



# DISCOVER HOW TO Land your \$100,000 job **IN CANADA** IMMIGRATE OR WORK REMOTELY



## Life Changing

Why Canada is the best country to live and work. The SECRET to escaping the rat race once for all. Get to the next level!



## High-Pay Jobs

Discover how to legally earn \$100,000 a year. NOW is the perfect time to position yourself as an expert. Discover where 80% of real, juicy job offers are hiding.



## Immigration Simplified

How to clear immigration to Canada quickly and legally. Forget everything you know about immigration; we reveal little-known expedited programs.





## CANADIAN CONSULTING C O M M U N I T Y

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## About our Founder **Jean Loup P. G. Le Roux**

**JL is an immigrant** from very humble origins, now running multiple million-dollar companies in USA & Canada.

This complimentary workbook reveals little-known strategies to legally access the Canadian job market.

JL has one of the best track records in this industry, with more than 10 years of documented client work, public talks and press coverage.

JL services begin at \$5,000 but this workbook reveals you the exact same methods for FREE.



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



### **Part A. 130 pages**

All the slides, all the notes, all the strategies JL presented during the free training you attended.

### **Part B. 230 pages**

Updated 2020 salary statistics for Canada. Discover how much you're really worth on the market, for all major cities, by profession.



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Follow JLLR

Jean Loup P. G. Le Roux Is Active On Social Media



and on

<http://www.jeanloupleroux.com/>



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



Jean Loup P. G. Le Roux  
**Founder**



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

1. Why Canada
2. What's wrong with school/university
  
3. How to **clear** immigration to Canada
4. How to **access** real job offers
5. How to **earn** \$100,000 right now



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Questions & Answers



at the end of the presentation

# FREE Work Book

- **Immigration, Simplified**
- **Jobs in Canada**
- **300 pages of Strategies**





Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

## **Who is this training for?**

1. Employee or consultant - feeling stuck
2. Unemployed
3. Studying



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

## Who is this training for?

Important:

- No Ph.D. or MBA required
- **Not** for wishful thinkers



Learn  
Implement  
Conquer.

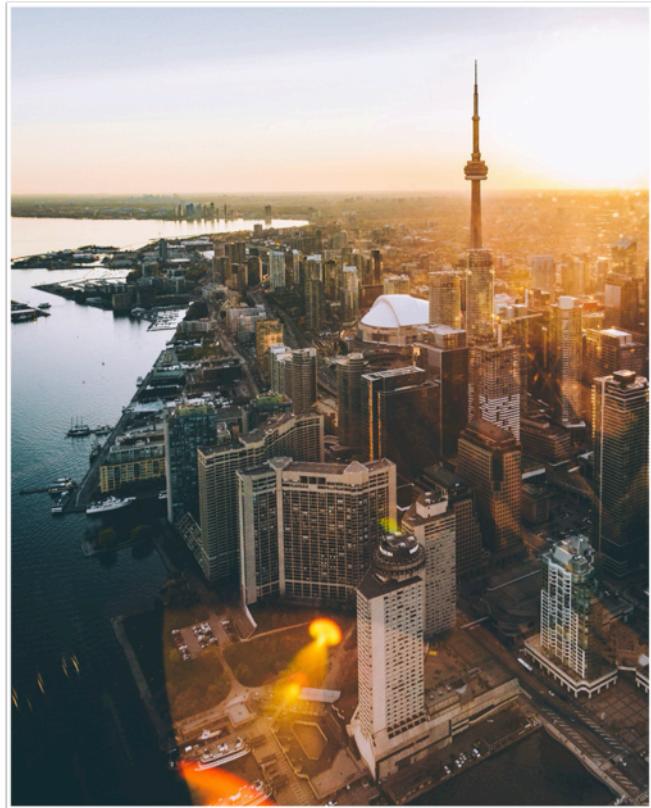
[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## Ground Rules

- ✓ No magic bullet
- ✓ Legal use of the system
- ✓ Not “push button to get a job”
- ✓ **Proven by 10+ years of field experience**
- ✓ Results are up to you
- ✓ Stay until the end for our exclusive, **free** work book





why  
Canada?

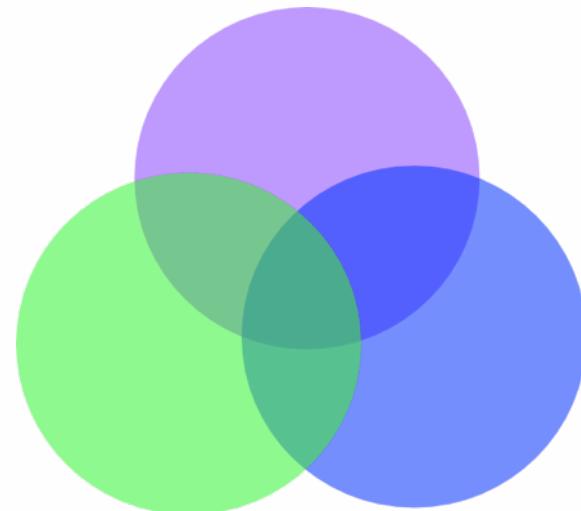


Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

## **1. Technology**



**2. Stability**

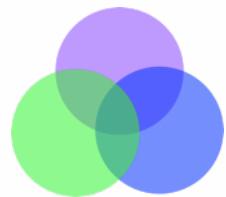
**3. Immigration**



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## 1. Technology

1. Increased dependence
2. A **\$193 Billion** market in Canada alone
3. Shortage of 200,000 professionals

Sources: IDC, World Economic Forum, Accenture



**\$193 Billion**

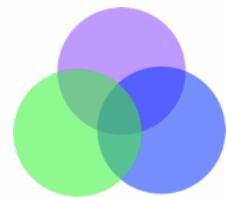
market



Learn  
Implement  
Conquer.



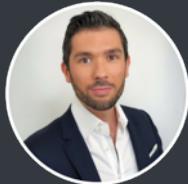
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## 2. Stability

1. Stable democracy, solid economy
2. **Ranks #1** for quality of life
3. Top 20 universities, free healthcare

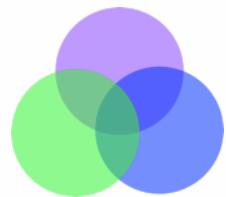
Sources: World University Rankings



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



### 3. Immigration

1. Immigrant friendly
2. New immigration programs (4 weeks)
3. **506,000** available jobs

Sources: Government (Statistics Canada)



**506,000 high-paying  
jobs**



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Live In Canada  
Work For Canadian Clients**



Who is  
Jean Loup P. G. Le Roux?



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



- Immigrant
- Speaker
- Millionaire



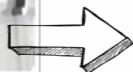
Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



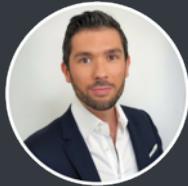
## Consulting

## Veteran



40.11 Billion Annual Revenue





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## The Things I do

### Teacher

- Polytechnique Montreal (QC)
- University of Washington (USA)

**CR500 (3-U-6) 3 cr.**

**SECURITE DES SYSTEMES DE CONTROLE INDUSTRIELS**  
Préalables : CR350  
Corequis : CR420

Types de système de contrôle industriel. Infrastructure critique. Historique et aspects culturels. Sécurisation des systèmes de contrôle industriels. Automates et supervision, SCADA. Grille électrique. Cadres de contrôle et réglementation. Vulnérabilités physiques et logiques. Durcissement des systèmes embarqués. Gestion de la sécurité. Topologie des réseaux. Protocoles de contrôle industriel. Périmètre de défense. Pivots et mouvements latéraux. Défense en profondeur. Analyse de cas et menaces avancées. Ressources externes.

**Note :** Cours offert par Internet seulement. Examens en salle.  
**Jean Loup LE ROUX**

  
CARREFOUR  
PERFECTIONNEMENT  
POLYTECHNIQUE MONTREAL  
Tracez votre avenir

9 décembre 2018 PAR COURRIEL

Monsieur Jean Loup LE ROUX

Monsieur,

Le Carrefour Perfectionnement Polytechnique Montréal est heureux de vous compter parmi ses chargés de cours aux programmes de certificat. Vous enseignez le cours CR500 Sécurité des systèmes de contrôle industriels.

Vous trouverez ci-joint votre contrat que vous devrez signer et nous retourner dans les meilleurs délais en format numériques à l'adresse : [open-certifications@polymt.ca](mailto:open-certifications@polymt.ca).

Vous pourrez également contacter Monsieur Georges Courchesne, Directeur du Carrefour, en référence aux questions relatives aux aspects académiques de votre cours.

De plus, si vous pensez avoir besoin d'un soutien pédagogique plus spécifique concernant notamment les méthodes pédagogiques et les méthodes d'évaluation, vous pouvez prendre rendez-vous auprès de notre Bureau d'appui pédagogique : [bap@polymt.ca](mailto:bap@polymt.ca).

Nous devons recevoir une copie de votre plan de cours en format Word. Vous aurez également à nous remettre une copie de chaque évaluation contrôlée périodique, examen final, etc.) ainsi que les notes des étudiants en respectant le calendrier qui vous sera transmis par courriel au début du trimestre.

Donnez-nous tous les documents devant nous être acheminés à cette adresse courriel : [open-certifications@polymt.ca](mailto:open-certifications@polymt.ca).

L'évaluation de votre cours est obligatoire. Le soussigné pourra consulter cette évaluation.

Veuillez agréer, Monsieur, l'expression de nos sentiments les meilleurs

  
Alan Doyle, Ing. M.Sc.  
Directeur du Carrefour Perfectionnement  
Polytechnique Montréal  
ADM  
p.3



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## The Things I do

**Speaker** at Canadian business conferences

“Shortage of talents: solutions are abroad”





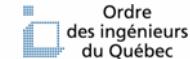
Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## The Things I do

Media commentator





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## The Things I do

### Partner with Chambers of Commerce



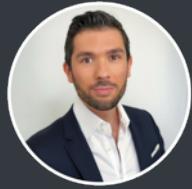
Chambre de commerce du Montréal métropolitain

5.0 ★★★★★ (5) - Chamber of Commerce  
Underground City, Montreal  
380 Saint-Antoine St W - (514) 871-4000  
Open - Closes 5 p.m.

the Board of Trade of Metropolitan Montreal

No reviews - Chamber of Commerce  
Underground City, Montreal  
380 Rue Saint-Antoine O Suite 6000 - (514) 871-4000  
Open - Closes 5 p.m.

Chambre de commerce du Québec  
280 9ème arrondissement O 2898 6000 - (514) 871-4000  
Chambre de commerce du Québec  
100 Avenue de la Montagne O 2898 6000 - (514) 871-4000  
Chambre de commerce du Québec



Learn  
Implement  
Conquer.

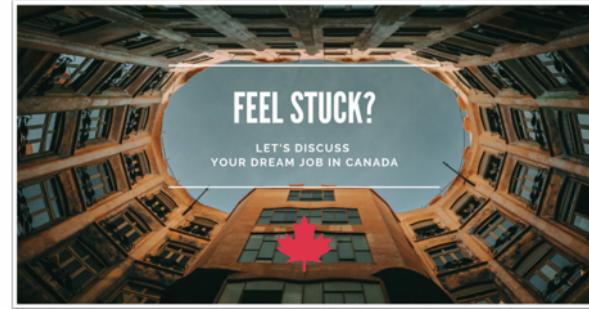
[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## The Things I do

Business Coach

1000+ live participants



The screenshot shows a Facebook Live video interface. On the right, a man with glasses and a beard is speaking. On the left, there is a sidebar with a list of comments from users like 'Abdel Ha Mid' and 'Hello Sir'. At the top of the sidebar, it shows 39 likes, 1192 reactions, and 1 comment. A red circle highlights the like count. The interface includes standard Facebook interaction buttons like 'Add to broadcast' and 'Send your contact number'.

**Spoiled kid.**

**Wealthy family.**

**Harvard education.**



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



# Nope.





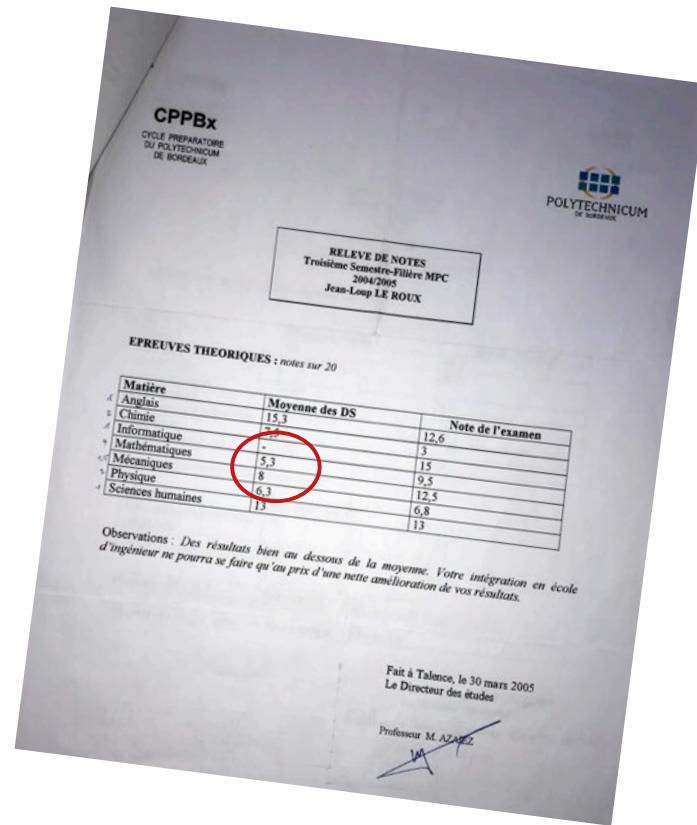
Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



# Mathematics grade

26%





Learn  
Implement  
Conquer.

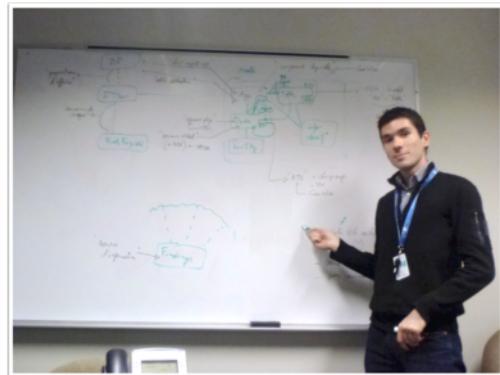
[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



# “This is your future, kid.”



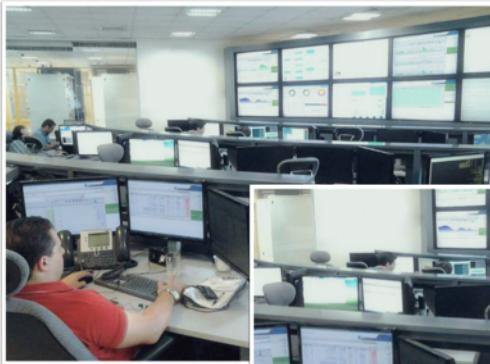
My desk  
(for the next 40 years)





Learn  
Implement  
Conquer.

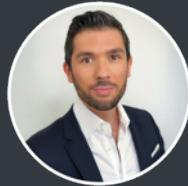
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)





### First Epiphany

*"The education system has been  
**lying to you the whole time!"***

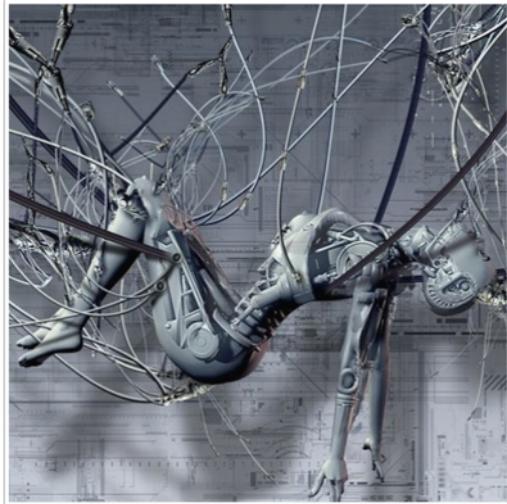


Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Education**

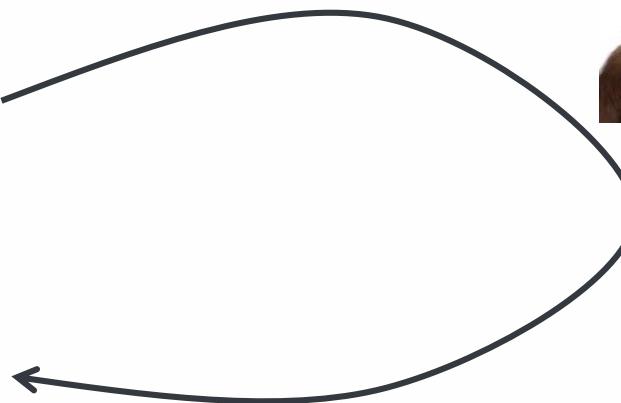


1. Feel stuck.

Feel trapped.



2. "Trust  
the system"



3. Go back to  
being a **slave**.



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Education**

Time for a system **UPGRADE**:

Time to **REWIRE** your brain 

Because...



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Education**

*“If you are not getting results,  
it’s because you have the  
wrong information.”*



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

**10 Years  
Transformation**



You are going to die.



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Education

### Skip:

- Struggle
- Pain
- Suffering
- Costly mistakes
- Trial and error



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Education

### Two Options:

A. Do it alone (we speak in 10 years)

B. Fast track with:

➤ Right information

➤ Right contacts



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



You are thousands asking  
questions about  
**IMMIGRATION**



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration



Martin Olundi

Yesterday at 4:45am • 4

hi group! dear JL I tried to apply for an express entry profile unfortunately it did not get selected... is my money lost? can you help me understand what went wrong?  
I'm hopeless thank you Sir



38

7 Comments 2 Shares



Love



Share

[View more 7 Comments](#)



King Bangaly I need this too



2



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## Immigration



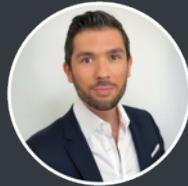
3 x work permits



1 x permanent residency



1 x citizenship



Learn  
Implement  
Conquer.

www.SuccessfulConsultant.Ca



## Immigration

[HELP] new candidate > [Inbox]

to me

Dear JL,

We have a new candidate in the HR pipe, named Ahmed Saleem. He's a potential recruit for the DBA role, but there's a potential roadblock. Yesterday he told me he's not cleared yet for immigration. I was hoping that you could connect me with your contacts to facilitate his onboarding. Could you give me a hand with this?

TIA,

Jasmin  
Talent Specialist

Millennial Holdings

Sure, I will let you know. Sure thing. Sorry, I can't help.

Reply Forward

Human Resources  
asking for help



Learn  
Implement  
Conquer.

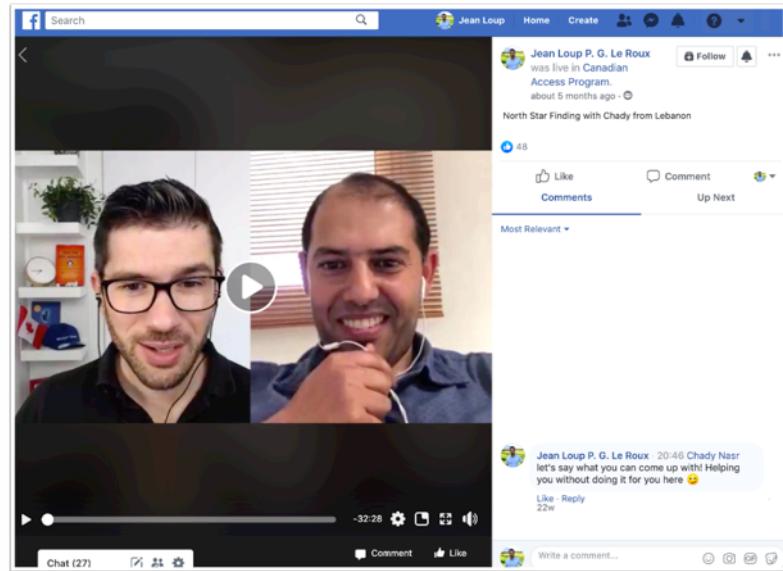
[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## Immigration

Chady from Lebanon

Local “immigration agent”  
= **\$12,000 scam**





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



# Immigration

# Fighting. Daily.

A screenshot of a YouTube video player. The title at the top reads "What the Canadian Government wants you to know!". Below the title, the video description says: "In this official video from the Canadian Government, you will learn why it is so CRUCIAL to only work with authorized immigration professionals. Here at CCC, we only put you in contact with senior, government approved immigration lawyers. Our lawyers have official clearance from the Canadian Government and you can easily check that online in the database. Avoid scammers, stay SAFE!" Below the description is the video URL: "https://www.youtube.com/watch?v=FtbIeyz7LEM". The main video frame shows a 3D animation of a cityscape with buildings labeled "CCC", "CRIC", and "ICCRC". A white airplane flies over a bridge connecting the buildings. In the foreground, there is a large white polar bear standing next to a blue cube with the word "IMMIGRATION" written on it. The background features a blue sky and some green trees.

The image contains two screenshots of a mobile application or website. The top screenshot shows a red 'SCAM ALERT' button with a speech bubble icon above it. Below the button, there is text: 'Padilla case links consulting agency in Canada' followed by a blue link: 'www.canadianimmigration.com'. The bottom screenshot shows a woman with glasses and short hair, wearing a dark top, looking directly at the camera. She is identified as Padilla. The background of both screenshots features a watermark of a Canadian flag and the text 'Canada Immigration SCAM: How to detect it'.

A composite image consisting of two photographs. The top photograph shows a close-up of a person's suit jacket lapel with a Canadian flag pin. The bottom photograph is a close-up of a person's hand holding a Canadian passport. Both images are set against a dark background.

A screenshot of a Facebook page titled "Canada Immigration SCAM How to detect it". The page features a profile picture of a Canadian flag and a background image of a city skyline at sunset. A red box highlights the URL in the address bar: "https://www.facebook.com/canadainmigraciونscam". Below the URL, a message reads: "Having your fake consulting service in Canada https://www.facebook.com/canadainmigraciونscam".



Learn  
Implement  
Conquer.

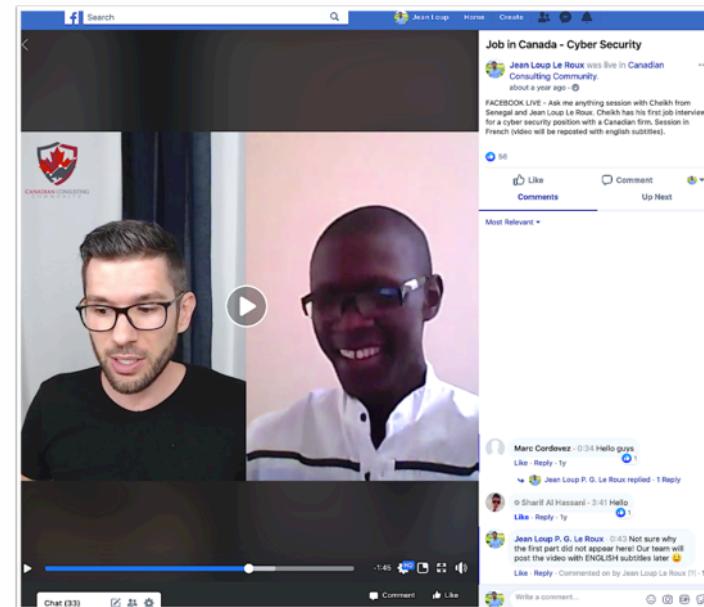
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

Cheikh from Senegal

Local “immigration agent”  
= **\$50,000 scam**





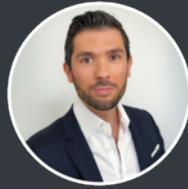
Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Second Epiphany (Part A)

*"Immigration advisors are **clueless**  
about jobs and business in Canada."*



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Second Epiphany (Part B)

*"Canadian companies are **clueless**  
about immigration."*



## Second Epiphany

This is pure nonsense.





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



Immigration

Time to reveal you the **truth.**



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

1. There are **80+** ways to immigrate legally
2. Rules are changing frequently
3. New opportunities to immigrate fast



Learn  
Implement  
Conquer.

www.SuccessfulConsultant.ca



## Immigration

The screenshot shows a blog post with a purple header containing links for 'HOME', 'ABOUT', 'CONTACT', 'CLIENT TESTIMONIALS', 'APPROVALS', and 'RSS'. The main content features a testimonial from a scientist named Khaled Salati, which is heavily crossed out with a large red 'X'.

The screenshot shows a YouTube channel page with a large red 'X' drawn over it. The channel has 122k subscribers and 811 videos. Some visible video titles include 'TOP 10 reasons Who Immigrates Leave Canada!', 'TOP 10 DREAMS', and 'Questions about Canadian Immigration model'.

Blogs, Quora, YouTube:  
incomplete, outdated, risky.

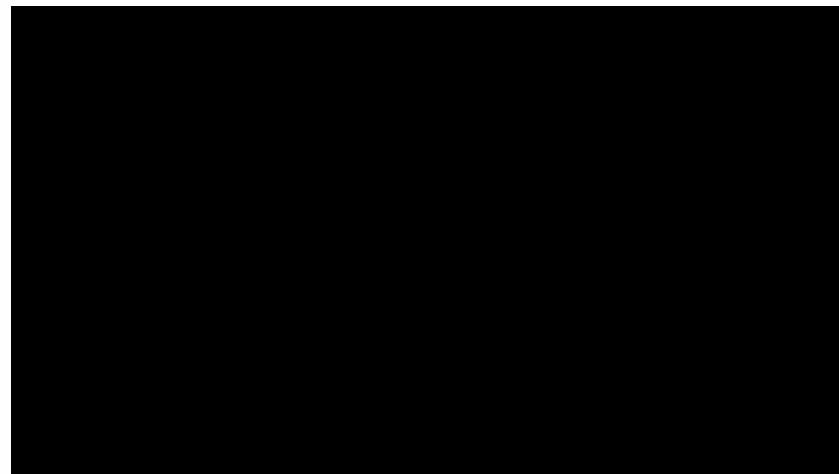


Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration



***“I could not believe it”***

Michael Pham  
applied through GTS, cleared in **4 weeks**

What are you **missing**?



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



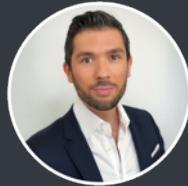
## Immigration

# 2 Crucial Things

- Govt-authorized lawyers
- Quality guarantees
- Based in Canada



- A clear roadmap
- Know ALL the options
- Consider Pilot Programs



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



Immigration

# *Immigration Prequalification*





Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## Immigration

The Star Edition  
[CHANGE LOCATION](#)

**THE STAR**

LOCAL CANADA POLITICS WORLD OPINION LIFE SPORTS ENTERTAINMENT BUSINESS STAR INVESTIGATIONS

Ontario British Columbia Alberta Quebec Nova Scotia

CANADA

### Ottawa warns against use of immigration agents in India

By [Nicholas Keung](#) Immigration Reporter  
Mon., July 1, 2019 | 3 min. read



Toronto Star  
Newspaper



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration



Gilles, Lawyer  
**Head of Legal**

A screenshot of a web browser window. The address bar shows the URL [lexstart.ca/en/who-are-we/](http://lexstart.ca/en/who-are-we/). Below the address bar is a circular profile picture of a man with dark hair and a beard, wearing a light blue polo shirt. Below the profile picture, the name "Jean-Loup Le Roux" and the title "STRATEGIC PARTNER" are displayed.



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

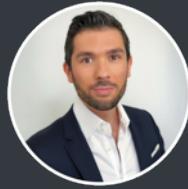


full-length interview

*"I'm a lawyer and teacher at the University of Montreal.*

*If you'd like to **work in Canada** I highly recommend JL. He will be the best person to guide you."*

*Gilles De Saint Exupéry, lawyer.*



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

Leighton Phillips

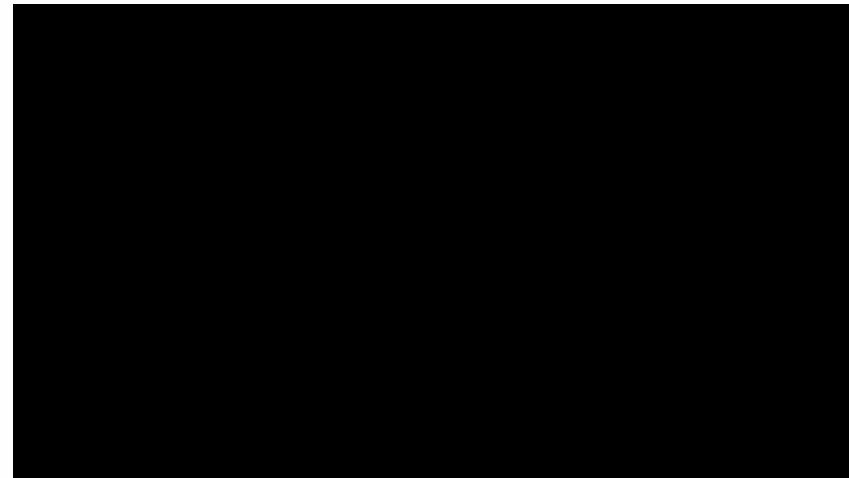
Software Engineer (.NET, NodeJs) | Open Source at  
Talent.IO

Peterborough, Ontario, Canada · 500+ connections ·

[Contact info](#)

 talent.io

 University of Technology,  
Jamaica



***"We found a client to sponsor me"***

Leighton Phillips  
from Jamaica



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

*“I applied to Express Entry”*

*“I need my Permanent Residency”*



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

*“I applied for Express Entry”*



*“I need my Permanent Residency”*

# Forget Everything



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration



*Prequalify First*



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

*“If you are not getting results,  
it’s because you have the  
wrong information.”*

*and contacts*



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Immigration

Building Block A

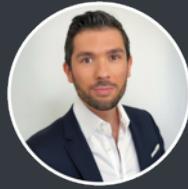


Building Block B



**LEGAL  
IMMIGRATION**

**JOB  
BUSINESS**



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Real Job Offers**

# Jobs In Canada



Learn  
Implement  
Conquer.

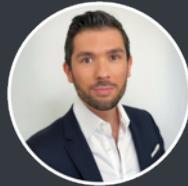
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers



Recruiter "*will call you back*"  
Never happens.



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers

- **81%** jobs filled without advertising
- **77%** of new jobs created within small firms

Statistics  
Canada





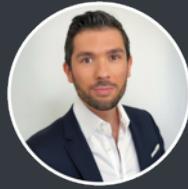
Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Real Job Offers**

The Secret:  
Crack the Hidden Job Market

# Key People

# Decision Makers

## Key People

Decision Makers

Key People

Head Hunters

Project Owners  
Decision Makers  
Key People  
Head Hunters

Project Owners  
Decision Makers  
Key People  
  
Head Hunters  
Business Sponsors



Learn  
Implement  
Conquer.

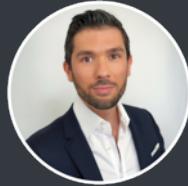


[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers

*“If you are not getting results,  
it’s because you have the  
wrong contacts.”*



Learn  
Implement  
Conquer.



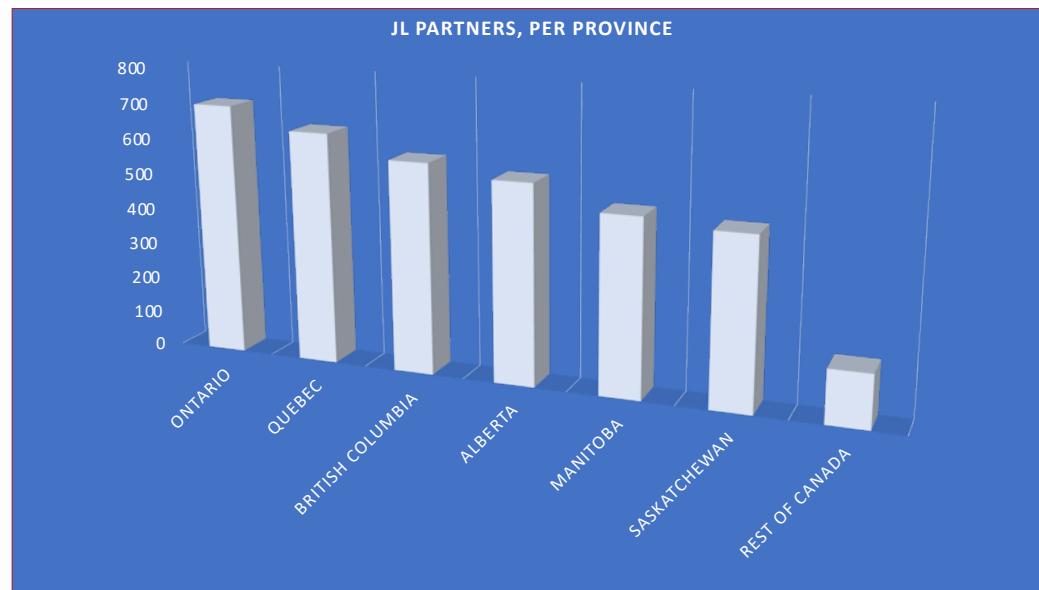
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers

**3,600+**

contacts



**500** contacts

by Province



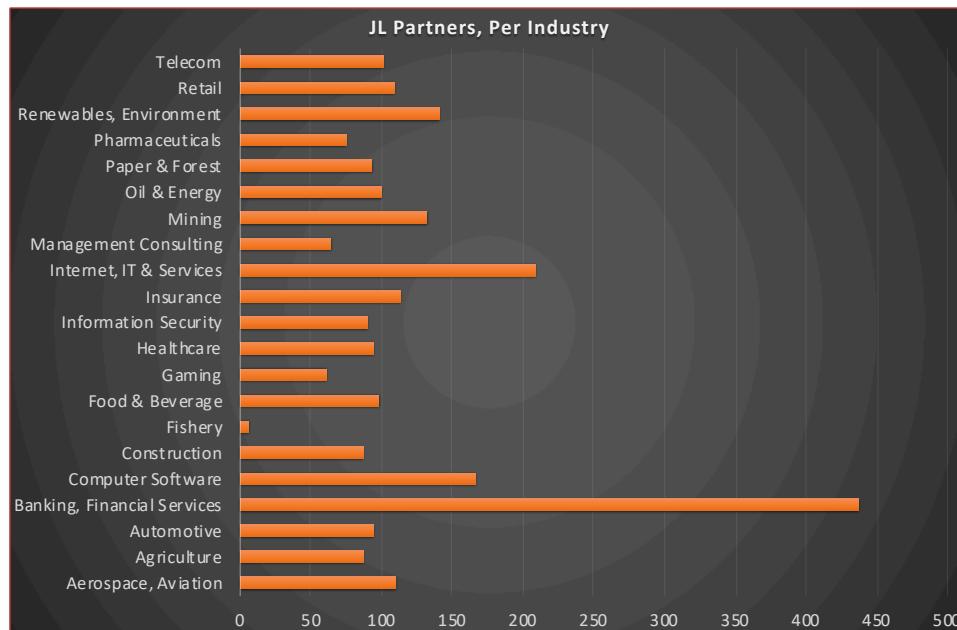
Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers



**1042** contacts

in staffing &  
recruiting



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Real Job Offers

**20%**

---

**80%**





Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

**How to make \$100,000  
with your skills right now?**

Business Accounts - RBC Online

https://www1.royalbank.com/cgi-bin/rbaccess/rbcgi3m01?FROMSIGNIN=YES&F22=IBIBPORTAL&RBUNXC...

Royal Bank

Sign Out December 13, 2019

Products & Services My Accounts Customer Service

Banking Profile & Account Settings

Business Accounts

- Account Services
- Pay Bills and Transfer Funds
- Alert Centre
- Pay Employees and Vendors
- Profile and Preferences
- Apply for Products and Services
- Pay & Sync with QuickBooks
- Grow Your Business with Credit

Account Balances

Statements/ Documents 15 Messages/ Alerts Beyond Banking Offers For You Print

Chequing/Savings	USD	CAD
I&I STRATEGY		503,721.51
Total:		503,721.51
Credit Cards	USD	CAD
Visa [REDACTED]		0.00
MasterCard [REDACTED]		0.00
Total:		0.00
Investments	USD	CAD
Investment Account [REDACTED]		5,127,542.95
Subtotal:		5,127,542.95
Total:		5,127,542.95

Get 20% off Fairmont's best available rate\* [View Offer](#)

Top

Enter your question here

Money Management

- Request Money
- Tax Filing Service
- Wire Payments
- Daily Transaction Limits

International Services

- Purchase Foreign Cash
- RBC Global Connect
- RBC Global Trade

Business Tools

- Invoicing and Accounting
- Make or change an appointment

DEPOSIT PROTECTION

RBC Global Connect™

Explore new markets, find new global business partners.

Learn More

Manage Your Business Finances with FREE Invoicing and Accounting

Save Time and Money



JL's Million Dollar  
Consulting Business

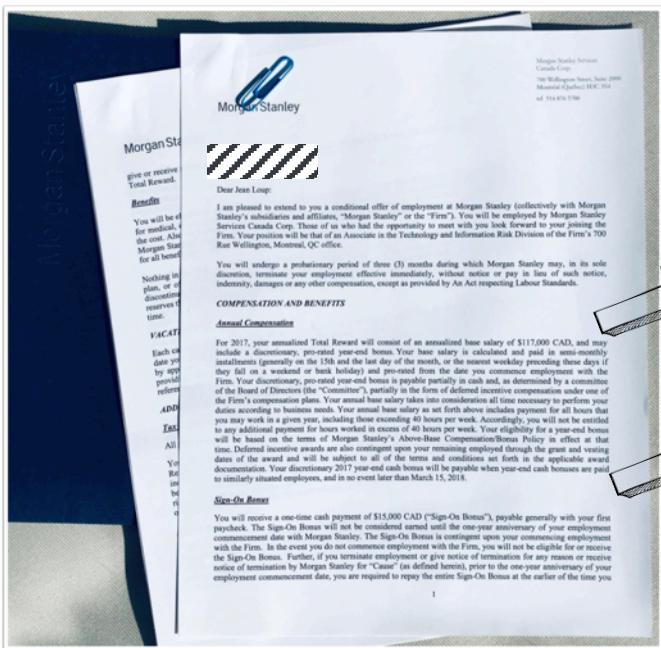


Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



**\$100,000 Jobs**



base salary of \$117,000

one-time cash payment of \$15,000

**TOTAL = \$132,000**

with a single client, in one year.

ontario

# burlington

experience

	entry	mid	senior
social media manager	59.1 - 69.3	68.7 - 84.2	83.3 - 99.8
web manager	65.6 - 85.4	73.1 - 97.2	82.6 - 110.5

Social Media (junior) \$69,300

alberta

# edmonton

experience

	entry	mid	senior
architecture			

architect

60.2 - 79.7 68.7 - 92.8 79.2 - 106.4

Architect (mid) \$92,800

québec

# montréal

experience

	entry	mid	senior
ai developer	64.3 - 93.8	90.3 - 127.6	114.2 - 177.6
android developer	52.8 - 65.1	65.2 - 81.3	79.8 - 105.8
cloud engineer	68.9 - 91.9	80.1 - 108.4	93.0 - 123.2
data engineer	65.6 - 88.2	75.9 - 103.9	88.1 - 118.3

Developer (mid) \$81,300

ontario

# toronto

experience

	entry	mid	senior
software developer	73.4 - 96.8	84.2 - 112.6	96.7 - 127.5

Developer (junior) \$96,800

british columbia

# vancouver

experience

	entry	mid	senior
telecommunications technician	55.2 - 71.6	62.2 - 82.2	70.8 - 93.4

Telecom Technician (mid) \$82,200

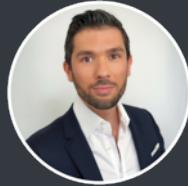
ontario

# toronto

experience

	1 year	3 years	5 years	10 years
accountant	63.5 - 76.1	65.8 - 79.0	68.3 - 81.9	75.0 - 90.0

Accountant (3y XP) \$79,000



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

Work 11 months a year, 4 weeks vacation



Learn  
Implement  
Conquer.

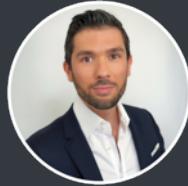
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

Work 11 months a year, 4 weeks vacation

Work 40 hours a week



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

Work 11 months a year, 4 weeks vacation

Work 40 hours a week

$11 \times 4 \times 40 = 1,760$  hours worked for Canadian clients



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

Work 11 months a year, 4 weeks vacation

Work 40 hours a week

$11 \times 4 \times 40 = 1,760$  hours worked for Canadian clients

Rate is \$60



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

Work 11 months a year, 4 weeks vacation

Work 40 hours a week

$11 \times 4 \times 40 = 1,760$  hours worked for Canadian clients

Rate @ \$60

$1,760 \times \$60 = \mathbf{\$105,600}$

**VOILÀ!**

**Don't need  
degrees**

**Don't need  
office**

**Don't need  
staff**

**Don't need  
complex paperwork**

You need



+ right contacts

+ right system



Learn  
Implement  
Conquer.

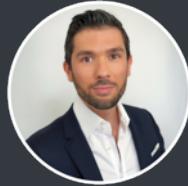
[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



**\$100,000 Jobs**

Working for Canadian  
clients from Malaysia

Yhnna Cordovez  
20 hrs  
  
I will remember yesterday 9:30pm for ever, because that specific moment jump started my entire business career.  
I had just gotten home from a long day of school and as always, rushed to see whether my efforts on linkedin had provided any results. At this point I had gotten used to seeing an empty inbox. But this yesterday was different.  
Not only had I gotten my first client as consultant, but the client had already referenced me to another person! I froze in my chair, unable to properly understand what I was seeing. The moment was such an achievement for me that I cried a little.  
This is possible, you can do it too! Just put the energy and efforts...I'm so thankful. I really want to thank you JL for all the coaching efforts. All the strategies you taught me are delivering results.  
**FIRST CLIENT**  
**RING THE BELL!**  
8 Comments 1 Shares  
Like Comment Share  
View more 7 Comments  
Jean Loup P. G. Le Roux Wow. Congratulations Yhnna! Let's discuss next steps now :) We need to work on consistency.  
Love · Reply · 1h



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

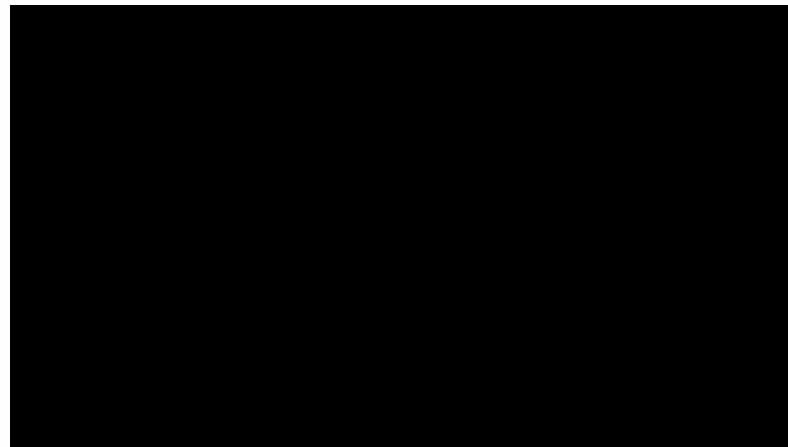


\$100,000 Jobs

李武 (li5ch)

Android Developer at Traction on Demand  
Canada · 500+ connections · [Contact info](#)

 Traction on Demand  
 freeCodeCamp



***"I'm signing \$100,000 contracts"***

Li Liao  
from China



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**\$100,000 Jobs**

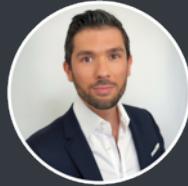
	CONSULTING REMOTE	ONSITE PERMANENT
\$\$\$ Income	From \$105,000 to \$327,000	From \$60,000 to \$130,000
Work from home country	YES	NO
Requires immigration procedure	NO	YES
Flexibility	HIGH	LOW
Social benefits	None by default	Some (depends on company)
Perks	Many tax breaks	

For best clarity, comparing full time vs. full time, yearly compensations, before tax/bonus

***“Go where you’re treated best.”***



**You decide what is best for you.**



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



**Are you with me?**

- ✓ Dreaming about a better life in Canada
- ✓ Access high paying jobs
- ✓ Work from your home country - remotely

Introducing



# CANADIAN ACCESS PROGRAM



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.ca](http://www.SuccessfulConsultant.ca)



## Vishal - now living in Toronto

Vishal Patel · 1st  
Senior Consultant at KPMG Canada  
Canada · 500+ connections · [Contact info](#)

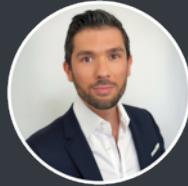
[Message](#) [More...](#)

KPMG Canada  
Concordia University

Senior Consultant  
KPMG Canada  
Jan 2019 – Present · 1 yr  
Toronto, Ontario, Canada

- Senior consultant within Cybersecurity advisory practice engaged in cloud security assessments, incident response assessments and DevSecOps reviews.
- Conducted cloud security program assessment of a public sector lending institution, identifying key areas for remediation and providing strategic and technical recommendations for identified gaps.
- Helped the management team in pre-sales activities such as proposals, Statement of work in the domain of cloud security, threat landscape assessment, incident response





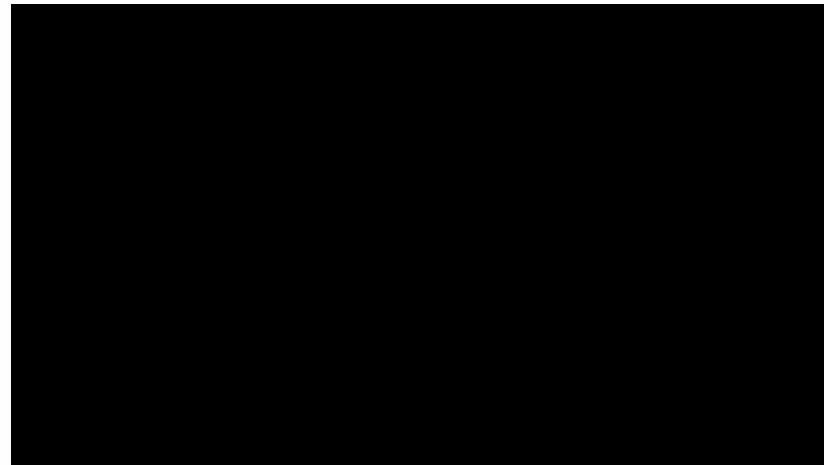
Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program



***“This is a really unique Program”***

Vishal Patel, from India  
now living in Toronto



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program

What is it?

- **Proven** method
- **Winning** community
- **Immigration** lawyers and business experts



*"If you are not getting results,  
it's because you have the  
wrong information and contacts."*

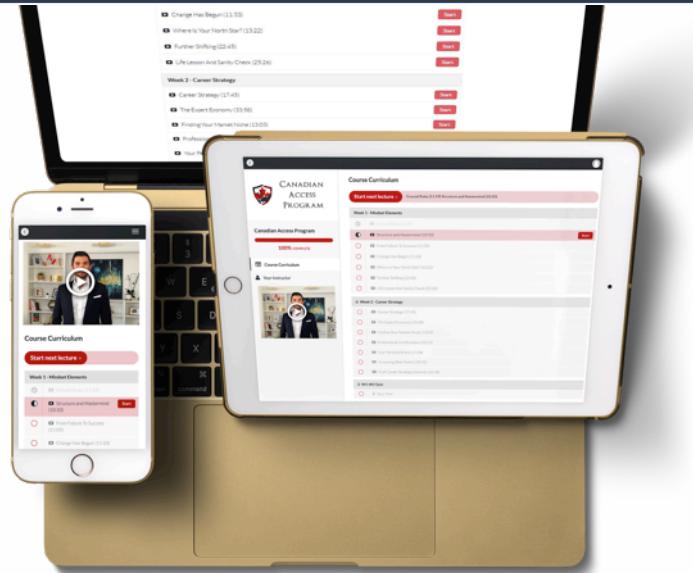


Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

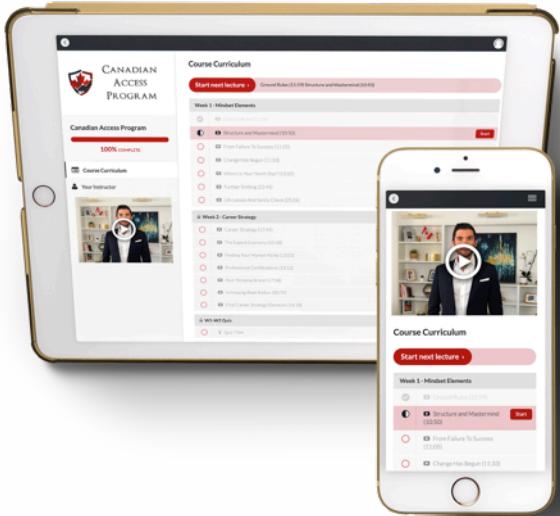
## CANADIAN ACCESS PROGRAM



Learning

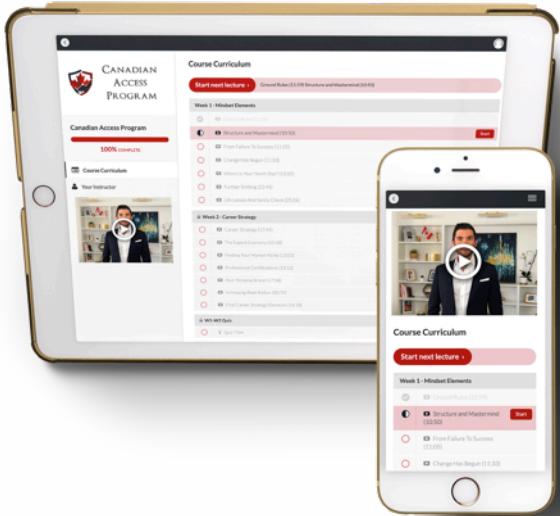
Services

Support



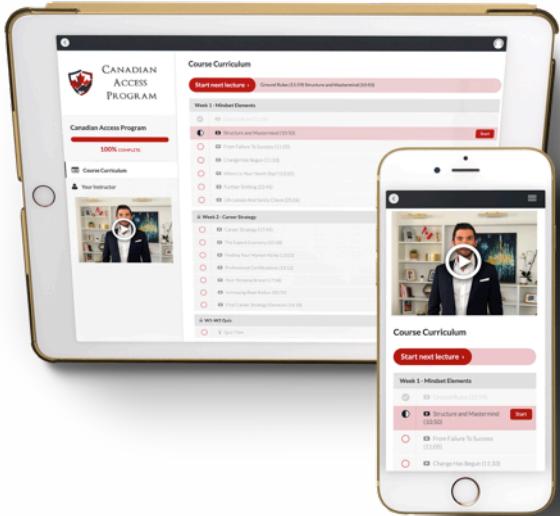
Learning

- **Step by Step** instructions in Full HD quality
- Accurate progress statistics
- Available from anywhere in the world



## Services

- Immigration prequalification
- Access 3000+ recruiters in Canada
- Save thousand dollars of legal fees



## Support

- Dedicated support by senior team
- Interact with JL during weekly live events
- Access to vibrant community - *Mastermind*



Excellent 9.4 out of 10

# "EXCELLENT"



## Jean Loup P. G. Le Houx « JLLR »

Reviews 26 • Excellent



[successfulconsultant.ca](#)

[Visit this website](#)

**Claimed**

This company has a Trustpilot account but we have no records of them asking their customers for reviews.

[Write a review](#)

**Reviews 26** Filter by: Rating English

Rating	Percentage
Excellent	88%
Great	12%
Average	0%
Poor	0%
Bad	0%

[Guillaume Salva](#) 1 review

Reviewer contacted Nov. 7, 2019

**Highly recommended.**

Highly recommended.  
Indeed, I know Jean Loup since school and when I had to run a security audit

**Trustpilot Business**

Improve SEO, invite customers to write reviews, and reply for free.

[Get Trustpilot Free](#)

**Advertisement**

Transfer your assets and get up to \$ 1,150 back

Desjardins Online Brokerage

**Jean Loup P. G. Le Roux « JLLR »**

Build your career in Canada.



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program

Why is it **unique**?

1. Ultimate change agent
2. Designed from the ground up
3. Business + immigration in 1 package



Learn  
Implement  
Conquer.



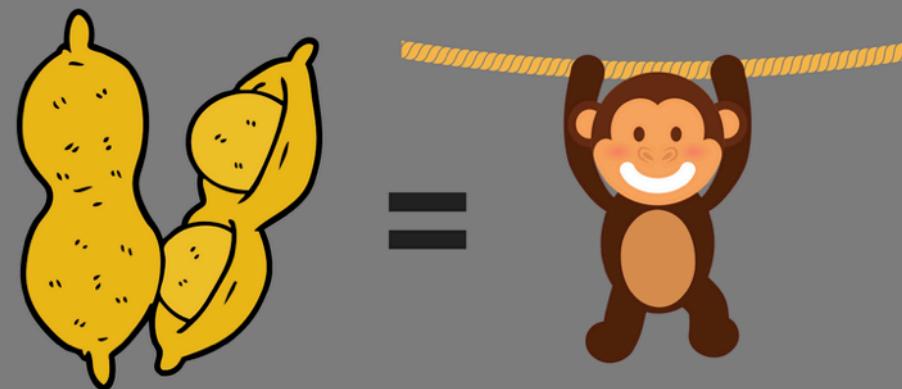
[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program

Typical Scenario	Cause of Failure
Hire local immigration agent	Illegal, zero guarantees, zero business contacts in Canada
Contact human resources, recruiters, headhunters	Clueless about immigration
Self-learn the whole process, take online course	Theory only, no support, no immigration services

**IF YOU PAY PEANUTS**



**YOU GET MONKEYS**



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program – 6 weeks

Week 1 of 6

- Foundations
- Rewiring brain for **SUCCESS**

- ✓ How to make the most out of the next 6 weeks (program overview)
- ✓ What you can expect to accomplish by the end of the program
- ✓ Why you are NOT a student (and what joining this program means for you)
- ✓ The basic ground rules for a thriving (and successful) partnership
- ✓ Our exclusive "No Man Left Behind" guarantee
- ✓ How to figure out where you fit as a consultant on the employment spectrum
- ✓ Why this may be the most important (if not life-changing) element of the program
- ✓ The simple little-known secret to escaping the low-pay, no-pay cycle once and for all
- ✓ How one little-known concept can shift your entire mindset (and why you need that asap)
- ✓ Why you can't move forward before you eliminate these things from your life
- ✓ The one trap you will no longer fall victim to (but everyone else will)
- ✓ The magic pill you need to get out of the rat race (it's not what you think)

**Canadian Access Program**

**Course Curriculum**

**Start next lecture** > Ground Rules (11:59)

**Week 1 - Mindset Elements**

- Ground Rules (11:59) **Start**
- Structure and Mastermind (10:50)
- From Failure To Success (11:05)
- Change Has Begun (11:33)
- Where Is Your North Star? (13:22)
- Further Shifting (23:45)
- Life Lesson And Sanity Check (25:26)

**Week 2 - Career Strategy**

- Career Strategy (17:45)
- The Expert Economy (33:58)
- Finding Your Market Niche (13:03)
- Professional Certifications (13:12)
- Your Personal Brand (17:58)
- Increasing Blast Radius (20:32)
- Final Career Strategy Elements (16:18)

**40% COMPLETE**

**Complete and continue** ➔

**Ground Rules**

Learn Implement Empower  www.SuccessfulConsultant.ca

Stability shuts down your brain's learning centers.



➤ Keep an open mind.

**Access Your Student Group (Mastermind) On Facebook**

**Implementation:**

- Present yourself to the cohort in the Mastermind
- Share your background and journey so far
- Tell us what your expectations and goals are

# Knowledge is Power



**Quiz Time**

Welcome

1 / 75

The Canadian Access Program is formed of:

An online learning platform with high definition videos

An online learning platform and meetings with immigration lawyers

3 Pillars: Learning, Support and Services

**Implementation:**

- For the list of your existing leads (persons of interest), determine how many contacts you've had to date. How many touch points? Based on the "temperature" of those leads, determine when you should best follow up with them (retarget them). You only have 10 fingers. The more leads you have in the pipeline to more aggressively you need to prioritize your retargeting efforts.
- The theory of the sales funnel is the starting point, how does this translate in your own world? Do you feel like the proposed model has too many steps? Or too few? What would you change to better fit YOUR reality and your market?
- Some people have a very analytical mind and work best with cells and numbers. Download the Excel template below and play with yellow cells: (1) number of cold leads and (2) conversion rates, for each step of the funnel. Make sure you understand the mechanics at work and how they influence results. Adapt the template to your own reality as needed.
- Today we presented the theory and important principles around the sales funnel. If you are still unsure about what is NOT working in your own funnel, this will be covered in an upcoming session: troubleshooting.
- Share discoveries, challenges, learnings and achievements in our Mastermind.

**Download**

**Funnel-Metrics-CAP.xlsx**

**Landing Permanent Jobs in Canada**

Modify cells in Y51:Z90 to play with funnel model.

		Initial number of "cold" leads: 1000					
		STEP 1 Awareness	STEP 2 Interest	STEP 3 Evaluation	STEP 4 Decision	STEP 5 Contracting	STEP 6 Re-Evaluation
FUNNEL METRICS	Conversion Rate %	50%	50%	50%	5%	33%	
	Number of leads	n/a	900	270	27	1.35	
		1000					

It takes initially ... 1000 lead(s), to actually close 1 deal(s).

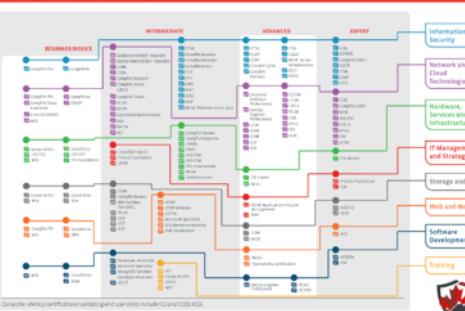
In this process you lost ... 9 0 unqualified deal(s) resulting from the same clients.

resulting in a ... 999 deal(s), overall closing rate: 0.34%.

**In real life:**

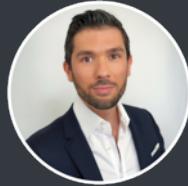
Funnel Step	Description
STEP 1 Awareness	Get referrals from employees, from business sponsor, use HR databases, improve LinkedIn profile, contribute on Twitter, use pro-bono contacts and volunteering network, publish content
STEP 2 Interest	Being clear and up front on what value you bring, on the problem you solve, so that you can "hook" leads
STEP 3 Evaluation	Articulate why are different and how your clients benefit from it, being innovative in the way you address the pain point
STEP 4 Decision	Knowledge is power: know the market, the prices, leverage past experience, certifications, client/employer recommendations and testimonials to influence decision, show value
STEP 5 Contracting	Always formalize the relationship, define scope, define responsibilities (a lot more on that aspect later)
STEP 6 Re-Evaluation	Position yourself for a promotion, over-deliver so you are considered for a contract extension, surprise the client with something positive they did not expect from you (courtesy).

**Certifications validate expertise in your chosen career**



Canadian consulting community

Computer literacy certificates validating user skills include ICND1/ICND2.



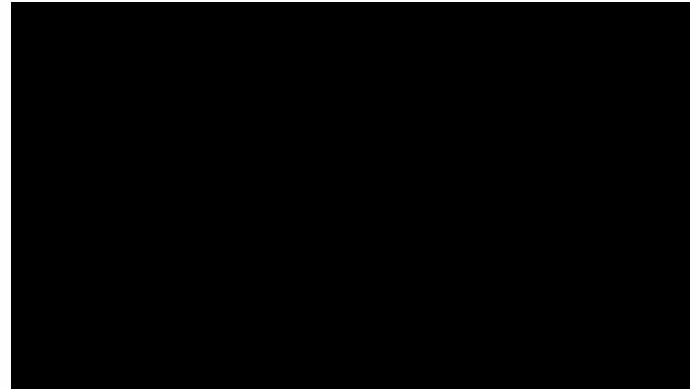
Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program



*“Change of mindset is required  
for finding a job in Canada”*

Tania Chakrabarti  
from India



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program – 6 weeks

Week 2 of 6

- **Defining your career strategy**
- **Why the timing is **PERFECT** for you**
- **How to avoid costly mistakes**

- ✓ The number one reason you're not making \$100K (yet)
- ✓ Why now is the perfect time to position yourself as an expert
- ✓ The lies you've been told about money, income, and wealth
- ✓ How to engineer your success as a tech consultant in 2019 (and beyond)
- ✓ The one and only lifebuoy you can always count on (if you want to get ahead)
- ✓ How to remain technology agnostic (even when you've successfully niched down)
- ✓ The One-Question Method to figure out if you're growing (or stagnating) in your career
- ✓ Why you are no longer bound by the local market (and how that impacts you)
- ✓ Everything you've wanted to ask about tech certifications (and when they matter)
- ✓ Why you're not just another job seeker (and how building this can change everything)
- ✓ The most underestimated way of getting in front of the right people (and how to master it)
- ✓ How to avoid costly mistakes (and what to focus on for exponential growth)
- ✓ Why you need to train yourself to see opportunities (and how to make the most out of them)



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program – 6 weeks

Week 3 of 6

- Step by Step scripts and templates
- How to get **UNLIMITED** job offers
- Inner circle: 3000+ Canadian recruiters

- ✓ The Job Offer Guarantee
- ✓ How to follow up with leads, the right way
- ✓ The urban legend you've probably heard over 127+ times
- ✓ Why this is your number one asset (and how to use it to close more deals)
- ✓ How to get them to say "yes" using these 3 strategies (almost nobody does this)
- ✓ The secret to looking like you're local when you're deep in the job hunt
- ✓ Why you should use the Gig Economy to your advantage (and how to get started)
- ✓ This is what you should do if you want to impress on your next job interview
- ✓ Where HR fits into your job search (and when to completely ignore it)
- ✓ The surprising (but effective) way you can instantly build trust and get stellar references
- ✓ This is what your clients are REALLY after (and no, it is not your skills)How this key concept can change the way you think about your career forever
- ✓ The right way to plan any project you work on (and how to avoid scope creep)
- ✓ Which red flags to watch out for when you're scoping with your client
- ✓ How to figure out exactly what to charge as a consultant
- ✓ The proven and effective negotiation tactics you should use with every client
- ✓ What you should know before you decide on working remotely or moving to Canada
- ✓ Everything you need to know before launching your own business
- ✓ How to invoice your clients properly (and what you should know about taxes)
- ✓ The magic of expensing and the cash-flow mistakes you want to avoid



## Week 3 of 6

 **Seranjun Perrera**   
Yesterday at 8:03pm

Hi group! Here is my implementation feedback for week 3. I come from a family of merchants and sales people and before starting with this part I frankly thought I was just going to glance through it for a few minutes and be done. I was wrong.

Everything you learn in this session around "selling" your skills on the Canadian job market is **PRICELESS**. JL is making a superb job at providing good and clear guidance on how things work.

W3 not only taught me about the theory, I've also been able to start implementing, amplifying the results of my recent client meetings and job interviews.

Compared to my previous contracts, I've improved efficiency **(closing rate)** by 200% ... Now I fully understand the dynamics of the sales process and I can cut time wasters loose and focus on the **MONEY MAKING** accounts.

JL I have a few questions for you, can we discuss tomorrow during the live call?

 21      2 Comments 7 Shares

 Love     Comment     Share

[View more 2 Comments](#)

 Write a comment... 



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)

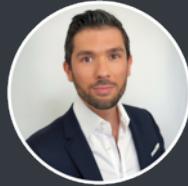


## Canadian Access Program – 6 weeks

Week 4 of 6

- **The secret is people**
- **Forget about your tech skills**
- **How to perform EXCEPTIONALLY**

- ✓ Why skills are only one part of the equation (and what the missing ingredient is)
- ✓ How to pick up the right cues and understand your counterpart better
- ✓ The reason why introverts can be better leaders (and how to become one)
- ✓ How to ask for feedback and use it to propel your growth
- ✓ What you need to know to perform exceptionally (even under pressure)
- ✓ How to turn your client's resistance into a favorable outcome
- ✓ The simplest way to manage clients who need extra hand-holding
- ✓ How to master the art of task management (the effective way)
- ✓ Why experience is not always the ticket to success



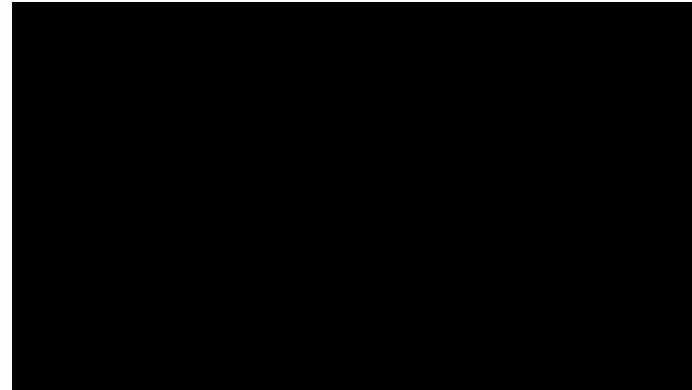
Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program



*“Helps build a dream  
career in Canada”*

Isaac Mao from China  
now with BNP Paribas



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program – 6 weeks

Week 5 of 6

- Immigration prequalification
- Identify fast **IMMIGRATION** options
- Build plan with authorized lawyers

- ✓ Immigration pre-qualification by government-authorized lawyer
- ✓ What your Immigration Plan might look like (if you decide to do it yourself)
- ✓ Why you really settled on Canada in order to build your dream career and life
- ✓ What Canada's "Climate of Trust" really means for you
- ✓ How to choose the best location to live in (and what it will cost you)
- ✓ What the language requirements are for English and French
- ✓ The reason why so many people get scammed (and why we're different)
- ✓ How to successfully build and nurture social circles in Canada
- ✓ The fastest and most efficient way to get your diploma recognized
- ✓ What living in Canada is truly like through the eyes of an insider
- ✓ How to improve your profile score with tried-and-tested strategies



Learn  
Implement  
Conquer.



[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## Canadian Access Program – 6 weeks

Week 6 of 6

- **Change your life within 42 days**
- **Keys to optimum performance**
- **Final touches**

- ✓ How to optimize your performance and reach new heights in your career
- ✓ The essential strategies for creating a more productive workflow
- ✓ What you can do to level up in your report writing skills (and why that matters)
- ✓ How to get past the Analysis Paralysis hurdle (and make better decisions every time)
- ✓ What you need to pay attention to when decoding legalese and reading between the lines
- ✓ The key to optimum performance is a simple (but easily forgotten) concept
- ✓ Excellence at work starts with these two underrated habits
- ✓ How to adapt to your audience during presentations

# Case Studies



**Tania (India)**  
Business Analyst, Banking  
Canadian Access Program

I needed to take things in a more structured and professional manner. J's Program is realistic to the core. I would highly suggest it for everyone seeking a new career in Canada.

Read Story

**Marc (France)**  
Head Of Strategy At ThinkDeep AI

Get closer to Jason Liang so he can share his methods, recipes and know-how, to help you reach success.

Read Story

**Parth (India)**  
Account Manager, BGDM

Very helpful to migrate over to Canada, it's reliable.

Read Story

**Isaac (China)**  
Data Engineer At BNP Paribas

I am now on the right career path with J's help.

Read Story

**Ian (Kenya)**  
Account Manager, BGDM

I actually work remotely for a Canadian company. J, and his team are the best at what they do.

Read Story

**Dortival (Benin)**  
CEO At Digital Security

If you are interested to go to Canada, this is your chance. You can also work remotely. This is a big opportunity.

Read Story

**Deepak (UK)**  
SEO Director At Pearl Lemon

If you're considering working with J, do it. It's absolutely worth it, he really knows his stuff, and he's way too modest.

Read Story

**Stephanie**  
CEO At Vistyle

J, always goes the extra mile, is super easy to communicate with.

Read Story

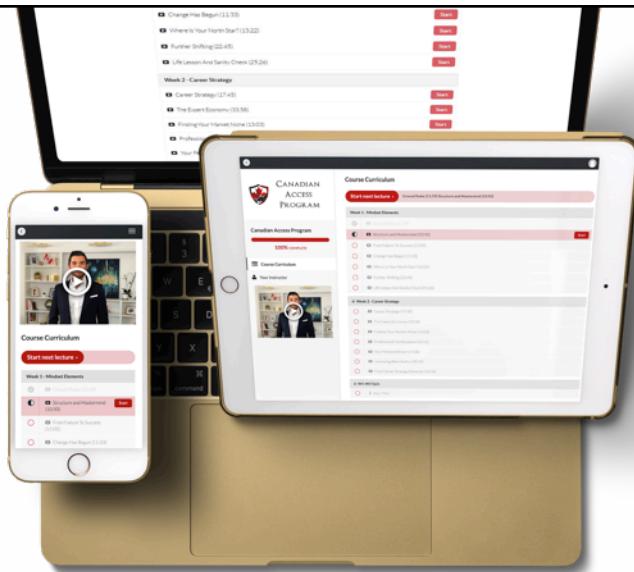
**Chris**  
Security Architect, Financial Sector

J, is a truly a leader and I'd even say a thought leader.

Read Story



*“You achieve more in **6 weeks**  
than people achieve in 10 years”*



- Six weeks of program – Guaranteed job offers
- Immigration prequalification with official ICCRC lawyer
- 3600+ recruiters to access high paying jobs
- Study from anywhere, at your own pace
- 12 hours of Mastermind sessions with JL, mentoring

- Figure out everything yourself
- Go through very painful errors
- Have no idea what works and doesn't
- It may take more than a **decade...**

Real cost of this = **???**



 Samuel 'Md K' Abbas • 3 hrs · 

Done with my week 6! Here I have to pause because of my university exams, but before going away I wanted to say THIS:

the canada access program is AMAZING and considering my initial investment (money and time), it is of incredible value.

JL the think you created in my opinion is worth years of university studies, is worth ALL the books I've read, and you should really charge more for this, there is \$20,000 value here, or even more

I'm even thinking to just drop university so I don't have to pay next year's tuition in beirut and instead work for Canadian clients and start making real money.

