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Data Scientist Salaries Report

This report gives an overview of Data Science salaries within the US and outside of the US. It 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.

1) Overview of DS Salaries WW

This section gives an overview of DS salaries observed in 24 company location countries and 27 employee countries of residence. Overall, we observe that DS salaries span a wide range, with a median of \$103,691, minimum of \$2859, and a maximum of \$412,000.

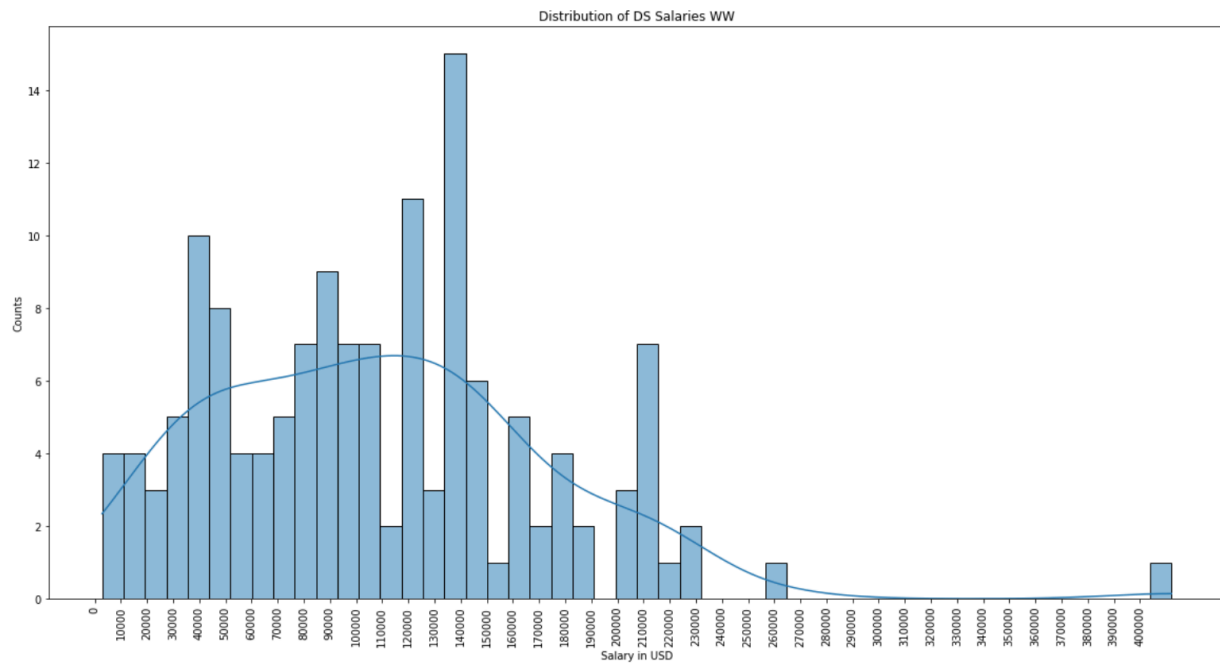


Fig. 1: Distribution of DS Salaries WW

The following sections will dive deeper into salaries by employee and company locations, giving a more detailed overview of top paying locations and their salary ranges.

1.1) 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. The top 5 paying countries are the US, Switzerland,

Singapore, Algeria, and Austria. However, we only have 1 record each for countries in this list that are not the US, so numbers are likely not representative of the population.

The lowest paying country is Mexico with a mean of \$2859 (there is only 1 reported salary, meaning that the median, max, and min are the same number). See Table 1 in Appendix I for a full overview of employee location based DS salaries.

