







2024 SALARY GUIDE

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TABLE OF CONTENTS

	About This Guide	2
	Talent Market Trends	3
	Regional Variances	4
	Industry Sectors	6
	Architecture, Engineering & Construction	6
	Accounting and Finance	8
	Financial Services	11
	Digital Marketing & Media	15
	Healthcare	19
	Hospitality	23
	Human Resources	27
	Legal	30
	Manufacturing	32
	Office Support/Corporate Services	36
	Real Estate	39
	Technology	42
	TBG's Sister Companies	47
	EMM Research	49

ABOUT THIS GUIDE

In collaboration with EMM Research, The Bachrach Group (TBG) presents an insightful guide offering a comprehensive view of the current employment landscape. With EMM Research's expertise in economic research, data services, and consulting, our guide navigates the complexities of today's competitive labor market, providing valuable insights into national salary standards and industry trends.

➤ Key Highlights

- **Data Collaboration**
 - Our guide combines TBG's proprietary data and insights with information sourced from trusted third-party providers such as EMM Research and The U.S. Bureau of Labor Statistics.
- **Organized Insights**
 - Salary data is meticulously organized by department, job title, and level, offering a clear understanding of compensation structures across various functions.
- **Flexible Salary Ranges**
 - Recognizing the diverse factors influencing salaries, we present three ranges—low, mid, and high. This flexibility accounts for variables like experience, expertise, market demand, and company size.
- **Local Market Comparison**
 - To contextualize national averages, our guide includes a "regional variance" section at start of this guide. This feature allows readers to assess how wages in their local markets compare to the presented data.

Please Note: The roles featured in this guide represent a sampling of the diverse positions TBG specializes in. For a detailed exploration of key positions specific to your local market, we encourage you to contact a TBG representative in your area. Our team provides tailored staffing solutions that align with your unique organizational needs and goals.

➤ General Information & Trends

In the dynamic landscape of 2024 marked by inflation, corporate shifts, and evolving technology, TBG emerges as your strategic partner for navigating the intricate world of talent acquisition. As a premier staffing and recruiting firm, TBG understands that in this era of change, optimizing compensation is paramount for securing top-tier talent.



TALENT MARKET TRENDS

➤ Evolving Temporary Employment Dynamics

In the ever-changing employment landscape, temporary work has experienced a notable decline of approximately 240,000 positions since March 2022. However, this dip is tempered by resilience, with temporary employment still standing at or above pre-pandemic levels. Against the backdrop of inflation, expectations for wage growth in 2024 have become nuanced. A noteworthy demographic shift is observed among workers aged 55 and older, who opted for early retirement during the pandemic, potentially reentering the workforce at a temporary level. Companies are also considering this specific labor to help control headcount and overall costs.

➤ Employment Pendulum Swinging Back to Employers

We are seeing and feeling the conclusion of "Great Resignation." While the phenomenon is objectively acknowledged, declining quit rates signal a stabilizing workforce, with employees displaying a growing inclination to remain in their current roles. The aftermath of widespread hiring freezes and large-scale layoffs has left an indelible mark on job security perceptions, reshaping the dynamics of the job market. Despite an influx of skilled workers, the hiring market remains remarkably tight. In this environment, strategic talent acquisition is paramount for organizations aiming to navigate the complex terrain successfully.

➤ Prioritizing Diversity, Equity, Inclusion, and Belonging (DEIB)

Despite years of prioritizing diversity, equity, inclusion, and belonging (DEIB), progress remains elusive for many companies. The stumbling blocks often lie in the execution and communication of DEIB programs. To overcome internal obstacles, HR teams and managers must equip themselves with effective tools and strategies to address resistance proactively. TBG recommends assessing candidates based on role-specific skills rather than overemphasizing credentials or prior experience. Removing formal education or credential requirements from job postings fosters greater inclusivity and opens a larger candidate pool. Direct outreach to external candidates from nontraditional backgrounds ensures equal access to unexplored talent pools, while empowering employees from nontraditional backgrounds to leverage their networks amplifies the impact of organizational diversity initiatives.

➤ Generative AI Transforming Workspaces

The technological landscape has been profoundly shaped by AI-powered innovations, with ChatGPT emerging as a frontrunner in discussions and actions. Deemed the most-hyped tech tool of the past decade, it has prompted enterprise leaders to consider prioritizing investing in AI technologies. These conversations have turned into significant funding with investments in healthcare AI anticipated to skyrocket from \$11 billion in 2022 to a staggering \$188 billion by 2030. In the realm of staffing, this evolution invites organizations to reevaluate their workforce strategies. As technology becomes an integral part of daily tasks, employees, employers, and staffing solutions must adapt to the changing landscape.

REGIONAL VARIANCE

➤ The salaries outlined in this guide are based on national averages. We recognize that it is crucial to distinguish between the economic disparities of differing job markets and cost of living. To assist you in determining the most precise salary ranges for your specific location, we have provided variances for key markets across the United States. The local wage multipliers presented here leverage data from the Bureau of Labor Statistics Occupational Employment and have been meticulously analyzed by EMM Human Capital Analytics. To calculate market specific salaries, multiply the national salary by the local multiplier found below.



CITY	STATE	MULTIPLIER
Albuquerque	NM	0.91
Atlanta	GA	1.01
Austin	TX	1.02
Baltimore	MD	1.09
Boston	MA	1.28
Charleston	SC	0.98
Charlotte	NC	0.97
Chicago	IL	1.05
Cincinnati	OH	0.93
Columbia	SC	0.81
Dallas	TX	0.98
Deerfield Beach	FL	1.11
Denver	CO	1.15
Detroit	MI	1.00
East Hampton	NY	1.17
Edison	NJ	1.08
Englewood Cliffs	NJ	1.08
Farmingdale	NY	1.17
Houston	TX	0.97
Indianapolis	IN	0.93
Jackson	MS	0.91
Kansas City	MO	0.95
Las Vegas	NV	0.98
Los Angeles	CA	1.29
Memphis	TN	0.86
Miami	FL	0.96
Minneapolis	MN	1.08
Milwaukee	WI	0.95
Naples	FL	1.11

REGIONAL VARIANCE

- To calculate market specific salaries, multiply the national salary by the local multiplier found below. Note that additional variables should be taken into consideration when reviewing salaries including local and state laws, minimum wages, cost of living, and additional benefits/perks related to the position.



CITY	STATE	MULTIPLIER
Nashua	NH	0.82
Nashville	TN	0.93
New Orleans	LA	0.88
New York	NY	1.28
Oklahoma City	OK	0.87
Omaha	NE	0.68
Orange County	CA	1.15
Orlando	FL	0.9
Paramus	NJ	1.04
Philadelphia	PA	1.08
Phoenix	AZ	0.98
Pittsburgh	PA	0.95
Portland	OR	1.09
Providence	RI	0.72
Raleigh	NC	0.99
Richmond	VA	0.97
Salt Lake City	UT	1.00
San Antonio	TX	0.89
San Diego	CA	1.15
San Francisco	CA	1.31
Seattle	WA	1.19
Springfield	OH	0.81
Stamford	CT	1.05
St. Louis	MI	0.96
Syracuse	NY	0.73
Tampa	FL	0.94
Washington, D.C.		1.29

ARCHITECTURE, ENGINEERING & CONSTRUCTION

The AEC industry is poised for significant growth, with several sectors experiencing faster-than-average employment expansion. However, labor shortages, retention challenges, and the need for technological innovation pose ongoing challenges. Strategic staffing partnerships play a crucial role in addressing workforce challenges and ensuring that AEC firms have the right talent to thrive in a dynamic and evolving industry landscape.