JL merci merci merci this is amazing work you've done here may the Prophet Muhammad be with you (peace be upon him)



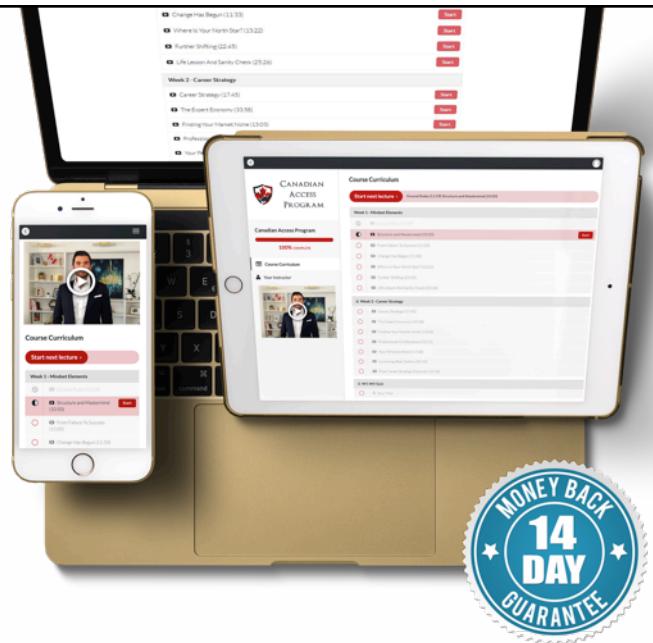
 CANADA

 57  2 Shares

 Like



*“There is **\$20,000 value**”*



\$20,000 delivered value

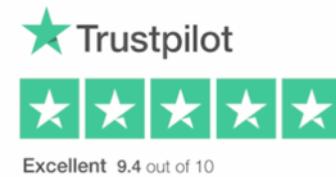
\$6,000 everyday price

You SAVE today: \$4,000

## \$1,999 Special Offer

or 3x payments of \$699

- Six weeks of Program – Guaranteed job offers
- Immigration prequalification with official ICCRC lawyer
- 3600+ recruiters to access high paying jobs
- Mentoring – Masterminds – Study from anywhere
- **True lifetime support AND lifetime access to everything**
- **FREE EARLY BIRD access to "Cyber Security 101" (\$947)**



ontario

## burlington

	experience	entry	mid	senior
social media manager		58.1 - 69.3	68.7 - 84.7	83.3 - 96.8
web manager		65.6 - 85.4	75.1 - 97.2	82.8 - 110.5

**Social Media (junior) \$69,300**

alberta

## edmonton

	experience	entry	mid	senior
architecture		60.2 - 79.7	68.7 - 92.8	79.2 - 106.4

**Architect (mid) \$92,800**

québec

## montréal

	experience	entry	mid	senior
ai developer		64.3 - 93.8	90.3 - 127.6	114.2 - 177.6
android developer		52.6 - 65.1	65.2 - 81.3	79.8 - 105.8
cloud engineer		68.9 - 91.9	80.1 - 109.4	93.0 - 123.2
data engineer		65.6 - 88.2	75.9 - 103.9	88.1 - 118.3

**Developer (mid) \$81,300**

ontario

## toronto

	experience	entry	mid	senior
software developer		73.4 - 96.8	84.2 - 112.6	96.7 - 127.5

**Developer (junior) \$96,800**

british columbia

## vancouver

	experience	entry	mid	senior
telecommunications technician		55.2 - 71.6	62.2 - 82.2	70.8 - 93.4

**Telecom Technician (mid) \$82,200**

ontario

## toronto

	experience	1 year	3 years	5 years	10 years
accountant		63.5 - 76.1	65.8 - 79.0	68.3 - 81.9	75.0 - 90.0

**Accountant (3y XP) \$79,000**

**\$327,000 / year**

**as consultant**



\$20,000 delivered value

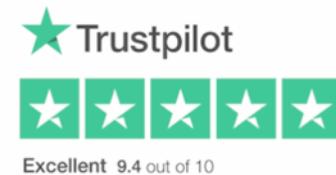
~~\$6,000~~ everyday price

You SAVE today: \$4,000

## \$1,999 Special Offer

or 3x payments of \$699

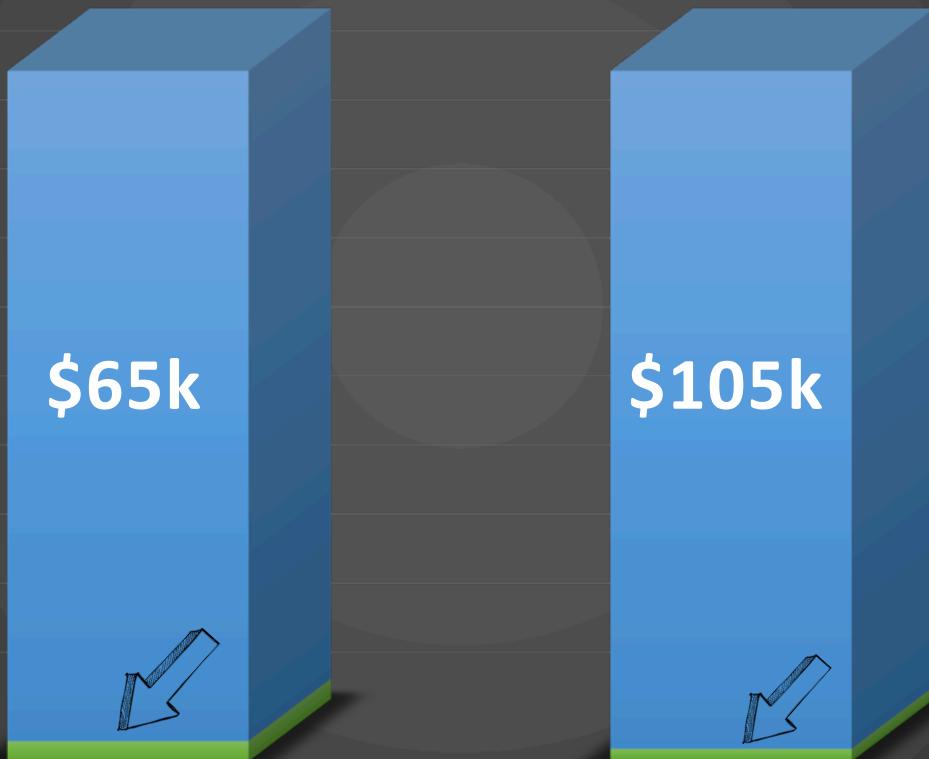
- Six weeks of Program – Guaranteed job offers
- Immigration prequalification with official ICCRC lawyer
- 3600+ recruiters to access high paying jobs
- Mentoring – Masterminds – Study from anywhere
- True lifetime support **AND** lifetime access to everything
- **FREE EARLY BIRD** access to "Cyber Security 101" (\$947)



## Proportion Of The Investment?

Permanent Job

Consulting



■ Investment in Program (\$)

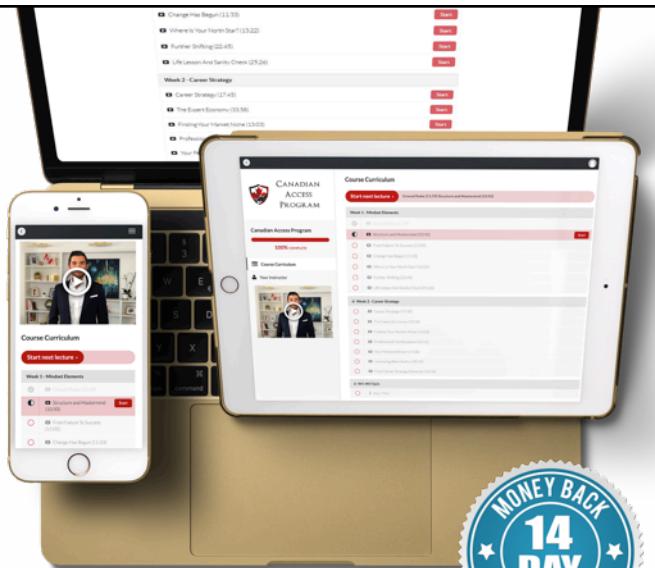
■ Typical Income (\$)



### 3 outcomes

- **Work from home for Canadian clients**
- **Immigrate legally to Canada**
- **Work with JL remotely**





Time to **answer** all your questions





\$20,000 delivered value

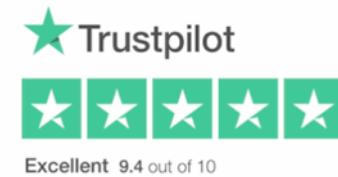
~~\$6,000~~ everyday price

You SAVE today: \$4,000

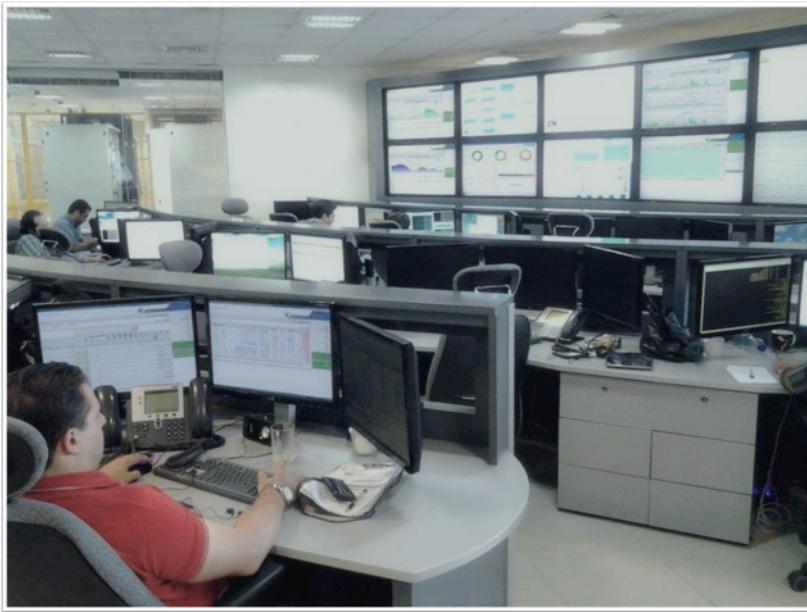
## \$1,999 Special Offer

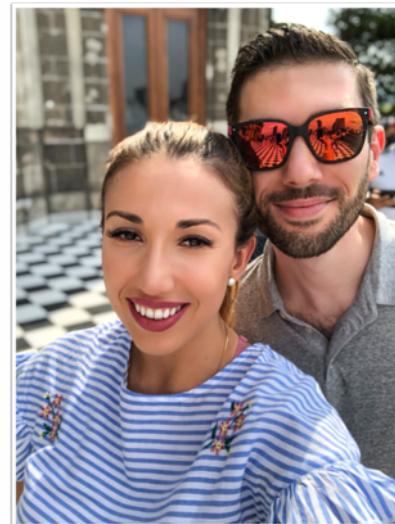
or 3x payments of \$699

- Six weeks of Program – Guaranteed job offers
- Immigration prequalification with official ICCRC lawyer
- 3600+ recruiters to access high paying jobs
- Mentoring – Masterminds – Study from anywhere
- True lifetime support **AND** lifetime access to everything
- **FREE EARLY BIRD** access to "Cyber Security 101" (\$947)



- Do nothing → stay where you are
- Do it all yourself → years of pain, trial and error
- Start **Right NOW** with the most advanced system







**\$1,999 Special Offer**

or 3x payments of \$699



Excellent 9.4 out of 10



Learn  
Implement  
Conquer.

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)



## PART B

Updated 2020 salary statistics for Canada.

Discover how much you're really worth on the market, for all major cities, by profession.

# calgary

## customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
customer retention agent	44.2 - 51.9	48.1 - 56.5	51.8 - 60.9
customer service manager (bilingual)	55.3 - 63.4	58.8 - 65.4	61.5 - 70.1
customer service representative	31.2 - 35.8	33.0 - 39.4	35.9 - 42.7
customer service supervisor	49.5 - 58.3	53.6 - 63.1	57.4 - 67.6

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	62.2 - 81.5	70.4 - 94.5	80.8 - 108.2
architectural drafter	49.9 - 64.3	57.8 - 75.8	67.4 - 88.8
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
specification writer	55.0 - 70.4	62.0 - 80.6	70.2 - 90.7
<b>chemical</b>			
chemical engineer	81.6 - 106.3	89.9 - 119.2	100.2 - 133.0
chemical technician	58.5 - 75.6	64.8 - 85.6	72.9 - 97.4
<b>civil</b>			
civil engineer	66.0 - 86.8	74.9 - 100.2	85.5 - 112.9
civil engineering drafter	54.0 - 67.5	60.9 - 77.3	69.0 - 87.2
civil engineering technologist	49.9 - 64.6	56.2 - 73.9	63.7 - 83.4
environmental engineer	63.2 - 83.2	71.8 - 96.2	82.3 - 109.5
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
structural designer	54.6 - 68.5	58.7 - 77.6	74.2 - 90.1
structural engineer	68.3 - 89.6	77.3 - 103.3	88.3 - 117.1
structural engineering technologist	60.1 - 76.1	68.4 - 78.3	71.0 - 87.5
<b>construction</b>			
construction manager	86.9 - 114.7	97.1 - 130.4	109.6 - 146.2
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
estimator	64.6 - 83.6	71.6 - 94.2	80.3 - 105.9
procurement manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
project engineer	87.9 - 112.2	95.2 - 123.8	104.8 - 137.7
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
scheduler/planner	42.4 - 53.6	47.9 - 61.3	54.0 - 68.9
site supervisor	73.5 - 95.4	80.4 - 106.5	89.2 - 119.1
<b>electrical</b>			
CNC programmer	53.2 - 69.7	60.2 - 80.2	68.6 - 91.5
controls designer/engineer	54.3 - 71.9	62.2 - 83.5	71.2 - 94.8
electrical designer/engineer	69.9 - 93.3	81.1 - 110.1	94.6 - 126.9
electrical engineering technician	57.1 - 72.7	64.9 - 83.7	73.9 - 94.8
electrical test engineer	70.8 - 93.6	81.0 - 109.0	93.4 - 124.6
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7

# calgary

## engineering

	annual salaries		
	entry	mid	senior
<b>energy</b>			
control engineer	54.3 - 71.9	62.2 - 83.5	71.2 - 94.8
control technician	52.3 - 68.1	59.5 - 78.5	67.7 - 88.7
drafter	57.4 - 73.7	62.8 - 82.1	69.7 - 92.0
electrical engineer	76.3 - 101.8	88.4 - 120.0	103.0 - 138.4
pipeline engineer	66.0 - 84.3	84.0 - 115.9	115.3 - 170.0
piping designer	64.3 - 77.8	77.7 - 96.2	96.0 - 110.0
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
<b>manufacturing</b>			
applications engineer	72.9 - 96.9	85.1 - 114.6	99.1 - 130.1
CMM programmer	48.3 - 61.3	54.9 - 65.5	62.3 - 74.1
continuous improvement engineer	75.1 - 101.4	89.8 - 119.9	104.5 - 136.3
field service technician	54.3 - 70.7	62.6 - 82.1	71.6 - 92.9
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	72.9 - 94.2	80.7 - 106.0	90.3 - 118.3
manufacturing engineer	69.9 - 91.8	79.1 - 105.6	90.2 - 119.1
process engineer	63.8 - 84.1	72.7 - 97.4	83.3 - 110.2
program manager	72.0 - 92.6	81.7 - 106.9	93.3 - 121.6
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
quality assurance/control technician	62.5 - 82.7	72.6 - 97.3	84.0 - 110.1
quality control engineer	68.6 - 89.6	77.1 - 102.4	87.4 - 115.4
quality inspector	41.5 - 52.6	46.3 - 59.6	52.0 - 67.2
stationary engineer	54.5 - 69.9	60.5 - 78.9	67.7 - 87.8
<b>mechanical</b>			
mechanical designer	55.2 - 69.7	59.2 - 78.7	75.6 - 92.1
mechanical drafter	51.8 - 66.7	58.0 - 76.7	66.5 - 89.8
mechanical engineer	77.1 - 100.9	87.0 - 116.0	99.1 - 131.7
mechanical engineering technician	54.9 - 71.4	62.2 - 82.1	70.8 - 92.3
<b>supply chain management &amp; procurement</b>			
buyer	59.6 - 77.5	67.6 - 89.3	77.2 - 101.5
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
contracts manager	92.5 - 116.0	103.1 - 131.7	116.2 - 149.1
demand planner	50.7 - 69.9	61.3 - 84.8	72.5 - 96.8
inventory analyst	52.8 - 68.6	59.8 - 79.0	68.2 - 89.9
inventory control manager	65.4 - 84.9	72.9 - 96.5	82.1 - 108.9
logistics specialist	59.8 - 79.0	68.3 - 91.6	78.3 - 103.4
materials manager	79.4 - 103.5	87.5 - 116.2	97.7 - 130.3
procurement manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
production planner	51.3 - 67.4	59.0 - 77.9	67.0 - 86.7
scheduler/planner	65.4 - 76.6	70.9 - 84.3	77.4 - 91.6

# calgary

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management</b>			
director of operations	135.2 - 178.2	175.4 - 225.6	212.5 - 280.2
engineering manager	81.8 - 109.3	93.1 - 126.7	106.8 - 144.1
facilities manager	68.7 - 91.0	78.8 - 106.0	90.8 - 120.5
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	45.2 - 57.9	51.1 - 66.5	58.0 - 75.4
logistics manager	64.9 - 85.8	74.1 - 99.6	85.2 - 113.3
maintenance manager	61.0 - 80.3	70.2 - 93.0	79.9 - 103.6
operations manager	82.2 - 110.4	92.6 - 126.2	104.9 - 141.2
plant manager	89.1 - 122.7	106.2 - 148.1	125.9 - 171.6
production manager	85.6 - 111.2	95.4 - 126.2	107.6 - 142.4
purchasing manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
quality assurance manager	83.0 - 107.0	91.5 - 120.0	102.0 - 133.9
supply chain manager	85.2 - 112.4	100.8 - 132.5	112.9 - 149.6

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
<b>accountant</b>				
accountant	66.1 - 78.9	69.7 - 82.4	72.6 - 85.9	79.5 - 94.9
accounting clerk	40.7 - 46.8	43.8 - 50.3	46.7 - 53.6	52.7 - 60.5
accounting manager	88.2 - 106.4	94.6 - 114.1	100.9 - 121.7	114.7 - 138.3
accounting supervisor	65.3 - 78.7	70.1 - 84.5	74.7 - 90.1	84.9 - 102.5
accounts payable clerk	41.5 - 46.6	45.8 - 51.4	49.6 - 55.7	57.2 - 64.2
accounts payable manager	75.9 - 91.5	82.6 - 99.7	89.2 - 107.6	104.1 - 125.5
accounts receivable clerk	42.5 - 47.8	46.9 - 52.6	50.9 - 57.1	59.0 - 66.3
accounts receivable manager	77.0 - 90.8	83.3 - 98.2	89.6 - 105.6	104.6 - 123.2
billing specialist	40.1 - 46.7	43.8 - 51.0	47.2 - 54.8	53.5 - 62.1
bookkeeper	40.4 - 47.6	43.7 - 51.4	46.8 - 54.9	53.2 - 62.5
compliance officer	90.5 - 109.0	100.5 - 121.1	110.0 - 132.6	129.4 - 156.1
compliance specialist	57.7 - 68.8	63.4 - 75.6	68.7 - 81.9	79.6 - 94.7
controller	94.5 - 119.3	102.1 - 129.0	109.6 - 138.4	126.7 - 160.0
cost accountant	63.4 - 75.6	68.3 - 81.6	73.2 - 87.4	84.0 - 100.3
credit and collections supervisor	56.2 - 67.7	60.5 - 72.8	64.7 - 77.9	74.2 - 89.4
external auditor	63.2 - 75.4	69.1 - 82.5	74.8 - 89.3	87.0 - 103.8
financial analyst	73.7 - 87.9	78.7 - 94.0	83.7 - 99.9	94.8 - 113.2
financial reporting manager	98.2 - 118.5	105.2 - 126.9	112.1 - 135.1	128.2 - 154.5
fiscal analyst	67.8 - 81.9	72.2 - 87.2	76.5 - 92.4	86.1 - 104.0
internal audit manager	95.5 - 116.5	102.4 - 124.9	109.1 - 133.1	124.3 - 151.7
internal auditor	62.6 - 74.7	68.9 - 82.3	75.0 - 89.5	87.4 - 104.4
payroll clerk	45.0 - 52.3	49.4 - 57.4	53.4 - 62.0	60.6 - 70.5
payroll manager	74.3 - 89.7	80.2 - 96.7	85.8 - 103.5	98.0 - 118.2
payroll specialist	46.4 - 55.3	50.6 - 60.3	54.6 - 65.1	63.2 - 75.4
payroll supervisor	57.3 - 68.2	62.1 - 74.0	66.7 - 79.5	76.7 - 91.5

# calgary

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
risk management analyst	61.4 - 74.1	67.0 - 81.0	72.5 - 87.6	84.8 - 102.4
risk management director	88.1 - 106.2	93.9 - 113.2	99.6 - 120.2	113.3 - 136.7
risk management supervisor	77.6 - 93.7	83.9 - 101.4	89.9 - 108.6	102.0 - 123.1
tax manager	93.8 - 114.4	100.4 - 122.5	106.9 - 130.5	122.2 - 149.0
treasury analyst	68.0 - 81.2	72.7 - 86.8	77.4 - 92.4	87.8 - 104.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	125.3 - 218.7	177.7 - 309.5	256.9 - 448.2
finance director	94.7 - 165.9	128.0 - 223.3	167.6 - 291.8
treasurer	126.3 - 172.8	171.0 - 233.4	220.3 - 300.9
VP internal audit	122.3 - 161.7	153.3 - 202.2	185.7 - 244.9

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	57.6 - 73.1	64.2 - 83.0	72.4 - 93.5
compensation and benefits manager	92.2 - 119.0	101.9 - 134.2	114.3 - 151.8
health and safety advisor	63.8 - 81.4	72.9 - 94.5	83.4 - 107.1
HRIS analyst	63.0 - 82.4	72.0 - 95.8	82.7 - 108.8
human resources business partner	71.0 - 92.2	79.2 - 104.5	89.2 - 117.8
human resources coordinator	51.7 - 66.8	57.2 - 75.6	64.3 - 85.8
human resources generalist	65.0 - 81.0	69.5 - 88.6	76.0 - 99.2
human resources manager	87.1 - 113.8	97.8 - 130.0	110.9 - 147.2
human resources supervisor	67.3 - 87.3	74.9 - 99.1	84.6 - 113.0
labour relations advisor	69.4 - 91.4	78.9 - 105.6	90.4 - 120.1
labour relations manager	95.1 - 128.0	111.4 - 151.6	130.0 - 174.4
recruitment coordinator	43.0 - 55.3	49.0 - 63.7	55.5 - 71.5
talent acquisition specialist	56.5 - 75.4	63.5 - 86.1	72.1 - 97.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	112.7 - 187.9	153.6 - 255.2	189.6 - 315.2
health and safety director	97.3 - 127.2	125.8 - 164.4	150.6 - 196.4
human resources director	96.0 - 131.6	123.3 - 168.7	151.9 - 207.3

# calgary

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 17.8	17.3 - 18.2	18.0 - 20.0
counterbalance forklift operator	18.0 - 20.0	18.5 - 23.5	22.2 - 24.8
dispatcher	20.0 - 24.0	21.0 - 25.0	24.8 - 28.0
electronic parts assembler	17.0 - 21.0	18.5 - 23.0	20.0 - 24.0
forklift operator	17.0 - 19.3	18.6 - 22.0	21.5 - 26.0
general labourer - heavy	16.5 - 17.9	16.9 - 19.5	18.7 - 20.0
general labourer - light	16.0 - 17.0	16.6 - 18.5	17.3 - 19.0
industrial painter	19.0 - 23.0	20.0 - 24.0	22.0 - 25.0
inventory control clerk	18.5 - 21.0	20.0 - 24.0	22.0 - 25.0
logistics coordinator	22.5 - 27.0	25.5 - 28.0	26.0 - 31.0
machine operator	19.5 - 22.0	20.0 - 24.0	22.0 - 27.0
machine operator assistant	18.5 - 21.2	20.0 - 22.0	21.5 - 25.4
manufacturing worker	17.0 - 18.8	18.5 - 22.0	20.6 - 25.0
material handler	17.0 - 20.0	18.5 - 21.0	20.3 - 23.2
parts manager	24.9 - 29.7	26.9 - 32.0	28.8 - 34.3
picker/packer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
production labourer	17.0 - 18.3	17.5 - 20.1	20.0 - 22.0
reach truck operator	18.5 - 20.0	18.8 - 23.4	22.8 - 25.0
sandblasting operator	17.2 - 20.3	18.5 - 21.8	19.8 - 23.3
shipping and receiving clerk	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
warehouse labourer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
welder/fitter	27.5 - 31.9	29.8 - 34.4	32.9 - 38.1

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	45.6 - 52.9	47.9 - 56.0	52.4 - 65.9
benefits clerk	45.8 - 50.0	47.1 - 53.5	50.3 - 57.0
buyer assistant	45.0 - 51.6	46.2 - 54.6	52.0 - 60.1
claims supervisor	67.5 - 80.8	75.7 - 87.0	76.8 - 92.2
contracts administrator	65.4 - 78.9	70.7 - 84.0	76.6 - 91.4
data entry clerk	40.3 - 43.6	42.5 - 47.9	45.5 - 55.6
document controller	40.9 - 43.9	42.8 - 47.5	45.2 - 55.4
executive assistant	55.7 - 67.8	61.8 - 75.3	67.5 - 82.3
export/import clerk	41.2 - 45.6	43.3 - 49.6	48.0 - 56.9
file clerk	40.3 - 42.8	40.7 - 51.0	46.2 - 53.0
human resources assistant	47.9 - 53.6	49.9 - 57.1	52.5 - 59.6
inside sales representative	51.8 - 60.9	54.4 - 64.0	57.1 - 67.1
insurance claims clerk	40.3 - 46.3	43.9 - 50.4	47.2 - 54.2
legal assistant	49.3 - 59.3	56.2 - 67.7	62.5 - 75.2
mailroom clerk	34.8 - 39.6	37.9 - 43.1	40.3 - 45.8
office clerk	38.6 - 44.4	41.2 - 47.3	43.6 - 50.0

# calgary

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
office manager	56.5 - 68.0	60.8 - 72.3	63.5 - 76.5
order supervisor	53.9 - 63.3	59.9 - 70.5	65.4 - 77.0
project coordinator	46.2 - 55.0	49.9 - 59.5	53.5 - 63.7

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	50.1 - 62.3	54.1 - 68.5	59.4 - 76.3
account manager - technologies, software*	52.2 - 64.8	56.3 - 71.4	61.9 - 79.5
business development manager*	99.0 - 130.9	111.0 - 149.8	126.3 - 172.2
district sales manager**	77.1 - 99.7	87.9 - 115.7	101.1 - 132.3
key accounts manager - consumer goods*	65.0 - 83.5	73.6 - 96.3	84.1 - 110.0
merchandiser - consumer goods	61.9 - 80.7	69.1 - 91.7	78.1 - 103.8
sales engineer technologies, software, hardware, telecommunications**	71.7 - 93.7	78.8 - 104.7	87.7 - 116.8
sales representative, account manager channel manager*	74.5 - 98.5	83.3 - 112.0	94.1 - 126.7
sales representative, account manager consumer goods*	52.5 - 64.9	56.3 - 71.0	61.5 - 79.0
sales representative, account manager telecommunications*	50.5 - 62.9	54.6 - 69.2	60.0 - 77.0
sales representative, account manager professional services*	48.7 - 60.7	52.7 - 66.9	57.9 - 74.5
<b>digital marketing</b>			
digital marketing manager	66.5 - 84.6	76.6 - 98.8	88.3 - 111.8
digital media specialist	39.6 - 51.1	46.4 - 60.7	54.3 - 69.4
digital specialist	47.7 - 63.5	55.6 - 75.3	65.1 - 86.3
e-commerce manager	82.9 - 108.1	92.5 - 122.9	104.6 - 139.3
marketing content manager	50.8 - 65.2	59.3 - 77.2	69.2 - 88.4
social media manager	60.9 - 75.5	75.0 - 88.4	87.6 - 90.7
web manager	67.7 - 88.4	75.6 - 100.7	85.6 - 114.4
web marketing analyst	50.5 - 66.4	58.0 - 77.6	67.0 - 88.3
<b>industrial sales</b>			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# calgary

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications</b>			
brand or product manager	85.0 - 109.2	94.5 - 123.4	106.1 - 138.1
brand or product manager assistant	67.9 - 91.2	79.1 - 107.2	91.6 - 122.1
communications manager	60.8 - 80.3	69.2 - 92.9	79.2 - 105.1
communications specialist	52.2 - 71.4	62.2 - 85.9	73.4 - 98.4
marketing coordinator	56.2 - 75.0	64.7 - 87.5	74.7 - 99.7
marketing director	94.7 - 124.8	107.4 - 143.5	122.3 - 161.6
marketing project manager	39.6 - 53.0	45.7 - 62.0	52.8 - 70.5
marketing specialist	49.3 - 64.9	55.6 - 74.4	63.2 - 83.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	72.0 - 93.8	80.4 - 106.6	90.8 - 120.7
communications VP	104.3 - 157.1	138.1 - 206.8	173.0 - 258.4
marketing VP	129.7 - 197.1	177.7 - 268.8	227.4 - 344.0
sales manager*	100.2 - 128.2	123.0 - 157.1	148.2 - 188.8
sales vice-president/general manager**	147.4 - 208.7	197.0 - 278.2	249.1 - 351.8

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>CNC machinist</b>			
CNC machinist	25.0 - 27.2	26.4 - 28.5	27.2 - 38.0
conventional machinist	20.4 - 24.3	22.3 - 26.6	24.1 - 28.7
electrician	26.6 - 32.2	28.8 - 34.7	30.8 - 37.2
electromechanical technician	26.8 - 32.0	30.1 - 35.9	32.9 - 39.3
electronics technician	26.2 - 31.2	28.3 - 33.7	30.2 - 36.1
field service technician	26.1 - 30.8	28.8 - 34.0	31.3 - 36.9
heavy equipment mechanic	26.1 - 31.0	28.7 - 34.2	31.2 - 37.2
lead hand/team lead	17.5 - 19.0	18.5 - 21.0	19.5 - 23.5
logistics supervisor	31.2 - 37.7	34.2 - 41.2	37.0 - 44.7
maintenance mechanic	23.7 - 27.3	26.0 - 29.9	28.1 - 32.3
maintenance supervisor	29.6 - 35.3	32.3 - 38.6	34.9 - 41.7
maintenance worker	22.5 - 27.5	25.5 - 28.5	27.0 - 31.0
millwright	25.3 - 30.2	27.7 - 33.0	29.9 - 35.7
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
warehouse supervisor	24.1 - 28.7	26.3 - 31.4	28.4 - 33.9
welder	25.0 - 27.0	25.5 - 30.3	29.0 - 38.0

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# calgary

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	55.1 - 75.6	70.2 - 106.0	100.2 - 125.0
application support analyst	59.6 - 78.0	68.1 - 89.9	77.3 - 101.0
automation tester	56.7 - 83.1	79.6 - 95.7	89.1 - 118.0
devops development side	78.9 - 103.6	98.1 - 121.6	104.6 - 138.0
ERP developer	68.5 - 88.1	76.5 - 100.2	97.7 - 125.6
front-end developer	54.6 - 77.7	75.8 - 105.9	105.8 - 130.4
full stack developer	55.9 - 73.6	70.5 - 95.6	90.9 - 125.6
IT quality assurance manager	82.1 - 105.8	90.5 - 118.6	100.8 - 132.4
java developer	55.4 - 70.4	65.8 - 95.2	90.9 - 120.4
machine learning developer	90.6 - 110.1	105.6 - 130.1	120.7 - 170.1
manual tester	50.3 - 66.6	58.6 - 78.7	68.1 - 89.5
mobile application developer (ios/android)	68.7 - 94.6	84.2 - 115.5	100.0 - 131.3
RPA developer	75.9 - 85.7	82.2 - 100.9	95.1 - 110.7
UI/UX designer	64.0 - 82.5	71.6 - 93.8	90.0 - 120.0
<b>architecture</b>			
application architect	85.4 - 97.7	95.3 - 113.5	110.4 - 150.8
architect (enterprise)	95.4 - 128.0	109.2 - 148.7	125.5 - 170.0
architect (solutions/technical)	91.1 - 107.5	101.9 - 129.6	123.3 - 195.0
cloud architect	85.4 - 106.8	96.2 - 122.3	115.0 - 145.0
<b>data &amp; analytics</b>			
BI data architect	81.1 - 104.6	90.6 - 117.5	100.9 - 150.0
big data engineer	85.5 - 99.6	95.3 - 118.8	108.9 - 140.4
business intelligence developer	66.3 - 85.5	74.3 - 97.3	83.6 - 108.4
data analyst	50.4 - 74.9	63.9 - 89.1	79.9 - 100.0
data architect	71.4 - 93.7	82.0 - 109.4	94.5 - 124.4
data engineer	71.6 - 95.3	82.4 - 111.4	95.1 - 126.3
data scientist	78.8 - 104.9	90.8 - 122.8	104.8 - 139.1
database administrator	67.6 - 91.4	79.6 - 108.9	93.2 - 124.4
<b>leadership/business technology</b>			
business analyst	55.4 - 75.9	70.9 - 96.7	90.7 - 120.1
chief technology officer	120.8 - 190.9	160.4 - 285.6	225.7 - 450.0
CIO/CTO	111.2 - 194.3	164.3 - 286.1	224.2 - 390.9
IT director	125.4 - 150.6	145.6 - 180.0	175.6 - 225.0
technical lead	55.3 - 82.6	65.1 - 90.8	86.9 - 135.0
technical writer	60.3 - 77.8	69.9 - 91.5	80.9 - 103.7
<b>networking/infrastructure</b>			
bilingual tech support	52.1 - 62.2	60.7 - 74.4	72.9 - 91.0
devops system side	80.6 - 105.6	105.4 - 125.9	110.0 - 135.3
help desk representative	47.9 - 63.2	54.7 - 72.6	61.7 - 81.0
information security engineer	73.8 - 98.1	84.8 - 114.5	97.7 - 129.8
information security manager	97.5 - 125.9	107.9 - 142.1	121.1 - 160.7

# calgary

## technologies

	annual salaries		
	entry	mid	senior
<b>networking/infrastructure (continued)</b>			
information security specialist	62.5 - 81.6	71.3 - 94.7	81.7 - 107.0
information systems analyst	66.0 - 84.1	72.7 - 94.4	81.1 - 105.9
linux/unix administrator	74.4 - 97.0	84.6 - 112.5	97.1 - 127.9
network administrator	63.3 - 84.1	72.7 - 98.2	83.8 - 111.8
network engineer	67.4 - 89.3	77.1 - 104.2	100.0 - 150.9
systems administrator	68.0 - 88.8	76.3 - 101.6	86.6 - 115.5
telecommunications analyst	65.3 - 86.4	74.6 - 100.9	86.3 - 116.0
<b>project management</b>			
business systems analyst	78.5 - 105.0	89.6 - 121.8	102.6 - 138.0
ERP project manager	97.1 - 128.5	105.8 - 142.6	116.9 - 159.2
functional analyst	61.6 - 81.9	71.4 - 95.6	90.1 - 121.0
organizational change manager (OCM)	90.6 - 105.4	103.0 - 115.0	114.1 - 130.4
product owner	60.4 - 78.9	75.4 - 95.6	85.1 - 111.0
product owner/manager	80.3 - 110.0	93.0 - 129.2	107.9 - 147.4
program manager	100.4 - 115.6	110.5 - 135.7	125.9 - 150.9
project coordinator	61.1 - 76.9	69.6 - 89.2	79.7 - 101.2
project manager (infrastructure)	97.6 - 110.6	105.6 - 120.3	115.9 - 135.0
project manager (software)	86.9 - 107.5	100.9 - 113.4	110.1 - 127.0
scrum master	73.5 - 95.2	82.7 - 109.1	94.0 - 124.1

# edmonton

## customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
<b>customer retention agent</b>			
customer retention agent	42.9 - 50.5	46.7 - 54.9	50.3 - 59.2
customer service representative	38.6 - 45.7	42.9 - 50.5	46.7 - 55.0
customer service supervisor	48.2 - 56.7	52.1 - 61.4	55.9 - 65.8
customer service trainer	42.7 - 50.8	46.6 - 55.5	50.4 - 60.0
inside sales representative	50.4 - 59.3	53.0 - 62.4	55.6 - 65.5
telemarketing agent	33.4 - 37.5	34.6 - 40.0	37.1 - 43.1

# edmonton

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	60.6 - 79.8	68.8 - 92.4	79.0 - 105.7
architectural drafter	48.5 - 62.3	56.0 - 73.5	65.3 - 86.2
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
specification writer	53.7 - 68.8	60.6 - 78.7	68.5 - 88.4
<b>chemical</b>			
chemical engineer	78.9 - 103.0	87.0 - 115.7	97.1 - 129.2
chemical technician	56.7 - 73.3	62.8 - 83.0	70.7 - 94.5
<b>civil</b>			
civil engineer	63.8 - 84.0	72.4 - 97.1	82.8 - 109.5
civil engineering drafter	52.4 - 65.5	59.0 - 74.9	66.9 - 84.6
civil engineering technologist	48.5 - 62.6	54.6 - 71.7	61.8 - 80.9
environmental engineer	61.0 - 80.4	69.4 - 93.2	79.6 - 106.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
structural designer	54.6 - 68.5	58.7 - 77.6	74.2 - 90.1
structural engineer	66.0 - 86.8	74.7 - 100.1	85.4 - 113.7
structural engineering technologist	75.1 - 101.4	89.8 - 119.9	104.5 - 136.3
<b>construction</b>			
construction manager	84.9 - 111.6	94.7 - 126.7	106.7 - 142.2
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
estimator	61.9 - 80.1	68.5 - 90.4	76.9 - 101.8
procurement manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
project engineer	85.8 - 109.2	92.9 - 120.4	102.1 - 133.8
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
scheduler/planner	41.2 - 52.1	46.6 - 59.6	52.5 - 67.0
site supervisor	71.7 - 93.1	78.5 - 103.7	87.1 - 115.9
<b>electrical</b>			
CNC programmer	52.2 - 68.6	59.2 - 79.1	67.5 - 90.2
controls designer/engineer	52.7 - 69.7	60.3 - 80.9	69.0 - 92.0
electrical designer/engineer	67.5 - 90.3	78.4 - 106.8	91.6 - 123.2
electrical engineering technician	55.4 - 70.4	62.9 - 81.2	71.7 - 92.0
electrical test engineer	68.5 - 90.7	78.3 - 105.8	90.4 - 121.0
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
<b>energy</b>			
control engineer	52.7 - 69.7	60.3 - 80.9	69.0 - 92.0
control technician	50.8 - 66.1	57.7 - 76.1	65.6 - 86.0
drafter	55.7 - 71.4	60.9 - 79.6	67.6 - 89.2
electrical engineer	73.8 - 98.6	85.6 - 116.5	99.9 - 134.4
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6

# edmonton

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing</b>			
applications engineer	70.7 - 93.9	82.5 - 111.1	96.1 - 126.1
CMM programmer	48.3 - 61.3	54.9 - 65.5	62.3 - 74.1
continuous improvement engineer	75.5 - 84.1	82.2 - 95.1	93.5 - 120.4
field service technician	52.7 - 68.5	60.8 - 79.6	69.4 - 90.2
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	70.5 - 91.2	78.0 - 102.8	87.4 - 114.8
manufacturing engineer	67.6 - 88.8	76.5 - 102.4	87.3 - 115.6
process engineer	61.6 - 81.4	70.2 - 94.4	80.5 - 106.9
program manager	70.3 - 90.4	79.8 - 104.1	91.0 - 118.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
quality assurance/control technician	60.7 - 80.2	70.4 - 94.3	81.5 - 106.7
quality control engineer	66.3 - 86.7	74.5 - 99.3	84.6 - 112.0
quality inspector	40.8 - 51.7	45.5 - 58.6	51.2 - 66.1
stationary engineer	54.1 - 69.3	60.1 - 78.1	67.2 - 86.9
<b>mechanical</b>			
mechanical designer	55.2 - 69.7	59.2 - 78.7	75.6 - 92.1
mechanical drafter	50.3 - 64.7	56.3 - 74.4	64.5 - 87.1
mechanical engineer	74.5 - 97.8	84.2 - 112.6	96.0 - 127.9
mechanical engineering technician	53.3 - 69.2	60.4 - 79.6	68.6 - 89.5
<b>supply chain management &amp; procurement</b>			
buyer	57.1 - 74.2	64.8 - 85.6	73.9 - 97.5
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
contracts manager	88.4 - 111.0	98.6 - 126.2	111.3 - 143.0
demand planner	48.6 - 66.9	58.7 - 81.0	69.4 - 92.5
inventory analyst	50.6 - 65.7	57.3 - 75.6	65.2 - 85.9
inventory control manager	63.2 - 82.2	70.5 - 93.4	79.5 - 105.4
logistics specialist	57.3 - 75.7	65.4 - 87.8	74.9 - 99.3
materials manager	75.9 - 99.0	83.6 - 111.2	93.4 - 124.8
procurement manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
production planner	50.1 - 65.7	57.5 - 76.1	65.4 - 84.6
scheduler/planner	65.4 - 76.6	70.9 - 84.3	77.4 - 91.6
<b>technical management</b>			
director of operations	135.2 - 178.2	175.4 - 225.6	212.5 - 280.2
engineering manager	79.9 - 106.4	90.8 - 123.2	104.0 - 140.1
facilities manager	66.4 - 88.1	76.2 - 102.8	87.9 - 117.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	44.2 - 56.5	49.9 - 64.9	56.6 - 73.6
logistics manager	62.1 - 82.0	70.9 - 95.3	81.5 - 108.5
maintenance manager	60.3 - 79.3	69.4 - 91.8	79.0 - 102.1
operations manager	78.8 - 105.7	88.7 - 120.8	100.4 - 135.3

# edmonton

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
plant manager	85.2 - 117.6	101.6 - 142.1	120.6 - 165.0
production manager	81.9 - 106.4	91.3 - 120.9	102.9 - 136.6
purchasing manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
quality assurance manager	79.4 - 102.4	87.5 - 114.9	97.6 - 128.4
supply chain manager	85.2 - 112.4	100.8 - 132.5	112.9 - 149.6

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.3 - 75.4	66.1 - 78.8	68.9 - 82.1	76.0 - 90.7
accounting manager	84.3 - 101.8	90.5 - 109.3	96.5 - 116.6	109.8 - 132.7
accounting supervisor	63.1 - 76.2	67.8 - 81.8	72.2 - 87.2	82.2 - 99.3
accounts payable manager	72.5 - 87.5	79.0 - 95.4	85.3 - 103.0	99.6 - 120.2
accounts receivable manager	73.7 - 86.8	79.7 - 94.0	85.7 - 101.0	100.1 - 118.0
billing specialist	38.6 - 44.9	42.1 - 49.0	45.3 - 52.7	51.4 - 59.8
bookkeeper	38.9 - 45.7	42.0 - 49.4	44.9 - 52.8	51.2 - 60.3
compliance officer	86.8 - 104.8	96.5 - 116.6	105.8 - 127.8	124.8 - 150.6
compliance specialist	55.3 - 65.9	60.7 - 72.3	65.8 - 78.4	76.2 - 90.9
controller	90.3 - 114.3	97.7 - 123.6	104.9 - 132.8	121.4 - 153.6
cost accountant	60.7 - 72.4	65.4 - 78.0	70.0 - 83.5	80.3 - 95.8
credit and collections supervisor	54.3 - 65.4	58.4 - 70.5	62.5 - 75.4	71.7 - 86.6
external auditor	60.5 - 72.1	66.1 - 78.8	71.5 - 85.3	83.1 - 99.1
financial analyst	70.5 - 84.1	75.3 - 89.8	80.0 - 95.4	90.6 - 108.0
financial reporting manager	94.0 - 113.4	100.7 - 121.6	107.3 - 129.6	122.8 - 148.3
fiscal analyst	64.9 - 78.3	69.1 - 83.4	73.2 - 88.3	82.3 - 99.3
internal audit manager	91.4 - 111.6	98.0 - 119.7	104.5 - 127.6	119.1 - 145.5
internal auditor	59.9 - 71.5	66.0 - 78.7	71.7 - 85.5	83.5 - 99.6
payroll manager	71.1 - 85.8	76.7 - 92.5	82.1 - 99.0	93.7 - 113.2
payroll specialist	44.5 - 52.9	48.5 - 57.7	52.3 - 62.3	60.5 - 72.1
payroll supervisor	55.3 - 65.9	60.0 - 71.5	64.5 - 76.9	74.3 - 88.6
risk management analyst	58.8 - 70.9	64.2 - 77.4	69.4 - 83.8	81.1 - 97.8
risk management director	84.2 - 101.7	89.8 - 108.4	95.3 - 115.1	108.5 - 131.0
risk management supervisor	74.2 - 89.5	80.2 - 96.8	85.9 - 103.6	97.4 - 117.5
tax manager	89.7 - 109.5	96.1 - 117.3	102.3 - 125.0	117.1 - 143.0
treasury analyst	65.1 - 77.6	69.6 - 83.0	74.0 - 88.3	83.9 - 100.1

# edmonton

## finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	120.1 - 211.5	170.9 - 302.1	249.5 - 441.6
finance director	90.6 - 159.4	122.6 - 216.0	161.0 - 284.4
treasurer	121.0 - 166.1	164.4 - 226.1	213.1 - 293.4
VP internal audit	117.2 - 155.3	147.2 - 195.1	178.8 - 237.5

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	39.2 - 45.0	42.1 - 48.3	44.9 - 51.5
accounts payable clerk	39.9 - 44.8	44.0 - 49.4	47.7 - 53.5
accounts receivable clerk	40.9 - 45.9	45.1 - 50.6	48.9 - 54.9
invoicing clerk	38.1 - 44.2	41.6 - 48.4	44.8 - 52.0
payroll administrator	44.5 - 52.9	48.5 - 57.7	52.3 - 62.3
payroll clerk	43.3 - 50.3	47.5 - 55.2	51.3 - 59.7

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.2 - 70.0	61.5 - 79.6	69.3 - 89.7
compensation and benefits manager	88.2 - 114.0	97.5 - 128.7	109.5 - 145.7
health and safety advisor	62.4 - 79.9	71.5 - 92.6	81.8 - 104.9
HRIS analyst	61.0 - 79.9	69.8 - 92.8	80.1 - 105.4
human resources business partner	68.0 - 88.4	75.8 - 100.5	85.5 - 113.4
human resources coordinator	50.2 - 65.0	55.7 - 73.5	62.6 - 83.4
human resources generalist	62.2 - 77.6	66.5 - 84.9	72.8 - 95.3
human resources manager	83.3 - 108.9	93.6 - 124.6	106.1 - 141.2
human resources supervisor	64.5 - 83.6	71.7 - 95.1	81.1 - 108.7
labour relations advisor	66.5 - 87.6	75.6 - 101.5	86.7 - 115.7
labour relations manager	91.0 - 122.6	106.6 - 145.5	124.6 - 167.7
recruitment coordinator	41.7 - 53.8	47.6 - 61.9	54.0 - 69.6
talent acquisition specialist	53.8 - 71.9	60.4 - 82.2	68.7 - 93.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	107.9 - 181.0	147.4 - 247.8	182.7 - 307.8
health and safety director	93.0 - 121.9	120.6 - 157.9	144.5 - 189.3
human resources director	91.8 - 126.1	118.1 - 162.1	145.8 - 200.2

# edmonton

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.6 - 19.3	18.1 - 21.0	19.5 - 22.6
dispatcher	19.4 - 22.5	21.0 - 24.4	22.5 - 26.2
electronic parts assembler	16.6 - 19.5	17.7 - 20.9	18.9 - 22.2
forklift operator	17.3 - 18.9	18.1 - 20.8	19.2 - 22.5
industrial painter	17.6 - 20.6	19.2 - 22.5	20.6 - 24.2
inventory control clerk	17.5 - 20.1	19.1 - 21.9	20.5 - 23.5
logistics coordinator	21.2 - 25.0	23.1 - 27.2	24.9 - 29.3
machine operator	18.0 - 21.4	19.8 - 23.5	21.3 - 25.4
machine operator assistant	17.0 - 19.3	18.7 - 21.2	20.2 - 22.9
manufacturing worker	16.0 - 17.8	17.1 - 18.6	18.1 - 20.9
material handler	16.5 - 18.7	17.8 - 20.5	19.0 - 22.3
moulding machine operator	17.6 - 21.0	19.4 - 23.0	20.9 - 24.9
parts manager	24.2 - 28.9	26.1 - 31.1	28.0 - 33.3
picker/packer	16.1 - 17.9	17.2 - 19.0	18.1 - 20.3
production labourer	16.1 - 17.9	17.2 - 19.0	18.1 - 20.3
sandblasting operator	18.2 - 19.9	18.8 - 21.6	19.9 - 23.1
shipping and receiving clerk	19.2 - 21.8	20.9 - 23.7	22.4 - 25.5
warehouse labourer	16.0 - 17.9	17.5 - 19.9	18.9 - 21.4

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.0 - 48.7	44.1 - 52.5	47.1 - 56.1
benefits clerk	39.8 - 46.2	43.5 - 50.6	47.0 - 54.7
buyer assistant	37.6 - 44.3	42.6 - 48.9	45.6 - 53.2
claims supervisor	59.9 - 72.8	64.6 - 77.9	69.0 - 83.4
contracts administrator	56.6 - 67.5	62.0 - 73.7	66.1 - 79.9
data entry clerk	33.6 - 36.9	35.1 - 40.5	38.0 - 43.4
document controller	37.8 - 44.0	42.1 - 52.0	48.2 - 58.5
executive assistant	53.8 - 65.9	60.1 - 73.4	65.6 - 80.5
export/import clerk	38.0 - 44.2	41.8 - 48.6	45.2 - 52.5
file clerk	34.4 - 39.5	38.7 - 44.5	42.1 - 48.3
human resources assistant	42.8 - 49.7	46.6 - 54.1	49.8 - 58.0
insurance claims clerk	39.0 - 44.8	42.6 - 48.9	45.8 - 52.6
legal assistant	47.7 - 57.4	54.4 - 65.5	60.4 - 72.9
mailroom clerk	33.8 - 38.4	36.8 - 41.8	39.1 - 44.4
office clerk	35.2 - 39.6	38.0 - 44.1	40.3 - 46.5
office manager	54.5 - 65.7	58.0 - 69.9	61.3 - 74.0
order clerk	34.9 - 40.1	38.1 - 43.8	41.0 - 47.0
order supervisor	52.0 - 61.2	57.8 - 68.1	63.2 - 74.5
project coordinator	45.1 - 53.7	48.7 - 58.0	52.2 - 62.2

# edmonton

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist	33.8 - 39.3	36.1 - 42.0	38.4 - 44.6
sales assistant	40.1 - 46.6	42.8 - 49.7	45.5 - 52.9
supply clerk	33.8 - 39.3	36.5 - 42.4	39.0 - 45.3

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.8 - 60.8	52.8 - 67.0	58.0 - 74.7
account manager - technologies, software*	50.9 - 63.4	55.0 - 69.8	60.4 - 77.8
business development manager*	96.8 - 127.6	108.4 - 146.1	123.3 - 167.7
district sales manager**	73.6 - 95.2	84.0 - 110.5	96.5 - 126.4
key accounts manager - consumer goods*	63.5 - 81.8	72.1 - 94.3	82.4 - 107.6
merchandiser - consumer goods	59.4 - 77.5	66.4 - 88.2	75.0 - 100.1
sales engineer technologies, software, hardware, telecommunications**	71.0 - 92.4	77.9 - 103.2	86.6 - 114.9
sales representative, account manager channel manager*	71.2 - 94.0	79.6 - 107.0	89.9 - 121.0
sales representative, account manager consumer goods*	51.5 - 63.8	55.3 - 69.9	60.5 - 77.8
sales representative, account manager professional services*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.6
sales representative, account manager telecommunications*	49.3 - 61.4	53.3 - 67.7	58.6 - 75.4
<b>digital marketing</b>			
digital marketing manager	64.7 - 82.3	74.5 - 96.1	85.9 - 108.7
digital media specialist	38.3 - 49.2	44.7 - 58.3	52.2 - 66.7
digital specialist	45.9 - 61.0	53.5 - 72.3	62.6 - 82.9
e-commerce manager	79.2 - 103.2	88.4 - 117.4	99.9 - 133.2
marketing content manager	49.4 - 63.4	57.6 - 75.1	67.3 - 85.9
social media manager	58.2 - 71.8	71.7 - 85.1	84.4 - 98.8
web manager	64.8 - 84.5	72.3 - 96.1	81.8 - 109.3
web marketing analyst	49.0 - 64.6	56.4 - 75.5	65.1 - 85.9
<b>industrial sales</b>			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# edmonton

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications</b>			
brand or product manager	81.2 - 104.3	90.2 - 117.9	101.3 - 132.0
brand or product manager assistant	66.2 - 89.1	77.2 - 105.0	89.6 - 119.8
communications manager	59.3 - 78.6	67.6 - 90.9	77.5 - 102.7
communications specialist	51.2 - 69.9	60.9 - 84.0	71.9 - 96.2
marketing coordinator	54.0 - 72.0	62.2 - 84.2	71.8 - 96.0
marketing director	90.4 - 119.2	102.5 - 137.2	116.8 - 154.7
marketing project manager	38.0 - 50.7	43.8 - 59.3	50.6 - 67.4
marketing specialist	47.5 - 62.4	53.5 - 71.5	60.7 - 80.5
<b>company revenue</b>			
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	69.1 - 90.0	77.1 - 102.4	87.1 - 116.0
communications VP	100.2 - 151.0	132.7 - 199.6	166.4 - 250.8
marketing VP	123.9 - 189.3	170.2 - 260.3	219.2 - 335.4
sales manager*	95.6 - 122.6	117.7 - 150.7	142.0 - 182.1
sales vice-president/general manager**	141.0 - 200.7	189.2 - 269.6	240.7 - 343.3

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>assembly supervisor</b>			
assembly supervisor	25.8 - 30.7	27.6 - 32.9	29.4 - 35.0
CNC machinist	21.5 - 24.5	22.4 - 26.7	25.6 - 30.5
conventional machinist	22.0 - 26.8	26.1 - 31.5	29.8 - 36.4
electrician	26.4 - 31.8	28.5 - 34.4	30.5 - 36.8
electromechanical technician	26.0 - 31.0	29.2 - 34.8	31.9 - 38.1
electronics technician	25.4 - 30.3	27.4 - 32.7	29.3 - 35.0
field service technician	25.3 - 29.8	28.0 - 33.0	30.4 - 35.8
heavy equipment mechanic	30.2 - 35.6	33.2 - 37.1	35.8 - 42.1
logistics supervisor	29.9 - 36.0	32.7 - 39.4	35.4 - 42.7
maintenance mechanic	23.5 - 27.0	25.8 - 29.6	27.9 - 32.1
maintenance supervisor	29.3 - 34.9	32.0 - 38.1	34.5 - 41.2
maintenance worker	21.9 - 24.3	23.1 - 26.2	25.3 - 28.8
millwright	28.2 - 33.9	32.5 - 37.4	35.6 - 41.0
quality control technician	20.1 - 23.8	21.5 - 25.6	22.9 - 27.3
quality control tester	26.9 - 32.1	29.7 - 35.4	32.3 - 38.5
tool and die maker	25.4 - 30.3	27.7 - 33.0	29.9 - 35.7
warehouse supervisor	23.6 - 28.1	25.7 - 30.6	27.7 - 33.1
welder	23.7 - 26.9	25.5 - 30.1	28.5 - 33.6

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# edmonton

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	68.9 - 88.6	76.9 - 100.7	86.7 - 113.0
application support analyst	57.8 - 75.6	66.1 - 87.1	75.0 - 97.9
automation tester	65.5 - 83.3	78.9 - 96.9	90.6 - 100.4
devops development side	75.9 - 98.4	96.6 - 118.1	104.6 - 130.2
ERP developer	66.4 - 85.5	74.2 - 97.1	83.6 - 120.4
front-end developer	65.1 - 85.1	74.3 - 98.6	85.1 - 111.9
full stack developer	70.7 - 90.4	80.3 - 98.9	90.1 - 113.5
IT quality assurance manager	78.5 - 101.2	86.5 - 113.6	96.5 - 126.9
java developer	65.5 - 84.3	73.2 - 95.8	88.0 - 110.0
machine learning developer	85.2 - 120.6	110.4 - 185.9	170.6 - 205.1
manual tester	49.4 - 65.5	57.6 - 77.4	67.0 - 88.7
mobile application developer (ios/android)	66.7 - 91.7	81.6 - 111.9	96.9 - 120.9
RPA developer	75.9 - 85.6	82.6 - 100.7	95.6 - 110.6
UI/UX designer	62.1 - 80.0	69.4 - 100.0	90.7 - 115.4
<b>architecture</b>			
application architect	85.9 - 95.7	95.2 - 110.4	110.3 - 150.9
architect (enterprise)	92.5 - 124.0	105.8 - 144.1	128.0 - 195.0
architect (solutions/technical)	83.4 - 103.9	93.4 - 118.2	105.4 - 132.4
cloud architect	82.8 - 103.5	93.3 - 118.5	105.6 - 150.0
<b>data &amp; analytics</b>			
BI data architect	78.6 - 100.8	87.3 - 113.8	97.8 - 150.6
big data engineer	80.8 - 95.7	95.4 - 110.6	105.9 - 125.4
business intelligence developer	64.3 - 82.9	72.0 - 94.3	81.1 - 118.0
data analyst	70.7 - 94.6	85.9 - 100.7	95.5 - 115.2
data architect	69.8 - 91.5	80.0 - 106.7	92.2 - 130.0
data engineer	69.4 - 92.3	79.9 - 108.0	92.2 - 122.4
data scientist	76.4 - 101.7	88.0 - 119.0	101.6 - 134.8
database administrator	65.5 - 88.6	77.2 - 105.5	90.3 - 120.5
<b>leadership/business technology</b>			
business analyst	67.6 - 87.5	76.1 - 100.4	86.5 - 113.4
chief technology officer	120.9 - 190.2	160.9 - 285.5	225.4 - 450.0
CIO/CTO	106.5 - 187.3	157.8 - 278.6	217.7 - 383.8
IT director	92.0 - 108.9	105.6 - 130.6	127.7 - 220.0
technical lead	55.6 - 82.2	65.9 - 90.1	86.7 - 135.0
technical writer	58.9 - 76.0	68.2 - 89.2	78.9 - 101.1
<b>networking/infrastructure</b>			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
devops system side	75.7 - 98.9	96.3 - 118.2	104.7 - 130.5
help desk representative	46.4 - 61.3	53.0 - 70.4	59.8 - 78.5
information security engineer	71.5 - 95.0	82.2 - 110.9	94.7 - 125.8
information security manager	93.2 - 120.7	103.2 - 136.3	116.0 - 170.0

# edmonton

## technologies

	annual salaries		
	entry	mid	senior
<b>networking/infrastructure (continued)</b>			
information security specialist	60.6 - 79.1	69.1 - 91.8	79.2 - 103.7
information systems analyst	64.7 - 81.5	70.5 - 91.5	78.6 - 102.6
linux/unix administrator	72.1 - 94.1	82.1 - 109.0	94.1 - 124.0
network administrator	61.4 - 81.5	70.5 - 95.2	81.3 - 108.3
network engineer	65.4 - 86.6	74.8 - 101.6	100.4 - 120.9
systems administrator	66.6 - 86.1	74.0 - 98.5	83.9 - 111.9
telecommunications analyst	63.3 - 83.8	72.4 - 97.8	83.6 - 112.4
<b>project management</b>			
business systems analyst	76.1 - 101.8	86.8 - 118.0	99.5 - 133.8
ERP project manager	92.9 - 123.1	101.2 - 136.8	112.0 - 152.8
functional analyst	60.5 - 80.1	70.6 - 95.6	90.9 - 120.4
organizational change manager (OCM)	90.9 - 105.9	103.3 - 115.5	113.4 - 130.1
product owner	59.9 - 74.4	73.1 - 95.1	83.1 - 109.4
product owner/manager	78.4 - 107.0	90.7 - 125.6	105.0 - 143.3
program manager	100.8 - 115.7	109.4 - 137.2	135.5 - 180.0
project coordinator	59.3 - 74.6	67.5 - 86.5	77.3 - 98.1
project manager (infrastructure)	56.2 - 79.6	78.9 - 110.4	90.3 - 123.6
project manager (software)	55.5 - 78.9	77.6 - 109.4	89.4 - 120.7
scrum master	71.7 - 92.8	80.7 - 106.3	91.6 - 120.9

# fort mcmurray

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	45.8 - 53.9	49.9 - 58.6	53.7 - 63.1
customer service representative	41.0 - 48.6	45.4 - 53.8	49.6 - 58.8
customer service supervisor	51.9 - 60.9	56.0 - 65.7	60.0 - 70.4
customer service trainer	44.8 - 53.3	49.0 - 58.2	52.9 - 62.9
help desk representative	50.2 - 60.5	54.7 - 65.7	59.0 - 70.9
inside sales representative	53.1 - 62.4	55.8 - 65.6	58.5 - 68.8
telemarketing agent	33.4 - 39.1	36.1 - 42.2	38.8 - 45.2

# fort mcmurray

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	41.6 - 47.9	44.8 - 51.5	47.8 - 54.9
accounts payable clerk	42.4 - 47.7	46.9 - 52.6	50.8 - 57.0
accounts receivable clerk	43.5 - 48.9	48.0 - 53.9	52.1 - 58.4
invoicing clerk	40.4 - 47.1	44.3 - 51.6	47.7 - 55.4
payroll administrator	48.8 - 58.2	53.0 - 63.1	57.5 - 67.8
payroll clerk	46.1 - 53.6	50.6 - 58.8	54.6 - 63.5

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.4 - 20.4	19.0 - 22.2	20.5 - 23.9
dispatcher	21.0 - 24.4	22.8 - 26.4	24.4 - 28.2
electronic parts assembler	17.8 - 19.8	19.1 - 21.8	20.2 - 23.4
forklift operator	18.0 - 20.3	19.3 - 22.1	20.9 - 24.2
industrial painter	18.4 - 21.7	20.1 - 23.7	21.6 - 25.4
inventory control clerk	17.9 - 20.8	19.4 - 22.1	21.0 - 24.4
logistics coordinator	22.5 - 25.0	24.2 - 27.9	26.9 - 30.5
machine operator	19.0 - 22.6	20.8 - 24.8	22.5 - 26.7
machine operator assistant	17.8 - 20.3	19.6 - 22.3	21.2 - 24.1
manufacturing worker	17.8 - 20.3	19.6 - 22.3	21.2 - 24.1
material handler	18.1 - 21.6	19.8 - 23.9	21.6 - 25.8
moulding machine operator	25.3 - 29.9	27.2 - 32.5	29.4 - 34.8
parts manager	26.1 - 30.9	28.1 - 33.3	30.0 - 35.6
picker/packer	17.5 - 19.4	18.2 - 20.9	19.4 - 22.5
production labourer	17.1 - 19.2	18.5 - 21.7	20.2 - 23.0
sandblasting operator	19.7 - 21.5	20.7 - 22.6	21.3 - 24.0
shipping and receiving clerk	20.8 - 23.6	22.6 - 25.6	24.3 - 27.5
warehouse labourer	17.8 - 19.5	18.8 - 21.5	20.6 - 23.1
welder/fitter	27.5 - 31.9	29.8 - 34.4	32.9 - 38.1

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	43.4 - 51.7	46.8 - 55.6	50.0 - 59.4
benefits clerk	42.4 - 49.3	46.5 - 54.0	50.3 - 58.4
buyer assistant	42.8 - 49.9	47.5 - 55.1	51.5 - 59.8
claims supervisor	67.6 - 81.3	72.6 - 87.4	77.5 - 93.4
contracts administrator	64.9 - 77.8	70.5 - 84.6	75.8 - 91.1
data entry clerk	34.8 - 40.1	38.0 - 43.8	40.8 - 47.0
document controller	36.0 - 41.5	39.4 - 45.3	42.2 - 48.6
executive assistant	57.2 - 69.8	63.5 - 77.8	69.6 - 84.9
export/import clerk	40.4 - 47.1	44.6 - 51.8	48.1 - 55.9
file clerk	36.5 - 42.1	41.3 - 47.5	44.9 - 51.6
human resources assistant	45.7 - 53.1	49.7 - 57.8	53.2 - 61.8

# fort mcmurray

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
insurance claims clerk	41.7 - 48.0	45.5 - 52.3	49.0 - 56.2
legal assistant	50.3 - 60.5	57.3 - 68.9	63.6 - 76.6
mailroom clerk	36.0 - 41.1	39.2 - 44.7	41.8 - 47.5
office clerk	40.0 - 46.2	42.7 - 49.1	45.2 - 51.9
office manager	58.5 - 70.3	62.1 - 74.7	65.7 - 79.0
order clerk	37.1 - 42.7	40.6 - 46.7	43.7 - 50.3
order supervisor	56.1 - 65.9	62.4 - 73.3	68.2 - 81.0
project coordinator	48.9 - 57.9	52.7 - 62.4	56.3 - 66.7
receptionist	35.9 - 41.9	38.5 - 44.8	40.9 - 47.7
sales assistant	42.7 - 49.7	45.6 - 53.0	48.5 - 56.3
supply clerk	36.4 - 42.5	39.5 - 46.0	42.2 - 49.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	28.7 - 33.8	30.9 - 36.4	33.1 - 38.9
CNC machinist	25.5 - 29.6	27.5 - 31.8	29.3 - 34.8
conventional machinist	25.2 - 29.1	27.2 - 31.5	29.0 - 34.2
electrician	32.8 - 38.5	35.1 - 40.4	38.4 - 42.2
electromechanical technician	31.9 - 36.3	34.9 - 41.1	38.5 - 44.6
electronics technician	30.9 - 35.5	33.6 - 38.7	35.6 - 41.7
field service technician	31.2 - 36.1	34.1 - 39.4	36.7 - 43.5
heavy equipment mechanic	35.9 - 39.8	37.7 - 43.8	40.5 - 48.0
logistics supervisor	36.2 - 44.1	39.2 - 46.3	42.1 - 49.9
maintenance manager	30.6 - 36.4	33.7 - 40.1	36.5 - 43.5
maintenance mechanic	29.5 - 33.4	31.9 - 36.3	34.4 - 38.9
maintenance supervisor	33.9 - 39.7	36.6 - 42.9	39.2 - 46.0
maintenance worker	25.6 - 28.8	27.7 - 30.8	30.0 - 32.2
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
production manager	45.0 - 53.5	48.2 - 57.3	51.2 - 61.0
quality control technician	23.9 - 27.8	25.7 - 29.9	27.3 - 31.9
quality control tester	31.0 - 36.3	33.9 - 39.6	36.5 - 42.7
tool and die maker	29.4 - 34.6	31.8 - 37.2	33.9 - 39.6
warehouse supervisor	28.7 - 33.4	31.0 - 35.9	33.1 - 38.6

# red deer

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.8 - 43.4	40.6 - 46.6	43.2 - 49.7
accounts payable clerk	38.5 - 43.1	42.4 - 47.6	45.9 - 51.6
accounts receivable clerk	39.4 - 44.2	43.4 - 48.8	47.1 - 52.9
payroll clerk	41.7 - 48.5	45.8 - 53.3	49.5 - 57.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.0 - 18.5	18.0 - 20.0	18.4 - 22.0
counterbalance forklift operator	18.5 - 19.8	19.5 - 22.7	22.3 - 25.0
dispatcher	18.8 - 21.9	20.4 - 23.7	21.9 - 25.4
electronic parts assembler	16.2 - 18.9	17.3 - 20.2	18.3 - 21.5
forklift operator	18.5 - 19.7	19.5 - 22.5	22.4 - 25.0
industrial painter	17.2 - 20.2	18.7 - 22.0	20.1 - 23.6
inventory control clerk	17.0 - 19.5	18.5 - 21.2	19.9 - 22.8
logistics coordinator	20.6 - 24.2	22.4 - 26.4	24.1 - 28.5
machine operator	17.6 - 20.8	19.2 - 22.8	20.7 - 24.6
machine operator assistant	16.7 - 18.9	18.3 - 20.7	19.7 - 22.4
manufacturing worker	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
material handler	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
moulding machine operator	17.0 - 20.2	18.7 - 22.2	20.1 - 23.9
picker/packer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
production labourer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
reach truck operator	18.5 - 19.7	19.5 - 22.5	22.4 - 25.0
warehouse labourer	15.3 - 17.3	16.9 - 19.1	18.2 - 20.6

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.8 - 47.2	42.8 - 50.9	45.7 - 54.4
benefits clerk	40.3 - 45.6	42.5 - 50.2	47.9 - 54.0
buyer assistant	40.0 - 47.3	43.0 - 51.2	48.5 - 55.0
claims supervisor	61.2 - 73.9	65.8 - 79.5	70.4 - 85.1
contracts administrator	58.1 - 70.1	63.3 - 76.4	68.2 - 82.4
customer retention agent	41.3 - 48.6	45.0 - 52.9	48.5 - 57.1
customer service representative	31.2 - 33.7	32.2 - 37.0	33.7 - 40.0
customer service supervisor	46.3 - 54.5	50.1 - 59.0	53.7 - 63.2
customer service trainer	40.7 - 48.4	44.4 - 52.9	48.0 - 57.2
data entry clerk	31.7 - 36.3	34.4 - 39.4	36.9 - 42.2
document controller	32.8 - 37.5	35.7 - 40.9	38.2 - 43.8
executive assistant	52.1 - 63.5	57.9 - 70.7	63.3 - 77.3
export/import clerk	36.7 - 42.6	40.4 - 46.9	43.5 - 50.6
file clerk	33.3 - 38.1	37.3 - 42.8	40.5 - 46.5
help desk representative	44.8 - 53.9	49.1 - 59.2	53.0 - 64.0

# red deer

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
human resources assistant	41.2 - 47.9	44.8 - 52.2	48.0 - 55.8
inside sales representative	48.1 - 56.7	50.6 - 59.6	53.1 - 62.6
insurance claims clerk	37.6 - 43.1	41.0 - 47.0	44.0 - 50.6
invoicing clerk	36.8 - 42.6	40.2 - 46.6	43.1 - 50.2
legal assistant	45.9 - 55.3	52.4 - 63.2	58.3 - 70.3
mailroom clerk	32.7 - 37.1	35.5 - 40.2	37.7 - 42.7
office clerk	36.1 - 41.4	38.5 - 44.1	40.7 - 46.6
office manager	52.8 - 63.7	56.1 - 67.7	59.4 - 71.7
order clerk	33.7 - 38.6	36.8 - 42.1	39.5 - 45.3
order supervisor	50.3 - 59.2	56.0 - 66.0	61.2 - 72.2
payroll administrator	42.8 - 50.9	46.6 - 55.5	50.3 - 60.0
project coordinator	43.8 - 52.1	47.3 - 56.4	50.7 - 60.5
receptionist	32.7 - 37.9	34.9 - 40.4	37.1 - 43.0
sales assistant	38.8 - 45.0	41.3 - 47.9	43.9 - 51.0
supply clerk	32.9 - 38.1	35.5 - 41.2	37.8 - 43.9
telemarketing agent	31.2 - 35.9	33.3 - 38.5	35.5 - 41.2

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	25.0 - 28.1	27.0 - 29.5	29.1 - 38.0
electrician	25.4 - 30.7	27.5 - 33.1	29.4 - 35.5
electronics technician	24.6 - 29.3	26.5 - 31.6	28.3 - 33.8
inventory control clerk	17.0 - 19.5	18.5 - 21.2	19.9 - 22.8
maintenance mechanic	22.8 - 26.2	24.9 - 28.7	27.0 - 31.0
maintenance supervisor	28.0 - 33.4	30.6 - 36.5	33.0 - 39.5
maintenance worker	20.4 - 23.4	22.5 - 25.9	24.4 - 28.1
millwright	24.3 - 28.9	26.6 - 31.7	28.7 - 34.2
parts manager	23.3 - 27.7	25.1 - 29.9	26.9 - 32.1
production manager	37.9 - 45.8	40.9 - 49.4	43.7 - 52.9
welder	25.0 - 27.0	26.7 - 30.2	30.0 - 38.0

# burnaby

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	42.5 - 50.1	46.3 - 54.6	50.6 - 59.4
customer service manager (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
customer service supervisor	47.2 - 55.6	51.1 - 60.3	54.8 - 64.7

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.7	17.5 - 20.5	18.9 - 22.1
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
inventory control clerk	17.2 - 19.9	18.8 - 21.7	20.3 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	17.4 - 20.8	19.1 - 22.9	20.8 - 24.8
material handler	15.2 - 17.8	16.9 - 19.8	18.4 - 21.5
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
picker/packer	15.0 - 16.3	15.6 - 18.4	17.8 - 19.0
production labourer	15.0 - 16.5	15.3 - 18.3	17.5 - 18.5
shipping and receiving clerk	19.0 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.3	18.3 - 20.8

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.3 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 49.9	48.2 - 54.3
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	41.6 - 50.2	45.9 - 54.2	48.5 - 58.5
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	33.5 - 36.6	36.2 - 40.1	37.3 - 43.1
document controller	34.8 - 38.4	36.3 - 42.0	39.1 - 45.1
executive assistant	53.7 - 65.7	59.8 - 73.1	65.4 - 80.1
file clerk	33.6 - 39.0	38.1 - 44.1	41.6 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 61.0	54.2 - 64.0
legal assistant	47.6 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.8 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	35.0 - 38.8	37.5 - 41.5	38.9 - 44.2

# burnaby

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 38.0	36.7 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 37.6	36.4 - 44.0
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

# delta

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 16.1	16.0 - 17.8	17.6 - 20.0
forklift operator	17.0 - 19.1	19.0 - 22.1	22.0 - 24.0
general labourer - heavy	17.0 - 18.0	17.6 - 18.9	18.7 - 20.5
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
picker/packer	15.0 - 15.9	15.6 - 18.2	18.0 - 19.0
production labourer	15.0 - 16.1	16.0 - 18.2	18.0 - 20.0
reach truck operator	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
shipper/receiver	17.8 - 20.0	19.0 - 21.2	20.3 - 24.0
shipping and receiving clerk	18.0 - 19.0	18.5 - 20.0	19.5 - 22.0
warehouse labourer	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.4 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 50.0	48.2 - 54.3
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	42.6 - 50.4	45.2 - 55.5	49.0 - 58.6
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6

# delta

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	32.8 - 36.6	34.6 - 40.1	37.3 - 43.1
document controller	33.1 - 38.4	36.4 - 42.1	39.1 - 45.1
executive assistant	53.7 - 65.7	59.8 - 73.1	65.4 - 80.0
file clerk	33.7 - 39.0	38.2 - 44.1	41.6 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 60.9	54.2 - 64.0
legal assistant	47.7 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.8 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	34.5 - 38.8	36.5 - 41.6	38.7 - 44.3

