

# Data Scientist Salaries Report

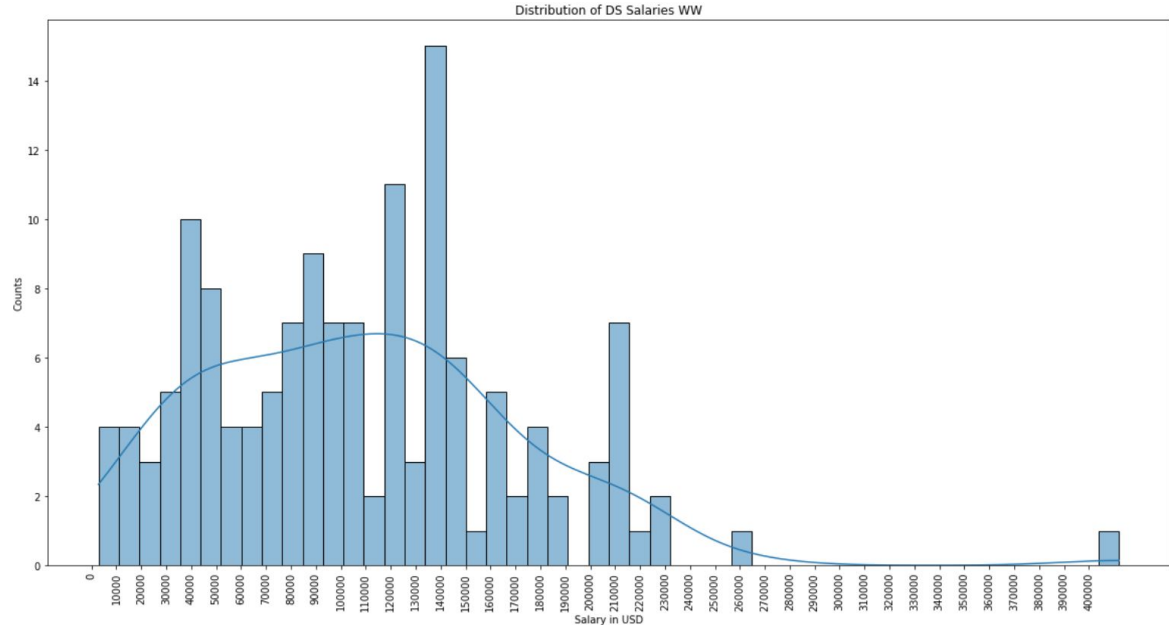
2025

# Executive Summary

This report is intended to assist in determining a competitive salary for a Data Scientist (DS) in a small US based company. The following sections will give an overview of DS salaries and their development over 3 years, as well as comparing DS salaries worldwide (WW). The last section makes a recommendation for a competitive DS salary range given the size and location of our company.

# Overview of DS Salaries WW

We observe that DS salaries span a wide range, with a median of \$103,691, minimum of \$2859, and a maximum of \$412,000 (reported from 24 company location countries/27 employee countries of residence)

