

2026



IT & Engineering **Salary Guide**

# Human- AI Synergy:

The Next Era of Intelligent Collaboration



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# Attracting and Growing Indispensable Human Talent in the Age of AI



AI can streamline work, but human expertise drives outcomes. Technology enables scale. People provide the judgment, creativity, and experience that turn capability into impact

**Tao Qiu,**  
Country President  
of Akkodis Canada

As we look to 2026 and beyond, one truth is clear: we have entered a new era of intelligent delivery, where human expertise and artificial intelligence work together to transform how IT and Engineering operations are designed, delivered, and scaled. Organizations that can orchestrate this combination effectively will differentiate themselves through speed, quality, and impact.

We are pleased to introduce our 2026 IT and Engineering Salary Guide, reimagined as a services-oriented workforce resource. Beyond market compensation benchmarks, it provides insight into the skills, roles, and delivery capabilities required to support modern IT and Engineering services across cloud, data, AI, and managed solutions. The guide also draws on Akkodis research and our Global Workforce of the Future report, highlighting trends shaping digital-first organizations and the growing role of human-AI collaboration.

As a leading IT and Engineering services firm, we see this shift firsthand across our client engagements. The most successful organizations are moving

beyond traditional hiring models to build integrated teams that combine technical depth, automation, and global delivery models to drive measurable business outcomes.

As you plan your workforce strategy for the year ahead, we invite you to use the 2026 IT and Engineering Salary Guide not only as a reference, but as a strategic input into how your organization structures, sources, and scales your digital capabilities. Together, we can help your teams and your business thrive in this next phase of innovation.

Sincerely,  
**Akkodis Country President**

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# IT & Engineering Salary Guide

## Human-AI Synergy: The Next Era of Intelligent Delivery

### Working Alongside Adaptive Learning Systems



**36%** of tech talent say daily



**30%** of tech talent say occasionally



**26%** of tech talent say weekly

### Is AI Replacing Jobs?



**85** million jobs may be displaced by a division of labor between humans and machines in 2026



**97** million new roles projected to emerge

The future of IT and Engineering operations isn't just about what technology can do, it's about how people and technology work together to design, deliver, and operate complex digital environments. That's good news for the more than 7.3 million highly skilled technology professionals in North America, a services workforce that continues to expand and evolve to meet enterprise demand.

Since 2019, the U.S. tech services talent pool has grown by 15.5%, with Canada expanding by an impressive 30.2%, far outpacing overall employment growth. Canada now leads globally in human-AI service collaboration; 80% of Canadian technology professionals currently lead teams that combine human expertise with AI-enabled delivery. That's nearly double the U.S. rate of 43%.

And there's strong momentum behind this shift. Workers are increasingly comfortable operating in AI-enabled service environments. Nearly all technology

professionals (95% in the U.S. and 91% in Canada) report confidence working alongside AI agents as part of service delivery and operations. As digital capabilities scale, so does delivery complexity. Technology, particularly AI, is both reshaping and redefining how work gets done.

Globally, advances in AI and information processing are expected to create 11 million new roles while replacing 9 million. Across IT and Engineering services, AI is rapidly automating routine coding, manual testing, and L1 support, allowing delivery teams to rebalance toward higher-value activities. Generative design tools are accelerating core Engineering workflows, enabling teams to focus on architecture, integration, and innovation.

At the same time, new roles are increasing in value, especially those that require human judgment, domain expertise, and governance to translate technology capability into reliable, scalable business outcomes.

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Cybersecurity engineers, AI systems architects, machine learning engineers, and AI governance leaders are in high demand because they provide the human accountability required to operate and secure complex digital systems. Roles that combine deep technical expertise with the ability to manage, optimize, and govern AI-enabled environments are now foundational to resilient delivery teams.

By 2030, global employers expect work to be evenly distributed: one-third driven primarily by human expertise, one-third by technology, and one-third through integrated human-AI delivery models. Even with advanced automation, organizations cannot scale or sustain digital capabilities without people who can evolve alongside changing platforms and service architectures.

Across North America, companies expect 67% of their workforce will require training by 2030 to keep pace with new tools, service platforms, and delivery models. At the same time, capability gaps are emerging as senior professionals retire, taking critical operational knowledge with them. Beyond reskilling and upskilling, organizations are expanding access to talent by removing rigid degree requirements and shifting toward capability-based delivery, an approach that better aligns to business outcomes and real world needs. In fact, 81% of global business leaders believe capability-based strategies will provide a competitive advantage and accelerate growth.

Equally important is the rising value of “core skills” within business delivery teams. Capabilities such as analytical thinking (identified as essential by 7 in 10 global companies), resilience, adaptability, leadership, and creative problem-solving are now

critical requirements. These are the human strengths that AI cannot replicate and they are what differentiate high-performing delivery teams from the rest.

After surveying more than 30,000 workers globally, we identified the mega trends reshaping how organizations attract, engage, and retain tech experts. We analyze how worker expectations have shifted over the past year and what functional leaders can do to build teams that are both scalable and sustainable.

Job satisfaction has improved meaningfully. Compared to a year ago, workers report greater satisfaction with their roles, collaboration within teams, and overall employer experience. However, sustaining this momentum requires intention. Today's engagement does not guarantee tomorrow's retention.

We explore the attraction and retention strategies most relevant to delivery functions. At a minimum, leaders looking to build adaptable, future-ready teams must:

- **Build for outcomes instead of roles, aligning capabilities and accountability to business performance**
- **Enable skills and capabilities with AI and automation**
- **Enable flexibility across global delivery models**
- **Strengthen commitments to sustainability and social responsibility**

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# Attraction and Retention Strategies: Future Proofing Your Workforce

What are next-level employees looking for to join your team and stay for the long run?

## Artificial Intelligence Integration | The Modern Workforce Is Leaning Into AI

Tech workers are becoming increasingly comfortable with artificial intelligence. In fact, 80% say AI has increased their confidence and nearly half (41%) say they use Generative AI daily at work. So what's holding them back from using AI more? The number one reason – they are not receiving guidance on how to properly use it. This was ranked as the number two reason in 2024, so it continues to be an area for employers to address. A majority (75%) of workers said AI has improved their organization's culture and 76% said their employer is setting new productivity targets based on their ability to use AI. For employers, the challenge is clear: Identify where workers need more clarity and training on AI so they can run with its full potential.



Vast majority of tech workers **(83% in Canada, 80% in U.S.)** say nothing holds them back from using AI more



**87% are willing** to be flexible and adaptable to changing environments such as the rise of AI in the workplace



**78% of global tech workers** say their employer has provided guidance and/or policy on how to use AI



Almost all of North American tech workers **(89% in Canada, 88% in U.S.)** have completed training on how to apply AI at work

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Compensation | Competitive Pay Remains Foundational to Service Delivery

Compensation continues to be the leading reason technology professionals consider changing roles within the next 12 months. For organizations needing top tech talent, competitive pay remains a baseline requirement to attract and retain talent capable of delivering complex, outcome-based transformation. The positive signal: half (50%) of global technology professionals believe their compensation exceeds that of industry peers, up significantly from 21% in 2024 and 30% in 2023. Confidence is even higher across the U.S. and Canada, as outlined below. For technology leaders, the mandate is clear: maintain market-competitive compensation while differentiating through meaningful work, modern delivery models, and long-term career pathways for an AI-enabled world.



9 in 10 U.S. and Canadian are satisfied with their salary



63% of Canadian professionals planning to leave cite compensation (vs. 52% globally, 40% U.S.)



62% of U.S. and Canadian believe their compensation exceeds that of peers

Career Progression | Capabilities Development Is Advancing, but Retention Requires More

Lack of career progression remains the third most common reason technology professionals leave their roles, which is unchanged from 2025. While organizations have made meaningful progress in developing skills and capabilities, loyalty is no longer assumed. Today, the majority of professionals (79%) agree their organization is investing effectively in skills development through formal training and on-the-job experience, up from 56% in 2024 and 55% in 2023. Eight in ten also report that their skills are regularly assessed for relevance through performance reviews and service feedback loops.

However, modern tech professionals increasingly view their careers as portfolios, not linear paths. Many are proactively managing their own development, regardless of employer. In fact, 81% are investing personal time outside of work to build skills, compared to 59% in 2024, and a similar proportion expect to take even greater control of their development going forward. For enterprise IT and engineering leaders, this reinforces the importance of creating visible progression across technical roles, exposure to emerging technologies, and opportunities to work on high-impact client engagements.



Only 29% want to progress with their current employer



74% trust AI to identify learning needs and personalize development



91% agree their employer is preparing them for long-term skill relevance



Majority (89% Canada; 81% U.S.) maintain development plans beyond their current employer

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### Flexibility | Schedule Agility Matters in Modern Tech Functions

Schedule flexibility has become a higher priority for today's technology professionals, now ranking fourth among the top reasons individuals consider changing roles, up from sixth in 2024. Importantly, this shift is not driven solely by remote work. Instead, it reflects demand for predictable workloads, outcome-based delivery, and flexibility in how projects are staffed and scheduled.

The positive trend: 81% of global workers report satisfaction with schedule flexibility, up significantly from 60% in 2023. For enterprise IT and Engineering leaders, the opportunity lies in closing the remaining gap between expectations and experience. Service models built around shared accountability, follow-the-sun delivery, and workload balancing, are increasingly enabling the flexibility workers seek while maintaining service continuity and performance.



**60%** of Canadian and **57%** of U.S. professionals report fully fixed schedules



**39%** of Canadian and **32%** of U.S. professionals report some schedule flexibility



**Majority (87% Canada; 86% U.S.)** expect more remote opportunities in the future

### Mental Health & Burnout | Operational Resilience Is Improving, But Capacity Management Matters

Burnout among technology professionals has declined sharply. Last year, 40% of respondents reported feeling burned out due to overwork. This year, that figure dropped to 10%, with even lower levels reported across the U.S. and Canada. This reflects progress in how organizations are managing capacity, automation, and delivery expectations.

While this should be celebrated, employers should also work to ensure employees are taking their earned time off. 87% Canadian workers report taking their full allotted time off (compared to 57% of U.S. workers), and many continue to take leave reactively due to stress rather than proactively for recovery. For enterprise leaders, this underscores the importance of designing delivery service models that normalize time off, distribute workload effectively, and reduce dependency on individual contributors.

By combining AI-enabled automation, global delivery, and strong service governance, IT services organizations can help organizations build healthier, more sustainable operating environments, where performance and wellbeing reinforce each other.



**5%** of Canadian professionals took time off due to stress-related exhaustion (vs. 11% globally; 16% U.S.)



**Only 87%** of Canadian professionals take their full holiday allowance (vs. 57% U.S.)



**95%** of Canadian and 89% of U.S. professionals say managers support mental health

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### Support | Safer Functional Environments Are Improving, Inclusion Requires Intentional Design

Technology organizations have made meaningful progress in creating safer work environments, an essential foundation for high-performing digital Engineering teams. This year, 76% of global technology professionals report their employer has improved workplace safety, up from 55% in 2024 and 56% in 2023. For IT services organizations, this reflects stronger governance, clearer escalation paths, and more structured service management practices.

Another encouraging signal: participation within functional teams is strong. Nearly all Canadian (96%) and U.S. (92%) technology professionals say they feel comfortable contributing, whether speaking up in meetings, raising concerns, or sharing ideas. This level of engagement is critical in managed services environments, where collaboration, knowledge sharing, and continuous improvement directly impact service quality.

However, inclusion remains uneven. For services providers and enterprise leaders, this highlights the need to move beyond participation toward intentional inclusion, ensuring diverse perspectives are not only heard, but actively integrated into decision-making and service design.

AI is increasingly supporting this shift. Many organizations are using AI-enabled tools to monitor wellbeing, identify early signals of burnout, and support healthier work-life balance across distributed delivery teams. When paired with strong human leadership, these capabilities help create safer, more inclusive service environments at scale.



**76%** say their employer is doing a better job making people from all backgrounds feel safe



**66%** of U.S. professionals report working in an inclusive environment (vs. 73% globally; 92% Canada)



**Majority (85% Canada; 80% U.S.)** trust AI to support wellbeing, mental health resources, and work-life balance

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# 2026 and Beyond

**Top Trends** Impacting the Future of IT Services

## Artificial Intelligence Collaboration

Technology professionals are more open than ever to collaborating with AI as part of service delivery. Globally, the vast majority (85%) say they are comfortable working alongside AI. In North America, 70% of Canadian professionals and 62% of U.S. professionals report being “very comfortable” and actively welcome AI as a productive member of their delivery teams. They have experienced the operational benefits firsthand and are eager to scale AI’s impact across development, operations, and support. In fact, 80% of global technology professionals say AI has increased their productivity, up sharply from 35% in 2024.

For services providers and enterprise leaders, this presents a clear opportunity: helping organizations move from ad hoc AI usage to structured, trusted collaboration. The next phase of value will come from embedding AI across service delivery models, supported by clear governance, enablement, and accountability, so teams can confidently use AI at scale.

## AI Data & Privacy Concerns

As AI adoption accelerates, concerns around data privacy and trust are rising. Among North American professionals who do not trust AI in certain talent and workforce processes, roughly half (53% in the U.S., 49% in Canada) cite fear of data misuse.

Importantly, the leading reason for hesitation has remained consistent from 2023 to 2025, and it centers on the human element. Nearly half (47%) of global technology professionals believe AI cannot adequately interpret non-verbal cues such as body language, tone, and facial expressions.

For business leaders, this reinforces a critical role: enabling responsible AI adoption that balances automation with strong data protections and human-led decision-making. By embedding AI within governed service models, where humans retain oversight, judgment, and accountability, providers can help clients build trust, confidence, and sustainable adoption across their organizations.

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### Top 4 Ways Tech Workers Are Using GenAI

Earlier, we noted that nearly half (41%) of global technology professionals report using GenAI tools daily as part of their work. What's changed most is how AI is being applied within service delivery. Rising quickly to the top: time management and organization, reflecting the growing use of AI to coordinate workflows, manage backlogs, and streamline service operations. Activities like research have moved lower on the list, while content creation has also declined as teams focus on operational efficiency and decision support rather than experimentation.

For organizations, this signals a clear shift: AI is moving from exploratory use to embedded operational capability, which supports how work is planned, executed, and governed day to day.

- #1 Time management and organization (ranked #7 in 2024)
- #2 Analyzing and processing data
- #3 Summarizing documents
- #4 Research (ranked #1 in 2024)

### Tech Workers Are Saving More Time with AI and Redirecting It to Higher-Value Work

The productivity impact of AI within tech teams continue to accelerate. Average daily time savings have more than doubled, from 59 minutes in 2024 to 121 minutes in 2025, a 105% increase. More importantly, how that time is reinvested is evolving. While last year's top use was checking work quality and accuracy, this shifted toward more strategic and value-driven activities in 2025.

This transition reflects the maturation of AI-enabled delivery models. As automation stabilizes routine tasks, teams are spending more time on strategy, optimization, collaboration, and continuous improvement, which are areas where human judgment and experience drive the greatest impact. Services providers play a key role in helping clients capture this value by redesigning workflows, redefining roles, and aligning AI usage to business outcomes.

- 31% More strategic thinking
- 30% More time checking work quality and accuracy
- 29% More training and upskilling
- 28% More creative problem-solving
- 27% More Collaboration across teams

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### The Irreplaceable Human Factor in Digital Engineering

Technology professionals continue to believe that human expertise remains essential to successful tech delivery. In fact, the majority of North American professionals (85% in the U.S. and 84% in Canada) say there are meaningful portions of their work that should never be fully automated due to ethical, risk, or accountability concerns. When asked how they want AI adoption to improve their working lives, one of the top responses was clear: strengthening uniquely human capabilities such as creativity, strategic thinking, critical judgment, and problem-solving.

For organizations, this reinforces a core principle of effective service design: AI should augment, not replace, human leadership, oversight, and decision-making. The most resilient service models intentionally keep people “in the loop,” particularly where trust, judgment, and accountability matter most.

- **85%** of global technology professionals say it is critical that a human oversees or approves AI-driven decisions
- **92%** of Canadian professionals say clients expect humans to perform a significant portion of work, even when AI could perform it as well or better

### Cybersecurity

Few areas illustrate this balance more clearly than cybersecurity. As organizations race to respond to increasingly sophisticated threats, capability gaps continue to limit progress. A McKinsey survey found

that 77% of organizations lack the data and technical skills required to perform mission-critical cybersecurity tasks. This has elevated the importance of blended delivery models that combine automation, global expertise, and human-led governance.

- **23%** of global professionals report using GenAI for risk analysis
- **10%** of Fortune 100 cybersecurity job postings reference wellness or burnout support
- **8%** of enterprise cybersecurity roles offer remote work

Upskilling and reskilling are proving essential to both retention and performance. Seventy percent of organizations report that reskilling cybersecurity teams has improved retention, while those that invest in skills development see a 25% improvement in their ability to respond to incidents. IT services providers increasingly support this through continuous learning models embedded within managed security services.

Flexibility also plays a critical role. Offering remote delivery options significantly expands access to scarce cybersecurity talent. Nearly half (43%) of Fortune 100 remote cybersecurity roles attracted more than 100 applicants, compared to just 11% for on-site positions. For clients, this underscores the value of service partners that can deliver secure, compliant cybersecurity services through distributed, globally enabled teams without compromising trust or performance.

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Sustainability

Sustainability and social responsibility are becoming increasingly important considerations for technology professionals and are now influencing how services organizations attract talent and partner with clients. The majority of global technology professionals (82%) say that, as candidates, they prefer organizations committed to environmental stewardship, sustainable practices, and social responsibility. This represents a significant increase from 63% in 2024 and 57% in 2023.

This trend extends beyond employer branding. Clients are increasingly looking to service partners who can help them operate more responsibly through efficient delivery models, reduced environmental impact, and transparent governance across global operations.

- 75% of global technology professionals report satisfaction with their employer’s stance on social issues
- 14% of those seeking to change roles cite misalignment between personal values and employer values

Organizations that clearly define, execute, and communicate their sustainability and social responsibility strategies are better positioned to attract and retain values-driven professionals. Services providers play a key role in enabling this alignment by helping clients embed sustainability into how services are delivered, how technology is used, and how global teams operate. When sustainability is integrated into service design and delivery, it strengthens workforce engagement while supporting long-term business and societal outcomes.

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# Key Industries

**Trends to help transform** into a smarter organization and drive sustainable growth

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Artificial Intelligence

Demand for AI capabilities is expanding well beyond traditional technology companies across North America. While nearly half of AI professionals are currently embedded within the tech sector, industries such as professional and business services and financial services are rapidly increasing demand and often rely on services partners to help access, deploy, and scale these capabilities. As AI becomes embedded in day-to-day operations, organizations are shifting from isolated AI initiatives to service-based models that integrate AI across workflows, platforms, and operating environments.

AI is also fundamentally reshaping how IT and engineering services are delivered. Traditional roles are evolving as service teams are expected to combine core technical expertise with capabilities in machine learning, data analytics, and AI governance. This shift is driving new digital roles such as digital transformation specialist, AI systems architect, and machine learning engineer. Recent research indicates that AI is expected to influence 92% of IT roles, elevating the importance of skills such as AI ethics, prompt engineering, and large language model architecture. At the same time, more transactional activities such as manual documentation, basic programming, and traditional data management are increasingly automated within service delivery environments.

These changes are already reflected in the North American tech talent market. In Canada, five roles account for nearly half of AI-related

job postings: data scientist, software developer, software engineer, database analyst, and computer engineer. These roles are frequently deployed through digital engineering services and delivery partners.

These shifts are already visible in today’s job market in North America. Artificial intelligence roles landed the top two spots on LinkedIn’s list of 2025 U.S. Jobs on the Rise – AI engineer and AI consultant. In Canada, the following five occupations make up 45% of AI-related job postings: Data scientist, software developer, software engineer, database analyst, and computer engineer.

Collaborative Workforce Use Case

Autodesk is a software company that uses AI and advanced tools to develop design and engineering solutions for the architecture, engineering, manufacturing, media, and entertainment industries. It was recently named the official Design and Make Platform of the 2028 Olympics in Los Angeles. Autodesk’s technology will help retrofit more than 40 venues, including the LA Memorial Coliseum, supporting LA28’s commitment to not construct new permanent venues. Its technology is expected to shorten timelines, cut costs, and incorporate sustainable design principles. Autodesk will also help design Olympics-related transportation and traffic control plans. The company’s executive vice president said this will help set a new standard for creating sporting events that repurpose and reuse existing venues.

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## Top Trends

**56%** global premium on AI-enabled capabilities (up 25% from last year)

**3X** higher revenue growth for organizations operating AI-enabled services at scale

**325K** technology professionals in the U.S. and Canada actively supporting AI delivery

For IT and Engineering capability teams, the future of work demands continuous upskilling, adaptability, and close collaboration with intelligent systems to deliver complex, outcome-driven business solutions.

### Top Jobs:

**\$65,700 - \$214,500** Artificial Intelligence Engineer  
**\$92,300 - \$285,600** Artificial Intelligence Researcher  
**\$63,500 - \$163,100** Robotic Process Automation Engineer

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Cybersecurity

As cyber threats increase in scale, speed, and sophistication, organizations are turning to services providers to strengthen their security posture. The cybersecurity industry continues to face significant capability gaps, which are projected to reach 85 million professionals globally by 2030, with North America experiencing one of the largest deficits. According to the World Economic Forum, cybersecurity talent remains the single most critical defense against escalating attacks. As a result, cybersecurity and network capabilities now rank second among the fastest-growing global skills, trailing only AI and big data.

AI is reshaping cybersecurity on both sides of the threat landscape. Adversaries are increasingly leveraging AI to launch more convincing phishing campaigns, automate ransomware, and exploit digital assets at scale. At the same time, IT services providers are helping clients deploy AI-enabled security operations by using advanced analytics, real-time monitoring, and automated response to detect and contain threats faster. This evolution places renewed emphasis on human expertise: critical thinking, advanced problem-solving, and adaptability remain essential to interpreting signals, managing risk, and making informed decisions. These are capabilities AI can amplify, but not replace.

Collaborative Workforce Use Case

Darktrace is a cybersecurity AI company using AI techniques that think like a human by detecting unusual behavior and quickly stopping fast-moving threats. It mirrors the human investigative process: questioning data, testing hypotheses, and reaching conclusions. The company says this provides clients with the equivalent of up to 30 additional full-time employees. This doesn't mean human workers aren't needed; Darktrace says this technology relieves the flood of alerts that fatigued security teams face and frees them up to work on more high-value tasks like strengthening defenses and developing proactive security strategies.

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## Top Trends

- 56%** of global organizations struggle to secure cybersecurity capability at scale
- 542K** additional cybersecurity professionals needed to support North American operations
- 93%** of global businesses expect AI-driven cyber threats to increase over the next year

Cybersecurity retention has become a critical operational challenge, driven by sustained workload pressure and burnout within security teams. A recent survey found that 67% of cybersecurity professionals would hesitate to recommend the field, citing long hours and constant threat exposure. For organizations, this underscores the need to rethink how security services are delivered. IT services providers help clients rebalance workloads through managed security operations, automation, and global delivery to reduce fatigue while strengthening protection for mission-critical environments.

### Top Jobs:

- \$83,700 - \$259,400** Cybersecurity Architect/Engineer
- \$61,300 - \$207,100** Cybersecurity Analyst
- \$67,800 - \$206,000** Penetration Tester

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### Automotive & Transportation

The North American automotive and transportation sector is navigating rapid and sustained disruption, driven by tariffs, evolving trade policies, and supply chain realignment. These pressures have increased operational complexity, raised costs, and accelerated the need for smarter sourcing and production strategies. From a services and organizational perspective, automotive and tire manufacturers cite managing organizational change as their top challenge, closely followed by rising costs for specialized capabilities and ongoing retention concerns.

At the same time, confidence in AI-enabled delivery is growing. Only 14% of global manufacturing leaders viewed AI as a risk in 2025, down significantly from 24% in 2023. Increasingly, organizations are partnering with IT and Engineering services providers to embed AI into manufacturing and operations. The most common use cases include quality control, process optimization, and robotics, which are

areas where intelligent automation and data-driven services deliver measurable efficiency and reliability gains.

### Collaborative Workforce Use Case

Ford is now expanding the use of AI-powered robot “dogs” on its plant floors, changing how the automaker conducts its preventive maintenance. The bright yellow 70-pound dogs have four legs, can climb stairs, and perform 360-degree camera scans. Ford has been using them for several years to scan its facilities and help retool plants. Now, the automaker is leveraging data from the dogs’ advanced sensors which can see, hear, and feel vibrations, smell oil leaks, and spot errors to improve how it maintains its facilities. Ford says these dogs have increased efficiency by detecting problems well before humans could and allow human workers to focus on higher-priority, specialized tasks.

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## Top Trends

- 37% of global automotive manufacturers cite change management as their top workforce-related challenge
- 56% identify quality control as the primary AI-enabled delivery use case
- 8 out of 10 say analytical thinking and teamwork are critical skills for next-generation delivery teams

As automotive and transportation organizations accelerate digital transformation, upskilling is becoming a strategic priority. Services providers play a critical role in helping manufacturers modernize skills at scale, supporting workforce retention while enabling innovation across engineering, production, and operations. Talent with AI capabilities is in high demand, but long-term impact comes from teams that also demonstrate strong analytical thinking, collaboration, communication, and adaptability, which are skills essential to delivering complex, technology-driven services.