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance supervisor	28.4 - 33.9	31.0 - 37.1	33.5 - 40.1
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
production supervisor	17.0 - 18.5	18.0 - 22.0	21.5 - 23.3
quality control technician	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
warehouse supervisor	23.5 - 28.0	25.6 - 30.6	27.7 - 33.0
welder	21.0 - 25.0	22.7 - 27.1	24.4 - 29.1

# kelowna

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 16.0	15.6 - 17.7	17.5 - 20.0
forklift operator	17.0 - 19.0	18.5 - 21.8	21.7 - 24.0
general labourer - heavy	17.0 - 18.0	17.6 - 18.9	18.7 - 20.5
logistics coordinator	20.1 - 23.8	22.0 - 26.0	23.7 - 28.0
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
picker/packer	15.0 - 16.1	16.0 - 17.5	17.2 - 19.0
production labourer	15.0 - 16.3	16.0 - 17.7	17.5 - 20.0
reach truck operator	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
shipper/receiver	18.2 - 20.1	19.3 - 21.3	20.0 - 24.0
shipping and receiving clerk	18.0 - 19.0	18.5 - 20.0	19.5 - 22.0
warehouse labourer	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0

# kelowna

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
quality control technician	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
warehouse supervisor	22.2 - 26.5	24.2 - 29.0	26.2 - 31.3

# langley - abbotsford

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.4 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 50.0	48.2 - 54.3

## industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	19.0 - 20.5	20.0 - 21.5	21.0 - 23.0
forklift operator	18.0 - 19.0	18.5 - 19.7	19.5 - 21.0
inventory control clerk	17.2 - 19.9	18.9 - 21.8	20.3 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	18.0 - 19.0	18.5 - 19.8	19.5 - 21.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.7 - 22.4
manufacturing worker	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
material handler	18.0 - 19.0	18.5 - 19.6	19.5 - 21.0
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
picker/packer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
production labourer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
reach truck operator	20.0 - 21.2	21.0 - 23.0	22.0 - 24.0
shipper/receiver	18.0 - 19.5	19.0 - 20.5	20.0 - 21.5
shipping and receiving clerk	19.0 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0

# langley - abbotsford

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	41.5 - 49.7	44.0 - 53.5	48.1 - 57.1
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	31.6 - 36.6	34.7 - 40.1	37.3 - 43.1
document controller	33.2 - 38.4	36.4 - 42.1	39.1 - 45.1
executive assistant	53.8 - 65.7	59.8 - 73.1	65.4 - 80.0
file clerk	33.7 - 39.0	38.2 - 44.1	41.7 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 60.9	54.2 - 64.0
legal assistant	47.7 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.9 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	33.1 - 38.8	35.5 - 41.6	37.9 - 44.3

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 37.5	37.2 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 37.5	37.4 - 44.0
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

# richmond

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	17.0 - 18.2	18.0 - 20.1	20.0 - 22.0
inventory control clerk	17.3 - 20.0	19.0 - 21.9	20.5 - 23.6
logistics coordinator	21.2 - 25.0	23.1 - 27.3	24.9 - 29.4
machine operator	17.5 - 21.0	19.3 - 23.0	20.9 - 24.9
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
material handler	15.3 - 18.0	17.0 - 19.9	18.5 - 21.6
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
picker/packer	15.0 - 17.0	16.0 - 18.0	17.0 - 20.0
production labourer	15.0 - 17.0	16.0 - 18.0	17.0 - 20.0
shipping and receiving clerk	19.1 - 21.8	20.8 - 23.7	22.4 - 25.5
warehouse labourer	15.2 - 17.4	17.0 - 19.4	18.4 - 21.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.6 - 44.6	41.6 - 48.0	44.4 - 51.2
accounts payable clerk	39.3 - 44.3	43.6 - 49.0	47.3 - 53.2
accounts receivable clerk	40.4 - 45.5	44.6 - 50.2	48.5 - 54.6
administrative assistant	41.1 - 49.0	44.3 - 52.8	47.4 - 56.5
administrative assistant (bilingual)	42.2 - 50.6	45.4 - 54.9	48.5 - 57.6
buyer assistant	39.7 - 46.4	44.1 - 51.4	47.9 - 55.9
contracts administrator	60.1 - 72.6	65.5 - 79.1	70.6 - 85.4
data entry clerk	33.5 - 36.8	34.8 - 40.3	37.5 - 43.3
document controller	33.3 - 38.6	36.6 - 42.3	39.3 - 45.4
executive assistant	54.1 - 66.1	60.1 - 73.5	65.8 - 80.5
file clerk	33.8 - 39.2	38.4 - 44.3	41.9 - 48.3
human resources assistant	42.6 - 49.7	46.5 - 54.2	49.8 - 58.0
inside sales representative	49.4 - 58.3	51.9 - 61.3	54.5 - 64.4
legal assistant	47.9 - 57.8	54.7 - 66.1	60.9 - 73.6
office clerk	36.7 - 42.4	39.3 - 45.3	41.6 - 48.0
project coordinator	45.1 - 53.8	48.8 - 58.2	52.3 - 62.4
receptionist	33.3 - 39.0	35.7 - 41.8	38.1 - 44.5

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6

# richmond

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 38.5	37.3 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 38.3	36.8 - 44.0
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

# vancouver

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.1 - 50.8	47.0 - 55.4	50.7 - 59.8
customer service manager	60.1 - 65.2	64.4 - 70.2	69.4 - 80.1
customer service representative	35.6 - 42.7	38.8 - 45.5	42.1 - 50.6
customer service representative (bilingual)	45.9 - 50.1	47.6 - 53.6	50.7 - 56.9
customer service supervisor	47.8 - 56.4	51.8 - 61.1	55.5 - 65.5
inside sales representative	49.8 - 58.7	52.3 - 61.8	55.0 - 64.9
service coordinator	45.6 - 49.8	48.2 - 55.4	53.6 - 60.3
telemarketing agent	31.3 - 36.8	33.9 - 39.8	36.4 - 42.7

## engineering

	annual salaries		
	entry	mid	senior
architecture			
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
chemical			
chemical engineer	78.7 - 102.8	86.8 - 115.4	96.9 - 129.0
chemical technician	55.9 - 72.6	62.0 - 82.2	69.9 - 93.7
civil			
civil engineer	63.5 - 83.8	72.2 - 96.8	82.5 - 109.3
civil engineering drafter	51.6 - 64.7	58.3 - 74.1	66.1 - 83.8
civil engineering technologist	47.7 - 61.8	53.8 - 70.9	61.0 - 80.1
environmental engineer	60.7 - 80.2	69.1 - 93.0	79.4 - 106.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6

# vancouver

## engineering

	annual salaries		
	entry	mid	senior
<b>civil (continued)</b>			
structural designer	60.3 - 65.3	65.1 - 71.5	67.5 - 85.4
structural engineer	65.7 - 86.5	74.5 - 99.9	85.2 - 113.4
structural engineering technologist	60.1 - 70.8	67.7 - 78.0	74.5 - 100.5
<b>construction</b>			
construction manager	85.3 - 112.3	95.2 - 127.6	107.3 - 143.2
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
estimator	62.1 - 80.5	68.9 - 110.8	91.6 - 130.4
procurement manager	80.8 - 90.6	90.4 - 108.6	105.4 - 115.4
project engineer	86.2 - 109.9	93.4 - 121.2	102.7 - 134.8
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
scheduler/planner	50.5 - 65.9	60.0 - 75.8	70.5 - 80.4
site supervisor	80.2 - 110.4	100.4 - 130.3	127.4 - 180.0
<b>electrical</b>			
CNC programmer	51.3 - 67.7	58.3 - 78.2	66.6 - 89.2
controls designer/engineer	60.1 - 80.4	75.7 - 100.0	98.2 - 120.0
electrical designer/engineer	67.3 - 90.1	78.2 - 106.6	91.3 - 123.0
electrical engineering technician	54.6 - 69.7	62.1 - 80.4	70.9 - 91.1
electrical test engineer	68.2 - 90.4	78.1 - 105.5	90.2 - 120.7
PLC programmer	70.4 - 80.4	77.5 - 100.1	89.5 - 110.5
transmission line engineer	75.1 - 94.5	81.2 - 104.5	89.6 - 115.7
<b>energy</b>			
control technician	50.0 - 65.3	56.9 - 75.3	64.9 - 85.2
controls engineer	51.9 - 68.9	59.5 - 80.1	68.3 - 91.2
drafter	54.9 - 70.6	60.2 - 78.8	66.8 - 88.4
electrical engineer	73.6 - 98.4	85.3 - 116.3	99.6 - 134.2
estimation engineer	69.2 - 91.7	79.2 - 106.9	91.4 - 122.5
pipeline engineer	54.8 - 69.9	69.5 - 85.5	85.4 - 102.0
piping designer	52.6 - 70.4	70.2 - 90.5	75.8 - 110.5
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
telecommunications technician	70.5 - 81.6	81.4 - 90.7	85.2 - 100.0
<b>manufacturing</b>			
applications engineer	71.2 - 94.6	83.2 - 111.9	96.9 - 127.1
continuous improvement engineer	58.9 - 79.7	79.4 - 95.0	94.5 - 118.4
field service engineer	60.1 - 80.3	75.7 - 100.0	90.6 - 120.5
field service technician	51.9 - 67.8	60.0 - 78.8	68.7 - 89.3
health and safety manager	75.6 - 90.1	88.4 - 100.9	96.6 - 120.9
health and safety specialist	50.2 - 55.5	54.3 - 65.4	60.2 - 75.4
industrial engineer	70.2 - 91.0	77.8 - 102.6	87.1 - 114.5
manufacturing engineer	67.3 - 88.6	76.3 - 102.1	87.1 - 115.3
process engineer	65.4 - 85.9	85.7 - 100.4	92.5 - 120.2

# vancouver

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing (continued)</b>			
program manager	80.9 - 103.6	100.2 - 110.8	110.6 - 125.4
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
quality assurance/control technician	61.0 - 80.9	70.9 - 95.0	82.1 - 107.5
quality control engineer	66.0 - 86.5	74.3 - 99.0	84.4 - 111.8
quality inspector	40.3 - 51.3	45.0 - 58.3	50.8 - 65.8
stationary engineer	52.7 - 67.8	58.7 - 76.6	65.7 - 85.3
<b>mechanical</b>			
hvac engineer	54.5 - 69.6	61.1 - 79.1	68.7 - 88.2
mechanical designer	60.4 - 67.6	65.9 - 70.5	68.5 - 85.6
mechanical drafter	49.5 - 63.9	55.5 - 73.6	63.7 - 86.3
mechanical engineer	74.3 - 97.6	84.0 - 112.3	95.8 - 127.6
<b>supply chain management &amp; procurement</b>			
buyer	57.2 - 75.6	75.4 - 90.1	89.6 - 110.4
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
contracts manager	89.1 - 112.0	99.4 - 127.3	112.2 - 144.3
demand planner	49.0 - 67.6	59.3 - 82.1	70.2 - 93.8
expediter	39.9 - 51.4	45.3 - 59.0	51.4 - 67.0
inventory analyst	51.0 - 66.4	57.8 - 76.5	65.9 - 87.1
inventory control manager	63.3 - 82.6	70.8 - 94.0	79.9 - 106.0
logistics specialist	57.4 - 76.1	65.6 - 88.4	75.3 - 100.0
materials manager	76.4 - 99.8	84.2 - 112.2	94.2 - 125.9
planner/scheduler	60.2 - 80.1	75.4 - 100.4	95.5 - 120.6
procurement manager	80.0 - 92.8	90.4 - 105.4	104.6 - 130.4
production planner	50.6 - 66.5	58.2 - 77.0	66.2 - 85.7
sourcing engineer	53.8 - 70.4	69.5 - 90.1	88.8 - 100.4
<b>technical management</b>			
director of operations	100.9 - 120.9	120.7 - 145.9	143.3 - 170.1
engineering manager	80.2 - 107.1	91.3 - 124.0	104.7 - 141.1
facilities manager	66.1 - 87.9	75.9 - 102.6	87.6 - 116.7
general manager	120.1 - 160.2	158.1 - 190.4	188.8 - 220.7
logistics coordinator	44.5 - 57.1	50.4 - 65.6	57.2 - 74.5
logistics manager	62.4 - 82.6	71.3 - 96.1	82.0 - 109.4
maintenance manager	65.4 - 80.1	78.6 - 90.0	87.5 - 110.9
operations manager	80.4 - 110.6	107.9 - 120.0	118.8 - 145.0
plant manager	85.8 - 118.6	102.4 - 143.4	121.7 - 166.4
production manager	82.4 - 107.3	92.0 - 122.0	103.8 - 137.8
quality assurance manager	79.9 - 103.2	88.2 - 115.9	98.4 - 129.5
supply chain manager	100.4 - 110.8	107.5 - 120.4	118.8 - 140.5
transportation manager	76.0 - 99.7	85.7 - 114.2	97.2 - 129.4
warehouse manager	62.8 - 81.5	69.7 - 92.1	78.2 - 103.4

# vancouver

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.9 - 76.4	66.8 - 79.8	69.7 - 83.2	77.0 - 92.0
accounting clerk	38.9 - 44.9	42.0 - 48.4	44.8 - 51.6	50.7 - 58.4
accounting manager	84.9 - 102.6	91.2 - 110.2	97.3 - 117.6	110.8 - 133.8
accounting supervisor	63.3 - 76.5	68.0 - 82.2	72.5 - 87.7	82.6 - 99.8
accounts payable clerk	39.6 - 44.7	43.9 - 49.4	47.7 - 53.6	55.1 - 62.1
accounts payable manager	73.0 - 88.2	79.5 - 96.1	85.9 - 103.8	100.4 - 121.3
accounts receivable clerk	40.7 - 45.8	45.0 - 50.6	48.9 - 55.0	57.0 - 64.2
accounts receivable manager	74.1 - 87.5	80.2 - 94.7	86.3 - 101.8	100.9 - 119.1
billing specialist	38.3 - 44.8	42.6 - 49.9	45.3 - 52.8	51.4 - 60.0
bookkeeper	38.6 - 45.7	41.8 - 49.4	44.9 - 52.9	51.2 - 60.5
compliance officer	87.3 - 105.5	97.2 - 117.4	106.5 - 128.7	125.6 - 151.6
compliance specialist	55.4 - 66.2	60.9 - 72.7	66.1 - 78.9	76.6 - 91.5
controller	91.0 - 115.3	98.5 - 124.7	105.8 - 133.9	122.5 - 155.0
cost accountant	61.3 - 73.2	66.1 - 79.0	70.8 - 84.6	81.4 - 97.2
credit and collections supervisor	54.3 - 65.6	58.5 - 70.7	62.6 - 75.7	72.0 - 87.1
external auditor	61.1 - 73.0	66.8 - 79.9	72.4 - 86.5	84.2 - 100.6
financial analyst	71.3 - 85.2	76.3 - 91.1	81.1 - 96.8	91.9 - 109.7
financial reporting manager	94.7 - 114.4	101.5 - 122.6	108.2 - 130.7	123.9 - 149.6
fiscal analyst	65.6 - 79.3	69.9 - 84.5	74.5 - 89.5	83.4 - 100.8
internal audit manager	92.1 - 112.5	98.8 - 120.7	105.3 - 128.7	120.2 - 146.8
internal auditor	60.5 - 72.3	66.7 - 79.7	72.6 - 86.7	84.7 - 101.1
payroll clerk	43.2 - 50.3	47.5 - 55.4	51.4 - 59.9	58.6 - 68.3
payroll manager	71.5 - 86.4	77.2 - 93.3	82.6 - 99.8	94.5 - 114.1
payroll specialist	44.5 - 53.0	48.5 - 57.9	52.4 - 62.6	60.7 - 72.5
payroll supervisor	55.3 - 66.1	60.1 - 71.8	64.7 - 77.3	74.6 - 89.1
risk management analyst	59.4 - 71.7	64.9 - 78.4	70.2 - 84.9	82.1 - 99.3
risk management director	84.8 - 102.5	90.5 - 109.3	96.1 - 116.1	109.4 - 132.2
risk management supervisor	75.1 - 90.8	81.2 - 98.2	87.1 - 105.2	98.8 - 119.4
tax manager	90.4 - 110.4	96.8 - 118.4	103.2 - 126.1	118.1 - 144.3
treasury analyst	65.8 - 78.6	70.4 - 84.1	74.9 - 89.5	85.1 - 101.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	121.1 - 213.5	172.5 - 305.2	252.0 - 446.6
finance director	91.3 - 160.8	123.7 - 218.1	162.4 - 287.3
treasurer	122.1 - 167.5	165.8 - 228.3	215.1 - 296.5
VP internal audit	118.2 - 156.6	148.5 - 197.0	180.4 - 239.9

# vancouver

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.3 - 70.4	61.7 - 80.0	69.7 - 90.3
compensation and benefits manager	88.8 - 115.0	98.3 - 129.8	110.4 - 147.0
health and safety advisor	61.7 - 79.1	70.7 - 91.8	81.0 - 104.0
HRIS analyst	61.4 - 80.5	70.3 - 93.6	80.8 - 106.2
human resources business partner	68.3 - 89.0	76.2 - 101.1	86.0 - 114.2
human resources coordinator	50.6 - 65.6	56.1 - 74.3	63.2 - 84.4
human resources generalist	62.4 - 78.1	66.8 - 85.4	73.2 - 95.9
human resources manager	83.9 - 109.8	94.3 - 125.7	107.0 - 142.4
human resources supervisor	64.7 - 84.2	72.1 - 95.8	81.6 - 109.4
labour relations advisor	66.8 - 88.2	76.0 - 102.2	87.2 - 116.5
labour relations manager	91.7 - 123.7	107.5 - 146.8	125.6 - 169.2
recruitment coordinator	41.9 - 54.2	48.0 - 62.5	54.4 - 70.3
talent acquisition specialist	54.0 - 72.4	60.7 - 82.8	69.2 - 94.3

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	108.8 - 182.7	148.7 - 250.3	184.4 - 311.0
health and safety director	93.8 - 123.0	121.6 - 159.3	145.8 - 191.1
human resources director	92.6 - 127.2	119.1 - 163.5	147.0 - 202.1

## industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	17.3 - 19.2	18.0 - 20.1	19.0 - 21.0
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
inventory control clerk	17.4 - 20.2	19.1 - 22.1	20.6 - 23.7
logistics coordinator	21.4 - 25.2	23.3 - 27.5	25.1 - 29.6
machine operator	17.6 - 21.1	19.4 - 23.2	21.1 - 25.1
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 20.0
material handler	15.4 - 18.1	17.2 - 20.1	18.7 - 21.8
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
picker/packer	15.0 - 16.5	16.0 - 17.5	17.0 - 18.0
production labourer	15.0 - 17.0	16.0 - 19.0	17.0 - 19.9
reach truck operator	18.1 - 20.0	19.3 - 21.4	20.6 - 24.0
shipping and receiving clerk	19.3 - 22.0	21.0 - 23.9	22.6 - 25.7
warehouse labourer	15.3 - 17.5	17.1 - 19.6	18.5 - 21.1

# vancouver

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.4	44.6 - 53.2	47.8 - 57.0
benefits clerk	39.8 - 46.5	43.8 - 51.0	47.4 - 55.2
data entry clerk	36.9 - 40.3	39.5 - 45.2	43.2 - 48.5
document controller	35.6 - 38.8	37.7 - 42.5	39.6 - 44.8
executive assistant	54.5 - 66.6	60.6 - 74.1	66.3 - 81.1
executive assistant (bilingual)	58.0 - 68.0	65.0 - 74.3	72.0 - 85.0
executive legal assistant	60.5 - 67.4	65.9 - 77.6	74.6 - 85.0
file clerk	34.1 - 39.5	38.7 - 44.7	42.2 - 48.6
human resources assistant	43.0 - 50.1	46.9 - 54.6	50.2 - 58.5
insurance claims clerk	38.7 - 44.6	42.3 - 48.7	45.6 - 52.5
invoicing clerk	37.8 - 44.2	41.5 - 48.4	44.7 - 52.1
law clerk	40.6 - 51.2	45.2 - 65.1	65.0 - 111.5
legal assistant	48.3 - 58.3	55.2 - 66.6	61.4 - 74.2
mailroom clerk	33.2 - 38.0	36.3 - 41.5	38.7 - 44.2
office clerk	37.0 - 42.8	39.6 - 45.7	42.0 - 48.3
office/operations manager	55.9 - 60.7	58.8 - 68.3	65.2 - 70.2
order clerk	34.7 - 40.1	38.1 - 44.0	41.1 - 47.4
receptionist	35.6 - 39.6	38.5 - 43.6	40.6 - 45.6

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
account manager - technologies, software*	50.7 - 63.0	54.7 - 69.4	60.1 - 77.4
business development manager*	97.4 - 128.6	109.1 - 147.2	124.2 - 169.0
district sales manager**	73.9 - 95.5	84.3 - 110.8	96.8 - 126.7
key accounts manager - consumer goods*	63.2 - 81.4	71.7 - 93.9	81.9 - 107.2
merchandiser - consumer goods	59.9 - 78.1	66.9 - 88.9	75.6 - 100.9
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.1	77.6 - 103.1	86.3 - 114.9
sales representative, account manager channel manager*	71.5 - 94.3	79.9 - 107.2	90.2 - 121.3
sales representative, account manager consumer goods*	51.6 - 63.8	55.3 - 69.8	60.5 - 77.8
sales representative, account manager professional services*	47.1 - 58.6	50.9 - 64.5	55.9 - 71.9
sales representative, account manager telecommunications*	49.1 - 61.1	53.0 - 67.3	58.3 - 75.0
<b>digital marketing</b>			
digital marketing manager	65.4 - 83.0	75.2 - 96.9	86.7 - 109.7
digital media specialist	38.6 - 49.6	45.1 - 58.8	52.7 - 67.2
digital specialist	46.3 - 61.5	54.0 - 72.9	63.1 - 83.5
e-commerce manager	79.5 - 103.5	88.7 - 117.7	100.2 - 133.5
marketing content manager	49.9 - 64.1	58.2 - 75.8	68.0 - 86.7

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# vancouver

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>digital marketing (continued)</b>			
social media manager	58.5 - 69.3	67.0 - 85.1	84.7 - 99.0
web manager	65.0 - 84.8	72.6 - 96.4	82.1 - 109.5
web marketing analyst	49.6 - 65.3	57.0 - 76.2	65.8 - 86.7
<b>industrial sales</b>			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
<b>marketing and communications</b>			
brand or product manager	81.5 - 104.6	90.5 - 118.1	101.5 - 132.4
brand or product manager assistant	66.2 - 89.1	77.2 - 104.9	89.5 - 119.6
communications manager	59.8 - 79.0	68.1 - 91.5	78.0 - 103.4
communications specialist	51.8 - 70.6	61.6 - 84.8	72.6 - 97.2
marketing coordinator	54.5 - 72.5	62.7 - 84.8	72.3 - 96.8
marketing director	90.7 - 119.5	102.8 - 137.5	117.1 - 155.1
marketing project manager	38.2 - 50.9	44.0 - 59.6	50.8 - 67.7
marketing specialist	47.9 - 62.9	54.0 - 72.0	61.2 - 81.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	69.6 - 90.8	77.7 - 103.3	87.8 - 117.1
communications VP	101.0 - 152.3	133.8 - 201.4	167.8 - 253.2
marketing VP	124.2 - 190.0	170.7 - 261.7	220.1 - 337.6
sales manager*	95.9 - 122.9	118.0 - 151.2	142.5 - 182.9
sales vice-president/general manager**	141.4 - 201.5	189.9 - 271.1	241.9 - 345.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# vancouver

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 37.8	37.2 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 38.1	38.0 - 44.0
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	69.3 - 89.3	77.5 - 101.5	90.6 - 120.4
application support analyst	58.1 - 76.2	66.5 - 87.8	75.5 - 98.7
automation tester	60.6 - 85.4	80.9 - 100.4	90.6 - 125.5
devops development side	80.4 - 105.6	100.9 - 125.4	105.7 - 140.5
ERP developer	66.9 - 86.1	74.7 - 97.9	87.6 - 130.7
front-end developer	65.5 - 85.7	74.8 - 99.4	90.8 - 120.4
full stack developer	60.3 - 75.4	70.9 - 100.2	89.9 - 130.9
IT quality assurance manager	79.0 - 102.1	87.2 - 114.6	97.2 - 128.0
java developer	66.0 - 85.0	73.7 - 96.6	93.3 - 127.5
machine learning developer	85.6 - 120.7	115.6 - 180.8	177.5 - 205.0
manual tester	49.0 - 65.2	57.3 - 77.2	75.0 - 90.0
mobile application developer (ios/android)	67.1 - 92.4	82.3 - 112.8	97.7 - 128.2
UI/UX designer	62.4 - 80.6	69.9 - 91.6	78.8 - 102.1
<b>architecture</b>			
application architect	85.6 - 95.8	87.9 - 120.5	110.5 - 150.4
architect (enterprise)	93.3 - 125.0	106.6 - 145.2	122.6 - 166.3
architect (solutions/technical)	84.1 - 104.7	94.1 - 119.1	106.7 - 160.8
cloud architect	83.4 - 104.3	94.0 - 119.4	103.4 - 160.3
<b>data &amp; analytics</b>			
BI data architect	79.2 - 101.5	88.0 - 114.7	98.6 - 128.0
big data engineer	70.6 - 95.6	90.1 - 110.6	105.6 - 120.4
business intelligence developer	64.8 - 83.6	72.5 - 95.0	81.7 - 105.9
data analyst	50.6 - 75.1	65.5 - 90.4	80.7 - 100.6

# vancouver

## technologies

	annual salaries		
	entry	mid	senior
<b>data &amp; analytics (continued)</b>			
data architect	69.9 - 91.7	80.2 - 107.0	92.8 - 130.5
data engineer	69.9 - 93.1	80.5 - 108.8	92.9 - 123.3
data scientist	77.0 - 102.5	88.7 - 119.9	102.4 - 135.9
database administrator	66.0 - 89.3	77.7 - 106.4	91.0 - 121.5
<b>leadership/business technology</b>			
business analyst	68.1 - 88.2	76.7 - 101.1	90.6 - 120.4
chief technology officer	120.6 - 190.9	160.6 - 285.9	225.6 - 450.4
CIO/CTO	107.4 - 189.1	159.2 - 281.5	219.0 - 388.0
IT director	110.5 - 131.1	119.9 - 160.5	130.5 - 200.9
technical lead	55.9 - 82.4	65.5 - 88.9	85.4 - 135.6
technical writer	59.2 - 76.6	68.7 - 90.0	79.6 - 102.1
<b>networking/infrastructure</b>			
bilingual tech support	40.6 - 45.9	43.6 - 60.5	55.7 - 70.7
devops system side	79.9 - 110.8	104.8 - 124.3	106.7 - 134.2
help desk representative	46.5 - 61.7	53.2 - 70.9	60.2 - 79.1
information security engineer	72.1 - 95.8	82.8 - 111.8	95.5 - 126.8
information security manager	94.0 - 121.7	104.1 - 137.5	117.0 - 155.7
information security specialist	60.9 - 79.8	69.6 - 92.5	79.9 - 104.5
information systems analyst	64.4 - 82.2	71.0 - 92.2	79.2 - 103.4
linux/unix administrator	72.6 - 94.8	82.7 - 109.8	94.9 - 124.9
network administrator	61.8 - 82.2	71.0 - 95.9	81.9 - 109.1
network engineer	65.8 - 87.3	75.4 - 101.8	87.0 - 116.3
systems administrator	66.4 - 86.8	74.5 - 99.3	85.0 - 120.0
telecommunications analyst	63.7 - 84.4	72.9 - 98.5	84.3 - 113.3
<b>project management</b>			
business systems analyst	76.7 - 102.6	87.5 - 118.9	100.3 - 134.8
ERP project manager	70.1 - 90.6	80.9 - 120.4	110.4 - 170.5
organizational change manager (OCM)	91.1 - 105.7	102.2 - 114.6	113.4 - 129.5
product owner	60.2 - 75.9	70.6 - 95.0	80.9 - 120.4
product owner/manager	78.8 - 107.7	91.2 - 126.5	105.7 - 144.4
program manager	102.4 - 121.9	120.5 - 145.9	140.4 - 170.6
project coordinator	59.6 - 75.2	67.9 - 87.1	77.9 - 98.9
project manager (infrastructure)	58.4 - 80.3	70.0 - 110.0	100.4 - 160.8
project manager (software)	60.6 - 80.9	80.2 - 110.0	100.8 - 160.9
scrum master	72.6 - 94.1	81.8 - 107.7	92.9 - 122.5

# victoria

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 124.0
<b>chemical</b>			
chemical engineer	78.7 - 102.8	86.8 - 115.4	96.9 - 121.0
chemical technician	55.9 - 72.6	62.0 - 82.2	69.9 - 93.7
<b>civil</b>			
civil engineer	63.5 - 83.8	72.2 - 96.8	82.5 - 109.3
civil engineering drafter	51.6 - 64.7	58.3 - 74.1	66.1 - 83.8
civil engineering technologist	47.7 - 61.8	53.8 - 70.9	61.0 - 80.1
environmental engineer	60.7 - 80.2	69.1 - 93.0	79.4 - 106.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 127.0
structural designer	60.4 - 65.9	65.2 - 70.7	65.7 - 85.7
structural engineer	65.7 - 86.5	74.5 - 99.9	85.2 - 113.4
structural engineering technologist	60.4 - 69.9	69.5 - 80.4	78.8 - 98.7
<b>construction</b>			
construction manager	85.3 - 112.3	95.2 - 127.6	107.3 - 128.0
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
estimator	62.1 - 80.5	68.9 - 110.4	91.6 - 122.4
procurement manager	80.5 - 90.7	90.6 - 105.8	100.5 - 115.9
project engineer	86.2 - 109.9	93.4 - 121.2	102.7 - 124.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 128.0
scheduler/planner	50.0 - 63.4	60.6 - 70.1	65.4 - 80.9
site supervisor	80.0 - 110.0	105.4 - 130.0	125.9 - 180.0
<b>electrical</b>			
CNC programmer	51.3 - 67.7	58.3 - 78.2	66.6 - 89.2
controls designer/engineer	60.8 - 80.4	78.3 - 99.4	96.5 - 120.1
electrical designer/engineer	67.3 - 90.1	78.2 - 106.6	91.3 - 123.0
electrical engineering technician	54.6 - 69.7	62.1 - 80.4	70.9 - 91.1
electrical test engineer	68.2 - 90.4	78.1 - 105.5	90.2 - 120.7
PLC programmer	70.5 - 80.8	80.1 - 100.4	98.5 - 110.0
transmission line engineer	75.1 - 94.5	81.2 - 104.0	89.0 - 115.0
<b>energy</b>			
control technician	50.0 - 65.3	56.9 - 75.3	64.9 - 85.2
controls engineer	51.9 - 68.9	59.5 - 80.1	68.3 - 91.2
drafter	54.9 - 70.6	60.2 - 78.8	66.8 - 88.4
electrical engineer	73.6 - 98.4	85.3 - 116.3	99.6 - 134.2
estimation engineer	69.2 - 91.7	79.2 - 106.9	91.4 - 122.5
pipeline engineer	54.9 - 70.8	70.7 - 90.4	85.8 - 102.2
piping designer	52.4 - 75.6	70.2 - 92.4	90.5 - 105.6
project manager	75.0 - 102.6	86.9 - 110.6	100.7 - 120.0
telecommunications technician	70.7 - 80.4	78.5 - 90.0	88.4 - 100.0

# victoria

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing</b>			
applications engineer	71.2 - 94.6	83.2 - 111.9	96.9 - 125.0
continuous improvement engineer	59.2 - 78.3	78.2 - 110.4	89.5 - 120.6
field service engineer	60.4 - 80.9	80.4 - 100.5	95.5 - 120.4
field service technician	51.9 - 67.8	60.0 - 78.8	68.7 - 89.3
health and safety manager	75.6 - 90.4	87.7 - 100.0	98.8 - 120.5
health and safety specialist	50.3 - 55.4	55.3 - 65.0	63.3 - 75.0
industrial engineer	70.2 - 91.0	77.8 - 102.6	87.1 - 114.5
manufacturing engineer	67.3 - 88.6	76.3 - 102.1	87.1 - 115.3
process engineer	65.0 - 85.6	85.5 - 106.9	95.6 - 120.6
program manager	80.4 - 90.5	90.2 - 110.8	97.5 - 125.1
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 122.0
quality assurance/control technician	61.0 - 80.9	70.9 - 95.0	82.1 - 107.5
quality control engineer	66.0 - 86.5	74.3 - 99.0	84.4 - 111.8
quality inspector	40.3 - 51.3	45.0 - 58.3	50.8 - 65.8
stationary engineer	52.7 - 67.8	58.7 - 76.6	65.7 - 85.3
<b>mechanical</b>			
hvac engineer	54.5 - 69.6	61.1 - 79.1	68.7 - 88.2
mechanical designer	60.1 - 65.9	64.3 - 70.4	70.1 - 86.3
mechanical drafter	49.5 - 63.9	55.5 - 73.6	63.7 - 86.3
mechanical engineer	74.3 - 97.6	84.0 - 112.3	95.8 - 121.0
<b>supply chain management &amp; procurement</b>			
buyer	57.2 - 75.9	75.8 - 90.1	87.5 - 110.4
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
contracts manager	89.1 - 112.0	99.4 - 127.3	112.2 - 128.0
demand planner	49.0 - 67.6	59.3 - 82.1	70.2 - 93.8
expediter	39.9 - 51.4	45.3 - 59.0	51.4 - 67.0
inventory analyst	51.0 - 66.4	57.8 - 76.5	65.9 - 87.1
inventory control manager	63.3 - 82.6	70.8 - 94.0	79.9 - 106.0
logistics specialist	57.4 - 76.1	65.6 - 88.4	75.3 - 100.0
materials manager	76.4 - 99.8	84.2 - 112.2	94.2 - 118.0
planner/scheduler	60.3 - 80.6	80.4 - 103.5	100.5 - 120.8
procurement manager	79.4 - 89.9	89.8 - 112.2	111.6 - 130.0
production planner	50.6 - 66.5	58.2 - 77.0	66.2 - 85.7
sourcing engineer	53.8 - 70.7	70.4 - 94.5	90.6 - 100.4
<b>technical management</b>			
director of operations	98.5 - 123.5	120.4 - 148.6	145.8 - 170.6
engineering manager	80.2 - 107.1	91.3 - 124.0	104.7 - 141.1
facilities manager	66.1 - 87.9	75.9 - 102.6	87.6 - 116.7
general manager	120.2 - 160.0	157.4 - 185.6	180.0 - 201.0
logistics coordinator	44.5 - 57.1	50.4 - 65.6	57.2 - 74.5
logistics manager	62.4 - 82.6	71.3 - 96.1	82.0 - 109.4

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
maintenance manager	65.4 - 79.5	79.4 - 90.6	90.0 - 118.0
operations manager	80.9 - 110.8	110.2 - 120.0	117.5 - 145.0
plant manager	85.8 - 118.6	102.4 - 138.0	121.7 - 142.1
production manager	82.4 - 107.3	92.0 - 122.0	103.8 - 137.8
quality assurance manager	79.9 - 103.2	88.2 - 115.9	98.4 - 129.5
supply chain manager	99.2 - 110.9	110.4 - 120.1	117.5 - 140.5
transportation manager	76.0 - 99.7	85.7 - 114.2	97.2 - 120.0
warehouse manager	62.8 - 81.5	69.7 - 92.1	78.2 - 103.4

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	61.2 - 73.1	64.0 - 76.4	66.7 - 79.7	73.7 - 88.0
accounting clerk	38.1 - 43.8	41.0 - 47.1	43.7 - 50.3	49.4 - 56.9
accounting manager	82.2 - 99.4	88.3 - 106.7	94.2 - 113.9	107.3 - 129.8
accounting supervisor	61.9 - 74.9	66.5 - 80.5	71.0 - 85.9	80.9 - 98.0
accounts payable clerk	38.8 - 43.6	42.9 - 48.2	46.5 - 52.3	53.7 - 60.5
accounts payable manager	70.6 - 85.3	77.4 - 93.2	83.1 - 100.5	97.2 - 117.5
accounts receivable manager	71.7 - 84.6	77.6 - 91.7	83.5 - 98.6	97.7 - 115.4
billing specialist	37.5 - 43.7	41.0 - 47.7	44.2 - 51.4	50.1 - 58.5
bookkeeper	37.8 - 44.6	40.9 - 48.1	43.8 - 51.6	49.9 - 58.9
compliance officer	84.4 - 102.1	94.0 - 113.8	103.1 - 124.8	121.8 - 147.3
compliance specialist	53.6 - 63.9	58.8 - 70.3	63.8 - 76.3	74.0 - 88.5
controller	88.1 - 111.7	95.3 - 120.9	102.4 - 129.9	118.7 - 150.5
cost accountant	58.7 - 70.1	63.3 - 75.6	67.8 - 81.0	77.9 - 93.1
credit and collections supervisor	53.1 - 64.2	57.2 - 69.2	61.2 - 74.1	70.5 - 85.3
external auditor	58.5 - 69.9	64.0 - 76.5	69.3 - 82.8	80.7 - 96.4
financial analyst	68.3 - 81.6	73.0 - 87.2	77.6 - 92.7	88.0 - 105.1
financial reporting manager	91.7 - 110.8	98.3 - 118.8	104.8 - 126.7	120.1 - 145.3
fiscal analyst	62.8 - 75.9	66.9 - 80.9	70.9 - 85.7	79.8 - 96.5
internal audit manager	89.1 - 109.0	95.6 - 117.6	102.5 - 124.8	116.4 - 142.5
internal auditor	58.0 - 69.3	63.9 - 76.3	69.5 - 83.0	81.1 - 96.9
payroll clerk	42.1 - 49.0	46.3 - 53.9	50.0 - 58.4	57.0 - 66.6
payroll manager	69.2 - 83.6	74.7 - 90.3	80.0 - 96.7	91.4 - 110.6
payroll specialist	43.1 - 51.3	47.0 - 56.1	50.7 - 60.5	58.8 - 70.2
payroll supervisor	54.1 - 64.7	58.8 - 70.3	63.3 - 75.7	73.0 - 87.3
risk management analyst	56.8 - 68.7	62.1 - 75.1	67.2 - 81.3	78.6 - 95.1
risk management director	82.1 - 99.2	87.6 - 105.9	93.0 - 112.5	106.0 - 128.2
risk management supervisor	71.9 - 86.9	77.8 - 94.0	83.4 - 100.8	94.6 - 114.5
tax manager	87.4 - 107.0	93.7 - 114.7	99.9 - 122.3	114.4 - 140.0
treasury analyst	63.0 - 75.3	67.4 - 80.6	71.7 - 85.7	81.5 - 97.3

# victoria

## finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	117.4 - 208.2	167.7 - 299.1	246.3 - 439.6
finance director	88.4 - 156.2	119.9 - 212.8	157.8 - 281.3
treasurer	118.3 - 162.9	161.2 - 222.9	209.9 - 290.4
VP internal audit	114.5 - 152.2	144.1 - 191.9	175.6 - 234.3

## human resources

	annual salaries		
	entry	mid	senior
<b>benefits administrator</b>			
benefits administrator	53.4 - 68.0	59.7 - 77.4	67.3 - 87.4
compensation and benefits manager	86.0 - 111.4	95.1 - 125.9	106.9 - 142.7
health and safety advisor	60.5 - 77.7	69.5 - 90.3	79.7 - 102.4
HRIS analyst	59.6 - 78.2	68.2 - 91.0	78.4 - 103.4
human resources assistant	41.6 - 52.8	47.0 - 59.4	51.9 - 64.0
human resources business partner	66.0 - 86.0	73.7 - 97.9	83.2 - 110.6
human resources coordinator	48.9 - 63.5	54.3 - 72.0	61.1 - 81.9
human resources generalist	60.3 - 75.4	64.6 - 82.6	70.7 - 92.8
human resources manager	81.2 - 106.4	91.3 - 121.8	103.6 - 138.2
human resources supervisor	62.6 - 81.4	69.7 - 92.6	78.9 - 106.0
labour relations advisor	64.5 - 85.3	73.5 - 98.9	84.3 - 112.8
labour relations manager	88.8 - 119.9	104.1 - 142.5	121.8 - 164.5
recruitment coordinator	40.5 - 52.5	46.4 - 60.5	52.6 - 68.1
talent acquisition specialist	51.9 - 69.7	58.4 - 79.8	66.6 - 91.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	105.4 - 177.8	144.4 - 244.6	179.5 - 304.8
health and safety director	90.8 - 119.2	117.8 - 154.8	141.5 - 186.1
human resources director	89.6 - 123.3	115.5 - 159.0	142.7 - 196.9

## industrial support

	hourly rates		
	1 year	3 years	5 years
<b>assembler/fabricator</b>			
assembler/fabricator	16.1 - 18.8	17.6 - 20.5	19.0 - 22.1
dispatcher	18.9 - 22.0	20.5 - 23.9	22.0 - 25.6
electronic parts assembler	16.0 - 19.0	17.2 - 20.4	18.3 - 21.6
forklift operator	15.1 - 17.7	16.8 - 19.6	18.3 - 21.3
general labourer - heavy	15.0 - 18.4	17.0 - 19.2	18.0 - 20.0
general labourer - light	15.0 - 17.0	16.8 - 18.0	17.2 - 20.0
inventory control clerk	16.9 - 19.5	18.5 - 21.3	20.0 - 23.0
janitor/custodian	15.0 - 18.3	17.0 - 21.3	20.0 - 22.0
logistics coordinator	20.7 - 24.4	22.5 - 26.6	24.3 - 28.7

# victoria

## industrial support

	hourly rates		
	1 year	3 years	5 years
machine operator	17.5 - 20.9	19.3 - 23.0	20.8 - 24.8
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.0 - 17.6	16.7 - 19.5	18.1 - 21.1
moulding machine operator	16.8 - 20.1	18.5 - 22.2	20.1 - 24.0
parts manager	23.4 - 28.0	25.3 - 30.2	27.1 - 32.4
polisher/deburrer	16.0 - 18.0	17.4 - 21.0	20.0 - 22.0
production labourer	14.3 - 16.6	16.2 - 18.8	17.9 - 20.6
shipping and receiving clerk	18.7 - 21.3	20.3 - 23.1	21.9 - 24.9
warehouse labourer	14.9 - 17.0	16.6 - 19.0	18.0 - 20.5

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounts receivable clerk	39.8 - 44.7	43.9 - 49.3	47.6 - 53.6
benefits clerk	38.6 - 44.9	42.3 - 49.3	45.8 - 53.4
buyer assistant	39.2 - 45.6	43.4 - 50.5	47.1 - 54.9
contracts administrator	58.5 - 70.7	63.7 - 77.0	68.8 - 83.2
customer service representative	28.0 - 33.6	31.0 - 37.1	33.7 - 40.3
document controller	32.6 - 37.7	35.8 - 41.3	38.4 - 44.2
executive assistant	52.9 - 64.7	58.8 - 72.0	64.4 - 78.8
inside sales representative	48.5 - 57.3	51.0 - 60.3	53.6 - 63.3
invoicing clerk	36.9 - 43.1	40.5 - 47.2	43.6 - 50.8
office manager	53.3 - 64.5	56.7 - 68.6	60.1 - 72.7
order supervisor	50.8 - 60.0	56.6 - 66.9	62.0 - 73.2
payroll administrator	43.1 - 51.3	47.0 - 56.0	50.7 - 60.5
receptionist	32.6 - 38.1	34.9 - 40.8	37.2 - 43.4
sales assistant	39.0 - 45.5	41.7 - 48.5	44.3 - 51.6

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.8 - 23.6	21.6 - 25.7	23.3 - 27.8
heavy equipment mechanic	25.0 - 29.8	27.6 - 32.9	30.0 - 35.8
maintenance supervisor	28.4 - 33.9	31.0 - 37.1	33.5 - 40.1
millwright	24.3 - 29.0	26.6 - 31.7	28.7 - 34.3
production supervisor	17.0 - 18.5	18.0 - 22.0	21.5 - 23.3
warehouse supervisor	22.9 - 27.3	24.9 - 29.8	26.9 - 32.2
welder	21.0 - 25.0	22.7 - 27.1	24.4 - 29.1

# victoria

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	67.3 - 86.8	75.2 - 98.8	84.9 - 110.9
application support analyst	56.3 - 74.0	64.5 - 85.3	73.3 - 96.0
automation tester	55.5 - 70.6	65.9 - 90.6	85.6 - 110.4
devops development side	80.9 - 110.5	100.2 - 125.4	110.4 - 135.4
front-end developer	63.6 - 83.3	72.6 - 96.7	83.3 - 109.8
full stack developer	64.0 - 82.6	71.6 - 110.2	96.6 - 130.3
IT quality assurance manager	76.5 - 98.8	84.3 - 111.0	94.1 - 124.1
java developer	64.0 - 82.6	71.6 - 110.8	94.4 - 125.9
machine learning developer	85.9 - 120.0	114.5 - 180.0	175.6 - 205.4
manual tester	48.1 - 63.9	56.2 - 75.7	65.4 - 86.1
mobile application developer (ios/android)	65.1 - 89.8	79.9 - 109.8	95.0 - 125.0
technical lead	55.9 - 83.9	64.5 - 87.6	84.5 - 131.9
UI/UX designer	60.6 - 78.2	67.9 - 89.0	76.5 - 99.4
<b>architecture</b>			
application architect	85.6 - 95.6	87.7 - 110.1	105.6 - 150.2
architect (enterprise)	90.6 - 121.8	103.8 - 141.7	119.4 - 162.4
architect (solutions/technical)	81.7 - 101.9	91.5 - 116.1	103.4 - 130.1
cloud architect	81.0 - 101.5	91.4 - 116.3	103.6 - 130.0
<b>data &amp; analytics</b>			
BI data architect	76.9 - 98.8	85.5 - 111.7	95.9 - 124.7
business intelligence developer	62.8 - 81.2	70.4 - 92.4	79.4 - 103.1
data analyst	50.0 - 65.5	60.3 - 85.6	80.4 - 110.0
data architect	67.7 - 89.0	77.8 - 104.0	89.7 - 118.4
data engineer	67.8 - 90.5	78.2 - 105.9	90.3 - 120.2
data scientist	74.7 - 99.7	86.2 - 116.8	99.6 - 132.5
database administrator	64.0 - 86.8	75.5 - 103.5	88.5 - 118.4
<b>leadership/business technology</b>			
business analyst	66.0 - 85.7	74.5 - 98.4	84.7 - 111.3
chief technology officer	120.4 - 190.1	160.8 - 285.8	225.5 - 450.7
CIO/CTO	104.0 - 184.1	154.6 - 275.5	213.7 - 381.4
IT director	90.9 - 110.4	100.9 - 125.0	120.9 - 150.4
technical writer	57.0 - 73.7	66.1 - 86.7	76.6 - 98.3

# victoria

## technologies

	annual salaries		
	entry	mid	senior
<b>networking/infrastructure</b>			
devops system side	80.6 - 110.6	104.2 - 125.4	110.2 - 135.6
help desk representative	45.2 - 59.9	51.7 - 68.8	58.4 - 76.8
information security engineer	69.9 - 93.1	80.4 - 108.9	92.8 - 123.6
information security manager	91.0 - 117.9	100.8 - 133.4	113.3 - 151.2
information systems analyst	62.5 - 79.8	68.9 - 89.6	76.9 - 100.6
linux/unix administrator	70.5 - 92.2	80.3 - 106.9	92.2 - 121.8
network engineer	63.8 - 84.8	73.1 - 99.0	84.5 - 113.3
systems administrator	64.4 - 84.3	72.3 - 96.5	82.2 - 109.8
tech support	51.6 - 60.4	58.5 - 72.2	70.9 - 88.3
<b>project management</b>			
business systems analyst	74.4 - 99.8	85.0 - 115.9	97.5 - 131.5
organizational change manager (OCM)	91.1 - 104.5	103.6 - 114.4	112.5 - 130.6
product owner/manager	76.2 - 104.8	88.5 - 123.3	102.8 - 140.9
program manager	100.5 - 120.6	115.4 - 135.4	128.8 - 150.6
project coordinator	57.8 - 73.0	65.9 - 84.7	75.6 - 96.2
project manager (software & infrastructure)	97.5 - 110.7	105.6 - 120.9	115.4 - 135.7
scrum master	70.4 - 91.4	79.4 - 104.9	90.2 - 119.3

# winnipeg

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	38.4 - 45.5	41.9 - 49.7	45.4 - 53.8
customer service representative	35.0 - 41.4	38.7 - 45.8	42.1 - 49.9
customer service supervisor	43.4 - 51.5	47.1 - 55.8	50.7 - 60.0
customer service trainer	37.9 - 45.5	41.5 - 49.8	45.0 - 54.1
inside sales representative	45.0 - 53.5	47.5 - 56.4	49.9 - 59.3
telemarketing agent	29.1 - 33.9	31.4 - 36.6	33.7 - 39.2

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	57.3 - 68.8	59.9 - 72.0	62.6 - 75.2	69.4 - 83.5
accounting manager	77.2 - 93.9	83.1 - 101.1	88.9 - 108.1	101.6 - 123.6
accounting supervisor	58.1 - 70.6	62.5 - 76.0	66.9 - 81.3	76.5 - 93.0
accounts payable manager	66.1 - 80.3	72.2 - 87.7	78.1 - 95.0	91.8 - 111.6
accounts receivable manager	67.1 - 79.6	72.8 - 86.4	78.5 - 93.1	92.2 - 109.5
billing specialist	34.5 - 40.4	37.8 - 44.3	40.8 - 47.8	46.6 - 54.6
bookkeeper	34.8 - 41.2	37.7 - 44.7	40.4 - 48.0	46.4 - 55.1
compliance officer	80.3 - 97.8	89.8 - 109.3	98.8 - 120.2	117.2 - 142.6
compliance specialist	50.1 - 60.2	55.3 - 66.4	60.1 - 72.3	70.1 - 84.3
controller	82.9 - 105.9	90.0 - 114.9	96.9 - 123.7	112.8 - 144.2
cost accountant	54.9 - 65.9	59.3 - 71.3	63.7 - 76.6	73.5 - 88.5
credit and collections supervisor	49.6 - 60.3	53.6 - 65.1	57.5 - 69.9	66.4 - 80.7
external auditor	54.7 - 65.7	60.0 - 72.1	65.1 - 78.3	76.2 - 91.7
financial analyst	64.1 - 77.1	68.7 - 82.7	73.2 - 88.1	83.4 - 100.4
financial reporting manager	86.4 - 105.1	92.8 - 112.9	99.2 - 120.6	114.1 - 139.0
fiscal analyst	58.8 - 71.5	62.8 - 76.4	66.7 - 81.2	75.4 - 91.9
internal audit manager	83.9 - 103.3	90.2 - 111.1	96.4 - 118.8	110.5 - 136.2
internal auditor	54.2 - 65.1	59.9 - 71.9	65.3 - 78.5	76.6 - 92.2
payroll manager	64.7 - 78.6	70.0 - 85.0	75.1 - 91.2	86.2 - 104.8
payroll specialist	39.7 - 47.6	43.4 - 52.1	47.0 - 56.4	54.7 - 65.6
payroll supervisor	50.6 - 60.8	55.1 - 66.2	59.4 - 71.4	68.8 - 82.7
risk management analyst	53.1 - 64.5	58.2 - 70.7	63.1 - 76.8	74.2 - 90.4
risk management director	77.1 - 93.7	82.4 - 100.2	87.7 - 106.6	100.3 - 122.1
risk management supervisor	67.6 - 82.4	73.4 - 89.4	78.9 - 96.1	90.0 - 109.7
tax manager	82.3 - 101.3	88.4 - 108.8	94.4 - 116.3	108.5 - 133.8
treasury analyst	59.0 - 70.9	63.3 - 76.1	67.5 - 81.1	77.0 - 92.7

# winnipeg

## finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	111.5 - 201.4	161.4 - 291.6	239.2 - 431.8
finance director	83.2 - 150.0	113.9 - 205.9	151.6 - 273.9
treasurer	112.4 - 156.6	154.9 - 215.9	203.0 - 282.9
VP internal audit	108.6 - 145.9	137.8 - 185.3	169.1 - 227.2

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
<b>accounting clerk</b>			
accounting clerk	35.0 - 40.5	37.8 - 43.7	40.4 - 46.8
accounts payable clerk	35.7 - 40.3	39.6 - 44.7	43.0 - 48.7
accounts receivable clerk	36.6 - 41.3	40.6 - 45.8	44.2 - 49.9
invoicing clerk	34.0 - 39.8	37.3 - 43.7	40.3 - 47.2
payroll administrator	40.6 - 48.6	44.1 - 52.9	47.6 - 57.0
payroll clerk	39.3 - 45.9	43.2 - 50.6	46.9 - 54.9

## human resources

	annual salaries		
	entry	mid	senior
<b>benefits administrator</b>			
benefits administrator	50.0 - 64.2	56.1 - 73.3	63.5 - 83.2
compensation and benefits manager	80.9 - 105.6	89.8 - 119.8	101.3 - 136.4
health and safety advisor	56.3 - 72.9	64.9 - 85.1	74.8 - 96.9
HRIS analyst	55.7 - 73.8	64.1 - 86.4	74.0 - 98.6
human resources business partner	62.2 - 81.9	69.7 - 93.6	79.1 - 106.2
human resources coordinator	45.3 - 59.1	50.4 - 67.2	56.9 - 76.8
human resources generalist	56.7 - 71.5	60.8 - 78.5	66.9 - 88.6
human resources manager	76.3 - 100.7	86.0 - 115.8	98.0 - 132.0
human resources supervisor	58.9 - 77.3	65.8 - 88.4	74.8 - 101.6
labour relations advisor	60.8 - 81.2	69.5 - 94.7	80.2 - 108.4
labour relations manager	83.6 - 113.9	98.5 - 136.2	115.8 - 158.1
recruitment coordinator	37.3 - 48.6	42.8 - 56.3	48.8 - 63.5
talent acquisition specialist	48.3 - 65.7	54.7 - 75.7	62.6 - 86.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	99.8 - 171.3	138.1 - 237.5	173.0 - 297.3
health and safety director	85.5 - 113.2	111.9 - 148.5	135.2 - 179.5
human resources director	84.4 - 117.3	109.6 - 152.7	136.4 - 190.2

# winnipeg

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.8 - 17.3	16.2 - 18.8	17.4 - 20.3
dispatcher	17.7 - 20.6	19.2 - 22.4	20.6 - 24.1
electronic parts assembler	14.5 - 17.2	15.6 - 18.4	16.6 - 19.6
forklift operator	14.6 - 16.4	15.8 - 17.6	17.2 - 19.6
industrial painter	15.6 - 18.4	17.0 - 20.1	18.3 - 21.7
inventory control clerk	15.6 - 18.0	17.1 - 19.8	18.4 - 21.4
logistics coordinator	19.1 - 22.7	20.9 - 24.8	22.6 - 26.8
machine operator	16.0 - 19.1	17.6 - 21.0	19.0 - 22.8
machine operator assistant	14.9 - 17.0	16.4 - 18.7	17.8 - 20.3
manufacturing worker	13.2 - 15.1	14.4 - 16.5	15.6 - 17.8
material handler	13.8 - 16.1	15.3 - 17.8	16.6 - 19.4
moulding machine operator	15.4 - 18.4	16.9 - 20.3	18.3 - 22.0
parts manager	21.9 - 26.2	23.7 - 28.4	25.4 - 30.5
picker/packer	13.1 - 15.3	14.2 - 16.6	15.2 - 17.7
production labourer	13.8 - 15.3	14.4 - 16.6	15.9 - 18.3
sandblasting operator	14.8 - 17.5	16.0 - 18.9	17.1 - 20.3
shipping and receiving clerk	17.2 - 19.7	18.8 - 21.5	20.3 - 23.2
warehouse labourer	13.7 - 15.6	15.2 - 17.4	16.5 - 18.8

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	37.3 - 44.5	40.2 - 48.1	43.0 - 51.6
benefits clerk	35.4 - 41.5	39.0 - 45.6	42.3 - 49.5
buyer assistant	36.0 - 42.2	40.1 - 47.0	43.6 - 51.2
claims supervisor	58.1 - 70.7	62.7 - 76.3	67.2 - 81.8
contracts administrator	54.9 - 66.8	60.0 - 73.1	64.9 - 79.1
data entry clerk	29.1 - 33.7	31.9 - 36.9	34.3 - 39.7
document controller	30.5 - 35.1	33.3 - 38.4	35.7 - 41.2
executive assistant	49.3 - 60.6	55.0 - 67.7	60.4 - 74.3
export/import clerk	34.0 - 39.7	37.5 - 44.0	40.7 - 47.7
file clerk	30.7 - 35.4	34.7 - 40.0	37.7 - 43.6
human resources assistant	38.7 - 45.2	42.2 - 49.3	45.3 - 52.9
insurance claims clerk	35.1 - 40.6	38.4 - 44.4	41.5 - 48.0
legal assistant	42.8 - 52.0	49.1 - 59.7	54.9 - 66.7
mailroom clerk	30.2 - 34.5	32.9 - 37.6	35.1 - 40.2
office clerk	33.6 - 38.8	35.9 - 41.5	38.1 - 44.1
office manager	49.9 - 60.6	53.2 - 64.6	56.4 - 68.5
order clerk	31.2 - 35.9	34.1 - 39.3	36.7 - 42.4
order supervisor	47.8 - 56.6	53.4 - 63.3	58.6 - 69.4

# winnipeg

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
project coordinator	41.2 - 49.4	44.6 - 53.5	47.9 - 57.4
receptionist	29.9 - 35.0	32.1 - 37.5	34.2 - 40.0
sales assistant	36.6 - 42.7	38.9 - 45.5	41.3 - 48.3
supply clerk	30.1 - 35.2	32.6 - 38.2	34.9 - 40.9

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	44.0 - 55.1	47.6 - 60.8	52.5 - 68.0
account manager - technologies, software*	45.9 - 57.4	49.7 - 63.4	54.7 - 70.9
business development manager*	89.6 - 119.7	100.9 - 137.8	115.5 - 159.3
district sales manager**	67.8 - 88.5	77.7 - 103.4	89.8 - 118.9
key accounts manager - consumer goods*	57.6 - 74.7	65.5 - 86.7	75.2 - 99.5
merchandiser - consumer goods	54.2 - 71.3	60.7 - 81.5	68.9 - 92.9
sales engineer technologies, software, hardware, telecommunications**	65.2 - 85.6	71.7 - 96.1	80.0 - 107.5
sales representative, account manager channel manager*	65.6 - 87.4	73.5 - 99.9	83.4 - 113.6
sales representative, account manager consumer goods*	46.8 - 58.1	50.2 - 63.8	55.0 - 71.2
sales representative, account manager professional services*	42.6 - 53.1	46.0 - 58.6	50.6 - 65.5
sales representative, account manager telecommunications*	44.5 - 55.6	48.1 - 61.4	53.0 - 68.7
<b>digital marketing</b>			
digital marketing manager	59.2 - 75.9	68.4 - 89.2	79.3 - 101.5
digital media specialist	34.8 - 44.8	40.6 - 53.2	47.5 - 61.0
digital specialist	41.7 - 55.7	48.7 - 66.3	57.1 - 76.4
e-commerce manager	73.1 - 96.3	81.9 - 110.1	93.1 - 125.5
marketing content manager	45.0 - 58.0	52.6 - 69.0	61.7 - 79.4
social media manager	53.4 - 66.0	65.6 - 78.3	71.1 - 92.0
web manager	59.5 - 78.2	66.6 - 89.4	75.6 - 102.2
web marketing analyst	44.7 - 59.1	51.5 - 69.4	59.6 - 79.4
<b>industrial sales</b>			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# winnipeg

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications</b>			
brand or product manager	75.1 - 97.3	83.7 - 110.6	94.4 - 124.4
brand or product manager assistant	60.5 - 81.9	70.7 - 97.1	82.4 - 111.2
communications manager	54.3 - 72.2	62.0 - 84.0	71.2 - 95.4
communications specialist	47.1 - 64.5	56.1 - 77.8	66.3 - 89.5
marketing coordinator	49.2 - 66.0	56.8 - 77.6	65.8 - 89.0
marketing director	83.9 - 111.8	95.6 - 129.4	109.5 - 146.6
marketing project manager	34.7 - 46.4	40.0 - 54.4	46.2 - 62.0
marketing specialist	43.2 - 57.0	48.7 - 65.5	55.4 - 74.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	62.8 - 82.4	70.3 - 94.1	79.6 - 107.2
communications VP	91.7 - 140.8	122.9 - 188.6	156.0 - 239.3
marketing VP	116.5 - 180.9	162.0 - 251.6	210.6 - 326.9
sales manager*	89.4 - 115.7	111.1 - 143.7	135.3 - 175.0
sales vice-president/general manager**	133.1 - 192.2	180.8 - 260.9	232.1 - 334.7

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>assembly supervisor</b>			
assembly supervisor	22.7 - 27.3	24.4 - 29.3	26.1 - 31.3
CNC machinist	18.1 - 21.7	19.7 - 23.7	21.3 - 25.6
conventional machinist	17.5 - 21.0	19.3 - 23.1	20.9 - 25.1
electrician	23.5 - 28.5	25.4 - 30.9	27.3 - 33.2
electronics technician	22.7 - 27.3	24.6 - 29.6	26.4 - 31.8
field service technician	22.7 - 26.9	25.1 - 29.8	27.4 - 32.6
heavy equipment mechanic	23.4 - 28.0	25.9 - 31.0	28.1 - 33.7
logistics supervisor	27.2 - 33.1	30.0 - 36.4	32.6 - 39.5
maintenance manager	26.0 - 31.2	28.8 - 34.6	31.3 - 37.7
maintenance mechanic	21.0 - 24.5	23.1 - 26.7	25.0 - 28.9
maintenance supervisor	26.5 - 31.8	29.0 - 34.8	31.4 - 37.7
maintenance worker	18.5 - 21.4	20.5 - 23.8	22.4 - 25.9
millwright	22.3 - 26.7	24.4 - 29.3	26.5 - 31.8
production manager	36.0 - 43.8	38.9 - 47.3	41.7 - 50.7
quality control technician	17.7 - 21.2	19.0 - 22.8	20.3 - 24.4

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# winnipeg

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
quality control tester	24.2 - 29.0	26.8 - 32.2	29.2 - 35.1
tool and die maker	22.5 - 27.0	24.7 - 29.6	26.7 - 32.1
warehouse supervisor	21.2 - 25.4	23.2 - 27.8	25.1 - 30.1
welder	19.4 - 23.6	23.2 - 26.0	25.4 - 28.2

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	63.2 - 82.3	70.9 - 94.1	88.0 - 112.3
application support analyst	52.6 - 69.7	60.5 - 80.8	69.0 - 91.3
automation tester	56.8 - 83.9	79.4 - 95.6	90.6 - 121.9
devops development side	78.9 - 103.6	100.8 - 121.7	112.6 - 130.0
ERP developer	60.9 - 79.2	68.3 - 90.6	84.0 - 126.4
front-end developer	59.6 - 78.8	68.4 - 92.0	78.9 - 115.9
full stack developer	56.9 - 79.8	70.3 - 99.8	90.5 - 125.4
information systems analyst	58.5 - 75.4	64.7 - 85.1	72.6 - 95.9
IT quality assurance manager	71.7 - 93.3	79.3 - 105.2	88.8 - 118.1
java developer	60.0 - 78.1	67.3 - 110.0	83.4 - 125.7
machine learning developer	81.6 - 117.6	108.6 - 165.3	160.1 - 190.8
manual tester	43.9 - 58.9	51.6 - 70.1	60.3 - 80.1
mobile application developer (ios/android)	61.1 - 85.2	75.5 - 105.0	90.4 - 120.0
RPA developer	69.3 - 81.6	78.6 - 95.4	94.8 - 102.4
systems administrator	55.5 - 77.9	67.8 - 81.6	79.6 - 105.6
UI/UX designer	56.7 - 73.9	63.7 - 84.5	72.1 - 94.7
<b>architecture</b>			
application architect	81.4 - 93.6	92.2 - 117.5	106.2 - 140.7
architect (enterprise)	86.1 - 116.9	99.1 - 136.5	120.8 - 190.4
architect (solutions/technical)	77.2 - 97.2	86.9 - 120.5	115.9 - 185.7
cloud architect	76.6 - 96.8	86.8 - 123.5	112.5 - 190.1
<b>data &amp; analytics</b>			
BI data architect	72.5 - 94.1	81.0 - 106.9	91.2 - 119.8
big data engineer	77.0 - 93.6	91.8 - 112.3	105.5 - 126.9
business intelligence developer	58.8 - 76.7	66.2 - 87.8	75.0 - 100.0
data analyst	48.6 - 71.2	65.5 - 89.7	82.6 - 98.1
data architect	93.6 - 107.8	96.1 - 115.0	110.5 - 130.8
data engineer	63.7 - 85.9	73.8 - 101.2	85.7 - 115.3
data scientist	75.9 - 102.8	88.9 - 119.4	101.2 - 120.6
database administrator	59.9 - 76.8	71.6 - 87.6	82.4 - 104.3

# winnipeg

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.0 - 81.2	70.2 - 93.7	89.0 - 118.0
chief technology officer	111.8 - 188.9	155.4 - 280.9	220.5 - 400.6
CIO/CTO	98.4 - 177.6	148.4 - 268.2	206.9 - 373.6
IT director	102.9 - 124.5	118.9 - 155.4	127.3 - 190.8
technical lead	52.6 - 79.1	76.8 - 85.2	81.6 - 126.9
technical writer	54.0 - 70.3	62.9 - 83.1	73.1 - 94.7
<b>networking/infrastructure</b>			
bilingual tech support	38.1 - 45.8	43.6 - 60.3	55.9 - 75.8
devops system side	76.8 - 103.4	97.6 - 118.9	102.6 - 127.8
help desk representative	41.8 - 56.0	48.0 - 64.7	54.6 - 72.5
information security engineer	65.7 - 88.5	76.0 - 104.1	88.2 - 118.6
information security manager	85.7 - 112.0	95.3 - 127.2	107.5 - 144.9
information security specialist	55.3 - 73.1	63.4 - 85.4	73.2 - 97.0
linux/unix administrator	66.3 - 87.6	75.9 - 102.2	87.6 - 116.8
network administrator	50.6 - 64.5	61.9 - 86.6	80.5 - 95.3
network engineer	59.8 - 80.3	68.9 - 94.3	80.0 - 108.4
telecommunications analyst	57.8 - 77.5	66.5 - 91.2	77.4 - 105.5
<b>project management</b>			
business systems analyst	70.1 - 95.1	80.5 - 111.0	92.8 - 126.4
ERP project manager	85.4 - 114.4	93.3 - 127.6	103.7 - 143.4
functional analyst	55.3 - 71.8	69.3 - 91.1	89.6 - 117.0
organizational change manager (OCM)	85.9 - 100.6	98.8 - 110.1	107.9 - 125.4
product owner	55.5 - 69.1	67.3 - 89.6	81.3 - 100.9
product owner/manager	72.2 - 100.0	84.1 - 118.2	98.0 - 135.6
program manager	95.7 - 112.6	104.8 - 130.8	125.4 - 170.9
project coordinator	54.0 - 68.7	61.8 - 80.2	71.3 - 91.5
project manager (infrastructure)	67.2 - 87.6	79.8 - 106.4	85.9 - 118.2
project manager (software)	55.9 - 78.9	75.6 - 105.3	85.4 - 120.6
scrum master	66.2 - 86.5	74.8 - 99.6	85.4 - 113.8

# fredericton

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.9 - 40.6	37.7 - 41.5	40.1 - 45.2
data entry clerk	29.6 - 34.4	30.1 - 35.0	32.1 - 36.0
inside sales representative	39.6 - 42.5	40.9 - 43.3	42.5 - 45.8
payroll administrator	38.4 - 40.6	39.6 - 42.6	40.2 - 45.2
receptionist	29.0 - 30.8	30.4 - 35.0	32.1 - 38.0

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 17.2	16.0 - 18.0	17.3 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.3	15.0 - 18.3	17.0 - 20.0
general labourer - light	13.0 - 14.0	13.5 - 15.0	13.7 - 16.0
logistics coordinator	18.0 - 20.3	19.0 - 22.0	19.6 - 24.0
machine operator	16.0 - 18.0	17.5 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.9	21.4 - 25.0
picker/packer	13.0 - 15.6	15.0 - 16.8	16.0 - 17.0
production labourer	13.0 - 15.8	14.0 - 15.9	15.0 - 16.0
shipper/receiver	14.0 - 15.0	14.6 - 16.0	15.5 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 16.0	15.0 - 17.3	17.0 - 20.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 40.9	37.7 - 42.2	40.2 - 43.1
executive assistant	40.9 - 45.6	44.0 - 51.9	47.2 - 56.6
executive assistant (bilingual)	40.5 - 48.5	45.3 - 54.5	50.0 - 57.7
human resources assistant	37.8 - 40.2	38.5 - 42.1	40.2 - 45.2
legal assistant	35.6 - 40.6	37.2 - 42.5	40.5 - 45.5
mailroom clerk	29.1 - 30.5	30.1 - 34.3	32.2 - 35.4
office manager	45.9 - 48.8	46.8 - 53.6	50.0 - 56.0

# fredericton

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 25.0	24.3 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.0	25.4 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.5	21.0 - 24.0	22.6 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

# moncton

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	55.4 - 66.6	57.9 - 69.7	60.5 - 72.8	67.1 - 80.7
accounting manager	75.4 - 91.8	81.2 - 98.9	86.8 - 105.8	99.4 - 121.2
accounting supervisor	56.2 - 68.5	60.5 - 73.8	64.8 - 79.8	74.3 - 90.6
accounts payable clerk	34.5 - 39.0	38.3 - 43.3	41.7 - 47.2	48.5 - 54.9
accounts payable manager	64.4 - 78.4	70.4 - 85.7	76.3 - 92.9	89.7 - 109.3
accounts receivable clerk	35.4 - 40.0	39.2 - 44.4	42.8 - 48.4	50.2 - 56.9
accounts receivable manager	65.4 - 77.7	71.1 - 84.4	76.6 - 91.1	90.2 - 107.2
billing specialist	33.3 - 39.1	36.5 - 42.9	39.5 - 46.4	45.2 - 53.0
bookkeeper	33.6 - 39.9	36.4 - 43.3	39.1 - 46.5	44.9 - 53.5
compliance officer	77.7 - 94.7	86.9 - 105.9	95.7 - 116.7	113.7 - 138.7
compliance specialist	48.4 - 58.2	53.4 - 64.2	58.1 - 69.9	67.8 - 81.6
controller	81.0 - 103.6	87.9 - 112.5	94.7 - 121.3	110.5 - 141.6
cost accountant	53.0 - 63.7	57.3 - 69.0	61.6 - 74.1	71.1 - 85.5
credit and collections supervisor	47.8 - 58.3	51.7 - 63.1	55.6 - 67.8	64.3 - 78.5
external auditor	52.8 - 63.5	58.0 - 69.7	63.0 - 75.7	73.7 - 88.6
financial analyst	62.0 - 74.6	66.5 - 79.9	70.8 - 85.2	80.6 - 97.0
financial reporting manager	84.4 - 102.8	90.8 - 110.6	97.0 - 118.2	111.8 - 136.4
fiscal analyst	56.9 - 69.2	60.7 - 73.9	64.5 - 78.5	72.9 - 88.8
internal audit manager	82.0 - 101.1	88.2 - 108.8	94.3 - 116.4	108.2 - 133.7

# moncton

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
internal auditor	52.3 - 62.9	57.9 - 69.6	63.1 - 75.9	74.1 - 89.1
payroll clerk	37.6 - 44.1	41.5 - 48.7	45.1 - 52.9	51.7 - 60.7
payroll manager	63.0 - 76.7	68.2 - 83.1	73.3 - 89.2	84.2 - 102.6
payroll specialist	38.3 - 46.2	42.0 - 50.6	45.6 - 54.8	53.2 - 64.0
payroll supervisor	48.8 - 58.8	53.2 - 64.1	57.5 - 69.2	66.7 - 80.4
risk management analyst	51.2 - 62.4	56.2 - 68.4	61.0 - 74.3	71.8 - 87.4
risk management director	75.3 - 91.7	80.5 - 98.1	85.7 - 104.4	98.2 - 119.7
risk management supervisor	65.4 - 79.6	71.0 - 86.4	76.3 - 92.8	87.0 - 105.9
tax manager	80.4 - 99.1	86.4 - 106.5	92.3 - 113.9	106.3 - 131.2
treasury analyst	57.0 - 68.6	61.2 - 73.6	65.3 - 78.5	74.4 - 89.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	109.2 - 198.5	158.7 - 288.3	236.1 - 428.1
finance director	81.3 - 147.4	111.6 - 203.0	149.0 - 270.7
treasurer	110.0 - 154.0	152.3 - 212.9	200.1 - 279.6
VP internal audit	106.4 - 143.3	135.3 - 182.5	166.4 - 224.2

