Career Path Pay Blueprint (AvgPay)

This blueprint provides a 12-month compensation growth roadmap using illustrative examples.
Use this as planning guidance, then customize milestones to your role and market.

Three Next-Role Options (Illustrative)

Option 1: Senior IC -> Staff IC (higher scope, architecture ownership).

Option 2: Senior IC -> Engineering Manager (people leadership premium).

Option 3: Senior IC -> Product-facing specialist (cross-functional leverage).

Skills ROI Prioritization

High ROI: stakeholder communication, system design, project scoping.
Medium ROI: niche tooling, reporting automation, interview storytelling.
Track each skill by expected pay impact and evidence deadline.

30/60/90 Day Plan

Day 30: identify target role ladder and baseline performance gaps.

Day 60: deliver one high-visibility project with measurable outcomes.

Day 90: present growth narrative and compensation case to manager/recruiter.

12-Month Plan

Q1: skill gap closure + visibility milestones.

Q2: scope expansion and leadership signals.

Q3: internal leveling or external interview cycle.

Q4: negotiation execution and offer comparison.

City vs Remote Considerations

City-based roles may offer higher top-end but stronger on-site expectations.

Remote roles can improve flexibility with varying geo band compensation math.

Clarify policy assumptions before evaluating role economics.

Notes + Disclaimer

All role paths and compensation implications in this blueprint are illustrative.

This document is informational and not a guarantee of salary outcomes.