



End of Year Pay Report 2022

The Levels.fyi annual compensation report. View top paying companies, locations, growing titles & other trends.











Top Pay by Engineer Level

The Levels.fyi [Standard](#) is a [leveling](#) hierarchy we've abstracted from company-specific names to make aggregation easier. The following numbers reflect median total yearly compensation packages. View the compensation for all companies [here](#).

Entry-Level Engineer (I)

Typically 0-2 years of experience. New-grads or little to no industry experience. Develop and maintain low to moderately complex components working on a team. Typically receives guidance and support from more experienced team members.









Entry-Level Engineer (I)

Rank	Company	Headquarters	Title Name	Total Compensation
1	 TWO SIGMA	New York, NY	L1	\$274,000
2	 stripe	San Francisco, CA	L1	\$266,000
3	 cruise	San Francisco, CA	L3	\$238,000
4	 ROBLOX	San Mateo, CA	IC1	\$234,000
5	 Linked in	Sunnyvale, CA	Software Engineer	\$226,000
6	 databricks	San Francisco, CA	L3	\$221,000
7	 WAYMO	Mountain View, CA	L3	\$220,000

Engineer (II)

Typically 2-5+ years of experience. Develop and own moderate to complex components. Possibly lead a small team or project. Ability to mentor engineers, provide technical guidance, code reviews, design and deliver on small projects end-to-end. Impact is typically at the immediate team scope. At many companies, this is considered a 'career-level', as in you can spend the rest of your career operating at this level without being pushed out for not being promoted.

Engineer (II)



Rank	Company	Headquarters	Title Name	Total Compensation
1	 databricks	San Francisco, CA	L4	\$443,000
2	 cruise	San Francisco, CA	L4	\$361,000
3	 ROBLOX	San Mateo, CA	IC2 / IC3	\$354,000
4	 snowflake	Bozeman, MT	IC2	\$330,000
4	 TWO SIGMA	New York, NY	L2 / L3	\$330,000
5	 ByteDance	Beijing, China	2-1	\$323,000
6	 stripe	San Francisco, CA	L2	\$320,000
7	 airbnb	San Francisco, CA	G8	\$318,000



Senior Engineer (III)

Typically 5+ years of experience. Typically less than 30% of employees in a company are at this level. Expected to lead and own complex technical initiatives. Begin setting the vision and future direction of team. Impact across multiple related teams within an org. Role shifts more towards design rather than implementation depending on size and expectations at company.








Senior Engineer (III)

Rank	Company	Headquarters	Title Name	Total Compensation
1	 databricks	San Francisco, CA	L5	\$552,000
2	 cruise	San Francisco, CA	L5	\$551,000
3	 NETFLIX	Los Gatos, CA	L5	\$550,000
4	 stripe	San Francisco, CA	L3	\$488,000
5	 snowflake	Bozeman, MT	IC3	\$466,000
6	 instacart	San Francisco, CA	L5	\$465,000
7	 Linked in	Sunnyvale, CA	Staff Software Engineer	\$458,000

Staff Engineer (IV)

Typically 10+ years of experience. This level is much more coveted than the previous ones. Typically less than 10% of employees in a company are at this level. Impact spans across organizations. Entrusted with business-critical projects and for setting technical vision for an org or multiple orgs. Responsible for reviewing and providing feedback on technical designs across an org. Little to no day-to-day coding. Role depends highly on organizational and company needs and becomes loosely defined. Expected to operate fully autonomously.

Staff Engineer (IV)








Rank	Company	Headquarters	Title Name	Total Compensation
1	 stripe	San Francisco, CA	L4	\$688,000
2	 coinbase	Remote-first	IC6	\$673,000
3	 Pinterest	San Francisco, CA	L6	\$650,000
4	 airbnb	San Francisco, CA	G10	\$601,000
5	 WAYMO	Mountain View, CA	L6	\$590,000
6	 facebook	Menlo Park, CA	E6	\$567,000
7	 ByteDance	Beijing, China	3-1	\$564,000

Principal Engineer (V)

Typically 15+ years of experience. Usually less than 3% of employees in a company are at this level. Smaller companies may not have any individuals at this level. Impact spans across the company and sometimes industry. Expected to operate fully autonomously.

Principal Engineer (V)



Only a small percentage of employees ever make it to this level. Some companies with high pay may not be listed.

