



*Experts in
Delivering
ServiceNow®
Professionals*

nelsonfrank.com



We are pleased to announce that due to unparalleled success, the ServiceNow® recruitment division of Washington Frank USA has become its very own brand; we will now be known as Nelson Frank.

Headquartered in Philadelphia, Pennsylvania, Nelson Frank connects leading organizations in the ServiceNow® community with exceptional ServiceNow® professionals. Our team of 30 dedicated ServiceNow® recruiters focus exclusively on the placement of the top ServiceNow® professionals available in the market.

Whether you're looking for a ServiceNow® Developer, Administrator, or another specialist role, we supply you with experienced contract and permanent ServiceNow® talent in line with your hiring needs.

For all your ServiceNow® staffing needs, job listings and market advice, contact us here at Nelson Frank - the experts in delivering ServiceNow® professionals.

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Since February 2017, CAI has enjoyed a successful partnership with Nelson Frank in helping to recruit world-class ServiceNow talent. Nelson Frank has provided excellent customer service, comprehensive market intelligence, and a true commitment to helping CAI succeed. CAI is simply delighted with our partnership with Nelson Frank, and look forward to continued mutual success.

”

Rob Rishel Executive Director
ServiceNow Practice, CAI (Computer Aid, Inc.)

“The team at Nelson Frank matched me with great ServiceNow positions while allowing me to keep performing at a high level with my current employer. They understood my requirements for my next opportunity and only lined me up with openings that fit my experience and goals so that I spent my time interviewing for positions where I could add the most value. When you currently have a job but are seeking a new challenge, time is your most precious commodity and they understood this.”

Robert Gilliland ServiceNow Developer/Administrator



Meet Our Team



Jeff Chorpensing

Vice President / Permanent Recruitment Division

In 2012 Jeff started his career at Frank Recruitment Group in the Nigel Frank Division, then moved to San Francisco to open the West Coast hub office. In 2016 Jeff moved to open the Philadelphia office and launch the ServiceNow® recruitment division.



Michael Green

Business Manager

In 2012 Michael started his career working for Hays plc managing the Investment Banking Division. He joined Frank Recruitment Group in September 2016 to open up the Philadelphia office and launch the ServiceNow division of Washington Frank. After the huge success of this team Michael has now launched Nelson Frank - the specialist brand focused solely on ServiceNow recruitment. He has oversight of Nelson Frank across North America as the brand continues to grow and build on its initial success.



Giles Pearce

Business Manager / Contract Recruitment Division

Giles started his career at Frank Recruitment Group in 2013 in our London office, specializing in contract recruitment for our Nigel Frank brand. He managed contract divisions across our European markets. In 2017, Giles transferred to our Philadelphia office to head up our contract division, specifically for ServiceNow* recruitment.



Nelson Frank Provides You With:

- Database with over 11,500 ServiceNow® professionals in North America
- Over 250 ServiceNow® professionals with government clearance
- A team of 30 dedicated ServiceNow® recruitment specialists offering both permanent and contract solutions
- Experience placing candidates with industry leading ServiceNow® partners
- Online database of pre-screened and hand-picked ServiceNow® professionals
- Unparalleled ServiceNow® market knowledge and competitor analysis
- Dedicated account management team
- Relocation consultancy
- Over 300 ServiceNow® Candidates placed by Nelson Frank over the last year

Recent Successfully Placed ServiceNow® Positions

Position	Location	Salary (\$)
Lead Developer <i>TSC - Gold Partner</i>	DC Metro	130,000 - 170,000
Mid-level Developer <i>Silver Partner</i>	Georgia	90,000 - 120,000
Junior Developer <i>End User, Financial Services</i>	Chicago	60,000 - 90,000
Technical Consultant <i>SC - Bronze Partner</i>	Virginia	90,000 - 120,000
ServiceNow® Platform Owner <i>End User</i>	Illinois	190,000 - 260,000
Solutions Architect <i>Gold Partner</i>	Major US City	103,000 - 180,000
Administrator/Developer <i>Silver Partner</i>	New Jersey	70,000 - 110,000
Administrator <i>End User, Financial Services</i>	Texas	60,000 - 90,000
Service Delivery Manager <i>Consultancy</i>	Maryland	100,000 - 103,000

“

I had the pleasure to work with Nelson Frank for my recruiting needs on various occasions. I found the consultants to be extremely well organized and knowledgeable about the recruitment process. The platform I work with is a somewhat specialized platform and finding suitable talent is often times difficult. The Nelson Frank team understands this and is a great partner in the process.

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Ron Stagg Technical Architect
Sentara Healthcare

Typical ServiceNow® Salaries

UNITED STATES

Position	Permanent (\$)			Freelance (\$)
	Junior	Mid	Senior	Range (p/h)
Administrator	85,000	105,000	117,000	40-90
Functional Consultant	85,000	110,000	130,000	50-90
Project Manager	80,000	112,000	123,000	60-100
Business Analyst	82,000	115,000	124,000	50-90
Developer	100,000	132,000	144,000	50-120
Senior/Lead Developer	-	145,000	160,000	60-140
Technical Consultant	95,000	129,000	151,000	60-140
Technical Architect	-	162,000	187,000	80-160
Functional Architect	-	121,000	146,000	70-140
Implementation Specialist	92,000	124,000	137,000	50-90

Certain markets will exhibit 10-15% variance due to differences in costs of living.



