | 68.2 - 88.6 | 77.9 - 100.6 |
| electrical test engineer | 74.7 - 99.6 | 85.8 - 116.5 | 99.3 - 133.6 |
| estimation engineer | 74.4 - 99.2 | 85.4 - 116.0 | 98.8 - 133.0 |
| estimator | 63.3 - 82.6 | 70.4 - 93.6 | 79.2 - 105.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| field service engineer | 55.2 - 73.1 | 62.8 - 84.8 | 72.2 - 97.9 |
| general inspector | 52.8 - 69.5 | 59.4 - 79.2 | 67.0 - 88.7 |
| health and safety specialist | 71.6 - 94.0 | 81.8 - 109.3 | 94.2 - 124.4 |
| HVAC drafter | 54.7 - 70.3 | 61.5 - 80.1 | 69.4 - 89.6 |
| HVAC engineer | 59.2 - 78.8 | 67.8 - 91.6 | 77.9 - 104.0 |
| industrial engineer | 74.2 - 96.5 | 82.3 - 109.1 | 92.4 - 122.0 |
| inventory analyst | 53.4 - 69.4 | 60.1 - 79.6 | 68.3 - 90.6 |
| logistics specialist | 61.4 - 81.7 | 70.3 - 95.1 | 80.8 - 107.9 |
| manufacturing engineer | 69.3 - 91.6 | 78.7 - 105.9 | 90.0 - 120.0 |
| mechanical designer | 54.0 - 71.4 | 62.2 - 83.0 | 71.3 - 93.5 |
| mechanical drafter | 53.8 - 69.9 | 60.5 - 80.6 | 69.5 - 94.1 |
| mechanical engineer | 76.1 - 100.6 | 86.3 - 116.2 | 98.8 - 132.1 |
| mechanical engineering technician | 53.8 - 70.6 | 61.3 - 81.5 | 69.9 - 91.7 |
| planner/scheduler | 41.4 - 52.8 | 47.0 - 60.5 | 53.2 - 68.2 |
| PLC programmer | 57.4 - 72.4 | 70.1 - 86.9 | 80.0 - 97.4 |
| process engineer | 64.5 - 85.8 | 73.8 - 99.9 | 84.9 - 113.3 |
| production planner | 50.8 - 67.3 | 58.7 - 78.2 | 67.0 - 87.2 |
| project engineer | 93.3 - 119.4 | 101.1 - 132.0 | 111.4 - 147.1 |
| project manager | 78.9 - 108.8 | 91.8 - 128.2 | 106.6 - 146.2 |
| QA/QC inspector | 39.7 - 50.6 | 44.3 - 57.5 | 50.1 - 65.1 |
| quality assurance manager | 93.4 - 121.2 | 103.2 - 136.1 | 115.4 - 151.6 |
| quality assurance/control technician | 73.7 - 96.4 | 83.7 - 111.4 | 95.7 - 125.9 |
| quality control engineer | 71.7 - 94.8 | 81.4 - 109.4 | 93.0 - 123.8 |
| quality control technician | 41.7 - 53.6 | 46.4 - 60.6 | 52.0 - 67.7 |
| quality director | 104.3 - 140.4 | 131.8 - 175.0 | 158.3 - 210.1 |
| quality inspector | 41.2 - 52.5 | 46.0 - 59.7 | 52.0 - 67.5 |
| safety inspector | 65.5 - 85.5 | 74.2 - 98.1 | 84.2 - 110.7 |
| SCADA engineer | 67.1 - 89.2 | 76.7 - 103.6 | 88.1 - 117.8 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| sourcing engineer | 65.9 - 87.4 | 75.2 - 101.8 | 86.5 - 116.0 |
| stationary engineer | 56.8 - 72.7 | 62.5 - 81.2 | 69.4 - 90.2 |
| supply chain analyst | 51.5 - 68.6 | 58.9 - 79.8 | 67.8 - 90.6 |
| industrial management | | | |
| director of operations | 129.7 - 172.7 | 169.8 - 226.5 | 214.6 - 286.3 |
| engineering manager | 98.9 - 132.7 | 112.9 - 153.2 | 129.7 - 173.1 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 63.3 - 81.6 | 72.8 - 95.0 | 83.6 - 108.1 |
| inventory control manager | 66.0 - 86.5 | 73.9 - 98.6 | 83.6 - 111.5 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 125.8 - 151.5 | 161.4 - 193.3 | 196.1 - 235.5 |
| materials manager | 94.3 - 123.8 | 104.2 - 139.0 | 116.7 - 155.4 |
| operations manager | 81.7 - 111.3 | 93.5 - 129.2 | 107.1 - 145.6 |
| plant manager | 110.7 - 152.6 | 132.3 - 182.8 | 156.4 - 211.3 |
| procurement director | 116.3 - 152.1 | 153.5 - 199.0 | 184.3 - 239.9 |
| production manager | 102.0 - 133.2 | 114.1 - 150.9 | 128.9 - 169.6 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 73.9 - 95.7 | 84.2 - 110.7 | 96.4 - 126.1 |
| project director | 115.1 - 139.4 | 143.6 - 173.9 | 172.7 - 209.3 |
| purchasing manager | 110.7 - 145.1 | 124.9 - 165.0 | 141.2 - 183.8 |
| site supervisor | 90.1 - 117.8 | 98.8 - 131.4 | 110.0 - 147.0 |
| supply chain manager | 94.1 - 125.7 | 108.3 - 145.5 | 124.1 - 162.1 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.1 - 70.1 | 61.3 - 81.5 | 69.9 - 91.8 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 72.6 - 80.1 |
| electrician | 74.4 - 84.5 | 81.2 - 93.2 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.5 | 78.0 - 93.4 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.5 - 72.3 | 71.2 - 82.5 | 80.4 - 99.4 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 87.2 |
| maintenance mechanic | 72.3 - 79.8 | 78.2 - 89.2 | 87.6 - 95.8 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 76.4 - 82.4 | 79.9 - 92.6 | 89.8 - 105.1 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| technician quality control testing | 57.2 - 75.8 | 66.1 - 88.7 | 76.3 - 101.7 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 75.1 - 85.1 |
| welder | 46.9 - 59.2 | 56.5 - 68.4 | 62.9 - 74.8 |
| welder-fitter | 57.9 - 71.8 | 65.6 - 77.5 | 76.9 - 86.0 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 70.8 - 92.8 | 79.6 - 106.3 | 90.5 - 121.0 |
| digital marketing specialist | 50.3 - 66.5 | 58.3 - 78.3 | 67.7 - 89.4 |
| e-commerce director | 118.8 - 147.2 | 149.9 - 185.5 | 188.6 - 233.8 |
| e-commerce manager | 81.5 - 106.3 | 91.0 - 121.0 | 102.9 - 137.5 |
| marketing content manager | 61.1 - 80.0 | 68.5 - 91.3 | 77.6 - 103.6 |
| social media manager | 60.9 - 84.0 | 73.5 - 101.7 | 87.0 - 118.5 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| web marketing analyst | 62.2 - 80.5 | 70.1 - 92.4 | 79.5 - 104.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 104.1 - 157.5 | 140.0 - 212.1 | 179.1 - 271.9 |
| marketing vice-president | 128.5 - 196.8 | 179.8 - 276.3 | 231.7 - 356.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 88.1 - 112.9 | 97.6 - 127.3 | 109.2 - 142.4 |
| brand or product manager assistant | 66.6 - 89.7 | 77.7 - 105.7 | 90.1 - 120.5 |
| communications manager | 73.0 - 95.3 | 81.5 - 108.3 | 91.9 - 121.6 |
| communications specialist | 56.3 - 76.9 | 67.0 - 92.3 | 78.9 - 105.3 |
| marketing coordinator | 58.2 - 76.5 | 65.7 - 87.9 | 74.8 - 99.9 |
| marketing director | 101.3 - 135.9 | 117.7 - 159.9 | 136.5 - 182.2 |
| marketing project manager | 45.5 - 60.3 | 52.0 - 70.1 | 59.8 - 79.7 |
| marketing specialist | 49.7 - 65.9 | 56.8 - 76.5 | 65.1 - 86.6 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 52.1 - 64.9 | 56.4 - 71.7 | 62.2 - 80.2 |
| account manager - software | 58.1 - 72.2 | 62.6 - 79.2 | 68.6 - 88.3 |
| business development manager | 110.8 - 145.4 | 123.5 - 164.6 | 139.7 - 187.4 |
| district sales manager | 81.4 - 105.1 | 92.7 - 121.9 | 106.4 - 139.3 |
| key accounts manager - consumer goods | 72.9 - 93.1 | 81.7 - 106.4 | 92.7 - 121.2 |
| merchandiser - consumer goods | 62.6 - 81.8 | 70.1 - 93.4 | 79.4 - 106.1 |
| sales manager/ director | 63.4 - 84.6 | 71.9 - 97.4 | 81.9 - 109.6 |
| sales representative, account manager - consumer goods | 50.5 - 63.8 | 55.7 - 71.3 | 61.8 - 79.5 |
| sales representative, account manager - professional services | 48.4 - 60.1 | 52.1 - 66.0 | 57.1 - 73.8 |
| sales representative, account manager - telecommunications | 56.1 - 70.1 | 60.9 - 77.3 | 67.0 - 85.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |



| | | | |
|--|---------------|---------------|---------------|
| chief revenue officer | 134.6 - 188.8 | 176.7 - 247.8 | 216.8 - 303.2 |
| sales vice-president | 143.0 - 204.0 | 192.9 - 275.9 | 248.8 - 356.1 |
| vice-president marketing & sales | 124.0 - 219.4 | 169.2 - 300.4 | 216.8 - 385.2 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 54.7 - 68.2 | 59.3 - 75.1 | 65.0 - 83.3 |
| internal sales representative - manufacturing | 52.0 - 64.9 | 56.4 - 71.8 | 62.3 - 80.6 |
| sales engineer - distribution | 72.8 - 94.8 | 79.7 - 105.5 | 88.3 - 117.3 |
| sales engineer - manufacturing | 59.0 - 78.4 | 66.6 - 89.7 | 75.3 - 100.2 |
| sales representative, account manager - industrial equipment | 51.9 - 64.4 | 55.9 - 70.7 | 61.2 - 78.8 |
| sales representative, account manager - industrial service | 55.0 - 68.6 | 59.6 - 75.4 | 65.3 - 83.6 |
| sales representative, account manager - machinery | 54.7 - 68.0 | 59.0 - 74.6 | 64.6 - 83.0 |
| sales representative, account manager - manufacturing | 53.1 - 76.2 | 58.4 - 85.1 | 64.7 - 94.5 |
| sales representative, account manager - retail network | 54.0 - 67.0 | 58.1 - 73.6 | 63.8 - 82.8 |
| technical sales representative - manufacturing | 51.0 - 65.3 | 57.4 - 74.6 | 64.8 - 83.5 |



frontenac county

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 61.5 - 79.5 | 68.7 - 90.3 | 77.3 - 100.7 |
| bilingual customer loyalty agent | 41.1 - 49.8 | 43.4 - 57.6 | 49.6 - 65.4 |
| bilingual customer service manager | 72.2 - 97.5 | 83.4 - 112.1 | 95.2 - 129.0 |
| bilingual customer service representative | 43.1 - 47.7 | 44.1 - 53.9 | 49.8 - 60.9 |
| bilingual customer service supervisor | 61.8 - 81.1 | 69.3 - 92.7 | 78.5 - 105.4 |
| bilingual customer service team lead | 45.8 - 49.3 | 48.7 - 53.1 | 50.7 - 55.3 |
| bilingual customer service trainer | 45.6 - 59.9 | 52.1 - 69.8 | 60.1 - 79.5 |
| bilingual e-chat representative | 36.5 - 40.0 | 38.0 - 43.5 | 44.1 - 47.5 |
| bilingual help desk representative - level 1 | 44.0 - 58.6 | 50.5 - 67.6 | 57.4 - 75.9 |
| bilingual inside sales manager | 66.3 - 88.6 | 75.1 - 101.8 | 85.3 - 113.7 |
| bilingual inside sales representative | 48.0 - 59.7 | 51.7 - 65.2 | 56.5 - 73.0 |
| bilingual insurance advisor | 54.2 - 67.5 | 57.5 - 72.1 | 61.7 - 79.8 |
| bilingual junior collection agent | 35.9 - 45.8 | 40.4 - 52.6 | 45.6 - 59.0 |
| bilingual order desk representative | 44.1 - 48.5 | 45.0 - 52.0 | 46.1 - 54.3 |
| bilingual survey agent | 34.4 - 43.3 | 39.3 - 49.6 | 43.9 - 54.2 |
| bilingual telemarketing agent | 35.0 - 41.1 | 37.5 - 43.8 | 38.4 - 50.2 |
| bilingual telephone dispatcher | 41.2 - 52.5 | 46.7 - 60.2 | 52.9 - 67.8 |
| bilingual travel support agent | 41.2 - 49.3 | 43.7 - 55.5 | 48.6 - 61.2 |
| bilingual workforce planner | 47.5 - 60.0 | 51.3 - 66.3 | 56.7 - 74.8 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 61.3 - 80.4 | 68.7 - 92.0 | 78.0 - 104.7 |
| architectural drafter | 51.1 - 66.4 | 59.5 - 78.7 | 69.7 - 92.6 |
| BIM/VDC coordinator | 63.6 - 83.1 | 70.9 - 94.7 | 80.2 - 107.4 |
| buyer | 57.3 - 75.1 | 65.2 - 87.0 | 74.8 - 99.7 |
| civil engineer | 63.9 - 86.0 | 74.0 - 100.9 | 85.6 - 114.6 |
| civil engineering drafter | 52.5 - 65.6 | 58.8 - 74.8 | 66.5 - 84.8 |
| civil engineering technologist | 45.5 - 61.5 | 53.9 - 73.1 | 63.0 - 83.4 |
| civil project engineer | 74.4 - 102.1 | 85.8 - 119.9 | 99.4 - 137.8 |
| civil project manager | 75.8 - 101.5 | 85.6 - 116.7 | 97.5 - 131.7 |
| construction coordinator | 50.1 - 66.7 | 56.3 - 76.2 | 63.7 - 86.5 |
| construction director | 100.0 - 132.2 | 132.0 - 174.5 | 165.7 - 219.4 |
| construction manager | 73.3 - 96.0 | 80.4 - 107.4 | 89.6 - 120.8 |
| construction project coordinator | 85.8 - 110.3 | 93.3 - 122.2 | 103.0 - 136.3 |
| construction project manager | 66.4 - 91.7 | 77.2 - 108.3 | 89.9 - 124.1 |
| construction superintendent | 75.9 - 99.3 | 83.2 - 111.1 | 92.7 - 125.0 |
| contracts administrator | 58.2 - 77.1 | 66.2 - 89.2 | 75.7 - 101.6 |
| contracts manager | 93.5 - 118.4 | 104.6 - 135.2 | 118.7 - 154.0 |
| director of operations | 123.9 - 165.7 | 162.9 - 218.3 | 206.7 - 277.0 |
| drafter | 53.1 - 66.1 | 59.1 - 75.0 | 66.6 - 84.9 |
| electrical designer/engineer | 74.1 - 97.8 | 83.6 - 112.6 | 95.4 - 128.5 |
| electrical engineer | 76.5 - 101.8 | 87.2 - 118.3 | 100.4 - 135.6 |
| electrical engineering technician | 55.9 - 71.6 | 63.7 - 82.9 | 72.9 - 94.1 |
| electrical inspector | 44.7 - 60.1 | 51.8 - 70.4 | 59.8 - 81.0 |
| engineering manager | 83.3 - 112.2 | 95.2 - 130.6 | 109.6 - 149.1 |
| environmental engineer | 62.2 - 82.8 | 71.0 - 96.5 | 81.9 - 110.7 |
| environmental inspector | 48.5 - 62.1 | 53.4 - 69.6 | 59.5 - 77.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| estimation engineer | 70.0 - 93.9 | 80.6 - 110.1 | 93.5 - 126.5 |
| estimator | 59.8 - 78.0 | 66.4 - 88.4 | 74.8 - 99.8 |
| facilities engineer | 64.3 - 86.2 | 74.1 - 101.2 | 86.0 - 115.9 |
| facilities manager | 60.0 - 78.8 | 68.4 - 91.3 | 78.4 - 104.6 |
| field manager | 68.0 - 90.2 | 77.4 - 104.8 | 89.1 - 121.4 |
| field Supervisor | 68.2 - 89.8 | 76.7 - 102.6 | 86.7 - 115.5 |
| foreman | 53.3 - 69.1 | 59.8 - 78.8 | 67.6 - 89.1 |
| health and safety manager | 59.1 - 76.1 | 67.9 - 88.7 | 78.1 - 101.1 |
| health and safety specialist | 67.4 - 88.9 | 77.2 - 103.6 | 89.0 - 118.2 |
| HVAC drafter | 51.2 - 65.7 | 57.5 - 74.9 | 64.9 - 84.0 |
| HVAC engineer | 55.6 - 74.3 | 63.7 - 86.6 | 73.4 - 98.5 |
| mechanical designer | 50.7 - 67.2 | 58.5 - 78.3 | 67.1 - 88.4 |
| mechanical drafter | 50.2 - 65.3 | 56.6 - 75.4 | 65.0 - 88.0 |
| mechanical engineer | 71.7 - 95.2 | 81.5 - 110.2 | 93.4 - 125.6 |
| mechanical engineering technician | 50.3 - 66.0 | 57.3 - 76.2 | 65.4 - 85.8 |
| mechanical site supervisor | 49.0 - 63.3 | 55.5 - 72.9 | 63.3 - 83.2 |
| operations manager | 77.5 - 106.1 | 88.9 - 123.4 | 102.0 - 139.3 |
| planner/scheduler | 38.8 - 49.5 | 44.1 - 56.8 | 50.0 - 64.0 |
| project coordinator | 45.5 - 59.5 | 51.5 - 68.2 | 58.5 - 77.2 |
| project director | 108.9 - 132.4 | 136.4 - 165.8 | 164.6 - 200.4 |
| project engineer | 88.2 - 113.4 | 95.7 - 125.5 | 105.7 - 140.1 |
| project manager | 74.4 - 102.9 | 86.6 - 121.5 | 100.8 - 138.9 |
| purchasing manager | 92.5 - 122.5 | 104.7 - 140.7 | 119.0 - 158.2 |
| QA/QC inspector | 53.4 - 70.9 | 61.8 - 82.9 | 71.3 - 95.3 |
| quality control engineer | 67.4 - 89.6 | 76.7 - 103.8 | 87.9 - 117.6 |
| quality inspector | 39.1 - 49.8 | 43.6 - 56.7 | 49.3 - 64.0 |
| safety inspector | 61.2 - 79.9 | 69.2 - 91.7 | 78.6 - 103.5 |
| specification writer | 51.0 - 65.9 | 57.8 - 75.8 | 65.7 - 85.5 |



| | | | |
|----------------------------|--------------|--------------|---------------|
| structural designer | 51.9 - 67.8 | 58.8 - 77.9 | 66.8 - 88.1 |
| structural engineer | 69.6 - 92.5 | 79.2 - 107.3 | 91.0 - 122.5 |
| superintendent | 40.0 - 51.0 | 44.7 - 58.2 | 50.7 - 66.1 |
| technical services manager | 85.7 - 113.4 | 97.1 - 131.3 | 111.5 - 151.1 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 71.5 - 95.0 | 82.7 - 111.6 | 95.8 - 126.8 |
| automation engineer | 62.3 - 82.6 | 70.7 - 95.6 | 81.0 - 109.0 |
| buyer | 57.3 - 75.1 | 65.2 - 87.0 | 74.8 - 99.7 |
| chemical engineer | 80.0 - 106.5 | 89.7 - 121.6 | 101.6 - 137.1 |
| chemical technician | 53.5 - 69.8 | 59.5 - 79.2 | 67.2 - 90.6 |
| cmm programmer | 48.2 - 63.2 | 54.8 - 73.0 | 62.7 - 82.6 |
| coating inspector | 40.4 - 52.7 | 45.9 - 60.6 | 52.1 - 68.8 |
| continuous improvement engineer | 73.5 - 96.3 | 82.0 - 109.3 | 92.3 - 122.4 |
| controls designer/engineer | 53.0 - 70.9 | 61.0 - 82.6 | 70.2 - 94.4 |
| demand planner | 48.0 - 66.3 | 57.8 - 80.0 | 68.1 - 91.6 |
| electrical engineer | 76.5 - 101.8 | 87.2 - 118.3 | 100.4 - 135.6 |
| electrical engineering technician | 55.9 - 71.6 | 63.7 - 82.9 | 72.9 - 94.1 |
| electrical test engineer | 70.4 - 94.3 | 81.0 - 110.6 | 94.0 - 127.1 |
| estimation engineer | 70.0 - 93.9 | 80.6 - 110.1 | 93.5 - 126.5 |
| estimator | 59.8 - 78.0 | 66.4 - 88.4 | 74.8 - 99.8 |
| field service engineer | 55.2 - 73.1 | 62.8 - 84.8 | 72.2 - 97.9 |
| general inspector | 49.5 - 65.2 | 55.7 - 74.3 | 62.8 - 83.2 |
| health and safety specialist | 67.4 - 88.9 | 77.2 - 103.6 | 89.0 - 118.2 |
| HVAC drafter | 54.7 - 70.3 | 61.5 - 80.1 | 69.4 - 89.6 |
| HVAC engineer | 55.6 - 74.3 | 63.7 - 86.6 | 73.4 - 98.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| industrial engineer | 69.8 - 91.3 | 77.6 - 103.4 | 87.3 - 115.9 |
| inventory analyst | 50.4 - 65.5 | 56.7 - 75.1 | 64.4 - 85.6 |
| logistics specialist | 58.0 - 77.1 | 66.3 - 89.8 | 76.3 - 102.1 |
| manufacturing engineer | 65.2 - 86.6 | 74.1 - 100.3 | 85.0 - 113.9 |
| mechanical designer | 50.7 - 67.2 | 58.5 - 78.3 | 67.1 - 88.4 |
| mechanical drafter | 50.2 - 65.3 | 56.6 - 75.4 | 65.0 - 88.0 |
| mechanical engineer | 71.7 - 95.2 | 81.5 - 110.2 | 93.4 - 125.6 |
| mechanical engineering technician | 50.3 - 66.0 | 57.3 - 76.2 | 65.4 - 85.8 |
| planner/scheduler | 38.8 - 49.5 | 44.1 - 56.8 | 50.0 - 64.0 |
| PLC programmer | 68.3 - 80.3 | 77.2 - 92.4 | 90.4 - 106.7 |
| process engineer | 60.6 - 81.0 | 69.5 - 94.5 | 80.2 - 107.5 |
| production planner | 48.1 - 63.8 | 55.6 - 74.1 | 63.5 - 82.7 |
| project engineer | 88.2 - 113.4 | 95.7 - 125.5 | 105.7 - 140.1 |
| project manager | 74.4 - 102.9 | 86.6 - 121.5 | 100.8 - 138.9 |
| QA/QC inspector | 37.7 - 47.9 | 42.0 - 54.6 | 47.5 - 61.7 |
| quality assurance manager | 77.9 - 101.5 | 86.2 - 114.4 | 96.5 - 128.4 |
| quality assurance/control technician | 61.1 - 80.2 | 69.6 - 92.9 | 79.6 - 105.3 |
| quality control engineer | 67.4 - 89.6 | 76.7 - 103.8 | 87.9 - 117.6 |
| quality control technician | 39.6 - 50.9 | 43.9 - 57.5 | 49.3 - 64.3 |
| quality director | 87.1 - 118.2 | 110.7 - 150.0 | 134.5 - 182.5 |
| quality inspector | 39.1 - 49.8 | 43.6 - 56.7 | 49.3 - 64.0 |
| safety inspector | 61.2 - 79.9 | 69.2 - 91.7 | 78.6 - 103.5 |
| SCADA engineer | 63.1 - 84.2 | 72.2 - 98.1 | 83.2 - 111.8 |
| sourcing engineer | 54.8 - 72.9 | 62.6 - 85.0 | 72.2 - 97.1 |
| stationary engineer | 52.8 - 67.6 | 58.1 - 75.6 | 64.5 - 84.1 |
| supply chain analyst | 48.5 - 64.7 | 55.6 - 75.2 | 63.9 - 85.5 |
| industrial management | | | |
| director of operations | 123.9 - 165.7 | 162.9 - 218.3 | 206.7 - 277.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| engineering manager | 83.3 - 112.2 | 95.2 - 130.6 | 109.6 - 149.1 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.1 - 76.1 | 67.9 - 88.7 | 78.1 - 101.1 |
| inventory control manager | 62.4 - 81.9 | 69.9 - 93.5 | 79.1 - 105.9 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 106.2 - 129.1 | 138.2 - 167.9 | 170.4 - 207.3 |
| materials manager | 78.7 - 103.7 | 87.0 - 117.0 | 97.6 - 131.8 |
| operations manager | 77.5 - 106.1 | 88.9 - 123.4 | 102.0 - 139.3 |
| plant manager | 92.5 - 129.3 | 111.1 - 157.3 | 132.7 - 183.7 |
| procurement director | 97.3 - 128.8 | 130.1 - 172.2 | 158.6 - 210.4 |
| production manager | 85.2 - 111.9 | 95.4 - 127.8 | 108.1 - 145.0 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 70.1 - 91.0 | 80.0 - 105.5 | 91.6 - 120.4 |
| project director | 108.9 - 132.4 | 136.4 - 165.8 | 164.6 - 200.4 |
| purchasing manager | 92.5 - 122.5 | 104.7 - 140.7 | 119.0 - 158.2 |
| site supervisor | 75.9 - 99.3 | 83.2 - 111.1 | 92.7 - 125.0 |
| supply chain manager | 78.5 - 105.4 | 90.5 - 122.9 | 104.0 - 138.0 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.9 - 70.5 | 61.3 - 81.5 | 69.8 - 91.9 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |
| control technician | 48.4 - 63.7 | 55.3 - 73.7 | 63.3 - 83.7 |
| conventional machinist | 59.1 - 69.7 | 65.8 - 74.5 | 70.9 - 79.4 |
| electrician | 73.2 - 79.5 | 78.6 - 89.6 | 91.2 - 101.6 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 92.9 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.6 - 99.7 |
| heavy equipment mechanic | 62.3 - 72.9 | 70.3 - 82.9 | 80.4 - 98.4 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.6 - 79.8 | 78.1 - 89.7 | 87.5 - 95.2 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 76.0 - 82.9 | 80.1 - 92.4 | 90.0 - 104.9 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| technician quality control testing | 53.4 - 70.9 | 61.8 - 82.9 | 71.3 - 95.3 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 75.6 - 85.1 |
| welder | 46.9 - 59.2 | 56.8 - 68.7 | 62.8 - 75.1 |
| welder-fitter | 58.2 - 72.1 | 67.4 - 78.4 | 75.9 - 86.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.2 - 86.8 | 74.4 - 99.6 | 84.6 - 113.6 |
| digital marketing specialist | 47.4 - 62.8 | 55.0 - 73.9 | 63.9 - 84.4 |
| e-commerce director | 111.5 - 138.6 | 141.2 - 175.8 | 178.8 - 222.9 |
| e-commerce manager | 76.2 - 99.5 | 85.1 - 113.5 | 96.3 - 129.4 |
| marketing content manager | 57.2 - 74.8 | 64.0 - 85.4 | 72.6 - 97.0 |
| social media manager | 56.9 - 78.6 | 68.7 - 95.2 | 81.4 - 111.2 |
| web marketing analyst | 51.4 - 66.8 | 58.1 - 76.8 | 66.0 - 86.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 99.1 - 150.8 | 133.8 - 204.2 | 171.9 - 262.9 |
| marketing vice-president | 120.7 - 186.8 | 170.3 - 264.4 | 220.8 - 342.7 |
| marketing and communications | entry | mid | senior |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| brand or product manager | 82.4 - 105.9 | 91.4 - 119.6 | 102.4 - 134.2 |
| brand or product manager assistant | 62.1 - 83.6 | 72.4 - 98.7 | 84.0 - 112.7 |
| communications manager | 68.3 - 89.1 | 76.2 - 101.4 | 86.0 - 114.2 |
| communications specialist | 53.0 - 72.5 | 63.2 - 87.3 | 74.5 - 99.8 |
| marketing coordinator | 54.9 - 72.1 | 62.0 - 83.0 | 70.6 - 94.4 |
| marketing director | 94.8 - 127.8 | 110.4 - 151.0 | 128.4 - 172.6 |
| marketing project manager | 42.4 - 56.4 | 48.6 - 65.6 | 55.9 - 74.5 |
| marketing specialist | 46.8 - 62.1 | 53.6 - 72.1 | 61.4 - 81.7 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.1 - 61.3 | 53.2 - 67.7 | 58.7 - 75.7 |
| account manager - software | 54.8 - 68.1 | 59.1 - 74.7 | 64.7 - 83.4 |
| business development manager | 92.6 - 122.7 | 103.5 - 140.3 | 117.7 - 161.5 |
| district sales manager | 76.1 - 98.5 | 86.8 - 114.5 | 99.7 - 131.1 |
| key accounts manager - consumer goods | 68.8 - 87.9 | 77.1 - 100.6 | 87.6 - 114.9 |
| merchandiser - consumer goods | 59.1 - 77.2 | 66.1 - 88.2 | 74.9 - 100.3 |
| sales manager/ director | 59.3 - 79.2 | 67.3 - 91.3 | 76.6 - 102.8 |
| sales representative, account manager - consumer goods | 48.1 - 60.8 | 53.1 - 68.0 | 59.0 - 75.8 |
| sales representative, account manager - professional services | 45.8 - 56.9 | 49.3 - 62.4 | 54.0 - 69.8 |
| sales representative, account manager - telecommunications | 52.9 - 66.1 | 57.5 - 73.0 | 63.2 - 80.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 115.3 - 165.9 | 155.1 - 223.0 | 194.3 - 278.6 |
| sales vice-president | 134.6 - 193.8 | 183.0 - 263.9 | 237.5 - 342.6 |
| vice-president marketing & sales | 116.4 - 208.8 | 160.1 - 288.0 | 206.4 - 371.4 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.8 - 64.5 | 56.1 - 71.0 | 61.5 - 78.8 |



| | | | |
|--|-------------|--------------|--------------|
| internal sales representative - manfacturing | 49.4 - 61.8 | 53.7 - 68.4 | 59.3 - 76.8 |
| sales engineer - distribution | 69.3 - 90.4 | 75.9 - 100.8 | 84.2 - 112.2 |
| sales engineer - manufacturing | 56.2 - 74.7 | 63.4 - 85.6 | 71.8 - 95.8 |
| sales representative, account manager - industrial equipment | 48.9 - 60.8 | 52.7 - 66.7 | 57.8 - 74.4 |
| sales representative, account manager - industrial service | 52.0 - 64.9 | 56.4 - 71.4 | 61.8 - 79.1 |
| sales representative, account manager - machinery | 51.6 - 64.1 | 55.6 - 70.3 | 60.9 - 78.3 |
| sales representative, account manager - manufacturing | 50.1 - 71.9 | 55.1 - 80.3 | 61.1 - 89.3 |
| sales representative, account manager - retail network | 51.0 - 63.2 | 54.8 - 69.4 | 60.2 - 78.2 |
| technical sales representative - manufacturing | 47.5 - 60.8 | 53.4 - 69.4 | 60.4 - 77.8 |



greater hamilton area

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 50.9 - 66.4 | 56.6 - 75.2 | 63.7 - 85.0 |
| administrative assistant | 39.7 - 51.2 | 44.3 - 58.3 | 50.1 - 65.8 |
| administrative assistant (bilingual) | 44.0 - 52.0 | 47.6 - 54.7 | 53.4 - 65.6 |
| administrative manager | 58.3 - 75.0 | 63.5 - 83.2 | 70.2 - 92.9 |
| benefits clerk | 39.2 - 50.2 | 44.8 - 58.1 | 51.2 - 65.9 |
| buyer assistant | 39.8 - 51.5 | 46.1 - 59.5 | 52.2 - 65.5 |
| claims supervisor | 63.7 - 83.4 | 71.2 - 95.2 | 80.7 - 108.8 |
| contracts administrator | 95.5 - 120.8 | 106.8 - 137.9 | 121.1 - 157.1 |
| data entry clerk | 35.4 - 44.2 | 39.9 - 50.1 | 44.5 - 51.4 |
| dispatcher | 41.2 - 52.5 | 46.7 - 60.2 | 52.9 - 67.8 |
| document controller | 34.3 - 43.3 | 39.3 - 49.6 | 43.9 - 50.7 |
| document services specialist | 32.8 - 41.4 | 37.6 - 47.3 | 41.9 - 48.3 |
| documentation specialist | 38.6 - 50.6 | 46.1 - 58.7 | 52.0 - 60.0 |
| donor relations coordinator | 51.7 - 67.7 | 59.9 - 80.0 | 69.8 - 92.6 |
| executive assistant | 57.1 - 78.1 | 66.8 - 92.3 | 77.4 - 105.0 |
| executive assistant (bilingual) | 57.5 - 63.7 | 68.6 - 75.0 | 76.0 - 79.5 |
| file clerk | 35.8 - 46.2 | 42.0 - 53.2 | 47.0 - 54.2 |
| fundraising manager | 66.2 - 85.4 | 75.0 - 98.8 | 86.0 - 113.4 |
| HR administrator | 49.2 - 64.1 | 55.6 - 73.8 | 63.4 - 84.0 |
| HR coordinator | 46.0 - 51.6 | 51.0 - 67.3 | 67.0 - 78.3 |
| HR manager | 50.3 - 58.5 | 57.4 - 71.2 | 69.3 - 81.2 |
| human resources assistant | 41.6 - 53.0 | 47.1 - 59.7 | 52.1 - 64.3 |



| | entry | mid | senior |
|---------------------------|-------------|-------------|--------------|
| invoicing clerk | 37.8 - 48.2 | 43.0 - 54.8 | 47.9 - 59.7 |
| lease administrator | 46.9 - 61.2 | 54.2 - 71.3 | 62.2 - 81.2 |
| leasing coordinator | 46.5 - 56.4 | 51.8 - 63.0 | 59.7 - 74.5 |
| legal assistant | 47.2 - 65.1 | 56.7 - 78.2 | 66.5 - 88.4 |
| logistics coordinator | 49.4 - 65.1 | 57.6 - 76.3 | 66.4 - 86.9 |
| mailroom clerk | 36.3 - 44.8 | 40.7 - 49.8 | 44.4 - 50.7 |
| office clerk | 39.1 - 48.1 | 42.9 - 53.6 | 47.4 - 59.2 |
| office manager | 57.0 - 73.6 | 62.6 - 82.3 | 69.5 - 92.0 |
| office/operations manager | 52.3 - 58.5 | 65.7 - 73.2 | 71.5 - 79.3 |
| order clerk | 34.6 - 43.2 | 39.1 - 49.2 | 43.6 - 54.3 |
| order entry clerk | 39.3 - 42.5 | 43.4 - 53.5 | 49.5 - 64.8 |
| order supervisor | 52.2 - 68.3 | 60.3 - 79.5 | 69.1 - 89.3 |
| payroll administrator | 43.5 - 56.8 | 49.5 - 65.7 | 56.6 - 75.1 |
| project coordinator | 46.5 - 60.7 | 52.6 - 69.7 | 59.8 - 78.7 |
| property administrator | 39.2 - 51.1 | 43.9 - 58.7 | 50.1 - 67.6 |
| property manager | 61.5 - 81.8 | 70.3 - 95.3 | 81.0 - 109.6 |
| receptionist | 34.4 - 42.5 | 37.8 - 48.0 | 42.2 - 54.5 |
| receptionist (bilingual) | 44.5 - 48.3 | 51.2 - 56.5 | 55.0 - 60.2 |
| sales administrator | 44.1 - 59.1 | 50.9 - 69.3 | 58.9 - 79.2 |
| sales assistant | 40.1 - 49.9 | 44.1 - 56.7 | 50.0 - 65.7 |
| service coordinator | 39.1 - 50.3 | 43.6 - 57.4 | 49.4 - 65.2 |
| supply clerk | 37.3 - 47.1 | 41.9 - 53.3 | 46.6 - 58.5 |
| virtual assistant | 41.0 - 53.0 | 46.0 - 60.0 | 53.0 - 68.0 |
| virtual receptionist | 38.0 - 44.0 | 41.5 - 52.6 | 44.0 - 56.3 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 61.5 - 79.5 | 68.7 - 90.3 | 77.3 - 100.7 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer loyalty agent | 41.1 - 49.8 | 43.4 - 57.6 | 49.6 - 65.4 |
| bilingual customer service manager | 74.2 - 97.5 | 83.4 - 112.1 | 95.2 - 129.0 |
| bilingual customer service representative | 42.5 - 47.7 | 44.1 - 53.9 | 46.9 - 60.9 |
| bilingual customer service supervisor | 61.8 - 81.1 | 69.3 - 92.7 | 78.5 - 105.4 |
| bilingual customer service team lead | 43.5 - 46.9 | 44.0 - 48.0 | 45.5 - 50.9 |
| bilingual customer service trainer | 45.6 - 59.9 | 52.1 - 69.8 | 60.1 - 79.5 |
| bilingual e-chat representative | 36.5 - 40.0 | 38.0 - 43.5 | 44.1 - 47.5 |
| bilingual help desk representative - level 1 | 45.0 - 59.8 | 51.6 - 69.0 | 58.6 - 77.4 |
| bilingual inside sales manager | 66.3 - 88.6 | 75.1 - 101.8 | 85.3 - 113.7 |
| bilingual inside sales representative | 48.0 - 59.7 | 51.7 - 65.2 | 56.5 - 73.0 |
| bilingual insurance advisor | 54.2 - 67.5 | 57.5 - 72.1 | 61.7 - 79.8 |
| bilingual junior collection agent | 35.9 - 45.8 | 40.4 - 52.6 | 45.6 - 59.0 |
| bilingual order desk representative | 44.1 - 48.5 | 45.0 - 52.0 | 46.1 - 54.3 |
| bilingual survey agent | 34.4 - 43.3 | 39.3 - 49.6 | 43.9 - 54.2 |
| bilingual telemarketing agent | 35.0 - 41.1 | 37.5 - 43.8 | 38.4 - 50.2 |
| bilingual telephone dispatcher | 41.2 - 52.5 | 46.7 - 60.2 | 52.9 - 67.8 |
| bilingual travel support agent | 41.2 - 49.3 | 43.7 - 55.5 | 48.6 - 61.2 |
| bilingual workforce planner | 47.5 - 60.0 | 51.3 - 66.3 | 56.7 - 74.8 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| architect | 61.9 - 81.2 | 69.4 - 92.9 | 78.8 - 105.7 |
| architectural drafter | 52.0 - 67.7 | 60.6 - 80.2 | 71.0 - 94.4 |
| BIM/VDC coordinator | 64.2 - 84.0 | 71.6 - 95.6 | 81.0 - 108.4 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 58.6 - 76.8 | 66.7 - 89.0 | 76.5 - 101.9 |
| civil engineer | 65.2 - 87.4 | 75.4 - 102.5 | 87.0 - 116.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 53.5 - 66.9 | 60.0 - 76.3 | 67.8 - 86.5 |
| civil engineering technologist | 46.4 - 62.6 | 55.0 - 74.6 | 64.2 - 85.0 |
| civil project engineer | 76.1 - 104.4 | 87.7 - 122.4 | 101.6 - 140.7 |
| civil project manager | 77.2 - 103.1 | 87.1 - 118.4 | 99.1 - 133.7 |
| construction coordinator | 51.9 - 68.9 | 58.2 - 78.6 | 65.9 - 89.1 |
| construction director | 101.9 - 134.6 | 134.5 - 177.6 | 168.7 - 223.1 |
| construction manager | 74.8 - 97.8 | 82.0 - 109.4 | 91.3 - 123.0 |
| construction project coordinator | 87.5 - 112.4 | 95.1 - 124.5 | 104.9 - 138.8 |
| construction project manager | 67.7 - 93.4 | 78.7 - 110.3 | 91.6 - 126.5 |
| construction superintendent | 77.4 - 101.2 | 84.8 - 113.2 | 94.5 - 127.3 |
| contracts administrator | 59.6 - 78.9 | 67.7 - 91.2 | 77.4 - 103.8 |
| contracts manager | 95.5 - 120.8 | 106.8 - 137.9 | 121.1 - 157.1 |
| director of operations | 125.4 - 167.8 | 165.0 - 221.0 | 209.2 - 280.3 |
| drafter | 54.1 - 67.4 | 60.3 - 76.4 | 67.9 - 86.5 |
| electrical designer/engineer | 75.5 - 99.4 | 85.0 - 114.3 | 97.0 - 130.4 |
| electrical engineer | 77.9 - 103.4 | 88.7 - 120.1 | 102.0 - 137.6 |
| electrical engineering technician | 56.9 - 73.0 | 65.0 - 84.5 | 74.3 - 96.0 |
| electrical inspector | 45.8 - 61.6 | 53.1 - 72.0 | 61.3 - 82.9 |
| engineering manager | 84.9 - 114.3 | 97.0 - 133.0 | 111.7 - 151.9 |
| environmental engineer | 63.5 - 84.3 | 72.4 - 98.1 | 83.4 - 112.4 |
| environmental inspector | 49.3 - 63.0 | 54.2 - 70.6 | 60.4 - 79.0 |
| estimation engineer | 71.4 - 95.4 | 82.1 - 111.8 | 95.0 - 128.4 |
| estimator | 61.1 - 79.7 | 67.9 - 90.3 | 76.4 - 102.0 |
| facilities engineer | 65.6 - 87.7 | 75.5 - 102.8 | 87.4 - 117.6 |
| facilities manager | 61.7 - 80.9 | 70.3 - 93.8 | 80.6 - 107.4 |
| field manager | 69.9 - 92.7 | 79.5 - 107.6 | 91.5 - 124.6 |
| field Supervisor | 70.1 - 92.2 | 78.8 - 105.3 | 89.0 - 118.6 |
| foreman | 54.2 - 70.1 | 60.7 - 80.0 | 68.6 - 90.5 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 60.5 - 77.9 | 69.5 - 90.8 | 80.0 - 103.5 |
| health and safety specialist | 68.7 - 90.3 | 78.6 - 105.2 | 90.5 - 120.0 |
| HVAC drafter | 52.5 - 67.4 | 59.1 - 76.8 | 66.6 - 86.0 |
| HVAC engineer | 56.9 - 75.7 | 65.0 - 88.0 | 74.8 - 100.0 |
| mechanical designer | 51.8 - 68.6 | 59.7 - 79.8 | 68.4 - 89.9 |
| mechanical drafter | 51.2 - 66.6 | 57.7 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 73.1 - 96.7 | 82.9 - 111.9 | 95.0 - 127.5 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.7 | 66.6 - 87.5 |
| mechanical site supervisor | 50.8 - 65.4 | 57.4 - 75.2 | 65.4 - 85.8 |
| operations manager | 78.6 - 107.4 | 90.1 - 124.9 | 103.3 - 141.0 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.6 | 51.6 - 66.0 |
| project coordinator | 46.5 - 60.7 | 52.6 - 69.7 | 59.8 - 78.7 |
| project director | 111.3 - 135.2 | 139.3 - 169.2 | 168.0 - 204.3 |
| project engineer | 89.6 - 115.1 | 97.3 - 127.4 | 107.3 - 142.2 |
| project manager | 76.1 - 105.1 | 88.6 - 124.1 | 103.0 - 141.8 |
| purchasing manager | 94.5 - 124.9 | 106.9 - 143.5 | 121.4 - 161.3 |
| QA/QC inspector | 54.5 - 72.3 | 63.0 - 84.5 | 72.7 - 97.1 |
| quality control engineer | 68.8 - 91.1 | 78.1 - 105.4 | 89.4 - 119.3 |
| quality inspector | 39.8 - 50.7 | 44.4 - 57.7 | 50.2 - 65.1 |
| safety inspector | 62.6 - 81.7 | 70.9 - 93.9 | 80.5 - 106.0 |
| specification writer | 52.5 - 67.7 | 59.4 - 77.7 | 67.4 - 87.6 |
| structural designer | 52.9 - 69.1 | 59.9 - 79.4 | 68.1 - 89.8 |
| structural engineer | 71.0 - 94.0 | 80.6 - 108.9 | 92.5 - 124.3 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 75.0 |
| superintendent | 40.9 - 52.1 | 45.7 - 59.4 | 51.7 - 67.4 |
| technical services manager | 87.3 - 115.6 | 99.0 - 133.7 | 113.6 - 153.9 |

energy & oil



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| architectural technologist | 52.0 - 67.7 | 60.6 - 80.2 | 71.0 - 94.4 |
| applications engineer | 73.0 - 96.6 | 84.2 - 113.4 | 97.5 - 128.8 |
| architect | 61.9 - 81.2 | 69.4 - 92.9 | 78.8 - 105.7 |
| automation engineer | 63.5 - 84.0 | 72.1 - 97.1 | 82.4 - 110.6 |
| automation specialist | 50.5 - 66.3 | 58.5 - 77.3 | 67.2 - 87.9 |
| buyer | 58.6 - 76.8 | 66.7 - 89.0 | 76.5 - 101.9 |
| category manager | 61.6 - 80.6 | 68.8 - 92.0 | 77.9 - 104.4 |
| category specialist | 52.5 - 68.4 | 58.3 - 77.5 | 65.7 - 87.9 |
| chemical engineer | 81.4 - 108.2 | 91.2 - 123.4 | 103.1 - 139.2 |
| chemical technician | 54.5 - 71.1 | 60.6 - 80.8 | 68.5 - 92.4 |
| chief inspector | 54.6 - 71.8 | 61.4 - 81.9 | 69.3 - 91.8 |
| civil engineer | 65.2 - 87.4 | 75.4 - 102.5 | 87.0 - 116.3 |
| civil engineering drafter | 53.5 - 66.9 | 60.0 - 76.3 | 67.8 - 86.5 |
| civil engineering technologist | 46.4 - 62.6 | 55.0 - 74.6 | 64.2 - 85.0 |
| civil project engineer | 76.1 - 104.4 | 87.7 - 122.4 | 101.6 - 140.7 |
| civil project manager | 77.2 - 103.1 | 87.1 - 118.4 | 99.1 - 133.7 |
| commissioning and start up engineer | 60.6 - 81.0 | 69.7 - 94.8 | 80.6 - 104.8 |
| construction analyst | 55.7 - 72.9 | 62.2 - 82.6 | 69.8 - 92.8 |
| construction coordinator | 51.9 - 68.9 | 58.2 - 78.6 | 65.9 - 89.1 |
| construction director | 101.9 - 134.6 | 134.5 - 177.6 | 168.7 - 223.1 |
| construction manager | 74.8 - 97.8 | 82.0 - 109.4 | 91.3 - 123.0 |
| construction project manager | 67.7 - 93.4 | 78.7 - 110.3 | 91.6 - 126.5 |
| continuous improvement engineer | 75.3 - 98.4 | 83.9 - 111.6 | 94.3 - 124.8 |
| contracts administrator | 59.6 - 78.9 | 67.7 - 91.2 | 77.4 - 103.8 |
| contracts manager | 95.5 - 120.8 | 106.8 - 137.9 | 121.1 - 157.1 |
| contracts specialist | 60.2 - 78.8 | 68.4 - 91.1 | 78.2 - 103.2 |
| control technician | 49.4 - 64.9 | 56.4 - 75.1 | 64.5 - 85.3 |
| controls designer/engineer | 54.1 - 72.2 | 62.2 - 84.3 | 71.5 - 96.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| cost control specialist | 49.2 - 63.8 | 55.1 - 72.8 | 62.5 - 82.4 |
| demand planner | 48.8 - 67.4 | 58.7 - 81.3 | 69.3 - 93.1 |
| director of operations | 125.4 - 167.8 | 165.0 - 221.0 | 209.2 - 280.3 |
| drafter | 54.1 - 67.4 | 60.3 - 76.4 | 67.9 - 86.5 |
| electrical designer/engineer | 75.5 - 99.4 | 85.0 - 114.3 | 97.0 - 130.4 |
| electrical engineer | 77.9 - 103.4 | 88.7 - 120.1 | 102.0 - 137.6 |
| electrical engineering technician | 56.9 - 73.0 | 65.0 - 84.5 | 74.3 - 96.0 |
| electrical inspector | 45.8 - 61.6 | 53.1 - 72.0 | 61.3 - 82.9 |
| electrical test engineer | 71.7 - 95.8 | 82.4 - 112.3 | 95.5 - 129.0 |
| engineering manager | 84.9 - 114.3 | 97.0 - 133.0 | 111.7 - 151.9 |
| environmental engineer | 63.5 - 84.3 | 72.4 - 98.1 | 83.4 - 112.4 |
| environmental inspector | 49.3 - 63.0 | 54.2 - 70.6 | 60.4 - 79.0 |
| estimation engineer | 71.4 - 95.4 | 82.1 - 111.8 | 95.0 - 128.4 |
| estimator | 61.1 - 79.7 | 67.9 - 90.3 | 76.4 - 102.0 |
| expediter | 43.0 - 55.5 | 48.8 - 63.8 | 55.6 - 72.6 |
| facilities engineer | 65.6 - 87.7 | 75.5 - 102.8 | 87.4 - 117.6 |
| field service engineer | 52.6 - 69.7 | 59.8 - 80.9 | 68.8 - 93.4 |
| general inspector | 50.6 - 66.2 | 56.8 - 75.3 | 63.9 - 84.2 |
| geologist | 63.5 - 82.6 | 71.5 - 95.0 | 81.6 - 108.2 |
| geophysicist | 71.1 - 97.1 | 84.3 - 117.0 | 99.9 - 135.5 |
| geotechnical engineer | 65.0 - 84.6 | 73.3 - 97.3 | 83.6 - 110.7 |
| geotechnical technician | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| GIS analyst | 40.1 - 52.2 | 44.6 - 59.0 | 50.0 - 65.9 |
| health and safety manager | 65.4 - 85.3 | 72.7 - 96.7 | 81.8 - 108.9 |
| health and safety specialist | 60.5 - 77.9 | 69.5 - 90.8 | 80.0 - 103.5 |
| HVAC drafter | 52.5 - 67.4 | 59.1 - 76.8 | 66.6 - 86.0 |
| HVAC engineer | 56.9 - 75.7 | 65.0 - 88.0 | 74.8 - 100.0 |
| hydraulic engineer | 65.1 - 87.0 | 74.9 - 102.0 | 86.8 - 116.6 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| industrial engineer | 71.2 - 92.8 | 79.1 - 105.0 | 88.8 - 117.6 |
| instrumentation and controls engineer | 69.3 - 91.4 | 78.2 - 105.1 | 89.1 - 118.9 |
| inventory analyst | 51.2 - 66.6 | 57.7 - 76.3 | 65.5 - 87.0 |
| inventory control manager | 63.5 - 83.2 | 71.1 - 95.0 | 80.4 - 107.5 |
| logistics manager | 61.9 - 82.3 | 70.7 - 95.8 | 81.4 - 109.4 |
| logistics specialist | 48.6 - 63.0 | 55.3 - 72.5 | 62.9 - 82.3 |
| materials manager | 80.5 - 105.9 | 89.0 - 119.4 | 99.7 - 134.5 |
| mechanical designer | 51.8 - 68.6 | 59.7 - 79.8 | 68.4 - 89.9 |
| mechanical drafter | 51.2 - 66.6 | 57.7 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 73.1 - 96.7 | 82.9 - 111.9 | 95.0 - 127.5 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.7 | 66.6 - 87.5 |
| mining engineer | 70.6 - 93.5 | 78.8 - 106.4 | 89.0 - 119.8 |
| operations manager | 78.6 - 107.4 | 90.1 - 124.9 | 103.3 - 141.0 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| pipeline designer | 60.7 - 79.2 | 67.8 - 90.2 | 76.6 - 102.2 |
| piping engineer | 63.2 - 82.7 | 70.6 - 94.4 | 80.0 - 107.0 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.6 | 51.6 - 66.0 |
| plant engineer | 74.0 - 98.3 | 85.8 - 116.1 | 100.0 - 133.0 |
| plant manager | 94.5 - 131.9 | 113.4 - 160.4 | 135.4 - 187.2 |
| plant operator | 49.1 - 66.8 | 57.9 - 79.1 | 67.2 - 89.4 |
| process engineer | 61.9 - 82.4 | 70.9 - 96.0 | 81.6 - 109.1 |
| procurement director | 99.4 - 131.4 | 132.7 - 175.6 | 161.8 - 214.2 |
| procurement specialist | 51.9 - 67.7 | 57.7 - 76.7 | 65.0 - 87.0 |
| production analyst | 46.7 - 62.3 | 53.6 - 72.9 | 62.1 - 84.1 |
| production engineer | 64.1 - 85.4 | 73.4 - 99.5 | 84.5 - 113.1 |
| program manager | 71.1 - 92.2 | 81.1 - 106.8 | 92.8 - 121.9 |
| project controller | 54.1 - 71.8 | 60.7 - 82.0 | 68.7 - 93.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project controls manager | 85.1 - 116.9 | 98.2 - 137.0 | 113.6 - 156.1 |
| project controls specialist | 62.2 - 80.7 | 69.8 - 92.1 | 78.9 - 103.8 |
| project coordinator | 87.5 - 112.4 | 95.1 - 124.5 | 104.9 - 138.8 |
| project director | 111.3 - 135.2 | 139.3 - 169.2 | 168.0 - 204.3 |
| project engineer | 89.6 - 115.1 | 97.3 - 127.4 | 107.3 - 142.2 |
| project manager | 76.1 - 105.1 | 88.6 - 124.1 | 103.0 - 141.8 |
| purchasing manager | 94.5 - 124.9 | 106.9 - 143.5 | 121.4 - 161.3 |
| QA/QC inspector | 54.5 - 72.3 | 63.0 - 84.5 | 72.7 - 97.1 |
| quality assurance manager | 79.7 - 103.7 | 88.1 - 116.8 | 98.6 - 131.0 |
| quality assurance/control technician | 62.4 - 81.7 | 71.0 - 94.5 | 81.1 - 107.0 |
| quality control engineer | 68.8 - 91.1 | 78.1 - 105.4 | 89.4 - 119.3 |
| quality inspector | 39.8 - 50.7 | 44.4 - 57.7 | 50.2 - 65.1 |
| reliability engineer | 68.1 - 88.0 | 77.3 - 101.8 | 88.5 - 115.8 |
| reliability manager | 70.5 - 91.6 | 80.6 - 106.7 | 92.8 - 121.5 |
| reliability specialist | 50.8 - 67.6 | 58.1 - 78.7 | 66.9 - 89.6 |
| safety inspector | 62.6 - 81.7 | 70.9 - 93.9 | 80.5 - 106.0 |
| site supervisor | 50.8 - 65.4 | 57.4 - 75.2 | 65.4 - 85.8 |
| sourcing engineer | 56.2 - 74.6 | 64.2 - 86.9 | 73.9 - 99.2 |
| sourcing specialist | 56.3 - 73.3 | 62.5 - 83.1 | 70.4 - 94.2 |
| specification writer | 52.5 - 67.7 | 59.4 - 77.7 | 67.4 - 87.6 |
| stationary engineer | 54.1 - 69.2 | 59.5 - 77.3 | 66.1 - 85.9 |
| structural designer | 52.9 - 69.1 | 59.9 - 79.4 | 68.1 - 89.8 |
| structural engineer | 71.0 - 94.0 | 80.6 - 108.9 | 92.5 - 124.3 |
| structural engineering technologist | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| superintendent | 40.9 - 52.1 | 45.7 - 59.4 | 51.7 - 67.4 |
| supply chain manager | 80.4 - 107.6 | 92.5 - 125.4 | 106.2 - 140.7 |
| systems control engineer | 64.0 - 84.7 | 73.0 - 98.4 | 83.8 - 111.9 |
| telecommunications technician | 53.5 - 69.8 | 60.5 - 80.3 | 69.0 - 91.6 |



| | | | |
|----------------------------|--------------|--------------|---------------|
| transmission line engineer | 76.3 - 96.7 | 82.7 - 106.7 | 90.9 - 118.3 |
| transportation manager | 81.3 - 107.5 | 92.0 - 123.6 | 104.7 - 140.4 |
| welding inspector | 54.2 - 70.7 | 61.4 - 81.2 | 69.6 - 91.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | | 100 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 145.2 - 260.0 | | 216.7 - 388.5 | |
| director - financial planning & analysis | 129.0 - 165.6 | | 165.6 - 203.2 | |
| finance director | 125.0 - 162.7 | | 162.7 - 199.2 | |
| treasury manager | 92.4 - 112.2 | | 99.8 - 121.2 | |
| vice president finance | 100.8 - 180.0 | | 146.1 - 261.6 | |
| vice-president internal audit | 125.7 - 168.3 | | 159.1 - 213.2 | |
| finance & accounting | 1 year | 3 years | 5 years | 10 years |
| accountant | 68.0 - 81.5 | 72.8 - 87.3 | 77.5 - 92.9 | 87.7 - 105.1 |
| accounting clerk | 48.8 - 52.0 | 52.0 - 55.5 | 55.5 - 57.6 | 57.6 - 62.0 |
| accounting manager | 92.7 - 112.5 | 99.7 - 121.1 | 106.5 - 129.4 | 121.7 - 148.0 |
| accounting supervisor | 70.0 - 84.9 | 75.3 - 91.4 | 80.4 - 97.6 | 91.9 - 111.6 |
| accounting technician | 56.8 - 67.3 | 61.2 - 72.5 | 65.5 - 77.5 | 74.5 - 88.2 |
| accounts payable clerk | 48.8 - 52.0 | 52.0 - 55.5 | 55.5 - 58.2 | 58.3 - 65.7 |
| accounts payable manager | 82.7 - 100.4 | 90.3 - 109.6 | 97.7 - 118.6 | 114.8 - 139.5 |
| accounts receivable clerk | 44.4 - 50.0 | 50.1 - 55.4 | 55.3 - 60.2 | 62.1 - 70.0 |
| accounts receivable manager | 83.9 - 99.4 | 90.9 - 107.8 | 98.0 - 116.2 | 115.2 - 136.6 |
| analyst - financial planning & analysis | 98.2 - 119.3 | 106.0 - 128.8 | 113.7 - 138.2 | 131.1 - 159.3 |
| assistant controller | 105.0 - 133.8 | 113.8 - 145.1 | 122.5 - 156.2 | 142.5 - 181.8 |
| billing specialist | 41.9 - 48.8 | 45.7 - 53.4 | 49.3 - 57.6 | 55.9 - 65.3 |
| bookkeeper | 48.9 - 51.3 | 51.4 - 55.5 | 55.6 - 59.6 | 59.5 - 68.2 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| business analyst | 73.9 - 88.5 | 79.8 - 95.7 | 85.6 - 102.6 | 98.5 - 118.2 |
| compliance officer | 92.8 - 112.6 | 103.5 - 125.8 | 113.8 - 138.2 | 134.8 - 163.7 |
| compliance specialist | 61.9 - 74.2 | 68.1 - 81.7 | 74.1 - 88.8 | 86.1 - 103.3 |
| controller | 96.6 - 172.2 | 136.5 - 244.3 | 178.3 - 319.7 | 224.9 - 400.4 |
| cost accountant | 64.8 - 77.7 | 70.0 - 84.0 | 75.1 - 90.0 | 86.5 - 103.8 |
| credit & collection specialist | 42.8 - 54.3 | 49.0 - 62.5 | 55.6 - 70.0 | 69.9 - 75.3 |
| credit and collections accountant | 39.0 - 45.7 | 42.2 - 49.8 | 45.4 - 53.6 | 51.9 - 61.3 |
| credit and collections manager | 89.0 - 106.7 | 95.4 - 114.5 | 101.9 - 122.2 | 117.5 - 141.0 |
| credit and collections supervisor | 57.5 - 69.8 | 62.1 - 75.3 | 66.5 - 80.7 | 76.8 - 93.2 |
| external auditor | 67.2 - 80.6 | 73.0 - 87.5 | 78.6 - 94.2 | 90.8 - 109.0 |
| financial analyst | 81.6 - 97.9 | 87.3 - 104.8 | 93.0 - 111.5 | 105.8 - 127.0 |
| financial reporting manager | 110.5 - 134.2 | 118.7 - 144.2 | 126.7 - 154.0 | 145.7 - 177.1 |
| internal audit manager | 103.3 - 127.0 | 111.0 - 136.5 | 118.6 - 145.8 | 135.9 - 167.1 |
| internal auditor | 65.4 - 78.4 | 72.2 - 86.6 | 78.7 - 94.4 | 92.1 - 110.5 |
| invoicing clerk | 48.8 - 52.0 | 52.0 - 55.5 | 55.5 - 58.2 | 58.2 - 62.4 |
| payroll clerk | 45.1 - 52.7 | 49.6 - 57.9 | 53.7 - 62.7 | 61.6 - 72.0 |
| payroll director | 85.1 - 115.2 | 107.9 - 146.1 | 136.9 - 185.5 | 176.3 - 214.0 |
| payroll manager | 84.4 - 102.5 | 91.3 - 110.9 | 97.9 - 118.9 | 112.3 - 136.5 |
| payroll specialist | 46.8 - 56.0 | 51.1 - 61.2 | 55.3 - 66.1 | 64.4 - 76.9 |
| payroll supervisor | 58.8 - 70.4 | 63.9 - 76.6 | 68.9 - 82.6 | 79.6 - 95.5 |
| tax analyst | 51.8 - 62.2 | 57.2 - 68.6 | 62.4 - 74.8 | 73.0 - 87.5 |
| tax manager | 97.8 - 120.2 | 104.9 - 129.0 | 112.0 - 137.8 | 128.8 - 158.5 |
| treasury analyst | 68.7 - 82.4 | 73.7 - 88.3 | 78.5 - 94.1 | 89.3 - 107.2 |

healthcare

| | entry | mid | senior |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 46.0 - 58.5 | 51.3 - 66.5 | 57.8 - 75.5 |
| medical secretary | 35.8 - 45.3 | 39.8 - 51.2 | 44.3 - 56.2 |



| | | | |
|--------------------|-------------|-------------|-------------|
| pharmacy assistant | 34.5 - 43.5 | 38.8 - 49.4 | 43.3 - 50.6 |
|--------------------|-------------|-------------|-------------|

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.5 - 120.0 | 108.7 - 156.4 | 135.4 - 195.1 |
| diversity & inclusion director | 84.7 - 117.5 | 107.1 - 148.5 | 133.9 - 185.9 |
| health and safety director | 85.4 - 102.5 | 111.1 - 133.4 | 133.1 - 159.8 |
| human resources director | 92.2 - 127.9 | 117.8 - 163.5 | 146.4 - 203.5 |
| L&D director | 91.6 - 114.0 | 114.7 - 142.8 | 146.4 - 182.3 |
| talent acquisition director | 86.6 - 120.1 | 110.6 - 153.6 | 135.5 - 188.1 |
| total rewards director | 103.6 - 135.4 | 134.8 - 176.3 | 167.1 - 218.6 |
| vice president Human Resources / CHRO | 109.7 - 186.6 | 143.7 - 245.0 | 177.9 - 303.6 |
| human resources | entry | mid | senior |
| benefits administrator | 57.0 - 72.9 | 63.8 - 83.1 | 72.1 - 94.2 |
| compensation and benefits manager | 91.4 - 119.2 | 101.4 - 135.1 | 114.3 - 153.4 |
| compensation specialist | 50.8 - 67.2 | 58.6 - 78.8 | 67.8 - 89.9 |
| diversity & inclusion coordinator | 41.1 - 52.3 | 46.5 - 58.9 | 51.4 - 63.3 |
| health and safety advisor | 60.5 - 77.9 | 69.5 - 90.8 | 80.0 - 103.5 |
| health and safety manager | 74.0 - 95.8 | 82.8 - 109.3 | 93.7 - 123.6 |
| HRIS analyst | 60.9 - 80.1 | 69.7 - 93.3 | 80.2 - 106.3 |
| human resources business partner | 66.9 - 87.7 | 74.9 - 100.0 | 84.7 - 113.4 |
| human resources coordinator | 40.7 - 51.8 | 46.0 - 58.3 | 50.9 - 62.8 |
| human resources generalist | 61.6 - 78.0 | 66.8 - 86.5 | 73.9 - 97.7 |
| human resources manager | 82.9 - 111.1 | 95.6 - 130.4 | 110.9 - 149.6 |
| human resources supervisor | 65.7 - 85.0 | 72.3 - 95.8 | 81.1 - 109.4 |
| human resources technician | 49.4 - 64.5 | 55.0 - 73.2 | 62.1 - 83.3 |
| labour relations advisor | 65.4 - 87.0 | 74.7 - 101.2 | 86.0 - 115.6 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| labour relations manager | 90.0 - 122.5 | 106.0 - 146.2 | 124.5 - 169.4 |
| recruitment coordinator | 40.5 - 52.6 | 46.5 - 60.8 | 52.9 - 68.3 |
| talent acquisition specialist | 60.6 - 79.0 | 67.4 - 89.5 | 75.8 - 101.1 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.9 - 20.1 | 19.1 - 23.7 | 21.2 - 25.6 |
| counterbalance forklift operator | 21.1 - 23.1 | 22.7 - 25.3 | 24.5 - 27.7 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.3 - 23.1 | 20.3 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.3 | 20.7 - 25.2 | 23.1 - 26.9 |
| general labourer - light | 17.2 - 19.2 | 18.0 - 23.1 | 21.1 - 24.2 |
| inventory control clerk | 18.1 - 22.0 | 20.2 - 25.6 | 23.0 - 26.7 |
| janitor/custodian | 18.0 - 19.2 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.1 - 22.5 | 22.4 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 20.9 | 22.2 - 23.8 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.5 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.7 - 26.6 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 19.8 - 22.5 | 22.4 - 23.7 | 23.3 - 26.1 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 73.0 - 96.6 | 84.2 - 113.4 | 97.5 - 128.8 |
| automation engineer | 63.5 - 84.0 | 72.1 - 97.1 | 82.4 - 110.6 |
| buyer | 58.6 - 76.8 | 66.7 - 89.0 | 76.5 - 101.9 |
| chemical engineer | 81.4 - 108.2 | 91.2 - 123.4 | 103.1 - 139.2 |
| chemical technician | 54.5 - 71.1 | 60.6 - 80.8 | 68.5 - 92.4 |
| cmm programmer | 49.2 - 64.5 | 56.0 - 74.5 | 64.0 - 84.2 |
| coating inspector | 39.1 - 50.9 | 44.3 - 58.5 | 50.4 - 66.5 |
| continuous improvement engineer | 75.3 - 98.4 | 83.9 - 111.6 | 94.3 - 124.8 |
| controls designer/engineer | 54.1 - 72.2 | 62.2 - 84.3 | 71.5 - 96.2 |
| demand planner | 48.8 - 67.4 | 58.7 - 81.3 | 69.3 - 93.1 |
| electrical engineer | 77.9 - 103.4 | 88.7 - 120.1 | 102.0 - 137.6 |
| electrical engineering technician | 56.9 - 73.0 | 65.0 - 84.5 | 74.3 - 96.0 |
| electrical test engineer | 71.7 - 95.8 | 82.4 - 112.3 | 95.5 - 129.0 |
| estimation engineer | 71.4 - 95.4 | 82.1 - 111.8 | 95.0 - 128.4 |
| estimator | 61.1 - 79.7 | 67.9 - 90.3 | 76.4 - 102.0 |
| field service engineer | 52.6 - 69.7 | 59.8 - 80.9 | 68.8 - 93.4 |
| general inspector | 50.7 - 66.7 | 57.0 - 76.0 | 64.3 - 85.1 |
| health and safety specialist | 68.7 - 90.3 | 78.6 - 105.2 | 90.5 - 120.0 |
| HVAC drafter | 52.5 - 67.4 | 59.1 - 76.8 | 66.6 - 86.0 |
| HVAC engineer | 56.9 - 75.7 | 65.0 - 88.0 | 74.8 - 100.0 |
| industrial engineer | 71.2 - 92.8 | 79.1 - 105.0 | 88.8 - 117.6 |
| inventory analyst | 51.2 - 66.6 | 57.7 - 76.3 | 65.5 - 87.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| logistics specialist | 59.3 - 78.9 | 67.8 - 91.8 | 78.0 - 104.3 |
| manufacturing engineer | 66.5 - 88.1 | 75.5 - 101.9 | 86.5 - 115.6 |
| mechanical designer | 51.8 - 68.6 | 59.7 - 79.8 | 68.4 - 89.9 |
| mechanical drafter | 51.2 - 66.6 | 57.7 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 73.1 - 96.7 | 82.9 - 111.9 | 95.0 - 127.5 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.7 | 66.6 - 87.5 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.6 | 51.6 - 66.0 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 61.9 - 82.4 | 70.9 - 96.0 | 81.6 - 109.1 |
| production planner | 49.2 - 65.1 | 56.8 - 75.6 | 64.8 - 84.3 |
| project engineer | 89.6 - 115.1 | 97.3 - 127.4 | 107.3 - 142.2 |
| project manager | 76.1 - 105.1 | 88.6 - 124.1 | 103.0 - 141.8 |
| QA/QC inspector | 38.4 - 48.8 | 42.8 - 55.6 | 48.3 - 62.8 |
| quality assurance manager | 79.7 - 103.7 | 88.1 - 116.8 | 98.6 - 131.0 |
| quality assurance/control technician | 62.4 - 81.7 | 71.0 - 94.5 | 81.1 - 107.0 |
| quality control engineer | 68.8 - 91.1 | 78.1 - 105.4 | 89.4 - 119.3 |
| quality control technician | 40.3 - 51.8 | 44.8 - 58.5 | 50.2 - 65.4 |
| quality director | 89.1 - 120.7 | 113.0 - 153.0 | 137.2 - 186.0 |
| quality inspector | 39.8 - 50.7 | 44.4 - 57.7 | 50.2 - 65.1 |
| safety inspector | 62.6 - 81.7 | 70.9 - 93.9 | 80.5 - 106.0 |
| SCADA engineer | 64.4 - 85.7 | 73.6 - 99.7 | 84.7 - 113.5 |
| sourcing engineer | 56.2 - 74.6 | 64.2 - 86.9 | 73.9 - 99.2 |
| stationary engineer | 54.1 - 69.2 | 59.5 - 77.3 | 66.1 - 85.9 |
| supply chain analyst | 49.7 - 66.1 | 56.9 - 76.9 | 65.4 - 87.4 |
| industrial management | | | |
| director of operations | 125.4 - 167.8 | 165.0 - 221.0 | 209.2 - 280.3 |
| engineering manager | 84.9 - 114.3 | 97.0 - 133.0 | 111.7 - 151.9 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| health and safety manager | 60.5 - 77.9 | 69.5 - 90.8 | 80.0 - 103.5 |
| inventory control manager | 63.5 - 83.2 | 71.1 - 95.0 | 80.4 - 107.5 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 108.3 - 131.5 | 140.8 - 170.9 | 173.5 - 210.9 |
| materials manager | 80.5 - 105.9 | 89.0 - 119.4 | 99.7 - 134.5 |
| operations manager | 78.6 - 107.4 | 90.1 - 124.9 | 103.3 - 141.0 |
| parts manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 123.2 |
| plant manager | 94.5 - 131.9 | 113.4 - 160.4 | 135.4 - 187.2 |
| procurement director | 99.4 - 131.4 | 132.7 - 175.6 | 161.8 - 214.2 |
| production manager | 87.1 - 114.2 | 97.4 - 130.4 | 110.4 - 147.9 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 71.1 - 92.2 | 81.1 - 106.8 | 92.8 - 121.9 |
| project director | 111.3 - 135.2 | 139.3 - 169.2 | 168.0 - 204.3 |
| purchasing manager | 94.5 - 124.9 | 106.9 - 143.5 | 121.4 - 161.3 |
| site supervisor | 77.4 - 101.2 | 84.8 - 113.2 | 94.5 - 127.3 |
| supply chain manager | 80.4 - 107.6 | 92.5 - 125.4 | 106.2 - 140.7 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.6 - 69.7 | 60.7 - 80.6 | 70.3 - 90.7 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 54.3 - 70.6 | 66.8 - 80.3 | 73.6 - 90.5 |
| conventional machinist | 58.2 - 68.7 | 65.8 - 74.7 | 71.6 - 79.4 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| field service technician | 71.2 - 76.3 | 76.5 - 82.6 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.4 - 72.6 | 70.3 - 83.1 | 81.0 - 98.9 |
| machine builder | 60.3 - 71.3 | 67.0 - 76.8 | 74.1 - 85.2 |
| maintenance mechanic | 72.9 - 79.8 | 78.3 - 89.5 | 87.4 - 95.0 |
| mechanical assembler | 47.8 - 52.4 | 49.8 - 55.3 | 52.7 - 62.3 |
| millwright | 76.0 - 82.7 | 79.8 - 92.6 | 89.8 - 106.7 |
| panel wirer | 48.9 - 55.6 | 53.9 - 62.4 | 58.9 - 67.8 |
| set-up technician | 48.2 - 55.6 | 52.6 - 61.2 | 59.8 - 70.3 |
| technician quality control testing | 54.5 - 72.3 | 63.0 - 84.5 | 72.7 - 97.1 |
| tool and die maker | 67.0 - 73.6 | 72.4 - 78.0 | 75.6 - 88.3 |
| welder | 46.9 - 59.4 | 56.1 - 68.4 | 63.0 - 74.8 |
| welder-fitter | 58.2 - 72.9 | 67.8 - 78.1 | 75.1 - 86.9 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 68.5 - 89.9 | 77.0 - 103.1 | 87.6 - 117.5 |
| digital marketing specialist | 48.6 - 64.2 | 56.2 - 75.6 | 65.3 - 86.2 |
| e-commerce director | 115.4 - 143.2 | 145.9 - 181.2 | 184.2 - 229.1 |
| e-commerce manager | 78.9 - 103.0 | 88.1 - 117.5 | 99.7 - 133.7 |
| marketing content manager | 59.2 - 77.4 | 66.3 - 88.4 | 75.1 - 100.4 |
| social media manager | 58.9 - 81.3 | 71.1 - 98.5 | 84.3 - 115.0 |
| web marketing analyst | 52.5 - 68.2 | 59.3 - 78.3 | 67.4 - 88.3 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 100.3 - 152.7 | 135.5 - 206.7 | 174.1 - 266.0 |
| marketing vice-president | 124.8 - 192.4 | 175.6 - 271.3 | 227.0 - 350.7 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 85.3 - 109.6 | 94.6 - 123.7 | 106.0 - 138.6 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| brand or product manager assistant | 63.7 - 85.8 | 74.3 - 101.2 | 86.2 - 115.5 |
| communications manager | 70.7 - 92.3 | 78.9 - 105.0 | 89.0 - 118.1 |
| communications specialist | 54.5 - 74.4 | 64.9 - 89.4 | 76.4 - 102.1 |
| marketing coordinator | 56.1 - 73.8 | 63.4 - 84.8 | 72.1 - 96.4 |
| marketing director | 98.2 - 132.1 | 114.2 - 155.8 | 132.7 - 177.9 |
| marketing project manager | 44.0 - 58.5 | 50.4 - 67.9 | 57.9 - 77.1 |
| marketing specialist | 47.9 - 63.6 | 54.8 - 73.7 | 62.8 - 83.5 |

sales

| | entry | mid | senior |
|---|---------------|---------------|---------------|
| corporate sales | | | |
| account manager - hardware | 50.2 - 62.6 | 54.4 - 69.2 | 60.0 - 77.4 |
| account manager - software | 56.1 - 69.6 | 60.4 - 76.4 | 66.1 - 85.2 |
| business development manager | 94.7 - 125.2 | 105.7 - 143.1 | 120.1 - 164.7 |
| district sales manager | 78.8 - 102.0 | 89.8 - 118.4 | 103.2 - 135.5 |
| key accounts manager - consumer goods | 70.3 - 89.8 | 78.8 - 102.8 | 89.5 - 117.3 |
| merchandiser - consumer goods | 60.5 - 78.9 | 67.6 - 90.1 | 76.6 - 102.5 |
| sales manager/ director | 61.4 - 82.0 | 69.7 - 94.5 | 79.3 - 106.4 |
| sales representative, account manager - consumer goods | 48.9 - 61.8 | 53.9 - 69.1 | 59.9 - 77.0 |
| sales representative, account manager - professional services | 46.9 - 58.2 | 50.5 - 63.9 | 55.3 - 71.4 |
| sales representative, account manager - telecommunications | 54.1 - 67.6 | 58.8 - 74.6 | 64.6 - 82.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 117.6 - 168.9 | 158.0 - 226.6 | 197.5 - 282.7 |
| sales vice-president | 139.1 - 199.6 | 188.5 - 270.9 | 244.0 - 350.6 |
| vice-president marketing & sales | 120.4 - 214.8 | 165.1 - 295.3 | 212.3 - 379.7 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 53.0 - 66.1 | 57.4 - 72.7 | 63.0 - 80.7 |
| internal sales representative - manufacturing | 50.5 - 63.0 | 54.8 - 69.7 | 60.5 - 78.2 |



| | | | |
|--|-------------|--------------|--------------|
| sales engineer - distribution | 70.6 - 92.0 | 77.3 - 102.5 | 85.6 - 114.1 |
| sales engineer - manufacturing | 57.3 - 76.0 | 64.6 - 87.0 | 73.1 - 97.4 |
| sales representative, account manager - industrial equipment | 50.0 - 62.1 | 53.9 - 68.2 | 59.1 - 76.0 |
| sales representative, account manager - industrial service | 53.3 - 66.4 | 57.7 - 73.0 | 63.2 - 80.9 |
| sales representative, account manager - machinery | 52.8 - 65.5 | 56.9 - 71.9 | 62.3 - 80.0 |
| sales representative, account manager - manufacturing | 51.2 - 73.5 | 56.3 - 82.1 | 62.4 - 91.2 |
| sales representative, account manager - retail network | 52.1 - 64.6 | 56.0 - 70.9 | 61.6 - 79.9 |
| technical sales representative - manufacturing | 48.8 - 62.4 | 54.9 - 71.3 | 62.0 - 79.9 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 70.4 - 91.2 | 78.8 - 104.0 | 89.1 - 117.5 |
| application support analyst | 61.0 - 80.5 | 70.1 - 93.2 | 79.8 - 105.1 |
| automation tester | 48.2 - 64.3 | 56.2 - 75.9 | 65.4 - 86.5 |
| C++/ embedded software engineer | 70.3 - 91.0 | 78.7 - 103.8 | 89.0 - 117.3 |
| devops - development | 65.4 - 88.0 | 75.9 - 103.9 | 88.5 - 118.9 |
| ERP developer | 70.3 - 90.9 | 78.5 - 103.7 | 88.9 - 117.7 |
| front-end developer | 65.5 - 86.1 | 74.9 - 100.3 | 86.2 - 114.4 |
| full stack developer | 75.2 - 99.0 | 86.1 - 115.3 | 99.0 - 131.1 |
| java developer | 68.8 - 89.1 | 77.0 - 101.7 | 87.1 - 114.6 |
| machine learning developer | 76.9 - 114.5 | 103.4 - 144.1 | 123.9 - 148.7 |
| mobile application developer (iOS/android) | 62.9 - 96.5 | 87.9 - 123.4 | 106.2 - 127.5 |
| quality assurance manager | 81.2 - 107.6 | 92.2 - 124.4 | 105.5 - 141.0 |
| RPA developer | 51.6 - 68.1 | 59.3 - 79.2 | 68.0 - 89.1 |
| SQL database developer | 62.0 - 82.8 | 71.3 - 97.0 | 82.5 - 110.9 |
| technical lead | 105.9 - 143.2 | 121.5 - 166.6 | 139.6 - 188.8 |
| UI/UX designer | 66.0 - 85.3 | 73.6 - 96.8 | 82.8 - 108.3 |



architecture

| | | | |
|---------------------------------|---------------|---------------|---------------|
| application architect | 100.1 - 133.5 | 112.7 - 153.5 | 128.6 - 175.9 |
| architect (enterprise) | 93.4 - 126.0 | 106.9 - 146.8 | 123.2 - 168.9 |
| architect (solutions/technical) | 82.6 - 103.4 | 92.7 - 118.1 | 104.8 - 132.7 |
| cloud architect | 88.9 - 111.9 | 100.5 - 128.6 | 114.3 - 144.6 |

data & analytics

| | | | |
|---------------------------------|--------------|---------------|---------------|
| BI data architect | 89.7 - 120.5 | 100.4 - 137.4 | 113.6 - 155.3 |
| big data engineer | 80.2 - 105.1 | 89.7 - 120.0 | 101.6 - 136.0 |
| business intelligence developer | 67.1 - 87.1 | 75.3 - 99.3 | 85.1 - 111.4 |
| data analyst | 66.4 - 88.8 | 76.5 - 104.0 | 88.4 - 118.5 |
| data architect | 72.4 - 95.8 | 83.4 - 112.3 | 96.6 - 128.5 |
| data engineer | 69.0 - 92.4 | 79.6 - 108.3 | 92.1 - 123.3 |
| data scientist | 75.2 - 101.2 | 87.2 - 119.3 | 101.4 - 135.9 |
| database administrator | 71.3 - 97.1 | 84.2 - 116.3 | 99.1 - 133.9 |

leadership/business technology

| | | | |
|------------------|---------------|---------------|---------------|
| business analyst | 68.6 - 88.9 | 76.8 - 101.4 | 87.0 - 114.7 |
| IT director | 102.8 - 137.7 | 130.5 - 174.8 | 163.5 - 219.1 |
| IT manager | 91.1 - 121.0 | 103.8 - 140.7 | 119.5 - 161.6 |

networking/infrastructure

| | | | |
|---------------------------------|--------------|---------------|---------------|
| cloud engineer | 76.3 - 101.7 | 88.9 - 120.1 | 103.2 - 136.2 |
| devops - infrastructure | 77.2 - 106.8 | 90.0 - 126.1 | 104.4 - 142.5 |
| help desk analyst | 50.2 - 65.6 | 56.8 - 75.3 | 64.6 - 85.4 |
| information security engineer | 72.3 - 96.7 | 83.3 - 113.4 | 96.3 - 129.4 |
| information security manager | 93.5 - 123.4 | 105.6 - 142.0 | 120.3 - 161.8 |
| information security specialist | 57.7 - 75.8 | 66.0 - 88.2 | 75.9 - 100.1 |
| information systems analyst | 62.2 - 80.5 | 69.5 - 91.7 | 78.6 - 103.7 |
| linux/unix administrator | 77.9 - 101.3 | 87.7 - 116.4 | 99.9 - 132.4 |
| network administrator | 61.1 - 81.8 | 70.5 - 95.9 | 81.6 - 109.8 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| network engineer | 69.4 - 92.6 | 79.7 - 108.6 | 92.4 - 124.8 |
| systems administrator | 69.6 - 91.6 | 79.7 - 106.7 | 91.7 - 121.9 |
| tech support | 63.6 - 83.0 | 71.9 - 95.3 | 81.7 - 108.2 |
| project management | | | |
| business systems analyst | 68.0 - 89.5 | 77.9 - 104.5 | 89.9 - 119.7 |
| ERP project manager | 92.4 - 123.5 | 100.8 - 137.5 | 111.9 - 154.3 |
| organizational development manager | 65.7 - 88.6 | 76.6 - 105.7 | 90.3 - 124.0 |
| product owner | 77.4 - 102.1 | 88.8 - 118.9 | 102.0 - 134.3 |
| product owner/manager | 79.6 - 109.9 | 92.6 - 129.8 | 107.8 - 148.7 |
| project coordinator | 65.2 - 81.0 | 72.4 - 91.6 | 81.3 - 103.2 |
| project manager (infrastructure) | 94.5 - 128.3 | 107.2 - 148.5 | 123.0 - 170.4 |
| project manager (software) | 93.7 - 124.4 | 104.9 - 142.0 | 118.8 - 161.1 |
| scrum master | 72.4 - 94.3 | 81.7 - 108.5 | 93.1 - 123.8 |
| technical writer | 59.5 - 77.3 | 69.3 - 91.3 | 80.4 - 103.7 |



greater sudbury area

customer experience

| | entry | mid | senior |
|--|-------------|--------------|---------------|
| bilingual call center operations manager | 60.9 - 78.9 | 68.1 - 89.7 | 76.7 - 100.1 |
| bilingual customer loyalty agent | 40.1 - 49.1 | 42.7 - 56.9 | 48.9 - 64.7 |
| bilingual customer service manager | 75.5 - 87.7 | 86.6 - 110.2 | 108.3 - 122.2 |
| bilingual customer service representative | 37.2 - 47.0 | 41.1 - 53.2 | 46.2 - 60.2 |
| bilingual customer service supervisor | 61.1 - 80.3 | 68.5 - 91.8 | 77.7 - 104.4 |
| bilingual customer service team lead | 51.1 - 60.5 | 58.1 - 62.1 | 61.4 - 69.9 |
| bilingual customer service trainer | 48.5 - 58.8 | 51.0 - 68.5 | 58.9 - 78.2 |
| bilingual e-chat representative | 40.1 - 49.1 | 42.7 - 56.9 | 48.9 - 64.7 |
| bilingual help desk representative - level 1 | 44.7 - 59.7 | 51.4 - 68.8 | 58.4 - 77.3 |
| bilingual inside sales manager | 65.7 - 88.0 | 74.5 - 101.2 | 84.7 - 113.1 |
| bilingual inside sales representative | 47.3 - 59.0 | 51.0 - 64.5 | 55.8 - 72.2 |
| bilingual insurance advisor | 53.7 - 67.0 | 56.9 - 71.6 | 61.1 - 79.3 |
| bilingual junior collection agent | 38.7 - 45.4 | 41.9 - 52.1 | 45.2 - 58.5 |
| bilingual order desk representative | 37.2 - 47.0 | 41.1 - 53.2 | 46.2 - 60.2 |
| bilingual survey agent | 35.7 - 42.6 | 38.6 - 48.9 | 43.3 - 53.5 |
| bilingual telemarketing agent | 35.7 - 42.6 | 38.6 - 48.9 | 43.3 - 53.5 |
| bilingual telephone dispatcher | 43.2 - 51.6 | 45.9 - 59.2 | 52.0 - 66.8 |
| bilingual travel support agent | 38.5 - 48.6 | 43.0 - 54.8 | 47.9 - 60.5 |
| bilingual workforce planner | 47.1 - 59.7 | 50.9 - 65.9 | 56.3 - 74.5 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 61.6 - 80.9 | 69.0 - 92.6 | 78.5 - 105.4 |
| architectural drafter | 51.4 - 66.9 | 59.9 - 79.4 | 70.2 - 93.5 |
| BIM/VDC coordinator | 63.8 - 83.6 | 71.3 - 95.4 | 80.7 - 108.2 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 58.2 - 76.4 | 66.3 - 88.6 | 76.1 - 101.6 |
| civil engineer | 64.5 - 86.7 | 74.6 - 101.7 | 86.2 - 115.4 |
| civil engineering drafter | 52.8 - 66.1 | 59.3 - 75.5 | 67.0 - 85.6 |
| civil engineering technologist | 45.8 - 61.9 | 54.3 - 73.8 | 63.5 - 84.1 |
| civil project engineer | 75.8 - 104.1 | 87.4 - 122.2 | 101.4 - 140.5 |
| civil project manager | 76.4 - 102.2 | 86.3 - 117.5 | 98.3 - 132.7 |
| construction coordinator | 50.5 - 67.4 | 56.8 - 77.0 | 64.4 - 87.3 |
| construction director | 100.8 - 133.4 | 133.2 - 176.1 | 167.2 - 221.2 |
| construction manager | 73.8 - 96.7 | 81.0 - 108.3 | 90.2 - 121.8 |
| construction project coordinator | 86.4 - 111.2 | 94.0 - 123.3 | 103.8 - 137.5 |
| construction project manager | 66.8 - 92.3 | 77.7 - 109.2 | 90.5 - 125.2 |
| construction superintendent | 76.4 - 100.1 | 83.8 - 112.1 | 93.4 - 126.1 |
| contracts administrator | 59.2 - 78.5 | 67.3 - 90.9 | 77.0 - 103.5 |
| contracts manager | 95.3 - 120.7 | 106.7 - 137.8 | 121.0 - 157.0 |
| director of operations | 125.9 - 168.4 | 165.6 - 221.5 | 209.7 - 280.4 |
| drafter | 53.4 - 66.6 | 59.6 - 75.6 | 67.1 - 85.6 |
| electrical designer/engineer | 74.7 - 98.6 | 84.2 - 113.5 | 96.2 - 129.5 |
| electrical engineer | 77.1 - 102.5 | 87.9 - 119.2 | 101.2 - 136.7 |
| electrical engineering technician | 56.3 - 72.2 | 64.2 - 83.6 | 73.5 - 95.1 |
| electrical inspector | 45.2 - 61.0 | 52.5 - 71.4 | 60.6 - 82.2 |
| engineering manager | 83.9 - 113.2 | 95.9 - 131.8 | 110.5 - 150.5 |
| environmental engineer | 62.7 - 83.5 | 71.6 - 97.3 | 82.6 - 111.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| environmental inspector | 49.0 - 62.8 | 53.9 - 70.4 | 60.2 - 78.9 |
| estimation engineer | 70.7 - 94.6 | 81.3 - 110.9 | 94.2 - 127.5 |
| estimator | 60.7 - 79.4 | 67.6 - 90.0 | 76.1 - 101.7 |
| facilities engineer | 64.9 - 86.9 | 74.7 - 102.0 | 86.6 - 116.7 |
| facilities manager | 60.8 - 79.8 | 69.3 - 92.6 | 79.5 - 106.2 |
| field manager | 68.9 - 91.5 | 78.4 - 106.4 | 90.3 - 123.2 |
| field Supervisor | 69.1 - 91.1 | 77.8 - 104.1 | 87.9 - 117.3 |
| foreman | 53.8 - 69.8 | 60.3 - 79.6 | 68.2 - 90.1 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 59.6 - 77.0 | 68.6 - 89.8 | 79.0 - 102.3 |
| health and safety specialist | 68.0 - 89.6 | 77.8 - 104.4 | 89.7 - 119.1 |
| HVAC drafter | 51.8 - 66.7 | 58.3 - 76.1 | 65.8 - 85.2 |
| HVAC engineer | 56.2 - 74.9 | 64.3 - 87.2 | 74.0 - 99.2 |
| mechanical designer | 51.1 - 67.8 | 59.0 - 79.0 | 67.7 - 89.1 |
| mechanical drafter | 50.5 - 65.8 | 57.0 - 76.0 | 65.5 - 88.8 |
| mechanical engineer | 72.3 - 95.9 | 82.2 - 111.1 | 94.2 - 126.6 |
| mechanical engineering technician | 50.6 - 66.5 | 57.7 - 76.9 | 65.9 - 86.6 |
| mechanical site supervisor | 49.5 - 63.9 | 56.0 - 73.6 | 63.9 - 84.0 |
| operations manager | 78.8 - 107.9 | 90.4 - 125.4 | 103.7 - 141.6 |
| planner/scheduler | 39.5 - 50.4 | 44.9 - 57.9 | 50.9 - 65.3 |
| project coordinator | 45.6 - 59.7 | 51.7 - 68.7 | 58.8 - 77.7 |
| project director | 111.0 - 134.9 | 139.0 - 168.9 | 167.7 - 203.8 |
| project engineer | 88.8 - 114.2 | 96.5 - 126.5 | 106.5 - 141.3 |
| project manager | 75.8 - 104.9 | 88.2 - 123.9 | 102.7 - 141.5 |
| purchasing manager | 94.3 - 124.8 | 106.7 - 143.4 | 121.3 - 161.1 |
| QA/QC inspector | 53.8 - 71.5 | 62.3 - 83.7 | 71.9 - 96.2 |
| quality control engineer | 68.0 - 90.3 | 77.4 - 104.5 | 88.6 - 118.5 |
| quality inspector | 39.2 - 50.0 | 43.8 - 57.0 | 49.5 - 64.4 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| safety inspector | 61.7 - 80.7 | 69.9 - 92.8 | 79.5 - 104.8 |
| specification writer | 52.0 - 67.2 | 58.9 - 77.2 | 66.9 - 87.1 |
| structural designer | 52.3 - 68.3 | 59.2 - 78.6 | 67.3 - 88.9 |
| structural engineer | 70.2 - 93.2 | 79.8 - 108.1 | 91.7 - 123.4 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 75.0 |
| superintendent | 39.9 - 51.0 | 44.6 - 58.2 | 50.6 - 66.1 |
| technical services manager | 86.3 - 114.4 | 97.9 - 132.4 | 112.5 - 152.5 |
| energy & oil | | | |
| architectural technologist | 51.4 - 66.9 | 59.9 - 79.4 | 70.2 - 93.5 |
| applications engineer | 72.9 - 96.7 | 84.2 - 113.5 | 97.6 - 129.0 |
| architect | 61.6 - 80.9 | 69.0 - 92.6 | 78.5 - 105.4 |
| automation engineer | 62.8 - 83.3 | 71.3 - 96.3 | 81.7 - 109.8 |
| automation specialist | 49.8 - 65.6 | 57.8 - 76.5 | 66.4 - 87.0 |
| buyer | 58.2 - 76.4 | 66.3 - 88.6 | 76.1 - 101.6 |
| category manager | 61.2 - 80.3 | 68.5 - 91.7 | 77.6 - 104.2 |
| category specialist | 52.1 - 68.0 | 57.9 - 77.2 | 65.3 - 87.5 |
| chemical engineer | 80.6 - 107.3 | 90.4 - 122.5 | 102.3 - 138.2 |
| chemical technician | 53.9 - 70.3 | 59.9 - 79.9 | 67.7 - 91.4 |
| chief inspector | 54.0 - 71.2 | 60.8 - 81.2 | 68.6 - 91.1 |
| civil engineer | 64.5 - 86.7 | 74.6 - 101.7 | 86.2 - 115.4 |
| civil engineering drafter | 52.8 - 66.1 | 59.3 - 75.5 | 67.0 - 85.6 |
| civil engineering technologist | 45.8 - 61.9 | 54.3 - 73.8 | 63.5 - 84.1 |
| civil project engineer | 75.8 - 104.1 | 87.4 - 122.2 | 101.4 - 140.5 |
| civil project manager | 76.4 - 102.2 | 86.3 - 117.5 | 98.3 - 132.7 |
| commissioning and start up engineer | 59.9 - 80.1 | 68.9 - 93.9 | 79.8 - 103.9 |
| construction analyst | 55.1 - 72.1 | 61.4 - 81.7 | 69.0 - 91.8 |
| construction coordinator | 50.5 - 67.4 | 56.8 - 77.0 | 64.4 - 87.3 |
| construction director | 100.8 - 133.4 | 133.2 - 176.1 | 167.2 - 221.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 73.8 - 96.7 | 81.0 - 108.3 | 90.2 - 121.8 |
| construction project manager | 66.8 - 92.3 | 77.7 - 109.2 | 90.5 - 125.2 |
| continuous improvement engineer | 75.0 - 98.2 | 83.6 - 111.4 | 94.1 - 124.7 |
| contracts administrator | 59.2 - 78.5 | 67.3 - 90.9 | 77.0 - 103.5 |
| contracts manager | 95.3 - 120.7 | 106.7 - 137.8 | 121.0 - 157.0 |
| contracts specialist | 59.8 - 78.5 | 68.1 - 90.8 | 77.8 - 103.0 |
| control technician | 48.8 - 64.2 | 55.7 - 74.3 | 63.8 - 84.4 |
| controls designer/engineer | 53.4 - 71.5 | 61.5 - 83.4 | 70.8 - 95.3 |
| cost control specialist | 49.2 - 63.8 | 55.1 - 72.9 | 62.5 - 82.6 |
| demand planner | 48.8 - 67.5 | 58.7 - 81.5 | 69.4 - 93.4 |
| director of operations | 125.9 - 168.4 | 165.6 - 221.5 | 209.7 - 280.4 |
| drafter | 53.4 - 66.6 | 59.6 - 75.6 | 67.1 - 85.6 |
| electrical designer/engineer | 74.7 - 98.6 | 84.2 - 113.5 | 96.2 - 129.5 |
| electrical engineer | 77.1 - 102.5 | 87.9 - 119.2 | 101.2 - 136.7 |
| electrical engineering technician | 56.3 - 72.2 | 64.2 - 83.6 | 73.5 - 95.1 |
| electrical inspector | 45.2 - 61.0 | 52.5 - 71.4 | 60.6 - 82.2 |
| electrical test engineer | 71.0 - 95.0 | 81.6 - 111.4 | 94.7 - 128.1 |
| engineering manager | 83.9 - 113.2 | 95.9 - 131.8 | 110.5 - 150.5 |
| environmental engineer | 62.7 - 83.5 | 71.6 - 97.3 | 82.6 - 111.5 |
| environmental inspector | 49.0 - 62.8 | 53.9 - 70.4 | 60.2 - 78.9 |
| estimation engineer | 70.7 - 94.6 | 81.3 - 110.9 | 94.2 - 127.5 |
| estimator | 60.7 - 79.4 | 67.6 - 90.0 | 76.1 - 101.7 |
| expediter | 42.2 - 54.6 | 48.0 - 62.8 | 54.7 - 71.6 |
| facilities engineer | 64.9 - 86.9 | 74.7 - 102.0 | 86.6 - 116.7 |
| field service engineer | 51.9 - 68.9 | 59.1 - 80.0 | 68.0 - 92.5 |
| general inspector | 50.0 - 65.6 | 56.2 - 74.7 | 63.2 - 83.6 |
| geologist | 63.3 - 82.5 | 71.4 - 95.0 | 81.5 - 108.3 |
| geophysicist | 70.9 - 97.1 | 84.2 - 117.1 | 99.9 - 135.6 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| geotechnical engineer | 64.2 - 83.8 | 72.5 - 96.5 | 82.8 - 109.9 |
| GIS analyst | 39.7 - 51.8 | 44.2 - 58.6 | 49.6 - 65.5 |
| health and safety manager | 64.4 - 84.2 | 71.7 - 95.5 | 80.7 - 107.7 |
| health and safety specialist | 59.6 - 77.0 | 68.6 - 89.8 | 79.0 - 102.3 |
| HVAC drafter | 51.8 - 66.7 | 58.3 - 76.1 | 65.8 - 85.2 |
| HVAC engineer | 56.2 - 74.9 | 64.3 - 87.2 | 74.0 - 99.2 |
| hydraulic engineer | 64.4 - 86.2 | 74.2 - 101.2 | 86.0 - 115.8 |
| industrial engineer | 70.4 - 92.0 | 78.3 - 104.2 | 88.0 - 116.8 |
| instrumentation and controls engineer | 68.6 - 90.6 | 77.4 - 104.2 | 88.3 - 118.0 |
| inventory analyst | 51.2 - 66.7 | 57.7 - 76.4 | 65.6 - 87.2 |
| inventory control manager | 62.7 - 82.4 | 70.3 - 94.1 | 79.6 - 106.6 |
| logistics manager | 61.6 - 82.0 | 70.4 - 95.6 | 81.2 - 109.2 |
| logistics specialist | 48.2 - 62.6 | 54.9 - 72.1 | 62.5 - 82.0 |
| materials manager | 80.2 - 105.8 | 88.7 - 119.3 | 99.5 - 134.4 |
| mechanical designer | 51.1 - 67.8 | 59.0 - 79.0 | 67.7 - 89.1 |
| mechanical drafter | 50.5 - 65.8 | 57.0 - 76.0 | 65.5 - 88.8 |
| mechanical engineer | 72.3 - 95.9 | 82.2 - 111.1 | 94.2 - 126.6 |
| mechanical engineering technician | 50.6 - 66.5 | 57.7 - 76.9 | 65.9 - 86.6 |
| mining engineer | 69.9 - 92.7 | 78.1 - 105.6 | 88.2 - 119.0 |
| operations manager | 78.8 - 107.9 | 90.4 - 125.4 | 103.7 - 141.6 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 90.0 |
| pipeline designer | 60.0 - 78.4 | 67.0 - 89.3 | 75.8 - 101.1 |
| piping engineer | 62.5 - 82.0 | 69.9 - 93.6 | 79.2 - 106.2 |
| planner/scheduler | 39.5 - 50.4 | 44.9 - 57.9 | 50.9 - 65.3 |
| plant engineer | 73.1 - 97.2 | 84.8 - 114.9 | 98.9 - 131.7 |
| plant manager | 94.3 - 131.8 | 113.3 - 160.3 | 135.3 - 186.9 |
| plant operator | 48.3 - 65.9 | 57.0 - 78.1 | 66.2 - 88.4 |
| process engineer | 61.2 - 81.6 | 70.1 - 95.2 | 80.8 - 108.3 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement director | 99.2 - 131.3 | 132.6 - 175.4 | 161.6 - 213.8 |
| procurement specialist | 51.4 - 67.2 | 57.2 - 76.2 | 64.5 - 86.5 |
| production analyst | 45.8 - 61.3 | 52.7 - 71.8 | 61.1 - 83.0 |
| production engineer | 63.4 - 84.6 | 72.6 - 98.7 | 83.7 - 112.2 |
| program manager | 71.2 - 92.5 | 81.3 - 107.3 | 93.1 - 122.4 |
| project controller | 53.7 - 71.4 | 60.3 - 81.7 | 68.3 - 92.9 |
| project controls manager | 84.7 - 116.7 | 98.0 - 136.8 | 113.4 - 155.8 |
| project controls specialist | 61.8 - 80.4 | 69.5 - 91.8 | 78.5 - 103.5 |
| project coordinator | 86.4 - 111.2 | 94.0 - 123.3 | 103.8 - 137.5 |
| project director | 111.0 - 134.9 | 139.0 - 168.9 | 167.7 - 203.8 |
| project engineer | 88.8 - 114.2 | 96.5 - 126.5 | 106.5 - 141.3 |
| project manager | 75.8 - 104.9 | 88.2 - 123.9 | 102.7 - 141.5 |
| purchasing manager | 94.3 - 124.8 | 106.7 - 143.4 | 121.3 - 161.1 |
| QA/QC inspector | 53.8 - 71.5 | 62.3 - 83.7 | 71.9 - 96.2 |
| quality assurance manager | 79.5 - 103.5 | 87.9 - 116.7 | 98.5 - 130.9 |
| quality assurance/control technician | 62.2 - 81.7 | 70.9 - 94.6 | 81.1 - 107.2 |
| quality control engineer | 68.0 - 90.3 | 77.4 - 104.5 | 88.6 - 118.5 |
| quality inspector | 39.2 - 50.0 | 43.8 - 57.0 | 49.5 - 64.4 |
| reliability engineer | 67.4 - 87.2 | 76.5 - 101.0 | 87.7 - 115.0 |
| reliability manager | 69.5 - 90.5 | 79.6 - 105.6 | 91.8 - 120.3 |
| reliability specialist | 50.6 - 67.5 | 57.9 - 78.6 | 66.8 - 89.6 |
| safety inspector | 61.7 - 80.7 | 69.9 - 92.8 | 79.5 - 104.8 |
| site supervisor | 49.5 - 63.9 | 56.0 - 73.6 | 63.9 - 84.0 |
| sourcing engineer | 55.8 - 74.4 | 63.8 - 86.7 | 73.6 - 99.0 |
| sourcing specialist | 55.9 - 73.0 | 62.1 - 82.8 | 70.0 - 93.9 |
| specification writer | 52.0 - 67.2 | 58.9 - 77.2 | 66.9 - 87.1 |
| stationary engineer | 53.3 - 68.3 | 58.6 - 76.4 | 65.2 - 84.9 |
| structural designer | 52.3 - 68.3 | 59.2 - 78.6 | 67.3 - 88.9 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| structural engineer | 70.2 - 93.2 | 79.8 - 108.1 | 91.7 - 123.4 |
| structural engineering technologist | 65.0 - 70.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| superintendent | 39.9 - 51.0 | 44.6 - 58.2 | 50.6 - 66.1 |
| supply chain manager | 80.1 - 107.4 | 92.3 - 125.2 | 106.0 - 140.6 |
| systems control engineer | 63.2 - 84.0 | 72.2 - 97.6 | 83.0 - 111.1 |
| telecommunications technician | 53.3 - 69.7 | 60.4 - 80.2 | 68.8 - 91.6 |
| transmission line engineer | 75.6 - 95.9 | 81.9 - 105.9 | 90.1 - 117.4 |
| transportation manager | 81.1 - 107.4 | 91.8 - 123.5 | 104.6 - 140.3 |
| welding inspector | 53.8 - 70.4 | 61.0 - 80.9 | 69.2 - 91.1 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.2 - 119.9 | 108.5 - 156.3 | 135.3 - 194.8 |
| diversity & inclusion director | 84.9 - 118.0 | 107.5 - 149.1 | 134.5 - 186.5 |
| health and safety director | 85.2 - 102.3 | 110.9 - 133.2 | 133.0 - 159.7 |
| human resources director | 92.0 - 127.8 | 117.6 - 163.3 | 146.3 - 203.1 |
| L&D director | 91.4 - 113.9 | 114.6 - 142.7 | 146.3 - 182.1 |
| talent acquisition director | 86.4 - 120.0 | 110.5 - 153.4 | 135.3 - 187.9 |
| total rewards director | 103.5 - 135.3 | 134.7 - 176.1 | 166.9 - 218.1 |
| vice president Human Resources / CHRO | 109.6 - 186.4 | 143.6 - 244.4 | 177.7 - 302.7 |
| human resources | entry | mid | senior |
| benefits administrator | 56.6 - 72.5 | 63.4 - 82.8 | 71.8 - 93.9 |
| compensation and benefits manager | 91.2 - 119.0 | 101.2 - 134.9 | 114.2 - 153.3 |
| compensation specialist | 50.4 - 66.9 | 58.3 - 78.4 | 67.4 - 89.6 |
| diversity & inclusion coordinator | 40.7 - 51.9 | 46.1 - 58.5 | 51.0 - 62.9 |
| health and safety advisor | 59.6 - 77.0 | 68.6 - 89.8 | 79.0 - 102.3 |
| health and safety manager | 73.7 - 95.6 | 82.5 - 109.2 | 93.5 - 123.5 |



| | | | |
|----------------------------------|--------------|---------------|---------------|
| HRIS analyst | 60.7 - 80.1 | 69.6 - 93.4 | 80.2 - 106.5 |
| human resources business partner | 66.5 - 87.4 | 74.5 - 99.8 | 84.4 - 113.1 |
| human resources coordinator | 40.0 - 51.1 | 45.3 - 57.6 | 50.2 - 62.1 |
| human resources generalist | 61.2 - 77.6 | 66.4 - 86.1 | 73.6 - 97.5 |
| human resources manager | 82.6 - 111.0 | 95.5 - 130.3 | 110.7 - 149.5 |
| human resources supervisor | 65.3 - 84.7 | 71.9 - 95.5 | 80.8 - 109.2 |
| human resources technician | 48.7 - 63.8 | 54.3 - 72.4 | 61.3 - 82.6 |
| labour relations advisor | 65.0 - 86.6 | 74.3 - 100.9 | 85.6 - 115.4 |
| labour relations manager | 89.8 - 122.3 | 105.9 - 146.0 | 124.4 - 169.3 |
| recruitment coordinator | 39.8 - 51.9 | 45.8 - 60.1 | 52.2 - 67.6 |
| talent acquisition specialist | 60.2 - 78.7 | 67.0 - 89.2 | 75.4 - 100.9 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.7 - 20.7 | 19.7 - 23.6 | 20.9 - 26.5 |
| counterbalance forklift operator | 21.1 - 23.1 | 22.7 - 25.3 | 24.5 - 27.7 |
| delivery/courier driver | 18.5 - 23.4 | 20.7 - 26.5 | 23.1 - 29.8 |
| electronic parts assembler | 18.2 - 21.1 | 19.6 - 23.2 | 23.1 - 29.6 |
| general labourer - heavy | 18.6 - 21.8 | 19.7 - 24.7 | 22.1 - 25.3 |
| general labourer - light | 17.1 - 20.5 | 18.8 - 23.8 | 21.3 - 24.4 |
| inventory control clerk | 17.8 - 22.1 | 20.0 - 25.1 | 22.5 - 27.9 |
| janitor/custodian | 17.7 - 20.0 | 18.4 - 22.2 | 20.1 - 24.6 |
| machine operator | 18.0 - 24.0 | 20.3 - 26.6 | 24.0 - 29.0 |
| manufacturing worker | 17.6 - 20.0 | 19.3 - 22.5 | 21.4 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.0 - 22.0 | 19.1 - 24.5 | 21.5 - 26.9 |
| parts clerk | 17.3 - 19.1 | 18.7 - 21.6 | 20.1 - 24.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| picker/packer | 17.6 - 19.3 | 18.9 - 22.0 | 20.7 - 24.5 |
| polisher/deburrer | 18.1 - 22.5 | 20.4 - 25.7 | 23.0 - 28.9 |
| production labourer | 17.3 - 20.4 | 18.9 - 22.7 | 20.5 - 24.6 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.6 | 23.7 - 26.9 |
| shipper/receiver | 19.6 - 22.4 | 20.1 - 25.7 | 23.1 - 28.3 |
| shipping and receiving clerk | 19.8 - 23.5 | 21.5 - 25.9 | 24.3 - 30.3 |
| warehouse labourer | 17.6 - 18.6 | 18.3 - 22.1 | 20.9 - 26.1 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 72.9 - 96.7 | 84.2 - 113.5 | 97.6 - 129.0 |
| automation engineer | 62.8 - 83.3 | 71.3 - 96.3 | 81.7 - 109.8 |
| buyer | 58.2 - 76.4 | 66.3 - 88.6 | 76.1 - 101.6 |
| chemical engineer | 80.6 - 107.3 | 90.4 - 122.5 | 102.3 - 138.2 |
| chemical technician | 53.9 - 70.3 | 59.9 - 79.9 | 67.7 - 91.4 |
| cmm programmer | 49.0 - 64.3 | 55.8 - 74.4 | 63.8 - 84.1 |
| coating inspector | 38.5 - 50.2 | 43.6 - 57.8 | 49.7 - 65.7 |
| continuous improvement engineer | 75.0 - 98.2 | 83.6 - 111.4 | 94.1 - 124.7 |
| controls designer/engineer | 53.4 - 71.5 | 61.5 - 83.4 | 70.8 - 95.3 |
| demand planner | 48.8 - 67.5 | 58.7 - 81.5 | 69.4 - 93.4 |
| electrical engineer | 77.1 - 102.5 | 87.9 - 119.2 | 101.2 - 136.7 |
| electrical engineering technician | 56.3 - 72.2 | 64.2 - 83.6 | 73.5 - 95.1 |
| electrical test engineer | 71.0 - 95.0 | 81.6 - 111.4 | 94.7 - 128.1 |
| estimation engineer | 70.7 - 94.6 | 81.3 - 110.9 | 94.2 - 127.5 |
| estimator | 60.7 - 79.4 | 67.6 - 90.0 | 76.1 - 101.7 |
| field service engineer | 51.9 - 68.9 | 59.1 - 80.0 | 68.0 - 92.5 |
| general inspector | 50.1 - 66.1 | 56.4 - 75.4 | 63.7 - 84.5 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| health and safety specialist | 68.0 - 89.6 | 77.8 - 104.4 | 89.7 - 119.1 |
| HVAC drafter | 54.7 - 70.3 | 61.5 - 80.1 | 69.4 - 89.6 |
| HVAC engineer | 56.2 - 74.9 | 64.3 - 87.2 | 74.0 - 99.2 |
| industrial engineer | 70.4 - 92.0 | 78.3 - 104.2 | 88.0 - 116.8 |
| inventory analyst | 51.2 - 66.7 | 57.7 - 76.4 | 65.6 - 87.2 |
| logistics specialist | 58.9 - 78.5 | 67.4 - 91.5 | 77.6 - 104.1 |
| manufacturing engineer | 65.8 - 87.3 | 74.8 - 101.1 | 85.7 - 114.8 |
| mechanical designer | 51.1 - 67.8 | 59.0 - 79.0 | 67.7 - 89.1 |
| mechanical drafter | 50.5 - 65.8 | 57.0 - 76.0 | 65.5 - 88.8 |
| mechanical engineer | 72.3 - 95.9 | 82.2 - 111.1 | 94.2 - 126.6 |
| mechanical engineering technician | 50.6 - 66.5 | 57.7 - 76.9 | 65.9 - 86.6 |
| planner/scheduler | 39.5 - 50.4 | 44.9 - 57.9 | 50.9 - 65.3 |
| PLC programmer | 52.4 - 68.5 | 66.2 - 84.2 | 74.8 - 92.3 |
| process engineer | 61.2 - 81.6 | 70.1 - 95.2 | 80.8 - 108.3 |
| production planner | 48.3 - 64.1 | 55.8 - 74.6 | 63.8 - 83.2 |
| project engineer | 88.8 - 114.2 | 96.5 - 126.5 | 106.5 - 141.3 |
| project manager | 75.8 - 104.9 | 88.2 - 123.9 | 102.7 - 141.5 |
| QA/QC inspector | 37.8 - 48.1 | 42.1 - 54.9 | 47.7 - 62.1 |
| quality assurance manager | 79.5 - 103.5 | 87.9 - 116.7 | 98.5 - 130.9 |
| quality assurance/control technician | 62.2 - 81.7 | 70.9 - 94.6 | 81.1 - 107.2 |
| quality control engineer | 68.0 - 90.3 | 77.4 - 104.5 | 88.6 - 118.5 |
| quality control technician | 39.7 - 51.1 | 44.1 - 57.8 | 49.5 - 64.7 |
| quality director | 88.9 - 120.5 | 112.8 - 152.9 | 137.1 - 185.8 |
| quality inspector | 39.2 - 50.0 | 43.8 - 57.0 | 49.5 - 64.4 |
| safety inspector | 61.7 - 80.7 | 69.9 - 92.8 | 79.5 - 104.8 |
| SCADA engineer | 63.7 - 84.9 | 72.9 - 98.9 | 83.9 - 112.6 |
| sourcing engineer | 55.8 - 74.4 | 63.8 - 86.7 | 73.6 - 99.0 |
| stationary engineer | 53.3 - 68.3 | 58.6 - 76.4 | 65.2 - 84.9 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| supply chain analyst | 49.3 - 65.8 | 56.5 - 76.6 | 65.0 - 87.1 |
| industrial management | | | |
| director of operations | 125.9 - 168.4 | 165.6 - 221.5 | 209.7 - 280.4 |
| engineering manager | 83.9 - 113.2 | 95.9 - 131.8 | 110.5 - 150.5 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.6 - 77.0 | 68.6 - 89.8 | 79.0 - 102.3 |
| inventory control manager | 62.7 - 82.4 | 70.3 - 94.1 | 79.6 - 106.6 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 107.1 - 130.2 | 139.5 - 169.4 | 172.0 - 209.1 |
| materials manager | 80.2 - 105.8 | 88.7 - 119.3 | 99.5 - 134.4 |
| operations manager | 78.8 - 107.9 | 90.4 - 125.4 | 103.7 - 141.6 |
| plant manager | 94.3 - 131.8 | 113.3 - 160.3 | 135.3 - 186.9 |
| procurement director | 99.2 - 131.3 | 132.6 - 175.4 | 161.6 - 213.8 |
| production manager | 86.9 - 114.1 | 97.3 - 130.2 | 110.2 - 147.7 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 71.2 - 92.5 | 81.3 - 107.3 | 93.1 - 122.4 |
| project director | 111.0 - 134.9 | 139.0 - 168.9 | 167.7 - 203.8 |
| purchasing manager | 94.3 - 124.8 | 106.7 - 143.4 | 121.3 - 161.1 |
| site supervisor | 76.4 - 100.1 | 83.8 - 112.1 | 93.4 - 126.1 |
| supply chain manager | 80.1 - 107.4 | 92.3 - 125.2 | 106.0 - 140.6 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.6 - 70.5 | 61.3 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 48.8 - 64.2 | 55.7 - 74.3 | 63.8 - 84.4 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 72.6 - 80.1 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 90.3 | 78.0 - 93.4 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 71.2 - 76.3 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.8 - 72.5 | 70.1 - 83.0 | 80.1 - 99.5 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.6 | 87.5 - 95.0 |
| mechanical assembler | 50.4 - 61.8 | 60.9 - 69.7 | 63.0 - 75.6 |
| millwright | 76.5 - 82.7 | 80.1 - 92.3 | 89.8 - 104.9 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| technician quality control testing | 53.8 - 71.5 | 62.3 - 83.7 | 71.9 - 96.2 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 75.6 - 85.1 |
| welder | 46.9 - 58.9 | 56.3 - 68.2 | 62.0 - 74.8 |
| welder-fitter | 58.2 - 72.1 | 67.9 - 78.6 | 75.8 - 86.9 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 67.9 - 89.2 | 76.4 - 102.4 | 87.0 - 116.9 |
| digital marketing specialist | 48.1 - 63.8 | 55.8 - 75.2 | 64.9 - 85.9 |
| e-commerce director | 114.7 - 142.5 | 145.1 - 180.4 | 183.3 - 227.9 |
| e-commerce manager | 78.3 - 102.4 | 87.4 - 116.8 | 99.1 - 133.1 |
| marketing content manager | 58.6 - 76.8 | 65.7 - 87.8 | 74.5 - 99.8 |
| social media manager | 58.4 - 80.7 | 70.5 - 98.0 | 83.7 - 114.5 |
| web marketing analyst | 52.3 - 68.1 | 59.1 - 78.2 | 67.2 - 88.4 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| communications vice-president | 100.7 - 153.3 | 136.0 - 207.2 | 174.7 - 266.3 |
| marketing vice-president | 124.2 - 191.5 | 174.8 - 269.8 | 225.8 - 348.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 84.7 - 109.0 | 94.0 - 123.0 | 105.3 - 137.9 |
| brand or product manager assistant | 62.9 - 84.9 | 73.5 - 100.3 | 85.3 - 114.5 |
| communications manager | 70.1 - 91.7 | 78.3 - 104.4 | 88.4 - 117.5 |
| communications specialist | 54.0 - 73.9 | 64.4 - 88.9 | 75.9 - 101.7 |
| marketing coordinator | 55.8 - 73.4 | 63.0 - 84.5 | 71.8 - 96.2 |
| marketing director | 97.6 - 131.4 | 113.6 - 155.1 | 132.1 - 177.1 |
| marketing project manager | 43.5 - 57.8 | 49.8 - 67.3 | 57.3 - 76.5 |
| marketing specialist | 47.5 - 63.2 | 54.4 - 73.4 | 62.4 - 83.2 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.8 - 62.2 | 54.0 - 68.8 | 59.6 - 77.0 |
| account manager - software | 55.7 - 69.2 | 60.0 - 76.0 | 65.7 - 84.9 |
| business development manager | 94.5 - 125.1 | 105.5 - 143.0 | 120.0 - 164.5 |
| district sales manager | 78.1 - 101.3 | 89.2 - 117.8 | 102.6 - 134.8 |
| key accounts manager - consumer goods | 69.9 - 89.5 | 78.4 - 102.5 | 89.1 - 117.0 |
| merchandiser - consumer goods | 60.1 - 78.6 | 67.2 - 89.8 | 76.2 - 102.3 |
| sales manager/ director | 60.8 - 81.3 | 69.0 - 93.8 | 78.7 - 105.8 |
| sales representative, account manager - consumer goods | 47.9 - 60.7 | 52.9 - 67.9 | 58.8 - 75.7 |
| sales representative, account manager - professional services | 46.3 - 57.6 | 49.9 - 63.3 | 54.7 - 70.8 |
| sales representative, account manager - telecommunications | 53.7 - 67.2 | 58.4 - 74.2 | 64.2 - 82.3 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 117.5 - 168.6 | 157.7 - 225.9 | 197.0 - 281.5 |
| sales vice-president | 138.4 - 198.6 | 187.6 - 269.4 | 242.7 - 348.5 |



| | | | |
|--|---------------|---------------|---------------|
| vice-president marketing & sales | 119.8 - 213.7 | 164.3 - 293.6 | 211.2 - 377.3 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.4 - 65.4 | 56.8 - 72.1 | 62.3 - 80.0 |
| internal sales representative - manfacturing | 49.7 - 62.2 | 54.0 - 68.9 | 59.7 - 77.3 |
| sales engineer - distribution | 69.8 - 91.1 | 76.5 - 101.6 | 84.8 - 113.2 |
| sales engineer - manufacturing | 56.5 - 75.2 | 63.8 - 86.2 | 72.3 - 96.5 |
| sales representative, account manager - industrial equipment | 49.6 - 61.7 | 53.5 - 67.7 | 58.6 - 75.6 |
| sales representative, account manager - industrial service | 52.7 - 65.8 | 57.1 - 72.4 | 62.6 - 80.3 |
| sales representative, account manager - machinery | 52.4 - 65.1 | 56.5 - 71.5 | 61.9 - 79.6 |
| sales representative, account manager - manufacturing | 50.8 - 73.1 | 55.9 - 81.7 | 62.0 - 90.8 |
| sales representative, account manager - retail network | 51.7 - 64.2 | 55.6 - 70.5 | 61.1 - 79.5 |
| technical sales representative - manufacturing | 48.0 - 61.7 | 54.1 - 70.5 | 61.2 - 79.0 |



greater toronto area

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative analyst | 53.8 - 70.4 | 59.9 - 79.9 | 67.5 - 90.3 |
| administrative assistant | 41.9 - 54.1 | 46.9 - 61.7 | 52.9 - 69.8 |
| administrative assistant (bilingual) | 50.0 - 60.0 | 58.0 - 63.0 | 63.0 - 75.0 |
| administrative manager | 69.8 - 90.2 | 76.2 - 100.2 | 84.4 - 111.9 |
| benefits clerk | 41.0 - 52.7 | 47.1 - 61.1 | 53.8 - 69.5 |
| buyer assistant | 42.3 - 55.1 | 49.2 - 63.8 | 55.7 - 70.4 |
| claims supervisor | 67.0 - 88.1 | 75.0 - 100.6 | 85.2 - 115.1 |
| contracts administrator | 115.0 - 144.6 | 128.4 - 163.8 | 144.9 - 185.1 |
| data entry clerk | 36.4 - 46.3 | 41.6 - 52.6 | 46.6 - 53.8 |
| dispatcher | 42.5 - 54.3 | 48.3 - 62.5 | 54.8 - 70.7 |
| document controller | 35.1 - 45.5 | 41.0 - 52.1 | 46.1 - 53.3 |
| document services specialist | 33.4 - 43.4 | 39.1 - 49.7 | 43.9 - 50.8 |
| documentation specialist | 40.3 - 53.2 | 48.4 - 61.8 | 54.7 - 63.2 |
| donor relations coordinator | 54.3 - 71.5 | 63.1 - 84.5 | 73.7 - 97.9 |
| executive assistant | 70.0 - 85.0 | 80.0 - 98.0 | 85.0 - 120.0 |
| executive assistant (bilingual) | 57.0 - 78.0 | 70.0 - 92.0 | 90.0 - 120.0 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| file clerk | 36.9 - 48.5 | 44.1 - 55.9 | 49.4 - 57.0 |
| fundraising manager | 69.8 - 90.2 | 79.2 - 104.3 | 90.8 - 119.6 |
| HR administrator | 52.0 - 68.2 | 59.0 - 78.7 | 67.4 - 89.8 |
| human resources assistant | 43.6 - 55.8 | 49.5 - 62.9 | 54.8 - 67.8 |
| insurance claims clerk | 50.0 - 60.0 | 70.0 - 80.0 | 80.0 - 90.0 |



| | | | |
|---------------------------|-------------|--------------|--------------|
| invoicing clerk | 40.0 - 51.5 | 45.8 - 58.7 | 51.2 - 63.9 |
| lease administrator | 55.6 - 72.7 | 64.2 - 84.9 | 73.8 - 96.9 |
| leasing coordinator | 45.0 - 55.0 | 52.0 - 65.0 | 60.0 - 75.0 |
| legal assistant | 50.0 - 69.1 | 60.1 - 83.1 | 70.6 - 93.9 |
| logistics coordinator | 51.1 - 67.8 | 59.8 - 79.7 | 69.1 - 91.0 |
| mailroom clerk | 37.6 - 47.0 | 42.6 - 52.2 | 46.6 - 53.1 |
| office clerk | 40.8 - 50.4 | 45.0 - 56.1 | 49.7 - 62.0 |
| office manager | 59.7 - 77.7 | 65.7 - 87.0 | 73.2 - 97.3 |
| office/operations manager | 54.0 - 67.0 | 62.0 - 80.0 | 75.0 - 100.0 |
| order clerk | 35.5 - 45.3 | 40.7 - 51.7 | 45.8 - 57.1 |
| order entry clerk | 40.0 - 47.0 | 45.0 - 55.0 | 50.0 - 58.0 |
| order supervisor | 54.6 - 71.9 | 63.3 - 84.0 | 72.8 - 94.5 |
| payroll administrator | 52.2 - 68.0 | 59.2 - 78.8 | 67.8 - 90.3 |
| project coordinator | 48.0 - 63.0 | 54.5 - 72.6 | 62.1 - 82.3 |
| property administrator | 46.4 - 60.7 | 52.2 - 69.7 | 59.4 - 80.5 |
| property manager | 73.1 - 97.6 | 83.7 - 113.8 | 96.7 - 130.5 |
| receptionist | 35.4 - 44.6 | 39.3 - 50.4 | 44.3 - 57.3 |
| receptionist (bilingual) | 45.0 - 48.0 | 46.0 - 52.0 | 52.0 - 65.0 |
| sales administrator | 46.9 - 63.0 | 54.2 - 74.0 | 62.8 - 84.7 |
| sales assistant | 42.6 - 53.3 | 47.1 - 60.7 | 53.5 - 70.6 |
| service coordinator | 40.1 - 52.1 | 45.1 - 59.6 | 51.1 - 67.9 |
| supply clerk | 38.3 - 49.0 | 43.5 - 55.6 | 48.6 - 61.2 |
| virtual assistant | 43.0 - 55.0 | 48.0 - 62.0 | 55.0 - 70.0 |
| virtual receptionist | 40.0 - 47.0 | 45.0 - 55.0 | 50.0 - 60.0 |
| insurance | | | |
| benefits analyst | 56.1 - 72.3 | 62.4 - 81.9 | 70.0 - 91.8 |
| benefits coordinator | 38.8 - 50.1 | 44.7 - 58.2 | 51.2 - 66.5 |
| benefits processor | 38.5 - 50.3 | 45.0 - 58.0 | 50.7 - 63.2 |



| | | | |
|---|---------------|---------------|---------------|
| claims supervisor | 67.0 - 88.1 | 75.0 - 100.6 | 85.2 - 115.1 |
| client support representative | 42.5 - 51.5 | 52.0 - 64.0 | 70.2 - 86.6 |
| insurance account manager - commercial | 59.1 - 72.8 | 63.1 - 80.7 | 69.7 - 90.1 |
| insurance account manager - personal | 54.4 - 67.2 | 57.9 - 72.5 | 64.5 - 82.4 |
| insurance claims clerk | 40.9 - 51.7 | 46.7 - 59.3 | 52.7 - 66.5 |
| insurance claims processor | 45.9 - 57.7 | 51.0 - 65.6 | 57.7 - 75.0 |
| team lead | 87.2 - 112.6 | 97.0 - 127.6 | 109.3 - 144.7 |
| technical support representative | 43.6 - 56.7 | 49.9 - 65.8 | 57.3 - 75.4 |
| underwriter | 63.3 - 84.9 | 74.1 - 100.3 | 86.1 - 113.6 |
| underwriting analyst | 58.3 - 76.6 | 65.2 - 87.6 | 74.2 - 100.7 |
| underwriting assistant | 45.5 - 52.1 | 51.5 - 63.2 | 62.1 - 67.5 |
| legal services | | | |
| contract specialist | 63.9 - 84.2 | 72.9 - 97.4 | 83.5 - 110.4 |
| contracts administrator | 115.0 - 144.6 | 128.4 - 163.8 | 144.9 - 185.1 |
| data entry clerk | 36.4 - 46.3 | 41.6 - 52.6 | 46.6 - 53.8 |
| document services specialist | 33.4 - 43.4 | 39.1 - 49.7 | 43.9 - 50.8 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 36.9 - 46.8 | 42.6 - 53.2 | 47.6 - 54.4 |
| office manager | 59.7 - 77.7 | 65.7 - 87.0 | 73.2 - 97.3 |
| paralegal | 50.0 - 69.1 | 60.1 - 83.1 | 70.6 - 93.9 |
| logistics & transportation support | | | |
| import/export clerk | 40.3 - 52.2 | 46.6 - 59.9 | 52.3 - 65.6 |
| import/export coordinator | 59.2 - 76.7 | 65.9 - 87.0 | 74.4 - 98.4 |
| shipping administrator | 45.8 - 58.4 | 52.7 - 67.5 | 59.9 - 75.9 |
| supply chain coordinator | 44.9 - 58.2 | 50.3 - 66.5 | 57.0 - 75.9 |



customer experience

| | entry | mid | senior |
|--|--------------|---------------|---------------|
| bilingual call center operations manager | 64.8 - 83.9 | 72.5 - 95.3 | 81.6 - 106.2 |
| bilingual customer loyalty agent | 44.4 - 52.3 | 48.8 - 60.6 | 52.0 - 69.0 |
| bilingual customer service manager | 89.2 - 117.5 | 100.4 - 134.6 | 114.6 - 153.9 |
| bilingual customer service representative | 44.5 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual customer service supervisor | 65.0 - 85.7 | 73.1 - 98.1 | 83.0 - 101.5 |
| bilingual customer service team lead | 55.5 - 68.3 | 65.5 - 74.5 | 72.3 - 80.2 |
| bilingual customer service trainer | 47.6 - 62.6 | 54.4 - 72.9 | 62.7 - 83.2 |
| bilingual e-chat representative | 44.4 - 52.3 | 48.8 - 60.6 | 52.0 - 69.0 |
| bilingual help desk representative - level 1 | 53.5 - 71.1 | 61.3 - 82.2 | 69.6 - 92.4 |
| bilingual inside sales manager | 70.0 - 93.5 | 79.3 - 107.4 | 90.1 - 119.8 |
| bilingual inside sales representative | 51.1 - 63.7 | 55.0 - 69.7 | 60.2 - 78.0 |
| bilingual insurance advisor | 57.8 - 72.4 | 61.4 - 77.4 | 66.0 - 85.7 |
| bilingual junior collection agent | 40.0 - 49.0 | 43.0 - 56.2 | 48.7 - 63.2 |
| bilingual order desk representative | 44.5 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual survey agent | 35.3 - 45.4 | 41.0 - 52.1 | 46.1 - 57.0 |
| bilingual telemarketing agent | 35.3 - 45.4 | 41.0 - 52.1 | 46.1 - 57.0 |
| bilingual telephone dispatcher | 44.5 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual travel support agent | 40.8 - 51.7 | 45.8 - 58.4 | 51.0 - 64.5 |
| bilingual workforce planner | 50.2 - 63.7 | 54.3 - 70.5 | 60.1 - 79.8 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| architect | 66.2 - 87.1 | 74.3 - 99.8 | 84.5 - 113.5 |
| architectural drafter | 54.4 - 71.1 | 63.5 - 84.5 | 74.7 - 99.6 |
| BIM/VDC coordinator | 68.7 - 90.1 | 76.8 - 102.7 | 86.9 - 116.4 |
| BIM/VDC lead | 59.3 - 69.7 | 67.5 - 85.9 | 81.8 - 110.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| buyer | 62.2 - 82.0 | 71.0 - 95.1 | 81.6 - 109.0 |
| civil engineer | 68.5 - 92.2 | 79.4 - 108.1 | 91.8 - 122.7 |
| civil engineering drafter | 55.9 - 70.3 | 62.8 - 80.3 | 71.2 - 91.2 |
| civil engineering technologist | 48.5 - 65.7 | 57.5 - 78.5 | 67.3 - 89.6 |
| civil project engineer | 81.3 - 111.6 | 93.8 - 130.9 | 108.7 - 150.3 |
| civil project manager | 81.3 - 108.7 | 91.9 - 124.9 | 104.5 - 141.0 |
| construction coordinator | 53.3 - 71.4 | 60.1 - 81.8 | 68.2 - 92.8 |
| construction director | 121.6 - 159.0 | 158.8 - 206.3 | 196.5 - 255.0 |
| construction manager | 89.2 - 116.8 | 97.9 - 130.4 | 109.0 - 146.0 |
| construction project coordinator | 104.5 - 133.8 | 113.5 - 147.7 | 125.2 - 163.6 |
| construction project manager | 80.6 - 111.6 | 93.9 - 131.4 | 109.4 - 149.9 |
| construction superintendent | 92.3 - 120.8 | 101.3 - 134.8 | 112.8 - 150.8 |
| contracts administrator | 63.3 - 84.2 | 72.1 - 97.5 | 82.6 - 111.0 |
| contracts manager | 115.0 - 144.6 | 128.4 - 163.8 | 144.9 - 185.1 |
| director of operations | 135.5 - 180.5 | 177.6 - 235.7 | 223.6 - 296.6 |
| drafter | 56.6 - 70.8 | 63.2 - 80.5 | 71.3 - 91.2 |
| electrical designer/engineer | 79.5 - 104.9 | 89.6 - 120.6 | 102.3 - 137.5 |
| electrical engineer | 82.1 - 109.1 | 93.5 - 126.7 | 107.6 - 145.1 |
| electrical engineering technician | 59.6 - 76.8 | 68.2 - 89.0 | 78.2 - 101.3 |
| electrical inspector | 47.8 - 64.6 | 55.5 - 75.9 | 64.3 - 87.4 |
| engineering manager | 101.4 - 136.1 | 115.8 - 157.2 | 133.0 - 178.0 |
| environmental engineer | 66.7 - 88.9 | 76.2 - 103.5 | 87.9 - 118.6 |
| environmental inspector | 51.5 - 66.3 | 56.8 - 74.5 | 63.5 - 83.5 |
| estimation engineer | 75.1 - 100.6 | 86.5 - 117.9 | 100.3 - 135.4 |
| estimator | 64.9 - 85.1 | 72.4 - 96.6 | 81.6 - 109.1 |
| facilities engineer | 68.9 - 92.5 | 79.5 - 108.5 | 92.2 - 124.1 |
| facilities manager | 64.0 - 84.3 | 73.1 - 97.8 | 83.9 - 112.1 |
| field manager | 72.7 - 96.6 | 82.8 - 112.3 | 95.4 - 130.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| field supervisor | 72.9 - 96.2 | 82.1 - 109.9 | 92.9 - 123.7 |
| foreman | 56.3 - 73.5 | 63.3 - 84.0 | 71.8 - 95.0 |
| general manager | 74.2 - 94.2 | 92.0 - 116.7 | 112.5 - 158.5 |
| health and safety manager | 63.4 - 82.1 | 73.2 - 95.9 | 84.3 - 109.3 |
| health and safety specialist | 72.3 - 95.3 | 82.8 - 111.0 | 95.5 - 126.6 |
| HVAC drafter | 54.8 - 70.7 | 61.8 - 80.8 | 69.8 - 90.5 |
| HVAC engineer | 59.6 - 79.7 | 68.3 - 92.8 | 78.8 - 105.5 |
| mechanical designer | 54.3 - 72.1 | 62.7 - 84.0 | 72.0 - 94.8 |
| mechanical drafter | 53.5 - 69.9 | 60.4 - 80.9 | 69.5 - 94.6 |
| mechanical engineer | 76.9 - 102.1 | 87.4 - 118.1 | 100.2 - 134.5 |
| mechanical engineering technician | 53.5 - 70.6 | 61.1 - 81.8 | 70.0 - 92.2 |
| mechanical site supervisor | 52.2 - 67.7 | 59.2 - 78.1 | 67.7 - 89.2 |
| operations manager | 85.0 - 116.3 | 97.5 - 135.0 | 111.9 - 152.1 |
| planner/scheduler | 42.0 - 53.7 | 47.8 - 61.7 | 54.2 - 69.6 |
| project coordinator | 48.0 - 63.0 | 54.5 - 72.6 | 62.1 - 82.3 |
| project director | 119.0 - 144.4 | 148.7 - 180.3 | 179.1 - 216.6 |
| project engineer | 94.5 - 121.4 | 102.6 - 134.4 | 113.2 - 150.0 |
| project manager | 81.3 - 112.4 | 94.7 - 132.7 | 110.2 - 151.4 |
| purchasing manager | 113.8 - 149.3 | 128.5 - 170.0 | 145.3 - 189.7 |
| QA/QC inspector | 57.0 - 76.0 | 66.1 - 89.1 | 76.5 - 102.5 |
| quality control engineer | 72.3 - 96.1 | 82.3 - 111.2 | 94.3 - 125.9 |
| quality inspector | 41.0 - 52.5 | 45.9 - 59.9 | 51.9 - 67.8 |
| safety inspector | 65.7 - 86.2 | 74.6 - 99.1 | 84.8 - 111.9 |
| specification writer | 55.6 - 72.2 | 63.1 - 83.1 | 71.9 - 93.8 |
| structural designer | 55.3 - 72.6 | 62.8 - 83.6 | 71.5 - 94.7 |
| structural engineer | 74.7 - 99.2 | 85.0 - 114.9 | 97.6 - 131.1 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 75.0 |
| superintendent | 42.0 - 53.9 | 47.2 - 61.7 | 53.5 - 70.2 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| technical services manager | 104.3 - 137.5 | 118.2 - 158.0 | 135.3 - 180.3 |
| energy & oil | | | |
| architectural technologist | 54.4 - 71.1 | 63.5 - 84.5 | 74.7 - 99.6 |
| applications engineer | 87.1 - 115.5 | 100.7 - 135.1 | 116.5 - 152.6 |
| architect | 66.2 - 87.1 | 74.3 - 99.8 | 84.5 - 113.5 |
| automation engineer | 66.7 - 88.6 | 75.8 - 102.5 | 86.9 - 116.7 |
| automation specialist | 52.7 - 69.6 | 61.3 - 81.4 | 70.6 - 92.7 |
| buyer | 62.2 - 82.0 | 71.0 - 95.1 | 81.6 - 109.0 |
| category manager | 65.4 - 86.1 | 73.4 - 98.4 | 83.2 - 111.7 |
| category specialist | 55.6 - 72.9 | 61.9 - 82.8 | 69.9 - 93.9 |
| chemical engineer | 85.8 - 114.1 | 96.2 - 130.2 | 108.8 - 146.8 |
| chemical technician | 57.0 - 74.8 | 63.5 - 85.1 | 72.0 - 97.4 |
| chief inspector | 57.2 - 75.7 | 64.5 - 86.4 | 72.9 - 96.9 |
| civil engineer | 68.5 - 92.2 | 79.4 - 108.1 | 91.8 - 122.7 |
| civil engineering drafter | 55.9 - 70.3 | 62.8 - 80.3 | 71.2 - 91.2 |
| civil engineering technologist | 48.5 - 65.7 | 57.5 - 78.5 | 67.3 - 89.6 |
| civil project engineer | 81.3 - 111.6 | 93.8 - 130.9 | 108.7 - 150.3 |
| civil project manager | 81.3 - 108.7 | 91.9 - 124.9 | 104.5 - 141.0 |
| commissioning and start up engineer | 64.6 - 86.6 | 74.5 - 101.5 | 86.2 - 112.2 |
| construction analyst | 58.3 - 76.7 | 65.2 - 87.0 | 73.4 - 97.9 |
| construction coordinator | 53.3 - 71.4 | 60.1 - 81.8 | 68.2 - 92.8 |
| construction director | 121.6 - 159.0 | 158.8 - 206.3 | 196.5 - 255.0 |
| construction manager | 89.2 - 116.8 | 97.9 - 130.4 | 109.0 - 146.0 |
| construction project manager | 80.6 - 111.6 | 93.9 - 131.4 | 109.4 - 149.9 |
| continuous improvement engineer | 90.5 - 118.5 | 101.0 - 134.0 | 113.6 - 149.2 |
| contracts administrator | 63.3 - 84.2 | 72.1 - 97.5 | 82.6 - 111.0 |
| contracts manager | 115.0 - 144.6 | 128.4 - 163.8 | 144.9 - 185.1 |
| contracts specialist | 63.9 - 84.2 | 72.9 - 97.4 | 83.5 - 110.4 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| control technician | 51.6 - 68.1 | 59.0 - 79.1 | 67.7 - 89.9 |
| controls designer/engineer | 56.5 - 76.0 | 65.2 - 88.8 | 75.2 - 101.5 |
| cost control specialist | 53.0 - 69.1 | 59.5 - 79.0 | 67.6 - 89.7 |
| demand planner | 52.6 - 73.1 | 63.5 - 88.5 | 75.2 - 101.3 |
| director of operations | 135.5 - 180.5 | 177.6 - 235.7 | 223.6 - 296.6 |
| drafter | 56.6 - 70.8 | 63.2 - 80.5 | 71.3 - 91.2 |
| electrical designer/engineer | 79.5 - 104.9 | 89.6 - 120.6 | 102.3 - 137.5 |
| electrical engineer | 82.1 - 109.1 | 93.5 - 126.7 | 107.6 - 145.1 |
| electrical engineering technician | 59.6 - 76.8 | 68.2 - 89.0 | 78.2 - 101.3 |
| electrical inspector | 47.8 - 64.6 | 55.5 - 75.9 | 64.3 - 87.4 |
| electrical test engineer | 75.5 - 101.1 | 86.9 - 118.5 | 100.8 - 136.1 |
| engineering manager | 101.4 - 136.1 | 115.8 - 157.2 | 133.0 - 178.0 |
| environmental engineer | 66.7 - 88.9 | 76.2 - 103.5 | 87.9 - 118.6 |
| environmental inspector | 51.5 - 66.3 | 56.8 - 74.5 | 63.5 - 83.5 |
| estimation engineer | 75.1 - 100.6 | 86.5 - 117.9 | 100.3 - 135.4 |
| estimator | 64.9 - 85.1 | 72.4 - 96.6 | 81.6 - 109.1 |
| expediter | 44.4 - 57.5 | 50.5 - 66.4 | 57.6 - 75.8 |
| facilities engineer | 68.9 - 92.5 | 79.5 - 108.5 | 92.2 - 124.1 |
| field service engineer | 54.9 - 73.2 | 62.7 - 85.2 | 72.3 - 98.5 |
| general inspector | 52.9 - 69.6 | 59.5 - 79.4 | 67.1 - 88.9 |
| geologist | 66.8 - 87.3 | 75.5 - 100.6 | 86.3 - 114.6 |
| geophysicist | 75.0 - 102.8 | 89.2 - 123.9 | 105.8 - 143.4 |
| geotechnical engineer | 68.2 - 89.2 | 77.1 - 102.7 | 88.2 - 116.8 |
| geotechnical technician | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 80.0 |
| GIS analyst | 42.7 - 55.7 | 47.6 - 63.1 | 53.4 - 70.6 |
| health and safety manager | 68.0 - 89.2 | 75.8 - 101.1 | 85.5 - 113.9 |
| health and safety specialist | 63.4 - 82.1 | 73.2 - 95.9 | 84.3 - 109.3 |
| HVAC drafter | 54.8 - 70.7 | 61.8 - 80.8 | 69.8 - 90.5 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| HVAC engineer | 59.6 - 79.7 | 68.3 - 92.8 | 78.8 - 105.5 |
| hydraulic engineer | 68.4 - 91.8 | 78.9 - 107.7 | 91.5 - 123.1 |
| industrial engineer | 74.9 - 97.9 | 83.3 - 110.8 | 93.6 - 124.1 |
| instrumentation and controls engineer | 72.9 - 96.4 | 82.4 - 110.9 | 94.0 - 125.5 |
| inventory analyst | 55.2 - 72.2 | 62.3 - 82.9 | 71.0 - 94.6 |
| inventory control manager | 66.8 - 87.9 | 74.9 - 100.4 | 84.9 - 113.7 |
| logistics manager | 74.2 - 99.1 | 85.0 - 115.4 | 98.1 - 131.4 |
| logistics specialist | 51.4 - 66.9 | 58.6 - 77.3 | 66.9 - 87.9 |
| materials manager | 96.9 - 127.4 | 107.2 - 143.0 | 120.0 - 160.0 |
| mechanical designer | 54.3 - 72.1 | 62.7 - 84.0 | 72.0 - 94.8 |
| mechanical drafter | 53.5 - 69.9 | 60.4 - 80.9 | 69.5 - 94.6 |
| mechanical engineer | 76.9 - 102.1 | 87.4 - 118.1 | 100.2 - 134.5 |
| mechanical engineering technician | 53.5 - 70.6 | 61.1 - 81.8 | 70.0 - 92.2 |
| mining engineer | 74.3 - 98.7 | 83.1 - 112.3 | 93.9 - 126.4 |
| operations manager | 85.0 - 116.3 | 97.5 - 135.0 | 111.9 - 152.1 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| pipeline designer | 63.9 - 83.8 | 71.6 - 95.5 | 81.0 - 108.1 |
| piping engineer | 66.3 - 87.2 | 74.3 - 99.5 | 84.2 - 112.9 |
| planner/scheduler | 42.0 - 53.7 | 47.8 - 61.7 | 54.2 - 69.6 |
| plant engineer | 88.3 - 117.4 | 102.5 - 138.1 | 119.4 - 157.2 |
| plant manager | 113.9 - 157.1 | 136.1 - 188.7 | 161.0 - 217.9 |
| plant operator | 51.3 - 70.3 | 60.6 - 83.4 | 70.6 - 94.5 |
| process engineer | 65.0 - 86.9 | 74.6 - 101.3 | 86.0 - 115.1 |
| procurement director | 119.6 - 156.6 | 158.0 - 205.3 | 190.2 - 246.9 |
| procurement specialist | 55.5 - 72.8 | 61.8 - 82.6 | 69.8 - 93.9 |
| production analyst | 48.3 - 64.8 | 55.5 - 76.1 | 64.6 - 88.0 |
| production engineer | 67.4 - 90.0 | 77.3 - 105.0 | 89.1 - 119.3 |
| program manager | 76.8 - 99.9 | 87.7 - 115.6 | 100.5 - 131.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project controller | 57.3 - 76.6 | 64.4 - 87.6 | 73.2 - 99.7 |
| project controls manager | 90.9 - 125.0 | 105.1 - 146.3 | 121.5 - 166.5 |
| project controls specialist | 66.1 - 86.2 | 74.4 - 98.5 | 84.2 - 111.0 |
| project coordinator | 104.5 - 133.8 | 113.5 - 147.7 | 125.2 - 163.6 |
| project director | 119.0 - 144.4 | 148.7 - 180.3 | 179.1 - 216.6 |
| project engineer | 94.5 - 121.4 | 102.6 - 134.4 | 113.2 - 150.0 |
| project manager | 81.3 - 112.4 | 94.7 - 132.7 | 110.2 - 151.4 |
| purchasing manager | 113.8 - 149.3 | 128.5 - 170.0 | 145.3 - 189.7 |
| QA/QC inspector | 57.0 - 76.0 | 66.1 - 89.1 | 76.5 - 102.5 |
| quality assurance manager | 96.0 - 124.7 | 106.2 - 140.0 | 118.8 - 156.1 |
| quality assurance/control technician | 74.2 - 97.6 | 84.6 - 112.9 | 96.9 - 127.7 |
| quality control engineer | 72.3 - 96.1 | 82.3 - 111.2 | 94.3 - 125.9 |
| quality inspector | 41.0 - 52.5 | 45.9 - 59.9 | 51.9 - 67.8 |
| reliability engineer | 71.6 - 92.8 | 81.4 - 107.4 | 93.4 - 122.2 |
| reliability manager | 84.0 - 109.4 | 96.2 - 127.2 | 110.9 - 144.3 |
| reliability specialist | 60.3 - 80.6 | 69.1 - 94.0 | 79.7 - 107.1 |
| safety inspector | 65.7 - 86.2 | 74.6 - 99.1 | 84.8 - 111.9 |
| site supervisor | 52.2 - 67.7 | 59.2 - 78.1 | 67.7 - 89.2 |
| sourcing engineer | 67.2 - 89.8 | 77.0 - 104.7 | 88.9 - 119.4 |
| sourcing specialist | 59.7 - 78.3 | 66.5 - 88.8 | 75.0 - 100.8 |
| specification writer | 55.6 - 72.2 | 63.1 - 83.1 | 71.9 - 93.8 |
| stationary engineer | 56.6 - 72.9 | 62.4 - 81.6 | 69.5 - 90.7 |
| structural designer | 55.3 - 72.6 | 62.8 - 83.6 | 71.5 - 94.7 |
| structural engineer | 74.7 - 99.2 | 85.0 - 114.9 | 97.6 - 131.1 |
| structural engineering technologist | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| superintendent | 42.0 - 53.9 | 47.2 - 61.7 | 53.5 - 70.2 |
| supply chain manager | 96.8 - 129.3 | 111.5 - 149.8 | 127.7 - 167.0 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| systems control engineer | 67.2 - 89.3 | 76.8 - 103.9 | 88.3 - 118.1 |
| telecommunications technician | 63.6 - 83.2 | 72.0 - 95.9 | 82.2 - 109.5 |
| transmission line engineer | 80.4 - 102.0 | 87.2 - 112.6 | 95.9 - 124.8 |
| transportation manager | 97.9 - 129.2 | 110.8 - 147.8 | 126.0 - 166.6 |
| welding inspector | 56.4 - 74.1 | 64.0 - 85.3 | 72.9 - 96.1 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 172.6 - 296.8 | 250.7 - 430.1 | 346.3 - 594.1 |
| director - financial planning & analysis | 154.4 - 200.8 | 195.4 - 253.7 | 236.4 - 306.6 |
| finance director | 149.9 - 195.0 | 192.1 - 249.5 | 232.1 - 301.0 |
| treasury manager | 111.3 - 135.0 | 120.2 - 145.5 | 128.8 - 155.6 |
| vice president finance | 125.0 - 216.5 | 178.5 - 305.2 | 245.3 - 418.9 |
| vice-president internal audit | 150.8 - 198.4 | 188.2 - 247.2 | 227.1 - 297.9 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 73.6 - 88.5 | 78.9 - 94.9 | 84.1 - 101.1 |
| accounting clerk | 45.0 - 52.1 | 48.0 - 55.5 | 50.9 - 58.9 |
| accounting manager | 111.6 - 135.4 | 120.1 - 145.4 | 128.3 - 154.9 |
| accounting supervisor | 75.8 - 92.3 | 81.6 - 99.4 | 87.3 - 106.2 |
| accounting technician | 61.3 - 72.9 | 66.1 - 78.6 | 70.8 - 84.2 |
| accounts payable clerk | 44.8 - 50.6 | 49.7 - 56.1 | 54.0 - 61.0 |
| accounts payable manager | 99.5 - 120.9 | 108.7 - 131.9 | 117.7 - 142.5 |
| accounts receivable clerk | 47.3 - 53.4 | 52.5 - 59.2 | 57.0 - 64.4 |
| accounts receivable manager | 100.9 - 119.7 | 109.5 - 129.8 | 118.0 - 139.7 |
| analyst - financial planning & analysis | 118.3 - 143.3 | 127.7 - 154.3 | 136.8 - 164.9 |
| assistant controller | 126.4 - 160.0 | 136.9 - 172.7 | 147.0 - 184.9 |
| | | | 169.7 - 213.2 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| billing specialist | 44.5 - 52.1 | 48.8 - 57.1 | 52.6 - 61.6 | 59.8 - 70.0 |
| bookkeeper | 46.3 - 54.8 | 50.1 - 59.4 | 53.8 - 63.7 | 61.8 - 73.2 |
| business analyst | 88.0 - 105.8 | 95.2 - 114.4 | 102.2 - 122.7 | 117.7 - 141.0 |
| compliance officer | 99.2 - 120.5 | 110.7 - 134.5 | 121.7 - 147.7 | 144.1 - 174.7 |
| compliance specialist | 65.6 - 79.0 | 72.5 - 87.2 | 78.9 - 94.9 | 92.0 - 110.5 |
| controller | 116.4 - 202.5 | 162.9 - 280.1 | 209.2 - 359.2 | 264.4 - 436.7 |
| cost accountant | 70.1 - 84.3 | 75.8 - 91.2 | 81.4 - 97.9 | 94.0 - 112.9 |
| credit & collection specialist | 45.7 - 58.1 | 52.5 - 67.1 | 59.6 - 75.4 | 75.3 - 80.0 |
| credit and collections accountant | 45.3 - 48.7 | 44.8 - 53.1 | 48.4 - 57.3 | 55.4 - 65.6 |
| credit and collections manager | 107.1 - 128.5 | 115.0 - 137.7 | 122.7 - 146.7 | 141.2 - 168.1 |
| credit and collections supervisor | 60.2 - 73.4 | 65.1 - 79.4 | 69.9 - 85.2 | 81.0 - 98.5 |
| external auditor | 72.7 - 87.5 | 79.1 - 95.1 | 85.3 - 102.5 | 98.8 - 118.6 |
| financial analyst | 88.7 - 106.6 | 95.0 - 114.1 | 101.1 - 121.4 | 115.2 - 138.1 |
| financial reporting manager | 133.0 - 160.4 | 142.6 - 171.6 | 151.9 - 182.5 | 173.3 - 208.0 |
| internal audit manager | 124.4 - 152.2 | 133.6 - 163.0 | 142.4 - 173.4 | 162.3 - 197.0 |
| internal auditor | 70.7 - 85.1 | 78.2 - 94.1 | 85.4 - 102.7 | 100.2 - 120.2 |
| invoicing clerk | 46.8 - 50.5 | 47.4 - 55.4 | 51.1 - 59.8 | 57.0 - 66.8 |
| payroll clerk | 48.1 - 56.2 | 52.9 - 62.0 | 57.4 - 67.2 | 66.0 - 77.4 |
| payroll director | 102.5 - 138.5 | 129.9 - 173.8 | 163.4 - 217.2 | 206.8 - 244.9 |
| payroll manager | 101.6 - 123.5 | 110.0 - 133.4 | 118.0 - 142.9 | 135.2 - 163.0 |
| payroll specialist | 56.1 - 67.0 | 61.2 - 73.3 | 66.2 - 79.3 | 77.1 - 92.5 |
| payroll supervisor | 61.6 - 74.1 | 67.1 - 80.8 | 72.5 - 87.2 | 84.0 - 101.0 |
| tax analyst | 55.8 - 67.2 | 61.7 - 74.3 | 67.4 - 81.1 | 79.2 - 95.2 |
| tax manager | 117.8 - 144.4 | 126.4 - 154.5 | 134.8 - 164.4 | 154.3 - 187.4 |
| treasury analyst | 74.4 - 89.5 | 79.9 - 96.0 | 85.2 - 102.4 | 97.1 - 116.6 |



healthcare

| | entry | mid | senior |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 55.1 - 70.1 | 61.3 - 79.8 | 69.3 - 90.8 |
| medical secretary | 37.3 - 47.9 | 41.9 - 54.1 | 46.8 - 59.5 |
| pharmacy assistant | 35.3 - 45.4 | 40.3 - 51.6 | 45.2 - 52.8 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 100.5 - 143.7 | 130.6 - 184.3 | 161.1 - 226.4 |
| diversity & inclusion director | 91.7 - 127.1 | 115.9 - 160.2 | 144.6 - 199.5 |
| health and safety director | 102.9 - 123.3 | 133.4 - 158.8 | 158.5 - 188.1 |
| human resources director | 111.0 - 152.6 | 141.1 - 192.1 | 173.2 - 235.4 |
| L&D director | 110.4 - 136.9 | 137.6 - 169.3 | 173.2 - 212.6 |
| talent acquisition director | 104.3 - 143.8 | 132.9 - 181.2 | 161.1 - 218.9 |
| total rewards director | 124.7 - 161.0 | 160.4 - 206.1 | 196.0 - 251.5 |
| vice president Human Resources / CHRO | 131.8 - 217.1 | 170.1 - 279.3 | 207.7 - 340.6 |
| human resources | entry | mid | senior |
| benefits administrator | 60.4 - 77.7 | 67.8 - 88.8 | 76.9 - 100.8 |
| compensation and benefits manager | 110.1 - 142.7 | 122.1 - 160.7 | 137.1 - 181.0 |
| compensation specialist | 53.8 - 71.6 | 62.2 - 84.1 | 72.2 - 96.2 |
| diversity & inclusion coordinator | 43.3 - 55.4 | 49.2 - 62.6 | 54.4 - 67.4 |
| health and safety advisor | 63.4 - 82.1 | 73.2 - 95.9 | 84.3 - 109.3 |
| health and safety manager | 89.0 - 115.4 | 99.7 - 131.4 | 112.9 - 147.8 |
| HRIS analyst | 72.4 - 95.7 | 83.1 - 111.5 | 95.8 - 126.9 |
| human resources business partner | 71.2 - 93.7 | 79.9 - 107.0 | 90.5 - 121.2 |
| human resources coordinator | 42.6 - 54.4 | 48.3 - 61.4 | 53.5 - 66.2 |
| human resources generalist | 65.5 - 83.3 | 71.1 - 92.4 | 78.9 - 104.6 |
| human resources manager | 99.8 - 133.4 | 115.2 - 155.5 | 133.2 - 176.8 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| human resources supervisor | 69.9 - 90.9 | 77.1 - 102.4 | 86.6 - 117.0 |
| human resources technician | 51.9 - 68.0 | 57.9 - 77.3 | 65.4 - 88.0 |
| labour relations advisor | 69.6 - 93.0 | 79.7 - 108.3 | 91.9 - 123.6 |
| labour relations manager | 108.5 - 146.5 | 127.5 - 172.9 | 148.8 - 198.6 |
| recruitment coordinator | 42.3 - 55.3 | 48.8 - 64.1 | 55.6 - 72.1 |
| talent acquisition specialist | 64.4 - 84.4 | 71.7 - 95.8 | 80.9 - 108.2 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 21.5 | 20.5 - 24.8 | 22.1 - 28.5 |
| counterbalance forklift operator | 20.5 - 22.2 | 22.1 - 24.5 | 24.1 - 28.1 |
| delivery/courier driver | 20.5 - 22.2 | 22.1 - 24.5 | 24.1 - 28.1 |
| electronic parts assembler | 19.8 - 22.1 | 21.5 - 25.9 | 23.2 - 28.8 |
| forklift operator | 18.1 - 21.5 | 20.5 - 24.8 | 22.5 - 28.4 |
| general labourer - heavy | 20.5 - 22.2 | 22.1 - 24.5 | 24.1 - 28.4 |
| general labourer - light | 19.1 - 22.5 | 19.8 - 25.5 | 23.2 - 27.7 |
| industrial painter | 16.5 - 19.3 | 18.1 - 22.5 | 21.7 - 25.9 |
| inventory control clerk | 18.1 - 23.9 | 20.5 - 26.6 | 23.2 - 29.7 |
| janitor/custodian | 18.1 - 23.5 | 21.4 - 27.8 | 24.4 - 30.3 |
| machine operator | 17.5 - 20.1 | 19.3 - 23.5 | 21.1 - 24.5 |
| machine operator assistant | 19.1 - 25.5 | 22.3 - 29.1 | 25.4 - 33.5 |
| manufacturing worker | 16.8 - 22.1 | 18.4 - 24.5 | 22.9 - 27.4 |
| material handler | 18.1 - 20.3 | 19.8 - 23.5 | 21.5 - 26.6 |
| order/cherry picker forklift operator | 19.1 - 25.5 | 22.2 - 29.4 | 25.5 - 33.3 |
| packaging labourer | 20.2 - 24.1 | 22.8 - 26.8 | 24.8 - 28.1 |
| parts clerk | 20.2 - 24.1 | 22.8 - 26.8 | 24.8 - 28.1 |
| picker/packer | 18.1 - 20.2 | 19.8 - 23.5 | 21.5 - 26.8 |
| polisher/deburrer | 16.5 - 19.1 | 18.8 - 22.5 | 21.2 - 25.6 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| print press operator | 16.5 - 19.1 | 18.8 - 22.5 | 21.2 - 25.0 |
| production labourer | 18.8 - 24.5 | 21.3 - 26.4 | 24.4 - 32.2 |
| reach truck operator | 21.1 - 26.9 | 22.8 - 28.4 | 24.5 - 32.5 |
| scissor lift operator | 21.3 - 23.8 | 21.8 - 24.3 | 23.2 - 28.1 |
| shipper/receiver | 21.3 - 23.8 | 21.8 - 24.3 | 23.2 - 28.1 |
| shipping and receiving clerk | 18.0 - 23.0 | 20.0 - 27.0 | 23.0 - 30.0 |
| warehouse labourer | 20.3 - 24.1 | 22.8 - 26.8 | 24.8 - 28.1 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|---------------|---------------|
| applications engineer | 87.1 - 115.5 | 100.7 - 135.1 | 116.5 - 152.6 |
| automation engineer | 66.7 - 88.6 | 75.8 - 102.5 | 86.9 - 116.7 |
| buyer | 62.2 - 82.0 | 71.0 - 95.1 | 81.6 - 109.0 |
| chemical engineer | 85.8 - 114.1 | 96.2 - 130.2 | 108.8 - 146.8 |
| chemical technician | 57.0 - 74.8 | 63.5 - 85.1 | 72.0 - 97.4 |
| cmm programmer | 58.5 - 76.8 | 66.5 - 88.9 | 76.2 - 100.6 |
| coating inspector | 40.2 - 52.7 | 45.8 - 60.8 | 52.1 - 69.2 |
| continuous improvement engineer | 90.5 - 118.5 | 101.0 - 134.0 | 113.6 - 149.2 |
| controls designer/engineer | 56.5 - 76.0 | 65.2 - 88.8 | 75.2 - 101.5 |
| demand planner | 52.6 - 73.1 | 63.5 - 88.5 | 75.2 - 101.3 |
| electrical engineer | 82.1 - 109.1 | 93.5 - 126.7 | 107.6 - 145.1 |
| electrical engineering technician | 59.6 - 76.8 | 68.2 - 89.0 | 78.2 - 101.3 |
| electrical test engineer | 75.5 - 101.1 | 86.9 - 118.5 | 100.8 - 136.1 |
| estimation engineer | 75.1 - 100.6 | 86.5 - 117.9 | 100.3 - 135.4 |
| estimator | 64.9 - 85.1 | 72.4 - 96.6 | 81.6 - 109.1 |
| field service engineer | 54.9 - 73.2 | 62.7 - 85.2 | 72.3 - 98.5 |
| general inspector | 53.0 - 70.1 | 59.8 - 80.1 | 67.6 - 89.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| health and safety specialist | 72.3 - 95.3 | 82.8 - 111.0 | 95.5 - 126.6 |
| HVAC drafter | 54.8 - 70.7 | 61.8 - 80.8 | 69.8 - 90.5 |
| HVAC engineer | 59.6 - 79.7 | 68.3 - 92.8 | 78.8 - 105.5 |
| industrial engineer | 74.9 - 97.9 | 83.3 - 110.8 | 93.6 - 124.1 |
| inventory analyst | 55.2 - 72.2 | 62.3 - 82.9 | 71.0 - 94.6 |
| logistics specialist | 62.9 - 84.2 | 72.2 - 98.1 | 83.2 - 111.5 |
| manufacturing engineer | 69.9 - 92.9 | 79.5 - 107.5 | 91.2 - 122.0 |
| mechanical designer | 54.3 - 72.1 | 62.7 - 84.0 | 72.0 - 94.8 |
| mechanical drafter | 53.5 - 69.9 | 60.4 - 80.9 | 69.5 - 94.6 |
| mechanical engineer | 76.9 - 102.1 | 87.4 - 118.1 | 100.2 - 134.5 |
| mechanical engineering technician | 53.5 - 70.6 | 61.1 - 81.8 | 70.0 - 92.2 |
| planner/scheduler | 42.0 - 53.7 | 47.8 - 61.7 | 54.2 - 69.6 |
| PLC programmer | 58.2 - 74.0 | 72.0 - 88.4 | 80.5 - 98.3 |
| process engineer | 65.0 - 86.9 | 74.6 - 101.3 | 86.0 - 115.1 |
| production planner | 50.9 - 67.8 | 58.9 - 79.0 | 67.5 - 88.3 |
| project engineer | 94.5 - 121.4 | 102.6 - 134.4 | 113.2 - 150.0 |
| project manager | 81.3 - 112.4 | 94.7 - 132.7 | 110.2 - 151.4 |
| QA/QC inspector | 39.4 - 50.5 | 44.2 - 57.6 | 50.0 - 65.4 |
| quality assurance manager | 96.0 - 124.7 | 106.2 - 140.0 | 118.8 - 156.1 |
| quality assurance/control technician | 74.2 - 97.6 | 84.6 - 112.9 | 96.9 - 127.7 |
| quality control engineer | 72.3 - 96.1 | 82.3 - 111.2 | 94.3 - 125.9 |
| quality control technician | 41.5 - 53.6 | 46.3 - 60.8 | 52.0 - 68.1 |
| quality director | 107.3 - 144.4 | 135.6 - 180.6 | 163.0 - 216.6 |
| quality inspector | 41.0 - 52.5 | 45.9 - 59.9 | 51.9 - 67.8 |
| safety inspector | 65.7 - 86.2 | 74.6 - 99.1 | 84.8 - 111.9 |
| SCADA engineer | 67.7 - 90.3 | 77.5 - 105.2 | 89.3 - 119.7 |
| sourcing engineer | 67.2 - 89.8 | 77.0 - 104.7 | 88.9 - 119.4 |
| stationary engineer | 56.6 - 72.9 | 62.4 - 81.6 | 69.5 - 90.7 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| supply chain analyst | 52.6 - 70.4 | 60.3 - 82.1 | 69.6 - 93.5 |
| industrial management | | | |
| director of operations | 135.5 - 180.5 | 177.6 - 235.7 | 223.6 - 296.6 |
| engineering manager | 101.4 - 136.1 | 115.8 - 157.2 | 133.0 - 178.0 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 63.4 - 82.1 | 73.2 - 95.9 | 84.3 - 109.3 |
| inventory control manager | 66.8 - 87.9 | 74.9 - 100.4 | 84.9 - 113.7 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 129.0 - 155.5 | 165.8 - 198.9 | 201.8 - 241.9 |
| materials manager | 96.9 - 127.4 | 107.2 - 143.0 | 120.0 - 160.0 |
| operations manager | 85.0 - 116.3 | 97.5 - 135.0 | 111.9 - 152.1 |
| plant manager | 113.9 - 157.1 | 136.1 - 188.7 | 161.0 - 217.9 |
| procurement director | 119.6 - 156.6 | 158.0 - 205.3 | 190.2 - 246.9 |
| production manager | 105.0 - 137.1 | 117.4 - 155.4 | 132.6 - 174.8 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 76.8 - 99.9 | 87.7 - 115.6 | 100.5 - 131.8 |
| project director | 119.0 - 144.4 | 148.7 - 180.3 | 179.1 - 216.6 |
| purchasing manager | 113.8 - 149.3 | 128.5 - 170.0 | 145.3 - 189.7 |
| site supervisor | 92.3 - 120.8 | 101.3 - 134.8 | 112.8 - 150.8 |
| supply chain manager | 96.8 - 129.3 | 111.5 - 149.8 | 127.7 - 167.0 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 54.0 - 71.5 | 61.3 - 81.4 | 70.4 - 92.0 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 51.6 - 68.1 | 59.0 - 79.1 | 67.7 - 89.9 |



| | | | |
|------------------------------|-------------|-------------|--------------|
| conventional machinist | 60.1 - 68.4 | 65.8 - 74.6 | 71.6 - 80.9 |
| electrician | 76.0 - 82.5 | 74.0 - 83.3 | 88.3 - 98.0 |
| electromechanical technician | 62.0 - 78.1 | 70.3 - 91.5 | 78.2 - 94.0 |
| electronics technician | 57.0 - 74.3 | 64.1 - 84.9 | 72.6 - 95.9 |
| field service technician | 71.2 - 77.0 | 75.9 - 82.4 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.5 - 73.8 | 72.9 - 82.4 | 81.9 - 99.9 |
| machine builder | 61.2 - 69.4 | 67.9 - 76.0 | 72.6 - 86.3 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.6 | 87.8 - 96.0 |
| mechanical assembler | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| millwright | 76.1 - 82.6 | 81.0 - 93.0 | 92.0 - 105.2 |
| panel wirer | 47.8 - 54.9 | 52.0 - 60.1 | 59.0 - 67.0 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| tool and die maker | 67.9 - 72.6 | 73.4 - 77.9 | 75.6 - 88.9 |
| welder | 46.9 - 59.2 | 56.5 - 69.0 | 63.5 - 75.2 |
| welder-fitter | 57.9 - 72.8 | 67.1 - 78.9 | 77.1 - 86.7 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 72.3 - 94.9 | 81.4 - 108.8 | 92.6 - 124.0 |
| digital marketing specialist | 51.4 - 68.3 | 59.6 - 80.7 | 69.5 - 92.2 |
| e-commerce director | 121.7 - 151.0 | 153.8 - 190.7 | 193.8 - 239.8 |
| e-commerce manager | 83.4 - 108.8 | 93.1 - 123.9 | 105.3 - 141.0 |
| marketing content manager | 62.3 - 81.8 | 70.0 - 93.4 | 79.4 - 106.0 |
| social media manager | 62.0 - 85.9 | 75.1 - 104.1 | 89.1 - 121.4 |
| web marketing analyst | 62.3 - 81.3 | 70.5 - 93.5 | 80.3 - 105.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 108.6 - 164.7 | 146.3 - 221.0 | 187.1 - 282.1 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| marketing vice-president | 131.6 - 202.2 | 184.9 - 282.9 | 237.7 - 363.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 90.1 - 115.6 | 99.9 - 130.4 | 111.8 - 146.1 |
| brand or product manager assistant | 67.4 - 91.2 | 78.9 - 107.7 | 91.6 - 122.9 |
| communications manager | 74.6 - 97.5 | 83.4 - 110.8 | 94.1 - 124.6 |
| communications specialist | 57.8 - 79.5 | 69.1 - 95.7 | 81.6 - 109.4 |
| marketing coordinator | 59.5 - 78.7 | 67.4 - 90.7 | 76.9 - 103.2 |
| marketing director | 103.7 - 139.3 | 120.5 - 164.3 | 140.0 - 187.3 |
| marketing project manager | 46.2 - 61.5 | 52.9 - 71.6 | 60.9 - 81.4 |
| marketing specialist | 50.7 - 67.6 | 58.1 - 78.7 | 66.8 - 89.2 |

sales

| | | | |
|---|---------------|----------------|-----------------|
| corporate sales | entry | mid | senior |
| account manager - hardware | 52.9 - 66.1 | 57.4 - 73.1 | 63.3 - 81.9 |
| account manager - software | 59.1 - 73.6 | 63.7 - 80.8 | 69.9 - 90.3 |
| business development manager | 114.0 - 149.6 | 127.1 - 169.6 | 143.8 - 193.5 |
| district sales manager | 83.2 - 107.6 | 94.9 - 124.9 | 109.0 - 142.8 |
| key accounts manager - consumer goods | 74.4 - 95.2 | 83.5 - 109.0 | 94.9 - 124.4 |
| merchandiser - consumer goods | 64.2 - 84.3 | 72.0 - 96.4 | 81.8 - 109.7 |
| sales manager/ director | 64.6 - 86.6 | 73.5 - 99.7 | 83.8 - 112.2 |
| sales representative, account manager - consumer goods | 51.2 - 64.9 | 56.5 - 72.8 | 62.9 - 81.2 |
| sales representative, account manager - professional services | 49.9 - 62.1 | 53.7 - 68.4 | 59.0 - 76.7 |
| sales representative, account manager - telecommunications | 57.1 - 71.4 | 62.0 - 78.9 | 68.2 - 87.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 138.8 - 194.3 | 181.9 - 253.9 | 222.3 - 309.4 |
| sales vice-president | 146.6 - 209.6 | 198.2 - 282.5 | 255.1 - 363.5 |
| vice-president marketing & sales | 127.0 - 225.1 | 174.0 - 307.2 | 222.5 - 392.9 |



| industrial sales | entry | mid | senior |
|--|-------------|--------------|--------------|
| internal sales representative - construction | 56.4 - 70.7 | 61.2 - 78.0 | 67.3 - 86.7 |
| internal sales representative - manufacturing | 53.7 - 67.2 | 58.3 - 74.4 | 64.4 - 83.6 |
| sales engineer - distribution | 75.4 - 98.5 | 82.7 - 109.8 | 91.7 - 122.1 |
| sales engineer - manufacturing | 61.0 - 81.3 | 68.9 - 93.1 | 78.1 - 104.2 |
| sales representative, account manager - industrial equipment | 52.7 - 65.6 | 56.8 - 72.0 | 62.3 - 80.4 |
| sales representative, account manager - industrial service | 56.7 - 71.1 | 61.5 - 78.4 | 67.6 - 86.9 |
| sales representative, account manager - machinery | 55.7 - 69.3 | 60.0 - 76.1 | 65.8 - 84.8 |
| sales representative, account manager - manufacturing | 54.0 - 77.8 | 59.4 - 86.9 | 65.9 - 96.7 |
| sales representative, account manager - retail network | 54.9 - 68.2 | 59.1 - 75.0 | 65.0 - 84.6 |
| technical sales representative - manufacturing | 51.4 - 66.1 | 57.9 - 75.6 | 65.6 - 84.9 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 84.0 - 109.0 | 94.1 - 124.2 | 106.6 - 139.8 |
| application support analyst | 72.6 - 96.3 | 83.6 - 111.4 | 95.4 - 125.5 |
| automation tester | 59.9 - 78.5 | 76.7 - 97.2 | 89.1 - 110.3 |
| C++/ embedded software engineer | 83.8 - 108.8 | 94.0 - 124.0 | 106.4 - 139.6 |
| devops - development | 78.0 - 105.2 | 90.7 - 124.1 | 105.8 - 141.4 |
| ERP developer | 83.8 - 108.7 | 93.8 - 123.8 | 106.3 - 140.1 |
| front-end developer | 78.0 - 103.0 | 89.4 - 119.8 | 103.0 - 136.3 |
| full stack developer | 89.7 - 118.3 | 103.0 - 137.3 | 118.3 - 155.1 |
| java developer | 82.0 - 106.6 | 92.0 - 121.5 | 104.2 - 136.6 |
| machine learning developer | 91.9 - 136.5 | 123.5 - 169.5 | 147.1 - 174.7 |
| mobile application developer (iOS/android) | 74.9 - 115.4 | 105.1 - 146.6 | 126.8 - 151.1 |
| quality assurance manager | 97.8 - 129.4 | 111.1 - 148.7 | 126.9 - 167.2 |
| RPA developer | 61.3 - 81.1 | 70.5 - 94.6 | 81.0 - 106.6 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| SQL database developer | 73.8 - 99.0 | 85.1 - 116.0 | 98.6 - 132.2 |
| UI/UX designer | 78.7 - 101.9 | 87.8 - 115.6 | 99.0 - 129.2 |
| architecture | | | |
| application architect | 120.5 - 158.9 | 135.3 - 181.0 | 153.4 - 205.7 |
| architect (enterprise) | 111.7 - 149.5 | 127.6 - 172.5 | 146.3 - 196.9 |
| architect (solutions/technical) | 98.8 - 123.5 | 110.8 - 140.5 | 125.2 - 156.9 |
| cloud architect | 106.3 - 133.4 | 120.1 - 152.4 | 136.1 - 170.1 |
| data & analytics | | | |
| BI data architect | 107.1 - 143.1 | 119.8 - 162.1 | 135.3 - 181.8 |
| big data engineer | 95.9 - 125.6 | 107.3 - 142.6 | 121.4 - 160.6 |
| business intelligence developer | 80.0 - 104.1 | 89.9 - 118.7 | 101.7 - 132.8 |
| data analyst | 79.1 - 106.2 | 91.3 - 124.3 | 105.7 - 140.9 |
| data architect | 87.6 - 116.0 | 101.0 - 135.5 | 116.9 - 154.0 |
| data engineer | 82.3 - 110.5 | 95.1 - 129.3 | 110.1 - 146.4 |
| data scientist | 91.0 - 122.4 | 105.7 - 143.5 | 122.6 - 162.2 |
| database administrator | 85.0 - 116.1 | 100.7 - 138.5 | 118.5 - 158.3 |
| leadership/business technology | | | |
| business analyst | 81.8 - 106.3 | 91.7 - 121.2 | 104.0 - 136.6 |
| IT director | 123.8 - 163.6 | 155.6 - 204.4 | 192.1 - 252.1 |
| IT manager | 109.7 - 144.8 | 124.9 - 166.9 | 143.1 - 190.0 |
| networking/infrastructure | | | |
| bilingual tech support | 50.0 - 70.0 | 60.0 - 80.0 | 75.0 - 85.0 |
| cloud engineer | 91.1 - 121.5 | 106.3 - 142.8 | 123.3 - 160.8 |
| devops - infrastructure | 92.2 - 127.5 | 107.7 - 149.5 | 124.7 - 167.8 |
| help desk analyst | 59.6 - 78.1 | 67.5 - 89.9 | 77.0 - 102.1 |
| information security engineer | 86.3 - 115.6 | 99.5 - 135.1 | 115.2 - 153.3 |
| information security manager | 112.7 - 147.6 | 127.0 - 168.4 | 144.1 - 190.2 |
| information security specialist | 68.6 - 90.6 | 78.6 - 105.5 | 90.6 - 119.7 |



