



**LHH**

2026

**Salary Guide**

# 2026 Salary Guide

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# Pay in the Age of Uncertainty

This is my first year contributing to the LHH Salary Guide as the North America Country President for LHH. It's a privilege to step into this role at such a defining moment, when organizations like yours are facing critical decisions about talent, structure, and strategy against a backdrop of unprecedented innovation and changing workforce dynamics.

The pace of change has never been greater, and the decisions you make today will shape not only your business performance but the very future of work itself. Getting this right is a shared responsibility, and it's an honor to take on that challenge alongside leaders like you.

The labor market continues to evolve at a rapid pace. From the rise of AI to shifting employee expectations, you are being called to lead through constant transformation. We are entering an era where adaptability, foresight, and purpose-driven leadership will matter more than any single economic indicator.

Meeting this moment requires a thoughtful, future-ready approach to compensation and total rewards. It has to be grounded in data, responsive to change, and focused on long-term value for both individuals and organizations.

This year's Salary Guide reflects that approach.

It captures how technological acceleration, workforce flexibility, and skills-based strategies are reshaping talent dynamics across every industry. The goal is simple: to give you a clearer understanding of today's compensation market and the insight to plan for tomorrow. In doing so, we invite you to move beyond reacting to the present and instead shape a new vision of work so that your organization remains competitive in the market.

The challenges ahead are real, but so is the opportunity. By embracing innovation, investing in people, and leading with courage, employers can build organizations that set the standard for the future of work, and turn complexity into progress and help people thrive in a world that won't stop changing.



**Nicole Gable**  
US Country President  
& Head of Recruitment Solutions, North America

# Introduction & Market Outlook

## The Talent Market in 2026: Adaptive, Agile, and on the Brink of Reinvention

Forces are converging to shape today's workforce faster than many organizations can keep up. Amid economic instability, unpredictable dynamics — from shifting employee expectations and rapid technological change to ongoing talent shortages and geopolitical uncertainty — continue to define the labor market.

Your organization is under pressure to rewire talent strategies in real time. While labor force participation has rebounded and [voluntary turnover has cooled to 13.5%](#) (down from 17.3% the prior year), the fundamentals of workforce planning have changed.

What's clear in 2026: business continuity now depends on talent adaptability, not just market performance.

You are also navigating rising employee expectations, deepening skills gaps, and the disruptive influence of artificial intelligence. As the cost of inaction rises, shrinking margins leave less room for error.

Organizations across industries have made transformation a necessity, not just an ambition. You are revisiting how work gets done, what roles the business requires, and how to close persistent capability gaps. This velocity doesn't isolate itself to technology. It reshapes how your people work, what they value, and how you must respond to remain relevant.

Job roles are evolving. Companies are redefining internal mobility. AI is accelerating productivity and challenging legacy operating models. Employees expect more from you — more purpose, more support, more growth — and they're making moves to get it. You must treat transformation as a constant to meet the moment. As you plan for the year ahead, the talent imperative remains clear: adaptability, not predictability, will determine who thrives.

In this guide, we unpack four intersecting trends that are reshaping how work gets done and what it takes for you to build a future-ready workforce.



## Changes ripple through the workforce

96%

of senior leaders said becoming more agile has been a high or essential priority in the past five years  
[\(August Public\)](#)

38%

of CEOs would rather quit than lead a large-scale workforce transformation  
[\(Orgvue\)](#)

64%

of professionals globally are overwhelmed by how quickly work is changing

# Rewriting the Rules: AI Reshapes How Work Gets Done

## AI must serve as a present-tense capability, not a future want.

In 2026, artificial intelligence is actively reshaping how companies operate, how teams collaborate, and how you make decisions. From recruiting workflows to strategic planning, AI drives more business processes than ever, and the momentum continues to build.

The maturation of AI, automation, and emerging technologies like quantum computing is forcing organizations like yours to rethink the relationship between human talent and digital infrastructure.

This shift isn't just technical.  
It's also structural.

- Job roles are being redesigned as AI takes on repeatable, rules-based work
- Decision-making is accelerating, powered by real-time insights and machine learning
- Workforce planning is shifting, as organizations rethink what tasks require human input
- New skill sets are emerging, with demand growing for AI literacy, data fluency, and ethical reasoning
- Hiring processes are evolving, as AI tools reshape how candidates are sourced, screened, and interviewed, which raises new questions about bias, transparency, and human judgment

## What Your Organization Can Do To Get Ahead?

### Build AI Literacy

Train employees to understand, collaborate with, and question AI systems. Competency starts with awareness.

### Audit for Bias

Regularly review AI outputs for fairness, especially in screening and hiring. Prove neutrality, don't just blindly trust.

### Prioritize Human Oversight

Ensure human judgment stays central in high-stakes decisions, especially in talent processes.

### Update Job Architecture

Redefine roles with clear distinctions between human and AI-driven responsibilities. Avoid duplication and drift.

### Prepare Leaders for Change

Equip managers to communicate about AI clearly, lead through change, and maintain team trust.

### Choose Tech Strategically

Don't chase tools. Select platforms that align with your workflows, ethics, and long-term business goals.

### AI in the workforce: Fast Facts

**2x**

AI use at work has nearly doubled in two years  
(Gallup)

**71%**

of workers displaced by layoffs in 2024–25 reported learning AI skills, making it the top reskilling priority  
(LHH)

**65%**

AI upskilling, even if they hadn't started learning yet  
(LHH)

**32%**

of all U.S. workers used generative AI at work  
(Federal Reserve)

**70%**

of job seekers are now using AI tools like resume builders, interview prep, and job-matching platforms in their searches  
(LHH)

# Closing the Gap: What Employees Want vs. What Employers Offer

**The disconnect between employer offerings and employee expectations is one of the defining challenges of this decade.**

Workforce engagement has stabilized since the pandemic, but the relationship between organizations and their people remains uneasy. Flexibility is now assumed. Career development is expected. And decisions are being driven by purpose, well-being, and culture—not just compensation.

These shifts cut across age groups, industries, and roles. Traditional levers for attraction and retention are losing their pull. Workers want more than a paycheck. They want to feel seen, supported, and invested in. They want to learn. They want meaningful work. And they want leaders to back up words with action. Messaging without follow-through no longer holds weight.

Organizations that meet these expectations are seeing the results: higher engagement, lower attrition, and stronger productivity. Those that don't are struggling to fill roles and hold on to key talent. momentum continues to build.

## What Can Your Organization Do?

### Redefine Flexibility

Go beyond location. Offer autonomy in how and when work gets done, supported by clear performance expectations.

### Invest in Growth

Build real development paths. Focus on skills-based learning, upskilling programs, and internal mobility, not just one-off trainings.

### Clarify Purpose

Connect daily work to broader goals. Share the "why" behind decisions and reinforce how roles contribute to impact.

### Support the Whole Person

Prioritize well-being through benefits, workloads, and psychological safety. Make it real, not a checkbox.

### Close the Say/Do Gap

Align messaging with action. Employees don't expect perfection, but they do expect follow-through.

### Listen Systematically

Use structured listening channels and act on what you hear. Engagement doesn't happen by accident. It happens by design.

## What Today's Workforce Is Experiencing

# 36%

of organizations offer robust career development programs that yield measurable business outcomes

([LinkedIn](#))

# 89%

of U.S. workers say team belonging is critical to job satisfaction

([Destination Workplace](#))

# 24%

of employees feel psychologically safe at work

([Achievers](#))

# Skills Over Titles: Reframing How Work Gets Done

**Across industries, organizations are facing the same pressure point: skills gaps are widening faster than traditional talent models can close them.**

Roles are evolving, responsibilities are blurring, and yesterday's job descriptions are no longer a reliable map for tomorrow's needs. The solution is smarter talent architecture. That means shifting from rigid roles to skills-based strategies that emphasize versatility, mobility, and continuous learning.

## Skills-first models allow organizations to:

- Deploy internal talent more efficiently
- Reduce reliance on external hiring during high-cost cycles
- Build more inclusive pipelines by removing degree requirements
- Respond faster to shifting customer and market demands

Technical skills matter, but they're not enough on their own. Increasingly, organizations are placing equal weight on adaptability, critical thinking, and leadership potential. These capabilities don't show up on a transcript, but they shape whether an organization can navigate disruption or get stuck in it.

This shift is already influencing how talent decisions are made. Employers are rethinking how they evaluate candidates, design roles, and invest in internal development.

## What Your Organization Can Do To Get Ahead?

### Build Dynamic Teams

Replace static job descriptions with evolving role frameworks based on core skills and capabilities.

### Rethink Qualifications

Prioritize relevant skills and experience over degrees or traditional credentials.

### Expand Internal Mobility

Create systems that match emerging needs with existing talent across teams and functions.

### Support the Whole Person

Develop adaptability, problem-solving, and communication—not just technical expertise.

### Tie Development to Business Goals

Align learning programs with real-time workforce and market needs to avoid misalignment and waste.

### Upskill Through E-Learning

Leverage digital learning platforms to deliver scalable, on-demand training that keeps pace with rapidly evolving skills needs.

## The Skills Imperative

# 87%

of organizations anticipate skills shortages within a year  
(Lightcast)

# 70%

of HR professionals report that skills shortages in their organization have increased  
(Kenan Institute)

# 90%

of companies make better hires via skills-first recruiting  
(ADP)

# Building For Agility: The Rise of the Blended Workforce

**The workforce is no longer binary. Full-time or freelance, in-house or remote, human or digital—these lines are blurring fast.**

In 2026, resilience isn't about headcount. It's about having the right mix of people, capabilities, and models to respond to constant change. For employers, that means moving beyond traditional hiring plans and embracing a blended workforce strategy, one that combines:

- Full-time talent for institutional knowledge and continuity
- Freelancers and contractors for specialized expertise and project agility
- Contingent and gig workers for speed, scalability, and cost control
- Digital labor or AI-enabled tools and platforms that handle repeatable work at scale

This shift is being driven by both opportunity and necessity. Talent shortages persist in key functions. Budget pressures are rising. And employees themselves are increasingly drawn to alternative work arrangements that offer more autonomy and flexibility.

But while the model brings new adaptability, it also adds complexity for you. Maintaining culture, cohesion, and accountability across employment types is a growing challenge, one that requires you to evolve your strategies, systems, and mindsets.

## What Your Organization Can Do To Get Ahead?

### Reimagine Onboarding and Engagement

Create inclusive onboarding and engagement experiences for all worker types. Culture should be consistent, not contingent.

### Invest in Cross-Functional Workforce Planning

Align workforce planning across HR, finance, procurement, and operations to manage blended models strategically.

### Create Unified Employee Experiences

Design policies, communication, and performance practices that transcend employment categories.

### Build Agile Talent Benches

Maintain rosters of trusted freelancers, contractors, and vendors to flex capacity quickly without starting from scratch.

### Integrate Digital Labor Thoughtfully

Use AI and automation where they add value, but keep human oversight where trust, ethics, and complexity demand it.

### Train Managers for Complexity

Ensure leaders are equipped to manage hybrid teams with clarity, consistency, and fairness.

## Workforce Models in Motion

# 84%

of employers are already using contingent workers  
([HR.com](https://www.lhh.com))

# 12%

say contingent staff comprises more than half their workforce  
([HR.com](https://www.lhh.com))

# 28%

of U.S. knowledge workers freelanced in the last year  
([Upwork](https://www.upwork.com))

# What Sets Employers Apart in 2026

**For all the complexity reshaping your workforce, one truth is cutting through: There is no return to “normal.”**

The organizations that succeed in 2026 won't be the ones trying to rebuild what was. They'll be the ones building what's next. That means embracing change as a constant. Operationalizing adaptability. Making workforce strategy a living, evolving system that responds to new pressures, expectations, and opportunities in real time.

What top employers share isn't a single model. It's a shared posture that's proactive, open, and aligned. They invest in skills, not just roles. They deploy AI with intention. They treat flexibility as strategy, not compromise. And they listen to their workforce, not just to respond but to anticipate.

As your talent demands grow more fluid, you must create clarity where others see only volatility. You need to connect purpose to performance. You need to create room for growth. And you need to act on the data, not just watch it.

## Future-Ready Employers Will Be:

### AI-literate

Building strategy around technology, not behind it

### Skills-focused

Prioritizing potential, mobility, and learning over credentials

### Human-centered

Elevating trust, well-being, and inclusion as core business levers

### Structurally agile

Designing workforces that scale, flex, and evolve

### Leadership-driven

Empowering managers to communicate, engage, and guide through change



# Data Methodology

**Our salary data reflects a blended, multi-source approach designed to deliver accuracy, relevance, and real-world applicability.**

## Benchmarking & Field Validation

We sourced compensation data from multiple sources including partnership with Chmura Economics. This gives us access to current, reliable benchmarks pulled from hundreds of thousands of data points across industries and functions.

We also validate these benchmarks against LHH's proprietary internal placement data and insights from our in-house talent experts - to provide a comprehensive view of the market - drawing on real-world hiring activity across industries, regions, and roles.

This ensures that salary ranges reflect not just market theory, but actual hiring behavior.



## Broader Market Context

All estimates are cross-referenced with the latest data from the U.S. Bureau of Labor Statistics to ensure alignment with national labor trends and forecasts.

This blended methodology allows us to ground salary guidance in both statistical rigor and market reality. Our goal is to equip employers and candidates with data that's not only current, but context-aware.

### Data Key

#### Company size

(based on full time employees, or FTEs)

- **Small:** 1–100 FTEs
- **Medium:** 100–500 FTEs
- **Large:** 500–15,000 FTEs
- **Enterprise:** 15,000+ FTEs

### Salary range

- **Minimum:** Low end of the salary range
- **Maximum:** High end of the salary range
- **Average:** National average base salary, regardless of experience

# Beyond The Paycheck

## Compensation still drives attention, but it doesn't guarantee commitment.

In 2026, your candidates and employees are weighing a wider set of variables that shape their experience and determine whether they stay, leave, or even accept a role in the first place. These factors don't replace pay. They reframe what competitive really means.



### Health and Medical Benefits

Rising out-of-pocket costs are making the total cost of care, not just premiums, a deciding factor. Your employees and candidates are looking closely at deductible levels, prescription coverage, and support for dependents. When benefits feel insufficient, even a strong salary can fall short or feel like a pay decrease.