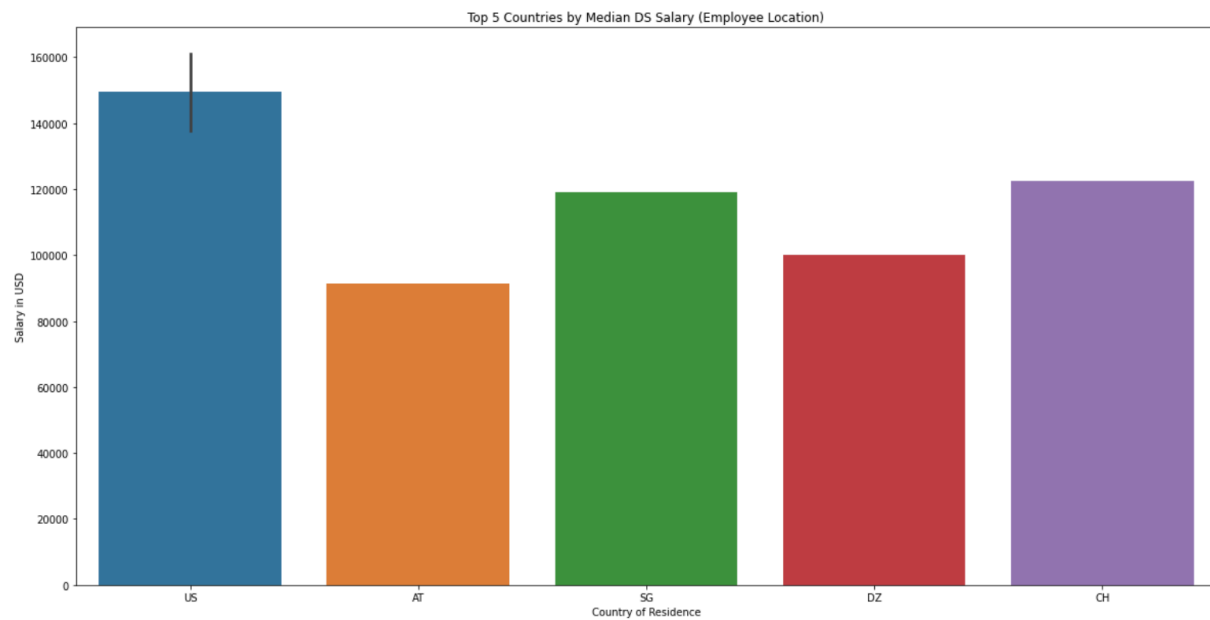


Fig. 2: Top 5 DS Salary Countries (Employee Residence)

1.2) Company Locations.

Our dataset includes a total of 24 different company countries. For the 24 countries that we have data on, the US pays the highest average and median salaries, with \$143,115 and \$140,000 respectively. We also have the most records from the US, with 84 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 \$5,679. The top 5 paying countries are the US, Switzerland, Israel, Algeria, and the UK. However, 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.

See Table 2 in Appendix I for a full overview of company location based DS salaries.