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|----------------------------------|---------------|---------------|---------------|
| information systems analyst | 74.0 - 96.1 | 82.9 - 109.6 | 93.9 - 123.8 |
| linux/unix administrator | 93.1 - 121.1 | 104.9 - 138.6 | 119.4 - 156.7 |
| network administrator | 72.7 - 97.7 | 84.0 - 114.6 | 97.4 - 130.9 |
| network engineer | 82.7 - 110.8 | 95.2 - 129.5 | 110.4 - 148.1 |
| systems administrator | 83.1 - 109.5 | 95.2 - 127.3 | 109.6 - 144.9 |
| tech support | 75.8 - 99.2 | 85.8 - 113.9 | 97.7 - 120.1 |
| project management | | | |
| business systems analyst | 81.0 - 107.0 | 93.1 - 124.8 | 107.5 - 142.4 |
| ERP project manager | 111.3 - 147.6 | 121.4 - 163.4 | 134.3 - 182.0 |
| product owner | 92.5 - 122.0 | 106.2 - 141.4 | 121.9 - 158.8 |
| product owner/manager | 84.1 - 116.0 | 97.8 - 136.9 | 113.8 - 156.8 |
| program manager | 113.8 - 153.0 | 128.9 - 165.5 | 147.1 - 170.2 |
| project coordinator | 77.7 - 96.7 | 86.3 - 109.4 | 97.1 - 116.4 |
| project manager (infrastructure) | 113.8 - 153.0 | 128.9 - 175.5 | 147.1 - 188.6 |
| project manager (software) | 112.9 - 148.8 | 126.2 - 168.4 | 142.3 - 179.3 |
| scrum master | 86.4 - 112.8 | 97.7 - 129.4 | 111.3 - 147.0 |
| technical writer | 63.2 - 82.7 | 73.9 - 97.7 | 86.0 - 111.1 |



halton region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative analyst | 54.3 - 70.8 | 60.3 - 80.3 | 67.9 - 90.8 |
| administrative assistant | 42.3 - 54.6 | 47.4 - 62.1 | 53.4 - 70.2 |
| administrative assistant (bilingual) | 44.0 - 52.0 | 47.6 - 54.7 | 53.4 - 65.6 |
| administrative manager | 63.5 - 81.9 | 69.3 - 91.1 | 76.7 - 101.7 |
| benefits clerk | 41.9 - 53.9 | 48.1 - 62.4 | 54.9 - 70.9 |
| buyer assistant | 43.0 - 55.9 | 50.0 - 64.6 | 56.6 - 71.3 |
| claims supervisor | 68.6 - 90.0 | 76.7 - 102.8 | 87.1 - 117.4 |
| contracts administrator | 104.6 - 132.0 | 116.9 - 150.4 | 132.4 - 171.0 |
| data entry clerk | 36.8 - 46.7 | 42.0 - 53.0 | 47.0 - 54.2 |
| dispatcher | 43.5 - 55.5 | 49.4 - 63.8 | 56.0 - 72.1 |
| document controller | 35.9 - 46.5 | 42.0 - 53.2 | 47.2 - 54.4 |
| document services specialist | 34.1 - 44.4 | 40.0 - 50.7 | 44.9 - 51.9 |
| documentation specialist | 41.2 - 54.3 | 49.5 - 63.1 | 55.8 - 64.5 |
| donor relations coordinator | 55.7 - 73.4 | 64.8 - 86.9 | 75.7 - 100.7 |
| executive assistant | 60.8 - 83.4 | 71.2 - 98.6 | 82.7 - 112.3 |
| executive assistant (bilingual) | 57.5 - 63.7 | 68.6 - 75.0 | 76.0 - 79.5 |
| file clerk | 37.7 - 49.6 | 45.1 - 57.1 | 50.4 - 58.2 |
| fundraising manager | 71.6 - 92.8 | 81.4 - 107.4 | 93.4 - 123.1 |
| HR administrator | 53.1 - 69.5 | 60.1 - 80.1 | 68.6 - 91.4 |
| HR coordinator | 46.0 - 51.6 | 51.0 - 67.3 | 67.0 - 78.3 |
| HR manager | 50.3 - 58.5 | 57.4 - 71.2 | 69.3 - 81.2 |
| human resources assistant | 44.6 - 56.9 | 50.6 - 64.2 | 55.9 - 69.2 |



| | | | |
|---------------------------|---------------|---------------|---------------|
| invoicing clerk | 40.7 - 52.3 | 46.6 - 59.5 | 52.0 - 64.8 |
| lease administrator | 50.3 - 65.7 | 58.1 - 76.7 | 66.8 - 87.6 |
| leasing coordinator | 46.5 - 56.4 | 51.8 - 63.0 | 59.7 - 74.5 |
| legal assistant | 51.5 - 71.3 | 61.9 - 85.8 | 72.8 - 97.1 |
| logistics coordinator | 52.3 - 69.1 | 61.0 - 81.2 | 70.5 - 92.6 |
| mailroom clerk | 38.0 - 47.4 | 43.0 - 52.6 | 47.0 - 53.5 |
| office clerk | 41.2 - 50.8 | 45.4 - 56.6 | 50.1 - 62.7 |
| office manager | 61.2 - 79.4 | 67.3 - 88.9 | 74.9 - 99.3 |
| office/operations manager | 52.3 - 58.5 | 65.7 - 73.2 | 71.5 - 79.3 |
| order clerk | 36.2 - 46.3 | 41.7 - 52.8 | 46.8 - 58.3 |
| order entry clerk | 39.3 - 42.5 | 43.4 - 53.5 | 49.5 - 64.8 |
| order supervisor | 56.0 - 73.6 | 64.8 - 85.9 | 74.4 - 96.5 |
| payroll administrator | 47.3 - 61.9 | 53.8 - 71.7 | 61.6 - 82.0 |
| project coordinator | 49.1 - 64.3 | 55.6 - 74.0 | 63.3 - 83.8 |
| property administrator | 41.7 - 54.8 | 47.1 - 63.0 | 53.7 - 72.8 |
| property manager | 66.1 - 88.2 | 75.7 - 102.8 | 87.4 - 118.1 |
| receptionist | 36.1 - 45.6 | 40.2 - 51.5 | 45.3 - 58.5 |
| receptionist (bilingual) | 44.5 - 48.3 | 51.2 - 56.5 | 55.0 - 60.2 |
| sales administrator | 47.7 - 64.0 | 55.0 - 75.2 | 63.8 - 86.2 |
| sales assistant | 43.3 - 54.1 | 47.9 - 61.5 | 54.2 - 71.5 |
| service coordinator | 41.1 - 53.2 | 46.1 - 60.8 | 52.2 - 69.3 |
| supply clerk | 38.2 - 48.8 | 43.3 - 55.2 | 48.3 - 60.7 |
| virtual assistant | 41.0 - 53.0 | 46.0 - 60.0 | 53.0 - 68.0 |
| virtual receptionist | 38.0 - 44.0 | 41.5 - 52.6 | 44.0 - 56.3 |
| legal services | | | |
| contract specialist | 65.2 - 85.6 | 74.2 - 99.0 | 85.0 - 112.2 |
| contracts administrator | 104.6 - 132.0 | 116.9 - 150.4 | 132.4 - 171.0 |
| data entry clerk | 36.8 - 46.7 | 42.0 - 53.0 | 47.0 - 54.2 |



| | | | |
|---|-------------|-------------|--------------|
| document services specialist | 34.1 - 44.4 | 40.0 - 50.7 | 44.9 - 51.9 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 37.7 - 47.8 | 43.6 - 54.3 | 48.7 - 55.6 |
| office manager | 61.2 - 79.4 | 67.3 - 88.9 | 74.9 - 99.3 |
| paralegal | 51.5 - 71.3 | 61.9 - 85.8 | 72.8 - 97.1 |
| logistics & transportation support | | | |
| import/export clerk | 41.0 - 53.0 | 47.3 - 60.7 | 53.1 - 66.5 |
| import/export coordinator | 60.3 - 78.0 | 67.2 - 88.5 | 75.7 - 100.0 |
| shipping administrator | 46.9 - 59.6 | 53.8 - 68.9 | 61.2 - 77.4 |
| supply chain coordinator | 45.9 - 59.4 | 51.4 - 67.9 | 58.3 - 77.3 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 66.5 - 86.3 | 74.5 - 98.0 | 83.9 - 109.3 |
| bilingual customer loyalty agent | 40.5 - 53.4 | 46.5 - 61.8 | 53.2 - 70.4 |
| bilingual customer service manager | 81.1 - 106.8 | 91.3 - 122.7 | 104.2 - 140.8 |
| bilingual customer service representative | 40.1 - 51.1 | 44.7 - 57.9 | 50.3 - 65.5 |
| bilingual customer service supervisor | 61.1 - 73.9 | 74.0 - 84.9 | 85.5 - 100.0 |
| bilingual customer service team lead | 45.0 - 52.5 | 46.6 - 57.5 | 51.0 - 59.9 |
| bilingual customer service trainer | 48.1 - 63.4 | 55.1 - 74.0 | 63.5 - 84.5 |
| bilingual e-chat representative | 44.0 - 52.1 | 46.5 - 61.8 | 53.2 - 70.4 |
| bilingual help desk representative - level 1 | 48.5 - 64.5 | 55.6 - 74.5 | 63.1 - 83.7 |
| bilingual inside sales manager | 71.8 - 96.2 | 81.5 - 110.5 | 92.7 - 123.2 |
| bilingual inside sales representative | 51.9 - 64.8 | 55.9 - 70.9 | 61.2 - 79.4 |
| bilingual insurance advisor | 58.9 - 73.6 | 62.5 - 78.6 | 67.1 - 87.0 |
| bilingual junior collection agent | 38.4 - 49.8 | 43.7 - 57.0 | 49.5 - 64.1 |
| bilingual order desk representative | 41.2 - 46.3 | 43.0 - 52.8 | 46.8 - 58.3 |



| | | | |
|--------------------------------|-------------|-------------|-------------|
| bilingual survey agent | 38.0 - 46.5 | 41.9 - 53.2 | 47.2 - 58.2 |
| bilingual telemarketing agent | 35.0 - 42.1 | 36.9 - 47.5 | 41.7 - 54.6 |
| bilingual telephone dispatcher | 43.5 - 55.5 | 49.4 - 63.8 | 56.0 - 72.1 |
| bilingual travel support agent | 41.7 - 52.9 | 46.9 - 59.6 | 52.1 - 65.8 |
| bilingual workforce planner | 51.3 - 65.0 | 55.4 - 71.8 | 61.3 - 81.2 |

engineering

| construction | entry | mid | senior |
|----------------------------------|---------------|---------------|---------------|
| architect | 66.2 - 87.1 | 74.3 - 99.7 | 84.5 - 113.4 |
| architectural drafter | 55.7 - 72.7 | 65.0 - 86.4 | 76.3 - 101.7 |
| BIM/VDC coordinator | 68.7 - 90.1 | 76.7 - 102.6 | 86.9 - 116.3 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 63.4 - 83.4 | 72.3 - 96.7 | 83.1 - 110.7 |
| civil engineer | 71.0 - 95.5 | 82.2 - 112.0 | 95.1 - 126.9 |
| civil engineering drafter | 57.3 - 71.9 | 64.3 - 82.1 | 72.9 - 93.1 |
| civil engineering technologist | 49.7 - 67.2 | 58.9 - 80.2 | 68.9 - 91.5 |
| civil project engineer | 82.7 - 113.4 | 95.3 - 132.8 | 110.4 - 152.4 |
| civil project manager | 84.2 - 112.6 | 95.2 - 129.2 | 108.3 - 145.6 |
| construction coordinator | 54.3 - 72.6 | 61.1 - 83.0 | 69.3 - 94.2 |
| construction director | 109.9 - 144.9 | 144.7 - 190.5 | 181.1 - 237.7 |
| construction manager | 80.6 - 105.5 | 88.4 - 118.0 | 98.5 - 132.5 |
| construction project coordinator | 94.4 - 121.2 | 102.6 - 134.1 | 113.2 - 149.4 |
| construction project manager | 72.9 - 100.8 | 84.9 - 119.0 | 98.9 - 136.2 |
| construction superintendent | 83.4 - 109.2 | 91.5 - 122.1 | 102.0 - 137.1 |
| contracts administrator | 64.5 - 85.7 | 73.4 - 99.1 | 84.1 - 112.8 |
| contracts manager | 104.6 - 132.0 | 116.9 - 150.4 | 132.4 - 171.0 |
| director of operations | 137.0 - 182.4 | 179.4 - 238.1 | 225.9 - 299.5 |



| | | | |
|-----------------------------------|--------------|---------------|---------------|
| drafter | 58.0 - 72.4 | 64.7 - 82.2 | 73.0 - 93.2 |
| electrical designer/engineer | 82.3 - 108.6 | 92.9 - 124.8 | 106.0 - 142.1 |
| electrical engineer | 85.0 - 112.9 | 96.9 - 131.1 | 111.4 - 149.9 |
| electrical engineering technician | 61.0 - 78.5 | 69.8 - 91.0 | 79.9 - 103.3 |
| electrical inspector | 48.7 - 65.6 | 56.4 - 76.9 | 65.2 - 88.6 |
| engineering manager | 91.6 - 123.3 | 104.7 - 143.2 | 120.4 - 163.3 |
| environmental engineer | 69.1 - 92.0 | 78.9 - 107.2 | 91.1 - 122.7 |
| environmental inspector | 52.5 - 67.4 | 57.8 - 75.6 | 64.5 - 84.7 |
| estimation engineer | 77.9 - 104.2 | 89.6 - 122.1 | 103.9 - 140.0 |
| estimator | 66.2 - 86.6 | 73.7 - 98.2 | 83.0 - 110.8 |
| facilities engineer | 71.4 - 95.8 | 82.4 - 112.3 | 95.5 - 128.4 |
| facilities manager | 64.9 - 85.4 | 74.1 - 99.1 | 85.1 - 113.5 |
| field manager | 73.7 - 97.9 | 83.9 - 113.7 | 96.7 - 131.7 |
| field Supervisor | 73.9 - 97.5 | 83.2 - 111.3 | 94.1 - 125.3 |
| foreman | 58.2 - 75.7 | 65.3 - 86.4 | 74.0 - 97.8 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 64.6 - 83.6 | 74.5 - 97.5 | 85.7 - 111.0 |
| health and safety specialist | 74.9 - 98.7 | 85.8 - 115.0 | 98.9 - 130.9 |
| HVAC drafter | 56.0 - 72.2 | 63.1 - 82.4 | 71.3 - 92.3 |
| HVAC engineer | 61.8 - 82.6 | 70.8 - 96.2 | 81.6 - 109.3 |
| mechanical designer | 56.3 - 74.7 | 65.0 - 87.1 | 74.6 - 98.2 |
| mechanical drafter | 54.8 - 71.5 | 61.8 - 82.7 | 71.1 - 96.6 |
| mechanical engineer | 79.7 - 105.7 | 90.6 - 122.2 | 103.8 - 139.0 |
| mechanical engineering technician | 54.9 - 72.2 | 62.6 - 83.6 | 71.6 - 94.2 |
| mechanical site supervisor | 53.2 - 68.8 | 60.3 - 79.4 | 68.8 - 90.6 |
| operations manager | 86.1 - 117.7 | 98.7 - 136.5 | 113.2 - 153.8 |
| planner/scheduler | 42.9 - 54.9 | 48.9 - 63.0 | 55.3 - 71.1 |
| project coordinator | 49.1 - 64.3 | 55.6 - 74.0 | 63.3 - 83.8 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| project director | 120.8 - 146.5 | 150.9 - 182.7 | 181.5 - 219.4 |
| project engineer | 97.9 - 125.6 | 106.3 - 138.9 | 117.2 - 154.8 |
| project manager | 82.7 - 114.2 | 96.3 - 134.6 | 111.9 - 153.5 |
| purchasing manager | 103.5 - 136.5 | 117.0 - 156.4 | 132.7 - 175.4 |
| QA/QC inspector | 58.4 - 77.7 | 67.7 - 91.0 | 78.2 - 104.6 |
| quality control engineer | 75.0 - 99.5 | 85.3 - 115.1 | 97.6 - 130.2 |
| quality inspector | 42.4 - 54.2 | 47.5 - 61.8 | 53.7 - 69.9 |
| safety inspector | 66.9 - 87.7 | 75.9 - 100.7 | 86.3 - 113.7 |
| specification writer | 56.0 - 72.6 | 63.6 - 83.5 | 72.3 - 94.2 |
| structural designer | 56.7 - 74.3 | 64.3 - 85.5 | 73.2 - 96.7 |
| structural engineer | 77.4 - 102.7 | 88.0 - 119.0 | 101.1 - 135.6 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 43.8 - 56.0 | 49.1 - 63.9 | 55.6 - 72.7 |
| technical services manager | 94.3 - 124.6 | 106.8 - 143.9 | 122.5 - 165.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 158.4 - 279.1 | 234.0 - 411.3 | 327.9 - 576.9 |
| director - financial planning & analysis | 141.0 - 185.6 | 180.4 - 236.8 | 220.0 - 288.5 |
| finance director | 136.7 - 180.0 | 177.2 - 232.7 | 215.8 - 283.1 |
| treasury manager | 101.1 - 122.8 | 109.3 - 132.6 | 117.1 - 142.1 |
| vice president finance | 110.2 - 195.2 | 159.1 - 280.3 | 222.6 - 391.7 |
| vice-president internal audit | 137.5 - 183.2 | 173.4 - 230.5 | 211.0 - 280.0 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 74.9 - 90.1 | 80.4 - 96.6 | 85.6 - 102.8 |
| accounting clerk | 45.8 - 52.9 | 48.8 - 56.4 | 51.8 - 59.7 |
| | | | 58.2 - 67.3 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accounting manager | 101.4 - 123.2 | 109.1 - 132.5 | 116.6 - 141.5 | 133.2 - 161.4 |
| accounting supervisor | 77.2 - 93.9 | 83.1 - 101.0 | 88.9 - 108.0 | 101.6 - 123.3 |
| accounting technician | 62.5 - 74.2 | 67.4 - 80.1 | 72.1 - 85.7 | 82.2 - 97.6 |
| accounts payable clerk | 45.5 - 51.4 | 50.6 - 57.0 | 54.9 - 61.9 | 63.2 - 71.3 |
| accounts payable manager | 90.4 - 109.9 | 98.8 - 120.0 | 106.9 - 129.8 | 125.7 - 152.3 |
| accounts receivable clerk | 48.1 - 54.3 | 53.3 - 60.1 | 57.9 - 65.3 | 67.4 - 76.1 |
| accounts receivable manager | 91.7 - 108.8 | 99.5 - 118.0 | 107.3 - 127.1 | 126.1 - 149.2 |
| analyst - financial planning & analysis | 107.5 - 130.5 | 116.1 - 140.8 | 124.5 - 150.9 | 143.3 - 173.5 |
| assistant controller | 114.9 - 146.2 | 124.6 - 158.4 | 134.0 - 170.2 | 155.5 - 197.5 |
| billing specialist | 45.2 - 52.9 | 49.6 - 57.9 | 53.4 - 62.4 | 60.6 - 70.9 |
| bookkeeper | 47.1 - 55.7 | 51.0 - 60.2 | 54.7 - 64.6 | 62.6 - 74.2 |
| business analyst | 79.8 - 95.9 | 86.3 - 103.6 | 92.6 - 111.1 | 106.6 - 127.9 |
| compliance officer | 100.8 - 122.4 | 112.5 - 136.5 | 123.6 - 149.9 | 146.2 - 177.2 |
| compliance specialist | 66.9 - 80.5 | 73.8 - 88.7 | 80.3 - 96.5 | 93.5 - 112.3 |
| controller | 105.8 - 187.3 | 149.1 - 262.7 | 193.8 - 340.7 | 246.0 - 418.3 |
| cost accountant | 71.4 - 85.8 | 77.2 - 92.8 | 82.9 - 99.6 | 95.6 - 114.7 |
| credit & collection specialist | 46.2 - 58.7 | 53.1 - 67.7 | 60.2 - 76.0 | 75.5 - 76.7 |
| credit and collections accountant | 41.7 - 49.6 | 45.6 - 54.0 | 49.2 - 58.1 | 56.2 - 66.5 |
| credit and collections manager | 97.3 - 116.8 | 104.5 - 125.3 | 111.5 - 133.7 | 128.5 - 154.0 |
| credit and collections supervisor | 61.7 - 75.1 | 66.7 - 81.2 | 71.6 - 87.1 | 82.8 - 100.6 |
| external auditor | 74.1 - 89.0 | 80.5 - 96.8 | 86.8 - 104.2 | 100.4 - 120.5 |
| financial analyst | 90.2 - 108.3 | 96.6 - 115.9 | 102.8 - 123.3 | 117.0 - 140.2 |
| financial reporting manager | 120.9 - 146.7 | 129.8 - 157.3 | 138.5 - 167.8 | 159.0 - 192.5 |
| internal audit manager | 113.1 - 138.8 | 121.5 - 149.1 | 129.7 - 159.1 | 148.4 - 181.9 |
| internal auditor | 72.0 - 86.6 | 79.7 - 95.7 | 86.9 - 104.4 | 101.8 - 122.1 |
| invoicing clerk | 43.8 - 51.3 | 48.2 - 56.3 | 51.9 - 60.7 | 57.9 - 67.7 |
| payroll clerk | 48.9 - 57.1 | 53.8 - 62.9 | 58.3 - 68.1 | 66.9 - 78.3 |
| payroll director | 93.1 - 126.1 | 118.1 - 159.4 | 149.5 - 201.4 | 191.4 - 229.2 |



| | | | | |
|--------------------|---------------|---------------|---------------|---------------|
| payroll manager | 92.3 - 112.2 | 99.9 - 121.3 | 107.2 - 130.1 | 123.0 - 149.1 |
| payroll specialist | 50.9 - 60.9 | 55.6 - 66.6 | 60.2 - 72.1 | 70.1 - 84.0 |
| payroll supervisor | 63.1 - 75.9 | 68.7 - 82.6 | 74.2 - 89.1 | 85.9 - 103.2 |
| tax analyst | 56.9 - 68.4 | 62.9 - 75.7 | 68.7 - 82.6 | 80.6 - 96.8 |
| tax manager | 107.1 - 131.5 | 114.9 - 141.1 | 122.6 - 150.4 | 140.8 - 172.6 |
| treasury analyst | 75.8 - 91.1 | 81.3 - 97.7 | 86.7 - 104.1 | 98.8 - 118.5 |

healthcare

| | entry | mid | senior |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 50.0 - 63.7 | 55.7 - 72.5 | 63.0 - 82.5 |
| medical secretary | 37.7 - 48.4 | 42.4 - 54.6 | 47.3 - 59.9 |
| pharmacy assistant | 35.9 - 46.3 | 41.1 - 52.6 | 46.1 - 53.9 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 91.3 - 131.2 | 118.9 - 170.2 | 147.8 - 211.0 |
| diversity & inclusion director | 92.8 - 128.5 | 117.3 - 161.9 | 146.3 - 201.5 |
| health and safety director | 93.5 - 112.2 | 121.5 - 145.5 | 145.3 - 173.9 |
| human resources director | 100.9 - 139.7 | 128.8 - 177.8 | 159.5 - 219.7 |
| L&D director | 100.3 - 124.7 | 125.5 - 155.7 | 159.5 - 197.6 |
| talent acquisition director | 94.8 - 131.3 | 121.1 - 167.2 | 147.8 - 203.7 |
| total rewards director | 113.4 - 147.7 | 147.1 - 191.2 | 181.5 - 235.4 |
| vice president Human Resources / CHRO | 120.0 - 202.1 | 156.6 - 262.8 | 192.9 - 323.4 |
| human resources | entry | mid | senior |
| benefits administrator | 61.6 - 79.1 | 69.1 - 90.3 | 78.3 - 102.4 |
| compensation and benefits manager | 100.0 - 130.3 | 111.0 - 147.4 | 125.0 - 167.1 |
| compensation specialist | 54.9 - 72.9 | 63.4 - 85.6 | 73.5 - 97.8 |



| | | | |
|-----------------------------------|--------------|---------------|---------------|
| diversity & inclusion coordinator | 44.3 - 56.6 | 50.3 - 63.8 | 55.5 - 68.6 |
| health and safety advisor | 64.6 - 83.6 | 74.5 - 97.5 | 85.7 - 111.0 |
| health and safety manager | 80.9 - 104.9 | 90.6 - 119.6 | 102.6 - 135.0 |
| HRIS analyst | 65.7 - 86.7 | 75.4 - 101.0 | 86.8 - 115.1 |
| human resources business partner | 72.5 - 95.3 | 81.3 - 108.7 | 92.1 - 123.0 |
| human resources coordinator | 43.5 - 55.6 | 49.4 - 62.7 | 54.6 - 67.6 |
| human resources generalist | 66.7 - 84.7 | 72.4 - 94.0 | 80.3 - 106.3 |
| human resources manager | 90.7 - 121.5 | 104.7 - 142.4 | 121.3 - 163.0 |
| human resources supervisor | 71.2 - 92.4 | 78.4 - 104.1 | 88.1 - 118.8 |
| human resources technician | 53.0 - 69.4 | 59.1 - 79.0 | 66.8 - 90.0 |
| labour relations advisor | 70.9 - 94.5 | 81.1 - 110.0 | 93.5 - 125.5 |
| labour relations manager | 98.6 - 133.8 | 116.0 - 159.3 | 136.0 - 184.1 |
| recruitment coordinator | 43.3 - 56.5 | 49.9 - 65.4 | 56.7 - 73.7 |
| talent acquisition specialist | 65.6 - 85.9 | 73.0 - 97.3 | 82.3 - 109.9 |

industrial support

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 21.1 - 24.5 | 21.6 - 27.8 | 24.5 - 30.2 |
| counterbalance forklift operator | 20.6 - 24.5 | 22.1 - 27.6 | 25.1 - 31.1 |
| delivery/courier driver | 18.3 - 21.8 | 19.5 - 24.5 | 23.3 - 27.1 |
| electronic parts assembler | 24.2 - 27.5 | 25.1 - 29.9 | 29.1 - 38.7 |
| forklift operator | 20.1 - 23.0 | 22.0 - 24.7 | 24.0 - 30.0 |
| general labourer - heavy | 19.6 - 24.3 | 23.0 - 26.4 | 25.1 - 28.9 |
| general labourer - light | 18.1 - 20.2 | 19.0 - 22.7 | 22.1 - 26.0 |
| industrial painter | 22.2 - 24.5 | 23.2 - 27.6 | 24.2 - 30.0 |
| inventory control clerk | 20.1 - 23.1 | 21.5 - 27.5 | 24.2 - 30.0 |
| janitor/custodian | 18.4 - 20.1 | 19.9 - 23.2 | 20.7 - 24.9 |
| machine operator | 22.2 - 26.1 | 23.9 - 29.7 | 26.8 - 35.5 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| manufacturing worker | 17.6 - 21.4 | 19.5 - 24.2 | 22.9 - 27.3 |
| material handler | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.5 |
| order/cherry picker forklift operator | 22.0 - 23.0 | 23.0 - 25.0 | 24.0 - 27.5 |
| packaging labourer | 18.1 - 23.2 | 20.7 - 26.0 | 23.5 - 29.5 |
| picker/packer | 18.2 - 21.2 | 19.8 - 23.6 | 21.9 - 25.0 |
| polisher/deburrer | 19.3 - 24.2 | 22.9 - 28.6 | 25.7 - 31.1 |
| production labourer | 18.9 - 22.5 | 20.8 - 26.2 | 23.7 - 28.6 |
| reach truck operator | 22.0 - 23.0 | 24.0 - 26.2 | 25.7 - 28.1 |
| shipper/receiver | 20.7 - 25.9 | 22.4 - 28.4 | 24.5 - 31.2 |
| shipping and receiving clerk | 20.3 - 25.1 | 22.9 - 28.7 | 25.9 - 32.5 |
| warehouse labourer | 18.3 - 23.9 | 22.2 - 25.9 | 24.4 - 27.4 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 78.9 - 104.6 | 91.2 - 122.7 | 105.6 - 139.2 |
| automation engineer | 69.2 - 91.7 | 78.5 - 106.1 | 90.0 - 120.8 |
| buyer | 63.4 - 83.4 | 72.3 - 96.7 | 83.1 - 110.7 |
| chemical engineer | 88.9 - 118.1 | 99.7 - 134.6 | 112.7 - 151.5 |
| chemical technician | 58.4 - 76.5 | 65.0 - 87.0 | 73.6 - 99.4 |
| cmm programmer | 53.1 - 69.6 | 60.3 - 80.6 | 69.1 - 91.1 |
| coating inspector | 41.6 - 54.4 | 47.4 - 62.7 | 53.8 - 71.3 |
| continuous improvement engineer | 82.3 - 107.7 | 91.8 - 122.1 | 103.2 - 136.4 |
| controls designer/engineer | 57.9 - 77.7 | 66.7 - 90.7 | 76.9 - 103.6 |
| demand planner | 53.7 - 74.4 | 64.7 - 90.0 | 76.5 - 103.0 |
| electrical engineer | 85.0 - 112.9 | 96.9 - 131.1 | 111.4 - 149.9 |
| electrical engineering technician | 61.0 - 78.5 | 69.8 - 91.0 | 79.9 - 103.3 |
| electrical test engineer | 78.2 - 104.7 | 90.0 - 122.6 | 104.4 - 140.6 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| estimation engineer | 77.9 - 104.2 | 89.6 - 122.1 | 103.9 - 140.0 |
| estimator | 66.2 - 86.6 | 73.7 - 98.2 | 83.0 - 110.8 |
| field service engineer | 56.3 - 74.9 | 64.1 - 87.0 | 73.9 - 100.6 |
| general inspector | 53.9 - 71.1 | 60.7 - 81.2 | 68.6 - 91.1 |
| health and safety specialist | 74.9 - 98.7 | 85.8 - 115.0 | 98.9 - 130.9 |
| HVAC drafter | 56.0 - 72.2 | 63.1 - 82.4 | 71.3 - 92.3 |
| HVAC engineer | 61.8 - 82.6 | 70.8 - 96.2 | 81.6 - 109.3 |
| industrial engineer | 77.6 - 101.4 | 86.3 - 114.7 | 97.0 - 128.4 |
| inventory analyst | 56.3 - 73.5 | 63.5 - 84.4 | 72.3 - 96.2 |
| logistics specialist | 64.1 - 85.7 | 73.5 - 99.7 | 84.7 - 113.3 |
| manufacturing engineer | 72.4 - 96.2 | 82.4 - 111.4 | 94.5 - 126.2 |
| mechanical designer | 56.3 - 74.7 | 65.0 - 87.1 | 74.6 - 98.2 |
| mechanical drafter | 54.8 - 71.5 | 61.8 - 82.7 | 71.1 - 96.6 |
| mechanical engineer | 79.7 - 105.7 | 90.6 - 122.2 | 103.8 - 139.0 |
| mechanical engineering technician | 54.9 - 72.2 | 62.6 - 83.6 | 71.6 - 94.2 |
| planner/scheduler | 42.9 - 54.9 | 48.9 - 63.0 | 55.3 - 71.1 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 67.4 - 90.0 | 77.3 - 104.9 | 89.1 - 119.2 |
| production planner | 52.0 - 69.1 | 60.1 - 80.5 | 68.8 - 89.8 |
| project engineer | 97.9 - 125.6 | 106.3 - 138.9 | 117.2 - 154.8 |
| project manager | 82.7 - 114.2 | 96.3 - 134.6 | 111.9 - 153.5 |
| QA/QC inspector | 40.8 - 52.2 | 45.7 - 59.5 | 51.7 - 67.4 |
| quality assurance manager | 87.2 - 113.5 | 96.5 - 127.7 | 108.0 - 143.0 |
| quality assurance/control technician | 67.3 - 88.4 | 76.7 - 102.3 | 87.8 - 115.8 |
| quality control engineer | 75.0 - 99.5 | 85.3 - 115.1 | 97.6 - 130.2 |
| quality control technician | 43.0 - 55.4 | 47.9 - 62.7 | 53.7 - 70.2 |
| quality director | 97.5 - 131.9 | 123.6 - 166.7 | 149.6 - 201.4 |
| quality inspector | 42.4 - 54.2 | 47.5 - 61.8 | 53.7 - 69.9 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| safety inspector | 66.9 - 87.7 | 75.9 - 100.7 | 86.3 - 113.7 |
| SCADA engineer | 70.1 - 93.6 | 80.3 - 108.9 | 92.5 - 123.9 |
| sourcing engineer | 61.1 - 81.6 | 70.0 - 95.1 | 80.8 - 108.6 |
| stationary engineer | 57.9 - 74.3 | 63.7 - 83.2 | 70.9 - 92.4 |
| supply chain analyst | 53.7 - 71.7 | 61.5 - 83.6 | 70.9 - 95.0 |
| industrial management | | | |
| director of operations | 137.0 - 182.4 | 179.4 - 238.1 | 225.9 - 299.5 |
| engineering manager | 91.6 - 123.3 | 104.7 - 143.2 | 120.4 - 163.3 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 64.6 - 83.6 | 74.5 - 97.5 | 85.7 - 111.0 |
| inventory control manager | 68.3 - 89.9 | 76.6 - 102.5 | 86.8 - 116.0 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 116.8 - 141.5 | 151.4 - 183.4 | 186.2 - 225.0 |
| materials manager | 88.1 - 115.9 | 97.4 - 130.5 | 109.2 - 146.7 |
| operations manager | 86.1 - 117.7 | 98.7 - 136.5 | 113.2 - 153.8 |
| plant manager | 103.5 - 144.0 | 124.1 - 174.5 | 147.7 - 202.7 |
| procurement director | 108.8 - 143.4 | 144.8 - 190.5 | 176.0 - 230.9 |
| production manager | 95.4 - 124.9 | 106.7 - 142.3 | 120.8 - 161.1 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 77.9 - 101.1 | 88.8 - 117.0 | 101.8 - 133.3 |
| project director | 120.8 - 146.5 | 150.9 - 182.7 | 181.5 - 219.4 |
| purchasing manager | 103.5 - 136.5 | 117.0 - 156.4 | 132.7 - 175.4 |
| site supervisor | 83.4 - 109.2 | 91.5 - 122.1 | 102.0 - 137.1 |
| supply chain manager | 87.9 - 117.7 | 101.3 - 136.9 | 116.2 - 153.4 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |



skilled trades

| | entry | mid | senior |
|------------------------------|-------------|-------------|--------------|
| CNC machinist | 53.6 - 70.5 | 61.3 - 81.0 | 69.9 - 91.8 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 52.9 - 69.7 | 60.4 - 80.8 | 69.2 - 91.8 |
| conventional machinist | 60.1 - 68.1 | 65.1 - 74.5 | 71.6 - 79.4 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 58.8 - 79.8 | 69.8 - 93.4 | 79.9 - 96.0 |
| electronics technician | 58.4 - 76.0 | 65.6 - 86.8 | 74.2 - 97.9 |
| field service technician | 71.2 - 76.3 | 76.5 - 82.6 | 80.4 - 101.2 |
| heavy equipment mechanic | 63.0 - 71.9 | 70.3 - 82.1 | 80.1 - 99.0 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.3 | 72.9 - 86.9 |
| maintenance mechanic | 72.0 - 79.8 | 78.0 - 89.7 | 87.8 - 95.8 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 76.0 - 82.5 | 80.9 - 92.9 | 88.9 - 104.9 |
| panel wirer | 47.8 - 54.9 | 52.0 - 60.1 | 59.0 - 67.0 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| tool and die maker | 67.9 - 72.8 | 71.6 - 77.8 | 75.6 - 85.1 |
| welder | 47.0 - 59.8 | 56.5 - 68.9 | 62.0 - 74.8 |
| welder-fitter | 58.2 - 72.8 | 67.1 - 78.4 | 75.8 - 86.8 |

marketing

| | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing | | | |
| digital marketing manager | 74.3 - 97.6 | 83.6 - 112.0 | 95.2 - 127.6 |
| digital marketing specialist | 52.5 - 69.6 | 60.8 - 82.1 | 70.8 - 93.7 |
| e-commerce director | 125.2 - 155.1 | 157.9 - 195.4 | 198.5 - 245.2 |
| e-commerce manager | 85.7 - 112.0 | 95.7 - 127.5 | 108.4 - 145.0 |
| marketing content manager | 64.0 - 84.0 | 71.8 - 96.1 | 81.5 - 109.1 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| social media manager | 63.7 - 88.3 | 77.1 - 107.1 | 91.6 - 124.9 |
| web marketing analyst | 56.5 - 73.7 | 64.0 - 84.7 | 72.8 - 95.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 109.9 - 166.5 | 147.9 - 223.2 | 189.1 - 284.8 |
| marketing vice-president | 135.4 - 207.1 | 189.5 - 288.9 | 243.0 - 370.5 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 92.7 - 119.0 | 102.8 - 134.1 | 115.1 - 150.1 |
| brand or product manager assistant | 69.8 - 94.4 | 81.6 - 111.3 | 94.8 - 126.9 |
| communications manager | 76.7 - 100.3 | 85.7 - 114.1 | 96.8 - 128.2 |
| communications specialist | 58.3 - 79.9 | 69.5 - 96.1 | 82.1 - 109.8 |
| marketing coordinator | 60.7 - 80.1 | 68.6 - 92.2 | 78.3 - 104.8 |
| marketing director | 106.7 - 143.2 | 124.0 - 168.6 | 143.9 - 191.9 |
| marketing project manager | 47.5 - 63.1 | 54.4 - 73.5 | 62.5 - 83.7 |
| marketing specialist | 51.8 - 68.8 | 59.2 - 80.1 | 68.0 - 90.8 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 54.5 - 68.2 | 59.2 - 75.4 | 65.3 - 84.5 |
| account manager - software | 61.0 - 75.9 | 65.7 - 83.4 | 72.1 - 93.2 |
| business development manager | 103.6 - 136.8 | 115.6 - 156.0 | 131.3 - 179.1 |
| district sales manager | 85.5 - 110.8 | 97.6 - 128.5 | 112.1 - 146.8 |
| key accounts manager - consumer goods | 76.7 - 98.2 | 86.1 - 112.3 | 97.8 - 127.9 |
| merchandiser - consumer goods | 65.4 - 85.8 | 73.3 - 98.0 | 83.2 - 111.4 |
| sales manager/ director | 66.4 - 89.0 | 75.5 - 102.6 | 86.1 - 115.5 |
| sales representative, account manager - consumer goods | 52.5 - 66.4 | 57.9 - 74.4 | 64.4 - 83.0 |
| sales representative, account manager - professional services | 50.9 - 63.3 | 54.8 - 69.6 | 60.2 - 78.0 |
| sales representative, account manager - telecommunications | 58.9 - 73.7 | 64.0 - 81.4 | 70.4 - 90.4 |



| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief revenue officer | 128.1 - 181.9 | 170.2 - 241.2 | 210.6 - 297.8 |
| sales vice-president | 150.7 - 214.5 | 203.0 - 288.4 | 260.7 - 370.4 |
| vice-president marketing & sales | 130.7 - 230.3 | 178.4 - 313.4 | 227.7 - 400.0 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 57.6 - 71.9 | 62.4 - 79.3 | 68.5 - 88.1 |
| internal sales representative - manufacturing | 54.6 - 68.3 | 59.3 - 75.7 | 65.5 - 85.1 |
| sales engineer - distribution | 76.8 - 100.2 | 84.1 - 111.6 | 93.3 - 124.1 |
| sales engineer - manufacturing | 62.0 - 82.7 | 70.1 - 94.7 | 79.5 - 105.9 |
| sales representative, account manager - industrial equipment | 54.4 - 67.6 | 58.6 - 74.3 | 64.3 - 83.0 |
| sales representative, account manager - industrial service | 57.9 - 72.3 | 62.7 - 79.7 | 68.8 - 88.3 |
| sales representative, account manager - machinery | 57.4 - 71.5 | 61.9 - 78.5 | 67.8 - 87.5 |
| sales representative, account manager - manufacturing | 55.7 - 80.3 | 61.3 - 89.7 | 68.0 - 99.7 |
| sales representative, account manager - retail network | 56.6 - 70.4 | 60.9 - 77.4 | 67.1 - 87.3 |
| technical sales representative - manufacturing | 53.3 - 68.4 | 60.0 - 78.3 | 67.9 - 87.9 |



hastings county

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|--------------|
| applications engineer | 69.4 - 92.3 | 80.3 - 108.6 | 93.1 - 123.7 |
| automation engineer | 60.5 - 80.3 | 68.7 - 93.1 | 78.7 - 106.3 |
| buyer | 54.9 - 72.1 | 62.6 - 83.7 | 71.8 - 96.1 |
| chemical engineer | 77.7 - 103.9 | 87.3 - 118.8 | 99.0 - 134.3 |
| chemical technician | 51.6 - 67.4 | 57.4 - 76.6 | 64.9 - 87.8 |
| cmm programmer | 46.7 - 61.3 | 53.2 - 70.8 | 60.8 - 80.2 |
| coating inspector | 37.0 - 48.2 | 41.8 - 55.4 | 47.6 - 63.0 |
| continuous improvement engineer | 70.9 - 93.0 | 79.1 - 105.7 | 89.1 - 118.5 |
| controls designer/engineer | 51.2 - 68.5 | 58.9 - 80.0 | 67.8 - 91.5 |
| demand planner | 45.7 - 63.3 | 55.1 - 76.5 | 65.1 - 87.7 |
| electrical engineer | 74.3 - 99.2 | 84.8 - 115.6 | 97.9 - 132.7 |
| electrical engineering technician | 53.9 - 69.2 | 61.5 - 80.2 | 70.4 - 91.3 |
| electrical test engineer | 68.4 - 91.8 | 78.7 - 107.9 | 91.5 - 124.3 |
| estimation engineer | 68.1 - 91.4 | 78.4 - 107.4 | 91.1 - 123.7 |
| estimator | 57.3 - 74.9 | 63.8 - 85.0 | 71.8 - 96.2 |
| field service engineer | 49.7 - 66.0 | 56.6 - 76.7 | 65.1 - 88.8 |
| general inspector | 47.7 - 62.9 | 53.7 - 71.8 | 60.6 - 80.5 |
| health and safety specialist | 65.5 - 86.5 | 75.0 - 101.0 | 86.6 - 115.5 |
| HVAC drafter | 49.3 - 63.4 | 55.5 - 72.4 | 62.6 - 81.1 |
| HVAC engineer | 54.2 - 72.2 | 62.0 - 84.2 | 71.3 - 96.0 |
| industrial engineer | 67.8 - 88.9 | 75.5 - 100.8 | 84.9 - 113.2 |
| inventory analyst | 48.0 - 62.5 | 54.1 - 71.7 | 61.5 - 81.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| logistics specialist | 55.6 - 74.1 | 63.6 - 86.4 | 73.3 - 98.4 |
| manufacturing engineer | 63.3 - 84.2 | 72.0 - 97.8 | 82.7 - 111.2 |
| mechanical designer | 49.3 - 65.3 | 56.9 - 76.1 | 65.2 - 86.0 |
| mechanical drafter | 48.4 - 63.1 | 54.6 - 72.9 | 62.7 - 85.2 |
| mechanical engineer | 69.7 - 92.7 | 79.2 - 107.6 | 91.0 - 122.8 |
| mechanical engineering technician | 48.5 - 63.7 | 55.3 - 73.7 | 63.1 - 83.1 |
| planner/scheduler | 37.5 - 47.9 | 42.5 - 55.0 | 48.3 - 61.9 |
| process engineer | 59.0 - 78.7 | 67.5 - 92.0 | 77.9 - 104.9 |
| production planner | 46.3 - 61.4 | 53.5 - 71.4 | 61.1 - 79.7 |
| project engineer | 85.8 - 110.7 | 93.2 - 122.7 | 103.1 - 137.3 |
| project manager | 71.5 - 99.2 | 83.3 - 117.5 | 97.2 - 134.6 |
| QA/QC inspector | 36.4 - 46.2 | 40.4 - 52.6 | 45.7 - 59.5 |
| quality assurance manager | 75.2 - 98.1 | 83.2 - 110.7 | 93.2 - 124.5 |
| quality assurance/control technician | 59.3 - 77.8 | 67.5 - 90.2 | 77.2 - 102.4 |
| quality control engineer | 65.5 - 87.2 | 74.6 - 101.2 | 85.5 - 114.9 |
| quality control technician | 38.1 - 49.0 | 42.3 - 55.4 | 47.5 - 62.0 |
| quality director | 84.1 - 114.5 | 107.0 - 146.0 | 130.5 - 178.2 |
| quality inspector | 37.7 - 48.0 | 41.9 - 54.6 | 47.5 - 61.7 |
| safety inspector | 59.2 - 77.4 | 67.0 - 89.2 | 76.2 - 100.9 |
| SCADA engineer | 61.3 - 81.9 | 70.2 - 95.6 | 80.9 - 109.1 |
| sourcing engineer | 52.8 - 70.3 | 60.4 - 82.0 | 69.6 - 93.8 |
| stationary engineer | 50.8 - 65.1 | 55.9 - 72.8 | 62.1 - 81.0 |
| supply chain analyst | 46.5 - 62.1 | 53.3 - 72.3 | 61.3 - 82.3 |
| industrial management | | | |
| director of operations | 119.2 - 160.6 | 157.8 - 212.5 | 201.0 - 270.5 |
| engineering manager | 79.5 - 107.6 | 91.0 - 125.6 | 105.0 - 143.9 |
| health and safety manager | 57.2 - 73.8 | 65.8 - 86.2 | 75.7 - 98.4 |
| inventory control manager | 59.8 - 78.6 | 67.0 - 89.8 | 75.9 - 101.9 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 101.7 - 124.1 | 133.1 - 162.5 | 165.0 - 201.3 |
| materials manager | 75.9 - 100.2 | 84.0 - 113.3 | 94.3 - 127.9 |
| operations manager | 74.0 - 101.7 | 85.0 - 118.7 | 97.8 - 134.3 |
| plant manager | 89.3 - 125.4 | 107.5 - 153.2 | 128.8 - 179.4 |
| procurement director | 93.9 - 124.9 | 126.1 - 168.0 | 154.6 - 205.7 |
| production manager | 82.2 - 108.3 | 92.1 - 123.9 | 104.5 - 140.9 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 66.8 - 87.1 | 76.3 - 101.2 | 87.6 - 115.8 |
| project director | 105.1 - 128.2 | 132.2 - 161.4 | 160.3 - 195.6 |
| purchasing manager | 89.3 - 118.6 | 101.2 - 136.6 | 115.2 - 154.1 |
| site supervisor | 72.4 - 95.0 | 79.4 - 106.5 | 88.6 - 120.1 |
| supply chain manager | 75.8 - 101.8 | 87.4 - 119.0 | 100.5 - 134.0 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.6 - 69.1 | 61.3 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 46.7 - 61.5 | 53.4 - 71.2 | 61.1 - 81.0 |
| conventional machinist | 58.2 - 68.8 | 66.0 - 74.0 | 71.3 - 80.3 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 61.9 - 72.6 | 70.2 - 82.2 | 80.7 - 98.7 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.9 | 72.6 - 86.3 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| maintenance mechanic | 72.5 - 79.8 | 77.9 - 89.8 | 87.9 - 95.1 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 74.9 - 82.9 | 80.6 - 92.6 | 89.4 - 104.2 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 51.9 - 68.1 | 59.2 - 78.8 | 67.7 - 89.4 |
| technician quality control testing | 51.5 - 68.5 | 59.7 - 80.2 | 68.9 - 92.4 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 75.6 - 85.1 |
| welder | 46.9 - 59.4 | 56.3 - 68.4 | 62.1 - 74.9 |
| welder-fitter | 58.2 - 72.1 | 67.3 - 78.4 | 75.8 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 64.0 - 84.2 | 72.0 - 96.8 | 82.0 - 110.6 |
| digital marketing specialist | 45.4 - 60.2 | 52.7 - 71.0 | 61.3 - 81.1 |
| e-commerce director | 108.5 - 135.4 | 138.0 - 172.5 | 175.4 - 219.1 |
| e-commerce manager | 73.8 - 96.7 | 82.5 - 110.6 | 93.6 - 126.2 |
| marketing content manager | 55.3 - 72.4 | 62.0 - 82.9 | 70.3 - 94.3 |
| social media manager | 55.0 - 76.1 | 66.5 - 92.5 | 78.9 - 108.3 |
| web marketing analyst | 49.8 - 64.8 | 56.3 - 74.5 | 64.0 - 84.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 94.9 - 145.8 | 128.9 - 198.6 | 166.7 - 256.6 |
| marketing vice-president | 117.6 - 183.4 | 167.1 - 260.3 | 217.1 - 338.1 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 79.9 - 103.0 | 88.7 - 116.6 | 99.6 - 131.0 |
| brand or product manager assistant | 59.6 - 80.5 | 69.6 - 95.2 | 80.8 - 108.9 |
| communications manager | 66.1 - 86.5 | 73.8 - 98.6 | 83.4 - 111.2 |
| communications specialist | 51.0 - 69.8 | 60.8 - 84.1 | 71.7 - 96.3 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| marketing coordinator | 52.6 - 69.3 | 59.4 - 79.8 | 67.7 - 90.9 |
| marketing director | 92.1 - 124.7 | 107.4 - 147.8 | 125.3 - 169.3 |
| marketing project manager | 40.9 - 54.5 | 46.9 - 63.4 | 54.0 - 72.1 |
| marketing specialist | 44.8 - 59.6 | 51.3 - 69.3 | 58.9 - 78.5 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 46.8 - 58.5 | 50.8 - 64.6 | 56.0 - 72.4 |
| account manager - software | 52.3 - 65.0 | 56.4 - 71.4 | 61.8 - 79.8 |
| business development manager | 89.4 - 118.9 | 100.0 - 136.2 | 113.9 - 157.4 |
| district sales manager | 73.7 - 95.7 | 84.2 - 111.5 | 96.9 - 128.0 |
| key accounts manager - consumer goods | 65.7 - 84.2 | 73.8 - 96.6 | 83.9 - 110.5 |
| merchandiser - consumer goods | 56.7 - 74.2 | 63.5 - 84.9 | 72.0 - 96.7 |
| sales manager/ director | 57.3 - 76.7 | 65.1 - 88.6 | 74.2 - 100.0 |
| sales representative, account manager - consumer goods | 46.0 - 58.3 | 50.8 - 65.2 | 56.5 - 72.7 |
| sales representative, account manager - professional services | 43.7 - 54.4 | 47.1 - 59.7 | 51.7 - 66.8 |
| sales representative, account manager - telecommunications | 50.5 - 63.2 | 54.9 - 69.7 | 60.3 - 77.5 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 112.2 - 162.3 | 151.7 - 219.0 | 190.7 - 274.4 |
| sales vice-president | 131.4 - 190.4 | 179.6 - 259.9 | 233.7 - 338.0 |
| vice-president marketing & sales | 113.4 - 205.3 | 156.9 - 283.8 | 202.8 - 366.6 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 49.5 - 61.8 | 53.6 - 68.0 | 58.8 - 75.6 |
| internal sales representative - manufacturing | 47.5 - 59.4 | 51.6 - 65.7 | 57.0 - 73.8 |
| sales engineer - distribution | 66.6 - 87.2 | 73.0 - 97.4 | 81.0 - 108.7 |
| sales engineer - manufacturing | 54.0 - 71.9 | 60.9 - 82.5 | 69.1 - 92.6 |
| sales representative, account manager - industrial equipment | 46.6 - 58.0 | 50.3 - 63.7 | 55.1 - 71.1 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - industrial service | 49.7 - 62.1 | 53.9 - 68.4 | 59.1 - 75.8 |
| sales representative, account manager - machinery | 49.2 - 61.2 | 53.1 - 67.2 | 58.2 - 74.9 |
| sales representative, account manager - manufacturing | 47.7 - 68.7 | 52.5 - 76.8 | 58.3 - 85.5 |
| sales representative, account manager - retail network | 48.6 - 60.3 | 52.3 - 66.3 | 57.5 - 74.8 |
| technical sales representative - manufacturing | 45.5 - 58.4 | 51.3 - 66.7 | 58.0 - 74.9 |



london area

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 49.8 - 64.9 | 55.4 - 73.5 | 62.3 - 83.1 |
| administrative assistant | 38.9 - 50.1 | 43.4 - 57.0 | 49.0 - 64.3 |
| administrative assistant (bilingual) | 45.9 - 55.2 | 47.8 - 58.2 | 52.5 - 61.5 |
| administrative manager | 56.8 - 73.0 | 61.9 - 81.0 | 68.4 - 90.5 |
| benefits clerk | 38.0 - 48.6 | 43.4 - 56.2 | 49.5 - 63.7 |
| claims supervisor | 61.6 - 80.5 | 68.8 - 91.9 | 78.0 - 105.2 |
| contracts administrator | 93.0 - 117.7 | 104.0 - 134.4 | 118.0 - 153.4 |
| data entry clerk | 34.6 - 43.2 | 39.0 - 49.0 | 43.5 - 50.2 |
| dispatcher | 39.8 - 50.7 | 45.2 - 58.1 | 51.2 - 65.5 |
| document controller | 33.2 - 42.0 | 38.1 - 48.0 | 42.6 - 49.1 |
| document services specialist | 31.8 - 40.1 | 36.5 - 45.8 | 40.6 - 46.8 |
| documentation specialist | 37.4 - 49.0 | 44.6 - 56.9 | 50.4 - 58.1 |
| executive assistant | 55.8 - 76.3 | 65.3 - 90.2 | 75.7 - 102.7 |
| executive assistant (bilingual) | 58.3 - 79.1 | 67.9 - 93.1 | 78.4 - 105.8 |
| file clerk | 34.7 - 44.7 | 40.7 - 51.5 | 45.5 - 52.5 |
| HR administrator | 47.8 - 62.4 | 54.1 - 71.7 | 61.6 - 81.7 |
| HR coordinator | 45.8 - 55.2 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 40.3 - 51.4 | 45.6 - 57.8 | 50.5 - 62.3 |
| insurance claims clerk | 38.9 - 45.7 | 43.6 - 49.9 | 47.1 - 53.6 |
| invoicing clerk | 36.9 - 47.1 | 42.0 - 53.6 | 46.8 - 58.2 |
| logistics coordinator | 47.8 - 62.9 | 55.7 - 73.7 | 64.1 - 84.0 |
| mailroom clerk | 35.6 - 43.8 | 39.8 - 48.7 | 43.4 - 49.5 |



| | | | |
|---|-------------|-------------|-------------|
| office clerk | 38.3 - 47.0 | 42.0 - 52.4 | 46.4 - 57.9 |
| office manager | 55.0 - 71.1 | 60.4 - 79.5 | 67.1 - 88.8 |
| office/operations manager | 54.3 - 65.5 | 56.8 - 69.2 | 59.1 - 73.5 |
| order clerk | 33.5 - 41.8 | 37.8 - 47.7 | 42.3 - 52.5 |
| order entry clerk | 43.1 - 51.5 | 45.3 - 56.6 | 50.1 - 65.5 |
| order supervisor | 50.4 - 66.0 | 58.2 - 76.8 | 66.7 - 86.3 |
| payroll administrator | 42.4 - 55.4 | 48.2 - 64.0 | 55.2 - 73.1 |
| project coordinator | 44.9 - 58.6 | 50.9 - 67.3 | 57.8 - 76.1 |
| receptionist | 33.4 - 41.2 | 36.6 - 46.5 | 40.9 - 52.8 |
| receptionist (bilingual) | 40.1 - 46.5 | 46.2 - 52.8 | 55.2 - 64.5 |
| sales administrator | 43.6 - 58.4 | 50.3 - 68.4 | 58.2 - 78.2 |
| sales assistant | 39.2 - 48.8 | 43.1 - 55.3 | 48.9 - 64.1 |
| service coordinator | 38.3 - 49.4 | 42.8 - 56.3 | 48.4 - 64.0 |
| supply clerk | 37.0 - 46.6 | 41.5 - 52.6 | 46.1 - 57.8 |
| logistics & transportation support | | | |
| import/export clerk | 37.2 - 47.7 | 42.6 - 54.7 | 47.8 - 59.7 |
| import/export coordinator | 54.3 - 69.9 | 60.3 - 79.2 | 67.9 - 89.4 |
| shipping administrator | 42.8 - 54.4 | 49.2 - 62.7 | 55.8 - 70.3 |
| supply chain coordinator | 42.0 - 54.2 | 47.0 - 61.8 | 53.2 - 70.2 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 59.9 - 77.3 | 66.9 - 87.8 | 75.2 - 98.0 |
| bilingual customer loyalty agent | 37.9 - 48.2 | 42.0 - 55.7 | 48.0 - 63.3 |
| bilingual customer service manager | 72.2 - 95.0 | 81.2 - 109.2 | 92.7 - 125.7 |
| bilingual customer service representative | 36.6 - 46.2 | 40.4 - 52.2 | 45.4 - 59.0 |
| bilingual customer service supervisor | 59.7 - 78.4 | 67.0 - 89.6 | 75.9 - 101.8 |
| bilingual customer service team lead | 42.0 - 46.5 | 43.9 - 49.9 | 45.0 - 52.1 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual customer service trainer | 44.5 - 58.5 | 50.9 - 68.1 | 58.6 - 77.6 |
| bilingual e-chat representative | 37.9 - 48.2 | 42.0 - 55.7 | 48.0 - 63.3 |
| bilingual help desk representative - level 1 | 43.9 - 58.3 | 50.3 - 67.2 | 57.1 - 75.3 |
| bilingual inside sales manager | 64.5 - 86.2 | 73.1 - 99.1 | 83.0 - 110.7 |
| bilingual inside sales representative | 47.5 - 59.0 | 51.1 - 64.5 | 55.8 - 72.1 |
| bilingual insurance advisor | 52.6 - 65.4 | 55.7 - 69.9 | 59.8 - 77.3 |
| bilingual junior collection agent | 35.1 - 44.8 | 39.5 - 51.4 | 44.6 - 57.6 |
| bilingual order desk representative | 39.9 - 44.0 | 41.1 - 47.7 | 42.3 - 52.5 |
| bilingual survey agent | 35.0 - 41.9 | 38.0 - 48.1 | 42.5 - 52.5 |
| bilingual telemarketing agent | 34.9 - 38.5 | 35.1 - 43.3 | 38.0 - 49.6 |
| bilingual telephone dispatcher | 39.8 - 50.7 | 45.2 - 58.1 | 51.2 - 65.5 |
| bilingual travel support agent | 37.9 - 47.7 | 42.3 - 53.7 | 47.1 - 59.3 |
| bilingual workforce planner | 46.2 - 58.4 | 49.9 - 64.5 | 55.1 - 72.7 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|--------------|--------------|
| architect | 60.7 - 79.6 | 68.0 - 91.1 | 77.2 - 103.6 |
| architectural drafter | 50.7 - 65.8 | 59.0 - 78.0 | 69.0 - 91.7 |
| BIM/VDC coordinator | 62.9 - 82.3 | 70.2 - 93.7 | 79.4 - 106.3 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 57.0 - 74.6 | 64.9 - 86.5 | 74.3 - 99.0 |
| civil engineer | 63.5 - 85.1 | 73.4 - 99.8 | 84.7 - 113.3 |
| civil engineering drafter | 52.1 - 65.1 | 58.3 - 74.2 | 66.0 - 84.0 |
| civil engineering technologist | 45.2 - 61.0 | 53.5 - 72.5 | 62.4 - 82.6 |
| civil project engineer | 74.0 - 101.4 | 85.2 - 119.1 | 98.8 - 137.0 |
| civil project manager | 75.2 - 100.4 | 84.8 - 115.3 | 96.5 - 130.3 |
| construction coordinator | 50.0 - 66.5 | 56.1 - 75.8 | 63.5 - 85.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction director | 98.9 - 130.9 | 130.8 - 173.3 | 164.4 - 218.1 |
| construction manager | 72.6 - 95.0 | 79.6 - 106.3 | 88.6 - 119.5 |
| construction project coordinator | 84.9 - 109.2 | 92.3 - 121.0 | 101.9 - 135.0 |
| construction project manager | 65.8 - 90.7 | 76.4 - 107.1 | 88.9 - 122.9 |
| construction superintendent | 75.1 - 98.3 | 82.4 - 110.0 | 91.7 - 123.8 |
| contracts administrator | 58.0 - 76.7 | 65.8 - 88.7 | 75.3 - 100.9 |
| contracts manager | 93.0 - 117.7 | 104.0 - 134.4 | 118.0 - 153.4 |
| director of operations | 121.8 - 163.5 | 160.8 - 216.1 | 204.4 - 274.7 |
| drafter | 52.7 - 65.5 | 58.7 - 74.3 | 66.0 - 84.1 |
| electrical designer/engineer | 73.5 - 96.8 | 82.8 - 111.4 | 94.4 - 127.1 |
| electrical engineer | 75.8 - 100.7 | 86.4 - 117.0 | 99.3 - 134.2 |
| electrical engineering technician | 55.4 - 71.0 | 63.2 - 82.1 | 72.2 - 93.3 |
| electrical inspector | 45.2 - 60.6 | 52.3 - 70.9 | 60.3 - 81.6 |
| engineering manager | 82.4 - 111.1 | 94.2 - 129.3 | 108.5 - 147.9 |
| environmental engineer | 61.8 - 82.1 | 70.5 - 95.5 | 81.2 - 109.4 |
| environmental inspector | 48.3 - 61.8 | 53.1 - 69.1 | 59.2 - 77.3 |
| estimation engineer | 69.5 - 92.9 | 79.9 - 108.8 | 92.5 - 125.1 |
| estimator | 59.4 - 77.5 | 66.1 - 87.8 | 74.3 - 99.1 |
| facilities engineer | 63.9 - 85.4 | 73.5 - 100.1 | 85.1 - 114.6 |
| facilities manager | 59.8 - 78.3 | 68.1 - 90.8 | 78.0 - 104.0 |
| field manager | 67.7 - 89.7 | 77.0 - 104.2 | 88.6 - 120.7 |
| field Supervisor | 68.0 - 89.3 | 76.3 - 102.0 | 86.2 - 114.9 |
| foreman | 52.8 - 68.4 | 59.2 - 78.0 | 66.9 - 88.2 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 59.0 - 76.0 | 67.9 - 88.7 | 78.0 - 101.0 |
| health and safety specialist | 67.0 - 88.0 | 76.5 - 102.5 | 88.1 - 116.9 |
| HVAC drafter | 51.4 - 65.9 | 57.8 - 75.1 | 65.1 - 84.0 |
| HVAC engineer | 55.4 - 73.7 | 63.4 - 85.7 | 72.9 - 97.4 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| mechanical designer | 50.5 - 66.8 | 58.2 - 77.7 | 66.7 - 87.5 |
| mechanical drafter | 49.9 - 64.8 | 56.1 - 74.7 | 64.4 - 87.2 |
| mechanical engineer | 71.2 - 94.2 | 80.8 - 109.0 | 92.5 - 124.2 |
| mechanical engineering technician | 49.9 - 65.4 | 56.8 - 75.5 | 64.8 - 85.0 |
| mechanical site supervisor | 49.0 - 63.1 | 55.4 - 72.5 | 63.1 - 82.7 |
| operations manager | 76.3 - 104.3 | 87.5 - 121.4 | 100.3 - 137.1 |
| planner/scheduler | 38.9 - 49.5 | 44.1 - 56.8 | 49.9 - 63.9 |
| project coordinator | 44.9 - 58.6 | 50.9 - 67.3 | 57.8 - 76.1 |
| project director | 108.2 - 131.5 | 135.6 - 165.1 | 163.9 - 199.7 |
| project engineer | 87.3 - 112.1 | 94.7 - 124.1 | 104.5 - 138.7 |
| project manager | 74.0 - 102.2 | 86.1 - 120.7 | 100.1 - 138.0 |
| purchasing manager | 92.0 - 121.8 | 104.1 - 140.0 | 118.3 - 157.5 |
| QA/QC inspector | 53.0 - 70.3 | 61.3 - 82.2 | 70.7 - 94.3 |
| quality control engineer | 67.0 - 88.7 | 76.1 - 102.6 | 87.0 - 116.3 |
| quality inspector | 39.0 - 49.6 | 43.5 - 56.4 | 49.1 - 63.7 |
| safety inspector | 61.1 - 79.8 | 69.2 - 91.7 | 78.5 - 103.5 |
| specification writer | 50.6 - 65.3 | 57.3 - 74.9 | 65.0 - 84.5 |
| structural designer | 51.5 - 67.2 | 58.3 - 77.2 | 66.2 - 87.3 |
| structural engineer | 69.1 - 91.5 | 78.5 - 106.1 | 90.1 - 121.1 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 39.4 - 50.3 | 44.1 - 57.4 | 49.9 - 65.1 |
| technical services manager | 84.8 - 112.3 | 96.1 - 130.0 | 110.4 - 149.8 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 81.3 - 117.0 | 105.8 - 152.7 | 132.0 - 190.9 |
| diversity & inclusion director | 82.3 - 114.1 | 104.0 - 144.6 | 130.2 - 181.5 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| health and safety director | 83.2 - 99.8 | 108.2 - 130.0 | 129.8 - 156.1 |
| human resources director | 89.7 - 124.6 | 114.7 - 159.7 | 142.8 - 199.2 |
| L&D director | 89.2 - 111.1 | 111.8 - 139.3 | 142.8 - 178.3 |
| talent acquisition director | 84.3 - 117.0 | 107.8 - 149.9 | 132.1 - 184.0 |
| total rewards director | 100.9 - 132.0 | 131.5 - 172.3 | 163.2 - 214.1 |
| vice president Human Resources / CHRO | 106.9 - 182.6 | 140.2 - 240.2 | 174.0 - 298.3 |
| human resources | entry | mid | senior |
| benefits administrator | 55.4 - 70.8 | 62.0 - 80.8 | 70.1 - 91.6 |
| compensation and benefits manager | 89.0 - 116.1 | 98.7 - 131.7 | 111.3 - 149.7 |
| compensation specialist | 49.4 - 65.4 | 57.0 - 76.6 | 65.9 - 87.4 |
| diversity & inclusion coordinator | 40.0 - 50.9 | 45.3 - 57.3 | 50.0 - 61.6 |
| health and safety advisor | 59.0 - 76.0 | 67.9 - 88.7 | 78.0 - 101.0 |
| health and safety manager | 72.0 - 93.3 | 80.6 - 106.5 | 91.2 - 120.4 |
| HRIS analyst | 59.3 - 78.0 | 67.9 - 90.9 | 78.1 - 103.6 |
| human resources business partner | 65.1 - 85.2 | 72.8 - 97.2 | 82.4 - 110.2 |
| human resources coordinator | 39.4 - 50.2 | 44.6 - 56.5 | 49.3 - 60.8 |
| human resources generalist | 59.9 - 75.8 | 64.9 - 84.0 | 71.9 - 95.0 |
| human resources manager | 80.7 - 108.2 | 93.1 - 127.1 | 108.0 - 146.0 |
| human resources supervisor | 63.9 - 82.7 | 70.3 - 93.1 | 78.9 - 106.4 |
| human resources technician | 47.9 - 62.4 | 53.3 - 70.8 | 60.1 - 80.6 |
| labour relations advisor | 63.6 - 84.5 | 72.6 - 98.4 | 83.6 - 112.4 |
| labour relations manager | 87.7 - 119.3 | 103.2 - 142.6 | 121.3 - 165.6 |
| recruitment coordinator | 39.2 - 51.0 | 45.0 - 58.9 | 51.2 - 66.2 |
| talent acquisition specialist | 58.9 - 76.8 | 65.5 - 87.0 | 73.7 - 98.3 |

industrial support

| | entry | mid | senior |
|----------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.5 - 20.1 | 18.4 - 23.7 | 21.0 - 25.6 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| counterbalance forklift operator | 21.0 - 23.1 | 22.7 - 25.0 | 24.5 - 27.0 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.0 - 23.1 | 20.0 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.0 | 20.7 - 25.2 | 23.1 - 26.9 |
| general labourer - light | 17.2 - 19.2 | 18.0 - 23.1 | 21.0 - 24.0 |
| industrial painter | 20.3 - 22.5 | 21.2 - 24.1 | 24.2 - 25.9 |
| inventory control clerk | 18.1 - 22.0 | 20.2 - 25.6 | 23.0 - 26.7 |
| janitor/custodian | 18.0 - 19.2 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.0 - 22.0 | 21.0 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 21.0 | 22.2 - 24.0 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.0 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.7 - 26.6 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.2 - 23.6 | 23.3 - 25.3 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| applications engineer | 71.1 - 94.1 | 82.0 - 110.4 | 94.9 - 125.5 |



| | | | |
|-----------------------------------|--------------|--------------|---------------|
| automation engineer | 61.9 - 81.8 | 70.2 - 94.6 | 80.3 - 107.7 |
| buyer | 57.0 - 74.6 | 64.9 - 86.5 | 74.3 - 99.0 |
| chemical engineer | 79.3 - 105.3 | 88.8 - 120.2 | 100.4 - 135.7 |
| chemical technician | 53.1 - 69.2 | 59.0 - 78.5 | 66.6 - 89.7 |
| cmm programmer | 48.0 - 62.8 | 54.6 - 72.5 | 62.3 - 82.0 |
| coating inspector | 38.3 - 49.8 | 43.4 - 57.3 | 49.3 - 65.0 |
| continuous improvement engineer | 73.3 - 95.8 | 81.7 - 108.7 | 91.8 - 121.7 |
| controls designer/engineer | 52.6 - 70.3 | 60.5 - 81.9 | 69.6 - 93.5 |
| demand planner | 48.3 - 66.6 | 58.1 - 80.4 | 68.5 - 92.0 |
| electrical engineer | 75.8 - 100.7 | 86.4 - 117.0 | 99.3 - 134.2 |
| electrical engineering technician | 55.4 - 71.0 | 63.2 - 82.1 | 72.2 - 93.3 |
| electrical test engineer | 69.9 - 93.3 | 80.3 - 109.3 | 93.0 - 125.7 |
| estimation engineer | 69.5 - 92.9 | 79.9 - 108.8 | 92.5 - 125.1 |
| estimator | 59.4 - 77.5 | 66.1 - 87.8 | 74.3 - 99.1 |
| field service engineer | 51.2 - 67.8 | 58.2 - 78.6 | 66.9 - 90.8 |
| general inspector | 50.0 - 65.7 | 56.2 - 74.8 | 63.3 - 83.8 |
| health and safety specialist | 67.0 - 88.0 | 76.5 - 102.5 | 88.1 - 116.9 |
| HVAC drafter | 51.4 - 65.9 | 57.8 - 75.1 | 65.1 - 84.0 |
| HVAC engineer | 55.4 - 73.7 | 63.4 - 85.7 | 72.9 - 97.4 |
| industrial engineer | 69.3 - 90.4 | 77.0 - 102.3 | 86.4 - 114.6 |
| inventory analyst | 50.7 - 65.8 | 57.0 - 75.4 | 64.8 - 85.9 |
| logistics specialist | 57.7 - 76.7 | 65.9 - 89.2 | 75.8 - 101.4 |
| manufacturing engineer | 64.8 - 85.7 | 73.6 - 99.2 | 84.2 - 112.6 |
| mechanical designer | 50.5 - 66.8 | 58.2 - 77.7 | 66.7 - 87.5 |
| mechanical drafter | 49.9 - 64.8 | 56.1 - 74.7 | 64.4 - 87.2 |
| mechanical engineer | 71.2 - 94.2 | 80.8 - 109.0 | 92.5 - 124.2 |
| mechanical engineering technician | 49.9 - 65.4 | 56.8 - 75.5 | 64.8 - 85.0 |
| planner/scheduler | 38.9 - 49.5 | 44.1 - 56.8 | 49.9 - 63.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 60.3 - 80.3 | 69.0 - 93.5 | 79.4 - 106.3 |
| production planner | 47.5 - 62.9 | 54.9 - 73.0 | 62.6 - 81.5 |
| project engineer | 87.3 - 112.1 | 94.7 - 124.1 | 104.5 - 138.7 |
| project manager | 74.0 - 102.2 | 86.1 - 120.7 | 100.1 - 138.0 |
| QA/QC inspector | 37.6 - 47.8 | 41.9 - 54.4 | 47.3 - 61.4 |
| quality assurance manager | 77.7 - 101.0 | 85.8 - 113.8 | 96.0 - 127.7 |
| quality assurance/control technician | 60.8 - 79.6 | 69.1 - 92.0 | 79.0 - 104.2 |
| quality control engineer | 67.0 - 88.7 | 76.1 - 102.6 | 87.0 - 116.3 |
| quality control technician | 39.5 - 50.7 | 43.8 - 57.3 | 49.1 - 64.0 |
| quality director | 86.8 - 117.6 | 110.0 - 149.4 | 133.8 - 181.9 |
| quality inspector | 39.0 - 49.6 | 43.5 - 56.4 | 49.1 - 63.7 |
| safety inspector | 61.1 - 79.8 | 69.2 - 91.7 | 78.5 - 103.5 |
| SCADA engineer | 62.7 - 83.4 | 71.7 - 97.1 | 82.4 - 110.5 |
| sourcing engineer | 54.8 - 72.7 | 62.5 - 84.7 | 72.0 - 96.6 |
| stationary engineer | 52.8 - 67.5 | 58.1 - 75.5 | 64.5 - 83.8 |
| supply chain analyst | 48.3 - 64.3 | 55.3 - 74.8 | 63.6 - 85.0 |
| industrial management | | | |
| director of operations | 121.8 - 163.5 | 160.8 - 216.1 | 204.4 - 274.7 |
| engineering manager | 82.4 - 111.1 | 94.2 - 129.3 | 108.5 - 147.9 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.0 - 76.0 | 67.9 - 88.7 | 78.0 - 101.0 |
| inventory control manager | 61.4 - 80.4 | 68.7 - 91.7 | 77.7 - 103.9 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 80.0 - 85.6 | 82.6 - 90.8 | 84.3 - 101.0 |
| manufacturing director | 105.1 - 127.8 | 136.9 - 166.6 | 169.2 - 206.1 |
| materials manager | 78.4 - 103.1 | 86.6 - 116.3 | 97.1 - 131.1 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| operations manager | 76.3 - 104.3 | 87.5 - 121.4 | 100.3 - 137.1 |
| plant manager | 92.0 - 128.6 | 110.5 - 156.6 | 132.0 - 183.1 |
| procurement director | 96.8 - 128.1 | 129.4 - 171.6 | 158.0 - 209.8 |
| production manager | 84.8 - 111.3 | 94.9 - 127.1 | 107.5 - 144.3 |
| production supervisor | 59.8 - 84.0 | 74.6 - 92.4 | 88.2 - 108.1 |
| program manager | 69.1 - 89.6 | 78.7 - 103.8 | 90.1 - 118.4 |
| project director | 108.2 - 131.5 | 135.6 - 165.1 | 163.9 - 199.7 |
| purchasing manager | 92.0 - 121.8 | 104.1 - 140.0 | 118.3 - 157.5 |
| site supervisor | 75.1 - 98.3 | 82.4 - 110.0 | 91.7 - 123.8 |
| supply chain manager | 78.3 - 104.8 | 90.1 - 122.2 | 103.4 - 137.3 |
| warehouse manager | 70.8 - 81.3 | 79.9 - 93.1 | 88.3 - 98.9 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.9 - 69.9 | 60.8 - 80.9 | 69.4 - 90.4 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |
| control technician | 48.7 - 63.5 | 55.9 - 73.9 | 62.7 - 82.9 |
| conventional machinist | 59.8 - 69.0 | 65.8 - 74.5 | 71.6 - 79.4 |
| electrician | 72.0 - 84.0 | 76.0 - 88.1 | 87.0 - 96.1 |
| electromechanical technician | 58.8 - 79.8 | 70.8 - 93.4 | 79.9 - 96.0 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 70.9 - 76.9 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.5 - 72.3 | 70.5 - 82.3 | 80.2 - 98.2 |
| machine builder | 59.9 - 68.7 | 67.5 - 74.8 | 72.1 - 82.8 |
| maintenance mechanic | 72.6 - 80.2 | 78.1 - 89.8 | 87.0 - 95.3 |
| mechanical assembler | 46.9 - 52.3 | 48.7 - 55.9 | 52.9 - 60.8 |
| millwright | 74.4 - 81.9 | 80.1 - 92.7 | 89.8 - 104.9 |
| panel wirer | 48.9 - 55.8 | 53.7 - 60.6 | 58.1 - 69.0 |
| set-up technician | 47.3 - 58.3 | 54.0 - 63.6 | 60.1 - 69.1 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| technician quality control testing | 53.0 - 70.3 | 61.3 - 82.2 | 70.7 - 94.3 |
| tool and die maker | 67.8 - 72.5 | 71.6 - 77.6 | 76.1 - 86.7 |
| welder | 48.7 - 55.8 | 52.6 - 64.5 | 61.7 - 70.9 |
| welder-fitter | 58.9 - 72.9 | 67.4 - 78.4 | 74.9 - 86.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.7 - 87.4 | 74.9 - 100.3 | 85.2 - 114.4 |
| digital marketing specialist | 47.2 - 62.4 | 54.7 - 73.5 | 63.5 - 83.8 |
| e-commerce director | 112.3 - 139.6 | 142.2 - 177.1 | 180.1 - 224.4 |
| e-commerce manager | 76.8 - 100.3 | 85.7 - 114.3 | 97.0 - 130.3 |
| marketing content manager | 57.7 - 75.3 | 64.6 - 86.0 | 73.1 - 97.7 |
| social media manager | 57.4 - 79.1 | 69.2 - 95.9 | 82.0 - 112.0 |
| web marketing analyst | 51.2 - 66.4 | 57.8 - 76.3 | 65.6 - 86.0 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 97.4 - 148.7 | 131.7 - 201.9 | 169.8 - 260.6 |
| marketing vice-president | 121.5 - 188.1 | 171.5 - 266.1 | 222.3 - 344.8 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.0 - 106.7 | 92.0 - 120.4 | 103.1 - 135.1 |
| brand or product manager assistant | 62.4 - 84.0 | 72.8 - 99.1 | 84.4 - 113.1 |
| communications manager | 68.8 - 89.8 | 76.8 - 102.2 | 86.6 - 115.0 |
| communications specialist | 52.5 - 71.7 | 62.5 - 86.2 | 73.6 - 98.4 |
| marketing coordinator | 54.6 - 71.7 | 61.6 - 82.4 | 70.1 - 93.7 |
| marketing director | 95.5 - 128.7 | 111.2 - 152.0 | 129.3 - 173.8 |
| marketing project manager | 42.9 - 56.9 | 49.1 - 66.1 | 56.4 - 75.0 |
| marketing specialist | 46.6 - 61.8 | 53.3 - 71.7 | 61.1 - 81.2 |



sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 48.6 - 60.6 | 52.7 - 67.0 | 58.1 - 74.9 |
| account manager - software | 54.3 - 67.4 | 58.5 - 73.9 | 64.1 - 82.5 |
| business development manager | 92.2 - 122.0 | 102.9 - 139.6 | 117.0 - 160.9 |
| district sales manager | 76.6 - 99.2 | 87.4 - 115.3 | 100.4 - 132.0 |
| key accounts manager - consumer goods | 68.1 - 86.9 | 76.3 - 99.5 | 86.6 - 113.6 |
| merchandiser - consumer goods | 58.8 - 76.7 | 65.8 - 87.6 | 74.5 - 99.6 |
| sales manager/ director | 59.8 - 79.7 | 67.8 - 91.9 | 77.2 - 103.5 |
| sales representative, account manager - consumer goods | 47.8 - 60.4 | 52.7 - 67.6 | 58.6 - 75.3 |
| sales representative, account manager - professional services | 45.5 - 56.4 | 48.9 - 61.9 | 53.6 - 69.2 |
| sales representative, account manager - telecommunications | 52.4 - 65.4 | 56.9 - 72.2 | 62.5 - 80.0 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 114.8 - 165.4 | 154.7 - 222.7 | 194.0 - 278.5 |
| sales vice-president | 135.5 - 195.2 | 184.3 - 265.7 | 239.1 - 344.7 |
| vice-president marketing & sales | 117.2 - 210.3 | 161.2 - 289.9 | 207.8 - 373.6 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.4 - 64.0 | 55.6 - 70.4 | 61.0 - 78.1 |
| internal sales representative - manufacturing | 49.9 - 62.2 | 54.1 - 68.8 | 59.7 - 77.2 |
| sales engineer - distribution | 69.7 - 90.9 | 76.3 - 101.3 | 84.6 - 112.8 |
| sales engineer - manufacturing | 56.6 - 75.2 | 63.8 - 86.1 | 72.2 - 96.3 |
| sales representative, account manager - industrial equipment | 48.5 - 60.2 | 52.2 - 66.0 | 57.2 - 73.6 |
| sales representative, account manager - industrial service | 51.7 - 64.3 | 55.9 - 70.8 | 61.3 - 78.4 |
| sales representative, account manager - machinery | 51.1 - 63.5 | 55.1 - 69.6 | 60.3 - 77.5 |
| sales representative, account manager - manufacturing | 49.6 - 71.1 | 54.5 - 79.4 | 60.4 - 88.3 |
| sales representative, account manager - retail network | 50.5 - 62.5 | 54.3 - 68.7 | 59.6 - 77.3 |
| technical sales representative - manufacturing | 47.8 - 61.2 | 53.8 - 69.8 | 60.7 - 78.2 |



technologies

| | entry | mid | senior |
|--|---------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 68.6 - 88.8 | 76.7 - 101.3 | 86.8 - 114.5 |
| application support analyst | 59.5 - 78.4 | 68.3 - 90.7 | 77.7 - 102.3 |
| automation tester | 47.1 - 62.8 | 55.0 - 74.2 | 63.9 - 84.5 |
| C++/ embedded software engineer | 68.4 - 88.6 | 76.6 - 101.1 | 86.7 - 114.3 |
| devops - development | 63.8 - 85.7 | 74.0 - 101.2 | 86.1 - 115.8 |
| ERP developer | 68.4 - 88.5 | 76.5 - 101.0 | 86.6 - 114.7 |
| front-end developer | 63.8 - 83.8 | 73.0 - 97.6 | 83.9 - 111.5 |
| full stack developer | 73.2 - 96.4 | 83.9 - 112.3 | 96.4 - 127.7 |
| java developer | 67.0 - 86.8 | 75.0 - 99.0 | 84.8 - 111.7 |
| machine learning developer | 74.9 - 111.6 | 100.7 - 140.5 | 120.7 - 145.1 |
| mobile application developer (iOS/android) | 61.3 - 94.0 | 85.6 - 120.3 | 103.4 - 124.2 |
| quality assurance manager | 79.1 - 104.8 | 89.8 - 121.2 | 102.7 - 137.5 |
| RPA developer | 50.3 - 66.3 | 57.8 - 77.1 | 66.2 - 86.8 |
| SQL database developer | 60.4 - 80.7 | 69.5 - 94.5 | 80.3 - 108.0 |
| technical lead | 103.1 - 139.6 | 118.4 - 162.8 | 136.1 - 184.7 |
| UI/UX designer | 64.3 - 83.1 | 71.7 - 94.2 | 80.6 - 105.5 |
| architecture | | | |
| application architect | 97.5 - 130.1 | 109.8 - 149.8 | 125.3 - 172.0 |
| architect (enterprise) | 91.0 - 122.8 | 104.1 - 143.2 | 120.0 - 165.1 |
| architect (solutions/technical) | 80.5 - 100.7 | 90.2 - 115.0 | 102.1 - 129.4 |
| cloud architect | 86.6 - 109.0 | 97.9 - 125.3 | 111.3 - 141.0 |
| data & analytics | | | |
| BI data architect | 87.1 - 117.1 | 97.5 - 133.7 | 110.4 - 151.2 |
| big data engineer | 78.1 - 102.4 | 87.4 - 116.9 | 98.9 - 132.6 |
| business intelligence developer | 65.4 - 84.8 | 73.3 - 96.7 | 82.9 - 108.5 |
| data analyst | 64.6 - 86.5 | 74.5 - 101.3 | 86.1 - 115.4 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| data architect | 70.4 - 93.0 | 81.0 - 109.0 | 93.8 - 124.8 |
| data engineer | 67.3 - 90.0 | 77.5 - 105.5 | 89.6 - 120.1 |
| data scientist | 73.0 - 98.2 | 84.7 - 115.8 | 98.4 - 132.0 |
| database administrator | 69.4 - 94.6 | 82.0 - 113.3 | 96.5 - 130.6 |
| leadership/business technology | | | |
| business analyst | 66.8 - 86.5 | 74.8 - 98.8 | 84.7 - 111.7 |
| IT director | 100.2 - 134.2 | 127.2 - 170.8 | 159.7 - 214.6 |
| IT manager | 88.7 - 117.9 | 101.1 - 137.2 | 116.4 - 157.8 |
| networking/infrastructure | | | |
| cloud engineer | 74.3 - 99.1 | 86.6 - 117.0 | 100.5 - 132.8 |
| devops - infrastructure | 75.2 - 104.0 | 87.7 - 122.8 | 101.7 - 139.0 |
| help desk analyst | 48.9 - 63.9 | 55.4 - 73.4 | 63.0 - 83.2 |
| information security engineer | 70.4 - 94.2 | 81.1 - 110.4 | 93.8 - 126.1 |
| information security manager | 91.1 - 120.3 | 102.8 - 138.5 | 117.3 - 158.0 |
| information security specialist | 56.2 - 73.9 | 64.3 - 86.0 | 73.9 - 97.5 |
| information systems analyst | 60.6 - 78.3 | 67.7 - 89.3 | 76.5 - 101.0 |
| linux/unix administrator | 75.9 - 98.7 | 85.4 - 113.4 | 97.3 - 129.1 |
| network administrator | 59.6 - 79.7 | 68.7 - 93.4 | 79.4 - 106.9 |
| network engineer | 67.6 - 90.2 | 77.6 - 105.7 | 89.9 - 121.6 |
| systems administrator | 67.8 - 89.2 | 77.6 - 103.9 | 89.3 - 118.8 |
| tech support | 62.0 - 80.8 | 70.1 - 92.8 | 79.6 - 105.4 |
| project management | | | |
| business systems analyst | 66.2 - 87.2 | 75.9 - 101.8 | 87.5 - 116.7 |
| ERP project manager | 89.9 - 120.3 | 98.2 - 134.1 | 109.0 - 150.7 |
| organizational development manager | 64.0 - 86.3 | 74.6 - 102.9 | 87.9 - 120.8 |
| product owner | 75.4 - 99.4 | 86.5 - 115.8 | 99.3 - 131.0 |
| product owner/manager | 77.5 - 107.0 | 90.1 - 126.4 | 104.9 - 145.0 |
| project coordinator | 63.6 - 78.8 | 70.5 - 89.1 | 79.2 - 100.5 |



| | | | |
|----------------------------------|--------------|---------------|---------------|
| project manager (infrastructure) | 92.0 - 125.0 | 104.4 - 144.8 | 119.8 - 166.5 |
| project manager (software) | 91.2 - 121.3 | 102.1 - 138.5 | 115.7 - 157.3 |
| scrum master | 70.5 - 91.8 | 79.6 - 105.6 | 90.6 - 120.7 |
| technical writer | 57.4 - 74.6 | 66.8 - 88.0 | 77.6 - 100.0 |



niagara region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 48.9 - 63.8 | 54.4 - 72.3 | 61.2 - 81.7 |
| administrative assistant | 38.2 - 49.2 | 42.6 - 56.0 | 48.2 - 63.2 |
| administrative assistant (bilingual) | 44.0 - 52.0 | 47.6 - 54.7 | 53.4 - 65.6 |
| administrative manager | 55.7 - 71.6 | 60.7 - 79.6 | 67.1 - 88.9 |
| benefits clerk | 37.3 - 47.7 | 42.6 - 55.2 | 48.6 - 62.6 |
| buyer assistant | 38.2 - 49.4 | 44.2 - 57.1 | 50.0 - 63.0 |
| claims supervisor | 61.2 - 80.1 | 68.3 - 91.5 | 77.5 - 104.7 |
| contracts administrator | 91.5 - 116.0 | 102.4 - 132.7 | 116.3 - 151.5 |
| data entry clerk | 34.0 - 42.2 | 38.1 - 48.0 | 42.5 - 49.1 |
| dispatcher | 39.5 - 50.3 | 44.7 - 57.6 | 50.7 - 64.9 |
| document controller | 32.8 - 41.2 | 37.4 - 47.2 | 41.8 - 48.2 |
| document services specialist | 31.5 - 39.3 | 35.9 - 44.9 | 39.8 - 46.0 |
| documentation specialist | 36.8 - 48.1 | 43.8 - 55.9 | 49.5 - 57.1 |
| donor relations coordinator | 48.9 - 64.2 | 56.8 - 75.8 | 66.2 - 87.9 |
| executive assistant | 54.8 - 75.1 | 64.1 - 88.7 | 74.4 - 101.1 |
| executive assistant (bilingual) | 57.5 - 63.7 | 68.6 - 75.0 | 76.0 - 79.5 |
| file clerk | 34.2 - 43.9 | 39.9 - 50.6 | 44.7 - 51.6 |
| fundraising manager | 62.7 - 81.0 | 71.1 - 93.8 | 81.6 - 107.8 |
| HR administrator | 46.7 - 60.9 | 52.8 - 70.1 | 60.2 - 80.0 |
| HR coordinator | 46.0 - 51.6 | 51.0 - 67.3 | 67.0 - 78.3 |
| HR manager | 50.3 - 58.5 | 57.4 - 71.2 | 69.3 - 81.2 |
| human resources assistant | 39.6 - 50.4 | 44.8 - 56.8 | 49.6 - 61.2 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| invoicing clerk | 36.3 - 46.2 | 41.2 - 52.6 | 45.9 - 57.3 |
| lease administrator | 44.5 - 58.1 | 51.4 - 67.6 | 59.0 - 77.2 |
| leasing coordinator | 46.5 - 56.4 | 51.8 - 63.0 | 59.7 - 74.5 |
| legal assistant | 45.2 - 62.5 | 54.4 - 75.0 | 63.8 - 84.9 |
| logistics coordinator | 47.3 - 62.4 | 55.2 - 73.0 | 63.5 - 83.3 |
| mailroom clerk | 34.9 - 42.8 | 38.9 - 47.6 | 42.4 - 48.5 |
| office clerk | 37.5 - 46.0 | 41.0 - 51.2 | 45.4 - 56.7 |
| office manager | 54.7 - 70.7 | 60.1 - 79.0 | 66.7 - 88.4 |
| office/operations manager | 52.3 - 58.5 | 65.7 - 73.2 | 71.5 - 79.3 |
| order clerk | 33.1 - 41.0 | 37.2 - 46.8 | 41.5 - 51.6 |
| order entry clerk | 40.5 - 43.5 | 45.4 - 53.5 | 49.5 - 64.8 |
| order supervisor | 50.1 - 65.6 | 57.9 - 76.4 | 66.3 - 85.8 |
| payroll administrator | 41.5 - 54.3 | 47.3 - 62.8 | 54.1 - 71.7 |
| project coordinator | 44.5 - 58.1 | 50.4 - 66.7 | 57.2 - 75.4 |
| property administrator | 37.2 - 48.5 | 41.6 - 55.7 | 47.5 - 64.2 |
| property manager | 58.4 - 77.7 | 66.7 - 90.8 | 77.0 - 104.6 |
| receptionist | 33.0 - 40.4 | 36.0 - 45.6 | 40.1 - 51.8 |
| receptionist (bilingual) | 44.5 - 48.3 | 51.2 - 56.5 | 55.0 - 60.2 |
| sales administrator | 42.1 - 56.5 | 48.7 - 66.3 | 56.4 - 75.7 |
| sales assistant | 38.4 - 47.9 | 42.3 - 54.4 | 48.0 - 63.1 |
| service coordinator | 37.5 - 48.2 | 41.7 - 55.0 | 47.3 - 62.5 |
| supply clerk | 35.5 - 44.5 | 39.6 - 50.4 | 44.1 - 55.4 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|-------------|
| bilingual call center operations manager | 58.3 - 75.4 | 65.2 - 85.7 | 73.3 - 95.8 |
| bilingual customer loyalty agent | 39.9 - 47.3 | 41.2 - 54.8 | 47.1 - 62.2 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service manager | 70.9 - 93.4 | 79.7 - 107.6 | 91.1 - 124.0 |
| bilingual customer service representative | 37.5 - 45.3 | 39.6 - 51.3 | 44.5 - 57.9 |
| bilingual customer service supervisor | 59.4 - 77.9 | 65.9 - 89.1 | 75.4 - 101.4 |
| bilingual customer service team lead | 41.1 - 44.2 | 42.4 - 45.5 | 43.7 - 48.3 |
| bilingual customer service trainer | 44.0 - 57.9 | 50.3 - 67.3 | 58.0 - 76.7 |
| bilingual e-chat representative | 40.9 - 45.9 | 42.5 - 47.9 | 43.1 - 49.9 |
| bilingual help desk representative - level 1 | 43.1 - 57.4 | 49.5 - 66.1 | 56.2 - 74.2 |
| bilingual inside sales manager | 62.9 - 84.1 | 71.2 - 96.8 | 81.0 - 108.3 |
| bilingual inside sales representative | 45.9 - 57.1 | 49.4 - 62.4 | 54.1 - 69.8 |
| bilingual insurance advisor | 51.5 - 64.2 | 54.7 - 68.6 | 58.6 - 76.0 |
| bilingual junior collection agent | 40.0 - 44.0 | 42.0 - 50.4 | 43.8 - 56.6 |
| bilingual order desk representative | 38.5 - 41.0 | 39.0 - 46.8 | 41.5 - 51.6 |
| bilingual survey agent | 34.9 - 41.1 | 37.4 - 47.2 | 41.7 - 51.5 |
| bilingual telemarketing agent | 37.5 - 37.2 | 38.1 - 41.8 | 42.0 - 47.9 |
| bilingual telephone dispatcher | 39.5 - 50.3 | 44.7 - 57.6 | 50.7 - 64.9 |
| bilingual travel support agent | 37.2 - 46.8 | 41.5 - 52.8 | 46.2 - 58.2 |
| bilingual workforce planner | 45.1 - 57.0 | 48.8 - 62.9 | 53.8 - 71.1 |

engineering

| construction | entry | mid | senior |
|---------------------------|-------------|-------------|--------------|
| architect | 60.0 - 78.7 | 67.2 - 90.1 | 76.4 - 102.6 |
| architectural drafter | 50.1 - 65.2 | 58.4 - 77.2 | 68.4 - 91.0 |
| BIM/VDC coordinator | 62.2 - 81.4 | 69.4 - 92.8 | 78.5 - 105.3 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 55.6 - 72.9 | 63.3 - 84.7 | 72.6 - 97.3 |
| civil engineer | 62.8 - 84.5 | 72.6 - 99.3 | 84.1 - 112.9 |
| civil engineering drafter | 51.5 - 64.4 | 57.8 - 73.4 | 65.3 - 83.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering technologist | 44.7 - 60.3 | 53.0 - 71.8 | 61.8 - 81.8 |
| civil project engineer | 72.3 - 99.8 | 83.5 - 117.4 | 97.1 - 135.3 |
| civil project manager | 74.4 - 99.9 | 84.2 - 115.0 | 95.9 - 129.9 |
| construction coordinator | 48.9 - 65.2 | 54.9 - 74.6 | 62.3 - 84.7 |
| construction director | 97.1 - 129.0 | 128.8 - 171.1 | 162.3 - 215.7 |
| construction manager | 71.0 - 93.2 | 77.9 - 104.4 | 86.9 - 117.7 |
| construction project coordinator | 83.2 - 107.3 | 90.5 - 119.1 | 100.1 - 133.0 |
| construction project manager | 64.3 - 88.9 | 74.7 - 105.3 | 87.2 - 121.0 |
| construction superintendent | 73.5 - 96.5 | 80.6 - 108.1 | 89.9 - 121.9 |
| contracts administrator | 56.6 - 75.0 | 64.3 - 86.9 | 73.6 - 99.2 |
| contracts manager | 91.5 - 116.0 | 102.4 - 132.7 | 116.3 - 151.5 |
| director of operations | 120.1 - 161.6 | 158.8 - 213.9 | 202.3 - 272.3 |
| drafter | 52.1 - 64.9 | 58.1 - 73.6 | 65.4 - 83.3 |
| electrical designer/engineer | 72.7 - 96.3 | 82.1 - 111.0 | 93.9 - 126.7 |
| electrical engineer | 75.1 - 100.2 | 85.7 - 116.6 | 98.8 - 133.8 |
| electrical engineering technician | 54.9 - 70.3 | 62.6 - 81.3 | 71.5 - 92.5 |
| electrical inspector | 44.4 - 59.6 | 51.4 - 69.8 | 59.4 - 80.3 |
| engineering manager | 80.7 - 109.2 | 92.4 - 127.4 | 106.6 - 145.8 |
| environmental engineer | 61.1 - 81.4 | 69.7 - 95.0 | 80.5 - 109.0 |
| environmental inspector | 47.3 - 60.5 | 52.0 - 67.8 | 58.0 - 75.8 |
| estimation engineer | 68.8 - 92.3 | 79.2 - 108.4 | 92.0 - 124.8 |
| estimator | 58.1 - 75.8 | 64.5 - 86.1 | 72.6 - 97.5 |
| facilities engineer | 63.1 - 84.7 | 72.8 - 99.6 | 84.5 - 114.2 |
| facilities manager | 58.4 - 76.8 | 66.6 - 89.2 | 76.4 - 102.4 |
| field manager | 66.2 - 88.1 | 75.4 - 102.6 | 86.9 - 119.1 |
| field Supervisor | 66.4 - 87.7 | 74.7 - 100.3 | 84.6 - 113.2 |
| foreman | 52.1 - 67.4 | 58.3 - 76.9 | 65.9 - 87.0 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| health and safety manager | 58.1 - 74.8 | 66.7 - 87.2 | 76.7 - 99.4 |
| health and safety specialist | 66.2 - 87.4 | 75.8 - 102.0 | 87.5 - 116.5 |
| HVAC drafter | 50.8 - 65.2 | 57.1 - 74.3 | 64.4 - 83.2 |
| HVAC engineer | 54.7 - 73.0 | 62.6 - 85.1 | 72.1 - 96.9 |
| mechanical designer | 49.8 - 66.0 | 57.5 - 76.9 | 65.9 - 86.9 |
| mechanical drafter | 49.3 - 64.1 | 55.5 - 74.0 | 63.8 - 86.4 |
| mechanical engineer | 70.4 - 93.7 | 80.1 - 108.6 | 91.9 - 123.9 |
| mechanical engineering technician | 49.4 - 64.7 | 56.3 - 74.8 | 64.2 - 84.2 |
| mechanical site supervisor | 47.8 - 61.8 | 54.2 - 71.3 | 61.8 - 81.5 |
| operations manager | 75.1 - 102.8 | 86.1 - 119.7 | 98.8 - 135.4 |
| planner/scheduler | 38.2 - 48.6 | 43.3 - 55.8 | 49.0 - 62.8 |
| project coordinator | 44.5 - 58.1 | 50.4 - 66.7 | 57.2 - 75.4 |
| project director | 106.5 - 129.8 | 133.8 - 163.2 | 162.0 - 197.7 |
| project engineer | 86.7 - 111.7 | 94.2 - 123.8 | 104.1 - 138.3 |
| project manager | 72.3 - 100.5 | 84.3 - 119.1 | 98.4 - 136.3 |
| purchasing manager | 90.5 - 120.1 | 102.5 - 138.2 | 116.6 - 155.6 |
| QA/QC inspector | 52.5 - 69.6 | 60.7 - 81.4 | 70.0 - 93.6 |
| quality control engineer | 66.2 - 88.1 | 75.4 - 102.1 | 86.4 - 115.9 |
| quality inspector | 38.4 - 48.9 | 42.8 - 55.7 | 48.4 - 62.8 |
| safety inspector | 60.1 - 78.4 | 68.0 - 90.2 | 77.2 - 101.9 |
| specification writer | 50.2 - 64.7 | 56.8 - 74.3 | 64.5 - 83.9 |
| structural designer | 51.0 - 66.6 | 57.7 - 76.5 | 65.6 - 86.5 |
| structural engineer | 68.4 - 90.9 | 77.8 - 105.7 | 89.5 - 120.7 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 39.1 - 49.8 | 43.6 - 56.8 | 49.4 - 64.4 |
| technical services manager | 83.0 - 110.4 | 94.3 - 128.1 | 108.5 - 147.8 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 79.8 - 115.3 | 104.2 - 150.8 | 130.3 - 188.9 |
| diversity & inclusion director | 80.9 - 112.5 | 102.4 - 142.7 | 128.5 - 179.4 |
| health and safety director | 81.7 - 98.2 | 106.6 - 128.3 | 128.0 - 154.2 |
| human resources director | 88.2 - 122.9 | 113.1 - 157.8 | 141.0 - 197.1 |
| L&D director | 87.7 - 109.5 | 110.1 - 137.5 | 141.0 - 176.3 |
| talent acquisition director | 82.8 - 115.4 | 106.2 - 148.0 | 130.3 - 182.0 |
| total rewards director | 99.3 - 130.2 | 129.7 - 170.3 | 161.3 - 211.9 |
| vice president Human Resources / CHRO | 105.3 - 180.6 | 138.4 - 238.0 | 172.0 - 295.9 |
| human resources | | entry | mid |
| benefits administrator | 54.1 - 69.2 | 60.5 - 79.0 | 68.5 - 89.9 |
| compensation and benefits manager | 87.5 - 114.4 | 97.2 - 129.9 | 109.7 - 147.9 |
| compensation specialist | 48.3 - 63.8 | 55.7 - 74.9 | 64.4 - 85.7 |
| diversity & inclusion coordinator | 39.0 - 49.7 | 44.2 - 56.0 | 48.8 - 60.1 |
| health and safety advisor | 58.1 - 74.8 | 66.7 - 87.2 | 76.7 - 99.4 |
| health and safety manager | 70.7 - 91.8 | 79.2 - 104.9 | 89.7 - 118.7 |
| HRIS analyst | 58.4 - 76.9 | 66.9 - 89.6 | 77.0 - 102.2 |
| human resources business partner | 63.5 - 83.5 | 71.1 - 95.5 | 80.6 - 108.6 |
| human resources coordinator | 38.7 - 49.3 | 43.7 - 55.5 | 48.4 - 59.7 |
| human resources generalist | 58.5 - 74.1 | 63.4 - 82.3 | 70.2 - 93.3 |
| human resources manager | 79.2 - 106.6 | 91.6 - 125.4 | 106.4 - 144.2 |
| human resources supervisor | 62.4 - 80.9 | 68.6 - 91.4 | 77.1 - 104.7 |
| human resources technician | 47.0 - 61.3 | 52.3 - 69.6 | 59.0 - 79.3 |
| labour relations advisor | 62.1 - 82.8 | 71.0 - 96.7 | 81.8 - 110.7 |
| labour relations manager | 86.1 - 117.7 | 101.6 - 140.8 | 119.6 - 163.6 |
| recruitment coordinator | 38.5 - 50.1 | 44.1 - 57.8 | 50.3 - 65.0 |
| talent acquisition specialist | 57.6 - 75.1 | 64.0 - 85.3 | 72.0 - 96.6 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.8 - 20.3 | 19.3 - 23.7 | 21.2 - 25.6 |
| counterbalance forklift operator | 21.1 - 23.1 | 22.7 - 25.3 | 24.5 - 27.7 |
| delivery/courier driver | 20.2 - 22.0 | 21.7 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.3 - 23.1 | 20.3 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 22.3 | 20.7 - 25.1 | 23.1 - 26.1 |
| general labourer - light | 17.2 - 20.5 | 18.0 - 23.4 | 21.1 - 24.9 |
| inventory control clerk | 18.6 - 22.6 | 20.6 - 25.6 | 23.0 - 26.4 |
| janitor/custodian | 18.6 - 19.7 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.7 - 22.6 | 21.5 - 24.5 | 23.2 - 28.1 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.2 - 25.5 | 26.2 - 29.1 |
| packaging labourer | 18.1 - 22.5 | 22.4 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 20.9 | 22.2 - 23.8 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.5 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.7 - 24.2 | 23.9 - 25.5 | 24.7 - 27.2 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.3 - 22.9 | 21.7 - 24.2 | 23.2 - 26.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.4 - 23.7 | 23.3 - 26.1 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |



manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 70.0 - 92.8 | 80.8 - 109.0 | 93.6 - 124.0 |
| automation engineer | 61.1 - 81.1 | 69.4 - 94.0 | 79.6 - 107.3 |
| buyer | 55.6 - 72.9 | 63.3 - 84.7 | 72.6 - 97.3 |
| chemical engineer | 78.5 - 104.9 | 88.2 - 119.9 | 100.0 - 135.3 |
| chemical technician | 52.5 - 68.5 | 58.4 - 77.8 | 65.9 - 89.0 |
| cmm programmer | 47.2 - 61.9 | 53.7 - 71.4 | 61.4 - 80.8 |
| coating inspector | 37.8 - 49.1 | 42.7 - 56.5 | 48.6 - 64.1 |
| continuous improvement engineer | 71.9 - 94.2 | 80.2 - 107.0 | 90.3 - 120.0 |
| controls designer/engineer | 52.1 - 69.6 | 59.9 - 81.1 | 68.9 - 92.7 |
| demand planner | 46.6 - 64.5 | 56.2 - 77.9 | 66.3 - 89.2 |
| electrical engineer | 75.1 - 100.2 | 85.7 - 116.6 | 98.8 - 133.8 |
| electrical engineering technician | 54.9 - 70.3 | 62.6 - 81.3 | 71.5 - 92.5 |
| electrical test engineer | 69.1 - 92.7 | 79.6 - 108.9 | 92.4 - 125.4 |
| estimation engineer | 68.8 - 92.3 | 79.2 - 108.4 | 92.0 - 124.8 |
| estimator | 58.1 - 75.8 | 64.5 - 86.1 | 72.6 - 97.5 |
| field service engineer | 50.6 - 67.1 | 57.6 - 77.9 | 66.2 - 90.0 |
| general inspector | 49.1 - 64.6 | 55.3 - 73.6 | 62.3 - 82.5 |
| health and safety specialist | 66.2 - 87.4 | 75.8 - 102.0 | 87.5 - 116.5 |
| HVAC drafter | 50.8 - 65.2 | 57.1 - 74.3 | 64.4 - 83.2 |
| HVAC engineer | 54.7 - 73.0 | 62.6 - 85.1 | 72.1 - 96.9 |
| industrial engineer | 68.6 - 89.8 | 76.3 - 101.8 | 85.8 - 114.2 |
| inventory analyst | 48.9 - 63.7 | 55.1 - 73.0 | 62.7 - 83.3 |
| logistics specialist | 56.3 - 75.0 | 64.4 - 87.5 | 74.1 - 99.7 |
| manufacturing engineer | 64.0 - 85.1 | 72.8 - 98.7 | 83.6 - 112.3 |
| mechanical designer | 49.8 - 66.0 | 57.5 - 76.9 | 65.9 - 86.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical drafter | 49.3 - 64.1 | 55.5 - 74.0 | 63.8 - 86.4 |
| mechanical engineer | 70.4 - 93.7 | 80.1 - 108.6 | 91.9 - 123.9 |
| mechanical engineering technician | 49.4 - 64.7 | 56.3 - 74.8 | 64.2 - 84.2 |
| planner/scheduler | 38.2 - 48.6 | 43.3 - 55.8 | 49.0 - 62.8 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 59.6 - 79.6 | 68.3 - 92.9 | 78.7 - 105.8 |
| production planner | 47.1 - 62.3 | 54.4 - 72.4 | 62.0 - 80.8 |
| project engineer | 86.7 - 111.7 | 94.2 - 123.8 | 104.1 - 138.3 |
| project manager | 72.3 - 100.5 | 84.3 - 119.1 | 98.4 - 136.3 |
| QA/QC inspector | 37.2 - 47.1 | 41.3 - 53.6 | 46.6 - 60.6 |
| quality assurance manager | 76.2 - 99.4 | 84.3 - 112.1 | 94.5 - 126.0 |
| quality assurance/control technician | 59.9 - 78.4 | 68.1 - 90.7 | 77.8 - 102.9 |
| quality control engineer | 66.2 - 88.1 | 75.4 - 102.1 | 86.4 - 115.9 |
| quality control technician | 38.9 - 50.0 | 43.2 - 56.5 | 48.4 - 63.1 |
| quality director | 85.3 - 115.9 | 108.4 - 147.5 | 132.0 - 179.9 |
| quality inspector | 38.4 - 48.9 | 42.8 - 55.7 | 48.4 - 62.8 |
| safety inspector | 60.1 - 78.4 | 68.0 - 90.2 | 77.2 - 101.9 |
| SCADA engineer | 62.0 - 82.7 | 70.9 - 96.6 | 81.8 - 110.1 |
| sourcing engineer | 53.7 - 71.4 | 61.3 - 83.2 | 70.6 - 95.0 |
| stationary engineer | 51.9 - 66.3 | 57.0 - 74.1 | 63.3 - 82.4 |
| supply chain analyst | 47.2 - 62.8 | 54.0 - 73.1 | 62.1 - 83.2 |
| industrial management | | | |
| director of operations | 120.1 - 161.6 | 158.8 - 213.9 | 202.3 - 272.3 |
| engineering manager | 80.7 - 109.2 | 92.4 - 127.4 | 106.6 - 145.8 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 58.1 - 74.8 | 66.7 - 87.2 | 76.7 - 99.4 |
| inventory control manager | 61.0 - 79.9 | 68.2 - 91.3 | 77.2 - 103.4 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 79.8 - 85.1 | 84.9 - 93.0 | 89.8 - 102.4 |
| manufacturing director | 103.3 - 125.9 | 134.9 - 164.5 | 167.0 - 203.7 |
| materials manager | 76.9 - 101.5 | 85.1 - 114.7 | 95.5 - 129.4 |
| operations manager | 75.1 - 102.8 | 86.1 - 119.7 | 98.8 - 135.4 |
| plant manager | 90.5 - 126.9 | 108.9 - 154.8 | 130.3 - 181.1 |
| procurement director | 95.2 - 126.3 | 127.6 - 169.6 | 156.1 - 207.7 |
| production manager | 83.4 - 109.6 | 93.3 - 125.3 | 105.9 - 142.4 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 67.9 - 88.1 | 77.4 - 102.2 | 88.7 - 116.7 |
| project director | 106.5 - 129.8 | 133.8 - 163.2 | 162.0 - 197.7 |
| purchasing manager | 90.5 - 120.1 | 102.5 - 138.2 | 116.6 - 155.6 |
| site supervisor | 73.5 - 96.5 | 80.6 - 108.1 | 89.9 - 121.9 |
| supply chain manager | 76.8 - 103.2 | 88.6 - 120.5 | 101.8 - 135.5 |
| warehouse manager | 72.6 - 80.1 | 78.9 - 93.4 | 87.4 - 101.3 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.7 - 68.9 | 61.0 - 79.4 | 69.2 - 91.3 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |
| control technician | 48.7 - 63.5 | 55.9 - 73.9 | 62.7 - 82.9 |
| conventional machinist | 59.6 - 68.3 | 65.5 - 74.5 | 71.6 - 79.4 |
| electrician | 73.2 - 79.5 | 78.6 - 89.3 | 91.2 - 101.6 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 54.9 - 70.8 | 61.4 - 80.6 | 69.2 - 90.7 |
| field service technician | 70.9 - 76.9 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.6 - 72.6 | 70.3 - 82.1 | 79.7 - 98.0 |
| machine builder | 60.3 - 69.0 | 67.6 - 74.9 | 72.3 - 82.2 |
| maintenance mechanic | 71.7 - 80.0 | 78.5 - 89.9 | 87.2 - 95.6 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| mechanical assembler | 47.9 - 53.1 | 49.7 - 56.8 | 53.2 - 64.7 |
| millwright | 74.4 - 82.5 | 80.3 - 92.5 | 89.5 - 104.8 |
| panel wirer | 49.8 - 55.1 | 53.8 - 62.4 | 59.0 - 69.0 |
| set-up technician | 49.8 - 53.0 | 52.3 - 60.3 | 59.1 - 70.9 |
| technician quality control testing | 52.5 - 69.6 | 60.7 - 81.4 | 70.0 - 93.6 |
| tool and die maker | 66.9 - 75.0 | 71.6 - 79.1 | 75.6 - 84.5 |
| welder | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| welder-fitter | 58.1 - 72.4 | 67.4 - 78.2 | 75.8 - 86.4 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 64.9 - 85.2 | 73.0 - 97.9 | 83.1 - 111.8 |
| digital marketing specialist | 46.1 - 61.0 | 53.4 - 71.8 | 62.0 - 82.1 |
| e-commerce director | 109.7 - 136.7 | 139.3 - 173.9 | 176.8 - 220.9 |
| e-commerce manager | 74.8 - 97.9 | 83.5 - 111.7 | 94.7 - 127.5 |
| marketing content manager | 56.1 - 73.4 | 62.9 - 83.9 | 71.2 - 95.3 |
| social media manager | 55.9 - 77.1 | 67.4 - 93.6 | 80.0 - 109.5 |
| web marketing analyst | 50.3 - 65.4 | 56.9 - 75.1 | 64.6 - 84.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 95.9 - 146.9 | 130.0 - 199.8 | 167.8 - 258.2 |
| marketing vice-president | 118.9 - 184.9 | 168.4 - 262.4 | 218.8 - 340.7 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 80.9 - 104.2 | 89.8 - 117.8 | 100.7 - 132.3 |
| brand or product manager assistant | 60.9 - 82.1 | 71.0 - 97.1 | 82.5 - 111.1 |
| communications manager | 67.0 - 87.6 | 74.8 - 99.8 | 84.5 - 112.4 |
| communications specialist | 52.2 - 71.2 | 62.1 - 85.6 | 73.1 - 97.9 |
| marketing coordinator | 53.3 - 70.1 | 60.2 - 80.7 | 68.5 - 92.0 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| marketing director | 93.2 - 126.0 | 108.6 - 149.0 | 126.5 - 170.7 |
| marketing project manager | 41.7 - 55.4 | 47.7 - 64.4 | 54.8 - 73.1 |
| marketing specialist | 45.5 - 60.3 | 52.1 - 70.0 | 59.6 - 79.4 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 47.8 - 59.7 | 51.9 - 66.0 | 57.2 - 74.0 |
| account manager - software | 53.4 - 66.4 | 57.6 - 73.0 | 63.1 - 81.6 |
| business development manager | 90.6 - 120.3 | 101.3 - 137.8 | 115.3 - 159.0 |
| district sales manager | 74.7 - 96.8 | 85.2 - 112.7 | 98.1 - 129.2 |
| key accounts manager - consumer goods | 67.1 - 86.1 | 75.4 - 98.7 | 85.7 - 112.9 |
| merchandiser - consumer goods | 57.4 - 75.1 | 64.2 - 85.9 | 72.8 - 98.0 |
| sales manager/ director | 58.2 - 77.7 | 66.0 - 89.7 | 75.2 - 101.1 |
| sales representative, account manager - consumer goods | 47.1 - 59.5 | 52.0 - 66.6 | 57.7 - 74.3 |
| sales representative, account manager - professional services | 44.5 - 55.4 | 48.0 - 60.8 | 52.6 - 67.9 |
| sales representative, account manager - telecommunications | 51.6 - 64.5 | 56.0 - 71.2 | 61.6 - 79.1 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 113.4 - 163.8 | 153.1 - 220.9 | 192.4 - 276.8 |
| sales vice-president | 132.7 - 191.9 | 181.0 - 261.9 | 235.5 - 340.6 |
| vice-president marketing & sales | 114.6 - 206.9 | 158.2 - 286.0 | 204.4 - 369.5 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 50.4 - 62.8 | 54.6 - 69.1 | 59.8 - 76.7 |
| internal sales representative - manufacturing | 48.3 - 60.2 | 52.4 - 66.7 | 57.8 - 74.8 |
| sales engineer - distribution | 67.5 - 88.1 | 73.9 - 98.2 | 82.0 - 109.5 |
| sales engineer - manufacturing | 54.8 - 72.8 | 61.8 - 83.4 | 70.0 - 93.4 |
| sales representative, account manager - industrial equipment | 47.6 - 59.2 | 51.3 - 65.0 | 56.3 - 72.6 |
| sales representative, account manager - industrial service | 50.6 - 63.1 | 54.8 - 69.4 | 60.1 - 76.9 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - machinery | 50.3 - 62.5 | 54.2 - 68.7 | 59.4 - 76.5 |
| sales representative, account manager - manufacturing | 48.8 - 70.2 | 53.7 - 78.5 | 59.5 - 87.4 |
| sales representative, account manager - retail network | 49.6 - 61.6 | 53.4 - 67.7 | 58.7 - 76.4 |
| technical sales representative - manufacturing | 46.6 - 59.7 | 52.5 - 68.1 | 59.2 - 76.4 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 67.5 - 87.5 | 75.6 - 100.0 | 85.6 - 113.0 |
| application support analyst | 58.5 - 77.3 | 67.2 - 89.4 | 76.6 - 101.0 |
| automation tester | 46.4 - 62.0 | 54.2 - 73.2 | 63.1 - 83.5 |
| C++/ embedded software engineer | 67.4 - 87.4 | 75.5 - 99.8 | 85.4 - 112.9 |
| devops - development | 62.8 - 84.5 | 72.9 - 99.8 | 84.9 - 114.4 |
| ERP developer | 67.4 - 87.2 | 75.3 - 99.6 | 85.3 - 113.3 |
| front-end developer | 62.8 - 82.6 | 71.8 - 96.3 | 82.7 - 110.1 |
| full stack developer | 72.1 - 95.1 | 82.6 - 110.9 | 95.1 - 126.2 |
| java developer | 66.0 - 85.5 | 73.9 - 97.7 | 83.6 - 110.3 |
| machine learning developer | 73.8 - 110.2 | 99.3 - 138.9 | 119.2 - 143.5 |
| mobile application developer (iOS/android) | 60.4 - 92.7 | 84.3 - 118.8 | 102.0 - 122.7 |
| quality assurance manager | 77.6 - 103.2 | 88.3 - 119.6 | 101.1 - 135.7 |
| RPA developer | 49.5 - 65.3 | 56.9 - 75.9 | 65.2 - 85.5 |
| SQL database developer | 59.5 - 79.5 | 68.4 - 93.2 | 79.1 - 106.6 |
| technical lead | 101.6 - 137.8 | 116.7 - 160.9 | 134.3 - 182.6 |
| UI/UX designer | 63.3 - 81.9 | 70.6 - 92.9 | 79.5 - 104.1 |
| architecture | | | |
| application architect | 95.9 - 128.4 | 108.2 - 147.9 | 123.6 - 170.0 |
| architect (enterprise) | 89.7 - 121.4 | 102.8 - 141.6 | 118.6 - 163.3 |
| architect (solutions/technical) | 79.3 - 99.4 | 89.0 - 113.6 | 100.7 - 127.8 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| cloud architect | 85.4 - 107.6 | 96.5 - 123.8 | 109.9 - 139.5 |
| data & analytics | | | |
| BI data architect | 85.3 - 115.2 | 95.7 - 131.7 | 108.5 - 149.1 |
| big data engineer | 77.0 - 101.0 | 86.1 - 115.4 | 97.6 - 131.1 |
| business intelligence developer | 64.4 - 83.6 | 72.2 - 95.4 | 81.6 - 107.1 |
| data analyst | 63.6 - 85.2 | 73.3 - 100.0 | 84.9 - 114.0 |
| data architect | 70.7 - 93.6 | 81.4 - 109.8 | 94.4 - 125.7 |
| data engineer | 66.2 - 88.7 | 76.4 - 104.1 | 88.4 - 118.7 |
| data scientist | 73.4 - 98.9 | 85.2 - 116.7 | 99.0 - 133.0 |
| database administrator | 68.4 - 93.3 | 80.8 - 111.9 | 95.2 - 129.0 |
| leadership/business technology | | | |
| business analyst | 65.8 - 85.3 | 73.7 - 97.4 | 83.4 - 110.3 |
| IT director | 98.6 - 132.5 | 125.5 - 168.9 | 157.8 - 212.5 |
| IT manager | 87.1 - 116.2 | 99.5 - 135.4 | 114.7 - 155.9 |
| networking/infrastructure | | | |
| cloud engineer | 73.2 - 97.7 | 85.3 - 115.5 | 99.2 - 131.2 |
| devops - infrastructure | 74.1 - 102.7 | 86.4 - 121.4 | 100.4 - 137.4 |
| help desk analyst | 48.2 - 62.9 | 54.5 - 72.3 | 62.0 - 81.9 |
| information security engineer | 69.3 - 92.9 | 79.9 - 109.0 | 92.5 - 124.6 |
| information security manager | 89.5 - 118.6 | 101.2 - 136.7 | 115.6 - 156.1 |
| information security specialist | 55.3 - 72.8 | 63.3 - 84.7 | 72.8 - 96.2 |
| information systems analyst | 59.7 - 77.2 | 66.7 - 88.0 | 75.4 - 99.6 |
| linux/unix administrator | 74.7 - 97.4 | 84.2 - 112.0 | 95.9 - 127.6 |
| network administrator | 58.6 - 78.5 | 67.6 - 92.1 | 78.2 - 105.6 |
| network engineer | 66.6 - 88.9 | 76.5 - 104.4 | 88.7 - 120.1 |
| systems administrator | 66.8 - 87.9 | 76.4 - 102.5 | 88.0 - 117.3 |
| tech support | 61.1 - 79.6 | 69.0 - 91.5 | 78.5 - 104.0 |
| project management | | | |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| business systems analyst | 65.2 - 85.9 | 74.7 - 100.4 | 86.3 - 115.2 |
| ERP project manager | 88.4 - 118.6 | 96.6 - 132.3 | 107.3 - 148.8 |
| organizational development manager | 62.8 - 84.8 | 73.2 - 101.3 | 86.4 - 119.1 |
| product owner | 74.3 - 98.1 | 85.3 - 114.4 | 98.0 - 129.4 |
| product owner/manager | 75.5 - 104.5 | 87.9 - 123.7 | 102.4 - 142.1 |
| project coordinator | 62.6 - 77.7 | 69.4 - 87.9 | 78.0 - 99.2 |
| project manager (infrastructure) | 90.5 - 123.3 | 102.8 - 143.0 | 118.2 - 164.5 |
| project manager (software) | 89.7 - 119.6 | 100.6 - 136.8 | 114.1 - 155.5 |
| scrum master | 69.4 - 90.6 | 78.4 - 104.3 | 89.4 - 119.2 |
| technical writer | 56.9 - 74.0 | 66.3 - 87.4 | 77.0 - 99.4 |



ottawa metropolitan region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative analyst | 53.6 - 69.8 | 59.5 - 79.1 | 67.0 - 89.3 |
| administrative assistant | 41.8 - 53.9 | 46.7 - 61.3 | 52.7 - 69.2 |
| administrative assistant (bilingual) | 37.4 - 41.6 | 45.5 - 51.3 | 50.9 - 66.1 |
| administrative manager | 60.8 - 78.2 | 66.3 - 86.8 | 73.3 - 96.8 |
| benefits clerk | 40.5 - 51.9 | 46.3 - 60.0 | 52.8 - 68.0 |
| buyer assistant | 42.0 - 54.3 | 48.7 - 62.7 | 55.0 - 69.1 |
| claims supervisor | 65.9 - 80.1 | 73.6 - 80.1 | 60.2 - 85.1 |
| contracts administrator | 50.9 - 52.4 | 52.8 - 71.4 | 60.9 - 81.2 |
| data entry clerk | 36.6 - 46.2 | 41.6 - 52.4 | 46.6 - 53.7 |
| dispatcher | 45.2 - 53.9 | 48.0 - 58.1 | 54.4 - 70.2 |
| document controller | 34.9 - 44.8 | 40.5 - 51.2 | 45.5 - 52.4 |
| document services specialist | 33.3 - 42.8 | 38.7 - 48.9 | 43.3 - 50.0 |
| documentation specialist | 39.8 - 52.3 | 47.7 - 60.7 | 53.8 - 62.0 |
| executive assistant | 60.0 - 82.1 | 70.2 - 96.9 | 81.4 - 110.1 |
| executive assistant (bilingual) | 55.5 - 68.1 | 61.5 - 75.0 | 67.1 - 75.2 |
| file clerk | 36.6 - 47.8 | 43.5 - 54.9 | 48.6 - 56.0 |
| HR administrator | 51.7 - 67.4 | 58.4 - 77.5 | 66.6 - 88.2 |
| HR coordinator | 41.2 - 53.1 | 45.9 - 60.3 | 51.8 - 68.2 |
| human resources assistant | 43.0 - 54.8 | 48.7 - 61.7 | 53.8 - 66.5 |
| invoicing clerk | 39.8 - 46.2 | 45.4 - 47.4 | 50.6 - 62.9 |
| lease administrator | 48.8 - 63.7 | 56.4 - 74.2 | 64.7 - 84.5 |
| logistics coordinator | 50.8 - 66.9 | 59.2 - 78.4 | 68.2 - 89.3 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| mailroom clerk | 37.7 - 46.9 | 42.6 - 52.1 | 46.5 - 53.0 |
| office clerk | 40.8 - 50.3 | 44.9 - 55.9 | 49.6 - 61.9 |
| office manager | 58.9 - 76.2 | 64.7 - 85.1 | 71.8 - 95.0 |
| office/operations manager | 54.2 - 65.7 | 57.8 - 70.1 | 61.3 - 74.1 |
| order clerk | 35.3 - 44.7 | 40.3 - 50.9 | 45.1 - 56.0 |
| order entry clerk | 33.8 - 37.0 | 36.9 - 42.4 | 39.8 - 45.6 |
| order supervisor | 53.9 - 70.6 | 62.3 - 82.2 | 71.4 - 92.3 |
| payroll administrator | 45.5 - 59.3 | 51.7 - 68.6 | 59.1 - 78.3 |
| project coordinator | 47.7 - 62.3 | 54.0 - 71.6 | 61.4 - 80.9 |
| property administrator | 40.7 - 53.2 | 45.8 - 61.1 | 52.1 - 70.4 |
| property manager | 64.0 - 85.1 | 73.2 - 99.0 | 84.3 - 113.6 |
| receptionist | 35.1 - 44.0 | 38.9 - 49.6 | 43.7 - 56.3 |
| receptionist (bilingual) | 40.2 - 43.1 | 42.1 - 47.2 | 46.2 - 53.6 |
| sales administrator | 46.3 - 62.0 | 53.4 - 72.6 | 61.8 - 83.0 |
| sales assistant | 42.3 - 52.7 | 46.6 - 59.8 | 52.8 - 69.3 |
| service coordinator | 40.0 - 51.7 | 44.8 - 59.0 | 50.7 - 67.0 |
| supply clerk | 37.5 - 47.7 | 42.4 - 54.0 | 47.3 - 59.3 |
| virtual assistant | 41.2 - 53.0 | 45.9 - 60.3 | 51.8 - 68.1 |
| virtual receptionist | 33.1 - 38.3 | 35.2 - 40.9 | 37.5 - 43.5 |

customer experience

| | entry | mid | senior |
|---|--------------|--------------|--------------|
| bilingual call center operations manager | 64.1 - 82.8 | 71.6 - 93.9 | 80.5 - 104.6 |
| bilingual customer loyalty agent | 39.2 - 51.4 | 44.9 - 59.5 | 51.2 - 67.6 |
| bilingual customer service manager | 77.4 - 101.6 | 87.0 - 116.6 | 99.2 - 133.8 |
| bilingual customer service representative | 39.8 - 47.7 | 44.1 - 53.9 | 49.8 - 60.9 |
| bilingual customer service supervisor | 63.9 - 83.9 | 71.7 - 95.7 | 81.2 - 108.6 |
| bilingual customer service team lead | 45.8 - 49.3 | 48.7 - 53.1 | 50.7 - 55.3 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service trainer | 47.2 - 62.0 | 53.9 - 72.1 | 62.1 - 82.2 |
| bilingual e-chat representative | 40.1 - 45.8 | 42.8 - 49.7 | 48.9 - 53.0 |
| bilingual help desk representative - level 1 | 47.8 - 63.4 | 54.7 - 73.0 | 62.0 - 81.9 |
| bilingual inside sales manager | 69.1 - 92.2 | 78.3 - 105.7 | 88.8 - 117.8 |
| bilingual inside sales representative | 50.3 - 62.6 | 54.2 - 68.4 | 62.8 - 76.4 |
| bilingual insurance advisor | 56.7 - 70.6 | 60.1 - 75.3 | 64.4 - 83.3 |
| bilingual junior collection agent | 37.6 - 48.4 | 42.6 - 55.5 | 48.2 - 62.2 |
| bilingual order desk representative | 43.4 - 48.6 | 46.7 - 53.1 | 50.1 - 65.7 |
| bilingual survey agent | 38.1 - 44.8 | 40.5 - 51.3 | 45.4 - 56.0 |
| bilingual telemarketing agent | 37.5 - 39.1 | 38.1 - 43.5 | 42.0 - 47.9 |
| bilingual telephone dispatcher | 45.0 - 50.2 | 48.0 - 61.8 | 54.4 - 69.7 |
| bilingual travel support agent | 40.3 - 50.9 | 45.2 - 57.3 | 50.2 - 63.2 |
| bilingual workforce planner | 50.0 - 63.0 | 53.9 - 69.6 | 59.5 - 78.6 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|--------------|---------------|
| architect | 64.5 - 84.5 | 72.2 - 96.6 | 82.0 - 109.7 |
| architectural drafter | 54.2 - 70.4 | 63.1 - 83.5 | 73.9 - 98.1 |
| BIM/VDC coordinator | 66.9 - 87.3 | 74.6 - 99.3 | 84.3 - 112.5 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 61.5 - 80.6 | 70.1 - 93.3 | 80.3 - 106.7 |
| civil engineer | 69.0 - 92.4 | 79.7 - 108.1 | 92.0 - 122.4 |
| civil engineering drafter | 55.7 - 69.6 | 62.4 - 79.4 | 70.6 - 89.9 |
| civil engineering technologist | 48.4 - 65.2 | 57.2 - 77.6 | 66.8 - 88.4 |
| civil project engineer | 79.9 - 109.3 | 92.0 - 127.9 | 106.5 - 146.6 |
| civil project manager | 81.7 - 108.7 | 92.1 - 124.6 | 104.6 - 140.3 |
| construction coordinator | 53.0 - 70.4 | 59.5 - 80.4 | 67.3 - 91.0 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction director | 105.8 - 139.2 | 139.0 - 182.6 | 173.5 - 228.4 |
| construction manager | 77.8 - 101.6 | 85.3 - 113.5 | 94.9 - 127.4 |
| construction project coordinator | 90.9 - 116.5 | 98.8 - 128.9 | 108.9 - 143.4 |
| construction project manager | 70.5 - 97.1 | 81.9 - 114.4 | 95.2 - 130.9 |
| construction superintendent | 80.5 - 105.1 | 88.2 - 117.4 | 98.2 - 131.8 |
| contracts administrator | 62.6 - 82.8 | 71.1 - 95.7 | 81.3 - 108.7 |
| contracts manager | 99.5 - 125.4 | 111.1 - 142.8 | 125.7 - 162.2 |
| director of operations | 130.9 - 173.9 | 171.0 - 227.8 | 215.9 - 287.5 |
| drafter | 56.4 - 70.2 | 62.8 - 79.5 | 70.7 - 90.0 |
| electrical designer/engineer | 79.8 - 104.9 | 89.9 - 120.4 | 102.4 - 136.9 |
| electrical engineer | 82.4 - 109.1 | 93.7 - 126.4 | 107.6 - 144.3 |
| electrical engineering technician | 59.3 - 76.0 | 67.6 - 87.8 | 77.3 - 99.7 |
| electrical inspector | 48.1 - 64.6 | 55.7 - 75.6 | 64.3 - 86.9 |
| engineering manager | 88.3 - 118.5 | 100.7 - 137.6 | 115.8 - 156.6 |
| environmental engineer | 67.2 - 89.1 | 76.6 - 103.6 | 88.2 - 118.4 |
| environmental inspector | 52.1 - 66.6 | 57.3 - 74.6 | 63.8 - 83.4 |
| estimation engineer | 75.6 - 100.7 | 86.8 - 117.8 | 100.4 - 134.9 |
| estimator | 64.2 - 83.7 | 71.4 - 94.7 | 80.3 - 106.8 |
| facilities engineer | 69.4 - 92.7 | 79.9 - 108.5 | 92.4 - 123.8 |
| facilities manager | 63.3 - 82.9 | 72.1 - 96.0 | 82.6 - 109.8 |
| field manager | 71.7 - 94.9 | 81.5 - 110.0 | 93.7 - 127.1 |
| field Supervisor | 72.0 - 94.5 | 80.8 - 107.7 | 91.2 - 121.1 |
| foreman | 56.0 - 72.5 | 62.7 - 82.7 | 70.9 - 93.4 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 63.0 - 81.1 | 72.4 - 94.4 | 83.2 - 107.4 |
| health and safety specialist | 72.7 - 95.5 | 83.1 - 111.0 | 95.6 - 126.3 |
| HVAC drafter | 54.6 - 70.2 | 61.5 - 79.9 | 69.3 - 89.4 |
| HVAC engineer | 60.2 - 80.0 | 68.8 - 93.0 | 79.1 - 105.6 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| mechanical designer | 54.9 - 72.5 | 63.2 - 84.4 | 72.4 - 95.0 |
| mechanical drafter | 53.3 - 69.3 | 60.0 - 80.0 | 69.0 - 93.2 |
| mechanical engineer | 77.3 - 102.2 | 87.7 - 117.9 | 100.3 - 134.0 |
| mechanical engineering technician | 53.4 - 70.0 | 60.8 - 80.8 | 69.4 - 90.9 |
| mechanical site supervisor | 51.9 - 66.8 | 58.6 - 76.9 | 66.8 - 87.6 |
| operations manager | 82.6 - 112.5 | 94.5 - 130.4 | 108.2 - 146.8 |
| planner/scheduler | 41.4 - 52.8 | 47.1 - 60.6 | 53.3 - 68.2 |
| project coordinator | 47.7 - 62.3 | 54.0 - 71.6 | 61.4 - 80.9 |
| project director | 116.4 - 140.9 | 145.1 - 175.3 | 174.1 - 210.8 |
| project engineer | 94.7 - 121.2 | 102.7 - 133.9 | 113.2 - 149.0 |
| project manager | 79.9 - 110.1 | 92.9 - 129.6 | 107.9 - 147.6 |
| purchasing manager | 98.5 - 129.7 | 111.2 - 148.5 | 126.0 - 166.4 |
| QA/QC inspector | 56.7 - 75.2 | 65.6 - 87.9 | 75.7 - 100.8 |
| quality control engineer | 72.8 - 96.3 | 82.7 - 111.1 | 94.4 - 125.6 |
| quality inspector | 41.4 - 52.8 | 46.3 - 60.1 | 52.3 - 67.8 |
| safety inspector | 65.2 - 85.0 | 73.8 - 97.6 | 83.7 - 109.9 |
| specification writer | 55.2 - 71.2 | 62.5 - 81.8 | 71.0 - 92.1 |
| structural designer | 55.1 - 72.0 | 62.4 - 82.6 | 70.9 - 93.3 |
| structural engineer | 75.1 - 99.3 | 85.3 - 114.8 | 97.7 - 130.7 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 42.0 - 53.6 | 47.0 - 61.1 | 53.2 - 69.4 |
| technical services manager | 90.8 - 119.8 | 102.8 - 138.2 | 117.8 - 158.6 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 150.5 - 266.3 | 222.6 - 395.2 | 313.8 - 557.7 |
| director - financial planning & analysis | 133.9 - 176.1 | 171.1 - 225.3 | 209.0 - 275.4 |



| | | | |
|---|---------------|----------------|----------------|
| finance director | 129.9 - 170.8 | 168.1 - 221.3 | 205.0 - 270.1 |
| vice president finance | 140.3 - 185.2 | 173.6 - 267.5 | 211.7 - 376.1 |
| vice-president internal audit | 130.6 - 173.8 | 164.6 - 219.2 | 200.3 - 267.2 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 72.1 - 86.4 | 77.2 - 92.5 | 82.1 - 98.4 |
| accounting clerk | 46.1 - 51.5 | 47.6 - 54.9 | 50.4 - 58.1 |
| accounting manager | 96.6 - 117.1 | 103.9 - 125.9 | 110.9 - 134.4 |
| accounting supervisor | 74.2 - 90.0 | 79.8 - 96.8 | 85.3 - 103.4 |
| accounting technician | 60.3 - 71.4 | 64.9 - 76.9 | 69.4 - 82.2 |
| accounts payable clerk | 45.8 - 50.1 | 49.3 - 55.5 | 53.4 - 60.2 |
| accounts payable manager | 86.3 - 104.6 | 94.1 - 114.1 | 101.8 - 123.4 |
| accounts receivable clerk | 46.9 - 52.8 | 51.9 - 58.4 | 56.4 - 63.5 |
| accounts receivable manager | 87.5 - 103.6 | 94.9 - 112.2 | 102.1 - 120.8 |
| analyst - financial planning & analysis | 95.0 - 115.2 | 102.6 - 124.3 | 109.9 - 133.1 |
| assistant controller | 93.5 - 129.0 | 118.4 - 150.4 | 127.3 - 161.6 |
| billing specialist | 45.5 - 51.5 | 48.3 - 56.4 | 52.1 - 60.7 |
| bookkeeper | 48.5 - 54.2 | 50.6 - 58.6 | 53.2 - 62.8 |
| business analyst | 78.2 - 93.7 | 84.5 - 101.2 | 90.6 - 108.5 |
| controller | 101.5 - 165.0 | 141.6 - 250.4 | 183.9 - 326.3 |
| cost accountant | 68.7 - 82.4 | 74.2 - 88.9 | 79.6 - 95.4 |
| credit & collection specialist | 45.0 - 57.1 | 51.6 - 65.7 | 58.5 - 73.6 |
| credit and collections accountant | 47.4 - 51.7 | 48.5 - 57.4 | 51.1 - 67.0 |
| credit and collections manager | 92.8 - 111.1 | 99.5 - 119.1 | 106.1 - 127.1 |
| credit and collections supervisor | 59.5 - 72.2 | 64.2 - 77.9 | 68.8 - 83.5 |
| external auditor | 71.3 - 85.4 | 77.4 - 92.7 | 83.2 - 99.7 |
| financial analyst | 86.5 - 103.6 | 92.6 - 110.8 | 98.5 - 117.9 |
| financial reporting manager | 115.0 - 139.3 | 123.4 - 149.4 | 131.6 - 159.4 |
| | | | 151.0 - 182.7 |



| | | | | |
|------------------------|---------------|---------------|---------------|---------------|
| internal audit manager | 107.6 - 131.9 | 115.5 - 141.6 | 123.3 - 151.1 | 141.0 - 172.6 |
| internal auditor | 69.3 - 83.1 | 76.5 - 91.7 | 83.4 - 99.9 | 97.5 - 116.8 |
| invoicing clerk | 45.8 - 50.0 | 47.0 - 54.8 | 50.6 - 59.0 | 56.3 - 65.8 |
| payroll clerk | 47.7 - 55.6 | 52.4 - 61.1 | 56.7 - 66.2 | 65.0 - 75.9 |
| payroll director | 88.8 - 119.8 | 112.3 - 151.4 | 142.0 - 191.2 | 156.2 - 219.8 |
| payroll manager | 88.1 - 106.8 | 95.2 - 115.4 | 102.1 - 123.7 | 116.9 - 141.6 |
| payroll specialist | 49.0 - 58.5 | 53.4 - 63.9 | 57.7 - 69.0 | 67.2 - 80.3 |
| payroll supervisor | 60.8 - 72.9 | 66.1 - 79.3 | 71.3 - 85.4 | 82.4 - 98.7 |
| tax analyst | 55.0 - 65.9 | 60.7 - 72.8 | 66.2 - 79.3 | 77.4 - 92.8 |
| tax manager | 101.9 - 125.0 | 109.3 - 134.0 | 116.6 - 142.9 | 133.8 - 163.9 |
| treasury analyst | 72.9 - 87.3 | 78.1 - 93.6 | 83.2 - 99.7 | 94.6 - 113.3 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 87.1 - 124.7 | 113.0 - 161.5 | 140.3 - 200.6 |
| diversity & inclusion director | 88.9 - 122.8 | 112.1 - 154.5 | 139.7 - 192.3 |
| health and safety director | 89.1 - 106.6 | 115.5 - 138.2 | 138.0 - 165.0 |
| human resources director | 96.1 - 132.7 | 122.3 - 168.6 | 151.5 - 209.0 |
| L&D director | 95.5 - 118.5 | 119.2 - 147.9 | 151.4 - 187.7 |
| talent acquisition director | 90.3 - 124.7 | 115.0 - 158.7 | 140.4 - 193.6 |
| total rewards director | 107.8 - 140.3 | 139.7 - 181.6 | 172.3 - 224.2 |
| vice president Human Resources / CHRO | 114.1 - 192.0 | 148.7 - 250.8 | 183.2 - 309.8 |
| human resources | entry | mid | senior |
| benefits administrator | 59.8 - 76.5 | 67.0 - 87.2 | 75.8 - 98.8 |
| compensation and benefits manager | 95.2 - 123.8 | 105.6 - 140.0 | 118.8 - 158.5 |
| compensation specialist | 53.4 - 70.6 | 61.6 - 82.7 | 71.2 - 94.3 |
| diversity & inclusion coordinator | 43.2 - 55.0 | 48.9 - 61.9 | 54.0 - 66.5 |



| | | | |
|----------------------------------|--------------|---------------|---------------|
| health and safety advisor | 63.0 - 81.1 | 72.4 - 94.4 | 83.2 - 107.4 |
| health and safety manager | 77.2 - 99.8 | 86.4 - 113.7 | 97.6 - 128.3 |
| HRIS analyst | 64.5 - 84.8 | 73.8 - 98.6 | 84.9 - 112.2 |
| human resources business partner | 70.3 - 92.0 | 78.7 - 104.8 | 88.9 - 118.6 |
| human resources coordinator | 42.0 - 53.5 | 47.6 - 60.3 | 52.6 - 64.9 |
| human resources generalist | 64.7 - 81.9 | 70.2 - 90.7 | 77.7 - 102.5 |
| human resources manager | 86.4 - 115.5 | 99.6 - 135.3 | 115.3 - 154.7 |
| human resources supervisor | 69.0 - 89.2 | 75.9 - 100.4 | 85.1 - 114.5 |
| human resources technician | 51.1 - 66.6 | 56.8 - 75.6 | 64.1 - 86.1 |
| labour relations advisor | 68.7 - 91.3 | 78.5 - 106.0 | 90.2 - 120.9 |
| labour relations manager | 93.8 - 127.1 | 110.3 - 151.2 | 129.2 - 174.7 |
| recruitment coordinator | 41.8 - 54.4 | 48.0 - 62.8 | 54.6 - 70.6 |
| talent acquisition specialist | 63.7 - 83.0 | 70.8 - 93.9 | 79.6 - 106.0 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.4 - 22.8 | 19.6 - 25.9 | 22.0 - 28.9 |
| delivery/courier driver | 19.2 - 24.3 | 21.5 - 27.5 | 24.0 - 29.7 |
| electronic parts assembler | 19.0 - 23.2 | 18.5 - 26.5 | 25.3 - 29.7 |
| forklift operator | 19.0 - 21.0 | 20.5 - 23.0 | 22.5 - 25.0 |
| general labourer - heavy | 19.5 - 24.0 | 22.6 - 25.7 | 25.0 - 28.4 |
| general labourer - light | 18.0 - 20.0 | 19.5 - 21.0 | 20.0 - 23.0 |
| inventory control clerk | 18.4 - 23.9 | 20.8 - 26.1 | 23.3 - 29.1 |
| janitor/custodian | 17.5 - 19.1 | 18.5 - 20.0 | 19.0 - 22.0 |
| machine operator | 19.8 - 22.4 | 21.4 - 24.0 | 22.0 - 25.5 |
| manufacturing worker | 18.0 - 21.0 | 19.0 - 22.0 | 21.0 - 24.0 |
| material handler | 19.0 - 23.0 | 21.0 - 24.0 | 23.0 - 26.0 |
| moulding machine operator | 19.5 - 24.4 | 21.6 - 27.9 | 24.9 - 30.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| packaging labourer | 18.1 - 22.7 | 20.0 - 25.1 | 22.5 - 28.9 |
| parts clerk | 18.0 - 20.2 | 19.0 - 22.9 | 19.0 - 25.5 |
| picker/packer | 18.0 - 19.0 | 19.0 - 22.2 | 19.6 - 24.1 |
| polisher/deburrer | 19.0 - 23.0 | 21.5 - 24.0 | 23.0 - 26.0 |
| print press operator | 18.0 - 22.4 | 20.0 - 23.7 | 22.5 - 25.0 |
| production labourer | 17.0 - 19.0 | 18.0 - 20.0 | 18.5 - 22.0 |
| shipper/receiver | 20.0 - 24.0 | 21.0 - 27.0 | 24.0 - 30.0 |
| shipping and receiving clerk | 19.0 - 24.0 | 22.0 - 27.0 | 25.0 - 31.0 |
| warehouse labourer | 18.0 - 23.0 | 21.0 - 26.0 | 23.0 - 27.0 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 77.3 - 102.1 | 89.2 - 119.5 | 103.0 - 135.4 |
| automation engineer | 67.2 - 88.9 | 76.2 - 102.6 | 87.2 - 116.6 |
| buyer | 61.5 - 80.6 | 70.1 - 93.3 | 80.3 - 106.7 |
| chemical engineer | 86.1 - 114.0 | 96.4 - 129.8 | 108.8 - 145.9 |
| chemical technician | 56.8 - 74.0 | 63.1 - 84.0 | 71.3 - 95.9 |
| cmm programmer | 52.2 - 68.3 | 59.3 - 78.9 | 67.8 - 89.1 |
| coating inspector | 40.7 - 53.0 | 46.2 - 60.9 | 52.4 - 69.2 |
| continuous improvement engineer | 78.6 - 102.5 | 87.5 - 116.0 | 98.2 - 129.6 |
| controls designer/engineer | 56.3 - 75.2 | 64.7 - 87.6 | 74.5 - 99.9 |
| demand planner | 51.8 - 71.5 | 62.3 - 86.2 | 73.5 - 98.5 |
| electrical engineer | 82.4 - 109.1 | 93.7 - 126.4 | 107.6 - 144.3 |
| electrical engineering technician | 59.3 - 76.0 | 67.6 - 87.8 | 77.3 - 99.7 |
| electrical test engineer | 75.9 - 101.2 | 87.2 - 118.3 | 100.9 - 135.5 |
| estimation engineer | 75.6 - 100.7 | 86.8 - 117.8 | 100.4 - 134.9 |
| estimator | 64.2 - 83.7 | 71.4 - 94.7 | 80.3 - 106.8 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| field service engineer | 54.7 - 72.6 | 62.3 - 84.1 | 71.6 - 97.0 |
| general inspector | 53.2 - 70.0 | 59.8 - 79.7 | 67.5 - 89.3 |
| health and safety specialist | 72.7 - 95.5 | 83.1 - 111.0 | 95.6 - 126.3 |
| HVAC drafter | 54.6 - 70.2 | 61.5 - 79.9 | 69.3 - 89.4 |
| HVAC engineer | 60.2 - 80.0 | 68.8 - 93.0 | 79.1 - 105.6 |
| industrial engineer | 75.3 - 98.1 | 83.6 - 110.8 | 93.8 - 123.8 |
| inventory analyst | 54.4 - 70.6 | 61.1 - 80.9 | 69.5 - 92.1 |
| logistics specialist | 62.2 - 82.8 | 71.2 - 96.2 | 81.8 - 109.2 |
| manufacturing engineer | 70.4 - 93.1 | 79.9 - 107.6 | 91.4 - 121.8 |
| mechanical designer | 54.9 - 72.5 | 63.2 - 84.4 | 72.4 - 95.0 |
| mechanical drafter | 53.3 - 69.3 | 60.0 - 80.0 | 69.0 - 93.2 |
| mechanical engineer | 77.3 - 102.2 | 87.7 - 117.9 | 100.3 - 134.0 |
| mechanical engineering technician | 53.4 - 70.0 | 60.8 - 80.8 | 69.4 - 90.9 |
| planner/scheduler | 41.4 - 52.8 | 47.1 - 60.6 | 53.3 - 68.2 |
| PLC programmer | 58.0 - 72.5 | 71.4 - 87.2 | 80.0 - 97.5 |
| process engineer | 65.5 - 87.2 | 75.0 - 101.4 | 86.3 - 115.0 |
| production planner | 50.5 - 66.9 | 58.3 - 77.7 | 66.6 - 86.6 |
| project engineer | 94.7 - 121.2 | 102.7 - 133.9 | 113.2 - 149.0 |
| project manager | 79.9 - 110.1 | 92.9 - 129.6 | 107.9 - 147.6 |
| QA/QC inspector | 39.9 - 50.8 | 44.6 - 57.9 | 50.4 - 65.4 |
| quality assurance manager | 83.2 - 107.9 | 91.9 - 121.3 | 102.7 - 135.8 |
| quality assurance/control technician | 66.1 - 86.5 | 75.1 - 99.9 | 85.8 - 112.9 |
| quality control engineer | 72.8 - 96.3 | 82.7 - 111.1 | 94.4 - 125.6 |
| quality control technician | 42.0 - 53.9 | 46.7 - 60.9 | 52.3 - 68.1 |
| quality director | 92.9 - 125.3 | 117.4 - 158.1 | 142.1 - 191.4 |
| quality inspector | 41.4 - 52.8 | 46.3 - 60.1 | 52.3 - 67.8 |
| safety inspector | 65.2 - 85.0 | 73.8 - 97.6 | 83.7 - 109.9 |
| SCADA engineer | 68.2 - 90.6 | 77.9 - 105.2 | 89.5 - 119.6 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| sourcing engineer | 58.6 - 77.9 | 67.0 - 90.6 | 77.1 - 103.3 |
| stationary engineer | 56.1 - 71.8 | 61.7 - 80.2 | 68.5 - 89.0 |
| supply chain analyst | 52.2 - 69.5 | 59.7 - 80.8 | 68.7 - 91.7 |
| industrial management | | | |
| director of operations | 130.9 - 173.9 | 171.0 - 227.8 | 215.9 - 287.5 |
| engineering manager | 88.3 - 118.5 | 100.7 - 137.6 | 115.8 - 156.6 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 63.0 - 81.1 | 72.4 - 94.4 | 83.2 - 107.4 |
| inventory control manager | 65.7 - 86.0 | 73.5 - 98.0 | 83.1 - 110.8 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 112.3 - 136.0 | 145.4 - 175.8 | 178.4 - 216.1 |
| materials manager | 84.0 - 110.2 | 92.7 - 124.0 | 103.8 - 139.4 |
| operations manager | 82.6 - 112.5 | 94.5 - 130.4 | 108.2 - 146.8 |
| plant manager | 98.5 - 136.8 | 117.9 - 165.5 | 140.3 - 192.6 |
| procurement director | 103.5 - 136.2 | 137.6 - 180.8 | 166.9 - 219.9 |
| production manager | 90.9 - 118.7 | 101.5 - 135.2 | 114.8 - 152.9 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 74.7 - 96.7 | 85.1 - 111.9 | 97.4 - 127.3 |
| project director | 116.4 - 140.9 | 145.1 - 175.3 | 174.1 - 210.8 |
| purchasing manager | 98.5 - 129.7 | 111.2 - 148.5 | 126.0 - 166.4 |
| site supervisor | 80.5 - 105.1 | 88.2 - 117.4 | 98.2 - 131.8 |
| supply chain manager | 83.9 - 111.9 | 96.4 - 130.1 | 110.5 - 145.7 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.6 - 70.3 | 61.3 - 81.5 | 69.9 - 91.8 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 51.5 - 67.6 | 58.7 - 78.2 | 67.1 - 88.7 |
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 71.9 - 80.1 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 56.8 - 64.0 | 63.6 - 74.0 | 71.9 - 94.4 |
| field service technician | 70.9 - 76.9 | 76.4 - 81.4 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.5 - 72.4 | 70.9 - 82.9 | 80.1 - 99.6 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.7 | 86.9 - 95.6 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 74.6 - 82.6 | 80.7 - 92.6 | 89.8 - 104.9 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| technician quality control testing | 56.7 - 75.2 | 65.6 - 87.9 | 75.7 - 100.8 |
| tool and die maker | 67.2 - 72.1 | 71.6 - 76.9 | 75.6 - 85.1 |
| welder | 46.9 - 59.2 | 56.7 - 68.4 | 62.5 - 74.8 |
| welder-fitter | 58.2 - 72.7 | 67.9 - 78.4 | 75.6 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 71.5 - 93.6 | 80.3 - 107.2 | 91.3 - 122.0 |
| digital marketing specialist | 51.1 - 67.4 | 59.1 - 79.4 | 68.6 - 90.5 |
| e-commerce director | 119.8 - 148.1 | 150.8 - 186.5 | 189.5 - 234.8 |
| e-commerce manager | 82.3 - 107.2 | 91.8 - 121.9 | 103.7 - 138.5 |
| marketing content manager | 61.8 - 80.7 | 69.2 - 92.1 | 78.3 - 104.4 |
| social media manager | 61.5 - 84.8 | 74.2 - 102.5 | 87.8 - 119.4 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| web marketing analyst | 55.6 - 72.2 | 62.8 - 82.9 | 71.3 - 93.5 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 105.1 - 158.7 | 141.2 - 213.3 | 180.3 - 273.2 |
| marketing vice-president | 129.4 - 197.8 | 180.8 - 277.3 | 232.7 - 357.0 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 88.9 - 113.8 | 98.5 - 128.2 | 110.1 - 143.4 |
| brand or product manager assistant | 66.9 - 90.0 | 78.0 - 106.0 | 90.4 - 120.8 |
| communications manager | 73.7 - 96.1 | 82.3 - 109.2 | 92.8 - 122.6 |
| communications specialist | 57.4 - 78.3 | 68.3 - 94.0 | 80.4 - 107.2 |
| marketing coordinator | 59.0 - 77.5 | 66.6 - 89.0 | 75.8 - 101.1 |
| marketing director | 102.2 - 136.9 | 118.6 - 160.8 | 137.5 - 183.1 |
| marketing project manager | 46.0 - 60.9 | 52.6 - 70.8 | 60.3 - 80.4 |
| marketing specialist | 50.4 - 66.8 | 57.6 - 77.5 | 66.0 - 87.7 |

sales

| corporate sales | entry | mid | senior |
|---|--------------|---------------|---------------|
| account manager - hardware | 52.9 - 65.9 | 57.3 - 72.7 | 63.1 - 81.3 |
| account manager - software | 59.0 - 73.2 | 63.5 - 80.3 | 69.6 - 89.5 |
| business development manager | 98.6 - 129.9 | 109.9 - 148.1 | 124.7 - 169.9 |
| district sales manager | 82.1 - 106.0 | 93.6 - 122.9 | 107.3 - 140.2 |
| key accounts manager - consumer goods | 73.9 - 94.3 | 82.8 - 107.7 | 93.9 - 122.7 |
| merchandiser - consumer goods | 63.5 - 82.9 | 71.0 - 94.6 | 80.4 - 107.4 |
| sales manager/ director | 64.0 - 85.4 | 72.6 - 98.3 | 82.6 - 110.5 |
| sales representative, account manager - consumer goods | 50.8 - 64.0 | 55.9 - 71.6 | 62.1 - 79.8 |
| sales representative, account manager - professional services | 49.1 - 60.9 | 52.8 - 66.9 | 57.9 - 74.7 |
| sales representative, account manager - telecommunications | 57.0 - 71.1 | 61.8 - 78.4 | 67.9 - 86.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |



| | | | |
|--|---------------|---------------|---------------|
| chief revenue officer | 121.6 - 173.3 | 162.1 - 231.2 | 201.7 - 287.0 |
| sales vice-president | 144.0 - 205.0 | 193.8 - 276.8 | 249.8 - 356.9 |
| vice-president marketing & sales | 124.9 - 220.3 | 170.1 - 301.2 | 217.8 - 385.9 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 55.5 - 69.1 | 60.0 - 76.0 | 65.8 - 84.3 |
| internal sales representative - manufacturing | 52.9 - 66.0 | 57.4 - 73.1 | 63.4 - 81.9 |
| sales engineer - distribution | 74.0 - 96.3 | 81.0 - 107.2 | 89.7 - 119.1 |
| sales engineer - manufacturing | 60.0 - 79.7 | 67.7 - 91.1 | 76.6 - 101.8 |
| sales representative, account manager - industrial equipment | 52.7 - 65.3 | 56.7 - 71.7 | 62.1 - 79.9 |
| sales representative, account manager - industrial service | 55.7 - 69.4 | 60.3 - 76.4 | 66.1 - 84.6 |
| sales representative, account manager - machinery | 55.6 - 68.9 | 59.8 - 75.6 | 65.5 - 84.1 |
| sales representative, account manager - manufacturing | 53.9 - 77.3 | 59.2 - 86.3 | 65.7 - 95.8 |
| sales representative, account manager - retail network | 54.8 - 67.9 | 58.9 - 74.6 | 64.8 - 84.0 |
| technical sales representative - manufacturing | 51.3 - 65.6 | 57.6 - 74.8 | 65.1 - 83.8 |

technologies

| application software | entry | mid | senior |
|---------------------------------|--------------|---------------|---------------|
| .net/C# developer | 74.6 - 96.4 | 83.4 - 109.8 | 94.3 - 123.8 |
| application support analyst | 64.6 - 85.3 | 74.2 - 98.5 | 84.5 - 111.0 |
| automation tester | 58.3 - 77.0 | 67.2 - 90.0 | 77.6 - 102.3 |
| C++/ embedded software engineer | 74.4 - 96.3 | 83.3 - 109.7 | 94.1 - 123.6 |
| devops - development | 69.3 - 93.1 | 80.4 - 109.7 | 93.6 - 125.2 |
| ERP developer | 74.4 - 96.1 | 83.1 - 109.5 | 94.0 - 124.1 |
| front-end developer | 69.3 - 91.1 | 79.3 - 105.9 | 91.2 - 120.7 |
| full stack developer | 79.6 - 104.6 | 91.1 - 121.5 | 104.6 - 137.8 |
| java developer | 72.9 - 94.3 | 81.6 - 107.4 | 92.2 - 120.9 |
| machine learning developer | 81.4 - 120.8 | 109.2 - 151.0 | 130.4 - 155.8 |



| | | | |
|--|---------------|---------------|---------------|
| mobile application developer (iOS/android) | 66.7 - 102.0 | 93.0 - 129.9 | 112.1 - 134.1 |
| quality assurance manager | 84.7 - 111.9 | 96.1 - 129.1 | 109.7 - 146.0 |
| RPA developer | 54.7 - 72.1 | 62.8 - 83.8 | 72.0 - 94.3 |
| SQL database developer | 65.7 - 87.7 | 75.5 - 102.5 | 87.3 - 117.0 |
| technical lead | 110.2 - 148.2 | 126.1 - 171.8 | 144.5 - 194.2 |
| UI/UX designer | 70.0 - 90.3 | 78.0 - 102.3 | 87.7 - 114.3 |
| architecture | | | |
| application architect | 104.2 - 138.4 | 117.2 - 158.5 | 133.4 - 181.2 |
| architect (enterprise) | 98.8 - 132.6 | 112.9 - 153.8 | 129.7 - 176.2 |
| architect (solutions/technical) | 87.5 - 109.2 | 98.0 - 124.4 | 110.7 - 139.4 |
| cloud architect | 94.1 - 118.0 | 106.2 - 135.2 | 120.5 - 151.6 |
| data & analytics | | | |
| BI data architect | 93.2 - 124.8 | 104.2 - 142.0 | 117.8 - 160.0 |
| big data engineer | 84.9 - 111.0 | 94.9 - 126.4 | 107.3 - 142.8 |
| business intelligence developer | 71.1 - 92.1 | 79.7 - 105.0 | 90.0 - 117.5 |
| data analyst | 70.3 - 93.9 | 81.0 - 109.9 | 93.6 - 124.8 |
| data architect | 76.2 - 100.5 | 87.6 - 117.5 | 101.3 - 134.1 |
| data engineer | 73.1 - 97.7 | 84.3 - 114.3 | 97.4 - 129.8 |
| data scientist | 79.1 - 106.1 | 91.6 - 124.7 | 106.2 - 141.6 |
| database administrator | 75.5 - 102.7 | 89.1 - 122.6 | 104.7 - 140.7 |
| leadership/business technology | | | |
| business analyst | 72.7 - 94.0 | 81.3 - 107.2 | 92.0 - 120.9 |
| IT director | 107.0 - 142.6 | 135.3 - 180.0 | 168.6 - 224.8 |
| IT manager | 94.9 - 125.6 | 108.0 - 145.7 | 124.1 - 166.7 |
| networking/infrastructure | | | |
| bilingual tech support | 46.8 - 62.2 | 53.7 - 71.5 | 60.7 - 79.9 |
| cloud engineer | 80.8 - 107.5 | 94.1 - 126.5 | 109.0 - 143.0 |
| devops - infrastructure | 81.7 - 112.8 | 95.2 - 132.6 | 110.3 - 149.5 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| help desk analyst | 53.2 - 69.4 | 60.2 - 79.8 | 68.5 - 90.4 |
| information security engineer | 76.6 - 102.2 | 88.1 - 119.5 | 101.8 - 136.1 |
| information security manager | 97.5 - 128.1 | 109.8 - 147.0 | 125.0 - 166.9 |
| information security specialist | 61.1 - 80.3 | 69.9 - 93.4 | 80.3 - 105.8 |
| information systems analyst | 65.9 - 85.1 | 73.6 - 96.9 | 83.2 - 109.4 |
| linux/unix administrator | 82.5 - 107.1 | 92.8 - 122.7 | 105.5 - 139.2 |
| network administrator | 64.7 - 86.6 | 74.6 - 101.4 | 86.3 - 115.8 |
| network engineer | 73.5 - 98.0 | 84.4 - 114.6 | 97.7 - 131.3 |
| systems administrator | 73.8 - 96.9 | 84.3 - 112.6 | 97.0 - 128.4 |
| tech support | 67.4 - 87.8 | 76.1 - 100.8 | 86.5 - 114.2 |
| project management | | | |
| business systems analyst | 72.0 - 94.7 | 82.5 - 110.3 | 95.1 - 126.1 |
| ERP project manager | 96.3 - 128.2 | 105.0 - 142.5 | 116.3 - 159.4 |
| organizational development manager | 68.6 - 92.4 | 80.0 - 110.0 | 94.1 - 128.6 |
| product owner | 82.0 - 107.9 | 94.0 - 125.2 | 107.7 - 141.1 |
| product owner/manager | 83.0 - 114.2 | 96.4 - 134.5 | 112.0 - 153.7 |
| program manager | 89.5 - 119.2 | 97.6 - 132.7 | 108.1 - 148.8 |
| project coordinator | 69.1 - 85.7 | 76.6 - 96.8 | 86.0 - 108.9 |
| project manager (infrastructure) | 98.5 - 133.0 | 111.5 - 153.5 | 127.7 - 175.6 |
| project manager (software) | 97.6 - 129.2 | 109.1 - 147.1 | 123.4 - 166.3 |
| scrum master | 76.6 - 99.7 | 86.5 - 114.5 | 98.4 - 130.3 |
| technical writer | 62.6 - 81.4 | 72.9 - 95.9 | 84.6 - 108.9 |



oxford county

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 49.3 - 64.3 | 54.8 - 72.8 | 61.7 - 82.3 |
| administrative assistant | 38.5 - 49.6 | 43.0 - 56.5 | 48.5 - 63.7 |
| administrative assistant (bilingual) | 45.9 - 53.2 | 50.8 - 57.2 | 52.5 - 63.5 |
| administrative manager | 56.6 - 72.7 | 61.6 - 80.8 | 68.1 - 90.2 |
| benefits clerk | 38.0 - 48.6 | 43.4 - 56.2 | 49.5 - 63.7 |
| claims supervisor | 62.0 - 81.1 | 69.3 - 92.6 | 78.5 - 106.0 |
| contracts administrator | 92.8 - 117.5 | 103.8 - 134.2 | 117.8 - 153.1 |
| data entry clerk | 34.2 - 42.6 | 38.5 - 48.4 | 42.9 - 49.6 |
| dispatcher | 39.8 - 50.7 | 45.1 - 58.1 | 51.1 - 65.5 |
| document controller | 33.3 - 41.9 | 38.1 - 48.0 | 42.5 - 49.1 |
| document services specialist | 32.0 - 40.1 | 36.5 - 45.8 | 40.6 - 46.8 |
| documentation specialist | 37.5 - 49.0 | 44.6 - 56.8 | 50.4 - 58.1 |
| executive assistant | 55.3 - 75.6 | 64.7 - 89.4 | 75.0 - 101.8 |
| executive assistant (bilingual) | 58.3 - 79.1 | 67.9 - 93.1 | 78.4 - 105.8 |
| file clerk | 34.7 - 44.7 | 40.7 - 51.5 | 45.5 - 52.5 |
| HR administrator | 47.5 - 62.0 | 53.8 - 71.3 | 61.3 - 81.3 |
| HR coordinator | 45.8 - 55.2 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 40.3 - 51.3 | 45.6 - 57.8 | 50.5 - 62.3 |
| insurance claims clerk | 38.9 - 45.7 | 43.6 - 49.9 | 47.1 - 53.6 |
| invoicing clerk | 36.9 - 47.0 | 41.9 - 53.4 | 46.7 - 58.1 |
| legal assistant | 45.7 - 63.1 | 55.0 - 75.9 | 64.5 - 86.0 |
| logistics coordinator | 47.8 - 62.9 | 55.7 - 73.7 | 64.1 - 84.0 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| mailroom clerk | 35.1 - 43.2 | 39.3 - 48.1 | 42.8 - 48.9 |
| office clerk | 37.8 - 46.4 | 41.4 - 51.8 | 45.8 - 57.3 |
| office manager | 55.4 - 71.6 | 60.9 - 80.1 | 67.6 - 89.5 |
| office/operations manager | 55.5 - 71.8 | 61.0 - 80.3 | 67.7 - 89.8 |
| order clerk | 33.6 - 41.8 | 37.8 - 47.7 | 42.2 - 52.5 |
| order entry clerk | 43.1 - 51.5 | 45.3 - 56.6 | 50.1 - 65.5 |
| order supervisor | 50.8 - 66.4 | 58.7 - 77.4 | 67.2 - 86.9 |
| payroll administrator | 42.2 - 55.2 | 48.0 - 63.8 | 55.0 - 72.8 |
| project coordinator | 44.9 - 58.6 | 50.8 - 67.3 | 57.7 - 76.1 |
| receptionist | 33.5 - 41.2 | 36.7 - 46.4 | 40.9 - 52.8 |
| receptionist (bilingual) | 40.1 - 46.5 | 46.2 - 52.8 | 55.2 - 64.5 |
| sales administrator | 43.2 - 58.0 | 49.9 - 67.9 | 57.8 - 77.6 |
| sales assistant | 39.1 - 48.7 | 43.0 - 55.2 | 48.8 - 64.0 |
| service coordinator | 40.5 - 49.2 | 44.6 - 57.0 | 50.2 - 63.8 |
| supply clerk | 35.7 - 45.0 | 40.0 - 50.9 | 44.5 - 55.9 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 59.8 - 77.3 | 66.8 - 87.8 | 75.2 - 98.1 |
| bilingual customer loyalty agent | 37.9 - 48.2 | 42.0 - 55.7 | 48.0 - 63.3 |
| bilingual customer service manager | 72.0 - 94.7 | 80.9 - 109.0 | 92.4 - 125.5 |
| bilingual customer service representative | 36.6 - 46.1 | 40.4 - 52.2 | 45.4 - 59.0 |
| bilingual customer service supervisor | 60.2 - 78.9 | 67.5 - 90.2 | 76.4 - 102.6 |
| bilingual customer service team lead | 40.0 - 45.5 | 46.1 - 49.9 | 50.0 - 55.0 |
| bilingual customer service trainer | 44.2 - 58.2 | 50.6 - 67.7 | 58.3 - 77.1 |
| bilingual e-chat representative | 37.9 - 48.2 | 42.0 - 55.7 | 48.0 - 63.3 |
| bilingual help desk representative - level 1 | 44.0 - 58.5 | 50.5 - 67.4 | 57.3 - 75.6 |
| bilingual inside sales manager | 64.4 - 86.2 | 73.0 - 99.2 | 83.0 - 110.8 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| bilingual inside sales representative | 47.1 - 58.5 | 50.7 - 64.0 | 55.4 - 71.5 |
| bilingual insurance advisor | 52.8 - 65.7 | 56.0 - 70.2 | 60.0 - 77.7 |
| bilingual junior collection agent | 35.1 - 44.7 | 39.4 - 51.2 | 44.5 - 57.5 |
| bilingual order desk representative | 38.8 - 42.5 | 41.0 - 46.9 | 45.5 - 52.5 |
| bilingual survey agent | 34.9 - 41.9 | 38.0 - 48.0 | 42.5 - 52.5 |
| bilingual telemarketing agent | 35.0 - 38.2 | 33.9 - 43.0 | 37.7 - 49.2 |
| bilingual telephone dispatcher | 39.8 - 44.9 | 45.1 - 58.1 | 51.1 - 65.5 |
| bilingual travel support agent | 37.9 - 47.7 | 42.3 - 53.7 | 47.0 - 59.3 |
| bilingual workforce planner | 45.9 - 58.1 | 49.6 - 64.1 | 54.8 - 72.3 |

engineering

| construction | entry | mid | senior |
|----------------------------------|--------------|---------------|---------------|
| architect | 60.6 - 79.5 | 67.9 - 90.9 | 77.1 - 103.5 |
| architectural drafter | 51.1 - 66.4 | 59.5 - 78.7 | 69.7 - 92.6 |
| BIM/VDC coordinator | 62.8 - 82.1 | 70.1 - 93.6 | 79.3 - 106.2 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 56.6 - 74.2 | 64.5 - 86.0 | 73.9 - 98.6 |
| civil engineer | 63.4 - 85.0 | 73.3 - 99.7 | 84.6 - 113.2 |
| civil engineering drafter | 52.6 - 65.6 | 58.9 - 74.8 | 66.5 - 84.8 |
| civil engineering technologist | 45.6 - 61.5 | 54.0 - 73.1 | 63.0 - 83.4 |
| civil project engineer | 73.6 - 101.0 | 84.8 - 118.5 | 98.3 - 136.4 |
| civil project manager | 75.0 - 100.3 | 84.7 - 115.3 | 96.4 - 130.2 |
| construction coordinator | 49.8 - 66.1 | 55.9 - 75.5 | 63.2 - 85.6 |
| construction director | 98.5 - 130.5 | 130.3 - 172.6 | 163.8 - 217.2 |
| construction manager | 72.2 - 94.5 | 79.1 - 105.9 | 88.2 - 119.1 |
| construction project coordinator | 84.5 - 108.8 | 91.9 - 120.6 | 101.5 - 134.5 |
| construction project manager | 65.3 - 90.3 | 76.0 - 106.7 | 88.5 - 122.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction superintendent | 74.7 - 97.9 | 81.9 - 109.6 | 91.3 - 123.4 |
| contracts administrator | 57.6 - 76.3 | 65.4 - 88.2 | 74.8 - 100.4 |
| contracts manager | 92.8 - 117.5 | 103.8 - 134.2 | 117.8 - 153.1 |
| director of operations | 122.3 - 163.9 | 161.1 - 216.3 | 204.7 - 274.8 |
| drafter | 53.2 - 66.1 | 59.2 - 75.0 | 66.6 - 84.9 |
| electrical designer/engineer | 73.3 - 96.7 | 82.7 - 111.3 | 94.3 - 127.0 |
| electrical engineer | 75.7 - 100.6 | 86.2 - 116.9 | 99.2 - 134.1 |
| electrical engineering technician | 55.9 - 71.6 | 63.8 - 82.9 | 72.9 - 94.2 |
| electrical inspector | 44.7 - 60.2 | 51.8 - 70.4 | 59.9 - 81.0 |
| engineering manager | 82.0 - 110.7 | 93.8 - 128.9 | 108.1 - 147.3 |
| environmental engineer | 61.7 - 81.9 | 70.4 - 95.4 | 81.1 - 109.4 |
| environmental inspector | 48.4 - 61.9 | 53.3 - 69.3 | 59.3 - 77.6 |
| estimation engineer | 69.4 - 92.8 | 79.8 - 108.8 | 92.4 - 125.0 |
| estimator | 59.1 - 77.1 | 65.7 - 87.3 | 73.9 - 98.6 |
| facilities engineer | 63.8 - 85.2 | 73.4 - 100.0 | 85.0 - 114.5 |
| facilities manager | 59.3 - 77.7 | 67.5 - 90.0 | 77.4 - 103.2 |
| field manager | 67.1 - 88.9 | 76.3 - 103.3 | 87.8 - 119.8 |
| field Supervisor | 67.3 - 88.5 | 75.6 - 101.1 | 85.5 - 113.9 |
| foreman | 52.8 - 68.4 | 59.1 - 78.0 | 66.9 - 88.2 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 58.5 - 75.4 | 67.2 - 87.8 | 77.3 - 100.1 |
| health and safety specialist | 66.8 - 87.9 | 76.4 - 102.4 | 88.0 - 116.8 |
| HVAC drafter | 51.1 - 65.6 | 57.4 - 74.7 | 64.7 - 83.7 |
| HVAC engineer | 55.3 - 73.6 | 63.3 - 85.6 | 72.7 - 97.3 |
| mechanical designer | 50.4 - 66.6 | 58.1 - 77.5 | 66.5 - 87.4 |
| mechanical drafter | 50.3 - 65.3 | 56.6 - 75.4 | 65.0 - 88.0 |
| mechanical engineer | 71.0 - 94.1 | 80.6 - 108.9 | 92.3 - 124.1 |
| mechanical engineering technician | 50.4 - 66.0 | 57.3 - 76.2 | 65.4 - 85.8 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| mechanical site supervisor | 48.7 - 62.8 | 55.1 - 72.2 | 62.8 - 82.3 |
| operations manager | 76.6 - 104.7 | 87.7 - 121.8 | 100.7 - 137.6 |
| planner/scheduler | 38.9 - 49.5 | 44.1 - 56.8 | 49.9 - 63.9 |
| project coordinator | 44.9 - 58.6 | 50.8 - 67.3 | 57.7 - 76.1 |
| project director | 107.7 - 131.0 | 135.0 - 164.3 | 163.1 - 198.7 |
| project engineer | 87.2 - 112.0 | 94.6 - 124.0 | 104.4 - 138.6 |
| project manager | 73.6 - 101.7 | 85.6 - 120.2 | 99.6 - 137.5 |
| purchasing manager | 91.8 - 121.6 | 103.9 - 139.7 | 118.1 - 157.2 |
| QA/QC inspector | 53.5 - 70.9 | 61.9 - 82.9 | 71.3 - 95.3 |
| quality control engineer | 66.9 - 88.6 | 76.0 - 102.5 | 86.9 - 116.2 |
| quality inspector | 38.9 - 49.5 | 43.3 - 56.3 | 49.0 - 63.5 |
| safety inspector | 60.6 - 79.1 | 68.5 - 90.8 | 77.8 - 102.6 |
| specification writer | 51.1 - 65.9 | 57.9 - 75.7 | 65.7 - 85.3 |
| structural designer | 52.0 - 67.8 | 58.8 - 77.9 | 66.8 - 88.1 |
| structural engineer | 69.0 - 91.4 | 78.4 - 106.0 | 90.0 - 121.0 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 39.7 - 50.6 | 44.3 - 57.7 | 50.2 - 65.5 |
| technical services manager | 84.4 - 111.9 | 95.7 - 129.6 | 110.0 - 149.3 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 81.0 - 116.8 | 105.6 - 152.4 | 131.8 - 190.4 |
| diversity & inclusion director | 82.5 - 114.6 | 104.4 - 145.0 | 130.7 - 181.8 |
| health and safety director | 82.9 - 99.6 | 108.0 - 129.8 | 129.6 - 155.7 |
| human resources director | 89.5 - 124.4 | 114.5 - 159.3 | 142.6 - 198.6 |
| L&D director | 89.0 - 110.9 | 111.6 - 139.1 | 142.5 - 177.9 |
| talent acquisition director | 84.1 - 116.8 | 107.6 - 149.6 | 131.8 - 183.6 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| total rewards director | 100.7 - 131.8 | 131.3 - 171.9 | 162.8 - 213.5 |
| vice president Human Resources / CHRO | 106.7 - 182.1 | 139.9 - 239.6 | 173.6 - 297.4 |
| human resources | entry | mid | senior |
| benefits administrator | 55.1 - 70.4 | 61.6 - 80.3 | 69.7 - 91.1 |
| compensation and benefits manager | 88.7 - 115.9 | 98.5 - 131.5 | 111.1 - 149.4 |
| compensation specialist | 49.1 - 65.0 | 56.7 - 76.2 | 65.6 - 86.9 |
| diversity & inclusion coordinator | 39.7 - 50.6 | 45.0 - 57.0 | 49.7 - 61.2 |
| health and safety advisor | 58.5 - 75.4 | 67.2 - 87.8 | 77.3 - 100.1 |
| health and safety manager | 71.8 - 93.1 | 80.3 - 106.3 | 91.0 - 120.2 |
| HRIS analyst | 59.5 - 78.3 | 68.2 - 91.2 | 78.4 - 104.0 |
| human resources business partner | 64.7 - 84.8 | 72.4 - 96.8 | 81.9 - 109.7 |
| human resources coordinator | 39.4 - 50.1 | 44.5 - 56.5 | 49.3 - 60.8 |
| human resources generalist | 59.6 - 75.4 | 64.6 - 83.6 | 71.5 - 94.5 |
| human resources manager | 80.4 - 108.0 | 92.9 - 126.9 | 107.8 - 145.7 |
| human resources supervisor | 63.5 - 82.2 | 69.9 - 92.6 | 78.4 - 105.9 |
| human resources technician | 47.8 - 62.4 | 53.2 - 70.8 | 60.1 - 80.6 |
| labour relations advisor | 63.3 - 84.1 | 72.2 - 97.9 | 83.1 - 111.9 |
| labour relations manager | 87.4 - 119.1 | 103.0 - 142.3 | 121.1 - 165.2 |
| recruitment coordinator | 39.2 - 50.9 | 45.0 - 58.8 | 51.2 - 66.1 |
| talent acquisition specialist | 58.6 - 76.4 | 65.1 - 86.6 | 73.3 - 97.8 |

industrial support

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.5 - 20.1 | 18.4 - 23.7 | 21.1 - 25.6 |
| counterbalance forklift operator | 20.9 - 23.1 | 22.7 - 25.2 | 24.5 - 27.1 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.0 - 23.1 | 20.1 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.1 | 20.7 - 25.2 | 23.1 - 26.9 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| general labourer - light | 17.2 - 19.2 | 18.2 - 23.1 | 21.2 - 24.2 |
| industrial painter | 20.3 - 22.5 | 21.2 - 24.1 | 24.2 - 25.9 |
| inventory control clerk | 18.1 - 21.9 | 20.2 - 25.6 | 23.1 - 26.7 |
| janitor/custodian | 18.1 - 19.2 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.1 - 22.2 | 21.2 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 21.0 | 22.2 - 24.0 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.0 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.9 - 26.6 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.2 - 23.6 | 23.3 - 25.3 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------|--------------|--------------|---------------|
| applications engineer | 71.3 - 94.5 | 82.3 - 110.9 | 95.3 - 126.1 |
| automation engineer | 61.8 - 81.7 | 70.0 - 94.5 | 80.2 - 107.6 |
| buyer | 56.6 - 74.2 | 64.5 - 86.0 | 73.9 - 98.6 |
| chemical engineer | 79.1 - 105.2 | 88.7 - 120.2 | 100.3 - 135.6 |
| chemical technician | 53.6 - 69.8 | 59.5 - 79.2 | 67.2 - 90.6 |



