

salary guide

A photograph of a woman and a man in a professional setting. The woman, on the left, has dark hair pulled back and is wearing a dark blazer over a blue top. She is smiling broadly. The man, on the right, has short, curly, light-colored hair and is wearing a light blue button-down shirt. They are standing at a light-colored table, with their hands resting on it. The background is a bright, modern office interior with large windows. The overall lighting is warm and bright.

2020.

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salary as part of your talent attraction strategy.

Salary is a key piece of your talent attraction package, but isn't the only factor job seekers consider when researching new opportunities. In today's highly competitive hiring landscape, skilled candidates have more choices than ever before, and they're using that leverage to be selective about the employers they choose to work for.

Today's job seekers are holding out for more than a steady paycheck. They want to work for an employer that shares their goals and beliefs, that believes in and supports their career growth, and can provide job security and perks above and beyond the norm.

That's why it's essential to carefully consider your employer brand and how you frame your organization if you want to develop a steady pipeline of qualified talent. Carefully framing your organization and emphasizing what you have to offer your employees can give your brand a boost and help you stand out as a top-choice employer. On the next page are a few areas on which to focus your employer branding efforts.

total compensation

According to our employer brand research, Canadians are increasingly prioritizing benefits and perks other than monetary compensation. Health and dental benefits, paid vacation, social activities, health and wellness perks, paid meals, company-provided phones and laptops, and opportunities to advance are among the perks job seekers look for when comparing offers.

your brand and values

What do you stand for as an organization? Job seekers want to work for companies that share their values and priorities, especially younger generations like Millennials and Gen Z. Do you support diversity and inclusion? What about environmental initiatives? What are the defining characteristics of your workplace culture? Today's workers are asking these questions before they consider working for you. Need help shaping your employer brand? Our HR consultants can help you shape your employer brand.

your reputation

Social media and workplace review sites have made it easy for employees to share their experiences working for you. Job seekers can get a feel for who you are as an employer without even meeting you. It's important to not only monitor your brand and reputation online, but actively shape it. Provide a glimpse into your values and who you are as an employer through your social media interactions and online presence. If you don't, you're missing out on a key opportunity to engage with talent.



about this guide.

Salary information comes from Economic Research Institute (ERI) and was validated by our industry experts across Canada. ERI compiles robust data on salaries, cost of living, and executive compensation, with current market data for more than 1,000 sectors. All data is provided by employers and comes from a variety of sources such as internally conducted salary surveys and purchased third-party salary surveys.

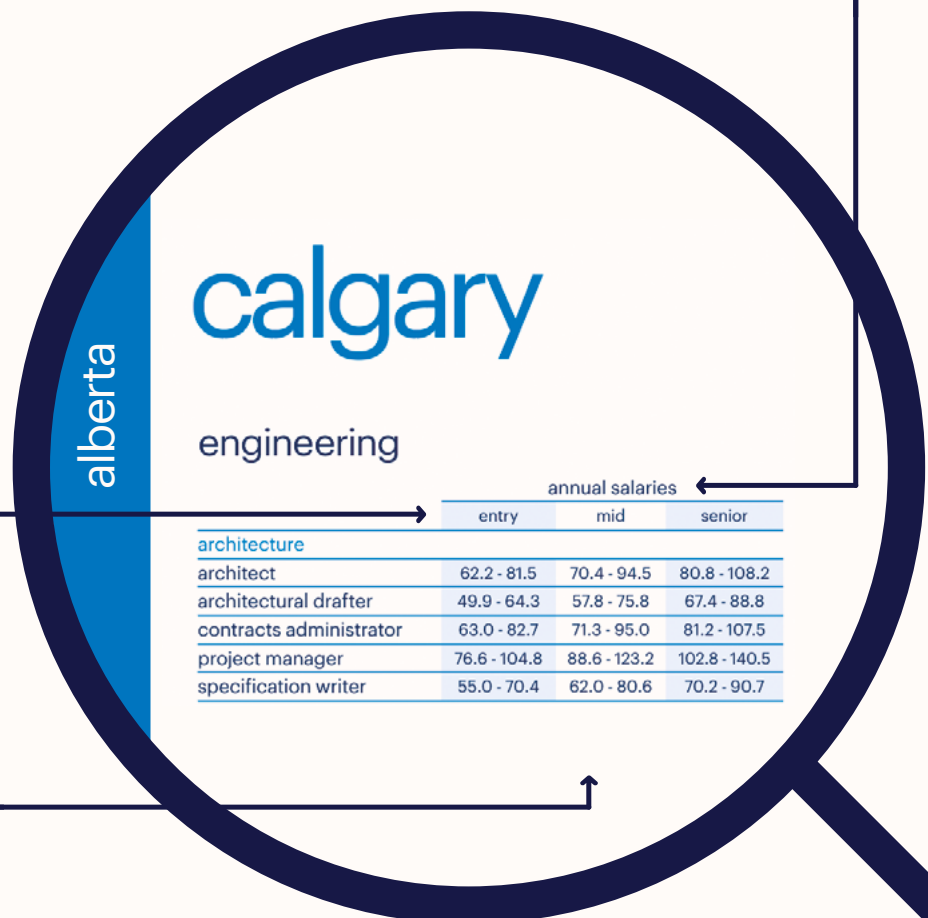
Our 2020 Salary Guide provides salary information based on years of experience, across a range of Canadian cities, roles, and sectors. All salaries are expressed in thousands of dollars (e.g., 55.6 = \$55,600) and represent annual base salaries (before benefits) with the exception of industrial support, skilled trades, and industrial management, which are presented in hourly rates.

For engineering, technologies, human resources, and sales and marketing, salary ranges correspond to the 25th and 75th percentiles for entry level, mid-level, and senior level (entry: 1–3 years; mid: 4–7 years; senior: 8–12 years). For industrial support, skilled trades and industrial management, administrative support and contact centre and customer care roles, salary ranges correspond to the 25th and 75th percentiles for the 1st, 3rd, and 5th years of experience. Roles in finance and accounting correspond to the 25th and 75th percentiles for the 1st, 3rd, 5th, and 10th years of experience. For executive positions, the size of the company has more impact on wages than years of experience, so salaries are based on company revenue.

salaries can be
showed in two ways:
annual or hourly rates

entry: 1–3 years of experience;
mid: 4–7 years of experience;
senior: 8–12 years of experience

annual salaries are
expressed in thousands of
dollars (e.g., 57.8 = \$57,800)



customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
customer retention agent	44.2 - 51.9	48.1 - 56.5	51.8 - 60.9
customer service manager (bilingual)	55.3 - 63.4	58.8 - 65.4	61.5 - 70.1
customer service representative	31.2 - 35.8	33.0 - 39.4	35.9 - 42.7
customer service supervisor	49.5 - 58.3	53.6 - 63.1	57.4 - 67.6

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	62.2 - 81.5	70.4 - 94.5	80.8 - 108.2
architectural drafter	49.9 - 64.3	57.8 - 75.8	67.4 - 88.8
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
specification writer	55.0 - 70.4	62.0 - 80.6	70.2 - 90.7
chemical			
chemical engineer	81.6 - 106.3	89.9 - 119.2	100.2 - 133.0
chemical technician	58.5 - 75.6	64.8 - 85.6	72.9 - 97.4
civil			
civil engineer	66.0 - 86.8	74.9 - 100.2	85.5 - 112.9
civil engineering drafter	54.0 - 67.5	60.9 - 77.3	69.0 - 87.2
civil engineering technologist	49.9 - 64.6	56.2 - 73.9	63.7 - 83.4
environmental engineer	63.2 - 83.2	71.8 - 96.2	82.3 - 109.5
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
structural designer	54.6 - 68.5	58.7 - 77.6	74.2 - 90.1
structural engineer	68.3 - 89.6	77.3 - 103.3	88.3 - 117.1
structural engineering technologist	60.1 - 76.1	68.4 - 78.3	71.0 - 87.5
construction			
construction manager	86.9 - 114.7	97.1 - 130.4	109.6 - 146.2
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
estimator	64.6 - 83.6	71.6 - 94.2	80.3 - 105.9
procurement manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
project engineer	87.9 - 112.2	95.2 - 123.8	104.8 - 137.7
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
scheduler/planner	42.4 - 53.6	47.9 - 61.3	54.0 - 68.9
site supervisor	73.5 - 95.4	80.4 - 106.5	89.2 - 119.1
electrical			
CNC programmer	53.2 - 69.7	60.2 - 80.2	68.6 - 91.5
controls designer/engineer	54.3 - 71.9	62.2 - 83.5	71.2 - 94.8
electrical designer/engineer	69.9 - 93.3	81.1 - 110.1	94.6 - 126.9
electrical engineering technician	57.1 - 72.7	64.9 - 83.7	73.9 - 94.8
electrical test engineer	70.8 - 93.6	81.0 - 109.0	93.4 - 124.6
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7

calgary

engineering

	annual salaries		
	entry	mid	senior
energy			
control engineer	54.3 - 71.9	62.2 - 83.5	71.2 - 94.8
control technician	52.3 - 68.1	59.5 - 78.5	67.7 - 88.7
drafter	57.4 - 73.7	62.8 - 82.1	69.7 - 92.0
electrical engineer	76.3 - 101.8	88.4 - 120.0	103.0 - 138.4
pipeline engineer	66.0 - 84.3	84.0 - 115.9	115.3 - 170.0
piping designer	64.3 - 77.8	77.7 - 96.2	96.0 - 110.0
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
manufacturing			
applications engineer	72.9 - 96.9	85.1 - 114.6	99.1 - 130.1
CMM programmer	48.3 - 61.3	54.9 - 65.5	62.3 - 74.1
continuous improvement engineer	75.1 - 101.4	89.8 - 119.9	104.5 - 136.3
field service technician	54.3 - 70.7	62.6 - 82.1	71.6 - 92.9
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	72.9 - 94.2	80.7 - 106.0	90.3 - 118.3
manufacturing engineer	69.9 - 91.8	79.1 - 105.6	90.2 - 119.1
process engineer	63.8 - 84.1	72.7 - 97.4	83.3 - 110.2
program manager	72.0 - 92.6	81.7 - 106.9	93.3 - 121.6
project manager	76.6 - 104.8	88.6 - 123.2	102.8 - 140.5
quality assurance/control technician	62.5 - 82.7	72.6 - 97.3	84.0 - 110.1
quality control engineer	68.6 - 89.6	77.1 - 102.4	87.4 - 115.4
quality inspector	41.5 - 52.6	46.3 - 59.6	52.0 - 67.2
stationary engineer	54.5 - 69.9	60.5 - 78.9	67.7 - 87.8
mechanical			
mechanical designer	55.2 - 69.7	59.2 - 78.7	75.6 - 92.1
mechanical drafter	51.8 - 66.7	58.0 - 76.7	66.5 - 89.8
mechanical engineer	77.1 - 100.9	87.0 - 116.0	99.1 - 131.7
mechanical engineering technician	54.9 - 71.4	62.2 - 82.1	70.8 - 92.3
supply chain management & procurement			
buyer	59.6 - 77.5	67.6 - 89.3	77.2 - 101.5
contracts administrator	63.0 - 82.7	71.3 - 95.0	81.2 - 107.5
contracts manager	92.5 - 116.0	103.1 - 131.7	116.2 - 149.1
demand planner	50.7 - 69.9	61.3 - 84.8	72.5 - 96.8
inventory analyst	52.8 - 68.6	59.8 - 79.0	68.2 - 89.9
inventory control manager	65.4 - 84.9	72.9 - 96.5	82.1 - 108.9
logistics specialist	59.8 - 79.0	68.3 - 91.6	78.3 - 103.4
materials manager	79.4 - 103.5	87.5 - 116.2	97.7 - 130.3
procurement manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
production planner	51.3 - 67.4	59.0 - 77.9	67.0 - 86.7
scheduler/planner	65.4 - 76.6	70.9 - 84.3	77.4 - 91.6

calgary

engineering

	annual salaries		
	entry	mid	senior
technical management			
director of operations	135.2 - 178.2	175.4 - 225.6	212.5 - 280.2
engineering manager	81.8 - 109.3	93.1 - 126.7	106.8 - 144.1
facilities manager	68.7 - 91.0	78.8 - 106.0	90.8 - 120.5
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	45.2 - 57.9	51.1 - 66.5	58.0 - 75.4
logistics manager	64.9 - 85.8	74.1 - 99.6	85.2 - 113.3
maintenance manager	61.0 - 80.3	70.2 - 93.0	79.9 - 103.6
operations manager	82.2 - 110.4	92.6 - 126.2	104.9 - 141.2
plant manager	89.1 - 122.7	106.2 - 148.1	125.9 - 171.6
production manager	85.6 - 111.2	95.4 - 126.2	107.6 - 142.4
purchasing manager	168.9 - 221.0	190.2 - 252.5	215.0 - 282.6
quality assurance manager	83.0 - 107.0	91.5 - 120.0	102.0 - 133.9
supply chain manager	85.2 - 112.4	100.8 - 132.5	112.9 - 149.6

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	66.1 - 78.9	69.7 - 82.4	72.6 - 85.9	79.5 - 94.9
accounting clerk	40.7 - 46.8	43.8 - 50.3	46.7 - 53.6	52.7 - 60.5
accounting manager	88.2 - 106.4	94.6 - 114.1	100.9 - 121.7	114.7 - 138.3
accounting supervisor	65.3 - 78.7	70.1 - 84.5	74.7 - 90.1	84.9 - 102.5
accounts payable clerk	41.5 - 46.6	45.8 - 51.4	49.6 - 55.7	57.2 - 64.2
accounts payable manager	75.9 - 91.5	82.6 - 99.7	89.2 - 107.6	104.1 - 125.5
accounts receivable clerk	42.5 - 47.8	46.9 - 52.6	50.9 - 57.1	59.0 - 66.3
accounts receivable manager	77.0 - 90.8	83.3 - 98.2	89.6 - 105.6	104.6 - 123.2
billing specialist	40.1 - 46.7	43.8 - 51.0	47.2 - 54.8	53.5 - 62.1
bookkeeper	40.4 - 47.6	43.7 - 51.4	46.8 - 54.9	53.2 - 62.5
compliance officer	90.5 - 109.0	100.5 - 121.1	110.0 - 132.6	129.4 - 156.1
compliance specialist	57.7 - 68.8	63.4 - 75.6	68.7 - 81.9	79.6 - 94.7
controller	94.5 - 119.3	102.1 - 129.0	109.6 - 138.4	126.7 - 160.0
cost accountant	63.4 - 75.6	68.3 - 81.6	73.2 - 87.4	84.0 - 100.3
credit and collections supervisor	56.2 - 67.7	60.5 - 72.8	64.7 - 77.9	74.2 - 89.4
external auditor	63.2 - 75.4	69.1 - 82.5	74.8 - 89.3	87.0 - 103.8
financial analyst	73.7 - 87.9	78.7 - 94.0	83.7 - 99.9	94.8 - 113.2
financial reporting manager	98.2 - 118.5	105.2 - 126.9	112.1 - 135.1	128.2 - 154.5
fiscal analyst	67.8 - 81.9	72.2 - 87.2	76.5 - 92.4	86.1 - 104.0
internal audit manager	95.5 - 116.5	102.4 - 124.9	109.1 - 133.1	124.3 - 151.7
internal auditor	62.6 - 74.7	68.9 - 82.3	75.0 - 89.5	87.4 - 104.4
payroll clerk	45.0 - 52.3	49.4 - 57.4	53.4 - 62.0	60.6 - 70.5
payroll manager	74.3 - 89.7	80.2 - 96.7	85.8 - 103.5	98.0 - 118.2
payroll specialist	46.4 - 55.3	50.6 - 60.3	54.6 - 65.1	63.2 - 75.4
payroll supervisor	57.3 - 68.2	62.1 - 74.0	66.7 - 79.5	76.7 - 91.5

calgary

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
risk management analyst	61.4 - 74.1	67.0 - 81.0	72.5 - 87.6	84.8 - 102.4
risk management director	88.1 - 106.2	93.9 - 113.2	99.6 - 120.2	113.3 - 136.7
risk management supervisor	77.6 - 93.7	83.9 - 101.4	89.9 - 108.6	102.0 - 123.1
tax manager	93.8 - 114.4	100.4 - 122.5	106.9 - 130.5	122.2 - 149.0
treasury analyst	68.0 - 81.2	72.7 - 86.8	77.4 - 92.4	87.8 - 104.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	125.3 - 218.7	177.7 - 309.5	256.9 - 448.2
finance director	94.7 - 165.9	128.0 - 223.3	167.6 - 291.8
treasurer	126.3 - 172.8	171.0 - 233.4	220.3 - 300.9
VP internal audit	122.3 - 161.7	153.3 - 202.2	185.7 - 244.9

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	57.6 - 73.1	64.2 - 83.0	72.4 - 93.5
compensation and benefits manager	92.2 - 119.0	101.9 - 134.2	114.3 - 151.8
health and safety advisor	63.8 - 81.4	72.9 - 94.5	83.4 - 107.1
HRIS analyst	63.0 - 82.4	72.0 - 95.8	82.7 - 108.8
human resources business partner	71.0 - 92.2	79.2 - 104.5	89.2 - 117.8
human resources coordinator	51.7 - 66.8	57.2 - 75.6	64.3 - 85.8
human resources generalist	65.0 - 81.0	69.5 - 88.6	76.0 - 99.2
human resources manager	87.1 - 113.8	97.8 - 130.0	110.9 - 147.2
human resources supervisor	67.3 - 87.3	74.9 - 99.1	84.6 - 113.0
labour relations advisor	69.4 - 91.4	78.9 - 105.6	90.4 - 120.1
labour relations manager	95.1 - 128.0	111.4 - 151.6	130.0 - 174.4
recruitment coordinator	43.0 - 55.3	49.0 - 63.7	55.5 - 71.5
talent acquisition specialist	56.5 - 75.4	63.5 - 86.1	72.1 - 97.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	112.7 - 187.9	153.6 - 255.2	189.6 - 315.2
health and safety director	97.3 - 127.2	125.8 - 164.4	150.6 - 196.4
human resources director	96.0 - 131.6	123.3 - 168.7	151.9 - 207.3

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 17.8	17.3 - 18.2	18.0 - 20.0
counterbalance forklift operator	18.0 - 20.0	18.5 - 23.5	22.2 - 24.8
dispatcher	20.0 - 24.0	21.0 - 25.0	24.8 - 28.0
electronic parts assembler	17.0 - 21.0	18.5 - 23.0	20.0 - 24.0
forklift operator	17.0 - 19.3	18.6 - 22.0	21.5 - 26.0
general labourer - heavy	16.5 - 17.9	16.9 - 19.5	18.7 - 20.0
general labourer - light	16.0 - 17.0	16.6 - 18.5	17.3 - 19.0
industrial painter	19.0 - 23.0	20.0 - 24.0	22.0 - 25.0
inventory control clerk	18.5 - 21.0	20.0 - 24.0	22.0 - 25.0
logistics coordinator	22.5 - 27.0	25.5 - 28.0	26.0 - 31.0
machine operator	19.5 - 22.0	20.0 - 24.0	22.0 - 27.0
machine operator assistant	18.5 - 21.2	20.0 - 22.0	21.5 - 25.4
manufacturing worker	17.0 - 18.8	18.5 - 22.0	20.6 - 25.0
material handler	17.0 - 20.0	18.5 - 21.0	20.3 - 23.2
parts manager	24.9 - 29.7	26.9 - 32.0	28.8 - 34.3
picker/packer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
production labourer	17.0 - 18.3	17.5 - 20.1	20.0 - 22.0
reach truck operator	18.5 - 20.0	18.8 - 23.4	22.8 - 25.0
sandblasting operator	17.2 - 20.3	18.5 - 21.8	19.8 - 23.3
shipping and receiving clerk	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
warehouse labourer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
welder/fitter	27.5 - 31.9	29.8 - 34.4	32.9 - 38.1

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	45.6 - 52.9	47.9 - 56.0	52.4 - 65.9
benefits clerk	45.8 - 50.0	47.1 - 53.5	50.3 - 57.0
buyer assistant	45.0 - 51.6	46.2 - 54.6	52.0 - 60.1
claims supervisor	67.5 - 80.8	75.7 - 87.0	76.8 - 92.2
contracts administrator	65.4 - 78.9	70.7 - 84.0	76.6 - 91.4
data entry clerk	40.3 - 43.6	42.5 - 47.9	45.5 - 55.6
document controller	40.9 - 43.9	42.8 - 47.5	45.2 - 55.4
executive assistant	55.7 - 67.8	61.8 - 75.3	67.5 - 82.3
export/import clerk	41.2 - 45.6	43.3 - 49.6	48.0 - 56.9
file clerk	40.3 - 42.8	40.7 - 51.0	46.2 - 53.0
human resources assistant	47.9 - 53.6	49.9 - 57.1	52.5 - 59.6
inside sales representative	51.8 - 60.9	54.4 - 64.0	57.1 - 67.1
insurance claims clerk	40.3 - 46.3	43.9 - 50.4	47.2 - 54.2
legal assistant	49.3 - 59.3	56.2 - 67.7	62.5 - 75.2
mailroom clerk	34.8 - 39.6	37.9 - 43.1	40.3 - 45.8
office clerk	38.6 - 44.4	41.2 - 47.3	43.6 - 50.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
office manager	56.5 - 68.0	60.8 - 72.3	63.5 - 76.5
order supervisor	53.9 - 63.3	59.9 - 70.5	65.4 - 77.0
project coordinator	46.2 - 55.0	49.9 - 59.5	53.5 - 63.7

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	50.1 - 62.3	54.1 - 68.5	59.4 - 76.3
account manager - technologies, software*	52.2 - 64.8	56.3 - 71.4	61.9 - 79.5
business development manager*	99.0 - 130.9	111.0 - 149.8	126.3 - 172.2
district sales manager**	77.1 - 99.7	87.9 - 115.7	101.1 - 132.3
key accounts manager - consumer goods*	65.0 - 83.5	73.6 - 96.3	84.1 - 110.0
merchandiser - consumer goods	61.9 - 80.7	69.1 - 91.7	78.1 - 103.8
sales engineer technologies, software, hardware, telecommunications**	71.7 - 93.7	78.8 - 104.7	87.7 - 116.8
sales representative, account manager channel manager*	74.5 - 98.5	83.3 - 112.0	94.1 - 126.7
sales representative, account manager consumer goods*	52.5 - 64.9	56.3 - 71.0	61.5 - 79.0
sales representative, account manager telecommunications*	50.5 - 62.9	54.6 - 69.2	60.0 - 77.0
sales representative, account manager professional services*	48.7 - 60.7	52.7 - 66.9	57.9 - 74.5
digital marketing			
digital marketing manager	66.5 - 84.6	76.6 - 98.8	88.3 - 111.8
digital media specialist	39.6 - 51.1	46.4 - 60.7	54.3 - 69.4
digital specialist	47.7 - 63.5	55.6 - 75.3	65.1 - 86.3
e-commerce manager	82.9 - 108.1	92.5 - 122.9	104.6 - 139.3
marketing content manager	50.8 - 65.2	59.3 - 77.2	69.2 - 88.4
social media manager	60.9 - 75.5	75.0 - 88.4	87.6 - 90.7
web manager	67.7 - 88.4	75.6 - 100.7	85.6 - 114.4
web marketing analyst	50.5 - 66.4	58.0 - 77.6	67.0 - 88.3
industrial sales			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

calgary

sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications			
brand or product manager	85.0 - 109.2	94.5 - 123.4	106.1 - 138.1
brand or product manager assistant	67.9 - 91.2	79.1 - 107.2	91.6 - 122.1
communications manager	60.8 - 80.3	69.2 - 92.9	79.2 - 105.1
communications specialist	52.2 - 71.4	62.2 - 85.9	73.4 - 98.4
marketing coordinator	56.2 - 75.0	64.7 - 87.5	74.7 - 99.7
marketing director	94.7 - 124.8	107.4 - 143.5	122.3 - 161.6
marketing project manager	39.6 - 53.0	45.7 - 62.0	52.8 - 70.5
marketing specialist	49.3 - 64.9	55.6 - 74.4	63.2 - 83.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	72.0 - 93.8	80.4 - 106.6	90.8 - 120.7
communications VP	104.3 - 157.1	138.1 - 206.8	173.0 - 258.4
marketing VP	129.7 - 197.1	177.7 - 268.8	227.4 - 344.0
sales manager*	100.2 - 128.2	123.0 - 157.1	148.2 - 188.8
sales vice-president/general manager**	147.4 - 208.7	197.0 - 278.2	249.1 - 351.8

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	25.0 - 27.2	26.4 - 28.5	27.2 - 38.0
conventional machinist	20.4 - 24.3	22.3 - 26.6	24.1 - 28.7
electrician	26.6 - 32.2	28.8 - 34.7	30.8 - 37.2
electromechanical technician	26.8 - 32.0	30.1 - 35.9	32.9 - 39.3
electronics technician	26.2 - 31.2	28.3 - 33.7	30.2 - 36.1
field service technician	26.1 - 30.8	28.8 - 34.0	31.3 - 36.9
heavy equipment mechanic	26.1 - 31.0	28.7 - 34.2	31.2 - 37.2
lead hand/team lead	17.5 - 19.0	18.5 - 21.0	19.5 - 23.5
logistics supervisor	31.2 - 37.7	34.2 - 41.2	37.0 - 44.7
maintenance mechanic	23.7 - 27.3	26.0 - 29.9	28.1 - 32.3
maintenance supervisor	29.6 - 35.3	32.3 - 38.6	34.9 - 41.7
maintenance worker	22.5 - 27.5	25.5 - 28.5	27.0 - 31.0
millwright	25.3 - 30.2	27.7 - 33.0	29.9 - 35.7
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
warehouse supervisor	24.1 - 28.7	26.3 - 31.4	28.4 - 33.9
welder	25.0 - 27.0	25.5 - 30.3	29.0 - 38.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	55.1 - 75.6	70.2 - 106.0	100.2 - 125.0
application support analyst	59.6 - 78.0	68.1 - 89.9	77.3 - 101.0
automation tester	56.7 - 83.1	79.6 - 95.7	89.1 - 118.0
devops development side	78.9 - 103.6	98.1 - 121.6	104.6 - 138.0
ERP developer	68.5 - 88.1	76.5 - 100.2	97.7 - 125.6
front-end developer	54.6 - 77.7	75.8 - 105.9	105.8 - 130.4
full stack developer	55.9 - 73.6	70.5 - 95.6	90.9 - 125.6
IT quality assurance manager	82.1 - 105.8	90.5 - 118.6	100.8 - 132.4
java developer	55.4 - 70.4	65.8 - 95.2	90.9 - 120.4
machine learning developer	90.6 - 110.1	105.6 - 130.1	120.7 - 170.1
manual tester	50.3 - 66.6	58.6 - 78.7	68.1 - 89.5
mobile application developer (ios/android)	68.7 - 94.6	84.2 - 115.5	100.0 - 131.3
RPA developer	75.9 - 85.7	82.2 - 100.9	95.1 - 110.7
UI/UX designer	64.0 - 82.5	71.6 - 93.8	90.0 - 120.0
architecture			
application architect	85.4 - 97.7	95.3 - 113.5	110.4 - 150.8
architect (enterprise)	95.4 - 128.0	109.2 - 148.7	125.5 - 170.0
architect (solutions/technical)	91.1 - 107.5	101.9 - 129.6	123.3 - 195.0
cloud architect	85.4 - 106.8	96.2 - 122.3	115.0 - 145.0
data & analytics			
BI data architect	81.1 - 104.6	90.6 - 117.5	100.9 - 150.0
big data engineer	85.5 - 99.6	95.3 - 118.8	108.9 - 140.4
business intelligence developer	66.3 - 85.5	74.3 - 97.3	83.6 - 108.4
data analyst	50.4 - 74.9	63.9 - 89.1	79.9 - 100.0
data architect	71.4 - 93.7	82.0 - 109.4	94.5 - 124.4
data engineer	71.6 - 95.3	82.4 - 111.4	95.1 - 126.3
data scientist	78.8 - 104.9	90.8 - 122.8	104.8 - 139.1
database administrator	67.6 - 91.4	79.6 - 108.9	93.2 - 124.4
leadership/business technology			
business analyst	55.4 - 75.9	70.9 - 96.7	90.7 - 120.1
chief technology officer	120.8 - 190.9	160.4 - 285.6	225.7 - 450.0
CIO/CTO	111.2 - 194.3	164.3 - 286.1	224.2 - 390.9
IT director	125.4 - 150.6	145.6 - 180.0	175.6 - 225.0
technical lead	55.3 - 82.6	65.1 - 90.8	86.9 - 135.0
technical writer	60.3 - 77.8	69.9 - 91.5	80.9 - 103.7
networking/infrastructure			
bilingual tech support	52.1 - 62.2	60.7 - 74.4	72.9 - 91.0
devops system side	80.6 - 105.6	105.4 - 125.9	110.0 - 135.3
help desk representative	47.9 - 63.2	54.7 - 72.6	61.7 - 81.0
information security engineer	73.8 - 98.1	84.8 - 114.5	97.7 - 129.8
information security manager	97.5 - 125.9	107.9 - 142.1	121.1 - 160.7

calgary

technologies

	annual salaries		
	entry	mid	senior
networking/infrastructure (continued)			
information security specialist	62.5 - 81.6	71.3 - 94.7	81.7 - 107.0
information systems analyst	66.0 - 84.1	72.7 - 94.4	81.1 - 105.9
linux/unix administrator	74.4 - 97.0	84.6 - 112.5	97.1 - 127.9
network administrator	63.3 - 84.1	72.7 - 98.2	83.8 - 111.8
network engineer	67.4 - 89.3	77.1 - 104.2	100.0 - 150.9
systems administrator	68.0 - 88.8	76.3 - 101.6	86.6 - 115.5
telecommunications analyst	65.3 - 86.4	74.6 - 100.9	86.3 - 116.0
project management			
business systems analyst	78.5 - 105.0	89.6 - 121.8	102.6 - 138.0
ERP project manager	97.1 - 128.5	105.8 - 142.6	116.9 - 159.2
functional analyst	61.6 - 81.9	71.4 - 95.6	90.1 - 121.0
organizational change manager (OCM)	90.6 - 105.4	103.0 - 115.0	114.1 - 130.4
product owner	60.4 - 78.9	75.4 - 95.6	85.1 - 111.0
product owner/manager	80.3 - 110.0	93.0 - 129.2	107.9 - 147.4
program manager	100.4 - 115.6	110.5 - 135.7	125.9 - 150.9
project coordinator	61.1 - 76.9	69.6 - 89.2	79.7 - 101.2
project manager (infrastructure)	97.6 - 110.6	105.6 - 120.3	115.9 - 135.0
project manager (software)	86.9 - 107.5	100.9 - 113.4	110.1 - 127.0
scrum master	73.5 - 95.2	82.7 - 109.1	94.0 - 124.1

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customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
customer retention agent	42.9 - 50.5	46.7 - 54.9	50.3 - 59.2
customer service representative	38.6 - 45.7	42.9 - 50.5	46.7 - 55.0
customer service supervisor	48.2 - 56.7	52.1 - 61.4	55.9 - 65.8
customer service trainer	42.7 - 50.8	46.6 - 55.5	50.4 - 60.0
inside sales representative	50.4 - 59.3	53.0 - 62.4	55.6 - 65.5
telemarketing agent	33.4 - 37.5	34.6 - 40.0	37.1 - 43.1

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engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	60.6 - 79.8	68.8 - 92.4	79.0 - 105.7
architectural drafter	48.5 - 62.3	56.0 - 73.5	65.3 - 86.2
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
specification writer	53.7 - 68.8	60.6 - 78.7	68.5 - 88.4
chemical			
chemical engineer	78.9 - 103.0	87.0 - 115.7	97.1 - 129.2
chemical technician	56.7 - 73.3	62.8 - 83.0	70.7 - 94.5
civil			
civil engineer	63.8 - 84.0	72.4 - 97.1	82.8 - 109.5
civil engineering drafter	52.4 - 65.5	59.0 - 74.9	66.9 - 84.6
civil engineering technologist	48.5 - 62.6	54.6 - 71.7	61.8 - 80.9
environmental engineer	61.0 - 80.4	69.4 - 93.2	79.6 - 106.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
structural designer	54.6 - 68.5	58.7 - 77.6	74.2 - 90.1
structural engineer	66.0 - 86.8	74.7 - 100.1	85.4 - 113.7
structural engineering technologist	75.1 - 101.4	89.8 - 119.9	104.5 - 136.3
construction			
construction manager	84.9 - 111.6	94.7 - 126.7	106.7 - 142.2
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
estimator	61.9 - 80.1	68.5 - 90.4	76.9 - 101.8
procurement manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
project engineer	85.8 - 109.2	92.9 - 120.4	102.1 - 133.8
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
scheduler/planner	41.2 - 52.1	46.6 - 59.6	52.5 - 67.0
site supervisor	71.7 - 93.1	78.5 - 103.7	87.1 - 115.9
electrical			
CNC programmer	52.2 - 68.6	59.2 - 79.1	67.5 - 90.2
controls designer/engineer	52.7 - 69.7	60.3 - 80.9	69.0 - 92.0
electrical designer/engineer	67.5 - 90.3	78.4 - 106.8	91.6 - 123.2
electrical engineering technician	55.4 - 70.4	62.9 - 81.2	71.7 - 92.0
electrical test engineer	68.5 - 90.7	78.3 - 105.8	90.4 - 121.0
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
energy			
control engineer	52.7 - 69.7	60.3 - 80.9	69.0 - 92.0
control technician	50.8 - 66.1	57.7 - 76.1	65.6 - 86.0
drafter	55.7 - 71.4	60.9 - 79.6	67.6 - 89.2
electrical engineer	73.8 - 98.6	85.6 - 116.5	99.9 - 134.4
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6

edmonton

engineering

	annual salaries		
	entry	mid	senior
manufacturing			
applications engineer	70.7 - 93.9	82.5 - 111.1	96.1 - 126.1
CMM programmer	48.3 - 61.3	54.9 - 65.5	62.3 - 74.1
continuous improvement engineer	75.5 - 84.1	82.2 - 95.1	93.5 - 120.4
field service technician	52.7 - 68.5	60.8 - 79.6	69.4 - 90.2
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	70.5 - 91.2	78.0 - 102.8	87.4 - 114.8
manufacturing engineer	67.6 - 88.8	76.5 - 102.4	87.3 - 115.6
process engineer	61.6 - 81.4	70.2 - 94.4	80.5 - 106.9
program manager	70.3 - 90.4	79.8 - 104.1	91.0 - 118.3
project manager	74.7 - 102.0	86.5 - 119.8	100.1 - 136.6
quality assurance/control technician	60.7 - 80.2	70.4 - 94.3	81.5 - 106.7
quality control engineer	66.3 - 86.7	74.5 - 99.3	84.6 - 112.0
quality inspector	40.8 - 51.7	45.5 - 58.6	51.2 - 66.1
stationary engineer	54.1 - 69.3	60.1 - 78.1	67.2 - 86.9
mechanical			
mechanical designer	55.2 - 69.7	59.2 - 78.7	75.6 - 92.1
mechanical drafter	50.3 - 64.7	56.3 - 74.4	64.5 - 87.1
mechanical engineer	74.5 - 97.8	84.2 - 112.6	96.0 - 127.9
mechanical engineering technician	53.3 - 69.2	60.4 - 79.6	68.6 - 89.5
supply chain management & procurement			
buyer	57.1 - 74.2	64.8 - 85.6	73.9 - 97.5
contracts administrator	60.3 - 79.2	68.2 - 91.2	77.7 - 103.4
contracts manager	88.4 - 111.0	98.6 - 126.2	111.3 - 143.0
demand planner	48.6 - 66.9	58.7 - 81.0	69.4 - 92.5
inventory analyst	50.6 - 65.7	57.3 - 75.6	65.2 - 85.9
inventory control manager	63.2 - 82.2	70.5 - 93.4	79.5 - 105.4
logistics specialist	57.3 - 75.7	65.4 - 87.8	74.9 - 99.3
materials manager	75.9 - 99.0	83.6 - 111.2	93.4 - 124.8
procurement manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
production planner	50.1 - 65.7	57.5 - 76.1	65.4 - 84.6
scheduler/planner	65.4 - 76.6	70.9 - 84.3	77.4 - 91.6
technical management			
director of operations	135.2 - 178.2	175.4 - 225.6	212.5 - 280.2
engineering manager	79.9 - 106.4	90.8 - 123.2	104.0 - 140.1
facilities manager	66.4 - 88.1	76.2 - 102.8	87.9 - 117.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	44.2 - 56.5	49.9 - 64.9	56.6 - 73.6
logistics manager	62.1 - 82.0	70.9 - 95.3	81.5 - 108.5
maintenance manager	60.3 - 79.3	69.4 - 91.8	79.0 - 102.1
operations manager	78.8 - 105.7	88.7 - 120.8	100.4 - 135.3

engineering

	annual salaries		
	entry	mid	senior
technical management (continued)			
plant manager	85.2 - 117.6	101.6 - 142.1	120.6 - 165.0
production manager	81.9 - 106.4	91.3 - 120.9	102.9 - 136.6
purchasing manager	161.5 - 211.6	181.9 - 241.9	205.8 - 271.1
quality assurance manager	79.4 - 102.4	87.5 - 114.9	97.6 - 128.4
supply chain manager	85.2 - 112.4	100.8 - 132.5	112.9 - 149.6

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.3 - 75.4	66.1 - 78.8	68.9 - 82.1	76.0 - 90.7
accounting manager	84.3 - 101.8	90.5 - 109.3	96.5 - 116.6	109.8 - 132.7
accounting supervisor	63.1 - 76.2	67.8 - 81.8	72.2 - 87.2	82.2 - 99.3
accounts payable manager	72.5 - 87.5	79.0 - 95.4	85.3 - 103.0	99.6 - 120.2
accounts receivable manager	73.7 - 86.8	79.7 - 94.0	85.7 - 101.0	100.1 - 118.0
billing specialist	38.6 - 44.9	42.1 - 49.0	45.3 - 52.7	51.4 - 59.8
bookkeeper	38.9 - 45.7	42.0 - 49.4	44.9 - 52.8	51.2 - 60.3
compliance officer	86.8 - 104.8	96.5 - 116.6	105.8 - 127.8	124.8 - 150.6
compliance specialist	55.3 - 65.9	60.7 - 72.3	65.8 - 78.4	76.2 - 90.9
controller	90.3 - 114.3	97.7 - 123.6	104.9 - 132.8	121.4 - 153.6
cost accountant	60.7 - 72.4	65.4 - 78.0	70.0 - 83.5	80.3 - 95.8
credit and collections supervisor	54.3 - 65.4	58.4 - 70.5	62.5 - 75.4	71.7 - 86.6
external auditor	60.5 - 72.1	66.1 - 78.8	71.5 - 85.3	83.1 - 99.1
financial analyst	70.5 - 84.1	75.3 - 89.8	80.0 - 95.4	90.6 - 108.0
financial reporting manager	94.0 - 113.4	100.7 - 121.6	107.3 - 129.6	122.8 - 148.3
fiscal analyst	64.9 - 78.3	69.1 - 83.4	73.2 - 88.3	82.3 - 99.3
internal audit manager	91.4 - 111.6	98.0 - 119.7	104.5 - 127.6	119.1 - 145.5
internal auditor	59.9 - 71.5	66.0 - 78.7	71.7 - 85.5	83.5 - 99.6
payroll manager	71.1 - 85.8	76.7 - 92.5	82.1 - 99.0	93.7 - 113.2
payroll specialist	44.5 - 52.9	48.5 - 57.7	52.3 - 62.3	60.5 - 72.1
payroll supervisor	55.3 - 65.9	60.0 - 71.5	64.5 - 76.9	74.3 - 88.6
risk management analyst	58.8 - 70.9	64.2 - 77.4	69.4 - 83.8	81.1 - 97.8
risk management director	84.2 - 101.7	89.8 - 108.4	95.3 - 115.1	108.5 - 131.0
risk management supervisor	74.2 - 89.5	80.2 - 96.8	85.9 - 103.6	97.4 - 117.5
tax manager	89.7 - 109.5	96.1 - 117.3	102.3 - 125.0	117.1 - 143.0
treasury analyst	65.1 - 77.6	69.6 - 83.0	74.0 - 88.3	83.9 - 100.1

edmonton

finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	120.1 - 211.5	170.9 - 302.1	249.5 - 441.6
finance director	90.6 - 159.4	122.6 - 216.0	161.0 - 284.4
treasurer	121.0 - 166.1	164.4 - 226.1	213.1 - 293.4
VP internal audit	117.2 - 155.3	147.2 - 195.1	178.8 - 237.5

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	39.2 - 45.0	42.1 - 48.3	44.9 - 51.5
accounts payable clerk	39.9 - 44.8	44.0 - 49.4	47.7 - 53.5
accounts receivable clerk	40.9 - 45.9	45.1 - 50.6	48.9 - 54.9
invoicing clerk	38.1 - 44.2	41.6 - 48.4	44.8 - 52.0
payroll administrator	44.5 - 52.9	48.5 - 57.7	52.3 - 62.3
payroll clerk	43.3 - 50.3	47.5 - 55.2	51.3 - 59.7

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.2 - 70.0	61.5 - 79.6	69.3 - 89.7
compensation and benefits manager	88.2 - 114.0	97.5 - 128.7	109.5 - 145.7
health and safety advisor	62.4 - 79.9	71.5 - 92.6	81.8 - 104.9
HRIS analyst	61.0 - 79.9	69.8 - 92.8	80.1 - 105.4
human resources business partner	68.0 - 88.4	75.8 - 100.5	85.5 - 113.4
human resources coordinator	50.2 - 65.0	55.7 - 73.5	62.6 - 83.4
human resources generalist	62.2 - 77.6	66.5 - 84.9	72.8 - 95.3
human resources manager	83.3 - 108.9	93.6 - 124.6	106.1 - 141.2
human resources supervisor	64.5 - 83.6	71.7 - 95.1	81.1 - 108.7
labour relations advisor	66.5 - 87.6	75.6 - 101.5	86.7 - 115.7
labour relations manager	91.0 - 122.6	106.6 - 145.5	124.6 - 167.7
recruitment coordinator	41.7 - 53.8	47.6 - 61.9	54.0 - 69.6
talent acquisition specialist	53.8 - 71.9	60.4 - 82.2	68.7 - 93.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	107.9 - 181.0	147.4 - 247.8	182.7 - 307.8
health and safety director	93.0 - 121.9	120.6 - 157.9	144.5 - 189.3
human resources director	91.8 - 126.1	118.1 - 162.1	145.8 - 200.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.6 - 19.3	18.1 - 21.0	19.5 - 22.6
dispatcher	19.4 - 22.5	21.0 - 24.4	22.5 - 26.2
electronic parts assembler	16.6 - 19.5	17.7 - 20.9	18.9 - 22.2
forklift operator	17.3 - 18.9	18.1 - 20.8	19.2 - 22.5
industrial painter	17.6 - 20.6	19.2 - 22.5	20.6 - 24.2
inventory control clerk	17.5 - 20.1	19.1 - 21.9	20.5 - 23.5
logistics coordinator	21.2 - 25.0	23.1 - 27.2	24.9 - 29.3
machine operator	18.0 - 21.4	19.8 - 23.5	21.3 - 25.4
machine operator assistant	17.0 - 19.3	18.7 - 21.2	20.2 - 22.9
manufacturing worker	16.0 - 17.8	17.1 - 18.6	18.1 - 20.9
material handler	16.5 - 18.7	17.8 - 20.5	19.0 - 22.3
moulding machine operator	17.6 - 21.0	19.4 - 23.0	20.9 - 24.9
parts manager	24.2 - 28.9	26.1 - 31.1	28.0 - 33.3
picker/packer	16.1 - 17.9	17.2 - 19.0	18.1 - 20.3
production labourer	16.1 - 17.9	17.2 - 19.0	18.1 - 20.3
sandblasting operator	18.2 - 19.9	18.8 - 21.6	19.9 - 23.1
shipping and receiving clerk	19.2 - 21.8	20.9 - 23.7	22.4 - 25.5
warehouse labourer	16.0 - 17.9	17.5 - 19.9	18.9 - 21.4

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.0 - 48.7	44.1 - 52.5	47.1 - 56.1
benefits clerk	39.8 - 46.2	43.5 - 50.6	47.0 - 54.7
buyer assistant	37.6 - 44.3	42.6 - 48.9	45.6 - 53.2
claims supervisor	59.9 - 72.8	64.6 - 77.9	69.0 - 83.4
contracts administrator	56.6 - 67.5	62.0 - 73.7	66.1 - 79.9
data entry clerk	33.6 - 36.9	35.1 - 40.5	38.0 - 43.4
document controller	37.8 - 44.0	42.1 - 52.0	48.2 - 58.5
executive assistant	53.8 - 65.9	60.1 - 73.4	65.6 - 80.5
export/import clerk	38.0 - 44.2	41.8 - 48.6	45.2 - 52.5
file clerk	34.4 - 39.5	38.7 - 44.5	42.1 - 48.3
human resources assistant	42.8 - 49.7	46.6 - 54.1	49.8 - 58.0
insurance claims clerk	39.0 - 44.8	42.6 - 48.9	45.8 - 52.6
legal assistant	47.7 - 57.4	54.4 - 65.5	60.4 - 72.9
mailroom clerk	33.8 - 38.4	36.8 - 41.8	39.1 - 44.4
office clerk	35.2 - 39.6	38.0 - 44.1	40.3 - 46.5
office manager	54.5 - 65.7	58.0 - 69.9	61.3 - 74.0
order clerk	34.9 - 40.1	38.1 - 43.8	41.0 - 47.0
order supervisor	52.0 - 61.2	57.8 - 68.1	63.2 - 74.5
project coordinator	45.1 - 53.7	48.7 - 58.0	52.2 - 62.2

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist	33.8 - 39.3	36.1 - 42.0	38.4 - 44.6
sales assistant	40.1 - 46.6	42.8 - 49.7	45.5 - 52.9
supply clerk	33.8 - 39.3	36.5 - 42.4	39.0 - 45.3