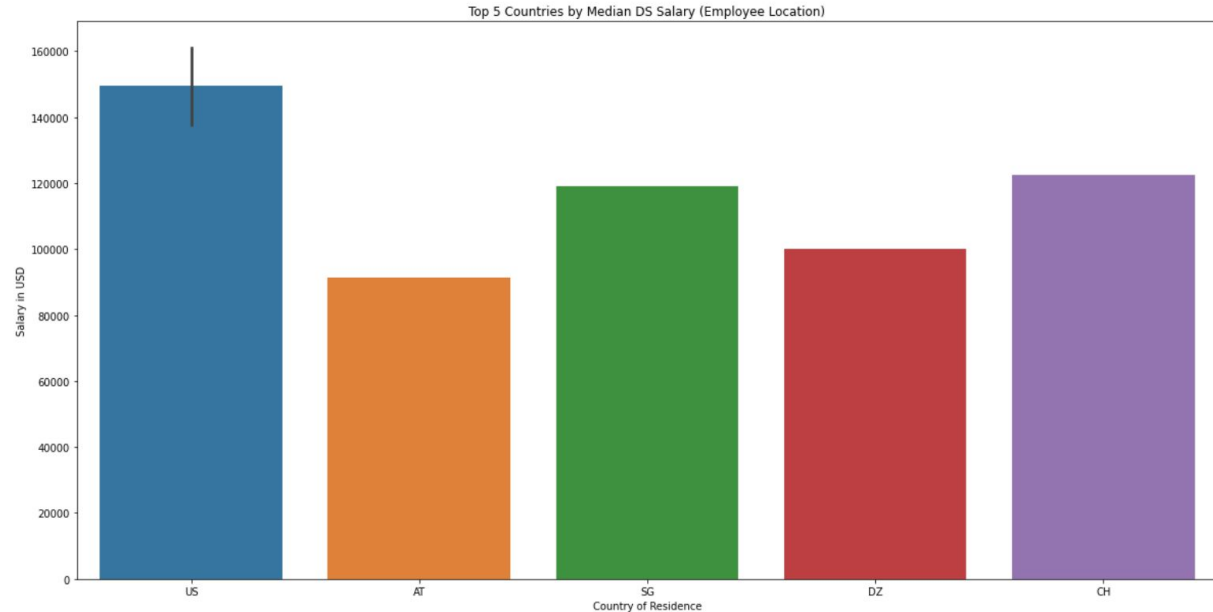


# Employee Locations

- Our dataset includes a total of 27 different employee countries of residence.
- For the 27 countries that we have data on, the US pays the highest average and median salaries, with \$149,408 and \$140,000 respectively.
- We also have the most records from the US, with 78 reported salaries, giving us higher confidence in the reported range of salaries.
- The highest reported salary in the US is \$412,000 and the lowest is \$58,000.

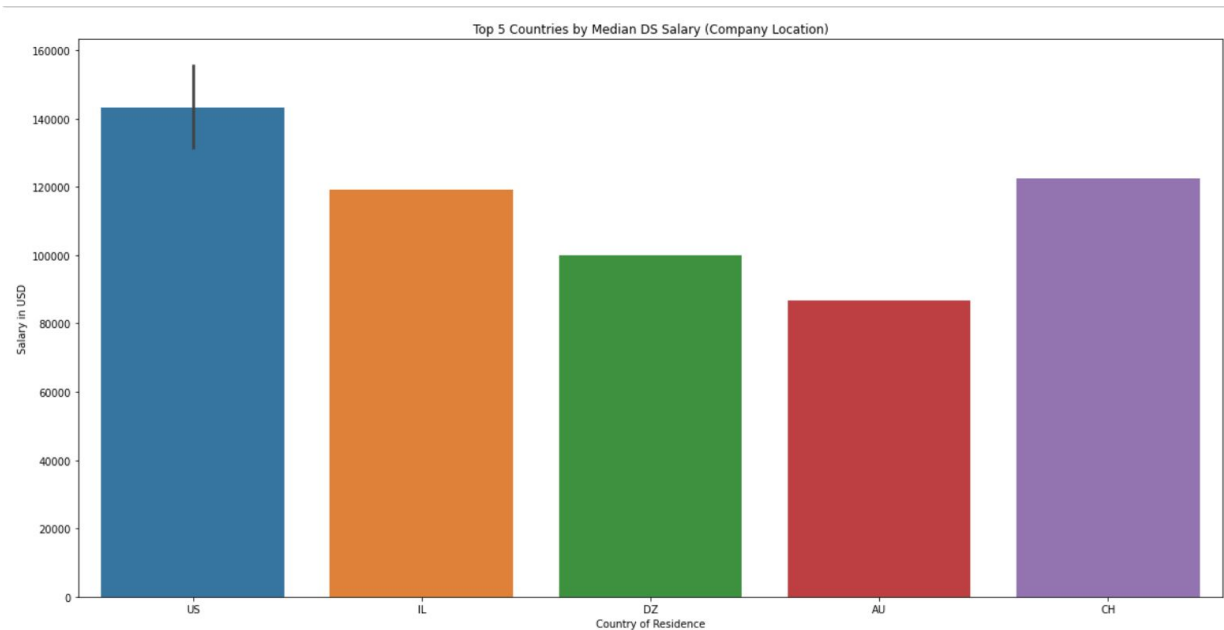
# Employee Locations - Top 5

- The top 5 paying countries are the US, Switzerland, Singapore, Algeria, and Austria.
- We only have 1 record each for countries in this list that are not the US - numbers are likely not representative of the population.



