# Data Science Salary Trends: Summary Analysis Report

**Prepared by:** Samiran Bhagat
**Date:** May 1, 2025

## Executive Summary

This report analyzes **global salary trends for Data Science jobs**, focusing on **remote work impact, geographic pay disparities, hiring trends, and executive-level salaries**. Key observations include:

- **Remote Work Dominance:** Half **of data science jobs** offer **remote positions**, benefiting both employers and employees.
- **Highest-Paid Positions:** Executive level **Data Engineers** in the US lead salary rankings, closely followed by **Data Scientists**.
- **Geographic Pay Disparities:**
    - **Algeria (DZ)** stands out, offering **higher salary** than the average US index for part-time Data Scientists.
    - **Iran (IR) & Kenya (KE)** provide cost-efficient hiring, with salaries ranging **Much Lower** of US salary levels.
    - **India's leadership salaries** in Data Science have peaked at **₹70 lakh ($84,000 USD)**, highlighting a strong demand for senior professionals.
- **Hiring & Salary Growth Trends:** Recruitment **declined** from 2021–2022 compared to previous years.
- Despite slower hiring, **average salaries increased** in 2022, indicating **higher demand for specialized skills**.

## Objective

This study aims to **analyze salary trends for data science jobs** across **geographic regions, industry segments, remote work dynamics, and experience levels**. The report examines **hiring trends, compensation benchmarks, and evolving salary structures**, providing insights into the **global demand for data science professionals**.

# Methodology

- **Data Source:** Salary records from Data Science Job Salaries **Excel files**
- **Tools Used:** Data processing, Manipulation was conducted using **SAS/ Base and SQL.**
- **Tableau** was used for analyzing trends, and visualizing insights.

**Analysis Approach:**

- **Statistical Insights:** Examined salary distributions and hiring fluctuations.
- **Comparative Analysis:** Studied pay disparities across **countries & roles**.
- **Industry Trends:** Assessed **remote work adoption and senior-level hiring shifts**.

# Key Findings

## 1. Remote Work Trends & Its Impact on Salaries

- Over **50% of data science roles** support **remote work**, allowing companies to access global talent.
- **Executive positions remain highly paid**, even in remote settings, ensuring flexibility without compromising compensation.

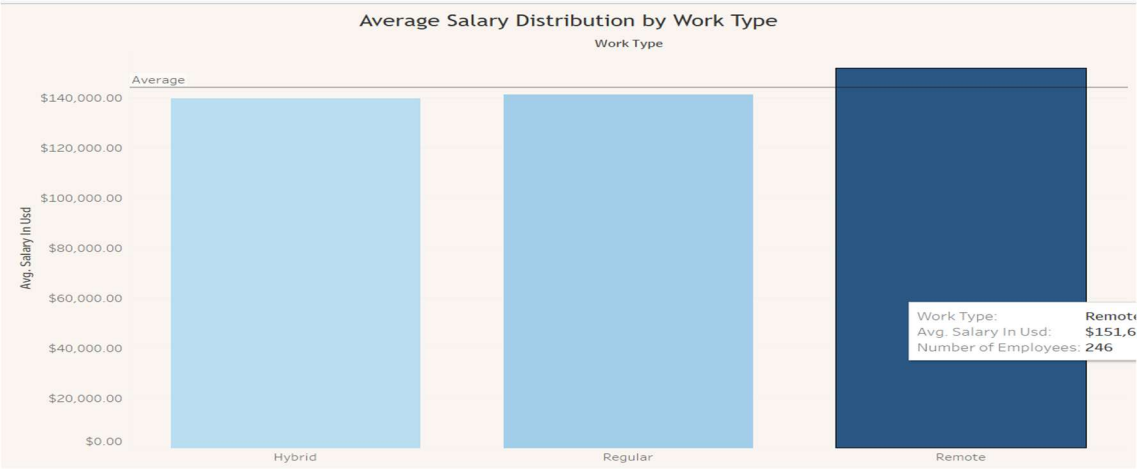


*Figure 1- Salary Distribution According to worktype*

## 2. Highest-Paid Roles in Data Science

- **Executive level Data Engineers & Data Scientists** in the US lead salary rankings.
- **Remote Executive roles** maintain competitive wages, proving that experience level drives salary more than work location.