| | | | |
|-----------------------------------|--------------|--------------|---------------|
| cmm programmer | 48.2 - 63.0 | 54.8 - 72.8 | 62.5 - 82.3 |
| coating inspector | 38.2 - 49.7 | 43.2 - 57.1 | 49.1 - 64.8 |
| continuous improvement engineer | 73.0 - 95.6 | 81.4 - 108.5 | 91.6 - 121.5 |
| controls designer/engineer | 53.1 - 70.9 | 61.0 - 82.6 | 70.2 - 94.4 |
| demand planner | 47.4 - 65.5 | 57.1 - 79.0 | 67.3 - 90.4 |
| electrical engineer | 75.7 - 100.6 | 86.2 - 116.9 | 99.2 - 134.1 |
| electrical engineering technician | 55.9 - 71.6 | 63.8 - 82.9 | 72.9 - 94.2 |
| electrical test engineer | 69.7 - 93.2 | 80.1 - 109.3 | 92.9 - 125.6 |
| estimation engineer | 69.4 - 92.8 | 79.8 - 108.8 | 92.4 - 125.0 |
| estimator | 59.1 - 77.1 | 65.7 - 87.3 | 73.9 - 98.6 |
| field service engineer | 51.6 - 68.4 | 58.7 - 79.3 | 67.5 - 91.6 |
| general inspector | 49.5 - 65.1 | 55.7 - 74.2 | 62.8 - 83.2 |
| health and safety specialist | 66.8 - 87.9 | 76.4 - 102.4 | 88.0 - 116.8 |
| HVAC drafter | 51.1 - 65.6 | 57.4 - 74.7 | 64.7 - 83.7 |
| HVAC engineer | 55.3 - 73.6 | 63.3 - 85.6 | 72.7 - 97.3 |
| industrial engineer | 69.2 - 90.2 | 76.8 - 102.2 | 86.3 - 114.5 |
| inventory analyst | 49.8 - 64.7 | 56.0 - 74.1 | 63.6 - 84.5 |
| logistics specialist | 57.3 - 76.2 | 65.5 - 88.8 | 75.4 - 100.9 |
| manufacturing engineer | 64.6 - 85.6 | 73.4 - 99.1 | 84.1 - 112.5 |
| mechanical designer | 50.4 - 66.6 | 58.1 - 77.5 | 66.5 - 87.4 |
| mechanical drafter | 50.3 - 65.3 | 56.6 - 75.4 | 65.0 - 88.0 |
| mechanical engineer | 71.0 - 94.1 | 80.6 - 108.9 | 92.3 - 124.1 |
| mechanical engineering technician | 50.4 - 66.0 | 57.3 - 76.2 | 65.4 - 85.8 |
| planner/scheduler | 38.9 - 49.5 | 44.1 - 56.8 | 49.9 - 63.9 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 60.2 - 80.1 | 68.9 - 93.4 | 79.3 - 106.2 |
| production planner | 47.5 - 62.9 | 54.8 - 73.0 | 62.6 - 81.5 |
| project engineer | 87.2 - 112.0 | 94.6 - 124.0 | 104.4 - 138.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project manager | 73.6 - 101.7 | 85.6 - 120.2 | 99.6 - 137.5 |
| QA/QC inspector | 37.6 - 47.6 | 41.7 - 54.2 | 47.2 - 61.3 |
| quality assurance manager | 77.4 - 100.7 | 85.6 - 113.6 | 95.8 - 127.5 |
| quality assurance/control technician | 61.0 - 79.9 | 69.4 - 92.4 | 79.3 - 104.7 |
| quality control engineer | 66.9 - 88.6 | 76.0 - 102.5 | 86.9 - 116.2 |
| quality control technician | 39.4 - 50.5 | 43.7 - 57.1 | 49.0 - 63.8 |
| quality director | 86.5 - 117.4 | 109.8 - 149.1 | 133.5 - 181.5 |
| quality inspector | 38.9 - 49.5 | 43.3 - 56.3 | 49.0 - 63.5 |
| safety inspector | 60.6 - 79.1 | 68.5 - 90.8 | 77.8 - 102.6 |
| SCADA engineer | 62.6 - 83.3 | 71.6 - 97.0 | 82.3 - 110.5 |
| sourcing engineer | 54.5 - 72.5 | 62.3 - 84.4 | 71.7 - 96.4 |
| stationary engineer | 52.6 - 67.2 | 57.8 - 75.1 | 64.2 - 83.5 |
| supply chain analyst | 48.0 - 63.9 | 55.0 - 74.4 | 63.2 - 84.5 |
| industrial management | | | |
| director of operations | 122.3 - 163.9 | 161.1 - 216.3 | 204.7 - 274.8 |
| engineering manager | 82.0 - 110.7 | 93.8 - 128.9 | 108.1 - 147.3 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 58.5 - 75.4 | 67.2 - 87.8 | 77.3 - 100.1 |
| inventory control manager | 61.8 - 81.0 | 69.2 - 92.4 | 78.2 - 104.7 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 78.0 - 85.0 | 81.5 - 91.2 | 85.0 - 104.6 |
| manufacturing director | 104.7 - 127.4 | 136.5 - 166.0 | 168.5 - 205.2 |
| materials manager | 78.1 - 102.9 | 86.4 - 116.1 | 96.9 - 130.9 |
| operations manager | 76.6 - 104.7 | 87.7 - 121.8 | 100.7 - 137.6 |
| plant manager | 91.8 - 128.4 | 110.3 - 156.3 | 131.8 - 182.6 |
| procurement director | 96.5 - 127.9 | 129.1 - 171.2 | 157.7 - 209.2 |
| production manager | 84.6 - 111.1 | 94.7 - 126.9 | 107.3 - 144.0 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| production supervisor | 65.1 - 84.3 | 67.8 - 92.4 | 88.2 - 108.1 |
| program manager | 69.3 - 89.8 | 79.0 - 104.1 | 90.4 - 118.9 |
| project director | 107.7 - 131.0 | 135.0 - 164.3 | 163.1 - 198.7 |
| purchasing manager | 91.8 - 121.6 | 103.9 - 139.7 | 118.1 - 157.2 |
| site supervisor | 74.7 - 97.9 | 81.9 - 109.6 | 91.3 - 123.4 |
| supply chain manager | 78.0 - 104.6 | 89.8 - 122.0 | 103.2 - 137.0 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.7 - 70.8 | 61.9 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |
| control technician | 48.5 - 63.7 | 55.4 - 73.7 | 63.3 - 83.7 |
| conventional machinist | 58.7 - 67.9 | 65.9 - 74.5 | 71.6 - 79.4 |
| electrician | 73.2 - 79.5 | 78.6 - 87.2 | 91.2 - 101.6 |
| electromechanical technician | 58.8 - 79.8 | 69.8 - 93.4 | 79.9 - 96.0 |
| electronics technician | 53.6 - 69.3 | 60.0 - 79.1 | 67.8 - 89.4 |
| field service technician | 71.2 - 78.9 | 75.6 - 79.1 | 77.9 - 101.2 |
| heavy equipment mechanic | 62.8 - 72.6 | 70.8 - 83.0 | 79.9 - 99.6 |
| machine builder | 59.9 - 68.7 | 67.5 - 76.0 | 72.1 - 82.8 |
| maintenance mechanic | 72.5 - 79.9 | 78.3 - 89.4 | 86.4 - 95.5 |
| mechanical assembler | 49.9 - 58.4 | 55.3 - 62.4 | 60.7 - 67.1 |
| millwright | 74.4 - 82.4 | 80.8 - 92.8 | 89.9 - 104.6 |
| panel wirer | 48.9 - 54.1 | 52.6 - 60.1 | 57.5 - 68.9 |
| set-up technician | 47.3 - 58.6 | 53.9 - 63.7 | 60.0 - 68.4 |
| technician quality control testing | 53.5 - 70.9 | 61.9 - 82.9 | 71.3 - 95.3 |
| tool and die maker | 65.7 - 75.0 | 73.0 - 79.0 | 77.0 - 84.2 |
| welder | 46.5 - 61.0 | 56.4 - 64.1 | 60.9 - 70.7 |
| welder-fitter | 58.5 - 72.1 | 67.4 - 78.5 | 75.2 - 85.3 |



marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.6 - 87.4 | 74.9 - 100.3 | 85.2 - 114.5 |
| digital marketing specialist | 46.9 - 62.1 | 54.4 - 73.0 | 63.1 - 83.4 |
| e-commerce director | 112.4 - 139.7 | 142.3 - 177.0 | 180.0 - 224.2 |
| e-commerce manager | 76.7 - 100.3 | 85.7 - 114.4 | 97.0 - 130.4 |
| marketing content manager | 57.6 - 75.2 | 64.5 - 86.0 | 73.0 - 97.7 |
| social media manager | 57.3 - 79.1 | 69.2 - 95.9 | 82.0 - 112.1 |
| web marketing analyst | 51.3 - 66.7 | 58.0 - 76.5 | 65.8 - 86.4 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 97.8 - 149.1 | 132.2 - 202.2 | 170.1 - 260.7 |
| marketing vice-president | 121.7 - 188.1 | 171.5 - 265.8 | 222.1 - 344.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 82.9 - 106.7 | 92.0 - 120.5 | 103.2 - 135.2 |
| brand or product manager assistant | 61.6 - 83.0 | 71.9 - 98.2 | 83.4 - 112.2 |
| communications manager | 68.7 - 89.8 | 76.7 - 102.2 | 86.6 - 115.1 |
| communications specialist | 53.2 - 72.5 | 63.2 - 87.1 | 74.4 - 99.6 |
| marketing coordinator | 54.3 - 71.3 | 61.3 - 82.0 | 69.8 - 93.3 |
| marketing director | 95.6 - 128.8 | 111.3 - 152.0 | 129.4 - 173.8 |
| marketing project manager | 42.8 - 56.8 | 49.0 - 66.0 | 56.3 - 75.0 |
| marketing specialist | 46.3 - 61.4 | 53.0 - 71.3 | 60.7 - 80.7 |

sales

| corporate sales | entry | mid | senior |
|------------------------------|--------------|---------------|---------------|
| account manager - hardware | 48.5 - 60.5 | 52.6 - 66.8 | 58.0 - 74.8 |
| account manager - software | 54.2 - 67.2 | 58.3 - 73.8 | 63.9 - 82.3 |
| business development manager | 91.9 - 121.8 | 102.7 - 139.3 | 116.8 - 160.5 |



| | | | |
|---|---------------|----------------|-----------------|
| district sales manager | 76.6 - 99.3 | 87.4 - 115.4 | 100.5 - 132.1 |
| key accounts manager - consumer goods | 67.9 - 86.8 | 76.1 - 99.4 | 86.5 - 113.5 |
| merchandiser - consumer goods | 58.5 - 76.4 | 65.4 - 87.2 | 74.1 - 99.2 |
| sales manager/ director | 59.7 - 79.7 | 67.7 - 91.9 | 77.1 - 103.6 |
| sales representative, account manager - consumer goods | 47.7 - 60.3 | 52.6 - 67.4 | 58.4 - 75.1 |
| sales representative, account manager - professional services | 45.7 - 56.7 | 49.2 - 62.2 | 53.9 - 69.5 |
| sales representative, account manager - telecommunications | 52.3 - 65.3 | 56.8 - 72.0 | 62.4 - 79.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 114.6 - 165.0 | 154.3 - 222.0 | 193.4 - 277.6 |
| sales vice-president | 135.6 - 195.1 | 184.2 - 265.4 | 238.9 - 344.1 |
| vice-president marketing & sales | 117.4 - 210.2 | 161.2 - 289.5 | 207.7 - 372.9 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.6 - 64.3 | 55.9 - 70.7 | 61.3 - 78.5 |
| internal sales representative - manufacturing | 49.5 - 61.7 | 53.7 - 68.3 | 59.3 - 76.6 |
| sales engineer - distribution | 69.2 - 90.2 | 75.7 - 100.6 | 83.9 - 112.0 |
| sales engineer - manufacturing | 56.2 - 74.6 | 63.3 - 85.4 | 71.7 - 95.6 |
| sales representative, account manager - industrial equipment | 48.4 - 60.0 | 52.1 - 65.9 | 57.1 - 73.4 |
| sales representative, account manager - industrial service | 51.9 - 64.6 | 56.2 - 71.1 | 61.5 - 78.7 |
| sales representative, account manager - machinery | 51.0 - 63.3 | 55.0 - 69.5 | 60.2 - 77.3 |
| sales representative, account manager - manufacturing | 49.5 - 71.0 | 54.4 - 79.3 | 60.3 - 88.1 |
| sales representative, account manager - retail network | 50.4 - 62.4 | 54.1 - 68.5 | 59.5 - 77.2 |
| technical sales representative - manufacturing | 47.2 - 60.4 | 53.1 - 68.9 | 59.9 - 77.3 |



peel region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative assistant | 40.0 - 51.5 | 50.0 - 58.5 | 50.3 - 66.0 |
| administrative assistant (bilingual) | 53.5 - 57.5 | 55.0 - 62.5 | 58.0 - 67.0 |
| administrative manager | 60.1 - 78.8 | 68.1 - 83.6 | 82.2 - 94.4 |
| benefits clerk | 41.0 - 50.2 | 45.8 - 58.0 | 51.1 - 65.7 |
| buyer assistant | 40.1 - 52.0 | 46.5 - 59.9 | 52.6 - 66.0 |
| claims supervisor | 62.9 - 82.4 | 70.3 - 94.1 | 79.8 - 107.6 |
| contracts administrator | 52.2 - 59.6 | 58.5 - 77.5 | 67.6 - 88.8 |
| data entry clerk | 40.1 - 43.9 | 42.6 - 49.8 | 50.1 - 54.3 |
| dispatcher | 41.2 - 52.4 | 46.7 - 60.0 | 52.8 - 67.6 |
| document controller | 34.1 - 43.3 | 39.3 - 49.5 | 43.9 - 50.7 |
| document services specialist | 36.4 - 41.4 | 37.6 - 47.2 | 41.9 - 48.3 |
| documentation specialist | 40.6 - 50.5 | 46.1 - 58.6 | 52.0 - 59.9 |
| donor relations coordinator | 51.5 - 67.6 | 59.8 - 79.7 | 69.7 - 92.3 |
| executive assistant | 57.3 - 78.4 | 67.0 - 92.5 | 77.7 - 105.3 |
| executive assistant (bilingual) | 57.4 - 70.0 | 64.5 - 75.0 | 72.1 - 90.0 |
| file clerk | 35.7 - 46.2 | 42.0 - 53.1 | 47.0 - 54.2 |
| fundraising manager | 66.0 - 85.1 | 74.8 - 98.5 | 85.7 - 112.9 |
| human resources assistant | 44.6 - 53.0 | 47.1 - 59.6 | 52.1 - 64.2 |
| invoicing clerk | 38.1 - 48.7 | 43.4 - 55.3 | 48.3 - 60.1 |
| legal assistant | 47.4 - 65.4 | 56.9 - 78.5 | 66.7 - 88.7 |
| logistics coordinator | 49.3 - 65.0 | 57.5 - 76.1 | 66.2 - 86.7 |
| mailroom clerk | 36.0 - 44.4 | 40.4 - 49.4 | 44.1 - 50.3 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| office clerk | 40.8 - 47.7 | 42.6 - 53.1 | 47.1 - 58.8 |
| office manager | 56.2 - 72.8 | 61.8 - 81.3 | 68.6 - 90.9 |
| office/operations manager | 57.5 - 63.0 | 56.0 - 65.5 | 60.0 - 72.5 |
| order clerk | 34.5 - 43.2 | 39.0 - 49.2 | 43.6 - 54.2 |
| order entry clerk | 40.5 - 43.5 | 42.0 - 47.0 | 45.0 - 49.5 |
| order supervisor | 51.5 - 67.5 | 59.5 - 78.6 | 68.2 - 88.3 |
| payroll administrator | 49.4 - 64.1 | 56.0 - 73.8 | 63.8 - 84.2 |
| project coordinator | 46.4 - 60.5 | 52.5 - 69.5 | 59.6 - 78.5 |
| property administrator | 48.2 - 57.3 | 55.4 - 65.6 | 62.2 - 75.3 |
| property manager | 68.6 - 91.0 | 78.3 - 106.2 | 90.2 - 122.0 |
| receptionist | 34.3 - 42.5 | 37.7 - 47.9 | 42.2 - 54.4 |
| receptionist (bilingual) | 50.2 - 55.0 | 54.1 - 60.2 | 58.2 - 65.3 |
| sales administrator | 43.8 - 58.7 | 50.6 - 68.8 | 58.6 - 78.6 |
| sales assistant | 40.4 - 50.4 | 44.5 - 57.1 | 50.5 - 66.2 |
| service coordinator | 39.0 - 50.2 | 43.6 - 57.3 | 49.3 - 65.1 |
| supply clerk | 37.1 - 46.8 | 41.7 - 52.9 | 46.4 - 58.1 |
| virtual assistant | 41.7 - 52.5 | 45.5 - 57.4 | 50.0 - 67.5 |
| virtual receptionist | 38.1 - 42.0 | 40.2 - 47.0 | 42.4 - 55.0 |
| legal services | | | |
| contract specialist | 59.8 - 78.3 | 68.0 - 90.4 | 77.7 - 102.4 |
| contracts administrator | 107.3 - 135.2 | 120.0 - 153.2 | 135.5 - 173.0 |
| data entry clerk | 35.0 - 43.9 | 39.6 - 49.8 | 44.1 - 51.0 |
| document services specialist | 32.6 - 41.4 | 37.6 - 47.2 | 41.9 - 48.3 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 35.7 - 44.5 | 40.7 - 50.6 | 45.3 - 51.7 |
| office manager | 56.2 - 72.8 | 61.8 - 81.3 | 68.6 - 90.9 |
| paralegal | 47.4 - 65.4 | 56.9 - 78.5 | 66.7 - 88.7 |



logistics & transportation support

| | | | |
|---------------------------|-------------|-------------|-------------|
| import/export clerk | 38.4 - 49.3 | 44.1 - 56.4 | 49.4 - 61.6 |
| import/export coordinator | 55.5 - 71.4 | 61.7 - 80.9 | 69.3 - 91.3 |
| shipping administrator | 44.3 - 56.2 | 50.8 - 64.7 | 57.6 - 72.5 |
| supply chain coordinator | 43.4 - 56.0 | 48.5 - 63.8 | 54.9 - 72.5 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 61.3 - 79.2 | 68.5 - 89.9 | 77.1 - 100.3 |
| bilingual customer loyalty agent | 44.4 - 52.3 | 48.8 - 60.6 | 52.0 - 65.5 |
| bilingual customer service manager | 83.2 - 109.6 | 93.6 - 125.8 | 106.9 - 143.9 |
| bilingual customer service representative | 44.1 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual customer service supervisor | 61.1 - 80.2 | 68.5 - 91.6 | 77.6 - 104.1 |
| bilingual customer service team lead | 55.5 - 68.3 | 65.5 - 74.5 | 72.3 - 80.2 |
| bilingual customer service trainer | 47.2 - 60.1 | 52.3 - 69.9 | 60.2 - 79.6 |
| bilingual e-chat representative | 44.4 - 52.3 | 48.8 - 60.6 | 52.0 - 65.5 |
| bilingual help desk representative - level 1 | 51.2 - 67.5 | 58.5 - 77.6 | 66.1 - 87.0 |
| bilingual inside sales manager | 66.1 - 88.3 | 74.9 - 101.4 | 85.0 - 113.1 |
| bilingual inside sales representative | 47.7 - 59.3 | 51.4 - 64.8 | 56.2 - 72.5 |
| bilingual insurance advisor | 53.6 - 66.8 | 56.9 - 71.3 | 61.0 - 78.9 |
| bilingual junior collection agent | 40.0 - 49.0 | 43.0 - 56.2 | 48.7 - 63.2 |
| bilingual order desk representative | 44.1 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual survey agent | 34.3 - 43.3 | 39.2 - 49.6 | 43.9 - 54.1 |
| bilingual telemarketing agent | 34.3 - 43.3 | 39.2 - 49.6 | 43.9 - 54.1 |
| bilingual telephone dispatcher | 41.2 - 52.4 | 46.7 - 60.0 | 52.8 - 67.6 |
| bilingual travel support agent | 39.1 - 49.2 | 43.7 - 55.4 | 48.6 - 61.1 |
| bilingual workforce planner | 49.5 - 59.7 | 51.0 - 65.9 | 56.3 - 74.3 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 62.3 - 81.6 | 69.8 - 93.4 | 79.2 - 106.1 |
| architectural drafter | 52.0 - 67.6 | 60.6 - 80.2 | 71.0 - 94.3 |
| BIM/VDC coordinator | 64.6 - 84.4 | 72.0 - 96.1 | 81.4 - 108.9 |
| BIM/VDC lead | 59.3 - 69.7 | 67.5 - 85.9 | 81.8 - 110.3 |
| buyer | 58.2 - 76.3 | 66.3 - 88.3 | 75.9 - 101.1 |
| civil engineer | 64.7 - 86.7 | 74.7 - 101.5 | 86.2 - 115.1 |
| civil engineering drafter | 53.5 - 66.9 | 59.9 - 76.2 | 67.8 - 86.4 |
| civil engineering technologist | 46.4 - 62.6 | 54.9 - 74.5 | 64.2 - 84.9 |
| civil project engineer | 75.6 - 103.6 | 87.1 - 121.4 | 100.8 - 139.5 |
| civil project manager | 76.5 - 102.1 | 86.3 - 117.2 | 98.1 - 132.3 |
| construction coordinator | 50.8 - 67.5 | 57.0 - 77.1 | 64.6 - 87.3 |
| construction director | 113.5 - 148.7 | 148.6 - 193.2 | 183.9 - 240.3 |
| construction manager | 83.2 - 108.9 | 91.2 - 121.8 | 101.7 - 136.5 |
| construction project coordinator | 97.4 - 125.1 | 105.9 - 138.1 | 116.9 - 153.1 |
| construction project manager | 75.4 - 104.0 | 87.6 - 122.8 | 102.0 - 140.2 |
| construction superintendent | 86.1 - 112.7 | 94.4 - 126.0 | 105.2 - 141.1 |
| contracts administrator | 59.2 - 78.3 | 67.2 - 90.5 | 76.9 - 103.0 |
| contracts manager | 107.3 - 135.2 | 120.0 - 153.2 | 135.5 - 173.0 |
| director of operations | 125.2 - 167.1 | 164.4 - 220.1 | 208.4 - 279.0 |
| drafter | 54.1 - 67.3 | 60.3 - 76.4 | 67.9 - 86.5 |
| electrical designer/engineer | 74.8 - 98.5 | 84.3 - 113.2 | 96.1 - 129.0 |
| electrical engineer | 77.2 - 102.4 | 87.9 - 118.9 | 101.0 - 136.2 |
| electrical engineering technician | 56.9 - 72.9 | 64.9 - 84.4 | 74.2 - 95.9 |
| electrical inspector | 45.5 - 61.1 | 52.7 - 71.5 | 60.8 - 82.2 |
| engineering manager | 94.5 - 127.2 | 108.0 - 147.1 | 124.3 - 166.5 |
| environmental engineer | 62.9 - 83.5 | 71.8 - 97.2 | 82.7 - 111.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| environmental inspector | 49.0 - 62.7 | 53.9 - 70.2 | 60.1 - 78.5 |
| estimation engineer | 70.8 - 94.5 | 81.4 - 110.7 | 94.2 - 127.1 |
| estimator | 60.7 - 79.2 | 67.5 - 89.7 | 75.9 - 101.2 |
| facilities engineer | 65.1 - 86.9 | 74.8 - 101.8 | 86.7 - 116.4 |
| facilities manager | 60.4 - 79.2 | 68.8 - 91.7 | 78.9 - 105.0 |
| field manager | 68.5 - 90.6 | 77.8 - 105.2 | 89.5 - 121.8 |
| field Supervisor | 68.7 - 90.2 | 77.2 - 102.9 | 87.1 - 115.9 |
| foreman | 53.7 - 69.5 | 60.1 - 79.2 | 68.0 - 89.5 |
| general manager | 74.2 - 94.2 | 92.0 - 116.7 | 112.5 - 158.5 |
| health and safety manager | 60.0 - 77.5 | 69.1 - 90.4 | 79.5 - 103.0 |
| health and safety specialist | 68.2 - 89.5 | 77.9 - 104.2 | 89.7 - 118.8 |
| HVAC drafter | 52.2 - 67.0 | 58.7 - 76.4 | 66.1 - 85.5 |
| HVAC engineer | 56.4 - 75.0 | 64.5 - 87.2 | 74.2 - 99.1 |
| mechanical designer | 51.4 - 68.0 | 59.3 - 79.1 | 67.9 - 89.1 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 72.5 - 95.8 | 82.2 - 110.8 | 94.1 - 126.2 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.6 | 66.6 - 87.4 |
| mechanical site supervisor | 49.8 - 64.1 | 56.3 - 73.7 | 64.1 - 84.0 |
| operations manager | 78.7 - 107.4 | 90.1 - 124.7 | 103.3 - 140.7 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.5 | 51.5 - 65.9 |
| project coordinator | 46.4 - 60.5 | 52.5 - 69.5 | 59.6 - 78.5 |
| project director | 110.4 - 134.0 | 138.1 - 167.5 | 166.4 - 202.3 |
| project engineer | 88.8 - 113.9 | 96.4 - 126.1 | 106.3 - 140.7 |
| project manager | 75.6 - 104.3 | 87.9 - 123.1 | 102.2 - 140.6 |
| purchasing manager | 106.2 - 139.6 | 120.0 - 159.0 | 135.9 - 177.4 |
| QA/QC inspector | 54.4 - 72.2 | 63.0 - 84.5 | 72.7 - 97.0 |
| quality control engineer | 68.2 - 90.3 | 77.5 - 104.3 | 88.6 - 118.1 |
| quality inspector | 39.4 - 50.2 | 44.0 - 57.1 | 49.7 - 64.5 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| safety inspector | 62.1 - 81.3 | 70.4 - 93.5 | 80.0 - 105.5 |
| specification writer | 51.8 - 66.9 | 58.7 - 76.8 | 66.6 - 86.6 |
| structural designer | 52.9 - 69.1 | 59.9 - 79.4 | 68.1 - 89.8 |
| structural engineer | 70.4 - 93.1 | 79.9 - 107.9 | 91.7 - 123.0 |
| structural engineering technologist | 53.4 - 65.5 | 63.4 - 80.1 | 77.1 - 107.4 |
| superintendent | 40.7 - 51.9 | 45.5 - 59.2 | 51.5 - 67.2 |
| technical services manager | 97.2 - 128.5 | 110.3 - 147.8 | 126.4 - 168.5 |
| energy & oil | | | |
| architectural technologist | 52.0 - 67.6 | 60.6 - 80.2 | 71.0 - 94.3 |
| applications engineer | 82.1 - 108.8 | 94.8 - 127.5 | 109.8 - 144.1 |
| architect | 62.3 - 81.6 | 69.8 - 93.4 | 79.2 - 106.1 |
| automation engineer | 63.0 - 83.3 | 71.4 - 96.2 | 81.7 - 109.5 |
| automation specialist | 50.5 - 66.3 | 58.5 - 77.3 | 67.2 - 87.9 |
| buyer | 58.2 - 76.3 | 66.3 - 88.3 | 75.9 - 101.1 |
| category manager | 61.2 - 80.1 | 68.4 - 91.3 | 77.4 - 103.6 |
| category specialist | 52.2 - 68.0 | 58.0 - 77.0 | 65.2 - 87.2 |
| chemical engineer | 80.7 - 107.1 | 90.4 - 122.2 | 102.2 - 137.7 |
| chemical technician | 54.5 - 71.1 | 60.6 - 80.7 | 68.5 - 92.3 |
| chief inspector | 54.2 - 71.3 | 61.0 - 81.2 | 68.7 - 91.0 |
| civil engineer | 64.7 - 86.7 | 74.7 - 101.5 | 86.2 - 115.1 |
| civil engineering drafter | 53.5 - 66.9 | 59.9 - 76.2 | 67.8 - 86.4 |
| civil engineering technologist | 46.4 - 62.6 | 54.9 - 74.5 | 64.2 - 84.9 |
| civil project engineer | 75.6 - 103.6 | 87.1 - 121.4 | 100.8 - 139.5 |
| civil project manager | 76.5 - 102.1 | 86.3 - 117.2 | 98.1 - 132.3 |
| commissioning and start up engineer | 60.3 - 80.4 | 69.3 - 94.1 | 80.1 - 104.0 |
| construction analyst | 55.7 - 72.9 | 62.1 - 82.5 | 69.8 - 92.7 |
| construction coordinator | 50.8 - 67.5 | 57.0 - 77.1 | 64.6 - 87.3 |
| construction director | 113.5 - 148.7 | 148.6 - 193.2 | 183.9 - 240.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 83.2 - 108.9 | 91.2 - 121.8 | 101.7 - 136.5 |
| construction project manager | 75.4 - 104.0 | 87.6 - 122.8 | 102.0 - 140.2 |
| continuous improvement engineer | 84.5 - 110.6 | 94.1 - 125.2 | 105.9 - 139.5 |
| contracts administrator | 59.2 - 78.3 | 67.2 - 90.5 | 76.9 - 103.0 |
| contracts manager | 107.3 - 135.2 | 120.0 - 153.2 | 135.5 - 173.0 |
| contracts specialist | 59.8 - 78.3 | 68.0 - 90.4 | 77.7 - 102.4 |
| control technician | 49.4 - 64.9 | 56.4 - 75.1 | 64.5 - 85.2 |
| controls designer/engineer | 54.1 - 72.2 | 62.1 - 84.2 | 71.5 - 96.1 |
| cost control specialist | 49.0 - 63.5 | 54.9 - 72.4 | 62.2 - 82.0 |
| demand planner | 48.6 - 67.1 | 58.5 - 80.9 | 69.0 - 92.6 |
| director of operations | 125.2 - 167.1 | 164.4 - 220.1 | 208.4 - 279.0 |
| drafter | 54.1 - 67.3 | 60.3 - 76.4 | 67.9 - 86.5 |
| electrical designer/engineer | 74.8 - 98.5 | 84.3 - 113.2 | 96.1 - 129.0 |
| electrical engineer | 77.2 - 102.4 | 87.9 - 118.9 | 101.0 - 136.2 |
| electrical engineering technician | 56.9 - 72.9 | 64.9 - 84.4 | 74.2 - 95.9 |
| electrical inspector | 45.5 - 61.1 | 52.7 - 71.5 | 60.8 - 82.2 |
| electrical test engineer | 71.1 - 94.9 | 81.7 - 111.2 | 94.6 - 127.7 |
| engineering manager | 94.5 - 127.2 | 108.0 - 147.1 | 124.3 - 166.5 |
| environmental engineer | 62.9 - 83.5 | 71.8 - 97.2 | 82.7 - 111.3 |
| environmental inspector | 49.0 - 62.7 | 53.9 - 70.2 | 60.1 - 78.5 |
| estimation engineer | 70.8 - 94.5 | 81.4 - 110.7 | 94.2 - 127.1 |
| estimator | 60.7 - 79.2 | 67.5 - 89.7 | 75.9 - 101.2 |
| expediter | 43.0 - 55.4 | 48.8 - 63.6 | 55.4 - 72.4 |
| facilities engineer | 65.1 - 86.9 | 74.8 - 101.8 | 86.7 - 116.4 |
| field service engineer | 52.5 - 69.7 | 59.8 - 80.8 | 68.7 - 93.3 |
| general inspector | 50.2 - 65.7 | 56.4 - 74.7 | 63.4 - 83.5 |
| geologist | 63.1 - 82.1 | 71.1 - 94.4 | 81.1 - 107.5 |
| geophysicist | 70.7 - 96.4 | 83.8 - 116.2 | 99.2 - 134.4 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| geotechnical engineer | 64.4 - 83.8 | 72.7 - 96.4 | 82.9 - 109.6 |
| geotechnical technician | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| GIS analyst | 40.5 - 52.6 | 45.0 - 59.4 | 50.4 - 66.3 |
| health and safety manager | 64.9 - 84.7 | 72.2 - 95.9 | 81.2 - 108.0 |
| health and safety specialist | 60.0 - 77.5 | 69.1 - 90.4 | 79.5 - 103.0 |
| HVAC drafter | 52.2 - 67.0 | 58.7 - 76.4 | 66.1 - 85.5 |
| HVAC engineer | 56.4 - 75.0 | 64.5 - 87.2 | 74.2 - 99.1 |
| hydraulic engineer | 64.6 - 86.3 | 74.3 - 101.1 | 86.0 - 115.5 |
| industrial engineer | 70.6 - 92.0 | 78.4 - 104.0 | 88.0 - 116.4 |
| instrumentation and controls engineer | 68.8 - 90.6 | 77.5 - 104.1 | 88.3 - 117.7 |
| inventory analyst | 51.0 - 66.3 | 57.4 - 75.9 | 65.2 - 86.5 |
| inventory control manager | 62.7 - 82.3 | 70.2 - 93.9 | 79.5 - 106.3 |
| logistics manager | 69.6 - 92.4 | 79.4 - 107.7 | 91.4 - 122.8 |
| logistics specialist | 48.3 - 62.6 | 55.0 - 72.0 | 62.5 - 81.7 |
| materials manager | 90.3 - 118.9 | 99.9 - 133.7 | 112.0 - 149.7 |
| mechanical designer | 51.4 - 68.0 | 59.3 - 79.1 | 67.9 - 89.1 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 72.5 - 95.8 | 82.2 - 110.8 | 94.1 - 126.2 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.6 | 66.6 - 87.4 |
| mining engineer | 70.0 - 92.7 | 78.1 - 105.4 | 88.2 - 118.6 |
| operations manager | 78.7 - 107.4 | 90.1 - 124.7 | 103.3 - 140.7 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| pipeline designer | 60.6 - 79.1 | 67.7 - 90.1 | 76.5 - 101.9 |
| piping engineer | 62.7 - 82.0 | 70.1 - 93.5 | 79.3 - 106.0 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.5 | 51.5 - 65.9 |
| plant engineer | 82.4 - 109.5 | 95.6 - 129.1 | 111.4 - 147.0 |
| plant manager | 106.2 - 147.0 | 127.2 - 176.5 | 150.6 - 204.4 |
| plant operator | 48.8 - 66.3 | 57.4 - 78.4 | 66.6 - 88.6 |



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|--------------------------------------|---------------|---------------|---------------|
| process engineer | 61.4 - 81.7 | 70.3 - 95.1 | 80.9 - 108.1 |
| procurement director | 111.6 - 146.5 | 147.8 - 192.3 | 177.9 - 232.5 |
| procurement specialist | 52.4 - 68.2 | 58.1 - 77.2 | 65.5 - 87.6 |
| production analyst | 46.6 - 62.1 | 53.5 - 72.7 | 61.9 - 83.8 |
| production engineer | 63.6 - 84.6 | 72.8 - 98.5 | 83.8 - 111.9 |
| program manager | 71.2 - 92.2 | 81.1 - 106.8 | 92.8 - 121.7 |
| project controller | 53.7 - 71.3 | 60.3 - 81.4 | 68.2 - 92.5 |
| project controls manager | 84.5 - 115.9 | 97.5 - 135.9 | 112.7 - 154.6 |
| project controls specialist | 61.8 - 80.2 | 69.4 - 91.4 | 78.3 - 103.0 |
| project coordinator | 97.4 - 125.1 | 105.9 - 138.1 | 116.9 - 153.1 |
| project director | 110.4 - 134.0 | 138.1 - 167.5 | 166.4 - 202.3 |
| project engineer | 88.8 - 113.9 | 96.4 - 126.1 | 106.3 - 140.7 |
| project manager | 75.6 - 104.3 | 87.9 - 123.1 | 102.2 - 140.6 |
| purchasing manager | 106.2 - 139.6 | 120.0 - 159.0 | 135.9 - 177.4 |
| QA/QC inspector | 54.4 - 72.2 | 63.0 - 84.5 | 72.7 - 97.0 |
| quality assurance manager | 89.5 - 116.5 | 99.0 - 130.9 | 110.8 - 146.0 |
| quality assurance/control technician | 70.4 - 92.0 | 79.9 - 106.4 | 91.3 - 120.5 |
| quality control engineer | 68.2 - 90.3 | 77.5 - 104.3 | 88.6 - 118.1 |
| quality inspector | 39.4 - 50.2 | 44.0 - 57.1 | 49.7 - 64.5 |
| reliability engineer | 67.6 - 87.2 | 76.6 - 100.8 | 87.7 - 114.7 |
| reliability manager | 78.5 - 102.0 | 89.7 - 118.8 | 103.4 - 134.9 |
| reliability specialist | 57.6 - 76.1 | 65.6 - 88.5 | 75.3 - 100.8 |
| safety inspector | 62.1 - 81.3 | 70.4 - 93.5 | 80.0 - 105.5 |
| site supervisor | 49.8 - 64.1 | 56.3 - 73.7 | 64.1 - 84.0 |
| sourcing engineer | 63.3 - 83.8 | 72.1 - 97.6 | 82.9 - 111.4 |
| sourcing specialist | 56.0 - 72.9 | 62.1 - 82.5 | 69.9 - 93.5 |
| specification writer | 51.8 - 66.9 | 58.7 - 76.8 | 66.6 - 86.6 |
| stationary engineer | 53.7 - 68.7 | 59.1 - 76.7 | 65.6 - 85.2 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| structural designer | 52.9 - 69.1 | 59.9 - 79.4 | 68.1 - 89.8 |
| structural engineer | 70.4 - 93.1 | 79.9 - 107.9 | 91.7 - 123.0 |
| structural engineering technologist | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| superintendent | 40.7 - 51.9 | 45.5 - 59.2 | 51.5 - 67.2 |
| supply chain manager | 90.2 - 120.8 | 103.9 - 140.1 | 119.3 - 156.2 |
| systems control engineer | 63.4 - 84.0 | 72.4 - 97.5 | 83.0 - 110.8 |
| telecommunications technician | 60.6 - 78.6 | 68.3 - 90.3 | 77.6 - 103.1 |
| transmission line engineer | 75.7 - 95.8 | 82.0 - 105.6 | 90.1 - 117.1 |
| transportation manager | 91.3 - 120.7 | 103.4 - 138.3 | 117.6 - 155.8 |
| welding inspector | 53.7 - 70.1 | 60.8 - 80.4 | 69.0 - 90.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 161.5 - 280.4 | 235.7 - 410.8 | 328.7 - 572.6 |
| director - financial planning & analysis | 144.4 - 187.8 | 182.6 - 238.6 | 221.8 - 289.8 |
| finance director | 140.1 - 182.3 | 179.6 - 234.5 | 217.7 - 284.4 |
| treasury manager | 103.8 - 126.1 | 112.1 - 136.0 | 120.2 - 145.5 |
| vice president finance | 116.3 - 202.3 | 166.6 - 287.8 | 230.0 - 398.7 |
| vice-president internal audit | 140.9 - 185.4 | 176.0 - 232.3 | 212.9 - 281.4 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 67.7 - 81.1 | 72.5 - 86.9 | 77.1 - 92.4 |
| accounting clerk | 42.7 - 49.2 | 45.5 - 52.4 | 48.2 - 55.6 |
| accounting manager | 104.0 - 126.4 | 112.0 - 135.9 | 119.7 - 144.9 |
| accounting supervisor | 69.7 - 84.5 | 74.9 - 90.9 | 80.0 - 97.1 |
| accounting technician | 56.6 - 67.0 | 61.0 - 72.2 | 65.2 - 77.2 |
| accounts payable clerk | 42.6 - 47.9 | 47.1 - 53.0 | 51.1 - 57.5 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accounts payable manager | 92.8 - 112.8 | 101.3 - 123.1 | 109.7 - 133.2 | 129.0 - 155.6 |
| accounts receivable clerk | 44.8 - 50.5 | 49.6 - 55.9 | 53.9 - 60.7 | 62.6 - 70.5 |
| accounts receivable manager | 94.1 - 111.6 | 102.1 - 121.1 | 110.1 - 130.5 | 129.4 - 152.6 |
| analyst - financial planning & analysis | 110.3 - 133.9 | 119.2 - 144.3 | 127.7 - 154.2 | 146.7 - 176.1 |
| assistant controller | 117.9 - 149.6 | 127.8 - 161.5 | 137.4 - 173.0 | 158.8 - 199.5 |
| billing specialist | 42.3 - 49.2 | 46.2 - 53.9 | 49.7 - 58.1 | 56.4 - 65.8 |
| bookkeeper | 43.9 - 51.8 | 47.4 - 56.0 | 50.8 - 60.0 | 58.2 - 68.7 |
| business analyst | 83.1 - 99.6 | 89.8 - 107.7 | 96.2 - 115.6 | 110.9 - 133.0 |
| compliance officer | 92.1 - 111.8 | 102.8 - 124.7 | 112.9 - 137.1 | 133.7 - 162.2 |
| compliance specialist | 61.5 - 73.7 | 67.7 - 81.1 | 73.6 - 88.2 | 85.5 - 102.5 |
| controller | 108.5 - 189.4 | 152.4 - 264.2 | 195.8 - 341.3 | 246.6 - 418.8 |
| cost accountant | 64.6 - 77.4 | 69.7 - 83.5 | 74.8 - 89.6 | 86.1 - 103.2 |
| credit & collection specialist | 43.1 - 54.6 | 49.4 - 62.9 | 56.0 - 70.4 | 75.7 - 76.7 |
| credit and collections accountant | 39.3 - 46.1 | 42.6 - 50.2 | 45.8 - 54.1 | 52.3 - 61.8 |
| credit and collections manager | 99.8 - 119.9 | 107.2 - 128.6 | 114.4 - 137.1 | 131.9 - 157.2 |
| credit and collections supervisor | 56.8 - 68.9 | 61.3 - 74.4 | 65.7 - 79.8 | 75.9 - 92.1 |
| external auditor | 66.9 - 80.2 | 72.7 - 87.1 | 78.2 - 93.7 | 90.4 - 108.3 |
| financial analyst | 81.2 - 97.4 | 86.9 - 104.2 | 92.5 - 110.9 | 105.2 - 126.2 |
| financial reporting manager | 124.1 - 150.0 | 133.2 - 160.5 | 142.0 - 170.7 | 162.1 - 194.6 |
| internal audit manager | 116.0 - 142.3 | 124.7 - 152.5 | 133.1 - 162.2 | 151.8 - 184.2 |
| internal auditor | 65.1 - 78.1 | 71.9 - 86.1 | 78.3 - 93.9 | 91.6 - 109.8 |
| invoicing clerk | 41.0 - 47.8 | 44.9 - 52.4 | 48.3 - 56.4 | 53.9 - 62.9 |
| payroll clerk | 45.5 - 53.1 | 50.0 - 58.4 | 54.2 - 63.2 | 62.1 - 72.5 |
| payroll director | 95.5 - 129.4 | 121.2 - 162.6 | 152.9 - 203.4 | 193.7 - 231.7 |
| payroll manager | 94.8 - 115.2 | 102.5 - 124.5 | 110.0 - 133.5 | 126.2 - 152.5 |
| payroll specialist | 53.2 - 63.3 | 58.0 - 69.0 | 62.5 - 74.4 | 72.4 - 86.4 |
| payroll supervisor | 58.0 - 69.6 | 63.1 - 75.7 | 68.0 - 81.6 | 78.7 - 94.4 |
| tax analyst | 51.6 - 61.9 | 57.0 - 68.3 | 62.1 - 74.5 | 72.7 - 87.1 |



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|------------------|---------------|---------------|---------------|---------------|
| tax manager | 109.8 - 134.9 | 117.9 - 144.5 | 125.8 - 153.8 | 144.3 - 175.3 |
| treasury analyst | 68.4 - 82.0 | 73.3 - 87.9 | 78.1 - 93.6 | 88.9 - 106.5 |

healthcare

| | entry | mid | senior |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 52.2 - 65.9 | 57.9 - 74.7 | 65.2 - 84.7 |
| medical secretary | 35.9 - 45.6 | 40.0 - 51.5 | 44.6 - 56.5 |
| pharmacy assistant | 34.3 - 43.4 | 38.7 - 49.3 | 43.2 - 50.4 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 93.7 - 134.4 | 122.0 - 172.3 | 150.7 - 212.7 |
| diversity & inclusion director | 84.7 - 117.4 | 107.0 - 148.2 | 133.7 - 185.2 |
| health and safety director | 95.9 - 115.1 | 124.7 - 148.5 | 148.3 - 175.9 |
| human resources director | 103.5 - 142.8 | 131.9 - 179.7 | 162.0 - 221.3 |
| L&D director | 102.9 - 127.9 | 128.7 - 158.3 | 162.0 - 199.4 |
| talent acquisition director | 97.2 - 134.5 | 124.2 - 169.4 | 150.7 - 205.4 |
| total rewards director | 116.4 - 150.6 | 150.1 - 193.0 | 183.4 - 236.9 |
| vice president Human Resources / CHRO | 123.2 - 203.8 | 159.1 - 264.0 | 194.7 - 323.9 |
| human resources | entry | mid | senior |
| benefits administrator | 56.6 - 72.4 | 63.3 - 82.5 | 71.7 - 93.5 |
| compensation and benefits manager | 102.7 - 133.5 | 113.9 - 150.3 | 128.2 - 169.2 |
| compensation specialist | 50.5 - 66.8 | 58.3 - 78.2 | 67.4 - 89.3 |
| diversity & inclusion coordinator | 40.9 - 52.0 | 46.3 - 58.6 | 51.1 - 62.9 |
| health and safety advisor | 60.0 - 77.5 | 69.1 - 90.4 | 79.5 - 103.0 |
| health and safety manager | 83.0 - 107.7 | 92.9 - 122.8 | 105.3 - 138.2 |
| HRIS analyst | 68.7 - 90.2 | 78.5 - 105.1 | 90.2 - 119.7 |



| | | | |
|----------------------------------|---------------|---------------|---------------|
| human resources business partner | 66.5 - 87.1 | 74.4 - 99.3 | 84.1 - 112.4 |
| human resources coordinator | 40.7 - 51.7 | 46.0 - 58.2 | 50.8 - 62.7 |
| human resources generalist | 61.2 - 77.5 | 66.4 - 85.9 | 73.4 - 97.0 |
| human resources manager | 93.0 - 124.7 | 107.5 - 145.5 | 124.4 - 165.3 |
| human resources supervisor | 65.3 - 84.4 | 71.8 - 95.1 | 80.6 - 108.6 |
| human resources technician | 49.4 - 64.4 | 54.9 - 73.0 | 62.0 - 83.1 |
| labour relations advisor | 65.0 - 86.3 | 74.2 - 100.4 | 85.4 - 114.7 |
| labour relations manager | 101.1 - 137.0 | 119.1 - 161.7 | 139.1 - 185.9 |
| recruitment coordinator | 40.4 - 52.6 | 46.4 - 60.7 | 52.8 - 68.2 |
| talent acquisition specialist | 60.2 - 78.5 | 66.9 - 88.9 | 75.3 - 100.4 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.2 - 21.5 | 20.2 - 24.7 | 22.6 - 27.1 |
| counterbalance forklift operator | 20.5 - 22.5 | 21.9 - 24.6 | 23.9 - 27.5 |
| delivery/courier driver | 19.2 - 22.1 | 21.5 - 24.9 | 23.1 - 28.2 |
| electronic parts assembler | 18.2 - 23.2 | 20.5 - 25.0 | 22.2 - 28.2 |
| general labourer - heavy | 19.1 - 22.2 | 21.6 - 25.5 | 24.1 - 27.8 |
| general labourer - light | 17.5 - 19.5 | 18.1 - 22.4 | 21.5 - 24.5 |
| inventory control clerk | 18.0 - 22.5 | 20.4 - 26.8 | 23.5 - 29.8 |
| janitor/custodian | 17.6 - 20.2 | 19.3 - 22.5 | 21.0 - 24.8 |
| machine operator | 19.2 - 24.5 | 21.3 - 28.5 | 24.4 - 32.5 |
| machine operator assistant | 18.2 - 21.9 | 20.5 - 26.4 | 23.4 - 29.6 |
| manufacturing worker | 18.1 - 20.5 | 18.8 - 23.5 | 21.4 - 26.7 |
| material handler | 18.4 - 22.1 | 20.5 - 24.7 | 23.7 - 26.0 |
| order/cherry picker forklift operator | 22.0 - 24.9 | 23.4 - 27.5 | 25.6 - 28.0 |
| packaging labourer | 17.5 - 19.5 | 18.1 - 22.4 | 21.5 - 24.5 |
| picker/packer | 17.0 - 19.5 | 18.5 - 22.1 | 21.2 - 24.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| polisher/deburrer | 18.4 - 22.5 | 20.3 - 26.4 | 23.4 - 29.2 |
| print press operator | 19.5 - 22.6 | 21.7 - 24.4 | 23.5 - 27.9 |
| production labourer | 18.1 - 21.2 | 19.6 - 24.8 | 22.7 - 26.1 |
| reach truck operator | 20.3 - 23.7 | 22.0 - 25.6 | 24.2 - 28.9 |
| scissor lift operator | 20.5 - 23.5 | 22.8 - 25.0 | 24.1 - 28.1 |
| shipper/receiver | 19.4 - 23.2 | 21.4 - 26.5 | 23.3 - 29.0 |
| shipping and receiving clerk | 19.6 - 23.0 | 21.0 - 27.2 | 24.1 - 30.5 |
| warehouse labourer | 18.2 - 22.1 | 20.9 - 25.4 | 23.3 - 26.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 82.1 - 108.8 | 94.8 - 127.5 | 109.8 - 144.1 |
| automation engineer | 63.0 - 83.3 | 71.4 - 96.2 | 81.7 - 109.5 |
| buyer | 58.2 - 76.3 | 66.3 - 88.3 | 75.9 - 101.1 |
| chemical engineer | 80.7 - 107.1 | 90.4 - 122.2 | 102.2 - 137.7 |
| chemical technician | 54.5 - 71.1 | 60.6 - 80.7 | 68.5 - 92.3 |
| cmm programmer | 55.9 - 72.7 | 63.3 - 83.8 | 72.1 - 94.7 |
| coating inspector | 38.7 - 50.4 | 43.9 - 58.0 | 49.9 - 65.8 |
| continuous improvement engineer | 84.5 - 110.6 | 94.1 - 125.2 | 105.9 - 139.5 |
| controls designer/engineer | 54.1 - 72.2 | 62.1 - 84.2 | 71.5 - 96.1 |
| demand planner | 48.6 - 67.1 | 58.5 - 80.9 | 69.0 - 92.6 |
| electrical engineer | 77.2 - 102.4 | 87.9 - 118.9 | 101.0 - 136.2 |
| electrical engineering technician | 56.9 - 72.9 | 64.9 - 84.4 | 74.2 - 95.9 |
| electrical test engineer | 71.1 - 94.9 | 81.7 - 111.2 | 94.6 - 127.7 |
| estimation engineer | 70.8 - 94.5 | 81.4 - 110.7 | 94.2 - 127.1 |
| estimator | 60.7 - 79.2 | 67.5 - 89.7 | 75.9 - 101.2 |
| field service engineer | 52.5 - 69.7 | 59.8 - 80.8 | 68.7 - 93.3 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| general inspector | 50.3 - 66.2 | 56.6 - 75.4 | 63.8 - 84.5 |
| health and safety specialist | 68.2 - 89.5 | 77.9 - 104.2 | 89.7 - 118.8 |
| HVAC drafter | 52.2 - 67.0 | 58.7 - 76.4 | 66.1 - 85.5 |
| HVAC engineer | 56.4 - 75.0 | 64.5 - 87.2 | 74.2 - 99.1 |
| industrial engineer | 70.6 - 92.0 | 78.4 - 104.0 | 88.0 - 116.4 |
| inventory analyst | 51.0 - 66.3 | 57.4 - 75.9 | 65.2 - 86.5 |
| logistics specialist | 58.9 - 78.3 | 67.4 - 91.1 | 77.4 - 103.5 |
| manufacturing engineer | 65.9 - 87.3 | 74.9 - 100.9 | 85.7 - 114.5 |
| mechanical designer | 51.4 - 68.0 | 59.3 - 79.1 | 67.9 - 89.1 |
| mechanical drafter | 51.2 - 66.5 | 57.6 - 76.8 | 66.2 - 89.7 |
| mechanical engineer | 72.5 - 95.8 | 82.2 - 110.8 | 94.1 - 126.2 |
| mechanical engineering technician | 51.2 - 67.2 | 58.4 - 77.6 | 66.6 - 87.4 |
| planner/scheduler | 40.1 - 51.1 | 45.5 - 58.5 | 51.5 - 65.9 |
| PLC programmer | 58.2 - 74.0 | 72.0 - 88.4 | 80.5 - 98.3 |
| process engineer | 61.4 - 81.7 | 70.3 - 95.1 | 80.9 - 108.1 |
| production planner | 49.1 - 64.9 | 56.6 - 75.4 | 64.6 - 84.1 |
| project engineer | 88.8 - 113.9 | 96.4 - 126.1 | 106.3 - 140.7 |
| project manager | 75.6 - 104.3 | 87.9 - 123.1 | 102.2 - 140.6 |
| QA/QC inspector | 38.0 - 48.4 | 42.4 - 55.0 | 47.9 - 62.2 |
| quality assurance manager | 89.5 - 116.5 | 99.0 - 130.9 | 110.8 - 146.0 |
| quality assurance/control technician | 70.4 - 92.0 | 79.9 - 106.4 | 91.3 - 120.5 |
| quality control engineer | 68.2 - 90.3 | 77.5 - 104.3 | 88.6 - 118.1 |
| quality control technician | 39.9 - 51.3 | 44.3 - 57.9 | 49.7 - 64.8 |
| quality director | 100.1 - 135.1 | 126.7 - 168.8 | 152.5 - 203.2 |
| quality inspector | 39.4 - 50.2 | 44.0 - 57.1 | 49.7 - 64.5 |
| safety inspector | 62.1 - 81.3 | 70.4 - 93.5 | 80.0 - 105.5 |
| SCADA engineer | 63.9 - 84.9 | 73.0 - 98.7 | 83.9 - 112.4 |
| sourcing engineer | 63.3 - 83.8 | 72.1 - 97.6 | 82.9 - 111.4 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| stationary engineer | 53.7 - 68.7 | 59.1 - 76.7 | 65.6 - 85.2 |
| supply chain analyst | 49.4 - 65.7 | 56.5 - 76.4 | 65.0 - 86.8 |
| industrial management | | | |
| director of operations | 125.2 - 167.1 | 164.4 - 220.1 | 208.4 - 279.0 |
| engineering manager | 94.5 - 127.2 | 108.0 - 147.1 | 124.3 - 166.5 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 60.0 - 77.5 | 69.1 - 90.4 | 79.5 - 103.0 |
| inventory control manager | 62.7 - 82.3 | 70.2 - 93.9 | 79.5 - 106.3 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 120.5 - 145.4 | 155.1 - 186.2 | 188.9 - 227.7 |
| materials manager | 90.3 - 118.9 | 99.9 - 133.7 | 112.0 - 149.7 |
| operations manager | 78.7 - 107.4 | 90.1 - 124.7 | 103.3 - 140.7 |
| plant manager | 106.2 - 147.0 | 127.2 - 176.5 | 150.6 - 204.4 |
| procurement director | 111.6 - 146.5 | 147.8 - 192.3 | 177.9 - 232.5 |
| production manager | 97.8 - 128.1 | 109.5 - 145.4 | 123.9 - 163.5 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 71.2 - 92.2 | 81.1 - 106.8 | 92.8 - 121.7 |
| project director | 110.4 - 134.0 | 138.1 - 167.5 | 166.4 - 202.3 |
| purchasing manager | 106.2 - 139.6 | 120.0 - 159.0 | 135.9 - 177.4 |
| site supervisor | 86.1 - 112.7 | 94.4 - 126.0 | 105.2 - 141.1 |
| supply chain manager | 90.2 - 120.8 | 103.9 - 140.1 | 119.3 - 156.2 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 54.2 - 70.5 | 62.3 - 80.7 | 69.8 - 91.5 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| control technician | 49.4 - 64.9 | 56.4 - 75.1 | 64.5 - 85.2 |
| conventional machinist | 58.3 - 69.2 | 65.3 - 74.3 | 71.8 - 79.4 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.2 - 74.2 | 68.9 - 84.6 | 72.5 - 95.3 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 72.5 - 79.0 | 76.8 - 82.3 | 80.2 - 101.2 |
| heavy equipment mechanic | 63.0 - 72.5 | 70.9 - 82.1 | 81.2 - 99.9 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.9 - 79.8 | 78.4 - 89.2 | 88.0 - 95.5 |
| mechanical assembler | 50.4 - 61.8 | 60.9 - 69.7 | 63.0 - 75.6 |
| millwright | 74.2 - 82.5 | 80.1 - 93.1 | 90.1 - 104.3 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| technician quality control testing | 54.4 - 72.2 | 63.0 - 84.5 | 72.7 - 97.0 |
| tool and die maker | 66.9 - 72.1 | 72.5 - 76.9 | 76.8 - 85.1 |
| welder | 46.9 - 59.2 | 56.4 - 68.4 | 62.0 - 74.8 |
| welder-fitter | 58.9 - 73.0 | 68.1 - 78.6 | 75.3 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 68.3 - 89.5 | 76.8 - 102.7 | 87.3 - 117.0 |
| digital marketing specialist | 48.3 - 63.8 | 55.9 - 75.1 | 64.9 - 85.6 |
| e-commerce director | 114.8 - 142.5 | 145.1 - 180.0 | 183.0 - 227.6 |
| e-commerce manager | 78.7 - 102.6 | 87.8 - 116.9 | 99.3 - 133.1 |
| marketing content manager | 59.1 - 77.2 | 66.2 - 88.1 | 74.9 - 100.0 |
| social media manager | 58.8 - 81.0 | 70.9 - 98.2 | 84.0 - 114.5 |
| web marketing analyst | 59.5 - 76.8 | 66.9 - 88.1 | 75.8 - 99.4 |



| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| communications vice-president | 100.3 - 152.3 | 135.2 - 205.9 | 173.4 - 264.9 |
| marketing vice-president | 124.2 - 191.1 | 174.4 - 269.5 | 225.5 - 348.5 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 85.0 - 109.1 | 94.2 - 123.1 | 105.5 - 137.9 |
| brand or product manager assistant | 64.0 - 86.1 | 74.6 - 101.5 | 86.5 - 115.8 |
| communications manager | 70.5 - 92.0 | 78.7 - 104.6 | 88.7 - 117.6 |
| communications specialist | 53.8 - 73.5 | 64.1 - 88.4 | 75.5 - 101.0 |
| marketing coordinator | 55.8 - 73.3 | 63.0 - 84.2 | 71.7 - 95.7 |
| marketing director | 97.8 - 131.5 | 113.7 - 154.8 | 132.1 - 176.7 |
| marketing project manager | 44.0 - 58.3 | 50.3 - 67.7 | 57.7 - 76.9 |
| marketing specialist | 47.6 - 63.2 | 54.5 - 73.3 | 62.4 - 82.9 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 50.3 - 62.6 | 54.5 - 69.2 | 60.0 - 77.4 |
| account manager - software | 56.1 - 69.6 | 60.4 - 76.3 | 66.2 - 85.2 |
| business development manager | 106.3 - 139.9 | 118.7 - 158.6 | 134.5 - 181.0 |
| district sales manager | 78.5 - 101.6 | 89.5 - 117.9 | 102.8 - 134.8 |
| key accounts manager - consumer goods | 70.3 - 89.8 | 78.8 - 102.7 | 89.4 - 117.1 |
| merchandiser - consumer goods | 60.1 - 78.4 | 67.2 - 89.5 | 76.1 - 101.7 |
| sales manager/ director | 61.2 - 81.7 | 69.5 - 94.1 | 79.1 - 105.9 |
| sales representative, account manager - consumer goods | 48.7 - 61.6 | 53.7 - 68.9 | 59.7 - 76.8 |
| sales representative, account manager - professional services | 46.4 - 57.6 | 49.9 - 63.2 | 54.7 - 70.6 |
| sales representative, account manager - telecommunications | 54.2 - 67.6 | 58.8 - 74.6 | 64.6 - 82.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 129.8 - 183.1 | 171.3 - 241.5 | 211.1 - 296.8 |



| | | | |
|--|---------------|---------------|---------------|
| sales vice-president | 138.4 - 198.2 | 187.2 - 269.1 | 242.4 - 348.4 |
| vice-president marketing & sales | 119.9 - 213.4 | 164.0 - 293.3 | 210.9 - 377.3 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.5 - 65.3 | 56.8 - 71.9 | 62.3 - 79.8 |
| internal sales representative - manfacturing | 50.2 - 62.6 | 54.4 - 69.2 | 60.1 - 77.6 |
| sales engineer - distribution | 70.1 - 91.3 | 76.8 - 101.7 | 85.0 - 113.2 |
| sales engineer - manufacturing | 56.9 - 75.5 | 64.2 - 86.4 | 72.6 - 96.6 |
| sales representative, account manager - industrial equipment | 50.1 - 62.2 | 54.0 - 68.2 | 59.1 - 76.0 |
| sales representative, account manager - industrial service | 52.7 - 65.7 | 57.1 - 72.2 | 62.6 - 80.0 |
| sales representative, account manager - machinery | 52.9 - 65.6 | 56.9 - 71.9 | 62.3 - 80.0 |
| sales representative, account manager - manufacturing | 51.3 - 73.5 | 56.4 - 82.0 | 62.5 - 91.2 |
| sales representative, account manager - retail network | 52.2 - 64.6 | 56.1 - 71.0 | 61.6 - 79.9 |
| technical sales representative - manufacturing | 49.0 - 62.7 | 55.2 - 71.6 | 62.3 - 80.2 |



peterborough county

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 61.5 - 79.5 | 68.7 - 90.3 | 77.3 - 100.7 |
| bilingual customer loyalty agent | 41.1 - 49.8 | 43.4 - 57.6 | 49.6 - 65.4 |
| bilingual customer service manager | 72.2 - 97.5 | 83.4 - 112.1 | 95.2 - 129.0 |
| bilingual customer service representative | 43.1 - 47.7 | 44.1 - 53.9 | 49.8 - 60.9 |
| bilingual customer service supervisor | 61.8 - 81.1 | 69.3 - 92.7 | 78.5 - 105.4 |
| bilingual customer service team lead | 45.8 - 49.3 | 48.7 - 53.1 | 50.7 - 55.3 |
| bilingual customer service trainer | 45.6 - 59.9 | 52.1 - 69.8 | 60.1 - 79.5 |
| bilingual e-chat representative | 36.5 - 40.0 | 38.0 - 43.5 | 44.1 - 47.5 |
| bilingual help desk representative - level 1 | 43.2 - 57.6 | 49.6 - 66.4 | 56.3 - 74.5 |
| bilingual inside sales manager | 66.3 - 88.6 | 75.1 - 101.8 | 85.3 - 113.7 |
| bilingual inside sales representative | 48.0 - 59.7 | 51.7 - 65.2 | 56.5 - 73.0 |
| bilingual insurance advisor | 54.2 - 67.5 | 57.5 - 72.1 | 61.7 - 79.8 |
| bilingual junior collection agent | 35.9 - 45.8 | 40.4 - 52.6 | 45.6 - 59.0 |
| bilingual order desk representative | 44.1 - 48.5 | 45.0 - 52.0 | 46.1 - 54.3 |
| bilingual survey agent | 34.4 - 43.3 | 39.3 - 49.6 | 43.9 - 54.2 |
| bilingual telemarketing agent | 35.0 - 41.1 | 37.5 - 43.8 | 38.4 - 50.2 |
| bilingual telephone dispatcher | 41.2 - 52.5 | 46.7 - 60.2 | 52.9 - 67.8 |
| bilingual travel support agent | 41.2 - 49.3 | 43.7 - 55.5 | 48.6 - 61.2 |
| bilingual workforce planner | 47.5 - 60.0 | 51.3 - 66.3 | 56.7 - 74.8 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 59.7 - 78.4 | 67.0 - 89.9 | 76.1 - 102.4 |
| architectural drafter | 50.6 - 65.8 | 58.9 - 78.1 | 69.1 - 92.1 |
| BIM/VDC coordinator | 61.9 - 81.1 | 69.1 - 92.5 | 78.3 - 105.1 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 56.0 - 73.5 | 63.8 - 85.4 | 73.2 - 98.0 |
| civil engineer | 62.5 - 84.1 | 72.3 - 98.9 | 83.7 - 112.4 |
| civil engineering drafter | 52.0 - 65.1 | 58.3 - 74.2 | 66.0 - 84.2 |
| civil engineering technologist | 45.1 - 60.9 | 53.5 - 72.6 | 62.4 - 82.8 |
| civil project engineer | 72.9 - 100.5 | 84.2 - 118.1 | 97.8 - 136.1 |
| civil project manager | 74.1 - 99.4 | 83.8 - 114.5 | 95.5 - 129.5 |
| construction coordinator | 49.0 - 65.2 | 55.0 - 74.5 | 62.3 - 84.7 |
| construction director | 97.1 - 128.8 | 128.7 - 171.0 | 162.2 - 215.5 |
| construction manager | 71.1 - 93.1 | 77.9 - 104.4 | 86.9 - 117.5 |
| construction project coordinator | 83.2 - 107.2 | 90.5 - 119.0 | 100.0 - 132.9 |
| construction project manager | 64.3 - 88.9 | 74.8 - 105.2 | 87.2 - 120.9 |
| construction superintendent | 73.5 - 96.4 | 80.7 - 108.1 | 90.0 - 121.7 |
| contracts administrator | 56.9 - 75.6 | 64.7 - 87.6 | 74.2 - 99.9 |
| contracts manager | 91.5 - 116.0 | 102.4 - 132.7 | 116.3 - 151.6 |
| director of operations | 120.2 - 161.7 | 159.0 - 213.9 | 202.4 - 272.2 |
| drafter | 52.6 - 65.5 | 58.6 - 74.4 | 66.1 - 84.3 |
| electrical designer/engineer | 72.4 - 95.8 | 81.7 - 110.5 | 93.5 - 126.3 |
| electrical engineer | 74.8 - 99.8 | 85.3 - 116.2 | 98.4 - 133.4 |
| electrical engineering technician | 55.4 - 71.0 | 63.2 - 82.3 | 72.3 - 93.6 |
| electrical inspector | 43.8 - 59.1 | 50.8 - 69.2 | 58.8 - 79.7 |
| engineering manager | 80.8 - 109.1 | 92.4 - 127.3 | 106.5 - 145.8 |
| environmental engineer | 60.8 - 81.0 | 69.4 - 94.5 | 80.1 - 108.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| environmental inspector | 47.8 - 61.2 | 52.6 - 68.6 | 58.7 - 76.8 |
| estimation engineer | 68.5 - 91.9 | 78.9 - 108.0 | 91.6 - 124.3 |
| estimator | 58.4 - 76.4 | 65.0 - 86.7 | 73.2 - 98.2 |
| facilities engineer | 62.9 - 84.3 | 72.5 - 99.2 | 84.1 - 113.7 |
| facilities manager | 58.5 - 76.9 | 66.7 - 89.3 | 76.6 - 102.5 |
| field manager | 66.3 - 88.2 | 75.5 - 102.7 | 87.1 - 119.2 |
| field Supervisor | 66.6 - 87.8 | 74.9 - 100.4 | 84.7 - 113.3 |
| foreman | 52.1 - 67.6 | 58.4 - 77.2 | 66.1 - 87.4 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 58.5 - 75.5 | 67.3 - 88.1 | 77.5 - 100.5 |
| health and safety specialist | 65.9 - 87.0 | 75.5 - 101.6 | 87.1 - 116.1 |
| HVAC drafter | 50.5 - 65.0 | 56.9 - 74.2 | 64.2 - 83.2 |
| HVAC engineer | 54.5 - 72.6 | 62.4 - 84.7 | 71.8 - 96.5 |
| mechanical designer | 49.6 - 65.7 | 57.2 - 76.6 | 65.6 - 86.5 |
| mechanical drafter | 49.8 - 64.8 | 56.1 - 74.8 | 64.4 - 87.4 |
| mechanical engineer | 70.1 - 93.2 | 79.7 - 108.1 | 91.5 - 123.4 |
| mechanical engineering technician | 49.8 - 65.4 | 56.8 - 75.6 | 64.8 - 85.2 |
| mechanical site supervisor | 47.9 - 61.9 | 54.2 - 71.2 | 61.9 - 81.4 |
| operations manager | 74.9 - 102.7 | 86.0 - 119.7 | 98.8 - 135.4 |
| planner/scheduler | 38.5 - 49.1 | 43.6 - 56.3 | 49.5 - 63.4 |
| project coordinator | 44.3 - 58.1 | 50.3 - 66.7 | 57.2 - 75.5 |
| project director | 107.2 - 130.6 | 134.7 - 164.1 | 163.0 - 198.6 |
| project engineer | 86.3 - 111.3 | 93.8 - 123.3 | 103.6 - 137.9 |
| project manager | 72.9 - 101.2 | 85.0 - 119.8 | 99.1 - 137.1 |
| purchasing manager | 90.5 - 120.1 | 102.5 - 138.2 | 116.6 - 155.7 |
| QA/QC inspector | 53.0 - 70.3 | 61.3 - 82.3 | 70.7 - 94.7 |
| quality control engineer | 66.0 - 87.7 | 75.0 - 101.7 | 86.0 - 115.4 |
| quality inspector | 38.1 - 48.6 | 42.5 - 55.4 | 48.1 - 62.5 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| safety inspector | 60.6 - 79.2 | 68.6 - 91.1 | 78.0 - 103.0 |
| specification writer | 49.6 - 64.1 | 56.2 - 73.7 | 63.9 - 83.1 |
| structural designer | 51.5 - 67.2 | 58.3 - 77.3 | 66.2 - 87.5 |
| structural engineer | 68.1 - 90.5 | 77.4 - 105.2 | 89.1 - 120.3 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 39.1 - 49.9 | 43.7 - 56.9 | 49.5 - 64.6 |
| technical services manager | 83.1 - 110.3 | 94.3 - 127.9 | 108.4 - 147.7 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 79.8 - 115.3 | 104.2 - 150.9 | 130.3 - 188.9 |
| diversity & inclusion director | 80.8 - 112.5 | 102.4 - 142.8 | 128.5 - 179.5 |
| health and safety director | 81.7 - 98.2 | 106.6 - 128.3 | 128.1 - 154.3 |
| human resources director | 88.2 - 122.9 | 113.1 - 157.9 | 141.1 - 197.1 |
| L&D director | 87.7 - 109.4 | 110.1 - 137.6 | 141.1 - 176.4 |
| talent acquisition director | 82.8 - 115.4 | 106.1 - 148.1 | 130.3 - 182.1 |
| total rewards director | 99.3 - 130.3 | 129.7 - 170.4 | 161.4 - 211.9 |
| vice president Human Resources / CHRO | 105.3 - 180.7 | 138.5 - 238.0 | 172.1 - 295.7 |
| human resources | entry | mid | senior |
| benefits administrator | 54.4 - 69.7 | 60.9 - 79.7 | 69.0 - 90.5 |
| compensation and benefits manager | 87.5 - 114.4 | 97.2 - 129.9 | 109.7 - 148.0 |
| compensation specialist | 48.5 - 64.3 | 56.0 - 75.5 | 64.9 - 86.3 |
| diversity & inclusion coordinator | 39.1 - 49.9 | 44.3 - 56.3 | 49.0 - 60.5 |
| health and safety advisor | 58.5 - 75.5 | 67.3 - 88.1 | 77.5 - 100.5 |
| health and safety manager | 70.7 - 91.8 | 79.2 - 104.9 | 89.7 - 118.7 |
| HRIS analyst | 58.6 - 77.3 | 67.2 - 90.1 | 77.3 - 102.8 |
| human resources business partner | 64.0 - 84.2 | 71.7 - 96.2 | 81.3 - 109.3 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| human resources coordinator | 39.0 - 49.7 | 44.1 - 56.0 | 48.8 - 60.3 |
| human resources generalist | 58.9 - 74.7 | 63.9 - 83.0 | 70.8 - 94.0 |
| human resources manager | 79.3 - 106.6 | 91.6 - 125.4 | 106.4 - 144.3 |
| human resources supervisor | 62.8 - 81.6 | 69.2 - 92.1 | 77.8 - 105.4 |
| human resources technician | 47.4 - 62.0 | 52.8 - 70.4 | 59.6 - 80.2 |
| labour relations advisor | 62.6 - 83.4 | 71.5 - 97.4 | 82.5 - 111.5 |
| labour relations manager | 86.2 - 117.6 | 101.6 - 140.8 | 119.6 - 163.7 |
| recruitment coordinator | 38.8 - 50.5 | 44.5 - 58.4 | 50.7 - 65.7 |
| talent acquisition specialist | 57.9 - 75.7 | 64.4 - 86.0 | 72.6 - 97.3 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 20.5 | 19.5 - 22.4 | 24.2 - 28.9 |
| counterbalance forklift operator | 20.3 - 22.2 | 22.5 - 24.9 | 24.4 - 29.9 |
| electronic parts assembler | 19.5 - 23.2 | 20.2 - 25.1 | 22.1 - 27.7 |
| forklift operator | 20.1 - 22.5 | 22.1 - 24.8 | 24.5 - 29.8 |
| general labourer - heavy | 21.3 - 23.6 | 22.1 - 25.0 | 25.1 - 28.5 |
| general labourer - light | 17.5 - 19.1 | 19.5 - 22.2 | 22.1 - 25.5 |
| janitor/custodian | 18.5 - 20.1 | 20.2 - 24.4 | 24.1 - 28.5 |
| machine operator | 20.1 - 24.5 | 22.4 - 26.9 | 25.1 - 30.5 |
| manufacturing worker | 19.1 - 23.8 | 21.5 - 24.1 | 23.2 - 27.8 |
| material handler | 20.2 - 22.9 | 22.1 - 25.5 | 24.3 - 28.8 |
| order/cherry picker forklift operator | 22.2 - 24.9 | 24.1 - 26.5 | 26.2 - 29.7 |
| packaging labourer | 19.1 - 23.4 | 21.3 - 24.1 | 23.9 - 27.5 |
| parts clerk | 18.8 - 20.1 | 20.8 - 22.9 | 22.1 - 24.7 |
| picker/packer | 17.3 - 19.9 | 19.3 - 21.5 | 20.2 - 22.4 |
| print press operator | 25.2 - 27.6 | 27.1 - 30.4 | 30.1 - 35.9 |
| production labourer | 18.2 - 20.6 | 21.1 - 25.7 | 23.5 - 26.9 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| reach truck operator | 22.2 - 24.5 | 24.2 - 26.9 | 26.1 - 29.6 |
| scissor lift operator | 22.6 - 24.8 | 24.1 - 26.9 | 26.2 - 29.7 |
| shipper/receiver | 22.6 - 24.8 | 24.1 - 26.9 | 28.1 - 32.5 |
| shipping and receiving clerk | 21.1 - 24.1 | 22.2 - 28.7 | 25.2 - 31.5 |
| warehouse labourer | 18.2 - 20.8 | 21.1 - 25.6 | 23.2 - 26.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|--------------|
| applications engineer | 70.3 - 93.3 | 81.2 - 109.7 | 94.1 - 124.8 |
| automation engineer | 60.9 - 80.8 | 69.1 - 93.6 | 79.2 - 106.9 |
| buyer | 56.0 - 73.5 | 63.8 - 85.4 | 73.2 - 98.0 |
| chemical engineer | 78.2 - 104.5 | 87.8 - 119.4 | 99.5 - 134.9 |
| chemical technician | 53.0 - 69.2 | 59.0 - 78.7 | 66.6 - 90.0 |
| cmm programmer | 47.3 - 62.1 | 53.9 - 71.8 | 61.6 - 81.2 |
| coating inspector | 37.4 - 48.8 | 42.3 - 56.2 | 48.3 - 63.8 |
| continuous improvement engineer | 71.9 - 94.3 | 80.2 - 107.0 | 90.3 - 120.0 |
| controls designer/engineer | 52.6 - 70.3 | 60.5 - 82.1 | 69.6 - 93.8 |
| demand planner | 47.5 - 65.6 | 57.2 - 79.3 | 67.5 - 90.9 |
| electrical engineer | 74.8 - 99.8 | 85.3 - 116.2 | 98.4 - 133.4 |
| electrical engineering technician | 55.4 - 71.0 | 63.2 - 82.3 | 72.3 - 93.6 |
| electrical test engineer | 68.8 - 92.3 | 79.2 - 108.5 | 92.0 - 124.9 |
| estimation engineer | 68.5 - 91.9 | 78.9 - 108.0 | 91.6 - 124.3 |
| estimator | 58.4 - 76.4 | 65.0 - 86.7 | 73.2 - 98.2 |
| field service engineer | 51.1 - 67.8 | 58.2 - 78.7 | 66.9 - 91.1 |
| general inspector | 48.5 - 64.0 | 54.7 - 73.0 | 61.7 - 81.9 |
| health and safety specialist | 65.9 - 87.0 | 75.5 - 101.6 | 87.1 - 116.1 |
| HVAC drafter | 50.5 - 65.0 | 56.9 - 74.2 | 64.2 - 83.2 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| HVAC engineer | 54.5 - 72.6 | 62.4 - 84.7 | 71.8 - 96.5 |
| industrial engineer | 68.3 - 89.4 | 75.9 - 101.4 | 85.4 - 113.8 |
| inventory analyst | 49.8 - 64.8 | 56.1 - 74.3 | 63.8 - 84.9 |
| logistics specialist | 56.6 - 75.6 | 64.8 - 88.2 | 74.7 - 100.4 |
| manufacturing engineer | 63.8 - 84.7 | 72.5 - 98.3 | 83.2 - 111.8 |
| mechanical designer | 49.6 - 65.7 | 57.2 - 76.6 | 65.6 - 86.5 |
| mechanical drafter | 49.8 - 64.8 | 56.1 - 74.8 | 64.4 - 87.4 |
| mechanical engineer | 70.1 - 93.2 | 79.7 - 108.1 | 91.5 - 123.4 |
| mechanical engineering technician | 49.8 - 65.4 | 56.8 - 75.6 | 64.8 - 85.2 |
| planner/scheduler | 38.5 - 49.1 | 43.6 - 56.3 | 49.5 - 63.4 |
| PLC programmer | 53.4 - 70.0 | 66.2 - 82.3 | 74.1 - 92.5 |
| process engineer | 59.4 - 79.2 | 68.0 - 92.5 | 78.4 - 105.4 |
| production planner | 46.9 - 62.3 | 54.3 - 72.5 | 62.0 - 80.9 |
| project engineer | 86.3 - 111.3 | 93.8 - 123.3 | 103.6 - 137.9 |
| project manager | 72.9 - 101.2 | 85.0 - 119.8 | 99.1 - 137.1 |
| QA/QC inspector | 36.8 - 46.8 | 40.9 - 53.3 | 46.3 - 60.3 |
| quality assurance manager | 76.2 - 99.4 | 84.3 - 112.1 | 94.5 - 126.0 |
| quality assurance/control technician | 60.1 - 78.8 | 68.4 - 91.2 | 78.2 - 103.5 |
| quality control engineer | 66.0 - 87.7 | 75.0 - 101.7 | 86.0 - 115.4 |
| quality control technician | 38.5 - 49.6 | 42.8 - 56.2 | 48.1 - 62.8 |
| quality director | 85.3 - 115.9 | 108.4 - 147.6 | 132.0 - 180.0 |
| quality inspector | 38.1 - 48.6 | 42.5 - 55.4 | 48.1 - 62.5 |
| safety inspector | 60.6 - 79.2 | 68.6 - 91.1 | 78.0 - 103.0 |
| SCADA engineer | 61.7 - 82.4 | 70.6 - 96.1 | 81.4 - 109.7 |
| sourcing engineer | 53.6 - 71.4 | 61.3 - 83.2 | 70.6 - 95.0 |
| stationary engineer | 52.3 - 67.0 | 57.6 - 74.9 | 63.9 - 83.4 |
| supply chain analyst | 47.4 - 63.2 | 54.3 - 73.7 | 62.5 - 83.9 |
| industrial management | | | |



| | | | |
|---------------------------|---------------|---------------|---------------|
| director of operations | 120.2 - 161.7 | 159.0 - 213.9 | 202.4 - 272.2 |
| engineering manager | 80.8 - 109.1 | 92.4 - 127.3 | 106.5 - 145.8 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 58.5 - 75.5 | 67.3 - 88.1 | 77.5 - 100.5 |
| inventory control manager | 61.1 - 80.3 | 68.5 - 91.7 | 77.5 - 103.9 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 103.2 - 125.8 | 134.8 - 164.4 | 167.0 - 203.6 |
| materials manager | 77.0 - 101.5 | 85.1 - 114.7 | 95.5 - 129.4 |
| operations manager | 74.9 - 102.7 | 86.0 - 119.7 | 98.8 - 135.4 |
| plant manager | 90.5 - 126.9 | 108.8 - 154.9 | 130.3 - 181.2 |
| procurement director | 95.2 - 126.4 | 127.6 - 169.7 | 156.2 - 207.7 |
| production manager | 83.4 - 109.6 | 93.3 - 125.3 | 105.9 - 142.5 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 67.8 - 88.0 | 77.3 - 102.2 | 88.6 - 116.7 |
| project director | 107.2 - 130.6 | 134.7 - 164.1 | 163.0 - 198.6 |
| purchasing manager | 90.5 - 120.1 | 102.5 - 138.2 | 116.6 - 155.7 |
| site supervisor | 73.5 - 96.4 | 80.7 - 108.1 | 90.0 - 121.7 |
| supply chain manager | 76.9 - 103.1 | 88.6 - 120.5 | 101.8 - 135.5 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 56.0 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.6 - 70.5 | 61.3 - 81.5 | 70.0 - 91.8 |
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 48.0 - 63.1 | 54.9 - 73.1 | 62.7 - 83.1 |
| conventional machinist | 58.2 - 68.0 | 65.4 - 74.5 | 71.6 - 79.4 |
| electrician | 74.4 - 84.6 | 81.2 - 96.7 | 91.4 - 106.2 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 57.2 - 74.2 | 64.1 - 84.6 | 72.5 - 95.3 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.5 - 72.5 | 70.7 - 82.4 | 80.1 - 99.7 |
| machine builder | 61.2 - 69.4 | 68.0 - 75.3 | 72.4 - 86.8 |
| maintenance mechanic | 72.3 - 79.4 | 78.1 - 89.2 | 87.0 - 95.8 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 74.8 - 83.0 | 80.2 - 92.6 | 89.8 - 105.0 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| technician quality control testing | 53.0 - 70.3 | 61.3 - 82.3 | 70.7 - 94.7 |
| tool and die maker | 67.3 - 72.1 | 71.6 - 77.3 | 77.0 - 85.1 |
| welder | 47.1 - 59.2 | 56.5 - 68.0 | 62.7 - 74.8 |
| welder-fitter | 58.2 - 72.9 | 67.4 - 78.9 | 75.2 - 86.9 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 65.0 - 85.4 | 73.1 - 98.1 | 83.2 - 112.0 |
| digital marketing specialist | 46.3 - 61.4 | 53.7 - 72.4 | 62.4 - 82.7 |
| e-commerce director | 109.9 - 137.0 | 139.6 - 174.3 | 177.2 - 221.2 |
| e-commerce manager | 74.9 - 98.0 | 83.7 - 111.9 | 94.8 - 127.8 |
| marketing content manager | 56.1 - 73.4 | 62.9 - 84.0 | 71.3 - 95.5 |
| social media manager | 55.9 - 77.2 | 67.5 - 93.7 | 80.1 - 109.7 |
| web marketing analyst | 50.5 - 65.7 | 57.1 - 75.5 | 64.9 - 85.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 95.8 - 147.0 | 130.0 - 199.9 | 167.9 - 258.2 |
| marketing vice-president | 119.1 - 185.2 | 168.8 - 262.6 | 219.1 - 340.8 |



| marketing and communications | entry | mid | senior |
|------------------------------------|--------------|---------------|---------------|
| brand or product manager | 81.0 - 104.4 | 89.9 - 118.0 | 100.9 - 132.6 |
| brand or product manager assistant | 61.3 - 82.8 | 71.6 - 97.9 | 83.2 - 112.0 |
| communications manager | 67.1 - 87.7 | 74.9 - 99.9 | 84.6 - 112.6 |
| communications specialist | 51.6 - 70.5 | 61.5 - 84.9 | 72.4 - 97.1 |
| marketing coordinator | 53.6 - 70.6 | 60.6 - 81.4 | 69.1 - 92.7 |
| marketing director | 93.4 - 126.2 | 108.8 - 149.4 | 126.8 - 171.0 |
| marketing project manager | 41.6 - 55.4 | 47.7 - 64.4 | 54.8 - 73.2 |
| marketing specialist | 45.7 - 60.7 | 52.3 - 70.6 | 60.0 - 80.1 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 47.9 - 59.8 | 51.9 - 66.1 | 57.3 - 74.0 |
| account manager - software | 53.5 - 66.5 | 57.6 - 73.0 | 63.2 - 81.6 |
| business development manager | 90.6 - 120.3 | 101.3 - 137.8 | 115.3 - 159.1 |
| district sales manager | 74.8 - 97.0 | 85.3 - 112.9 | 98.2 - 129.5 |
| key accounts manager - consumer goods | 67.2 - 86.1 | 75.4 - 98.8 | 85.7 - 113.0 |
| merchandiser - consumer goods | 57.8 - 75.7 | 64.7 - 86.6 | 73.4 - 98.7 |
| sales manager/ director | 58.2 - 77.8 | 66.1 - 89.8 | 75.3 - 101.3 |
| sales representative, account manager - consumer goods | 47.7 - 60.2 | 52.6 - 67.3 | 58.4 - 75.1 |
| sales representative, account manager - professional services | 44.6 - 55.5 | 48.1 - 61.0 | 52.7 - 68.2 |
| sales representative, account manager - telecommunications | 51.6 - 64.5 | 56.1 - 71.3 | 61.6 - 79.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 113.4 - 163.8 | 153.2 - 220.8 | 192.3 - 276.4 |
| sales vice-president | 133.0 - 192.2 | 181.4 - 262.2 | 235.8 - 340.7 |
| vice-president marketing & sales | 114.8 - 207.2 | 158.6 - 286.2 | 204.7 - 369.4 |
| industrial sales | entry | mid | senior |



| | | | |
|--|-------------|-------------|--------------|
| internal sales representative - construction | 50.5 - 63.0 | 54.7 - 69.4 | 60.0 - 77.1 |
| internal sales representative - manfacturing | 48.6 - 60.7 | 52.7 - 67.2 | 58.3 - 75.5 |
| sales engineer - distribution | 68.1 - 89.1 | 74.7 - 99.4 | 82.8 - 110.9 |
| sales engineer - manufacturing | 55.2 - 73.5 | 62.3 - 84.3 | 70.6 - 94.5 |
| sales representative, account manager - industrial equipment | 47.7 - 59.3 | 51.4 - 65.1 | 56.4 - 72.7 |
| sales representative, account manager - industrial service | 50.8 - 63.3 | 55.0 - 69.7 | 60.3 - 77.3 |
| sales representative, account manager - machinery | 50.4 - 62.6 | 54.3 - 68.7 | 59.4 - 76.5 |
| sales representative, account manager - manufacturing | 48.8 - 70.2 | 53.7 - 78.5 | 59.6 - 87.4 |
| sales representative, account manager - retail network | 49.7 - 61.6 | 53.4 - 67.8 | 58.8 - 76.4 |
| technical sales representative - manufacturing | 46.8 - 60.1 | 52.7 - 68.7 | 59.6 - 77.0 |



simcoe county

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|-------------|
| administrative analyst | 60.2 - 66.2 | 65.7 - 70.1 | 75.2 - 84.7 |
| administrative assistant | 48.1 - 51.5 | 51.3 - 55.8 | 55.1 - 59.6 |
| administrative assistant (bilingual) | 52.3 - 59.7 | 56.2 - 64.6 | 62.5 - 70.2 |
| administrative manager | 58.1 - 64.6 | 64.5 - 70.2 | 70.1 - 76.9 |
| benefits clerk | 50.1 - 55.5 | 55.1 - 58.7 | 58.2 - 64.3 |
| buyer assistant | 43.6 - 55.8 | 48.5 - 58.7 | 57.3 - 65.3 |
| contracts administrator | 55.1 - 65.5 | 65.2 - 68.8 | 68.1 - 72.5 |
| data entry clerk | 45.2 - 48.1 | 48.5 - 52.2 | 52.1 - 58.9 |
| dispatcher | 53.2 - 56.8 | 56.1 - 60.4 | 60.1 - 68.6 |
| executive assistant | 67.1 - 72.4 | 72.3 - 85.6 | 85.1 - 92.2 |
| executive assistant (bilingual) | 60.1 - 66.6 | 66.3 - 74.8 | 74.2 - 79.5 |
| file clerk | 48.3 - 51.4 | 51.1 - 55.9 | 56.1 - 60.5 |
| HR administrator | 52.5 - 58.8 | 58.1 - 65.6 | 66.1 - 72.3 |
| HR coordinator | 55.5 - 59.8 | 58.4 - 64.2 | 63.1 - 70.6 |
| human resources assistant | 52.2 - 58.6 | 58.1 - 65.6 | 66.2 - 72.3 |
| invoicing clerk | 40.1 - 50.6 | 45.2 - 55.7 | 49.3 - 60.5 |
| legal assistant | 46.7 - 64.4 | 56.1 - 77.2 | 65.7 - 87.3 |
| logistics coordinator | 55.6 - 58.3 | 58.1 - 63.8 | 63.7 - 68.6 |
| mailroom clerk | 48.3 - 52.7 | 52.1 - 55.6 | 55.3 - 57.9 |
| office clerk | 48.4 - 51.6 | 51.1 - 55.7 | 56.3 - 60.5 |
| office manager | 62.5 - 73.3 | 73.1 - 78.5 | 78.2 - 85.8 |
| office/operations manager | 55.6 - 65.2 | 62.1 - 70.9 | 68.5 - 77.2 |



| | | | |
|---|--------------|---------------|---------------|
| order clerk | 52.5 - 55.3 | 55.1 - 62.7 | 62.5 - 65.9 |
| order entry clerk | 45.1 - 49.8 | 48.4 - 53.3 | 52.1 - 58.5 |
| receptionist | 51.1 - 55.3 | 55.2 - 59.4 | 59.3 - 64.1 |
| receptionist (bilingual) | 50.3 - 58.7 | 56.1 - 66.8 | 63.1 - 713.0 |
| sales administrator | 52.2 - 56.8 | 56.8 - 59.5 | 59.1 - 62.6 |
| sales assistant | 52.4 - 55.9 | 55.5 - 59.7 | 59.2 - 64.6 |
| supply clerk | 49.1 - 53.6 | 52.3 - 56.7 | 56.5 - 62.9 |
| legal services | | | |
| contract specialist | 59.5 - 77.8 | 67.6 - 89.9 | 77.2 - 101.8 |
| contracts administrator | 95.0 - 120.1 | 106.2 - 137.1 | 120.4 - 156.2 |
| data entry clerk | 35.4 - 44.1 | 39.8 - 50.0 | 44.3 - 51.2 |
| document services specialist | 32.6 - 41.0 | 37.3 - 46.8 | 41.5 - 47.8 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 35.5 - 44.1 | 40.3 - 50.1 | 44.9 - 51.2 |
| office manager | 56.8 - 73.3 | 62.3 - 81.9 | 69.2 - 91.5 |
| paralegal | 46.7 - 64.4 | 56.1 - 77.2 | 65.7 - 87.3 |
| logistics & transportation support | | | |
| import/export clerk | 38.0 - 48.8 | 43.6 - 55.8 | 48.9 - 60.9 |
| import/export coordinator | 55.2 - 71.0 | 61.3 - 80.4 | 68.9 - 90.7 |
| shipping administrator | 44.0 - 55.8 | 50.5 - 64.3 | 57.2 - 72.0 |
| supply chain coordinator | 43.1 - 55.6 | 48.2 - 63.3 | 54.6 - 72.0 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 61.4 - 79.2 | 68.5 - 89.9 | 77.1 - 100.4 |
| bilingual customer loyalty agent | 39.9 - 49.2 | 42.9 - 56.9 | 49.0 - 64.6 |
| bilingual customer service manager | 73.8 - 97.0 | 83.0 - 111.5 | 94.7 - 128.3 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service representative | 37.4 - 47.1 | 41.3 - 53.3 | 46.4 - 60.2 |
| bilingual customer service supervisor | 61.6 - 80.7 | 69.0 - 92.2 | 78.1 - 104.8 |
| bilingual customer service team lead | 52.3 - 61.2 | 58.7 - 63.4 | 61.4 - 70.1 |
| bilingual customer service trainer | 48.5 - 59.2 | 51.6 - 68.9 | 59.3 - 78.5 |
| bilingual e-chat representative | 39.9 - 49.2 | 42.9 - 56.9 | 49.0 - 64.6 |
| bilingual help desk representative - level 1 | 45.1 - 59.9 | 51.7 - 68.9 | 58.6 - 77.3 |
| bilingual inside sales manager | 66.1 - 88.3 | 74.9 - 101.5 | 85.0 - 113.2 |
| bilingual inside sales representative | 47.6 - 59.1 | 51.2 - 64.5 | 55.9 - 72.1 |
| bilingual insurance advisor | 53.7 - 66.8 | 56.9 - 71.3 | 61.0 - 78.9 |
| bilingual junior collection agent | 38.7 - 45.4 | 41.9 - 52.1 | 45.2 - 58.5 |
| bilingual order desk representative | 37.4 - 47.1 | 41.3 - 53.3 | 46.4 - 60.2 |
| bilingual survey agent | 34.1 - 42.8 | 38.9 - 49.1 | 43.5 - 53.6 |
| bilingual telemarketing agent | 34.1 - 42.8 | 38.9 - 49.1 | 43.5 - 53.6 |
| bilingual telephone dispatcher | 40.9 - 52.0 | 46.4 - 59.6 | 52.5 - 67.2 |
| bilingual travel support agent | 38.7 - 48.7 | 43.2 - 54.9 | 48.1 - 60.5 |
| bilingual workforce planner | 47.0 - 59.3 | 50.8 - 65.5 | 56.0 - 73.9 |

engineering

| construction | entry | mid | senior |
|--------------------------------|-------------|--------------|--------------|
| architect | 62.2 - 81.5 | 69.6 - 93.2 | 79.1 - 106.0 |
| architectural drafter | 52.1 - 67.6 | 60.6 - 80.1 | 70.9 - 94.2 |
| BIM/VDC coordinator | 64.5 - 84.2 | 71.9 - 95.9 | 81.3 - 108.7 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 57.9 - 75.8 | 65.9 - 87.8 | 75.5 - 100.5 |
| civil engineer | 65.0 - 87.1 | 75.1 - 102.0 | 86.6 - 115.7 |
| civil engineering drafter | 53.5 - 66.9 | 60.0 - 76.2 | 67.8 - 86.3 |
| civil engineering technologist | 46.5 - 62.6 | 55.0 - 74.5 | 64.2 - 84.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project engineer | 75.1 - 102.9 | 86.5 - 120.8 | 100.2 - 138.9 |
| civil project manager | 76.9 - 102.6 | 86.7 - 117.9 | 98.6 - 133.0 |
| construction coordinator | 50.9 - 67.6 | 57.1 - 77.2 | 64.7 - 87.5 |
| construction director | 100.2 - 132.5 | 132.3 - 175.1 | 166.2 - 220.1 |
| construction manager | 73.6 - 96.2 | 80.7 - 107.6 | 89.8 - 121.0 |
| construction project coordinator | 86.1 - 110.6 | 93.5 - 122.5 | 103.2 - 136.6 |
| construction project manager | 66.7 - 91.9 | 77.5 - 108.5 | 90.1 - 124.4 |
| construction superintendent | 76.2 - 99.6 | 83.5 - 111.4 | 92.9 - 125.3 |
| contracts administrator | 58.9 - 77.8 | 66.8 - 90.0 | 76.4 - 102.4 |
| contracts manager | 95.0 - 120.1 | 106.2 - 137.1 | 120.4 - 156.2 |
| director of operations | 123.5 - 165.4 | 162.6 - 218.2 | 206.5 - 277.0 |
| drafter | 54.1 - 67.3 | 60.3 - 76.3 | 67.8 - 86.4 |
| electrical designer/engineer | 75.2 - 99.0 | 84.7 - 113.8 | 96.6 - 129.8 |
| electrical engineer | 77.6 - 102.9 | 88.3 - 119.6 | 101.5 - 137.0 |
| electrical engineering technician | 57.0 - 72.9 | 64.9 - 84.3 | 74.2 - 95.8 |
| electrical inspector | 46.0 - 61.7 | 53.2 - 72.1 | 61.4 - 82.9 |
| engineering manager | 83.5 - 112.5 | 95.4 - 130.9 | 109.9 - 149.6 |
| environmental engineer | 63.3 - 83.9 | 72.1 - 97.6 | 83.0 - 111.9 |
| environmental inspector | 49.6 - 63.4 | 54.5 - 70.9 | 60.7 - 79.3 |
| estimation engineer | 71.1 - 95.0 | 81.7 - 111.3 | 94.6 - 127.8 |
| estimator | 60.4 - 78.7 | 67.1 - 89.1 | 75.4 - 100.6 |
| facilities engineer | 65.4 - 87.3 | 75.2 - 102.3 | 87.1 - 117.1 |
| facilities manager | 60.9 - 79.7 | 69.3 - 92.3 | 79.4 - 105.7 |
| field manager | 68.9 - 91.2 | 78.3 - 105.9 | 90.1 - 122.7 |
| field Supervisor | 69.1 - 90.8 | 77.6 - 103.7 | 87.7 - 116.7 |
| foreman | 53.6 - 69.4 | 60.0 - 79.1 | 67.9 - 89.4 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 60.9 - 78.3 | 69.9 - 91.3 | 80.4 - 104.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| health and safety specialist | 68.5 - 90.0 | 78.3 - 104.8 | 90.1 - 119.4 |
| HVAC drafter | 52.5 - 67.4 | 59.1 - 76.7 | 66.5 - 85.9 |
| HVAC engineer | 56.7 - 75.4 | 64.8 - 87.7 | 74.5 - 99.6 |
| mechanical designer | 51.7 - 68.3 | 59.6 - 79.4 | 68.2 - 89.5 |
| mechanical drafter | 51.2 - 66.5 | 57.7 - 76.8 | 66.2 - 89.6 |
| mechanical engineer | 72.8 - 96.3 | 82.6 - 111.4 | 94.5 - 126.9 |
| mechanical engineering technician | 51.3 - 67.2 | 58.4 - 77.6 | 66.6 - 87.3 |
| mechanical site supervisor | 49.8 - 64.2 | 56.3 - 73.8 | 64.2 - 84.2 |
| operations manager | 77.4 - 105.8 | 88.7 - 123.0 | 101.7 - 138.9 |
| planner/scheduler | 39.7 - 50.6 | 45.0 - 57.9 | 51.0 - 65.2 |
| project coordinator | 46.1 - 60.1 | 52.2 - 69.0 | 59.2 - 77.9 |
| project director | 109.7 - 133.4 | 137.4 - 167.1 | 165.9 - 201.8 |
| project engineer | 89.3 - 114.6 | 96.8 - 126.8 | 106.8 - 141.5 |
| project manager | 75.1 - 103.7 | 87.4 - 122.4 | 101.6 - 139.9 |
| purchasing manager | 94.0 - 124.3 | 106.3 - 142.7 | 120.7 - 160.4 |
| QA/QC inspector | 54.5 - 72.2 | 63.0 - 84.4 | 72.6 - 96.9 |
| quality control engineer | 68.5 - 90.7 | 77.8 - 104.9 | 89.0 - 118.8 |
| quality inspector | 39.9 - 50.7 | 44.4 - 57.6 | 50.2 - 65.0 |
| safety inspector | 63.0 - 82.1 | 71.3 - 94.3 | 80.9 - 106.5 |
| specification writer | 51.6 - 66.5 | 58.4 - 76.3 | 66.2 - 86.0 |
| structural designer | 53.0 - 69.1 | 59.9 - 79.3 | 68.0 - 89.7 |
| structural engineer | 70.7 - 93.6 | 80.3 - 108.4 | 92.1 - 123.7 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 40.2 - 51.3 | 44.9 - 58.4 | 50.9 - 66.3 |
| technical services manager | 85.9 - 113.7 | 97.4 - 131.6 | 111.8 - 151.5 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.0 - 119.4 | 108.1 - 155.5 | 134.7 - 194.0 |
| diversity & inclusion director | 83.4 - 115.7 | 105.4 - 146.4 | 131.9 - 183.4 |
| health and safety director | 85.0 - 101.9 | 110.5 - 132.6 | 132.4 - 158.9 |
| human resources director | 91.7 - 127.2 | 117.1 - 162.5 | 145.6 - 202.3 |
| L&D director | 91.2 - 113.4 | 114.1 - 142.0 | 145.5 - 181.3 |
| talent acquisition director | 86.1 - 119.5 | 110.0 - 152.7 | 134.7 - 187.1 |
| total rewards director | 103.1 - 134.6 | 134.1 - 175.2 | 166.1 - 217.3 |
| vice president Human Resources / CHRO | 109.1 - 185.6 | 142.9 - 243.6 | 176.9 - 301.9 |
| human resources | | entry | mid |
| benefits administrator | 56.3 - 71.9 | 63.0 - 82.0 | 71.2 - 93.0 |
| compensation and benefits manager | 90.9 - 118.5 | 100.9 - 134.3 | 113.7 - 152.5 |
| compensation specialist | 50.2 - 66.4 | 58.0 - 77.7 | 67.0 - 88.7 |
| diversity & inclusion coordinator | 40.6 - 51.8 | 46.0 - 58.2 | 50.8 - 62.6 |
| health and safety advisor | 60.9 - 78.3 | 69.9 - 91.3 | 80.4 - 104.0 |
| health and safety manager | 73.6 - 95.3 | 82.4 - 108.7 | 93.2 - 122.9 |
| HRIS analyst | 60.9 - 80.1 | 69.7 - 93.3 | 80.2 - 106.3 |
| human resources business partner | 66.1 - 86.5 | 73.9 - 98.7 | 83.6 - 111.8 |
| human resources coordinator | 40.3 - 51.2 | 45.5 - 57.6 | 50.3 - 62.0 |
| human resources generalist | 60.9 - 77.0 | 66.0 - 85.3 | 73.0 - 96.4 |
| human resources manager | 82.5 - 110.5 | 95.1 - 129.7 | 110.3 - 148.8 |
| human resources supervisor | 64.9 - 83.9 | 71.4 - 94.5 | 80.1 - 108.0 |
| human resources technician | 48.9 - 63.7 | 54.4 - 72.3 | 61.3 - 82.2 |
| labour relations advisor | 64.6 - 85.8 | 73.7 - 99.8 | 84.8 - 114.0 |
| labour relations manager | 89.6 - 121.8 | 105.4 - 145.3 | 123.8 - 168.5 |
| recruitment coordinator | 40.1 - 52.0 | 46.0 - 60.1 | 52.3 - 67.5 |
| talent acquisition specialist | 59.9 - 78.0 | 66.5 - 88.3 | 74.8 - 99.8 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 21.8 | 19.2 - 24.4 | 21.1 - 27.6 |
| counterbalance forklift operator | 20.2 - 22.8 | 22.4 - 24.6 | 24.1 - 27.9 |
| delivery/courier driver | 21.1 - 23.5 | 22.4 - 24.8 | 24.2 - 27.6 |
| electronic parts assembler | 19.1 - 22.6 | 22.2 - 24.7 | 24.5 - 28.8 |
| forklift operator | 20.1 - 22.6 | 22.2 - 24.9 | 24.2 - 27.3 |
| general labourer - heavy | 19.2 - 23.8 | 21.5 - 24.8 | 24.3 - 26.6 |
| general labourer - light | 18.1 - 20.6 | 20.5 - 22.8 | 21.1 - 24.9 |
| industrial painter | 21.5 - 23.7 | 23.1 - 25.6 | 26.2 - 28.9 |
| inventory control clerk | 21.1 - 23.6 | 23.2 - 25.4 | 25.1 - 28.8 |
| janitor/custodian | 21.6 - 23.2 | 23.1 - 25.9 | 25.5 - 28.6 |
| machine operator | 23.1 - 25.7 | 25.2 - 27.6 | 27.4 - 32.1 |
| machine operator assistant | 21.1 - 23.6 | 23.1 - 25.4 | 25.2 - 29.2 |
| manufacturing worker | 19.3 - 20.8 | 20.1 - 22.8 | 22.6 - 25.8 |
| material handler | 20.1 - 22.8 | 22.2 - 24.7 | 24.4 - 27.8 |
| moulding machine operator | 22.2 - 24.8 | 24.1 - 26.9 | 27.2 - 32.2 |
| order/cherry picker forklift operator | 19.6 - 22.1 | 21.5 - 24.8 | 24.2 - 26.9 |
| packaging labourer | 19.1 - 20.5 | 20.2 - 22.8 | 22.5 - 25.7 |
| parts clerk | 19.1 - 20.7 | 20.1 - 22.9 | 22.3 - 25.8 |
| parts manager | 28.5 - 33.8 | 33.1 - 35.9 | 36.2 - 38.0 |
| picker/packer | 19.3 - 20.8 | 20.1 - 22.9 | 22.4 - 25.5 |
| polisher/deburrer | 22.5 - 24.8 | 24.3 - 26.8 | 26.2 - 29.8 |
| print press operator | 22.5 - 24.9 | 25.1 - 28.5 | 28.4 - 30.6 |
| production labourer | 19.7 - 20.6 | 20.1 - 22.8 | 22.6 - 25.7 |
| reach truck operator | 20.1 - 22.5 | 22.1 - 24.9 | 24.4 - 27.6 |
| sandblasting operator | 23.5 - 25.8 | 25.1 - 27.9 | 27.3 - 31.9 |
| scissor lift operator | 20.1 - 22.8 | 22.2 - 24.9 | 24.3 - 27.7 |
| shipper/receiver | 20.1 - 22.8 | 22.2 - 24.9 | 24.3 - 27.7 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 20.3 - 22.7 | 22.1 - 24.9 | 24.7 - 27.2 |
| warehouse labourer | 19.1 - 20.9 | 20.1 - 22.2 | 22.1 - 25.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 72.9 - 96.6 | 84.2 - 113.3 | 97.4 - 128.6 |
| automation engineer | 63.3 - 83.7 | 71.8 - 96.7 | 82.1 - 110.1 |
| buyer | 57.9 - 75.8 | 65.9 - 87.8 | 75.5 - 100.5 |
| chemical engineer | 81.0 - 107.7 | 90.8 - 122.8 | 102.7 - 138.5 |
| chemical technician | 54.6 - 71.0 | 60.6 - 80.7 | 68.4 - 92.2 |
| cmm programmer | 49.3 - 64.5 | 56.0 - 74.5 | 64.0 - 84.1 |
| coating inspector | 39.2 - 50.9 | 44.3 - 58.4 | 50.3 - 66.3 |
| continuous improvement engineer | 74.9 - 97.9 | 83.4 - 111.0 | 93.8 - 124.2 |
| controls designer/engineer | 54.1 - 72.2 | 62.2 - 84.1 | 71.5 - 96.0 |
| demand planner | 48.4 - 66.8 | 58.2 - 80.5 | 68.6 - 92.1 |
| electrical engineer | 77.6 - 102.9 | 88.3 - 119.6 | 101.5 - 137.0 |
| electrical engineering technician | 57.0 - 72.9 | 64.9 - 84.3 | 74.2 - 95.8 |
| electrical test engineer | 71.5 - 95.4 | 82.1 - 111.8 | 95.1 - 128.4 |
| estimation engineer | 71.1 - 95.0 | 81.7 - 111.3 | 94.6 - 127.8 |
| estimator | 60.4 - 78.7 | 67.1 - 89.1 | 75.4 - 100.6 |
| field service engineer | 52.6 - 69.6 | 59.8 - 80.7 | 68.7 - 93.2 |
| general inspector | 50.8 - 66.8 | 57.1 - 76.0 | 64.4 - 85.2 |
| health and safety specialist | 68.5 - 90.0 | 78.3 - 104.8 | 90.1 - 119.4 |
| HVAC drafter | 52.5 - 67.4 | 59.1 - 76.7 | 66.5 - 85.9 |
| HVAC engineer | 56.7 - 75.4 | 64.8 - 87.7 | 74.5 - 99.6 |
| industrial engineer | 70.9 - 92.4 | 78.7 - 104.6 | 88.4 - 117.1 |
| inventory analyst | 50.8 - 66.0 | 57.1 - 75.5 | 64.9 - 86.1 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| logistics specialist | 58.6 - 77.8 | 66.9 - 90.5 | 76.9 - 102.9 |
| manufacturing engineer | 66.3 - 87.7 | 75.2 - 101.5 | 86.1 - 115.1 |
| mechanical designer | 51.7 - 68.3 | 59.6 - 79.4 | 68.2 - 89.5 |
| mechanical drafter | 51.2 - 66.5 | 57.7 - 76.8 | 66.2 - 89.6 |
| mechanical engineer | 72.8 - 96.3 | 82.6 - 111.4 | 94.5 - 126.9 |
| mechanical engineering technician | 51.3 - 67.2 | 58.4 - 77.6 | 66.6 - 87.3 |
| planner/scheduler | 39.7 - 50.6 | 45.0 - 57.9 | 51.0 - 65.2 |
| PLC programmer | 55.5 - 68.5 | 66.2 - 82.7 | 74.2 - 92.1 |
| process engineer | 61.7 - 82.1 | 70.6 - 95.6 | 81.2 - 108.6 |
| production planner | 48.8 - 64.5 | 56.3 - 74.9 | 64.2 - 83.4 |
| project engineer | 89.3 - 114.6 | 96.8 - 126.8 | 106.8 - 141.5 |
| project manager | 75.1 - 103.7 | 87.4 - 122.4 | 101.6 - 139.9 |
| QA/QC inspector | 38.5 - 48.8 | 42.8 - 55.5 | 48.3 - 62.7 |
| quality assurance manager | 79.3 - 103.1 | 87.7 - 116.1 | 98.1 - 130.3 |
| quality assurance/control technician | 62.4 - 81.7 | 71.0 - 94.4 | 81.1 - 106.9 |
| quality control engineer | 68.5 - 90.7 | 77.8 - 104.9 | 89.0 - 118.8 |
| quality control technician | 40.4 - 51.7 | 44.8 - 58.4 | 50.2 - 65.3 |
| quality director | 88.6 - 120.0 | 112.4 - 152.2 | 136.4 - 184.9 |
| quality inspector | 39.9 - 50.7 | 44.4 - 57.6 | 50.2 - 65.0 |
| safety inspector | 63.0 - 82.1 | 71.3 - 94.3 | 80.9 - 106.5 |
| SCADA engineer | 64.2 - 85.3 | 73.3 - 99.2 | 84.3 - 113.0 |
| sourcing engineer | 56.0 - 74.3 | 63.9 - 86.5 | 73.5 - 98.6 |
| stationary engineer | 53.9 - 68.8 | 59.2 - 76.9 | 65.7 - 85.4 |
| supply chain analyst | 49.1 - 65.3 | 56.2 - 75.9 | 64.6 - 86.2 |
| industrial management | | | |
| director of operations | 123.5 - 165.4 | 162.6 - 218.2 | 206.5 - 277.0 |
| engineering manager | 83.5 - 112.5 | 95.4 - 130.9 | 109.9 - 149.6 |
| general manager | 120.1 - 150.5 | 150.7 - 175.0 | 199.9 - 212.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| health and safety manager | 60.9 - 78.3 | 69.9 - 91.3 | 80.4 - 104.0 |
| inventory control manager | 63.3 - 82.8 | 70.8 - 94.5 | 80.0 - 106.9 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 106.5 - 129.4 | 138.6 - 168.4 | 171.0 - 208.0 |
| materials manager | 80.1 - 105.3 | 88.5 - 118.8 | 99.2 - 133.7 |
| operations manager | 77.4 - 105.8 | 88.7 - 123.0 | 101.7 - 138.9 |
| plant manager | 94.0 - 131.2 | 112.8 - 159.5 | 134.6 - 186.1 |
| procurement director | 98.8 - 130.7 | 132.0 - 174.5 | 160.8 - 213.0 |
| production manager | 86.7 - 113.6 | 96.9 - 129.6 | 109.8 - 147.0 |
| production supervisor | 65.1 - 84.1 | 76.2 - 94.8 | 88.2 - 108.1 |
| program manager | 70.1 - 90.8 | 79.9 - 105.2 | 91.4 - 120.0 |
| project director | 109.7 - 133.4 | 137.4 - 167.1 | 165.9 - 201.8 |
| purchasing manager | 94.0 - 124.3 | 106.3 - 142.7 | 120.7 - 160.4 |
| site supervisor | 76.2 - 99.6 | 83.5 - 111.4 | 92.9 - 125.3 |
| supply chain manager | 80.0 - 107.0 | 92.0 - 124.7 | 105.6 - 139.9 |
| warehouse manager | 73.9 - 96.7 | 82.3 - 109.6 | 92.7 - 112.1 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.7 - 71.2 | 61.3 - 82.0 | 70.3 - 91.9 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |
| control technician | 48.0 - 63.1 | 54.9 - 73.1 | 62.7 - 83.1 |
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 72.6 - 80.1 |
| electrician | 74.3 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.0 - 93.4 |
| electronics technician | 58.1 - 62.9 | 62.2 - 70.4 | 70.5 - 85.8 |
| field service technician | 72.9 - 78.1 | 76.5 - 81.7 | 81.6 - 100.7 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| heavy equipment mechanic | 62.4 - 72.8 | 70.6 - 82.7 | 80.1 - 99.2 |
| machine builder | 61.2 - 69.4 | 68.0 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.8 - 79.2 | 78.9 - 89.6 | 87.5 - 95.8 |
| mechanical assembler | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| millwright | 74.7 - 82.5 | 80.1 - 92.6 | 89.9 - 104.9 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| technician quality control testing | 54.5 - 72.2 | 63.0 - 84.4 | 72.6 - 96.9 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 77.8 - 85.1 |
| welder | 46.9 - 59.2 | 56.9 - 68.4 | 62.0 - 74.8 |
| welder-fitter | 58.1 - 72.1 | 67.4 - 78.1 | 75.8 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 68.4 - 89.5 | 76.8 - 102.7 | 87.3 - 117.1 |
| digital marketing specialist | 48.0 - 63.4 | 55.6 - 74.6 | 64.5 - 85.1 |
| e-commerce director | 114.9 - 142.7 | 145.3 - 180.5 | 183.5 - 228.1 |
| e-commerce manager | 78.7 - 102.7 | 87.8 - 117.0 | 99.4 - 133.2 |
| marketing content manager | 59.1 - 77.2 | 66.2 - 88.1 | 74.9 - 100.0 |
| social media manager | 58.8 - 81.0 | 70.9 - 98.2 | 84.0 - 114.6 |
| web marketing analyst | 52.5 - 68.2 | 59.3 - 78.3 | 67.4 - 88.3 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 98.8 - 150.5 | 133.4 - 204.0 | 171.7 - 262.8 |
| marketing vice-president | 124.4 - 191.6 | 174.9 - 270.1 | 226.0 - 349.1 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 85.0 - 109.2 | 94.3 - 123.2 | 105.6 - 138.0 |
| brand or product manager assistant | 64.0 - 86.0 | 74.5 - 101.5 | 86.4 - 115.8 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| communications manager | 70.5 - 92.0 | 78.7 - 104.6 | 88.7 - 117.7 |
| communications specialist | 53.6 - 73.0 | 63.7 - 87.7 | 75.0 - 100.2 |
| marketing coordinator | 55.5 - 72.8 | 62.6 - 83.7 | 71.2 - 95.1 |
| marketing director | 97.9 - 131.6 | 113.8 - 155.2 | 132.2 - 177.2 |
| marketing project manager | 44.0 - 58.4 | 50.4 - 67.7 | 57.8 - 76.9 |
| marketing specialist | 47.4 - 62.8 | 54.2 - 72.8 | 62.0 - 82.4 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.8 - 62.1 | 54.0 - 68.5 | 59.5 - 76.7 |
| account manager - software | 55.6 - 68.9 | 59.8 - 75.6 | 65.6 - 84.4 |
| business development manager | 94.2 - 124.5 | 105.1 - 142.3 | 119.4 - 163.7 |
| district sales manager | 78.5 - 101.6 | 89.5 - 118.0 | 102.9 - 135.0 |
| key accounts manager - consumer goods | 69.7 - 89.0 | 78.1 - 101.9 | 88.6 - 116.3 |
| merchandiser - consumer goods | 59.7 - 77.9 | 66.8 - 88.9 | 75.6 - 101.1 |
| sales manager/ director | 61.3 - 81.7 | 69.5 - 94.2 | 79.1 - 106.0 |
| sales representative, account manager - consumer goods | 49.1 - 61.9 | 54.1 - 69.2 | 60.1 - 77.0 |
| sales representative, account manager - professional services | 46.5 - 57.7 | 50.0 - 63.2 | 54.8 - 70.6 |
| sales representative, account manager - telecommunications | 53.7 - 67.0 | 58.3 - 73.9 | 64.0 - 81.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 117.0 - 167.9 | 157.1 - 225.4 | 196.4 - 281.2 |
| sales vice-president | 138.5 - 198.7 | 187.7 - 269.7 | 242.9 - 349.0 |
| vice-president marketing & sales | 120.0 - 213.9 | 164.4 - 293.9 | 211.4 - 378.0 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.5 - 65.4 | 56.8 - 71.9 | 62.3 - 79.8 |
| internal sales representative - manufacturing | 50.0 - 62.3 | 54.2 - 68.9 | 59.8 - 77.3 |
| sales engineer - distribution | 69.8 - 90.9 | 76.4 - 101.3 | 84.7 - 112.8 |



| | | | |
|--|-------------|-------------|-------------|
| sales engineer - manufacturing | 56.7 - 75.2 | 63.9 - 86.0 | 72.3 - 96.2 |
| sales representative, account manager - industrial equipment | 49.7 - 61.6 | 53.5 - 67.5 | 58.6 - 75.3 |
| sales representative, account manager - industrial service | 52.8 - 65.7 | 57.1 - 72.2 | 62.6 - 80.0 |
| sales representative, account manager - machinery | 52.4 - 65.0 | 56.4 - 71.2 | 61.7 - 79.3 |
| sales representative, account manager - manufacturing | 50.8 - 72.8 | 55.8 - 81.3 | 61.9 - 90.4 |
| sales representative, account manager - retail network | 51.7 - 64.0 | 55.6 - 70.3 | 61.0 - 79.1 |
| technical sales representative - manufacturing | 49.1 - 62.7 | 55.2 - 71.5 | 62.2 - 80.1 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 70.4 - 91.1 | 78.8 - 103.9 | 89.1 - 117.4 |
| application support analyst | 61.0 - 80.5 | 70.1 - 93.1 | 79.8 - 105.0 |
| automation tester | 48.1 - 64.1 | 56.2 - 75.7 | 65.3 - 86.2 |
| C++/ embedded software engineer | 70.3 - 91.0 | 78.6 - 103.8 | 88.9 - 117.2 |
| devops - development | 65.5 - 87.9 | 75.9 - 103.8 | 88.4 - 118.7 |
| ERP developer | 70.2 - 90.8 | 78.5 - 103.6 | 88.8 - 117.6 |
| front-end developer | 65.5 - 86.1 | 74.9 - 100.2 | 86.1 - 114.4 |
| full stack developer | 75.1 - 98.9 | 86.1 - 115.2 | 98.9 - 130.9 |
| java developer | 68.8 - 89.1 | 77.0 - 101.6 | 87.1 - 114.5 |
| machine learning developer | 76.9 - 114.5 | 103.3 - 143.8 | 123.8 - 148.5 |
| mobile application developer (iOS/android) | 63.0 - 96.4 | 87.8 - 123.3 | 106.1 - 127.3 |
| quality assurance manager | 80.8 - 107.0 | 91.7 - 123.7 | 104.9 - 140.2 |
| RPA developer | 51.7 - 68.1 | 59.3 - 79.1 | 68.0 - 89.1 |
| SQL database developer | 62.0 - 82.8 | 71.3 - 96.9 | 82.4 - 110.8 |
| technical lead | 105.3 - 142.4 | 120.8 - 165.7 | 138.8 - 187.7 |
| UI/UX designer | 66.1 - 85.2 | 73.6 - 96.7 | 82.8 - 108.2 |
| architecture | | | |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| application architect | 99.6 - 132.8 | 112.1 - 152.6 | 127.9 - 174.9 |
| architect (enterprise) | 93.4 - 125.9 | 106.8 - 146.6 | 123.0 - 168.6 |
| architect (solutions/technical) | 82.6 - 103.4 | 92.6 - 118.0 | 104.8 - 132.5 |
| cloud architect | 88.9 - 111.8 | 100.4 - 128.5 | 114.2 - 144.4 |
| data & analytics | | | |
| BI data architect | 88.2 - 118.6 | 98.7 - 135.3 | 111.8 - 152.9 |
| big data engineer | 80.2 - 105.1 | 89.7 - 119.9 | 101.5 - 135.8 |
| business intelligence developer | 67.1 - 87.0 | 75.3 - 99.3 | 85.0 - 111.3 |
| data analyst | 66.4 - 88.7 | 76.4 - 104.0 | 88.4 - 118.4 |
| data architect | 72.2 - 95.3 | 83.1 - 111.7 | 96.1 - 127.8 |
| data engineer | 69.0 - 92.4 | 79.6 - 108.3 | 92.0 - 123.2 |
| data scientist | 74.9 - 100.7 | 86.8 - 118.6 | 100.9 - 135.1 |
| database administrator | 71.3 - 97.1 | 84.2 - 116.2 | 99.1 - 133.8 |
| leadership/business technology | | | |
| business analyst | 68.6 - 88.8 | 76.8 - 101.4 | 86.9 - 114.6 |
| IT director | 102.3 - 136.9 | 129.8 - 173.8 | 162.5 - 217.9 |
| IT manager | 90.6 - 120.3 | 103.2 - 139.9 | 118.8 - 160.6 |
| networking/infrastructure | | | |
| cloud engineer | 76.2 - 101.7 | 88.8 - 120.0 | 103.1 - 136.0 |
| devops - infrastructure | 77.2 - 106.7 | 90.0 - 125.9 | 104.4 - 142.3 |
| help desk analyst | 50.3 - 65.6 | 56.9 - 75.3 | 64.7 - 85.3 |
| information security engineer | 72.3 - 96.7 | 83.2 - 113.3 | 96.3 - 129.3 |
| information security manager | 93.0 - 122.8 | 105.0 - 141.2 | 119.7 - 160.8 |
| information security specialist | 57.7 - 75.8 | 66.0 - 88.2 | 75.8 - 100.1 |
| information systems analyst | 62.2 - 80.4 | 69.5 - 91.6 | 78.6 - 103.6 |
| linux/unix administrator | 77.9 - 101.3 | 87.7 - 116.3 | 99.8 - 132.3 |
| network administrator | 61.2 - 81.8 | 70.5 - 95.9 | 81.5 - 109.7 |
| network engineer | 69.4 - 92.6 | 79.7 - 108.5 | 92.3 - 124.6 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| systems administrator | 69.6 - 91.5 | 79.6 - 106.6 | 91.6 - 121.8 |
| tech support | 63.7 - 82.9 | 71.9 - 95.3 | 81.7 - 108.2 |
| project management | | | |
| business systems analyst | 68.0 - 89.5 | 77.9 - 104.4 | 89.8 - 119.6 |
| ERP project manager | 91.9 - 122.8 | 100.3 - 136.8 | 111.3 - 153.5 |
| organizational development manager | 65.5 - 88.2 | 76.3 - 105.1 | 89.8 - 123.3 |
| product owner | 77.4 - 102.0 | 88.8 - 118.8 | 101.9 - 134.2 |
| product owner/manager | 79.4 - 109.6 | 92.3 - 129.3 | 107.4 - 148.1 |
| project coordinator | 65.2 - 80.9 | 72.3 - 91.5 | 81.2 - 103.1 |
| project manager (infrastructure) | 94.0 - 127.5 | 106.6 - 147.6 | 122.3 - 169.4 |
| project manager (software) | 93.2 - 123.8 | 104.3 - 141.2 | 118.1 - 160.2 |
| scrum master | 72.4 - 94.3 | 81.7 - 108.4 | 93.0 - 123.7 |
| technical writer | 58.5 - 76.0 | 68.1 - 89.6 | 79.0 - 101.8 |



waterloo region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 50.3 - 65.5 | 55.9 - 74.2 | 62.9 - 83.9 |
| administrative assistant | 40.1 - 51.6 | 43.8 - 57.6 | 49.5 - 64.9 |
| administrative assistant (bilingual) | 45.9 - 55.2 | 47.8 - 58.2 | 52.5 - 61.5 |
| administrative manager | 57.1 - 73.5 | 62.2 - 81.6 | 68.8 - 91.2 |
| benefits clerk | 44.2 - 48.7 | 46.2 - 56.4 | 49.7 - 64.0 |
| claims supervisor | 62.1 - 81.4 | 69.4 - 93.0 | 78.8 - 106.4 |
| contracts administrator | 93.8 - 118.9 | 105.0 - 135.8 | 119.2 - 155.0 |
| data entry clerk | 39.2 - 43.1 | 41.5 - 49.0 | 45.8 - 50.1 |
| dispatcher | 42.8 - 51.3 | 46.2 - 58.8 | 52.5 - 66.3 |
| document controller | 35.7 - 44.8 | 40.8 - 51.6 | 45.6 - 52.7 |
| document services specialist | 38.5 - 49.1 | 46.9 - 57.0 | 52.4 - 58.3 |
| documentation specialist | 38.5 - 49.1 | 46.9 - 57.0 | 52.4 - 58.3 |
| executive assistant | 56.3 - 77.1 | 65.9 - 91.1 | 76.4 - 103.8 |
| executive assistant (bilingual) | 58.3 - 79.1 | 67.9 - 93.1 | 78.4 - 105.8 |
| file clerk | 35.7 - 44.8 | 40.8 - 51.6 | 45.6 - 52.7 |
| HR administrator | 48.0 - 62.6 | 54.3 - 72.0 | 61.8 - 82.1 |
| HR coordinator | 45.8 - 55.2 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 44.4 - 53.8 | 49.5 - 58.0 | 52.6 - 64.2 |
| insurance claims clerk | 38.9 - 45.7 | 43.6 - 49.9 | 47.1 - 53.6 |
| invoicing clerk | 37.1 - 47.3 | 42.2 - 53.8 | 47.0 - 58.5 |
| logistics coordinator | 48.3 - 63.7 | 56.3 - 74.6 | 64.9 - 85.1 |
| mailroom clerk | 35.7 - 44.8 | 40.8 - 51.6 | 45.6 - 52.7 |



| | | | |
|---|-------------|-------------|-------------|
| office clerk | 38.2 - 47.0 | 41.9 - 52.3 | 46.3 - 57.9 |
| office manager | 55.5 - 71.8 | 61.0 - 80.3 | 67.7 - 89.8 |
| office/operations manager | 55.5 - 71.8 | 61.0 - 80.3 | 67.7 - 89.8 |
| order clerk | 38.1 - 42.9 | 41.0 - 48.5 | 44.2 - 53.9 |
| order entry clerk | 43.1 - 51.5 | 45.3 - 56.6 | 50.1 - 65.5 |
| order supervisor | 51.4 - 62.5 | 56.3 - 77.6 | 65.3 - 85.2 |
| payroll administrator | 45.6 - 56.2 | 50.2 - 64.4 | 57.5 - 77.5 |
| project coordinator | 45.4 - 59.3 | 51.4 - 68.1 | 58.4 - 77.0 |
| receptionist | 34.6 - 41.3 | 36.7 - 46.6 | 42.8 - 53.9 |
| receptionist (bilingual) | 40.1 - 46.5 | 46.2 - 52.8 | 55.2 - 64.5 |
| sales administrator | 43.4 - 58.3 | 50.2 - 68.3 | 58.1 - 78.1 |
| sales assistant | 42.1 - 50.5 | 44.3 - 55.6 | 49.1 - 64.5 |
| service coordinator | 40.5 - 49.2 | 44.6 - 57.0 | 50.2 - 63.8 |
| supply clerk | 36.0 - 45.3 | 40.3 - 51.3 | 44.9 - 56.4 |
| logistics & transportation support | | | |
| import/export clerk | 37.4 - 48.0 | 42.8 - 54.9 | 48.1 - 60.0 |
| import/export coordinator | 54.4 - 70.2 | 60.5 - 79.5 | 68.1 - 89.8 |
| shipping administrator | 43.3 - 55.0 | 49.7 - 63.4 | 56.4 - 71.1 |
| supply chain coordinator | 42.4 - 54.8 | 47.5 - 62.5 | 53.8 - 71.1 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 60.4 - 78.0 | 67.5 - 88.6 | 75.9 - 98.9 |
| bilingual customer loyalty agent | 37.5 - 48.3 | 42.1 - 55.9 | 48.1 - 63.5 |
| bilingual customer service manager | 72.7 - 95.8 | 81.8 - 110.3 | 93.5 - 127.0 |
| bilingual customer service representative | 40.0 - 46.3 | 42.0 - 52.4 | 45.5 - 59.2 |
| bilingual customer service supervisor | 55.0 - 65.0 | 67.6 - 90.6 | 76.6 - 100.0 |
| bilingual customer service team lead | 42.5 - 45.0 | 44.0 - 49.9 | 46.6 - 55.0 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service trainer | 44.6 - 58.6 | 51.0 - 68.2 | 58.7 - 77.8 |
| bilingual e-chat representative | 43.0 - 51.9 | 44.5 - 55.9 | 48.1 - 63.5 |
| bilingual help desk representative - level 1 | 44.6 - 59.3 | 51.2 - 68.3 | 58.0 - 76.7 |
| bilingual inside sales manager | 65.1 - 87.0 | 73.7 - 100.0 | 83.8 - 111.7 |
| bilingual inside sales representative | 47.3 - 58.8 | 50.9 - 64.3 | 55.7 - 72.0 |
| bilingual insurance advisor | 53.4 - 66.5 | 56.6 - 71.0 | 60.7 - 78.6 |
| bilingual junior collection agent | 39.9 - 45.0 | 42.0 - 51.6 | 44.8 - 57.9 |
| bilingual order desk representative | 40.0 - 45.0 | 42.5 - 47.8 | 46.6 - 52.7 |
| bilingual survey agent | 35.0 - 42.0 | 38.1 - 48.2 | 42.6 - 52.6 |
| bilingual telemarketing agent | 35.0 - 38.4 | 36.6 - 43.2 | 37.9 - 49.5 |
| bilingual telephone dispatcher | 40.3 - 51.3 | 45.7 - 58.8 | 51.7 - 66.3 |
| bilingual travel support agent | 38.0 - 47.8 | 42.4 - 53.9 | 47.2 - 59.5 |
| bilingual workforce planner | 46.4 - 58.6 | 50.1 - 64.7 | 55.3 - 73.0 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|--------------|--------------|
| architect | 60.4 - 79.3 | 67.7 - 90.8 | 76.9 - 103.4 |
| architectural drafter | 51.2 - 66.5 | 59.5 - 78.8 | 69.8 - 92.8 |
| BIM/VDC coordinator | 62.6 - 82.0 | 69.9 - 93.5 | 79.1 - 106.1 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 57.2 - 74.9 | 65.1 - 86.9 | 74.6 - 99.5 |
| civil engineer | 63.8 - 85.6 | 73.8 - 100.4 | 85.2 - 114.0 |
| civil engineering drafter | 52.6 - 65.7 | 58.9 - 74.9 | 66.6 - 84.9 |
| civil engineering technologist | 45.6 - 61.6 | 54.0 - 73.3 | 63.1 - 83.5 |
| civil project engineer | 74.3 - 102.0 | 85.6 - 119.7 | 99.3 - 137.8 |
| civil project manager | 75.6 - 101.0 | 85.3 - 116.1 | 97.1 - 131.2 |
| construction coordinator | 50.3 - 66.8 | 56.4 - 76.3 | 63.9 - 86.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction director | 99.4 - 131.7 | 131.5 - 174.3 | 165.4 - 219.2 |
| construction manager | 72.9 - 95.4 | 79.9 - 106.8 | 89.1 - 120.2 |
| construction project coordinator | 85.3 - 109.8 | 92.8 - 121.7 | 102.4 - 135.8 |
| construction project manager | 66.0 - 91.1 | 76.8 - 107.7 | 89.4 - 123.6 |
| construction superintendent | 75.4 - 98.8 | 82.7 - 110.6 | 92.2 - 124.5 |
| contracts administrator | 58.1 - 77.0 | 66.0 - 89.0 | 75.5 - 101.4 |
| contracts manager | 93.8 - 118.9 | 105.0 - 135.8 | 119.2 - 155.0 |
| director of operations | 123.1 - 165.1 | 162.4 - 217.9 | 206.2 - 276.6 |
| drafter | 53.2 - 66.2 | 59.2 - 75.1 | 66.7 - 85.0 |
| electrical designer/engineer | 73.9 - 97.4 | 83.2 - 112.1 | 95.0 - 127.9 |
| electrical engineer | 76.2 - 101.3 | 86.8 - 117.8 | 99.9 - 135.1 |
| electrical engineering technician | 56.0 - 71.7 | 63.8 - 83.0 | 73.0 - 94.3 |
| electrical inspector | 45.1 - 60.6 | 52.3 - 70.9 | 60.3 - 81.6 |
| engineering manager | 82.8 - 111.7 | 94.6 - 130.1 | 109.1 - 148.7 |
| environmental engineer | 62.1 - 82.5 | 70.8 - 96.1 | 81.6 - 110.1 |
| environmental inspector | 48.3 - 61.8 | 53.2 - 69.3 | 59.3 - 77.5 |
| estimation engineer | 69.9 - 93.4 | 80.3 - 109.5 | 93.1 - 125.9 |
| estimator | 59.6 - 77.8 | 66.3 - 88.2 | 74.6 - 99.6 |
| facilities engineer | 64.2 - 85.8 | 73.9 - 100.7 | 85.6 - 115.3 |
| facilities manager | 60.0 - 78.7 | 68.3 - 91.2 | 78.4 - 104.6 |
| field manager | 68.0 - 90.2 | 77.3 - 104.8 | 89.0 - 121.4 |
| field Supervisor | 68.2 - 89.8 | 76.6 - 102.5 | 86.6 - 115.5 |
| foreman | 53.1 - 68.8 | 59.5 - 78.5 | 67.3 - 88.8 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 59.4 - 76.6 | 68.3 - 89.3 | 78.5 - 101.7 |
| health and safety specialist | 67.3 - 88.5 | 76.9 - 103.1 | 88.6 - 117.7 |
| HVAC drafter | 51.5 - 66.1 | 57.9 - 75.3 | 65.2 - 84.3 |
| HVAC engineer | 55.6 - 74.0 | 63.6 - 86.2 | 73.2 - 98.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| mechanical designer | 50.7 - 67.1 | 58.4 - 78.1 | 67.0 - 88.0 |
| mechanical drafter | 50.3 - 65.4 | 56.7 - 75.5 | 65.1 - 88.2 |
| mechanical engineer | 71.5 - 94.8 | 81.2 - 109.7 | 93.0 - 125.0 |
| mechanical engineering technician | 50.4 - 66.1 | 57.4 - 76.3 | 65.5 - 85.9 |
| mechanical site supervisor | 49.2 - 63.4 | 55.6 - 72.9 | 63.4 - 83.2 |
| operations manager | 77.0 - 105.4 | 88.3 - 122.6 | 101.3 - 138.5 |
| planner/scheduler | 39.0 - 49.6 | 44.2 - 56.9 | 50.1 - 64.1 |
| project coordinator | 45.4 - 59.3 | 51.4 - 68.1 | 58.4 - 77.0 |
| project director | 108.7 - 132.3 | 136.4 - 166.0 | 164.9 - 200.8 |
| project engineer | 87.8 - 112.8 | 95.3 - 125.0 | 105.2 - 139.6 |
| project manager | 74.3 - 102.7 | 86.5 - 121.4 | 100.6 - 138.8 |
| purchasing manager | 92.8 - 123.0 | 105.1 - 141.4 | 119.5 - 159.1 |
| QA/QC inspector | 53.5 - 71.0 | 61.9 - 83.1 | 71.4 - 95.4 |
| quality control engineer | 67.3 - 89.2 | 76.5 - 103.2 | 87.5 - 117.0 |
| quality inspector | 39.0 - 49.6 | 43.5 - 56.5 | 49.2 - 63.8 |
| safety inspector | 61.5 - 80.3 | 69.6 - 92.3 | 79.1 - 104.3 |
| specification writer | 50.9 - 65.7 | 57.7 - 75.4 | 65.5 - 85.1 |
| structural designer | 52.0 - 67.9 | 58.9 - 78.0 | 66.9 - 88.3 |
| structural engineer | 69.4 - 92.1 | 78.9 - 106.8 | 90.6 - 121.9 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 40.0 - 51.0 | 44.7 - 58.1 | 50.6 - 66.0 |
| technical services manager | 85.2 - 112.9 | 96.6 - 130.7 | 111.0 - 150.7 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 81.9 - 118.2 | 106.9 - 154.2 | 133.4 - 192.7 |
| diversity & inclusion director | 83.0 - 115.3 | 105.0 - 146.0 | 131.6 - 183.2 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| health and safety director | 83.8 - 100.7 | 109.3 - 131.3 | 131.1 - 157.7 |
| human resources director | 90.5 - 125.9 | 115.9 - 161.3 | 144.3 - 201.0 |
| L&D director | 90.0 - 112.2 | 112.9 - 140.7 | 144.2 - 180.0 |
| talent acquisition director | 85.0 - 118.2 | 108.8 - 151.4 | 133.4 - 185.8 |
| total rewards director | 101.9 - 133.3 | 132.8 - 174.0 | 164.8 - 215.9 |
| vice president Human Resources / CHRO | 107.9 - 184.3 | 141.6 - 242.2 | 175.7 - 300.4 |
| human resources | entry | mid | senior |
| benefits administrator | 55.6 - 71.1 | 62.2 - 81.1 | 70.4 - 92.0 |
| compensation and benefits manager | 89.7 - 117.3 | 99.7 - 133.0 | 112.4 - 151.2 |
| compensation specialist | 49.6 - 65.6 | 57.2 - 76.9 | 66.2 - 87.8 |
| diversity & inclusion coordinator | 40.1 - 51.1 | 45.4 - 57.5 | 50.1 - 61.8 |
| health and safety advisor | 59.4 - 76.6 | 68.3 - 89.3 | 78.5 - 101.7 |
| health and safety manager | 72.5 - 94.1 | 81.2 - 107.5 | 92.0 - 121.6 |
| HRIS analyst | 60.4 - 79.4 | 69.1 - 92.6 | 79.5 - 105.6 |
| human resources business partner | 65.3 - 85.6 | 73.1 - 97.7 | 82.7 - 110.8 |
| human resources coordinator | 39.5 - 50.3 | 44.7 - 56.6 | 49.4 - 61.0 |
| human resources generalist | 60.1 - 76.1 | 65.2 - 84.4 | 72.2 - 95.5 |
| human resources manager | 81.3 - 109.3 | 94.0 - 128.4 | 109.0 - 147.5 |
| human resources supervisor | 64.1 - 83.0 | 70.5 - 93.6 | 79.2 - 107.0 |
| human resources technician | 48.0 - 62.7 | 53.4 - 71.1 | 60.3 - 81.0 |
| labour relations advisor | 63.8 - 84.9 | 72.9 - 98.9 | 83.9 - 113.0 |
| labour relations manager | 88.4 - 120.5 | 104.2 - 144.0 | 122.5 - 167.2 |
| recruitment coordinator | 39.3 - 51.1 | 45.1 - 59.1 | 51.3 - 66.4 |
| talent acquisition specialist | 59.1 - 77.1 | 65.7 - 87.4 | 74.0 - 98.8 |

industrial support

| | entry | mid | senior |
|----------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 20.5 | 18.5 - 21.5 | 20.1 - 22.6 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| counterbalance forklift operator | 20.2 - 22.8 | 21.5 - 23.8 | 22.2 - 28.9 |
| delivery/courier driver | 19.1 - 21.5 | 20.2 - 22.8 | 21.6 - 29.8 |
| electronic parts assembler | 17.5 - 20.5 | 18.5 - 22.2 | 21.4 - 25.9 |
| forklift operator | 20.1 - 22.7 | 21.5 - 23.3 | 22.6 - 28.4 |
| general labourer - heavy | 18.4 - 21.8 | 19.5 - 23.7 | 21.1 - 25.8 |
| general labourer - light | 16.5 - 18.9 | 17.5 - 23.7 | 19.1 - 24.5 |
| inventory control clerk | 17.1 - 21.8 | 19.5 - 24.7 | 22.1 - 28.9 |
| janitor/custodian | 17.5 - 19.9 | 20.1 - 23.4 | 21.3 - 25.5 |
| machine operator | 18.1 - 24.5 | 20.4 - 26.8 | 24.6 - 30.5 |
| machine operator assistant | 18.1 - 22.3 | 20.1 - 25.5 | 23.3 - 28.8 |
| manufacturing worker | 18.5 - 19.3 | 20.1 - 22.9 | 20.4 - 25.8 |
| material handler | 20.4 - 22.8 | 21.1 - 23.9 | 22.2 - 28.9 |
| moulding machine operator | 18.4 - 24.6 | 20.5 - 26.7 | 24.2 - 30.1 |
| order/cherry picker forklift operator | 20.1 - 22.6 | 21.4 - 23.8 | 22.3 - 28.9 |
| packaging labourer | 18.4 - 21.8 | 19.5 - 23.7 | 21.1 - 25.8 |
| picker/packer | 16.8 - 19.9 | 17.3 - 22.4 | 19.9 - 24.5 |
| polisher/deburrer | 18.3 - 22.7 | 20.1 - 25.7 | 22.1 - 28.9 |
| print press operator | 19.9 - 21.8 | 21.1 - 24.6 | 23.4 - 28.6 |
| production labourer | 17.5 - 20.4 | 19.5 - 24.7 | 21.1 - 25.9 |
| reach truck operator | 20.3 - 22.9 | 21.1 - 23.5 | 22.5 - 28.9 |
| scissor lift operator | 20.2 - 22.9 | 21.4 - 23.9 | 22.1 - 28.7 |
| shipper/receiver | 20.1 - 22.5 | 21.2 - 23.7 | 22.1 - 28.7 |
| shipping and receiving clerk | 19.1 - 23.3 | 21.3 - 26.4 | 23.5 - 30.2 |
| warehouse labourer | 18.5 - 19.9 | 20.1 - 22.7 | 20.5 - 25.4 |



manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 72.3 - 95.9 | 83.5 - 112.6 | 96.7 - 127.9 |
| automation engineer | 62.2 - 82.3 | 70.5 - 95.1 | 80.7 - 108.4 |
| buyer | 57.2 - 74.9 | 65.1 - 86.9 | 74.6 - 99.5 |
| chemical engineer | 79.7 - 106.0 | 89.3 - 121.0 | 101.1 - 136.6 |
| chemical technician | 53.6 - 69.9 | 59.6 - 79.4 | 67.3 - 90.7 |
| cmm programmer | 48.8 - 63.9 | 55.5 - 73.8 | 63.4 - 83.5 |
| coating inspector | 38.3 - 49.9 | 43.4 - 57.3 | 49.3 - 65.1 |
| continuous improvement engineer | 73.8 - 96.7 | 82.3 - 109.7 | 92.6 - 122.9 |
| controls designer/engineer | 53.1 - 71.0 | 61.1 - 82.8 | 70.3 - 94.5 |
| demand planner | 47.9 - 66.1 | 57.6 - 79.8 | 68.0 - 91.4 |
| electrical engineer | 76.2 - 101.3 | 86.8 - 117.8 | 99.9 - 135.1 |
| electrical engineering technician | 56.0 - 71.7 | 63.8 - 83.0 | 73.0 - 94.3 |
| electrical test engineer | 70.2 - 93.8 | 80.7 - 110.0 | 93.5 - 126.5 |
| estimation engineer | 69.9 - 93.4 | 80.3 - 109.5 | 93.1 - 125.9 |
| estimator | 59.6 - 77.8 | 66.3 - 88.2 | 74.6 - 99.6 |
| field service engineer | 51.7 - 68.5 | 58.8 - 79.4 | 67.6 - 91.8 |
| general inspector | 49.9 - 65.7 | 56.2 - 74.8 | 63.3 - 83.9 |
| health and safety specialist | 67.3 - 88.5 | 76.9 - 103.1 | 88.6 - 117.7 |
| HVAC drafter | 51.5 - 66.1 | 57.9 - 75.3 | 65.2 - 84.3 |
| HVAC engineer | 55.6 - 74.0 | 63.6 - 86.2 | 73.2 - 98.0 |
| industrial engineer | 69.7 - 90.9 | 77.4 - 102.9 | 86.9 - 115.3 |
| inventory analyst | 50.3 - 65.4 | 56.6 - 74.9 | 64.3 - 85.4 |
| logistics specialist | 57.8 - 77.0 | 66.2 - 89.6 | 76.1 - 101.9 |
| manufacturing engineer | 65.1 - 86.2 | 73.9 - 99.8 | 84.7 - 113.4 |
| mechanical designer | 50.7 - 67.1 | 58.4 - 78.1 | 67.0 - 88.0 |
| mechanical drafter | 50.3 - 65.4 | 56.7 - 75.5 | 65.1 - 88.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 71.5 - 94.8 | 81.2 - 109.7 | 93.0 - 125.0 |
| mechanical engineering technician | 50.4 - 66.1 | 57.4 - 76.3 | 65.5 - 85.9 |
| planner/scheduler | 39.0 - 49.6 | 44.2 - 56.9 | 50.1 - 64.1 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 60.6 - 80.7 | 69.3 - 94.1 | 79.9 - 106.9 |
| production planner | 48.0 - 63.7 | 55.5 - 73.9 | 63.4 - 82.5 |
| project engineer | 87.8 - 112.8 | 95.3 - 125.0 | 105.2 - 139.6 |
| project manager | 74.3 - 102.7 | 86.5 - 121.4 | 100.6 - 138.8 |
| QA/QC inspector | 37.7 - 47.8 | 41.9 - 54.4 | 47.3 - 61.5 |
| quality assurance manager | 78.2 - 101.9 | 86.5 - 114.9 | 96.9 - 129.0 |
| quality assurance/control technician | 61.8 - 81.0 | 70.3 - 93.8 | 80.4 - 106.2 |
| quality control engineer | 67.3 - 89.2 | 76.5 - 103.2 | 87.5 - 117.0 |
| quality control technician | 39.5 - 50.7 | 43.8 - 57.3 | 49.2 - 64.1 |
| quality director | 87.5 - 118.8 | 111.1 - 150.9 | 135.1 - 183.6 |
| quality inspector | 39.0 - 49.6 | 43.5 - 56.5 | 49.2 - 63.8 |
| safety inspector | 61.5 - 80.3 | 69.6 - 92.3 | 79.1 - 104.3 |
| SCADA engineer | 63.0 - 83.9 | 72.0 - 97.7 | 82.9 - 111.3 |
| sourcing engineer | 55.1 - 73.2 | 62.9 - 85.3 | 72.5 - 97.5 |
| stationary engineer | 52.9 - 67.7 | 58.2 - 75.7 | 64.6 - 84.1 |
| supply chain analyst | 48.5 - 64.5 | 55.5 - 75.1 | 63.8 - 85.4 |
| industrial management | | | |
| director of operations | 123.1 - 165.1 | 162.4 - 217.9 | 206.2 - 276.6 |
| engineering manager | 82.8 - 111.7 | 94.6 - 130.1 | 109.1 - 148.7 |
| general manager | 105.5 - 128.8 | 113.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.4 - 76.6 | 68.3 - 89.3 | 78.5 - 101.7 |
| inventory control manager | 61.9 - 81.3 | 69.3 - 92.8 | 78.5 - 105.1 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance supervisor | 78.0 - 85.0 | 81.5 - 91.2 | 85.0 - 104.6 |
| manufacturing director | 105.7 - 134.0 | 133.0 - 167.6 | 165.0 - 207.1 |
| materials manager | 78.9 - 104.1 | 87.3 - 117.5 | 98.0 - 132.4 |
| operations manager | 77.0 - 105.4 | 88.3 - 122.6 | 101.3 - 138.5 |
| plant manager | 92.8 - 129.9 | 111.6 - 158.2 | 133.3 - 184.8 |
| procurement director | 97.6 - 129.4 | 128.0 - 173.3 | 159.6 - 211.7 |
| production manager | 85.5 - 112.4 | 95.7 - 128.4 | 108.6 - 145.7 |
| production supervisor | 62.8 - 84.7 | 74.6 - 92.4 | 88.2 - 108.1 |
| program manager | 69.7 - 90.4 | 79.4 - 104.8 | 91.0 - 119.6 |
| project director | 108.7 - 134.0 | 133.5 - 166.0 | 164.9 - 200.8 |
| purchasing manager | 92.8 - 123.0 | 105.1 - 141.4 | 119.5 - 159.1 |
| site supervisor | 75.4 - 98.8 | 82.7 - 110.6 | 92.2 - 124.5 |
| supply chain manager | 78.8 - 105.8 | 90.8 - 123.4 | 104.4 - 138.6 |
| warehouse manager | 72.6 - 86.8 | 74.0 - 98.4 | 80.0 - 110.9 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.6 - 70.5 | 61.3 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 48.6 - 63.8 | 55.4 - 73.8 | 63.4 - 83.8 |
| conventional machinist | 58.2 - 68.7 | 65.8 - 75.1 | 71.6 - 79.4 |
| electrician | 72.0 - 79.8 | 76.0 - 82.0 | 80.0 - 97.0 |
| electromechanical technician | 57.6 - 77.8 | 68.2 - 91.0 | 78.9 - 93.4 |
| electronics technician | 53.6 - 69.4 | 60.0 - 79.2 | 67.9 - 89.3 |
| field service technician | 72.0 - 79.0 | 77.0 - 82.3 | 81.6 - 100.7 |
| heavy equipment mechanic | 62.8 - 72.6 | 70.3 - 82.8 | 80.5 - 99.3 |
| machine builder | 59.5 - 67.6 | 66.4 - 75.0 | 73.6 - 88.1 |
| maintenance mechanic | 72.1 - 79.8 | 78.8 - 89.4 | 86.4 - 95.8 |
| mechanical assembler | 50.4 - 61.8 | 60.9 - 69.7 | 63.0 - 75.6 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| millwright | 76.0 - 82.6 | 81.3 - 92.7 | 89.8 - 105.1 |
| panel wirer | 47.8 - 54.9 | 52.0 - 60.1 | 59.7 - 67.0 |
| set-up technician | 48.8 - 54.0 | 51.9 - 60.0 | 58.0 - 65.4 |
| technician quality control testing | 55.0 - 65.0 | 64.0 - 83.1 | 71.4 - 95.4 |
| tool and die maker | 65.7 - 75.0 | 73.5 - 79.1 | 77.0 - 86.8 |
| welder | 46.5 - 61.0 | 55.7 - 66.8 | 61.0 - 72.6 |
| welder-fitter | 57.9 - 71.8 | 65.6 - 78.9 | 76.9 - 85.1 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 67.2 - 88.2 | 75.6 - 101.2 | 86.0 - 115.4 |
| digital marketing specialist | 47.4 - 62.6 | 54.9 - 73.7 | 63.7 - 84.2 |
| e-commerce director | 113.3 - 140.8 | 143.5 - 178.6 | 181.6 - 226.1 |
| e-commerce manager | 77.4 - 101.2 | 86.5 - 115.4 | 97.9 - 131.4 |
| marketing content manager | 58.1 - 76.0 | 65.1 - 86.8 | 73.7 - 98.6 |
| social media manager | 57.9 - 79.8 | 69.8 - 96.8 | 82.8 - 113.0 |
| web marketing analyst | 52.0 - 67.6 | 58.8 - 77.6 | 66.8 - 87.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 98.4 - 150.2 | 133.1 - 203.7 | 171.4 - 262.5 |
| marketing vice-president | 122.6 - 189.7 | 173.1 - 267.9 | 224.0 - 346.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.7 - 107.6 | 92.9 - 121.5 | 104.1 - 136.3 |
| brand or product manager assistant | 62.3 - 84.1 | 72.7 - 99.4 | 84.5 - 113.6 |
| communications manager | 69.4 - 90.6 | 77.5 - 103.1 | 87.4 - 116.0 |
| communications specialist | 52.9 - 72.2 | 63.0 - 86.8 | 74.2 - 99.2 |
| marketing coordinator | 54.8 - 72.0 | 61.8 - 82.8 | 70.4 - 94.2 |
| marketing director | 96.4 - 129.9 | 112.2 - 153.4 | 130.5 - 175.3 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 43.2 - 57.4 | 49.5 - 66.6 | 56.8 - 75.7 |
| marketing specialist | 46.7 - 62.0 | 53.5 - 72.0 | 61.3 - 81.5 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.5 - 61.7 | 53.6 - 68.1 | 59.1 - 76.2 |
| account manager - software | 55.2 - 68.5 | 59.5 - 75.2 | 65.2 - 84.0 |
| business development manager | 93.0 - 123.2 | 103.9 - 141.0 | 118.2 - 162.5 |
| district sales manager | 77.3 - 100.1 | 88.2 - 116.3 | 101.4 - 133.2 |
| key accounts manager - consumer goods | 69.3 - 88.6 | 77.6 - 101.4 | 88.2 - 115.8 |
| merchandiser - consumer goods | 59.0 - 77.1 | 66.0 - 88.0 | 74.8 - 100.2 |
| sales manager/ director | 60.3 - 80.4 | 68.4 - 92.7 | 77.8 - 104.5 |
| sales representative, account manager - consumer goods | 48.0 - 60.6 | 52.9 - 67.7 | 58.7 - 75.5 |
| sales representative, account manager - professional services | 46.2 - 57.3 | 49.7 - 62.9 | 54.5 - 70.3 |
| sales representative, account manager - telecommunications | 53.3 - 66.6 | 57.9 - 73.5 | 63.6 - 81.5 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 115.9 - 166.9 | 156.1 - 224.2 | 195.4 - 279.9 |
| sales vice-president | 136.7 - 196.8 | 185.8 - 267.5 | 240.8 - 346.5 |
| vice-president marketing & sales | 118.3 - 211.9 | 162.6 - 291.6 | 209.4 - 375.4 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 52.2 - 65.0 | 56.5 - 71.5 | 62.0 - 79.4 |
| internal sales representative - manufacturing | 49.8 - 62.1 | 54.0 - 68.7 | 59.6 - 77.1 |
| sales engineer - distribution | 69.6 - 90.7 | 76.2 - 101.2 | 84.5 - 112.7 |
| sales engineer - manufacturing | 56.5 - 75.0 | 63.7 - 85.9 | 72.1 - 96.2 |
| sales representative, account manager - industrial equipment | 49.3 - 61.2 | 53.1 - 67.1 | 58.2 - 74.9 |
| sales representative, account manager - industrial service | 52.5 - 65.4 | 56.8 - 71.9 | 62.3 - 79.6 |
| sales representative, account manager - machinery | 52.0 - 64.6 | 56.0 - 70.8 | 61.3 - 78.9 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 50.5 - 72.4 | 55.5 - 80.9 | 61.5 - 89.9 |
| sales representative, account manager - retail network | 51.3 - 63.6 | 55.2 - 69.9 | 60.6 - 78.7 |
| technical sales representative - manufacturing | 47.7 - 61.1 | 53.7 - 69.8 | 60.6 - 78.2 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 69.8 - 90.4 | 78.1 - 103.3 | 88.4 - 116.7 |
| application support analyst | 60.5 - 79.9 | 69.5 - 92.4 | 79.1 - 104.3 |
| automation tester | 47.2 - 62.9 | 55.1 - 74.4 | 64.1 - 84.8 |
| C++/ embedded software engineer | 69.6 - 90.3 | 78.0 - 103.1 | 88.3 - 116.5 |
| devops - development | 64.9 - 87.3 | 75.3 - 103.2 | 87.7 - 118.0 |
| ERP developer | 69.6 - 90.2 | 77.8 - 102.9 | 88.2 - 116.9 |
| front-end developer | 64.9 - 85.4 | 74.2 - 99.5 | 85.5 - 113.6 |
| full stack developer | 74.5 - 98.3 | 85.4 - 114.5 | 98.3 - 130.2 |
| java developer | 68.2 - 88.4 | 76.4 - 100.9 | 86.4 - 113.8 |
| machine learning developer | 76.2 - 113.7 | 102.6 - 143.1 | 123.0 - 147.8 |
| mobile application developer (iOS/android) | 62.4 - 95.8 | 87.2 - 122.6 | 105.4 - 126.6 |
| quality assurance manager | 79.6 - 105.8 | 90.6 - 122.5 | 103.7 - 138.9 |
| RPA developer | 51.2 - 67.5 | 58.8 - 78.5 | 67.4 - 88.4 |
| SQL database developer | 61.5 - 82.1 | 70.7 - 96.3 | 81.8 - 110.1 |
| technical lead | 104.1 - 141.1 | 119.6 - 164.4 | 137.5 - 186.4 |
| UI/UX designer | 65.5 - 84.6 | 73.0 - 96.0 | 82.1 - 107.5 |
| architecture | | | |
| application architect | 98.4 - 131.5 | 110.9 - 151.3 | 126.6 - 173.7 |
| architect (enterprise) | 92.7 - 125.2 | 106.1 - 145.8 | 122.3 - 167.9 |
| architect (solutions/technical) | 81.9 - 102.7 | 91.9 - 117.2 | 104.1 - 131.8 |
| cloud architect | 88.2 - 111.1 | 99.7 - 127.7 | 113.5 - 143.6 |



data & analytics

| | | | |
|---------------------------------|--------------|--------------|---------------|
| BI data architect | 87.5 - 117.7 | 98.0 - 134.4 | 111.0 - 152.1 |
| big data engineer | 79.5 - 104.4 | 89.0 - 119.1 | 100.8 - 135.1 |
| business intelligence developer | 66.5 - 86.3 | 74.6 - 98.6 | 84.4 - 110.6 |
| data analyst | 65.8 - 88.1 | 75.8 - 103.3 | 87.7 - 117.7 |
| data architect | 71.5 - 94.5 | 82.3 - 110.8 | 95.3 - 126.8 |
| data engineer | 68.4 - 91.7 | 78.9 - 107.6 | 91.3 - 122.4 |
| data scientist | 74.1 - 99.8 | 86.0 - 117.7 | 100.0 - 134.1 |
| database administrator | 70.6 - 96.4 | 83.5 - 115.5 | 98.4 - 133.0 |

leadership/business technology

| | | | |
|------------------|---------------|---------------|---------------|
| business analyst | 68.0 - 88.1 | 76.1 - 100.7 | 86.2 - 113.9 |
| IT director | 101.1 - 135.6 | 128.5 - 172.5 | 161.3 - 216.5 |
| IT manager | 89.4 - 119.1 | 102.0 - 138.6 | 117.6 - 159.4 |

networking/infrastructure

| | | | |
|---------------------------------|--------------|---------------|---------------|
| cloud engineer | 75.6 - 101.0 | 88.2 - 119.2 | 102.4 - 135.3 |
| devops - infrastructure | 76.5 - 106.0 | 89.3 - 125.2 | 103.7 - 141.6 |
| help desk analyst | 49.8 - 65.0 | 56.3 - 74.7 | 64.1 - 84.7 |
| information security engineer | 71.7 - 96.0 | 82.6 - 112.6 | 95.6 - 128.5 |
| information security manager | 91.9 - 121.5 | 103.8 - 139.9 | 118.4 - 159.6 |
| information security specialist | 57.2 - 75.2 | 65.4 - 87.6 | 75.2 - 99.4 |
| information systems analyst | 61.7 - 79.8 | 68.9 - 90.9 | 77.9 - 102.9 |
| linux/unix administrator | 77.2 - 100.6 | 87.0 - 115.6 | 99.1 - 131.5 |
| network administrator | 60.6 - 81.1 | 69.9 - 95.2 | 80.9 - 109.0 |
| network engineer | 68.8 - 91.9 | 79.0 - 107.8 | 91.6 - 123.9 |
| systems administrator | 69.0 - 90.9 | 79.0 - 105.9 | 90.9 - 121.1 |
| tech support | 63.1 - 82.3 | 71.3 - 94.6 | 81.1 - 107.5 |

project management

| | | | |
|--------------------------|-------------|--------------|--------------|
| business systems analyst | 67.4 - 88.8 | 77.2 - 103.7 | 89.1 - 118.9 |
|--------------------------|-------------|--------------|--------------|



| | | | |
|------------------------------------|--------------|---------------|---------------|
| ERP project manager | 90.7 - 121.5 | 99.1 - 135.5 | 110.0 - 152.2 |
| organizational development manager | 64.4 - 87.0 | 75.1 - 103.9 | 88.7 - 122.0 |
| product owner | 76.7 - 101.3 | 88.1 - 118.0 | 101.2 - 133.4 |
| product owner/manager | 78.2 - 108.0 | 90.9 - 127.6 | 105.9 - 146.3 |
| project coordinator | 64.7 - 80.3 | 71.7 - 90.8 | 80.6 - 102.4 |
| project manager (infrastructure) | 92.8 - 126.3 | 105.4 - 146.3 | 121.1 - 168.1 |
| project manager (software) | 92.0 - 122.5 | 103.1 - 139.9 | 116.9 - 158.9 |
| scrum master | 71.7 - 93.6 | 81.0 - 107.7 | 92.3 - 123.0 |
| technical writer | 57.8 - 75.1 | 67.3 - 88.7 | 78.1 - 100.8 |



wellington county

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 51.6 - 66.9 | 57.2 - 75.6 | 64.2 - 85.3 |
| administrative assistant | 40.4 - 51.9 | 45.1 - 58.9 | 50.8 - 66.3 |
| administrative assistant (bilingual) | 45.9 - 55.2 | 47.8 - 58.2 | 52.5 - 61.5 |
| administrative manager | 58.9 - 75.4 | 64.1 - 83.6 | 70.7 - 93.2 |
| benefits clerk | 39.3 - 50.1 | 44.8 - 57.8 | 51.0 - 65.4 |
| claims supervisor | 63.9 - 83.3 | 71.2 - 94.9 | 80.6 - 108.3 |
| contracts administrator | 95.8 - 120.8 | 107.0 - 137.8 | 121.2 - 156.9 |
| data entry clerk | 35.4 - 44.2 | 39.9 - 50.0 | 44.5 - 51.2 |
| dispatcher | 41.6 - 52.7 | 47.0 - 60.2 | 53.1 - 67.8 |
| document controller | 35.7 - 44.8 | 40.8 - 51.6 | 45.6 - 52.7 |
| document services specialist | 38.5 - 49.1 | 46.9 - 57.0 | 52.4 - 58.3 |
| documentation specialist | 38.7 - 50.5 | 46.1 - 58.4 | 51.9 - 59.7 |
| executive assistant | 57.6 - 78.5 | 67.2 - 92.5 | 77.8 - 105.1 |
| executive assistant (bilingual) | 58.3 - 79.1 | 67.9 - 93.1 | 78.4 - 105.8 |
| file clerk | 35.8 - 46.2 | 42.1 - 53.0 | 46.9 - 54.0 |
| HR administrator | 49.0 - 63.7 | 55.3 - 73.0 | 62.9 - 83.1 |
| HR coordinator | 45.8 - 55.2 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 41.7 - 52.9 | 47.1 - 59.4 | 52.0 - 63.9 |
| insurance claims clerk | 38.9 - 45.7 | 43.6 - 49.9 | 47.1 - 53.6 |
| invoicing clerk | 38.2 - 48.6 | 43.4 - 55.1 | 48.3 - 59.9 |
| logistics coordinator | 49.7 - 65.1 | 57.7 - 76.1 | 66.3 - 86.5 |
| mailroom clerk | 36.4 - 44.8 | 40.8 - 49.7 | 44.4 - 50.5 |



| | | | |
|---|--------------|---------------|---------------|
| office clerk | 39.2 - 48.0 | 43.0 - 53.4 | 47.4 - 58.9 |
| office manager | 57.2 - 73.7 | 62.7 - 82.2 | 69.6 - 91.7 |
| office/operations manager | 55.5 - 71.8 | 61.0 - 80.3 | 67.7 - 89.8 |
| order clerk | 38.1 - 42.9 | 41.0 - 48.5 | 44.2 - 53.9 |
| order entry clerk | 43.1 - 51.5 | 45.3 - 56.6 | 50.1 - 65.5 |
| order supervisor | 52.5 - 68.4 | 60.5 - 79.5 | 69.2 - 89.1 |
| payroll administrator | 44.2 - 57.5 | 50.2 - 66.2 | 57.3 - 75.5 |
| project coordinator | 46.8 - 60.7 | 52.8 - 69.6 | 59.8 - 78.5 |
| receptionist | 34.4 - 42.6 | 37.8 - 47.9 | 42.3 - 54.3 |
| receptionist (bilingual) | 40.1 - 46.5 | 46.2 - 52.8 | 55.2 - 64.5 |
| sales administrator | 44.4 - 59.2 | 51.2 - 69.2 | 59.1 - 79.0 |
| sales assistant | 40.5 - 50.3 | 44.6 - 56.9 | 50.4 - 65.8 |
| service coordinator | 46.5 - 51.6 | 48.9 - 57.5 | 54.6 - 65.2 |
| supply clerk | 37.1 - 46.7 | 41.6 - 52.7 | 46.2 - 57.8 |
| legal services | | | |
| contract specialist | 59.8 - 78.0 | 67.8 - 89.9 | 77.4 - 101.7 |
| contracts administrator | 95.8 - 120.8 | 107.0 - 137.8 | 121.2 - 156.9 |
| data entry clerk | 35.4 - 44.2 | 39.9 - 50.0 | 44.5 - 51.2 |
| document services specialist | 32.8 - 41.4 | 37.7 - 47.2 | 42.0 - 48.3 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 35.8 - 44.6 | 40.8 - 50.5 | 45.4 - 51.6 |
| office manager | 57.2 - 73.7 | 62.7 - 82.2 | 69.6 - 91.7 |
| paralegal | 47.5 - 65.2 | 56.9 - 78.1 | 66.6 - 88.2 |
| logistics & transportation support | | | |
| import/export clerk | 38.5 - 49.3 | 44.1 - 56.3 | 49.4 - 61.4 |
| import/export coordinator | 55.5 - 71.2 | 61.6 - 80.5 | 69.2 - 90.8 |



| | | | |
|--------------------------|-------------|-------------|-------------|
| shipping administrator | 44.7 - 56.4 | 51.1 - 64.9 | 57.8 - 72.6 |
| supply chain coordinator | 43.8 - 56.2 | 48.9 - 63.9 | 55.2 - 72.6 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 61.5 - 79.2 | 68.7 - 89.8 | 77.1 - 100.1 |
| bilingual customer loyalty agent | 38.4 - 49.7 | 43.4 - 57.3 | 49.4 - 65.0 |
| bilingual customer service manager | 74.7 - 97.8 | 83.8 - 99.0 | 95.5 - 120.0 |
| bilingual customer service representative | 40.0 - 47.6 | 41.8 - 53.7 | 46.8 - 60.6 |
| bilingual customer service supervisor | 55.0 - 60.0 | 58.0 - 67.7 | 68.0 - 75.0 |
| bilingual customer service team lead | 45.0 - 50.0 | 49.9 - 57.5 | 55.0 - 60.0 |
| bilingual customer service trainer | 46.0 - 60.2 | 52.5 - 69.8 | 60.3 - 79.4 |
| bilingual e-chat representative | 45.0 - 52.0 | 52.0 - 60.0 | 55.0 - 65.0 |
| bilingual help desk representative - level 1 | 45.8 - 60.6 | 52.4 - 69.6 | 59.3 - 77.9 |
| bilingual inside sales manager | 66.2 - 88.1 | 74.9 - 101.1 | 84.9 - 112.8 |
| bilingual inside sales representative | 48.2 - 59.7 | 51.8 - 65.2 | 56.6 - 72.8 |
| bilingual insurance advisor | 54.6 - 67.7 | 57.8 - 72.2 | 61.8 - 79.7 |
| bilingual junior collection agent | 38.8 - 46.3 | 40.8 - 52.9 | 46.1 - 59.2 |
| bilingual order desk representative | 37.5 - 43.2 | 39.1 - 49.1 | 43.7 - 54.0 |
| bilingual survey agent | 35.0 - 43.3 | 39.3 - 49.5 | 43.9 - 54.0 |
| bilingual telemarketing agent | 35.0 - 39.3 | 37.5 - 44.1 | 38.8 - 50.4 |
| bilingual telephone dispatcher | 41.6 - 52.7 | 47.0 - 60.2 | 53.1 - 67.8 |
| bilingual travel support agent | 39.2 - 49.2 | 43.7 - 55.3 | 48.5 - 60.9 |
| bilingual workforce planner | 47.4 - 59.6 | 51.1 - 65.7 | 56.4 - 74.1 |

engineering

| | | | |
|--------------|-------|-----|--------|
| construction | entry | mid | senior |
|--------------|-------|-----|--------|



