

# The big idea

To make a competitive hiring decision, the CEO must understand how full-time data scientist salaries vary by experience level and company size, particularly when comparing U.S. and offshore roles, so the company can attract strong talent while avoiding overpayment.

## Elevator Pitch

I'm Evelyn, and I prepared an analysis to support a hiring decision for a full-time data scientist. As the company looks to expand its data science work and potentially build a team in the future, understanding competitive compensation is critical. Salaries for full-time data scientists vary significantly by experience level and company size, especially when comparing U.S. and offshore roles. These insights help the company attract strong talent while remaining cost-conscious.