

Tech Salary Guide

Comprehensive salary information for the most in-demand tech roles. Use this guide to benchmark compensation and negotiate better offers.

About This Salary Guide

Our salary data is based on thousands of job listings and reported salaries across the tech industry. We regularly update this guide to reflect current market conditions and trends. Salaries may vary based on:

Location

Major tech hubs tend to offer higher salaries



Experience

Junior, mid-level, and senior positions



Company Size

From startups to large enterprises

Tech Role Salary Ranges

All figures in USD for annual salaries

Role	Junior (0-2 years)	Mid-Level (3-5 years)	Senior (6+ years)
Software Engineer	\$70,000 - \$100,000	\$95,000 - \$140,000	\$130,000 - \$180,000
Frontend Developer	\$65,000 - \$90,000	\$90,000 - \$130,000	\$125,000 - \$170,000
Backend Developer	\$75,000 - \$105,000	\$100,000 - \$145,000	\$135,000 - \$185,000
Full Stack Developer	\$75,000 - \$110,000	\$105,000 - \$150,000	\$140,000 - \$190,000
DevOps Engineer	\$85,000 - \$120,000	\$110,000 - \$160,000	\$150,000 - \$200,000
Data Scientist	\$85,000 - \$120,000	\$115,000 - \$160,000	\$150,000 - \$210,000
UX Designer	\$60,000 - \$85,000	\$85,000 - \$120,000	\$115,000 - \$160,000
Product Manager	\$80,000 - \$110,000	\$110,000 - \$150,000	\$145,000 - \$200,000
QA Engineer	\$60,000 - \$90,000	\$80,000 - \$120,000	\$115,000 - \$150,000
Machine Learning Engineer	\$90,000 - \$130,000	\$120,000 - \$170,000	\$160,000 - \$220,000

Location Adjustments

Salaries vary significantly by location. Use these multipliers to estimate salaries in different cities:

San Francisco	+50%	New York	+40%	Seattle	+30%
Boston	+20%	Austin	+10%	Chicago	+5%
Denver	Baseline	Atlanta	-5%	Dallas	-5%
Remote	Baseline				

Tech Salary Trends

Current Market Insights

Highest Growth Areas

Machine Learning, Cloud Engineering, and Cybersecurity are seeing the fastest salary growth.

Remote Work Impact

Remote positions typically offer 5-15% lower salaries than on-site roles in major tech hubs, but often higher than local market rates.

Emerging Skills Premium

Professionals with AI, blockchain, and advanced data analytics skills command 10-20% salary premiums.

Annual Growth by Role

Machine Learning Engineer	+7.5%
DevOps Engineer	+6.8%
Data Scientist	+6.2%
Full Stack Developer	+5.5%
UX Designer	+4.2%

Salary Negotiation Tips

Do's

- Research market rates before negotiations
- Highlight your specific achievements and skills
- Consider the full compensation package, not just salary
- Ask for time to consider offers
- Practice your negotiation conversation

Don'ts

- Accept the first offer without negotiating
- Provide your salary expectations too early
- Make demands or ultimatums
- Focus only on salary and ignore benefits
- Share confidential salary information from other offers

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