### Top Jobs:

- \$63,000 - \$223,300 Product Design Engineer
- \$65,400 - \$239,500 Automation Engineer
- \$71,100 - \$207,400 Embedded Systems Engineer

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**Aerospace & Defense**

The North American aerospace and defense sector is undergoing accelerated technological transformation while navigating tariffs, supply chain disruption, and ongoing workforce constraints. Despite these pressures, the industry remains resilient, but sustaining growth will require access to specialized capabilities and modern delivery models. As experienced workers retire, demand is increasing for capabilities that can be delivered and scaled. In Canada, demand is rising for machinists, business systems specialists, and information systems professionals, which are roles increasingly embedded within digitally enabled engineering and services environments.

For aerospace and defense organizations, the challenge is not only talent availability, but speed and flexibility. Engineering services providers play a critical role in helping clients modernize legacy workflows, integrate digital platforms, and augment constrained teams through global delivery while maintaining compliance, security, and reliability in highly regulated environments.

**Collaborative Workforce Use Case**

GE Aerospace launched a company-wide Gen AI platform for its 52,000 employees to enhance their productivity and focus more on customers. The assistant, AI Wingmate, collaborates back and forth with human workers to support a wide range of tasks, offering instant access to information relevant to their jobs, enabling more advanced search capabilities for projects, drafting tailored communications, generating documents quickly, and assisting with complex problem-solving. GE Aerospace says the platform reduces employees' time spent searching through documents and frees them up to solve problems for the company's customers.

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## Top Trends

**42%** of aerospace and defense leaders report difficulty accessing critical delivery skills

**56%** of organizations already use or plan to use AI and machine learning across operations

**43.975** new aircraft expected to enter global fleets over the next 20 years

Aerospace and defense leaders are actively seeking ways to close capability gaps as a significant portion of the workforce approaches retirement. In the U.S., 25% of the A&D workforce has more than 20 years of experience and is eligible to retire, creating risk to continuity and knowledge transfer. Canada faces a projected shortfall of 42,000 to 55,000 aviation professionals by 2035 and is investing in workforce development programs to build future-ready skills. Services providers play a critical role in helping organizations bridge these gaps by augmenting scarce expertise through digital engineering services, AI-enabled platforms, and global delivery models that maintain speed, quality, and compliance.

## Top Jobs:

**\$69,300 - \$222,500** Electrical Engineer  
**\$71,100 - \$207,400** Embedded Software Engineer  
**\$67,500 - \$218,500** Mechanical Engineer

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**Energy & Clean Technology**

The energy and clean technology sector is undergoing rapid transformation as organizations modernize infrastructure, expand renewable generation, and respond to rising demand driven by AI workloads and data center growth. This rapid expansion is creating strong demand for skilled technical and operations talent across design, construction, and ongoing maintenance.

Globally, demand is also accelerating for environmental engineers, AI and machine learning specialists, and renewable energy engineers, which are capabilities that increasingly sit at the intersection of physical assets, data platforms, and intelligent operations. Canada continues to emerge as a critical market, ranking eighth globally in clean energy technology and infrastructure investment. For energy providers, services

organizations play a key role in helping scale these capabilities by integrating AI, analytics, and automation to improve reliability, efficiency, and sustainability across complex energy systems.

**Collaborative Workforce Use Case**

Siemens is using AI to manage and optimize smart grids through predictive maintenance, demand forecasting, fault detection, and renewable energy integration. AI is able to analyze historical energy data, weather conditions, and customer behavior to forecast demand, allowing the company to adjust energy distribution to avoid overload. It also detects grid inefficiencies and reroutes electricity around congested areas. Benefits include improved reliability, cost savings, optimized grid performance, and sustainability.

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## Top Trends

**102%** premium on AI-enabled capabilities across the global energy workforce

**92%** of energy professionals expect to develop new skills as AI adoption scales

**\$1T** projected North American investment in data centers from 2025–2030

Capability gaps represent one of the most significant challenges facing the energy and clean technology sector. Globally, 81% of industry leaders cite these gaps as a critical concern, well above the 63% average across industries. In response, energy organizations are increasingly partnering with services providers to accelerate upskilling, reskilling, and capability progression. These services-led approaches help modernize operations, support AI-enabled infrastructure, and ensure the workforce can scale alongside rapid investment in digital and clean energy platforms.

## Top Jobs:

**\$77,500 – \$223,100** Energy Systems & Infrastructure Engineering  
**\$84,000 – \$222,600** Nuclear & Critical Systems Engineering  
**\$76,400 – \$210,600** Renewable Energy & Grid Engineering

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## Information & Communication Technology

The information and communication technology (ICT) sector continues to evolve at extraordinary speed, with transformation accelerating across North America. Through 2030, the most impactful trends include expanded digital access and rapid advances in AI, data and information processing, robotics, automation, and energy-efficient infrastructure. These shifts are reshaping how technology services are designed, delivered, and scaled. According to the World Economic Forum, technology-related roles represent the fastest-growing jobs globally, reflecting rising demand for ICT services that embed intelligence directly into operations.

As AI becomes foundational to modern ICT services, professionals with AI-enabled capabilities are increasingly critical to service delivery. While AI-skilled workers command a premium in the market, organizations are moving beyond compensation alone, leveraging IT services partners to operationalize AI across

platforms, applications, and customer experiences. In Canada, the strongest demand continues to be concentrated in software, digital platforms, and computer services, which are areas where managed services, automation, and global delivery models are driving efficiency and growth.

## Collaborative Workforce Use Case

HP is utilizing AI technology to create efficiencies for its software developers. The company incorporated GitHub Copilot into its workflow, which is an AI pair programmer that helps developers with coding tasks, offers suggestions, and validates results. Developers reported they could code faster and solve issues more quickly, substantially increasing productivity. HP said the technology gives them more time to spend on creativity, innovation, and customer experience goals.

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## Top Trends

**95%** premium associated with AI-enabled capabilities across the global ICT workforce

**92%** of ICT roles are expected to experience moderate to significant transformation from AI and technology advances by 2030

**18%** projected employment growth for software engineering capabilities through 2033

While demand will remain high for professionals with AI and advanced technology expertise, the ICT sector is increasingly prioritizing resilience, flexibility, and agility in how services are delivered. According to the World Economic Forum, organizations are shifting workforce strategies toward continuous upskilling and capability-based deployment to meet emerging needs. IT services providers play a critical role in this transition, helping clients build adaptable delivery models, embed new capabilities quickly, and scale talent across evolving platforms and architectures.

### Top Jobs:

|                             |                           |
|-----------------------------|---------------------------|
| <b>\$72,200 - \$214,300</b> | DevSecOps Engineer        |
| <b>\$64,600 - \$193,600</b> | Full Stack Developer      |
| <b>\$70,200 - \$186,900</b> | Site Reliability Engineer |

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**Banking & Financial Services**

The banking and financial services sector is navigating a complex mix of opportunity and constraint, driven by regulatory change, rapid AI advancement, and heightened risk and compliance requirements. As institutions modernize platforms and processes, demand is growing for technology and services expertise to deploy AI responsibly and at scale. At the same time, financial institutions must balance digital innovation with the human judgment and trust that clients continue to value. While AI-powered tools such as robo-advisors are increasingly common, clients still expect human insight for complex financial decisions. In the U.S., employment for personal financial advisors is projected to grow 17.1% by 2033. In Canada, an estimated 22,300 openings for financial sales and advisory roles are expected over the next decade, reflecting the continued importance of human-led service alongside digital enablement.

For financial institutions, this creates a clear mandate: embed AI into operations, compliance, and customer engagement while

preserving transparency, accountability, and human oversight. Services-led models allow banks to innovate faster without compromising trust or regulatory integrity.

**Collaborative Workforce Use Case**

Agentic AI is emerging as the next frontier in financial services, empowering machines not just to analyze data, but to act on it independently. PricewaterhouseCoopers (PwC) is using AI agents in its tax services to interpret and properly map K-1 data from clients. PwC says humans still check the AI agent’s work, but instead of needing three people to solve an issue, only one person is needed, and the AI agent improves based on the human review. The company also created a governance committee to ensure its use of agentic AI is audit-friendly and fully transparent.

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## Top Trends

**60%** premium associated with AI-enabled capabilities in financial services delivery

**260K** financial services professionals expected to retire or exit the workforce by 2035

**58%** of institutions cite remote and hybrid delivery models as a competitive advantage

Banking and financial services organizations are accelerating the shift toward capability-based workforce strategies. Nearly one-third of leaders (28%) plan to remove traditional degree requirements in favor of skills-focused hiring. At the same time, most institutions are increasing investment in reskilling and upskilling to strengthen talent availability and continuity. Services providers play a key role in this transition by helping financial institutions scale scarce capabilities through managed services, secure remote delivery, and AI-enabled platforms that meet regulatory and risk requirements.

### Top Jobs:

**\$60,500 - \$206,700** Cybersecurity Analyst

**\$59,500 - \$184,600** Data Scientist

**\$71,000 - \$207,400** Blockchain Developers

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**Manufacturing & Logistics**

The manufacturing and logistics sector is navigating ongoing trade uncertainty and cost pressure while accelerating automation, modern supply chain strategies, and workforce resilience. As organizations digitize operations, attracting and retaining specialized capabilities remains a critical challenge. In the U.S., an estimated 1.9 million manufacturing roles could go unfilled over the next decade due to capabilities shortages. In Canada, more than 22,000 manufacturing professionals are expected to retire each year through 2033. In response, half of global industry employers plan to broaden access to talent through more diverse hiring, alongside scaled upskilling and reskilling initiatives.

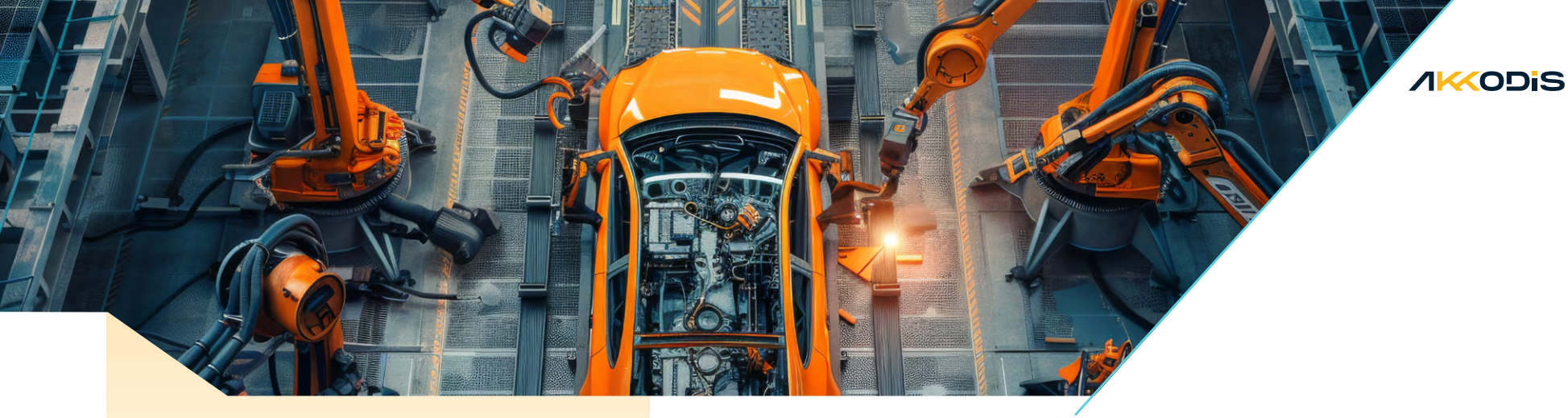
For manufacturers and logistics providers, services organizations play a central role in addressing these challenges by helping clients redesign workflows, deploy intelligent automation, and extend scarce

expertise through managed services and global delivery. These services-led approaches improve continuity while enabling faster adoption of smart factory and supply chain technologies.

**Collaborative Workforce Use Case**

General Motors is using AI in its manufacturing facilities to optimize safety, improve quality, and boost efficiencies. The automaker uses digital twins to simulate a running production line before it's constructed, helping human workers identify and solve problems, saving time and money. GM also uses AI and machine learning to detect potential leaks in battery packs so they can be quickly repaired. Robotics and a proprietary AI tool are used to identify irregularities in welds and paint coats, resulting in increased product consistency. GM says AI supports its human workforce, relieves stressors, and creates safer work environments.

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Top Trends

71% of manufacturers cite difficulty attracting and retaining critical delivery skills as their primary challenge

\$10K – \$40K estimated cost to replace a skilled frontline manufacturing contributor

3.1M North American manufacturing professionals expected to retire by 2033

Demand is rising for AI, data, cybersecurity, and digital operations capabilities across manufacturing and logistics. As organizations modernize plants and supply chains, IT and engineering services providers are helping clients close skills gaps by embedding digital capabilities into operations, augmenting teams through managed services, and enabling faster knowledge transfer. Many manufacturers are also partnering with educational institutions and launching workforce programs to build future-ready talent pipelines, which are efforts increasingly supported by services-led platforms, automation, and intelligent delivery models.

Top Jobs:

- \$55,400 - \$175,500 Application Software Developer
- \$59,900 - \$198,300 Quality Engineer
- \$70,300 - \$175,900 Process Engineer

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**Public Sector**

The public sector is experiencing significant workforce change as demand for modern, citizen-centered services increases. Public sector employment in Canada has grown significantly in recent years. In 2024, there were approximately 4.4 million public sector employees, representing 21% of the total workforce. Growth has been driven by public administration and healthcare/social services, and there’s variation across provinces.

From a technology perspective, AI adoption in the public sector remains at an early stage. Only 17% of global government leaders report “high” or “very high” GenAI expertise, which is well below private-sector benchmarks. Risk management, regulatory requirements, and governance constraints continue to slow progress. This creates

a clear opportunity for IT and Engineering services providers to help agencies modernize safely by introducing AI through secure platforms, structured enablement, and compliant operating models that align with public sector mandates.

**Collaborative Workforce Use Case**

The state of New Jersey launched an AI-powered assistant that provides a sandbox environment for employees to ideate and experiment with best uses for AI to improve government services and operations. The program includes a baseline GenAI training course designed specifically for government workers.

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## Top Trends

**67%** of global public sector employees do not currently use AI in their work

**10+** countries are piloting alternative work models, including shorter workweeks

**93%** of public sector HR leaders report reposting roles due to limited response

Capability gaps are expected to intensify competition for talent between the public and private sectors. As tenured workers retire, the public sector is tasked with attracting younger talent and combating declining perceptions and trust in public institutions.

Services providers play a critical role in supporting this transition by helping agencies modernize technology platforms, introduce flexible delivery models, and deploy AI-enabled services that improve employee experience and service outcomes without compromising governance or security.

### Top Jobs:

**\$70,100 - \$192,600** Cloud Architect/Engineer  
**\$61,300 - \$207,100** Cybersecurity Analyst  
**\$65,200 - \$202,900** Data Scientist

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Life Sciences & Healthcare

The life sciences and healthcare sector is accelerating digital transformation as organizations seek new ways to innovate using AI, cloud platforms, and advanced analytics. Nearly 60% of global industry executives report plans to increase AI investment, reflecting growing demand for data-driven discovery and smarter operations. At the same time, C-suite leaders continue to navigate complex pressures, including pricing and access to therapies and medical devices, competition from generics and biosimilars, and the approaching patent cliff.

While AI-skilled talent remains in high demand, equal value is placed on professionals who can redesign R&D workflows, integrate data across the lab and clinic, and operationalize AI at scale. Cybersecurity is also a top priority, with increased focus on protecting research IP, clinical data, and global supply chains as digital platforms expand. For services providers, this environment underscores a critical role:

helping life sciences organizations modernize R&D, manufacturing, and commercial operations while maintaining compliance, security, and patient trust.

Collaborative Workforce Use Case

Genentech is using AI to predict patient responses to therapies, which it says will streamline the trial-and-error approach and lead to faster and more effective treatments. It calls its strategy “lab in a loop,” where data from the lab and clinic are used to train AI models and algorithms. The trained models then make predictions on disease targets and medicine design. The lab tests these predictions to produce more data that further refines the models for greater accuracy. Genentech says using AI and machine learning could have a significant impact on cancer vaccine development.

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## Top Trends

**6-12%** R&D cost savings possible by applying AI capabilities

**67%** of global life sciences executives rank cybersecurity investment as critical

**65K** additional life sciences professionals needed in Canada by 2029

As AI reshapes life sciences and healthcare, organizations are rethinking how digital capability is developed and deployed. Competition for AI-enabled expertise is intensifying, while existing teams must be upskilled to support data-driven R&D, digital manufacturing, and connected patient experiences. Services providers play a key role in this transition by helping life sciences organizations operationalize AI, strengthen cybersecurity, and scale skills through managed services, platform modernization, and compliant global delivery models.

### Top Jobs:

**\$60,500 - \$178,500** Biomedical Engineer  
**\$68,500 - \$218,900** Software Engineer  
**\$57,400 - \$193,800** Data Analyst

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# About The Salaries In This Guide

Our Technology And Engineering Industry Data

### Where Do We Source The Data?

Our Salary Guide figures for the technology and engineering industries are meticulously compiled by our expert staffing and compensation professionals nationwide. As a leading IT and Engineering services firm, we draw on deep market expertise and real-world hiring insights to complement trusted industry sources.

The data presented was primarily sourced from CompAnalyst Market Data, a solution provided by Salary.com, the leading SaaS provider of cloud-based compensation data and analytics.

CompAnalyst Market Data meets the universal business need for accurate, up-to-date market pricing information. Unlike static compensation surveys, CompAnalyst Market Data is a dynamic database that continuously integrates data from multiple sources to provide a comprehensive and current market price for any job. This platform offers HR-reported pay data, enhanced by proprietary machine learning-powered insights aggregated from millions of salary observations throughout each year.

The underlying survey data for each benchmark job is segmented to reflect pay practices specific to various locations and industries. These factors, known to significantly influence compensation, are crucial for making informed salary decisions for any given role. To benefit users of this Salary Guide, we also provide alternate job titles used across different industries and segments to describe the same position.

Additionally, our highly specialized national sales operations team has cross-referenced the data with our own proprietary information, as well as insights from local clients and professionals in our markets. Based on this thorough review, we have made some modifications to the raw data to ensure its accuracy.

This Salary Guide provides national average salary across 10 Canadian markets and is displayed in CAD.

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### How Is The Salary Data Presented?

We have established five job valuation levels for each job title to account for variations in estimated market value due to personal attributes such as years of experience, performance, education, and other compensable factors known to influence an individual's pay. The data in our guide is broken into the following categories:

#### Base Salary

- **10TH PERCENTILE:** Approximately 10% of the national workforce — across all industries and company sizes — is paid below this figure.
- **25TH PERCENTILE:** Approximately 25% of the national workforce — across all industries and company sizes — is paid below this figure.
- **50TH PERCENTILE:** Approximately 50% of the national workforce — across all industries and company sizes — is paid below this figure.
- **75TH PERCENTILE:** Approximately 75% of the national workforce — across all industries and company sizes — is paid below this figure.
- **90TH PERCENTILE:** Approximately 10% of the national workforce — across all industries and company sizes — is paid above this figure.

### How The Following Salary Data Can Help You

- **Hire and Retain Top Talent:** Access the salary data you need to attract and retain the best professionals in the industry.
- **Understand Specialty Job Descriptions:** Stay informed about the latest job descriptions and requirements for specialized roles.
- **Empower Business Leaders:** Equip your business leaders with the knowledge to negotiate salaries more effectively.
- **Enhance Salary Discussions:** Conduct more effective salary discussions and develop better staffing strategies for both the present and future.
- **Benchmark Against Industry Standards:** Compare your compensation packages against industry standards to ensure competitiveness.
- **Identify Compensation Trends:** Recognize emerging trends in compensation to stay ahead in the market.
- **Support Budget Planning:** Use accurate salary data to inform your budget planning and financial forecasting.

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Top AI Jobs in 2026

**AI Auditor** – AI auditing involves assessing, mitigating, and ensuring the safety, legality, and ethics of algorithms. This process covers the entire system lifecycle, addressing business justification, development team assessment, test datasets, and, when necessary, access to the system’s inputs and outputs and model details. Its goal is to evaluate and manage risks in both technical functionality and governance, providing recommendations for risk mitigation. While salary data is limited, global benchmarks indicate a salary **range of \$78,000 - \$128,000 annually.**

**AI Business Strategist** – This role involves researching AI trends, crafting viewpoints and presentations on AI-related questions, and disseminating insights to customers and the market. Collaboration with various teams such as marketing, product, sales, legal, and partners is crucial to shape AI messaging and foster customer relationships. The pay range for this position is **\$137,300 to \$247,200 annually.**

**AI Systems Architect** – AI architects are tasked with creating and managing cutting-edge AI infrastructure while delivering tangible results for their clients. Their role involves understanding customer needs and crafting solutions that directly meet those demands. The national average salary for an artificial intelligence architect in the is **\$181,500 per year.**

**AI Consultant** – AI consultants are among the higher salary brackets in the field, earning an average annual salary of **\$124,843** They provide crucial guidance to businesses on integrating AI and machine learning to enhance operational efficiency, reduce costs, and boost revenue. Collaborating closely with engineers and consultants, they assist clients in identifying opportunities and formulating AI-driven strategies for business improvement.

**AI Data Engineer** – Data engineers design, optimize, and manage data systems, ensuring data accessibility and security for various stakeholders. They need technical skills in SQL database design and programming languages and must align data strategies with business goals. Data engineers earn an average salary of **\$115,487 per year, with a reported range of \$77,000 to \$176,000.**

**AI Ethicist** - The salary for this role is up to **\$137,000 per year.** AI ethicists are responsible for developing ethical and safety standards when it comes to using AI systems. Quality control is also a large part of the job, ensuring organizations are not using artificial intelligence in malicious or corrupt ways.

**AI Researcher** – The AI Researcher conducts field research and helps develop and shape AI-based systems. The goal is to identify best applications of AI within a certain industry or business to drive positive outcomes and meet organizational needs. Average salary for this position is **\$130,117**, but this can vary based on location, experience, and education.

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**AI Product Manager** – AI Product Managers are handsomely compensated due to their role in leading teams to develop AI-based solutions, collaborating with engineers and data scientists to drive new product strategies, and leveraging deep learning and machine learning expertise to enhance existing products. In the, the average annual salary for an AI Product Manager is **\$128,091**.

**AI Solutions Architect** – An AI Solutions Architect collaborates with strategic platform customers, guiding them through the full application lifecycle, from ideation to scale, to maximize the value of our platform. This role involves working on innovative API use cases, offering crucial feedback to Product and Research teams. An AI Solutions Architect can earn between **\$220,000 and \$280,000**.

**AI Trainer** – AI trainers are in high demand within the rapidly growing field of artificial intelligence. They play a pivotal role in optimizing AI performance for a rewarding user experience. If you're tech-savvy and seeking a career at the cutting edge of this dynamic industry, AI training is an exciting option to explore. The national average salary for this role in the is approximately **\$83,000**.

**AI Content Moderator** – Content moderators use specialized tools to screen and evaluate text, images, audio, and video content for appropriateness and legality, making decisions in alignment with platform guidelines. They also engage with users by responding to comments and questions on various platforms, ensuring a safe online

community. These moderators are instrumental in upholding legal compliance, ethical standards, and safeguarding a brand's reputation. The median annual salary in the is **\$36,370 but can range from \$31,273 to \$41,390**.

**AI Data Analyst** – With a median salary of **\$92,900**, data analysts transform vast datasets into actionable insights for informed decision-making across industries such as healthcare, finance, retail, and technology. Their focus lies in refining data analysis methods for scalability and ease of reproduction to streamline future insights.

**AI Data Manager** – Data managers play a pivotal role in identifying and addressing database issues, assisting with hardware design and maintenance, and analyzing organizational data. They collaborate with data developers and provide guidance to lower-level staff. The median salary for data managers is **\$106,400**.

**AI Data Scientist** – Data scientist leverage their expertise in statistical analysis and machine learning to glean insights from large, unstructured datasets, collaborating with business executives to make data-driven decisions. Employment of data scientists is projected to grow 35% from 2022 to 2032. In the, the median annual wage for data scientists is **\$122,500**.

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**Machine Learning Engineer** – Machine learning engineers design, create, and implement algorithms for data analysis and prediction. They collaborate with software engineers and data scientists, and the average salary for a machine learning engineer in the is **\$109,143**.

**Natural Language Processing (NLP) Engineer** – This is a lucrative position with an average pay range between **\$120,000 and \$190,000** annually. Professionals in this role should have experience in data science, Bayesian learning, and clustering and segmentation methods.

**Prompt Engineer** - With salaries reaching as high as **\$335,000**, these professionals are being generously compensated for their expertise in AI technology and natural language processing. This remarkable compensation reflects the unprecedented demand for individuals who can develop AI models that create natural and engaging human-computer interactions. Prompt engineers play a pivotal role in shaping the future of technology.

**AI Software Engineer** – The average annual salary for a software engineer is approximately **\$92,824**. The growing demand for these specialized skills is likely to drive software engineer salaries even higher in the coming years. Candidates should possess strong coding skills and enjoy problem-solving.

**AI Content Generator** – AI Content Generators provide content writing services such as articles, blogs or social media. Their skills can serve a wide range of clients to help attract more business. Pricing can be tailored based on projects, word count, or retainer agreements in alignment with the business model.