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| architect | 61.9 - 80.7 | 69.2 - 92.2 | 78.4 - 104.6 |
| architectural drafter | 52.5 - 67.9 | 60.9 - 80.2 | 71.1 - 94.2 |
| BIM/VDC coordinator | 64.1 - 83.4 | 71.4 - 94.8 | 80.6 - 107.3 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 58.2 - 76.0 | 66.2 - 87.8 | 75.7 - 100.4 |
| civil engineer | 65.5 - 87.4 | 75.5 - 102.2 | 87.0 - 115.7 |
| civil engineering drafter | 53.9 - 67.1 | 60.3 - 76.3 | 68.0 - 86.3 |
| civil engineering technologist | 46.9 - 62.9 | 55.3 - 74.6 | 64.4 - 84.9 |
| civil project engineer | 75.3 - 102.8 | 86.6 - 120.5 | 100.2 - 138.5 |
| civil project manager | 77.3 - 102.7 | 87.1 - 117.8 | 98.8 - 132.9 |
| construction coordinator | 51.4 - 68.0 | 57.6 - 77.5 | 65.0 - 87.6 |
| construction director | 100.8 - 133.0 | 132.8 - 175.6 | 166.7 - 220.7 |
| construction manager | 74.3 - 96.8 | 81.3 - 108.2 | 90.5 - 121.5 |
| construction project coordinator | 86.7 - 111.1 | 94.1 - 123.0 | 103.8 - 137.1 |
| construction project manager | 67.4 - 92.5 | 78.2 - 109.1 | 90.8 - 124.9 |
| construction superintendent | 76.8 - 100.2 | 84.1 - 111.9 | 93.6 - 125.8 |
| contracts administrator | 59.2 - 78.0 | 67.1 - 90.0 | 76.6 - 102.3 |
| contracts manager | 95.8 - 120.8 | 107.0 - 137.8 | 121.2 - 156.9 |
| director of operations | 125.3 - 167.4 | 164.6 - 220.5 | 208.7 - 279.5 |
| drafter | 54.5 - 67.6 | 60.6 - 76.5 | 68.1 - 86.4 |
| electrical designer/engineer | 75.6 - 99.1 | 85.0 - 113.8 | 96.8 - 129.6 |
| electrical engineer | 78.0 - 103.0 | 88.6 - 119.5 | 101.7 - 136.8 |
| electrical engineering technician | 57.3 - 73.1 | 65.2 - 84.4 | 74.4 - 95.7 |
| electrical inspector | 46.5 - 62.1 | 53.7 - 72.5 | 61.8 - 83.2 |
| engineering manager | 84.2 - 113.0 | 96.0 - 131.4 | 110.4 - 150.0 |
| environmental engineer | 63.8 - 84.3 | 72.6 - 97.8 | 83.4 - 111.9 |
| environmental inspector | 49.9 - 63.6 | 54.8 - 71.1 | 60.9 - 79.4 |
| estimation engineer | 71.6 - 95.2 | 82.1 - 111.3 | 94.9 - 127.7 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| estimator | 60.7 - 78.8 | 67.4 - 89.2 | 75.6 - 100.5 |
| facilities engineer | 65.9 - 87.6 | 75.6 - 102.5 | 87.4 - 117.0 |
| facilities manager | 61.0 - 79.6 | 69.3 - 92.1 | 79.3 - 105.3 |
| field manager | 69.0 - 91.0 | 78.3 - 105.5 | 89.9 - 122.1 |
| field Supervisor | 69.2 - 90.6 | 77.6 - 103.3 | 87.5 - 116.2 |
| foreman | 54.4 - 70.2 | 60.8 - 79.8 | 68.6 - 90.1 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 61.3 - 78.7 | 70.3 - 91.5 | 80.7 - 104.1 |
| health and safety specialist | 69.0 - 90.2 | 78.7 - 104.9 | 90.4 - 119.4 |
| HVAC drafter | 52.6 - 67.2 | 59.0 - 76.4 | 66.4 - 85.4 |
| HVAC engineer | 57.2 - 75.8 | 65.3 - 88.0 | 74.9 - 99.7 |
| mechanical designer | 52.3 - 68.8 | 60.1 - 79.8 | 68.7 - 89.8 |
| mechanical drafter | 51.6 - 66.8 | 58.0 - 76.9 | 66.4 - 89.5 |
| mechanical engineer | 73.2 - 96.5 | 82.9 - 111.4 | 94.8 - 126.8 |
| mechanical engineering technician | 51.7 - 67.4 | 58.7 - 77.7 | 66.9 - 87.3 |
| mechanical site supervisor | 50.4 - 64.6 | 56.8 - 74.1 | 64.6 - 84.4 |
| operations manager | 79.0 - 107.5 | 90.3 - 124.8 | 103.4 - 140.7 |
| planner/scheduler | 40.2 - 51.0 | 45.5 - 58.3 | 51.4 - 65.5 |
| project coordinator | 46.8 - 60.7 | 52.8 - 69.6 | 59.8 - 78.5 |
| project director | 109.6 - 133.0 | 137.1 - 166.7 | 165.5 - 201.4 |
| project engineer | 89.5 - 114.6 | 97.0 - 126.7 | 106.9 - 141.4 |
| project manager | 75.3 - 103.6 | 87.5 - 122.2 | 101.5 - 139.5 |
| purchasing manager | 94.8 - 125.0 | 107.1 - 143.3 | 121.4 - 161.1 |
| QA/QC inspector | 54.8 - 72.4 | 63.3 - 84.5 | 72.8 - 96.8 |
| quality control engineer | 69.0 - 91.0 | 78.2 - 105.0 | 89.3 - 118.8 |
| quality inspector | 40.0 - 50.7 | 44.6 - 57.6 | 50.2 - 64.9 |
| safety inspector | 63.4 - 82.4 | 71.6 - 94.5 | 81.2 - 106.5 |
| specification writer | 52.3 - 67.3 | 59.2 - 77.1 | 67.0 - 86.7 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| structural designer | 53.3 - 69.3 | 60.2 - 79.4 | 68.3 - 89.6 |
| structural engineer | 71.2 - 93.8 | 80.7 - 108.5 | 92.4 - 123.6 |
| structural engineering technologist | 51.2 - 63.6 | 61.6 - 76.7 | 74.9 - 103.2 |
| superintendent | 41.1 - 52.1 | 45.8 - 59.3 | 51.7 - 67.1 |
| technical services manager | 86.6 - 114.2 | 98.0 - 132.1 | 112.3 - 152.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 83.9 - 120.1 | 108.8 - 156.2 | 135.4 - 194.8 |
| diversity & inclusion director | 85.0 - 117.5 | 107.2 - 148.2 | 133.8 - 185.5 |
| health and safety director | 85.8 - 102.7 | 111.2 - 133.3 | 133.1 - 159.6 |
| human resources director | 92.5 - 127.9 | 117.8 - 163.3 | 146.3 - 203.1 |
| L&D director | 92.0 - 114.2 | 114.8 - 142.7 | 146.2 - 182.1 |
| talent acquisition director | 87.0 - 120.2 | 110.8 - 153.4 | 135.4 - 187.9 |
| total rewards director | 103.8 - 135.3 | 134.8 - 176.0 | 166.8 - 218.2 |
| vice president Human Resources / CHRO | 109.9 - 186.4 | 143.5 - 244.5 | 177.7 - 302.9 |
| human resources | entry | mid | senior |
| benefits administrator | 56.6 - 72.2 | 63.3 - 82.1 | 71.5 - 93.0 |
| compensation and benefits manager | 91.7 - 119.2 | 101.6 - 135.0 | 114.4 - 153.2 |
| compensation specialist | 50.6 - 66.7 | 58.3 - 77.9 | 67.2 - 88.8 |
| diversity & inclusion coordinator | 41.1 - 52.1 | 46.4 - 58.6 | 51.2 - 62.9 |
| health and safety advisor | 61.3 - 78.7 | 70.3 - 91.5 | 80.7 - 104.1 |
| health and safety manager | 74.5 - 96.1 | 83.2 - 109.5 | 94.0 - 123.6 |
| HRIS analyst | 61.6 - 80.7 | 70.4 - 93.8 | 80.8 - 106.7 |
| human resources business partner | 66.4 - 86.6 | 74.1 - 98.6 | 83.7 - 111.6 |
| human resources coordinator | 40.7 - 51.6 | 46.0 - 58.0 | 50.8 - 62.4 |
| human resources generalist | 61.2 - 77.2 | 66.2 - 85.4 | 73.2 - 96.4 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| human resources manager | 83.3 - 111.2 | 95.9 - 130.4 | 111.0 - 149.5 |
| human resources supervisor | 65.2 - 84.0 | 71.6 - 94.5 | 80.2 - 107.8 |
| human resources technician | 49.3 - 64.1 | 54.8 - 72.6 | 61.7 - 82.5 |
| labour relations advisor | 64.9 - 85.9 | 74.0 - 99.8 | 84.9 - 113.8 |
| labour relations manager | 90.4 - 122.5 | 106.2 - 146.0 | 124.5 - 169.2 |
| learning and development specialist | 53.4 - 69.5 | 60.5 - 80.2 | 69.1 - 90.9 |
| recruitment coordinator | 40.5 - 52.5 | 46.4 - 60.5 | 52.7 - 67.8 |
| talent acquisition specialist | 60.2 - 78.2 | 66.8 - 88.4 | 75.0 - 99.7 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.8 - 21.5 | 19.3 - 24.7 | 21.3 - 25.8 |
| counterbalance forklift operator | 20.1 - 22.9 | 21.4 - 24.7 | 23.3 - 27.7 |
| electronic parts assembler | 17.8 - 21.8 | 19.1 - 24.3 | 21.3 - 25.6 |
| forklift operator | 20.2 - 22.6 | 21.5 - 24.2 | 23.7 - 27.7 |
| general labourer - heavy | 19.1 - 24.4 | 21.6 - 27.8 | 24.4 - 28.9 |
| general labourer - light | 17.3 - 19.9 | 18.1 - 22.5 | 21.4 - 24.6 |
| inventory control clerk | 18.2 - 22.5 | 20.1 - 25.7 | 23.5 - 28.8 |
| janitor/custodian | 18.1 - 21.5 | 19.4 - 23.9 | 21.3 - 24.8 |
| machine operator | 19.3 - 24.1 | 21.5 - 27.6 | 24.4 - 29.9 |
| machine operator assistant | 18.5 - 23.1 | 21.5 - 25.6 | 23.4 - 27.9 |
| manufacturing worker | 18.1 - 20.6 | 19.4 - 22.3 | 20.5 - 25.7 |
| material handler | 20.2 - 22.9 | 21.5 - 24.3 | 23.3 - 27.8 |
| moulding machine operator | 19.4 - 24.9 | 21.1 - 27.6 | 24.4 - 29.6 |
| order/cherry picker forklift operator | 21.1 - 23.5 | 22.2 - 25.7 | 24.3 - 28.7 |
| packaging labourer | 17.3 - 19.5 | 18.4 - 22.1 | 21.5 - 24.8 |
| parts clerk | 19.1 - 21.4 | 20.3 - 22.9 | 21.5 - 24.8 |
| parts manager | 24.5 - 30.8 | 26.1 - 34.6 | 30.4 - 39.9 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| picker/packer | 17.2 - 19.7 | 18.1 - 22.6 | 21.5 - 24.4 |
| polisher/deburrer | 19.5 - 24.4 | 21.7 - 27.6 | 24.3 - 28.9 |
| production labourer | 18.1 - 20.5 | 19.3 - 22.7 | 20.9 - 25.6 |
| reach truck operator | 20.1 - 22.8 | 21.5 - 24.3 | 23.4 - 27.9 |
| scissor lift operator | 22.2 - 24.5 | 23.1 - 25.6 | 24.1 - 27.3 |
| shipper/receiver | 20.3 - 22.7 | 21.1 - 24.8 | 23.4 - 27.9 |
| shipping and receiving clerk | 19.1 - 23.9 | 21.4 - 27.3 | 24.4 - 30.1 |
| warehouse labourer | 18.2 - 20.9 | 19.1 - 22.3 | 20.7 - 25.8 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 73.6 - 97.1 | 84.8 - 113.7 | 97.9 - 129.0 |
| automation engineer | 63.8 - 84.0 | 72.2 - 96.9 | 82.5 - 110.1 |
| buyer | 58.2 - 76.0 | 66.2 - 87.8 | 75.7 - 100.4 |
| chemical engineer | 81.4 - 107.7 | 91.1 - 122.8 | 102.8 - 138.4 |
| chemical technician | 54.9 - 71.3 | 60.9 - 80.8 | 68.7 - 92.1 |
| cmm programmer | 50.1 - 65.2 | 56.7 - 75.1 | 64.7 - 84.7 |
| coating inspector | 39.3 - 50.9 | 44.4 - 58.4 | 50.4 - 66.2 |
| continuous improvement engineer | 75.7 - 98.7 | 84.3 - 111.7 | 94.6 - 124.9 |
| controls designer/engineer | 54.5 - 72.4 | 62.4 - 84.2 | 71.7 - 95.9 |
| demand planner | 49.0 - 67.3 | 58.8 - 80.9 | 69.1 - 92.5 |
| electrical engineer | 78.0 - 103.0 | 88.6 - 119.5 | 101.7 - 136.8 |
| electrical engineering technician | 57.3 - 73.1 | 65.2 - 84.4 | 74.4 - 95.7 |
| electrical test engineer | 71.9 - 95.6 | 82.4 - 111.8 | 95.3 - 128.3 |
| estimation engineer | 71.6 - 95.2 | 82.1 - 111.3 | 94.9 - 127.7 |
| estimator | 60.7 - 78.8 | 67.4 - 89.2 | 75.6 - 100.5 |
| field service engineer | 53.0 - 69.8 | 60.1 - 80.8 | 68.9 - 93.2 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| general inspector | 51.3 - 67.2 | 57.6 - 76.4 | 64.8 - 85.4 |
| health and safety specialist | 69.0 - 90.2 | 78.7 - 104.9 | 90.4 - 119.4 |
| HVAC drafter | 52.6 - 67.2 | 59.0 - 76.4 | 66.4 - 85.4 |
| HVAC engineer | 57.2 - 75.8 | 65.3 - 88.0 | 74.9 - 99.7 |
| industrial engineer | 71.4 - 92.7 | 79.1 - 104.7 | 88.7 - 117.1 |
| inventory analyst | 51.4 - 66.5 | 57.7 - 76.0 | 65.4 - 86.5 |
| logistics specialist | 58.9 - 78.0 | 67.2 - 90.6 | 77.1 - 102.8 |
| manufacturing engineer | 66.8 - 88.0 | 75.7 - 101.6 | 86.4 - 115.1 |
| mechanical designer | 52.3 - 68.8 | 60.1 - 79.8 | 68.7 - 89.8 |
| mechanical drafter | 51.6 - 66.8 | 58.0 - 76.9 | 66.4 - 89.5 |
| mechanical engineer | 73.2 - 96.5 | 82.9 - 111.4 | 94.8 - 126.8 |
| mechanical engineering technician | 51.7 - 67.4 | 58.7 - 77.7 | 66.9 - 87.3 |
| planner/scheduler | 40.2 - 51.0 | 45.5 - 58.3 | 51.4 - 65.5 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 62.2 - 82.4 | 71.1 - 95.8 | 81.6 - 108.7 |
| production planner | 49.4 - 65.1 | 56.9 - 75.4 | 64.8 - 84.0 |
| project engineer | 89.5 - 114.6 | 97.0 - 126.7 | 106.9 - 141.4 |
| project manager | 75.3 - 103.6 | 87.5 - 122.2 | 101.5 - 139.5 |
| QA/QC inspector | 38.6 - 48.9 | 43.0 - 55.5 | 48.4 - 62.6 |
| quality assurance manager | 80.2 - 103.9 | 88.5 - 116.9 | 98.9 - 130.9 |
| quality assurance/control technician | 63.1 - 82.3 | 71.6 - 95.0 | 81.7 - 107.4 |
| quality control engineer | 69.0 - 91.0 | 78.2 - 105.0 | 89.3 - 118.8 |
| quality control technician | 40.5 - 51.8 | 44.9 - 58.4 | 50.2 - 65.1 |
| quality director | 89.5 - 120.7 | 113.1 - 152.8 | 137.1 - 185.7 |
| quality inspector | 40.0 - 50.7 | 44.6 - 57.6 | 50.2 - 64.9 |
| safety inspector | 63.4 - 82.4 | 71.6 - 94.5 | 81.2 - 106.5 |
| SCADA engineer | 64.7 - 85.6 | 73.8 - 99.4 | 84.7 - 113.0 |
| sourcing engineer | 56.8 - 75.1 | 64.7 - 87.3 | 74.4 - 99.4 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| stationary engineer | 54.3 - 69.1 | 59.6 - 77.1 | 66.0 - 85.5 |
| supply chain analyst | 49.5 - 65.6 | 56.5 - 76.1 | 64.9 - 86.3 |
| industrial management | | | |
| director of operations | 125.3 - 167.4 | 164.6 - 220.5 | 208.7 - 279.5 |
| engineering manager | 84.2 - 113.0 | 96.0 - 131.4 | 110.4 - 150.0 |
| general manager | 105.5 - 128.8 | 113.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 61.3 - 78.7 | 70.3 - 91.5 | 80.7 - 104.1 |
| inventory control manager | 63.7 - 83.1 | 71.2 - 94.6 | 80.3 - 107.0 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 78.0 - 85.0 | 81.5 - 91.2 | 85.0 - 104.6 |
| manufacturing director | 107.0 - 129.8 | 139.0 - 168.9 | 171.5 - 208.5 |
| materials manager | 80.9 - 106.1 | 89.3 - 119.5 | 100.0 - 134.4 |
| operations manager | 79.0 - 107.5 | 90.3 - 124.8 | 103.4 - 140.7 |
| plant manager | 94.8 - 131.9 | 113.5 - 160.2 | 135.3 - 186.9 |
| procurement director | 99.6 - 131.3 | 132.6 - 175.3 | 161.6 - 213.9 |
| production manager | 87.5 - 114.4 | 97.7 - 130.3 | 110.5 - 147.7 |
| production supervisor | 65.1 - 74.9 | 76.2 - 92.4 | 88.2 - 108.1 |
| program manager | 71.6 - 92.5 | 81.4 - 106.9 | 93.1 - 121.8 |
| project director | 109.6 - 133.0 | 137.1 - 166.7 | 165.5 - 201.4 |
| purchasing manager | 94.8 - 125.0 | 107.1 - 143.3 | 121.4 - 161.1 |
| site supervisor | 76.8 - 100.2 | 84.1 - 111.9 | 93.6 - 125.8 |
| supply chain manager | 80.8 - 107.7 | 92.8 - 125.4 | 106.4 - 140.6 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 52.9 - 69.8 | 60.7 - 80.3 | 70.3 - 90.1 |
| CNC programmer | 61.8 - 70.1 | 67.1 - 88.4 | 82.3 - 107.5 |



| | | | |
|------------------------------------|-------------|-------------|--------------|
| control technician | 49.9 - 65.1 | 56.8 - 75.2 | 64.7 - 85.2 |
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 72.6 - 80.1 |
| electrician | 73.2 - 79.5 | 78.6 - 84.9 | 91.2 - 101.6 |
| electromechanical technician | 58.8 - 79.8 | 69.8 - 93.4 | 79.9 - 96.0 |
| electronics technician | 54.9 - 70.8 | 61.4 - 80.6 | 69.2 - 90.7 |
| field service technician | 72.0 - 78.1 | 77.1 - 83.0 | 82.4 - 101.2 |
| heavy equipment mechanic | 62.1 - 71.2 | 70.3 - 82.1 | 80.7 - 99.4 |
| machine builder | 59.5 - 67.6 | 63.0 - 74.1 | 71.0 - 88.0 |
| maintenance mechanic | 72.2 - 80.0 | 78.8 - 89.1 | 86.9 - 95.3 |
| mechanical assembler | 47.8 - 55.9 | 56.7 - 65.1 | 63.7 - 70.1 |
| millwright | 76.0 - 82.5 | 80.1 - 92.6 | 88.7 - 104.9 |
| panel wirer | 47.8 - 54.9 | 52.0 - 60.1 | 59.0 - 67.0 |
| set-up technician | 48.8 - 54.1 | 52.3 - 60.4 | 58.7 - 65.8 |
| technician quality control testing | 54.8 - 72.4 | 63.3 - 84.5 | 72.8 - 96.8 |
| tool and die maker | 66.2 - 75.0 | 71.6 - 79.2 | 77.2 - 86.8 |
| welder | 48.0 - 61.0 | 54.3 - 66.9 | 61.5 - 70.7 |
| welder-fitter | 58.2 - 72.1 | 67.4 - 78.4 | 75.8 - 86.2 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 68.5 - 89.5 | 76.9 - 102.5 | 87.3 - 116.7 |
| digital marketing specialist | 48.4 - 63.7 | 55.9 - 74.8 | 64.8 - 85.2 |
| e-commerce director | 114.5 - 142.0 | 144.6 - 179.8 | 182.8 - 227.4 |
| e-commerce manager | 78.7 - 102.4 | 87.7 - 116.6 | 99.1 - 132.7 |
| marketing content manager | 59.4 - 77.2 | 66.4 - 88.1 | 75.0 - 99.8 |
| social media manager | 59.1 - 81.1 | 71.1 - 98.0 | 84.0 - 114.2 |
| web marketing analyst | 53.3 - 68.9 | 60.0 - 78.9 | 68.0 - 88.9 |



| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| communications vice-president | 100.5 - 152.4 | 135.3 - 206.2 | 173.7 - 265.3 |
| marketing vice-president | 123.9 - 190.9 | 174.2 - 269.3 | 225.3 - 348.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 85.0 - 108.9 | 94.1 - 122.7 | 105.3 - 137.4 |
| brand or product manager assistant | 64.6 - 86.6 | 75.2 - 102.0 | 87.0 - 116.3 |
| communications manager | 70.7 - 91.9 | 78.7 - 104.4 | 88.7 - 117.2 |
| communications specialist | 54.3 - 73.9 | 64.5 - 88.5 | 75.8 - 100.8 |
| marketing coordinator | 55.8 - 73.0 | 62.9 - 83.8 | 71.5 - 95.1 |
| marketing director | 97.7 - 131.1 | 113.4 - 154.5 | 131.7 - 176.5 |
| marketing project manager | 44.4 - 58.6 | 50.7 - 67.9 | 58.0 - 77.0 |
| marketing specialist | 47.8 - 63.1 | 54.5 - 73.0 | 62.4 - 82.5 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 50.7 - 62.9 | 54.9 - 69.4 | 60.3 - 77.5 |
| account manager - software | 56.5 - 69.8 | 60.7 - 76.5 | 66.4 - 85.2 |
| business development manager | 95.0 - 125.2 | 105.9 - 142.9 | 120.2 - 164.5 |
| district sales manager | 78.6 - 101.3 | 89.4 - 117.6 | 102.6 - 134.4 |
| key accounts manager - consumer goods | 70.5 - 89.8 | 78.9 - 102.5 | 89.4 - 116.9 |
| merchandiser - consumer goods | 60.1 - 78.1 | 67.1 - 89.0 | 75.8 - 101.0 |
| sales manager/ director | 61.5 - 81.7 | 69.6 - 94.0 | 79.1 - 105.7 |
| sales representative, account manager - consumer goods | 49.8 - 62.5 | 54.7 - 69.7 | 60.7 - 77.6 |
| sales representative, account manager - professional services | 47.4 - 58.6 | 50.9 - 64.2 | 55.7 - 71.6 |
| sales representative, account manager - telecommunications | 54.6 - 67.8 | 59.1 - 74.7 | 64.9 - 82.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 117.5 - 168.6 | 157.7 - 226.1 | 197.1 - 281.8 |



| | | | |
|--|---------------|---------------|---------------|
| sales vice-president | 137.9 - 198.0 | 187.0 - 268.9 | 242.2 - 348.1 |
| vice-president marketing & sales | 119.5 - 213.2 | 163.8 - 293.1 | 210.7 - 377.0 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 53.5 - 66.3 | 57.8 - 72.8 | 63.2 - 80.7 |
| internal sales representative - manfacturing | 50.7 - 63.0 | 54.9 - 69.6 | 60.5 - 78.0 |
| sales engineer - distribution | 70.5 - 91.5 | 77.1 - 101.9 | 85.3 - 113.3 |
| sales engineer - manufacturing | 57.4 - 75.8 | 64.6 - 86.6 | 72.9 - 96.8 |
| sales representative, account manager - industrial equipment | 50.5 - 62.4 | 54.3 - 68.4 | 59.4 - 76.1 |
| sales representative, account manager - industrial service | 53.7 - 66.6 | 58.1 - 73.2 | 63.5 - 80.9 |
| sales representative, account manager - machinery | 53.2 - 65.8 | 57.3 - 72.1 | 62.6 - 80.1 |
| sales representative, account manager - manufacturing | 51.7 - 73.7 | 56.7 - 82.1 | 62.7 - 91.1 |
| sales representative, account manager - retail network | 52.6 - 64.9 | 56.4 - 71.1 | 61.9 - 80.0 |
| technical sales representative - manufacturing | 49.7 - 63.4 | 55.8 - 72.1 | 62.9 - 80.7 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 71.0 - 91.7 | 79.4 - 104.4 | 89.7 - 117.8 |
| application support analyst | 61.7 - 81.1 | 70.7 - 93.6 | 80.4 - 105.5 |
| automation tester | 48.2 - 64.0 | 56.1 - 75.4 | 65.1 - 85.8 |
| C++/ embedded software engineer | 70.9 - 91.5 | 79.2 - 104.2 | 89.5 - 117.6 |
| devops - development | 66.1 - 88.5 | 76.6 - 104.3 | 89.0 - 119.1 |
| ERP developer | 70.9 - 91.4 | 79.1 - 104.1 | 89.4 - 118.0 |
| front-end developer | 66.1 - 86.6 | 75.5 - 100.7 | 86.7 - 114.8 |
| full stack developer | 75.8 - 99.5 | 86.6 - 115.6 | 99.5 - 131.3 |
| java developer | 69.4 - 89.6 | 77.6 - 102.1 | 87.7 - 115.0 |
| machine learning developer | 77.5 - 114.9 | 103.8 - 144.1 | 124.1 - 148.8 |
| mobile application developer (iOS/android) | 63.6 - 97.0 | 88.4 - 123.7 | 106.6 - 127.7 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| quality assurance manager | 81.6 - 107.8 | 92.5 - 124.4 | 105.7 - 140.8 |
| RPA developer | 52.4 - 68.7 | 60.0 - 79.7 | 68.6 - 89.6 |
| SQL database developer | 62.7 - 83.4 | 72.0 - 97.5 | 83.0 - 111.2 |
| technical lead | 106.1 - 143.0 | 121.5 - 166.4 | 139.5 - 188.5 |
| UI/UX designer | 66.7 - 85.8 | 74.2 - 97.2 | 83.4 - 108.7 |
| architecture | | | |
| application architect | 100.4 - 133.4 | 112.8 - 153.3 | 128.6 - 175.7 |
| architect (enterprise) | 93.9 - 126.3 | 107.3 - 146.9 | 123.4 - 168.9 |
| architect (solutions/technical) | 83.2 - 103.8 | 93.2 - 118.4 | 105.2 - 132.9 |
| cloud architect | 89.4 - 112.3 | 100.9 - 128.8 | 114.6 - 144.7 |
| data & analytics | | | |
| BI data architect | 88.9 - 119.1 | 99.3 - 135.7 | 112.3 - 153.3 |
| big data engineer | 80.8 - 105.5 | 90.2 - 120.2 | 102.0 - 136.2 |
| business intelligence developer | 67.8 - 87.6 | 75.9 - 99.8 | 85.6 - 111.7 |
| data analyst | 67.0 - 89.3 | 77.1 - 104.5 | 88.9 - 118.8 |
| data architect | 73.0 - 96.1 | 83.9 - 112.4 | 96.9 - 128.5 |
| data engineer | 69.7 - 92.9 | 80.2 - 108.7 | 92.5 - 123.5 |
| data scientist | 75.7 - 101.5 | 87.7 - 119.4 | 101.6 - 135.8 |
| database administrator | 71.9 - 97.6 | 84.8 - 116.7 | 99.6 - 134.1 |
| leadership/business technology | | | |
| business analyst | 69.3 - 89.4 | 77.4 - 101.9 | 87.5 - 115.0 |
| IT director | 103.1 - 137.6 | 130.5 - 174.5 | 163.3 - 218.7 |
| IT manager | 91.4 - 121.1 | 104.0 - 140.5 | 119.5 - 161.3 |
| networking/infrastructure | | | |
| cloud engineer | 76.9 - 102.1 | 89.4 - 120.4 | 103.6 - 136.3 |
| devops - infrastructure | 77.8 - 107.2 | 90.5 - 126.3 | 104.8 - 142.6 |
| help desk analyst | 51.0 - 66.2 | 57.6 - 75.9 | 65.3 - 85.9 |
| information security engineer | 72.9 - 97.2 | 83.8 - 113.7 | 96.8 - 129.6 |



| | | | |
|------------------------------------|--------------|---------------|---------------|
| information security manager | 93.8 - 123.5 | 105.8 - 141.9 | 120.4 - 161.6 |
| information security specialist | 58.4 - 76.4 | 66.7 - 88.8 | 76.5 - 100.6 |
| information systems analyst | 62.9 - 81.0 | 70.2 - 92.2 | 79.2 - 104.1 |
| linux/unix administrator | 78.5 - 101.8 | 88.2 - 116.7 | 100.3 - 132.6 |
| network administrator | 61.8 - 82.4 | 71.1 - 96.4 | 82.1 - 110.2 |
| network engineer | 70.0 - 93.1 | 80.3 - 108.9 | 92.9 - 125.0 |
| systems administrator | 70.3 - 92.1 | 80.2 - 107.0 | 92.2 - 122.2 |
| tech support | 64.3 - 83.5 | 72.6 - 95.8 | 82.3 - 108.6 |
| project management | | | |
| business systems analyst | 68.6 - 90.0 | 78.5 - 104.9 | 90.4 - 120.0 |
| ERP project manager | 92.7 - 123.5 | 101.1 - 137.4 | 112.0 - 154.1 |
| organizational development manager | 66.3 - 89.0 | 77.1 - 105.9 | 90.6 - 124.0 |
| product owner | 78.0 - 102.5 | 89.3 - 119.2 | 102.4 - 134.5 |
| product owner/manager | 79.4 - 109.2 | 92.2 - 128.8 | 107.1 - 147.5 |
| project coordinator | 65.9 - 81.5 | 73.0 - 92.0 | 81.9 - 103.6 |
| project manager (infrastructure) | 94.8 - 128.2 | 107.4 - 148.3 | 123.0 - 170.1 |
| project manager (software) | 94.0 - 124.5 | 105.1 - 141.9 | 118.9 - 160.9 |
| scrum master | 73.0 - 94.8 | 82.3 - 108.8 | 93.6 - 124.1 |
| technical writer | 59.2 - 76.7 | 68.8 - 90.3 | 79.8 - 102.4 |



windsor-essex county

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 49.9 - 65.2 | 55.5 - 73.9 | 62.5 - 83.6 |
| administrative assistant | 38.9 - 50.2 | 43.4 - 57.2 | 49.1 - 64.6 |
| administrative assistant (bilingual) | 45.9 - 55.2 | 47.8 - 58.2 | 52.5 - 61.5 |
| administrative manager | 57.2 - 73.5 | 62.3 - 81.7 | 68.9 - 91.2 |
| benefits clerk | 38.2 - 49.0 | 43.7 - 56.6 | 49.9 - 64.3 |
| claims supervisor | 62.7 - 82.1 | 70.0 - 93.7 | 79.4 - 107.1 |
| contracts administrator | 93.8 - 118.7 | 104.9 - 135.6 | 119.1 - 154.7 |
| data entry clerk | 34.8 - 43.4 | 39.2 - 49.3 | 43.7 - 50.5 |
| dispatcher | 40.4 - 51.5 | 45.8 - 59.0 | 51.9 - 66.6 |
| document controller | 33.4 - 42.3 | 38.3 - 48.4 | 42.9 - 49.5 |
| document services specialist | 32.0 - 40.4 | 36.7 - 46.1 | 40.9 - 47.2 |
| documentation specialist | 37.7 - 49.3 | 45.0 - 57.3 | 50.8 - 58.6 |
| executive assistant | 56.0 - 76.8 | 65.6 - 90.8 | 76.2 - 103.5 |
| executive assistant (bilingual) | 58.3 - 79.1 | 67.9 - 93.1 | 78.4 - 105.8 |
| file clerk | 34.9 - 45.1 | 41.0 - 51.9 | 45.8 - 52.9 |
| HR administrator | 48.2 - 62.9 | 54.6 - 72.4 | 62.2 - 82.5 |
| HR coordinator | 45.8 - 55.2 | 50.2 - 59.6 | 53.7 - 65.8 |
| human resources assistant | 40.6 - 51.7 | 46.0 - 58.3 | 50.8 - 62.8 |
| invoicing clerk | 37.3 - 47.6 | 42.4 - 54.2 | 47.3 - 58.9 |
| logistics coordinator | 48.5 - 63.9 | 56.5 - 74.9 | 65.1 - 85.3 |
| mailroom clerk | 35.7 - 44.0 | 40.0 - 49.0 | 43.6 - 49.8 |
| office clerk | 38.5 - 47.3 | 42.2 - 52.7 | 46.6 - 58.2 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| office manager | 56.0 - 72.5 | 61.5 - 81.0 | 68.3 - 90.5 |
| office/operations manager | 54.3 - 65.5 | 56.8 - 69.2 | 59.1 - 73.5 |
| order clerk | 33.7 - 42.1 | 38.1 - 48.0 | 42.6 - 52.9 |
| order entry clerk | 43.1 - 51.5 | 45.3 - 56.6 | 50.1 - 65.5 |
| order supervisor | 51.3 - 67.2 | 59.3 - 78.3 | 67.9 - 87.9 |
| payroll administrator | 42.7 - 55.8 | 48.5 - 64.5 | 55.6 - 73.7 |
| project coordinator | 45.6 - 59.5 | 51.6 - 68.3 | 58.6 - 77.3 |
| receptionist | 33.6 - 41.5 | 36.8 - 46.8 | 41.2 - 53.2 |
| receptionist (bilingual) | 40.1 - 46.5 | 46.2 - 52.8 | 55.2 - 64.5 |
| sales administrator | 43.3 - 58.1 | 50.0 - 68.1 | 57.9 - 77.9 |
| sales assistant | 39.6 - 49.3 | 43.6 - 56.0 | 49.4 - 64.9 |
| service coordinator | 38.3 - 49.4 | 42.8 - 56.3 | 48.4 - 64.0 |
| supply clerk | 36.2 - 45.6 | 40.6 - 51.7 | 45.2 - 56.7 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 60.0 - 77.5 | 67.0 - 88.0 | 75.4 - 98.3 |
| bilingual customer loyalty agent | 37.5 - 48.5 | 42.3 - 56.2 | 48.3 - 63.8 |
| bilingual customer service manager | 65.0 - 85.0 | 74.0 - 90.0 | 75.0 - 100.0 |
| bilingual customer service representative | 40.0 - 46.5 | 41.1 - 52.6 | 45.7 - 59.4 |
| bilingual customer service supervisor | 60.8 - 79.8 | 68.2 - 91.2 | 77.3 - 103.7 |
| bilingual customer service team lead | 40.0 - 45.0 | 44.0 - 49.9 | 45.5 - 55.0 |
| bilingual customer service trainer | 45.0 - 59.2 | 51.5 - 68.9 | 59.3 - 78.5 |
| bilingual e-chat representative | 37.5 - 48.5 | 42.3 - 56.2 | 48.3 - 63.8 |
| bilingual help desk representative - level 1 | 44.6 - 59.3 | 51.1 - 68.3 | 58.0 - 76.6 |
| bilingual inside sales manager | 64.7 - 86.4 | 73.2 - 99.3 | 83.2 - 111.0 |
| bilingual inside sales representative | 47.2 - 58.7 | 50.8 - 64.2 | 55.5 - 71.8 |
| bilingual insurance advisor | 53.1 - 66.1 | 56.3 - 70.6 | 60.3 - 78.1 |



| | | | |
|-------------------------------------|-------------|-------------|-------------|
| bilingual junior collection agent | 35.5 - 45.3 | 39.9 - 51.9 | 45.1 - 58.3 |
| bilingual order desk representative | 39.9 - 42.1 | 42.5 - 48.0 | 43.5 - 52.9 |
| bilingual survey agent | 34.9 - 42.2 | 38.3 - 48.4 | 42.8 - 52.9 |
| bilingual telemarketing agent | 35.0 - 38.2 | 37.5 - 43.0 | 41.1 - 49.3 |
| bilingual telephone dispatcher | 40.4 - 51.5 | 45.8 - 59.0 | 51.9 - 67.0 |
| bilingual travel support agent | 38.1 - 48.1 | 42.6 - 54.1 | 47.4 - 59.7 |
| bilingual workforce planner | 46.6 - 58.9 | 50.4 - 65.0 | 55.6 - 73.4 |

engineering

| construction | entry | mid | senior |
|----------------------------------|--------------|---------------|---------------|
| architect | 60.8 - 79.7 | 68.1 - 91.2 | 77.3 - 103.8 |
| architectural drafter | 51.7 - 67.2 | 60.2 - 79.7 | 70.5 - 93.8 |
| BIM/VDC coordinator | 63.0 - 82.4 | 70.3 - 93.9 | 79.5 - 106.5 |
| BIM/VDC lead | 56.2 - 67.7 | 65.0 - 82.0 | 80.2 - 107.4 |
| buyer | 57.5 - 75.3 | 65.4 - 87.3 | 75.0 - 100.0 |
| civil engineer | 64.8 - 86.9 | 74.9 - 101.9 | 86.5 - 115.6 |
| civil engineering drafter | 53.2 - 66.4 | 59.6 - 75.8 | 67.3 - 85.8 |
| civil engineering technologist | 46.2 - 62.2 | 54.6 - 74.0 | 63.8 - 84.4 |
| civil project engineer | 74.7 - 102.4 | 86.1 - 120.2 | 99.7 - 138.3 |
| civil project manager | 76.7 - 102.5 | 86.6 - 117.8 | 98.5 - 132.9 |
| construction coordinator | 50.2 - 67.0 | 56.5 - 76.6 | 64.0 - 86.9 |
| construction director | 99.9 - 132.2 | 132.0 - 174.9 | 166.0 - 220.0 |
| construction manager | 73.2 - 95.9 | 80.3 - 107.3 | 89.5 - 120.7 |
| construction project coordinator | 85.7 - 110.2 | 93.2 - 122.2 | 102.9 - 136.3 |
| construction project manager | 66.3 - 91.5 | 77.1 - 108.2 | 89.8 - 124.1 |
| construction superintendent | 75.8 - 99.2 | 83.1 - 111.1 | 92.6 - 125.0 |
| contracts administrator | 58.4 - 77.4 | 66.4 - 89.5 | 75.9 - 101.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| contracts manager | 93.8 - 118.7 | 104.9 - 135.6 | 119.1 - 154.7 |
| director of operations | 122.9 - 164.9 | 162.1 - 217.8 | 206.1 - 276.7 |
| drafter | 53.8 - 66.9 | 59.9 - 75.9 | 67.4 - 85.9 |
| electrical designer/engineer | 75.0 - 98.8 | 84.5 - 113.7 | 96.4 - 129.7 |
| electrical engineer | 77.4 - 102.8 | 88.2 - 119.5 | 101.4 - 136.9 |
| electrical engineering technician | 56.6 - 72.5 | 64.5 - 83.9 | 73.8 - 95.3 |
| electrical inspector | 45.5 - 61.1 | 52.7 - 71.5 | 60.8 - 82.3 |
| engineering manager | 83.2 - 112.2 | 95.1 - 130.6 | 109.5 - 149.3 |
| environmental engineer | 63.1 - 83.8 | 71.9 - 97.5 | 82.9 - 111.8 |
| environmental inspector | 48.9 - 62.5 | 53.8 - 70.0 | 59.9 - 78.4 |
| estimation engineer | 71.0 - 94.8 | 81.6 - 111.2 | 94.5 - 127.7 |
| estimator | 60.0 - 78.2 | 66.7 - 88.6 | 75.0 - 100.1 |
| facilities engineer | 65.2 - 87.2 | 75.0 - 102.2 | 86.9 - 117.0 |
| facilities manager | 60.7 - 79.5 | 69.1 - 92.2 | 79.2 - 105.6 |
| field manager | 68.7 - 91.1 | 78.1 - 105.8 | 90.0 - 122.6 |
| field Supervisor | 69.0 - 90.7 | 77.5 - 103.5 | 87.5 - 116.6 |
| foreman | 53.6 - 69.4 | 60.0 - 79.1 | 67.9 - 89.5 |
| general manager | 73.6 - 92.2 | 90.2 - 112.4 | 110.5 - 153.4 |
| health and safety manager | 59.8 - 77.0 | 68.7 - 89.8 | 79.0 - 102.3 |
| health and safety specialist | 68.3 - 89.8 | 78.1 - 104.7 | 90.0 - 119.3 |
| HVAC drafter | 52.0 - 66.9 | 58.5 - 76.2 | 66.0 - 85.3 |
| HVAC engineer | 56.5 - 75.2 | 64.6 - 87.5 | 74.3 - 99.5 |
| mechanical designer | 51.5 - 68.1 | 59.4 - 79.3 | 68.0 - 89.4 |
| mechanical drafter | 50.9 - 66.1 | 57.3 - 76.3 | 65.8 - 89.1 |
| mechanical engineer | 72.6 - 96.2 | 82.4 - 111.3 | 94.4 - 126.8 |
| mechanical engineering technician | 50.9 - 66.8 | 58.0 - 77.1 | 66.2 - 86.8 |
| mechanical site supervisor | 49.2 - 63.5 | 55.7 - 73.2 | 63.5 - 83.6 |
| operations manager | 77.0 - 105.3 | 88.2 - 122.4 | 101.2 - 138.4 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| planner/scheduler | 39.1 - 49.9 | 44.4 - 57.2 | 50.3 - 64.4 |
| project coordinator | 45.6 - 59.5 | 51.6 - 68.3 | 58.6 - 77.3 |
| project director | 109.2 - 132.8 | 136.9 - 166.6 | 165.4 - 201.4 |
| project engineer | 89.1 - 114.5 | 96.7 - 126.7 | 106.7 - 141.5 |
| project manager | 74.7 - 103.2 | 86.9 - 121.9 | 101.1 - 139.4 |
| purchasing manager | 92.8 - 122.8 | 105.0 - 141.2 | 119.3 - 158.9 |
| QA/QC inspector | 54.1 - 71.8 | 62.6 - 83.9 | 72.2 - 96.4 |
| quality control engineer | 68.4 - 90.6 | 77.7 - 104.8 | 88.8 - 118.7 |
| quality inspector | 39.2 - 50.0 | 43.8 - 56.9 | 49.5 - 64.3 |
| safety inspector | 61.9 - 80.8 | 70.1 - 92.9 | 79.6 - 104.8 |
| specification writer | 51.3 - 66.2 | 58.1 - 76.1 | 66.0 - 85.8 |
| structural designer | 52.6 - 68.6 | 59.5 - 78.9 | 67.6 - 89.2 |
| structural engineer | 70.5 - 93.5 | 80.1 - 108.3 | 92.0 - 123.6 |
| structural engineering technologist | 55.0 - 60.0 | 60.0 - 65.0 | 65.0 - 75.0 |
| superintendent | 40.0 - 51.0 | 44.7 - 58.2 | 50.6 - 66.1 |
| technical services manager | 85.6 - 113.4 | 97.0 - 131.3 | 111.5 - 151.3 |
| energy & oil | | | |
| architectural technologist | 51.7 - 67.2 | 60.2 - 79.7 | 70.5 - 93.8 |
| applications engineer | 72.3 - 95.7 | 83.4 - 112.3 | 96.6 - 127.6 |
| architect | 60.8 - 79.7 | 68.1 - 91.2 | 77.3 - 103.8 |
| automation engineer | 63.2 - 83.5 | 71.6 - 96.6 | 81.9 - 110.0 |
| automation specialist | 50.2 - 65.9 | 58.2 - 76.8 | 66.7 - 87.3 |
| buyer | 57.5 - 75.3 | 65.4 - 87.3 | 75.0 - 100.0 |
| category manager | 60.4 - 79.1 | 67.6 - 90.3 | 76.5 - 102.5 |
| category specialist | 51.5 - 67.1 | 57.2 - 76.1 | 64.4 - 86.2 |
| chemical engineer | 80.9 - 107.6 | 90.7 - 122.8 | 102.6 - 138.4 |
| chemical technician | 54.2 - 70.6 | 60.2 - 80.2 | 68.0 - 91.7 |
| chief inspector | 54.3 - 71.3 | 61.0 - 81.3 | 68.8 - 91.1 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineer | 64.8 - 86.9 | 74.9 - 101.9 | 86.5 - 115.6 |
| civil engineering drafter | 53.2 - 66.4 | 59.6 - 75.8 | 67.3 - 85.8 |
| civil engineering technologist | 46.2 - 62.2 | 54.6 - 74.0 | 63.8 - 84.4 |
| civil project engineer | 74.7 - 102.4 | 86.1 - 120.2 | 99.7 - 138.3 |
| civil project manager | 76.7 - 102.5 | 86.6 - 117.8 | 98.5 - 132.9 |
| commissioning and start up engineer | 59.6 - 79.7 | 68.6 - 93.4 | 79.3 - 103.4 |
| construction analyst | 55.4 - 72.4 | 61.8 - 82.0 | 69.3 - 92.1 |
| construction coordinator | 50.2 - 67.0 | 56.5 - 76.6 | 64.0 - 86.9 |
| construction director | 99.9 - 132.2 | 132.0 - 174.9 | 166.0 - 220.0 |
| construction manager | 73.2 - 95.9 | 80.3 - 107.3 | 89.5 - 120.7 |
| construction project manager | 66.3 - 91.5 | 77.1 - 108.2 | 89.8 - 124.1 |
| continuous improvement engineer | 73.9 - 96.6 | 82.3 - 109.6 | 92.6 - 122.8 |
| contracts administrator | 58.4 - 77.4 | 66.4 - 89.5 | 75.9 - 101.9 |
| contracts manager | 93.8 - 118.7 | 104.9 - 135.6 | 119.1 - 154.7 |
| contracts specialist | 59.1 - 77.3 | 67.1 - 89.4 | 76.7 - 101.3 |
| control technician | 49.1 - 64.5 | 56.0 - 74.6 | 64.1 - 84.7 |
| controls designer/engineer | 53.7 - 71.8 | 61.8 - 83.7 | 71.1 - 95.5 |
| cost control specialst | 48.4 - 62.8 | 54.2 - 71.6 | 61.5 - 81.1 |
| demand planner | 48.0 - 66.3 | 57.8 - 80.0 | 68.2 - 91.6 |
| director of operations | 122.9 - 164.9 | 162.1 - 217.8 | 206.1 - 276.7 |
| drafter | 53.8 - 66.9 | 59.9 - 75.9 | 67.4 - 85.9 |
| electrical designer/engineer | 75.0 - 98.8 | 84.5 - 113.7 | 96.4 - 129.7 |
| electrical engineer | 77.4 - 102.8 | 88.2 - 119.5 | 101.4 - 136.9 |
| electrical engineering technician | 56.6 - 72.5 | 64.5 - 83.9 | 73.8 - 95.3 |
| electrical inspector | 45.5 - 61.1 | 52.7 - 71.5 | 60.8 - 82.3 |
| electrical test engineer | 71.3 - 95.2 | 81.9 - 111.7 | 95.0 - 128.3 |
| engineering manager | 83.2 - 112.2 | 95.1 - 130.6 | 109.5 - 149.3 |
| environmental engineer | 63.1 - 83.8 | 71.9 - 97.5 | 82.9 - 111.8 |



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|---------------------------------------|--------------|--------------|--------------|
| environmental inspector | 48.9 - 62.5 | 53.8 - 70.0 | 59.9 - 78.4 |
| estimation engineer | 71.0 - 94.8 | 81.6 - 111.2 | 94.5 - 127.7 |
| estimator | 60.0 - 78.2 | 66.7 - 88.6 | 75.0 - 100.1 |
| expediter | 42.2 - 54.4 | 47.9 - 62.6 | 54.5 - 71.3 |
| facilities engineer | 65.2 - 87.2 | 75.0 - 102.2 | 86.9 - 117.0 |
| field service engineer | 52.2 - 69.2 | 59.4 - 80.3 | 68.3 - 92.7 |
| general inspector | 50.2 - 65.7 | 56.4 - 74.7 | 63.4 - 83.6 |
| geologist | 63.0 - 81.9 | 71.0 - 94.3 | 81.0 - 107.5 |
| geophysicist | 70.5 - 96.3 | 83.6 - 116.2 | 99.2 - 134.5 |
| geotechnical engineer | 64.6 - 84.1 | 72.8 - 96.8 | 83.1 - 110.1 |
| geotechnical technician | 45.0 - 50.0 | 55.0 - 60.0 | 65.0 - 70.0 |
| GIS analyst | 39.4 - 51.2 | 43.7 - 57.9 | 49.1 - 64.7 |
| health and safety manager | 64.0 - 83.6 | 71.2 - 94.8 | 80.2 - 106.8 |
| health and safety specialist | 59.8 - 77.0 | 68.7 - 89.8 | 79.0 - 102.3 |
| HVAC drafter | 52.0 - 66.9 | 58.5 - 76.2 | 66.0 - 85.3 |
| HVAC engineer | 56.5 - 75.2 | 64.6 - 87.5 | 74.3 - 99.5 |
| hydraulic engineer | 64.7 - 86.5 | 74.5 - 101.5 | 86.3 - 116.0 |
| industrial engineer | 70.7 - 92.3 | 78.6 - 104.4 | 88.3 - 117.0 |
| instrumentation and controls engineer | 68.9 - 90.9 | 77.7 - 104.5 | 88.6 - 118.3 |
| inventory analyst | 50.4 - 65.5 | 56.7 - 75.1 | 64.5 - 85.6 |
| inventory control manager | 62.5 - 81.9 | 69.9 - 93.5 | 79.1 - 105.8 |
| logistics manager | 60.7 - 80.8 | 69.4 - 94.1 | 79.9 - 107.5 |
| logistics specialist | 47.7 - 61.8 | 54.3 - 71.1 | 61.7 - 80.8 |
| materials manager | 79.0 - 104.0 | 87.3 - 117.4 | 97.9 - 132.3 |
| mechanical designer | 51.5 - 68.1 | 59.4 - 79.3 | 68.0 - 89.4 |
| mechanical drafter | 50.9 - 66.1 | 57.3 - 76.3 | 65.8 - 89.1 |
| mechanical engineer | 72.6 - 96.2 | 82.4 - 111.3 | 94.4 - 126.8 |
| mechanical engineering technician | 50.9 - 66.8 | 58.0 - 77.1 | 66.2 - 86.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mining engineer | 70.2 - 93.0 | 78.3 - 105.8 | 88.5 - 119.2 |
| operations manager | 77.0 - 105.3 | 88.2 - 122.4 | 101.2 - 138.4 |
| osd designer - telecom | 60.0 - 65.0 | 70.0 - 75.0 | 80.0 - 85.0 |
| pipeline designer | 60.3 - 78.6 | 67.3 - 89.6 | 76.0 - 101.4 |
| piping engineer | 62.8 - 82.2 | 70.2 - 93.8 | 79.5 - 106.4 |
| planner/scheduler | 39.1 - 49.9 | 44.4 - 57.2 | 50.3 - 64.4 |
| plant engineer | 72.5 - 96.4 | 84.1 - 113.9 | 98.1 - 130.6 |
| plant manager | 92.8 - 129.7 | 111.5 - 158.0 | 133.2 - 184.6 |
| plant operator | 48.3 - 65.7 | 56.9 - 77.7 | 66.0 - 87.9 |
| process engineer | 61.5 - 81.9 | 70.4 - 95.5 | 81.1 - 108.5 |
| procurement director | 97.6 - 129.2 | 130.5 - 173.1 | 159.4 - 211.5 |
| procurement specialist | 51.3 - 66.9 | 57.0 - 75.8 | 64.2 - 86.1 |
| production analyst | 45.8 - 61.1 | 52.6 - 71.5 | 60.9 - 82.5 |
| production engineer | 63.7 - 84.9 | 72.9 - 98.9 | 84.0 - 112.5 |
| program manager | 69.7 - 90.4 | 79.4 - 104.7 | 90.9 - 119.5 |
| project controller | 53.0 - 70.5 | 59.5 - 80.5 | 67.4 - 91.5 |
| project controls manager | 83.5 - 114.8 | 96.4 - 134.7 | 111.6 - 153.6 |
| project controls specialist | 61.0 - 79.2 | 68.5 - 90.4 | 77.4 - 101.9 |
| project coordinator | 85.7 - 110.2 | 93.2 - 122.2 | 102.9 - 136.3 |
| project director | 109.2 - 132.8 | 136.9 - 166.6 | 165.4 - 201.4 |
| project engineer | 89.1 - 114.5 | 96.7 - 126.7 | 106.7 - 141.5 |
| project manager | 74.7 - 103.2 | 86.9 - 121.9 | 101.1 - 139.4 |
| purchasing manager | 92.8 - 122.8 | 105.0 - 141.2 | 119.3 - 158.9 |
| QA/QC inspector | 54.1 - 71.8 | 62.6 - 83.9 | 72.2 - 96.4 |
| quality assurance manager | 78.3 - 101.8 | 86.5 - 114.8 | 96.9 - 128.8 |
| quality assurance/control technician | 61.8 - 80.9 | 70.3 - 93.6 | 80.3 - 106.0 |
| quality control engineer | 68.4 - 90.6 | 77.7 - 104.8 | 88.8 - 118.7 |
| quality inspector | 39.2 - 50.0 | 43.8 - 56.9 | 49.5 - 64.3 |



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|-------------------------------------|--------------|--------------|---------------|
| reliability engineer | 67.7 - 87.5 | 76.8 - 101.2 | 88.0 - 115.2 |
| reliability manager | 69.0 - 89.7 | 78.9 - 104.6 | 91.0 - 119.2 |
| reliability specialist | 50.3 - 66.9 | 57.5 - 77.9 | 66.2 - 88.7 |
| safety inspector | 61.9 - 80.8 | 70.1 - 92.9 | 79.6 - 104.8 |
| site supervisor | 49.2 - 63.5 | 55.7 - 73.2 | 63.5 - 83.6 |
| sourcing engineer | 55.1 - 73.3 | 63.0 - 85.3 | 72.5 - 97.4 |
| sourcing specialist | 55.2 - 72.0 | 61.3 - 81.6 | 69.1 - 92.5 |
| specification writer | 51.3 - 66.2 | 58.1 - 76.1 | 66.0 - 85.8 |
| stationary engineer | 53.2 - 68.0 | 58.5 - 76.0 | 64.9 - 84.5 |
| structural designer | 52.6 - 68.6 | 59.5 - 78.9 | 67.6 - 89.2 |
| structural engineer | 70.5 - 93.5 | 80.1 - 108.3 | 92.0 - 123.6 |
| structural engineering technologist | 55.0 - 60.0 | 65.0 - 70.0 | 75.0 - 80.0 |
| superintendent | 40.0 - 51.0 | 44.7 - 58.2 | 50.6 - 66.1 |
| supply chain manager | 78.9 - 105.7 | 90.8 - 123.3 | 104.3 - 138.5 |
| systems control engineer | 63.6 - 84.2 | 72.5 - 97.9 | 83.3 - 111.3 |
| telecommunications technician | 53.0 - 69.1 | 59.9 - 79.5 | 68.3 - 90.7 |
| transmission line engineer | 75.9 - 96.1 | 82.2 - 106.1 | 90.4 - 117.6 |
| transportation manager | 79.8 - 105.6 | 90.3 - 121.6 | 102.9 - 138.1 |
| turnaround coordinator | 0.0 - 83.0 | 92.5 - 98.8 | 98.8 - 116.5 |
| welding inspector | 53.6 - 70.0 | 60.7 - 80.4 | 68.9 - 90.5 |

industrial support

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.5 - 20.1 | 18.4 - 23.7 | 21.0 - 25.6 |
| counterbalance forklift operator | 21.0 - 23.1 | 22.7 - 25.0 | 24.5 - 27.0 |
| delivery/courier driver | 18.2 - 21.0 | 20.3 - 23.9 | 23.0 - 27.4 |
| electronic parts assembler | 18.0 - 23.1 | 20.0 - 25.2 | 22.5 - 27.9 |
| general labourer - heavy | 19.7 - 23.0 | 20.7 - 25.2 | 23.1 - 26.9 |



| | | | |
|---------------------------------------|-------------|-------------|-------------|
| general labourer - light | 17.2 - 19.2 | 18.0 - 23.1 | 21.0 - 24.0 |
| industrial painter | 20.3 - 22.5 | 21.2 - 24.1 | 24.2 - 25.9 |
| inventory control clerk | 18.1 - 22.0 | 20.2 - 25.6 | 23.0 - 26.7 |
| janitor/custodian | 18.0 - 19.2 | 19.1 - 20.3 | 22.2 - 25.3 |
| machine operator | 18.8 - 21.9 | 21.5 - 22.3 | 22.2 - 24.4 |
| manufacturing worker | 18.5 - 20.2 | 19.5 - 22.7 | 20.6 - 25.5 |
| material handler | 19.2 - 20.3 | 21.1 - 23.2 | 23.7 - 25.9 |
| order/cherry picker forklift operator | 22.5 - 24.2 | 23.7 - 25.5 | 26.2 - 29.2 |
| packaging labourer | 18.0 - 22.0 | 21.0 - 25.5 | 23.7 - 26.6 |
| parts clerk | 17.5 - 19.3 | 18.9 - 21.0 | 22.2 - 24.0 |
| picker/packer | 18.1 - 22.2 | 21.5 - 24.7 | 23.0 - 26.8 |
| polisher/deburrer | 19.0 - 22.1 | 21.7 - 25.6 | 23.9 - 28.8 |
| print press operator | 19.1 - 22.7 | 22.1 - 25.8 | 23.7 - 27.1 |
| production labourer | 18.1 - 19.3 | 19.5 - 20.3 | 20.1 - 22.7 |
| reach truck operator | 22.5 - 24.2 | 23.7 - 25.5 | 23.7 - 26.6 |
| sandblasting operator | 20.2 - 21.6 | 21.1 - 24.1 | 22.7 - 26.2 |
| shipper/receiver | 19.1 - 22.8 | 21.5 - 23.6 | 22.2 - 25.7 |
| shipping and receiving clerk | 19.8 - 22.5 | 22.2 - 23.6 | 23.3 - 25.3 |
| warehouse labourer | 17.7 - 18.5 | 18.2 - 19.2 | 18.9 - 22.9 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------|--------------|--------------|---------------|
| applications engineer | 72.3 - 95.7 | 83.4 - 112.3 | 96.6 - 127.6 |
| automation engineer | 63.2 - 83.5 | 71.6 - 96.6 | 81.9 - 110.0 |
| buyer | 57.5 - 75.3 | 65.4 - 87.3 | 75.0 - 100.0 |
| chemical engineer | 80.9 - 107.6 | 90.7 - 122.8 | 102.6 - 138.4 |
| chemical technician | 54.2 - 70.6 | 60.2 - 80.2 | 68.0 - 91.7 |



| | | | |
|-----------------------------------|--------------|--------------|---------------|
| cmm programmer | 48.8 - 63.9 | 55.4 - 73.7 | 63.3 - 83.4 |
| coating inspector | 38.5 - 50.2 | 43.6 - 57.7 | 49.6 - 65.6 |
| continuous improvement engineer | 73.9 - 96.6 | 82.3 - 109.6 | 92.6 - 122.8 |
| controls designer/engineer | 53.7 - 71.8 | 61.8 - 83.7 | 71.1 - 95.5 |
| demand planner | 48.0 - 66.3 | 57.8 - 80.0 | 68.2 - 91.6 |
| electrical engineer | 77.4 - 102.8 | 88.2 - 119.5 | 101.4 - 136.9 |
| electrical engineering technician | 56.6 - 72.5 | 64.5 - 83.9 | 73.8 - 95.3 |
| electrical test engineer | 71.3 - 95.2 | 81.9 - 111.7 | 95.0 - 128.3 |
| estimation engineer | 71.0 - 94.8 | 81.6 - 111.2 | 94.5 - 127.7 |
| estimator | 60.0 - 78.2 | 66.7 - 88.6 | 75.0 - 100.1 |
| field service engineer | 52.2 - 69.2 | 59.4 - 80.3 | 68.3 - 92.7 |
| general inspector | 50.3 - 66.2 | 56.6 - 75.4 | 63.8 - 84.5 |
| health and safety specialist | 68.3 - 89.8 | 78.1 - 104.7 | 90.0 - 119.3 |
| HVAC drafter | 52.0 - 66.9 | 58.5 - 76.2 | 66.0 - 85.3 |
| HVAC engineer | 56.5 - 75.2 | 64.6 - 87.5 | 74.3 - 99.5 |
| industrial engineer | 70.7 - 92.3 | 78.6 - 104.4 | 88.3 - 117.0 |
| inventory analyst | 50.4 - 65.5 | 56.7 - 75.1 | 64.5 - 85.6 |
| logistics specialist | 58.2 - 77.4 | 66.5 - 90.1 | 76.5 - 102.4 |
| manufacturing engineer | 66.1 - 87.5 | 75.1 - 101.3 | 86.0 - 115.0 |
| mechanical designer | 51.5 - 68.1 | 59.4 - 79.3 | 68.0 - 89.4 |
| mechanical drafter | 50.9 - 66.1 | 57.3 - 76.3 | 65.8 - 89.1 |
| mechanical engineer | 72.6 - 96.2 | 82.4 - 111.3 | 94.4 - 126.8 |
| mechanical engineering technician | 50.9 - 66.8 | 58.0 - 77.1 | 66.2 - 86.8 |
| planner/scheduler | 39.1 - 49.9 | 44.4 - 57.2 | 50.3 - 64.4 |
| PLC programmer | 56.8 - 66.8 | 64.5 - 77.2 | 74.1 - 97.3 |
| process engineer | 61.5 - 81.9 | 70.4 - 95.5 | 81.1 - 108.5 |
| production planner | 48.2 - 63.9 | 55.7 - 74.2 | 63.6 - 82.8 |
| project engineer | 89.1 - 114.5 | 96.7 - 126.7 | 106.7 - 141.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project manager | 74.7 - 103.2 | 86.9 - 121.9 | 101.1 - 139.4 |
| QA/QC inspector | 37.9 - 48.1 | 42.2 - 54.8 | 47.7 - 62.0 |
| quality assurance manager | 78.3 - 101.8 | 86.5 - 114.8 | 96.9 - 128.8 |
| quality assurance/control technician | 61.8 - 80.9 | 70.3 - 93.6 | 80.3 - 106.0 |
| quality control engineer | 68.4 - 90.6 | 77.7 - 104.8 | 88.8 - 118.7 |
| quality control technician | 39.7 - 51.0 | 44.1 - 57.7 | 49.5 - 64.5 |
| quality director | 87.5 - 118.6 | 111.0 - 150.7 | 135.0 - 183.4 |
| quality inspector | 39.2 - 50.0 | 43.8 - 56.9 | 49.5 - 64.3 |
| safety inspector | 61.9 - 80.8 | 70.1 - 92.9 | 79.6 - 104.8 |
| SCADA engineer | 64.0 - 85.1 | 73.2 - 99.1 | 84.2 - 112.9 |
| sourcing engineer | 55.1 - 73.3 | 63.0 - 85.3 | 72.5 - 97.4 |
| stationary engineer | 53.2 - 68.0 | 58.5 - 76.0 | 64.9 - 84.5 |
| supply chain analyst | 48.7 - 64.9 | 55.8 - 75.5 | 64.1 - 85.8 |
| industrial management | | | |
| director of operations | 122.9 - 164.9 | 162.1 - 217.8 | 206.1 - 276.7 |
| engineering manager | 83.2 - 112.2 | 95.1 - 130.6 | 109.5 - 149.3 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 59.8 - 77.0 | 68.7 - 89.8 | 79.0 - 102.3 |
| inventory control manager | 62.5 - 81.9 | 69.9 - 93.5 | 79.1 - 105.8 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 79.2 - 84.6 | 82.6 - 95.9 | 89.1 - 99.3 |
| manufacturing director | 106.2 - 129.1 | 138.3 - 168.2 | 170.8 - 207.8 |
| materials manager | 79.0 - 104.0 | 87.3 - 117.4 | 97.9 - 132.3 |
| operations manager | 77.0 - 105.3 | 88.2 - 122.4 | 101.2 - 138.4 |
| plant manager | 92.8 - 129.7 | 111.5 - 158.0 | 133.2 - 184.6 |
| procurement director | 97.6 - 129.2 | 130.5 - 173.1 | 159.4 - 211.5 |
| production manager | 85.5 - 112.3 | 95.7 - 128.2 | 108.4 - 145.5 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| production supervisor | 64.2 - 75.5 | 74.6 - 92.4 | 88.2 - 108.1 |
| program manager | 69.7 - 90.4 | 79.4 - 104.7 | 90.9 - 119.5 |
| project director | 109.2 - 132.8 | 136.9 - 166.6 | 165.4 - 201.4 |
| purchasing manager | 92.8 - 122.8 | 105.0 - 141.2 | 119.3 - 158.9 |
| site supervisor | 75.8 - 99.2 | 83.1 - 111.1 | 92.6 - 125.0 |
| supply chain manager | 78.9 - 105.7 | 90.8 - 123.3 | 104.3 - 138.5 |
| warehouse manager | 72.6 - 86.8 | 79.9 - 94.5 | 89.3 - 105.4 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |
| skilled trades | | | |
| CNC machinist | 53.6 - 70.5 | 61.3 - 81.5 | 69.9 - 91.8 |
| CNC programmer | 62.3 - 71.2 | 68.9 - 87.1 | 83.1 - 108.9 |
| control technician | 47.7 - 62.9 | 55.8 - 72.4 | 65.9 - 80.4 |
| conventional machinist | 58.2 - 68.7 | 65.8 - 74.5 | 71.6 - 79.4 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 99.8 |
| electromechanical technician | 54.5 - 73.7 | 64.6 - 86.1 | 73.8 - 88.5 |
| electronics technician | 53.1 - 68.7 | 59.5 - 78.3 | 67.2 - 88.3 |
| field service technician | 72.1 - 78.9 | 75.6 - 82.6 | 82.4 - 101.2 |
| heavy equipment mechanic | 62.8 - 71.2 | 70.3 - 82.1 | 80.3 - 99.6 |
| machine builder | 59.8 - 69.0 | 64.5 - 72.9 | 70.9 - 82.1 |
| maintenance mechanic | 72.2 - 78.5 | 77.4 - 89.1 | 86.0 - 95.0 |
| mechanical assembler | 47.8 - 51.9 | 48.8 - 54.3 | 52.4 - 63.7 |
| millwright | 74.4 - 81.1 | 80.7 - 90.9 | 89.8 - 104.9 |
| panel wirer | 48.2 - 55.9 | 51.5 - 61.2 | 58.9 - 68.3 |
| set-up technician | 49.9 - 53.6 | 53.4 - 62.9 | 60.1 - 72.5 |
| technician quality control testing | 54.1 - 71.8 | 62.6 - 83.9 | 72.2 - 96.4 |
| tool and die maker | 67.8 - 71.6 | 72.4 - 77.9 | 77.9 - 86.4 |
| welder | 47.0 - 57.6 | 54.2 - 63.6 | 59.9 - 71.7 |
| welder-fitter | 57.9 - 71.8 | 65.6 - 77.5 | 76.9 - 85.1 |



marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.8 - 87.6 | 75.1 - 100.5 | 85.4 - 114.7 |
| digital marketing specialist | 47.6 - 63.0 | 55.2 - 74.1 | 64.1 - 84.6 |
| e-commerce director | 112.5 - 140.0 | 142.6 - 177.6 | 180.6 - 225.1 |
| e-commerce manager | 76.9 - 100.5 | 85.9 - 114.6 | 97.2 - 130.6 |
| marketing content manager | 57.7 - 75.5 | 64.7 - 86.2 | 73.3 - 97.9 |
| social media manager | 57.5 - 79.3 | 69.4 - 96.2 | 82.2 - 112.3 |
| web marketing analyst | 52.0 - 67.5 | 58.7 - 77.5 | 66.7 - 87.5 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 98.3 - 150.0 | 132.9 - 203.6 | 171.2 - 262.5 |
| marketing vice-president | 121.9 - 188.7 | 172.1 - 267.0 | 223.0 - 346.0 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.2 - 106.9 | 92.2 - 120.7 | 103.4 - 135.4 |
| brand or product manager assistant | 62.5 - 84.3 | 72.9 - 99.6 | 84.7 - 113.8 |
| communications manager | 68.9 - 90.0 | 77.0 - 102.4 | 86.8 - 115.3 |
| communications specialist | 53.3 - 72.8 | 63.5 - 87.5 | 74.8 - 100.0 |
| marketing coordinator | 55.1 - 72.4 | 62.2 - 83.2 | 70.8 - 94.7 |
| marketing director | 95.8 - 129.0 | 111.4 - 152.5 | 129.6 - 174.3 |
| marketing project manager | 42.9 - 57.0 | 49.1 - 66.2 | 56.4 - 75.2 |
| marketing specialist | 47.0 - 62.4 | 53.8 - 72.4 | 61.6 - 81.9 |

sales

| corporate sales | entry | mid | senior |
|------------------------------|--------------|---------------|---------------|
| account manager - hardware | 49.5 - 61.7 | 53.7 - 68.2 | 59.2 - 76.3 |
| account manager - software | 55.3 - 68.6 | 59.5 - 75.3 | 65.2 - 84.0 |
| business development manager | 92.9 - 123.1 | 103.8 - 140.8 | 118.1 - 162.3 |



| | | | |
|---|---------------|----------------|-----------------|
| district sales manager | 76.8 - 99.4 | 87.6 - 115.6 | 100.7 - 132.4 |
| key accounts manager - consumer goods | 69.3 - 88.6 | 77.7 - 101.4 | 88.2 - 115.7 |
| merchandiser - consumer goods | 59.3 - 77.5 | 66.4 - 88.5 | 75.2 - 100.6 |
| sales manager/ director | 59.9 - 79.9 | 67.9 - 92.1 | 77.3 - 103.8 |
| sales representative, account manager - consumer goods | 48.8 - 61.6 | 53.8 - 68.8 | 59.7 - 76.7 |
| sales representative, account manager - professional services | 45.9 - 57.0 | 49.4 - 62.5 | 54.1 - 69.9 |
| sales representative, account manager - telecommunications | 53.4 - 66.6 | 58.0 - 73.5 | 63.7 - 81.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 115.8 - 166.7 | 155.9 - 224.3 | 195.4 - 280.3 |
| sales vice-president | 135.9 - 195.8 | 184.8 - 266.6 | 239.9 - 345.9 |
| vice-president marketing & sales | 117.5 - 211.0 | 161.7 - 290.8 | 208.4 - 374.9 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.9 - 64.6 | 56.2 - 71.1 | 61.6 - 78.9 |
| internal sales representative - manufacturing | 49.6 - 61.9 | 53.8 - 68.5 | 59.4 - 76.9 |
| sales engineer - distribution | 69.4 - 90.6 | 76.0 - 101.1 | 84.3 - 112.6 |
| sales engineer - manufacturing | 56.3 - 74.9 | 63.5 - 85.8 | 71.9 - 96.0 |
| sales representative, account manager - industrial equipment | 49.4 - 61.3 | 53.2 - 67.2 | 58.2 - 75.0 |
| sales representative, account manager - industrial service | 52.1 - 65.0 | 56.5 - 71.5 | 61.9 - 79.2 |
| sales representative, account manager - machinery | 52.1 - 64.6 | 56.1 - 70.9 | 61.4 - 78.9 |
| sales representative, account manager - manufacturing | 50.5 - 72.5 | 55.5 - 80.9 | 61.5 - 89.9 |
| sales representative, account manager - retail network | 51.4 - 63.7 | 55.2 - 70.0 | 60.7 - 78.8 |
| technical sales representative - manufacturing | 47.8 - 61.3 | 53.8 - 69.9 | 60.8 - 78.4 |



york region

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative assistant | 41.2 - 53.7 | 50.0 - 60.2 | 52.5 - 68.7 |
| administrative assistant (bilingual) | 53.5 - 57.5 | 55.0 - 62.5 | 58.0 - 67.0 |
| administrative manager | 60.1 - 78.8 | 68.1 - 83.6 | 82.2 - 94.4 |
| benefits clerk | 41.0 - 50.2 | 45.8 - 58.0 | 51.1 - 65.7 |
| buyer assistant | 40.1 - 52.0 | 46.5 - 59.9 | 52.6 - 66.0 |
| claims supervisor | 62.9 - 82.4 | 70.3 - 94.1 | 79.8 - 107.6 |
| contracts administrator | 52.2 - 59.6 | 58.5 - 77.5 | 67.6 - 88.8 |
| data entry clerk | 40.1 - 43.9 | 42.6 - 49.8 | 50.1 - 54.3 |
| dispatcher | 41.2 - 52.4 | 46.7 - 60.0 | 52.8 - 67.6 |
| document controller | 34.1 - 43.3 | 39.3 - 49.5 | 43.9 - 50.7 |
| document services specialist | 36.4 - 41.4 | 37.6 - 47.2 | 41.9 - 48.3 |
| documentation specialist | 40.6 - 50.5 | 46.1 - 58.6 | 52.0 - 59.9 |
| donor relations coordinator | 51.5 - 67.6 | 59.8 - 79.7 | 69.7 - 92.3 |
| executive assistant | 57.3 - 78.4 | 67.0 - 92.5 | 77.7 - 105.3 |
| executive assistant (bilingual) | 57.4 - 70.0 | 64.5 - 75.0 | 72.1 - 90.0 |
| file clerk | 35.7 - 46.2 | 42.0 - 53.1 | 47.0 - 54.2 |
| fundraising manager | 66.0 - 85.1 | 74.8 - 98.5 | 85.7 - 112.9 |
| HR administrator | 48.9 - 63.7 | 55.3 - 73.3 | 63.0 - 83.5 |
| human resources assistant | 44.6 - 53.0 | 47.1 - 59.6 | 52.1 - 64.2 |
| invoicing clerk | 38.1 - 48.7 | 43.4 - 55.3 | 48.3 - 60.1 |
| legal assistant | 47.4 - 65.4 | 56.9 - 78.5 | 66.7 - 88.7 |
| logistics coordinator | 49.3 - 65.0 | 57.5 - 76.1 | 66.2 - 86.7 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| mailroom clerk | 36.0 - 44.4 | 40.4 - 49.4 | 44.1 - 50.3 |
| office clerk | 40.8 - 47.7 | 42.6 - 53.1 | 47.1 - 58.8 |
| office manager | 56.2 - 72.8 | 61.8 - 81.3 | 68.6 - 90.9 |
| office/operations manager | 57.5 - 63.0 | 56.0 - 65.5 | 60.0 - 72.5 |
| order clerk | 34.5 - 43.2 | 39.0 - 49.2 | 43.6 - 54.2 |
| order entry clerk | 40.5 - 43.5 | 42.0 - 47.0 | 45.0 - 49.5 |
| order supervisor | 51.5 - 67.5 | 59.5 - 78.6 | 68.2 - 88.3 |
| payroll administrator | 49.4 - 64.1 | 56.0 - 73.8 | 63.8 - 84.2 |
| project coordinator | 46.4 - 60.5 | 52.5 - 69.5 | 59.6 - 78.5 |
| property administrator | 48.2 - 57.3 | 55.4 - 65.6 | 62.2 - 75.3 |
| property manager | 68.6 - 91.0 | 78.3 - 106.2 | 90.2 - 122.0 |
| receptionist | 34.3 - 42.5 | 37.7 - 47.9 | 42.2 - 54.4 |
| receptionist (bilingual) | 50.2 - 55.0 | 54.1 - 60.2 | 58.2 - 65.3 |
| sales administrator | 45.2 - 58.7 | 52.1 - 70.6 | 62.1 - 80.3 |
| sales assistant | 40.4 - 50.4 | 44.5 - 57.1 | 50.5 - 66.2 |
| service coordinator | 39.0 - 50.2 | 43.6 - 57.3 | 49.3 - 65.1 |
| supply clerk | 37.1 - 46.8 | 41.7 - 52.9 | 46.4 - 58.1 |
| virtual assistant | 41.7 - 52.5 | 45.5 - 57.4 | 50.0 - 67.5 |
| virtual receptionist | 38.1 - 42.0 | 40.2 - 47.0 | 42.4 - 55.0 |
| legal services | | | |
| contract specialist | 62.5 - 82.0 | 71.1 - 94.8 | 81.3 - 107.4 |
| contracts administrator | 113.2 - 142.4 | 126.5 - 161.2 | 142.8 - 182.0 |
| data entry clerk | 35.8 - 45.3 | 40.8 - 51.4 | 45.6 - 52.7 |
| document services specialist | 33.3 - 42.8 | 38.7 - 49.0 | 43.4 - 50.1 |
| executive legal assistant | 54.5 - 60.9 | 59.4 - 72.3 | 65.3 - 81.5 |
| law clerk | 53.3 - 58.0 | 57.0 - 63.0 | 61.8 - 67.2 |
| office clerk | 36.6 - 46.1 | 42.1 - 52.4 | 47.0 - 53.6 |
| office manager | 58.7 - 76.0 | 64.5 - 85.0 | 71.7 - 94.9 |



| | | | |
|---|-------------|-------------|-------------|
| paralegal | 49.3 - 68.2 | 59.3 - 82.0 | 69.7 - 92.8 |
| logistics & transportation support | | | |
| import/export clerk | 39.7 - 51.2 | 45.7 - 58.7 | 51.3 - 64.2 |
| import/export coordinator | 57.9 - 74.7 | 64.4 - 84.7 | 72.5 - 95.7 |
| shipping administrator | 45.3 - 57.6 | 52.0 - 66.5 | 59.1 - 74.7 |
| supply chain coordinator | 44.4 - 57.4 | 49.7 - 65.5 | 56.3 - 74.6 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 63.8 - 82.6 | 71.4 - 93.8 | 80.3 - 104.6 |
| bilingual customer loyalty agent | 39.2 - 51.5 | 44.9 - 59.7 | 51.3 - 67.9 |
| bilingual customer service manager | 87.8 - 115.6 | 98.8 - 132.6 | 112.9 - 151.5 |
| bilingual customer service representative | 44.5 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual customer service supervisor | 63.8 - 83.8 | 71.6 - 95.7 | 81.1 - 108.7 |
| bilingual customer service team lead | 55.5 - 68.3 | 65.5 - 74.5 | 72.3 - 80.2 |
| bilingual customer service trainer | 47.7 - 62.8 | 54.6 - 73.2 | 62.9 - 83.5 |
| bilingual e-chat representative | 39.2 - 51.5 | 44.9 - 59.7 | 51.3 - 67.9 |
| bilingual help desk representative - level 1 | 53.6 - 70.9 | 61.2 - 81.6 | 69.3 - 91.6 |
| bilingual inside sales manager | 68.8 - 92.1 | 78.0 - 105.7 | 88.7 - 117.9 |
| bilingual inside sales representative | 50.1 - 62.3 | 53.9 - 68.2 | 59.0 - 76.3 |
| bilingual insurance advisor | 56.0 - 70.0 | 59.5 - 74.7 | 63.8 - 82.7 |
| bilingual junior collection agent | 37.3 - 48.0 | 42.2 - 55.1 | 47.8 - 61.9 |
| bilingual order desk representative | 44.5 - 52.0 | 50.2 - 61.1 | 60.0 - 71.1 |
| bilingual survey agent | 35.0 - 44.8 | 40.5 - 51.4 | 45.5 - 56.1 |
| bilingual telemarketing agent | 35.0 - 44.8 | 40.5 - 51.4 | 45.5 - 56.1 |
| bilingual telephone dispatcher | 42.1 - 53.7 | 47.8 - 61.6 | 54.2 - 69.6 |
| bilingual travel support agent | 40.4 - 51.0 | 45.2 - 57.5 | 50.3 - 63.5 |
| bilingual workforce planner | 49.2 - 62.3 | 53.2 - 68.8 | 58.8 - 77.8 |



engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 64.6 - 84.9 | 72.5 - 97.1 | 82.4 - 110.4 |
| architectural drafter | 54.2 - 70.7 | 63.2 - 83.8 | 74.2 - 98.7 |
| BIM/VDC coordinator | 67.0 - 87.8 | 74.8 - 100.0 | 84.7 - 113.3 |
| BIM/VDC lead | 59.3 - 69.7 | 67.5 - 85.9 | 81.8 - 110.3 |
| buyer | 60.8 - 79.8 | 69.3 - 92.6 | 79.5 - 106.0 |
| civil engineer | 68.2 - 91.7 | 78.9 - 107.4 | 91.2 - 121.8 |
| civil engineering drafter | 55.8 - 69.8 | 62.5 - 79.7 | 70.8 - 90.4 |
| civil engineering technologist | 48.4 - 65.4 | 57.3 - 77.9 | 67.0 - 88.8 |
| civil project engineer | 79.2 - 108.6 | 91.2 - 127.2 | 105.7 - 146.1 |
| civil project manager | 80.9 - 108.0 | 91.3 - 124.0 | 103.8 - 139.8 |
| construction coordinator | 53.4 - 71.1 | 60.0 - 81.3 | 68.0 - 92.2 |
| construction director | 119.2 - 155.8 | 155.7 - 202.0 | 192.4 - 250.1 |
| construction manager | 87.4 - 114.4 | 95.8 - 127.8 | 106.8 - 143.1 |
| construction project coordinator | 102.3 - 131.2 | 111.2 - 144.8 | 122.7 - 160.3 |
| construction project manager | 79.1 - 109.3 | 92.0 - 128.8 | 107.2 - 146.9 |
| construction superintendent | 90.4 - 118.4 | 99.2 - 132.2 | 110.5 - 147.9 |
| contracts administrator | 61.8 - 82.0 | 70.3 - 94.9 | 80.5 - 108.0 |
| contracts manager | 113.2 - 142.4 | 126.5 - 161.2 | 142.8 - 182.0 |
| director of operations | 131.8 - 175.5 | 172.6 - 229.8 | 217.9 - 290.0 |
| drafter | 56.4 - 70.4 | 62.9 - 79.9 | 70.9 - 90.4 |
| electrical designer/engineer | 79.0 - 104.2 | 89.1 - 119.8 | 101.7 - 136.4 |
| electrical engineer | 81.6 - 108.3 | 93.0 - 125.7 | 106.9 - 143.9 |
| electrical engineering technician | 59.4 - 76.2 | 67.8 - 88.3 | 77.6 - 100.3 |
| electrical inspector | 47.3 - 63.6 | 54.8 - 74.6 | 63.3 - 85.9 |
| engineering manager | 99.3 - 133.4 | 113.5 - 154.1 | 130.4 - 174.4 |
| environmental engineer | 66.4 - 88.3 | 75.8 - 102.8 | 87.4 - 117.7 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| environmental inspector | 50.9 - 65.3 | 56.0 - 73.2 | 62.5 - 81.9 |
| estimation engineer | 74.8 - 100.0 | 86.0 - 117.1 | 99.6 - 134.3 |
| estimator | 63.4 - 82.9 | 70.6 - 94.0 | 79.5 - 106.1 |
| facilities engineer | 68.6 - 91.9 | 79.1 - 107.7 | 91.6 - 123.1 |
| facilities manager | 63.5 - 83.4 | 72.4 - 96.6 | 83.0 - 110.6 |
| field manager | 72.0 - 95.5 | 81.9 - 110.8 | 94.3 - 128.2 |
| field Supervisor | 72.2 - 95.1 | 81.2 - 108.4 | 91.8 - 122.0 |
| foreman | 56.0 - 72.7 | 62.8 - 83.0 | 71.1 - 93.9 |
| general manager | 74.2 - 94.2 | 92.0 - 116.7 | 112.5 - 158.5 |
| health and safety manager | 62.4 - 80.6 | 71.9 - 94.0 | 82.7 - 107.0 |
| health and safety specialist | 72.0 - 94.7 | 82.3 - 110.3 | 94.9 - 125.6 |
| HVAC drafter | 54.3 - 69.9 | 61.2 - 79.7 | 69.0 - 89.3 |
| HVAC engineer | 59.4 - 79.3 | 68.1 - 92.3 | 78.3 - 104.8 |
| mechanical designer | 54.1 - 71.8 | 62.5 - 83.6 | 71.6 - 94.2 |
| mechanical drafter | 53.4 - 69.5 | 60.1 - 80.3 | 69.1 - 93.8 |
| mechanical engineer | 76.5 - 101.4 | 86.9 - 117.2 | 99.5 - 133.4 |
| mechanical engineering technician | 53.4 - 70.2 | 60.9 - 81.2 | 69.6 - 91.4 |
| mechanical site supervisor | 52.3 - 67.5 | 59.2 - 77.7 | 67.5 - 88.7 |
| operations manager | 82.8 - 113.1 | 94.9 - 131.3 | 108.8 - 147.9 |
| planner/scheduler | 41.5 - 52.9 | 47.2 - 60.8 | 53.4 - 68.5 |
| project coordinator | 47.5 - 62.1 | 53.8 - 71.4 | 61.2 - 80.8 |
| project director | 115.7 - 140.4 | 144.6 - 175.3 | 174.1 - 210.9 |
| project engineer | 94.0 - 120.5 | 102.0 - 133.3 | 112.4 - 148.6 |
| project manager | 79.2 - 109.3 | 92.2 - 129.0 | 107.2 - 147.2 |
| purchasing manager | 112.1 - 147.1 | 126.6 - 167.3 | 143.1 - 186.5 |
| QA/QC inspector | 56.8 - 75.5 | 65.8 - 88.4 | 75.9 - 101.5 |
| quality control engineer | 72.0 - 95.5 | 81.9 - 110.4 | 93.7 - 124.9 |
| quality inspector | 40.9 - 52.2 | 45.7 - 59.5 | 51.7 - 67.2 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| safety inspector | 64.6 - 84.6 | 73.3 - 97.2 | 83.2 - 109.6 |
| specification writer | 54.4 - 70.3 | 61.6 - 80.8 | 70.0 - 91.1 |
| structural designer | 55.2 - 72.2 | 62.5 - 83.0 | 71.1 - 93.9 |
| structural engineer | 74.3 - 98.5 | 84.5 - 114.1 | 97.0 - 130.1 |
| structural engineering technologist | 53.4 - 65.5 | 63.4 - 80.1 | 77.1 - 107.4 |
| superintendent | 42.1 - 53.8 | 47.2 - 61.4 | 53.4 - 69.8 |
| technical services manager | 102.2 - 134.8 | 115.8 - 154.9 | 132.6 - 176.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 170.0 - 292.4 | 246.7 - 424.8 | 341.5 - 587.9 |
| director - financial planning & analysis | 152.1 - 197.4 | 192.1 - 249.7 | 232.5 - 302.1 |
| finance director | 147.7 - 191.7 | 188.9 - 245.5 | 228.2 - 296.5 |
| treasury manager | 109.5 - 133.0 | 118.3 - 143.4 | 126.9 - 153.3 |
| vice president finance | 122.7 - 212.2 | 175.2 - 299.8 | 240.7 - 412.4 |
| vice-president internal audit | 148.5 - 195.0 | 185.1 - 243.2 | 223.3 - 293.5 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 70.6 - 84.7 | 75.7 - 90.8 | 80.6 - 96.7 |
| accounting clerk | 44.3 - 51.1 | 47.2 - 54.5 | 50.0 - 57.7 |
| accounting manager | 109.8 - 133.3 | 118.2 - 143.2 | 126.3 - 152.6 |
| accounting supervisor | 72.7 - 88.4 | 78.3 - 95.1 | 83.6 - 101.6 |
| accounting technician | 58.9 - 69.9 | 63.5 - 75.4 | 68.0 - 80.6 |
| accounts payable clerk | 44.1 - 49.7 | 48.9 - 55.1 | 53.0 - 59.8 |
| accounts payable manager | 97.9 - 119.0 | 107.0 - 129.9 | 115.8 - 140.4 |
| accounts receivable clerk | 46.5 - 52.4 | 51.5 - 58.0 | 55.9 - 63.1 |
| accounts receivable manager | 99.4 - 117.9 | 107.8 - 127.8 | 116.2 - 137.6 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| analyst - financial planning & analysis | 116.4 - 141.1 | 125.7 - 152.0 | 134.7 - 162.4 | 154.5 - 185.3 |
| assistant controller | 124.4 - 157.6 | 134.8 - 170.0 | 144.8 - 182.0 | 167.1 - 209.6 |
| billing specialist | 43.7 - 51.1 | 47.9 - 56.0 | 51.6 - 60.3 | 58.6 - 68.5 |
| bookkeeper | 45.5 - 53.8 | 49.2 - 58.2 | 52.8 - 62.4 | 60.5 - 71.6 |
| business analyst | 87.5 - 104.9 | 94.5 - 113.4 | 101.4 - 121.7 | 116.8 - 139.9 |
| compliance officer | 96.5 - 117.2 | 107.7 - 130.7 | 118.4 - 143.6 | 140.1 - 169.8 |
| compliance specialist | 64.2 - 77.1 | 70.8 - 84.9 | 77.0 - 92.4 | 89.6 - 107.5 |
| controller | 114.5 - 199.1 | 160.4 - 275.8 | 205.7 - 354.3 | 259.6 - 431.9 |
| cost accountant | 67.3 - 80.8 | 72.7 - 87.3 | 78.0 - 93.7 | 89.9 - 107.9 |
| credit & collection specialist | 44.7 - 56.8 | 51.3 - 65.5 | 58.2 - 73.4 | 73.3 - 74.8 |
| credit and collections accountant | 40.4 - 47.9 | 44.1 - 52.1 | 47.5 - 56.2 | 54.3 - 64.3 |
| credit and collections manager | 105.4 - 126.5 | 113.1 - 135.6 | 120.8 - 144.5 | 139.1 - 165.5 |
| credit and collections supervisor | 59.3 - 72.0 | 64.0 - 77.7 | 68.6 - 83.3 | 79.2 - 96.2 |
| external auditor | 69.8 - 83.8 | 75.8 - 91.0 | 81.6 - 98.0 | 94.5 - 113.3 |
| financial analyst | 84.9 - 101.9 | 90.9 - 109.0 | 96.7 - 116.0 | 110.1 - 132.1 |
| financial reporting manager | 130.9 - 158.0 | 140.4 - 169.0 | 149.6 - 179.6 | 170.6 - 204.5 |
| internal audit manager | 122.4 - 149.9 | 131.5 - 160.5 | 140.3 - 170.8 | 159.8 - 193.7 |
| internal auditor | 67.9 - 81.5 | 75.0 - 90.0 | 81.8 - 98.2 | 95.8 - 114.9 |
| invoicing clerk | 42.4 - 49.6 | 46.6 - 54.4 | 50.2 - 58.6 | 55.9 - 65.4 |
| payroll clerk | 47.2 - 55.2 | 52.0 - 60.7 | 56.3 - 65.8 | 64.6 - 75.6 |
| payroll director | 100.8 - 136.4 | 127.9 - 171.1 | 161.0 - 213.6 | 203.5 - 241.4 |
| payroll manager | 100.0 - 121.5 | 108.2 - 131.4 | 116.1 - 140.7 | 133.1 - 160.5 |
| payroll specialist | 55.8 - 66.5 | 60.8 - 72.5 | 65.6 - 78.3 | 76.2 - 91.1 |
| payroll supervisor | 60.6 - 72.7 | 65.9 - 79.1 | 71.1 - 85.3 | 82.2 - 98.6 |
| tax analyst | 53.7 - 64.5 | 59.3 - 71.3 | 64.7 - 77.7 | 75.9 - 91.1 |
| tax manager | 116.0 - 142.2 | 124.4 - 152.2 | 132.7 - 161.9 | 152.0 - 184.4 |
| treasury analyst | 71.4 - 85.7 | 76.6 - 91.9 | 81.6 - 97.9 | 92.9 - 111.5 |



healthcare

| | entry | mid | senior |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 54.7 - 69.3 | 60.8 - 78.7 | 68.5 - 89.4 |
| medical secretary | 37.0 - 47.4 | 41.6 - 53.6 | 46.4 - 58.8 |
| pharmacy assistant | 35.1 - 45.0 | 40.0 - 51.1 | 44.8 - 52.3 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 98.9 - 141.6 | 128.6 - 181.2 | 158.6 - 222.8 |
| diversity & inclusion director | 89.2 - 123.6 | 112.7 - 155.7 | 140.7 - 194.1 |
| health and safety director | 101.2 - 121.4 | 131.4 - 156.3 | 156.1 - 184.9 |
| human resources director | 109.3 - 150.3 | 139.0 - 188.8 | 170.4 - 231.7 |
| L&D director | 108.7 - 134.8 | 135.6 - 166.6 | 170.4 - 209.1 |
| talent acquisition director | 102.7 - 141.7 | 130.9 - 178.1 | 158.6 - 215.3 |
| total rewards director | 122.8 - 158.5 | 158.0 - 202.6 | 192.7 - 247.6 |
| vice president Human Resources / CHRO | 129.8 - 213.6 | 167.4 - 275.2 | 204.3 - 336.1 |
| human resources | entry | mid | senior |
| benefits administrator | 59.1 - 75.7 | 66.2 - 86.5 | 75.0 - 98.0 |
| compensation and benefits manager | 108.4 - 140.6 | 120.2 - 158.2 | 135.1 - 177.9 |
| compensation specialist | 52.7 - 69.8 | 60.8 - 81.9 | 70.5 - 93.6 |
| diversity & inclusion coordinator | 42.5 - 54.3 | 48.2 - 61.1 | 53.3 - 65.8 |
| health and safety advisor | 62.4 - 80.6 | 71.9 - 94.0 | 82.7 - 107.0 |
| health and safety manager | 87.6 - 113.6 | 98.1 - 129.4 | 111.1 - 145.5 |
| HRIS analyst | 72.1 - 94.9 | 82.5 - 110.6 | 95.0 - 125.9 |
| human resources business partner | 69.5 - 91.2 | 77.9 - 104.1 | 88.2 - 117.9 |
| human resources coordinator | 42.1 - 53.6 | 47.7 - 60.5 | 52.7 - 65.1 |
| human resources generalist | 63.9 - 81.1 | 69.4 - 90.0 | 76.9 - 101.7 |
| human resources manager | 98.2 - 131.4 | 113.4 - 153.1 | 131.2 - 173.9 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| human resources supervisor | 68.2 - 88.5 | 75.1 - 99.6 | 84.4 - 113.8 |
| human resources technician | 51.2 - 66.9 | 57.0 - 76.0 | 64.4 - 86.6 |
| labour relations advisor | 68.0 - 90.5 | 77.7 - 105.3 | 89.5 - 120.2 |
| labour relations manager | 106.7 - 144.3 | 125.6 - 170.1 | 146.5 - 195.3 |
| recruitment coordinator | 41.8 - 54.5 | 48.1 - 63.0 | 54.8 - 71.0 |
| talent acquisition specialist | 62.9 - 82.2 | 70.0 - 93.2 | 78.8 - 105.2 |

industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 18.1 - 21.5 | 20.5 - 24.8 | 22.1 - 28.5 |
| counterbalance forklift operator | 20.5 - 22.2 | 22.1 - 24.5 | 24.1 - 28.1 |
| delivery/courier driver | 19.8 - 22.1 | 21.5 - 25.9 | 23.2 - 28.8 |
| electronic parts assembler | 18.1 - 21.5 | 20.5 - 24.8 | 22.5 - 28.4 |
| forklift operator | 20.5 - 22.2 | 22.1 - 24.5 | 24.1 - 28.4 |
| general labourer - heavy | 19.1 - 22.5 | 19.8 - 25.5 | 23.2 - 27.7 |
| general labourer - light | 16.5 - 19.3 | 18.1 - 22.5 | 21.7 - 25.9 |
| inventory control clerk | 18.1 - 23.5 | 21.4 - 27.8 | 24.4 - 30.3 |
| janitor/custodian | 17.5 - 20.1 | 19.3 - 23.5 | 21.1 - 24.5 |
| machine operator | 19.1 - 25.5 | 22.3 - 29.1 | 25.4 - 33.5 |
| machine operator assistant | 16.8 - 22.1 | 18.4 - 24.5 | 22.9 - 27.4 |
| manufacturing worker | 18.1 - 20.3 | 19.8 - 23.5 | 21.5 - 26.6 |
| material handler | 18.5 - 22.1 | 20.5 - 24.5 | 23.7 - 27.2 |
| order/cherry picker forklift operator | 20.2 - 24.1 | 22.8 - 26.8 | 24.8 - 28.1 |
| packaging labourer | 18.1 - 20.2 | 19.8 - 23.5 | 21.5 - 26.8 |
| parts clerk | 16.5 - 19.1 | 18.8 - 22.5 | 21.2 - 25.6 |
| picker/packer | 16.5 - 19.1 | 18.8 - 22.5 | 21.2 - 25.0 |
| polisher/deburrer | 18.8 - 24.5 | 21.3 - 26.4 | 24.4 - 32.2 |
| print press operator | 21.1 - 26.9 | 22.8 - 28.4 | 24.5 - 32.5 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| production labourer | 18.1 - 21.2 | 19.5 - 24.5 | 23.7 - 27.1 |
| reach truck operator | 21.3 - 23.8 | 21.8 - 24.3 | 23.2 - 28.1 |
| scissor lift operator | 20.3 - 24.1 | 22.8 - 26.8 | 24.8 - 28.1 |
| shipper/receiver | 21.1 - 24.5 | 21.6 - 27.8 | 24.5 - 30.2 |
| shipping and receiving clerk | 20.6 - 24.5 | 22.1 - 27.6 | 25.1 - 31.1 |
| warehouse labourer | 18.3 - 21.8 | 19.5 - 24.5 | 23.3 - 27.1 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 86.4 - 114.6 | 99.9 - 134.0 | 115.6 - 151.3 |
| automation engineer | 66.5 - 88.1 | 75.5 - 101.8 | 86.4 - 115.9 |
| buyer | 60.8 - 79.8 | 69.3 - 92.6 | 79.5 - 106.0 |
| chemical engineer | 85.3 - 113.3 | 95.6 - 129.2 | 108.1 - 145.5 |
| chemical technician | 56.8 - 74.3 | 63.2 - 84.4 | 71.5 - 96.5 |
| cmm programmer | 58.5 - 76.4 | 66.4 - 88.2 | 75.8 - 99.8 |
| coating inspector | 40.1 - 52.4 | 45.6 - 60.3 | 51.8 - 68.6 |
| continuous improvement engineer | 89.2 - 116.7 | 99.4 - 132.0 | 111.8 - 147.0 |
| controls designer/engineer | 56.4 - 75.5 | 64.9 - 88.1 | 74.7 - 100.5 |
| demand planner | 50.6 - 70.0 | 61.0 - 84.6 | 72.0 - 96.9 |
| electrical engineer | 81.6 - 108.3 | 93.0 - 125.7 | 106.9 - 143.9 |
| electrical engineering technician | 59.4 - 76.2 | 67.8 - 88.3 | 77.6 - 100.3 |
| electrical test engineer | 75.1 - 100.4 | 86.4 - 117.6 | 100.1 - 135.0 |
| estimation engineer | 74.8 - 100.0 | 86.0 - 117.1 | 99.6 - 134.3 |
| estimator | 63.4 - 82.9 | 70.6 - 94.0 | 79.5 - 106.1 |
| field service engineer | 54.8 - 72.8 | 62.4 - 84.5 | 71.8 - 97.6 |
| general inspector | 52.3 - 69.0 | 58.9 - 78.7 | 66.5 - 88.2 |
| health and safety specialist | 72.0 - 94.7 | 82.3 - 110.3 | 94.9 - 125.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| HVAC drafter | 54.3 - 69.9 | 61.2 - 79.7 | 69.0 - 89.3 |
| HVAC engineer | 59.4 - 79.3 | 68.1 - 92.3 | 78.3 - 104.8 |
| industrial engineer | 74.5 - 97.3 | 82.8 - 110.1 | 93.1 - 123.2 |
| inventory analyst | 53.1 - 69.2 | 59.8 - 79.4 | 68.1 - 90.5 |
| logistics specialist | 61.5 - 82.0 | 70.4 - 95.5 | 81.1 - 108.5 |
| manufacturing engineer | 69.6 - 92.3 | 79.1 - 106.8 | 90.7 - 121.1 |
| mechanical designer | 54.1 - 71.8 | 62.5 - 83.6 | 71.6 - 94.2 |
| mechanical drafter | 53.4 - 69.5 | 60.1 - 80.3 | 69.1 - 93.8 |
| mechanical engineer | 76.5 - 101.4 | 86.9 - 117.2 | 99.5 - 133.4 |
| mechanical engineering technician | 53.4 - 70.2 | 60.9 - 81.2 | 69.6 - 91.4 |
| planner/scheduler | 41.5 - 52.9 | 47.2 - 60.8 | 53.4 - 68.5 |
| PLC programmer | 58.2 - 74.0 | 72.0 - 88.4 | 80.5 - 98.3 |
| process engineer | 64.8 - 86.4 | 74.2 - 100.7 | 85.5 - 114.3 |
| production planner | 50.3 - 66.8 | 58.1 - 77.6 | 66.4 - 86.6 |
| project engineer | 94.0 - 120.5 | 102.0 - 133.3 | 112.4 - 148.6 |
| project manager | 79.2 - 109.3 | 92.2 - 129.0 | 107.2 - 147.2 |
| QA/QC inspector | 39.4 - 50.3 | 44.0 - 57.3 | 49.8 - 64.8 |
| quality assurance manager | 94.5 - 122.8 | 104.5 - 137.9 | 116.9 - 153.7 |
| quality assurance/control technician | 73.9 - 96.8 | 84.0 - 112.0 | 96.1 - 126.7 |
| quality control engineer | 72.0 - 95.5 | 81.9 - 110.4 | 93.7 - 124.9 |
| quality control technician | 41.4 - 53.3 | 46.1 - 60.3 | 51.7 - 67.5 |
| quality director | 105.7 - 142.3 | 133.6 - 177.6 | 160.5 - 213.0 |
| quality inspector | 40.9 - 52.2 | 45.7 - 59.5 | 51.7 - 67.2 |
| safety inspector | 64.6 - 84.6 | 73.3 - 97.2 | 83.2 - 109.6 |
| SCADA engineer | 67.4 - 89.8 | 77.1 - 104.5 | 88.7 - 118.9 |
| sourcing engineer | 66.6 - 88.4 | 76.0 - 103.0 | 87.5 - 117.6 |
| stationary engineer | 56.0 - 71.7 | 61.6 - 80.2 | 68.4 - 89.2 |
| supply chain analyst | 51.5 - 68.7 | 59.0 - 80.0 | 67.9 - 91.0 |



industrial management

| | | | |
|---------------------------|---------------|---------------|---------------|
| director of operations | 131.8 - 175.5 | 172.6 - 229.8 | 217.9 - 290.0 |
| engineering manager | 99.3 - 133.4 | 113.5 - 154.1 | 130.4 - 174.4 |
| general manager | 105.2 - 128.8 | 112.5 - 137.6 | 132.1 - 155.0 |
| health and safety manager | 62.4 - 80.6 | 71.9 - 94.0 | 82.7 - 107.0 |
| inventory control manager | 65.5 - 85.9 | 73.4 - 98.0 | 83.0 - 110.9 |
| machining manager | 68.9 - 78.8 | 72.6 - 85.1 | 78.5 - 95.1 |
| maintenance manager | 90.3 - 101.5 | 98.6 - 110.5 | 109.3 - 131.0 |
| maintenance supervisor | 83.2 - 96.1 | 94.6 - 109.1 | 107.9 - 113.2 |
| manufacturing director | 126.5 - 152.4 | 162.5 - 194.8 | 197.6 - 237.3 |
| materials manager | 95.4 - 125.4 | 105.5 - 140.9 | 118.2 - 157.5 |
| operations manager | 82.8 - 113.1 | 94.9 - 131.3 | 108.8 - 147.9 |
| plant manager | 112.1 - 154.7 | 134.1 - 185.5 | 158.5 - 214.3 |
| procurement director | 117.8 - 154.2 | 155.6 - 201.9 | 187.0 - 243.1 |
| production manager | 103.3 - 135.0 | 115.5 - 153.0 | 130.6 - 172.0 |
| production supervisor | 65.1 - 84.1 | 76.2 - 92.4 | 88.2 - 108.1 |
| program manager | 74.8 - 97.1 | 85.4 - 112.5 | 97.8 - 128.1 |
| project director | 115.7 - 140.4 | 144.6 - 175.3 | 174.1 - 210.9 |
| purchasing manager | 112.1 - 147.1 | 126.6 - 167.3 | 143.1 - 186.5 |
| site supervisor | 90.4 - 118.4 | 99.2 - 132.2 | 110.5 - 147.9 |
| supply chain manager | 95.2 - 127.4 | 109.7 - 147.5 | 125.8 - 164.3 |
| warehouse manager | 68.3 - 88.8 | 75.8 - 100.4 | 85.1 - 112.8 |
| warehouse supervisor | 55.8 - 69.1 | 64.0 - 79.9 | 78.9 - 98.6 |

skilled trades

| | | | |
|------------------------|-------------|-------------|--------------|
| CNC machinist | 54.0 - 70.5 | 61.3 - 81.5 | 70.1 - 91.8 |
| CNC programmer | 63.2 - 71.9 | 68.7 - 86.4 | 84.5 - 108.9 |
| control technician | 51.5 - 67.8 | 58.8 - 78.5 | 67.3 - 89.1 |
| conventional machinist | 59.3 - 68.6 | 65.0 - 74.5 | 72.6 - 80.1 |



| | | | |
|------------------------------|-------------|-------------|--------------|
| electrician | 72.0 - 79.4 | 76.0 - 96.7 | 89.3 - 101.5 |
| electromechanical technician | 57.2 - 77.5 | 67.8 - 90.7 | 77.6 - 93.1 |
| electronics technician | 56.8 - 73.8 | 63.8 - 84.2 | 72.1 - 95.0 |
| field service technician | 72.0 - 78.1 | 76.5 - 82.3 | 81.5 - 101.2 |
| heavy equipment mechanic | 62.5 - 72.6 | 70.9 - 82.6 | 80.8 - 99.6 |
| machine builder | 61.2 - 69.4 | 67.9 - 75.1 | 72.6 - 86.3 |
| maintenance mechanic | 72.1 - 79.8 | 78.1 - 89.9 | 87.8 - 95.9 |
| mechanical assembler | 50.4 - 61.8 | 60.9 - 69.7 | 63.0 - 75.6 |
| millwright | 76.0 - 82.5 | 80.1 - 92.6 | 89.8 - 105.1 |
| panel wirer | 49.9 - 56.6 | 54.3 - 61.8 | 59.9 - 66.3 |
| set-up technician | 57.2 - 68.1 | 60.3 - 70.1 | 67.7 - 79.4 |
| tool and die maker | 66.9 - 72.1 | 71.6 - 76.9 | 77.0 - 85.1 |
| welder | 46.9 - 59.2 | 56.5 - 68.4 | 62.0 - 74.8 |
| welder-fitter | 58.2 - 72.1 | 67.4 - 78.4 | 75.8 - 87.0 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 71.1 - 93.4 | 80.0 - 107.1 | 91.1 - 122.1 |
| digital marketing specialist | 50.3 - 66.7 | 58.3 - 78.6 | 67.8 - 89.7 |
| e-commerce director | 119.8 - 148.5 | 151.3 - 187.4 | 190.5 - 236.0 |
| e-commerce manager | 82.0 - 107.1 | 91.6 - 122.0 | 103.6 - 138.8 |
| marketing content manager | 61.4 - 80.4 | 68.8 - 91.9 | 78.1 - 104.4 |
| social media manager | 61.1 - 84.5 | 73.9 - 102.4 | 87.6 - 119.5 |
| web marketing analyst | 62.3 - 80.8 | 70.3 - 92.8 | 79.8 - 104.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 105.6 - 160.1 | 142.2 - 215.3 | 182.0 - 275.6 |
| marketing vice-president | 129.6 - 198.8 | 181.7 - 278.7 | 233.9 - 358.8 |



| marketing and communications | entry | mid | senior |
|------------------------------------|---------------|---------------|---------------|
| brand or product manager | 88.7 - 113.9 | 98.3 - 128.4 | 110.1 - 143.7 |
| brand or product manager assistant | 67.0 - 90.3 | 78.2 - 106.5 | 90.7 - 121.5 |
| communications manager | 73.4 - 95.9 | 82.0 - 109.1 | 92.6 - 122.7 |
| communications specialist | 56.5 - 77.3 | 67.3 - 93.0 | 79.4 - 106.2 |
| marketing coordinator | 58.2 - 76.7 | 65.8 - 88.2 | 75.0 - 100.4 |
| marketing director | 102.1 - 137.1 | 118.7 - 161.5 | 137.8 - 184.0 |
| marketing project manager | 45.6 - 60.6 | 52.2 - 70.5 | 60.0 - 80.1 |
| marketing specialist | 49.7 - 66.0 | 56.8 - 76.7 | 65.2 - 86.9 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 52.5 - 65.5 | 56.9 - 72.4 | 62.7 - 81.1 |
| account manager - software | 58.6 - 72.9 | 63.1 - 80.0 | 69.2 - 89.3 |
| business development manager | 112.2 - 147.4 | 125.2 - 166.9 | 141.7 - 190.2 |
| district sales manager | 81.9 - 106.0 | 93.4 - 123.0 | 107.3 - 140.6 |
| key accounts manager - consumer goods | 73.6 - 94.2 | 82.6 - 107.7 | 93.8 - 122.8 |
| merchandiser - consumer goods | 62.7 - 82.1 | 70.3 - 93.8 | 79.7 - 106.7 |
| sales manager/ director | 63.6 - 85.1 | 72.3 - 98.2 | 82.4 - 110.5 |
| sales representative, account manager - consumer goods | 51.2 - 64.7 | 56.5 - 72.4 | 62.7 - 80.8 |
| sales representative, account manager - professional services | 48.4 - 60.2 | 52.1 - 66.2 | 57.2 - 74.0 |
| sales representative, account manager - telecommunications | 56.6 - 70.8 | 61.5 - 78.1 | 67.6 - 86.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 136.5 - 191.3 | 179.1 - 250.5 | 219.2 - 305.9 |
| sales vice-president | 144.3 - 206.1 | 194.8 - 278.3 | 251.1 - 358.7 |
| vice-president marketing & sales | 125.1 - 221.5 | 171.0 - 302.8 | 218.9 - 387.9 |
| industrial sales | entry | mid | senior |



| | | | |
|--|-------------|--------------|--------------|
| internal sales representative - construction | 54.8 - 68.4 | 59.3 - 75.3 | 65.1 - 83.6 |
| internal sales representative - manfacturing | 52.7 - 65.8 | 57.1 - 72.8 | 63.1 - 81.7 |
| sales engineer - distribution | 73.8 - 96.2 | 80.8 - 107.2 | 89.6 - 119.3 |
| sales engineer - manufacturing | 59.8 - 79.5 | 67.5 - 91.0 | 76.4 - 101.8 |
| sales representative, account manager - industrial equipment | 52.3 - 65.0 | 56.3 - 71.4 | 61.8 - 79.7 |
| sales representative, account manager - industrial service | 55.0 - 68.7 | 59.6 - 75.7 | 65.4 - 83.9 |
| sales representative, account manager - machinery | 55.2 - 68.6 | 59.5 - 75.3 | 65.2 - 83.9 |
| sales representative, account manager - manufacturing | 53.5 - 77.0 | 58.9 - 86.0 | 65.3 - 95.6 |
| sales representative, account manager - retail network | 54.5 - 67.6 | 58.6 - 74.3 | 64.4 - 83.7 |
| technical sales representative - manufacturing | 51.2 - 65.6 | 57.6 - 75.0 | 65.1 - 84.1 |



queens - charlottetown

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 45.8 - 60.2 | 51.1 - 68.4 | 57.7 - 77.6 |
| administrative assistant | 35.5 - 46.1 | 39.7 - 52.7 | 45.1 - 59.6 |
| administrative assistant (bilingual) | 52.6 - 72.8 | 61.9 - 86.4 | 72.1 - 98.7 |
| administrative manager | 52.2 - 67.8 | 57.1 - 75.6 | 63.3 - 84.9 |
| benefits clerk | 34.7 - 44.8 | 39.8 - 52.0 | 45.7 - 59.2 |
| buyer assistant | 35.5 - 46.3 | 41.3 - 53.7 | 46.9 - 59.3 |
| claims supervisor | 57.3 - 75.6 | 64.2 - 86.8 | 73.1 - 99.7 |
| contracts administrator | 87.3 - 111.6 | 98.2 - 128.0 | 111.9 - 146.6 |
| data entry clerk | 31.5 - 39.5 | 35.5 - 45.0 | 39.7 - 46.1 |
| dispatcher | 36.3 - 46.8 | 41.4 - 53.9 | 47.2 - 61.0 |
| document controller | 30.4 - 38.5 | 34.8 - 44.2 | 39.0 - 45.3 |
| document services specialist | 29.1 - 36.7 | 33.3 - 42.1 | 37.1 - 43.1 |
| documentation specialist | 34.2 - 45.2 | 41.0 - 52.7 | 46.5 - 53.9 |
| donor relations coordinator | 45.6 - 60.4 | 53.2 - 71.6 | 62.3 - 83.2 |
| executive assistant | 51.5 - 71.2 | 60.5 - 84.6 | 70.5 - 96.7 |
| executive assistant (bilingual) | 53.0 - 68.8 | 57.9 - 76.6 | 64.3 - 85.8 |
| file clerk | 31.7 - 41.1 | 37.3 - 47.5 | 41.8 - 48.5 |
| fundraising manager | 58.9 - 76.6 | 67.0 - 89.0 | 77.1 - 102.5 |
| HR administrator | 43.9 - 57.7 | 49.8 - 66.6 | 57.0 - 76.2 |
| HR coordinator | 44.1 - 58.2 | 50.2 - 67.3 | 57.5 - 77.0 |
| HR manager | 70.1 - 90.8 | 78.5 - 104.7 | 112.7 - 114.9 |
| human resources assistant | 36.9 - 47.4 | 42.0 - 53.6 | 46.6 - 57.8 |



| | | | |
|-------------------------------|-------------|-------------|--------------|
| insurance claims clerk | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| invoicing clerk | 33.7 - 43.3 | 38.4 - 49.4 | 43.0 - 53.9 |
| lease administrator | 41.8 - 55.1 | 48.6 - 64.5 | 56.0 - 73.8 |
| legal assistant | 42.3 - 58.9 | 51.1 - 71.1 | 60.2 - 80.8 |
| logistics coordinator | 43.9 - 58.5 | 51.5 - 68.9 | 59.7 - 78.9 |
| mailroom clerk | 32.4 - 40.0 | 36.3 - 44.7 | 39.7 - 45.5 |
| office clerk | 34.9 - 43.1 | 38.3 - 48.2 | 42.5 - 53.5 |
| office manager | 51.0 - 66.5 | 56.2 - 74.6 | 62.6 - 83.7 |
| order clerk | 30.7 - 38.3 | 34.6 - 43.9 | 38.7 - 48.6 |
| order supervisor | 46.5 - 61.5 | 54.0 - 72.0 | 62.2 - 81.3 |
| payroll administrator | 38.6 - 50.9 | 44.1 - 59.1 | 50.7 - 67.9 |
| project coordinator | 41.2 - 54.4 | 46.9 - 62.7 | 53.5 - 71.2 |
| property administrator | 34.7 - 45.8 | 39.0 - 52.8 | 44.8 - 61.1 |
| property manager | 55.4 - 74.4 | 63.6 - 87.2 | 73.6 - 100.7 |
| receptionist | 30.5 - 37.7 | 33.5 - 42.7 | 37.4 - 48.8 |
| receptionist (bilingual) | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| sales administrator | 39.4 - 53.4 | 45.8 - 62.9 | 53.2 - 72.1 |
| sales assistant | 35.7 - 44.9 | 39.4 - 51.1 | 45.0 - 59.5 |
| service coordinator | 34.4 - 44.8 | 38.5 - 51.3 | 43.9 - 58.6 |
| supply clerk | 32.2 - 40.8 | 36.2 - 46.4 | 40.4 - 51.1 |
| virtual assistant | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| virtual receptionist | 36.1 - 47.0 | 40.5 - 53.7 | 46.0 - 60.9 |
| insurance | | | |
| benefits analyst | 48.2 - 62.6 | 53.7 - 71.0 | 60.5 - 80.0 |
| benefits coordinator | 33.0 - 42.2 | 37.6 - 49.2 | 43.2 - 56.3 |
| benefits processor | 32.9 - 42.7 | 38.1 - 49.4 | 43.0 - 53.9 |
| claims supervisor | 57.3 - 75.6 | 64.2 - 86.8 | 73.1 - 99.7 |
| client support representative | 55.8 - 71.2 | 61.8 - 80.5 | 69.4 - 90.8 |



| | | | |
|--|-------------|--------------|--------------|
| insurance account manager - commercial | 48.3 - 59.9 | 51.7 - 65.0 | 56.1 - 72.4 |
| insurance account manager - personal | 45.6 - 56.4 | 48.6 - 60.8 | 52.5 - 67.6 |
| insurance billing clerk | 32.8 - 42.4 | 37.8 - 49.4 | 43.3 - 55.5 |
| insurance claims clerk | 35.0 - 44.3 | 39.7 - 51.0 | 45.2 - 57.4 |
| insurance claims processor | 38.6 - 48.8 | 43.0 - 55.5 | 48.7 - 63.5 |
| team lead | 74.3 - 96.4 | 82.7 - 109.7 | 93.5 - 125.1 |
| technical support representative | 36.9 - 48.2 | 42.4 - 56.1 | 48.7 - 64.4 |
| underwriter | 53.0 - 71.2 | 62.0 - 84.4 | 72.3 - 95.9 |
| underwriting analyst | 48.7 - 64.2 | 54.6 - 73.5 | 62.1 - 84.7 |
| underwriting assistant | 34.1 - 42.6 | 39.4 - 49.7 | 45.3 - 51.3 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 54.8 - 71.3 | 61.4 - 81.2 | 69.3 - 90.9 |
| bilingual customer loyalty agent | 33.7 - 45.4 | 38.5 - 52.8 | 44.8 - 58.8 |
| bilingual customer service manager | 67.0 - 89.3 | 75.7 - 103.3 | 87.0 - 119.5 |
| bilingual customer service representative | 33.4 - 42.5 | 37.0 - 48.2 | 41.7 - 54.7 |
| bilingual customer service supervisor | 55.5 - 73.6 | 62.5 - 84.5 | 71.1 - 96.5 |
| bilingual customer service team lead | 40.8 - 54.2 | 47.0 - 62.6 | 54.3 - 69.4 |
| bilingual customer service trainer | 40.8 - 54.2 | 47.0 - 63.3 | 54.3 - 72.4 |
| bilingual e-chat representative | 33.7 - 44.4 | 38.5 - 51.6 | 44.2 - 58.8 |
| bilingual inside sales manager | 59.2 - 79.7 | 67.3 - 92.0 | 76.7 - 103.2 |
| bilingual inside sales representative | 43.2 - 54.1 | 46.6 - 59.3 | 51.2 - 66.6 |
| bilingual insurance advisor | 48.5 - 60.8 | 51.5 - 65.2 | 55.4 - 72.5 |
| bilingual junior collection agent | 32.1 - 41.1 | 36.0 - 47.3 | 40.9 - 53.3 |
| bilingual order desk representative | 30.7 - 38.3 | 34.6 - 43.9 | 38.7 - 48.6 |
| bilingual survey agent | 30.5 - 38.4 | 34.8 - 44.3 | 39.0 - 48.5 |
| bilingual telemarketing agent | 30.5 - 38.4 | 34.8 - 44.3 | 39.0 - 48.5 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| bilingual telephone dispatcher | 36.3 - 46.8 | 41.4 - 53.9 | 47.2 - 61.0 |
| bilingual travel support agent | 34.6 - 43.9 | 38.8 - 49.7 | 43.3 - 55.0 |
| bilingual workforce planner | 42.4 - 53.9 | 45.9 - 59.7 | 50.8 - 67.6 |
| help desk representative - level 1 | 40.0 - 53.9 | 46.2 - 62.5 | 52.7 - 70.5 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 75.8 - 110.9 | 100.0 - 145.9 | 125.7 - 183.4 |
| diversity & inclusion director | 76.4 - 107.1 | 97.3 - 136.6 | 122.7 - 172.6 |
| health and safety director | 77.7 - 94.0 | 102.3 - 123.7 | 123.5 - 149.3 |
| human resources director | 84.1 - 118.4 | 108.7 - 152.8 | 136.2 - 191.4 |
| L&D director | 83.6 - 105.2 | 105.8 - 132.8 | 136.2 - 171.0 |
| talent acquisition director | 78.8 - 111.0 | 101.9 - 143.2 | 125.7 - 176.6 |
| total rewards director | 95.1 - 125.6 | 125.1 - 165.2 | 156.3 - 206.0 |
| vice president Human Resources / CHRO | 101.1 - 175.3 | 133.6 - 231.7 | 166.9 - 288.7 |
| human resources | entry | mid | senior |
| benefits administrator | 51.1 - 65.8 | 57.3 - 75.3 | 65.1 - 85.7 |
| compensation and benefits manager | 83.4 - 110.1 | 93.0 - 125.3 | 105.4 - 143.0 |
| compensation specialist | 45.4 - 60.6 | 52.6 - 71.3 | 61.1 - 81.7 |
| diversity & inclusion coordinator | 36.4 - 46.8 | 41.4 - 52.9 | 45.9 - 57.0 |
| health and safety advisor | 54.9 - 71.3 | 63.4 - 83.6 | 73.2 - 95.7 |
| health and safety manager | 66.8 - 87.7 | 75.2 - 100.6 | 85.6 - 114.3 |
| HRIS analyst | 54.9 - 73.1 | 63.2 - 85.8 | 73.2 - 98.3 |
| human resources business partner | 60.3 - 79.6 | 67.6 - 91.2 | 76.8 - 103.8 |
| human resources coordinator | 36.0 - 46.3 | 40.9 - 52.3 | 45.4 - 56.4 |
| human resources generalist | 55.4 - 70.5 | 60.2 - 78.5 | 66.8 - 89.1 |
| human resources manager | 75.3 - 102.3 | 87.5 - 120.9 | 102.1 - 139.3 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| human resources supervisor | 59.1 - 77.1 | 65.2 - 87.2 | 73.4 - 100.1 |
| human resources technician | 44.1 - 58.0 | 49.2 - 66.0 | 55.7 - 75.4 |
| instructional designer | 46.8 - 61.1 | 52.7 - 70.0 | 59.9 - 79.8 |
| labour relations advisor | 58.9 - 78.9 | 67.5 - 92.3 | 78.0 - 105.9 |
| labour relations manager | 82.1 - 113.2 | 97.4 - 136.0 | 115.2 - 158.6 |
| learning and development specialist | 47.8 - 62.9 | 54.5 - 73.1 | 62.6 - 83.3 |
| recruitment coordinator | 35.8 - 47.0 | 41.3 - 54.6 | 47.3 - 61.5 |
| talent acquisition specialist | 54.5 - 71.5 | 60.7 - 81.3 | 68.5 - 92.3 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 21.0 | 19.0 - 24.0 |
| delivery/courier driver | 15.0 - 19.0 | 16.0 - 21.0 | 18.0 - 24.0 |
| electronic parts assembler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 15.0 - 19.0 | 17.0 - 23.0 | 20.0 - 25.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| general labourer - light | 17.0 - 18.0 | 16.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 15.0 - 19.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| janitor/custodian | 16.0 - 17.0 | 15.0 - 19.0 | 17.0 - 19.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| machine operator assistant | 16.0 - 20.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| manufacturing worker | 15.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 15.0 - 19.0 | 17.0 - 23.0 | 20.0 - 23.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts clerk | 17.0 - 17.0 | 14.0 - 19.0 | 15.0 - 21.0 |
| parts manager | 21.0 - 27.0 | 23.0 - 31.0 | 26.0 - 35.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| picker/packer | 17.0 - 18.0 | 17.0 - 19.0 | 18.0 - 21.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| print press operator | 16.0 - 20.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| production labourer | 17.0 - 18.0 | 18.0 - 21.0 | 19.0 - 22.0 |
| reach truck operator | 17.0 - 18.0 | 18.0 - 19.0 | 19.0 - 21.0 |
| scissor lift operator | 17.0 - 18.0 | 19.0 - 20.0 | 19.0 - 21.0 |
| shipper/receiver | 17.0 - 21.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| shipping and receiving clerk | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| warehouse labourer | 17.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 63.9 - 83.7 | 71.8 - 96.1 | 81.8 - 109.0 |
| application support analyst | 55.1 - 73.5 | 63.6 - 85.6 | 72.8 - 97.1 |
| automation tester | 43.4 - 58.5 | 51.0 - 69.4 | 59.5 - 79.3 |
| C++/ embedded software engineer | 63.7 - 83.5 | 71.7 - 95.9 | 81.6 - 108.8 |
| devops - development | 59.2 - 80.6 | 69.1 - 96.0 | 81.1 - 110.3 |
| ERP developer | 63.7 - 83.4 | 71.6 - 95.7 | 81.5 - 109.3 |
| front-end developer | 59.2 - 78.8 | 68.1 - 92.4 | 78.9 - 106.1 |
| full stack developer | 68.4 - 91.2 | 78.8 - 106.9 | 91.2 - 122.0 |
| java developer | 62.3 - 81.7 | 70.2 - 93.8 | 79.8 - 106.3 |
| machine learning developer | 70.0 - 106.2 | 95.5 - 134.5 | 115.2 - 139.0 |
| mobile application developer (iOS/android) | 56.8 - 88.8 | 80.5 - 114.7 | 98.2 - 118.6 |
| quality assurance manager | 73.7 - 99.0 | 84.2 - 115.1 | 96.9 - 131.0 |
| RPA developer | 46.2 - 61.7 | 53.4 - 72.2 | 61.6 - 81.7 |
| SQL database developer | 56.0 - 75.7 | 64.7 - 89.3 | 75.4 - 102.7 |
| technical lead | 97.4 - 133.1 | 112.3 - 155.9 | 129.6 - 177.3 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| UI/UX designer | 59.8 - 78.1 | 66.9 - 89.1 | 75.7 - 100.2 |
| architecture | | | |
| application architect | 91.8 - 123.8 | 103.9 - 143.1 | 119.1 - 164.9 |
| architect (enterprise) | 85.9 - 117.2 | 98.9 - 137.1 | 114.5 - 158.6 |
| architect (solutions/technical) | 75.5 - 95.5 | 85.1 - 109.6 | 96.8 - 123.6 |
| cloud architect | 81.5 - 103.7 | 92.7 - 119.7 | 105.9 - 135.0 |
| data & analytics | | | |
| BI data architect | 81.8 - 111.1 | 92.0 - 127.3 | 104.6 - 144.5 |
| big data engineer | 73.2 - 97.1 | 82.3 - 111.4 | 93.7 - 126.8 |
| business intelligence developer | 60.8 - 79.8 | 68.5 - 91.6 | 77.9 - 103.2 |
| data analyst | 60.1 - 81.4 | 69.6 - 96.1 | 81.1 - 110.0 |
| data architect | 66.6 - 88.7 | 77.0 - 104.4 | 89.5 - 120.0 |
| data engineer | 62.6 - 84.9 | 72.6 - 100.2 | 84.6 - 114.6 |
| data scientist | 69.2 - 93.9 | 80.6 - 111.1 | 94.0 - 127.0 |
| database administrator | 64.7 - 89.4 | 77.0 - 107.9 | 91.4 - 124.8 |
| leadership/business technology | | | |
| business analyst | 62.2 - 81.5 | 69.9 - 93.6 | 79.6 - 106.3 |
| IT director | 94.4 - 127.8 | 120.9 - 163.7 | 152.8 - 206.6 |
| IT manager | 83.1 - 111.8 | 95.3 - 130.7 | 110.4 - 150.9 |
| networking/infrastructure | | | |
| bilingual tech support | 58.5 - 76.8 | 66.3 - 88.7 | 75.7 - 101.0 |
| cloud engineer | 69.4 - 93.9 | 81.5 - 111.5 | 95.3 - 126.9 |
| devops - infrastructure | 70.3 - 98.8 | 82.6 - 117.2 | 96.5 - 133.0 |
| help desk analyst | 46.0 - 59.3 | 53.0 - 68.5 | 58.4 - 78.2 |
| information security engineer | 65.7 - 89.0 | 76.1 - 105.0 | 88.7 - 120.4 |
| information security manager | 85.4 - 114.2 | 97.0 - 132.0 | 111.2 - 151.2 |
| information security specialist | 51.9 - 69.1 | 59.7 - 80.9 | 69.1 - 92.4 |
| information systems analyst | 56.2 - 73.4 | 63.0 - 84.2 | 71.6 - 95.7 |



| | | | |
|------------------------------------|--------------|--------------|---------------|
| linux/unix administrator | 71.0 - 93.5 | 80.4 - 108.0 | 92.1 - 123.3 |
| network administrator | 55.1 - 74.7 | 63.9 - 88.3 | 74.5 - 101.6 |
| network engineer | 62.9 - 85.1 | 72.7 - 100.4 | 84.8 - 116.0 |
| systems administrator | 63.2 - 84.1 | 72.7 - 98.6 | 84.2 - 113.3 |
| tech support | 57.5 - 75.8 | 65.3 - 87.7 | 74.7 - 100.1 |
| project management | | | |
| business systems analyst | 61.6 - 82.1 | 71.0 - 96.5 | 82.4 - 111.2 |
| ERP project manager | 84.3 - 114.2 | 92.4 - 127.7 | 103.1 - 143.9 |
| organizational development manager | 59.1 - 80.8 | 69.3 - 97.2 | 82.4 - 114.7 |
| product owner | 70.5 - 94.2 | 81.4 - 110.3 | 94.1 - 125.2 |
| product owner/manager | 71.3 - 99.3 | 83.2 - 117.9 | 97.3 - 135.9 |
| program manager | 92.0 - 120.0 | 98.2 - 133.6 | 110.0 - 149.8 |
| project coordinator | 59.0 - 73.9 | 65.7 - 84.1 | 74.2 - 95.3 |
| project manager (infrastructure) | 86.4 - 118.8 | 98.6 - 138.2 | 113.7 - 159.5 |
| project manager (software) | 85.6 - 115.1 | 96.4 - 132.0 | 109.7 - 150.5 |
| scrum master | 65.7 - 86.7 | 74.6 - 100.4 | 85.5 - 115.1 |
| technical writer | 53.7 - 70.3 | 62.8 - 83.4 | 73.2 - 95.1 |



centre-du-québec

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 43.1 - 56.2 | 47.9 - 63.7 | 53.9 - 72.2 |
| administrative assistant | 42.2 - 47.6 | 44.4 - 54.3 | 46.5 - 61.5 |
| administrative assistant (bilingual) | 43.2 - 48.1 | 45.3 - 54.9 | 47.3 - 62.5 |
| benefits clerk | 34.9 - 44.9 | 39.9 - 52.2 | 45.8 - 59.4 |
| buyer assistant | 35.5 - 46.4 | 41.3 - 53.8 | 47.0 - 59.5 |
| claims supervisor | 57.2 - 75.6 | 64.2 - 86.7 | 73.1 - 99.7 |
| contracts administrator | 86.2 - 109.9 | 96.8 - 125.9 | 110.3 - 143.9 |
| data entry clerk | 31.3 - 39.1 | 35.2 - 44.6 | 39.3 - 45.7 |
| dispatcher | 36.5 - 46.8 | 41.5 - 53.8 | 47.2 - 60.8 |
| document controller | 30.6 - 38.5 | 34.9 - 44.3 | 39.1 - 45.4 |
| document services specialist | 29.4 - 36.8 | 33.5 - 42.2 | 37.2 - 43.2 |
| documentation specialist | 34.4 - 45.3 | 41.1 - 52.8 | 46.6 - 54.0 |
| donor relations coordinator | 45.9 - 60.5 | 53.4 - 71.7 | 62.4 - 83.5 |
| executive assistant | 51.1 - 70.6 | 60.1 - 84.0 | 70.0 - 96.2 |
| executive assistant (bilingual) | 52.2 - 67.1 | 59.7 - 79.5 | 67.8 - 83.8 |
| file clerk | 32.6 - 42.2 | 38.3 - 48.6 | 42.8 - 49.6 |
| fundraising manager | 59.1 - 76.8 | 67.2 - 89.3 | 77.3 - 103.0 |
| HR administrator | 43.7 - 57.3 | 49.6 - 66.1 | 56.6 - 75.7 |
| human resources assistant | 42.1 - 49.6 | 47.6 - 56.0 | 53.2 - 60.4 |
| invoicing clerk | 34.8 - 44.6 | 39.6 - 50.9 | 44.3 - 55.3 |
| lease administrator | 41.8 - 55.1 | 48.6 - 64.5 | 56.0 - 73.8 |
| logistics coordinator | 44.9 - 58.2 | 51.1 - 67.1 | 58.2 - 76.5 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| mailroom clerk | 30.6 - 37.5 | 34.1 - 41.7 | 37.2 - 42.4 |
| office clerk | 34.2 - 42.1 | 37.5 - 47.0 | 41.5 - 52.1 |
| office manager | 51.3 - 66.5 | 56.4 - 74.4 | 62.7 - 83.6 |
| office/operations manager | 44.9 - 54.5 | 51.7 - 64.6 | 58.2 - 73.8 |
| order clerk | 31.6 - 39.6 | 35.7 - 45.3 | 40.0 - 50.0 |
| order entry clerk | 37.4 - 42.5 | 40.6 - 46.1 | 42.1 - 47.0 |
| order supervisor | 46.6 - 61.5 | 54.1 - 72.0 | 62.2 - 81.2 |
| payroll administrator | 39.8 - 52.2 | 45.4 - 60.5 | 52.0 - 69.1 |
| project coordinator | 40.4 - 52.8 | 45.7 - 60.6 | 51.9 - 68.3 |
| property administrator | 34.8 - 45.8 | 39.1 - 52.8 | 44.8 - 61.1 |
| property manager | 55.4 - 74.3 | 63.6 - 87.0 | 73.6 - 100.5 |
| receptionist | 35.7 - 39.2 | 38.2 - 44.0 | 39.8 - 46.5 |
| receptionist (bilingual) | 37.0 - 40.3 | 39.4 - 44.6 | 41.1 - 47.9 |
| sales administrator | 41.0 - 54.9 | 47.4 - 64.4 | 54.7 - 73.4 |
| sales assistant | 41.6 - 47.9 | 46.7 - 54.9 | 52.7 - 61.3 |
| service coordinator | 40.4 - 46.3 | 43.7 - 52.9 | 46.5 - 58.4 |
| supply clerk | 32.8 - 41.3 | 36.7 - 47.0 | 40.9 - 51.7 |
| virtual assistant | 43.9 - 54.9 | 46.0 - 60.0 | 56.0 - 65.0 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 54.9 - 71.4 | 61.5 - 81.5 | 69.5 - 91.4 |
| bilingual customer loyalty agent | 35.8 - 44.5 | 40.2 - 51.7 | 44.3 - 59.0 |
| bilingual customer service manager | 66.9 - 89.1 | 75.6 - 103.2 | 86.9 - 119.3 |
| bilingual customer service representative | 33.6 - 42.5 | 37.1 - 48.3 | 41.8 - 54.8 |
| bilingual customer service supervisor | 55.5 - 73.5 | 62.5 - 84.4 | 71.1 - 96.4 |
| bilingual customer service team lead | 32.7 - 35.5 | 34.8 - 40.7 | 36.4 - 45.5 |
| bilingual customer service trainer | 40.8 - 54.0 | 46.9 - 63.1 | 54.1 - 72.1 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual e-chat representative | 35.8 - 44.5 | 40.2 - 51.7 | 44.3 - 59.0 |
| bilingual help desk representative - level 1 | 40.1 - 53.9 | 46.3 - 62.4 | 52.7 - 70.3 |
| bilingual inside sales manager | 59.3 - 80.0 | 67.4 - 92.4 | 77.0 - 103.7 |
| bilingual inside sales representative | 43.2 - 54.1 | 46.6 - 59.3 | 51.1 - 66.5 |
| bilingual insurance advisor | 48.3 - 60.7 | 51.4 - 65.2 | 55.3 - 72.5 |
| bilingual junior collection agent | 33.2 - 41.1 | 37.1 - 47.4 | 40.9 - 53.4 |
| bilingual order desk representative | 31.9 - 38.4 | 34.7 - 44.0 | 38.8 - 48.7 |
| bilingual survey agent | 30.8 - 38.5 | 34.9 - 44.4 | 39.1 - 48.6 |
| bilingual telemarketing agent | 30.4 - 34.7 | 32.8 - 39.2 | 34.3 - 45.1 |
| bilingual telephone dispatcher | 37.5 - 46.8 | 42.5 - 53.8 | 47.2 - 60.8 |
| bilingual travel support agent | 35.8 - 44.0 | 39.9 - 49.8 | 43.4 - 55.1 |
| bilingual workforce planner | 42.2 - 53.6 | 45.7 - 59.3 | 50.5 - 67.1 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|---------------|---------------|
| architect | 55.8 - 73.9 | 62.8 - 85.0 | 71.6 - 97.2 |
| architectural drafter | 46.5 - 61.0 | 54.4 - 72.8 | 64.1 - 86.4 |
| BIM/VDC coordinator | 58.0 - 76.5 | 64.9 - 87.6 | 73.7 - 99.8 |
| buyer | 52.3 - 68.9 | 59.7 - 80.3 | 68.7 - 92.4 |
| civil engineer | 58.8 - 79.8 | 68.3 - 94.2 | 79.3 - 107.4 |
| civil engineering drafter | 47.8 - 60.3 | 53.8 - 69.1 | 61.1 - 78.8 |
| civil engineering technologist | 41.3 - 56.3 | 49.2 - 67.5 | 57.8 - 77.4 |
| civil project engineer | 68.3 - 94.7 | 79.1 - 111.8 | 92.1 - 129.2 |
| civil project manager | 70.0 - 94.7 | 79.4 - 109.4 | 90.9 - 124.0 |
| construction coordinator | 46.1 - 61.8 | 51.9 - 70.9 | 59.0 - 80.7 |
| construction director | 93.3 - 124.3 | 124.2 - 165.7 | 157.1 - 209.5 |
| construction manager | 67.7 - 89.4 | 74.4 - 100.4 | 83.2 - 113.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project coordinator | 79.6 - 103.2 | 86.8 - 114.7 | 96.2 - 128.3 |
| construction project manager | 61.2 - 85.2 | 71.4 - 101.2 | 83.5 - 116.6 |
| construction superintendent | 70.1 - 92.6 | 77.1 - 104.0 | 86.2 - 117.4 |
| contracts manager | 87.2 - 111.5 | 98.1 - 127.8 | 111.8 - 146.4 |
| director of operations | 113.9 - 154.3 | 151.6 - 205.2 | 193.9 - 262.2 |
| drafter | 48.4 - 60.7 | 54.1 - 69.2 | 61.2 - 78.8 |
| electrical designer/engineer | 68.4 - 91.2 | 77.4 - 105.5 | 88.9 - 120.9 |
| electrical engineer | 70.7 - 95.0 | 80.9 - 111.1 | 93.7 - 127.8 |
| electrical engineering technician | 51.0 - 66.0 | 58.5 - 76.9 | 67.2 - 87.9 |
| electrical inspector | 41.0 - 55.5 | 47.7 - 65.2 | 55.2 - 75.3 |
| engineering manager | 77.2 - 105.1 | 88.6 - 122.8 | 102.5 - 140.8 |
| environmental engineer | 57.2 - 76.7 | 65.5 - 89.9 | 75.9 - 103.7 |
| environmental inspector | 44.2 - 57.0 | 48.8 - 64.1 | 54.5 - 72.0 |
| estimation engineer | 64.6 - 87.3 | 74.6 - 103.1 | 87.0 - 119.0 |
| estimator | 54.6 - 71.7 | 60.8 - 81.5 | 68.6 - 92.5 |
| facilities engineer | 59.2 - 80.0 | 68.4 - 94.5 | 79.7 - 108.7 |
| facilities manager | 55.1 - 72.9 | 63.0 - 85.1 | 72.6 - 98.0 |
| field manager | 62.7 - 84.0 | 71.6 - 98.1 | 82.9 - 114.2 |
| foreman | 48.3 - 63.0 | 54.2 - 72.2 | 61.6 - 82.1 |
| health and safety manager | 54.6 - 70.9 | 63.0 - 83.1 | 72.8 - 95.2 |
| health and safety specialist | 62.1 - 82.5 | 71.3 - 96.8 | 82.7 - 110.9 |
| HVAC drafter | 47.0 - 60.7 | 53.0 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 51.1 - 68.6 | 58.7 - 80.3 | 67.8 - 91.8 |
| mechanical designer | 46.5 - 61.9 | 53.8 - 72.4 | 61.8 - 82.1 |
| mechanical drafter | 45.7 - 60.0 | 51.7 - 69.6 | 59.7 - 81.9 |
| mechanical engineer | 66.2 - 88.7 | 75.5 - 103.2 | 86.9 - 118.1 |
| mechanical engineering technician | 45.8 - 60.6 | 52.4 - 70.4 | 60.1 - 79.7 |
| operations manager | 70.5 - 97.1 | 81.0 - 113.4 | 93.3 - 128.6 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| planner/scheduler | 35.7 - 45.8 | 40.6 - 52.7 | 46.2 - 59.5 |
| project coordinator | 41.2 - 54.3 | 46.9 - 62.5 | 53.4 - 70.8 |
| project director | 101.2 - 123.9 | 127.8 - 156.5 | 155.4 - 190.2 |
| project engineer | 81.8 - 106.3 | 89.2 - 118.0 | 98.8 - 132.2 |
| project manager | 68.3 - 95.4 | 79.9 - 113.4 | 93.4 - 130.2 |
| purchasing manager | 86.2 - 115.4 | 98.1 - 133.2 | 112.1 - 150.4 |
| QA/QC inspector | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| quality control engineer | 62.1 - 83.3 | 70.9 - 96.9 | 81.6 - 110.3 |
| quality inspector | 35.4 - 45.3 | 39.6 - 51.8 | 44.9 - 58.6 |
| safety inspector | 56.5 - 74.5 | 64.2 - 86.0 | 73.2 - 97.6 |
| specification writer | 47.4 - 61.4 | 53.8 - 70.8 | 61.2 - 80.0 |
| structural designer | 47.3 - 62.4 | 53.8 - 72.1 | 61.4 - 82.0 |
| structural engineer | 64.2 - 86.0 | 73.2 - 100.4 | 84.6 - 115.1 |
| technical services manager | 79.5 - 106.2 | 90.5 - 123.5 | 104.4 - 142.8 |
| energy & oil | | | |
| architectural technologist | 47.0 - 61.0 | 55.0 - 73.0 | 65.0 - 87.0 |
| applications engineer | 66.2 - 88.8 | 76.9 - 104.8 | 89.6 - 119.6 |
| architect | 56.0 - 74.0 | 63.0 - 85.0 | 72.0 - 98.0 |
| automation engineer | 57.3 - 76.5 | 65.2 - 89.0 | 75.0 - 102.0 |
| automation specialist | 45.1 - 59.7 | 52.5 - 70.1 | 60.6 - 80.2 |
| buyer | 52.3 - 68.9 | 59.7 - 80.3 | 68.7 - 92.4 |
| category manager | 55.0 - 72.5 | 61.7 - 83.1 | 70.0 - 94.8 |
| category specialist | 46.7 - 61.2 | 52.0 - 69.6 | 58.7 - 79.2 |
| chemical engineer | 74.0 - 99.6 | 83.4 - 114.2 | 94.8 - 129.3 |
| chemical technician | 48.8 - 64.2 | 54.4 - 73.4 | 61.8 - 84.4 |
| chief inspector | 49.1 - 65.0 | 55.4 - 74.4 | 62.6 - 83.8 |
| civil engineer | 58.8 - 79.8 | 68.3 - 94.2 | 79.3 - 107.4 |
| civil engineering drafter | 47.8 - 60.3 | 53.8 - 69.1 | 61.1 - 78.8 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering technologist | 41.3 - 56.3 | 49.2 - 67.5 | 57.8 - 77.4 |
| civil project engineer | 68.3 - 94.7 | 79.1 - 111.8 | 92.1 - 129.2 |
| civil project manager | 70.0 - 95.0 | 80.0 - 110.0 | 91.0 - 125.0 |
| commissioning and start up engineer | 54.8 - 73.8 | 63.3 - 87.0 | 73.5 - 96.7 |
| construction analyst | 49.9 - 65.9 | 55.9 - 75.1 | 63.0 - 84.8 |
| construction coordinator | 46.1 - 61.8 | 51.9 - 70.9 | 59.0 - 80.7 |
| construction director | 93.3 - 124.3 | 124.2 - 165.7 | 157.1 - 209.5 |
| construction manager | 67.7 - 89.4 | 74.4 - 100.4 | 83.2 - 113.3 |
| construction project manager | 61.2 - 85.2 | 71.4 - 101.2 | 83.5 - 116.6 |
| continuous improvement engineer | 67.9 - 90.0 | 76.0 - 102.6 | 86.0 - 115.4 |
| contracts administrator | 53.2 - 70.9 | 60.6 - 82.4 | 69.5 - 94.2 |
| contracts manager | 87.2 - 111.5 | 98.1 - 127.8 | 111.8 - 146.4 |
| contracts specialist | 53.8 - 70.8 | 61.3 - 82.3 | 70.3 - 93.7 |
| control technician | 45.0 - 59.0 | 51.0 - 68.0 | 58.0 - 78.0 |
| controls designer/engineer | 48.4 - 65.3 | 55.9 - 76.7 | 64.6 - 88.1 |
| cost control specialist | 43.9 - 57.2 | 49.3 - 65.5 | 56.0 - 74.4 |
| demand planner | 43.5 - 60.6 | 52.6 - 73.4 | 62.3 - 84.2 |
| director of operations | 113.9 - 154.3 | 151.6 - 205.2 | 193.9 - 262.2 |
| drafter | 48.4 - 60.7 | 54.1 - 69.2 | 61.2 - 78.8 |
| electrical designer/engineer | 69.0 - 92.0 | 78.0 - 106.0 | 89.0 - 121.0 |
| electrical engineer | 71.0 - 95.0 | 81.0 - 112.0 | 94.0 - 128.0 |
| electrical engineering technician | 51.0 - 67.0 | 67.0 - 77.0 | 68.0 - 88.0 |
| electrical inspector | 41.0 - 55.5 | 47.7 - 65.2 | 55.2 - 75.3 |
| electrical test engineer | 65.0 - 88.0 | 75.0 - 104.0 | 88.0 - 120.0 |
| engineering manager | 77.2 - 105.1 | 88.6 - 122.8 | 102.5 - 140.8 |
| environmental engineer | 57.2 - 76.7 | 65.5 - 89.9 | 75.9 - 103.7 |
| environmental inspector | 44.2 - 57.0 | 48.8 - 64.1 | 54.5 - 72.0 |
| estimation engineer | 64.6 - 87.3 | 74.6 - 103.1 | 87.0 - 119.0 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| estimator | 54.6 - 71.7 | 60.8 - 81.5 | 68.6 - 92.5 |
| facilities engineer | 59.2 - 80.0 | 68.4 - 94.5 | 79.7 - 108.7 |
| field service engineer | 47.0 - 62.9 | 53.7 - 73.4 | 62.0 - 85.4 |
| general inspector | 45.4 - 59.8 | 51.1 - 68.2 | 57.6 - 76.6 |
| geologist | 57.4 - 75.4 | 64.9 - 87.2 | 74.4 - 99.9 |
| health and safety manager | 58.8 - 77.3 | 65.6 - 88.0 | 74.0 - 99.5 |
| health and safety specialist | 54.6 - 70.9 | 63.0 - 83.1 | 72.8 - 95.2 |
| HVAC drafter | 47.0 - 60.7 | 53.0 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 51.1 - 68.6 | 58.7 - 80.3 | 67.8 - 91.8 |
| hydraulic engineer | 58.7 - 79.4 | 67.9 - 93.8 | 79.1 - 107.8 |
| industrial engineer | 64.4 - 84.9 | 71.8 - 96.6 | 81.0 - 108.7 |
| instrumentation and controls engineer | 62.6 - 83.5 | 71.0 - 96.7 | 81.3 - 109.9 |
| inventory control manager | 57.0 - 75.4 | 64.1 - 86.5 | 72.8 - 98.4 |
| logistics specialist | 43.2 - 56.3 | 49.3 - 64.9 | 56.2 - 74.1 |
| materials manager | 72.9 - 97.2 | 80.9 - 110.2 | 91.2 - 124.6 |
| mechanical designer | 46.5 - 61.9 | 53.8 - 72.4 | 61.8 - 82.1 |
| mechanical drafter | 45.7 - 60.0 | 51.7 - 69.6 | 59.7 - 81.9 |
| mechanical engineer | 66.2 - 88.7 | 75.5 - 103.2 | 86.9 - 118.1 |
| mechanical engineering technician | 45.8 - 60.6 | 52.4 - 70.4 | 60.1 - 79.7 |
| mining engineer | 63.9 - 85.6 | 71.6 - 97.9 | 81.2 - 110.8 |
| operations manager | 70.5 - 97.1 | 81.0 - 113.4 | 93.3 - 128.6 |
| pipeline designer | 54.8 - 72.1 | 61.3 - 82.6 | 69.6 - 94.0 |
| piping engineer | 57.0 - 76.0 | 64.0 - 87.0 | 73.0 - 99.0 |
| planner/scheduler | 35.7 - 45.8 | 40.6 - 52.7 | 46.2 - 59.5 |
| plant engineer | 67.0 - 89.9 | 78.1 - 106.7 | 91.5 - 122.8 |
| plant manager | 86.2 - 122.1 | 104.4 - 149.5 | 125.4 - 175.4 |
| process engineer | 55.8 - 75.0 | 64.1 - 88.0 | 74.2 - 100.5 |
| procurement director | 90.9 - 121.6 | 122.9 - 164.2 | 150.9 - 201.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement specialist | 46.8 - 61.5 | 52.2 - 70.0 | 59.0 - 79.7 |
| production analyst | 41.4 - 55.7 | 47.8 - 65.4 | 55.5 - 75.8 |
| production engineer | 57.8 - 77.8 | 66.4 - 91.3 | 77.0 - 104.3 |
| program manager | 63.7 - 83.0 | 72.8 - 96.5 | 83.6 - 110.6 |
| project controller | 48.2 - 64.4 | 54.2 - 73.8 | 61.5 - 84.2 |
| project controls manager | 76.6 - 106.6 | 89.0 - 125.6 | 103.5 - 143.9 |
| project controls specialist | 55.6 - 72.6 | 62.6 - 83.2 | 70.9 - 94.2 |
| project coordinator | 79.6 - 103.2 | 86.8 - 114.7 | 96.2 - 128.3 |
| project director | 101.2 - 123.9 | 127.8 - 156.5 | 155.4 - 190.2 |
| project engineer | 81.8 - 106.3 | 89.2 - 118.0 | 98.8 - 132.2 |
| project manager | 68.3 - 95.4 | 79.9 - 113.4 | 93.4 - 130.2 |
| purchasing manager | 86.2 - 115.4 | 98.1 - 133.2 | 112.1 - 150.4 |
| QA/QC inspector | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| quality assurance manager | 72.1 - 95.0 | 80.1 - 107.6 | 90.2 - 121.2 |
| quality assurance/control technician | 56.3 - 74.5 | 64.3 - 86.7 | 73.9 - 98.8 |
| quality control engineer | 62.1 - 83.3 | 70.9 - 96.9 | 81.6 - 110.3 |
| quality inspector | 35.4 - 45.3 | 39.6 - 51.8 | 44.9 - 58.6 |
| safety inspector | 56.5 - 74.5 | 64.2 - 86.0 | 73.2 - 97.6 |
| site supervisor | 45.1 - 58.6 | 51.2 - 67.7 | 58.6 - 77.5 |
| sourcing specialist | 50.2 - 65.8 | 55.9 - 74.8 | 63.1 - 85.2 |
| stationary engineer | 48.5 - 62.6 | 53.5 - 70.3 | 59.7 - 78.5 |
| structural designer | 47.3 - 62.4 | 53.8 - 72.1 | 61.4 - 82.0 |
| structural engineer | 64.2 - 86.0 | 73.2 - 100.4 | 84.6 - 115.1 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 72.7 - 98.8 | 84.3 - 115.8 | 97.5 - 130.5 |
| systems control engineer | 58.0 - 78.0 | 66.0 - 91.0 | 77.0 - 104.0 |
| telecommunications technician | 48.0 - 63.2 | 54.5 - 73.1 | 62.4 - 83.9 |



| | | | |
|----------------------------|-------------|--------------|--------------|
| transmission line engineer | 69.2 - 88.6 | 75.2 - 98.2 | 83.1 - 109.3 |
| transportation manager | 73.6 - 98.7 | 83.8 - 114.2 | 96.0 - 130.2 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 140.0 - 263.8 | 203.5 - 370.1 | 293.9 - 528.3 |
| director - financial planning & analysis | 123.8 - 160.4 | 160.4 - 206.7 | 191.7 - 255.2 |
| finance director | 115.2 - 153.8 | 151.3 - 202.2 | 186.6 - 248.9 |
| vice president finance | 136.7 - 247.6 | 199.2 - 344.5 | 269.2 - 506.0 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 61.0 - 73.4 | 65.4 - 78.8 | 69.7 - 83.9 |
| accounting clerk | 45.2 - 50.6 | 46.3 - 52.8 | 48.5 - 53.8 |
| accounting manager | 86.1 - 104.4 | 90.8 - 111.4 | 97.4 - 119.4 |
| accounting specialist | 47.4 - 53.8 | 51.7 - 59.2 | 58.1 - 64.6 |
| accounting supervisor | 64.6 - 78.6 | 70.0 - 84.0 | 74.3 - 91.5 |
| accounting technician | 50.7 - 60.4 | 54.8 - 65.2 | 58.7 - 69.7 |
| accounts payable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 52.8 - 58.1 |
| accounts payable manager | 74.7 - 91.5 | 81.8 - 100.4 | 88.9 - 109.1 |
| accounts receivable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 52.8 - 58.1 |
| accounts receivable manager | 75.8 - 90.6 | 82.5 - 98.7 | 89.2 - 106.7 |
| analyst - financial planning & analysis | 75.4 - 91.5 | 86.1 - 102.3 | 96.9 - 113.1 |
| assistant controller | 86.1 - 123.6 | 104.4 - 134.4 | 112.8 - 145.0 |
| bookkeeper | 43.1 - 48.5 | 46.3 - 52.8 | 50.6 - 59.2 |
| business analyst | 66.8 - 80.7 | 72.4 - 87.5 | 77.9 - 94.2 |
| controller | 80,8 - 108,0 | 96,9 - 129,2 | 107,7 - 140,8 |
| cost accountant | 64.6 - 70.0 | 72.1 - 79.7 | 80.8 - 86.1 |
| credit & collection specialist | 45.2 - 50.6 | 46.3 - 52.8 | 48.5 - 53.8 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| credit and collections accountant | 43.1 - 47.4 | 48.5 - 53.8 | 52.8 - 58.1 | 60.3 - 66.8 |
| credit and collections manager | 86.1 - 102.3 | 102.3 - 113.1 | 115.2 - 118.4 | 113.1 - 140.0 |
| credit and collections supervisor | 64.6 - 70.0 | 67.8 - 73.2 | 72.1 - 77.5 | 75.4 - 84.6 |
| external auditor | 64.6 - 77.5 | 66.8 - 80.8 | 73.2 - 89.4 | 84.0 - 101.2 |
| financial analyst | 73.5 - 88.5 | 78.8 - 94.9 | 83.9 - 101.2 | 95.9 - 115.7 |
| financial reporting manager | 101.2 - 124.0 | 109.1 - 133.5 | 116.8 - 142.9 | 135.0 - 165.3 |
| internal audit manager | 94.3 - 117.1 | 101.7 - 126.2 | 109.0 - 135.1 | 125.6 - 155.6 |
| internal auditor | 62.4 - 72.1 | 64.9 - 78.1 | 70.8 - 85.3 | 83.1 - 100.2 |
| invoicing clerk | 43.1 - 48.5 | 46.3 - 52.8 | 50.6 - 59.2 | 53.8 - 64.6 |
| payroll clerk | 43.1 - 51.7 | 48.5 - 53.8 | 54.9 - 56.8 | 58.1 - 66.8 |
| payroll director | 86.1 - 107.7 | 107.7 - 137.8 | 129.2 - 177.7 | 188.4 - 199.2 |
| payroll manager | 86.1 - 96.9 | 86.1 - 105.5 | 92.6 - 116.3 | 107.7 - 130.3 |
| payroll specialist | 45.2 - 53.8 | 50.6 - 56.0 | 52.8 - 62.4 | 64.6 - 72.1 |
| tax analyst | 64.6 - 73.2 | 70.0 - 75.4 | 73.2 - 79.7 | 80.8 - 89.4 |
| treasury analyst | 61.7 - 74.2 | 66.2 - 79.7 | 70.6 - 85.0 | 80.6 - 97.1 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 75.7 - 110.8 | 99.8 - 145.7 | 125.5 - 183.0 |
| diversity & inclusion director | 76.1 - 106.5 | 96.8 - 135.8 | 121.9 - 171.6 |
| health and safety director | 77.5 - 93.9 | 102.2 - 123.5 | 123.3 - 149.0 |
| human resources director | 84.0 - 118.3 | 108.6 - 152.5 | 136.0 - 191.1 |
| L&D director | 83.5 - 105.0 | 105.7 - 132.5 | 135.9 - 170.7 |
| talent acquisition director | 78.6 - 110.8 | 101.8 - 142.9 | 125.5 - 176.3 |
| total rewards director | 95.0 - 125.4 | 124.9 - 164.9 | 156.0 - 205.6 |
| vice president Human Resources / CHRO | 100.9 - 174.9 | 133.4 - 231.3 | 166.5 - 288.1 |
| human resources | | entry | mid |
| benefits administrator | 50.8 - 65.3 | 57.0 - 74.8 | 64.7 - 85.2 |
| compensation and benefits manager | 83.2 - 109.9 | 92.9 - 125.1 | 105.2 - 142.7 |
| compensation specialist | 45.2 - 60.2 | 52.3 - 70.8 | 60.7 - 81.2 |
| diversity & inclusion coordinator | 36.3 - 46.6 | 41.3 - 52.6 | 45.7 - 56.6 |
| health and safety advisor | 54.6 - 70.9 | 63.0 - 83.1 | 72.8 - 95.2 |
| health and safety manager | 66.7 - 87.5 | 75.0 - 100.5 | 85.4 - 114.1 |
| HRIS analyst | 54.9 - 73.0 | 63.1 - 85.6 | 73.0 - 98.1 |
| human resources business partner | 59.9 - 79.1 | 67.2 - 90.7 | 76.3 - 103.2 |
| human resources coordinator | 36.1 - 46.4 | 41.0 - 52.4 | 45.5 - 56.5 |
| human resources generalist | 55.1 - 70.1 | 59.8 - 78.0 | 66.3 - 88.5 |
| human resources manager | 75.1 - 102.2 | 87.3 - 120.7 | 102.0 - 139.1 |
| human resources supervisor | 58.8 - 76.6 | 64.8 - 86.7 | 73.0 - 99.5 |
| human resources technician | 44.2 - 58.1 | 49.3 - 66.2 | 55.9 - 75.7 |
| instructional designer | 46.7 - 60.9 | 52.5 - 69.7 | 59.6 - 79.5 |
| labour relations advisor | 58.5 - 78.4 | 67.0 - 91.7 | 77.5 - 105.3 |
| labour relations manager | 81.9 - 113.1 | 97.3 - 135.7 | 115.0 - 158.3 |
| learning and development specialist | 47.7 - 62.7 | 54.3 - 72.8 | 62.3 - 83.0 |



| | | | |
|-------------------------------|-------------|-------------|-------------|
| recruitment coordinator | 36.0 - 47.1 | 41.4 - 54.7 | 47.4 - 61.7 |
| talent acquisition specialist | 54.1 - 71.0 | 60.3 - 80.8 | 68.0 - 91.7 |

industrial support

| | entry | mid | senior |
|----------------------------|--------------|-------------|-------------|
| assembler/fabricator | 15.0 - 18.0 | 16.0 - 21.0 | 19.0 - 24.0 |
| delivery/courier driver | 19.0 - 21.0 | 19.5 - 23.5 | 20.0 - 27.0 |
| electronic parts assembler | 17.5 - 20.0 | 18.0 - 22.0 | 19.0 - 25.0 |
| forklift operator | 17.8 - 20.0 | 18.0 - 23.0 | 21.5 - 25.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| general labourer - light | 16.8 - 18.0 | 17.0 - 21.2 | 20.0 - 22.8 |
| industrial painter | 19.0 - 21.0 | 20.0 - 23.2 | 22.4 - 25.6 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| janitor/custodian | 14.25 - 17.0 | 15.0 - 19.0 | 17.0 - 20.0 |
| machine operator | 18.0 - 22.0 | 19.0 - 25.0 | 22.0 - 29.0 |
| machine operator assistant | 17.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| manufacturing worker | 17.0 - 18.9 | 17.5 - 20.0 | 18.0 - 24.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |
| moulding machine operator | 18.0 - 22.0 | 19.0 - 25.0 | 21.0 - 28.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts clerk | 17.4 - 18.5 | 18.1 - 19.5 | 19.4 - 22.3 |
| parts manager | 21.0 - 27.0 | 23.0 - 31.0 | 27.0 - 35.0 |
| picker/packer | 14.25 - 17.0 | 16.0 - 20.0 | 17.0 - 22.0 |
| polisher/deburrer | 17.4 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| print press operator | 18.0 - 19.9 | 18.7 - 22.0 | 19.0 - 25.0 |
| production labourer | 17.0 - 18.0 | 19.0 - 22.0 | 20.0 - 22.0 |
| sandblasting operator | 18.3 - 20.3 | 19.9 - 23.0 | 21.5 - 26.0 |
| shipper/receiver | 17.0 - 21.0 | 18.0 - 23.0 | 21.0 - 26.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| warehouse labourer | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 66.2 - 88.8 | 76.9 - 104.8 | 89.6 - 119.6 |
| automation engineer | 65.3 - 76.5 | 72.0 - 89.0 | 84.0 - 105.0 |
| buyer | 70.0 - 81.1 | 75.6 - 86.0 | 84.9 - 95.0 |
| chemical engineer | 74.0 - 99.6 | 83.4 - 114.2 | 94.8 - 129.3 |
| chemical technician | 48.8 - 64.2 | 54.4 - 73.4 | 61.8 - 84.4 |
| cmm programmer | 44.1 - 58.2 | 50.3 - 67.6 | 57.7 - 76.8 |
| commissioning and start up engineer | 54.8 - 73.8 | 63.3 - 87.0 | 73.5 - 96.7 |
| continuous improvement engineer | 67.9 - 90.0 | 76.0 - 102.6 | 86.0 - 115.4 |
| controls designer/engineer | 50.4 - 65.3 | 55.9 - 76.7 | 64.6 - 88.1 |
| demand planner | 68.6 - 80.6 | 72.6 - 91.0 | 80.6 - 109.6 |
| electrical engineer | 70.7 - 95.0 | 80.9 - 111.1 | 93.7 - 127.8 |
| electrical engineering technician | 56.0 - 66.0 | 58.5 - 76.9 | 67.2 - 87.9 |
| electrical test engineer | 64.9 - 87.7 | 75.0 - 103.6 | 87.5 - 119.5 |
| engineering manager | 77.2 - 105.1 | 88.6 - 122.8 | 102.5 - 140.8 |
| estimation engineer | 64.6 - 87.3 | 74.6 - 103.1 | 87.0 - 119.0 |
| estimator | 54.6 - 71.7 | 60.8 - 81.5 | 68.6 - 92.5 |
| field service engineer | 47.0 - 62.9 | 53.7 - 73.4 | 62.0 - 85.4 |
| general inspector | 45.5 - 60.2 | 51.3 - 68.9 | 58.0 - 77.5 |
| health and safety specialist | 62.1 - 82.5 | 71.3 - 96.8 | 82.7 - 110.9 |
| HVAC drafter | 50.0 - 62.7 | 56.0 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 52.1 - 68.6 | 58.7 - 80.3 | 67.8 - 91.8 |
| industrial engineer | 64.4 - 84.9 | 71.8 - 96.6 | 81.0 - 108.7 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |
| logistics specialist | 59.3 - 67.3 | 61.0 - 78.7 | 66.6 - 89.1 |
| manufacturing engineer | 65.0 - 80.3 | 68.5 - 93.6 | 78.8 - 106.8 |
| mechanical designer | 46.5 - 61.9 | 53.8 - 72.4 | 61.8 - 82.1 |
| mechanical drafter | 52.7 - 66.0 | 59.7 - 75.6 | 69.7 - 85.9 |
| mechanical engineer | 66.2 - 88.7 | 75.5 - 103.2 | 86.9 - 118.1 |
| mechanical engineering technician | 45.8 - 60.6 | 52.4 - 70.4 | 60.1 - 79.7 |
| planner/scheduler | 68.6 - 78.6 | 72.6 - 93.7 | 79.0 - 113.7 |
| process engineer | 55.8 - 75.0 | 64.1 - 88.0 | 74.2 - 100.5 |
| production planner | 68.5 - 80.6 | 69.9 - 90.8 | 77.7 - 91.1 |
| project engineer | 81.8 - 106.3 | 89.2 - 118.0 | 98.8 - 132.2 |
| project manager | 68.3 - 95.4 | 79.9 - 113.4 | 93.4 - 130.2 |
| QA/QC inspector | 34.2 - 43.6 | 38.1 - 49.8 | 43.2 - 56.5 |
| quality assurance manager | 90.1 - 120.0 | 95.1 - 127.6 | 110.2 - 151.2 |
| quality assurance/control technician | 56.3 - 74.5 | 64.3 - 86.7 | 73.9 - 98.8 |
| quality control engineer | 62.1 - 83.3 | 70.9 - 96.9 | 81.6 - 110.3 |
| quality control technician | 45.9 - 56.4 | 49.9 - 62.6 | 54.9 - 68.9 |
| quality director | 81.0 - 111.4 | 104.0 - 142.4 | 127.1 - 174.2 |
| quality inspector | 45.4 - 55.3 | 49.6 - 61.8 | 54.9 - 68.6 |
| safety inspector | 56.5 - 74.5 | 64.2 - 86.0 | 73.2 - 97.6 |
| SCADA engineer | 58.1 - 78.1 | 66.6 - 91.5 | 77.1 - 104.7 |
| stationary engineer | 48.5 - 62.6 | 53.5 - 70.3 | 59.7 - 78.5 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 72.1 - 97.5 |
| industrial management | | | |
| director of operations | 113.9 - 154.3 | 151.6 - 205.2 | 193.9 - 262.2 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 56.2 - 73.0 | 68.0 - 83.2 | 70.8 - 94.9 |
| maintenance manager | 87.4 - 96.3 | 85.9 - 118.6 | 115.3 - 139.1 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance supervisor | 73.0 - 83.0 | 78.0 - 96.0 | 92.0 - 118.0 |
| manufacturing director | 99.3 - 121.3 | 130.2 - 159.2 | 161.7 - 197.7 |
| materials manager | 72.9 - 97.2 | 80.9 - 110.2 | 91.2 - 124.6 |
| operations manager | 70.5 - 97.1 | 81.0 - 113.4 | 93.3 - 128.6 |
| parts manager | 43.4 - 56.6 | 48.8 - 64.5 | 55.2 - 73.2 |
| plant manager | 86.2 - 122.1 | 104.4 - 149.5 | 125.4 - 175.4 |
| procurement director | 90.9 - 121.6 | 122.9 - 164.2 | 150.9 - 201.5 |
| production manager | 79.2 - 105.2 | 89.1 - 120.6 | 101.5 - 137.4 |
| production supervisor | 59.8 - 68.8 | 64.0 - 78.6 | 76.0 - 94.8 |
| program manager | 63.7 - 83.0 | 72.8 - 96.5 | 83.6 - 110.6 |
| project director | 101.2 - 123.9 | 127.8 - 156.5 | 155.4 - 190.2 |
| purchasing manager | 86.2 - 115.4 | 98.1 - 133.2 | 112.1 - 150.4 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 81.6 - 98.7 | 87.8 - 114.2 | 98.0 - 130.2 |
| warehouse manager | 80.9 - 92.4 | 91.0 - 102.7 | 99.8 - 135.7 |
| warehouse supervisor | 56.0 - 67.0 | 66.0 - 80.0 | 78.0 - 99.7 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 61.2 - 80.9 | 69.0 - 93.3 | 78.8 - 106.9 |
| digital marketing specialist | 43.1 - 57.4 | 50.1 - 67.8 | 58.4 - 77.7 |
| e-commerce director | 104.8 - 131.2 | 133.7 - 167.7 | 170.6 - 213.6 |
| e-commerce marketing manager | 70.8 - 93.2 | 79.3 - 106.8 | 90.1 - 122.2 |
| marketing content manager | 52.8 - 69.4 | 59.3 - 79.6 | 67.3 - 90.8 |
| social media manager | 52.5 - 73.0 | 63.6 - 89.1 | 75.8 - 104.6 |
| web marketing analyst | 47.1 - 61.7 | 53.4 - 71.2 | 60.9 - 80.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 90.5 - 139.9 | 123.4 - 191.5 | 160.3 - 248.5 |
| marketing vice-president | 113.7 - 178.4 | 162.3 - 254.3 | 211.6 - 331.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 76.7 - 99.5 | 85.4 - 112.7 | 96.1 - 126.9 |
| brand or product manager assistant | 57.9 - 78.5 | 67.8 - 93.0 | 78.9 - 106.6 |
| communications manager | 63.2 - 83.2 | 70.8 - 95.1 | 80.2 - 107.4 |
| communications specialist | 49.3 - 67.7 | 58.9 - 81.8 | 69.5 - 93.7 |
| marketing coordinator | 50.1 - 66.2 | 56.7 - 76.4 | 64.7 - 87.3 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| marketing director | 88.7 - 120.7 | 103.7 - 143.3 | 121.2 - 164.5 |
| marketing project manager | 38.9 - 52.1 | 44.7 - 60.7 | 51.5 - 69.1 |
| marketing specialist | 42.5 - 56.8 | 48.8 - 66.1 | 56.1 - 75.2 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 44.6 - 56.0 | 48.5 - 62.1 | 53.6 - 69.8 |
| account manager - software | 50.0 - 62.5 | 54.0 - 68.9 | 59.3 - 77.3 |
| business development manager | 86.4 - 115.7 | 96.9 - 132.8 | 110.8 - 153.7 |
| district sales manager | 70.7 - 92.3 | 80.9 - 107.8 | 93.5 - 123.9 |
| key accounts manager - consumer goods | 63.2 - 81.7 | 71.2 - 94.1 | 81.3 - 107.9 |
| merchandiser - consumer goods | 54.0 - 71.0 | 60.5 - 81.4 | 68.8 - 93.0 |
| sales manager/ director | 54.8 - 73.6 | 62.3 - 85.3 | 71.2 - 96.4 |
| sales representative, account manager - consumer goods | 44.0 - 56.0 | 48.7 - 62.8 | 54.3 - 70.3 |
| sales representative, account manager - professional services | 41.5 - 51.9 | 44.7 - 57.1 | 49.2 - 64.1 |
| sales representative, account manager - telecommunications | 48.2 - 60.6 | 52.5 - 67.2 | 57.9 - 74.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 109.4 - 158.9 | 148.6 - 215.2 | 187.3 - 270.3 |
| sales vice-president | 127.3 - 185.3 | 174.7 - 253.9 | 228.0 - 331.1 |
| vice-president marketing & sales | 109.7 - 200.0 | 152.3 - 277.6 | 197.6 - 359.5 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 47.1 - 59.1 | 51.1 - 65.3 | 56.2 - 72.8 |
| internal sales representative - manufacturing | 45.4 - 57.0 | 49.4 - 63.2 | 54.6 - 71.2 |
| sales engineer - distribution | 64.1 - 84.3 | 70.4 - 94.4 | 78.3 - 105.5 |
| sales engineer - manufacturing | 51.8 - 69.3 | 58.6 - 79.8 | 66.6 - 89.7 |
| sales representative, account manager - industrial equipment | 44.5 - 55.6 | 48.0 - 61.2 | 52.8 - 68.5 |
| sales representative, account manager - industrial service | 47.3 - 59.4 | 51.4 - 65.6 | 56.5 - 73.1 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - machinery | 47.0 - 58.7 | 50.7 - 64.7 | 55.7 - 72.3 |
| sales representative, account manager - manufacturing | 45.5 - 66.1 | 50.2 - 74.2 | 55.8 - 82.9 |
| sales representative, account manager - retail network | 46.3 - 57.8 | 49.9 - 63.8 | 55.1 - 72.2 |
| technical sales representative - manufacturing | 44.1 - 56.8 | 49.8 - 65.0 | 56.3 - 73.0 |



chaudière-appalaches

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative analyst | 56.1 - 73.4 | 62.4 - 83.2 | 70.4 - 94.1 |
| administrative assistant | 43.6 - 56.4 | 48.8 - 64.3 | 55.2 - 72.7 |
| administrative assistant (bilingual) | 39.5 - 47.3 | 42.1 - 50.4 | 48.7 - 59.9 |
| administrative manager | 65.2 - 84.1 | 71.1 - 93.4 | 78.7 - 104.2 |
| benefits clerk | 42.6 - 54.9 | 49.0 - 63.5 | 55.9 - 72.2 |
| buyer assistant | 44.0 - 57.2 | 51.1 - 66.1 | 57.9 - 73.0 |
| claims supervisor | 70.1 - 92.0 | 78.5 - 104.9 | 89.0 - 119.7 |
| contracts administrator | 107.0 - 134.7 | 119.5 - 153.2 | 135.1 - 173.7 |
| data entry clerk | 38.0 - 48.4 | 43.5 - 55.0 | 48.8 - 56.3 |
| dispatcher | 44.8 - 57.2 | 50.9 - 65.7 | 57.7 - 74.3 |
| document controller | 36.5 - 47.4 | 42.7 - 54.2 | 48.0 - 55.5 |
| document services specialist | 34.7 - 45.2 | 40.7 - 51.7 | 45.8 - 52.9 |
| documentation specialist | 41.9 - 55.3 | 50.4 - 64.3 | 56.9 - 65.8 |
| donor relations coordinator | 56.9 - 75.0 | 66.2 - 88.7 | 77.4 - 102.6 |
| executive assistant | 62.9 - 86.5 | 73.8 - 102.1 | 85.7 - 116.0 |
| executive assistant (bilingual) | 52.4 - 63.1 | 58.1 - 73.5 | 70.2 - 80.9 |
| file clerk | 38.4 - 50.5 | 45.9 - 58.1 | 51.4 - 59.3 |
| fundraising manager | 73.2 - 94.6 | 83.1 - 109.3 | 95.3 - 125.1 |
| HR administrator | 54.4 - 71.2 | 61.6 - 82.1 | 70.3 - 93.5 |
| human resources assistant | 45.4 - 58.0 | 51.5 - 65.4 | 57.0 - 70.6 |
| insurance claims clerk | 37.5 - 42.0 | 40.0 - 45.5 | 44.0 - 50.0 |
| invoicing clerk | 41.6 - 53.5 | 47.6 - 60.9 | 53.1 - 66.3 |



| | | | |
|---------------------------|-------------|--------------|--------------|
| lease administrator | 51.6 - 67.5 | 59.7 - 78.9 | 68.6 - 90.0 |
| legal assistant | 52.5 - 72.7 | 63.1 - 87.4 | 74.2 - 98.8 |
| logistics coordinator | 53.9 - 71.2 | 62.9 - 83.6 | 72.6 - 95.3 |
| mailroom clerk | 39.2 - 49.1 | 44.5 - 54.6 | 48.7 - 55.6 |
| office clerk | 42.7 - 52.7 | 47.0 - 58.7 | 52.0 - 65.1 |
| office manager | 62.6 - 81.2 | 68.8 - 90.8 | 76.6 - 101.4 |
| office/operations manager | 54.1 - 65.0 | 56.7 - 69.3 | 59.9 - 73.5 |
| order clerk | 36.9 - 47.2 | 42.4 - 53.8 | 47.7 - 59.4 |
| order entry clerk | 35.7 - 39.7 | 37.6 - 42.8 | 41.3 - 48.8 |
| order supervisor | 57.3 - 75.3 | 66.3 - 87.8 | 76.1 - 98.5 |
| payroll administrator | 48.6 - 63.5 | 55.2 - 73.6 | 63.3 - 84.2 |
| project coordinator | 50.6 - 66.3 | 57.4 - 76.2 | 65.3 - 86.3 |
| property administrator | 42.8 - 56.3 | 48.3 - 64.7 | 55.1 - 74.8 |
| property manager | 67.9 - 90.6 | 77.8 - 105.5 | 89.8 - 120.9 |
| receptionist | 36.8 - 46.5 | 40.9 - 52.5 | 46.1 - 59.6 |
| receptionist (bilingual) | 38.3 - 42.1 | 41.8 - 45.0 | 43.3 - 51.2 |
| sales administrator | 48.7 - 65.5 | 56.3 - 77.0 | 65.3 - 88.1 |
| sales assistant | 44.3 - 55.4 | 48.9 - 62.9 | 55.5 - 73.1 |
| service coordinator | 42.3 - 54.8 | 47.5 - 62.6 | 53.8 - 71.4 |
| supply clerk | 40.3 - 51.6 | 45.8 - 58.4 | 51.1 - 64.2 |
| virtual assistant | 38.2 - 45.5 | 41.1 - 48.9 | 44.0 - 52.4 |
| virtual receptionist | 37.6 - 42.9 | 40.7 - 45.9 | 44.0 - 48.1 |

customer experience

| | entry | mid | senior |
|--|--------------|--------------|---------------|
| bilingual call center operations manager | 68.0 - 88.0 | 76.1 - 99.8 | 85.6 - 111.1 |
| bilingual customer loyalty agent | 41.2 - 54.4 | 47.4 - 63.0 | 54.2 - 71.7 |
| bilingual customer service manager | 83.2 - 109.3 | 93.6 - 125.3 | 106.7 - 143.6 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer service representative | 40.9 - 52.1 | 45.5 - 59.0 | 51.2 - 66.7 |
| bilingual customer service supervisor | 68.0 - 89.5 | 76.4 - 102.2 | 86.7 - 116.0 |
| bilingual customer service team lead | 35.7 - 43.8 | 39.8 - 50.1 | 44.8 - 55.8 |
| bilingual customer service trainer | 49.0 - 64.6 | 56.1 - 75.3 | 64.7 - 86.0 |
| bilingual e-chat representative | 41.2 - 54.4 | 47.4 - 63.0 | 54.2 - 71.7 |
| bilingual help desk representative - level 1 | 49.7 - 66.3 | 57.1 - 76.5 | 64.8 - 85.9 |
| bilingual inside sales manager | 73.4 - 98.0 | 83.2 - 112.3 | 94.4 - 125.0 |
| bilingual inside sales representative | 53.1 - 66.2 | 57.2 - 72.4 | 62.6 - 81.1 |
| bilingual insurance advisor | 60.1 - 75.0 | 63.8 - 80.1 | 68.4 - 88.6 |
| bilingual junior collection agent | 39.3 - 50.9 | 44.7 - 58.3 | 50.7 - 65.6 |
| bilingual order desk representative | 36.9 - 47.2 | 42.4 - 53.8 | 47.7 - 59.4 |
| bilingual survey agent | 36.7 - 47.3 | 42.7 - 54.3 | 48.0 - 59.3 |
| bilingual telemarketing agent | 34.1 - 43.1 | 37.8 - 48.6 | 42.6 - 55.9 |
| bilingual telephone dispatcher | 44.8 - 57.2 | 50.9 - 65.7 | 57.7 - 74.3 |
| bilingual travel support agent | 42.5 - 53.8 | 47.7 - 60.7 | 53.1 - 67.1 |
| bilingual workforce planner | 52.5 - 66.6 | 56.8 - 73.6 | 62.8 - 83.2 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|--------------|---------------|
| architect | 69.0 - 90.8 | 77.5 - 103.8 | 88.1 - 117.9 |
| architectural drafter | 57.9 - 75.6 | 67.6 - 89.7 | 79.3 - 105.4 |
| BIM/VDC coordinator | 71.7 - 93.9 | 80.1 - 106.9 | 90.6 - 120.9 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| civil engineer | 72.8 - 97.8 | 84.3 - 114.4 | 97.3 - 129.5 |
| civil engineering drafter | 59.6 - 74.7 | 66.9 - 85.3 | 75.7 - 96.6 |
| civil engineering technologist | 51.7 - 69.9 | 61.2 - 83.3 | 71.6 - 95.0 |
| civil project engineer | 84.7 - 115.9 | 97.6 - 135.5 | 112.9 - 155.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project manager | 86.4 - 115.1 | 97.4 - 131.8 | 110.7 - 148.3 |
| construction coordinator | 56.2 - 75.0 | 63.2 - 85.7 | 71.6 - 97.1 |
| construction director | 112.7 - 148.0 | 147.8 - 193.4 | 184.0 - 240.7 |
| construction manager | 82.8 - 108.2 | 90.8 - 120.8 | 101.1 - 135.5 |
| construction project coordinator | 96.9 - 124.0 | 105.2 - 137.1 | 116.0 - 152.4 |
| construction project manager | 74.9 - 103.4 | 87.2 - 121.8 | 101.4 - 139.2 |
| construction superintendent | 85.7 - 111.9 | 94.0 - 125.0 | 104.6 - 140.2 |
| contracts manager | 107.0 - 134.7 | 119.5 - 153.2 | 135.1 - 173.7 |
| director of operations | 139.1 - 184.3 | 181.3 - 239.9 | 227.7 - 301.3 |
| drafter | 60.3 - 75.2 | 67.2 - 85.4 | 75.8 - 96.7 |
| electrical designer/engineer | 84.4 - 111.0 | 95.1 - 127.4 | 108.4 - 144.8 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| electrical inspector | 50.5 - 68.0 | 58.5 - 79.7 | 67.7 - 91.8 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |
| environmental engineer | 70.9 - 94.3 | 80.9 - 109.6 | 93.3 - 125.3 |
| environmental inspector | 54.8 - 70.3 | 60.3 - 78.9 | 67.3 - 88.3 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| facilities engineer | 73.3 - 98.1 | 84.4 - 114.8 | 97.8 - 130.9 |
| facilities manager | 66.7 - 87.6 | 76.1 - 101.5 | 87.3 - 116.2 |
| field Supervisor | 75.9 - 99.9 | 85.3 - 113.9 | 96.4 - 128.1 |
| foreman | 59.5 - 77.4 | 66.8 - 88.3 | 75.6 - 99.8 |
| health and safety manager | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| health and safety specialist | 76.8 - 101.0 | 87.9 - 117.5 | 101.2 - 133.5 |
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 100.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 100.2 |
| mechanical engineer | 81.7 - 108.1 | 92.8 - 124.8 | 106.1 - 141.6 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| project coordinator | 50.6 - 66.3 | 57.4 - 76.2 | 65.3 - 86.3 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| project engineer | 100.2 - 128.2 | 108.7 - 141.6 | 119.7 - 157.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| QA/QC inspector | 60.7 - 80.7 | 70.3 - 94.5 | 81.2 - 108.4 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 99.9 - 132.8 |
| quality inspector | 43.5 - 55.6 | 48.7 - 63.4 | 55.0 - 71.7 |
| safety inspector | 69.8 - 91.4 | 79.2 - 104.9 | 89.9 - 118.2 |
| specification writer | 57.9 - 74.9 | 65.7 - 86.2 | 74.7 - 97.1 |
| structural designer | 58.9 - 77.2 | 66.8 - 88.8 | 76.0 - 100.3 |
| structural engineer | 79.3 - 105.1 | 90.2 - 121.5 | 103.4 - 138.2 |
| technical services manager | 96.8 - 127.5 | 109.5 - 147.0 | 125.4 - 168.5 |
| energy & oil | | | |
| architectural technologist | 57.9 - 75.6 | 67.6 - 89.7 | 79.3 - 105.4 |
| applications engineer | 81.1 - 107.3 | 93.6 - 125.6 | 108.2 - 142.2 |
| architect | 69.0 - 90.8 | 77.5 - 103.8 | 88.1 - 117.9 |
| automation engineer | 70.9 - 94.0 | 80.5 - 108.5 | 92.2 - 123.3 |
| automation specialist | 56.2 - 74.0 | 65.2 - 86.4 | 75.0 - 98.2 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| category manager | 68.3 - 89.7 | 76.5 - 102.3 | 86.7 - 116.0 |
| category specialist | 58.1 - 76.0 | 64.6 - 86.2 | 72.9 - 97.7 |
| chemical engineer | 91.1 - 120.7 | 102.0 - 137.3 | 115.2 - 154.3 |
| chemical technician | 60.7 - 79.5 | 67.6 - 90.3 | 76.5 - 103.1 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| chief inspector | 60.2 - 79.6 | 67.9 - 90.7 | 76.7 - 101.6 |
| civil engineer | 72.8 - 97.8 | 84.3 - 114.4 | 97.3 - 129.5 |
| civil engineering drafter | 59.6 - 74.7 | 66.9 - 85.3 | 75.7 - 96.6 |
| civil engineering technologist | 51.7 - 69.9 | 61.2 - 83.3 | 71.6 - 95.0 |
| civil project engineer | 84.7 - 115.9 | 97.6 - 135.5 | 112.9 - 155.2 |
| civil project manager | 86.4 - 115.1 | 97.4 - 131.8 | 110.7 - 148.3 |
| commissioning and start up engineer | 67.2 - 90.1 | 77.5 - 105.3 | 89.7 - 116.1 |
| construction analyst | 62.1 - 81.5 | 69.3 - 92.3 | 78.0 - 103.6 |
| construction coordinator | 56.2 - 75.0 | 63.2 - 85.7 | 71.6 - 97.1 |
| construction director | 112.7 - 148.0 | 147.8 - 193.4 | 184.0 - 240.7 |
| construction manager | 82.8 - 108.2 | 90.8 - 120.8 | 101.1 - 135.5 |
| construction project manager | 74.9 - 103.4 | 87.2 - 121.8 | 101.4 - 139.2 |
| continuous improvement engineer | 84.4 - 110.2 | 94.1 - 124.7 | 105.7 - 139.2 |
| contracts administrator | 66.0 - 87.8 | 75.2 - 101.4 | 86.1 - 115.2 |
| contracts manager | 107.0 - 134.7 | 119.5 - 153.2 | 135.1 - 173.7 |
| contracts specialist | 66.8 - 87.7 | 76.1 - 101.3 | 87.0 - 114.6 |
| control technician | 55.0 - 72.5 | 62.8 - 84.0 | 72.0 - 95.3 |
| controls designer/engineer | 60.2 - 80.7 | 69.4 - 94.2 | 79.9 - 107.4 |
| cost control specialist | 55.0 - 71.6 | 61.7 - 81.8 | 70.0 - 92.7 |
| demand planner | 54.6 - 75.7 | 65.8 - 91.4 | 77.8 - 104.5 |
| director of operations | 139.1 - 184.3 | 181.3 - 239.9 | 227.7 - 301.3 |
| drafter | 60.3 - 75.2 | 67.2 - 85.4 | 75.8 - 96.7 |
| electrical designer/engineer | 84.4 - 111.0 | 95.1 - 127.4 | 108.4 - 144.8 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| electrical inspector | 50.5 - 68.0 | 58.5 - 79.7 | 67.7 - 91.8 |
| electrical test engineer | 80.2 - 107.1 | 92.2 - 125.1 | 106.7 - 143.3 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |



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|---------------------------------------|---------------|---------------|---------------|
| environmental engineer | 70.9 - 94.3 | 80.9 - 109.6 | 93.3 - 125.3 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| facilities engineer | 73.3 - 98.1 | 84.4 - 114.8 | 97.8 - 130.9 |
| field service engineer | 58.5 - 77.9 | 66.7 - 90.4 | 76.8 - 104.3 |
| general inspector | 55.7 - 73.2 | 62.6 - 83.4 | 70.6 - 93.3 |
| geologist | 70.8 - 92.3 | 79.9 - 106.1 | 91.2 - 120.6 |
| health and safety manager | 71.6 - 93.6 | 79.7 - 106.0 | 89.7 - 119.1 |
| health and safety specialist | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| hydraulic engineer | 72.7 - 97.4 | 83.8 - 114.0 | 97.1 - 129.9 |
| industrial engineer | 79.6 - 103.8 | 88.4 - 117.2 | 99.3 - 131.0 |
| instrumentation and controls engineer | 77.5 - 102.2 | 87.5 - 117.3 | 99.6 - 132.4 |
| inventory control manager | 69.9 - 91.8 | 78.4 - 104.7 | 88.7 - 118.3 |
| logistics specialist | 53.7 - 69.8 | 61.2 - 80.6 | 69.8 - 91.6 |
| materials manager | 90.3 - 118.5 | 99.8 - 133.3 | 111.7 - 149.6 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 100.5 |
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 100.2 |
| mechanical engineer | 81.7 - 108.1 | 92.8 - 124.8 | 106.1 - 141.6 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| mining engineer | 79.0 - 104.5 | 88.2 - 118.7 | 99.5 - 133.4 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| pipeline designer | 67.5 - 88.3 | 75.4 - 100.5 | 85.3 - 113.5 |
| piping engineer | 70.5 - 92.5 | 78.9 - 105.4 | 89.4 - 119.3 |
| planner/scheduler | 43.7 - 55.9 | 49.8 - 64.2 | 56.4 - 72.4 |
| plant engineer | 82.0 - 108.8 | 95.1 - 128.1 | 110.6 - 146.2 |
| plant manager | 106.0 - 146.8 | 126.7 - 177.2 | 150.5 - 205.4 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| process engineer | 69.1 - 92.2 | 79.2 - 107.3 | 91.2 - 121.7 |
| procurement director | 111.3 - 146.2 | 147.6 - 193.2 | 178.7 - 233.6 |
| procurement specialist | 57.6 - 75.4 | 64.1 - 85.5 | 72.3 - 97.0 |
| production analyst | 50.9 - 68.1 | 58.5 - 79.8 | 67.9 - 92.2 |
| production engineer | 71.6 - 95.5 | 82.1 - 111.1 | 94.5 - 126.0 |
| program manager | 79.4 - 102.9 | 90.6 - 119.0 | 103.6 - 135.3 |
| project controls manager | 94.7 - 129.5 | 109.2 - 151.2 | 125.9 - 171.4 |
| project controls specialist | 69.0 - 89.8 | 77.6 - 102.4 | 87.8 - 115.2 |
| project coordinator | 96.9 - 124.0 | 105.2 - 137.1 | 116.0 - 152.4 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| project engineer | 100.2 - 128.2 | 108.7 - 141.6 | 119.7 - 157.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| QA/QC inspector | 60.7 - 80.7 | 70.3 - 94.5 | 81.2 - 108.4 |
| quality assurance manager | 89.5 - 116.0 | 98.9 - 130.4 | 110.5 - 145.8 |
| quality assurance/control technician | 69.2 - 90.8 | 78.8 - 104.9 | 90.1 - 118.6 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 99.9 - 132.8 |
| quality inspector | 43.5 - 55.6 | 48.7 - 63.4 | 55.0 - 71.7 |
| reliability manager | 78.0 - 101.4 | 89.3 - 117.9 | 102.8 - 133.9 |
| safety inspector | 69.8 - 91.4 | 79.2 - 104.9 | 89.9 - 118.2 |
| site supervisor | 55.0 - 71.1 | 62.3 - 81.9 | 71.1 - 93.5 |
| sourcing specialist | 62.4 - 81.6 | 69.4 - 92.5 | 78.3 - 104.8 |
| stationary engineer | 59.8 - 76.8 | 65.9 - 85.9 | 73.2 - 95.4 |
| structural designer | 58.9 - 77.2 | 66.8 - 88.8 | 76.0 - 100.3 |
| structural engineer | 79.3 - 105.1 | 90.2 - 121.5 | 103.4 - 138.2 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 90.2 - 120.3 | 103.7 - 139.7 | 118.8 - 156.3 |
| systems control engineer | 71.4 - 94.7 | 81.6 - 109.9 | 93.7 - 124.7 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| telecommunications technician | 59.2 - 77.5 | 67.1 - 89.2 | 76.6 - 101.7 |
| transmission line engineer | 85.4 - 108.0 | 92.5 - 119.0 | 101.7 - 131.7 |
| transportation manager | 91.2 - 120.3 | 103.2 - 137.9 | 117.2 - 155.9 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 93.7 - 134.0 | 121.5 - 173.0 | 150.6 - 213.7 |
| diversity & inclusion director | 94.6 - 130.6 | 119.2 - 164.0 | 148.4 - 203.3 |
| health and safety director | 95.8 - 114.7 | 124.2 - 148.4 | 148.1 - 176.6 |
| human resources director | 103.3 - 142.4 | 131.5 - 180.4 | 162.4 - 222.4 |
| L&D director | 102.8 - 127.4 | 128.2 - 158.5 | 162.3 - 200.3 |
| talent acquisition director | 97.1 - 134.0 | 123.7 - 170.0 | 150.6 - 206.4 |
| total rewards director | 116.0 - 150.5 | 150.0 - 193.9 | 184.2 - 238.1 |
| vice president Human Resources / CHRO | 122.7 - 204.7 | 159.4 - 265.5 | 195.5 - 326.0 |
| human resources | entry | mid | senior |
| benefits administrator | 63.1 - 81.0 | 70.8 - 92.5 | 80.2 - 104.8 |
| compensation and benefits manager | 102.5 - 133.0 | 113.6 - 150.2 | 127.7 - 169.8 |
| compensation specialist | 56.2 - 74.7 | 65.0 - 87.7 | 75.3 - 100.0 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| diversity & inclusion coordinator | 45.3 - 57.9 | 51.4 - 65.3 | 56.9 - 70.3 |
| health and safety advisor | 67.4 - 87.1 | 77.7 - 101.5 | 89.4 - 115.4 |
| health and safety manager | 83.0 - 107.4 | 92.9 - 122.3 | 105.0 - 137.8 |
| HRIS analyst | 67.5 - 89.0 | 77.4 - 103.6 | 89.1 - 117.9 |
| human resources business partner | 74.3 - 97.5 | 83.3 - 111.1 | 94.3 - 125.6 |
| human resources coordinator | 44.3 - 56.6 | 50.3 - 63.9 | 55.6 - 68.9 |
| human resources generalist | 68.3 - 86.8 | 74.2 - 96.2 | 82.2 - 108.6 |
| human resources manager | 93.0 - 124.2 | 107.2 - 145.2 | 123.9 - 165.8 |
| human resources supervisor | 72.9 - 94.6 | 80.4 - 106.4 | 90.2 - 121.4 |
| human resources technician | 54.0 - 70.7 | 60.2 - 80.4 | 68.0 - 91.6 |
| instructional designer | 55.9 - 72.7 | 62.8 - 83.1 | 71.2 - 94.5 |
| labour relations advisor | 72.7 - 96.8 | 83.1 - 112.4 | 95.7 - 128.1 |
| labour relations manager | 101.0 - 136.6 | 118.6 - 162.1 | 138.7 - 186.7 |
| recruitment coordinator | 44.1 - 57.6 | 50.8 - 66.6 | 57.8 - 75.0 |
| talent acquisition specialist | 67.2 - 87.9 | 74.8 - 99.6 | 84.3 - 112.4 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 23.0 | 20.0 - 26.0 | 23.0 - 29.0 |
| delivery/courier driver | 18.0 - 23.0 | 20.0 - 26.0 | 22.0 - 29.0 |
| electronic parts assembler | 20.0 - 25.0 | 22.0 - 27.0 | 24.0 - 30.0 |
| forklift operator | 19.0 - 25.0 | 22.0 - 28.0 | 25.0 - 32.0 |
| general labourer - heavy | 20.0 - 25.0 | 23.0 - 29.0 | 26.0 - 30.0 |
| general labourer - light | 18.2 - 22.3 | 20.1 - 26.1 | 23.8 - 27.0 |
| industrial painter | 19.0 - 24.0 | 21.0 - 28.0 | 24.0 - 31.0 |
| inventory control clerk | 19.0 - 25.0 | 22.0 - 28.0 | 25.0 - 32.0 |
| janitor/custodian | 19.1 - 22.0 | 20.2 - 23.2 | 22.1 - 26.0 |
| machine operator | 20.0 - 27.0 | 23.0 - 31.0 | 27.0 - 35.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| machine operator assistant | 20.0 - 25.0 | 23.0 - 29.0 | 26.0 - 32.0 |
| manufacturing worker | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| material handler | 19.0 - 25.0 | 22.0 - 28.0 | 25.0 - 29.0 |
| moulding machine operator | 20.0 - 27.0 | 23.0 - 31.0 | 27.0 - 35.0 |
| packaging labourer | 18.0 - 24.0 | 21.0 - 27.0 | 23.0 - 30.0 |
| parts clerk | 18.1 - 22.2 | 17.3 - 23.8 | 19.1 - 27.3 |
| parts manager | 26.0 - 34.0 | 29.0 - 38.0 | 33.0 - 43.0 |
| picker/packer | 17.0 - 22.0 | 19.0 - 25.0 | 21.0 - 27.0 |
| polisher/deburrer | 19.0 - 25.0 | 22.0 - 28.0 | 25.0 - 32.0 |
| print press operator | 19.0 - 24.0 | 21.0 - 27.0 | 24.0 - 31.0 |
| production labourer | 17.0 - 23.0 | 21.0 - 27.0 | 24.0 - 28.0 |
| sandblasting operator | 19.0 - 25.0 | 22.0 - 28.0 | 25.0 - 32.0 |
| shipper/receiver | 21.0 - 26.0 | 23.0 - 28.0 | 25.0 - 32.0 |
| shipping and receiving clerk | 20.0 - 25.0 | 23.0 - 29.0 | 26.0 - 33.0 |
| warehouse labourer | 19.0 - 25.0 | 23.0 - 28.0 | 25.0 - 29.0 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|--------------|--------------|---------------|
| applications engineer | 81.1 - 107.3 | 93.6 - 125.6 | 108.2 - 142.2 |
| automation engineer | 65.5 - 94.0 | 80.5 - 108.5 | 92.2 - 123.3 |
| buyer | 64.9 - 85.4 | 74.1 - 99.0 | 85.1 - 113.2 |
| continuous improvement engineer | 65.7 - 85.4 | 73.3 - 97.3 | 82.0 - 109.4 |
| controls designer/engineer | 60.2 - 80.7 | 69.4 - 94.2 | 79.9 - 107.4 |
| demand planner | 54.6 - 75.7 | 65.8 - 91.4 | 77.8 - 104.5 |
| electrical engineer | 87.1 - 115.4 | 99.2 - 133.7 | 113.9 - 152.6 |
| electrical engineering technician | 63.5 - 81.6 | 72.5 - 94.4 | 83.0 - 107.1 |
| estimation engineer | 79.8 - 106.6 | 91.8 - 124.6 | 106.2 - 142.6 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| estimator | 67.8 - 88.7 | 75.5 - 100.5 | 85.0 - 113.3 |
| HVAC drafter | 57.4 - 74.0 | 64.7 - 84.4 | 73.0 - 94.5 |
| HVAC engineer | 63.4 - 84.6 | 72.6 - 98.5 | 83.6 - 111.7 |
| industrial engineer | 79.6 - 103.8 | 88.4 - 117.2 | 99.3 - 120.4 |
| inventory analyst | 57.3 - 74.8 | 64.6 - 85.8 | 73.5 - 97.7 |
| logistics specialist | 65.7 - 87.7 | 75.3 - 102.0 | 86.7 - 115.8 |
| manufacturing engineer | 69.6 - 75.9 | 74.8 - 98.3 | 96.8 - 140.4 |
| mechanical designer | 57.7 - 76.6 | 66.6 - 89.2 | 76.5 - 100.5 |
| mechanical drafter | 57.0 - 74.3 | 64.3 - 85.9 | 73.9 - 100.2 |
| mechanical engineer | 63.5 - 84.9 | 72.3 - 98.7 | 83.2 - 113.0 |
| mechanical engineering technician | 57.0 - 75.1 | 65.1 - 86.8 | 74.4 - 97.7 |
| planner/scheduler | 43.7 - 55.9 | 49.8 - 64.2 | 56.4 - 72.4 |
| process engineer | 69.1 - 92.2 | 79.2 - 107.3 | 91.2 - 121.7 |
| production planner | 53.6 - 71.2 | 62.0 - 82.9 | 70.9 - 92.4 |
| project director | 123.4 - 149.2 | 153.6 - 185.2 | 184.0 - 221.9 |
| project engineer | 77.4 - 98.2 | 83.1 - 109.9 | 92.0 - 133.5 |
| project manager | 84.7 - 116.7 | 98.5 - 137.3 | 114.4 - 156.3 |
| QA/QC inspector | 41.8 - 53.5 | 46.9 - 61.0 | 53.0 - 69.1 |
| quality assurance/control technician | 69.2 - 90.8 | 78.8 - 104.9 | 90.1 - 118.6 |
| quality control engineer | 76.9 - 101.9 | 87.4 - 117.6 | 99.9 - 132.8 |
| quality control technician | 44.1 - 56.8 | 49.1 - 64.3 | 55.1 - 72.0 |
| supply chain analyst | 54.9 - 73.5 | 63.0 - 85.6 | 72.6 - 97.3 |
| industrial management | | | |
| director of operations | 139.1 - 184.3 | 181.3 - 239.9 | 227.7 - 301.3 |
| engineering manager | 94.0 - 126.1 | 107.3 - 146.3 | 123.3 - 166.4 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 69.1 - 89.2 | 76.9 - 101.1 | 86.7 - 114.5 |
| maintenance manager | 70.5 - 92.9 | 80.8 - 107.2 | 91.8 - 119.3 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance supervisor | 66.7 - 87.6 | 76.1 - 101.5 | 87.3 - 116.2 |
| manufacturing director | 97.8 - 127.6 | 109.2 - 145.1 | 123.4 - 163.9 |
| materials manager | 90.3 - 118.5 | 99.8 - 133.3 | 111.7 - 149.6 |
| operations manager | 87.8 - 119.6 | 100.6 - 138.6 | 115.1 - 155.9 |
| parts manager | 53.7 - 69.8 | 60.2 - 79.5 | 68.0 - 90.0 |
| plant manager | 106.0 - 146.8 | 126.7 - 177.2 | 150.5 - 205.4 |
| procurement director | 111.3 - 146.2 | 147.6 - 193.2 | 178.7 - 233.6 |
| production manager | 97.8 - 127.6 | 109.2 - 145.1 | 123.4 - 163.9 |
| production supervisor | 65.0 - 84.3 | 72.7 - 95.8 | 82.1 - 108.2 |
| purchasing manager | 105.9 - 139.3 | 119.6 - 159.2 | 135.4 - 178.1 |
| quality assurance manager | 89.5 - 116.0 | 98.9 - 130.4 | 110.5 - 145.8 |
| quality director | 99.9 - 134.6 | 126.2 - 169.4 | 152.5 - 204.1 |
| supply chain manager | 90.2 - 120.3 | 103.7 - 139.7 | 118.8 - 156.3 |
| transportation manager | 91.2 - 120.3 | 103.2 - 137.9 | 117.2 - 155.9 |
| warehouse manager | 75.9 - 99.1 | 84.5 - 112.1 | 95.0 - 125.9 |
| warehouse supervisor | 58.5 - 77.1 | 66.9 - 89.3 | 76.6 - 101.2 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |



business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative analyst | 45.6 - 59.9 | 50.8 - 68.1 | 57.4 - 77.3 |
| administrative assistant | 36.9 - 45.9 | 39.5 - 52.4 | 44.8 - 59.3 |
| administrative assistant (bilingual) | 39.1 - 47.6 | 40.3 - 54.4 | 48.1 - 61.9 |
| administrative manager | 52.2 - 67.7 | 57.0 - 75.6 | 63.3 - 85.0 |
| benefits clerk | 34.6 - 44.5 | 39.5 - 51.6 | 45.3 - 58.7 |
| buyer assistant | 39.3 - 46.4 | 41.4 - 53.8 | 47.0 - 59.4 |
| claims supervisor | 57.2 - 75.5 | 64.1 - 86.6 | 73.0 - 99.5 |
| data entry clerk | 31.8 - 39.4 | 35.5 - 44.9 | 39.6 - 46.0 |
| dispatcher | 38.2 - 46.7 | 41.4 - 53.8 | 47.1 - 60.8 |
| document controller | 30.6 - 38.2 | 34.7 - 43.9 | 38.7 - 44.9 |
| document services specialist | 31.4 - 36.5 | 33.3 - 41.8 | 36.9 - 42.8 |
| documentation specialist | 34.1 - 44.8 | 40.7 - 52.2 | 46.1 - 53.4 |
| donor relations coordinator | 45.7 - 60.4 | 53.2 - 71.7 | 62.3 - 83.6 |
| executive assistant | 51.2 - 70.8 | 60.2 - 84.2 | 70.2 - 96.4 |
| executive assistant (bilingual) | 49.1 - 60.1 | 57.8 - 68.5 | 62.0 - 79.5 |
| file clerk | 31.8 - 40.8 | 37.0 - 47.2 | 41.5 - 48.2 |
| fundraising manager | 58.9 - 76.8 | 67.1 - 89.5 | 77.3 - 103.3 |
| HR administrator | 43.6 - 57.3 | 49.5 - 66.3 | 56.6 - 76.0 |
| human resources assistant | 36.7 - 47.0 | 41.6 - 53.1 | 46.2 - 57.3 |
| invoicing clerk | 33.9 - 43.4 | 38.5 - 49.5 | 43.1 - 54.0 |
| lease administrator | 41.6 - 54.8 | 48.3 - 64.1 | 55.7 - 73.4 |
| legal assistant | 42.2 - 58.7 | 51.0 - 71.0 | 60.0 - 80.7 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| logistics coordinator | 43.9 - 58.3 | 51.4 - 68.6 | 59.5 - 78.6 |
| mailroom clerk | 32.6 - 39.9 | 36.3 - 44.6 | 39.6 - 45.3 |
| office clerk | 34.9 - 43.0 | 38.2 - 48.0 | 42.4 - 53.2 |
| office manager | 51.0 - 66.4 | 56.1 - 74.4 | 62.5 - 83.5 |
| office/operations manager | 51.6 - 63.7 | 54.9 - 68.4 | 58.5 - 72.8 |
| order clerk | 30.8 - 38.1 | 34.5 - 43.6 | 38.5 - 48.2 |
| order entry clerk | 32.8 - 36.2 | 34.7 - 39.6 | 38.5 - 42.5 |
| order supervisor | 46.5 - 61.4 | 54.0 - 71.9 | 62.1 - 81.1 |
| payroll administrator | 38.6 - 50.9 | 44.1 - 59.1 | 50.7 - 67.9 |
| project coordinator | 41.1 - 54.2 | 46.8 - 62.5 | 53.4 - 70.9 |
| property administrator | 34.8 - 45.6 | 38.9 - 52.5 | 44.6 - 60.7 |
| property manager | 55.1 - 73.9 | 63.2 - 86.7 | 73.2 - 100.2 |
| receptionist | 32.0 - 37.5 | 33.4 - 42.4 | 37.2 - 48.4 |
| receptionist (bilingual) | 33.2 - 38.0 | 35.8 - 43.2 | 39.6 - 49.8 |
| sales administrator | 39.8 - 53.8 | 46.2 - 63.2 | 53.6 - 72.4 |
| sales assistant | 35.9 - 44.9 | 39.5 - 51.2 | 45.0 - 59.6 |
| service coordinator | 34.5 - 44.7 | 38.5 - 51.2 | 43.8 - 58.4 |
| supply clerk | 35.7 - 41.4 | 38.6 - 47.1 | 41.0 - 51.9 |

customer experience

| | entry | mid | senior |
|---|-------------|-------------|--------------|
| bilingual call center operations manager | 58.9 - 74.9 | 65.1 - 81.6 | 75.4 - 99.1 |
| bilingual customer loyalty agent | 37.9 - 44.1 | 40.2 - 51.2 | 47.9 - 58.3 |
| bilingual customer service manager | 65.3 - 74.9 | 75.8 - 90.2 | 87.1 - 108.9 |
| bilingual customer service representative | 35.9 - 42.1 | 39.1 - 47.8 | 45.9 - 54.2 |
| bilingual customer service supervisor | 55.5 - 73.4 | 62.4 - 84.3 | 71.0 - 96.3 |
| bilingual customer service team lead | 42.1 - 45.4 | 44.7 - 50.8 | 47.0 - 53.4 |
| bilingual customer service trainer | 43.7 - 50.8 | 46.8 - 63.0 | 54.1 - 72.0 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual e-chat representative | 38.9 - 42.7 | 40.2 - 44.1 | 43.7 - 47.3 |
| bilingual help desk representative - level 1 | 40.0 - 53.5 | 46.1 - 61.8 | 52.4 - 69.6 |
| bilingual inside sales manager | 61.3 - 80.1 | 67.4 - 92.7 | 84.9 - 113.9 |
| bilingual inside sales representative | 43.6 - 54.4 | 47.0 - 59.6 | 51.5 - 66.9 |
| bilingual insurance advisor | 43.5 - 51.2 | 47.8 - 55.9 | 55.7 - 72.8 |
| bilingual junior collection agent | 38.4 - 42.6 | 40.0 - 47.4 | 41.0 - 53.4 |
| bilingual order desk representative | 36.2 - 38.1 | 37.5 - 43.6 | 41.6 - 48.2 |
| bilingual survey agent | 32.9 - 38.2 | 34.7 - 43.9 | 38.7 - 48.1 |
| bilingual telemarketing agent | 32.9 - 35.1 | 34.2 - 40.1 | 40.0 - 45.5 |
| bilingual telephone dispatcher | 36.3 - 42.5 | 41.4 - 49.2 | 47.1 - 52.9 |
| bilingual travel support agent | 35.9 - 43.6 | 40.3 - 49.3 | 43.0 - 54.5 |

engineering

| construction | entry | mid | senior |
|----------------------------------|--------------|---------------|---------------|
| architect | 56.0 - 74.0 | 62.9 - 85.1 | 71.7 - 97.3 |
| architectural drafter | 46.5 - 60.8 | 54.4 - 72.5 | 63.9 - 86.0 |
| BIM/VDC coordinator | 58.1 - 76.6 | 65.0 - 87.7 | 73.8 - 99.9 |
| buyer | 52.2 - 69.1 | 59.7 - 80.7 | 68.8 - 93.0 |
| civil engineer | 58.6 - 79.4 | 67.9 - 93.8 | 79.0 - 107.1 |
| civil engineering drafter | 47.8 - 60.1 | 53.8 - 68.8 | 61.0 - 78.4 |
| civil engineering technologist | 41.4 - 56.2 | 49.2 - 67.2 | 57.6 - 77.0 |
| civil project engineer | 68.5 - 95.4 | 79.4 - 112.7 | 92.7 - 130.2 |
| civil project manager | 69.7 - 94.4 | 79.0 - 109.1 | 90.5 - 123.8 |
| construction coordinator | 46.5 - 62.1 | 52.3 - 71.0 | 59.3 - 80.8 |
| construction director | 92.9 - 124.2 | 124.0 - 165.9 | 157.2 - 210.0 |
| construction manager | 67.3 - 89.0 | 74.1 - 100.1 | 82.9 - 113.1 |
| construction project coordinator | 79.2 - 102.9 | 86.4 - 114.5 | 95.8 - 128.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project manager | 60.8 - 84.9 | 71.0 - 101.0 | 83.1 - 116.4 |
| construction superintendent | 69.7 - 92.3 | 76.7 - 103.8 | 85.9 - 117.2 |
| contracts manager | 87.5 - 111.9 | 98.4 - 128.3 | 112.2 - 147.1 |
| director of operations | 114.1 - 154.9 | 152.2 - 206.2 | 194.8 - 263.7 |
| drafter | 48.4 - 60.6 | 54.1 - 69.0 | 61.1 - 78.5 |
| electrical designer/engineer | 68.0 - 90.8 | 77.0 - 105.2 | 88.5 - 120.6 |
| electrical engineer | 70.3 - 94.7 | 80.5 - 110.8 | 93.3 - 127.6 |
| electrical engineering technician | 51.0 - 65.8 | 58.4 - 76.6 | 67.0 - 87.6 |
| electrical inspector | 41.0 - 55.5 | 47.7 - 65.1 | 55.2 - 75.2 |
| engineering manager | 76.8 - 104.8 | 88.3 - 122.7 | 102.3 - 140.8 |
| environmental engineer | 57.0 - 76.3 | 65.2 - 89.6 | 75.5 - 103.3 |
| environmental inspector | 44.1 - 56.8 | 48.7 - 63.8 | 54.4 - 71.7 |
| estimation engineer | 64.3 - 87.0 | 74.3 - 102.7 | 86.6 - 118.7 |
| estimator | 54.6 - 71.9 | 60.9 - 81.9 | 68.8 - 93.1 |
| facilities engineer | 58.9 - 79.6 | 68.1 - 94.1 | 79.3 - 108.4 |
| facilities manager | 55.3 - 73.1 | 63.2 - 85.2 | 72.8 - 98.2 |
| field manager | 62.9 - 84.2 | 71.8 - 98.4 | 83.1 - 114.6 |
| foreman | 48.6 - 63.4 | 54.6 - 72.6 | 61.9 - 82.5 |
| health and safety manager | 54.6 - 70.8 | 63.0 - 83.0 | 72.7 - 95.1 |
| health and safety specialist | 61.8 - 82.1 | 71.0 - 96.5 | 82.3 - 110.7 |
| HVAC drafter | 46.9 - 60.6 | 52.9 - 69.3 | 59.8 - 77.9 |
| HVAC engineer | 51.0 - 68.3 | 58.4 - 79.9 | 67.4 - 91.5 |
| mechanical designer | 46.4 - 61.6 | 53.6 - 72.1 | 61.5 - 81.7 |
| mechanical drafter | 45.8 - 59.8 | 51.7 - 69.4 | 59.5 - 81.5 |
| mechanical engineer | 65.8 - 88.3 | 75.1 - 102.9 | 86.6 - 117.9 |
| mechanical engineering technician | 45.8 - 60.4 | 52.3 - 70.2 | 59.9 - 79.4 |
| operations manager | 70.5 - 97.2 | 81.1 - 113.6 | 93.4 - 128.9 |
| planner/scheduler | 35.4 - 45.3 | 40.2 - 52.1 | 45.7 - 58.8 |



| | | | |
|--------------------------------|---------------|---------------|---------------|
| project coordinator | 41.1 - 54.2 | 46.8 - 62.5 | 53.4 - 70.9 |
| project director | 102.0 - 124.8 | 128.8 - 157.8 | 156.7 - 191.8 |
| project engineer | 81.5 - 105.9 | 88.8 - 117.8 | 98.5 - 132.1 |
| project manager | 68.5 - 96.1 | 80.3 - 114.3 | 94.1 - 131.2 |
| purchasing manager | 86.5 - 115.9 | 98.5 - 133.7 | 112.5 - 151.2 |
| QA/QC inspector | 48.7 - 65.1 | 56.6 - 76.6 | 65.5 - 88.6 |
| quality control engineer | 61.9 - 82.9 | 70.5 - 96.6 | 81.2 - 110.0 |
| quality inspector | 35.3 - 45.1 | 39.3 - 51.6 | 44.7 - 58.4 |
| safety inspector | 56.6 - 74.4 | 64.2 - 85.9 | 73.2 - 97.5 |
| specification writer | 46.8 - 60.8 | 53.2 - 70.2 | 60.6 - 79.5 |
| structural designer | 47.3 - 62.2 | 53.7 - 71.8 | 61.2 - 81.6 |
| structural engineer | 63.9 - 85.6 | 72.9 - 100.0 | 84.2 - 114.8 |
| technical services manager | 79.1 - 106.0 | 90.2 - 123.3 | 104.1 - 142.8 |
| energy & oil | | | |
| architectural technologist | 46.5 - 60.8 | 54.4 - 72.5 | 63.9 - 86.0 |
| applications engineer | 65.5 - 87.9 | 76.1 - 104.1 | 88.8 - 118.9 |
| architect | 56.0 - 74.0 | 62.9 - 85.1 | 71.7 - 97.3 |
| automation engineer | 57.1 - 76.1 | 64.9 - 88.6 | 74.6 - 101.6 |
| automation specialist | 45.1 - 59.6 | 52.5 - 69.8 | 60.4 - 79.8 |
| buyer | 52.2 - 69.1 | 59.7 - 80.7 | 68.8 - 93.0 |
| category manager | 55.0 - 72.7 | 61.7 - 83.5 | 70.2 - 95.5 |
| category specialist | 46.6 - 61.3 | 52.0 - 69.8 | 58.7 - 79.6 |
| chemical engineer | 73.6 - 99.3 | 83.0 - 114.0 | 94.4 - 129.1 |
| chemical technician | 48.8 - 64.0 | 54.4 - 73.1 | 61.6 - 84.0 |
| chief inspector | 49.1 - 64.9 | 55.4 - 74.3 | 62.6 - 83.6 |
| civil engineer | 58.6 - 79.4 | 67.9 - 93.8 | 79.0 - 107.1 |
| civil engineering drafter | 47.8 - 60.1 | 53.8 - 68.8 | 61.0 - 78.4 |
| civil engineering technologist | 41.4 - 56.2 | 49.2 - 67.2 | 57.6 - 77.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil project engineer | 68.5 - 95.4 | 79.4 - 112.7 | 92.7 - 130.2 |
| civil project manager | 69.7 - 94.4 | 79.0 - 109.1 | 90.5 - 123.8 |
| commissioning and start up engineer | 55.2 - 74.2 | 63.6 - 87.2 | 73.8 - 97.0 |
| construction analyst | 49.9 - 65.7 | 55.8 - 74.8 | 62.8 - 84.4 |
| construction coordinator | 46.5 - 62.1 | 52.3 - 71.0 | 59.3 - 80.8 |
| construction director | 92.9 - 124.2 | 124.0 - 165.9 | 157.2 - 210.0 |
| construction manager | 67.3 - 89.0 | 74.1 - 100.1 | 82.9 - 113.1 |
| construction project manager | 60.8 - 84.9 | 71.0 - 101.0 | 83.1 - 116.4 |
| continuous improvement engineer | 68.0 - 90.3 | 76.2 - 103.0 | 86.3 - 115.8 |
| contracts administrator | 53.1 - 71.1 | 60.6 - 82.8 | 69.7 - 94.9 |
| contracts manager | 87.5 - 111.9 | 98.4 - 128.3 | 112.2 - 147.1 |
| contracts specialist | 53.7 - 71.0 | 61.3 - 82.7 | 70.5 - 94.3 |
| control technician | 44.1 - 58.3 | 50.5 - 67.8 | 57.9 - 77.3 |
| controls designer/engineer | 48.4 - 65.1 | 55.8 - 76.4 | 64.4 - 87.7 |
| cost control specialist | 43.9 - 57.2 | 49.3 - 65.4 | 56.0 - 74.4 |
| demand planner | 43.6 - 60.5 | 52.6 - 73.4 | 62.2 - 84.5 |
| director of operations | 114.1 - 154.9 | 152.2 - 206.2 | 194.8 - 263.7 |
| drafter | 48.4 - 60.6 | 54.1 - 69.0 | 61.1 - 78.5 |
| electrical designer/engineer | 68.0 - 90.8 | 77.0 - 105.2 | 88.5 - 120.6 |
| electrical engineer | 70.3 - 94.7 | 80.5 - 110.8 | 93.3 - 127.6 |
| electrical engineering technician | 51.0 - 65.8 | 58.4 - 76.6 | 67.0 - 87.6 |
| electrical inspector | 41.0 - 55.5 | 47.7 - 65.1 | 55.2 - 75.2 |
| electrical test engineer | 64.6 - 87.3 | 74.6 - 103.2 | 87.1 - 119.3 |
| engineering manager | 76.8 - 104.8 | 88.3 - 122.7 | 102.3 - 140.8 |
| environmental engineer | 57.0 - 76.3 | 65.2 - 89.6 | 75.5 - 103.3 |
| environmental inspector | 44.1 - 56.8 | 48.7 - 63.8 | 54.4 - 71.7 |
| estimation engineer | 64.3 - 87.0 | 74.3 - 102.7 | 86.6 - 118.7 |
| estimator | 54.6 - 71.9 | 60.9 - 81.9 | 68.8 - 93.1 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| facilities engineer | 58.9 - 79.6 | 68.1 - 94.1 | 79.3 - 108.4 |
| field service engineer | 47.0 - 62.7 | 53.6 - 73.1 | 61.9 - 85.1 |
| general inspector | 45.4 - 59.7 | 51.1 - 68.1 | 57.6 - 76.5 |
| geologist | 57.2 - 75.0 | 64.7 - 86.9 | 74.1 - 99.6 |
| health and safety manager | 58.8 - 77.2 | 65.5 - 87.8 | 73.9 - 99.3 |
| health and safety specialist | 54.6 - 70.8 | 63.0 - 83.0 | 72.7 - 95.1 |
| HVAC drafter | 46.9 - 60.6 | 52.9 - 69.3 | 59.8 - 77.9 |
| HVAC engineer | 51.0 - 68.3 | 58.4 - 79.9 | 67.4 - 91.5 |
| hydraulic engineer | 58.5 - 79.0 | 67.6 - 93.4 | 78.7 - 107.5 |
| industrial engineer | 64.1 - 84.5 | 71.4 - 96.2 | 80.6 - 108.4 |
| instrumentation and controls engineer | 62.4 - 83.1 | 70.6 - 96.3 | 80.9 - 109.6 |
| inventory control manager | 57.0 - 75.3 | 64.0 - 86.4 | 72.7 - 98.3 |
| logistics specialist | 43.0 - 56.2 | 49.2 - 65.0 | 56.2 - 74.3 |
| materials manager | 73.0 - 97.5 | 81.1 - 110.6 | 91.5 - 125.1 |
| mechanical designer | 46.4 - 61.6 | 53.6 - 72.1 | 61.5 - 81.7 |
| mechanical drafter | 45.8 - 59.8 | 51.7 - 69.4 | 59.5 - 81.5 |
| mechanical engineer | 65.8 - 88.3 | 75.1 - 102.9 | 86.6 - 117.9 |
| mechanical engineering technician | 45.8 - 60.4 | 52.3 - 70.2 | 59.9 - 79.4 |
| mining engineer | 63.6 - 85.2 | 71.2 - 97.6 | 80.8 - 110.5 |
| operations manager | 70.5 - 97.2 | 81.1 - 113.6 | 93.4 - 128.9 |
| pipeline designer | 54.9 - 72.0 | 61.3 - 82.4 | 69.5 - 93.8 |
| piping engineer | 56.7 - 74.9 | 63.6 - 86.0 | 72.3 - 98.2 |
| planner/scheduler | 35.4 - 45.3 | 40.2 - 52.1 | 45.7 - 58.8 |
| plant engineer | 66.6 - 89.5 | 77.7 - 106.5 | 91.2 - 122.6 |
| plant manager | 86.5 - 122.6 | 104.8 - 150.3 | 126.0 - 176.4 |
| process engineer | 55.6 - 74.6 | 63.8 - 87.6 | 73.8 - 100.2 |
| procurement director | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| procurement specialist | 46.8 - 61.4 | 52.1 - 69.9 | 58.9 - 79.7 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| production analyst | 41.3 - 55.7 | 47.7 - 65.5 | 55.5 - 75.9 |
| production engineer | 57.6 - 77.4 | 66.1 - 90.9 | 76.6 - 104.0 |
| program manager | 63.7 - 83.1 | 72.8 - 96.7 | 83.6 - 110.8 |
| project controller | 48.1 - 64.4 | 54.1 - 74.0 | 61.5 - 84.7 |
| project controls manager | 76.9 - 107.4 | 89.5 - 126.6 | 104.2 - 145.1 |
| project controls specialist | 55.5 - 72.8 | 62.6 - 83.7 | 71.1 - 94.8 |
| project coordinator | 79.2 - 102.9 | 86.4 - 114.5 | 95.8 - 128.2 |
| project director | 102.0 - 124.8 | 128.8 - 157.8 | 156.7 - 191.8 |
| project engineer | 81.5 - 105.9 | 88.8 - 117.8 | 98.5 - 132.1 |
| project manager | 68.5 - 96.1 | 80.3 - 114.3 | 94.1 - 131.2 |
| purchasing manager | 86.5 - 115.9 | 98.5 - 133.7 | 112.5 - 151.2 |
| QA/QC inspector | 48.7 - 65.1 | 56.6 - 76.6 | 65.5 - 88.6 |
| quality assurance manager | 72.3 - 95.4 | 80.3 - 108.1 | 90.5 - 121.7 |
| quality assurance/control technician | 55.8 - 73.7 | 63.7 - 85.9 | 73.2 - 98.0 |
| quality control engineer | 61.9 - 82.9 | 70.5 - 96.6 | 81.2 - 110.0 |
| quality inspector | 35.3 - 45.1 | 39.3 - 51.6 | 44.7 - 58.4 |
| safety inspector | 56.6 - 74.4 | 64.2 - 85.9 | 73.2 - 97.5 |
| site supervisor | 45.5 - 58.9 | 51.5 - 67.9 | 58.8 - 77.7 |
| sourcing specialist | 50.1 - 65.9 | 55.8 - 75.1 | 63.1 - 85.7 |
| stationary engineer | 48.4 - 62.2 | 53.3 - 69.7 | 59.3 - 77.8 |
| structural designer | 47.3 - 62.2 | 53.7 - 71.8 | 61.2 - 81.6 |
| structural engineer | 63.9 - 85.6 | 72.9 - 100.0 | 84.2 - 114.8 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 72.9 - 99.2 | 84.6 - 116.3 | 97.8 - 131.1 |
| systems control engineer | 57.4 - 76.8 | 65.7 - 89.9 | 75.9 - 102.9 |
| telecommunications technician | 47.8 - 62.6 | 54.1 - 72.4 | 61.8 - 83.1 |
| transmission line engineer | 68.8 - 88.2 | 74.8 - 97.9 | 82.7 - 109.0 |
| transportation manager | 73.8 - 99.1 | 84.1 - 114.7 | 96.4 - 130.7 |



finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 140.0 - 263.8 | 203.5 - 369.3 | 293.9 - 527.6 | |
| director - financial planning & analysis | 123.8 - 160.4 | 160.4 - 206.7 | 191.7 - 255.2 | |
| finance director | 115.2 - 152.9 | 150.7 - 201.3 | 186.3 - 248.7 | |
| vice president finance | 136.7 - 247.6 | 199.2 - 344.5 | 269.2 - 506.0 | |
| vice-president internal audit | 116.4 - 157.5 | 148.5 - 201.2 | 183.1 - 247.6 | |
| finance & accounting | 1 year | 3 years | 5 years | 10 years |
| accountant | 60.9 - 73.3 | 65.4 - 78.8 | 69.6 - 84.1 | 79.1 - 95.7 |
| accounting clerk | 45.2 - 50.6 | 46.3 - 52.8 | 48.5 - 53.8 | 50.6 - 59.2 |
| accounting manager | 86.1 - 104.4 | 91.1 - 111.9 | 97.7 - 119.9 | 112.5 - 137.7 |
| accounting specialist | 47.4 - 53.8 | 51.7 - 59.2 | 58.1 - 64.6 | 71.1 - 75.4 |
| accounting supervisor | 64.6 - 78.6 | 70.0 - 84.0 | 74.3 - 91.5 | 85.1 - 104.4 |
| accounting technician | 50.8 - 60.3 | 54.8 - 65.1 | 58.6 - 69.7 | 66.8 - 79.6 |
| accounts payable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 52.8 - 58.1 | 60.3 - 66.8 |
| accounts payable manager | 74.8 - 91.8 | 82.0 - 100.7 | 89.2 - 109.5 | 105.8 - 129.6 |
| accounts receivable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 52.8 - 58.1 | 60.3 - 66.8 |
| accounts receivable manager | 75.9 - 90.8 | 82.7 - 99.0 | 89.5 - 107.1 | 106.2 - 126.8 |
| analyst - financial planning & analysis | 75.4 - 91.5 | 86.1 - 102.3 | 96.9 - 113.1 | 107.7 - 129.2 |
| assistant controller | 86.1 - 124.1 | 104.8 - 135.0 | 113.2 - 145.6 | 132.5 - 170.7 |
| billing specialist | 46.3 - 51.7 | 49.5 - 56.0 | 53.8 - 57.9 | 50.6 - 59.2 |
| bookkeeper | 43.1 - 48.5 | 46.3 - 52.8 | 50.6 - 59.2 | 53.8 - 64.6 |
| business analyst | 66.2 - 79.9 | 71.7 - 86.7 | 77.1 - 93.3 | 89.3 - 108.3 |
| controller | 80.8 - 108.0 | 96.9 - 129.2 | 107.7 - 140.8 | 118.4 - 156.1 |
| cost accountant | 64.6 - 70.0 | 72.1 - 79.7 | 80.8 - 86.1 | 91.5 - 96.9 |
| credit & collection specialist | 38.6 - 49.2 | 44.3 - 56.8 | 50.5 - 63.8 | 70.0 - 91.5 |
| credit and collections accountant | 35.1 - 40.9 | 37.8 - 44.7 | 40.6 - 48.3 | 46.6 - 55.4 |
| credit and collections manager | 80.8 - 97.9 | 87.0 - 105.5 | 93.2 - 113.0 | 108.4 - 131.1 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| credit and collections supervisor | 51.4 - 62.7 | 55.6 - 67.8 | 59.7 - 72.8 | 69.1 - 84.4 |
| external auditor | 60.2 - 72.5 | 65.5 - 78.9 | 70.6 - 85.3 | 82.1 - 99.3 |
| financial analyst | 73.4 - 88.8 | 78.8 - 95.3 | 84.1 - 101.8 | 96.3 - 116.6 |
| financial reporting manager | 101.6 - 124.5 | 109.5 - 134.1 | 117.3 - 143.5 | 135.6 - 166.1 |
| internal audit manager | 94.6 - 117.5 | 102.1 - 126.7 | 109.4 - 135.7 | 126.1 - 156.3 |
| internal auditor | 58.6 - 70.5 | 64.8 - 78.1 | 70.7 - 85.4 | 83.3 - 100.8 |
| invoicing clerk | 36.5 - 42.4 | 39.8 - 46.7 | 42.9 - 50.4 | 48.1 - 56.4 |
| payroll clerk | 40.4 - 47.4 | 44.5 - 52.3 | 48.4 - 56.8 | 55.7 - 65.3 |
| payroll director | 77.1 - 106.2 | 99.0 - 135.9 | 127.1 - 174.3 | 191.7 - 220.5 |
| payroll manager | 76.5 - 93.9 | 83.0 - 102.0 | 89.4 - 109.8 | 103.4 - 126.7 |
| payroll specialist | 41.6 - 50.0 | 45.5 - 54.8 | 49.3 - 59.3 | 57.7 - 69.4 |
| payroll supervisor | 52.5 - 63.3 | 57.3 - 69.0 | 61.8 - 74.5 | 71.8 - 86.6 |
| tax analyst | 64.6 - 73.2 | 70.0 - 75.4 | 78.6 - 86.1 | 87.2 - 91.5 |
| tax manager | 89.3 - 111.0 | 96.2 - 119.5 | 103.1 - 127.9 | 119.3 - 147.8 |
| treasury analyst | 61.6 - 74.2 | 66.1 - 79.7 | 70.5 - 85.2 | 80.6 - 97.6 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 75.9 - 111.2 | 100.2 - 146.4 | 126.0 - 184.1 |
| diversity & inclusion director | 76.1 - 106.6 | 96.9 - 136.2 | 122.2 - 172.4 |
| health and safety director | 77.7 - 94.2 | 102.6 - 124.0 | 123.8 - 149.7 |
| human resources director | 84.2 - 118.7 | 109.0 - 153.3 | 136.6 - 192.2 |
| L&D director | 83.7 - 105.4 | 106.1 - 133.1 | 136.5 - 171.6 |
| talent acquisition director | 78.9 - 111.3 | 102.1 - 143.6 | 126.0 - 177.3 |
| total rewards director | 95.3 - 125.9 | 125.4 - 165.7 | 156.8 - 206.9 |
| vice president Human Resources / CHRO | 101.3 - 175.9 | 134.0 - 232.7 | 167.4 - 290.0 |
| human resources | | entry | mid |
| benefits administrator | 50.7 - 65.4 | 57.0 - 75.1 | 64.8 - 85.7 |
| compensation and benefits manager | 83.5 - 110.4 | 93.2 - 125.6 | 105.7 - 143.4 |
| compensation specialist | 45.1 - 60.2 | 52.3 - 71.0 | 60.7 - 81.6 |
| diversity & inclusion coordinator | 36.3 - 46.5 | 41.1 - 52.5 | 45.6 - 56.6 |
| health and safety advisor | 54.6 - 70.8 | 63.0 - 83.0 | 72.7 - 95.1 |
| health and safety manager | 66.8 - 87.8 | 75.2 - 100.9 | 85.7 - 114.6 |
| HRIS analyst | 54.5 - 72.2 | 62.6 - 84.8 | 72.3 - 97.3 |
| human resources business partner | 59.9 - 79.4 | 67.3 - 91.2 | 76.6 - 104.0 |
| human resources coordinator | 35.9 - 45.9 | 40.6 - 51.8 | 45.1 - 55.9 |
| human resources generalist | 55.0 - 70.3 | 59.8 - 78.3 | 66.5 - 89.1 |
| human resources manager | 75.3 - 102.6 | 87.6 - 121.2 | 102.4 - 139.7 |
| human resources supervisor | 58.8 - 76.9 | 64.9 - 87.2 | 73.2 - 100.2 |
| labour relations advisor | 58.5 - 78.7 | 67.1 - 92.3 | 77.8 - 106.1 |
| labour relations manager | 82.2 - 113.5 | 97.6 - 136.3 | 115.5 - 159.1 |
| recruitment coordinator | 35.7 - 46.7 | 41.0 - 54.1 | 46.9 - 61.0 |
| talent acquisition specialist | 54.1 - 71.2 | 60.3 - 81.2 | 68.2 - 92.3 |



industrial support

| | entry | mid | senior |
|------------------------------|--------------|-------------|-------------|
| assembler/fabricator | 15.4 - 18.0 | 16.0 - 21.0 | 18.0 - 24.0 |
| delivery/courier driver | 16.0 - 20.7 | 18.0 - 23.0 | 19.0 - 24.0 |
| electronic parts assembler | 16.0 - 20.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| forklift operator | 17.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| general labourer - light | 15.8 - 18.0 | 16.4 - 21.0 | 18.0 - 21.0 |
| industrial painter | 15.0 - 20.0 | 17.0 - 23.0 | 19.0 - 25.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 15.7 - 17.0 | 15.0 - 19.0 | 17.0 - 20.0 |
| machine operator | 19.0 - 22.0 | 20.0 - 25.0 | 22.0 - 29.0 |
| machine operator assistant | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| manufacturing worker | 15.0 - 17.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 16.0 - 22.0 | 19.0 - 25.0 | 21.0 - 28.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts clerk | 14.25 - 17.0 | 14.0 - 19.0 | 15.0 - 21.0 |
| parts manager | 21.0 - 27.0 | 23.0 - 31.0 | 26.0 - 35.0 |
| picker/packer | 15.0 - 18.0 | 16.0 - 20.0 | 17.0 - 22.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| print press operator | 16.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| production labourer | 15.8 - 18.0 | 17.0 - 22.0 | 19.0 - 23.0 |
| sandblasting operator | 17.8 - 20.0 | 18.4 - 23.0 | 20.0 - 26.0 |
| shipper/receiver | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|-------------|--------------|--------------|
| applications engineer | 65.5 - 87.9 | 76.1 - 104.1 | 88.8 - 118.9 |
| automation engineer | 66.0 - 76.1 | 74.0 - 90.0 | 84.0 - 110.0 |
| buyer | 66.0 - 81.1 | 75.6 - 86.0 | 84.9 - 93.0 |
| chemical engineer | 73.6 - 99.3 | 83.0 - 114.0 | 94.4 - 129.1 |
| chemical technician | 48.8 - 64.0 | 54.4 - 73.1 | 61.6 - 84.0 |
| cmm programmer | 43.9 - 57.7 | 50.0 - 66.9 | 57.3 - 76.0 |
| commissioning and start up engineer | 55.2 - 74.2 | 63.6 - 87.2 | 73.8 - 97.0 |
| continuous improvement engineer | 68.0 - 90.3 | 76.2 - 103.0 | 86.3 - 115.8 |
| controls designer/engineer | 52.0 - 65.1 | 60.0 - 76.4 | 70.0 - 87.7 |
| demand planner | 68.6 - 80.6 | 72.6 - 91.0 | 80.6 - 109.6 |
| electrical engineer | 70.3 - 94.7 | 80.5 - 110.8 | 93.3 - 127.6 |
| electrical engineering technician | 58.0 - 69.8 | 62.4 - 78.6 | 70.0 - 89.6 |
| electrical test engineer | 64.6 - 87.3 | 74.6 - 103.2 | 87.1 - 119.3 |
| estimation engineer | 64.3 - 87.0 | 74.3 - 102.7 | 86.6 - 118.7 |
| estimator | 54.6 - 71.9 | 60.9 - 81.9 | 68.8 - 93.1 |
| field service engineer | 47.0 - 62.7 | 53.6 - 73.1 | 61.9 - 85.1 |
| general inspector | 45.5 - 60.2 | 51.3 - 68.8 | 58.0 - 77.4 |
| health and safety specialist | 61.8 - 82.1 | 71.0 - 96.5 | 82.3 - 110.7 |
| HVAC engineer | 57.0 - 69.0 | 62.0 - 75.0 | 67.4 - 91.5 |
| industrial engineer | 67.0 - 84.5 | 71.4 - 96.2 | 80.6 - 108.4 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |
| logistics specialist | 59.2 - 67.1 | 61.0 - 78.7 | 66.6 - 95.3 |
| manufacturing engineer | 66.0 - 79.9 | 77.0 - 93.3 | 82.0 - 106.5 |
| mechanical designer | 62.0 - 72.0 | 70.0 - 80.0 | 78.0 - 90.0 |
| mechanical drafter | 50.0 - 62.0 | 58.0 - 69.4 | 64.0 - 81.5 |
| mechanical engineer | 65.8 - 88.3 | 75.1 - 102.9 | 86.6 - 117.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineering technician | 55.0 - 66.0 | 64.0 - 74.0 | 72.0 - 85.0 |
| planner/scheduler | 68.5 - 78.9 | 73.0 - 93.0 | 80.0 - 115.0 |
| process engineer | 55.6 - 74.6 | 63.8 - 87.6 | 73.8 - 100.2 |
| production planner | 68.6 - 80.6 | 69.9 - 90.8 | 77.7 - 93.1 |
| project engineer | 81.5 - 105.9 | 88.8 - 117.8 | 98.5 - 132.1 |
| project manager | 68.5 - 96.1 | 80.3 - 114.3 | 94.1 - 131.2 |
| QA/QC inspector | 51.0 - 62.0 | 60.0 - 68.0 | 64.0 - 75.0 |
| quality assurance manager | 90.0 - 120.0 | 96.0 - 126.0 | 112.0 - 155.0 |
| quality assurance/control technician | 55.8 - 73.7 | 63.7 - 85.9 | 73.2 - 98.0 |
| quality control engineer | 61.9 - 82.9 | 70.5 - 96.6 | 81.2 - 110.0 |
| quality control technician | 48.0 - 59.0 | 55.0 - 69.0 | 66.0 - 77.0 |
| quality director | 81.3 - 111.8 | 104.4 - 143.1 | 127.7 - 175.2 |
| quality inspector | 52.0 - 63.0 | 56.0 - 68.0 | 65.0 - 77.0 |
| safety inspector | 56.6 - 74.4 | 64.2 - 85.9 | 73.2 - 97.5 |
| SCADA engineer | 57.8 - 77.7 | 66.3 - 91.1 | 76.7 - 104.4 |
| stationary engineer | 48.4 - 62.2 | 53.3 - 69.7 | 59.3 - 77.8 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 114.1 - 154.9 | 152.2 - 206.2 | 194.8 - 263.7 |
| engineering manager | 76.8 - 104.8 | 88.3 - 122.7 | 102.3 - 140.8 |
| head of workshop and assembly | 142.0 - 202.2 | 206.0 - 292.4 | 262.6 - 372.3 |
| health and safety manager | 54.6 - 70.8 | 63.0 - 83.0 | 72.7 - 95.1 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 56.6 - 73.4 | 63.0 - 83.6 | 71.2 - 95.4 |
| maintenance manager | 88.0 - 98.0 | 96.0 - 120.0 | 118.0 - 145.0 |
| maintenance supervisor | 55.3 - 73.1 | 63.2 - 85.2 | 72.8 - 98.2 |
| manufacturing director | 99.0 - 121.2 | 130.1 - 159.4 | 161.9 - 198.1 |
| materials manager | 73.0 - 97.5 | 81.1 - 110.6 | 91.5 - 125.1 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| operations manager | 75.0 - 97.2 | 81.1 - 113.6 | 93.4 - 128.9 |
| parts manager | 42.8 - 55.9 | 48.1 - 63.8 | 54.5 - 72.6 |
| plant manager | 86.5 - 122.6 | 104.8 - 150.3 | 126.0 - 176.4 |
| procurement director | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| production manager | 82.0 - 105.6 | 92.0 - 121.1 | 105.0 - 138.0 |
| production supervisor | 60.0 - 72.0 | 70.0 - 82.0 | 78.0 - 95.0 |
| program manager | 72.0 - 93.0 | 83.0 - 110.0 | 95.0 - 125.0 |
| project director | 102.0 - 124.8 | 128.8 - 157.8 | 156.7 - 191.8 |
| purchasing manager | 86.5 - 115.9 | 98.5 - 133.7 | 112.5 - 151.2 |
| site supervisor | 69.7 - 92.3 | 76.7 - 103.8 | 85.9 - 117.2 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 73.8 - 99.1 | 84.1 - 114.7 | 96.4 - 130.7 |
| warehouse manager | 81.0 - 93.0 | 91.7 - 105.0 | 101.0 - 135.0 |
| warehouse supervisor | 57.0 - 72.0 | 67.0 - 80.0 | 78.0 - 98.0 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 61.1 - 80.9 | 68.9 - 93.5 | 78.8 - 107.2 |
| digital marketing specialist | 43.0 - 57.4 | 50.0 - 67.9 | 58.4 - 78.0 |
| e-commerce director | 105.2 - 131.8 | 134.3 - 168.6 | 171.6 - 215.0 |
| e-commerce marketing manager | 70.7 - 93.4 | 79.3 - 107.2 | 90.3 - 122.7 |
| marketing content manager | 52.6 - 69.3 | 59.1 - 79.6 | 67.2 - 91.0 |
| social media manager | 52.3 - 73.0 | 63.5 - 89.2 | 75.7 - 104.9 |
| web marketing analyst | 46.9 - 61.1 | 53.0 - 70.5 | 60.4 - 80.0 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 90.6 - 140.3 | 123.6 - 192.4 | 161.0 - 249.8 |
| marketing vice-president | 114.2 - 179.5 | 163.2 - 256.0 | 212.9 - 333.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 76.7 - 99.7 | 85.5 - 113.2 | 96.3 - 127.4 |
| brand or product manager assistant | 57.2 - 77.9 | 67.1 - 92.7 | 78.3 - 106.5 |
| communications manager | 63.1 - 83.2 | 70.7 - 95.3 | 80.2 - 107.8 |
| communications specialist | 48.7 - 67.1 | 58.3 - 81.2 | 68.9 - 93.3 |
| marketing coordinator | 50.0 - 66.3 | 56.6 - 76.7 | 64.8 - 87.8 |
| marketing director | 88.8 - 121.1 | 104.1 - 144.0 | 121.7 - 165.4 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 38.7 - 51.9 | 44.5 - 60.5 | 51.3 - 69.0 |
| marketing specialist | 42.4 - 56.8 | 48.7 - 66.3 | 56.1 - 75.4 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 44.9 - 56.4 | 48.8 - 62.4 | 54.0 - 70.1 |
| account manager - software | 50.3 - 62.8 | 54.3 - 69.2 | 59.7 - 77.5 |
| business development manager | 86.6 - 116.2 | 97.3 - 133.3 | 111.2 - 154.5 |
| district sales manager | 70.6 - 92.5 | 81.0 - 108.2 | 93.7 - 124.4 |
| key accounts manager - consumer goods | 63.5 - 81.9 | 71.5 - 94.3 | 81.6 - 108.3 |
| merchandiser - consumer goods | 53.9 - 71.2 | 60.6 - 81.8 | 69.0 - 93.6 |
| sales manager/ director | 54.6 - 73.6 | 62.1 - 85.4 | 71.1 - 96.7 |
| sales representative, account manager - consumer goods | 44.3 - 56.2 | 48.9 - 62.9 | 54.5 - 70.3 |
| sales representative, account manager - professional services | 41.7 - 52.2 | 45.0 - 57.5 | 49.6 - 64.5 |
| sales representative, account manager - telecommunications | 48.6 - 61.0 | 52.8 - 67.5 | 58.2 - 75.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 109.9 - 159.9 | 149.5 - 216.5 | 188.5 - 272.1 |
| sales vice-president | 127.8 - 186.4 | 175.7 - 255.6 | 229.5 - 333.5 |
| vice-president marketing & sales | 110.1 - 201.3 | 153.2 - 279.5 | 198.8 - 362.1 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 47.4 - 59.5 | 51.5 - 65.7 | 56.6 - 73.2 |
| internal sales representative - manufacturing | 45.8 - 57.4 | 49.8 - 63.6 | 55.1 - 71.5 |
| sales engineer - distribution | 64.5 - 84.6 | 70.7 - 94.6 | 78.6 - 105.7 |
| sales engineer - manufacturing | 52.2 - 69.7 | 59.0 - 80.1 | 66.9 - 90.0 |
| sales representative, account manager - industrial equipment | 44.8 - 55.9 | 48.3 - 61.5 | 53.1 - 68.9 |
| sales representative, account manager - industrial service | 47.7 - 59.8 | 51.8 - 66.0 | 56.9 - 73.4 |
| sales representative, account manager - machinery | 47.3 - 59.1 | 51.1 - 65.0 | 56.1 - 72.6 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 45.8 - 66.4 | 50.5 - 74.5 | 56.2 - 83.2 |
| sales representative, account manager - retail network | 46.7 - 58.2 | 50.3 - 64.1 | 55.4 - 72.5 |
| technical sales representative - manufacturing | 43.5 - 56.1 | 49.1 - 64.3 | 55.6 - 72.4 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 63.2 - 82.7 | 71.0 - 95.1 | 95.0 - 115.0 |
| application support analyst | 54.6 - 72.6 | 62.9 - 84.6 | 72.0 - 96.1 |
| automation tester | 42.8 - 57.6 | 50.2 - 68.5 | 65.0 - 90.0 |
| C++/ embedded software engineer | 63.0 - 82.6 | 70.8 - 94.9 | 80.6 - 107.9 |
| devops - development | 58.6 - 79.7 | 68.3 - 95.0 | 90.0 - 120.0 |
| ERP developer | 63.0 - 82.4 | 70.7 - 94.7 | 85.0 - 115.0 |
| front-end developer | 58.6 - 77.9 | 67.3 - 91.4 | 78.0 - 108.0 |
| full stack developer | 67.6 - 90.2 | 77.9 - 105.9 | 90.2 - 130.0 |
| java developer | 61.7 - 80.8 | 69.3 - 92.8 | 78.9 - 105.3 |
| machine learning developer | 69.2 - 105.2 | 94.5 - 133.6 | 114.2 - 138.2 |
| mobile application developer (iOS/android) | 56.3 - 87.8 | 79.6 - 113.8 | 97.2 - 117.7 |
| quality assurance manager | 73.7 - 99.2 | 84.3 - 115.4 | 97.1 - 131.3 |
| RPA developer | 46.1 - 61.0 | 53.0 - 71.3 | 60.9 - 80.8 |
| SQL database developer | 65.0 - 80.0 | 75.0 - 95.0 | 90.0 - 115.0 |
| technical lead | 97.6 - 133.4 | 112.6 - 156.4 | 130.0 - 177.9 |
| UI/UX designer | 59.2 - 77.1 | 66.1 - 88.1 | 74.8 - 99.2 |
| architecture | | | |
| application architect | 91.9 - 124.1 | 104.1 - 143.5 | 119.4 - 165.4 |
| architect (enterprise) | 84.9 - 116.3 | 97.9 - 136.3 | 113.5 - 157.9 |
| architect (solutions/technical) | 74.6 - 94.5 | 84.2 - 108.6 | 95.9 - 122.7 |
| cloud architect | 80.6 - 102.7 | 91.7 - 118.7 | 104.9 - 134.1 |



data & analytics

| | | | |
|---------------------------------|--------------|--------------|---------------|
| BI data architect | 81.3 - 110.7 | 91.5 - 126.9 | 104.1 - 144.1 |
| big data engineer | 72.3 - 96.2 | 81.3 - 110.4 | 92.7 - 125.9 |
| business intelligence developer | 60.1 - 78.8 | 67.7 - 90.6 | 76.9 - 102.2 |
| data analyst | 59.5 - 80.4 | 68.8 - 95.1 | 80.1 - 109.0 |
| data architect | 66.0 - 88.1 | 76.3 - 103.9 | 88.9 - 119.5 |
| data engineer | 61.9 - 83.9 | 71.7 - 99.2 | 83.6 - 113.6 |
| data scientist | 68.6 - 93.3 | 79.9 - 110.6 | 93.4 - 126.6 |
| database administrator | 64.0 - 88.4 | 76.1 - 106.9 | 90.3 - 123.9 |

leadership/business technology

| | | | |
|------------------|--------------|---------------|---------------|
| business analyst | 61.5 - 80.5 | 69.1 - 92.6 | 80.0 - 110.0 |
| IT director | 94.6 - 128.1 | 121.3 - 164.3 | 153.3 - 207.4 |
| IT manager | 83.2 - 112.1 | 95.5 - 131.0 | 110.6 - 151.4 |

networking/infrastructure

| | | | |
|---------------------------------|--------------|--------------|---------------|
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |
| cloud engineer | 68.6 - 92.9 | 80.5 - 110.5 | 94.3 - 126.0 |
| devops - infrastructure | 69.5 - 97.8 | 81.6 - 116.3 | 95.5 - 132.1 |
| help desk analyst | 44.8 - 58.7 | 50.8 - 67.7 | 57.9 - 77.2 |
| information security engineer | 64.9 - 88.0 | 75.2 - 104.1 | 87.7 - 119.5 |
| information security manager | 85.6 - 114.5 | 97.2 - 132.3 | 111.5 - 151.6 |
| information security specialist | 51.6 - 68.2 | 59.1 - 79.9 | 68.2 - 91.4 |
| information systems analyst | 55.7 - 72.5 | 62.3 - 83.2 | 70.8 - 94.7 |
| linux/unix administrator | 70.1 - 92.5 | 79.4 - 107.0 | 91.1 - 122.4 |
| network administrator | 54.7 - 73.8 | 63.2 - 87.3 | 73.6 - 100.6 |
| network engineer | 62.2 - 84.1 | 71.8 - 99.5 | 83.9 - 115.0 |
| systems administrator | 62.5 - 83.1 | 71.8 - 97.6 | 83.2 - 112.3 |
| tech support | 57.0 - 74.9 | 64.6 - 86.7 | 73.8 - 99.1 |

project management

| | | | |
|------------------------------------|--------------|---------------|---------------|
| business systems analyst | 60.9 - 81.1 | 70.1 - 95.5 | 81.5 - 110.2 |
| ERP project manager | 84.4 - 114.5 | 92.6 - 128.0 | 103.3 - 144.3 |
| organizational development manager | 59.1 - 80.8 | 69.3 - 97.4 | 82.4 - 115.0 |
| product owner | 69.7 - 93.2 | 80.5 - 109.4 | 93.1 - 124.3 |
| product owner/manager | 71.4 - 100.0 | 83.6 - 118.9 | 98.0 - 137.1 |
| program manager | 90.0 - 110.0 | 100.0 - 120.0 | 110.0 - 150.0 |
| project coordinator | 58.4 - 73.0 | 65.0 - 83.1 | 73.3 - 94.3 |
| project manager (infrastructure) | 86.5 - 119.1 | 98.8 - 138.5 | 114.0 - 160.0 |
| project manager (software) | 85.7 - 115.4 | 96.6 - 132.3 | 110.0 - 151.0 |
| scrum master | 65.0 - 85.7 | 73.7 - 99.4 | 84.5 - 114.1 |
| technical writer | 53.3 - 69.8 | 62.3 - 83.0 | 72.7 - 94.8 |



lanaudière

engineering

energy & oil

| | | | |
|-------------------------------------|--------------|---------------|---------------|
| architectural technologist | 47.0 - 61.3 | 54.8 - 73.0 | 64.4 - 86.5 |
| applications engineer | 66.7 - 89.3 | 77.4 - 105.3 | 90.1 - 120.1 |
| architect | 56.2 - 74.3 | 63.2 - 85.5 | 72.0 - 97.7 |
| automation engineer | 57.9 - 77.1 | 65.9 - 89.6 | 75.6 - 102.4 |
| automation specialist | 45.5 - 60.0 | 52.9 - 70.3 | 60.9 - 80.3 |
| buyer | 52.6 - 69.4 | 60.0 - 80.9 | 69.1 - 93.2 |
| category manager | 55.3 - 73.0 | 62.0 - 83.7 | 70.5 - 95.6 |
| category specialist | 47.0 - 61.6 | 52.3 - 70.0 | 59.0 - 79.8 |
| chemical engineer | 74.6 - 100.1 | 83.9 - 114.6 | 95.3 - 129.7 |
| chemical technician | 49.2 - 64.5 | 54.8 - 73.5 | 62.0 - 84.5 |
| chief inspector | 49.5 - 65.6 | 55.9 - 75.1 | 63.2 - 84.5 |
| civil engineer | 59.5 - 80.3 | 69.0 - 94.7 | 79.9 - 107.8 |
| civil engineering drafter | 48.3 - 60.6 | 54.2 - 69.3 | 61.4 - 78.9 |
| civil engineering technologist | 41.8 - 56.7 | 49.6 - 67.7 | 58.1 - 77.5 |
| civil project engineer | 68.7 - 95.5 | 79.6 - 112.8 | 92.9 - 130.2 |
| civil project manager | 70.7 - 95.2 | 80.0 - 109.9 | 91.4 - 124.5 |
| commissioning and start up engineer | 55.2 - 74.3 | 63.7 - 87.5 | 74.0 - 97.2 |
| construction analyst | 50.4 - 66.1 | 56.2 - 75.2 | 63.3 - 84.9 |
| construction coordinator | 46.3 - 62.0 | 52.2 - 71.1 | 59.2 - 81.0 |
| construction director | 93.6 - 124.8 | 124.7 - 166.3 | 157.7 - 210.3 |
| construction manager | 68.0 - 89.7 | 74.7 - 100.8 | 83.5 - 113.7 |
| construction project manager | 61.4 - 85.6 | 71.7 - 101.6 | 83.8 - 117.0 |



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|-----------------------------------|---------------|---------------|---------------|
| continuous improvement engineer | 69.1 - 91.2 | 77.3 - 103.9 | 87.3 - 116.7 |
| contracts administrator | 53.5 - 71.3 | 60.9 - 83.0 | 69.9 - 95.0 |
| contracts manager | 88.5 - 112.8 | 99.4 - 129.2 | 113.1 - 147.8 |
| contracts specialist | 54.0 - 71.3 | 61.6 - 82.9 | 70.7 - 94.5 |
| control technician | 44.5 - 58.8 | 51.0 - 68.2 | 58.4 - 77.8 |
| controls designer/engineer | 48.8 - 65.5 | 56.2 - 76.8 | 64.9 - 88.2 |
| cost control specialist | 44.6 - 58.2 | 50.1 - 66.5 | 56.9 - 75.5 |
| demand planner | 44.3 - 61.5 | 53.5 - 74.5 | 63.3 - 85.5 |
| director of operations | 114.6 - 155.2 | 152.5 - 206.4 | 195.1 - 263.7 |
| drafter | 48.9 - 61.0 | 54.5 - 69.4 | 61.5 - 78.9 |
| electrical designer/engineer | 69.0 - 91.7 | 78.1 - 106.0 | 89.4 - 121.3 |
| electrical engineer | 71.3 - 95.5 | 81.5 - 111.5 | 94.2 - 128.2 |
| electrical engineering technician | 51.5 - 66.2 | 58.8 - 77.0 | 67.4 - 88.0 |
| electrical inspector | 41.3 - 56.0 | 48.1 - 65.8 | 55.7 - 76.0 |
| electrical test engineer | 65.6 - 88.3 | 75.6 - 104.0 | 88.0 - 120.0 |
| engineering manager | 77.5 - 105.5 | 88.9 - 123.3 | 102.9 - 141.4 |
| environmental engineer | 57.9 - 77.3 | 66.2 - 90.5 | 76.5 - 104.1 |
| environmental inspector | 44.4 - 57.2 | 49.0 - 64.3 | 54.8 - 72.3 |
| estimation engineer | 65.3 - 87.9 | 75.3 - 103.5 | 87.6 - 119.4 |
| estimator | 54.9 - 72.1 | 61.2 - 82.1 | 69.0 - 93.3 |
| facilities engineer | 59.9 - 80.6 | 69.1 - 95.0 | 80.3 - 109.1 |
| field service engineer | 47.4 - 63.2 | 54.1 - 73.6 | 62.3 - 85.5 |
| general inspector | 45.7 - 60.3 | 51.5 - 68.8 | 58.1 - 77.3 |
| geologist | 57.7 - 75.7 | 65.2 - 87.6 | 74.8 - 100.3 |
| geophysicist | 64.8 - 89.5 | 77.3 - 108.7 | 92.3 - 126.3 |
| health and safety manager | 59.2 - 77.7 | 66.0 - 88.4 | 74.4 - 99.9 |
| health and safety specialist | 55.0 - 71.3 | 63.4 - 83.6 | 73.2 - 95.7 |
| HVAC drafter | 47.4 - 61.2 | 53.4 - 70.0 | 60.4 - 78.7 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| HVAC engineer | 51.8 - 69.3 | 59.4 - 80.9 | 68.4 - 92.3 |
| hydraulic engineer | 59.4 - 80.0 | 68.6 - 94.2 | 79.7 - 108.2 |
| industrial engineer | 65.0 - 85.4 | 72.4 - 97.1 | 81.6 - 109.1 |
| instrumentation and controls engineer | 63.3 - 84.1 | 71.6 - 97.1 | 81.9 - 110.4 |
| inventory control manager | 57.8 - 76.2 | 64.9 - 87.2 | 73.5 - 99.0 |
| logistics specialist | 43.4 - 56.5 | 49.5 - 65.3 | 56.5 - 74.5 |
| materials manager | 74.1 - 98.5 | 82.2 - 111.5 | 92.5 - 125.9 |
| mechanical designer | 47.1 - 62.6 | 54.4 - 73.1 | 62.5 - 82.7 |
| mechanical drafter | 46.2 - 60.3 | 52.1 - 69.8 | 60.0 - 82.0 |
| mechanical engineer | 66.8 - 89.2 | 76.1 - 103.7 | 87.5 - 118.5 |
| mechanical engineering technician | 46.2 - 60.9 | 52.8 - 70.6 | 60.4 - 79.8 |
| mining engineer | 64.5 - 86.1 | 72.2 - 98.4 | 81.8 - 111.2 |
| operations manager | 71.0 - 97.8 | 81.6 - 114.2 | 93.9 - 129.4 |
| pipeline designer | 55.2 - 72.3 | 61.7 - 82.8 | 69.9 - 94.1 |
| piping engineer | 57.6 - 75.9 | 64.5 - 86.9 | 73.3 - 99.0 |
| planner/scheduler | 35.8 - 45.9 | 40.7 - 52.8 | 46.3 - 59.6 |
| plant engineer | 67.3 - 90.2 | 78.4 - 107.2 | 91.9 - 123.3 |
| plant manager | 87.5 - 123.4 | 105.7 - 151.0 | 126.8 - 177.0 |
| process engineer | 56.4 - 75.6 | 64.7 - 88.5 | 74.8 - 101.0 |
| procurement director | 92.2 - 122.9 | 124.2 - 165.7 | 152.3 - 203.2 |
| procurement specialist | 47.0 - 61.7 | 52.3 - 70.1 | 59.1 - 80.0 |
| production analyst | 41.8 - 56.1 | 48.1 - 65.8 | 55.9 - 76.2 |
| production engineer | 58.5 - 78.4 | 67.1 - 91.8 | 77.6 - 104.8 |
| program manager | 64.2 - 83.6 | 73.3 - 97.2 | 84.2 - 111.3 |
| project controller | 48.4 - 64.7 | 54.4 - 74.3 | 61.8 - 84.9 |
| project controls manager | 77.1 - 107.5 | 89.7 - 126.7 | 104.4 - 145.0 |
| project controls specialist | 55.9 - 73.1 | 62.9 - 83.8 | 71.3 - 95.0 |
| project coordinator | 79.9 - 103.6 | 87.1 - 115.2 | 96.5 - 128.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| project director | 102.1 - 124.9 | 128.8 - 157.7 | 156.6 - 191.6 |
| project engineer | 82.4 - 106.7 | 89.7 - 118.4 | 99.3 - 132.7 |
| project manager | 68.7 - 96.2 | 80.5 - 114.4 | 94.2 - 131.2 |
| purchasing manager | 87.5 - 116.8 | 99.4 - 134.6 | 113.4 - 151.9 |
| QA/QC inspector | 49.2 - 65.5 | 57.0 - 77.1 | 65.9 - 89.0 |
| quality assurance manager | 73.4 - 96.3 | 81.4 - 108.9 | 91.5 - 122.6 |
| quality assurance/control technician | 56.9 - 75.0 | 64.9 - 87.2 | 74.4 - 99.2 |
| quality control engineer | 62.8 - 83.8 | 71.6 - 97.4 | 82.2 - 110.8 |
| quality inspector | 35.9 - 46.0 | 40.2 - 52.6 | 45.6 - 59.5 |
| safety inspector | 56.9 - 74.9 | 64.6 - 86.5 | 73.7 - 98.1 |
| site supervisor | 45.3 - 58.8 | 51.4 - 67.9 | 58.8 - 77.8 |
| sourcing specialist | 50.5 - 66.2 | 56.2 - 75.3 | 63.4 - 85.8 |
| stationary engineer | 48.8 - 62.9 | 53.8 - 70.6 | 59.9 - 78.7 |
| structural designer | 47.8 - 62.6 | 54.2 - 72.2 | 61.7 - 82.1 |
| structural engineer | 64.8 - 86.6 | 73.9 - 100.8 | 85.1 - 115.5 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 74.0 - 100.1 | 85.6 - 117.2 | 98.8 - 131.9 |
| systems control engineer | 58.3 - 77.8 | 66.7 - 90.8 | 76.9 - 103.6 |
| telecommunications technician | 48.6 - 63.8 | 55.1 - 73.7 | 63.0 - 84.4 |
| transmission line engineer | 69.9 - 89.1 | 75.9 - 98.7 | 83.6 - 109.7 |
| transportation manager | 74.9 - 100.0 | 85.1 - 115.5 | 97.3 - 131.6 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 146.8 - 172.0 | 162.2 - 226.3 | 293.4 - 531.8 |
| director - financial planning & analysis | 120.4 - 160.5 | 155.7 - 207.8 | 192.1 - 256.1 |
| finance director | 127.3 - 155.4 | 152.8 - 204.0 | 188.3 - 251.0 |



| | | | |
|---|---------------|----------------|----------------|
| vice president finance | 143.6 - 170.0 | 158.6 - 226.6 | 195.4 - 247.1 |
| vice-president internal audit | 117.3 - 158.3 | 149.4 - 201.9 | 183.8 - 248.1 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 62.0 - 71.1 | 66.8 - 77.5 | 74.3 - 85.3 |
| accounting clerk | 42.0 - 46.7 | 47.4 - 53.1 | 51.7 - 59.3 |
| accounting manager | 90.9 - 104.6 | 92.2 - 112.8 | 105.3 - 120.8 |
| accounting supervisor | 63.8 - 77.7 | 68.7 - 83.8 | 73.5 - 89.6 |
| accounting technician | 51.6 - 61.4 | 55.7 - 62.4 | 57.1 - 67.8 |
| accounts payable clerk | 42.0 - 46.1 | 45.2 - 51.1 | 53.8 - 58.1 |
| accounts payable manager | 65.1 - 71.1 | 68.9 - 77.5 | 77.5 - 85.6 |
| accounts receivable clerk | 42.1 - 46.8 | 44.3 - 52.0 | 53.1 - 61.4 |
| accounts receivable manager | 65.2 - 71.6 | 69.0 - 78.0 | 77.5 - 85.1 |
| analyst - financial planning & analysis | 80.0 - 88.5 | 86.0 - 101.2 | 90.9 - 118.4 |
| assistant controller | 53.8 - 64.6 | 64.0 - 74.7 | 73.2 - 85.1 |
| bookkeeper | 45.2 - 51.1 | 50.4 - 54.9 | 54.4 - 57.1 |
| controller | 106.9 - 133.1 | 121.2 - 149.2 | 134.7 - 165.6 |
| cost accountant | 65.2 - 72.4 | 72.4 - 84.4 | 79.3 - 93.3 |
| credit & collection specialist | 44.1 - 49.3 | 47.4 - 57.0 | 53.8 - 61.4 |
| credit and collections manager | 65.4 - 71.4 | 68.7 - 77.5 | 78.1 - 87.2 |
| credit and collections supervisor | 57.9 - 66.8 | 62.0 - 72.1 | 68.9 - 80.8 |
| external auditor | 65.6 - 73.7 | 67.7 - 80.1 | 71.8 - 86.4 |
| financial analyst | 74.6 - 89.9 | 80.0 - 96.4 | 85.3 - 102.8 |
| invoicing clerk | 43.1 - 47.5 | 45.4 - 53.2 | 51.6 - 58.2 |
| payroll clerk | 42.5 - 47.6 | 44.7 - 52.5 | 48.6 - 57.0 |
| payroll manager | 77.6 - 94.9 | 84.2 - 103.0 | 90.5 - 107.7 |
| payroll specialist | 51.7 - 56.0 | 56.0 - 63.5 | 61.4 - 71.1 |
| payroll supervisor | 70.0 - 76.4 | 75.4 - 89.4 | 86.1 - 95.8 |



healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 76.9 - 112.1 | 101.1 - 147.1 | 126.8 - 184.7 |
| diversity & inclusion director | 76.7 - 107.2 | 97.4 - 136.7 | 122.8 - 172.6 |
| health and safety director | 78.8 - 95.2 | 103.5 - 124.8 | 124.6 - 150.4 |
| human resources director | 85.3 - 119.6 | 109.9 - 154.0 | 137.4 - 192.8 |
| L&D director | 84.8 - 106.3 | 107.0 - 133.9 | 137.3 - 172.3 |
| talent acquisition director | 79.9 - 112.1 | 103.0 - 144.3 | 126.8 - 177.9 |
| total rewards director | 96.3 - 126.8 | 126.3 - 166.4 | 157.5 - 207.4 |
| vice president Human Resources / CHRO | 102.2 - 176.5 | 134.8 - 233.2 | 168.1 - 290.4 |
| human resources | entry | mid | senior |
| benefits administrator | 51.1 - 65.7 | 57.3 - 75.3 | 65.0 - 85.8 |
| compensation and benefits manager | 84.5 - 111.2 | 94.1 - 126.5 | 106.5 - 144.2 |
| compensation specialist | 45.4 - 60.5 | 52.6 - 71.2 | 61.0 - 81.8 |
| diversity & inclusion coordinator | 36.5 - 46.8 | 41.5 - 52.9 | 46.0 - 56.9 |
| health and safety advisor | 55.0 - 71.3 | 63.4 - 83.6 | 73.2 - 95.7 |
| health and safety manager | 67.9 - 88.8 | 76.3 - 101.8 | 86.7 - 115.5 |
| HRIS analyst | 55.5 - 73.5 | 63.7 - 86.1 | 73.6 - 98.6 |
| human resources business partner | 60.2 - 79.6 | 67.6 - 91.4 | 76.8 - 104.1 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| human resources coordinator | 36.3 - 46.5 | 41.2 - 52.5 | 45.7 - 56.7 |
| human resources generalist | 55.3 - 70.5 | 60.1 - 78.5 | 66.7 - 89.2 |
| human resources manager | 76.4 - 103.5 | 88.6 - 122.0 | 103.3 - 140.5 |
| human resources supervisor | 59.1 - 77.1 | 65.2 - 87.3 | 73.4 - 100.4 |
| human resources technician | 44.3 - 58.2 | 49.5 - 66.3 | 56.0 - 75.9 |
| labour relations advisor | 58.8 - 78.9 | 67.4 - 92.5 | 78.0 - 106.2 |
| labour relations manager | 83.2 - 114.4 | 98.6 - 137.1 | 116.3 - 159.8 |
| learning and development specialist | 48.1 - 63.2 | 54.7 - 73.3 | 62.8 - 83.5 |
| recruitment coordinator | 36.1 - 47.3 | 41.6 - 54.8 | 47.5 - 61.8 |
| talent acquisition specialist | 54.4 - 71.5 | 60.6 - 81.4 | 68.4 - 92.5 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 20.4 | 19.2 - 23.2 | 21.5 - 26.0 |
| delivery/courier driver | 17.6 - 22.4 | 19.7 - 25.4 | 22.1 - 28.4 |
| electronic parts assembler | 17.8 - 22.6 | 19.8 - 25.6 | 21.8 - 28.6 |
| forklift operator | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| general labourer - heavy | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| general labourer - light | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| industrial painter | 18.7 - 22.2 | 19.6 - 25.2 | 22.0 - 28.3 |
| inventory control clerk | 18.0 - 21.7 | 20.0 - 24.7 | 22.0 - 27.8 |
| machine operator | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 30.0 |
| machine operator assistant | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 27.0 |
| manufacturing worker | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| material handler | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| moulding machine operator | 21.2 - 25.2 | 23.5 - 28.2 | 26.2 - 29.6 |
| packaging labourer | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| picker/packer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| polisher/deburrer | 18.1 - 22.3 | 20.3 - 25.3 | 22.7 - 28.3 |
| production labourer | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| sandblasting operator | 19.5 - 21.9 | 20.5 - 24.5 | 21.3 - 27.6 |
| shipping and receiving clerk | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| warehouse labourer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|--------------|
| applications engineer | 66.7 - 89.3 | 77.4 - 105.3 | 90.1 - 120.1 |
| automation engineer | 65.0 - 78.0 | 75.0 - 89.6 | 85.0 - 102.4 |
| buyer | 68.5 - 80.9 | 73.1 - 96.1 | 83.0 - 119.0 |
| chemical engineer | 74.6 - 100.1 | 83.9 - 114.6 | 95.3 - 129.7 |
| chemical technician | 49.2 - 64.5 | 54.8 - 73.5 | 62.0 - 84.5 |
| cmm programmer | 44.6 - 58.8 | 50.9 - 68.2 | 58.3 - 77.3 |
| commissioning and start up engineer | 55.2 - 74.3 | 63.7 - 87.5 | 74.0 - 97.2 |
| continuous improvement engineer | 69.1 - 91.2 | 77.3 - 103.9 | 87.3 - 116.7 |
| controls designer/engineer | 52.0 - 65.5 | 60.0 - 76.8 | 70.0 - 88.2 |
| demand planner | 70.0 - 81.0 | 73.0 - 92.0 | 82.0 - 111.0 |
| electrical engineer | 71.3 - 95.5 | 81.5 - 111.5 | 94.2 - 128.2 |
| electrical engineering technician | 60.0 - 72.0 | 70.0 - 82.0 | 80.0 - 92.0 |
| electrical test engineer | 65.6 - 88.3 | 75.6 - 104.0 | 88.0 - 120.0 |
| estimation engineer | 65.3 - 87.9 | 75.3 - 103.5 | 87.6 - 119.4 |
| estimator | 54.9 - 72.1 | 61.2 - 82.1 | 69.0 - 93.3 |
| field service engineer | 52.0 - 65.0 | 63.0 - 78.0 | 75.0 - 90.0 |
| general inspector | 45.8 - 60.8 | 51.7 - 69.5 | 58.5 - 78.2 |
| health and safety specialist | 62.8 - 83.1 | 72.0 - 97.3 | 83.2 - 111.4 |
| HVAC drafter | 47.4 - 61.2 | 53.4 - 70.0 | 60.4 - 78.7 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| HVAC engineer | 54.0 - 69.3 | 65.0 - 80.9 | 75.0 - 94.5 |
| industrial engineer | 65.0 - 85.4 | 72.4 - 97.1 | 81.6 - 109.1 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 78.0 | 72.0 - 85.0 |
| logistics specialist | 65.2 - 77.2 | 70.2 - 86.3 | 77.3 - 97.8 |
| manufacturing engineer | 65.0 - 80.9 | 72.0 - 94.1 | 90.0 - 107.2 |
| mechanical designer | 52.0 - 65.0 | 63.0 - 75.0 | 72.0 - 88.0 |
| mechanical drafter | 52.0 - 65.0 | 62.0 - 74.0 | 72.0 - 90.0 |
| mechanical engineer | 66.8 - 89.2 | 76.1 - 103.7 | 87.5 - 118.5 |
| mechanical engineering technician | 52.0 - 65.0 | 63.0 - 75.0 | 72.0 - 85.0 |
| planner/scheduler | 68.9 - 79.5 | 73.5 - 94.5 | 80.0 - 115.0 |
| process engineer | 62.0 - 75.6 | 72.0 - 90.0 | 80.0 - 115.0 |
| production planner | 68.5 - 80.9 | 71.2 - 90.5 | 79.1 - 94.8 |
| project engineer | 82.4 - 106.7 | 89.7 - 118.4 | 99.3 - 132.7 |
| project manager | 68.7 - 96.2 | 80.5 - 114.4 | 94.2 - 131.2 |
| QA/QC inspector | 50.0 - 60.0 | 58.0 - 70.0 | 65.0 - 80.0 |
| quality assurance manager | 73.4 - 96.3 | 81.4 - 108.9 | 91.5 - 122.6 |
| quality assurance/control technician | 56.9 - 75.0 | 64.9 - 87.2 | 74.4 - 99.2 |
| quality control engineer | 62.8 - 83.8 | 71.6 - 97.4 | 82.2 - 110.8 |
| quality control technician | 45.0 - 60.0 | 55.0 - 70.0 | 66.0 - 78.0 |
| quality director | 82.3 - 112.7 | 105.3 - 143.8 | 128.5 - 175.8 |
| quality inspector | 48.0 - 62.0 | 56.0 - 71.0 | 67.0 - 80.0 |
| safety inspector | 56.9 - 74.9 | 64.6 - 86.5 | 73.7 - 98.1 |
| SCADA engineer | 58.7 - 78.7 | 67.3 - 92.0 | 77.7 - 105.2 |
| stationary engineer | 52.0 - 62.9 | 60.0 - 70.6 | 70.0 - 85.0 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 114.6 - 155.2 | 152.5 - 206.4 | 195.1 - 263.7 |
| engineering manager | 92.0 - 110.0 | 101.0 - 130.0 | 108.0 - 148.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| health and safety manager | 55.0 - 71.3 | 63.4 - 83.6 | 73.2 - 95.7 |
| inventory control manager | 93.8 - 123.1 | 124.1 - 165.5 | 153.1 - 202.6 |
| machining manager | 57.0 - 73.9 | 63.4 - 84.1 | 71.7 - 95.9 |
| maintenance manager | 81.0 - 92.0 | 87.0 - 116.0 | 93.0 - 145.0 |
| maintenance supervisor | 66.0 - 77.0 | 74.0 - 84.0 | 82.0 - 108.7 |
| manufacturing director | 99.7 - 121.8 | 130.7 - 159.8 | 162.4 - 198.4 |
| materials manager | 74.1 - 98.5 | 82.2 - 111.5 | 92.5 - 125.9 |
| operations manager | 77.0 - 92.0 | 87.0 - 114.2 | 93.9 - 129.4 |
| plant manager | 91.0 - 123.4 | 108.0 - 151.0 | 126.8 - 177.0 |
| procurement director | 92.1 - 122.6 | 123.8 - 164.4 | 151.3 - 201.5 |
| production manager | 80.4 - 106.5 | 90.3 - 122.0 | 102.8 - 138.8 |
| production supervisor | 62.0 - 72.0 | 70.0 - 82.0 | 80.0 - 101.0 |
| program manager | 73.0 - 93.0 | 82.0 - 108.0 | 95.0 - 145.0 |
| project director | 102.1 - 124.9 | 128.8 - 157.7 | 156.6 - 191.6 |
| purchasing manager | 88.1 - 116.8 | 101.5 - 134.6 | 113.4 - 151.9 |
| supply chain manager | 92.3 - 122.5 | 117.4 - 133.1 | 115.5 - 148.5 |
| transportation manager | 74.9 - 100.0 | 85.1 - 115.5 | 97.3 - 131.6 |
| warehouse manager | 68.0 - 83.0 | 77.0 - 95.0 | 85.0 - 115.0 |
| warehouse supervisor | 62.0 - 73.0 | 70.0 - 80.3 | 78.0 - 94.3 |
| skilled trades | | | |
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 48.2 - 64.4 | 55.1 - 74.9 | 63.4 - 86.2 |
| control technician | 52.0 - 60.0 | 58.0 - 70.0 | 68.0 - 82.0 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 47.7 - 63.1 | 53.8 - 72.2 | 60.9 - 81.7 |
| electromechanical technician | 49.5 - 67.3 | 58.8 - 79.2 | 67.4 - 81.4 |
| electronics technician | 52.0 - 64.1 | 60.0 - 73.4 | 70.0 - 83.1 |
| field service technician | 45.6 - 60.1 | 53.0 - 70.4 | 61.0 - 80.5 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| heavy equipment mechanic | 45.8 - 61.2 | 53.2 - 71.8 | 61.4 - 82.4 |
| machine builder | 36.8 - 47.5 | 42.3 - 55.0 | 48.3 - 62.1 |
| maintenance mechanic | 43.0 - 55.1 | 49.6 - 64.1 | 57.0 - 73.5 |
| mechanical assembler | 45.7 - 52.0 | 49.9 - 58.2 | 54.0 - 62.4 |
| millwright | 49.1 - 64.2 | 55.3 - 73.4 | 62.5 - 82.1 |
| panel wirer | 37.4 - 41.6 | 41.6 - 49.9 | 45.7 - 54.0 |
| parts manager | 43.4 - 56.5 | 48.7 - 64.4 | 55.1 - 73.2 |
| technician quality control testing | 49.2 - 65.5 | 57.0 - 77.1 | 65.9 - 89.0 |
| tool and die maker | 46.6 - 61.7 | 53.4 - 71.6 | 61.1 - 81.1 |
| welder | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |
| welder-fitter | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 61.9 - 81.8 | 69.8 - 94.3 | 79.7 - 108.0 |
| digital marketing specialist | 43.3 - 57.7 | 50.4 - 68.2 | 58.7 - 78.2 |
| e-commerce director | 106.0 - 132.5 | 135.0 - 169.2 | 172.1 - 215.4 |
| e-commerce marketing manager | 71.5 - 94.3 | 80.1 - 108.0 | 91.1 - 123.4 |
| marketing content manager | 53.3 - 70.2 | 59.9 - 80.5 | 68.0 - 91.8 |
| social media manager | 53.1 - 73.8 | 64.3 - 90.1 | 76.6 - 105.7 |
| web marketing analyst | 47.7 - 62.3 | 54.0 - 71.8 | 61.5 - 81.3 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 91.1 - 140.7 | 124.2 - 192.6 | 161.3 - 249.9 |
| marketing vice-president | 115.0 - 180.0 | 163.8 - 256.3 | 213.4 - 333.7 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 77.6 - 100.5 | 86.3 - 113.9 | 97.1 - 128.2 |
| brand or product manager assistant | 57.9 - 78.5 | 67.7 - 93.1 | 78.9 - 106.8 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| communications manager | 63.9 - 84.1 | 71.5 - 96.1 | 81.0 - 108.6 |
| communications specialist | 49.7 - 68.1 | 59.3 - 82.2 | 70.0 - 94.3 |
| marketing coordinator | 50.3 - 66.6 | 57.0 - 76.9 | 65.1 - 88.0 |
| marketing director | 89.7 - 121.9 | 104.9 - 144.6 | 122.5 - 166.0 |
| marketing project manager | 39.3 - 52.6 | 45.2 - 61.3 | 52.1 - 69.9 |
| marketing specialist | 42.8 - 57.1 | 49.1 - 66.5 | 56.4 - 75.7 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 44.9 - 56.4 | 48.8 - 62.6 | 54.0 - 70.3 |
| account manager - software | 50.3 - 62.9 | 54.3 - 69.3 | 59.7 - 77.8 |
| business development manager | 87.6 - 117.0 | 98.2 - 134.2 | 112.1 - 155.2 |
| district sales manager | 71.4 - 93.3 | 81.8 - 108.9 | 94.5 - 125.2 |
| key accounts manager - consumer goods | 63.6 - 82.2 | 71.7 - 94.6 | 81.9 - 108.5 |
| merchandiser - consumer goods | 54.3 - 71.4 | 60.9 - 82.0 | 69.2 - 93.8 |
| sales manager/ director | 55.3 - 74.4 | 62.9 - 86.2 | 72.0 - 97.5 |
| sales representative, account manager - consumer goods | 44.4 - 56.3 | 49.0 - 63.0 | 54.5 - 70.4 |
| sales representative, account manager - professional services | 41.9 - 52.5 | 45.3 - 57.8 | 49.8 - 64.8 |
| sales representative, account manager - telecommunications | 48.5 - 61.1 | 52.8 - 67.6 | 58.2 - 75.4 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 110.5 - 160.3 | 149.9 - 216.8 | 188.8 - 272.2 |
| sales vice-president | 128.5 - 186.9 | 176.2 - 255.9 | 229.8 - 333.6 |
| vice-president marketing & sales | 110.8 - 201.7 | 153.7 - 279.7 | 199.2 - 362.1 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 47.7 - 59.8 | 51.7 - 66.0 | 56.9 - 73.5 |
| internal sales representative - manufacturing | 45.7 - 57.4 | 49.7 - 63.7 | 55.0 - 71.7 |
| sales engineer - distribution | 64.5 - 84.8 | 70.8 - 94.9 | 78.8 - 106.0 |



| | | | |
|--|-------------|-------------|-------------|
| sales engineer - manufacturing | 52.1 - 69.8 | 59.0 - 80.3 | 67.0 - 90.2 |
| sales representative, account manager - industrial equipment | 44.7 - 55.9 | 48.3 - 61.6 | 53.1 - 69.0 |
| sales representative, account manager - industrial service | 47.9 - 60.1 | 52.0 - 66.3 | 57.2 - 73.7 |
| sales representative, account manager - machinery | 47.3 - 59.1 | 51.1 - 65.1 | 56.1 - 72.8 |
| sales representative, account manager - manufacturing | 45.8 - 66.6 | 50.5 - 74.7 | 56.2 - 83.4 |
| sales representative, account manager - retail network | 46.6 - 58.2 | 50.3 - 64.2 | 55.4 - 72.7 |
| technical sales representative - manufacturing | 44.1 - 56.7 | 49.7 - 64.9 | 56.3 - 73.0 |



laurentides

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative analyst | 46.8 - 61.4 | 52.1 - 69.8 | 58.9 - 79.2 |
| administrative assistant | 40.9 - 51.9 | 45.0 - 59.0 | 53.3 - 67.3 |
| administrative assistant (bilingual) | 42.9 - 53.9 | 47.0 - 61.0 | 55.3 - 69.3 |
| administrative manager | 57.1 - 72.7 | 62.2 - 80.7 | 71.1 - 95.1 |
| benefits clerk | 39.7 - 50.5 | 45.5 - 58.1 | 51.8 - 66.1 |
| buyer assistant | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| claims supervisor | 58.7 - 77.3 | 65.7 - 88.6 | 74.7 - 101.6 |
| data entry clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| dispatcher | 46.8 - 51.9 | 50.2 - 57.9 | 56.5 - 63.9 |
| documentation specialist | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| donor relations coordinator | 46.8 - 61.8 | 54.5 - 73.4 | 63.8 - 85.4 |
| executive assistant | 55.3 - 76.8 | 65.2 - 91.1 | 76.1 - 104.1 |
| executive assistant (bilingual) | 56.3 - 77.8 | 66.2 - 92.1 | 77.1 - 105.1 |
| executive legal assistant | 56.3 - 77.8 | 66.2 - 92.1 | 77.1 - 105.1 |
| file clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| fundraising manager | 60.4 - 78.6 | 68.7 - 91.3 | 79.1 - 105.2 |
| HR administrator | 44.9 - 58.9 | 50.9 - 67.9 | 58.1 - 77.7 |
| human resources assistant | 42.9 - 53.9 | 47.0 - 61.0 | 55.3 - 69.3 |
| insurance claims clerk | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| invoicing clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| lease administrator | 42.7 - 56.3 | 49.6 - 65.8 | 57.2 - 75.2 |
| legal assistant | 47.1 - 62.9 | 56.2 - 77.4 | 66.2 - 87.5 |



| | | | |
|---|-------------|-------------|--------------|
| logistics coordinator | 48.2 - 61.9 | 54.6 - 71.1 | 62.0 - 80.8 |
| mailroom clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| office clerk | 37.1 - 46.5 | 42.3 - 52.8 | 45.8 - 53.5 |
| office manager | 54.5 - 69.1 | 59.1 - 77.2 | 65.9 - 86.4 |
| office/operations manager | 60.2 - 72.9 | 66.1 - 79.9 | 71.5 - 86.2 |
| order clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| order entry clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| order supervisor | 50.4 - 66.0 | 58.3 - 77.1 | 66.9 - 86.6 |
| project coordinator | 48.5 - 55.8 | 54.1 - 62.9 | 60.9 - 75.0 |
| property administrator | 40.9 - 51.9 | 45.0 - 59.0 | 53.3 - 67.3 |
| property manager | 56.6 - 75.8 | 64.9 - 88.7 | 75.1 - 102.2 |
| receptionist | 36.8 - 41.5 | 39.7 - 47.8 | 43.1 - 53.3 |
| receptionist (bilingual) | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| sales administrator | 45.2 - 58.5 | 51.4 - 68.3 | 58.2 - 77.7 |
| sales assistant | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| service coordinator | 39.7 - 50.5 | 45.5 - 58.1 | 51.8 - 66.1 |
| supply clerk | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| virtual assistant | 42.9 - 53.9 | 45.0 - 61.0 | 55.3 - 66.3 |
| virtual receptionist | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| logistics & transportation support | | | |
| import/export clerk | 38.7 - 45.2 | 43.8 - 51.9 | 49.6 - 56.8 |
| import/export coordinator | 55.6 - 66.2 | 61.8 - 75.2 | 69.7 - 85.3 |
| shipping administrator | 40.5 - 51.7 | 46.6 - 59.7 | 53.0 - 67.1 |
| supply chain coordinator | 42.3 - 51.5 | 47.1 - 58.8 | 53.4 - 67.1 |

customer experience

| | entry | mid | senior |
|----------------------------------|-------------|-------------|-------------|
| bilingual customer loyalty agent | 34.6 - 45.5 | 39.5 - 52.8 | 45.3 - 60.2 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual customer service manager | 65.2 - 75.4 | 74.1 - 86.4 | 86.9 - 110.9 |
| bilingual customer service representative | 34.3 - 43.5 | 37.9 - 49.4 | 42.7 - 55.9 |
| bilingual customer service supervisor | 56.9 - 75.2 | 64.0 - 86.2 | 72.7 - 98.3 |
| bilingual customer service team lead | 41.3 - 46.7 | 44.7 - 50.1 | 49.8 - 56.9 |
| bilingual customer service trainer | 41.8 - 49.8 | 46.9 - 60.4 | 55.4 - 75.4 |
| bilingual e-chat representative | 34.6 - 40.8 | 35.7 - 45.8 | 41.2 - 53.1 |
| bilingual help desk representative - level 1 | 41.4 - 55.6 | 47.8 - 64.3 | 54.4 - 72.3 |
| bilingual inside sales manager | 63.1 - 81.8 | 73.1 - 98.4 | 84.9 - 113.6 |
| bilingual inside sales representative | 41.7 - 52.1 | 47.6 - 60.4 | 52.2 - 67.6 |
| bilingual insurance advisor | 43.9 - 61.9 | 52.5 - 66.3 | 56.5 - 73.7 |
| bilingual junior collection agent | 33.1 - 42.4 | 37.2 - 48.7 | 42.2 - 54.8 |
| bilingual order desk representative | 33.9 - 39.3 | 35.5 - 45.0 | 43.9 - 49.7 |
| bilingual survey agent | 32.4 - 39.4 | 35.7 - 45.3 | 42.1 - 49.6 |
| bilingual telemarketing agent | 31.2 - 35.6 | 33.2 - 42.6 | 39.8 - 46.1 |
| bilingual telephone dispatcher | 37.6 - 48.1 | 42.7 - 55.3 | 48.5 - 62.5 |
| bilingual travel support agent | 35.6 - 45.0 | 39.8 - 50.8 | 44.4 - 56.2 |

engineering

| construction | entry | mid | senior |
|--------------------------------|-------------|--------------|--------------|
| architect | 57.3 - 75.7 | 64.4 - 86.9 | 73.4 - 99.2 |
| architectural drafter | 48.1 - 62.9 | 56.1 - 74.9 | 66.0 - 88.5 |
| BIM/VDC coordinator | 59.5 - 78.3 | 66.5 - 89.5 | 75.5 - 101.9 |
| buyer | 53.7 - 70.8 | 61.3 - 82.5 | 70.5 - 94.9 |
| civil engineer | 60.3 - 81.6 | 70.0 - 96.1 | 81.2 - 109.4 |
| civil engineering drafter | 49.4 - 62.1 | 55.5 - 71.1 | 63.0 - 80.8 |
| civil engineering technologist | 42.8 - 58.1 | 50.8 - 69.4 | 59.5 - 79.4 |
| civil project engineer | 70.2 - 97.2 | 81.2 - 114.5 | 94.6 - 131.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project manager | 71.7 - 96.6 | 81.2 - 111.4 | 100.0 - 145.1 |
| construction coordinator | 47.3 - 63.3 | 53.2 - 72.5 | 60.4 - 82.5 |
| construction director | 94.9 - 126.1 | 125.9 - 166.9 | 158.3 - 210.6 |
| construction manager | 69.1 - 91.0 | 75.9 - 102.1 | 84.8 - 115.1 |
| construction project coordinator | 81.2 - 104.9 | 88.4 - 116.5 | 97.8 - 130.0 |
| construction project manager | 62.4 - 86.8 | 72.8 - 103.0 | 85.1 - 118.3 |
| construction superintendent | 71.6 - 94.3 | 78.6 - 105.8 | 90.0 - 130.0 |
| contracts manager | 88.5 - 112.5 | 99.2 - 128.7 | 112.8 - 146.8 |
| director of operations | 115.9 - 155.8 | 153.2 - 206.7 | 195.4 - 263.8 |
| drafter | 50.0 - 62.6 | 55.8 - 71.2 | 70.0 - 95.1 |
| electrical designer/engineer | 70.1 - 93.1 | 79.2 - 107.5 | 90.8 - 122.8 |
| electrical engineer | 72.4 - 96.9 | 82.8 - 113.0 | 95.6 - 129.7 |
| electrical engineering technician | 52.7 - 67.9 | 60.3 - 78.9 | 69.2 - 90.0 |
| electrical inspector | 42.0 - 56.8 | 48.8 - 66.7 | 56.5 - 77.1 |
| engineering manager | 78.7 - 106.8 | 90.2 - 124.6 | 104.3 - 142.4 |
| environmental engineer | 58.6 - 78.5 | 67.1 - 91.8 | 77.7 - 105.6 |
| environmental inspector | 45.3 - 58.3 | 49.9 - 65.5 | 55.8 - 73.4 |
| estimation engineer | 66.2 - 89.2 | 76.4 - 105.0 | 88.9 - 120.9 |
| estimator | 56.1 - 73.6 | 62.5 - 83.7 | 70.5 - 95.0 |
| facilities engineer | 60.7 - 81.8 | 70.1 - 96.4 | 81.6 - 110.6 |
| facilities manager | 56.7 - 74.7 | 64.7 - 86.8 | 74.4 - 99.7 |
| field Supervisor | 64.5 - 85.4 | 72.7 - 97.7 | 82.3 - 110.3 |
| foreman | 49.8 - 64.9 | 55.9 - 74.3 | 63.4 - 84.3 |
| health and safety manager | 56.1 - 72.8 | 64.7 - 85.2 | 74.7 - 97.4 |
| health and safety specialist | 63.7 - 84.4 | 73.0 - 98.7 | 84.5 - 112.9 |
| HVAC drafter | 48.3 - 62.3 | 54.4 - 71.3 | 61.5 - 80.1 |
| HVAC engineer | 52.4 - 70.3 | 60.2 - 75.0 | 85.0 - 105.0 |
| mechanical designer | 47.7 - 63.5 | 55.1 - 74.2 | 63.4 - 83.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| mechanical drafter | 47.3 - 61.8 | 53.4 - 71.6 | 61.5 - 84.0 |
| mechanical engineer | 67.8 - 90.5 | 77.2 - 105.2 | 88.8 - 120.1 |
| mechanical engineering technician | 47.3 - 62.4 | 54.1 - 72.4 | 61.9 - 81.8 |
| operations manager | 72.2 - 99.0 | 82.9 - 115.4 | 95.2 - 130.6 |
| planner/scheduler | 36.5 - 46.7 | 41.5 - 53.8 | 47.2 - 60.7 |
| project coordinator | 42.5 - 55.8 | 48.2 - 64.2 | 54.9 - 72.7 |
| project director | 103.8 - 126.6 | 130.5 - 158.8 | 157.7 - 192.5 |
| project engineer | 83.7 - 108.2 | 91.1 - 120.0 | 100.7 - 134.1 |
| project manager | 70.2 - 97.9 | 82.0 - 116.1 | 95.9 - 132.9 |
| purchasing manager | 87.5 - 116.5 | 99.3 - 134.0 | 113.1 - 150.8 |
| QA/QC inspector | 50.3 - 67.2 | 58.5 - 79.0 | 67.6 - 91.1 |
| quality control engineer | 63.7 - 85.1 | 72.6 - 98.9 | 83.4 - 112.3 |
| quality inspector | 36.3 - 46.6 | 40.7 - 53.2 | 46.1 - 60.2 |
| safety inspector | 58.1 - 76.4 | 66.0 - 88.1 | 75.2 - 99.8 |
| structural designer | 48.9 - 64.2 | 55.5 - 74.1 | 63.3 - 84.1 |
| structural engineer | 65.8 - 87.9 | 75.0 - 102.3 | 86.4 - 117.0 |
| technical services manager | 81.1 - 108.0 | 92.2 - 125.2 | 106.1 - 144.2 |
| energy & oil | | | |
| architectural technologist | 48.1 - 62.9 | 56.1 - 74.9 | 66.0 - 88.5 |
| applications engineer | 68.1 - 91.0 | 79.0 - 107.2 | 91.8 - 121.9 |
| architect | 57.3 - 75.7 | 64.4 - 86.9 | 73.4 - 99.2 |
| automation engineer | 58.7 - 78.3 | 66.8 - 90.9 | 76.8 - 103.9 |
| automation specialist | 46.6 - 61.6 | 54.2 - 72.1 | 62.4 - 82.2 |
| buyer | 53.7 - 70.8 | 61.3 - 82.5 | 70.5 - 94.9 |
| category manager | 56.5 - 74.5 | 63.3 - 85.3 | 71.9 - 97.3 |
| category specialist | 48.0 - 62.9 | 53.4 - 71.5 | 60.3 - 81.4 |
| chemical engineer | 75.7 - 101.6 | 85.2 - 116.2 | 96.7 - 131.2 |
| chemical technician | 50.4 - 66.1 | 56.2 - 75.4 | 63.6 - 86.5 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| chief inspector | 50.3 - 66.5 | 56.7 - 76.1 | 64.1 - 85.6 |
| civil engineer | 60.3 - 81.6 | 70.0 - 96.1 | 81.2 - 109.4 |
| civil engineering drafter | 49.4 - 62.1 | 55.5 - 71.1 | 63.0 - 80.8 |
| civil engineering technologist | 42.8 - 58.1 | 50.8 - 69.4 | 59.5 - 79.4 |
| civil project engineer | 70.2 - 97.2 | 81.2 - 114.5 | 94.6 - 131.9 |
| civil project manager | 71.7 - 96.6 | 81.2 - 111.4 | 92.8 - 125.9 |
| commissioning and start up engineer | 55.9 - 75.0 | 64.4 - 88.1 | 74.7 - 97.7 |
| construction analyst | 51.5 - 67.8 | 57.6 - 77.1 | 64.9 - 86.9 |
| construction coordinator | 47.3 - 63.3 | 53.2 - 72.5 | 60.4 - 82.5 |
| construction director | 94.9 - 126.1 | 125.9 - 166.9 | 158.3 - 210.6 |
| construction manager | 69.1 - 91.0 | 75.9 - 102.1 | 84.8 - 115.1 |
| construction project manager | 62.4 - 86.8 | 72.8 - 103.0 | 85.1 - 118.3 |
| continuous improvement engineer | 69.3 - 91.2 | 77.4 - 103.7 | 87.3 - 116.4 |
| contracts administrator | 54.6 - 72.8 | 62.2 - 84.6 | 71.4 - 96.7 |
| contracts manager | 88.5 - 112.5 | 99.2 - 128.7 | 112.8 - 146.8 |
| contracts specialist | 55.2 - 72.7 | 62.9 - 84.5 | 72.2 - 96.2 |
| control technician | 45.5 - 60.2 | 52.2 - 70.0 | 59.8 - 79.7 |
| controls designer/engineer | 50.0 - 67.2 | 57.6 - 78.7 | 66.6 - 90.2 |
| cost control specialist | 45.0 - 58.6 | 50.5 - 67.0 | 57.3 - 76.0 |
| demand planner | 44.6 - 61.9 | 53.9 - 74.9 | 63.7 - 86.0 |
| director of operations | 115.9 - 155.8 | 153.2 - 206.7 | 195.4 - 263.8 |
| drafter | 50.0 - 62.6 | 55.8 - 71.2 | 63.1 - 80.9 |
| electrical designer/engineer | 70.1 - 93.1 | 79.2 - 107.5 | 90.8 - 122.8 |
| electrical engineer | 72.4 - 96.9 | 82.8 - 113.0 | 95.6 - 129.7 |
| electrical engineering technician | 52.7 - 67.9 | 60.3 - 78.9 | 69.2 - 90.0 |
| electrical inspector | 42.0 - 56.8 | 48.8 - 66.7 | 56.5 - 77.1 |
| electrical test engineer | 66.5 - 89.6 | 76.7 - 105.5 | 89.3 - 121.5 |
| engineering manager | 78.7 - 106.8 | 90.2 - 124.6 | 104.3 - 142.4 |



| | | | |
|---------------------------------------|-------------|--------------|--------------|
| environmental engineer | 58.6 - 78.5 | 67.1 - 91.8 | 77.7 - 105.6 |
| environmental inspector | 45.3 - 58.3 | 49.9 - 65.5 | 55.8 - 73.4 |
| estimation engineer | 66.2 - 89.2 | 76.4 - 105.0 | 88.9 - 120.9 |
| estimator | 56.1 - 73.6 | 62.5 - 83.7 | 70.5 - 95.0 |
| facilities engineer | 60.7 - 81.8 | 70.1 - 96.4 | 81.6 - 110.6 |
| field service engineer | 48.5 - 64.8 | 55.4 - 75.5 | 63.9 - 87.5 |
| general inspector | 46.4 - 61.2 | 52.3 - 69.8 | 59.0 - 78.3 |
| geologist | 58.7 - 76.9 | 66.3 - 88.8 | 75.9 - 101.6 |
| health and safety manager | 60.3 - 79.0 | 67.2 - 89.9 | 75.7 - 101.5 |
| health and safety specialist | 56.1 - 72.8 | 64.7 - 85.2 | 74.7 - 97.4 |
| HVAC drafter | 48.3 - 62.3 | 54.4 - 71.3 | 61.5 - 80.1 |
| HVAC engineer | 52.4 - 70.3 | 60.2 - 82.2 | 69.4 - 93.7 |
| hydraulic engineer | 60.2 - 81.2 | 69.6 - 95.7 | 80.9 - 109.7 |
| industrial engineer | 66.0 - 86.7 | 73.5 - 98.5 | 82.9 - 110.6 |
| instrumentation and controls engineer | 64.2 - 85.4 | 72.7 - 98.6 | 83.1 - 111.9 |
| inventory control manager | 58.5 - 77.2 | 65.6 - 88.4 | 74.5 - 100.4 |
| logistics specialist | 44.3 - 57.7 | 50.6 - 66.7 | 57.7 - 76.1 |
| materials manager | 74.2 - 98.3 | 82.2 - 111.2 | 92.5 - 125.5 |
| mechanical designer | 47.7 - 63.5 | 55.1 - 74.2 | 63.4 - 83.9 |
| mechanical drafter | 47.3 - 61.8 | 53.4 - 71.6 | 61.5 - 84.0 |
| mechanical engineer | 67.8 - 90.5 | 77.2 - 105.2 | 88.8 - 120.1 |
| mechanical engineering technician | 47.3 - 62.4 | 54.1 - 72.4 | 61.9 - 81.8 |
| mining engineer | 65.4 - 87.4 | 73.3 - 99.9 | 83.0 - 112.8 |
| operations manager | 72.2 - 99.0 | 82.9 - 115.4 | 95.2 - 130.6 |
| pipeline designer | 56.4 - 74.0 | 63.1 - 84.6 | 71.5 - 96.1 |
| piping engineer | 58.4 - 77.0 | 65.5 - 88.2 | 74.4 - 100.4 |
| planner/scheduler | 36.5 - 46.7 | 41.5 - 53.8 | 47.2 - 60.7 |
| plant engineer | 68.4 - 91.5 | 79.6 - 108.5 | 93.2 - 124.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| plant manager | 87.5 - 123.1 | 105.5 - 150.0 | 126.4 - 175.6 |
| process engineer | 57.2 - 76.7 | 65.7 - 89.9 | 75.9 - 102.5 |
| procurement director | 92.1 - 122.6 | 123.8 - 164.4 | 151.3 - 201.5 |
| procurement specialist | 48.1 - 63.0 | 53.5 - 71.6 | 60.5 - 81.6 |
| production analyst | 42.7 - 57.3 | 49.1 - 67.2 | 57.1 - 77.8 |
| production engineer | 59.3 - 79.6 | 68.1 - 93.2 | 78.7 - 106.3 |
| program manager | 65.2 - 84.9 | 74.5 - 98.5 | 85.4 - 112.6 |
| project controller | 49.4 - 66.1 | 55.6 - 75.8 | 63.1 - 86.5 |
| project controls manager | 78.7 - 109.2 | 91.3 - 128.4 | 106.1 - 146.3 |
| project controls specialist | 57.0 - 74.6 | 64.2 - 85.5 | 72.8 - 96.7 |
| project coordinator | 81.2 - 104.9 | 88.4 - 116.5 | 97.8 - 130.0 |
| project director | 103.8 - 126.6 | 130.5 - 158.8 | 157.7 - 192.5 |
| project engineer | 83.7 - 108.2 | 91.1 - 120.0 | 100.7 - 134.1 |
| project manager | 70.2 - 97.9 | 82.0 - 116.1 | 95.9 - 132.9 |
| purchasing manager | 87.5 - 116.5 | 99.3 - 134.0 | 113.1 - 150.8 |
| QA/QC inspector | 50.3 - 67.2 | 58.5 - 79.0 | 67.6 - 91.1 |
| quality assurance manager | 73.5 - 96.2 | 81.5 - 108.7 | 91.4 - 122.2 |
| quality assurance/control technician | 58.0 - 76.6 | 66.2 - 88.9 | 76.0 - 101.0 |
| quality control engineer | 63.7 - 85.1 | 72.6 - 98.9 | 83.4 - 112.3 |
| quality inspector | 36.3 - 46.6 | 40.7 - 53.2 | 46.1 - 60.2 |
| safety inspector | 58.1 - 76.4 | 66.0 - 88.1 | 75.2 - 99.8 |
| site supervisor | 46.3 - 60.0 | 52.5 - 69.2 | 60.0 - 79.3 |
| sourcing specialist | 51.5 - 67.5 | 57.3 - 76.8 | 64.7 - 87.5 |
| stationary engineer | 50.0 - 64.1 | 55.0 - 71.8 | 61.1 - 80.0 |
| structural designer | 48.9 - 64.2 | 55.5 - 74.1 | 63.3 - 84.1 |
| structural engineer | 65.8 - 87.9 | 75.0 - 102.3 | 86.4 - 117.0 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 74.1 - 99.9 | 85.6 - 116.8 | 98.6 - 131.4 |



| | | | |
|-------------------------------|-------------|--------------|--------------|
| systems control engineer | 59.1 - 78.9 | 67.7 - 92.2 | 78.0 - 105.2 |
| telecommunications technician | 49.6 - 65.1 | 56.2 - 75.2 | 64.3 - 86.1 |
| transmission line engineer | 70.9 - 90.5 | 77.0 - 100.1 | 84.9 - 111.3 |
| transportation manager | 75.0 - 99.9 | 85.1 - 115.2 | 97.2 - 131.1 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|----------------|----------------|
| chief financial officer | 135.6 - 245.4 | 203.6 - 369.9 | 291.1 - 528.2 |
| director - financial planning & analysis | 120.1 - 159.4 | 154.8 - 206.1 | 190.6 - 254.0 |
| finance director | 116.3 - 154.4 | 152.0 - 202.3 | 186.8 - 248.9 |
| vice president finance | 121.4 - 172.0 | 136.6 - 247.2 | 193.9 - 352.1 |
| vice-president internal audit | 117.1 - 157.3 | 148.7 - 200.2 | 182.4 - 246.1 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 61.4 - 71.1 | 66.9 - 80.5 | 72.1 - 85.1 |
| accounting clerk | 43.3 - 49.3 | 45.8 - 53.8 | 48.3 - 58.1 |
| accounting manager | 85.6 - 104.5 | 92.2 - 112.6 | 98.7 - 120.5 |
| accounting supervisor | 64.3 - 78.2 | 69.2 - 84.2 | 74.0 - 90.1 |
| accounting technician | 50.6 - 61.8 | 56.1 - 62.4 | 62.0 - 71.3 |
| accounts payable clerk | 40.9 - 45.2 | 45.2 - 50.6 | 53.8 - 57.9 |
| accounts payable manager | 64.6 - 71.1 | 68.9 - 77.5 | 76.4 - 85.1 |
| accounts receivable clerk | 42.0 - 46.3 | 44.1 - 51.7 | 52.8 - 61.4 |
| accounts receivable manager | 64.6 - 71.1 | 68.9 - 77.5 | 77.5 - 85.1 |
| analyst - financial planning & analysis | 90.8 - 110.9 | 98.3 - 120.0 | 105.6 - 128.8 |
| assistant controller | 87.6 - 124.7 | 105.7 - 135.4 | 113.9 - 145.9 |
| billing specialist | 39.8 - 43.1 | 42.0 - 47.9 | 45.2 - 54.9 |
| bookkeeper | 45.2 - 50.6 | 49.5 - 55.7 | 52.8 - 57.6 |



| | | | | |
|--------------------------------|---------------|---------------|---------------|---------------|
| controller | 97.2 - 161.0 | 127.3 - 230.2 | 166.8 - 303.1 | 333.4 - 383.4 |
| cost accountant | 64.9 - 76.9 | 69.7 - 82.7 | 74.4 - 88.4 | 86.1 - 101.2 |
| credit & collection specialist | 42.0 - 48.5 | 44.1 - 54.9 | 53.8 - 63.5 | 60.3 - 71.1 |
| credit and collections manager | 64.6 - 71.1 | 70.0 - 79.7 | 76.4 - 90.4 | 85.1 - 107.7 |
| external auditor | 61.7 - 74.2 | 67.1 - 80.6 | 72.3 - 86.9 | 83.7 - 100.7 |
| financial analyst | 75.1 - 90.3 | 80.5 - 96.8 | 85.7 - 103.1 | 97.8 - 117.7 |
| financial reporting manager | 102.5 - 125.1 | 110.3 - 134.5 | 118.0 - 143.8 | 136.0 - 165.6 |
| internal audit manager | 95.7 - 118.2 | 103.0 - 127.3 | 110.2 - 136.1 | 126.7 - 156.1 |
| internal auditor | 60.0 - 72.1 | 66.3 - 79.8 | 72.4 - 87.0 | 84.9 - 102.2 |
| invoicing clerk | 39.8 - 43.6 | 41.0 - 48.0 | 44.2 - 51.8 | 49.4 - 59.2 |
| payroll clerk | 51.7 - 54.9 | 52.8 - 60.3 | 59.2 - 66.8 | 64.9 - 73.2 |
| payroll manager | 66.8 - 71.1 | 70.1 - 76.8 | 79.7 - 100.1 | 100.1 - 117.4 |
| payroll specialist | 58.1 - 61.2 | 60.0 - 70.0 | 68.9 - 78.6 | 75.4 - 86.1 |
| tax analyst | 47.3 - 57.0 | 52.4 - 63.0 | 57.2 - 68.8 | 67.1 - 80.7 |
| tax manager | 90.5 - 111.8 | 97.2 - 120.2 | 104.0 - 128.4 | 120.0 - 148.0 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 77.0 - 111.8 | 101.0 - 146.2 | 126.4 - 183.2 |
| diversity & inclusion director | 77.9 - 108.5 | 98.7 - 137.7 | 124.0 - 173.1 |
| health and safety director | 78.9 - 95.1 | 103.3 - 124.4 | 124.2 - 149.4 |
| human resources director | 85.3 - 119.2 | 109.6 - 152.9 | 136.8 - 191.2 |
| L&D director | 84.8 - 106.1 | 106.8 - 133.4 | 136.7 - 170.9 |
| talent acquisition director | 80.0 - 111.9 | 102.9 - 143.5 | 126.4 - 176.5 |
| total rewards director | 96.2 - 126.3 | 125.8 - 165.1 | 156.3 - 205.7 |
| vice president Human Resources / CHRO | 102.0 - 175.1 | 134.2 - 231.3 | 166.7 - 288.0 |
| human resources | | entry | mid |
| benefits administrator | 52.2 - 67.1 | 58.5 - 76.8 | 66.4 - 87.5 |
| compensation and benefits manager | 84.5 - 111.0 | 94.1 - 126.0 | 106.3 - 143.3 |
| compensation specialist | 46.4 - 61.8 | 53.7 - 72.7 | 62.3 - 83.3 |
| diversity & inclusion coordinator | 37.3 - 47.8 | 42.4 - 54.0 | 47.0 - 58.1 |
| health and safety advisor | 56.1 - 72.8 | 64.7 - 85.2 | 74.7 - 97.4 |
| health and safety manager | 68.1 - 88.8 | 76.4 - 101.6 | 86.7 - 115.2 |
| HRIS analyst | 56.6 - 75.0 | 65.0 - 87.8 | 75.1 - 100.4 |
| human resources business partner | 61.5 - 81.2 | 69.0 - 93.1 | 78.4 - 105.8 |
| human resources coordinator | 37.0 - 47.4 | 42.0 - 53.5 | 46.5 - 57.7 |
| human resources generalist | 56.5 - 72.0 | 61.4 - 80.1 | 68.1 - 90.9 |
| human resources manager | 76.5 - 103.3 | 88.6 - 121.7 | 103.1 - 139.8 |
| human resources supervisor | 60.3 - 78.7 | 66.5 - 89.0 | 74.9 - 102.1 |
| human resources technician | 45.1 - 59.3 | 50.4 - 67.5 | 57.0 - 77.1 |
| labour relations advisor | 60.1 - 80.5 | 68.8 - 94.2 | 79.6 - 108.0 |
| labour relations manager | 83.2 - 114.1 | 98.4 - 136.5 | 116.0 - 158.6 |
| learning and development specialist | 49.2 - 64.5 | 55.9 - 74.7 | 64.1 - 85.1 |



| | | | |
|-------------------------------|-------------|-------------|-------------|
| recruitment coordinator | 36.8 - 48.1 | 42.4 - 55.8 | 48.4 - 62.9 |
| talent acquisition specialist | 55.6 - 73.0 | 61.9 - 83.0 | 69.9 - 94.2 |

industrial support

| | entry | mid | senior |
|------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 20.4 | 19.2 - 23.2 | 21.5 - 26.0 |
| delivery/courier driver | 17.6 - 22.4 | 19.7 - 25.4 | 22.1 - 28.4 |
| electronic parts assembler | 17.8 - 22.6 | 19.8 - 25.6 | 21.8 - 28.6 |
| forklift operator | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| general labourer - heavy | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| general labourer - light | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| industrial painter | 18.7 - 22.2 | 19.6 - 25.2 | 22.0 - 28.3 |
| inventory control clerk | 18.0 - 21.7 | 20.0 - 24.7 | 22.0 - 27.8 |
| machine operator | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 30.0 |
| machine operator assistant | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| manufacturing worker | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| material handler | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| moulding machine operator | 21.2 - 25.2 | 23.5 - 28.2 | 26.2 - 29.6 |
| packaging labourer | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| picker/packer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |
| polisher/deburrer | 18.1 - 22.3 | 20.3 - 25.3 | 22.7 - 28.3 |
| production labourer | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| sandblasting operator | 19.5 - 21.9 | 20.5 - 24.5 | 21.3 - 27.6 |
| shipping and receiving clerk | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| warehouse labourer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|--------------|
| applications engineer | 68.1 - 91.0 | 79.0 - 107.2 | 91.8 - 121.9 |
| automation engineer | 64.0 - 80.0 | 68.0 - 92.0 | 78.0 - 105.0 |
| buyer | 68.5 - 80.9 | 73.1 - 96.1 | 83.0 - 119.0 |
| chemical engineer | 75.7 - 101.6 | 85.2 - 116.2 | 96.7 - 131.2 |
| chemical technician | 50.4 - 66.1 | 56.2 - 75.4 | 63.6 - 86.5 |
| cmm programmer | 45.5 - 60.0 | 51.9 - 69.6 | 59.5 - 78.9 |
| commissioning and start up engineer | 55.9 - 75.0 | 64.4 - 88.1 | 74.7 - 97.7 |
| continuous improvement engineer | 69.3 - 91.2 | 77.4 - 103.7 | 87.3 - 116.4 |
| controls designer/engineer | 50.0 - 67.2 | 57.6 - 78.7 | 66.6 - 90.2 |
| demand planner | 70.0 - 81.0 | 73.0 - 92.0 | 82.0 - 111.0 |
| electrical engineer | 75.0 - 96.9 | 82.8 - 113.0 | 95.6 - 129.7 |
| electrical engineering technician | 52.7 - 67.9 | 60.3 - 78.9 | 69.2 - 90.0 |
| electrical test engineer | 66.5 - 89.6 | 76.7 - 105.5 | 89.3 - 121.5 |
| estimation engineer | 66.2 - 89.2 | 76.4 - 105.0 | 88.9 - 120.9 |
| estimator | 56.1 - 73.6 | 62.5 - 83.7 | 70.5 - 95.0 |
| field service engineer | 48.5 - 64.8 | 55.4 - 75.5 | 63.9 - 87.5 |
| general inspector | 50.0 - 63.0 | 55.0 - 73.0 | 70.0 - 86.0 |
| health and safety specialist | 63.7 - 84.4 | 73.0 - 98.7 | 84.5 - 112.9 |
| HVAC drafter | 52.0 - 65.0 | 58.0 - 77.0 | 67.0 - 85.0 |
| HVAC engineer | 56.0 - 70.3 | 65.0 - 82.2 | 75.0 - 95.0 |
| industrial engineer | 66.0 - 86.7 | 73.5 - 98.5 | 82.9 - 110.6 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 78.0 | 72.0 - 85.0 |
| logistics specialist | 65.2 - 77.2 | 70.2 - 86.3 | 77.3 - 97.8 |
| manufacturing engineer | 64.0 - 82.0 | 72.0 - 95.5 | 82.0 - 108.7 |
| mechanical designer | 53.0 - 66.0 | 60.0 - 77.0 | 70.0 - 85.0 |
| mechanical drafter | 55.0 - 62.0 | 58.0 - 74.0 | 64.0 - 84.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 67.8 - 90.5 | 77.2 - 105.2 | 88.8 - 120.1 |
| mechanical engineering technician | 52.0 - 67.0 | 60.0 - 77.0 | 68.0 - 90.0 |
| planner/scheduler | 68.9 - 79.5 | 73.5 - 94.5 | 80.0 - 115.0 |
| process engineer | 60.0 - 77.0 | 67.0 - 90.0 | 77.0 - 105.0 |
| production planner | 68.5 - 80.9 | 71.2 - 90.5 | 79.1 - 94.8 |
| project engineer | 83.7 - 108.2 | 91.1 - 120.0 | 100.7 - 134.1 |
| project manager | 70.2 - 97.9 | 82.0 - 116.1 | 95.9 - 132.9 |
| QA/QC inspector | 50.0 - 65.0 | 60.0 - 72.0 | 68.0 - 80.0 |
| quality assurance manager | 90.0 - 120.0 | 95.0 - 125.0 | 112.0 - 155.0 |
| quality assurance/control technician | 58.0 - 76.6 | 66.2 - 88.9 | 76.0 - 101.0 |
| quality control engineer | 63.7 - 85.1 | 72.6 - 98.9 | 83.4 - 112.3 |
| quality control technician | 48.0 - 60.0 | 58.0 - 65.0 | 62.0 - 75.0 |
| quality director | 82.4 - 112.4 | 105.1 - 143.0 | 128.1 - 174.4 |
| quality inspector | 48.0 - 58.0 | 52.0 - 65.0 | 63.0 - 78.0 |
| safety inspector | 58.1 - 76.4 | 66.0 - 88.1 | 75.2 - 99.8 |
| SCADA engineer | 59.5 - 79.8 | 68.3 - 93.4 | 78.9 - 106.7 |
| stationary engineer | 58.0 - 70.0 | 65.0 - 77.0 | 75.0 - 84.0 |
| supply chain analyst | 62.5 - 74.2 | 65.1 - 80.1 | 73.5 - 88.5 |
| industrial management | | | |
| director of operations | 115.9 - 155.8 | 153.2 - 206.7 | 195.4 - 263.8 |
| engineering manager | 92.0 - 109.0 | 95.0 - 128.0 | 110.0 - 150.0 |
| head of workshop and assembly | 65.0 - 74.0 | 72.0 - 82.0 | 78.0 - 90.0 |
| health and safety manager | 56.1 - 72.8 | 64.7 - 85.2 | 74.7 - 97.4 |
| inventory control manager | 93.8 - 123.1 | 124.1 - 165.5 | 153.1 - 202.6 |
| machining manager | 56.7 - 73.5 | 63.1 - 83.7 | 71.3 - 95.4 |
| maintenance manager | 86.0 - 96.0 | 92.0 - 123.0 | 118.0 - 165.0 |
| maintenance supervisor | 68.0 - 77.0 | 75.0 - 82.0 | 80.0 - 99.2 |
| manufacturing director | 101.0 - 123.1 | 131.9 - 160.4 | 162.9 - 198.8 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| materials manager | 74.2 - 98.3 | 82.2 - 111.2 | 92.5 - 125.5 |
| operations manager | 78.0 - 99.0 | 88.0 - 115.4 | 95.2 - 130.6 |
| plant manager | 87.5 - 123.1 | 105.5 - 150.0 | 126.4 - 175.6 |
| procurement director | 92.1 - 122.6 | 123.8 - 164.4 | 151.3 - 201.5 |
| production manager | 80.5 - 106.3 | 90.3 - 121.6 | 102.6 - 138.1 |
| production supervisor | 54.5 - 70.8 | 61.0 - 80.8 | 69.0 - 91.7 |
| program manager | 72.0 - 93.0 | 83.0 - 110.0 | 95.0 - 125.0 |
| project director | 103.8 - 126.6 | 130.5 - 158.8 | 157.7 - 192.5 |
| purchasing manager | 88.1 - 116.8 | 101.5 - 134.6 | 113.4 - 151.9 |
| site supervisor | 71.6 - 94.3 | 78.6 - 105.8 | 87.9 - 119.2 |
| supply chain manager | 92.3 - 122.5 | 117.4 - 133.1 | 115.5 - 148.5 |
| transportation manager | 75.0 - 99.9 | 85.1 - 115.2 | 97.2 - 131.1 |
| warehouse manager | 66.0 - 82.0 | 73.0 - 92.9 | 88.0 - 110.0 |
| warehouse supervisor | 62.0 - 73.0 | 70.0 - 84.0 | 77.0 - 96.0 |
| skilled trades | | | |
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 52.0 - 67.0 | 58.0 - 78.0 | 67.0 - 90.0 |
| control technician | 45.5 - 60.2 | 52.2 - 70.0 | 59.8 - 79.7 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 47.7 - 63.1 | 53.8 - 72.2 | 60.9 - 81.7 |
| electromechanical technician | 49.5 - 67.3 | 58.8 - 79.2 | 67.4 - 81.4 |
| electronics technician | 52.0 - 64.1 | 60.0 - 73.4 | 70.0 - 83.1 |
| field service technician | 48.0 - 61.7 | 54.3 - 72.2 | 62.5 - 82.5 |
| heavy equipment mechanic | 45.8 - 61.2 | 53.2 - 71.8 | 61.4 - 82.4 |
| machine builder | 36.8 - 47.5 | 42.3 - 55.0 | 48.3 - 62.1 |
| maintenance mechanic | 43.0 - 55.1 | 49.6 - 64.1 | 57.0 - 73.5 |
| mechanical assembler | 45.7 - 52.0 | 49.9 - 58.2 | 54.0 - 62.4 |
| millwright | 49.1 - 64.2 | 55.3 - 73.4 | 62.5 - 82.1 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| panel wirer | 37.4 - 41.6 | 41.6 - 49.9 | 45.7 - 54.0 |
| parts manager | 44.1 - 57.4 | 49.5 - 65.6 | 56.0 - 74.5 |
| technician quality control testing | 50.3 - 67.2 | 58.5 - 79.0 | 67.6 - 91.1 |
| tool and die maker | 46.6 - 61.7 | 53.4 - 71.6 | 61.1 - 81.1 |
| welder | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |
| welder-fitter | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 62.6 - 82.8 | 70.6 - 95.4 | 80.6 - 109.1 |
| digital marketing specialist | 44.3 - 58.9 | 51.5 - 69.6 | 60.0 - 79.8 |
| e-commerce director | 107.1 - 133.4 | 135.9 - 169.4 | 172.3 - 215.4 |
| e-commerce marketing manager | 72.4 - 95.4 | 81.1 - 109.1 | 92.2 - 124.5 |
| marketing content manager | 53.9 - 71.0 | 60.6 - 81.4 | 68.8 - 92.9 |
| social media manager | 53.6 - 74.7 | 65.0 - 91.1 | 77.5 - 106.8 |
| web marketing analyst | 48.6 - 63.6 | 55.1 - 73.3 | 62.8 - 82.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 92.4 - 141.7 | 125.4 - 193.0 | 161.8 - 250.0 |
| marketing vice-president | 116.1 - 180.2 | 164.1 - 256.2 | 213.4 - 333.2 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 78.5 - 101.6 | 87.3 - 115.0 | 98.2 - 129.1 |
| brand or product manager assistant | 58.8 - 79.9 | 68.9 - 94.8 | 80.3 - 108.5 |
| communications manager | 64.6 - 85.1 | 72.4 - 97.2 | 82.0 - 109.7 |
| communications specialist | 50.6 - 69.3 | 60.3 - 83.5 | 71.2 - 95.6 |
| marketing coordinator | 51.4 - 67.9 | 58.1 - 78.5 | 66.4 - 89.6 |
| marketing director | 90.7 - 123.0 | 106.0 - 145.2 | 123.5 - 166.3 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 39.8 - 53.1 | 45.7 - 62.0 | 52.6 - 70.7 |
| marketing specialist | 43.7 - 58.3 | 50.1 - 67.9 | 57.6 - 77.2 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 45.8 - 57.5 | 49.8 - 63.8 | 55.1 - 71.6 |
| account manager - software | 51.3 - 64.2 | 55.4 - 70.7 | 60.9 - 79.2 |
| business development manager | 87.6 - 116.7 | 98.1 - 133.6 | 111.8 - 154.0 |
| district sales manager | 72.3 - 94.4 | 82.8 - 110.0 | 95.6 - 126.2 |
| key accounts manager - consumer goods | 64.9 - 83.6 | 73.0 - 96.1 | 83.3 - 109.9 |
| merchandiser - consumer goods | 55.4 - 72.9 | 62.2 - 83.6 | 70.6 - 95.5 |
| sales manager/ director | 55.9 - 75.3 | 63.7 - 87.2 | 72.8 - 98.6 |
| sales representative, account manager - consumer goods | 45.8 - 58.0 | 50.6 - 64.9 | 56.2 - 72.5 |
| sales representative, account manager - professional services | 42.6 - 53.1 | 45.9 - 58.4 | 50.4 - 65.4 |
| sales representative, account manager - telecommunications | 49.5 - 62.3 | 53.9 - 68.9 | 59.4 - 76.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 109.9 - 159.0 | 148.7 - 215.1 | 187.3 - 270.2 |
| sales vice-president | 129.5 - 187.0 | 176.4 - 255.7 | 229.8 - 333.1 |
| vice-president marketing & sales | 111.9 - 201.7 | 154.1 - 279.4 | 199.3 - 361.5 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 48.3 - 60.4 | 52.3 - 66.6 | 57.5 - 74.1 |
| internal sales representative - manufacturing | 46.4 - 58.1 | 50.5 - 64.4 | 55.8 - 72.4 |
| sales engineer - distribution | 65.3 - 85.4 | 71.6 - 95.4 | 79.4 - 106.4 |
| sales engineer - manufacturing | 52.8 - 70.5 | 59.7 - 80.9 | 67.7 - 90.7 |
| sales representative, account manager - industrial equipment | 45.7 - 57.1 | 49.3 - 62.8 | 54.2 - 70.3 |
| sales representative, account manager - industrial service | 48.5 - 60.7 | 52.6 - 66.9 | 57.8 - 74.4 |
| sales representative, account manager - machinery | 48.2 - 60.3 | 52.1 - 66.4 | 57.2 - 74.2 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 46.7 - 67.9 | 51.5 - 76.1 | 57.3 - 84.9 |
| sales representative, account manager - retail network | 47.6 - 59.4 | 51.3 - 65.5 | 56.5 - 74.0 |
| technical sales representative - manufacturing | 44.8 - 57.7 | 50.5 - 66.0 | 57.2 - 74.3 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 65.7 - 85.7 | 73.7 - 98.1 | 83.7 - 111.1 |
| application support analyst | 56.7 - 75.5 | 65.4 - 87.7 | 74.7 - 99.2 |
| automation tester | 44.2 - 59.4 | 51.8 - 70.5 | 60.5 - 80.6 |
| C++/ embedded software engineer | 75.0 - 85.5 | 85.0 - 98.0 | 83.6 - 111.0 |
| devops - development | 60.9 - 82.6 | 71.0 - 98.0 | 83.1 - 112.4 |
| ERP developer | 65.5 - 85.4 | 73.5 - 97.8 | 83.5 - 111.4 |
| front-end developer | 70.0 - 80.8 | 80.0 - 94.5 | 95.0 - 120.0 |
| full stack developer | 70.2 - 93.3 | 80.8 - 109.0 | 93.3 - 124.1 |
| java developer | 70.0 - 83.7 | 85.0 - 95.9 | 95.0 - 120.0 |
| machine learning developer | 71.9 - 108.3 | 97.5 - 136.5 | 117.3 - 140.9 |
| mobile application developer (iOS/android) | 75.0 - 90.9 | 82.5 - 116.8 | 100.2 - 120.7 |
| quality assurance manager | 85.0 - 100.0 | 95.0 - 116.0 | 98.0 - 131.6 |
| RPA developer | 60.0 - 75.0 | 70.0 - 85.0 | 80.0 - 95.0 |
| SQL database developer | 57.7 - 77.6 | 66.6 - 91.3 | 77.3 - 104.8 |
| technical lead | 98.4 - 133.7 | 113.2 - 155.9 | 130.3 - 177.1 |
| UI/UX designer | 61.5 - 80.0 | 68.8 - 91.1 | 77.6 - 102.3 |
| architecture | | | |
| application architect | 92.8 - 124.6 | 104.8 - 143.4 | 119.9 - 164.8 |
| architect (enterprise) | 87.9 - 119.3 | 100.9 - 139.1 | 116.6 - 160.1 |
| architect (solutions/technical) | 90.0 - 97.6 | 105.0 - 125.0 | 130.0 - 150.0 |
| cloud architect | 83.5 - 105.8 | 94.7 - 121.8 | 108.0 - 137.0 |



data & analytics

| | | | |
|---------------------------------|--------------|--------------|---------------|
| BI data architect | 83.3 - 112.7 | 93.5 - 128.7 | 106.1 - 145.5 |
| big data engineer | 75.1 - 99.2 | 84.3 - 113.5 | 95.8 - 128.8 |
| business intelligence developer | 62.5 - 81.7 | 85.0 - 93.6 | 90.0 - 110.0 |

leadership/business technology

| | | | |
|-------------|--------------|---------------|---------------|
| IT director | 95.4 - 128.5 | 121.7 - 163.7 | 152.9 - 206.2 |
| IT manager | 84.2 - 112.7 | 96.3 - 131.3 | 111.2 - 151.1 |

networking/infrastructure

| | | | |
|---------------------------------|--------------|--------------|---------------|
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |
| cloud engineer | 71.3 - 95.9 | 83.5 - 113.6 | 97.4 - 129.0 |
| devops - infrastructure | 72.2 - 100.9 | 84.6 - 119.3 | 98.5 - 135.0 |
| help desk analyst | 46.4 - 61.0 | 52.7 - 70.4 | 60.2 - 80.1 |
| information security engineer | 67.5 - 91.1 | 78.0 - 107.2 | 90.7 - 122.5 |
| information security manager | 86.6 - 115.0 | 98.0 - 132.6 | 112.1 - 151.3 |
| information security specialist | 53.6 - 70.9 | 61.5 - 82.9 | 70.9 - 94.4 |
| information systems analyst | 57.9 - 75.3 | 64.8 - 86.2 | 73.5 - 97.8 |
| linux/unix administrator | 72.9 - 95.5 | 82.3 - 110.1 | 94.1 - 125.4 |
| network administrator | 56.8 - 76.6 | 65.7 - 90.3 | 76.4 - 103.7 |
| network engineer | 64.7 - 87.1 | 74.6 - 102.5 | 86.9 - 118.1 |
| systems administrator | 64.9 - 86.1 | 74.6 - 100.7 | 86.2 - 115.4 |
| tech support | 57.7 - 75.8 | 65.7 - 87.7 | 75.0 - 99.7 |

project management

| | | | |
|---------------------|--------------|--------------|---------------|
| ERP project manager | 85.5 - 115.1 | 93.5 - 128.4 | 104.0 - 144.2 |
|---------------------|--------------|--------------|---------------|



business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative analyst | 46.8 - 61.4 | 52.1 - 69.8 | 58.9 - 79.2 |
| administrative assistant | 40.9 - 51.9 | 45.0 - 59.0 | 53.3 - 67.3 |
| administrative assistant (bilingual) | 42.9 - 53.9 | 47.0 - 61.0 | 55.3 - 69.3 |
| administrative manager | 57.1 - 72.7 | 62.2 - 80.7 | 71.1 - 95.1 |
| benefits clerk | 39.7 - 50.5 | 45.5 - 58.1 | 51.8 - 66.1 |
| buyer assistant | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| claims supervisor | 58.7 - 77.3 | 65.7 - 88.6 | 74.7 - 101.6 |
| data entry clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| dispatcher | 46.8 - 51.9 | 50.2 - 57.9 | 56.5 - 63.9 |
| documentation specialist | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| donor relations coordinator | 46.8 - 61.8 | 54.5 - 73.4 | 63.8 - 85.4 |
| executive assistant | 55.3 - 76.8 | 65.2 - 91.1 | 76.1 - 104.1 |
| executive assistant (bilingual) | 56.3 - 77.8 | 66.2 - 92.1 | 77.1 - 105.1 |
| executive legal assistant | 56.3 - 77.8 | 66.2 - 92.1 | 77.1 - 105.1 |
| file clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| fundraising manager | 60.4 - 78.6 | 68.7 - 91.3 | 79.1 - 105.2 |
| HR administrator | 44.9 - 58.9 | 50.9 - 67.9 | 58.1 - 77.7 |
| human resources assistant | 42.9 - 53.9 | 47.0 - 61.0 | 55.3 - 69.3 |
| insurance claims clerk | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| invoicing clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| lease administrator | 42.7 - 56.3 | 49.6 - 65.8 | 57.2 - 75.2 |
| legal assistant | 47.1 - 62.9 | 56.2 - 77.4 | 66.2 - 87.5 |



| | | | |
|---|-------------|-------------|--------------|
| logistics coordinator | 48.2 - 61.9 | 54.6 - 71.1 | 62.0 - 80.8 |
| mailroom clerk | 36.1 - 45.5 | 41.3 - 51.8 | 44.8 - 52.5 |
| office clerk | 37.1 - 46.5 | 42.3 - 52.8 | 45.8 - 53.5 |
| office manager | 54.5 - 69.1 | 59.1 - 77.2 | 65.9 - 86.4 |
| office/operations manager | 60.2 - 72.9 | 66.1 - 79.9 | 71.5 - 86.2 |
| order clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| order entry clerk | 38.0 - 47.6 | 42.5 - 54.1 | 47.3 - 58.6 |
| order supervisor | 50.4 - 66.0 | 58.3 - 77.1 | 66.9 - 86.6 |
| project coordinator | 48.5 - 55.8 | 54.1 - 62.9 | 60.9 - 75.0 |
| property administrator | 40.9 - 51.9 | 45.0 - 59.0 | 53.3 - 67.3 |
| property manager | 56.6 - 75.8 | 64.9 - 88.7 | 75.1 - 102.2 |
| receptionist | 36.8 - 41.5 | 39.7 - 47.8 | 43.1 - 53.3 |
| receptionist (bilingual) | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| sales administrator | 45.2 - 58.5 | 51.4 - 68.3 | 58.2 - 77.7 |
| sales assistant | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| service coordinator | 39.7 - 50.5 | 45.5 - 58.1 | 51.8 - 66.1 |
| supply clerk | 45.1 - 52.9 | 50.2 - 58.4 | 56.1 - 65.5 |
| virtual assistant | 42.9 - 53.9 | 45.0 - 61.0 | 55.3 - 66.3 |
| virtual receptionist | 37.8 - 42.7 | 41.2 - 48.1 | 44.1 - 54.3 |
| logistics & transportation support | | | |
| import/export clerk | 36.8 - 47.7 | 42.5 - 54.8 | 47.8 - 60.0 |
| import/export coordinator | 54.0 - 70.0 | 60.2 - 79.5 | 67.9 - 90.0 |
| shipping administrator | 42.0 - 53.7 | 48.4 - 62.1 | 55.1 - 69.9 |
| supply chain coordinator | 41.1 - 53.5 | 46.1 - 61.2 | 52.4 - 69.9 |

customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 63.9 - 80.1 | 70.1 - 92.6 | 86.3 - 109.1 |



| | | | |
|--|-------------|--------------|--------------|
| bilingual customer loyalty agent | 39.1 - 47.8 | 41.5 - 55.5 | 47.6 - 63.3 |
| bilingual customer service manager | 69.8 - 91.4 | 84.1 - 97.8 | 95.3 - 130.2 |
| bilingual customer service representative | 39.1 - 45.8 | 39.9 - 51.9 | 45.0 - 58.8 |
| bilingual customer service supervisor | 59.1 - 78.2 | 66.5 - 89.7 | 75.6 - 102.4 |
| bilingual customer service team lead | 42.1 - 46.9 | 44.1 - 50.3 | 48.9 - 57.9 |
| bilingual customer service trainer | 43.6 - 57.8 | 50.1 - 67.5 | 57.9 - 77.2 |
| bilingual e-chat representative | 37.9 - 43.6 | 39.1 - 49.5 | 43.6 - 55.9 |
| bilingual help desk representative - level 1 | 41.3 - 55.2 | 53.6 - 68.7 | 63.8 - 75.6 |
| bilingual inside sales manager | 66.9 - 86.4 | 75.9 - 103.6 | 87.1 - 119.6 |
| bilingual inside sales representative | 42.5 - 57.9 | 49.9 - 63.5 | 54.7 - 71.2 |
| bilingual insurance advisor | 45.8 - 65.7 | 51.3 - 65.2 | 59.9 - 75.6 |
| bilingual junior collection agent | 34.6 - 44.7 | 39.2 - 51.4 | 44.5 - 57.8 |
| bilingual order desk representative | 34.9 - 41.3 | 37.2 - 47.3 | 44.2 - 52.2 |
| bilingual survey agent | 32.3 - 41.5 | 37.4 - 47.7 | 42.1 - 52.2 |
| bilingual telemarketing agent | 31.4 - 37.3 | 35.9 - 42.1 | 39.9 - 48.4 |
| bilingual telephone dispatcher | 38.9 - 49.9 | 44.3 - 57.5 | 50.4 - 65.1 |
| bilingual travel support agent | 37.2 - 47.3 | 41.8 - 53.5 | 46.7 - 59.1 |

engineering

| construction | entry | mid | senior |
|--------------------------------|-------------|--------------|--------------|
| architect | 59.6 - 78.8 | 67.0 - 90.5 | 76.4 - 103.3 |
| architectural drafter | 49.9 - 65.4 | 58.4 - 77.8 | 68.7 - 91.9 |
| BIM/VDC coordinator | 61.9 - 81.6 | 69.3 - 93.2 | 78.6 - 106.1 |
| buyer | 56.7 - 74.9 | 64.8 - 87.0 | 74.6 - 99.9 |
| civil engineer | 63.1 - 85.3 | 85.0 - 100.4 | 90.0 - 130.0 |
| civil engineering drafter | 51.3 - 64.6 | 57.7 - 73.9 | 65.5 - 84.0 |
| civil engineering technologist | 44.4 - 60.4 | 52.8 - 72.2 | 61.9 - 82.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project engineer | 74.2 - 102.3 | 85.7 - 120.3 | 99.6 - 138.5 |
| civil project manager | 75.1 - 101.0 | 85.0 - 116.3 | 97.0 - 131.5 |
| construction coordinator | 49.1 - 65.8 | 55.3 - 75.3 | 62.8 - 85.6 |
| construction director | 110.9 - 146.0 | 145.9 - 190.9 | 181.5 - 237.8 |
| construction manager | 80.7 - 106.3 | 88.7 - 119.1 | 99.1 - 133.8 |
| construction project coordinator | 94.8 - 122.4 | 103.3 - 135.4 | 114.2 - 150.4 |
| construction project manager | 73.0 - 101.4 | 85.1 - 120.1 | 99.4 - 137.4 |
| construction superintendent | 83.6 - 110.1 | 91.9 - 123.3 | 102.6 - 140.0 |
| contracts manager | 105.2 - 133.1 | 117.9 - 151.2 | 133.5 - 171.3 |
| director of operations | 123.4 - 165.7 | 162.9 - 218.7 | 207.0 - 277.7 |
| drafter | 52.0 - 65.1 | 58.0 - 74.0 | 65.6 - 84.0 |
| electrical designer/engineer | 73.3 - 97.3 | 82.9 - 112.3 | 94.9 - 128.3 |
| electrical engineer | 75.7 - 101.3 | 86.6 - 118.0 | 99.9 - 135.5 |
| electrical engineering technician | 54.7 - 70.6 | 62.7 - 82.0 | 71.9 - 93.4 |
| electrical inspector | 43.6 - 59.0 | 50.7 - 69.4 | 58.7 - 80.0 |
| engineering manager | 92.0 - 124.5 | 105.4 - 144.3 | 121.6 - 163.9 |
| environmental engineer | 61.3 - 82.2 | 70.2 - 96.0 | 81.3 - 110.3 |
| environmental inspector | 47.2 - 60.8 | 52.0 - 68.3 | 58.2 - 76.7 |
| estimation engineer | 69.3 - 93.3 | 79.9 - 109.7 | 93.0 - 126.3 |
| estimator | 59.3 - 77.8 | 66.1 - 88.4 | 74.5 - 115.0 |
| facilities engineer | 63.5 - 85.6 | 73.3 - 100.7 | 85.3 - 115.5 |
| facilities manager | 59.1 - 78.1 | 67.6 - 90.8 | 77.8 - 104.4 |
| field supervisor | 67.4 - 89.3 | 76.0 - 102.3 | 86.2 - 115.4 |
| foreman | 51.6 - 67.3 | 58.0 - 76.9 | 65.7 - 87.1 |
| health and safety manager | 58.4 - 75.8 | 67.4 - 88.7 | 77.8 - 101.4 |
| health and safety specialist | 66.6 - 88.2 | 76.4 - 103.2 | 88.4 - 117.9 |
| HVAC drafter | 50.1 - 64.7 | 56.5 - 74.0 | 63.9 - 83.0 |
| HVAC engineer | 54.8 - 73.5 | 62.9 - 86.0 | 90.0 - 120.0 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| mechanical designer | 49.8 - 66.4 | 57.6 - 77.6 | 66.3 - 87.8 |
| mechanical drafter | 49.1 - 64.3 | 55.4 - 74.5 | 63.9 - 87.2 |
| mechanical engineer | 70.9 - 94.7 | 80.8 - 109.9 | 92.9 - 125.4 |
| mechanical engineering technician | 49.1 - 64.9 | 56.2 - 75.3 | 64.3 - 85.0 |
| operations manager | 76.8 - 105.5 | 88.2 - 122.9 | 101.4 - 138.9 |
| planner/scheduler | 38.3 - 49.2 | 43.7 - 56.6 | 49.6 - 63.9 |
| project coordinator | 44.1 - 58.0 | 50.0 - 66.9 | 57.1 - 75.9 |
| project director | 109.2 - 133.0 | 137.1 - 167.0 | 165.8 - 201.9 |
| project engineer | 87.5 - 113.0 | 95.2 - 125.3 | 105.2 - 140.1 |
| project manager | 74.2 - 103.1 | 86.6 - 122.0 | 101.0 - 139.6 |
| purchasing manager | 104.1 - 137.6 | 117.9 - 157.0 | 133.8 - 175.7 |
| QA/QC inspector | 52.3 - 69.9 | 60.8 - 82.1 | 70.3 - 94.5 |
| quality control engineer | 66.6 - 89.0 | 76.0 - 103.3 | 87.3 - 117.3 |
| quality inspector | 37.4 - 48.0 | 42.0 - 54.9 | 47.6 - 62.1 |
| safety inspector | 60.5 - 79.6 | 68.7 - 91.8 | 78.3 - 104.0 |
| specification writer | 50.6 - 65.7 | 57.5 - 75.7 | 65.5 - 85.6 |
| structural designer | 50.8 - 66.8 | 57.7 - 77.0 | 65.8 - 87.3 |
| structural engineer | 68.8 - 91.9 | 78.5 - 106.9 | 90.4 - 122.2 |
| technical services manager | 94.7 - 125.8 | 107.6 - 145.1 | 123.7 - 166.0 |
| energy & oil | | | |
| architectural technologist | 49.9 - 65.4 | 58.4 - 77.8 | 68.7 - 91.9 |
| applications engineer | 79.7 - 106.2 | 92.3 - 124.8 | 107.2 - 141.3 |
| architect | 59.6 - 78.8 | 67.0 - 90.5 | 76.4 - 103.3 |
| automation engineer | 61.4 - 81.9 | 69.9 - 95.0 | 80.3 - 108.5 |
| automation specialist | 48.4 - 64.0 | 56.3 - 74.9 | 64.9 - 85.4 |
| buyer | 56.7 - 74.9 | 64.8 - 87.0 | 74.6 - 99.9 |
| category manager | 59.7 - 78.7 | 67.0 - 90.0 | 76.1 - 102.5 |
| category specialist | 50.7 - 66.5 | 56.5 - 75.6 | 63.8 - 85.9 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| chemical engineer | 79.3 - 106.1 | 89.1 - 121.3 | 101.1 - 137.0 |
| chemical technician | 52.4 - 68.8 | 58.4 - 78.4 | 66.2 - 89.8 |
| chief inspector | 52.2 - 69.2 | 58.9 - 79.1 | 66.6 - 88.8 |
| civil engineer | 63.1 - 85.3 | 73.2 - 100.4 | 84.9 - 114.2 |
| civil engineering drafter | 51.3 - 64.6 | 57.7 - 73.9 | 65.5 - 84.0 |
| civil engineering technologist | 44.4 - 60.4 | 52.8 - 72.2 | 61.9 - 82.5 |
| civil project engineer | 74.2 - 102.3 | 85.7 - 120.3 | 99.6 - 138.5 |
| civil project manager | 75.1 - 101.0 | 85.0 - 116.3 | 97.0 - 131.5 |
| commissioning and start up engineer | 58.7 - 79.1 | 67.8 - 92.9 | 78.7 - 103.1 |
| construction analyst | 53.6 - 70.5 | 59.9 - 80.1 | 67.5 - 90.2 |
| construction coordinator | 49.1 - 65.8 | 55.3 - 75.3 | 62.8 - 85.6 |
| construction director | 110.9 - 146.0 | 145.9 - 190.9 | 181.5 - 237.8 |
| construction manager | 80.7 - 106.3 | 88.7 - 119.1 | 99.1 - 133.8 |
| construction project manager | 73.0 - 101.4 | 85.1 - 120.1 | 99.4 - 137.4 |
| continuous improvement engineer | 82.4 - 108.5 | 92.1 - 123.1 | 103.8 - 137.5 |
| contracts administrator | 57.7 - 77.0 | 65.8 - 89.2 | 75.5 - 101.8 |
| contracts manager | 105.2 - 133.1 | 117.9 - 151.2 | 133.5 - 171.3 |
| contracts specialist | 58.4 - 76.9 | 66.6 - 89.2 | 76.3 - 101.2 |
| control technician | 47.3 - 62.6 | 54.2 - 72.7 | 62.2 - 82.8 |
| controls designer/engineer | 51.9 - 69.9 | 59.9 - 81.8 | 69.2 - 93.6 |
| cost control specialist | 48.1 - 62.6 | 53.9 - 71.7 | 61.3 - 81.5 |
| demand planner | 47.7 - 66.3 | 57.6 - 80.4 | 68.2 - 92.2 |
| director of operations | 123.4 - 165.7 | 162.9 - 218.7 | 207.0 - 277.7 |
| drafter | 52.0 - 65.1 | 58.0 - 74.0 | 65.6 - 84.0 |
| electrical designer/engineer | 73.3 - 97.3 | 82.9 - 112.3 | 94.9 - 128.3 |
| electrical engineer | 75.7 - 101.3 | 86.6 - 118.0 | 99.9 - 135.5 |
| electrical engineering technician | 54.7 - 70.6 | 62.7 - 82.0 | 71.9 - 93.4 |
| electrical inspector | 43.6 - 59.0 | 50.7 - 69.4 | 58.7 - 80.0 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| electrical test engineer | 69.6 - 93.7 | 80.3 - 110.2 | 93.4 - 126.9 |
| engineering manager | 92.0 - 124.5 | 105.4 - 144.3 | 121.6 - 163.9 |
| environmental engineer | 61.3 - 82.2 | 70.2 - 96.0 | 81.3 - 110.3 |
| environmental inspector | 47.2 - 60.8 | 52.0 - 68.3 | 58.2 - 76.7 |
| estimation engineer | 69.3 - 93.3 | 79.9 - 109.7 | 93.0 - 126.3 |
| estimator | 59.3 - 77.8 | 66.1 - 88.4 | 74.5 - 100.0 |
| facilities engineer | 63.5 - 85.6 | 73.3 - 100.7 | 85.3 - 115.5 |
| field service engineer | 50.4 - 67.4 | 57.6 - 78.4 | 66.4 - 90.9 |
| general inspector | 48.2 - 63.6 | 54.3 - 72.6 | 61.3 - 81.4 |
| geologist | 61.2 - 80.3 | 69.3 - 92.7 | 79.3 - 106.0 |
| health and safety manager | 63.1 - 82.9 | 70.4 - 94.1 | 79.4 - 106.2 |
| health and safety specialist | 58.4 - 75.8 | 67.4 - 88.7 | 77.8 - 101.4 |
| HVAC drafter | 50.1 - 64.7 | 56.5 - 74.0 | 63.9 - 83.0 |
| HVAC engineer | 54.8 - 73.5 | 62.9 - 86.0 | 72.7 - 98.0 |
| hydraulic engineer | 63.0 - 84.9 | 72.8 - 100.0 | 84.7 - 114.6 |
| industrial engineer | 69.0 - 90.7 | 76.9 - 103.0 | 86.7 - 115.6 |
| instrumentation and controls engineer | 67.2 - 89.3 | 76.1 - 103.0 | 87.0 - 116.8 |
| logistics specialist | 46.9 - 61.1 | 53.5 - 70.6 | 61.1 - 80.4 |
| materials manager | 88.3 - 116.9 | 97.8 - 131.6 | 109.9 - 147.7 |
| mechanical designer | 49.8 - 66.4 | 57.6 - 77.6 | 66.3 - 87.8 |
| mechanical drafter | 49.1 - 64.3 | 55.4 - 74.5 | 63.9 - 87.2 |
| mechanical engineer | 70.9 - 94.7 | 80.8 - 109.9 | 92.9 - 125.4 |
| mechanical engineering technician | 49.1 - 64.9 | 56.2 - 75.3 | 64.3 - 85.0 |
| mining engineer | 68.5 - 91.4 | 76.7 - 104.3 | 86.9 - 117.8 |
| operations manager | 76.8 - 105.5 | 88.2 - 122.9 | 101.4 - 138.9 |
| pipeline designer | 58.7 - 77.0 | 65.7 - 87.9 | 74.4 - 99.7 |
| piping engineer | 61.1 - 80.6 | 68.5 - 92.3 | 77.8 - 104.9 |
| planner/scheduler | 38.3 - 49.2 | 43.7 - 56.6 | 49.6 - 63.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| plant engineer | 79.9 - 106.9 | 93.0 - 126.4 | 108.8 - 144.3 |
| plant manager | 104.1 - 145.0 | 125.2 - 174.8 | 148.6 - 202.9 |
| plant operator | 46.9 - 64.3 | 55.4 - 76.4 | 64.6 - 86.6 |
| process engineer | 59.8 - 80.3 | 68.7 - 93.9 | 79.5 - 107.1 |
| procurement director | 109.6 - 144.4 | 145.8 - 190.7 | 176.3 - 230.9 |
| procurement specialist | 50.7 - 66.5 | 56.5 - 75.5 | 63.8 - 86.0 |
| production analyst | 44.3 - 59.6 | 51.0 - 70.1 | 59.4 - 81.2 |
| production engineer | 62.0 - 83.3 | 71.3 - 97.4 | 82.4 - 111.0 |
| program manager | 69.3 - 90.4 | 79.2 - 104.9 | 91.0 - 119.9 |
| project controller | 52.3 - 69.9 | 58.8 - 80.1 | 66.8 - 91.2 |
| project controls manager | 83.1 - 114.8 | 96.3 - 134.9 | 111.6 - 153.9 |
| project controls specialist | 60.3 - 78.8 | 68.0 - 90.1 | 77.0 - 101.8 |
| project coordinator | 94.8 - 122.4 | 103.3 - 135.4 | 114.2 - 150.4 |
| project director | 109.2 - 133.0 | 137.1 - 167.0 | 165.8 - 201.9 |
| project engineer | 87.5 - 113.0 | 95.2 - 125.3 | 105.2 - 140.1 |
| project manager | 74.2 - 103.1 | 86.6 - 122.0 | 101.0 - 139.6 |
| purchasing manager | 104.1 - 137.6 | 117.9 - 157.0 | 133.8 - 175.7 |
| QA/QC inspector | 52.3 - 69.9 | 60.8 - 82.1 | 70.3 - 94.5 |
| quality assurance manager | 87.4 - 114.4 | 96.9 - 128.8 | 108.7 - 144.0 |
| quality assurance/control technician | 68.0 - 89.5 | 77.4 - 103.8 | 88.8 - 117.8 |
| quality control engineer | 66.6 - 89.0 | 76.0 - 103.3 | 87.3 - 117.3 |
| quality inspector | 37.4 - 48.0 | 42.0 - 54.9 | 47.6 - 62.1 |
| safety inspector | 60.5 - 79.6 | 68.7 - 91.8 | 78.3 - 104.0 |
| site supervisor | 48.1 - 62.4 | 54.5 - 72.0 | 62.3 - 82.3 |
| sourcing specialist | 54.5 - 71.5 | 60.7 - 81.2 | 68.5 - 92.3 |
| stationary engineer | 51.8 - 66.7 | 57.1 - 74.7 | 63.6 - 83.1 |
| structural designer | 50.8 - 66.8 | 57.7 - 77.0 | 65.8 - 87.3 |
| structural engineer | 68.8 - 91.9 | 78.5 - 106.9 | 90.4 - 122.2 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 88.2 - 118.7 | 101.9 - 138.0 | 117.2 - 154.2 |
| systems control engineer | 61.8 - 82.6 | 70.8 - 96.3 | 81.6 - 109.8 |
| telecommunications technician | 58.3 - 76.1 | 65.9 - 87.8 | 75.2 - 100.5 |
| transmission line engineer | 74.2 - 94.6 | 80.6 - 104.6 | 88.8 - 116.2 |
| transportation manager | 89.2 - 118.6 | 101.3 - 136.2 | 115.5 - 153.8 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 159.4 - 278.8 | 234.0 - 409.3 | 327.1 - 571.4 | |
| director - financial planning & analysis | 136.7 - 185.9 | 180.8 - 236.9 | 220.1 - 288.2 | |
| finance director | 137.9 - 180.4 | 177.6 - 232.8 | 216.0 - 282.7 | |
| vice president finance | 143.8 - 201.0 | 164.8 - 286.6 | 228.7 - 397.6 | |
| finance & accounting | 1 year | 3 years | 5 years | 10 years |
| accountant | 66.8 - 80.4 | 71.6 - 86.3 | 76.4 - 92.0 | 86.6 - 104.3 |
| accounting clerk | 40.9 - 47.5 | 46.3 - 56.0 | 54.9 - 63.5 | 62.4 - 68.9 |
| accounting manager | 101.8 - 124.2 | 109.7 - 133.6 | 117.4 - 142.7 | 134.4 - 162.3 |
| accounting specialist | 47.9 - 55.5 | 52.4 - 60.7 | 56.6 - 65.6 | 65.1 - 75.4 |
| accounting technician | 50.1 - 61.4 | 56.0 - 65.1 | 64.2 - 76.4 | 73.3 - 87.2 |
| accounts payable clerk | 43.1 - 47.4 | 48.5 - 57.1 | 53.8 - 59.2 | 58.1 - 66.8 |
| accounts payable manager | 64.6 - 71.1 | 68.9 - 77.5 | 76.4 - 85.1 | 86.1 - 106.6 |
| accounts receivable clerk | 43.2 - 48.8 | 47.9 - 56.0 | 52.8 - 58.9 | 58.0 - 68.7 |
| accounts receivable manager | 64.6 - 71.1 | 68.9 - 77.5 | 76.4 - 85.1 | 86.4 - 107.0 |
| analyst - financial planning & analysis | 94.7 - 123.2 | 101.5 - 131.0 | 113.4 - 138.1 | 131.7 - 155.3 |
| assistant controller | 89.9 - 96.6 | 96.5 - 105.3 | 104.1 - 118.4 | 114.0 - 133.3 |
| bookkeeper | 45.2 - 50.6 | 49.5 - 56.0 | 56.0 - 59.2 | 59.2 - 66.9 |



| | | | | |
|--------------------------------|---------------|---------------|---------------|---------------|
| controller | 117.4 - 137.1 | 130.3 - 156.7 | 142.9 - 163.4 | 154.6 - 180.8 |
| cost accountant | 63.6 - 76.6 | 68.8 - 82.9 | 73.9 - 89.0 | 85.4 - 102.9 |
| credit & collection specialist | 42.0 - 48.5 | 44.1 - 54.9 | 53.8 - 63.5 | 60.3 - 71.1 |
| credit and collections manager | 64.6 - 70.0 | 68.9 - 76.4 | 77.5 - 86.1 | 82.9 - 106.6 |
| external auditor | 66.0 - 79.5 | 71.8 - 86.5 | 77.4 - 93.2 | 89.8 - 108.1 |
| financial analyst | 80.5 - 96.9 | 86.3 - 103.9 | 92.0 - 110.7 | 104.9 - 126.3 |
| financial reporting manager | 121.9 - 147.8 | 131.0 - 158.3 | 139.7 - 168.6 | 160.0 - 192.8 |
| internal audit manager | 113.8 - 140.0 | 122.4 - 150.2 | 130.8 - 160.1 | 149.6 - 182.3 |
| internal auditor | 68.5 - 77.3 | 71.0 - 85.5 | 77.6 - 93.4 | 91.1 - 109.7 |
| invoicing clerk | 43.1 - 47.4 | 47.4 - 56.0 | 53.8 - 59.9 | 58.9 - 65.7 |
| payroll clerk | 47.4 - 52.8 | 51.7 - 59.2 | 59.0 - 63.5 | 62.4 - 70.7 |
| payroll director | 87.2 - 98.0 | 95.8 - 105.5 | 103.4 - 120.6 | 119.5 - 131.4 |
| payroll manager | 71.1 - 75.4 | 74.3 - 82.9 | 79.7 - 102.3 | 101.2 - 113.1 |
| payroll specialist | 59.2 - 65.7 | 65.7 - 75.4 | 73.2 - 82.9 | 80.8 - 88.3 |
| tax analyst | 50.6 - 60.9 | 56.0 - 67.4 | 61.1 - 73.6 | 71.8 - 86.5 |
| tax manager | 107.6 - 132.7 | 115.7 - 142.3 | 123.6 - 151.6 | 142.0 - 173.2 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 91.6 - 132.3 | 119.9 - 170.6 | 148.7 - 211.1 |
| diversity & inclusion director | 82.8 - 115.5 | 105.1 - 146.5 | 131.9 - 183.8 |
| health and safety director | 93.8 - 113.0 | 122.6 - 146.5 | 146.2 - 174.2 |
| human resources director | 101.5 - 140.7 | 129.9 - 178.0 | 160.1 - 219.8 |
| L&D director | 100.9 - 125.8 | 126.6 - 156.4 | 160.1 - 197.8 |
| talent acquisition director | 95.2 - 132.4 | 122.1 - 167.6 | 148.7 - 203.9 |
| total rewards director | 114.3 - 148.6 | 148.0 - 191.5 | 181.8 - 235.4 |
| vice president Human Resources / CHRO | 121.1 - 202.2 | 157.2 - 262.5 | 193.1 - 322.4 |
| human resources | | entry | mid |
| benefits administrator | 55.1 - 71.0 | 61.9 - 81.2 | 70.2 - 92.3 |
| compensation and benefits manager | 100.6 - 131.4 | 111.8 - 148.3 | 126.1 - 167.4 |
| compensation specialist | 49.0 - 65.4 | 56.8 - 76.9 | 65.9 - 88.0 |
| diversity & inclusion coordinator | 39.4 - 50.6 | 44.8 - 57.1 | 49.6 - 61.5 |
| health and safety advisor | 58.4 - 75.8 | 67.4 - 88.7 | 77.8 - 101.4 |
| health and safety manager | 81.0 - 105.6 | 90.9 - 120.7 | 103.2 - 136.1 |
| HRIS analyst | 66.4 - 87.7 | 76.1 - 102.5 | 87.8 - 117.1 |
| human resources business partner | 65.0 - 85.7 | 73.0 - 98.1 | 82.8 - 111.3 |
| human resources coordinator | 38.8 - 49.8 | 44.2 - 56.3 | 48.9 - 60.7 |
| human resources generalist | 59.8 - 76.1 | 64.9 - 84.5 | 72.0 - 95.8 |
| human resources manager | 91.0 - 122.6 | 105.4 - 143.4 | 122.4 - 163.4 |
| human resources supervisor | 63.8 - 83.1 | 70.4 - 93.8 | 79.2 - 107.4 |
| human resources technician | 47.5 - 62.4 | 53.0 - 71.0 | 60.0 - 81.1 |
| labour relations advisor | 63.6 - 85.0 | 72.8 - 99.2 | 84.0 - 113.5 |
| labour relations manager | 99.0 - 134.9 | 117.0 - 159.8 | 137.1 - 184.3 |
| learning and development specialist | 50.8 - 67.0 | 57.9 - 77.8 | 66.6 - 88.6 |



| | | | |
|-------------------------------|-------------|-------------|-------------|
| recruitment coordinator | 38.6 - 50.6 | 44.6 - 58.7 | 50.9 - 66.2 |
| talent acquisition specialist | 58.8 - 77.1 | 65.5 - 87.6 | 73.9 - 99.1 |

industrial support

| | entry | mid | senior |
|------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 20.4 | 19.2 - 23.2 | 21.5 - 26.0 |
| delivery/courier driver | 17.6 - 22.4 | 19.7 - 25.4 | 22.1 - 28.4 |
| electronic parts assembler | 17.3 - 20.7 | 18.7 - 23.4 | 20.7 - 25.1 |
| forklift operator | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| general labourer - heavy | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| general labourer - light | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| industrial painter | 18.7 - 22.2 | 19.6 - 25.2 | 22.0 - 28.3 |
| inventory control clerk | 18.0 - 21.7 | 20.0 - 24.7 | 22.0 - 27.8 |
| machine operator | 19.0 - 23.0 | 21.0 - 26.0 | 23.0 - 30.0 |
| machine operator assistant | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| manufacturing worker | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| material handler | 18.5 - 21.5 | 19.8 - 24.5 | 21.9 - 25.1 |
| moulding machine operator | 21.2 - 25.2 | 23.5 - 28.2 | 26.2 - 29.6 |
| packaging labourer | 16.5 - 20.3 | 18.5 - 23.3 | 20.8 - 23.9 |
| picker/packer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |
| polisher/deburrer | 18.1 - 22.3 | 20.3 - 25.3 | 22.7 - 28.3 |
| production labourer | 16.7 - 19.9 | 18.1 - 22.4 | 20.1 - 25.1 |
| sandblasting operator | 19.5 - 21.9 | 20.5 - 24.5 | 21.3 - 27.6 |
| shipper/receiver | 18.0 - 21.7 | 20.0 - 24.7 | 22.0 - 27.8 |
| shipping and receiving clerk | 18.8 - 23.1 | 21.2 - 25.9 | 23.5 - 29.8 |
| warehouse labourer | 17.5 - 20.5 | 19.1 - 22.4 | 21.1 - 25.1 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 79.7 - 106.2 | 92.3 - 124.8 | 107.2 - 141.3 |
| automation engineer | 66.2 - 81.9 | 73.2 - 95.0 | 85.3 - 108.5 |
| buyer | 69.2 - 86.5 | 76.5 - 99.8 | 86.5 - 121.8 |
| chemical engineer | 79.3 - 106.1 | 89.1 - 121.3 | 101.1 - 137.0 |
| chemical technician | 52.4 - 68.8 | 58.4 - 78.4 | 66.2 - 89.8 |
| cmm programmer | 53.7 - 70.3 | 61.0 - 81.3 | 69.7 - 92.2 |
| coating inspector | 52.7 - 60.4 | 58.3 - 67.4 | 65.3 - 78.5 |
| commissioning and start up engineer | 58.7 - 79.1 | 67.8 - 92.9 | 78.7 - 103.1 |
| continuous improvement engineer | 82.4 - 108.5 | 92.1 - 123.1 | 103.8 - 137.5 |
| controls designer/engineer | 51.9 - 69.9 | 59.9 - 81.8 | 69.2 - 93.6 |
| demand planner | 72.5 - 83.5 | 77.1 - 93.1 | 83.5 - 114.5 |
| electrical engineer | 75.7 - 101.3 | 86.6 - 118.0 | 99.9 - 135.5 |
| electrical engineering technician | 62.8 - 80.0 | 77.0 - 93.0 | 88.0 - 110.0 |
| electrical test engineer | 69.6 - 93.7 | 80.3 - 110.2 | 93.4 - 126.9 |
| estimation engineer | 69.3 - 93.3 | 79.9 - 109.7 | 93.0 - 126.3 |
| estimator | 59.3 - 77.8 | 66.1 - 88.4 | 74.5 - 100.0 |
| field service engineer | 55.0 - 67.4 | 57.6 - 78.4 | 66.4 - 90.9 |
| general inspector | 48.4 - 64.1 | 54.6 - 73.3 | 61.7 - 82.3 |
| health and safety specialist | 66.6 - 88.2 | 76.4 - 103.2 | 88.4 - 117.9 |
| HVAC drafter | 50.1 - 64.7 | 56.5 - 74.0 | 63.9 - 83.0 |
| HVAC engineer | 57.2 - 73.5 | 62.9 - 86.0 | 72.7 - 98.0 |
| industrial engineer | 69.0 - 90.7 | 76.9 - 103.0 | 86.7 - 115.6 |
| inventory analyst | 67.0 - 74.0 | 70.0 - 80.2 | 77.3 - 86.1 |
| logistics specialist | 67.5 - 78.9 | 72.3 - 89.8 | 78.3 - 102.3 |
| manufacturing engineer | 64.4 - 85.9 | 73.4 - 99.8 | 84.4 - 113.6 |
| mechanical designer | 54.0 - 68.0 | 59.0 - 78.9 | 71.0 - 87.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical drafter | 49.1 - 64.3 | 55.4 - 74.5 | 63.9 - 87.2 |
| mechanical engineer | 70.9 - 94.7 | 80.8 - 109.9 | 92.9 - 125.4 |
| mechanical engineering technician | 54.6 - 68.6 | 62.2 - 78.9 | 72.5 - 90.3 |
| planner/scheduler | 72.5 - 81.6 | 75.6 - 96.5 | 82.1 - 117.2 |
| process engineer | 59.8 - 80.3 | 68.7 - 93.9 | 79.5 - 107.1 |
| production planner | 70.6 - 82.5 | 73.8 - 93.1 | 80.2 - 95.8 |
| project engineer | 87.5 - 113.0 | 95.2 - 125.3 | 105.2 - 140.1 |
| project manager | 74.2 - 103.1 | 86.6 - 122.0 | 101.0 - 139.6 |
| QA/QC inspector | 42.0 - 46.0 | 47.0 - 52.8 | 52.0 - 63.0 |
| quality assurance manager | 87.4 - 114.4 | 96.9 - 128.8 | 108.7 - 144.0 |
| quality assurance/control technician | 68.0 - 89.5 | 77.4 - 103.8 | 88.8 - 117.8 |
| quality control engineer | 66.6 - 89.0 | 76.0 - 103.3 | 87.3 - 117.3 |
| quality control technician | 50.3 - 55.6 | 54.3 - 62.5 | 60.5 - 72.3 |
| quality director | 98.0 - 133.0 | 124.7 - 167.0 | 150.5 - 201.6 |
| quality inspector | 50.3 - 55.6 | 54.3 - 62.5 | 60.5 - 72.3 |
| safety inspector | 60.5 - 79.6 | 68.7 - 91.8 | 78.3 - 104.0 |
| SCADA engineer | 62.3 - 83.5 | 71.5 - 97.6 | 82.5 - 111.4 |
| stationary engineer | 51.8 - 66.7 | 57.1 - 74.7 | 63.6 - 83.1 |
| supply chain analyst | 64.5 - 75.2 | 67.5 - 83.1 | 75.5 - 90.1 |
| industrial management | | | |
| director of operations | 123.4 - 165.7 | 162.9 - 218.7 | 207.0 - 277.7 |
| engineering manager | 92.0 - 124.5 | 105.4 - 144.3 | 121.6 - 163.9 |
| head of workshop and assembly | 165.9 - 230.4 | 234.4 - 325.1 | 294.0 - 407.4 |
| health and safety manager | 58.4 - 75.8 | 67.4 - 88.7 | 77.8 - 101.4 |
| inventory control manager | 94.4 - 124.1 | 125.2 - 166.5 | 154.2 - 205.2 |
| machining manager | 60.1 - 77.7 | 66.8 - 88.3 | 75.5 - 100.3 |
| maintenance manager | 85.0 - 96.0 | 90.0 - 118.0 | 98.7 - 160.6 |
| maintenance supervisor | 66.8 - 78.1 | 70.2 - 90.8 | 77.8 - 104.4 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| manufacturing director | 117.9 - 142.7 | 152.4 - 183.8 | 186.6 - 225.2 |
| materials manager | 88.3 - 116.9 | 97.8 - 131.6 | 109.9 - 147.7 |
| operations manager | 76.8 - 105.5 | 88.2 - 122.9 | 101.4 - 138.9 |
| plant manager | 104.1 - 145.0 | 125.2 - 174.8 | 148.6 - 202.9 |
| procurement director | 109.6 - 144.4 | 145.8 - 190.7 | 176.3 - 230.9 |
| production manager | 95.8 - 126.0 | 107.4 - 143.3 | 121.8 - 161.6 |
| production supervisor | 62.0 - 73.3 | 66.0 - 83.5 | 78.0 - 98.3 |
| program manager | 69.3 - 90.4 | 79.2 - 104.9 | 91.0 - 119.9 |
| project director | 109.2 - 133.0 | 137.1 - 167.0 | 165.8 - 201.9 |
| purchasing manager | 104.1 - 137.6 | 117.9 - 157.0 | 133.8 - 175.7 |
| site supervisor | 69.5 - 91.9 | 76.5 - 103.3 | 85.6 - 116.7 |
| supply chain manager | 95.6 - 127.5 | 120.0 - 160.1 | 145.9 - 195.6 |
| transportation manager | 89.2 - 118.6 | 101.3 - 136.2 | 115.5 - 153.8 |
| warehouse manager | 74.0 - 97.2 | 82.5 - 110.5 | 93.0 - 124.4 |
| warehouse supervisor | 62.2 - 68.9 | 68.9 - 84.3 | 79.6 - 101.3 |
| skilled trades | | | |
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 50.3 - 67.3 | 57.5 - 78.2 | 66.2 - 89.8 |
| control technician | 47.3 - 62.6 | 54.2 - 72.7 | 62.2 - 82.8 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 50.5 - 66.8 | 56.9 - 76.4 | 64.4 - 86.1 |
| electromechanical technician | 52.7 - 71.8 | 62.7 - 84.3 | 71.9 - 86.6 |
| electronics technician | 52.3 - 68.3 | 58.9 - 78.2 | 66.8 - 88.4 |
| field service technician | 48.5 - 64.1 | 56.4 - 75.1 | 65.0 - 85.6 |
| heavy equipment mechanic | 48.8 - 65.3 | 56.8 - 76.5 | 65.6 - 87.6 |
| machine builder | 38.7 - 50.1 | 44.6 - 58.0 | 50.9 - 65.5 |
| maintenance mechanic | 45.5 - 58.2 | 52.4 - 67.8 | 60.2 - 77.6 |
| mechanical assembler | 45.7 - 52.0 | 49.9 - 58.2 | 54.0 - 62.4 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| millwright | 51.9 - 67.8 | 58.5 - 77.5 | 66.1 - 86.5 |
| panel wirer | 37.4 - 41.6 | 41.6 - 49.9 | 45.7 - 54.0 |
| parts manager | 46.5 - 60.6 | 52.2 - 69.2 | 59.1 - 78.5 |
| technician quality control testing | 52.3 - 69.9 | 60.8 - 82.1 | 70.3 - 94.5 |
| tool and die maker | 49.0 - 64.8 | 56.2 - 75.2 | 64.3 - 84.9 |
| welder | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |
| welder-fitter | 39.5 - 49.9 | 45.7 - 56.1 | 52.0 - 66.5 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.3 - 87.5 | 74.7 - 100.6 | 85.2 - 114.9 |
| digital marketing specialist | 46.8 - 62.3 | 54.4 - 73.7 | 63.4 - 84.3 |
| e-commerce director | 112.8 - 140.4 | 143.1 - 178.3 | 181.3 - 225.9 |
| e-commerce marketing manager | 76.6 - 100.6 | 85.7 - 114.9 | 97.3 - 131.0 |
| marketing content manager | 57.0 - 75.1 | 64.1 - 86.1 | 72.9 - 97.9 |
| social media manager | 56.8 - 79.0 | 68.9 - 96.2 | 82.0 - 112.5 |
| web marketing analyst | 57.2 - 74.4 | 64.6 - 85.6 | 73.4 - 96.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 98.4 - 150.7 | 133.4 - 204.5 | 172.0 - 263.5 |
| marketing vice-president | 122.2 - 189.4 | 172.7 - 267.8 | 223.8 - 346.9 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.0 - 107.1 | 92.2 - 121.0 | 103.5 - 135.9 |
| brand or product manager assistant | 62.1 - 84.2 | 72.7 - 99.7 | 84.6 - 114.1 |
| communications manager | 68.5 - 89.9 | 76.6 - 102.5 | 86.7 - 115.5 |
| communications specialist | 52.7 - 72.4 | 62.9 - 87.4 | 74.4 - 100.1 |
| marketing coordinator | 54.3 - 71.9 | 61.5 - 82.9 | 70.3 - 94.5 |
| marketing director | 95.8 - 129.4 | 111.6 - 153.0 | 130.0 - 175.0 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 42.1 - 56.3 | 48.3 - 65.7 | 55.7 - 74.8 |
| marketing specialist | 46.2 - 61.7 | 53.0 - 71.9 | 61.0 - 81.6 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|----------------|-----------------|
| account manager - hardware | 48.4 - 60.7 | 52.6 - 67.2 | 58.1 - 75.4 |
| account manager - software | 54.2 - 67.6 | 58.5 - 74.4 | 64.2 - 83.3 |
| business development manager | 104.3 - 137.9 | 116.6 - 156.6 | 132.4 - 179.3 |
| district sales manager | 76.5 - 99.5 | 87.5 - 115.8 | 100.8 - 132.8 |
| key accounts manager - consumer goods | 68.4 - 87.9 | 76.9 - 100.8 | 87.5 - 115.3 |
| merchandiser - consumer goods | 58.6 - 77.0 | 65.7 - 88.2 | 74.7 - 100.5 |
| sales manager/ director | 59.2 - 79.7 | 67.4 - 92.1 | 77.0 - 103.9 |
| sales representative, account manager - consumer goods | 47.4 - 60.2 | 52.4 - 67.5 | 58.3 - 75.5 |
| sales representative, account manager - professional services | 45.0 - 56.2 | 48.6 - 61.9 | 53.4 - 69.4 |
| sales representative, account manager - telecommunications | 52.3 - 65.7 | 56.9 - 72.6 | 62.7 - 80.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 128.4 - 181.9 | 170.2 - 240.4 | 210.1 - 295.9 |
| sales vice-president | 136.3 - 196.5 | 185.6 - 267.4 | 240.7 - 346.8 |
| vice-president marketing & sales | 117.8 - 211.7 | 162.3 - 291.7 | 209.2 - 375.7 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.1 - 64.0 | 55.4 - 70.7 | 60.9 - 78.6 |
| internal sales representative - manufacturing | 48.6 - 61.0 | 52.8 - 67.7 | 58.5 - 76.2 |
| sales engineer - distribution | 68.6 - 90.1 | 75.4 - 100.7 | 83.8 - 112.3 |
| sales engineer - manufacturing | 55.4 - 74.2 | 62.7 - 85.3 | 71.3 - 95.7 |
| sales representative, account manager - industrial equipment | 48.2 - 60.2 | 52.0 - 66.2 | 57.2 - 74.1 |
| sales representative, account manager - industrial service | 51.3 - 64.4 | 55.7 - 71.0 | 61.2 - 78.9 |
| sales representative, account manager - machinery | 51.0 - 63.6 | 55.0 - 70.0 | 60.4 - 78.1 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 49.4 - 71.5 | 54.4 - 80.1 | 60.5 - 89.2 |
| sales representative, account manager - retail network | 50.3 - 62.7 | 54.1 - 69.0 | 59.7 - 77.9 |
| technical sales representative - manufacturing | 47.2 - 60.8 | 53.3 - 69.7 | 60.4 - 78.3 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 76.8 - 100.1 | 86.2 - 114.5 | 97.8 - 129.3 |
| application support analyst | 66.5 - 88.1 | 76.5 - 102.3 | 87.3 - 115.7 |
| automation tester | 57.8 - 73.2 | 66.7 - 83.9 | 76.2 - 96.6 |
| C++/ embedded software engineer | 76.7 - 99.9 | 86.0 - 114.3 | 97.6 - 129.1 |
| devops - development | 71.3 - 96.5 | 83.0 - 114.4 | 97.0 - 130.7 |
| ERP developer | 76.6 - 99.8 | 85.8 - 114.1 | 97.5 - 129.5 |
| front-end developer | 80.0 - 84.4 | 81.8 - 85.0 | 94.5 - 100.0 |
| full stack developer | 82.1 - 108.9 | 94.4 - 126.9 | 108.9 - 143.7 |
| java developer | 75.0 - 97.8 | 84.2 - 111.9 | 95.5 - 126.2 |
| machine learning developer | 84.1 - 126.1 | 113.8 - 157.3 | 136.1 - 162.2 |
| mobile application developer (iOS/android) | 75.0 - 106.1 | 96.4 - 135.7 | 116.9 - 139.9 |
| quality assurance manager | 89.1 - 118.8 | 101.5 - 137.0 | 116.4 - 154.4 |
| RPA developer | 65.0 - 74.2 | 75.0 - 86.6 | 85.0 - 97.8 |
| SQL database developer | 75.0 - 90.7 | 85.0 - 106.6 | 90.3 - 122.1 |
| technical lead | 116.9 - 156.7 | 133.9 - 181.4 | 153.0 - 204.5 |
| UI/UX designer | 72.0 - 93.5 | 80.4 - 106.4 | 90.7 - 119.2 |
| architecture | | | |
| application architect | 110.4 - 146.6 | 124.4 - 167.5 | 141.5 - 191.1 |
| architect (enterprise) | 102.6 - 138.4 | 117.7 - 160.1 | 135.4 - 183.4 |
| architect (solutions/technical) | 90.5 - 113.8 | 101.8 - 129.9 | 115.4 - 145.4 |
| cloud architect | 97.6 - 123.2 | 110.5 - 141.1 | 125.8 - 157.8 |



data & analytics

| | | | |
|---------------------------------|--------------|---------------|---------------|
| BI data architect | 97.3 - 131.1 | 109.2 - 148.9 | 123.7 - 167.5 |
| big data engineer | 87.8 - 115.7 | 98.4 - 131.9 | 111.8 - 148.9 |
| business intelligence developer | 73.2 - 95.5 | 82.2 - 109.3 | 93.2 - 122.6 |

leadership/business technology

| | | | |
|-------------|---------------|---------------|---------------|
| IT director | 113.5 - 151.0 | 143.5 - 189.9 | 178.0 - 236.0 |
| IT manager | 100.2 - 133.4 | 114.5 - 154.1 | 131.7 - 176.0 |

networking/infrastructure

| | | | |
|---------------------------------|---------------|---------------|---------------|
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |
| cloud engineer | 83.3 - 111.9 | 97.5 - 132.0 | 113.6 - 149.1 |
| devops - infrastructure | 84.4 - 117.6 | 98.8 - 138.4 | 115.0 - 155.7 |
| help desk analyst | 46.4 - 61.0 | 52.7 - 70.4 | 60.2 - 80.1 |
| information security engineer | 78.9 - 106.3 | 91.2 - 124.8 | 105.9 - 142.0 |
| information security manager | 103.0 - 136.0 | 116.5 - 155.5 | 132.7 - 176.2 |
| information security specialist | 62.9 - 82.9 | 72.0 - 96.8 | 82.9 - 110.2 |
| information systems analyst | 67.8 - 88.0 | 75.8 - 100.6 | 85.9 - 114.1 |
| linux/unix administrator | 85.2 - 111.5 | 96.2 - 128.1 | 109.9 - 145.2 |
| network administrator | 66.6 - 89.5 | 76.9 - 105.4 | 89.3 - 120.9 |
| network engineer | 75.7 - 101.7 | 87.2 - 119.5 | 101.4 - 137.1 |
| systems administrator | 76.0 - 100.6 | 87.1 - 117.4 | 100.7 - 134.0 |
| tech support | 57.7 - 75.8 | 65.7 - 87.7 | 75.0 - 99.7 |

project management

| | | | |
|---------------------|---------------|---------------|---------------|
| ERP project manager | 101.7 - 136.0 | 111.2 - 150.9 | 123.5 - 168.4 |
|---------------------|---------------|---------------|---------------|



mauricie

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 44.7 - 54.6 | 48.5 - 59.1 | 52.1 - 65.6 |
| administrative assistant | 38.5 - 46.7 | 42.2 - 50.9 | 45.4 - 55.1 |
| administrative assistant (bilingual) | 40.6 - 48.8 | 44.3 - 52.7 | 46.4 - 57.2 |
| administrative manager | 53.5 - 69.4 | 58.5 - 77.4 | 64.9 - 86.9 |
| benefits clerk | 35.6 - 45.9 | 40.8 - 53.3 | 46.8 - 60.7 |
| buyer assistant | 37.7 - 44.8 | 43.2 - 49.9 | 46.4 - 55.1 |
| claims supervisor | 60.4 - 79.2 | 67.5 - 90.6 | 76.7 - 103.8 |
| contracts administrator | 89.4 - 114.0 | 100.4 - 130.5 | 114.3 - 149.3 |
| data entry clerk | 32.5 - 40.6 | 36.6 - 46.3 | 40.9 - 47.4 |
| dispatcher | 38.3 - 44.8 | 41.8 - 53.8 | 47.1 - 60.3 |
| document controller | 31.1 - 39.4 | 35.7 - 45.3 | 40.0 - 46.4 |
| document services specialist | 31.0 - 39.4 | 35.7 - 45.0 | 39.8 - 46.0 |
| documentation specialist | 35.1 - 46.2 | 42.0 - 53.9 | 47.6 - 55.2 |
| executive assistant | 52.5 - 72.5 | 61.7 - 86.2 | 71.9 - 98.5 |
| executive assistant (bilingual) | 53.9 - 65.6 | 60.4 - 82.6 | 69.8 - 94.7 |
| file clerk | 32.5 - 42.1 | 38.2 - 48.7 | 42.9 - 49.7 |
| HR administrator | 44.6 - 58.6 | 50.7 - 67.6 | 57.9 - 77.4 |
| human resources assistant | 39.5 - 50.6 | 44.9 - 57.1 | 49.8 - 61.5 |
| insurance claims clerk | 38.5 - 43.0 | 40.0 - 45.0 | 44.0 - 51.0 |
| invoicing clerk | 36.3 - 45.8 | 40.6 - 52.1 | 45.4 - 56.6 |
| lease administrator | 42.9 - 56.4 | 49.8 - 66.0 | 57.3 - 75.5 |
| legal assistant | 45.0 - 55.1 | 52.4 - 68.3 | 63.6 - 78.8 |



| | | | |
|--------------------------|-------------|-------------|--------------|
| logistics coordinator | 45.9 - 59.4 | 52.2 - 68.6 | 59.4 - 78.1 |
| mailroom clerk | 31.9 - 39.0 | 35.5 - 43.3 | 38.5 - 44.0 |
| office clerk | 35.9 - 43.7 | 39.0 - 48.7 | 41.9 - 51.7 |
| office manager | 52.4 - 68.1 | 57.7 - 76.3 | 64.2 - 85.6 |
| order clerk | 33.1 - 40.4 | 36.5 - 46.3 | 41.0 - 51.1 |
| order entry clerk | 34.1 - 38.2 | 36.3 - 41.5 | 39.1 - 44.5 |
| order supervisor | 49.5 - 65.0 | 57.4 - 76.0 | 65.9 - 85.6 |
| project coordinator | 43.4 - 54.0 | 46.7 - 61.8 | 53.0 - 69.7 |
| property administrator | 35.6 - 46.9 | 40.0 - 54.1 | 45.9 - 62.5 |
| property manager | 56.7 - 76.0 | 65.1 - 89.1 | 75.3 - 102.8 |
| receptionist | 34.1 - 39.7 | 36.3 - 44.9 | 39.5 - 51.5 |
| receptionist (bilingual) | 36.1 - 40.8 | 37.6 - 46.8 | 40.4 - 53.6 |
| sales administrator | 40.4 - 54.7 | 46.9 - 64.4 | 54.6 - 73.9 |
| sales assistant | 38.0 - 47.5 | 41.9 - 54.0 | 47.5 - 62.7 |
| service coordinator | 36.6 - 47.4 | 41.0 - 54.1 | 46.4 - 61.7 |
| supply clerk | 32.9 - 41.2 | 36.5 - 46.4 | 40.5 - 51.2 |
| virtual assistant | 35.8 - 38.5 | 37.4 - 41.8 | 39.3 - 49.6 |
| virtual receptionist | 35.2 - 37.5 | 36.2 - 40.8 | 38.6 - 47.7 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 59.1 - 73.3 | 66.1 - 87.1 | 74.8 - 99.8 |
| bilingual customer loyalty agent | 36.1 - 45.5 | 39.4 - 52.9 | 45.3 - 60.3 |
| bilingual customer service manager | 68.7 - 91.4 | 77.6 - 105.6 | 89.1 - 122.0 |
| bilingual customer service representative | 38.9 - 44.5 | 39.1 - 49.4 | 42.7 - 56.0 |
| bilingual customer service supervisor | 55.9 - 75.3 | 64.1 - 86.3 | 72.8 - 98.5 |
| bilingual customer service team lead | 49.1 - 61.2 | 54.9 - 66.1 | 59.1 - 70.0 |
| bilingual customer service trainer | 42.9 - 55.5 | 48.1 - 64.8 | 55.6 - 74.0 |



