



VanderHouwen

2026 SALARY GUIDE

INFORMATION TECHNOLOGY

ACCOUNTING & FINANCE

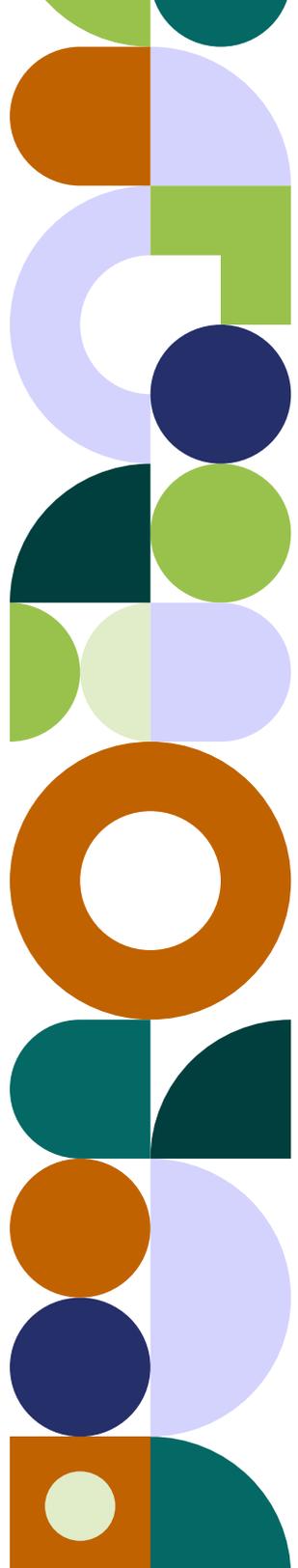
ENGINEERING

HUMAN RESOURCES

MARKETING

BUSINESS OPERATIONS

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VanderHouwen delivers professional recruiting solutions for **INFORMATION TECHNOLOGY, ACCOUNTING & FINANCE, ENGINEERING, HUMAN RESOURCES, MARKETING,** and **BUSINESS OPERATIONS,** including:

- ▶ Executive/Professional Direct Hire Search
- ▶ Contract/Temporary/Contract-to-Hire
- ▶ Project Consulting Services

For over 35 years, VanderHouwen has been helping businesses of all sizes build strong, adaptable teams through customized hiring partnerships. Our team provides nationwide support for consulting and project delivery, contingent needs, and strategic direct hires that keep companies moving forward.



2025
Placements
Made
Nationwide



2026 SALARY GUIDE

503.299.6811
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Quick Links



INFORMATION TECHNOLOGY

	<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
<u>LEADERSHIP</u>			
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
<u>SOFTWARE DEVELOPMENT</u>			
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

We're here for you.

HOW CAN WE HELP?

opportunities@vanderhouwen.com





INFORMATION TECHNOLOGY

	<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
<u>INFRASTRUCTURE</u>			
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
<u>INFORMATION SECURITY</u>			
INFOSEC	\$160,000	\$185,000	\$210,000
<u>TECHNICAL WRITING</u>			
Technical Writer	\$60,000	\$90,000	\$110,000
<u>SOFTWARE QUALITY ASSURANCE</u>			
SDET/QA Automation	\$100,000	\$125,000	\$150,000
<u>DATA ANALYSIS, DESIGN, INSIGHT</u>			
Data Analyst/Visualization	\$80,000	\$110,000	\$130,000
Data Engineer	\$120,000	\$140,000	\$180,000
<u>PROJECT/PRODUCT OVERSIGHT</u>			
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





ACCOUNTING & FINANCE

	SMALL (<\$50M)	MID (\$50-\$350M)	LARGE (\$350M+)
<u>EXECUTIVE</u>			
CFO	\$156,000-\$208,000	\$208,000-\$260,000	\$312,000+
Director of Finance	\$114,000-\$156,000	\$156,000-\$208,000	\$260,000+
Controller	\$104,000-\$156,000	\$156,000-\$208,000	\$260,000+
Tax Director	n/a	\$156,000-\$208,000	\$260,000+
<u>MANAGEMENT</u>			
Assistant Controller	\$104,000-\$125,000	\$125,000-\$146,000	\$161,000+
Accounting Manager	\$94,000-\$114,000	\$114,000-\$135,000	\$140,000+
Cost Accounting Manager	\$104,000-\$120,000	\$124,000-\$145,000	\$166,000+
Tax Manager	n/a	\$120,000-\$140,000	\$145,000+
Audit Manager	n/a	\$104,000-\$125,000	\$145,000+
SEC Manager	n/a	\$135,000-\$156,000	\$182,000+
FP&A Manager	\$119,000-\$135,000	\$135,000-\$156,000	\$171,000+
Finance Manager	\$104,000-\$125,000	\$135,000-\$171,000	\$208,000+
Payroll Manager	\$88,000-\$98,000	\$98,000-\$119,000	\$119,000+
Credit and Collections Manager	\$94,000-\$109,000	\$109,000-\$119,000	\$135,000+
AP or AR Manager	\$88,000-\$104,000	\$109,000-\$125,000	\$156,000+

Looking for something else?