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.8 - 60.8	52.8 - 67.0	58.0 - 74.7
account manager - technologies, software*	50.9 - 63.4	55.0 - 69.8	60.4 - 77.8
business development manager*	96.8 - 127.6	108.4 - 146.1	123.3 - 167.7
district sales manager**	73.6 - 95.2	84.0 - 110.5	96.5 - 126.4
key accounts manager - consumer goods*	63.5 - 81.8	72.1 - 94.3	82.4 - 107.6
merchandiser - consumer goods	59.4 - 77.5	66.4 - 88.2	75.0 - 100.1
sales engineer technologies, software, hardware, telecommunications**	71.0 - 92.4	77.9 - 103.2	86.6 - 114.9
sales representative, account manager channel manager*	71.2 - 94.0	79.6 - 107.0	89.9 - 121.0
sales representative, account manager consumer goods*	51.5 - 63.8	55.3 - 69.9	60.5 - 77.8
sales representative, account manager professional services*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.6
sales representative, account manager telecommunications*	49.3 - 61.4	53.3 - 67.7	58.6 - 75.4
digital marketing			
digital marketing manager	64.7 - 82.3	74.5 - 96.1	85.9 - 108.7
digital media specialist	38.3 - 49.2	44.7 - 58.3	52.2 - 66.7
digital specialist	45.9 - 61.0	53.5 - 72.3	62.6 - 82.9
e-commerce manager	79.2 - 103.2	88.4 - 117.4	99.9 - 133.2
marketing content manager	49.4 - 63.4	57.6 - 75.1	67.3 - 85.9
social media manager	58.2 - 71.8	71.7 - 85.1	84.4 - 98.8
web manager	64.8 - 84.5	72.3 - 96.1	81.8 - 109.3
web marketing analyst	49.0 - 64.6	56.4 - 75.5	65.1 - 85.9
industrial sales			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

edmonton

sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications			
brand or product manager	81.2 - 104.3	90.2 - 117.9	101.3 - 132.0
brand or product manager assistant	66.2 - 89.1	77.2 - 105.0	89.6 - 119.8
communications manager	59.3 - 78.6	67.6 - 90.9	77.5 - 102.7
communications specialist	51.2 - 69.9	60.9 - 84.0	71.9 - 96.2
marketing coordinator	54.0 - 72.0	62.2 - 84.2	71.8 - 96.0
marketing director	90.4 - 119.2	102.5 - 137.2	116.8 - 154.7
marketing project manager	38.0 - 50.7	43.8 - 59.3	50.6 - 67.4
marketing specialist	47.5 - 62.4	53.5 - 71.5	60.7 - 80.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	69.1 - 90.0	77.1 - 102.4	87.1 - 116.0
communications VP	100.2 - 151.0	132.7 - 199.6	166.4 - 250.8
marketing VP	123.9 - 189.3	170.2 - 260.3	219.2 - 335.4
sales manager*	95.6 - 122.6	117.7 - 150.7	142.0 - 182.1
sales vice-president/general manager**	141.0 - 200.7	189.2 - 269.6	240.7 - 343.3

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.8 - 30.7	27.6 - 32.9	29.4 - 35.0
CNC machinist	21.5 - 24.5	22.4 - 26.7	25.6 - 30.5
conventional machinist	22.0 - 26.8	26.1 - 31.5	29.8 - 36.4
electrician	26.4 - 31.8	28.5 - 34.4	30.5 - 36.8
electromechanical technician	26.0 - 31.0	29.2 - 34.8	31.9 - 38.1
electronics technician	25.4 - 30.3	27.4 - 32.7	29.3 - 35.0
field service technician	25.3 - 29.8	28.0 - 33.0	30.4 - 35.8
heavy equipment mechanic	30.2 - 35.6	33.2 - 37.1	35.8 - 42.1
logistics supervisor	29.9 - 36.0	32.7 - 39.4	35.4 - 42.7
maintenance mechanic	23.5 - 27.0	25.8 - 29.6	27.9 - 32.1
maintenance supervisor	29.3 - 34.9	32.0 - 38.1	34.5 - 41.2
maintenance worker	21.9 - 24.3	23.1 - 26.2	25.3 - 28.8
millwright	28.2 - 33.9	32.5 - 37.4	35.6 - 41.0
quality control technician	20.1 - 23.8	21.5 - 25.6	22.9 - 27.3
quality control tester	26.9 - 32.1	29.7 - 35.4	32.3 - 38.5
tool and die maker	25.4 - 30.3	27.7 - 33.0	29.9 - 35.7
warehouse supervisor	23.6 - 28.1	25.7 - 30.6	27.7 - 33.1
welder	23.7 - 26.9	25.5 - 30.1	28.5 - 33.6

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

edmonton

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	68.9 - 88.6	76.9 - 100.7	86.7 - 113.0
application support analyst	57.8 - 75.6	66.1 - 87.1	75.0 - 97.9
automation tester	65.5 - 83.3	78.9 - 96.9	90.6 - 100.4
devops development side	75.9 - 98.4	96.6 - 118.1	104.6 - 130.2
ERP developer	66.4 - 85.5	74.2 - 97.1	83.6 - 120.4
front-end developer	65.1 - 85.1	74.3 - 98.6	85.1 - 111.9
full stack developer	70.7 - 90.4	80.3 - 98.9	90.1 - 113.5
IT quality assurance manager	78.5 - 101.2	86.5 - 113.6	96.5 - 126.9
java developer	65.5 - 84.3	73.2 - 95.8	88.0 - 110.0
machine learning developer	85.2 - 120.6	110.4 - 185.9	170.6 - 205.1
manual tester	49.4 - 65.5	57.6 - 77.4	67.0 - 88.7
mobile application developer (ios/android)	66.7 - 91.7	81.6 - 111.9	96.9 - 120.9
RPA developer	75.9 - 85.6	82.6 - 100.7	95.6 - 110.6
UI/UX designer	62.1 - 80.0	69.4 - 100.0	90.7 - 115.4
architecture			
application architect	85.9 - 95.7	95.2 - 110.4	110.3 - 150.9
architect (enterprise)	92.5 - 124.0	105.8 - 144.1	128.0 - 195.0
architect (solutions/technical)	83.4 - 103.9	93.4 - 118.2	105.4 - 132.4
cloud architect	82.8 - 103.5	93.3 - 118.5	105.6 - 150.0
data & analytics			
BI data architect	78.6 - 100.8	87.3 - 113.8	97.8 - 150.6
big data engineer	80.8 - 95.7	95.4 - 110.6	105.9 - 125.4
business intelligence developer	64.3 - 82.9	72.0 - 94.3	81.1 - 118.0
data analyst	70.7 - 94.6	85.9 - 100.7	95.5 - 115.2
data architect	69.8 - 91.5	80.0 - 106.7	92.2 - 130.0
data engineer	69.4 - 92.3	79.9 - 108.0	92.2 - 122.4
data scientist	76.4 - 101.7	88.0 - 119.0	101.6 - 134.8
database administrator	65.5 - 88.6	77.2 - 105.5	90.3 - 120.5
leadership/business technology			
business analyst	67.6 - 87.5	76.1 - 100.4	86.5 - 113.4
chief technology officer	120.9 - 190.2	160.9 - 285.5	225.4 - 450.0
CIO/CTO	106.5 - 187.3	157.8 - 278.6	217.7 - 383.8
IT director	92.0 - 108.9	105.6 - 130.6	127.7 - 220.0
technical lead	55.6 - 82.2	65.9 - 90.1	86.7 - 135.0
technical writer	58.9 - 76.0	68.2 - 89.2	78.9 - 101.1
networking/infrastructure			
bilingual tech support	52.3 - 60.0	58.8 - 72.2	70.3 - 80.0
devops system side	75.7 - 98.9	96.3 - 118.2	104.7 - 130.5
help desk representative	46.4 - 61.3	53.0 - 70.4	59.8 - 78.5
information security engineer	71.5 - 95.0	82.2 - 110.9	94.7 - 125.8
information security manager	93.2 - 120.7	103.2 - 136.3	116.0 - 170.0

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technologies

	annual salaries		
	entry	mid	senior
<u>networking/infrastructure (continued)</u>			
information security specialist	60.6 - 79.1	69.1 - 91.8	79.2 - 103.7
information systems analyst	64.7 - 81.5	70.5 - 91.5	78.6 - 102.6
linux/unix administrator	72.1 - 94.1	82.1 - 109.0	94.1 - 124.0
network administrator	61.4 - 81.5	70.5 - 95.2	81.3 - 108.3
network engineer	65.4 - 86.6	74.8 - 101.6	100.4 - 120.9
systems administrator	66.6 - 86.1	74.0 - 98.5	83.9 - 111.9
telecommunications analyst	63.3 - 83.8	72.4 - 97.8	83.6 - 112.4
<u>project management</u>			
business systems analyst	76.1 - 101.8	86.8 - 118.0	99.5 - 133.8
ERP project manager	92.9 - 123.1	101.2 - 136.8	112.0 - 152.8
functional analyst	60.5 - 80.1	70.6 - 95.6	90.9 - 120.4
organizational change manager (OCM)	90.9 - 105.9	103.3 - 115.5	113.4 - 130.1
product owner	59.9 - 74.4	73.1 - 95.1	83.1 - 109.4
product owner/manager	78.4 - 107.0	90.7 - 125.6	105.0 - 143.3
program manager	100.8 - 115.7	109.4 - 137.2	135.5 - 180.0
project coordinator	59.3 - 74.6	67.5 - 86.5	77.3 - 98.1
project manager (infrastructure)	56.2 - 79.6	78.9 - 110.4	90.3 - 123.6
project manager (software)	55.5 - 78.9	77.6 - 109.4	89.4 - 120.7
scrum master	71.7 - 92.8	80.7 - 106.3	91.6 - 120.9

fort mcmurray

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	45.8 - 53.9	49.9 - 58.6	53.7 - 63.1
customer service representative	41.0 - 48.6	45.4 - 53.8	49.6 - 58.8
customer service supervisor	51.9 - 60.9	56.0 - 65.7	60.0 - 70.4
customer service trainer	44.8 - 53.3	49.0 - 58.2	52.9 - 62.9
help desk representative	50.2 - 60.5	54.7 - 65.7	59.0 - 70.9
inside sales representative	53.1 - 62.4	55.8 - 65.6	58.5 - 68.8
telemarketing agent	33.4 - 39.1	36.1 - 42.2	38.8 - 45.2

fort mcmurray

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	41.6 - 47.9	44.8 - 51.5	47.8 - 54.9
accounts payable clerk	42.4 - 47.7	46.9 - 52.6	50.8 - 57.0
accounts receivable clerk	43.5 - 48.9	48.0 - 53.9	52.1 - 58.4
invoicing clerk	40.4 - 47.1	44.3 - 51.6	47.7 - 55.4
payroll administrator	48.8 - 58.2	53.0 - 63.1	57.5 - 67.8
payroll clerk	46.1 - 53.6	50.6 - 58.8	54.6 - 63.5

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.4 - 20.4	19.0 - 22.2	20.5 - 23.9
dispatcher	21.0 - 24.4	22.8 - 26.4	24.4 - 28.2
electronic parts assembler	17.8 - 19.8	19.1 - 21.8	20.2 - 23.4
forklift operator	18.0 - 20.3	19.3 - 22.1	20.9 - 24.2
industrial painter	18.4 - 21.7	20.1 - 23.7	21.6 - 25.4
inventory control clerk	17.9 - 20.8	19.4 - 22.1	21.0 - 24.4
logistics coordinator	22.5 - 25.0	24.2 - 27.9	26.9 - 30.5
machine operator	19.0 - 22.6	20.8 - 24.8	22.5 - 26.7
machine operator assistant	17.8 - 20.3	19.6 - 22.3	21.2 - 24.1
manufacturing worker	17.8 - 20.3	19.6 - 22.3	21.2 - 24.1
material handler	18.1 - 21.6	19.8 - 23.9	21.6 - 25.8
moulding machine operator	25.3 - 29.9	27.2 - 32.5	29.4 - 34.8
parts manager	26.1 - 30.9	28.1 - 33.3	30.0 - 35.6
picker/packer	17.5 - 19.4	18.2 - 20.9	19.4 - 22.5
production labourer	17.1 - 19.2	18.5 - 21.7	20.2 - 23.0
sandblasting operator	19.7 - 21.5	20.7 - 22.6	21.3 - 24.0
shipping and receiving clerk	20.8 - 23.6	22.6 - 25.6	24.3 - 27.5
warehouse labourer	17.8 - 19.5	18.8 - 21.5	20.6 - 23.1
welder/fitter	27.5 - 31.9	29.8 - 34.4	32.9 - 38.1

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	43.4 - 51.7	46.8 - 55.6	50.0 - 59.4
benefits clerk	42.4 - 49.3	46.5 - 54.0	50.3 - 58.4
buyer assistant	42.8 - 49.9	47.5 - 55.1	51.5 - 59.8
claims supervisor	67.6 - 81.3	72.6 - 87.4	77.5 - 93.4
contracts administrator	64.9 - 77.8	70.5 - 84.6	75.8 - 91.1
data entry clerk	34.8 - 40.1	38.0 - 43.8	40.8 - 47.0
document controller	36.0 - 41.5	39.4 - 45.3	42.2 - 48.6
executive assistant	57.2 - 69.8	63.5 - 77.8	69.6 - 84.9
export/import clerk	40.4 - 47.1	44.6 - 51.8	48.1 - 55.9
file clerk	36.5 - 42.1	41.3 - 47.5	44.9 - 51.6
human resources assistant	45.7 - 53.1	49.7 - 57.8	53.2 - 61.8

fort mcmurray

office & administrative support

	annual salaries		
	1 year	3 years	5 years
insurance claims clerk	41.7 - 48.0	45.5 - 52.3	49.0 - 56.2
legal assistant	50.3 - 60.5	57.3 - 68.9	63.6 - 76.6
mailroom clerk	36.0 - 41.1	39.2 - 44.7	41.8 - 47.5
office clerk	40.0 - 46.2	42.7 - 49.1	45.2 - 51.9
office manager	58.5 - 70.3	62.1 - 74.7	65.7 - 79.0
order clerk	37.1 - 42.7	40.6 - 46.7	43.7 - 50.3
order supervisor	56.1 - 65.9	62.4 - 73.3	68.2 - 81.0
project coordinator	48.9 - 57.9	52.7 - 62.4	56.3 - 66.7
receptionist	35.9 - 41.9	38.5 - 44.8	40.9 - 47.7
sales assistant	42.7 - 49.7	45.6 - 53.0	48.5 - 56.3
supply clerk	36.4 - 42.5	39.5 - 46.0	42.2 - 49.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	28.7 - 33.8	30.9 - 36.4	33.1 - 38.9
CNC machinist	25.5 - 29.6	27.5 - 31.8	29.3 - 34.8
conventional machinist	25.2 - 29.1	27.2 - 31.5	29.0 - 34.2
electrician	32.8 - 38.5	35.1 - 40.4	38.4 - 42.2
electromechanical technician	31.9 - 36.3	34.9 - 41.1	38.5 - 44.6
electronics technician	30.9 - 35.5	33.6 - 38.7	35.6 - 41.7
field service technician	31.2 - 36.1	34.1 - 39.4	36.7 - 43.5
heavy equipment mechanic	35.9 - 39.8	37.7 - 43.8	40.5 - 48.0
logistics supervisor	36.2 - 44.1	39.2 - 46.3	42.1 - 49.9
maintenance manager	30.6 - 36.4	33.7 - 40.1	36.5 - 43.5
maintenance mechanic	29.5 - 33.4	31.9 - 36.3	34.4 - 38.9
maintenance supervisor	33.9 - 39.7	36.6 - 42.9	39.2 - 46.0
maintenance worker	25.6 - 28.8	27.7 - 30.8	30.0 - 32.2
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
production manager	45.0 - 53.5	48.2 - 57.3	51.2 - 61.0
quality control technician	23.9 - 27.8	25.7 - 29.9	27.3 - 31.9
quality control tester	31.0 - 36.3	33.9 - 39.6	36.5 - 42.7
tool and die maker	29.4 - 34.6	31.8 - 37.2	33.9 - 39.6
warehouse supervisor	28.7 - 33.4	31.0 - 35.9	33.1 - 38.6

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.8 - 43.4	40.6 - 46.6	43.2 - 49.7
accounts payable clerk	38.5 - 43.1	42.4 - 47.6	45.9 - 51.6
accounts receivable clerk	39.4 - 44.2	43.4 - 48.8	47.1 - 52.9
payroll clerk	41.7 - 48.5	45.8 - 53.3	49.5 - 57.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.0 - 18.5	18.0 - 20.0	18.4 - 22.0
counterbalance forklift operator	18.5 - 19.8	19.5 - 22.7	22.3 - 25.0
dispatcher	18.8 - 21.9	20.4 - 23.7	21.9 - 25.4
electronic parts assembler	16.2 - 18.9	17.3 - 20.2	18.3 - 21.5
forklift operator	18.5 - 19.7	19.5 - 22.5	22.4 - 25.0
industrial painter	17.2 - 20.2	18.7 - 22.0	20.1 - 23.6
inventory control clerk	17.0 - 19.5	18.5 - 21.2	19.9 - 22.8
logistics coordinator	20.6 - 24.2	22.4 - 26.4	24.1 - 28.5
machine operator	17.6 - 20.8	19.2 - 22.8	20.7 - 24.6
machine operator assistant	16.7 - 18.9	18.3 - 20.7	19.7 - 22.4
manufacturing worker	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
material handler	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
moulding machine operator	17.0 - 20.2	18.7 - 22.2	20.1 - 23.9
picker/packer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
production labourer	17.0 - 18.5	17.3 - 20.0	18.4 - 22.0
reach truck operator	18.5 - 19.7	19.5 - 22.5	22.4 - 25.0
warehouse labourer	15.3 - 17.3	16.9 - 19.1	18.2 - 20.6

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.8 - 47.2	42.8 - 50.9	45.7 - 54.4
benefits clerk	40.3 - 45.6	42.5 - 50.2	47.9 - 54.0
buyer assistant	40.0 - 47.3	43.0 - 51.2	48.5 - 55.0
claims supervisor	61.2 - 73.9	65.8 - 79.5	70.4 - 85.1
contracts administrator	58.1 - 70.1	63.3 - 76.4	68.2 - 82.4
customer retention agent	41.3 - 48.6	45.0 - 52.9	48.5 - 57.1
customer service representative	31.2 - 33.7	32.2 - 37.0	33.7 - 40.0
customer service supervisor	46.3 - 54.5	50.1 - 59.0	53.7 - 63.2
customer service trainer	40.7 - 48.4	44.4 - 52.9	48.0 - 57.2
data entry clerk	31.7 - 36.3	34.4 - 39.4	36.9 - 42.2
document controller	32.8 - 37.5	35.7 - 40.9	38.2 - 43.8
executive assistant	52.1 - 63.5	57.9 - 70.7	63.3 - 77.3
export/import clerk	36.7 - 42.6	40.4 - 46.9	43.5 - 50.6
file clerk	33.3 - 38.1	37.3 - 42.8	40.5 - 46.5
help desk representative	44.8 - 53.9	49.1 - 59.2	53.0 - 64.0

red deer

office & administrative support

	annual salaries		
	1 year	3 years	5 years
human resources assistant	41.2 - 47.9	44.8 - 52.2	48.0 - 55.8
inside sales representative	48.1 - 56.7	50.6 - 59.6	53.1 - 62.6
insurance claims clerk	37.6 - 43.1	41.0 - 47.0	44.0 - 50.6
invoicing clerk	36.8 - 42.6	40.2 - 46.6	43.1 - 50.2
legal assistant	45.9 - 55.3	52.4 - 63.2	58.3 - 70.3
mailroom clerk	32.7 - 37.1	35.5 - 40.2	37.7 - 42.7
office clerk	36.1 - 41.4	38.5 - 44.1	40.7 - 46.6
office manager	52.8 - 63.7	56.1 - 67.7	59.4 - 71.7
order clerk	33.7 - 38.6	36.8 - 42.1	39.5 - 45.3
order supervisor	50.3 - 59.2	56.0 - 66.0	61.2 - 72.2
payroll administrator	42.8 - 50.9	46.6 - 55.5	50.3 - 60.0
project coordinator	43.8 - 52.1	47.3 - 56.4	50.7 - 60.5
receptionist	32.7 - 37.9	34.9 - 40.4	37.1 - 43.0
sales assistant	38.8 - 45.0	41.3 - 47.9	43.9 - 51.0
supply clerk	32.9 - 38.1	35.5 - 41.2	37.8 - 43.9
telemarketing agent	31.2 - 35.9	33.3 - 38.5	35.5 - 41.2

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	25.0 - 28.1	27.0 - 29.5	29.1 - 38.0
electrician	25.4 - 30.7	27.5 - 33.1	29.4 - 35.5
electronics technician	24.6 - 29.3	26.5 - 31.6	28.3 - 33.8
inventory control clerk	17.0 - 19.5	18.5 - 21.2	19.9 - 22.8
maintenance mechanic	22.8 - 26.2	24.9 - 28.7	27.0 - 31.0
maintenance supervisor	28.0 - 33.4	30.6 - 36.5	33.0 - 39.5
maintenance worker	20.4 - 23.4	22.5 - 25.9	24.4 - 28.1
millwright	24.3 - 28.9	26.6 - 31.7	28.7 - 34.2
parts manager	23.3 - 27.7	25.1 - 29.9	26.9 - 32.1
production manager	37.9 - 45.8	40.9 - 49.4	43.7 - 52.9
welder	25.0 - 27.0	26.7 - 30.2	30.0 - 38.0

burnaby

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	42.5 - 50.1	46.3 - 54.6	50.6 - 59.4
customer service manager (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
customer service supervisor	47.2 - 55.6	51.1 - 60.3	54.8 - 64.7

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.7	17.5 - 20.5	18.9 - 22.1
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
inventory control clerk	17.2 - 19.9	18.8 - 21.7	20.3 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	17.4 - 20.8	19.1 - 22.9	20.8 - 24.8
material handler	15.2 - 17.8	16.9 - 19.8	18.4 - 21.5
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
picker/packer	15.0 - 16.3	15.6 - 18.4	17.8 - 19.0
production labourer	15.0 - 16.5	15.3 - 18.3	17.5 - 18.5
shipping and receiving clerk	19.0 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.3	18.3 - 20.8

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.3 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 49.9	48.2 - 54.3
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	41.6 - 50.2	45.9 - 54.2	48.5 - 58.5
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	33.5 - 36.6	36.2 - 40.1	37.3 - 43.1
document controller	34.8 - 38.4	36.3 - 42.0	39.1 - 45.1
executive assistant	53.7 - 65.7	59.8 - 73.1	65.4 - 80.1
file clerk	33.6 - 39.0	38.1 - 44.1	41.6 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 61.0	54.2 - 64.0
legal assistant	47.6 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.8 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	35.0 - 38.8	37.5 - 41.5	38.9 - 44.2

burnaby

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 38.0	36.7 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 37.6	36.4 - 44.0
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

delta

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 16.1	16.0 - 17.8	17.6 - 20.0
forklift operator	17.0 - 19.1	19.0 - 22.1	22.0 - 24.0
general labourer - heavy	17.0 - 18.0	17.6 - 18.9	18.7 - 20.5
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
picker/packer	15.0 - 15.9	15.6 - 18.2	18.0 - 19.0
production labourer	15.0 - 16.1	16.0 - 18.2	18.0 - 20.0
reach truck operator	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
shipper/receiver	17.8 - 20.0	19.0 - 21.2	20.3 - 24.0
shipping and receiving clerk	18.0 - 19.0	18.5 - 20.0	19.5 - 22.0
warehouse labourer	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.4 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 50.0	48.2 - 54.3
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	42.6 - 50.4	45.2 - 55.5	49.0 - 58.6
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6

delta

office & administrative support

	annual salaries		
	1 year	3 years	5 years
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	32.8 - 36.6	34.6 - 40.1	37.3 - 43.1
document controller	33.1 - 38.4	36.4 - 42.1	39.1 - 45.1
executive assistant	53.7 - 65.7	59.8 - 73.1	65.4 - 80.0
file clerk	33.7 - 39.0	38.2 - 44.1	41.6 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 60.9	54.2 - 64.0
legal assistant	47.7 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.8 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	34.5 - 38.8	36.5 - 41.6	38.7 - 44.3

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance supervisor	28.4 - 33.9	31.0 - 37.1	33.5 - 40.1
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
production supervisor	17.0 - 18.5	18.0 - 22.0	21.5 - 23.3
quality control technician	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
warehouse supervisor	23.5 - 28.0	25.6 - 30.6	27.7 - 33.0
welder	21.0 - 25.0	22.7 - 27.1	24.4 - 29.1

kelowna

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 16.0	15.6 - 17.7	17.5 - 20.0
forklift operator	17.0 - 19.0	18.5 - 21.8	21.7 - 24.0
general labourer - heavy	17.0 - 18.0	17.6 - 18.9	18.7 - 20.5
logistics coordinator	20.1 - 23.8	22.0 - 26.0	23.7 - 28.0
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
picker/packer	15.0 - 16.1	16.0 - 17.5	17.2 - 19.0
production labourer	15.0 - 16.3	16.0 - 17.7	17.5 - 20.0
reach truck operator	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
shipper/receiver	18.2 - 20.1	19.3 - 21.3	20.0 - 24.0
shipping and receiving clerk	18.0 - 19.0	18.5 - 20.0	19.5 - 22.0
warehouse labourer	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0

kelowna

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
millwright	32.9 - 37.8	35.5 - 43.6	40.2 - 49.9
quality control technician	18.0 - 20.0	19.0 - 21.0	20.0 - 24.0
warehouse supervisor	22.2 - 26.5	24.2 - 29.0	26.2 - 31.3

langley - abbotsford

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.4 - 44.3	41.4 - 47.7	44.2 - 50.9
accounts payable clerk	39.1 - 44.1	43.3 - 48.8	47.0 - 52.9
accounts receivable clerk	40.1 - 45.2	44.4 - 50.0	48.2 - 54.3

industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	19.0 - 20.5	20.0 - 21.5	21.0 - 23.0
forklift operator	18.0 - 19.0	18.5 - 19.7	19.5 - 21.0
inventory control clerk	17.2 - 19.9	18.9 - 21.8	20.3 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	18.0 - 19.0	18.5 - 19.8	19.5 - 21.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.7 - 22.4
manufacturing worker	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
material handler	18.0 - 19.0	18.5 - 19.6	19.5 - 21.0
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
picker/packer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
production labourer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0
reach truck operator	20.0 - 21.2	21.0 - 23.0	22.0 - 24.0
shipper/receiver	18.0 - 19.5	19.0 - 20.5	20.0 - 21.5
shipping and receiving clerk	19.0 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	16.0 - 17.5	17.0 - 19.0	18.0 - 20.0

langley - abbotsford

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.8 - 48.7	44.0 - 52.5	47.1 - 56.2
administrative assistant (bilingual)	41.5 - 49.7	44.0 - 53.5	48.1 - 57.1
buyer assistant	39.5 - 46.1	43.9 - 51.1	47.6 - 55.6
contracts administrator	59.7 - 72.2	65.1 - 78.7	70.2 - 84.9
data entry clerk	31.6 - 36.6	34.7 - 40.1	37.3 - 43.1
document controller	33.2 - 38.4	36.4 - 42.1	39.1 - 45.1
executive assistant	53.8 - 65.7	59.8 - 73.1	65.4 - 80.0
file clerk	33.7 - 39.0	38.2 - 44.1	41.7 - 48.0
human resources assistant	42.4 - 49.4	46.2 - 53.8	49.5 - 57.7
inside sales representative	49.1 - 57.9	51.6 - 60.9	54.2 - 64.0
legal assistant	47.7 - 57.5	54.4 - 65.7	60.6 - 73.2
office clerk	36.5 - 42.2	39.0 - 45.0	41.4 - 47.7
project coordinator	44.9 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	33.1 - 38.8	35.5 - 41.6	37.9 - 44.3

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 37.5	37.2 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 37.5	37.4 - 44.0
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

richmond

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	17.0 - 18.2	18.0 - 20.1	20.0 - 22.0
inventory control clerk	17.3 - 20.0	19.0 - 21.9	20.5 - 23.6
logistics coordinator	21.2 - 25.0	23.1 - 27.3	24.9 - 29.4
machine operator	17.5 - 21.0	19.3 - 23.0	20.9 - 24.9
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 19.0
material handler	15.3 - 18.0	17.0 - 19.9	18.5 - 21.6
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
picker/packer	15.0 - 17.0	16.0 - 18.0	17.0 - 20.0
production labourer	15.0 - 17.0	16.0 - 18.0	17.0 - 20.0
shipping and receiving clerk	19.1 - 21.8	20.8 - 23.7	22.4 - 25.5
warehouse labourer	15.2 - 17.4	17.0 - 19.4	18.4 - 21.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.6 - 44.6	41.6 - 48.0	44.4 - 51.2
accounts payable clerk	39.3 - 44.3	43.6 - 49.0	47.3 - 53.2
accounts receivable clerk	40.4 - 45.5	44.6 - 50.2	48.5 - 54.6
administrative assistant	41.1 - 49.0	44.3 - 52.8	47.4 - 56.5
administrative assistant (bilingual)	42.2 - 50.6	45.4 - 54.9	48.5 - 57.6
buyer assistant	39.7 - 46.4	44.1 - 51.4	47.9 - 55.9
contracts administrator	60.1 - 72.6	65.5 - 79.1	70.6 - 85.4
data entry clerk	33.5 - 36.8	34.8 - 40.3	37.5 - 43.3
document controller	33.3 - 38.6	36.6 - 42.3	39.3 - 45.4
executive assistant	54.1 - 66.1	60.1 - 73.5	65.8 - 80.5
file clerk	33.8 - 39.2	38.4 - 44.3	41.9 - 48.3
human resources assistant	42.6 - 49.7	46.5 - 54.2	49.8 - 58.0
inside sales representative	49.4 - 58.3	51.9 - 61.3	54.5 - 64.4
legal assistant	47.9 - 57.8	54.7 - 66.1	60.9 - 73.6
office clerk	36.7 - 42.4	39.3 - 45.3	41.6 - 48.0
project coordinator	45.1 - 53.8	48.8 - 58.2	52.3 - 62.4
receptionist	33.3 - 39.0	35.7 - 41.8	38.1 - 44.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6

richmond

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 38.5	37.3 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 38.3	36.8 - 44.0
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

vancouver

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.1 - 50.8	47.0 - 55.4	50.7 - 59.8
customer service manager	60.1 - 65.2	64.4 - 70.2	69.4 - 80.1
customer service representative	35.6 - 42.7	38.8 - 45.5	42.1 - 50.6
customer service representative (bilingual)	45.9 - 50.1	47.6 - 53.6	50.7 - 56.9
customer service supervisor	47.8 - 56.4	51.8 - 61.1	55.5 - 65.5
inside sales representative	49.8 - 58.7	52.3 - 61.8	55.0 - 64.9
service coordinator	45.6 - 49.8	48.2 - 55.4	53.6 - 60.3
telemarketing agent	31.3 - 36.8	33.9 - 39.8	36.4 - 42.7

engineering

	annual salaries		
	entry	mid	senior
architecture			
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
chemical			
chemical engineer	78.7 - 102.8	86.8 - 115.4	96.9 - 129.0
chemical technician	55.9 - 72.6	62.0 - 82.2	69.9 - 93.7
civil			
civil engineer	63.5 - 83.8	72.2 - 96.8	82.5 - 109.3
civil engineering drafter	51.6 - 64.7	58.3 - 74.1	66.1 - 83.8
civil engineering technologist	47.7 - 61.8	53.8 - 70.9	61.0 - 80.1
environmental engineer	60.7 - 80.2	69.1 - 93.0	79.4 - 106.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6

vancouver

engineering

	annual salaries		
	entry	mid	senior
civil (continued)			
structural designer	60.3 - 65.3	65.1 - 71.5	67.5 - 85.4
structural engineer	65.7 - 86.5	74.5 - 99.9	85.2 - 113.4
structural engineering technologist	60.1 - 70.8	67.7 - 78.0	74.5 - 100.5
construction			
construction manager	85.3 - 112.3	95.2 - 127.6	107.3 - 143.2
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
estimator	62.1 - 80.5	68.9 - 110.8	91.6 - 130.4
procurement manager	80.8 - 90.6	90.4 - 108.6	105.4 - 115.4
project engineer	86.2 - 109.9	93.4 - 121.2	102.7 - 134.8
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
scheduler/planner	50.5 - 65.9	60.0 - 75.8	70.5 - 80.4
site supervisor	80.2 - 110.4	100.4 - 130.3	127.4 - 180.0
electrical			
CNC programmer	51.3 - 67.7	58.3 - 78.2	66.6 - 89.2
controls designer/engineer	60.1 - 80.4	75.7 - 100.0	98.2 - 120.0
electrical designer/engineer	67.3 - 90.1	78.2 - 106.6	91.3 - 123.0
electrical engineering technician	54.6 - 69.7	62.1 - 80.4	70.9 - 91.1
electrical test engineer	68.2 - 90.4	78.1 - 105.5	90.2 - 120.7
PLC programmer	70.4 - 80.4	77.5 - 100.1	89.5 - 110.5
transmission line engineer	75.1 - 94.5	81.2 - 104.5	89.6 - 115.7
energy			
control technician	50.0 - 65.3	56.9 - 75.3	64.9 - 85.2
controls engineer	51.9 - 68.9	59.5 - 80.1	68.3 - 91.2
drafter	54.9 - 70.6	60.2 - 78.8	66.8 - 88.4
electrical engineer	73.6 - 98.4	85.3 - 116.3	99.6 - 134.2
estimation engineer	69.2 - 91.7	79.2 - 106.9	91.4 - 122.5
pipeline engineer	54.8 - 69.9	69.5 - 85.5	85.4 - 102.0
pipng designer	52.6 - 70.4	70.2 - 90.5	75.8 - 110.5
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
telecommunications technician	70.5 - 81.6	81.4 - 90.7	85.2 - 100.0
manufacturing			
applications engineer	71.2 - 94.6	83.2 - 111.9	96.9 - 127.1
continuous improvement engineer	58.9 - 79.7	79.4 - 95.0	94.5 - 118.4
field service engineer	60.1 - 80.3	75.7 - 100.0	90.6 - 120.5
field service technician	51.9 - 67.8	60.0 - 78.8	68.7 - 89.3
health and safety manager	75.6 - 90.1	88.4 - 100.9	96.6 - 120.9
health and safety specialist	50.2 - 55.5	54.3 - 65.4	60.2 - 75.4
industrial engineer	70.2 - 91.0	77.8 - 102.6	87.1 - 114.5
manufacturing engineer	67.3 - 88.6	76.3 - 102.1	87.1 - 115.3
process engineer	65.4 - 85.9	85.7 - 100.4	92.5 - 120.2

vancouver

engineering

	annual salaries		
	entry	mid	senior
manufacturing (continued)			
program manager	80.9 - 103.6	100.2 - 110.8	110.6 - 125.4
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 137.6
quality assurance/control technician	61.0 - 80.9	70.9 - 95.0	82.1 - 107.5
quality control engineer	66.0 - 86.5	74.3 - 99.0	84.4 - 111.8
quality inspector	40.3 - 51.3	45.0 - 58.3	50.8 - 65.8
stationary engineer	52.7 - 67.8	58.7 - 76.6	65.7 - 85.3
mechanical			
hvac engineer	54.5 - 69.6	61.1 - 79.1	68.7 - 88.2
mechanical designer	60.4 - 67.6	65.9 - 70.5	68.5 - 85.6
mechanical drafter	49.5 - 63.9	55.5 - 73.6	63.7 - 86.3
mechanical engineer	74.3 - 97.6	84.0 - 112.3	95.8 - 127.6
supply chain management & procurement			
buyer	57.2 - 75.6	75.4 - 90.1	89.6 - 110.4
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
contracts manager	89.1 - 112.0	99.4 - 127.3	112.2 - 144.3
demand planner	49.0 - 67.6	59.3 - 82.1	70.2 - 93.8
expediter	39.9 - 51.4	45.3 - 59.0	51.4 - 67.0
inventory analyst	51.0 - 66.4	57.8 - 76.5	65.9 - 87.1
inventory control manager	63.3 - 82.6	70.8 - 94.0	79.9 - 106.0
logistics specialist	57.4 - 76.1	65.6 - 88.4	75.3 - 100.0
materials manager	76.4 - 99.8	84.2 - 112.2	94.2 - 125.9
planner/scheduler	60.2 - 80.1	75.4 - 100.4	95.5 - 120.6
procurement manager	80.0 - 92.8	90.4 - 105.4	104.6 - 130.4
production planner	50.6 - 66.5	58.2 - 77.0	66.2 - 85.7
sourcing engineer	53.8 - 70.4	69.5 - 90.1	88.8 - 100.4
technical management			
director of operations	100.9 - 120.9	120.7 - 145.9	143.3 - 170.1
engineering manager	80.2 - 107.1	91.3 - 124.0	104.7 - 141.1
facilities manager	66.1 - 87.9	75.9 - 102.6	87.6 - 116.7
general manager	120.1 - 160.2	158.1 - 190.4	188.8 - 220.7
logistics coordinator	44.5 - 57.1	50.4 - 65.6	57.2 - 74.5
logistics manager	62.4 - 82.6	71.3 - 96.1	82.0 - 109.4
maintenance manager	65.4 - 80.1	78.6 - 90.0	87.5 - 110.9
operations manager	80.4 - 110.6	107.9 - 120.0	118.8 - 145.0
plant manager	85.8 - 118.6	102.4 - 143.4	121.7 - 166.4
production manager	82.4 - 107.3	92.0 - 122.0	103.8 - 137.8
quality assurance manager	79.9 - 103.2	88.2 - 115.9	98.4 - 129.5
supply chain manager	100.4 - 110.8	107.5 - 120.4	118.8 - 140.5
transportation manager	76.0 - 99.7	85.7 - 114.2	97.2 - 129.4
warehouse manager	62.8 - 81.5	69.7 - 92.1	78.2 - 103.4

vancouver

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.9 - 76.4	66.8 - 79.8	69.7 - 83.2	77.0 - 92.0
accounting clerk	38.9 - 44.9	42.0 - 48.4	44.8 - 51.6	50.7 - 58.4
accounting manager	84.9 - 102.6	91.2 - 110.2	97.3 - 117.6	110.8 - 133.8
accounting supervisor	63.3 - 76.5	68.0 - 82.2	72.5 - 87.7	82.6 - 99.8
accounts payable clerk	39.6 - 44.7	43.9 - 49.4	47.7 - 53.6	55.1 - 62.1
accounts payable manager	73.0 - 88.2	79.5 - 96.1	85.9 - 103.8	100.4 - 121.3
accounts receivable clerk	40.7 - 45.8	45.0 - 50.6	48.9 - 55.0	57.0 - 64.2
accounts receivable manager	74.1 - 87.5	80.2 - 94.7	86.3 - 101.8	100.9 - 119.1
billing specialist	38.3 - 44.8	42.6 - 49.9	45.3 - 52.8	51.4 - 60.0
bookkeeper	38.6 - 45.7	41.8 - 49.4	44.9 - 52.9	51.2 - 60.5
compliance officer	87.3 - 105.5	97.2 - 117.4	106.5 - 128.7	125.6 - 151.6
compliance specialist	55.4 - 66.2	60.9 - 72.7	66.1 - 78.9	76.6 - 91.5
controller	91.0 - 115.3	98.5 - 124.7	105.8 - 133.9	122.5 - 155.0
cost accountant	61.3 - 73.2	66.1 - 79.0	70.8 - 84.6	81.4 - 97.2
credit and collections supervisor	54.3 - 65.6	58.5 - 70.7	62.6 - 75.7	72.0 - 87.1
external auditor	61.1 - 73.0	66.8 - 79.9	72.4 - 86.5	84.2 - 100.6
financial analyst	71.3 - 85.2	76.3 - 91.1	81.1 - 96.8	91.9 - 109.7
financial reporting manager	94.7 - 114.4	101.5 - 122.6	108.2 - 130.7	123.9 - 149.6
fiscal analyst	65.6 - 79.3	69.9 - 84.5	74.5 - 89.5	83.4 - 100.8
internal audit manager	92.1 - 112.5	98.8 - 120.7	105.3 - 128.7	120.2 - 146.8
internal auditor	60.5 - 72.3	66.7 - 79.7	72.6 - 86.7	84.7 - 101.1
payroll clerk	43.2 - 50.3	47.5 - 55.4	51.4 - 59.9	58.6 - 68.3
payroll manager	71.5 - 86.4	77.2 - 93.3	82.6 - 99.8	94.5 - 114.1
payroll specialist	44.5 - 53.0	48.5 - 57.9	52.4 - 62.6	60.7 - 72.5
payroll supervisor	55.3 - 66.1	60.1 - 71.8	64.7 - 77.3	74.6 - 89.1
risk management analyst	59.4 - 71.7	64.9 - 78.4	70.2 - 84.9	82.1 - 99.3
risk management director	84.8 - 102.5	90.5 - 109.3	96.1 - 116.1	109.4 - 132.2
risk management supervisor	75.1 - 90.8	81.2 - 98.2	87.1 - 105.2	98.8 - 119.4
tax manager	90.4 - 110.4	96.8 - 118.4	103.2 - 126.1	118.1 - 144.3
treasury analyst	65.8 - 78.6	70.4 - 84.1	74.9 - 89.5	85.1 - 101.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	121.1 - 213.5	172.5 - 305.2	252.0 - 446.6
finance director	91.3 - 160.8	123.7 - 218.1	162.4 - 287.3
treasurer	122.1 - 167.5	165.8 - 228.3	215.1 - 296.5
VP internal audit	118.2 - 156.6	148.5 - 197.0	180.4 - 239.9

vancouver

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.3 - 70.4	61.7 - 80.0	69.7 - 90.3
compensation and benefits manager	88.8 - 115.0	98.3 - 129.8	110.4 - 147.0
health and safety advisor	61.7 - 79.1	70.7 - 91.8	81.0 - 104.0
HRIS analyst	61.4 - 80.5	70.3 - 93.6	80.8 - 106.2
human resources business partner	68.3 - 89.0	76.2 - 101.1	86.0 - 114.2
human resources coordinator	50.6 - 65.6	56.1 - 74.3	63.2 - 84.4
human resources generalist	62.4 - 78.1	66.8 - 85.4	73.2 - 95.9
human resources manager	83.9 - 109.8	94.3 - 125.7	107.0 - 142.4
human resources supervisor	64.7 - 84.2	72.1 - 95.8	81.6 - 109.4
labour relations advisor	66.8 - 88.2	76.0 - 102.2	87.2 - 116.5
labour relations manager	91.7 - 123.7	107.5 - 146.8	125.6 - 169.2
recruitment coordinator	41.9 - 54.2	48.0 - 62.5	54.4 - 70.3
talent acquisition specialist	54.0 - 72.4	60.7 - 82.8	69.2 - 94.3

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	108.8 - 182.7	148.7 - 250.3	184.4 - 311.0
health and safety director	93.8 - 123.0	121.6 - 159.3	145.8 - 191.1
human resources director	92.6 - 127.2	119.1 - 163.5	147.0 - 202.1

industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	17.3 - 19.2	18.0 - 20.1	19.0 - 21.0
forklift operator	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
inventory control clerk	17.4 - 20.2	19.1 - 22.1	20.6 - 23.7
logistics coordinator	21.4 - 25.2	23.3 - 27.5	25.1 - 29.6
machine operator	17.6 - 21.1	19.4 - 23.2	21.1 - 25.1
manufacturing worker	15.0 - 16.5	16.0 - 17.5	17.0 - 20.0
material handler	15.4 - 18.1	17.2 - 20.1	18.7 - 21.8
moulding machine operator	17.1 - 20.6	18.9 - 22.6	20.5 - 24.4
picker/packer	15.0 - 16.5	16.0 - 17.5	17.0 - 18.0
production labourer	15.0 - 17.0	16.0 - 19.0	17.0 - 19.9
reach truck operator	18.1 - 20.0	19.3 - 21.4	20.6 - 24.0
shipping and receiving clerk	19.3 - 22.0	21.0 - 23.9	22.6 - 25.7
warehouse labourer	15.3 - 17.5	17.1 - 19.6	18.5 - 21.1

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.4	44.6 - 53.2	47.8 - 57.0
benefits clerk	39.8 - 46.5	43.8 - 51.0	47.4 - 55.2
data entry clerk	36.9 - 40.3	39.5 - 45.2	43.2 - 48.5
document controller	35.6 - 38.8	37.7 - 42.5	39.6 - 44.8
executive assistant	54.5 - 66.6	60.6 - 74.1	66.3 - 81.1
executive assistant (bilingual)	58.0 - 68.0	65.0 - 74.3	72.0 - 85.0
executive legal assistant	60.5 - 67.4	65.9 - 77.6	74.6 - 85.0
file clerk	34.1 - 39.5	38.7 - 44.7	42.2 - 48.6
human resources assistant	43.0 - 50.1	46.9 - 54.6	50.2 - 58.5
insurance claims clerk	38.7 - 44.6	42.3 - 48.7	45.6 - 52.5
invoicing clerk	37.8 - 44.2	41.5 - 48.4	44.7 - 52.1
law clerk	40.6 - 51.2	45.2 - 65.1	65.0 - 111.5
legal assistant	48.3 - 58.3	55.2 - 66.6	61.4 - 74.2
mailroom clerk	33.2 - 38.0	36.3 - 41.5	38.7 - 44.2
office clerk	37.0 - 42.8	39.6 - 45.7	42.0 - 48.3
office/operations manager	55.9 - 60.7	58.8 - 68.3	65.2 - 70.2
order clerk	34.7 - 40.1	38.1 - 44.0	41.1 - 47.4
receptionist	35.6 - 39.6	38.5 - 43.6	40.6 - 45.6

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
account manager - technologies, software*	50.7 - 63.0	54.7 - 69.4	60.1 - 77.4
business development manager*	97.4 - 128.6	109.1 - 147.2	124.2 - 169.0
district sales manager**	73.9 - 95.5	84.3 - 110.8	96.8 - 126.7
key accounts manager - consumer goods*	63.2 - 81.4	71.7 - 93.9	81.9 - 107.2
merchandiser - consumer goods	59.9 - 78.1	66.9 - 88.9	75.6 - 100.9
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.1	77.6 - 103.1	86.3 - 114.9
sales representative, account manager channel manager*	71.5 - 94.3	79.9 - 107.2	90.2 - 121.3
sales representative, account manager consumer goods*	51.6 - 63.8	55.3 - 69.8	60.5 - 77.8
sales representative, account manager professional services*	47.1 - 58.6	50.9 - 64.5	55.9 - 71.9
sales representative, account manager telecommunications*	49.1 - 61.1	53.0 - 67.3	58.3 - 75.0
digital marketing			
digital marketing manager	65.4 - 83.0	75.2 - 96.9	86.7 - 109.7
digital media specialist	38.6 - 49.6	45.1 - 58.8	52.7 - 67.2
digital specialist	46.3 - 61.5	54.0 - 72.9	63.1 - 83.5
e-commerce manager	79.5 - 103.5	88.7 - 117.7	100.2 - 133.5
marketing content manager	49.9 - 64.1	58.2 - 75.8	68.0 - 86.7