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 40.6	37.8 - 41.6	40.3 - 45.4
data entry clerk	29.8 - 32.5	30.5 - 35.2	32.4 - 36.6
inside sales representative	39.6 - 42.9	40.1 - 43.6	42.8 - 45.0
payroll administrator	38.5 - 40.2	39.5 - 42.1	40.1 - 45.1
receptionist	29.1 - 33.8	30.1 - 35.6	32.5 - 38.4

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	48.3 - 62.0	54.1 - 70.9	61.4 - 80.5
compensation and benefits manager	79.0 - 103.4	87.8 - 117.4	99.1 - 133.8
health and safety advisor	55.0 - 71.3	63.4 - 83.3	73.1 - 95.0
HRIS analyst	54.0 - 71.5	62.1 - 83.8	71.8 - 95.9
human resources business partner	60.1 - 79.2	67.4 - 90.6	76.5 - 102.9
human resources coordinator	44.1 - 57.9	49.2 - 66.0	55.7 - 75.4
human resources generalist	54.8 - 69.1	58.8 - 75.9	64.6 - 85.7
human resources manager	74.5 - 98.5	84.1 - 113.5	95.9 - 129.5
human resources supervisor	56.9 - 74.7	63.6 - 85.5	72.3 - 98.4
labour relations advisor	58.7 - 78.5	67.2 - 91.6	77.6 - 105.0

# moncton

## human resources

	annual salaries		
	entry	mid	senior
labour relations manager	81.6 - 111.6	96.4 - 133.6	113.4 - 155.5
recruitment coordinator	36.1 - 47.5	41.7 - 55.1	47.6 - 62.3
talent acquisition specialist	46.4 - 63.3	52.5 - 72.9	60.3 - 83.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	97.6 - 168.6	135.6 - 234.4	170.3 - 294.0
health and safety director	83.6 - 110.9	109.6 - 145.9	132.7 - 176.8
human resources director	82.4 - 114.9	107.3 - 150.1	133.9 - 187.4

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 16.9	16.0 - 19.3	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.2	15.0 - 18.0	17.3 - 20.0
general labourer - light	13.0 - 15.0	14.0 - 15.5	14.3 - 16.0
logistics coordinator	18.0 - 19.8	19.0 - 22.5	21.4 - 24.0
machine operator	16.0 - 19.4	19.0 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.4	21.1 - 25.0
picker/packer	13.0 - 15.0	14.3 - 16.7	16.0 - 17.0
production labourer	13.0 - 15.2	14.0 - 15.9	14.3 - 16.0
shipper/receiver	14.0 - 16.0	14.8 - 17.0	15.7 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 16.8	14.2 - 17.0	16.4 - 20.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.4 - 40.1	37.9 - 41.9	40.8 - 43.1
executive assistant	40.6 - 45.2	42.2 - 50.4	46.7 - 55.9
executive assistant (bilingual)	40.0 - 48.9	41.6 - 53.6	51.2 - 55.0
human resources assistant	37.0 - 40.8	40.6 - 43.3	42.9 - 45.0
legal assistant	35.1 - 40.3	37.5 - 42.6	40.5 - 45.2
mailroom clerk	29.1 - 30.2	30.1 - 34.6	32.6 - 35.2
office manager	45.0 - 50.3	49.6 - 53.6	50.4 - 55.6

# moncton

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	43.0 - 53.8	46.5 - 59.5	51.3 - 66.6
account manager - technologies, software*	44.8 - 56.2	48.5 - 62.0	53.5 - 69.4
business development manager*	86.7 - 116.2	97.7 - 134.0	112.0 - 155.1
district sales manager**	65.7 - 85.9	75.3 - 100.5	87.1 - 115.7
key accounts manager - consumer goods*	56.3 - 73.1	64.1 - 84.9	73.6 - 97.5
merchandiser - consumer goods	52.5 - 68.9	58.7 - 78.8	66.6 - 89.9
sales engineer technologies, software, hardware, telecommunications**	63.5 - 83.5	69.9 - 93.9	78.0 - 105.1
sales representative, account manager channel manager*	63.5 - 84.8	71.2 - 97.1	80.9 - 110.5
sales representative, account manager consumer goods*	45.5 - 56.6	48.9 - 62.1	53.6 - 69.4
sales representative, account manager professional services*	41.3 - 51.7	44.7 - 57.1	49.2 - 63.9
sales representative, account manager telecommunications*	43.4 - 54.4	47.0 - 60.1	51.8 - 67.2
<b>digital marketing</b>			
digital marketing manager	57.5 - 73.6	66.4 - 86.6	77.0 - 98.6
digital media specialist	33.6 - 43.3	39.2 - 51.4	46.0 - 59.0
digital specialist	40.3 - 53.9	47.1 - 64.2	55.3 - 73.9
e-commerce manager	70.8 - 93.5	79.5 - 107.1	90.3 - 122.2
marketing content manager	43.6 - 56.3	51.0 - 67.0	59.8 - 77.0
social media manager	51.6 - 63.9	62.3 - 75.9	75.7 - 89.3
web manager	57.6 - 75.8	64.5 - 86.8	73.3 - 99.3
web marketing analyst	43.3 - 57.4	50.0 - 67.3	57.8 - 77.0
<b>industrial sales</b>			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
<b>marketing and communications</b>			
brand or product manager	72.8 - 94.5	81.2 - 107.5	91.6 - 121.1
brand or product manager assistant	58.3 - 79.4	68.4 - 94.3	79.8 - 108.2
communications manager	52.1 - 69.6	59.6 - 81.1	68.6 - 92.3
communications specialist	45.7 - 62.9	54.6 - 76.0	64.7 - 87.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# moncton

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications (continued)</b>			
marketing coordinator	47.6 - 63.9	54.9 - 75.1	63.7 - 86.1
marketing director	81.4 - 108.8	92.9 - 126.0	106.5 - 142.9
marketing project manager	33.5 - 44.9	38.6 - 52.6	44.7 - 60.0
marketing specialist	41.7 - 55.1	47.1 - 63.4	53.6 - 71.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	61.2 - 80.5	68.6 - 92.0	77.8 - 104.8
communications VP	88.9 - 137.1	119.5 - 184.4	152.1 - 234.7
marketing VP	113.3 - 176.9	158.2 - 247.0	206.3 - 322.0
sales manager*	86.8 - 112.7	108.2 - 140.4	132.1 - 171.5
sales vice-president/general manager**	129.7 - 188.1	176.8 - 256.3	227.6 - 329.9

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>CNC machinist</b>			
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 25.0	24.2 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.8	25.6 - 27.0	26.2 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.4	21.0 - 24.0	22.4 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 25.3	24.1 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# saint john

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 40.3	37.8 - 41.5	40.6 - 45.1
data entry clerk	29.4 - 32.5	30.3 - 35.6	32.4 - 36.9
inside sales representative	39.2 - 42.0	40.6 - 43.6	42.5 - 45.2
payroll administrator	38.8 - 40.2	39.8 - 42.0	40.5 - 45.7
receptionist	29.0 - 33.3	30.2 - 35.0	32.0 - 38.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 17.2	16.0 - 19.1	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.0	15.0 - 18.3	17.2 - 20.0
general labourer - light	13.0 - 15.4	14.0 - 15.7	15.0 - 16.0
logistics coordinator	18.0 - 19.0	18.3 - 22.1	21.3 - 24.0
machine operator	16.0 - 19.0	18.4 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.7	21.5 - 25.0
picker/packer	13.0 - 15.5	14.3 - 16.8	16.0 - 17.0
production labourer	13.0 - 15.2	14.0 - 15.6	15.0 - 16.0
shipper/receiver	14.0 - 16.3	15.0 - 16.4	16.0 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 15.4	14.2 - 17.8	16.2 - 20.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.9 - 40.8	37.3 - 41.2	40.2 - 43.1
executive assistant	40.5 - 44.7	41.0 - 52.3	50.0 - 55.9
executive assistant (bilingual)	40.2 - 48.2	44.7 - 53.3	50.6 - 55.4
human resources assistant	37.8 - 42.5	38.4 - 44.2	42.0 - 45.3
legal assistant	35.0 - 40.9	37.3 - 43.8	40.3 - 45.2
mailroom clerk	29.6 - 31.3	30.5 - 35.1	31.0 - 38.4
office manager	45.8 - 51.2	48.5 - 53.6	50.2 - 55.5

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 26.3	25.0 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.8	25.7 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0

# saint john

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.4	21.0 - 24.0	22.5 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.3	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

# halifax

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	56.6 - 68.1	59.2 - 71.2	61.8 - 74.4	68.6 - 82.6
accounting manager	76.3 - 93.0	82.2 - 100.1	87.9 - 107.1	100.7 - 122.7
accounting supervisor	57.0 - 69.5	61.4 - 74.8	65.7 - 80.1	75.3 - 91.7
accounts payable clerk	35.1 - 39.6	38.9 - 44.0	42.3 - 47.9	49.2 - 55.7
accounts payable manager	65.2 - 79.4	71.3 - 86.8	77.2 - 94.1	90.8 - 110.7
accounts receivable clerk	36.0 - 40.7	39.9 - 45.1	43.5 - 49.1	51.0 - 57.6
accounts receivable manager	66.3 - 78.7	72.0 - 85.5	77.6 - 92.2	91.3 - 108.6
billing specialist	34.0 - 39.7	37.2 - 43.6	40.1 - 47.1	45.8 - 53.8
bookkeeper	34.2 - 40.5	37.0 - 43.9	39.8 - 47.2	45.6 - 54.2
compliance officer	78.8 - 96.2	88.2 - 107.7	97.2 - 118.5	115.5 - 140.7
compliance specialist	49.2 - 59.0	54.2 - 65.1	59.0 - 70.9	68.7 - 82.8
controller	82.0 - 104.9	89.0 - 113.9	95.9 - 122.7	111.8 - 143.1
cost accountant	54.1 - 65.1	58.6 - 70.5	62.9 - 75.8	72.7 - 87.6
credit and collections supervisor	48.6 - 59.2	52.5 - 64.0	56.4 - 68.7	65.2 - 79.5
external auditor	54.0 - 64.9	59.2 - 71.3	64.3 - 77.5	75.4 - 90.8
financial analyst	63.4 - 76.3	67.9 - 81.8	72.4 - 87.3	82.6 - 99.5
financial reporting manager	85.5 - 104.1	91.9 - 112.0	98.2 - 119.7	113.2 - 137.9
fiscal analyst	58.1 - 70.8	62.0 - 75.6	65.9 - 80.3	74.6 - 91.0
internal audit manager	83.0 - 102.4	89.3 - 110.2	95.5 - 117.8	109.6 - 135.2
internal auditor	53.5 - 64.3	59.1 - 71.1	64.5 - 77.7	75.8 - 91.3
payroll clerk	38.2 - 44.8	42.2 - 49.4	45.7 - 53.7	52.4 - 61.5
payroll manager	63.9 - 77.7	69.1 - 84.1	74.2 - 90.3	85.3 - 103.9
payroll specialist	39.1 - 46.9	42.8 - 51.4	46.3 - 55.6	54.0 - 64.8
payroll supervisor	49.6 - 59.7	54.1 - 65.0	58.3 - 70.2	67.6 - 81.4
risk management analyst	52.4 - 63.8	57.4 - 70.0	62.4 - 76.0	73.4 - 89.5
risk management director	76.2 - 92.8	81.5 - 99.3	86.8 - 105.7	99.4 - 121.1
risk management supervisor	66.9 - 81.5	72.6 - 88.5	78.0 - 95.2	89.1 - 108.7
tax manager	81.4 - 100.4	87.5 - 107.9	93.5 - 115.3	107.6 - 132.7
treasury analyst	58.3 - 70.1	62.5 - 75.3	66.7 - 80.3	76.2 - 91.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	110.5 - 200.4	160.3 - 290.8	238.2 - 431.6
finance director	82.3 - 148.9	113.0 - 204.9	150.5 - 273.0
treasurer	111.4 - 155.5	153.8 - 214.9	202.0 - 282.1
VP internal audit	107.7 - 144.8	136.8 - 184.2	168.1 - 226.2

# halifax

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.4 - 40.5	37.8 - 41.5	40.6 - 45.0
data entry clerk	29.6 - 34.5	30.1 - 35.6	33.3 - 36.6
inside sales representative	39.5 - 42.6	40.6 - 43.5	42.1 - 45.5
payroll administrator	38.8 - 40.1	39.5 - 42.5	40.3 - 45.9
receptionist	29.4 - 32.4	30.0 - 35.6	33.7 - 38.0

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	49.0 - 62.9	55.0 - 71.9	62.3 - 81.7
compensation and benefits manager	80.0 - 104.7	88.9 - 118.8	100.3 - 135.3
health and safety advisor	55.4 - 71.8	63.9 - 83.9	73.6 - 95.6
HRIS analyst	54.9 - 72.8	63.2 - 85.2	73.0 - 97.4
human resources business partner	61.0 - 80.4	68.4 - 92.0	77.6 - 104.6
human resources coordinator	44.6 - 58.3	49.6 - 66.3	56.0 - 75.7
human resources generalist	55.6 - 70.1	59.7 - 77.0	65.6 - 87.0
human resources manager	75.4 - 99.8	85.1 - 114.9	97.1 - 130.9
human resources supervisor	57.7 - 75.9	64.5 - 86.9	73.4 - 100.0
labour relations advisor	59.6 - 79.7	68.2 - 93.1	78.8 - 106.7
labour relations manager	82.7 - 113.0	97.6 - 135.1	114.8 - 157.1
recruitment coordinator	36.6 - 47.9	42.1 - 55.4	48.0 - 62.6
talent acquisition specialist	47.2 - 64.3	53.4 - 74.2	61.3 - 85.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	98.8 - 170.3	137.1 - 236.5	171.9 - 296.5
health and safety director	84.6 - 112.3	111.0 - 147.4	134.2 - 178.5
human resources director	83.5 - 116.3	108.6 - 151.6	135.4 - 189.2

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 16.9	16.0 - 18.3	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.2	15.0 - 18.3	17.2 - 20.0
general labourer - light	13.0 - 14.5	14.0 - 15.2	15.0 - 16.0
logistics coordinator	18.0 - 20.1	19.0 - 22.0	20.3 - 24.0
machine operator	15.0 - 17.0	16.0 - 19.3	18.5 - 22.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.4	21.0 - 25.0
picker/packer	13.0 - 15.0	13.8 - 16.0	15.5 - 17.0

# halifax

## industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	13.0 - 15.4	14.0 - 16.0	15.0 - 17.2
shipper/receiver	14.0 - 16.3	15.0 - 17.8	17.0 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 15.6	14.2 - 17.0	16.4 - 20.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 40.6	37.7 - 41.2	40.6 - 43.1
benefits clerk	35.6 - 39.2	38.5 - 41.2	39.0 - 45.3
executive assistant	40.5 - 44.8	42.5 - 48.4	46.5 - 55.5
human resources assistant	37.5 - 42.3	40.0 - 43.3	42.0 - 45.9
legal assistant	35.1 - 40.2	37.0 - 44.8	40.3 - 45.0
mailroom clerk	29.6 - 30.4	29.9 - 35.1	34.5 - 37.8
office manager	45.6 - 49.0	47.3 - 53.6	50.0 - 55.6

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	43.7 - 54.6	47.3 - 60.3	52.1 - 67.4
account manager - technologies, software*	45.6 - 57.0	49.3 - 62.9	54.3 - 70.3
business development manager*	87.7 - 117.4	98.8 - 135.3	113.2 - 156.5
district sales manager**	67.7 - 88.2	77.4 - 102.9	89.4 - 118.4
key accounts manager - consumer goods*	57.1 - 74.1	65.0 - 85.9	74.5 - 98.6
merchandiser - consumer goods	53.3 - 70.0	59.7 - 80.1	67.7 - 91.4
sales engineer technologies, software, hardware, telecommunications**	63.2 - 83.1	69.6 - 93.3	77.6 - 104.4
sales representative, account manager channel manager*	65.4 - 87.0	73.2 - 99.5	83.0 - 113.1
sales representative, account manager consumer goods*	45.8 - 57.0	49.2 - 62.6	54.0 - 69.9
sales representative, account manager professional services*	42.0 - 52.5	45.4 - 58.0	50.0 - 64.8
sales representative, account manager telecommunications*	44.1 - 55.2	47.8 - 60.9	52.6 - 68.1
<b>digital marketing</b>			
digital marketing manager	58.5 - 74.9	67.6 - 88.1	78.4 - 100.3
digital media specialist	34.3 - 44.0	40.0 - 52.3	46.8 - 59.9
digital specialist	41.0 - 54.8	47.9 - 65.1	56.2 - 75.0
e-commerce manager	72.9 - 95.9	81.6 - 109.6	92.7 - 124.9
marketing content manager	44.4 - 57.3	51.9 - 68.2	60.8 - 78.4
social media manager	53.3 - 65.9	65.6 - 77.9	76.9 - 91.6
web manager	59.4 - 77.9	66.4 - 89.1	75.3 - 101.7
web marketing analyst	44.1 - 58.4	50.8 - 68.5	58.9 - 78.4

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# halifax

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales</b>			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
<b>marketing and communications</b>			
brand or product manager	74.8 - 96.9	83.4 - 110.1	94.0 - 123.8
brand or product manager assistant	59.3 - 80.5	69.4 - 95.5	81.0 - 109.6
communications manager	52.9 - 70.5	60.4 - 82.1	69.5 - 93.3
communications specialist	46.1 - 63.4	55.1 - 76.6	65.2 - 88.2
marketing coordinator	48.4 - 64.8	55.8 - 76.2	64.6 - 87.5
marketing director	83.6 - 111.3	95.2 - 128.8	109.0 - 145.8
marketing project manager	34.7 - 46.4	40.0 - 54.3	46.2 - 61.9
marketing specialist	42.5 - 56.0	47.9 - 64.3	54.5 - 72.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	62.1 - 81.6	69.5 - 93.2	78.8 - 106.3
communications VP	90.5 - 139.2	121.5 - 186.8	154.2 - 237.5
marketing VP	115.9 - 180.2	161.2 - 251.0	209.8 - 326.6
sales manager*	89.0 - 115.1	110.6 - 143.1	134.7 - 174.4
sales vice-president/general manager**	132.5 - 191.5	180.0 - 260.3	231.4 - 334.5

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>CNC machinist</b>			
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 27.5	26.0 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# halifax

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.6	21.0 - 24.0	22.1 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 25.0	23.0 - 26.0	24.0 - 27.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	62.2 - 81.2	69.9 - 92.9	90.0 - 119.1
application support analyst	51.8 - 68.7	59.6 - 79.7	68.1 - 91.0
automation tester	59.0 - 86.9	81.6 - 98.6	91.3 - 107.9
devops development side	82.6 - 105.7	104.9 - 119.6	107.0 - 129.8
ERP developer	60.0 - 78.1	67.3 - 89.4	88.0 - 110.6
front-end developer	58.7 - 77.7	67.4 - 90.8	77.8 - 120.6
full stack developer	63.5 - 83.4	71.6 - 93.4	85.5 - 115.7
IT quality assurance manager	70.8 - 92.4	78.4 - 104.3	87.9 - 117.1
java developer	59.1 - 77.0	66.4 - 88.2	80.0 - 115.4
machine learning developer	85.4 - 120.4	110.6 - 180.9	175.2 - 205.0
manual tester	43.7 - 58.8	51.4 - 70.0	60.2 - 79.9
mobile application developer (ios/android)	60.2 - 84.1	74.4 - 103.7	89.2 - 118.6
RPA developer	75.6 - 85.9	82.1 - 100.8	95.6 - 110.8
UI/UX designer	55.8 - 72.8	62.8 - 83.4	71.1 - 93.5
<b>architecture</b>			
application architect	84.2 - 95.3	94.4 - 109.2	108.7 - 148.9
architect (enterprise)	84.9 - 115.5	97.8 - 135.0	130.0 - 165.0
architect (solutions/technical)	76.2 - 95.9	85.8 - 109.9	97.4 - 123.7
cloud architect	75.5 - 95.6	85.7 - 130.6	120.5 - 175.0
<b>data &amp; analytics</b>			
BI data architect	71.5 - 92.9	79.9 - 105.6	90.0 - 118.4
big data engineer	85.1 - 99.4	95.4 - 118.0	108.3 - 135.3
business intelligence developer	58.0 - 75.7	65.2 - 86.6	73.9 - 114.0
data analyst	52.0 - 76.0	65.0 - 91.0	82.0 - 105.0
data architect	96.7 - 111.6	99.4 - 119.8	101.9 - 138.6
data engineer	62.8 - 84.8	72.8 - 99.9	84.6 - 113.9
data scientist	69.4 - 93.8	80.5 - 110.6	93.7 - 151.0
database administrator	64.4 - 80.9	74.5 - 91.6	86.5 - 110.2

# halifax

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.0 - 80.1	69.2 - 92.5	84.0 - 108.0
chief technology officer	119.2 - 190.0	159.4 - 286.0	224.8 - 439.8
CIO/CTO	97.4 - 176.5	147.3 - 267.3	205.8 - 373.1
IT director	109.4 - 130.6	119.7 - 158.2	129.4 - 201.0
technical lead	55.6 - 82.4	80.6 - 89.4	83.1 - 133.7
technical writer	52.9 - 69.1	61.8 - 81.7	71.9 - 93.1
<b>networking/infrastructure</b>			
bilingual tech support	41.1 - 55.1	47.3 - 63.7	53.7 - 75.2
devops system side	80.0 - 106.2	100.8 - 118.5	104.3 - 124.6
help desk representative	40.0 - 45.3	43.2 - 58.7	52.7 - 71.5
information security engineer	64.8 - 87.4	75.0 - 102.8	87.0 - 117.2
information security manager	84.8 - 111.1	94.3 - 126.2	106.6 - 143.8
information security specialist	54.4 - 72.0	62.5 - 84.2	72.1 - 95.8
information systems analyst	57.7 - 74.3	63.8 - 83.9	71.6 - 94.7
linux/unix administrator	65.3 - 86.4	74.9 - 100.9	86.5 - 115.4
network administrator	54.4 - 61.3	59.6 - 88.1	81.9 - 99.6
network engineer	58.9 - 79.2	67.9 - 93.1	78.9 - 107.1
systems administrator	59.5 - 78.7	67.1 - 90.7	76.7 - 103.7
telecommunications analyst	57.0 - 76.5	65.6 - 90.0	76.3 - 104.2
<b>project management</b>			
business systems analyst	69.1 - 93.9	79.4 - 105.7	91.7 - 109.0
ERP project manager	84.5 - 113.5	92.4 - 126.6	102.7 - 142.4
functional analyst	63.2 - 75.8	64.9 - 97.8	91.1 - 112.6
organizational change manager (OCM)	89.6 - 104.9	101.6 - 115.4	113.5 - 125.1
product owner	59.3 - 76.2	74.3 - 96.1	84.9 - 113.2
product owner/manager	70.3 - 97.8	82.1 - 115.9	95.9 - 133.1
program manager	98.7 - 113.1	108.4 - 136.1	134.6 - 180.4
project coordinator	53.2 - 67.7	60.9 - 79.1	70.3 - 90.4
project manager (infrastructure)	69.8 - 88.1	79.4 - 109.4	87.6 - 119.7
project manager (software)	59.6 - 79.2	78.1 - 108.8	89.9 - 120.1
scrum master	65.4 - 85.5	73.9 - 98.5	84.4 - 112.6

## customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
customer retention agent	41.1 - 48.2	44.7 - 52.5	48.1 - 56.6
customer service manager (bilingual)	50.1 - 58.4	53.6 - 62.4	57.9 - 67.3
customer service representative	37.0 - 43.6	40.9 - 48.2	44.4 - 52.4
customer service representative (bilingual)	40.2 - 45.7	42.9 - 50.2	46.4 - 54.4
customer service supervisor	44.5 - 52.3	47.6 - 56.2	51.0 - 60.3
customer service supervisor (bilingual)	46.8 - 54.7	49.6 - 58.2	53.0 - 62.3
customer service trainer	40.2 - 48.0	43.7 - 52.2	47.2 - 56.4
help desk representative	45.3 - 52.4	47.3 - 56.8	50.7 - 61.2
inside sales representative	47.7 - 56.2	50.2 - 59.1	52.6 - 62.0
telemarketing agent	31.2 - 34.6	33.3 - 37.4	35.3 - 40.4

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.3 - 42.8	40.6 - 45.9	42.6 - 49.0
accounts payable clerk	38.0 - 42.5	41.8 - 46.9	45.3 - 50.9
accounts receivable clerk	38.9 - 43.6	42.8 - 48.1	46.4 - 52.1
invoicing clerk	36.3 - 42.0	39.6 - 46.0	42.5 - 49.4
payroll administrator	42.5 - 50.8	46.2 - 55.2	49.7 - 59.4
payroll clerk	41.1 - 47.8	45.1 - 52.5	48.7 - 56.8

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.4	17.3 - 20.0	18.6 - 21.5
dispatcher	18.5 - 21.5	20.1 - 23.3	21.5 - 25.0
electronic parts assembler	15.8 - 18.6	16.9 - 19.9	18.0 - 21.1
forklift operator	17.0 - 18.9	18.1 - 21.7	21.4 - 24.1
industrial painter	18.0 - 20.4	20.3 - 24.2	24.0 - 26.0
inventory control clerk	16.7 - 19.2	18.2 - 20.9	19.5 - 22.5
janitor/custodian	17.5 - 18.6	18.3 - 21.3	21.1 - 24.5
logistics coordinator	20.2 - 23.8	22.0 - 25.9	23.7 - 28.0
machine operator	17.2 - 20.4	18.8 - 22.3	20.3 - 24.1
machine operator assistant	16.2 - 18.4	17.8 - 20.1	19.2 - 21.7
parts manager	22.8 - 27.2	24.6 - 29.4	26.4 - 31.5
picker/packer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
polisher/deburrer	15.8 - 17.9	16.6 - 19.9	18.2 - 22.1
shipper/receiver	18.0 - 19.8	19.5 - 20.9	20.1 - 24.0
warehouse labourer	15.9 - 17.0	16.7 - 18.8	18.0 - 19.4
welder/fitter	23.0 - 26.1	25.3 - 29.0	28.0 - 33.8

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.1 - 46.4	42.0 - 50.0	44.9 - 53.6
administrative assistant (bilingual)	40.8 - 48.4	43.9 - 52.0	46.8 - 55.6
benefits clerk	38.1 - 44.2	41.7 - 48.4	45.0 - 52.3
buyer assistant	38.3 - 44.4	42.3 - 49.2	45.9 - 53.4
claims supervisor	60.5 - 73.1	65.1 - 78.7	69.6 - 84.3
contracts administrator	57.0 - 68.9	62.1 - 75.0	67.0 - 81.0
data entry clerk	31.4 - 36.0	34.2 - 39.2	36.6 - 42.0
document controller	32.5 - 37.3	35.4 - 40.6	37.9 - 43.5
executive assistant	51.3 - 62.8	57.1 - 70.0	62.5 - 76.7
executive assistant (bilingual)	52.5 - 63.9	58.7 - 72.9	63.9 - 77.8
export/import clerk	36.2 - 42.0	39.8 - 46.2	42.9 - 49.9
file clerk	33.0 - 37.8	37.1 - 42.5	40.2 - 46.2
human resources assistant	40.9 - 47.5	44.5 - 51.8	47.6 - 55.5
insurance claims clerk	37.4 - 42.9	40.7 - 46.7	43.8 - 50.3
legal assistant	45.1 - 54.4	51.5 - 62.1	57.3 - 69.2
mailroom clerk	32.5 - 36.8	35.3 - 40.0	37.5 - 42.5
office clerk	35.9 - 41.2	38.2 - 43.8	40.4 - 46.4
office manager	52.2 - 63.0	55.5 - 67.0	58.8 - 70.9
order clerk	33.5 - 38.4	36.5 - 41.9	39.2 - 45.0
order supervisor	49.8 - 58.6	55.4 - 65.3	60.6 - 71.5
project coordinator	43.0 - 51.2	46.5 - 55.4	49.8 - 59.4
receptionist	32.5 - 37.6	34.6 - 40.2	36.8 - 42.7
receptionist (bilingual)	33.2 - 38.1	35.3 - 40.9	37.6 - 43.5
sales assistant	38.2 - 44.3	40.7 - 47.2	43.2 - 50.2
supply clerk	32.4 - 37.5	34.9 - 40.5	37.2 - 43.2

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.1 - 28.7	25.9 - 30.8	27.6 - 32.9
CNC machinist	21.8 - 24.7	24.5 - 27.7	27.5 - 31.0
conventional machinist	18.9 - 22.4	20.6 - 24.5	22.3 - 26.5
electrician	24.6 - 29.7	26.6 - 32.1	28.5 - 34.4
electronics technician	24.1 - 28.8	26.0 - 31.0	27.8 - 33.2
field service technician	24.0 - 28.3	27.6 - 32.6	32.5 - 39.8
heavy equipment mechanic	24.0 - 28.6	26.4 - 31.6	28.7 - 34.3
lead hand/team lead	19.4 - 22.1	21.0 - 25.1	25.0 - 27.0
machine builder	25.0 - 29.4	28.6 - 33.5	32.1 - 35.4
maintenance mechanic	22.0 - 25.3	24.1 - 27.7	26.0 - 30.0
maintenance planner	21.0 - 23.5	23.4 - 25.8	24.0 - 26.0
maintenance supervisor	27.7 - 33.0	30.2 - 36.1	32.6 - 39.0

# barrie

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	19.7 - 22.6	21.7 - 25.0	23.6 - 27.1
mould maker	26.8 - 27.8	27.7 - 29.1	28.6 - 33.0
production manager	37.4 - 45.3	40.3 - 48.9	43.2 - 52.4
production supervisor	25.8 - 26.9	26.3 - 35.1	33.2 - 36.8
quality control technician	19.1 - 22.6	20.4 - 24.3	21.7 - 25.9
tool and die maker	23.9 - 28.5	26.1 - 31.1	28.2 - 33.7
welder	20.5 - 24.4	22.2 - 26.5	23.8 - 28.4

# belleville - brockville

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.5	17.3 - 21.0	19.8 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.2 - 18.5	17.6 - 20.2	18.9 - 21.7
machine operator	16.4 - 19.4	17.9 - 21.3	19.3 - 23.0
machine operator assistant	15.6 - 17.6	17.0 - 19.3	18.3 - 20.9
material handler	14.3 - 16.5	15.7 - 18.2	17.0 - 19.7
picker/packer	14.0 - 15.8	14.7 - 17.0	15.6 - 18.1
production labourer	14.0 - 15.6	15.4 - 17.6	16.8 - 19.2
shipping and receiving clerk	17.7 - 20.1	19.2 - 21.9	20.7 - 23.6
welder/fitter	20.0 - 22.0	21.0 - 25.3	24.0 - 30.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.7 - 22.3	20.3 - 24.2	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 27.3	26.4 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.4	26.1 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	22.9 - 27.4	25.3 - 30.3	27.5 - 33.0
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 29.0	28.4 - 33.0	32.4 - 37.0
maintenance mechanic	21.0 - 24.2	23.0 - 26.6	24.9 - 28.8
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0

# belleville - brockville

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance supervisor	25.0 - 28.0	27.0 - 31.8	30.0 - 35.0
millwright	22.4 - 26.8	24.6 - 29.4	26.6 - 31.8
production manager	24.0 - 28.0	26.0 - 32.0	30.2 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.1 - 27.6	25.2 - 30.2	27.3 - 32.6
warehouse manager	24.0 - 28.0	26.0 - 31.3	30.0 - 36.0
warehouse supervisor	21.8 - 26.0	23.8 - 28.4	25.7 - 30.7
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

# brampton

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
<b>chemical</b>			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
<b>civil</b>			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
<b>construction</b>			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3

# brampton

## engineering

	annual salaries		
	entry	mid	senior
<b>construction (continued)</b>			
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3
<b>electrical</b>			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
<b>energy</b>			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
piping designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
<b>manufacturing</b>			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
<b>mechanical</b>			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8

# brampton

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement</b>			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
<b>technical management</b>			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

## industrial support

	hourly rates		
	1 year	3 years	5 years
<b>assembler/fabricator</b>			
assembler/fabricator	16.3 - 18.9	17.6 - 20.3	19.2 - 22.1
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.0 - 21.2
forklift operator	17.5 - 18.3	18.0 - 20.5	19.5 - 24.4
general labourer - heavy	16.1 - 17.5	17.3 - 19.2	18.1 - 21.1
general labourer - light	14.5 - 15.7	15.6 - 17.0	16.9 - 18.5
inventory control clerk	16.9 - 19.5	18.5 - 21.2	19.9 - 22.8
machine operator	17.3 - 20.5	18.9 - 22.5	20.4 - 24.4
machine operator assistant	16.2 - 18.4	17.8 - 20.2	19.2 - 21.9
manufacturing worker	16.0 - 17.6	17.5 - 18.3	18.1 - 20.0
material handler	15.0 - 17.4	16.5 - 19.2	17.9 - 20.8
picker/packer	15.0 - 16.6	16.0 - 17.9	17.0 - 19.1

# brampton

## industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	15.0 - 16.5	16.4 - 18.5	18.0 - 20.3
shipping and receiving clerk	18.6 - 21.1	20.2 - 23.0	21.8 - 24.8
warehouse labourer	15.0 - 17.3	17.2 - 19.2	19.1 - 21.0
welder/fitter	21.6 - 25.5	23.3 - 27.6	24.9 - 29.5

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 71.4	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.3 - 29.1	26.1 - 31.2	27.9 - 33.3
CNC machinist	19.4 - 23.2	21.1 - 25.2	25.1 - 29.7
conventional machinist	18.9 - 22.5	20.7 - 24.6	22.3 - 26.6
electrician	28.0 - 31.6	31.2 - 35.0	34.9 - 42.2
electronics technician	24.5 - 29.2	26.4 - 31.5	28.2 - 33.7
field service technician	24.4 - 28.7	26.9 - 31.8	29.3 - 34.5
heavy equipment mechanic	24.5 - 29.3	27.1 - 32.3	29.4 - 35.2
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7

# brampton

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance mechanic	23.4 - 28.4	27.9 - 31.5	30.7 - 33.2
maintenance supervisor	30.0 - 35.1	34.9 - 42.0	41.9 - 49.9
millwright	25.9 - 29.2	28.9 - 33.1	32.9 - 39.5
quality control technician	19.1 - 22.8	20.5 - 24.5	21.9 - 26.1
tool and die maker	24.0 - 28.6	26.2 - 31.3	28.3 - 33.8
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	20.6 - 24.5	22.3 - 26.6	23.9 - 28.5

# brantford

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
<b>chemical</b>			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
<b>civil</b>			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
<b>construction</b>			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8

# brantford

## engineering

	annual salaries		
	entry	mid	senior
<b>construction (continued)</b>			
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
<b>electrical</b>			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
<b>energy</b>			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
<b>manufacturing</b>			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
<b>mechanical</b>			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9

# brantford

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement</b>			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
<b>technical management</b>			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.5 - 42.9	40.2 - 46.1	42.8 - 49.2
accounts payable clerk	38.1 - 42.7	42.0 - 47.1	45.5 - 51.1
accounts receivable clerk	39.1 - 43.8	43.0 - 48.3	46.6 - 52.3
payroll clerk	41.3 - 48.0	45.3 - 52.7	48.9 - 56.9

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.6	17.4 - 20.2	18.7 - 21.7
counterbalance forklift operator	17.1 - 18.9	18.3 - 19.6	19.3 - 22.5
electronic parts assembler	16.0 - 18.7	17.1 - 20.0	18.1 - 21.2
general labourer - heavy	17.2 - 17.7	17.5 - 18.3	18.1 - 18.8
general labourer - light	15.3 - 15.9	15.4 - 16.6	16.3 - 17.0
inventory control clerk	16.9 - 19.4	18.4 - 21.1	19.8 - 22.7

# brantford

## industrial support

	hourly rates		
	1 year	3 years	5 years
janitor/custodian	15.5 - 16.9	15.8 - 18.0	17.8 - 18.3
machine operator	17.4 - 20.5	19.0 - 22.5	20.5 - 24.3
material handler	16.2 - 17.3	16.3 - 19.0	18.4 - 19.1
moulding machine operator	16.7 - 19.7	18.3 - 21.6	19.7 - 23.4
picker/packer	15.3 - 16.5	15.5 - 17.8	16.4 - 18.9
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
reach truck operator	17.5 - 19.2	18.5 - 20.4	19.8 - 22.9
sandblasting operator	16.2 - 19.0	17.4 - 20.4	18.6 - 21.8
shipper/receiver	18.5 - 21.0	20.1 - 22.8	21.6 - 24.5
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	38.0 - 44.0	41.5 - 48.2	44.8 - 52.1
buyer assistant	38.5 - 44.6	42.5 - 49.4	46.1 - 53.6
customer retention agent	40.9 - 48.0	44.5 - 52.3	47.9 - 56.4
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	45.2 - 53.1	48.9 - 57.5	52.3 - 61.6
data entry clerk	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
document controller	32.4 - 37.2	35.4 - 40.5	37.8 - 43.3
executive assistant	51.3 - 62.5	57.0 - 69.6	62.3 - 76.1
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.9 - 37.7	37.0 - 42.3	40.1 - 46.0
help desk representative	44.1 - 53.1	48.4 - 58.3	52.2 - 63.0
human resources assistant	40.8 - 47.3	44.3 - 51.5	47.4 - 55.1
inside sales representative	40.0 - 44.8	41.6 - 46.8	45.5 - 50.5
invoicing clerk	36.4 - 42.2	39.8 - 46.2	42.7 - 49.6
legal assistant	45.3 - 54.5	51.6 - 62.2	57.3 - 69.2
office clerk	35.9 - 41.1	38.2 - 43.8	40.4 - 46.3
office manager	52.0 - 62.7	55.3 - 66.7	58.5 - 70.6
order clerk	33.4 - 38.2	36.4 - 41.7	39.1 - 44.8
payroll administrator	42.2 - 50.2	46.0 - 54.7	49.6 - 59.1
project coordinator	43.5 - 51.7	47.0 - 55.9	50.3 - 59.9
receptionist	32.4 - 37.5	34.6 - 40.0	36.7 - 42.5
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.4 - 44.5	40.9 - 47.4	43.4 - 50.4

# brantford

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	23.2 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 38.8
field service technician	23.9 - 27.8	26.8 - 32.3	31.9 - 41.0
heavy equipment mechanic	28.0 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.6 - 33.5	31.0 - 37.4
maintenance mechanic	28.5 - 32.0	29.1 - 34.3	33.8 - 37.9
maintenance supervisor	32.1 - 36.4	35.0 - 38.6	37.1 - 41.2
millwright	28.1 - 32.2	30.2 - 34.6	33.2 - 37.9
mould maker	25.4 - 28.7	27.5 - 31.5	30.8 - 34.8
panel wirer	18.2 - 20.8	20.5 - 25.6	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.2 - 38.1
tool and die maker	26.1 - 29.2	28.0 - 33.4	31.0 - 35.1
warehouse supervisor	22.3 - 25.6	23.5 - 28.3	25.4 - 30.5
welder	20.5 - 23.9	22.7 - 27.9	25.6 - 30.5

# burlington

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.7 - 51.4	47.6 - 56.0	51.3 - 60.4
customer service manager (bilingual)	50.6 - 56.7	55.9 - 63.7	62.8 - 68.0
customer service representative (bilingual)	44.4 - 47.8	47.6 - 55.3	52.8 - 60.7
customer service supervisor	48.7 - 57.3	52.6 - 62.0	56.4 - 66.5
customer service supervisor (bilingual)	53.1 - 60.6	55.8 - 65.2	59.4 - 69.3
customer service trainer	42.4 - 50.5	46.3 - 55.2	50.1 - 59.7
help desk representative	47.1 - 56.7	51.7 - 62.1	55.8 - 67.1
inside sales representative	50.7 - 59.6	53.3 - 62.7	55.9 - 65.8
telemarketing agent	32.5 - 37.8	35.0 - 40.7	37.5 - 43.6

# burlington

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
<b>chemical</b>			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
<b>civil</b>			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
<b>construction</b>			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
<b>electrical</b>			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
<b>energy</b>			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8

# burlington

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing</b>			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
<b>mechanical</b>			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
<b>supply chain management &amp; procurement</b>			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
<b>technical management</b>			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6

# burlington

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	40.1 - 46.0	43.1 - 49.5	45.9 - 52.8
accounts payable clerk	40.8 - 45.8	45.0 - 50.6	48.8 - 54.8
accounts receivable clerk	41.8 - 46.9	46.1 - 51.8	50.0 - 56.2
invoicing clerk	38.9 - 45.3	42.6 - 49.5	45.8 - 53.3
payroll administrator	45.5 - 54.2	49.6 - 59.1	53.5 - 63.8
payroll clerk	44.3 - 51.5	48.6 - 56.6	52.5 - 61.2

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.5 - 19.2	18.0 - 20.9	19.4 - 22.5
electronic parts assembler	16.5 - 19.4	17.7 - 20.7	18.8 - 22.0
forklift operator	17.0 - 17.9	17.8 - 19.5	19.4 - 21.0
general labourer - heavy	17.0 - 17.8	17.7 - 18.9	18.7 - 19.5
general labourer - light	15.0 - 15.6	15.5 - 15.8	15.7 - 16.5
industrial painter	21.0 - 21.9	21.8 - 22.8	22.5 - 23.5
inventory control clerk	17.3 - 19.9	18.9 - 21.8	20.4 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	17.9 - 21.3	19.6 - 23.3	21.2 - 25.2
manufacturing worker	16.0 - 17.3	17.0 - 19.8	18.0 - 20.8
material handler	16.0 - 17.2	17.1 - 19.6	18.0 - 20.6
moulding machine operator	19.2 - 22.5	20.9 - 24.5	22.4 - 26.3
picker/packer	15.0 - 17.4	16.2 - 18.8	17.2 - 20.0
production labourer	15.0 - 17.2	16.9 - 19.4	18.6 - 21.3
sandblasting operator	16.7 - 19.6	17.9 - 21.1	19.2 - 22.5
shipper/receiver	18.0 - 18.9	18.5 - 20.4	20.3 - 22.0
shipping and receiving clerk	19.1 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	15.6 - 17.7	17.3 - 19.6	18.6 - 21.1

# burlington

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.7 - 49.6	44.9 - 53.4	48.0 - 57.1
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.5 - 47.0	44.3 - 51.6	47.9 - 55.8
buyer assistant	41.2 - 47.9	45.6 - 53.0	49.4 - 57.5
claims supervisor	63.5 - 76.7	68.3 - 82.5	73.1 - 88.3
contracts administrator	61.3 - 73.9	66.7 - 80.4	71.9 - 86.7
data entry clerk	33.3 - 38.9	36.2 - 41.8	39.8 - 44.7
document controller	34.4 - 39.6	37.6 - 43.2	40.3 - 46.3
executive assistant	54.6 - 66.5	60.7 - 73.9	66.3 - 80.8
executive assistant (bilingual)	59.8 - 71.8	61.8 - 80.2	71.5 - 85.7
export/import clerk	38.9 - 45.2	42.8 - 49.8	46.2 - 53.8
file clerk	34.9 - 40.2	39.4 - 45.3	42.8 - 49.2
human resources assistant	43.6 - 50.6	47.4 - 55.2	50.8 - 59.1
insurance claims clerk	39.4 - 45.3	43.0 - 49.3	46.2 - 53.1
legal assistant	47.9 - 57.7	54.6 - 65.9	60.7 - 73.3
mailroom clerk	34.1 - 38.8	37.1 - 42.2	39.5 - 44.8
office clerk	37.8 - 43.4	40.3 - 46.3	42.6 - 48.9
office manager	54.8 - 66.1	58.2 - 70.3	61.6 - 74.4
order clerk	35.5 - 40.8	38.8 - 44.6	41.7 - 47.9
order supervisor	52.2 - 61.5	58.1 - 68.5	63.6 - 75.0
project coordinator	44.9 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	34.4 - 40.4	36.7 - 42.7	39.1 - 45.4
receptionist (bilingual)	38.9 - 44.9	42.9 - 48.4	45.3 - 50.5
sales assistant	41.1 - 47.7	43.8 - 50.9	46.6 - 54.2
supply clerk	33.5 - 39.0	36.2 - 42.2	38.7 - 45.0

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	49.2 - 61.1	53.1 - 67.3	58.3 - 74.9
account manager - technologies, software*	51.2 - 63.7	55.3 - 70.0	60.7 - 78.0
business development manager*	97.5 - 128.9	109.2 - 147.9	124.4 - 170.4
district sales manager**	74.5 - 96.2	84.9 - 111.8	97.6 - 128.1
key accounts manager - consumer goods*	63.8 - 82.0	72.3 - 94.6	82.5 - 108.0
merchandiser - consumer goods	60.4 - 78.6	67.3 - 89.3	76.0 - 101.3
sales engineer technologies, software, hardware, telecommunications**	71.6 - 93.1	78.5 - 104.0	87.3 - 115.9
sales representative, account manager channel manager*	72.0 - 95.0	80.4 - 108.2	90.8 - 122.6
sales representative, account manager consumer goods*	51.8 - 64.1	55.5 - 70.1	60.7 - 78.0
sales representative, account manager professional services*	48.2 - 60.0	52.1 - 66.1	57.2 - 73.6
sales representative, account manager telecommunications*	49.7 - 61.7	53.6 - 67.9	58.9 - 75.6

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# burlington

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	65.5 - 83.1	75.3 - 97.1	86.7 - 110.0
digital media specialist	39.0 - 50.0	45.5 - 59.2	53.1 - 67.6
digital specialist	46.7 - 62.0	54.4 - 73.3	63.5 - 84.0
e-commerce manager	80.0 - 104.4	89.3 - 118.9	101.0 - 135.0
marketing content manager	50.2 - 64.2	58.4 - 75.9	68.1 - 86.8
social media manager	59.1 - 69.3	68.7 - 84.2	83.3 - 99.8
web manager	65.6 - 85.4	73.1 - 97.2	82.6 - 110.5
web marketing analyst	49.9 - 65.4	57.2 - 76.3	65.9 - 86.8
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	82.1 - 105.5	91.2 - 119.3	102.4 - 133.9
brand or product manager assistant	66.9 - 90.0	78.0 - 106.2	90.5 - 121.3
communications manager	60.0 - 79.2	68.3 - 91.6	78.2 - 103.5
communications specialist	51.9 - 70.6	61.6 - 84.7	72.6 - 97.0
marketing coordinator	54.9 - 73.0	63.1 - 85.2	72.8 - 97.2
marketing director	91.4 - 120.7	103.7 - 139.2	118.2 - 157.4
marketing project manager	38.7 - 51.6	44.6 - 60.2	51.4 - 68.3
marketing specialist	48.3 - 63.3	54.4 - 72.5	61.7 - 81.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	70.7 - 92.3	78.9 - 105.1	89.2 - 119.3
communications VP	102.0 - 154.7	135.7 - 204.7	170.8 - 256.6
marketing VP	125.5 - 192.9	173.5 - 264.7	223.1 - 340.4
sales manager*	96.7 - 124.4	119.4 - 153.6	144.8 - 185.3
sales vice-president/general manager**	143.1 - 204.5	192.8 - 274.1	244.9 - 348.2

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# burlington

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.4 - 30.2	27.2 - 32.4	29.0 - 34.6
CNC machinist	21.0 - 25.8	24.4 - 30.6	28.4 - 34.0
conventional machinist	21.0 - 25.7	24.2 - 30.6	29.5 - 34.0
field service technician	25.3 - 29.8	27.9 - 32.8	30.3 - 35.7
lead hand/team lead	24.0 - 27.3	26.8 - 31.0	30.5 - 35.0
machine builder	22.9 - 26.4	25.6 - 30.0	28.1 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.0	30.4 - 33.0
maintenance supervisor	30.0 - 33.0	31.5 - 37.8	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.2	31.1 - 32.0	31.8 - 36.0
panel wirer	19.0 - 22.4	21.6 - 24.0	23.0 - 26.0
production supervisor	27.0 - 31.6	30.2 - 36.8	35.4 - 40.0
tool and die maker	30.0 - 31.0	30.4 - 32.8	31.4 - 36.0
warehouse supervisor	23.6 - 28.1	25.8 - 30.7	27.8 - 33.2
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

# cambridge

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

# engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
<b>chemical</b>			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9

# cambridge

## engineering

	annual salaries		
	entry	mid	senior
<b>civil</b>			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
<b>construction</b>			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
<b>electrical</b>			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
<b>energy</b>			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1
<b>manufacturing</b>			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6

# cambridge

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing (continued)</b>			
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
<b>mechanical</b>			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
<b>supply chain management &amp; procurement</b>			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
<b>technical management</b>			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

# cambridge

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

## industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	16.0 - 18.5	17.2 - 20.8	20.3 - 25.8
electronic parts assembler	15.0 - 17.9	17.2 - 21.2	20.5 - 25.6
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	18.7 - 21.6	20.8 - 23.1	22.6 - 26.8
inventory control clerk	16.6 - 19.0	18.1 - 20.7	19.4 - 22.3
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 23.0
machine operator	17.0 - 20.1	18.6 - 22.1	20.1 - 23.9
material handler	15.9 - 18.2	17.5 - 21.2	20.1 - 25.4
picker/packer	14.1 - 16.3	15.2 - 17.5	16.1 - 18.7
polisher/deburrer	15.8 - 17.9	16.6 - 19.9	18.2 - 22.1
reach truck operator	17.1 - 19.2	18.3 - 20.4	19.8 - 22.9
shipping and receiving clerk	18.2 - 20.6	19.8 - 22.5	21.2 - 24.2
warehouse labourer	14.6 - 16.5	16.2 - 18.3	17.4 - 19.7
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

# cambridge

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	23.2 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 38.8
field service technician	23.9 - 27.8	26.8 - 32.3	31.9 - 41.0
heavy equipment mechanic	28.0 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	28.5 - 32.0	29.1 - 34.3	33.8 - 37.9
maintenance supervisor	32.1 - 36.4	35.0 - 38.6	37.1 - 41.2
mechanical assembler	17.3 - 21.2	20.9 - 24.8	23.4 - 28.6
millwright	28.1 - 32.2	30.2 - 34.6	33.2 - 37.9
mould maker	25.3 - 28.6	27.5 - 31.8	30.7 - 34.8
panel wirer	18.2 - 21.8	20.5 - 25.2	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.2 - 38.1
tool and die maker	26.1 - 29.2	28.0 - 33.4	32.2 - 35.1
warehouse supervisor	22.3 - 25.6	23.5 - 28.3	25.4 - 30.5
welder	20.5 - 23.9	22.7 - 27.9	25.6 - 30.5

# collingwood

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.6 - 43.1	40.4 - 46.3	43.0 - 49.3
accounts payable clerk	38.3 - 42.9	42.2 - 47.3	45.7 - 51.2
accounts receivable clerk	39.3 - 44.0	43.2 - 48.4	46.8 - 52.5
payroll clerk	41.5 - 48.1	45.5 - 52.8	49.1 - 56.8

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.6	17.4 - 20.2	18.7 - 21.7
dispatcher	18.7 - 21.7	20.2 - 23.5	21.7 - 25.2
electronic parts assembler	16.0 - 18.7	17.1 - 20.0	18.1 - 21.3
forklift operator	17.0 - 18.7	18.6 - 22.9	22.0 - 24.1
industrial painter	18.0 - 20.2	20.1 - 24.1	24.0 - 26.0
inventory control clerk	16.9 - 19.3	18.4 - 21.1	19.7 - 22.6
janitor/custodian	17.5 - 19.8	19.5 - 22.1	22.0 - 24.5

# collingwood

## industrial support

	hourly rates		
	1 year	3 years	5 years
logistics coordinator	20.4 - 24.0	22.2 - 26.1	23.9 - 28.1
machine operator	17.4 - 20.6	19.0 - 22.5	20.5 - 24.3
machine operator assistant	16.3 - 18.5	17.9 - 20.3	19.3 - 21.9
parts manager	23.0 - 27.4	24.8 - 29.5	26.5 - 31.6
picker/packer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
shipper/receiver	17.7 - 20.0	19.9 - 21.0	20.2 - 24.0
warehouse labourer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
welder/fitter	23.0 - 26.1	26.0 - 29.0	28.0 - 33.8

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.5 - 46.8	42.4 - 50.4	45.3 - 53.6
administrative assistant (bilingual)	40.8 - 48.4	43.9 - 52.0	46.8 - 55.6
benefits clerk	38.4 - 44.6	42.0 - 48.8	45.4 - 52.7
buyer assistant	38.7 - 44.8	42.7 - 49.6	46.3 - 53.7
claims supervisor	60.9 - 73.5	65.5 - 79.1	70.0 - 84.7
contracts administrator	57.3 - 69.2	62.4 - 75.4	67.3 - 81.4
customer retention agent	41.5 - 48.6	45.0 - 52.9	48.5 - 57.0
customer service manager (bilingual)	50.6 - 58.0	53.6 - 62.4	57.9 - 67.3
customer service representative	37.9 - 43.6	40.9 - 48.2	44.4 - 52.4
customer service representative (bilingual)	40.6 - 45.7	42.9 - 50.2	46.4 - 54.4
customer service supervisor	44.0 - 52.6	47.6 - 56.2	51.0 - 60.3
customer service supervisor (bilingual)	46.3 - 54.1	49.6 - 58.2	53.0 - 62.3
customer service trainer	40.2 - 48.0	43.7 - 52.2	47.2 - 56.4
data entry clerk	31.7 - 36.4	34.5 - 39.6	37.0 - 42.4
document controller	32.8 - 37.6	35.8 - 41.0	38.3 - 43.9
executive assistant	51.3 - 62.8	57.1 - 70.0	62.5 - 76.7
executive assistant (bilingual)	52.5 - 63.9	58.7 - 72.9	63.9 - 77.8
export/import clerk	36.6 - 42.4	40.2 - 46.6	43.3 - 50.2
file clerk	33.3 - 38.2	37.4 - 42.9	40.6 - 46.6
help desk representative	45.0 - 52.0	47.0 - 56.8	50.7 - 61.2
human resources assistant	41.3 - 47.9	44.9 - 52.1	48.0 - 55.8
inside sales representative	48.1 - 56.5	50.5 - 59.4	53.0 - 62.4
insurance claims clerk	37.8 - 43.3	41.1 - 47.1	44.2 - 50.7
invoicing clerk	36.6 - 42.4	40.0 - 46.3	42.9 - 49.8
legal assistant	45.5 - 54.8	51.9 - 62.5	57.7 - 69.6
mailroom clerk	32.8 - 37.2	35.6 - 40.3	37.8 - 42.9
office clerk	36.3 - 41.5	38.6 - 44.2	40.8 - 46.8
office manager	52.6 - 63.3	55.9 - 67.4	59.1 - 71.3
order clerk	33.8 - 38.7	36.9 - 42.2	39.6 - 45.4
order supervisor	50.2 - 59.0	55.8 - 65.7	60.9 - 71.8

# collingwood

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
payroll administrator	42.5 - 50.8	46.2 - 55.2	49.7 - 59.4
project coordinator	43.4 - 51.6	46.9 - 55.7	50.2 - 59.7
receptionist	32.8 - 38.0	35.0 - 40.6	37.1 - 43.1
receptionist (bilingual)	33.2 - 38.1	35.3 - 40.9	37.6 - 43.5
sales assistant	38.6 - 44.7	41.1 - 47.6	43.6 - 50.6
supply clerk	32.6 - 37.9	35.2 - 40.9	37.6 - 43.6
telemarketing agent	31.2 - 34.6	33.3 - 37.4	35.3 - 40.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.3 - 28.9	26.0 - 31.0	27.7 - 33.1
CNC machinist	21.8 - 24.9	24.8 - 27.2	27.1 - 31.0
conventional machinist	19.0 - 22.6	20.8 - 24.7	22.5 - 26.7
electrician	24.8 - 29.9	26.8 - 32.3	28.7 - 34.6
electronics technician	24.3 - 28.9	26.2 - 31.2	28.0 - 33.4
field service technician	24.0 - 28.3	27.6 - 32.6	32.5 - 39.8
heavy equipment mechanic	24.1 - 28.7	26.6 - 31.7	28.9 - 34.5
lead hand/team lead	19.4 - 22.1	21.0 - 25.0	24.9 - 27.0
machine builder	25.0 - 29.4	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	22.1 - 25.4	24.2 - 27.9	26.2 - 30.1
maintenance planner	25.0 - 29.4	28.6 - 33.5	32.1 - 35.4
maintenance supervisor	27.9 - 33.2	30.4 - 36.3	32.8 - 39.2
maintenance worker	21.0 - 23.6	23.5 - 25.8	24.0 - 26.0
mould maker	26.8 - 27.7	27.6 - 29.1	29.0 - 33.0
production manager	37.6 - 45.5	40.5 - 49.1	43.4 - 52.6
production supervisor	25.8 - 27.1	27.0 - 34.8	34.7 - 36.8
quality control technician	19.2 - 22.8	20.6 - 24.4	21.9 - 26.0
tool and die maker	24.1 - 28.7	26.3 - 31.3	28.4 - 33.8
welder	20.7 - 24.6	22.4 - 26.7	24.0 - 28.6

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 32.7	30.3 - 35.9	32.8 - 38.9
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	43.5 - 51.4	47.0 - 55.6	50.4 - 59.7
help desk representative	35.1 - 38.1	36.1 - 39.1	37.1 - 40.1
telemarketing agent	27.3 - 31.2	28.3 - 32.2	29.3 - 33.3

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.3	17.1 - 21.4	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.4 - 18.8	17.8 - 20.5	19.2 - 22.1
machine operator	16.7 - 19.9	18.3 - 21.8	19.8 - 23.6
machine operator assistant	15.9 - 18.0	17.4 - 19.7	18.8 - 21.3
material handler	14.6 - 16.9	16.1 - 18.6	17.4 - 20.1
picker/packer	14.0 - 16.1	15.0 - 17.4	16.0 - 18.5
production labourer	14.0 - 16.0	15.7 - 17.9	17.2 - 19.7
shipping and receiving clerk	18.0 - 20.4	19.5 - 22.2	21.0 - 23.9
welder/fitter	20.0 - 22.0	21.0 - 25.3	24.0 - 30.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.3 - 45.6	41.2 - 49.1	44.1 - 52.6
benefits clerk	37.1 - 43.1	40.6 - 47.2	43.9 - 51.1
data entry clerk	31.1 - 35.5	33.8 - 38.7	36.1 - 41.4
executive assistant	50.3 - 61.5	56.0 - 68.6	61.3 - 75.1
human resources assistant	39.9 - 46.4	43.4 - 50.6	46.5 - 54.2
inside sales representative	46.5 - 54.9	48.9 - 57.8	51.4 - 60.7
legal assistant	44.4 - 53.6	50.7 - 61.2	56.4 - 68.3
mailroom clerk	32.1 - 36.3	34.8 - 39.4	37.0 - 41.9
office clerk	35.4 - 40.6	37.7 - 43.2	39.8 - 45.8
office manager	51.4 - 62.1	54.7 - 66.1	57.9 - 70.0
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	42.2 - 50.4	45.7 - 54.6	49.0 - 58.5
receptionist	31.7 - 36.7	33.8 - 39.1	35.9 - 41.6
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

# cornwall

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.7 - 22.3	20.4 - 24.3	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 27.0	26.4 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.6	25.9 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	23.5 - 28.0	25.9 - 31.0	28.2 - 33.7
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 29.0	27.3 - 33.0	32.4 - 37.0
maintenance mechanic	21.7 - 25.0	23.8 - 27.4	25.8 - 29.7
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.3	30.0 - 35.0
millwright	23.2 - 27.7	25.4 - 30.4	27.5 - 32.8
production manager	24.0 - 28.0	26.0 - 31.0	29.4 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.1 - 27.6	25.3 - 30.2	27.3 - 32.6
warehouse manager	24.0 - 28.0	26.0 - 31.8	30.0 - 36.0
warehouse supervisor	22.0 - 26.2	24.0 - 28.7	25.9 - 31.0
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

# etobicoke

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.2 - 18.9	17.7 - 20.6	19.1 - 22.2
counterbalance forklift operator	18.0 - 19.8	18.8 - 20.8	19.4 - 21.5
electronic parts assembler	16.1 - 19.1	17.3 - 20.4	18.4 - 21.7
forklift operator	15.3 - 17.9	17.0 - 19.9	18.5 - 21.6
general labourer - heavy	16.0 - 18.0	17.6 - 19.0	18.6 - 20.0
general labourer - light	15.0 - 16.0	15.2 - 17.2	16.3 - 17.5
inventory control clerk	17.2 - 19.8	18.8 - 21.7	20.3 - 23.4
janitor/custodian	16.0 - 17.0	16.8 - 18.5	17.2 - 19.5
machine operator	17.6 - 21.0	19.3 - 23.1	20.9 - 25.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.2 - 17.8	16.9 - 19.7	18.3 - 21.4
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9

# etobicoke

## industrial support

	hourly rates		
	1 year	3 years	5 years
reach truck operator	18.0 - 19.8	18.4 - 20.5	19.8 - 23.1
shipper/receiver	16.0 - 18.0	17.4 - 21.0	20.3 - 22.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

## legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.0 - 51.0	45.0 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
executive assistant	53.9 - 60.7	59.8 - 67.2	64.3 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

# etobicoke

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.1 - 30.0	26.9 - 32.2	28.7 - 34.4
CNC machinist	20.0 - 23.9	21.8 - 26.0	25.3 - 29.4
conventional machinist	19.3 - 23.1	21.2 - 25.4	23.0 - 27.5
electrician	28.1 - 31.8	31.4 - 35.1	34.8 - 42.3
electronics technician	25.1 - 30.0	27.1 - 32.4	29.0 - 34.7
field service technician	25.0 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.2 - 30.1	27.8 - 33.3	30.3 - 36.2
lead hand/team lead	19.0 - 21.8	20.5 - 24.6	24.0 - 26.0
maintenance mechanic	23.5 - 27.6	27.5 - 31.8	31.3 - 33.5
maintenance supervisor	30.0 - 35.1	34.8 - 42.3	42.1 - 49.9
millwright	25.8 - 29.1	28.7 - 33.7	32.9 - 39.6
production manager	40.4 - 49.0	43.6 - 52.9	46.7 - 56.7
quality control technician	19.5 - 23.3	21.0 - 25.1	22.4 - 26.8
tool and die maker	24.7 - 29.6	27.1 - 32.4	29.3 - 35.1
warehouse supervisor	23.7 - 28.3	25.9 - 30.9	28.0 - 33.4
welder	21.8 - 25.4	23.4 - 27.7	24.9 - 29.5

# fergus

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.4	17.2 - 20.0	18.5 - 21.5
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.5 - 19.7	17.5 - 20.8	19.8 - 22.3
general labourer - light	15.0 - 16.2	15.6 - 18.1	16.2 - 21.0
industrial painter	17.0 - 19.5	18.1 - 21.3	19.5 - 24.0
inventory control clerk	16.7 - 19.2	18.2 - 20.9	19.6 - 22.5
janitor/custodian	15.0 - 17.8	17.1 - 19.0	18.9 - 20.0
machine operator	17.2 - 20.3	18.7 - 22.3	20.2 - 24.1
manufacturing worker	14.5 - 16.4	15.7 - 17.8	16.9 - 19.1
material handler	15.0 - 17.4	16.6 - 19.2	17.9 - 20.7
moulding machine operator	16.4 - 19.5	18.0 - 21.4	19.4 - 23.1
picker/packer	15.0 - 16.6	15.5 - 17.9	16.5 - 19.1
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	15.2 - 16.7	16.3 - 18.7	17.9 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0

# fergus

## industrial support

shipping and receiving clerk

	hourly rates		
	1 year	3 years	5 years
shipping and receiving clerk	18.3 - 20.8	19.9 - 22.6	21.4 - 24.4
warehouse labourer	14.9 - 16.9	16.5 - 18.7	17.8 - 20.1
welder/fitter	24.0 - 26.7	25.3 - 29.2	27.6 - 34.0

warehouse labourer

welder/fitter

## skilled trades & industrial management

CNC machinist

	hourly rates		
	1 year	3 years	5 years
CNC machinist	20.5 - 24.0	23.3 - 27.0	26.5 - 31.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	28.5 - 32.1	31.5 - 34.2	32.5 - 34.7
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 35.8
heavy equipment mechanic	26.3 - 29.0	28.5 - 32.1	31.5 - 35.2
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	25.5 - 29.2	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	26.6 - 30.0	28.9 - 32.8	31.4 - 35.7
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 40.1
millwright	27.3 - 31.2	31.0 - 33.7	33.2 - 36.5
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 35.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.5 - 34.4	33.7 - 36.0
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

conventional machinist

electrician

field service technician

heavy equipment mechanic

lead hand/team lead

machine builder

maintenance mechanic

maintenance supervisor

millwright

mould maker

panel wirer

production supervisor

tool and die maker

warehouse supervisor

welder

# guelph

## customer care & contact center

customer service representative

### annual salaries

	1 year	3 years	5 years
customer service representative	38.0 - 44.5	42.5 - 48.2	44.9 - 53.2
customer service representative (bilingual)	41.2 - 44.5	43.5 - 49.5	45.2 - 54.5
inside sales representative	46.5 - 54.9	49.1 - 57.4	51.3 - 61.5

customer service representative (bilingual)

inside sales representative

# guelph

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
<b>chemical</b>			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9
<b>civil</b>			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
<b>construction</b>			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
<b>electrical</b>			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
<b>energy</b>			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1

# guelph

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing</b>			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
<b>mechanical</b>			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
<b>supply chain management &amp; procurement</b>			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
<b>technical management</b>			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7

# guelph

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
<b>accounting clerk</b>			
accounting clerk	38.0 - 43.0	40.9 - 46.2	43.0 - 49.8
accounts payable clerk	38.8 - 43.3	42.6 - 47.8	46.0 - 51.7
accounts receivable clerk	39.7 - 45.7	45.5 - 48.9	47.1 - 52.8
invoicing clerk	37.0 - 42.9	40.4 - 46.8	44.4 - 50.2
payroll administrator	43.5 - 51.5	47.3 - 56.0	50.9 - 61.5
payroll clerk	42.3 - 48.7	46.8 - 53.3	49.5 - 57.5

## industrial support

	hourly rates		
	1 year	3 years	5 years
<b>assembler/fabricator</b>			
assembler/fabricator	16.5 - 18.9	18.2 - 21.0	19.7 - 23.6
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.5 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	18.0 - 20.5	20.1 - 23.3	22.8 - 26.0
inventory control clerk	17.2 - 19.7	18.7 - 21.4	20.1 - 23.0
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.6 - 20.9	19.3 - 22.8	20.8 - 24.6
manufacturing worker	15.0 - 16.9	16.3 - 18.4	17.5 - 19.8
material handler	15.5 - 17.9	17.0 - 19.7	18.4 - 21.3
moulding machine operator	16.9 - 20.0	18.5 - 21.9	19.9 - 23.6
picker/packer	15.0 - 16.6	15.5 - 17.9	16.5 - 19.1
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	15.2 - 16.7	16.3 - 18.7	17.9 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.9 - 21.3	20.5 - 23.2	21.9 - 24.9
warehouse labourer	15.4 - 17.4	17.0 - 19.2	18.3 - 20.7
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

# guelph

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.3 - 47.7	43.3 - 51.3	46.3 - 55.7
administrative assistant (bilingual)	42.5 - 49.9	44.9 - 53.6	49.6 - 57.0
benefits clerk	38.7 - 44.7	42.0 - 48.9	45.5 - 52.8
data entry clerk	32.0 - 36.6	34.8 - 39.7	37.2 - 42.7
document controller	33.2 - 37.9	36.0 - 41.2	38.6 - 44.0
executive assistant	52.4 - 63.8	58.1 - 70.8	63.5 - 77.4
executive assistant (bilingual)	55.9 - 64.2	59.3 - 70.9	67.8 - 81.7
file clerk	34.2 - 38.5	37.7 - 43.2	40.9 - 47.7
human resources assistant	41.5 - 48.1	45.2 - 52.3	48.2 - 56.0
insurance claims clerk	38.0 - 43.4	41.3 - 47.2	44.3 - 50.8
mailroom clerk	33.0 - 37.3	35.9 - 40.6	38.0 - 43.0
office clerk	36.5 - 41.7	38.8 - 44.4	41.0 - 46.9
order clerk	35.0 - 38.9	37.2 - 42.3	39.9 - 45.6
receptionist	34.0 - 38.5	35.9 - 40.8	37.5 - 43.2
sales assistant	38.9 - 45.5	41.5 - 48.0	44.0 - 50.9

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	47.4 - 58.7	51.1 - 64.5	56.0 - 71.8
account manager - technologies, software*	49.3 - 61.1	53.2 - 67.2	58.3 - 74.8
business development manager*	92.3 - 122.1	103.4 - 140.2	117.8 - 161.7
district sales manager**	72.0 - 92.8	82.0 - 107.7	94.1 - 123.3
key accounts manager - consumer goods*	61.3 - 78.6	69.3 - 90.5	79.1 - 103.3
merchandiser - consumer goods	57.2 - 74.3	63.7 - 84.4	71.9 - 95.6
sales engineer technologies, software, hardware, telecommunications**	68.2 - 88.7	74.8 - 99.1	83.1 - 110.5
sales representative, account manager channel manager*	69.7 - 91.7	77.7 - 104.2	87.7 - 118.0
sales representative, account manager consumer goods*	49.4 - 60.9	52.9 - 66.6	57.8 - 74.0
sales representative, account manager professional services*	45.7 - 56.7	49.3 - 62.3	54.1 - 69.3
sales representative, account manager telecommunications*	47.8 - 59.3	51.6 - 65.2	56.6 - 72.5
<b>digital marketing</b>			
digital marketing manager	63.5 - 80.4	72.9 - 93.8	83.9 - 106.2
digital media specialist	37.3 - 47.5	43.3 - 56.1	50.4 - 64.0
digital specialist	44.4 - 58.7	51.6 - 69.4	60.2 - 79.4
e-commerce manager	77.4 - 100.6	86.2 - 114.4	97.4 - 129.9
marketing content manager	48.8 - 62.2	56.7 - 73.5	66.0 - 83.9
social media manager	57.2 - 70.1	69.4 - 82.7	82.4 - 96.3
web manager	63.5 - 82.5	70.7 - 93.7	79.8 - 106.5
web marketing analyst	48.5 - 63.4	55.5 - 73.8	63.9 - 83.9

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# guelph

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	79.3 - 101.7	88.0 - 114.9	98.7 - 128.8
brand or product manager assistant	63.7 - 85.4	74.1 - 100.6	85.8 - 114.8
communications manager	57.0 - 75.0	64.7 - 86.7	74.0 - 98.0
communications specialist	50.0 - 67.8	59.2 - 81.3	69.6 - 93.0
marketing coordinator	52.1 - 69.1	59.8 - 80.5	68.9 - 91.8
marketing director	88.2 - 116.2	99.9 - 133.8	113.8 - 151.2
marketing project manager	37.8 - 50.0	43.4 - 58.2	49.8 - 66.0
marketing specialist	45.9 - 60.0	51.6 - 68.6	58.4 - 77.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	67.1 - 87.1	74.8 - 99.0	84.3 - 112.1
communications VP	96.1 - 145.7	127.6 - 194.2	161.0 - 245.4
marketing VP	120.8 - 185.9	166.8 - 257.3	215.9 - 333.2
sales manager*	93.2 - 119.6	114.8 - 147.8	139.2 - 179.4
sales vice-president/general manager**	137.6 - 197.4	185.8 - 266.7	237.6 - 341.1

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	24.3 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# guelph