**AI Ethics Consultant** – The median salary for a professional in this role is **\$121,000**. A career as an AI Ethics Consultant is rewarding, as you can help shape responsible AI use cases, systems development and principles for an organization.

**Cybersecurity Analyst with AI Expertise** – Cybersecurity is a top priority for companies across all industries and AI is now able to enhance intrusion detection. Conversely, bad actors are using AI to execute ransomware and other attacks. Having a cybersecurity analyst with AI expertise is needed to combat these issues and fortify an organization's defenses. Salary range for this position is **\$120,000 to \$200,000 annually**.

**Computer Vision Engineer** – These professionals design and build systems that help computers “see” and understand visual data. Their skills are useful in developing facial recognition technology, self-driving vehicles, medical imaging, and AI-powered retail checkout – just to name a few examples. The average computer vision engineer in the can earn an annual salary of approximately **\$122,000**. However, there are various factors that determine salary, such as background, skill sets and global location.

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**AI Quality Assurance Specialist** – The AI Quality Assurance Specialist will ensure the accuracy, reliability, and performance of AI models through rigorous testing and validation processes. This role involves developing testing frameworks for AI/ML models, identifying biases, conducting performance tuning, and verifying outputs against real-world scenarios. Strong knowledge of model evaluation techniques, error analysis, and AI/ML testing methodologies. The average salary for a quality assurance specialist in the is around \$63,443 per year. This can range from **\$41,000 to \$97,000 annually**.

**Human-AI Interaction Designer** – The Human-AI Interaction Designer will design intuitive and user-friendly interfaces that facilitate seamless collaboration between humans and AI systems. This role focuses on enhancing user experience (UX), ensuring effective communication with AI agents, and studying user behavior to improve AI's ability to respond to human input. A background in UX design and cognitive ergonomics. Interaction designers, including those specializing in human-AI interaction, have an average salary of around **\$143,836 per year**.

**AI Compliance Specialist** – The AI Compliance Specialist will ensure that AI systems adhere to ethical guidelines, regulatory standards, and data privacy laws. This role involves conducting risk assessments, developing compliance frameworks, and working closely with AI development teams to implement transparency,

fairness, and accountability in AI models. Expertise in AI ethics, legal regulations, and governance frameworks. AI compliance specialists typically earn between **\$55,000 and \$105,000 annually**. More senior roles, such as compliance industry specialists, can earn up to **\$229,700 per year**.

**AI Customer Experience Specialist** – The AI Customer Experience Specialist leverages AI and related tools to improve the customer experience with a particular business. Companies in retail, banking, and telecommunications utilize these professionals to identify patterns, make behavior predictions, and create personalized experiences. Pay range for this role is **\$70,000 to \$120,000 annually**.

**AI Domain Expert** – The AI Domain Expert will apply deep expertise in a specific industry or field to guide the development of AI solutions that address domain-specific challenges and opportunities. This role involves collaborating with AI engineers to define relevant use cases, ensuring AI models align with industry standards and requirements, and validating the practical application of AI solutions. Strong domain knowledge coupled with a solid understanding of AI/ML technologies. AI professionals with domain expertise typically earn between **\$100,000 and \$200,000 per year**. Experienced Professionals: For those with advanced skills and significant experience, salaries can exceed **\$200,000 per year**.

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**Edge AI Engineer** – The Edge AI Engineer will develop, deploy, and optimize AI models on edge devices, enabling real-time data processing and low-latency decision-making. This role requires expertise in edge computing platforms, AI frameworks, and model optimization techniques to ensure efficient performance under resource constraints. Knowledge of IoT ecosystems and edge security. The average salary for AI-focused software engineers, including those working on edge AI, is around **\$247,200 per year**. Entry-level positions might start lower, while senior roles can exceed this average.

**AI/ML Developer for Edge Applications** – The AI/ML Developer for Edge Applications will create machine learning and AI solutions tailored for edge environments, focusing on low-power, real-time applications. This position involves building models, optimizing them for on-device inference, and integrating them with edge platforms for seamless operation in fields like IoT, autonomous systems, and smart devices. Machine learning engineers, which include those developing edge applications, typically earn between **\$161,321 and \$175,132 annually**. This can vary based on experience and location.

**Quantum AI Research Scientist** – The Quantum AI Research Scientist will conduct cutting-edge research at the intersection of quantum computing and AI, exploring novel algorithms and architectures to solve complex AI problems. This role requires expertise in quantum machine learning (QML), quantum algorithms, and quantum programming languages, with a focus on driving innovation in optimization, AI model training, and simulation. Quantum AI research scientists can expect salaries ranging from **\$136,000 to \$200,000 per year**. This range can be higher depending on the specific company and level of expertise.

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Section Summary

Across industries, the message is consistent: technology alone is not enough. Organizations are navigating rapid change driven by AI, automation, regulation, workforce shifts, and rising expectations for resilience and sustainability. While each sector faces its own pressures, the path forward is increasingly shared.

Leading organizations are turning to IT and engineering services partners to operationalize innovation by embedding AI responsibly, modernizing platforms, strengthening cybersecurity, and scaling global delivery models that balance speed, cost, and trust. Success depends on combining intelligent systems with human expertise, supported by services-led operating models that enable adaptability, continuity, and measurable outcomes.

**Akkodis helps organizations make this shift real.** By combining deep industry knowledge with advanced technology, AI-enabled services, and global delivery capabilities, Akkodis supports clients in designing, building, and operating solutions that align talent, technology, and business outcomes. From digital engineering and cloud transformation to cybersecurity and data-driven operations, Akkodis partners with organizations to move from strategy to execution, helping them compete, grow, and thrive in an increasingly complex world.

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# ENGINEERING

## AEROSPACE

|                            | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|----------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Aerospace Engineer         | \$70,400           | <b>\$86,000</b>    | \$117,000          | <b>\$158,700</b>   | \$226,100          |
| Electrical Engineer        | \$69,300           | <b>\$87,100</b>    | \$116,700          | <b>\$155,500</b>   | \$222,500          |
| Materials Engineer         | \$70,800           | <b>\$91,300</b>    | \$122,100          | <b>\$168,600</b>   | \$252,800          |
| Mechanical Engineer        | \$67,500           | <b>\$89,000</b>    | \$117,100          | <b>\$153,900</b>   | \$218,500          |
| Process Engineer           | \$67,000           | <b>\$92,600</b>    | \$110,800          | <b>\$133,800</b>   | \$172,900          |
| Product Design Engineer    | \$66,500           | <b>\$83,600</b>    | \$116,900          | <b>\$159,800</b>   | \$233,500          |
| Quality Assurance Engineer | \$61,300           | <b>\$81,800</b>    | \$108,700          | <b>\$144,200</b>   | \$206,900          |

## AUTOMOTIVE

|                               |           |                  |           |                  |           |
|-------------------------------|-----------|------------------|-----------|------------------|-----------|
| CAD Drafter                   | \$51,900  | <b>\$69,000</b>  | \$96,100  | <b>\$141,000</b> | \$212,900 |
| Control & Instrument Engineer | \$65,400  | <b>\$86,600</b>  | \$119,100 | <b>\$161,200</b> | \$239,500 |
| Electrical Engineer           | \$67,500  | <b>\$85,200</b>  | \$114,400 | <b>\$152,500</b> | \$219,300 |
| Manufacturing Engineer        | \$63,600  | <b>\$78,600</b>  | \$105,400 | <b>\$155,500</b> | \$223,500 |
| Mechanical Engineer           | \$65,700  | <b>\$86,800</b>  | \$114,700 | <b>\$151,200</b> | \$215,200 |
| Process Engineer              | \$61,300  | <b>\$85,400</b>  | \$102,100 | <b>\$123,700</b> | \$160,100 |
| Product Design Engineer       | \$63,000  | <b>\$79,500</b>  | \$111,500 | <b>\$152,500</b> | \$223,300 |
| Program Manager               | \$105,700 | <b>\$124,500</b> | \$146,300 | <b>\$171,100</b> | \$212,500 |
| Quality Assurance Engineer    | \$56,700  | <b>\$75,500</b>  | \$101,500 | <b>\$135,100</b> | \$193,900 |

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## Aerospace

**AEROSPACE ENGINEER****Aerospace Aviation Engineer**

Researches and develops structural engineering specifications for aerospace products, parts, or associated operations to improve the efficiency and reliability of aerospace systems. Analyzes results of stress tests on various craft and missile parts to determine material durability and tolerances. Oversees flight tests of prototypes and analyzes resulting data to validate flight characteristics and identify necessary improvements. Conducts calculations and utilizes simulations to evaluate aerodynamics, structural integrity, propulsion efficiency, and the effect on fuel consumption of new or existing materials. Utilizes CAE, 3-D, and digital modeling to create detailed plans and specifications to support production. Assists quality assurance and purchasing teams with the evaluation of new or existing suppliers, products and materials, or technologies. Understands and complies with all federal regulatory requirements and specifications. May require a master's degree. Typically reports to a manager.

**ELECTRICAL ENGINEER****Electrical Design Engineer, Test Engineer**

Designs, develops, and tests electrical equipment, components, circuits, or systems. Applies mathematical and engineering principles and methods to designs. Performs extensive testing and validation of designs to ensure reliability, performance, and safety standards are achieved. Conducts research and studies new technologies to innovate and design solutions or products. May require a master's degree in electrical engineering. Typically reports to a manager.

**MATERIALS ENGINEER****Materials Evaluation and Analysis Engineer**

Plans for the most cost-effective utilization of materials. Applies knowledge of material science to recommend engineering and manufacturing changes to attain design objectives in the most economical manner possible. Reviews blueprints and specifications to determine the appropriate materials needed to achieve successful completion of initiatives. Requires a bachelor's degree in engineering. Typically reports to a manager or head of a unit/department.

**MECHANICAL ENGINEER****Mechanical Design Engineer, Mechanical Systems Engineer**

Designs, analyzes, and maintains mechanical components and systems to meet specified requirements and standards. Utilizes technical instruments to develop specifications for new parts, modifications, or prototypes. Identifies appropriate materials and processes to ensure the quality, performance, and manufacturability of products. Utilizes CAD software and other design and modeling tools to plan, develop, and improve mechanical parts or components and communicate conceptual designs and specifications to stakeholders. Conducts prototype testing to evaluate the performance, reliability, and safety of mechanical systems and collects and analyzes data for improvements. Analyzes and troubleshoots mechanical issues or failures to identify root causes and develop solutions. Requires a bachelor's degree in mechanical engineering. Typically reports to a manager.

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PROCESS ENGINEER

Manufacturing Process Engineer, Process Development Engineer, Process Optimization Engineer, Specialist Process Engineer

Develops and optimizes continuous production and manufacturing processes to achieve the output, quality, and cost goals of the organization. Collects production data and applies standard scientific and statistical methods to analyze, document, and diagram production processes. Identifies process bottlenecks and devises solutions to resolve. Recommends changes or upgrades to equipment, work methods, or other aspects of the process to improve efficiency and utilization of resources including labor, energy and raw materials. Consults on major internal production initiatives. Requires a bachelor’s degree. Typically reports to a manager or head of a unit/department.

PRODUCT DESIGN ENGINEER

Design Engineer

Designs, develops, and enhances new and existing products/product lines. Evaluates and recommends specifications and ensures products meet the technical and functional requirements. Recommends and follows reliable, efficient, and cost-effective procedures. Performs feasibility, functional, and quality testing of designs. Works with other members of the engineering staff to ensure project milestones are met and that projects are completed according to established timelines. Requires a bachelor’s degree or equivalent. Typically reports to a manager or head of a unit/department.

QUALITY ASSURANCE ENGINEER

QA/Validation Engineer, Quality Assurance Testing Model Engineer, Quality Testing and Methods Engineer

Performs inspections and sets quality assurance testing models for analysis of raw materials, materials in process, and finished products. Assists in developing quality control policies and evaluates production limitations. Requires a bachelor’s degree in area of specialty. Demonstrates expertise in a variety of the field’s concepts, practices, and procedures. May report to an executive or a manager.

Automotive

CAD DRAFTER

CAD Designer, Computer Aided Design Drafter

Utilizes computer-aided design (CAD) software and other techniques, standards, and tools to prepare technical drawings. Prepares computer-aided design (CAD) drafts, drawings, and schematics derived from a variety of specifications, layouts, blueprints, and sketches. Maintains deadlines, goals, and production standards set by the department. Coordinates and consults with engineers or designers to complete projects. Transforms initial rough product designs into working documents using CAD software. Collaborates with design originators to resolve discrepancies between original drawings and final CAD designs. May require a bachelor’s degree. Typically reports to a manager.

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## CONTROL & INSTRUMENT ENGINEER

### Automation Engineer, Control Systems Engineer

Designs, installs, optimizes, and adapts electronic control systems and instruments to automate and monitor industrial processes. Develops technical designs, process diagrams, SCADA block diagrams, and control schematics to implement automation controls. Configures systems using PLC and HMI techniques. Models, tests, and measures output and data to analyze performance or quality issues and develop solutions. Requires a bachelor's degree in engineering. Typically reports to a manager.

## ELECTRICAL ENGINEER

### Electrical Design Engineer, Electrical Test Engineer

Designs, develops, and tests electrical equipment, components, circuits, or systems. Applies mathematical and engineering principles and methods to designs. Performs extensive testing and validation of designs to ensure reliability, performance, and safety standards are achieved. Conducts research and studies new technologies to innovate and design solutions or products. May require a master's degree in electrical engineering. Typically reports to a manager.

## MANUFACTURING ENGINEER

### Manufacturing Process Engineer

Plans and designs manufacturing processes for a production facility. Analyzes assembly, fabrication, machining, and other processes. Maximizes efficiency by optimization of layout of equipment, workflow, assembly methods, and work force utilization. Determines the parts, equipment, tools, and processes needed to achieve manufacturing goals according to product specifications. Directs time and cost analysis of processes. Requires a bachelor's degree in engineering. Typically reports to a manager.

## MECHANICAL ENGINEER

### Mechanical Design Engineer, Mechanical Systems Engineer

Designs, analyzes, and maintains mechanical components and systems to meet specified requirements and standards. Utilizes technical instruments to develop specifications for new parts, modifications, or prototypes. Identifies appropriate materials and processes to ensure the quality, performance, and manufacturability of products. Utilizes CAD software and other design and modeling tools to plan, develop, and improve mechanical parts or components and communicate conceptual designs and specifications to stakeholders. Conducts prototype testing to evaluate the performance, reliability, and safety of mechanical systems and collects and analyzes data for improvements. Analyzes and troubleshoots mechanical issues or failures to identify root causes and develop solutions. Requires a bachelor's degree in mechanical engineering. Typically reports to a manager.

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## PROCESS ENGINEER

### Manufacturing Process Engineer, Process Development Engineer, Process Optimization Engineer

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## PRODUCT DESIGN ENGINEER

### Design Engineer

Designs, develops, and enhances new and existing products/product lines. Evaluates and recommends specifications and ensures products meet the technical and functional requirements. Recommends and follows reliable, efficient, and cost-effective procedures. Performs feasibility, functional, and quality testing of designs. Works with other members of the engineering staff to ensure project milestones are met and that projects are completed according to established timelines. Requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

## PROGRAM MANAGER

### Program Administrative Manager

Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Requires a bachelor's degree. Typically reports to a department head.

## QUALITY ASSURANCE ENGINEER

### QA/Validation Engineer, Quality Assurance Testing Model Engineer, Quality Testing and Methods Engineer

Performs inspections and sets quality assurance testing models for analysis of raw materials, materials in process, and finished products. Assists in developing quality control policies and evaluates production limitations. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. May report to an executive or a manager.

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# ENGINEERING

## CONSTRUCTION

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|-----------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Construction Field Superintendent | \$88,100           | <b>\$102,900</b>   | \$120,100          | <b>\$135,800</b>   | \$164,600          |
| Field Engineer - Construction     | \$58,500           | <b>\$85,200</b>    | \$101,100          | <b>\$135,400</b>   | \$199,500          |
| Project Engineer                  | \$66,700           | <b>\$84,800</b>    | \$114,600          | <b>\$151,700</b>   | \$206,700          |
| Project Engineering Manager       | \$111,200          | <b>\$129,400</b>   | \$150,300          | <b>\$172,100</b>   | \$210,600          |
| Safety Representative             | \$51,200           | <b>\$79,000</b>    | \$99,600           | <b>\$122,300</b>   | \$161,300          |

## EMBEDDED SYSTEMS

|                                       |          |                  |           |                  |           |
|---------------------------------------|----------|------------------|-----------|------------------|-----------|
| Embedded Software Engineer            | \$71,100 | <b>\$85,700</b>  | \$118,600 | <b>\$156,300</b> | \$207,400 |
| Hardware Engineer                     | \$65,800 | <b>\$86,800</b>  | \$114,900 | <b>\$158,000</b> | \$222,100 |
| Mobile Applications Developer         | \$84,300 | <b>\$105,200</b> | \$120,300 | <b>\$136,700</b> | \$178,500 |
| Printed Circuit Board Designer        | \$42,500 | <b>\$65,400</b>  | \$84,300  | <b>\$110,000</b> | \$146,800 |
| Research and Development Engineer     | \$91,100 | <b>\$104,000</b> | \$118,900 | <b>\$136,700</b> | \$167,800 |
| Software Testing and Quality Engineer | \$55,400 | <b>\$89,100</b>  | \$109,200 | <b>\$131,700</b> | \$169,500 |

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## Construction

### CONSTRUCTION FIELD SUPERINTENDENT

#### Construction Site Superintendent, Project Field Superintendent

Oversees the daily construction activities of contractors, foremen, and workers at a work site to ensure projects follow schedules. Coordinates the procurement, delivery, and placement of materials and equipment on-site as required to execute each phase of a construction project. Follows construction schedules and monitors daily and weekly progress to ensure project milestones are achieved. Troubleshoots any issues involving workers, contractors, safety, quality, changes, or processes and expedites solutions to keep the project on track. Directs or conducts inspections to audit the quality of workmanship and materials and compliance with specifications and standards. Completes the required status, change, or timekeeping reports. May require a bachelor's degree or equivalent. Typically reports to a project leader or manager.

### FIELD ENGINEER - CONSTRUCTION

#### On-Site Construction Engineer

Delivers on-site technical oversight support to provide engineering guidance and monitoring for construction projects. Monitors construction progress and conducts daily site inspections to ensure work complies with time, budget, quality, safety, and regulatory requirements. Follows quality control procedures and inspection protocols to ensure that standards, designs, blueprints, and specifications are understood and followed. Troubleshoots technical issues that arise on-site and consult with architects, contractors, and supervisors to develop and implement solutions with minimal disruption to project schedules. Documents construction activities using logs, progress, and inspection reports and regularly updates status to project managers. Attends project meetings to provide technical input and present recommendations to improve construction processes. Requires a bachelor's degree in engineering. Typically reports to a supervisor or manager.

### PROJECT ENGINEER

#### Engineering Program/Project Manager, Engineering Project Controls Manager

Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Reviews industry policies and procedures to ensure data accuracy, security, and regulatory compliance. Reviews reports of production, malfunction, and maintenance to determine or address problems. Provides technical support for the engineering process. Collaborates with other engineering departments and coordinates their specialized contributions to the development of the project. Designs, implements, and communicates, an operational plan for completing the project. Monitors progress and performance against the project plan. Takes action to resolve operational problems and minimize delays. Identifies, develops, and gathers resources necessary to complete the project. Prepares engineering designs and work specifications. Develops project schedules, budgets, and forecasts. Selects materials, equipment, project staff, and external contractors. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

### PROJECT ENGINEERING MANAGER

#### Engineering Program/Project Manager, Engineering Project Controls Manager, Manager Engineering Design/Development Projects

Plans and directs all design engineers, drafters, and technical engineers working on specific projects. Manages the development, implementation, and evaluation of complex designs. Oversees product construction and testing to ensure completion of projects as efficiently and effectively as possible. Evaluates and approves changes that substantially impact the scope, budget, or schedule of a project. Monitors progress and performance against the project plan. Requires a bachelor's degree. Typically reports to a head of a unit/department.

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## SAFETY REPRESENTATIVE

### Labor Safety Representative, Workplace Safety Representative

Implements safety programs, policies, and procedures to promote occupational safety and prevent workplace accidents. Develops and deploys materials and resources to educate the workforce and raise awareness of safety procedures and best practices. Monitors and tracks safety metrics to evaluate program performance and prepares routine reports for management insight. Documents and investigates accidents, injuries, and safety concerns to understand the root cause and recommend solutions to improve workplace safety. Inspects and audits the organization's procedures, facilities, and equipment to ensure regulatory compliance, proactively identify unsafe conditions, and implement safeguards and solutions. Requires a bachelor's degree. Typically reports to a manager.

Embedded Systems

## EMBEDDED SOFTWARE ENGINEER

### Firmware Engineer

Designs, develops, tests, debugs, and implements embedded software and systems. Develops software and firmware source code in C/C++, Embedded C, and other languages. Understanding of common communication interfaces like SPI, I2C, USB, UART, and others. Utilizes version control, simulation, debugging, and other development tools. Collaborates cross functionally with hardware engineers. Provides engineering support for testing, deployment, and updates. Requires a bachelor's degree in computer science, electrical engineering, or related field. Typically reports to a manager or head of a unit/department.

## HARDWARE ENGINEER

### Hardware Design Engineer, Hardware Development Engineer, Hardware R&D Engineer

Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Builds prototype to determine design feasibility. Performs stress and performance tests on prototypes and a variety of computer hardware including circuit boards, processors, and wiring. Refines designs based on performance data and feedback. Optimizes hardware for efficiency and cost-effectiveness. Stays abreast of advancements in hardware technology and materials. May require a bachelor's degree. Typically reports to a manager.

## MOBILE APPLICATIONS DEVELOPER

### Mobile Software Developer, Mobile Software Engineer

Responsible for developing, testing, implementing, and maintaining mobile applications. Troubleshoots system problems and issues and looks for ways to improve the application. May require a bachelor's degree. Has knowledge of a variety of concepts, practices, and procedures within a particular field (i.e., iOS, Android etc.). Typically reports to a manager or head of a unit/department.

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## PRINTED CIRCUIT BOARD DESIGNER

### PCB Designer, Printed Circuit Layout Designer

Designs and develops printed circuit boards. Generates documents using computer aided drafting (CAD) for schematic, assembly, and fabrication drawings. Drafts layouts for standard and dense, hi-speed, multi-layer boards. Helps engineers identify and resolve mechanical design issues. May require a bachelor's degree in area of specialty. Typically reports to a supervisor or manager.

## RESEARCH AND DEVELOPMENT ENGINEER

### R&D Engineer

Conducts research and development activities for an organization. Applies research theories, principles, and models when conducting experiments and research activities. Summarizes research results and communicates findings to internal and external bodies. Assesses the scope of research projects and ensures projects are on time and within budget. Develops technical documentation for all projects. May require an advanced degree. Typically reports to a manager.

## SOFTWARE TESTING AND QUALITY ENGINEER

### Software QA Analyst, Software Quality Assurance Analyst

Evaluates and designs testing procedures to ensure that software meets established quality standards. Develops and writes testing scripts and plans to ensure that software functions as expected. Involved with a variety of user testing. Prepares complex data sets to test logic, error handling and system workflows. Conducts testing of more complex features. Verifies fixes. Monitors and documents testing results according to required procedures. Deep knowledge of software development cycle and quality assurance methodologies. Requires a bachelor's degree or its equivalent. Typically reports to Quality Assurance Manager.

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## ENGINEERING

## ENERGY

|                                        | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|----------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Chemical Engineer                      | \$73,900           | <b>\$92,600</b>    | \$125,600          | <b>\$173,400</b>   | \$244,500          |
| Civil/Construction/Structural Engineer | \$67,400           | <b>\$91,000</b>    | \$120,500          | <b>\$163,800</b>   | \$239,800          |
| Contracts Administrator                | \$56,700           | <b>\$76,600</b>    | \$106,700          | <b>\$156,400</b>   | \$230,200          |
| Control & Instrument Engineer          | \$73,400           | <b>\$97,000</b>    | \$132,300          | <b>\$178,100</b>   | \$263,300          |
| Electrical Engineer                    | \$72,600           | <b>\$90,900</b>    | \$121,500          | <b>\$161,000</b>   | \$230,300          |
| Environmental Engineer                 | \$61,700           | <b>\$90,100</b>    | \$116,800          | <b>\$159,700</b>   | \$238,400          |
| Geotechnical Engineer                  | \$61,500           | <b>\$82,000</b>    | \$107,500          | <b>\$133,000</b>   | \$171,100          |
| Instrumentation/Calibration Technician | \$50,900           | <b>\$62,600</b>    | \$76,800           | <b>\$97,100</b>    | \$127,700          |
| Materials Engineer                     | \$70,700           | <b>\$90,900</b>    | \$121,100          | <b>\$166,700</b>   | \$249,200          |
| Materials Planner                      | \$59,300           | <b>\$75,800</b>    | \$101,300          | <b>\$143,000</b>   | \$219,400          |
| Nuclear Engineer                       | \$79,800           | <b>\$102,800</b>   | \$128,200          | <b>\$169,500</b>   | \$243,400          |
| Production Scheduler                   | \$49,700           | <b>\$79,800</b>    | \$99,300           | <b>\$115,400</b>   | \$145,300          |
| Project Engineer                       | \$74,000           | <b>\$94,300</b>    | \$127,300          | <b>\$167,400</b>   | \$226,600          |
| Quality Assurance Engineer             | \$63,000           | <b>\$83,300</b>    | \$111,000          | <b>\$146,800</b>   | \$210,300          |
| Systems Engineer                       | \$62,300           | <b>\$88,100</b>    | \$123,100          | <b>\$160,800</b>   | \$223,700          |

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## CHEMICAL ENGINEER

### Chemical Engineer - Research & Development (R&D)

Conducts research and development projects involving the study of chemical reactions and material properties to innovate and develop new products or optimize existing products. Designs experiments and builds prototypes and models used to investigate and support the development of improved chemicals, materials, products, and manufacturing processes. Compiles and analyzes testing data. Presents research results used to estimate costs, establish performance standards, identify solutions, and facilitate processes. Maintains lab and plant safety procedures for chemical storage, handling, transport, and disposal. Complies with all safety and environmental regulations. May require a master's degree in chemical engineering. Typically reports to a manager.