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
digital marketing (continued)			
social media manager	58.5 - 69.3	67.0 - 85.1	84.7 - 99.0
web manager	65.0 - 84.8	72.6 - 96.4	82.1 - 109.5
web marketing analyst	49.6 - 65.3	57.0 - 76.2	65.8 - 86.7
industrial sales			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5
marketing and communications			
brand or product manager	81.5 - 104.6	90.5 - 118.1	101.5 - 132.4
brand or product manager assistant	66.2 - 89.1	77.2 - 104.9	89.5 - 119.6
communications manager	59.8 - 79.0	68.1 - 91.5	78.0 - 103.4
communications specialist	51.8 - 70.6	61.6 - 84.8	72.6 - 97.2
marketing coordinator	54.5 - 72.5	62.7 - 84.8	72.3 - 96.8
marketing director	90.7 - 119.5	102.8 - 137.5	117.1 - 155.1
marketing project manager	38.2 - 50.9	44.0 - 59.6	50.8 - 67.7
marketing specialist	47.9 - 62.9	54.0 - 72.0	61.2 - 81.1
	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	69.6 - 90.8	77.7 - 103.3	87.8 - 117.1
communications VP	101.0 - 152.3	133.8 - 201.4	167.8 - 253.2
marketing VP	124.2 - 190.0	170.7 - 261.7	220.1 - 337.6
sales manager*	95.9 - 122.9	118.0 - 151.2	142.5 - 182.9
sales vice-president/general manager**	141.4 - 201.5	189.9 - 271.1	241.9 - 345.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

vancouver

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.1 - 32.3	28.9 - 34.5
CNC machinist	22.0 - 26.0	24.0 - 28.0	26.0 - 30.0
electrician	25.9 - 31.3	28.0 - 33.8	30.0 - 36.3
electronics technician	25.1 - 29.9	27.0 - 32.3	29.0 - 34.6
field service technician	25.0 - 29.5	27.6 - 32.6	30.0 - 35.4
heavy equipment mechanic	28.0 - 32.0	30.0 - 37.8	37.2 - 44.0
lead hand/team lead	18.0 - 22.0	20.0 - 24.0	22.0 - 28.0
logistics supervisor	30.0 - 36.3	32.9 - 39.7	35.6 - 43.1
maintenance mechanic	27.0 - 30.0	29.0 - 34.0	32.0 - 38.0
maintenance supervisor	28.9 - 34.5	31.5 - 37.7	34.1 - 40.7
millwright	28.0 - 32.0	30.0 - 38.1	38.0 - 44.0
parts manager	24.1 - 28.7	26.0 - 31.0	27.8 - 33.2
production manager	39.6 - 47.9	42.7 - 51.6	45.7 - 55.2

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	69.3 - 89.3	77.5 - 101.5	90.6 - 120.4
application support analyst	58.1 - 76.2	66.5 - 87.8	75.5 - 98.7
automation tester	60.6 - 85.4	80.9 - 100.4	90.6 - 125.5
devops development side	80.4 - 105.6	100.9 - 125.4	105.7 - 140.5
ERP developer	66.9 - 86.1	74.7 - 97.9	87.6 - 130.7
front-end developer	65.5 - 85.7	74.8 - 99.4	90.8 - 120.4
full stack developer	60.3 - 75.4	70.9 - 100.2	89.9 - 130.9
IT quality assurance manager	79.0 - 102.1	87.2 - 114.6	97.2 - 128.0
java developer	66.0 - 85.0	73.7 - 96.6	93.3 - 127.5
machine learning developer	85.6 - 120.7	115.6 - 180.8	177.5 - 205.0
manual tester	49.0 - 65.2	57.3 - 77.2	75.0 - 90.0
mobile application developer (ios/android)	67.1 - 92.4	82.3 - 112.8	97.7 - 128.2
UI/UX designer	62.4 - 80.6	69.9 - 91.6	78.8 - 102.1
architecture			
application architect	85.6 - 95.8	87.9 - 120.5	110.5 - 150.4
architect (enterprise)	93.3 - 125.0	106.6 - 145.2	122.6 - 166.3
architect (solutions/technical)	84.1 - 104.7	94.1 - 119.1	106.7 - 160.8
cloud architect	83.4 - 104.3	94.0 - 119.4	103.4 - 160.3
data & analytics			
BI data architect	79.2 - 101.5	88.0 - 114.7	98.6 - 128.0
big data engineer	70.6 - 95.6	90.1 - 110.6	105.6 - 120.4
business intelligence developer	64.8 - 83.6	72.5 - 95.0	81.7 - 105.9
data analyst	50.6 - 75.1	65.5 - 90.4	80.7 - 100.6

vancouver

technologies

	annual salaries		
	entry	mid	senior
data & analytics (continued)			
data architect	69.9 - 91.7	80.2 - 107.0	92.8 - 130.5
data engineer	69.9 - 93.1	80.5 - 108.8	92.9 - 123.3
data scientist	77.0 - 102.5	88.7 - 119.9	102.4 - 135.9
database administrator	66.0 - 89.3	77.7 - 106.4	91.0 - 121.5
leadership/business technology			
business analyst	68.1 - 88.2	76.7 - 101.1	90.6 - 120.4
chief technology officer	120.6 - 190.9	160.6 - 285.9	225.6 - 450.4
CIO/CTO	107.4 - 189.1	159.2 - 281.5	219.0 - 388.0
IT director	110.5 - 131.1	119.9 - 160.5	130.5 - 200.9
technical lead	55.9 - 82.4	65.5 - 88.9	85.4 - 135.6
technical writer	59.2 - 76.6	68.7 - 90.0	79.6 - 102.1
networking/infrastructure			
bilingual tech support	40.6 - 45.9	43.6 - 60.5	55.7 - 70.7
devops system side	79.9 - 110.8	104.8 - 124.3	106.7 - 134.2
help desk representative	46.5 - 61.7	53.2 - 70.9	60.2 - 79.1
information security engineer	72.1 - 95.8	82.8 - 111.8	95.5 - 126.8
information security manager	94.0 - 121.7	104.1 - 137.5	117.0 - 155.7
information security specialist	60.9 - 79.8	69.6 - 92.5	79.9 - 104.5
information systems analyst	64.4 - 82.2	71.0 - 92.2	79.2 - 103.4
linux/unix administrator	72.6 - 94.8	82.7 - 109.8	94.9 - 124.9
network administrator	61.8 - 82.2	71.0 - 95.9	81.9 - 109.1
network engineer	65.8 - 87.3	75.4 - 101.8	87.0 - 116.3
systems administrator	66.4 - 86.8	74.5 - 99.3	85.0 - 120.0
telecommunications analyst	63.7 - 84.4	72.9 - 98.5	84.3 - 113.3
project management			
business systems analyst	76.7 - 102.6	87.5 - 118.9	100.3 - 134.8
ERP project manager	70.1 - 90.6	80.9 - 120.4	110.4 - 170.5
organizational change manager (OCM)	91.1 - 105.7	102.2 - 114.6	113.4 - 129.5
product owner	60.2 - 75.9	70.6 - 95.0	80.9 - 120.4
product owner/manager	78.8 - 107.7	91.2 - 126.5	105.7 - 144.4
program manager	102.4 - 121.9	120.5 - 145.9	140.4 - 170.6
project coordinator	59.6 - 75.2	67.9 - 87.1	77.9 - 98.9
project manager (infrastructure)	58.4 - 80.3	70.0 - 110.0	100.4 - 160.8
project manager (software)	60.6 - 80.9	80.2 - 110.0	100.8 - 160.9
scrum master	72.6 - 94.1	81.8 - 107.7	92.9 - 122.5

engineering

	annual salaries		
	entry	mid	senior
architecture			
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 124.0
chemical			
chemical engineer	78.7 - 102.8	86.8 - 115.4	96.9 - 121.0
chemical technician	55.9 - 72.6	62.0 - 82.2	69.9 - 93.7
civil			
civil engineer	63.5 - 83.8	72.2 - 96.8	82.5 - 109.3
civil engineering drafter	51.6 - 64.7	58.3 - 74.1	66.1 - 83.8
civil engineering technologist	47.7 - 61.8	53.8 - 70.9	61.0 - 80.1
environmental engineer	60.7 - 80.2	69.1 - 93.0	79.4 - 106.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 127.0
structural designer	60.4 - 65.9	65.2 - 70.7	65.7 - 85.7
structural engineer	65.7 - 86.5	74.5 - 99.9	85.2 - 113.4
structural engineering technologist	60.4 - 69.9	69.5 - 80.4	78.8 - 98.7
construction			
construction manager	85.3 - 112.3	95.2 - 127.6	107.3 - 128.0
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
estimator	62.1 - 80.5	68.9 - 110.4	91.6 - 122.4
procurement manager	80.5 - 90.7	90.6 - 105.8	100.5 - 115.9
project engineer	86.2 - 109.9	93.4 - 121.2	102.7 - 124.0
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 128.0
scheduler/planner	50.0 - 63.4	60.6 - 70.1	65.4 - 80.9
site supervisor	80.0 - 110.0	105.4 - 130.0	125.9 - 180.0
electrical			
CNC programmer	51.3 - 67.7	58.3 - 78.2	66.6 - 89.2
controls designer/engineer	60.8 - 80.4	78.3 - 99.4	96.5 - 120.1
electrical designer/engineer	67.3 - 90.1	78.2 - 106.6	91.3 - 123.0
electrical engineering technician	54.6 - 69.7	62.1 - 80.4	70.9 - 91.1
electrical test engineer	68.2 - 90.4	78.1 - 105.5	90.2 - 120.7
PLC programmer	70.5 - 80.8	80.1 - 100.4	98.5 - 110.0
transmission line engineer	75.1 - 94.5	81.2 - 104.0	89.0 - 115.0
energy			
control technician	50.0 - 65.3	56.9 - 75.3	64.9 - 85.2
controls engineer	51.9 - 68.9	59.5 - 80.1	68.3 - 91.2
drafter	54.9 - 70.6	60.2 - 78.8	66.8 - 88.4
electrical engineer	73.6 - 98.4	85.3 - 116.3	99.6 - 134.2
estimation engineer	69.2 - 91.7	79.2 - 106.9	91.4 - 122.5
pipeline engineer	54.9 - 70.8	70.7 - 90.4	85.8 - 102.2
piping designer	52.4 - 75.6	70.2 - 92.4	90.5 - 105.6
project manager	75.0 - 102.6	86.9 - 110.6	100.7 - 120.0
telecommunications technician	70.7 - 80.4	78.5 - 90.0	88.4 - 100.0

victoria

engineering

	annual salaries		
	entry	mid	senior
manufacturing			
applications engineer	71.2 - 94.6	83.2 - 111.9	96.9 - 125.0
continuous improvement engineer	59.2 - 78.3	78.2 - 110.4	89.5 - 120.6
field service engineer	60.4 - 80.9	80.4 - 100.5	95.5 - 120.4
field service technician	51.9 - 67.8	60.0 - 78.8	68.7 - 89.3
health and safety manager	75.6 - 90.4	87.7 - 100.0	98.8 - 120.5
health and safety specialist	50.3 - 55.4	55.3 - 65.0	63.3 - 75.0
industrial engineer	70.2 - 91.0	77.8 - 102.6	87.1 - 114.5
manufacturing engineer	67.3 - 88.6	76.3 - 102.1	87.1 - 115.3
process engineer	65.0 - 85.6	85.5 - 106.9	95.6 - 120.6
program manager	80.4 - 90.5	90.2 - 110.8	97.5 - 125.1
project manager	75.0 - 102.6	86.9 - 120.6	100.7 - 122.0
quality assurance/control technician	61.0 - 80.9	70.9 - 95.0	82.1 - 107.5
quality control engineer	66.0 - 86.5	74.3 - 99.0	84.4 - 111.8
quality inspector	40.3 - 51.3	45.0 - 58.3	50.8 - 65.8
stationary engineer	52.7 - 67.8	58.7 - 76.6	65.7 - 85.3
mechanical			
hvac engineer	54.5 - 69.6	61.1 - 79.1	68.7 - 88.2
mechanical designer	60.1 - 65.9	64.3 - 70.4	70.1 - 86.3
mechanical drafter	49.5 - 63.9	55.5 - 73.6	63.7 - 86.3
mechanical engineer	74.3 - 97.6	84.0 - 112.3	95.8 - 121.0
supply chain management & procurement			
buyer	57.2 - 75.9	75.8 - 90.1	87.5 - 110.4
contracts administrator	60.5 - 79.7	68.5 - 91.8	78.2 - 104.1
contracts manager	89.1 - 112.0	99.4 - 127.3	112.2 - 128.0
demand planner	49.0 - 67.6	59.3 - 82.1	70.2 - 93.8
expediter	39.9 - 51.4	45.3 - 59.0	51.4 - 67.0
inventory analyst	51.0 - 66.4	57.8 - 76.5	65.9 - 87.1
inventory control manager	63.3 - 82.6	70.8 - 94.0	79.9 - 106.0
logistics specialist	57.4 - 76.1	65.6 - 88.4	75.3 - 100.0
materials manager	76.4 - 99.8	84.2 - 112.2	94.2 - 118.0
planner/scheduler	60.3 - 80.6	80.4 - 103.5	100.5 - 120.8
procurement manager	79.4 - 89.9	89.8 - 112.2	111.6 - 130.0
production planner	50.6 - 66.5	58.2 - 77.0	66.2 - 85.7
sourcing engineer	53.8 - 70.7	70.4 - 94.5	90.6 - 100.4
technical management			
director of operations	98.5 - 123.5	120.4 - 148.6	145.8 - 170.6
engineering manager	80.2 - 107.1	91.3 - 124.0	104.7 - 141.1
facilities manager	66.1 - 87.9	75.9 - 102.6	87.6 - 116.7
general manager	120.2 - 160.0	157.4 - 185.6	180.0 - 201.0
logistics coordinator	44.5 - 57.1	50.4 - 65.6	57.2 - 74.5
logistics manager	62.4 - 82.6	71.3 - 96.1	82.0 - 109.4

engineering

	annual salaries		
	entry	mid	senior
<i>technical management (continued)</i>			
maintenance manager	65.4 - 79.5	79.4 - 90.6	90.0 - 118.0
operations manager	80.9 - 110.8	110.2 - 120.0	117.5 - 145.0
plant manager	85.8 - 118.6	102.4 - 138.0	121.7 - 142.1
production manager	82.4 - 107.3	92.0 - 122.0	103.8 - 137.8
quality assurance manager	79.9 - 103.2	88.2 - 115.9	98.4 - 129.5
supply chain manager	99.2 - 110.9	110.4 - 120.1	117.5 - 140.5
transportation manager	76.0 - 99.7	85.7 - 114.2	97.2 - 120.0
warehouse manager	62.8 - 81.5	69.7 - 92.1	78.2 - 103.4

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	61.2 - 73.1	64.0 - 76.4	66.7 - 79.7	73.7 - 88.0
accounting clerk	38.1 - 43.8	41.0 - 47.1	43.7 - 50.3	49.4 - 56.9
accounting manager	82.2 - 99.4	88.3 - 106.7	94.2 - 113.9	107.3 - 129.8
accounting supervisor	61.9 - 74.9	66.5 - 80.5	71.0 - 85.9	80.9 - 98.0
accounts payable clerk	38.8 - 43.6	42.9 - 48.2	46.5 - 52.3	53.7 - 60.5
accounts payable manager	70.6 - 85.3	77.4 - 93.2	83.1 - 100.5	97.2 - 117.5
accounts receivable manager	71.7 - 84.6	77.6 - 91.7	83.5 - 98.6	97.7 - 115.4
billing specialist	37.5 - 43.7	41.0 - 47.7	44.2 - 51.4	50.1 - 58.5
bookkeeper	37.8 - 44.6	40.9 - 48.1	43.8 - 51.6	49.9 - 58.9
compliance officer	84.4 - 102.1	94.0 - 113.8	103.1 - 124.8	121.8 - 147.3
compliance specialist	53.6 - 63.9	58.8 - 70.3	63.8 - 76.3	74.0 - 88.5
controller	88.1 - 111.7	95.3 - 120.9	102.4 - 129.9	118.7 - 150.5
cost accountant	58.7 - 70.1	63.3 - 75.6	67.8 - 81.0	77.9 - 93.1
credit and collections supervisor	53.1 - 64.2	57.2 - 69.2	61.2 - 74.1	70.5 - 85.3
external auditor	58.5 - 69.9	64.0 - 76.5	69.3 - 82.8	80.7 - 96.4
financial analyst	68.3 - 81.6	73.0 - 87.2	77.6 - 92.7	88.0 - 105.1
financial reporting manager	91.7 - 110.8	98.3 - 118.8	104.8 - 126.7	120.1 - 145.3
fiscal analyst	62.8 - 75.9	66.9 - 80.9	70.9 - 85.7	79.8 - 96.5
internal audit manager	89.1 - 109.0	95.6 - 117.6	102.5 - 124.8	116.4 - 142.5
internal auditor	58.0 - 69.3	63.9 - 76.3	69.5 - 83.0	81.1 - 96.9
payroll clerk	42.1 - 49.0	46.3 - 53.9	50.0 - 58.4	57.0 - 66.6
payroll manager	69.2 - 83.6	74.7 - 90.3	80.0 - 96.7	91.4 - 110.6
payroll specialist	43.1 - 51.3	47.0 - 56.1	50.7 - 60.5	58.8 - 70.2
payroll supervisor	54.1 - 64.7	58.8 - 70.3	63.3 - 75.7	73.0 - 87.3
risk management analyst	56.8 - 68.7	62.1 - 75.1	67.2 - 81.3	78.6 - 95.1
risk management director	82.1 - 99.2	87.6 - 105.9	93.0 - 112.5	106.0 - 128.2
risk management supervisor	71.9 - 86.9	77.8 - 94.0	83.4 - 100.8	94.6 - 114.5
tax manager	87.4 - 107.0	93.7 - 114.7	99.9 - 122.3	114.4 - 140.0
treasury analyst	63.0 - 75.3	67.4 - 80.6	71.7 - 85.7	81.5 - 97.3

finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
<i>executive positions</i>			
chief financial officer	117.4 - 208.2	167.7 - 299.1	246.3 - 439.6
finance director	88.4 - 156.2	119.9 - 212.8	157.8 - 281.3
treasurer	118.3 - 162.9	161.2 - 222.9	209.9 - 290.4
VP internal audit	114.5 - 152.2	144.1 - 191.9	175.6 - 234.3

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	53.4 - 68.0	59.7 - 77.4	67.3 - 87.4
compensation and benefits manager	86.0 - 111.4	95.1 - 125.9	106.9 - 142.7
health and safety advisor	60.5 - 77.7	69.5 - 90.3	79.7 - 102.4
HRIS analyst	59.6 - 78.2	68.2 - 91.0	78.4 - 103.4
human resources assistant	41.6 - 52.8	47.0 - 59.4	51.9 - 64.0
human resources business partner	66.0 - 86.0	73.7 - 97.9	83.2 - 110.6
human resources coordinator	48.9 - 63.5	54.3 - 72.0	61.1 - 81.9
human resources generalist	60.3 - 75.4	64.6 - 82.6	70.7 - 92.8
human resources manager	81.2 - 106.4	91.3 - 121.8	103.6 - 138.2
human resources supervisor	62.6 - 81.4	69.7 - 92.6	78.9 - 106.0
labour relations advisor	64.5 - 85.3	73.5 - 98.9	84.3 - 112.8
labour relations manager	88.8 - 119.9	104.1 - 142.5	121.8 - 164.5
recruitment coordinator	40.5 - 52.5	46.4 - 60.5	52.6 - 68.1
talent acquisition specialist	51.9 - 69.7	58.4 - 79.8	66.6 - 91.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
<i>executive positions</i>			
chief human resources officer	105.4 - 177.8	144.4 - 244.6	179.5 - 304.8
health and safety director	90.8 - 119.2	117.8 - 154.8	141.5 - 186.1
human resources director	89.6 - 123.3	115.5 - 159.0	142.7 - 196.9

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.1 - 18.8	17.6 - 20.5	19.0 - 22.1
dispatcher	18.9 - 22.0	20.5 - 23.9	22.0 - 25.6
electronic parts assembler	16.0 - 19.0	17.2 - 20.4	18.3 - 21.6
forklift operator	15.1 - 17.7	16.8 - 19.6	18.3 - 21.3
general labourer - heavy	15.0 - 18.4	17.0 - 19.2	18.0 - 20.0
general labourer - light	15.0 - 17.0	16.8 - 18.0	17.2 - 20.0
inventory control clerk	16.9 - 19.5	18.5 - 21.3	20.0 - 23.0
janitor/custodian	15.0 - 18.3	17.0 - 21.3	20.0 - 22.0
logistics coordinator	20.7 - 24.4	22.5 - 26.6	24.3 - 28.7

victoria

industrial support

	hourly rates		
	1 year	3 years	5 years
machine operator	17.5 - 20.9	19.3 - 23.0	20.8 - 24.8
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.0 - 17.6	16.7 - 19.5	18.1 - 21.1
moulding machine operator	16.8 - 20.1	18.5 - 22.2	20.1 - 24.0
parts manager	23.4 - 28.0	25.3 - 30.2	27.1 - 32.4
polisher/deburrer	16.0 - 18.0	17.4 - 21.0	20.0 - 22.0
production labourer	14.3 - 16.6	16.2 - 18.8	17.9 - 20.6
shipping and receiving clerk	18.7 - 21.3	20.3 - 23.1	21.9 - 24.9
warehouse labourer	14.9 - 17.0	16.6 - 19.0	18.0 - 20.5

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounts receivable clerk	39.8 - 44.7	43.9 - 49.3	47.6 - 53.6
benefits clerk	38.6 - 44.9	42.3 - 49.3	45.8 - 53.4
buyer assistant	39.2 - 45.6	43.4 - 50.5	47.1 - 54.9
contracts administrator	58.5 - 70.7	63.7 - 77.0	68.8 - 83.2
customer service representative	28.0 - 33.6	31.0 - 37.1	33.7 - 40.3
document controller	32.6 - 37.7	35.8 - 41.3	38.4 - 44.2
executive assistant	52.9 - 64.7	58.8 - 72.0	64.4 - 78.8
inside sales representative	48.5 - 57.3	51.0 - 60.3	53.6 - 63.3
invoicing clerk	36.9 - 43.1	40.5 - 47.2	43.6 - 50.8
office manager	53.3 - 64.5	56.7 - 68.6	60.1 - 72.7
order supervisor	50.8 - 60.0	56.6 - 66.9	62.0 - 73.2
payroll administrator	43.1 - 51.3	47.0 - 56.0	50.7 - 60.5
receptionist	32.6 - 38.1	34.9 - 40.8	37.2 - 43.4
sales assistant	39.0 - 45.5	41.7 - 48.5	44.3 - 51.6

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.8 - 23.6	21.6 - 25.7	23.3 - 27.8
heavy equipment mechanic	25.0 - 29.8	27.6 - 32.9	30.0 - 35.8
maintenance supervisor	28.4 - 33.9	31.0 - 37.1	33.5 - 40.1
millwright	24.3 - 29.0	26.6 - 31.7	28.7 - 34.3
production supervisor	17.0 - 18.5	18.0 - 22.0	21.5 - 23.3
warehouse supervisor	22.9 - 27.3	24.9 - 29.8	26.9 - 32.2
welder	21.0 - 25.0	22.7 - 27.1	24.4 - 29.1

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technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	67.3 - 86.8	75.2 - 98.8	84.9 - 110.9
application support analyst	56.3 - 74.0	64.5 - 85.3	73.3 - 96.0
automation tester	55.5 - 70.6	65.9 - 90.6	85.6 - 110.4
devops development side	80.9 - 110.5	100.2 - 125.4	110.4 - 135.4
front-end developer	63.6 - 83.3	72.6 - 96.7	83.3 - 109.8
full stack developer	64.0 - 82.6	71.6 - 110.2	96.6 - 130.3
IT quality assurance manager	76.5 - 98.8	84.3 - 111.0	94.1 - 124.1
java developer	64.0 - 82.6	71.6 - 110.8	94.4 - 125.9
machine learning developer	85.9 - 120.0	114.5 - 180.0	175.6 - 205.4
manual tester	48.1 - 63.9	56.2 - 75.7	65.4 - 86.1
mobile application developer (ios/android)	65.1 - 89.8	79.9 - 109.8	95.0 - 125.0
technical lead	55.9 - 83.9	64.5 - 87.6	84.5 - 131.9
UI/UX designer	60.6 - 78.2	67.9 - 89.0	76.5 - 99.4
architecture			
application architect	85.6 - 95.6	87.7 - 110.1	105.6 - 150.2
architect (enterprise)	90.6 - 121.8	103.8 - 141.7	119.4 - 162.4
architect (solutions/technical)	81.7 - 101.9	91.5 - 116.1	103.4 - 130.1
cloud architect	81.0 - 101.5	91.4 - 116.3	103.6 - 130.0
data & analytics			
BI data architect	76.9 - 98.8	85.5 - 111.7	95.9 - 124.7
business intelligence developer	62.8 - 81.2	70.4 - 92.4	79.4 - 103.1
data analyst	50.0 - 65.5	60.3 - 85.6	80.4 - 110.0
data architect	67.7 - 89.0	77.8 - 104.0	89.7 - 118.4
data engineer	67.8 - 90.5	78.2 - 105.9	90.3 - 120.2
data scientist	74.7 - 99.7	86.2 - 116.8	99.6 - 132.5
database administrator	64.0 - 86.8	75.5 - 103.5	88.5 - 118.4
leadership/business technology			
business analyst	66.0 - 85.7	74.5 - 98.4	84.7 - 111.3
chief technology officer	120.4 - 190.1	160.8 - 285.8	225.5 - 450.7
CIO/CTO	104.0 - 184.1	154.6 - 275.5	213.7 - 381.4
IT director	90.9 - 110.4	100.9 - 125.0	120.9 - 150.4
technical writer	57.0 - 73.7	66.1 - 86.7	76.6 - 98.3

victoria

technologies

	annual salaries		
	entry	mid	senior
<u>networking/infrastructure</u>			
devops system side	80.6 - 110.6	104.2 - 125.4	110.2 - 135.6
help desk representative	45.2 - 59.9	51.7 - 68.8	58.4 - 76.8
information security engineer	69.9 - 93.1	80.4 - 108.9	92.8 - 123.6
information security manager	91.0 - 117.9	100.8 - 133.4	113.3 - 151.2
information systems analyst	62.5 - 79.8	68.9 - 89.6	76.9 - 100.6
linux/unix administrator	70.5 - 92.2	80.3 - 106.9	92.2 - 121.8
network engineer	63.8 - 84.8	73.1 - 99.0	84.5 - 113.3
systems administrator	64.4 - 84.3	72.3 - 96.5	82.2 - 109.8
tech support	51.6 - 60.4	58.5 - 72.2	70.9 - 88.3
<u>project management</u>			
business systems analyst	74.4 - 99.8	85.0 - 115.9	97.5 - 131.5
organizational change manager (OCM)	91.1 - 104.5	103.6 - 114.4	112.5 - 130.6
product owner/manager	76.2 - 104.8	88.5 - 123.3	102.8 - 140.9
program manager	100.5 - 120.6	115.4 - 135.4	128.8 - 150.6
project coordinator	57.8 - 73.0	65.9 - 84.7	75.6 - 96.2
project manager (software & infrastructure)	97.5 - 110.7	105.6 - 120.9	115.4 - 135.7
scrum master	70.4 - 91.4	79.4 - 104.9	90.2 - 119.3

winnipeg

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	38.4 - 45.5	41.9 - 49.7	45.4 - 53.8
customer service representative	35.0 - 41.4	38.7 - 45.8	42.1 - 49.9
customer service supervisor	43.4 - 51.5	47.1 - 55.8	50.7 - 60.0
customer service trainer	37.9 - 45.5	41.5 - 49.8	45.0 - 54.1
inside sales representative	45.0 - 53.5	47.5 - 56.4	49.9 - 59.3
telemarketing agent	29.1 - 33.9	31.4 - 36.6	33.7 - 39.2

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	57.3 - 68.8	59.9 - 72.0	62.6 - 75.2	69.4 - 83.5
accounting manager	77.2 - 93.9	83.1 - 101.1	88.9 - 108.1	101.6 - 123.6
accounting supervisor	58.1 - 70.6	62.5 - 76.0	66.9 - 81.3	76.5 - 93.0
accounts payable manager	66.1 - 80.3	72.2 - 87.7	78.1 - 95.0	91.8 - 111.6
accounts receivable manager	67.1 - 79.6	72.8 - 86.4	78.5 - 93.1	92.2 - 109.5
billing specialist	34.5 - 40.4	37.8 - 44.3	40.8 - 47.8	46.6 - 54.6
bookkeeper	34.8 - 41.2	37.7 - 44.7	40.4 - 48.0	46.4 - 55.1
compliance officer	80.3 - 97.8	89.8 - 109.3	98.8 - 120.2	117.2 - 142.6
compliance specialist	50.1 - 60.2	55.3 - 66.4	60.1 - 72.3	70.1 - 84.3
controller	82.9 - 105.9	90.0 - 114.9	96.9 - 123.7	112.8 - 144.2
cost accountant	54.9 - 65.9	59.3 - 71.3	63.7 - 76.6	73.5 - 88.5
credit and collections supervisor	49.6 - 60.3	53.6 - 65.1	57.5 - 69.9	66.4 - 80.7
external auditor	54.7 - 65.7	60.0 - 72.1	65.1 - 78.3	76.2 - 91.7
financial analyst	64.1 - 77.1	68.7 - 82.7	73.2 - 88.1	83.4 - 100.4
financial reporting manager	86.4 - 105.1	92.8 - 112.9	99.2 - 120.6	114.1 - 139.0
fiscal analyst	58.8 - 71.5	62.8 - 76.4	66.7 - 81.2	75.4 - 91.9
internal audit manager	83.9 - 103.3	90.2 - 111.1	96.4 - 118.8	110.5 - 136.2
internal auditor	54.2 - 65.1	59.9 - 71.9	65.3 - 78.5	76.6 - 92.2
payroll manager	64.7 - 78.6	70.0 - 85.0	75.1 - 91.2	86.2 - 104.8
payroll specialist	39.7 - 47.6	43.4 - 52.1	47.0 - 56.4	54.7 - 65.6
payroll supervisor	50.6 - 60.8	55.1 - 66.2	59.4 - 71.4	68.8 - 82.7
risk management analyst	53.1 - 64.5	58.2 - 70.7	63.1 - 76.8	74.2 - 90.4
risk management director	77.1 - 93.7	82.4 - 100.2	87.7 - 106.6	100.3 - 122.1
risk management supervisor	67.6 - 82.4	73.4 - 89.4	78.9 - 96.1	90.0 - 109.7
tax manager	82.3 - 101.3	88.4 - 108.8	94.4 - 116.3	108.5 - 133.8
treasury analyst	59.0 - 70.9	63.3 - 76.1	67.5 - 81.1	77.0 - 92.7

winnipeg

finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	111.5 - 201.4	161.4 - 291.6	239.2 - 431.8
finance director	83.2 - 150.0	113.9 - 205.9	151.6 - 273.9
treasurer	112.4 - 156.6	154.9 - 215.9	203.0 - 282.9
VP internal audit	108.6 - 145.9	137.8 - 185.3	169.1 - 227.2

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	35.0 - 40.5	37.8 - 43.7	40.4 - 46.8
accounts payable clerk	35.7 - 40.3	39.6 - 44.7	43.0 - 48.7
accounts receivable clerk	36.6 - 41.3	40.6 - 45.8	44.2 - 49.9
invoicing clerk	34.0 - 39.8	37.3 - 43.7	40.3 - 47.2
payroll administrator	40.6 - 48.6	44.1 - 52.9	47.6 - 57.0
payroll clerk	39.3 - 45.9	43.2 - 50.6	46.9 - 54.9

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	50.0 - 64.2	56.1 - 73.3	63.5 - 83.2
compensation and benefits manager	80.9 - 105.6	89.8 - 119.8	101.3 - 136.4
health and safety advisor	56.3 - 72.9	64.9 - 85.1	74.8 - 96.9
HRIS analyst	55.7 - 73.8	64.1 - 86.4	74.0 - 98.6
human resources business partner	62.2 - 81.9	69.7 - 93.6	79.1 - 106.2
human resources coordinator	45.3 - 59.1	50.4 - 67.2	56.9 - 76.8
human resources generalist	56.7 - 71.5	60.8 - 78.5	66.9 - 88.6
human resources manager	76.3 - 100.7	86.0 - 115.8	98.0 - 132.0
human resources supervisor	58.9 - 77.3	65.8 - 88.4	74.8 - 101.6
labour relations advisor	60.8 - 81.2	69.5 - 94.7	80.2 - 108.4
labour relations manager	83.6 - 113.9	98.5 - 136.2	115.8 - 158.1
recruitment coordinator	37.3 - 48.6	42.8 - 56.3	48.8 - 63.5
talent acquisition specialist	48.3 - 65.7	54.7 - 75.7	62.6 - 86.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	99.8 - 171.3	138.1 - 237.5	173.0 - 297.3
health and safety director	85.5 - 113.2	111.9 - 148.5	135.2 - 179.5
human resources director	84.4 - 117.3	109.6 - 152.7	136.4 - 190.2

winnipeg

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.8 - 17.3	16.2 - 18.8	17.4 - 20.3
dispatcher	17.7 - 20.6	19.2 - 22.4	20.6 - 24.1
electronic parts assembler	14.5 - 17.2	15.6 - 18.4	16.6 - 19.6
forklift operator	14.6 - 16.4	15.8 - 17.6	17.2 - 19.6
industrial painter	15.6 - 18.4	17.0 - 20.1	18.3 - 21.7
inventory control clerk	15.6 - 18.0	17.1 - 19.8	18.4 - 21.4
logistics coordinator	19.1 - 22.7	20.9 - 24.8	22.6 - 26.8
machine operator	16.0 - 19.1	17.6 - 21.0	19.0 - 22.8
machine operator assistant	14.9 - 17.0	16.4 - 18.7	17.8 - 20.3
manufacturing worker	13.2 - 15.1	14.4 - 16.5	15.6 - 17.8
material handler	13.8 - 16.1	15.3 - 17.8	16.6 - 19.4
moulding machine operator	15.4 - 18.4	16.9 - 20.3	18.3 - 22.0
parts manager	21.9 - 26.2	23.7 - 28.4	25.4 - 30.5
picker/packer	13.1 - 15.3	14.2 - 16.6	15.2 - 17.7
production labourer	13.8 - 15.3	14.4 - 16.6	15.9 - 18.3
sandblasting operator	14.8 - 17.5	16.0 - 18.9	17.1 - 20.3
shipping and receiving clerk	17.2 - 19.7	18.8 - 21.5	20.3 - 23.2
warehouse labourer	13.7 - 15.6	15.2 - 17.4	16.5 - 18.8

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	37.3 - 44.5	40.2 - 48.1	43.0 - 51.6
benefits clerk	35.4 - 41.5	39.0 - 45.6	42.3 - 49.5
buyer assistant	36.0 - 42.2	40.1 - 47.0	43.6 - 51.2
claims supervisor	58.1 - 70.7	62.7 - 76.3	67.2 - 81.8
contracts administrator	54.9 - 66.8	60.0 - 73.1	64.9 - 79.1
data entry clerk	29.1 - 33.7	31.9 - 36.9	34.3 - 39.7
document controller	30.5 - 35.1	33.3 - 38.4	35.7 - 41.2
executive assistant	49.3 - 60.6	55.0 - 67.7	60.4 - 74.3
export/import clerk	34.0 - 39.7	37.5 - 44.0	40.7 - 47.7
file clerk	30.7 - 35.4	34.7 - 40.0	37.7 - 43.6
human resources assistant	38.7 - 45.2	42.2 - 49.3	45.3 - 52.9
insurance claims clerk	35.1 - 40.6	38.4 - 44.4	41.5 - 48.0
legal assistant	42.8 - 52.0	49.1 - 59.7	54.9 - 66.7
mailroom clerk	30.2 - 34.5	32.9 - 37.6	35.1 - 40.2
office clerk	33.6 - 38.8	35.9 - 41.5	38.1 - 44.1
office manager	49.9 - 60.6	53.2 - 64.6	56.4 - 68.5
order clerk	31.2 - 35.9	34.1 - 39.3	36.7 - 42.4
order supervisor	47.8 - 56.6	53.4 - 63.3	58.6 - 69.4

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
project coordinator	41.2 - 49.4	44.6 - 53.5	47.9 - 57.4
receptionist	29.9 - 35.0	32.1 - 37.5	34.2 - 40.0
sales assistant	36.6 - 42.7	38.9 - 45.5	41.3 - 48.3
supply clerk	30.1 - 35.2	32.6 - 38.2	34.9 - 40.9

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	44.0 - 55.1	47.6 - 60.8	52.5 - 68.0
account manager - technologies, software*	45.9 - 57.4	49.7 - 63.4	54.7 - 70.9
business development manager*	89.6 - 119.7	100.9 - 137.8	115.5 - 159.3
district sales manager**	67.8 - 88.5	77.7 - 103.4	89.8 - 118.9
key accounts manager - consumer goods*	57.6 - 74.7	65.5 - 86.7	75.2 - 99.5
merchandiser - consumer goods	54.2 - 71.3	60.7 - 81.5	68.9 - 92.9
sales engineer technologies, software, hardware, telecommunications**	65.2 - 85.6	71.7 - 96.1	80.0 - 107.5
sales representative, account manager channel manager*	65.6 - 87.4	73.5 - 99.9	83.4 - 113.6
sales representative, account manager consumer goods*	46.8 - 58.1	50.2 - 63.8	55.0 - 71.2
sales representative, account manager professional services*	42.6 - 53.1	46.0 - 58.6	50.6 - 65.5
sales representative, account manager telecommunications*	44.5 - 55.6	48.1 - 61.4	53.0 - 68.7
digital marketing			
digital marketing manager	59.2 - 75.9	68.4 - 89.2	79.3 - 101.5
digital media specialist	34.8 - 44.8	40.6 - 53.2	47.5 - 61.0
digital specialist	41.7 - 55.7	48.7 - 66.3	57.1 - 76.4
e-commerce manager	73.1 - 96.3	81.9 - 110.1	93.1 - 125.5
marketing content manager	45.0 - 58.0	52.6 - 69.0	61.7 - 79.4
social media manager	53.4 - 66.0	65.6 - 78.3	71.1 - 92.0
web manager	59.5 - 78.2	66.6 - 89.4	75.6 - 102.2
web marketing analyst	44.7 - 59.1	51.5 - 69.4	59.6 - 79.4
industrial sales			
sales engineer distribution*	67.5 - 76.4	71.1 - 86.1	78.0 - 96.0
sales engineer manufacturing**	73.8 - 90.2	80.8 - 95.9	90.7 - 121.7
sales representative, account manager distribution*	45.4 - 54.2	51.4 - 62.2	58.9 - 69.9
sales representative, account manager industrial equipment*	50.7 - 62.7	54.6 - 69.0	59.9 - 76.9
sales representative, account manager industrial service*	45.1 - 49.6	47.8 - 58.8	52.4 - 67.1
sales representative, account manager machinery*	39.7 - 54.5	47.6 - 65.9	57.0 - 76.6
sales representative, account manager manufacturing**	68.1 - 76.7	73.0 - 84.8	81.2 - 95.8
sales representative, account manager retail network**	45.7 - 54.4	52.5 - 68.0	56.2 - 72.7
sales representative, account manager specification**	61.8 - 74.3	67.0 - 81.1	72.7 - 98.1
technical representative - distribution*	56.4 - 65.5	63.2 - 79.5	68.1 - 87.7
technical sales representative - manufacturing**	63.6 - 74.1	65.6 - 82.0	71.0 - 95.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications			
brand or product manager	75.1 - 97.3	83.7 - 110.6	94.4 - 124.4
brand or product manager assistant	60.5 - 81.9	70.7 - 97.1	82.4 - 111.2
communications manager	54.3 - 72.2	62.0 - 84.0	71.2 - 95.4
communications specialist	47.1 - 64.5	56.1 - 77.8	66.3 - 89.5
marketing coordinator	49.2 - 66.0	56.8 - 77.6	65.8 - 89.0
marketing director	83.9 - 111.8	95.6 - 129.4	109.5 - 146.6
marketing project manager	34.7 - 46.4	40.0 - 54.4	46.2 - 62.0
marketing specialist	43.2 - 57.0	48.7 - 65.5	55.4 - 74.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	62.8 - 82.4	70.3 - 94.1	79.6 - 107.2
communications VP	91.7 - 140.8	122.9 - 188.6	156.0 - 239.3
marketing VP	116.5 - 180.9	162.0 - 251.6	210.6 - 326.9
sales manager*	89.4 - 115.7	111.1 - 143.7	135.3 - 175.0
sales vice-president/general manager**	133.1 - 192.2	180.8 - 260.9	232.1 - 334.7

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.7 - 27.3	24.4 - 29.3	26.1 - 31.3
CNC machinist	18.1 - 21.7	19.7 - 23.7	21.3 - 25.6
conventional machinist	17.5 - 21.0	19.3 - 23.1	20.9 - 25.1
electrician	23.5 - 28.5	25.4 - 30.9	27.3 - 33.2
electronics technician	22.7 - 27.3	24.6 - 29.6	26.4 - 31.8
field service technician	22.7 - 26.9	25.1 - 29.8	27.4 - 32.6
heavy equipment mechanic	23.4 - 28.0	25.9 - 31.0	28.1 - 33.7
logistics supervisor	27.2 - 33.1	30.0 - 36.4	32.6 - 39.5
maintenance manager	26.0 - 31.2	28.8 - 34.6	31.3 - 37.7
maintenance mechanic	21.0 - 24.5	23.1 - 26.7	25.0 - 28.9
maintenance supervisor	26.5 - 31.8	29.0 - 34.8	31.4 - 37.7
maintenance worker	18.5 - 21.4	20.5 - 23.8	22.4 - 25.9
millwright	22.3 - 26.7	24.4 - 29.3	26.5 - 31.8
production manager	36.0 - 43.8	38.9 - 47.3	41.7 - 50.7
quality control technician	17.7 - 21.2	19.0 - 22.8	20.3 - 24.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
quality control tester	24.2 - 29.0	26.8 - 32.2	29.2 - 35.1
tool and die maker	22.5 - 27.0	24.7 - 29.6	26.7 - 32.1
warehouse supervisor	21.2 - 25.4	23.2 - 27.8	25.1 - 30.1
welder	19.4 - 23.6	23.2 - 26.0	25.4 - 28.2

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	63.2 - 82.3	70.9 - 94.1	88.0 - 112.3
application support analyst	52.6 - 69.7	60.5 - 80.8	69.0 - 91.3
automation tester	56.8 - 83.9	79.4 - 95.6	90.6 - 121.9
devops development side	78.9 - 103.6	100.8 - 121.7	112.6 - 130.0
ERP developer	60.9 - 79.2	68.3 - 90.6	84.0 - 126.4
front-end developer	59.6 - 78.8	68.4 - 92.0	78.9 - 115.9
full stack developer	56.9 - 79.8	70.3 - 99.8	90.5 - 125.4
information systems analyst	58.5 - 75.4	64.7 - 85.1	72.6 - 95.9
IT quality assurance manager	71.7 - 93.3	79.3 - 105.2	88.8 - 118.1
java developer	60.0 - 78.1	67.3 - 110.0	83.4 - 125.7
machine learning developer	81.6 - 117.6	108.6 - 165.3	160.1 - 190.8
manual tester	43.9 - 58.9	51.6 - 70.1	60.3 - 80.1
mobile application developer (ios/android)	61.1 - 85.2	75.5 - 105.0	90.4 - 120.0
RPA developer	69.3 - 81.6	78.6 - 95.4	94.8 - 102.4
systems administrator	55.5 - 77.9	67.8 - 81.6	79.6 - 105.6
UI/UX designer	56.7 - 73.9	63.7 - 84.5	72.1 - 94.7
architecture			
application architect	81.4 - 93.6	92.2 - 117.5	106.2 - 140.7
architect (enterprise)	86.1 - 116.9	99.1 - 136.5	120.8 - 190.4
architect (solutions/technical)	77.2 - 97.2	86.9 - 120.5	115.9 - 185.7
cloud architect	76.6 - 96.8	86.8 - 123.5	112.5 - 190.1
data & analytics			
BI data architect	72.5 - 94.1	81.0 - 106.9	91.2 - 119.8
big data engineer	77.0 - 93.6	91.8 - 112.3	105.5 - 126.9
business intelligence developer	58.8 - 76.7	66.2 - 87.8	75.0 - 100.0
data analyst	48.6 - 71.2	65.5 - 89.7	82.6 - 98.1
data architect	93.6 - 107.8	96.1 - 115.0	110.5 - 130.8
data engineer	63.7 - 85.9	73.8 - 101.2	85.7 - 115.3
data scientist	75.9 - 102.8	88.9 - 119.4	101.2 - 120.6
database administrator	59.9 - 76.8	71.6 - 87.6	82.4 - 104.3

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technologies

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.0 - 81.2	70.2 - 93.7	89.0 - 118.0
chief technology officer	111.8 - 188.9	155.4 - 280.9	220.5 - 400.6
CIO/CTO	98.4 - 177.6	148.4 - 268.2	206.9 - 373.6
IT director	102.9 - 124.5	118.9 - 155.4	127.3 - 190.8
technical lead	52.6 - 79.1	76.8 - 85.2	81.6 - 126.9
technical writer	54.0 - 70.3	62.9 - 83.1	73.1 - 94.7
networking/infrastructure			
bilingual tech support	38.1 - 45.8	43.6 - 60.3	55.9 - 75.8
devops system side	76.8 - 103.4	97.6 - 118.9	102.6 - 127.8
help desk representative	41.8 - 56.0	48.0 - 64.7	54.6 - 72.5
information security engineer	65.7 - 88.5	76.0 - 104.1	88.2 - 118.6
information security manager	85.7 - 112.0	95.3 - 127.2	107.5 - 144.9
information security specialist	55.3 - 73.1	63.4 - 85.4	73.2 - 97.0
linux/unix administrator	66.3 - 87.6	75.9 - 102.2	87.6 - 116.8
network administrator	50.6 - 64.5	61.9 - 86.6	80.5 - 95.3
network engineer	59.8 - 80.3	68.9 - 94.3	80.0 - 108.4
telecommunications analyst	57.8 - 77.5	66.5 - 91.2	77.4 - 105.5
project management			
business systems analyst	70.1 - 95.1	80.5 - 111.0	92.8 - 126.4
ERP project manager	85.4 - 114.4	93.3 - 127.6	103.7 - 143.4
functional analyst	55.3 - 71.8	69.3 - 91.1	89.6 - 117.0
organizational change manager (OCM)	85.9 - 100.6	98.8 - 110.1	107.9 - 125.4
product owner	55.5 - 69.1	67.3 - 89.6	81.3 - 100.9
product owner/manager	72.2 - 100.0	84.1 - 118.2	98.0 - 135.6
program manager	95.7 - 112.6	104.8 - 130.8	125.4 - 170.9
project coordinator	54.0 - 68.7	61.8 - 80.2	71.3 - 91.5
project manager (infrastructure)	67.2 - 87.6	79.8 - 106.4	85.9 - 118.2
project manager (software)	55.9 - 78.9	75.6 - 105.3	85.4 - 120.6
scrum master	66.2 - 86.5	74.8 - 99.6	85.4 - 113.8

fredericton

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.9 - 40.6	37.7 - 41.5	40.1 - 45.2
data entry clerk	29.6 - 34.4	30.1 - 35.0	32.1 - 36.0
inside sales representative	39.6 - 42.5	40.9 - 43.3	42.5 - 45.8
payroll administrator	38.4 - 40.6	39.6 - 42.6	40.2 - 45.2
receptionist	29.0 - 30.8	30.4 - 35.0	32.1 - 38.0

