Competitive Salary Ranges for Full-Time Data Scientists
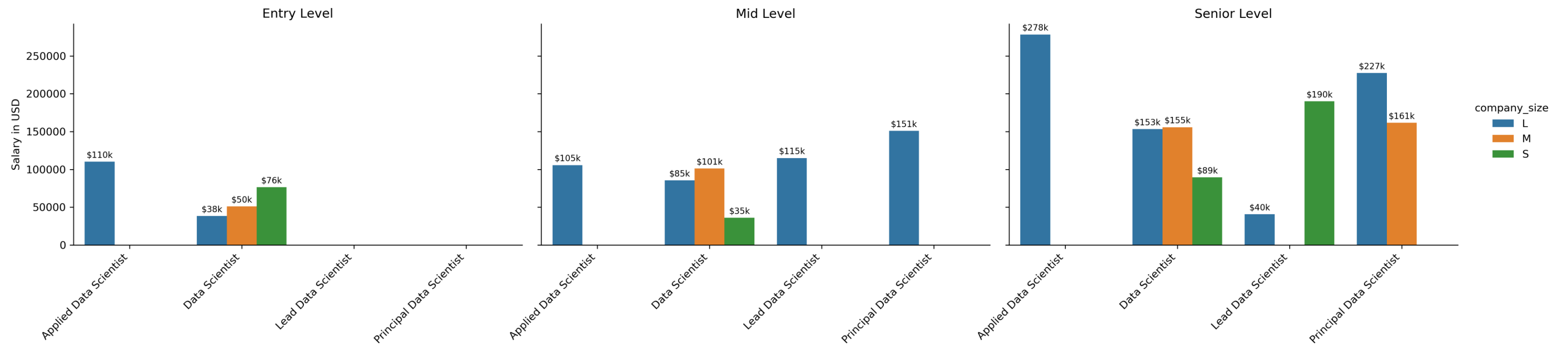
Salary Differences Between U.S. and Offshore Roles

What drives salary?

- The Data Scientist role appears consistently across experience levels and company sizes, making it the most reliable baseline for identifying a competitive salary range.
- More senior titles (Lead and Principal Data Scientist) primarily appear at higher experience levels, explaining the absence of entry-level salary values for those roles.
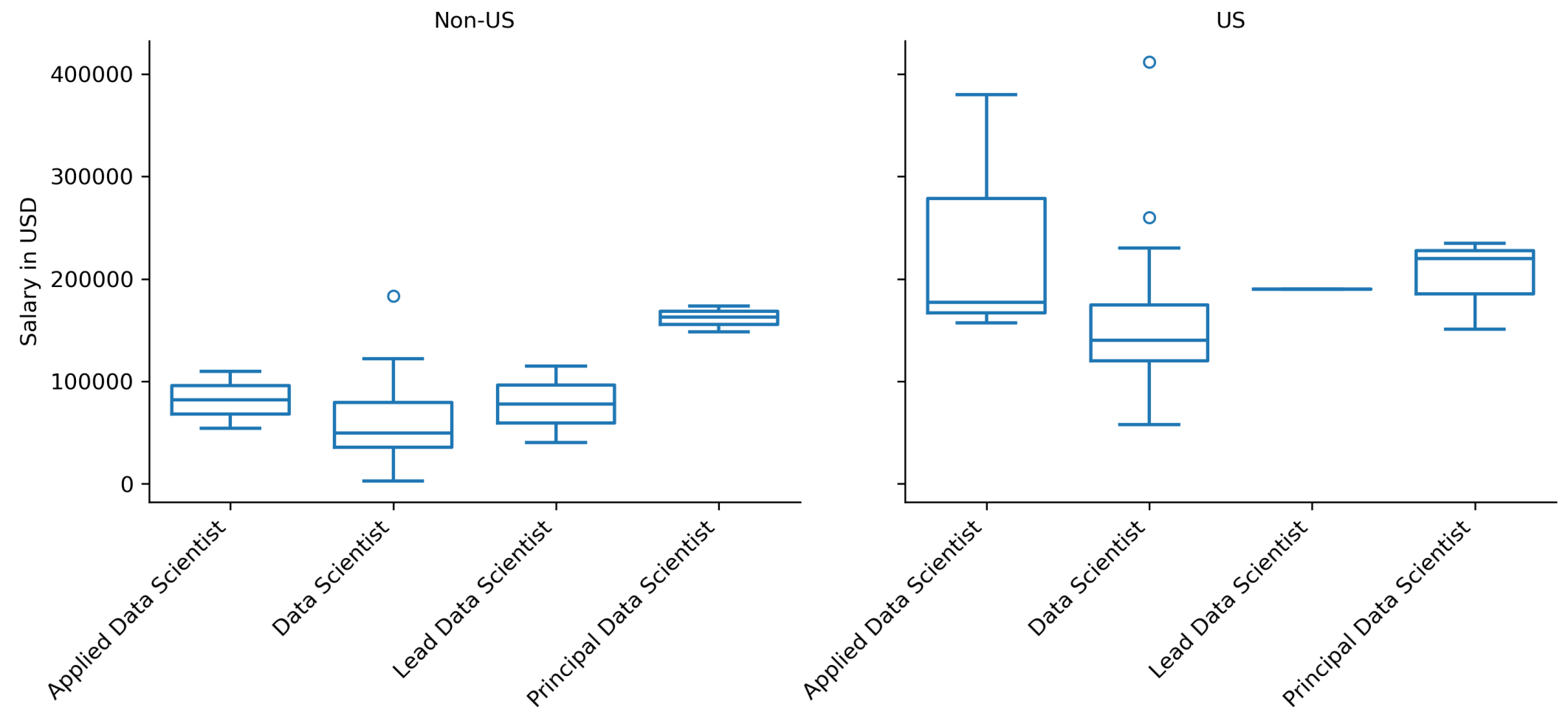