- ▶ The enactment of the Infrastructure Investment and Jobs Act (IIJA) has stimulated substantial growth in transportation infrastructure projects. Notably, transportation infrastructure construction spending saw a significant 9.4% year-over-year increase in August 2023. A substantial \$58.8 billion has been allocated for construction projects, spanning transportation, broadband, climate, and energy sectors putting a focus on job growth
- ▶ Several fields are poised for substantial growth: architecture collectively is expected to grow by 2.7%, civil engineers are expected to grow by 5%, mechanical engineering is expected to see a 10% growth, and industrial engineers are anticipating a 12% surge
- ▶ In 2024, drones are set to revolutionize construction, providing crucial aerial insights for surveys, real-time progress monitoring, and safety inspections; skills relating to piloting and analyzing will be in hot demand
- ▶ 3-D printing is reshaping construction methods in 2024, enabling swift on-site production of building components. This not only reduces material waste and labor needs, but also aligns with sustainability objectives, marking a significant stride towards environmentally conscious practices



AE&C SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Energy Roles			
Construction Superintendent	\$ 55,167	\$ 91,226	\$ 129,500
Designer	\$ 47,360	\$ 69,698	\$ 102,093
Drafter	\$ 39,834	\$ 59,290	\$ 83,003
Electrical Engineer	\$ 56,000	\$ 85,823	\$ 123,000
Project Engineer/Manager	\$ 53,813	\$ 76,941	\$ 100,667
Safety Engineer/Manager	\$ 46,667	\$ 86,901	\$ 116,000
Scheduler	\$ 36,667	\$ 48,268	\$ 60,000
Technician/Operator	\$ 42,173	\$ 49,790	\$ 57,724
Engineering & Construction			
Buyer/ Purchasing	\$ 46,500	\$ 58,750	\$ 74,000
Civil/Structural Engineer	\$ 54,667	\$ 69,500	\$ 90,333
Construction Superintendent	\$ 55,167	\$ 91,226	\$ 129,500
Director of Construction	\$103,000	\$126,019	\$149,037
Designer	\$ 40,360	\$ 60,697	\$ 93,427
Drafter	\$ 42,322	\$ 56,413	\$ 73,890
Electrical Engineer	\$ 58,179	\$ 82,964	\$ 108,264
Estimator	\$ 44,668	\$ 66,527	\$ 97,111
Chief Estimator	\$139,218	\$181,788	\$210,664
Mechanical Engineer	\$ 74,784	\$ 94,563	\$ 118,343
Project Administrator	\$57,965	\$67,991	\$79,985
Project Engineer	\$ 52,500	\$ 76,881	\$ 100,000
Project Manager	\$78,860	\$108,121	\$159,980
Project Executive	\$145,231	\$161,035	\$174,954
Safety Engineer/Manager	\$ 65,861	\$ 83,224	\$ 101,687
Technician/Forman	\$ 41,001	\$ 55,060	\$ 70,998
Architecture Roles			
Architectural Director	\$127,384	\$158,602	\$191,819
Architectural Project Manager	\$75,233	\$98,268	\$125,125
BIM Manager	\$97,201	\$112,410	\$129,585
Commercial Architectural Designer	\$66,749	\$79,396	\$91,797
Commercial Architectural Designer (Junior)	\$52,632	\$60,660	\$72,369
Interior Designer	\$56,000	\$73,000	\$90,000
Residential Architectural Designer	\$56,000	\$69,195	\$82,500
Residential Architectural Designer (Junior)	\$47,544	\$53,486	\$59,940
Supply Chain Manager	\$ 85,906	\$ 108,166	\$ 133,775
Technician	\$ 40,333	\$ 51,500	\$ 64,333

ACCOUNTING AND FINANCE

As we step into 2024, the accounting and finance landscape undergoes a profound transformation, primarily driven by the rapid integration of digitalization and artificial intelligence (AI). These technological advancements are revolutionizing how financial tasks are approached, injecting unprecedented efficiency and depth into the industry. While understanding current industry trends is undoubtedly crucial, the ability to pivot in response to unforeseen events becomes equally significant for guiding a team's success. In this dynamic landscape, strategic partnerships with talent specialists well-versed in deep industry and market trends emerge as the linchpin for future business success.

- ▶ Employment of accountants and auditors is set to grow by 4% from 2022-2032, with approximately 126,000 annual job openings
- ▶ Remote work options are becoming increasingly attractive, with 65% of professionals more likely to apply for roles that offer remote work flexibility
- ▶ Digitalization and AI technologies are reshaping financial processes, automating complex tasks like tax preparation and auditing, thereby reducing human error. This has created a switch in hiring priority, with hiring managers seeking out individuals with more strategic and consultative skills
- ▶ With the scarcity of available resources, companies are turning to strategic talent partners to meet their staffing needs. Despite historically low unemployment rates, 78% of organizations intend to leverage contract workers and strategic partners to fill critical finance and accounting roles in 2024.

ACCOUNTING AND FINANCE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Accounting Roles			
Accounting Manager	\$64,254	\$98,595	\$132,203
Accounts Payable Clerk	\$39,280	\$45,942	\$54,659
Accounts Payable Manager	\$64,810	\$84,984	\$109,178
Accounts Payable Supervisor	\$52,396	\$65,319	\$81,839
Accounts Receivable Clerk	\$39,372	\$46,341	\$57,123
Accounts Receivable Manager	\$67,950	\$89,228	\$117,787
Accounts Receivable Supervisor	\$52,551	\$69,957	\$87,424
Assistant Controller	\$81,364	\$110,938	\$152,908
Controller	\$132,246	\$200,242	\$281,352
Cost Accountant/Analyst	\$62,199	\$72,470	\$83,617
Cost Accounting Clerk	\$27,432	\$40,685	\$50,215
Cost Accounting Manager	\$99,322	\$124,426	\$153,042
Credit & Collections Clerk	\$40,892	\$46,055	\$58,817
Credit & Collections Manager	\$63,401	\$85,926	\$117,587
Junior Accountant	\$43,788	\$58,760	\$85,288
Payroll Coordinator/Clerk	\$31,549	\$48,019	\$76,038
Payroll Manager	\$78,506	\$95,753	\$119,357
Payroll Supervisor	\$63,870	\$84,553	\$104,275
SEC Reporting Manager	\$89,118	\$127,430	\$149,466
Senior Accountant	\$75,441	\$89,898	\$110,135
Staff Accountant	\$56,388	\$70,461	\$85,569
Executive Roles			
CFO	\$175,667	\$258,247	\$392,167
VP of Accounting & Finance	\$179,667	\$226,621	\$295,173
VP of Internal Audit	\$167,333	\$215,108	\$295,500
VP of Tax	\$186,180	\$246,032	\$347,155
Finance Roles			
Business Systems Analyst	\$79,818	\$96,108	\$123,054
Director of Finance	\$139,277	\$186,410	\$249,181
Finance Manager	\$102,076	\$138,669	\$178,177
Financial Analyst	\$63,651	\$78,181	\$92,126
Internal Audit Roles			
Director of Internal Audit	\$99,755	\$142,070	\$191,428
Internal Audit Manager	\$107,997	\$124,440	\$150,045
Internal Auditor	\$78,544	\$98,151	\$119,165

ACCOUNTING AND FINANCE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Public Accounting Roles			
Associate	\$60,471	\$73,010	\$85,583
Purchasing/Procurement			
Procurement Specialist	\$55,668	\$67,683	\$82,001
Purchasing Manager	\$78,639	\$105,448	\$132,574
Small Business Accounting			
Accounting Clerk	\$36,975	\$45,046	\$55,829
Bookkeeper	\$42,746	\$51,526	\$61,535
Tax Roles			
Director of Tax	\$129,127	\$165,081	\$209,781
Tax Accountant	\$62,130	\$72,266	\$88,956
Tax Manager	\$128,252	\$150,707	\$191,618
Treasury Roles			
Treasury Analyst	\$57,781	\$69,843	\$85,970

FINANCIAL SERVICES

In 2024, the banking and financial services sector is witnessing significant shifts in demand, skills, and preferences among professionals. What employees value most in their workplace has a direct impact on job satisfaction and retention. On average, professionals within this industry stay within their roles for an average of 2.9 years, higher than the general workforce population. The aftermath of the COVID19 pandemic has influenced job transitions, emphasizing the need for organizations to invest in employee motivation, define growth paths, and offer training opportunities.