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 17.2	16.0 - 18.0	17.3 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.3	15.0 - 18.3	17.0 - 20.0
general labourer - light	13.0 - 14.0	13.5 - 15.0	13.7 - 16.0
logistics coordinator	18.0 - 20.3	19.0 - 22.0	19.6 - 24.0
machine operator	16.0 - 18.0	17.5 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.9	21.4 - 25.0
picker/packer	13.0 - 15.6	15.0 - 16.8	16.0 - 17.0
production labourer	13.0 - 15.8	14.0 - 15.9	15.0 - 16.0
shipper/receiver	14.0 - 15.0	14.6 - 16.0	15.5 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 16.0	15.0 - 17.3	17.0 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 40.9	37.7 - 42.2	40.2 - 43.1
executive assistant	40.9 - 45.6	44.0 - 51.9	47.2 - 56.6
executive assistant (bilingual)	40.5 - 48.5	45.3 - 54.5	50.0 - 57.7
human resources assistant	37.8 - 40.2	38.5 - 42.1	40.2 - 45.2
legal assistant	35.6 - 40.6	37.2 - 42.5	40.5 - 45.5
mailroom clerk	29.1 - 30.5	30.1 - 34.3	32.2 - 35.4
office manager	45.9 - 48.8	46.8 - 53.6	50.0 - 56.0

fredericton

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 25.0	24.3 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.0	25.4 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.5	21.0 - 24.0	22.6 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	55.4 - 66.6	57.9 - 69.7	60.5 - 72.8	67.1 - 80.7
accounting manager	75.4 - 91.8	81.2 - 98.9	86.8 - 105.8	99.4 - 121.2
accounting supervisor	56.2 - 68.5	60.5 - 73.8	64.8 - 79.8	74.3 - 90.6
accounts payable clerk	34.5 - 39.0	38.3 - 43.3	41.7 - 47.2	48.5 - 54.9
accounts payable manager	64.4 - 78.4	70.4 - 85.7	76.3 - 92.9	89.7 - 109.3
accounts receivable clerk	35.4 - 40.0	39.2 - 44.4	42.8 - 48.4	50.2 - 56.9
accounts receivable manager	65.4 - 77.7	71.1 - 84.4	76.6 - 91.1	90.2 - 107.2
billing specialist	33.3 - 39.1	36.5 - 42.9	39.5 - 46.4	45.2 - 53.0
bookkeeper	33.6 - 39.9	36.4 - 43.3	39.1 - 46.5	44.9 - 53.5
compliance officer	77.7 - 94.7	86.9 - 105.9	95.7 - 116.7	113.7 - 138.7
compliance specialist	48.4 - 58.2	53.4 - 64.2	58.1 - 69.9	67.8 - 81.6
controller	81.0 - 103.6	87.9 - 112.5	94.7 - 121.3	110.5 - 141.6
cost accountant	53.0 - 63.7	57.3 - 69.0	61.6 - 74.1	71.1 - 85.5
credit and collections supervisor	47.8 - 58.3	51.7 - 63.1	55.6 - 67.8	64.3 - 78.5
external auditor	52.8 - 63.5	58.0 - 69.7	63.0 - 75.7	73.7 - 88.6
financial analyst	62.0 - 74.6	66.5 - 79.9	70.8 - 85.2	80.6 - 97.0
financial reporting manager	84.4 - 102.8	90.8 - 110.6	97.0 - 118.2	111.8 - 136.4
fiscal analyst	56.9 - 69.2	60.7 - 73.9	64.5 - 78.5	72.9 - 88.8
internal audit manager	82.0 - 101.1	88.2 - 108.8	94.3 - 116.4	108.2 - 133.7

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
internal auditor	52.3 - 62.9	57.9 - 69.6	63.1 - 75.9	74.1 - 89.1
payroll clerk	37.6 - 44.1	41.5 - 48.7	45.1 - 52.9	51.7 - 60.7
payroll manager	63.0 - 76.7	68.2 - 83.1	73.3 - 89.2	84.2 - 102.6
payroll specialist	38.3 - 46.2	42.0 - 50.6	45.6 - 54.8	53.2 - 64.0
payroll supervisor	48.8 - 58.8	53.2 - 64.1	57.5 - 69.2	66.7 - 80.4
risk management analyst	51.2 - 62.4	56.2 - 68.4	61.0 - 74.3	71.8 - 87.4
risk management director	75.3 - 91.7	80.5 - 98.1	85.7 - 104.4	98.2 - 119.7
risk management supervisor	65.4 - 79.6	71.0 - 86.4	76.3 - 92.8	87.0 - 105.9
tax manager	80.4 - 99.1	86.4 - 106.5	92.3 - 113.9	106.3 - 131.2
treasury analyst	57.0 - 68.6	61.2 - 73.6	65.3 - 78.5	74.4 - 89.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	109.2 - 198.5	158.7 - 288.3	236.1 - 428.1
finance director	81.3 - 147.4	111.6 - 203.0	149.0 - 270.7
treasurer	110.0 - 154.0	152.3 - 212.9	200.1 - 279.6
VP internal audit	106.4 - 143.3	135.3 - 182.5	166.4 - 224.2

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 40.6	37.8 - 41.6	40.3 - 45.4
data entry clerk	29.8 - 32.5	30.5 - 35.2	32.4 - 36.6
inside sales representative	39.6 - 42.9	40.1 - 43.6	42.8 - 45.0
payroll administrator	38.5 - 40.2	39.5 - 42.1	40.1 - 45.1
receptionist	29.1 - 33.8	30.1 - 35.6	32.5 - 38.4

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	48.3 - 62.0	54.1 - 70.9	61.4 - 80.5
compensation and benefits manager	79.0 - 103.4	87.8 - 117.4	99.1 - 133.8
health and safety advisor	55.0 - 71.3	63.4 - 83.3	73.1 - 95.0
HRIS analyst	54.0 - 71.5	62.1 - 83.8	71.8 - 95.9
human resources business partner	60.1 - 79.2	67.4 - 90.6	76.5 - 102.9
human resources coordinator	44.1 - 57.9	49.2 - 66.0	55.7 - 75.4
human resources generalist	54.8 - 69.1	58.8 - 75.9	64.6 - 85.7
human resources manager	74.5 - 98.5	84.1 - 113.5	95.9 - 129.5
human resources supervisor	56.9 - 74.7	63.6 - 85.5	72.3 - 98.4
labour relations advisor	58.7 - 78.5	67.2 - 91.6	77.6 - 105.0

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human resources

	annual salaries		
	entry	mid	senior
labour relations manager	81.6 - 111.6	96.4 - 133.6	113.4 - 155.5
recruitment coordinator	36.1 - 47.5	41.7 - 55.1	47.6 - 62.3
talent acquisition specialist	46.4 - 63.3	52.5 - 72.9	60.3 - 83.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	97.6 - 168.6	135.6 - 234.4	170.3 - 294.0
health and safety director	83.6 - 110.9	109.6 - 145.9	132.7 - 176.8
human resources director	82.4 - 114.9	107.3 - 150.1	133.9 - 187.4

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 16.9	16.0 - 19.3	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.2	15.0 - 18.0	17.3 - 20.0
general labourer - light	13.0 - 15.0	14.0 - 15.5	14.3 - 16.0
logistics coordinator	18.0 - 19.8	19.0 - 22.5	21.4 - 24.0
machine operator	16.0 - 19.4	19.0 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.4	21.1 - 25.0
picker/packer	13.0 - 15.0	14.3 - 16.7	16.0 - 17.0
production labourer	13.0 - 15.2	14.0 - 15.9	14.3 - 16.0
shipper/receiver	14.0 - 16.0	14.8 - 17.0	15.7 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 16.8	14.2 - 17.0	16.4 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.4 - 40.1	37.9 - 41.9	40.8 - 43.1
executive assistant	40.6 - 45.2	42.2 - 50.4	46.7 - 55.9
executive assistant (bilingual)	40.0 - 48.9	41.6 - 53.6	51.2 - 55.0
human resources assistant	37.0 - 40.8	40.6 - 43.3	42.9 - 45.0
legal assistant	35.1 - 40.3	37.5 - 42.6	40.5 - 45.2
mailroom clerk	29.1 - 30.2	30.1 - 34.6	32.6 - 35.2
office manager	45.0 - 50.3	49.6 - 53.6	50.4 - 55.6

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sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	43.0 - 53.8	46.5 - 59.5	51.3 - 66.6
account manager - technologies, software*	44.8 - 56.2	48.5 - 62.0	53.5 - 69.4
business development manager*	86.7 - 116.2	97.7 - 134.0	112.0 - 155.1
district sales manager**	65.7 - 85.9	75.3 - 100.5	87.1 - 115.7
key accounts manager - consumer goods*	56.3 - 73.1	64.1 - 84.9	73.6 - 97.5
merchandiser - consumer goods	52.5 - 68.9	58.7 - 78.8	66.6 - 89.9
sales engineer technologies, software, hardware, telecommunications**	63.5 - 83.5	69.9 - 93.9	78.0 - 105.1
sales representative, account manager channel manager*	63.5 - 84.8	71.2 - 97.1	80.9 - 110.5
sales representative, account manager consumer goods*	45.5 - 56.6	48.9 - 62.1	53.6 - 69.4
sales representative, account manager professional services*	41.3 - 51.7	44.7 - 57.1	49.2 - 63.9
sales representative, account manager telecommunications*	43.4 - 54.4	47.0 - 60.1	51.8 - 67.2
digital marketing			
digital marketing manager	57.5 - 73.6	66.4 - 86.6	77.0 - 98.6
digital media specialist	33.6 - 43.3	39.2 - 51.4	46.0 - 59.0
digital specialist	40.3 - 53.9	47.1 - 64.2	55.3 - 73.9
e-commerce manager	70.8 - 93.5	79.5 - 107.1	90.3 - 122.2
marketing content manager	43.6 - 56.3	51.0 - 67.0	59.8 - 77.0
social media manager	51.6 - 63.9	62.3 - 75.9	75.7 - 89.3
web manager	57.6 - 75.8	64.5 - 86.8	73.3 - 99.3
web marketing analyst	43.3 - 57.4	50.0 - 67.3	57.8 - 77.0
industrial sales			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
marketing and communications			
brand or product manager	72.8 - 94.5	81.2 - 107.5	91.6 - 121.1
brand or product manager assistant	58.3 - 79.4	68.4 - 94.3	79.8 - 108.2
communications manager	52.1 - 69.6	59.6 - 81.1	68.6 - 92.3
communications specialist	45.7 - 62.9	54.6 - 76.0	64.7 - 87.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications (continued)			
marketing coordinator	47.6 - 63.9	54.9 - 75.1	63.7 - 86.1
marketing director	81.4 - 108.8	92.9 - 126.0	106.5 - 142.9
marketing project manager	33.5 - 44.9	38.6 - 52.6	44.7 - 60.0
marketing specialist	41.7 - 55.1	47.1 - 63.4	53.6 - 71.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	61.2 - 80.5	68.6 - 92.0	77.8 - 104.8
communications VP	88.9 - 137.1	119.5 - 184.4	152.1 - 234.7
marketing VP	113.3 - 176.9	158.2 - 247.0	206.3 - 322.0
sales manager*	86.8 - 112.7	108.2 - 140.4	132.1 - 171.5
sales vice-president/general manager**	129.7 - 188.1	176.8 - 256.3	227.6 - 329.9

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 25.0	24.2 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.8	25.6 - 27.0	26.2 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.4	21.0 - 24.0	22.4 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 25.3	24.1 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

saint john

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 40.3	37.8 - 41.5	40.6 - 45.1
data entry clerk	29.4 - 32.5	30.3 - 35.6	32.4 - 36.9
inside sales representative	39.2 - 42.0	40.6 - 43.6	42.5 - 45.2
payroll administrator	38.8 - 40.2	39.8 - 42.0	40.5 - 45.7
receptionist	29.0 - 33.3	30.2 - 35.0	32.0 - 38.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 17.2	16.0 - 19.1	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.0	15.0 - 18.3	17.2 - 20.0
general labourer - light	13.0 - 15.4	14.0 - 15.7	15.0 - 16.0
logistics coordinator	18.0 - 19.0	18.3 - 22.1	21.3 - 24.0
machine operator	16.0 - 19.0	18.4 - 21.0	20.0 - 23.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.7	21.5 - 25.0
picker/packer	13.0 - 15.5	14.3 - 16.8	16.0 - 17.0
production labourer	13.0 - 15.2	14.0 - 15.6	15.0 - 16.0
shipper/receiver	14.0 - 16.3	15.0 - 16.4	16.0 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 15.4	14.2 - 17.8	16.2 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.9 - 40.8	37.3 - 41.2	40.2 - 43.1
executive assistant	40.5 - 44.7	41.0 - 52.3	50.0 - 55.9
executive assistant (bilingual)	40.2 - 48.2	44.7 - 53.3	50.6 - 55.4
human resources assistant	37.8 - 42.5	38.4 - 44.2	42.0 - 45.3
legal assistant	35.0 - 40.9	37.3 - 43.8	40.3 - 45.2
mailroom clerk	29.6 - 31.3	30.5 - 35.1	31.0 - 38.4
office manager	45.8 - 51.2	48.5 - 53.6	50.2 - 55.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 26.3	25.0 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 26.8	25.7 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0

saint john

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.4	21.0 - 24.0	22.5 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.3	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 24.0	23.0 - 25.0	24.0 - 26.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	56.6 - 68.1	59.2 - 71.2	61.8 - 74.4	68.6 - 82.6
accounting manager	76.3 - 93.0	82.2 - 100.1	87.9 - 107.1	100.7 - 122.7
accounting supervisor	57.0 - 69.5	61.4 - 74.8	65.7 - 80.1	75.3 - 91.7
accounts payable clerk	35.1 - 39.6	38.9 - 44.0	42.3 - 47.9	49.2 - 55.7
accounts payable manager	65.2 - 79.4	71.3 - 86.8	77.2 - 94.1	90.8 - 110.7
accounts receivable clerk	36.0 - 40.7	39.9 - 45.1	43.5 - 49.1	51.0 - 57.6
accounts receivable manager	66.3 - 78.7	72.0 - 85.5	77.6 - 92.2	91.3 - 108.6
billing specialist	34.0 - 39.7	37.2 - 43.6	40.1 - 47.1	45.8 - 53.8
bookkeeper	34.2 - 40.5	37.0 - 43.9	39.8 - 47.2	45.6 - 54.2
compliance officer	78.8 - 96.2	88.2 - 107.7	97.2 - 118.5	115.5 - 140.7
compliance specialist	49.2 - 59.0	54.2 - 65.1	59.0 - 70.9	68.7 - 82.8
controller	82.0 - 104.9	89.0 - 113.9	95.9 - 122.7	111.8 - 143.1
cost accountant	54.1 - 65.1	58.6 - 70.5	62.9 - 75.8	72.7 - 87.6
credit and collections supervisor	48.6 - 59.2	52.5 - 64.0	56.4 - 68.7	65.2 - 79.5
external auditor	54.0 - 64.9	59.2 - 71.3	64.3 - 77.5	75.4 - 90.8
financial analyst	63.4 - 76.3	67.9 - 81.8	72.4 - 87.3	82.6 - 99.5
financial reporting manager	85.5 - 104.1	91.9 - 112.0	98.2 - 119.7	113.2 - 137.9
fiscal analyst	58.1 - 70.8	62.0 - 75.6	65.9 - 80.3	74.6 - 91.0
internal audit manager	83.0 - 102.4	89.3 - 110.2	95.5 - 117.8	109.6 - 135.2
internal auditor	53.5 - 64.3	59.1 - 71.1	64.5 - 77.7	75.8 - 91.3
payroll clerk	38.2 - 44.8	42.2 - 49.4	45.7 - 53.7	52.4 - 61.5
payroll manager	63.9 - 77.7	69.1 - 84.1	74.2 - 90.3	85.3 - 103.9
payroll specialist	39.1 - 46.9	42.8 - 51.4	46.3 - 55.6	54.0 - 64.8
payroll supervisor	49.6 - 59.7	54.1 - 65.0	58.3 - 70.2	67.6 - 81.4
risk management analyst	52.4 - 63.8	57.4 - 70.0	62.4 - 76.0	73.4 - 89.5
risk management director	76.2 - 92.8	81.5 - 99.3	86.8 - 105.7	99.4 - 121.1
risk management supervisor	66.9 - 81.5	72.6 - 88.5	78.0 - 95.2	89.1 - 108.7
tax manager	81.4 - 100.4	87.5 - 107.9	93.5 - 115.3	107.6 - 132.7
treasury analyst	58.3 - 70.1	62.5 - 75.3	66.7 - 80.3	76.2 - 91.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	110.5 - 200.4	160.3 - 290.8	238.2 - 431.6
finance director	82.3 - 148.9	113.0 - 204.9	150.5 - 273.0
treasurer	111.4 - 155.5	153.8 - 214.9	202.0 - 282.1
VP internal audit	107.7 - 144.8	136.8 - 184.2	168.1 - 226.2

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.4 - 40.5	37.8 - 41.5	40.6 - 45.0
data entry clerk	29.6 - 34.5	30.1 - 35.6	33.3 - 36.6
inside sales representative	39.5 - 42.6	40.6 - 43.5	42.1 - 45.5
payroll administrator	38.8 - 40.1	39.5 - 42.5	40.3 - 45.9
receptionist	29.4 - 32.4	30.0 - 35.6	33.7 - 38.0

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	49.0 - 62.9	55.0 - 71.9	62.3 - 81.7
compensation and benefits manager	80.0 - 104.7	88.9 - 118.8	100.3 - 135.3
health and safety advisor	55.4 - 71.8	63.9 - 83.9	73.6 - 95.6
HRIS analyst	54.9 - 72.8	63.2 - 85.2	73.0 - 97.4
human resources business partner	61.0 - 80.4	68.4 - 92.0	77.6 - 104.6
human resources coordinator	44.6 - 58.3	49.6 - 66.3	56.0 - 75.7
human resources generalist	55.6 - 70.1	59.7 - 77.0	65.6 - 87.0
human resources manager	75.4 - 99.8	85.1 - 114.9	97.1 - 130.9
human resources supervisor	57.7 - 75.9	64.5 - 86.9	73.4 - 100.0
labour relations advisor	59.6 - 79.7	68.2 - 93.1	78.8 - 106.7
labour relations manager	82.7 - 113.0	97.6 - 135.1	114.8 - 157.1
recruitment coordinator	36.6 - 47.9	42.1 - 55.4	48.0 - 62.6
talent acquisition specialist	47.2 - 64.3	53.4 - 74.2	61.3 - 85.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	98.8 - 170.3	137.1 - 236.5	171.9 - 296.5
health and safety director	84.6 - 112.3	111.0 - 147.4	134.2 - 178.5
human resources director	83.5 - 116.3	108.6 - 151.6	135.4 - 189.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.0 - 16.9	16.0 - 18.3	18.0 - 21.0
dispatcher	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
forklift operator	14.0 - 16.2	15.0 - 18.3	17.2 - 20.0
general labourer - light	13.0 - 14.5	14.0 - 15.2	15.0 - 16.0
logistics coordinator	18.0 - 20.1	19.0 - 22.0	20.3 - 24.0
machine operator	15.0 - 17.0	16.0 - 19.3	18.5 - 22.0
machine operator assistant	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
manufacturing worker	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
material handler	14.0 - 16.0	15.0 - 17.0	16.0 - 19.0
parts manager	18.0 - 21.0	19.0 - 22.4	21.0 - 25.0
picker/packer	13.0 - 15.0	13.8 - 16.0	15.5 - 17.0

industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	13.0 - 15.4	14.0 - 16.0	15.0 - 17.2
shipper/receiver	14.0 - 16.3	15.0 - 17.8	17.0 - 18.0
shipping and receiving clerk	17.0 - 19.0	18.0 - 20.0	19.0 - 22.0
warehouse labourer	13.0 - 15.6	14.2 - 17.0	16.4 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 40.6	37.7 - 41.2	40.6 - 43.1
benefits clerk	35.6 - 39.2	38.5 - 41.2	39.0 - 45.3
executive assistant	40.5 - 44.8	42.5 - 48.4	46.5 - 55.5
human resources assistant	37.5 - 42.3	40.0 - 43.3	42.0 - 45.9
legal assistant	35.1 - 40.2	37.0 - 44.8	40.3 - 45.0
mailroom clerk	29.6 - 30.4	29.9 - 35.1	34.5 - 37.8
office manager	45.6 - 49.0	47.3 - 53.6	50.0 - 55.6

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	43.7 - 54.6	47.3 - 60.3	52.1 - 67.4
account manager - technologies, software*	45.6 - 57.0	49.3 - 62.9	54.3 - 70.3
business development manager*	87.7 - 117.4	98.8 - 135.3	113.2 - 156.5
district sales manager**	67.7 - 88.2	77.4 - 102.9	89.4 - 118.4
key accounts manager - consumer goods*	57.1 - 74.1	65.0 - 85.9	74.5 - 98.6
merchandiser - consumer goods	53.3 - 70.0	59.7 - 80.1	67.7 - 91.4
sales engineer technologies, software, hardware, telecommunications**	63.2 - 83.1	69.6 - 93.3	77.6 - 104.4
sales representative, account manager channel manager*	65.4 - 87.0	73.2 - 99.5	83.0 - 113.1
sales representative, account manager consumer goods*	45.8 - 57.0	49.2 - 62.6	54.0 - 69.9
sales representative, account manager professional services*	42.0 - 52.5	45.4 - 58.0	50.0 - 64.8
sales representative, account manager telecommunications*	44.1 - 55.2	47.8 - 60.9	52.6 - 68.1
digital marketing			
digital marketing manager	58.5 - 74.9	67.6 - 88.1	78.4 - 100.3
digital media specialist	34.3 - 44.0	40.0 - 52.3	46.8 - 59.9
digital specialist	41.0 - 54.8	47.9 - 65.1	56.2 - 75.0
e-commerce manager	72.9 - 95.9	81.6 - 109.6	92.7 - 124.9
marketing content manager	44.4 - 57.3	51.9 - 68.2	60.8 - 78.4
social media manager	53.3 - 65.9	65.6 - 77.9	76.9 - 91.6
web manager	59.4 - 77.9	66.4 - 89.1	75.3 - 101.7
web marketing analyst	44.1 - 58.4	50.8 - 68.5	58.9 - 78.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
marketing and communications			
brand or product manager	74.8 - 96.9	83.4 - 110.1	94.0 - 123.8
brand or product manager assistant	59.3 - 80.5	69.4 - 95.5	81.0 - 109.6
communications manager	52.9 - 70.5	60.4 - 82.1	69.5 - 93.3
communications specialist	46.1 - 63.4	55.1 - 76.6	65.2 - 88.2
marketing coordinator	48.4 - 64.8	55.8 - 76.2	64.6 - 87.5
marketing director	83.6 - 111.3	95.2 - 128.8	109.0 - 145.8
marketing project manager	34.7 - 46.4	40.0 - 54.3	46.2 - 61.9
marketing specialist	42.5 - 56.0	47.9 - 64.3	54.5 - 72.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	62.1 - 81.6	69.5 - 93.2	78.8 - 106.3
communications VP	90.5 - 139.2	121.5 - 186.8	154.2 - 237.5
marketing VP	115.9 - 180.2	161.2 - 251.0	209.8 - 326.6
sales manager*	89.0 - 115.1	110.6 - 143.1	134.7 - 174.4
sales vice-president/general manager**	132.5 - 191.5	180.0 - 260.3	231.4 - 334.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.0 - 21.0	19.0 - 22.0	20.0 - 23.0
heavy equipment mechanic	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
logistics supervisor	24.0 - 27.5	26.0 - 28.0	27.0 - 29.0
maintenance manager	24.0 - 26.0	25.0 - 28.0	26.0 - 30.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

halifax

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	18.0 - 21.0	20.0 - 23.0	22.0 - 26.0
millwright	22.0 - 25.0	23.0 - 26.0	25.0 - 30.0
production manager	20.0 - 22.6	21.0 - 24.0	22.1 - 26.0
production supervisor	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0
tool and die maker	22.0 - 26.4	25.0 - 28.0	26.0 - 30.0
warehouse manager	23.0 - 25.0	24.0 - 27.0	26.0 - 30.0
warehouse supervisor	21.0 - 25.0	23.0 - 26.0	24.0 - 27.0
welder	18.0 - 20.0	19.0 - 22.0	20.0 - 25.0

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	62.2 - 81.2	69.9 - 92.9	90.0 - 119.1
application support analyst	51.8 - 68.7	59.6 - 79.7	68.1 - 91.0
automation tester	59.0 - 86.9	81.6 - 98.6	91.3 - 107.9
devops development side	82.6 - 105.7	104.9 - 119.6	107.0 - 129.8
ERP developer	60.0 - 78.1	67.3 - 89.4	88.0 - 110.6
front-end developer	58.7 - 77.7	67.4 - 90.8	77.8 - 120.6
full stack developer	63.5 - 83.4	71.6 - 93.4	85.5 - 115.7
IT quality assurance manager	70.8 - 92.4	78.4 - 104.3	87.9 - 117.1
java developer	59.1 - 77.0	66.4 - 88.2	80.0 - 115.4
machine learning developer	85.4 - 120.4	110.6 - 180.9	175.2 - 205.0
manual tester	43.7 - 58.8	51.4 - 70.0	60.2 - 79.9
mobile application developer (ios/android)	60.2 - 84.1	74.4 - 103.7	89.2 - 118.6
RPA developer	75.6 - 85.9	82.1 - 100.8	95.6 - 110.8
UI/UX designer	55.8 - 72.8	62.8 - 83.4	71.1 - 93.5
architecture			
application architect	84.2 - 95.3	94.4 - 109.2	108.7 - 148.9
architect (enterprise)	84.9 - 115.5	97.8 - 135.0	130.0 - 165.0
architect (solutions/technical)	76.2 - 95.9	85.8 - 109.9	97.4 - 123.7
cloud architect	75.5 - 95.6	85.7 - 130.6	120.5 - 175.0
data & analytics			
BI data architect	71.5 - 92.9	79.9 - 105.6	90.0 - 118.4
big data engineer	85.1 - 99.4	95.4 - 118.0	108.3 - 135.3
business intelligence developer	58.0 - 75.7	65.2 - 86.6	73.9 - 114.0
data analyst	52.0 - 76.0	65.0 - 91.0	82.0 - 105.0
data architect	96.7 - 111.6	99.4 - 119.8	101.9 - 138.6
data engineer	62.8 - 84.8	72.8 - 99.9	84.6 - 113.9
data scientist	69.4 - 93.8	80.5 - 110.6	93.7 - 151.0
database administrator	64.4 - 80.9	74.5 - 91.6	86.5 - 110.2

technologies

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.0 - 80.1	69.2 - 92.5	84.0 - 108.0
chief technology officer	119.2 - 190.0	159.4 - 286.0	224.8 - 439.8
CIO/CTO	97.4 - 176.5	147.3 - 267.3	205.8 - 373.1
IT director	109.4 - 130.6	119.7 - 158.2	129.4 - 201.0
technical lead	55.6 - 82.4	80.6 - 89.4	83.1 - 133.7
technical writer	52.9 - 69.1	61.8 - 81.7	71.9 - 93.1
networking/infrastructure			
bilingual tech support	41.1 - 55.1	47.3 - 63.7	53.7 - 75.2
devops system side	80.0 - 106.2	100.8 - 118.5	104.3 - 124.6
help desk representative	40.0 - 45.3	43.2 - 58.7	52.7 - 71.5
information security engineer	64.8 - 87.4	75.0 - 102.8	87.0 - 117.2
information security manager	84.8 - 111.1	94.3 - 126.2	106.6 - 143.8
information security specialist	54.4 - 72.0	62.5 - 84.2	72.1 - 95.8
information systems analyst	57.7 - 74.3	63.8 - 83.9	71.6 - 94.7
linux/unix administrator	65.3 - 86.4	74.9 - 100.9	86.5 - 115.4
network administrator	54.4 - 61.3	59.6 - 88.1	81.9 - 99.6
network engineer	58.9 - 79.2	67.9 - 93.1	78.9 - 107.1
systems administrator	59.5 - 78.7	67.1 - 90.7	76.7 - 103.7
telecommunications analyst	57.0 - 76.5	65.6 - 90.0	76.3 - 104.2
project management			
business systems analyst	69.1 - 93.9	79.4 - 105.7	91.7 - 109.0
ERP project manager	84.5 - 113.5	92.4 - 126.6	102.7 - 142.4
functional analyst	63.2 - 75.8	64.9 - 97.8	91.1 - 112.6
organizational change manager (OCM)	89.6 - 104.9	101.6 - 115.4	113.5 - 125.1
product owner	59.3 - 76.2	74.3 - 96.1	84.9 - 113.2
product owner/manager	70.3 - 97.8	82.1 - 115.9	95.9 - 133.1
program manager	98.7 - 113.1	108.4 - 136.1	134.6 - 180.4
project coordinator	53.2 - 67.7	60.9 - 79.1	70.3 - 90.4
project manager (infrastructure)	69.8 - 88.1	79.4 - 109.4	87.6 - 119.7
project manager (software)	59.6 - 79.2	78.1 - 108.8	89.9 - 120.1
scrum master	65.4 - 85.5	73.9 - 98.5	84.4 - 112.6

customer care & contact centre

	annual salaries		
	1 year	3 years	5 years
customer retention agent	41.1 - 48.2	44.7 - 52.5	48.1 - 56.6
customer service manager (bilingual)	50.1 - 58.4	53.6 - 62.4	57.9 - 67.3
customer service representative	37.0 - 43.6	40.9 - 48.2	44.4 - 52.4
customer service representative (bilingual)	40.2 - 45.7	42.9 - 50.2	46.4 - 54.4
customer service supervisor	44.5 - 52.3	47.6 - 56.2	51.0 - 60.3
customer service supervisor (bilingual)	46.8 - 54.7	49.6 - 58.2	53.0 - 62.3
customer service trainer	40.2 - 48.0	43.7 - 52.2	47.2 - 56.4
help desk representative	45.3 - 52.4	47.3 - 56.8	50.7 - 61.2
inside sales representative	47.7 - 56.2	50.2 - 59.1	52.6 - 62.0
telemarketing agent	31.2 - 34.6	33.3 - 37.4	35.3 - 40.4

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.3 - 42.8	40.6 - 45.9	42.6 - 49.0
accounts payable clerk	38.0 - 42.5	41.8 - 46.9	45.3 - 50.9
accounts receivable clerk	38.9 - 43.6	42.8 - 48.1	46.4 - 52.1
invoicing clerk	36.3 - 42.0	39.6 - 46.0	42.5 - 49.4
payroll administrator	42.5 - 50.8	46.2 - 55.2	49.7 - 59.4
payroll clerk	41.1 - 47.8	45.1 - 52.5	48.7 - 56.8

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.4	17.3 - 20.0	18.6 - 21.5
dispatcher	18.5 - 21.5	20.1 - 23.3	21.5 - 25.0
electronic parts assembler	15.8 - 18.6	16.9 - 19.9	18.0 - 21.1
forklift operator	17.0 - 18.9	18.1 - 21.7	21.4 - 24.1
industrial painter	18.0 - 20.4	20.3 - 24.2	24.0 - 26.0
inventory control clerk	16.7 - 19.2	18.2 - 20.9	19.5 - 22.5
janitor/custodian	17.5 - 18.6	18.3 - 21.3	21.1 - 24.5
logistics coordinator	20.2 - 23.8	22.0 - 25.9	23.7 - 28.0
machine operator	17.2 - 20.4	18.8 - 22.3	20.3 - 24.1
machine operator assistant	16.2 - 18.4	17.8 - 20.1	19.2 - 21.7
parts manager	22.8 - 27.2	24.6 - 29.4	26.4 - 31.5
picker/packer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
polisher/deburrer	15.8 - 17.9	16.6 - 19.9	18.2 - 22.1
shipper/receiver	18.0 - 19.8	19.5 - 20.9	20.1 - 24.0
warehouse labourer	15.9 - 17.0	16.7 - 18.8	18.0 - 19.4
welder/fitter	23.0 - 26.1	25.3 - 29.0	28.0 - 33.8

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.1 - 46.4	42.0 - 50.0	44.9 - 53.6
administrative assistant (bilingual)	40.8 - 48.4	43.9 - 52.0	46.8 - 55.6
benefits clerk	38.1 - 44.2	41.7 - 48.4	45.0 - 52.3
buyer assistant	38.3 - 44.4	42.3 - 49.2	45.9 - 53.4
claims supervisor	60.5 - 73.1	65.1 - 78.7	69.6 - 84.3
contracts administrator	57.0 - 68.9	62.1 - 75.0	67.0 - 81.0
data entry clerk	31.4 - 36.0	34.2 - 39.2	36.6 - 42.0
document controller	32.5 - 37.3	35.4 - 40.6	37.9 - 43.5
executive assistant	51.3 - 62.8	57.1 - 70.0	62.5 - 76.7
executive assistant (bilingual)	52.5 - 63.9	58.7 - 72.9	63.9 - 77.8
export/import clerk	36.2 - 42.0	39.8 - 46.2	42.9 - 49.9
file clerk	33.0 - 37.8	37.1 - 42.5	40.2 - 46.2
human resources assistant	40.9 - 47.5	44.5 - 51.8	47.6 - 55.5
insurance claims clerk	37.4 - 42.9	40.7 - 46.7	43.8 - 50.3
legal assistant	45.1 - 54.4	51.5 - 62.1	57.3 - 69.2
mailroom clerk	32.5 - 36.8	35.3 - 40.0	37.5 - 42.5
office clerk	35.9 - 41.2	38.2 - 43.8	40.4 - 46.4
office manager	52.2 - 63.0	55.5 - 67.0	58.8 - 70.9
order clerk	33.5 - 38.4	36.5 - 41.9	39.2 - 45.0
order supervisor	49.8 - 58.6	55.4 - 65.3	60.6 - 71.5
project coordinator	43.0 - 51.2	46.5 - 55.4	49.8 - 59.4
receptionist	32.5 - 37.6	34.6 - 40.2	36.8 - 42.7
receptionist (bilingual)	33.2 - 38.1	35.3 - 40.9	37.6 - 43.5
sales assistant	38.2 - 44.3	40.7 - 47.2	43.2 - 50.2
supply clerk	32.4 - 37.5	34.9 - 40.5	37.2 - 43.2

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.1 - 28.7	25.9 - 30.8	27.6 - 32.9
CNC machinist	21.8 - 24.7	24.5 - 27.7	27.5 - 31.0
conventional machinist	18.9 - 22.4	20.6 - 24.5	22.3 - 26.5
electrician	24.6 - 29.7	26.6 - 32.1	28.5 - 34.4
electronics technician	24.1 - 28.8	26.0 - 31.0	27.8 - 33.2
field service technician	24.0 - 28.3	27.6 - 32.6	32.5 - 39.8
heavy equipment mechanic	24.0 - 28.6	26.4 - 31.6	28.7 - 34.3
lead hand/team lead	19.4 - 22.1	21.0 - 25.1	25.0 - 27.0
machine builder	25.0 - 29.4	28.6 - 33.5	32.1 - 35.4
maintenance mechanic	22.0 - 25.3	24.1 - 27.7	26.0 - 30.0
maintenance planner	21.0 - 23.5	23.4 - 25.8	24.0 - 26.0
maintenance supervisor	27.7 - 33.0	30.2 - 36.1	32.6 - 39.0

barrie

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance worker	19.7 - 22.6	21.7 - 25.0	23.6 - 27.1
mould maker	26.8 - 27.8	27.7 - 29.1	28.6 - 33.0
production manager	37.4 - 45.3	40.3 - 48.9	43.2 - 52.4
production supervisor	25.8 - 26.9	26.3 - 35.1	33.2 - 36.8
quality control technician	19.1 - 22.6	20.4 - 24.3	21.7 - 25.9
tool and die maker	23.9 - 28.5	26.1 - 31.1	28.2 - 33.7
welder	20.5 - 24.4	22.2 - 26.5	23.8 - 28.4

belleville - brockville

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.5	17.3 - 21.0	19.8 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.2 - 18.5	17.6 - 20.2	18.9 - 21.7
machine operator	16.4 - 19.4	17.9 - 21.3	19.3 - 23.0
machine operator assistant	15.6 - 17.6	17.0 - 19.3	18.3 - 20.9
material handler	14.3 - 16.5	15.7 - 18.2	17.0 - 19.7
picker/packer	14.0 - 15.8	14.7 - 17.0	15.6 - 18.1
production labourer	14.0 - 15.6	15.4 - 17.6	16.8 - 19.2
shipping and receiving clerk	17.7 - 20.1	19.2 - 21.9	20.7 - 23.6
welder/fitter	20.0 - 22.0	21.0 - 25.3	24.0 - 30.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.7 - 22.3	20.3 - 24.2	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 27.3	26.4 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.4	26.1 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	22.9 - 27.4	25.3 - 30.3	27.5 - 33.0
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 29.0	28.4 - 33.0	32.4 - 37.0
maintenance mechanic	21.0 - 24.2	23.0 - 26.6	24.9 - 28.8
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0

belleville - brockville

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance supervisor	25.0 - 28.0	27.0 - 31.8	30.0 - 35.0
millwright	22.4 - 26.8	24.6 - 29.4	26.6 - 31.8
production manager	24.0 - 28.0	26.0 - 32.0	30.2 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.1 - 27.6	25.2 - 30.2	27.3 - 32.6
warehouse manager	24.0 - 28.0	26.0 - 31.3	30.0 - 36.0
warehouse supervisor	21.8 - 26.0	23.8 - 28.4	25.7 - 30.7
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

brampton

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
chemical			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
civil			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
construction			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3

brampton

engineering

	annual salaries		
	entry	mid	senior
construction (continued)			
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3
electrical			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
energy			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
pipng designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
manufacturing			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
mechanical			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8

brampton

engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
technical management			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.3 - 18.9	17.6 - 20.3	19.2 - 22.1
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.0 - 21.2
forklift operator	17.5 - 18.3	18.0 - 20.5	19.5 - 24.4
general labourer - heavy	16.1 - 17.5	17.3 - 19.2	18.1 - 21.1
general labourer - light	14.5 - 15.7	15.6 - 17.0	16.9 - 18.5
inventory control clerk	16.9 - 19.5	18.5 - 21.2	19.9 - 22.8
machine operator	17.3 - 20.5	18.9 - 22.5	20.4 - 24.4
machine operator assistant	16.2 - 18.4	17.8 - 20.2	19.2 - 21.9
manufacturing worker	16.0 - 17.6	17.5 - 18.3	18.1 - 20.0
material handler	15.0 - 17.4	16.5 - 19.2	17.9 - 20.8
picker/packer	15.0 - 16.6	16.0 - 17.9	17.0 - 19.1

brampton

industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	15.0 - 16.5	16.4 - 18.5	18.0 - 20.3
shipping and receiving clerk	18.6 - 21.1	20.2 - 23.0	21.8 - 24.8
warehouse labourer	15.0 - 17.3	17.2 - 19.2	19.1 - 21.0
welder/fitter	21.6 - 25.5	23.3 - 27.6	24.9 - 29.5

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 71.4	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.3 - 29.1	26.1 - 31.2	27.9 - 33.3
CNC machinist	19.4 - 23.2	21.1 - 25.2	25.1 - 29.7
conventional machinist	18.9 - 22.5	20.7 - 24.6	22.3 - 26.6
electrician	28.0 - 31.6	31.2 - 35.0	34.9 - 42.2
electronics technician	24.5 - 29.2	26.4 - 31.5	28.2 - 33.7
field service technician	24.4 - 28.7	26.9 - 31.8	29.3 - 34.5
heavy equipment mechanic	24.5 - 29.3	27.1 - 32.3	29.4 - 35.2
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7

brampton

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance mechanic	23.4 - 28.4	27.9 - 31.5	30.7 - 33.2
maintenance supervisor	30.0 - 35.1	34.9 - 42.0	41.9 - 49.9
millwright	25.9 - 29.2	28.9 - 33.1	32.9 - 39.5
quality control technician	19.1 - 22.8	20.5 - 24.5	21.9 - 26.1
tool and die maker	24.0 - 28.6	26.2 - 31.3	28.3 - 33.8
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	20.6 - 24.5	22.3 - 26.6	23.9 - 28.5

brantford

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
chemical			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
civil			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
construction			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8

brantford

engineering

	annual salaries		
	entry	mid	senior
construction (continued)			
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
electrical			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
energy			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
pipng designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
manufacturing			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
mechanical			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9

brantford

engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
technical management			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.5 - 42.9	40.2 - 46.1	42.8 - 49.2
accounts payable clerk	38.1 - 42.7	42.0 - 47.1	45.5 - 51.1
accounts receivable clerk	39.1 - 43.8	43.0 - 48.3	46.6 - 52.3
payroll clerk	41.3 - 48.0	45.3 - 52.7	48.9 - 56.9

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.6	17.4 - 20.2	18.7 - 21.7
counterbalance forklift operator	17.1 - 18.9	18.3 - 19.6	19.3 - 22.5
electronic parts assembler	16.0 - 18.7	17.1 - 20.0	18.1 - 21.2
general labourer - heavy	17.2 - 17.7	17.5 - 18.3	18.1 - 18.8
general labourer - light	15.3 - 15.9	15.4 - 16.6	16.3 - 17.0
inventory control clerk	16.9 - 19.4	18.4 - 21.1	19.8 - 22.7

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industrial support

	hourly rates		
	1 year	3 years	5 years
janitor/custodian	15.5 - 16.9	15.8 - 18.0	17.8 - 18.3
machine operator	17.4 - 20.5	19.0 - 22.5	20.5 - 24.3
material handler	16.2 - 17.3	16.3 - 19.0	18.4 - 19.1
moulding machine operator	16.7 - 19.7	18.3 - 21.6	19.7 - 23.4
picker/packer	15.3 - 16.5	15.5 - 17.8	16.4 - 18.9
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
reach truck operator	17.5 - 19.2	18.5 - 20.4	19.8 - 22.9
sandblasting operator	16.2 - 19.0	17.4 - 20.4	18.6 - 21.8
shipper/receiver	18.5 - 21.0	20.1 - 22.8	21.6 - 24.5
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	38.0 - 44.0	41.5 - 48.2	44.8 - 52.1
buyer assistant	38.5 - 44.6	42.5 - 49.4	46.1 - 53.6
customer retention agent	40.9 - 48.0	44.5 - 52.3	47.9 - 56.4
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	45.2 - 53.1	48.9 - 57.5	52.3 - 61.6
data entry clerk	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
document controller	32.4 - 37.2	35.4 - 40.5	37.8 - 43.3
executive assistant	51.3 - 62.5	57.0 - 69.6	62.3 - 76.1
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.9 - 37.7	37.0 - 42.3	40.1 - 46.0
help desk representative	44.1 - 53.1	48.4 - 58.3	52.2 - 63.0
human resources assistant	40.8 - 47.3	44.3 - 51.5	47.4 - 55.1
inside sales representative	40.0 - 44.8	41.6 - 46.8	45.5 - 50.5
invoicing clerk	36.4 - 42.2	39.8 - 46.2	42.7 - 49.6
legal assistant	45.3 - 54.5	51.6 - 62.2	57.3 - 69.2
office clerk	35.9 - 41.1	38.2 - 43.8	40.4 - 46.3
office manager	52.0 - 62.7	55.3 - 66.7	58.5 - 70.6
order clerk	33.4 - 38.2	36.4 - 41.7	39.1 - 44.8
payroll administrator	42.2 - 50.2	46.0 - 54.7	49.6 - 59.1
project coordinator	43.5 - 51.7	47.0 - 55.9	50.3 - 59.9
receptionist	32.4 - 37.5	34.6 - 40.0	36.7 - 42.5
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.4 - 44.5	40.9 - 47.4	43.4 - 50.4

brantford

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	23.2 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 38.8
field service technician	23.9 - 27.8	26.8 - 32.3	31.9 - 41.0
heavy equipment mechanic	28.0 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.6 - 33.5	31.0 - 37.4
maintenance mechanic	28.5 - 32.0	29.1 - 34.3	33.8 - 37.9
maintenance supervisor	32.1 - 36.4	35.0 - 38.6	37.1 - 41.2
millwright	28.1 - 32.2	30.2 - 34.6	33.2 - 37.9
mould maker	25.4 - 28.7	27.5 - 31.5	30.8 - 34.8
panel wirer	18.2 - 20.8	20.5 - 25.6	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.2 - 38.1
tool and die maker	26.1 - 29.2	28.0 - 33.4	31.0 - 35.1
warehouse supervisor	22.3 - 25.6	23.5 - 28.3	25.4 - 30.5
welder	20.5 - 23.9	22.7 - 27.9	25.6 - 30.5

burlington

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.7 - 51.4	47.6 - 56.0	51.3 - 60.4
customer service manager (bilingual)	50.6 - 56.7	55.9 - 63.7	62.8 - 68.0
customer service representative (bilingual)	44.4 - 47.8	47.6 - 55.3	52.8 - 60.7
customer service supervisor	48.7 - 57.3	52.6 - 62.0	56.4 - 66.5
customer service supervisor (bilingual)	53.1 - 60.6	55.8 - 65.2	59.4 - 69.3
customer service trainer	42.4 - 50.5	46.3 - 55.2	50.1 - 59.7
help desk representative	47.1 - 56.7	51.7 - 62.1	55.8 - 67.1
inside sales representative	50.7 - 59.6	53.3 - 62.7	55.9 - 65.8
telemarketing agent	32.5 - 37.8	35.0 - 40.7	37.5 - 43.6

burlington

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
chemical			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
civil			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
construction			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
electrical			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
energy			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8

burlington

engineering

	annual salaries		
	entry	mid	senior
manufacturing			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
mechanical			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
supply chain management & procurement			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
technical management			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6

burlington

engineering

	annual salaries		
	entry	mid	senior
technical management (continued)			
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	40.1 - 46.0	43.1 - 49.5	45.9 - 52.8
accounts payable clerk	40.8 - 45.8	45.0 - 50.6	48.8 - 54.8
accounts receivable clerk	41.8 - 46.9	46.1 - 51.8	50.0 - 56.2
invoicing clerk	38.9 - 45.3	42.6 - 49.5	45.8 - 53.3
payroll administrator	45.5 - 54.2	49.6 - 59.1	53.5 - 63.8
payroll clerk	44.3 - 51.5	48.6 - 56.6	52.5 - 61.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.5 - 19.2	18.0 - 20.9	19.4 - 22.5
electronic parts assembler	16.5 - 19.4	17.7 - 20.7	18.8 - 22.0
forklift operator	17.0 - 17.9	17.8 - 19.5	19.4 - 21.0
general labourer - heavy	17.0 - 17.8	17.7 - 18.9	18.7 - 19.5
general labourer - light	15.0 - 15.6	15.5 - 15.8	15.7 - 16.5
industrial painter	21.0 - 21.9	21.8 - 22.8	22.5 - 23.5
inventory control clerk	17.3 - 19.9	18.9 - 21.8	20.4 - 23.4
logistics coordinator	21.1 - 24.9	23.0 - 27.1	24.8 - 29.2
machine operator	17.9 - 21.3	19.6 - 23.3	21.2 - 25.2
manufacturing worker	16.0 - 17.3	17.0 - 19.8	18.0 - 20.8
material handler	16.0 - 17.2	17.1 - 19.6	18.0 - 20.6
moulding machine operator	19.2 - 22.5	20.9 - 24.5	22.4 - 26.3
picker/packer	15.0 - 17.4	16.2 - 18.8	17.2 - 20.0
production labourer	15.0 - 17.2	16.9 - 19.4	18.6 - 21.3
sandblasting operator	16.7 - 19.6	17.9 - 21.1	19.2 - 22.5
shipper/receiver	18.0 - 18.9	18.5 - 20.4	20.3 - 22.0
shipping and receiving clerk	19.1 - 21.7	20.7 - 23.6	22.3 - 25.4
warehouse labourer	15.6 - 17.7	17.3 - 19.6	18.6 - 21.1

burlington

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.7 - 49.6	44.9 - 53.4	48.0 - 57.1
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.5 - 47.0	44.3 - 51.6	47.9 - 55.8
buyer assistant	41.2 - 47.9	45.6 - 53.0	49.4 - 57.5
claims supervisor	63.5 - 76.7	68.3 - 82.5	73.1 - 88.3
contracts administrator	61.3 - 73.9	66.7 - 80.4	71.9 - 86.7
data entry clerk	33.3 - 38.9	36.2 - 41.8	39.8 - 44.7
document controller	34.4 - 39.6	37.6 - 43.2	40.3 - 46.3
executive assistant	54.6 - 66.5	60.7 - 73.9	66.3 - 80.8
executive assistant (bilingual)	59.8 - 71.8	61.8 - 80.2	71.5 - 85.7
export/import clerk	38.9 - 45.2	42.8 - 49.8	46.2 - 53.8
file clerk	34.9 - 40.2	39.4 - 45.3	42.8 - 49.2
human resources assistant	43.6 - 50.6	47.4 - 55.2	50.8 - 59.1
insurance claims clerk	39.4 - 45.3	43.0 - 49.3	46.2 - 53.1
legal assistant	47.9 - 57.7	54.6 - 65.9	60.7 - 73.3
mailroom clerk	34.1 - 38.8	37.1 - 42.2	39.5 - 44.8
office clerk	37.8 - 43.4	40.3 - 46.3	42.6 - 48.9
office manager	54.8 - 66.1	58.2 - 70.3	61.6 - 74.4
order clerk	35.5 - 40.8	38.8 - 44.6	41.7 - 47.9
order supervisor	52.2 - 61.5	58.1 - 68.5	63.6 - 75.0
project coordinator	44.9 - 53.5	48.5 - 57.9	52.0 - 62.1
receptionist	34.4 - 40.4	36.7 - 42.7	39.1 - 45.4
receptionist (bilingual)	38.9 - 44.9	42.9 - 48.4	45.3 - 50.5
sales assistant	41.1 - 47.7	43.8 - 50.9	46.6 - 54.2
supply clerk	33.5 - 39.0	36.2 - 42.2	38.7 - 45.0

