MOTION RECRUITMENT

2021

Tech Jobs
Salary Guide

FOR EMPLOYERS AND CANDIDATES

Orange County

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A Message From
MOTION

This year, more than ever, has shown that tech permeates every business, whether facilitating daily operations or driving success and innovation, even in the face of adversity. Despite the challenges of 2020, tech professionals and companies have risen up to prove their value and provide necessary services and products when they're needed most.

The shortage within the tech labor market has been making headlines for years. **In 2019, US companies had about 1,000,000 unfilled tech jobs.** The gap between tech talent supply and increasing demand has been widening, but the economic impact of the pandemic may be changing the course. The impact of this year's challenges will continue into 2021, leaving many with more uncertainties and questions than answers when it comes to salaries and compensation.

In 2019, US companies had about 1,000,000 unfilled tech jobs.

- **Do COVID-related challenges, like layoffs and a decrease in new jobs, mean there is more tech talent on the market for 2021?**

- **How is the pandemic and its influence on the market impacting 2021 tech salaries?**

- **How is remote work going to affect compensation, supply and demand in 2021?**

While these questions are still outstanding, one thing is for certain: the tech hiring landscape is as competitive as ever, still presenting great opportunities for growth in tech innovation, careers and salaries. The goal of this salary guide is to help provide the crucial job market data you need to set your expectations correctly for what your local market and peers are considering when it comes to salaries for tech jobs.

CONTENTS

HIRING **Managers**

Learn what base compensation is competitive in your local market to effectively extend offers and retain your top tech talent.

🔗 **START WITH 2021 SALARY DATA**

JOB **Seekers**

Understand your worth in the marketplace and explore proportional base salaries given your job and city.

🔗 **SEE 2021 SALARY INSIGHTS NOW**

Market TRENDS

Before delving into Motion Recruitment's salary data, it is valuable to consider some of the key trends contributing to the drastic changes occurring across the technology industry in 2020 and beyond.

The pages that follow contain insights backed by thorough industry research and Motion Recruitment's proprietary data, both of which aim to provide clarity to salary and demand changes in those respective fields.

SUPPLY & DEMAND in 2020

COVID-19's devastating impact left millions out of work, resulting in a **14.7% overall unemployment rate** at its peak in 2020.
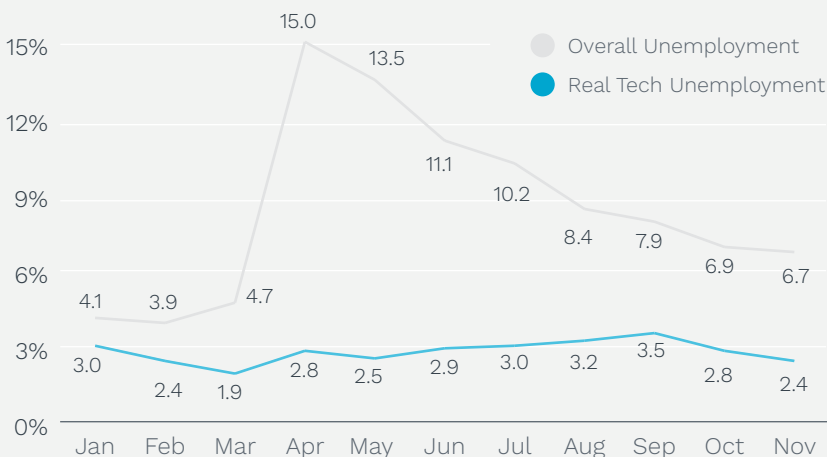
Since 2010, more than 1.5 million tech jobs have been created, but due to COVID-19 many companies had to cease operations, defer or cancel projects and perform furloughs. As a result, hardly any **additional** tech jobs have been added to the job market since 2019, implying that this year we could see a decline in the tech talent shortage for the first time in a decade.

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DO COVID CHALLENGES, LIKE LAYOFFS AND A DECREASE IN NEW JOBS, MEAN THERE IS MORE TECH TALENT ON THE MARKET FOR 2021?

In crises past and present—from the Dotcom bubble (+6%) to the recent pandemic (+1.5%)—the **tech unemployment rate** has increased by only a fraction compared to overall labor. The technology industry played an indispensable role in enabling remote work and continued business activity during quarantine.