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|--|-------------|-------------|--------------|
| bilingual e-chat representative | 36.9 - 41.5 | 39.4 - 45.9 | 41.5 - 48.1 |
| bilingual help desk representative - level 1 | 42.1 - 55.0 | 47.3 - 63.6 | 53.8 - 71.6 |
| bilingual inside sales manager | 63.9 - 84.7 | 71.4 - 98.7 | 82.4 - 112.3 |
| bilingual inside sales representative | 47.1 - 58.9 | 47.8 - 60.7 | 56.1 - 74.1 |
| bilingual insurance advisor | 45.1 - 62.4 | 52.8 - 66.8 | 56.8 - 74.3 |
| bilingual junior collection agent | 36.7 - 42.2 | 39.4 - 48.6 | 42.0 - 54.7 |
| bilingual order desk representative | 35.9 - 39.2 | 37.8 - 45.0 | 42.1 - 49.7 |
| bilingual survey agent | 35.1 - 39.4 | 35.6 - 45.4 | 40.0 - 49.7 |
| bilingual telemarketing agent | 35.1 - 39.1 | 38.0 - 44.1 | 40.0 - 51.2 |
| bilingual telephone dispatcher | 37.3 - 47.8 | 42.4 - 54.9 | 48.2 - 62.1 |
| bilingual travel support agent | 35.5 - 45.0 | 39.7 - 50.9 | 44.4 - 56.3 |

engineering

| construction | entry | mid | senior |
|----------------------------------|--------------|---------------|---------------|
| architect | 57.0 - 75.3 | 64.1 - 86.5 | 73.0 - 98.8 |
| architectural drafter | 48.1 - 62.9 | 56.2 - 75.0 | 66.1 - 88.7 |
| BIM/VDC coordinator | 59.2 - 77.9 | 66.2 - 89.1 | 75.1 - 101.4 |
| buyer | 53.4 - 70.5 | 61.0 - 82.1 | 70.2 - 94.5 |
| civil engineer | 60.4 - 81.6 | 70.0 - 96.2 | 81.2 - 109.6 |
| civil engineering drafter | 49.5 - 62.2 | 55.6 - 71.2 | 63.1 - 81.0 |
| civil engineering technologist | 42.7 - 58.2 | 50.9 - 69.5 | 59.6 - 79.6 |
| civil project engineer | 69.8 - 96.9 | 80.8 - 114.3 | 94.2 - 131.9 |
| civil project manager | 71.8 - 96.8 | 81.3 - 111.7 | 92.9 - 126.4 |
| construction coordinator | 47.5 - 63.6 | 53.5 - 72.8 | 60.7 - 82.7 |
| construction director | 95.4 - 127.0 | 126.9 - 168.9 | 160.2 - 213.2 |
| construction manager | 69.3 - 91.4 | 76.2 - 102.7 | 85.2 - 115.8 |
| construction project coordinator | 81.5 - 105.6 | 88.8 - 117.3 | 98.4 - 131.1 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project manager | 62.6 - 87.2 | 73.1 - 103.5 | 85.5 - 119.1 |
| construction surintendent | 71.8 - 94.7 | 78.9 - 106.4 | 88.2 - 120.0 |
| contracts manager | 89.4 - 114.0 | 100.4 - 130.5 | 114.3 - 149.3 |
| director of operations | 116.5 - 157.4 | 154.7 - 209.0 | 197.6 - 266.6 |
| drafter | 50.1 - 62.7 | 55.9 - 71.3 | 63.2 - 81.0 |
| electrical designer/engineer | 70.1 - 93.2 | 79.3 - 107.7 | 90.9 - 123.3 |
| electrical engineer | 72.4 - 97.1 | 82.8 - 113.3 | 95.8 - 130.3 |
| electrical engineering technician | 52.7 - 68.0 | 60.4 - 79.1 | 69.3 - 90.2 |
| electrical inspector | 41.6 - 56.6 | 48.5 - 66.6 | 56.3 - 77.0 |
| engineering manager | 79.0 - 107.4 | 90.7 - 125.5 | 104.9 - 143.8 |
| environmental engineer | 58.7 - 78.6 | 67.2 - 91.9 | 77.7 - 105.8 |
| environmental inspector | 45.3 - 58.3 | 50.0 - 65.5 | 55.9 - 73.5 |
| estimation engineer | 66.2 - 89.3 | 76.4 - 105.2 | 89.0 - 121.3 |
| estimator | 55.8 - 73.2 | 62.2 - 83.4 | 70.1 - 94.6 |
| facilities engineer | 60.7 - 81.8 | 70.1 - 96.5 | 81.6 - 110.9 |
| facilities manager | 56.6 - 74.7 | 64.7 - 86.9 | 74.4 - 100.0 |
| field manager | 64.3 - 85.9 | 73.3 - 100.2 | 84.7 - 116.5 |
| field Supervisor | 64.5 - 85.5 | 72.7 - 97.9 | 82.4 - 110.7 |
| foreman | 49.8 - 64.9 | 55.9 - 74.3 | 63.4 - 84.4 |
| health and safety manager | 56.2 - 72.9 | 64.9 - 85.4 | 74.9 - 97.6 |
| health and safety specialist | 63.7 - 84.4 | 73.1 - 98.9 | 84.6 - 113.2 |
| HVAC drafter | 48.2 - 62.4 | 54.5 - 71.4 | 61.6 - 80.2 |
| HVAC engineer | 52.5 - 70.3 | 60.2 - 82.2 | 69.5 - 93.9 |
| mechanical designer | 47.7 - 63.5 | 55.2 - 74.2 | 63.4 - 84.0 |
| mechanical drafter | 47.3 - 61.9 | 53.4 - 71.7 | 61.6 - 84.1 |
| mechanical engineer | 67.8 - 90.6 | 77.3 - 105.4 | 88.9 - 120.5 |
| mechanical engineering technician | 47.3 - 62.5 | 54.1 - 72.5 | 62.0 - 81.9 |
| operations manager | 72.3 - 99.4 | 83.1 - 116.0 | 95.5 - 131.5 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| planner/scheduler | 36.4 - 46.8 | 41.5 - 53.8 | 47.2 - 60.8 |
| project coordinator | 42.1 - 55.5 | 47.9 - 63.8 | 54.6 - 72.4 |
| project director | 103.5 - 126.6 | 130.5 - 159.6 | 158.5 - 193.7 |
| project engineer | 83.8 - 108.5 | 91.2 - 120.4 | 100.9 - 134.7 |
| project manager | 69.8 - 97.6 | 81.7 - 115.9 | 95.6 - 133.0 |
| purchasing manager | 88.4 - 118.0 | 100.5 - 136.0 | 114.6 - 153.4 |
| QA/QC inspector | 50.4 - 67.3 | 58.5 - 79.1 | 67.7 - 91.3 |
| quality control engineer | 63.7 - 85.2 | 72.7 - 99.0 | 83.5 - 112.6 |
| quality inspector | 36.5 - 46.7 | 40.8 - 53.4 | 46.3 - 60.4 |
| safety inspector | 58.2 - 76.6 | 66.1 - 88.4 | 75.4 - 100.1 |
| specification writer | 48.5 - 62.9 | 55.1 - 72.5 | 62.7 - 81.9 |
| structural designer | 48.9 - 64.3 | 55.6 - 74.2 | 63.3 - 84.2 |
| structural engineer | 65.8 - 88.0 | 75.0 - 102.5 | 86.5 - 117.4 |
| superintendent | 37.0 - 47.6 | 41.5 - 54.5 | 47.2 - 62.0 |
| technical services manager | 81.4 - 108.6 | 92.6 - 126.1 | 106.7 - 145.7 |
| energy & oil | | | |
| architectural technologist | 48.1 - 62.9 | 56.2 - 75.0 | 66.1 - 88.7 |
| applications engineer | 67.4 - 90.3 | 78.2 - 106.6 | 91.1 - 121.6 |
| architect | 57.0 - 75.3 | 64.1 - 86.5 | 73.0 - 98.8 |
| automation engineer | 58.8 - 78.3 | 66.8 - 91.0 | 76.8 - 104.1 |
| automation specialist | 46.6 - 61.6 | 54.3 - 72.2 | 62.5 - 82.4 |
| buyer | 53.4 - 70.5 | 61.0 - 82.1 | 70.2 - 94.5 |
| category manager | 56.2 - 74.1 | 63.0 - 85.0 | 71.6 - 97.0 |
| category specialist | 47.8 - 62.6 | 53.2 - 71.1 | 60.0 - 81.0 |
| chemical engineer | 75.8 - 101.7 | 85.3 - 116.5 | 96.9 - 131.8 |
| chemical technician | 50.4 - 66.2 | 56.2 - 75.5 | 63.7 - 86.7 |
| chief inspector | 50.0 - 66.4 | 56.5 - 76.1 | 64.0 - 85.6 |
| civil engineer | 60.4 - 81.6 | 70.0 - 96.2 | 81.2 - 109.6 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 49.5 - 62.2 | 55.6 - 71.2 | 63.1 - 81.0 |
| civil engineering technologist | 42.7 - 58.2 | 50.9 - 69.5 | 59.6 - 79.6 |
| civil project engineer | 69.8 - 96.9 | 80.8 - 114.3 | 94.2 - 131.9 |
| civil project manager | 71.8 - 96.8 | 81.3 - 111.7 | 92.9 - 126.4 |
| commissioning and start up engineer | 56.2 - 75.6 | 64.8 - 89.0 | 75.3 - 98.8 |
| construction analyst | 51.6 - 67.9 | 57.7 - 77.2 | 65.0 - 87.1 |
| construction coordinator | 47.5 - 63.6 | 53.5 - 72.8 | 60.7 - 82.7 |
| construction director | 95.4 - 127.0 | 126.9 - 168.9 | 160.2 - 213.2 |
| construction manager | 69.3 - 91.4 | 76.2 - 102.7 | 85.2 - 115.8 |
| construction project manager | 62.6 - 87.2 | 73.1 - 103.5 | 85.5 - 119.1 |
| continuous improvement engineer | 69.7 - 92.2 | 78.1 - 105.1 | 88.2 - 118.0 |
| contracts administrator | 54.4 - 72.5 | 61.9 - 84.2 | 71.1 - 96.4 |
| contracts manager | 89.4 - 114.0 | 100.4 - 130.5 | 114.3 - 149.3 |
| contracts specialist | 54.9 - 72.4 | 62.6 - 84.1 | 71.8 - 95.8 |
| control technician | 45.6 - 60.3 | 52.2 - 70.1 | 59.9 - 79.9 |
| controls designer/engineer | 50.0 - 67.3 | 57.7 - 78.9 | 66.6 - 90.4 |
| cost control specialist | 45.0 - 58.7 | 50.5 - 67.1 | 57.4 - 76.2 |
| demand planner | 44.6 - 62.1 | 53.9 - 75.2 | 63.8 - 86.3 |
| director of operations | 116.5 - 157.4 | 154.7 - 209.0 | 197.6 - 266.6 |
| drafter | 50.1 - 62.7 | 55.9 - 71.3 | 63.2 - 81.0 |
| electrical designer/engineer | 70.1 - 93.2 | 79.3 - 107.7 | 90.9 - 123.3 |
| electrical engineer | 72.4 - 97.1 | 82.8 - 113.3 | 95.8 - 130.3 |
| electrical engineering technician | 52.7 - 68.0 | 60.4 - 79.1 | 69.3 - 90.2 |
| electrical inspector | 41.6 - 56.6 | 48.5 - 66.6 | 56.3 - 77.0 |
| electrical test engineer | 66.5 - 89.7 | 76.8 - 105.7 | 89.4 - 121.9 |
| engineering manager | 79.0 - 107.4 | 90.7 - 125.5 | 104.9 - 143.8 |
| environmental engineer | 58.7 - 78.6 | 67.2 - 91.9 | 77.7 - 105.8 |
| environmental inspector | 45.3 - 58.3 | 50.0 - 65.5 | 55.9 - 73.5 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| estimation engineer | 66.2 - 89.3 | 76.4 - 105.2 | 89.0 - 121.3 |
| estimator | 55.8 - 73.2 | 62.2 - 83.4 | 70.1 - 94.6 |
| facilities engineer | 60.7 - 81.8 | 70.1 - 96.5 | 81.6 - 110.9 |
| field service engineer | 48.6 - 64.9 | 55.5 - 75.6 | 64.0 - 87.7 |
| general inspector | 46.2 - 61.0 | 52.0 - 69.7 | 58.8 - 78.3 |
| geologist | 58.8 - 76.9 | 66.4 - 88.9 | 76.0 - 101.7 |
| health and safety manager | 60.2 - 79.1 | 67.1 - 90.1 | 75.8 - 101.8 |
| health and safety specialist | 56.2 - 72.9 | 64.9 - 85.4 | 74.9 - 97.6 |
| HVAC drafter | 48.2 - 62.4 | 54.5 - 71.4 | 61.6 - 80.2 |
| HVAC engineer | 52.5 - 70.3 | 60.2 - 82.2 | 69.5 - 93.9 |
| hydraulic engineer | 60.2 - 81.2 | 69.6 - 95.8 | 81.0 - 110.0 |
| industrial engineer | 66.0 - 86.8 | 73.5 - 98.7 | 82.9 - 110.9 |
| instrumentation and controls engineer | 64.2 - 85.4 | 72.7 - 98.7 | 83.2 - 112.2 |
| logistics specialist | 44.1 - 57.5 | 50.4 - 66.4 | 57.5 - 75.7 |
| materials manager | 74.8 - 99.5 | 83.0 - 112.7 | 93.5 - 127.3 |
| mechanical designer | 47.7 - 63.5 | 55.2 - 74.2 | 63.4 - 84.0 |
| mechanical drafter | 47.3 - 61.9 | 53.4 - 71.7 | 61.6 - 84.1 |
| mechanical engineer | 67.8 - 90.6 | 77.3 - 105.4 | 88.9 - 120.5 |
| mechanical engineering technician | 47.3 - 62.5 | 54.1 - 72.5 | 62.0 - 81.9 |
| mining engineer | 65.5 - 87.5 | 73.3 - 100.0 | 83.1 - 113.1 |
| operations manager | 72.3 - 99.4 | 83.1 - 116.0 | 95.5 - 131.5 |
| pipeline designer | 56.5 - 74.1 | 63.2 - 84.8 | 71.6 - 96.3 |
| piping engineer | 58.4 - 77.1 | 65.5 - 88.3 | 74.4 - 100.6 |
| planner/scheduler | 36.4 - 46.8 | 41.5 - 53.8 | 47.2 - 60.8 |
| plant engineer | 68.6 - 92.0 | 79.9 - 109.1 | 93.6 - 125.5 |
| plant manager | 88.4 - 124.8 | 106.9 - 152.5 | 128.1 - 178.6 |
| process engineer | 57.2 - 76.8 | 65.7 - 89.9 | 76.0 - 102.7 |
| procurement director | 93.2 - 124.3 | 125.5 - 167.3 | 153.9 - 205.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement specialist | 48.0 - 62.9 | 53.4 - 71.5 | 60.3 - 81.5 |
| production analyst | 42.4 - 56.9 | 48.8 - 66.8 | 56.8 - 77.4 |
| production engineer | 59.3 - 79.6 | 68.1 - 93.3 | 78.8 - 106.5 |
| program manager | 65.3 - 85.1 | 74.6 - 98.9 | 85.6 - 113.1 |
| project controller | 49.2 - 65.8 | 55.3 - 75.4 | 62.8 - 86.1 |
| project controls manager | 78.3 - 109.0 | 91.0 - 128.4 | 105.8 - 146.9 |
| project controls specialist | 56.8 - 74.2 | 63.9 - 85.1 | 72.5 - 96.3 |
| project coordinator | 81.5 - 105.6 | 88.8 - 117.3 | 98.4 - 131.1 |
| project director | 103.5 - 126.6 | 130.5 - 159.6 | 158.5 - 193.7 |
| project engineer | 83.8 - 108.5 | 91.2 - 120.4 | 100.9 - 134.7 |
| project manager | 69.8 - 97.6 | 81.7 - 115.9 | 95.6 - 133.0 |
| purchasing manager | 88.4 - 118.0 | 100.5 - 136.0 | 114.6 - 153.4 |
| QA/QC inspector | 50.4 - 67.3 | 58.5 - 79.1 | 67.7 - 91.3 |
| quality assurance manager | 74.1 - 97.4 | 82.2 - 110.1 | 92.5 - 123.9 |
| quality assurance/control technician | 57.4 - 75.8 | 65.5 - 88.2 | 75.2 - 100.5 |
| quality control engineer | 63.7 - 85.2 | 72.7 - 99.0 | 83.5 - 112.6 |
| quality inspector | 36.5 - 46.7 | 40.8 - 53.4 | 46.3 - 60.4 |
| safety inspector | 58.2 - 76.6 | 66.1 - 88.4 | 75.4 - 100.1 |
| site supervisor | 46.5 - 60.3 | 52.7 - 69.5 | 60.3 - 79.5 |
| sourcing specialist | 51.3 - 67.2 | 57.1 - 76.5 | 64.4 - 87.1 |
| stationary engineer | 50.1 - 64.6 | 55.3 - 72.4 | 61.5 - 80.7 |
| structural designer | 48.9 - 64.3 | 55.6 - 74.2 | 63.3 - 84.2 |
| structural engineer | 65.8 - 88.0 | 75.0 - 102.5 | 86.5 - 117.4 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 74.7 - 101.2 | 86.5 - 118.4 | 99.8 - 133.3 |
| systems control engineer | 59.2 - 79.0 | 67.7 - 92.3 | 78.1 - 105.4 |
| telecommunications technician | 49.1 - 64.4 | 55.6 - 74.4 | 63.6 - 85.3 |



| | | | |
|----------------------------|--------------|--------------|--------------|
| transmission line engineer | 70.9 - 90.6 | 77.0 - 100.3 | 85.0 - 111.6 |
| transportation manager | 75.6 - 101.1 | 86.0 - 116.8 | 98.4 - 133.0 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 142.7 - 249.4 | 207.1 - 375.2 | 295.6 - 534.6 |
| director - financial planning & analysis | 121.7 - 162.1 | 157.3 - 209.6 | 193.9 - 258.2 |
| finance director | 117.9 - 156.9 | 154.4 - 205.8 | 190.0 - 253.0 |
| treasury manager | 86.1 - 105.4 | 93.3 - 114.2 | 100.3 - 122.7 |
| vice president finance | 136.7 - 247.6 | 199.2 - 344.5 | 269.2 - 506.0 |
| vice-president internal audit | 118.6 - 159.9 | 150.9 - 203.7 | 185.6 - 250.1 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 62.5 - 75.2 | 67.1 - 80.7 | 71.5 - 86.0 |
| accounting clerk | 38.8 - 44.8 | 41.3 - 47.9 | 43.8 - 50.9 |
| accounting manager | 86.4 - 105.7 | 93.2 - 114.1 | 99.9 - 122.1 |
| accounting specialist | 44.8 - 51.9 | 49.1 - 56.9 | 53.0 - 61.4 |
| accounting supervisor | 64.4 - 78.5 | 69.4 - 84.5 | 74.2 - 90.4 |
| accounting technician | 52.0 - 61.9 | 56.2 - 66.8 | 60.1 - 71.5 |
| accounts payable clerk | 38.7 - 43.6 | 42.8 - 48.5 | 46.6 - 52.7 |
| accounts payable manager | 76.7 - 93.9 | 84.0 - 102.9 | 91.2 - 111.7 |
| accounts receivable clerk | 40.7 - 46.0 | 45.2 - 51.1 | 49.3 - 55.7 |
| accounts receivable manager | 77.8 - 92.9 | 84.7 - 101.1 | 91.5 - 109.3 |
| analyst - financial planning & analysis | 91.7 - 112.3 | 99.4 - 121.6 | 106.9 - 130.6 |
| assistant controller | 86.1 - 126.4 | 107.0 - 137.4 | 115.4 - 148.1 |
| billing specialist | 38.4 - 44.9 | 42.0 - 49.3 | 45.3 - 53.2 |
| bookkeeper | 39.9 - 47.3 | 43.2 - 51.3 | 46.4 - 55.1 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| business analyst | 68.1 - 82.1 | 73.7 - 89.0 | 79.2 - 95.8 | 91.8 - 111.0 |
| controller | 102.3 - 160.4 | 129.1 - 234.0 | 169.7 - 307.7 | 323.0 - 349.9 |
| cost accountant | 59.5 - 71.7 | 64.4 - 77.5 | 69.2 - 83.3 | 79.9 - 96.2 |
| credit & collection specialist | 39.4 - 50.3 | 45.3 - 58.1 | 51.5 - 65.2 | 71.7 - 82.4 |
| credit and collections accountant | 35.8 - 42.0 | 38.7 - 45.8 | 41.6 - 49.5 | 47.8 - 56.8 |
| credit and collections manager | 82.8 - 100.1 | 89.0 - 107.7 | 95.3 - 115.2 | 110.6 - 133.4 |
| credit and collections supervisor | 52.9 - 64.4 | 57.1 - 69.6 | 61.3 - 74.7 | 71.0 - 86.6 |
| external auditor | 61.8 - 74.4 | 67.2 - 80.9 | 72.5 - 87.2 | 84.0 - 101.2 |
| financial analyst | 75.3 - 90.7 | 80.7 - 97.2 | 86.0 - 103.6 | 98.2 - 118.4 |
| financial reporting manager | 103.7 - 126.8 | 111.7 - 136.4 | 119.5 - 145.9 | 137.9 - 168.5 |
| internal audit manager | 96.7 - 119.8 | 104.2 - 129.0 | 111.6 - 138.0 | 128.4 - 158.7 |
| internal auditor | 60.1 - 72.3 | 66.5 - 80.0 | 72.6 - 87.4 | 85.2 - 102.6 |
| invoicing clerk | 37.3 - 43.5 | 40.8 - 47.9 | 44.0 - 51.7 | 49.3 - 57.8 |
| payroll clerk | 41.4 - 48.6 | 45.6 - 53.6 | 49.6 - 58.1 | 57.1 - 66.9 |
| payroll director | 79.0 - 108.3 | 101.2 - 138.3 | 129.4 - 176.7 | 194.4 - 223.5 |
| payroll manager | 78.4 - 95.9 | 85.0 - 104.1 | 91.5 - 112.0 | 105.5 - 129.0 |
| payroll specialist | 42.5 - 51.2 | 46.6 - 56.1 | 50.6 - 60.8 | 59.1 - 71.2 |
| payroll supervisor | 54.0 - 65.0 | 58.9 - 70.9 | 63.6 - 76.5 | 73.7 - 88.8 |
| tax analyst | 47.3 - 57.0 | 52.4 - 63.1 | 57.3 - 68.9 | 67.2 - 80.9 |
| tax manager | 91.4 - 113.2 | 98.3 - 121.8 | 105.2 - 130.2 | 121.6 - 150.2 |
| treasury analyst | 63.2 - 76.1 | 67.9 - 81.7 | 72.4 - 87.1 | 82.6 - 99.5 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 77.7 - 113.3 | 102.2 - 148.6 | 128.2 - 186.3 |
| diversity & inclusion director | 78.0 - 109.0 | 99.1 - 138.8 | 124.7 - 175.0 |
| health and safety director | 79.6 - 96.2 | 104.6 - 126.2 | 126.0 - 151.9 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| human resources director | 86.2 - 120.9 | 111.1 - 155.5 | 138.8 - 194.5 |
| L&D director | 85.6 - 107.5 | 108.1 - 135.3 | 138.8 - 173.9 |
| talent acquisition director | 80.7 - 113.4 | 104.2 - 145.8 | 128.2 - 179.6 |
| total rewards director | 97.3 - 128.1 | 127.6 - 168.0 | 159.0 - 209.2 |
| vice president Human Resources / CHRO | 103.3 - 178.1 | 136.2 - 235.1 | 169.7 - 292.4 |
| human resources | entry | mid | senior |
| benefits administrator | 51.9 - 66.7 | 58.2 - 76.4 | 66.1 - 87.1 |
| compensation and benefits manager | 85.4 - 112.4 | 95.2 - 127.8 | 107.7 - 145.6 |
| compensation specialist | 46.2 - 61.5 | 53.5 - 72.3 | 62.0 - 83.0 |
| diversity & inclusion coordinator | 37.1 - 47.6 | 42.2 - 53.7 | 46.7 - 57.8 |
| health and safety advisor | 56.2 - 72.9 | 64.9 - 85.4 | 74.9 - 97.6 |
| health and safety manager | 68.5 - 89.7 | 77.0 - 102.9 | 87.6 - 116.7 |
| HRIS analyst | 56.0 - 74.2 | 64.3 - 87.0 | 74.3 - 99.8 |
| human resources business partner | 61.2 - 80.8 | 68.7 - 92.7 | 78.0 - 105.6 |
| human resources coordinator | 36.9 - 47.4 | 41.9 - 53.6 | 46.5 - 57.8 |
| human resources generalist | 56.2 - 71.6 | 61.1 - 79.7 | 67.8 - 90.5 |
| human resources manager | 77.1 - 104.6 | 89.6 - 123.4 | 104.4 - 141.9 |
| human resources supervisor | 60.0 - 78.3 | 66.2 - 88.6 | 74.6 - 101.8 |
| human resources technician | 45.1 - 59.4 | 50.4 - 67.6 | 57.1 - 77.3 |
| instructional designer | 47.9 - 62.4 | 53.9 - 71.5 | 61.2 - 81.5 |
| labour relations advisor | 59.8 - 80.1 | 68.5 - 93.8 | 79.2 - 107.7 |
| labour relations manager | 84.1 - 115.6 | 99.7 - 138.6 | 117.6 - 161.3 |
| learning and development specialist | 48.9 - 64.3 | 55.7 - 74.6 | 63.9 - 84.9 |
| recruitment coordinator | 36.7 - 48.2 | 42.3 - 55.9 | 48.4 - 63.0 |
| talent acquisition specialist | 55.3 - 72.6 | 61.6 - 82.6 | 69.5 - 93.8 |



industrial support

| | entry | mid | senior |
|------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.1 - 21.1 | 18.0 - 22.2 | 19.0 - 25.2 |
| delivery/courier driver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 19.0 - 22.0 | 19.2 - 25.3 | 22.0 - 26.0 |
| general labourer - heavy | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 25.0 |
| general labourer - light | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 22.0 |
| industrial painter | 16.9 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 18.3 - 20.4 | 19.0 - 22.0 | 21.3 - 25.4 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 30.0 |
| machine operator assistant | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 27.0 |
| manufacturing worker | 15.0 - 18.0 | 17.0 - 21.0 | 18.0 - 23.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 23.0 | 20.0 - 26.0 | 22.0 - 29.0 |
| packaging labourer | 16.0 - 20.0 | 17.0 - 23.0 | 19.0 - 26.0 |
| parts manager | 21.0 - 28.0 | 24.0 - 32.0 | 27.0 - 36.0 |
| picker/packer | 15.9 - 18.0 | 16.4 - 20.0 | 17.0 - 22.0 |
| polisher/deburrer | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| production labourer | 16.4 - 18.3 | 17.3 - 22.0 | 20.0 - 23.2 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| shipper/receiver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 28.0 |
| warehouse labourer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 24.0 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|--------------|
| applications engineer | 67.4 - 90.3 | 78.2 - 106.6 | 91.1 - 121.6 |
| automation engineer | 58.8 - 78.3 | 66.8 - 91.0 | 76.8 - 104.1 |
| buyer | 66.0 - 81.0 | 76.0 - 86.0 | 85.0 - 94.5 |
| chemical engineer | 75.8 - 101.7 | 85.3 - 116.5 | 96.9 - 131.8 |
| chemical technician | 50.4 - 66.2 | 56.2 - 75.5 | 63.7 - 86.7 |
| cmm programmer | 45.1 - 59.4 | 51.4 - 68.8 | 58.9 - 78.1 |
| commissioning and start up engineer | 56.2 - 75.6 | 64.8 - 89.0 | 75.3 - 98.8 |
| continuous improvement engineer | 69.7 - 92.2 | 78.1 - 105.1 | 88.2 - 118.0 |
| controls designer/engineer | 50.0 - 67.3 | 57.7 - 78.9 | 66.6 - 90.4 |
| demand planner | 68.1 - 80.1 | 70.0 - 83.0 | 72.0 - 90.0 |
| electrical engineer | 72.4 - 97.1 | 82.8 - 113.3 | 95.8 - 130.3 |
| electrical engineering technician | 52.7 - 68.0 | 60.4 - 79.1 | 69.3 - 90.2 |
| electrical test engineer | 66.5 - 89.7 | 76.8 - 105.7 | 89.4 - 121.9 |
| estimation engineer | 66.2 - 89.3 | 76.4 - 105.2 | 89.0 - 121.3 |
| estimator | 55.8 - 73.2 | 62.2 - 83.4 | 70.1 - 94.6 |
| field service engineer | 48.6 - 64.9 | 55.5 - 75.6 | 64.0 - 87.7 |
| general inspector | 46.3 - 61.5 | 52.3 - 70.4 | 59.2 - 79.2 |
| health and safety specialist | 63.7 - 84.4 | 73.1 - 98.9 | 84.6 - 113.2 |
| HVAC drafter | 48.2 - 62.4 | 54.5 - 71.4 | 61.6 - 80.2 |
| HVAC engineer | 52.5 - 70.3 | 60.2 - 82.2 | 69.5 - 93.9 |
| industrial engineer | 66.0 - 86.8 | 73.5 - 98.7 | 82.9 - 110.9 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 78.0 | 72.0 - 85.0 |
| logistics specialist | 59.2 - 67.1 | 61.0 - 78.7 | 66.6 - 95.3 |
| manufacturing engineer | 61.6 - 82.2 | 70.2 - 95.7 | 80.7 - 109.0 |
| mechanical designer | 47.7 - 63.5 | 55.2 - 74.2 | 63.4 - 84.0 |
| mechanical drafter | 47.3 - 61.9 | 53.4 - 71.7 | 61.6 - 84.1 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 67.8 - 90.6 | 77.3 - 105.4 | 88.9 - 120.5 |
| mechanical engineering technician | 47.3 - 62.5 | 54.1 - 72.5 | 62.0 - 81.9 |
| planner/scheduler | 36.4 - 46.8 | 41.5 - 53.8 | 47.2 - 60.8 |
| process engineer | 57.2 - 76.8 | 65.7 - 89.9 | 76.0 - 102.7 |
| production planner | 66.6 - 78.7 | 67.9 - 89.8 | 75.5 - 89.9 |
| project engineer | 83.8 - 108.5 | 91.2 - 120.4 | 100.9 - 134.7 |
| project manager | 69.8 - 97.6 | 81.7 - 115.9 | 95.6 - 133.0 |
| QA/QC inspector | 47.7 - 63.5 | 55.2 - 74.2 | 63.4 - 84.0 |
| quality assurance manager | 74.1 - 97.4 | 82.2 - 110.1 | 92.5 - 123.9 |
| quality assurance/control technician | 57.4 - 75.8 | 65.5 - 88.2 | 75.2 - 100.5 |
| quality control engineer | 63.7 - 85.2 | 72.7 - 99.0 | 83.5 - 112.6 |
| quality control technician | 48.0 - 59.8 | 57.5 - 69.2 | 68.5 - 80.1 |
| quality director | 83.2 - 113.9 | 106.4 - 145.3 | 129.9 - 177.5 |
| quality inspector | 36.5 - 46.7 | 40.8 - 53.4 | 46.3 - 60.4 |
| safety inspector | 58.2 - 76.6 | 66.1 - 88.4 | 75.4 - 100.1 |
| SCADA engineer | 59.6 - 79.9 | 68.3 - 93.5 | 78.9 - 106.9 |
| stationary engineer | 50.1 - 64.6 | 55.3 - 72.4 | 61.5 - 80.7 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 116.5 - 157.4 | 154.7 - 209.0 | 197.6 - 266.6 |
| engineering manager | 79.0 - 107.4 | 90.7 - 125.5 | 104.9 - 143.8 |
| head of workshop and assembly | 144.2 - 204.5 | 208.3 - 294.8 | 265.0 - 374.7 |
| health and safety manager | 56.2 - 72.9 | 64.9 - 85.4 | 74.9 - 97.6 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 58.0 - 75.1 | 64.5 - 85.5 | 72.9 - 97.4 |
| maintenance manager | 85.9 - 95.3 | 89.5 - 108.4 | 95.4 - 132.0 |
| maintenance supervisor | 65.9 - 77.0 | 72.0 - 86.9 | 78.4 - 100.0 |
| manufacturing director | 101.6 - 124.0 | 133.0 - 162.4 | 164.9 - 201.3 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| materials manager | 74.8 - 99.5 | 83.0 - 112.7 | 93.5 - 127.3 |
| operations manager | 82.0 - 102.0 | 92.0 - 118.0 | 98.0 - 135.0 |
| parts manager | 44.2 - 57.6 | 49.6 - 65.7 | 56.2 - 74.5 |
| plant manager | 88.4 - 124.8 | 106.9 - 152.5 | 128.1 - 178.6 |
| procurement director | 93.2 - 124.3 | 125.5 - 167.3 | 153.9 - 205.0 |
| production manager | 81.2 - 107.7 | 91.3 - 123.3 | 103.9 - 140.2 |
| production supervisor | 54.5 - 70.9 | 61.0 - 80.9 | 69.0 - 91.9 |
| program manager | 65.3 - 85.1 | 74.6 - 98.9 | 85.6 - 113.1 |
| project director | 103.5 - 126.6 | 130.5 - 159.6 | 158.5 - 193.7 |
| purchasing manager | 88.4 - 118.0 | 100.5 - 136.0 | 114.6 - 153.4 |
| site supervisor | 71.8 - 94.7 | 78.9 - 106.4 | 88.2 - 120.0 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 75.6 - 101.1 | 86.0 - 116.8 | 98.4 - 133.0 |
| warehouse manager | 80.0 - 93.5 | 85.0 - 107.0 | 94.0 - 125.0 |
| warehouse supervisor | 58.0 - 68.0 | 66.0 - 75.0 | 75.0 - 88.0 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 62.7 - 83.1 | 70.8 - 95.8 | 80.9 - 109.7 |
| digital marketing specialist | 44.1 - 58.6 | 51.2 - 69.3 | 59.7 - 79.4 |
| e-commerce director | 107.6 - 134.4 | 137.0 - 171.4 | 174.3 - 217.9 |
| e-commerce marketing manager | 72.6 - 95.8 | 81.4 - 109.7 | 92.6 - 125.3 |
| marketing content manager | 53.9 - 71.2 | 60.6 - 81.7 | 69.0 - 93.3 |
| social media manager | 53.6 - 74.9 | 65.2 - 91.5 | 77.7 - 107.4 |
| web marketing analyst | 48.1 - 62.9 | 54.5 - 72.5 | 62.1 - 82.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 92.7 - 142.9 | 126.2 - 195.1 | 163.6 - 252.7 |
| marketing vice-president | 116.7 - 182.3 | 165.9 - 259.0 | 215.8 - 336.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 78.7 - 102.1 | 87.7 - 115.7 | 98.7 - 130.1 |
| brand or product manager assistant | 59.0 - 79.9 | 69.0 - 94.7 | 80.3 - 108.4 |
| communications manager | 64.7 - 85.4 | 72.6 - 97.7 | 82.3 - 110.3 |
| communications specialist | 50.5 - 69.3 | 60.3 - 83.7 | 71.2 - 95.9 |
| marketing coordinator | 51.1 - 67.6 | 57.9 - 78.1 | 66.1 - 89.2 |
| marketing director | 91.1 - 123.8 | 106.5 - 146.7 | 124.4 - 168.2 |



| | | | |
|---------------------------|-------------|-------------|-------------|
| marketing project manager | 39.6 - 53.1 | 45.6 - 62.1 | 52.6 - 70.9 |
| marketing specialist | 43.5 - 58.0 | 49.9 - 67.6 | 57.3 - 76.8 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 45.6 - 57.3 | 49.6 - 63.6 | 54.9 - 71.4 |
| account manager - software | 51.2 - 64.0 | 55.2 - 70.5 | 60.7 - 79.0 |
| business development manager | 88.6 - 118.3 | 99.3 - 135.6 | 113.3 - 156.7 |
| district sales manager | 72.5 - 94.8 | 83.1 - 110.6 | 96.0 - 127.0 |
| key accounts manager - consumer goods | 64.7 - 83.5 | 72.8 - 96.0 | 83.1 - 110.0 |
| merchandiser - consumer goods | 55.2 - 72.5 | 61.9 - 83.2 | 70.3 - 95.1 |
| sales manager/ director | 56.0 - 75.5 | 63.8 - 87.6 | 73.0 - 99.1 |
| sales representative, account manager - consumer goods | 44.8 - 56.9 | 49.5 - 63.8 | 55.2 - 71.4 |
| sales representative, account manager - professional services | 42.6 - 53.3 | 46.0 - 58.7 | 50.6 - 65.8 |
| sales representative, account manager - telecommunications | 49.3 - 62.1 | 53.7 - 68.7 | 59.2 - 76.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 111.6 - 161.7 | 151.2 - 218.3 | 190.1 - 273.7 |
| sales vice-president | 130.5 - 189.2 | 178.5 - 258.6 | 232.4 - 336.6 |
| vice-president marketing & sales | 112.6 - 204.1 | 155.8 - 282.5 | 201.6 - 365.1 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 48.4 - 60.7 | 52.5 - 67.1 | 57.8 - 74.7 |
| internal sales representative - manufacturing | 46.5 - 58.4 | 50.6 - 64.8 | 56.0 - 72.9 |
| sales engineer - distribution | 65.7 - 86.2 | 72.1 - 96.5 | 80.1 - 107.7 |
| sales engineer - manufacturing | 53.1 - 71.0 | 60.1 - 81.7 | 68.2 - 91.7 |
| sales representative, account manager - industrial equipment | 45.5 - 56.9 | 49.1 - 62.6 | 54.0 - 70.1 |
| sales representative, account manager - industrial service | 48.6 - 61.1 | 52.8 - 67.4 | 58.1 - 74.9 |
| sales representative, account manager - machinery | 48.1 - 60.1 | 51.9 - 66.2 | 57.0 - 74.0 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - manufacturing | 46.6 - 67.7 | 51.4 - 75.9 | 57.1 - 84.7 |
| sales representative, account manager - retail network | 47.4 - 59.2 | 51.1 - 65.3 | 56.4 - 73.8 |
| technical sales representative - manufacturing | 44.9 - 57.8 | 50.7 - 66.2 | 57.4 - 74.4 |



montérégie - agglomeration of longueuil

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative assistant | 45.6 - 49.8 | 50.4 - 56.8 | 55.6 - 64.2 |
| administrative assistant (bilingual) | 45.6 - 49.8 | 50.4 - 56.8 | 55.6 - 64.2 |
| administrative manager | 64.4 - 82.9 | 70.2 - 92.2 | 77.6 - 103.2 |
| benefits clerk | 37.7 - 48.5 | 43.2 - 56.2 | 49.4 - 63.9 |
| buyer assistant | 38.6 - 50.3 | 45.0 - 58.2 | 50.9 - 64.2 |
| claims supervisor | 61.7 - 81.1 | 69.0 - 92.6 | 78.4 - 106.1 |
| contracts administrator | 106.2 - 134.2 | 118.9 - 152.3 | 134.6 - 172.4 |
| data entry clerk | 38.6 - 42.6 | 40.5 - 48.4 | 42.9 - 54.6 |
| dispatcher | 45.8 - 50.7 | 48.3 - 58.4 | 54.6 - 66.1 |
| document controller | 32.5 - 41.8 | 37.7 - 47.9 | 42.4 - 49.0 |
| document services specialist | 31.0 - 39.8 | 36.0 - 45.6 | 40.4 - 46.7 |
| documentation specialist | 37.1 - 48.9 | 44.5 - 56.9 | 50.3 - 58.2 |
| donor relations coordinator | 50.1 - 65.9 | 58.2 - 78.0 | 68.0 - 90.6 |
| executive assistant | 60.5 - 76.4 | 68.1 - 90.5 | 75.8 - 103.1 |
| executive assistant (bilingual) | 60.5 - 76.4 | 68.1 - 90.5 | 75.8 - 103.1 |
| executive legal assistant | 45.6 - 63.3 | 55.0 - 76.3 | 64.7 - 86.5 |
| file clerk | 36.1 - 44.6 | 40.5 - 51.4 | 45.4 - 52.5 |
| HR administrator | 47.3 - 62.0 | 53.6 - 71.5 | 61.2 - 81.6 |
| human resources assistant | 47.3 - 62.0 | 53.6 - 71.5 | 61.2 - 81.6 |
| invoicing clerk | 36.6 - 47.1 | 41.9 - 53.6 | 46.8 - 58.4 |
| legal assistant | 45.6 - 63.3 | 55.0 - 76.3 | 64.7 - 86.5 |
| logistics coordinator | 55.6 - 62.4 | 58.1 - 73.3 | 63.6 - 83.7 |



| | | | |
|--------------------------|-------------|--------------|--------------|
| mailroom clerk | 34.6 - 43.1 | 39.1 - 48.1 | 42.8 - 48.9 |
| office clerk | 40.5 - 46.4 | 44.5 - 55.4 | 48.9 - 57.3 |
| office manager | 55.0 - 71.5 | 60.5 - 80.0 | 67.3 - 89.5 |
| order clerk | 45.5 - 50.2 | 47.4 - 52.5 | 48.9 - 55.3 |
| order entry clerk | 38.6 - 42.6 | 40.5 - 48.4 | 42.9 - 54.6 |
| order supervisor | 50.3 - 66.2 | 58.3 - 77.3 | 66.9 - 86.9 |
| payroll administrator | 48.3 - 62.8 | 54.8 - 72.6 | 62.6 - 83.0 |
| project coordinator | 50.4 - 58.1 | 55.3 - 66.9 | 63.2 - 75.7 |
| property administrator | 55.3 - 62.9 | 60.8 - 70.4 | 65.2 - 75.1 |
| property manager | 66.5 - 88.7 | 76.0 - 103.7 | 87.8 - 119.3 |
| receptionist | 38.7 - 44.3 | 42.5 - 49.3 | 47.7 - 52.7 |
| receptionist (bilingual) | 38.7 - 44.3 | 42.5 - 49.3 | 47.7 - 52.7 |
| sales administrator | 45.0 - 57.5 | 50.6 - 67.6 | 60.5 - 77.4 |
| sales assistant | 45.0 - 57.5 | 50.6 - 67.6 | 60.5 - 77.4 |
| service coordinator | 39.8 - 48.0 | 41.5 - 54.9 | 47.1 - 62.5 |
| supply clerk | 45.2 - 51.2 | 48.7 - 56.7 | 52.5 - 60.3 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 69.1 - 91.2 | 78.5 - 99.6 | 90.1 - 120.0 |
| bilingual customer loyalty agent | 37.8 - 48.1 | 41.8 - 55.7 | 47.9 - 63.5 |
| bilingual customer service manager | 68.7 - 91.4 | 77.6 - 105.6 | 92.1 - 130.0 |
| bilingual customer service representative | 37.4 - 46.0 | 40.2 - 52.1 | 45.2 - 59.0 |
| bilingual customer service supervisor | 59.8 - 78.8 | 67.2 - 90.2 | 76.3 - 102.7 |
| bilingual customer service team lead | 45.1 - 58.6 | 50.1 - 66.9 | 59.4 - 80.1 |
| bilingual customer service trainer | 43.7 - 57.8 | 50.1 - 67.4 | 57.9 - 77.0 |
| bilingual e-chat representative | 36.9 - 41.5 | 39.4 - 45.9 | 41.5 - 48.1 |
| bilingual help desk representative - level 1 | 45.1 - 63.2 | 54.6 - 72.1 | 63.2 - 81.6 |



| | | | |
|---------------------------------------|-------------|--------------|--------------|
| bilingual inside sales manager | 66.1 - 89.1 | 75.1 - 103.6 | 85.1 - 117.0 |
| bilingual inside sales representative | 46.6 - 58.2 | 50.2 - 63.7 | 55.0 - 71.4 |
| bilingual insurance advisor | 45.1 - 65.3 | 55.5 - 69.9 | 59.6 - 77.4 |
| bilingual junior collection agent | 34.7 - 44.7 | 39.3 - 51.4 | 44.5 - 57.7 |
| bilingual order desk representative | 34.5 - 41.6 | 38.9 - 47.6 | 42.1 - 52.5 |
| bilingual survey agent | 32.9 - 41.7 | 37.7 - 47.9 | 42.4 - 52.4 |
| bilingual telemarketing agent | 34.6 - 39.1 | 38.2 - 42.5 | 40.0 - 48.7 |
| bilingual telephone dispatcher | 39.1 - 50.1 | 44.5 - 57.6 | 50.5 - 65.1 |
| bilingual travel support agent | 37.5 - 47.6 | 42.1 - 53.7 | 46.9 - 59.3 |

engineering

| construction | entry | mid | senior |
|----------------------------------|---------------|---------------|---------------|
| architect | 59.9 - 79.0 | 67.3 - 90.6 | 76.6 - 103.2 |
| architectural drafter | 50.4 - 65.8 | 58.8 - 78.3 | 69.1 - 92.4 |
| BIM/VDC coordinator | 62.2 - 81.7 | 69.5 - 93.2 | 78.8 - 105.9 |
| buyer | 56.5 - 74.4 | 64.5 - 86.4 | 74.1 - 99.1 |
| civil engineer | 63.3 - 85.2 | 73.3 - 100.0 | 84.8 - 113.6 |
| civil engineering drafter | 51.8 - 65.1 | 58.2 - 74.4 | 66.0 - 84.5 |
| civil engineering technologist | 44.9 - 60.9 | 53.3 - 72.7 | 62.4 - 83.0 |
| civil project engineer | 73.8 - 101.5 | 85.1 - 119.2 | 98.8 - 137.3 |
| civil project manager | 75.1 - 100.6 | 84.9 - 115.7 | 96.7 - 130.7 |
| construction coordinator | 49.3 - 65.9 | 55.5 - 75.4 | 63.0 - 85.6 |
| construction director | 110.9 - 146.0 | 145.8 - 190.7 | 181.4 - 237.6 |
| construction manager | 80.9 - 106.4 | 88.8 - 119.2 | 99.2 - 133.8 |
| construction project coordinator | 94.9 - 122.4 | 103.4 - 135.4 | 114.3 - 150.3 |
| construction project manager | 73.2 - 101.5 | 85.2 - 120.2 | 99.5 - 137.4 |
| construction superintendent | 83.8 - 110.2 | 92.0 - 123.3 | 102.7 - 138.4 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| contracts manager | 106.2 - 134.2 | 118.9 - 152.3 | 134.6 - 172.4 |
| director of operations | 121.8 - 163.7 | 160.9 - 216.3 | 204.7 - 274.9 |
| drafter | 52.4 - 65.5 | 58.5 - 74.5 | 66.1 - 84.5 |
| electrical designer/engineer | 73.4 - 97.0 | 82.8 - 111.7 | 94.6 - 127.5 |
| electrical engineer | 75.8 - 100.9 | 86.4 - 117.4 | 99.5 - 134.6 |
| electrical engineering technician | 55.2 - 71.1 | 63.1 - 82.5 | 72.4 - 93.9 |
| electrical inspector | 43.8 - 59.2 | 50.8 - 69.4 | 58.9 - 80.0 |
| engineering manager | 92.1 - 124.5 | 105.5 - 144.3 | 121.6 - 163.8 |
| environmental engineer | 61.6 - 82.1 | 70.4 - 95.7 | 81.2 - 109.7 |
| environmental inspector | 47.8 - 61.5 | 52.7 - 69.0 | 58.8 - 77.3 |
| estimation engineer | 69.4 - 93.0 | 79.9 - 109.1 | 92.7 - 125.5 |
| estimator | 59.0 - 77.3 | 65.7 - 87.7 | 74.1 - 99.1 |
| facilities engineer | 63.7 - 85.4 | 73.4 - 100.3 | 85.2 - 114.9 |
| facilities manager | 59.2 - 77.9 | 67.6 - 90.4 | 77.6 - 103.7 |
| field manager | 67.2 - 89.3 | 76.5 - 103.9 | 88.2 - 120.5 |
| foreman | 51.8 - 67.4 | 58.1 - 77.0 | 65.9 - 87.2 |
| health and safety manager | 58.5 - 75.7 | 67.4 - 88.4 | 77.7 - 100.8 |
| health and safety specialist | 66.8 - 88.1 | 76.5 - 102.7 | 88.2 - 117.2 |
| HVAC drafter | 50.5 - 65.3 | 57.0 - 74.6 | 64.4 - 83.7 |
| HVAC engineer | 55.1 - 73.6 | 63.1 - 85.8 | 85.0 - 110.5 |
| mechanical designer | 50.1 - 66.6 | 57.9 - 77.6 | 66.5 - 87.6 |
| mechanical drafter | 49.6 - 64.7 | 55.9 - 74.9 | 64.4 - 87.7 |
| mechanical engineer | 71.1 - 94.4 | 80.8 - 109.3 | 92.6 - 124.6 |
| mechanical engineering technician | 49.6 - 65.4 | 56.6 - 75.8 | 64.8 - 85.5 |
| operations manager | 76.0 - 104.2 | 87.2 - 121.3 | 100.2 - 137.1 |
| planner/scheduler | 38.6 - 49.4 | 43.9 - 56.8 | 49.8 - 64.0 |
| project coordinator | 44.3 - 58.1 | 50.2 - 66.9 | 57.2 - 75.7 |
| project director | 108.3 - 131.7 | 135.8 - 165.5 | 164.3 - 200.2 |



| | | | |
|--------------------------------|---------------|---------------|---------------|
| project engineer | 87.4 - 112.4 | 94.9 - 124.5 | 104.8 - 139.2 |
| project manager | 73.8 - 102.2 | 86.0 - 120.9 | 100.1 - 138.3 |
| purchasing manager | 105.0 - 138.7 | 119.0 - 158.1 | 134.9 - 176.8 |
| QA/QC inspector | 52.8 - 70.4 | 61.2 - 82.6 | 70.8 - 95.1 |
| quality control engineer | 66.8 - 88.8 | 76.0 - 102.8 | 87.1 - 116.6 |
| quality inspector | 37.9 - 48.5 | 42.4 - 55.3 | 48.0 - 62.6 |
| safety inspector | 60.6 - 79.5 | 68.8 - 91.4 | 78.2 - 103.3 |
| specification writer | 51.0 - 66.1 | 57.9 - 76.0 | 65.8 - 85.8 |
| structural designer | 51.2 - 67.3 | 58.2 - 77.5 | 66.3 - 87.8 |
| structural engineer | 69.0 - 91.7 | 78.5 - 106.4 | 90.2 - 121.5 |
| technical services manager | 94.8 - 125.8 | 107.7 - 145.0 | 123.8 - 165.9 |
| energy & oil | | | |
| architectural technologist | 50.4 - 65.8 | 58.8 - 78.3 | 69.1 - 92.4 |
| applications engineer | 80.5 - 107.2 | 93.1 - 125.8 | 108.1 - 142.4 |
| architect | 59.9 - 79.0 | 67.3 - 90.6 | 76.6 - 103.2 |
| automation engineer | 61.6 - 81.9 | 70.0 - 94.7 | 80.3 - 108.0 |
| automation specialist | 48.8 - 64.5 | 56.8 - 75.4 | 65.4 - 85.9 |
| buyer | 56.5 - 74.4 | 64.5 - 86.4 | 74.1 - 99.1 |
| category manager | 59.5 - 78.2 | 66.6 - 89.4 | 75.6 - 101.6 |
| category specialist | 50.5 - 66.2 | 56.3 - 75.1 | 63.5 - 85.3 |
| chemical engineer | 79.2 - 105.6 | 88.9 - 120.6 | 100.7 - 136.2 |
| chemical technician | 52.8 - 69.3 | 58.8 - 78.8 | 66.6 - 90.3 |
| chief inspector | 52.4 - 69.2 | 59.0 - 79.1 | 66.7 - 88.7 |
| civil engineer | 63.3 - 85.2 | 73.3 - 100.0 | 84.8 - 113.6 |
| civil engineering drafter | 51.8 - 65.1 | 58.2 - 74.4 | 66.0 - 84.5 |
| civil engineering technologist | 44.9 - 60.9 | 53.3 - 72.7 | 62.4 - 83.0 |
| civil project engineer | 73.8 - 101.5 | 85.1 - 119.2 | 98.8 - 137.3 |
| civil project manager | 75.1 - 100.6 | 84.9 - 115.7 | 96.7 - 130.7 |



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|-------------------------------------|---------------|---------------|---------------|
| commissioning and start up engineer | 59.0 - 79.2 | 68.0 - 92.9 | 78.8 - 102.8 |
| construction analyst | 54.0 - 71.0 | 60.4 - 80.6 | 68.0 - 90.7 |
| construction coordinator | 49.3 - 65.9 | 55.5 - 75.4 | 63.0 - 85.6 |
| construction director | 110.9 - 146.0 | 145.8 - 190.7 | 181.4 - 237.6 |
| construction manager | 80.9 - 106.4 | 88.8 - 119.2 | 99.2 - 133.8 |
| construction project manager | 73.2 - 101.5 | 85.2 - 120.2 | 99.5 - 137.4 |
| continuous improvement engineer | 83.2 - 109.4 | 92.9 - 124.2 | 104.8 - 138.6 |
| contracts administrator | 57.5 - 76.5 | 65.5 - 88.6 | 75.0 - 101.0 |
| contracts manager | 106.2 - 134.2 | 118.9 - 152.3 | 134.6 - 172.4 |
| contracts specialist | 58.1 - 76.4 | 66.2 - 88.5 | 75.8 - 100.4 |
| control technician | 47.8 - 63.1 | 54.7 - 73.2 | 62.7 - 83.3 |
| controls designer/engineer | 52.4 - 70.4 | 60.4 - 82.3 | 69.7 - 94.2 |
| cost control specialist | 47.9 - 62.3 | 53.7 - 71.3 | 61.0 - 80.9 |
| demand planner | 47.5 - 65.9 | 57.3 - 79.8 | 67.8 - 91.6 |
| director of operations | 121.8 - 163.7 | 160.9 - 216.3 | 204.7 - 274.9 |
| drafter | 52.4 - 65.5 | 58.5 - 74.5 | 66.1 - 84.5 |
| electrical designer/engineer | 73.4 - 97.0 | 82.8 - 111.7 | 94.6 - 127.5 |
| electrical engineer | 75.8 - 100.9 | 86.4 - 117.4 | 99.5 - 134.6 |
| electrical engineering technician | 55.2 - 71.1 | 63.1 - 82.5 | 72.4 - 93.9 |
| electrical inspector | 43.8 - 59.2 | 50.8 - 69.4 | 58.9 - 80.0 |
| electrical test engineer | 69.7 - 93.4 | 80.3 - 109.6 | 93.1 - 126.1 |
| engineering manager | 92.1 - 124.5 | 105.5 - 144.3 | 121.6 - 163.8 |
| environmental engineer | 61.6 - 82.1 | 70.4 - 95.7 | 81.2 - 109.7 |
| environmental inspector | 47.8 - 61.5 | 52.7 - 69.0 | 58.8 - 77.3 |
| estimation engineer | 69.4 - 93.0 | 79.9 - 109.1 | 92.7 - 125.5 |
| estimator | 59.0 - 77.3 | 65.7 - 87.7 | 74.1 - 99.1 |
| facilities engineer | 63.7 - 85.4 | 73.4 - 100.3 | 85.2 - 114.9 |
| field service engineer | 50.9 - 67.8 | 58.0 - 78.9 | 66.9 - 91.4 |



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|---------------------------------------|---------------|---------------|---------------|
| general inspector | 48.4 - 63.7 | 54.5 - 72.6 | 61.4 - 81.3 |
| geologist | 61.9 - 80.8 | 69.9 - 93.2 | 79.9 - 106.3 |
| health and safety manager | 62.5 - 81.9 | 69.6 - 93.1 | 78.5 - 105.0 |
| health and safety specialist | 58.5 - 75.7 | 67.4 - 88.4 | 77.7 - 100.8 |
| HVAC drafter | 50.5 - 65.3 | 57.0 - 74.6 | 64.4 - 83.7 |
| HVAC engineer | 55.1 - 73.6 | 63.1 - 85.8 | 72.8 - 97.6 |
| hydraulic engineer | 63.2 - 84.8 | 72.9 - 99.6 | 84.6 - 114.0 |
| industrial engineer | 69.2 - 90.5 | 76.9 - 102.5 | 86.5 - 114.9 |
| instrumentation and controls engineer | 67.3 - 89.1 | 76.1 - 102.6 | 86.8 - 116.2 |
| logistics specialist | 46.7 - 60.8 | 53.3 - 70.2 | 60.8 - 79.9 |
| materials manager | 89.1 - 117.9 | 98.7 - 132.7 | 110.9 - 148.7 |
| mechanical designer | 50.1 - 66.6 | 57.9 - 77.6 | 66.5 - 87.6 |
| mechanical drafter | 49.6 - 64.7 | 55.9 - 74.9 | 64.4 - 87.7 |
| mechanical engineer | 71.1 - 94.4 | 80.8 - 109.3 | 92.6 - 124.6 |
| mechanical engineering technician | 49.6 - 65.4 | 56.6 - 75.8 | 64.8 - 85.5 |
| mining engineer | 68.6 - 91.2 | 76.7 - 103.9 | 86.7 - 117.1 |
| operations manager | 76.0 - 104.2 | 87.2 - 121.3 | 100.2 - 137.1 |
| pipeline designer | 59.1 - 77.4 | 66.1 - 88.4 | 74.8 - 100.2 |
| piping engineer | 61.3 - 80.6 | 68.6 - 92.0 | 77.8 - 104.5 |
| planner/scheduler | 38.6 - 49.4 | 43.9 - 56.8 | 49.8 - 64.0 |
| plant engineer | 80.1 - 107.0 | 93.1 - 126.4 | 108.9 - 144.3 |
| plant manager | 105.1 - 146.0 | 126.2 - 175.9 | 149.7 - 204.0 |
| plant operator | 47.2 - 64.6 | 55.8 - 76.7 | 65.0 - 86.8 |
| process engineer | 60.0 - 80.3 | 68.9 - 93.7 | 79.4 - 106.5 |
| procurement director | 110.5 - 145.5 | 146.9 - 191.8 | 177.3 - 232.1 |
| procurement specialist | 50.7 - 66.4 | 56.4 - 75.3 | 63.7 - 85.6 |
| production analyst | 44.5 - 59.6 | 51.2 - 70.0 | 59.5 - 80.9 |
| production engineer | 62.2 - 83.2 | 71.4 - 97.1 | 82.3 - 110.4 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| program manager | 68.7 - 89.3 | 78.4 - 103.6 | 89.9 - 118.3 |
| project controller | 52.1 - 69.5 | 58.5 - 79.6 | 66.5 - 90.5 |
| project controls manager | 82.6 - 113.8 | 95.5 - 133.6 | 110.6 - 152.5 |
| project controls specialist | 60.1 - 78.3 | 67.6 - 89.5 | 76.5 - 100.9 |
| project coordinator | 94.9 - 122.4 | 103.4 - 135.4 | 114.3 - 150.3 |
| project director | 108.3 - 131.7 | 135.8 - 165.5 | 164.3 - 200.2 |
| project engineer | 87.4 - 112.4 | 94.9 - 124.5 | 104.8 - 139.2 |
| project manager | 73.8 - 102.2 | 86.0 - 120.9 | 100.1 - 138.3 |
| purchasing manager | 105.0 - 138.7 | 119.0 - 158.1 | 134.9 - 176.8 |
| QA/QC inspector | 52.8 - 70.4 | 61.2 - 82.6 | 70.8 - 95.1 |
| quality assurance manager | 88.3 - 115.4 | 97.8 - 129.9 | 109.7 - 145.1 |
| quality assurance/control technician | 68.8 - 90.3 | 78.2 - 104.8 | 89.6 - 118.8 |
| quality control engineer | 66.8 - 88.8 | 76.0 - 102.8 | 87.1 - 116.6 |
| safety inspector | 60.6 - 79.5 | 68.8 - 91.4 | 78.2 - 103.3 |
| site supervisor | 48.3 - 62.5 | 54.7 - 72.1 | 62.5 - 82.4 |
| sourcing specialist | 54.3 - 71.0 | 60.4 - 80.6 | 68.1 - 91.5 |
| stationary engineer | 52.1 - 67.0 | 57.4 - 75.0 | 63.9 - 83.4 |
| structural designer | 51.2 - 67.3 | 58.2 - 77.5 | 66.3 - 87.8 |
| structural engineer | 69.0 - 91.7 | 78.5 - 106.4 | 90.2 - 121.5 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| systems control engineer | 62.0 - 82.5 | 70.9 - 96.0 | 81.6 - 109.3 |
| telecommunications technician | 59.1 - 76.9 | 66.7 - 88.7 | 76.0 - 101.5 |
| transmission line engineer | 74.3 - 94.3 | 80.5 - 104.1 | 88.6 - 115.6 |
| transportation manager | 90.1 - 119.7 | 102.2 - 137.3 | 116.6 - 154.9 |



finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 160.5 - 280.0 | 235.3 - 410.4 | 328.3 - 571.8 | |
| director - financial planning & analysis | 143.3 - 187.1 | 181.9 - 238.1 | 221.4 - 289.4 | |
| finance director | 139.0 - 181.5 | 178.7 - 234.0 | 217.2 - 284.0 | |
| vice president finance | 149.7 - 202.4 | 166.9 - 289.6 | 230.4 - 400.5 | |
| vice-president internal audit | 139.9 - 184.7 | 175.0 - 231.8 | 212.4 - 281.0 | |
| finance & accounting | 1 year | 3 years | 5 years | 10 years |
| accountant | 66.4 - 79.9 | 71.2 - 85.7 | 75.9 - 91.3 | 86.1 - 103.5 |
| accounting clerk | 43.1 - 49.5 | 46.3 - 52.8 | 49.5 - 56.0 | 58.1 - 64.6 |
| accounting manager | 102.8 - 125.3 | 110.7 - 134.8 | 118.5 - 143.8 | 135.5 - 163.4 |
| accounting supervisor | 68.4 - 83.3 | 73.7 - 89.7 | 78.8 - 96.0 | 90.3 - 109.9 |
| accounting technician | 56.0 - 67.8 | 60.3 - 71.1 | 64.6 - 77.5 | 74.3 - 88.3 |
| accounts payable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 54.9 - 57.1 | 61.4 - 67.8 |
| accounts payable manager | 91.5 - 111.5 | 100.0 - 122.0 | 108.5 - 132.1 | 127.8 - 154.6 |
| accounts receivable clerk | 43.1 - 47.4 | 48.5 - 53.8 | 54.9 - 57.1 | 61.4 - 67.8 |
| accounts receivable manager | 92.8 - 110.4 | 100.8 - 119.9 | 108.8 - 129.3 | 128.3 - 151.5 |
| analyst - financial planning & analysis | 75.4 - 91.5 | 86.1 - 102.3 | 96.9 - 113.1 | 107.7 - 129.2 |
| assistant controller | 86.1 - 122.7 | 104.4 - 133.5 | 112.0 - 144.3 | 131.4 - 169.0 |
| billing specialist | 40.6 - 47.6 | 44.5 - 52.1 | 48.1 - 56.3 | 54.6 - 63.9 |
| bookkeeper | 42.3 - 50.1 | 45.8 - 54.2 | 49.1 - 58.2 | 56.4 - 66.8 |
| business analyst | 81.4 - 97.8 | 88.0 - 105.9 | 94.5 - 113.8 | 109.1 - 131.2 |
| cost accountant | 64.6 - 77.5 | 70.0 - 84.0 | 75.4 - 90.4 | 87.2 - 104.4 |
| credit & collection specialist | 41.6 - 53.0 | 47.9 - 61.2 | 54.4 - 68.7 | 75.6 - 86.9 |
| credit and collections accountant | 43.1 - 47.4 | 48.5 - 53.8 | 54.9 - 57.1 | 61.4 - 67.8 |
| credit and collections manager | 98.5 - 118.7 | 105.9 - 127.5 | 113.2 - 136.0 | 130.8 - 156.2 |
| credit and collections supervisor | 55.5 - 67.6 | 60.0 - 73.0 | 64.4 - 78.3 | 74.5 - 90.6 |



| | | | | |
|-----------------------------|---------------|---------------|---------------|---------------|
| external auditor | 65.6 - 79.0 | 71.4 - 85.9 | 76.9 - 92.6 | 89.2 - 107.3 |
| financial analyst | 80.0 - 96.2 | 85.7 - 103.1 | 91.3 - 109.8 | 104.2 - 125.2 |
| financial reporting manager | 123.0 - 149.0 | 132.1 - 159.5 | 140.9 - 169.7 | 161.1 - 194.0 |
| internal audit manager | 114.8 - 141.2 | 123.5 - 151.4 | 132.0 - 161.2 | 150.7 - 183.4 |
| internal auditor | 75.4 - 80.8 | 77.5 - 86.1 | 80.8 - 94.7 | 91.5 - 110.9 |
| invoicing clerk | 39.4 - 46.1 | 43.3 - 50.7 | 46.7 - 54.7 | 52.1 - 61.0 |
| payroll clerk | 43.9 - 51.4 | 48.4 - 56.6 | 52.4 - 61.4 | 60.3 - 70.6 |
| payroll manager | 93.4 - 113.9 | 101.2 - 123.4 | 108.7 - 132.4 | 125.0 - 151.4 |
| payroll specialist | 52.0 - 62.0 | 56.7 - 67.7 | 61.2 - 73.1 | 71.1 - 85.0 |
| payroll supervisor | 56.7 - 68.2 | 61.8 - 74.3 | 66.7 - 80.2 | 77.3 - 92.9 |
| tax analyst | 64.6 - 73.2 | 70.0 - 75.4 | 72.1 - 77.5 | 75.4 - 86.1 |
| tax manager | 108.6 - 133.8 | 116.7 - 143.4 | 124.7 - 152.7 | 143.2 - 174.3 |
| treasury analyst | 67.1 - 80.8 | 72.1 - 86.7 | 76.9 - 92.5 | 87.7 - 105.5 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|---------------|---------------|
| director, HR operations | 92.5 - 133.4 | 121.0 - 171.6 | 149.7 - 212.3 |
| diversity & inclusion director | 82.0 - 114.0 | 103.8 - 144.6 | 130.2 - 181.7 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| health and safety director | 94.7 - 114.0 | 123.6 - 147.6 | 147.3 - 175.3 |
| human resources director | 102.4 - 141.8 | 130.9 - 179.1 | 161.1 - 220.9 |
| L&D director | 101.8 - 126.9 | 127.6 - 157.4 | 161.1 - 198.9 |
| talent acquisition director | 96.0 - 133.5 | 123.2 - 168.6 | 149.7 - 205.0 |
| total rewards director | 115.3 - 149.7 | 149.1 - 192.6 | 182.9 - 236.6 |
| vice president Human Resources / CHRO | 122.1 - 203.3 | 158.2 - 263.6 | 194.2 - 323.5 |
| human resources | entry | mid | senior |
| benefits administrator | 54.9 - 70.6 | 61.6 - 80.6 | 69.9 - 91.5 |
| compensation and benefits manager | 101.5 - 132.5 | 112.8 - 149.3 | 127.2 - 168.5 |
| compensation specialist | 48.9 - 65.0 | 56.6 - 76.4 | 65.6 - 87.3 |
| diversity & inclusion coordinator | 39.4 - 50.4 | 44.7 - 56.9 | 49.5 - 61.2 |
| health and safety advisor | 58.5 - 75.7 | 67.4 - 88.4 | 77.7 - 100.8 |
| health and safety manager | 81.8 - 106.5 | 91.7 - 121.7 | 104.1 - 137.2 |
| HRIS analyst | 67.1 - 88.5 | 76.9 - 103.4 | 88.6 - 118.1 |
| human resources business partner | 64.7 - 85.1 | 72.6 - 97.3 | 82.2 - 110.3 |
| human resources coordinator | 39.1 - 50.1 | 44.4 - 56.5 | 49.2 - 60.9 |
| human resources generalist | 59.5 - 75.6 | 64.6 - 83.9 | 71.6 - 95.0 |
| human resources manager | 91.8 - 123.7 | 106.3 - 144.5 | 123.4 - 164.5 |
| human resources supervisor | 63.5 - 82.5 | 70.0 - 93.1 | 78.7 - 106.5 |
| human resources technician | 47.7 - 62.6 | 53.2 - 71.1 | 60.1 - 81.2 |
| instructional designer | 50.0 - 65.2 | 56.3 - 74.6 | 63.9 - 84.9 |
| labour relations advisor | 63.2 - 84.4 | 72.4 - 98.4 | 83.4 - 112.5 |
| labour relations manager | 99.9 - 136.0 | 118.0 - 160.9 | 138.2 - 185.4 |
| learning and development specialist | 51.1 - 67.1 | 58.1 - 77.8 | 66.7 - 88.5 |
| recruitment coordinator | 38.9 - 50.9 | 44.8 - 58.9 | 51.1 - 66.4 |
| talent acquisition specialist | 58.5 - 76.6 | 65.2 - 86.9 | 73.4 - 98.3 |



industrial support

| | entry | mid | senior |
|------------------------------|--------------|-------------|-------------|
| assembler/fabricator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| delivery/courier driver | 17.7 - 20.0 | 18.8 - 23.0 | 21.4 - 26.0 |
| electronic parts assembler | 17.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| forklift operator | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| general labourer - heavy | 18.0 - 23.0 | 20.0 - 26.0 | 23.0 - 27.0 |
| general labourer - light | 15.8 - 19.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| industrial painter | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| inventory control clerk | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| janitor/custodian | 14.25 - 18.0 | 16.0 - 21.0 | 18.0 - 21.0 |
| machine operator | 18.0 - 24.0 | 21.0 - 27.0 | 24.0 - 31.0 |
| machine operator assistant | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| manufacturing worker | 15.0 - 19.0 | 17.0 - 21.0 | 19.0 - 24.0 |
| material handler | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 26.0 |
| moulding machine operator | 18.0 - 23.0 | 20.0 - 27.0 | 23.0 - 30.0 |
| packaging labourer | 16.0 - 21.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| parts clerk | 14.25 - 18.0 | 15.0 - 20.0 | 17.0 - 23.0 |
| picker/packer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 24.0 |
| polisher/deburrer | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| print press operator | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| production labourer | 15.0 - 20.0 | 18.0 - 24.0 | 21.0 - 25.0 |
| sandblasting operator | 17.0 - 22.0 | 19.0 - 25.0 | 21.0 - 28.0 |
| shipper/receiver | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| shipping and receiving clerk | 18.0 - 22.0 | 20.0 - 25.0 | 23.0 - 29.0 |
| warehouse labourer | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 25.0 |



manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 80.5 - 107.2 | 93.1 - 125.8 | 108.1 - 142.4 |
| automation engineer | 65.2 - 86.0 | 77.0 - 98.0 | 86.0 - 118.0 |
| buyer | 70.1 - 86.6 | 78.1 - 101.2 | 89.1 - 121.1 |
| chemical engineer | 79.2 - 105.6 | 88.9 - 120.6 | 100.7 - 136.2 |
| chemical technician | 68.0 - 82.0 | 75.0 - 101.0 | 83.0 - 104.4 |
| cmm programmer | 54.4 - 71.1 | 61.7 - 82.1 | 70.5 - 93.1 |
| commissioning and start up engineer | 59.0 - 79.2 | 68.0 - 92.9 | 78.8 - 102.8 |
| continuous improvement engineer | 83.2 - 109.4 | 92.9 - 124.2 | 104.8 - 138.6 |
| controls designer/engineer | 68.0 - 89.0 | 72.0 - 103.0 | 89.0 - 124.0 |
| demand planner | 70.9 - 90.0 | 77.1 - 93.2 | 84.1 - 110.0 |
| electrical engineer | 75.8 - 100.9 | 86.4 - 117.4 | 99.5 - 134.6 |
| electrical engineering technician | 55.2 - 71.1 | 63.1 - 82.5 | 72.4 - 93.9 |
| electrical test engineer | 69.7 - 93.4 | 80.3 - 109.6 | 93.1 - 126.1 |
| estimation engineer | 69.4 - 93.0 | 79.9 - 109.1 | 92.7 - 125.5 |
| estimator | 59.0 - 77.3 | 65.7 - 87.7 | 74.1 - 99.1 |
| field service engineer | 50.9 - 67.8 | 58.0 - 78.9 | 66.9 - 91.4 |
| general inspector | 48.5 - 64.2 | 54.7 - 73.3 | 61.8 - 82.2 |
| health and safety specialist | 66.8 - 88.1 | 76.5 - 102.7 | 88.2 - 117.2 |
| HVAC drafter | 50.5 - 65.3 | 57.0 - 74.6 | 64.4 - 83.7 |
| HVAC engineer | 55.1 - 73.6 | 63.1 - 85.8 | 72.8 - 97.6 |
| industrial engineer | 69.2 - 90.5 | 76.9 - 102.5 | 86.5 - 114.9 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |
| logistics specialist | 65.1 - 74.1 | 65.6 - 89.2 | 75.6 - 101.4 |
| manufacturing engineer | 70.2 - 92.0 | 77.0 - 100.0 | 87.0 - 128.0 |
| mechanical designer | 50.1 - 66.6 | 57.9 - 77.6 | 66.5 - 87.6 |
| mechanical drafter | 49.6 - 64.7 | 55.9 - 74.9 | 64.4 - 87.7 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| mechanical engineer | 71.1 - 94.4 | 80.8 - 109.3 | 92.6 - 124.6 |
| mechanical engineering technician | 58.0 - 68.0 | 62.0 - 78.0 | 75.9 - 94.0 |
| planner/scheduler | 71.1 - 91.1 | 75.1 - 96.1 | 81.1 - 121.1 |
| process engineer | 60.0 - 80.3 | 68.9 - 93.7 | 79.4 - 106.5 |
| production planner | 70.0 - 83.2 | 71.1 - 90.9 | 77.1 - 91.1 |
| project engineer | 87.4 - 112.4 | 94.9 - 124.5 | 104.8 - 139.2 |
| project manager | 73.8 - 102.2 | 86.0 - 120.9 | 100.1 - 138.3 |
| QA/QC inspector | 50.4 - 56.8 | 54.7 - 65.4 | 57.8 - 70.2 |
| quality assurance manager | 88.3 - 115.4 | 97.8 - 129.9 | 109.7 - 145.1 |
| quality assurance/control technician | 68.8 - 90.3 | 78.2 - 104.8 | 89.6 - 118.8 |
| quality control engineer | 66.8 - 88.8 | 76.0 - 102.8 | 87.1 - 116.6 |
| quality control technician | 52.0 - 65.0 | 62.0 - 71.0 | 68.0 - 79.0 |
| quality director | 98.9 - 134.1 | 125.7 - 168.1 | 151.6 - 202.8 |
| quality inspector | 52.2 - 65.2 | 62.5 - 71.2 | 68.5 - 79.6 |
| safety inspector | 60.6 - 79.5 | 68.8 - 91.4 | 78.2 - 103.3 |
| SCADA engineer | 62.5 - 83.5 | 71.6 - 97.3 | 82.5 - 110.8 |
| stationary engineer | 52.1 - 67.0 | 57.4 - 75.0 | 63.9 - 83.4 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 121.8 - 163.7 | 160.9 - 216.3 | 204.7 - 274.9 |
| engineering manager | 92.1 - 124.5 | 105.5 - 144.3 | 121.6 - 163.8 |
| health and safety manager | 58.5 - 75.7 | 67.4 - 88.4 | 77.7 - 100.8 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 80.5 - 92.3 | 88.0 - 98.0 | 92.4 - 112.5 |
| maintenance manager | 84.2 - 95.7 | 88.7 - 116.7 | 97.3 - 152.0 |
| maintenance supervisor | 69.0 - 79.0 | 77.0 - 86.0 | 87.0 - 101.0 |
| manufacturing director | 117.9 - 142.7 | 152.3 - 183.7 | 186.4 - 225.0 |
| materials manager | 89.1 - 117.9 | 98.7 - 132.7 | 110.9 - 148.7 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| operations manager | 80.9 - 104.2 | 87.2 - 121.3 | 100.2 - 137.1 |
| plant manager | 105.1 - 146.0 | 126.2 - 175.9 | 149.7 - 204.0 |
| procurement director | 110.5 - 145.5 | 146.9 - 191.8 | 177.3 - 232.1 |
| production manager | 96.7 - 127.1 | 108.4 - 144.4 | 122.9 - 162.6 |
| production supervisor | 65.0 - 73.5 | 68.9 - 83.6 | 74.6 - 98.4 |
| program manager | 68.7 - 89.3 | 78.4 - 103.6 | 89.9 - 118.3 |
| project director | 108.3 - 131.7 | 135.8 - 165.5 | 164.3 - 200.2 |
| purchasing manager | 105.0 - 138.7 | 119.0 - 158.1 | 134.9 - 176.8 |
| site supervisor | 69.5 - 91.9 | 76.5 - 103.3 | 85.6 - 116.7 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 90.1 - 119.7 | 102.2 - 137.3 | 116.6 - 154.9 |
| warehouse manager | 79.0 - 98.1 | 85.0 - 111.4 | 93.9 - 125.4 |
| warehouse supervisor | 62.0 - 74.0 | 72.0 - 81.0 | 77.0 - 90.7 |
| skilled trades | | | |
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 50.8 - 67.7 | 58.0 - 78.6 | 66.6 - 90.1 |
| control technician | 47.8 - 63.1 | 54.7 - 73.2 | 62.7 - 83.3 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 50.9 - 67.3 | 57.3 - 76.9 | 64.9 - 86.7 |
| electromechanical technician | 53.1 - 72.3 | 63.2 - 84.8 | 72.4 - 87.1 |
| electronics technician | 52.8 - 68.8 | 59.3 - 78.7 | 67.2 - 88.9 |
| field service technician | 48.9 - 64.6 | 56.9 - 75.6 | 65.5 - 86.1 |
| heavy equipment mechanic | 49.1 - 65.5 | 57.0 - 76.7 | 65.7 - 87.7 |
| machine builder | 39.5 - 51.0 | 45.4 - 59.0 | 51.8 - 66.5 |
| maintenance mechanic | 45.9 - 58.8 | 52.9 - 68.4 | 60.8 - 78.3 |
| mechanical assembler | 36.0 - 46.5 | 40.8 - 53.4 | 46.4 - 60.2 |
| millwright | 52.4 - 68.4 | 59.0 - 78.2 | 66.7 - 87.3 |
| parts manager | 46.4 - 60.4 | 52.0 - 68.8 | 58.9 - 78.0 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| technician quality control testing | 52.8 - 70.4 | 61.2 - 82.6 | 70.8 - 95.1 |
| tool and die maker | 49.5 - 65.5 | 56.8 - 76.0 | 64.9 - 85.8 |
| welder | 41.3 - 53.9 | 46.6 - 61.6 | 52.7 - 69.6 |
| welder-fitter | 37.9 - 49.6 | 43.6 - 57.3 | 49.6 - 64.2 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.7 - 87.8 | 75.1 - 100.9 | 85.6 - 115.1 |
| digital marketing specialist | 46.7 - 62.0 | 54.2 - 73.2 | 63.1 - 83.7 |
| e-commerce director | 113.0 - 140.5 | 143.1 - 178.4 | 181.3 - 225.8 |
| e-commerce marketing manager | 77.0 - 100.8 | 86.1 - 115.1 | 97.5 - 131.1 |
| marketing content manager | 57.5 - 75.5 | 64.5 - 86.4 | 73.3 - 98.2 |
| social media manager | 57.3 - 79.4 | 69.3 - 96.4 | 82.3 - 112.7 |
| web marketing analyst | 57.9 - 75.2 | 65.4 - 86.4 | 74.2 - 97.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 97.2 - 148.8 | 131.7 - 202.2 | 170.0 - 260.8 |
| marketing vice-president | 122.3 - 189.5 | 172.8 - 267.6 | 223.7 - 346.4 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.3 - 107.3 | 92.5 - 121.2 | 103.7 - 136.0 |
| brand or product manager assistant | 61.8 - 83.6 | 72.3 - 98.8 | 84.0 - 112.9 |
| communications manager | 68.9 - 90.2 | 77.0 - 102.8 | 87.0 - 115.7 |
| communications specialist | 53.1 - 72.8 | 63.3 - 87.7 | 74.7 - 100.3 |
| marketing coordinator | 54.1 - 71.4 | 61.2 - 82.3 | 69.9 - 93.7 |
| marketing director | 96.0 - 129.6 | 111.9 - 153.1 | 130.1 - 175.1 |
| marketing project manager | 42.6 - 56.7 | 48.8 - 66.1 | 56.2 - 75.2 |
| marketing specialist | 46.1 - 61.4 | 52.8 - 71.4 | 60.7 - 81.0 |



sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 48.4 - 60.6 | 52.6 - 67.1 | 58.0 - 75.3 |
| account manager - software | 54.2 - 67.5 | 58.4 - 74.3 | 64.1 - 83.1 |
| business development manager | 105.2 - 138.9 | 117.6 - 157.7 | 133.5 - 180.4 |
| district sales manager | 76.9 - 99.8 | 87.8 - 116.0 | 101.0 - 132.9 |
| key accounts manager - consumer goods | 68.3 - 87.6 | 76.7 - 100.4 | 87.3 - 114.8 |
| merchandiser - consumer goods | 58.4 - 76.6 | 65.4 - 87.6 | 74.3 - 99.7 |
| sales manager/ director | 59.7 - 80.0 | 67.8 - 92.4 | 77.4 - 104.2 |
| sales representative, account manager - consumer goods | 47.1 - 59.8 | 52.0 - 67.0 | 57.9 - 74.9 |
| sales representative, account manager - professional services | 45.0 - 56.1 | 48.5 - 61.7 | 53.3 - 69.1 |
| sales representative, account manager - telecommunications | 52.2 - 65.6 | 56.8 - 72.5 | 62.6 - 80.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 129.2 - 182.8 | 171.1 - 241.2 | 210.9 - 296.5 |
| sales vice-president | 136.4 - 196.5 | 185.6 - 267.2 | 240.6 - 346.3 |
| vice-president marketing & sales | 118.0 - 211.7 | 162.4 - 291.4 | 209.2 - 375.1 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.0 - 63.8 | 55.3 - 70.3 | 60.7 - 78.1 |
| internal sales representative - manufacturing | 49.0 - 61.4 | 53.2 - 68.0 | 58.9 - 76.4 |
| sales engineer - distribution | 68.9 - 90.1 | 75.5 - 100.5 | 83.8 - 112.0 |
| sales engineer - manufacturing | 55.8 - 74.4 | 63.0 - 85.3 | 71.5 - 95.5 |
| sales representative, account manager - industrial equipment | 48.2 - 60.1 | 52.0 - 66.1 | 57.1 - 73.9 |
| sales representative, account manager - industrial service | 51.2 - 64.1 | 55.6 - 70.6 | 61.0 - 78.4 |
| sales representative, account manager - machinery | 50.9 - 63.5 | 55.0 - 69.8 | 60.3 - 77.9 |
| sales representative, account manager - manufacturing | 49.4 - 71.4 | 54.4 - 79.9 | 60.4 - 89.0 |
| sales representative, account manager - retail network | 50.2 - 62.6 | 54.1 - 68.9 | 59.6 - 77.8 |
| technical sales representative - manufacturing | 47.1 - 60.6 | 53.1 - 69.3 | 60.1 - 77.8 |



montérégie - brome-missisquoi

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|--------------|--------------|---------------|
| administrative analyst | 45.7 - 59.9 | 50.9 - 68.0 | 57.4 - 77.2 |
| administrative assistant | 35.4 - 45.9 | 39.6 - 52.4 | 44.9 - 59.3 |
| administrative manager | 52.7 - 68.2 | 57.5 - 76.0 | 63.8 - 85.3 |
| benefits clerk | 34.8 - 44.8 | 39.8 - 52.0 | 45.6 - 59.1 |
| buyer assistant | 35.7 - 46.5 | 41.4 - 53.8 | 47.1 - 59.5 |
| claims supervisor | 57.5 - 75.8 | 64.4 - 86.9 | 73.3 - 99.8 |
| contracts administrator | 87.8 - 112.0 | 98.6 - 128.4 | 112.3 - 147.0 |
| data entry clerk | 31.6 - 39.3 | 35.4 - 44.9 | 39.6 - 46.0 |
| dispatcher | 36.4 - 46.8 | 41.5 - 53.9 | 47.2 - 61.0 |
| document controller | 30.6 - 38.5 | 34.9 - 44.2 | 39.0 - 45.3 |
| document services specialist | 29.3 - 36.7 | 33.4 - 42.1 | 37.2 - 43.1 |
| documentation specialist | 34.3 - 45.1 | 41.0 - 52.6 | 46.5 - 53.8 |
| donor relations coordinator | 46.5 - 61.3 | 54.1 - 72.7 | 63.3 - 84.5 |
| executive assistant | 51.3 - 70.8 | 60.2 - 84.1 | 70.1 - 96.3 |
| file clerk | 31.9 - 41.1 | 37.3 - 47.5 | 41.8 - 48.5 |
| fundraising manager | 59.9 - 77.8 | 68.1 - 90.3 | 78.3 - 104.0 |
| HR administrator | 44.0 - 57.8 | 50.0 - 66.8 | 57.1 - 76.4 |
| human resources assistant | 36.9 - 47.4 | 41.9 - 53.5 | 46.5 - 57.7 |
| invoicing clerk | 33.9 - 43.4 | 38.5 - 49.5 | 43.1 - 54.0 |
| lease administrator | 41.6 - 54.7 | 48.3 - 63.9 | 55.6 - 73.1 |
| legal assistant | 42.6 - 59.2 | 51.4 - 71.4 | 60.5 - 81.0 |
| logistics coordinator | 44.0 - 58.5 | 51.6 - 68.9 | 59.6 - 78.8 |



| | | | |
|------------------------|-------------|-------------|-------------|
| mailroom clerk | 32.4 - 39.9 | 36.2 - 44.6 | 39.6 - 45.4 |
| office clerk | 34.8 - 43.0 | 38.2 - 48.1 | 42.4 - 53.3 |
| office manager | 51.2 - 66.7 | 56.4 - 74.7 | 62.8 - 83.8 |
| order clerk | 30.8 - 38.3 | 34.7 - 43.9 | 38.8 - 48.5 |
| order supervisor | 46.8 - 61.7 | 54.3 - 72.2 | 62.4 - 81.4 |
| payroll administrator | 39.0 - 51.4 | 44.5 - 59.6 | 51.2 - 68.3 |
| project coordinator | 41.2 - 54.4 | 46.9 - 62.7 | 53.5 - 71.1 |
| property administrator | 34.7 - 45.5 | 38.9 - 52.4 | 44.6 - 60.6 |
| receptionist | 30.7 - 37.7 | 33.6 - 42.7 | 37.5 - 48.7 |
| sales administrator | 45.4 - 61.2 | 53.6 - 74.3 | 63.2 - 84.3 |
| sales assistant | 35.9 - 45.0 | 39.6 - 51.2 | 45.1 - 59.6 |
| service coordinator | 34.5 - 44.8 | 38.6 - 51.3 | 43.9 - 58.6 |
| supply clerk | 32.7 - 41.2 | 36.6 - 46.9 | 40.8 - 51.6 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|---------------|---------------|
| architect | 56.0 - 74.1 | 62.9 - 85.2 | 71.8 - 97.4 |
| architectural drafter | 46.9 - 61.2 | 54.7 - 72.9 | 64.3 - 86.3 |
| BIM/VDC coordinator | 58.1 - 76.7 | 65.0 - 87.8 | 73.9 - 100.0 |
| buyer | 52.7 - 69.6 | 60.2 - 81.1 | 69.3 - 93.4 |
| civil engineer | 59.1 - 79.8 | 68.5 - 93.9 | 79.4 - 107.0 |
| civil engineering drafter | 48.2 - 60.5 | 54.1 - 69.2 | 61.4 - 78.8 |
| civil engineering technologist | 41.7 - 56.6 | 49.5 - 67.6 | 58.0 - 77.4 |
| civil project engineer | 69.0 - 95.7 | 79.9 - 112.9 | 93.1 - 130.4 |
| civil project manager | 70.3 - 94.5 | 79.5 - 109.0 | 90.7 - 123.5 |
| construction coordinator | 46.1 - 61.8 | 52.0 - 70.9 | 59.0 - 80.7 |
| construction director | 92.6 - 123.7 | 123.5 - 165.2 | 156.5 - 208.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 67.1 - 88.7 | 73.8 - 99.7 | 82.5 - 112.6 |
| construction project coordinator | 78.9 - 102.5 | 86.1 - 114.0 | 95.5 - 127.7 |
| construction project manager | 60.7 - 84.5 | 70.8 - 100.6 | 82.8 - 115.9 |
| construction superintendent | 69.5 - 91.9 | 76.5 - 103.3 | 85.6 - 116.7 |
| contracts manager | 87.8 - 112.0 | 98.6 - 128.4 | 112.3 - 147.0 |
| director of operations | 114.4 - 155.0 | 152.3 - 206.1 | 194.8 - 263.3 |
| drafter | 48.8 - 61.0 | 54.4 - 69.4 | 61.4 - 78.9 |
| electrical designer/engineer | 68.6 - 91.0 | 77.5 - 105.2 | 88.8 - 120.4 |
| electrical engineer | 70.9 - 94.8 | 81.0 - 110.6 | 93.5 - 127.3 |
| electrical engineering technician | 51.4 - 66.2 | 58.7 - 76.9 | 67.4 - 87.8 |
| electrical inspector | 41.1 - 55.7 | 47.8 - 65.5 | 55.4 - 75.7 |
| engineering manager | 76.5 - 104.4 | 87.9 - 122.2 | 101.8 - 140.2 |
| environmental engineer | 57.5 - 76.9 | 65.8 - 89.8 | 76.0 - 103.3 |
| environmental inspector | 44.2 - 57.0 | 48.8 - 64.1 | 54.6 - 72.0 |
| estimation engineer | 64.9 - 87.3 | 74.8 - 102.7 | 86.9 - 118.5 |
| estimator | 55.1 - 72.4 | 61.4 - 82.4 | 69.3 - 93.5 |
| facilities engineer | 59.5 - 80.0 | 68.7 - 94.2 | 79.8 - 108.2 |
| facilities manager | 55.2 - 73.0 | 63.1 - 85.1 | 72.7 - 98.1 |
| field manager | 62.8 - 84.0 | 71.6 - 98.2 | 82.9 - 114.3 |
| foreman | 48.6 - 63.5 | 54.7 - 72.7 | 62.0 - 82.6 |
| health and safety manager | 55.0 - 71.4 | 63.5 - 83.6 | 73.3 - 95.7 |
| health and safety specialist | 62.4 - 82.5 | 71.5 - 96.6 | 82.7 - 110.5 |
| HVAC drafter | 47.1 - 60.7 | 53.1 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 51.4 - 68.8 | 59.0 - 80.4 | 68.0 - 91.7 |
| mechanical designer | 46.8 - 62.2 | 54.1 - 72.6 | 62.1 - 82.1 |
| mechanical drafter | 46.1 - 60.2 | 52.0 - 69.8 | 59.9 - 81.9 |
| mechanical engineer | 66.4 - 88.5 | 75.6 - 102.9 | 86.9 - 117.6 |
| mechanical engineering technician | 46.1 - 60.8 | 52.7 - 70.5 | 60.3 - 79.7 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| operations manager | 70.7 - 97.5 | 81.3 - 113.9 | 93.6 - 129.2 |
| planner/scheduler | 35.6 - 45.6 | 40.5 - 52.5 | 46.0 - 59.2 |
| project coordinator | 41.2 - 54.4 | 46.9 - 62.7 | 53.5 - 71.1 |
| project director | 102.3 - 125.1 | 129.0 - 158.0 | 156.8 - 191.8 |
| project engineer | 81.9 - 105.9 | 89.0 - 117.5 | 98.5 - 131.7 |
| project manager | 69.0 - 96.4 | 80.7 - 114.5 | 94.4 - 131.4 |
| purchasing manager | 86.8 - 116.0 | 98.7 - 133.7 | 112.6 - 151.1 |
| QA/QC inspector | 49.1 - 65.5 | 57.0 - 77.0 | 65.9 - 88.9 |
| quality control engineer | 62.4 - 83.3 | 71.1 - 96.7 | 81.6 - 109.9 |
| quality inspector | 35.5 - 45.5 | 39.7 - 51.9 | 45.0 - 58.8 |
| safety inspector | 57.0 - 74.9 | 64.7 - 86.5 | 73.7 - 98.1 |
| specification writer | 47.5 - 61.6 | 54.0 - 71.0 | 61.4 - 80.3 |
| structural designer | 47.7 - 62.6 | 54.1 - 72.2 | 61.6 - 82.0 |
| structural engineer | 64.5 - 86.0 | 73.4 - 100.0 | 84.6 - 114.6 |
| technical services manager | 78.8 - 105.5 | 89.8 - 122.8 | 103.7 - 142.2 |
| energy & oil | | | |
| architectural technologist | 46.9 - 61.2 | 54.7 - 72.9 | 64.3 - 86.3 |
| applications engineer | 66.3 - 88.8 | 77.0 - 104.9 | 89.6 - 119.7 |
| architect | 56.0 - 74.1 | 62.9 - 85.2 | 71.8 - 97.4 |
| automation engineer | 57.6 - 76.6 | 65.5 - 88.9 | 75.1 - 101.6 |
| automation specialist | 45.4 - 60.0 | 52.8 - 70.2 | 60.8 - 80.2 |
| buyer | 52.7 - 69.6 | 60.2 - 81.1 | 69.3 - 93.4 |
| category manager | 55.5 - 73.2 | 62.2 - 84.0 | 70.7 - 95.8 |
| category specialist | 47.1 - 61.8 | 52.5 - 70.3 | 59.3 - 80.0 |
| chemical engineer | 74.2 - 99.3 | 83.4 - 113.8 | 94.6 - 128.8 |
| chemical technician | 49.1 - 64.4 | 54.7 - 73.4 | 62.0 - 84.4 |
| chief inspector | 49.3 - 65.3 | 55.6 - 74.7 | 62.9 - 84.1 |
| civil engineer | 59.1 - 79.8 | 68.5 - 93.9 | 79.4 - 107.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 48.2 - 60.5 | 54.1 - 69.2 | 61.4 - 78.8 |
| civil engineering technologist | 41.7 - 56.6 | 49.5 - 67.6 | 58.0 - 77.4 |
| civil project engineer | 69.0 - 95.7 | 79.9 - 112.9 | 93.1 - 130.4 |
| civil project manager | 70.3 - 94.5 | 79.5 - 109.0 | 90.7 - 123.5 |
| commissioning and start up engineer | 55.2 - 74.3 | 63.7 - 87.4 | 73.9 - 97.2 |
| construction analyst | 50.3 - 66.1 | 56.2 - 75.1 | 63.2 - 84.8 |
| construction coordinator | 46.1 - 61.8 | 52.0 - 70.9 | 59.0 - 80.7 |
| construction director | 92.6 - 123.7 | 123.5 - 165.2 | 156.5 - 208.9 |
| construction manager | 67.1 - 88.7 | 73.8 - 99.7 | 82.5 - 112.6 |
| construction project manager | 60.7 - 84.5 | 70.8 - 100.6 | 82.8 - 115.9 |
| continuous improvement engineer | 68.5 - 90.5 | 76.6 - 103.2 | 86.6 - 115.9 |
| contracts administrator | 53.6 - 71.6 | 61.1 - 83.2 | 70.2 - 95.2 |
| contracts manager | 87.8 - 112.0 | 98.6 - 128.4 | 112.3 - 147.0 |
| contracts specialist | 54.2 - 71.5 | 61.8 - 83.1 | 71.0 - 94.7 |
| control technician | 44.4 - 58.7 | 50.9 - 68.1 | 58.3 - 77.7 |
| controls designer/engineer | 48.7 - 65.5 | 56.2 - 76.7 | 64.8 - 88.0 |
| cost control specialist | 44.9 - 58.5 | 50.4 - 66.9 | 57.3 - 76.0 |
| demand planner | 44.5 - 61.9 | 53.8 - 75.0 | 63.7 - 86.1 |
| director of operations | 114.4 - 155.0 | 152.3 - 206.1 | 194.8 - 263.3 |
| drafter | 48.8 - 61.0 | 54.4 - 69.4 | 61.4 - 78.9 |
| electrical designer/engineer | 68.6 - 91.0 | 77.5 - 105.2 | 88.8 - 120.4 |
| electrical engineer | 70.9 - 94.8 | 81.0 - 110.6 | 93.5 - 127.3 |
| electrical engineering technician | 51.4 - 66.2 | 58.7 - 76.9 | 67.4 - 87.8 |
| electrical inspector | 41.1 - 55.7 | 47.8 - 65.5 | 55.4 - 75.7 |
| electrical test engineer | 65.2 - 87.6 | 75.1 - 103.2 | 87.4 - 119.1 |
| engineering manager | 76.5 - 104.4 | 87.9 - 122.2 | 101.8 - 140.2 |
| environmental engineer | 57.5 - 76.9 | 65.8 - 89.8 | 76.0 - 103.3 |
| environmental inspector | 44.2 - 57.0 | 48.8 - 64.1 | 54.6 - 72.0 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| estimation engineer | 64.9 - 87.3 | 74.8 - 102.7 | 86.9 - 118.5 |
| estimator | 55.1 - 72.4 | 61.4 - 82.4 | 69.3 - 93.5 |
| facilities engineer | 59.5 - 80.0 | 68.7 - 94.2 | 79.8 - 108.2 |
| field service engineer | 47.3 - 63.1 | 54.0 - 73.5 | 62.2 - 85.4 |
| general inspector | 45.5 - 60.0 | 51.3 - 68.5 | 57.8 - 77.0 |
| geologist | 57.4 - 75.4 | 64.9 - 87.2 | 74.4 - 99.9 |
| health and safety manager | 58.8 - 77.3 | 65.6 - 88.1 | 74.1 - 99.6 |
| health and safety specialist | 55.0 - 71.4 | 63.5 - 83.6 | 73.3 - 95.7 |
| HVAC drafter | 47.1 - 60.7 | 53.1 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 51.4 - 68.8 | 59.0 - 80.4 | 68.0 - 91.7 |
| hydraulic engineer | 59.0 - 79.4 | 68.2 - 93.5 | 79.2 - 107.3 |
| industrial engineer | 64.7 - 84.8 | 72.0 - 96.3 | 81.1 - 108.3 |
| instrumentation and controls engineer | 62.9 - 83.5 | 71.2 - 96.4 | 81.3 - 109.5 |
| logistics specialist | 43.5 - 56.7 | 49.7 - 65.6 | 56.7 - 74.8 |
| materials manager | 73.4 - 97.7 | 81.5 - 110.7 | 91.8 - 125.1 |
| mechanical designer | 46.8 - 62.2 | 54.1 - 72.6 | 62.1 - 82.1 |
| mechanical drafter | 46.1 - 60.2 | 52.0 - 69.8 | 59.9 - 81.9 |
| mechanical engineer | 66.4 - 88.5 | 75.6 - 102.9 | 86.9 - 117.6 |
| mechanical engineering technician | 46.1 - 60.8 | 52.7 - 70.5 | 60.3 - 79.7 |
| mining engineer | 64.1 - 85.5 | 71.8 - 97.7 | 81.3 - 110.4 |
| operations manager | 70.7 - 97.5 | 81.3 - 113.9 | 93.6 - 129.2 |
| pipeline designer | 55.2 - 72.3 | 61.7 - 82.7 | 69.9 - 94.1 |
| piping engineer | 57.3 - 75.4 | 64.2 - 86.3 | 72.8 - 98.2 |
| planner/scheduler | 35.6 - 45.6 | 40.5 - 52.5 | 46.0 - 59.2 |
| plant engineer | 66.4 - 89.2 | 77.4 - 106.1 | 90.8 - 122.1 |
| plant manager | 86.8 - 122.6 | 104.9 - 150.2 | 126.0 - 176.1 |
| process engineer | 56.1 - 75.1 | 64.4 - 87.9 | 74.3 - 100.2 |
| procurement director | 91.4 - 122.1 | 123.4 - 164.9 | 151.5 - 202.3 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement specialist | 46.8 - 61.5 | 52.2 - 69.9 | 58.9 - 79.7 |
| production analyst | 41.4 - 55.9 | 47.8 - 65.7 | 55.7 - 76.1 |
| production engineer | 58.1 - 77.9 | 66.7 - 91.1 | 77.1 - 103.9 |
| program manager | 63.8 - 83.3 | 73.0 - 96.9 | 83.9 - 111.0 |
| project controller | 48.5 - 65.0 | 54.6 - 74.5 | 62.1 - 85.1 |
| project controls manager | 77.4 - 107.7 | 89.9 - 126.9 | 104.5 - 145.2 |
| project controls specialist | 56.0 - 73.3 | 63.1 - 84.1 | 71.6 - 95.2 |
| project coordinator | 78.9 - 102.5 | 86.1 - 114.0 | 95.5 - 127.7 |
| project director | 102.3 - 125.1 | 129.0 - 158.0 | 156.8 - 191.8 |
| project engineer | 81.9 - 105.9 | 89.0 - 117.5 | 98.5 - 131.7 |
| project manager | 69.0 - 96.4 | 80.7 - 114.5 | 94.4 - 131.4 |
| purchasing manager | 86.8 - 116.0 | 98.7 - 133.7 | 112.6 - 151.1 |
| QA/QC inspector | 49.1 - 65.5 | 57.0 - 77.0 | 65.9 - 88.9 |
| quality assurance manager | 72.7 - 95.6 | 80.7 - 108.1 | 90.8 - 121.8 |
| quality assurance/control technician | 56.5 - 74.6 | 64.5 - 86.8 | 74.0 - 98.8 |
| quality control engineer | 62.4 - 83.3 | 71.1 - 96.7 | 81.6 - 109.9 |
| quality inspector | 35.5 - 45.5 | 39.7 - 51.9 | 45.0 - 58.8 |
| safety inspector | 57.0 - 74.9 | 64.7 - 86.5 | 73.7 - 98.1 |
| site supervisor | 45.1 - 58.6 | 51.2 - 67.7 | 58.6 - 77.6 |
| sourcing specialist | 50.6 - 66.4 | 56.3 - 75.6 | 63.6 - 86.1 |
| stationary engineer | 48.6 - 62.6 | 53.6 - 70.3 | 59.7 - 78.4 |
| structural designer | 47.7 - 62.6 | 54.1 - 72.2 | 61.6 - 82.0 |
| structural engineer | 64.5 - 86.0 | 73.4 - 100.0 | 84.6 - 114.6 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 73.3 - 99.3 | 84.9 - 116.4 | 98.0 - 131.1 |
| systems control engineer | 58.0 - 77.3 | 66.3 - 90.1 | 76.4 - 102.8 |
| telecommunications technician | 48.2 - 63.3 | 54.7 - 73.2 | 62.6 - 84.0 |



| | | | |
|----------------------------|-------------|--------------|--------------|
| transmission line engineer | 69.4 - 88.5 | 75.4 - 97.9 | 83.1 - 108.9 |
| transportation manager | 74.2 - 99.3 | 84.4 - 114.7 | 96.6 - 130.7 |

industrial support

| | entry | mid | senior |
|----------------------------|--------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 21.0 | 19.0 - 24.0 |
| delivery/courier driver | 15.0 - 19.0 | 17.0 - 21.0 | 18.0 - 24.0 |
| electronic parts assembler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| general labourer - light | 14.25 - 18.0 | 16.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 16.7 - 20.0 | 17.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| janitor/custodian | 14.25 - 17.0 | 15.0 - 19.0 | 17.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| machine operator assistant | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| manufacturing worker | 15.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 15.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 29.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts manager | 21.0 - 27.0 | 23.0 - 31.0 | 26.0 - 35.0 |
| picker/packer | 14.25 - 17.0 | 16.0 - 20.0 | 17.0 - 22.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| print press operator | 16.0 - 20.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| production labourer | 14.25 - 18.0 | 17.0 - 22.0 | 19.0 - 22.0 |
| sandblasting operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 27.0 |
| shipper/receiver | 17.0 - 21.0 | 18.0 - 23.0 | 21.0 - 26.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| warehouse labourer | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 23.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|-------------|--------------|--------------|
| applications engineer | 66.3 - 88.8 | 77.0 - 104.9 | 89.6 - 119.7 |
| automation engineer | 57.6 - 76.6 | 65.5 - 88.9 | 75.1 - 101.6 |
| buyer | 65.5 - 80.6 | 75.1 - 85.5 | 84.4 - 93.5 |
| chemical engineer | 74.2 - 99.3 | 83.4 - 113.8 | 94.6 - 128.8 |
| chemical technician | 49.1 - 64.4 | 54.7 - 73.4 | 62.0 - 84.4 |
| cmm programmer | 44.3 - 58.4 | 50.5 - 67.7 | 57.9 - 76.9 |
| commissioning and start up engineer | 55.2 - 74.3 | 63.7 - 87.4 | 73.9 - 97.2 |
| continuous improvement engineer | 68.5 - 90.5 | 76.6 - 103.2 | 86.6 - 115.9 |
| controls designer/engineer | 48.7 - 65.5 | 56.2 - 76.7 | 64.8 - 88.0 |
| demand planner | 68.1 - 80.1 | 72.1 - 90.5 | 80.1 - 109.1 |
| electrical engineer | 70.9 - 94.8 | 81.0 - 110.6 | 93.5 - 127.3 |
| electrical engineering technician | 51.4 - 66.2 | 58.7 - 76.9 | 67.4 - 87.8 |
| electrical test engineer | 65.2 - 87.6 | 75.1 - 103.2 | 87.4 - 119.1 |
| estimation engineer | 64.9 - 87.3 | 74.8 - 102.7 | 86.9 - 118.5 |
| estimator | 55.1 - 72.4 | 61.4 - 82.4 | 69.3 - 93.5 |
| field service engineer | 47.3 - 63.1 | 54.0 - 73.5 | 62.2 - 85.4 |
| general inspector | 45.6 - 60.5 | 51.5 - 69.2 | 58.2 - 77.8 |
| health and safety specialist | 62.4 - 82.5 | 71.5 - 96.6 | 82.7 - 110.5 |
| HVAC drafter | 47.1 - 60.7 | 53.1 - 69.4 | 59.9 - 78.0 |
| HVAC engineer | 51.4 - 68.8 | 59.0 - 80.4 | 68.0 - 91.7 |
| industrial engineer | 64.7 - 84.8 | 72.0 - 96.3 | 81.1 - 108.3 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| logistics specialist | 59.2 - 67.1 | 61.0 - 78.7 | 66.6 - 95.3 |
| manufacturing engineer | 60.3 - 80.4 | 68.7 - 93.4 | 78.9 - 106.4 |
| mechanical designer | 46.8 - 62.2 | 54.1 - 72.6 | 62.1 - 82.1 |
| mechanical drafter | 46.1 - 60.2 | 52.0 - 69.8 | 59.9 - 81.9 |
| mechanical engineer | 66.4 - 88.5 | 75.6 - 102.9 | 86.9 - 117.6 |
| mechanical engineering technician | 46.1 - 60.8 | 52.7 - 70.5 | 60.3 - 79.7 |
| planner/scheduler | 68.1 - 78.1 | 72.1 - 93.2 | 78.5 - 113.2 |
| process engineer | 56.1 - 75.1 | 64.4 - 87.9 | 74.3 - 100.2 |
| production planner | 66.6 - 78.7 | 67.9 - 89.8 | 75.5 - 89.9 |
| project engineer | 81.9 - 105.9 | 89.0 - 117.5 | 98.5 - 131.7 |
| project manager | 69.0 - 96.4 | 80.7 - 114.5 | 94.4 - 131.4 |
| QA/QC inspector | 48.5 - 58.9 | 56.0 - 69.2 | 68.3 - 75.3 |
| quality assurance manager | 72.7 - 95.6 | 80.7 - 108.1 | 90.8 - 121.8 |
| quality assurance/control technician | 56.5 - 74.6 | 64.5 - 86.8 | 74.0 - 98.8 |
| quality control engineer | 62.4 - 83.3 | 71.1 - 96.7 | 81.6 - 109.9 |
| quality control technician | 46.0 - 56.5 | 55.0 - 62.7 | 62.0 - 69.1 |
| quality director | 81.6 - 111.9 | 104.5 - 143.0 | 127.7 - 175.0 |
| quality inspector | 45.5 - 55.5 | 52.7 - 61.9 | 55.0 - 68.8 |
| safety inspector | 57.0 - 74.9 | 64.7 - 86.5 | 73.7 - 98.1 |
| SCADA engineer | 58.4 - 78.1 | 66.9 - 91.3 | 77.2 - 104.4 |
| stationary engineer | 48.6 - 62.6 | 53.6 - 70.3 | 59.7 - 78.4 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 114.4 - 155.0 | 152.3 - 206.1 | 194.8 - 263.3 |
| engineering manager | 76.5 - 104.4 | 87.9 - 122.2 | 101.8 - 140.2 |
| head of workshop and assembly | 141.9 - 201.8 | 205.6 - 291.5 | 261.8 - 370.9 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 56.7 - 73.5 | 63.1 - 83.7 | 71.3 - 95.4 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| maintenance manager | 87.4 - 96.2 | 95.9 - 118.5 | 115.3 - 139.1 |
| maintenance supervisor | 73.2 - 83.5 | 78.4 - 96.2 | 92.7 - 118.3 |
| manufacturing director | 98.6 - 120.7 | 129.5 - 158.7 | 161.2 - 197.1 |
| materials manager | 75.9 - 100.9 | 84.2 - 114.1 | 94.8 - 128.8 |
| operations manager | 70.7 - 97.5 | 81.3 - 113.9 | 93.6 - 129.2 |
| parts manager | 43.2 - 56.2 | 48.4 - 64.1 | 54.8 - 72.8 |
| plant manager | 86.8 - 122.6 | 104.9 - 150.2 | 126.0 - 176.1 |
| procurement director | 91.4 - 122.1 | 123.4 - 164.9 | 151.5 - 202.3 |
| production manager | 79.8 - 105.7 | 89.6 - 121.1 | 102.0 - 138.0 |
| production supervisor | 53.3 - 69.3 | 59.6 - 79.2 | 67.5 - 89.9 |
| program manager | 73.8 - 93.3 | 83.0 - 106.9 | 93.9 - 124.0 |
| project director | 102.3 - 125.1 | 129.0 - 158.0 | 156.8 - 191.8 |
| purchasing manager | 86.8 - 116.0 | 98.7 - 133.7 | 112.6 - 151.1 |
| site supervisor | 69.5 - 91.9 | 76.5 - 103.3 | 85.6 - 116.7 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 74.2 - 99.3 | 84.4 - 114.7 | 96.6 - 130.7 |
| warehouse manager | 81.4 - 91.0 | 90.6 - 102.2 | 99.4 - 134.3 |
| warehouse supervisor | 57.8 - 68.2 | 65.7 - 79.4 | 77.8 - 97.7 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| machine builder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 62.1 - 81.9 | 69.9 - 94.3 | 79.8 - 108.0 |
| digital marketing specialist | 43.4 - 57.9 | 50.5 - 68.5 | 58.9 - 78.5 |
| e-commerce director | 105.9 - 132.4 | 135.0 - 169.2 | 172.1 - 215.3 |
| e-commerce marketing manager | 71.7 - 94.3 | 80.2 - 107.9 | 91.1 - 123.4 |
| marketing content manager | 53.5 - 70.3 | 60.1 - 80.6 | 68.2 - 91.8 |
| social media manager | 53.3 - 74.0 | 64.5 - 90.1 | 76.7 - 105.7 |
| web marketing analyst | 47.3 - 61.9 | 53.6 - 71.3 | 61.1 - 80.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 90.8 - 140.5 | 123.9 - 192.3 | 161.1 - 249.5 |
| marketing vice-president | 114.9 - 179.9 | 163.8 - 256.1 | 213.3 - 333.3 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 77.7 - 100.5 | 86.4 - 113.9 | 97.1 - 128.1 |
| brand or product manager assistant | 57.5 - 78.1 | 67.3 - 92.7 | 78.5 - 106.4 |
| communications manager | 64.1 - 84.2 | 71.7 - 96.1 | 81.1 - 108.5 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| communications specialist | 49.5 - 67.9 | 59.0 - 82.0 | 69.8 - 94.0 |
| marketing coordinator | 50.5 - 66.8 | 57.1 - 77.2 | 65.3 - 88.2 |
| marketing director | 89.7 - 121.8 | 104.8 - 144.6 | 122.4 - 166.0 |
| marketing project manager | 39.4 - 52.8 | 45.3 - 61.5 | 52.2 - 70.0 |
| marketing specialist | 42.8 - 57.3 | 49.2 - 66.8 | 56.6 - 75.9 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 44.9 - 56.4 | 48.8 - 62.5 | 54.0 - 70.2 |
| account manager - software | 50.3 - 62.9 | 54.3 - 69.2 | 59.7 - 77.6 |
| business development manager | 86.9 - 116.2 | 97.5 - 133.3 | 111.3 - 154.3 |
| district sales manager | 71.6 - 93.3 | 81.9 - 108.9 | 94.5 - 125.1 |
| key accounts manager - consumer goods | 63.5 - 82.0 | 71.5 - 94.3 | 81.6 - 108.2 |
| merchandiser - consumer goods | 54.5 - 71.7 | 61.1 - 82.2 | 69.5 - 94.0 |
| sales manager/ director | 55.5 - 74.5 | 63.1 - 86.3 | 72.1 - 97.5 |
| sales representative, account manager - consumer goods | 44.6 - 56.6 | 49.3 - 63.4 | 54.8 - 70.8 |
| sales representative, account manager - professional services | 41.7 - 52.1 | 45.0 - 57.3 | 49.4 - 64.3 |
| sales representative, account manager - telecommunications | 48.5 - 61.0 | 52.8 - 67.5 | 58.2 - 75.2 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 109.9 - 159.5 | 149.2 - 215.9 | 187.9 - 271.1 |
| sales vice-president | 128.5 - 186.8 | 176.2 - 255.7 | 229.7 - 333.2 |
| vice-president marketing & sales | 110.8 - 201.6 | 153.7 - 279.5 | 199.2 - 361.6 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 47.3 - 59.3 | 51.4 - 65.5 | 56.5 - 73.0 |
| internal sales representative - manufacturing | 45.7 - 57.4 | 49.7 - 63.6 | 55.0 - 71.6 |
| sales engineer - distribution | 64.5 - 84.7 | 70.8 - 94.8 | 78.7 - 106.0 |
| sales engineer - manufacturing | 52.1 - 69.7 | 59.0 - 80.2 | 67.0 - 90.2 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - industrial equipment | 44.8 - 55.9 | 48.3 - 61.5 | 53.1 - 68.9 |
| sales representative, account manager - industrial service | 47.6 - 59.7 | 51.6 - 65.9 | 56.8 - 73.3 |
| sales representative, account manager - machinery | 47.3 - 59.1 | 51.1 - 65.0 | 56.1 - 72.7 |
| sales representative, account manager - manufacturing | 45.8 - 66.5 | 50.5 - 74.5 | 56.2 - 83.2 |
| sales representative, account manager - retail network | 46.7 - 58.2 | 50.3 - 64.1 | 55.4 - 72.5 |
| technical sales representative - manufacturing | 43.8 - 56.4 | 49.4 - 64.5 | 56.0 - 72.6 |



montérégie - la haute-yamaska

business support & operations

| administrative professionals | entry | mid | senior |
|------------------------------|--------------|--------------|---------------|
| administrative analyst | 46.3 - 60.8 | 51.6 - 69.2 | 58.3 - 78.5 |
| administrative assistant | 35.8 - 46.6 | 40.1 - 53.2 | 45.5 - 60.3 |
| administrative manager | 53.1 - 68.9 | 58.1 - 76.8 | 64.4 - 86.2 |
| benefits clerk | 37.9 - 47.5 | 42.3 - 55.0 | 48.4 - 62.6 |
| buyer assistant | 38.1 - 48.1 | 42.9 - 55.7 | 48.7 - 61.3 |
| claims supervisor | 58.3 - 76.7 | 65.2 - 87.8 | 74.1 - 100.8 |
| contracts administrator | 88.7 - 113.1 | 99.6 - 129.6 | 113.4 - 148.2 |
| data entry clerk | 32.1 - 40.1 | 36.2 - 45.9 | 40.5 - 47.0 |
| dispatcher | 42.7 - 46.8 | 41.5 - 53.3 | 46.7 - 59.7 |
| document controller | 30.9 - 39.1 | 35.4 - 44.9 | 39.7 - 46.0 |
| document services specialist | 30.8 - 39.1 | 35.4 - 44.6 | 39.5 - 45.6 |
| documentation specialist | 33.6 - 43.9 | 40.0 - 51.0 | 45.0 - 52.1 |
| donor relations coordinator | 46.8 - 61.8 | 54.5 - 73.3 | 63.8 - 85.4 |
| executive assistant | 52.1 - 72.0 | 61.2 - 85.5 | 71.3 - 97.8 |
| file clerk | 32.3 - 41.8 | 37.9 - 48.3 | 42.5 - 49.3 |
| fundraising manager | 60.4 - 78.5 | 68.7 - 91.3 | 79.0 - 105.2 |
| HR administrator | 44.7 - 58.7 | 50.7 - 67.8 | 58.0 - 77.5 |
| human resources assistant | 40.0 - 50.2 | 44.5 - 56.6 | 49.2 - 61.0 |
| invoicing clerk | 34.5 - 44.2 | 39.2 - 50.5 | 43.9 - 55.0 |
| lease administrator | 42.3 - 55.7 | 49.2 - 65.2 | 56.6 - 74.6 |
| legal assistant | 43.1 - 59.9 | 52.0 - 72.2 | 61.2 - 81.9 |
| logistics coordinator | 45.5 - 58.9 | 51.8 - 68.0 | 59.0 - 77.6 |



| | | | |
|------------------------|-------------|-------------|--------------|
| mailroom clerk | 32.0 - 38.0 | 34.7 - 42.3 | 37.7 - 43.1 |
| office clerk | 33.1 - 42.7 | 38.1 - 47.7 | 42.1 - 52.8 |
| office manager | 52.0 - 67.5 | 57.2 - 75.6 | 63.6 - 84.8 |
| order clerk | 32.9 - 40.1 | 36.2 - 45.9 | 40.5 - 50.7 |
| order supervisor | 47.5 - 62.5 | 55.1 - 73.0 | 63.2 - 82.3 |
| payroll administrator | 40.4 - 53.0 | 46.0 - 61.5 | 52.8 - 70.4 |
| project coordinator | 42.4 - 53.4 | 46.3 - 61.3 | 52.6 - 69.2 |
| property administrator | 35.2 - 46.3 | 39.5 - 53.4 | 45.3 - 61.7 |
| property manager | 58.2 - 75.6 | 65.1 - 88.1 | 74.9 - 102.0 |
| receptionist | 31.8 - 39.4 | 35.0 - 44.6 | 39.2 - 50.9 |
| sales administrator | 40.3 - 54.4 | 46.7 - 64.0 | 54.3 - 73.3 |
| sales assistant | 38.3 - 47.3 | 41.7 - 53.8 | 47.4 - 62.4 |
| service coordinator | 37.2 - 46.9 | 40.6 - 53.7 | 46.0 - 61.2 |
| supply clerk | 33.4 - 42.1 | 37.4 - 47.8 | 41.7 - 52.6 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 59.3 - 73.0 | 66.1 - 85.2 | 75.6 - 98.2 |
| bilingual customer loyalty agent | 38.1 - 45.1 | 40.3 - 52.4 | 44.9 - 59.7 |
| bilingual customer service manager | 65.3 - 90.7 | 77.0 - 104.8 | 88.4 - 121.0 |
| bilingual customer service representative | 36.9 - 43.1 | 37.6 - 49.0 | 42.4 - 55.5 |
| bilingual customer service supervisor | 56.5 - 74.6 | 63.5 - 85.5 | 72.1 - 97.6 |
| bilingual customer service team lead | 44.3 - 58.6 | 50.1 - 66.9 | 59.4 - 80.1 |
| bilingual customer service trainer | 42.6 - 54.9 | 47.6 - 64.1 | 55.1 - 73.4 |
| bilingual e-chat representative | 38.1 - 45.2 | 39.6 - 50.2 | 44.6 - 59.2 |
| bilingual help desk representative - level 1 | 42.6 - 55.1 | 47.4 - 63.7 | 53.9 - 71.6 |
| bilingual inside sales manager | 62.3 - 84.6 | 70.9 - 94.4 | 81.2 - 111.3 |
| bilingual inside sales representative | 45.9 - 55.1 | 47.6 - 60.3 | 52.1 - 67.6 |



| | | | |
|-------------------------------------|-------------|-------------|-------------|
| bilingual insurance advisor | 45.1 - 61.3 | 52.0 - 65.8 | 55.9 - 73.1 |
| bilingual junior collection agent | 34.2 - 42.0 | 36.8 - 48.4 | 41.8 - 54.4 |
| bilingual order desk representative | 33.9 - 41.0 | 37.2 - 44.6 | 41.2 - 49.3 |
| bilingual survey agent | 32.9 - 39.1 | 35.4 - 45.0 | 39.7 - 49.3 |
| bilingual telemarketing agent | 32.1 - 36.9 | 35.5 - 43.9 | 40.0 - 46.0 |
| bilingual telephone dispatcher | 37.0 - 47.4 | 42.1 - 54.5 | 47.9 - 61.7 |
| bilingual travel support agent | 35.2 - 44.6 | 39.4 - 50.5 | 44.0 - 55.8 |

engineering

| construction | entry | mid | senior |
|----------------------------------|---------------|---------------|---------------|
| architect | 56.7 - 74.9 | 63.7 - 86.2 | 72.7 - 98.5 |
| architectural drafter | 47.4 - 62.1 | 55.4 - 73.9 | 65.2 - 87.6 |
| BIM/VDC coordinator | 58.8 - 77.6 | 65.8 - 88.8 | 74.8 - 101.1 |
| buyer | 53.5 - 70.6 | 61.1 - 82.3 | 70.3 - 94.7 |
| civil engineer | 59.8 - 80.9 | 69.3 - 95.3 | 80.5 - 108.6 |
| civil engineering drafter | 48.8 - 61.3 | 54.8 - 70.2 | 62.2 - 79.9 |
| civil engineering technologist | 42.2 - 57.3 | 50.2 - 68.6 | 58.8 - 78.5 |
| civil project engineer | 70.0 - 97.0 | 81.0 - 114.4 | 94.4 - 131.9 |
| civil project manager | 71.1 - 95.9 | 80.5 - 110.7 | 92.1 - 125.4 |
| construction coordinator | 46.7 - 62.6 | 52.6 - 71.7 | 59.8 - 81.7 |
| construction director | 94.3 - 125.6 | 125.5 - 167.3 | 158.6 - 211.3 |
| construction manager | 68.5 - 90.3 | 75.3 - 101.5 | 84.1 - 114.5 |
| construction project coordinator | 80.5 - 104.3 | 87.7 - 115.9 | 97.2 - 129.6 |
| construction project manager | 61.8 - 86.2 | 72.2 - 102.3 | 84.4 - 117.8 |
| construction superintendent | 70.9 - 93.6 | 78.0 - 105.1 | 87.2 - 118.6 |
| contracts manager | 88.7 - 113.1 | 99.6 - 129.6 | 113.4 - 148.2 |
| director of operations | 116.8 - 157.7 | 155.0 - 209.3 | 197.9 - 266.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| drafter | 49.4 - 61.8 | 55.1 - 70.3 | 62.3 - 80.0 |
| electrical designer/engineer | 69.4 - 92.4 | 78.5 - 106.8 | 90.0 - 122.2 |
| electrical engineer | 71.7 - 96.2 | 82.1 - 112.3 | 94.9 - 129.2 |
| electrical engineering technician | 52.0 - 67.1 | 59.5 - 78.0 | 68.3 - 89.1 |
| electrical inspector | 41.9 - 56.7 | 48.7 - 66.5 | 56.4 - 76.7 |
| engineering manager | 78.0 - 106.2 | 89.6 - 124.1 | 103.6 - 142.3 |
| environmental engineer | 58.2 - 77.8 | 66.5 - 91.1 | 77.0 - 104.9 |
| environmental inspector | 44.8 - 57.8 | 49.4 - 64.9 | 55.3 - 72.9 |
| estimation engineer | 65.6 - 88.5 | 75.7 - 104.3 | 88.2 - 120.3 |
| estimator | 55.9 - 73.4 | 62.3 - 83.5 | 70.3 - 94.7 |
| facilities engineer | 60.2 - 81.1 | 69.5 - 95.6 | 80.9 - 109.9 |
| facilities manager | 56.0 - 74.1 | 64.0 - 86.3 | 73.7 - 99.3 |
| field manager | 63.7 - 85.2 | 72.7 - 99.5 | 84.1 - 115.7 |
| foreman | 49.2 - 64.1 | 55.2 - 73.4 | 62.7 - 83.4 |
| health and safety manager | 55.7 - 72.2 | 64.2 - 84.6 | 74.2 - 96.8 |
| health and safety specialist | 63.1 - 83.7 | 72.4 - 98.0 | 83.8 - 112.2 |
| HVAC drafter | 47.7 - 61.7 | 53.8 - 70.5 | 60.9 - 79.3 |
| HVAC engineer | 52.0 - 69.7 | 59.7 - 81.5 | 68.8 - 93.0 |
| mechanical designer | 47.3 - 62.9 | 54.7 - 73.5 | 62.8 - 83.2 |
| mechanical drafter | 46.6 - 61.0 | 52.7 - 70.7 | 60.7 - 83.0 |
| mechanical engineer | 67.2 - 89.8 | 76.5 - 104.4 | 88.1 - 119.4 |
| mechanical engineering technician | 46.7 - 61.6 | 53.4 - 71.5 | 61.1 - 80.9 |
| operations manager | 71.9 - 99.6 | 82.9 - 116.3 | 95.6 - 131.8 |
| planner/scheduler | 36.1 - 46.4 | 41.1 - 53.4 | 46.8 - 60.3 |
| project coordinator | 41.8 - 55.0 | 47.6 - 63.4 | 54.2 - 71.9 |
| project director | 103.6 - 126.6 | 130.5 - 159.6 | 158.5 - 193.6 |
| project engineer | 83.0 - 107.5 | 90.3 - 119.3 | 100.0 - 133.6 |
| project manager | 70.0 - 97.7 | 81.8 - 116.0 | 95.7 - 133.0 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| purchasing manager | 90.5 - 120.7 | 102.7 - 139.2 | 117.2 - 156.8 |
| QA/QC inspector | 49.7 - 66.4 | 57.7 - 78.1 | 66.8 - 90.1 |
| quality control engineer | 63.2 - 84.4 | 72.0 - 98.1 | 82.7 - 111.6 |
| quality inspector | 35.9 - 46.0 | 40.1 - 52.5 | 45.5 - 59.5 |
| safety inspector | 57.7 - 75.9 | 65.5 - 87.6 | 74.6 - 99.2 |
| specification writer | 48.1 - 62.3 | 54.6 - 71.7 | 62.1 - 81.1 |
| structural designer | 48.2 - 63.4 | 54.8 - 73.2 | 62.5 - 83.1 |
| structural engineer | 65.2 - 87.2 | 74.3 - 101.6 | 85.7 - 116.3 |
| superintendent | 36.6 - 47.1 | 41.1 - 53.9 | 46.7 - 61.4 |
| technical services manager | 80.4 - 107.4 | 91.5 - 124.7 | 105.5 - 144.2 |
| energy & oil | | | |
| architectural technologist | 47.4 - 62.1 | 55.4 - 73.9 | 65.2 - 87.6 |
| applications engineer | 67.5 - 89.9 | 78.1 - 105.9 | 90.7 - 120.7 |
| architect | 56.7 - 74.9 | 63.7 - 86.2 | 72.7 - 98.5 |
| automation engineer | 58.2 - 77.6 | 66.2 - 90.2 | 76.1 - 103.2 |
| automation specialist | 46.0 - 60.8 | 53.5 - 71.2 | 61.6 - 81.3 |
| buyer | 53.5 - 70.6 | 61.1 - 82.3 | 70.3 - 94.7 |
| category manager | 56.3 - 74.3 | 63.2 - 85.1 | 71.7 - 97.1 |
| category specialist | 47.8 - 62.7 | 53.2 - 71.3 | 60.1 - 81.2 |
| chemical engineer | 75.1 - 100.8 | 84.5 - 115.5 | 96.0 - 130.7 |
| chemical technician | 49.7 - 65.3 | 55.4 - 74.5 | 62.8 - 85.6 |
| chief inspector | 50.2 - 66.3 | 56.6 - 75.8 | 63.9 - 85.2 |
| civil engineer | 59.8 - 80.9 | 69.3 - 95.3 | 80.5 - 108.6 |
| civil engineering drafter | 48.8 - 61.3 | 54.8 - 70.2 | 62.2 - 79.9 |
| civil engineering technologist | 42.2 - 57.3 | 50.2 - 68.6 | 58.8 - 78.5 |
| civil project engineer | 70.0 - 97.0 | 81.0 - 114.4 | 94.4 - 131.9 |
| civil project manager | 71.1 - 95.9 | 80.5 - 110.7 | 92.1 - 125.4 |
| commissioning and start up engineer | 55.9 - 75.0 | 64.4 - 88.2 | 74.7 - 97.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction analyst | 50.9 - 67.0 | 56.9 - 76.2 | 64.1 - 86.0 |
| construction coordinator | 46.7 - 62.6 | 52.6 - 71.7 | 59.8 - 81.7 |
| construction director | 94.3 - 125.6 | 125.5 - 167.3 | 158.6 - 211.3 |
| construction manager | 68.5 - 90.3 | 75.3 - 101.5 | 84.1 - 114.5 |
| construction project manager | 61.8 - 86.2 | 72.2 - 102.3 | 84.4 - 117.8 |
| continuous improvement engineer | 69.2 - 91.5 | 77.5 - 104.2 | 87.5 - 117.0 |
| contracts administrator | 54.4 - 72.6 | 62.0 - 84.4 | 71.2 - 96.5 |
| contracts manager | 88.7 - 113.1 | 99.6 - 129.6 | 113.4 - 148.2 |
| contracts specialist | 55.0 - 72.6 | 62.8 - 84.3 | 72.0 - 95.9 |
| control technician | 45.0 - 59.5 | 51.5 - 69.1 | 59.1 - 78.8 |
| controls designer/engineer | 49.3 - 66.4 | 56.9 - 77.8 | 65.7 - 89.3 |
| cost control specialist | 44.8 - 58.4 | 50.3 - 66.8 | 57.2 - 75.9 |
| demand planner | 44.4 - 61.8 | 53.7 - 74.8 | 63.5 - 85.9 |
| director of operations | 116.8 - 157.7 | 155.0 - 209.3 | 197.9 - 266.8 |
| drafter | 49.4 - 61.8 | 55.1 - 70.3 | 62.3 - 80.0 |
| electrical designer/engineer | 69.4 - 92.4 | 78.5 - 106.8 | 90.0 - 122.2 |
| electrical engineer | 71.7 - 96.2 | 82.1 - 112.3 | 94.9 - 129.2 |
| electrical engineering technician | 52.0 - 67.1 | 59.5 - 78.0 | 68.3 - 89.1 |
| electrical inspector | 41.9 - 56.7 | 48.7 - 66.5 | 56.4 - 76.7 |
| electrical test engineer | 65.9 - 88.9 | 76.1 - 104.8 | 88.6 - 120.9 |
| engineering manager | 78.0 - 106.2 | 89.6 - 124.1 | 103.6 - 142.3 |
| environmental engineer | 58.2 - 77.8 | 66.5 - 91.1 | 77.0 - 104.9 |
| environmental inspector | 44.8 - 57.8 | 49.4 - 64.9 | 55.3 - 72.9 |
| estimation engineer | 65.6 - 88.5 | 75.7 - 104.3 | 88.2 - 120.3 |
| estimator | 55.9 - 73.4 | 62.3 - 83.5 | 70.3 - 94.7 |
| facilities engineer | 60.2 - 81.1 | 69.5 - 95.6 | 80.9 - 109.9 |
| field service engineer | 47.9 - 64.0 | 54.7 - 74.6 | 63.1 - 86.6 |
| general inspector | 46.4 - 61.0 | 52.2 - 69.6 | 58.8 - 78.0 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| geologist | 58.2 - 76.3 | 65.8 - 88.3 | 75.4 - 101.0 |
| health and safety manager | 59.8 - 78.4 | 66.6 - 89.2 | 75.1 - 100.7 |
| health and safety specialist | 55.7 - 72.2 | 64.2 - 84.6 | 74.2 - 96.8 |
| HVAC drafter | 47.7 - 61.7 | 53.8 - 70.5 | 60.9 - 79.3 |
| HVAC engineer | 52.0 - 69.7 | 59.7 - 81.5 | 68.8 - 93.0 |
| hydraulic engineer | 59.7 - 80.5 | 69.0 - 94.9 | 80.2 - 109.0 |
| industrial engineer | 65.4 - 86.0 | 72.9 - 97.8 | 82.1 - 109.9 |
| instrumentation and controls engineer | 63.7 - 84.6 | 72.1 - 97.8 | 82.4 - 111.2 |
| logistics specialist | 44.1 - 57.6 | 50.4 - 66.5 | 57.6 - 75.9 |
| materials manager | 74.2 - 98.8 | 82.4 - 111.8 | 92.8 - 126.3 |
| mechanical designer | 47.3 - 62.9 | 54.7 - 73.5 | 62.8 - 83.2 |
| mechanical drafter | 46.6 - 61.0 | 52.7 - 70.7 | 60.7 - 83.0 |
| mechanical engineer | 67.2 - 89.8 | 76.5 - 104.4 | 88.1 - 119.4 |
| mechanical engineering technician | 46.7 - 61.6 | 53.4 - 71.5 | 61.1 - 80.9 |
| mining engineer | 64.9 - 86.7 | 72.6 - 99.1 | 82.3 - 112.1 |
| operations manager | 71.9 - 99.6 | 82.9 - 116.3 | 95.6 - 131.8 |
| pipeline designer | 55.8 - 73.2 | 62.4 - 83.7 | 70.7 - 95.2 |
| piping engineer | 57.9 - 76.4 | 64.9 - 87.5 | 73.7 - 99.7 |
| planner/scheduler | 36.1 - 46.4 | 41.1 - 53.4 | 46.8 - 60.3 |
| plant engineer | 67.8 - 90.9 | 79.0 - 107.9 | 92.5 - 124.1 |
| plant manager | 87.7 - 123.8 | 106.0 - 151.4 | 127.2 - 177.4 |
| process engineer | 56.7 - 76.1 | 65.1 - 89.1 | 75.3 - 101.7 |
| procurement director | 92.4 - 123.3 | 124.6 - 166.2 | 152.8 - 203.7 |
| procurement specialist | 47.7 - 62.6 | 53.1 - 71.2 | 60.0 - 81.1 |
| production analyst | 42.0 - 56.5 | 48.5 - 66.4 | 56.3 - 76.9 |
| production engineer | 58.8 - 78.9 | 67.5 - 92.4 | 78.1 - 105.5 |
| program manager | 64.8 - 85.0 | 74.3 - 99.0 | 85.5 - 113.4 |
| project controller | 49.3 - 65.9 | 55.4 - 75.6 | 63.0 - 86.3 |



| | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| project controls manager | 78.5 - 109.0 | 91.1 - 128.4 | 105.9 - 146.8 |
| project controls specialist | 56.9 - 74.4 | 64.1 - 85.3 | 72.6 - 96.5 |
| project coordinator | 80.5 - 104.3 | 87.7 - 115.9 | 97.2 - 129.6 |
| project director | 103.6 - 126.6 | 130.5 - 159.6 | 158.5 - 193.6 |
| project engineer | 83.0 - 107.5 | 90.3 - 119.3 | 100.0 - 133.6 |
| project manager | 70.0 - 97.7 | 81.8 - 116.0 | 95.7 - 133.0 |
| purchasing manager | 87.7 - 117.1 | 99.7 - 134.9 | 113.7 - 152.3 |
| QA/QC inspector | 49.7 - 66.4 | 57.7 - 78.1 | 66.8 - 90.1 |
| quality assurance manager | 73.5 - 96.6 | 81.6 - 109.3 | 91.7 - 122.9 |
| quality assurance/control technician | 57.5 - 75.7 | 65.6 - 87.9 | 75.2 - 99.8 |
| quality control engineer | 63.2 - 84.4 | 72.0 - 98.1 | 82.7 - 111.6 |
| quality inspector | 35.9 - 46.0 | 40.1 - 52.5 | 45.5 - 59.5 |
| safety inspector | 57.7 - 75.9 | 65.5 - 87.6 | 74.6 - 99.2 |
| site supervisor | 45.7 - 59.3 | 51.9 - 68.5 | 59.3 - 78.5 |
| sourcing specialist | 51.4 - 67.4 | 57.2 - 76.6 | 64.6 - 87.3 |
| stationary engineer | 49.3 - 63.4 | 54.3 - 71.1 | 60.4 - 79.3 |
| structural designer | 48.2 - 63.4 | 54.8 - 73.2 | 62.5 - 83.1 |
| structural engineer | 65.2 - 87.2 | 74.3 - 101.6 | 85.7 - 116.3 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 74.1 - 100.4 | 85.8 - 117.5 | 99.0 - 132.3 |
| systems control engineer | 58.6 - 78.3 | 67.1 - 91.4 | 77.3 - 104.4 |
| telecommunications technician | 49.2 - 64.5 | 55.8 - 74.4 | 63.7 - 85.1 |
| transmission line engineer | 70.3 - 89.7 | 76.3 - 99.4 | 84.2 - 110.6 |
| transportation manager | 75.0 - 100.3 | 85.3 - 115.9 | 97.6 - 132.0 |

healthcare

| | entry | mid | senior |
|-----------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |



| | | | |
|-------------------------|-------------|-------------|-------------|
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 77.1 - 112.4 | 101.4 - 147.5 | 127.2 - 185.1 |
| diversity & inclusion director | 77.7 - 109.2 | 99.2 - 139.0 | 125.0 - 175.3 |
| health and safety director | 78.9 - 95.4 | 103.8 - 125.2 | 125.0 - 150.9 |
| human resources director | 85.5 - 119.9 | 110.2 - 154.4 | 137.8 - 193.2 |
| L&D director | 85.0 - 106.6 | 107.3 - 134.3 | 137.7 - 172.7 |
| talent acquisition director | 80.1 - 112.5 | 103.3 - 144.8 | 127.2 - 178.4 |
| total rewards director | 96.5 - 127.1 | 126.6 - 166.8 | 157.9 - 207.9 |
| vice president Human Resources / CHRO | 102.5 - 177.0 | 135.2 - 233.6 | 168.5 - 290.7 |
| human resources | entry | mid | senior |
| benefits administrator | 52.0 - 66.9 | 58.3 - 76.6 | 66.2 - 87.3 |
| compensation and benefits manager | 84.7 - 111.6 | 94.4 - 126.8 | 106.9 - 144.6 |
| compensation specialist | 46.2 - 61.6 | 53.6 - 72.5 | 62.1 - 83.1 |
| diversity & inclusion coordinator | 37.1 - 47.7 | 42.2 - 53.8 | 46.8 - 58.0 |
| health and safety advisor | 55.7 - 72.2 | 64.2 - 84.6 | 74.2 - 96.8 |
| health and safety manager | 68.0 - 89.0 | 76.4 - 102.1 | 86.9 - 115.8 |
| HRIS analyst | 56.1 - 74.2 | 64.4 - 86.7 | 74.3 - 99.2 |
| human resources business partner | 61.3 - 81.0 | 68.8 - 92.9 | 78.2 - 105.6 |
| human resources coordinator | 36.6 - 47.0 | 41.6 - 53.1 | 46.2 - 57.3 |
| human resources generalist | 56.4 - 71.8 | 61.2 - 79.9 | 68.0 - 90.7 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| human resources manager | 76.5 - 103.8 | 88.8 - 122.4 | 103.6 - 140.9 |
| human resources supervisor | 60.2 - 78.5 | 66.4 - 88.8 | 74.7 - 101.9 |
| human resources technician | 44.8 - 58.9 | 50.0 - 67.0 | 56.6 - 76.6 |
| instructional designer | 47.5 - 61.9 | 53.4 - 70.8 | 60.6 - 80.7 |
| labour relations advisor | 59.9 - 80.3 | 68.6 - 94.0 | 79.4 - 107.8 |
| labour relations manager | 83.4 - 114.7 | 98.9 - 137.5 | 116.7 - 160.2 |
| learning and development specialist | 48.5 - 63.7 | 55.2 - 73.9 | 63.3 - 84.2 |
| recruitment coordinator | 36.4 - 47.8 | 42.0 - 55.4 | 48.0 - 62.5 |
| talent acquisition specialist | 55.4 - 72.8 | 61.8 - 82.8 | 69.7 - 93.9 |

industrial support

| | entry | mid | senior |
|----------------------------|--------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| delivery/courier driver | 16.7 - 21.2 | 18.3 - 23.9 | 20.7 - 26.8 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 25.0 |
| general labourer - light | 14.25 - 18.0 | 17.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| janitor/custodian | 14.25 - 17.0 | 16.0 - 19.0 | 17.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 30.0 |
| machine operator assistant | 16.0 - 20.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| manufacturing worker | 15.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| packaging labourer | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| parts manager | 21.0 - 27.0 | 24.0 - 31.0 | 27.0 - 35.0 |



| | | | |
|------------------------------|--------------|-------------|-------------|
| picker/packer | 14.25 - 18.0 | 16.0 - 20.0 | 18.0 - 22.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 22.0 | 20.0 - 25.0 |
| production labourer | 14.25 - 19.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 23.0 | 20.0 - 27.0 |
| shipper/receiver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 27.0 |
| warehouse labourer | 16.0 - 20.0 | 19.0 - 23.0 | 21.0 - 24.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|--------------|
| applications engineer | 67.5 - 89.9 | 78.1 - 105.9 | 90.7 - 120.7 |
| automation engineer | 58.2 - 77.6 | 66.2 - 90.2 | 76.1 - 103.2 |
| buyer | 65.5 - 80.6 | 75.1 - 85.5 | 84.4 - 93.5 |
| chemical engineer | 75.1 - 100.8 | 84.5 - 115.5 | 96.0 - 130.7 |
| chemical technician | 49.7 - 65.3 | 55.4 - 74.5 | 62.8 - 85.6 |
| cmm programmer | 45.2 - 59.5 | 51.5 - 68.9 | 59.0 - 78.0 |
| coating inspector | 35.3 - 46.2 | 40.0 - 53.3 | 45.7 - 60.7 |
| commissioning and start up engineer | 55.9 - 75.0 | 64.4 - 88.2 | 74.7 - 97.8 |
| continuous improvement engineer | 69.2 - 91.5 | 77.5 - 104.2 | 87.5 - 117.0 |
| controls designer/engineer | 49.3 - 66.4 | 56.9 - 77.8 | 65.7 - 89.3 |
| demand planner | 68.1 - 80.1 | 72.1 - 90.5 | 80.1 - 109.1 |
| electrical engineer | 71.7 - 96.2 | 82.1 - 112.3 | 94.9 - 129.2 |
| electrical engineering technician | 52.0 - 67.1 | 59.5 - 78.0 | 68.3 - 89.1 |
| electrical test engineer | 65.9 - 88.9 | 76.1 - 104.8 | 88.6 - 120.9 |
| estimation engineer | 65.6 - 88.5 | 75.7 - 104.3 | 88.2 - 120.3 |
| estimator | 55.9 - 73.4 | 62.3 - 83.5 | 70.3 - 94.7 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| field service engineer | 47.9 - 64.0 | 54.7 - 74.6 | 63.1 - 86.6 |
| general inspector | 46.5 - 61.5 | 52.4 - 70.2 | 59.2 - 78.9 |
| health and safety specialist | 63.1 - 83.7 | 72.4 - 98.0 | 83.8 - 112.2 |
| HVAC drafter | 47.7 - 61.7 | 53.8 - 70.5 | 60.9 - 79.3 |
| HVAC engineer | 52.0 - 69.7 | 59.7 - 81.5 | 68.8 - 93.0 |
| industrial engineer | 65.4 - 86.0 | 72.9 - 97.8 | 82.1 - 109.9 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |
| logistics specialist | 59.2 - 67.1 | 61.0 - 78.7 | 66.6 - 95.3 |
| manufacturing engineer | 61.0 - 81.5 | 69.5 - 94.8 | 80.0 - 108.0 |
| mechanical designer | 47.3 - 62.9 | 54.7 - 73.5 | 62.8 - 83.2 |
| mechanical drafter | 46.6 - 61.0 | 52.7 - 70.7 | 60.7 - 83.0 |
| mechanical engineer | 67.2 - 89.8 | 76.5 - 104.4 | 88.1 - 119.4 |
| mechanical engineering technician | 46.7 - 61.6 | 53.4 - 71.5 | 61.1 - 80.9 |
| planner/scheduler | 68.1 - 78.1 | 72.1 - 93.2 | 78.5 - 113.2 |
| process engineer | 56.7 - 76.1 | 65.1 - 89.1 | 75.3 - 101.7 |
| production planner | 66.6 - 78.7 | 67.9 - 89.8 | 75.5 - 89.9 |
| project engineer | 83.0 - 107.5 | 90.3 - 119.3 | 100.0 - 133.6 |
| project manager | 70.0 - 97.7 | 81.8 - 116.0 | 95.7 - 133.0 |
| QA/QC inspector | 44.7 - 54.2 | 48.6 - 60.6 | 53.8 - 67.3 |
| quality assurance manager | 73.5 - 96.6 | 81.6 - 109.3 | 91.7 - 122.9 |
| quality assurance/control technician | 57.5 - 75.7 | 65.6 - 87.9 | 75.2 - 99.8 |
| quality control engineer | 63.2 - 84.4 | 72.0 - 98.1 | 82.7 - 111.6 |
| quality control technician | 46.4 - 57.0 | 50.5 - 63.3 | 55.5 - 69.7 |
| quality director | 82.5 - 113.0 | 105.6 - 144.2 | 128.9 - 176.3 |
| quality inspector | 45.9 - 56.0 | 50.1 - 62.5 | 55.5 - 69.5 |
| safety inspector | 57.7 - 75.9 | 65.5 - 87.6 | 74.6 - 99.2 |
| SCADA engineer | 59.0 - 79.2 | 67.7 - 92.6 | 78.2 - 106.0 |
| stationary engineer | 49.3 - 63.4 | 54.3 - 71.1 | 60.4 - 79.3 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 116.8 - 157.7 | 155.0 - 209.3 | 197.9 - 266.8 |
| engineering manager | 78.0 - 106.2 | 89.6 - 124.1 | 103.6 - 142.3 |
| head of workshop and assembly | 143.1 - 203.2 | 207.0 - 293.1 | 263.4 - 372.7 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 57.2 - 74.2 | 63.7 - 84.5 | 72.0 - 96.3 |
| maintenance manager | 88.4 - 97.5 | 97.1 - 118.9 | 116.5 - 140.5 |
| maintenance supervisor | 56.0 - 74.1 | 64.0 - 86.3 | 73.7 - 99.3 |
| manufacturing director | 100.4 - 122.6 | 131.5 - 160.8 | 163.3 - 199.4 |
| materials manager | 74.2 - 98.8 | 82.4 - 111.8 | 92.8 - 126.3 |
| operations manager | 71.9 - 99.6 | 82.9 - 116.3 | 95.6 - 131.8 |
| parts manager | 43.6 - 56.7 | 48.9 - 64.7 | 55.3 - 73.5 |
| plant manager | 87.7 - 123.8 | 106.0 - 151.4 | 127.2 - 177.4 |
| procurement director | 92.4 - 123.3 | 124.6 - 166.2 | 152.8 - 203.7 |
| production manager | 80.6 - 106.8 | 90.6 - 122.3 | 103.1 - 139.2 |
| production supervisor | 53.8 - 70.0 | 60.2 - 79.9 | 68.1 - 90.8 |
| program manager | 74.8 - 95.0 | 84.3 - 109.0 | 95.5 - 123.4 |
| project director | 103.6 - 126.6 | 130.5 - 159.6 | 158.5 - 193.6 |
| purchasing manager | 87.7 - 117.1 | 99.7 - 134.9 | 113.7 - 152.3 |
| site supervisor | 69.5 - 91.9 | 76.5 - 103.3 | 85.6 - 116.7 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 75.0 - 100.3 | 85.3 - 115.9 | 97.6 - 132.0 |
| warehouse manager | 82.0 - 91.8 | 91.3 - 103.2 | 98.3 - 135.3 |
| warehouse supervisor | 48.3 - 63.9 | 55.3 - 74.2 | 63.4 - 84.5 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 62.6 - 82.7 | 70.5 - 95.3 | 80.5 - 109.1 |
| digital marketing specialist | 44.1 - 58.8 | 51.3 - 69.5 | 59.8 - 79.6 |
| e-commerce director | 107.1 - 133.8 | 136.3 - 170.6 | 173.5 - 217.0 |
| e-commerce marketing manager | 72.3 - 95.3 | 81.0 - 109.1 | 92.1 - 124.7 |
| marketing content manager | 53.9 - 70.9 | 60.5 - 81.4 | 68.8 - 92.8 |
| social media manager | 53.7 - 74.6 | 65.0 - 91.0 | 77.4 - 106.8 |
| web marketing analyst | 48.2 - 63.0 | 54.6 - 72.5 | 62.2 - 82.0 |



| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| communications vice-president | 92.7 - 143.1 | 126.5 - 195.4 | 163.8 - 252.9 |
| marketing vice-president | 116.1 - 181.5 | 165.2 - 258.0 | 214.9 - 335.3 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 78.4 - 101.6 | 87.3 - 115.1 | 98.1 - 129.4 |
| brand or product manager assistant | 58.1 - 78.9 | 68.0 - 93.7 | 79.2 - 107.6 |
| communications manager | 64.6 - 85.0 | 72.3 - 97.2 | 81.9 - 109.7 |
| communications specialist | 50.0 - 68.6 | 59.7 - 82.8 | 70.5 - 94.9 |
| marketing coordinator | 51.2 - 67.8 | 58.0 - 78.3 | 66.3 - 89.4 |
| marketing director | 90.6 - 123.1 | 106.0 - 146.0 | 123.7 - 167.4 |
| marketing project manager | 39.7 - 53.2 | 45.7 - 62.0 | 52.6 - 70.6 |
| marketing specialist | 43.5 - 58.2 | 50.0 - 67.7 | 57.5 - 77.0 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 45.3 - 56.9 | 49.2 - 63.0 | 54.4 - 70.8 |
| account manager - software | 50.8 - 63.4 | 54.8 - 69.8 | 60.2 - 78.3 |
| business development manager | 87.9 - 117.4 | 98.5 - 134.6 | 112.4 - 155.6 |
| district sales manager | 72.2 - 94.3 | 82.7 - 110.1 | 95.5 - 126.4 |
| key accounts manager - consumer goods | 64.1 - 82.7 | 72.2 - 95.1 | 82.3 - 109.1 |
| merchandiser - consumer goods | 55.3 - 72.7 | 62.0 - 83.4 | 70.5 - 95.3 |
| sales manager/ director | 55.9 - 75.2 | 63.6 - 87.1 | 72.7 - 98.5 |
| sales representative, account manager - consumer goods | 44.9 - 56.9 | 49.6 - 63.8 | 55.2 - 71.2 |
| sales representative, account manager - professional services | 42.2 - 52.6 | 45.5 - 57.8 | 49.9 - 64.8 |
| sales representative, account manager - telecommunications | 49.0 - 61.5 | 53.3 - 68.1 | 58.7 - 75.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 110.8 - 160.6 | 150.2 - 217.1 | 189.0 - 272.3 |



| | | | |
|--|---------------|---------------|---------------|
| sales vice-president | 129.8 - 188.4 | 177.7 - 257.5 | 231.4 - 335.2 |
| vice-president marketing & sales | 112.0 - 203.2 | 155.1 - 281.3 | 200.8 - 363.7 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 47.8 - 59.8 | 51.8 - 66.0 | 56.9 - 73.5 |
| internal sales representative - manfacturing | 46.3 - 58.1 | 50.4 - 64.4 | 55.7 - 72.4 |
| sales engineer - distribution | 65.2 - 85.5 | 71.5 - 95.5 | 79.5 - 106.6 |
| sales engineer - manufacturing | 52.8 - 70.5 | 59.7 - 81.0 | 67.7 - 90.8 |
| sales representative, account manager - industrial equipment | 45.2 - 56.4 | 48.7 - 62.1 | 53.6 - 69.5 |
| sales representative, account manager - industrial service | 48.1 - 60.1 | 52.1 - 66.3 | 57.2 - 73.7 |
| sales representative, account manager - machinery | 47.7 - 59.6 | 51.5 - 65.6 | 56.6 - 73.3 |
| sales representative, account manager - manufacturing | 46.2 - 67.1 | 51.0 - 75.2 | 56.7 - 83.9 |
| sales representative, account manager - retail network | 47.1 - 58.7 | 50.7 - 64.7 | 55.9 - 73.2 |
| technical sales representative - manufacturing | 44.3 - 56.9 | 49.9 - 65.2 | 56.5 - 73.3 |