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
machine builder	25.0 - 29.4	28.5 - 33.4	32.3 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.5 - 34.4	33.7 - 39.0
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	67.3 - 86.5	75.1 - 98.4	89.4 - 115.0
application support analyst	56.7 - 73.9	64.7 - 85.1	73.2 - 91.0
automation tester	59.6 - 86.1	81.4 - 98.1	91.6 - 127.2
devops development side	80.6 - 105.4	103.1 - 127.2	119.4 - 140.5
ERP developer	65.3 - 83.4	72.5 - 94.9	89.6 - 131.4
front-end developer	63.7 - 83.1	72.6 - 96.3	83.1 - 119.0
full stack developer	60.3 - 81.4	72.9 - 105.4	94.2 - 133.5
IT quality assurance manager	76.0 - 97.9	83.7 - 109.9	93.3 - 123.0
java developer	64.1 - 82.4	71.5 - 111.6	97.5 - 129.3
machine learning developer	85.8 - 120.5	116.1 - 180.6	177.6 - 200.6
manual tester	47.8 - 63.0	55.6 - 74.3	64.4 - 84.4
mobile application developer (ios/android)	65.2 - 89.5	79.7 - 109.5	94.7 - 124.6
RPA developer	71.4 - 83.7	82.4 - 99.3	93.6 - 108.4
UI/UX designer	60.8 - 78.1	67.9 - 88.8	76.4 - 99.0
<b>architecture</b>			
application architect	85.9 - 98.6	95.0 - 110.4	106.6 - 150.4
architect (enterprise)	90.3 - 121.4	103.4 - 141.4	130.0 - 200.0
architect (solutions/technical)	81.5 - 101.5	91.2 - 115.7	103.0 - 129.8
cloud architect	80.8 - 101.2	91.1 - 130.8	115.5 - 200.0
<b>data &amp; analytics</b>			
BI data architect	76.7 - 98.4	85.2 - 111.3	95.5 - 124.4
big data engineer	80.6 - 96.3	92.5 - 115.4	105.7 - 133.4
business intelligence developer	63.5 - 81.9	70.4 - 92.1	79.2 - 111.0
data analyst	52.1 - 76.9	65.3 - 91.6	82.6 - 101.4
data architect	93.6 - 110.7	99.2 - 119.8	100.1 - 136.4

# guelph

## technologies

	annual salaries		
	entry	mid	senior
<b>data &amp; analytics (continued)</b>			
data engineer	67.9 - 90.2	78.0 - 105.5	90.0 - 119.8
data scientist	76.1 - 102.6	88.4 - 119.3	101.4 - 135.5
database administrator	62.9 - 78.9	73.8 - 90.9	85.6 - 109.4
<b>leadership/business technology</b>			
business analyst	60.0 - 85.4	74.4 - 98.0	89.0 - 123.0
chief technology officer	120.4 - 190.3	160.4 - 285.9	225.5 - 450.6
CIO/CTO	103.0 - 183.2	153.6 - 274.8	212.8 - 381.1
IT director	110.8 - 130.1	120.4 - 160.8	130.1 - 200.9
technical lead	54.3 - 82.6	80.6 - 88.8	84.6 - 133.2
technical writer	57.1 - 73.5	66.1 - 86.2	76.3 - 97.7
<b>networking/infrastructure</b>			
bilingual tech support	40.6 - 45.4	43.6 - 55.2	50.4 - 75.6
devops system side	80.8 - 106.4	100.2 - 125.4	105.9 - 135.6
help desk representative	45.8 - 60.1	52.1 - 68.8	58.7 - 76.7
information security engineer	69.9 - 92.8	80.2 - 108.5	92.5 - 123.2
information security manager	90.2 - 116.8	99.8 - 132.2	112.3 - 150.1
information security specialist	59.4 - 77.3	67.6 - 89.6	77.4 - 101.4
information systems analyst	62.7 - 79.6	68.9 - 89.3	76.8 - 100.3
linux/unix administrator	70.5 - 91.9	80.1 - 106.6	91.9 - 121.4
network administrator	52.6 - 66.9	63.3 - 87.4	82.1 - 100.9
network engineer	64.0 - 84.5	73.1 - 98.6	84.2 - 112.9
systems administrator	58.4 - 79.2	69.6 - 83.6	81.4 - 109.5
telecommunications analyst	62.0 - 81.8	70.7 - 95.5	81.6 - 110.0
<b>project management</b>			
business systems analyst	74.3 - 99.5	84.8 - 115.5	97.2 - 131.1
ERP project manager	89.9 - 119.3	97.9 - 132.7	108.4 - 148.7
functional analyst	60.8 - 68.2	67.4 - 94.5	89.1 - 121.8
organizational change manager (OCM)	87.6 - 102.2	101.4 - 114.2	111.3 - 127.0
product owner	59.6 - 73.3	72.4 - 93.1	83.3 - 109.4
product owner/manager	74.8 - 102.2	86.5 - 120.3	100.3 - 137.7
program manager	100.6 - 115.9	109.4 - 137.4	135.8 - 180.9
project coordinator	58.1 - 72.9	66.0 - 84.4	75.5 - 95.8
project manager (infrastructure)	70.4 - 90.1	80.6 - 108.6	87.4 - 118.2
project manager (software)	60.9 - 80.6	75.6 - 110.4	89.6 - 118.1
scrum master	69.7 - 90.0	78.3 - 103.2	88.9 - 117.5

# hamilton

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	41.0 - 48.3	44.6 - 52.6	48.1 - 56.7
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	45.5 - 53.6	49.2 - 58.1	52.8 - 62.3
help desk representative	44.5 - 53.6	48.8 - 58.9	52.8 - 63.7
inside sales representative	48.4 - 57.0	50.9 - 60.0	53.4 - 63.0

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
<b>chemical</b>			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
<b>civil</b>			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
<b>construction</b>			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
<b>electrical</b>			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5

# hamilton

## engineering

	annual salaries		
	entry	mid	senior
<b>energy</b>			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
<b>manufacturing</b>			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
<b>mechanical</b>			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
<b>supply chain management &amp; procurement</b>			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4

# hamilton

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management</b>			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
<b>accountant</b>				
accountant	60.3 - 72.1	63.1 - 75.3	65.7 - 78.6	72.6 - 86.9
accounting manager	81.4 - 98.6	87.5 - 106.0	93.4 - 113.2	106.6 - 129.2
accounting supervisor	61.3 - 74.1	65.8 - 79.7	70.3 - 85.1	80.1 - 97.2
accounts payable manager	69.8 - 84.5	76.1 - 92.2	82.3 - 99.7	96.4 - 116.9
accounts receivable manager	70.9 - 83.8	76.8 - 90.9	82.7 - 97.8	96.9 - 114.7
billing specialist	37.2 - 43.2	40.5 - 47.2	43.6 - 50.8	49.5 - 57.7
bookkeeper	40.5 - 47.6	45.4 - 49.4	47.2 - 50.9	49.3 - 58.2
compliance specialist	52.9 - 63.2	58.1 - 69.5	63.1 - 75.4	73.2 - 87.6
controller	87.3 - 111.0	94.6 - 120.3	101.7 - 129.3	118.1 - 150.2
credit and collections supervisor	52.6 - 63.6	56.7 - 68.5	60.7 - 73.4	69.8 - 84.5
external auditor	57.6 - 68.9	63.0 - 75.4	68.3 - 81.7	79.5 - 95.2
financial analyst	67.3 - 80.5	72.0 - 86.1	76.5 - 91.6	86.8 - 104.0
financial reporting manager	90.9 - 110.1	97.5 - 118.2	104.0 - 126.2	119.5 - 144.8
internal auditor	57.1 - 68.2	62.9 - 75.2	68.5 - 81.9	80.0 - 95.7
payroll manager	68.4 - 82.8	73.8 - 89.4	79.1 - 95.9	90.6 - 109.9
payroll specialist	42.6 - 50.7	46.4 - 55.4	50.1 - 59.8	58.1 - 69.4
payroll supervisor	53.6 - 64.0	58.2 - 69.6	62.7 - 74.9	72.3 - 86.5

### company revenue

	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	116.8 - 208.3	167.6 - 299.6	246.5 - 440.9
finance director	87.6 - 156.0	119.3 - 212.8	157.6 - 281.7

# hamilton

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.7 - 43.3	40.5 - 46.6	43.2 - 49.7
accounts payable clerk	38.4 - 43.1	42.3 - 47.6	45.9 - 51.6
accounts receivable clerk	39.3 - 44.2	43.4 - 48.8	47.1 - 52.9
invoicing clerk	36.7 - 42.6	40.1 - 46.6	43.1 - 50.1
payroll administrator	42.6 - 50.7	46.4 - 55.4	50.1 - 59.8
payroll clerk	41.6 - 48.5	45.7 - 53.3	49.4 - 57.6

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.8 - 67.2	59.0 - 76.5	66.5 - 86.4
compensation and benefits manager	85.2 - 110.7	94.4 - 125.3	106.2 - 142.2
health and safety advisor	59.0 - 75.8	67.7 - 88.1	77.6 - 100.0
HRIS analyst	58.7 - 77.0	67.2 - 89.6	77.2 - 102.0
human resources business partner	65.2 - 85.1	72.8 - 97.0	82.3 - 109.7
human resources coordinator	48.1 - 62.3	53.3 - 70.5	60.0 - 80.2
human resources generalist	59.6 - 74.6	63.8 - 81.7	69.9 - 91.9
human resources manager	80.4 - 105.7	90.5 - 121.2	102.9 - 137.7
human resources supervisor	61.8 - 80.5	68.8 - 91.7	78.0 - 105.1
labour relations advisor	63.8 - 84.4	72.6 - 98.0	83.4 - 112.0
labour relations manager	87.9 - 119.3	103.4 - 142.0	121.2 - 164.3
recruitment coordinator	39.9 - 51.5	45.5 - 59.3	51.6 - 66.7
talent acquisition specialist	51.2 - 68.8	57.7 - 78.9	65.7 - 90.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	104.7 - 177.7	144.0 - 244.8	179.3 - 305.3
health and safety director	90.0 - 118.6	117.2 - 154.5	141.0 - 186.0
human resources director	88.8 - 122.7	114.8 - 158.7	142.3 - 196.9

# hamilton

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.1 - 18.6	17.5 - 20.3	18.8 - 21.8
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.6 - 16.0	15.6 - 18.1	16.2 - 20.5
industrial painter	16.9 - 19.8	18.4 - 21.6	19.7 - 23.2
inventory control clerk	16.9 - 19.4	18.4 - 21.2	19.8 - 22.8
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.4 - 20.6	19.0 - 22.6	20.6 - 24.5
manufacturing worker	14.6 - 16.6	15.9 - 18.0	17.1 - 19.4
material handler	15.0 - 17.4	16.5 - 19.2	17.9 - 20.7
moulding machine operator	16.8 - 19.9	18.4 - 21.8	19.8 - 23.6
picker/packer	14.3 - 16.6	15.4 - 17.9	16.4 - 19.0
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	14.3 - 16.4	16.1 - 18.5	17.7 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.5 - 21.1	20.2 - 22.9	21.7 - 24.7
warehouse labourer	14.9 - 16.9	16.5 - 18.7	17.7 - 20.1
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.3 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
benefits clerk	38.0 - 44.1	41.6 - 48.4	45.0 - 52.4
buyer assistant	38.8 - 45.0	42.9 - 49.9	46.5 - 54.2
data entry clerk	31.5 - 36.1	34.2 - 39.3	36.7 - 42.1
document controller	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
executive assistant	51.6 - 63.0	57.3 - 70.1	62.7 - 76.8
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.9 - 37.7	37.0 - 42.5	40.2 - 46.2
human resources assistant	40.9 - 47.5	44.5 - 51.8	47.6 - 55.5
legal assistant	45.7 - 55.1	52.2 - 63.0	58.1 - 70.2
office clerk	36.0 - 41.2	38.3 - 44.0	40.5 - 46.5
office manager	52.9 - 63.8	56.2 - 68.0	59.5 - 72.0
order clerk	33.4 - 38.3	36.5 - 41.8	39.1 - 45.0
project coordinator	43.6 - 52.0	47.2 - 56.2	50.6 - 60.3
receptionist	32.4 - 37.6	34.6 - 40.1	36.7 - 42.6
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.6 - 44.9	41.2 - 47.9	43.8 - 51.0

# hamilton

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	47.1 - 58.6	50.9 - 64.6	55.9 - 72.0
account manager - technologies, software*	49.0 - 61.0	53.0 - 67.3	58.2 - 75.0
business development manager*	94.0 - 124.9	105.6 - 143.3	120.5 - 165.0
district sales manager**	71.6 - 92.9	81.8 - 108.1	94.2 - 124.0
key accounts manager - consumer goods*	61.2 - 79.0	69.5 - 91.3	79.5 - 104.5
merchandiser - consumer goods	57.1 - 74.6	63.8 - 85.0	72.1 - 96.6
sales engineer technologies, software, hardware, telecommunications**	68.2 - 89.2	75.0 - 100.0	83.5 - 111.7
sales representative, account manager channel manager*	69.2 - 91.7	77.4 - 104.6	87.6 - 118.6
sales representative, account manager consumer goods*	49.2 - 61.1	52.8 - 66.9	57.8 - 74.5
sales representative, account manager professional services*	45.5 - 56.6	49.1 - 62.4	54.0 - 69.5
sales representative, account manager telecommunications*	47.5 - 59.2	51.3 - 65.2	56.4 - 72.7
<b>digital marketing</b>			
digital marketing manager	62.3 - 79.3	71.8 - 92.9	82.9 - 105.3
digital media specialist	36.9 - 47.2	43.0 - 56.0	50.1 - 64.0
digital specialist	44.1 - 58.6	51.4 - 69.5	60.1 - 79.8
e-commerce manager	77.0 - 100.9	86.1 - 115.0	97.5 - 130.7
marketing content manager	47.5 - 61.0	55.5 - 72.4	64.8 - 82.9
social media manager	56.6 - 69.7	69.1 - 82.9	82.2 - 96.4
web manager	62.9 - 82.3	70.3 - 93.8	79.6 - 106.9
web marketing analyst	47.2 - 62.2	54.3 - 72.7	62.7 - 82.9
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	79.1 - 101.9	87.9 - 115.5	98.9 - 129.6
brand or product manager assistant	62.9 - 84.8	73.4 - 100.2	85.3 - 114.5
communications manager	57.4 - 76.0	65.4 - 88.2	74.9 - 99.9
communications specialist	48.8 - 66.7	58.1 - 80.3	68.6 - 92.2

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# hamilton

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications (continued)</b>			
marketing coordinator	51.9 - 69.2	59.7 - 81.0	69.0 - 92.6
marketing director	88.1 - 116.8	100.2 - 134.7	114.4 - 152.2
marketing project manager	36.9 - 49.3	42.5 - 57.6	49.1 - 65.5
marketing specialist	45.6 - 59.9	51.4 - 68.7	58.3 - 77.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	66.5 - 87.0	74.3 - 99.2	84.1 - 112.7
communications VP	95.4 - 145.3	127.2 - 193.7	160.7 - 244.9
marketing VP	121.5 - 187.0	167.8 - 258.6	217.1 - 334.5
sales manager*	93.5 - 120.4	115.6 - 148.7	140.1 - 180.4
sales vice-president/general manager**	138.5 - 198.5	186.9 - 268.0	238.8 - 342.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.6 - 29.3	26.3 - 31.4	28.1 - 33.5
CNC machinist	21.0 - 25.0	24.2 - 30.0	29.4 - 34.0
conventional machinist	21.0 - 25.8	24.3 - 30.9	29.1 - 34.0
field service technician	24.2 - 28.5	26.7 - 31.5	29.0 - 34.3
lead hand/team lead	24.0 - 27.0	26.5 - 32.8	31.3 - 35.0
machine builder	23.0 - 26.0	25.0 - 30.5	28.0 - 32.2
maintenance mechanic	24.0 - 26.0	25.0 - 31.3	30.0 - 33.0
maintenance supervisor	30.0 - 33.0	31.0 - 37.0	36.0 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.2	31.0 - 32.5	31.2 - 36.0
panel wirer	30.0 - 31.5	30.3 - 32.1	32.0 - 33.0
production supervisor	27.0 - 31.0	29.6 - 36.4	34.8 - 40.0
tool and die maker	30.0 - 31.0	30.4 - 32.0	31.6 - 36.0
warehouse supervisor	22.9 - 27.3	25.0 - 29.8	27.0 - 32.2
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# kingston

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 32.7	30.3 - 35.9	32.8 - 38.9
customer service representative (bilingual)	33.2 - 35.7	34.2 - 38.5	35.8 - 41.9
customer service supervisor	43.5 - 51.4	47.0 - 55.6	50.4 - 59.7
help desk representative	35.1 - 38.1	36.1 - 39.1	37.1 - 40.1
telemarketing agent	27.3 - 31.2	28.3 - 32.2	29.3 - 33.3

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounts payable clerk	37.7 - 42.3	41.6 - 46.7	45.1 - 50.7
accounts receivable clerk	38.6 - 43.4	42.6 - 47.8	46.2 - 52.0
invoicing clerk	36.0 - 41.8	39.4 - 45.7	42.3 - 49.2
payroll administrator	41.9 - 50.0	45.7 - 54.5	49.4 - 58.9

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.5	17.1 - 21.4	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.4 - 18.8	17.9 - 20.5	19.2 - 22.1
machine operator	17.1 - 20.3	18.7 - 22.2	20.2 - 24.0
machine operator assistant	16.2 - 18.3	17.7 - 20.1	19.1 - 21.7
material handler	14.7 - 17.0	16.2 - 18.8	17.5 - 20.3
picker/packer	14.0 - 16.3	15.1 - 17.5	16.1 - 18.7
production labourer	14.1 - 16.1	15.8 - 18.1	17.3 - 19.9
shipping and receiving clerk	18.0 - 20.5	19.6 - 22.3	21.1 - 24.0
welder/fitter	20.0 - 22.0	21.0 - 25.0	24.1 - 30.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.2 - 46.6	42.2 - 50.3	45.1 - 53.8
benefits clerk	37.3 - 43.3	40.8 - 47.5	44.1 - 51.4
data entry clerk	31.2 - 35.7	33.9 - 38.9	36.3 - 41.7
executive assistant	51.5 - 62.9	57.2 - 70.0	62.6 - 76.6
human resources assistant	40.1 - 46.6	43.6 - 50.8	46.7 - 54.5
inside sales representative	47.1 - 55.5	49.5 - 58.4	52.0 - 61.4
legal assistant	45.0 - 54.3	51.3 - 62.1	57.2 - 69.2
mailroom clerk	32.2 - 36.5	35.0 - 39.7	37.2 - 42.2
office clerk	35.6 - 40.9	37.9 - 43.6	40.1 - 46.1
office manager	51.6 - 62.4	54.9 - 66.4	58.2 - 70.4

# kingston

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	42.4 - 50.5	45.8 - 54.6	49.1 - 58.6
receptionist	31.8 - 36.8	33.9 - 39.3	36.0 - 41.8
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.3 - 22.9	21.0 - 25.0	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 28.1	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.0	26.3 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	24.1 - 28.8	26.6 - 31.8	29.0 - 34.6
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 30.1	29.0 - 33.6	32.1 - 37.0
maintenance mechanic	21.9 - 25.2	24.0 - 27.6	26.0 - 29.9
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.4	30.0 - 35.0
millwright	23.4 - 27.9	25.6 - 30.6	27.6 - 33.0
production manager	24.0 - 28.0	26.0 - 31.3	30.0 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.8 - 28.4	26.0 - 31.0	28.1 - 33.6
warehouse manager	24.0 - 28.0	26.0 - 31.7	30.0 - 36.0
warehouse supervisor	22.1 - 26.4	24.2 - 28.9	26.1 - 31.2
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

# kitchener - waterloo

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

# kitchener - waterloo

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
<b>chemical</b>			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9
<b>civil</b>			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
<b>construction</b>			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
<b>electrical</b>			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
<b>energy</b>			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1

# kitchener - waterloo

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing</b>			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
<b>mechanical</b>			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
<b>supply chain management &amp; procurement</b>			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
<b>technical management</b>			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0

# kitchener - waterloo

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
<b>accounting clerk</b>			
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

## human resources

	annual salaries		
	entry	mid	senior
<b>benefits administrator</b>			
benefits administrator	51.9 - 66.0	57.9 - 75.0	65.3 - 84.8
compensation and benefits manager	84.0 - 109.3	93.1 - 123.8	104.9 - 140.6
health and safety advisor	58.2 - 74.6	66.7 - 86.8	76.5 - 98.6
HRIS analyst	58.0 - 76.1	66.4 - 88.7	76.4 - 101.0
human resources business partner	64.0 - 83.5	71.5 - 95.1	80.7 - 107.6
human resources coordinator	47.2 - 61.1	52.3 - 69.1	58.8 - 78.6
human resources generalist	58.6 - 73.2	62.7 - 80.1	68.6 - 90.1
human resources manager	79.2 - 104.3	89.3 - 119.8	101.6 - 136.2
human resources supervisor	60.7 - 78.9	67.6 - 89.9	76.5 - 103.1
labour relations advisor	62.6 - 82.8	71.3 - 96.1	81.8 - 109.8
labour relations manager	86.7 - 117.9	102.1 - 140.5	119.8 - 162.6
recruitment coordinator	39.3 - 50.6	44.8 - 58.2	50.7 - 65.4
talent acquisition specialist	50.2 - 67.4	56.5 - 77.2	64.4 - 88.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	103.4 - 176.0	142.4 - 243.2	177.7 - 303.7
health and safety director	88.7 - 117.2	115.8 - 152.8	139.5 - 184.4
human resources director	87.5 - 121.3	113.4 - 157.1	140.7 - 195.2

# kitchener - waterloo

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.3	17.2 - 19.9	19.5 - 22.1
counterbalance forklift operator	16.0 - 18.2	17.8 - 20.0	19.5 - 22.8
electronic parts assembler	15.8 - 18.6	17.1 - 19.9	18.1 - 22.2
forklift operator	16.5 - 18.0	17.1 - 19.5	19.0 - 21.6
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	16.5 - 19.5	18.1 - 21.2	20.1 - 22.9
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 22.8
machine operator	17.1 - 20.4	18.7 - 22.2	20.2 - 24.0
manufacturing worker	15.1 - 16.6	15.7 - 17.7	17.5 - 19.0
material handler	15.8 - 17.3	17.0 - 19.5	18.5 - 20.8
moulding machine operator	16.4 - 19.4	18.0 - 21.3	19.4 - 23.0
picker/packer	15.1 - 16.4	15.6 - 17.7	16.5 - 18.8
production labourer	15.5 - 16.4	16.3 - 18.3	18.0 - 19.8
reach truck operator	17.2 - 19.4	18.5 - 21.1	20.5 - 23.5
sandblasting operator	17.0 - 18.7	18.0 - 20.4	20.1 - 22.9
shipping and receiving clerk	18.4 - 20.8	20.4 - 22.8	22.5 - 24.8
warehouse labourer	16.2 - 17.3	17.2 - 18.5	18.1 - 20.1
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

# kitchener - waterloo

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	45.8 - 57.0	49.5 - 62.7	54.3 - 70.0
account manager - technologies, software*	47.7 - 59.3	51.5 - 65.3	56.6 - 72.9
business development manager*	91.9 - 122.2	103.3 - 140.3	117.9 - 161.9
district sales manager**	69.6 - 90.1	79.4 - 104.9	91.4 - 120.3
key accounts manager - consumer goods*	59.5 - 76.7	67.5 - 88.6	77.1 - 101.4
merchandiser - consumer goods	56.1 - 73.1	62.6 - 83.3	70.8 - 94.7
sales representative, account manager channel manager*	67.3 - 89.0	75.2 - 101.4	85.0 - 115.1
sales representative, account manager consumer goods*	48.6 - 60.1	52.1 - 65.8	56.9 - 73.3
sales representative, account manager professional services*	44.3 - 55.0	47.8 - 60.6	52.5 - 67.5
sales representative, account manager technologies, software, hardware, telecommunications**	66.2 - 86.4	72.7 - 96.7	80.9 - 108.0
sales representative, account manager telecommunications*	46.3 - 57.5	49.9 - 63.3	54.9 - 70.6
<b>digital marketing</b>			
digital marketing manager	61.6 - 78.4	70.9 - 91.8	81.9 - 104.1
digital media specialist	36.4 - 46.5	42.3 - 55.0	49.3 - 62.9
digital specialist	43.4 - 57.6	50.5 - 68.2	59.0 - 78.3
e-commerce manager	74.9 - 97.8	83.6 - 111.6	94.6 - 126.9
marketing content manager	47.1 - 60.3	54.8 - 71.5	64.0 - 81.9
social media manager	55.1 - 67.8	66.1 - 79.2	79.1 - 93.6
web manager	61.3 - 79.9	68.3 - 91.0	77.3 - 103.7
web marketing analyst	46.8 - 61.5	53.7 - 71.9	62.0 - 81.9
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	76.8 - 98.9	85.4 - 112.0	96.0 - 125.8
brand or product manager assistant	62.2 - 83.9	72.6 - 99.1	84.3 - 113.4
communications manager	56.2 - 74.3	64.0 - 86.2	73.3 - 97.7
communications specialist	48.3 - 65.9	57.4 - 79.3	67.7 - 91.0
marketing coordinator	51.0 - 67.9	58.6 - 79.4	67.7 - 90.8

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# kitchener - waterloo

## sales & marketing

Sales & Marketing	annual salaries		
	entry	mid	senior
<b>marketing and communications (continued)</b>			
marketing director	85.6 - 113.3	97.2 - 130.8	110.9 - 148.1
marketing project manager	36.2 - 48.1	41.6 - 56.1	47.9 - 63.8
marketing specialist	44.9 - 58.8	50.5 - 67.4	57.3 - 75.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	65.5 - 85.7	73.2 - 97.8	82.9 - 111.2
communications VP	94.5 - 144.0	126.0 - 192.3	159.3 - 243.5
marketing VP	117.9 - 182.6	163.6 - 253.7	212.4 - 329.5
sales manager*	90.7 - 116.9	112.3 - 145.1	136.6 - 176.5
sales vice-president/general manager**	134.6 - 194.0	182.5 - 263.1	234.1 - 337.4

# skilled trades & industrial management

Job Title	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	24.3 - 28.3	28.0 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 37.6
field service technician	23.9 - 28.3	27.6 - 33.4	32.9 - 40.8
heavy equipment mechanic	28.2 - 32.4	31.8 - 34.1	32.9 - 35.8
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.3	28.6 - 33.5	32.1 - 36.4
maintenance mechanic	28.5 - 31.9	29.0 - 34.2	33.7 - 37.5
maintenance supervisor	32.2 - 36.2	35.3 - 38.6	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.2 - 31.5	30.7 - 34.6
panel wirer	18.2 - 21.8	20.5 - 25.2	24.3 - 29.7
tool and die maker	26.1 - 29.3	28.7 - 32.6	31.9 - 35.1
warehouse supervisor	22.3 - 25.8	24.9 - 29.1	28.9 - 31.2
welder	20.3 - 23.9	23.5 - 27.4	25.6 - 30.5

## technologies

technology	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	65.5 - 84.6	73.2 - 96.4	90.1 - 115.6
application support analyst	54.9 - 72.0	62.8 - 83.1	71.4 - 91.0
automation tester	59.6 - 86.9	81.5 - 98.6	91.4 - 127.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# kitchener - waterloo

## technologies

	annual salaries		
	entry	mid	senior
<b>application software (continued)</b>			
devops development side	80.6 - 105.4	103.3 - 127.8	119.4 - 140.1
ERP developer	63.2 - 81.5	70.6 - 92.9	89.0 - 131.0
front-end developer	64.9 - 85.6	74.3 - 99.8	85.7 - 120.2
full stack developer	60.3 - 81.4	72.6 - 105.6	95.6 - 133.4
IT quality assurance manager	74.5 - 96.8	82.3 - 109.0	92.1 - 122.1
java developer	62.3 - 80.4	69.7 - 111.2	93.3 - 129.4
machine learning developer	85.9 - 120.9	110.4 - 180.9	170.3 - 200.1
manual tester	46.3 - 61.5	54.1 - 72.8	62.9 - 82.9
mobile application developer (ios/android)	63.4 - 87.6	77.8 - 107.4	92.7 - 122.5
RPA developer	71.6 - 83.9	81.4 - 99.6	93.5 - 108.9
UI/UX designer	59.0 - 76.2	66.0 - 86.8	74.5 - 97.0
<b>architecture</b>			
application architect	85.4 - 95.4	90.6 - 110.0	100.3 - 150.6
architect (enterprise)	88.4 - 119.3	101.4 - 139.2	130.0 - 200.0
architect (solutions/technical)	79.5 - 99.5	89.2 - 113.6	101.0 - 127.6
cloud architect	78.9 - 99.2	89.1 - 130.4	119.6 - 200.0
<b>data &amp; analytics</b>			
BI data architect	74.8 - 96.4	83.3 - 109.3	93.6 - 122.3
big data engineer	80.1 - 96.7	93.6 - 115.4	105.1 - 133.6
business intelligence developer	61.2 - 79.1	68.5 - 90.1	77.3 - 111.0
data analyst	52.3 - 76.4	65.3 - 91.4	82.0 - 101.0
data architect	93.6 - 110.5	99.4 - 119.5	113.1 - 136.5
data engineer	66.0 - 88.2	76.1 - 103.5	88.1 - 117.7
data scientist	76.8 - 102.6	88.5 - 119.6	101.5 - 135.6
database administrator	62.4 - 78.9	73.6 - 90.9	85.4 - 109.0
<b>leadership/business technology</b>			
business analyst	60.0 - 83.5	72.5 - 96.1	89.0 - 123.0
chief technology officer	120.0 - 190.0	160.0 - 285.0	225.0 - 450.0
CIO/CTO	101.9 - 182.4	152.7 - 274.2	212.1 - 380.8
IT director	110.6 - 130.4	120.2 - 160.5	130.3 - 200.1
technical lead	54.6 - 82.2	80.2 - 88.9	84.6 - 133.5
technical writer	55.4 - 71.6	64.3 - 84.3	74.4 - 95.8
<b>networking/infrastructure</b>			
bilingual tech support	40.0 - 45.8	43.6 - 57.7	55.4 - 75.6
devops system side	80.9 - 106.3	100.5 - 125.6	105.4 - 135.6
help desk representative	44.1 - 58.3	50.3 - 67.0	56.9 - 74.8
information security engineer	68.1 - 90.9	78.3 - 106.4	90.5 - 121.1
information security manager	88.9 - 115.9	98.7 - 131.4	111.3 - 149.3
information security specialist	57.6 - 75.4	65.7 - 87.7	75.5 - 99.4
information systems analyst	60.8 - 77.7	67.0 - 87.4	74.9 - 98.3
linux/unix administrator	68.6 - 89.9	78.2 - 104.5	89.9 - 119.3

# kitchener - waterloo

## technologies

	annual salaries		
	entry	mid	senior
<b>networking/infrastructure (continued)</b>			
network administrator	52.6 - 66.4	63.9 - 87.9	82.3 - 100.5
network engineer	62.1 - 82.6	71.2 - 96.6	82.3 - 110.8
systems administrator	58.9 - 79.9	69.6 - 83.2	81.2 - 109.5
telecommunications analyst	60.2 - 79.9	68.9 - 93.5	79.7 - 107.9
<b>project management</b>			
business systems analyst	72.4 - 97.5	82.8 - 113.4	95.2 - 129.0
ERP project manager	88.6 - 118.4	96.7 - 131.8	107.4 - 147.8
functional analyst	60.1 - 71.5	70.8 - 95.6	89.9 - 121.6
organizational change manager (OCM)	87.0 - 102.3	101.8 - 114.2	111.5 - 127.3
product owner	59.9 - 73.6	72.4 - 93.4	83.6 - 109.6
product owner/manager	74.2 - 102.0	86.1 - 120.4	100.1 - 137.9
program manager	100.6 - 115.6	109.5 - 137.6	135.2 - 185.9
project coordinator	56.3 - 71.0	64.2 - 82.5	73.6 - 93.9
project manager (infrastructure)	70.1 - 90.5	80.1 - 110.6	89.1 - 118.6
project manager (software)	60.4 - 80.1	75.9 - 110.6	89.5 - 118.9
scrum master	68.4 - 88.7	77.5 - 101.9	87.6 - 116.2

# london

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
<b>chemical</b>			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9

# london

## engineering

	annual salaries		
	entry	mid	senior
<b>civil</b>			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
<b>construction</b>			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
<b>electrical</b>			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
<b>energy</b>			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1
<b>manufacturing</b>			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9

# london

## engineering

	annual salaries		
	entry	mid	senior
<b>manufacturing (continued)</b>			
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
<b>mechanical</b>			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
<b>supply chain management &amp; procurement</b>			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
<b>technical management</b>			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

# london

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.8 - 18.3	17.2 - 19.9	18.5 - 21.4
counterbalance forklift operator	17.0 - 18.4	18.1 - 19.5	19.2 - 20.8
general labourer - heavy	16.8 - 17.9	17.4 - 18.5	18.1 - 21.0
general labourer - light	16.0 - 17.5	17.0 - 17.9	17.5 - 19.5
industrial painter	16.7 - 19.6	18.2 - 21.3	19.5 - 22.9
inventory control clerk	16.5 - 18.9	18.0 - 20.6	19.3 - 22.2
janitor/custodian	15.0 - 16.1	15.9 - 17.5	17.3 - 19.0
machine operator	17.1 - 20.3	18.7 - 22.2	20.2 - 24.0
manufacturing worker	14.5 - 16.4	15.7 - 17.8	16.9 - 19.2
material handler	14.9 - 17.3	16.4 - 19.1	17.8 - 20.7
moulding machine operator	16.5 - 19.6	18.1 - 21.5	19.5 - 23.2
picker/packer	14.2 - 16.5	15.3 - 17.8	16.3 - 19.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
production labourer	14.2 - 16.3	16.0 - 18.4	17.6 - 20.2
reach truck operator	17.5 - 18.7	18.5 - 19.8	19.4 - 22.5
shipping and receiving clerk	18.1 - 20.5	19.7 - 22.3	21.1 - 24.0
warehouse labourer	14.8 - 16.8	16.4 - 18.6	17.7 - 20.0
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9

# london

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.5 - 25.0	24.3 - 28.0	27.5 - 34.0
conventional machinist	21.0 - 24.9	24.5 - 27.1	26.2 - 31.0
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	20.0 - 27.0	25.2 - 33.5	32.0 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	31.5 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.1 - 28.9	28.5 - 33.4	32.7 - 35.6
warehouse supervisor	25.0 - 28.0	26.2 - 32.0	27.8 - 34.2
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	65.2 - 84.1	72.9 - 95.8	90.0 - 115.9
application support analyst	54.6 - 71.7	62.5 - 82.7	71.0 - 91.0
automation tester	59.6 - 86.1	81.4 - 98.6	91.4 - 127.6
devops development side	80.8 - 105.6	103.4 - 127.3	119.4 - 140.1
ERP developer	62.9 - 81.1	70.2 - 92.3	89.0 - 131.5
front-end developer	61.6 - 80.7	70.4 - 93.7	80.7 - 119.3
full stack developer	60.6 - 81.9	72.4 - 105.6	94.5 - 133.5
IT quality assurance manager	74.3 - 96.3	82.0 - 108.4	91.7 - 121.4
java developer	62.3 - 80.4	69.3 - 111.6	91.2 - 129.1
machine learning developer	85.6 - 120.6	110.5 - 180.6	175.9 - 200.1

# london

## technologies

	annual salaries		
	entry	mid	senior
<b>application software (continued)</b>			
manual tester	46.8 - 62.1	54.6 - 73.4	63.5 - 83.6
mobile application developer (ios/android)	63.1 - 87.0	77.4 - 106.7	92.1 - 121.7
RPA developer	71.4 - 83.9	81.4 - 99.9	93.5 - 108.7
UI/UX designer	58.7 - 75.8	65.7 - 86.3	74.1 - 96.4
<b>architecture</b>			
application architect	85.4 - 100.3	95.6 - 110.4	102.2 - 150.1
architect (enterprise)	87.8 - 118.5	100.7 - 138.3	130.0 - 200.0
architect (solutions/technical)	79.1 - 98.8	88.7 - 112.8	100.3 - 126.7
cloud architect	78.5 - 98.5	88.6 - 130.6	113.5 - 200.4
organizational change manager (OCM)	87.6 - 102.6	101.3 - 114.3	111.6 - 127.7
<b>data &amp; analytics</b>			
BI data architect	74.4 - 95.8	82.8 - 108.5	93.0 - 121.4
big data engineer	80.1 - 96.3	93.4 - 115.2	102.6 - 133.4
business intelligence developer	60.9 - 78.6	68.2 - 89.6	76.9 - 111.0
data analyst	52.4 - 76.6	65.4 - 91.6	82.8 - 101.6
data architect	93.6 - 110.0	99.6 - 119.4	113.6 - 136.6
data engineer	65.7 - 87.7	75.7 - 102.8	87.5 - 116.9
data scientist	76.9 - 102.6	88.4 - 119.2	101.1 - 135.6
database administrator	62.3 - 78.9	73.6 - 90.1	85.1 - 109.1
<b>leadership/business technology</b>			
business analyst	60.3 - 83.3	72.1 - 95.4	89.8 - 123.9
chief technology officer	120.0 - 180.0	150.0 - 280.0	220.0 - 430.0
CIO/CTO	101.4 - 181.6	152.0 - 273.2	211.2 - 379.6
IT director	110.0 - 130.0	120.0 - 160.0	130.0 - 200.0
technical lead	54.6 - 82.6	80.6 - 88.9	84.6 - 133.9
technical writer	55.3 - 71.5	64.2 - 84.1	74.3 - 95.6
<b>networking/infrastructure</b>			
bilingual tech support	40.1 - 45.6	43.5 - 59.7	55.5 - 75.6
devops system side	80.9 - 110.6	105.4 - 125.9	115.2 - 135.2
help desk representative	43.8 - 58.0	50.1 - 66.7	56.6 - 74.4
information security engineer	67.7 - 90.3	77.9 - 105.7	90.0 - 120.2
information security manager	88.5 - 115.3	98.2 - 130.7	110.7 - 148.6
information security specialist	57.3 - 75.0	65.4 - 87.2	75.1 - 98.7
information systems analyst	60.6 - 77.3	66.7 - 86.9	74.5 - 97.6
linux/unix administrator	68.3 - 89.3	77.8 - 103.8	89.4 - 118.4
network administrator	52.6 - 66.4	63.4 - 87.4	82.0 - 100.0
network engineer	61.8 - 82.1	70.9 - 96.0	81.9 - 110.0
systems administrator	58.9 - 79.6	69.4 - 83.5	81.4 - 109.6
telecommunications analyst	59.9 - 79.4	68.5 - 92.9	79.3 - 107.2

# london

## technologies

	annual salaries		
	entry	mid	senior
<b>project management</b>			
business systems analyst	72.1 - 96.8	82.4 - 112.6	94.6 - 128.1
ERP project manager	88.2 - 117.7	96.3 - 131.1	106.8 - 147.1
functional analyst	60.0 - 67.9	66.4 - 95.6	89.4 - 121.6
product owner	59.6 - 73.6	72.4 - 93.4	83.9 - 109.6
product owner/manager	73.8 - 101.5	85.7 - 119.8	99.6 - 137.2
program manager	100.0 - 115.0	109.0 - 137.0	135.0 - 180.0
project coordinator	56.1 - 70.7	63.9 - 82.0	73.3 - 93.3
project manager (infrastructure)	70.4 - 90.6	80.9 - 110.6	89.4 - 118.3
project manager (software)	60.6 - 80.9	77.5 - 110.3	89.6 - 118.2
scrum master	67.7 - 88.0	76.4 - 101.1	86.9 - 115.3

# markham

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
<b>accountant</b>				
accountant	50.1 - 60.3	55.0 - 65.1	60.2 - 75.5	75.4 - 90.2
accounting clerk	38.9 - 44.7	41.8 - 48.1	44.6 - 51.3	50.3 - 58.0
accounting supervisor	63.2 - 76.4	67.9 - 82.1	72.4 - 87.7	82.6 - 100.1
accounts payable clerk	39.6 - 44.5	43.7 - 49.1	47.4 - 53.3	54.8 - 61.6
accounts receivable clerk	40.6 - 45.6	44.8 - 50.3	48.6 - 54.6	56.6 - 63.7
accounts receivable manager	73.1 - 86.3	79.1 - 93.6	85.2 - 100.8	99.8 - 118.1
billing specialist	38.4 - 44.6	41.9 - 48.7	45.2 - 52.4	51.1 - 59.6
bookkeeper	41.7 - 49.1	45.6 - 50.1	46.6 - 52.6	50.9 - 60.0
controller	89.9 - 114.3	97.4 - 123.8	104.7 - 133.1	121.6 - 154.4
credit and collections supervisor	54.3 - 65.5	58.5 - 70.6	62.6 - 75.6	71.9 - 87.1
financial analyst	69.9 - 83.5	74.7 - 89.3	79.5 - 95.0	90.1 - 107.8
financial reporting manager	93.6 - 113.4	100.4 - 121.7	107.2 - 129.8	123.0 - 148.9
payroll clerk	43.0 - 50.6	47.2 - 55.2	51.8 - 59.5	58.2 - 67.9
payroll manager	70.5 - 85.3	76.1 - 92.1	81.5 - 98.8	93.4 - 113.2
payroll supervisor	55.3 - 66.0	60.1 - 71.7	64.6 - 77.2	74.5 - 89.2
risk management analyst	58.2 - 70.3	63.6 - 76.8	68.8 - 83.2	80.5 - 97.4
tax manager	89.2 - 109.4	95.7 - 117.4	102.1 - 125.2	117.1 - 143.5
treasury analyst	64.5 - 77.2	69.4 - 82.5	73.4 - 87.7	83.4 - 99.7

# markham

## finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	120.2 - 213.0	172.0 - 304.5	251.4 - 445.3
finance director	90.2 - 160.3	122.8 - 217.6	161.9 - 286.6

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	54.7 - 69.7	61.1 - 79.2	69.0 - 89.5
compensation and benefits manager	87.7 - 114.0	97.2 - 128.9	109.4 - 146.2
health and safety advisor	60.5 - 77.8	69.5 - 90.5	79.7 - 102.7
HRIS analyst	60.7 - 79.6	69.5 - 92.7	79.9 - 105.5
human resources business partner	67.6 - 88.2	75.5 - 100.3	85.2 - 113.4
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	53.0 - 63.0	60.0 - 72.0	70.0 - 80.0
human resources manager	82.8 - 108.8	93.2 - 124.8	106.0 - 141.7
human resources supervisor	64.1 - 83.4	71.4 - 95.0	80.8 - 108.7
labour relations advisor	66.1 - 87.4	75.3 - 101.4	86.4 - 115.7
labour relations manager	90.6 - 122.8	106.5 - 146.1	124.7 - 168.7
recruitment coordinator	41.5 - 53.6	47.4 - 61.7	53.8 - 69.4
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	107.8 - 182.2	148.0 - 249.7	183.9 - 310.2
health and safety director	92.7 - 122.1	120.7 - 158.8	145.1 - 190.6
human resources director	91.4 - 126.3	118.2 - 163.1	146.3 - 201.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.7	17.5 - 20.3	18.8 - 21.9
electronic parts assembler	16.0 - 18.8	17.1 - 20.2	18.2 - 21.4
forklift operator	17.2 - 18.6	17.4 - 19.0	18.3 - 20.0
industrial painter	18.0 - 20.5	19.1 - 24.0	22.0 - 25.0
machine operator	17.4 - 20.7	19.1 - 22.7	20.6 - 24.6
manufacturing worker	15.0 - 16.6	16.0 - 18.1	17.2 - 19.5
material handler	15.2 - 17.7	16.8 - 19.6	18.2 - 21.2
picker/packer	14.5 - 16.9	15.7 - 18.2	16.7 - 19.4
production labourer	14.5 - 16.7	16.4 - 18.8	18.0 - 20.7
sandblasting operator	16.3 - 19.2	17.6 - 20.7	18.8 - 22.1
shipping and receiving clerk	18.8 - 21.4	20.5 - 23.3	22.0 - 25.1
warehouse labourer	15.1 - 17.2	16.7 - 19.0	18.1 - 20.6

# markham

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.1	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 70.4	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	58.2 - 71.0	68.5 - 90.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
law clerk	40.4 - 51.1	45.5 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	41.0 - 43.5	42.3 - 46.5	43.0 - 58.0
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.3 - 60.3	52.3 - 66.4	57.5 - 74.2
account manager - technologies, software*	50.4 - 62.8	54.5 - 69.2	59.9 - 77.3
business development manager*	95.4 - 126.7	107.1 - 145.5	122.3 - 167.7
district sales manager**	73.2 - 95.0	83.6 - 110.5	96.3 - 126.7
key accounts manager - consumer goods*	63.0 - 81.3	71.5 - 94.1	81.8 - 107.8
merchandiser - consumer goods	59.1 - 77.2	66.0 - 87.9	74.7 - 99.9
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.5	77.6 - 103.8	86.5 - 116.0
sales representative, account manager channel manager*	70.8 - 93.8	79.2 - 106.9	89.6 - 121.2

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# markham

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales (continued)</b>			
sales representative, account manager consumer goods*	50.7 - 62.8	54.4 - 68.8	59.5 - 76.7
sales representative, account manager professional services*	46.5 - 58.0	50.3 - 63.9	55.2 - 71.2
sales representative, account manager telecommunications*	48.8 - 60.8	52.8 - 67.1	58.0 - 74.9
<b>digital marketing</b>			
digital marketing manager	64.4 - 82.0	74.2 - 95.9	85.6 - 108.8
digital media specialist	38.0 - 48.9	44.4 - 57.9	51.9 - 66.3
digital specialist	45.6 - 60.7	53.2 - 72.0	62.2 - 82.6
e-commerce manager	78.8 - 103.1	88.1 - 117.5	99.7 - 133.6
marketing content manager	49.2 - 63.1	57.4 - 74.8	67.0 - 85.7
social media manager	57.9 - 71.3	71.2 - 84.0	83.6 - 98.6
web manager	64.4 - 84.1	71.9 - 95.9	81.4 - 109.2
web marketing analyst	48.9 - 64.3	56.2 - 75.2	64.8 - 85.6
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	80.8 - 104.2	89.9 - 118.0	101.1 - 132.4
brand or product manager assistant	65.2 - 88.1	76.2 - 104.1	88.5 - 119.0
communications manager	58.1 - 77.0	66.2 - 89.4	75.9 - 101.4
communications specialist	51.2 - 69.9	60.9 - 84.3	71.9 - 96.8
marketing coordinator	53.7 - 71.6	61.8 - 83.8	71.4 - 95.8
marketing director	90.1 - 119.3	102.4 - 137.7	116.9 - 155.6
marketing project manager	37.8 - 50.5	43.6 - 59.0	50.3 - 67.0
marketing specialist	47.2 - 62.0	53.2 - 71.1	60.4 - 80.1

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# markham

## sales & marketing

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	68.5 - 89.5	76.5 - 102.1	86.6 - 116.0
communications VP	99.9 - 151.9	133.2 - 201.5	167.8 - 253.2
marketing VP	124.2 - 190.9	171.5 - 262.6	221.1 - 338.4
sales manager*	95.6 - 123.0	118.1 - 151.9	143.2 - 183.6
sales vice-president/general manager**	141.6 - 202.4	190.8 - 272.0	242.8 - 346.3

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.0 - 32.3	28.8 - 34.4
CNC machinist	16.0 - 18.7	18.5 - 22.6	22.5 - 27.0
conventional machinist	18.0 - 21.9	21.5 - 24.6	24.5 - 30.0
maintenance mechanic	18.0 - 22.4	22.3 - 25.8	25.4 - 28.0
maintenance supervisor	30.0 - 32.6	32.5 - 37.6	37.5 - 40.9
millwright	25.0 - 28.2	28.0 - 32.1	32.0 - 35.0
tool and die maker	18.0 - 20.8	20.5 - 24.9	24.7 - 30.0
welder	16.0 - 19.4	19.3 - 23.1	23.0 - 27.0

# milton

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.4 - 51.0	47.2 - 55.6	50.9 - 60.0
customer service manager (bilingual)	51.8 - 58.0	56.2 - 64.9	62.7 - 68.5
customer service representative (bilingual)	45.1 - 51.8	48.2 - 55.7	53.6 - 61.3
customer service supervisor	48.3 - 56.9	52.2 - 61.5	56.0 - 66.0
customer service supervisor (bilingual)	53.5 - 61.2	56.4 - 65.6	60.1 - 70.8
customer service trainer	42.1 - 50.1	45.9 - 54.8	49.7 - 59.3
help desk representative	46.7 - 56.2	51.3 - 61.7	55.3 - 66.6
inside sales representative	50.3 - 59.2	52.9 - 62.2	55.5 - 65.3
telemarketing agent	32.3 - 37.6	34.8 - 40.4	37.2 - 43.3

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	39.8 - 45.7	42.7 - 49.1	45.5 - 52.4
accounts payable clerk	40.5 - 45.4	44.7 - 50.2	48.4 - 54.4
accounts receivable clerk	41.5 - 46.6	45.7 - 51.4	49.6 - 55.8
invoicing clerk	38.6 - 44.9	42.3 - 49.1	45.4 - 52.9
payroll administrator	45.1 - 53.8	49.2 - 58.7	53.1 - 63.3
payroll clerk	43.9 - 51.1	48.2 - 56.2	52.1 - 60.7

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.4 - 19.1	17.9 - 20.8	19.2 - 22.3
electronic parts assembler	16.4 - 19.2	17.5 - 20.6	18.6 - 21.8
forklift operator	17.0 - 17.8	17.7 - 19.6	19.5 - 21.0
general labourer - heavy	17.0 - 17.9	17.8 - 18.9	18.6 - 19.5
general labourer - light	15.0 - 15.5	15.2 - 16.1	16.0 - 16.5
industrial painter	21.0 - 21.7	21.6 - 22.7	22.5 - 23.5
inventory control clerk	17.2 - 19.8	18.8 - 21.6	20.2 - 23.3
logistics coordinator	20.9 - 24.7	22.8 - 26.9	24.6 - 29.0
machine operator	17.8 - 21.1	19.5 - 23.1	21.0 - 25.0
manufacturing worker	16.0 - 16.9	16.4 - 19.8	18.0 - 20.8
material handler	16.0 - 16.8	16.7 - 19.8	18.0 - 20.8
moulding machine operator	19.2 - 22.5	20.9 - 24.5	22.4 - 26.3
picker/packer	14.9 - 17.3	16.1 - 18.7	17.1 - 19.9
production labourer	14.9 - 17.1	16.8 - 19.3	18.4 - 21.1
sandblasting operator	16.6 - 19.5	17.8 - 21.0	19.0 - 22.4
shipper/receiver	18.0 - 18.8	18.7 - 20.4	20.3 - 22.0
shipping and receiving clerk	18.9 - 21.5	20.6 - 23.4	22.1 - 25.2
warehouse labourer	15.5 - 17.6	17.2 - 19.5	18.5 - 21.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.2	44.5 - 53.0	47.6 - 56.7
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.2 - 46.7	44.0 - 51.2	47.5 - 55.4
buyer assistant	40.9 - 47.5	45.2 - 52.6	49.0 - 57.1
claims supervisor	63.0 - 76.1	67.8 - 82.0	72.6 - 87.7
contracts administrator	60.9 - 73.4	66.2 - 79.9	71.4 - 86.1
data entry clerk	33.7 - 39.4	36.7 - 42.2	40.2 - 45.2
document controller	34.2 - 39.3	37.3 - 42.9	40.0 - 45.9
executive assistant	54.2 - 66.1	60.2 - 73.4	65.8 - 80.2
executive assistant (bilingual)	60.8 - 72.0	66.1 - 80.4	71.7 - 86.4
export/import clerk	38.6 - 44.9	42.5 - 49.4	45.8 - 53.3

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
file clerk	34.7 - 39.9	39.1 - 44.9	42.5 - 48.8
human resources assistant	43.2 - 50.3	47.0 - 54.8	50.4 - 58.7
insurance claims clerk	39.1 - 44.9	42.6 - 48.9	45.8 - 52.7
legal assistant	47.6 - 57.3	54.2 - 65.4	60.3 - 72.8
mailroom clerk	33.9 - 38.5	36.9 - 41.8	39.2 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.3 - 65.6	57.8 - 69.8	61.2 - 73.9
order clerk	35.2 - 40.5	38.5 - 44.2	41.4 - 47.5
order supervisor	51.8 - 61.0	57.7 - 68.0	63.1 - 74.4
project coordinator	44.5 - 53.1	48.1 - 57.4	51.6 - 61.6
receptionist	34.1 - 39.7	36.5 - 42.4	38.8 - 45.1
receptionist (bilingual)	38.7 - 44.2	42.2 - 48.2	45.2 - 50.2
sales assistant	40.8 - 47.4	43.4 - 50.5	46.2 - 53.8
supply clerk	33.3 - 38.7	36.0 - 41.8	38.4 - 44.7

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	30.0 - 31.8	31.0 - 32.9	32.8 - 34.3
CNC machinist	21.0 - 25.8	24.2 - 30.2	28.7 - 34.0
conventional machinist	21.0 - 25.0	24.0 - 30.0	29.6 - 34.0
field service technician	25.1 - 29.6	27.7 - 32.6	30.1 - 35.4
lead hand/team lead	24.0 - 27.6	26.1 - 31.0	30.5 - 35.0
machine builder	23.1 - 26.9	25.3 - 30.0	28.9 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.6	30.2 - 33.0
maintenance supervisor	30.0 - 33.8	32.5 - 37.8	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 32.4	31.8 - 33.5	32.6 - 36.0
panel wirer	19.0 - 22.0	21.0 - 24.0	23.0 - 26.0
production manager	40.1 - 48.5	43.2 - 52.3	46.3 - 56.0
production supervisor	27.0 - 31.0	30.3 - 36.2	35.7 - 40.0
tool and die maker	30.0 - 32.1	30.8 - 32.7	32.0 - 36.0
warehouse supervisor	23.4 - 27.9	25.6 - 30.5	27.6 - 32.9
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

# mississauga

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	48.5 - 53.2	52.6 - 58.4	58.1 - 65.0
customer service representative	29.9 - 38.9	38.5 - 44.2	44.1 - 48.0
customer service representative (bilingual)	40.3 - 43.1	42.9 - 48.2	47.3 - 52.9
customer service supervisor	45.6 - 48.7	47.3 - 53.2	52.6 - 55.0
customer service supervisor (bilingual)	45.7 - 50.5	50.2 - 55.9	55.3 - 60.5
help desk representative	40.2 - 43.1	42.9 - 48.2	47.9 - 52.7
inside sales representative	40.9 - 43.2	43.1 - 47.9	46.2 - 50.2
telemarketing agent	38.8 - 41.2	40.9 - 45.8	45.3 - 48.4

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
<b>chemical</b>			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
<b>civil</b>			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
<b>construction</b>			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3

# mississauga

## engineering

	annual salaries		
	entry	mid	senior
<b>electrical</b>			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
<b>energy</b>			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
piping designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
<b>manufacturing</b>			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
<b>mechanical</b>			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8
<b>supply chain management &amp; procurement</b>			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3

# mississauga

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement (continued)</b>			
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
<b>technical management</b>			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	60.7 - 72.6	63.4 - 75.8	66.2 - 79.1	73.1 - 87.5
accounting clerk	38.0 - 43.7	40.9 - 47.1	43.6 - 50.2	49.3 - 56.8
accounting manager	81.9 - 99.4	88.1 - 106.9	94.1 - 114.2	107.5 - 130.3
accounting supervisor	61.6 - 74.5	66.2 - 80.0	70.6 - 85.5	80.5 - 97.5
accounts payable clerk	38.7 - 43.5	42.8 - 48.1	46.4 - 52.2	53.6 - 60.4
accounts payable manager	70.2 - 85.1	76.6 - 92.9	82.8 - 100.6	97.2 - 117.9
accounts receivable clerk	39.7 - 44.6	43.8 - 49.3	47.6 - 53.5	55.4 - 62.4
accounts receivable manager	71.3 - 84.4	77.3 - 91.5	83.2 - 98.6	97.7 - 115.7
billing specialist	37.5 - 43.6	40.9 - 47.7	44.1 - 51.3	50.1 - 58.4
bookkeeper	40.8 - 48.1	42.8 - 50.1	43.7 - 51.5	49.9 - 58.8
compliance specialist	53.5 - 63.9	58.8 - 70.3	63.8 - 76.3	74.1 - 88.7
controller	87.9 - 112.0	95.3 - 121.3	102.5 - 130.4	119.1 - 151.3
credit and collections supervisor	52.9 - 63.9	57.0 - 68.8	61.4 - 73.7	70.1 - 84.9
external auditor	58.1 - 69.3	63.5 - 75.9	68.7 - 82.2	80.1 - 95.9
financial analyst	67.7 - 81.0	72.4 - 86.7	77.0 - 92.2	87.4 - 104.7
financial reporting manager	91.5 - 111.1	98.3 - 119.3	104.9 - 127.3	120.5 - 146.0
internal auditor	57.5 - 68.7	63.4 - 75.7	68.9 - 82.4	80.5 - 96.4
payroll clerk	42.0 - 49.0	46.2 - 53.9	50.8 - 58.3	57.0 - 66.5

# mississauga

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll manager	68.8 - 83.3	74.3 - 90.1	79.6 - 96.6	91.3 - 110.8
payroll specialist	46.0 - 52.1	46.7 - 55.7	50.4 - 60.2	58.4 - 69.8
payroll supervisor	53.9 - 64.3	58.5 - 69.9	63.1 - 75.3	72.6 - 86.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	117.8 - 209.6	168.7 - 301.3	248.0 - 443.1
finance director	88.2 - 157.1	120.3 - 214.2	158.7 - 283.3
treasurer	118.7 - 163.8	162.1 - 224.4	211.2 - 292.5

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	53.3 - 68.0	59.6 - 77.4	67.3 - 87.5
compensation and benefits manager	85.7 - 111.7	95.1 - 126.4	107.1 - 143.3
health and safety advisor	59.7 - 76.7	68.5 - 89.3	78.6 - 101.5
HRIS analyst	59.4 - 78.0	68.0 - 90.9	78.3 - 103.6
human resources business partner	65.9 - 86.2	73.7 - 98.2	83.3 - 111.1
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	53.0 - 63.0	60.0 - 72.0	70.0 - 80.0
human resources manager	80.9 - 106.6	91.2 - 122.3	103.8 - 138.9
human resources supervisor	62.5 - 81.5	69.6 - 92.9	78.9 - 106.4
labour relations advisor	64.5 - 85.4	73.5 - 99.3	84.5 - 113.4
labour relations manager	88.6 - 120.3	104.3 - 143.1	122.2 - 165.4
recruitment coordinator	40.3 - 52.1	46.1 - 60.1	52.3 - 67.6
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	105.6 - 178.9	145.1 - 246.3	180.6 - 307.1
health and safety director	90.6 - 119.6	118.2 - 155.6	142.2 - 187.3
human resources director	89.4 - 123.8	115.8 - 159.8	143.4 - 198.2

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.5	17.4 - 20.2	18.7 - 21.7
counterbalance forklift operator	18.0 - 19.3	18.4 - 20.0	19.4 - 20.5
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.1 - 21.3
forklift operator	17.0 - 21.3	20.0 - 22.0	21.4 - 24.0
general labourer - heavy	16.0 - 18.0	17.2 - 19.0	18.0 - 20.0

# mississauga

## industrial support

	hourly rates		
	1 year	3 years	5 years
general labourer - light	15.0 - 16.0	15.2 - 17.5	17.3 - 18.5
inventory control clerk	17.0 - 19.5	18.5 - 21.3	19.9 - 22.9
janitor/custodian	16.0 - 17.0	16.4 - 18.6	18.0 - 19.5
machine operator	17.3 - 20.6	18.9 - 22.6	20.5 - 24.4
machine operator assistant	16.3 - 18.5	17.8 - 20.3	19.3 - 21.9
manufacturing worker	16.0 - 18.0	17.2 - 21.5	20.8 - 22.4
material handler	16.0 - 17.0	16.5 - 20.0	19.0 - 22.0
picker/packer	15.0 - 17.5	16.8 - 18.2	18.0 - 19.0
production labourer	15.0 - 16.7	15.8 - 17.4	16.4 - 18.0
reach truck operator	18.0 - 20.0	19.2 - 20.3	19.9 - 22.0
shipper/receiver	16.0 - 18.0	17.3 - 21.8	21.0 - 22.0
shipping and receiving clerk	18.6 - 21.2	20.3 - 23.0	21.8 - 24.8
warehouse labourer	15.0 - 18.0	17.0 - 19.0	18.2 - 20.2
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

## legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 90.1
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 58.7
executive legal assistant	48.5 - 60.4	56.1 - 70.1	67.3 - 79.5
law clerk	40.6 - 51.6	45.9 - 65.1	60.0 - 101.5
legal assistant	33.2 - 39.8	38.0 - 52.5	50.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.6	69.0 - 102.0

## logistics & transportation support

	annual salaries		
	1 year	3 years	5 years
billing clerk	35.0 - 40.0	39.9 - 46.2	46.1 - 52.2
dispatcher	43.6 - 47.2	46.5 - 54.3	54.0 - 67.8
export/import clerk	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
import/export coordinator	41.9 - 49.1	46.2 - 54.0	50.1 - 58.5
logistics coordinator	40.0 - 43.8	42.0 - 47.4	45.7 - 54.6
shipping administrator	37.8 - 42.6	41.9 - 47.2	45.5 - 51.3
supply chain coordinator	43.4 - 51.9	47.2 - 56.4	50.8 - 60.8

# mississauga

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
executive assistant	53.9 - 60.7	59.8 - 70.5	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.8
account manager - technologies, software*	48.8 - 60.8	52.7 - 67.0	58.0 - 74.8
business development manager*	94.2 - 125.1	105.8 - 143.5	120.7 - 165.0
district sales manager**	72.5 - 94.0	82.8 - 109.3	95.3 - 125.3
key accounts manager - consumer goods*	60.9 - 78.7	69.2 - 91.0	79.2 - 104.2
merchandiser - consumer goods	57.8 - 75.6	64.6 - 86.2	73.1 - 98.0
sales engineer technologies, software, hardware, telecommunications**	67.8 - 88.7	74.5 - 99.3	83.0 - 110.9
sales representative, account manager channel manager*	70.1 - 92.8	78.4 - 105.8	88.6 - 119.9
sales representative, account manager consumer goods*	49.7 - 61.6	53.3 - 67.5	58.3 - 75.2
sales representative, account manager professional services*	45.3 - 56.4	49.0 - 62.2	53.8 - 69.3
sales representative, account manager telecommunications*	47.3 - 58.9	51.1 - 64.9	56.2 - 72.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# mississauga

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>digital marketing</b>			
digital marketing manager	63.2 - 80.6	72.8 - 94.4	84.2 - 107.1
digital media specialist	37.2 - 47.7	43.4 - 56.6	50.7 - 64.9
digital specialist	44.5 - 59.3	52.0 - 70.4	60.8 - 80.9
e-commerce manager	78.0 - 102.0	87.2 - 116.3	98.7 - 132.0
marketing content manager	48.1 - 61.9	56.2 - 73.4	65.7 - 84.2
social media manager	57.3 - 70.6	60.7 - 83.6	83.2 - 97.5
web manager	63.7 - 83.3	71.2 - 94.9	80.6 - 108.1
web marketing analyst	47.8 - 63.1	55.0 - 73.8	63.6 - 84.2
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	80.0 - 103.1	89.0 - 116.7	100.1 - 130.9
brand or product manager assistant	64.2 - 86.6	74.9 - 102.3	87.1 - 116.9
communications manager	57.3 - 76.0	65.3 - 88.3	75.0 - 100.1
communications specialist	49.6 - 67.9	59.1 - 81.9	69.8 - 94.0
marketing coordinator	52.5 - 70.1	60.4 - 82.2	69.9 - 94.0
marketing director	89.2 - 118.0	101.3 - 136.0	115.6 - 153.5
marketing project manager	37.5 - 49.9	43.1 - 58.4	49.7 - 66.3
marketing specialist	46.1 - 60.6	52.0 - 69.6	59.0 - 78.5
company revenue			
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	67.0 - 87.8	74.9 - 100.2	84.9 - 113.9
communications VP	97.4 - 147.8	129.6 - 196.5	163.2 - 248.0
marketing VP	122.8 - 188.3	169.0 - 260.1	218.5 - 336.3
sales manager*	94.6 - 121.5	116.7 - 149.8	141.1 - 181.5
sales vice-president/general manager**	139.8 - 199.8	188.2 - 269.6	240.3 - 344.2

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# mississauga

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.4 - 29.1	26.2 - 31.3	27.9 - 33.4
CNC machinist	19.5 - 23.2	21.2 - 25.2	24.9 - 29.9
conventional machinist	18.9 - 22.5	20.7 - 24.7	22.4 - 26.7
electrician	25.1 - 32.3	31.9 - 35.1	34.9 - 41.9
electronics technician	24.5 - 29.2	26.4 - 31.5	28.3 - 33.8
field service technician	24.4 - 28.8	27.0 - 31.8	29.3 - 34.6
heavy equipment mechanic	24.6 - 29.3	27.1 - 32.4	29.5 - 35.2
lead hand/team lead	19.0 - 22.3	21.5 - 24.8	23.5 - 26.0
maintenance mechanic	22.4 - 28.1	27.9 - 31.8	31.6 - 33.4
maintenance supervisor	27.8 - 35.1	34.8 - 41.9	41.7 - 50.0
millwright	23.9 - 28.5	26.2 - 31.3	28.3 - 33.8
quality control technician	19.2 - 22.8	20.6 - 24.5	21.9 - 26.1
tool and die maker	24.0 - 28.7	26.2 - 31.3	28.4 - 33.9
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	20.6 - 24.5	22.3 - 26.6	23.9 - 28.6

# niagara falls

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.5 - 18.0	16.9 - 19.6	18.1 - 21.1
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 15.9	14.8 - 18.1	16.2 - 20.5
industrial painter	16.2 - 19.0	17.6 - 20.7	18.9 - 22.3
inventory control clerk	16.3 - 18.7	17.8 - 20.4	19.1 - 22.0
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	16.8 - 19.9	18.4 - 21.9	19.8 - 23.7
manufacturing worker	14.1 - 15.9	15.3 - 17.3	16.4 - 18.6
material handler	14.6 - 16.9	16.1 - 18.7	17.4 - 20.2
moulding machine operator	16.4 - 19.4	17.9 - 21.3	19.3 - 23.0
picker/packer	14.0 - 16.2	15.1 - 17.4	16.0 - 18.6
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5

# niagara falls

## industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	14.0 - 16.0	15.7 - 18.0	17.2 - 19.7
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	17.9 - 20.3	19.5 - 22.2	20.9 - 23.9
warehouse labourer	14.5 - 16.4	16.1 - 18.2	17.3 - 19.6
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.7 - 28.3	25.4 - 30.4	27.1 - 32.4
CNC machinist	21.0 - 25.0	24.3 - 31.2	30.0 - 34.0
conventional machinist	21.0 - 25.0	24.8 - 30.0	29.5 - 34.0
field service technician	23.3 - 27.5	25.8 - 30.4	28.0 - 33.1
lead hand/team lead	24.0 - 27.0	26.8 - 31.0	29.6 - 35.0
machine builder	23.3 - 26.5	25.4 - 30.1	28.0 - 32.4
maintenance mechanic	23.0 - 25.0	24.0 - 30.0	28.5 - 32.0
maintenance supervisor	29.0 - 32.0	31.3 - 36.0	35.0 - 41.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 38.0
mould maker	29.5 - 32.0	30.5 - 33.0	31.5 - 36.0
panel wirer	19.0 - 21.0	20.0 - 23.0	22.0 - 25.0
production manager	36.9 - 44.8	39.8 - 48.4	42.7 - 51.9
production supervisor	27.0 - 31.0	29.7 - 36.0	35.2 - 40.0
tool and die maker	29.6 - 32.0	30.2 - 33.0	31.9 - 36.0
warehouse supervisor	21.9 - 26.1	23.9 - 28.6	25.8 - 30.9
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

# oakville

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.8 - 51.6	47.7 - 56.2	51.4 - 60.7
customer service manager (bilingual)	51.5 - 59.1	57.8 - 65.7	62.0 - 68.3
customer service representative (bilingual)	44.9 - 51.6	48.0 - 55.5	53.4 - 61.1
customer service supervisor	48.8 - 60.3	52.8 - 62.2	56.6 - 66.7
customer service supervisor (bilingual)	53.3 - 60.9	56.2 - 65.4	59.8 - 69.8

# oakville

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service trainer	42.5 - 50.7	46.5 - 55.4	50.2 - 59.9
help desk representative	47.3 - 56.9	51.8 - 62.4	56.0 - 67.4
inside sales representative	50.8 - 59.8	53.4 - 62.9	56.1 - 66.0
telemarketing agent	32.6 - 37.9	35.1 - 40.9	37.6 - 43.8

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
<b>chemical</b>			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
<b>civil</b>			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
<b>construction</b>			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
<b>electrical</b>			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5

# oakville

## engineering

	annual salaries		
	entry	mid	senior
<b>energy</b>			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
<b>manufacturing</b>			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
<b>mechanical</b>			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
<b>supply chain management &amp; procurement</b>			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4

# oakville

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management</b>			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
<b>accounting clerk</b>			
accounting clerk	40.2 - 46.2	43.2 - 49.7	46.1 - 53.0
accounts payable clerk	40.9 - 46.0	45.2 - 50.8	49.0 - 55.0
accounts receivable clerk	41.9 - 47.1	46.3 - 52.0	50.2 - 56.4
invoicing clerk	39.0 - 45.4	42.7 - 49.7	46.0 - 53.5
payroll administrator	45.7 - 54.4	49.8 - 59.3	53.7 - 64.0
payroll clerk	44.4 - 51.7	48.8 - 56.8	52.7 - 61.4

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
<b>administrative assistant</b>			
administrative assistant	41.8 - 49.8	45.0 - 53.6	48.2 - 57.3
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.6 - 47.2	44.5 - 51.7	48.1 - 56.0
buyer assistant	41.3 - 48.0	45.7 - 53.2	49.6 - 57.8
claims supervisor	63.7 - 76.9	68.6 - 82.8	73.3 - 88.6
contracts administrator	61.5 - 74.2	66.9 - 80.7	72.2 - 87.0
data entry clerk	33.5 - 39.2	36.5 - 42.2	40.8 - 45.9
document controller	34.5 - 39.7	37.7 - 43.4	40.4 - 46.4
executive assistant	54.8 - 66.8	60.9 - 74.2	66.5 - 81.1
executive assistant (bilingual)	59.8 - 71.8	65.9 - 80.2	71.5 - 86.1
export/import clerk	39.0 - 45.4	42.9 - 49.9	46.4 - 53.9
file clerk	35.0 - 40.3	39.5 - 45.4	42.9 - 49.4
human resources assistant	43.7 - 50.8	47.6 - 55.4	50.9 - 59.3
insurance claims clerk	39.5 - 45.4	43.1 - 49.5	46.4 - 53.2
legal assistant	48.1 - 57.9	54.8 - 66.1	61.0 - 73.6

# oakville

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	34.2 - 38.9	37.2 - 42.3	39.6 - 45.0
office clerk	37.9 - 43.6	40.4 - 46.4	42.8 - 49.1
office manager	54.9 - 66.3	58.4 - 70.6	61.9 - 74.7
order clerk	35.5 - 40.9	38.9 - 44.7	41.8 - 48.1
order supervisor	52.4 - 61.7	58.3 - 68.8	63.8 - 75.2
project coordinator	45.0 - 53.7	48.7 - 58.1	52.2 - 62.3
receptionist	34.4 - 40.1	36.8 - 42.9	39.2 - 45.6
receptionist (bilingual)	38.5 - 44.0	42.5 - 48.5	45.5 - 50.1
sales assistant	41.2 - 47.9	43.9 - 51.1	46.7 - 54.4
supply clerk	33.6 - 39.1	36.3 - 42.3	38.8 - 45.2

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.4 - 30.3	27.3 - 32.5	29.1 - 34.7
CNC machinist	21.0 - 25.0	23.6 - 30.0	29.4 - 34.0
conventional machinist	21.0 - 25.7	23.1 - 30.0	29.6 - 34.0
field service technician	25.4 - 29.9	28.0 - 33.0	30.4 - 35.8
lead hand/team lead	24.0 - 27.0	26.5 - 32.5	31.3 - 35.0
machine builder	23.2 - 25.9	25.0 - 30.0	28.4 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.0	30.3 - 33.0
maintenance supervisor	30.0 - 33.0	32.4 - 37.6	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.8	31.2 - 32.4	32.2 - 36.0
panel wirer	19.0 - 22.2	20.8 - 24.0	23.0 - 26.0
production supervisor	27.0 - 31.0	30.5 - 36.4	34.3 - 40.0
tool and die maker	30.0 - 32.5	31.4 - 33.0	32.7 - 36.0
warehouse supervisor	23.7 - 28.2	25.8 - 30.8	27.9 - 33.3
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

