



Common Ground Homes

*For: CEO Jane Doe
CFO Team
HR Team
DSE5002 Faculty*

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Let's find a Data Scientist

Or: Salary offerings to build a team dedicated to understanding the analytical needs for developing & promoting our products

BLUF: Place a job offer for a Senior level Data Scientist (DS) based in the United States with a **salary range \$140,000 to \$180,000 (\$80k-\$120k Non-US)**

WHY?

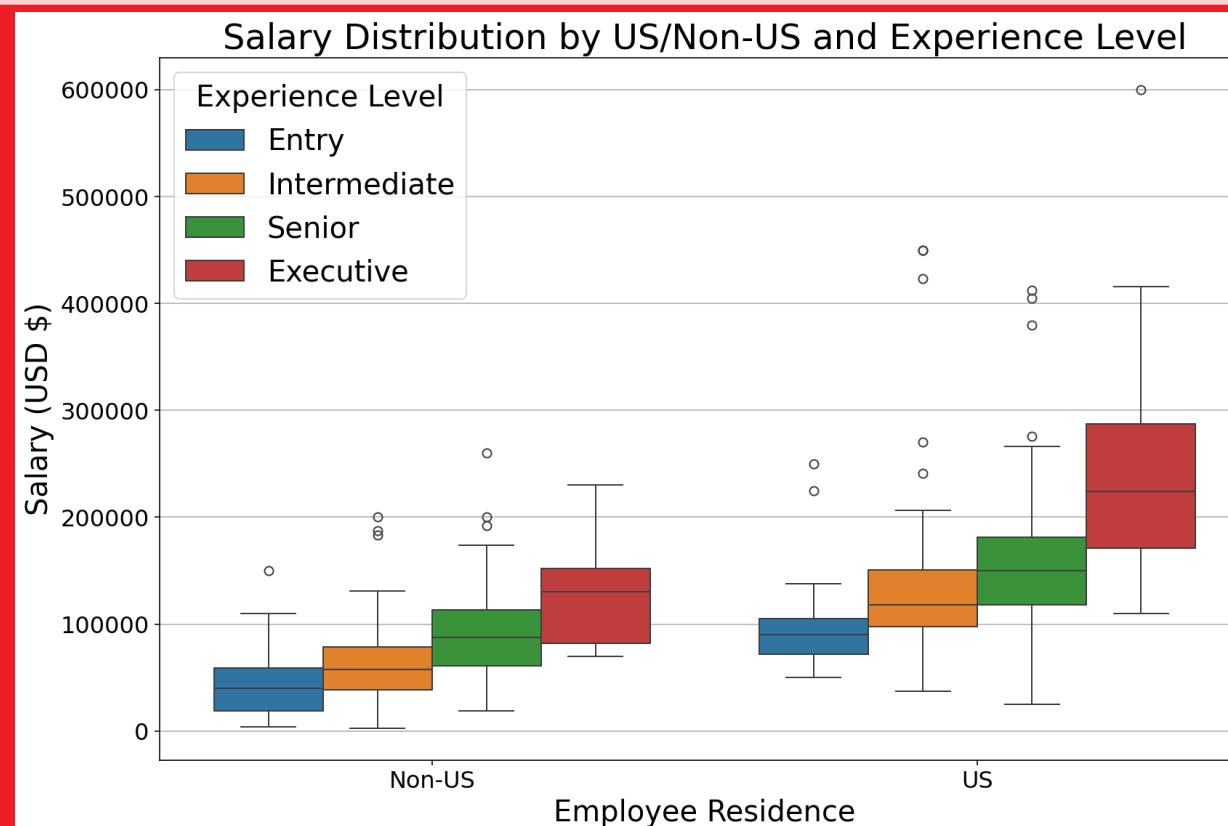
- 92% of Data Scientists work within the County they reside; ~80% remotely
- Competitive ranges to attract Intermediate DS who are ready to step up, or Senior DS who would be enticed to change jobs:

Salary Quartile Values by Residency & Experience Level

Residency	Experience	Q1 (25th)	Median (50th)	Q3 (75th)
Non-US	Entry	\$19,221	\$39,916	\$59,102
	Intermediate	\$38,682	\$57,496	\$78,526
	Senior	\$61,300	\$87,738	\$113,476
	Executive	\$82,416	\$130,026	\$151,834
US	Entry	\$72,000	\$90,000	\$105,000
	Intermediate	\$98,000	\$118,000	\$151,000
	Senior	\$118,075	\$150,000	\$180,970
	Executive	\$171,438	\$224,000	\$287,000