PLEASE ASK
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ACCOUNTING & FINANCE

SMALL
(<\$50M)

MID
(\$50-\$350M)

LARGE
(\$350M+)

STAFF

Sr. Financial Analyst	\$98,000-\$119,000	\$119,000-\$130,000	\$135,000+
Financial Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$104,000+
Credit Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$98,000+
Sr. Cost Accountant/ Analyst	\$98,000-\$109,000	\$109,000-\$120,000	\$130,000+
Cost Accountant/ Analyst	\$78,000-\$88,000	\$88,000-\$98,000	\$98,000+
Sr. Tax Accountant	n/a	\$98,000-\$109,000	\$130,000+
Tax Accountant/ Analyst	\$72,000-\$82,000	\$86,000-\$95,000	\$104,000+
Internal Auditor	n/a	\$94,000-\$113,000	\$135,000+
Sr. Accountant	\$88,000-\$98,000	\$98,000-\$109,000	\$119,000+
Staff Accountant	\$67,000-\$78,000	\$78,000-\$88,000	\$88,000+
Jr. Accountant	\$57,000-\$62,000	\$66,000-\$72,000	\$72,000+

SUPPORT

Full Charge Bookkeeper	\$68,000-\$78,000	\$78,000-\$88,000	n/a
Bookkeeper	\$57,000-\$68,000	\$68,000-\$78,000	n/a
Payroll Specialist	\$57,000-\$67,000	\$67,000-\$78,000	\$78,000+
AR/Credit and Collections Specialist	\$52,000-\$62,000	\$62,000-\$72,000	\$72,000+
AP Specialist	\$52,000-\$57,000	\$57,000-\$67,000	\$67,000+
Billing Specialist	\$46,000-\$57,000	\$57,000-\$67,000	\$67,000+
Accounting Assistant	\$41,000-\$52,000	\$52,000-\$62,000	\$62,000+





ENGINEERING

LOW **MID** **HIGH**

ENGINEERING AND MANUFACTURING LEADERS

Vice President of Supply Chain	\$209,000	\$245,000	\$273,000
Vice President of Engineering	\$203,000	\$235,000	\$251,000
Systems Engineering Director	\$177,000	\$194,000	\$208,000
Supply Chain Director	\$157,000	\$192,000	\$215,000
Engineering Director	\$142,000	\$163,000	\$194,000
Engineering Manager	\$135,000	\$168,000	\$207,000
Supply Chain Manager	\$117,000	\$130,000	\$143,000
Principal Engineer	\$150,000	\$158,000	\$166,000
Engineering Project Manager	\$135,000	\$150,000	\$162,000
Engineering Team Lead	\$103,000	\$124,000	\$135,000
Environmental, Health, and Safety Manager	\$111,000	\$122,000	\$131,000
Production Manager	\$95,000	\$121,000	\$156,000
Warehouse Operations Manager	\$85,000	\$94,000	\$107,000
Production Supervisor	\$56,000	\$71,000	\$87,000

ENGINEERS

Aerospace Engineer	\$105,000	\$135,000	\$174,000
Automation Engineer	\$83,000	\$106,000	\$129,000
Biomedical Engineer	\$87,000	\$107,000	\$134,000
Chemical Engineer	\$96,000	\$122,000	\$152,000
Civil Engineer	\$79,000	\$100,000	\$128,000
Computer Hardware Engineer	\$116,000	\$155,000	\$185,000
Design Engineer	\$76,000	\$98,000	\$126,000
Electrical Engineer	\$88,000	\$112,000	\$142,000
Electro-Mechanical Engineer	\$97,000	\$122,000	\$148,000
Electronics Engineer	\$99,000	\$128,000	\$164,000





ENGINEERING

	LOW	MID	HIGH
<u>ENGINEERS, CONT.</u>			
Environmental Engineer	\$81,000	\$104,000	\$131,000
Field Service Engineer	\$73,000	\$104,000	\$120,000
Health and Safety Engineer	\$85,000	\$110,000	\$136,000
Industrial Engineer	\$82,000	\$101,000	\$127,000
Locomotive Engineer	\$73,000	\$77,000	\$84,000
Manufacturing Engineer	\$47,000	\$63,000	\$82,000
Marine Engineer	\$88,000	\$106,000	\$134,000
Materials Engineer	\$86,000	\$108,000	\$138,000
Mechanical Engineer	\$82,000	\$102,000	\$130,000
Mining and Geological Engineer	\$81,000	\$101,000	\$130,000
Nuclear Engineer	\$103,000	\$128,000	\$158,000
Petroleum Engineer	\$107,000	\$141,000	\$191,000
Process Engineer	\$86,000	\$102,000	\$123,000
Quality Engineer	\$72,000	\$84,000	\$93,000
Robotics Engineer	\$110,000	\$130,000	\$142,000
Sales Engineer	\$91,000	\$122,000	\$159,000

ENGINEERING AND TECHNICAL SUPPORT

Aerospace Engineering Technician	\$65,000	\$80,000	\$102,000
Automotive Technician	\$47,000	\$66,000	\$99,000
CAD Designer	\$52,000	\$67,000	\$81,000
Drafter	\$54,000	\$65,000	\$81,000
Electronic Engineering Technician	\$61,000	\$77,000	\$95,000
Environmental Engineering Technician	\$48,000	\$59,000	\$75,000
Industrial Engineering Technician	\$53,000	\$65,000	\$79,000
Machinist	\$46,000	\$56,000	\$65,000





ENGINEERING

LOW **MID** **HIGH**

ENGINEERING AND TECHNICAL SUPPORT, CONT.