# Company Locations - Top 5

- The top 5 paying countries are the US, Switzerland, Israel, Algeria, and the UK
- We only have 1 record for CH, IL, and DZ, and 11 records for GB in this list, so numbers are likely not representative of the population



# Mitigating Factors (Remote Work, Experience Level, Company Size)

- Overall, in office work pays higher than hybrid or fully remote work (see Appendix I for a visual representation of salaries by remote percent)
- Only the US, the UK, and India have a mix of full in office, hybrid, and fully remote options, while most other countries show overwhelmingly fully in office work
- For the US, both fully in office and fully remote work pay higher salaries than hybrid work. Surprisingly, in the US, fully remote work pays higher than fully in office

# Experience Level

- Senior Data Scientists earn the highest salaries WW, with the US paying the highest Senior DS salaries WW with over \$160,000, while Canada and France both pay Senior DS salaries under \$100,000 (see Appendix II for a visual representation of differences)
- While the cost of living is lower in Europe, cost of living in Canada is comparable to the US, but salaries in this dataset are much lower



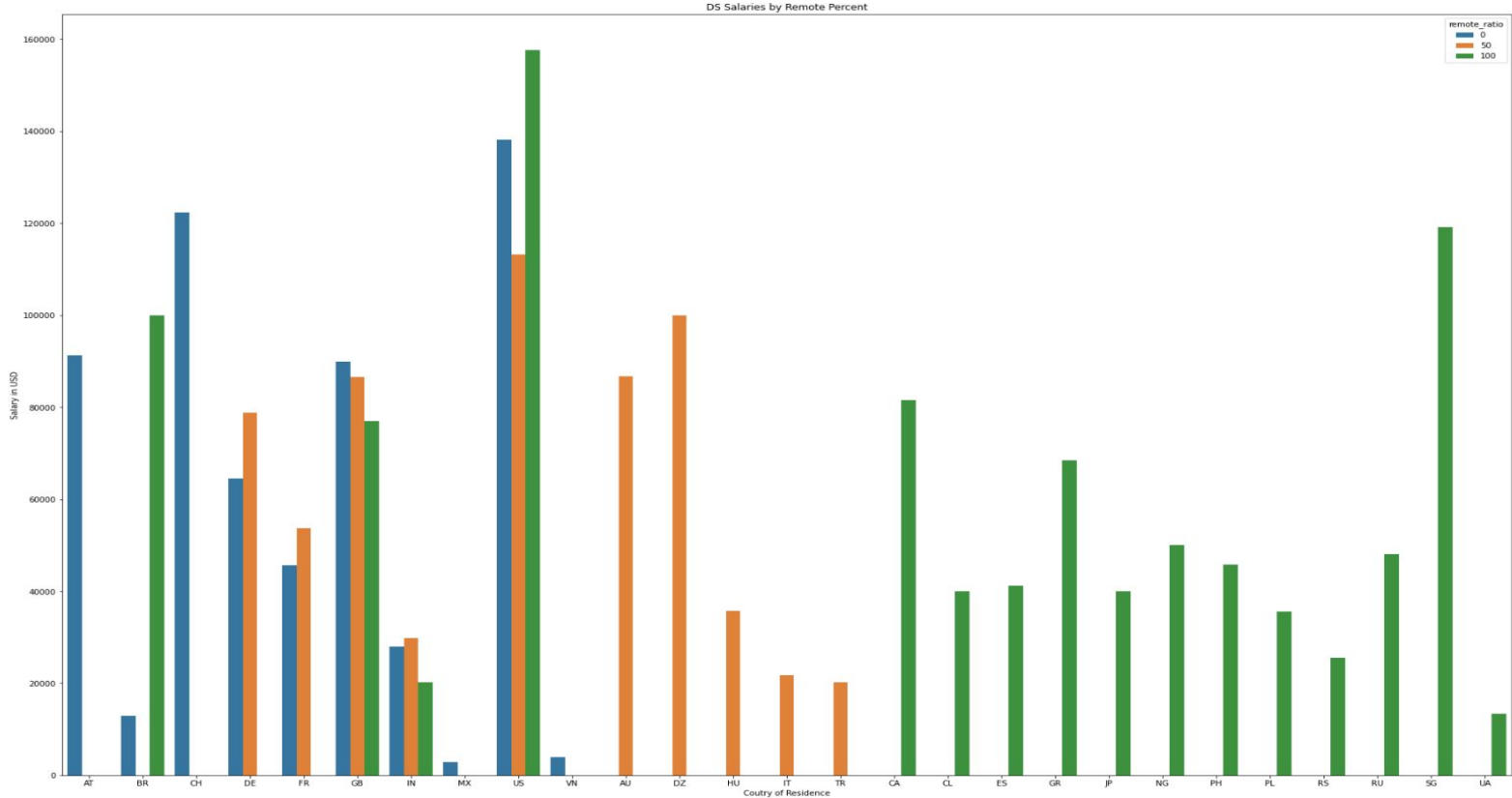
# Impact of Recession and Company Size

- We also see a global trend of DS salaries rising, with a difference of +\$50,201 between 2020 and 2022. This is likely due to the great recession and a competitive job market pushing salaries up (see Appendix III for a visual representation)
- Company size also has a significant impact on DS Salaries with small companies paying an average of \$51,925, medium sized companies paying an average of \$126,380, and large companies paying an average of \$103,313 WW (see Appendix III for a visual representation)
- In the US, where salaries are higher, small companies pay an average of \$94,375, medium sized companies pay an average of \$151,650, and large companies pay an average of \$154,233

