



VanderHouwen

2026 SALARY GUIDE

INFORMATION TECHNOLOGY

ACCOUNTING & FINANCE

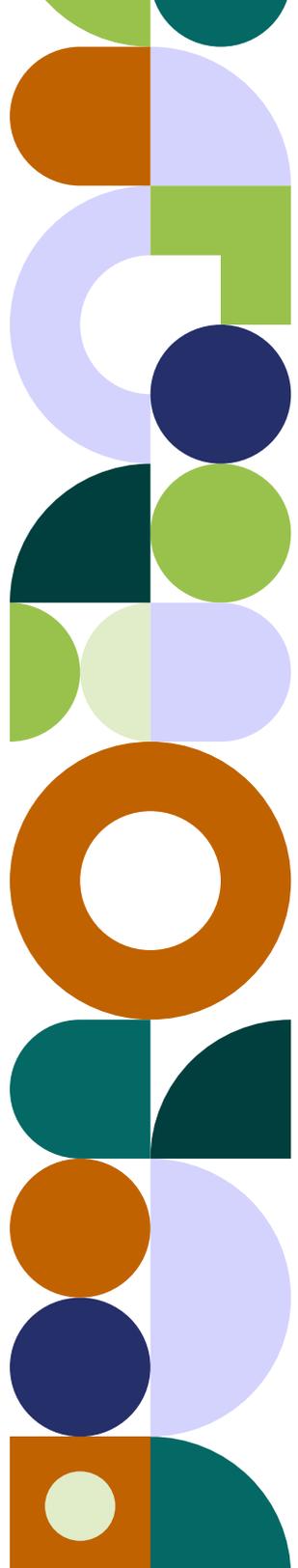
ENGINEERING

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





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



TAILORED hiring solutions ALIGNED with your vision

Resources

We have a variety of resources for hiring managers and job seekers on our website. *Choose an option below for more information.*

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



MISSION: We provide outstanding customer service in a straightforward, ethical, personal, and responsive manner.

WE'RE HERE FOR YOU:

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