Average Full-Time Data Scientist Salaries by Experience Level and Company Size

U.S. vs Offshore comparison

- Across all data scientist job titles, U.S.-based employees earn higher salaries than those working outside the U.S.

- U.S. roles show higher median salaries, greater variability, and higher upper-end compensation.

- Non-U.S. salaries are consistently lower and more tightly clustered.

Salary Distribution by Job Title and Employee Residence

Recommendation

- Hire a mid- to senior-level Data Scientist to support immediate impact and future leadership.

- Benchmark salaries against small-company ranges, consistent with our current company size.
  - Recommended salary range(small company, U.S.): **35k to 89 k**
  - Plan for compensation growth as the company scales.

- On average, offshore data scientists earn significantly less than U.S. - based employees, reflecting a clear location-based pay difference.
  - Offshore average: ~**$57,989.37**
  - U.S. average: ~**$149,408.33**

Appendix A: Salary averages by Job Title, Experience, and Company Size

job_title	experience_level	company_size	salary_in_usd
Applied Data Scientist	EN	L	110037.0
Applied Data Scientist	MI	L	105619.0
Applied Data Scientist	SE	L	278500.0
Data Scientist	EN	L	38365.0
Data Scientist	EN	M	50888.25
Data Scientist	EN	S	76385.83333333330
Data Scientist	MI	L	85501.26086956520
Data Scientist	MI	M	101014.04166666700
Data Scientist	MI	S	35956.83333333300
Data Scientist	SE	L	153273.875
Data Scientist	SE	M	155811.0465116280
Data Scientist	SE	S	89487.5
Lead Data Scientist	MI	L	115000.0
Lead Data Scientist	SE	L	40570.0
Lead Data Scientist	SE	S	190000.0
Principal Data Scientist	MI	L	151000.0
Principal Data Scientist	SE	L	227500.0
Principal Data Scientist	SE	M	161565.66666666700

Appendix B: Average Salary by Job Title and Residence

job_title	location_group	salary_in_usd
Applied Data Scientist	Non-US	82137.5
Applied Data Scientist	US	238000.0
Data Scientist	Non-US	57989.37096774190
Data Scientist	US	149408.33333333300
Lead Data Scientist	Non-US	77785.0
Lead Data Scientist	US	190000.0
Principal Data Scientist	Non-US	161565.66666666700
Principal Data Scientist	US	202000.0