## CIVIL/CONSTRUCTION/STRUCTURAL ENGINEER

### Civil Engineer, Civil Infrastructure Engineer

Plans, designs, and supervises the construction and maintenance of building and infrastructure projects such as airports, bridges, channels, dams, railroads, or roads. Analyzes the design effectiveness and structural reliability of major projects including assessing and testing materials. Performs the necessary data collection and calculations in areas such as traffic forecasting, soil capacity, groundwater analysis, and structure design. Estimates costs including personnel and material needs, prepares proposals, and establishes completion dates. May also assist in inspecting aging infrastructure or overseeing improvement projects. Requires a bachelor's degree in engineering. Requires Professional Engineer License (PE). Typically reports to a manager.

## CONTRACTS ADMINISTRATOR

### Contracts Analyst, Contracts Specialist

Develops, prepares, and administers contracts, bids, and proposals that meet specifications and comply with all policies and regulations. Supports or participates in contract negotiations with suppliers, partners, or customers. Reviews contract terms to identify any potential risk or compliance issues. Examines supporting materials and agreement documents related to bids or contracts and provides guidance. Acts as liaison between the organization and subcontractors to implement the contracts. Maintains contract records used to ensure compliance with reporting and regulatory requirements. May require a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

## CONTROL & INSTRUMENT ENGINEER

### Automation Engineer, Control Systems Engineer

Designs, installs, optimizes, and adapts electronic control systems and instruments to automate and monitor industrial processes. Develops technical designs, process diagrams, SCADA block diagrams, and control schematics to implement automation controls. Configures systems using PLC and HMI techniques. Models, tests, and measures output and data to analyze performance or quality issues and develop solutions. Requires a bachelor's degree in engineering. Typically reports to a manager.

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## ELECTRICAL ENGINEER

### Electrical Design Engineer, Electrical Test Engineer

Designs, develops, and tests electrical equipment, components, circuits, or systems. Applies mathematical and engineering principles and methods to designs. Performs extensive testing and validation of designs to ensure reliability, performance, and safety standards are achieved. Conducts research and studies new technologies to innovate and design solutions or products. May require a master's degree in electrical engineering. Typically reports to a manager.

## ENVIRONMENTAL ENGINEER

### Environmental Analysis Engineer, Environmental Testing and Analysis Engineer

Responsible for providing engineering solutions to environmental issues. Conducts environmental experiments to identify, assess, and resolve problems concerning the environment. Analyzes environmental data, reports, and trends and makes recommendations for corrective action. May also design, install, operate, and maintain measuring apparatus to determine the level of pollutants involving air, land, and water. Ensures the organization's compliance with federal, state, and local environmental legislation. Requires a bachelor's degree in engineering or related discipline. Typically reports to a manager.

## GEOTECHNICAL ENGINEER

### Geotechnical Project Engineer, Geotechnical Design Engineer

Prepares and inspects projects involving drilling and exploration. Responsible for geological mapping, report writing, site characterization, numerical modeling and analysis of excavations/supports. Requires a bachelor's degree. Typically reports to a supervisor or manager.

## INSTRUMENTATION/CALIBRATION TECHNICIAN

### Calibration Technician, Metrology Technician, Test Equipment Maintenance Technician, Tool & Instrument Calibration Technician

Calibrates, maintains, repairs, installs, and troubleshoots instrumentation and equipment used to measure temperature, light, electrical, mechanical, weight, flow, pipette, pressure, and other properties in materials or the environment. Conducts routine inspection and testing to ensure conformance to established calibration standards. Utilizes calibration software and diagnostic tools to identify faults or non-conformance and to track results. Understands industry and quality concepts and standards such as ISO, GMP, NIST. Requires a high school diploma or graduation from a technical or trade school. May require Certified Calibration Technician (CCT) or Precision Measurement Equipment Laboratory (PMEL). Typically reports to a supervisor.

## MATERIALS ENGINEER

### Materials Evaluation and Analysis Engineer

Plans for the most cost-effective utilization of materials. Applies knowledge of material science to recommend engineering and manufacturing changes to attain design objectives in the most economical manner possible. Reviews blueprints and specifications to determine the appropriate materials needed to achieve successful completion of initiatives. Requires a bachelor's degree in engineering. Typically reports to a manager or head of a unit/department.

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## MATERIALS PLANNER

### Materials/Inventory Planner

Reviews sales forecasts, product specifications, and production schedules to accurately determine raw material requirements for an organization. Ensures raw materials are available to meet designated production schedules.

Utilizes MRP system to coordinate materials from purchasing, processing, warehousing, and production. Documents material details, including all codes, brands, and contact information necessary to process orders. Updates orders to account for remaining inventory or changes in production schedules. May require a bachelor's degree. Typically reports to a manager.

## NUCLEAR ENGINEER

### Radiological Engineer

Designs and initiates processes to gain benefit from nuclear energy and radiation. Conducts research into problems of nuclear energy systems. Designs and develops nuclear equipment. Monitors testing, operation, and maintenance of nuclear reactors. May require a master's degree in nuclear engineering or related field. Typically reports to a manager or head of a unit/department.

## PRODUCTION SCHEDULER

### Production Schedule Coordinator

Develops, prepares, and maintains production schedules to guide the production activities and resources that achieve maximum efficiency and meet output and timeline objectives. Gathers data from internal teams to incorporate materials, inventories, resource availability, and delivery commitments into schedules. Monitors daily production results and revises scheduling responsive to changes in the flow of materials, designs, equipment, or other resources. Utilizes ERP systems, planning and scheduling software, or other database tools to develop and maintain master schedules and generate reporting. May require a bachelor's degree. Typically reports to a manager.

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## PROJECT ENGINEER

### Engineering Program/Project Manager, Engineering Project Controls Manager

Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Reviews industry policies and procedures to ensure data accuracy, security, and regulatory compliance. Reviews reports of production, malfunction, and maintenance to determine or address problems. Provides technical support for the engineering process. Collaborates with other engineering departments and coordinates their specialized contributions to the development of the project. Designs, implements, and communicates, an operational plan for completing the project. Monitors progress and performance against the project plan. Takes action to resolve operational problems and minimize delays. Identifies, develops, and gathers resources necessary to complete the project. Prepares engineering designs and work specifications. Develops project schedules, budgets, and forecasts. Selects materials, equipment, project staff, and external contractors. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## QUALITY ASSURANCE ENGINEER

### QA/Validation Engineer, Quality Assurance Testing Model Engineer, Quality Testing and Methods Engineer

Performs inspections and sets quality assurance testing models for analysis of raw materials, materials in process, and finished products. Assists in developing quality control policies and evaluates production limitations. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. May report to an executive or a manager.

## SYSTEMS ENGINEER

### Enterprise Systems Engineer, Systems Infrastructure Design and Planning Engineer

Leads the planning and designing of an organization's systems infrastructure. Ensures the accuracy and effectiveness of the system to meet business/customers' requirements. Monitors the performance of systems and suggests improvements. Verifies and reviews system related documents/reports including installation procedures. May require a bachelor's degree. Typically reports to a manager or head of a unit/department.

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## ENGINEERING

|                               | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|-------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>ENGINEERING</b>            |                    |                    |                    |                    |                    |
| CAD Designer                  | \$54,800           | <b>\$72,700</b>    | \$100,400          | <b>\$146,400</b>   | \$220,000          |
| Chemical Engineer             | \$68,200           | <b>\$85,700</b>    | \$116,500          | <b>\$161,000</b>   | \$227,200          |
| Chemist                       | \$49,700           | <b>\$70,100</b>    | \$100,800          | <b>\$140,700</b>   | \$189,000          |
| Civil Engineer                | \$63,900           | <b>\$86,800</b>    | \$115,200          | <b>\$156,700</b>   | \$230,100          |
| Control & Instrument Engineer | \$68,500           | <b>\$90,200</b>    | \$123,400          | <b>\$166,200</b>   | \$245,900          |
| Design Engineer               | \$65,900           | <b>\$82,900</b>    | \$115,500          | <b>\$157,300</b>   | \$229,400          |
| Electrical Engineer           | \$70,400           | <b>\$88,200</b>    | \$118,000          | <b>\$156,700</b>   | \$224,500          |
| Environmental Engineer        | \$57,500           | <b>\$83,900</b>    | \$108,800          | <b>\$148,900</b>   | \$222,600          |
| Expeditor                     | \$41,500           | <b>\$52,600</b>    | \$65,500           | <b>\$82,100</b>    | \$107,000          |
| Field Service Technician      | \$38,900           | <b>\$52,900</b>    | \$69,900           | <b>\$90,900</b>    | \$124,200          |
| Manufacturing Engineer        | \$66,800           | <b>\$82,100</b>    | \$109,500          | <b>\$160,700</b>   | \$230,100          |
| Mechanical Engineer           | \$68,400           | <b>\$89,900</b>    | \$118,300          | <b>\$155,300</b>   | \$220,400          |
| Metallurgical Engineer        | \$64,200           | <b>\$85,300</b>    | \$114,700          | <b>\$135,800</b>   | \$184,900          |
| Process Engineer              | \$64,400           | <b>\$88,900</b>    | \$106,100          | <b>\$128,100</b>   | \$165,500          |
| Program Manager               | \$109,300          | <b>\$128,800</b>   | \$151,300          | <b>\$176,900</b>   | \$219,700          |
| Project Engineer              | \$69,600           | <b>\$89,000</b>    | \$120,000          | <b>\$158,300</b>   | \$215,100          |
| Quality Assurance Engineer    | \$59,400           | <b>\$78,900</b>    | \$105,100          | <b>\$139,400</b>   | \$199,400          |
| Quality Control Inspector     | \$34,300           | <b>\$47,700</b>    | \$58,500           | <b>\$69,600</b>    | \$87,000           |
| Technical Writer              | \$51,900           | <b>\$79,000</b>    | \$97,500           | <b>\$118,600</b>   | \$154,200          |
| Transportation Engineer       | \$54,600           | <b>\$82,500</b>    | \$108,300          | <b>\$129,800</b>   | \$157,500          |

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## Engineering

**CAD DESIGNER****CAD Drafter, Computer Aided Design Drafter**

Utilizes computer-aided design (CAD) software and other techniques, standards, and tools to prepare technical drawings. Prepares computer-aided design (CAD) drafts, drawings, and schematics derived from a variety of specifications, layouts, blueprints, and sketches. Maintains deadlines, goals, and production standards set by the department. Coordinates and consults with engineers or designers to complete projects. Transforms initial rough product designs into working documents using CAD software. Collaborates with design originators to resolve discrepancies between original drawings and final CAD designs. May require a bachelor's degree. Typically reports to a manager.

**CHEMICAL ENGINEER****Chemical Engineer - Research & Development (R&D)**

Conducts research and development projects involving the study of chemical reactions and material properties to innovate and develop new products or optimize existing products. Designs, experiments, and builds prototypes and models used to investigate and support the development of improved chemicals, materials, products, and manufacturing processes. Compiles and analyzes testing data. Presents research results used to estimate costs, establish performance standards, identify solutions, and facilitate processes. Maintains lab and plant safety procedures for chemical storage, handling, transport, and disposal. Complies with all safety and environmental regulations. May require a master's degree in chemical engineering. Typically reports to a manager.

**CHEMIST****Analytical Chemist**

Evaluates the chemical and physical properties of various organic and inorganic substances. Utilizes established methods and procedures and laboratory equipment to perform analytical testing of substances. Prepares compounds, reagents and solutions. Develop and write technical reports of testing results. Requires a master's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Typically reports to a manager or head of a unit/department.

**CIVIL ENGINEER****Civil Infrastructure Engineer, Civil/Construction/Structural Engineer**

Plans, designs, and supervises the construction and maintenance of building and infrastructure projects such as airports, bridges, channels, dams, railroads, or roads. Analyzes the design effectiveness and structural reliability of major projects including assessing and testing materials. Performs the necessary data collection and calculations in areas such as traffic forecasting, soil capacity, groundwater analysis, and structure design. Estimates costs including personnel and material needs, prepares proposals, and establishes completion dates. May also assist in inspecting aging infrastructure or overseeing improvement projects. Requires a bachelor's degree in engineering. Requires Professional Engineer License (PE). Typically reports to a manager.

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## CONTROL & INSTRUMENT ENGINEER

### Automation Engineer, Control Systems Engineer

Designs, installs, optimizes, and adapts electronic control systems and instruments to automate and monitor industrial processes. Develops technical designs, process diagrams, SCADA block diagrams, and control schematics to implement automation controls. Configures systems using PLC and HMI techniques. Models, tests, and measures output and data to analyze performance or quality issues and develop solutions. Requires a bachelor's degree in engineering. Typically reports to a manager.

## DESIGN ENGINEER

### Product Design Engineer

Designs, develops, and enhances new and existing products/product lines. Evaluates and recommends specifications and ensures products meet the technical and functional requirements. Recommends and follows reliable, efficient, and cost-effective procedures. Performs feasibility, functional, and quality testing of designs. Works with other members of the engineering staff to ensure project milestones are met and that projects are completed according to established timelines. Requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/departments.

## ELECTRICAL ENGINEER

### Electrical Design Engineer, Electrical Test Engineer

Designs, develops, and tests electrical equipment, components, circuits, or systems. Applies mathematical and engineering principles and methods to designs. Performs extensive testing and validation of designs to ensure reliability, performance, and safety standards are achieved. Conducts research and studies new technologies to innovate and design solutions or products. May require a master's degree in electrical engineering. Typically reports to a manager.

## ENVIRONMENTAL ENGINEER

### Environmental Analysis Engineer, Environmental

### Testing and Analysis Engineer

Responsible for providing engineering solutions to environmental issues. Conducts environmental experiments to identify, assess, and resolve problems concerning the environment. Analyzes environmental data, reports, and trends and makes recommendations for corrective action. May also design, install, operate, and maintain measuring apparatus to determine the level of pollutants involving air, land, and water. Ensures the organization's compliance with federal, state, and local environmental legislation. Requires a bachelor's degree in engineering or related discipline. Typically reports to a manager.

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## EXPEDITOR

### Production Expeditor, Purchasing Expeditor, Vendor Supply Chain Expeditor

Expedites vendor-related production delays by resolving issues with late deliveries, discrepancies in quality or quantity, or failure to meet established specifications. Works with vendors to ensure prompt and accurate delivery of goods to designated locations. May require a bachelor's degree. Typically reports to a supervisor.

## FIELD SERVICE TECHNICIAN

### On-site Support Technician

Provides maintenance and technical support for company products at customer field locations. Installs new products or enhances existing ones and may provide training and best practices for on-site personnel. Determines when products should be replaced and recommends and plans upgrades. Identifies and troubleshoots malfunctions and conducts or schedules repairs. Develops detailed service reports to document service visits, issues, and troubleshooting actions and logs and tracks maintenance activities. Requires a high school diploma. Typically reports to a supervisor.

## MANUFACTURING ENGINEER

### Manufacturing Process Engineer

Plans and designs manufacturing processes for a production facility. Analyzes assembly, fabrication, machining, and other processes. Maximizes efficiency by optimization of layout of equipment, workflow, assembly methods, and work force utilization. Determines the parts, equipment, tools, and processes needed to achieve manufacturing goals according to product specifications. Directs time and cost analysis of processes. Requires a bachelor's degree in engineering. Typically reports to a manager.

## MECHANICAL ENGINEER

### Mechanical Design Engineer, Mechanical Systems Engineer

Designs, analyzes, and maintains mechanical components and systems to meet specified requirements and standards. Utilizes technical instruments to develop specifications for new parts, modifications, or prototypes. Identifies appropriate materials and processes to ensure the quality, performance, and manufacturability of products. Utilizes CAD software and other design and modeling tools to plan, develop, and improve mechanical parts or components and communicate conceptual designs and specifications to stakeholders. Conducts prototype testing to evaluate the performance, reliability, and safety of mechanical systems and collects and analyzes data for improvements. Analyzes and troubleshoots mechanical issues or failures to identify root causes and develop solutions. Requires a bachelor's degree in mechanical engineering. Typically reports to a manager.

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## METALLURGICAL ENGINEER

### **Alloy and Materials Engineer, Metallurgist, Metallurgy Process Engineer**

Designs and initiates processes for the manufacturing of metals from ores. Reviews metallurgical data and makes recommendations for equipment and process design. Performs analysis and tests to aid in the development of new and improved metals and alloys as well as their applications to various products. Investigates and resolves metallurgical issues to improve process efficiency. Requires a bachelor's degree in engineering. Typically reports to a manager.

## PROCESS ENGINEER

### **Manufacturing Process Engineer, Process Development Engineer, Process Optimization Engineer**

Develops and optimizes continuous production and manufacturing processes to achieve the output, quality, and cost goals of the organization. Collects production data and applies standard scientific and statistical methods to analyze, document, and diagram production processes. Identifies process bottlenecks and devises solutions to resolve. Recommends changes or upgrades to equipment, work methods, or other aspects of the process to improve efficiency and utilization of resources including labor, energy and raw materials. Consults on major internal production initiatives. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## PROGRAM MANAGER

### **Program Administrative Manager**

Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Requires a bachelor's degree. Typically reports to a department head.

## PROJECT ENGINEER

### **Engineering Program/Project Manager, Engineering Project Controls Manager**

Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Reviews industry policies and procedures to ensure data accuracy, security, and regulatory compliance. Reviews reports of production, malfunction, and maintenance to determine or address problems. Provides technical support for the engineering process. Collaborates with other engineering departments and coordinates their specialized contributions to the development of the project. Designs, implements, and communicates, an operational plan for completing the project. Monitors progress and performance against the project plan. Takes action to resolve operational problems and minimize delays. Identifies, develops, and gathers resources necessary to complete the project. Prepares engineering designs and work specifications. Develops project schedules, budgets, and forecasts. Selects materials, equipment, project staff, and external contractors. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

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## QUALITY ASSURANCE ENGINEER

### QA/Validation Engineer, Quality Assurance Testing Model Engineer, Quality Testing and Methods Engineer

Performs inspections and sets quality assurance testing models for analysis of raw materials, materials in process, and finished products. Assists in developing quality control policies and evaluates production limitations. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. May report to an executive or a manager.

## QUALITY CONTROL INSPECTOR

### QC Inspector, Quality Inspection/Control Technician

Performs various quality control inspections, checks, and tests of products during the manufacturing process. Inspects materials, parts, and products at different stages of production to ensure compliance with company standards. Compiles, interprets, and records observations of production processes. Identifies, communicates, and assists in the resolution of quality related issues. May be responsible for making recommendations to improve production process. Requires a high school diploma or its equivalent. Typically reports to supervisor.

## TECHNICAL WRITER

### Technical Product Documentation Writer

Creates and publishes technical documentations and manuals. Collects and interprets technical data or information and coordinates layout for publication. Requires a bachelor's degree. Typically reports to a manager.

## TRANSPORTATION ENGINEER

### Transportation Design Engineer

Oversees personnel responsible for the design and planning of transportation facilities and projects. Propose changes to existing roadways to improve the flow of traffic. May require a bachelor's degree in area of specialty. Typically reports to a manager or head of a unit/department.

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## ENGINEERING

|                                   | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|-----------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>MEDICAL TECHNOLOGY</b>         |                    |                    |                    |                    |                    |
| Biomedical Engineer               | \$60,500           | <b>\$92,900</b>    | \$112,200          | <b>\$137,000</b>   | \$178,500          |
| Design Engineer                   | \$65,000           | <b>\$82,100</b>    | \$115,100          | <b>\$157,300</b>   | \$230,100          |
| Manufacturing Engineer            | \$67,100           | <b>\$73,400</b>    | \$110,600          | <b>\$153,000</b>   | \$219,300          |
| Packaging Engineer                | \$62,800           | <b>\$81,100</b>    | \$113,000          | <b>\$153,600</b>   | \$227,800          |
| Process Development Engineer      | \$65,700           | <b>\$91,100</b>    | \$109,000          | <b>\$131,800</b>   | \$170,400          |
| Product Regulatory Analyst        | \$52,600           | <b>\$72,600</b>    | \$106,000          | <b>\$153,500</b>   | \$249,900          |
| Project Manager                   | \$55,000           | <b>\$76,500</b>    | \$105,000          | <b>\$135,600</b>   | \$198,800          |
| Quality Assurance Engineer        | \$60,300           | <b>\$80,200</b>    | \$107,300          | <b>\$142,600</b>   | \$204,400          |
| Regulatory Affairs Specialist     | \$54,100           | <b>\$84,100</b>    | \$106,100          | <b>\$136,600</b>   | \$186,900          |
| Research and Development Engineer | \$92,800           | <b>\$106,000</b>   | \$121,300          | <b>\$139,400</b>   | \$171,000          |
| Technical Writer                  | \$50,700           | <b>\$79,600</b>    | \$103,600          | <b>\$118,300</b>   | \$145,300          |
| Validation Engineer               | \$42,300           | <b>\$94,100</b>    | \$110,200          | <b>\$130,800</b>   | \$163,500          |
| <b>OIL &amp; GAS</b>              |                    |                    |                    |                    |                    |
| Drilling Engineer                 | \$95,700           | <b>\$121,600</b>   | \$164,900          | <b>\$228,300</b>   | \$342,900          |
| Geologist                         | \$54,500           | <b>\$78,300</b>    | \$116,400          | <b>\$160,300</b>   | \$228,800          |
| Geotechnical Engineer             | \$61,400           | <b>\$81,900</b>    | \$107,400          | <b>\$132,800</b>   | \$170,900          |
| Petroleum Engineer                | \$73,600           | <b>\$92,200</b>    | \$125,200          | <b>\$172,900</b>   | \$244,000          |
| Petroleum Geologist               | \$88,100           | <b>\$127,100</b>   | \$173,400          | <b>\$226,400</b>   | \$326,800          |
| Reservoir Engineer                | \$102,800          | <b>\$133,000</b>   | \$172,700          | <b>\$235,300</b>   | \$325,000          |

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## Medical Technology

**BIOMEDICAL ENGINEER****Bioengineer, Biomedical Equipment Engineer**

Applies engineering and scientific principles and methodologies to design and develop medical technologies and devices to support and enhance patient care and improve healthcare outcomes. Conducts research and testing to address specific medical conditions, improve the performance of existing devices, and develop new products. Collaborates with medical professionals to gather information for product specifications. Ensures that designs and devices meet regulatory, safety, and quality requirements and standards, such as the FDA regulations and ISO standards. Utilizes or develops software to perform testing or integrate with devices. Requires a bachelor's degree in biomedical engineering or a related engineering or science discipline. Typically reports to a manager.

**DESIGN ENGINEER****Product Design Engineer**

Designs, develops, and enhances new and existing products/product lines. Evaluates and recommends specifications and ensures products meet the technical and functional requirements. Recommends and follows reliable, efficient, and cost-effective procedures. Performs feasibility, functional, and quality testing of designs. Works with other members of the engineering staff to ensure project milestones are met and that projects are completed according to established timelines. Requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

**MANUFACTURING ENGINEER****Manufacturing Process Engineer**

Plans and designs manufacturing processes for a production facility. Analyzes assembly, fabrication, machining, and other processes. Maximizes efficiency by optimization of layout of equipment, workflow, assembly methods, and work force utilization. Determines the parts, equipment, tools, and processes needed in order to achieve manufacturing goals according to product specifications. Directs time and cost analysis of processes. Requires a bachelor's degree in engineering. Typically reports to a manager.

**PACKAGING ENGINEER****Packaging Development Engineer, Packaging R&D Engineer**

Designs product packaging to ensure product integrity and appeal under varying shipping and display conditions. Tests, analyzes, and selects materials for packaging based on durability and cost effectiveness. Leads the evaluation of the effectiveness of new package designs and ensures compliance with all requirements and regulations. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

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## PROCESS DEVELOPMENT ENGINEER

### Manufacturing Process Engineer, Process Engineer, Process Optimization Engineer

Develops and optimizes continuous production and manufacturing processes to achieve the output, quality, and cost goals of the organization. Collects production data and applies standard scientific and statistical methods to analyze, document, and diagram production processes. Identifies process bottlenecks and devises solutions to resolve. Recommends changes or upgrades to equipment, work methods, or other aspects of the process to improve efficiency and utilization of resources including labor, energy and raw materials. Consults on major internal production initiatives. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## PRODUCT REGULATORY ANALYST

### Product Regulations Specialist, Product Regulatory Affairs Analyst

Ensures that existing and new products comply with internal and external regulations and standards. Analyzes regulatory requirements and audits project designs, plans, and processes to monitor compliance with current or upcoming regulations. Prepares required filings for approvals, notifications, and testing data reporting and ensures quality and correctness of filings in content, format, and timing requirements. Collaborates with product teams to coordinate regulatory changes and support compliance actions. Researches industry trends and recommends improvements for testing processes, labeling standards, and technical literature for legal or marketing. Requires a bachelor's degree. Typically reports to a manager.

