



VanderHouwen

2026 SALARY GUIDE

INFORMATION TECHNOLOGY

ACCOUNTING & FINANCE

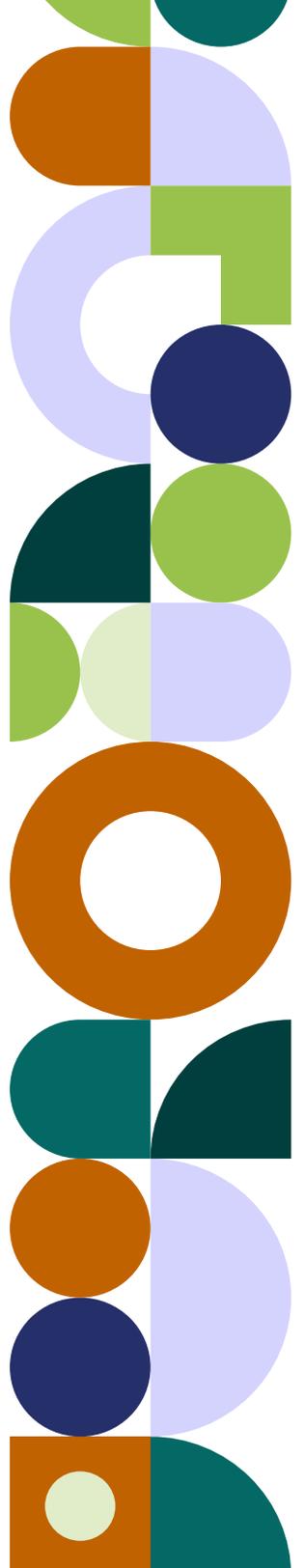
ENGINEERING

HUMAN RESOURCES

MARKETING

BUSINESS OPERATIONS

Your trusted recruiting
partner since 1987



EXTEND your Reach **EXPAND** your Options **ENGAGE** with a Hiring Partner Committed to Your Success

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





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
<u>ENGINEERING AND TECHNICAL SUPPORT</u>			
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



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Resources

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- Hiring Best Practices
- Job Interview Guide
- Job Search Tips
- Job Alert
- VanderHouwen Mobile App



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