- ▶ The hiring market remains largely candidate-driven, with more job openings than available talent. Responding to this trend, 51% of employers plan to increase starting salaries in 2024, aiming to attract highly skilled professionals. An additional 46% are enhancing recruitment strategies by introducing new perks and benefits.
- ▶ AI integration is a common theme across all industry sectors, and the financial services field is no different. 96% of finance leaders are currently using or have expressed interest in AI, with its primary use being customer service, fraud detection, and risk management. 49% of finance leaders report an increased demand for upskilling and reskilling initiatives, focusing on digital and effective AI utilization

FINANCIAL SERVICES SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Commercial Banking & Financial Services			
Banking Operations Specialist	\$42,379	\$60,248	\$81,448
Sr. Banking Operations Specialist	\$54,803	\$89,550	\$115,017
Banking Operations Manager	\$63,637	\$107,785	\$166,101
Business Development Officer	\$68,998	\$91,395	\$130,641
Client Service Representative	\$39,787	\$49,950	\$68,342
Sr. Client Service Representative	\$53,216	\$69,196	\$97,689
Client Service Representative Manager	\$65,220	\$94,905	\$126,595
Commercial Lending Specialist	\$49,055	\$57,792	\$70,799
Sr. Commercial Lending Specialist	\$52,268	\$60,755	\$73,190
Commercial Lending Manager	\$60,408	\$68,514	\$85,457
Commodities Analyst Specialist	\$71,752	\$73,502	\$112,171
Sr. Commodities Analyst Specialist	\$85,087	\$86,694	\$121,256
Commodities Analyst Manager	\$105,315	\$117,572	\$147,317
Compliance Specialist	\$52,848	\$71,497	\$88,485
Sr. Compliance Specialist	\$58,831	\$87,566	\$115,420
Compliance Manager	\$84,429	\$123,537	\$150,156
Consumer Loan Collector	\$34,422	\$36,655	\$37,247
Sr. Consumer Loan Collector	\$40,849	\$41,883	\$49,311
Consumer Loan Collector Manager	\$73,203	\$89,643	\$104,584
Consumer Loan Processor	\$42,599	\$63,054	\$81,774
Sr. Consumer Loan Processor	\$40,972	\$70,462	\$87,551
Consumer Loan Processor Manager	\$70,853	\$87,349	\$137,888
Credit Risk Analyst	\$80,720	\$95,855	\$110,990
Credit Risk Associate	\$110,990	\$131,170	\$151,350
Credit Risk Vice President	\$161,440	\$189,188	\$216,935
Credit Risk Director	\$216,935	\$234,593	\$252,250

FINANCIAL SERVICES SALARY INFORMATION


Title	Entry-Level	Mid-Level	Senior-Level
Credit Risk Managing Director	\$252,250	\$327,925	\$403,600
Compliance Analyst/Associate	\$70,630	\$95,855	\$121,080
Compliance AVP	\$121,080	\$136,215	\$151,350
Compliance Vice President	\$151,350	\$176,575	\$201,800
Compliance Director	\$201,800	\$227,025	\$252,250
Compliance Managing Director	\$252,250	\$302,700	\$353,150
Default Specialist	\$49,888	\$57,934	\$72,585
Foreclosure Specialist	\$36,819	\$42,816	\$54,158
Hedge Fund Accountant	\$65,683	\$77,654	\$100,404
Hedge Fund Accountant Manager	\$77,807	\$97,319	\$127,422
Market Risk Analyst	\$62,688	\$104,449	\$122,872
Market Risk Associate	\$105,945	\$128,648	\$151,350
Market Risk Vice President	\$151,350	\$189,188	\$227,025
Market Risk Director	\$201,800	\$227,025	\$252,250
Market Risk Managing Director	\$252,250	\$302,700	\$353,150
Private Banker	\$62,461	\$84,920	\$134,870
Sr. Private Banker	\$114,691	\$152,853	\$189,897
Private Banker Manager	\$140,423	\$176,324	\$222,176
Private Equity Accountant	\$91,303	\$99,222	\$123,928
Sr. Private Equity Accountant	\$91,736	\$99,693	\$124,518
Private Equity Accountant Manager	\$105,675	\$113,701	\$155,762
Product Control Specialist	\$90,159	\$98,008	\$118,157
Sr. Product Control Specialist	\$93,823	\$104,499	\$120,019
Product Control Manager	\$103,209	\$126,739	\$177,624
Regulatory Reporting Specialist	\$63,618	\$82,059	\$99,428
Regulatory Reporting Manager	\$91,505	\$109,448	\$115,522
Teller	\$34,174	\$39,205	\$50,497
Wholesaler	\$73,116	\$86,355	\$103,062
Hedge Funds			
Operations Analyst	\$70,630	\$80,720	\$90,810
Operations Associate	\$90,810	\$110,990	\$131,170

FINANCIAL SERVICES SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
VP/Operations Manager/Director	\$151,350	\$201,800	\$252,250
Compliance Analyst/Associate	\$80,720	\$105,945	\$131,170
Compliance AVP/VP	\$131,170	\$166,485	\$201,800
Compliance Director	\$201,800	\$227,025	\$252,250
Compliance MD	\$252,250	\$327,925	\$403,600



DIGITAL MARKETING & MEDIA



The dynamic world of digital marketing and media is witnessing significant changes in 2024. The industry faces challenges from AI-based marketing tactics, heightened demand for personalized experiences, an increased reliance on voice search, and intensified competition for consumer attention. The post-pandemic era sees a continued prevalence of remote or hybrid work models among marketing professionals having the highest percentage of current hybrid and remote work amongst industries.

- ▶ 86% of marketers are currently operating in fully remote or hybrid environments
- ▶ Preferences for work settings indicate a shift, with 56% favoring fully remote work and 30% opting for a hybrid situation
- ▶ Only 14% express a preference for a fully onsite arrangement
- ▶ Remote work's success hinges on proactive leadership. Leaders must prioritize engagement and foster active two-way communication to address challenges and ensure the effectiveness of remote or hybrid work arrangements

In the rapidly evolving landscape of Digital Marketing & Media, adaptability is key. Marketers must navigate the complexities of the evolving market with AI integration while simultaneously needing to strike a very human balance of embracing remote and hybrid work models while addressing associated challenges to create a thriving and engaged workforce. Partnering with a staffing agency adds a strategic layer, ensuring access to specialized talent and overcoming hurdles associated with the evolving work landscape.

DIGITAL MARKETING & MEDIA SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Digital Media Roles			
Account Director	\$99,401	\$126,654	\$163,255
Account Executive	\$63,026	\$77,135	\$93,638
Account Manager	\$58,784	\$72,520	\$82,080
Account Planner	\$70,147	\$80,168	\$90,189
Digital Project Manager	\$53,333	\$72,451	\$99,667
Interactive Producer	\$63,000	\$89,255	\$124,333
Media Buyer	\$56,500	\$70,469	\$86,833
Media Director	\$83,869	\$110,295	\$138,477
Media Planner	\$52,167	\$66,458	\$82,333
Project Manager	\$76,800	\$99,667	\$129,000
Content/Copywriting Roles			
Content Marketing Manager	\$70,167	\$87,375	\$106,167
Content Strategist	\$62,747	\$83,433	\$114,333
Copy Editor	\$49,567	\$63,004	\$81,700
Copywriter	\$51,177	\$65,585	\$84,981
Proofreader	\$55,116	\$62,631	\$70,147
Proposal Writer	\$57,500	\$71,000	\$86,834
SEO Writer	\$48,315	\$58,063	\$83,587
Technical Writer	\$57,667	\$75,882	\$97,667
Web Editor	\$46,000	\$61,121	\$83,167
Design/Art Direction Roles			
Apparel Designer	\$52,333	\$62,233	\$73,400
Art Director	\$54,000	\$86,333	\$134,333
Creative Director	\$77,333	\$123,667	\$178,333
Creative Services Manager	\$62,500	\$85,000	\$110,000
Graphic Designer	\$45,667	\$58,667	\$75,000
Illustrator	\$54,067	\$74,000	\$90,333
Infographic Designer	\$60,333	\$78,000	\$98,000
Instructional Designer	\$59,500	\$76,381	\$95,333
Interaction Designer	\$81,000	\$104,667	\$133,333
Key Art Designer	\$60,126	\$70,147	\$80,168
Mobile App Designer	\$50,667	\$76,667	\$108,333
Packaging Designer	\$48,650	\$60,854	\$79,225
Presentation Designer	\$61,025	\$73,774	\$88,125
Product Designer	\$91,333	\$112,933	\$140,333
Typographer	\$39,928	\$52,989	\$68,270
Visual Designer	\$62,550	\$79,751	\$101,313