# oshawa - whitby - ajax - pickering

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	62.7 - 74.9	65.5 - 78.2	68.3 - 81.6	75.5 - 90.2
accounting clerk	39.4 - 45.3	42.4 - 48.7	45.2 - 52.0	51.0 - 58.7
accounting manager	84.4 - 102.0	90.6 - 109.6	96.7 - 117.0	110.2 - 133.3
accounting supervisor	63.3 - 76.5	68.0 - 82.1	72.5 - 87.6	82.6 - 99.8
accounts payable clerk	40.1 - 45.1	44.3 - 49.8	48.4 - 54.8	55.5 - 62.4
accounts payable manager	72.5 - 87.6	78.2 - 95.5	85.3 - 103.2	99.8 - 120.7
accounts receivable clerk	41.1 - 46.2	45.4 - 51.0	49.2 - 55.3	57.3 - 64.5
accounts receivable manager	73.6 - 86.9	79.7 - 94.1	85.7 - 101.2	100.3 - 118.5
billing specialist	38.9 - 45.2	42.4 - 49.3	45.6 - 53.1	51.8 - 60.3
bookkeeper	42.3 - 49.7	45.8 - 50.6	47.2 - 53.3	51.6 - 60.8
compliance specialist	54.8 - 65.4	60.2 - 71.8	65.3 - 78.8	75.7 - 90.4
controller	90.4 - 114.7	97.9 - 124.1	105.2 - 133.4	121.9 - 154.5
credit and collections supervisor	54.4 - 65.7	58.6 - 70.8	62.7 - 75.7	72.0 - 87.0
external auditor	60.0 - 71.6	65.6 - 78.3	71.5 - 84.8	82.6 - 98.7
financial analyst	69.9 - 83.5	74.8 - 89.3	79.5 - 95.0	90.1 - 107.7
financial reporting manager	94.1 - 113.8	100.9 - 122.1	107.6 - 130.1	123.3 - 149.1
internal auditor	59.4 - 70.9	65.4 - 78.1	71.2 - 85.0	83.0 - 99.2
payroll clerk	43.6 - 50.7	47.8 - 55.7	51.7 - 60.2	58.9 - 68.7
payroll manager	71.0 - 85.8	76.7 - 92.7	82.1 - 99.2	93.9 - 113.6
payroll specialist	44.4 - 52.8	48.4 - 57.6	52.2 - 62.2	60.4 - 72.1
payroll supervisor	55.5 - 66.2	60.2 - 71.8	64.7 - 77.3	74.6 - 89.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	120.6 - 213.1	172.0 - 304.9	251.6 - 446.5
finance director	90.7 - 160.3	123.1 - 217.7	162.0 - 287.0

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	54.6 - 69.5	61.0 - 79.1	68.8 - 89.3
compensation and benefits manager	88.3 - 114.4	97.7 - 129.2	109.8 - 146.4
health and safety advisor	61.5 - 78.8	70.5 - 91.6	80.8 - 103.8
HRIS analyst	61.4 - 80.3	70.2 - 93.3	80.6 - 105.9
human resources assistant	42.6 - 54.0	48.1 - 60.7	53.1 - 65.3
human resources business partner	67.4 - 87.9	75.3 - 100.0	85.0 - 113.0
human resources coordinator	50.1 - 64.9	55.5 - 73.4	62.5 - 83.4
human resources generalist	61.7 - 77.1	66.0 - 84.4	72.3 - 94.8
human resources manager	83.4 - 109.2	93.7 - 125.1	106.4 - 141.9
human resources supervisor	64.0 - 83.2	71.2 - 94.6	80.6 - 108.3
labour relations advisor	66.0 - 87.2	75.1 - 101.1	86.2 - 115.3

# oshawa - whitby - ajax - pickering

## human resources

	annual salaries		
	entry	mid	senior
labour relations manager	91.1 - 123.1	106.9 - 146.3	125.1 - 168.7
recruitment coordinator	41.6 - 53.7	47.5 - 61.8	53.8 - 69.5
talent acquisition specialist	53.3 - 71.4	59.9 - 81.8	68.2 - 93.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	108.2 - 182.2	148.2 - 249.9	183.9 - 310.7
health and safety director	93.2 - 122.4	121.0 - 158.8	145.3 - 190.7
human resources director	92.0 - 126.7	118.6 - 163.1	146.5 - 201.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.5 - 19.1	17.9 - 20.9	19.3 - 22.4
dispatcher	19.4 - 22.6	21.0 - 24.5	22.5 - 26.2
electronic parts assembler	16.4 - 19.3	17.6 - 20.7	18.7 - 22.0
forklift operator	16.0 - 18.1	17.2 - 20.1	19.5 - 24.2
industrial painter	17.4 - 20.5	19.0 - 22.3	20.4 - 24.0
inventory control clerk	17.5 - 20.1	19.0 - 21.9	20.5 - 23.6
logistics coordinator	21.2 - 25.0	23.1 - 27.2	24.9 - 29.3
machine operator	17.9 - 21.2	19.6 - 23.3	21.2 - 25.2
material handler	15.5 - 18.0	17.1 - 19.9	18.5 - 21.6
moulding machine operator	17.1 - 20.4	18.8 - 22.4	20.3 - 24.2
parts manager	23.8 - 28.3	25.7 - 30.6	27.5 - 32.8
picker/packer	14.8 - 17.2	16.0 - 18.6	17.0 - 19.8
production labourer	14.8 - 17.0	16.7 - 19.2	18.3 - 21.1
shipping and receiving clerk	19.2 - 21.8	20.9 - 23.7	22.4 - 25.5
warehouse labourer	15.4 - 17.5	17.1 - 19.4	18.4 - 20.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.1 - 48.9	44.2 - 52.7	47.3 - 56.4
administrative assistant (bilingual)	45.2 - 50.1	48.9 - 55.4	50.3 - 59.4
contracts administrator	59.8 - 72.3	65.2 - 78.7	70.3 - 85.0
customer retention agent	42.8 - 50.3	46.6 - 54.8	50.2 - 59.1
customer service manager (bilingual)	55.1 - 62.8	60.4 - 70.9	66.8 - 85.0
customer service supervisor	47.3 - 55.7	51.1 - 60.3	54.8 - 64.7
data entry clerk	32.8 - 37.6	35.7 - 41.0	38.3 - 44.0
document controller	33.7 - 38.8	36.8 - 42.3	39.4 - 45.3
executive assistant	53.9 - 65.9	60.0 - 73.2	65.6 - 80.1
executive assistant (bilingual)	62.4 - 70.3	64.4 - 77.8	73.6 - 88.4
file clerk	34.2 - 39.3	38.6 - 44.3	41.9 - 48.2

# oshawa - whitby - ajax - pickering

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	33.9 - 38.5	36.8 - 41.8	39.2 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.7 - 66.0	58.1 - 70.2	61.5 - 74.3
office/operations manager	50.4 - 60.1	57.2 - 70.6	65.5 - 92.4
order clerk	34.8 - 39.9	38.0 - 43.6	40.8 - 46.9
order entry clerk	33.3 - 37.6	36.6 - 42.6	40.7 - 47.6
project coordinator	45.1 - 53.8	48.8 - 58.1	52.3 - 62.3
receptionist	33.7 - 39.2	36.0 - 41.8	38.3 - 44.5
receptionist (bilingual)	37.7 - 42.2	40.6 - 48.3	46.1 - 55.5
sales administrator	40.3 - 45.9	43.8 - 50.4	45.2 - 55.8

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	47.9 - 59.6	51.7 - 65.7	56.9 - 73.3
account manager - technologies, software*	49.9 - 62.1	53.9 - 68.5	59.2 - 76.4
business development manager*	95.5 - 126.6	107.2 - 145.3	122.2 - 167.2
district sales manager**	73.7 - 95.3	84.1 - 110.7	96.6 - 126.7
key accounts manager - consumer goods*	62.3 - 80.3	70.7 - 92.8	80.8 - 106.2
merchandiser - consumer goods	58.7 - 76.6	65.6 - 87.3	74.2 - 99.2
sales engineer technologies, software, hardware, telecommunications**	69.5 - 90.8	76.4 - 101.7	85.0 - 113.5
sales representative, account manager channel manager*	71.3 - 94.1	79.6 - 107.1	90.0 - 121.2
sales representative, account manager consumer goods*	50.7 - 62.8	54.4 - 68.7	59.4 - 76.5
sales representative, account manager professional services*	46.3 - 57.7	50.0 - 63.5	55.0 - 70.8
sales representative, account manager telecommunications*	48.3 - 60.2	52.2 - 66.3	57.4 - 74.0
<b>digital marketing</b>			
digital marketing manager	64.7 - 82.3	74.5 - 96.2	85.9 - 108.8
digital media specialist	37.9 - 48.6	44.2 - 57.6	51.6 - 65.9
digital specialist	45.4 - 60.3	52.9 - 71.5	61.8 - 82.0
e-commerce manager	79.3 - 103.3	88.5 - 117.6	100.0 - 133.5
marketing content manager	49.4 - 63.4	57.7 - 75.2	67.3 - 86.0
social media manager	58.3 - 71.1	70.8 - 84.5	84.2 - 98.9
web manager	64.9 - 84.6	72.4 - 96.3	81.9 - 109.4
web marketing analyst	49.1 - 64.6	56.5 - 75.5	65.2 - 86.0
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# oshawa - whitby - ajax - pickering

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales (continued)</b>			
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	81.3 - 104.4	90.3 - 118.1	101.4 - 132.4
brand or product manager assistant	64.9 - 87.4	75.7 - 103.2	87.9 - 117.9
communications manager	58.3 - 77.3	66.5 - 89.6	76.2 - 101.4
communications specialist	50.2 - 68.6	59.7 - 82.5	70.5 - 94.5
marketing coordinator	53.3 - 71.2	61.4 - 83.3	70.9 - 95.1
marketing director	90.5 - 119.4	102.7 - 137.6	117.0 - 155.4
marketing project manager	38.1 - 50.8	43.9 - 59.4	50.6 - 67.5
marketing specialist	46.9 - 61.6	52.8 - 70.6	60.0 - 79.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	68.7 - 89.7	76.7 - 102.1	86.7 - 116.0
communications VP	99.3 - 150.6	132.0 - 199.7	166.2 - 251.4
marketing VP	124.2 - 190.4	171.1 - 262.2	220.6 - 338.2
sales manager*	95.8 - 122.9	118.0 - 151.5	142.8 - 183.3
sales vice-president/general manager**	141.5 - 201.9	190.3 - 271.7	242.4 - 346.1

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>assembly supervisor</b>			
assembly supervisor	25.3 - 30.2	27.1 - 32.4	28.9 - 34.5
CNC machinist	18.4 - 21.5	20.1 - 25.0	24.1 - 28.5
conventional machinist	19.5 - 23.2	21.3 - 25.4	25.1 - 29.7
electrician	25.8 - 31.2	27.9 - 33.7	29.9 - 36.1
field service technician	25.2 - 29.7	27.8 - 32.8	30.2 - 35.7
heavy equipment mechanic	25.4 - 30.2	28.0 - 33.4	30.4 - 36.3
logistics supervisor	29.8 - 36.0	32.7 - 39.5	35.4 - 42.8
maintenance mechanic	23.3 - 26.8	25.6 - 29.4	27.6 - 31.8
maintenance supervisor	30.3 - 32.0	31.6 - 38.5	37.3 - 40.9
maintenance worker	20.9 - 24.0	23.1 - 26.5	25.0 - 28.8
millwright	24.9 - 29.7	27.3 - 32.5	29.4 - 35.1

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# oshawa - whitby - ajax - pickering

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
production manager	39.4 - 47.6	42.4 - 51.3	45.4 - 54.9
quality control technician	19.9 - 23.7	21.4 - 25.4	22.8 - 27.1
tool and die maker	24.7 - 29.5	27.0 - 32.3	29.2 - 34.9
warehouse supervisor	23.5 - 28.0	25.6 - 30.5	27.7 - 33.0
welder	19.1 - 22.5	21.0 - 26.4	25.0 - 29.4

# ottawa

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 34.6	32.0 - 38.0	34.6 - 41.2
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	47.8 - 56.3	51.7 - 60.9	55.4 - 65.3
customer service supervisor (bilingual)	48.9 - 56.3	52.1 - 61.6	56.9 - 66.1
telemarketing agent	32.1 - 37.4	34.6 - 40.2	37.0 - 43.0

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
<b>chemical</b>			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
<b>civil</b>			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5

# ottawa

## engineering

	annual salaries		
	entry	mid	senior
<b>construction</b>			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
<b>electrical</b>			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
<b>energy</b>			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
<b>manufacturing</b>			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1

# ottawa

## engineering

	annual salaries		
	entry	mid	senior
<b>mechanical</b>			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
<b>supply chain management &amp; procurement</b>			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
<b>technical management</b>			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

# ottawa

## engineering

	annual salaries		
	entry	mid	senior
<b>technical management (continued)</b>			
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.4 - 75.6	66.2 - 79.4	69.3 - 82.3	76.2 - 91.0
accounting clerk	38.5 - 44.9	42.8 - 48.3	45.6 - 54.8	50.9 - 58.5
accounting manager	84.6 - 103.2	91.0 - 110.2	98.5 - 118.9	109.3 - 132.1
accounting supervisor	63.3 - 76.4	67.9 - 82.0	72.4 - 87.5	82.5 - 99.7
accounts payable clerk	40.0 - 45.0	44.5 - 50.2	48.4 - 56.1	55.3 - 62.2
accounts payable manager	72.0 - 86.9	78.4 - 94.8	84.7 - 102.4	99.0 - 119.7
accounts receivable clerk	41.0 - 46.1	45.3 - 50.8	49.1 - 55.2	57.1 - 64.2
accounts receivable manager	73.1 - 86.2	79.1 - 93.4	85.1 - 100.4	99.5 - 117.5
billing specialist	38.8 - 45.1	42.3 - 49.2	45.5 - 52.9	51.6 - 60.1
bookkeeper	38.5 - 45.8	42.0 - 50.1	44.6 - 53.4	51.4 - 60.6
compliance specialist	55.4 - 66.0	60.8 - 72.5	65.9 - 78.7	76.4 - 91.3
controller	89.0 - 112.4	96.0 - 121.8	103.2 - 130.7	120.9 - 153.1
cost accountant	60.8 - 72.5	65.5 - 78.2	70.1 - 83.7	80.5 - 96.2
financial analyst	68.2 - 81.4	72.8 - 86.8	78.0 - 93.5	90.9 - 108.6
financial reporting manager	93.4 - 112.9	100.1 - 121.0	106.7 - 129.0	122.3 - 147.8
internal auditor	60.1 - 71.6	66.9 - 81.3	73.9 - 88.2	83.8 - 100.0
payroll clerk	44.1 - 51.6	48.0 - 56.6	52.4 - 62.1	58.7 - 68.4
payroll manager	71.8 - 87.2	77.9 - 94.1	82.9 - 100.4	93.2 - 112.6
payroll specialist	48.0 - 55.2	50.1 - 59.3	53.1 - 63.6	59.9 - 71.5
payroll supervisor	56.2 - 67.4	62.8 - 74.2	65.8 - 79.2	74.5 - 89.0
tax manager	90.7 - 110.9	96.1 - 118.1	103.2 - 127.7	116.5 - 142.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	119.5 - 211.1	170.5 - 302.1	249.3 - 442.3
finance director	90.0 - 158.9	122.1 - 215.7	160.5 - 284.3
treasurer	120.5 - 165.6	163.9 - 225.8	212.8 - 293.4
VP internal audit	120.1 - 159.5	150.1 - 200.1	180.2 - 225.6

# ottawa

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.3 - 70.2	61.7 - 79.8	69.5 - 90.1
compensation and benefits manager	87.6 - 113.4	96.9 - 128.1	108.9 - 145.2
health and safety advisor	61.1 - 78.2	70.0 - 90.8	80.2 - 102.9
HRIS analyst	61.4 - 80.4	70.3 - 93.6	80.7 - 106.3
human resources business partner	68.1 - 88.7	76.0 - 100.9	85.8 - 114.0
human resources coordinator	50.0 - 64.6	55.4 - 73.1	62.2 - 83.0
human resources generalist	62.3 - 77.8	66.7 - 85.2	73.0 - 95.7
human resources manager	82.7 - 108.3	93.0 - 124.0	105.6 - 140.7
human resources supervisor	64.6 - 83.9	71.9 - 95.5	81.3 - 109.2
labour relations advisor	66.6 - 88.0	75.8 - 102.0	87.0 - 116.3
labour relations manager	90.4 - 122.1	106.1 - 145.0	124.0 - 167.2
recruitment coordinator	41.5 - 53.5	47.4 - 61.6	53.7 - 69.2
talent acquisition specialist	53.9 - 72.2	60.6 - 82.6	69.0 - 94.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	107.4 - 180.6	146.9 - 247.6	182.3 - 307.8
health and safety director	92.5 - 121.4	120.0 - 157.4	144.0 - 188.9
human resources director	91.3 - 125.6	117.6 - 161.6	145.2 - 199.8

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.2	17.5 - 21.5	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	17.2 - 19.8	18.8 - 21.6	20.2 - 23.3
machine operator	17.7 - 21.0	19.4 - 23.1	20.9 - 24.9
machine operator assistant	16.7 - 19.0	18.4 - 20.9	19.9 - 22.6
material handler	15.3 - 17.8	16.9 - 19.7	18.4 - 21.4
picker/packer	14.6 - 17.0	15.8 - 18.4	16.8 - 19.6
production labourer	14.6 - 16.8	16.5 - 19.0	18.1 - 20.9
shipping and receiving clerk	19.0 - 21.5	20.6 - 23.4	22.2 - 25.2
welder/fitter	20.0 - 22.0	21.0 - 24.0	23.1 - 30.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.1 - 48.9	44.2 - 52.7	47.3 - 56.3
benefits clerk	39.5 - 45.9	43.3 - 50.3	46.8 - 54.4
data entry clerk	32.7 - 37.6	35.7 - 41.0	38.3 - 44.0
executive assistant	53.9 - 65.8	59.9 - 73.2	65.5 - 80.1
human resources assistant	42.5 - 49.4	46.3 - 53.8	49.5 - 57.7

# ottawa

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
inside sales representative	49.6 - 58.4	52.1 - 61.4	54.7 - 64.5
legal assistant	47.2 - 56.8	53.8 - 64.9	59.9 - 72.3
mailroom clerk	33.8 - 38.5	36.8 - 41.8	39.1 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.6 - 65.9	58.1 - 70.1	61.5 - 74.2
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	44.6 - 53.1	48.2 - 57.4	51.6 - 61.6
receptionist	33.6 - 39.1	35.9 - 41.7	38.2 - 44.4
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.2 - 60.0	52.0 - 66.1	57.2 - 73.7
account manager - technologies, software*	50.2 - 62.5	54.2 - 68.8	59.6 - 76.7
business development manager*	96.7 - 128.0	108.5 - 146.5	123.6 - 168.3
district sales manager**	73.3 - 94.7	83.6 - 110.0	96.1 - 126.0
key accounts manager - consumer goods*	62.6 - 80.7	71.0 - 93.1	81.2 - 106.4
merchandiser - consumer goods	59.6 - 77.7	66.5 - 88.5	75.2 - 100.5
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.2	77.5 - 103.2	86.3 - 115.1
sales representative, account manager channel manager*	70.9 - 93.6	79.2 - 106.5	89.4 - 120.6
sales representative, account manager consumer goods*	50.3 - 62.3	53.9 - 68.2	59.0 - 75.9
sales representative, account manager professional services*	46.9 - 58.3	50.7 - 64.3	55.6 - 71.5
sales representative, account manager telecommunications*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
<b>digital marketing</b>			
digital marketing manager	65.1 - 82.8	74.9 - 96.8	86.5 - 109.7
digital media specialist	38.5 - 49.4	44.9 - 58.5	52.4 - 66.8
digital specialist	46.1 - 61.2	53.7 - 72.5	62.7 - 83.1
e-commerce manager	78.8 - 102.8	87.9 - 117.0	99.4 - 132.7
marketing content manager	49.8 - 63.8	58.0 - 75.6	67.7 - 86.5
social media manager	58.0 - 71.3	67.8 - 84.3	84.0 - 98.3
web manager	64.5 - 84.1	71.9 - 95.7	81.4 - 108.8
web marketing analyst	49.5 - 65.0	56.8 - 76.0	65.5 - 86.5
<b>industrial sales</b>			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# ottawa

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales (continued)</b>			
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
<b>marketing and communications</b>			
brand or product manager	80.8 - 103.8	89.8 - 117.4	100.8 - 131.6
brand or product manager assistant	65.8 - 88.5	76.7 - 104.4	89.0 - 119.2
communications manager	59.3 - 78.3	67.4 - 90.8	77.3 - 102.7
communications specialist	51.3 - 70.1	61.0 - 84.2	72.0 - 96.5
marketing coordinator	54.2 - 72.2	62.3 - 84.4	72.0 - 96.4
marketing director	90.0 - 118.7	102.1 - 136.7	116.3 - 154.3
marketing project manager	37.9 - 50.5	43.7 - 59.1	50.3 - 67.1
marketing specialist	47.7 - 62.5	53.7 - 71.6	60.9 - 80.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	68.5 - 89.4	76.5 - 101.8	86.5 - 115.4
communications VP	99.8 - 150.8	132.5 - 199.6	166.3 - 250.9
marketing VP	123.5 - 188.9	169.8 - 260.2	218.9 - 335.6
sales manager*	95.2 - 122.2	117.3 - 150.4	141.7 - 181.8
sales vice-president/general manager**	140.6 - 200.4	188.8 - 269.6	240.5 - 343.5

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>CNC machinist</b>			
CNC machinist	19.8 - 23.6	21.5 - 25.7	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.4	24.0 - 27.4	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.9	26.1 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	24.9 - 29.7	27.5 - 32.9	29.9 - 35.7
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance mechanic	22.8 - 26.2	25.0 - 28.8	27.0 - 31.1
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.4	30.0 - 35.0
millwright	24.3 - 29.0	26.6 - 31.8	28.8 - 34.4
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# ottawa

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
tool and die maker	24.4 - 29.1	26.7 - 31.8	28.8 - 34.4
warehouse manager	24.0 - 28.0	26.0 - 31.2	30.0 - 36.0
warehouse supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
welder	18.0 - 21.3	20.0 - 24.0	23.0 - 28.0

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	69.3 - 89.3	77.4 - 101.6	89.0 - 120.1
application support analyst	58.1 - 76.1	66.5 - 87.8	75.5 - 90.0
automation tester	59.8 - 86.3	84.9 - 98.3	91.6 - 127.0
devops development side	80.9 - 103.4	100.8 - 125.4	120.6 - 139.7
ERP developer	66.9 - 86.1	74.6 - 98.6	88.1 - 129.4
front-end developer	65.5 - 85.7	74.8 - 99.5	85.7 - 120.0
full stack developer	65.8 - 83.6	71.6 - 107.6	94.5 - 130.4
IT quality assurance manager	77.9 - 100.7	85.9 - 113.1	95.9 - 126.4
java developer	65.9 - 84.9	73.7 - 113.6	85.6 - 130.0
machine learning developer	85.9 - 120.6	110.6 - 180.9	175.2 - 205.7
manual tester	48.7 - 64.7	56.9 - 76.5	66.1 - 86.9
mobile application developer (ios/android)	67.1 - 92.4	82.2 - 113.0	97.7 - 128.5
RPA developer	74.3 - 84.9	81.6 - 100.5	93.6 - 109.6
UI/UX designer	62.5 - 80.5	69.9 - 91.6	78.7 - 102.2
<b>architecture</b>			
application architect	84.3 - 94.8	93.5 - 115.9	109.4 - 148.6
architect (enterprise)	93.2 - 125.2	106.8 - 145.5	129.0 - 196.0
architect (solutions/technical)	84.0 - 104.8	94.2 - 119.4	106.3 - 133.7
cloud architect	83.3 - 104.5	94.0 - 128.4	119.9 - 197.2
<b>data &amp; analytics</b>			
BI data architect	79.1 - 101.6	87.9 - 114.9	98.6 - 128.2
big data engineer	84.9 - 98.6	94.1 - 117.6	107.8 - 133.1
business intelligence developer	64.7 - 83.5	72.5 - 95.1	81.6 - 113.0
data analyst	51.6 - 75.8	64.9 - 90.3	81.5 - 104.3
data architect	96.5 - 111.8	99.7 - 119.5	100.1 - 137.8
data engineer	69.9 - 93.1	80.4 - 109.0	92.9 - 123.6
data scientist	76.9 - 102.6	88.6 - 120.1	102.5 - 149.0
database administrator	64.3 - 79.6	73.1 - 90.4	85.2 - 110.8

# ottawa

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.8 - 88.2	76.6 - 101.5	90.6 - 125.4
chief technology officer	120.3 - 190.8	160.7 - 285.4	225.0 - 450.4
CIO/CTO	105.9 - 186.9	157.3 - 278.5	216.6 - 384.2
IT director	109.5 - 129.8	119.5 - 159.7	129.1 - 198.0
technical lead	54.8 - 81.6	79.6 - 88.4	84.6 - 133.0
technical writer	59.0 - 76.2	68.4 - 89.5	79.1 - 101.6
<b>networking/infrastructure</b>			
bilingual tech support	42.1 - 50.2	48.4 - 60.5	57.8 - 71.8
devops system side	80.6 - 110.5	102.5 - 125.1	107.3 - 139.5
help desk representative	46.7 - 61.7	53.3 - 70.9	60.2 - 79.1
information security engineer	72.0 - 95.8	82.8 - 112.0	95.5 - 127.0
information security manager	92.7 - 120.1	102.7 - 135.8	115.4 - 153.8
information security specialist	61.0 - 79.7	69.6 - 92.5	79.8 - 104.6
information systems analyst	64.4 - 82.1	70.9 - 92.2	79.2 - 103.5
linux/unix administrator	72.6 - 94.8	82.6 - 110.0	94.9 - 125.2
network administrator	55.6 - 66.3	64.8 - 89.1	84.6 - 103.8
network engineer	65.8 - 87.2	75.3 - 101.8	86.9 - 116.5
systems administrator	59.4 - 79.8	69.4 - 84.0	82.5 - 109.1
telecommunications analyst	63.7 - 84.4	72.8 - 98.6	84.2 - 113.5
<b>project management</b>			
business systems analyst	76.6 - 102.7	87.5 - 119.2	100.3 - 135.1
ERP project manager	92.3 - 122.6	100.6 - 136.2	111.4 - 152.3
functional analyst	62.5 - 84.6	71.8 - 96.1	90.3 - 122.4
organizational change manager (OCM)	89.6 - 104.6	102.6 - 114.0	112.8 - 129.3
product owner	59.5 - 74.5	73.9 - 93.8	84.6 - 109.0
product owner/manager	78.2 - 107.2	90.6 - 126.0	105.1 - 143.8
program manager	99.0 - 113.0	108.0 - 136.0	133.0 - 179.0
project coordinator	59.6 - 75.1	67.9 - 87.1	77.8 - 98.9
project manager (infrastructure)	69.2 - 89.6	78.4 - 108.6	87.1 - 119.0
project manager (software)	58.3 - 78.9	77.2 - 109.4	89.6 - 119.0
scrum master	71.6 - 92.6	80.8 - 105.5	90.9 - 120.0

# scarborough

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.3 - 51.1	47.2 - 55.8	51.0 - 60.3
customer service manager (bilingual)	55.6 - 62.6	60.3 - 68.5	67.2 - 85.4
customer service supervisor	47.9 - 56.4	51.8 - 61.1	55.5 - 65.5

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.0 - 19.0	17.7 - 20.6	19.1 - 24.0
counterbalance forklift operator	16.0 - 18.0	17.5 - 20.0	19.0 - 22.0
forklift operator	16.0 - 18.0	17.5 - 20.0	19.0 - 22.0
general labourer - heavy	15.0 - 16.5	16.0 - 17.5	17.0 - 18.5
general labourer - light	14.0 - 16.0	15.5 - 17.0	16.5 - 18.0
inventory control clerk	17.2 - 18.8	18.3 - 21.7	20.3 - 23.4
janitor/custodian	15.0 - 17.0	16.5 - 18.0	17.5 - 19.0
logistics coordinator	21.0 - 24.8	22.9 - 27.1	24.7 - 29.2
machine operator	16.0 - 18.8	18.0 - 20.8	20.0 - 24.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	16.0 - 17.8	16.9 - 19.7	18.5 - 22.0
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

## legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.0 - 51.0	45.0 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.5	44.7 - 53.4	47.8 - 57.2
administrative assistant (bilingual)	45.0 - 50.0	48.0 - 55.0	50.0 - 59.0
data entry clerk	32.6 - 37.6	35.6 - 41.1	38.3 - 44.2
document controller	33.9 - 39.1	37.1 - 42.8	39.8 - 45.9
executive assistant	55.1 - 66.3	60.3 - 72.2	70.4 - 85.5
executive assistant (bilingual)	62.1 - 70.2	64.4 - 77.4	73.6 - 88.3

# scarborough

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
file clerk	34.4 - 39.7	38.9 - 44.9	42.4 - 48.9
mailroom clerk	33.8 - 38.5	36.8 - 41.9	39.2 - 44.7
office clerk	37.5 - 43.2	40.0 - 46.2	42.4 - 48.9
office manager	54.7 - 66.2	58.2 - 70.4	61.7 - 74.6
office/operations manager	50.0 - 57.8	54.2 - 70.1	68.0 - 92.0
order clerk	35.0 - 40.3	38.3 - 44.1	41.2 - 47.6
order entry clerk	33.2 - 38.6	36.2 - 46.0	42.5 - 47.0
project coordinator	44.7 - 53.4	48.4 - 57.9	51.9 - 62.1
receptionist	33.9 - 39.5	36.2 - 42.3	38.6 - 45.0
receptionist (bilingual)	37.7 - 42.5	40.0 - 48.0	46.1 - 55.0
sales administrator	40.8 - 45.6	43.0 - 51.3	45.3 - 55.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.1 - 30.0	26.9 - 32.2	28.7 - 34.4
CNC machinist	16.0 - 19.3	18.1 - 23.0	21.0 - 27.0
conventional machinist	18.0 - 22.1	20.3 - 25.0	24.1 - 30.0
electrician	28.1 - 31.9	31.4 - 35.1	34.9 - 42.3
field service technician	25.0 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.2 - 30.1	27.8 - 33.3	30.3 - 36.2
lead hand/team lead	17.0 - 18.5	18.0 - 20.0	19.0 - 23.0
maintenance mechanic	23.5 - 27.8	27.6 - 31.8	31.2 - 33.5
maintenance supervisor	30.0 - 35.1	34.8 - 42.3	42.1 - 49.9
millwright	25.8 - 29.3	28.9 - 33.0	32.6 - 39.6
production manager	40.4 - 49.0	43.6 - 52.9	46.7 - 56.7
tool and die maker	24.7 - 29.6	27.1 - 32.4	29.3 - 35.1
welder	16.0 - 20.0	18.9 - 23.6	22.0 - 27.0

# st. catharines

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.1 - 42.6	39.9 - 45.8	42.5 - 48.9
accounts payable clerk	37.8 - 42.4	41.7 - 46.9	45.2 - 50.9
accounts receivable clerk	38.7 - 43.5	42.7 - 48.0	46.3 - 52.2
payroll clerk	41.0 - 47.7	45.0 - 52.5	48.7 - 56.8

# st. catharines

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.7 - 18.2	17.1 - 19.8	18.4 - 21.3
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 15.5	14.9 - 18.1	16.2 - 20.5
industrial painter	16.4 - 19.2	17.9 - 21.0	19.2 - 22.6
inventory control clerk	16.6 - 19.0	18.0 - 20.7	19.4 - 22.3
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.0 - 20.2	18.6 - 22.1	20.1 - 24.0
manufacturing worker	14.3 - 16.1	15.5 - 17.5	16.6 - 18.8
material handler	14.8 - 17.1	16.3 - 18.9	17.6 - 20.5
moulding machine operator	16.6 - 19.7	18.2 - 21.6	19.6 - 23.3
picker/packer	14.2 - 16.4	15.3 - 17.7	16.2 - 18.8
polisher/deburrer	18.0 - 21.1	20.2 - 23.3	23.0 - 24.5
production labourer	14.2 - 16.2	15.9 - 18.2	17.4 - 20.0
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.1 - 20.6	19.7 - 22.4	21.2 - 24.2
warehouse labourer	14.7 - 16.7	16.3 - 18.4	17.5 - 19.9
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.8 - 46.1	41.7 - 49.7	44.6 - 53.2
administrative assistant (bilingual)	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
benefits clerk	37.5 - 43.5	41.0 - 47.7	44.3 - 51.6
buyer assistant	38.1 - 44.3	42.2 - 49.2	45.8 - 53.4
customer retention agent	40.4 - 47.6	44.0 - 51.9	47.5 - 56.0
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	44.8 - 52.8	48.4 - 57.1	52.0 - 61.3
data entry clerk	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
document controller	32.1 - 36.7	34.9 - 40.0	37.3 - 42.8
executive assistant	50.9 - 62.3	56.6 - 69.4	62.0 - 76.1
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.5 - 37.2	36.5 - 41.9	39.6 - 45.5
help desk representative	43.7 - 52.7	48.0 - 57.9	51.9 - 62.7
human resources assistant	40.3 - 46.9	43.9 - 51.1	47.0 - 54.7
inside sales representative	40.0 - 44.8	41.6 - 46.8	45.5 - 50.5
invoicing clerk	36.1 - 41.9	39.4 - 45.9	42.4 - 49.4
legal assistant	44.7 - 53.9	51.0 - 61.7	56.8 - 68.7
office clerk	35.4 - 40.6	37.7 - 43.3	39.9 - 45.9
office manager	51.7 - 62.6	55.0 - 66.6	58.3 - 70.6
order clerk	33.0 - 37.8	36.0 - 41.2	38.6 - 44.3

# st. catharines

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
payroll administrator	41.8 - 49.8	45.6 - 54.4	49.2 - 58.7
project coordinator	42.7 - 50.9	46.2 - 55.1	49.5 - 59.2
receptionist	32.0 - 37.1	34.1 - 39.6	36.2 - 42.0
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.0 - 44.2	40.5 - 47.2	43.1 - 50.2

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 28.6	25.7 - 30.8	27.4 - 32.8
CNC machinist	21.0 - 25.3	24.8 - 30.2	30.0 - 34.0
conventional machinist	21.0 - 25.0	24.0 - 29.8	28.6 - 34.0
field service technician	23.6 - 27.9	26.1 - 30.8	28.4 - 33.5
lead hand/team lead	24.0 - 27.0	26.4 - 31.8	30.0 - 35.0
machine builder	22.8 - 26.0	25.0 - 30.0	28.0 - 32.1
maintenance mechanic	23.0 - 25.0	24.0 - 30.0	29.2 - 32.0
maintenance supervisor	29.0 - 32.0	31.2 - 36.1	34.9 - 41.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 38.0
mould maker	30.0 - 32.0	31.4 - 33.0	32.1 - 36.0
panel wirer	19.0 - 22.2	21.5 - 23.0	22.0 - 25.0
production manager	37.3 - 45.3	40.3 - 48.9	43.2 - 52.4
production supervisor	27.0 - 31.0	30.5 - 36.8	35.4 - 40.0
tool and die maker	30.0 - 32.5	31.4 - 33.5	31.7 - 36.0
warehouse supervisor	22.2 - 26.5	24.2 - 28.9	26.2 - 31.3
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

# toronto

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	48.2 - 53.4	52.7 - 61.2	61.0 - 70.0
customer service representative	30.9 - 37.2	36.6 - 41.5	40.3 - 46.0
customer service representative (bilingual)	40.2 - 43.5	42.9 - 46.9	45.8 - 48.5
customer service supervisor	44.9 - 48.5	46.8 - 53.9	53.7 - 56.3
customer service supervisor (bilingual)	45.3 - 48.2	47.5 - 54.2	53.8 - 58.9
help desk representative	47.3 - 51.2	51.0 - 62.5	55.9 - 67.3
inside sales representative	50.5 - 59.9	53.7 - 63.2	56.5 - 67.5
telemarketing agent	32.7 - 38.2	35.0 - 41.1	40.9 - 45.5

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
<b>chemical</b>			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
<b>civil</b>			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
<b>construction</b>			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3
<b>electrical</b>			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1

# toronto

## engineering

	annual salaries		
	entry	mid	senior
<b>electrical (continued)</b>			
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
<b>energy</b>			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
piping designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
<b>manufacturing</b>			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
<b>mechanical</b>			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8
<b>supply chain management &amp; procurement</b>			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3

# toronto

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement (continued)</b>			
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
<b>technical management</b>			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	64.6 - 77.3	67.5 - 80.8	70.4 - 84.3	77.9 - 93.4
accounting clerk	39.6 - 45.7	42.7 - 49.2	45.6 - 52.6	51.6 - 59.5
accounting manager	86.7 - 105.1	93.2 - 113.0	99.6 - 120.7	113.6 - 137.5
accounting supervisor	63.5 - 76.9	68.2 - 82.7	72.8 - 88.3	83.1 - 100.9
accounts payable clerk	40.4 - 45.5	44.7 - 50.3	48.5 - 54.6	56.2 - 63.3
accounts payable manager	74.3 - 90.1	81.1 - 98.3	87.7 - 106.4	102.8 - 124.5
accounts receivable clerk	41.4 - 46.6	45.8 - 51.6	49.8 - 56.3	58.1 - 65.4
accounts receivable manager	75.5 - 89.3	81.8 - 96.9	88.1 - 104.3	103.3 - 122.2
billing specialist	39.1 - 45.6	42.7 - 49.9	46.1 - 53.7	52.4 - 61.1
bookkeeper	45.2 - 50.3	42.6 - 50.3	45.6 - 53.9	52.2 - 61.6
compliance specialist	56.1 - 67.1	61.7 - 73.9	67.3 - 80.2	77.9 - 93.2
controller	93.0 - 118.3	100.8 - 128.1	108.4 - 137.6	125.8 - 159.4
credit and collections supervisor	54.5 - 65.8	58.7 - 71.5	62.8 - 76.1	72.3 - 87.7
external auditor	61.7 - 73.8	67.5 - 80.8	73.2 - 87.7	85.3 - 102.4
financial analyst	72.1 - 86.3	77.1 - 92.5	82.1 - 98.4	93.3 - 111.9
financial reporting manager	96.9 - 117.4	104.2 - 125.9	110.9 - 134.3	127.3 - 153.8
internal auditor	61.1 - 73.1	67.4 - 80.7	73.4 - 87.9	85.8 - 102.9
payroll clerk	43.9 - 51.3	48.3 - 56.4	52.3 - 61.4	59.7 - 69.7

# toronto

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll manager	72.8 - 88.2	78.6 - 95.3	84.3 - 102.2	96.6 - 117.1
payroll specialist	45.1 - 53.8	49.2 - 58.8	53.2 - 63.6	61.7 - 73.8
payroll supervisor	55.5 - 66.4	60.3 - 72.1	64.9 - 77.7	74.9 - 89.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	124.4 - 218.7	177.4 - 310.2	257.2 - 450.0
finance director	93.3 - 165.5	127.1 - 223.3	167.1 - 292.4
treasurer	125.4 - 172.4	170.6 - 233.5	220.4 - 301.5

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	56.0 - 71.4	62.6 - 81.4	70.7 - 92.0
compensation and benefits manager	90.7 - 118.0	100.6 - 133.4	113.2 - 151.1
health and safety advisor	61.8 - 79.5	71.0 - 92.5	81.5 - 105.0
HRIS analyst	61.6 - 80.9	70.6 - 94.3	81.2 - 107.4
human resources assistant	40.0 - 50.0	48.9 - 61.9	54.0 - 66.7
human resources business partner	69.3 - 90.6	77.5 - 103.2	87.6 - 116.8
human resources coordinator	45.0 - 55.0	52.0 - 65.0	62.0 - 70.0
human resources generalist	55.0 - 65.0	62.0 - 75.0	72.0 - 80.0
human resources manager	85.6 - 112.6	96.5 - 129.1	109.7 - 146.4
human resources supervisor	65.7 - 85.6	73.2 - 97.6	83.0 - 111.9
labour relations advisor	67.8 - 89.8	77.2 - 104.4	88.8 - 119.1
labour relations manager	93.7 - 127.0	110.2 - 150.9	129.1 - 174.0
recruitment coordinator	42.0 - 54.6	48.2 - 63.1	54.8 - 71.0
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	111.6 - 187.7	152.9 - 255.5	189.4 - 315.9
health and safety director	95.9 - 126.3	124.9 - 163.9	149.9 - 196.2
human resources director	94.6 - 130.7	122.3 - 168.3	151.2 - 207.2

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.2 - 18.9	17.7 - 20.6	19.1 - 22.2
counterbalance forklift operator	16.5 - 19.3	18.0 - 20.0	19.5 - 22.0
forklift operator	15.3 - 17.9	17.0 - 19.9	18.5 - 21.6
general labourer - heavy	15.0 - 16.5	16.0 - 17.5	17.0 - 18.5
general labourer - light	14.0 - 16.0	15.5 - 17.0	16.5 - 18.0

# toronto

## industrial support

	hourly rates		
	1 year	3 years	5 years
inventory control clerk	17.2 - 19.8	18.8 - 21.7	20.3 - 23.4
janitor/custodian	15.0 - 17.0	16.5 - 18.0	17.5 - 19.0
logistics coordinator	21.0 - 24.8	22.9 - 27.1	24.7 - 29.2
machine operator	17.6 - 21.0	19.3 - 23.1	20.9 - 25.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.2 - 17.8	16.9 - 19.7	18.3 - 21.4
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8

## legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.6 - 45.5	43.6 - 52.2	50.1 - 55.2
administrative assistant (bilingual)	42.5 - 47.6	45.5 - 54.4	52.8 - 57.3
data entry clerk	30.1 - 36.0	34.1 - 40.2	38.9 - 48.6
document controller	35.6 - 39.1	37.1 - 42.8	40.8 - 50.2
executive assistant	55.2 - 65.9	60.3 - 73.5	70.6 - 85.9
executive assistant (bilingual)	58.8 - 64.3	62.0 - 75.9	72.0 - 90.3
file clerk	30.1 - 36.5	33.4 - 42.6	40.2 - 44.5
inside sales representative	35.4 - 42.9	40.6 - 50.3	47.9 - 55.6
insurance claims clerk	37.4 - 45.1	40.6 - 54.3	52.6 - 57.8
mailroom clerk	30.4 - 36.9	33.6 - 40.9	37.0 - 43.6
office clerk	34.6 - 40.2	38.8 - 42.9	40.1 - 45.8
office manager	40.2 - 50.4	46.2 - 58.9	55.4 - 75.5
project coordinator	42.9 - 54.5	50.6 - 57.4	53.3 - 65.6
receptionist	32.1 - 40.6	38.2 - 45.6	45.0 - 48.9
receptionist (bilingual)	37.7 - 42.5	40.1 - 48.6	47.5 - 60.2

# toronto

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.8 - 60.9	52.8 - 67.2	58.1 - 75.1
account manager - technologies, software*	50.9 - 63.5	55.0 - 70.1	60.6 - 78.2
business development manager*	99.0 - 131.5	111.2 - 150.8	126.9 - 173.6
district sales manager**	75.2 - 97.6	85.9 - 113.5	99.0 - 130.1
key accounts manager - consumer goods*	63.7 - 82.3	72.4 - 95.1	82.8 - 108.7
merchandiser - consumer goods	60.2 - 78.9	67.4 - 90.0	76.3 - 102.4
sales engineer technologies, software, hardware, telecommunications**	71.7 - 94.1	78.9 - 105.6	88.0 - 118.1
sales representative, account manager channel manager*	72.7 - 96.4	81.3 - 109.8	92.0 - 124.5
sales representative, account manager consumer goods*	50.8 - 63.1	54.6 - 69.2	59.8 - 77.2
sales representative, account manager professional services*	47.5 - 59.4	51.4 - 65.5	56.6 - 73.0
sales representative, account manager telecommunications*	49.2 - 61.5	53.3 - 67.9	58.6 - 75.8
<b>digital marketing</b>			
digital marketing manager	65.1 - 83.0	75.1 - 97.3	86.8 - 110.4
digital media specialist	38.5 - 49.7	45.1 - 59.1	52.8 - 67.7
digital specialist	46.4 - 61.9	54.2 - 73.5	63.5 - 84.5
e-commerce manager	80.9 - 105.9	90.5 - 120.7	102.5 - 137.1
marketing content manager	49.6 - 63.8	58.0 - 75.7	67.7 - 86.8
social media manager	59.2 - 73.1	73.0 - 86.5	86.3 - 101.2
web manager	66.0 - 86.4	73.8 - 98.6	83.6 - 112.2
web marketing analyst	49.3 - 65.0	56.7 - 76.1	65.5 - 86.8
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	83.0 - 107.1	92.4 - 121.2	103.9 - 135.9
brand or product manager assistant	65.8 - 88.8	76.8 - 105.0	89.3 - 120.0
communications manager	60.1 - 79.8	68.5 - 92.8	78.7 - 105.2
communications specialist	51.6 - 70.8	61.6 - 85.2	72.8 - 97.7
marketing coordinator	54.7 - 73.2	63.1 - 85.8	73.0 - 98.2

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# toronto

## sales & marketing

sales & marketing	annual salaries		
	entry	mid	senior
<b>marketing and communications (continued)</b>			
marketing director	92.6 - 122.6	105.2 - 141.3	120.1 - 159.7
marketing project manager	38.4 - 51.5	44.4 - 60.4	51.3 - 68.7
marketing specialist	48.0 - 63.3	54.2 - 72.6	61.6 - 82.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	70.4 - 92.3	78.7 - 105.3	89.2 - 119.7
communications VP	102.7 - 156.0	136.8 - 206.4	172.3 - 258.3
marketing VP	127.5 - 195.5	176.0 - 267.5	225.9 - 343.0
sales manager*	98.2 - 126.3	121.2 - 155.7	146.9 - 187.6
sales vice-president/general manager**	145.3 - 207.2	195.4 - 276.9	247.7 - 350.9

## skilled trades & industrial management

industrial management	hourly rates		
	1 year	3 years	5 years
CNC machinist	16.0 - 19.0	18.3 - 23.0	21.8 - 27.0
conventional machinist	18.0 - 22.8	22.0 - 25.2	24.0 - 30.0
lead hand/team lead	17.5 - 19.0	18.5 - 21.0	19.5 - 23.5
maintenance mechanic	18.0 - 23.0	21.5 - 26.0	25.7 - 28.0
maintenance supervisor	30.0 - 33.7	31.1 - 38.5	36.0 - 40.9
millwright	25.0 - 29.2	28.0 - 32.0	30.3 - 35.0
tool and die maker	18.0 - 21.3	21.0 - 25.0	24.5 - 30.0
welder	16.0 - 20.0	18.4 - 24.2	23.0 - 27.0

# technologies

technologies	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	69.6 - 89.9	77.8 - 102.5	90.6 - 120.4
application support analyst	58.2 - 76.5	66.7 - 88.4	75.8 - 91.0
automation tester	59.9 - 86.1	81.4 - 98.6	91.4 - 127.8
devops development side	82.2 - 105.6	104.2 - 129.9	121.0 - 145.6
ERP developer	67.1 - 86.6	75.0 - 98.8	89.0 - 131.1
front-end developer	65.7 - 86.2	75.1 - 100.3	86.3 - 121.4
full stack developer	65.4 - 83.3	72.9 - 108.0	95.4 - 137.8
IT quality assurance manager	80.5 - 104.5	89.0 - 117.6	99.5 - 131.5
java developer	66.2 - 85.5	74.0 - 114.5	98.8 - 131.5
machine learning developer	85.3 - 120.6	110.5 - 180.5	175.4 - 205.4

\* a sales commission is usually added to the base salary

**\*\* a mix of incentive bonus and sales commission is usually added to the base salary**

# toronto

## technologies

	annual salaries		
	entry	mid	senior
<b>application software (continued)</b>			
manual tester	48.3 - 64.5	56.6 - 76.5	66.0 - 87.2
mobile application developer (ios/android)	67.3 - 93.1	82.7 - 114.2	98.5 - 130.1
RPA developer	75.7 - 85.9	82.2 - 100.6	95.6 - 110.8
UI/UX designer	62.6 - 81.0	70.2 - 92.3	79.1 - 103.2
<b>architecture</b>			
application architect	85.0 - 97.7	95.6 - 115.6	110.3 - 150.3
architect (enterprise)	94.0 - 126.7	107.8 - 147.6	130.0 - 200.0
architect (solutions/technical)	84.6 - 105.8	94.9 - 120.7	107.4 - 135.4
cloud architect	83.9 - 105.4	94.8 - 130.8	125.6 - 200.7
<b>data &amp; analytics</b>			
BI data architect	79.5 - 102.5	88.5 - 116.1	99.5 - 129.8
big data engineer	85.8 - 99.6	95.4 - 118.2	108.1 - 135.4
business intelligence developer	64.9 - 84.0	72.8 - 95.8	82.1 - 115.0
data analyst	52.9 - 76.9	65.3 - 91.6	82.4 - 105.4
data architect	97.8 - 113.2	101.8 - 121.9	105.3 - 139.0
data engineer	70.1 - 93.8	80.9 - 110.0	93.6 - 125.0
data scientist	77.3 - 103.5	89.3 - 121.5	103.4 - 151.0
database administrator	65.9 - 80.4	74.6 - 91.6	86.4 - 111.2
<b>leadership/business technology</b>			
business analyst	60.0 - 88.8	77.0 - 102.1	90.0 - 126.9
chief technology officer	120.0 - 190.0	160.0 - 285.0	225.0 - 450.0
CIO/CTO	110.1 - 194.2	163.8 - 286.6	224.3 - 392.2
IT director	110.6 - 130.4	120.1 - 160.2	130.9 - 200.8
technical lead	55.6 - 82.2	80.6 - 89.6	85.7 - 135.5
technical writer	59.7 - 77.3	69.3 - 90.9	80.3 - 103.1
<b>networking/infrastructure</b>			
bilingual tech support	40.1 - 45.5	43.3 - 58.6	55.6 - 75.6
devops system side	82.6 - 110.8	108.4 - 126.9	118.0 - 140.0
help desk representative	46.7 - 61.9	53.4 - 71.2	60.4 - 79.5
information security engineer	72.3 - 96.6	83.3 - 113.1	96.2 - 128.6
information security manager	96.1 - 125.0	106.6 - 141.3	120.1 - 160.2
information security specialist	61.1 - 80.1	69.8 - 93.2	80.2 - 105.6
information systems analyst	64.6 - 82.6	71.2 - 92.9	79.6 - 104.5
linux/unix administrator	72.9 - 95.6	83.1 - 111.1	95.6 - 126.7
network administrator	55.7 - 66.3	64.7 - 89.1	84.3 - 103.3
network engineer	66.0 - 87.8	75.7 - 102.8	87.5 - 117.8
systems administrator	60.1 - 80.1	70.6 - 85.4	83.6 - 110.5
telecommunications analyst	63.9 - 84.9	73.2 - 99.4	84.8 - 114.7

# toronto

## technologies

	annual salaries		
	entry	mid	senior
<b>project management</b>			
business systems analyst	77.0 - 103.6	88.1 - 120.5	101.2 - 136.8
ERP project manager	95.8 - 127.6	104.5 - 141.8	115.9 - 158.6
functional analyst	63.8 - 72.6	71.3 - 97.8	91.6 - 123.3
organizational change manager (OCM)	90.9 - 105.6	103.3 - 115.6	114.4 - 130.9
product owner	60.6 - 75.7	74.8 - 95.6	85.5 - 111.9
product owner/manager	80.1 - 110.3	93.0 - 129.9	108.1 - 148.3
program manager	100.8 - 115.4	109.6 - 137.2	135.9 - 180.7
project coordinator	59.8 - 75.5	68.1 - 87.7	78.3 - 99.8
project manager (infrastructure)	70.1 - 90.4	80.6 - 110.8	90.6 - 120.4
project manager (software)	60.6 - 85.9	80.1 - 110.6	90.4 - 120.7
scrum master	71.9 - 93.5	81.1 - 107.4	92.3 - 122.4

# vaughan

## engineering

	annual salaries		
	entry	mid	senior
<b>architecture</b>			
architect	64.7 - 76.0	65.4 - 92.4	75.2 - 104.4
architectural drafter	45.9 - 59.0	53.0 - 69.6	61.8 - 81.6
contracts administrator	57.4 - 75.4	64.9 - 87.1	74.0 - 98.8
project manager	74.8 - 100.8	83.0 - 118.0	99.2 - 134.7
specification writer	52.3 - 65.9	57.7 - 74.9	65.2 - 84.9
<b>chemical</b>			
chemical engineer	75.1 - 98.6	83.0 - 111.0	92.8 - 124.4
chemical technician	53.6 - 69.4	59.4 - 78.6	66.9 - 89.6
<b>civil</b>			
civil engineer	60.7 - 80.1	69.0 - 92.8	78.9 - 104.9
civil engineering drafter	54.3 - 61.9	59.8 - 72.2	70.9 - 85.3
civil engineering technologist	56.4 - 72.2	70.8 - 74.9	73.2 - 82.3
environmental engineer	68.5 - 78.0	74.9 - 91.0	88.4 - 103.5
project manager	80.3 - 89.2	84.2 - 117.7	99.2 - 135.8
structural designer	55.0 - 64.8	60.7 - 74.2	70.8 - 92.1
structural engineer	69.2 - 82.7	80.0 - 95.7	91.7 - 109.0
structural engineering technologist	55.3 - 72.2	70.5 - 74.5	73.1 - 82.3

# vaughan

## engineering

	annual salaries		
	entry	mid	senior
<b>construction</b>			
construction manager	85.0 - 99.5	91.1 - 123.0	103.0 - 138.5
contracts administrator	57.4 - 75.4	64.9 - 87.1	74.0 - 98.8
estimator	58.9 - 76.3	65.2 - 86.3	83.4 - 97.3
procurement manager	74.2 - 96.2	94.5 - 110.1	106.7 - 125.0
project engineer	82.4 - 105.5	89.3 - 116.7	114.3 - 130.1
project manager	73.9 - 88.4	85.0 - 116.0	111.9 - 136.1
scheduler/planner	53.1 - 60.3	59.5 - 71.1	69.9 - 76.0
site supervisor	72.0 - 89.5	87.1 - 100.1	98.1 - 112.2
<b>electrical</b>			
CNC programmer	54.6 - 65.9	65.4 - 77.1	74.5 - 88.1
controls designer/engineer	57.9 - 68.9	67.0 - 83.6	82.5 - 98.2
electrical designer/engineer	64.3 - 79.0	74.9 - 94.5	87.5 - 110.0
electrical engineering technician	55.3 - 65.4	63.4 - 74.2	72.1 - 87.2
electrical test engineer	65.1 - 86.6	74.9 - 101.3	86.3 - 116.3
PLC programmer	57.3 - 67.4	65.9 - 78.3	76.5 - 90.4
<b>energy</b>			
control engineer	59.9 - 67.9	65.9 - 90.1	87.1 - 102.5
control technician	50.8 - 65.4	59.8 - 74.3	69.4 - 89.1
drafter	55.8 - 64.4	62.0 - 77.6	71.2 - 89.1
electrical engineer	70.3 - 94.3	81.6 - 111.8	95.4 - 129.5
pipeline engineer	53.3 - 69.9	68.9 - 86.0	85.5 - 104.8
piping designer	52.3 - 68.9	67.5 - 82.5	79.3 - 99.3
project manager	74.5 - 92.7	85.5 - 106.9	99.5 - 137.2
<b>manufacturing</b>			
applications engineer	78.0 - 92.6	87.3 - 100.4	94.5 - 110.6
CMM programmer	55.7 - 61.2	59.0 - 64.8	63.0 - 69.8
continuous improvement engineer	79.2 - 88.2	85.5 - 99.1	96.6 - 125.8
field service technician	56.1 - 64.7	63.4 - 75.3	72.4 - 88.7
health and safety manager	88.4 - 115.6	113.9 - 127.5	119.7 - 144.2
health and safety specialist	61.0 - 71.6	69.2 - 85.3	84.3 - 104.8
industrial engineer	67.2 - 87.1	76.4 - 93.7	86.6 - 110.2
manufacturing engineer	73.1 - 88.6	83.6 - 98.0	89.8 - 110.9
process engineer	71.3 - 78.0	71.5 - 90.2	86.0 - 106.2
program manager	73.5 - 86.9	76.5 - 94.7	87.5 - 114.6
project manager	77.1 - 96.3	89.5 - 111.7	103.8 - 130.1
quality assurance/control technician	61.1 - 77.1	67.6 - 90.7	78.2 - 104.9
quality control engineer	65.0 - 75.6	65.4 - 89.5	84.5 - 103.7
quality inspector	51.4 - 56.5	53.6 - 62.3	58.8 - 73.9
stationary engineer	50.7 - 64.9	56.3 - 73.3	62.9 - 89.0

# vaughan

## engineering

	annual salaries		
	entry	mid	senior
<b>mechanical</b>			
mechanical designer	54.1 - 64.3	60.0 - 73.3	70.0 - 91.2
mechanical drafter	51.2 - 61.1	58.0 - 70.4	67.1 - 88.8
mechanical engineer	71.0 - 93.5	80.3 - 93.7	91.8 - 107.9
mechanical engineering technician	67.6 - 75.6	72.5 - 88.6	84.1 - 97.9
<b>supply chain management &amp; procurement</b>			
buyer	56.7 - 70.7	61.6 - 84.5	81.2 - 96.8
contracts administrator	57.4 - 67.5	64.9 - 80.2	74.0 - 95.7
contracts manager	81.4 - 102.8	90.7 - 118.0	103.9 - 133.1
demand planner	46.1 - 63.3	55.6 - 76.9	65.8 - 87.9
inventory analyst	50.4 - 64.4	62.3 - 71.6	69.5 - 81.5
inventory control manager	63.3 - 82.4	79.3 - 93.6	90.6 - 102.0
logistics specialist	58.4 - 72.1	68.6 - 83.7	79.4 - 97.4
materials manager	79.3 - 95.2	80.3 - 109.5	97.5 - 124.0
procurement manager	80.3 - 98.5	92.4 - 111.8	99.2 - 120.8
production planner	54.9 - 63.8	56.0 - 72.6	63.6 - 82.2
scheduler/planner	55.2 - 60.9	59.5 - 71.1	69.9 - 78.2
<b>technical management</b>			
director of operations	124.2 - 165.9	159.3 - 213.2	198.3 - 243.1
engineering manager	78.3 - 102.8	95.6 - 119.5	113.8 - 153.2
facilities manager	71.2 - 84.0	77.9 - 98.4	95.7 - 112.3
general manager	111.9 - 125.8	120.1 - 149.8	144.2 - 177.7
logistics coordinator	55.1 - 62.3	59.5 - 74.8	72.2 - 81.3
logistics manager	73.4 - 82.5	77.0 - 86.6	82.9 - 108.7
maintenance manager	82.3 - 85.5	83.5 - 97.5	96.4 - 125.7
operations manager	86.3 - 103.8	97.7 - 123.8	120.7 - 150.2
plant manager	85.3 - 100.7	95.3 - 119.8	116.6 - 160.1
production manager	78.5 - 88.5	87.7 - 100.7	99.1 - 127.1
purchasing manager	76.6 - 89.3	85.1 - 103.6	100.6 - 126.0
quality assurance manager	76.2 - 88.4	84.0 - 100.8	97.4 - 116.9
supply chain manager	75.2 - 88.5	84.5 - 102.6	99.5 - 124.8

# vaughan

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	62.2 - 74.4	65.0 - 77.7	67.8 - 81.1	74.9 - 89.6
accounting clerk	38.7 - 44.4	41.5 - 47.7	44.3 - 50.9	50.0 - 57.6
accounting manager	83.3 - 100.9	89.5 - 108.5	95.6 - 115.9	109.1 - 132.3
accounting supervisor	62.8 - 75.9	67.4 - 81.6	72.4 - 87.1	82.1 - 99.5
accounts payable clerk	39.4 - 44.2	43.4 - 48.8	47.1 - 52.9	54.4 - 61.2
accounts payable manager	71.5 - 86.5	77.9 - 94.4	84.2 - 102.1	98.7 - 119.7
accounts receivable clerk	40.3 - 45.3	44.5 - 50.0	48.3 - 54.3	56.2 - 63.3
accounts receivable manager	72.6 - 85.8	78.6 - 93.0	84.6 - 100.1	99.2 - 117.4
billing specialist	38.1 - 44.3	41.6 - 48.4	44.7 - 52.1	50.8 - 59.2
bookkeeper	41.4 - 48.8	45.4 - 50.3	46.3 - 52.2	50.6 - 59.7
compliance specialist	54.5 - 65.1	59.9 - 71.5	65.0 - 77.6	75.4 - 90.1
controller	89.3 - 113.6	96.8 - 123.1	104.1 - 132.4	120.9 - 153.7
credit and collections supervisor	53.9 - 65.1	58.1 - 70.2	62.1 - 75.1	71.5 - 86.5
external auditor	59.5 - 71.1	65.1 - 77.8	70.4 - 84.2	82.0 - 98.1
financial analyst	69.4 - 83.0	74.2 - 88.8	78.9 - 94.4	89.5 - 107.1
financial reporting manager	93.0 - 112.8	99.8 - 121.0	106.5 - 129.1	122.3 - 148.2
internal auditor	58.9 - 70.4	64.9 - 77.6	70.6 - 84.4	82.5 - 98.6
payroll clerk	42.7 - 49.7	46.9 - 54.6	50.7 - 59.1	57.8 - 67.4
payroll manager	70.0 - 84.7	75.6 - 91.5	81.0 - 98.1	92.8 - 112.5
payroll specialist	43.7 - 52.1	47.6 - 56.8	51.4 - 61.3	59.5 - 71.1
payroll supervisor	55.0 - 65.6	59.7 - 71.3	64.2 - 76.7	74.0 - 88.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	119.5 - 212.3	171.3 - 303.8	250.7 - 444.7
finance director	89.6 - 159.6	122.1 - 216.9	161.2 - 285.9
treasurer	120.5 - 166.4	164.7 - 227.1	213.9 - 295.0

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.4 - 67.2	58.7 - 76.7	66.5 - 86.9
compensation and benefits manager	85.2 - 111.3	94.6 - 126.2	106.7 - 143.5
health and safety advisor	58.1 - 75.3	67.0 - 87.9	77.2 - 100.1
HRIS analyst	58.3 - 77.1	67.1 - 90.1	77.4 - 102.8
human resources business partner	65.1 - 85.6	73.0 - 97.7	82.7 - 110.8
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	51.0 - 61.0	58.0 - 70.0	68.0 - 78.0
human resources manager	80.3 - 106.2	90.6 - 122.1	103.3 - 139.0
human resources supervisor	61.6 - 80.8	68.9 - 92.4	78.3 - 106.0
labour relations advisor	63.7 - 84.8	72.8 - 98.8	83.9 - 113.0

# vaughan

## human resources

	annual salaries		
	entry	mid	senior
labour relations manager	88.0 - 120.1	103.8 - 143.3	122.0 - 166.0
recruitment coordinator	39.2 - 51.2	45.1 - 59.3	51.4 - 67.0
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	105.2 - 179.5	145.3 - 247.0	181.2 - 307.5
health and safety director	90.1 - 119.4	118.0 - 156.1	142.3 - 187.9
human resources director	88.9 - 123.6	115.5 - 160.4	143.6 - 198.9

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.5	17.4 - 20.2	18.7 - 21.8
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.1 - 21.3
forklift operator	17.1 - 18.0	17.3 - 19.0	18.3 - 20.0
general labourer - heavy	16.1 - 17.5	17.3 - 19.2	18.1 - 21.1
general labourer - light	14.5 - 15.7	15.6 - 17.0	16.9 - 18.5
industrial painter	18.0 - 20.0	19.2 - 24.0	22.0 - 25.0
inventory control clerk	17.0 - 19.6	18.6 - 21.4	20.0 - 23.0
machine operator	17.3 - 20.6	18.9 - 22.6	20.5 - 24.4
manufacturing worker	15.0 - 16.6	15.9 - 18.0	17.1 - 19.4
material handler	15.1 - 17.6	16.7 - 19.4	18.1 - 21.1
picker/packer	14.4 - 16.8	15.6 - 18.1	16.6 - 19.3
production labourer	14.5 - 16.6	16.3 - 18.7	17.9 - 20.6
sandblasting operator	16.3 - 19.1	17.5 - 20.5	18.6 - 21.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.7 - 21.3	20.4 - 23.2	21.9 - 24.9
warehouse labourer	15.0 - 17.1	16.7 - 18.9	18.0 - 20.4

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 67.2	64.2 - 79.5

# vaughan

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
executive assistant (bilingual)	57.0 - 65.2	61.0 - 72.4	63.2 - 90.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
law clerk	40.4 - 51.9	45.9 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
office/operations manager	52.5 - 60.5	57.2 - 72.6	69.9 - 110.5
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	42.0 - 47.3	44.0 - 47.6	44.5 - 58.0
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	48.0 - 59.8	51.9 - 66.0	57.1 - 73.6
account manager - technologies, software*	50.0 - 62.4	54.1 - 68.7	59.5 - 76.7
business development manager*	94.7 - 126.0	106.4 - 144.7	121.5 - 166.9
district sales manager**	72.7 - 94.3	83.0 - 109.8	95.6 - 126.0
key accounts manager - consumer goods*	62.5 - 80.8	71.0 - 93.4	81.3 - 107.1
merchandiser - consumer goods	58.7 - 76.6	65.5 - 87.3	74.1 - 99.2
sales engineer technologies, software, hardware, telecommunications**	70.1 - 91.9	77.1 - 103.1	85.9 - 115.2
sales representative, account manager channel manager*	70.3 - 93.1	78.6 - 106.2	88.9 - 120.5
sales representative, account manager consumer goods*	50.3 - 62.4	54.0 - 68.3	59.1 - 76.2
sales representative, account manager professional services*	46.2 - 57.6	49.9 - 63.4	54.9 - 70.7
sales representative, account manager telecommunications*	48.5 - 60.4	52.4 - 66.6	57.6 - 74.3
<b>digital marketing</b>			
digital marketing manager	64.0 - 81.4	73.7 - 95.3	85.0 - 108.1
digital media specialist	37.8 - 48.5	44.1 - 57.5	51.5 - 65.8
digital specialist	45.3 - 60.2	52.8 - 71.4	61.8 - 82.0
e-commerce manager	78.2 - 102.4	87.4 - 116.8	99.0 - 132.8
marketing content manager	48.8 - 62.7	57.0 - 74.3	66.5 - 85.1

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# vaughan

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>digital marketing (continued)</b>			
social media manager	57.5 - 70.8	70.1 - 83.9	83.5 - 97.9
web manager	63.9 - 83.5	71.4 - 95.3	80.8 - 108.5
web marketing analyst	48.5 - 63.9	55.8 - 74.7	64.4 - 85.1
<b>industrial sales</b>			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
<b>marketing and communications</b>			
brand or product manager	80.3 - 103.5	89.3 - 117.3	100.4 - 131.6
brand or product manager assistant	64.8 - 87.5	75.6 - 103.4	87.9 - 118.2
communications manager	57.7 - 76.5	65.7 - 88.8	75.4 - 100.7
communications specialist	50.9 - 69.5	60.5 - 83.7	71.4 - 96.2
marketing coordinator	53.3 - 71.1	61.4 - 83.3	70.9 - 95.2
marketing director	89.5 - 118.6	101.7 - 136.9	116.1 - 154.8
marketing project manager	37.6 - 50.1	43.3 - 58.6	49.9 - 66.6
marketing specialist	46.9 - 61.6	52.8 - 70.6	59.9 - 79.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	68.0 - 88.9	76.0 - 101.4	86.0 - 115.3
communications VP	99.3 - 151.1	132.4 - 200.7	167.0 - 252.4
marketing VP	123.4 - 190.1	170.7 - 261.8	220.3 - 337.6
sales manager*	95.0 - 122.3	117.5 - 151.3	142.5 - 183.0
sales vice-president/general manager**	140.8 - 201.6	190.0 - 271.2	242.1 - 345.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# vaughan

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	16.0 - 18.7	18.5 - 22.6	22.5 - 27.0
conventional machinist	18.0 - 21.9	21.5 - 24.6	24.5 - 30.0
maintenance mechanic	18.0 - 22.4	22.3 - 25.8	25.4 - 28.0
maintenance supervisor	30.0 - 32.6	32.5 - 37.6	37.5 - 40.9
millwright	25.0 - 28.2	28.0 - 32.1	32.0 - 35.0
tool and die maker	18.0 - 20.8	20.5 - 24.9	24.7 - 30.0
welder	16.0 - 19.4	19.3 - 23.1	23.0 - 27.0

# woodstock

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.8 - 18.2	17.1 - 19.8	18.4 - 21.3
counterbalance forklift operator	17.0 - 18.6	18.3 - 19.8	19.2 - 20.8
general labourer - heavy	16.8 - 17.9	17.4 - 18.5	18.1 - 19.0
general labourer - light	15.5 - 16.2	16.0 - 17.1	16.9 - 17.5
industrial painter	16.5 - 19.4	18.0 - 21.1	19.3 - 22.7
inventory control clerk	16.6 - 18.9	18.0 - 20.6	19.3 - 22.2
janitor/custodian	15.5 - 16.1	15.9 - 17.5	17.0 - 18.3
machine operator	17.0 - 20.2	18.6 - 22.1	20.1 - 23.9
manufacturing worker	14.4 - 16.3	15.6 - 17.7	16.8 - 19.0

# woodstock

## industrial support

	hourly rates		
	1 year	3 years	5 years
material handler	15.0 - 17.3	16.5 - 19.1	17.8 - 20.7
moulding machine operator	16.3 - 19.3	17.8 - 21.2	19.2 - 22.9
picker/packer	14.3 - 16.5	15.4 - 17.8	16.4 - 19.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
production labourer	14.4 - 16.4	16.1 - 18.4	17.6 - 20.2
reach truck operator	17.5 - 18.5	18.0 - 20.3	19.8 - 21.5
shipping and receiving clerk	18.1 - 20.6	19.7 - 22.4	21.2 - 24.1
warehouse labourer	14.9 - 16.8	16.4 - 18.6	17.7 - 20.0
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

# woodstock

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	22.0 - 25.5	24.3 - 28.0	27.8 - 33.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.7 - 31.9	31.6 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.2 - 34.4	33.5 - 38.5
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

# drummondville

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.1 - 16.5	15.4 - 18.0	16.6 - 19.5
forklift operator	15.5 - 16.5	15.9 - 17.4	16.2 - 19.0
industrial painter	14.9 - 17.7	16.3 - 19.4	17.6 - 21.0
inventory control clerk	15.0 - 17.3	16.4 - 18.9	17.7 - 20.5
machine operator	15.3 - 18.4	16.8 - 20.3	18.3 - 22.0
machine operator assistant	14.4 - 16.5	15.9 - 18.2	17.3 - 19.8
manufacturing worker	14.0 - 14.6	14.5 - 16.0	15.1 - 17.3
material handler	13.3 - 15.6	14.8 - 17.3	16.0 - 18.8
moulding machine operator	14.7 - 17.7	16.2 - 19.5	17.6 - 21.2
production labourer	14.5 - 16.5	15.5 - 18.3	18.0 - 20.0
shipping and receiving clerk	16.5 - 18.9	18.0 - 20.6	19.5 - 22.3
warehouse labourer	14.0 - 15.1	14.7 - 16.8	15.9 - 18.2

