

# Enterprise SaaS Salary Levels – USA

The following data represents our feedback based on current levels of remuneration in the USA Enterprise SaaS market place.

There can be variations in the figures by a factor of +/- 10% depending on factors such as vertical market focus, employer size, complexity of sale, funding and contract value. The Current levels of remuneration DO NOT include car allowance / car, or other employer benefits. The annual sales target and deal size can affect the level of basic salary for Sales Execs.

STATES	Chief Revenue Officer	Senior Sales Enterprise	Senior Sales Mid-Market	Channel Director	Director Customer Success	Customer Success Manager	Enterprise Pre-Sales
<b>MAJOR METRO</b>	\$290k / \$550k OTE	\$175k / \$320k OTE	\$140k / \$280k OTE	\$175k / \$300k OTE	\$220k + bonus	\$150k + bonus	\$165k + bonus
<b>NON METRO/REMOTE</b>	\$250 / \$500k OTE	\$150k / \$300k OTE	\$120k / \$240k OTE	\$150k / \$275k OTE	\$190k + bonus	\$130k + bonus	\$140k + bonus

## DEFINITIONS

**MAJOR METRO:** Boston, Chicago, New York, San Fran, Seattle | **REMOTE:** Home-based, non-Metro location | **CRO:** Teams generating \$0-100m ARR, with headcount of up to 30 | **MID-MARKET:** Non-Enterprise, transactional SaaS deals | **ENTERPRISE:** Complex, C level selling, long sales cycles

## Who are Intrinsic Executive Search?

Founded in the UK in 2006 with an extensive network in the UK, EMEA and the USA, Intrinsic Executive Search is a leading boutique Executive Search firm specializing in the Global Headhunting of VP, Director, Senior Sales, Pre-Sales, Marketing and Board level personnel for SaaS firms.

ANY QUESTIONS OR NEED MORE SPECIFIC INFO? [VISIT US HERE](#), CALL +44 (0) 1183 282008 OR [CLICK TO BOOK A CALL](#)

To receive future SaaS data and reports, [subscribe here](#)