Mapping Technician	\$44,000	\$52,000	\$65,000
Mechanical Engineering Technician	\$57,000	\$69,000	\$83,000
Mechatronics Technician	\$59,000	\$71,000	\$87,000
Nuclear Technician	\$83,000	\$104,000	\$114,000
Semiconductor Processing Technician	\$45,000	\$51,000	\$75,000
Wind Turbine Service Technician	\$59,000	\$63,000	\$67,000

SCIENTIFIC

Environmental Scientist	\$62,000	\$80,000	\$104,000
Environmental Technician	\$38,000	\$49,000	\$64,000
Food Science Technician	\$44,000	\$49,000	\$61,000
Food Scientist	\$50,000	\$85,000	\$112,000
Geological Technician	\$39,000	\$48,000	\$64,000
Geoscientist	\$72,000	\$99,000	\$134,000
Hydrologic Technician	\$47,000	\$59,000	\$80,000
Hydrologist	\$73,000	\$92,000	\$115,000
Materials Scientist	\$80,000	\$104,000	\$134,000

CONSTRUCTION

Building Inspector	\$57,000	\$72,000	\$92,000
Construction Manager	\$83,000	\$120,000	\$139,000
Construction Supervisor	\$62,000	\$79,000	\$100,000
Estimator	\$78,000	\$89,000	\$96,000
Facilities Manager	\$80,000	\$105,000	\$136,000
Maintenance Supervisor	\$42,000	\$50,000	\$63,000
Maintenance Worker	\$39,000	\$49,000	\$62,000
Superintendent	\$76,000	\$102,000	\$127,000





HUMAN RESOURCES

	SMALL (<\$50M)	MID (\$50-\$350M)	LARGE (\$350M+)
<u>EXECUTIVE & MANAGEMENT</u>			
CHRO	n/a	\$220,000-\$260,000	\$260,000+
HR Director	\$90,000-\$100,000	\$104,000-\$135,000	\$156,000+
Director of Talent Acquisition	n/a	\$135,000-\$172,000	\$203,000+
HR Manager	\$78,000-\$88,000	\$88,000-\$114,000	\$122,000+
<u>STAFF & SUPPORT</u>			
HR Business Partner	\$95,000-\$115,000	\$115,000-\$135,000	\$155,000+
Compensation Analyst	\$90,000-\$110,000	\$110,000-\$125,000	\$140,000+
Benefits Analyst	\$72,000-\$88,000	\$88,000-\$100,000	\$115,000+
Sr. TA/Sourcer/ Recruiter	n/a	\$88,000-\$120,000	\$125,000+
HR Generalist	\$62,000-\$73,000	\$73,000-\$83,000	\$83,000+
Corporate TA/ Recruiter/Sourcer	\$62,000-\$68,000	\$73,000-\$88,000	\$96,000+
HR Assistant/ Coordinator	\$47,000-\$57,000	\$57,000-\$62,000	\$66,000+

Finding the **right HR talent** makes all the difference.

CONTACT US!

opportunities@vanderhouwen.com





MARKETING & BUSINESS OPERATIONS

	LOW	MID	HIGH
<u>MARKETING</u>			
Director of Marketing	\$120,000	\$140,000	\$180,000
Digital Marketing Manager	\$80,000	\$110,000	\$135,000
Brand Manager	\$95,000	\$110,000	\$130,000
Content Specialist	\$40,000	\$70,000	\$80,000
Product Marketing Manager	\$110,000	\$140,000	\$175,000
Marketing Coordinator	\$50,000	\$75,000	\$90,000
Social Media Marketing Coordinator	\$50,000	\$70,000	\$90,000
SEO Specialist	\$55,000	\$75,000	\$95,000

<u>BUSINESS OPERATIONS</u>			
COO	\$150,000	\$180,000	\$220,000
Director of Operations	\$130,000	\$140,000	\$150,000
Operations Manager	\$100,000	\$115,000	\$130,000
Director of Customer Success	\$160,000	\$180,000	\$210,000
Operations Analyst	\$70,000	\$85,000	\$100,000
Operations Supervisor	\$55,000	\$70,000	\$90,000
Implementation Manager	\$90,000	\$120,000	\$140,000
Office/Business Manager	\$60,000	\$78,000	\$95,000
Director of Logistics and Supply Chain	\$175,000	\$200,000	\$225,000
Supply Chain Analyst	\$60,000	\$75,000	\$90,000
Buyer	\$55,000	\$70,000	\$85,000
Logistics Coordinator	\$48,000	\$70,000	\$84,000
Inventory Manager	\$58,000	\$68,000	\$80,000



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Resources

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