## PROJECT MANAGER

### Project Administration and Planning Manager, Project Control Manager

Manages complex projects from planning through delivery. Liaises between project members, cross-functional teams, external vendors, and other stakeholders to ensure deliverables, requirements, schedules, cost, and meeting plans are communicated. Utilizes appropriate tools to plan project timelines, tasks, milestones, and deadlines. Communicates schedule and changes to all stakeholders. Plans and facilitates project meetings to align the project team to methods and goals and to track project tasks. Prepares agendas, meeting notes, and project summaries. Monitors task completion status to identify at risk project tasks and to develop mitigation plans. Allocates resources, budgets, and hours to the project and adjusts allocations when necessary. Typically requires a bachelor's degree. May require Project Management Certification. Typically reports to a manager.

## QUALITY ASSURANCE ENGINEER

### QA/Validation Engineer, Quality Assurance Testing Model Engineer, Quality Testing and Methods Engineer

Performs inspections and sets quality assurance testing models for analysis of raw materials, materials in process, and finished products. Assists in developing quality control policies and evaluates production limitations. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. May report to an executive or a manager.

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## REGULATORY AFFAIRS SPECIALIST

### Regulatory Affairs and Compliance Specialist

Supports the oversight of regulatory matters and strategy implementation to ensure the organization complies with applicable regulations. Prepares filings and tracks applications for licensing, certification, and permits and interacts with governmental officials during the regulation and certification process. Monitors compliance with existing regulations and upcoming or changing regulations. Performs impact analysis of regulatory changes and produces status reports. Participates in processes to report, investigate, and addresses any issues of non-compliance. Typically requires a bachelor's degree. Typically reports to a supervisor or manager.

## RESEARCH AND DEVELOPMENT ENGINEER

### R&D Engineer

Conducts research and development activities for an organization. Applies research theories, principles, and models when conducting experiments and research activities. Summarizes research results and communicates findings to internal and external bodies. Assesses the scope of research projects and ensures projects are on time and within budget. Develops technical documentation for all projects. May require an advanced degree. Typically reports to a manager.

## TECHNICAL WRITER

### Technical Product Documentation Writer

Creates and publishes technical documentations and manuals. Collects and interprets technical data or information and coordinates layout for publication. Requires a bachelor's degree. Typically reports to a manager.

## VALIDATION ENGINEER

### Validation Process Engineer, Verification Engineering

Prepares all protocols and reports for validation work. Coordinates all validation activities by constant communication with affected departments and personnel; oversees and reviews validation area processes and procedures. May require a bachelor's degree. Typically reports to a manager or head of a unit/department.

Oil & Gas

## DRILLING ENGINEER

### Oil & Gas Drilling Engineer, Oil & Gas Engineer

Designs, plans, and oversees drilling operations of oil and gas wells. Performs design evaluations and makes recommendations to improve safety, lower cost, and increase efficiency. Analyzes data to identify trends, assess performance, and make adjustments to improve future drilling operations. Requires a bachelor's degree in engineering. Typically reports to a manager.

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## GEOLOGIST

### Field Geologist, Mine Geologist

Researches the formation, dissolution, and content of rock layers and sediment deposits. Collects rock, soil, and mineral samples and prepares technical reports and geological maps for insight. Studies variations in rock formations and densities to identify new mineral deposits. Estimates depth, quality and size of deposits. Tests mineral quality and purity to determine the feasibility of mining. Utilizes radar imaging, drone technologies, and geological maps to collect, analyze, and interpret site data. Requires a bachelor's degree. Typically reports to a manager.

## GEOTECHNICAL ENGINEER

### Geotechnical Project Engineer, Geotechnical Design Engineer

Prepares and inspects projects involving drilling and exploration. Responsible for geological mapping, report writing, site characterization, numerical modeling and analysis of excavations/supports. Requires a bachelor's degree. Typically reports to a supervisor or manager.

## PETROLEUM GEOLOGIST

### Exploration Geologist, Prospect Geophysicist

Studies and examines variations in rock formations and mineral samples to identify and manage gas and oil deposits. Collects samples and utilizes seismic imaging, geological surveys, and subsurface mapping technologies to survey and assess potential drilling locations. Determines optimal locations for drilling wells, recommends methods for extracting oil and gas, and troubleshoots and resolves problems that arise during drilling operations. Interprets analyses, field tests, and lab results to estimate the quality, size, and depth of carbon deposits. Analyzes the integrity of wells to determine the feasibility of drilling. Requires a bachelor's degree. Typically reports to a manager.

## PETROLEUM ENGINEER

### Production Engineer, Petroleum Production Engineer, Well Engineer

Responsible for designing, implementing, and optimizing methods for extracting oil and gas from wells. Analyzes production data, monitors well performance, and develops strategies to maximize recovery while minimizing costs and environmental impact. Key responsibilities include evaluating reservoir performance, recommending equipment and techniques for efficient production, troubleshooting production issues, and collaborating with geologists, drilling engineers, and operations teams to ensure safe and effective hydrocarbon extraction. Requires a bachelor's degree in engineering. May require a master's degree. Typically reports to a manager.

## RESERVOIR ENGINEER

### Reservoir Extraction Engineer

Responsible for identifying oil and gas reserves and developing strategies to maximize recovery. Leverages engineering tools and principles to design and test new techniques or technology to improve reservoir performance and efficiency. Conducts reserve assessments and forecasts reservoir performance to assist with operational planning or expansion opportunities. Provides technical support and knowledge to optimize and maximize production and recommends improvements to equipment, strategies, or processes. Utilizes analytical models and simulations to determine optimal exploitation methods, design equipment, and evaluate drilling and depletion strategies. Requires a bachelor's degree. Typically reports to a manager.

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## ENGINEERING

## TECHNICAL

|                                       | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|---------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Business Systems Analyst              | \$54,600           | <b>\$75,000</b>    | \$105,000          | <b>\$141,800</b>   | \$201,500          |
| Buyer                                 | \$49,500           | <b>\$73,700</b>    | \$91,800           | <b>\$117,900</b>   | \$159,900          |
| Program Manager                       | \$108,000          | <b>\$127,300</b>   | \$149,700          | <b>\$175,000</b>   | \$217,400          |
| Project Manager                       | \$58,500           | <b>\$81,500</b>    | \$112,200          | <b>\$144,900</b>   | \$212,500          |
| Quality Assurance Engineering Manager | \$111,400          | <b>\$123,000</b>   | \$136,700          | <b>\$152,100</b>   | \$182,200          |
| Quality Control Manager               | \$95,800           | <b>\$107,400</b>   | \$121,100          | <b>\$137,700</b>   | \$167,800          |
| Technical Illustrator                 | \$49,200           | <b>\$57,000</b>    | \$66,100           | <b>\$82,500</b>    | \$107,100          |

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## Technical

**BUSINESS SYSTEMS ANALYST****Business Systems Solution Analyst, Business Specifications Analyst**

Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysts. Incumbents function as a liaison between IT and users and have both business and technical expertise. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

**BUYER****Purchasing Analyst, Procurement Analyst**

Purchases materials, supplies and services at the most favorable terms for the organization. Qualifies vendors, evaluates bids, and negotiates prices and terms for purchased goods and services. Tracks purchases, monitors vendor quality, and maintains a current database of vendor information. May be responsible for checking and guiding the work of lower-level buyers. Typically requires a bachelor's degree or its equivalent. Typically reports to a manager or head of a unit/department.

**PROGRAM MANAGER****Program Administrative Manager**

Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Requires a bachelor's degree. Typically reports to a department head.

**PROJECT MANAGER****Project Administration and Planning Manager, Project Control Manager**

Manages complex projects from planning through delivery. Liaises between project members, cross-functional teams, external vendors, and other stakeholders to ensure deliverables, requirements, schedules, cost, and meeting plans are communicated. Utilizes appropriate tools to plan project timelines, tasks, milestones, and deadlines. Communicates schedule and changes to all stakeholders. Plans and facilitates project meetings to align the project team to methods and goals and to track project tasks. Prepares agendas, meeting notes, and project summaries. Monitors task completion status to identify at risk project tasks and to develop mitigation plans. Allocates resources, budgets, and hours to the project and adjusts allocations when necessary. Typically requires a bachelor's degree. May require Project Management Certification. Typically reports to a manager.

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## QUALITY ASSURANCE ENGINEERING MANAGER

### QA/Validation Engineering Manager, Quality Assurance Testing Model Manager, Quality Testing and Methods Engineering Manager

Manages inspections of raw materials, equipment, processes, and finished products. Implements quality standards and protocols for quality assurance testing models. Assists in the design and implementation of policies and procedures for testing and evaluating the precision and accuracy of products and/or equipment. Ensures projects are completed on time and within budget. Acts as a technical advisor to quality assurance engineering team regarding projects, tasks, and operations. Requires a bachelor's degree. Typically reports to a head of a unit/department.

## QUALITY CONTROL MANAGER

### QC Manager, Quality Control Inspections Manager, Quality Inspection/Control Manager

Manages the inspection and testing of materials, parts, and products to ensure adherence to established quality standards. Proposes corrective actions to improve compliance with quality specifications. Recommends new or improved quality control methods, procedures, and/or standards. Requires a bachelor's degree. Typically reports to a head of a unit/department.

## TECHNICAL ILLUSTRATOR

### 3D Artist/Technical Illustrator, Engineering Illustrator

Creates illustrations for use in technical manuals, product specifications, maintenance documents, advertisements, and other media. Utilizes a variety of graphic files, photo images, and sketches to create detailed technical illustrations. Produces 3-D, cutaway, or exploded views of objects. Familiar and proficient with graphic illustration and CAD software tools. May require an associate degree in art, design, or equivalent. Typically reports to a manager or head of a unit/department.

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## IT

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|------------------------------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>AGILE</b>                                               |                    |                    |                    |                    |                    |
| DevOps Engineer                                            | \$60,500           | <b>\$89,700</b>    | \$120,700          | <b>\$151,200</b>   | \$191,300          |
| Product Owner                                              | \$65,500           | <b>\$100,100</b>   | \$116,000          | <b>\$134,000</b>   | \$160,000          |
| Scrum Master                                               | \$67,300           | <b>\$108,200</b>   | \$123,100          | <b>\$138,800</b>   | \$160,200          |
| <b>ANALYST</b>                                             |                    |                    |                    |                    |                    |
| Application Programmer Analyst                             | \$61,600           | <b>\$86,300</b>    | \$114,100          | <b>\$142,600</b>   | \$179,600          |
| Business Process Technology Consultant                     | \$80,200           | <b>\$117,700</b>   | \$138,300          | <b>\$164,700</b>   | \$195,700          |
| Business Systems Analyst                                   | \$56,700           | <b>\$77,000</b>    | \$101,600          | <b>\$131,300</b>   | \$170,200          |
| Data Analyst                                               | \$55,100           | <b>\$76,300</b>    | \$105,200          | <b>\$143,500</b>   | \$196,600          |
| IT Organizational Change Management Specialist             | \$51,200           | <b>\$89,000</b>    | \$109,600          | <b>\$126,700</b>   | \$147,100          |
| <b>ARTIFICIAL INTELLIGENCE, MACHINE LEARNING &amp; RPA</b> |                    |                    |                    |                    |                    |
| Artificial Intelligence Engineer                           | \$65,700           | <b>\$97,300</b>    | \$123,200          | <b>\$165,700</b>   | \$214,200          |
| Artificial Intelligence Researcher                         | \$92,300           | <b>\$131,700</b>   | \$174,300          | <b>\$226,600</b>   | \$285,600          |
| Robotic Process Automation Analyst                         | \$54,000           | <b>\$92,400</b>    | \$110,900          | <b>\$136,200</b>   | \$170,900          |
| Robotic Process Automation Engineer                        | \$63,500           | <b>\$93,900</b>    | \$118,100          | <b>\$139,600</b>   | \$163,100          |

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## Agile

**DEVOPS ENGINEER****Site Reliability Engineer (SRE), Build and Release Engineer, Platform Engineer**

Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor, troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++. Typically requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

**PRODUCT OWNER****Agile Scrum Product Owner**

Translates and communicates the product vision to Agile development teams utilizing the Scrum framework. Collaborates with stakeholders to define product requirements into user stories and acceptance criteria and to produce a clearly defined backlog. Implements solutions and prioritizes requirements to deliver the best value to the customer and the business. Acts as a bridge between stakeholders and development teams to understand roadblocks and specifications and recommend actionable solutions. Gathers, records, and organizes feedback to help improve processes, workflow, or product

development. Oversees development to ensure requirements are implemented effectively within the required timelines. Responsible for project budget oversight and adherence. Requires a bachelor's degree. Typically requires Certified Scrum Product Owner (CSPO). Typically reports to a manager.

**SCRUM MASTER****Agile Scrum Master**

Coordinates a cross-functional Agile development team utilizing the principles and tools of the Scrum Framework. Assumes a servant leadership role to support a self-organized team to complete Scrum projects. Identifies and removes impediments to progress. Facilitates sprint planning meetings, daily stand-ups, sprint reviews, demos, and retrospectives. Identifies and manages the backlog. Supports, coaches and mentors team members. Tracks daily sprint progress and maintain schedules. Requires a bachelor's degree. Typically requires Certified Scrum Master (CSM). Typically reports to a director.

## Analyst

**APPLICATION PROGRAMMER ANALYST****Application Systems Analysis/Developer | Applications Programmer**

Performs coding, debugging, testing, configuration, and analysis to develop or modify application programs. Conducts detailed analysis of functional and technical requirements needed to create specifications. Utilizes programming, scripting, or database language to produce efficient code. Performs unit testing of applications. Produces application documentation, including process and data flow diagrams. Provides support for implementing, enhancing, integrating, and maintaining applications. May require a bachelor's degree or equivalent. Typically reports to a project leader or manager.

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## BUSINESS PROCESS TECHNOLOGY CONSULTANT

### Business Technical Solutions Specialist

Consults with client companies in order to evaluate and recommend technology solutions that will facilitate the accomplishment of the client's business goals. Analyzes the client's business strategy, operations, and current technology architecture in order to develop options for new technologies that will optimize the company's functions and business processes. Provides consultation regarding solutions planning, impact analysis, risk assessment, and budgeting. May provide financial analysis to determine ROI/ROA of proposed solutions. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## BUSINESS SYSTEMS ANALYST

### Business Systems Solution and Specification Analyst

Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysts. Incumbents function as a liaison between IT and users and have both business and technical expertise. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## DATA ANALYST

### Data Analytics Analyst

Supports operations and conducts data analytics projects to provide information and insights to stakeholders for decision-making or solution development. Implements data standards and deploys automation tools to extract, synthesize, and validate data from different sources and transform data into usable

metrics. Constructs data sets, monitors data quality, troubleshoots and resolves database issues to ensure data integrity. Utilizes scripting and querying tools like Python, R or SQL, data visualization/BI tools, statistical methods, and data modeling to produce reports, data files, and dashboards. Collaborates with stakeholders to understand their needs, objectives, and requirements. Typically requires a bachelor's degree in business, a quantitative field or equivalent. Typically reports to a manager.

## IT ORGANIZATIONAL CHANGE MANAGEMENT SPECIALIST

### Change Management Consultant, Organizational Change Consultant

Supports and participates in IT change management initiatives that enable desired organizational change with minimum disruption of business processes. Analyzes business processes and IT change plans to identify risks or conflicts and evaluate and assess organizational readiness. Assists in the planning and implementation of IT change projects to modify and improve an organization's IT systems, applications, or processes. Tests and validates IT changes prior to deployment to ensure changes are implemented successfully and meet the organization's standards and requirements. Develops relationships with stakeholders and a working knowledge of existing business processes to understand the impact of changes and contribute to transition planning. Maintains documentation related to change management processes and coordinates resources, communications, and training to support implementation. Administers post-implementation surveys and monitoring to collect data, perform analysis, and measure the results of changes. Requires a bachelor's degree. Typically reports to a manager.

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## ARTIFICIAL INTELLIGENCE ENGINEER

### AI Engineer, Algorithm Engineer, Machine Learning Engineer

Designs and develops scalable solutions using AI tools and machine-learning models. Ensures the scalability, reliability, and performance of AI systems. Develops and executes performance tests on AI systems to measure their efficiency in handling large amounts of data, complex algorithms, and processing speeds to ensure optimal performance. Performs research and testing to develop machine learning algorithms and predictive models. Utilizes big data computation and storage tools to create prototypes and datasets. Conducts model training and evaluation. Integrates, tests, tunes, and monitors solutions. Proficient in big data tools, cloud platforms, multiple AI tools such as Python, Java, or R, and machine learning frameworks like Spark, TensorFlow, or scikit-learn. Requires a bachelor's degree in computer science or related degree. Typically reports to a manager.

## ARTIFICIAL INTELLIGENCE RESEARCHER

### AI Research Scientist

Conducts research to advance AI algorithms, techniques, and methodologies. Develops algorithms and models for solving complex AI problems, such as machine learning, natural language processing, computer vision, or robotics. Designs experiments, collects and analyzes data, and develops prototypes to test new ideas and theories. Explores new approaches, refines existing techniques, and optimizes algorithms for performance and scalability. Stays up to date with the latest advancements in AI research and incorporates new techniques into ongoing projects. Requires a bachelor's degree in computer science or related degree. Typically reports to a manager.

## ROBOTIC PROCESS AUTOMATION ANALYST

### Automation Analyst, RPA Analyst, RPA Business Analyst

Analyzes business needs and processes to assist with developing, implementing, and maintaining an organization's Robotic Process Automation (RPA) solutions. Collaborates with cross-functional teams to gather requirements by understanding workflow, objectives, and functional interdependencies. Acts as liaison between the business unit and IT department to ensure that requirements are understood and solutions align with business objectives. Documents and maintains technical documentation, specifications, configurations, and guidelines related to RPA solutions, processes, and implementations. Analyzes system performance metrics and feedback to identify opportunities to improve automation processes and functionality. Generates regular reports to ensure the reliability, security, and efficiency of RPA applications. Requires a bachelor's degree. Typically reports to a manager.

## ROBOTIC PROCESS AUTOMATION ENGINEER

### RPA Automation Engineer, RPA Developer, RPA Programmer

Designs, deploys, and maintains scalable process automation solutions using Robotic Process Automation (RPA) frameworks, tools, and applications. Develops specifications to design, configure, and implement automated workflow solutions and streamline business processes. Uses RPA tools (UiPath, Blue Prism, WorkFusion, Automation Anywhere) to deliver reusable automation components compatible with existing systems and applications. Routinely monitors and tests RPA solutions and troubleshoots and resolves functional issues. Gathers and analyzes existing process flows, use cases, and technical requirements to identify new opportunities for automation. Collects data and metrics to monitor and maintain bot performance, measure utilization, and enhance functionality. Documents and maintains scripts, algorithms, and logic to ensure accurate, efficient, and reliable performance and functionality. Requires a bachelor's degree. May require certification in RPA vendor-specific tools. Typically reports to a manager.

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## IT

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PERCENTILE**DATA TECHNOLOGIES & BUSINESS INTELLIGENCE**

|                                       |           |                  |           |                  |           |
|---------------------------------------|-----------|------------------|-----------|------------------|-----------|
| Big Data Analytics Director           | \$188,500 | <b>\$204,100</b> | \$211,800 | <b>\$227,200</b> | \$249,300 |
| Big Data Analytics Manager            | \$134,600 | <b>\$147,600</b> | \$155,000 | <b>\$167,100</b> | \$184,200 |
| Business Intelligence Specialist      | \$56,000  | <b>\$79,200</b>  | \$105,900 | <b>\$139,000</b> | \$185,300 |
| Data Architect                        | \$73,000  | <b>\$99,700</b>  | \$127,400 | <b>\$156,300</b> | \$196,800 |
| Data Modeling Analyst                 | \$75,500  | <b>\$98,700</b>  | \$106,600 | <b>\$116,300</b> | \$143,600 |
| Data Scientist                        | \$65,200  | <b>\$90,600</b>  | \$119,300 | <b>\$154,000</b> | \$202,900 |
| Data Warehouse Programming Specialist | \$60,200  | <b>\$99,100</b>  | \$117,000 | <b>\$133,900</b> | \$155,700 |
| Database Administrator                | \$60,200  | <b>\$101,300</b> | \$119,200 | <b>\$134,000</b> | \$152,100 |
| Database Engineer                     | \$59,700  | <b>\$89,500</b>  | \$122,700 | <b>\$151,100</b> | \$191,300 |
| Database Reporting Analyst            | \$49,300  | <b>\$82,300</b>  | \$100,800 | <b>\$124,900</b> | \$155,100 |
| IT Systems Analyst                    | \$58,600  | <b>\$80,800</b>  | \$107,300 | <b>\$135,600</b> | \$175,100 |
| Master Data Management Analyst        | \$50,800  | <b>\$80,900</b>  | \$97,200  | <b>\$119,500</b> | \$145,200 |
| Oracle Database Administrator         | \$97,600  | <b>\$110,500</b> | \$119,500 | <b>\$129,000</b> | \$142,300 |

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## BIG DATA ANALYTICS DIRECTOR

### Data Science Director

Directs the identification and utilization of large data sets to identify trends, patterns, and key business insights. Develops data mining, cleaning, and aggregation processes and frameworks to prepare data, implement data models, conduct analysis, and develop databases. Oversees and aligns data science initiatives with business objectives and ensures data insights are integrated into business activities and operating strategies. Maintains collaboration with senior stakeholders to understand problems, needs, and identify new opportunities to leverage data. Remains up-to-date on trends and developments in AI, machine learning, and data engineering. May require a master's degree in computer science, mathematics, engineering. Typically reports to senior management.

## BIG DATA ANALYTICS MANAGER

### Data Science Manager

Manages the identification and utilization of large data sets to identify trends, patterns, and provide key business insights. Oversees and promotes data mining, cleaning, and aggregation processes and frameworks to prepare data, implement data models, conduct analysis, and develop databases. Coordinates the design and implementation of big data solutions for an organization, collaborating and liaising with stakeholders to ensure needs are captured. Provides technical guidance to evaluate data models, review code, and source data pipelines. Prioritizes tasks and allocates resources effectively to ensure timely delivery of projects. Builds team capability with mentoring, coaching, and professional development. May require a master's degree in computer science, mathematics, engineering. Typically reports to a director.

## BUSINESS INTELLIGENCE SPECIALIST

### Business Intelligence (BI) Analyst, Business Intelligence Analytics Specialist, Business Intelligence Data Analyst

Creates reports, visualizations, dashboards, and metrics that provide business insight and aid in business decision-making. Uses querying languages like SQL, scripting languages like R or Python, and other tools like Tableau or Excel to produce reports and perform meaningful quantitative or qualitative analyses addressing impactful business issues or questions. Combines these reports with subject-matter expertise to deliver insightful takeaways and advice. Collaborates with project stakeholders to better understand valuable objectives and KPIs and to design relevant reports and dashboards. Requires a bachelor's degree. Typically reports to a manager.

## DATA ARCHITECT

### Data and Information Architect, Database Design Architect

Designs and builds databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Requires a bachelor's degree. Typically reports to a supervisor or manager.

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## DATA MODELING ANALYST

### Data Analytics and Modeling Analyst, Data Modeler

Develops data models to meet the needs of the organization's information systems. Manages the flow of information between departments through the use of relational databases. Maintains data integrity by working to eliminate redundancy. Stays informed of the ways the organization uses its data. Requires a bachelor's degree. Typically reports to a manager.

## DATA SCIENTIST

### Big Data Analyst

Collects, analyzes, and interprets large data sets to identify trends, patterns, and provide key business insights. Performs data mining, cleaning, and aggregation processes to prepare data, implement data models, conduct analysis, and develop databases. Develops insights and reports from multiple structured and unstructured data sources using programming, statistical, and analytical techniques and tools. Maintains continuous collaboration with teams to understand the underlying purpose, focus, and objective of each data analysis project to ensure alignment and support. Designs, develops, and implements the most valuable data-driven solutions for the organization. May require a master's degree in computer science, mathematics, engineering. Typically reports to a manager.

## DATA WAREHOUSE PROGRAMMING SPECIALIST

### Data Warehouse Architect, Data Warehouse Engineer, Data Warehouse Technical Analyst

Designs and supports data warehouse systems, maintenance processes, and projects. Designs and writes code for ETL data solutions. Plans and executes data warehouse implementations following system requirements and anticipated usage. Performs data extraction, ensures data accuracy, troubleshoots, and resolves bugs during data warehouse operations. Analyzes business intelligence data and designs and generates reports. Understands and utilizes ETL tools like Informatica and programming languages like Python. Acts as liaison between information technology and business units. Requires a bachelor's degree. Typically reports to a manager.

## DATABASE ENGINEER

### Database Specialist

Designs, manages and maintains the company database of high complexity. Evaluates and optimizes database configuration and access. Resolves database performance and capacity issues. Performs database recovery and back-up. Advises users on access to multiple databases and helps solving data confliction and inappropriate usage. Typically requires a bachelor's degree or its equivalent. Typically reports to manager or head of a unit/department.