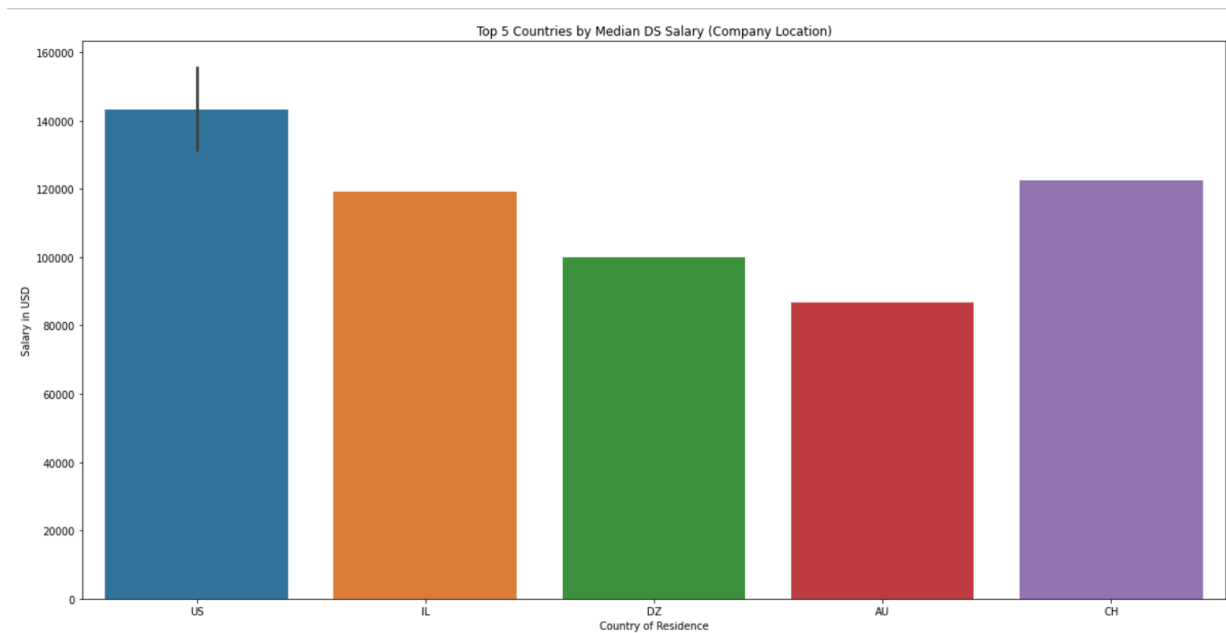


Fig. 3: Top 5 DS Salary Countries (Company Location)

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

Overall, in office work pays higher than hybrid or fully remote work. 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.

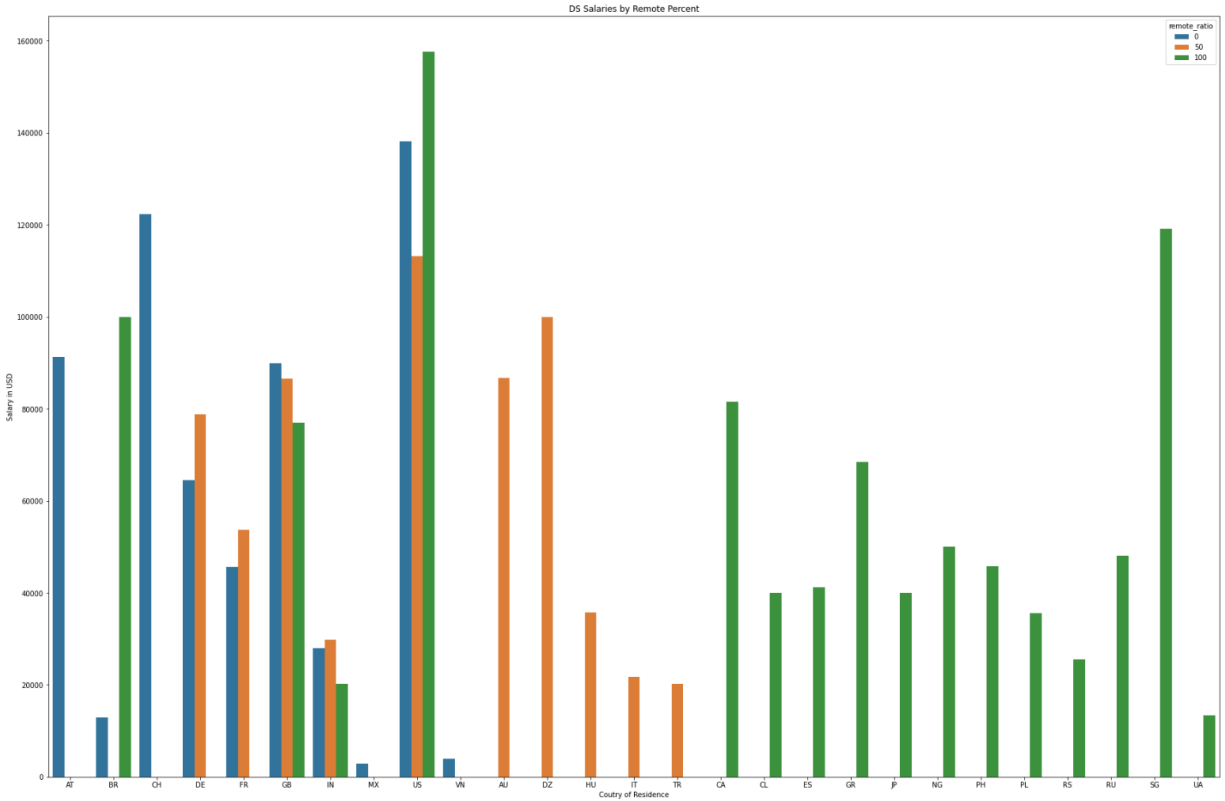


Fig. 4: Comparison of Work Type (0: no remote work; 50: hybrid; 100: fully remote)

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. 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.