Net Unemployment Rates 2020

Legend:
- Overall Unemployment
- Real Tech Unemployment

Overall Unemployment: Jan 4.1, Feb 3.9, Mar 4.7, Apr 15.0, May 13.5, Jun 11.1, Jul 10.2, Aug 8.4, Sep 7.9, Oct 6.9, Nov 6.7

Real Tech Unemployment: Jan 3.0, Feb 2.4, Mar 1.9, Apr 2.8, May 2.5, Jun 2.9, Jul 3.0, Aug 3.2, Sep 3.5, Oct 2.8, Nov 2.4
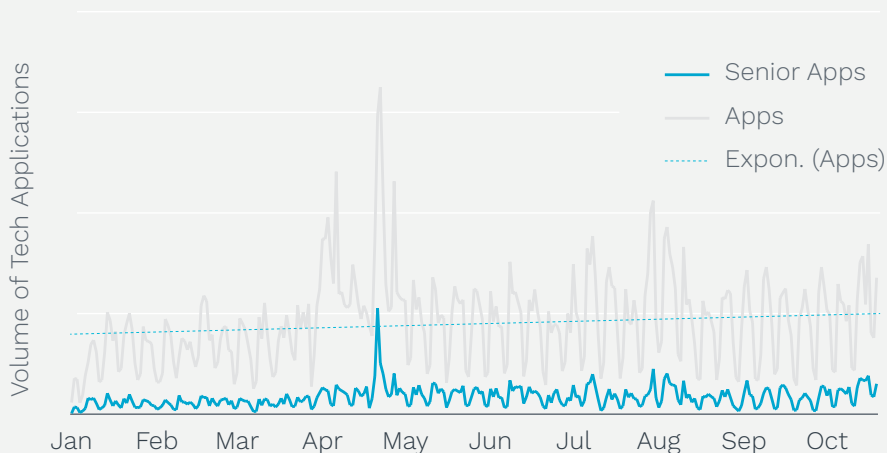
Source: U.S. Bureau of Labor Statistics

> **Companies were still unable to fill 60% of their tech roles in 2020.**

Although the consistent tech talent gap has slightly lessened with fewer jobs being added this year, CompTIA reported **companies were still unable to fill 60% of their tech roles in 2020.**

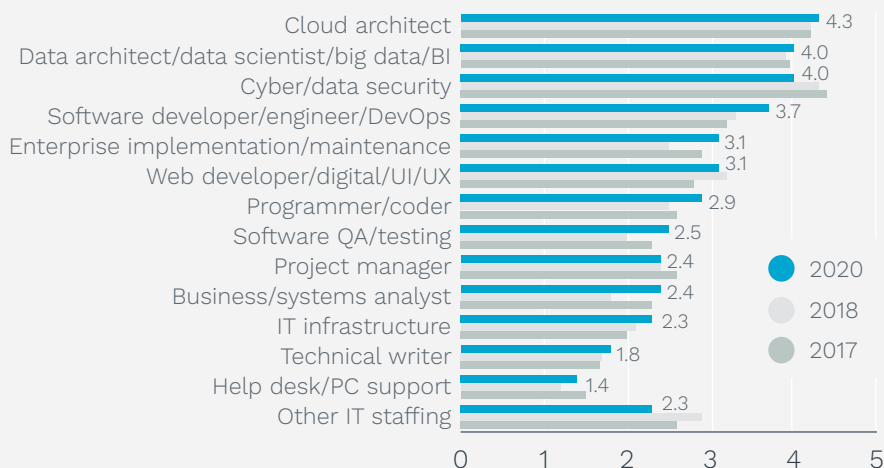**Total Tech Applications vs. Senior Level Applications, 2020**

Source: Motion Recruitment Partners LLC Proprietary Data

At the beginning of the pandemic, applications did spike greatly for a small period in March and April. **On average, however, mid-senior tech job applications only increased by 25%**, including much sought-after senior level applicants. For the most part, that increase in available tech talent was immediately reabsorbed by resilient industries. Senior level tech professionals continued to account for only 17% of those applying for mid-senior level jobs. At the same time, the increase in demand for certain specializations, typically filled by senior-level professionals, further limits the available talent on the market for 2021, despite this year's conditions. Although the number of new jobs created in 2020 was lower, rapid growth in specialty needs— particularly cloud, cyber security, data and full stack roles— are further lowering availability of talent and in turn, increasing the level of recruiting difficulty for hiring managers.