montérégie - les maskoutains

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 45.0 - 57.4 | 48.8 - 65.1 | 55.0 - 73.7 |
| administrative assistant | 38.6 - 48.6 | 41.9 - 55.4 | 47.6 - 62.8 |
| administrative assistant (bilingual) | 39.1 - 47.6 | 40.3 - 54.4 | 48.1 - 61.9 |
| administrative manager | 53.3 - 68.0 | 57.5 - 75.7 | 63.7 - 84.7 |
| benefits clerk | 35.7 - 45.9 | 40.9 - 53.3 | 46.8 - 60.6 |
| buyer assistant | 36.5 - 47.6 | 42.4 - 55.1 | 48.2 - 60.8 |
| claims supervisor | 58.1 - 76.6 | 65.1 - 87.7 | 74.0 - 100.7 |
| contracts administrator | 88.0 - 111.8 | 98.7 - 127.8 | 112.1 - 145.5 |
| data entry clerk | 32.3 - 40.4 | 36.4 - 45.9 | 40.6 - 47.0 |
| dispatcher | 37.5 - 47.9 | 42.6 - 55.0 | 48.3 - 62.1 |
| document controller | 31.3 - 39.5 | 35.8 - 45.4 | 40.1 - 46.4 |
| document services specialist | 30.0 - 37.7 | 34.3 - 43.2 | 38.2 - 44.2 |
| documentation specialist | 35.2 - 46.3 | 42.1 - 53.9 | 47.7 - 55.1 |
| donor relations coordinator | 48.5 - 63.6 | 56.3 - 75.3 | 65.6 - 87.4 |
| executive assistant | 52.2 - 72.0 | 61.3 - 85.5 | 71.4 - 97.7 |
| executive assistant (bilingual) | 49.1 - 60.1 | 57.8 - 68.5 | 62.0 - 79.5 |
| file clerk | 33.4 - 43.3 | 39.3 - 49.7 | 43.9 - 50.7 |
| fundraising manager | 60.1 - 78.1 | 68.4 - 90.8 | 78.7 - 104.6 |
| HR administrator | 44.6 - 58.5 | 50.6 - 67.4 | 57.8 - 76.9 |
| human resources assistant | 39.6 - 50.6 | 44.9 - 57.0 | 49.7 - 61.4 |
| invoicing clerk | 36.2 - 45.9 | 40.8 - 52.2 | 45.5 - 56.6 |
| lease administrator | 42.5 - 55.9 | 49.3 - 65.3 | 56.8 - 74.7 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| legal assistant | 44.8 - 61.4 | 53.7 - 74.7 | 63.4 - 84.7 |
| logistics coordinator | 45.1 - 59.6 | 52.6 - 70.0 | 60.7 - 79.9 |
| mailroom clerk | 31.5 - 38.7 | 35.3 - 42.9 | 38.3 - 43.7 |
| office clerk | 35.7 - 44.0 | 39.2 - 49.1 | 43.4 - 54.4 |
| office manager | 51.8 - 67.4 | 57.0 - 75.5 | 63.5 - 84.7 |
| office/operations manager | 51.6 - 63.7 | 54.9 - 68.4 | 58.5 - 72.8 |
| order clerk | 32.4 - 40.5 | 36.6 - 46.3 | 41.1 - 51.1 |
| order entry clerk | 32.8 - 36.2 | 34.7 - 39.6 | 38.5 - 42.5 |
| order supervisor | 48.9 - 64.4 | 56.8 - 75.3 | 65.2 - 84.6 |
| payroll administrator | 40.6 - 53.3 | 46.3 - 61.8 | 53.1 - 70.8 |
| project coordinator | 42.6 - 54.0 | 46.8 - 61.8 | 53.0 - 69.6 |
| property administrator | 35.4 - 46.5 | 39.7 - 53.5 | 45.5 - 61.9 |
| property manager | 56.2 - 75.2 | 64.4 - 88.0 | 74.5 - 101.6 |
| receptionist | 32.2 - 39.8 | 35.4 - 45.0 | 39.6 - 51.3 |
| receptionist (bilingual) | 33.2 - 38.0 | 35.8 - 43.2 | 39.6 - 49.8 |
| sales administrator | 42.8 - 56.0 | 48.3 - 65.5 | 55.8 - 74.7 |
| sales assistant | 38.1 - 47.6 | 42.0 - 54.0 | 47.6 - 62.6 |
| service coordinator | 36.9 - 47.5 | 41.1 - 54.2 | 46.5 - 61.7 |
| supply clerk | 33.5 - 42.3 | 37.6 - 48.0 | 41.9 - 52.8 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 59.6 - 72.7 | 62.6 - 82.9 | 70.7 - 92.8 |
| bilingual customer loyalty agent | 39.1 - 45.5 | 42.6 - 52.8 | 45.3 - 60.2 |
| bilingual customer service manager | 65.3 - 91.0 | 77.4 - 105.1 | 88.7 - 121.2 |
| bilingual customer service representative | 38.9 - 43.6 | 41.2 - 49.4 | 45.6 - 55.9 |
| bilingual customer service supervisor | 56.4 - 74.5 | 63.4 - 85.4 | 72.0 - 97.4 |
| bilingual customer service team lead | 45.1 - 47.9 | 46.3 - 58.9 | 53.6 - 75.9 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual customer service trainer | 43.6 - 55.3 | 48.0 - 64.5 | 55.4 - 73.6 |
| bilingual e-chat representative | 36.9 - 41.5 | 39.4 - 45.9 | 41.5 - 48.1 |
| bilingual help desk representative - level 1 | 43.6 - 55.4 | 47.7 - 63.9 | 54.2 - 71.9 |
| bilingual inside sales manager | 63.9 - 81.4 | 68.6 - 93.9 | 78.3 - 105.2 |
| bilingual inside sales representative | 44.0 - 54.9 | 47.5 - 60.1 | 52.0 - 67.3 |
| bilingual insurance advisor | 45.1 - 61.5 | 52.3 - 65.9 | 56.1 - 73.2 |
| bilingual junior collection agent | 33.0 - 42.2 | 37.1 - 48.6 | 42.0 - 54.6 |
| bilingual order desk representative | 33.6 - 39.4 | 35.6 - 45.0 | 39.8 - 49.7 |
| bilingual survey agent | 32.9 - 39.5 | 35.8 - 45.4 | 40.1 - 49.7 |
| bilingual telemarketing agent | 32.6 - 39.3 | 36.9 - 43.6 | 41.2 - 48.6 |
| bilingual telephone dispatcher | 37.5 - 47.9 | 42.6 - 55.0 | 48.3 - 62.1 |
| bilingual travel support agent | 38.0 - 45.1 | 40.3 - 50.9 | 44.4 - 56.2 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|---------------|---------------|
| architect | 56.8 - 75.1 | 63.9 - 86.2 | 72.8 - 98.4 |
| architectural drafter | 47.4 - 61.9 | 55.4 - 73.7 | 65.1 - 87.3 |
| BIM/VDC coordinator | 59.0 - 77.7 | 66.0 - 88.8 | 74.9 - 101.1 |
| buyer | 53.4 - 70.2 | 60.9 - 81.5 | 69.9 - 93.5 |
| civil engineer | 60.0 - 81.0 | 69.5 - 95.4 | 80.6 - 108.6 |
| civil engineering drafter | 48.8 - 61.2 | 54.8 - 70.0 | 62.1 - 79.7 |
| civil engineering technologist | 42.2 - 57.3 | 50.1 - 68.4 | 58.7 - 78.3 |
| civil project engineer | 69.6 - 95.8 | 80.3 - 112.7 | 93.2 - 129.9 |
| civil project manager | 71.2 - 95.9 | 80.6 - 110.6 | 92.1 - 125.2 |
| construction coordinator | 47.0 - 62.8 | 52.9 - 72.0 | 60.0 - 81.9 |
| construction director | 94.3 - 125.3 | 125.2 - 166.2 | 157.6 - 209.9 |
| construction manager | 68.6 - 90.4 | 75.4 - 101.4 | 84.2 - 114.3 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project coordinator | 80.6 - 104.2 | 87.8 - 115.7 | 97.2 - 129.2 |
| construction project manager | 62.0 - 86.2 | 72.3 - 102.3 | 84.5 - 117.6 |
| construction superintendent | 71.0 - 93.6 | 78.1 - 105.0 | 87.2 - 118.4 |
| contracts manager | 89.0 - 113.3 | 99.9 - 129.6 | 113.6 - 147.9 |
| director of operations | 115.3 - 155.3 | 152.6 - 206.2 | 194.9 - 263.3 |
| drafter | 49.4 - 61.7 | 55.1 - 70.2 | 62.2 - 79.7 |
| electrical designer/engineer | 69.6 - 92.4 | 78.6 - 106.8 | 90.1 - 122.0 |
| electrical engineer | 71.9 - 96.2 | 82.2 - 112.3 | 94.9 - 128.9 |
| electrical engineering technician | 52.0 - 66.9 | 59.4 - 77.8 | 68.1 - 88.8 |
| electrical inspector | 42.3 - 57.1 | 49.1 - 66.9 | 56.8 - 77.1 |
| engineering manager | 78.1 - 106.1 | 89.6 - 123.8 | 103.6 - 141.6 |
| environmental engineer | 58.3 - 77.9 | 66.7 - 91.2 | 77.1 - 104.9 |
| environmental inspector | 45.0 - 57.8 | 49.6 - 65.0 | 55.4 - 72.9 |
| estimation engineer | 65.8 - 88.6 | 75.8 - 104.3 | 88.2 - 120.1 |
| estimator | 55.7 - 72.9 | 62.0 - 82.8 | 69.9 - 93.6 |
| facilities engineer | 60.3 - 81.2 | 69.6 - 95.7 | 81.0 - 109.9 |
| facilities manager | 56.1 - 74.0 | 64.0 - 86.2 | 73.7 - 99.1 |
| field manager | 63.7 - 85.1 | 72.7 - 99.3 | 84.0 - 115.4 |
| foreman | 49.3 - 64.1 | 55.3 - 73.4 | 62.7 - 83.2 |
| health and safety manager | 55.5 - 72.0 | 64.0 - 84.4 | 73.9 - 96.6 |
| health and safety specialist | 63.3 - 83.7 | 72.5 - 98.0 | 83.9 - 112.1 |
| HVAC drafter | 47.8 - 61.6 | 53.8 - 70.3 | 60.8 - 79.0 |
| HVAC engineer | 52.2 - 69.8 | 59.8 - 81.6 | 69.0 - 93.1 |
| mechanical designer | 47.5 - 63.1 | 54.9 - 73.6 | 63.0 - 83.3 |
| mechanical drafter | 46.7 - 60.9 | 52.6 - 70.6 | 60.6 - 82.8 |
| mechanical engineer | 67.3 - 89.9 | 76.7 - 104.4 | 88.2 - 119.3 |
| mechanical engineering technician | 46.7 - 61.5 | 53.3 - 71.3 | 61.0 - 80.6 |
| operations manager | 71.8 - 98.5 | 82.4 - 114.8 | 94.7 - 129.9 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| planner/scheduler | 36.5 - 46.8 | 41.6 - 53.8 | 47.2 - 60.7 |
| project coordinator | 42.3 - 55.5 | 48.0 - 63.8 | 54.6 - 72.2 |
| project director | 102.2 - 124.7 | 128.6 - 156.9 | 155.8 - 190.4 |
| project engineer | 83.1 - 107.5 | 90.4 - 119.2 | 100.0 - 133.3 |
| project manager | 69.6 - 96.5 | 81.1 - 114.3 | 94.5 - 130.9 |
| purchasing manager | 88.1 - 117.3 | 100.0 - 134.9 | 113.9 - 151.9 |
| QA/QC inspector | 49.7 - 66.2 | 57.6 - 77.8 | 66.6 - 89.8 |
| quality control engineer | 63.3 - 84.5 | 72.1 - 98.1 | 82.8 - 111.5 |
| quality inspector | 36.1 - 46.2 | 40.3 - 52.6 | 45.7 - 59.5 |
| safety inspector | 57.4 - 75.6 | 65.3 - 87.3 | 74.4 - 99.0 |
| specification writer | 48.3 - 62.5 | 54.8 - 71.9 | 62.3 - 81.2 |
| structural designer | 48.2 - 63.3 | 54.7 - 73.0 | 62.3 - 82.9 |
| structural engineer | 65.3 - 87.2 | 74.4 - 101.6 | 85.8 - 116.2 |
| technical services manager | 80.5 - 107.3 | 91.5 - 124.4 | 105.4 - 143.5 |
| energy & oil | | | |
| architectural technologist | 47.4 - 61.9 | 55.4 - 73.7 | 65.1 - 87.3 |
| applications engineer | 67.7 - 90.3 | 78.4 - 106.3 | 91.1 - 121.0 |
| architect | 56.8 - 75.1 | 63.9 - 86.2 | 72.8 - 98.4 |
| automation engineer | 58.4 - 77.7 | 66.4 - 90.2 | 76.2 - 103.2 |
| automation specialist | 46.0 - 60.7 | 53.4 - 71.0 | 61.5 - 81.1 |
| buyer | 53.4 - 70.2 | 60.9 - 81.5 | 69.9 - 93.5 |
| category manager | 56.1 - 73.8 | 62.9 - 84.3 | 71.3 - 95.9 |
| category specialist | 47.7 - 62.4 | 53.1 - 70.9 | 59.9 - 80.4 |
| chemical engineer | 75.2 - 100.8 | 84.6 - 115.4 | 96.0 - 130.4 |
| chemical technician | 49.7 - 65.2 | 55.4 - 74.3 | 62.7 - 85.3 |
| chief inspector | 50.6 - 66.7 | 57.0 - 76.2 | 64.3 - 85.5 |
| civil engineer | 60.0 - 81.0 | 69.5 - 95.4 | 80.6 - 108.6 |
| civil engineering drafter | 48.8 - 61.2 | 54.8 - 70.0 | 62.1 - 79.7 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering technologist | 42.2 - 57.3 | 50.1 - 68.4 | 58.7 - 78.3 |
| civil project engineer | 69.6 - 95.8 | 80.3 - 112.7 | 93.2 - 129.9 |
| civil project manager | 71.2 - 95.9 | 80.6 - 110.6 | 92.1 - 125.2 |
| commissioning and start up engineer | 55.7 - 74.7 | 64.2 - 87.6 | 74.4 - 97.1 |
| construction analyst | 50.9 - 66.8 | 56.8 - 76.0 | 63.9 - 85.7 |
| construction coordinator | 47.0 - 62.8 | 52.9 - 72.0 | 60.0 - 81.9 |
| construction director | 94.3 - 125.3 | 125.2 - 166.2 | 157.6 - 209.9 |
| construction manager | 68.6 - 90.4 | 75.4 - 101.4 | 84.2 - 114.3 |
| construction project manager | 62.0 - 86.2 | 72.3 - 102.3 | 84.5 - 117.6 |
| continuous improvement engineer | 69.6 - 91.8 | 77.8 - 104.5 | 87.9 - 117.2 |
| contracts administrator | 54.3 - 72.1 | 61.8 - 83.6 | 70.8 - 95.3 |
| contracts manager | 89.0 - 113.3 | 99.9 - 129.6 | 113.6 - 147.9 |
| contracts specialist | 54.9 - 72.1 | 62.5 - 83.5 | 71.5 - 94.8 |
| control technician | 45.0 - 59.4 | 51.5 - 68.9 | 59.0 - 78.6 |
| controls designer/engineer | 49.3 - 66.2 | 56.8 - 77.6 | 65.6 - 89.0 |
| cost control specialist | 45.0 - 58.4 | 50.4 - 66.7 | 57.2 - 75.8 |
| demand planner | 44.6 - 61.7 | 53.7 - 74.8 | 63.5 - 86.0 |
| director of operations | 115.3 - 155.3 | 152.6 - 206.2 | 194.9 - 263.3 |
| drafter | 49.4 - 61.7 | 55.1 - 70.2 | 62.2 - 79.7 |
| electrical designer/engineer | 69.6 - 92.4 | 78.6 - 106.8 | 90.1 - 122.0 |
| electrical engineer | 71.9 - 96.2 | 82.2 - 112.3 | 94.9 - 128.9 |
| electrical engineering technician | 52.0 - 66.9 | 59.4 - 77.8 | 68.1 - 88.8 |
| electrical inspector | 42.3 - 57.1 | 49.1 - 66.9 | 56.8 - 77.1 |
| electrical test engineer | 66.1 - 89.0 | 76.2 - 104.8 | 88.7 - 120.7 |
| engineering manager | 78.1 - 106.1 | 89.6 - 123.8 | 103.6 - 141.6 |
| environmental engineer | 58.3 - 77.9 | 66.7 - 91.2 | 77.1 - 104.9 |
| environmental inspector | 45.0 - 57.8 | 49.6 - 65.0 | 55.4 - 72.9 |
| estimation engineer | 65.8 - 88.6 | 75.8 - 104.3 | 88.2 - 120.1 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| estimator | 55.7 - 72.9 | 62.0 - 82.8 | 69.9 - 93.6 |
| facilities engineer | 60.3 - 81.2 | 69.6 - 95.7 | 81.0 - 109.9 |
| field service engineer | 47.9 - 63.8 | 54.6 - 74.4 | 63.0 - 86.3 |
| general inspector | 46.8 - 61.4 | 52.6 - 69.9 | 59.2 - 78.4 |
| geologist | 58.3 - 76.4 | 65.8 - 88.3 | 75.4 - 101.0 |
| health and safety manager | 59.8 - 78.4 | 66.6 - 89.2 | 75.1 - 100.7 |
| health and safety specialist | 55.5 - 72.0 | 64.0 - 84.4 | 73.9 - 96.6 |
| HVAC drafter | 47.8 - 61.6 | 53.8 - 70.3 | 60.8 - 79.0 |
| HVAC engineer | 52.2 - 69.8 | 59.8 - 81.6 | 69.0 - 93.1 |
| hydraulic engineer | 59.9 - 80.6 | 69.1 - 95.0 | 80.3 - 109.0 |
| industrial engineer | 65.5 - 86.1 | 73.0 - 97.8 | 82.2 - 109.9 |
| instrumentation and controls engineer | 63.8 - 84.7 | 72.2 - 97.9 | 82.5 - 111.1 |
| inventory control manager | 57.9 - 76.4 | 65.0 - 87.5 | 73.8 - 99.4 |
| logistics specialist | 44.1 - 57.4 | 50.3 - 66.2 | 57.4 - 75.3 |
| materials manager | 74.6 - 99.1 | 82.7 - 112.0 | 93.1 - 126.4 |
| mechanical designer | 47.5 - 63.1 | 54.9 - 73.6 | 63.0 - 83.3 |
| mechanical drafter | 46.7 - 60.9 | 52.6 - 70.6 | 60.6 - 82.8 |
| mechanical engineer | 67.3 - 89.9 | 76.7 - 104.4 | 88.2 - 119.3 |
| mechanical engineering technician | 46.7 - 61.5 | 53.3 - 71.3 | 61.0 - 80.6 |
| mining engineer | 65.0 - 86.8 | 72.7 - 99.2 | 82.4 - 112.0 |
| operations manager | 71.8 - 98.5 | 82.4 - 114.8 | 94.7 - 129.9 |
| pipeline designer | 55.7 - 73.0 | 62.2 - 83.5 | 70.5 - 94.9 |
| piping engineer | 58.1 - 76.5 | 65.0 - 87.6 | 73.8 - 99.7 |
| planner/scheduler | 36.5 - 46.8 | 41.6 - 53.8 | 47.2 - 60.7 |
| plant engineer | 67.9 - 90.9 | 79.0 - 107.8 | 92.5 - 123.8 |
| plant manager | 88.1 - 123.9 | 106.3 - 151.1 | 127.3 - 176.8 |
| process engineer | 56.9 - 76.2 | 65.2 - 89.2 | 75.4 - 101.8 |
| procurement director | 92.8 - 123.4 | 124.7 - 165.6 | 152.4 - 202.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement specialist | 48.0 - 62.8 | 53.4 - 71.4 | 60.3 - 81.3 |
| production analyst | 42.5 - 57.0 | 48.9 - 66.8 | 56.8 - 77.2 |
| production engineer | 59.0 - 79.0 | 67.6 - 92.5 | 78.2 - 105.5 |
| program manager | 64.9 - 84.4 | 74.0 - 97.9 | 84.9 - 112.0 |
| project controller | 49.2 - 65.6 | 55.3 - 75.0 | 62.7 - 85.4 |
| project controls manager | 77.9 - 107.5 | 90.1 - 126.5 | 104.4 - 144.4 |
| project controls specialist | 56.7 - 73.9 | 63.8 - 84.4 | 72.1 - 95.3 |
| project coordinator | 80.6 - 104.2 | 87.8 - 115.7 | 97.2 - 129.2 |
| project director | 102.2 - 124.7 | 128.6 - 156.9 | 155.8 - 190.4 |
| project engineer | 83.1 - 107.5 | 90.4 - 119.2 | 100.0 - 133.3 |
| project manager | 69.6 - 96.5 | 81.1 - 114.3 | 94.5 - 130.9 |
| purchasing manager | 88.1 - 117.3 | 100.0 - 134.9 | 113.9 - 151.9 |
| QA/QC inspector | 49.7 - 66.2 | 57.6 - 77.8 | 66.6 - 89.8 |
| quality assurance manager | 73.9 - 96.9 | 81.9 - 109.5 | 92.1 - 123.1 |
| quality assurance/control technician | 57.8 - 76.0 | 65.8 - 88.2 | 75.4 - 100.2 |
| quality control engineer | 63.3 - 84.5 | 72.1 - 98.1 | 82.8 - 111.5 |
| quality inspector | 36.1 - 46.2 | 40.3 - 52.6 | 45.7 - 59.5 |
| safety inspector | 57.4 - 75.6 | 65.3 - 87.3 | 74.4 - 99.0 |
| site supervisor | 45.9 - 59.6 | 52.1 - 68.8 | 59.6 - 78.7 |
| sourcing specialist | 51.2 - 67.0 | 57.0 - 76.0 | 64.3 - 86.4 |
| stationary engineer | 49.4 - 63.4 | 54.4 - 71.0 | 60.4 - 79.1 |
| structural designer | 48.2 - 63.3 | 54.7 - 73.0 | 62.3 - 82.9 |
| structural engineer | 65.3 - 87.2 | 74.4 - 101.6 | 85.8 - 116.2 |
| superintendent | 37.3 - 47.7 | 41.7 - 54.5 | 47.3 - 61.9 |
| supply chain manager | 74.5 - 100.7 | 86.2 - 117.7 | 99.3 - 132.3 |
| systems control engineer | 58.8 - 78.4 | 67.2 - 91.5 | 77.4 - 104.4 |
| telecommunications technician | 49.5 - 64.7 | 56.0 - 74.6 | 63.9 - 85.4 |



| | | | |
|----------------------------|--------------|--------------|--------------|
| transmission line engineer | 70.4 - 89.8 | 76.4 - 99.4 | 84.3 - 110.5 |
| transportation manager | 75.4 - 100.6 | 85.7 - 116.1 | 97.9 - 132.0 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 77.4 - 112.6 | 101.7 - 147.2 | 127.3 - 184.5 |
| diversity & inclusion director | 77.4 - 107.9 | 98.1 - 137.1 | 123.3 - 172.6 |
| health and safety director | 79.3 - 95.7 | 104.0 - 125.3 | 125.1 - 150.5 |
| human resources director | 85.8 - 120.1 | 110.5 - 154.0 | 137.7 - 192.5 |
| L&D director | 85.3 - 106.9 | 107.6 - 134.3 | 137.7 - 172.2 |
| talent acquisition director | 80.4 - 112.7 | 103.6 - 144.5 | 127.3 - 177.8 |
| total rewards director | 96.9 - 127.2 | 126.7 - 166.3 | 157.4 - 207.1 |
| vice president Human Resources / CHRO | 102.8 - 176.4 | 135.1 - 232.8 | 168.0 - 289.7 |
| human resources | entry | mid | senior |
| benefits administrator | 51.9 - 66.5 | 58.1 - 76.0 | 65.9 - 86.4 |
| compensation and benefits manager | 85.1 - 111.8 | 94.7 - 126.9 | 107.1 - 144.3 |
| compensation specialist | 46.2 - 61.3 | 53.4 - 72.0 | 61.9 - 82.4 |
| diversity & inclusion coordinator | 37.2 - 47.6 | 42.2 - 53.7 | 46.7 - 57.8 |



| | | | |
|-------------------------------------|--------------|--------------|---------------|
| health and safety advisor | 55.5 - 72.0 | 64.0 - 84.4 | 73.9 - 96.6 |
| health and safety manager | 68.4 - 89.4 | 76.8 - 102.4 | 87.3 - 116.0 |
| HRIS analyst | 56.4 - 74.5 | 64.7 - 87.1 | 74.6 - 99.6 |
| human resources business partner | 61.0 - 80.3 | 68.4 - 91.8 | 77.5 - 104.2 |
| human resources coordinator | 37.0 - 47.4 | 42.0 - 53.5 | 46.6 - 57.7 |
| human resources generalist | 56.2 - 71.3 | 61.0 - 79.2 | 67.6 - 89.7 |
| human resources manager | 76.9 - 104.1 | 89.2 - 122.6 | 103.8 - 140.8 |
| human resources supervisor | 59.9 - 77.8 | 66.0 - 87.8 | 74.2 - 100.5 |
| human resources technician | 45.2 - 59.3 | 50.4 - 67.4 | 57.0 - 77.0 |
| instructional designer | 47.8 - 62.2 | 53.7 - 71.1 | 60.9 - 81.0 |
| labour relations advisor | 59.7 - 79.6 | 68.3 - 92.8 | 78.7 - 106.3 |
| labour relations manager | 83.8 - 114.9 | 99.2 - 137.5 | 116.9 - 159.7 |
| learning and development specialist | 48.8 - 64.0 | 55.5 - 74.1 | 63.6 - 84.4 |
| recruitment coordinator | 36.8 - 48.2 | 42.4 - 55.8 | 48.4 - 62.9 |
| talent acquisition specialist | 55.3 - 72.3 | 61.5 - 82.0 | 69.3 - 92.8 |

industrial support

| | entry | mid | senior |
|----------------------------|--------------|-------------|-------------|
| assembler/fabricator | 15.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| delivery/courier driver | 16.5 - 21.0 | 18.2 - 23.7 | 20.5 - 26.9 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| forklift operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 25.0 |
| general labourer - light | 15.0 - 18.0 | 17.0 - 21.0 | 19.0 - 22.0 |
| industrial painter | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| janitor/custodian | 14.25 - 17.0 | 16.0 - 19.0 | 17.0 - 20.0 |
| machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 30.0 |



| | | | |
|------------------------------|--------------|-------------|-------------|
| machine operator assistant | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| manufacturing worker | 15.0 - 18.0 | 16.0 - 20.0 | 18.0 - 23.0 |
| material handler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 22.0 | 19.0 - 26.0 | 22.0 - 29.0 |
| picker/packer | 14.25 - 18.0 | 16.0 - 20.0 | 18.0 - 22.0 |
| polisher/deburrer | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 25.0 |
| production labourer | 15.0 - 19.0 | 17.0 - 22.0 | 20.0 - 23.0 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 24.0 | 20.0 - 27.0 |
| shipper/receiver | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 28.0 |
| warehouse labourer | 16.0 - 20.0 | 19.0 - 23.0 | 21.0 - 24.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|--------------|
| applications engineer | 67.7 - 90.3 | 78.4 - 106.3 | 91.1 - 121.0 |
| automation engineer | 58.4 - 77.7 | 66.4 - 90.2 | 76.2 - 103.2 |
| buyer | 65.5 - 80.6 | 75.1 - 85.5 | 84.4 - 93.5 |
| chemical engineer | 75.2 - 100.8 | 84.6 - 115.4 | 96.0 - 130.4 |
| chemical technician | 49.7 - 65.2 | 55.4 - 74.3 | 62.7 - 85.3 |
| cmm programmer | 45.5 - 59.8 | 51.8 - 69.1 | 59.3 - 78.3 |
| coating inspector | 35.5 - 46.4 | 40.2 - 53.4 | 45.8 - 60.8 |
| commissioning and start up engineer | 55.7 - 74.7 | 64.2 - 87.6 | 74.4 - 97.1 |
| continuous improvement engineer | 69.6 - 91.8 | 77.8 - 104.5 | 87.9 - 117.2 |
| controls designer/engineer | 49.3 - 66.2 | 56.8 - 77.6 | 65.6 - 89.0 |
| demand planner | 68.1 - 80.1 | 72.1 - 90.5 | 80.1 - 109.1 |
| electrical engineer | 71.9 - 96.2 | 82.2 - 112.3 | 94.9 - 128.9 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| electrical engineering technician | 52.0 - 66.9 | 59.4 - 77.8 | 68.1 - 88.8 |
| electrical test engineer | 66.1 - 89.0 | 76.2 - 104.8 | 88.7 - 120.7 |
| estimation engineer | 65.8 - 88.6 | 75.8 - 104.3 | 88.2 - 120.1 |
| estimator | 55.7 - 72.9 | 62.0 - 82.8 | 69.9 - 93.6 |
| field service engineer | 47.9 - 63.8 | 54.6 - 74.4 | 63.0 - 86.3 |
| general inspector | 46.9 - 61.9 | 52.8 - 70.6 | 59.6 - 79.2 |
| health and safety specialist | 63.3 - 83.7 | 72.5 - 98.0 | 83.9 - 112.1 |
| HVAC drafter | 47.8 - 61.6 | 53.8 - 70.3 | 60.8 - 79.0 |
| HVAC engineer | 52.2 - 69.8 | 59.8 - 81.6 | 69.0 - 93.1 |
| industrial engineer | 65.5 - 86.1 | 73.0 - 97.8 | 82.2 - 109.9 |
| inventory analyst | 63.0 - 72.0 | 65.0 - 75.0 | 72.0 - 80.0 |
| logistics specialist | 59.2 - 67.1 | 61.0 - 78.7 | 66.6 - 95.3 |
| manufacturing engineer | 61.2 - 81.6 | 69.6 - 94.8 | 80.1 - 108.0 |
| mechanical designer | 47.5 - 63.1 | 54.9 - 73.6 | 63.0 - 83.3 |
| mechanical drafter | 46.7 - 60.9 | 52.6 - 70.6 | 60.6 - 82.8 |
| mechanical engineer | 67.3 - 89.9 | 76.7 - 104.4 | 88.2 - 119.3 |
| mechanical engineering technician | 46.7 - 61.5 | 53.3 - 71.3 | 61.0 - 80.6 |
| planner/scheduler | 68.1 - 78.1 | 72.1 - 93.2 | 78.5 - 113.2 |
| process engineer | 56.9 - 76.2 | 65.2 - 89.2 | 75.4 - 101.8 |
| production planner | 66.6 - 78.7 | 67.9 - 89.8 | 75.5 - 89.9 |
| project engineer | 83.1 - 107.5 | 90.4 - 119.2 | 100.0 - 133.3 |
| project manager | 69.6 - 96.5 | 81.1 - 114.3 | 94.5 - 130.9 |
| QA/QC inspector | 34.9 - 44.4 | 38.8 - 50.7 | 44.0 - 57.4 |
| quality assurance manager | 73.9 - 96.9 | 81.9 - 109.5 | 92.1 - 123.1 |
| quality assurance/control technician | 57.8 - 76.0 | 65.8 - 88.2 | 75.4 - 100.2 |
| quality control engineer | 63.3 - 84.5 | 72.1 - 98.1 | 82.8 - 111.5 |
| quality control technician | 36.6 - 47.2 | 40.6 - 53.4 | 45.7 - 59.8 |
| quality director | 82.9 - 113.2 | 105.9 - 144.0 | 129.0 - 175.7 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| quality inspector | 36.1 - 46.2 | 40.3 - 52.6 | 45.7 - 59.5 |
| safety inspector | 57.4 - 75.6 | 65.3 - 87.3 | 74.4 - 99.0 |
| SCADA engineer | 59.2 - 79.3 | 67.8 - 92.7 | 78.3 - 105.9 |
| stationary engineer | 49.4 - 63.4 | 54.4 - 71.0 | 60.4 - 79.1 |
| supply chain analyst | 67.1 - 77.1 | 68.1 - 82.5 | 80.5 - 115.2 |
| industrial management | | | |
| director of operations | 115.3 - 155.3 | 152.6 - 206.2 | 194.9 - 263.3 |
| engineering manager | 78.1 - 106.1 | 89.6 - 123.8 | 103.6 - 141.6 |
| head of workshop and assembly | 142.9 - 202.5 | 206.2 - 292.0 | 262.4 - 371.3 |
| health and safety manager | 55.5 - 72.0 | 64.0 - 84.4 | 73.9 - 96.6 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 57.3 - 74.2 | 63.8 - 84.4 | 72.0 - 96.0 |
| maintenance manager | 58.9 - 77.8 | 67.5 - 90.0 | 76.8 - 100.5 |
| maintenance supervisor | 56.1 - 74.0 | 64.0 - 86.2 | 73.7 - 99.1 |
| manufacturing director | 100.3 - 122.3 | 131.1 - 159.8 | 162.3 - 198.1 |
| materials manager | 74.6 - 99.1 | 82.7 - 112.0 | 93.1 - 126.4 |
| operations manager | 71.8 - 98.5 | 82.4 - 114.8 | 94.7 - 129.9 |
| plant manager | 88.1 - 123.9 | 106.3 - 151.1 | 127.3 - 176.8 |
| procurement director | 92.8 - 123.4 | 124.7 - 165.6 | 152.4 - 202.9 |
| production manager | 81.0 - 107.1 | 90.9 - 122.5 | 103.4 - 139.1 |
| production supervisor | 53.9 - 70.0 | 60.3 - 79.8 | 68.1 - 90.6 |
| program manager | 64.9 - 84.4 | 74.0 - 97.9 | 84.9 - 112.0 |
| project director | 102.2 - 124.7 | 128.6 - 156.9 | 155.8 - 190.4 |
| purchasing manager | 88.1 - 117.3 | 100.0 - 134.9 | 113.9 - 151.9 |
| site supervisor | 71.0 - 93.6 | 78.1 - 105.0 | 87.2 - 118.4 |
| supply chain manager | 89.0 - 119.8 | 102.8 - 139.1 | 118.2 - 155.3 |
| transportation manager | 75.4 - 100.6 | 85.7 - 116.1 | 97.9 - 132.0 |
| warehouse manager | 62.4 - 82.2 | 69.7 - 93.5 | 78.6 - 105.6 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| warehouse supervisor | 48.3 - 63.9 | 55.4 - 74.2 | 63.5 - 84.5 |
| skilled trades | | | |
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 48.3 - 64.4 | 55.1 - 74.9 | 63.3 - 86.0 |
| control technician | 45.0 - 59.4 | 51.5 - 68.9 | 59.0 - 78.6 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 48.4 - 63.8 | 54.5 - 73.0 | 61.6 - 82.4 |
| electromechanical technician | 50.0 - 68.0 | 59.4 - 79.9 | 68.1 - 82.2 |
| electronics technician | 49.7 - 64.8 | 55.8 - 74.1 | 63.3 - 83.9 |
| field service technician | 46.1 - 60.8 | 53.5 - 71.1 | 61.6 - 81.3 |
| heavy equipment mechanic | 46.3 - 61.9 | 53.9 - 72.7 | 62.2 - 83.4 |
| machine builder | 37.4 - 48.2 | 43.0 - 55.7 | 49.0 - 62.8 |
| maintenance mechanic | 43.5 - 55.5 | 50.0 - 64.5 | 57.3 - 73.8 |
| mechanical assembler | 34.3 - 44.0 | 38.6 - 50.5 | 43.8 - 56.9 |
| millwright | 49.5 - 64.5 | 55.7 - 73.7 | 62.9 - 82.4 |
| parts manager | 43.7 - 57.0 | 49.1 - 65.0 | 55.6 - 74.0 |
| technician quality control testing | 49.7 - 66.2 | 57.6 - 77.8 | 66.6 - 89.8 |
| tool and die maker | 47.0 - 62.2 | 53.9 - 72.2 | 61.6 - 81.7 |
| welder | 39.2 - 51.2 | 44.3 - 58.5 | 50.1 - 66.1 |
| welder-fitter | 36.1 - 47.1 | 41.4 - 54.4 | 47.1 - 60.9 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 62.3 - 82.3 | 70.2 - 94.8 | 80.2 - 108.5 |
| digital marketing specialist | 44.1 - 58.5 | 51.2 - 69.0 | 59.6 - 78.9 |
| e-commerce director | 106.5 - 132.8 | 135.3 - 168.9 | 171.8 - 214.9 |
| e-commerce marketing manager | 72.0 - 94.8 | 80.6 - 108.5 | 91.6 - 123.8 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| marketing content manager | 53.7 - 70.6 | 60.3 - 81.0 | 68.5 - 92.3 |
| social media manager | 53.4 - 74.3 | 64.7 - 90.6 | 77.1 - 106.2 |
| web marketing analyst | 48.6 - 63.2 | 54.9 - 72.8 | 62.4 - 82.3 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 91.9 - 141.0 | 124.7 - 192.5 | 161.3 - 249.5 |
| marketing vice-president | 115.4 - 179.6 | 163.6 - 255.6 | 212.9 - 332.5 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 78.1 - 101.1 | 86.8 - 114.4 | 97.6 - 128.5 |
| brand or product manager assistant | 58.4 - 79.4 | 68.4 - 94.2 | 79.8 - 108.0 |
| communications manager | 64.3 - 84.6 | 72.0 - 96.7 | 81.5 - 109.1 |
| communications specialist | 50.2 - 68.8 | 59.9 - 82.9 | 70.7 - 94.9 |
| marketing coordinator | 51.1 - 67.4 | 57.8 - 77.7 | 65.9 - 88.5 |
| marketing director | 90.2 - 122.3 | 105.4 - 144.7 | 122.9 - 165.7 |
| marketing project manager | 39.6 - 52.9 | 45.5 - 61.7 | 52.4 - 70.3 |
| marketing specialist | 43.5 - 57.9 | 49.9 - 67.4 | 57.3 - 76.4 |

sales

| corporate sales | entry | mid | senior |
|---|--------------|--------------|---------------|
| account manager - hardware | 45.5 - 57.0 | 49.4 - 63.1 | 54.6 - 70.8 |
| account manager - software | 50.9 - 63.5 | 54.9 - 69.9 | 60.3 - 78.3 |
| business development manager | 88.2 - 117.6 | 98.8 - 134.5 | 112.7 - 155.2 |
| district sales manager | 71.9 - 93.8 | 82.3 - 109.4 | 95.0 - 125.5 |
| key accounts manager - consumer goods | 64.2 - 82.6 | 72.2 - 95.0 | 82.3 - 108.8 |
| merchandiser - consumer goods | 55.1 - 72.2 | 61.7 - 82.6 | 70.0 - 94.1 |
| sales manager/ director | 55.7 - 74.9 | 63.4 - 86.7 | 72.4 - 98.0 |
| sales representative, account manager - consumer goods | 45.2 - 57.2 | 49.9 - 64.1 | 55.5 - 71.5 |
| sales representative, account manager - professional services | 42.5 - 52.9 | 45.7 - 58.1 | 50.2 - 65.0 |



| | | | |
|--|---------------|---------------|---------------|
| sales representative, account manager - telecommunications | 49.1 - 61.6 | 53.4 - 68.2 | 58.8 - 75.9 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 110.7 - 160.1 | 149.7 - 216.3 | 188.3 - 271.3 |
| sales vice-president | 128.9 - 186.5 | 175.9 - 255.2 | 229.2 - 332.4 |
| vice-president marketing & sales | 111.3 - 201.2 | 153.6 - 278.8 | 198.8 - 360.8 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 48.1 - 60.0 | 52.1 - 66.2 | 57.2 - 73.6 |
| internal sales representative - manufacturing | 46.3 - 57.9 | 50.3 - 64.2 | 55.6 - 72.1 |
| sales engineer - distribution | 65.0 - 85.0 | 71.2 - 94.9 | 79.1 - 105.8 |
| sales engineer - manufacturing | 52.6 - 70.2 | 59.5 - 80.5 | 67.4 - 90.2 |
| sales representative, account manager - industrial equipment | 45.4 - 56.5 | 48.9 - 62.2 | 53.7 - 69.5 |
| sales representative, account manager - industrial service | 48.3 - 60.4 | 52.4 - 66.5 | 57.5 - 73.8 |
| sales representative, account manager - machinery | 47.9 - 59.7 | 51.7 - 65.7 | 56.7 - 73.3 |
| sales representative, account manager - manufacturing | 46.4 - 67.1 | 51.1 - 75.2 | 56.8 - 83.9 |
| sales representative, account manager - retail network | 47.3 - 58.8 | 50.9 - 64.8 | 56.0 - 73.2 |
| technical sales representative - manufacturing | 44.4 - 57.2 | 50.1 - 65.5 | 56.7 - 73.8 |



montérégie - vaudreuil-soulanges

engineering

| construction | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| architect | 59.9 - 78.8 | 67.2 - 90.3 | 76.5 - 102.8 |
| architectural drafter | 50.9 - 66.2 | 59.3 - 78.6 | 69.5 - 92.6 |
| BIM/VDC coordinator | 62.2 - 81.5 | 69.4 - 93.0 | 78.6 - 105.5 |
| buyer | 69.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| civil engineer | 63.7 - 85.6 | 73.7 - 100.4 | 85.2 - 113.9 |
| civil engineering drafter | 52.3 - 65.5 | 58.7 - 74.7 | 66.4 - 84.8 |
| civil engineering technologist | 45.4 - 61.3 | 53.7 - 73.1 | 62.8 - 83.3 |
| civil project engineer | 73.8 - 101.3 | 85.1 - 118.9 | 98.6 - 136.7 |
| civil project manager | 75.5 - 100.9 | 85.3 - 116.0 | 97.0 - 131.0 |
| construction coordinator | 49.4 - 65.9 | 55.5 - 75.4 | 62.9 - 85.6 |
| construction director | 98.5 - 130.3 | 130.2 - 172.3 | 163.5 - 216.8 |
| construction manager | 72.2 - 94.5 | 79.2 - 105.8 | 88.2 - 119.0 |
| construction project coordinator | 84.5 - 108.7 | 91.9 - 120.5 | 101.5 - 134.4 |
| construction project manager | 65.3 - 90.3 | 76.0 - 106.7 | 88.5 - 122.4 |
| construction superintendent | 74.7 - 97.9 | 81.9 - 109.5 | 91.3 - 123.2 |
| contracts manager | 93.9 - 118.9 | 105.1 - 140.0 | 119.2 - 154.5 |
| director of operations | 120.7 - 161.8 | 159.1 - 213.9 | 202.3 - 272.0 |
| drafter | 52.9 - 66.0 | 59.0 - 74.9 | 66.5 - 84.8 |
| electrical designer/engineer | 73.8 - 97.3 | 83.2 - 112.0 | 95.0 - 127.7 |
| electrical engineer | 76.2 - 101.3 | 86.8 - 117.7 | 99.9 - 134.8 |
| electrical engineering technician | 55.7 - 71.5 | 63.6 - 82.8 | 72.8 - 94.1 |
| electrical inspector | 44.5 - 59.9 | 51.5 - 70.1 | 59.6 - 80.8 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| engineering manager | 82.0 - 110.6 | 93.8 - 128.8 | 108.0 - 147.1 |
| environmental engineer | 62.0 - 82.5 | 70.8 - 96.1 | 81.6 - 110.1 |
| environmental inspector | 47.5 - 61.1 | 52.4 - 68.6 | 58.5 - 76.9 |
| estimation engineer | 69.8 - 93.4 | 80.3 - 109.5 | 93.1 - 125.8 |
| estimator | 59.1 - 77.3 | 65.8 - 87.6 | 74.1 - 99.0 |
| facilities engineer | 64.1 - 85.8 | 73.8 - 100.7 | 85.6 - 115.2 |
| facilities manager | 59.2 - 77.8 | 67.5 - 90.2 | 77.4 - 103.5 |
| field manager | 67.1 - 89.1 | 76.3 - 103.6 | 88.0 - 120.1 |
| foreman | 52.1 - 67.7 | 58.4 - 77.3 | 66.2 - 87.4 |
| health and safety manager | 58.7 - 75.8 | 67.6 - 88.5 | 77.8 - 100.9 |
| health and safety specialist | 67.2 - 88.5 | 76.9 - 103.1 | 88.6 - 117.6 |
| HVAC drafter | 50.5 - 65.0 | 56.9 - 74.2 | 64.2 - 83.1 |
| HVAC engineer | 55.5 - 74.0 | 63.5 - 86.2 | 73.2 - 98.0 |
| mechanical designer | 50.5 - 67.0 | 58.3 - 78.0 | 66.9 - 88.0 |
| mechanical drafter | 50.0 - 65.2 | 56.4 - 75.3 | 64.8 - 88.0 |
| mechanical engineer | 71.4 - 94.7 | 81.2 - 109.6 | 93.0 - 124.9 |
| mechanical engineering technician | 50.1 - 65.8 | 57.1 - 76.1 | 65.2 - 85.7 |
| operations manager | 75.6 - 103.3 | 86.6 - 120.2 | 99.4 - 135.8 |
| planner/scheduler | 38.8 - 49.6 | 44.1 - 56.9 | 50.0 - 64.2 |
| project coordinator | 44.3 - 58.1 | 50.2 - 66.8 | 57.1 - 75.6 |
| project director | 108.0 - 131.3 | 135.3 - 164.5 | 163.3 - 198.9 |
| project engineer | 87.8 - 112.8 | 95.3 - 124.8 | 105.1 - 139.3 |
| project manager | 73.8 - 102.0 | 85.9 - 120.5 | 100.0 - 137.8 |
| purchasing manager | 96.0 - 130.0 | 115.0 - 141.2 | 125.0 - 175.0 |
| QA/QC inspector | 53.3 - 70.8 | 61.7 - 82.9 | 71.2 - 95.2 |
| quality control engineer | 67.2 - 89.2 | 76.4 - 103.2 | 87.5 - 116.9 |
| quality inspector | 38.5 - 49.1 | 43.0 - 56.0 | 48.6 - 63.3 |
| safety inspector | 60.7 - 79.6 | 68.9 - 91.5 | 78.3 - 103.4 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| specification writer | 51.0 - 65.9 | 57.8 - 75.8 | 65.7 - 85.5 |
| structural designer | 51.7 - 67.7 | 58.6 - 77.8 | 66.7 - 88.1 |
| structural engineer | 69.4 - 92.0 | 78.9 - 106.7 | 90.6 - 121.8 |
| technical services manager | 84.4 - 111.8 | 95.7 - 129.4 | 109.9 - 149.1 |
| energy & oil | | | |
| architectural technologist | 50.9 - 66.2 | 59.3 - 78.6 | 69.5 - 92.6 |
| applications engineer | 71.5 - 94.9 | 82.7 - 111.4 | 95.7 - 126.5 |
| architect | 59.9 - 78.8 | 67.2 - 90.3 | 76.5 - 102.8 |
| automation engineer | 62.0 - 82.2 | 70.4 - 95.1 | 80.7 - 108.4 |
| automation specialist | 49.3 - 64.9 | 57.3 - 75.8 | 65.8 - 86.2 |
| buyer | 56.6 - 74.4 | 64.6 - 86.3 | 74.1 - 98.9 |
| category manager | 59.5 - 78.2 | 66.7 - 89.3 | 75.6 - 101.4 |
| category specialist | 50.7 - 66.2 | 56.4 - 75.1 | 63.5 - 85.2 |
| chemical engineer | 79.6 - 106.0 | 89.3 - 120.9 | 101.0 - 136.4 |
| chemical technician | 53.3 - 69.7 | 59.3 - 79.2 | 67.1 - 90.6 |
| chief inspector | 53.1 - 70.0 | 59.7 - 79.8 | 67.4 - 89.5 |
| civil engineer | 63.7 - 85.6 | 73.7 - 100.4 | 85.2 - 113.9 |
| civil engineering drafter | 52.3 - 65.5 | 58.7 - 74.7 | 66.4 - 84.8 |
| civil engineering technologist | 45.4 - 61.3 | 53.7 - 73.1 | 62.8 - 83.3 |
| civil project engineer | 73.8 - 101.3 | 85.1 - 118.9 | 98.6 - 136.7 |
| civil project manager | 75.5 - 100.9 | 85.3 - 116.0 | 97.0 - 131.0 |
| commissioning and start up engineer | 59.1 - 79.1 | 68.0 - 92.6 | 78.7 - 102.5 |
| construction analyst | 54.5 - 71.4 | 60.8 - 80.9 | 68.4 - 91.0 |
| construction coordinator | 49.4 - 65.9 | 55.5 - 75.4 | 62.9 - 85.6 |
| construction director | 98.5 - 130.3 | 130.2 - 172.3 | 163.5 - 216.8 |
| construction manager | 72.2 - 94.5 | 79.2 - 105.8 | 88.2 - 119.0 |
| construction project manager | 65.3 - 90.3 | 76.0 - 106.7 | 88.5 - 122.4 |
| continuous improvement engineer | 73.7 - 96.7 | 82.3 - 109.8 | 92.7 - 122.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| contracts administrator | 57.6 - 76.5 | 65.5 - 88.5 | 75.0 - 100.8 |
| contracts manager | 93.9 - 118.9 | 105.1 - 135.7 | 119.2 - 154.5 |
| contracts specialist | 58.2 - 76.4 | 66.3 - 88.4 | 75.8 - 100.2 |
| control technician | 48.3 - 63.5 | 55.1 - 73.6 | 63.1 - 83.6 |
| controls designer/engineer | 52.9 - 70.8 | 60.8 - 82.6 | 70.1 - 94.4 |
| cost control specialist | 47.5 - 61.7 | 53.2 - 70.5 | 60.4 - 79.9 |
| demand planner | 47.1 - 65.2 | 56.7 - 78.8 | 67.0 - 90.2 |
| director of operations | 120.7 - 161.8 | 159.1 - 213.9 | 202.3 - 272.0 |
| drafter | 52.9 - 66.0 | 59.0 - 74.9 | 66.5 - 84.8 |
| electrical designer/engineer | 73.8 - 97.3 | 83.2 - 112.0 | 95.0 - 127.7 |
| electrical engineer | 76.2 - 101.3 | 86.8 - 117.7 | 99.9 - 134.8 |
| electrical engineering technician | 55.7 - 71.5 | 63.6 - 82.8 | 72.8 - 94.1 |
| electrical inspector | 44.5 - 59.9 | 51.5 - 70.1 | 59.6 - 80.8 |
| electrical test engineer | 70.1 - 93.8 | 80.6 - 110.0 | 93.5 - 126.4 |
| engineering manager | 82.0 - 110.6 | 93.8 - 128.8 | 108.0 - 147.1 |
| environmental engineer | 62.0 - 82.5 | 70.8 - 96.1 | 81.6 - 110.1 |
| environmental inspector | 47.5 - 61.1 | 52.4 - 68.6 | 58.5 - 76.9 |
| estimation engineer | 69.8 - 93.4 | 80.3 - 109.5 | 93.1 - 125.8 |
| estimator | 59.1 - 77.3 | 65.8 - 87.6 | 74.1 - 99.0 |
| facilities engineer | 64.1 - 85.8 | 73.8 - 100.7 | 85.6 - 115.2 |
| field service engineer | 51.4 - 68.2 | 58.5 - 79.3 | 67.3 - 91.6 |
| general inspector | 49.1 - 64.4 | 55.2 - 73.3 | 62.1 - 82.1 |
| geologist | 61.5 - 80.4 | 69.5 - 92.7 | 79.4 - 105.7 |
| geotechnical engineer | 63.4 - 82.8 | 71.6 - 95.3 | 81.8 - 108.5 |
| health and safety manager | 62.7 - 82.1 | 69.8 - 93.2 | 78.7 - 105.1 |
| health and safety specialist | 58.7 - 75.8 | 67.6 - 88.5 | 77.8 - 100.9 |
| HVAC drafter | 50.5 - 65.0 | 56.9 - 74.2 | 64.2 - 83.1 |
| HVAC engineer | 55.5 - 74.0 | 63.5 - 86.2 | 73.2 - 98.0 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| hydraulic engineer | 63.6 - 85.2 | 73.3 - 100.0 | 85.0 - 114.3 |
| industrial engineer | 69.6 - 90.9 | 77.3 - 102.9 | 86.9 - 115.2 |
| instrumentation and controls engineer | 67.7 - 89.5 | 76.5 - 102.9 | 87.2 - 116.5 |
| inventory control manager | 61.8 - 81.1 | 69.2 - 92.6 | 78.4 - 104.9 |
| logistics specialist | 46.9 - 60.9 | 53.4 - 70.2 | 60.9 - 79.8 |
| materials manager | 78.9 - 104.2 | 87.4 - 117.5 | 98.0 - 132.4 |
| mechanical designer | 50.5 - 67.0 | 58.3 - 78.0 | 66.9 - 88.0 |
| mechanical drafter | 50.0 - 65.2 | 56.4 - 75.3 | 64.8 - 88.0 |
| mechanical engineer | 71.4 - 94.7 | 81.2 - 109.6 | 93.0 - 124.9 |
| mechanical engineering technician | 50.1 - 65.8 | 57.1 - 76.1 | 65.2 - 85.7 |
| mining engineer | 69.0 - 91.6 | 77.1 - 104.2 | 87.1 - 117.4 |
| operations manager | 75.6 - 103.3 | 86.6 - 120.2 | 99.4 - 135.8 |
| pipeline designer | 59.5 - 77.7 | 66.4 - 88.5 | 75.1 - 100.2 |
| piping engineer | 61.7 - 81.0 | 69.0 - 92.4 | 78.2 - 104.8 |
| planner/scheduler | 38.8 - 49.6 | 44.1 - 56.9 | 50.0 - 64.2 |
| plant engineer | 71.4 - 95.1 | 82.9 - 112.3 | 96.7 - 128.7 |
| plant manager | 92.9 - 129.8 | 111.6 - 157.7 | 133.2 - 184.1 |
| process engineer | 60.4 - 80.7 | 69.3 - 94.0 | 79.8 - 106.9 |
| procurement director | 97.7 - 129.3 | 130.6 - 172.7 | 159.1 - 210.8 |
| procurement specialist | 50.7 - 66.3 | 56.4 - 75.2 | 63.6 - 85.5 |
| production analyst | 44.5 - 59.6 | 51.2 - 69.9 | 59.4 - 80.8 |
| production engineer | 62.6 - 83.6 | 71.8 - 97.4 | 82.7 - 110.8 |
| program manager | 68.3 - 88.7 | 78.0 - 102.8 | 89.3 - 117.3 |
| project controller | 52.2 - 69.6 | 58.6 - 79.5 | 66.5 - 90.4 |
| project controls manager | 82.5 - 113.5 | 95.3 - 133.1 | 110.3 - 151.7 |
| project controls specialist | 60.1 - 78.3 | 67.6 - 89.3 | 76.4 - 100.7 |
| project coordinator | 84.5 - 108.7 | 91.9 - 120.5 | 101.5 - 134.4 |
| project director | 108.0 - 131.3 | 135.3 - 164.5 | 163.3 - 198.9 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| project engineer | 87.8 - 112.8 | 95.3 - 124.8 | 105.1 - 139.3 |
| project manager | 73.8 - 102.0 | 85.9 - 120.5 | 100.0 - 137.8 |
| purchasing manager | 92.9 - 123.0 | 105.2 - 141.2 | 119.5 - 158.6 |
| QA/QC inspector | 53.3 - 70.8 | 61.7 - 82.9 | 71.2 - 95.2 |
| quality assurance manager | 78.2 - 102.0 | 86.5 - 114.9 | 97.0 - 128.9 |
| quality assurance/control technician | 61.1 - 80.2 | 69.6 - 92.8 | 79.6 - 105.1 |
| quality control engineer | 67.2 - 89.2 | 76.4 - 103.2 | 87.5 - 116.9 |
| quality inspector | 38.5 - 49.1 | 43.0 - 56.0 | 48.6 - 63.3 |
| reliability engineer | 66.6 - 86.1 | 75.6 - 99.7 | 86.7 - 113.5 |
| safety inspector | 60.7 - 79.6 | 68.9 - 91.5 | 78.3 - 103.4 |
| site supervisor | 48.4 - 62.5 | 54.8 - 72.0 | 62.5 - 82.3 |
| sourcing specialist | 54.4 - 71.1 | 60.5 - 80.6 | 68.2 - 91.4 |
| stationary engineer | 52.2 - 66.9 | 57.4 - 74.8 | 63.8 - 83.2 |
| structural designer | 51.7 - 67.7 | 58.6 - 77.8 | 66.7 - 88.1 |
| structural engineer | 69.4 - 92.0 | 78.9 - 106.7 | 90.6 - 121.8 |
| superintendent | 39.4 - 50.3 | 44.1 - 57.4 | 49.9 - 65.3 |
| supply chain manager | 78.8 - 105.8 | 90.9 - 123.4 | 104.5 - 138.5 |
| systems control engineer | 62.5 - 82.9 | 71.3 - 96.4 | 82.0 - 109.6 |
| telecommunications technician | 52.4 - 68.4 | 59.2 - 78.8 | 67.6 - 89.9 |
| transmission line engineer | 74.6 - 94.7 | 80.9 - 104.5 | 89.0 - 115.9 |
| transportation manager | 79.8 - 105.8 | 90.4 - 121.7 | 103.0 - 138.1 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|--------------|--------------|---------------|
| treasury manager | 90.7 - 110.4 | 98.1 - 119.3 | 105.2 - 128.0 |
| finance & accounting | 1 year | 3 years | 5 years |
| | | | 10 years |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accountant | 64.6 - 76.4 | 70.5 - 80.8 | 79.7 - 90.1 | 84.9 - 102.0 |
| accounting clerk | 42.0 - 46.3 | 43.1 - 51.7 | 47.4 - 57.1 | 56.0 - 63.5 |
| accounting manager | 102.3 - 126.0 | 110.9 - 129.2 | 117.4 - 144.3 | 140.0 - 161.5 |
| accounting supervisor | 67.7 - 82.3 | 72.9 - 88.5 | 77.9 - 94.6 | 89.0 - 108.2 |
| accounting technician | 54.9 - 65.1 | 59.1 - 70.2 | 63.3 - 75.0 | 72.0 - 85.4 |
| accounts payable clerk | 41.0 - 46.3 | 45.5 - 51.3 | 49.4 - 55.8 | 56.9 - 64.2 |
| accounts payable manager | 86.1 - 102.3 | 100.1 - 118.4 | 107.7 - 126.0 | 123.8 - 137.3 |
| accounts receivable clerk | 43.3 - 48.8 | 47.9 - 54.1 | 52.1 - 58.8 | 60.7 - 68.5 |
| accounts receivable manager | 86.1 - 99.1 | 96.9 - 108.7 | 107.7 - 129.2 | 123.8 - 140.0 |
| analyst - financial planning & analysis | 96.5 - 117.4 | 104.3 - 126.8 | 111.9 - 136.0 | 129.0 - 156.7 |
| assistant controller | 103.2 - 131.7 | 112.0 - 142.8 | 120.5 - 153.7 | 140.3 - 178.8 |
| bookkeeper | 42.3 - 50.1 | 45.8 - 54.3 | 49.2 - 58.2 | 56.4 - 66.8 |
| business analyst | 72.4 - 86.9 | 78.2 - 93.9 | 83.9 - 100.8 | 96.7 - 116.1 |
| cost accountant | 62.6 - 75.2 | 67.7 - 81.3 | 72.7 - 87.2 | 83.8 - 100.6 |
| credit & collection specialist | 41.6 - 53.0 | 47.8 - 61.2 | 54.3 - 68.6 | 75.4 - 86.8 |
| credit and collections accountant | 37.7 - 44.6 | 41.0 - 48.6 | 44.2 - 52.4 | 50.6 - 59.9 |
| credit and collections manager | 96.9 - 113.1 | 103.4 - 121.3 | 109.8 - 128.1 | 128.1 - 149.7 |
| credit and collections supervisor | 55.9 - 66.8 | 59.2 - 73.3 | 63.5 - 78.4 | 74.2 - 90.4 |
| external auditor | 65.0 - 78.0 | 70.6 - 84.8 | 76.0 - 91.3 | 88.0 - 105.7 |
| financial analyst | 79.0 - 94.9 | 84.6 - 101.6 | 90.1 - 108.1 | 102.6 - 123.2 |
| financial reporting manager | 108.7 - 132.1 | 116.8 - 141.9 | 124.7 - 151.5 | 143.4 - 174.2 |
| internal audit manager | 101.5 - 125.0 | 109.2 - 134.4 | 116.7 - 143.5 | 133.7 - 164.3 |
| internal auditor | 63.2 - 75.9 | 69.8 - 83.9 | 76.2 - 91.4 | 89.2 - 107.1 |
| invoicing clerk | 39.5 - 46.2 | 43.3 - 50.7 | 46.7 - 54.7 | 52.1 - 61.0 |
| payroll clerk | 43.9 - 51.4 | 48.4 - 56.6 | 52.5 - 61.4 | 60.3 - 70.5 |
| payroll director | 90.4 - 115.2 | 106.1 - 119.5 | 160.4 - 172.3 | 200.3 - 225.0 |
| payroll manager | 90.4 - 107.7 | 99.1 - 118.4 | 107.7 - 128.1 | 122.7 - 149.7 |
| payroll specialist | 50.6 - 60.3 | 56.0 - 66.8 | 62.4 - 72.1 | 70.0 - 84.0 |



| | | | | |
|--------------------|--------------|---------------|---------------|---------------|
| payroll supervisor | 57.1 - 68.5 | 62.2 - 74.6 | 67.0 - 80.5 | 77.6 - 93.1 |
| tax analyst | 50.0 - 60.0 | 55.2 - 66.4 | 60.3 - 72.4 | 70.6 - 84.8 |
| tax manager | 96.1 - 118.3 | 103.2 - 127.0 | 110.2 - 135.6 | 126.8 - 155.9 |
| treasury analyst | 66.5 - 79.8 | 71.3 - 85.6 | 76.0 - 91.2 | 86.5 - 103.9 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 80.9 - 107.9 | 93.7 - 126.6 | 108.8 - 143.3 |
| automation engineer | 65.0 - 87.0 | 77.0 - 99.0 | 86.0 - 118.0 |
| buyer | 70.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| chemical engineer | 80.5 - 107.7 | 90.5 - 123.1 | 102.6 - 139.0 |
| chemical technician | 70.0 - 82.0 | 76.0 - 102.0 | 84.0 - 105.0 |
| cmm programmer | 48.1 - 63.1 | 54.8 - 73.0 | 62.6 - 82.6 |
| commissioning and start up engineer | 59.1 - 79.1 | 68.0 - 92.6 | 78.7 - 102.5 |
| continuous improvement engineer | 83.7 - 110.1 | 93.5 - 125.0 | 105.5 - 139.5 |
| controls designer/engineer | 67.0 - 89.0 | 73.0 - 103.0 | 90.0 - 123.0 |
| demand planner | 72.0 - 93.0 | 82.0 - 95.0 | 85.0 - 110.0 |
| electrical engineer | 77.0 - 102.9 | 88.0 - 119.8 | 101.5 - 140.0 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| electrical engineering technician | 56.0 - 73.0 | 66.0 - 86.0 | 76.0 - 99.0 |
| electrical test engineer | 73.0 - 95.2 | 83.0 - 111.9 | 96.0 - 128.8 |
| estimation engineer | 60.0 - 93.4 | 80.3 - 109.5 | 93.1 - 125.8 |
| estimator | 59.1 - 77.3 | 65.8 - 87.6 | 74.1 - 99.0 |
| field service engineer | 51.4 - 68.2 | 58.5 - 79.3 | 67.3 - 91.6 |
| general inspector | 49.2 - 64.9 | 55.4 - 74.0 | 62.5 - 83.0 |
| health and safety specialist | 67.2 - 88.5 | 76.9 - 103.1 | 88.6 - 117.6 |
| HVAC drafter | 50.5 - 65.0 | 56.9 - 74.2 | 64.2 - 83.1 |
| HVAC engineer | 55.5 - 74.0 | 63.5 - 86.2 | 73.2 - 98.0 |
| industrial engineer | 70.1 - 92.0 | 81.0 - 104.0 | 88.0 - 123.0 |
| inventory analyst | 68.0 - 76.0 | 70.0 - 83.0 | 76.0 - 97.0 |
| logistics specialist | 68.0 - 80.0 | 75.0 - 92.0 | 77.0 - 110.0 |
| manufacturing engineer | 70.0 - 92.1 | 81.0 - 104.6 | 88.0 - 123.0 |
| mechanical designer | 62.0 - 87.0 | 72.0 - 92.0 | 76.0 - 108.0 |
| mechanical drafter | 55.0 - 65.0 | 60.0 - 75.6 | 67.0 - 88.6 |
| mechanical engineer | 71.4 - 94.7 | 81.2 - 109.6 | 93.0 - 124.9 |
| mechanical engineering technician | 59.0 - 69.0 | 61.0 - 79.0 | 75.0 - 95.0 |
| planner/scheduler | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| process engineer | 61.0 - 81.6 | 72.0 - 95.4 | 80.7 - 108.7 |
| production planner | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| project engineer | 87.8 - 114.7 | 96.7 - 127.1 | 106.0 - 142.0 |
| project manager | 76.0 - 104.7 | 88.0 - 125.0 | 102.6 - 141.6 |
| QA/QC inspector | 51.0 - 57.0 | 54.0 - 65.0 | 57.0 - 68.0 |
| quality assurance manager | 78.2 - 102.0 | 86.5 - 114.9 | 97.0 - 128.9 |
| quality assurance/control technician | 69.0 - 90.0 | 78.0 - 105.0 | 90.0 - 119.0 |
| quality control engineer | 69.0 - 89.2 | 77.0 - 103.2 | 87.5 - 116.9 |
| quality control technician | 60.0 - 80.0 | 71.0 - 94.0 | 81.0 - 108.0 |
| quality director | 87.5 - 118.8 | 111.2 - 150.5 | 135.0 - 183.0 |



| | | | |
|------------------------------|---------------|---------------|---------------|
| quality inspector | 51.0 - 57.0 | 54.0 - 65.0 | 57.0 - 67.0 |
| safety inspector | 60.7 - 79.6 | 68.9 - 91.5 | 78.3 - 103.4 |
| SCADA engineer | 63.3 - 84.9 | 72.0 - 99.1 | 83.9 - 113.1 |
| stationary engineer | 52.2 - 66.9 | 57.4 - 74.8 | 63.8 - 83.2 |
| supply chain analyst | 69.0 - 85.0 | 70.0 - 100.0 | 80.0 - 120.0 |
| industrial management | | | |
| director of operations | 120.7 - 161.8 | 159.1 - 213.9 | 202.3 - 272.0 |
| engineering manager | 82.0 - 110.6 | 93.8 - 128.8 | 108.0 - 147.1 |
| health and safety manager | 58.7 - 75.8 | 67.6 - 88.5 | 77.8 - 100.9 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 60.5 - 78.1 | 67.3 - 88.6 | 75.8 - 100.5 |
| maintenance manager | 76.2 - 93.8 | 88.9 - 104.5 | 98.9 - 125.6 |
| maintenance supervisor | 63.0 - 74.0 | 72.0 - 89.8 | 86.4 - 103.5 |
| manufacturing director | 104.7 - 127.3 | 136.3 - 165.7 | 168.2 - 204.8 |
| materials manager | 92.0 - 125.0 | 100.0 - 135.0 | 115.0 - 160.0 |
| operations manager | 75.6 - 103.3 | 86.6 - 120.2 | 99.4 - 135.8 |
| plant manager | 92.9 - 129.8 | 111.6 - 157.7 | 133.2 - 184.1 |
| procurement director | 100.0 - 132.0 | 123.0 - 160.0 | 157.5 - 210.0 |
| production manager | 85.5 - 112.4 | 95.8 - 128.3 | 108.6 - 145.4 |
| production supervisor | 57.0 - 73.7 | 63.6 - 83.9 | 71.8 - 94.9 |
| program manager | 68.3 - 88.7 | 78.0 - 102.8 | 89.3 - 117.3 |
| project director | 108.0 - 131.3 | 135.3 - 164.5 | 163.3 - 198.9 |
| purchasing manager | 96.0 - 130.0 | 110.0 - 135.0 | 125.0 - 178.0 |
| supply chain manager | 105.0 - 140.0 | 115.0 - 150.0 | 125.0 - 175.0 |
| transportation manager | 79.8 - 105.8 | 90.4 - 121.7 | 103.0 - 138.1 |
| warehouse manager | 66.3 - 86.8 | 73.8 - 98.5 | 83.1 - 110.9 |
| warehouse supervisor | 51.7 - 67.9 | 59.0 - 78.7 | 67.5 - 89.3 |
| skilled trades | | | |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 51.4 - 68.4 | 58.6 - 79.3 | 67.3 - 90.9 |
| control technician | 48.3 - 63.5 | 55.1 - 73.6 | 63.1 - 83.6 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 50.8 - 67.0 | 57.2 - 76.5 | 64.7 - 86.2 |
| electromechanical technician | 53.6 - 72.7 | 63.6 - 85.0 | 72.8 - 87.4 |
| electronics technician | 53.3 - 69.2 | 59.8 - 79.0 | 67.6 - 89.1 |
| field service technician | 49.4 - 65.0 | 57.3 - 75.9 | 65.9 - 86.4 |
| heavy equipment mechanic | 49.2 - 65.6 | 57.1 - 76.8 | 65.8 - 87.8 |
| machine builder | 39.8 - 51.2 | 45.7 - 59.2 | 52.0 - 66.7 |
| maintenance mechanic | 45.9 - 58.6 | 52.8 - 68.1 | 60.6 - 77.8 |
| mechanical assembler | 36.4 - 46.8 | 41.1 - 53.7 | 46.6 - 60.4 |
| millwright | 52.3 - 68.1 | 58.8 - 77.7 | 66.4 - 86.6 |
| parts manager | 46.9 - 60.9 | 52.6 - 69.3 | 59.4 - 78.5 |
| technician quality control testing | 53.3 - 70.8 | 61.7 - 82.9 | 71.2 - 95.2 |
| tool and die maker | 49.6 - 65.4 | 56.8 - 75.7 | 64.8 - 85.5 |
| welder | 41.5 - 53.9 | 46.8 - 61.5 | 52.8 - 69.4 |
| welder-fitter | 38.1 - 49.7 | 43.8 - 57.3 | 49.7 - 64.0 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 66.6 - 87.6 | 75.0 - 100.5 | 85.3 - 114.6 |
| digital marketing specialist | 46.9 - 62.1 | 54.3 - 73.2 | 63.2 - 83.6 |
| e-commerce director | 112.5 - 139.7 | 142.3 - 176.9 | 179.9 - 224.0 |
| e-commerce marketing manager | 76.8 - 100.5 | 85.8 - 114.6 | 97.2 - 130.5 |
| marketing content manager | 57.5 - 75.3 | 64.5 - 86.1 | 73.1 - 97.9 |
| social media manager | 57.3 - 79.2 | 69.2 - 96.1 | 82.1 - 112.3 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| web marketing analyst | 51.3 - 66.8 | 58.0 - 76.8 | 66.0 - 86.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 96.5 - 147.2 | 130.5 - 199.9 | 168.0 - 258.0 |
| marketing vice-president | 121.8 - 187.9 | 171.4 - 265.6 | 222.0 - 343.9 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 83.1 - 106.9 | 92.2 - 120.7 | 103.3 - 135.2 |
| brand or product manager assistant | 62.4 - 84.2 | 72.8 - 99.5 | 84.6 - 113.6 |
| communications manager | 68.8 - 89.9 | 76.8 - 102.4 | 86.8 - 115.2 |
| communications specialist | 53.0 - 72.6 | 63.2 - 87.3 | 74.5 - 99.8 |
| marketing coordinator | 54.2 - 71.5 | 61.3 - 82.2 | 69.9 - 93.6 |
| marketing director | 95.7 - 128.9 | 111.4 - 152.0 | 129.5 - 173.7 |
| marketing project manager | 42.7 - 56.8 | 48.9 - 66.0 | 56.2 - 75.1 |
| marketing specialist | 46.2 - 61.5 | 52.9 - 71.4 | 60.8 - 81.0 |

sales

| corporate sales | entry | mid | senior |
|---|--------------|---------------|---------------|
| account manager - hardware | 48.5 - 60.6 | 52.6 - 67.1 | 58.1 - 75.2 |
| account manager - software | 54.2 - 67.5 | 58.4 - 74.2 | 64.1 - 82.9 |
| business development manager | 93.0 - 123.2 | 104.0 - 140.8 | 118.2 - 162.0 |
| district sales manager | 76.7 - 99.4 | 87.5 - 115.5 | 100.6 - 132.2 |
| key accounts manager - consumer goods | 68.2 - 87.5 | 76.6 - 100.3 | 87.1 - 114.6 |
| merchandiser - consumer goods | 58.5 - 76.6 | 65.5 - 87.5 | 74.3 - 99.5 |
| sales manager/ director | 59.6 - 79.8 | 67.7 - 92.1 | 77.2 - 103.7 |
| sales representative, account manager - consumer goods | 48.1 - 60.8 | 53.0 - 68.0 | 58.9 - 75.9 |
| sales representative, account manager - professional services | 44.9 - 55.9 | 48.3 - 61.5 | 53.1 - 68.9 |
| sales representative, account manager - telecommunications | 52.3 - 65.5 | 56.9 - 72.4 | 62.6 - 80.4 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |



| | | | |
|--|---------------|---------------|---------------|
| chief revenu officer | 115.7 - 166.2 | 155.5 - 223.3 | 194.6 - 278.7 |
| sales vice-president | 135.7 - 195.0 | 184.1 - 265.2 | 238.7 - 343.8 |
| vice-president marketing & sales | 117.5 - 210.0 | 161.1 - 289.2 | 207.5 - 372.5 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 50.8 - 63.6 | 55.1 - 70.1 | 60.5 - 78.0 |
| internal sales representative - manfacturing | 49.1 - 61.4 | 53.3 - 68.0 | 58.9 - 76.3 |
| sales engineer - distribution | 68.9 - 89.9 | 75.5 - 100.2 | 83.7 - 111.6 |
| sales engineer - manufacturing | 55.8 - 74.3 | 63.0 - 85.1 | 71.4 - 95.3 |
| sales representative, account manager - industrial equipment | 48.3 - 60.1 | 52.1 - 66.1 | 57.1 - 73.8 |
| sales representative, account manager - industrial service | 51.0 - 63.9 | 55.4 - 70.4 | 60.8 - 78.2 |
| sales representative, account manager - machinery | 51.0 - 63.5 | 55.0 - 69.8 | 60.3 - 77.8 |
| sales representative, account manager - manufacturing | 49.5 - 71.3 | 54.4 - 79.8 | 60.4 - 88.8 |
| sales representative, account manager - retail network | 50.3 - 62.6 | 54.2 - 68.8 | 59.6 - 77.7 |
| technical sales representative - manufacturing | 47.7 - 61.1 | 53.7 - 69.8 | 60.7 - 78.4 |



business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|---------------|---------------|---------------|
| administrative analyst | 50.1 - 65.8 | 55.8 - 74.8 | 63.1 - 84.7 |
| administrative assistant | 42.5 - 50.4 | 47.5 - 57.6 | 53.5 - 75.3 |
| administrative assistant (bilingual) | 45.7 - 53.8 | 47.3 - 57.6 | 53.5 - 75.3 |
| administrative manager | 64.7 - 83.4 | 70.5 - 92.8 | 78.0 - 103.9 |
| benefits clerk | 37.9 - 49.0 | 43.6 - 56.9 | 50.0 - 64.7 |
| buyer assistant | 39.2 - 51.1 | 45.7 - 59.2 | 51.8 - 65.4 |
| claims supervisor | 61.9 - 81.7 | 69.4 - 93.7 | 79.0 - 107.5 |
| contracts administrator | 106.9 - 135.1 | 119.7 - 153.3 | 135.4 - 173.6 |
| data entry clerk | 37.4 - 42.7 | 41.6 - 48.6 | 47.7 - 50.5 |
| dispatcher | 45.8 - 50.7 | 48.3 - 58.4 | 54.6 - 66.1 |
| document controller | 37.4 - 42.2 | 38.0 - 48.4 | 42.8 - 49.6 |
| document services specialist | 37.4 - 45.0 | 41.2 - 46.1 | 43.8 - 51.8 |
| documentation specialist | 40.3 - 49.4 | 44.9 - 57.6 | 50.9 - 58.9 |
| donor relations coordinator | 50.3 - 66.5 | 58.6 - 78.9 | 68.7 - 91.7 |
| executive assistant | 56.3 - 77.8 | 66.2 - 92.1 | 77.1 - 105.1 |
| 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 | 37.4 - 45.0 | 40.8 - 52.0 | 45.8 - 53.1 |
| fundraising manager | 65.0 - 84.4 | 73.9 - 97.9 | 85.0 - 112.5 |
| HR administrator | 48.2 - 63.3 | 54.6 - 73.0 | 62.5 - 83.4 |
| HR coordinator | 48.7 - 53.6 | 51.4 - 60.3 | 57.7 - 65.4 |
| human resources assistant | 45.6 - 51.9 | 47.2 - 58.6 | 53.2 - 63.2 |



| | | | |
|---|-------------|--------------|--------------|
| insurance claims clerk | 39.9 - 50.2 | 48.7 - 59.3 | 57.4 - 69.4 |
| invoicing clerk | 37.1 - 47.8 | 42.5 - 54.5 | 47.5 - 59.4 |
| lease administrator | 51.4 - 67.0 | 59.3 - 78.1 | 68.0 - 89.3 |
| leasing coordinator | 43.5 - 57.8 | 50.4 - 66.6 | 57.9 - 76.1 |
| legal assistant | 57.6 - 66.0 | 68.1 - 80.2 | 88.6 - 90.8 |
| logistics coordinator | 47.7 - 63.4 | 55.8 - 74.6 | 64.6 - 85.4 |
| mailroom clerk | 34.6 - 43.3 | 39.2 - 48.3 | 42.9 - 49.1 |
| office clerk | 37.6 - 46.6 | 41.4 - 52.0 | 45.9 - 57.7 |
| office manager | 55.1 - 71.9 | 60.7 - 80.6 | 67.7 - 90.4 |
| office/operations manager | 58.8 - 68.9 | 67.5 - 81.9 | 79.8 - 92.2 |
| order clerk | 37.3 - 42.0 | 40.4 - 48.1 | 42.5 - 53.1 |
| order entry clerk | 37.3 - 42.0 | 40.4 - 48.1 | 42.5 - 53.1 |
| order supervisor | 50.4 - 66.5 | 58.5 - 77.8 | 67.3 - 87.7 |
| payroll administrator | 48.3 - 63.1 | 54.9 - 73.0 | 62.8 - 83.5 |
| project coordinator | 44.8 - 58.9 | 50.8 - 67.9 | 58.0 - 77.1 |
| property administrator | 45.8 - 56.0 | 48.1 - 64.2 | 54.8 - 74.1 |
| property manager | 67.4 - 90.0 | 77.1 - 105.2 | 89.1 - 121.1 |
| receptionist | 35.6 - 41.3 | 40.3 - 46.8 | 47.4 - 55.9 |
| receptionist (bilingual) | 35.6 - 41.3 | 40.3 - 46.8 | 47.4 - 55.9 |
| sales administrator | 45.0 - 58.0 | 50.0 - 68.4 | 60.0 - 78.5 |
| sales assistant | 39.5 - 49.5 | 43.7 - 56.3 | 49.6 - 65.5 |
| service coordinator | 39.5 - 48.6 | 41.9 - 55.6 | 47.6 - 63.5 |
| supply clerk | 35.8 - 45.7 | 40.5 - 51.9 | 45.3 - 57.1 |
| logistics & transportation support | | | |
| import/export clerk | 37.3 - 48.5 | 43.2 - 55.6 | 48.6 - 60.9 |
| import/export coordinator | 54.8 - 71.1 | 61.1 - 80.8 | 69.0 - 91.4 |
| shipping administrator | 42.7 - 54.5 | 49.1 - 63.1 | 56.0 - 71.0 |
| supply chain coordinator | 41.8 - 54.3 | 46.9 - 62.2 | 53.2 - 71.0 |



customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 63.9 - 82.3 | 70.9 - 94.5 | 87.9 - 110.0 |
| bilingual customer loyalty agent | 39.8 - 48.6 | 42.2 - 56.4 | 48.4 - 64.3 |
| bilingual customer service manager | 67.8 - 85.9 | 75.1 - 92.5 | 87.9 - 125.7 |
| bilingual customer service representative | 39.1 - 46.5 | 40.5 - 52.7 | 45.7 - 59.7 |
| bilingual customer service supervisor | 57.4 - 79.5 | 67.6 - 91.2 | 76.8 - 104.0 |
| bilingual customer service team lead | 44.5 - 57.0 | 51.3 - 67.9 | 46 - 60 |
| bilingual customer service trainer | 44.3 - 58.7 | 50.8 - 68.6 | 58.8 - 78.4 |
| bilingual e-chat representative | 33.5 - 40.2 | 37.9 - 44.9 | 42.3 - 46.8 |
| bilingual help desk representative - level 1 | 45.1 - 63.2 | 57.1 - 76.4 | 64.8 - 85.9 |
| bilingual inside sales manager | 67.9 - 89.6 | 77.9 - 105.0 | 86.9 - 125.9 |
| bilingual inside sales representative | 50.9 - 60.4 | 55.9 - 70.1 | 50.9 - 75.8 |
| bilingual insurance advisor | 45.1 - 61.4 | 56.5 - 71.4 | 60.8 - 79.2 |
| bilingual junior collection agent | 35.1 - 45.4 | 39.8 - 52.2 | 45.2 - 58.7 |
| bilingual order desk representative | 33.9 - 42.0 | 37.7 - 48.1 | 42.5 - 53.1 |
| bilingual survey agent | 33.7 - 42.1 | 38.0 - 48.4 | 42.8 - 53.0 |
| bilingual telemarketing agent | 32.9 - 37.9 | 35.9 - 42.8 | 37.4 - 49.2 |
| bilingual telephone dispatcher | 39.5 - 47.9 | 42.9 - 52.9 | 47.9 - 63.9 |
| bilingual travel support agent | 39.1 - 48.1 | 42.5 - 54.3 | 47.4 - 60.1 |

engineering

| construction | entry | mid | senior |
|-----------------------|-------------|--------------|--------------|
| architect | 60.6 - 80.1 | 68.1 - 92.0 | 77.6 - 104.9 |
| architectural drafter | 50.7 - 66.4 | 59.3 - 79.0 | 69.8 - 93.3 |
| BIM/VDC coordinator | 62.9 - 82.8 | 70.4 - 94.7 | 79.9 - 107.7 |
| buyer | 69.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| civil engineer | 64.1 - 86.7 | 74.4 - 102.0 | 86.3 - 115.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 52.1 - 65.6 | 58.6 - 75.1 | 66.5 - 85.3 |
| civil engineering technologist | 45.1 - 61.3 | 53.6 - 73.3 | 62.9 - 83.8 |
| civil project engineer | 75.4 - 103.9 | 87.1 - 122.1 | 101.2 - 140.5 |
| civil project manager | 76.3 - 102.6 | 86.3 - 118.1 | 98.5 - 133.5 |
| construction coordinator | 49.9 - 66.8 | 56.2 - 76.5 | 63.8 - 87.0 |
| construction director | 112.6 - 148.1 | 147.9 - 193.3 | 183.8 - 240.6 |
| construction manager | 82.0 - 108.0 | 90.1 - 120.9 | 100.6 - 135.7 |
| construction project coordinator | 96.3 - 124.2 | 104.9 - 137.3 | 116.0 - 152.5 |
| construction project manager | 74.2 - 103.0 | 86.5 - 121.9 | 101.0 - 139.4 |
| construction superintendent | 85.0 - 111.8 | 93.3 - 125.1 | 104.2 - 140.4 |
| contracts administrator | 58.6 - 78.2 | 66.8 - 90.6 | 76.7 - 103.4 |
| contracts manager | 106.9 - 135.1 | 119.7 - 153.3 | 135.4 - 173.6 |
| director of operations | 125.2 - 167.9 | 165.1 - 221.3 | 209.5 - 280.8 |
| drafter | 52.8 - 66.1 | 59.0 - 75.2 | 66.6 - 85.4 |
| electrical designer/engineer | 74.5 - 98.8 | 84.2 - 114.0 | 96.4 - 130.1 |
| electrical engineer | 77.0 - 102.9 | 88.0 - 119.8 | 101.5 - 137.4 |
| electrical engineering technician | 55.6 - 71.8 | 63.7 - 83.3 | 73.1 - 94.9 |
| electrical inspector | 44.3 - 60.0 | 51.5 - 70.5 | 59.7 - 81.3 |
| engineering manager | 93.4 - 126.3 | 107.1 - 146.4 | 123.4 - 166.1 |
| environmental engineer | 62.3 - 83.5 | 71.4 - 97.5 | 82.6 - 112.0 |
| environmental inspector | 47.9 - 61.8 | 52.9 - 69.4 | 59.1 - 77.9 |
| estimation engineer | 70.4 - 94.8 | 81.2 - 111.4 | 94.4 - 128.1 |
| estimator | 60.2 - 79.0 | 67.1 - 89.7 | 75.7 - 101.5 |
| facilities engineer | 64.5 - 86.9 | 74.5 - 102.3 | 86.7 - 117.3 |
| facilities manager | 60.0 - 79.3 | 68.6 - 92.3 | 79.0 - 106.0 |
| field manager | 68.3 - 91.2 | 77.9 - 106.2 | 90.0 - 123.2 |
| foreman | 52.4 - 68.3 | 58.9 - 78.1 | 66.8 - 88.5 |
| health and safety manager | 59.3 - 77.0 | 68.4 - 90.1 | 79.0 - 103.0 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| health and safety specialist | 67.7 - 89.6 | 77.7 - 104.8 | 89.8 - 119.7 |
| HVAC drafter | 50.9 - 65.7 | 57.4 - 75.1 | 64.9 - 84.3 |
| HVAC engineer | 55.6 - 74.7 | 63.9 - 87.3 | 73.8 - 99.5 |
| mechanical designer | 50.6 - 67.5 | 58.5 - 78.9 | 67.4 - 89.2 |
| mechanical drafter | 49.9 - 65.3 | 56.3 - 75.6 | 64.9 - 88.6 |
| mechanical engineer | 72.1 - 96.1 | 82.1 - 111.5 | 94.3 - 127.2 |
| mechanical engineering technician | 49.9 - 66.0 | 57.1 - 76.5 | 65.4 - 86.3 |
| operations manager | 78.0 - 107.1 | 89.6 - 124.7 | 103.0 - 140.9 |
| planner/scheduler | 38.9 - 49.9 | 44.4 - 57.5 | 50.4 - 64.9 |
| project coordinator | 44.8 - 58.9 | 50.8 - 67.9 | 58.0 - 77.1 |
| project director | 110.9 - 134.9 | 139.1 - 169.2 | 168.0 - 204.4 |
| project engineer | 88.9 - 114.7 | 96.7 - 127.1 | 106.9 - 142.1 |
| project manager | 75.4 - 104.7 | 88.0 - 123.8 | 102.6 - 141.6 |
| purchasing manager | 105.7 - 139.6 | 119.7 - 159.2 | 135.7 - 178.0 |
| QA/QC inspector | 53.1 - 71.0 | 61.7 - 83.4 | 71.5 - 96.0 |
| quality control engineer | 67.7 - 90.4 | 77.2 - 104.9 | 88.6 - 119.0 |
| quality inspector | 38.0 - 48.8 | 42.6 - 55.7 | 48.3 - 63.1 |
| safety inspector | 61.4 - 80.8 | 69.8 - 93.2 | 79.5 - 105.6 |
| specification writer | 51.4 - 66.8 | 58.4 - 76.9 | 66.5 - 87.0 |
| structural designer | 51.6 - 67.9 | 58.6 - 78.2 | 66.8 - 88.7 |
| structural engineer | 69.9 - 93.3 | 79.7 - 108.5 | 91.8 - 124.0 |
| technical services manager | 96.2 - 127.7 | 109.3 - 147.1 | 125.5 - 168.2 |
| energy & oil | | | |
| architectural technologist | 51.0 - 67.0 | 60.0 - 79.0 | 70.0 - 94.0 |
| applications engineer | 80.9 - 107.9 | 93.7 - 126.6 | 108.8 - 143.3 |
| architect | 61.0 - 81.0 | 69.0 - 92.0 | 78.0 - 105.0 |
| automation engineer | 62.4 - 83.2 | 71.0 - 96.5 | 81.6 - 110.2 |
| automation specialist | 49.2 - 65.0 | 57.2 - 76.1 | 65.9 - 86.8 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| buyer | 57.6 - 76.1 | 65.9 - 88.4 | 75.7 - 101.4 |
| category manager | 60.6 - 79.9 | 68.0 - 91.4 | 77.2 - 104.0 |
| category specialist | 51.5 - 67.6 | 57.4 - 76.8 | 64.8 - 87.3 |
| chemical engineer | 80.5 - 107.7 | 90.5 - 123.1 | 102.6 - 139.0 |
| chemical technician | 53.2 - 69.9 | 59.3 - 79.6 | 67.2 - 91.2 |
| chief inspector | 53.0 - 70.3 | 59.8 - 80.3 | 67.7 - 90.2 |
| civil engineer | 64.1 - 86.7 | 74.4 - 102.0 | 86.3 - 115.9 |
| civil engineering drafter | 52.1 - 65.6 | 58.6 - 75.1 | 66.5 - 85.3 |
| civil engineering technologist | 45.1 - 61.3 | 53.6 - 73.3 | 62.9 - 83.8 |
| civil project engineer | 75.4 - 103.9 | 87.1 - 122.1 | 101.2 - 140.5 |
| civil project manager | 76.3 - 102.6 | 86.3 - 118.1 | 98.5 - 133.5 |
| commissioning and start up engineer | 59.6 - 80.3 | 68.9 - 94.4 | 80.0 - 104.6 |
| construction analyst | 54.4 - 71.7 | 60.8 - 81.4 | 68.6 - 91.6 |
| construction coordinator | 49.9 - 66.8 | 56.2 - 76.5 | 63.8 - 87.0 |
| construction director | 112.6 - 148.1 | 147.9 - 193.3 | 183.8 - 240.6 |
| construction manager | 82.0 - 108.0 | 90.1 - 120.9 | 100.6 - 135.7 |
| construction project manager | 74.2 - 103.0 | 86.5 - 121.9 | 101.0 - 139.4 |
| continuous improvement engineer | 83.7 - 110.1 | 93.5 - 125.0 | 105.5 - 139.5 |
| contracts administrator | 58.6 - 78.2 | 66.8 - 90.6 | 76.7 - 103.4 |
| contracts manager | 106.9 - 135.1 | 119.7 - 153.3 | 135.4 - 173.6 |
| contracts specialist | 59.3 - 78.1 | 67.6 - 90.5 | 77.5 - 102.8 |
| control technician | 50.0 - 65.0 | 55.1 - 73.9 | 63.2 - 84.1 |
| controls designer/engineer | 52.7 - 71.0 | 60.9 - 83.1 | 70.3 - 95.1 |
| cost control specialist | 48.8 - 63.6 | 54.8 - 72.9 | 62.3 - 82.8 |
| demand planner | 48.4 - 67.4 | 58.5 - 81.6 | 69.3 - 93.7 |
| director of operations | 125.2 - 167.9 | 165.1 - 221.3 | 209.5 - 280.8 |
| drafter | 52.8 - 66.1 | 59.0 - 75.2 | 66.6 - 85.4 |
| electrical designer/engineer | 74.5 - 98.8 | 84.2 - 114.0 | 96.4 - 130.1 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| electrical engineer | 77.0 - 102.0 | 88.0 - 119.0 | 102.0 - 138.0 |
| electrical engineering technician | 55.6 - 71.8 | 63.7 - 83.3 | 73.1 - 94.9 |
| electrical inspector | 44.3 - 60.0 | 51.5 - 70.5 | 59.7 - 81.3 |
| electrical test engineer | 70.7 - 95.2 | 81.6 - 111.9 | 94.9 - 128.8 |
| engineering manager | 93.4 - 126.3 | 107.1 - 146.4 | 123.4 - 166.1 |
| environmental engineer | 62.3 - 83.5 | 71.4 - 97.5 | 82.6 - 112.0 |
| environmental inspector | 47.9 - 61.8 | 52.9 - 69.4 | 59.1 - 77.9 |
| estimation engineer | 70.4 - 94.8 | 81.2 - 111.4 | 94.4 - 128.1 |
| estimator | 60.2 - 79.0 | 67.1 - 89.7 | 75.7 - 101.5 |
| facilities engineer | 64.5 - 86.9 | 74.5 - 102.3 | 86.7 - 117.3 |
| field service engineer | 51.2 - 68.4 | 58.5 - 79.7 | 67.5 - 92.3 |
| general inspector | 49.0 - 64.6 | 55.2 - 73.7 | 62.3 - 82.7 |
| geologist | 62.2 - 81.6 | 70.4 - 94.2 | 80.6 - 107.6 |
| health and safety manager | 64.1 - 84.2 | 71.5 - 95.6 | 80.6 - 107.8 |
| health and safety specialist | 59.3 - 77.0 | 68.4 - 90.1 | 79.0 - 103.0 |
| HVAC drafter | 50.9 - 65.7 | 57.4 - 75.1 | 64.9 - 84.3 |
| HVAC engineer | 55.6 - 74.7 | 63.9 - 87.3 | 73.8 - 99.5 |
| hydraulic engineer | 64.0 - 86.3 | 74.0 - 101.5 | 86.0 - 116.3 |
| industrial engineer | 70.1 - 92.1 | 78.1 - 104.6 | 88.0 - 117.3 |
| instrumentation and controls engineer | 68.3 - 90.7 | 77.3 - 104.6 | 88.3 - 118.6 |
| inventory control manager | 61.7 - 81.6 | 69.3 - 93.4 | 78.7 - 106.1 |
| logistics specialist | 47.6 - 62.1 | 54.3 - 71.7 | 62.0 - 81.7 |
| materials manager | 89.7 - 118.6 | 99.4 - 133.6 | 111.6 - 149.7 |
| mechanical designer | 50.6 - 67.5 | 58.5 - 78.9 | 67.4 - 89.2 |
| mechanical drafter | 49.9 - 65.3 | 56.3 - 75.6 | 64.9 - 88.6 |
| mechanical engineer | 72.1 - 96.1 | 82.1 - 111.5 | 94.3 - 127.2 |
| mechanical engineering technician | 49.9 - 66.0 | 57.1 - 76.5 | 65.4 - 86.3 |
| mining engineer | 69.6 - 92.9 | 77.9 - 106.0 | 88.2 - 119.5 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| operations manager | 78.0 - 107.1 | 89.6 - 124.7 | 103.0 - 140.9 |
| pipeline designer | 59.6 - 78.2 | 66.7 - 89.3 | 75.6 - 101.2 |
| piping engineer | 62.0 - 81.9 | 69.6 - 93.7 | 79.1 - 106.6 |
| planner/scheduler | 38.9 - 49.9 | 44.4 - 57.5 | 50.4 - 64.9 |
| plant engineer | 81.2 - 108.6 | 94.5 - 128.3 | 110.5 - 146.4 |
| plant manager | 105.7 - 147.0 | 127.0 - 177.1 | 150.7 - 205.3 |
| process engineer | 60.8 - 81.6 | 69.8 - 95.4 | 80.7 - 108.7 |
| procurement director | 111.2 - 146.5 | 147.8 - 193.1 | 178.5 - 233.6 |
| procurement specialist | 51.5 - 67.5 | 57.4 - 76.7 | 64.8 - 87.3 |
| production analyst | 45.0 - 60.5 | 51.8 - 71.2 | 60.3 - 82.5 |
| production engineer | 63.0 - 84.6 | 72.4 - 98.9 | 83.7 - 112.7 |
| program manager | 70.4 - 91.8 | 80.5 - 106.5 | 92.4 - 121.7 |
| project controller | 53.1 - 71.0 | 59.7 - 81.4 | 67.9 - 92.7 |
| project controls manager | 84.4 - 116.5 | 97.8 - 136.8 | 113.3 - 156.0 |
| project controls specialist | 61.3 - 80.1 | 69.0 - 91.5 | 78.2 - 103.3 |
| project coordinator | 96.3 - 124.2 | 104.9 - 137.3 | 116.0 - 152.5 |
| project director | 110.9 - 134.9 | 139.1 - 169.2 | 168.0 - 204.4 |
| project engineer | 88.9 - 114.7 | 96.7 - 127.1 | 106.9 - 142.1 |
| project manager | 75.4 - 104.7 | 88.0 - 123.8 | 102.6 - 141.6 |
| purchasing manager | 105.7 - 139.6 | 119.7 - 159.2 | 135.7 - 178.0 |
| QA/QC inspector | 53.1 - 71.0 | 61.7 - 83.4 | 71.5 - 96.0 |
| quality assurance manager | 88.8 - 116.1 | 98.4 - 130.7 | 110.4 - 146.0 |
| quality assurance/control technician | 69.1 - 90.9 | 78.7 - 105.5 | 90.2 - 119.6 |
| quality control engineer | 67.7 - 90.4 | 77.2 - 104.9 | 88.6 - 119.0 |
| quality inspector | 38.0 - 48.8 | 42.6 - 55.7 | 48.3 - 63.1 |
| safety inspector | 61.4 - 80.8 | 69.8 - 93.2 | 79.5 - 105.6 |
| site supervisor | 48.8 - 63.3 | 55.4 - 73.1 | 63.3 - 83.6 |



| | | | |
|-------------------------------|--------------|---------------|---------------|
| sourcing specialist | 55.3 - 72.6 | 61.6 - 82.5 | 69.6 - 93.7 |
| stationary engineer | 52.6 - 67.7 | 58.0 - 75.9 | 64.6 - 84.4 |
| structural designer | 51.6 - 67.9 | 58.6 - 78.2 | 66.8 - 88.7 |
| structural engineer | 69.9 - 93.3 | 79.7 - 108.5 | 91.8 - 124.0 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 180.0 |
| supply chain manager | 89.6 - 120.5 | 103.4 - 140.0 | 119.0 - 156.3 |
| systems control engineer | 62.8 - 83.9 | 72.0 - 97.9 | 82.9 - 111.5 |
| telecommunications technician | 59.3 - 77.4 | 67.0 - 89.2 | 76.4 - 102.1 |
| transmission line engineer | 75.4 - 96.1 | 81.9 - 106.2 | 90.2 - 118.0 |
| transportation manager | 90.6 - 120.4 | 102.9 - 138.2 | 117.3 - 155.9 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 161.6 - 281.9 | 236.8 - 413.3 | 330.5 - 576.4 |
| director - financial planning & analysis | 144.2 - 188.4 | 183.2 - 239.7 | 222.8 - 291.3 |
| finance director | 139.9 - 182.8 | 180.0 - 235.6 | 218.6 - 285.9 |
| vice president finance | 150.6 - 203.4 | 167.1 - 289.7 | 231.4 - 401.4 |
| vice-president internal audit | 140.7 - 186.0 | 176.3 - 233.3 | 213.8 - 282.9 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 66.8 - 81.7 | 74.7 - 89.8 | 82.0 - 96.6 |
| accounting clerk | 42.7 - 48.3 | 44.5 - 53.0 | 48.5 - 58.1 |
| accounting manager | 103.4 - 126.0 | 111.5 - 135.6 | 119.2 - 144.7 |
| accounting supervisor | 69.9 - 85.2 | 75.3 - 91.8 | 80.6 - 98.2 |
| accounting technician | 56.4 - 67.1 | 60.9 - 72.5 | 65.2 - 77.6 |
| accounts payable clerk | 41.5 - 46.9 | 46.1 - 52.1 | 50.1 - 56.7 |
| accounts payable manager | 92.0 - 112.2 | 100.7 - 122.7 | 109.2 - 132.9 |



| | | | | |
|---|---------------|---------------|---------------|---------------|
| accounts receivable clerk | 43.8 - 49.6 | 48.6 - 55.0 | 53.0 - 59.8 | 61.7 - 69.8 |
| accounts receivable manager | 93.4 - 111.1 | 101.5 - 120.7 | 109.5 - 130.1 | 129.1 - 152.5 |
| analyst - financial planning & analysis | 97.9 - 118.8 | 106.9 - 131.8 | 115.7 - 143.7 | 135.3 - 164.1 |
| billing specialist | 41.2 - 48.3 | 45.2 - 53.0 | 48.8 - 57.2 | 55.5 - 65.0 |
| bookkeeper | 42.9 - 50.9 | 46.5 - 55.1 | 49.9 - 59.2 | 57.3 - 68.0 |
| business analyst | 81.8 - 98.5 | 88.5 - 106.6 | 95.1 - 114.5 | 109.8 - 132.0 |
| controller | 117.5 - 190.0 | 152.3 - 265.5 | 196.5 - 343.2 | 377.6 - 434.2 |
| cost accountant | 64.6 - 77.8 | 69.9 - 84.2 | 75.1 - 90.4 | 86.8 - 104.5 |
| credit & collection specialist | 43.6 - 53.9 | 48.6 - 59.2 | 58.1 - 64.6 | 63.5 - 70.0 |
| credit and collections accountant | 38.0 - 45.2 | 41.6 - 49.3 | 44.8 - 53.2 | 51.4 - 61.0 |
| credit and collections manager | 99.2 - 119.5 | 106.6 - 128.3 | 113.9 - 136.9 | 131.6 - 157.2 |
| credit and collections supervisor | 55.9 - 67.8 | 60.1 - 73.4 | 64.6 - 78.8 | 74.9 - 91.4 |
| external auditor | 67.0 - 80.7 | 72.9 - 87.8 | 78.7 - 94.7 | 91.2 - 109.8 |
| financial analyst | 81.8 - 98.5 | 87.7 - 105.5 | 93.4 - 112.4 | 106.6 - 128.2 |
| financial reporting manager | 123.7 - 150.0 | 132.9 - 160.6 | 141.8 - 170.9 | 162.2 - 195.3 |
| internal audit manager | 115.5 - 142.1 | 124.3 - 152.4 | 132.8 - 162.3 | 151.7 - 184.7 |
| internal auditor | 76.0 - 81.7 | 77.5 - 86.9 | 80.9 - 94.9 | 92.5 - 111.4 |
| invoicing clerk | 40.3 - 46.8 | 43.9 - 51.5 | 47.4 - 55.5 | 53.0 - 62.0 |
| payroll clerk | 44.5 - 52.2 | 49.1 - 57.5 | 53.3 - 62.4 | 61.3 - 71.8 |
| payroll director | 94.8 - 129.0 | 120.8 - 162.6 | 152.8 - 204.2 | 224.6 - 258.3 |
| payroll manager | 90.4 - 114.7 | 101.9 - 124.2 | 109.4 - 133.2 | 125.8 - 152.4 |
| payroll specialist | 52.8 - 62.2 | 56.8 - 67.9 | 61.4 - 74.3 | 71.4 - 85.6 |
| tax analyst | 51.3 - 61.9 | 56.8 - 68.5 | 62.1 - 74.8 | 73.0 - 87.9 |
| tax manager | 109.3 - 134.7 | 117.5 - 144.3 | 125.5 - 153.7 | 144.1 - 175.6 |
| treasury analyst | 68.6 - 82.6 | 73.6 - 88.7 | 78.6 - 94.6 | 89.7 - 108.0 |



healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 93.1 - 134.3 | 121.7 - 172.8 | 150.7 - 213.7 |
| diversity & inclusion director | 84.2 - 117.3 | 106.8 - 148.5 | 133.8 - 186.1 |
| health and safety director | 95.3 - 114.8 | 124.4 - 148.5 | 148.3 - 176.5 |
| human resources director | 103.0 - 142.7 | 131.8 - 180.3 | 162.3 - 222.4 |
| L&D director | 102.4 - 127.7 | 128.4 - 158.5 | 162.2 - 200.2 |
| talent acquisition director | 96.7 - 134.3 | 123.9 - 169.8 | 150.8 - 206.3 |
| total rewards director | 116.1 - 150.7 | 150.1 - 193.8 | 184.1 - 238.1 |
| vice president Human Resources / CHRO | 122.9 - 204.7 | 159.3 - 265.4 | 195.5 - 325.7 |
| human resources | entry | mid | senior |
| benefits administrator | 56.0 - 72.1 | 62.9 - 82.5 | 71.4 - 93.7 |
| compensation and benefits manager | 102.2 - 133.3 | 113.6 - 150.4 | 128.0 - 169.6 |
| compensation specialist | 49.8 - 66.4 | 57.7 - 78.1 | 67.0 - 89.4 |
| diversity & inclusion coordinator | 40.0 - 51.4 | 45.5 - 58.0 | 50.4 - 62.5 |
| health and safety advisor | 59.3 - 77.0 | 68.4 - 90.1 | 79.0 - 103.0 |
| health and safety manager | 82.3 - 107.2 | 92.3 - 122.5 | 104.8 - 138.1 |
| HRIS analyst | 67.4 - 89.1 | 77.3 - 104.1 | 89.2 - 118.8 |
| human resources business partner | 66.1 - 87.1 | 74.1 - 99.6 | 84.1 - 113.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| human resources coordinator | 39.4 - 50.6 | 44.9 - 57.2 | 49.7 - 61.7 |
| human resources generalist | 60.7 - 77.3 | 65.9 - 85.9 | 73.2 - 97.3 |
| human resources manager | 92.4 - 124.4 | 107.0 - 145.5 | 124.2 - 165.7 |
| human resources supervisor | 64.8 - 84.4 | 71.5 - 95.3 | 80.5 - 109.0 |
| human resources technician | 48.2 - 63.4 | 53.8 - 72.2 | 60.9 - 82.4 |
| instructional designer | 50.6 - 66.1 | 56.9 - 75.7 | 64.7 - 86.3 |
| labour relations advisor | 64.6 - 86.4 | 74.0 - 100.7 | 85.4 - 115.2 |
| labour relations manager | 100.6 - 136.9 | 118.7 - 162.0 | 139.0 - 186.6 |
| learning and development specialist | 51.6 - 68.0 | 58.8 - 79.0 | 67.6 - 90.0 |
| recruitment coordinator | 39.2 - 51.4 | 45.3 - 59.6 | 51.7 - 67.3 |
| talent acquisition specialist | 59.7 - 78.3 | 66.5 - 89.0 | 75.1 - 100.7 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| delivery/courier driver | 17.0 - 22.0 | 19.5 - 25.0 | 21.5 - 28.5 |
| electronic parts assembler | 17.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| forklift operator | 18.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| general labourer - heavy | 18.0 - 23.0 | 20.0 - 26.0 | 23.0 - 27.0 |
| general labourer - light | 15.5 - 19.5 | 17.5 - 23.0 | 20.0 - 23.0 |
| industrial painter | 18.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| inventory control clerk | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| janitor/custodian | 15.0 - 18.0 | 17.0 - 20.0 | 18.0 - 21.0 |
| machine operator | 18.0 - 24.0 | 20.0 - 27.0 | 23.0 - 31.0 |
| machine operator assistant | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| manufacturing worker | 15.5 - 19.0 | 17.0 - 21.5 | 19.0 - 24.0 |
| material handler | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 26.0 |
| moulding machine operator | 18.0 - 23.0 | 20.0 - 27.0 | 23.0 - 31.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| packaging labourer | 16.0 - 21.0 | 18.0 - 24.0 | 20.0 - 27.0 |
| parts clerk | 16.0 - 18.0 | 18.0 - 21.0 | 19.0 - 23.0 |
| parts manager | 23.0 - 30.0 | 26.0 - 34.0 | 29.0 - 39.0 |
| picker/packer | 16.0 - 19.0 | 17.0 - 22.0 | 19.0 - 24.0 |
| polisher/deburrer | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| print press operator | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| production labourer | 15.5 - 18.0 | 17.0 - 22.0 | 20.0 - 25.0 |
| sandblasting operator | 18.0 - 22.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| shipper/receiver | 19.0 - 23.0 | 21.0 - 27.0 | 24.0 - 32.0 |
| shipping and receiving clerk | 18.0 - 22.5 | 20.5 - 26.0 | 23.0 - 30.0 |
| warehouse labourer | 16.0 - 21.0 | 19.0 - 25.0 | 22.0 - 26.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 80.9 - 107.9 | 93.7 - 126.6 | 108.8 - 143.3 |
| automation engineer | 65.0 - 87.0 | 77.0 - 99.0 | 86.0 - 118.0 |
| buyer | 69.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| chemical engineer | 80.5 - 107.7 | 90.5 - 123.1 | 102.6 - 139.0 |
| chemical technician | 70.0 - 82.0 | 76.0 - 102.0 | 84.0 - 105.0 |
| commissioning and start up engineer | 59.6 - 80.3 | 68.9 - 94.4 | 80.0 - 104.6 |
| continuous improvement engineer | 83.7 - 110.1 | 93.5 - 125.0 | 105.5 - 139.5 |
| controls designer/engineer | 67.0 - 89.0 | 73.0 - 103.0 | 90.0 - 123.0 |
| demand planner | 73.0 - 95.0 | 83.0 - 96.0 | 85.0 - 110.0 |
| electrical engineer | 77.0 - 102.9 | 88.0 - 119.8 | 101.5 - 140.0 |
| electrical engineering technician | 56.0 - 73.0 | 66.0 - 86.0 | 76.0 - 100.0 |
| electrical test engineer | 73.0 - 95.2 | 83.0 - 111.9 | 96.0 - 128.8 |
| estimation engineer | 70.4 - 94.8 | 81.2 - 111.4 | 94.4 - 128.1 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| estimator | 60.2 - 79.0 | 67.1 - 89.7 | 75.7 - 101.5 |
| field service engineer | 51.2 - 68.4 | 58.5 - 79.7 | 67.5 - 92.3 |
| general inspector | 49.1 - 65.1 | 55.4 - 74.4 | 62.7 - 83.6 |
| health and safety specialist | 67.7 - 89.6 | 77.7 - 104.8 | 89.8 - 119.7 |
| HVAC drafter | 53.0 - 68.0 | 59.0 - 78.0 | 70.0 - 89.0 |
| HVAC engineer | 55.6 - 74.7 | 63.9 - 87.3 | 73.8 - 99.5 |
| industrial engineer | 70.1 - 92.1 | 81.0 - 104.6 | 88.0 - 123.0 |
| inventory analyst | 68.0 - 76.0 | 70.0 - 83.0 | 76.0 - 97.0 |
| logistics specialist | 69.0 - 80.0 | 75.0 - 92.0 | 77.0 - 110.0 |
| manufacturing engineer | 70.0 - 93.0 | 77.0 - 102.0 | 86.0 - 132.0 |
| mechanical designer | 62.0 - 87.0 | 72.0 - 92.0 | 76.0 - 108.0 |
| mechanical drafter | 55.0 - 65.3 | 60.0 - 75.6 | 67.0 - 88.6 |
| mechanical engineer | 72.1 - 96.1 | 82.1 - 111.5 | 94.3 - 127.2 |
| mechanical engineering technician | 59.0 - 69.0 | 61.0 - 79.0 | 75.0 - 95.0 |
| planner/scheduler | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| PLC programmer | 66.0 - 78.0 | 75.0 - 94.0 | 84.0 - 112.0 |
| process engineer | 61.0 - 81.6 | 72.0 - 95.4 | 80.7 - 108.7 |
| production planner | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| project engineer | 89.0 - 114.7 | 96.7 - 127.1 | 106.9 - 142.1 |
| project manager | 76.0 - 104.7 | 88.0 - 125.0 | 102.6 - 141.6 |
| QA/QC inspector | 51.0 - 57.0 | 54.0 - 65.0 | 57.0 - 68.0 |
| quality assurance manager | 88.8 - 116.1 | 98.4 - 130.7 | 110.4 - 146.0 |
| quality assurance/control technician | 69.1 - 90.9 | 78.7 - 105.5 | 90.2 - 119.6 |
| quality control engineer | 67.7 - 90.4 | 77.2 - 104.9 | 88.6 - 119.0 |
| quality control technician | 60.0 - 80.0 | 71.0 - 94.0 | 81.0 - 108.0 |
| quality director | 99.5 - 134.9 | 126.5 - 169.3 | 152.6 - 204.1 |
| quality inspector | 51.0 - 57.0 | 54.0 - 65.0 | 57.0 - 67.0 |
| safety inspector | 61.4 - 80.8 | 69.8 - 93.2 | 79.5 - 105.6 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| SCADA engineer | 63.3 - 84.9 | 72.6 - 99.1 | 83.9 - 113.1 |
| stationary engineer | 52.6 - 67.7 | 58.0 - 75.9 | 64.6 - 84.4 |
| supply chain analyst | 69.0 - 85.0 | 70.0 - 100.0 | 80.0 - 120.0 |
| industrial management | | | |
| director of operations | 125.2 - 167.9 | 165.1 - 221.3 | 209.5 - 280.8 |
| engineering manager | 93.4 - 126.3 | 107.1 - 146.4 | 123.4 - 166.1 |
| head of workshop and assembly | 168.1 - 233.1 | 237.2 - 328.4 | 297.2 - 411.3 |
| health and safety manager | 59.3 - 77.0 | 68.4 - 90.1 | 79.0 - 103.0 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 61.0 - 78.9 | 67.9 - 89.6 | 76.6 - 101.9 |
| maintenance manager | 85.8 - 96.3 | 90.0 - 121.0 | 98.0 - 160.0 |
| maintenance supervisor | 66.0 - 82.6 | 78.0 - 95.6 | 92.3 - 118.8 |
| manufacturing director | 119.6 - 144.7 | 154.5 - 186.2 | 188.9 - 227.9 |
| materials manager | 92.0 - 125.0 | 100.0 - 135.0 | 115.0 - 160.0 |
| operations manager | 78.0 - 107.1 | 89.6 - 124.7 | 103.0 - 140.9 |
| plant manager | 105.7 - 147.0 | 127.0 - 177.1 | 150.7 - 205.3 |
| procurement director | 100.0 - 132.0 | 123.0 - 160.0 | 157.5 - 233.6 |
| production manager | 97.3 - 127.9 | 109.1 - 145.4 | 123.6 - 163.8 |
| production supervisor | 54.7 - 71.2 | 61.2 - 81.4 | 69.4 - 92.4 |
| program manager | 70.4 - 91.8 | 80.5 - 106.5 | 92.4 - 121.7 |
| project director | 110.9 - 134.9 | 139.1 - 169.2 | 168.0 - 204.4 |
| purchasing manager | 100.0 - 139.6 | 110.0 - 159.2 | 125.0 - 178.0 |
| site supervisor | 85.0 - 111.8 | 93.3 - 125.1 | 104.2 - 140.4 |
| supply chain manager | 105.0 - 140.0 | 115.0 - 150.0 | 125.0 - 175.0 |
| transportation manager | 74.2 - 99.3 | 84.4 - 114.7 | 96.6 - 130.7 |
| warehouse manager | 75.2 - 98.7 | 83.8 - 112.2 | 94.5 - 126.2 |
| warehouse supervisor | 62.0 - 72.8 | 69.5 - 79.9 | 78.3 - 98.8 |
| skilled trades | | | |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| CNC machinist | 44.0 - 48.0 | 47.0 - 52.0 | 49.0 - 68.0 |
| CNC programmer | 51.1 - 68.3 | 58.4 - 79.5 | 67.2 - 91.2 |
| control technician | 58.0 - 63.6 | 60.0 - 73.9 | 70.0 - 84.1 |
| conventional machinist | 45.0 - 55.0 | 50.0 - 58.0 | 57.0 - 68.0 |
| electrician | 51.3 - 67.8 | 57.8 - 77.6 | 65.4 - 87.5 |
| electromechanical technician | 53.5 - 73.0 | 63.7 - 85.6 | 73.1 - 88.0 |
| electronics technician | 58.0 - 63.6 | 60.0 - 73.9 | 70.0 - 84.1 |
| field service technician | 49.2 - 65.1 | 57.3 - 76.3 | 66.0 - 87.0 |
| heavy equipment mechanic | 58.0 - 66.4 | 60.0 - 77.8 | 75.0 - 89.0 |
| machine builder | 39.3 - 50.9 | 45.3 - 58.9 | 51.7 - 66.5 |
| maintenance mechanic | 50.0 - 59.2 | 58.0 - 68.9 | 61.2 - 78.8 |
| mechanical assembler | 40.0 - 46.4 | 45.0 - 53.3 | 50.0 - 60.2 |
| millwright | 52.7 - 68.9 | 59.4 - 78.7 | 67.2 - 87.9 |
| parts manager | 47.2 - 61.6 | 53.0 - 70.3 | 60.0 - 79.8 |
| technician quality control testing | 53.1 - 71.0 | 61.7 - 83.4 | 71.5 - 96.0 |
| tool and die maker | 49.8 - 65.9 | 57.0 - 76.4 | 65.3 - 86.3 |
| welder | 41.4 - 54.1 | 46.8 - 61.9 | 53.0 - 70.0 |
| welder-fitter | 38.0 - 49.8 | 43.8 - 57.5 | 49.8 - 64.5 |

marketing

| digital marketing | entry | mid | senior |
|------------------------------|---------------|---------------|---------------|
| digital marketing manager | 67.3 - 88.9 | 75.9 - 102.2 | 86.6 - 116.7 |
| digital marketing specialist | 47.6 - 63.3 | 55.3 - 74.8 | 64.4 - 85.6 |
| e-commerce director | 114.5 - 142.4 | 145.1 - 180.6 | 183.6 - 228.6 |
| e-commerce marketing manager | 77.8 - 102.1 | 87.1 - 116.6 | 98.8 - 132.9 |
| marketing content manager | 57.9 - 76.3 | 65.1 - 87.4 | 74.0 - 99.5 |
| social media manager | 57.6 - 80.3 | 70.0 - 97.6 | 83.3 - 114.2 |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| web marketing analyst | 58.1 - 75.6 | 65.6 - 87.0 | 74.6 - 98.4 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 99.9 - 152.8 | 135.4 - 207.0 | 174.2 - 266.5 |
| marketing vice-president | 124.0 - 191.8 | 175.0 - 270.8 | 226.5 - 350.4 |
| marketing and communications | | | |
| brand or product manager | 84.3 - 108.7 | 93.7 - 122.8 | 105.1 - 137.8 |
| brand or product manager assistant | 63.1 - 85.6 | 73.9 - 101.3 | 86.0 - 115.8 |
| communications manager | 69.6 - 91.3 | 77.9 - 104.1 | 88.1 - 117.2 |
| communications specialist | 53.5 - 73.6 | 63.9 - 88.8 | 75.6 - 101.7 |
| marketing coordinator | 55.2 - 73.0 | 62.5 - 84.2 | 71.4 - 95.9 |
| marketing director | 97.3 - 131.3 | 113.3 - 155.1 | 131.9 - 177.3 |
| marketing project manager | 42.7 - 57.1 | 49.1 - 66.7 | 56.6 - 76.0 |
| marketing specialist | 46.9 - 62.7 | 53.8 - 73.0 | 61.9 - 82.9 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 49.2 - 61.7 | 53.4 - 68.3 | 59.0 - 76.6 |
| account manager - software | 55.1 - 68.7 | 59.4 - 75.6 | 65.3 - 84.6 |
| business development manager | 105.9 - 139.8 | 118.4 - 158.8 | 134.3 - 181.6 |
| district sales manager | 77.7 - 101.0 | 88.9 - 117.6 | 102.3 - 134.7 |
| key accounts manager - consumer goods | 69.5 - 89.3 | 78.1 - 102.4 | 88.9 - 117.0 |
| merchandiser - consumer goods | 59.5 - 78.3 | 66.8 - 89.6 | 75.9 - 102.1 |
| sales manager/ director | 60.1 - 80.9 | 68.5 - 93.5 | 78.3 - 105.5 |
| sales representative, account manager - consumer goods | 48.1 - 61.2 | 53.2 - 68.6 | 59.3 - 76.7 |
| sales representative, account manager - professional services | 45.7 - 57.1 | 49.3 - 62.9 | 54.2 - 70.5 |
| sales representative, account manager - telecommunications | 53.1 - 66.7 | 57.8 - 73.8 | 63.7 - 82.0 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |



| | | | |
|--|---------------|---------------|---------------|
| chief revenu officer | 130.1 - 184.0 | 172.2 - 242.9 | 212.3 - 298.6 |
| sales vice-president | 138.3 - 199.0 | 187.9 - 270.4 | 243.5 - 350.3 |
| vice-president marketing & sales | 119.6 - 214.3 | 164.5 - 294.8 | 211.7 - 379.5 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 51.9 - 65.0 | 56.3 - 71.8 | 61.9 - 79.9 |
| internal sales representative - manfacturing | 49.3 - 62.0 | 53.7 - 68.8 | 59.4 - 77.5 |
| sales engineer - distribution | 69.7 - 91.5 | 76.6 - 102.2 | 85.1 - 114.0 |
| sales engineer - manufacturing | 56.2 - 75.4 | 63.7 - 86.6 | 72.4 - 97.1 |
| sales representative, account manager - industrial equipment | 49.0 - 61.2 | 52.9 - 67.3 | 58.1 - 75.3 |
| sales representative, account manager - industrial service | 52.1 - 65.4 | 56.6 - 72.1 | 62.2 - 80.1 |
| sales representative, account manager - machinery | 51.8 - 64.6 | 55.9 - 71.1 | 61.3 - 79.3 |
| sales representative, account manager - manufacturing | 50.2 - 72.7 | 55.3 - 81.4 | 61.5 - 90.6 |
| sales representative, account manager - retail network | 51.1 - 63.7 | 55.0 - 70.1 | 60.6 - 79.2 |
| technical sales representative - manufacturing | 48.0 - 61.8 | 54.1 - 70.8 | 61.3 - 79.6 |

technologies

| application software | entry | mid | senior |
|---------------------------------|--------------|---------------|---------------|
| .net/C# developer | 78.0 - 101.7 | 87.5 - 116.2 | 99.4 - 131.2 |
| application support analyst | 67.5 - 89.5 | 77.7 - 103.9 | 88.7 - 117.4 |
| automation tester | 58.2 - 73.7 | 67.2 - 84.5 | 76.7 - 97.2 |
| C++/ embedded software engineer | 85.0 - 101.5 | 95.0 - 116.0 | 110.0 - 131.0 |
| devops - development | 85.0 - 98.0 | 95.0 - 125.0 | 110.0 - 140.0 |
| ERP developer | 77.9 - 101.3 | 87.2 - 115.8 | 99.1 - 131.4 |
| front-end developer | 80.0 - 95.9 | 90.0 - 112.0 | 110.0 - 127.8 |
| full stack developer | 83.4 - 110.6 | 95.9 - 128.8 | 110.6 - 145.8 |
| java developer | 85.0 - 99.3 | 90.0 - 113.6 | 97.0 - 128.0 |
| machine learning developer | 85.4 - 127.9 | 115.5 - 159.4 | 138.1 - 164.3 |



| | | | |
|--|---------------|---------------|---------------|
| mobile application developer (iOS/android) | 80.0 - 107.7 | 97.9 - 137.6 | 118.7 - 141.9 |
| quality assurance manager | 90.5 - 120.5 | 103.1 - 139.0 | 118.2 - 156.6 |
| RPA developer | 65.0 - 75.4 | 75.0 - 88.0 | 85.0 - 99.3 |
| SQL database developer | 68.7 - 92.2 | 79.1 - 108.3 | 91.8 - 123.9 |
| technical lead | 118.6 - 158.9 | 135.8 - 183.7 | 155.1 - 207.0 |
| UI/UX designer | 60.0 - 81.7 | 81.5 - 108.0 | 92.1 - 121.0 |
| architecture | | | |
| application architect | 112.1 - 148.7 | 126.2 - 169.7 | 143.5 - 193.5 |
| architect (enterprise) | 104.2 - 140.4 | 119.5 - 162.3 | 137.3 - 185.7 |
| architect (solutions/technical) | 91.9 - 115.6 | 103.4 - 131.8 | 117.1 - 147.5 |
| cloud architect | 99.1 - 125.0 | 112.2 - 143.1 | 127.6 - 160.0 |
| data & analytics | | | |
| BI data architect | 98.8 - 133.0 | 110.9 - 151.0 | 125.6 - 169.7 |
| big data engineer | 89.2 - 117.5 | 100.0 - 133.9 | 113.5 - 151.0 |
| business intelligence developer | 74.4 - 97.0 | 83.6 - 111.0 | 94.7 - 124.5 |
| leadership/business technology | | | |
| IT director | 115.2 - 153.1 | 145.5 - 192.3 | 180.3 - 238.7 |
| IT manager | 101.8 - 135.3 | 116.3 - 156.3 | 133.6 - 178.3 |
| networking/infrastructure | | | |
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |
| cloud engineer | 84.7 - 113.6 | 99.1 - 134.0 | 115.3 - 151.2 |
| devops - infrastructure | 85.7 - 119.4 | 100.4 - 140.4 | 116.7 - 157.8 |
| help desk analyst | 46.4 - 61.0 | 52.7 - 70.4 | 60.2 - 80.1 |
| information security engineer | 80.2 - 108.0 | 92.6 - 126.6 | 107.5 - 144.0 |
| information security manager | 104.6 - 137.9 | 118.2 - 157.7 | 134.6 - 178.5 |
| information security specialist | 63.8 - 84.2 | 73.1 - 98.3 | 84.2 - 111.8 |
| information systems analyst | 68.9 - 89.4 | 77.1 - 102.2 | 87.3 - 115.8 |
| linux/unix administrator | 86.5 - 113.2 | 97.7 - 130.0 | 111.5 - 147.2 |



| | | | |
|----------------------------------|---------------|---------------|---------------|
| network administrator | 67.7 - 91.0 | 78.1 - 107.1 | 90.7 - 122.7 |
| network engineer | 76.9 - 103.3 | 88.6 - 121.3 | 103.0 - 139.0 |
| systems administrator | 77.2 - 102.1 | 88.5 - 119.2 | 102.2 - 136.0 |
| tech support | 57.7 - 75.8 | 65.7 - 87.7 | 75.0 - 99.7 |
| project management | | | |
| ERP project manager | 103.3 - 138.0 | 112.9 - 153.0 | 125.3 - 170.6 |
| product manager | 90.0 - 110.0 | 100.0 - 130.0 | 120.0 - 160.0 |
| project manager (infrastructure) | 105.7 - 143.1 | 120.1 - 164.4 | 137.5 - 187.6 |



national capital

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 47.8 - 62.6 | 53.2 - 71.1 | 60.0 - 80.5 |
| administrative assistant | 39.5 - 49.9 | 43.2 - 56.8 | 48.7 - 64.2 |
| administrative assistant (bilingual) | 41.5 - 51.9 | 45.2 - 58.8 | 50.7 - 66.2 |
| administrative manager | 54.9 - 69.0 | 58.3 - 76.8 | 64.6 - 86.0 |
| benefits clerk | 36.4 - 46.8 | 41.7 - 54.2 | 47.7 - 61.6 |
| buyer assistant | 37.0 - 48.1 | 43.0 - 55.7 | 48.7 - 61.5 |
| claims supervisor | 59.6 - 78.3 | 66.7 - 89.7 | 75.8 - 102.8 |
| contracts administrator | 90.7 - 115.5 | 101.8 - 132.1 | 115.8 - 150.9 |
| data entry clerk | 32.8 - 41.1 | 37.0 - 46.8 | 41.4 - 47.9 |
| dispatcher | 37.9 - 48.5 | 43.1 - 55.7 | 48.9 - 62.9 |
| document controller | 31.7 - 40.3 | 36.5 - 46.2 | 40.9 - 47.3 |
| document services specialist | 30.3 - 38.4 | 34.9 - 44.0 | 38.9 - 45.0 |
| documentation specialist | 35.8 - 47.2 | 42.9 - 54.9 | 48.5 - 56.1 |
| donor relations coordinator | 47.4 - 62.7 | 55.2 - 74.5 | 64.7 - 86.7 |
| executive assistant | 53.7 - 73.9 | 63.0 - 87.6 | 73.3 - 100.0 |
| executive assistant (bilingual) | 55.7 - 75.9 | 65.0 - 89.6 | 75.5 - 102.0 |
| executive legal assistant | 50.2 - 62.8 | 55.1 - 69.2 | 59.0 - 81.2 |
| file clerk | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 50.6 |
| fundraising manager | 61.2 - 79.8 | 69.7 - 92.8 | 80.3 - 106.9 |
| HR administrator | 45.5 - 59.7 | 51.6 - 68.8 | 58.9 - 78.6 |
| human resources assistant | 38.7 - 49.5 | 43.9 - 55.8 | 48.6 - 60.2 |
| insurance claims clerk | 37.3 - 42.1 | 39.7 - 46.9 | 44.2 - 50.4 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| invoicing clerk | 35.1 - 45.0 | 40.0 - 51.3 | 44.7 - 55.9 |
| lease administrator | 43.5 - 57.1 | 50.4 - 66.6 | 58.0 - 76.2 |
| legal assistant | 50.2 - 56.7 | 60.5 - 66.4 | 83.3 - 85.5 |
| logistics coordinator | 46.4 - 60.0 | 52.7 - 69.2 | 60.1 - 78.9 |
| mailroom clerk | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| office clerk | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| office manager | 54.5 - 68.7 | 58.3 - 76.8 | 64.8 - 86.0 |
| office/operations manager | 53.0 - 63.9 | 56.3 - 68.1 | 60.6 - 73.0 |
| order clerk | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| order entry clerk | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 50.6 |
| order supervisor | 50.3 - 65.5 | 58.0 - 76.7 | 66.5 - 84.0 |
| payroll administrator | 40.3 - 53.0 | 46.0 - 61.6 | 52.8 - 70.7 |
| project coordinator | 42.8 - 56.2 | 48.6 - 64.6 | 55.3 - 73.3 |
| property administrator | 36.2 - 47.5 | 40.7 - 54.7 | 46.5 - 63.2 |
| property manager | 57.4 - 76.7 | 65.7 - 89.8 | 76.0 - 103.6 |
| receptionist | 37.5 - 41.1 | 39.8 - 46.7 | 42.2 - 50.9 |
| receptionist (bilingual) | 39.5 - 43.1 | 41.8 - 48.7 | 44.2 - 51.9 |
| sales administrator | 43.6 - 56.9 | 49.0 - 66.7 | 56.7 - 76.0 |
| sales assistant | 40.1 - 47.9 | 42.2 - 54.4 | 47.9 - 63.1 |
| service coordinator | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| supply clerk | 34.6 - 43.8 | 38.9 - 49.6 | 43.3 - 54.6 |
| virtual receptionist | 37.5 - 41.1 | 39.8 - 46.7 | 42.2 - 50.9 |

customer experience

| | entry | mid | senior |
|--|-------------|--------------|--------------|
| bilingual call center operations manager | 56.9 - 74.2 | 63.8 - 84.6 | 72.1 - 94.8 |
| bilingual customer loyalty agent | 35.9 - 46.4 | 40.3 - 53.8 | 46.2 - 61.2 |
| bilingual customer service manager | 69.8 - 92.7 | 78.8 - 107.0 | 90.4 - 123.5 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual customer service representative | 35.6 - 44.4 | 38.8 - 50.3 | 43.6 - 56.9 |
| bilingual customer service supervisor | 57.8 - 76.2 | 64.9 - 87.3 | 73.7 - 99.5 |
| bilingual customer service team lead | 32.8 - 37.2 | 34.1 - 42.5 | 37.1 - 47.4 |
| bilingual customer service trainer | 42.1 - 55.7 | 48.3 - 65.0 | 55.8 - 74.3 |
| bilingual e-chat representative | 35.9 - 46.4 | 40.3 - 53.8 | 46.2 - 61.2 |
| bilingual help desk representative - level 1 | 41.8 - 55.9 | 48.1 - 64.6 | 54.7 - 72.6 |
| bilingual inside sales manager | 61.5 - 83.1 | 70.0 - 95.9 | 79.9 - 107.4 |
| bilingual inside sales representative | 45.1 - 56.3 | 48.6 - 61.6 | 53.2 - 69.0 |
| bilingual insurance advisor | 50.4 - 63.3 | 53.6 - 67.8 | 57.7 - 75.3 |
| bilingual junior collection agent | 33.4 - 42.8 | 37.6 - 49.1 | 42.6 - 55.3 |
| bilingual order desk representative | 32.5 - 40.1 | 36.2 - 45.9 | 40.6 - 50.6 |
| bilingual survey agent | 31.8 - 40.2 | 36.4 - 46.2 | 40.8 - 50.6 |
| bilingual telemarketing agent | 31.4 - 36.3 | 33.1 - 41.0 | 35.9 - 47.1 |
| bilingual telephone dispatcher | 37.9 - 48.5 | 43.1 - 55.7 | 48.9 - 62.9 |
| bilingual travel support agent | 36.3 - 45.9 | 40.6 - 51.8 | 45.3 - 57.2 |
| bilingual workforce planner | 44.0 - 55.8 | 47.6 - 61.7 | 52.6 - 69.8 |

engineering

| construction | entry | mid | senior |
|--------------------------------|-------------|--------------|--------------|
| architect | 57.6 - 76.2 | 64.8 - 87.6 | 73.9 - 100.0 |
| architectural drafter | 48.5 - 63.3 | 56.6 - 75.2 | 66.5 - 88.9 |
| BIM/VDC coordinator | 59.8 - 78.9 | 66.9 - 90.2 | 76.0 - 102.7 |
| buyer | 54.4 - 71.7 | 62.1 - 83.4 | 71.4 - 95.9 |
| civil engineer | 61.0 - 82.2 | 70.6 - 96.6 | 81.7 - 109.8 |
| civil engineering drafter | 49.8 - 62.5 | 56.0 - 71.5 | 63.4 - 81.2 |
| civil engineering technologist | 43.2 - 58.5 | 51.3 - 69.8 | 60.0 - 79.8 |
| civil project engineer | 71.0 - 98.3 | 82.1 - 115.8 | 95.6 - 133.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil project manager | 72.4 - 97.1 | 81.8 - 111.9 | 93.3 - 126.6 |
| construction coordinator | 47.9 - 64.0 | 53.9 - 73.3 | 61.1 - 83.3 |
| construction director | 96.1 - 127.9 | 127.8 - 170.0 | 161.2 - 214.4 |
| construction manager | 70.0 - 92.2 | 76.9 - 103.5 | 85.9 - 116.6 |
| construction project coordinator | 82.2 - 106.3 | 89.5 - 118.1 | 99.1 - 132.0 |
| construction project manager | 63.3 - 87.9 | 73.8 - 104.3 | 86.2 - 120.0 |
| construction superintendent | 72.5 - 95.5 | 79.6 - 107.2 | 89.0 - 120.8 |
| contracts manager | 90.7 - 115.5 | 101.8 - 132.1 | 115.8 - 150.9 |
| director of operations | 118.0 - 159.2 | 156.4 - 211.0 | 199.5 - 269.0 |
| drafter | 50.4 - 63.0 | 56.3 - 71.6 | 63.5 - 81.3 |
| electrical designer/engineer | 70.7 - 93.6 | 79.8 - 108.0 | 91.3 - 123.4 |
| electrical engineer | 73.0 - 97.4 | 83.3 - 113.5 | 96.1 - 130.5 |
| electrical engineering technician | 53.1 - 68.3 | 60.7 - 79.3 | 69.6 - 90.4 |
| electrical inspector | 42.3 - 57.3 | 49.2 - 67.4 | 57.0 - 77.9 |
| engineering manager | 79.7 - 108.2 | 91.4 - 126.4 | 105.6 - 144.7 |
| environmental engineer | 59.3 - 79.1 | 67.8 - 92.3 | 78.3 - 106.1 |
| environmental inspector | 45.7 - 58.8 | 50.4 - 66.0 | 56.3 - 73.9 |
| estimation engineer | 66.8 - 89.7 | 77.0 - 105.5 | 89.4 - 121.5 |
| estimator | 56.8 - 74.5 | 63.3 - 84.7 | 71.4 - 96.0 |
| facilities engineer | 61.3 - 82.4 | 70.7 - 96.9 | 82.1 - 111.1 |
| facilities manager | 57.0 - 75.2 | 65.1 - 87.5 | 74.8 - 100.6 |
| field manager | 64.7 - 86.4 | 73.8 - 100.8 | 85.3 - 117.2 |
| foreman | 50.0 - 65.3 | 56.2 - 74.8 | 63.8 - 84.9 |
| health and safety manager | 56.6 - 73.5 | 65.4 - 86.1 | 75.5 - 98.5 |
| health and safety specialist | 64.3 - 84.9 | 73.7 - 99.2 | 85.1 - 113.4 |
| HVAC drafter | 48.8 - 62.9 | 55.0 - 71.8 | 62.1 - 80.7 |
| HVAC engineer | 53.0 - 70.9 | 60.8 - 82.7 | 70.1 - 94.2 |
| mechanical designer | 48.2 - 64.1 | 55.7 - 74.8 | 64.0 - 84.5 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| mechanical drafter | 47.7 - 62.2 | 53.8 - 72.0 | 61.9 - 84.4 |
| mechanical engineer | 68.4 - 91.1 | 77.8 - 105.6 | 89.3 - 120.6 |
| mechanical engineering technician | 47.7 - 62.9 | 54.5 - 72.8 | 62.3 - 82.2 |
| operations manager | 73.3 - 100.7 | 84.2 - 117.5 | 96.8 - 133.1 |
| planner/scheduler | 37.2 - 47.7 | 42.4 - 54.8 | 48.1 - 61.8 |
| project coordinator | 42.8 - 56.2 | 48.6 - 64.6 | 55.3 - 73.3 |
| project director | 104.9 - 128.1 | 132.1 - 161.3 | 160.2 - 195.6 |
| project engineer | 84.3 - 108.7 | 91.6 - 120.6 | 101.2 - 135.0 |
| project manager | 71.0 - 99.0 | 83.0 - 117.4 | 96.9 - 134.5 |
| purchasing manager | 89.7 - 119.5 | 101.9 - 137.6 | 116.1 - 155.0 |
| QA/QC inspector | 50.8 - 67.7 | 58.9 - 79.4 | 68.1 - 91.5 |
| quality control engineer | 64.3 - 85.7 | 73.3 - 99.3 | 84.0 - 112.8 |
| quality inspector | 36.6 - 46.8 | 40.9 - 53.4 | 46.3 - 60.5 |
| safety inspector | 58.7 - 77.2 | 66.7 - 89.1 | 76.0 - 100.9 |
| specification writer | 48.7 - 63.2 | 55.3 - 72.8 | 63.0 - 82.4 |
| structural designer | 49.3 - 64.7 | 55.9 - 74.5 | 63.7 - 84.4 |
| structural engineer | 66.4 - 88.4 | 75.6 - 102.8 | 87.0 - 117.6 |
| technical services manager | 82.1 - 109.4 | 93.3 - 127.0 | 107.5 - 146.7 |
| energy & oil | | | |
| architectural technologist | 48.5 - 63.3 | 56.6 - 75.2 | 66.5 - 88.9 |
| applications engineer | 68.4 - 91.0 | 79.2 - 107.1 | 91.8 - 122.0 |
| architect | 57.6 - 76.2 | 64.8 - 87.6 | 73.9 - 100.0 |
| automation engineer | 59.4 - 78.9 | 67.5 - 91.4 | 77.4 - 104.4 |
| automation specialist | 47.0 - 62.0 | 54.6 - 72.5 | 62.8 - 82.6 |
| buyer | 54.4 - 71.7 | 62.1 - 83.4 | 71.4 - 95.9 |
| category manager | 57.2 - 75.4 | 64.1 - 86.3 | 72.8 - 98.4 |
| category specialist | 48.7 - 63.7 | 54.2 - 72.4 | 61.1 - 82.3 |
| chemical engineer | 76.4 - 102.0 | 85.8 - 116.7 | 97.2 - 132.0 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| chemical technician | 50.8 - 66.6 | 56.6 - 75.8 | 64.1 - 86.9 |
| chief inspector | 50.7 - 67.2 | 57.2 - 76.9 | 64.7 - 86.6 |
| civil engineer | 61.0 - 82.2 | 70.6 - 96.6 | 81.7 - 109.8 |
| civil engineering drafter | 49.8 - 62.5 | 56.0 - 71.5 | 63.4 - 81.2 |
| civil engineering technologist | 43.2 - 58.5 | 51.3 - 69.8 | 60.0 - 79.8 |
| civil project engineer | 71.0 - 98.3 | 82.1 - 115.8 | 95.6 - 133.5 |
| civil project manager | 72.4 - 97.1 | 81.8 - 111.9 | 93.3 - 126.6 |
| commissioning and start up engineer | 57.1 - 76.6 | 65.8 - 89.9 | 76.3 - 99.7 |
| construction analyst | 52.0 - 68.3 | 58.1 - 77.5 | 65.3 - 87.3 |
| construction coordinator | 47.9 - 64.0 | 53.9 - 73.3 | 61.1 - 83.3 |
| construction director | 96.1 - 127.9 | 127.8 - 170.0 | 161.2 - 214.4 |
| construction manager | 70.0 - 92.2 | 76.9 - 103.5 | 85.9 - 116.6 |
| construction project manager | 63.3 - 87.9 | 73.8 - 104.3 | 86.2 - 120.0 |
| continuous improvement engineer | 70.8 - 93.5 | 79.2 - 106.5 | 89.5 - 119.4 |
| contracts administrator | 55.4 - 73.7 | 63.0 - 85.5 | 72.3 - 97.7 |
| contracts manager | 90.7 - 115.5 | 101.8 - 132.1 | 115.8 - 150.9 |
| contracts specialist | 56.0 - 73.6 | 63.8 - 85.5 | 73.1 - 97.2 |
| control technician | 46.0 - 60.7 | 52.6 - 70.4 | 60.3 - 80.1 |
| controls designer/engineer | 50.4 - 67.6 | 58.1 - 79.1 | 67.0 - 90.6 |
| cost control specialist | 45.7 - 59.5 | 51.3 - 68.1 | 58.3 - 77.3 |
| demand planner | 45.4 - 63.0 | 54.8 - 76.3 | 64.8 - 87.5 |
| director of operations | 118.0 - 159.2 | 156.4 - 211.0 | 199.5 - 269.0 |
| drafter | 50.4 - 63.0 | 56.3 - 71.6 | 63.5 - 81.3 |
| electrical designer/engineer | 70.7 - 93.6 | 79.8 - 108.0 | 91.3 - 123.4 |
| electrical engineer | 73.0 - 97.4 | 83.3 - 113.5 | 96.1 - 130.5 |
| electrical engineering technician | 53.1 - 68.3 | 60.7 - 79.3 | 69.6 - 90.4 |
| electrical inspector | 42.3 - 57.3 | 49.2 - 67.4 | 57.0 - 77.9 |
| electrical test engineer | 67.2 - 90.1 | 77.3 - 106.0 | 89.9 - 122.1 |



| | | | |
|---------------------------------------|--------------|--------------|---------------|
| engineering manager | 79.7 - 108.2 | 91.4 - 126.4 | 105.6 - 144.7 |
| environmental engineer | 59.3 - 79.1 | 67.8 - 92.3 | 78.3 - 106.1 |
| environmental inspector | 45.7 - 58.8 | 50.4 - 66.0 | 56.3 - 73.9 |
| estimation engineer | 66.8 - 89.7 | 77.0 - 105.5 | 89.4 - 121.5 |
| estimator | 56.8 - 74.5 | 63.3 - 84.7 | 71.4 - 96.0 |
| facilities engineer | 61.3 - 82.4 | 70.7 - 96.9 | 82.1 - 111.1 |
| field service engineer | 49.0 - 65.2 | 55.8 - 75.9 | 64.3 - 87.9 |
| general inspector | 46.8 - 61.8 | 52.7 - 70.5 | 59.5 - 79.2 |
| geologist | 59.2 - 77.4 | 66.8 - 89.2 | 76.4 - 101.9 |
| health and safety manager | 60.8 - 79.9 | 67.8 - 90.9 | 76.5 - 102.7 |
| health and safety specialist | 56.6 - 73.5 | 65.4 - 86.1 | 75.5 - 98.5 |
| HVAC drafter | 48.8 - 62.9 | 55.0 - 71.8 | 62.1 - 80.7 |
| HVAC engineer | 53.0 - 70.9 | 60.8 - 82.7 | 70.1 - 94.2 |
| hydraulic engineer | 60.8 - 81.8 | 70.2 - 96.2 | 81.5 - 110.2 |
| industrial engineer | 66.6 - 87.3 | 74.1 - 99.0 | 83.4 - 111.1 |
| instrumentation and controls engineer | 64.9 - 85.9 | 73.3 - 99.1 | 83.7 - 112.4 |
| inventory control manager | 59.4 - 78.2 | 66.6 - 89.5 | 75.5 - 101.5 |
| logistics specialist | 45.0 - 58.5 | 51.3 - 67.5 | 58.5 - 77.0 |
| materials manager | 75.9 - 100.9 | 84.2 - 114.1 | 94.8 - 128.8 |
| mechanical designer | 48.2 - 64.1 | 55.7 - 74.8 | 64.0 - 84.5 |
| mechanical drafter | 47.7 - 62.2 | 53.8 - 72.0 | 61.9 - 84.4 |
| mechanical engineer | 68.4 - 91.1 | 77.8 - 105.6 | 89.3 - 120.6 |
| mechanical engineering technician | 47.7 - 62.9 | 54.5 - 72.8 | 62.3 - 82.2 |
| mining engineer | 66.1 - 88.0 | 73.9 - 100.3 | 83.6 - 113.3 |
| operations manager | 73.3 - 100.7 | 84.2 - 117.5 | 96.8 - 133.1 |
| pipeline designer | 57.0 - 74.7 | 63.7 - 85.3 | 72.2 - 96.8 |
| piping engineer | 59.0 - 77.6 | 66.1 - 88.8 | 75.0 - 100.9 |
| planner/scheduler | 37.2 - 47.7 | 42.4 - 54.8 | 48.1 - 61.8 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| plant engineer | 69.3 - 92.7 | 80.6 - 109.9 | 94.3 - 126.3 |
| plant manager | 89.7 - 126.3 | 108.3 - 154.2 | 129.7 - 180.4 |
| process engineer | 57.8 - 77.4 | 66.3 - 90.4 | 76.6 - 102.9 |
| procurement director | 94.5 - 125.8 | 127.1 - 169.0 | 155.5 - 207.0 |
| procurement specialist | 48.5 - 63.6 | 54.0 - 72.3 | 61.0 - 82.4 |
| production analyst | 43.0 - 57.7 | 49.5 - 67.7 | 57.5 - 78.4 |
| production engineer | 59.9 - 80.2 | 68.7 - 93.7 | 79.3 - 106.7 |
| program manager | 66.2 - 86.2 | 75.6 - 100.2 | 86.8 - 114.6 |
| project controller | 50.2 - 66.9 | 56.4 - 76.7 | 64.0 - 87.5 |
| project controls manager | 79.6 - 110.4 | 92.3 - 129.9 | 107.2 - 148.5 |
| project controls specialist | 57.8 - 75.5 | 65.1 - 86.4 | 73.7 - 97.7 |
| project coordinator | 82.2 - 106.3 | 89.5 - 118.1 | 99.1 - 132.0 |
| project director | 104.9 - 128.1 | 132.1 - 161.3 | 160.2 - 195.6 |
| project engineer | 84.3 - 108.7 | 91.6 - 120.6 | 101.2 - 135.0 |
| project manager | 71.0 - 99.0 | 83.0 - 117.4 | 96.9 - 134.5 |
| purchasing manager | 89.7 - 119.5 | 101.9 - 137.6 | 116.1 - 155.0 |
| QA/QC inspector | 50.8 - 67.7 | 58.9 - 79.4 | 68.1 - 91.5 |
| quality assurance manager | 75.2 - 98.7 | 83.4 - 111.6 | 93.8 - 125.4 |
| quality assurance/control technician | 58.3 - 76.8 | 66.5 - 89.0 | 76.2 - 101.0 |
| quality control engineer | 64.3 - 85.7 | 73.3 - 99.3 | 84.0 - 112.8 |
| quality inspector | 36.6 - 46.8 | 40.9 - 53.4 | 46.3 - 60.5 |
| reliability engineer | 63.7 - 82.7 | 72.5 - 95.9 | 83.2 - 109.4 |
| safety inspector | 58.7 - 77.2 | 66.7 - 89.1 | 76.0 - 100.9 |
| site supervisor | 46.9 - 60.7 | 53.1 - 70.0 | 60.7 - 80.1 |
| sourcing specialist | 52.3 - 68.4 | 58.1 - 77.7 | 65.6 - 88.4 |
| stationary engineer | 50.6 - 64.9 | 55.7 - 72.7 | 61.9 - 80.9 |
| structural designer | 49.3 - 64.7 | 55.9 - 74.5 | 63.7 - 84.4 |
| structural engineer | 66.4 - 88.4 | 75.6 - 102.8 | 87.0 - 117.6 |



| | | | |
|-------------------------------|--------------|--------------|---------------|
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 75.8 - 102.5 | 87.7 - 119.9 | 101.2 - 134.9 |
| systems control engineer | 59.8 - 79.6 | 68.3 - 92.7 | 78.6 - 105.6 |
| telecommunications technician | 49.9 - 65.4 | 56.5 - 75.4 | 64.6 - 86.2 |
| transmission line engineer | 71.5 - 91.0 | 77.6 - 100.6 | 85.5 - 111.8 |
| transportation manager | 76.7 - 102.5 | 87.2 - 118.3 | 99.7 - 134.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|--|---------------|---------------|---------------|
| chief financial officer | 128.3 - 240.3 | 198.9 - 367.5 | 287.7 - 527.7 |
| director - financial planning & analysis | 112.5 - 153.2 | 147.9 - 200.9 | 185.0 - 249.8 |
| finance director | 108.1 - 148.3 | 145.7 - 197.0 | 181.6 - 244.7 |
| treasury manager | 87.4 - 106.9 | 94.6 - 115.7 | 101.7 - 124.3 |
| vice president finance | 107.7 - 173.8 | 140.5 - 253.9 | 199.5 - 360.5 |
| finance & accounting | 1 year | 3 years | 5 years |
| accountant | 63.5 - 76.3 | 68.1 - 81.9 | 72.5 - 87.2 |
| accounting clerk | 39.4 - 45.4 | 41.9 - 48.5 | 44.4 - 51.5 |
| accounting manager | 87.6 - 107.2 | 94.5 - 115.6 | 101.3 - 123.7 |
| accounting supervisor | 65.4 - 79.6 | 70.4 - 85.7 | 75.3 - 91.7 |
| accounting technician | 52.9 - 62.8 | 57.0 - 67.8 | 61.1 - 72.5 |
| accounts payable clerk | 44.6 - 49.5 | 48.8 - 54.5 | 52.3 - 58.7 |
| accounts payable manager | 67.1 - 84.4 | 75.2 - 93.6 | 81.8 - 102.4 |
| accounts receivable clerk | 41.3 - 46.6 | 45.8 - 51.7 | 49.8 - 56.3 |
| accounts receivable manager | 68.3 - 83.8 | 75.2 - 91.7 | 82.0 - 100.0 |
| analyst - financial planning & analysis | 71.5 - 92.3 | 79.2 - 101.9 | 86.8 - 110.7 |
| assistant controller | 67.4 - 95.7 | 76.1 - 106.7 | 84.6 - 117.5 |
| | | | 104.1 - 142.7 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| billing specialist | 38.9 - 45.5 | 42.5 - 49.9 | 45.9 - 53.8 | 52.3 - 61.2 |
| bookkeeper | 40.4 - 47.9 | 43.7 - 51.9 | 47.0 - 55.7 | 54.0 - 64.0 |
| business analyst | 69.1 - 83.2 | 74.8 - 90.0 | 80.3 - 96.6 | 92.7 - 111.6 |
| controller | 80.8 - 108.0 | 96.9 - 129.2 | 107.7 - 140.8 | 118.4 - 156.1 |
| cost accountant | 60.5 - 72.7 | 65.4 - 78.6 | 70.2 - 84.5 | 81.1 - 97.6 |
| credit and collections accountant | 36.2 - 42.5 | 39.2 - 46.4 | 42.2 - 50.1 | 48.4 - 57.4 |
| credit and collections manager | 73.2 - 90.7 | 79.6 - 98.3 | 85.9 - 105.9 | 112.0 - 135.0 |
| credit and collections supervisor | 53.6 - 65.3 | 57.9 - 70.5 | 62.2 - 75.7 | 71.9 - 87.6 |
| external auditor | 62.7 - 75.4 | 68.2 - 82.0 | 73.5 - 88.4 | 85.2 - 102.6 |
| financial analyst | 65.7 - 81.2 | 71.1 - 87.8 | 76.4 - 94.2 | 88.7 - 109.2 |
| financial reporting manager | 105.2 - 128.4 | 113.2 - 138.1 | 121.1 - 147.6 | 139.6 - 170.3 |
| internal auditor | 61.0 - 73.4 | 67.5 - 81.1 | 73.6 - 88.6 | 86.4 - 104.0 |
| invoicing clerk | 37.8 - 44.1 | 41.4 - 48.5 | 44.6 - 52.3 | 49.9 - 58.4 |
| payroll clerk | 42.0 - 49.1 | 46.2 - 54.2 | 50.2 - 58.8 | 57.7 - 67.6 |
| payroll manager | 68.8 - 86.5 | 75.5 - 94.7 | 82.0 - 102.7 | 96.3 - 119.8 |
| payroll specialist | 51.7 - 60.4 | 56.1 - 65.7 | 58.1 - 68.9 | 61.4 - 75.4 |
| payroll supervisor | 54.8 - 65.9 | 59.7 - 71.8 | 64.4 - 77.4 | 74.6 - 89.8 |
| tax manager | 92.7 - 114.7 | 99.7 - 123.3 | 106.7 - 131.8 | 123.1 - 152.0 |
| treasury analyst | 64.2 - 77.2 | 68.9 - 82.8 | 73.4 - 88.3 | 83.8 - 100.8 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 78.9 - 114.8 | 103.6 - 150.2 | 129.7 - 188.2 |
| diversity & inclusion director | 79.1 - 110.4 | 100.4 - 140.4 | 126.2 - 176.8 |
| health and safety director | 80.7 - 97.5 | 106.0 - 127.7 | 127.5 - 153.6 |
| human resources director | 87.4 - 122.4 | 112.5 - 157.2 | 140.4 - 196.4 |
| L&D director | 86.9 - 108.9 | 109.6 - 136.9 | 140.4 - 175.7 |
| talent acquisition director | 81.9 - 114.8 | 105.6 - 147.4 | 129.8 - 181.4 |
| total rewards director | 98.6 - 129.7 | 129.2 - 169.7 | 160.7 - 211.2 |
| vice president Human Resources / CHRO | 104.7 - 180.0 | 137.8 - 237.2 | 171.4 - 295.0 |
| human resources | | entry | mid |
| benefits administrator | 52.9 - 67.9 | 59.3 - 77.7 | 67.2 - 88.5 |
| compensation and benefits manager | 86.6 - 113.9 | 96.5 - 129.4 | 109.1 - 147.3 |
| compensation specialist | 47.1 - 62.6 | 54.5 - 73.6 | 63.1 - 84.3 |
| diversity & inclusion coordinator | 37.9 - 48.5 | 43.0 - 54.7 | 47.6 - 58.9 |
| health and safety advisor | 56.6 - 73.5 | 65.4 - 86.1 | 75.5 - 98.5 |
| health and safety manager | 69.6 - 91.0 | 78.2 - 104.3 | 88.9 - 118.2 |
| HRIS analyst | 56.9 - 75.2 | 65.3 - 87.9 | 75.3 - 100.4 |
| human resources business partner | 62.3 - 82.1 | 69.9 - 94.1 | 79.3 - 107.0 |
| human resources coordinator | 37.8 - 48.3 | 42.8 - 54.5 | 47.4 - 58.7 |
| human resources generalist | 57.3 - 72.8 | 62.2 - 81.0 | 69.0 - 91.9 |
| human resources manager | 78.3 - 106.0 | 90.8 - 124.9 | 105.8 - 143.6 |
| human resources supervisor | 61.1 - 79.6 | 67.4 - 90.0 | 75.8 - 103.2 |
| human resources technician | 46.1 - 60.3 | 51.3 - 68.6 | 58.0 - 78.4 |
| instructional designer | 48.7 - 63.4 | 54.7 - 72.5 | 62.1 - 82.6 |
| labour relations advisor | 60.9 - 81.4 | 69.7 - 95.2 | 80.5 - 109.1 |
| labour relations manager | 85.3 - 117.1 | 101.0 - 140.2 | 119.1 - 163.0 |
| learning and development specialist | 49.7 - 65.2 | 56.5 - 75.6 | 64.8 - 86.1 |



| | | | |
|-------------------------------|-------------|-------------|-------------|
| recruitment coordinator | 37.6 - 49.1 | 43.2 - 56.8 | 49.3 - 64.0 |
| talent acquisition specialist | 56.4 - 73.8 | 62.7 - 84.0 | 70.7 - 95.2 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.0 - 19.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| delivery/courier driver | 16.0 - 20.0 | 17.0 - 22.0 | 19.0 - 25.0 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| forklift operator | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| general labourer - heavy | 17.0 - 22.0 | 20.0 - 25.0 | 22.0 - 26.0 |
| general labourer - light | 16.2 - 20.1 | 18.6 - 22.1 | 19.0 - 24.5 |
| industrial painter | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| inventory control clerk | 17.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| janitor/custodian | 18.1 - 22.1 | 20.7 - 24.2 | 22.1 - 26.0 |
| machine operator | 17.0 - 23.0 | 20.0 - 26.0 | 23.0 - 30.0 |
| machine operator assistant | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 27.0 |
| manufacturing worker | 18.2 - 22.3 | 19.3 - 23.6 | 20.0 - 24.3 |
| material handler | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 25.0 |
| moulding machine operator | 17.0 - 22.0 | 20.0 - 26.0 | 22.0 - 29.0 |
| packaging labourer | 16.0 - 20.0 | 17.0 - 23.0 | 20.0 - 26.0 |
| parts clerk | 16.0 - 17.0 | 15.0 - 20.0 | 16.0 - 22.0 |
| parts manager | 22.0 - 28.0 | 24.0 - 32.0 | 27.0 - 36.0 |
| picker/packer | 17.9 - 21.4 | 19.0 - 23.1 | 20.2 - 24.0 |
| polisher/deburrer | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| production labourer | 16.0 - 19.0 | 18.0 - 23.0 | 21.0 - 24.0 |
| sandblasting operator | 16.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| shipper/receiver | 18.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| warehouse labourer | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 25.0 |

manufacturing

| engineering | entry | mid | senior |
|-----------------------------------|-------------|--------------|--------------|
| applications engineer | 68.4 - 91.0 | 79.2 - 107.1 | 91.8 - 122.0 |
| automation engineer | 66.3 - 78.9 | 77.0 - 91.4 | 83.4 - 104.4 |
| buyer | 54.4 - 71.7 | 62.1 - 83.4 | 71.4 - 95.9 |
| continuous improvement engineer | 70.8 - 93.5 | 79.2 - 106.5 | 89.5 - 119.4 |
| controls designer/engineer | 50.4 - 67.6 | 58.1 - 79.1 | 67.0 - 90.6 |
| demand planner | 45.4 - 63.0 | 54.8 - 76.3 | 64.8 - 87.5 |
| electrical engineer | 73.0 - 97.4 | 83.3 - 113.5 | 96.1 - 130.5 |
| electrical engineering technician | 53.1 - 68.3 | 60.7 - 79.3 | 69.6 - 90.4 |
| estimation engineer | 66.8 - 89.7 | 77.0 - 105.5 | 89.4 - 121.5 |
| estimator | 56.8 - 74.5 | 63.3 - 84.7 | 71.4 - 96.0 |
| HVAC drafter | 48.8 - 62.9 | 55.0 - 71.8 | 62.1 - 80.7 |
| HVAC engineer | 53.0 - 70.9 | 60.8 - 82.7 | 70.1 - 94.2 |
| industrial engineer | 66.6 - 87.3 | 74.1 - 99.0 | 83.4 - 111.1 |
| inventory analyst | 47.6 - 62.2 | 53.7 - 71.5 | 61.2 - 81.6 |
| logistics specialist | 55.1 - 73.7 | 63.1 - 86.1 | 72.8 - 98.2 |
| manufacturing engineer | 67.4 - 82.7 | 70.8 - 96.0 | 81.2 - 109.2 |
| mechanical designer | 52.0 - 64.1 | 55.7 - 74.8 | 64.0 - 84.5 |
| mechanical drafter | 47.7 - 62.2 | 53.8 - 72.0 | 61.9 - 84.4 |
| mechanical engineer | 68.4 - 91.1 | 77.8 - 105.6 | 89.3 - 120.6 |
| mechanical engineering technician | 49.0 - 62.9 | 54.5 - 72.8 | 62.3 - 82.2 |
| planner/scheduler | 37.2 - 47.7 | 42.4 - 54.8 | 48.1 - 61.8 |
| process engineer | 62.5 - 77.4 | 72.5 - 90.4 | 83.3 - 102.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| production planner | 45.4 - 60.4 | 52.5 - 70.3 | 60.1 - 78.6 |
| project director | 104.9 - 128.1 | 132.1 - 161.3 | 160.2 - 195.6 |
| project engineer | 76.6 - 92.7 | 91.6 - 110.3 | 101.2 - 135.0 |
| project manager | 71.0 - 99.0 | 83.0 - 117.4 | 96.9 - 134.5 |
| quality assurance/control technician | 58.3 - 76.8 | 66.5 - 89.0 | 76.2 - 101.0 |
| quality control engineer | 64.3 - 85.7 | 73.3 - 99.3 | 84.0 - 112.8 |
| supply chain analyst | 46.0 - 61.6 | 52.8 - 71.8 | 60.8 - 81.9 |
| industrial management | | | |
| director of operations | 118.0 - 159.2 | 156.4 - 211.0 | 199.5 - 269.0 |
| engineering manager | 79.7 - 108.2 | 91.4 - 126.4 | 105.6 - 144.7 |
| head of workshop and assembly | 57.0 - 75.2 | 65.1 - 87.5 | 74.8 - 100.6 |
| inventory control manager | 91.2 - 122.1 | 123.4 - 165.1 | 151.6 - 202.7 |
| machining manager | 79.0 - 89.0 | 84.0 - 94.0 | 92.0 - 112.0 |
| maintenance manager | 82.4 - 109.1 | 92.6 - 124.8 | 105.3 - 141.8 |
| maintenance supervisor | 65.9 - 75.2 | 72.0 - 87.5 | 82.0 - 100.6 |
| manufacturing director | 82.4 - 109.1 | 92.6 - 124.8 | 105.3 - 141.8 |
| materials manager | 75.9 - 100.9 | 84.2 - 114.1 | 94.8 - 128.8 |
| operations manager | 73.3 - 100.7 | 84.2 - 117.5 | 96.8 - 133.1 |
| parts manager | 44.7 - 58.3 | 50.2 - 66.5 | 56.8 - 75.5 |
| plant manager | 89.7 - 126.3 | 108.3 - 154.2 | 129.7 - 180.4 |
| procurement director | 94.5 - 125.8 | 127.1 - 169.0 | 155.5 - 207.0 |
| production manager | 82.4 - 109.1 | 92.6 - 124.8 | 105.3 - 141.8 |
| production supervisor | 54.7 - 71.2 | 61.2 - 81.4 | 69.4 - 92.4 |
| purchasing manager | 89.7 - 119.5 | 101.9 - 137.6 | 116.1 - 155.0 |
| quality assurance manager | 75.2 - 98.7 | 83.4 - 111.6 | 93.8 - 125.4 |
| quality director | 84.4 - 115.4 | 107.8 - 146.9 | 131.4 - 179.3 |
| site supervisor | 72.5 - 95.5 | 79.6 - 107.2 | 89.0 - 120.8 |
| supply chain manager | 75.8 - 102.5 | 87.7 - 119.9 | 101.2 - 134.9 |



| | | | |
|------------------------------------|--------------|--------------|--------------|
| transportation manager | 76.7 - 102.5 | 87.2 - 118.3 | 99.7 - 134.5 |
| warehouse manager | 78.3 - 90.2 | 83.0 - 105.0 | 90.0 - 120.0 |
| warehouse supervisor | 62.0 - 72.8 | 69.5 - 79.9 | 78.3 - 98.8 |
| skilled trades | | | |
| CNC machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| CNC programmer | 47.5 - 63.5 | 54.3 - 73.9 | 62.4 - 85.0 |
| control technician | 44.1 - 58.4 | 50.5 - 68.0 | 58.0 - 77.7 |
| conventional machinist | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| electrician | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |
| electromechanical technician | 49.1 - 67.1 | 58.5 - 79.0 | 67.2 - 81.3 |
| electronics technician | 48.8 - 63.8 | 54.9 - 73.2 | 62.3 - 83.0 |
| field service technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| heavy equipment mechanic | 49.9 - 60.6 | 52.7 - 71.1 | 60.8 - 81.7 |
| machine builder | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| maintenance mechanic | 45.7 - 54.6 | 49.2 - 63.6 | 56.5 - 72.9 |
| mechanical assembler | 41.6 - 47.0 | 46.0 - 54.5 | 52.0 - 61.5 |
| millwright | 48.7 - 63.6 | 54.9 - 72.8 | 62.0 - 81.4 |
| panel wirer | 41.6 - 47.8 | 45.0 - 52.0 | 50.2 - 56.1 |
| quality control technician | 37.0 - 47.8 | 41.2 - 54.2 | 46.3 - 60.7 |
| set-up technician | 58.2 - 64.5 | 62.0 - 70.2 | 68.0 - 80.4 |
| technician quality control testing | 48.7 - 65.3 | 56.7 - 76.9 | 65.7 - 88.9 |
| tool and die maker | 46.0 - 60.8 | 52.7 - 70.6 | 60.3 - 79.8 |
| welder | 45.7 - 54.0 | 52.0 - 58.2 | 56.0 - 64.5 |
| welder-fitter | 47.8 - 52.0 | 49.9 - 58.2 | 56.2 - 60.3 |



marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 63.5 - 84.0 | 71.6 - 96.9 | 81.9 - 110.8 |
| digital marketing specialist | 45.0 - 59.7 | 52.2 - 70.5 | 60.8 - 80.7 |
| e-commerce director | 108.7 - 135.7 | 138.3 - 172.8 | 175.7 - 219.5 |
| e-commerce marketing manager | 73.5 - 96.8 | 82.3 - 110.8 | 93.6 - 126.5 |
| marketing content manager | 54.6 - 72.0 | 61.4 - 82.7 | 69.9 - 94.3 |
| social media manager | 54.3 - 75.8 | 66.0 - 92.5 | 78.7 - 108.5 |
| web marketing analyst | 48.9 - 63.9 | 55.4 - 73.5 | 63.0 - 83.1 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 93.9 - 144.5 | 127.7 - 197.1 | 165.3 - 255.1 |
| marketing vice-president | 117.9 - 183.7 | 167.3 - 260.9 | 217.5 - 338.9 |
| marketing and communications | | | |
| brand or product manager | 79.7 - 103.2 | 88.7 - 116.8 | 99.7 - 131.3 |
| brand or product manager assistant | 59.7 - 81.0 | 69.9 - 96.1 | 81.4 - 110.1 |
| communications manager | 65.6 - 86.4 | 73.5 - 98.7 | 83.3 - 111.4 |
| communications specialist | 50.7 - 69.7 | 60.6 - 84.2 | 71.6 - 96.5 |
| marketing coordinator | 52.1 - 68.8 | 58.9 - 79.4 | 67.3 - 90.6 |
| marketing director | 92.1 - 125.0 | 107.7 - 148.0 | 125.6 - 169.5 |
| marketing project manager | 40.3 - 53.8 | 46.2 - 62.9 | 53.3 - 71.7 |
| marketing specialist | 44.4 - 59.1 | 50.9 - 68.8 | 58.4 - 78.1 |

sales

| corporate sales | entry | mid | senior |
|------------------------------|--------------|---------------|---------------|
| account manager - hardware | 46.6 - 58.5 | 50.7 - 64.8 | 56.0 - 72.7 |
| account manager - software | 52.2 - 65.1 | 56.3 - 71.7 | 61.9 - 80.3 |
| business development manager | 89.8 - 119.8 | 100.7 - 137.2 | 114.8 - 158.4 |



| | | | |
|---|---------------|----------------|-----------------|
| district sales manager | 73.4 - 95.8 | 84.1 - 111.8 | 97.0 - 128.3 |
| key accounts manager - consumer goods | 65.9 - 84.7 | 74.1 - 97.3 | 84.4 - 111.4 |
| merchandiser - consumer goods | 56.2 - 73.8 | 63.0 - 84.5 | 71.5 - 96.5 |
| sales manager/ director | 56.7 - 76.4 | 64.6 - 88.6 | 73.9 - 100.1 |
| sales representative, account manager - consumer goods | 45.7 - 58.0 | 50.5 - 65.1 | 56.3 - 72.7 |
| sales representative, account manager - professional services | 43.4 - 54.2 | 46.8 - 59.6 | 51.4 - 66.8 |
| sales representative, account manager - telecommunications | 50.4 - 63.2 | 54.8 - 70.0 | 60.3 - 77.8 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 112.9 - 163.2 | 152.6 - 220.2 | 191.8 - 275.8 |
| sales vice-president | 131.7 - 190.7 | 179.9 - 260.5 | 234.1 - 338.8 |
| vice-president marketing & sales | 113.7 - 205.6 | 157.1 - 284.5 | 203.2 - 367.6 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 49.2 - 61.6 | 53.4 - 68.0 | 58.7 - 75.8 |
| internal sales representative - manufacturing | 47.4 - 59.3 | 51.5 - 65.8 | 56.9 - 73.9 |
| sales engineer - distribution | 66.6 - 87.2 | 73.0 - 97.4 | 81.1 - 108.7 |
| sales engineer - manufacturing | 53.9 - 72.0 | 60.9 - 82.6 | 69.1 - 92.6 |
| sales representative, account manager - industrial equipment | 46.5 - 58.0 | 50.1 - 63.8 | 55.1 - 71.4 |
| sales representative, account manager - industrial service | 49.4 - 62.0 | 53.6 - 68.4 | 59.0 - 76.0 |
| sales representative, account manager - machinery | 49.1 - 61.3 | 53.0 - 67.4 | 58.1 - 75.2 |
| sales representative, account manager - manufacturing | 47.6 - 68.9 | 52.4 - 77.2 | 58.3 - 86.0 |
| sales representative, account manager - retail network | 48.4 - 60.3 | 52.2 - 66.5 | 57.5 - 75.1 |
| technical sales representative - manufacturing | 45.4 - 58.5 | 51.2 - 67.0 | 58.0 - 75.3 |

technologies

| | | | |
|-----------------------------|-------------|-------------|---------------|
| application software | entry | mid | senior |
| .net/C# developer | 65.9 - 85.8 | 85.0 - 98.1 | 100.0 - 120.0 |
| application support analyst | 65.0 - 75.7 | 75.0 - 87.7 | 85.0 - 99.2 |



| | | | |
|--|---------------|---------------|---------------|
| automation tester | 57.2 - 72.4 | 66.0 - 82.9 | 75.4 - 95.5 |
| C++/ embedded software engineer | 75.0 - 85.6 | 85.0 - 98.0 | 95.0 - 110.9 |
| devops - development | 75.0 - 85.0 | 85.0 - 95.0 | 95.0 - 110.0 |
| ERP developer | 65.8 - 85.5 | 73.7 - 97.8 | 83.6 - 111.4 |
| front-end developer | 70.0 - 80.9 | 80.0 - 94.5 | 90.0 - 108.2 |
| full stack developer | 70.5 - 93.3 | 81.0 - 109.0 | 93.3 - 124.2 |
| java developer | 75.0 - 83.8 | 80.0 - 95.9 | 90.0 - 108.4 |
| machine learning developer | 80.0 - 108.3 | 97.5 - 136.8 | 117.3 - 141.4 |
| mobile application developer (iOS/android) | 70.0 - 90.9 | 82.6 - 116.9 | 100.2 - 120.8 |
| quality assurance manager | 85.0 - 102.6 | 95.0 - 119.0 | 100.5 - 135.1 |
| RPA developer | 65.0 - 75.0 | 75.0 - 85.0 | 85.0 - 95.0 |
| SQL database developer | 65.0 - 77.8 | 75.0 - 91.4 | 85.0 - 104.7 |
| technical lead | 100.9 - 137.3 | 116.1 - 160.3 | 133.8 - 182.0 |
| UI/UX designer | 61.8 - 80.2 | 69.0 - 91.2 | 77.8 - 102.3 |
| architecture | | | |
| application architect | 95.2 - 127.9 | 107.6 - 147.3 | 123.1 - 169.4 |
| architect (enterprise) | 88.0 - 119.4 | 100.9 - 139.5 | 116.6 - 161.1 |
| architect (solutions/technical) | 85.0 - 97.6 | 87.2 - 111.7 | 98.9 - 125.8 |
| cloud architect | 90.0 - 105.7 | 94.7 - 121.8 | 108.0 - 137.4 |
| data & analytics | | | |
| BI data architect | 84.3 - 114.2 | 94.7 - 130.6 | 107.5 - 148.0 |
| big data engineer | 75.3 - 99.2 | 84.4 - 113.5 | 95.8 - 129.0 |
| business intelligence developer | 62.8 - 81.9 | 70.6 - 93.6 | 80.0 - 105.2 |
| leadership/business technology | | | |
| IT director | 97.9 - 131.9 | 125.0 - 168.3 | 157.2 - 211.8 |
| IT manager | 86.3 - 115.7 | 98.8 - 134.8 | 114.2 - 155.3 |
| networking/infrastructure | | | |
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |



| | | | |
|---------------------------------|--------------|---------------|---------------|
| cloud engineer | 71.5 - 95.9 | 83.6 - 113.6 | 97.4 - 129.2 |
| devops - infrastructure | 72.4 - 100.8 | 84.7 - 119.4 | 98.5 - 135.4 |
| help desk analyst | 46.7 - 61.3 | 53.0 - 70.6 | 60.5 - 80.3 |
| information security engineer | 67.8 - 91.1 | 78.2 - 107.1 | 90.8 - 122.6 |
| information security manager | 88.7 - 118.1 | 100.6 - 136.1 | 115.0 - 155.5 |
| information security specialist | 53.9 - 71.2 | 61.8 - 83.0 | 71.2 - 94.4 |
| information systems analyst | 58.2 - 75.5 | 65.1 - 86.3 | 73.8 - 97.8 |
| linux/unix administrator | 73.1 - 95.6 | 82.5 - 110.0 | 94.1 - 125.6 |
| network administrator | 57.1 - 76.8 | 66.0 - 90.3 | 76.6 - 103.7 |
| network engineer | 65.0 - 87.2 | 74.8 - 102.5 | 86.9 - 118.1 |
| systems administrator | 65.2 - 86.2 | 74.8 - 100.7 | 86.3 - 115.4 |
| tech support | 57.7 - 75.8 | 65.7 - 87.7 | 75.0 - 99.7 |
| project management | | | |
| ERP project manager | 87.6 - 118.1 | 95.9 - 131.8 | 106.8 - 148.2 |



outaouais

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|---------------|---------------|
| administrative analyst | 49.4 - 64.6 | 55.0 - 73.3 | 62.0 - 82.9 |
| administrative assistant | 38.5 - 49.7 | 43.0 - 56.7 | 48.7 - 64.0 |
| administrative assistant (bilingual) | 37.4 - 41.6 | 40.5 - 51.2 | 48.9 - 66.6 |
| administrative manager | 56.0 - 72.3 | 61.1 - 80.4 | 67.6 - 90.0 |
| benefits clerk | 37.5 - 48.1 | 42.9 - 55.7 | 49.1 - 63.3 |
| buyer assistant | 38.5 - 50.0 | 44.7 - 57.8 | 50.6 - 63.7 |
| claims supervisor | 61.7 - 80.9 | 68.9 - 92.4 | 78.2 - 105.7 |
| contracts administrator | 92.5 - 117.4 | 103.7 - 134.1 | 117.7 - 152.9 |
| data entry clerk | 33.9 - 42.7 | 38.4 - 48.5 | 43.0 - 49.7 |
| dispatcher | 39.0 - 49.9 | 44.4 - 57.2 | 50.3 - 64.6 |
| document controller | 32.5 - 41.5 | 37.6 - 47.6 | 42.1 - 48.7 |
| document services specialist | 31.0 - 39.6 | 35.9 - 45.3 | 40.1 - 46.4 |
| documentation specialist | 36.9 - 48.5 | 44.2 - 56.4 | 49.9 - 57.7 |
| executive assistant | 55.4 - 76.1 | 65.0 - 90.0 | 75.5 - 102.6 |
| executive assistant (bilingual) | 55.5 - 68.1 | 61.5 - 75.1 | 67.1 - 83.5 |
| file clerk | 34.0 - 44.3 | 40.2 - 51.0 | 45.1 - 52.1 |
| HR administrator | 47.4 - 61.9 | 53.6 - 71.3 | 61.2 - 81.4 |
| human resources assistant | 39.8 - 50.9 | 45.2 - 57.4 | 50.0 - 61.8 |
| invoicing clerk | 36.5 - 46.8 | 41.6 - 53.2 | 46.5 - 58.0 |
| lease administrator | 45.0 - 58.9 | 52.0 - 68.6 | 59.8 - 78.3 |
| legal assistant | 46.1 - 63.8 | 55.5 - 76.7 | 65.1 - 86.8 |
| logistics coordinator | 46.9 - 62.0 | 54.8 - 72.8 | 63.2 - 83.1 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| mailroom clerk | 34.9 - 43.3 | 39.3 - 48.2 | 42.9 - 49.0 |
| office clerk | 37.7 - 46.5 | 41.5 - 51.8 | 45.9 - 57.4 |
| office manager | 55.0 - 71.3 | 60.5 - 79.8 | 67.3 - 89.2 |
| office/operations manager | 54.2 - 65.7 | 57.8 - 70.0 | 61.3 - 74.1 |
| order clerk | 32.8 - 41.4 | 37.3 - 47.2 | 41.8 - 52.1 |
| order entry clerk | 33.8 - 39.0 | 37.0 - 45.0 | 39.0 - 46.0 |
| order supervisor | 50.4 - 66.1 | 58.3 - 77.1 | 66.9 - 86.7 |
| payroll administrator | 41.7 - 54.6 | 47.4 - 63.2 | 54.4 - 72.4 |
| project coordinator | 44.1 - 57.8 | 50.0 - 66.4 | 56.9 - 75.2 |
| property administrator | 37.4 - 49.1 | 42.1 - 56.4 | 48.0 - 65.1 |
| property manager | 59.2 - 78.9 | 67.7 - 92.0 | 78.1 - 105.8 |
| receptionist | 32.6 - 40.7 | 36.0 - 46.0 | 40.4 - 52.3 |
| receptionist (bilingual) | 40.1 - 43.0 | 42.0 - 47.0 | 46.0 - 53.0 |
| sales administrator | 42.7 - 57.5 | 49.4 - 67.4 | 57.3 - 77.1 |
| sales assistant | 38.8 - 48.4 | 42.8 - 55.0 | 48.5 - 63.9 |
| service coordinator | 36.9 - 47.8 | 41.4 - 54.6 | 46.9 - 62.1 |
| supply clerk | 34.5 - 43.9 | 38.9 - 49.7 | 43.4 - 54.7 |
| virtual assistant | 41.0 - 53.0 | 45.0 - 60.0 | 51.0 - 68.0 |
| virtual receptionist | 33.0 - 40.0 | 36.0 - 41.0 | 38.0 - 44.0 |

customer experience

| | entry | mid | senior |
|---|-------------|-------------|--------------|
| bilingual call center operations manager | 56.1 - 73.1 | 62.9 - 83.4 | 71.0 - 93.4 |
| bilingual customer loyalty agent | 34.6 - 45.5 | 39.5 - 52.8 | 45.3 - 60.2 |
| bilingual customer service manager | 65.2 - 75.4 | 74.1 - 86.4 | 86.9 - 110.9 |
| bilingual customer service representative | 41.8 - 49.8 | 46.9 - 60.4 | 55.4 - 73.6 |
| bilingual customer service supervisor | 49.2 - 52.1 | 50.3 - 58.9 | 53.5 - 61.4 |
| bilingual customer service team lead | 44.6 - 51.1 | 48.3 - 55.2 | 54.7 - 60.7 |



| | | | |
|--|-------------|-------------|--------------|
| bilingual customer service trainer | 41.7 - 52.1 | 47.6 - 60.4 | 52.2 - 67.6 |
| bilingual e-chat representative | 34.6 - 40.8 | 35.7 - 45.8 | 41.2 - 50.1 |
| bilingual help desk representative - level 1 | 34.3 - 43.5 | 37.9 - 49.4 | 42.7 - 55.9 |
| bilingual inside sales manager | 60.6 - 81.8 | 69.0 - 94.5 | 78.7 - 105.8 |
| bilingual inside sales representative | 56.9 - 75.2 | 64.0 - 86.2 | 72.7 - 98.3 |
| bilingual insurance advisor | 41.3 - 46.7 | 44.7 - 50.1 | 49.8 - 56.9 |
| bilingual junior collection agent | 33.1 - 42.4 | 37.2 - 48.7 | 42.2 - 54.8 |
| bilingual order desk representative | 43.9 - 61.9 | 52.5 - 66.3 | 56.5 - 73.7 |
| bilingual survey agent | 34.2 - 38.5 | 36.7 - 42.6 | 39.8 - 46.1 |
| bilingual telemarketing agent | 41.4 - 55.6 | 47.8 - 64.3 | 54.4 - 72.3 |
| bilingual telephone dispatcher | 37.6 - 48.1 | 42.7 - 55.3 | 48.5 - 62.5 |
| bilingual travel support agent | 35.6 - 45.0 | 39.8 - 50.8 | 44.4 - 56.2 |
| bilingual workforce planner | 43.3 - 55.0 | 46.9 - 60.9 | 51.9 - 68.9 |

engineering

| construction | entry | mid | senior |
|--------------------------------|--------------|---------------|---------------|
| architect | 60.2 - 79.1 | 67.5 - 90.6 | 76.7 - 103.1 |
| architectural drafter | 50.1 - 65.4 | 58.4 - 77.7 | 68.6 - 91.6 |
| BIM/VDC coordinator | 62.4 - 81.8 | 69.7 - 93.3 | 78.9 - 105.8 |
| buyer | 69.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| civil engineer | 63.6 - 85.5 | 73.6 - 100.3 | 85.1 - 113.9 |
| civil engineering drafter | 51.5 - 64.6 | 57.8 - 73.8 | 65.5 - 83.8 |
| civil engineering technologist | 44.7 - 60.4 | 52.9 - 72.1 | 62.0 - 82.3 |
| civil project engineer | 73.6 - 101.2 | 84.9 - 118.8 | 98.5 - 136.6 |
| civil project manager | 75.4 - 100.9 | 85.2 - 116.0 | 97.0 - 131.0 |
| construction coordinator | 49.1 - 65.5 | 55.2 - 75.0 | 62.6 - 85.1 |
| construction director | 98.4 - 130.2 | 130.1 - 172.3 | 163.5 - 216.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction manager | 72.0 - 94.4 | 79.0 - 105.7 | 88.1 - 118.9 |
| construction project coordinator | 84.4 - 108.6 | 91.8 - 120.4 | 101.4 - 134.3 |
| construction project manager | 65.2 - 90.2 | 75.9 - 106.6 | 88.4 - 122.3 |
| construction superintendent | 74.6 - 97.7 | 81.8 - 109.4 | 91.2 - 123.1 |
| contracts manager | 92.5 - 117.4 | 103.7 - 134.1 | 117.7 - 152.9 |
| director of operations | 121.3 - 162.7 | 160.0 - 215.0 | 203.4 - 273.3 |
| drafter | 52.1 - 65.1 | 58.1 - 74.0 | 65.6 - 83.9 |
| electrical designer/engineer | 73.7 - 97.3 | 83.1 - 112.0 | 94.9 - 127.7 |
| electrical engineer | 76.1 - 101.2 | 86.8 - 117.7 | 99.9 - 134.8 |
| electrical engineering technician | 54.9 - 70.6 | 62.7 - 81.8 | 71.8 - 93.1 |
| electrical inspector | 43.9 - 59.1 | 50.9 - 69.3 | 58.8 - 79.9 |
| engineering manager | 81.9 - 110.5 | 93.6 - 128.7 | 107.9 - 147.0 |
| environmental engineer | 61.9 - 82.4 | 70.7 - 96.0 | 81.5 - 110.1 |
| environmental inspector | 47.5 - 61.0 | 52.3 - 68.4 | 58.4 - 76.6 |
| estimation engineer | 69.7 - 93.4 | 80.2 - 109.5 | 93.0 - 125.8 |
| estimator | 59.0 - 77.2 | 65.7 - 87.5 | 74.0 - 98.9 |
| facilities engineer | 64.0 - 85.8 | 73.7 - 100.7 | 85.5 - 115.2 |
| facilities manager | 58.6 - 77.1 | 66.8 - 89.5 | 76.7 - 102.7 |
| field manager | 66.5 - 88.4 | 75.7 - 102.8 | 87.2 - 119.3 |
| foreman | 51.6 - 67.2 | 57.9 - 76.8 | 65.6 - 87.0 |
| health and safety manager | 58.2 - 75.2 | 67.0 - 87.7 | 77.1 - 100.0 |
| health and safety specialist | 67.1 - 88.4 | 76.8 - 103.1 | 88.5 - 117.6 |
| HVAC drafter | 50.1 - 64.6 | 56.5 - 73.8 | 63.8 - 82.8 |
| HVAC engineer | 55.4 - 73.9 | 63.5 - 86.1 | 73.1 - 98.0 |
| mechanical designer | 50.5 - 66.9 | 58.2 - 78.0 | 66.8 - 88.0 |
| mechanical drafter | 49.3 - 64.3 | 55.6 - 74.4 | 64.0 - 87.0 |
| mechanical engineer | 71.4 - 94.7 | 81.1 - 109.6 | 92.9 - 124.9 |
| mechanical engineering technician | 49.3 - 64.9 | 56.3 - 75.2 | 64.4 - 84.8 |