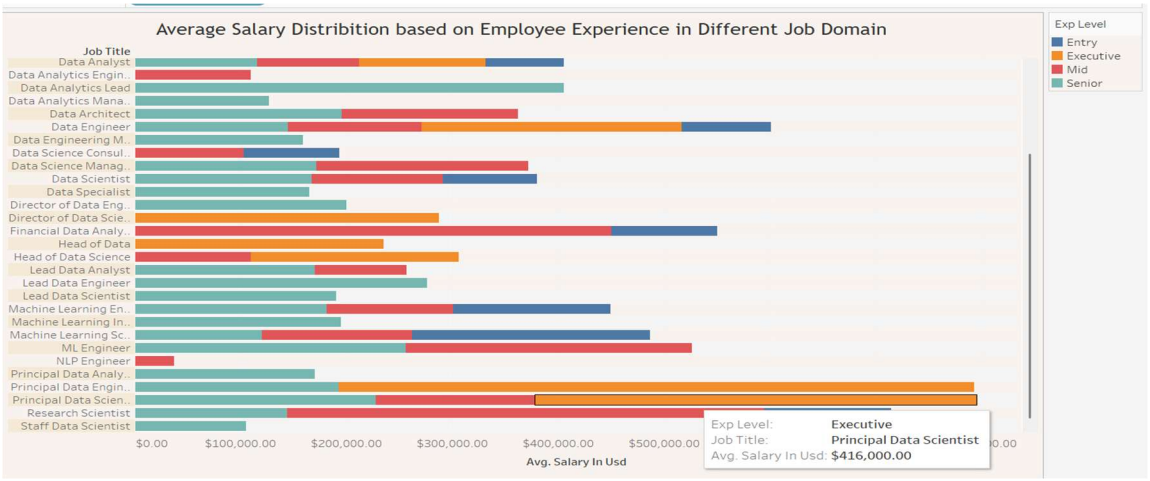


*Figure 2 - Salary Trends depending on Experience*

## 3. Geographic Salary Disparities & Competitive Markets

- **Algeria (DZ):** A surprising outlier, offering **67% higher salaries** than US averages for part-time Data Scientists.
- **Iran (IR) & Kenya (KE):** Cost-effective hiring regions, where Data Scientist salaries are **10-20%** of US market rates.
- **US, Japan, Russia, and India** remain **top suppliers** of data science services, both for US firms and local businesses.
- **India's leadership salaries** in Data Science have peaked at **₹70 lakh ($84,000 USD)**, highlighting a strong demand for senior professionals.