> **Even during peak IT unemployment, senior tech professionals accounted for only 17% of job applicants in 2020.**

Average Recruiting Difficulty, 1-5 Scale

Role	2020
Cloud architect	4.3
Data architect/data scientist/big data/BI	4.0
Cyber/data security	4.0
Software developer/engineer/DevOps	3.7
Enterprise implementation/maintenance	3.1
Web developer/digital/UI/UX	3.1
Programmer/coder	2.9
Software QA/testing	2.5
Project manager	2.4
Business/systems analyst	2.4
IT infrastructure	2.3
Technical writer	1.8
Help desk/PC support	1.4
Other IT staffing	2.3

Legend: 2020, 2018, 2017

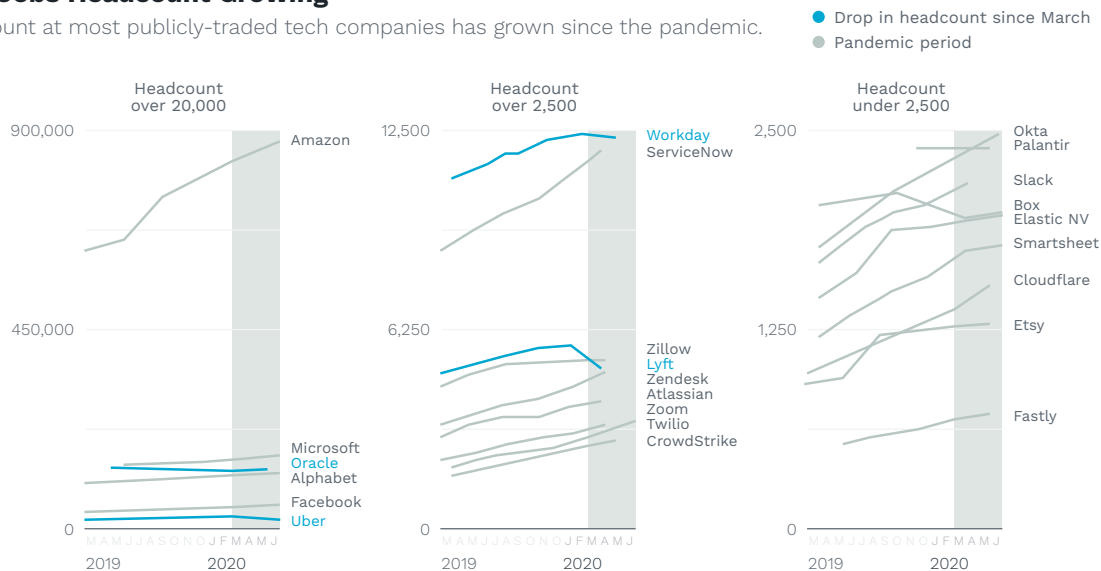Source: SIA's IT Staffing & Solutions US Benchmarking Survey 2020

Due to COVID-19's impact on the workforce, a misconception developed that experienced tech talent was available and more affordable due to lay-offs. Employers have been turning down candidates over this false "decrease" in demand. In reality, resilient tech giants and booming industries have increased headcount on their tech teams during peak months of the pandemic due to the demand for their services. **While most people have heard about the increased roles with tech giants like Amazon, which has 33,000 corporate and tech jobs open, there's also mid-market companies reabsorbing a lot of tech roles as well,** with companies like Zoom adding 3500 in headcount.

Tech Jobs Headcount Growing
Headcount at most publicly-traded tech companies has grown since the pandemic.

● Drop in headcount since March
● Pandemic period

Headcount over 20,000

900,000

450,000

0

Amazon

Microsoft
Oracle
Alphabet

Facebook
Uber

M A M J J A S O N D J F M A M J
2019   2020

Headcount over 2,500

12,500

6,250

0

Workday
ServiceNow

Zillow
Lyft
Zendesk
Atlassian
Zoom
Twilio
CrowdStrike

M A M J J A S O N D J F M A M J
2019   2020

Headcount under 2,500

2,500

1,250

0

Okta
Palantir

Slack

Box
Elastic NV

Smartsheet

Cloudflare

Etsy

Fastly

M A M J J A S O N D J F M A M J
2019   2020

Source: SEC filings, The Information reporting
Note: Chart includes public tech companies that disclose headcount quarterly or provide sufficient data to judge post-pandemic staffing. Palantir has filed to go public.

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How To RESPOND

● **HIRING MANAGERS:** Hire ahead of the market. As the demand for talent increases with a return to a strong economy, strong talent will be harder to find, particularly for specialty roles. Many companies have already resumed hiring, and this will only increase as we move through 2021.

● **JOB SEEKERS:** Narrow your search. If you're actively on the market, consider looking for jobs in resilient industries given there is a plethora of opportunities as illustrated above. If you're passively looking for opportunities, now is not the time to be risk-averse. As companies hire for the roles they were unable to fill in 2020, demand will increase while supply can already barely meet current needs - making it a candidate's market.