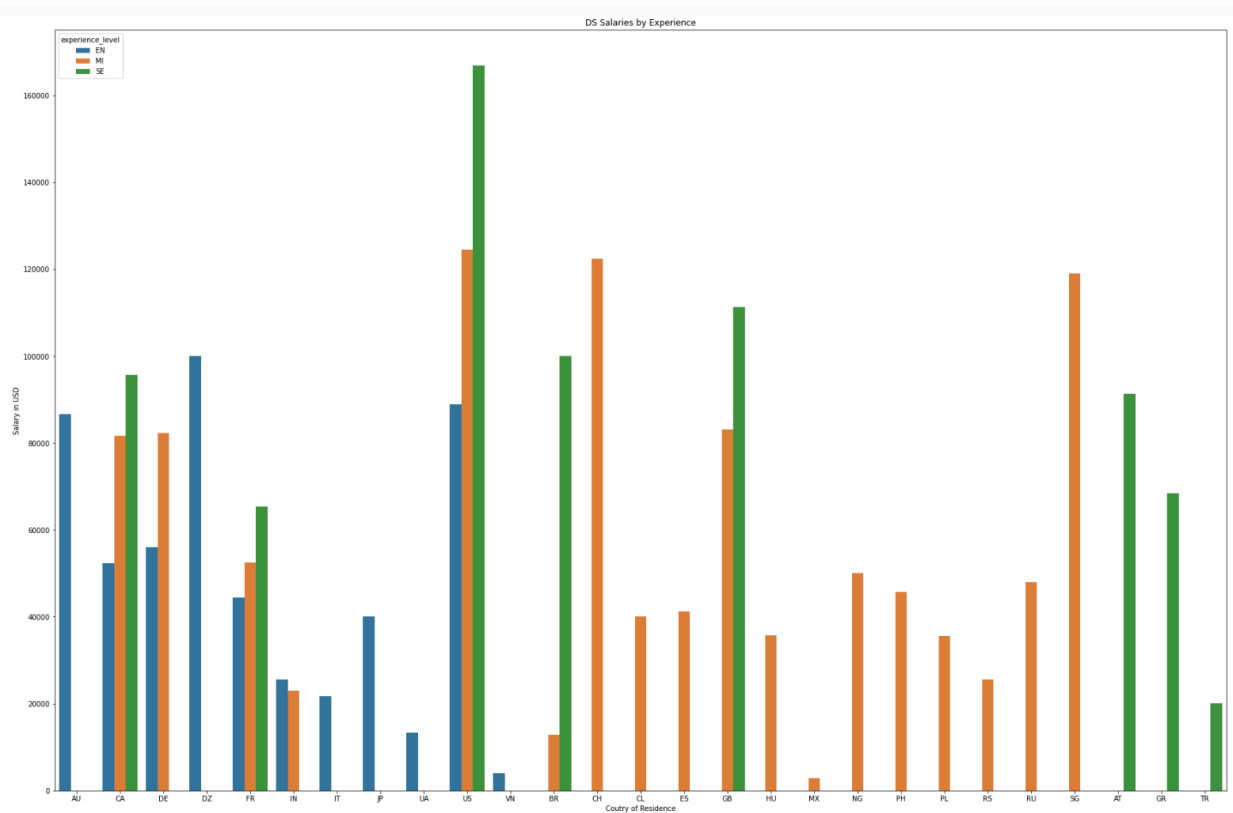


Fig. 5: DS Salaries by Experience Level

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.