### Time Off and PTO Parity Workforce Planning

More candidates are asking for PTO to be matched from the start. Legacy vacation policies that reset or ignore prior accruals are a growing liability. Generous, flexible leave has become a marker of both respect and retention.

### Work Location and Flexibility

Depending on the industry, hybrid or remote accessibility is a baseline expectation across many industries. But it's not just about where your people work. It's also how much control they have over their time. Flexibility in schedule, hours, and workflows matters just as much as location.

### Retirement and Long-Term Security

Retirement options are being evaluated earlier in your candidate's journey. Older workers want stronger 401(k) matches and catch-up support. Younger employees want options that align with their values, like ESG investing, and more visibility into long-term growth.

When organizations overlook these elements, they risk losing talent to competitors with clearer, more complete offerings. Pay gets attention. But benefits, flexibility, and security drive decisions.

**57%**

of workers globally are considering changing jobs, with better work-life balance cited as a top driver (26%)  
[\(LHH\)](#)

**34%**

of job seekers rank better benefits as a top motivator [\(Indeed\)](#)

**40%**

of workers would leave their job for more flexibility [\(Owl Labs\)](#)

**86%**

of workers feel confident they can find a new job within six months — giving them leverage to demand higher pay if flexibility is taken away  
[\(LHH\)](#)

**22%**

expect raises if asked to give up hybrid/remote options [\(Owl Labs\)](#)

# How You Can Gain a Competitive Advantage

Compensation may open the door, but the organizations that win talent in 2026 do more than meet salary expectations. They build complete packages that signal care, respect, and security. Here's how to turn benefits, flexibility, and long-term support into a differentiator.

## Reframe Benefits as a Financial Safety Net

Go beyond standard coverage. Highlight how your health plan reduces real costs for employees: lower deductibles, better prescription coverage, and support for dependents. The story isn't just about insurance — it's about protecting disposable income.

## Build Flexibility Into Every Role

Instead of just offering hybrid or remote options, focus on how employees control their time. Encourage flexible hours, asynchronous collaboration, and choice in workflows. This turns flexibility into empowerment, not just geography.

## Match PTO From Day One

Eliminate accrual resets that make new hires start over. Offering PTO parity signals that you value experience, not tenure. Position this as an investment in well-being and retention.

## Communicate the Whole Package Clearly

Candidates often make decisions with incomplete information. Lead with transparency. Present pay, benefits, flexibility, and security together as one story of value. When competitors highlight only salary, your organization stands out as more complete.

## Make Retirement Real, Not Abstract

Increase 401(k) match levels, add catch-up opportunities for older workers, and diversify options for younger employees. Provide visibility into growth projections so employees can see the long-term impact of your investment in them.

A competitive advantage in today's market comes from showing that your organization is thinking beyond today's paycheck. By aligning benefits, flexibility, and security with employee values, you don't just attract attention — you earn lasting commitment.

# Accounting & Finance

"LHH has been our strategic partner in our challenge to support leaders and employees in their process of raising awareness and taking charge of their development, to connect with their best version and fulfill our purpose as an organization."

**Head of Talent Development**, Financial Services Firm

Digital disruption continues to reshape accounting and finance, but the effects on the industry aren't uniform. Some roles are disappearing, others are evolving, and a select few are gaining influence. Across the board, professionals who bring adaptability, technical fluency, and analytical insight are rising to the top.

According to the Bureau of Labor Statistics, demand for accountants and financial analysts remains healthy, even as automation compresses the need for low-value roles like bookkeeping. And while many workers in this field are facing new pressures, they also report above-average confidence in their ability to adapt.

12% of finance and accounting professionals in LHH's global survey reported displacement due to AI adoption, reflecting automation in data modeling and forecasting. (LHH)

Employers are responding by broadening their search parameters. They are recruiting beyond traditional accounting pipelines and targeting candidates with backgrounds in technology, analytics, and systems integration. At the same time, internal mobility is becoming more important, particularly as fewer professionals enter the accounting field.

## Automation is reducing volume while raising expectations

Tasks like reconciliations, audits, and data entry are increasingly handled by software. But automation hasn't reduced demand for finance talent. It's simply redirected. Employers now need professionals who can interpret data, work cross-functionally, and manage technology implementations.

Oversight, exception handling, and financial storytelling are growing in importance. That shift is changing how organizations assess both candidates and current teams.

## Accountants & Auditors

**6%**

employment of accountants and auditors is projected to grow 6% from 2023–2033, about as fast as the average for all occupations

**130,800**

average number of projected openings for accountants and auditors each year over that period [\(BLS\)](#)

## Bookkeeping, accounting, and auditing clerks

**-5%**

employment of bookkeeping, accounting, and auditing clerks is projected to decline 5% from 2023–2033

**174,900**

average annual openings are still expected due to workforce exits and career shifts [\(BLS\)](#)

## Financial roles are evolving quickly

As finance becomes more tech-enabled and strategic, new hybrid roles are emerging. Professionals with experience in budgeting, cloud infrastructure, and data modeling are helping businesses optimize costs, build forecasts, and navigate risk in real time.

**9%**

employment of financial analysts is projected to grow 9% from 2023–2033, faster than average

**37,900**

openings for financial analysts are projected each year, on average

Business units increasingly rely on finance teams for insight, not just reporting. That's driving demand for professionals with technical fluency, systems thinking, and strong communication skills, especially in areas like scenario planning, automation oversight, and data interpretation.



## Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Accounting Clerk	\$51,200	\$52,500	\$53,800	\$54,800	\$48,000	\$63,600	<b>\$55,800</b>
Accounts Payable Clerk	\$51,000	\$52,500	\$53,800	\$54,800	\$48,400	\$63,000	<b>\$55,700</b>
Accounts Payable Specialist	\$62,300	\$64,700	\$66,700	\$68,200	\$57,500	\$82,600	<b>\$70,100</b>
Accounts Payable Supervisor	\$77,800	\$80,800	\$83,400	\$85,500	\$71,800	\$102,700	<b>\$87,200</b>
Accounts Payable Manager	\$106,200	\$111,500	\$89,600	\$119,400	\$94,800	\$142,900	<b>\$118,800</b>
Accounts Receivable Clerk	\$49,600	\$51,300	\$52,600	\$53,600	\$47,400	\$61,400	<b>\$54,400</b>
Accounts Receivable Specialist	\$73,300	\$76,600	\$79,500	\$81,600	\$61,200	\$81,000	<b>\$71,100</b>
Accounts Receivable Supervisor	\$75,700	\$78,800	\$81,300	\$83,500	\$71,700	\$101,600	<b>\$86,600</b>
Accounts Receivable Manager	\$102,400	\$107,800	\$112,600	\$115,900	\$106,600	\$147,000	<b>\$126,800</b>
Billing Clerk	\$58,300	\$59,000	\$61,000	\$62,500	\$48,000	\$68,800	<b>\$58,400</b>
Billing Manager	\$112,900	\$115,800	\$122,200	\$125,600	\$101,700	\$148,900	<b>\$125,300</b>
Bookkeeper	\$44,100	\$45,400	\$47,900	\$48,800	\$57,100	\$100,200	<b>\$78,700</b>
Cash Applications Clerk	\$51,000	\$52,500	\$53,800	\$54,800	\$48,400	\$63,000	<b>\$55,700</b>
Collections Specialist	\$49,600	\$51,300	\$52,600	\$53,600	\$47,400	\$81,400	<b>\$64,400</b>
Credit & Collections Manager	\$114,200	\$117,000	\$120,600	\$121,900	\$93,800	\$150,400	<b>\$122,100</b>
Jr. Accountant	\$59,800	\$63,600	\$69,300	\$72,300	\$54,500	\$71,200	<b>\$62,800</b>
Staff Accountant	\$73,100	\$75,400	\$78,600	\$82,000	\$63,300	\$92,900	<b>\$78,100</b>
Sr. Accountant	\$88,800	\$92,700	\$96,400	\$101,200	\$80,300	\$120,600	<b>\$100,500</b>
Accounting Supervisor	\$95,900	\$97,400	\$99,800	\$102,600	\$91,800	\$127,500	<b>\$109,700</b>
Accounting Manager	\$121,100	\$128,900	\$135,200	\$138,500	\$105,900	\$152,000	<b>\$128,900</b>
Assistant Controller	\$167,700	\$178,300	\$205,400	\$219,100	\$143,700	\$198,100	<b>\$170,900</b>
Controller	\$238,100	\$273,500	\$324,500	\$362,000	\$177,800	\$381,500	<b>\$279,600</b>
Accounting Director	\$187,200	\$203,700	\$215,500	\$223,400	\$161,400	\$229,300	<b>\$195,300</b>
Chief Accounting Officer	\$251,600	\$293,900	\$323,300	\$355,500	\$238,200	\$303,000	<b>\$270,600</b>
Chief Financial Officer	\$279,600	\$349,400	\$530,000	\$656,300	\$217,500	\$551,200	<b>\$384,300</b>

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

## Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Cost Accountant	\$81,500	\$84,000	\$88,300	\$89,300	\$69,800	\$98,900	<b>\$84,400</b>
Sr. Cost Accountant	\$96,900	\$100,400	\$104,600	\$106,200	\$80,900	\$122,600	<b>\$101,700</b>
Data Analyst	\$106,000	\$105,700	\$109,900	\$112,400	\$73,800	\$136,600	<b>\$105,200</b>
Financial Analyst	\$89,800	\$93,100	\$96,100	\$100,600	\$75,600	\$97,200	<b>\$86,400</b>
Sr. Financial Analyst	\$115,600	\$119,000	\$122,700	\$162,000	\$93,400	\$158,000	<b>\$125,700</b>
Finance Manager	\$140,000	\$144,200	\$158,500	\$161,300	\$115,500	\$151,500	<b>\$133,500</b>
Finance Director	\$205,700	\$220,900	\$255,700	\$266,900	\$143,900	\$250,000	<b>\$196,900</b>
Internal Audit Manager	\$113,700	\$125,100	\$135,300	\$143,300	\$120,900	\$139,400	<b>\$130,100</b>
Internal Audit Director	\$163,900	\$168,400	\$172,000	\$177,900	\$131,700	\$168,900	<b>\$150,300</b>
Vice President Internal Audit	\$164,400	\$180,100	\$195,400	\$204,200	\$159,400	\$199,500	<b>\$179,400</b>
Payroll Clerk	\$98,100	\$101,200	\$104,700	\$106,900	\$86,500	\$123,600	<b>\$105,000</b>
Payroll Specialist	\$116,100	\$119,500	\$122,100	\$126,600	\$100,700	\$141,800	<b>\$121,300</b>
Payroll Supervisor	\$135,400	\$142,000	\$149,000	\$152,500	\$120,300	\$175,900	<b>\$148,100</b>
Payroll Manager	\$188,600	\$202,800	\$217,200	\$225,700	\$171,800	\$253,000	<b>\$212,400</b>
Tax Accountant	\$219,600	\$245,700	\$265,500	\$279,700	\$209,700	\$310,600	<b>\$260,100</b>
Sr. Tax Accountant	\$57,700	\$58,500	\$60,100	\$60,900	\$56,800	\$71,400	<b>\$64,100</b>
Tax Manager	\$67,100	\$69,900	\$73,200	\$76,500	\$68,800	\$97,400	<b>\$83,100</b>
Tax Director	\$104,000	\$107,700	\$111,600	\$114,200	\$96,100	\$120,400	<b>\$108,200</b>
Assistant Treasurer	\$124,100	\$129,400	\$135,700	\$139,100	\$111,200	\$161,700	<b>\$136,500</b>
Treasurer	\$96,100	\$99,400	\$102,500	\$108,200	\$81,600	\$114,000	<b>\$97,800</b>
Treasury Analyst	\$100,100	\$103,300	\$108,900	\$112,000	\$87,000	\$131,000	<b>\$109,000</b>
Sr. Treasury Analyst	\$165,900	\$169,600	\$174,200	\$179,900	\$120,500	\$162,900	<b>\$141,700</b>
Treasury Manager	\$205,200	\$219,700	\$243,300	\$257,300	\$162,600	\$232,400	<b>\$197,500</b>
Director of Budgets	\$198,400	\$211,300	\$220,200	\$231,300	\$174,000	\$262,400	<b>\$218,200</b>
Director of Grants & Proposals	\$251,500	\$258,300	\$264,900	\$273,900	\$190,900	\$351,800	<b>\$271,400</b>

## Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Public Accounting</b>							
Audit/Assurance Services Associate	\$76,600	\$82,300	\$88,100	\$93,800	\$69,400	\$102,300	<b>\$85,800</b>
Sr. Audit/Assurance Services Associate	\$108,200	\$109,800	\$112,400	\$114,000	\$101,500	\$121,500	<b>\$111,500</b>
Audit/Assurance Services Manager	\$132,400	\$143,600	\$155,300	\$166,500	\$117,600	\$183,000	<b>\$150,300</b>
Tax Associate	\$76,400	\$82,300	\$85,400	\$89,100	\$66,700	\$97,500	<b>\$82,100</b>
Sr. Tax Associate	\$105,800	\$108,200	\$110,700	\$114,400	\$101,200	\$126,200	<b>\$113,700</b>
Tax Manager	\$122,300	\$126,200	\$126,600	\$134,900	\$126,400	\$151,500	<b>\$138,900</b>
Sr. Tax Manager	\$163,600	\$177,200	\$189,600	\$202,600	\$147,000	\$221,600	<b>\$184,300</b>
Partner	\$311,400	\$322,000	\$332,500	\$343,100	\$267,300	\$407,100	<b>\$337,200</b>
<b>Banking and Financial Services</b>							
Banking Operations Manager	\$86,300	\$91,200	\$102,600	\$105,300	\$76,400	\$126,200	<b>\$101,300</b>
Business Development Officer	\$92,500	\$96,600	\$101,400	\$103,500	\$71,300	\$131,200	<b>\$101,300</b>
Commercial Lending Group Manager	\$164,200	\$169,000	\$179,500	\$184,700	\$124,700	\$210,600	<b>\$167,700</b>
Compliance Specialist	\$80,300	\$81,400	\$84,000	\$84,800	\$69,300	\$101,900	<b>\$85,600</b>
Compliance Manager	\$127,100	\$132,400	\$142,300	\$145,300	\$111,900	\$170,600	<b>\$141,200</b>
Consumer Loan Processor	\$47,100	\$49,100	\$51,400	\$52,400	\$41,000	\$62,700	<b>\$51,800</b>
Credit Analyst	\$98,400	\$100,600	\$103,500	\$105,000	\$81,900	\$126,600	<b>\$104,200</b>
Credit Manager	\$121,200	\$130,200	\$137,700	\$139,000	\$105,100	\$167,100	<b>\$136,100</b>
Fund Manager	\$142,400	\$154,400	\$159,300	\$161,800	\$103,000	\$173,000	<b>\$138,000</b>
Foreclosure Specialist	\$45,900	\$47,800	\$49,700	\$50,600	\$42,600	\$63,400	<b>\$53,000</b>
Hedge Fund Accountant	\$47,300	\$54,100	\$76,500	\$85,800	\$70,100	\$99,200	<b>\$84,600</b>
Fund Accounting Manager	\$126,600	\$137,000	\$154,500	\$165,100	\$111,900	\$202,000	<b>\$157,000</b>
Loan Closer	\$50,700	\$51,700	\$54,500	\$55,800	\$42,600	\$65,200	\$53,900