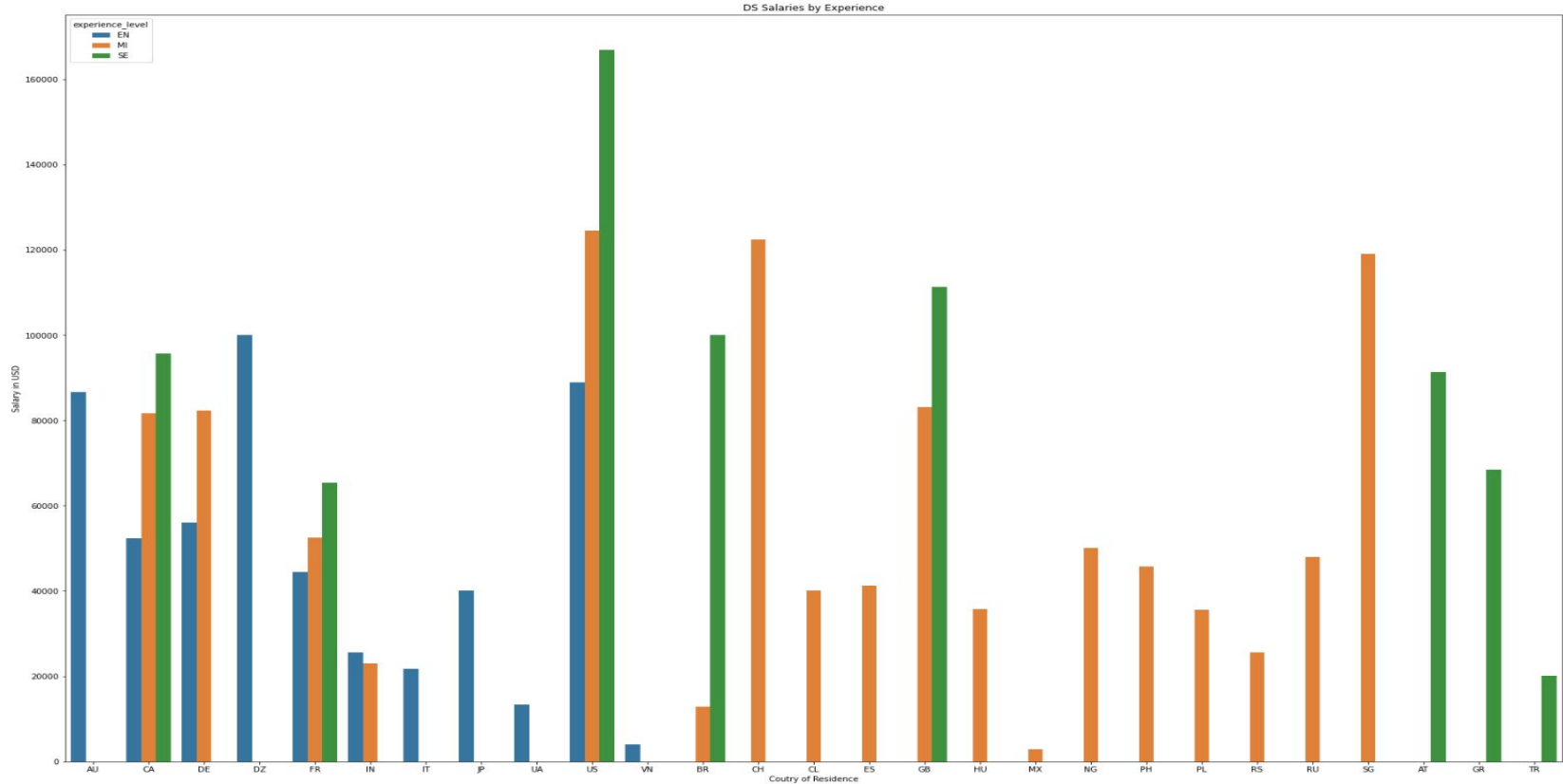
# Recommendation

- We recommend an initial salary range of \$95,000 to \$105,000 for a mid-level/intermediate DS based in the US
- This range covers both remote and fully in office work and is competitive for a mid-level role at a small company (once the company expands to a medium sized company, the salary range can be bumped up to \$115,000 to \$130,000)
- For a DS outside of the US, we recommend hiring in Canada, given the lower overall salary range and proximity in time zones – We recommend a salary range of \$78,000 to \$83,000 if hiring for a