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## DATABASE ENGINEER

### Database Development Engineer, Database Planning and Performance Engineer

Plans, designs, develops, and manages an organization's databases to ensure efficient data storage, access, and security. Collaborates with users to design, code, test, debug, and deploy databases that meet requirements and organizational needs. Monitors database performance, scalability, and security. Evaluates existing database design to determine necessary updates, performance tuning, and integration requirements. Modifies procedures to optimize database designs. Requires a bachelor's degree. Typically reports to a manager.

## DATABASE REPORT WRITER

### Data Reporting and Query Analyst, Database Reporting Analyst

Assists one or more business teams in understanding and utilizing data. Uses software and scripting, typically including SQL, to generate metrics and reports and synthesize them into actionable recommendations. May be responsible for management reporting, KPIs, or data QA. Provides support to research teams or management by collecting and analyzing data and reporting results based on the needs of end users. Collaborates with various function teams such as marketing, research, and IT to achieve business results. Typically requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## IT SYSTEMS ANALYST

### Systems Integration Analyst, Systems Specifications Analyst

Analyzes, designs, and troubleshoots an organization's information technology systems and processes to enhance efficiency, productivity, and effectiveness. Uses defined policies and procedures to evaluate and design new IT systems or enhance existing systems to integrate with current and future needs. Tests and evaluates the compatibility and integration of new systems with existing infrastructure, networks, and applications. Designs models and utilizes analysis and solution development methods, including process maps, flow charts, and diagrams. Supports management with project planning, risk assessment, and project tracking to deliver timely IT solutions within budget. May create coding and logic specifications for developers. Requires a bachelor's degree. Typically reports to a manager.

## MASTER DATA MANAGEMENT ANALYST

### Enterprise Data Management Analyst, MDM Analyst

Creates, implements, and maintains master data management solutions that enable users to optimize system capabilities. Uses knowledge of end-to-end data processes to analyze, cleanse, and enrich master data elements, and ensure that data flows efficiently and consistently between users and stakeholders. Provides data governance and ensures data integrity by coordinating data management efforts across the organization. Troubleshoots issues related to master data management and identifies opportunities for improving data management processes. Requires a bachelor's degree. Typically reports to a manager.

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## ORACLE DATABASE ADMINISTRATOR

### Oracle Database Engineer

Administers, maintains, develops and implements policies and procedures for ensuring the security and integrity of the company's Oracle database. Implements data models and database designs, data access and table maintenance codes; resolves Oracle database performance issues, database capacity issues, replication, and other distributed data issues. May require a bachelor's degree in a related area or in a related area. Typically reports to a manager.

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## ENTERPRISE SYSTEMS ANALYSIS AND INTEGRATION

|                                |           |                  |           |                  |           |
|--------------------------------|-----------|------------------|-----------|------------------|-----------|
| Business Systems Analyst       | \$56,700  | <b>\$77,000</b>  | \$101,600 | <b>\$131,300</b> | \$170,200 |
| Cloud Infrastructure Architect | \$70,100  | <b>\$92,800</b>  | \$122,100 | <b>\$155,400</b> | \$192,600 |
| CRM Developer                  | \$72,400  | <b>\$94,600</b>  | \$116,100 | <b>\$139,500</b> | \$168,500 |
| CRM User Support Administrator | \$69,700  | <b>\$87,600</b>  | \$93,300  | <b>\$99,600</b>  | \$123,400 |
| CRM Program Director           | \$133,400 | <b>\$155,600</b> | \$172,200 | <b>\$194,400</b> | \$221,500 |
| ERP Administrator              | \$55,400  | <b>\$75,600</b>  | \$94,800  | <b>\$119,500</b> | \$146,600 |
| ERP Business Analyst           | \$58,500  | <b>\$81,400</b>  | \$113,100 | <b>\$143,600</b> | \$192,100 |
| ERP Configuration Specialist   | \$56,500  | <b>\$92,000</b>  | \$111,200 | <b>\$135,900</b> | \$163,900 |
| GIS Analyst                    | \$52,300  | <b>\$70,000</b>  | \$90,200  | <b>\$124,600</b> | \$170,800 |
| Operating Systems Programmer   | \$59,900  | <b>\$80,300</b>  | \$112,700 | <b>\$143,200</b> | \$184,400 |
| Oracle Business Analyst        | \$57,100  | <b>\$102,900</b> | \$124,000 | <b>\$142,500</b> | \$167,300 |
| SAP Basis Consultant           | \$119,900 | <b>\$134,900</b> | \$144,900 | <b>\$153,300</b> | \$166,400 |
| SAP Business Analyst           | \$64,400  | <b>\$92,100</b>  | \$123,500 | <b>\$149,200</b> | \$179,700 |

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## BUSINESS SYSTEMS ANALYST

### Business Systems Solution and Specification Analyst

Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysts. Incumbents function as a liaison between IT and users and have both business and technical expertise. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## CLOUD INFRASTRUCTURE ARCHITECT

### Cloud Architecture Analyst, Cloud Computing Analyst, Cloud Engineer, Cloud Solutions Analyst

Responsible for the design and management of an organization's cloud systems, applications, policies, and strategy. Evaluates and identifies the best cloud solutions for the organization. Develops and modifies scalable architecture to support applications and infrastructure-as-a-service (IAAS) and platform-as-a-service (PAAS) platforms. Ensures the security and compliance of cloud environments, including data protection and privacy. Monitors and analyzes cloud infrastructure performance to identify and resolve issues proactively. Collaborates with cross-functional teams to optimize cloud-based environments for performance, scalability, and cost-effectiveness. Designs controls and processes that utilize available audit tools. Maintains up-to-date and extensive knowledge of cloud products and technology. Typically requires a bachelor's degree. Typically reports to a manager.

## CRM DEVELOPER

### Customer Relationship Management Developer, CRM Application Developer, CRM Engineer

Develops solutions within the Salesforce or CRM platform to meet stakeholder requirements for existing and new functionality. Works with project managers, business analysts and other developers to design, develop, test and deploy solutions including dashboards, interfaces, and integrations. Skilled with SFDC toolkit, VisualForce, and Apex. Knowledge of REST/SOAP APIs. Utilize SQL, CSS, Java, JavaScript, DHTML, HTML, XML, AJAX, jQuery. Experience with Agile development framework. Typically requires a bachelor's degree. May require Salesforce certification as Platform Developer. Typically reports to a manager or head of a unit/department.

## CRM USER SUPPORT ADMINISTRATOR

### CRM Administrator, CRM Support Specialist, CRM System Support, Customer Relationship (CRM) Support-Salesforce

Administers the Customer Relationship Management (CRM) applications. Responsible for maintaining the CRM systems including updates, enhancements, building reports, managing dashboards, workflows, and security. Monitors end-user usage of systems and performs daily administrative and user support tasks. Typically requires a bachelor's degree. Typically reports to a manager.

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## CRM PROGRAM DIRECTOR

### CRM Marketing Analytics Director, CRM Marketing Director

Directs and leads the team responsible for developing and executing customer relationship management (CRM) initiatives and strategies that drive engagement and retention. Oversees the analysis of CRM systems data to improve the client experience, identify trends, measure effectiveness, and generate leads. Builds and maintains relationships with both current and prospective clients. Requires a bachelor's degree. Typically reports to senior management.

## ERP ADMINISTRATOR

### Enterprise Resource Planning Administrator, Enterprise Software Administrator, Enterprise Systems Administrator, ERP User Support Administrator

Responsible for the administration of an organization's ERP system to facilitate reliable performance, integrity, and security. Processes, validates, and maintains ERP data to ensure accurate system records. Monitors ERP security and manages user access and permissions. Assists and supports the planning, testing, and deployment of new ERP modules, upgrades, and patches. Documents ERP system processes and may conduct end-user training to promote effective use and best practices. Tracks and manages support requests to ensure timely resolution of issues or bugs. Maintains, generates, and analyses ERP reports to support organizational planning. Requires a bachelor's degree. Typically reports to a manager.

## ERP BUSINESS ANALYST

### Enterprise Applications Analyst, Enterprise Resource Planning Analyst, ERP Workflow and Configuration Analyst

Analyzes business needs and processes to assist with developing, implementing, and maintaining the organization's Enterprise Resource Planning (ERP) applications. Coordinates with cross-functional teams to gather requirements by understanding workflow, goals, and processes. Acts as liaison between the development teams and business stakeholders to ensure that ERP solutions align with business objectives. Documents business requirements, functional specifications, and process maps to serve as a reference for the organization. Analyzes system performance and user feedback to identify opportunities to improve processes and ERP functionality. Generates and monitors regular reports to ensure the reliability, security, and efficiency of ERP applications. Requires a bachelor's degree. Typically reports to a manager.

## ERP CONFIGURATION SPECIALIST

### Enterprise Applications Developer, Enterprise Applications Programmer, ERP Integration Specialist

Develops, reviews, and modifies the programming to support the configuration of the organization's Enterprise Resource Planning (ERP) applications. Analyzes ERP system performance and encodes and debugs any issues or vulnerabilities to improve the integrity, security, or application of the system. Develops coding to support the programming of new ERP modules and system upgrades and assists with the configuration planning and deployment of releases. Ensures ERP data and system infrastructure security, designs patches for vulnerabilities, and develops backup processes. Plans and designs application tables, reports, and new modules to improve system configuration, functionality, and efficiency. Coordinates software integration and maintains technical documentation. Requires a bachelor's degree. Typically reports to a manager.

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## GIS ANALYST

### Geographic Information Systems Analyst, GIS Data/Insights Analyst, GIS Technician/Analyst

Compiles, manipulates, and analyzes geospatial data. Designs, develops, and maintains databases and systems of GIS data. Creates reports, maps, applications, and visualizations conveying the results of spatial analyses. Utilizes scripting languages to refine GIS data pipelines and processes. May provide GIS training or assistance to other organization members. Typically requires a bachelor's degree or equivalent. Typically reports to a manager or head of a unit/department.

## OPERATING SYSTEMS PROGRAMMER

### Operating Systems Developer, Operating Systems Solutions Developer

Reviews, analyzes, develops, installs, and modifies computer operating systems. Analyzes and resolves problems associated with operating systems. Detects, diagnoses, and reports related problems. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Typically reports to a manager or head of a unit/department.

## ORACLE BUSINESS ANALYST

### Oracle Enterprise Applications Analyst, Oracle ERP Analyst

Analyzes business needs and processes to assist with developing, implementing, and maintaining the organization's Oracle-PeopleSoft Enterprise Resource Planning (ERP) applications. Coordinates with cross-functional teams to gather requirements by understanding workflow, goals, and processes. Acts as liaison between the development teams and business stakeholders to ensure that

Oracle-PeopleSoft ERP solutions align with business objectives. Documents business requirements, functional specifications, and process maps to serve as a reference for the organization. Analyzes system performance and user feedback to identify opportunities to improve processes and Oracle-PeopleSoft module functionality. Generates and monitors regular reports to ensure the reliability, security, and efficiency of Oracle-PeopleSoft applications. Communicates with Oracle-PeopleSoft vendors to troubleshoot and resolve questions or issues. Requires a bachelor's degree. Typically reports to a manager.

## SAP BASIS CONSULTANT

### SAP Basis Design Consultant, SAP Basis Solutions Consultant, SAP Basis Technical Requirements Consultant

Provides technical support and leadership on SAP Basis systems including establishing standards and requirements, evaluating and directing enhancements, and implementing solutions for performance monitoring, and systems configuration, design and implementation. Designs and develops SAP architecture requirements and specifications to ensure the system is meeting corporate needs. Requires a bachelor's degree in area of specialty. Typically reports to a manager or head of a unit/department.

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## SAP BUSINESS ANALYST

### SAP Enterprise Applications Analyst, SAP ERP Analyst

Analyzes business needs and processes to assist with developing, implementing, and maintaining the organization's SAP Enterprise Resource Planning (ERP) applications. Coordinates with cross-functional teams to gather requirements by understanding workflow, goals, and processes. Acts as liaison between the development teams and business stakeholders to ensure that SAP solutions align with business objectives. Documents business requirements, functional specifications, and process maps to serve as a reference for the organization. Analyzes system performance and user feedback to identify opportunities to improve processes and SAP functionality. Generates and monitors regular reports to ensure the reliability, security, and efficiency of SAP applications. Communicates with SAP vendors to troubleshoot and resolve questions or issues. Requires a bachelor's degree. Typically reports to a manager.

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PERCENTILE**EXECUTIVE LEADERSHIP**

|                                         |           |                  |           |                  |           |
|-----------------------------------------|-----------|------------------|-----------|------------------|-----------|
| Chief Information Security Officer      | \$249,000 | <b>\$292,000</b> | \$324,700 | <b>\$372,800</b> | \$429,700 |
| Chief Information Technology Officer    | \$258,800 | <b>\$305,700</b> | \$341,900 | <b>\$389,200</b> | \$446,000 |
| Chief Technology Officer                | \$259,800 | <b>\$305,200</b> | \$339,600 | <b>\$396,300</b> | \$461,800 |
| Engineering Director                    | \$180,000 | <b>\$196,100</b> | \$204,600 | <b>\$216,800</b> | \$235,800 |
| Vice President of Engineering           | \$210,300 | <b>\$248,000</b> | \$261,500 | <b>\$283,800</b> | \$344,400 |
| VP of Information Security Architecture | \$214,700 | <b>\$247,100</b> | \$270,500 | <b>\$306,000</b> | \$349,100 |

**MANAGEMENT**

|                                                              |           |                  |           |                  |           |
|--------------------------------------------------------------|-----------|------------------|-----------|------------------|-----------|
| Application Design and Development Manager                   | \$129,200 | <b>\$157,800</b> | \$166,200 | <b>\$178,900</b> | \$217,100 |
| Data Center Director                                         | \$153,800 | <b>\$172,000</b> | \$183,900 | <b>\$198,500</b> | \$219,100 |
| Data Management Director                                     | \$166,500 | <b>\$188,400</b> | \$203,500 | <b>\$224,100</b> | \$250,800 |
| Data Warehouse Manager                                       | \$126,500 | <b>\$140,500</b> | \$149,100 | <b>\$160,000</b> | \$175,600 |
| Database Administration Manager                              | \$126,200 | <b>\$138,500</b> | \$145,600 | <b>\$156,600</b> | \$172,200 |
| Help Desk Manager                                            | \$92,600  | <b>\$121,000</b> | \$128,700 | <b>\$140,000</b> | \$173,900 |
| Information Security Manager                                 | \$129,400 | <b>\$141,500</b> | \$148,200 | <b>\$158,100</b> | \$172,800 |
| Information Technology Director                              | \$169,900 | <b>\$187,900</b> | \$198,900 | <b>\$216,800</b> | \$240,700 |
| Information Technology Manager                               | \$120,700 | <b>\$133,300</b> | \$140,900 | <b>\$150,700</b> | \$165,000 |
| Information Vulnerability and Risk Mitigation Senior Manager | \$156,800 | <b>\$170,600</b> | \$177,900 | <b>\$189,000</b> | \$206,000 |
| IT Quality Assurance Manager                                 | \$106,100 | <b>\$120,700</b> | \$131,000 | <b>\$143,500</b> | \$160,000 |
| Network Control Center Manager                               | \$101,600 | <b>\$115,600</b> | \$125,500 | <b>\$137,200</b> | \$152,700 |

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## Executive Leadership

### CHIEF INFORMATION SECURITY OFFICER

**Chief Data and Cyber Security Officer, Chief Data Security Officer, Chief Information Systems Security Officer, Chief Information Vulnerability and Risk Mitigation Officer, Chief InfoSec Intrusion Officer, Chief InfoSec Officer, Chief InfoSec/Access Control Officer, Chief IS and Cyber Security Officer**

Provides the overall leadership, strategy, design, and execution of an organization's information security function. Responsible for determining the organization's information security policies, strategies, and standards. Provides leadership and oversight to the development, implementation, and enforcement of information security standards and procedures. Reviews risk evaluations, audits, and security incident investigations and presents information to senior leadership as needed. Stays current on the latest information security standards and best practices. Ensures compliance with data protection guidelines and applicable laws. May require a master's degree. Typically reports to Chief Executive Officer (CEO).

### CHIEF INFORMATION TECHNOLOGY OFFICER

**Chief IT Officer, CITO, CIO, Top Information Technology Executive**

Provides strategic guidance and technical oversight into planning and developing an organization's information technology systems. Develops IT strategies, policies, and objectives that support current business needs and organizational goals while adapting to technology advancements and industry changes. Collaborates with executives and department leaders to identify technology solutions that enhance productivity and streamline business processes. Oversees and evaluates IT continuity planning to ensure the organization's resilience against potential disruptions. Monitors IT performance metrics and manages budgets to optimize resource allocation and cost-effectiveness. Typically requires an advanced degree. Typically reports to Chief Executive Officer (CEO).

### CHIEF TECHNOLOGY OFFICER

**CTO, Top Technology Executive**

Plans, develops, and leads the organization's technology strategy to align with business objectives and market trends. Oversees the research, development, and implementation of innovative technologies to enhance products, services, and business efficiencies. Monitors emerging technology trends and competitor activity to identify new opportunities for growth and competitive advantage. Provides technical oversight for integrating technology into business operations and establishes the long-term direction for technological improvements. Ensures an organization's utilization of technology adheres to all internal and external standards, requirements, laws, and regulations. Typically requires an advanced degree. Typically reports to Chief Executive Officer (CEO).

### ENGINEERING DIRECTOR

**General Engineering Director, Technical Engineering Director**

Directs an organization's engineering activities to develop or improve technical products, systems, or processes that meet specified requirements and standards. Plans and oversees engineering projects through their entire lifecycle, including cost and requirement analysis, scheduling, and coordinating activities with stakeholders. Monitors schedules and deadlines and prioritizes projects to ensure timely delivery and customer satisfaction. Manages engineering costs and project budgets and identifies processes, technologies, or materials to improve cost-savings or engineering efficiencies. Develops policies and procedures to guide the design, development, and testing of new products or processes. Leads initiatives with other departments to research, plan, and schedule potential products, projects, or opportunities. Remains informed of new technologies and processes and implements changes to improve engineering capabilities. Requires a bachelor's degree in engineering or related discipline. Typically reports to senior management.

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## VICE PRESIDENT OF ENGINEERING

### Division VP of Engineering

Provides leadership and oversight to develop or improve technical products, systems, or processes that meet specified requirements and standards. Oversees engineering practices, systems, and designs to ensure compliance with organizational policies, industry standards, and regulatory requirements. Monitors and refines engineering processes, tools, and systems to ensure operational efficiency and quality of solutions. Assists with planning and implementing engineering objectives, processes, and budgets to ensure activities align with the organization's strategy. Collaborates with senior leaders to develop engineering strategies, including facilities planning, manufacturing process design, the application of new technologies, and maintenance. Coordinates vendors and external partners to ensure availability, reliability, and quality of sourced materials or technology. Requires a bachelor's degree in engineering or related discipline. Typically reports to top management.

## VP OF INFORMATION SECURITY ARCHITECTURE

### VP of Cyber Security Architecture, VP of Cyber Security Systems Design, VP of IT Security Architecture

Leads a team of cybersecurity professionals that plan and design security solutions that enable the organization to identify, protect, detect, respond, and recover from cyber threats and vulnerabilities. Utilizes the latest tools, techniques, and training in cyber security architecture to create and design the organization's cyber security policies and procedures. Develops the organization's strategic vision for cyber security architecture and establishes priorities and strategies consistent with business goals. Partners with stakeholders to encourage the adoption of security-compatible software designs and best practices. Keeps abreast of the latest intelligence from law enforcement and other sources of cyber threat information and briefs stakeholders with actionable information. Typically requires a bachelor's degree in computer science or engineering. May require Certified Information Security Manager (CISM). May require Certified Information Systems Security Professional (CISSP). Typically reports to top management.

### Management

## APPLICATION DESIGN AND DEVELOPMENT MANAGER

### Application Design and Development Manager, Application Systems Analysis & Development Manager, Applications Programming Project Manager

Manages teams and implements policies and procedures related to the design, analysis, testing, coding, and implementation of applications. Enhances operations by establishing metrics, analyzing processes, and implementing standard methodologies, tools, and best practices to ensure high-quality deliverables. Reviews development proposals, projects, timelines, resources, and costs. Leads feedback processes for peer reviews, code reviews, and design reviews. Establishes a performance culture by incorporating individual and team coaching and mentoring to achieve excellence. May manage outsourcing budgets, vendors, or off-shore resources. Requires a bachelor's degree. Typically reports to a director.

## DATA CENTER DIRECTOR

### Data Center Operations Director, Data Infrastructure Operations Director

Directs and optimizes all operations of a data center facility to ensure data performance, availability, and security. Designs operating procedures and policies for installing, configuring, and maintaining servers, networks, and storage systems within a data center to maximize operational efficiency. Monitors environmental conditions to ensure optimal temperature, humidity, and power supply to prevent downtime and protect hardware from damage. Ensures timely, accurate, and consistent technical infrastructure service and presentation to internal and external clients. Coordinates with outside teams to identify and implement new systems to support existing and future business needs. Requires a bachelor's degree. Typically reports to senior management.

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## DATA MANAGEMENT DIRECTOR

### **Data Operations Director, Enterprise Data Management Director**

Develops and implements the systems used for obtaining and managing data such as data warehouses, data stores, and other business intelligence systems. Responsible for maintaining and monitoring the data systems to ensure they meet organizational requirements. Implements data governance policies and procedures to establish data management guidelines and ensure the accuracy, reliability, and security of data. Oversees data integration processes to facilitate seamless data flow between systems and applications. Requires a bachelor's degree. Typically reports to senior management.

## DATA WAREHOUSE MANAGER

### **Data Warehouse Operations Manager**

Manages the daily activities of the team responsible for the design, implementation, maintenance, and support of data warehouse systems and projects. Oversees data design and the creation of database architecture and data repositories. Ensures that reporting, modeling, and ETL projects and initiatives are supported fully and run smoothly. Installs processes for auditing data warehouses and ensuring data quality. Requires a bachelor's degree. Typically reports to a director.

## DATABASE ADMINISTRATION MANAGER

### **Database Administration Strategy and Operations Manager, DBA Manager**

Manages the administration of an organization's database. Analyzes the organization's database needs and develops a long-term strategy for data storage. Establishes policies and procedures related to data security and integrity and monitors and limits database access as needed. Oversees the design, maintenance and implementation of the systems that manage an internal database. Requires a bachelor's degree. Typically reports to a director.

## HELP DESK MANAGER

### **IT Help Desk Manager, IT Service Desk Manager, IT Support**

#### **Desk Manager, User Support Help Desk Manager**

Manages all aspects and operations of an organization's technical help desk. Provides mentoring and leadership to the team. Assists in the development of processes and procedures to achieve service level requirements and performance goals, and produce high-quality service to internal customers. Identifies and implements help desk systems and tools to identify, document, track, and resolve reported problems. Reviews key metrics to analyze the help desk performance, identify problem areas, and make recommendations for improvement. Engages in resource planning and decision-making. May require a bachelor's degree. Typically reports to a director.

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## INFORMATION SECURITY MANAGER

**Data and Cyber Security Manager, Security Manager, Information Systems Security Manager, Information Vulnerability and Risk Mitigation Manager, InfoSec Intrusion Investigation Manager, InfoSec Manager, InfoSec/Access Control Manager, IS and Cyber Security Manager**

Manages the team responsible for ensuring the security of the organization's systems and information assets. Oversees the development and implementation of security systems, guidelines, and strategies. Implements processes and procedures to protect the organization against unauthorized access, use, disclosure, disruption, modification, and/or destruction. Conducts and reviews audits and risk assessments. Reviews and evaluates internal operations and controls. Oversees the migration of non-compliant environments to compliant environments. Ensures compliance with data protection guidelines and applicable laws. Requires a bachelor's degree. Typically reports to a director.

## INFORMATION TECHNOLOGY DIRECTOR

**Information Systems Director, IT Department Director, IT Operations Director**

Directs the implementation and administration of information systems and equipment in accordance with organizational policies and goals. Develops internal procedures and guidelines to diagnose and resolve technical issues across different systems and technologies, including hardware, software, and networks. Analyzes high-level business needs and researches new technologies to identify and select IT hardware and software products to support internal business processes. Evaluates methodologies, processes, and specifications of an organization's IT systems to develop an IT strategy and roadmap and ensure computer equipment, hardware, and software operate in alignment

with organizational needs and standards. Plans and designs an organization's network infrastructure including LANs, WANs, and wireless networks and monitors network performance. Oversees IT projects through their entire lifecycle to ensure completion is on-time and within budget and provides technical guidance to resolve complex issues. Requires a bachelor's degree. Typically reports to senior management.

## INFORMATION TECHNOLOGY MANAGER

**Information Systems Manager, IT Department Manager, IT Operations Manager**

Manages the implementation and administration of information systems and equipment in accordance with organizational policies and goals. Administers internal procedures and guidelines to diagnose and resolve technical issues across different systems and technologies, including hardware, software, and networks. Oversees the analysis of business needs and selects IT hardware and software products to support internal business processes. Develops detailed documentation of methodologies, processes, and specifications of an organization's IT systems and assists with the planning of the organization's IT roadmap. Manages the IT strategy and roadmap to ensure computer equipment, hardware, and software operate in alignment with organizational needs and standards. Plans and implements an organization's network infrastructure including LANs, WANs, and wireless networks and monitors network performance. Allocates resources and oversees departmental budget to support and manage IT projects through the entire lifecycle. Requires a bachelor's degree. Typically reports to a director.