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	49.2 - 61.1	53.1 - 67.3	58.3 - 74.9
account manager - technologies, software*	51.2 - 63.7	55.3 - 70.0	60.7 - 78.0
business development manager*	97.5 - 128.9	109.2 - 147.9	124.4 - 170.4
district sales manager**	74.5 - 96.2	84.9 - 111.8	97.6 - 128.1
key accounts manager - consumer goods*	63.8 - 82.0	72.3 - 94.6	82.5 - 108.0
merchandise - consumer goods	60.4 - 78.6	67.3 - 89.3	76.0 - 101.3
sales engineer technologies, software, hardware, telecommunications**	71.6 - 93.1	78.5 - 104.0	87.3 - 115.9
sales representative, account manager channel manager*	72.0 - 95.0	80.4 - 108.2	90.8 - 122.6
sales representative, account manager consumer goods*	51.8 - 64.1	55.5 - 70.1	60.7 - 78.0
sales representative, account manager professional services*	48.2 - 60.0	52.1 - 66.1	57.2 - 73.6
sales representative, account manager telecommunications*	49.7 - 61.7	53.6 - 67.9	58.9 - 75.6

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

burlington

sales & marketing

	annual salaries		
	entry	mid	senior
digital marketing			
digital marketing manager	65.5 - 83.1	75.3 - 97.1	86.7 - 110.0
digital media specialist	39.0 - 50.0	45.5 - 59.2	53.1 - 67.6
digital specialist	46.7 - 62.0	54.4 - 73.3	63.5 - 84.0
e-commerce manager	80.0 - 104.4	89.3 - 118.9	101.0 - 135.0
marketing content manager	50.2 - 64.2	58.4 - 75.9	68.1 - 86.8
social media manager	59.1 - 69.3	68.7 - 84.2	83.3 - 99.8
web manager	65.6 - 85.4	73.1 - 97.2	82.6 - 110.5
web marketing analyst	49.9 - 65.4	57.2 - 76.3	65.9 - 86.8
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	82.1 - 105.5	91.2 - 119.3	102.4 - 133.9
brand or product manager assistant	66.9 - 90.0	78.0 - 106.2	90.5 - 121.3
communications manager	60.0 - 79.2	68.3 - 91.6	78.2 - 103.5
communications specialist	51.9 - 70.6	61.6 - 84.7	72.6 - 97.0
marketing coordinator	54.9 - 73.0	63.1 - 85.2	72.8 - 97.2
marketing director	91.4 - 120.7	103.7 - 139.2	118.2 - 157.4
marketing project manager	38.7 - 51.6	44.6 - 60.2	51.4 - 68.3
marketing specialist	48.3 - 63.3	54.4 - 72.5	61.7 - 81.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	70.7 - 92.3	78.9 - 105.1	89.2 - 119.3
communications VP	102.0 - 154.7	135.7 - 204.7	170.8 - 256.6
marketing VP	125.5 - 192.9	173.5 - 264.7	223.1 - 340.4
sales manager*	96.7 - 124.4	119.4 - 153.6	144.8 - 185.3
sales vice-president/general manager**	143.1 - 204.5	192.8 - 274.1	244.9 - 348.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

burlington

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.4 - 30.2	27.2 - 32.4	29.0 - 34.6
CNC machinist	21.0 - 25.8	24.4 - 30.6	28.4 - 34.0
conventional machinist	21.0 - 25.7	24.2 - 30.6	29.5 - 34.0
field service technician	25.3 - 29.8	27.9 - 32.8	30.3 - 35.7
lead hand/team lead	24.0 - 27.3	26.8 - 31.0	30.5 - 35.0
machine builder	22.9 - 26.4	25.6 - 30.0	28.1 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.0	30.4 - 33.0
maintenance supervisor	30.0 - 33.0	31.5 - 37.8	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.2	31.1 - 32.0	31.8 - 36.0
panel wirer	19.0 - 22.4	21.6 - 24.0	23.0 - 26.0
production supervisor	27.0 - 31.6	30.2 - 36.8	35.4 - 40.0
tool and die maker	30.0 - 31.0	30.4 - 32.8	31.4 - 36.0
warehouse supervisor	23.6 - 28.1	25.8 - 30.7	27.8 - 33.2
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

cambridge

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
chemical			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9

cambridge

engineering

	annual salaries		
	entry	mid	senior
civil			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
construction			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
electrical			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
energy			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1
manufacturing			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6

cambridge

engineering

	annual salaries		
	entry	mid	senior
manufacturing (continued)			
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
mechanical			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
supply chain management & procurement			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
technical management			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

cambridge

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

industrial support

	hourly rates		
	1 year	3 years	5 years
counterbalance forklift operator	16.0 - 18.5	17.2 - 20.8	20.3 - 25.8
electronic parts assembler	15.0 - 17.9	17.2 - 21.2	20.5 - 25.6
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	18.7 - 21.6	20.8 - 23.1	22.6 - 26.8
inventory control clerk	16.6 - 19.0	18.1 - 20.7	19.4 - 22.3
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 23.0
machine operator	17.0 - 20.1	18.6 - 22.1	20.1 - 23.9
material handler	15.9 - 18.2	17.5 - 21.2	20.1 - 25.4
picker/packer	14.1 - 16.3	15.2 - 17.5	16.1 - 18.7
polisher/deburrer	15.8 - 17.9	16.6 - 19.9	18.2 - 22.1
reach truck operator	17.1 - 19.2	18.3 - 20.4	19.8 - 22.9
shipping and receiving clerk	18.2 - 20.6	19.8 - 22.5	21.2 - 24.2
warehouse labourer	14.6 - 16.5	16.2 - 18.3	17.4 - 19.7
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

cambridge

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	23.2 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 38.8
field service technician	23.9 - 27.8	26.8 - 32.3	31.9 - 41.0
heavy equipment mechanic	28.0 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	28.5 - 32.0	29.1 - 34.3	33.8 - 37.9
maintenance supervisor	32.1 - 36.4	35.0 - 38.6	37.1 - 41.2
mechanical assembler	17.3 - 21.2	20.9 - 24.8	23.4 - 28.6
millwright	28.1 - 32.2	30.2 - 34.6	33.2 - 37.9
mould maker	25.3 - 28.6	27.5 - 31.8	30.7 - 34.8
panel wirer	18.2 - 21.8	20.5 - 25.2	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.2 - 38.1
tool and die maker	26.1 - 29.2	28.0 - 33.4	32.2 - 35.1
warehouse supervisor	22.3 - 25.6	23.5 - 28.3	25.4 - 30.5
welder	20.5 - 23.9	22.7 - 27.9	25.6 - 30.5

collingwood

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.6 - 43.1	40.4 - 46.3	43.0 - 49.3
accounts payable clerk	38.3 - 42.9	42.2 - 47.3	45.7 - 51.2
accounts receivable clerk	39.3 - 44.0	43.2 - 48.4	46.8 - 52.5
payroll clerk	41.5 - 48.1	45.5 - 52.8	49.1 - 56.8

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.6	17.4 - 20.2	18.7 - 21.7
dispatcher	18.7 - 21.7	20.2 - 23.5	21.7 - 25.2
electronic parts assembler	16.0 - 18.7	17.1 - 20.0	18.1 - 21.3
forklift operator	17.0 - 18.7	18.6 - 22.9	22.0 - 24.1
industrial painter	18.0 - 20.2	20.1 - 24.1	24.0 - 26.0
inventory control clerk	16.9 - 19.3	18.4 - 21.1	19.7 - 22.6
janitor/custodian	17.5 - 19.8	19.5 - 22.1	22.0 - 24.5

collingwood

industrial support

	hourly rates		
	1 year	3 years	5 years
logistics coordinator	20.4 - 24.0	22.2 - 26.1	23.9 - 28.1
machine operator	17.4 - 20.6	19.0 - 22.5	20.5 - 24.3
machine operator assistant	16.3 - 18.5	17.9 - 20.3	19.3 - 21.9
parts manager	23.0 - 27.4	24.8 - 29.5	26.5 - 31.6
picker/packer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
shipper/receiver	17.7 - 20.0	19.9 - 21.0	20.2 - 24.0
warehouse labourer	15.8 - 16.2	16.0 - 18.0	17.0 - 21.0
welder/fitter	23.0 - 26.1	26.0 - 29.0	28.0 - 33.8

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.5 - 46.8	42.4 - 50.4	45.3 - 53.6
administrative assistant (bilingual)	40.8 - 48.4	43.9 - 52.0	46.8 - 55.6
benefits clerk	38.4 - 44.6	42.0 - 48.8	45.4 - 52.7
buyer assistant	38.7 - 44.8	42.7 - 49.6	46.3 - 53.7
claims supervisor	60.9 - 73.5	65.5 - 79.1	70.0 - 84.7
contracts administrator	57.3 - 69.2	62.4 - 75.4	67.3 - 81.4
customer retention agent	41.5 - 48.6	45.0 - 52.9	48.5 - 57.0
customer service manager (bilingual)	50.6 - 58.0	53.6 - 62.4	57.9 - 67.3
customer service representative	37.9 - 43.6	40.9 - 48.2	44.4 - 52.4
customer service representative (bilingual)	40.6 - 45.7	42.9 - 50.2	46.4 - 54.4
customer service supervisor	44.0 - 52.6	47.6 - 56.2	51.0 - 60.3
customer service supervisor (bilingual)	46.3 - 54.1	49.6 - 58.2	53.0 - 62.3
customer service trainer	40.2 - 48.0	43.7 - 52.2	47.2 - 56.4
data entry clerk	31.7 - 36.4	34.5 - 39.6	37.0 - 42.4
document controller	32.8 - 37.6	35.8 - 41.0	38.3 - 43.9
executive assistant	51.3 - 62.8	57.1 - 70.0	62.5 - 76.7
executive assistant (bilingual)	52.5 - 63.9	58.7 - 72.9	63.9 - 77.8
export/import clerk	36.6 - 42.4	40.2 - 46.6	43.3 - 50.2
file clerk	33.3 - 38.2	37.4 - 42.9	40.6 - 46.6
help desk representative	45.0 - 52.0	47.0 - 56.8	50.7 - 61.2
human resources assistant	41.3 - 47.9	44.9 - 52.1	48.0 - 55.8
inside sales representative	48.1 - 56.5	50.5 - 59.4	53.0 - 62.4
insurance claims clerk	37.8 - 43.3	41.1 - 47.1	44.2 - 50.7
invoicing clerk	36.6 - 42.4	40.0 - 46.3	42.9 - 49.8
legal assistant	45.5 - 54.8	51.9 - 62.5	57.7 - 69.6
mailroom clerk	32.8 - 37.2	35.6 - 40.3	37.8 - 42.9
office clerk	36.3 - 41.5	38.6 - 44.2	40.8 - 46.8
office manager	52.6 - 63.3	55.9 - 67.4	59.1 - 71.3
order clerk	33.8 - 38.7	36.9 - 42.2	39.6 - 45.4
order supervisor	50.2 - 59.0	55.8 - 65.7	60.9 - 71.8

collingwood

office & administrative support

	annual salaries		
	1 year	3 years	5 years
payroll administrator	42.5 - 50.8	46.2 - 55.2	49.7 - 59.4
project coordinator	43.4 - 51.6	46.9 - 55.7	50.2 - 59.7
receptionist	32.8 - 38.0	35.0 - 40.6	37.1 - 43.1
receptionist (bilingual)	33.2 - 38.1	35.3 - 40.9	37.6 - 43.5
sales assistant	38.6 - 44.7	41.1 - 47.6	43.6 - 50.6
supply clerk	32.6 - 37.9	35.2 - 40.9	37.6 - 43.6
telemarketing agent	31.2 - 34.6	33.3 - 37.4	35.3 - 40.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.3 - 28.9	26.0 - 31.0	27.7 - 33.1
CNC machinist	21.8 - 24.9	24.8 - 27.2	27.1 - 31.0
conventional machinist	19.0 - 22.6	20.8 - 24.7	22.5 - 26.7
electrician	24.8 - 29.9	26.8 - 32.3	28.7 - 34.6
electronics technician	24.3 - 28.9	26.2 - 31.2	28.0 - 33.4
field service technician	24.0 - 28.3	27.6 - 32.6	32.5 - 39.8
heavy equipment mechanic	24.1 - 28.7	26.6 - 31.7	28.9 - 34.5
lead hand/team lead	19.4 - 22.1	21.0 - 25.0	24.9 - 27.0
machine builder	25.0 - 29.4	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	22.1 - 25.4	24.2 - 27.9	26.2 - 30.1
maintenance planner	25.0 - 29.4	28.6 - 33.5	32.1 - 35.4
maintenance supervisor	27.9 - 33.2	30.4 - 36.3	32.8 - 39.2
maintenance worker	21.0 - 23.6	23.5 - 25.8	24.0 - 26.0
mould maker	26.8 - 27.7	27.6 - 29.1	29.0 - 33.0
production manager	37.6 - 45.5	40.5 - 49.1	43.4 - 52.6
production supervisor	25.8 - 27.1	27.0 - 34.8	34.7 - 36.8
quality control technician	19.2 - 22.8	20.6 - 24.4	21.9 - 26.0
tool and die maker	24.1 - 28.7	26.3 - 31.3	28.4 - 33.8
welder	20.7 - 24.6	22.4 - 26.7	24.0 - 28.6

cornwall

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 32.7	30.3 - 35.9	32.8 - 38.9
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	43.5 - 51.4	47.0 - 55.6	50.4 - 59.7
help desk representative	35.1 - 38.1	36.1 - 39.1	37.1 - 40.1
telemarketing agent	27.3 - 31.2	28.3 - 32.2	29.3 - 33.3

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.3	17.1 - 21.4	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.4 - 18.8	17.8 - 20.5	19.2 - 22.1
machine operator	16.7 - 19.9	18.3 - 21.8	19.8 - 23.6
machine operator assistant	15.9 - 18.0	17.4 - 19.7	18.8 - 21.3
material handler	14.6 - 16.9	16.1 - 18.6	17.4 - 20.1
picker/packer	14.0 - 16.1	15.0 - 17.4	16.0 - 18.5
production labourer	14.0 - 16.0	15.7 - 17.9	17.2 - 19.7
shipping and receiving clerk	18.0 - 20.4	19.5 - 22.2	21.0 - 23.9
welder/fitter	20.0 - 22.0	21.0 - 25.3	24.0 - 30.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.3 - 45.6	41.2 - 49.1	44.1 - 52.6
benefits clerk	37.1 - 43.1	40.6 - 47.2	43.9 - 51.1
data entry clerk	31.1 - 35.5	33.8 - 38.7	36.1 - 41.4
executive assistant	50.3 - 61.5	56.0 - 68.6	61.3 - 75.1
human resources assistant	39.9 - 46.4	43.4 - 50.6	46.5 - 54.2
inside sales representative	46.5 - 54.9	48.9 - 57.8	51.4 - 60.7
legal assistant	44.4 - 53.6	50.7 - 61.2	56.4 - 68.3
mailroom clerk	32.1 - 36.3	34.8 - 39.4	37.0 - 41.9
office clerk	35.4 - 40.6	37.7 - 43.2	39.8 - 45.8
office manager	51.4 - 62.1	54.7 - 66.1	57.9 - 70.0
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	42.2 - 50.4	45.7 - 54.6	49.0 - 58.5
receptionist	31.7 - 36.7	33.8 - 39.1	35.9 - 41.6
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

cornwall

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.7 - 22.3	20.4 - 24.3	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 27.0	26.4 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.6	25.9 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	23.5 - 28.0	25.9 - 31.0	28.2 - 33.7
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 29.0	27.3 - 33.0	32.4 - 37.0
maintenance mechanic	21.7 - 25.0	23.8 - 27.4	25.8 - 29.7
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.3	30.0 - 35.0
millwright	23.2 - 27.7	25.4 - 30.4	27.5 - 32.8
production manager	24.0 - 28.0	26.0 - 31.0	29.4 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.1 - 27.6	25.3 - 30.2	27.3 - 32.6
warehouse manager	24.0 - 28.0	26.0 - 31.8	30.0 - 36.0
warehouse supervisor	22.0 - 26.2	24.0 - 28.7	25.9 - 31.0
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

etobicoke

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.2 - 18.9	17.7 - 20.6	19.1 - 22.2
counterbalance forklift operator	18.0 - 19.8	18.8 - 20.8	19.4 - 21.5
electronic parts assembler	16.1 - 19.1	17.3 - 20.4	18.4 - 21.7
forklift operator	15.3 - 17.9	17.0 - 19.9	18.5 - 21.6
general labourer - heavy	16.0 - 18.0	17.6 - 19.0	18.6 - 20.0
general labourer - light	15.0 - 16.0	15.2 - 17.2	16.3 - 17.5
inventory control clerk	17.2 - 19.8	18.8 - 21.7	20.3 - 23.4
janitor/custodian	16.0 - 17.0	16.8 - 18.5	17.2 - 19.5
machine operator	17.6 - 21.0	19.3 - 23.1	20.9 - 25.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.2 - 17.8	16.9 - 19.7	18.3 - 21.4
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9

etobicoke

industrial support

	hourly rates		
	1 year	3 years	5 years
reach truck operator	18.0 - 19.8	18.4 - 20.5	19.8 - 23.1
shipper/receiver	16.0 - 18.0	17.4 - 21.0	20.3 - 22.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.0 - 51.0	45.0 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
executive assistant	53.9 - 60.7	59.8 - 67.2	64.3 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

etobicoke

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.1 - 30.0	26.9 - 32.2	28.7 - 34.4
CNC machinist	20.0 - 23.9	21.8 - 26.0	25.3 - 29.4
conventional machinist	19.3 - 23.1	21.2 - 25.4	23.0 - 27.5
electrician	28.1 - 31.8	31.4 - 35.1	34.8 - 42.3
electronics technician	25.1 - 30.0	27.1 - 32.4	29.0 - 34.7
field service technician	25.0 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.2 - 30.1	27.8 - 33.3	30.3 - 36.2
lead hand/team lead	19.0 - 21.8	20.5 - 24.6	24.0 - 26.0
maintenance mechanic	23.5 - 27.6	27.5 - 31.8	31.3 - 33.5
maintenance supervisor	30.0 - 35.1	34.8 - 42.3	42.1 - 49.9
millwright	25.8 - 29.1	28.7 - 33.7	32.9 - 39.6
production manager	40.4 - 49.0	43.6 - 52.9	46.7 - 56.7
quality control technician	19.5 - 23.3	21.0 - 25.1	22.4 - 26.8
tool and die maker	24.7 - 29.6	27.1 - 32.4	29.3 - 35.1
warehouse supervisor	23.7 - 28.3	25.9 - 30.9	28.0 - 33.4
welder	21.8 - 25.4	23.4 - 27.7	24.9 - 29.5

fergus

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.4	17.2 - 20.0	18.5 - 21.5
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.5 - 19.7	17.5 - 20.8	19.8 - 22.3
general labourer - light	15.0 - 16.2	15.6 - 18.1	16.2 - 21.0
industrial painter	17.0 - 19.5	18.1 - 21.3	19.5 - 24.0
inventory control clerk	16.7 - 19.2	18.2 - 20.9	19.6 - 22.5
janitor/custodian	15.0 - 17.8	17.1 - 19.0	18.9 - 20.0
machine operator	17.2 - 20.3	18.7 - 22.3	20.2 - 24.1
manufacturing worker	14.5 - 16.4	15.7 - 17.8	16.9 - 19.1
material handler	15.0 - 17.4	16.6 - 19.2	17.9 - 20.7
moulding machine operator	16.4 - 19.5	18.0 - 21.4	19.4 - 23.1
picker/packer	15.0 - 16.6	15.5 - 17.9	16.5 - 19.1
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	15.2 - 16.7	16.3 - 18.7	17.9 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0

fergus

industrial support

	hourly rates		
	1 year	3 years	5 years
shipping and receiving clerk	18.3 - 20.8	19.9 - 22.6	21.4 - 24.4
warehouse labourer	14.9 - 16.9	16.5 - 18.7	17.8 - 20.1
welder/fitter	24.0 - 26.7	25.3 - 29.2	27.6 - 34.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	20.5 - 24.0	23.3 - 27.0	26.5 - 31.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	28.5 - 32.1	31.5 - 34.2	32.5 - 34.7
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 35.8
heavy equipment mechanic	26.3 - 29.0	28.5 - 32.1	31.5 - 35.2
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	25.5 - 29.2	28.6 - 33.5	32.0 - 36.4
maintenance mechanic	26.6 - 30.0	28.9 - 32.8	31.4 - 35.7
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 40.1
millwright	27.3 - 31.2	31.0 - 33.7	33.2 - 36.5
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 35.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.5 - 34.4	33.7 - 36.0
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

guelph

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	38.0 - 44.5	42.5 - 48.2	44.9 - 53.2
customer service representative (bilingual)	41.2 - 44.5	43.5 - 49.5	45.2 - 54.5
inside sales representative	46.5 - 54.9	49.1 - 57.4	51.3 - 61.5

guelph

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
chemical			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9
civil			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
construction			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
electrical			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
energy			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1

guelph

engineering

	annual salaries		
	entry	mid	senior
manufacturing			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
mechanical			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
supply chain management & procurement			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
technical management			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7

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engineering

	annual salaries		
	entry	mid	senior
technical management (continued)			
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	38.0 - 43.0	40.9 - 46.2	43.0 - 49.8
accounts payable clerk	38.8 - 43.3	42.6 - 47.8	46.0 - 51.7
accounts receivable clerk	39.7 - 45.7	45.5 - 48.9	47.1 - 52.8
invoicing clerk	37.0 - 42.9	40.4 - 46.8	44.4 - 50.2
payroll administrator	43.5 - 51.5	47.3 - 56.0	50.9 - 61.5
payroll clerk	42.3 - 48.7	46.8 - 53.3	49.5 - 57.5

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.5 - 18.9	18.2 - 21.0	19.7 - 23.6
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.5 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	18.0 - 20.5	20.1 - 23.3	22.8 - 26.0
inventory control clerk	17.2 - 19.7	18.7 - 21.4	20.1 - 23.0
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.6 - 20.9	19.3 - 22.8	20.8 - 24.6
manufacturing worker	15.0 - 16.9	16.3 - 18.4	17.5 - 19.8
material handler	15.5 - 17.9	17.0 - 19.7	18.4 - 21.3
moulding machine operator	16.9 - 20.0	18.5 - 21.9	19.9 - 23.6
picker/packer	15.0 - 16.6	15.5 - 17.9	16.5 - 19.1
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	15.2 - 16.7	16.3 - 18.7	17.9 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.9 - 21.3	20.5 - 23.2	21.9 - 24.9
warehouse labourer	15.4 - 17.4	17.0 - 19.2	18.3 - 20.7
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.3 - 47.7	43.3 - 51.3	46.3 - 55.7
administrative assistant (bilingual)	42.5 - 49.9	44.9 - 53.6	49.6 - 57.0
benefits clerk	38.7 - 44.7	42.0 - 48.9	45.5 - 52.8
data entry clerk	32.0 - 36.6	34.8 - 39.7	37.2 - 42.7
document controller	33.2 - 37.9	36.0 - 41.2	38.6 - 44.0
executive assistant	52.4 - 63.8	58.1 - 70.8	63.5 - 77.4
executive assistant (bilingual)	55.9 - 64.2	59.3 - 70.9	67.8 - 81.7
file clerk	34.2 - 38.5	37.7 - 43.2	40.9 - 47.7
human resources assistant	41.5 - 48.1	45.2 - 52.3	48.2 - 56.0
insurance claims clerk	38.0 - 43.4	41.3 - 47.2	44.3 - 50.8
mailroom clerk	33.0 - 37.3	35.9 - 40.6	38.0 - 43.0
office clerk	36.5 - 41.7	38.8 - 44.4	41.0 - 46.9
order clerk	35.0 - 38.9	37.2 - 42.3	39.9 - 45.6
receptionist	34.0 - 38.5	35.9 - 40.8	37.5 - 43.2
sales assistant	38.9 - 45.5	41.5 - 48.0	44.0 - 50.9

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	47.4 - 58.7	51.1 - 64.5	56.0 - 71.8
account manager - technologies, software*	49.3 - 61.1	53.2 - 67.2	58.3 - 74.8
business development manager*	92.3 - 122.1	103.4 - 140.2	117.8 - 161.7
district sales manager**	72.0 - 92.8	82.0 - 107.7	94.1 - 123.3
key accounts manager - consumer goods*	61.3 - 78.6	69.3 - 90.5	79.1 - 103.3
merchandiser - consumer goods	57.2 - 74.3	63.7 - 84.4	71.9 - 95.6
sales engineer technologies, software, hardware, telecommunications**	68.2 - 88.7	74.8 - 99.1	83.1 - 110.5
sales representative, account manager channel manager*	69.7 - 91.7	77.7 - 104.2	87.7 - 118.0
sales representative, account manager consumer goods*	49.4 - 60.9	52.9 - 66.6	57.8 - 74.0
sales representative, account manager professional services*	45.7 - 56.7	49.3 - 62.3	54.1 - 69.3
sales representative, account manager telecommunications*	47.8 - 59.3	51.6 - 65.2	56.6 - 72.5
digital marketing			
digital marketing manager	63.5 - 80.4	72.9 - 93.8	83.9 - 106.2
digital media specialist	37.3 - 47.5	43.3 - 56.1	50.4 - 64.0
digital specialist	44.4 - 58.7	51.6 - 69.4	60.2 - 79.4
e-commerce manager	77.4 - 100.6	86.2 - 114.4	97.4 - 129.9
marketing content manager	48.8 - 62.2	56.7 - 73.5	66.0 - 83.9
social media manager	57.2 - 70.1	69.4 - 82.7	82.4 - 96.3
web manager	63.5 - 82.5	70.7 - 93.7	79.8 - 106.5
web marketing analyst	48.5 - 63.4	55.5 - 73.8	63.9 - 83.9

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	79.3 - 101.7	88.0 - 114.9	98.7 - 128.8
brand or product manager assistant	63.7 - 85.4	74.1 - 100.6	85.8 - 114.8
communications manager	57.0 - 75.0	64.7 - 86.7	74.0 - 98.0
communications specialist	50.0 - 67.8	59.2 - 81.3	69.6 - 93.0
marketing coordinator	52.1 - 69.1	59.8 - 80.5	68.9 - 91.8
marketing director	88.2 - 116.2	99.9 - 133.8	113.8 - 151.2
marketing project manager	37.8 - 50.0	43.4 - 58.2	49.8 - 66.0
marketing specialist	45.9 - 60.0	51.6 - 68.6	58.4 - 77.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	67.1 - 87.1	74.8 - 99.0	84.3 - 112.1
communications VP	96.1 - 145.7	127.6 - 194.2	161.0 - 245.4
marketing VP	120.8 - 185.9	166.8 - 257.3	215.9 - 333.2
sales manager*	93.2 - 119.6	114.8 - 147.8	139.2 - 179.4
sales vice-president/general manager**	137.6 - 197.4	185.8 - 266.7	237.6 - 341.1

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	24.3 - 28.0	27.5 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
machine builder	25.0 - 29.4	28.5 - 33.4	32.3 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.5 - 34.4	33.7 - 39.0
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	67.3 - 86.5	75.1 - 98.4	89.4 - 115.0
application support analyst	56.7 - 73.9	64.7 - 85.1	73.2 - 91.0
automation tester	59.6 - 86.1	81.4 - 98.1	91.6 - 127.2
devops development side	80.6 - 105.4	103.1 - 127.2	119.4 - 140.5
ERP developer	65.3 - 83.4	72.5 - 94.9	89.6 - 131.4
front-end developer	63.7 - 83.1	72.6 - 96.3	83.1 - 119.0
full stack developer	60.3 - 81.4	72.9 - 105.4	94.2 - 133.5
IT quality assurance manager	76.0 - 97.9	83.7 - 109.9	93.3 - 123.0
java developer	64.1 - 82.4	71.5 - 111.6	97.5 - 129.3
machine learning developer	85.8 - 120.5	116.1 - 180.6	177.6 - 200.6
manual tester	47.8 - 63.0	55.6 - 74.3	64.4 - 84.4
mobile application developer (ios/android)	65.2 - 89.5	79.7 - 109.5	94.7 - 124.6
RPA developer	71.4 - 83.7	82.4 - 99.3	93.6 - 108.4
UI/UX designer	60.8 - 78.1	67.9 - 88.8	76.4 - 99.0
architecture			
application architect	85.9 - 98.6	95.0 - 110.4	106.6 - 150.4
architect (enterprise)	90.3 - 121.4	103.4 - 141.4	130.0 - 200.0
architect (solutions/technical)	81.5 - 101.5	91.2 - 115.7	103.0 - 129.8
cloud architect	80.8 - 101.2	91.1 - 130.8	115.5 - 200.0
data & analytics			
BI data architect	76.7 - 98.4	85.2 - 111.3	95.5 - 124.4
big data engineer	80.6 - 96.3	92.5 - 115.4	105.7 - 133.4
business intelligence developer	63.5 - 81.9	70.4 - 92.1	79.2 - 111.0
data analyst	52.1 - 76.9	65.3 - 91.6	82.6 - 101.4
data architect	93.6 - 110.7	99.2 - 119.8	100.1 - 136.4

	annual salaries		
	entry	mid	senior
data & analytics (continued)			
data engineer	67.9 - 90.2	78.0 - 105.5	90.0 - 119.8
data scientist	76.1 - 102.6	88.4 - 119.3	101.4 - 135.5
database administrator	62.9 - 78.9	73.8 - 90.9	85.6 - 109.4
leadership/business technology			
business analyst	60.0 - 85.4	74.4 - 98.0	89.0 - 123.0
chief technology officer	120.4 - 190.3	160.4 - 285.9	225.5 - 450.6
CIO/CTO	103.0 - 183.2	153.6 - 274.8	212.8 - 381.1
IT director	110.8 - 130.1	120.4 - 160.8	130.1 - 200.9
technical lead	54.3 - 82.6	80.6 - 88.8	84.6 - 133.2
technical writer	57.1 - 73.5	66.1 - 86.2	76.3 - 97.7
networking/infrastructure			
bilingual tech support	40.6 - 45.4	43.6 - 55.2	50.4 - 75.6
devops system side	80.8 - 106.4	100.2 - 125.4	105.9 - 135.6
help desk representative	45.8 - 60.1	52.1 - 68.8	58.7 - 76.7
information security engineer	69.9 - 92.8	80.2 - 108.5	92.5 - 123.2
information security manager	90.2 - 116.8	99.8 - 132.2	112.3 - 150.1
information security specialist	59.4 - 77.3	67.6 - 89.6	77.4 - 101.4
information systems analyst	62.7 - 79.6	68.9 - 89.3	76.8 - 100.3
linux/unix administrator	70.5 - 91.9	80.1 - 106.6	91.9 - 121.4
network administrator	52.6 - 66.9	63.3 - 87.4	82.1 - 100.9
network engineer	64.0 - 84.5	73.1 - 98.6	84.2 - 112.9
systems administrator	58.4 - 79.2	69.6 - 83.6	81.4 - 109.5
telecommunications analyst	62.0 - 81.8	70.7 - 95.5	81.6 - 110.0
project management			
business systems analyst	74.3 - 99.5	84.8 - 115.5	97.2 - 131.1
ERP project manager	89.9 - 119.3	97.9 - 132.7	108.4 - 148.7
functional analyst	60.8 - 68.2	67.4 - 94.5	89.1 - 121.8
organizational change manager (OCM)	87.6 - 102.2	101.4 - 114.2	111.3 - 127.0
product owner	59.6 - 73.3	72.4 - 93.1	83.3 - 109.4
product owner/manager	74.8 - 102.2	86.5 - 120.3	100.3 - 137.7
program manager	100.6 - 115.9	109.4 - 137.4	135.8 - 180.9
project coordinator	58.1 - 72.9	66.0 - 84.4	75.5 - 95.8
project manager (infrastructure)	70.4 - 90.1	80.6 - 108.6	87.4 - 118.2
project manager (software)	60.9 - 80.6	75.6 - 110.4	89.6 - 118.1
scrum master	69.7 - 90.0	78.3 - 103.2	88.9 - 117.5

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customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	41.0 - 48.3	44.6 - 52.6	48.1 - 56.7
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	45.5 - 53.6	49.2 - 58.1	52.8 - 62.3
help desk representative	44.5 - 53.6	48.8 - 58.9	52.8 - 63.7
inside sales representative	48.4 - 57.0	50.9 - 60.0	53.4 - 63.0

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
chemical			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
civil			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
construction			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
electrical			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5

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engineering

	annual salaries		
	entry	mid	senior
energy			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
pipng designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
manufacturing			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
mechanical			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
supply chain management & procurement			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4

hamilton

engineering

	annual salaries		
	entry	mid	senior
technical management			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	60.3 - 72.1	63.1 - 75.3	65.7 - 78.6	72.6 - 86.9
accounting manager	81.4 - 98.6	87.5 - 106.0	93.4 - 113.2	106.6 - 129.2
accounting supervisor	61.3 - 74.1	65.8 - 79.7	70.3 - 85.1	80.1 - 97.2
accounts payable manager	69.8 - 84.5	76.1 - 92.2	82.3 - 99.7	96.4 - 116.9
accounts receivable manager	70.9 - 83.8	76.8 - 90.9	82.7 - 97.8	96.9 - 114.7
billing specialist	37.2 - 43.2	40.5 - 47.2	43.6 - 50.8	49.5 - 57.7
bookkeeper	40.5 - 47.6	45.4 - 49.4	47.2 - 50.9	49.3 - 58.2
compliance specialist	52.9 - 63.2	58.1 - 69.5	63.1 - 75.4	73.2 - 87.6
controller	87.3 - 111.0	94.6 - 120.3	101.7 - 129.3	118.1 - 150.2
credit and collections supervisor	52.6 - 63.6	56.7 - 68.5	60.7 - 73.4	69.8 - 84.5
external auditor	57.6 - 68.9	63.0 - 75.4	68.3 - 81.7	79.5 - 95.2
financial analyst	67.3 - 80.5	72.0 - 86.1	76.5 - 91.6	86.8 - 104.0
financial reporting manager	90.9 - 110.1	97.5 - 118.2	104.0 - 126.2	119.5 - 144.8
internal auditor	57.1 - 68.2	62.9 - 75.2	68.5 - 81.9	80.0 - 95.7
payroll manager	68.4 - 82.8	73.8 - 89.4	79.1 - 95.9	90.6 - 109.9
payroll specialist	42.6 - 50.7	46.4 - 55.4	50.1 - 59.8	58.1 - 69.4
payroll supervisor	53.6 - 64.0	58.2 - 69.6	62.7 - 74.9	72.3 - 86.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	116.8 - 208.3	167.6 - 299.6	246.5 - 440.9
finance director	87.6 - 156.0	119.3 - 212.8	157.6 - 281.7

hamilton

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.7 - 43.3	40.5 - 46.6	43.2 - 49.7
accounts payable clerk	38.4 - 43.1	42.3 - 47.6	45.9 - 51.6
accounts receivable clerk	39.3 - 44.2	43.4 - 48.8	47.1 - 52.9
invoicing clerk	36.7 - 42.6	40.1 - 46.6	43.1 - 50.1
payroll administrator	42.6 - 50.7	46.4 - 55.4	50.1 - 59.8
payroll clerk	41.6 - 48.5	45.7 - 53.3	49.4 - 57.6

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.8 - 67.2	59.0 - 76.5	66.5 - 86.4
compensation and benefits manager	85.2 - 110.7	94.4 - 125.3	106.2 - 142.2
health and safety advisor	59.0 - 75.8	67.7 - 88.1	77.6 - 100.0
HRIS analyst	58.7 - 77.0	67.2 - 89.6	77.2 - 102.0
human resources business partner	65.2 - 85.1	72.8 - 97.0	82.3 - 109.7
human resources coordinator	48.1 - 62.3	53.3 - 70.5	60.0 - 80.2
human resources generalist	59.6 - 74.6	63.8 - 81.7	69.9 - 91.9
human resources manager	80.4 - 105.7	90.5 - 121.2	102.9 - 137.7
human resources supervisor	61.8 - 80.5	68.8 - 91.7	78.0 - 105.1
labour relations advisor	63.8 - 84.4	72.6 - 98.0	83.4 - 112.0
labour relations manager	87.9 - 119.3	103.4 - 142.0	121.2 - 164.3
recruitment coordinator	39.9 - 51.5	45.5 - 59.3	51.6 - 66.7
talent acquisition specialist	51.2 - 68.8	57.7 - 78.9	65.7 - 90.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	104.7 - 177.7	144.0 - 244.8	179.3 - 305.3
health and safety director	90.0 - 118.6	117.2 - 154.5	141.0 - 186.0
human resources director	88.8 - 122.7	114.8 - 158.7	142.3 - 196.9

hamilton

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.1 - 18.6	17.5 - 20.3	18.8 - 21.8
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.6 - 16.0	15.6 - 18.1	16.2 - 20.5
industrial painter	16.9 - 19.8	18.4 - 21.6	19.7 - 23.2
inventory control clerk	16.9 - 19.4	18.4 - 21.2	19.8 - 22.8
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.4 - 20.6	19.0 - 22.6	20.6 - 24.5
manufacturing worker	14.6 - 16.6	15.9 - 18.0	17.1 - 19.4
material handler	15.0 - 17.4	16.5 - 19.2	17.9 - 20.7
moulding machine operator	16.8 - 19.9	18.4 - 21.8	19.8 - 23.6
picker/packer	14.3 - 16.6	15.4 - 17.9	16.4 - 19.0
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5
production labourer	14.3 - 16.4	16.1 - 18.5	17.7 - 20.3
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.5 - 21.1	20.2 - 22.9	21.7 - 24.7
warehouse labourer	14.9 - 16.9	16.5 - 18.7	17.7 - 20.1
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.3 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
benefits clerk	38.0 - 44.1	41.6 - 48.4	45.0 - 52.4
buyer assistant	38.8 - 45.0	42.9 - 49.9	46.5 - 54.2
data entry clerk	31.5 - 36.1	34.2 - 39.3	36.7 - 42.1
document controller	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
executive assistant	51.6 - 63.0	57.3 - 70.1	62.7 - 76.8
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.9 - 37.7	37.0 - 42.5	40.2 - 46.2
human resources assistant	40.9 - 47.5	44.5 - 51.8	47.6 - 55.5
legal assistant	45.7 - 55.1	52.2 - 63.0	58.1 - 70.2
office clerk	36.0 - 41.2	38.3 - 44.0	40.5 - 46.5
office manager	52.9 - 63.8	56.2 - 68.0	59.5 - 72.0
order clerk	33.4 - 38.3	36.5 - 41.8	39.1 - 45.0
project coordinator	43.6 - 52.0	47.2 - 56.2	50.6 - 60.3
receptionist	32.4 - 37.6	34.6 - 40.1	36.7 - 42.6
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.6 - 44.9	41.2 - 47.9	43.8 - 51.0

hamilton

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	47.1 - 58.6	50.9 - 64.6	55.9 - 72.0
account manager - technologies, software*	49.0 - 61.0	53.0 - 67.3	58.2 - 75.0
business development manager*	94.0 - 124.9	105.6 - 143.3	120.5 - 165.0
district sales manager**	71.6 - 92.9	81.8 - 108.1	94.2 - 124.0
key accounts manager - consumer goods*	61.2 - 79.0	69.5 - 91.3	79.5 - 104.5
merchandiser - consumer goods	57.1 - 74.6	63.8 - 85.0	72.1 - 96.6
sales engineer technologies, software, hardware, telecommunications**	68.2 - 89.2	75.0 - 100.0	83.5 - 111.7
sales representative, account manager channel manager*	69.2 - 91.7	77.4 - 104.6	87.6 - 118.6
sales representative, account manager consumer goods*	49.2 - 61.1	52.8 - 66.9	57.8 - 74.5
sales representative, account manager professional services*	45.5 - 56.6	49.1 - 62.4	54.0 - 69.5
sales representative, account manager telecommunications*	47.5 - 59.2	51.3 - 65.2	56.4 - 72.7
digital marketing			
digital marketing manager	62.3 - 79.3	71.8 - 92.9	82.9 - 105.3
digital media specialist	36.9 - 47.2	43.0 - 56.0	50.1 - 64.0
digital specialist	44.1 - 58.6	51.4 - 69.5	60.1 - 79.8
e-commerce manager	77.0 - 100.9	86.1 - 115.0	97.5 - 130.7
marketing content manager	47.5 - 61.0	55.5 - 72.4	64.8 - 82.9
social media manager	56.6 - 69.7	69.1 - 82.9	82.2 - 96.4
web manager	62.9 - 82.3	70.3 - 93.8	79.6 - 106.9
web marketing analyst	47.2 - 62.2	54.3 - 72.7	62.7 - 82.9
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	79.1 - 101.9	87.9 - 115.5	98.9 - 129.6
brand or product manager assistant	62.9 - 84.8	73.4 - 100.2	85.3 - 114.5
communications manager	57.4 - 76.0	65.4 - 88.2	74.9 - 99.9
communications specialist	48.8 - 66.7	58.1 - 80.3	68.6 - 92.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

hamilton

sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications (continued)			
marketing coordinator	51.9 - 69.2	59.7 - 81.0	69.0 - 92.6
marketing director	88.1 - 116.8	100.2 - 134.7	114.4 - 152.2
marketing project manager	36.9 - 49.3	42.5 - 57.6	49.1 - 65.5
marketing specialist	45.6 - 59.9	51.4 - 68.7	58.3 - 77.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	66.5 - 87.0	74.3 - 99.2	84.1 - 112.7
communications VP	95.4 - 145.3	127.2 - 193.7	160.7 - 244.9
marketing VP	121.5 - 187.0	167.8 - 258.6	217.1 - 334.5
sales manager*	93.5 - 120.4	115.6 - 148.7	140.1 - 180.4
sales vice-president/general manager**	138.5 - 198.5	186.9 - 268.0	238.8 - 342.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.6 - 29.3	26.3 - 31.4	28.1 - 33.5
CNC machinist	21.0 - 25.0	24.2 - 30.0	29.4 - 34.0
conventional machinist	21.0 - 25.8	24.3 - 30.9	29.1 - 34.0
field service technician	24.2 - 28.5	26.7 - 31.5	29.0 - 34.3
lead hand/team lead	24.0 - 27.0	26.5 - 32.8	31.3 - 35.0
machine builder	23.0 - 26.0	25.0 - 30.5	28.0 - 32.2
maintenance mechanic	24.0 - 26.0	25.0 - 31.3	30.0 - 33.0
maintenance supervisor	30.0 - 33.0	31.0 - 37.0	36.0 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.2	31.0 - 32.5	31.2 - 36.0
panel wirer	30.0 - 31.5	30.3 - 32.1	32.0 - 33.0
production supervisor	27.0 - 31.0	29.6 - 36.4	34.8 - 40.0
tool and die maker	30.0 - 31.0	30.4 - 32.0	31.6 - 36.0
warehouse supervisor	22.9 - 27.3	25.0 - 29.8	27.0 - 32.2
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

kingston

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 32.7	30.3 - 35.9	32.8 - 38.9
customer service representative (bilingual)	33.2 - 35.7	34.2 - 38.5	35.8 - 41.9
customer service supervisor	43.5 - 51.4	47.0 - 55.6	50.4 - 59.7
help desk representative	35.1 - 38.1	36.1 - 39.1	37.1 - 40.1
telemarketing agent	27.3 - 31.2	28.3 - 32.2	29.3 - 33.3