Rank	Company	Headquarters	Title Name	Total Compensation
1	 facebook	Menlo Park, CA	E7	\$1,044,000
2	 stripe	San Francisco, CA	L5	\$900,000
3	 airbnb	San Francisco, CA	G11	\$796,000
4	 Apple	Cupertino, CA	ICT6	\$752,000
5	 NETFLIX	Los Gatos, CA	L6	\$725,000
6	 Twitter	San Francisco, CA	Senior Staff SWE	\$700,000
7	 Snap Inc.	Santa Monica, CA	L6	\$690,000






Other Growing Titles

While we don't have a leveling standard developed for these roles, we show the top 5 highest compensating companies by using the median value at the company within the entire job family irrespective of level. Note that these are the absolute highest medians, and may not reflect the entire market.






Software Engineering Manager

Rank	Company	Headquarters	Title Name	Total Compensation
1	 RIPPLING	San Francisco, CA	L8	\$910,000
2	 airbnb	San Francisco, CA	M1	\$737,000
3	NETFLIX	Los Gatos, CA	Manager	\$735,000
4	stripe	San Francisco, CA	M1	\$697,000
5	coinbase	Remote-first	IC6	\$680,000






Product Manager

Rank	Company	Headquarters	Title Name	Total Compensation
1	 airbnb	San Francisco, CA	L5	\$489,000
2	 stripe	San Francisco, CA	L3	\$481,000
3	 ROBLOX	San Mateo, CA	IC4	\$436,000
4	 qualtrics	Provo, UT	L6	\$435,000
5	 lyft	San Francisco, CA	T5	\$435,000

Product Designer

Rank	Company	Headquarters	Title Name	Total Compensation
1	 NETFLIX	Los Gatos, CA	L5	\$400,000
2	 Opendoor	San Francisco, CA	L4	\$350,000
3	 lyft	San Francisco, CA	T5	\$335,000
4	 coinbase	Remote-first	IC6	\$330,000
5	 DOORDASH	San Francisco, CA	E6	\$329,000

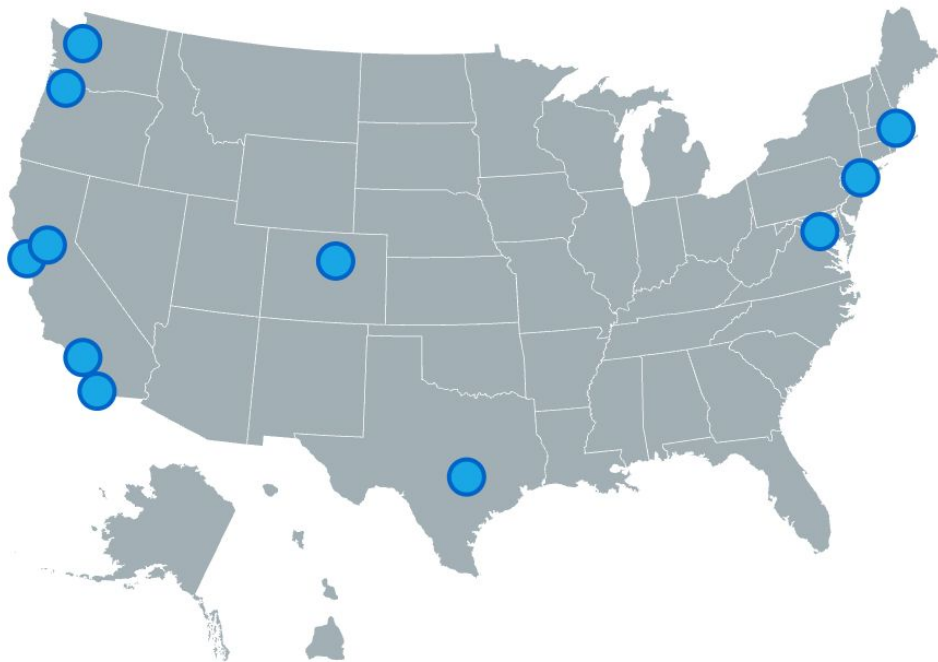
Hardware Engineer

Rank	Company	Headquarters	Title Name	Total Compensation
1	 WAYMO	Mountain View, CA	L6	\$376,000
2	 BROADCOM	San Jose, CA	ICB 5	\$370,000
3	 facebook	Menlo Park, CA	IC6	\$350,000
4	 Google	Mountain View, CA	L6	\$310,000
5	 INTUITIVE	Sunnyvale, CA	L5	\$295,000