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## INFORMATION VULNERABILITY AND RISK MITIGATION SENIOR MANAGER

**Data and Cyber Security Senior Manager, Data Security Senior Manager, Information Security Senior Manager, Information Systems Security Senior Manager, InfoSec Intrusion Investigation Senior Manager, InfoSec Senior Manager, InfoSec/Access Control Senior Manager, IS and Cyber Security Senior Manager**

Leads and manages the team responsible for ensuring the security of the organization's systems and information assets. Oversees the development and implementation of security systems, guidelines, and strategies. Implements processes and procedures to protect the organization against unauthorized access, use, disclosure, disruption, modification, and/or destruction. Conducts and reviews audits and risk assessments. Reviews and evaluates internal operations and controls. Oversees the migration of non-compliant environments to compliant environments. Ensures compliance with data protection guidelines and applicable laws. Requires a bachelor's degree. Typically reports to a director.

## IT QUALITY ASSURANCE MANAGER

**IT Services Systems and Software Quality Manager**

Manages a group of quality assurance analysts who evaluate, test, and validate software and/or IT services. Develops and implements quality assurance problem reporting processes and systems. Analyzes deficiencies in service or performance and recommends product or service improvements to address problems. Designs and implements defect reduction programs. Requires a bachelor's degree. Typically reports to head of a unit/department.

## NETWORK CONTROL CENTER MANAGER

**Network Control and Reliability Manager, Network Operations Center Manager**

Manages the daily activities of a network service function to ensure efficient, reliable, and secure operations that meet users' needs. Directs testing, configuration changes, or upgrades to network hardware or software. Oversees monitoring of the network traffic and performance to identify and troubleshoot any issues. Leads incident response and implements standard incident management processes, including root cause analysis (RCA) of any issues to identify and deploy corrective actions. Develops capacity planning forecasts and strategies. Manages relations with vendors and service providers and monitors performance quality to ensure required service levels are delivered. Requires a bachelor's degree. Typically reports to a director.

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# IT

10TH PERCENTILE      25TH PERCENTILE      50TH PERCENTILE      75TH PERCENTILE      90TH PERCENTILE

## NETWORK/SYSTEMS DESIGN AND ADMINISTRATION

|                                                                |          |                  |           |                  |           |
|----------------------------------------------------------------|----------|------------------|-----------|------------------|-----------|
| Cloud Infrastructure Architect                                 | \$70,100 | <b>\$92,800</b>  | \$122,100 | <b>\$155,400</b> | \$192,600 |
| Enterprise Infrastructure Architect                            | \$68,200 | <b>\$100,800</b> | \$135,200 | <b>\$166,300</b> | \$201,000 |
| Linux Administrator                                            | \$64,900 | <b>\$84,300</b>  | \$100,800 | <b>\$110,800</b> | \$123,900 |
| Mail Server Administrator                                      | \$77,300 | <b>\$89,200</b>  | \$98,000  | <b>\$106,500</b> | \$118,200 |
| Network Administrator                                          | \$59,300 | <b>\$81,200</b>  | \$106,800 | <b>\$134,800</b> | \$172,000 |
| Network Architect                                              | \$57,000 | <b>\$78,900</b>  | \$105,400 | <b>\$139,800</b> | \$176,600 |
| Network Control Technician                                     | \$53,800 | <b>\$86,300</b>  | \$104,400 | <b>\$126,200</b> | \$152,800 |
| Network Engineer                                               | \$63,800 | <b>\$84,300</b>  | \$108,300 | <b>\$135,300</b> | \$169,200 |
| Network Integrator                                             | \$95,900 | <b>\$106,600</b> | \$113,300 | <b>\$122,100</b> | \$134,500 |
| Site Reliability Engineer                                      | \$70,100 | <b>\$117,200</b> | \$138,800 | <b>\$160,000</b> | \$186,900 |
| Storage Management Specialist                                  | \$65,100 | <b>\$90,800</b>  | \$118,100 | <b>\$142,900</b> | \$183,400 |
| Systems Administrator                                          | \$59,900 | <b>\$81,400</b>  | \$108,800 | <b>\$139,500</b> | \$177,000 |
| Systems Engineer                                               | \$60,200 | <b>\$84,700</b>  | \$111,700 | <b>\$140,000</b> | \$178,000 |
| Technical Messaging, Conferencing and Collaboration Specialist | \$92,400 | <b>\$101,900</b> | \$107,600 | <b>\$117,700</b> | \$131,100 |
| Telecommunications Technician                                  | \$47,900 | <b>\$58,500</b>  | \$67,900  | <b>\$81,000</b>  | \$96,900  |
| UNIX Administrator                                             | \$58,500 | <b>\$82,400</b>  | \$106,100 | <b>\$125,500</b> | \$149,500 |

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## CLOUD INFRASTRUCTURE ARCHITECT

### Cloud Architecture Analyst, Cloud Computing Analyst, Cloud Engineer, Cloud Solutions Analyst

Responsible for the design and management of an organization's cloud systems, applications, policies, and strategy. Evaluates and identifies the best cloud solutions for the organization. Develops and modifies scalable architecture to support applications and infrastructure-as-a-service (IAAS) and platform-as-a-service (PAAS) platforms. Ensures the security and compliance of cloud environments, including data protection and privacy. Monitors and analyzes cloud infrastructure performance to identify and resolve issues proactively. Collaborates with cross-functional teams to optimize cloud-based environments for performance, scalability, and cost-effectiveness. Designs controls and processes that utilize available audit tools. Maintains up-to-date and extensive knowledge of cloud products and technology. Typically requires a bachelor's degree. Typically reports to a manager.

## ENTERPRISE INFRASTRUCTURE ARCHITECT

### Business Infrastructure Architect, Enterprise Platform Engineer

Designs and implements information systems that will adequately support the organization's enterprise infrastructure. Analyzes system requirements and defines technology infrastructure that will meet business needs, including server infrastructure, capacity planning, storage requirements, and networking protocols. Documents infrastructure design, configurations, processes, and issues to monitor and track the status and health of IT infrastructure. Ensures that all systems are working at optimal levels and offers support to the application development department regarding new technologies and system requirements. Designs security measures to protect an organization's data and networks. Ensures that architecture

project roll-outs meet security standards and are effectively integrated with current applications and scalable for future needs. Has knowledge of infrastructure, application programming, and web and software applications. Requires a bachelor's degree. Typically reports to a manager.

## LINUX ADMINISTRATOR

### Linux Operating Systems Administrator, Linux Systems Administrator

Installs, configures, and maintains Linux operating systems. Analyzes and resolves problems associated with the operating system's servers, hardware, applications, and software. Monitors systems performance and ensures compliance with security standards. May Require a bachelor's degree. Typically reports to a project leader or manager.

## MAIL SERVER ADMINISTRATOR

### Email Server Administrator, Mail Server Maintenance/Support Administrator

Administers and maintains the organization's email system(s). Monitors server performance and mail routing. Creates user accounts and maintains security levels on databases. Provides first-level telephone support and troubleshoots issues. Monitors existing messaging infrastructure and server usage, ensuring proper working order. Provides recommendations and plans for improvements to e-mail network. May document internal policies or develop training for end-users. Requires a bachelor's degree. Typically reports to a manager.

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## NETWORK ADMINISTRATOR

### Network/Systems Administrator

Responsible for the daily administration of a network and server environment. Installs, configures, and maintains system software. Monitors network performance, troubleshoots issues, and deploys solutions. Documents network issues and events using standard formats. Plans and implements upgrades, patches, and new applications and equipment installation. Uses scripting and writes basic programs to automate processes. Maintains and follows disaster recovery, security, backup, and restore plans. May evaluate new tools or equipment and perform analysis/feasibility studies to guide decisions on optimizing network performance. Typically requires a bachelor's degree. May require Network Administrator Certification. Typically reports to a supervisor or manager.

## NETWORK ARCHITECT

### Network Planning Analyst, Network Planning and Project Analyst

Plans, designs, evaluates, and optimizes network systems. Analyzes a network's performance in metrics like effectiveness, efficiency, or security and identifies areas for improvement. Designs solutions to improve this performance. Communicates and collaborates with other organizational teams to understand how a network operates and fits in with organizational systems and objectives. Develops, updates, and maintains network documentation including diagrams, policies, and procedures. Requires a bachelor's degree. Typically reports to a project leader or manager.

## NETWORK CONTROL TECHNICIAN

### Network Operations Analyst

Monitors performance and performs maintenance processes to ensure network systems operate at required levels of speed and reliability. Identifies and troubleshoots network issues and follows procedures to resolve problems. Documents network issues and configuration changes as soon as they occur. May perform upgrades, preventative maintenance, or equipment installation. Follows standard operating procedures to notify users of outages or changes to network status. May require an associate's degree. Typically reports to a manager.

## NETWORK ENGINEER

### Network Implementation Engineer, Network Maintenance Engineer

Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices. Usually is certified in vendor-specific products. Typically requires a bachelor's degree in computer science, electrical engineering or equivalent. Typically reports to a manager.

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## NETWORK INTEGRATOR

### LAN/WAN Integration Design and Deployment Manager, LAN/WAN Integrator, Manager of LAN/WAN Planning and Integration

Responsible for the overall plan, design, installation, maintenance, management, and coordination of LAN/WAN integration into the network. Analyzes LAN/WAN and recommends upgrades/changes and security procedures and policies; assesses organization's current and future LAN/WAN needs. Requires a bachelor's degree. Typically reports to a head of a unit/department.

## SITE RELIABILITY ENGINEER

### Platform Reliability Engineer, Infrastructure Reliability Engineer

Manages and maintains optimum platform infrastructure performance, reliability, and security using continuous integration, continuous delivery(CI/CD) tools, processes, and designs. Implements services to automate monitoring activities and provide critical information to facilitate response and resolution of performance issues and incidents. Deploys standardized and scalable software tools to ensure that systems operate without interruption at optimum performance. Troubleshoots and analyzes service disruptions to determine the root cause of issues and develop solutions for improved reliability. Utilizes cloud and virtualization technologies like AWS, configuration management tools, scripting languages, containerization technology, load balancing, monitoring and analysis tools to scale and automate processes. Typically requires a bachelor's degree in computer science or equivalent. Typically reports to a manager or head of a unit/department.

## STORAGE MANAGEMENT SPECIALIST

### SAN Solutions Specialist, Storage Backup/Recovery Specialist, Storage Systems Capacity/Allocation Specialist

Supports the organization's storage systems with capacity planning, allocation, monitoring, and actions to optimize the storage systems. Plans, configures, troubleshoots, and implements storage systems hardware, software and procedures. Maintains efficient and reliable backup and recovery procedures. Experienced with operating systems and Storage Area Networks (SAN) and backup solutions. Generates reports on storage usage. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## SYSTEMS ADMINISTRATOR

### Operating Systems Administrator, Systems Maintenance Administrator

Maintains and supports the integrity of the operating system environment and various computer systems. Performs systems maintenance tasks, such as system back-up, recovery, and file maintenance to promote uptime and efficient performance. Acquires, installs, and tests system software upgrades and computer components. Configures software and resolves technical problems. Maintains documentation of IT infrastructure and troubleshooting procedures. Requires a bachelor's degree. Typically reports to a manager.

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## SYSTEMS ENGINEER

### Enterprise Systems Engineer, Systems Infrastructure Design and Planning Engineer

Leads the planning and designing of an organization's systems infrastructure. Ensures the accuracy and effectiveness of the system to meet business/customers' requirements. Monitors the performance of systems and suggests improvements. Verifies and reviews system related documents/reports including installation procedures. Typically Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## TECHNICAL MESSAGING , CONFERENCING AND COLLABORATION SPECIALIST

### Collaboration Systems Specialist, Groupware Software Implementation Manager, Groupware Specialist

Oversees the development and deployment of the organization's groupware initiative. Defines business requirements and selects collaborative software to meet these requirements. Implements hardware or software, troubleshoots, and may train end-users. Typically oversees internet access, document sharing, email or other messaging systems. Coordinates with end-users to define needs or areas for improvement. Ensures that all updates or upgrades are appropriately integrated into existing networks. Provides technical support, troubleshooting and training on groupware systems and makes suggestions regarding future groupware needs. May require a bachelor's degree in area of specialty. Typically reports to a supervisor or manager.

## TELECOMMUNICATIONS TECHNICIAN

### Telecom Equipment Installation Technician, Telecomm Operations and Control Technician

Maintains an organization's telecommunications network to ensure dependable operation. Monitors network systems and performs diagnostic tests to document and report performance levels. Conducts routine checks and preventative maintenance to minimize malfunctions and downtime. Troubleshoots telecommunication issues and performs or coordinates repairs. May require an associate's degree. Typically reports to a supervisor.

## UNIX ADMINISTRATOR

### UNIX Operating Systems Administrator

Responsible for the installation, configuration and maintenance of the organization's UNIX operating systems and all related systems or software. Analyzes and resolves problems associated with server hardware/software and applications software and ensures scalability and appropriate integration with other systems. Detects, diagnoses, and reports UNIX related problems on both UNIX server and UNIX desktop systems. Responsible for backup or recovery procedures. Typically requires a bachelor's degree. Typically reports to a supervisor or manager.

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## IT

10TH  
PERCENTILE25TH  
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PERCENTILE90TH  
PERCENTILE**PROGRAMMING/SOFTWARE ENGINEERING**

|                                           |          |                  |           |                  |           |
|-------------------------------------------|----------|------------------|-----------|------------------|-----------|
| Applications Programmer                   | \$61,600 | <b>\$86,300</b>  | \$114,100 | <b>\$142,600</b> | \$179,600 |
| Backend Developer                         | \$69,100 | <b>\$104,000</b> | \$122,200 | <b>\$147,700</b> | \$178,900 |
| Client/Server Programmer                  | \$55,700 | <b>\$77,200</b>  | \$102,900 | <b>\$129,000</b> | \$148,100 |
| EDI Specialist                            | \$60,200 | <b>\$75,800</b>  | \$90,900  | <b>\$108,200</b> | \$128,100 |
| Front End Developer                       | \$58,100 | <b>\$86,100</b>  | \$108,000 | <b>\$137,100</b> | \$171,100 |
| Full Stack Developer                      | \$64,600 | <b>\$88,500</b>  | \$117,000 | <b>\$146,200</b> | \$160,800 |
| Java Developer                            | \$74,500 | <b>\$98,000</b>  | \$108,100 | <b>\$119,800</b> | \$146,700 |
| Mainframe Programmer                      | \$62,900 | <b>\$81,500</b>  | \$87,200  | <b>\$97,500</b>  | \$121,300 |
| Middleware Interface Analyst              | \$83,800 | <b>\$93,200</b>  | \$122,300 | <b>\$155,100</b> | \$185,900 |
| Mobile Applications Developer             | \$87,600 | <b>\$108,100</b> | \$116,400 | <b>\$126,600</b> | \$150,700 |
| Software Application Integration Engineer | \$64,900 | <b>\$84,100</b>  | \$105,900 | <b>\$134,200</b> | \$184,000 |
| Software Architect                        | \$64,900 | <b>\$90,000</b>  | \$123,400 | <b>\$157,800</b> | \$207,900 |
| Software Engineer                         | \$70,400 | <b>\$95,000</b>  | \$124,400 | <b>\$155,500</b> | \$202,700 |
| Software Support Engineer                 | \$59,000 | <b>\$72,600</b>  | \$89,600  | <b>\$105,200</b> | \$125,100 |
| Systems and Applications Architect        | \$66,100 | <b>\$86,500</b>  | \$118,200 | <b>\$150,400</b> | \$188,800 |

**PROJECT MANAGEMENT**

|                                  |           |                  |           |                  |           |
|----------------------------------|-----------|------------------|-----------|------------------|-----------|
| Applications Programming Manager | \$129,200 | <b>\$142,100</b> | \$149,700 | <b>\$160,900</b> | \$176,800 |
| IT Project Manager               | \$65,400  | <b>\$91,600</b>  | \$117,600 | <b>\$143,100</b> | \$183,400 |
| IT Program Manager               | \$103,400 | <b>\$141,500</b> | \$159,900 | <b>\$177,400</b> | \$219,000 |
| Project Coordination Specialist  | \$47,500  | <b>\$57,700</b>  | \$63,300  | <b>\$70,700</b>  | \$87,900  |

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## APPLICATION PROGRAMMER

### Application Programmer Analyst, Application Systems Analysis/Developer

Performs coding, debugging, testing, configuration, and analysis to develop or modify application programs. Conducts detailed analysis of functional and technical requirements needed to create specifications. Utilizes programming, scripting, or database language to produce efficient code. Performs unit testing of applications. Produces application documentation, including process and data flow diagrams. Provides support for implementing, enhancing, integrating, and maintaining applications. May require a bachelor's degree or equivalent. Typically reports to a project leader or manager.

## BACKEND DEVELOPER

### Backend Applications Developer, Backend Software Engineer

Develops, builds, and maintains scalable back-end solutions for server applications. Implements and tests web services and API's utilizing standard frameworks and source control tools to ensure product functionality, speed, and security. Collaborates with frontend developers, product managers, and designers to deliver server-side applications and integrate user-facing elements. Knows commonly used languages, development tools, and frameworks. Requires a bachelor's degree. Typically reports to a manager.

## CLIENT/SERVER PROGRAMMER

### Client/Server Application Developer

Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's client/server software applications. Designs, plans, enhances, and tests all distributed systems platforms. Conducts technical assessment, research, and testing of technologies as requested. Requires a bachelor's degree in area of specialty. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Typically reports to a manager or head of a unit/department.

## EDI SPECIALIST

### EDI Application Interface Developer, EDI Development/Implementation Specialist

Analyzes, designs, and develops specifications for enhancements and extensions with EDI application interfaces and maps. Ensures proper configuration and set-up of the EDI tools and systems that support file transfer between internal and external trading partners. Coordinates trading partner implementations and conducts EDI testing. Documents processes, data flow, file specifications, and mapping using standard formats. May require a bachelor's degree. Typically reports to a manager.

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## FRONT END DEVELOPER

### UI Programmer, Frontend Developer, Graphical User Interface Programmer, UI Developer

Develops user interfaces for websites and web-based applications. Translates design mockups and wireframes into code for website and web-based application UI. Designs prototypes; writes and tests code for new or existing applications. Identifies new technologies that can add additional visual display capabilities and enhance site usability. Supports backend integration and maintains graphic standards and branding throughout the UI. Has knowledge of commonly used languages and frameworks, including HTML, CSS, JavaScript, jQuery, Ajax, and Bootstrap. May require a bachelor's degree in area of specialty. Typically reports to a project leader or manager.

## FULL STACK ENGINEER

### Full-Stack Engineer

Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQL Server, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails. May require a bachelor's degree in Computer Science , IT, or Engineering. Typically reports to a manager or head of a unit/department.

## JAVA DEVELOPER

### Java Applications Developer

Designs, develops, and implements web-based Java applications to support business requirements. Follows approved life cycle methodologies, creates design documents, and performs program coding and testing. Resolves technical issues through debugging, research, and investigation. Requires a bachelor's degree in area of specialty. Typically reports to a supervisor or manager.

## MAINFRAME PROGRAMMER

### Legacy Applications Programmer | Mainframe Developer

Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing for a large-scale mainframe computer system. Maintains and develops online and batch application programs. Develops and implements a disaster recovery plan. Works with project members to develop specifications, diagrams and flowcharts. May require a bachelor's degree. Typically reports to a project leader or manager.

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## MIDDLEWARE INTERFACE ANALYST

### Middleware Application Engineer, Middleware Engineer, Middleware Integration Architect

Performs design, development, installation, tuning, and maintenance of middleware applications. Provisions platforms and infrastructure with middleware solutions. Analyzes requirements to implement effective middleware architecture, resolve technical issues, and optimize performance. Defines and documents technical designs and system configurations. Coordinates with application development and cross-functional technical teams to enable and support middleware integrations. May require a bachelor's degree in computer science, related field, or equivalent. Typically reports to a manager.

## MOBILE APPLICATIONS DEVELOPER

### Mobile Software Developer

Responsible for developing, testing, implementing, and maintaining mobile applications. Troubleshoots system problems and issues and looks for ways to improve the application. May require a bachelor's degree. Has knowledge of commonly used concepts, practices, and procedures within a particular field (i.e., iOS, Android etc.). Typically reports to a supervisor or manager.

## SOFTWARE APPLICATION INTEGRATION ENGINEER

### Integration Engineer, Integration Solutions Engineer

Develops and implements solutions for integrating applications across the enterprise or its units/departments. Evaluates existing components or systems to determine integration requirements and ensures final solutions meet organizational needs. Requires C++ or Java; XML; EDI or OBI; Oracle or Microsoft SQL. Requires a bachelor's degree.

## SOFTWARE ARCHITECT

### Software Research and Design Architect

Responsible for the structural design and development of new software systems or extensive software revisions for external customers. Analyzes software requirements and defines system components to ensure efficient and scalable software architecture. Designs and implements software solutions to consider business and technical needs and ensures compatibility with existing systems. Creates and maintains architecture documentation such as design specifications and diagrams to guide future maintenance and development. Works with non-technical stakeholders to analyze requirements and understand constraints, dependencies, and business needs. Has in-depth knowledge of software development processes and methodologies. Requires a bachelor's degree. Typically reports to a manager.

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## SOFTWARE ENGINEER

### Software Developer, Application Developer, Systems Developer

Designs and develops software applications. Performs coding, debugging, testing and troubleshooting throughout the application development process. May provide consultation on complex projects. Requires a bachelor's degree. Typically reports to a manager.

## SOFTWARE SUPPORT ENGINEER

### Software Technical Support Engineer

Troubleshoots and develops technical solutions related to software and setup errors for field engineers, technicians, and customers. Creates workaround procedures when standard procedures have failed and ensures issues are resolved in a timely fashion. Escalates urgent problems requiring more in-depth knowledge to appropriate internal resources. Requires a bachelor's degree in area of specialty. Typically reports to a manager.

## SYSTEMS AND APPLICATIONS ARCHITECT

### Information Systems Architect, Systems Architect, Systems Architecture Design Specialist, Systems Architecture Specialist

Responsible for the architectural design, development, and deployment of an organization's overall IT systems. Designs systems to consider functional requirements, scalability, and security. Defines system solutions based on user needs, cost, and required integration with existing applications, systems, or platforms. Researches, identifies, selects, and tests technology products required for solution delivery. Establishes, implements, and documents technology integrations or migration strategies. Requires a bachelor's degree. Typically reports to a manager.

## Project Management

## APPLICATIONS PROGRAMMING MANAGER

### Application Design and Development Manager, Application Systems Analysis & Development Manager, Applications Programming Project Manager

Manages teams and implements policies and procedures related to the design, analysis, testing, coding, and implementation of applications. Enhances operations by establishing metrics, analyzing processes, and implementing standard methodologies, tools, and best practices to ensure high-quality deliverables. Reviews development proposals, projects, timelines, resources, and costs. Leads feedback processes for peer reviews, code reviews, and design reviews. Establishes a performance culture by incorporating individual and team coaching and mentoring to achieve excellence. May manage outsourcing budgets, vendors, or off-shore resources. May require a bachelor's degree or equivalent. Typically reports to a director.

## IT PROJECT MANAGER

### Technology Project Manager

Manages and oversees all aspects of a technology project to ensure it is completed on-time and within budget. Has overall responsibility for managing scope, cost, schedule, internal staffing, vendors, and contractual deliverables. Develops detailed project plans. Monitors project milestones and generate periodic status reports. Evaluates and manages risk. Incorporates quality measures and standards to project deliverables. Possesses strong knowledge of technology. May require a bachelor's degree or equivalent. May require Project Management Certification. Typically reports to a manager or head of a unit/department.

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## IT PROGRAM MANAGER

**Client Project Implementation Manager, Customer Project and Implementation Manager, Implementation Manager, Technical Implementation Services Manager**

Manages and oversees the implementation operations of an organization. Oversees a team responsible for installing and deploying technical systems, software, hardware, or solutions. Implements policies and procedures to ensure consistency and high-quality work. Manages and supports multiple implementation projects. Assesses client's requirements, develops scopes and cost estimates, and creates project plans and schedules. Ensures that the timelines, planning, scoping, and cost estimates support successful projects that meet the needs of the client organization. Responds to and resolves escalated client issues during or after implementations. Troubleshoots and develops solutions to implementation problems or challenges. Requires a bachelor's degree in area of technical specialty. Typically reports to a director.

## PROJECT COORDINATION SPECIALIST

**Project Administrator, Project Support Assistant**

Coordinates project activities to ensure the project is on schedule. Provides administrative and logistical support including meeting arrangement, progress tracking, and documentation. May require a high school diploma or equivalent. Typically reports to a project leader or manager.