WANT MORE INFORMATION ON SUPPLY AND DEMAND?:
Read the Five Tech Jobs Facing the Biggest Talent Shortage

READ NOW

TECH SALARIES After the Challenges of 2020

2020 saw salary averages in the general market dip 4%, with industries like **sales, retail and restaurants facing wage dips as high as 8%.** Tech salaries typically increase by 4% year over year, but in 2020, saw an increase of only 1.45% on average. With this year's financial turmoil and an unpredictable future, this was the first time we've seen the pattern change in a decade. Moreover, the uncertainty around the future of remote work has led to an "open-source workforce," making the tech job market more competitive and keeping salary averages from increasing further in 2020.

Mid-Senior Tech Salaries YoY
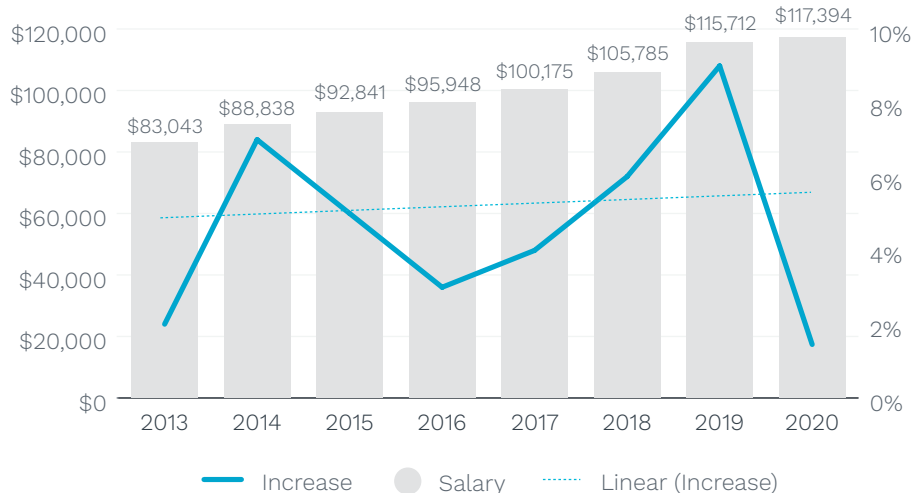
Source: Motion Recruitment Partners, LLC Proprietary Data

> **Tech salaries typically increase 4% every year. In 2020, tech salaries increased only 1.45% on average.**

HOW IS THE PANDEMIC - AND ITS INFLUENCE ON THE MARKET - IMPACTING TECH SALARIES IN 2021?

Just as unemployment hasn't greatly affected the supply of tech talent, especially senior talent, **tech salaries still increased year over year, albeit by a smaller percentage.**

COVID caused a shift in industry demand and an ensuing competitive market for IT skills, especially digitizing outdated systems, mega-scaling software capabilities, focusing on predictive analytics, automating logistic systems, and preventing rampant cyber-attacks. The increased demand for highly specialized talent increases the salaries for these skillsets.
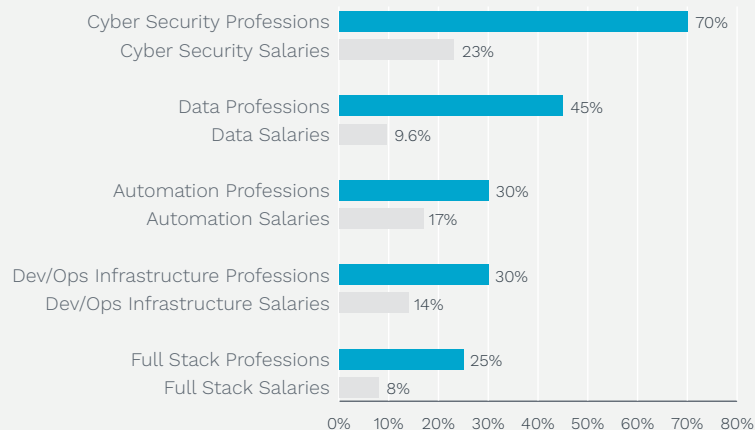
While many of the roles in the chart below were highly sought after prior to the pandemic, the challenges raised during these unprecedented times caused an even greater talent shortage in the current market, and subsequently, above average year-over-year compensation increases.

With the lack of tech talent available, the demand for these specific skillsets requires upskilling at a pace challenging for developers and engineers to maintain. If you already have these tech professionals on your team, it is worth investing in continued education for both your team and business. Whether newly entering the field or moving upward

within it, upskilling heavily impacts the supply and demand of tech professionals. Since there is such a deficit in the tech talent pool compared to the number of open jobs, as illustrated by historically low unemployment rates, **tech professionals can negotiate salaries with confidence.**

The "War for Tech Talent" has been making headlines for years, and 2021 will be no different. Despite the pandemic and economic slowdown, 93% of hiring managers reported difficulty finding skilled talent, while 37% of hiring managers say they will be hiring more skilled IT professionals in the next six months.

