



National figures, unadjusted for region.

Position	LOW	MID	HIGH
LEADERSHIP			
CTO	\$250,000	\$300,000	\$400,000
CIO	\$200,000	\$250,000	\$300,000
CISO	\$200,000	\$300,000	\$400,000
Director, Software Engineering	\$185,000	\$225,000	\$300,000
Manager, Software Engineering	\$150,000	\$175,000	\$195,000
Helpdesk Manager	\$95,000	\$115,000	\$130,000
Director, Information Technology	\$140,000	\$160,000	\$200,000
Manager, Information Technology	\$100,000	\$125,000	\$150,000
SOFTWARE DEVELOPMENT			
AI/Machine Learning Engineer	\$165,000	\$185,000	\$250,000
Software Architect	\$160,000	\$180,000	\$205,000
Mobile Developer	\$100,000	\$130,000	\$160,000
UX/UI Designer	\$95,000	\$115,000	\$130,000
JavaScript Developer (Node, React, Angular, Vue)	\$100,000	\$120,000	\$150,000
Back End Engineer	\$120,000	\$130,000	\$160,000
Front End Engineer	\$120,000	\$130,000	\$150,000

Position	LOW	MID	HIGH
INFRASTRUCTURE			
Help Desk Support (Tier 1-3)	\$45,000	\$65,000	\$85,000
Systems Engineer / Administrator	\$80,000	\$95,000	\$125,000
Network Engineer / Administrator	\$90,000	\$100,000	\$130,000
Cloud Infrastructure Engineer	\$130,000	\$160,000	\$200,000
INFORMATION SECURITY			
INFOSEC	\$160,000	\$185,000	\$210,000
TECHNICAL WRITING			
Technical Writer	\$60,000	\$90,000	\$110,000
SOFTWARE QUALITY ASSURANCE			
SDET/QA Automation	\$100,000	\$125,000	\$150,000
DATA ANALYSIS, DESIGN, INSIGHT			
Data Analyst/Visualization	\$80,000	\$110,000	\$130,000
Data Engineer	\$120,000	\$140,000	\$180,000
PROJECT/PRODUCT OVERSIGHT			
BSA/Product Owner	\$100,000	\$120,000	\$130,000
Product Manager	\$110,000	\$150,000	\$175,000
Project Manager	\$105,000	\$130,000	\$165,000
IT Project Coordinator	\$65,000	\$80,000	\$95,000