DIGITAL MARKETING & MEDIA SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Web Designer	\$57,500	\$68,750	\$106,500
Web Production Artist	\$54,000	\$66,667	\$85,667
Big Data Engineer	\$94,000	\$116,667	\$147,667
Business Analyst	\$93,500	\$100,233	\$125,667
Cloud Computing Analyst	\$70,000	\$85,800	\$113,200
Cloud Computing Analyst	\$70,000	\$85,800	\$113,200
Data Roles			
Data Scientist	\$71,333	\$119,407	\$235,000
Database Developer	\$75,333	\$95,904	\$119,500
Database Manager	\$55,000	\$72,707	\$107,077
Developer (UI/Front End)	\$64,943	\$88,250	\$121,905
Full Stack Developer	\$81,500	\$102,183	\$124,667
Mobile App Developer	\$74,500	\$96,000	\$120,000
Quality Assurance Manager	\$82,750	\$106,750	\$135,500
Quality Assurance Tester	\$47,500	\$66,750	\$86,250
Software Developer	\$73,667	\$95,667	\$124,000
Systems Analyst	\$69,333	\$84,732	\$105,667
Digital Marketing			
Brand Manager	\$76,667	\$110,000	\$143,333
Community Manager	\$43,333	\$62,333	\$112,000
Digital Acquisition Specialist	\$51,000	\$81,500	\$139,000
Digital Analytics Manager	\$80,333	\$112,333	\$142,333
Digital Marketing Manager	\$75,333	\$97,000	\$162,667
Digital Strategist	\$40,333	\$63,000	\$97,333
Email Marketer	\$51,667	\$68,333	\$86,333
Event Marketing Specialist	\$40,667	\$56,000	\$79,333
Marketing Analyst	\$48,000	\$65,000	\$84,333
Marketing Manager	\$82,000	\$103,333	\$136,667
Marketing Researcher	\$49,333	\$67,000	\$87,000
Merchandise Manager	\$53,500	\$81,500	\$103,500
PR Manager	\$80,000	\$105,000	\$135,000
Product Manager	\$89,000	\$140,000	\$196,667
SEM Specialist	\$51,000	\$60,000	\$80,000

DIGITAL MARKETING & MEDIA SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
SEO Specialist	\$46,667	\$67,000	\$86,667
Social Media Specialist	\$28,333	\$51,000	\$80,333
Visual Merchandiser	\$23,667	\$43,667	\$68,000
Web Analytics Specialist	\$47,000	\$81,000	\$113,667
Studio/Production			
Desktop Publisher	\$38,333	\$61,000	\$91,333
Photo Re-toucher	\$36,667	\$59,333	\$100,667
Photographer	\$39,333	\$55,333	\$88,000
Pre-Press Specialist	\$44,333	\$54,667	\$69,667
Production Artist	\$36,333	\$54,667	\$82,667
Production Manager/Director	\$175,333	\$224,333	\$278,667
Project Manager	\$45,667	\$86,667	\$132,000
Studio Manager	\$44,000	\$65,667	\$89,000
Traffic Manager	\$64,667	\$91,333	\$125,000
Video Producer	\$44,667	\$69,667	\$97,000
UX/UI			
Information Architect	\$61,000	\$112,667	\$156,667
Interactive Designer	\$67,333	\$101,000	\$137,667
UI Designer	\$73,667	\$104,333	\$152,333
UI Developer	\$61,000	\$101,667	\$142,667
User Researcher	\$72,667	\$97,000	\$170,667
UX/UI Manager	\$113,333	\$132,667	\$159,000
UX Designer	\$69,000	\$106,000	\$133,333

HEALTHCARE

The growth of telehealth, remote healthcare services, and the widespread use of electronic health records (EHRs) create opportunities for healthcare professionals with tech skills, such as medical records specialists.

- ▶ Healthcare AI investment is projected to surge from \$11 billion in 2022 to \$188 billion in 2030. Medical support professionals need to adapt to this technology, automating administrative tasks like appointment scheduling and insurance approvals.
- ▶ Embracing flexible work models has proven beneficial. Administrative caregivers working in remote or hybrid models have increased by approximately 600% since 2019, according to the Cleveland Clinic.
- ▶ Healthcare faces a critical talent shortage, with around 40% of healthcare employees contemplating leaving their jobs. Over 6.5 million healthcare professionals are expected to permanently transition out of the field by 2026.
- ▶ Investing in upskilling opportunities is crucial, as approximately 70% of employees express willingness to stay with their employers if provided access to such programs. Incremental improvements in digital proficiency and internal mobility not only retain talent but also expedite hiring cycles by up to 63%.

HEALTHCARE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Clinical			
Advanced Practice			
Nurse Practitioner	\$50.55	\$59.18	\$70.78
Physician Assistant	\$52.68	\$63.51	\$77.78
Allied Health			
Dialysis Technician	\$18.44	\$22.02	\$26.75
Medical Assistant	\$16.81	\$19.74	\$23.64
Medical Lab Tech	\$19.84	\$30.36	\$41.76
Pharmacist	\$57.27	\$65.64	\$75.63
Pharmacy Tech	\$15.27	\$18.38	\$22.49
Phlebotomy Tech	\$16.40	\$19.43	\$23.45
Polysomnographer	\$33.28	\$40.92	\$49.78
Radiology Tech	\$28.77	\$36.76	\$47.69
Surgical Tech	\$25.96	\$40.47	\$55.23
Sonographer	\$33.26	\$36.94	\$48.75
Nursing			
Licensed Practical Nurse	\$23.13	\$27.48	\$33.02
Registered Nurse	\$34.07	\$40.30	\$49.46
Acute Care	\$51.23	\$59.98	\$71.15
Case Management	\$41.02	\$48.44	\$58.90
Specialized Acute Care	\$37.50	\$43.27	\$52.88
Home Care	\$32.10	\$39.82	\$50.53
Outpatient Care	\$35.57	\$40.38	\$46.39
Access Services			
Director, Access Services	\$33.33	\$44.82	\$56.09
Director, Revenue Cycle	\$47.66	\$57.89	\$77.06
Eligibility Specialist	\$17.96	\$21.59	\$25.73
Front Desk Receptionist	\$13.41	\$17.24	\$20.33
Insurance Verification	\$16.72	\$19.16	\$22.64
Manager, Access Services	\$25.27	\$32.31	\$40.93
Medical Receptionist	\$12.95	\$17.65	\$22.19
Patient Access Specialist	\$15.76	\$18.51	\$21.76
Scheduler	\$19.23	\$21.15	\$24.04
Accounting			
Accounting Clerk	\$17.46	\$20.63	\$24.45
AP Clerk	\$18.04	\$20.77	\$24.50
AP Supervisor	\$25.14	\$29.73	\$35.64

HEALTHCARE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Billing and Collections			
Collections Representative	\$17.21	\$21.07	\$25.72
Collections Supervisor	\$24.47	\$29.89	\$37.74
Customer Service			
Commercial Insurance	\$17.36	\$26.18	\$37.11
Personal Insurance	\$22.36	\$27.82	\$32.45
Data Entry Operator	\$16.42	\$21.45	\$26.13
Data Entry Operator Lead	\$18.81	\$23.34	\$31.71
Data Entry Supervisor	\$23.90	\$27.55	\$31.47
Insurance Claims			
Clerk	\$17.73	\$21.46	\$26.39
Processor	\$16.76	\$20.27	\$24.18
Non-Clinical			
Insurance Billing Clerk	\$16.48	\$19.38	\$22.89
Medical Billing Clerk	\$17.52	\$21.07	\$24.81
Charge Capture and Coding			
Certified Coder	\$17.11	\$19.98	\$24.28
Medical Records			
Executive Assistant	\$19.23	\$21.63	\$25.00
Medical Records Admin	\$17.41	\$22.44	\$31.17
Medical Records Clerk	\$15.12	\$17.71	\$20.88
Medical Secretary	\$17.55	\$20.88	\$25.27
Medical Transcriptionist	\$17.36	\$23.36	\$29.93
Social Services			
Case Manager	\$19.46	\$23.70	\$30.23
Clinical Coordinator	\$19.72	\$23.78	\$28.92

HEALTHCARE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Clinical Supervisor	\$21.89	\$26.90	\$33.43
Program Director	\$24.44	\$30.26	\$39.47
Residential Aide	\$15.77	\$19.10	\$22.22
Social Worker (MSW, LMSW and LCSW)	\$27.01	\$33.78	\$42.30
Substance Abuse Counselor	\$20.91	\$25.35	\$30.69

HOSPITALITY



Despite hiring fewer new positions, employers have prioritized staff retention, which has reflected in historically low layoff rates. The September 2023 layoff rate stands at 1%, lower than the lowest pre-pandemic rate, showcasing a commitment to workforce stability. TBG remains committed to supporting the resilience of the hospitality industry, offering staffing solutions that not only address immediate hiring needs but also contribute to long-term workforce stability and success.