Top Tech Jobs: YoY Growth in Demand and Salaries

Role	Value
Cyber Security Professions	70%
Cyber Security Salaries	23%
Data Professions	45%
Data Salaries	9.6%
Automation Professions	30%
Automation Salaries	17%
Dev/Ops Infrastructure Professions	30%
Dev/Ops Infrastructure Salaries	14%
Full Stack Professions	25%
Full Stack Salaries	8%

Source: Motion Recruitment Partners LLC, Proprietary Data

> Despite the pandemic and economic slowdown, **93%** of hiring managers reported difficulty finding skilled talent, while **37%** of hiring managers say they will be hiring more skilled IT professionals in the next six months.

How To RESPOND

HIRING MANAGERS: Build your candidate pipeline, particularly if you're hiring for a top demanded role. Despite lay-offs, supply of tech talent is still low and demand is high. Tech salaries still increased in 2020, so it is paramount that you're paying market value for your candidate's skillset and role. As more opportunities become available in the marketplace, you don't want your under-paid candidates to leave for the competition.

🔗 **CONTACT A RECRUITER**

JOB SEEKERS: Know your value. There may have been a temporary hault in hiring during Q2, but that quickly resolved in the latter half of 2020. Going into 2021, it's imperative to know what you're seeking in skillset and salary growth. Where do you need to upskill according to tech stack and database trends? Continue upgrading the value of your own skillset.

🔗 **CONTACT A TALENT SERVICES SPECIALIST**

REMOTE WORK'S Impact on the Tech Market

It's no secret that 2020 has greatly increased the demand for a more flexible workforce. Previously considered a perk, remote work is quickly becoming a priority (and a neccessity) for many. More than 40% of millennials say flexibility to work from anywhere is significant when evaluating job opportunities, and companies are taking note; Amazon, Facebook, CVS Health, and American Express all boast a significant number of permanently remote work opportunities post-COVID.

? HOW IS REMOTE WORK AFFECTING SUPPLY AND DEMAND OF AVAILABLE TALENT?

The nature in which the workforce became primarily remote this year required an entire transformation of people, processes, and infrastructure. From March to October of 2020, more than **20 million Americans** translocated amidst the pandemic. Companies saw a sharp 40% increase in the number of out of state applications. While creating more noise and work for hiring managers to sort through - and more competition for job seekers - this also means more opportunities for candidates and more talent for employers, allowing for larger candidate pipelines and cost savings in **hiring and onboarding.**
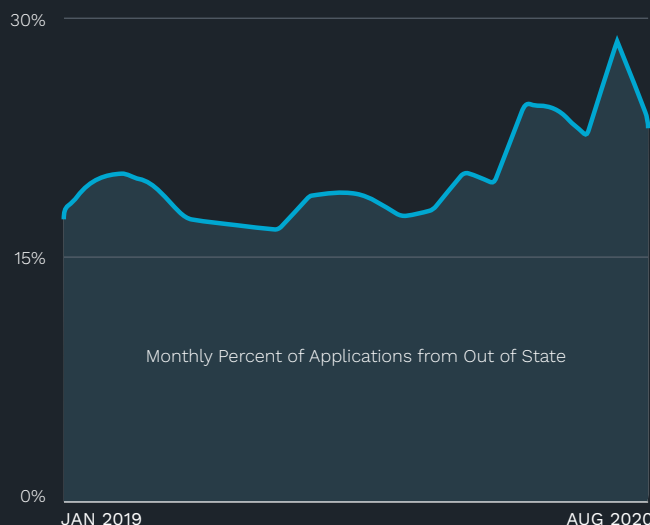
Monthly Percent of Applications from Out of State

30%

15%

0%

JAN 2019   AUG 2020

" Remote jobs receive **130%** more applications on average.

Source: Motion Recruitment Partners LLC Proprietary Data

Permanent relocation has become the norm for more than 60% of tech professionals, while 50% say they wish for remote work flexibility to stay in place indefinitely. Since July, Twitter announced that it would offer work-from-home as a permanent option to many of its employees, and Facebook also began planning for a large amount of work-from-anywhere staff, but indicated that salaries would be adjusted to account for regional costs of living.

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HOW DOES REMOTE WORK FACTOR INTO 2021 COMPENSATION AND OFFERS?

Companies have turned to remote hiring as a solution for attracting candidates, which may impact salaries for local candidates. By expanding open positions to candidates outside their city, hiring managers can find a higher quality tech skillset for the same cost due to variances on cost of living. For example, a company in Baltimore can acquire more experienced applicants from Los Angeles, San Diego or New Jersey. Alternatively, companies in locations such as San Francisco, Seattle and Los Angeles can modify their offers based on the candidate's cost of living and reduce employment costs by as much as 35%.