mid-level/intermediate DS role in Canada, given that the average salary paid by small companies to their senior DSs is \$87,738
- If we do not care whether the DS is in the same timezone as the rest of the team, we recommend hiring in India – Given the decent amount of data reported for India, we recommend a salary range of \$9,500 to \$11,000 for a mid-level/intermediate DS role in India.

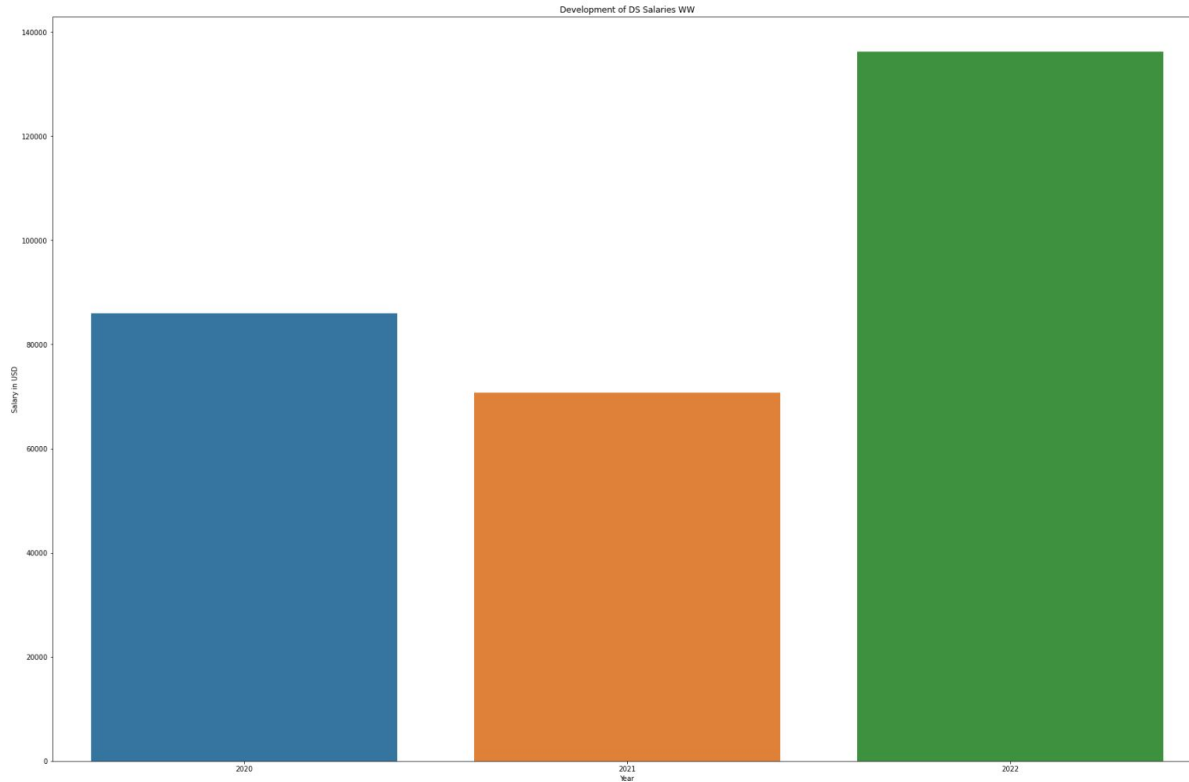
# Appendix I - Work Type Comparison



# Appendix II - Experience Level Comparison



# Appendix III - Impact of Recession



# Appendix III - Impact of Company Size