- ▶ Embracing innovation, the hospitality industry is witnessing a rise in AI-powered chatbots and virtual concierges. These technologies streamline guest interactions, handling tasks like reservations and inquiries efficiently. AI-powered chatbots ensure 24/7 availability, handling tasks such as reservation bookings and room service requests. This not only improves customer satisfaction but also allows staff to focus on more complex guest needs.
- ▶ Surpassing pre-pandemic job figures, the sector boasted ~12.4 million jobs in September 2023, up from ~12.3 million in February 2020. However, a persistent average of ~1.2 million monthly job openings reveals the industry's ongoing struggle to meet demand.
- ▶ Hotel jobs, down over 10% from February 2020, indicate a slower rebound compared to the restaurant sector. Challenges include closures, persistent labor shortages, and a sluggish recovery in previously high-demand markets.
- ▶ While sectors with remote roles witness a decline in job postings, in-person service sectors, including restaurants, and hospitals, showcase resilience with a 3.1% increase in hiring demand since mid-June 2023.

HOSPITALITY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Restaurant Careers			
Full-Service, Annual Revenue Under \$2.75MM			
General Manager	\$50,916	\$59,214	\$70,106
FOH Manager	\$41,027	\$48,366	\$57,453
Executive Chef	\$70,477	\$79,410	\$90,652
Sous Chef	\$46,970	\$53,992	\$63,812
Full-Service, Annual Revenue \$2.76MM-\$4.4MM			
General Manager	\$53,514	\$71,926	\$90,006
FOH Manager	\$47,000	\$53,130	\$59,667
Executive Chef	\$53,333	\$230,833	\$63,333
Sous Chef	\$51,667	\$55,000	\$58,333
Full-Service, Annual Revenue \$4.5MM-\$11.0MM			
General Manager	\$53,000	\$71,265	\$94,667
FOH Manager	\$50,667	\$61,381	\$74,667
Executive Chef	\$63,333	\$88,098	\$114,333
Sous Chef	\$52,000	\$58,667	\$66,667
Quick Casual Restaurants			
Multi-Unit Manager	\$63,750	\$76,171	\$91,750
General Manager	\$55,500	\$67,000	\$81,500
FOH Manager	\$38,360	\$49,432	\$61,980
Hotel Careers			
Under 150 Rooms, Annual Revenue Under \$2.2MM			
General Manager			
Economy	\$30,333	\$54,516	\$89,333
Select-Service	\$37,333	\$60,456	\$86,667
Full-Service	\$64,000	\$76,250	\$92,500
Director of Sales			
Select-Service	\$55,906	\$71,742	\$88,422
Full-Service	\$68,500	\$109,000	\$139,000

HOSPITALITY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
150-250 Rooms, Annual Revenue \$2.2MM-\$5.5MM			
General Manager			
Select-Service	\$44,667	\$62,937	\$81,333
Full-Service	\$87,233	\$104,927	\$121,765
Director of Sales			
Select-Service	\$63,483	\$82,093	\$102,984
Front Office Manager			
Select-Service	\$34,667	\$47,717	\$61,667
Full-Service	\$45,130	\$56,056	\$61,497
250-400 Rooms, Annual Revenue \$5.5MM-\$11.0MM			
General Manager	\$49,962	\$70,063	\$94,894
Assistant Gen. Manager	\$131,800	\$54,424	\$88,833
Director of Sales	\$58,333	\$118,496	\$183,000
Sales Manager	\$36,333	\$62,910	\$95,333
Director of Catering	\$51,000	\$70,856	\$91,333
Director of F&B	\$50,922	\$66,796	\$86,853
Executive Chef	\$53,667	\$75,617	\$103,333
Executive Housekeeper	\$21,467	\$39,873	\$46,033

HOSPITALITY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Restaurant Careers			
Front Office Manager	\$30,640	\$40,548	\$46,862
400+ Rooms, Annual Revenue \$11.0MM+			
General Manager	\$35,333	\$86,727	\$174,333
Assistant Gen. Manager	\$21,333	\$61,735	\$121,667
Director of Sales	\$41,333	\$101,805	\$188,333
Sales Manager	\$28,333	\$59,649	\$97,667
Director of Catering	\$47,184	\$81,271	\$125,109
Director of F&B	\$21,627	\$48,871	\$86,387
Executive Chef	\$39,333	\$80,898	\$136,667
Executive Housekeeper	\$24,667	\$49,658	\$79,667
Front Office Manager	\$29,333	\$59,308	\$95,333
Private Club Careers			
Annual Revenue Under \$4.4MM			
Chief Operating Officer	\$98,667	\$132,926	\$180,000
General Manager	\$103,297	\$114,860	\$127,792
Food & Beverage Director	\$75,733	\$82,699	\$89,600
Executive Chef	\$118,948	\$129,733	\$140,298
Catering Director	\$62,500	\$70,000	\$77,500
Membership Director	\$62,944	\$93,457	\$136,405
Annual Revenue \$4.4MM-\$8.8MM			
Chief Operating Officer	\$85,667	\$115,333	\$145,000
General Manager	\$113,883	\$133,497	\$152,012
Food & Beverage Director	\$84,935	\$98,015	\$109,460
Executive Chef	\$91,667	\$98,333	\$105,000
Catering Director	\$70,000	\$77,500	\$85,000
Membership Director	\$77,500	\$82,500	\$87,500
Annual Revenue \$8.8MM+			
Chief Operating Officer	\$98,333	\$131,045	\$167,333
General Manager	\$119,096	\$139,251	\$157,684
Food & Beverage Director	\$68,900	\$74,605	\$81,116
Executive Chef	\$126,540	\$149,353	\$171,945
Catering Director	\$75,133	\$85,145	\$96,528
Membership Director	\$71,863	\$81,489	\$104,082

HUMAN RESOURCES

Human Resources professionals in 2024 are navigating new compensation expectations, evolving criteria for candidate evaluation, and the ongoing balance between onsite and remote work requirements. With 59% of companies planning to hire in this field, staying ahead is crucial.

- ▶ The 2022 Talent Trends Report from SHRM Research reveals that 53% of HR professionals experienced skill or knowledge gaps among applicants in the past year. Basic computer skills were the most common gap at 35%. The surge in HR ads mentioning career and professional development (up 110%) reflects the industry's response to these gaps.
- ▶ Within HR, 58% of workers share they can work remotely some or all of the time, and 87% of those with a choice prefer remote work. With an increasing focus on remote and hybrid work models, employee wellness, and work-life balance, HR professionals play a pivotal role in building a healthy, partially virtual work environment within the companies they work for, and now for themselves
- ▶ Employment of human resources specialists is projected to grow by approximately 6% from 2022 to 2032
- ▶ Over the past five years, Human Resources Analytics Manager and Diversity and Inclusion Manager have emerged as the second and third fastest-growing jobs in the field

In the ever-evolving realm of Human Resources, professionals must anticipate challenges, adapt to changing skill landscapes, and integrate AI seamlessly. As the industry experiences growth and introduces new roles, staying informed and agile is essential. Partnering with a staffing agency can provide HR teams access to specialized talent and resources, ensuring they are well-equipped to address emerging trends and set their organizations apart.

HUMAN RESOURCES SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Benefits			
Benefits Analyst	\$52,320	\$74,416	\$95,230
Benefits Assistant/Associate	\$38,627	\$45,979	\$54,047
Benefits Director	\$125,534	\$158,596	\$198,619
Benefits Manager	\$81,051	\$106,989	\$138,007
Retirement Specialist	\$40,500	\$52,037	\$67,000
Benefits/Comp/HRIS			
Benefits & Comp Specialist	\$58,129	\$70,036	\$85,470
Benefits & HRIS Specialist	\$57,000	\$72,000	\$89,333
Director HRIS, Benefits & Comp	\$108,189	\$151,834	\$194,992
Manager HRIS, Benefits & Comp	\$93,316	\$114,496	\$139,052
Compensation			
Compensation Analyst	\$62,179	\$75,777	\$92,748
Compensation Director	\$147,992	\$194,909	\$238,829
Compensation Manager	\$58,383	\$102,685	\$202,802
Employee/Labor Relations			
Employee Relations Director	\$130,113	\$177,325	\$225,242
Employee Relations Manager	\$86,984	\$107,920	\$136,330
Labor Relations Director	\$118,419	\$176,304	\$236,910
Labor Relations Manager	\$88,423	\$128,966	\$166,023
Generalist			
HR Coordinator	\$46,980	\$64,497	\$89,211
HR Director	\$95,447	\$124,099	\$165,396
HR Generalist	\$51,725	\$59,950	\$70,470
HR Manager	\$74,299	\$90,491	\$108,899
HR Specialist	\$38,333	\$63,504	\$116,667
Vice President of HR	\$181,165	\$226,607	\$291,304
HRIS			
Compensation Director	\$137,070	\$183,226	\$223,777
HRIS Analyst	\$70,556	\$89,727	\$108,961
HRIS Manager	\$93,587	\$115,996	\$136,951
Learning & Development			
Learning & Development Dir.	\$55,899	\$100,869	\$144,941
Learning Coordinator	\$43,158	\$63,064	\$86,337
Learning Manager	\$67,819	\$97,020	\$133,429
Learning Specialist (Trainer)	\$41,332	\$62,440	\$91,668