Tech Talent Quality vs. Cost Analysis
BASED ON AVERAGE ANNUAL SALARY FOR SOFTWARE ENGINEER (US$)

Source: U.S. Bureau of Labor Statistics, April 2019, Canada Statistics April 2019, U.S. News & World Report, CBRE Labor Analytics, CBRE Research, 2020.

*Concentration of software engineers/developers with 3+ years of experience with degrees from top 25 computer information science programs in the U.S. and top 5 in Canada as rated by U.S. News & World Report, 2020.

*All calculations are done according to US dollar equivalent.

In addition to salary, the remote work shift has impacted offers as whole, for both candidates and hiring managers.

- Work from home stipends and home office budgets are becoming more commonly asked for and offered in compensation packages.

- **Offering** work from home flexibility for even a few days a week can save companies $11K per employee and candidates the average commuting cost of $10K per year.

- Companies and candidates can consider a larger commuting radius if the in-office expectations are only a few days a week or month.

> **Working from home can save candidates the average commuting cost of $10K per year and companies $11k per year for every employee that works remote just half the time.**

How To RESPOND

HIRING MANAGERS: Get comfortable with remote work. Offering this level of flexibility is quickly becoming a requirement to stay competitive in the tech marketplace. However, remote work can have cultural downsides too, averaging up to 17% lower team productivity and 24% higher turnover. Consider setting yourself up for long term success by choosing candidates in your larger region that can still commute in-person a few days a week or month.

🔗 **VIRTUAL HIRING AND ONBOARDING STRATEGIES**

JOB SEEKERS: Tailor your application. The increase in remote roles subsequently increased the number of applicants. This makes resume screening more difficult on hiring managers working to find relevant candidates. Take the time to tailor your resume to the job you are applying for and send an accompanying message about why you are interested and would be a good fit.

🔗 **29 WAYS TO SEPARATE YOUR RESUME FROM THE REST**

SALARY TRENDS Conclusion

While 2020 may be behind us, 2021 salary trends will be driven by demand and a market impacted by COVID. Despite this, tech unemployment remains far below the North American average. WIth only 3% (or less) tech professionals available at any point, navigating the current marketplace correctly can put you or your team in the right place at the right time to take advantage of the opportunities created by the very challenges we all faced.

Through the uncertainty of 2020, Motion Recruitment has seen the resilience and innovation of both companies and candidates in staying agile and adapting to the market. Alongside the trends here, the following salary data should help steer you to make well-informed decisions to move confidently forward throughout 2021.

As always, Motion Recruitment wants to hear feedback, talk strategy and help you find the best solution for success this year. **Visit our website** to get in touch with a local expert or for more Industry Insights.

Orange County TECH Salaries

In this section, explore the salaries for 130+ tech roles based off local salary data.

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ORANGE COUNTY
Salary Ranges for Tech Roles

As described on the opening page, salary averages here represent low ranges and high ranges of the two levels.

Management	LOW	HIGH
Chief Operating Officer	$181,922	$252,670
Chief Security Officer	$202,136	$303,204
Chief Technology Officer	$168,784	$212,243
Creative Director	$151,602	$222,350
Director of Engineering	$158,677	$198,093
Engineering Manager	$146,549	$179,901
VP of Engineering	$185,965	$230,435

	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
Software	**$91,172**	**$120,495**	**$124,037**	**$153,163**
Back End	**$93,445**	**$122,951**	**$125,789**	**$155,678**
.Net Architect	–	–	$151,602	$190,345
.Net Core Developer	$84,476	$109,575	$118,153	$143,902
.Net Developer	$81,699	$109,318	$110,068	$136,083
API Architect	–	–	$131,388	$141,495
API Automation Engineer	$93,497	$122,972	$131,388	$166,762
Application Developer	$78,779	$102,373	$112,185	$134,420
Back End Developer	$100,083	$132,826	$135,323	$166,223
C++ Developer	$87,389	$126,155	$120,343	$170,949
Full Stack Software Developer (Node React)	$116,228	$131,186	$133,526	$162,681
Full Stack Software Developer (Python React)	$106,121	$131,894	$128,463	$159,315
Golang Developer	$101,447	$145,812	$139,249	$175,465
Integration Developer	$99,383	$130,378	$129,493	$157,919
Java Architect	–	–	$146,549	$181,922
Java Developer	$93,318	$128,546	$123,612	$148,046
Microservices Engineer	$114,993	$137,394	$143,741	$168,447
Node.js Developer	$87,859	$123,963	$124,402	$156,436
PHP Developer	$79,909	$110,362	$111,175	$139,402
Platform Architect	–	–	$171,816	$227,403
Platform Engineer	$90,702	$120,826	$139,600	$163,604
Python Developer	$85,879	$117,969	$124,045	$154,997
Ruby Developer	$90,449	$122,057	$126,335	$154,358
Ruby on Rails Developer	$81,124	$111,680	$116,860	$156,340
Scala Engineer	$113,196	$146,549	$144,864	$173,669
Embedded	**$91,222**	**$127,736**	**$131,276**	**$157,863**
Embedded Engineer	$90,718	$126,170	$134,420	$150,591
Firmware Engineer	$78,959	$117,023	$126,335	$156,655
IoT Engineer	$103,988	$140,014	$133,073	$166,341
Front End	**$86,864**	**$115,214**	**$115,362**	**$145,339**
Angular Developer	$82,100	$111,266	$103,595	$130,883
Front End Developer	$85,539	$115,120	$121,471	$151,836
Javascript Architect	–	–	$151,602	$171,816
Javascript Developer	$84,452	$115,953	$111,001	$148,117
React Developer	$87,929	$124,314	$116,454	$151,602
Vue.js Developer	$93,993	$115,218	$112,859	$147,391
Web Developer	$87,173	$109,412	$126,790	$142,203