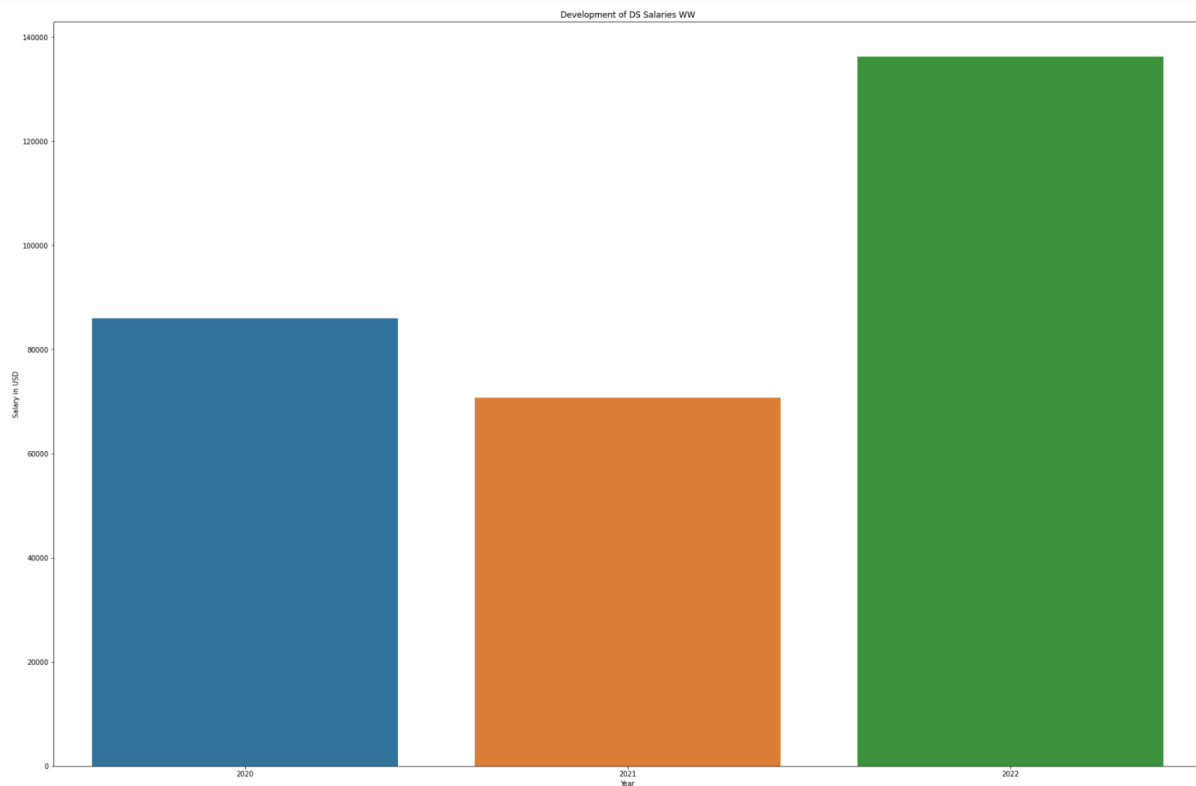


Fig. 6: Trend of DS Salaries between 2020 and 2022

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. 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.