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	33.9 - 39.3	36.6 - 42.5	39.2 - 45.5
accounts payable clerk	34.6 - 39.1	38.4 - 43.5	41.9 - 47.4
administrative assistant	35.4 - 42.5	38.2 - 45.9	41.0 - 49.3
buyer assistant	34.9 - 41.6	38.9 - 45.7	42.4 - 49.9
customer service representative	26.0 - 30.2	27.8 - 33.3	30.2 - 36.2
executive assistant	47.1 - 58.1	52.6 - 64.9	57.8 - 71.4
export/import clerk	32.9 - 38.6	36.4 - 42.8	39.5 - 46.4
inside sales representative	43.4 - 51.6	45.7 - 54.4	48.1 - 57.2
invoicing clerk	32.9 - 38.6	36.2 - 42.5	39.1 - 46.0
office clerk	32.2 - 37.2	34.4 - 39.8	36.5 - 42.3
order clerk	30.2 - 34.9	33.1 - 38.3	35.7 - 41.4
payroll clerk	37.7 - 44.3	41.7 - 49.0	45.3 - 53.2
receptionist	29.3 - 34.2	31.3 - 36.7	33.4 - 39.1
telemarketing agent	27.5 - 32.2	29.7 - 34.8	31.9 - 37.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.3 - 20.8	18.9 - 22.8	20.5 - 24.6
conventional machinist	16.8 - 21.0	20.5 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	24.9 - 30.3	26.7 - 32.6
electromechanical technician	22.5 - 27.1	25.4 - 30.6	27.9 - 33.7
electronics technician	22.0 - 26.4	23.8 - 28.6	25.6 - 33.0
field service technician	21.9 - 26.0	24.3 - 28.9	26.5 - 31.6
logistics supervisor	26.2 - 31.9	28.8 - 35.2	31.4 - 38.3

# drummondville

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.0 - 23.2	22.1 - 25.6	24.0 - 27.8
maintenance supervisor	25.6 - 30.8	28.0 - 33.8	30.4 - 36.6
production manager	35.1 - 42.9	38.0 - 46.5	40.8 - 49.9
quality control technician	17.2 - 20.7	18.5 - 22.3	19.8 - 23.9
warehouse supervisor	22.0 - 24.9	22.7 - 27.3	27.0 - 35.0
welder	18.4 - 22.1	20.0 - 24.1	21.5 - 25.9

# gatineau

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	26.7 - 32.0	29.5 - 35.4	32.1 - 38.4
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	43.8 - 51.8	47.4 - 56.2	51.0 - 60.4
customer service supervisor (bilingual)	48.1 - 56.9	52.3 - 61.4	56.7 - 66.2
help desk representative	43.4 - 52.6	47.8 - 57.9	51.8 - 62.7
telemarketing agent	29.2 - 34.1	31.5 - 36.8	33.8 - 39.5

## industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	14.2 - 16.6	15.8 - 18.4	17.2 - 20.0
general labourer - heavy	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
general labourer - light	13.5 - 15.0	14.0 - 16.0	15.0 - 17.0
inventory control clerk	15.9 - 18.4	17.4 - 20.1	18.8 - 21.7
machine operator	16.3 - 19.5	17.9 - 21.4	19.4 - 23.2
machine operator assistant	15.4 - 17.5	16.9 - 19.3	18.3 - 21.0
material handler	14.1 - 16.5	15.7 - 18.3	17.0 - 19.9
picker/packer	13.5 - 15.7	14.6 - 17.0	15.6 - 18.2
production labourer	13.5 - 15.6	15.3 - 17.6	16.8 - 19.4
shipping and receiving clerk	17.5 - 20.0	19.1 - 21.8	20.6 - 23.5
welder/fitter	19.0 - 21.0	20.0 - 24.5	23.0 - 29.0

# gatineau

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.1 - 45.6	41.1 - 49.2	44.1 - 52.7
benefits clerk	36.8 - 43.0	40.4 - 47.3	43.8 - 51.3
data entry clerk	30.2 - 34.9	33.0 - 38.1	35.5 - 41.0
executive assistant	50.4 - 61.8	56.2 - 68.9	61.6 - 75.6
human resources assistant	39.7 - 46.4	43.4 - 50.7	46.5 - 54.4
inside sales representative	46.2 - 54.8	48.7 - 57.7	51.2 - 60.7
legal assistant	44.2 - 53.7	50.7 - 61.5	56.6 - 68.7
mailroom clerk	31.3 - 35.7	34.1 - 38.9	36.4 - 41.5
office clerk	34.8 - 40.1	37.1 - 42.8	39.4 - 45.4
office manager	51.2 - 62.0	54.5 - 66.1	57.8 - 70.0
order entry clerk	31.2 - 36.1	34.2 - 39.6	36.9 - 42.6
project coordinator	41.4 - 49.6	44.9 - 53.8	48.2 - 57.8
receptionist	31.1 - 36.3	33.3 - 38.9	35.5 - 41.5
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.6 - 22.2	20.2 - 24.2	22.0 - 28.0
conventional machinist	19.0 - 22.3	22.0 - 24.5	24.0 - 30.0
electrician	22.0 - 25.0	24.0 - 27.5	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 28.1	26.4 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	23.3 - 27.9	25.8 - 30.9	28.1 - 33.7
logistics supervisor	24.0 - 27.0	26.0 - 30.0	29.0 - 34.0
maintenance manager	25.0 - 29.4	28.0 - 32.0	31.4 - 36.0
maintenance mechanic	21.3 - 24.6	23.4 - 27.1	25.4 - 29.4
maintenance planner	28.0 - 34.0	30.5 - 36.5	34.0 - 39.0
maintenance supervisor	24.0 - 27.0	26.0 - 31.2	29.0 - 34.0
millwright	22.8 - 27.3	25.0 - 30.0	27.1 - 32.5
production manager	23.0 - 27.0	25.0 - 29.6	28.1 - 35.0
production supervisor	22.2 - 26.7	24.3 - 29.2	26.3 - 31.6
tool and die maker	23.0 - 27.6	25.2 - 30.3	27.3 - 32.8
warehouse manager	23.0 - 27.1	25.3 - 29.4	28.0 - 34.0
warehouse supervisor	21.7 - 25.9	23.7 - 28.4	25.6 - 30.7
welder	17.0 - 20.0	19.0 - 23.0	22.0 - 27.0

# granby

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	40.0 - 47.5	43.8 - 54.2	51.2 - 55.0
customer service supervisor	43.8 - 51.8	47.4 - 56.2	51.0 - 60.4
customer service trainer	36.3 - 43.6	39.8 - 47.8	43.2 - 51.9

## engineering

	annual salaries		
	entry	mid	senior
<b>chemical</b>			
chemical engineer	70.5 - 79.6	78.2 - 87.2	87.1 - 110.0
chemical technician	49.8 - 65.3	55.5 - 74.4	62.8 - 85.3
<b>civil</b>			
civil engineer	56.4 - 75.4	64.5 - 87.9	74.2 - 99.9
civil engineering drafter	45.8 - 57.9	52.0 - 66.8	59.2 - 75.9
civil engineering technologist	42.1 - 55.3	47.8 - 63.7	54.5 - 72.4
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
structural engineer	58.5 - 78.0	66.6 - 90.8	76.8 - 103.9
<b>construction</b>			
construction manager	76.9 - 102.7	86.4 - 117.4	97.9 - 132.5
contracts administrator	54.2 - 72.1	61.7 - 83.6	70.7 - 95.3
estimator	55.7 - 72.9	62.0 - 82.8	69.9 - 93.8
procurement manager	85.0 - 98.6	98.5 - 132.7	131.4 - 160.0
project engineer	77.8 - 100.4	84.6 - 111.2	93.5 - 124.3
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
site supervisor	64.5 - 84.8	70.8 - 95.0	79.0 - 106.9
<b>electrical</b>			
controls designer/engineer	46.1 - 61.9	53.1 - 72.4	61.3 - 82.9
electrical designer/engineer	59.9 - 81.4	70.1 - 97.3	82.6 - 113.1
electrical engineering technician	48.6 - 62.6	55.6 - 72.7	63.7 - 82.9
<b>manufacturing</b>			
field service engineer	45.3 - 60.8	52.2 - 71.5	60.7 - 83.5
industrial engineer	62.6 - 82.3	69.7 - 93.4	78.6 - 105.0
manufacturing engineer	59.9 - 80.0	68.3 - 93.0	78.5 - 105.8
process engineer	54.4 - 72.9	62.4 - 85.3	72.1 - 97.4
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
quality assurance/control technician	53.9 - 72.3	63.0 - 85.8	73.4 - 97.8
quality control engineer	58.7 - 78.0	66.4 - 90.0	75.9 - 102.3
<b>mechanical</b>			
mechanical designer	50.0 - 64.7	64.5 - 74.5	74.1 - 85.0
mechanical drafter	43.8 - 57.2	49.4 - 66.3	57.0 - 78.3
mechanical engineer	66.4 - 88.6	75.6 - 102.8	86.9 - 117.6
mechanical engineering technician	46.6 - 61.4	53.2 - 71.2	60.9 - 80.5

# granby

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement</b>			
buyer	51.2 - 67.4	58.4 - 78.2	67.0 - 89.7
contracts administrator	54.2 - 72.1	61.7 - 83.6	70.7 - 95.3
contracts manager	80.4 - 102.3	90.3 - 117.1	102.6 - 133.4
demand planner	42.2 - 59.0	51.5 - 72.1	61.3 - 82.7
inventory analyst	44.0 - 57.9	50.2 - 67.0	57.5 - 76.6
inventory control manager	57.1 - 75.1	64.0 - 85.9	72.5 - 97.5
logistics specialist	51.4 - 68.7	59.0 - 80.3	68.0 - 91.4
procurement manager	146.1 - 194.5	165.7 - 223.9	188.8 - 252.2
production planner	44.4 - 59.1	51.4 - 68.9	58.8 - 77.0
sourcing engineer	47.5 - 63.5	54.4 - 74.2	62.8 - 85.0
<b>technical management</b>			
engineering manager	72.2 - 97.7	82.6 - 114.0	95.4 - 130.5
logistics coordinator	38.8 - 50.5	44.2 - 58.3	50.5 - 66.5
logistics manager	55.4 - 74.3	63.6 - 87.1	73.7 - 99.9
maintenance manager	53.7 - 71.3	62.1 - 83.2	71.0 - 93.1
operations manager	70.0 - 95.5	79.4 - 109.9	90.4 - 123.9
plant manager	77.3 - 108.7	93.2 - 132.5	111.6 - 155.2
production manager	74.1 - 97.9	83.1 - 111.9	94.5 - 127.1
quality assurance manager	71.7 - 93.9	79.5 - 106.1	89.3 - 119.2
transportation manager	68.0 - 90.5	77.2 - 104.5	88.2 - 119.1
warehouse manager	55.8 - 73.2	62.2 - 83.3	70.1 - 94.1

## industrial support

	hourly rates		
	1 year	3 years	5 years
<b>assembler/fabricator</b>			
forklift operator	15.0 - 16.0	15.7 - 18.4	17.0 - 19.9
industrial painter	15.0 - 17.3	16.9 - 19.8	17.8 - 22.0
inventory control clerk	16.0 - 18.3	18.0 - 20.0	19.4 - 23.0
machine operator	15.2 - 17.6	16.6 - 19.3	18.0 - 20.8
machine operator assistant	15.6 - 18.8	17.2 - 20.7	18.7 - 22.5
manufacturing worker	14.7 - 16.8	16.2 - 18.5	17.6 - 20.1
material handler	15.0 - 16.8	16.0 - 17.0	16.3 - 20.0
production labourer	13.5 - 15.7	14.9 - 17.4	16.2 - 19.0
shipping and receiving clerk	13.0 - 16.2	15.0 - 16.7	15.9 - 18.0
	16.8 - 19.2	18.3 - 21.0	19.8 - 22.7

# granby

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.1 - 45.6	41.1 - 49.2	44.1 - 52.7
buyer assistant	37.5 - 43.8	41.6 - 48.6	45.3 - 52.9
data entry clerk	30.2 - 34.9	33.0 - 38.1	35.5 - 41.0
executive assistant	50.4 - 61.8	56.2 - 68.9	61.6 - 75.6
export/import clerk	35.3 - 41.3	39.0 - 45.6	42.2 - 49.3
human resources assistant	39.7 - 46.4	43.4 - 50.7	46.5 - 54.4
inside sales representative	46.2 - 54.8	48.7 - 57.7	51.2 - 60.7
legal assistant	44.2 - 53.7	50.7 - 61.5	56.6 - 68.7
office clerk	34.8 - 40.1	37.1 - 42.8	39.4 - 45.4
receptionist	31.1 - 36.3	33.3 - 38.9	35.5 - 41.5
sales assistant	37.4 - 43.7	39.9 - 46.6	42.5 - 49.7
supply clerk	38.4 - 42.6	40.5 - 45.6	43.2 - 47.8

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.9 - 21.5	19.6 - 23.5	21.1 - 25.4
conventional machinist	17.4 - 21.0	20.8 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	24.9 - 30.3	26.8 - 32.6
electromechanical technician	22.8 - 27.4	25.7 - 31.0	28.3 - 34.0
electronics technician	22.2 - 26.8	24.1 - 29.0	25.9 - 33.0
field service technician	22.2 - 26.3	24.6 - 29.2	26.8 - 31.9
logistics supervisor	26.6 - 32.4	29.3 - 35.7	31.9 - 38.9
maintenance mechanic	20.3 - 23.6	22.4 - 26.0	24.3 - 28.2
maintenance supervisor	25.9 - 31.2	28.4 - 34.2	30.8 - 37.0
maintenance worker	18.1 - 21.0	20.1 - 23.3	21.9 - 25.4
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.2
warehouse supervisor	22.0 - 25.2	24.0 - 27.1	26.9 - 35.0
welder	19.0 - 22.8	20.7 - 24.8	22.2 - 26.7

# laval

## engineering

	annual salaries		
	entry	mid	senior
<b>chemical</b>			
chemical engineer	54.0 - 78.0	62.0 - 90.0	72.0 - 104.0
chemical technician	38.0 - 54.0	52.0 - 70.0	66.0 - 88.0
<b>civil</b>			
civil engineer	55.0 - 78.3	67.2 - 91.1	77.1 - 103.3
civil engineering drafter	47.9 - 60.2	54.1 - 69.2	61.5 - 78.5
civil engineering technologist	44.1 - 57.5	49.9 - 66.1	56.7 - 74.9
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
structural engineer	55.0 - 81.0	69.4 - 94.1	79.7 - 107.4
<b>construction</b>			
construction manager	80.3 - 107.0	90.1 - 122.1	102.0 - 137.4
contracts administrator	45.0 - 65.0	64.4 - 86.8	73.6 - 98.8
estimator	45.0 - 65.0	64.7 - 86.0	72.8 - 97.3
project engineer	55.0 - 80.0	75.0 - 105.0	97.5 - 129.1
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
site supervisor	50.0 - 70.0	65.0 - 99.1	82.5 - 111.2
<b>electrical</b>			
controls designer/engineer	48.1 - 64.3	55.3 - 75.0	63.6 - 85.6
electrical designer/engineer	55.0 - 84.5	72.9 - 100.7	85.7 - 116.8
PLC programmer	50.0 - 67.0	63.0 - 87.0	81.0 - 98.0
<b>energy</b>			
control engineer	55.0 - 64.3	55.3 - 75.0	63.6 - 85.6
electrical engineer	55.0 - 92.6	79.8 - 110.2	93.8 - 127.8
estimation engineer	55.0 - 86.0	73.9 - 101.0	85.8 - 116.3
piping designer	45.0 - 60.0	55.0 - 75.0	70.0 - 95.0
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
<b>manufacturing</b>			
continuous improvement engineer	55.0 - 71.0	70.0 - 89.0	86.0 - 115.0
health and safety specialist	58.0 - 78.0	72.0 - 96.0	91.0 - 108.0
industrial engineer	55.0 - 85.4	72.6 - 96.7	81.6 - 108.5
manufacturing engineer	55.0 - 83.0	71.1 - 96.3	81.5 - 109.3
process engineer	55.0 - 75.8	65.1 - 88.4	75.0 - 100.7
program manager	66.1 - 85.8	75.4 - 99.5	86.4 - 113.7
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
quality assurance/control technician	45.0 - 62.0	61.0 - 81.0	76.9 - 101.9
quality control engineer	55.0 - 81.0	69.2 - 93.2	78.9 - 105.8
stationary engineer	48.9 - 63.1	54.4 - 71.4	61.1 - 79.7
<b>mechanical</b>			
hvac engineer	49.7 - 63.8	55.9 - 72.7	63.0 - 81.4
mechanical designer	50.0 - 70.0	67.0 - 83.0	81.0 - 100.0
mechanical drafter	45.9 - 59.5	51.5 - 68.7	59.3 - 80.9
mechanical engineer	55.0 - 77.0	74.0 - 99.0	90.1 - 121.4
mechanical engineering technician	48.7 - 63.8	55.4 - 73.7	63.2 - 83.2

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement</b>			
buyer	53.6 - 70.2	61.0 - 81.4	69.9 - 93.1
contracts administrator	45.0 - 71.0	64.4 - 86.8	73.6 - 98.8
contracts manager	84.3 - 106.8	94.4 - 121.9	107.0 - 138.6
demand planner	45.5 - 63.1	55.2 - 76.9	65.6 - 88.3
inventory control manager	60.0 - 77.5	66.1 - 88.6	74.8 - 100.5
logistics specialist	53.8 - 71.6	61.6 - 83.5	70.9 - 94.8
procurement manager	85.0 - 119.0	115.0 - 160.0	150.0 - 262.2
production planner	46.4 - 61.5	53.6 - 71.5	61.2 - 79.8
sourcing engineer	50.4 - 66.9	57.5 - 77.9	66.2 - 89.0
<b>technical management</b>			
engineering manager	75.4 - 101.8	86.2 - 118.5	99.4 - 135.4
logistics manager	75.0 - 89.0	76.0 - 91.1	77.4 - 120.0
maintenance manager	78.0 - 100.0	89.0 - 130.0	125.0 - 190.0
operations manager	73.4 - 99.5	83.0 - 114.3	94.3 - 128.5
plant manager	81.1 - 113.3	97.4 - 137.7	116.3 - 160.6
production manager	77.8 - 102.2	87.1 - 116.6	98.7 - 132.1
quality assurance manager	75.4 - 98.2	83.4 - 110.6	93.4 - 124.0
transportation manager	71.5 - 94.7	81.0 - 109.0	92.3 - 123.9
warehouse manager	58.9 - 76.9	65.5 - 87.2	73.7 - 98.3

## finance &amp; accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	59.6 - 71.5	62.3 - 74.7	65.1 - 78.0	72.0 - 86.5
accounting clerk	38.0 - 42.3	40.0 - 45.5	45.2 - 50.3	47.7 - 55.1
accounting manager	80.2 - 97.6	86.4 - 105.0	92.3 - 112.3	105.6 - 128.2
accounting supervisor	58.9 - 71.6	63.4 - 77.1	67.8 - 82.4	77.5 - 94.4
accounts payable clerk	38.4 - 42.0	41.3 - 46.6	44.9 - 50.6	52.0 - 58.6
accounts payable manager	68.7 - 83.4	75.0 - 91.2	81.2 - 98.7	95.4 - 115.9
accounts receivable clerk	38.3 - 43.1	42.3 - 47.7	46.0 - 51.9	53.8 - 60.6
accounts receivable manager	69.7 - 82.7	75.7 - 89.8	81.6 - 96.8	95.9 - 113.7
billing specialist	38.0 - 42.2	40.3 - 46.1	42.6 - 49.8	48.5 - 56.7
bookkeeper	36.3 - 43.0	39.4 - 46.5	42.2 - 49.9	48.3 - 57.1
compliance officer	82.5 - 100.2	92.1 - 111.9	101.3 - 123.0	120.0 - 145.6
compliance specialist	51.8 - 62.1	57.1 - 68.4	62.0 - 74.3	72.1 - 86.5
controller	86.2 - 110.0	93.5 - 119.3	100.7 - 128.3	117.1 - 149.2
cost accountant	57.1 - 72.0	68.5 - 80.5	75.6 - 85.8	84.6 - 91.6
credit and collections supervisor	50.4 - 61.2	54.4 - 66.0	58.3 - 70.8	67.3 - 81.8
external auditor	56.9 - 68.2	62.4 - 74.8	67.6 - 81.2	79.0 - 94.9
financial analyst	66.6 - 79.9	71.3 - 85.6	76.0 - 91.2	86.4 - 103.8
financial reporting manager	89.8 - 109.2	96.5 - 117.2	103.0 - 125.2	118.5 - 143.8
fiscal analyst	61.2 - 74.3	70.2 - 80.4	72.6 - 86.1	85.2 - 95.1

## finance &amp; accounting

	annual salaries			
	1 year	3 years	5 years	10 years
internal audit manager	87.2 - 107.3	93.8 - 115.4	100.2 - 123.3	114.8 - 141.1
internal auditor	56.4 - 75.0	74.6 - 85.0	81.0 - 95.0	86.9 - 95.4
payroll clerk	40.6 - 47.4	44.7 - 55.0	50.0 - 56.6	55.3 - 64.6
payroll manager	67.2 - 81.7	72.7 - 88.4	78.0 - 94.8	89.6 - 108.9
payroll specialist	45.0 - 51.6	49.5 - 57.0	55.0 - 60.0	56.9 - 68.2
payroll supervisor	51.4 - 61.6	55.9 - 67.1	60.3 - 72.3	69.7 - 83.8
risk management analyst	55.3 - 67.0	60.5 - 73.4	65.6 - 79.7	77.0 - 93.6
risk management director	80.1 - 97.4	85.6 - 104.1	91.1 - 110.8	104.2 - 126.6
risk management supervisor	70.2 - 85.3	76.1 - 92.5	81.7 - 99.4	93.2 - 113.2
tax manager	85.5 - 105.3	91.9 - 113.0	98.1 - 120.7	112.8 - 138.6
treasury analyst	61.4 - 73.6	70.5 - 80.1	75.7 - 88.4	79.8 - 95.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	115.8 - 207.1	166.6 - 297.7	245.1 - 437.8
finance director	86.5 - 155.0	118.3 - 211.6	156.7 - 280.0
treasurer	116.7 - 161.7	160.0 - 221.7	208.7 - 289.0
VP internal audit	112.9 - 150.9	142.7 - 190.8	174.5 - 233.1

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	51.7 - 66.1	57.9 - 75.4	65.4 - 85.4
compensation and benefits manager	84.0 - 109.7	93.3 - 124.3	105.2 - 141.2
health and safety advisor	57.4 - 74.1	66.0 - 86.5	75.9 - 98.5
HRIS analyst	57.1 - 75.3	65.5 - 88.1	75.6 - 100.6
human resources business partner	64.1 - 84.1	71.8 - 96.0	81.2 - 113.8
human resources coordinator	44.4 - 54.3	50.9 - 59.2	57.3 - 64.2
human resources generalist	54.3 - 69.1	62.7 - 80.6	68.8 - 90.8
human resources manager	79.2 - 104.6	89.4 - 120.2	101.9 - 136.7
human resources supervisor	60.7 - 79.4	67.8 - 90.7	76.9 - 104.1
labour relations advisor	62.7 - 83.3	71.5 - 97.0	82.4 - 111.0
labour relations manager	86.8 - 118.3	102.4 - 141.0	120.2 - 163.3
recruitment coordinator	38.7 - 50.4	44.5 - 58.3	50.6 - 65.7
talent acquisition specialist	50.1 - 67.8	56.6 - 77.9	64.7 - 89.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	103.7 - 176.7	143.0 - 243.4	178.4 - 303.4
health and safety director	88.9 - 117.6	116.2 - 153.5	140.1 - 185.0
human resources director	87.7 - 121.8	113.8 - 157.8	141.3 - 195.8

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.9 - 17.5	16.3 - 19.1	17.6 - 20.6
dispatcher	17.8 - 20.8	19.4 - 22.7	20.8 - 24.3
electronic parts assembler	14.9 - 17.6	16.0 - 18.9	17.0 - 20.2
forklift operator	15.5 - 19.3	18.0 - 21.0	19.0 - 22.5
industrial painter	16.5 - 19.5	18.0 - 21.0	19.0 - 22.5
inventory control clerk	16.0 - 18.5	17.5 - 20.2	18.9 - 21.8
logistics coordinator	19.6 - 23.2	21.4 - 25.3	23.1 - 27.3
machine operator	16.3 - 19.5	17.9 - 21.4	19.4 - 23.2
machine operator assistant	15.3 - 17.4	16.8 - 19.2	18.2 - 20.8
manufacturing worker	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
material handler	15.0 - 17.0	16.5 - 19.0	18.0 - 20.0
moulding machine operator	16.5 - 19.0	18.5 - 21.0	20.0 - 23.0
picker/packer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
production labourer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
sandblasting operator	15.2 - 18.0	16.4 - 19.4	17.6 - 20.8
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.7
warehouse labourer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5

## office &amp; administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.6 - 46.2	42.6 - 50.1	45.6 - 54.5
benefits clerk	36.8 - 43.1	40.5 - 47.4	43.9 - 51.3
buyer assistant	39.6 - 45.5	43.5 - 49.7	47.2 - 55.1
claims supervisor	59.0 - 71.6	63.6 - 77.3	68.1 - 82.9
contracts administrator	56.7 - 68.8	61.9 - 75.1	66.9 - 81.2
data entry clerk	31.6 - 36.0	35.8 - 41.0	37.0 - 42.0
document controller	33.0 - 36.6	36.0 - 41.4	37.5 - 43.0
executive assistant	50.6 - 62.1	56.4 - 69.2	61.8 - 75.9
export/import clerk	35.5 - 41.5	39.2 - 45.8	42.4 - 49.6
file clerk	31.6 - 36.6	35.8 - 41.4	39.1 - 45.1
human resources assistant	39.8 - 46.5	43.4 - 50.8	46.6 - 54.5
insurance claims clerk	35.8 - 41.4	39.2 - 45.2	42.3 - 48.8
legal assistant	44.7 - 54.1	51.1 - 62.0	57.0 - 69.2
mailroom clerk	31.0 - 35.5	33.5 - 38.5	36.0 - 41.5
office clerk	34.3 - 39.6	36.6 - 42.3	38.9 - 44.9
office manager	50.7 - 61.4	54.0 - 65.5	57.2 - 69.5
order clerk	35.4 - 39.6	37.4 - 42.6	40.1 - 45.5
order supervisor	48.2 - 57.1	53.9 - 63.8	59.0 - 70.8
project coordinator	41.7 - 49.9	45.1 - 54.0	48.4 - 58.1
receptionist	32.4 - 37.8	34.1 - 40.5	36.6 - 42.7
sales assistant	37.6 - 43.9	40.1 - 46.9	42.8 - 50.0
supply clerk	31.6 - 36.6	35.8 - 41.4	39.1 - 45.1

## sales &amp; marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	44.9 - 56.1	48.6 - 61.9	53.5 - 69.2
account manager - technologies, software*	46.8 - 58.5	50.6 - 64.5	55.7 - 72.1
business development manager*	91.0 - 121.3	102.4 - 139.4	117.0 - 160.8
district sales manager**	69.1 - 89.9	79.0 - 104.8	91.2 - 120.4
key accounts manager - consumer goods*	58.6 - 75.9	66.7 - 87.9	76.4 - 100.8
merchandiser - consumer goods	55.5 - 72.7	62.0 - 82.9	70.3 - 94.4
sales engineer technologies, software, hardware, telecommunications**	65.4 - 86.0	72.0 - 96.6	80.3 - 108.1
sales representative, account manager channel manager*	66.8 - 88.8	74.8 - 101.4	84.7 - 115.1
sales representative, account manager consumer goods*	47.3 - 58.8	50.8 - 64.5	55.6 - 72.0
sales representative, account manager professional services*	43.5 - 54.3	47.0 - 59.9	51.7 - 66.8
sales representative, account manager telecommunications*	45.3 - 56.7	49.1 - 62.5	54.0 - 69.8
<b>digital marketing</b>			
digital marketing manager	60.1 - 76.8	69.3 - 90.2	80.3 - 102.6
digital media specialist	35.6 - 45.8	41.6 - 54.4	48.6 - 62.3
digital specialist	42.7 - 57.0	49.9 - 67.7	58.4 - 77.8
e-commerce manager	74.4 - 97.7	83.3 - 111.6	94.5 - 127.0
marketing content manager	45.7 - 58.9	53.4 - 69.9	62.5 - 80.3
social media manager	54.5 - 67.3	64.3 - 79.5	79.2 - 93.4
web manager	60.7 - 79.5	67.8 - 90.8	76.9 - 103.6
web marketing analyst	45.4 - 60.0	52.3 - 70.3	60.5 - 80.3
<b>industrial sales</b>			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 58.4	55.1 - 65.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
<b>marketing and communications</b>			
brand or product manager	76.4 - 98.8	85.1 - 112.0	95.8 - 125.9
brand or product manager assistant	61.0 - 82.7	71.4 - 97.9	83.1 - 112.1
communications manager	55.3 - 73.4	63.0 - 85.3	72.4 - 96.8
communications specialist	47.6 - 65.3	56.8 - 78.7	67.1 - 90.5
marketing coordinator	50.3 - 67.4	58.0 - 79.0	67.2 - 90.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

## sales &amp; marketing

	annual salaries		
	entry	mid	senior
<b>marketing and communications (continued)</b>			
marketing director	85.3 - 113.3	97.0 - 130.9	110.9 - 148.1
marketing project manager	35.4 - 47.4	40.8 - 55.5	47.2 - 63.2
marketing specialist	44.2 - 58.2	49.9 - 66.9	56.7 - 75.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	64.7 - 84.8	72.3 - 96.9	82.0 - 110.3
communications VP	93.0 - 142.1	124.3 - 190.0	157.3 - 240.8
marketing VP	117.9 - 182.4	163.5 - 253.3	212.1 - 328.6
sales manager*	90.7 - 117.0	112.3 - 145.0	136.5 - 176.3
sales vice-president/general manager**	134.6 - 193.8	182.3 - 262.6	233.7 - 336.5

## skilled trades &amp; industrial management

	hourly rates		
	1 year	3 years	5 years
<b>assembly supervisor</b>			
assembly supervisor	23.3 - 27.9	25.0 - 30.0	26.7 - 32.0
CNC machinist	19.2 - 23.4	21.0 - 25.0	23.0 - 27.0
conventional machinist	19.8 - 23.5	21.0 - 26.4	23.8 - 28.3
electrician	26.3 - 29.1	28.5 - 32.7	31.0 - 33.9
electromechanical technician	22.8 - 26.1	24.3 - 27.8	25.3 - 31.4
electronics technician	27.2 - 30.0	27.3 - 33.0	28.1 - 35.8
field service technician	23.2 - 27.4	25.6 - 30.4	27.9 - 33.1
heavy equipment mechanic	23.3 - 28.0	25.8 - 31.0	28.1 - 33.7
logistics supervisor	28.1 - 34.1	30.9 - 37.5	33.5 - 40.7
maintenance mechanic	21.3 - 24.6	23.4 - 27.0	25.3 - 29.3
maintenance supervisor	30.3 - 33.7	33.0 - 39.6	38.2 - 45.7
maintenance worker	19.0 - 21.9	21.0 - 24.3	22.9 - 26.4
millwright	22.8 - 27.3	25.0 - 29.9	27.0 - 32.4
production supervisor	24.0 - 27.9	26.4 - 31.3	28.8 - 37.5
quality control technician	18.1 - 21.7	19.5 - 23.3	20.8 - 24.9
quality control tester	24.6 - 29.5	27.3 - 32.7	29.7 - 35.6
tool and die maker	22.9 - 27.5	25.1 - 30.1	27.2 - 32.6
warehouse supervisor	23.1 - 25.5	24.0 - 29.8	28.8 - 33.7
welder	19.6 - 23.4	21.2 - 25.4	22.8 - 27.4

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

## customer care &amp; contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	28.8 - 32.1	30.4 - 36.3	32.7 - 38.7
customer service supervisor	41.3 - 49.1	44.9 - 53.3	48.3 - 57.3
customer service trainer	36.3 - 43.6	39.8 - 47.8	43.2 - 51.9

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.0 - 15.9	15.5 - 16.1	16.0 - 18.2
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0
industrial painter	15.3 - 18.0	16.7 - 19.7	18.0 - 21.3
inventory control clerk	15.1 - 17.4	16.4 - 19.0	17.7 - 20.6
logistics coordinator	18.4 - 21.9	20.2 - 24.0	21.8 - 25.9
machine operator	16.1 - 18.3	16.9 - 20.2	18.2 - 21.8
machine operator assistant	14.8 - 16.8	16.3 - 18.5	17.6 - 20.1
manufacturing worker	14.2 - 16.0	15.6 - 17.6	16.8 - 19.0
material handler	14.1 - 15.9	15.5 - 17.5	16.7 - 18.9
moulding machine operator	15.2 - 18.2	16.7 - 20.0	18.1 - 21.7
picker/packer	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
production labourer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
sandblasting operator	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
shipping and receiving clerk	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
warehouse labourer	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0

## office &amp; administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.7 - 44.0	39.7 - 47.5	42.5 - 51.0
administrative assistant (bilingual)	38.9 - 46.1	42.8 - 50.6	44.3 - 53.1
buyer assistant	34.9 - 40.9	38.8 - 45.5	42.3 - 49.6
claims supervisor	56.4 - 68.5	60.8 - 74.0	65.2 - 79.4
export/import clerk	32.9 - 38.4	36.3 - 42.6	39.3 - 46.2
file clerk	29.5 - 34.0	33.3 - 38.4	36.3 - 41.9
human resources assistant	36.9 - 43.2	40.3 - 47.3	43.3 - 50.8
inside sales representative	43.4 - 51.6	45.8 - 54.4	48.2 - 57.2
insurance claims clerk	33.5 - 38.7	36.6 - 42.4	39.5 - 45.8
legal assistant	41.3 - 50.3	47.5 - 57.8	53.1 - 64.7
mailroom clerk	29.0 - 33.0	31.5 - 35.9	33.6 - 38.3
office clerk	32.1 - 37.0	34.3 - 39.6	36.3 - 42.0
order supervisor	46.0 - 54.5	51.4 - 61.0	56.4 - 67.0
project coordinator	39.2 - 47.2	42.6 - 51.2	45.8 - 55.1
receptionist	29.1 - 33.8	31.1 - 36.2	33.0 - 38.6

# lévis

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist (bilingual)	31.1 - 35.5	33.1 - 38.2	35.0 - 40.5
sales assistant	34.8 - 40.7	37.2 - 43.6	39.7 - 46.6
supply clerk	29.1 - 33.9	31.5 - 36.7	33.6 - 39.3
telemarketing agent	28.0 - 32.6	30.2 - 35.1	32.3 - 37.7

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
CNC machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
conventional machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
electrician	22.8 - 27.8	24.7 - 30.1	26.6 - 32.4
electromechanical technician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electronics technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
field service technician	21.8 - 25.8	24.1 - 28.6	26.3 - 31.3
heavy equipment mechanic	22.2 - 26.7	24.6 - 29.6	26.8 - 32.3
maintenance mechanic	20.0 - 23.2	22.1 - 25.6	24.0 - 27.8
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	17.1 - 20.5	18.4 - 22.1	19.7 - 23.7
warehouse supervisor	20.7 - 24.8	22.6 - 27.2	24.5 - 29.5
welder	18.7 - 22.5	20.4 - 24.5	21.9 - 26.3

# montréal

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	32.0 - 35.8	34.0 - 38.9	37.0 - 46.0
customer service manager (bilingual)	48.8 - 57.8	54.5 - 64.6	59.8 - 70.9
customer service representative	31.6 - 35.8	34.6 - 38.9	37.2 - 45.7
customer service supervisor	44.9 - 53.1	48.6 - 57.6	52.3 - 61.9
inside sales representative	47.1 - 55.7	49.6 - 58.7	52.1 - 61.7
telemarketing agent	31.2 - 34.0	33.1 - 38.0	37.6 - 42.0

# montréal

## engineering

	annual salaries		
	entry	mid	senior
<b>chemical</b>			
chemical engineer	54.4 - 78.2	62.4 - 90.7	72.3 - 104.2
chemical technician	38.6 - 54.6	52.8 - 70.2	66.1 - 89.2
<b>civil</b>			
civil engineer	59.6 - 79.4	68.0 - 92.2	78.1 - 104.6
civil engineering drafter	48.5 - 61.0	54.8 - 70.1	62.3 - 79.5
civil engineering technologist	44.7 - 58.3	50.5 - 67.0	57.4 - 75.9
project manager	71.3 - 98.6	83.0 - 116.5	96.7 - 133.4
structural engineer	61.8 - 82.1	70.3 - 95.3	80.8 - 108.7
<b>construction</b>			
construction manager	81.4 - 108.3	91.3 - 123.5	103.3 - 138.9
contracts administrator	57.4 - 76.0	65.2 - 87.9	74.6 - 100.1
estimator	58.9 - 76.9	65.5 - 87.2	73.7 - 98.5
procurement manager	155.4 - 205.6	175.8 - 236.1	199.8 - 265.2
project engineer	82.3 - 105.8	89.4 - 117.1	98.7 - 130.6
project manager	79.3 - 125.6	98.0 - 141.1	110.8 - 177.0
site supervisor	68.4 - 89.6	75.0 - 100.3	83.6 - 112.6
<b>electrical</b>			
controls designer/engineer	55.1 - 78.2	62.4 - 90.7	72.3 - 104.2
electrical designer/engineer	54.9 - 74.7	64.2 - 83.1	80.2 - 94.7
electrical engineering technician	51.3 - 65.8	58.5 - 76.2	67.0 - 86.7
PLC programmer	55.2 - 69.8	64.5 - 86.9	75.8 - 98.7
<b>manufacturing</b>			
field service engineer	51.2 - 64.0	58.6 - 75.0	63.9 - 87.3
health and safety specialist	55.8 - 67.1	65.7 - 78.0	74.9 - 104.0
industrial engineer	61.2 - 86.5	77.6 - 108.5	82.7 - 127.4
manufacturing engineer	63.3 - 84.1	72.0 - 97.5	82.6 - 110.6
process engineer	53.4 - 76.8	62.4 - 89.6	76.0 - 102.1
project manager	71.3 - 98.6	83.0 - 116.5	96.7 - 133.4
quality assurance/control technician	57.4 - 76.6	66.9 - 90.7	77.9 - 103.2
quality control engineer	55.1 - 75.1	63.1 - 89.7	89.5 - 107.1
<b>mechanical</b>			
mechanical designer	50.5 - 76.9	61.4 - 87.0	71.1 - 92.8
mechanical drafter	46.5 - 58.3	52.2 - 67.7	60.1 - 78.6
mechanical engineer	51.6 - 79.6	66.3 - 93.0	88.5 - 113.2
mechanical engineering technician	49.3 - 64.6	56.1 - 74.7	64.0 - 84.3
<b>supply chain management &amp; procurement</b>			
buyer	54.2 - 71.1	61.8 - 82.4	70.8 - 94.3
contracts administrator	57.4 - 76.0	65.2 - 87.9	74.6 - 100.1
contracts manager	85.4 - 108.1	95.6 - 123.3	108.4 - 140.1
demand planner	54.3 - 64.9	58.9 - 78.0	66.4 - 89.4
inventory analyst	48.0 - 62.7	54.5 - 72.5	62.3 - 82.8
inventory control manager	59.7 - 78.5	66.9 - 89.7	75.8 - 101.8

# montréal

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement (continued)</b>			
logistics specialist	50.2 - 72.5	62.4 - 84.6	71.8 - 96.1
procurement manager	80.2 - 102.9	94.7 - 118.1	103.6 - 141.7
production planner	47.0 - 62.3	54.2 - 72.4	62.0 - 80.8
sourcing engineer	51.0 - 67.7	61.3 - 87.6	70.1 - 110.4
<b>technical management</b>			
engineering manager	76.4 - 103.1	87.3 - 119.9	100.6 - 136.9
logistics coordinator	41.2 - 53.3	46.8 - 61.4	53.3 - 69.9
logistics manager	74.4 - 98.2	82.4 - 110.7	92.3 - 124.2
maintenance manager	66.7 - 85.2	75.5 - 97.5	84.9 - 110.0
operations manager	82.7 - 98.5	89.6 - 122.3	109.5 - 160.4
plant manager	82.1 - 114.7	98.6 - 139.2	117.7 - 162.2
production manager	78.8 - 103.5	88.2 - 118.0	99.9 - 133.6
quality assurance manager	76.3 - 99.4	84.4 - 112.0	94.6 - 125.5
transportation manager	72.5 - 95.9	82.0 - 110.3	93.4 - 125.4
warehouse manager	59.7 - 77.9	66.4 - 88.3	74.6 - 99.5

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	60.4 - 72.4	63.1 - 75.7	65.9 - 79.1	73.0 - 87.6
accounting clerk	38.0 - 42.8	40.0 - 46.1	45.3 - 50.4	48.3 - 55.8
accounting manager	81.3 - 98.8	87.5 - 106.3	93.5 - 113.6	106.9 - 129.7
accounting supervisor	59.7 - 72.5	64.2 - 78.1	68.6 - 83.5	78.5 - 95.6
accounts payable clerk	38.0 - 42.5	41.8 - 47.1	45.4 - 51.2	51.1 - 59.4
accounts payable manager	69.5 - 84.5	76.0 - 92.3	82.2 - 100.0	96.6 - 117.3
accounts receivable clerk	38.7 - 43.6	42.8 - 48.3	46.6 - 52.5	52.1 - 61.4
accounts receivable manager	70.6 - 83.8	76.7 - 90.9	82.6 - 98.0	97.1 - 115.1
billing specialist	38.0 - 42.7	40.0 - 46.7	43.1 - 50.4	49.1 - 57.4
bookkeeper	36.7 - 43.5	39.8 - 47.1	42.7 - 50.5	48.9 - 57.8
compliance officer	83.5 - 101.5	93.3 - 113.3	102.5 - 124.4	121.4 - 147.2
compliance specialist	52.5 - 62.9	57.8 - 69.3	62.8 - 75.3	73.0 - 87.7
controller	87.3 - 111.4	94.7 - 120.7	101.9 - 129.8	118.5 - 150.8
cost accountant	57.8 - 68.6	68.5 - 80.0	75.0 - 87.2	77.3 - 92.8
credit and collections supervisor	51.1 - 61.9	55.1 - 66.9	59.1 - 71.7	68.1 - 82.9
external auditor	57.7 - 69.1	63.2 - 75.8	68.5 - 82.2	80.0 - 96.1
financial analyst	67.5 - 81.0	72.3 - 86.7	76.9 - 92.4	87.5 - 105.1
financial reporting manager	90.9 - 110.5	97.7 - 118.7	104.3 - 126.6	110.9 - 145.4
fiscal analyst	62.0 - 75.2	70.2 - 80.4	72.2 - 85.4	84.9 - 96.3
internal audit manager	88.3 - 108.6	95.0 - 116.8	101.5 - 124.7	116.2 - 142.6
internal auditor	57.1 - 69.2	69.8 - 85.4	81.1 - 95.5	85.3 - 96.6
payroll clerk	41.1 - 48.0	45.2 - 55.4	50.6 - 57.3	55.9 - 65.5
payroll manager	68.1 - 82.7	73.6 - 89.5	79.1 - 96.6	90.7 - 110.2

# montréal

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll specialist	45.0 - 51.8	50.6 - 57.4	55.8 - 60.4	57.7 - 69.1
payroll supervisor	52.1 - 62.4	56.6 - 67.9	61.2 - 73.3	70.6 - 84.9
risk management analyst	56.0 - 67.9	61.3 - 74.4	66.4 - 80.7	78.0 - 94.8
risk management director	81.2 - 98.7	86.7 - 105.4	92.3 - 112.1	105.5 - 128.1
risk management supervisor	71.2 - 86.5	77.1 - 93.7	82.8 - 100.6	94.3 - 114.6
tax manager	86.6 - 106.6	93.0 - 114.4	99.3 - 122.1	114.1 - 140.1
treasury analyst	62.2 - 74.6	70.6 - 80.4	75.6 - 88.2	80.9 - 97.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	117.2 - 208.9	168.2 - 299.9	247.0 - 440.3
finance director	87.6 - 156.6	119.7 - 213.4	158.2 - 282.1
treasurer	118.1 - 163.3	161.6 - 223.6	210.5 - 291.1
VP internal audit	114.2 - 152.4	144.3 - 192.5	176.1 - 235.0

## healthcare

	annual salaries		
	1 year	3 years	5 years
disability case manager	55.0 - 63.2	62.9 - 70.2	69.5 - 77.0
medical secretary	31.2 - 37.1	37.0 - 39.9	38.9 - 44.8
nurse assistant	39.0 - 44.9	44.8 - 50.1	49.8 - 58.5
registered nurse	47.7 - 58.5	52.6 - 68.5	56.5 - 78.0

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.4 - 67.0	58.6 - 76.4	66.3 - 86.5
compensation and benefits manager	85.1 - 111.1	94.5 - 125.8	106.5 - 142.8
health and safety advisor	58.1 - 75.0	66.9 - 87.6	76.9 - 99.8
HRIS analyst	57.8 - 76.3	66.4 - 89.2	76.6 - 101.9
human resources assistant	40.2 - 51.4	45.7 - 58.0	50.5 - 62.5
human resources business partner	64.9 - 85.2	72.7 - 97.2	82.3 - 115.1
human resources coordinator	45.0 - 55.0	51.5 - 60.0	58.0 - 65.0
human resources generalist	55.0 - 70.0	63.5 - 81.7	69.7 - 92.0
human resources manager	80.3 - 106.0	90.6 - 121.7	103.2 - 138.3
human resources supervisor	61.5 - 80.4	68.6 - 91.9	77.9 - 105.4
labour relations advisor	63.5 - 84.4	72.5 - 98.2	83.5 - 112.3
labour relations manager	88.0 - 119.7	103.7 - 142.6	121.6 - 164.9
recruitment coordinator	39.2 - 51.1	45.0 - 59.0	51.2 - 66.5
talent acquisition specialist	50.8 - 68.7	57.4 - 79.0	65.6 - 90.4

# montréal

## human resources

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	105.0 - 178.4	144.5 - 245.3	180.0 - 305.6
health and safety director	90.0 - 119.0	117.6 - 155.1	141.6 - 186.7
human resources director	88.8 - 123.2	115.2 - 159.4	142.8 - 197.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
<b>assembler/fabricator</b>			
assembler/fabricator	15.1 - 17.7	16.5 - 19.3	17.8 - 20.9
dispatcher	18.0 - 21.1	19.6 - 22.9	21.1 - 24.6
electronic parts assembler	15.0 - 17.8	16.1 - 19.2	17.2 - 20.4
forklift operator	14.3 - 16.8	15.9 - 18.7	17.4 - 20.3
industrial painter	15.9 - 18.9	17.4 - 20.7	18.8 - 22.3
inventory control clerk	16.1 - 18.7	17.7 - 20.4	19.1 - 22.1
logistics coordinator	19.8 - 23.4	21.6 - 25.6	23.3 - 27.7
machine operator	16.4 - 19.7	18.1 - 21.7	19.6 - 23.5
manufacturing worker	13.6 - 15.6	14.9 - 17.1	16.2 - 18.5
material handler	14.3 - 16.7	15.8 - 18.6	17.2 - 20.2
moulding machine operator	15.8 - 19.0	17.4 - 20.9	18.9 - 22.7
picker/packer	13.5 - 15.9	14.7 - 17.2	15.7 - 18.4
production labourer	13.6 - 15.7	15.4 - 17.9	17.0 - 19.7
sandblasting operator	15.3 - 18.2	16.6 - 19.6	17.7 - 21.0
shipping and receiving clerk	17.8 - 20.4	19.5 - 22.2	21.0 - 24.0
warehouse labourer	14.1 - 16.2	15.8 - 18.1	17.1 - 19.6

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
<b>administrative assistant</b>			
administrative assistant	38.7 - 46.3	41.8 - 50.0	44.7 - 53.6
buyer assistant	38.1 - 44.5	42.3 - 49.5	46.0 - 53.8
contracts administrator	57.4 - 69.7	62.7 - 76.1	67.7 - 82.2
data entry clerk	30.0 - 34.7	32.9 - 38.0	35.4 - 40.9
document controller	31.4 - 36.4	34.5 - 39.9	37.1 - 42.9
executive assistant	51.2 - 62.9	57.1 - 70.1	62.6 - 76.9
executive legal assistant	55.2 - 67.9	62.1 - 75.1	67.6 - 82.0
export/import clerk	35.8 - 42.0	39.6 - 46.4	42.9 - 50.2
file clerk	31.9 - 37.0	36.2 - 41.9	39.5 - 45.7
law clerk	42.6 - 47.8	46.7 - 52.9	51.9 - 59.0
legal assistant	45.2 - 54.8	51.8 - 62.8	57.7 - 70.1
mailroom clerk	31.1 - 35.6	34.0 - 38.8	36.3 - 41.4
office clerk	34.6 - 40.1	37.0 - 42.8	39.3 - 45.4
office manager	51.3 - 62.2	54.7 - 66.3	57.9 - 70.4
office/operations manager	67.8 - 72.6	71.2 - 77.6	76.3 - 84.7
order clerk	32.4 - 37.5	35.6 - 41.2	38.4 - 44.4

# montréal

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
order entry clerk	30.0 - 34.7	32.9 - 38.0	35.4 - 40.9
order supervisor	48.8 - 57.8	54.5 - 64.6	59.8 - 70.9
project coordinator	42.1 - 50.5	45.7 - 54.7	49.0 - 58.8
receptionist	31.4 - 36.8	33.6 - 39.4	35.9 - 42.0
sales administrator	38.6 - 45.6	43.8 - 51.9	50.6 - 65.4
sales assistant	38.0 - 44.4	40.6 - 47.4	43.3 - 50.6
service coordinator	38.4 - 45.1	43.9 - 51.2	50.3 - 55.2
supply clerk	31.1 - 36.4	33.7 - 39.5	36.1 - 42.3

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	45.4 - 56.8	49.2 - 62.7	54.1 - 70.1
account manager - technologies, software*	47.4 - 59.2	51.3 - 65.4	56.4 - 73.0
business development manager*	92.3 - 122.9	103.8 - 141.1	118.6 - 162.6
district sales manager**	70.0 - 91.1	80.1 - 106.2	92.4 - 121.9
key accounts manager - consumer goods*	59.4 - 76.9	67.5 - 89.1	77.4 - 102.2
merchandiser - consumer goods	56.2 - 73.6	62.8 - 84.0	71.2 - 95.7
sales engineer technologies, software, hardware, telecommunications**	66.2 - 87.1	72.9 - 97.8	81.4 - 109.5
sales representative, account manager channel manager*	67.7 - 89.9	75.8 - 102.7	85.9 - 116.6
sales representative, account manager consumer goods*	47.9 - 59.5	51.4 - 65.3	56.3 - 72.9
sales representative, account manager professional services*	44.0 - 55.0	47.6 - 60.7	52.4 - 67.7
sales representative, account manager telecommunications*	45.9 - 57.4	49.7 - 63.3	54.7 - 70.7
<b>digital marketing</b>			
digital marketing manager	60.8 - 77.8	70.2 - 91.4	81.4 - 103.9
digital media specialist	35.9 - 46.3	42.1 - 55.1	49.2 - 63.1
digital specialist	43.2 - 57.7	50.5 - 68.6	59.2 - 78.8
e-commerce manager	75.4 - 99.0	84.4 - 113.0	95.7 - 128.5
marketing content manager	46.3 - 59.6	54.1 - 70.8	63.3 - 81.4
social media manager	55.1 - 67.1	66.9 - 80.5	79.0 - 94.6
web manager	61.4 - 80.6	68.7 - 92.0	77.9 - 105.0
web marketing analyst	46.0 - 60.7	52.9 - 71.2	61.3 - 81.4
<b>industrial sales</b>			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# montréal

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales (continued)</b>			
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
<b>marketing and communications</b>			
brand or product manager	77.4 - 100.1	86.2 - 113.5	97.1 - 127.4
brand or product manager assistant	61.8 - 83.7	72.3 - 99.2	84.2 - 113.6
communications manager	56.0 - 74.4	63.8 - 86.4	73.3 - 98.1
communications specialist	48.2 - 66.1	57.5 - 79.7	68.0 - 91.7
marketing coordinator	51.0 - 68.2	58.8 - 80.0	68.0 - 91.7
marketing director	86.4 - 114.8	98.3 - 132.5	112.4 - 149.8
marketing project manager	35.8 - 47.9	41.3 - 56.2	47.7 - 64.0
marketing specialist	44.7 - 59.0	50.5 - 67.7	57.4 - 76.4
<b>company revenue</b>			
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	65.5 - 85.9	73.3 - 98.2	83.1 - 111.7
communications VP	94.2 - 143.8	125.9 - 191.9	159.0 - 242.9
marketing VP	119.4 - 184.3	165.2 - 255.4	214.1 - 331.0
sales manager*	91.9 - 118.4	113.7 - 146.5	137.9 - 177.9
sales vice-president/general manager**	136.3 - 195.6	184.1 - 264.7	235.7 - 338.9

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
<b>assembly supervisor</b>			
assembly supervisor	23.6 - 28.2	25.3 - 30.4	27.0 - 32.4
CNC machinist	18.6 - 22.4	20.4 - 24.4	22.0 - 26.4
conventional machinist	18.5 - 22.0	20.2 - 24.3	22.3 - 27.0
electrician	24.3 - 29.5	26.3 - 32.0	28.3 - 34.3
electromechanical technician	23.7 - 28.9	25.8 - 32.6	27.0 - 35.7
electronics technician	23.5 - 28.2	25.4 - 30.5	27.3 - 32.7
field service technician	23.4 - 27.8	25.9 - 30.7	28.3 - 33.5
heavy equipment mechanic	23.6 - 28.3	26.2 - 31.4	28.5 - 34.2
logistics supervisor	28.5 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance mechanic	21.5 - 24.9	23.7 - 27.3	25.6 - 29.7
maintenance supervisor	27.3 - 32.8	29.9 - 35.9	32.3 - 38.9
maintenance worker	19.2 - 22.2	21.3 - 24.6	23.1 - 26.8

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# montréal

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
millwright	23.0 - 27.6	25.3 - 30.3	27.4 - 32.8
production supervisor	24.0 - 28.6	25.7 - 31.3	30.8 - 36.1
quality control technician	18.3 - 22.0	19.7 - 23.6	21.1 - 25.2
quality control tester	24.9 - 29.9	27.6 - 33.1	30.1 - 36.1
tool and die maker	23.2 - 27.8	25.4 - 30.5	27.5 - 33.0
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.8 - 23.7	21.5 - 25.8	23.1 - 27.7

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	65.4 - 85.0	73.4 - 97.2	88.0 - 118.0
application support analyst	54.6 - 72.1	62.7 - 83.5	71.4 - 90.0
automation tester	57.1 - 85.1	79.6 - 95.1	89.7 - 121.9
devops development side	81.5 - 104.4	103.5 - 128.7	120.4 - 144.9
ERP developer	63.1 - 81.9	70.6 - 93.6	87.0 - 129.0
front-end developer	61.8 - 81.5	70.8 - 95.1	81.5 - 115.0
full stack developer	64.0 - 81.0	71.0 - 97.5	94.3 - 130.0
IT quality assurance manager	75.5 - 98.2	83.5 - 110.7	93.4 - 124.0
java developer	62.2 - 80.7	69.7 - 103.5	98.9 - 127.0
machine learning developer	86.4 - 117.3	115.9 - 181.3	117.3 - 210.7
manual tester	45.5 - 60.9	53.3 - 72.3	62.3 - 82.5
mobile application developer (ios/android)	63.3 - 88.1	78.0 - 108.5	93.3 - 123.8
RPA developer	74.6 - 84.2	81.8 - 98.3	94.4 - 108.8
UI/UX designer	58.8 - 76.4	66.0 - 87.3	74.6 - 97.8
<b>architecture</b>			
application architect	83.3 - 92.4	91.6 - 108.9	105.1 - 141.9
architect (enterprise)	88.9 - 120.6	102.3 - 140.6	125.0 - 195.0
architect (solutions/technical)	79.8 - 100.3	89.8 - 114.8	101.9 - 129.0
cloud architect	79.2 - 100.0	89.7 - 125.6	115.7 - 194.3
<b>data &amp; analytics</b>			
BI data architect	75.0 - 97.2	83.7 - 110.4	94.2 - 123.5
big data engineer	84.9 - 98.3	93.2 - 115.9	107.4 - 131.1
business intelligence developer	61.0 - 79.3	68.5 - 90.7	77.5 - 111.0
data analyst	49.6 - 74.1	63.8 - 89.7	81.2 - 104.7
data architect	95.1 - 111.5	99.6 - 118.4	104.2 - 135.5
data engineer	66.0 - 88.8	76.3 - 104.5	88.6 - 119.0
data scientist	72.8 - 98.1	84.4 - 115.5	98.0 - 145.0
database administrator	63.8 - 78.9	71.6 - 87.7	84.3 - 108.2

# montréal

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.3 - 83.9	72.6 - 96.8	89.5 - 119.4
chief technology officer	120.5 - 190.3	160.1 - 285.8	225.3 - 450.6
CIO/CTO	103.5 - 184.7	155.0 - 276.3	214.4 - 382.1
IT director	108.9 - 129.4	119.5 - 159.4	128.1 - 190.6
technical lead	53.3 - 79.4	76.1 - 87.9	83.3 - 130.1
technical writer	55.9 - 72.7	65.1 - 85.8	75.6 - 97.7
<b>networking/infrastructure</b>			
bilingual tech support	40.5 - 45.6	43.7 - 58.9	55.6 - 74.3
devops system side	79.6 - 105.2	101.5 - 124.6	106.2 - 137.7
help desk representative	43.5 - 58.1	50.0 - 67.0	56.6 - 74.9
information security engineer	68.1 - 91.5	78.6 - 107.5	91.1 - 122.4
information security manager	90.2 - 117.7	100.2 - 133.4	113.0 - 151.5
information security specialist	57.3 - 75.6	65.7 - 88.2	75.7 - 100.2
information systems analyst	60.7 - 77.9	67.0 - 87.9	75.1 - 99.1
linux/unix administrator	68.6 - 90.5	78.5 - 105.5	90.5 - 120.5
network administrator	52.7 - 63.9	61.4 - 88.9	83.1 - 101.9
network engineer	62.9 - 83.0	71.3 - 97.4	82.7 - 111.9
systems administrator	58.1 - 78.9	69.2 - 82.4	81.6 - 105.1
telecommunications analyst	60.0 - 80.2	68.9 - 94.2	80.0 - 109.7
<b>project management</b>			
business systems analyst	72.5 - 98.3	83.2 - 114.6	95.9 - 130.3
ERP project manager	89.9 - 120.2	98.2 - 133.8	109.0 - 150.0
functional analyst	61.4 - 83.8	71.1 - 95.4	89.1 - 119.6
organizational change manager (OCM)	88.9 - 103.0	101.8 - 117.5	112.0 - 126.4
product owner	59.5 - 74.3	73.6 - 94.1	84.9 - 108.4
product owner/manager	75.0 - 103.7	87.3 - 122.4	101.7 - 140.1
program manager	99.0 - 113.0	102.0 - 130.0	128.0 - 170.0
project coordinator	56.1 - 71.1	64.1 - 82.8	73.8 - 94.6
project manager (infrastructure)	69.6 - 88.4	81.3 - 108.4	89.1 - 117.5
project manager (software)	58.6 - 77.7	76.2 - 108.4	90.1 - 118.6
scrum master	68.1 - 89.0	77.0 - 102.5	87.9 - 117.0

# montréal - north shore

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.8	15.7 - 18.4	17.0 - 19.9
dispatcher	17.2 - 20.1	18.7 - 21.9	20.1 - 23.6
electronic parts assembler	14.3 - 17.0	15.4 - 18.2	16.4 - 19.5
forklift operator	15.0 - 18.0	17.5 - 20.5	18.0 - 22.0
industrial painter	15.2 - 18.1	16.7 - 19.8	18.0 - 21.4
inventory control clerk	15.4 - 17.8	16.8 - 19.5	18.2 - 21.1
logistics coordinator	18.9 - 22.4	20.6 - 24.5	22.3 - 26.5
machine operator	16.0 - 19.0	17.5 - 21.0	19.0 - 23.0
machine operator assistant	14.7 - 16.8	16.3 - 18.6	17.6 - 20.2
manufacturing worker	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
material handler	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
moulding machine operator	15.3 - 18.4	16.9 - 20.3	18.3 - 22.1
picker/packer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
production labourer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
sandblasting operator	15.0 - 17.5	16.0 - 19.0	17.0 - 21.0
shipping and receiving clerk	17.0 - 19.4	18.5 - 21.2	20.0 - 22.9
warehouse labourer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	37.5 - 44.5	41.2 - 48.9	43.7 - 52.4
benefits clerk	35.3 - 41.4	38.8 - 45.6	42.2 - 49.5
buyer assistant	35.8 - 41.9	39.8 - 46.7	43.4 - 50.9
claims supervisor	58.1 - 70.7	62.7 - 76.3	67.3 - 81.9
contracts administrator	54.9 - 66.9	60.1 - 73.2	65.0 - 79.3
data entry clerk	31.5 - 35.4	33.5 - 38.5	36.9 - 41.5
document controller	32.3 - 35.5	34.9 - 39.9	37.5 - 42.2
executive assistant	49.5 - 61.2	55.9 - 68.4	61.4 - 75.9
export/import clerk	33.7 - 39.5	37.2 - 43.7	40.4 - 47.4
file clerk	31.6 - 35.7	33.3 - 40.9	38.6 - 44.2
human resources assistant	38.1 - 44.7	41.7 - 49.0	44.8 - 52.6
insurance claims clerk	34.9 - 40.4	38.2 - 44.3	41.3 - 47.9
legal assistant	43.0 - 52.5	50.0 - 60.5	55.5 - 67.5
mailroom clerk	30.5 - 35.0	33.0 - 38.0	35.5 - 41.0
office clerk	33.4 - 38.6	35.7 - 41.3	37.9 - 43.9
office manager	49.8 - 60.6	53.1 - 64.6	56.3 - 68.6
order clerk	33.4 - 37.2	35.6 - 40.5	38.4 - 43.6
order supervisor	48.2 - 57.1	53.9 - 63.8	59.0 - 70.0
project coordinator	41.5 - 49.6	44.2 - 53.3	48.6 - 57.4
receptionist	31.2 - 36.9	33.4 - 39.6	35.6 - 41.3
sales assistant	36.5 - 43.0	39.0 - 46.0	42.0 - 49.5
supply clerk	29.6 - 34.7	32.1 - 37.6	34.4 - 40.3

# montréal - north shore

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.7 - 27.3	24.4 - 29.4	26.1 - 31.4
CNC machinist	19.2 - 23.4	21.0 - 25.0	23.0 - 27.0
conventional machinist	19.8 - 23.5	21.0 - 26.4	23.8 - 28.3
electrician	26.0 - 28.8	28.0 - 32.0	30.0 - 32.7
electromechanical technician	22.8 - 26.1	24.3 - 27.8	25.3 - 31.4
electronics technician	27.2 - 30.0	28.3 - 33.0	29.1 - 35.8
field service technician	22.7 - 27.0	25.2 - 29.9	27.5 - 32.7
heavy equipment mechanic	22.7 - 27.3	25.2 - 30.3	27.5 - 33.0
logistics supervisor	27.3 - 33.3	30.0 - 36.6	32.7 - 39.8
maintenance manager	30.3 - 33.7	33.0 - 41.2	39.4 - 45.7
maintenance mechanic	20.6 - 23.9	22.7 - 26.4	24.7 - 28.6
maintenance supervisor	28.8 - 32.7	32.0 - 39.4	35.6 - 39.9
maintenance worker	18.4 - 21.3	20.4 - 23.6	22.2 - 25.8
millwright	22.1 - 26.6	24.3 - 29.3	26.4 - 31.7
production manager	36.5 - 44.5	39.5 - 48.1	42.4 - 51.6
production supervisor	24.0 - 27.9	26.4 - 31.3	28.8 - 38.5
quality control technician	17.5 - 21.1	18.9 - 22.7	20.2 - 24.3
quality control tester	24.2 - 29.1	26.8 - 32.3	29.3 - 35.2
tool and die maker	22.6 - 27.2	24.8 - 29.8	26.9 - 32.3
warehouse supervisor	23.1 - 25.5	23.3 - 28.1	25.3 - 33.7
welder	19.2 - 23.1	20.9 - 25.1	22.5 - 27.1

# montréal - south shore

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	59.2 - 71.0	61.9 - 74.2	64.6 - 77.5	71.5 - 85.8
accounting clerk	38.0 - 41.5	40.0 - 46.1	44.8 - 50.4	47.0 - 54.4
accounting manager	79.6 - 96.7	85.7 - 104.1	91.5 - 111.2	104.6 - 127.1
accounting supervisor	58.5 - 71.1	63.0 - 76.6	67.3 - 81.9	77.0 - 93.7
accounts payable clerk	38.0 - 41.2	40.5 - 45.8	44.1 - 49.8	49.7 - 57.9
accounts payable manager	68.1 - 82.7	74.4 - 90.4	80.5 - 97.9	94.5 - 114.9
accounts receivable clerk	37.4 - 42.3	41.5 - 47.0	45.3 - 51.1	51.0 - 59.9
accounts receivable manager	69.2 - 82.0	75.1 - 89.0	80.9 - 96.0	95.0 - 112.7
billing specialist	38.0 - 41.4	40.0 - 45.4	41.8 - 49.0	47.7 - 55.9
bookkeeper	35.5 - 42.2	38.5 - 45.7	41.4 - 49.1	47.5 - 56.3
compliance officer	81.7 - 99.3	91.3 - 110.9	100.3 - 121.9	118.9 - 144.4

# montréal - south shore

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
compliance specialist	51.2 - 61.4	56.4 - 67.7	61.3 - 73.6	71.4 - 85.7
controller	85.5 - 109.0	92.7 - 118.2	99.8 - 127.2	116.1 - 147.9
cost accountant	56.7 - 70.0	68.5 - 80.0	75.0 - 86.6	85.8 - 90.9
credit and collections supervisor	50.1 - 60.7	54.0 - 65.6	57.9 - 70.3	66.8 - 81.3
external auditor	56.5 - 67.8	62.0 - 74.3	67.2 - 80.6	78.5 - 94.2
financial analyst	66.2 - 79.4	70.9 - 85.0	75.4 - 90.5	85.8 - 103.0
financial reporting manager	89.0 - 108.2	95.6 - 116.2	102.1 - 124.1	117.4 - 142.6
fiscal analyst	60.8 - 73.8	70.0 - 80.0	72.0 - 85.0	83.4 - 94.3
internal audit manager	86.5 - 106.4	93.0 - 114.3	99.3 - 122.1	113.8 - 139.9
internal auditor	56.0 - 75.0	67.2 - 85.6	81.1 - 95.6	85.5 - 94.7
payroll clerk	39.8 - 46.6	43.9 - 55.0	50.0 - 55.8	54.5 - 63.8
payroll manager	66.7 - 81.0	72.1 - 87.6	77.4 - 94.0	88.8 - 107.9
payroll specialist	45.0 - 51.0	48.5 - 57.8	55.5 - 60.1	56.5 - 67.7
payroll supervisor	51.1 - 61.2	55.6 - 66.6	59.9 - 71.9	69.3 - 83.2
risk management analyst	54.9 - 66.6	60.1 - 72.9	65.2 - 79.1	76.5 - 92.9
risk management director	79.5 - 96.6	84.9 - 103.2	90.4 - 109.8	103.3 - 125.5
risk management supervisor	69.8 - 84.7	75.6 - 91.9	81.2 - 98.6	92.5 - 112.3
tax manager	84.8 - 104.3	91.1 - 112.0	97.3 - 119.6	111.7 - 137.4
treasury analyst	61.0 - 73.1	70.4 - 80.1	75.7 - 88.8	79.3 - 95.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	114.7 - 205.9	165.3 - 297.2	244.1 - 438.6
finance director	85.8 - 153.7	117.2 - 210.5	155.4 - 279.3
treasurer	115.6 - 160.5	158.7 - 220.6	207.6 - 288.4
VP internal audit	111.8 - 149.6	141.5 - 189.5	173.2 - 232.1

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	51.1 - 65.4	57.2 - 74.7	64.8 - 84.6
compensation and benefits manager	83.4 - 108.7	92.5 - 123.2	104.3 - 140.0
health and safety advisor	56.9 - 73.5	65.5 - 85.6	75.3 - 97.3
HRIS analyst	57.4 - 75.7	65.9 - 88.4	75.9 - 100.7
human resources assistant	39.1 - 50.2	44.5 - 56.7	49.3 - 61.1
human resources business partner	63.4 - 83.3	71.0 - 95.1	80.5 - 112.8
human resources coordinator	43.9 - 53.6	50.2 - 58.5	56.5 - 63.4
human resources generalist	53.7 - 68.3	62.0 - 79.9	68.1 - 90.0
human resources manager	78.6 - 103.7	88.7 - 119.2	101.0 - 135.5
human resources supervisor	60.0 - 78.7	67.1 - 89.9	76.2 - 103.2
labour relations advisor	62.0 - 82.6	70.8 - 96.1	81.6 - 110.0

# montréal - south shore

## human resources

	annual salaries		
	entry	mid	senior
labour relations manager	86.1 - 117.2	101.5 - 139.8	119.1 - 162.0
recruitment coordinator	38.1 - 49.9	43.9 - 57.7	50.0 - 65.1
talent acquisition specialist	49.4 - 67.0	55.9 - 77.1	63.9 - 88.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	102.8 - 175.4	141.8 - 242.5	177.1 - 302.9
health and safety director	88.1 - 116.5	115.2 - 152.2	138.8 - 183.7
human resources director	86.9 - 120.7	112.8 - 156.5	140.1 - 194.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.8 - 17.3	16.2 - 19.0	17.5 - 20.5
dispatcher	17.6 - 20.6	19.2 - 22.4	20.6 - 24.1
electronic parts assembler	14.7 - 17.5	15.8 - 18.8	16.9 - 20.0
forklift operator	14.1 - 16.5	15.7 - 18.4	17.1 - 20.0
industrial painter	15.6 - 18.5	17.1 - 20.3	18.5 - 21.9
machine operator	16.1 - 19.3	17.7 - 21.3	19.2 - 23.1
manufacturing worker	13.4 - 15.3	14.7 - 16.8	15.8 - 18.1
material handler	14.0 - 16.4	15.6 - 18.2	16.9 - 19.8
picker/packer	13.3 - 15.6	14.5 - 16.9	15.5 - 18.1
production labourer	13.4 - 15.5	15.2 - 17.5	16.7 - 19.3
sandblasting operator	15.0 - 17.8	16.2 - 19.2	17.4 - 20.6
shipping and receiving clerk	17.4 - 19.9	19.0 - 21.7	20.5 - 23.4
warehouse labourer	13.9 - 15.9	15.5 - 17.7	16.8 - 19.2

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 47.2	46.0 - 53.6	51.1 - 55.9
benefits clerk	36.2 - 42.5	39.9 - 46.8	43.3 - 50.7
buyer assistant	36.9 - 43.2	41.0 - 48.1	46.8 - 55.0
customer service representative	37.0 - 44.3	42.5 - 49.2	47.6 - 52.0
customer service supervisor	43.5 - 51.5	47.2 - 55.9	50.7 - 60.1
data entry clerk	29.3 - 33.9	32.1 - 37.2	34.6 - 40.0
executive assistant	49.9 - 61.4	55.7 - 68.5	61.1 - 75.1
executive legal assistant	55.2 - 67.9	62.1 - 75.1	67.6 - 82.0
export/import clerk	34.7 - 40.7	38.4 - 45.0	41.6 - 48.8
file clerk	30.0 - 32.0	30.3 - 36.0	33.8 - 40.0
human resources assistant	39.1 - 45.9	42.8 - 50.2	46.0 - 53.9
import/export coordinator	40.8 - 46.5	43.0 - 53.5	50.0 - 63.0
inside sales representative	46.3 - 54.9	48.8 - 57.8	51.3 - 60.8

# montréal - south shore

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
insurance claims clerk	35.3 - 40.9	38.7 - 44.8	41.8 - 48.3
law clerk	42.0 - 47.0	46.7 - 54.0	50.7 - 59.0
legal assistant	44.2 - 53.6	50.7 - 61.4	56.5 - 68.6
mailroom clerk	30.4 - 34.7	33.2 - 37.9	35.4 - 40.5
office clerk	33.8 - 39.1	36.2 - 41.9	38.4 - 44.4
office manager	45.0 - 57.0	55.0 - 67.4	65.0 - 70.0
project coordinator	41.2 - 49.3	44.6 - 53.5	47.9 - 57.5
receptionist	30.5 - 35.8	32.7 - 38.4	34.9 - 40.9
sales assistant	40.8 - 46.9	45.0 - 52.2	50.1 - 55.0
supply clerk	35.6 - 41.5	39.0 - 46.7	42.6 - 46.8