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Average Recruiting Difficulty: Software Developers

As described on the opening page, salary averages here represent low ranges and high ranges of the two levels.

	MID LEVEL		SENIOR LEVEL	
	LOW	**HIGH**	**LOW**	**HIGH**
General	**$94,876**	**$127,242**	**$133,979**	**$164,135**
Full Stack Software Developer	$87,447	$118,581	$118,645	$148,667
Gaming Engineer	$86,900	$136,144	$135,178	$168,026
Robotics Engineer	$121,712	$147,904	$166,762	$181,922
Sales Engineer	$91,972	$106,465	$111,175	$151,602
Salesforce Developer	$101,068	$141,495	$151,602	$181,922
Software Architect	-	-	$146,549	$175,858
Software Developer	$80,158	$112,860	$120,509	$152,668
Solutions Architect	-	-	$124,891	$166,040
QA	**$82,320**	**$104,075**	**$110,817**	**$136,008**
Build and Release Engineer	$88,401	$103,657	$127,057	$157,431
QA Analyst	$64,684	$84,897	$79,591	$101,068
QA Automation Engineer	$95,970	$119,233	$120,093	$137,036
QA Engineer	$75,716	$96,255	$100,253	$126,335
SDET	$86,830	$116,333	$127,093	$158,171
Security	**$104,521**	**$126,486**	**$134,062**	**$162,941**
Application Security Engineer	$96,015	$101,068	$114,965	$146,549
DevSec Engineer	$109,174	$151,702	$136,442	$186,976
DevSecOps Engineer	$126,426	$158,677	$152,107	$198,346
Information Security Analyst	$86,849	$94,173	$128,020	$144,977
Information Security Engineer	$108,596	$137,565	$148,233	$180,238
Network Security Engineer	$112,045	$125,695	$145,201	$163,393
Security Analyst	$76,131	$104,949	$106,121	$119,260
Security Architect	-	-	$156,655	$217,296
Security Engineer	$119,331	$148,065	$159,890	$198,902
Vulnerability Management Engineer	$106,121	$116,481	$115,580	$127,824
Product & UX	**$93,081**	**$122,026**	**$125,674**	**$147,217**
Gaming Designer	$90,961	$151,602	$141,495	$171,816
Graphic Designer	$88,940	$103,089	$101,270	$121,686
Graphics Engineer	$95,661	$142,506	$151,602	$171,816
Product Designer	$93,117	$123,637	$131,019	$156,039
Product Manager	$106,515	$131,879	$122,292	$152,134
UI Designer	$85,175	$111,177	$116,228	$134,420
UI Developer	$94,998	$113,391	$124,124	$147,875
UI/UX Designer	$93,051	$120,981	$126,967	$133,915
UX Designer	$88,956	$112,746	$117,939	$144,760
UX Researcher	$93,440	$109,254	$123,808	$137,705
Mobile	**$89,408**	**$134,780**	**$131,655**	**$164,978**
Android Developer	$91,928	$135,458	$134,245	$167,531
iOS Developer	$86,308	$130,582	$123,918	$157,754
React Native Developer	$89,987	$138,301	$136,803	$169,650
Infrastructure	**$84,768**	**$109,595**	**$116,995**	**$140,247**
CI/CD Engineer	$101,068	$141,495	$128,862	$156,655
Cisco Engineer	$74,132	$85,947	$124,988	$144,754
Cloud Architect	-	-	$148,568	$175,052
Cloud Developer	$103,069	$126,340	$138,385	$157,239
Cloud Systems Engineer	$101,068	$118,250	$123,303	$144,527
CloudOps Engineer	$89,174	$109,200	$135,431	$153,623
Control Systems Engineer	$80,854	$121,282	$138,127	$181,922
Desktop Support Engineer	$55,587	$85,908	$91,972	$106,121
DevOps Architect	-	-	$149,581	$181,922
DevOps Engineer	$90,560	$117,935	$126,748	$158,285
Distributed Systems Engineer	$80,854	$122,292	$128,019	$156,655