Top Pay by Location

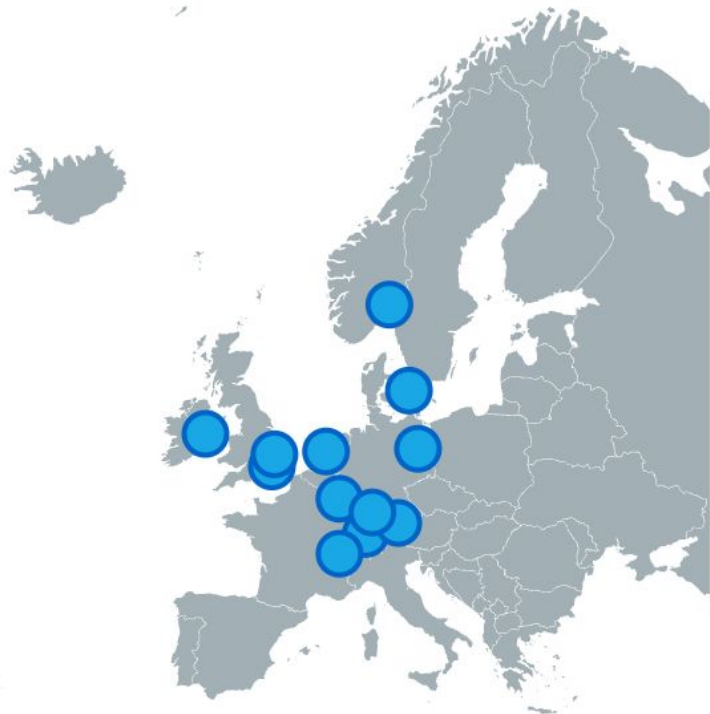
We crunched the numbers across the United States and found the following metros to have the highest median total yearly compensation

Top US Metros



Rank	Location	Median Pay
1	San Francisco Bay Area	\$234,000
2	Greater Seattle Area	\$213,000
3	New York City Area	\$187,000
4	Greater Portland Area	\$174,000
5	Greater Los Angeles Area	\$170,000
5	Greater San Diego Area	\$170,000
6	Greater Austin Area	\$169,000
7	Greater Boston Area	\$160,000
8	Greater Denver and Boulder Area	\$158,000
9	Greater Sacramento Area	\$149,000
10	Northern Virginia Washington DC	\$148,000

Top European Cities



Rank	Location	Median Pay
1	Zurich, Switzerland	\$178,000
2	London, United Kingdom	\$116,000
3	Dublin, Ireland	\$112,000
3	Copenhagen, Denmark	\$112,000
4	Amsterdam, Netherlands	\$104,000
5	Luxembourg	\$96,000
6	Geneva, Switzerland	\$88,000
7	Cambridge, United Kingdom	\$87,000
7	Berlin, Germany	\$87,000
8	Munich, Germany	\$85,000
9	Oslo, Norway	\$80,000
10	Stuttgart, Germany	\$79,000

Top Asian Cities



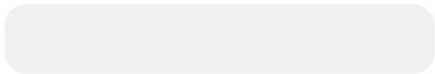
Rank	Location	Median Pay
1	Tel Aviv, Israel	\$159,000
2	Dubai, United Arab Emirates	\$94,000
3	Singapore	\$90,000
4	Shanghai, China	\$86,000
5	Hong Kong	\$85,000
6	Seoul, South Korea	\$83,000
7	Beijing, China	\$79,000
8	Shenzhen, China	\$77,000
9	Tokyo, Japan	\$69,000
9	Hsinchu, Taiwan	\$69,000
10	Bengaluru, India	\$37,000

Rest of World



Rank	Location	Median Pay
1	Vancouver, Canada	\$123,000
2	Sydney, Australia	\$112,000
3	Toronto, Canada	\$110,000
4	Melbourne, Australia	\$97,000
5	Brisbane, Australia	\$85,000
6	Edmonton, Canada	\$84,000
6	Calgary, Canada	\$84,000
7	Montreal, Canada	\$83,000
8	Wellington, New Zealand	\$81,000
9	Auckland, New Zealand	\$80,000
10	Perth, Australia	\$78,000

More Titles & Locations on our Live Leaderboard



Our live leaderboard features top paying companies across many more titles and locations refreshed to reflect the the most recent data. Keep tabs on the latest information at any given time. You can filter it to discover many more companies not listed in this report.

Check it out >

Or visit <http://levels.fyi/leaderboard/>

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