## Accounting & Finance

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Loan Processor	\$47,100	\$49,200	\$51,500	\$52,500	\$41,100	\$62,800	<b>\$51,900</b>
Loan Servicing Specialist	\$49,200	\$51,300	\$54,200	\$54,800	\$39,400	\$63,000	<b>\$51,200</b>
Market Risk Analyst	\$56,900	\$59,100	\$70,200	\$76,900	\$51,500	\$85,800	<b>\$68,600</b>
Mortgage Loan Processor	\$52,800	\$55,000	\$58,100	\$59,200	\$44,400	\$68,400	<b>\$56,400</b>
Mortgage Loan Closer	\$50,700	\$51,700	\$54,500	\$55,800	\$42,600	\$65,200	<b>\$53,900</b>
Mortgage Loan Servicing Clerk	\$43,400	\$45,200	\$47,600	\$48,300	\$36,600	\$57,100	<b>\$46,800</b>
Loan Servicing Manager	\$92,700	\$100,000	\$105,800	\$106,800	\$76,200	\$128,600	<b>\$102,400</b>
Escrow Officer	\$55,500	\$60,600	\$68,200	\$71,600	\$50,600	\$76,300	<b>\$63,400</b>
Mortgage Underwriter	\$95,300	\$98,100	\$102,500	\$104,400	\$77,600	\$136,300	<b>\$107,000</b>
Regulatory Reporting Specialist	\$67,300	\$67,900	\$68,700	\$69,000	\$55,700	\$85,900	<b>\$70,800</b>
Regulatory Reporting Manager	\$87,900	\$88,900	\$90,500	\$91,400	\$72,000	\$110,900	<b>\$91,400</b>



# Administrative Support

“LHH’s visionary approach was one of the key factors in our choice of supplier. We found their project team to be creative, proactive and pragmatic. The partnership approach to our relationship carried us through to successful delivery.”

**Engagement and Learning Manager**, Global Outsourcing Firm

Administrative roles are being redefined, not eliminated. As routine work becomes automated and hybrid structures grow more complex, demand is shifting toward support professionals who can work across systems, manage relationships, and drive clarity in fast-moving environments.

Today’s top-performing admins are force multipliers for the people they work with and their organizations as a whole. They act as project leads, cultural anchors, and strategic liaisons between functions. It’s a shift in both scope and stature, and hiring trends are beginning to reflect that.

18.5% of clerical roles faced AI-related layoffs, among the highest-exposed functions, as repetitive and rule-based tasks are automated first. (LHH)

Organizations are raising the bar on support roles. They’re doing so by not just requiring sharper digital and communication skills but also more initiative and judgment. The shrinking pipeline of qualified candidates is making it harder to find the right fit, though. The result: Support roles that once focused on coordination now sit at the intersection of people, platforms, and priorities.

## The support function is evolving fast

Today’s admin professionals are stepping into more autonomous, cross-functional roles. They’re overseeing complex scheduling, driving internal communication across distributed teams, and helping maintain organizational cohesion. The “assistant” title doesn’t tell the full story anymore and may be getting outdated. These professionals are often acting as operational leads, particularly in hybrid or lean environments.

### Secretaries and Administrative Assistants

1%

projected job growth from 2023–2033 (slower than average)

367,500

job openings per year, primarily from retirements and turnover (BLS)

### Receptionists

-1%

projected job decline from 2023–2033

137,800

job openings per year, primarily driven by turnover (BLS)

### Financial Clerks

-4%

projected decline in employment from 2023–2033

112,500

average annual openings still expected each year due to workforce exits and retirements (BLS)

## Roles are getting narrower at the bottom but broader at the top

Basic clerical positions are declining. But roles that blend communication, coordination, and cross-functional support are expanding. Organizations are increasingly prioritizing administrative professionals who can manage uncertainty, lead through tools, and contribute to both operations and culture.

These jobs may not always come with executive titles, but they're becoming central to how companies actually get work done.

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Administrative Assistant	\$53,000	\$55,100	\$57,100	\$57,800	\$45,800	\$66,300	<b>\$56,050</b>
Executive Assistant	\$79,500	\$80,700	\$87,300	\$89,200	\$66,200	\$101,500	<b>\$83,850</b>
C-Level (C-Suite) Executive Assistant	\$119,000	\$120,800	\$132,000	\$134,800	\$96,300	\$156,800	<b>\$126,550</b>
Receptionist	\$49,900	\$52,000	\$55,000	\$60,000	\$46,000	\$62,000	<b>\$54,000</b>
Customer Service Specialist	\$52,100	\$54,200	\$61,000	\$64,300	\$47,100	\$70,400	<b>\$58,750</b>
Documents Clerk/Specialist	\$40,100	\$42,000	\$48,400	\$52,200	\$36,000	\$59,300	<b>\$47,650</b>
Data Entry Specialist	\$44,400	\$46,400	\$49,300	\$51,400	\$36,700	\$55,400	<b>\$46,050</b>
Office Coordinator	\$50,600	\$51,200	\$52,600	\$53,100	\$40,600	\$63,100	<b>\$51,850</b>
Office Manager	\$82,200	\$85,300	\$93,200	\$94,700	\$73,400	\$108,200	<b>\$90,800</b>
Project Assistant/Coordinator	\$79,000	\$80,300	\$86,800	\$88,700	\$65,800	\$100,900	<b>\$83,350</b>
Project Manager	\$90,200	\$93,300	\$101,900	\$103,300	\$81,600	\$121,000	<b>\$101,300</b>
Business Operations Manager	\$119,800	\$124,000	\$130,100	\$135,600	\$106,900	\$150,400	<b>\$128,650</b>
Director of Business Operations	\$170,400	\$183,200	\$207,100	\$215,300	\$183,500	\$216,200	<b>\$199,850</b>
Facilities Specialist	\$68,700	\$72,000	\$82,100	\$86,500	\$61,100	\$95,000	<b>\$78,050</b>
Facilities Manager	\$111,500	\$119,000	\$125,200	\$128,800	\$98,000	\$147,900	<b>\$122,950</b>
Facilities Director	\$169,000	\$183,200	\$198,900	\$207,100	\$155,500	\$235,500	<b>\$195,500</b>
Assistant Property Manager	\$50,000	\$56,000	\$62,000	\$70,000	\$42,000	\$85,000	<b>\$63,500</b>
Property Manager	\$62,000	\$70,000	\$80,000	\$90,000	\$50,000	\$115,000	<b>\$82,500</b>
Leasing Specialist	\$42,000	\$48,000	\$56,000	\$62,000	\$38,000	\$80,000	<b>\$59,000</b>

**Company size** (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

# Engineering

“We partnered with LHH in our search for a Technical Director to support our growing renewable energy projects across Europe. LHH really understands the industry and quickly identified top talent that aligned with our needs. The entire process was smooth and efficient, and thanks to their expertise, we found a great candidate who brings real value to our team. We truly appreciated their professionalism, insight, and dedication throughout the search.”

**Co-founder & CEO**, Engineering & Construction Company

The engineering talent landscape is shifting fast. Demand is holding strong across infrastructure, energy, and product development, but the scope of these roles is changing. Employers want professionals who understand the systems behind what they build. They need to be technically sharp, yes, but also capable of translating complexity into business outcomes.

72% of executives say their organizations now use AI in a least one business function, a 20-point jump in just two years—reshaping demand for engineers with cross-functional fluency. (LHH)

AI adoption is increasing the pressure, too. Engineers are being asked to design, integrate, and oversee the implementation of automated and AI-driven tools. That shift is reshaping hiring criteria. Talent strategies are focusing less on title and more on cross-functional fluency: modeling, coding, testing, integration, and communication across teams.

## Engineering hiring is broadening

To stay competitive, employers are looking beyond traditional engineering pipelines. They're sourcing from adjacent fields like data science and systems architecture, and they're building internal mobility programs that promote retention and reduce time to productivity. Skills-based hiring is also picking up momentum, especially in sectors with talent bottlenecks or geographic constraints.

## Mechanical Engineers

11%

projected growth from 2023–2033

19,800

projected openings per year [\(BLS\)](#)

## Civil Engineers

5%

projected growth from 2023–2033

21,100

projected annual openings [\(BLS\)](#)

## Electrical and Electronics Engineers

9%

projected growth from 2023–2033

19,000

projected annual openings [\(BLS\)](#)

## Industrial Engineers

12%

projected growth from 2023–2033

25,200

projected openings per year [\(BLS\)](#)

## Strategic hiring is becoming essential

Hybrid roles are becoming more common. For example, engineers with budgeting experience, sustainability knowledge, or DevOps skills are stepping into high-impact positions.

Organizations that invest in reskilling, team-based training, and modular hiring strategies will be better positioned to meet evolving project needs without sacrificing speed.

## Engineering

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Industrial Engineer	\$93,400	\$95,900	\$100,200	\$101,800	\$79,200	\$119,600	<b>\$99,400</b>
Mechanical Engineer	\$99,600	\$103,700	\$105,200	\$107,700	\$84,900	\$126,000	<b>\$105,500</b>
Senior Mechanical Engineer	\$109,700	\$115,300	\$125,700	\$132,000	\$100,000	\$142,500	<b>\$121,200</b>
Mechanical Design Engineer	\$99,900	\$104,000	\$105,400	\$107,900	\$85,200	\$126,300	<b>\$105,700</b>
Reliability Engineer	\$95,100	\$98,500	\$103,400	\$104,700	\$86,900	\$147,100	<b>\$117,000</b>
Quality Engineer	\$86,700	\$89,800	\$93,300	\$95,600	\$78,200	\$108,800	<b>\$93,500</b>
Aerospace Engineer	\$96,000	\$98,600	\$101,600	\$104,300	\$80,500	\$150,500	<b>\$115,500</b>
Engineering Manager	\$147,900	\$141,400	\$163,400	\$167,900	\$131,900	\$191,500	<b>\$161,700</b>
Process/Continuous Improvement Specialist	\$88,900	\$93,300	\$97,700	\$99,300	\$82,600	\$110,600	<b>\$96,600</b>
Director of Process/Continuous Improvement	\$177,700	\$182,900	\$200,700	\$204,700	\$167,100	\$218,500	<b>\$192,800</b>
Petroleum Engineer	\$105,700	\$125,800	\$162,300	\$182,400	\$77,500	\$259,200	<b>\$168,400</b>
Reservoir Engineer	\$143,300	\$148,000	\$151,300	\$153,900	\$109,600	\$169,300	<b>\$139,500</b>
Construction Engineer	\$97,200	\$100,900	\$103,300	\$106,000	\$92,100	\$123,200	<b>\$107,600</b>
Robotics Engineer	\$92,200	\$95,300	\$98,900	\$107,100	\$76,900	\$141,100	<b>\$109,000</b>
Environmental Engineer	\$94,500	\$96,600	\$102,200	\$105,100	\$80,700	\$120,900	<b>\$100,800</b>
Chemical Engineer	\$96,900	\$100,300	\$105,300	\$107,000	\$83,400	\$128,600	<b>\$106,000</b>
Chemical Process Engineer	\$96,500	\$99,600	\$104,800	\$107,900	\$92,700	\$112,900	<b>\$102,800</b>
Electrical Engineer	\$95,400	\$97,900	\$107,300	\$120,600	\$84,900	\$180,700	<b>\$132,800</b>
Sales Engineer	\$98,700	\$102,200	\$106,500	\$108,200	\$85,000	\$129,400	<b>\$107,200</b>
Manufacturing Engineer	\$91,300	\$93,200	\$95,900	\$96,900	\$80,700	\$114,300	<b>\$97,500</b>
Biomedical Engineer	\$97,300	\$99,800	\$104,100	\$106,500	\$86,600	\$120,200	<b>\$103,400</b>
Automotive Engineer	\$115,800	\$124,600	\$138,700	\$137,000	\$106,500	\$140,400	<b>\$123,500</b>
Test Engineer	\$87,900	\$91,300	\$96,000	\$97,700	\$82,700	\$119,700	<b>\$101,200</b>
Civil/Structural Engineer	\$115,600	\$128,200	\$142,100	\$152,600	\$73,800	\$192,900	<b>\$133,300</b>
Design Engineer	\$92,200	\$95,400	\$98,400	\$99,800	\$82,200	\$115,900	<b>\$99,000</b>
Quality Assurance Manager	\$126,100	\$131,900	\$138,800	\$140,300	\$112,800	\$165,400	<b>\$139,100</b>

# Healthcare (Non-Clinical)

“LHH has been our strategic partner in our challenge to support leaders and employees in their process of raising awareness and taking charge of their development, to connect with their best version and fulfill our purpose as an organization.”

**Head of Talent Development**, Financial Services Firm

Non-clinical healthcare is growing more complex. As provider networks expand, compliance regulations tighten, and patient experience takes center stage, organizations need professionals who can keep pace with change and ultimately help lead it.