Amplify: There can be significant financial savings (upwards of 60%) by hiring outside the US

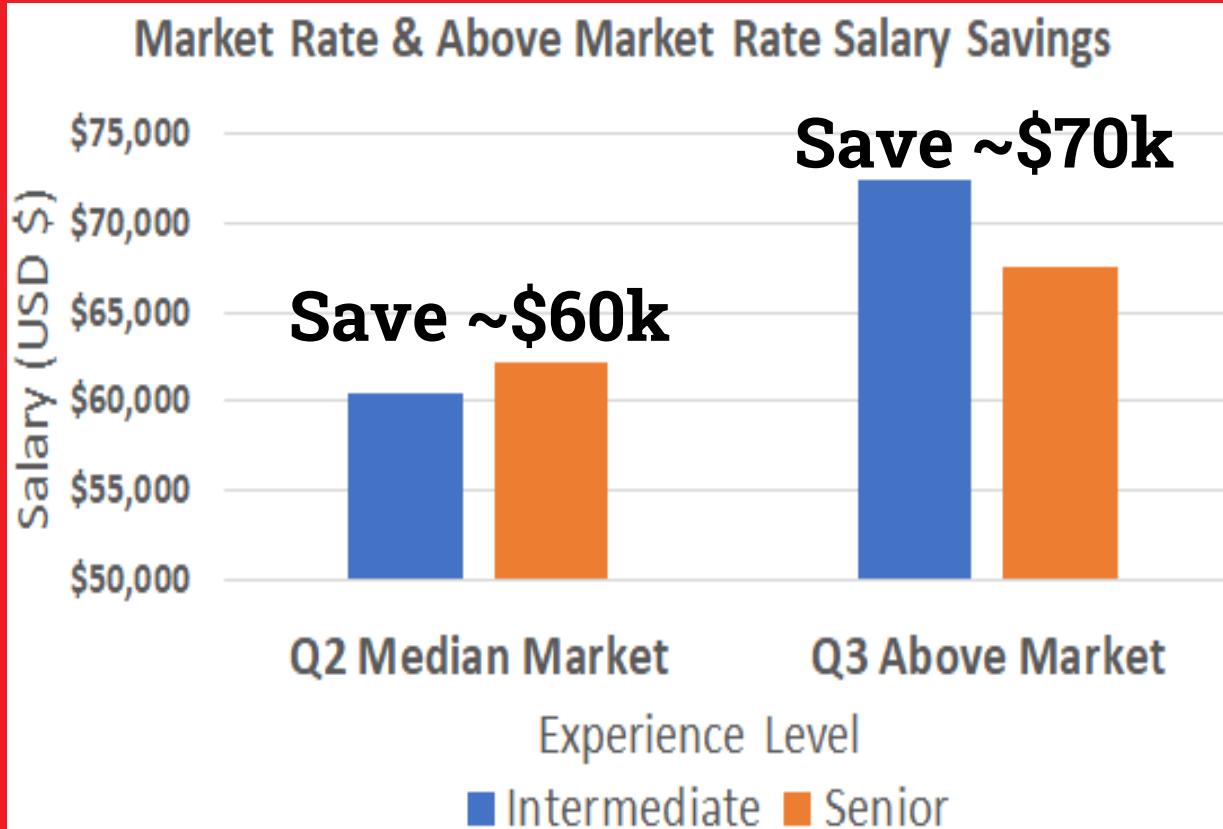
Given we are US based & want to build an interactive team for our growing company, be prepared to offer up to two additional Intermediate level DS United States based positions with a salary range \$105,000 to \$140,000 (\$45k-\$80k Non-US)



Team, the decision is up to you. Here are some Courses of Action (COA):

Percentage Savings by Hiring Non-US Data Scientists		
Experience	Q2 Market Rate	Q3 Above Market
Intermediate	51.3%	48.0%
Senior	41.5%	37.3%

Non-US Data Scientists



COA 1:

US salaries: Team of 3/annually: \$460,000 (1 Senior + 2 Intermediate)

Advantages: Cohesion, Lower Operational Friction, US Based Clients, Payroll Compliance, COA 3 – Mix w/Non-US for global balance

Disadvantages: Talent Scarcity, Wage Inflation

COA 2:

Non-US salaries: Team of 3/annually: \$269,000 (1 Senior + 2 Intermediate)

Advantages: Larger Talent Pool, Salary Savings, Outside Perspectives, C-Suite C(I/T)O cost about the same as US Senior Level DS

Disadvantages: Time Zones, Synchronous Collaboration, Decision Making Flow