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	45.4 - 56.6	49.1 - 62.5	54.0 - 69.8
account manager - technologies, software*	47.3 - 59.0	51.1 - 65.1	56.3 - 72.7
business development manager*	91.2 - 121.4	102.5 - 139.5	117.1 - 160.9
district sales manager**	69.0 - 90.0	79.0 - 104.9	91.2 - 120.6
key accounts manager - consumer goods*	59.2 - 76.6	67.3 - 88.6	77.0 - 101.6
merchandiser - consumer goods	55.5 - 72.8	62.1 - 83.1	70.4 - 94.6
sales engineer technologies, software, hardware, telecommunications**	65.8 - 86.4	72.4 - 97.0	80.8 - 108.5
sales representative, account manager channel manager*	66.7 - 88.8	74.7 - 101.5	84.8 - 115.2
sales representative, account manager consumer goods*	47.4 - 59.0	51.0 - 64.7	55.8 - 72.3
sales representative, account manager professional services*	43.3 - 54.1	46.9 - 59.7	51.6 - 66.6
sales representative, account manager telecommunications*	45.8 - 57.2	49.5 - 63.1	54.5 - 70.4
<b>digital marketing</b>			
digital marketing manager	61.2 - 78.0	70.5 - 91.5	81.5 - 103.8
digital media specialist	35.5 - 45.8	41.6 - 54.4	48.6 - 62.4
digital specialist	42.7 - 57.0	49.9 - 67.8	58.5 - 78.0
e-commerce manager	74.4 - 97.8	83.3 - 111.7	94.5 - 127.1
marketing content manager	46.6 - 59.9	54.4 - 71.1	63.6 - 81.6
social media manager	54.4 - 67.2	61.2 - 79.5	79.3 - 93.5
web manager	60.6 - 79.5	67.8 - 90.9	76.9 - 103.7
web marketing analyst	46.3 - 61.1	53.3 - 71.5	61.6 - 81.6
<b>industrial sales</b>			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# montréal - south shore

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales (continued)</b>			
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
<b>marketing and communications</b>			
brand or product manager	76.4 - 98.9	85.1 - 112.2	95.9 - 126.0
brand or product manager assistant	60.8 - 82.3	71.1 - 97.4	82.7 - 111.5
communications manager	55.4 - 73.6	63.2 - 85.5	72.6 - 96.9
communications specialist	48.1 - 65.9	57.3 - 79.4	67.7 - 91.2
marketing coordinator	50.3 - 67.5	58.1 - 79.2	67.3 - 90.7
marketing director	85.3 - 113.4	97.1 - 131.1	111.1 - 148.2
marketing project manager	35.3 - 47.3	40.7 - 55.4	47.1 - 63.1
marketing specialist	44.2 - 58.3	49.9 - 66.9	56.7 - 75.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	64.9 - 85.1	72.6 - 97.2	82.3 - 110.5
communications VP	92.4 - 141.3	123.4 - 189.2	156.4 - 240.1
marketing VP	118.1 - 182.7	163.7 - 253.9	212.6 - 329.7
sales manager*	90.8 - 117.1	112.5 - 145.2	136.7 - 176.7
sales vice-president/general manager**	134.8 - 194.1	182.6 - 263.3	234.2 - 337.6

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.5 - 22.2	20.2 - 24.3	21.8 - 26.2
conventional machinist	17.9 - 21.5	19.7 - 23.7	21.4 - 25.7
welder	19.6 - 23.6	21.3 - 25.6	23.0 - 27.6

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# montréal east

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	58.6 - 63.8	63.2 - 67.6	66.5 - 73.8
customer service representative	32.1 - 35.8	34.3 - 38.9	37.1 - 45.7
customer service supervisor	60.3 - 65.2	63.5 - 70.3	68.0 - 74.8
inside sales representative	40.1 - 45.2	44.6 - 50.3	49.1 - 55.0
customer retention agent	32.2 - 35.8	34.1 - 38.9	37.3 - 46.6
telemarketing agent	31.2 - 34.4	33.5 - 38.7	37.2 - 42.0

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.9 - 17.4	16.3 - 19.0	17.6 - 20.6
dispatcher	17.8 - 20.8	19.3 - 22.6	20.8 - 24.3
electronic parts assembler	14.8 - 17.6	15.9 - 18.9	17.0 - 20.1
forklift operator	15.0 - 17.0	15.8 - 18.4	17.1 - 20.1
industrial painter	15.7 - 18.6	17.2 - 20.4	18.6 - 22.0
inventory control clerk	15.9 - 18.4	17.4 - 20.1	18.8 - 21.7
logistics coordinator	19.5 - 23.1	21.3 - 25.2	23.0 - 27.2
machine operator	16.2 - 19.4	17.8 - 21.4	19.3 - 23.2
manufacturing worker	13.5 - 15.4	14.8 - 16.9	16.0 - 18.2
material handler	14.1 - 16.5	15.6 - 18.3	17.0 - 19.9
moulding machine operator	16.0 - 18.7	17.2 - 20.6	18.6 - 22.3
picker/packer	14.0 - 15.7	14.5 - 17.0	15.5 - 18.2
production labourer	13.4 - 15.5	15.2 - 17.6	16.8 - 19.4
sandblasting operator	15.2 - 17.9	16.3 - 19.3	17.5 - 20.7
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.6
warehouse labourer	14.0 - 16.0	15.6 - 17.8	16.9 - 19.3

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.3 - 48.3	43.5 - 52.2	46.6 - 53.3
administrative assistant (bilingual)	40.3 - 48.3	43.5 - 52.2	46.6 - 53.3
buyer assistant	37.6 - 43.9	41.7 - 48.7	45.4 - 53.0
data entry clerk	32.0 - 36.5	35.0 - 40.0	39.0 - 45.0
executive assistant	50.4 - 61.9	56.2 - 69.0	61.6 - 75.7
executive assistant (bilingual)	50.4 - 61.9	56.2 - 69.0	61.6 - 75.7
export/import clerk	37.2 - 43.2	41.4 - 48.3	44.9 - 52.5
file clerk	31.5 - 36.5	35.7 - 41.3	39.0 - 45.0
mailroom clerk	30.8 - 35.1	33.5 - 38.3	35.8 - 40.8
office clerk	34.2 - 39.5	36.5 - 42.2	38.7 - 44.7
office manager	50.5 - 61.3	53.8 - 65.3	57.1 - 69.3
project coordinator	42.1 - 50.5	45.6 - 54.7	48.9 - 58.7

# montréal east

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist	31.2 - 36.5	33.5 - 39.1	35.6 - 41.6
receptionist (bilingual)	31.6 - 37.1	34.1 - 40.0	36.5 - 42.8
supply clerk	35.4 - 41.4	39.4 - 46.0	42.8 - 50.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.2 - 27.8	24.9 - 29.9	26.6 - 31.9
CNC machinist	18.4 - 22.0	20.1 - 24.0	21.7 - 26.0
conventional machinist	18.4 - 22.0	20.1 - 24.0	21.7 - 26.0
electrician	25.5 - 29.1	26.9 - 31.5	27.8 - 33.8
electromechanical technician	23.0 - 28.4	25.5 - 32.1	26.8 - 35.1
electronics technician	27.2 - 30.0	28.3 - 33.5	29.1 - 35.8
field service technician	23.1 - 27.3	25.6 - 30.3	27.8 - 33.0
heavy equipment mechanic	24.0 - 27.9	25.8 - 30.9	28.1 - 33.6
logistics supervisor	28.1 - 34.0	30.8 - 37.4	33.4 - 40.6
maintenance manager	26.8 - 32.2	29.6 - 35.6	32.2 - 38.7
maintenance mechanic	21.2 - 24.5	23.3 - 26.9	25.3 - 29.2
maintenance supervisor	26.9 - 32.2	29.4 - 35.3	31.8 - 38.2
maintenance worker	18.9 - 21.9	20.9 - 24.2	22.8 - 26.4
millwright	22.7 - 27.2	24.9 - 29.8	27.0 - 32.3
production manager	37.3 - 45.4	40.3 - 49.0	43.2 - 52.5
production supervisor	24.0 - 28.6	25.7 - 31.3	30.8 - 36.1
quality control technician	18.1 - 21.6	19.4 - 23.3	20.8 - 24.9
quality control tester	24.6 - 29.5	27.2 - 32.6	29.6 - 35.5
tool and die maker	22.8 - 27.4	25.0 - 30.0	27.1 - 32.5
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.5 - 23.4	21.2 - 25.4	22.8 - 27.3

# montréal west

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	60.1 - 65.2	63.2 - 70.1	68.2 - 44.9
customer service representative	26.9 - 32.2	29.7 - 35.6	32.3 - 38.7
customer service supervisor	44.6 - 52.8	48.4 - 57.2	52.0 - 61.5

# montréal west

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
inside sales representative	46.8 - 55.4	49.3 - 58.3	51.8 - 61.3
customer retention agent	33.2 - 36.1	34.5 - 40.1	38.6 - 45.2
telemarketing agent	29.3 - 34.3	31.7 - 37.1	34.0 - 39.8

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.6	16.4 - 19.2	17.7 - 20.7
electronic parts assembler	15.0 - 17.7	16.1 - 19.0	17.1 - 20.3
forklift operator	16.0 - 18.0	17.0 - 19.0	18.8 - 21.0
industrial painter	16.5 - 18.8	18.0 - 20.5	18.7 - 22.2
inventory control clerk	16.1 - 18.6	17.6 - 20.3	19.0 - 21.9
machine operator	16.3 - 19.6	18.0 - 21.6	19.5 - 23.4
material handler	14.2 - 16.6	15.8 - 18.5	17.2 - 20.1
picker/packer	14.1 - 15.8	14.7 - 17.2	15.7 - 18.4
production labourer	13.6 - 15.7	15.4 - 17.8	16.9 - 19.6
sandblasting operator	16.3 - 18.1	17.5 - 19.5	17.7 - 20.9
shipping and receiving clerk	17.7 - 20.2	19.3 - 22.1	20.9 - 23.8
warehouse labourer	14.1 - 16.1	15.7 - 18.0	17.0 - 19.4

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounts payable clerk	37.5 - 42.3	41.6 - 46.9	45.2 - 50.9
administrative assistant (bilingual)	37.8 - 39.8	39.0 - 44.9	42.0 - 47.0
benefits clerk	36.3 - 43.6	40.6 - 47.6	44.5 - 51.9
buyer assistant	37.8 - 42.5	39.6 - 46.0	43.5 - 50.2
contracts administrator	57.1 - 69.2	62.3 - 75.6	67.3 - 81.7
customer service manager (bilingual)	43.5 - 49.5	48.0 - 55.0	52.0 - 60.8
customer service representative (bilingual)	34.2 - 37.4	37.2 - 39.8	38.5 - 44.7
data entry clerk	31.2 - 34.6	32.8 - 37.9	35.2 - 40.7
document controller	32.5 - 35.9	34.1 - 37.5	36.7 - 40.8
executive assistant (bilingual)	49.5 - 52.9	51.5 - 55.0	54.5 - 60.0
export/import clerk	38.2 - 41.7	39.4 - 46.1	42.7 - 49.9
file clerk	29.9 - 36.8	36.0 - 41.6	39.3 - 45.4
human resources assistant	39.8 - 46.6	43.5 - 50.9	46.7 - 54.6
inside sales representative	46.8 - 55.4	49.3 - 58.3	51.8 - 61.3
insurance claims clerk	33.0 - 37.4	35.3 - 40.9	38.2 - 44.1
invoicing clerk	35.7 - 41.8	39.2 - 45.9	42.3 - 49.4
legal assistant	44.4 - 53.9	50.9 - 61.7	56.8 - 68.9
mailroom clerk	32.0 - 35.0	33.5 - 37.0	35.6 - 39.4
office clerk	31.8 - 34.1	33.6 - 35.9	34.5 - 38.8
office manager	51.0 - 61.8	54.3 - 65.9	57.6 - 69.9

# montréal west

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
order clerk	33.3 - 38.9	35.6 - 41.2	37.8 - 43.7
order supervisor	48.4 - 57.3	54.4 - 64.9	59.2 - 70.2
project coordinator	41.9 - 50.2	45.4 - 54.4	48.8 - 58.4
receptionist (bilingual)	31.2 - 35.4	34.0 - 38.0	36.5 - 42.0
sales assistant	37.8 - 44.2	40.2 - 47.0	42.7 - 52.0
supply clerk	33.6 - 36.3	35.8 - 39.3	38.0 - 42.0

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.4 - 28.1	25.2 - 30.2	26.9 - 32.2
CNC machinist	18.5 - 22.2	20.2 - 24.3	21.9 - 26.2
conventional machinist	18.5 - 22.2	20.2 - 24.3	21.9 - 26.2
electrician	26.0 - 29.3	26.2 - 31.8	28.1 - 34.1
electromechanical technician	23.9 - 28.7	25.8 - 32.4	27.4 - 35.5
electronics technician	27.2 - 30.0	28.3 - 33.5	29.1 - 35.8
field service technician	23.3 - 27.6	25.8 - 30.6	28.1 - 33.3
heavy equipment mechanic	24.0 - 28.1	26.0 - 31.2	28.3 - 34.0
logistics supervisor	28.3 - 34.4	31.1 - 37.7	33.7 - 41.0
maintenance manager	27.1 - 32.5	29.9 - 35.9	32.5 - 39.1
maintenance mechanic	21.4 - 24.7	23.5 - 27.2	25.5 - 29.5
maintenance supervisor	27.1 - 32.5	29.7 - 35.6	32.1 - 38.6
maintenance worker	19.1 - 22.1	21.1 - 24.4	23.0 - 26.6
millwright	22.9 - 27.4	25.1 - 30.1	27.2 - 32.6
production manager	37.6 - 45.8	40.6 - 49.4	43.6 - 53.0
production supervisor	24.0 - 28.6	25.7 - 31.2	30.8 - 36.1
quality control technician	18.2 - 21.8	19.6 - 23.5	21.0 - 25.1
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.9
tool and die maker	23.1 - 27.6	25.3 - 30.3	27.3 - 32.8
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.7 - 23.6	21.4 - 25.6	23.0 - 27.5

# québec

## engineering

	annual salaries		
	entry	mid	senior
<b>chemical</b>			
chemical engineer	70.3 - 92.8	77.8 - 104.8	87.3 - 117.7
chemical technician	49.9 - 65.1	55.4 - 74.1	62.7 - 85.0
<b>civil</b>			
civil engineer	56.4 - 75.0	64.3 - 87.2	73.9 - 99.0
civil engineering drafter	46.0 - 57.9	52.0 - 66.6	59.2 - 75.7
civil engineering technologist	42.3 - 55.3	47.9 - 63.6	54.5 - 72.2
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
structural engineer	58.4 - 77.6	66.5 - 90.1	76.4 - 102.9
<b>construction</b>			
construction manager	77.3 - 103.2	86.8 - 118.0	98.4 - 133.1
contracts administrator	54.0 - 71.9	61.4 - 83.4	70.5 - 95.2
estimator	55.5 - 72.7	61.7 - 82.6	69.6 - 93.6
procurement manager	147.2 - 195.8	166.9 - 225.4	190.2 - 253.9
project engineer	78.2 - 100.9	85.0 - 111.8	94.0 - 124.9
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
site supervisor	64.8 - 85.2	71.2 - 95.5	79.4 - 107.4
<b>electrical</b>			
controls designer/engineer	46.2 - 61.8	53.1 - 72.2	61.2 - 82.6
electrical designer/engineer	59.8 - 80.9	69.8 - 96.4	82.1 - 112.0
electrical engineering technician	48.7 - 62.5	55.6 - 72.5	63.6 - 82.6
<b>manufacturing</b>			
industrial engineer	62.5 - 81.8	69.5 - 92.6	78.2 - 104.0
manufacturing engineer	59.9 - 79.5	68.1 - 92.2	78.1 - 104.7
process engineer	54.4 - 72.6	62.3 - 84.7	71.8 - 96.5
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
quality assurance/control technician	54.3 - 72.6	63.3 - 85.9	73.7 - 97.8
quality control engineer	58.7 - 77.6	66.3 - 89.3	75.6 - 101.3
<b>mechanical</b>			
mechanical designer	50.0 - 64.7	64.5 - 74.5	74.1 - 85.0
mechanical drafter	44.0 - 57.1	49.5 - 66.1	57.0 - 78.0
mechanical engineer	66.3 - 87.9	75.2 - 101.9	86.3 - 116.5
mechanical engineering technician	46.7 - 61.3	53.2 - 71.0	60.8 - 80.3
<b>supply chain management &amp; procurement</b>			
buyer	51.0 - 67.1	58.2 - 78.0	66.8 - 89.5
contracts administrator	54.0 - 71.9	61.4 - 83.4	70.5 - 95.2
contracts manager	81.0 - 103.0	90.9 - 117.9	103.3 - 134.2
demand planner	42.7 - 59.5	52.0 - 72.6	61.8 - 83.3
inventory analyst	44.5 - 58.4	50.6 - 67.5	58.0 - 77.2
logistics specialist	51.2 - 68.5	58.7 - 80.1	67.8 - 91.2

# québec

## engineering

	annual salaries		
	entry	mid	senior
<b>supply chain management &amp; procurement (continued)</b>			
procurement manager	73.7 - 98.0	83.5 - 112.8	95.1 - 127.0
production planner	44.6 - 59.2	51.5 - 69.0	58.9 - 77.1
sourcing engineer	52.0 - 64.0	54.9 - 74.8	63.3 - 88.2
<b>technical management</b>			
engineering manager	72.6 - 98.2	83.0 - 114.5	95.9 - 131.1
logistics coordinator	39.1 - 50.6	44.4 - 58.4	50.6 - 66.6
logistics manager	62.3 - 74.8	64.1 - 87.7	74.3 - 100.6
maintenance manager	61.5 - 71.6	62.3 - 83.4	71.3 - 93.3
operations manager	69.7 - 94.7	78.9 - 109.0	89.8 - 131.5
plant manager	77.9 - 109.4	93.8 - 133.4	112.4 - 156.1
production manager	74.7 - 98.5	83.8 - 112.7	95.1 - 127.9
quality assurance manager	72.3 - 94.6	80.1 - 106.8	89.9 - 120.0
warehouse manager	56.3 - 73.8	62.7 - 83.9	70.7 - 94.7

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	56.2 - 67.4	58.7 - 70.5	61.3 - 73.7	68.0 - 81.6
accounting clerk	34.8 - 40.2	37.5 - 43.4	40.1 - 46.4	45.5 - 52.7
accounting manager	77.0 - 94.3	83.4 - 101.3	88.9 - 108.4	101.9 - 124.1
accounting supervisor	57.4 - 69.8	61.8 - 75.1	66.4 - 80.4	75.6 - 92.0
accounts payable clerk	35.4 - 40.5	39.3 - 44.4	42.7 - 48.3	49.7 - 56.1
accounts payable manager	65.7 - 80.1	71.9 - 87.7	78.0 - 95.1	91.9 - 112.0
accounts receivable clerk	36.3 - 41.3	40.2 - 45.5	43.8 - 49.6	51.4 - 58.1
accounts receivable manager	66.8 - 79.5	72.6 - 86.4	78.3 - 93.3	92.3 - 109.9
bookkeeper	34.5 - 40.9	37.4 - 44.3	40.1 - 47.6	46.0 - 54.6
compliance officer	79.1 - 96.5	88.5 - 108.0	97.5 - 118.9	115.9 - 141.1
compliance specialist	49.3 - 59.2	54.3 - 65.3	59.1 - 71.1	69.0 - 83.1
controller	82.9 - 106.2	90.0 - 115.3	97.0 - 124.2	113.2 - 144.7
cost accountant	53.8 - 64.6	58.1 - 69.8	62.4 - 74.9	72.0 - 86.5
credit and collections supervisor	49.1 - 59.6	53.0 - 64.4	56.8 - 69.0	65.6 - 79.8
external auditor	53.6 - 64.4	58.8 - 70.6	63.8 - 76.6	74.6 - 89.6
financial analyst	62.8 - 75.4	67.3 - 80.9	71.7 - 86.1	81.6 - 98.1
financial reporting manager	86.4 - 105.4	92.9 - 113.3	99.4 - 121.1	114.5 - 139.4
internal audit manager	83.9 - 103.6	90.3 - 111.5	96.6 - 119.2	110.9 - 136.7
internal auditor	53.1 - 63.8	58.7 - 70.4	64.0 - 76.8	75.0 - 90.1
payroll manager	64.4 - 78.4	69.7 - 85.0	74.9 - 91.3	86.2 - 105.1

# québec

## finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll specialist	39.4 - 47.3	43.1 - 51.7	46.7 - 56.0	54.3 - 65.3
payroll supervisor	50.9 - 60.4	54.5 - 65.4	58.7 - 70.5	68.0 - 81.7
risk management analyst	52.6 - 63.2	57.0 - 69.3	61.8 - 75.2	72.6 - 88.4
risk management director	76.9 - 93.9	82.3 - 100.5	87.7 - 107.0	100.6 - 122.5
risk management supervisor	66.3 - 80.6	71.8 - 87.4	77.2 - 93.9	88.0 - 107.2
tax manager	82.2 - 101.6	88.4 - 109.2	94.6 - 116.7	108.9 - 134.2
treasury analyst	57.8 - 69.4	62.0 - 74.5	66.1 - 79.4	75.3 - 90.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief financial officer	111.9 - 202.3	162.0 - 292.8	240.2 - 433.5
finance director	83.2 - 150.5	114.4 - 206.8	152.1 - 275.1
treasurer	112.8 - 157.2	155.5 - 216.8	203.9 - 284.1

## human resources

	annual salaries		
	entry	mid	senior
benefits administrator	49.2 - 63.1	55.1 - 72.2	62.5 - 82.0
compensation and benefits manager	80.8 - 105.9	89.8 - 120.2	101.5 - 136.9
health and safety advisor	55.7 - 72.1	64.2 - 84.2	73.9 - 95.9
HRIS analyst	54.6 - 72.2	62.8 - 84.5	72.5 - 96.6
human resources business partner	61.2 - 80.7	68.6 - 92.3	77.9 - 109.9
human resources coordinator	42.8 - 52.3	49.0 - 57.1	55.2 - 61.9
human resources generalist	51.8 - 65.9	59.8 - 77.3	65.8 - 87.3
human resources manager	76.1 - 101.0	86.0 - 116.3	98.3 - 132.5
human resources supervisor	57.9 - 76.1	64.7 - 87.2	73.7 - 100.3
labour relations advisor	59.8 - 79.9	68.4 - 93.4	79.0 - 107.1
labour relations manager	83.5 - 114.3	98.7 - 136.7	116.2 - 158.7
recruitment coordinator	37.4 - 48.7	42.9 - 56.3	48.8 - 63.4
talent acquisition specialist	47.4 - 64.6	53.6 - 74.5	61.5 - 85.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
chief human resources officer	100.0 - 172.0	138.6 - 238.5	173.7 - 298.5
health and safety director	85.5 - 113.7	112.3 - 149.0	135.7 - 180.3
human resources director	84.3 - 117.8	110.0 - 153.2	136.9 - 191.0

# québec

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.5 - 17.1	15.5 - 18.4	16.5 - 19.6
forklift operator	16.0 - 18.0	17.5 - 19.0	18.0 - 21.0
industrial painter	16.5 - 18.0	17.0 - 20.0	19.0 - 22.0
inventory control clerk	15.4 - 17.7	16.8 - 19.4	18.1 - 20.9
logistics coordinator	18.8 - 22.2	20.5 - 24.3	22.2 - 26.3
machine operator	16.1 - 18.3	16.9 - 20.2	18.2 - 21.8
machine operator assistant	14.8 - 16.8	16.3 - 18.5	17.6 - 20.1
manufacturing worker	14.2 - 16.0	15.6 - 17.6	16.8 - 19.0
material handler	14.5 - 16.5	16.0 - 18.0	17.0 - 19.0
moulding machine operator	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
picker/packer	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
production labourer	13.1 - 15.1	14.8 - 17.0	16.3 - 18.8
sandblasting operator	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.1	19.9 - 22.7
warehouse labourer	14.0 - 15.7	15.0 - 18.0	17.0 - 18.5

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.7 - 44.0	39.7 - 47.5	42.5 - 51.0
administrative assistant (bilingual)	38.8 - 46.6	42.5 - 50.4	44.3 - 53.6
buyer assistant	35.8 - 41.9	39.8 - 46.6	43.3 - 50.8
claims supervisor	57.5 - 69.8	62.0 - 75.4	66.4 - 80.8
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	26.0 - 31.0	28.7 - 34.2	31.1 - 37.2
customer service supervisor	42.5 - 50.4	46.1 - 54.7	49.6 - 58.8
customer service trainer	37.8 - 45.4	41.4 - 49.8	45.0 - 54.0
data entry clerk	28.8 - 33.2	31.4 - 36.3	33.8 - 39.0
export/import clerk	33.7 - 39.4	37.2 - 43.6	40.3 - 47.3
file clerk	30.6 - 35.3	34.6 - 39.9	37.7 - 43.5
human resources assistant	38.4 - 44.8	41.9 - 49.0	44.9 - 52.6
inside sales representative	44.7 - 53.0	47.1 - 55.9	49.6 - 58.8
insurance claims clerk	34.5 - 39.9	37.7 - 43.7	40.8 - 47.2
legal assistant	42.2 - 51.3	48.4 - 58.8	54.1 - 65.7
mailroom clerk	29.8 - 33.9	32.4 - 37.0	34.6 - 39.5
office clerk	33.1 - 38.2	35.3 - 40.8	37.4 - 43.4
order supervisor	46.9 - 55.6	52.4 - 62.2	57.5 - 68.2
project coordinator	40.0 - 47.9	43.3 - 52.0	46.5 - 55.9
receptionist	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1

# québec

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist (bilingual)	32.3 - 37.8	34.5 - 39.9	36.4 - 42.2
sales assistant	35.7 - 41.8	38.1 - 44.7	40.7 - 47.7
supply clerk	29.7 - 34.6	32.1 - 37.5	34.3 - 40.1
telemarketing agent	28.2 - 32.9	30.4 - 35.5	32.6 - 38.1

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>corporate sales</b>			
account manager - hardware*	43.4 - 54.3	47.0 - 59.9	51.7 - 67.0
account manager - technologies, software*	45.3 - 56.6	49.0 - 62.5	53.9 - 69.8
business development manager*	87.9 - 117.5	98.9 - 135.3	113.3 - 156.5
district sales manager**	66.5 - 86.8	76.2 - 101.5	88.1 - 116.8
key accounts manager - consumer goods*	56.8 - 73.5	64.6 - 85.2	74.0 - 97.8
merchandiser - consumer goods	53.1 - 69.7	59.4 - 79.7	67.4 - 91.0
sales engineer technologies, software, hardware, telecommunications**	63.6 - 83.6	70.0 - 93.8	78.1 - 105.1
sales representative, account manager channel manager*	64.3 - 85.7	72.0 - 98.1	81.8 - 111.6
sales representative, account manager consumer goods*	46.0 - 57.0	49.3 - 62.5	54.0 - 69.7
sales representative, account manager professional services*	42.1 - 52.5	45.5 - 58.0	50.1 - 64.7
sales representative, account manager telecommunications*	43.9 - 54.8	47.5 - 60.5	52.3 - 67.6
<b>digital marketing</b>			
digital marketing manager	57.8 - 73.8	66.7 - 86.7	77.2 - 98.6
digital media specialist	34.2 - 43.8	39.8 - 52.0	46.5 - 59.6
digital specialist	40.9 - 54.5	47.7 - 64.8	55.9 - 74.7
e-commerce manager	71.7 - 94.5	80.4 - 108.1	91.3 - 123.2
marketing content manager	44.0 - 56.6	51.4 - 67.3	60.1 - 77.2
social media manager	52.4 - 74.1	64.7 - 78.8	76.6 - 90.3
web manager	58.3 - 76.7	65.3 - 87.7	74.1 - 100.3
web marketing analyst	43.7 - 57.7	50.3 - 67.6	58.2 - 77.2
<b>industrial sales</b>			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# québec

## sales & marketing

	annual salaries		
	entry	mid	senior
<b>industrial sales (continued)</b>			
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
<b>marketing and communications</b>			
brand or product manager	73.6 - 95.5	82.1 - 108.5	92.6 - 122.2
brand or product manager assistant	58.9 - 79.9	69.0 - 94.8	80.4 - 108.7
communications manager	53.2 - 70.7	60.7 - 82.3	69.7 - 93.5
communications specialist	45.9 - 63.0	54.8 - 76.1	64.8 - 87.6
marketing coordinator	48.1 - 64.6	55.5 - 75.9	64.4 - 87.1
marketing director	82.3 - 109.8	93.8 - 127.1	107.5 - 144.1
marketing project manager	34.1 - 45.5	39.3 - 53.3	45.3 - 60.8
marketing specialist	42.3 - 55.7	47.7 - 64.0	54.2 - 72.4
<b>company revenue</b>			
	10 M\$	100 M\$	1000 M\$
<b>executive positions</b>			
branch manager**	62.0 - 81.7	69.5 - 93.5	78.9 - 106.6
communications VP	88.6 - 136.4	118.9 - 183.7	151.4 - 234.1
marketing VP	114.3 - 178.2	159.3 - 248.8	207.8 - 324.3
sales manager*	87.7 - 113.6	109.1 - 141.5	133.1 - 172.7
sales vice-president/general manager**	130.8 - 189.5	178.1 - 258.1	229.3 - 332.2

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.5 - 27.1	24.2 - 29.1	25.9 - 31.1
CNC machinist	17.9 - 21.4	19.5 - 23.4	21.0 - 25.2
conventional machinist	17.9 - 21.4	19.5 - 23.4	21.0 - 25.2
electrician	23.4 - 28.5	25.4 - 30.8	27.2 - 33.1
electromechanical technician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electronics technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
field service technician	22.2 - 26.3	24.6 - 29.2	26.8 - 31.8
heavy equipment mechanic	22.7 - 27.2	25.1 - 30.2	27.4 - 32.9
maintenance mechanic	20.5 - 23.7	22.5 - 26.1	24.5 - 28.3
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	25.8 - 31.0	28.3 - 34.0	30.6 - 36.9
maintenance worker	18.3 - 21.1	20.3 - 23.4	22.1 - 25.5

\* a sales commission is usually added to the base salary

\*\* a mix of incentive bonus and sales commission is usually added to the base salary

# québec

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.1
warehouse supervisor	20.9 - 25.1	22.9 - 27.5	24.8 - 29.8
welder	18.9 - 22.7	20.6 - 24.7	22.1 - 26.5

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	48.5 - 61.3	60.7 - 75.4	72.3 - 87.8
application support analyst	51.6 - 68.2	59.3 - 79.1	67.6 - 89.4
automation tester	52.2 - 76.9	75.4 - 90.6	87.3 - 112.8
devops development side	60.1 - 76.3	71.8 - 84.8	83.0 - 108.2
ERP developer	48.2 - 61.8	59.4 - 73.8	71.4 - 87.2
front-end developer	47.0 - 60.8	58.1 - 72.7	70.7 - 85.4
full stack developer	48.5 - 61.3	60.7 - 75.4	72.3 - 87.8
IT quality assurance manager	71.4 - 93.5	79.2 - 105.6	88.8 - 118.5
java developer	47.2 - 61.1	58.4 - 73.8	70.9 - 86.1
machine learning developer	87.0 - 109.8	104.5 - 129.9	118.6 - 190.6
manual tester	43.4 - 58.3	51.0 - 69.5	59.7 - 79.6
mobile application developer (ios/android)	59.8 - 83.4	73.9 - 102.8	88.4 - 117.7
RPA developer	65.5 - 78.9	73.3 - 90.8	87.6 - 95.6
UI/UX designer	55.6 - 72.3	62.4 - 82.7	70.6 - 92.7
<b>architecture</b>			
application architect	64.8 - 85.4	74.9 - 100.4	86.1 - 115.2
architect (enterprise)	84.2 - 114.5	97.0 - 134.1	112.2 - 154.8
architect (solutions/technical)	75.6 - 95.1	85.1 - 108.9	96.5 - 122.7
cloud architect	75.0 - 94.8	84.9 - 109.2	96.8 - 122.6
<b>data &amp; analytics</b>			
BI data architect	71.0 - 92.1	79.2 - 104.7	89.3 - 117.4
big data engineer	73.6 - 89.1	87.9 - 108.7	101.4 - 116.9
business intelligence developer	57.7 - 75.1	64.8 - 85.9	73.4 - 96.3
data analyst	46.9 - 69.8	63.9 - 85.4	79.1 - 93.0
data architect	62.7 - 83.4	72.4 - 98.1	84.1 - 112.4
data engineer	62.4 - 84.1	72.2 - 99.0	83.9 - 113.0
data scientist	68.9 - 93.0	79.9 - 109.6	92.9 - 125.0
database administrator	58.8 - 80.5	69.7 - 96.7	82.1 - 111.2
<b>leadership/business technology</b>			
business analyst	60.7 - 79.4	68.7 - 91.7	78.5 - 104.3
chief technology officer	120.6 - 190.5	160.3 - 285.1	225.0 - 450.0
CIO/CTO	98.6 - 178.3	148.9 - 269.3	207.7 - 375.1

# québec

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology (continued)</b>			
IT director	90.6 - 100.4	95.7 - 115.6	107.6 - 130.6
technical lead	50.1 - 77.2	75.9 - 82.6	78.1 - 117.9
technical writer	53.0 - 69.2	61.8 - 81.8	72.0 - 93.3
<b>networking/infrastructure</b>			
bilingual tech support	42.3 - 54.9	48.1 - 63.1	54.2 - 70.1
devops system side	60.1 - 74.5	71.8 - 84.8	84.0 - 105.7
help desk representative	41.1 - 54.9	47.2 - 63.4	53.5 - 71.0
information security engineer	64.4 - 86.6	74.4 - 101.9	86.3 - 116.3
information security manager	85.7 - 112.4	95.4 - 127.7	107.9 - 145.4
information security specialist	54.2 - 71.5	62.2 - 83.5	71.6 - 95.0
information systems analyst	57.4 - 73.8	63.4 - 83.3	71.1 - 93.9
linux/unix administrator	64.9 - 85.7	74.3 - 100.0	85.7 - 114.5
network administrator	55.0 - 73.8	63.5 - 86.8	73.5 - 99.4
network engineer	58.6 - 78.5	67.5 - 92.3	78.3 - 106.2
systems administrator	55.3 - 65.4	59.7 - 72.4	70.1 - 87.4
telecommunications analyst	56.7 - 75.9	65.2 - 89.2	75.8 - 103.3
<b>project management</b>			
business systems analyst	68.7 - 93.1	78.8 - 108.7	90.9 - 124.0
ERP project manager	85.4 - 114.8	93.4 - 128.1	104.0 - 143.9
functional analyst	51.1 - 66.9	64.3 - 87.9	84.6 - 111.2
organizational change manager (OCM)	80.2 - 96.8	94.8 - 105.7	103.6 - 118.5
product owner	60.1 - 75.4	73.2 - 94.3	85.1 - 111.0
product owner/manager	71.2 - 98.8	83.0 - 116.9	96.8 - 134.2
program manager	96.1 - 110.5	104.6 - 133.8	129.1 - 170.9
project coordinator	53.0 - 67.3	60.6 - 78.5	69.8 - 89.6
project manager (infrastructure)	85.3 - 116.5	97.2 - 135.2	111.9 - 155.8
project manager (software)	85.7 - 110.3	95.1 - 125.0	110.0 - 140.0
scrum master	64.9 - 85.1	73.4 - 98.2	83.9 - 112.3

# saguenay

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.3 - 16.8	15.6 - 18.4	16.9 - 19.9
dispatcher	17.2 - 20.2	18.7 - 22.0	20.2 - 23.7
electronic parts assembler	14.3 - 16.9	15.3 - 18.2	16.3 - 19.4
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0

# saguenay

## industrial support

	hourly rates		
	1 year	3 years	5 years
industrial painter	15.3 - 18.2	16.8 - 19.9	18.1 - 21.5
inventory control clerk	15.4 - 17.8	16.9 - 19.6	18.2 - 21.1
logistics coordinator	18.9 - 22.5	20.7 - 24.6	22.4 - 26.6
machine operator	15.6 - 18.7	17.2 - 20.7	18.7 - 22.5
manufacturing worker	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
material handler	14.1 - 15.9	15.5 - 17.5	16.7 - 18.9
moulding machine operator	15.3 - 18.4	16.9 - 20.3	18.3 - 22.1
parts manager	21.2 - 25.4	22.9 - 27.6	24.6 - 29.6
picker/packer	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
production labourer	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
sandblasting operator	14.8 - 17.5	15.9 - 18.9	17.1 - 20.3
shipping and receiving clerk	17.0 - 19.5	18.6 - 21.3	20.1 - 23.0
supply clerk	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
warehouse labourer	13.5 - 15.4	15.0 - 17.2	16.3 - 18.6

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.7 - 27.3	24.4 - 29.4	26.1 - 31.4
maintenance worker	18.5 - 21.4	20.5 - 23.8	22.4 - 25.9
production manager	35.9 - 43.9	38.9 - 47.5	41.7 - 50.9
warehouse supervisor	20.9 - 25.2	23.0 - 27.6	24.9 - 30.0

# saint-georges

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	28.0 - 31.9	30.0 - 35.5	31.2 - 37.0
customer service supervisor	40.2 - 47.9	43.8 - 52.1	47.1 - 56.0
customer service trainer	35.8 - 43.1	39.3 - 47.4	42.7 - 51.4

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.0 - 15.6	15.5 - 16.5	16.1 - 18.2
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0
industrial painter	15.3 - 18.0	16.7 - 19.7	18.0 - 21.3

# saint-georges

## industrial support

	hourly rates		
	1 year	3 years	5 years
inventory control clerk	14.5 - 16.7	15.8 - 18.2	17.0 - 19.7
logistics coordinator	17.7 - 21.0	19.3 - 23.0	20.9 - 24.9
machine operator	15.3 - 18.3	16.8 - 20.1	18.2 - 21.8
machine operator assistant	14.5 - 16.4	15.9 - 18.1	17.2 - 19.7
manufacturing worker	13.9 - 15.8	15.2 - 17.6	16.5 - 19.0
material handler	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
moulding machine operator	14.5 - 17.3	15.9 - 19.1	17.3 - 20.8
picker/packer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
production labourer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
sandblasting operator	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
shipping and receiving clerk	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
warehouse labourer	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	34.2 - 41.2	37.0 - 44.6	39.7 - 48.0
administrative assistant (bilingual)	35.8 - 42.9	38.6 - 46.4	41.5 - 49.8
buyer assistant	33.9 - 39.8	37.7 - 44.3	41.1 - 48.3
claims supervisor	54.6 - 66.6	59.0 - 71.9	63.3 - 77.2
executive assistant (bilingual)	48.3 - 59.5	54.0 - 66.4	59.2 - 72.9
export/import clerk	32.0 - 37.4	35.3 - 41.4	38.3 - 45.0
file clerk	28.7 - 33.0	32.3 - 37.3	35.2 - 40.9
human resources assistant	35.8 - 42.1	39.3 - 46.2	42.2 - 49.6
inside sales representative	42.0 - 49.9	44.3 - 52.7	46.6 - 55.5
insurance claims clerk	32.4 - 37.5	35.4 - 41.1	38.3 - 44.5
legal assistant	40.4 - 49.3	46.5 - 56.7	52.1 - 63.4
mailroom clerk	28.1 - 31.9	30.5 - 34.7	32.5 - 37.1
office clerk	31.1 - 35.8	33.1 - 38.4	35.1 - 40.8
receptionist	28.2 - 32.8	30.1 - 35.1	32.0 - 37.5
receptionist (bilingual)	32.4 - 37.6	34.5 - 40.6	36.1 - 42.8
supply clerk	28.0 - 32.5	30.3 - 35.2	32.3 - 37.7
telemarketing agent	26.9 - 31.2	29.0 - 33.7	31.0 - 36.1

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	21.4 - 25.8	23.0 - 27.8	24.7 - 29.7
CNC machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
conventional machinist	16.5 - 19.8	18.2 - 21.9	19.7 - 23.8
electrician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electromechanical technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
electronics technician	21.2 - 25.5	23.0 - 27.7	24.7 - 29.7

# saint-georges

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
field service technician	21.1 - 25.1	23.5 - 27.9	25.6 - 30.5
heavy equipment mechanic	21.4 - 25.8	23.8 - 28.7	26.0 - 31.3
maintenance mechanic	19.3 - 22.4	21.3 - 24.7	23.2 - 26.9
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	24.6 - 29.7	27.0 - 32.6	29.3 - 35.4
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	16.6 - 20.0	17.9 - 21.5	19.1 - 23.1
warehouse supervisor	20.0 - 24.1	21.9 - 26.4	23.8 - 28.6
welder	18.1 - 21.8	19.7 - 23.7	21.2 - 25.5

# saint-hyacinthe

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	40.0 - 44.7	44.5 - 48.1	48.0 - 55.0
customer service supervisor	42.2 - 50.1	45.9 - 54.4	49.3 - 58.5
inside sales representative	44.2 - 52.4	46.5 - 55.2	49.0 - 58.1

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.9	15.8 - 18.4	17.0 - 19.9
forklift operator	16.0 - 18.8	17.3 - 19.0	18.3 - 22.0
industrial painter	15.2 - 18.0	16.7 - 19.7	18.0 - 21.3
inventory control clerk	15.4 - 17.8	16.9 - 19.5	18.2 - 21.1
machine operator	17.0 - 19.0	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.7 - 16.8	16.2 - 18.5	17.6 - 20.1
manufacturing worker	13.1 - 15.0	14.3 - 16.3	15.5 - 17.6
material handler	13.8 - 16.1	15.2 - 17.8	16.6 - 19.4
production labourer	14.9 - 16.0	15.5 - 17.2	16.4 - 18.9
shipping and receiving clerk	17.0 - 19.5	18.6 - 21.3	20.1 - 22.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.3 - 43.6	39.2 - 47.1	42.1 - 50.6
buyer assistant	36.1 - 42.2	40.1 - 46.9	43.6 - 51.1
data entry clerk	28.8 - 33.1	31.4 - 36.3	33.7 - 39.0
executive assistant	48.3 - 59.5	54.0 - 66.4	59.2 - 72.9

# saint-hyacinthe

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
export/import clerk	34.1 - 39.8	37.6 - 44.0	40.7 - 47.6
human resources assistant	38.4 - 45.0	42.0 - 49.1	45.1 - 52.7
legal assistant	42.5 - 51.7	48.8 - 59.4	54.6 - 66.3
office clerk	33.0 - 38.2	35.3 - 40.9	37.4 - 43.4
receptionist	30.2 - 35.2	32.3 - 37.7	34.4 - 40.2
sales assistant	36.0 - 42.1	38.5 - 45.0	41.0 - 48.0
supply clerk	29.8 - 34.8	32.3 - 37.8	34.5 - 40.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.9 - 21.5	19.5 - 23.5	21.1 - 25.4
conventional machinist	17.3 - 21.4	20.8 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	25.2 - 30.6	27.1 - 32.9
electromechanical technician	22.8 - 27.4	25.8 - 31.0	28.3 - 34.0
electronics technician	22.3 - 26.8	24.1 - 29.0	25.9 - 33.0
field service technician	22.2 - 26.4	24.6 - 29.2	26.9 - 31.9
logistics supervisor	26.9 - 32.7	29.6 - 36.0	32.1 - 39.2
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.4 - 23.6	22.5 - 26.0	24.4 - 28.2
maintenance supervisor	26.0 - 31.3	28.5 - 34.3	30.9 - 37.1
maintenance worker	18.2 - 21.1	20.2 - 23.3	22.0 - 25.4
production manager	35.9 - 43.8	38.8 - 47.3	41.7 - 50.7
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.2
warehouse supervisor	22.0 - 25.2	23.0 - 27.7	27.0 - 35.0
welder	19.0 - 22.8	20.6 - 24.8	22.2 - 26.7

# sherbrooke

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	13.8 - 16.1	15.1 - 17.6	16.2 - 19.0
forklift operator	13.4 - 15.6	14.8 - 17.3	16.1 - 18.9
industrial painter	14.6 - 17.3	16.0 - 19.0	17.2 - 20.5
machine operator	15.0 - 17.9	16.4 - 19.8	17.8 - 21.5
machine operator assistant	14.2 - 16.1	15.6 - 17.8	16.9 - 19.3

# sherbrooke

## industrial support

	hourly rates		
	1 year	3 years	5 years
manufacturing worker	13.5 - 15.0	14.7 - 16.1	15.9 - 18.0
material handler	13.4 - 15.5	14.7 - 17.2	16.0 - 18.7
picker/packer	13.5 - 14.8	14.6 - 16.1	15.8 - 18.0
production labourer	13.5 - 15.0	14.8 - 17.9	17.7 - 18.2
sandblasting operator	14.1 - 16.6	15.2 - 18.0	16.2 - 19.3

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	33.2 - 38.5	35.8 - 41.6	38.3 - 44.6
administrative assistant	34.7 - 41.9	37.6 - 45.4	40.4 - 48.8
customer service representative	40.3 - 43.1	43.0 - 46.2	46.0 - 50.6
data entry clerk	27.5 - 31.6	29.9 - 34.5	32.1 - 37.1
executive assistant	46.5 - 57.5	52.1 - 64.3	57.2 - 70.7
export/import clerk	32.2 - 37.7	35.6 - 41.9	38.6 - 45.5
invoicing clerk	32.2 - 37.8	35.4 - 41.7	38.2 - 45.1
legal assistant	40.7 - 49.7	46.9 - 57.2	52.5 - 64.1
office clerk	31.5 - 36.3	33.6 - 38.8	35.6 - 41.3
order supervisor	45.1 - 53.6	50.5 - 60.1	55.5 - 66.0
payroll clerk	36.9 - 43.4	40.8 - 48.1	44.4 - 52.2
receptionist	28.4 - 33.5	30.3 - 35.3	32.2 - 37.7
receptionist (bilingual)	32.4 - 37.8	34.4 - 40.7	36.2 - 42.1
sales assistant	34.1 - 40.0	36.4 - 42.9	38.9 - 45.9
telemarketing agent	27.3 - 31.7	29.3 - 34.1	31.4 - 36.7

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	21.9 - 26.4	23.6 - 28.4	25.2 - 30.3
CNC machinist	17.0 - 20.5	18.6 - 22.4	20.1 - 24.3
conventional machinist	16.5 - 19.8	18.1 - 21.9	19.7 - 23.8
electrician	22.6 - 27.5	24.5 - 29.9	26.4 - 32.1
electromechanical technician	22.0 - 26.5	24.9 - 30.0	27.3 - 33.0
electronics technician	21.4 - 25.9	23.2 - 28.0	25.0 - 30.1
logistics supervisor	25.8 - 31.5	28.4 - 34.7	31.0 - 37.9
maintenance manager	24.7 - 29.8	27.4 - 33.1	29.9 - 36.1
maintenance mechanic	19.6 - 22.8	21.7 - 25.2	23.6 - 27.4
maintenance supervisor	25.3 - 30.4	27.7 - 33.3	30.0 - 36.2
maintenance worker	17.5 - 20.3	19.4 - 22.5	21.2 - 24.6
millwright	21.1 - 25.4	23.2 - 28.0	25.2 - 30.4
production manager	34.7 - 42.4	37.5 - 46.0	40.4 - 49.4
warehouse supervisor	20.2 - 24.3	22.1 - 26.7	24.0 - 29.0
welder	18.1 - 21.8	19.7 - 23.7	21.2 - 25.5

# trois-rivières

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.8	15.8 - 18.4	17.0 - 19.9
forklift operator	13.8 - 16.0	15.2 - 17.8	16.6 - 19.4
machine operator	15.7 - 18.8	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.9 - 17.0	16.4 - 18.8	17.8 - 20.4
manufacturing worker	14.0 - 15.2	14.9 - 17.3	17.0 - 20.0
material handler	14.0 - 16.0	15.6 - 17.0	16.8 - 20.0
production labourer	14.0 - 15.0	14.8 - 17.1	16.9 - 20.0
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.1	19.9 - 22.8
warehouse labourer	15.1 - 16.2	16.0 - 18.4	18.0 - 19.9

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 43.9	39.4 - 47.5	42.4 - 52.4
buyer assistant	35.8 - 42.6	39.8 - 46.8	43.5 - 51.1
customer service representative	40.0 - 42.3	40.5 - 45.0	43.4 - 50.6
executive assistant	48.7 - 59.9	54.4 - 66.9	59.7 - 73.5
export/import clerk	33.7 - 39.5	37.3 - 43.8	40.4 - 47.5
human resources assistant	38.3 - 44.9	41.9 - 49.1	45.0 - 52.8
inside sales representative	44.5 - 52.9	46.9 - 55.8	49.4 - 58.7
office clerk	33.2 - 38.4	35.5 - 41.1	37.7 - 43.7
receptionist	30.0 - 35.0	32.1 - 37.5	34.2 - 40.0
sales assistant	35.7 - 41.9	38.2 - 44.9	40.8 - 47.9
telemarketing agent	28.4 - 33.1	30.6 - 35.7	32.8 - 38.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	18.3 - 22.0	20.0 - 24.0	21.6 - 25.9
conventional machinist	17.7 - 21.3	19.5 - 23.4	21.2 - 25.4
electrician	23.6 - 28.7	25.5 - 31.1	27.4 - 33.4
electromechanical technician	23.3 - 28.0	26.3 - 31.6	28.8 - 34.7
electronics technician	22.7 - 27.3	24.6 - 29.6	26.4 - 31.7
logistics supervisor	26.9 - 32.8	29.6 - 36.1	32.2 - 39.3
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.7 - 24.1	22.9 - 26.5	24.8 - 28.8
maintenance supervisor	26.2 - 31.6	28.8 - 34.6	31.2 - 37.5
millwright	22.2 - 26.8	24.5 - 29.4	26.5 - 31.9
production manager	36.1 - 44.0	39.0 - 47.6	41.9 - 51.1
quality control technician	17.7 - 21.3	19.1 - 22.9	20.4 - 24.5
welder	19.4 - 23.3	21.1 - 25.3	22.7 - 27.3

# regina

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	40.0 - 47.4	43.7 - 51.7	47.2 - 55.9
customer service representative	36.3 - 42.9	40.2 - 47.5	43.7 - 51.8
customer service supervisor	45.5 - 53.8	49.3 - 58.3	52.9 - 62.6
customer service trainer	39.3 - 47.1	43.1 - 51.6	46.7 - 55.9
inside sales representative	46.9 - 55.5	49.4 - 58.5	51.9 - 61.5
telemarketing agent	29.8 - 35.0	32.3 - 37.8	34.7 - 40.6

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 42.3	39.4 - 45.5	42.1 - 48.6
accounts payable clerk	37.3 - 42.0	41.3 - 46.5	44.9 - 50.6
accounts receivable clerk	38.2 - 43.1	42.3 - 47.7	46.0 - 51.9
invoicing clerk	35.5 - 41.5	39.0 - 45.6	42.0 - 49.1
payroll administrator	41.6 - 49.8	45.4 - 54.4	49.1 - 58.8
payroll clerk	40.6 - 47.4	44.7 - 52.2	48.4 - 56.6

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.2 - 17.8	16.6 - 19.5	18.0 - 21.0
dispatcher	18.1 - 21.2	19.7 - 23.0	21.2 - 24.7
electronic parts assembler	15.1 - 18.0	16.3 - 19.3	17.3 - 20.5
forklift operator	14.4 - 16.9	16.0 - 18.8	17.5 - 20.5
industrial painter	16.1 - 19.2	17.7 - 21.0	19.1 - 22.6
inventory control clerk	16.2 - 18.8	17.8 - 20.5	19.2 - 22.1
logistics coordinator	19.9 - 23.5	21.7 - 25.7	23.4 - 27.8
machine operator	16.5 - 19.8	18.2 - 21.8	19.8 - 23.6
machine operator assistant	15.6 - 17.9	17.2 - 19.7	18.7 - 21.4
manufacturing worker	13.8 - 15.8	15.1 - 17.4	16.4 - 18.7
material handler	14.3 - 16.8	15.9 - 18.7	17.3 - 20.3
moulding machine operator	16.1 - 19.3	17.8 - 21.3	19.3 - 23.1
parts manager	22.9 - 27.4	24.8 - 29.6	26.5 - 31.8
picker/packer	13.6 - 16.0	14.8 - 17.4	15.8 - 18.6
production labourer	13.6 - 15.8	15.5 - 18.0	17.1 - 19.8
sandblasting operator	15.5 - 18.5	16.8 - 19.9	18.0 - 21.3
shipping and receiving clerk	17.9 - 20.4	19.5 - 22.3	21.1 - 24.0
warehouse labourer	14.2 - 16.3	15.9 - 18.2	17.2 - 19.7

# regina

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.4 - 46.0	41.4 - 49.6	44.4 - 53.2
benefits clerk	37.0 - 43.2	40.6 - 47.5	44.1 - 51.5
buyer assistant	35.4 - 41.2	39.3 - 45.8	42.6 - 50.0
claims supervisor	58.2 - 70.1	63.3 - 76.4	66.6 - 81.7
contracts administrator	53.9 - 64.9	58.6 - 69.7	63.2 - 76.2
data entry clerk	30.1 - 34.9	33.0 - 38.2	35.5 - 41.1
document controller	31.2 - 36.1	34.2 - 39.6	36.8 - 42.5
executive assistant	51.1 - 62.8	57.0 - 70.1	62.6 - 76.9
export/import clerk	35.4 - 41.5	39.2 - 45.8	42.4 - 49.5
file clerk	31.7 - 36.7	35.9 - 41.5	39.2 - 45.3
human resources assistant	39.9 - 46.6	43.6 - 50.9	46.7 - 54.7
insurance claims clerk	33.5 - 38.3	36.3 - 41.7	39.1 - 44.9
legal assistant	44.5 - 54.0	51.0 - 61.8	56.9 - 69.0
mailroom clerk	31.2 - 35.7	34.1 - 39.0	36.4 - 41.6
office clerk	34.8 - 40.2	37.2 - 43.0	39.4 - 45.6
office manager	51.9 - 62.9	55.3 - 67.1	58.6 - 71.1
order clerk	32.2 - 37.3	35.3 - 40.9	38.1 - 44.1
order supervisor	49.4 - 58.5	55.2 - 65.3	60.5 - 71.6
project coordinator	42.3 - 50.7	45.8 - 54.9	49.2 - 59.0
receptionist	31.1 - 36.5	33.4 - 39.1	35.6 - 41.7
sales assistant	38.2 - 44.3	40.4 - 47.3	43.4 - 50.2
supply clerk	31.2 - 36.6	33.9 - 39.7	36.3 - 42.4

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.9 - 28.7	25.7 - 30.8	27.5 - 32.9
CNC machinist	19.0 - 22.8	20.7 - 24.9	22.4 - 26.9
conventional machinist	18.4 - 22.1	20.3 - 24.3	22.0 - 26.3
electrician	24.8 - 30.1	26.9 - 32.6	28.8 - 34.9
electromechanical technician	24.5 - 29.4	27.6 - 33.1	30.3 - 36.3
electronics technician	24.0 - 28.7	25.9 - 31.0	27.8 - 33.2
field service technician	23.9 - 28.3	26.4 - 31.3	28.8 - 34.1
heavy equipment mechanic	23.8 - 28.5	26.4 - 31.6	28.7 - 34.5
logistics supervisor	28.2 - 34.2	30.9 - 37.5	33.6 - 40.7
maintenance manager	27.0 - 32.3	29.8 - 35.7	32.4 - 38.8
maintenance mechanic	21.9 - 25.3	24.0 - 27.8	26.1 - 30.1
maintenance supervisor	27.4 - 32.9	30.0 - 36.0	32.5 - 38.9
maintenance worker	19.5 - 22.5	21.6 - 25.0	23.5 - 27.2
millwright	23.4 - 28.1	25.7 - 30.8	27.8 - 33.3
production manager	37.4 - 45.4	40.4 - 49.0	43.3 - 52.5

# regina

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
quality control technician	18.6 - 22.3	20.0 - 24.0	21.4 - 25.7
quality control tester	25.4 - 30.4	28.1 - 33.7	30.6 - 36.7
tool and die maker	23.6 - 28.3	25.9 - 31.0	28.0 - 33.6
warehouse supervisor	22.1 - 26.5	24.2 - 28.9	26.1 - 31.3
welder	20.2 - 24.2	21.9 - 26.3	23.5 - 28.2

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	65.7 - 85.2	73.7 - 97.2	88.0 - 112.0
application support analyst	54.8 - 72.4	63.0 - 83.8	71.8 - 94.4
automation tester	56.2 - 83.6	79.5 - 95.4	90.6 - 121.4
devops development side	78.9 - 103.5	100.6 - 121.4	112.5 - 130.3
ERP developer	63.4 - 82.1	71.0 - 93.6	84.0 - 126.4
front-end developer	62.1 - 81.7	71.1 - 95.1	81.8 - 115.0
full stack developer	56.3 - 79.2	70.4 - 99.4	90.5 - 125.0
IT quality assurance manager	74.6 - 96.8	82.4 - 109.0	92.2 - 122.0
java developer	62.5 - 81.5	70.6 - 110.5	94.5 - 125.4
machine learning developer	81.5 - 117.5	108.9 - 165.2	163.2 - 190.4
manual tester	46.2 - 61.8	54.2 - 73.4	63.3 - 83.7
mobile application developer (ios/android)	63.6 - 88.3	78.3 - 108.2	93.4 - 123.4
RPA developer	69.9 - 81.2	78.6 - 95.6	91.7 - 102.5
UI/UX designer	59.1 - 76.7	66.3 - 87.5	74.9 - 97.8
<b>architecture</b>			
application architect	81.6 - 95.5	92.7 - 110.5	106.8 - 140.5
architect (enterprise)	89.1 - 120.1	102.2 - 140.1	120.4 - 190.5
architect (solutions/technical)	80.1 - 100.3	90.0 - 114.4	101.8 - 128.5
cloud architect	79.5 - 99.9	89.8 - 120.8	114.5 - 190.8
<b>data &amp; analytics</b>			
BI data architect	75.3 - 97.2	83.9 - 110.1	94.3 - 123.1
big data engineer	77.8 - 93.3	91.4 - 112.7	105.6 - 126.4
business intelligence developer	61.3 - 79.6	68.9 - 90.8	77.8 - 100.0
data analyst	48.6 - 71.2	65.3 - 89.4	82.5 - 98.3
data architect	93.7 - 107.2	96.5 - 115.3	101.2 - 130.4
data engineer	66.3 - 88.9	76.6 - 104.3	88.8 - 118.6
data scientist	75.8 - 102.5	88.6 - 119.5	101.9 - 120.5
database administrator	59.7 - 76.3	71.3 - 87.9	82.3 - 104.9

# regina

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.0 - 84.1	72.9 - 96.8	89.0 - 118.6
chief technology officer	111.3 - 188.4	155.6 - 280.5	220.4 - 400.2
CIO/CTO	102.0 - 182.0	152.6 - 272.9	211.4 - 378.3
IT director	102.9 - 124.5	118.6 - 155.0	124.6 - 192.6
technical lead	52.3 - 79.6	75.3 - 85.4	81.6 - 128.3
technical writer	55.4 - 72.0	64.5 - 85.0	74.9 - 96.7
<b>networking/infrastructure</b>			
bilingual tech support	38.0 - 45.7	43.6 - 55.6	50.6 - 75.6
devops system side	76.0 - 103.5	94.5 - 118.6	102.5 - 127.6
help desk representative	43.7 - 58.3	50.2 - 67.3	56.9 - 75.3
information security engineer	68.4 - 91.6	78.9 - 107.2	91.2 - 121.9
information security manager	89.0 - 115.9	98.8 - 131.3	111.3 - 149.1
information security specialist	57.6 - 75.9	66.0 - 88.4	76.0 - 100.1
information systems analyst	61.0 - 78.2	67.3 - 88.1	75.4 - 99.0
linux/unix administrator	69.0 - 90.6	78.8 - 105.3	90.7 - 120.1
network administrator	50.6 - 64.3	61.3 - 86.9	80.6 - 95.4
network engineer	62.3 - 83.2	71.6 - 97.4	82.9 - 111.6
systems administrator	55.7 - 77.8	67.3 - 81.4	79.2 - 105.2
telecommunications analyst	60.3 - 80.5	69.2 - 94.3	80.3 - 108.7
<b>project management</b>			
business systems analyst	72.9 - 98.2	83.5 - 114.2	95.9 - 129.8
ERP project manager	88.7 - 118.3	96.8 - 131.7	107.4 - 147.6
functional analyst	55.6 - 71.6	69.9 - 91.4	89.1 - 117.8
organizational change manager (OCM)	85.4 - 100.6	98.3 - 110.6	107.5 - 125.6
product owner	54.3 - 68.4	65.4 - 88.9	81.6 - 100.2
product owner/manager	75.0 - 103.2	87.1 - 121.6	101.2 - 139.1
program manager	95.0 - 112.0	104.0 - 130.5	125.9 - 170.3
project coordinator	56.3 - 71.4	64.4 - 83.1	74.1 - 94.6
project manager (infrastructure)	65.2 - 85.6	77.6 - 105.5	83.4 - 112.6
project manager (software)	54.6 - 77.6	74.3 - 103.7	84.2 - 111.4
scrum master	68.4 - 89.2	77.2 - 102.5	88.0 - 116.8

# saskatoon

## customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	40.3 - 47.7	44.0 - 52.1	47.6 - 56.4
customer service representative	36.5 - 43.3	40.5 - 47.9	44.1 - 52.3
customer service supervisor	45.1 - 53.4	48.9 - 57.9	52.5 - 62.2
customer service trainer	40.4 - 48.4	44.3 - 53.0	48.0 - 57.4
inside sales representative	46.6 - 55.3	49.1 - 58.2	51.7 - 61.2
telemarketing agent	29.8 - 34.9	32.2 - 37.7	34.6 - 40.5

## finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.2 - 41.8	39.0 - 45.1	41.7 - 48.2
accounts payable clerk	36.9 - 41.6	40.9 - 46.1	44.4 - 50.2
accounts receivable clerk	37.8 - 42.7	41.9 - 47.3	45.6 - 51.5
invoicing clerk	35.1 - 41.1	38.6 - 45.1	41.6 - 48.7
payroll administrator	42.0 - 50.3	45.9 - 55.0	49.7 - 59.5
payroll clerk	40.2 - 47.0	44.3 - 51.8	48.0 - 56.2

## industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.3 - 17.9	16.7 - 19.6	18.1 - 21.2
dispatcher	18.1 - 21.2	19.7 - 23.1	21.2 - 24.8
electronic parts assembler	15.2 - 18.1	16.4 - 19.4	17.4 - 20.7
forklift operator	14.5 - 17.1	16.2 - 19.0	17.6 - 20.7
industrial painter	16.2 - 19.2	17.7 - 21.0	19.1 - 22.7
inventory control clerk	16.2 - 18.8	17.8 - 20.6	19.2 - 22.2
logistics coordinator	19.9 - 23.6	21.8 - 25.8	23.5 - 27.8
machine operator	16.6 - 20.0	18.3 - 22.0	19.9 - 23.8
machine operator assistant	15.6 - 17.9	17.3 - 19.8	18.7 - 21.4
manufacturing worker	13.8 - 15.9	15.2 - 17.4	16.4 - 18.8
material handler	14.4 - 17.0	16.1 - 18.8	17.5 - 20.5
moulding machine operator	16.2 - 19.4	17.9 - 21.4	19.4 - 23.2
parts manager	22.7 - 27.2	24.6 - 29.4	26.3 - 31.6
picker/packer	13.7 - 16.1	14.9 - 17.5	16.0 - 18.7
production labourer	13.8 - 16.0	15.6 - 18.1	17.3 - 20.0
sandblasting operator	15.6 - 18.5	16.8 - 19.9	18.0 - 21.3
shipping and receiving clerk	17.9 - 20.5	19.6 - 22.3	21.1 - 24.1
warehouse labourer	14.3 - 16.4	16.0 - 18.3	17.4 - 19.8

# saskatoon

## office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.2 - 45.8	41.3 - 49.5	44.3 - 53.1
benefits clerk	37.2 - 43.5	40.9 - 47.9	44.4 - 51.9
buyer assistant	35.4 - 41.2	39.3 - 45.8	42.6 - 50.0
claims supervisor	58.0 - 69.9	63.1 - 76.2	66.3 - 81.2
contracts administrator	53.5 - 64.6	58.2 - 69.4	62.9 - 76.0
data entry clerk	29.8 - 34.5	32.6 - 37.8	35.2 - 40.7
document controller	31.3 - 36.3	34.4 - 39.9	37.0 - 42.8
executive assistant	50.7 - 62.3	56.6 - 69.6	62.1 - 76.3
export/import clerk	35.1 - 41.1	38.8 - 45.4	42.0 - 49.1
file clerk	31.8 - 36.9	36.1 - 41.8	39.4 - 45.6
human resources assistant	40.2 - 47.0	43.9 - 51.3	47.1 - 55.1
insurance claims clerk	33.2 - 37.9	36.0 - 41.2	38.8 - 44.3
legal assistant	44.7 - 54.2	51.2 - 62.2	57.2 - 69.5
mailroom clerk	30.9 - 35.4	33.7 - 38.6	36.0 - 41.2
office clerk	34.4 - 39.8	36.8 - 42.6	39.0 - 45.1
office manager	51.7 - 62.7	55.1 - 66.8	58.4 - 70.9
order clerk	32.3 - 37.5	35.5 - 41.1	38.4 - 44.4
order supervisor	49.2 - 58.2	54.9 - 65.1	60.3 - 71.4
project coordinator	42.4 - 50.8	45.9 - 55.0	49.3 - 59.1
receptionist	31.3 - 36.7	33.6 - 39.4	35.8 - 42.0
sales assistant	38.0 - 44.1	40.2 - 47.0	43.1 - 49.9
supply clerk	31.2 - 36.7	33.9 - 39.8	36.3 - 42.5

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.7 - 28.4	25.4 - 30.5	27.2 - 32.6
CNC machinist	19.1 - 22.9	20.8 - 24.9	22.5 - 26.9
conventional machinist	18.5 - 22.2	20.3 - 24.4	22.0 - 26.4
electrician	24.5 - 29.7	26.5 - 32.1	28.4 - 34.5
electromechanical technician	24.4 - 29.2	27.5 - 33.0	30.1 - 36.1
electronics technician	23.8 - 28.6	25.8 - 30.9	27.6 - 33.1
field service technician	23.8 - 28.1	26.3 - 31.1	28.6 - 33.9
heavy equipment mechanic	24.0 - 28.8	26.6 - 31.8	28.9 - 34.7
logistics supervisor	28.5 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance manager	27.0 - 32.4	29.9 - 35.8	32.5 - 38.9
maintenance mechanic	21.9 - 25.3	24.1 - 27.8	26.1 - 30.2
maintenance supervisor	27.5 - 33.0	30.1 - 36.1	32.6 - 39.0
maintenance worker	19.5 - 22.6	21.6 - 25.0	23.6 - 27.2
millwright	23.4 - 28.1	25.7 - 30.8	27.8 - 33.4
production manager	37.9 - 46.0	40.9 - 49.6	43.8 - 53.2

# saskatoon

## skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
quality control technician	18.6 - 22.3	20.1 - 24.0	21.4 - 25.7
quality control tester	25.3 - 30.3	28.0 - 33.5	30.5 - 36.5
tool and die maker	23.7 - 28.4	26.0 - 31.1	28.1 - 33.7
warehouse supervisor	22.6 - 27.0	24.7 - 29.6	26.7 - 32.0
welder	20.3 - 24.2	22.0 - 26.3	23.6 - 28.3

## technologies

	annual salaries		
	entry	mid	senior
<b>application software</b>			
.net/C# developer	65.1 - 84.4	73.0 - 96.1	88.9 - 104.6
application support analyst	54.3 - 71.8	62.4 - 82.9	71.1 - 93.4
automation tester	56.1 - 83.9	79.6 - 94.3	90.6 - 121.8
devops development side	78.6 - 103.3	100.4 - 121.5	112.9 - 130.8
ERP developer	62.8 - 81.3	70.3 - 92.6	84.3 - 126.0
front-end developer	61.5 - 80.9	70.4 - 94.1	81.4 - 115.4
full stack developer	56.0 - 79.8	70.1 - 99.4	95.2 - 125.3
IT quality assurance manager	75.5 - 98.0	83.4 - 110.3	93.3 - 123.5
java developer	61.9 - 80.2	69.4 - 110.3	93.4 - 125.6
machine learning developer	81.0 - 117.0	108.0 - 165.0	160.4 - 190.4
manual tester	46.2 - 61.9	54.2 - 73.5	63.3 - 83.8
mobile application developer (ios/android)	63.0 - 87.3	77.6 - 107.0	92.4 - 122.0
RPA developer	69.0 - 81.0	78.0 - 95.0	91.0 - 102.6
UI/UX designer	58.5 - 76.0	65.7 - 86.6	74.2 - 96.7
<b>architecture</b>			
application architect	81.9 - 93.6	92.8 - 113.6	102.5 - 140.5
architect (enterprise)	88.1 - 118.8	101.0 - 138.7	120.0 - 190.0
architect (solutions/technical)	79.3 - 99.1	89.0 - 113.1	100.6 - 127.1
cloud architect	78.7 - 98.8	88.9 - 121.4	115.1 - 190.5
<b>data &amp; analytics</b>			
BI data architect	74.6 - 96.1	83.0 - 108.8	93.3 - 121.7
big data engineer	77.0 - 93.0	91.0 - 112.0	105.0 - 126.0
business intelligence developer	60.7 - 78.8	68.2 - 89.9	77.1 - 100.9
data analyst	48.0 - 71.8	65.4 - 89.3	82.6 - 98.7
data architect	93.6 - 104.5	96.5 - 115.2	101.4 - 130.4
data engineer	65.7 - 88.0	75.9 - 103.1	87.8 - 117.2
data scientist	75.4 - 102.6	88.9 - 119.3	101.8 - 120.6
database administrator	59.9 - 76.9	71.5 - 87.6	82.6 - 104.0

# saskatoon

## technologies

	annual salaries		
	entry	mid	senior
<b>leadership/business technology</b>			
business analyst	60.0 - 83.3	72.2 - 95.7	89.0 - 118.0
chief technology officer	111.2 - 188.9	155.4 - 280.4	220.9 - 400.1
CIO/CTO	103.2 - 183.9	154.4 - 275.0	213.4 - 380.2
IT director	102.6 - 124.5	118.6 - 155.4	127.9 - 190.9
technical lead	52.9 - 79.6	76.3 - 85.6	81.8 - 126.0
technical writer	54.9 - 71.4	63.9 - 84.2	74.2 - 95.7
<b>networking/infrastructure</b>			
bilingual tech support	38.8 - 45.2	43.1 - 55.4	50.6 - 75.9
devops system side	76.4 - 103.5	97.4 - 118.5	102.4 - 127.6
help desk representative	43.2 - 57.8	49.7 - 66.7	56.3 - 74.6
information security engineer	67.8 - 90.6	78.1 - 106.0	90.3 - 120.6
information security manager	90.1 - 117.3	100.0 - 132.9	112.7 - 150.9
information security specialist	57.1 - 75.2	65.4 - 87.4	75.2 - 99.0
information systems analyst	60.4 - 77.5	66.7 - 87.2	74.7 - 97.9
linux/unix administrator	68.3 - 89.6	78.0 - 104.1	89.7 - 118.8
network administrator	50.3 - 64.5	61.8 - 86.9	80.9 - 95.1
network engineer	61.7 - 82.4	70.9 - 96.3	82.1 - 110.4
systems administrator	55.9 - 77.6	67.9 - 81.3	79.6 - 105.2
telecommunications analyst	59.7 - 79.6	68.6 - 93.2	79.5 - 107.5
<b>project management</b>			
business systems analyst	72.2 - 97.1	82.6 - 112.9	94.9 - 128.4
ERP project manager	89.8 - 119.8	98.0 - 133.3	108.7 - 149.4
functional analyst	55.9 - 71.8	69.8 - 91.6	89.7 - 117.8
organizational change manager (OCM)	85.9 - 100.8	98.2 - 110.5	108.9 - 125.9
product owner	55.4 - 69.7	67.5 - 89.7	81.3 - 100.4
product owner/manager	74.9 - 102.5	86.1 - 120.3	100.0 - 137.8
program manager	95.0 - 112.0	104.0 - 130.0	125.0 - 170.0
project coordinator	55.8 - 70.8	63.8 - 82.3	73.4 - 93.6
project manager (infrastructure)	67.8 - 87.4	79.0 - 106.2	85.9 - 112.1
project manager (software)	55.6 - 78.9	75.4 - 105.1	85.3 - 113.4
scrum master	68.5 - 89.3	77.3 - 102.6	88.1 - 117.0



## CANADIAN CONSULTING C O M M U N I T Y

[www.SuccessfulConsultant.Ca](http://www.SuccessfulConsultant.Ca)