Full Stack Skill Demand Increased 25% in 2020

23% ⤴ Increase in Cyber Security Salaries in 2020

As described on the opening page, salary averages here represent low ranges and high ranges of the two levels.

	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
Infrastructure				
Helpdesk Support	$57,239	$69,544	$75,801	$96,015
Infrastructure and Security Architect	-	-	$158,677	$200,784
Infrastructure Engineer	$87,964	$128,087	$143,279	$172,707
IT Systems Analyst	$74,891	$85,908	$90,961	$101,674
Kubernetes Engineer	$94,036	$128,959	$140,485	$183,944
Linux Administrator	$85,910	$106,477	$108,345	$138,665
Linux Systems Engineer	$87,371	$115,300	$120,115	$143,828
LinuxOps Developer	$89,834	$107,844	$131,872	$152,107
Mac Engineer	$92,279	$107,694	$121,282	$131,388
Microsoft Engineer	$90,197	$105,632	$118,755	$126,335
NetOps Engineer	$121,282	$151,602	$131,388	$171,816
Network Administrator	$66,705	$86,792	$96,015	$106,121
Network Architect	-	-	$141,495	$163,730
Network Engineer	$77,923	$113,196	$120,687	$144,171
Network Support Engineer	$50,534	$75,801	$85,908	$126,335
Site Reliability Engineer	$99,653	$127,715	$137,054	$169,764
Support Engineer	$83,611	$98,312	$116,228	$121,282
Systems Administrator	$73,664	$90,645	$104,743	$130,010
Systems Architect	-	-	$141,495	$161,709
Systems Engineer	$87,695	$119,587	$119,964	$145,639
Systems Network Engineer	$85,908	$104,100	$108,648	$121,282
TechOps Engineer	$87,506	$128,929	$110,164	$146,549
Virtualization Engineer	$94,810	$119,380	$108,277	$125,592
Windows Administrator	$82,071	$93,244	$87,982	$94,930
Windows Engineer	$80,361	$104,054	$113,070	$137,705
Functional	**$83,941**	**$107,639**	**$103,480**	**$130,361**
Business Analyst	$82,663	$116,023	$108,269	$139,221
Product Owner	$86,514	$96,015	$99,384	$121,282
Project Manager	$82,647	$110,879	$102,786	$130,580
Data	**$90,561**	**$132,803**	**$132,244**	**$165,947**
AI Engineer	$95,293	$142,981	$133,410	$173,837
Big Data Engineer	$107,322	$184,705	$141,495	$207,189
Business Intelligence Developer	$102,743	$117,827	$119,867	$140,737
Computer Vision Engineer	$98,670	$199,573	$161,709	$239,194
Data Analyst	$84,463	$118,130	$124,651	$144,022
Data Architect	-	-	$154,971	$189,503
Data Engineer	$88,395	$137,475	$130,640	$198,226
Data Modeler	$101,068	$113,787	$151,602	$171,816
Data Scientist	$84,870	$149,662	$153,303	$199,249
Database Engineer	$95,461	$119,155	$137,331	$166,041
Digital Analyst	$90,534	$100,961	$101,068	$131,175
Machine Learning Engineer	$92,886	$125,712	$155,645	$188,492
NLP Engineer	$112,438	$174,964	$171,816	$202,136
SQL DBA	$78,396	$111,820	$105,399	$131,388
SQL Developer	$75,310	$92,493	$93,488	$118,755
Grand Total	**$90,330**	**$119,782**	**$123,720**	**$151,196**

4.3 / 5.0
Average Recruiting Difficulty: Cloud Architects

2020 Demand for Data Professionals Increased
45%

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DATA SOURCES

The data in this salary guide represents real market compensation ranges derived from 15 major cities in North America. The base salary ranges are divided between Mid-level (2-5 years) and Senior-level experience levels (5+ years). Role ranges may vary by company size, industry and organization structure. All data is propriety to Motion Recruitment, validated by external sources, and subject to copyright and infringement protections. Contact Motion Recruitment for more detailed information based on your specific needs.

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