Administrative, billing, IT, HR, and operations teams are also playing a larger role in care delivery. This isn't an efficiency play, either. These teams are increasingly responsible for experience design, digital integration, and the workflows that connect patients to outcomes.

29% growth projected for medical and health services managers (2023–2033, BLS), but 61% of healthcare professionals express confidence their skills remain relevant even amid digital transformation(LHH)



## Non-clinical hiring is shifting toward problem-solvers

Health systems are moving beyond just hiring for task execution. They're looking for people who can identify operational friction, recommend changes, and implement process improvements. Strong communication, systems thinking, and tech comfort are now core to many support roles.

Non-clinical teams are also being reshaped by AI and automation. Roles in billing, scheduling, and data entry are evolving into oversight and exception management. Employers are prioritizing candidates who can adapt quickly and work across functions.

## Medical and Health Services Managers

29%

projected growth from 2023–2033

61,400

projected openings per year (BLS)

## Medical Records Specialists

9%

projected growth from 2023–2033

15,000

projected openings per year (BLS)

## Experience is becoming a competitive differentiator

With fewer candidates entering healthcare support roles, employers are investing in career mobility, reskilling programs, and cross-training to reduce churn and stabilize operations. Candidates who understand how back-office operations affect clinical outcomes are especially valuable, particularly in fast-scaling environments like outpatient care and virtual health.

## Healthcare (Non-Clinical)

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Non-Clinical Healthcare</b>							
Billing & Collections Manager	\$94,300	\$99,300	\$103,700	\$106,800	\$81,500	\$128,200	<b>\$104,900</b>
Billing & Collections Director	\$131,700	\$139,700	\$147,300	\$152,400	\$110,600	\$176,800	<b>\$143,700</b>
Collections Analyst	\$67,600	\$70,600	\$73,300	\$75,200	\$56,500	\$89,500	<b>\$73,000</b>
Front Desk Manager/ Front Office Manager	\$50,100	\$53,000	\$60,200	\$63,100	\$45,700	\$74,600	<b>\$60,100</b>
Healthcare Data Analyst	\$78,100	\$80,900	\$83,900	\$85,900	\$66,800	\$105,500	<b>\$86,100</b>
HIM Manager	\$103,600	\$109,400	\$118,900	\$118,900	\$86,200	\$134,100	<b>\$110,200</b>
Medical Biller	\$47,000	\$48,800	\$51,000	\$52,000	\$40,000	\$58,100	<b>\$49,000</b>
Medical Coder	\$53,100	\$54,600	\$57,700	\$58,500	\$44,900	\$68,500	<b>\$56,700</b>
Medical Credentialer	\$58,800	\$60,100	\$62,700	\$63,700	\$48,900	\$73,200	<b>\$61,100</b>
Patient Access Representative	\$61,600	\$63,600	\$65,500	\$66,900	\$52,800	\$80,300	<b>\$66,500</b>
Patient Access Supervisor	\$83,400	\$84,300	\$67,500	\$92,000	\$69,400	\$106,100	<b>\$87,800</b>
Patient Financial Counselor	\$44,700	\$46,900	\$48,200	\$48,700	\$38,700	\$56,200	<b>\$47,500</b>
Prior Authorization/ Pre-Certification Specialist	\$41,600	\$42,900	\$48,100	\$50,500	\$38,100	\$55,100	<b>\$46,600</b>
Reimbursement/ Insurance Specialist	\$50,400	\$51,900	\$53,500	\$54,100	\$44,700	\$65,300	<b>\$55,000</b>
Revenue Cycle Analyst	\$69,700	\$72,100	\$74,200	\$77,600	\$58,300	\$89,400	<b>\$73,800</b>
Revenue Cycle Director	\$108,900	\$166,400	\$175,800	\$182,300	\$128,500	\$202,700	<b>\$165,600</b>
Revenue Cycle Manager	\$108,100	\$113,500	\$118,200	\$122,100	\$88,300	\$138,400	<b>\$113,400</b>
Practice Manager	\$79,600	\$89,500	\$88,900	\$89,500	\$69,200	\$104,700	<b>\$87,000</b>

**Company size** (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

## Healthcare (Non-Clinical)

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Behavioral Health</b>							
Case Manager	\$50,600	\$51,600	\$53,800	\$55,600	\$45,500	\$63,200	<b>\$54,400</b>
Clinical Manager	\$71,400	\$75,000	\$90,400	\$94,900	\$61,300	\$106,000	<b>\$83,700</b>
Clinical Director	\$159,700	\$161,900	\$171,100	\$175,400	\$127,300	\$198,600	<b>\$163,000</b>
Community Center Associate/ Community Services Specialist	\$48,600	\$51,700	\$53,500	\$55,800	\$45,000	\$64,000	<b>\$54,500</b>
Housing Navigator	\$39,400	\$39,700	\$43,300	\$52,400	\$30,500	\$57,400	<b>\$43,900</b>
Peer Support Specialist	\$40,800	\$42,600	\$44,000	\$45,500	\$33,400	\$50,800	<b>\$42,100</b>
Program Assistant	\$51,800	\$61,200	\$62,800	\$65,300	\$48,200	\$69,300	<b>\$58,700</b>
Program Director	\$135,200	\$142,400	\$151,400	\$157,300	\$113,400	\$176,100	<b>\$144,800</b>



# Human Resources

“LHH are a trusted business partner that set itself apart from other recruiters by making the time to truly understand our business and priorities. They have a great network of screened and credible candidates and they matched our business requirements with candidate expectations extremely well. Their approach is different, and not just about ‘selling’ a candidate or service but providing true value and a longer-term relationship.”

**HR Director**, Professional Services

HR is being redefined in real time. With AI adoption accelerating, talent markets shifting, and employee expectations rising, organizations are counting on HR teams to lead strategic transformation, not just manage it.

**In short, the scope is expanding, and the stakes are higher.**

Demand is up for HR professionals who can build scalable people systems, drive tech-enabled workflows, and make data-backed decisions. Leaders are expected to translate business strategy into workforce execution while navigating volatility in retention, engagement, and labor supply. The best HR professionals are turning these pressures into opportunities for influence.

82.5% of HR professionals are already upskilling in AI, one of the highest adoption rates across functions. (LHH)

## HR is where strategy hits reality

Organizations are leaning more heavily on HR for scenario planning, workforce modeling, and change readiness. Talent acquisition teams are managing more complex pipelines, integrating new tools, and working across functions to align business needs with hiring strategy.

Upskilling, reskilling, and internal mobility are now core parts of HR’s scope. Many HR professionals are also taking on responsibilities around AI governance, skills mapping, and digital adoption. Expectations around agility, analytics, and leadership have gone up, and so have the opportunities for impact.

## Human Resources Managers

6%

projected growth from 2023–2033

17,400

projected openings per year (BLS)

## Training and Development Specialists

12%

projected growth from 2023–2033

42,200

projected openings per year (BLS)

## Compensation, Benefits & Job Analysis Specialists

7%

projected growth from 2023–2033

8,200

projected openings per year (BLS)

## HR is moving from support function to strategic operator

The shift isn’t new but the expectations are. HR leaders are increasingly asked to partner with finance, operations, and technology leaders to solve big-picture problems.

As a result, the most in-demand HR talent blends business fluency, systems thinking, and executional rigor. That combination is shaping the next generation of HR leadership.

## Human Resources

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Human Resources Coordinator	\$58,000	\$62,000	\$65,000	\$70,000	\$53,000	\$76,000	<b>\$64,500</b>
Human Resources Generalist	\$77,400	\$79,300	\$82,600	\$83,600	\$68,500	\$99,300	<b>\$83,900</b>
Human Resources Manager	\$121,500	\$125,300	\$132,200	\$137,100	\$105,900	\$159,800	<b>\$132,900</b>
HRIS Analyst	\$78,000	\$88,000	\$98,000	\$110,000	\$60,000	\$120,000	<b>\$90,000</b>
HRIS Manager	\$110,000	\$125,000	\$145,000	\$165,000	\$90,000	\$170,000	<b>\$130,000</b>
Employee Relations Specialist	\$75,000	\$84,000	\$95,000	\$105,000	\$60,000	\$120,000	<b>\$90,000</b>
Human Resources Business Partner	\$108,100	\$109,400	\$113,900	\$115,800	\$91,200	\$137,300	<b>\$114,200</b>
Human Resources Director	\$175,000	\$185,000	\$201,000	\$212,600	\$154,200	\$239,900	<b>\$197,000</b>
Vice President of Human Resources	\$227,300	\$250,000	\$277,900	\$291,800	\$205,500	\$335,500	<b>\$270,500</b>
Chief Human Resources Officer	\$301,000	\$360,600	\$418,600	\$458,400	\$304,000	\$483,700	<b>\$393,900</b>
Organizational Development Specialist	\$81,700	\$85,800	\$88,800	\$90,900	\$70,200	\$108,900	<b>\$89,500</b>
Onboarding Coordinator	\$55,600	\$57,000	\$58,600	\$61,000	\$51,400	\$65,100	<b>\$58,200</b>
Learning & Development Specialist	\$66,300	\$69,700	\$73,100	\$76,600	\$52,500	\$95,900	<b>\$74,200</b>
Learning & Development Manager	\$126,900	\$129,900	\$132,500	\$135,400	\$118,500	\$142,000	<b>\$130,300</b>
Director of Learning & Development	\$160,300	\$164,700	\$169,300	\$174,700	\$136,900	\$198,800	<b>\$167,900</b>
Vice President of Learning and Development	\$163,500	\$167,000	\$170,400	\$175,100	\$159,200	\$233,000	<b>\$196,100</b>
Candidate Sourcer	\$49,500	\$56,500	\$62,000	\$67,000	\$44,000	\$70,000	<b>\$57,000</b>

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

## Human Resources

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Recruiter	\$71,200	\$79,100	\$83,100	\$84,200	\$44,500	\$99,000	<b>\$71,700</b>
Senior Recruiter	\$90,000	\$105,000	\$120,000	\$135,000	\$70,000	\$150,000	<b>\$110,000</b>
Recruiting Manager	\$128,200	\$132,100	\$140,400	\$144,300	\$112,000	\$163,600	<b>\$137,800</b>
Benefits Administrator	\$62,000	\$70,000	\$76,000	\$85,000	\$50,000	\$100,000	<b>\$75,000</b>
Benefits Manager	\$90,000	\$110,000	\$125,000	\$140,000	\$75,000	\$150,000	<b>\$112,500</b>
Compensation Specialist	\$78,000	\$90,000	\$102,000	\$115,000	\$65,000	\$125,000	<b>\$95,000</b>
Compensation Analyst	\$82,000	\$95,000	\$110,000	\$125,000	\$65,000	\$145,000	<b>\$105,000</b>
Compensation Manager	\$115,000	\$130,000	\$145,000	\$160,000	\$95,000	\$170,000	<b>\$132,500</b>
Total Rewards Director	\$170,000	\$190,000	\$210,000	\$235,000	\$150,000	\$260,000	<b>\$205,000</b>
Head of Total Rewards	\$190,000	\$215,000	\$245,000	\$280,000	\$170,000	\$320,000	<b>\$245,000</b>
<b>Diversity, Equity &amp; Inclusion</b>							
Diversity and Inclusion Specialist	\$62,700	\$65,100	\$67,500	\$69,000	\$54,000	\$83,900	<b>\$68,900</b>
Diversity and Inclusion Data Analyst	\$80,100	\$84,400	\$88,700	\$89,700	\$68,300	\$110,000	<b>\$89,100</b>
Diversity and Inclusion Manager	\$135,400	\$143,400	\$151,500	\$155,800	\$119,100	\$178,600	<b>\$148,900</b>
Director of Diversity and Inclusion	\$201,300	\$215,500	\$228,600	\$239,300	\$166,900	\$271,600	<b>\$219,300</b>
Chief Diversity and Inclusion Officer	\$235,800	\$260,600	\$277,100	\$297,400	\$205,800	\$340,100	<b>\$272,900</b>

# Legal

“I have worked with LHH recently on two different in-house legal roles at our company (one senior level and one junior). LHH was recommended to me as well connected within the in-house legal sector and also someone who offered a high level of service. This has absolutely been the case for me - LHH has been helpful, knowledgeable and very responsive. He has helped us navigate a challenging market and has offered incredibly useful guidance and insight through both processes successfully. I would not hesitate to recommend LHH.”

**General Counsel**, Legal Firm

Law firms are under growing pressure to deliver faster, more integrated, and business-savvy support. Clients want more than technical excellence. They expect strategic insight, flexible engagement models, and fluency in their industries. Fee structures, response times, and specialization are under scrutiny as companies demand more value and tighter alignment from external counsel.

65% of legal professionals say their skills are transferable across industries — among the highest confidence levels, despite growing AI pressure on document-heavy work. (LHH)

At the same time, in-house legal teams are stepping into a broader role. They’re influencing strategy, guiding risk decisions, and enabling transformation. As a result, they expect their legal partners to move in lockstep while anticipating needs, navigating complexity, and contributing to business outcomes. This shift is redefining the relationship between law firms and clients. The legal function is being built for speed, collaboration, and shared accountability. That means stronger partnerships, clearer communication, and a joint commitment to impact.

## Doing more and going faster

In-house departments face mounting cost pressure and expanding scopes. Legal leaders are expected to manage risk across fast-changing landscapes — like AI, labor law, and cybersecurity — without growing headcount. That’s driving adoption of legal tech and hybrid resourcing models that blend internal teams with targeted external support.

Legal firms are adjusting in turn, investing in automation, knowledge systems, and alternative staffing models to remain competitive. The firms that win aren’t necessarily the biggest. They’re the ones who integrate deeply, respond quickly, and understand that trust is built in moments.

## Paralegals & Legal Assistants

1%

projected growth from 2023–2033

37,300

projected openings per year (BLS)

## Lawyers

5%

projected growth from 2023–2033

35,600

projected openings per year (BLS)

## The next era of legal work is dynamic, embedded, and technology-forward

Today’s most effective legal professionals, whether in-house or in practice, pair expertise with business fluency. They think in systems, move with urgency, and position legal not as a gatekeeper but as a strategic enabler.

Legal work is embedded in how decisions get made, how change gets managed, and how businesses grow without losing sight of integrity.