HUMAN RESOURCES SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Organizational Dev.			
Director of Talent Mngmt.	\$92,363	\$131,604	\$187,876
Manager of Talent Management	\$76,000	\$108,373	\$156,500
Talent Acquisition			
Director of Talent Acquisition	\$102,410	\$161,558	\$228,100
Head of Recruitment	\$106,643	\$132,288	\$164,943
Manager of Talent Acquisition	\$89,054	\$110,714	\$137,550
Recruiter	\$51,716	\$63,340	\$78,039
Recruiting Coordinator	\$40,314	\$52,009	\$67,087
Staffing Specialist	\$37,000	\$49,646	\$71,333

LEGAL

Hybrid environments and AI integration lead legal trends and conversations for 2024. The lack of remote work options is a potential deal-breaker, especially for younger and midlevel legal professionals who view remote work as an entitlement rather than a perk. Data from the American Bar Association indicates a polarized distribution, with roughly one-third of lawyers working from home nearly all the time and another third working from the office nearly all the time.

- ▶ Research reveals a positive correlation between commute times and expected compensation increases. Many workers believe that a 30-minute commute for onsite work should be accompanied by a 20% raise, highlighting the importance of offering remote work options to control human capital costs
- ▶ Legal services are deemed the industry most exposed to AI, with a Goldman Sachs study indicating that 44% of legal work can be automated
- ▶ The rise of AI and generative text models introduces efficiency but also ethical and accuracy concerns. Increasing demand for legal experts in technology-related issues, such as data privacy, cyber security, and intellectual property, is anticipated
- ▶ Law departments and firms are investing in enhancing tech skills, driven by a Wolters Kluwer report citing a "lack of technology knowledge, understanding, or skills" as the primary resistance to new technology in legal departments. About 63% of lawyers expect an increase in overall technology investment over the next three years

LEGAL SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Law Firm			
In-House Counsel	\$181,670	\$224,137	\$287,923
Lawyer	\$109,214	\$146,984	\$209,938
Paralegal	\$47,412	\$66,470	\$85,300
Legal Specialist			
Law Librarian	\$47,177	\$66,972	\$88,491
Patent Agent	\$72,154	\$116,550	\$149,151
Records Manager	\$73,248	\$97,492	\$132,764
Records Clerk	\$34,298	\$40,278	\$47,056
Docket/Calendar Clerk	\$45,988	\$60,810	\$71,816
File Clerk	\$33,772	\$39,744	\$49,557
Time & Billing Clerk	\$32,877	\$43,329	\$54,324
Administrative Roles			
Administrative Assistant	\$41,199	\$59,574	\$76,019
Compliance Administrator	\$45,520	\$76,109	\$117,472
Compliance Analyst	\$59,887	\$81,744	\$103,779
Compliance Director	\$77,168	\$116,783	\$166,595
Legal Administrator	\$56,840	\$83,483	\$104,054
Legal Secretary	\$29,667	\$53,086	\$74,712
Legal Receptionist	\$47,931	\$55,621	\$68,361
Legal Word Processor	\$60,202	\$75,095	\$92,992
Office Clerk	\$33,006	\$40,578	\$51,626
Office Manager	\$56,863	\$69,538	\$86,575

MANUFACTURING

As we step into 2024, the manufacturing and logistics landscape is defined by a convergence of new technology, substantial government investment, and persistent talent scarcity. This year's narrative revolves around seizing business opportunities while addressing potential growth constraints tied to the workforce—the most vital asset for employers in this sector.

- ▶ The challenge of "talent scarcity" in manufacturing takes center stage, with around 800,000 job openings persisting within the sector. A key insight reveals that voluntary separations outpace layoffs, signaling that retention is a critical factor. Amidst this scarcity, employers grapple with sourcing candidates for crucial, unfilled roles. There is an obvious need for strategic retention efforts, urging collaboration between in-house HR teams and external partners to implement tailored programs, from mentorship initiatives to rewards systems, ensuring employee engagement and satisfaction.
- ▶ The manufacturing and logistics landscape is undergoing rapid technological evolution, emphasizing efficiency and cost reduction. Key areas for tech investment in 2024 include:
 - ▶ Robotics and automation is expected to increase by 62%
 - ▶ Similarly, data analytics is expected to rise by 60%
 - ▶ IoT is projected to increase by 39%

While robotics, automation, and data analytics are prevalent, the growth trajectory of the Internet of Things (IoT) is significant. Approximately half of manufacturers are expected to leverage IoT technology by 2025. The legislative landscape, particularly the CHIPS Act, introduces a substantial infusion of domestic investment, including \$39 billion in manufacturing incentives. Noteworthy is the act's emphasis on creating "thousands more high-skilled manufacturing jobs," intensifying the competition to fill advanced skill roles across the sector.

MANUFACTURING SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Manufacturing Roles			
Controls Engineer	\$69,250	\$99,542	\$126,500
Designer	\$61,500	\$74,000	\$99,500
Drafter	\$43,050	\$61,318	\$81,085
Electrical Engineer	\$69,554	\$91,244	\$109,336
Engineering Manager	\$70,095	\$118,702	\$293,816
Field Service Technician	\$41,004	\$53,518	\$69,848
Maintenance Supervisor	\$47,060	\$73,461	\$98,155
Manufacturing Engineer	\$52,167	\$95,820	\$131,500
Mechanical Engineer	\$61,167	\$81,919	\$103,833
Metallurgist	\$59,333	\$98,670	\$136,500
Planner	\$47,746	\$68,777	\$89,865
Production Supervisor	\$46,635	\$68,163	\$91,147
Project Engineer	\$64,000	\$91,126	\$129,667
Quality Engineer	\$49,833	\$70,224	\$91,500
Safety Engineer	\$67,167	\$90,949	\$129,667
Supply Chain Manager	\$88,333	\$113,833	\$143,667
Technician	\$39,333	\$60,333	\$90,000
Industrial Roles			
	HOURLY RATES		
Assembler Electronics	\$14.43	\$17.33	\$21.33
General	\$14.28	\$27.50	\$39.50
Precision	\$11.87	\$34.50	\$50.50
Assembler Fabricator	\$20.50	\$25.00	\$30.00
Assembler Product			
Bench Technician	\$15.33	\$21.67	\$30.33
Industrial Machinery Mechanics	\$17.67	\$36.33	\$56.00
Assembly Line Foreman	\$17.00	\$23.67	\$33.33
Assembly Supervisor	\$16.67	\$28.00	\$41.33
Assistant Foreman	\$17.67	\$28.00	\$39.33
Assistant Plant Manager	\$29.00	\$39.00	\$52.00
Assistant Production Supervisor	\$17.00	\$25.33	\$38.00
Building Maintenance Worker	\$17.33	\$29.00	\$39.00
CAD/CAM Design Drafter	\$17.00	\$25.00	\$33.33
CAD/CAM/CAE Technician	\$20.67	\$25.67	\$33.33
Clerk Inventory Control	\$13.33	\$18.00	\$22.00
Computer Control Operator	\$12.67	\$27.00	\$43.00
Electromechanical Technician	\$13.00	\$24.33	\$37.67