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounts payable clerk	37.7 - 42.3	41.6 - 46.7	45.1 - 50.7
accounts receivable clerk	38.6 - 43.4	42.6 - 47.8	46.2 - 52.0
invoicing clerk	36.0 - 41.8	39.4 - 45.7	42.3 - 49.2
payroll administrator	41.9 - 50.0	45.7 - 54.5	49.4 - 58.9

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.5	17.1 - 21.4	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	16.4 - 18.8	17.9 - 20.5	19.2 - 22.1
machine operator	17.1 - 20.3	18.7 - 22.2	20.2 - 24.0
machine operator assistant	16.2 - 18.3	17.7 - 20.1	19.1 - 21.7
material handler	14.7 - 17.0	16.2 - 18.8	17.5 - 20.3
picker/packer	14.0 - 16.3	15.1 - 17.5	16.1 - 18.7
production labourer	14.1 - 16.1	15.8 - 18.1	17.3 - 19.9
shipping and receiving clerk	18.0 - 20.5	19.6 - 22.3	21.1 - 24.0
welder/fitter	20.0 - 22.0	21.0 - 25.0	24.1 - 30.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.2 - 46.6	42.2 - 50.3	45.1 - 53.8
benefits clerk	37.3 - 43.3	40.8 - 47.5	44.1 - 51.4
data entry clerk	31.2 - 35.7	33.9 - 38.9	36.3 - 41.7
executive assistant	51.5 - 62.9	57.2 - 70.0	62.6 - 76.6
human resources assistant	40.1 - 46.6	43.6 - 50.8	46.7 - 54.5
inside sales representative	47.1 - 55.5	49.5 - 58.4	52.0 - 61.4
legal assistant	45.0 - 54.3	51.3 - 62.1	57.2 - 69.2
mailroom clerk	32.2 - 36.5	35.0 - 39.7	37.2 - 42.2
office clerk	35.6 - 40.9	37.9 - 43.6	40.1 - 46.1
office manager	51.6 - 62.4	54.9 - 66.4	58.2 - 70.4

kingston

office & administrative support

	annual salaries		
	1 year	3 years	5 years
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	42.4 - 50.5	45.8 - 54.6	49.1 - 58.6
receptionist	31.8 - 36.8	33.9 - 39.3	36.0 - 41.8
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.3 - 22.9	21.0 - 25.0	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.0	24.0 - 28.1	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.0	26.3 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	24.1 - 28.8	26.6 - 31.8	29.0 - 34.6
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance manager	26.0 - 30.1	29.0 - 33.6	32.1 - 37.0
maintenance mechanic	21.9 - 25.2	24.0 - 27.6	26.0 - 29.9
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.4	30.0 - 35.0
millwright	23.4 - 27.9	25.6 - 30.6	27.6 - 33.0
production manager	24.0 - 28.0	26.0 - 31.3	30.0 - 36.0
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
tool and die maker	23.8 - 28.4	26.0 - 31.0	28.1 - 33.6
warehouse manager	24.0 - 28.0	26.0 - 31.7	30.0 - 36.0
warehouse supervisor	22.1 - 26.4	24.2 - 28.9	26.1 - 31.2
welder	18.0 - 21.0	20.0 - 24.0	23.0 - 28.0

kitchener - waterloo

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

kitchener - waterloo

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
chemical			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9
civil			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
construction			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
electrical			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
energy			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
piping designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1

kitchener - waterloo

engineering

	annual salaries		
	entry	mid	senior
manufacturing			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
mechanical			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
supply chain management & procurement			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
technical management			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0

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engineering

	annual salaries		
	entry	mid	senior
technical management (continued)			
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	51.9 - 66.0	57.9 - 75.0	65.3 - 84.8
compensation and benefits manager	84.0 - 109.3	93.1 - 123.8	104.9 - 140.6
health and safety advisor	58.2 - 74.6	66.7 - 86.8	76.5 - 98.6
HRIS analyst	58.0 - 76.1	66.4 - 88.7	76.4 - 101.0
human resources business partner	64.0 - 83.5	71.5 - 95.1	80.7 - 107.6
human resources coordinator	47.2 - 61.1	52.3 - 69.1	58.8 - 78.6
human resources generalist	58.6 - 73.2	62.7 - 80.1	68.6 - 90.1
human resources manager	79.2 - 104.3	89.3 - 119.8	101.6 - 136.2
human resources supervisor	60.7 - 78.9	67.6 - 89.9	76.5 - 103.1
labour relations advisor	62.6 - 82.8	71.3 - 96.1	81.8 - 109.8
labour relations manager	86.7 - 117.9	102.1 - 140.5	119.8 - 162.6
recruitment coordinator	39.3 - 50.6	44.8 - 58.2	50.7 - 65.4
talent acquisition specialist	50.2 - 67.4	56.5 - 77.2	64.4 - 88.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	103.4 - 176.0	142.4 - 243.2	177.7 - 303.7
health and safety director	88.7 - 117.2	115.8 - 152.8	139.5 - 184.4
human resources director	87.5 - 121.3	113.4 - 157.1	140.7 - 195.2

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industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.3	17.2 - 19.9	19.5 - 22.1
counterbalance forklift operator	16.0 - 18.2	17.8 - 20.0	19.5 - 22.8
electronic parts assembler	15.8 - 18.6	17.1 - 19.9	18.1 - 22.2
forklift operator	16.5 - 18.0	17.1 - 19.5	19.0 - 21.6
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 16.2	15.6 - 18.1	16.2 - 20.5
industrial painter	16.5 - 19.5	18.1 - 21.2	20.1 - 22.9
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 22.8
machine operator	17.1 - 20.4	18.7 - 22.2	20.2 - 24.0
manufacturing worker	15.1 - 16.6	15.7 - 17.7	17.5 - 19.0
material handler	15.8 - 17.3	17.0 - 19.5	18.5 - 20.8
moulding machine operator	16.4 - 19.4	18.0 - 21.3	19.4 - 23.0
picker/packer	15.1 - 16.4	15.6 - 17.7	16.5 - 18.8
production labourer	15.5 - 16.4	16.3 - 18.3	18.0 - 19.8
reach truck operator	17.2 - 19.4	18.5 - 21.1	20.5 - 23.5
sandblasting operator	17.0 - 18.7	18.0 - 20.4	20.1 - 22.9
shipping and receiving clerk	18.4 - 20.8	20.4 - 22.8	22.5 - 24.8
warehouse labourer	16.2 - 17.3	17.2 - 18.5	18.1 - 20.1
welder/fitter	23.4 - 26.7	25.3 - 29.2	27.6 - 33.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

kitchener - waterloo

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	45.8 - 57.0	49.5 - 62.7	54.3 - 70.0
account manager - technologies, software*	47.7 - 59.3	51.5 - 65.3	56.6 - 72.9
business development manager*	91.9 - 122.2	103.3 - 140.3	117.9 - 161.9
district sales manager**	69.6 - 90.1	79.4 - 104.9	91.4 - 120.3
key accounts manager - consumer goods*	59.5 - 76.7	67.5 - 88.6	77.1 - 101.4
merchandiser - consumer goods	56.1 - 73.1	62.6 - 83.3	70.8 - 94.7
sales representative, account manager channel manager*	67.3 - 89.0	75.2 - 101.4	85.0 - 115.1
sales representative, account manager consumer goods*	48.6 - 60.1	52.1 - 65.8	56.9 - 73.3
sales representative, account manager professional services*	44.3 - 55.0	47.8 - 60.6	52.5 - 67.5
sales representative, account manager technologies, software, hardware, telecommunications**	66.2 - 86.4	72.7 - 96.7	80.9 - 108.0
sales representative, account manager telecommunications*	46.3 - 57.5	49.9 - 63.3	54.9 - 70.6
digital marketing			
digital marketing manager	61.6 - 78.4	70.9 - 91.8	81.9 - 104.1
digital media specialist	36.4 - 46.5	42.3 - 55.0	49.3 - 62.9
digital specialist	43.4 - 57.6	50.5 - 68.2	59.0 - 78.3
e-commerce manager	74.9 - 97.8	83.6 - 111.6	94.6 - 126.9
marketing content manager	47.1 - 60.3	54.8 - 71.5	64.0 - 81.9
social media manager	55.1 - 67.8	66.1 - 79.2	79.1 - 93.6
web manager	61.3 - 79.9	68.3 - 91.0	77.3 - 103.7
web marketing analyst	46.8 - 61.5	53.7 - 71.9	62.0 - 81.9
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	76.8 - 98.9	85.4 - 112.0	96.0 - 125.8
brand or product manager assistant	62.2 - 83.9	72.6 - 99.1	84.3 - 113.4
communications manager	56.2 - 74.3	64.0 - 86.2	73.3 - 97.7
communications specialist	48.3 - 65.9	57.4 - 79.3	67.7 - 91.0
marketing coordinator	51.0 - 67.9	58.6 - 79.4	67.7 - 90.8

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

kitchener - waterloo

sales & marketing

	annual salaries		
	entry	mid	senior
<u>marketing and communications (continued)</u>			
marketing director	85.6 - 113.3	97.2 - 130.8	110.9 - 148.1
marketing project manager	36.2 - 48.1	41.6 - 56.1	47.9 - 63.8
marketing specialist	44.9 - 58.8	50.5 - 67.4	57.3 - 75.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
<u>executive positions</u>			
branch manager**	65.5 - 85.7	73.2 - 97.8	82.9 - 111.2
communications VP	94.5 - 144.0	126.0 - 192.3	159.3 - 243.5
marketing VP	117.9 - 182.6	163.6 - 253.7	212.4 - 329.5
sales manager*	90.7 - 116.9	112.3 - 145.1	136.6 - 176.5
sales vice-president/general manager**	134.6 - 194.0	182.5 - 263.1	234.1 - 337.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	21.5 - 25.0	24.3 - 28.3	28.0 - 32.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	33.4 - 37.6
field service technician	23.9 - 28.3	27.6 - 33.4	32.9 - 40.8
heavy equipment mechanic	28.2 - 32.4	31.8 - 34.1	32.9 - 35.8
lead hand/team lead	19.4 - 22.1	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.3	28.6 - 33.5	32.1 - 36.4
maintenance mechanic	28.5 - 31.9	29.0 - 34.2	33.7 - 37.5
maintenance supervisor	32.2 - 36.2	35.3 - 38.6	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.2 - 31.5	30.7 - 34.6
panel wirer	18.2 - 21.8	20.5 - 25.2	24.3 - 29.7
tool and die maker	26.1 - 29.3	28.7 - 32.6	31.9 - 35.1
warehouse supervisor	22.3 - 25.8	24.9 - 29.1	28.9 - 31.2
welder	20.3 - 23.9	23.5 - 27.4	25.6 - 30.5

technologies

	annual salaries		
	entry	mid	senior
<u>application software</u>			
.net/C# developer	65.5 - 84.6	73.2 - 96.4	90.1 - 115.6
application support analyst	54.9 - 72.0	62.8 - 83.1	71.4 - 91.0
automation tester	59.6 - 86.9	81.5 - 98.6	91.4 - 127.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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technologies

	annual salaries		
	entry	mid	senior
application software (continued)			
devops development side	80.6 - 105.4	103.3 - 127.8	119.4 - 140.1
ERP developer	63.2 - 81.5	70.6 - 92.9	89.0 - 131.0
front-end developer	64.9 - 85.6	74.3 - 99.8	85.7 - 120.2
full stack developer	60.3 - 81.4	72.6 - 105.6	95.6 - 133.4
IT quality assurance manager	74.5 - 96.8	82.3 - 109.0	92.1 - 122.1
java developer	62.3 - 80.4	69.7 - 111.2	93.3 - 129.4
machine learning developer	85.9 - 120.9	110.4 - 180.9	170.3 - 200.1
manual tester	46.3 - 61.5	54.1 - 72.8	62.9 - 82.9
mobile application developer (ios/android)	63.4 - 87.6	77.8 - 107.4	92.7 - 122.5
RPA developer	71.6 - 83.9	81.4 - 99.6	93.5 - 108.9
UI/UX designer	59.0 - 76.2	66.0 - 86.8	74.5 - 97.0
architecture			
application architect	85.4 - 95.4	90.6 - 110.0	100.3 - 150.6
architect (enterprise)	88.4 - 119.3	101.4 - 139.2	130.0 - 200.0
architect (solutions/technical)	79.5 - 99.5	89.2 - 113.6	101.0 - 127.6
cloud architect	78.9 - 99.2	89.1 - 130.4	119.6 - 200.0
data & analytics			
BI data architect	74.8 - 96.4	83.3 - 109.3	93.6 - 122.3
big data engineer	80.1 - 96.7	93.6 - 115.4	105.1 - 133.6
business intelligence developer	61.2 - 79.1	68.5 - 90.1	77.3 - 111.0
data analyst	52.3 - 76.4	65.3 - 91.4	82.0 - 101.0
data architect	93.6 - 110.5	99.4 - 119.5	113.1 - 136.5
data engineer	66.0 - 88.2	76.1 - 103.5	88.1 - 117.7
data scientist	76.8 - 102.6	88.5 - 119.6	101.5 - 135.6
database administrator	62.4 - 78.9	73.6 - 90.9	85.4 - 109.0
leadership/business technology			
business analyst	60.0 - 83.5	72.5 - 96.1	89.0 - 123.0
chief technology officer	120.0 - 190.0	160.0 - 285.0	225.0 - 450.0
CIO/CTO	101.9 - 182.4	152.7 - 274.2	212.1 - 380.8
IT director	110.6 - 130.4	120.2 - 160.5	130.3 - 200.1
technical lead	54.6 - 82.2	80.2 - 88.9	84.6 - 133.5
technical writer	55.4 - 71.6	64.3 - 84.3	74.4 - 95.8
networking/infrastructure			
bilingual tech support	40.0 - 45.8	43.6 - 57.7	55.4 - 75.6
devops system side	80.9 - 106.3	100.5 - 125.6	105.4 - 135.6
help desk representative	44.1 - 58.3	50.3 - 67.0	56.9 - 74.8
information security engineer	68.1 - 90.9	78.3 - 106.4	90.5 - 121.1
information security manager	88.9 - 115.9	98.7 - 131.4	111.3 - 149.3
information security specialist	57.6 - 75.4	65.7 - 87.7	75.5 - 99.4
information systems analyst	60.8 - 77.7	67.0 - 87.4	74.9 - 98.3
linux/unix administrator	68.6 - 89.9	78.2 - 104.5	89.9 - 119.3

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technologies

	annual salaries		
	entry	mid	senior
<u>networking/infrastructure (continued)</u>			
network administrator	52.6 - 66.4	63.9 - 87.9	82.3 - 100.5
network engineer	62.1 - 82.6	71.2 - 96.6	82.3 - 110.8
systems administrator	58.9 - 79.9	69.6 - 83.2	81.2 - 109.5
telecommunications analyst	60.2 - 79.9	68.9 - 93.5	79.7 - 107.9
<u>project management</u>			
business systems analyst	72.4 - 97.5	82.8 - 113.4	95.2 - 129.0
ERP project manager	88.6 - 118.4	96.7 - 131.8	107.4 - 147.8
functional analyst	60.1 - 71.5	70.8 - 95.6	89.9 - 121.6
organizational change manager (OCM)	87.0 - 102.3	101.8 - 114.2	111.5 - 127.3
product owner	59.9 - 73.6	72.4 - 93.4	83.6 - 109.6
product owner/manager	74.2 - 102.0	86.1 - 120.4	100.1 - 137.9
program manager	100.6 - 115.6	109.5 - 137.6	135.2 - 185.9
project coordinator	56.3 - 71.0	64.2 - 82.5	73.6 - 93.9
project manager (infrastructure)	70.1 - 90.5	80.1 - 110.6	89.1 - 118.6
project manager (software)	60.4 - 80.1	75.9 - 110.6	89.5 - 118.9
scrum master	68.4 - 88.7	77.5 - 101.9	87.6 - 116.2

london

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

engineering

	annual salaries		
	entry	mid	senior
<u>architecture</u>			
architect	62.8 - 73.7	63.5 - 89.7	73.0 - 101.3
architectural drafter	44.5 - 57.2	51.5 - 67.5	60.0 - 79.2
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
project manager	72.6 - 97.8	80.6 - 114.5	96.2 - 130.7
specification writer	50.8 - 63.9	56.0 - 72.7	63.3 - 82.4
<u>chemical</u>			
chemical engineer	72.9 - 95.6	80.6 - 107.7	90.1 - 120.7
chemical technician	52.0 - 67.3	57.6 - 76.2	64.9 - 86.9

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engineering

	annual salaries		
	entry	mid	senior
civil			
civil engineer	58.9 - 77.7	66.9 - 90.1	76.5 - 101.8
civil engineering drafter	52.7 - 60.1	58.0 - 70.1	68.8 - 82.8
civil engineering technologist	54.7 - 70.1	68.7 - 72.7	71.1 - 79.9
environmental engineer	66.4 - 75.7	72.7 - 88.3	85.8 - 100.5
project manager	77.9 - 86.5	81.7 - 114.2	96.2 - 131.8
structural designer	53.4 - 62.9	58.9 - 72.0	68.7 - 89.4
structural engineer	67.1 - 80.3	77.6 - 92.9	89.0 - 105.7
structural engineering technologist	53.7 - 70.1	68.4 - 72.3	71.0 - 79.9
construction			
construction manager	82.5 - 96.5	88.4 - 119.4	100.0 - 134.4
contracts administrator	55.7 - 73.2	63.0 - 84.5	71.8 - 95.8
estimator	57.1 - 74.0	63.3 - 83.7	80.9 - 94.4
procurement manager	72.0 - 93.3	91.7 - 106.8	103.5 - 121.3
project engineer	80.0 - 102.4	86.6 - 113.2	110.9 - 126.2
project manager	71.7 - 85.8	82.5 - 112.6	108.6 - 132.1
scheduler/planner	51.5 - 58.5	57.7 - 69.0	67.8 - 73.7
site supervisor	69.9 - 86.8	84.5 - 97.1	95.2 - 108.9
electrical			
CNC programmer	53.0 - 63.9	63.5 - 74.8	72.3 - 85.5
controls designer/engineer	56.2 - 66.8	65.0 - 81.1	80.1 - 95.3
electrical designer/engineer	62.4 - 76.6	72.7 - 91.7	84.9 - 106.7
electrical engineering technician	53.7 - 63.5	61.5 - 72.0	70.0 - 84.6
electrical test engineer	63.2 - 84.0	72.7 - 98.3	83.7 - 112.8
PLC programmer	55.6 - 65.4	63.9 - 76.0	74.2 - 87.7
energy			
control engineer	58.1 - 65.9	63.9 - 87.4	84.5 - 99.5
control technician	49.3 - 63.5	58.0 - 72.1	67.3 - 86.4
drafter	54.1 - 62.5	60.2 - 75.3	69.1 - 86.4
electrical engineer	68.2 - 91.5	79.2 - 108.5	92.6 - 125.6
pipeline engineer	51.7 - 67.8	66.8 - 83.4	83.0 - 101.7
pipng designer	50.8 - 66.8	65.5 - 80.1	76.9 - 96.3
project manager	72.3 - 90.0	83.0 - 103.7	96.5 - 133.1
manufacturing			
applications engineer	75.7 - 89.9	84.7 - 97.4	91.7 - 107.3
CMM programmer	54.0 - 59.4	57.2 - 62.9	61.2 - 67.7
continuous improvement engineer	76.8 - 85.6	83.0 - 96.1	93.7 - 122.1
field service technician	54.4 - 62.8	61.5 - 73.1	70.3 - 86.0
health and safety manager	85.8 - 112.2	110.5 - 123.7	116.1 - 139.9

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engineering

	annual salaries		
	entry	mid	senior
manufacturing (continued)			
health and safety specialist	59.2 - 69.5	67.1 - 82.8	81.8 - 101.7
industrial engineer	65.2 - 84.5	74.1 - 90.9	84.0 - 106.9
manufacturing engineer	71.0 - 85.9	81.1 - 95.1	87.1 - 107.6
process engineer	69.2 - 75.7	69.4 - 87.5	83.4 - 103.0
program manager	71.3 - 84.3	74.2 - 91.9	84.9 - 111.2
project manager	74.8 - 93.4	86.8 - 108.4	100.7 - 126.2
quality assurance/control technician	59.3 - 74.8	65.6 - 88.0	75.9 - 101.8
quality control engineer	63.1 - 73.4	63.5 - 86.8	82.0 - 100.6
quality inspector	49.9 - 54.8	52.0 - 60.5	57.0 - 71.7
stationary engineer	49.2 - 63.0	54.6 - 71.1	61.1 - 86.3
mechanical			
mechanical designer	52.5 - 62.4	58.2 - 71.1	67.9 - 88.5
mechanical drafter	49.7 - 59.3	56.3 - 68.3	65.1 - 86.1
mechanical engineer	68.9 - 90.7	77.9 - 90.9	89.1 - 104.7
mechanical engineering technician	65.6 - 73.4	70.4 - 85.9	81.6 - 95.0
supply chain management & procurement			
buyer	55.0 - 68.6	59.8 - 82.0	78.8 - 93.9
contracts administrator	55.7 - 65.5	63.0 - 77.8	71.8 - 92.9
contracts manager	79.0 - 99.8	88.0 - 114.5	100.8 - 129.2
demand planner	44.7 - 61.4	53.9 - 74.6	63.8 - 85.3
inventory analyst	48.9 - 62.5	60.5 - 69.5	67.4 - 79.1
inventory control manager	61.4 - 80.0	76.9 - 90.8	87.9 - 99.0
logistics specialist	56.6 - 70.0	66.5 - 81.2	77.0 - 94.5
materials manager	76.9 - 92.4	77.9 - 106.2	94.6 - 120.3
procurement manager	77.9 - 95.6	89.7 - 108.5	96.2 - 117.2
production planner	53.3 - 61.9	54.3 - 70.5	61.7 - 79.8
scheduler/planner	53.6 - 59.1	57.7 - 69.0	67.8 - 75.9
technical management			
director of operations	120.5 - 161.0	154.5 - 206.9	192.4 - 235.9
engineering manager	76.0 - 99.8	92.8 - 115.9	110.4 - 148.7
facilities manager	69.1 - 81.5	75.6 - 95.5	92.9 - 109.0
general manager	108.6 - 122.1	116.5 - 145.3	139.9 - 172.4
logistics coordinator	53.5 - 60.5	57.7 - 72.6	70.1 - 78.9
logistics manager	71.2 - 80.1	74.7 - 84.0	80.5 - 105.4
maintenance manager	79.9 - 83.0	81.0 - 94.6	93.5 - 122.0
operations manager	83.7 - 100.7	94.8 - 120.1	117.1 - 145.7
plant manager	82.8 - 97.7	92.5 - 116.2	113.1 - 155.3
production manager	76.1 - 85.8	85.1 - 97.7	96.1 - 123.3
purchasing manager	74.3 - 86.6	82.6 - 100.5	97.6 - 122.3
quality assurance manager	73.9 - 85.8	81.5 - 97.8	94.5 - 113.4
supply chain manager	73.0 - 85.8	82.0 - 99.6	96.5 - 121.1

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finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.8 - 18.3	17.2 - 19.9	18.5 - 21.4
counterbalance forklift operator	17.0 - 18.4	18.1 - 19.5	19.2 - 20.8
general labourer - heavy	16.8 - 17.9	17.4 - 18.5	18.1 - 21.0
general labourer - light	16.0 - 17.5	17.0 - 17.9	17.5 - 19.5
industrial painter	16.7 - 19.6	18.2 - 21.3	19.5 - 22.9
inventory control clerk	16.5 - 18.9	18.0 - 20.6	19.3 - 22.2
janitor/custodian	15.0 - 16.1	15.9 - 17.5	17.3 - 19.0
machine operator	17.1 - 20.3	18.7 - 22.2	20.2 - 24.0
manufacturing worker	14.5 - 16.4	15.7 - 17.8	16.9 - 19.2
material handler	14.9 - 17.3	16.4 - 19.1	17.8 - 20.7
moulding machine operator	16.5 - 19.6	18.1 - 21.5	19.5 - 23.2
picker/packer	14.2 - 16.5	15.3 - 17.8	16.3 - 19.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
production labourer	14.2 - 16.3	16.0 - 18.4	17.6 - 20.2
reach truck operator	17.5 - 18.7	18.5 - 19.8	19.4 - 22.5
shipping and receiving clerk	18.1 - 20.5	19.7 - 22.3	21.1 - 24.0
warehouse labourer	14.8 - 16.8	16.4 - 18.6	17.7 - 20.0
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.5 - 25.0	24.3 - 28.0	27.5 - 34.0
conventional machinist	21.0 - 24.9	24.5 - 27.1	26.2 - 31.0
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	20.0 - 27.0	25.2 - 33.5	32.0 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	31.5 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.1 - 28.9	28.5 - 33.4	32.7 - 35.6
warehouse supervisor	25.0 - 28.0	26.2 - 32.0	27.8 - 34.2
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	65.2 - 84.1	72.9 - 95.8	90.0 - 115.9
application support analyst	54.6 - 71.7	62.5 - 82.7	71.0 - 91.0
automation tester	59.6 - 86.1	81.4 - 98.6	91.4 - 127.6
devops development side	80.8 - 105.6	103.4 - 127.3	119.4 - 140.1
ERP developer	62.9 - 81.1	70.2 - 92.3	89.0 - 131.5
front-end developer	61.6 - 80.7	70.4 - 93.7	80.7 - 119.3
full stack developer	60.6 - 81.9	72.4 - 105.6	94.5 - 133.5
IT quality assurance manager	74.3 - 96.3	82.0 - 108.4	91.7 - 121.4
java developer	62.3 - 80.4	69.3 - 111.6	91.2 - 129.1
machine learning developer	85.6 - 120.6	110.5 - 180.6	175.9 - 200.1

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technologies

	annual salaries		
	entry	mid	senior
application software (continued)			
manual tester	46.8 - 62.1	54.6 - 73.4	63.5 - 83.6
mobile application developer (ios/android)	63.1 - 87.0	77.4 - 106.7	92.1 - 121.7
RPA developer	71.4 - 83.9	81.4 - 99.9	93.5 - 108.7
UI/UX designer	58.7 - 75.8	65.7 - 86.3	74.1 - 96.4
architecture			
application architect	85.4 - 100.3	95.6 - 110.4	102.2 - 150.1
architect (enterprise)	87.8 - 118.5	100.7 - 138.3	130.0 - 200.0
architect (solutions/technical)	79.1 - 98.8	88.7 - 112.8	100.3 - 126.7
cloud architect	78.5 - 98.5	88.6 - 130.6	113.5 - 200.4
organizational change manager (OCM)	87.6 - 102.6	101.3 - 114.3	111.6 - 127.7
data & analytics			
BI data architect	74.4 - 95.8	82.8 - 108.5	93.0 - 121.4
big data engineer	80.1 - 96.3	93.4 - 115.2	102.6 - 133.4
business intelligence developer	60.9 - 78.6	68.2 - 89.6	76.9 - 111.0
data analyst	52.4 - 76.6	65.4 - 91.6	82.8 - 101.6
data architect	93.6 - 110.0	99.6 - 119.4	113.6 - 136.6
data engineer	65.7 - 87.7	75.7 - 102.8	87.5 - 116.9
data scientist	76.9 - 102.6	88.4 - 119.2	101.1 - 135.6
database administrator	62.3 - 78.9	73.6 - 90.1	85.1 - 109.1
leadership/business technology			
business analyst	60.3 - 83.3	72.1 - 95.4	89.8 - 123.9
chief technology officer	120.0 - 180.0	150.0 - 280.0	220.0 - 430.0
CIO/CTO	101.4 - 181.6	152.0 - 273.2	211.2 - 379.6
IT director	110.0 - 130.0	120.0 - 160.0	130.0 - 200.0
technical lead	54.6 - 82.6	80.6 - 88.9	84.6 - 133.9
technical writer	55.3 - 71.5	64.2 - 84.1	74.3 - 95.6
networking/infrastructure			
bilingual tech support	40.1 - 45.6	43.5 - 59.7	55.5 - 75.6
devops system side	80.9 - 110.6	105.4 - 125.9	115.2 - 135.2
help desk representative	43.8 - 58.0	50.1 - 66.7	56.6 - 74.4
information security engineer	67.7 - 90.3	77.9 - 105.7	90.0 - 120.2
information security manager	88.5 - 115.3	98.2 - 130.7	110.7 - 148.6
information security specialist	57.3 - 75.0	65.4 - 87.2	75.1 - 98.7
information systems analyst	60.6 - 77.3	66.7 - 86.9	74.5 - 97.6
linux/unix administrator	68.3 - 89.3	77.8 - 103.8	89.4 - 118.4
network administrator	52.6 - 66.4	63.4 - 87.4	82.0 - 100.0
network engineer	61.8 - 82.1	70.9 - 96.0	81.9 - 110.0
systems administrator	58.9 - 79.6	69.4 - 83.5	81.4 - 109.6
telecommunications analyst	59.9 - 79.4	68.5 - 92.9	79.3 - 107.2

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technologies

	annual salaries		
	entry	mid	senior
<u>project management</u>			
business systems analyst	72.1 - 96.8	82.4 - 112.6	94.6 - 128.1
ERP project manager	88.2 - 117.7	96.3 - 131.1	106.8 - 147.1
functional analyst	60.0 - 67.9	66.4 - 95.6	89.4 - 121.6
product owner	59.6 - 73.6	72.4 - 93.4	83.9 - 109.6
product owner/manager	73.8 - 101.5	85.7 - 119.8	99.6 - 137.2
program manager	100.0 - 115.0	109.0 - 137.0	135.0 - 180.0
project coordinator	56.1 - 70.7	63.9 - 82.0	73.3 - 93.3
project manager (infrastructure)	70.4 - 90.6	80.9 - 110.6	89.4 - 118.3
project manager (software)	60.6 - 80.9	77.5 - 110.3	89.6 - 118.2
scrum master	67.7 - 88.0	76.4 - 101.1	86.9 - 115.3

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	50.1 - 60.3	55.0 - 65.1	60.2 - 75.5	75.4 - 90.2
accounting clerk	38.9 - 44.7	41.8 - 48.1	44.6 - 51.3	50.3 - 58.0
accounting supervisor	63.2 - 76.4	67.9 - 82.1	72.4 - 87.7	82.6 - 100.1
accounts payable clerk	39.6 - 44.5	43.7 - 49.1	47.4 - 53.3	54.8 - 61.6
accounts receivable clerk	40.6 - 45.6	44.8 - 50.3	48.6 - 54.6	56.6 - 63.7
accounts receivable manager	73.1 - 86.3	79.1 - 93.6	85.2 - 100.8	99.8 - 118.1
billing specialist	38.4 - 44.6	41.9 - 48.7	45.2 - 52.4	51.1 - 59.6
bookkeeper	41.7 - 49.1	45.6 - 50.1	46.6 - 52.6	50.9 - 60.0
controller	89.9 - 114.3	97.4 - 123.8	104.7 - 133.1	121.6 - 154.4
credit and collections supervisor	54.3 - 65.5	58.5 - 70.6	62.6 - 75.6	71.9 - 87.1
financial analyst	69.9 - 83.5	74.7 - 89.3	79.5 - 95.0	90.1 - 107.8
financial reporting manager	93.6 - 113.4	100.4 - 121.7	107.2 - 129.8	123.0 - 148.9
payroll clerk	43.0 - 50.6	47.2 - 55.2	51.8 - 59.5	58.2 - 67.9
payroll manager	70.5 - 85.3	76.1 - 92.1	81.5 - 98.8	93.4 - 113.2
payroll supervisor	55.3 - 66.0	60.1 - 71.7	64.6 - 77.2	74.5 - 89.2
risk management analyst	58.2 - 70.3	63.6 - 76.8	68.8 - 83.2	80.5 - 97.4
tax manager	89.2 - 109.4	95.7 - 117.4	102.1 - 125.2	117.1 - 143.5
treasury analyst	64.5 - 77.2	69.4 - 82.5	73.4 - 87.7	83.4 - 99.7

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finance & accounting

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	120.2 - 213.0	172.0 - 304.5	251.4 - 445.3
finance director	90.2 - 160.3	122.8 - 217.6	161.9 - 286.6

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	54.7 - 69.7	61.1 - 79.2	69.0 - 89.5
compensation and benefits manager	87.7 - 114.0	97.2 - 128.9	109.4 - 146.2
health and safety advisor	60.5 - 77.8	69.5 - 90.5	79.7 - 102.7
HRIS analyst	60.7 - 79.6	69.5 - 92.7	79.9 - 105.5
human resources business partner	67.6 - 88.2	75.5 - 100.3	85.2 - 113.4
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	53.0 - 63.0	60.0 - 72.0	70.0 - 80.0
human resources manager	82.8 - 108.8	93.2 - 124.8	106.0 - 141.7
human resources supervisor	64.1 - 83.4	71.4 - 95.0	80.8 - 108.7
labour relations advisor	66.1 - 87.4	75.3 - 101.4	86.4 - 115.7
labour relations manager	90.6 - 122.8	106.5 - 146.1	124.7 - 168.7
recruitment coordinator	41.5 - 53.6	47.4 - 61.7	53.8 - 69.4
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	107.8 - 182.2	148.0 - 249.7	183.9 - 310.2
health and safety director	92.7 - 122.1	120.7 - 158.8	145.1 - 190.6
human resources director	91.4 - 126.3	118.2 - 163.1	146.3 - 201.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.7	17.5 - 20.3	18.8 - 21.9
electronic parts assembler	16.0 - 18.8	17.1 - 20.2	18.2 - 21.4
forklift operator	17.2 - 18.6	17.4 - 19.0	18.3 - 20.0
industrial painter	18.0 - 20.5	19.1 - 24.0	22.0 - 25.0
machine operator	17.4 - 20.7	19.1 - 22.7	20.6 - 24.6
manufacturing worker	15.0 - 16.6	16.0 - 18.1	17.2 - 19.5
material handler	15.2 - 17.7	16.8 - 19.6	18.2 - 21.2
picker/packer	14.5 - 16.9	15.7 - 18.2	16.7 - 19.4
production labourer	14.5 - 16.7	16.4 - 18.8	18.0 - 20.7
sandblasting operator	16.3 - 19.2	17.6 - 20.7	18.8 - 22.1
shipping and receiving clerk	18.8 - 21.4	20.5 - 23.3	22.0 - 25.1
warehouse labourer	15.1 - 17.2	16.7 - 19.0	18.1 - 20.6

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.1	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 70.4	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	58.2 - 71.0	68.5 - 90.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
law clerk	40.4 - 51.1	45.5 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	41.0 - 43.5	42.3 - 46.5	43.0 - 58.0
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.3 - 60.3	52.3 - 66.4	57.5 - 74.2
account manager - technologies, software*	50.4 - 62.8	54.5 - 69.2	59.9 - 77.3
business development manager*	95.4 - 126.7	107.1 - 145.5	122.3 - 167.7
district sales manager**	73.2 - 95.0	83.6 - 110.5	96.3 - 126.7
key accounts manager - consumer goods*	63.0 - 81.3	71.5 - 94.1	81.8 - 107.8
merchandiser - consumer goods	59.1 - 77.2	66.0 - 87.9	74.7 - 99.9
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.5	77.6 - 103.8	86.5 - 116.0
sales representative, account manager channel manager*	70.8 - 93.8	79.2 - 106.9	89.6 - 121.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales (continued)			
sales representative, account manager consumer goods*	50.7 - 62.8	54.4 - 68.8	59.5 - 76.7
sales representative, account manager professional services*	46.5 - 58.0	50.3 - 63.9	55.2 - 71.2
sales representative, account manager telecommunications*	48.8 - 60.8	52.8 - 67.1	58.0 - 74.9
digital marketing			
digital marketing manager	64.4 - 82.0	74.2 - 95.9	85.6 - 108.8
digital media specialist	38.0 - 48.9	44.4 - 57.9	51.9 - 66.3
digital specialist	45.6 - 60.7	53.2 - 72.0	62.2 - 82.6
e-commerce manager	78.8 - 103.1	88.1 - 117.5	99.7 - 133.6
marketing content manager	49.2 - 63.1	57.4 - 74.8	67.0 - 85.7
social media manager	57.9 - 71.3	71.2 - 84.0	83.6 - 98.6
web manager	64.4 - 84.1	71.9 - 95.9	81.4 - 109.2
web marketing analyst	48.9 - 64.3	56.2 - 75.2	64.8 - 85.6
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	80.8 - 104.2	89.9 - 118.0	101.1 - 132.4
brand or product manager assistant	65.2 - 88.1	76.2 - 104.1	88.5 - 119.0
communications manager	58.1 - 77.0	66.2 - 89.4	75.9 - 101.4
communications specialist	51.2 - 69.9	60.9 - 84.3	71.9 - 96.8
marketing coordinator	53.7 - 71.6	61.8 - 83.8	71.4 - 95.8
marketing director	90.1 - 119.3	102.4 - 137.7	116.9 - 155.6
marketing project manager	37.8 - 50.5	43.6 - 59.0	50.3 - 67.0
marketing specialist	47.2 - 62.0	53.2 - 71.1	60.4 - 80.1

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

markham

sales & marketing

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	68.5 - 89.5	76.5 - 102.1	86.6 - 116.0
communications VP	99.9 - 151.9	133.2 - 201.5	167.8 - 253.2
marketing VP	124.2 - 190.9	171.5 - 262.6	221.1 - 338.4
sales manager*	95.6 - 123.0	118.1 - 151.9	143.2 - 183.6
sales vice-president/general manager**	141.6 - 202.4	190.8 - 272.0	242.8 - 346.3

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.2 - 30.1	27.0 - 32.3	28.8 - 34.4
CNC machinist	16.0 - 18.7	18.5 - 22.6	22.5 - 27.0
conventional machinist	18.0 - 21.9	21.5 - 24.6	24.5 - 30.0
maintenance mechanic	18.0 - 22.4	22.3 - 25.8	25.4 - 28.0
maintenance supervisor	30.0 - 32.6	32.5 - 37.6	37.5 - 40.9
millwright	25.0 - 28.2	28.0 - 32.1	32.0 - 35.0
tool and die maker	18.0 - 20.8	20.5 - 24.9	24.7 - 30.0
welder	16.0 - 19.4	19.3 - 23.1	23.0 - 27.0

milton

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.4 - 51.0	47.2 - 55.6	50.9 - 60.0
customer service manager (bilingual)	51.8 - 58.0	56.2 - 64.9	62.7 - 68.5
customer service representative (bilingual)	45.1 - 51.8	48.2 - 55.7	53.6 - 61.3
customer service supervisor	48.3 - 56.9	52.2 - 61.5	56.0 - 66.0
customer service supervisor (bilingual)	53.5 - 61.2	56.4 - 65.6	60.1 - 70.8
customer service trainer	42.1 - 50.1	45.9 - 54.8	49.7 - 59.3
help desk representative	46.7 - 56.2	51.3 - 61.7	55.3 - 66.6
inside sales representative	50.3 - 59.2	52.9 - 62.2	55.5 - 65.3
telemarketing agent	32.3 - 37.6	34.8 - 40.4	37.2 - 43.3

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	39.8 - 45.7	42.7 - 49.1	45.5 - 52.4
accounts payable clerk	40.5 - 45.4	44.7 - 50.2	48.4 - 54.4
accounts receivable clerk	41.5 - 46.6	45.7 - 51.4	49.6 - 55.8
invoicing clerk	38.6 - 44.9	42.3 - 49.1	45.4 - 52.9
payroll administrator	45.1 - 53.8	49.2 - 58.7	53.1 - 63.3
payroll clerk	43.9 - 51.1	48.2 - 56.2	52.1 - 60.7

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.4 - 19.1	17.9 - 20.8	19.2 - 22.3
electronic parts assembler	16.4 - 19.2	17.5 - 20.6	18.6 - 21.8
forklift operator	17.0 - 17.8	17.7 - 19.6	19.5 - 21.0
general labourer - heavy	17.0 - 17.9	17.8 - 18.9	18.6 - 19.5
general labourer - light	15.0 - 15.5	15.2 - 16.1	16.0 - 16.5
industrial painter	21.0 - 21.7	21.6 - 22.7	22.5 - 23.5
inventory control clerk	17.2 - 19.8	18.8 - 21.6	20.2 - 23.3
logistics coordinator	20.9 - 24.7	22.8 - 26.9	24.6 - 29.0
machine operator	17.8 - 21.1	19.5 - 23.1	21.0 - 25.0
manufacturing worker	16.0 - 16.9	16.4 - 19.8	18.0 - 20.8
material handler	16.0 - 16.8	16.7 - 19.8	18.0 - 20.8
moulding machine operator	19.2 - 22.5	20.9 - 24.5	22.4 - 26.3
picker/packer	14.9 - 17.3	16.1 - 18.7	17.1 - 19.9
production labourer	14.9 - 17.1	16.8 - 19.3	18.4 - 21.1
sandblasting operator	16.6 - 19.5	17.8 - 21.0	19.0 - 22.4
shipper/receiver	18.0 - 18.8	18.7 - 20.4	20.3 - 22.0
shipping and receiving clerk	18.9 - 21.5	20.6 - 23.4	22.1 - 25.2
warehouse labourer	15.5 - 17.6	17.2 - 19.5	18.5 - 21.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.2	44.5 - 53.0	47.6 - 56.7
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.2 - 46.7	44.0 - 51.2	47.5 - 55.4
buyer assistant	40.9 - 47.5	45.2 - 52.6	49.0 - 57.1
claims supervisor	63.0 - 76.1	67.8 - 82.0	72.6 - 87.7
contracts administrator	60.9 - 73.4	66.2 - 79.9	71.4 - 86.1
data entry clerk	33.7 - 39.4	36.7 - 42.2	40.2 - 45.2
document controller	34.2 - 39.3	37.3 - 42.9	40.0 - 45.9
executive assistant	54.2 - 66.1	60.2 - 73.4	65.8 - 80.2
executive assistant (bilingual)	60.8 - 72.0	66.1 - 80.4	71.7 - 86.4
export/import clerk	38.6 - 44.9	42.5 - 49.4	45.8 - 53.3

office & administrative support

	annual salaries		
	1 year	3 years	5 years
file clerk	34.7 - 39.9	39.1 - 44.9	42.5 - 48.8
human resources assistant	43.2 - 50.3	47.0 - 54.8	50.4 - 58.7
insurance claims clerk	39.1 - 44.9	42.6 - 48.9	45.8 - 52.7
legal assistant	47.6 - 57.3	54.2 - 65.4	60.3 - 72.8
mailroom clerk	33.9 - 38.5	36.9 - 41.8	39.2 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.3 - 65.6	57.8 - 69.8	61.2 - 73.9
order clerk	35.2 - 40.5	38.5 - 44.2	41.4 - 47.5
order supervisor	51.8 - 61.0	57.7 - 68.0	63.1 - 74.4
project coordinator	44.5 - 53.1	48.1 - 57.4	51.6 - 61.6
receptionist	34.1 - 39.7	36.5 - 42.4	38.8 - 45.1
receptionist (bilingual)	38.7 - 44.2	42.2 - 48.2	45.2 - 50.2
sales assistant	40.8 - 47.4	43.4 - 50.5	46.2 - 53.8
supply clerk	33.3 - 38.7	36.0 - 41.8	38.4 - 44.7

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	30.0 - 31.8	31.0 - 32.9	32.8 - 34.3
CNC machinist	21.0 - 25.8	24.2 - 30.2	28.7 - 34.0
conventional machinist	21.0 - 25.0	24.0 - 30.0	29.6 - 34.0
field service technician	25.1 - 29.6	27.7 - 32.6	30.1 - 35.4
lead hand/team lead	24.0 - 27.6	26.1 - 31.0	30.5 - 35.0
machine builder	23.1 - 26.9	25.3 - 30.0	28.9 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.6	30.2 - 33.0
maintenance supervisor	30.0 - 33.8	32.5 - 37.8	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 32.4	31.8 - 33.5	32.6 - 36.0
panel wirer	19.0 - 22.0	21.0 - 24.0	23.0 - 26.0
production manager	40.1 - 48.5	43.2 - 52.3	46.3 - 56.0
production supervisor	27.0 - 31.0	30.3 - 36.2	35.7 - 40.0
tool and die maker	30.0 - 32.1	30.8 - 32.7	32.0 - 36.0
warehouse supervisor	23.4 - 27.9	25.6 - 30.5	27.6 - 32.9
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

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customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	48.5 - 53.2	52.6 - 58.4	58.1 - 65.0
customer service representative	29.9 - 38.9	38.5 - 44.2	44.1 - 48.0
customer service representative (bilingual)	40.3 - 43.1	42.9 - 48.2	47.3 - 52.9
customer service supervisor	45.6 - 48.7	47.3 - 53.2	52.6 - 55.0
customer service supervisor (bilingual)	45.7 - 50.5	50.2 - 55.9	55.3 - 60.5
help desk representative	40.2 - 43.1	42.9 - 48.2	47.9 - 52.7
inside sales representative	40.9 - 43.2	43.1 - 47.9	46.2 - 50.2
telemarketing agent	38.8 - 41.2	40.9 - 45.8	45.3 - 48.4

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
chemical			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
civil			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
construction			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3

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engineering

	annual salaries		
	entry	mid	senior
electrical			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
energy			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
pipng designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
manufacturing			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
mechanical			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8
supply chain management & procurement			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3