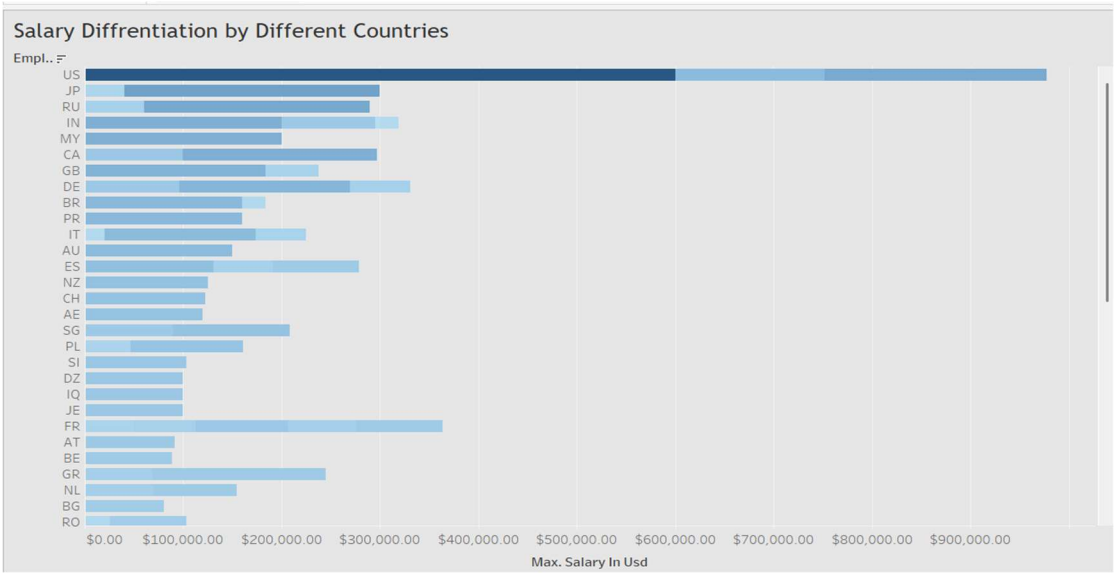


*Figure 3 - Average Salary through Different Countries*

## 4. Hiring Trends & Salary Growth

- **Hiring rates slowed in 2021–2022**, signaling a **recruitment downturn** compared to previous years.
- Despite reduced hiring, salaries saw a **24% increase**, reflecting greater demand for **highly skilled professionals**.
- **Small-scale firms** are favoring **senior professionals over entry-level hires**, shifting market preferences toward expertise.
- **Contract Based Employees are paid approximately 164% more compared to average salary.**


*Figure 4 - Workforce Hiring and Salary Trends*

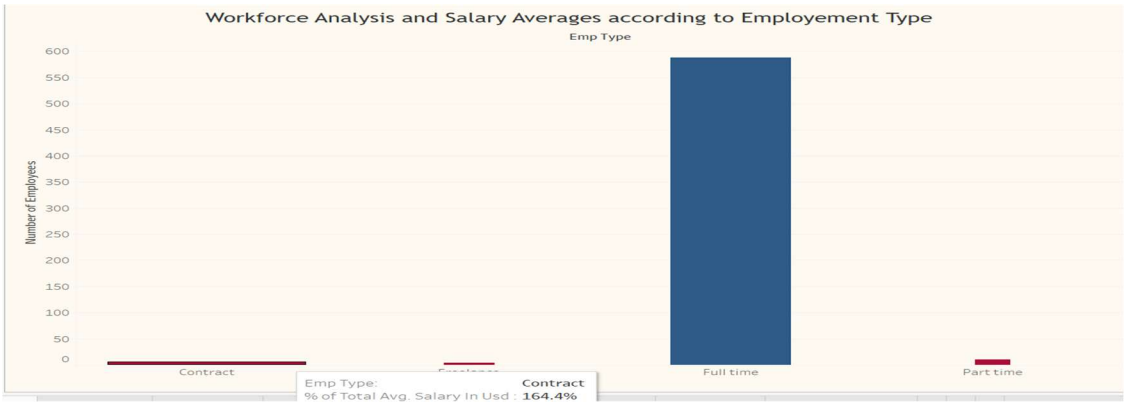


*Figure 5 - Workforce Analysis by Employment Type*

# Recommendations

**Optimizing Cost-Efficient Hiring**

- Businesses can **reduce hiring costs** by recruiting from **high-talent but low-salary regions** like **Iran and Kenya**, maintaining global pipelines while cutting payroll expenses.

**Expanding Remote Work Benefits**

- Companies should **strengthen cross-border employment policies**, ensuring fair wages while leveraging **global talent pools**.

**Assessing Regional Pay Disparities**

- Salary benchmarks for **Algeria and similar regions** should be revisited to **align compensation strategies** with global hiring efficiency.

# Conclusion

The analysis underscores **regional pay differences, remote work trends, and evolving hiring preferences** in data science. With **salary growth outpacing hiring rates**, businesses must **adapt compensation structures** while **maximizing cost-efficient hiring strategies** in the coming years.

The fusion of remote work flexibility and global salary variations is revolutionizing the data science industry, opening doors for ambitious talent to break free from geographic constraints and secure high-paying roles worldwide.

Thank you for reviewing this report. I appreciate your time and consideration.
Best regards,
**Samiran Bhagat**