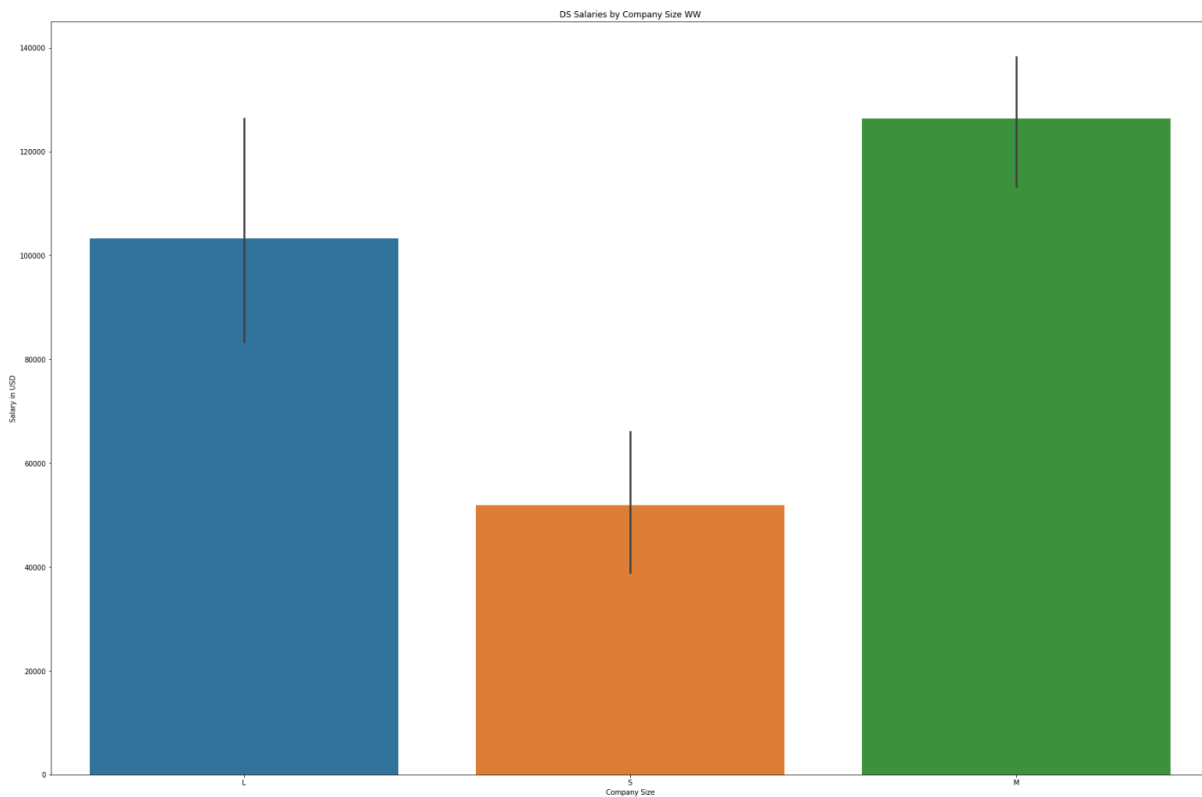


Fig. 7: DS Salaries by Company Size

3) Recommendation

Given that we are a small company in the US looking for a DS that can operate at a company wide scale, 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.

If we want to hire a DS outside of the US, we recommend hiring in Canada, given the lower overall salary range and proximity in timezones. 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.

Appendices

Appendix I

Table 1. Overview of DS Salaries WW for Employee Locations.

Employee Residence	Average Salary (USD)	Median Salary (USD)	Max Salary	Min salary	Number of Employees
US	149408.33		140000.0	412000	58000
CH	122346.00		122346.0	122346	122346
SG	119059.00		119059.0	119059	119059
DZ	100000.00		100000.0	100000	100000
AT	91237.00		91237.0	91237	91237
GB	88177.36		76958.0	183228	39263
AU	86703.00		86703.0	86703	86703
CA	81489.16		81756.0	103691	52396
DE	74773.71		79833.0	90734	49268
GR	68428.00		68428.0	68428	68428
BR	56450.50		56450.5	100000	12901
FR	51665.62		50483.5	77684	36643
NG	50000.00		50000.0	50000	50000
RU	48000.00		48000.0	48000	48000

PH	45760.00	45760.0	45760	45760	1
ES	41136.66	38776.0	46809	37825	3
CL	40038.00	40038.0	40038	40038	1
JP	40000.00	40000.0	40000	40000	1
HU	35735.00	35735.0	35735	35735	1
PL	35590.00	35590.0	35590	35590	1
RS	25532.00	25532.0	25532	25532	1
IN	23838.33	28399.0	40481	5679	9
IT	21669.00	21669.0	21669	21669	1
TR	20171.00	20171.0	20171	20171	1
UA	13400.00	13400.0	13400	13400	1
VN	4000.00	4000.0	4000	4000	1
MX	2859.00	2859.0	2859	2859	1

Table 2. Overview of DS Salaries WW for Company Locations.

	Average Salary (USD)	Median Salary (USD)	max_salary	min_salary	Number of Employees
company_location					
US	143115.67	140000.0	412000	5679	8 4

CH	122346.00	122346.0	122346	122346	1
IL	119059.00	119059.0	119059	119059	1
DZ	100000.00	100000.0	100000	100000	1
GB	88177.36	76958.0	183228	39263	1 1
AU	86703.00	86703.0	86703	86703	1
CA	77787.00	75774.0	103691	52396	5
AT	76352.00	76352.0	91237	61467	2
DE	69640.14	79833.0	90734	25532	7
LU	62726.00	62726.0	62726	62726	1
FR	50085.57	49646.0	77684	36643	7
NG	50000.00	50000.0	50000	50000	1
ES	41136.66	38776.0	46809	37825	3
CL	40038.00	40038.0	40038	40038	1
MY	40000.00	40000.0	40000	40000	1
HU	35735.00	35735.0	35735	35735	1
PL	35590.00	35590.0	35590	35590	1
IN	26108.25	29075.0	40481	9466	8
IT	21669.00	21669.0	21669	21669	1
TR	20171.00	20171.0	20171	20171	1

UA	13400.00	13400.0	13400	13400	1
BR	12901.00	12901.0	12901	12901	1
VN	4000.00	4000.0	4000	4000	1
MX	2859.00	2859.0	2859	2859	1