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engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement (continued)			
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
technical management			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	60.7 - 72.6	63.4 - 75.8	66.2 - 79.1	73.1 - 87.5
accounting clerk	38.0 - 43.7	40.9 - 47.1	43.6 - 50.2	49.3 - 56.8
accounting manager	81.9 - 99.4	88.1 - 106.9	94.1 - 114.2	107.5 - 130.3
accounting supervisor	61.6 - 74.5	66.2 - 80.0	70.6 - 85.5	80.5 - 97.5
accounts payable clerk	38.7 - 43.5	42.8 - 48.1	46.4 - 52.2	53.6 - 60.4
accounts payable manager	70.2 - 85.1	76.6 - 92.9	82.8 - 100.6	97.2 - 117.9
accounts receivable clerk	39.7 - 44.6	43.8 - 49.3	47.6 - 53.5	55.4 - 62.4
accounts receivable manager	71.3 - 84.4	77.3 - 91.5	83.2 - 98.6	97.7 - 115.7
billing specialist	37.5 - 43.6	40.9 - 47.7	44.1 - 51.3	50.1 - 58.4
bookkeeper	40.8 - 48.1	42.8 - 50.1	43.7 - 51.5	49.9 - 58.8
compliance specialist	53.5 - 63.9	58.8 - 70.3	63.8 - 76.3	74.1 - 88.7
controller	87.9 - 112.0	95.3 - 121.3	102.5 - 130.4	119.1 - 151.3
credit and collections supervisor	52.9 - 63.9	57.0 - 68.8	61.4 - 73.7	70.1 - 84.9
external auditor	58.1 - 69.3	63.5 - 75.9	68.7 - 82.2	80.1 - 95.9
financial analyst	67.7 - 81.0	72.4 - 86.7	77.0 - 92.2	87.4 - 104.7
financial reporting manager	91.5 - 111.1	98.3 - 119.3	104.9 - 127.3	120.5 - 146.0
internal auditor	57.5 - 68.7	63.4 - 75.7	68.9 - 82.4	80.5 - 96.4
payroll clerk	42.0 - 49.0	46.2 - 53.9	50.8 - 58.3	57.0 - 66.5

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll manager	68.8 - 83.3	74.3 - 90.1	79.6 - 96.6	91.3 - 110.8
payroll specialist	46.0 - 52.1	46.7 - 55.7	50.4 - 60.2	58.4 - 69.8
payroll supervisor	53.9 - 64.3	58.5 - 69.9	63.1 - 75.3	72.6 - 86.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	117.8 - 209.6	168.7 - 301.3	248.0 - 443.1
finance director	88.2 - 157.1	120.3 - 214.2	158.7 - 283.3
treasurer	118.7 - 163.8	162.1 - 224.4	211.2 - 292.5

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	53.3 - 68.0	59.6 - 77.4	67.3 - 87.5
compensation and benefits manager	85.7 - 111.7	95.1 - 126.4	107.1 - 143.3
health and safety advisor	59.7 - 76.7	68.5 - 89.3	78.6 - 101.5
HRIS analyst	59.4 - 78.0	68.0 - 90.9	78.3 - 103.6
human resources business partner	65.9 - 86.2	73.7 - 98.2	83.3 - 111.1
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	53.0 - 63.0	60.0 - 72.0	70.0 - 80.0
human resources manager	80.9 - 106.6	91.2 - 122.3	103.8 - 138.9
human resources supervisor	62.5 - 81.5	69.6 - 92.9	78.9 - 106.4
labour relations advisor	64.5 - 85.4	73.5 - 99.3	84.5 - 113.4
labour relations manager	88.6 - 120.3	104.3 - 143.1	122.2 - 165.4
recruitment coordinator	40.3 - 52.1	46.1 - 60.1	52.3 - 67.6
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	105.6 - 178.9	145.1 - 246.3	180.6 - 307.1
health and safety director	90.6 - 119.6	118.2 - 155.6	142.2 - 187.3
human resources director	89.4 - 123.8	115.8 - 159.8	143.4 - 198.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.9 - 18.5	17.4 - 20.2	18.7 - 21.7
counterbalance forklift operator	18.0 - 19.3	18.4 - 20.0	19.4 - 20.5
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.1 - 21.3
forklift operator	17.0 - 21.3	20.0 - 22.0	21.4 - 24.0
general labourer - heavy	16.0 - 18.0	17.2 - 19.0	18.0 - 20.0

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industrial support

	hourly rates		
	1 year	3 years	5 years
general labourer - light	15.0 - 16.0	15.2 - 17.5	17.3 - 18.5
inventory control clerk	17.0 - 19.5	18.5 - 21.3	19.9 - 22.9
janitor/custodian	16.0 - 17.0	16.4 - 18.6	18.0 - 19.5
machine operator	17.3 - 20.6	18.9 - 22.6	20.5 - 24.4
machine operator assistant	16.3 - 18.5	17.8 - 20.3	19.3 - 21.9
manufacturing worker	16.0 - 18.0	17.2 - 21.5	20.8 - 22.4
material handler	16.0 - 17.0	16.5 - 20.0	19.0 - 22.0
picker/packer	15.0 - 17.5	16.8 - 18.2	18.0 - 19.0
production labourer	15.0 - 16.7	15.8 - 17.4	16.4 - 18.0
reach truck operator	18.0 - 20.0	19.2 - 20.3	19.9 - 22.0
shipper/receiver	16.0 - 18.0	17.3 - 21.8	21.0 - 22.0
shipping and receiving clerk	18.6 - 21.2	20.3 - 23.0	21.8 - 24.8
warehouse labourer	15.0 - 18.0	17.0 - 19.0	18.2 - 20.2
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 90.1
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 58.7
executive legal assistant	48.5 - 60.4	56.1 - 70.1	67.3 - 79.5
law clerk	40.6 - 51.6	45.9 - 65.1	60.0 - 101.5
legal assistant	33.2 - 39.8	38.0 - 52.5	50.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.6	69.0 - 102.0

logistics & transportation support

	annual salaries		
	1 year	3 years	5 years
billing clerk	35.0 - 40.0	39.9 - 46.2	46.1 - 52.2
dispatcher	43.6 - 47.2	46.5 - 54.3	54.0 - 67.8
export/import clerk	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
import/export coordinator	41.9 - 49.1	46.2 - 54.0	50.1 - 58.5
logistics coordinator	40.0 - 43.8	42.0 - 47.4	45.7 - 54.6
shipping administrator	37.8 - 42.6	41.9 - 47.2	45.5 - 51.3
supply chain coordinator	43.4 - 51.9	47.2 - 56.4	50.8 - 60.8

mississauga

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
executive assistant	53.9 - 60.7	59.8 - 70.5	67.2 - 79.5
executive assistant (bilingual)	57.0 - 62.5	61.7 - 68.3	66.4 - 88.9
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	40.0 - 42.5	42.1 - 45.5	45.2 - 56.6
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	46.8 - 58.3	50.6 - 64.3	55.6 - 71.8
account manager - technologies, software*	48.8 - 60.8	52.7 - 67.0	58.0 - 74.8
business development manager*	94.2 - 125.1	105.8 - 143.5	120.7 - 165.0
district sales manager**	72.5 - 94.0	82.8 - 109.3	95.3 - 125.3
key accounts manager - consumer goods*	60.9 - 78.7	69.2 - 91.0	79.2 - 104.2
merchandiser - consumer goods	57.8 - 75.6	64.6 - 86.2	73.1 - 98.0
sales engineer technologies, software, hardware, telecommunications**	67.8 - 88.7	74.5 - 99.3	83.0 - 110.9
sales representative, account manager channel manager*	70.1 - 92.8	78.4 - 105.8	88.6 - 119.9
sales representative, account manager consumer goods*	49.7 - 61.6	53.3 - 67.5	58.3 - 75.2
sales representative, account manager professional services*	45.3 - 56.4	49.0 - 62.2	53.8 - 69.3
sales representative, account manager telecommunications*	47.3 - 58.9	51.1 - 64.9	56.2 - 72.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

mississauga

sales & marketing

	annual salaries		
	entry	mid	senior
digital marketing			
digital marketing manager	63.2 - 80.6	72.8 - 94.4	84.2 - 107.1
digital media specialist	37.2 - 47.7	43.4 - 56.6	50.7 - 64.9
digital specialist	44.5 - 59.3	52.0 - 70.4	60.8 - 80.9
e-commerce manager	78.0 - 102.0	87.2 - 116.3	98.7 - 132.0
marketing content manager	48.1 - 61.9	56.2 - 73.4	65.7 - 84.2
social media manager	57.3 - 70.6	60.7 - 83.6	83.2 - 97.5
web manager	63.7 - 83.3	71.2 - 94.9	80.6 - 108.1
web marketing analyst	47.8 - 63.1	55.0 - 73.8	63.6 - 84.2
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	80.0 - 103.1	89.0 - 116.7	100.1 - 130.9
brand or product manager assistant	64.2 - 86.6	74.9 - 102.3	87.1 - 116.9
communications manager	57.3 - 76.0	65.3 - 88.3	75.0 - 100.1
communications specialist	49.6 - 67.9	59.1 - 81.9	69.8 - 94.0
marketing coordinator	52.5 - 70.1	60.4 - 82.2	69.9 - 94.0
marketing director	89.2 - 118.0	101.3 - 136.0	115.6 - 153.5
marketing project manager	37.5 - 49.9	43.1 - 58.4	49.7 - 66.3
marketing specialist	46.1 - 60.6	52.0 - 69.6	59.0 - 78.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	67.0 - 87.8	74.9 - 100.2	84.9 - 113.9
communications VP	97.4 - 147.8	129.6 - 196.5	163.2 - 248.0
marketing VP	122.8 - 188.3	169.0 - 260.1	218.5 - 336.3
sales manager*	94.6 - 121.5	116.7 - 149.8	141.1 - 181.5
sales vice-president/general manager**	139.8 - 199.8	188.2 - 269.6	240.3 - 344.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

mississauga

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.4 - 29.1	26.2 - 31.3	27.9 - 33.4
CNC machinist	19.5 - 23.2	21.2 - 25.2	24.9 - 29.9
conventional machinist	18.9 - 22.5	20.7 - 24.7	22.4 - 26.7
electrician	25.1 - 32.3	31.9 - 35.1	34.9 - 41.9
electronics technician	24.5 - 29.2	26.4 - 31.5	28.3 - 33.8
field service technician	24.4 - 28.8	27.0 - 31.8	29.3 - 34.6
heavy equipment mechanic	24.6 - 29.3	27.1 - 32.4	29.5 - 35.2
lead hand/team lead	19.0 - 22.3	21.5 - 24.8	23.5 - 26.0
maintenance mechanic	22.4 - 28.1	27.9 - 31.8	31.6 - 33.4
maintenance supervisor	27.8 - 35.1	34.8 - 41.9	41.7 - 50.0
millwright	23.9 - 28.5	26.2 - 31.3	28.3 - 33.8
quality control technician	19.2 - 22.8	20.6 - 24.5	21.9 - 26.1
tool and die maker	24.0 - 28.7	26.2 - 31.3	28.4 - 33.9
warehouse supervisor	22.8 - 27.2	24.9 - 29.7	26.9 - 32.1
welder	20.6 - 24.5	22.3 - 26.6	23.9 - 28.6

niagara falls

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.5 - 18.0	16.9 - 19.6	18.1 - 21.1
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 15.9	14.8 - 18.1	16.2 - 20.5
industrial painter	16.2 - 19.0	17.6 - 20.7	18.9 - 22.3
inventory control clerk	16.3 - 18.7	17.8 - 20.4	19.1 - 22.0
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	16.8 - 19.9	18.4 - 21.9	19.8 - 23.7
manufacturing worker	14.1 - 15.9	15.3 - 17.3	16.4 - 18.6
material handler	14.6 - 16.9	16.1 - 18.7	17.4 - 20.2
moulding machine operator	16.4 - 19.4	17.9 - 21.3	19.3 - 23.0
picker/packer	14.0 - 16.2	15.1 - 17.4	16.0 - 18.6
polisher/deburrer	18.0 - 21.1	20.2 - 24.3	23.0 - 25.5

niagara falls

industrial support

	hourly rates		
	1 year	3 years	5 years
production labourer	14.0 - 16.0	15.7 - 18.0	17.2 - 19.7
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	17.9 - 20.3	19.5 - 22.2	20.9 - 23.9
warehouse labourer	14.5 - 16.4	16.1 - 18.2	17.3 - 19.6
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.7 - 28.3	25.4 - 30.4	27.1 - 32.4
CNC machinist	21.0 - 25.0	24.3 - 31.2	30.0 - 34.0
conventional machinist	21.0 - 25.0	24.8 - 30.0	29.5 - 34.0
field service technician	23.3 - 27.5	25.8 - 30.4	28.0 - 33.1
lead hand/team lead	24.0 - 27.0	26.8 - 31.0	29.6 - 35.0
machine builder	23.3 - 26.5	25.4 - 30.1	28.0 - 32.4
maintenance mechanic	23.0 - 25.0	24.0 - 30.0	28.5 - 32.0
maintenance supervisor	29.0 - 32.0	31.3 - 36.0	35.0 - 41.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 38.0
mould maker	29.5 - 32.0	30.5 - 33.0	31.5 - 36.0
panel wirer	19.0 - 21.0	20.0 - 23.0	22.0 - 25.0
production manager	36.9 - 44.8	39.8 - 48.4	42.7 - 51.9
production supervisor	27.0 - 31.0	29.7 - 36.0	35.2 - 40.0
tool and die maker	29.6 - 32.0	30.2 - 33.0	31.9 - 36.0
warehouse supervisor	21.9 - 26.1	23.9 - 28.6	25.8 - 30.9
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

oakville

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.8 - 51.6	47.7 - 56.2	51.4 - 60.7
customer service manager (bilingual)	51.5 - 59.1	57.8 - 65.7	62.0 - 68.3
customer service representative (bilingual)	44.9 - 51.6	48.0 - 55.5	53.4 - 61.1
customer service supervisor	48.8 - 60.3	52.8 - 62.2	56.6 - 66.7
customer service supervisor (bilingual)	53.3 - 60.9	56.2 - 65.4	59.8 - 69.8

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service trainer	42.5 - 50.7	46.5 - 55.4	50.2 - 59.9
help desk representative	47.3 - 56.9	51.8 - 62.4	56.0 - 67.4
inside sales representative	50.8 - 59.8	53.4 - 62.9	56.1 - 66.0
telemarketing agent	32.6 - 37.9	35.1 - 40.9	37.6 - 43.8

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
chemical			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
civil			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5
construction			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
electrical			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5

oakville

engineering

	annual salaries		
	entry	mid	senior
energy			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
pipng designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
manufacturing			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1
mechanical			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
supply chain management & procurement			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4

oakville

engineering

	annual salaries		
	entry	mid	senior
technical management			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	40.2 - 46.2	43.2 - 49.7	46.1 - 53.0
accounts payable clerk	40.9 - 46.0	45.2 - 50.8	49.0 - 55.0
accounts receivable clerk	41.9 - 47.1	46.3 - 52.0	50.2 - 56.4
invoicing clerk	39.0 - 45.4	42.7 - 49.7	46.0 - 53.5
payroll administrator	45.7 - 54.4	49.8 - 59.3	53.7 - 64.0
payroll clerk	44.4 - 51.7	48.8 - 56.8	52.7 - 61.4

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.8 - 49.8	45.0 - 53.6	48.2 - 57.3
administrative assistant (bilingual)	43.5 - 52.6	46.3 - 53.8	53.3 - 61.7
benefits clerk	40.6 - 47.2	44.5 - 51.7	48.1 - 56.0
buyer assistant	41.3 - 48.0	45.7 - 53.2	49.6 - 57.8
claims supervisor	63.7 - 76.9	68.6 - 82.8	73.3 - 88.6
contracts administrator	61.5 - 74.2	66.9 - 80.7	72.2 - 87.0
data entry clerk	33.5 - 39.2	36.5 - 42.2	40.8 - 45.9
document controller	34.5 - 39.7	37.7 - 43.4	40.4 - 46.4
executive assistant	54.8 - 66.8	60.9 - 74.2	66.5 - 81.1
executive assistant (bilingual)	59.8 - 71.8	65.9 - 80.2	71.5 - 86.1
export/import clerk	39.0 - 45.4	42.9 - 49.9	46.4 - 53.9
file clerk	35.0 - 40.3	39.5 - 45.4	42.9 - 49.4
human resources assistant	43.7 - 50.8	47.6 - 55.4	50.9 - 59.3
insurance claims clerk	39.5 - 45.4	43.1 - 49.5	46.4 - 53.2
legal assistant	48.1 - 57.9	54.8 - 66.1	61.0 - 73.6

oakville

office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	34.2 - 38.9	37.2 - 42.3	39.6 - 45.0
office clerk	37.9 - 43.6	40.4 - 46.4	42.8 - 49.1
office manager	54.9 - 66.3	58.4 - 70.6	61.9 - 74.7
order clerk	35.5 - 40.9	38.9 - 44.7	41.8 - 48.1
order supervisor	52.4 - 61.7	58.3 - 68.8	63.8 - 75.2
project coordinator	45.0 - 53.7	48.7 - 58.1	52.2 - 62.3
receptionist	34.4 - 40.1	36.8 - 42.9	39.2 - 45.6
receptionist (bilingual)	38.5 - 44.0	42.5 - 48.5	45.5 - 50.1
sales assistant	41.2 - 47.9	43.9 - 51.1	46.7 - 54.4
supply clerk	33.6 - 39.1	36.3 - 42.3	38.8 - 45.2

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.4 - 30.3	27.3 - 32.5	29.1 - 34.7
CNC machinist	21.0 - 25.0	23.6 - 30.0	29.4 - 34.0
conventional machinist	21.0 - 25.7	23.1 - 30.0	29.6 - 34.0
field service technician	25.4 - 29.9	28.0 - 33.0	30.4 - 35.8
lead hand/team lead	24.0 - 27.0	26.5 - 32.5	31.3 - 35.0
machine builder	23.2 - 25.9	25.0 - 30.0	28.4 - 32.0
maintenance mechanic	24.0 - 26.0	25.0 - 31.0	30.3 - 33.0
maintenance supervisor	30.0 - 33.0	32.4 - 37.6	36.2 - 42.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 40.0
mould maker	30.0 - 31.8	31.2 - 32.4	32.2 - 36.0
panel wirer	19.0 - 22.2	20.8 - 24.0	23.0 - 26.0
production supervisor	27.0 - 31.0	30.5 - 36.4	34.3 - 40.0
tool and die maker	30.0 - 32.5	31.4 - 33.0	32.7 - 36.0
warehouse supervisor	23.7 - 28.2	25.8 - 30.8	27.9 - 33.3
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

oshawa - whitby - ajax - pickering

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	62.7 - 74.9	65.5 - 78.2	68.3 - 81.6	75.5 - 90.2
accounting clerk	39.4 - 45.3	42.4 - 48.7	45.2 - 52.0	51.0 - 58.7
accounting manager	84.4 - 102.0	90.6 - 109.6	96.7 - 117.0	110.2 - 133.3
accounting supervisor	63.3 - 76.5	68.0 - 82.1	72.5 - 87.6	82.6 - 99.8
accounts payable clerk	40.1 - 45.1	44.3 - 49.8	48.4 - 54.8	55.5 - 62.4
accounts payable manager	72.5 - 87.6	78.2 - 95.5	85.3 - 103.2	99.8 - 120.7
accounts receivable clerk	41.1 - 46.2	45.4 - 51.0	49.2 - 55.3	57.3 - 64.5
accounts receivable manager	73.6 - 86.9	79.7 - 94.1	85.7 - 101.2	100.3 - 118.5
billing specialist	38.9 - 45.2	42.4 - 49.3	45.6 - 53.1	51.8 - 60.3
bookkeeper	42.3 - 49.7	45.8 - 50.6	47.2 - 53.3	51.6 - 60.8
compliance specialist	54.8 - 65.4	60.2 - 71.8	65.3 - 78.8	75.7 - 90.4
controller	90.4 - 114.7	97.9 - 124.1	105.2 - 133.4	121.9 - 154.5
credit and collections supervisor	54.4 - 65.7	58.6 - 70.8	62.7 - 75.7	72.0 - 87.0
external auditor	60.0 - 71.6	65.6 - 78.3	71.5 - 84.8	82.6 - 98.7
financial analyst	69.9 - 83.5	74.8 - 89.3	79.5 - 95.0	90.1 - 107.7
financial reporting manager	94.1 - 113.8	100.9 - 122.1	107.6 - 130.1	123.3 - 149.1
internal auditor	59.4 - 70.9	65.4 - 78.1	71.2 - 85.0	83.0 - 99.2
payroll clerk	43.6 - 50.7	47.8 - 55.7	51.7 - 60.2	58.9 - 68.7
payroll manager	71.0 - 85.8	76.7 - 92.7	82.1 - 99.2	93.9 - 113.6
payroll specialist	44.4 - 52.8	48.4 - 57.6	52.2 - 62.2	60.4 - 72.1
payroll supervisor	55.5 - 66.2	60.2 - 71.8	64.7 - 77.3	74.6 - 89.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	120.6 - 213.1	172.0 - 304.9	251.6 - 446.5
finance director	90.7 - 160.3	123.1 - 217.7	162.0 - 287.0

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	54.6 - 69.5	61.0 - 79.1	68.8 - 89.3
compensation and benefits manager	88.3 - 114.4	97.7 - 129.2	109.8 - 146.4
health and safety advisor	61.5 - 78.8	70.5 - 91.6	80.8 - 103.8
HRIS analyst	61.4 - 80.3	70.2 - 93.3	80.6 - 105.9
human resources assistant	42.6 - 54.0	48.1 - 60.7	53.1 - 65.3
human resources business partner	67.4 - 87.9	75.3 - 100.0	85.0 - 113.0
human resources coordinator	50.1 - 64.9	55.5 - 73.4	62.5 - 83.4
human resources generalist	61.7 - 77.1	66.0 - 84.4	72.3 - 94.8
human resources manager	83.4 - 109.2	93.7 - 125.1	106.4 - 141.9
human resources supervisor	64.0 - 83.2	71.2 - 94.6	80.6 - 108.3
labour relations advisor	66.0 - 87.2	75.1 - 101.1	86.2 - 115.3

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human resources

	annual salaries		
	entry	mid	senior
labour relations manager	91.1 - 123.1	106.9 - 146.3	125.1 - 168.7
recruitment coordinator	41.6 - 53.7	47.5 - 61.8	53.8 - 69.5
talent acquisition specialist	53.3 - 71.4	59.9 - 81.8	68.2 - 93.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	108.2 - 182.2	148.2 - 249.9	183.9 - 310.7
health and safety director	93.2 - 122.4	121.0 - 158.8	145.3 - 190.7
human resources director	92.0 - 126.7	118.6 - 163.1	146.5 - 201.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.5 - 19.1	17.9 - 20.9	19.3 - 22.4
dispatcher	19.4 - 22.6	21.0 - 24.5	22.5 - 26.2
electronic parts assembler	16.4 - 19.3	17.6 - 20.7	18.7 - 22.0
forklift operator	16.0 - 18.1	17.2 - 20.1	19.5 - 24.2
industrial painter	17.4 - 20.5	19.0 - 22.3	20.4 - 24.0
inventory control clerk	17.5 - 20.1	19.0 - 21.9	20.5 - 23.6
logistics coordinator	21.2 - 25.0	23.1 - 27.2	24.9 - 29.3
machine operator	17.9 - 21.2	19.6 - 23.3	21.2 - 25.2
material handler	15.5 - 18.0	17.1 - 19.9	18.5 - 21.6
moulding machine operator	17.1 - 20.4	18.8 - 22.4	20.3 - 24.2
parts manager	23.8 - 28.3	25.7 - 30.6	27.5 - 32.8
picker/packer	14.8 - 17.2	16.0 - 18.6	17.0 - 19.8
production labourer	14.8 - 17.0	16.7 - 19.2	18.3 - 21.1
shipping and receiving clerk	19.2 - 21.8	20.9 - 23.7	22.4 - 25.5
warehouse labourer	15.4 - 17.5	17.1 - 19.4	18.4 - 20.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.1 - 48.9	44.2 - 52.7	47.3 - 56.4
administrative assistant (bilingual)	45.2 - 50.1	48.9 - 55.4	50.3 - 59.4
contracts administrator	59.8 - 72.3	65.2 - 78.7	70.3 - 85.0
customer retention agent	42.8 - 50.3	46.6 - 54.8	50.2 - 59.1
customer service manager (bilingual)	55.1 - 62.8	60.4 - 70.9	66.8 - 85.0
customer service supervisor	47.3 - 55.7	51.1 - 60.3	54.8 - 64.7
data entry clerk	32.8 - 37.6	35.7 - 41.0	38.3 - 44.0
document controller	33.7 - 38.8	36.8 - 42.3	39.4 - 45.3
executive assistant	53.9 - 65.9	60.0 - 73.2	65.6 - 80.1
executive assistant (bilingual)	62.4 - 70.3	64.4 - 77.8	73.6 - 88.4
file clerk	34.2 - 39.3	38.6 - 44.3	41.9 - 48.2

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
mailroom clerk	33.9 - 38.5	36.8 - 41.8	39.2 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.7 - 66.0	58.1 - 70.2	61.5 - 74.3
office/operations manager	50.4 - 60.1	57.2 - 70.6	65.5 - 92.4
order clerk	34.8 - 39.9	38.0 - 43.6	40.8 - 46.9
order entry clerk	33.3 - 37.6	36.6 - 42.6	40.7 - 47.6
project coordinator	45.1 - 53.8	48.8 - 58.1	52.3 - 62.3
receptionist	33.7 - 39.2	36.0 - 41.8	38.3 - 44.5
receptionist (bilingual)	37.7 - 42.2	40.6 - 48.3	46.1 - 55.5
sales administrator	40.3 - 45.9	43.8 - 50.4	45.2 - 55.8

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	47.9 - 59.6	51.7 - 65.7	56.9 - 73.3
account manager - technologies, software*	49.9 - 62.1	53.9 - 68.5	59.2 - 76.4
business development manager*	95.5 - 126.6	107.2 - 145.3	122.2 - 167.2
district sales manager**	73.7 - 95.3	84.1 - 110.7	96.6 - 126.7
key accounts manager - consumer goods*	62.3 - 80.3	70.7 - 92.8	80.8 - 106.2
merchandiser - consumer goods	58.7 - 76.6	65.6 - 87.3	74.2 - 99.2
sales engineer technologies, software, hardware, telecommunications**	69.5 - 90.8	76.4 - 101.7	85.0 - 113.5
sales representative, account manager channel manager*	71.3 - 94.1	79.6 - 107.1	90.0 - 121.2
sales representative, account manager consumer goods*	50.7 - 62.8	54.4 - 68.7	59.4 - 76.5
sales representative, account manager professional services*	46.3 - 57.7	50.0 - 63.5	55.0 - 70.8
sales representative, account manager telecommunications*	48.3 - 60.2	52.2 - 66.3	57.4 - 74.0
digital marketing			
digital marketing manager	64.7 - 82.3	74.5 - 96.2	85.9 - 108.8
digital media specialist	37.9 - 48.6	44.2 - 57.6	51.6 - 65.9
digital specialist	45.4 - 60.3	52.9 - 71.5	61.8 - 82.0
e-commerce manager	79.3 - 103.3	88.5 - 117.6	100.0 - 133.5
marketing content manager	49.4 - 63.4	57.7 - 75.2	67.3 - 86.0
social media manager	58.3 - 71.1	70.8 - 84.5	84.2 - 98.9
web manager	64.9 - 84.6	72.4 - 96.3	81.9 - 109.4
web marketing analyst	49.1 - 64.6	56.5 - 75.5	65.2 - 86.0
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales (continued)			
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	81.3 - 104.4	90.3 - 118.1	101.4 - 132.4
brand or product manager assistant	64.9 - 87.4	75.7 - 103.2	87.9 - 117.9
communications manager	58.3 - 77.3	66.5 - 89.6	76.2 - 101.4
communications specialist	50.2 - 68.6	59.7 - 82.5	70.5 - 94.5
marketing coordinator	53.3 - 71.2	61.4 - 83.3	70.9 - 95.1
marketing director	90.5 - 119.4	102.7 - 137.6	117.0 - 155.4
marketing project manager	38.1 - 50.8	43.9 - 59.4	50.6 - 67.5
marketing specialist	46.9 - 61.6	52.8 - 70.6	60.0 - 79.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	68.7 - 89.7	76.7 - 102.1	86.7 - 116.0
communications VP	99.3 - 150.6	132.0 - 199.7	166.2 - 251.4
marketing VP	124.2 - 190.4	171.1 - 262.2	220.6 - 338.2
sales manager*	95.8 - 122.9	118.0 - 151.5	142.8 - 183.3
sales vice-president/general manager**	141.5 - 201.9	190.3 - 271.7	242.4 - 346.1

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.3 - 30.2	27.1 - 32.4	28.9 - 34.5
CNC machinist	18.4 - 21.5	20.1 - 25.0	24.1 - 28.5
conventional machinist	19.5 - 23.2	21.3 - 25.4	25.1 - 29.7
electrician	25.8 - 31.2	27.9 - 33.7	29.9 - 36.1
field service technician	25.2 - 29.7	27.8 - 32.8	30.2 - 35.7
heavy equipment mechanic	25.4 - 30.2	28.0 - 33.4	30.4 - 36.3
logistics supervisor	29.8 - 36.0	32.7 - 39.5	35.4 - 42.8
maintenance mechanic	23.3 - 26.8	25.6 - 29.4	27.6 - 31.8
maintenance supervisor	30.3 - 32.0	31.6 - 38.5	37.3 - 40.9
maintenance worker	20.9 - 24.0	23.1 - 26.5	25.0 - 28.8
millwright	24.9 - 29.7	27.3 - 32.5	29.4 - 35.1

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
production manager	39.4 - 47.6	42.4 - 51.3	45.4 - 54.9
quality control technician	19.9 - 23.7	21.4 - 25.4	22.8 - 27.1
tool and die maker	24.7 - 29.5	27.0 - 32.3	29.2 - 34.9
warehouse supervisor	23.5 - 28.0	25.6 - 30.5	27.7 - 33.0
welder	19.1 - 22.5	21.0 - 26.4	25.0 - 29.4

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customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	29.2 - 34.6	32.0 - 38.0	34.6 - 41.2
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	47.8 - 56.3	51.7 - 60.9	55.4 - 65.3
customer service supervisor (bilingual)	48.9 - 56.3	52.1 - 61.6	56.9 - 66.1
telemarketing agent	32.1 - 37.4	34.6 - 40.2	37.0 - 43.0

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	64.1 - 75.2	64.8 - 91.5	74.5 - 103.4
architectural drafter	45.4 - 58.4	52.5 - 68.9	61.2 - 80.8
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
project manager	74.1 - 99.8	82.2 - 116.8	98.2 - 133.4
specification writer	51.8 - 65.2	57.1 - 74.2	64.6 - 84.1
chemical			
chemical engineer	74.4 - 97.6	82.2 - 109.9	91.9 - 123.2
chemical technician	53.1 - 68.7	58.8 - 77.8	66.2 - 88.7
civil			
civil engineer	60.1 - 79.3	68.3 - 91.9	78.1 - 103.9
civil engineering drafter	53.8 - 61.3	59.2 - 71.5	70.2 - 84.5
civil engineering technologist	55.8 - 71.5	70.1 - 74.2	72.5 - 81.5
environmental engineer	67.8 - 77.2	74.2 - 90.1	87.5 - 102.5
project manager	79.5 - 88.3	83.4 - 116.5	98.2 - 134.5
structural designer	54.5 - 64.2	60.1 - 73.5	70.1 - 91.2
structural engineer	68.5 - 81.9	79.2 - 94.8	90.8 - 107.9
structural engineering technologist	54.8 - 71.5	69.8 - 73.8	72.4 - 81.5

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engineering

	annual salaries		
	entry	mid	senior
construction			
construction manager	84.2 - 98.5	90.2 - 121.8	102.0 - 137.1
contracts administrator	56.8 - 74.7	64.3 - 86.2	73.3 - 97.8
estimator	58.3 - 75.5	64.6 - 85.4	82.6 - 96.3
procurement manager	73.5 - 95.2	93.6 - 109.0	105.6 - 123.8
project engineer	81.6 - 104.5	88.4 - 115.5	113.2 - 128.8
project manager	73.2 - 87.5	84.2 - 114.9	110.8 - 134.8
scheduler/planner	52.6 - 59.7	58.9 - 70.4	69.2 - 75.2
site supervisor	71.3 - 88.6	86.2 - 99.1	97.1 - 111.1
electrical			
CNC programmer	54.1 - 65.2	64.8 - 76.3	73.8 - 87.2
controls designer/engineer	57.3 - 68.2	66.3 - 82.8	81.7 - 97.2
electrical designer/engineer	63.7 - 78.2	74.2 - 93.6	86.6 - 108.9
electrical engineering technician	54.8 - 64.8	62.8 - 73.5	71.4 - 86.3
electrical test engineer	64.5 - 85.7	74.2 - 100.3	85.4 - 115.1
PLC programmer	56.7 - 66.7	65.2 - 77.5	75.7 - 89.5
energy			
control engineer	59.3 - 67.2	65.2 - 89.2	86.2 - 101.5
control technician	50.3 - 64.8	59.2 - 73.6	68.7 - 88.2
drafter	55.2 - 63.8	61.4 - 76.8	70.5 - 88.2
electrical engineer	69.6 - 93.4	80.8 - 110.7	94.5 - 128.2
pipeline engineer	52.8 - 69.2	68.2 - 85.1	84.7 - 103.8
piping designer	51.8 - 68.2	66.8 - 81.7	78.5 - 98.3
project manager	73.8 - 91.8	84.7 - 105.8	98.5 - 135.8
manufacturing			
applications engineer	77.2 - 91.7	86.4 - 99.4	93.6 - 109.5
CMM programmer	55.1 - 60.6	58.4 - 64.2	62.4 - 69.1
continuous improvement engineer	78.4 - 87.3	84.7 - 98.1	95.6 - 124.6
field service technician	55.5 - 64.1	62.8 - 74.6	71.7 - 87.8
health and safety manager	87.5 - 114.5	112.8 - 126.2	118.5 - 142.8
health and safety specialist	60.4 - 70.9	68.5 - 84.5	83.5 - 103.8
industrial engineer	66.5 - 86.2	75.6 - 92.8	85.7 - 109.1
manufacturing engineer	72.4 - 87.7	82.8 - 97.0	88.9 - 109.8
process engineer	70.6 - 77.2	70.8 - 89.3	85.1 - 105.1
program manager	72.8 - 86.0	75.7 - 93.8	86.6 - 113.5
project manager	76.3 - 95.3	88.6 - 110.6	102.8 - 128.8
quality assurance/control technician	60.5 - 76.3	66.9 - 89.8	77.4 - 103.9
quality control engineer	64.4 - 74.9	64.8 - 88.6	83.7 - 102.7
quality inspector	50.9 - 55.9	53.1 - 61.7	58.2 - 73.2
stationary engineer	50.2 - 64.3	55.7 - 72.6	62.3 - 88.1

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engineering

	annual salaries		
	entry	mid	senior
mechanical			
mechanical designer	53.6 - 63.7	59.4 - 72.6	69.3 - 90.3
mechanical drafter	50.7 - 60.5	57.4 - 69.7	66.4 - 87.9
mechanical engineer	70.3 - 92.6	79.5 - 92.8	90.9 - 106.8
mechanical engineering technician	66.9 - 74.9	71.8 - 87.7	83.3 - 96.9
supply chain management & procurement			
buyer	56.1 - 70.0	61.0 - 83.7	80.4 - 95.8
contracts administrator	56.8 - 66.8	64.3 - 79.4	73.3 - 94.8
contracts manager	80.6 - 101.8	89.8 - 116.8	102.9 - 131.8
demand planner	45.6 - 62.7	55.0 - 76.1	65.1 - 87.0
inventory analyst	49.9 - 63.8	61.7 - 70.9	68.8 - 80.7
inventory control manager	62.7 - 81.6	78.5 - 92.7	89.7 - 101.0
logistics specialist	57.8 - 71.4	67.9 - 82.9	78.6 - 96.4
materials manager	78.5 - 94.3	79.5 - 108.4	96.5 - 122.8
procurement manager	79.5 - 97.5	91.5 - 110.7	98.2 - 119.6
production planner	54.4 - 63.2	55.4 - 71.9	63.0 - 81.4
scheduler/planner	54.7 - 60.3	58.9 - 70.4	69.2 - 77.4
technical management			
director of operations	123.0 - 164.3	157.7 - 211.1	196.3 - 240.7
engineering manager	77.5 - 101.8	94.7 - 118.3	112.7 - 151.7
facilities manager	70.5 - 83.2	77.1 - 97.4	94.8 - 111.2
general manager	110.8 - 124.6	118.9 - 148.3	142.8 - 175.9
logistics coordinator	54.6 - 61.7	58.9 - 74.1	71.5 - 80.5
logistics manager	72.7 - 81.7	76.2 - 85.7	82.1 - 107.6
maintenance manager	81.5 - 84.7	82.7 - 96.5	95.4 - 124.5
operations manager	85.4 - 102.8	96.7 - 122.6	119.5 - 148.7
plant manager	84.5 - 99.7	94.4 - 118.6	115.4 - 158.5
production manager	77.7 - 87.6	86.8 - 99.7	98.1 - 125.8
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

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engineering

	annual salaries		
	entry	mid	senior
technical management (continued)			
purchasing manager	75.8 - 88.4	84.3 - 102.6	99.6 - 124.8
quality assurance manager	75.4 - 87.5	83.2 - 99.8	96.4 - 115.7
supply chain manager	74.5 - 87.6	83.7 - 101.6	98.5 - 123.6

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	63.4 - 75.6	66.2 - 79.4	69.3 - 82.3	76.2 - 91.0
accounting clerk	38.5 - 44.9	42.8 - 48.3	45.6 - 54.8	50.9 - 58.5
accounting manager	84.6 - 103.2	91.0 - 110.2	98.5 - 118.9	109.3 - 132.1
accounting supervisor	63.3 - 76.4	67.9 - 82.0	72.4 - 87.5	82.5 - 99.7
accounts payable clerk	40.0 - 45.0	44.5 - 50.2	48.4 - 56.1	55.3 - 62.2
accounts payable manager	72.0 - 86.9	78.4 - 94.8	84.7 - 102.4	99.0 - 119.7
accounts receivable clerk	41.0 - 46.1	45.3 - 50.8	49.1 - 55.2	57.1 - 64.2
accounts receivable manager	73.1 - 86.2	79.1 - 93.4	85.1 - 100.4	99.5 - 117.5
billing specialist	38.8 - 45.1	42.3 - 49.2	45.5 - 52.9	51.6 - 60.1
bookkeeper	38.5 - 45.8	42.0 - 50.1	44.6 - 53.4	51.4 - 60.6
compliance specialist	55.4 - 66.0	60.8 - 72.5	65.9 - 78.7	76.4 - 91.3
controller	89.0 - 112.4	96.0 - 121.8	103.2 - 130.7	120.9 - 153.1
cost accountant	60.8 - 72.5	65.5 - 78.2	70.1 - 83.7	80.5 - 96.2
financial analyst	68.2 - 81.4	72.8 - 86.8	78.0 - 93.5	90.9 - 108.6
financial reporting manager	93.4 - 112.9	100.1 - 121.0	106.7 - 129.0	122.3 - 147.8
internal auditor	60.1 - 71.6	66.9 - 81.3	73.9 - 88.2	83.8 - 100.0
payroll clerk	44.1 - 51.6	48.0 - 56.6	52.4 - 62.1	58.7 - 68.4
payroll manager	71.8 - 87.2	77.9 - 94.1	82.9 - 100.4	93.2 - 112.6
payroll specialist	48.0 - 55.2	50.1 - 59.3	53.1 - 63.6	59.9 - 71.5
payroll supervisor	56.2 - 67.4	62.8 - 74.2	65.8 - 79.2	74.5 - 89.0
tax manager	90.7 - 110.9	96.1 - 118.1	103.2 - 127.7	116.5 - 142.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	119.5 - 211.1	170.5 - 302.1	249.3 - 442.3
finance director	90.0 - 158.9	122.1 - 215.7	160.5 - 284.3
treasurer	120.5 - 165.6	163.9 - 225.8	212.8 - 293.4
VP internal audit	120.1 - 159.5	150.1 - 200.1	180.2 - 225.6

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human resources

	annual salaries		
	entry	mid	senior
benefits administrator	55.3 - 70.2	61.7 - 79.8	69.5 - 90.1
compensation and benefits manager	87.6 - 113.4	96.9 - 128.1	108.9 - 145.2
health and safety advisor	61.1 - 78.2	70.0 - 90.8	80.2 - 102.9
HRIS analyst	61.4 - 80.4	70.3 - 93.6	80.7 - 106.3
human resources business partner	68.1 - 88.7	76.0 - 100.9	85.8 - 114.0
human resources coordinator	50.0 - 64.6	55.4 - 73.1	62.2 - 83.0
human resources generalist	62.3 - 77.8	66.7 - 85.2	73.0 - 95.7
human resources manager	82.7 - 108.3	93.0 - 124.0	105.6 - 140.7
human resources supervisor	64.6 - 83.9	71.9 - 95.5	81.3 - 109.2
labour relations advisor	66.6 - 88.0	75.8 - 102.0	87.0 - 116.3
labour relations manager	90.4 - 122.1	106.1 - 145.0	124.0 - 167.2
recruitment coordinator	41.5 - 53.5	47.4 - 61.6	53.7 - 69.2
talent acquisition specialist	53.9 - 72.2	60.6 - 82.6	69.0 - 94.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	107.4 - 180.6	146.9 - 247.6	182.3 - 307.8
health and safety director	92.5 - 121.4	120.0 - 157.4	144.0 - 188.9
human resources director	91.3 - 125.6	117.6 - 161.6	145.2 - 199.8

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	16.0 - 18.2	17.5 - 21.5	20.0 - 22.0
general labourer - heavy	15.5 - 17.0	16.0 - 18.0	17.0 - 19.0
general labourer - light	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
inventory control clerk	17.2 - 19.8	18.8 - 21.6	20.2 - 23.3
machine operator	17.7 - 21.0	19.4 - 23.1	20.9 - 24.9
machine operator assistant	16.7 - 19.0	18.4 - 20.9	19.9 - 22.6
material handler	15.3 - 17.8	16.9 - 19.7	18.4 - 21.4
picker/packer	14.6 - 17.0	15.8 - 18.4	16.8 - 19.6
production labourer	14.6 - 16.8	16.5 - 19.0	18.1 - 20.9
shipping and receiving clerk	19.0 - 21.5	20.6 - 23.4	22.2 - 25.2
welder/fitter	20.0 - 22.0	21.0 - 24.0	23.1 - 30.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.1 - 48.9	44.2 - 52.7	47.3 - 56.3
benefits clerk	39.5 - 45.9	43.3 - 50.3	46.8 - 54.4
data entry clerk	32.7 - 37.6	35.7 - 41.0	38.3 - 44.0
executive assistant	53.9 - 65.8	59.9 - 73.2	65.5 - 80.1
human resources assistant	42.5 - 49.4	46.3 - 53.8	49.5 - 57.7

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
inside sales representative	49.6 - 58.4	52.1 - 61.4	54.7 - 64.5
legal assistant	47.2 - 56.8	53.8 - 64.9	59.9 - 72.3
mailroom clerk	33.8 - 38.5	36.8 - 41.8	39.1 - 44.5
office clerk	37.5 - 43.1	40.0 - 45.9	42.3 - 48.6
office manager	54.6 - 65.9	58.1 - 70.1	61.5 - 74.2
order entry clerk	32.2 - 37.1	35.2 - 40.6	37.9 - 43.7
project coordinator	44.6 - 53.1	48.2 - 57.4	51.6 - 61.6
receptionist	33.6 - 39.1	35.9 - 41.7	38.2 - 44.4
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.2 - 60.0	52.0 - 66.1	57.2 - 73.7
account manager - technologies, software*	50.2 - 62.5	54.2 - 68.8	59.6 - 76.7
business development manager*	96.7 - 128.0	108.5 - 146.5	123.6 - 168.3
district sales manager**	73.3 - 94.7	83.6 - 110.0	96.1 - 126.0
key accounts manager - consumer goods*	62.6 - 80.7	71.0 - 93.1	81.2 - 106.4
merchandiser - consumer goods	59.6 - 77.7	66.5 - 88.5	75.2 - 100.5
sales engineer technologies, software, hardware, telecommunications**	70.6 - 92.2	77.5 - 103.2	86.3 - 115.1
sales representative, account manager channel manager*	70.9 - 93.6	79.2 - 106.5	89.4 - 120.6
sales representative, account manager consumer goods*	50.3 - 62.3	53.9 - 68.2	59.0 - 75.9
sales representative, account manager professional services*	46.9 - 58.3	50.7 - 64.3	55.6 - 71.5
sales representative, account manager telecommunications*	48.6 - 60.5	52.5 - 66.7	57.7 - 74.3
digital marketing			
digital marketing manager	65.1 - 82.8	74.9 - 96.8	86.5 - 109.7
digital media specialist	38.5 - 49.4	44.9 - 58.5	52.4 - 66.8
digital specialist	46.1 - 61.2	53.7 - 72.5	62.7 - 83.1
e-commerce manager	78.8 - 102.8	87.9 - 117.0	99.4 - 132.7
marketing content manager	49.8 - 63.8	58.0 - 75.6	67.7 - 86.5
social media manager	58.0 - 71.3	67.8 - 84.3	84.0 - 98.3
web manager	64.5 - 84.1	71.9 - 95.7	81.4 - 108.8
web marketing analyst	49.5 - 65.0	56.8 - 76.0	65.5 - 86.5
industrial sales			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales (continued)			
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
marketing and communications			
brand or product manager	80.8 - 103.8	89.8 - 117.4	100.8 - 131.6
brand or product manager assistant	65.8 - 88.5	76.7 - 104.4	89.0 - 119.2
communications manager	59.3 - 78.3	67.4 - 90.8	77.3 - 102.7
communications specialist	51.3 - 70.1	61.0 - 84.2	72.0 - 96.5
marketing coordinator	54.2 - 72.2	62.3 - 84.4	72.0 - 96.4
marketing director	90.0 - 118.7	102.1 - 136.7	116.3 - 154.3
marketing project manager	37.9 - 50.5	43.7 - 59.1	50.3 - 67.1
marketing specialist	47.7 - 62.5	53.7 - 71.6	60.9 - 80.7

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	68.5 - 89.4	76.5 - 101.8	86.5 - 115.4
communications VP	99.8 - 150.8	132.5 - 199.6	166.3 - 250.9
marketing VP	123.5 - 188.9	169.8 - 260.2	218.9 - 335.6
sales manager*	95.2 - 122.2	117.3 - 150.4	141.7 - 181.8
sales vice-president/general manager**	140.6 - 200.4	188.8 - 269.6	240.5 - 343.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	19.8 - 23.6	21.5 - 25.7	23.2 - 30.0
conventional machinist	20.0 - 24.0	22.0 - 26.0	25.0 - 32.0
electrician	22.0 - 25.4	24.0 - 27.4	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 27.9	26.1 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	24.9 - 29.7	27.5 - 32.9	29.9 - 35.7
logistics supervisor	25.0 - 28.0	27.0 - 31.0	30.0 - 35.0
maintenance mechanic	22.8 - 26.2	25.0 - 28.8	27.0 - 31.1
maintenance planner	29.0 - 35.0	31.5 - 37.5	35.0 - 40.0
maintenance supervisor	25.0 - 28.0	27.0 - 31.4	30.0 - 35.0
millwright	24.3 - 29.0	26.6 - 31.8	28.8 - 34.4
production supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
tool and die maker	24.4 - 29.1	26.7 - 31.8	28.8 - 34.4
warehouse manager	24.0 - 28.0	26.0 - 31.2	30.0 - 36.0
warehouse supervisor	23.2 - 27.7	25.3 - 30.2	27.3 - 32.6
welder	18.0 - 21.3	20.0 - 24.0	23.0 - 28.0