Typical ServiceNow® Salaries by US City

Position	Permanent (\$)			Freelance (\$)
	Junior	Mid	Senior	Range (p/h)
New York				
Administrator	70,178	106,267	122,890	65-100
Business Analyst	62,023	86,645	105,267	60-100
Functional Consultant	83,712	124,156	152,559	65-90
Developer	92,136	127,024	168,402	70-140
Technical Architect	-	135,357	202,311	85-150
Chicago				
Administrator	81,589	92,662	122,883	50-80
Business Analyst	65,478	85,625	110,809	50-90
Functional Consultant	93,699	119,030	134,067	50-95
Developer	83,441	117,458	141,943	65-140
Technical Architect	-	142,870	179,575	85-120
Atlanta				
Administrator	71,438	84,181	103,552	45-65
Business Analyst	66,439	82,010	105,311	50-70
Functional Consultant	65,158	86,847	106,584	55-75
Developer	79,655	108,197	135,610	60-90
Technical Architect	-	127,944	145,612	75-95
Denver				
Administrator	74,744	87,776	108,357	40-60
Business Analyst	67,711	79,260	93,809	40-70
Functional Consultant	86,776	111,874	136,455	60-80
Developer	80,646	103,841	117,975	60-110
Technical Architect	-	128,170	142,487	80-120
Seattle				
Administrator	68,405	88,525	96,572	40-60
Business Analyst	65,204	92,549	98,715	40-70
Functional Consultant	64,382	100,596	112,668	60-80
Developer	89,448	105,620	124,775	60-110
Technical Architect	-	131,763	179,284	80-120

Typical ServiceNow® Salaries by US City

	Position	Permanent (\$)			Freelance (\$)
		Junior	Mid	Senior	Range (p/h)
Boston	Administrator	69,867	89,416	99,636	50-80
	Business Analyst	68,757	94,526	102,745	50-90
	Functional Consultant	65,756	101,945	115,075	50-95
	Developer	90,416	106,855	123,295	65-140
	Technical Architect	-	136,514	158,173	85-120

Dallas	Administrator	69,412	83,969	108,897	50-70
	Business Analyst	68,299	82,694	95,340	55-75
	Functional Consultant	88,155	114,082	136,825	60-80
	Developer	89,474	114,082	131,454	65-95
	Technical Architect	-	130,639	150,381	80-100

Phoenix	Administrator	67,386	81,324	104,282	40-60
	Business Analyst	67,365	79,324	93,303	40-70
	Functional Consultant	86,544	112,523	132,378	60-80
	Developer	82,730	98,469	118,963	60-110
	Technical Architect	-	126,983	137,004	80-120

San Francisco	Administrator	85,221	108,002	119,763	50-80
	Business Analyst	83,168	117,040	122,518	50-80
	Functional Consultant	82,032	124,621	140,081	50-90
	Developer	109,504	128,790	153,880	65-140
	Technical Architect	-	164,186	189,561	85-150

Minneapolis	Administrator	77,751	92,302	118,402	-
	Business Analyst	72,501	83,452	104,852	-
	Functional Consultant	87,951	117,552	147,503	-
	Developer	91,002	106,702	128,102	-
	Technical Architect	-	141,505	173,008	-

Typical ServiceNow® Salaries by US City

	Position	Permanent (\$)			Freelance (\$)
		Junior	Mid	Senior	Range (p/h)
Miami	Administrator	78,627	92,430	112,136	50-70
	Business Analyst	74,823	94,403	118,038	55-75
	Functional Consultant	76,725	96,332	123,940	60-80
	Developer	89,528	120,038	153,449	65-95
	Technical Architect	-	141,646	165,253	80-100

Houston	Administrator	67,938	82,155	106,515	-
	Business Analyst	67,866	81,938	93,299	-
	Functional Consultant	86,227	112,588	133,876	-
	Developer	87,361	102,443	121,732	-
	Technical Architect	-	127,804	138,948	-

Washington DC	Administrator	79,420	118,434	130,636	-
	Business Analyst	100,028	120,941	150,042	-
	Functional Consultant	110,231	136,738	164,245	-
	Developer	107,129	130,636	155,070	-
	Technical Architect	-	145,693	175,315	-

Columbus	Administrator	71,813	87,987	112,277	50-80
	Business Analyst	64,754	76,089	97,161	50-90
	Functional Consultant	81,223	112,571	143,804	50-95
	Developer	86,455	102,875	123,179	65-140
	Technical Architect	-	136,946	167,250	85-120

Los Angeles	Administrator	67,557	87,427	95,374	50-80
	Business Analyst	65,683	91,400	100,348	50-80
	Functional Consultant	62,609	99,348	116,270	50-90
	Developer	99,345	125,960	138,218	65-140
	Technical Architect	-	155,114	179,009	85-150

Cleared Professionals typically earn 10-15% more than non-Cleared colleagues

Helping You Find Top ServiceNow® Talent



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