## Legal compensation requires a unique lens

Given the complexity of the legal field and the distinct dynamics between in-house counsel and law firms, salary data for legal professionals is not included in this guide.

Compensation structures in this industry are shaped by firm size, billing models, specialization, geography, and the evolving relationship between internal legal teams and external partners. For that reason, we’ve developed a separate Legal Hiring Guide that offers a more complete view of current benchmarks and emerging trends across the legal talent market.

## Legal

Job Title	Base salary by firm or company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Law Firm - Attorney</b>							
eDiscovery Attorney	\$107,800	\$114,200	\$124,800	\$130,700	\$98,200	\$155,200	<b>\$126,700</b>
Staff Attorney	\$130,600	\$148,300	\$163,100	\$172,400	\$101,700	\$180,000	<b>\$140,900</b>
Junior Associate	\$126,200	\$135,400	\$154,900	\$164,100	\$114,700	\$180,600	<b>\$147,700</b>
Mid-Level Associate	\$161,200	\$180,700	\$189,900	\$198,900	\$146,500	\$218,200	<b>\$182,400</b>
Senior Associate	\$174,100	\$183,900	\$205,300	\$215,100	\$159,000	\$233,400	<b>\$196,200</b>
Law Firm Counsel	\$200,700	\$213,700	\$237,300	\$250,300	\$184,900	\$268,600	<b>\$226,700</b>
Nonequity Partner	\$282,300	\$360,700	\$465,300	\$543,700	\$172,500	\$836,400	<b>\$504,500</b>
Equity Partner	\$899,200	\$1,087,400	\$1,338,300	\$1,422,000	\$522,800	\$1,463,800	<b>\$993,300</b>
<b>Law Firm - Non-Attorney</b>							
Attorney Recruiting	\$111,100	\$119,800	\$133,800	\$142,400	\$99,200	\$149,900	<b>\$124,500</b>
Case Assistant	\$61,100	\$64,000	\$69,800	\$72,700	\$54,900	\$84,000	<b>\$69,500</b>
Conflicts Analyst	\$65,000	\$80,000	\$90,000	\$100,000	\$55,000	\$125,000	<b>\$90,000</b>
Conflicts Management	\$110,000	\$125,000	\$140,000	\$155,000	\$95,000	\$200,000	<b>\$147,500</b>
Docketing Clerk	\$66,800	\$70,400	\$78,100	\$81,700	\$60,600	\$88,600	<b>\$74,600</b>
Firm Administrator	\$117,800	\$140,000	\$171,200	\$193,400	\$84,300	\$208,100	<b>\$146,200</b>
IP Docket Specialist	\$83,000	\$83,200	\$83,700	\$83,800	\$67,300	\$111,800	<b>\$89,600</b>
Legal Assistant/Secretary	\$62,000	\$68,000	\$78,000	\$90,000	\$45,000	\$115,000	<b>\$80,000</b>
Legal Project Management	\$90,800	\$96,300	\$105,500	\$111,100	\$83,200	\$123,300	<b>\$103,300</b>
Office Manager	\$80,800	\$87,900	\$96,500	\$101,600	\$77,800	\$108,100	<b>\$93,000</b>
Paralegal	\$58,000	\$70,000	\$88,000	\$98,000	\$45,000	\$150,000	<b>\$97,500</b>
Paralegal Manager	\$95,000	\$115,000	\$130,000	\$145,000	\$85,000	\$165,000	<b>\$125,000</b>
Patent Agent	\$112,400	\$113,900	\$117,100	\$118,200	\$87,400	\$143,100	<b>\$115,300</b>
Receptionist	\$43,000	\$52,000	\$58,000	\$63,000	\$36,000	\$85,000	<b>\$60,500</b>
Records Clerk	\$49,500	\$52,300	\$59,400	\$62,300	\$44,700	\$68,200	<b>\$56,500</b>
Records Manager	\$80,300	\$83,700	\$86,100	\$93,800	\$68,700	\$107,000	<b>\$87,800</b>

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

## Legal

Job Title	Base salary by firm or company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Legal Billing Specialist	\$62,000	\$72,000	\$78,000	\$85,000	\$52,000	\$98,000	<b>\$75,000</b>
Legal Billing Coordinator	\$65,000	\$75,000	\$82,000	\$90,000	\$55,000	\$105,000	<b>\$80,000</b>
DEI & Professional Development	\$81,600	\$87,400	\$97,500	\$103,300	\$75,400	\$110,800	<b>\$93,100</b>
Research Librarian	\$101,600	\$103,900	\$109,300	\$109,800	\$87,000	\$127,400	<b>\$107,200</b>
Competitive Intelligence	\$102,000	\$104,300	\$109,600	\$110,200	\$87,300	\$127,900	<b>\$107,600</b>
<b>In-House - Attorney</b>							
eDiscovery Counsel	\$128,300	\$138,100	\$155,700	\$165,500	\$116,100	\$182,800	<b>\$149,500</b>
Corporate counsel	\$161,700	\$172,200	\$192,000	\$202,500	\$147,400	\$220,700	<b>\$184,100</b>
Senior Counsel	\$177,700	\$188,900	\$211,800	\$223,100	\$163,800	\$240,300	<b>\$202,100</b>
Associate/Assistant General Counsel	\$228,900	\$249,500	\$271,200	\$279,500	\$206,700	\$310,300	<b>\$258,500</b>
General Counsel/ Chief Legal Counsel	\$312,400	\$403,500	\$456,400	\$522,300	\$319,900	\$528,000	<b>\$424,000</b>
<b>In-House - Non-Attorney</b>							
Compliance Specialist	\$76,000	\$80,800	\$91,100	\$95,800	\$69,900	\$108,900	<b>\$89,400</b>
Compliance Manager	\$126,500	\$131,900	\$141,700	\$144,700	\$111,300	\$169,600	<b>\$140,400</b>
Contract Specialist	\$75,900	\$80,100	\$89,000	\$93,200	\$69,000	\$107,000	<b>\$88,000</b>
Contract Manager	\$89,300	\$95,200	\$107,400	\$113,300	\$82,200	\$125,100	<b>\$103,600</b>
eDiscovery/Litigation Support Technologist	\$68,600	\$73,000	\$80,200	\$84,600	\$62,700	\$96,600	<b>\$79,700</b>
Executive Assistant	\$82,000	\$88,000	\$100,000	\$105,900	\$74,400	\$111,000	<b>\$92,700</b>
Legal Operations Management	\$97,800	\$103,600	\$114,400	\$120,300	\$90,900	\$130,900	<b>\$110,900</b>
Paralegal	\$87,100	\$91,900	\$100,600	\$105,400	\$80,800	\$114,600	<b>\$97,700</b>
Records Information Management	\$102,100	\$110,200	\$123,600	\$131,700	\$91,800	\$143,200	<b>\$117,500</b>
Regulatory Affairs Specialist	\$78,800	\$83,600	\$94,600	\$99,400	\$72,500	\$113,600	<b>\$93,000</b>
Risk Manager	\$121,600	\$125,600	\$132,100	\$136,800	\$107,400	\$152,000	<b>\$129,700</b>
Research Librarian	\$69,100	\$73,300	\$80,800	\$85,000	\$62,900	\$92,400	<b>\$77,700</b>

# Marketing

“LHH are outstanding consultants who bring both professionalism and a sense of fun to the process. Their deep market knowledge has been invaluable in helping us fill critical Marketing and Communications roles. They would be an asset to any organization, and I would not hesitate to recommend them.”

**Event Specialist**, LHH Event Management Company

Marketing is no longer confined to brand, creative, or campaign execution. Today’s teams are expected to shape the full customer journey, translate insights into growth, and influence commercial strategy. As organizations adopt AI tools, tighten budgets, and reorganize teams, demand is rising for marketers who can operate with speed, precision, and fluency across channels.

Marketing hiring is increasingly focused on digital capabilities, customer analytics, and commercial alignment. Growth-minded organizations are investing in content strategy, performance marketing, SEO, and product-led growth roles. Traditional creative roles are still in play, but expectations are shifting toward experimentation, attribution, and measurable impact.

85% of advertising and communications professionals are learning AI, the top rate across job functions, as generative tools transform creative workflows. (LHH)



## Marketing is a growth function

Business leaders are leaning more heavily on marketing to drive both topline results and efficiency. That’s pushing marketers into closer collaboration with product, sales, operations, and finance. Generalists who can stretch across functions — while bringing creative and analytical thinking — are becoming core players.

Roles like lifecycle marketing, content operations, and campaign automation are gaining traction. So are cross-disciplinary positions that blend customer insight with platform fluency, such as marketing technologists and digital analysts.

## Market Research Analysts and Marketing Specialists

8%

projected growth from 2023–2033

88,500

projected openings per year (BLS)

## Advertising, Promotions, and Marketing Managers

8%

projected growth from 2023–2033

36,600

projected openings per year (BLS)

## Marketing is changing fast, but the fundamentals still matter

Messaging, segmentation, and channel selection remain essential. But the way marketing work is done is evolving.

AI is accelerating testing cycles, generating creative drafts, and supporting audience analysis. Teams need people who can manage that technology, evaluate outputs, and turn signals into action. The highest performers bring platform agility, commercial thinking, and creative judgment, all backed by executional speed.

## Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Agency Account Services</b>							
Account Coordinator	\$65,300	\$67,400	\$69,400	\$71,000	\$56,300	\$84,700	<b>\$70,500</b>
Account Executive	\$105,000	\$108,700	\$112,200	\$114,800	\$89,300	\$135,500	<b>\$112,400</b>
Account Supervisor	\$116,700	\$120,900	\$124,800	\$127,900	\$93,600	\$156,700	<b>\$125,200</b>
Account Director	\$163,600	\$168,700	\$178,700	\$184,900	\$131,900	\$227,500	<b>\$179,700</b>
Executive Vice President/Group Account Director	\$200,100	\$222,000	\$248,700	\$254,900	\$198,000	\$258,600	<b>\$228,300</b>
<b>Art &amp; Design</b>							
Art Director	\$108,800	\$111,800	\$114,800	\$117,700	\$98,900	\$128,100	<b>\$113,500</b>
Associate Creative Director	\$147,400	\$152,800	\$157,500	\$162,300	\$126,300	\$183,200	<b>\$154,700</b>
Creative Director	\$156,100	\$157,800	\$161,800	\$163,600	\$125,200	\$205,100	<b>\$165,100</b>
Graphic Designer	\$72,500	\$73,900	\$75,500	\$75,900	\$60,600	\$91,600	<b>\$76,100</b>
Sr. Graphic Designer	\$107,900	\$110,100	\$112,700	\$113,300	\$87,200	\$140,400	<b>\$113,800</b>
Illustrator	\$62,000	\$63,300	\$64,500	\$64,900	\$52,000	\$83,000	<b>\$67,500</b>
Instructional Designer	\$82,000	\$85,600	\$87,700	\$88,100	\$72,400	\$104,400	<b>\$88,400</b>
Package Designer	\$77,200	\$81,000	\$82,500	\$82,800	\$65,500	\$102,800	<b>\$84,100</b>
Presentation Specialist	\$69,400	\$76,100	\$83,700	\$94,100	\$57,500	\$104,800	<b>\$81,100</b>
Production Artist	\$76,400	\$77,900	\$79,500	\$80,000	\$64,300	\$102,700	<b>\$83,500</b>
<b>Communications</b>							
Internal Communications Specialist	\$72,200	\$74,300	\$77,550	\$79,900	\$62,000	\$97,100	<b>\$76,100</b>
Internal Communications Manager	\$123,400	\$127,450	\$133,850	\$138,650	\$102,600	\$166,000	<b>\$130,800</b>
Internal Communications Director	\$188,600	\$196,050	\$209,900	\$219,700	\$156,100	\$257,900	<b>\$203,700</b>
Marketing Communications Specialist	\$73,300	\$75,250	\$77,500	\$79,400	\$62,100	\$97,600	<b>\$76,400</b>
Marketing Communications Manager	\$117,700	\$123,700	\$129,100	\$132,950	\$99,400	\$160,600	<b>\$125,900</b>
Marketing Communications Director	\$177,700	\$192,900	\$206,300	\$217,200	\$151,600	\$244,600	<b>\$198,900</b>
Vice President of Communications	\$188,500	\$237,700	\$262,900	\$267,300	\$198,600	\$300,300	<b>\$246,100</b>
Proposal Manager	\$88,400	\$92,650	\$96,650	\$99,200	\$66,400	\$129,700	<b>\$94,000</b>

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

## Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Grant Writer	\$76,800	\$79,800	\$82,700	\$84,400	\$65,100	\$97,700	<b>\$81,400</b>
Technical Writer	\$77,000	\$79,200	\$83,100	\$84,200	\$67,800	\$97,700	<b>\$82,700</b>
<b>Copywriting</b>							
Copywriter	\$73,000	\$75,900	\$78,400	\$79,900	\$63,900	\$94,500	<b>\$79,200</b>
Sr. Copywriter	\$106,300	\$111,800	\$115,800	\$118,600	\$91,800	\$145,400	<b>\$118,600</b>
<b>Digital Design</b>							
Digital Production Artist	\$77,200	\$78,800	\$80,300	\$83,000	\$69,000	\$91,300	<b>\$80,100</b>
Digital Designer	\$84,800	\$87,000	\$89,500	\$91,300	\$78,600	\$95,300	<b>\$87,000</b>
User Interface (UI) Designer	\$78,900	\$87,000	\$92,100	\$93,700	\$74,500	\$107,800	<b>\$91,100</b>
User Experience (UX) Designer	\$90,900	\$93,800	\$98,100	\$99,900	\$80,300	\$115,400	<b>\$97,900</b>
User Experience (UX) Director	\$205,500	\$227,100	\$242,300	\$245,700	\$197,000	\$273,100	<b>\$235,100</b>
<b>Digital Marketing</b>							
Content Specialist	\$75,500	\$77,400	\$81,500	\$82,600	\$66,300	\$96,400	<b>\$81,300</b>
Content Manager	\$137,200	\$143,400	\$149,500	\$154,300	\$120,100	\$178,400	<b>\$149,300</b>
Content Director	\$173,500	\$183,300	\$193,300	\$201,000	\$154,800	\$227,000	<b>\$190,900</b>
Data Analytics Manager	\$138,700	\$143,300	\$152,700	\$158,300	\$114,800	\$187,000	<b>\$150,900</b>
Digital Marketing Specialist	\$77,500	\$80,500	\$83,300	\$84,600	\$69,300	\$101,900	<b>\$85,600</b>
Digital Marketing Manager	\$121,500	\$129,700	\$136,200	\$139,100	\$106,500	\$168,400	<b>\$137,500</b>
Digital Producer	\$89,700	\$92,300	\$96,800	\$97,800	\$75,400	\$118,700	<b>\$97,000</b>
Digital Strategist	\$73,300	\$77,900	\$82,800	\$91,500	\$65,800	\$100,900	<b>\$83,400</b>
Director of Digital Marketing	\$184,300	\$198,900	\$210,100	\$215,100	\$162,700	\$248,500	<b>\$205,600</b>
E-Commerce Manager	\$117,100	\$122,200	\$130,200	\$135,000	\$100,200	\$159,000	<b>\$129,600</b>
E-Commerce Director	\$173,400	\$186,500	\$209,700	\$222,500	\$163,300	\$250,200	<b>\$206,700</b>
Email Marketing Specialist	\$76,700	\$78,700	\$81,100	\$82,400	\$64,900	\$101,400	<b>\$83,200</b>
Email Marketing Manager	\$89,800	\$92,200	\$95,200	\$97,000	\$75,500	\$118,100	<b>\$96,800</b>
Marketing Automation Manager	\$123,600	\$131,400	\$138,400	\$141,300	\$107,400	\$169,200	<b>\$138,300</b>

## Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Search Engine Optimization (SEO) Strategist	\$78,000	\$80,800	\$83,400	\$84,500	\$71,300	\$99,000	<b>\$85,100</b>
Social Media Coordinator	\$58,900	\$60,400	\$62,600	\$63,700	\$52,400	\$76,700	<b>\$64,600</b>
Social Media Specialist	\$72,600	\$74,500	\$77,600	\$78,900	\$66,300	\$93,900	<b>\$80,100</b>
Social Media Strategist	\$79,400	\$82,100	\$85,200	\$87,000	\$68,500	\$105,800	<b>\$87,200</b>
Social Media Manager	\$112,200	\$116,900	\$122,800	\$126,100	\$101,000	\$146,200	<b>\$123,600</b>
Social Media Director	\$176,100	\$186,200	\$200,100	\$208,500	\$167,000	\$229,300	<b>\$198,200</b>
Web Analytics	\$77,600	\$80,600	\$83,400	\$84,700	\$69,400	\$102,000	<b>\$85,700</b>
<b>Editing</b>							
Proofreader	\$59,700	\$61,700	\$63,600	\$64,900	\$50,200	\$78,800	<b>\$64,500</b>
Editor	\$78,900	\$82,500	\$85,700	\$87,500	\$66,600	\$101,300	<b>\$83,900</b>
<b>Marketing &amp; Sales</b>							
Brand Manager	\$99,800	\$115,300	\$140,800	\$156,300	\$83,600	\$196,500	<b>\$140,100</b>
Channel Marketing Manager	\$99,100	\$110,300	\$141,300	\$152,500	\$86,300	\$183,100	<b>\$134,700</b>
Database Marketing Manager	\$129,300	\$136,100	\$144,500	\$147,200	\$110,300	\$172,400	<b>\$141,400</b>
Event Marketing Specialist	\$49,700	\$55,600	\$64,800	\$68,800	\$41,900	\$71,300	<b>\$56,600</b>
Event Marketing Manager	\$92,900	\$102,900	\$118,500	\$128,500	\$81,500	\$142,100	<b>\$111,800</b>
Field Marketing Manager	\$104,100	\$116,200	\$141,300	\$153,300	\$91,100	\$172,700	<b>\$131,900</b>
Market Research Manager	\$121,800	\$132,200	\$140,500	\$142,500	\$111,100	\$162,800	<b>\$137,000</b>
Vice President of Market Research	\$201,800	\$248,900	\$275,300	\$329,700	\$205,600	\$323,500	<b>\$264,500</b>
Marketing Coordinator	\$52,100	\$59,000	\$68,800	\$74,500	\$44,300	\$78,200	<b>\$61,300</b>
Marketing Specialist	\$81,800	\$83,200	\$85,500	\$86,500	\$67,100	\$103,800	<b>\$85,400</b>
Marketing Manager	\$117,300	\$121,600	\$134,600	\$138,300	\$106,000	\$160,900	<b>\$133,400</b>
Marketing Director	\$169,800	\$176,800	\$214,100	\$219,700	\$163,300	\$244,900	<b>\$204,100</b>
Product Marketing Manager	\$138,400	\$144,600	\$150,700	\$155,600	\$121,100	\$179,900	<b>\$150,500</b>
Product Marketing Director	\$201,800	\$214,400	\$227,100	\$238,100	\$183,400	\$264,800	<b>\$224,100</b>
Sales & Marketing Manager	\$137,700	\$143,300	\$149,600	\$154,000	\$120,600	\$182,500	<b>\$151,500</b>
Sales & Marketing Director	\$196,800	\$214,600	\$229,400	\$244,800	\$182,400	\$264,800	<b>\$223,600</b>

## Marketing

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Vice President of Marketing	\$230,200	\$243,600	\$365,000	\$373,500	\$254,700	\$377,300	<b>\$316,000</b>
Chief Marketing Officer	\$270,000	\$292,400	\$493,900	\$510,400	\$322,200	\$515,600	<b>\$418,900</b>
<b>Media</b>							
Media Planner	\$72,000	\$74,100	\$76,700	\$79,100	\$60,500	\$94,300	<b>\$77,400</b>
Media Buyer	\$50,100	\$56,800	\$73,100	\$79,800	\$40,900	\$103,200	<b>\$72,100</b>
Media Supervisor	\$114,400	\$120,200	\$132,300	\$138,200	\$106,800	\$145,900	<b>\$126,300</b>
Digital Media Planner	\$677,100	\$72,500	\$84,700	\$89,500	\$61,100	\$105,200	<b>\$83,200</b>
Media Director	\$144,500	\$158,000	\$185,200	\$198,700	\$125,900	\$217,300	<b>\$171,600</b>
Paid Media Manager	\$79,500	\$86,200	\$98,500	\$105,100	\$72,400	\$119,600	<b>\$96,000</b>
<b>Public Relations</b>							
Investor Relations Manager	\$142,100	\$148,600	\$160,800	\$164,700	\$125,300	\$192,500	<b>\$158,900</b>
Media Relations Manager	\$110,800	\$116,000	\$123,300	\$124,900	\$93,100	\$152,500	<b>\$122,800</b>
Public Relations Coordinator	\$64,800	\$66,000	\$68,400	\$69,100	\$56,400	\$84,900	<b>\$70,700</b>
Public Relations Specialist	\$77,300	\$78,200	\$80,900	\$81,800	\$65,700	\$96,800	<b>\$81,200</b>
Public Relations Manager	\$122,600	\$127,100	\$134,000	\$138,400	\$108,400	\$162,800	<b>\$135,600</b>
Public Relations Director	\$155,200	\$172,200	\$180,600	\$182,500	\$139,000	\$206,800	<b>\$172,900</b>
Vice President of Public Relations	\$211,400	\$251,800	\$296,100	\$354,600	\$199,900	\$354,700	<b>\$277,300</b>
<b>Traffic &amp; Production</b>							
Ad Traffic Manager	\$76,600	\$77,400	\$79,500	\$80,200	\$75,800	\$81,000	<b>\$78,400</b>
Creative Services Manager	\$84,200	\$87,800	\$96,200	\$99,900	\$78,400	\$115,000	<b>\$96,700</b>
Print Production Manager	\$107,200	\$111,700	\$116,300	\$119,200	\$87,100	\$144,400	<b>\$115,700</b>
Project Manager	\$851,800	\$88,100	\$94,000	\$96,900	\$81,000	\$131,700	<b>\$106,300</b>
Director of Project Management	\$160,800	\$164,600	\$183,900	\$188,600	\$145,200	\$212,300	<b>\$178,700</b>
Traffic Coordinator	\$57,200	\$60,500	\$67,800	\$71,100	\$51,100	\$77,200	<b>\$64,100</b>
Digital Project Manager	\$115,700	\$127,900	\$142,100	\$151,100	\$102,900	\$169,300	<b>\$136,100</b>
<b>Video</b>							
Motion Graphics Designer/Animator	\$79,100	\$80,700	\$82,900	\$83,200	\$72,500	\$94,800	<b>\$83,700</b>
Video Editor	\$81,500	\$84,600	\$88,900	\$92,300	\$68,600	\$105,400	<b>\$87,000</b>
Video Producer	\$66,400	\$68,800	\$71,200	\$73,200	\$55,100	\$86,500	<b>\$70,800</b>

# Nonprofit

“As a mission-driven nonprofit, we needed a partner who understood both our financial constraints and our need for top talent. LHH helped us attract candidates who had the right skills and shared our passion for the mission. Their guidance ensured we built a stronger, more sustainable team to advance our mission.”

**Director**, National Nonprofit Organization

Demand is rising across the nonprofit sector as organizations expand services, scale operations, and respond to a growing volume of social and community needs. That growth is stretching workforce capabilities and elevating the importance of skills like cross-functional communication, data interpretation, and stakeholder alignment.

Mission-driven roles are evolving fast as well. Teams are being asked to do more with less while navigating complex compliance requirements, digital transformation, and multi-channel engagement.

Many nonprofits are shifting gears to hire talent with private-sector experience, especially in operations, analytics, and fundraising strategy.

Only 9.8% of nonprofit professionals reported job loss tied to AI, among the lowest exposure rates across industries—reflecting the human-centered nature of the sector. (LHH)



## Operational expectations are getting sharper

Technology adoption, impact measurement, and process improvement are climbing the priority list. Professionals who can pair mission alignment with operational savvy are seeing stronger demand, particularly in areas like program management, systems integration, and performance reporting.

Fundraising, in particular, is undergoing major shifts. Digital platforms, donor analytics, and new expectations around transparency are reshaping what successful development teams look like.

## Social and Community Service Managers

8%

projected growth from 2023–2033

17,800

projected openings per year (BLS)

## Advertising, Promotions, and Marketing Managers

6%

projected growth from 2023–2033

10,000

projected openings per year (BLS)

## Nonprofits are recruiting for impact and adaptability

Hiring managers are emphasizing skills over sector background. Talent with experience in strategy, stakeholder management, or systems change is being welcomed from outside the traditional nonprofit pipeline. Internal mobility is also increasing, as many organizations look to build long-term bench strength.

Adaptability, digital fluency, and process-minded thinking are now essential across nonprofit roles, regardless of function or title.

## Nonprofit

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Nonprofit Manager	\$130,900	\$139,300	\$146,300	\$147,700	\$102,600	\$187,400	<b>\$145,000</b>
Fundraiser, Nonprofit	\$79,500	\$82,100	\$86,400	\$88,300	\$64,300	\$110,500	<b>\$87,400</b>
Bookkeeper, Nonprofit	\$48,700	\$51,700	\$57,400	\$60,400	\$44,300	\$64,800	<b>\$54,600</b>
Staff Accountant, Nonprofit	\$59,100	\$30,900	\$70,300	\$73,100	\$55,100	\$81,100	<b>\$68,100</b>
Senior Accountant, Nonprofit	\$102,700	\$109,400	\$123,500	\$130,200	\$95,300	\$143,000	<b>\$119,100</b>
Controller, Nonprofit	\$123,600	\$132,400	\$154,600	\$163,400	\$113,500	\$182,800	<b>\$148,200</b>
Account Executive, Nonprofit	\$98,300	\$104,400	\$118,900	\$125,000	\$90,100	\$137,800	<b>\$113,900</b>
Account Partner, Nonprofit	\$99,300	\$106,200	\$120,000	\$126,900	\$90,800	\$144,400	<b>\$117,600</b>
Audit Manager, Nonprofit	\$129,500	\$136,200	\$153,400	\$160,100	\$120,400	\$176,000	<b>\$148,200</b>
Human Resources Generalist, Nonprofit	\$61,300	\$64,000	\$70,500	\$73,200	\$57,300	\$81,900	<b>\$69,600</b>
HR Recruiter, Nonprofit	\$57,900	\$62,400	\$66,800	\$70,200	\$54,600	\$78,200	<b>\$66,400</b>
Executive Assistant, Nonprofit	\$54,000	\$55,800	\$57,900	\$59,900	\$48,600	\$68,500	<b>\$58,500</b>
Executive Director, Nonprofit	\$182,400	\$189,900	\$203,900	\$212,300	\$143,400	\$259,800	<b>\$201,600</b>
Grant Writer	\$75,300	\$78,000	\$79,900	\$82,700	\$63,300	\$94,900	<b>\$79,100</b>
Grant Specialist	\$78,600	\$81,200	\$85,500	\$87,400	\$63,600	\$109,400	<b>\$86,500</b>
Case Manager	\$87,000	\$94,000	\$97,800	\$99,800	\$76,300	\$110,900	<b>\$93,600</b>
Content Creator	\$56,500	\$61,100	\$65,500	\$70,000	\$53,200	\$85,100	<b>\$69,200</b>
Member Engagement	\$80,800	\$83,300	\$87,000	\$89,300	\$67,400	\$109,700	<b>\$88,500</b>
Development/Donor Administrator	\$64,700	\$66,400	\$70,200	\$72,200	\$56,600	\$85,800	<b>\$71,200</b>
Database Management	\$46,900	\$57,900	\$77,700	\$82,400	\$29,200	\$87,600	<b>\$58,400</b>

Company size (based on full time employees, or FTEs)  
**Small:** 1–100 FTEs | **Medium:** 100–500 FTEs | **Large:** 500–15,000 FTEs | **Enterprise:** 15,000+ FTEs

# Supply Chain & Logistics

“LHH has worked closely with me, my colleagues and the wider team attract talent and manage the recruitment of several procurement professionals. Our trust in her is such that we have, on several occasions, extended LHH services to source and secure procurement professionals for our clients and partners.”