MANUFACTURING SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Electronics Technician	\$17.33	\$25.67	\$33.67
Forklift Operator	\$13.33	\$18.00	\$22.33
Helper Machine Operator	\$12.00	\$16.67	\$21.33
Assembler Product			
Helper Production	\$11.00	\$14.67	\$18.67
Injection Molder	\$15.33	\$20.33	\$28.67
Inspector Quality Control	\$13.33	\$19.67	\$26.00
Inventory Clerk	\$12.67	\$18.67	\$23.00
Janitor	\$10.67	\$14.33	\$19.00
Laborer Production	\$12.33	\$16.67	\$21.33
Laborer Warehouse	\$10.33	\$15.67	\$22.00
Logistics Manager	\$27.33	\$43.00	\$60.33
Machine Feeder	\$11.00	\$15.00	\$20.67
Machine Operator	\$12.00	\$17.00	\$21.67
Machinist General	\$14.33	\$23.00	\$33.00
Machinist Production	\$13.00	\$19.33	\$26.33
Mail Clerk	\$11.33	\$15.67	\$20.33
Maintenance Manager	\$23.67	\$35.00	\$50.33
Maintenance Mechanic	\$18.67	\$27.00	\$36.00
Maintenance Supervisor	\$20.33	\$32.33	\$47.33
Manufacturing Worker	\$11.00	\$15.67	\$21.33
Materials Handler	\$12.33	\$17.33	\$22.00
Materials Handler Warehouse	\$12.33	\$17.33	\$22.00
Molding Machine Operation	\$12.33	\$16.67	\$23.33
Order Filler	\$12.00	\$17.50	\$26.00
Packager Manual	\$11.00	\$15.33	\$19.00
Packer Shipper	\$11.33	\$16.33	\$21.00
Plant Manager	\$32.33	\$65.67	\$95.00
Production Scheduler	\$17.00	\$31.00	\$43.33
Quality Control Manager	\$23.33	\$40.33	\$57.00
Quality Inspector	\$13.00	\$21.00	\$29.67

MANUFACTURING SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Shipping and Receiving Clerk	\$13.33	\$17.00	\$21.33
Stock Handler	\$10.67	\$17.00	\$22.67
Tester Quality Control	\$19.67	\$25.67	\$33.00
Warehouse Manager	\$17.67	\$26.67	\$37.00
Welder	\$11.33	\$19.33	\$28.33

OFFICE SUPPORT/CORPORATE SERVICES



The corporate services and office support sector faces heated debates over remote, hybrid, and onsite work arrangements, ongoing challenges with retention, and shifting employee expectations. Business administration and operations employers in 2024 must navigate these complexities to achieve positive outcomes. More than one in three employees within this sector plan to leave their jobs within the next 12 months. To offset this and to ensure employee retention for 2024, it's imperative to review the reasons for departures in 2023:

- ▶ 63% cited a lack of opportunities for career advancement as the primary reason for leaving
- ▶ Nearly 50% shared the move to strict in-person environments were their catalyst for leaving. On the flip side, nearly one third reported they left due to lack of engagement and belonging within the organization while working remotely
- ▶ Positive relationships with companies or co-workers were dominant reasons for staying.
- ▶ 14% mentioned staying this year due to a tight job market and concerns about a recession

The corporate services and office support industry faces a landscape of retention challenges, evolving work arrangements, and the integration of AI. Success in 2024 requires human capital strategies that prioritize career pathways and provide access to continuous learning and development. As automation rises, soft skills become essential, and administrative professionals play a more strategic role in managing relationships and complex tasks. Employers can benefit from partnering with a staffing agency to navigate these trends, access specialized talent, and enhance their workforce strategies.

AI is automating common administrative tasks, including scheduling, research, communication, and reminders. The next generation of administrative professionals will need to embrace working alongside AI, supporting its implementation, and maintaining it.

The rise of automation emphasizes the increasing need for soft skills among administrative support professionals. They will play a larger role in managing customer and client relationships and taking on more complex tasks, such as strategic planning.

OFFICE SUPPORT/CORPORATE SERVICES SALARY INFO

Title	Entry-Level	Mid-Level	Senior-Level
Administrative			
Administrative Assistant	\$14.33	\$19.00	\$25.67
Administrative Assistant, CEO	\$17.33	\$30.67	\$43.00
Administrative Secretary	\$13.67	\$20.33	\$28.67
Executive Assistant	\$24.33	\$34.67	\$49.67
File Clerk	\$11.33	\$16.00	\$20.67
Front Desk Receptionist	\$12.33	\$19.00	\$28.33
General Clerk	\$11.67	\$16.33	\$21.00
Mailroom Clerk	\$11.33	\$14.00	\$19.00
Receptionist	\$12.00	\$16.67	\$22.33
Secretary	\$11.33	\$18.67	\$24.67
Secretary (Bilingual)	\$10.00	\$18.33	\$33.33
Healthcare Admins			
Office Manager	\$21.00	\$32.00	\$44.00
Banking			
Administrative Assistant	\$14.00	\$18.00	\$26.33
Banking Loan Clerk	\$12.00	\$15.67	\$19.00
Banking Loan Processor	\$14.67	\$20.00	\$27.00
Banking Loan Reviewer	\$16.00	\$29.67	\$39.67
Financial Service Rep	\$29.33	\$39.00	\$52.00
Customer Service			
Call Center Representative			
General Calls	\$11.33	\$17.00	\$23.00
Sales Representative	\$15.00	\$24.67	\$34.33
Call Center Supervisor	\$16.33	\$24.67	\$35.67
Customer Service Representative			
General Calls	\$12.00	\$15.67	\$21.67
Financial	\$32.33	\$42.33	\$52.67
Commercial Insurance	\$14.67	\$21.33	\$27.00
Personal Insurance	\$12.00	\$20.00	\$28.00
Data Entry Operator	\$11.67	\$22.67	\$35.33
Data Entry Operator Lead	\$10.67	\$36.33	\$68.00

OFFICE SUPPORT/CORPORATE SERVICES SALARY INFO

Title	Entry-Level	Mid-Level	Senior-Level
Data Entry Supervisor	\$17.33	\$27.00	\$33.00
Export/Import Clerk	\$11.67	\$18.00	\$27.00
Help Desk Representative	\$11.67	\$17.33	\$26.00
Order Processing Clerk	\$12.00	\$19.33	\$23.67
Order Processing Supervisor	\$15.67	\$28.67	\$37.00
Word Processor	\$11.67	\$24.00	\$36.67
Human Resources			
Benefits Clerk	\$15.00	\$20.67	\$25.33
HR Assistant/Clerk	\$13.67	\$18.67	\$24.00
Sales and Marketing			
Survey Worker, Marketing	\$19.23	\$27.64	\$36.06
Telemarketing Representative	\$12.00	\$18.00	\$27.67

REAL ESTATE

In the aftermath of the pandemic, the real estate landscape has undergone profound shifts, reshaping the way professionals operate and invest. The traditional return to office dynamics remains elusive, challenging corporate incentives. Notably, office buildings have lost favor among stakeholders, experiencing a more substantial decline in sales transactions compared to other property types. This year's report highlights a clear trend in development and urban growth, particularly in the South. Markets in the Sun Belt, with their warmer climate, affordable housing, and robust job growth, attract households, making them the top choices for real estate development and investment in 2024.

- ▶ Advancements in artificial intelligence (AI), especially generative AI, are transforming the real estate sector. AI applications are enhancing property search, revolutionizing investment analysis, and streamlining due diligence processes. Investors anticipate AI to stimulate new demand for office spaces, particularly in tech-centric markets like San Francisco. Substantial decline in sales transactions compared to other property types.
- ▶ Retail tenant demand has witnessed a significant upswing over the past 18 months, resulting in approximately 35 million square feet of new retail product in the United States by the end of 2023. This surge reflects a positive trend in the retail sector.

Drawing on the comprehensive insights of over 2,000 influential real estate industry experts, the ULI's *2024 Emerging Trends in Real Estate Report* provides an in-depth exploration of pivotal shifts within the property sectors. They share their top markets to watch in this upcoming year:

1. Nashville
2. Phoenix
3. Dallas/Fort Worth
4. Atlanta
5. Austin

REAL ESTATE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Real Estate Roles			
Residential Appraiser	\$57,211	\$64,143	\$79,662
Commercial Appraiser	\$67,000	\$95,252	\$127,500
Commercial Leasing Manager	\$64,269	\$113,968	\$160,272
Commercial RE Loan Officer	\$37,356	\$67,170	\$85,928
Community Dev. Manager	\$60,405	\$87,202	\$112,439
Compliance Specialist	\$48,372	\$63,253	\$83,148
Sr. Compliance Specialist	\$100,000	\$115,000	\$130,000
Escrow Officer	\$48,454	\$70,900	\$92,543
Commercial Escrow Officer	\$59,372	\$72,826	\$90,137
Foreclosure Specialist	\$33,833	\$56,859	\$71,239
Leasing Consultant	\$35,282	\$67,901	\$95,626
Lease Administrator	\$43,917	\$57,975	\$78,401
Lease Admin. Manager	\$100,000	\$117,500	\$135,000
Real Estate Attorney	\$75,719	\$136,514	\$179,149
Real Estate Consultant	\$64,806	\$92,885	\$131,294
Property Manager	\$57,336	\$92,130	\$113,809
Residential Property Manager	\$46,751	\$63,997	\$78,396
Retail Real Estate Manager	\$79,542	\$139,230	\$192,175
Real Estate Zoning Manager	\$88,880	\$116,390	\$142,989
Real Estate Sales Agent	\$26,359	\$46,230	\$65,095
Real Estate and Relocation Dir.	\$86,875	\$133,225	\$168,610
Title Examiner	\$53,707	\$72,284	\$95,968

