**Data Science Salary Analysis Report**

**Period:** 2020 – 2023

**Source:** Dataset of Salary and Employment by Experience Level, Job Role and Work Type.

1. **Salary Distribution by Experience Level:**

* **Entry-Level (EN):**
* Avg Salary: $78,546
* Min Salary: $5,409
* Max Salary: $300,000
* **Mid-Level (MI):**
* Avg Salary: $108,996
* Min Salary: $5,132
* Max Salary: $300,000
* **Senior (SE):**
* Avg Salary: $151,728
* Min Salary: $8,000
* Max Salary: $323,300
* **Executive (EX):**
* Avg Salary: $190,301
* Min Salary: $15000
* Max Salary: $325,000

As we can observ the Senior professionals earn nerly 2x more than Mid-Level and almost 3x more than the Entry-Level on average.

1. **Salary Precentiles (Overall)**

* **25th Precentile:** ~$94,000
* **Median Salary:** ~$130,000
* **75th Precentile:** ~$174,000

Median is ~38.3% higher than the 25th precentile.

75th precentile is ~33.8% higher than the median

And 75th precentile is ~85.1% higher then the 25th precentile.

1. **Salary Growth Ratio Between Experience Levels:**

* **Entry-Level to Mid-Level:** +30% increase.
* **Mid-Level to Senior:** +47.3% increase

Moving from mid-level to senior brings the most significant financial benefit.

1. **Job Role Distribution:**

* Data Engineer: 38.6%
* Data Scientist: 28.2%
* Data Analyst: 21.9%
* Machine Learning Engineer: 9.2%
* Data Architect: 2.1%

The Data Engineers dominate the job market, followed by Data Scientists and Analysts.

1. **Average Salary by Work Type:**

* On-Site: $142,871
* Remote: $135,281
* Hybrid: %74,971

Hybrid workers earn ~48% less than on-site workers on average.

Possible causes for that: Job type and Seniority, Company policies and budget, Lower demand.

1. **Number of Employees by Work Type:**

* Remote: 1635 employees
* On-Site: 1200 employees
* Hybrid: 387 employees

Remote jobs are the most common, aligning with higher average salaries.

1. **Salary Evolution (2020 – 2023)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **On-Site** | **Remote** | **Hybrid** |
| **2023** | **$151,000** | **$145,000** | **$72,000** |
| **2022** | **$135,000** | **$134,000** | **$80,000** |
| **2021** | **$95,000** | **$108,000** | **$73,000** |
| **2020** | **$72,000** | **$93,000** | **$80,000** |

On-Site and remote salaries have grown significantly sice 2020 ( on-site between 11.9% and 42.1%) and remote ( between 8.2% and 24.1%) The year with the highest growth beeing 2021-2022. Meanwhile the Hybrid work type salaries remaind nearly stagnant.

1. **Salary Precent Change (2020-2023)**

* On-site: +30%
* Remote: +18%
* Hybrid: -2%

Hybrid workers not only earn less but also saw a slight salary decline over the last 4 years.

**Summary Insight:**

Professionals aiming for the best compensation should consider remote or on-site roles, target senior-level promotions , and explore tehnical roles such as Data Engineering and Data Science. The hybrid work model, while flexible, may currently offer less financial growth.