**Director of Strategic Procurement**

Supply chain disruptions may have eased, but complexity hasn't. Logistics, fulfillment, and operations teams are still navigating a volatile mix of tariff challenges, labor shortages, rising consumer expectations, and increasingly tech-driven networks. Organizations are prioritizing agility, visibility, and crossfunctional collaboration, especially in critical roles.

67% of supply chain professionals are interested in AI upskilling, driven by demand for predictive analytics and risk modeling. (LHH)

## Execution meets strategy

Many logistics functions have moved beyond back-office coordination. Instead, today's teams are expected to optimize systems, manage risk, and drive cost-efficiency without compromising delivery speed or service quality.

That shift is putting a premium on talent that blends operational rigor with systems thinking and change readiness.

## According to BLS data and industry research, demand is rising for:

- Logistics managers who can adapt fast and plan across multiple time horizons
- Analysts and planners who understand demand signals, cost tradeoffs, and integrated networks
- Frontline supervisors who can lead teams, troubleshoot disruptions, and maintain performance in dynamic environments

### Logisticians

**19%**

projected growth from 2023–2033

**26,100**

projected openings per year [\(BLS\)](#)

### Industrial Production Managers

**3%**

projected growth from 2023–2033

**17,100**

projected openings per year [\(BLS\)](#)

### Transportation, Storage, and Distribution Managers

**9%**

projected growth from 2023–2033

**19,700**

projected openings per year [\(BLS\)](#)

### Tech, talent, and transition

Automation is gaining traction in areas like inventory management, route optimization, and warehouse operations. But adoption still ultimately depends on talent.

Employers are investing in workforce training, scenario modeling, and process improvement to build more responsive, data-enabled teams. The most in-demand professionals bring a mix of on-the-ground experience and a future-focused mindset.

## Supply Chain & Logistics

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Buyer	\$73,700	\$75,900	\$80,000	\$82,700	\$65,800	\$96,600	<b>\$81,200</b>
Senior Buyer	\$118,000	\$120,300	\$127,100	\$135,700	\$102,600	\$151,300	<b>\$127,000</b>
Demand Planner	\$78,400	\$85,300	\$99,900	\$103,300	\$68,600	\$116,300	<b>\$92,500</b>
Distribution Manager	\$103,000	\$110,800	\$117,200	\$119,400	\$74,600	\$148,900	<b>\$111,800</b>
Environmental Health and Safety Specialist	\$83,300	\$86,500	\$90,800	\$92,000	\$70,900	\$107,300	<b>\$89,100</b>
Environmental Health and Safety Manager	\$126,900	\$131,600	\$138,000	\$139,700	\$107,500	\$166,200	<b>\$136,900</b>
Import/Export Specialist	\$72,700	\$75,800	\$78,500	\$80,900	\$66,600	\$81,600	<b>\$74,100</b>
Import/Export Manager	\$111,100	\$121,300	\$136,000	\$139,200	\$100,200	\$161,300	<b>\$130,800</b>
Inventory Control Specialist	\$71,000	\$73,500	\$76,500	\$77,300	\$64,700	\$91,300	<b>\$78,000</b>
Inventory Control Manager	\$106,000	\$110,200	\$115,500	\$116,600	\$91,800	\$141,000	<b>\$116,400</b>
Logistics Coordinator	\$52,200	\$53,700	\$55,800	\$56,600	\$45,800	\$66,700	<b>\$56,300</b>
Logistics Analyst	\$76,200	\$77,700	\$81,600	\$82,500	\$66,700	\$98,400	<b>\$82,600</b>
Logistics Manager	\$120,900	\$123,900	\$131,200	\$133,300	\$105,500	\$159,300	<b>\$132,400</b>
Director of Logistics	\$181,100	\$196,400	\$209,700	\$213,100	\$162,200	\$246,300	<b>\$204,200</b>
Vice President of Logistics	\$224,600	\$256,400	\$279,400	\$285,700	\$196,300	\$332,300	<b>\$264,300</b>
Materials Manager	\$121,600	\$126,700	\$136,200	\$140,100	\$104,900	\$165,300	<b>\$135,100</b>
Operations Analyst	\$71,900	\$75,500	\$83,300	\$87,000	\$66,700	\$98,400	<b>\$82,600</b>
Operations Manager	\$122,300	\$126,600	\$132,800	\$138,500	\$109,100	\$153,600	<b>\$131,400</b>
Director of Operations	\$175,300	\$186,200	\$213,100	\$224,000	\$162,400	\$246,500	<b>\$204,500</b>
Vice President of Operations	\$231,700	\$310,300	\$420,000	\$485,100	\$269,800	\$495,600	<b>\$382,700</b>
Chief Operating Officer	\$271,100	\$402,500	\$562,000	\$756,200	\$389,200	\$766,200	<b>\$577,700</b>
Plant Manager	\$156,300	\$159,800	\$164,500	\$170,500	\$122,400	\$221,000	<b>\$171,700</b>
Production Planner	\$79,200	\$83,200	\$86,900	\$91,800	\$63,000	\$111,200	<b>\$87,100</b>
Production Supervisor	\$84,600	\$86,000	\$89,400	\$90,100	\$72,100	\$112,600	<b>\$92,400</b>

Company size (based on full time employees, or FTEs)

Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

## Supply Chain & Logistics

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Purchasing/Procurement Specialist	\$54,800	\$58,900	\$73,000	\$92,100	\$46,300	\$93,400	<b>\$69,900</b>
Purchasing/Procurement Manager	\$128,900	\$139,500	\$154,400	\$209,100	\$114,700	\$223,100	<b>\$168,900</b>
Director of Purchasing/Procurement	\$196,600	\$205,200	\$222,700	\$231,500	\$165,000	\$270,500	<b>\$217,700</b>
Vice President of Purchasing/Procurement	\$217,800	\$233,800	\$260,900	\$278,700	\$199,100	\$308,500	<b>\$253,800</b>
Shipping/Receiving Coordinator	\$42,500	\$48,000	\$55,500	\$65,000	\$38,000	\$75,000	<b>\$56,500</b>
Sourcing Specialist	\$83,500	\$87,300	\$90,200	\$91,900	\$70,600	\$111,700	<b>\$91,200</b>
Sourcing Manager	\$135,100	\$142,000	\$147,900	\$150,300	\$111,400	\$180,800	<b>\$146,100</b>
Supply Chain Coordinator	\$51,900	\$54,200	\$55,900	\$57,100	\$44,800	\$68,200	<b>\$56,500</b>
Supply Chain Analyst	\$78,000	\$81,800	\$84,900	\$87,100	\$69,200	\$101,800	<b>\$85,500</b>
Supply Chain Planner	\$75,000	\$77,800	\$81,000	\$83,600	\$67,400	\$97,600	<b>\$82,500</b>
Supply Chain Manager	\$126,100	\$132,700	\$138,600	\$143,000	\$112,300	\$166,700	<b>\$139,500</b>
Director of Supply Chain	\$179,700	\$199,400	\$210,300	\$216,800	\$165,900	\$243,700	<b>\$204,800</b>
Vice President of Supply Chain	\$205,000	\$225,000	\$235,000	\$270,000	\$243,000	\$333,000	<b>\$288,000</b>
Transportation Manager	\$95,200	\$110,500	\$118,200	\$119,400	\$90,900	\$150,200	<b>\$120,500</b>
Warehouse Manager	\$97,100	\$100,500	\$108,400	\$110,400	\$82,600	\$132,500	<b>\$107,500</b>

# Technology

“The team at LHH has the ability to always make you feel you are their number one priority. I’m incredibly impressed with everything they do for us. I know they work with so many other clients, but it honestly never feels that you are just one of many. Couldn’t be happier with this service!”

**Employee Relations Manager, IT & Digital Company**

The tech workforce is shifting fast. Employers can no longer afford to simply bring in technical specialists. Instead, they’re hiring for systems thinkers, applied problem solvers, and agile collaborators. In this environment, impact matters more than expertise alone.

## Execution meets strategy

Digital tools, data infrastructure, and AI are now essential to how organizations operate. Roles once considered siloed to IT are now central to product development, operations, marketing, and customer engagement. Employers want professionals who can build, integrate, and adapt.

### This shift is driving demand for talent that can:

- Design and manage interoperable platforms
- Build secure, scalable solutions that support diverse business units
- Translate data into actionable insight across departments

33% projected growth for information security analysts (2023–2033, BLS), while 99% of HR leaders report AI skill requirements are growing even for non-technical roles. (LHH)

## Business fluency is part of the job

As tech becomes more strategic, technical teams are being asked to partner across the business. Developers, data scientists, and infrastructure specialists need to understand organizational priorities and translate them into systems that scale. Cross-functional collaboration is now a core competency.

## Software Developers, Quality Assurance Analysts, and Testers

17%

projected growth from 2023–2033

140,100

projected openings per year [\(BLS\)](#)

## Information Security Analysts

33%

projected growth from 2023–2033

17,300

projected openings per year [\(BLS\)](#)

## Computer and Information Systems Managers

17%

projected growth from 2023–2033

54,700

projected openings per year [\(BLS\)](#)

## What sets top tech talent apart

The most in-demand professionals are fluent across systems and stakeholders. They think beyond tools, focus on real-world outcomes, and treat technology as a way to move the business forward.

### What leading candidates bring:

- Practical experience applying AI or machine learning to business problems
- Strong communication skills to drive alignment and adoption
- A proactive approach to risk, architecture, and long-term scalability

## Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Software Development Lifecycle (SDLC)</b>							
NET Developer	\$90,200	\$103,200	\$107,900	\$115,300	\$107,100	\$178,000	<b>\$142,600</b>
Android Developer	\$131,000	\$138,300	\$144,800	\$152,000	\$93,100	\$222,300	<b>\$157,700</b>
Applications Architect	\$136,700	\$144,300	\$151,400	\$158,600	\$115,500	\$230,000	<b>\$172,800</b>
Applications Developer	\$91,400	\$100,900	\$111,600	\$114,500	\$83,900	\$131,300	<b>\$107,600</b>
Applications Engineer	\$128,800	\$131,900	\$136,400	\$139,100	\$115,500	\$155,800	<b>\$135,700</b>
Technical Business Analyst	\$99,000	\$106,200	\$115,800	\$117,400	\$84,100	\$136,200	<b>\$110,200</b>
Front End Developer	\$110,200	\$115,700	\$120,700	\$125,600	\$87,300	\$180,200	<b>\$133,800</b>
Full-Stack Developer	\$136,300	\$141,400	\$147,000	\$151,800	\$91,700	\$203,100	<b>\$147,400</b>
iOS Developer	\$126,300	\$132,300	\$136,100	\$142,200	\$93,100	\$202,400	<b>\$147,800</b>
IT Program Manager	\$146,900	\$151,300	\$158,200	\$163,600	\$128,500	\$178,700	<b>\$153,600</b>
IT Project Coordinator	\$81,600	\$84,300	\$87,400	\$88,500	\$74,800	\$95,100	<b>\$85,000</b>
IT Project Manager	\$110,900	\$114,500	\$117,800	\$122,800	\$88,500	\$152,800	<b>\$120,700</b>
Java Developer Sr	\$142,100	\$147,100	\$153,000	\$159,100	\$114,500	\$217,700	<b>\$166,100</b>
Java Developer	\$102,500	\$106,200	\$109,200	\$113,900	\$86,500	\$133,700	<b>\$110,100</b>
Mainframe Programmer	\$77,400	\$82,500	\$87,400	\$89,500	\$70,300	\$111,300	<b>\$90,800</b>
Product Owner	\$145,000	\$151,600	\$157,300	\$162,200	\$121,600	\$194,200	<b>\$157,900</b>
Python Developer	\$131,600	\$141,500	\$155,300	\$163,000	\$104,800	\$230,500	<b>\$167,700</b>
Quality Assurance Automation Tester	\$110,700	\$115,200	\$118,600	\$123,400	\$81,700	\$146,100	<b>\$113,900</b>
Quality Assurance Manual Tester	\$89,200	\$92,200	\$95,700	\$100,200	\$61,700	\$130,800	<b>\$96,200</b>
Quality Assurance Specialist	\$86,100	\$87,300	\$89,700	\$90,600	\$75,400	\$107,200	<b>\$91,300</b>
Scrum Master	\$109,400	\$112,200	\$115,800	\$117,100	\$89,400	\$140,300	<b>\$114,800</b>
Software Quality Assurance Analyst	\$95,700	\$99,400	\$103,000	\$107,600	\$79,500	\$150,600	<b>\$115,000</b>
Solution Architect	\$157,600	\$163,200	\$168,100	\$173,800	\$115,300	\$229,600	<b>\$172,400</b>
Solution Engineer	\$104,700	\$108,300	\$112,800	\$117,800	\$86,500	\$140,600	<b>\$113,600</b>

Company size (based on full time employees, or FTEs)

Small: 1–100 FTEs | Medium: 100–500 FTEs | Large: 500–15,000 FTEs | Enterprise: 15,000+ FTEs

## Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Technical Trainer	\$79,900	\$82,300	\$83,400	\$89,500	\$70,500	\$116,500	<b>\$93,500</b>
Technical Writer	\$77,200	\$79,300	\$121,100	\$84,400	\$67,900	\$97,800	<b>\$82,800</b>
UX Developer	\$114,000	\$117,700	\$85,500	\$125,800	\$96,300	\$160,900	<b>\$128,600</b>
UX Designer	\$81,100	\$84,000	\$86,900	\$90,700	\$68,400	\$103,100	<b>\$85,700</b>
Web Application Developer	\$94,100	\$96,800	\$100,100	\$104,900	\$77,600	\$152,600	<b>\$115,100</b>
<b>Infrastructure</b>							
Applications Systems Analyst	\$81,900	\$84,800	\$88,500	\$93,300	\$64,200	\$134,400	<b>\$99,300</b>
Citrix Administrator	\$101,200	\$127,600	\$145,000	\$152,000	\$81,800	\$158,400	<b>\$120,100</b>
Cloud Architect	\$109,300	\$134,400	\$149,400	\$163,200	\$98,600	\$221,400	<b>\$160,000</b>
Cloud Engineer	\$105,400	\$108,200	\$115,800	\$125,800	\$90,600	\$202,500	<b>\$146,600</b>
DevOps Engineer	\$147,200	\$152,100	\$158,100	\$165,000	\$83,000	\$193,500	<b>\$138,200</b>
Enterprise Infrastructure Architect	\$117,200	\$123,500	\$128,900	\$141,400	\$99,000	\$208,700	<b>\$153,900</b>
Help Desk Support I	\$50,700	\$51,600	\$53,100	\$54,500	\$47,000	\$57,900	<b>\$52,500</b>
Help Desk Support II	\$59,400	\$60,600	\$62,400	\$63,900	\$55,100	\$68,400	<b>\$61,700</b>
Help Desk Support III	\$87,800	\$89,600	\$93,100	\$97,100	\$76,900	\$111,700	<b>\$94,300</b>
Linux Administrator	\$98,300	\$101,100	\$105,900	\$106,800	\$81,800	\$136,100	<b>\$108,900</b>
Microsoft 365 Specialist	\$82,300	\$99,800	\$118,100	\$131,100	\$53,500	\$147,400	<b>\$100,400</b>
Network Administrator	\$105,000	\$107,600	\$120,300	\$126,100	\$95,800	\$136,000	<b>\$115,900</b>
Network Architect	\$115,900	\$128,900	\$138,700	\$146,300	\$103,600	\$200	<b>\$51,900</b>
Network Engineer	\$107,600	\$112,700	\$125,000	\$128,600	\$98,800	\$156,200	<b>\$127,500</b>
Network Operations Center Technician	\$71,500	\$75,500	\$89,300	\$101,200	\$67,300	\$112,000	<b>\$89,600</b>
Desktop Support Tech	\$51,100	\$61,400	\$66,300	\$72,600	\$42,700	\$91,600	<b>\$67,200</b>
Site Reliability Engineer	\$112,300	\$118,800	\$130,200	\$135,000	\$96,500	\$199,100	<b>\$147,800</b>
Software Support Engineer	\$93,200	\$96,400	\$100,000	\$100,900	\$74,200	\$114,900	<b>\$94,500</b>
System Engineer	\$102,700	\$112,400	\$135,700	\$147,300	\$72,400	\$189,300	<b>\$130,800</b>
Systems Administrator	\$92,100	\$96,400	\$99,100	\$101,400	\$77,700	\$142,000	<b>\$109,800</b>
Systems Architect	\$128,800	\$155,600	\$178,700	\$205,700	\$101,200	\$211,000	<b>\$156,100</b>
UNIX Administrator	\$110,300	\$113,500	\$118,800	\$120,100	\$91,700	\$146,600	<b>\$119,200</b>

## Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
<b>Enterprise Systems</b>							
Business Systems Analyst	\$77,400	\$83,600	\$90,100	\$91,400	\$74,300	\$107,800	<b>\$91,000</b>
CRM Application Administrator	\$109,800	\$111,400	\$118,600	\$123,100	\$102,400	\$120,100	<b>\$111,200</b>
CRM Integration Specialist	\$127,900	\$147,600	\$166,700	\$174,300	\$121,400	\$184,500	<b>\$152,900</b>
CRM Program Director	\$175,500	\$197,000	\$205,900	\$209,000	\$173,300	\$229,000	<b>\$201,200</b>
Salesforce Developer	\$122,700	\$126,700	\$131,400	\$136,900	\$100,600	\$188,900	<b>\$144,700</b>
ERP Administrator	\$77,600	\$79,600	\$82,300	\$85,100	\$63,800	\$99,000	<b>\$81,400</b>
ERP Programmer	\$101,200	\$104,200	\$108,100	\$111,900	\$83,900	\$128,700	<b>\$106,300</b>
ERP Analyst	\$123,900	\$127,500	\$132,600	\$137,500	\$101,800	\$166,600	<b>\$134,200</b>
ERP System Administration Manager	\$146,600	\$151,800	\$158,900	\$165,400	\$121,300	\$187,400	<b>\$154,300</b>
GIS Analyst	\$77,600	\$81,900	\$84,600	\$85,600	\$67,500	\$102,800	<b>\$85,200</b>
SAP Basis Consultant	\$137,600	\$148,600	\$163,900	\$168,300	\$120,900	\$184,500	<b>\$152,700</b>
SAP Project Manager	\$81,900	\$89,500	\$94,600	\$97,500	\$65,100	\$136,200	<b>\$100,600</b>
SAP Program Manager	\$145,600	\$151,300	\$156,300	\$162,500	\$117,300	\$194,900	<b>\$156,100</b>
<b>Security</b>							
Cloud Security Analyst	\$93,900	\$94,700	\$107,500	\$113,000	\$70,300	\$141,800	<b>\$106,100</b>
Cloud Security Architect	\$132,200	\$142,600	\$154,800	\$161,200	\$98,600	\$222,500	<b>\$160,600</b>
Cloud Security Engineer	\$126,600	\$131,600	\$136,100	\$141,700	\$87,000	\$193,600	<b>\$140,300</b>
Cyber Security Analyst	\$97,000	\$99,900	\$103,700	\$106,800	\$80,300	\$125,500	<b>\$102,900</b>
Cyber Security Engineer	\$113,600	\$121,000	\$131,800	\$147,500	\$70,100	\$197,800	<b>\$134,000</b>
Cyber Security Architect	\$134,200	\$138,900	\$143,800	\$163,400	\$136,200	\$202,700	<b>\$169,400</b>
Data Security Analyst	\$89,700	\$95,300	\$97,400	\$97,300	\$80,400	\$116,900	<b>\$98,700</b>
Information Security Administrator	\$76,500	\$80,400	\$81,600	\$81,700	\$66,600	\$94,700	<b>\$80,700</b>
Information Security Analyst	\$89,700	\$95,200	\$97,300	\$97,200	\$80,300	\$116,800	<b>\$98,600</b>
Information Security Engineer	\$112,600	\$117,400	\$122,000	\$123,800	\$101,200	\$145,800	<b>\$123,500</b>
Information Security Supervisor	\$89,400	\$91,900	\$94,800	\$97,900	\$74,100	\$116,700	<b>\$95,400</b>

## Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Information Technology Auditor	\$111,300	\$115,500	\$119,100	\$124,000	\$74,500	\$162,700	<b>\$118,600</b>
Systems/Application Security Analyst	\$81,800	\$89,300	\$98,500	\$101,100	\$74,000	\$116,300	<b>\$95,100</b>
<b>Data</b>							
Artificial Intelligence (AI) Engineer	\$135,500	\$139,500	\$143,200	\$149,100	\$107,100	\$201,500	<b>\$154,300</b>
Business Intelligence Analyst	\$86,800	\$93,300	\$98,000	\$99,100	\$74,700	\$119,900	<b>\$97,300</b>
Business Intelligence Developer	\$93,500	\$100,300	\$120,300	\$134,800	\$74,900	\$151,900	<b>\$113,400</b>
Business Intelligence Architect	\$125,800	\$131,600	\$135,500	\$152,500	\$92,700	\$189,500	<b>\$141,100</b>
Data Analyst	\$86,900	\$87,700	\$90,400	\$92,500	\$71,000	\$115,400	<b>\$93,200</b>
Data Scientist	\$136,200	\$140,800	\$146,000	\$151,600	\$85,200	\$197,800	<b>\$141,500</b>
Data Architect	\$114,100	\$118,000	\$127,900	\$135,800	\$95,600	\$177,600	<b>\$136,600</b>
Data Warehouse Specialist	\$97,900	\$101,700	\$107,200	\$119,300	\$83,000	\$169,300	<b>\$126,100</b>
Database Administrator	\$103,400	\$105,200	\$107,700	\$108,600	\$86,100	\$128,000	<b>\$107,000</b>
Database Analyst	\$77,800	\$89,400	\$92,200	\$101,300	\$69,100	\$127,000	<b>\$98,100</b>
Database Engineer	\$108,400	\$121,400	\$135,700	\$149,500	\$83,800	\$203,900	<b>\$143,800</b>
Database Report Writer	\$81,000	\$83,300	\$87,600	\$89,300	\$67,100	\$108,300	<b>\$87,700</b>
Machine Learning (ML) Engineer	\$125,300	\$141,000	\$186,700	\$234,000	\$103,800	\$265,200	<b>\$184,500</b>
Natural Language Processing (NLP) Engineer	\$119,000	\$127,700	\$143,900	\$150,200	\$101,300	\$192,800	<b>\$147,100</b>
Oracle Database Administrator	\$124,500	\$127,100	\$132,400	\$133,700	\$100,700	\$155,800	<b>\$128,200</b>
Reporting Analyst	\$74,900	\$88,300	\$98,300	\$107,100	\$57,200	\$126,900	<b>\$92,100</b>
SQL Server Database Administrator	\$93,300	\$100,400	\$117,200	\$125,600	\$83,400	\$146,400	<b>\$114,900</b>
<b>Leadership</b>							
Applications Development Manager	\$142,500	\$185,100	\$206,200	\$216,800	\$120,200	\$242,500	<b>\$181,400</b>
Chief Data Officer (CDO)	\$326,000	\$374,200	\$414,700	\$456,000	\$271,000	\$505,200	<b>\$388,100</b>
Chief Information Security Officer (CISO)	\$210,800	\$243,500	\$276,200	\$291,800	\$207,600	\$310,000	<b>\$258,800</b>
Chief Product Officer (CPO)	\$275,600	\$306,600	\$337,000	\$362,700	\$263,900	\$374,300	<b>\$319,100</b>
Chief Information Officer (CIO)	\$337,200	\$354,100	\$365,500	\$377,100	\$304,600	\$419,800	<b>\$362,200</b>

## Technology

Job Title	Base salary by company size				Base salary		
	Small	Medium	Large	Enterprise	Min	Max	AVG
Chief Technology Officer (CTO)	\$265,300	\$317,700	\$362,400	\$402,400	\$256,900	\$430,100	<b>\$343,500</b>
Cyber Security Manager	\$157,900	\$163,100	\$170,700	\$176,300	\$124,700	\$207,100	<b>\$165,900</b>
Cyber Security Director	\$224,100	\$234,100	\$250,700	\$262,600	\$198,300	\$297,100	<b>\$247,700</b>
Data Center Manager	\$135,300	\$141,600	\$151,700	\$156,500	\$124,800	\$175,300	<b>\$150,100</b>
Data Center Director	\$181,900	\$192,300	\$210,200	\$219,500	\$167,000	\$241,900	<b>\$204,400</b>
Data Management Director	\$210,900	\$228,100	\$242,100	\$255,000	\$174,600	\$277,700	<b>\$226,200</b>
Database Administration Manager	\$147,100	\$153,900	\$166,000	\$173,700	\$131,500	\$190,100	<b>\$160,800</b>
Information Security Manager	\$144,400	\$158,800	\$164,100	\$166,500	\$135,300	\$190,700	<b>\$163,000</b>
Information Security Director	\$170,300	\$193,700	\$217,800	\$228,400	\$157,100	\$246,300	<b>\$201,700</b>
Information Technology Director	\$190,900	\$205,600	\$218,200	\$227,800	\$172,400	\$251,000	<b>\$211,700</b>
Information Technology Manager	\$141,200	\$147,400	\$152,500	\$156,900	\$126,200	\$177,700	<b>\$152,000</b>
Information Technology Vice President	\$231,200	\$287,500	\$373,400	\$442,400	\$274,300	\$441,800	<b>\$358,000</b>
Network Operations Center Director	\$184,600	\$196,300	\$209,500	\$220,600	\$169,500	\$238,200	<b>\$203,900</b>
Network Operations Center Manager	\$129,500	\$133,300	\$142,600	\$147,400	\$113,400	\$168,200	<b>\$140,800</b>
Network Manager	\$142,900	\$153,100	\$160,200	\$167,900	\$121,900	\$177,100	<b>\$149,500</b>
Network Director	\$164,600	\$177,100	\$189,100	\$195,500	\$151,100	\$215,300	<b>\$183,200</b>
Network Vice President	\$196,200	\$200,700	\$203,800	\$228,200	\$180,700	\$244,500	<b>\$212,600</b>
PMO Manager	\$143,100	\$148,400	\$161,400	\$164,200	\$128,100	\$185,200	<b>\$156,700</b>
PMO Director	\$180,700	\$193,800	\$213,500	\$218,300	\$166,800	\$241,700	<b>\$204,200</b>
Product Manager	\$142,700	\$153,200	\$163,900	\$170,500	\$135,200	\$187,200	<b>\$161,200</b>
Product Vice President	\$178,400	\$185,100	\$196,700	\$205,900	\$165,900	\$232,400	<b>\$199,200</b>
Product Director	\$166,900	\$178,700	\$199,800	\$202,400	\$150,300	\$218,000	<b>\$184,200</b>
Quality Assurance Manager	\$126,900	\$132,800	\$139,700	\$141,200	\$113,600	\$166,500	<b>\$140,100</b>
Software Engineering Manager	\$154,200	\$165,900	\$174,500	\$179,000	\$143,200	\$242,300	<b>\$192,800</b>
Software Engineering Director	\$203,300	\$220,200	\$242,000	\$258,700	\$194,600	\$276,000	<b>\$235,300</b>
Information Systems Manager	\$136,400	\$145,500	\$163,100	\$173,500	\$113,400	\$185,700	<b>\$149,600</b>

# About LHH

**LHH empowers professionals and organizations to achieve bold ambitions and secure lasting impact through unique advisory services and talent solutions.**

Our full suite of offerings connects solutions that are traditionally siloed, making LHH your single talent partner. In a rapidly evolving landscape with complex challenges, we create value across the entire professional talent journey. From hiring great people, developing skills and nurturing leaders, to advancing individuals to the next stage of their careers, LHH makes talent your competitive edge.

We believe the future of work lies at the intersection of exceptional human care and innovation. Powered by science, technology, and proprietary data analytics, LHH's approach is crafted to align with your business strategy and culture, delivering powerful, sustainable, and measurable impact.

LHH has a team of over 12,000 professionals, across 60+ countries and more than 50 years of experience. As part of the Adecco Group, we bring together global excellence, local knowledge and centralized coordination for thousands of companies and millions of people worldwide.

Recruitment. Development. Career Transition.

**LHH. A beautiful working world.**



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