REAL ESTATE SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Retail Real Estate Exec.	\$135,000	\$145,000	\$155,000
Commercial Property Manager	\$51,458	\$69,947	\$91,292
Commercial Real Estate Loan Officer	\$77,033	\$95,501	\$127,385
Commercial Real Estate Underwriter/Analyst	\$62,333	\$90,814	\$133,667
Residential Mortgage Roles			
Jr. Mortgage Underwriter	\$45,792	\$59,842	\$74,625
Conventional Underwriter	\$73,750	\$79,759	\$102,250
FHA/VA Underwriter	\$79,500	\$98,166	\$120,500
Underwriting Manager	\$75,178	\$113,404	\$163,425
Jr. Mortgage Processor	\$49,408	\$60,945	\$72,482
Sr. Mortgage Processor	\$63,785	\$79,590	\$96,903
Mortgage Loan Closer/Funder	\$34,886	\$51,913	\$69,300
Loan Officer Assistant	\$39,916	\$50,419	\$60,922
Mortgage Production/Sales Manager	\$91,248	\$116,269	\$136,623
Mortgage Branch Manager	\$57,955	\$73,628	\$87,604
Mortgage Regional Manager	\$79,333	\$111,058	\$139,700
Mortgage Collection Manager	\$48,909	\$84,124	\$103,124
Mortgage Loan Officer	\$77,528	\$102,536	\$132,551
Mortgage Loan Serv. Manager	\$67,249	\$89,078	\$137,875

TECHNOLOGY

The tech sector faced disruptions in 2023 with layoffs, new cybersecurity threats, and unfulfilled DEI&A goals. As the industry looks to 2024, understanding these trends and their impact on the hiring market is crucial for tech professionals.

- Despite layoffs, the tech industry has only undone 10% - 25% of the aggressive job creation that occurred throughout the pandemic-era business boom. Total tech company employees remain well above pre-pandemic levels.
- IT roles lead in remote and hybrid work opportunities, although the share of remote-only roles has dropped from 23% in 2022 to 18% in the second quarter of 2023.
- Employment projections indicate a 32% growth for information security analysts and a 25% growth for software developers, quality assurance analysts, and testers from 2022 to 2032.
- Cybersecurity is expected to take center stage as a top-of-mind enterprise priority in 2024. Key findings include:
 1. Human error remains the primary driver of security breaches, accounting for nearly three out of four incidents.
 2. Attackers are becoming more sophisticated, with Business Email Compromise (BEC) attacks doubling, and over half involving social engineering.
 3. Ransomware poses a significant threat, impacting 62% of incidents involving organized crime and 59% with financial motivations.

The technology industry faces both challenges and opportunities in 2024. Layoffs and cybersecurity threats have left a lasting impact, but the sector remains robust with ongoing job creation. Talent acquisition and retention remain pivotal, especially in the competitive IT job market. The rise of remote work and the continued growth in key roles underscore the resilience of the tech sector. Given the increasing sophistication of cyber threats, organizations need to prioritize cybersecurity, recognizing the diverse nature of these threats and their potential consequences. The insights and salary data provided in Randstad's 2024 Salary Guide offer valuable resources for navigating the dynamic landscape of the technology industry.

TECHNOLOGY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Data Roles			
Big Data			
Data Warehouse	\$86,333	\$110,667	\$140,000
Hadoop Developer	\$96,667	\$114,667	\$138,000
Software Dev. Architect	\$133,000	\$153,667	\$183,000
Database Administration			
Oracle Admin.	\$81,667	\$103,000	\$126,333
SQL-Server Admin.	\$64,333	\$80,667	\$105,000
Database Development			
ETL Developer	\$71,333	\$91,333	\$120,000
Oracle Developer	\$84,333	\$103,333	\$127,667
SQL-Server Developer	\$72,333	\$90,000	\$112,633
Enterprise Software			
Collaboration Tools			
SharePoint Developer	\$75,000	\$97,000	\$123,333
CRM/ERP			
Oracle App. Developer	\$94,000	\$116,000	\$142,000
Salesforce Developer	\$78,333	\$98,333	\$125,000
SAP Apps	\$93,333	\$120,667	\$150,000
Functional Areas			
Business Analysis			
Business Analyst	\$62,667	\$77,333	\$93,667
Data Analyst	\$61,667	\$76,000	\$94,000
Project Management			
Product Manager	\$78,333	\$104,667	\$137,333
Program Manager	\$100,000	\$129,000	\$160,000
Project Coordinator	\$47,667	\$57,667	\$71,333
Project Manager	\$83,333	\$103,667	\$131,000
Scrum Master	\$76,333	\$96,000	\$121,000
QA/Testing			
Automated QA Tester	\$48,667	\$63,333	\$81,333
Performance Engineer	\$86,667	\$107,667	\$139,000
Technical Writing			
Instructional Designer	\$59,333	\$76,667	\$96,333

TECHNOLOGY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Infrastructure			
Desktop/Help Desk			
Support Professional	\$42,333	\$51,000	\$62,667
Network Engineering			
Network Administrator	\$69,667	\$55,333	\$104,667
Systems Administrative Engineering			
Linux/Unix Engineer	\$99,333	\$121,333	\$151,667
Storage Administrator	\$60,667	\$75,667	\$95,667
Cloud Dev./Engineer	\$105,000	\$133,333	\$162,333
Windows Engineer	\$85,000	\$105,333	\$127,333
Security			
Network Engineering			
Certified Ethical Hacker	\$80,333	\$99,333	\$127,000
Cybersecurity Engineer	\$88,500	\$109,000	\$133,500
Network Engineer	\$76,667	\$94,667	\$118,333
Security Engineer	\$72,250	\$99,750	\$134,500
Software Development			
Application Architecture			
Software Architect	\$128,000	\$161,333	\$201,667
Software Dev. Engineer	\$68,333	\$85,333	\$109,667
DevOps			
Configuration Engineer	\$86,333	\$101,333	\$119,667
DevOps Developer	\$76,333	\$101,000	\$132,000
Software Engineering			
.NET Developer	\$87,333	\$109,667	\$132,000
AI Apps. Engineer	\$102,333	\$89,333	\$151,000
Data Scientist	\$97,000	\$118,667	\$148,333
Embedded Engineer	\$74,333	\$92,333	\$118,667
Full Stack Web Dev.	\$75,333	\$99,667	\$115,000
JavaScript Developer	\$83,000	\$99,000	\$113,667
Machine Learning Eng.	\$91,333	\$122,000	\$157,667
Mobile Developer	\$80,000	\$105,500	\$134,500
Python Developer	\$80,333	\$99,667	\$126,000
Software Engineer	\$91,333	\$117,000	\$156,000

TECHNOLOGY SALARY INFORMATION

Title	Entry-Level	Mid-Level	Senior-Level
Web and App Design			
Graphic Designer	\$42,667	\$56,667	\$73,000
PHP Developer	\$68,500	\$90,833	\$116,667
Ruby Developer	\$72,000	\$89,333	\$109,667
UI/Visual Designer	\$71,667	\$96,333	\$119,333
UX/Interaction Design.	\$70,000	\$95,667	\$132,667

AREAS OF SPECIALIZATION

- ACCOUNTING
- ARCHITECTURE & CONSTRUCTION
- CYBERSECURITY
- DIGITAL
- ENGINEERING
- FINANCIAL SERVICES
- HEALTHCARE
- HOSPITALITY
- HUMAN RESOURCES
- LEGAL
- MANUFACTURING
- OFFICE SUPPORT
- PROFESSIONAL CONSULTING SERVICES
- REAL ESTATE
- RISK & FINANCE
- SECURITY SERVICES
- TECHNOLOGY

WORKFORCE SOLUTIONS

- EXECUTIVE SEARCH
- CONSULTING
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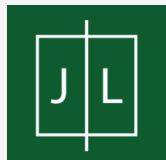
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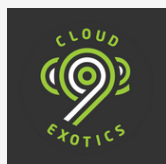
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2024 SALARY GUIDE



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