| | | | |
|----------------------------|---------------|---------------|---------------|
| operations manager | 75.7 - 103.9 | 86.9 - 120.9 | 99.9 - 136.5 |
| planner/scheduler | 38.4 - 49.0 | 43.6 - 56.3 | 49.5 - 63.5 |
| project coordinator | 44.1 - 57.8 | 50.0 - 66.4 | 56.9 - 75.2 |
| project director | 107.9 - 131.2 | 135.2 - 164.5 | 163.3 - 198.9 |
| project engineer | 87.7 - 112.7 | 95.2 - 124.8 | 105.1 - 139.4 |
| project manager | 73.6 - 101.9 | 85.8 - 120.4 | 99.8 - 137.7 |
| purchasing manager | 91.6 - 121.5 | 115.0 - 139.6 | 125.0 - 172.0 |
| QA/QC inspector | 52.5 - 69.9 | 60.8 - 81.9 | 70.3 - 94.2 |
| quality control engineer | 67.1 - 89.2 | 76.4 - 103.2 | 87.4 - 116.9 |
| quality inspector | 37.9 - 48.4 | 42.3 - 55.2 | 47.9 - 62.4 |
| safety inspector | 60.2 - 78.9 | 68.3 - 90.7 | 77.6 - 102.4 |
| specification writer | 50.6 - 65.5 | 57.4 - 75.3 | 65.2 - 85.0 |
| structural designer | 50.9 - 66.8 | 57.8 - 76.9 | 65.8 - 87.1 |
| structural engineer | 69.3 - 92.0 | 78.8 - 106.7 | 90.5 - 121.8 |
| superintendent | 38.6 - 49.4 | 43.3 - 56.4 | 49.0 - 64.1 |
| technical services manager | 84.3 - 111.7 | 95.6 - 129.3 | 109.8 - 149.0 |
| energy & oil | | | |
| architectural technologist | 50.1 - 65.4 | 58.4 - 77.7 | 68.6 - 91.6 |
| applications engineer | 71.5 - 94.8 | 82.6 - 111.4 | 95.7 - 126.5 |
| architect | 60.2 - 79.1 | 67.5 - 90.6 | 76.7 - 103.1 |
| automation engineer | 62.0 - 82.2 | 70.4 - 95.1 | 80.6 - 108.3 |
| automation specialist | 48.6 - 64.0 | 56.4 - 74.8 | 64.9 - 85.2 |
| buyer | 56.5 - 74.3 | 64.4 - 86.1 | 74.0 - 98.8 |
| category manager | 59.4 - 78.0 | 66.6 - 89.1 | 75.4 - 101.3 |
| category specialist | 50.6 - 66.1 | 56.3 - 75.0 | 63.4 - 85.1 |
| chemical engineer | 79.6 - 105.9 | 89.3 - 120.9 | 101.0 - 136.4 |
| chemical technician | 52.5 - 68.7 | 58.5 - 78.2 | 66.2 - 89.6 |
| chief inspector | 52.4 - 69.1 | 59.0 - 78.9 | 66.6 - 88.5 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineer | 63.6 - 85.5 | 73.6 - 100.3 | 85.1 - 113.9 |
| civil engineering drafter | 51.5 - 64.6 | 57.8 - 73.8 | 65.5 - 83.8 |
| civil engineering technologist | 44.7 - 60.4 | 52.9 - 72.1 | 62.0 - 82.3 |
| civil project engineer | 73.6 - 101.2 | 84.9 - 118.8 | 98.5 - 136.6 |
| civil project manager | 75.4 - 100.9 | 85.2 - 116.0 | 97.0 - 131.0 |
| commissioning and start up engineer | 59.0 - 78.9 | 67.9 - 92.4 | 78.5 - 102.3 |
| construction analyst | 53.7 - 70.5 | 60.0 - 80.0 | 67.5 - 90.0 |
| construction coordinator | 49.1 - 65.5 | 55.2 - 75.0 | 62.6 - 85.1 |
| construction director | 98.4 - 130.2 | 130.1 - 172.3 | 163.5 - 216.9 |
| construction manager | 72.0 - 94.4 | 79.0 - 105.7 | 88.1 - 118.9 |
| construction project manager | 65.2 - 90.2 | 75.9 - 106.6 | 88.4 - 122.3 |
| continuous improvement engineer | 72.6 - 95.4 | 81.1 - 108.4 | 91.3 - 121.4 |
| contracts administrator | 57.5 - 76.3 | 65.4 - 88.4 | 74.9 - 100.6 |
| contracts manager | 92.5 - 117.4 | 103.7 - 134.1 | 117.7 - 152.9 |
| contracts specialist | 58.1 - 76.3 | 66.2 - 88.3 | 75.7 - 100.1 |
| control technician | 47.5 - 62.7 | 54.3 - 72.7 | 62.2 - 82.7 |
| controls designer/engineer | 52.1 - 69.9 | 60.0 - 81.6 | 69.2 - 93.4 |
| cost control specialist | 47.3 - 61.4 | 53.0 - 70.1 | 60.1 - 79.5 |
| demand planner | 46.9 - 64.9 | 56.5 - 78.4 | 66.7 - 89.9 |
| director of operations | 121.3 - 162.7 | 160.0 - 215.0 | 203.4 - 273.3 |
| drafter | 52.1 - 65.1 | 58.1 - 74.0 | 65.6 - 83.9 |
| electrical designer/engineer | 73.7 - 97.3 | 83.1 - 112.0 | 94.9 - 127.7 |
| electrical engineer | 76.1 - 101.2 | 86.8 - 117.7 | 99.9 - 134.8 |
| electrical engineering technician | 54.9 - 70.6 | 62.7 - 81.8 | 71.8 - 93.1 |
| electrical inspector | 43.9 - 59.1 | 50.9 - 69.3 | 58.8 - 79.9 |
| electrical test engineer | 70.1 - 93.8 | 80.6 - 110.0 | 93.5 - 126.4 |
| engineering manager | 81.9 - 110.5 | 93.6 - 128.7 | 107.9 - 147.0 |
| environmental engineer | 61.9 - 82.4 | 70.7 - 96.0 | 81.5 - 110.1 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| environmental inspector | 47.5 - 61.0 | 52.3 - 68.4 | 58.4 - 76.6 |
| estimation engineer | 69.7 - 93.4 | 80.2 - 109.5 | 93.0 - 125.8 |
| estimator | 59.0 - 77.2 | 65.7 - 87.5 | 74.0 - 98.9 |
| facilities engineer | 64.0 - 85.8 | 73.7 - 100.7 | 85.5 - 115.2 |
| field service engineer | 50.6 - 67.3 | 57.7 - 78.3 | 66.4 - 90.6 |
| general inspector | 48.5 - 63.6 | 54.5 - 72.5 | 61.4 - 81.2 |
| geologist | 61.4 - 80.1 | 69.3 - 92.2 | 79.1 - 105.1 |
| health and safety manager | 62.9 - 82.2 | 70.0 - 93.3 | 78.8 - 105.1 |
| health and safety specialist | 58.2 - 75.2 | 67.0 - 87.7 | 77.1 - 100.0 |
| HVAC drafter | 50.1 - 64.6 | 56.5 - 73.8 | 63.8 - 82.8 |
| HVAC engineer | 55.4 - 73.9 | 63.5 - 86.1 | 73.1 - 98.0 |
| hydraulic engineer | 63.5 - 85.1 | 73.2 - 99.9 | 84.9 - 114.3 |
| industrial engineer | 69.5 - 90.8 | 77.3 - 102.9 | 86.9 - 115.2 |
| instrumentation and controls engineer | 67.7 - 89.4 | 76.4 - 102.9 | 87.1 - 116.5 |
| inventory control manager | 61.4 - 80.7 | 68.8 - 92.2 | 78.0 - 104.4 |
| logistics specialist | 46.8 - 60.8 | 53.3 - 70.1 | 60.8 - 79.7 |
| materials manager | 77.7 - 102.8 | 86.1 - 116.1 | 96.7 - 130.8 |
| mechanical designer | 50.5 - 66.9 | 58.2 - 78.0 | 66.8 - 88.0 |
| mechanical drafter | 49.3 - 64.3 | 55.6 - 74.4 | 64.0 - 87.0 |
| mechanical engineer | 71.4 - 94.7 | 81.1 - 109.6 | 92.9 - 124.9 |
| mechanical engineering technician | 49.3 - 64.9 | 56.3 - 75.2 | 64.4 - 84.8 |
| mining engineer | 69.0 - 91.5 | 77.0 - 104.2 | 87.0 - 117.4 |
| operations manager | 75.7 - 103.9 | 86.9 - 120.9 | 99.9 - 136.5 |
| piping engineer | 61.6 - 80.9 | 69.0 - 92.3 | 78.1 - 104.8 |
| planner/scheduler | 38.4 - 49.0 | 43.6 - 56.3 | 49.5 - 63.5 |
| plant engineer | 71.3 - 94.9 | 82.8 - 112.2 | 96.6 - 128.6 |
| plant manager | 91.6 - 128.3 | 110.2 - 156.1 | 131.7 - 182.5 |
| process engineer | 60.4 - 80.6 | 69.2 - 94.0 | 79.8 - 106.9 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement director | 96.3 - 127.8 | 129.1 - 171.1 | 157.5 - 209.1 |
| procurement specialist | 50.4 - 65.8 | 56.0 - 74.7 | 63.2 - 84.8 |
| production analyst | 44.3 - 59.3 | 50.9 - 69.5 | 59.1 - 80.3 |
| production engineer | 62.6 - 83.5 | 71.7 - 97.4 | 82.6 - 110.8 |
| program manager | 68.4 - 89.0 | 78.1 - 103.3 | 89.6 - 117.9 |
| project controller | 52.1 - 69.4 | 58.5 - 79.4 | 66.4 - 90.3 |
| project controls manager | 82.4 - 113.4 | 95.2 - 133.0 | 110.2 - 151.6 |
| project controls specialist | 60.0 - 78.1 | 67.5 - 89.2 | 76.3 - 100.6 |
| project coordinator | 84.4 - 108.6 | 91.8 - 120.4 | 101.4 - 134.3 |
| project director | 107.9 - 131.2 | 135.2 - 164.5 | 163.3 - 198.9 |
| project engineer | 87.7 - 112.7 | 95.2 - 124.8 | 105.1 - 139.4 |
| project manager | 73.6 - 101.9 | 85.8 - 120.4 | 99.8 - 137.7 |
| purchasing manager | 91.6 - 121.5 | 103.7 - 139.6 | 118.0 - 157.0 |
| QA/QC inspector | 52.5 - 69.9 | 60.8 - 81.9 | 70.3 - 94.2 |
| quality assurance manager | 77.0 - 100.6 | 85.3 - 113.5 | 95.6 - 127.4 |
| quality assurance/control technician | 61.0 - 80.1 | 69.5 - 92.7 | 79.5 - 105.1 |
| quality control engineer | 67.1 - 89.2 | 76.4 - 103.2 | 87.4 - 116.9 |
| quality inspector | 37.9 - 48.4 | 42.3 - 55.2 | 47.9 - 62.4 |
| reliability engineer | 66.5 - 86.1 | 75.5 - 99.7 | 86.6 - 113.5 |
| safety inspector | 60.2 - 78.9 | 68.3 - 90.7 | 77.6 - 102.4 |
| site supervisor | 48.1 - 62.2 | 54.4 - 71.6 | 62.1 - 81.9 |
| sourcing specialist | 54.3 - 70.9 | 60.4 - 80.4 | 68.0 - 91.3 |
| stationary engineer | 51.9 - 66.5 | 57.1 - 74.4 | 63.5 - 82.7 |
| structural designer | 50.9 - 66.8 | 57.8 - 76.9 | 65.8 - 87.1 |
| structural engineer | 69.3 - 92.0 | 78.8 - 106.7 | 90.5 - 121.8 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 77.6 - 104.4 | 89.6 - 121.9 | 103.1 - 136.9 |
| systems control engineer | 62.4 - 82.9 | 71.3 - 96.4 | 81.9 - 109.6 |



| | | | |
|-------------------------------|--------------|--------------|---------------|
| telecommunications technician | 52.3 - 68.3 | 59.2 - 78.7 | 67.5 - 89.9 |
| transmission line engineer | 74.6 - 94.6 | 80.9 - 104.5 | 89.0 - 115.9 |
| transportation manager | 78.5 - 104.4 | 89.1 - 120.2 | 101.6 - 136.5 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | | 100 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 141.3 - 254.1 | | 211.4 - 380.8 | |
| director - financial planning & analysis | 125.3 - 166.0 | | 161.2 - 214.0 | |
| finance director | 121.5 - 160.9 | | 158.3 - 210.1 | |
| vice president finance | 130.1 - 175.5 | | 142.2 - 255.7 | |
| vice-president internal audit | 122.2 - 163.8 | | 154.8 - 208.0 | |
| finance & accounting | 1 year | 3 years | 5 years | 10 years |
| accountant | 65.4 - 78.6 | 70.1 - 84.2 | 74.7 - 89.7 | 84.6 - 101.6 |
| accounting clerk | 45.3 - 49.4 | 47.9 - 53.6 | 49.5 - 57.8 | 61.8 - 67.7 |
| accounting manager | 89.6 - 109.2 | 96.5 - 117.6 | 103.3 - 125.8 | 118.3 - 143.9 |
| accounting supervisor | 67.4 - 81.9 | 72.5 - 88.1 | 77.5 - 94.2 | 88.6 - 107.8 |
| accounting technician | 54.6 - 64.8 | 58.9 - 69.8 | 63.0 - 74.7 | 71.7 - 85.1 |
| accounts payable clerk | 46.2 - 48.1 | 47.4 - 53.1 | 51.2 - 57.5 | 58.7 - 66.0 |
| accounts payable manager | 79.8 - 97.2 | 87.2 - 106.3 | 94.5 - 115.2 | 111.4 - 135.7 |
| accounts receivable clerk | 45.2 - 48.5 | 47.6 - 53.7 | 51.8 - 58.4 | 60.3 - 68.0 |
| accounts receivable manager | 80.9 - 96.2 | 87.9 - 104.5 | 94.9 - 112.8 | 111.8 - 132.9 |
| analyst - financial planning & analysis | 95.1 - 115.8 | 102.8 - 125.2 | 110.4 - 134.4 | 127.4 - 155.0 |
| assistant controller | 86.8 - 130.1 | 110.5 - 141.2 | 119.0 - 152.0 | 138.6 - 177.1 |
| billing specialist | 43.7 - 47.3 | 46.5 - 51.8 | 47.8 - 55.9 | 54.3 - 63.4 |
| bookkeeper | 45.3 - 49.8 | 47.7 - 58.2 | 54.2 - 60.0 | 62.5 - 68.5 |
| business analyst | 72.3 - 86.8 | 78.1 - 93.8 | 83.8 - 100.7 | 96.6 - 116.1 |



| | | | | |
|-----------------------------------|---------------|---------------|---------------|---------------|
| compliance specialist | 59.7 - 71.7 | 65.8 - 79.0 | 71.6 - 85.9 | 83.3 - 100.1 |
| controller | 94.5 - 167.7 | 132.7 - 238.6 | 173.7 - 312.9 | 344.2 - 395.8 |
| cost accountant | 68.8 - 78.1 | 70.6 - 83.1 | 75.6 - 90.1 | 87.7 - 102.3 |
| credit & collection specialist | 43.6 - 52.7 | 47.6 - 60.8 | 54.0 - 68.1 | 68.0 - 88.6 |
| credit and collections accountant | 44.0 - 46.4 | 47.3 - 53.7 | 55.8 - 58.5 | 60.0 - 66.0 |
| credit and collections manager | 85.9 - 103.5 | 92.3 - 111.2 | 98.7 - 118.8 | 114.1 - 137.2 |
| credit and collections supervisor | 55.6 - 67.5 | 60.0 - 72.9 | 64.3 - 78.2 | 74.3 - 90.4 |
| external auditor | 75.4 - 77.7 | 70.3 - 84.4 | 75.7 - 90.9 | 87.6 - 105.2 |
| financial analyst | 78.7 - 94.5 | 84.2 - 101.2 | 89.7 - 107.7 | 102.2 - 122.8 |
| financial reporting manager | 107.2 - 130.5 | 115.2 - 140.2 | 123.1 - 149.8 | 141.7 - 172.4 |
| internal audit manager | 100.1 - 123.4 | 107.7 - 132.7 | 115.1 - 141.8 | 132.1 - 162.6 |
| internal auditor | 77.7 - 81.0 | 69.5 - 83.5 | 75.8 - 91.1 | 88.8 - 106.7 |
| invoicing clerk | 43.6 - 46.9 | 44.2 - 50.4 | 50.7 - 57.5 | 56.1 - 63.8 |
| payroll clerk | 43.7 - 51.1 | 48.1 - 56.2 | 52.1 - 60.9 | 59.9 - 70.0 |
| payroll director | 82.2 - 111.8 | 104.6 - 142.1 | 133.1 - 180.7 | 198.8 - 228.6 |
| payroll manager | 81.5 - 99.3 | 88.2 - 107.5 | 94.8 - 115.5 | 109.0 - 132.7 |
| payroll specialist | 44.9 - 53.8 | 49.0 - 58.8 | 53.1 - 63.6 | 61.9 - 74.2 |
| payroll supervisor | 56.8 - 68.2 | 61.8 - 74.2 | 66.6 - 80.0 | 77.1 - 92.7 |
| tax analyst | 49.7 - 59.8 | 55.0 - 66.1 | 60.0 - 72.0 | 70.3 - 84.4 |
| tax manager | 101.1 - 122.2 | 126.5 - 136.2 | 141.0 - 145.8 | 153.2 - 156.3 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |



| | | | |
|--------------------|-------------|-------------|-------------|
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 80.7 - 116.7 | 105.5 - 152.2 | 131.7 - 190.3 |
| diversity & inclusion director | 81.7 - 113.7 | 103.5 - 143.9 | 129.7 - 180.5 |
| health and safety director | 82.6 - 99.4 | 107.9 - 129.7 | 129.5 - 155.6 |
| human resources director | 89.2 - 124.4 | 114.4 - 159.2 | 142.5 - 198.5 |
| L&D director | 88.7 - 110.8 | 111.5 - 139.0 | 142.4 - 177.7 |
| talent acquisition director | 83.7 - 116.8 | 107.5 - 149.4 | 131.7 - 183.4 |
| total rewards director | 100.5 - 131.7 | 131.2 - 171.7 | 162.7 - 213.4 |
| vice president Human Resources / CHRO | 106.6 - 182.0 | 139.8 - 239.4 | 173.4 - 297.2 |
| human resources | entry | mid | senior |
| benefits administrator | 55.0 - 70.4 | 61.6 - 80.4 | 69.7 - 91.3 |
| compensation and benefits manager | 88.5 - 115.8 | 98.4 - 131.4 | 111.0 - 149.3 |
| compensation specialist | 49.0 - 65.0 | 56.6 - 76.2 | 65.5 - 87.1 |
| diversity & inclusion coordinator | 39.5 - 50.5 | 44.8 - 56.9 | 49.5 - 61.2 |
| health and safety advisor | 58.2 - 75.2 | 67.0 - 87.7 | 77.1 - 100.0 |
| health and safety manager | 71.3 - 92.9 | 80.0 - 106.2 | 90.8 - 120.1 |
| HRIS analyst | 59.5 - 78.5 | 68.3 - 91.6 | 78.6 - 104.4 |
| human resources business partner | 64.6 - 84.9 | 72.4 - 97.0 | 82.0 - 109.9 |
| human resources coordinator | 38.9 - 49.7 | 44.1 - 56.0 | 48.8 - 60.3 |
| human resources generalist | 59.5 - 75.4 | 64.5 - 83.7 | 71.5 - 94.7 |
| human resources manager | 80.1 - 107.9 | 92.7 - 126.9 | 107.7 - 145.6 |
| human resources supervisor | 63.5 - 82.3 | 69.9 - 92.8 | 78.5 - 106.1 |
| human resources technician | 47.4 - 62.0 | 52.8 - 70.5 | 59.6 - 80.3 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| instructional designer | 50.2 - 65.3 | 56.4 - 74.7 | 64.0 - 84.9 |
| labour relations advisor | 63.2 - 84.2 | 72.2 - 98.1 | 83.2 - 112.1 |
| labour relations manager | 87.1 - 119.1 | 102.9 - 142.2 | 121.0 - 165.0 |
| learning and development specialist | 51.3 - 67.2 | 58.3 - 77.8 | 66.8 - 88.5 |
| recruitment coordinator | 38.7 - 50.5 | 44.5 - 58.4 | 50.7 - 65.7 |
| talent acquisition specialist | 58.5 - 76.5 | 65.1 - 86.7 | 73.3 - 98.0 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 17.0 - 19.0 | 18.0 - 21.0 | 20.0 - 23.0 |
| delivery/courier driver | 18.0 - 20.0 | 19.0 - 21.0 | 20.0 - 23.0 |
| electronic parts assembler | 17.0 - 22.0 | 19.0 - 24.0 | 21.0 - 26.0 |
| forklift operator | 18.0 - 21.0 | 20.0 - 23.0 | 22.0 - 25.0 |
| general labourer - heavy | 18.0 - 22.0 | 21.0 - 23.0 | 22.0 - 25.0 |
| general labourer - light | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| inventory control clerk | 18.0 - 21.0 | 19.0 - 22.0 | 21.0 - 24.0 |
| janitor/custodian | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| machine operator | 19.0 - 22.0 | 21.0 - 23.0 | 22.0 - 26.0 |
| machine operator assistant | 18.0 - 21.0 | 20.0 - 23.0 | 22.0 - 25.0 |
| manufacturing worker | 17.0 - 19.0 | 18.0 - 20.0 | 19.0 - 21.0 |
| material handler | 18.0 - 21.0 | 19.0 - 22.0 | 21.0 - 24.0 |
| moulding machine operator | 18.0 - 21.0 | 19.0 - 23.0 | 22.0 - 25.0 |
| packaging labourer | 17.0 - 20.0 | 18.0 - 21.0 | 20.0 - 25.0 |
| parts clerk | 17.0 - 20.0 | 18.0 - 21.0 | 20.0 - 25.0 |
| parts manager | 22.0 - 29.0 | 25.0 - 33.0 | 28.0 - 37.0 |
| picker/packer | 17.0 - 20.0 | 18.0 - 21.0 | 20.0 - 25.0 |
| polisher/deburrer | 18.0 - 21.0 | 19.0 - 23.0 | 22.0 - 25.0 |
| print press operator | 18.0 - 21.0 | 20.0 - 23.0 | 22.0 - 25.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| production labourer | 17.0 - 19.0 | 18.0 - 23.0 | 21.0 - 24.0 |
| shipper/receiver | 18.0 - 22.0 | 20.0 - 25.0 | 22.0 - 28.0 |
| shipping and receiving clerk | 18.0 - 22.0 | 20.0 - 25.0 | 23.0 - 29.0 |
| warehouse labourer | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 25.0 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 71.5 - 94.8 | 82.6 - 111.4 | 95.7 - 126.5 |
| automation engineer | 62.0 - 82.2 | 70.4 - 95.1 | 80.6 - 108.3 |
| buyer | 69.0 - 95.0 | 75.0 - 100.0 | 80.0 - 120.0 |
| chemical engineer | 79.6 - 105.9 | 89.3 - 120.9 | 101.0 - 136.4 |
| chemical technician | 52.5 - 68.7 | 58.5 - 78.2 | 66.2 - 89.6 |
| cmm programmer | 48.1 - 63.1 | 54.7 - 72.9 | 62.6 - 82.5 |
| commissioning and start up engineer | 59.0 - 78.9 | 67.9 - 92.4 | 78.5 - 102.3 |
| continuous improvement engineer | 72.6 - 95.4 | 81.1 - 108.4 | 91.3 - 121.4 |
| controls designer/engineer | 52.1 - 69.9 | 60.0 - 81.6 | 69.2 - 93.4 |
| demand planner | 72.0 - 93.0 | 82.0 - 95.0 | 85.0 - 110.0 |
| electrical engineer | 76.1 - 101.2 | 86.8 - 117.7 | 99.9 - 134.8 |
| electrical engineering technician | 54.9 - 70.6 | 62.7 - 81.8 | 71.8 - 93.1 |
| electrical test engineer | 70.1 - 93.8 | 80.6 - 110.0 | 93.5 - 126.4 |
| estimation engineer | 69.7 - 93.4 | 80.2 - 109.5 | 93.0 - 125.8 |
| estimator | 59.0 - 77.2 | 65.7 - 87.5 | 74.0 - 98.9 |
| field service engineer | 50.6 - 67.3 | 57.7 - 78.3 | 66.4 - 90.6 |
| general inspector | 48.6 - 64.1 | 54.7 - 73.2 | 61.8 - 82.1 |
| health and safety specialist | 67.1 - 88.4 | 76.8 - 103.1 | 88.5 - 117.6 |
| HVAC drafter | 50.1 - 64.6 | 56.5 - 73.8 | 63.8 - 82.8 |
| HVAC engineer | 55.4 - 73.9 | 63.5 - 86.1 | 73.1 - 98.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| industrial engineer | 69.5 - 90.8 | 77.3 - 102.9 | 86.9 - 115.2 |
| inventory analyst | 68.0 - 76.0 | 70.0 - 83.0 | 76.0 - 97.0 |
| logistics specialist | 67.0 - 80.0 | 75.0 - 92.0 | 77.0 - 110.0 |
| manufacturing engineer | 64.9 - 86.1 | 73.8 - 99.8 | 84.6 - 113.3 |
| mechanical designer | 50.5 - 66.9 | 58.2 - 78.0 | 66.8 - 88.0 |
| mechanical drafter | 49.3 - 64.3 | 55.6 - 74.4 | 64.0 - 87.0 |
| mechanical engineer | 71.4 - 94.7 | 81.1 - 109.6 | 92.9 - 124.9 |
| mechanical engineering technician | 49.3 - 64.9 | 56.3 - 75.2 | 64.4 - 84.8 |
| planner/scheduler | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| process engineer | 60.4 - 80.6 | 69.2 - 94.0 | 79.8 - 106.9 |
| production planner | 72.0 - 95.0 | 77.0 - 97.0 | 80.0 - 100.0 |
| project engineer | 87.7 - 112.7 | 95.2 - 124.8 | 105.1 - 139.4 |
| project manager | 73.6 - 101.9 | 85.8 - 120.4 | 99.8 - 137.7 |
| QA/QC inspector | 36.5 - 46.6 | 40.8 - 53.1 | 46.1 - 60.1 |
| quality assurance manager | 77.0 - 100.6 | 85.3 - 113.5 | 95.6 - 127.4 |
| quality assurance/control technician | 61.0 - 80.1 | 69.5 - 92.7 | 79.5 - 105.1 |
| quality control engineer | 67.1 - 89.2 | 76.4 - 103.2 | 87.4 - 116.9 |
| quality control technician | 48.4 - 59.4 | 52.7 - 66.0 | 57.9 - 72.6 |
| quality director | 86.2 - 117.3 | 109.7 - 148.9 | 133.4 - 181.3 |
| quality inspector | 47.9 - 58.4 | 52.3 - 65.2 | 57.9 - 72.4 |
| safety inspector | 60.2 - 78.9 | 68.3 - 90.7 | 77.6 - 102.4 |
| SCADA engineer | 62.8 - 83.8 | 71.9 - 97.6 | 82.8 - 111.2 |
| stationary engineer | 51.9 - 66.5 | 57.1 - 74.4 | 63.5 - 82.7 |
| supply chain analyst | 69.0 - 85.0 | 70.0 - 100.0 | 80.0 - 120.0 |
| industrial management | | | |
| director of operations | 118.5 - 158.4 | 155.7 - 208.8 | 197.6 - 265.0 |
| engineering manager | 81.9 - 110.5 | 93.6 - 128.7 | 107.9 - 147.0 |
| general manager | 70.6 - 90.1 | 85.8 - 105.6 | 103.2 - 150.2 |



| | | | |
|-------------------------------|---------------|---------------|---------------|
| head of workshop and assembly | 145.2 - 204.4 | 206.0 - 290.0 | 260.6 - 366.9 |
| health and safety manager | 58.2 - 75.2 | 67.0 - 87.7 | 77.1 - 100.0 |
| inventory control manager | 69.3 - 80.9 | 72.5 - 90.0 | 76.3 - 101.8 |
| machining manager | 60.0 - 72.5 | 70.8 - 82.6 | 80.4 - 110.0 |
| maintenance manager | 72.2 - 83.5 | 80.4 - 92.8 | 90.3 - 121.1 |
| maintenance supervisor | 61.0 - 80.6 | 69.9 - 93.2 | 79.6 - 104.0 |
| manufacturing director | 101.1 - 122.8 | 131.4 - 159.6 | 162.1 - 197.2 |
| materials manager | 60.0 - 72.0 | 68.0 - 80.0 | 74.0 - 90.0 |
| operations manager | 80.7 - 100.7 | 84.3 - 116.8 | 96.7 - 132.0 |
| plant manager | 86.1 - 120.4 | 103.5 - 146.3 | 123.5 - 175.0 |
| procurement director | 92.0 - 121.7 | 121.7 - 160.9 | 147.7 - 195.6 |
| production manager | 84.3 - 111.0 | 94.5 - 126.8 | 107.2 - 143.8 |
| production supervisor | 55.0 - 70.0 | 60.0 - 80.0 | 70.0 - 90.0 |
| program manager | 68.4 - 89.0 | 78.1 - 103.3 | 89.6 - 117.9 |
| project director | 107.9 - 131.2 | 135.2 - 164.5 | 163.3 - 198.9 |
| purchasing manager | 83.0 - 109.1 | 93.9 - 126.1 | 106.7 - 141.7 |
| site supervisor | 65.0 - 75.0 | 70.0 - 85.0 | 80.0 - 105.0 |
| supply chain manager | 76.2 - 101.8 | 87.3 - 118.0 | 99.9 - 132.4 |
| transportation manager | 60.0 - 73.0 | 71.0 - 84.0 | 75.0 - 100.0 |
| warehouse manager | 60.0 - 73.0 | 70.0 - 83.0 | 81.0 - 105.0 |
| warehouse supervisor | 55.2 - 71.3 | 63.0 - 81.9 | 72.0 - 95.1 |
| skilled trades | | | |
| CNC machinist | 53.6 - 66.0 | 61.3 - 75.0 | 69.9 - 82.0 |
| CNC programmer | 50.6 - 67.4 | 57.8 - 78.3 | 66.4 - 89.8 |
| control technician | 47.5 - 62.7 | 54.3 - 72.7 | 62.2 - 82.7 |
| conventional machinist | 53.0 - 65.2 | 60.4 - 71.8 | 69.1 - 79.4 |
| electrician | 74.4 - 84.5 | 81.2 - 96.7 | 91.4 - 106.2 |
| electromechanical technician | 53.4 - 61.0 | 56.3 - 70.9 | 62.7 - 89.9 |



| | | | |
|------------------------------------|-------------|-------------|-------------|
| electronics technician | 52.5 - 68.3 | 58.9 - 78.1 | 66.7 - 88.1 |
| field service technician | 50.7 - 60.8 | 57.3 - 75.0 | 68.3 - 94.3 |
| heavy equipment mechanic | 53.3 - 62.4 | 60.2 - 76.0 | 73.1 - 94.3 |
| machine builder | 54.2 - 66.5 | 61.8 - 72.0 | 70.0 - 86.3 |
| maintenance mechanic | 53.3 - 63.0 | 61.8 - 76.2 | 71.0 - 94.3 |
| mechanical assembler | 45.0 - 52.0 | 48.7 - 59.1 | 57.0 - 70.0 |
| millwright | 56.7 - 65.2 | 63.4 - 77.6 | 75.4 - 97.0 |
| panel wirer | 45.0 - 52.0 | 48.7 - 59.1 | 57.0 - 70.0 |
| parts manager | 46.1 - 59.8 | 51.6 - 68.1 | 58.3 - 77.2 |
| set-up technician | 52.0 - 60.0 | 57.3 - 68.7 | 62.4 - 75.1 |
| technician quality control testing | 52.5 - 69.9 | 60.8 - 81.9 | 70.3 - 94.2 |
| tool and die maker | 55.3 - 67.0 | 62.3 - 73.0 | 64.0 - 85.1 |
| welder | 45.3 - 52.1 | 49.0 - 60.2 | 58.7 - 74.8 |
| welder-fitter | 46.1 - 53.2 | 50.7 - 62.8 | 60.1 - 86.1 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 65.3 - 85.8 | 73.4 - 98.4 | 83.6 - 112.3 |
| digital marketing specialist | 46.8 - 62.0 | 54.2 - 73.1 | 63.1 - 83.5 |
| e-commerce director | 110.2 - 137.2 | 139.8 - 174.2 | 177.2 - 221.1 |
| e-commerce marketing manager | 75.2 - 98.4 | 84.1 - 112.3 | 95.2 - 128.0 |
| marketing content manager | 56.3 - 73.8 | 63.1 - 84.4 | 71.6 - 95.9 |
| social media manager | 56.1 - 77.6 | 67.8 - 94.1 | 80.4 - 110.0 |
| web marketing analyst | 51.3 - 66.8 | 58.0 - 76.7 | 65.9 - 86.6 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 96.9 - 148.0 | 131.2 - 200.9 | 168.9 - 259.3 |
| marketing vice-president | 119.4 - 185.2 | 168.8 - 262.5 | 219.0 - 340.6 |



| marketing and communications | entry | mid | senior |
|------------------------------------|--------------|---------------|---------------|
| brand or product manager | 81.4 - 104.7 | 90.3 - 118.3 | 101.2 - 132.8 |
| brand or product manager assistant | 61.3 - 82.7 | 71.6 - 97.8 | 83.1 - 111.7 |
| communications manager | 67.4 - 88.1 | 75.3 - 100.3 | 85.0 - 112.9 |
| communications specialist | 52.6 - 72.1 | 62.8 - 86.8 | 74.0 - 99.2 |
| marketing coordinator | 54.1 - 71.3 | 61.2 - 82.1 | 69.8 - 93.4 |
| marketing director | 93.8 - 126.5 | 109.2 - 149.5 | 127.0 - 171.0 |
| marketing project manager | 41.7 - 55.6 | 47.8 - 64.7 | 55.0 - 73.5 |
| marketing specialist | 46.2 - 61.4 | 52.8 - 71.3 | 60.6 - 80.8 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 47.8 - 60.0 | 52.0 - 66.4 | 57.4 - 74.5 |
| account manager - software | 53.6 - 66.8 | 57.8 - 73.5 | 63.4 - 82.1 |
| business development manager | 91.7 - 121.7 | 102.6 - 139.2 | 116.7 - 160.4 |
| district sales manager | 75.1 - 97.4 | 85.7 - 113.2 | 98.6 - 129.7 |
| key accounts manager - consumer goods | 67.5 - 86.6 | 75.9 - 99.3 | 86.3 - 113.4 |
| merchandiser - consumer goods | 58.4 - 76.4 | 65.4 - 87.3 | 74.1 - 99.4 |
| sales manager/ director | 58.4 - 78.2 | 66.4 - 90.2 | 75.6 - 101.6 |
| sales representative, account manager - consumer goods | 46.9 - 59.3 | 51.7 - 66.4 | 57.5 - 74.1 |
| sales representative, account manager - professional services | 44.5 - 55.4 | 48.0 - 60.9 | 52.6 - 68.1 |
| sales representative, account manager - telecommunications | 51.7 - 64.9 | 56.2 - 71.7 | 61.9 - 79.7 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 114.5 - 164.9 | 154.2 - 221.9 | 193.3 - 277.5 |
| sales vice-president | 133.2 - 192.2 | 181.4 - 262.0 | 235.7 - 340.5 |
| vice-president marketing & sales | 115.2 - 207.1 | 158.6 - 286.0 | 204.7 - 369.2 |
| industrial sales | entry | mid | senior |



| | | | |
|--|-------------|-------------|-------------|
| internal sales representative - construction | 50.4 - 62.9 | 54.6 - 69.3 | 59.9 - 77.1 |
| internal sales representative - manfacturing | 49.0 - 61.3 | 53.2 - 67.8 | 58.8 - 76.1 |
| sales engineer - manufacturing | 55.7 - 74.1 | 62.9 - 84.9 | 71.2 - 95.1 |
| sales representative, account manager - distribution | 46.4 - 58.1 | 50.4 - 64.2 | 55.5 - 71.6 |
| sales representative, account manager - industrial equipment | 47.7 - 59.5 | 51.4 - 65.4 | 56.5 - 73.1 |
| sales representative, account manager - industrial service | 50.6 - 63.3 | 54.9 - 69.7 | 60.2 - 77.3 |
| sales representative, account manager - machinery | 50.3 - 62.8 | 54.3 - 69.1 | 59.6 - 77.1 |
| sales representative, account manager - manufacturing | 48.8 - 70.6 | 53.8 - 79.0 | 59.8 - 88.0 |
| sales representative, account manager - retail network | 49.7 - 61.9 | 53.5 - 68.2 | 58.9 - 76.9 |
| technical sales representative - manufacturing | 46.8 - 60.1 | 52.7 - 68.6 | 59.6 - 77.0 |



saguenay-lac-saint-jean

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|-------------|-------------|--------------|
| administrative analyst | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| administrative assistant | 54.6 - 66.0 | 58.1 - 70.5 | 62.6 - 75.6 |
| administrative assistant (bilingual) | 50.0 - 55.0 | 52.0 - 58.0 | 58.0 - 65.0 |
| administrative manager | 51.0 - 63.8 | 55.8 - 70.6 | 59.9 - 83.2 |
| benefits clerk | 44.9 - 56.7 | 50.2 - 66.4 | 60.5 - 85.5 |
| buyer assistant | 37.3 - 48.4 | 42.4 - 56.0 | 48.4 - 61.6 |
| claims supervisor | 59.1 - 77.8 | 66.2 - 89.2 | 75.3 - 102.4 |
| contracts administrator | 51.0 - 63.8 | 55.8 - 70.6 | 59.9 - 83.2 |
| data entry clerk | 37.3 - 43.1 | 39.7 - 46.9 | 45.2 - 51.5 |
| dispatcher | 38.5 - 47.7 | 42.3 - 54.3 | 47.6 - 60.8 |
| document controller | 31.2 - 39.5 | 35.8 - 45.5 | 40.1 - 46.5 |
| document services specialist | 37.0 - 41.0 | 39.0 - 46.0 | 42.0 - 51.0 |
| donor relations coordinator | 47.4 - 62.6 | 55.2 - 74.3 | 64.6 - 86.4 |
| executive assistant | 37.3 - 41.1 | 39.7 - 46.9 | 42.2 - 49.4 |
| executive assistant (bilingual) | 52.0 - 65.0 | 54.0 - 70.0 | 57.4 - 80.0 |
| file clerk | 32.6 - 42.3 | 38.3 - 48.9 | 43.0 - 49.9 |
| fundraising manager | 61.1 - 79.5 | 69.5 - 92.4 | 80.0 - 106.5 |
| HR administrator | 45.4 - 59.6 | 51.5 - 68.7 | 58.9 - 78.5 |
| human resources assistant | 37.9 - 48.7 | 43.1 - 55.1 | 47.9 - 59.5 |
| invoicing clerk | 36.9 - 45.9 | 40.7 - 52.2 | 45.5 - 56.7 |
| lease administrator | 43.0 - 56.6 | 49.9 - 66.2 | 57.5 - 75.8 |
| legal assistant | 38.0 - 47.8 | 41.4 - 54.6 | 46.9 - 62.4 |



| | | | |
|---------------------------|-------------|-------------|--------------|
| logistics coordinator | 46.4 - 60.2 | 52.8 - 69.4 | 60.2 - 79.1 |
| mailroom clerk | 36.8 - 41.2 | 38.9 - 46.7 | 41.4 - 49.9 |
| office clerk | 35.8 - 44.3 | 39.3 - 49.5 | 43.6 - 54.9 |
| office manager | 39.4 - 43.2 | 41.8 - 49.0 | 44.3 - 51.5 |
| office/operations manager | 50.9 - 61.7 | 54.2 - 65.8 | 57.5 - 69.8 |
| order clerk | 31.5 - 39.4 | 35.6 - 45.1 | 39.8 - 49.9 |
| order entry clerk | 35.0 - 39.2 | 37.0 - 44.5 | 39.4 - 47.5 |
| order supervisor | 39.5 - 49.9 | 43.2 - 56.8 | 48.7 - 64.2 |
| payroll administrator | 41.0 - 53.8 | 46.7 - 62.4 | 53.6 - 71.3 |
| project coordinator | 43.1 - 54.5 | 47.3 - 62.5 | 53.6 - 70.4 |
| property administrator | 35.6 - 47.0 | 40.1 - 54.2 | 46.0 - 62.7 |
| property manager | 56.9 - 76.3 | 65.3 - 89.4 | 75.6 - 103.2 |
| receptionist | 36.8 - 41.2 | 38.9 - 46.7 | 41.4 - 49.9 |
| sales administrator | 41.6 - 52.0 | 46.2 - 59.0 | 50.8 - 70.4 |
| sales assistant | 36.9 - 46.3 | 40.7 - 52.7 | 46.4 - 61.2 |
| service coordinator | 38.0 - 47.6 | 41.4 - 54.1 | 46.7 - 61.5 |
| supply clerk | 36.8 - 41.2 | 38.9 - 46.7 | 41.4 - 49.9 |
| virtual assistant | 36.6 - 47.0 | 40.4 - 53.2 | 46.1 - 60.3 |
| virtual receptionist | 35.0 - 39.2 | 37.0 - 44.5 | 39.4 - 47.5 |

customer experience

| | entry | mid | senior |
|---|-------------|--------------|--------------|
| bilingual call center operations manager | 59.6 - 73.9 | 63.7 - 84.3 | 71.9 - 98.6 |
| bilingual customer loyalty agent | 36.9 - 45.6 | 39.6 - 53.0 | 45.4 - 60.5 |
| bilingual customer service manager | 66.3 - 92.1 | 78.2 - 106.4 | 89.8 - 122.8 |
| bilingual customer service representative | 37.9 - 43.6 | 38.0 - 49.6 | 42.9 - 56.2 |
| bilingual customer service supervisor | 57.3 - 75.7 | 64.4 - 86.8 | 73.2 - 99.1 |
| bilingual customer service team lead | 48.9 - 60.3 | 55.1 - 68.9 | 59.6 - 70.1 |



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|--|-------------|-------------|--------------|
| bilingual customer service trainer | 43.6 - 55.5 | 48.1 - 64.8 | 55.6 - 74.1 |
| bilingual e-chat representative | 36.9 - 40.2 | 38.6 - 45.9 | 41.5 - 48.9 |
| bilingual help desk representative - level 1 | 43.6 - 55.6 | 47.8 - 64.3 | 54.4 - 72.4 |
| bilingual inside sales manager | 65.1 - 82.8 | 69.8 - 95.6 | 79.6 - 113.6 |
| bilingual inside sales representative | 45.9 - 56.0 | 48.3 - 61.3 | 53.0 - 68.8 |
| bilingual insurance advisor | 45.1 - 62.6 | 53.0 - 67.2 | 57.1 - 74.7 |
| bilingual junior collection agent | 36.9 - 42.4 | 39.6 - 48.8 | 43.6 - 54.9 |
| bilingual order desk representative | 35.9 - 39.4 | 38.0 - 45.1 | 42.3 - 49.9 |
| bilingual survey agent | 35.9 - 39.4 | 38.0 - 45.1 | 42.3 - 49.9 |
| bilingual telemarketing agent | 34.1 - 38.9 | 37.9 - 46.9 | 43.8 - 50.2 |
| bilingual telephone dispatcher | 37.6 - 48.3 | 42.8 - 55.6 | 48.8 - 62.9 |
| bilingual travel support agent | 36.9 - 45.1 | 39.9 - 51.1 | 44.5 - 56.5 |

engineering

energy & oil

| | | | |
|----------------------------|--------------|--------------|--------------|
| architectural technologist | 49.0 - 64.0 | 57.0 - 76.0 | 67.0 - 90.0 |
| applications engineer | 68.2 - 91.2 | 79.1 - 107.6 | 92.0 - 122.6 |
| architect | 58.0 - 76.0 | 65.0 - 88.0 | 74.0 - 100.0 |
| automation engineer | 60.0 - 80.0 | 68.0 - 93.0 | 78.0 - 110.0 |
| automation specialist | 50.0 - 65.0 | 55.0 - 75.0 | 65.0 - 85.0 |
| buyer | 54.3 - 71.6 | 62.0 - 83.2 | 71.3 - 95.6 |
| category manager | 57.2 - 75.3 | 64.1 - 86.1 | 72.7 - 98.1 |
| category specialist | 48.6 - 63.7 | 54.1 - 72.3 | 61.0 - 82.2 |
| chemical engineer | 76.3 - 102.4 | 85.8 - 117.2 | 97.5 - 132.5 |
| chemical technician | 50.9 - 66.7 | 56.7 - 76.0 | 64.2 - 87.1 |
| chief inspector | 50.3 - 66.8 | 56.8 - 76.6 | 64.3 - 86.2 |
| civil engineer | 60.7 - 82.2 | 70.4 - 96.8 | 81.7 - 110.3 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| civil engineering drafter | 49.9 - 62.7 | 56.1 - 71.7 | 63.6 - 81.4 |
| civil engineering technologist | 43.2 - 58.6 | 51.3 - 70.0 | 60.1 - 80.0 |
| civil project engineer | 71.0 - 97.9 | 82.0 - 115.3 | 95.3 - 133.0 |
| civil project manager | 72.2 - 97.4 | 81.8 - 112.4 | 93.5 - 127.2 |
| commissioning and start up engineer | 56.8 - 76.3 | 65.5 - 89.6 | 76.0 - 99.4 |
| construction analyst | 53.0 - 69.0 | 59.0 - 78.0 | 66.0 - 88.0 |
| construction coordinator | 50.0 - 64.0 | 54.0 - 73.0 | 62.0 - 85.0 |
| construction director | 95.7 - 127.4 | 127.3 - 169.4 | 160.6 - 213.8 |
| construction manager | 69.6 - 91.8 | 76.5 - 103.0 | 85.5 - 116.2 |
| construction project manager | 62.8 - 87.5 | 73.4 - 103.9 | 85.8 - 119.5 |
| continuous improvement engineer | 70.3 - 92.9 | 78.7 - 105.8 | 88.9 - 118.8 |
| contracts administrator | 55.3 - 73.6 | 63.0 - 85.4 | 72.2 - 97.4 |
| contracts manager | 90.1 - 114.8 | 101.2 - 131.4 | 115.1 - 150.2 |
| contracts specialist | 55.9 - 73.6 | 63.7 - 85.3 | 73.0 - 96.9 |
| control technician | 46.0 - 60.8 | 52.7 - 70.5 | 60.4 - 80.3 |
| controls designer/engineer | 50.5 - 67.8 | 58.2 - 79.3 | 67.1 - 90.8 |
| cost control specialist | 45.3 - 59.0 | 50.8 - 67.5 | 57.8 - 76.7 |
| demand planner | 44.9 - 62.4 | 54.2 - 75.6 | 64.2 - 86.8 |
| director of operations | 117.2 - 158.2 | 155.5 - 210.0 | 198.5 - 268.0 |
| drafter | 50.5 - 63.2 | 56.4 - 71.8 | 63.7 - 81.5 |
| electrical designer/engineer | 70.5 - 93.8 | 79.8 - 108.4 | 91.5 - 124.0 |
| electrical engineer | 74.0 - 98.0 | 84.0 - 115.0 | 97.0 - 130.0 |
| electrical engineering technician | 54.0 - 69.0 | 60.9 - 79.5 | 69.7 - 90.6 |
| electrical inspector | 42.0 - 57.0 | 48.8 - 67.0 | 56.7 - 77.5 |
| electrical test engineer | 67.0 - 90.3 | 77.3 - 106.4 | 90.0 - 122.7 |
| engineering manager | 79.3 - 107.8 | 91.0 - 125.9 | 105.2 - 144.2 |
| environmental engineer | 59.1 - 79.1 | 67.6 - 92.5 | 78.2 - 106.5 |
| environmental inspector | 45.5 - 58.6 | 50.2 - 65.9 | 56.1 - 74.0 |



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|---------------------------------------|--------------|---------------|---------------|
| estimation engineer | 66.6 - 89.9 | 76.9 - 105.9 | 89.6 - 122.1 |
| estimator | 56.8 - 74.4 | 63.2 - 84.5 | 71.3 - 95.7 |
| facilities engineer | 61.1 - 82.4 | 70.6 - 97.1 | 82.1 - 111.6 |
| field service engineer | 55.0 - 66.0 | 56.0 - 78.0 | 66.0 - 90.0 |
| general inspector | 46.5 - 61.4 | 52.4 - 70.2 | 59.2 - 78.8 |
| geologist | 59.0 - 77.4 | 66.8 - 89.5 | 76.5 - 102.5 |
| health and safety manager | 60.2 - 79.3 | 67.2 - 90.2 | 75.9 - 102.0 |
| health and safety specialist | 57.0 - 73.8 | 65.7 - 86.3 | 75.8 - 98.6 |
| HVAC drafter | 50.0 - 65.0 | 53.0 - 75.0 | 63.0 - 82.0 |
| HVAC engineer | 52.8 - 70.8 | 60.6 - 82.8 | 69.9 - 94.5 |
| hydraulic engineer | 60.6 - 81.8 | 70.0 - 96.4 | 81.5 - 110.7 |
| industrial engineer | 66.4 - 87.4 | 74.0 - 99.3 | 83.5 - 111.6 |
| instrumentation and controls engineer | 64.7 - 86.0 | 73.2 - 99.4 | 83.7 - 112.9 |
| inventory control manager | 58.9 - 77.7 | 66.1 - 89.0 | 75.0 - 101.1 |
| logistics specialist | 44.8 - 58.5 | 51.2 - 67.5 | 58.5 - 76.9 |
| materials manager | 75.4 - 100.3 | 83.7 - 113.5 | 94.2 - 128.1 |
| mechanical designer | 48.0 - 63.9 | 55.5 - 74.7 | 63.8 - 84.5 |
| mechanical drafter | 47.7 - 62.4 | 53.9 - 72.2 | 62.1 - 84.6 |
| mechanical engineer | 68.3 - 91.2 | 77.8 - 106.0 | 89.5 - 121.2 |
| mechanical engineering technician | 47.8 - 63.0 | 54.6 - 73.0 | 62.5 - 82.4 |
| mining engineer | 65.9 - 88.1 | 73.8 - 100.7 | 83.6 - 113.8 |
| operations manager | 72.8 - 100.0 | 83.6 - 116.7 | 96.1 - 132.2 |
| pipeline designer | 60.0 - 75.0 | 64.0 - 85.0 | 73.0 - 97.0 |
| piping engineer | 60.0 - 78.0 | 66.0 - 89.0 | 75.0 - 103.0 |
| planner/scheduler | 36.6 - 46.9 | 41.6 - 54.0 | 47.3 - 61.1 |
| plant engineer | 68.9 - 92.3 | 80.2 - 109.5 | 93.9 - 125.9 |
| plant manager | 89.1 - 125.6 | 107.6 - 153.4 | 129.0 - 179.6 |
| process engineer | 57.6 - 77.3 | 66.1 - 90.5 | 76.5 - 103.3 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement director | 93.9 - 125.1 | 126.4 - 168.2 | 154.7 - 206.1 |
| procurement specialist | 48.2 - 63.1 | 53.6 - 71.7 | 60.5 - 81.6 |
| production analyst | 42.8 - 57.6 | 49.4 - 67.7 | 57.5 - 78.5 |
| production engineer | 59.7 - 80.1 | 68.6 - 93.9 | 79.3 - 107.2 |
| program manager | 65.7 - 85.6 | 75.1 - 99.5 | 86.2 - 113.8 |
| project controller | 50.0 - 66.9 | 56.3 - 76.6 | 63.9 - 87.3 |
| project controls manager | 79.5 - 110.0 | 92.1 - 129.4 | 106.8 - 147.9 |
| project controls specialist | 57.8 - 75.4 | 65.0 - 86.2 | 73.6 - 97.4 |
| project coordinator | 81.8 - 105.9 | 89.1 - 117.6 | 98.7 - 131.5 |
| project director | 104.6 - 127.6 | 131.6 - 160.7 | 159.6 - 194.9 |
| project engineer | 84.3 - 109.1 | 91.7 - 121.1 | 101.5 - 135.5 |
| project manager | 71.0 - 98.7 | 82.8 - 116.9 | 96.6 - 134.0 |
| purchasing manager | 89.1 - 118.8 | 101.2 - 136.8 | 115.4 - 154.3 |
| QA/QC inspector | 50.9 - 67.8 | 59.0 - 79.6 | 68.2 - 91.7 |
| quality assurance manager | 74.7 - 98.1 | 82.9 - 110.9 | 93.1 - 124.7 |
| quality assurance/control technician | 58.0 - 76.6 | 66.2 - 89.1 | 76.0 - 101.4 |
| quality control engineer | 64.1 - 85.7 | 73.1 - 99.6 | 84.0 - 113.3 |
| quality inspector | 37.0 - 47.0 | 41.0 - 54.0 | 47.0 - 62.0 |
| reliability engineer | 63.5 - 82.7 | 72.3 - 96.2 | 83.2 - 109.8 |
| safety inspector | 59.0 - 77.5 | 67.0 - 89.3 | 76.3 - 101.0 |
| site supervisor | 46.6 - 60.4 | 52.8 - 69.7 | 60.3 - 79.7 |
| sourcing specialist | 52.2 - 68.3 | 58.1 - 77.6 | 65.5 - 88.2 |
| stationary engineer | 52.0 - 65.0 | 56.0 - 73.0 | 62.0 - 82.0 |
| structural designer | 49.4 - 64.8 | 56.1 - 74.7 | 63.8 - 84.6 |
| structural engineer | 66.2 - 88.5 | 75.5 - 103.1 | 87.1 - 118.1 |
| superintendent | 50.0 - 80.0 | 60.0 - 100.0 | 80.0 - 150.0 |
| supply chain manager | 75.3 - 101.9 | 87.1 - 119.2 | 100.6 - 134.2 |
| systems control engineer | 59.5 - 79.5 | 68.1 - 92.9 | 78.6 - 106.0 |



| | | | |
|-------------------------------|--------------|--------------|--------------|
| telecommunications technician | 50.0 - 66.0 | 57.0 - 76.0 | 65.0 - 87.0 |
| transmission line engineer | 71.4 - 91.1 | 77.5 - 100.9 | 85.5 - 112.2 |
| transportation manager | 76.2 - 101.8 | 86.6 - 117.6 | 99.1 - 133.8 |

finance & accounting

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ | |
|--|---------------|---------------|---------------|---------------|
| chief financial officer | 138.4 - 250.8 | 208.3 - 377.3 | 297.2 - 537.6 | |
| director - financial planning & analysis | 122.5 - 163.0 | 158.2 - 210.8 | 195.0 - 259.6 | |
| finance director | 118.7 - 157.9 | 155.3 - 206.9 | 191.1 - 254.4 | |
| treasury manager | 86.8 - 106.2 | 94.0 - 115.0 | 101.1 - 123.6 | |
| vice president finance | 95.2 - 172.6 | 139.4 - 252.6 | 198.3 - 359.1 | |
| vice-president internal audit | 119.4 - 160.9 | 151.9 - 204.9 | 186.6 - 251.5 | |
| 10 years | | | | |
| finance & accounting | 1 year | 3 years | 5 years | |
| accountant | 62.9 - 75.7 | 67.5 - 81.2 | 71.9 - 86.5 | 81.5 - 98.1 |
| accounting clerk | 39.0 - 45.1 | 41.5 - 48.1 | 44.0 - 51.1 | 49.8 - 57.6 |
| accounting manager | 87.0 - 106.5 | 93.9 - 114.9 | 100.6 - 123.0 | 115.5 - 141.0 |
| accounting specialist | 45.0 - 52.2 | 49.4 - 57.2 | 53.4 - 61.8 | 61.3 - 71.0 |
| accounting supervisor | 64.8 - 78.9 | 69.8 - 85.0 | 74.6 - 90.9 | 85.5 - 104.2 |
| accounting technician | 52.3 - 62.3 | 56.5 - 67.2 | 60.5 - 71.9 | 69.0 - 82.0 |
| accounts payable clerk | 38.8 - 43.8 | 43.0 - 48.7 | 46.8 - 53.0 | 54.1 - 61.1 |
| accounts payable manager | 77.3 - 94.6 | 84.7 - 103.6 | 91.9 - 112.5 | 108.7 - 132.8 |
| accounts receivable clerk | 40.9 - 46.3 | 45.4 - 51.4 | 49.5 - 55.9 | 57.7 - 65.2 |
| accounts receivable manager | 78.4 - 93.6 | 85.3 - 101.9 | 92.2 - 110.1 | 109.1 - 130.0 |
| analyst - financial planning & analysis | 92.4 - 113.1 | 100.1 - 122.4 | 107.7 - 131.5 | 124.6 - 152.0 |
| assistant controller | 99.1 - 127.3 | 107.7 - 138.3 | 116.2 - 149.0 | 135.7 - 174.1 |



| | entry | mid | senior |
|-----------------------------------|---------------|---------------|---------------|
| billing specialist | 38.6 - 45.1 | 42.2 - 49.5 | 45.5 - 53.4 |
| bookkeeper | 40.1 - 47.5 | 43.3 - 51.5 | 46.6 - 55.3 |
| business analyst | 68.9 - 83.0 | 74.6 - 90.0 | 80.1 - 96.8 |
| controller | 90.9 - 164.7 | 129.9 - 235.3 | 170.7 - 309.5 |
| cost accountant | 59.9 - 72.1 | 64.8 - 78.0 | 69.6 - 83.8 |
| credit & collection specialist | 39.6 - 50.5 | 45.5 - 58.3 | 51.8 - 65.4 |
| credit and collections accountant | 35.9 - 42.2 | 38.9 - 46.0 | 41.8 - 49.7 |
| credit and collections manager | 83.4 - 100.8 | 89.7 - 108.4 | 96.0 - 116.0 |
| credit and collections supervisor | 53.1 - 64.7 | 57.4 - 70.0 | 61.6 - 75.1 |
| external auditor | 62.2 - 74.8 | 67.6 - 81.3 | 72.9 - 87.7 |
| financial analyst | 75.8 - 91.2 | 81.2 - 97.7 | 86.5 - 104.2 |
| financial reporting manager | 104.5 - 127.7 | 112.5 - 137.3 | 120.4 - 146.8 |
| internal audit manager | 97.4 - 120.6 | 105.0 - 129.9 | 112.4 - 138.9 |
| internal auditor | 60.5 - 72.7 | 66.9 - 80.5 | 73.0 - 87.9 |
| invoicing clerk | 37.5 - 43.7 | 41.0 - 48.1 | 44.2 - 51.9 |
| payroll clerk | 41.6 - 48.8 | 45.8 - 53.8 | 49.8 - 58.3 |
| payroll director | 79.7 - 109.1 | 101.9 - 139.2 | 130.3 - 177.7 |
| payroll manager | 79.0 - 96.7 | 85.7 - 104.9 | 92.2 - 112.8 |
| payroll specialist | 43.0 - 51.7 | 47.1 - 56.6 | 51.0 - 61.4 |
| payroll supervisor | 54.3 - 65.3 | 59.2 - 71.2 | 63.9 - 76.9 |
| tax analyst | 47.6 - 57.4 | 52.7 - 63.5 | 57.6 - 69.3 |
| tax manager | 92.0 - 114.0 | 99.1 - 122.6 | 106.0 - 131.1 |
| treasury analyst | 63.6 - 76.5 | 68.3 - 82.1 | 72.8 - 87.6 |
| | | | 83.1 - 100.0 |

healthcare

| | entry | mid | senior |
|-------------------------|-------------|-------------|-------------|
| auxiliary nurse | 50.0 - 55.0 | 52.0 - 62.0 | 60.0 - 70.0 |
| disability case manager | 50.0 - 60.0 | 58.0 - 75.0 | 72.0 - 92.0 |



| | | | |
|---------------------|-------------|-------------|-------------|
| medical coordinator | 52.0 - 58.0 | 55.0 - 67.0 | 62.0 - 85.0 |
| medical secretary | 40.0 - 50.0 | 48.0 - 55.0 | 52.0 - 65.0 |
| pharmacy assistant | 37.0 - 43.0 | 42.0 - 48.0 | 47.0 - 52.0 |
| registered nurse | 68.0 - 75.0 | 70.0 - 84.0 | 75.0 - 94.0 |

human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 78.3 - 114.1 | 103.0 - 149.5 | 129.0 - 187.4 |
| diversity & inclusion director | 78.5 - 109.6 | 99.7 - 139.5 | 125.4 - 175.9 |
| health and safety director | 80.2 - 96.9 | 105.3 - 127.0 | 126.8 - 152.8 |
| human resources director | 86.8 - 121.7 | 111.9 - 156.4 | 139.7 - 195.6 |
| L&D director | 86.3 - 108.2 | 108.9 - 136.2 | 139.6 - 174.9 |
| talent acquisition director | 81.3 - 114.2 | 104.9 - 146.7 | 129.0 - 180.6 |
| total rewards director | 98.0 - 129.0 | 128.5 - 168.9 | 159.9 - 210.4 |
| vice president Human Resources / CHRO | 104.1 - 179.1 | 137.1 - 236.4 | 170.6 - 294.1 |
| human resources | entry | mid | senior |
| benefits administrator | 52.8 - 67.9 | 59.2 - 77.6 | 67.2 - 88.2 |
| compensation and benefits manager | 86.0 - 113.2 | 95.9 - 128.7 | 108.5 - 146.5 |
| compensation specialist | 47.0 - 62.5 | 54.4 - 73.5 | 63.1 - 84.1 |
| diversity & inclusion coordinator | 37.7 - 48.4 | 42.9 - 54.7 | 47.5 - 58.8 |
| health and safety advisor | 57.0 - 73.8 | 65.7 - 86.3 | 75.8 - 98.6 |
| health and safety manager | 69.0 - 90.4 | 77.6 - 103.6 | 88.3 - 117.5 |
| HRIS analyst | 56.6 - 75.1 | 65.0 - 87.9 | 75.2 - 100.7 |
| human resources business partner | 62.2 - 82.0 | 69.8 - 93.8 | 79.2 - 106.6 |
| human resources coordinator | 37.1 - 47.5 | 42.1 - 53.8 | 46.7 - 58.0 |
| human resources generalist | 57.2 - 72.7 | 62.1 - 80.8 | 68.9 - 91.6 |
| human resources manager | 77.7 - 105.4 | 90.2 - 124.2 | 105.1 - 142.8 |



| | | | |
|-------------------------------------|--------------|---------------|---------------|
| human resources supervisor | 61.1 - 79.5 | 67.3 - 89.7 | 75.7 - 102.8 |
| human resources technician | 45.3 - 59.6 | 50.6 - 68.0 | 57.3 - 77.7 |
| instructional designer | 48.2 - 62.9 | 54.2 - 72.0 | 61.6 - 82.0 |
| labour relations advisor | 60.8 - 81.3 | 69.6 - 94.9 | 80.4 - 108.7 |
| labour relations manager | 84.7 - 116.4 | 100.4 - 139.4 | 118.4 - 162.2 |
| learning and development specialist | 49.2 - 64.7 | 56.0 - 75.1 | 64.3 - 85.5 |
| recruitment coordinator | 36.9 - 48.3 | 42.5 - 56.1 | 48.6 - 63.3 |
| talent acquisition specialist | 56.3 - 73.8 | 62.7 - 83.8 | 70.7 - 94.9 |

industrial support

| | entry | mid | senior |
|----------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.5 - 19.2 | 17.0 - 22.0 | 19.1 - 25.1 |
| delivery/courier driver | 16.5 - 20.8 | 18.7 - 23.6 | 20.4 - 26.4 |
| electronic parts assembler | 17.0 - 21.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| forklift operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| general labourer - heavy | 17.0 - 22.0 | 19.0 - 25.0 | 22.0 - 26.0 |
| general labourer - light | 16.0 - 18.8 | 17.0 - 22.0 | 19.0 - 22.0 |
| industrial painter | 16.0 - 20.0 | 18.0 - 24.0 | 20.0 - 26.0 |
| inventory control clerk | 16.0 - 20.0 | 18.0 - 23.0 | 21.0 - 26.0 |
| janitor/custodian | 17.2 - 20.5 | 16.4 - 22.1 | 19.3 - 23.1 |
| machine operator | 17.0 - 23.0 | 20.0 - 26.0 | 23.0 - 30.0 |
| machine operator assistant | 17.0 - 21.0 | 19.0 - 24.0 | 22.0 - 27.0 |
| manufacturing worker | 16.3 - 20.4 | 18.0 - 22.3 | 19.1 - 22.9 |
| material handler | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 24.0 |
| moulding machine operator | 17.0 - 23.0 | 20.0 - 26.0 | 22.0 - 29.0 |
| packaging labourer | 16.0 - 20.0 | 17.0 - 23.0 | 20.0 - 26.0 |
| parts clerk | 15.2 - 17.0 | 14.0 - 20.0 | 16.0 - 22.0 |
| parts manager | 21.0 - 28.0 | 24.0 - 32.0 | 27.0 - 36.0 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| picker/packer | 16.2 - 19.6 | 18.2 - 22.2 | 18.9 - 24.1 |
| polisher/deburrer | 16.0 - 21.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| print press operator | 16.0 - 20.0 | 18.0 - 23.0 | 20.0 - 26.0 |
| production labourer | 17.3 - 20.7 | 18.3 - 22.0 | 20.1 - 23.0 |
| sandblasting operator | 17.0 - 21.0 | 18.0 - 24.0 | 21.0 - 27.0 |
| shipper/receiver | 17.0 - 22.0 | 19.0 - 24.0 | 21.0 - 27.0 |
| shipping and receiving clerk | 17.0 - 21.0 | 19.0 - 25.0 | 22.0 - 28.0 |
| warehouse labourer | 16.0 - 20.0 | 19.0 - 23.0 | 21.0 - 24.0 |

marketing

| digital marketing | entry | mid | senior |
|---------------------------------------|---------------|---------------|---------------|
| digital marketing manager | 63.4 - 83.7 | 71.4 - 96.5 | 81.6 - 110.5 |
| digital marketing specialist | 44.8 - 59.7 | 52.1 - 70.4 | 60.7 - 80.6 |
| e-commerce director | 108.4 - 135.3 | 137.9 - 172.4 | 175.3 - 219.1 |
| e-commerce marketing manager | 73.2 - 96.5 | 82.0 - 110.4 | 93.2 - 126.1 |
| marketing content manager | 54.6 - 71.8 | 61.3 - 82.4 | 69.7 - 94.0 |
| social media manager | 54.3 - 75.6 | 65.8 - 92.2 | 78.4 - 108.1 |
| web marketing analyst | 48.6 - 63.6 | 55.1 - 73.3 | 62.8 - 83.1 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| communications vice-president | 93.3 - 143.6 | 126.9 - 196.1 | 164.4 - 254.0 |
| marketing vice-president | 117.5 - 183.3 | 166.9 - 260.5 | 217.1 - 338.6 |
| marketing and communications | entry | mid | senior |
| brand or product manager | 79.4 - 102.9 | 88.4 - 116.5 | 99.4 - 130.9 |
| brand or product manager assistant | 59.4 - 80.5 | 69.5 - 95.4 | 80.9 - 109.2 |
| communications manager | 65.4 - 86.1 | 73.3 - 98.4 | 83.0 - 111.0 |
| communications specialist | 50.8 - 69.8 | 60.7 - 84.2 | 71.7 - 96.5 |
| marketing coordinator | 52.0 - 68.7 | 58.9 - 79.3 | 67.2 - 90.4 |



| | | | |
|---------------------------|--------------|---------------|---------------|
| marketing director | 91.8 - 124.6 | 107.3 - 147.6 | 125.2 - 169.1 |
| marketing project manager | 40.2 - 53.8 | 46.3 - 62.8 | 53.3 - 71.5 |
| marketing specialist | 44.2 - 59.0 | 50.7 - 68.7 | 58.3 - 78.0 |

sales

| corporate sales | entry | mid | senior |
|---|---------------|---------------|---------------|
| account manager - hardware | 46.0 - 57.8 | 50.1 - 64.0 | 55.3 - 71.9 |
| account manager - software | 51.6 - 64.4 | 55.7 - 70.9 | 61.2 - 79.5 |
| business development manager | 89.2 - 119.1 | 100.0 - 136.4 | 114.1 - 157.6 |
| district sales manager | 73.1 - 95.5 | 83.8 - 111.4 | 96.7 - 127.9 |
| key accounts manager - consumer goods | 65.1 - 84.0 | 73.3 - 96.6 | 83.6 - 110.7 |
| merchandiser - consumer goods | 56.1 - 73.7 | 62.9 - 84.4 | 71.5 - 96.2 |
| sales manager/ director | 56.6 - 76.2 | 64.4 - 88.2 | 73.7 - 99.8 |
| sales representative, account manager - consumer goods | 45.4 - 57.7 | 50.2 - 64.7 | 55.9 - 72.4 |
| sales representative, account manager - professional services | 42.8 - 53.5 | 46.1 - 58.9 | 50.7 - 66.1 |
| sales representative, account manager - telecommunications | 49.8 - 62.5 | 54.2 - 69.2 | 59.7 - 77.1 |
| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
| chief revenue officer | 112.3 - 162.6 | 152.0 - 219.6 | 191.2 - 275.3 |
| sales vice-president | 131.3 - 190.3 | 179.5 - 260.1 | 233.7 - 338.5 |
| vice-president marketing & sales | 113.3 - 205.2 | 156.7 - 284.1 | 202.8 - 367.3 |
| industrial sales | entry | mid | senior |
| internal sales representative - construction | 48.6 - 61.0 | 52.7 - 67.3 | 58.0 - 75.1 |
| internal sales representative - manufacturing | 47.1 - 59.1 | 51.2 - 65.5 | 56.6 - 73.6 |
| sales engineer - distribution | 66.3 - 86.9 | 72.8 - 97.1 | 80.8 - 108.4 |
| sales engineer - manufacturing | 53.7 - 71.7 | 60.7 - 82.3 | 68.8 - 92.3 |
| sales representative, account manager - industrial equipment | 45.9 - 57.3 | 49.5 - 63.1 | 54.4 - 70.6 |
| sales representative, account manager - industrial service | 48.8 - 61.3 | 53.0 - 67.7 | 58.3 - 75.3 |



| | | | |
|--|-------------|-------------|-------------|
| sales representative, account manager - machinery | 48.5 - 60.6 | 52.4 - 66.7 | 57.5 - 74.5 |
| sales representative, account manager - manufacturing | 47.0 - 68.1 | 51.8 - 76.4 | 57.6 - 85.2 |
| sales representative, account manager - retail network | 47.8 - 59.7 | 51.5 - 65.7 | 56.8 - 74.3 |
| technical sales representative - manufacturing | 45.2 - 58.2 | 51.0 - 66.6 | 57.8 - 74.9 |

technologies

| application software | entry | mid | senior |
|--|--------------|---------------|---------------|
| .net/C# developer | 78.0 - 101.7 | 87.5 - 116.2 | 99.4 - 131.2 |
| automation tester | 70.0 - 85.0 | 80.0 - 95.0 | 90.0 - 110.0 |
| devops - development | 60.9 - 82.7 | 71.0 - 98.3 | 83.2 - 112.9 |
| ERP developer | 65.5 - 85.6 | 73.5 - 98.1 | 83.6 - 111.8 |
| front-end developer | 60.9 - 80.9 | 70.0 - 94.7 | 81.0 - 108.6 |
| full stack developer | 70.3 - 93.5 | 80.9 - 109.4 | 93.5 - 124.8 |
| java developer | 64.1 - 83.8 | 72.1 - 96.1 | 81.9 - 108.8 |
| machine learning developer | 72.0 - 108.7 | 97.8 - 137.4 | 117.8 - 142.0 |
| mobile application developer (iOS/android) | 58.5 - 91.1 | 82.6 - 117.4 | 100.5 - 121.3 |
| architecture | | | |
| application architect | 94.6 - 127.2 | 106.9 - 146.6 | 122.4 - 168.6 |
| cloud architect | 83.7 - 106.1 | 95.0 - 122.4 | 108.4 - 137.9 |
| leadership/business technology | | | |
| IT director | 97.3 - 131.2 | 124.3 - 167.5 | 156.4 - 210.9 |
| IT manager | 85.7 - 115.0 | 98.2 - 134.1 | 113.5 - 154.5 |
| networking/infrastructure | | | |
| bilingual tech support | 45.0 - 60.0 | 50.0 - 65.0 | 60.0 - 80.0 |
| cloud engineer | 71.3 - 96.2 | 83.6 - 114.1 | 97.6 - 129.7 |
| devops - infrastructure | 72.2 - 101.2 | 84.7 - 119.9 | 98.8 - 135.9 |
| help desk analyst | 46.4 - 61.0 | 52.7 - 70.4 | 60.2 - 80.2 |



| | | | |
|---------------------------------|--------------|--------------|---------------|
| information security engineer | 67.5 - 91.3 | 78.1 - 107.6 | 90.9 - 123.2 |
| information security manager | 88.1 - 117.4 | 99.9 - 135.4 | 114.4 - 154.7 |
| information security specialist | 53.5 - 71.0 | 61.5 - 83.0 | 71.0 - 94.7 |
| information systems analyst | 57.8 - 75.4 | 64.8 - 86.3 | 73.6 - 98.1 |
| linux/unix administrator | 72.9 - 95.8 | 82.5 - 110.5 | 94.4 - 126.1 |
| network administrator | 56.8 - 76.7 | 65.8 - 90.5 | 76.5 - 104.1 |
| network engineer | 64.7 - 87.3 | 74.7 - 102.9 | 87.0 - 118.7 |
| systems administrator | 65.0 - 86.3 | 74.6 - 101.0 | 86.3 - 115.9 |
| project management | | | |
| ERP project manager | 87.0 - 117.4 | 95.3 - 131.1 | 106.1 - 147.4 |



moose jaw

engineering

energy & oil

| | | | |
|-------------------------------------|--------------|---------------|---------------|
| architectural technologist | 48.9 - 64.0 | 57.2 - 76.3 | 67.3 - 90.1 |
| applications engineer | 69.0 - 92.0 | 80.0 - 108.3 | 92.8 - 123.3 |
| architect | 58.2 - 77.0 | 65.5 - 88.4 | 74.7 - 100.8 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 59.5 - 79.5 | 67.8 - 92.3 | 78.0 - 105.5 |
| automation specialist | 47.4 - 62.7 | 55.1 - 73.5 | 63.6 - 83.8 |
| buyer | 54.1 - 71.5 | 61.9 - 83.2 | 71.2 - 95.6 |
| category manager | 57.0 - 75.3 | 64.0 - 86.1 | 72.7 - 98.0 |
| category specialist | 48.3 - 63.5 | 53.9 - 72.2 | 60.9 - 82.1 |
| chemical engineer | 76.9 - 103.1 | 86.5 - 117.9 | 98.2 - 133.3 |
| chemical technician | 51.3 - 67.4 | 57.2 - 76.8 | 64.8 - 88.1 |
| chief inspector | 51.2 - 67.9 | 57.7 - 77.6 | 65.3 - 87.2 |
| civil engineer | 61.2 - 82.8 | 71.0 - 97.5 | 82.4 - 111.0 |
| civil engineering drafter | 50.3 - 63.3 | 56.5 - 72.4 | 64.2 - 82.3 |
| civil engineering technologist | 43.5 - 59.1 | 51.7 - 70.8 | 60.6 - 80.9 |
| civil project engineer | 70.9 - 97.9 | 82.0 - 115.3 | 95.3 - 133.0 |
| civil project manager | 72.8 - 98.1 | 82.5 - 113.1 | 94.2 - 127.9 |
| commissioning and start up engineer | 56.6 - 76.4 | 65.4 - 89.8 | 76.0 - 99.7 |
| construction analyst | 52.4 - 69.1 | 58.7 - 78.6 | 66.1 - 88.5 |
| construction coordinator | 47.6 - 63.8 | 53.6 - 73.1 | 60.9 - 83.2 |
| construction director | 95.4 - 126.8 | 126.7 - 168.7 | 160.0 - 212.9 |
| construction manager | 69.5 - 91.5 | 76.4 - 102.6 | 85.3 - 115.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| construction project manager | 62.7 - 87.3 | 73.3 - 103.4 | 85.6 - 118.9 |
| continuous improvement engineer | 70.9 - 93.5 | 79.3 - 106.3 | 89.5 - 119.2 |
| contracts administrator | 55.1 - 73.6 | 62.8 - 85.4 | 72.2 - 97.4 |
| contracts manager | 90.7 - 115.3 | 101.7 - 131.9 | 115.6 - 150.8 |
| contracts specialist | 55.7 - 73.5 | 63.6 - 85.3 | 72.9 - 96.9 |
| control technician | 46.3 - 61.4 | 53.1 - 71.3 | 60.9 - 81.2 |
| controls designer/engineer | 50.8 - 68.5 | 58.7 - 80.2 | 67.8 - 91.8 |
| cost control specialist | 46.1 - 60.2 | 51.8 - 69.0 | 58.9 - 78.4 |
| demand planner | 45.7 - 63.7 | 55.3 - 77.3 | 65.6 - 88.8 |
| director of operations | 118.2 - 159.5 | 156.8 - 211.3 | 199.8 - 269.0 |
| drafter | 50.9 - 63.8 | 56.8 - 72.6 | 64.3 - 82.4 |
| electrical designer/engineer | 71.1 - 94.5 | 80.5 - 109.1 | 92.2 - 124.7 |
| electrical engineer | 73.5 - 98.4 | 84.1 - 114.7 | 97.1 - 131.8 |
| electrical engineering technician | 53.6 - 69.2 | 61.4 - 80.4 | 70.5 - 91.6 |
| electrical inspector | 42.7 - 57.9 | 49.7 - 68.0 | 57.6 - 78.6 |
| electrical test engineer | 67.5 - 91.0 | 77.9 - 107.1 | 90.7 - 123.4 |
| engineering manager | 79.2 - 107.3 | 90.7 - 125.3 | 104.7 - 143.6 |
| environmental engineer | 59.5 - 79.7 | 68.2 - 93.2 | 78.9 - 107.2 |
| environmental inspector | 45.6 - 58.7 | 50.3 - 66.0 | 56.2 - 74.2 |
| estimation engineer | 67.2 - 90.6 | 77.6 - 106.6 | 90.3 - 122.8 |
| estimator | 56.6 - 74.4 | 63.1 - 84.5 | 71.2 - 95.7 |
| expediter | 39.7 - 51.6 | 45.2 - 59.5 | 51.6 - 68.1 |
| facilities engineer | 61.5 - 83.1 | 71.2 - 97.8 | 82.8 - 112.3 |
| field service engineer | 49.4 - 66.0 | 56.4 - 76.9 | 65.1 - 89.1 |
| general inspector | 47.3 - 62.4 | 53.2 - 71.2 | 60.1 - 79.9 |
| geologist | 59.2 - 77.6 | 66.9 - 89.7 | 76.7 - 102.6 |
| geophysicist | 66.5 - 91.7 | 79.3 - 111.1 | 94.5 - 129.0 |
| geotechnical engineer | 60.9 - 80.0 | 69.0 - 92.5 | 79.1 - 105.6 |



| | | | |
|---------------------------------------|--------------|---------------|---------------|
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 37.2 - 48.8 | 41.6 - 55.4 | 46.8 - 62.1 |
| health and safety manager | 60.5 - 79.6 | 67.5 - 90.5 | 76.2 - 102.2 |
| health and safety specialist | 57.4 - 74.5 | 66.2 - 87.1 | 76.4 - 99.4 |
| HVAC drafter | 49.4 - 64.0 | 55.8 - 73.2 | 63.1 - 82.1 |
| HVAC engineer | 53.1 - 71.4 | 61.0 - 83.4 | 70.5 - 95.2 |
| hydraulic engineer | 61.1 - 82.4 | 70.6 - 97.1 | 82.2 - 111.3 |
| industrial engineer | 67.0 - 88.1 | 74.7 - 100.0 | 84.1 - 112.3 |
| instrumentation and controls engineer | 65.2 - 86.7 | 73.8 - 100.1 | 84.4 - 113.6 |
| inventory analyst | 48.0 - 63.0 | 54.3 - 72.4 | 61.9 - 82.8 |
| inventory control manager | 59.0 - 77.9 | 66.3 - 89.2 | 75.2 - 101.2 |
| logistics manager | 57.9 - 77.8 | 66.5 - 91.0 | 77.0 - 104.2 |
| logistics specialist | 44.6 - 58.3 | 51.0 - 67.4 | 58.3 - 76.8 |
| materials manager | 76.0 - 100.8 | 84.3 - 113.9 | 94.8 - 128.6 |
| mechanical designer | 48.3 - 64.4 | 55.9 - 75.3 | 64.3 - 85.2 |
| mechanical drafter | 48.0 - 63.0 | 54.3 - 73.0 | 62.6 - 85.5 |
| mechanical engineer | 68.8 - 91.9 | 78.4 - 106.7 | 90.2 - 121.9 |
| mechanical engineering technician | 48.1 - 63.6 | 55.0 - 73.8 | 63.0 - 83.3 |
| mining engineer | 66.4 - 88.8 | 74.4 - 101.4 | 84.3 - 114.5 |
| operations manager | 73.4 - 100.9 | 84.4 - 117.7 | 97.0 - 133.3 |
| pipeline designer | 57.6 - 75.7 | 64.5 - 86.4 | 73.1 - 98.1 |
| piping engineer | 59.2 - 78.2 | 66.5 - 89.6 | 75.5 - 101.9 |
| planner/scheduler | 36.6 - 47.1 | 41.8 - 54.3 | 47.5 - 61.4 |
| plant engineer | 68.8 - 92.0 | 80.1 - 109.0 | 93.6 - 125.3 |
| plant manager | 89.7 - 126.1 | 108.1 - 154.0 | 129.5 - 180.2 |
| plant operator | 46.5 - 63.8 | 55.0 - 75.9 | 64.1 - 86.1 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 58.0 - 77.9 | 66.7 - 91.2 | 77.1 - 104.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| procurement director | 94.4 - 125.6 | 126.9 - 168.9 | 155.4 - 206.6 |
| procurement specialist | 48.3 - 63.5 | 53.8 - 72.3 | 60.9 - 82.4 |
| production analyst | 43.2 - 58.1 | 49.7 - 68.3 | 57.9 - 79.1 |
| production engineer | 60.1 - 80.8 | 69.1 - 94.6 | 80.0 - 107.8 |
| program manager | 66.2 - 86.4 | 75.7 - 100.4 | 87.0 - 114.8 |
| project controller | 49.8 - 66.8 | 56.1 - 76.6 | 63.8 - 87.3 |
| project controls manager | 79.5 - 109.9 | 92.1 - 129.4 | 106.8 - 148.0 |
| project controls specialist | 57.6 - 75.4 | 64.9 - 86.2 | 73.6 - 97.4 |
| project coordinator | 81.6 - 105.4 | 88.9 - 117.1 | 98.3 - 130.9 |
| project director | 104.5 - 127.6 | 131.6 - 160.8 | 159.6 - 194.8 |
| project engineer | 85.0 - 109.8 | 92.4 - 121.8 | 102.2 - 136.3 |
| project manager | 70.9 - 98.6 | 82.8 - 116.9 | 96.6 - 134.0 |
| purchasing manager | 89.7 - 119.3 | 101.7 - 137.4 | 115.9 - 154.9 |
| QA/QC inspector | 51.2 - 68.5 | 59.5 - 80.5 | 68.9 - 92.7 |
| quality assurance manager | 75.3 - 98.6 | 83.5 - 111.4 | 93.7 - 125.2 |
| quality assurance/control technician | 58.8 - 77.6 | 67.1 - 90.0 | 77.0 - 102.1 |
| quality control engineer | 64.6 - 86.4 | 73.8 - 100.3 | 84.7 - 114.0 |
| quality inspector | 36.7 - 47.2 | 41.2 - 53.9 | 46.7 - 61.0 |
| reliability engineer | 64.0 - 83.4 | 72.9 - 96.9 | 83.9 - 110.5 |
| reliability manager | 65.4 - 85.5 | 75.1 - 100.0 | 86.7 - 114.2 |
| reliability specialist | 47.5 - 63.8 | 54.6 - 74.6 | 63.1 - 85.2 |
| safety inspector | 59.4 - 78.2 | 67.5 - 90.1 | 76.9 - 101.9 |
| site supervisor | 46.6 - 60.5 | 52.8 - 69.8 | 60.5 - 79.9 |
| sourcing engineer | 52.3 - 70.4 | 60.1 - 82.3 | 69.6 - 94.3 |
| sourcing specialist | 51.9 - 68.3 | 57.9 - 77.6 | 65.4 - 88.2 |
| specification writer | 48.1 - 62.6 | 54.7 - 72.1 | 62.3 - 81.5 |
| stationary engineer | 51.4 - 66.1 | 56.6 - 74.2 | 63.0 - 82.6 |
| structural designer | 49.7 - 65.5 | 56.5 - 75.5 | 64.5 - 85.6 |



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|-------------------------------------|--------------|--------------|---------------|
| structural engineer | 66.8 - 89.2 | 76.2 - 103.8 | 87.8 - 118.8 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 37.5 - 48.2 | 42.2 - 55.2 | 47.9 - 62.9 |
| supply chain manager | 75.9 - 102.4 | 87.8 - 119.7 | 101.1 - 134.7 |
| systems control engineer | 60.0 - 80.2 | 68.7 - 93.6 | 79.2 - 106.7 |
| telecommunications technician | 50.2 - 66.0 | 56.9 - 76.2 | 65.1 - 87.1 |
| transmission line engineer | 72.0 - 91.8 | 78.2 - 101.6 | 86.2 - 112.9 |
| transportation manager | 76.8 - 102.3 | 87.3 - 118.1 | 99.6 - 134.4 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 50.5 - 66.6 | 57.5 - 76.7 | 65.5 - 86.6 |



regina metropolitan area

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 51.3 - 67.3 | 57.1 - 76.4 | 64.5 - 86.5 |
| administrative assistant | 39.8 - 51.6 | 44.7 - 58.9 | 50.5 - 66.7 |
| administrative assistant (bilingual) | 43.5 - 50.6 | 46.7 - 54.4 | 51.9 - 60.2 |
| administrative manager | 59.3 - 76.6 | 64.7 - 85.2 | 71.7 - 95.2 |
| benefits clerk | 39.0 - 50.5 | 45.1 - 58.5 | 51.4 - 66.5 |
| buyer assistant | 39.7 - 51.8 | 46.4 - 60.0 | 52.4 - 66.2 |
| claims supervisor | 64.2 - 84.4 | 71.9 - 96.4 | 81.7 - 110.2 |
| data entry clerk | 34.3 - 44.4 | 39.8 - 50.4 | 44.7 - 51.6 |
| dispatcher | 41.0 - 52.4 | 46.7 - 60.2 | 52.9 - 68.1 |
| document controller | 32.9 - 43.6 | 39.1 - 49.8 | 44.2 - 51.0 |
| document services specialist | 31.5 - 41.5 | 37.1 - 47.5 | 42.1 - 48.6 |
| documentation specialist | 38.3 - 50.8 | 46.4 - 59.1 | 52.3 - 60.5 |
| donor relations coordinator | 51.2 - 67.5 | 59.5 - 80.0 | 69.7 - 92.8 |
| executive assistant | 57.6 - 79.4 | 67.7 - 93.9 | 78.7 - 106.9 |
| executive assistant (bilingual) | 58.2 - 64.6 | 60.6 - 70.8 | 66.0 - 76.3 |
| file clerk | 34.8 - 46.5 | 42.2 - 53.4 | 47.3 - 54.6 |
| fundraising manager | 66.0 - 85.5 | 75.0 - 99.0 | 86.1 - 113.5 |
| HR administrator | 49.1 - 64.4 | 55.6 - 74.3 | 63.6 - 84.8 |
| HR coordinator | 50.5 - 64.6 | 55.4 - 72.1 | 62.8 - 83.5 |
| HR manager | 80.2 - 105.8 | 90.5 - 120.9 | 102.4 - 136.0 |
| human resources assistant | 41.7 - 53.3 | 47.4 - 60.2 | 52.4 - 64.9 |
| insurance claims clerk | 36.1 - 41.5 | 39.2 - 45.6 | 42.3 - 49.4 |



| | | | |
|---|-------------|-------------|--------------|
| invoicing clerk | 37.4 - 48.5 | 43.2 - 55.2 | 48.2 - 60.1 |
| lease administrator | 47.1 - 61.6 | 54.4 - 72.0 | 62.6 - 82.3 |
| leasing coordinator | 41.2 - 49.1 | 44.4 - 52.8 | 47.5 - 56.5 |
| legal assistant | 47.2 - 65.5 | 56.8 - 78.9 | 66.9 - 89.4 |
| logistics coordinator | 49.4 - 65.4 | 57.6 - 76.8 | 66.6 - 87.7 |
| mailroom clerk | 35.5 - 45.0 | 40.7 - 50.1 | 44.7 - 50.9 |
| office clerk | 38.9 - 48.4 | 43.2 - 53.9 | 47.7 - 59.7 |
| office manager | 57.2 - 74.4 | 63.0 - 83.3 | 70.1 - 93.2 |
| office/operations manager | 55.6 - 69.2 | 58.3 - 70.5 | 62.7 - 74.8 |
| order clerk | 33.3 - 43.4 | 38.8 - 49.5 | 43.9 - 54.6 |
| order entry clerk | 33.9 - 39.1 | 37.3 - 42.1 | 40.5 - 46.3 |
| order supervisor | 52.3 - 68.9 | 60.7 - 80.5 | 69.7 - 90.5 |
| payroll administrator | 44.2 - 57.8 | 50.2 - 67.0 | 57.5 - 76.8 |
| project coordinator | 46.4 - 60.8 | 52.5 - 70.0 | 59.8 - 79.3 |
| property administrator | 40.7 - 51.3 | 44.0 - 59.0 | 50.2 - 68.2 |
| property manager | 61.9 - 82.8 | 71.0 - 96.6 | 82.1 - 111.0 |
| receptionist | 33.1 - 42.7 | 37.3 - 48.2 | 42.4 - 54.8 |
| receptionist (bilingual) | 37.7 - 41.4 | 40.3 - 48.2 | 44.6 - 50.8 |
| sales administrator | 44.6 - 60.0 | 51.5 - 70.5 | 59.8 - 80.8 |
| sales assistant | 40.1 - 50.2 | 44.4 - 57.0 | 50.3 - 66.4 |
| service coordinator | 38.6 - 50.2 | 43.5 - 57.4 | 49.3 - 65.5 |
| supply clerk | 36.8 - 47.6 | 42.2 - 53.9 | 47.2 - 59.2 |
| logistics & transportation support | | | |
| import/export clerk | 37.7 - 49.1 | 43.9 - 56.3 | 49.2 - 61.7 |
| import/export coordinator | 55.8 - 72.4 | 62.2 - 82.2 | 70.2 - 92.9 |
| shipping administrator | 44.3 - 56.3 | 50.8 - 65.1 | 57.8 - 73.2 |
| supply chain coordinator | 43.3 - 56.1 | 48.5 - 64.1 | 55.0 - 73.2 |



customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 61.2 - 79.6 | 68.7 - 90.4 | 77.4 - 100.8 |
| bilingual customer loyalty agent | 37.6 - 50.0 | 43.6 - 58.0 | 49.8 - 66.0 |
| bilingual customer service manager | 68.0 - 88.0 | 77.0 - 95.0 | 90.0 - 120.0 |
| bilingual customer service representative | 37.3 - 47.9 | 41.8 - 54.2 | 47.1 - 61.4 |
| bilingual customer service supervisor | 57.0 - 73.0 | 63.0 - 80.0 | 74.0 - 97.0 |
| bilingual customer service team lead | 52.0 - 64.0 | 58.0 - 70.0 | 63.0 - 75.0 |
| bilingual customer service trainer | 46.0 - 57.0 | 51.0 - 67.0 | 57.0 - 75.0 |
| bilingual e-chat representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual help desk representative - level 1 | 45.4 - 60.6 | 52.1 - 70.0 | 59.2 - 78.7 |
| bilingual insurance advisor | 54.7 - 68.5 | 58.1 - 73.3 | 62.5 - 81.2 |
| bilingual junior collection agent | 35.0 - 43.4 | 38.0 - 49.8 | 43.2 - 56.1 |
| bilingual order desk representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual survey agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual telemarketing agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual telephone dispatcher | 41.0 - 52.4 | 46.7 - 60.2 | 52.9 - 66.0 |
| bilingual travel support agent | 38.9 - 49.5 | 43.9 - 55.8 | 48.9 - 61.7 |

engineering

| construction | entry | mid | senior |
|--------------------------------|-------------|--------------|--------------|
| architect | 62.9 - 82.9 | 70.7 - 95.0 | 80.4 - 108.0 |
| architectural drafter | 53.1 - 69.4 | 62.0 - 82.5 | 72.9 - 97.2 |
| BIM/VDC coordinator | 65.3 - 85.7 | 73.0 - 97.7 | 82.7 - 110.8 |
| buyer | 58.7 - 77.4 | 67.0 - 89.8 | 77.1 - 102.9 |
| civil engineer | 66.4 - 89.4 | 76.9 - 104.8 | 89.0 - 118.8 |
| civil engineering drafter | 54.6 - 68.6 | 61.3 - 78.4 | 69.5 - 88.9 |
| civil engineering technologist | 47.4 - 64.1 | 56.1 - 76.6 | 65.7 - 87.4 |



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|-----------------------------------|---------------|---------------|---------------|
| civil project engineer | 76.7 - 105.3 | 88.5 - 123.5 | 102.6 - 141.9 |
| civil project manager | 78.8 - 105.4 | 89.1 - 121.0 | 101.3 - 136.5 |
| construction coordinator | 51.8 - 69.2 | 58.2 - 79.2 | 66.1 - 89.9 |
| construction director | 103.2 - 136.3 | 136.1 - 179.5 | 170.5 - 224.8 |
| construction manager | 75.6 - 99.1 | 83.0 - 110.8 | 92.5 - 124.6 |
| construction project coordinator | 88.6 - 113.8 | 96.3 - 126.1 | 106.3 - 140.5 |
| construction project manager | 68.3 - 94.7 | 79.7 - 111.7 | 92.8 - 128.0 |
| contracts administrator | 59.7 - 79.5 | 68.0 - 92.1 | 78.0 - 104.8 |
| contracts manager | 97.9 - 123.6 | 109.4 - 141.0 | 124.0 - 160.4 |
| director of operations | 128.2 - 171.0 | 168.2 - 224.3 | 212.5 - 283.4 |
| drafter | 55.2 - 69.1 | 61.7 - 78.5 | 69.6 - 89.0 |
| electrical designer/engineer | 77.0 - 101.7 | 86.9 - 116.9 | 99.2 - 133.1 |
| electrical engineer | 79.5 - 105.7 | 90.7 - 122.7 | 104.3 - 140.4 |
| electrical engineering technician | 58.2 - 74.9 | 66.6 - 86.9 | 76.3 - 98.8 |
| electrical inspector | 46.3 - 62.4 | 53.6 - 73.3 | 62.1 - 84.5 |
| engineering manager | 86.0 - 115.8 | 98.3 - 134.7 | 113.1 - 153.7 |
| environmental engineer | 64.5 - 86.2 | 73.8 - 100.3 | 85.2 - 114.9 |
| environmental inspector | 49.5 - 63.6 | 54.5 - 71.4 | 60.8 - 80.0 |
| estimation engineer | 72.8 - 97.5 | 83.9 - 114.2 | 97.2 - 131.1 |
| estimator | 61.3 - 80.4 | 68.3 - 91.2 | 77.0 - 102.9 |
| facilities engineer | 66.8 - 89.6 | 77.1 - 105.1 | 89.4 - 120.2 |
| facilities manager | 62.0 - 81.8 | 70.9 - 94.8 | 81.4 - 108.6 |
| field manager | 70.5 - 93.7 | 80.3 - 108.8 | 92.5 - 125.9 |
| field Supervisor | 70.7 - 93.3 | 79.6 - 106.5 | 90.1 - 119.8 |
| foreman | 54.5 - 71.0 | 61.2 - 81.2 | 69.4 - 91.9 |
| general manager | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| health and safety manager | 61.6 - 79.8 | 71.0 - 93.1 | 81.8 - 106.0 |
| health and safety specialist | 70.1 - 92.4 | 80.3 - 107.6 | 92.5 - 122.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| HVAC drafter | 53.3 - 68.8 | 60.1 - 78.6 | 67.9 - 88.1 |
| HVAC engineer | 57.7 - 77.2 | 66.2 - 90.0 | 76.3 - 102.3 |
| mechanical designer | 52.5 - 69.9 | 60.7 - 81.5 | 69.7 - 91.9 |
| mechanical drafter | 52.2 - 68.2 | 58.9 - 79.0 | 67.9 - 92.3 |
| mechanical engineer | 74.6 - 98.9 | 84.8 - 114.4 | 97.1 - 130.2 |
| mechanical engineering technician | 52.3 - 68.9 | 59.7 - 79.8 | 68.3 - 90.0 |
| mechanical site supervisor | 50.7 - 65.6 | 57.4 - 75.7 | 65.6 - 86.5 |
| operations manager | 80.5 - 110.0 | 92.3 - 127.6 | 105.8 - 144.0 |
| planner/scheduler | 40.1 - 51.4 | 45.8 - 59.0 | 51.8 - 66.6 |
| project coordinator | 46.4 - 60.8 | 52.5 - 70.0 | 59.8 - 79.3 |
| project director | 112.3 - 136.3 | 140.5 - 170.5 | 169.3 - 205.5 |
| project engineer | 91.7 - 117.6 | 99.5 - 130.1 | 109.7 - 145.1 |
| project manager | 76.7 - 106.1 | 89.4 - 125.2 | 104.0 - 143.0 |
| purchasing manager | 96.8 - 127.8 | 109.5 - 146.6 | 124.2 - 164.6 |
| QA/QC inspector | 55.6 - 74.2 | 64.5 - 87.0 | 74.6 - 99.9 |
| quality control engineer | 70.1 - 93.2 | 79.8 - 107.7 | 91.4 - 121.9 |
| quality inspector | 39.8 - 51.0 | 44.7 - 58.2 | 50.5 - 65.8 |
| safety inspector | 63.8 - 83.7 | 72.4 - 96.2 | 82.4 - 108.6 |
| specification writer | 52.6 - 68.3 | 59.8 - 78.6 | 68.1 - 88.8 |
| structural designer | 54.0 - 70.9 | 61.3 - 81.6 | 69.8 - 92.4 |
| structural engineer | 72.4 - 96.1 | 82.4 - 111.4 | 94.6 - 127.0 |
| superintendent | 40.8 - 52.3 | 45.8 - 59.7 | 51.8 - 68.0 |
| energy & oil | | | |
| architectural technologist | 53.1 - 69.4 | 62.0 - 82.5 | 72.9 - 97.2 |
| applications engineer | 74.2 - 98.5 | 85.8 - 115.5 | 99.3 - 131.1 |
| architect | 62.9 - 82.9 | 70.7 - 95.0 | 80.4 - 108.0 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 64.6 - 85.9 | 73.5 - 99.3 | 84.3 - 113.1 |



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|-------------------------------------|---------------|---------------|---------------|
| automation specialist | 51.5 - 68.0 | 59.8 - 79.5 | 68.9 - 90.4 |
| buyer | 58.7 - 77.4 | 67.0 - 89.8 | 77.1 - 102.9 |
| category manager | 61.7 - 81.3 | 69.3 - 92.9 | 78.6 - 105.4 |
| category specialist | 52.5 - 68.8 | 58.4 - 78.1 | 66.0 - 88.7 |
| chemical engineer | 83.2 - 110.6 | 93.3 - 126.1 | 105.5 - 142.0 |
| chemical technician | 55.7 - 73.0 | 62.0 - 83.1 | 70.2 - 95.0 |
| chief inspector | 55.2 - 73.1 | 62.2 - 83.4 | 70.4 - 93.6 |
| civil engineer | 66.4 - 89.4 | 76.9 - 104.8 | 89.0 - 118.8 |
| civil engineering drafter | 54.6 - 68.6 | 61.3 - 78.4 | 69.5 - 88.9 |
| civil engineering technologist | 47.4 - 64.1 | 56.1 - 76.6 | 65.7 - 87.4 |
| civil project engineer | 76.7 - 105.3 | 88.5 - 123.5 | 102.6 - 141.9 |
| civil project manager | 78.8 - 105.4 | 89.1 - 121.0 | 101.3 - 136.5 |
| commissioning and start up engineer | 61.6 - 82.7 | 71.0 - 96.8 | 82.3 - 107.0 |
| construction analyst | 56.9 - 74.8 | 63.6 - 84.9 | 71.6 - 95.4 |
| construction coordinator | 51.8 - 69.2 | 58.2 - 79.2 | 66.1 - 89.9 |
| construction director | 103.2 - 136.3 | 136.1 - 179.5 | 170.5 - 224.8 |
| construction manager | 75.6 - 99.1 | 83.0 - 110.8 | 92.5 - 124.6 |
| construction project manager | 68.3 - 94.7 | 79.7 - 111.7 | 92.8 - 128.0 |
| continuous improvement engineer | 77.0 - 100.8 | 85.9 - 114.3 | 96.6 - 127.8 |
| contracts administrator | 59.7 - 79.5 | 68.0 - 92.1 | 78.0 - 104.8 |
| contracts manager | 97.9 - 123.6 | 109.4 - 141.0 | 124.0 - 160.4 |
| contracts specialist | 60.3 - 79.5 | 68.8 - 92.0 | 78.9 - 104.2 |
| control technician | 50.4 - 66.5 | 57.6 - 77.2 | 66.1 - 87.7 |
| controls designer/engineer | 55.2 - 74.2 | 63.6 - 86.7 | 73.4 - 99.0 |
| cost control specialist | 49.3 - 64.3 | 55.4 - 73.7 | 62.9 - 83.7 |
| demand planner | 48.9 - 68.1 | 59.1 - 82.5 | 70.1 - 94.6 |
| director of operations | 128.2 - 171.0 | 168.2 - 224.3 | 212.5 - 283.4 |
| drafter | 55.2 - 69.1 | 61.7 - 78.5 | 69.6 - 89.0 |



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|---------------------------------------|--------------|--------------|---------------|
| electrical designer/engineer | 77.0 - 101.7 | 86.9 - 116.9 | 99.2 - 133.1 |
| electrical engineer | 79.5 - 105.7 | 90.7 - 122.7 | 104.3 - 140.4 |
| electrical engineering technician | 58.2 - 74.9 | 66.6 - 86.9 | 76.3 - 98.8 |
| electrical inspector | 46.3 - 62.4 | 53.6 - 73.3 | 62.1 - 84.5 |
| electrical test engineer | 73.2 - 98.0 | 84.2 - 114.8 | 97.7 - 131.7 |
| engineering manager | 86.0 - 115.8 | 98.3 - 134.7 | 113.1 - 153.7 |
| environmental engineer | 64.5 - 86.2 | 73.8 - 100.3 | 85.2 - 114.9 |
| environmental inspector | 49.5 - 63.6 | 54.5 - 71.4 | 60.8 - 80.0 |
| estimation engineer | 72.8 - 97.5 | 83.9 - 114.2 | 97.2 - 131.1 |
| estimator | 61.3 - 80.4 | 68.3 - 91.2 | 77.0 - 102.9 |
| expediter | 42.9 - 55.5 | 48.8 - 64.0 | 55.6 - 73.1 |
| facilities engineer | 66.8 - 89.6 | 77.1 - 105.1 | 89.4 - 120.2 |
| field service engineer | 53.6 - 71.5 | 61.2 - 83.1 | 70.5 - 96.1 |
| general inspector | 51.1 - 67.2 | 57.4 - 76.6 | 64.8 - 85.8 |
| geologist | 64.0 - 83.7 | 72.4 - 96.4 | 82.7 - 109.8 |
| geophysicist | 71.9 - 98.4 | 85.4 - 118.6 | 101.3 - 137.2 |
| geotechnical engineer | 66.1 - 86.5 | 74.8 - 99.6 | 85.5 - 113.2 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 40.4 - 52.8 | 45.2 - 59.9 | 50.6 - 67.0 |
| health and safety manager | 65.0 - 85.3 | 72.5 - 96.7 | 81.7 - 108.9 |
| health and safety specialist | 61.6 - 79.8 | 71.0 - 93.1 | 81.8 - 106.0 |
| HVAC drafter | 53.3 - 68.8 | 60.1 - 78.6 | 67.9 - 88.1 |
| HVAC engineer | 57.7 - 77.2 | 66.2 - 90.0 | 76.3 - 102.3 |
| hydraulic engineer | 66.3 - 89.0 | 76.5 - 104.4 | 88.7 - 119.2 |
| industrial engineer | 72.6 - 94.9 | 80.8 - 107.4 | 90.8 - 120.2 |
| instrumentation and controls engineer | 70.7 - 93.5 | 79.9 - 107.4 | 91.1 - 121.5 |
| inventory analyst | 51.4 - 67.2 | 58.0 - 77.3 | 66.1 - 88.3 |
| inventory control manager | 64.0 - 84.3 | 71.8 - 96.2 | 81.4 - 108.9 |



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|-----------------------------------|---------------|---------------|---------------|
| logistics manager | 63.0 - 84.3 | 72.2 - 98.2 | 83.4 - 112.0 |
| logistics specialist | 48.6 - 63.2 | 55.3 - 73.0 | 63.2 - 83.0 |
| materials manager | 82.4 - 108.5 | 91.1 - 122.2 | 102.2 - 137.5 |
| mechanical designer | 52.5 - 69.9 | 60.7 - 81.5 | 69.7 - 91.9 |
| mechanical drafter | 52.2 - 68.2 | 58.9 - 79.0 | 67.9 - 92.3 |
| mechanical engineer | 74.6 - 98.9 | 84.8 - 114.4 | 97.1 - 130.2 |
| mechanical engineering technician | 52.3 - 68.9 | 59.7 - 79.8 | 68.3 - 90.0 |
| mining engineer | 72.0 - 95.6 | 80.5 - 108.8 | 91.0 - 122.5 |
| operations manager | 80.5 - 110.0 | 92.3 - 127.6 | 105.8 - 144.0 |
| osd designer - telecom | 40.2 - 48.1 | 49.3 - 61.4 | 63.8 - 70.1 |
| pipeline designer | 62.3 - 81.7 | 69.7 - 93.1 | 78.9 - 105.3 |
| piping engineer | 64.3 - 84.6 | 72.0 - 96.5 | 81.7 - 109.4 |
| planner/scheduler | 40.1 - 51.4 | 45.8 - 59.0 | 51.8 - 66.6 |
| plant engineer | 74.8 - 99.6 | 87.0 - 117.6 | 101.4 - 134.6 |
| plant manager | 96.8 - 134.9 | 116.1 - 163.7 | 138.4 - 190.6 |
| plant operator | 50.0 - 68.4 | 59.0 - 81.2 | 68.8 - 91.9 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 62.9 - 84.2 | 72.3 - 98.2 | 83.4 - 111.6 |
| procurement director | 101.8 - 134.4 | 135.7 - 179.0 | 165.1 - 217.7 |
| procurement specialist | 52.2 - 68.4 | 58.1 - 77.7 | 65.6 - 88.3 |
| production analyst | 46.6 - 62.4 | 53.5 - 73.3 | 62.2 - 84.8 |
| production engineer | 65.2 - 87.3 | 74.9 - 101.7 | 86.4 - 115.6 |
| program manager | 72.8 - 94.5 | 83.1 - 109.4 | 95.1 - 124.6 |
| project controller | 54.1 - 72.3 | 60.8 - 82.7 | 69.1 - 94.1 |
| project controls manager | 85.9 - 118.0 | 99.2 - 138.2 | 114.7 - 157.4 |
| project controls specialist | 62.4 - 81.4 | 70.3 - 93.0 | 79.5 - 104.8 |
| project coordinator | 88.6 - 113.8 | 96.3 - 126.1 | 106.3 - 140.5 |
| project director | 112.3 - 136.3 | 140.5 - 170.5 | 169.3 - 205.5 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| project engineer | 91.7 - 117.6 | 99.5 - 130.1 | 109.7 - 145.1 |
| project manager | 76.7 - 106.1 | 89.4 - 125.2 | 104.0 - 143.0 |
| purchasing manager | 96.8 - 127.8 | 109.5 - 146.6 | 124.2 - 164.6 |
| QA/QC inspector | 55.6 - 74.2 | 64.5 - 87.0 | 74.6 - 99.9 |
| quality assurance manager | 81.6 - 106.2 | 90.3 - 119.6 | 101.1 - 134.0 |
| quality assurance/control technician | 63.2 - 83.2 | 72.1 - 96.3 | 82.6 - 109.0 |
| quality control engineer | 70.1 - 93.2 | 79.8 - 107.7 | 91.4 - 121.9 |
| quality inspector | 39.8 - 51.0 | 44.7 - 58.2 | 50.5 - 65.8 |
| reliability engineer | 69.4 - 90.0 | 78.9 - 104.1 | 90.5 - 118.4 |
| reliability manager | 71.2 - 92.8 | 81.6 - 108.1 | 94.1 - 123.0 |
| reliability specialist | 51.2 - 68.6 | 58.7 - 80.1 | 67.9 - 91.3 |
| safety inspector | 63.8 - 83.7 | 72.4 - 96.2 | 82.4 - 108.6 |
| site supervisor | 50.7 - 65.6 | 57.4 - 75.7 | 65.6 - 86.5 |
| sourcing engineer | 57.1 - 76.3 | 65.4 - 89.0 | 75.5 - 101.6 |
| sourcing specialist | 56.3 - 73.9 | 62.7 - 83.9 | 70.8 - 95.1 |
| specification writer | 52.6 - 68.3 | 59.8 - 78.6 | 68.1 - 88.8 |
| stationary engineer | 55.2 - 70.9 | 60.8 - 79.4 | 67.6 - 88.3 |
| structural designer | 54.0 - 70.9 | 61.3 - 81.6 | 69.8 - 92.4 |
| structural engineer | 72.4 - 96.1 | 82.4 - 111.4 | 94.6 - 127.0 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 40.8 - 52.3 | 45.8 - 59.7 | 51.8 - 68.0 |
| supply chain manager | 82.3 - 110.2 | 94.8 - 128.3 | 108.8 - 143.9 |
| systems control engineer | 65.1 - 86.6 | 74.4 - 100.7 | 85.6 - 114.4 |
| telecommunications technician | 54.0 - 70.9 | 61.2 - 81.7 | 70.0 - 93.3 |
| transmission line engineer | 77.9 - 98.9 | 84.5 - 109.1 | 93.0 - 120.9 |
| transportation manager | 83.3 - 110.1 | 94.3 - 126.5 | 107.3 - 143.5 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 54.5 - 71.7 | 62.0 - 82.5 | 70.5 - 92.9 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 85.5 - 122.9 | 111.3 - 159.7 | 138.5 - 198.6 |
| diversity & inclusion director | 86.8 - 120.2 | 109.6 - 151.6 | 136.8 - 189.2 |
| health and safety director | 87.5 - 105.0 | 113.8 - 136.4 | 136.1 - 163.1 |
| human resources director | 94.4 - 130.8 | 120.6 - 166.8 | 149.6 - 206.9 |
| L&D director | 93.9 - 116.8 | 117.5 - 146.0 | 149.6 - 185.8 |
| talent acquisition director | 88.7 - 123.0 | 113.3 - 156.8 | 138.5 - 191.6 |
| total rewards director | 106.1 - 138.4 | 137.9 - 179.7 | 170.4 - 222.0 |
| vice president Human Resources / CHRO | 112.4 - 190.1 | 146.8 - 248.4 | 181.3 - 306.9 |
| human resources | | entry | mid |
| benefits administrator | 57.0 - 73.4 | 64.0 - 83.8 | 72.6 - 95.1 |
| compensation and benefits manager | 93.6 - 122.0 | 103.9 - 138.1 | 117.0 - 156.7 |
| compensation specialist | 50.8 - 67.6 | 58.7 - 79.4 | 68.2 - 90.8 |
| diversity & inclusion coordinator | 40.9 - 52.3 | 46.5 - 59.0 | 51.4 - 63.6 |
| health and safety advisor | 61.6 - 79.8 | 71.0 - 93.1 | 81.8 - 106.0 |
| health and safety manager | 75.6 - 98.2 | 84.8 - 112.0 | 96.0 - 126.5 |
| HRIS analyst | 61.6 - 81.5 | 70.8 - 95.0 | 81.6 - 108.3 |
| human resources business partner | 67.3 - 88.5 | 75.5 - 101.0 | 85.5 - 114.4 |
| human resources coordinator | 40.7 - 52.1 | 46.3 - 58.7 | 51.2 - 63.3 |
| human resources generalist | 61.8 - 78.6 | 67.1 - 87.3 | 74.5 - 98.7 |
| human resources manager | 84.9 - 113.8 | 98.0 - 133.4 | 113.5 - 152.9 |
| human resources supervisor | 66.0 - 85.8 | 72.8 - 96.7 | 81.8 - 110.5 |
| human resources technician | 49.7 - 65.1 | 55.3 - 74.1 | 62.6 - 84.5 |
| labour relations advisor | 65.7 - 87.8 | 75.3 - 102.2 | 86.8 - 116.6 |
| labour relations manager | 92.2 - 125.3 | 108.6 - 149.3 | 127.4 - 172.8 |
| recruitment coordinator | 40.5 - 52.9 | 46.7 - 61.3 | 53.1 - 69.1 |
| talent acquisition specialist | 60.8 - 79.7 | 67.7 - 90.4 | 76.4 - 102.1 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.2 - 21.3 | 18.2 - 24.1 | 21.5 - 27.8 |
| counterbalance forklift operator | 16.8 - 19.0 | 17.8 - 22.1 | 19.4 - 24.5 |
| delivery/courier driver | 18.0 - 23.1 | 20.4 - 26.3 | 22.9 - 29.4 |
| electronic parts assembler | 17.4 - 23.2 | 20.5 - 25.7 | 22.3 - 28.4 |
| forklift operator | 17.8 - 23.5 | 20.5 - 26.7 | 23.2 - 29.8 |
| general labourer - heavy | 19.4 - 24.6 | 21.4 - 27.8 | 24.1 - 28.6 |
| general labourer - light | 15.2 - 20.4 | 18.4 - 24.6 | 21.1 - 24.2 |
| industrial painter | 17.6 - 22.1 | 20.5 - 26.4 | 22.5 - 29.1 |
| inventory control clerk | 17.8 - 22.8 | 20.1 - 26.2 | 23.4 - 29.2 |
| janitor/custodian | 14.5 - 19.0 | 17.1 - 22.4 | 19.6 - 22.5 |
| machine operator | 18.3 - 23.8 | 21.2 - 28.4 | 24.4 - 31.8 |
| machine operator assistant | 18.5 - 23.4 | 21.6 - 26.4 | 24.5 - 28.9 |
| manufacturing worker | 16.8 - 20.1 | 18.8 - 22.7 | 19.8 - 24.5 |
| material handler | 17.4 - 23.6 | 19.9 - 26.2 | 23.6 - 27.9 |
| moulding machine operator | 19.3 - 24.8 | 21.3 - 28.5 | 24.4 - 31.9 |
| order/cherry picker forklift operator | 18.3 - 24.4 | 21.4 - 27.8 | 24.3 - 30.1 |
| packaging labourer | 17.4 - 22.5 | 19.3 - 25.4 | 21.2 - 28.4 |
| parts clerk | 14.6 - 19.2 | 16.3 - 22.4 | 18.4 - 24.7 |
| picker/packer | 15.3 - 19.9 | 17.6 - 23.5 | 20.1 - 25.3 |
| polisher/deburrer | 18.5 - 22.8 | 20.1 - 26.4 | 23.4 - 29.7 |
| print press operator | 17.2 - 21.5 | 19.1 - 24.8 | 21.8 - 27.8 |
| production labourer | 15.4 - 20.6 | 19.4 - 25.6 | 22.8 - 26.9 |
| reach truck operator | 17.1 - 20.1 | 18.4 - 23.2 | 20.4 - 25.4 |
| sandblasting operator | 17.8 - 22.7 | 19.8 - 25.3 | 23.1 - 28.7 |
| scissor lift operator | 16.4 - 19.3 | 17.7 - 22.3 | 19.7 - 24.8 |
| shipper/receiver | 18.7 - 22.8 | 21.3 - 26.2 | 23.8 - 29.5 |



| | | | |
|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 18.6 - 23.3 | 21.3 - 26.9 | 24.4 - 30.2 |
| warehouse labourer | 17.6 - 23.2 | 21.4 - 26.3 | 23.3 - 27.6 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 74.2 - 98.5 | 85.8 - 115.5 | 99.3 - 131.1 |
| automation engineer | 64.6 - 85.9 | 73.5 - 99.3 | 84.3 - 113.1 |
| buyer | 58.7 - 77.4 | 67.0 - 89.8 | 77.1 - 102.9 |
| chemical engineer | 83.2 - 110.6 | 93.3 - 126.1 | 105.5 - 142.0 |
| chemical technician | 55.7 - 73.0 | 62.0 - 83.1 | 70.2 - 95.0 |
| cmm programmer | 49.7 - 65.4 | 56.6 - 75.7 | 64.8 - 85.7 |
| coating inspector | 39.0 - 51.2 | 44.6 - 59.0 | 50.7 - 67.2 |
| commissioning and start up engineer | 61.6 - 82.7 | 71.0 - 96.8 | 82.3 - 107.0 |
| continuous improvement engineer | 77.0 - 100.8 | 85.9 - 114.3 | 96.6 - 127.8 |
| controls designer/engineer | 55.2 - 74.2 | 63.6 - 86.7 | 73.4 - 99.0 |
| demand planner | 48.9 - 68.1 | 59.1 - 82.5 | 70.1 - 94.6 |
| electrical engineer | 79.5 - 105.7 | 90.7 - 122.7 | 104.3 - 140.4 |
| electrical engineering technician | 58.2 - 74.9 | 66.6 - 86.9 | 76.3 - 98.8 |
| electrical test engineer | 73.2 - 98.0 | 84.2 - 114.8 | 97.7 - 131.7 |
| estimation engineer | 72.8 - 97.5 | 83.9 - 114.2 | 97.2 - 131.1 |
| estimator | 61.3 - 80.4 | 68.3 - 91.2 | 77.0 - 102.9 |
| field service engineer | 53.6 - 71.5 | 61.2 - 83.1 | 70.5 - 96.1 |
| general inspector | 51.2 - 67.7 | 57.7 - 77.4 | 65.2 - 86.8 |
| health and safety specialist | 70.1 - 92.4 | 80.3 - 107.6 | 92.5 - 122.6 |
| HVAC drafter | 53.3 - 68.8 | 60.1 - 78.6 | 67.9 - 88.1 |
| HVAC engineer | 57.7 - 77.2 | 66.2 - 90.0 | 76.3 - 102.3 |
| industrial engineer | 72.6 - 94.9 | 80.8 - 107.4 | 90.8 - 120.2 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| inventory analyst | 51.4 - 67.2 | 58.0 - 77.3 | 66.1 - 88.3 |
| logistics specialist | 59.4 - 79.5 | 68.1 - 92.6 | 78.6 - 105.3 |
| manufacturing engineer | 67.7 - 90.0 | 77.1 - 104.2 | 88.4 - 118.2 |
| mechanical designer | 52.5 - 69.9 | 60.7 - 81.5 | 69.7 - 91.9 |
| mechanical drafter | 52.2 - 68.2 | 58.9 - 79.0 | 67.9 - 92.3 |
| mechanical engineer | 74.6 - 98.9 | 84.8 - 114.4 | 97.1 - 130.2 |
| mechanical engineering technician | 52.3 - 68.9 | 59.7 - 79.8 | 68.3 - 90.0 |
| planner/scheduler | 40.1 - 51.4 | 45.8 - 59.0 | 51.8 - 66.6 |
| PLC programmer | 60.0 - 65.0 | 75.0 - 85.0 | 85.0 - 90.0 |
| process engineer | 62.9 - 84.2 | 72.3 - 98.2 | 83.4 - 111.6 |
| production planner | 49.1 - 65.3 | 56.8 - 76.1 | 65.0 - 85.0 |
| project engineer | 91.7 - 117.6 | 99.5 - 130.1 | 109.7 - 145.1 |
| project manager | 76.7 - 106.1 | 89.4 - 125.2 | 104.0 - 143.0 |
| QA/QC inspector | 38.1 - 49.1 | 43.0 - 56.0 | 48.7 - 63.5 |
| quality assurance manager | 81.6 - 106.2 | 90.3 - 119.6 | 101.1 - 134.0 |
| quality assurance/control technician | 63.2 - 83.2 | 72.1 - 96.3 | 82.6 - 109.0 |
| quality control engineer | 70.1 - 93.2 | 79.8 - 107.7 | 91.4 - 121.9 |
| quality control technician | 40.3 - 52.1 | 45.1 - 59.0 | 50.5 - 66.1 |
| quality director | 91.3 - 123.5 | 115.7 - 156.3 | 140.3 - 189.4 |
| quality inspector | 39.8 - 51.0 | 44.7 - 58.2 | 50.5 - 65.8 |
| safety inspector | 63.8 - 83.7 | 72.4 - 96.2 | 82.4 - 108.6 |
| SCADA engineer | 65.5 - 87.6 | 75.1 - 102.0 | 86.6 - 116.0 |
| sourcing engineer | 57.1 - 76.3 | 65.4 - 89.0 | 75.5 - 101.6 |
| stationary engineer | 55.2 - 70.9 | 60.8 - 79.4 | 67.6 - 88.3 |
| supply chain analyst | 49.6 - 66.5 | 56.9 - 77.6 | 65.7 - 88.2 |
| industrial management | | | |
| director of operations | 128.2 - 171.0 | 168.2 - 224.3 | 212.5 - 283.4 |
| engineering manager | 86.0 - 115.8 | 98.3 - 134.7 | 113.1 - 153.7 |



| | | | |
|---------------------------|---------------|---------------|---------------|
| health and safety manager | 61.6 - 79.8 | 71.0 - 93.1 | 81.8 - 106.0 |
| inventory control manager | 64.0 - 84.3 | 71.8 - 96.2 | 81.4 - 108.9 |
| machining manager | 63.4 - 82.1 | 70.6 - 93.1 | 79.7 - 105.6 |
| maintenance manager | 64.7 - 85.5 | 76.6 - 98.7 | 92.4 - 130.9 |
| maintenance supervisor | 62.0 - 81.8 | 70.9 - 94.8 | 81.4 - 108.6 |
| manufacturing director | 109.7 - 133.1 | 142.4 - 172.7 | 175.4 - 212.6 |
| materials manager | 82.4 - 108.5 | 91.1 - 122.2 | 102.2 - 137.5 |
| operations manager | 80.5 - 110.0 | 92.3 - 127.6 | 105.8 - 144.0 |
| plant manager | 96.8 - 134.9 | 116.1 - 163.7 | 138.4 - 190.6 |
| procurement director | 101.8 - 134.4 | 135.7 - 179.0 | 165.1 - 217.7 |
| production manager | 89.3 - 117.0 | 99.9 - 133.3 | 115.0 - 151.1 |
| production supervisor | 60.6 - 77.5 | 69.7 - 88.2 | 75.4 - 99.8 |
| program manager | 72.8 - 94.5 | 83.1 - 109.4 | 95.1 - 124.6 |
| project director | 112.3 - 136.3 | 140.5 - 170.5 | 169.3 - 205.5 |
| purchasing manager | 96.8 - 127.8 | 109.5 - 146.6 | 124.2 - 164.6 |
| site supervisor | 78.3 - 102.6 | 85.9 - 114.7 | 95.7 - 128.9 |
| supply chain manager | 82.3 - 110.2 | 94.8 - 128.3 | 108.8 - 143.9 |
| transportation manager | 83.3 - 110.1 | 94.3 - 126.5 | 107.3 - 143.5 |
| warehouse manager | 55.1 - 78.6 | 77.1 - 102.6 | 86.8 - 123.4 |
| warehouse supervisor | 53.7 - 70.9 | 61.4 - 82.2 | 70.4 - 93.3 |
| skilled trades | | | |
| CNC machinist | 41.0 - 53.4 | 46.3 - 61.0 | 58.3 - 79.5 |
| CNC programmer | 53.4 - 71.3 | 61.0 - 82.8 | 70.1 - 94.8 |
| control technician | 50.4 - 66.5 | 57.6 - 77.2 | 66.1 - 87.7 |
| electrician | 53.5 - 70.7 | 60.2 - 80.9 | 68.2 - 91.1 |
| field service technician | 51.6 - 68.1 | 59.9 - 79.6 | 69.0 - 90.7 |
| heavy equipment mechanic | 51.5 - 68.8 | 59.8 - 82.6 | 79.0 - 92.1 |
| maintenance mechanic | 48.5 - 61.9 | 55.7 - 72.1 | 64.0 - 82.4 |



| | | | |
|---------------|-------------|-------------|-------------|
| millwright | 61.2 - 72.1 | 62.2 - 85.3 | 81.1 - 91.8 |
| parts manager | 48.9 - 63.5 | 54.7 - 72.4 | 61.9 - 82.1 |
| welder | 43.6 - 56.6 | 49.1 - 64.7 | 55.4 - 73.2 |

technologies

| application software | entry | mid | senior |
|--|---------------|---------------|---------------|
| .net/C# developer | 71.5 - 92.9 | 80.2 - 106.0 | 90.8 - 119.7 |
| application support analyst | 61.8 - 82.0 | 71.2 - 94.9 | 81.3 - 107.1 |
| automation tester | 56.8 - 75.0 | 68.3 - 86.0 | 78.1 - 100.0 |
| C++/ embedded software engineer | 71.4 - 92.7 | 80.1 - 105.8 | 90.7 - 119.5 |
| devops - development | 66.4 - 89.6 | 77.3 - 105.9 | 90.1 - 121.0 |
| ERP developer | 71.4 - 92.6 | 79.9 - 105.6 | 90.6 - 119.9 |
| front-end developer | 66.4 - 87.7 | 76.2 - 102.2 | 87.8 - 116.6 |
| full stack developer | 76.5 - 100.9 | 87.7 - 117.4 | 100.9 - 133.4 |
| java developer | 69.8 - 90.8 | 78.4 - 103.6 | 88.8 - 116.8 |
| machine learning developer | 78.3 - 116.7 | 105.4 - 146.5 | 126.1 - 151.2 |
| mobile application developer (iOS/android) | 63.8 - 98.3 | 89.5 - 125.7 | 108.2 - 129.7 |
| quality assurance manager | 83.1 - 110.2 | 94.5 - 127.3 | 108.1 - 144.1 |
| RPA developer | 52.1 - 69.1 | 60.0 - 80.6 | 69.0 - 90.8 |
| SQL database developer | 62.8 - 84.4 | 72.5 - 98.9 | 84.0 - 112.9 |
| technical lead | 108.5 - 146.3 | 124.3 - 170.0 | 142.7 - 192.2 |
| UI/UX designer | 67.0 - 86.9 | 74.9 - 98.6 | 84.3 - 110.3 |
| architecture | | | |
| application architect | 102.6 - 136.5 | 115.4 - 156.7 | 131.6 - 179.4 |
| architect (enterprise) | 95.2 - 128.3 | 108.9 - 149.3 | 125.4 - 171.5 |
| architect (solutions/technical) | 84.2 - 105.4 | 94.4 - 120.2 | 106.8 - 135.0 |
| cloud architect | 90.6 - 114.0 | 102.4 - 130.9 | 116.4 - 147.0 |



data & analytics

| | | | |
|---------------------------------|--------------|---------------|---------------|
| BI data architect | 90.8 - 122.0 | 101.7 - 139.1 | 115.1 - 157.1 |
| big data engineer | 81.7 - 107.1 | 91.4 - 122.1 | 103.5 - 138.4 |
| business intelligence developer | 68.1 - 88.7 | 76.6 - 101.2 | 86.7 - 113.5 |
| data analyst | 67.3 - 90.5 | 77.8 - 106.0 | 90.1 - 120.6 |
| data architect | 73.4 - 97.4 | 84.7 - 114.1 | 98.2 - 145.0 |
| data engineer | 70.1 - 94.2 | 81.0 - 110.4 | 93.8 - 125.5 |
| data scientist | 76.2 - 102.9 | 88.6 - 121.1 | 103.0 - 137.9 |
| database administrator | 72.4 - 99.0 | 85.8 - 118.5 | 101.0 - 136.3 |

leadership/business technology

| | | | |
|------------------|---------------|---------------|---------------|
| business analyst | 69.6 - 90.5 | 78.1 - 103.4 | 88.6 - 116.8 |
| IT director | 105.4 - 140.7 | 133.5 - 178.2 | 166.8 - 222.6 |
| IT manager | 93.3 - 123.9 | 106.3 - 143.8 | 122.3 - 164.9 |

networking/infrastructure

| | | | |
|---------------------------------|--------------|---------------|---------------|
| bilingual tech support | 52.0 - 60.0 | 56.0 - 72.0 | 65.0 - 83.0 |
| cloud engineer | 77.6 - 103.7 | 90.6 - 122.3 | 105.2 - 138.5 |
| devops - infrastructure | 78.6 - 108.8 | 91.7 - 128.3 | 106.4 - 144.9 |
| help desk analyst | 50.7 - 66.5 | 57.4 - 76.6 | 65.5 - 87.0 |
| information security engineer | 73.5 - 98.6 | 84.8 - 115.5 | 98.2 - 131.7 |
| information security manager | 95.8 - 126.3 | 108.1 - 145.1 | 123.2 - 165.1 |
| information security specialist | 58.3 - 77.2 | 66.9 - 89.9 | 77.2 - 102.0 |
| information systems analyst | 63.0 - 81.9 | 70.6 - 93.4 | 80.0 - 105.6 |
| linux/unix administrator | 79.3 - 103.3 | 89.4 - 118.5 | 101.8 - 134.8 |
| network administrator | 61.9 - 83.3 | 71.6 - 97.7 | 83.0 - 111.8 |
| network engineer | 70.5 - 94.4 | 81.1 - 110.6 | 94.1 - 127.0 |
| systems administrator | 70.7 - 93.3 | 81.1 - 108.7 | 93.4 - 124.1 |
| tech support | 64.5 - 84.5 | 73.1 - 97.1 | 83.2 - 110.2 |

project management



| | | | |
|------------------------------------|--------------|---------------|---------------|
| business systems analyst | 69.0 - 91.2 | 79.3 - 106.5 | 91.6 - 121.9 |
| ERP project manager | 94.6 - 126.4 | 103.3 - 140.6 | 114.6 - 157.6 |
| organizational development manager | 67.0 - 90.8 | 78.4 - 108.3 | 92.5 - 126.8 |
| product owner | 78.8 - 104.0 | 90.5 - 121.0 | 103.9 - 136.7 |
| product owner/manager | 79.7 - 110.1 | 92.7 - 129.9 | 107.9 - 148.9 |
| program manager | 90.0 - 110.0 | 110.0 - 125.0 | 120.0 - 150.0 |
| project coordinator | 66.1 - 82.4 | 73.5 - 93.3 | 82.8 - 105.1 |
| project manager (infrastructure) | 96.8 - 131.2 | 109.8 - 151.7 | 125.9 - 173.8 |
| project manager (software) | 96.0 - 127.4 | 107.5 - 145.2 | 121.6 - 164.4 |
| scrum master | 73.6 - 96.1 | 83.2 - 110.5 | 94.8 - 126.0 |
| technical writer | 59.8 - 78.3 | 70.0 - 92.5 | 81.4 - 105.1 |



saskatoon metropolitan area

business support & operations

| administrative professionals | entry | mid | senior |
|--------------------------------------|--------------|--------------|---------------|
| administrative analyst | 51.0 - 67.0 | 56.8 - 76.1 | 64.2 - 86.2 |
| administrative assistant | 39.4 - 51.3 | 44.3 - 58.6 | 50.2 - 66.4 |
| administrative assistant (bilingual) | 43.1 - 50.2 | 46.0 - 54.1 | 51.3 - 60.5 |
| administrative manager | 58.4 - 75.8 | 63.9 - 84.3 | 70.9 - 94.2 |
| benefits clerk | 38.5 - 49.9 | 44.5 - 57.9 | 50.9 - 66.0 |
| buyer assistant | 39.6 - 51.7 | 46.3 - 60.0 | 52.4 - 66.3 |
| claims supervisor | 63.5 - 83.7 | 71.2 - 95.7 | 81.0 - 109.5 |
| data entry clerk | 33.5 - 43.4 | 38.8 - 49.3 | 43.7 - 50.5 |
| dispatcher | 40.6 - 52.1 | 46.3 - 59.9 | 52.5 - 67.8 |
| document controller | 32.5 - 43.0 | 38.6 - 49.3 | 43.6 - 50.4 |
| document services specialist | 31.2 - 41.0 | 37.6 - 47.0 | 41.5 - 48.1 |
| documentation specialist | 37.8 - 50.3 | 45.8 - 58.6 | 51.8 - 60.0 |
| donor relations coordinator | 50.6 - 67.0 | 59.0 - 79.4 | 69.1 - 92.2 |
| executive assistant | 57.3 - 79.1 | 67.3 - 93.7 | 78.4 - 106.7 |
| executive assistant (bilingual) | 58.1 - 64.3 | 60.3 - 70.2 | 65.4 - 75.6 |
| file clerk | 34.3 - 45.9 | 41.6 - 52.9 | 46.7 - 54.0 |
| fundraising manager | 65.4 - 84.9 | 74.4 - 98.4 | 85.5 - 112.9 |
| HR administrator | 48.7 - 64.0 | 55.3 - 73.9 | 63.2 - 84.5 |
| HR coordinator | 48.2 - 63.0 | 53.0 - 70.3 | 62.2 - 77.3 |
| HR manager | 80.2 - 103.3 | 90.3 - 119.5 | 100.9 - 127.8 |
| human resources assistant | 41.2 - 52.8 | 46.8 - 59.6 | 51.8 - 64.4 |
| insurance claims clerk | 35.0 - 40.2 | 38.0 - 44.1 | 41.6 - 49.0 |



| | | | |
|---|-------------|-------------|--------------|
| invoicing clerk | 37.3 - 48.4 | 43.1 - 55.2 | 48.1 - 60.1 |
| lease administrator | 46.4 - 60.9 | 53.7 - 71.2 | 61.8 - 81.5 |
| leasing coordinator | 41.5 - 49.1 | 44.4 - 52.2 | 47.6 - 56.6 |
| legal assistant | 46.8 - 65.1 | 56.4 - 78.6 | 66.5 - 89.0 |
| logistics coordinator | 49.0 - 65.0 | 57.3 - 76.5 | 66.3 - 87.4 |
| mailroom clerk | 34.7 - 44.0 | 39.8 - 49.0 | 43.6 - 49.8 |
| office clerk | 38.0 - 47.3 | 42.1 - 52.8 | 46.7 - 58.6 |
| office manager | 56.6 - 73.7 | 62.3 - 82.6 | 69.4 - 92.4 |
| office/operations manager | 55.2 - 65.2 | 57.5 - 70.4 | 62.6 - 74.5 |
| order clerk | 32.9 - 42.8 | 38.3 - 48.9 | 43.3 - 54.0 |
| order entry clerk | 34.3 - 39.4 | 37.4 - 41.9 | 40.6 - 46.6 |
| order supervisor | 51.7 - 68.2 | 60.0 - 79.8 | 69.0 - 89.8 |
| payroll administrator | 43.4 - 57.0 | 49.4 - 66.2 | 56.7 - 75.9 |
| project coordinator | 46.0 - 60.5 | 52.2 - 69.7 | 59.5 - 79.0 |
| property administrator | 41.7 - 50.6 | 43.9 - 58.3 | 49.5 - 67.5 |
| property manager | 61.2 - 82.0 | 70.2 - 95.7 | 81.2 - 110.1 |
| receptionist | 32.7 - 42.2 | 36.8 - 47.7 | 41.8 - 54.3 |
| receptionist (bilingual) | 38.2 - 41.2 | 40.3 - 47.4 | 45.0 - 51.9 |
| sales administrator | 43.9 - 59.2 | 50.8 - 69.8 | 59.0 - 80.1 |
| sales assistant | 39.9 - 50.1 | 44.3 - 57.0 | 50.2 - 66.4 |
| service coordinator | 38.2 - 49.9 | 43.2 - 57.1 | 48.9 - 65.1 |
| supply clerk | 35.4 - 45.9 | 40.6 - 52.0 | 45.4 - 57.2 |
| logistics & transportation support | | | |
| import/export clerk | 37.6 - 49.1 | 43.8 - 56.3 | 49.2 - 61.7 |
| import/export coordinator | 55.5 - 72.0 | 61.9 - 81.8 | 69.8 - 92.5 |
| shipping administrator | 43.9 - 56.0 | 50.5 - 64.8 | 57.4 - 72.9 |
| supply chain coordinator | 43.0 - 55.7 | 48.2 - 63.8 | 54.6 - 72.8 |



customer experience

| | entry | mid | senior |
|--|-------------|-------------|--------------|
| bilingual call center operations manager | 60.7 - 79.0 | 68.1 - 89.8 | 76.8 - 100.3 |
| bilingual customer loyalty agent | 37.1 - 49.5 | 43.1 - 57.4 | 49.3 - 65.5 |
| bilingual customer service manager | 68.0 - 88.0 | 77.0 - 95.0 | 90.0 - 115.0 |
| bilingual customer service representative | 36.8 - 47.4 | 41.3 - 53.7 | 46.6 - 60.9 |
| bilingual customer service supervisor | 57.0 - 73.0 | 63.0 - 80.0 | 74.0 - 97.0 |
| bilingual customer service team lead | 52.0 - 64.0 | 58.0 - 70.0 | 63.0 - 75.0 |
| bilingual customer service trainer | 46.0 - 57.0 | 51.0 - 67.0 | 57.0 - 75.0 |
| bilingual e-chat representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 56.0 |
| bilingual help desk representative - level 1 | 44.7 - 59.8 | 51.3 - 69.2 | 58.4 - 77.9 |
| bilingual insurance advisor | 54.0 - 67.8 | 57.4 - 72.5 | 61.8 - 80.4 |
| bilingual junior collection agent | 35.0 - 43.4 | 38.0 - 49.8 | 43.2 - 56.1 |
| bilingual order desk representative | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual survey agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual telemarketing agent | 34.9 - 44.7 | 38.9 - 50.7 | 43.9 - 55.0 |
| bilingual telephone dispatcher | 40.6 - 52.1 | 46.3 - 59.9 | 52.5 - 67.8 |
| bilingual travel support agent | 38.4 - 49.0 | 43.4 - 55.3 | 48.3 - 61.2 |

engineering

| construction | entry | mid | senior |
|---------------------------|-------------|--------------|--------------|
| architect | 62.0 - 81.9 | 69.7 - 93.9 | 79.5 - 106.9 |
| architectural drafter | 52.5 - 68.7 | 61.3 - 81.7 | 72.2 - 96.4 |
| BIM/VDC coordinator | 64.4 - 84.8 | 72.1 - 96.7 | 81.8 - 109.7 |
| BIM/VDC lead | 70.0 - 75.0 | 75.0 - 80.0 | 85.0 - 90.0 |
| buyer | 58.3 - 77.0 | 66.7 - 89.5 | 76.7 - 102.6 |
| civil engineer | 66.0 - 89.1 | 76.6 - 104.5 | 88.6 - 118.6 |
| civil engineering drafter | 53.9 - 67.9 | 60.6 - 77.7 | 68.8 - 88.2 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| civil engineering technologist | 46.8 - 63.4 | 55.5 - 75.9 | 65.1 - 86.7 |
| civil project engineer | 76.4 - 105.1 | 88.2 - 123.3 | 102.3 - 141.8 |
| civil project manager | 78.5 - 105.1 | 88.7 - 120.8 | 101.0 - 136.3 |
| construction coordinator | 51.7 - 69.3 | 58.2 - 79.4 | 66.1 - 90.1 |
| construction director | 102.4 - 135.4 | 135.2 - 178.7 | 169.7 - 224.0 |
| construction manager | 74.8 - 98.2 | 82.2 - 110.0 | 91.7 - 123.7 |
| construction project coordinator | 87.8 - 113.0 | 95.5 - 125.2 | 105.5 - 139.6 |
| construction project manager | 67.6 - 93.8 | 78.9 - 110.9 | 92.0 - 127.1 |
| contracts administrator | 59.3 - 79.2 | 67.6 - 91.7 | 77.7 - 104.5 |
| contracts manager | 96.9 - 122.5 | 108.4 - 139.8 | 122.8 - 159.3 |
| director of operations | 127.7 - 170.7 | 167.9 - 224.1 | 212.3 - 283.2 |
| drafter | 54.6 - 68.4 | 61.0 - 77.8 | 68.9 - 88.3 |
| electrical designer/engineer | 76.7 - 101.4 | 86.6 - 116.6 | 98.9 - 132.9 |
| electrical engineer | 79.2 - 105.4 | 90.4 - 122.5 | 104.0 - 140.3 |
| electrical engineering technician | 57.5 - 74.2 | 65.9 - 86.2 | 75.6 - 98.0 |
| electrical inspector | 45.8 - 61.9 | 53.2 - 72.8 | 61.6 - 84.0 |
| engineering manager | 85.2 - 114.9 | 97.4 - 133.8 | 112.2 - 152.8 |
| environmental engineer | 64.2 - 85.8 | 73.5 - 100.0 | 84.9 - 114.6 |
| environmental inspector | 49.2 - 63.4 | 54.2 - 71.2 | 60.6 - 79.9 |
| estimation engineer | 72.4 - 97.2 | 83.5 - 114.0 | 96.9 - 130.9 |
| estimator | 60.9 - 80.0 | 67.9 - 90.8 | 76.7 - 102.7 |
| facilities engineer | 66.4 - 89.3 | 76.7 - 104.8 | 89.1 - 119.9 |
| field manager | 70.4 - 93.8 | 80.3 - 109.0 | 92.6 - 126.2 |
| field Supervisor | 70.7 - 93.4 | 79.6 - 106.7 | 90.1 - 120.1 |
| foreman | 53.9 - 70.4 | 60.6 - 80.5 | 68.8 - 91.2 |
| health and safety manager | 61.1 - 79.2 | 70.5 - 92.6 | 81.3 - 105.5 |
| health and safety specialist | 69.7 - 92.1 | 79.9 - 107.3 | 92.2 - 122.4 |
| HVAC drafter | 52.8 - 68.3 | 59.6 - 78.1 | 67.4 - 87.6 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| HVAC engineer | 57.3 - 76.9 | 65.8 - 89.7 | 76.0 - 102.0 |
| mechanical designer | 52.1 - 69.5 | 60.3 - 81.1 | 69.4 - 91.6 |
| mechanical drafter | 51.6 - 67.5 | 58.3 - 78.3 | 67.2 - 91.6 |
| mechanical engineer | 74.2 - 98.6 | 84.4 - 114.1 | 96.8 - 130.0 |
| mechanical engineering technician | 51.6 - 68.2 | 59.0 - 79.1 | 67.6 - 89.2 |
| mechanical site supervisor | 50.6 - 65.7 | 57.4 - 75.8 | 65.7 - 86.7 |
| operations manager | 79.9 - 109.5 | 91.7 - 127.2 | 105.3 - 143.6 |
| planner/scheduler | 39.6 - 50.8 | 45.2 - 58.5 | 51.3 - 66.1 |
| project coordinator | 46.0 - 60.5 | 52.2 - 69.7 | 59.5 - 79.0 |
| project director | 112.0 - 136.1 | 140.3 - 170.5 | 169.3 - 205.5 |
| project engineer | 91.3 - 117.4 | 99.2 - 129.9 | 109.4 - 145.0 |
| project manager | 76.3 - 105.8 | 89.1 - 125.0 | 103.7 - 142.8 |
| purchasing manager | 95.9 - 126.7 | 108.4 - 145.5 | 123.1 - 163.5 |
| QA/QC inspector | 55.0 - 73.5 | 63.8 - 86.2 | 73.9 - 99.2 |
| quality control engineer | 69.7 - 92.9 | 79.4 - 107.5 | 91.0 - 121.7 |
| quality inspector | 39.2 - 50.5 | 44.2 - 57.6 | 50.0 - 65.3 |
| safety inspector | 63.3 - 83.2 | 71.9 - 95.7 | 81.9 - 108.1 |
| specification writer | 51.7 - 67.3 | 58.8 - 77.6 | 67.1 - 87.6 |
| structural designer | 53.4 - 70.2 | 60.6 - 80.9 | 69.1 - 91.7 |
| structural engineer | 72.0 - 95.8 | 82.0 - 111.1 | 94.3 - 126.7 |
| superintendent | 40.1 - 51.5 | 45.1 - 58.9 | 51.1 - 67.2 |
| energy & oil | | | |
| architectural technologist | 52.5 - 68.7 | 61.3 - 81.7 | 72.2 - 96.4 |
| applications engineer | 73.3 - 97.5 | 84.9 - 114.5 | 98.4 - 130.1 |
| architect | 62.0 - 81.9 | 69.7 - 93.9 | 79.5 - 106.9 |
| assistant chief inspector | 45.6 - 69.5 | 70.1 - 83.4 | 81.6 - 97.4 |
| automation engineer | 64.2 - 85.6 | 73.1 - 99.0 | 83.9 - 112.8 |
| automation specialist | 50.9 - 67.3 | 59.2 - 78.8 | 68.2 - 89.7 |



| | | | |
|-------------------------------------|---------------|---------------|---------------|
| buyer | 58.3 - 77.0 | 66.7 - 89.5 | 76.7 - 102.6 |
| category manager | 61.4 - 81.0 | 68.9 - 92.5 | 78.2 - 105.2 |
| category specialist | 52.1 - 68.4 | 58.0 - 77.8 | 65.6 - 88.3 |
| chemical engineer | 82.8 - 110.3 | 93.0 - 125.9 | 105.2 - 141.9 |
| chemical technician | 55.0 - 72.3 | 61.3 - 82.3 | 69.5 - 94.3 |
| chief inspector | 54.8 - 72.6 | 61.8 - 83.0 | 69.9 - 93.2 |
| civil engineer | 66.0 - 89.1 | 76.6 - 104.5 | 88.6 - 118.6 |
| civil engineering drafter | 53.9 - 67.9 | 60.6 - 77.7 | 68.8 - 88.2 |
| civil engineering technologist | 46.8 - 63.4 | 55.5 - 75.9 | 65.1 - 86.7 |
| civil project engineer | 76.4 - 105.1 | 88.2 - 123.3 | 102.3 - 141.8 |
| civil project manager | 78.5 - 105.1 | 88.7 - 120.8 | 101.0 - 136.3 |
| commissioning and start up engineer | 60.8 - 81.9 | 70.3 - 96.0 | 81.6 - 106.2 |
| construction analyst | 56.3 - 74.1 | 62.9 - 84.2 | 70.9 - 94.7 |
| construction coordinator | 51.7 - 69.3 | 58.2 - 79.4 | 66.1 - 90.1 |
| construction director | 102.4 - 135.4 | 135.2 - 178.7 | 169.7 - 224.0 |
| construction manager | 74.8 - 98.2 | 82.2 - 110.0 | 91.7 - 123.7 |
| construction project manager | 67.6 - 93.8 | 78.9 - 110.9 | 92.0 - 127.1 |
| continuous improvement engineer | 76.1 - 99.8 | 85.0 - 113.2 | 95.6 - 126.6 |
| contracts administrator | 59.3 - 79.2 | 67.6 - 91.7 | 77.7 - 104.5 |
| contracts manager | 96.9 - 122.5 | 108.4 - 139.8 | 122.8 - 159.3 |
| contracts specialist | 60.0 - 79.1 | 68.4 - 91.6 | 78.5 - 103.9 |
| control technician | 49.8 - 65.8 | 56.9 - 76.4 | 65.4 - 87.0 |
| controls designer/engineer | 54.6 - 73.5 | 63.0 - 85.9 | 72.7 - 98.2 |
| cost control specialist | 49.5 - 64.5 | 55.5 - 73.9 | 63.1 - 83.9 |
| demand planner | 49.1 - 68.3 | 59.2 - 82.8 | 70.2 - 94.9 |
| director of operations | 127.7 - 170.7 | 167.9 - 224.1 | 212.3 - 283.2 |
| drafter | 54.6 - 68.4 | 61.0 - 77.8 | 68.9 - 88.3 |
| electrical designer/engineer | 76.7 - 101.4 | 86.6 - 116.6 | 98.9 - 132.9 |



| | | | |
|---------------------------------------|--------------|--------------|---------------|
| electrical engineer | 79.2 - 105.4 | 90.4 - 122.5 | 104.0 - 140.3 |
| electrical engineering technician | 57.5 - 74.2 | 65.9 - 86.2 | 75.6 - 98.0 |
| electrical inspector | 45.8 - 61.9 | 53.2 - 72.8 | 61.6 - 84.0 |
| electrical test engineer | 72.8 - 97.7 | 83.9 - 114.5 | 97.4 - 131.5 |
| engineering manager | 85.2 - 114.9 | 97.4 - 133.8 | 112.2 - 152.8 |
| environmental engineer | 64.2 - 85.8 | 73.5 - 100.0 | 84.9 - 114.6 |
| environmental inspector | 49.2 - 63.4 | 54.2 - 71.2 | 60.6 - 79.9 |
| estimation engineer | 72.4 - 97.2 | 83.5 - 114.0 | 96.9 - 130.9 |
| estimator | 60.9 - 80.0 | 67.9 - 90.8 | 76.7 - 102.7 |
| expediter | 42.6 - 55.1 | 48.4 - 63.7 | 55.2 - 72.7 |
| facilities engineer | 66.4 - 89.3 | 76.7 - 104.8 | 89.1 - 119.9 |
| field service engineer | 53.0 - 70.8 | 60.5 - 82.4 | 69.8 - 95.3 |
| general inspector | 50.6 - 66.8 | 57.0 - 76.2 | 64.3 - 85.4 |
| geologist | 63.8 - 83.6 | 72.2 - 96.3 | 82.6 - 109.8 |
| geophysicist | 71.7 - 98.4 | 85.3 - 118.7 | 101.3 - 137.4 |
| geotechnical engineer | 65.7 - 86.1 | 74.4 - 99.3 | 85.1 - 112.9 |
| geotechnical technician | 55.2 - 78.5 | 71.2 - 101.3 | 89.9 - 118.2 |
| GIS analyst | 39.6 - 52.0 | 44.3 - 59.0 | 49.7 - 66.1 |
| health and safety manager | 64.7 - 85.0 | 72.2 - 96.4 | 81.4 - 108.6 |
| health and safety specialist | 61.1 - 79.2 | 70.5 - 92.6 | 81.3 - 105.5 |
| HVAC drafter | 52.8 - 68.3 | 59.6 - 78.1 | 67.4 - 87.6 |
| HVAC engineer | 57.3 - 76.9 | 65.8 - 89.7 | 76.0 - 102.0 |
| hydraulic engineer | 65.9 - 88.6 | 76.1 - 104.1 | 88.4 - 119.0 |
| industrial engineer | 72.2 - 94.6 | 80.4 - 107.1 | 90.4 - 120.0 |
| instrumentation and controls engineer | 70.3 - 93.1 | 79.5 - 107.2 | 90.8 - 121.3 |
| inventory analyst | 51.5 - 67.4 | 58.1 - 77.6 | 66.3 - 88.6 |
| inventory control manager | 63.3 - 83.6 | 71.1 - 95.5 | 80.7 - 108.1 |
| logistics manager | 62.2 - 83.4 | 71.4 - 97.2 | 82.5 - 110.9 |



| | | | |
|-----------------------------------|---------------|---------------|---------------|
| logistics specialist | 48.2 - 62.8 | 54.9 - 72.6 | 62.8 - 82.7 |
| materials manager | 81.5 - 107.4 | 90.2 - 121.1 | 101.1 - 136.4 |
| mechanical designer | 52.1 - 69.5 | 60.3 - 81.1 | 69.4 - 91.6 |
| mechanical drafter | 51.6 - 67.5 | 58.3 - 78.3 | 67.2 - 91.6 |
| mechanical engineer | 74.2 - 98.6 | 84.4 - 114.1 | 96.8 - 130.0 |
| mechanical engineering technician | 51.6 - 68.2 | 59.0 - 79.1 | 67.6 - 89.2 |
| mining engineer | 71.6 - 95.3 | 80.2 - 108.5 | 90.7 - 122.2 |
| operations manager | 79.9 - 109.5 | 91.7 - 127.2 | 105.3 - 143.6 |
| osd designer - telecom | 40.2 - 48.1 | 49.3 - 61.4 | 63.8 - 70.1 |
| pipeline designer | 61.8 - 81.2 | 69.2 - 92.6 | 78.4 - 104.8 |
| piping engineer | 63.9 - 84.2 | 71.6 - 96.2 | 81.3 - 109.1 |
| planner/scheduler | 39.6 - 50.8 | 45.2 - 58.5 | 51.3 - 66.1 |
| plant engineer | 74.1 - 98.8 | 86.1 - 116.7 | 100.5 - 133.7 |
| plant manager | 95.9 - 133.8 | 115.1 - 162.6 | 137.3 - 189.5 |
| plant operator | 49.5 - 67.9 | 58.5 - 80.7 | 68.3 - 91.4 |
| PLC programmer | 50.4 - 67.3 | 65.4 - 78.2 | 80.0 - 105.9 |
| process engineer | 62.6 - 83.9 | 71.9 - 97.9 | 83.0 - 111.3 |
| procurement director | 100.8 - 133.2 | 134.6 - 177.9 | 164.0 - 216.5 |
| procurement specialist | 52.2 - 68.5 | 58.1 - 77.9 | 65.7 - 88.5 |
| production analyst | 46.3 - 62.1 | 53.2 - 73.0 | 61.9 - 84.5 |
| production engineer | 64.9 - 86.9 | 74.5 - 101.4 | 86.0 - 115.3 |
| program manager | 72.1 - 93.9 | 82.4 - 108.9 | 94.5 - 124.2 |
| project controller | 53.7 - 71.9 | 60.4 - 82.4 | 68.7 - 93.8 |
| project controls manager | 85.5 - 117.7 | 98.9 - 138.0 | 114.4 - 157.3 |
| project controls specialist | 62.0 - 81.1 | 69.9 - 92.7 | 79.2 - 104.5 |
| project coordinator | 87.8 - 113.0 | 95.5 - 125.2 | 105.5 - 139.6 |
| project director | 112.0 - 136.1 | 140.3 - 170.5 | 169.3 - 205.5 |
| project engineer | 91.3 - 117.4 | 99.2 - 129.9 | 109.4 - 145.0 |



| | | | |
|--------------------------------------|--------------|---------------|---------------|
| project manager | 76.3 - 105.8 | 89.1 - 125.0 | 103.7 - 142.8 |
| purchasing manager | 95.9 - 126.7 | 108.4 - 145.5 | 123.1 - 163.5 |
| QA/QC inspector | 55.0 - 73.5 | 63.8 - 86.2 | 73.9 - 99.2 |
| quality assurance manager | 80.7 - 105.2 | 89.4 - 118.5 | 100.1 - 132.8 |
| quality assurance/control technician | 62.4 - 82.3 | 71.3 - 95.4 | 81.7 - 108.1 |
| quality control engineer | 69.7 - 92.9 | 79.4 - 107.5 | 91.0 - 121.7 |
| quality inspector | 39.2 - 50.5 | 44.2 - 57.6 | 50.0 - 65.3 |
| reliability engineer | 69.0 - 89.7 | 78.6 - 103.8 | 90.2 - 118.1 |
| reliability manager | 70.4 - 92.0 | 80.8 - 107.2 | 93.2 - 122.1 |
| reliability specialist | 50.5 - 67.8 | 58.0 - 79.2 | 67.1 - 90.3 |
| safety inspector | 63.3 - 83.2 | 71.9 - 95.7 | 81.9 - 108.1 |
| site supervisor | 50.6 - 65.7 | 57.4 - 75.8 | 65.7 - 86.7 |
| sourcing engineer | 56.3 - 75.5 | 64.6 - 88.1 | 74.7 - 100.6 |
| sourcing specialist | 56.0 - 73.5 | 62.4 - 83.5 | 70.5 - 94.8 |
| specification writer | 51.7 - 67.3 | 58.8 - 77.6 | 67.1 - 87.6 |
| stationary engineer | 54.7 - 70.4 | 60.3 - 78.9 | 67.1 - 87.8 |
| structural designer | 53.4 - 70.2 | 60.6 - 80.9 | 69.1 - 91.7 |
| structural engineer | 72.0 - 95.8 | 82.0 - 111.1 | 94.3 - 126.7 |
| structural engineering technologist | 58.8 - 77.3 | 66.5 - 89.3 | 76.1 - 101.4 |
| superintendent | 40.1 - 51.5 | 45.1 - 58.9 | 51.1 - 67.2 |
| supply chain manager | 81.4 - 109.1 | 93.8 - 127.1 | 107.7 - 142.7 |
| systems control engineer | 64.7 - 86.3 | 74.1 - 100.4 | 85.3 - 114.1 |
| telecommunications technician | 53.3 - 70.1 | 60.5 - 80.9 | 69.2 - 92.4 |
| transmission line engineer | 77.6 - 98.6 | 84.2 - 108.8 | 92.7 - 120.6 |
| transportation manager | 82.4 - 109.1 | 93.3 - 125.4 | 106.2 - 142.3 |
| turnaround coordinator | 61.2 - 75.8 | 70.3 - 86.2 | 81.8 - 123.9 |
| welding inspector | 53.9 - 71.0 | 61.3 - 81.8 | 69.9 - 92.3 |



human resources

| executive positions (company revenue) | 10 M\$ | 100 M\$ | 1000 M\$ |
|---------------------------------------|---------------|---------------|---------------|
| director, HR operations | 84.6 - 121.8 | 110.2 - 158.6 | 137.3 - 197.4 |
| diversity & inclusion director | 86.2 - 119.7 | 109.1 - 151.2 | 136.4 - 189.0 |
| health and safety director | 86.5 - 103.9 | 112.7 - 135.2 | 135.0 - 162.1 |
| human resources director | 93.5 - 129.7 | 119.5 - 165.7 | 148.5 - 205.8 |
| L&D director | 92.9 - 115.7 | 116.4 - 144.9 | 148.4 - 184.7 |
| talent acquisition director | 87.8 - 121.8 | 112.2 - 155.8 | 137.4 - 190.5 |
| total rewards director | 105.1 - 137.3 | 136.8 - 178.6 | 169.3 - 220.9 |
| vice president Human Resources / CHRO | 111.3 - 188.9 | 145.7 - 247.2 | 180.2 - 305.6 |
| human resources | | entry | mid |
| benefits administrator | 56.6 - 73.0 | 63.6 - 83.5 | 72.3 - 94.8 |
| compensation and benefits manager | 92.7 - 120.9 | 102.9 - 137.0 | 115.9 - 155.6 |
| compensation specialist | 50.4 - 67.2 | 58.4 - 79.1 | 67.8 - 90.4 |
| diversity & inclusion coordinator | 40.5 - 51.9 | 46.1 - 58.7 | 51.0 - 63.2 |
| health and safety advisor | 61.1 - 79.2 | 70.5 - 92.6 | 81.3 - 105.5 |
| health and safety manager | 74.8 - 97.2 | 83.9 - 110.9 | 95.0 - 125.3 |
| HRIS analyst | 60.9 - 80.7 | 70.0 - 94.2 | 80.8 - 107.4 |
| human resources business partner | 66.9 - 88.2 | 75.1 - 100.7 | 85.2 - 114.1 |
| human resources coordinator | 40.2 - 51.5 | 45.7 - 58.2 | 50.6 - 62.8 |
| human resources generalist | 61.4 - 78.3 | 66.7 - 86.9 | 74.1 - 98.4 |
| human resources manager | 84.0 - 112.7 | 97.0 - 132.3 | 112.5 - 151.8 |
| human resources supervisor | 65.6 - 85.5 | 72.4 - 96.4 | 81.5 - 110.2 |
| human resources technician | 49.1 - 64.6 | 54.8 - 73.5 | 62.0 - 84.0 |
| labour relations advisor | 65.3 - 87.4 | 74.9 - 101.9 | 86.4 - 116.4 |
| labour relations manager | 91.3 - 124.2 | 107.5 - 148.2 | 126.2 - 171.7 |
| recruitment coordinator | 39.9 - 52.4 | 46.2 - 60.7 | 52.6 - 68.5 |
| talent acquisition specialist | 60.4 - 79.3 | 67.3 - 90.1 | 76.0 - 101.8 |



industrial support

| | entry | mid | senior |
|---------------------------------------|-------------|-------------|-------------|
| assembler/fabricator | 16.4 - 20.4 | 18.4 - 23.0 | 20.7 - 26.5 |
| counterbalance forklift operator | 17.4 - 19.8 | 18.7 - 21.6 | 19.4 - 25.4 |
| delivery/courier driver | 17.4 - 23.3 | 19.9 - 25.9 | 23.4 - 29.8 |
| electronic parts assembler | 16.7 - 20.4 | 17.7 - 23.3 | 22.1 - 24.1 |
| forklift operator | 16.2 - 20.4 | 19.2 - 25.3 | 22.1 - 27.6 |
| general labourer - heavy | 18.2 - 22.8 | 20.7 - 26.7 | 23.8 - 27.5 |
| general labourer - light | 14.7 - 20.4 | 18.1 - 23.3 | 21.0 - 24.1 |
| industrial painter | 17.7 - 21.9 | 19.2 - 25.1 | 21.8 - 28.1 |
| inventory control clerk | 17.0 - 21.6 | 19.7 - 25.8 | 22.8 - 28.2 |
| janitor/custodian | 13.8 - 18.7 | 15.9 - 20.7 | 18.4 - 21.2 |
| machine operator | 18.1 - 23.4 | 21.0 - 27.4 | 24.3 - 32.3 |
| machine operator assistant | 17.1 - 22.3 | 20.5 - 26.0 | 23.0 - 29.4 |
| manufacturing worker | 15.9 - 19.6 | 18.0 - 22.3 | 20.4 - 25.3 |
| material handler | 16.1 - 21.7 | 19.2 - 25.4 | 22.3 - 25.7 |
| moulding machine operator | 17.8 - 23.7 | 21.0 - 27.4 | 23.9 - 32.3 |
| order/cherry picker forklift operator | 16.9 - 20.0 | 18.7 - 22.6 | 20.2 - 24.7 |
| packaging labourer | 16.4 - 21.3 | 19.5 - 24.1 | 21.3 - 27.9 |
| parts clerk | 14.2 - 19.3 | 15.4 - 21.7 | 17.4 - 23.8 |
| picker/packer | 15.3 - 18.7 | 17.5 - 22.2 | 19.5 - 24.3 |
| polisher/deburrer | 17.4 - 22.6 | 20.2 - 26.4 | 23.5 - 28.5 |
| print press operator | 16.8 - 21.3 | 18.8 - 24.0 | 21.1 - 26.9 |
| production labourer | 15.0 - 18.6 | 17.1 - 22.4 | 21.4 - 24.2 |
| reach truck operator | 16.8 - 19.8 | 18.0 - 22.8 | 20.0 - 25.1 |
| sandblasting operator | 16.6 - 20.8 | 19.4 - 22.8 | 20.4 - 28.5 |
| scissor lift operator | 16.3 - 19.2 | 17.6 - 22.2 | 19.7 - 24.7 |
| shipper/receiver | 18.8 - 22.9 | 21.2 - 25.6 | 22.8 - 28.5 |



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|------------------------------|-------------|-------------|-------------|
| shipping and receiving clerk | 18.9 - 23.5 | 21.5 - 26.9 | 24.3 - 30.6 |
| warehouse labourer | 16.8 - 21.7 | 20.2 - 25.1 | 23.6 - 26.4 |

manufacturing

| engineering | entry | mid | senior |
|-------------------------------------|--------------|--------------|---------------|
| applications engineer | 73.3 - 97.5 | 84.9 - 114.5 | 98.4 - 130.1 |
| automation engineer | 64.2 - 85.6 | 73.1 - 99.0 | 83.9 - 112.8 |
| buyer | 58.3 - 77.0 | 66.7 - 89.5 | 76.7 - 102.6 |
| chemical engineer | 82.8 - 110.3 | 93.0 - 125.9 | 105.2 - 141.9 |
| chemical technician | 55.0 - 72.3 | 61.3 - 82.3 | 69.5 - 94.3 |
| cmm programmer | 49.0 - 64.6 | 55.8 - 74.9 | 64.0 - 84.8 |
| coating inspector | 38.5 - 50.7 | 44.0 - 58.5 | 50.1 - 66.7 |
| commissioning and start up engineer | 60.8 - 81.9 | 70.3 - 96.0 | 81.6 - 106.2 |
| continuous improvement engineer | 76.1 - 99.8 | 85.0 - 113.2 | 95.6 - 126.6 |
| controls designer/engineer | 54.6 - 73.5 | 63.0 - 85.9 | 72.7 - 98.2 |
| demand planner | 49.1 - 68.3 | 59.2 - 82.8 | 70.2 - 94.9 |
| electrical engineer | 79.2 - 105.4 | 90.4 - 122.5 | 104.0 - 140.3 |
| electrical engineering technician | 57.5 - 74.2 | 65.9 - 86.2 | 75.6 - 98.0 |
| electrical test engineer | 72.8 - 97.7 | 83.9 - 114.5 | 97.4 - 131.5 |
| estimation engineer | 72.4 - 97.2 | 83.5 - 114.0 | 96.9 - 130.9 |
| estimator | 60.9 - 80.0 | 67.9 - 90.8 | 76.7 - 102.7 |
| field service engineer | 53.0 - 70.8 | 60.5 - 82.4 | 69.8 - 95.3 |
| general inspector | 50.7 - 67.3 | 57.2 - 76.9 | 64.8 - 86.4 |
| health and safety specialist | 69.7 - 92.1 | 79.9 - 107.3 | 92.2 - 122.4 |
| HVAC drafter | 52.8 - 68.3 | 59.6 - 78.1 | 67.4 - 87.6 |
| HVAC engineer | 57.3 - 76.9 | 65.8 - 89.7 | 76.0 - 102.0 |
| industrial engineer | 72.2 - 94.6 | 80.4 - 107.1 | 90.4 - 120.0 |



| | | | |
|--------------------------------------|---------------|---------------|---------------|
| inventory analyst | 51.5 - 67.4 | 58.1 - 77.6 | 66.3 - 88.6 |
| logistics specialist | 59.0 - 79.2 | 67.8 - 92.3 | 78.2 - 105.0 |
| manufacturing engineer | 67.3 - 89.7 | 76.7 - 103.9 | 88.1 - 117.9 |
| mechanical designer | 52.1 - 69.5 | 60.3 - 81.1 | 69.4 - 91.6 |
| mechanical drafter | 51.6 - 67.5 | 58.3 - 78.3 | 67.2 - 91.6 |
| mechanical engineer | 74.2 - 98.6 | 84.4 - 114.1 | 96.8 - 130.0 |
| mechanical engineering technician | 51.6 - 68.2 | 59.0 - 79.1 | 67.6 - 89.2 |
| planner/scheduler | 39.6 - 50.8 | 45.2 - 58.5 | 51.3 - 66.1 |
| process engineer | 62.6 - 83.9 | 71.9 - 97.9 | 83.0 - 111.3 |
| production planner | 48.7 - 65.0 | 56.4 - 75.8 | 64.7 - 84.8 |
| project engineer | 91.3 - 117.4 | 99.2 - 129.9 | 109.4 - 145.0 |
| project manager | 76.3 - 105.8 | 89.1 - 125.0 | 103.7 - 142.8 |
| QA/QC inspector | 37.6 - 48.6 | 42.5 - 55.4 | 48.1 - 62.9 |
| quality assurance manager | 80.7 - 105.2 | 89.4 - 118.5 | 100.1 - 132.8 |
| quality assurance/control technician | 62.4 - 82.3 | 71.3 - 95.4 | 81.7 - 108.1 |
| quality control engineer | 69.7 - 92.9 | 79.4 - 107.5 | 91.0 - 121.7 |
| quality control technician | 39.8 - 51.6 | 44.5 - 58.5 | 50.0 - 65.6 |
| quality director | 90.3 - 122.4 | 114.6 - 155.2 | 139.1 - 188.3 |
| quality inspector | 39.2 - 50.5 | 44.2 - 57.6 | 50.0 - 65.3 |
| safety inspector | 63.3 - 83.2 | 71.9 - 95.7 | 81.9 - 108.1 |
| SCADA engineer | 65.1 - 87.2 | 74.7 - 101.7 | 86.2 - 115.8 |
| sourcing engineer | 56.3 - 75.5 | 64.6 - 88.1 | 74.7 - 100.6 |
| stationary engineer | 54.7 - 70.4 | 60.3 - 78.9 | 67.1 - 87.8 |
| supply chain analyst | 49.2 - 66.1 | 56.5 - 77.2 | 65.3 - 87.9 |
| industrial management | | | |
| director of operations | 127.7 - 170.7 | 167.9 - 224.1 | 212.3 - 283.2 |
| engineering manager | 85.2 - 114.9 | 97.4 - 133.8 | 112.2 - 152.8 |
| health and safety manager | 61.1 - 79.2 | 70.5 - 92.6 | 81.3 - 105.5 |



| | | | |
|---------------------------|---------------|---------------|---------------|
| inventory control manager | 63.3 - 83.6 | 71.1 - 95.5 | 80.7 - 108.1 |
| machining manager | 62.8 - 81.4 | 70.0 - 92.4 | 79.0 - 104.9 |
| maintenance manager | 63.8 - 84.6 | 73.4 - 97.8 | 83.6 - 115.1 |
| maintenance supervisor | 61.9 - 81.8 | 70.8 - 94.9 | 81.4 - 108.8 |
| manufacturing director | 108.8 - 132.2 | 141.6 - 171.9 | 174.5 - 211.8 |
| operations manager | 79.9 - 109.5 | 91.7 - 127.2 | 105.3 - 143.6 |
| plant manager | 95.9 - 133.8 | 115.1 - 162.6 | 137.3 - 189.5 |
| procurement director | 100.8 - 133.2 | 134.6 - 177.9 | 164.0 - 216.5 |
| production manager | 88.3 - 115.9 | 98.9 - 132.2 | 112.0 - 149.9 |
| production supervisor | 59.0 - 76.8 | 66.1 - 87.5 | 74.8 - 99.1 |
| program manager | 72.1 - 93.9 | 82.4 - 108.9 | 94.5 - 124.2 |
| project director | 112.0 - 136.1 | 140.3 - 170.5 | 169.3 - 205.5 |
| purchasing manager | 95.9 - 126.7 | 108.4 - 145.5 | 123.1 - 163.5 |
| site supervisor | 77.5 - 101.7 | 85.1 - 113.8 | 94.9 - 128.0 |
| supply chain manager | 81.4 - 109.1 | 93.8 - 127.1 | 107.7 - 142.7 |
| transportation manager | 82.4 - 109.1 | 93.3 - 125.4 | 106.2 - 142.3 |
| warehouse manager | 55.1 - 78.6 | 77.1 - 102.6 | 86.8 - 123.4 |
| warehouse supervisor | 53.3 - 70.6 | 61.1 - 82.0 | 70.1 - 93.2 |
| skilled trades | | | |
| CNC machinist | 40.5 - 52.9 | 45.8 - 60.5 | 54.7 - 73.5 |
| CNC programmer | 52.8 - 70.7 | 60.4 - 82.2 | 69.5 - 94.2 |
| control technician | 49.8 - 65.8 | 56.9 - 76.4 | 65.4 - 87.0 |
| electrician | 52.7 - 69.8 | 59.4 - 79.9 | 67.4 - 90.1 |
| field service technician | 51.0 - 67.4 | 59.3 - 78.9 | 68.3 - 89.9 |
| heavy equipment mechanic | 51.5 - 68.9 | 59.8 - 80.7 | 76.1 - 92.3 |
| maintenance mechanic | 48.0 - 61.4 | 55.2 - 71.5 | 63.5 - 81.9 |
| millwright | 57.7 - 71.6 | 61.7 - 83.8 | 78.8 - 91.3 |



| | | | |
|---------------|-------------|-------------|-------------|
| parts manager | 48.3 - 63.0 | 54.2 - 71.9 | 61.4 - 81.6 |
| welder | 42.8 - 55.9 | 48.3 - 64.0 | 54.7 - 72.4 |

technologies

| | entry | mid | senior |
|--|---------------|---------------|---------------|
| application software | | | |
| .net/C# developer | 70.7 - 92.0 | 79.3 - 105.0 | 89.9 - 118.7 |
| application support analyst | 61.0 - 81.1 | 70.4 - 94.0 | 80.4 - 106.1 |
| automation tester | 56.5 - 74.7 | 68.1 - 85.7 | 77.8 - 98.7 |
| C++/ embedded software engineer | 70.6 - 91.8 | 79.2 - 104.8 | 89.8 - 118.5 |
| devops - development | 65.6 - 88.7 | 76.4 - 104.9 | 89.2 - 120.0 |
| ERP developer | 70.5 - 91.7 | 79.0 - 104.7 | 89.7 - 118.9 |
| front-end developer | 65.6 - 86.8 | 75.3 - 101.2 | 86.9 - 115.6 |
| full stack developer | 75.6 - 99.9 | 86.8 - 116.4 | 99.9 - 132.4 |
| java developer | 69.0 - 89.9 | 77.5 - 102.7 | 87.9 - 115.8 |
| machine learning developer | 77.4 - 115.7 | 104.4 - 145.5 | 125.1 - 150.2 |
| mobile application developer (iOS/android) | 63.0 - 97.4 | 88.6 - 124.7 | 107.2 - 128.7 |
| quality assurance manager | 82.2 - 109.2 | 93.5 - 126.2 | 107.0 - 142.9 |
| RPA developer | 51.3 - 68.3 | 59.2 - 79.7 | 68.2 - 89.9 |
| SQL database developer | 62.0 - 83.5 | 71.6 - 97.9 | 83.1 - 112.0 |
| technical lead | 107.4 - 145.2 | 123.2 - 168.9 | 141.5 - 191.1 |
| UI/UX designer | 66.2 - 86.0 | 74.0 - 97.7 | 83.5 - 109.4 |
| architecture | | | |
| application architect | 101.6 - 135.4 | 114.3 - 155.6 | 130.4 - 178.3 |
| architect (enterprise) | 94.3 - 127.3 | 107.9 - 148.3 | 124.4 - 170.6 |
| architect (solutions/technical) | 83.3 - 104.4 | 93.5 - 119.2 | 105.8 - 134.0 |
| cloud architect | 89.7 - 113.0 | 101.4 - 129.9 | 115.4 - 146.0 |
| data & analytics | | | |



| | | | |
|---------------------------------------|---------------|---------------|---------------|
| BI data architect | 90.0 - 121.1 | 100.9 - 138.2 | 114.2 - 156.2 |
| big data engineer | 80.8 - 106.2 | 90.5 - 121.1 | 102.6 - 137.4 |
| business intelligence developer | 67.3 - 87.8 | 75.7 - 100.3 | 85.8 - 112.5 |
| data analyst | 66.5 - 89.5 | 76.9 - 105.0 | 89.2 - 119.6 |
| data architect | 73.2 - 97.1 | 84.4 - 113.8 | 97.9 - 130.2 |
| data engineer | 69.3 - 93.3 | 80.2 - 109.4 | 92.9 - 124.5 |
| data scientist | 76.0 - 102.6 | 88.4 - 120.9 | 102.7 - 137.7 |
| database administrator | 71.6 - 98.0 | 84.9 - 117.5 | 100.1 - 135.3 |
| leadership/business technology | | | |
| business analyst | 68.8 - 89.6 | 77.3 - 102.4 | 87.7 - 115.8 |
| IT director | 104.3 - 139.6 | 132.4 - 177.1 | 165.7 - 221.4 |
| IT manager | 92.3 - 122.7 | 105.3 - 142.6 | 121.2 - 163.8 |
| networking/infrastructure | | | |
| bilingual tech support | 52.0 - 60.0 | 56.0 - 72.0 | 65.0 - 83.0 |
| cloud engineer | 76.7 - 102.7 | 89.7 - 121.3 | 104.2 - 137.5 |
| devops - infrastructure | 77.7 - 107.9 | 90.8 - 127.3 | 105.4 - 143.9 |
| help desk analyst | 49.9 - 65.7 | 56.7 - 75.8 | 64.7 - 86.1 |
| information security engineer | 72.6 - 97.6 | 83.9 - 114.5 | 97.2 - 130.7 |
| information security manager | 94.9 - 125.2 | 107.1 - 144.0 | 122.1 - 164.0 |
| information security specialist | 57.5 - 76.3 | 66.1 - 89.0 | 76.3 - 101.1 |
| information systems analyst | 62.2 - 81.0 | 69.8 - 92.5 | 79.1 - 104.7 |
| linux/unix administrator | 78.4 - 102.3 | 88.4 - 117.5 | 100.8 - 133.8 |
| network administrator | 61.1 - 82.4 | 70.8 - 96.8 | 82.2 - 110.9 |
| network engineer | 69.6 - 93.5 | 80.3 - 109.6 | 93.2 - 126.0 |
| systems administrator | 69.9 - 92.4 | 80.2 - 107.7 | 92.5 - 123.1 |
| tech support | 63.7 - 83.6 | 72.2 - 96.2 | 82.4 - 109.2 |
| project management | | | |
| business systems analyst | 68.2 - 90.3 | 78.4 - 105.5 | 90.7 - 120.9 |



| | | | |
|------------------------------------|---------------|---------------|---------------|
| ERP project manager | 93.7 - 125.2 | 102.3 - 139.5 | 113.5 - 156.5 |
| organizational development manager | 66.2 - 89.9 | 77.5 - 107.2 | 91.6 - 125.7 |
| product owner | 77.9 - 103.1 | 89.6 - 120.0 | 103.0 - 135.7 |
| product owner/manager | 79.1 - 109.5 | 92.2 - 129.4 | 107.3 - 148.4 |
| program manager | 110.0 - 115.0 | 110.0 - 135.0 | 135.0 - 170.0 |
| project coordinator | 65.3 - 81.5 | 72.7 - 92.4 | 81.9 - 104.2 |
| project manager (infrastructure) | 95.9 - 130.1 | 108.8 - 150.5 | 124.8 - 172.7 |
| project manager (software) | 95.0 - 126.2 | 106.4 - 144.0 | 120.5 - 163.4 |
| scrum master | 72.7 - 95.2 | 82.3 - 109.5 | 93.9 - 125.0 |
| technical writer | 58.9 - 77.2 | 68.9 - 91.3 | 80.3 - 103.9 |