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## IT

|                                      | 10TH<br>PERCENTILE | 25TH<br>PERCENTILE | 50TH<br>PERCENTILE | 75TH<br>PERCENTILE | 90TH<br>PERCENTILE |
|--------------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| <b>QUALITY ASSURANCE</b>             |                    |                    |                    |                    |                    |
| Release Engineer                     | \$60,900           | <b>\$84,600</b>    | \$114,100          | <b>\$139,500</b>   | \$189,900          |
| Software Quality Assurance Analyst   | \$57,500           | <b>\$91,500</b>    | \$105,600          | <b>\$122,000</b>   | \$143,100          |
| Software Quality Testing Specialist  | \$37,700           | <b>\$53,100</b>    | \$61,300           | <b>\$73,700</b>    | \$85,900           |
| <b>SECURITY</b>                      |                    |                    |                    |                    |                    |
| Computer Forensics Analyst           | \$79,200           | <b>\$123,400</b>   | \$146,700          | <b>\$176,500</b>   | \$215,400          |
| Cyber Network Analyst                | \$63,800           | <b>\$87,400</b>    | \$120,900          | <b>\$161,200</b>   | \$215,000          |
| Cyber Security Analyst               | \$61,300           | <b>\$84,900</b>    | \$116,700          | <b>\$157,500</b>   | \$207,100          |
| Cyber Security Architect             | \$83,700           | <b>\$120,900</b>   | \$150,600          | <b>\$191,800</b>   | \$259,400          |
| Information Security Analyst         | \$63,600           | <b>\$84,400</b>    | \$113,100          | <b>\$144,400</b>   | \$183,700          |
| Information Technology Auditor       | \$56,900           | <b>\$80,500</b>    | \$107,200          | <b>\$138,600</b>   | \$181,700          |
| Network Security System Analyst      | \$62,700           | <b>\$100,100</b>   | \$118,100          | <b>\$135,400</b>   | \$156,400          |
| Systems/Application Security Analyst | \$64,600           | <b>\$91,300</b>    | \$99,600           | <b>\$110,300</b>   | \$139,600          |
| Threat Assessment Analyst            | \$68,100           | <b>\$87,100</b>    | \$94,500           | <b>\$102,600</b>   | \$125,500          |

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## Quality Assurance

**RELEASE ENGINEER****Build and Release Engineer, Deployment Engineer, Software Release Engineer**

Responsible for software builds and releases. Responsible for the design and development of builds, scripts, installation procedures, and systems including source code control and issue tracking. Works closely with a quality assurance team to ensure final version is up to organizational standards. May provide consultation on complex projects. Requires a bachelor's degree.

**SOFTWARE QUALITY ASSURANCE ANALYST****Software QA Analyst, Software Testing and Quality Engineer**

Evaluates and designs testing procedures to ensure that software meets established quality standards. Develops and writes testing scripts and plans to ensure that software functions as expected. Involved with a variety of user testing. Prepares complex data sets to test logic, error handling and system workflows. Conducts testing of more complex features. Verifies fixes. Monitors and documents testing results according to required procedures. Deep knowledge of software development cycle and quality assurance methodologies. Requires a bachelor's degree or its equivalent. Typically reports to Quality Assurance Manager.

**SOFTWARE QUALITY TESTING SPECIALIST****Software Quality Assurance Tester, Software Tester**

Tests complex features of new software releases using pre-defined test plans and scripts to identify defects. Follows uniform testing procedures. Documents results and uses designated systems and tools to track outcomes. Performs follow-up rounds of testing as needed. May train new testers and coordinate resources for the team. May require an associate's degree. Typically reports to a supervisor.

## Security

**COMPUTER FORENSICS ANALYST****Digital Forensics Analyst**

Performs forensic analysis on computer systems and servers. Investigates cybersecurity incidents using digital forensic techniques and tools. Collects, preserves, and analyzes digital evidence. Recovers emails, databases, and other potentially lost or compromised data. Documents and reports on findings, and recommends next steps. Evaluates the organization's digital forensic tools and procedures and recommends and implements potentially valuable changes. Requires a bachelor's degree. Typically reports to a manager.

**CYBER NETWORK ANALYST****Cyber Network Defense Analyst, Cyber Traffic Analyst**

Analyzes systems and networks to determine deviations from approved policies and configurations. Evaluates incident response procedures and capabilities. Conducts security scans, examines system configurations, and reviews documentation of incident response procedures. Analyzes identified malicious network activity to determine weaknesses exploited, exploitation methods, and the effects on the system. May require a bachelor's degree in computer science. Typically reports to a manager.

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## CYBER SECURITY ANALYST

### Cyber Incident Response Analyst, Cyber Incident Response Specialist, Cyber Intrusion Analyst, Cyber Threat Response Analyst

Investigates, reports, and responds to detected cyber incidents. Maintains system cybersecurity monitoring operations, and performs cyber incident triage to determine scope, urgency, and potential impact of the incident. Identifies the specific vulnerability and makes recommendations for remediation. Proactively searches for threats using a variety of Computer Network Defense (CND) tools, including intrusion detection system alerts, firewall and network traffic logs, and host system logs. Documents all activities that occurred during the incident using established methodologies and procedures. Conducts a root cause analysis for each incident to define follow-up action items and to make recommendations to stakeholders. Develops and maintains thorough, up-to-date knowledge of cybersecurity threats and incident response best practices. May require a bachelor's degree in computer science. Typically reports to a manager. Typically reports to a manager.

## CYBER SECURITY ARCHITECT

### Cyber Security Systems Designer, Information Security Architect, IT Security Architect

Plans and designs security solutions and capabilities that enable the organization to identify, protect, detect, respond, and recover from cyber threats and vulnerabilities. Defines and develops security requirements using risk assessments, threat modeling, testing, and analysis of existing systems. Develops security integration plans to protect existing infrastructure and to incorporate future solutions. Creates action plans for policy creation and governance, system hardening, monitoring, incident response, disaster recovery, and emerging cybersecurity threats. Utilizes security information and event

management (SEIM), data loss prevention (DLP), intrusion prevention systems (IPS), and other tools in action plan designs. Reviews current architectures and systems to ensure consistency and compliance with the organization's guidelines, policies, and standards. Keeps abreast of the latest cyber threat information. May require a bachelor's degree in computer science or engineering. May require Certified Information Security Manager (CISM). May require Certified Information Systems Security Professional (CISSP). Typically reports to a manager.

## INFORMATION SECURITY ANALYST

### Data Security Analyst, Information Security Specialist, Information Systems Security Analyst, Information Vulnerability/Risk Analyst, InfoSec Analyst, InfoSec Intrusion Investigation Analyst, InfoSec/Access Control Analyst, IS and Cyber Security Professional

Responsible for ensuring the security of the organization's systems and information assets. Develops and implements security systems, guidelines, and strategies. Protects against unauthorized access, use, disclosure, disruption, modification, and/or destruction. Conducts audits and risk assessments. Evaluates internal operations and controls and makes recommendations based on the findings. Migrates non-compliant environments to compliant environments. Ensures compliance with data protection guidelines and applicable laws. May require a bachelor's degree. Typically reports to a manager.

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## INFORMATION TECHNOLOGY AUDITOR

**EDP Auditor, Information Systems Auditor, IT Auditor,  
IT Systems and Controls Auditor**

Audits complex information systems, platforms, and operating procedures in accordance with established corporate standards for efficiency, accuracy and security. Evaluates IT infrastructure in terms of risk to the organization and establishes controls to mitigate loss. Determines and recommends improvements in current risk management controls and implementation of system changes or upgrades. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

## NETWORK SECURITY SYSTEM ANALYST

**Network Risk and Security Analyst**

Ensures the security of an organization's networks and systems. Performs network security assessments and risk analysis and makes recommendations to improve network security. Investigates security incidents and breaches. Recommends and deploys appropriate security products and solutions for various network platforms. Configures and maintains firewalls and other network security tools and software. May conduct security trainings with employees. May require a bachelor's degree. Typically reports to a manager.

## SYSTEMS/APPLICATION SECURITY ANALYST

**InfoSec Senior Analyst, Systems Security Professional**

Analyzes information security systems and applications and finds the vulnerabilities. Recommends and develops security measures to protect information against unauthorized modification or loss. Coordinates with development teams or third parties to fix systems/application vulnerabilities. Requires a bachelor's degree. Typically reports to a manager.

## THREAT ASSESSMENT ANALYST

**Security Research Analyst**

Assesses risks and threats such as crime or terrorism to protect an organization's employees, property, affairs, brand, and events. Identifies and researches new potential threats using public and private information, open-source intelligence (OSINT), and other effective research techniques. Establishes clear, effective, and proactive plans for avoiding or mitigating newly emerged or evolving threats. Assists decision-making in crises. Investigates incidents that expose potential issues in current organizational security plans and procedures. Alerts management or business partners about relevant threats. Requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

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## IT

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PERCENTILE**TECHNICAL SUPPORT**

|                              |          |                 |           |                  |           |
|------------------------------|----------|-----------------|-----------|------------------|-----------|
| Computer Operator            | \$38,200 | <b>\$47,700</b> | \$55,800  | <b>\$67,100</b>  | \$81,000  |
| Field Service Technician     | \$39,700 | <b>\$53,600</b> | \$67,700  | <b>\$84,600</b>  | \$104,700 |
| Help Desk Supervisor         | \$69,900 | <b>\$84,400</b> | \$89,200  | <b>\$96,800</b>  | \$113,800 |
| Help Desk Support Specialist | \$40,400 | <b>\$56,900</b> | \$64,400  | <b>\$73,900</b>  | \$85,200  |
| IT Disaster Recovery Analyst | \$74,200 | <b>\$95,100</b> | \$101,100 | <b>\$108,700</b> | \$131,000 |
| LAN Support                  | \$49,800 | <b>\$66,500</b> | \$81,200  | <b>\$105,400</b> | \$133,100 |
| LAN/WAN Administrator        | \$66,100 | <b>\$76,000</b> | \$83,200  | <b>\$93,800</b>  | \$106,700 |
| PC Maintenance Technician    | \$41,600 | <b>\$49,900</b> | \$57,900  | <b>\$68,600</b>  | \$83,600  |
| Technical Support Engineer   | \$55,600 | <b>\$66,200</b> | \$75,100  | <b>\$89,500</b>  | \$108,600 |

**TECHNICAL TRAINING**

|                                     |          |                 |          |                  |           |
|-------------------------------------|----------|-----------------|----------|------------------|-----------|
| Instructional Technology Specialist | \$49,700 | <b>\$58,200</b> | \$64,500 | <b>\$73,100</b>  | \$83,400  |
| LMS Administrator                   | \$48,800 | <b>\$68,000</b> | \$76,200 | <b>\$94,800</b>  | \$117,200 |
| Technical Trainer                   | \$54,000 | <b>\$79,500</b> | \$92,600 | <b>\$110,500</b> | \$133,200 |

**TECHNICAL WRITING**

|                                     |          |                 |          |                  |           |
|-------------------------------------|----------|-----------------|----------|------------------|-----------|
| Regulatory Documentation Specialist | \$56,000 | <b>\$75,500</b> | \$99,100 | <b>\$135,400</b> | \$199,800 |
| Technical Writer                    | \$52,500 | <b>\$79,900</b> | \$92,800 | <b>\$108,800</b> | \$129,400 |

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## COMPUTER OPERATOR

### Computer Operations and Monitoring Specialist, Computer Support Operations Specialist

Operates and monitors computer equipment. Uses established procedures to perform routine tasks to maintain required performance standards of computer equipment and its peripherals. Observes peripheral equipment and error messages displayed on the monitor of the terminal to identify faulty output or machine stoppage. May require an associate's degree. Typically reports to a supervisor.

## FIELD SERVICE TECHNICIAN

### On-site Support Technician

Provides maintenance and technical support for company products at customer field locations. Installs new products or enhances existing ones and may provide training and best practices for on-site personnel. Determines when products should be replaced and recommends and plans upgrades. Identifies and troubleshoots malfunctions and conducts or schedules repairs. Develops detailed service reports to document service visits, issues, and troubleshooting actions and logs and tracks maintenance activities. Requires a high school diploma. Typically reports to a supervisor.

## HELP DESK SUPERVISOR

### IT Help Desk Supervisor, IT Service Desk Supervisor, IT Support Desk Supervisor, User Support Help Desk Supervisor

Supervises the staff and the day-to-day operations of an organization's technical help desk. Supports and coaches team members on effective methods to research, troubleshoot, and deliver solutions. Trains the team on the help desk systems, processes, tools, and procedures required to document, track, and resolve reported problems and to meet operational service levels and standards. Ensures the latest product/technical updates and policies are available and communicated to the team. Monitors request queue and tracks key metrics to ensure sufficient coverage and achievement of service standards. Identifies system and workflow improvements to enhance the team's efficiency. Acts as the escalation point for critical issues and facilitates a final resolution. May require a bachelor's degree. Typically reports to a manager.

## HELP DESK SUPPORT SPECIALIST

### Help Desk Technician, Help Desk User Support Specialist

Responds to end-user requests for technical assistance by phone, email, or ticketing system. Troubleshoots and resolves basic computer, application, system, device, access, or performance issues. Uses established processes and procedures to document, track, and resolve reported problems and to meet operational service levels and standards. Utilizes product information or solution database to research, troubleshoot, and deliver solutions. Advises users on the methods, steps, and actions to resolve and avoid future issues and provides documentation as needed. Escalates problems to appropriate levels or teams to achieve issue resolution. May support installs or upgrades of software or devices, set up user profiles, or re-set passwords. Fulfills all service level standards for response time and quality. May require an associate degree. Typically reports to a supervisor.

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## IT DISASTER RECOVERY ANALYST

### **Business Continuity/Disaster Recovery Analyst, Contingency Planning Administrator, Disaster Recovery Administrator, Disaster Recovery Technical Analyst**

Implements and supports the policies, procedures, and programs that ensure the recovery, security, and integrity of company data, databases, information systems, and technology in the event of a disruption or unanticipated disaster. Performs risk management analysis and documents disaster recovery plans. Identifies and secures the necessary off-site resources required for the organization's resumption plan. Develops and executes testing processes to validate the disaster recovery plans and identify the plans' weaknesses and failure points. Confirms all action plans are documented, communicated, and understood by all stakeholders in the organization. May require a bachelor's degree. Typically reports to a manager.

## LAN SUPPORT

### **LAN Application User Support, LAN Monitoring and Maintenance Support, Network Administrator**

Supports, monitors, tests, and troubleshoots hardware and software problems pertaining to Local Area Network (LAN) technology. Recommends and schedules repairs. Provides end users support for all LAN-based applications. Installs and configures workstations. May require a bachelor's degree. Typically reports to a project leader or manager.

## LAN/WAN ADMINISTRATOR

### **LAN/WAN Configuration and Maintenance Administrator**

Responsible for the settings, configuration and maintenance of Local Area Network (LAN)/Wide Area Network (WAN) technology and related hardware/software. Provides troubleshoots pertaining to LAN/WAN to meet users' needs. Takes initiative for the network security and systems upgrades. Requires a bachelor's degree. Typically reports to a head of a unit/department.

## PC MAINTENANCE TECHNICIAN

### **Computer Technician, Desktop Support Tech, PC Helpdesk Technician**

Installs, troubleshoots, and repairs computer systems, hardware, and computer peripherals. Resolves internal user problems and ensures correct operation of personal computers. Maintains parts inventory and logs all service/repair activity. May perform system setups for new hires. May require an associate's degree or equivalent. Typically reports to a supervisor or manager.

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TECHNICAL SUPPORT ENGINEER

Technical Solutions Support Engineer

Provides technical support to troubleshoot issues and engineer solutions for an organization's products or systems. Communicates with system users and stakeholders to define and isolate the issue and deliver technical solutions. Maintains IT infrastructure to ensure optimal function of software, hardware, and network systems. Documents bugs, fixes, and changes or updates to technical documentation for future reference. Creates diagnostic tools and performs regular testing to maintain and enhance overall system performance. Requires a bachelor's degree. Typically reports to a manager.

Technical Training

INSTRUCTIONAL TECHNOLOGY SPECIALIST

Educational Technologist, IT Specialist Educational Technology

Supports faculty members utilizing information technology in support of teaching and learning. Develops computer training materials and assists in teaching how to set up and use computer applications and related technologies. May troubleshoot technical problems and train junior staff members. May require a bachelor's degree. Typically reports to a manager.

LMS ADMINISTRATOR

Learning Management System Administrator

Administers a learning management system (LMS). Collaborates with training and development professionals to deliver responsive programs and content to meet the needs of the organization. Performs regular administrative tasks including user support, troubleshooting, and system updates. Loads, configures, tests and maintains learning content. Interfaces with the system vendor to resolve issues, enhance functionality, and deploy new features. Creates

learning documentation, aids, and training materials for users. Creates and deploys reporting, onboarding and compliance surveys to track and measure participation in programs. May conduct system training sessions for end-users, instructors, and other administrators. Requires a bachelor's degree. Typically reports to a supervisor or manager.

TECHNICAL TRAINER

Technical Training Instructor, Technical Program Development Instructor

Creates and conducts technical training programs. Determines training objectives. Writes training programs, including outline, text, handouts, and tests, and designs laboratory exercises. Lectures on the safety, installation, programming, maintenance, and repair of software, machinery, and equipment. Administers written and practical exams and writes performance reports to evaluate trainees' performance. Requires a bachelor's degree. Typically reports to a manager

Technical Writing

REGULATORY DOCUMENTATION SPECIALIST

Compliance Documentation Specialist, Product Regulatory Filing Specialist

Prepares and maintains regulatory documents to ensure compliance with internal and external requirements and standards. Follows organizational policies and procedures to ensure a controlled documentation and record retention system. Maintains, records, and communicates technical and non-technical documentation changes. Prepares required filings for approvals, notifications, and testing data reporting with government or agency officials. Compiles, maintains, and organizes regulatory documents such as applications, submissions, and reports to ensure currentness and accessibility. Requires a bachelor's degree. Typically reports to a manager.

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## TECHNICAL WRITER

### Technical Product Documentation Writer

Creates and publishes technical documentations and manuals. Collects and interprets technical data or information and coordinates layout for publication. Requires a bachelor's degree. Typically reports to a manager.

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## WEB DEVELOPMENT AND ADMINISTRATION

|                                          |          |                  |           |                  |           |
|------------------------------------------|----------|------------------|-----------|------------------|-----------|
| Digital Content Curation Manager         | \$93,300 | <b>\$121,500</b> | \$129,800 | <b>\$142,200</b> | \$177,800 |
| Digital Content Specialist               | \$49,000 | <b>\$76,800</b>  | \$91,200  | <b>\$112,800</b> | \$138,000 |
| UI Designer/Developer                    | \$62,400 | <b>\$82,700</b>  | \$110,200 | <b>\$144,100</b> | \$190,700 |
| User Experience Digital Designer         | \$67,600 | <b>\$89,100</b>  | \$115,000 | <b>\$145,900</b> | \$189,300 |
| Web Administrator                        | \$67,300 | <b>\$87,300</b>  | \$107,100 | <b>\$124,500</b> | \$150,200 |
| Web Applications Developer               | \$55,600 | <b>\$90,500</b>  | \$107,900 | <b>\$128,300</b> | \$153,300 |
| Web Front End Developer                  | \$58,100 | <b>\$86,100</b>  | \$108,000 | <b>\$137,100</b> | \$171,100 |
| Web Graphics and Content Layout Designer | \$57,000 | <b>\$83,800</b>  | \$97,600  | <b>\$118,400</b> | \$145,000 |
| Web Software Developer                   | \$65,500 | <b>\$94,400</b>  | \$109,200 | <b>\$127,300</b> | \$148,900 |
| Webmaster                                | \$67,300 | <b>\$77,800</b>  | \$85,500  | <b>\$95,500</b>  | \$108,000 |

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## DIGITAL CONTENT CURATION MANAGER

### Manager of Digital Content, Web Content Curation Manager

Manages the overall curation activities required to produce content for web, mobile, and other platforms. Leads the research, coordination, and editorial work of curators and writers. Ensures that established branding and style guidelines are implemented correctly. Develops relationships with vendors and other sources needed to produce the quantity and quality of required content and negotiate terms and pricing. Designs methodologies used to analyze content consumption data and to define content needs. Requires a bachelor's degree. Typically reports to a director.

## DIGITAL CONTENT SPECIALIST

### Digital Content Curator, Web Content Curator, Web Content Analyst, Web Content Specialist

Curates content used for a variety of web, mobile, and other platforms. Research, coordinates, edits, and integrates the work of writers and designers to produce layouts that meet established branding and style guidelines. Organizes content in a way that makes sense/is most useful for target customers. Stays up to date on best practices and make recommendations for content strategy. Analyzes content needs and studies content consumption data to optimize content. Identifies and tracks metrics to measure the success of content curation efforts. Performs website editorial activities to ensure all content is high quality, up-to-date, and consistent. Requires a bachelor's degree. Typically reports to a manager.

## UI DESIGNER/DEVELOPER

### User Experience Designer/Developer

Designs web pages and develops web-based technical solutions that engage users and meet business requirements. Handles projects from conceptualization through delivery. Develops and applies creative designs, ensuring that content meets brand standards and targets the intended audience. Uses knowledge of front-end platforms, frameworks, and languages to deliver high-quality site and application designs. Tests and improves site usability while ensuring optimal performance on a variety of browsers. Requires a bachelor's degree. Typically reports to a supervisor or manager.

## USER EXPERIENCE DIGITAL DESIGNER

### User Interface(UI)/Usability Designer, Web UI Designer

Applies user-centered design principles to improve the workflow, expand the functionality, and enhance the visual appeal of websites and mobile apps. Gathers requirements from users and stakeholders, defines information architecture, creates sample user personas, and documents user workflow. Designs wireframes, mockups, and prototypes. Applies the results from user research and usability testing to create new features and improve current features. Requires knowledge of visual design and wireframing/prototyping tools. May perform user research, usability testing, or facilitate focus groups. May require familiarity with various graphic design software packages. Requires a bachelor's degree. Typically reports to a supervisor or manager.

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## WEB ADMINISTRATOR

### Web Operations and Performance Administrator, Website Administration Specialist, Website Administrator

Administers and maintains the organization's websites. Monitors site traffic and performance and recommends changes in the site's technical architecture to ensure that the website remains responsive, stable, and secure. Maintains and administers websites by screening content for consistency and accuracy. Maintains related hardware and software, installs upgrades, and resolves system errors as they arise. Ensures the website is properly integrated with related computer systems and back-end processes. May require a bachelor's degree. Typically reports to a manager.

## WEB APPLICATIONS DEVELOPER

### Internet/Web Application Developer, Web Applications Programmer

Designs, develops, and maintains internal and external websites for an organization. Uses knowledge of common web development languages (e.g., HTML, Java, PHP, JSP, ASP.Net, Python, AJAX) to build and expand site functionality. Creates and enhances the overall website appearance using graphic/multi-media design software and designs site navigation that is clear and easy to understand. Ensures sites remain scalable while complying with performance and security standards. Updates site content based on input from marketing and documents changes in source code. May require a bachelor's degree in a related area. Typically reports to a manager.

## WEB FRONT END DEVELOPER

### User Interface (UI) Programmer, Frontend Developer, Graphical User Interface (GUI) Programmer, User Interface (UI) Developer

Develops user interfaces for websites and web-based applications. Translates design mockups and wireframes into code for website and web-based application UI. Designs prototypes; writes and tests code for new or existing applications. Identifies new technologies that can add additional visual display capabilities and enhance site usability. Supports backend integration and maintains graphic standards and branding throughout the UI. Has knowledge of commonly used languages and frameworks, including HTML, CSS, JavaScript, jQuery, Ajax, and Bootstrap. May require a bachelor's degree in area of specialty. Typically reports to a project leader or manager.

## WEB GRAPHICS AND CONTENT LAYOUT DESIGNER

### Web Designer, Web Page Designer

Designs web pages that engage the target audience, drive web traffic, and provide optimal user experience. Uses knowledge of user interface design and human factors engineering to create visually pleasing web pages with rich content and clear navigational schemes. Employs site animation and special effects to create a compelling user experience. Tests and improves site usability and performance on a variety of browsers. Requires knowledge of web technologies, techniques, and tools such as HTML, Shockwave, Photoshop, Illustrator, Adobe Flex, Adobe Flash, JavaScript, ASP pages, and SEO. May require a bachelor's degree in area of specialty. Typically reports to a manager.

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## WEB SOFTWARE DEVELOPER

### Web Software Programmer

Designs and develops software solutions for websites and mobile applications that engage users and meet business requirements. Supports web administrators and designers through the full development lifecycle and contributes to the development of new site features. Develops, implements, and debugs software code. Designs and develops the web infrastructure including back-end database development and the construction of SQL queries via CGI scripting. Requires knowledge of web technologies and tools such as CSS, JavaScript, HTML, PERL, PHP, Active Server Pages, SQL, and C++. May require a bachelor's degree in area of specialty. Typically reports to a project leader or manager.

## WEBMASTER

### Web Administrator, Website Maintenance and Publishing Coordinator

Administers and maintains the organization's websites. Monitors site traffic and performance and recommends changes in the site's technical architecture to ensure that the website remains responsive, stable, and secure. Maintains and administers websites by screening content for consistency and accuracy. Maintains related hardware and software, installs upgrades, and resolves system errors as they arise. Ensures the website is properly integrated with related computer systems and back-end processes. May require a bachelor's degree. Typically reports to a manager

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## LEARN MORE ABOUT OUR SOLUTIONS

We help you work smarter and be more agile by delivering next-level end-to-end solutions that support you not only on a project basis, but as a lifelong partner.



## WORKING INTELLIGENCE - RESOURCES FOR EMPLOYERS

Discover the insights you need to build smarter, more efficient and more agile teams.



## START A CONVERSATION

For more details on defining salaries and understanding trends in the job market, contact your local Akkodis representative.

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