# Consulting vs. Salary Compensation – David Magarian

## 🎯 Position Benchmark: Full-Time Equivalent Role

**Target Role Equivalent**:  
Senior Strategic Consultant / Technical Director with energy modeling leadership, QA/QC, custom tool development, and departmental planning experience.

Location: California (Bay Area / SoCal), 2025 market.

## 💼 Market Salary Range (Full-Time, With Benefits)

| Role Type | Estimated Salary Range | Notes |
| --- | --- | --- |
| Senior Energy Analyst / QA/QC Lead | $130,000–$160,000 | Strong technical modeling role, limited strategic influence |
| Energy Modeling Manager / Team Lead | $150,000–$180,000 | Manages internal workflows, moderate strategy integration |
| **Technical Director / Strategy Lead** | **$180,000–$240,000** | Aligns with consulting offering: tools, training, strategic design |
| Principal Consultant / SME | $225,000–$280,000+ | High-impact, billable leadership role at the firm or portfolio level |

## 🔁 Consultant Rate to Salary Conversion

## **Estimated Hours/Year**: 2,080 hrs (full-time equivalent)

| Compensation Type | Value | Notes |
| --- | --- | --- |
| Gross Consulting Income | ~$375,000/year | 180/hr × 2080 hrs |
| Adjusted for Overhead | ~$260,000/year | Accounts for taxes, insurance, admin costs (~30%) |
| Salary Equivalent | **$180,000–$240,000** | Market-aligned W2 range with full benefits |

➡️ A $180/hr consulting rate is equivalent to a **$220K–$260K** salaried position when factoring in overhead and benefits typically provided by an employer.

## ✅ Summary Recommendation

The following salary ranges reflect appropriate compensation for high-impact, full-time roles aligned with your expertise and responsibilities. A blended recommendation that balances market rates and consultant-rate equivalence is as follows:

**Recommended Salary Target**: $230,000–$250,000/year

This reflects the midpoint between the market benchmarks and the adjusted consulting equivalency, accounting for the strategic value, technical leadership, and rare hybrid capabilities offered.

| Title | Recommended Salary | Justification |
| --- | --- | --- |
| Director of Energy Modeling & Strategy | $200,000–$240,000 | Internal team and process leadership |
| Principal Consultant / External SME | $225,000–$265,000 | Client-facing impact and strategic influence |
| External SME on Retainer | $250,000–$300,000 | Equivalent of your current preferred-rate consulting full-time load |

Would you like to create a companion PDF version of this for clients or employers?