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	69.3 - 89.3	77.4 - 101.6	89.0 - 120.1
application support analyst	58.1 - 76.1	66.5 - 87.8	75.5 - 90.0
automation tester	59.8 - 86.3	84.9 - 98.3	91.6 - 127.0
devops development side	80.9 - 103.4	100.8 - 125.4	120.6 - 139.7
ERP developer	66.9 - 86.1	74.6 - 98.6	88.1 - 129.4
front-end developer	65.5 - 85.7	74.8 - 99.5	85.7 - 120.0
full stack developer	65.8 - 83.6	71.6 - 107.6	94.5 - 130.4
IT quality assurance manager	77.9 - 100.7	85.9 - 113.1	95.9 - 126.4
java developer	65.9 - 84.9	73.7 - 113.6	85.6 - 130.0
machine learning developer	85.9 - 120.6	110.6 - 180.9	175.2 - 205.7
manual tester	48.7 - 64.7	56.9 - 76.5	66.1 - 86.9
mobile application developer (ios/android)	67.1 - 92.4	82.2 - 113.0	97.7 - 128.5
RPA developer	74.3 - 84.9	81.6 - 100.5	93.6 - 109.6
UI/UX designer	62.5 - 80.5	69.9 - 91.6	78.7 - 102.2
architecture			
application architect	84.3 - 94.8	93.5 - 115.9	109.4 - 148.6
architect (enterprise)	93.2 - 125.2	106.8 - 145.5	129.0 - 196.0
architect (solutions/technical)	84.0 - 104.8	94.2 - 119.4	106.3 - 133.7
cloud architect	83.3 - 104.5	94.0 - 128.4	119.9 - 197.2
data & analytics			
BI data architect	79.1 - 101.6	87.9 - 114.9	98.6 - 128.2
big data engineer	84.9 - 98.6	94.1 - 117.6	107.8 - 133.1
business intelligence developer	64.7 - 83.5	72.5 - 95.1	81.6 - 113.0
data analyst	51.6 - 75.8	64.9 - 90.3	81.5 - 104.3
data architect	96.5 - 111.8	99.7 - 119.5	100.1 - 137.8
data engineer	69.9 - 93.1	80.4 - 109.0	92.9 - 123.6
data scientist	76.9 - 102.6	88.6 - 120.1	102.5 - 149.0
database administrator	64.3 - 79.6	73.1 - 90.4	85.2 - 110.8

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technologies

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.8 - 88.2	76.6 - 101.5	90.6 - 125.4
chief technology officer	120.3 - 190.8	160.7 - 285.4	225.0 - 450.4
CIO/CTO	105.9 - 186.9	157.3 - 278.5	216.6 - 384.2
IT director	109.5 - 129.8	119.5 - 159.7	129.1 - 198.0
technical lead	54.8 - 81.6	79.6 - 88.4	84.6 - 133.0
technical writer	59.0 - 76.2	68.4 - 89.5	79.1 - 101.6
networking/infrastructure			
bilingual tech support	42.1 - 50.2	48.4 - 60.5	57.8 - 71.8
devops system side	80.6 - 110.5	102.5 - 125.1	107.3 - 139.5
help desk representative	46.7 - 61.7	53.3 - 70.9	60.2 - 79.1
information security engineer	72.0 - 95.8	82.8 - 112.0	95.5 - 127.0
information security manager	92.7 - 120.1	102.7 - 135.8	115.4 - 153.8
information security specialist	61.0 - 79.7	69.6 - 92.5	79.8 - 104.6
information systems analyst	64.4 - 82.1	70.9 - 92.2	79.2 - 103.5
linux/unix administrator	72.6 - 94.8	82.6 - 110.0	94.9 - 125.2
network administrator	55.6 - 66.3	64.8 - 89.1	84.6 - 103.8
network engineer	65.8 - 87.2	75.3 - 101.8	86.9 - 116.5
systems administrator	59.4 - 79.8	69.4 - 84.0	82.5 - 109.1
telecommunications analyst	63.7 - 84.4	72.8 - 98.6	84.2 - 113.5
project management			
business systems analyst	76.6 - 102.7	87.5 - 119.2	100.3 - 135.1
ERP project manager	92.3 - 122.6	100.6 - 136.2	111.4 - 152.3
functional analyst	62.5 - 84.6	71.8 - 96.1	90.3 - 122.4
organizational change manager (OCM)	89.6 - 104.6	102.6 - 114.0	112.8 - 129.3
product owner	59.5 - 74.5	73.9 - 93.8	84.6 - 109.0
product owner/manager	78.2 - 107.2	90.6 - 126.0	105.1 - 143.8
program manager	99.0 - 113.0	108.0 - 136.0	133.0 - 179.0
project coordinator	59.6 - 75.1	67.9 - 87.1	77.8 - 98.9
project manager (infrastructure)	69.2 - 89.6	78.4 - 108.6	87.1 - 119.0
project manager (software)	58.3 - 78.9	77.2 - 109.4	89.6 - 119.0
scrum master	71.6 - 92.6	80.8 - 105.5	90.9 - 120.0

scarborough

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	43.3 - 51.1	47.2 - 55.8	51.0 - 60.3
customer service manager (bilingual)	55.6 - 62.6	60.3 - 68.5	67.2 - 85.4
customer service supervisor	47.9 - 56.4	51.8 - 61.1	55.5 - 65.5

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	17.0 - 19.0	17.7 - 20.6	19.1 - 24.0
counterbalance forklift operator	16.0 - 18.0	17.5 - 20.0	19.0 - 22.0
forklift operator	16.0 - 18.0	17.5 - 20.0	19.0 - 22.0
general labourer - heavy	15.0 - 16.5	16.0 - 17.5	17.0 - 18.5
general labourer - light	14.0 - 16.0	15.5 - 17.0	16.5 - 18.0
inventory control clerk	17.2 - 18.8	18.3 - 21.7	20.3 - 23.4
janitor/custodian	15.0 - 17.0	16.5 - 18.0	17.5 - 19.0
logistics coordinator	21.0 - 24.8	22.9 - 27.1	24.7 - 29.2
machine operator	16.0 - 18.8	18.0 - 20.8	20.0 - 24.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	16.0 - 17.8	16.9 - 19.7	18.5 - 22.0
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8
welder/fitter	21.8 - 25.7	23.5 - 27.8	24.7 - 29.3

legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.0 - 51.0	45.0 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	41.4 - 49.5	44.7 - 53.4	47.8 - 57.2
administrative assistant (bilingual)	45.0 - 50.0	48.0 - 55.0	50.0 - 59.0
data entry clerk	32.6 - 37.6	35.6 - 41.1	38.3 - 44.2
document controller	33.9 - 39.1	37.1 - 42.8	39.8 - 45.9
executive assistant	55.1 - 66.3	60.3 - 72.2	70.4 - 85.5
executive assistant (bilingual)	62.1 - 70.2	64.4 - 77.4	73.6 - 88.3

scarborough

office & administrative support

	annual salaries		
	1 year	3 years	5 years
file clerk	34.4 - 39.7	38.9 - 44.9	42.4 - 48.9
mailroom clerk	33.8 - 38.5	36.8 - 41.9	39.2 - 44.7
office clerk	37.5 - 43.2	40.0 - 46.2	42.4 - 48.9
office manager	54.7 - 66.2	58.2 - 70.4	61.7 - 74.6
office/operations manager	50.0 - 57.8	54.2 - 70.1	68.0 - 92.0
order clerk	35.0 - 40.3	38.3 - 44.1	41.2 - 47.6
order entry clerk	33.2 - 38.6	36.2 - 46.0	42.5 - 47.0
project coordinator	44.7 - 53.4	48.4 - 57.9	51.9 - 62.1
receptionist	33.9 - 39.5	36.2 - 42.3	38.6 - 45.0
receptionist (bilingual)	37.7 - 42.5	40.0 - 48.0	46.1 - 55.0
sales administrator	40.8 - 45.6	43.0 - 51.3	45.3 - 55.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	25.1 - 30.0	26.9 - 32.2	28.7 - 34.4
CNC machinist	16.0 - 19.3	18.1 - 23.0	21.0 - 27.0
conventional machinist	18.0 - 22.1	20.3 - 25.0	24.1 - 30.0
electrician	28.1 - 31.9	31.4 - 35.1	34.9 - 42.3
field service technician	25.0 - 29.5	27.6 - 32.7	30.1 - 35.6
heavy equipment mechanic	25.2 - 30.1	27.8 - 33.3	30.3 - 36.2
lead hand/team lead	17.0 - 18.5	18.0 - 20.0	19.0 - 23.0
maintenance mechanic	23.5 - 27.8	27.6 - 31.8	31.2 - 33.5
maintenance supervisor	30.0 - 35.1	34.8 - 42.3	42.1 - 49.9
millwright	25.8 - 29.3	28.9 - 33.0	32.6 - 39.6
production manager	40.4 - 49.0	43.6 - 52.9	46.7 - 56.7
tool and die maker	24.7 - 29.6	27.1 - 32.4	29.3 - 35.1
welder	16.0 - 20.0	18.9 - 23.6	22.0 - 27.0

st. catharines

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	37.1 - 42.6	39.9 - 45.8	42.5 - 48.9
accounts payable clerk	37.8 - 42.4	41.7 - 46.9	45.2 - 50.9
accounts receivable clerk	38.7 - 43.5	42.7 - 48.0	46.3 - 52.2
payroll clerk	41.0 - 47.7	45.0 - 52.5	48.7 - 56.8

st. catharines

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.7 - 18.2	17.1 - 19.8	18.4 - 21.3
counterbalance forklift operator	17.0 - 19.5	18.3 - 22.5	21.3 - 24.0
general labourer - heavy	16.2 - 19.7	17.6 - 20.8	19.8 - 22.3
general labourer - light	14.0 - 15.5	14.9 - 18.1	16.2 - 20.5
industrial painter	16.4 - 19.2	17.9 - 21.0	19.2 - 22.6
inventory control clerk	16.6 - 19.0	18.0 - 20.7	19.4 - 22.3
janitor/custodian	15.0 - 17.8	17.1 - 19.8	18.9 - 20.5
machine operator	17.0 - 20.2	18.6 - 22.1	20.1 - 24.0
manufacturing worker	14.3 - 16.1	15.5 - 17.5	16.6 - 18.8
material handler	14.8 - 17.1	16.3 - 18.9	17.6 - 20.5
moulding machine operator	16.6 - 19.7	18.2 - 21.6	19.6 - 23.3
picker/packer	14.2 - 16.4	15.3 - 17.7	16.2 - 18.8
polisher/deburrer	18.0 - 21.1	20.2 - 23.3	23.0 - 24.5
production labourer	14.2 - 16.2	15.9 - 18.2	17.4 - 20.0
reach truck operator	19.0 - 21.4	20.5 - 23.0	22.6 - 24.0
shipping and receiving clerk	18.1 - 20.6	19.7 - 22.4	21.2 - 24.2
warehouse labourer	14.7 - 16.7	16.3 - 18.4	17.5 - 19.9
welder/fitter	22.0 - 24.0	23.0 - 26.0	25.0 - 30.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.8 - 46.1	41.7 - 49.7	44.6 - 53.2
administrative assistant (bilingual)	45.7 - 52.0	49.9 - 56.1	54.0 - 60.3
benefits clerk	37.5 - 43.5	41.0 - 47.7	44.3 - 51.6
buyer assistant	38.1 - 44.3	42.2 - 49.2	45.8 - 53.4
customer retention agent	40.4 - 47.6	44.0 - 51.9	47.5 - 56.0
customer service representative (bilingual)	40.0 - 46.8	45.7 - 54.1	47.8 - 60.5
customer service supervisor	44.8 - 52.8	48.4 - 57.1	52.0 - 61.3
data entry clerk	35.3 - 39.5	37.4 - 43.6	41.6 - 47.8
document controller	32.1 - 36.7	34.9 - 40.0	37.3 - 42.8
executive assistant	50.9 - 62.3	56.6 - 69.4	62.0 - 76.1
executive assistant (bilingual)	52.0 - 64.4	58.2 - 70.7	64.4 - 79.1
file clerk	32.5 - 37.2	36.5 - 41.9	39.6 - 45.5
help desk representative	43.7 - 52.7	48.0 - 57.9	51.9 - 62.7
human resources assistant	40.3 - 46.9	43.9 - 51.1	47.0 - 54.7
inside sales representative	40.0 - 44.8	41.6 - 46.8	45.5 - 50.5
invoicing clerk	36.1 - 41.9	39.4 - 45.9	42.4 - 49.4
legal assistant	44.7 - 53.9	51.0 - 61.7	56.8 - 68.7
office clerk	35.4 - 40.6	37.7 - 43.3	39.9 - 45.9
office manager	51.7 - 62.6	55.0 - 66.6	58.3 - 70.6
order clerk	33.0 - 37.8	36.0 - 41.2	38.6 - 44.3

st. catharines

office & administrative support

	annual salaries		
	1 year	3 years	5 years
payroll administrator	41.8 - 49.8	45.6 - 54.4	49.2 - 58.7
project coordinator	42.7 - 50.9	46.2 - 55.1	49.5 - 59.2
receptionist	32.0 - 37.1	34.1 - 39.6	36.2 - 42.0
receptionist (bilingual)	37.4 - 40.5	39.5 - 44.7	41.6 - 46.8
sales assistant	38.0 - 44.2	40.5 - 47.2	43.1 - 50.2

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 28.6	25.7 - 30.8	27.4 - 32.8
CNC machinist	21.0 - 25.3	24.8 - 30.2	30.0 - 34.0
conventional machinist	21.0 - 25.0	24.0 - 29.8	28.6 - 34.0
field service technician	23.6 - 27.9	26.1 - 30.8	28.4 - 33.5
lead hand/team lead	24.0 - 27.0	26.4 - 31.8	30.0 - 35.0
machine builder	22.8 - 26.0	25.0 - 30.0	28.0 - 32.1
maintenance mechanic	23.0 - 25.0	24.0 - 30.0	29.2 - 32.0
maintenance supervisor	29.0 - 32.0	31.2 - 36.1	34.9 - 41.0
millwright	31.0 - 33.0	32.0 - 35.0	34.0 - 38.0
mould maker	30.0 - 32.0	31.4 - 33.0	32.1 - 36.0
panel wirer	19.0 - 22.2	21.5 - 23.0	22.0 - 25.0
production manager	37.3 - 45.3	40.3 - 48.9	43.2 - 52.4
production supervisor	27.0 - 31.0	30.5 - 36.8	35.4 - 40.0
tool and die maker	30.0 - 32.5	31.4 - 33.5	31.7 - 36.0
warehouse supervisor	22.2 - 26.5	24.2 - 28.9	26.2 - 31.3
welder	21.0 - 25.0	23.0 - 26.0	25.0 - 30.0

toronto

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	48.2 - 53.4	52.7 - 61.2	61.0 - 70.0
customer service representative	30.9 - 37.2	36.6 - 41.5	40.3 - 46.0
customer service representative (bilingual)	40.2 - 43.5	42.9 - 46.9	45.8 - 48.5
customer service supervisor	44.9 - 48.5	46.8 - 53.9	53.7 - 56.3
customer service supervisor (bilingual)	45.3 - 48.2	47.5 - 54.2	53.8 - 58.9
help desk representative	47.3 - 51.2	51.0 - 62.5	55.9 - 67.3
inside sales representative	50.5 - 59.9	53.7 - 63.2	56.5 - 67.5
telemarketing agent	32.7 - 38.2	35.0 - 41.1	40.9 - 45.5

engineering

	annual salaries		
	entry	mid	senior
architecture			
architect	65.4 - 76.7	66.1 - 93.3	76.0 - 105.5
architectural drafter	46.3 - 59.6	53.6 - 70.3	62.4 - 82.4
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
project manager	75.6 - 101.8	83.8 - 119.1	100.2 - 136.1
specification writer	52.8 - 66.5	58.2 - 75.7	65.9 - 85.8
chemical			
chemical engineer	75.9 - 99.6	83.8 - 112.1	93.7 - 125.7
chemical technician	54.2 - 70.1	60.0 - 79.4	67.5 - 90.5
civil			
civil engineer	61.3 - 80.9	69.7 - 93.7	79.7 - 106.0
civil engineering drafter	54.9 - 62.5	60.4 - 72.9	71.6 - 86.2
civil engineering technologist	56.9 - 72.9	71.5 - 75.7	74.0 - 83.1
environmental engineer	69.2 - 78.7	75.7 - 91.9	89.3 - 104.6
project manager	81.1 - 90.1	85.1 - 118.8	100.2 - 137.2
structural designer	55.6 - 65.5	61.3 - 75.0	71.5 - 93.0
structural engineer	69.9 - 83.5	80.8 - 96.7	92.6 - 110.1
structural engineering technologist	55.9 - 72.9	71.2 - 75.3	73.8 - 83.1
construction			
construction manager	85.9 - 100.5	92.0 - 124.2	104.0 - 139.8
contracts administrator	57.9 - 76.2	65.6 - 87.9	74.8 - 99.8
estimator	59.5 - 77.0	65.9 - 87.1	84.3 - 98.2
procurement manager	75.0 - 97.1	95.5 - 111.2	107.7 - 126.3
project engineer	83.2 - 106.6	90.2 - 117.8	115.5 - 131.4
project manager	74.7 - 89.3	85.9 - 117.2	113.0 - 137.5
scheduler/planner	53.7 - 60.9	60.1 - 71.8	70.6 - 76.7
site supervisor	72.7 - 90.4	87.9 - 101.1	99.0 - 113.3
electrical			
CNC programmer	55.2 - 66.5	66.1 - 77.8	75.3 - 88.9
controls designer/engineer	58.4 - 69.6	67.6 - 84.5	83.3 - 99.1
electrical designer/engineer	65.0 - 79.8	75.7 - 95.5	88.3 - 111.1

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engineering

	annual salaries		
	entry	mid	senior
electrical (continued)			
electrical engineering technician	55.9 - 66.1	64.1 - 75.0	72.8 - 88.0
electrical test engineer	65.8 - 87.4	75.7 - 102.3	87.1 - 117.4
PLC programmer	57.8 - 68.0	66.5 - 79.1	77.2 - 91.3
energy			
control engineer	60.5 - 68.5	66.5 - 91.0	87.9 - 103.5
control technician	51.3 - 66.1	60.4 - 75.1	70.1 - 90.0
drafter	56.3 - 65.1	62.6 - 78.3	71.9 - 90.0
electrical engineer	71.0 - 95.3	82.4 - 112.9	96.4 - 130.8
pipeline engineer	53.9 - 70.6	69.6 - 86.8	86.4 - 105.9
pipng designer	52.8 - 69.6	68.1 - 83.3	80.1 - 100.3
project manager	75.3 - 93.6	86.4 - 107.9	100.5 - 138.5
manufacturing			
applications engineer	78.7 - 93.5	88.1 - 101.4	95.5 - 111.7
CMM programmer	56.2 - 61.8	59.6 - 65.5	63.6 - 70.5
continuous improvement engineer	80.0 - 89.0	86.4 - 100.1	97.5 - 127.1
field service technician	56.6 - 65.4	64.1 - 76.1	73.1 - 89.6
health and safety manager	89.3 - 116.8	115.1 - 128.7	120.9 - 145.7
health and safety specialist	61.6 - 72.3	69.9 - 86.2	85.2 - 105.9
industrial engineer	67.8 - 87.9	77.1 - 94.7	87.4 - 111.3
manufacturing engineer	73.8 - 89.5	84.5 - 98.9	90.7 - 112.0
process engineer	72.0 - 78.7	72.2 - 91.1	86.8 - 107.2
program manager	74.3 - 87.7	77.2 - 95.7	88.3 - 115.8
project manager	77.8 - 97.2	90.4 - 112.8	104.9 - 131.4
quality assurance/control technician	61.7 - 77.8	68.2 - 91.6	78.9 - 106.0
quality control engineer	65.7 - 76.4	66.1 - 90.4	85.4 - 104.8
quality inspector	51.9 - 57.0	54.2 - 62.9	59.4 - 74.7
stationary engineer	51.2 - 65.6	56.8 - 74.1	63.5 - 89.9
mechanical			
mechanical designer	54.7 - 65.0	60.6 - 74.1	70.7 - 92.1
mechanical drafter	51.7 - 61.7	58.5 - 71.1	67.7 - 89.7
mechanical engineer	71.7 - 94.5	81.1 - 94.7	92.7 - 108.9
mechanical engineering technician	68.2 - 76.4	73.2 - 89.5	85.0 - 98.8
supply chain management & procurement			
buyer	57.2 - 71.4	62.2 - 85.4	82.0 - 97.7
contracts administrator	57.9 - 68.1	65.6 - 81.0	74.8 - 96.7
contracts manager	82.2 - 103.8	91.6 - 119.1	105.0 - 134.4
demand planner	46.5 - 64.0	56.1 - 77.6	66.4 - 88.7
inventory analyst	50.9 - 65.1	62.9 - 72.3	70.2 - 82.3
inventory control manager	64.0 - 83.2	80.1 - 94.6	91.5 - 103.0
logistics specialist	59.0 - 72.8	69.3 - 84.6	80.2 - 98.3

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engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement (continued)			
materials manager	80.1 - 96.2	81.1 - 110.6	98.4 - 125.3
procurement manager	81.1 - 99.5	93.3 - 112.9	100.2 - 122.0
production planner	55.5 - 64.5	56.5 - 73.3	64.3 - 83.0
scheduler/planner	55.8 - 61.5	60.1 - 71.8	70.6 - 78.9
technical management			
director of operations	125.5 - 167.6	160.9 - 215.3	200.2 - 245.5
engineering manager	79.1 - 103.8	96.6 - 120.7	115.0 - 154.7
facilities manager	71.9 - 84.9	78.6 - 99.3	96.7 - 113.4
general manager	113.0 - 127.1	121.3 - 151.3	145.7 - 179.4
logistics coordinator	55.7 - 62.9	60.1 - 75.6	72.9 - 82.1
logistics manager	74.2 - 83.3	77.7 - 87.4	83.7 - 109.8
maintenance manager	83.1 - 86.4	84.4 - 98.4	97.3 - 127.0
operations manager	87.1 - 104.9	98.6 - 125.1	121.9 - 151.7
plant manager	86.2 - 101.7	96.3 - 121.0	117.7 - 161.7
production manager	79.3 - 89.4	88.5 - 101.7	100.1 - 128.3
purchasing manager	77.3 - 90.2	86.0 - 104.7	101.6 - 127.3
quality assurance manager	76.9 - 89.3	84.9 - 101.8	98.3 - 118.0
supply chain manager	76.0 - 89.4	85.4 - 103.6	100.5 - 126.1

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	64.6 - 77.3	67.5 - 80.8	70.4 - 84.3	77.9 - 93.4
accounting clerk	39.6 - 45.7	42.7 - 49.2	45.6 - 52.6	51.6 - 59.5
accounting manager	86.7 - 105.1	93.2 - 113.0	99.6 - 120.7	113.6 - 137.5
accounting supervisor	63.5 - 76.9	68.2 - 82.7	72.8 - 88.3	83.1 - 100.9
accounts payable clerk	40.4 - 45.5	44.7 - 50.3	48.5 - 54.6	56.2 - 63.3
accounts payable manager	74.3 - 90.1	81.1 - 98.3	87.7 - 106.4	102.8 - 124.5
accounts receivable clerk	41.4 - 46.6	45.8 - 51.6	49.8 - 56.3	58.1 - 65.4
accounts receivable manager	75.5 - 89.3	81.8 - 96.9	88.1 - 104.3	103.3 - 122.2
billing specialist	39.1 - 45.6	42.7 - 49.9	46.1 - 53.7	52.4 - 61.1
bookkeeper	45.2 - 50.3	42.6 - 50.3	45.6 - 53.9	52.2 - 61.6
compliance specialist	56.1 - 67.1	61.7 - 73.9	67.3 - 80.2	77.9 - 93.2
controller	93.0 - 118.3	100.8 - 128.1	108.4 - 137.6	125.8 - 159.4
credit and collections supervisor	54.5 - 65.8	58.7 - 71.5	62.8 - 76.1	72.3 - 87.7
external auditor	61.7 - 73.8	67.5 - 80.8	73.2 - 87.7	85.3 - 102.4
financial analyst	72.1 - 86.3	77.1 - 92.5	82.1 - 98.4	93.3 - 111.9
financial reporting manager	96.9 - 117.4	104.2 - 125.9	110.9 - 134.3	127.3 - 153.8
internal auditor	61.1 - 73.1	67.4 - 80.7	73.4 - 87.9	85.8 - 102.9
payroll clerk	43.9 - 51.3	48.3 - 56.4	52.3 - 61.4	59.7 - 69.7

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll manager	72.8 - 88.2	78.6 - 95.3	84.3 - 102.2	96.6 - 117.1
payroll specialist	45.1 - 53.8	49.2 - 58.8	53.2 - 63.6	61.7 - 73.8
payroll supervisor	55.5 - 66.4	60.3 - 72.1	64.9 - 77.7	74.9 - 89.8

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	124.4 - 218.7	177.4 - 310.2	257.2 - 450.0
finance director	93.3 - 165.5	127.1 - 223.3	167.1 - 292.4
treasurer	125.4 - 172.4	170.6 - 233.5	220.4 - 301.5

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	56.0 - 71.4	62.6 - 81.4	70.7 - 92.0
compensation and benefits manager	90.7 - 118.0	100.6 - 133.4	113.2 - 151.1
health and safety advisor	61.8 - 79.5	71.0 - 92.5	81.5 - 105.0
HRIS analyst	61.6 - 80.9	70.6 - 94.3	81.2 - 107.4
human resources assistant	40.0 - 50.0	48.9 - 61.9	54.0 - 66.7
human resources business partner	69.3 - 90.6	77.5 - 103.2	87.6 - 116.8
human resources coordinator	45.0 - 55.0	52.0 - 65.0	62.0 - 70.0
human resources generalist	55.0 - 65.0	62.0 - 75.0	72.0 - 80.0
human resources manager	85.6 - 112.6	96.5 - 129.1	109.7 - 146.4
human resources supervisor	65.7 - 85.6	73.2 - 97.6	83.0 - 111.9
labour relations advisor	67.8 - 89.8	77.2 - 104.4	88.8 - 119.1
labour relations manager	93.7 - 127.0	110.2 - 150.9	129.1 - 174.0
recruitment coordinator	42.0 - 54.6	48.2 - 63.1	54.8 - 71.0
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	111.6 - 187.7	152.9 - 255.5	189.4 - 315.9
health and safety director	95.9 - 126.3	124.9 - 163.9	149.9 - 196.2
human resources director	94.6 - 130.7	122.3 - 168.3	151.2 - 207.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.2 - 18.9	17.7 - 20.6	19.1 - 22.2
counterbalance forklift operator	16.5 - 19.3	18.0 - 20.0	19.5 - 22.0
forklift operator	15.3 - 17.9	17.0 - 19.9	18.5 - 21.6
general labourer - heavy	15.0 - 16.5	16.0 - 17.5	17.0 - 18.5
general labourer - light	14.0 - 16.0	15.5 - 17.0	16.5 - 18.0

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industrial support

	hourly rates		
	1 year	3 years	5 years
inventory control clerk	17.2 - 19.8	18.8 - 21.7	20.3 - 23.4
janitor/custodian	15.0 - 17.0	16.5 - 18.0	17.5 - 19.0
logistics coordinator	21.0 - 24.8	22.9 - 27.1	24.7 - 29.2
machine operator	17.6 - 21.0	19.3 - 23.1	20.9 - 25.0
machine operator assistant	16.4 - 18.8	18.1 - 20.7	19.6 - 22.4
manufacturing worker	14.6 - 16.7	16.0 - 18.2	17.2 - 19.7
material handler	15.2 - 17.8	16.9 - 19.7	18.3 - 21.4
picker/packer	14.5 - 16.9	15.7 - 18.4	16.8 - 19.6
production labourer	14.5 - 16.8	16.5 - 19.0	18.1 - 20.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.9 - 21.6	20.6 - 23.5	22.2 - 25.4
warehouse labourer	15.1 - 17.3	16.8 - 19.2	18.2 - 20.8

legal services

	annual salaries		
	1 year	3 years	5 years
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
law clerk	40.5 - 51.6	45.7 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
office/operations manager	52.5 - 60.5	57.2 - 72.0	69.0 - 110.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.6 - 45.5	43.6 - 52.2	50.1 - 55.2
administrative assistant (bilingual)	42.5 - 47.6	45.5 - 54.4	52.8 - 57.3
data entry clerk	30.1 - 36.0	34.1 - 40.2	38.9 - 48.6
document controller	35.6 - 39.1	37.1 - 42.8	40.8 - 50.2
executive assistant	55.2 - 65.9	60.3 - 73.5	70.6 - 85.9
executive assistant (bilingual)	58.8 - 64.3	62.0 - 75.9	72.0 - 90.3
file clerk	30.1 - 36.5	33.4 - 42.6	40.2 - 44.5
inside sales representative	35.4 - 42.9	40.6 - 50.3	47.9 - 55.6
insurance claims clerk	37.4 - 45.1	40.6 - 54.3	52.6 - 57.8
mailroom clerk	30.4 - 36.9	33.6 - 40.9	37.0 - 43.6
office clerk	34.6 - 40.2	38.8 - 42.9	40.1 - 45.8
office manager	40.2 - 50.4	46.2 - 58.9	55.4 - 75.5
project coordinator	42.9 - 54.5	50.6 - 57.4	53.3 - 65.6
receptionist	32.1 - 40.6	38.2 - 45.6	45.0 - 48.9
receptionist (bilingual)	37.7 - 42.5	40.1 - 48.6	47.5 - 60.2

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sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.8 - 60.9	52.8 - 67.2	58.1 - 75.1
account manager - technologies, software*	50.9 - 63.5	55.0 - 70.1	60.6 - 78.2
business development manager*	99.0 - 131.5	111.2 - 150.8	126.9 - 173.6
district sales manager**	75.2 - 97.6	85.9 - 113.5	99.0 - 130.1
key accounts manager - consumer goods*	63.7 - 82.3	72.4 - 95.1	82.8 - 108.7
merchandiser - consumer goods	60.2 - 78.9	67.4 - 90.0	76.3 - 102.4
sales engineer technologies, software, hardware, telecommunications**	71.7 - 94.1	78.9 - 105.6	88.0 - 118.1
sales representative, account manager channel manager*	72.7 - 96.4	81.3 - 109.8	92.0 - 124.5
sales representative, account manager consumer goods*	50.8 - 63.1	54.6 - 69.2	59.8 - 77.2
sales representative, account manager professional services*	47.5 - 59.4	51.4 - 65.5	56.6 - 73.0
sales representative, account manager telecommunications*	49.2 - 61.5	53.3 - 67.9	58.6 - 75.8
digital marketing			
digital marketing manager	65.1 - 83.0	75.1 - 97.3	86.8 - 110.4
digital media specialist	38.5 - 49.7	45.1 - 59.1	52.8 - 67.7
digital specialist	46.4 - 61.9	54.2 - 73.5	63.5 - 84.5
e-commerce manager	80.9 - 105.9	90.5 - 120.7	102.5 - 137.1
marketing content manager	49.6 - 63.8	58.0 - 75.7	67.7 - 86.8
social media manager	59.2 - 73.1	73.0 - 86.5	86.3 - 101.2
web manager	66.0 - 86.4	73.8 - 98.6	83.6 - 112.2
web marketing analyst	49.3 - 65.0	56.7 - 76.1	65.5 - 86.8
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	83.0 - 107.1	92.4 - 121.2	103.9 - 135.9
brand or product manager assistant	65.8 - 88.8	76.8 - 105.0	89.3 - 120.0
communications manager	60.1 - 79.8	68.5 - 92.8	78.7 - 105.2
communications specialist	51.6 - 70.8	61.6 - 85.2	72.8 - 97.7
marketing coordinator	54.7 - 73.2	63.1 - 85.8	73.0 - 98.2

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications (continued)			
marketing director	92.6 - 122.6	105.2 - 141.3	120.1 - 159.7
marketing project manager	38.4 - 51.5	44.4 - 60.4	51.3 - 68.7
marketing specialist	48.0 - 63.3	54.2 - 72.6	61.6 - 82.0

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	70.4 - 92.3	78.7 - 105.3	89.2 - 119.7
communications VP	102.7 - 156.0	136.8 - 206.4	172.3 - 258.3
marketing VP	127.5 - 195.5	176.0 - 267.5	225.9 - 343.0
sales manager*	98.2 - 126.3	121.2 - 155.7	146.9 - 187.6
sales vice-president/general manager**	145.3 - 207.2	195.4 - 276.9	247.7 - 350.9

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	16.0 - 19.0	18.3 - 23.0	21.8 - 27.0
conventional machinist	18.0 - 22.8	22.0 - 25.2	24.0 - 30.0
lead hand/team lead	17.5 - 19.0	18.5 - 21.0	19.5 - 23.5
maintenance mechanic	18.0 - 23.0	21.5 - 26.0	25.7 - 28.0
maintenance supervisor	30.0 - 33.7	31.1 - 38.5	36.0 - 40.9
millwright	25.0 - 29.2	28.0 - 32.0	30.3 - 35.0
tool and die maker	18.0 - 21.3	21.0 - 25.0	24.5 - 30.0
welder	16.0 - 20.0	18.4 - 24.2	23.0 - 27.0

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	69.6 - 89.9	77.8 - 102.5	90.6 - 120.4
application support analyst	58.2 - 76.5	66.7 - 88.4	75.8 - 91.0
automation tester	59.9 - 86.1	81.4 - 98.6	91.4 - 127.8
devops development side	82.2 - 105.6	104.2 - 129.9	121.0 - 145.6
ERP developer	67.1 - 86.6	75.0 - 98.8	89.0 - 131.1
front-end developer	65.7 - 86.2	75.1 - 100.3	86.3 - 121.4
full stack developer	65.4 - 83.3	72.9 - 108.0	95.4 - 137.8
IT quality assurance manager	80.5 - 104.5	89.0 - 117.6	99.5 - 131.5
java developer	66.2 - 85.5	74.0 - 114.5	98.8 - 131.5
machine learning developer	85.3 - 120.6	110.5 - 180.5	175.4 - 205.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

toronto

technologies

	annual salaries		
	entry	mid	senior
application software (continued)			
manual tester	48.3 - 64.5	56.6 - 76.5	66.0 - 87.2
mobile application developer (ios/android)	67.3 - 93.1	82.7 - 114.2	98.5 - 130.1
RPA developer	75.7 - 85.9	82.2 - 100.6	95.6 - 110.8
UI/UX designer	62.6 - 81.0	70.2 - 92.3	79.1 - 103.2
architecture			
application architect	85.0 - 97.7	95.6 - 115.6	110.3 - 150.3
architect (enterprise)	94.0 - 126.7	107.8 - 147.6	130.0 - 200.0
architect (solutions/technical)	84.6 - 105.8	94.9 - 120.7	107.4 - 135.4
cloud architect	83.9 - 105.4	94.8 - 130.8	125.6 - 200.7
data & analytics			
BI data architect	79.5 - 102.5	88.5 - 116.1	99.5 - 129.8
big data engineer	85.8 - 99.6	95.4 - 118.2	108.1 - 135.4
business intelligence developer	64.9 - 84.0	72.8 - 95.8	82.1 - 115.0
data analyst	52.9 - 76.9	65.3 - 91.6	82.4 - 105.4
data architect	97.8 - 113.2	101.8 - 121.9	105.3 - 139.0
data engineer	70.1 - 93.8	80.9 - 110.0	93.6 - 125.0
data scientist	77.3 - 103.5	89.3 - 121.5	103.4 - 151.0
database administrator	65.9 - 80.4	74.6 - 91.6	86.4 - 111.2
leadership/business technology			
business analyst	60.0 - 88.8	77.0 - 102.1	90.0 - 126.9
chief technology officer	120.0 - 190.0	160.0 - 285.0	225.0 - 450.0
CIO/CTO	110.1 - 194.2	163.8 - 286.6	224.3 - 392.2
IT director	110.6 - 130.4	120.1 - 160.2	130.9 - 200.8
technical lead	55.6 - 82.2	80.6 - 89.6	85.7 - 135.5
technical writer	59.7 - 77.3	69.3 - 90.9	80.3 - 103.1
networking/infrastructure			
bilingual tech support	40.1 - 45.5	43.3 - 58.6	55.6 - 75.6
devops system side	82.6 - 110.8	108.4 - 126.9	118.0 - 140.0
help desk representative	46.7 - 61.9	53.4 - 71.2	60.4 - 79.5
information security engineer	72.3 - 96.6	83.3 - 113.1	96.2 - 128.6
information security manager	96.1 - 125.0	106.6 - 141.3	120.1 - 160.2
information security specialist	61.1 - 80.1	69.8 - 93.2	80.2 - 105.6
information systems analyst	64.6 - 82.6	71.2 - 92.9	79.6 - 104.5
linux/unix administrator	72.9 - 95.6	83.1 - 111.1	95.6 - 126.7
network administrator	55.7 - 66.3	64.7 - 89.1	84.3 - 103.3
network engineer	66.0 - 87.8	75.7 - 102.8	87.5 - 117.8
systems administrator	60.1 - 80.1	70.6 - 85.4	83.6 - 110.5
telecommunications analyst	63.9 - 84.9	73.2 - 99.4	84.8 - 114.7

toronto

technologies

	annual salaries		
	entry	mid	senior
<u>project management</u>			
business systems analyst	77.0 - 103.6	88.1 - 120.5	101.2 - 136.8
ERP project manager	95.8 - 127.6	104.5 - 141.8	115.9 - 158.6
functional analyst	63.8 - 72.6	71.3 - 97.8	91.6 - 123.3
organizational change manager (OCM)	90.9 - 105.6	103.3 - 115.6	114.4 - 130.9
product owner	60.6 - 75.7	74.8 - 95.6	85.5 - 111.9
product owner/manager	80.1 - 110.3	93.0 - 129.9	108.1 - 148.3
program manager	100.8 - 115.4	109.6 - 137.2	135.9 - 180.7
project coordinator	59.8 - 75.5	68.1 - 87.7	78.3 - 99.8
project manager (infrastructure)	70.1 - 90.4	80.6 - 110.8	90.6 - 120.4
project manager (software)	60.6 - 85.9	80.1 - 110.6	90.4 - 120.7
scrum master	71.9 - 93.5	81.1 - 107.4	92.3 - 122.4

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engineering

	annual salaries		
	entry	mid	senior
<u>architecture</u>			
architect	64.7 - 76.0	65.4 - 92.4	75.2 - 104.4
architectural drafter	45.9 - 59.0	53.0 - 69.6	61.8 - 81.6
contracts administrator	57.4 - 75.4	64.9 - 87.1	74.0 - 98.8
project manager	74.8 - 100.8	83.0 - 118.0	99.2 - 134.7
specification writer	52.3 - 65.9	57.7 - 74.9	65.2 - 84.9
<u>chemical</u>			
chemical engineer	75.1 - 98.6	83.0 - 111.0	92.8 - 124.4
chemical technician	53.6 - 69.4	59.4 - 78.6	66.9 - 89.6
<u>civil</u>			
civil engineer	60.7 - 80.1	69.0 - 92.8	78.9 - 104.9
civil engineering drafter	54.3 - 61.9	59.8 - 72.2	70.9 - 85.3
civil engineering technologist	56.4 - 72.2	70.8 - 74.9	73.2 - 82.3
environmental engineer	68.5 - 78.0	74.9 - 91.0	88.4 - 103.5
project manager	80.3 - 89.2	84.2 - 117.7	99.2 - 135.8
structural designer	55.0 - 64.8	60.7 - 74.2	70.8 - 92.1
structural engineer	69.2 - 82.7	80.0 - 95.7	91.7 - 109.0
structural engineering technologist	55.3 - 72.2	70.5 - 74.5	73.1 - 82.3

vaughan

engineering

	annual salaries		
	entry	mid	senior
construction			
construction manager	85.0 - 99.5	91.1 - 123.0	103.0 - 138.5
contracts administrator	57.4 - 75.4	64.9 - 87.1	74.0 - 98.8
estimator	58.9 - 76.3	65.2 - 86.3	83.4 - 97.3
procurement manager	74.2 - 96.2	94.5 - 110.1	106.7 - 125.0
project engineer	82.4 - 105.5	89.3 - 116.7	114.3 - 130.1
project manager	73.9 - 88.4	85.0 - 116.0	111.9 - 136.1
scheduler/planner	53.1 - 60.3	59.5 - 71.1	69.9 - 76.0
site supervisor	72.0 - 89.5	87.1 - 100.1	98.1 - 112.2
electrical			
CNC programmer	54.6 - 65.9	65.4 - 77.1	74.5 - 88.1
controls designer/engineer	57.9 - 68.9	67.0 - 83.6	82.5 - 98.2
electrical designer/engineer	64.3 - 79.0	74.9 - 94.5	87.5 - 110.0
electrical engineering technician	55.3 - 65.4	63.4 - 74.2	72.1 - 87.2
electrical test engineer	65.1 - 86.6	74.9 - 101.3	86.3 - 116.3
PLC programmer	57.3 - 67.4	65.9 - 78.3	76.5 - 90.4
energy			
control engineer	59.9 - 67.9	65.9 - 90.1	87.1 - 102.5
control technician	50.8 - 65.4	59.8 - 74.3	69.4 - 89.1
drafter	55.8 - 64.4	62.0 - 77.6	71.2 - 89.1
electrical engineer	70.3 - 94.3	81.6 - 111.8	95.4 - 129.5
pipeline engineer	53.3 - 69.9	68.9 - 86.0	85.5 - 104.8
piping designer	52.3 - 68.9	67.5 - 82.5	79.3 - 99.3
project manager	74.5 - 92.7	85.5 - 106.9	99.5 - 137.2
manufacturing			
applications engineer	78.0 - 92.6	87.3 - 100.4	94.5 - 110.6
CMM programmer	55.7 - 61.2	59.0 - 64.8	63.0 - 69.8
continuous improvement engineer	79.2 - 88.2	85.5 - 99.1	96.6 - 125.8
field service technician	56.1 - 64.7	63.4 - 75.3	72.4 - 88.7
health and safety manager	88.4 - 115.6	113.9 - 127.5	119.7 - 144.2
health and safety specialist	61.0 - 71.6	69.2 - 85.3	84.3 - 104.8
industrial engineer	67.2 - 87.1	76.4 - 93.7	86.6 - 110.2
manufacturing engineer	73.1 - 88.6	83.6 - 98.0	89.8 - 110.9
process engineer	71.3 - 78.0	71.5 - 90.2	86.0 - 106.2
program manager	73.5 - 86.9	76.5 - 94.7	87.5 - 114.6
project manager	77.1 - 96.3	89.5 - 111.7	103.8 - 130.1
quality assurance/control technician	61.1 - 77.1	67.6 - 90.7	78.2 - 104.9
quality control engineer	65.0 - 75.6	65.4 - 89.5	84.5 - 103.7
quality inspector	51.4 - 56.5	53.6 - 62.3	58.8 - 73.9
stationary engineer	50.7 - 64.9	56.3 - 73.3	62.9 - 89.0

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engineering

	annual salaries		
	entry	mid	senior
mechanical			
mechanical designer	54.1 - 64.3	60.0 - 73.3	70.0 - 91.2
mechanical drafter	51.2 - 61.1	58.0 - 70.4	67.1 - 88.8
mechanical engineer	71.0 - 93.5	80.3 - 93.7	91.8 - 107.9
mechanical engineering technician	67.6 - 75.6	72.5 - 88.6	84.1 - 97.9
supply chain management & procurement			
buyer	56.7 - 70.7	61.6 - 84.5	81.2 - 96.8
contracts administrator	57.4 - 67.5	64.9 - 80.2	74.0 - 95.7
contracts manager	81.4 - 102.8	90.7 - 118.0	103.9 - 133.1
demand planner	46.1 - 63.3	55.6 - 76.9	65.8 - 87.9
inventory analyst	50.4 - 64.4	62.3 - 71.6	69.5 - 81.5
inventory control manager	63.3 - 82.4	79.3 - 93.6	90.6 - 102.0
logistics specialist	58.4 - 72.1	68.6 - 83.7	79.4 - 97.4
materials manager	79.3 - 95.2	80.3 - 109.5	97.5 - 124.0
procurement manager	80.3 - 98.5	92.4 - 111.8	99.2 - 120.8
production planner	54.9 - 63.8	56.0 - 72.6	63.6 - 82.2
scheduler/planner	55.2 - 60.9	59.5 - 71.1	69.9 - 78.2
technical management			
director of operations	124.2 - 165.9	159.3 - 213.2	198.3 - 243.1
engineering manager	78.3 - 102.8	95.6 - 119.5	113.8 - 153.2
facilities manager	71.2 - 84.0	77.9 - 98.4	95.7 - 112.3
general manager	111.9 - 125.8	120.1 - 149.8	144.2 - 177.7
logistics coordinator	55.1 - 62.3	59.5 - 74.8	72.2 - 81.3
logistics manager	73.4 - 82.5	77.0 - 86.6	82.9 - 108.7
maintenance manager	82.3 - 85.5	83.5 - 97.5	96.4 - 125.7
operations manager	86.3 - 103.8	97.7 - 123.8	120.7 - 150.2
plant manager	85.3 - 100.7	95.3 - 119.8	116.6 - 160.1
production manager	78.5 - 88.5	87.7 - 100.7	99.1 - 127.1
purchasing manager	76.6 - 89.3	85.1 - 103.6	100.6 - 126.0
quality assurance manager	76.2 - 88.4	84.0 - 100.8	97.4 - 116.9
supply chain manager	75.2 - 88.5	84.5 - 102.6	99.5 - 124.8

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	62.2 - 74.4	65.0 - 77.7	67.8 - 81.1	74.9 - 89.6
accounting clerk	38.7 - 44.4	41.5 - 47.7	44.3 - 50.9	50.0 - 57.6
accounting manager	83.3 - 100.9	89.5 - 108.5	95.6 - 115.9	109.1 - 132.3
accounting supervisor	62.8 - 75.9	67.4 - 81.6	72.4 - 87.1	82.1 - 99.5
accounts payable clerk	39.4 - 44.2	43.4 - 48.8	47.1 - 52.9	54.4 - 61.2
accounts payable manager	71.5 - 86.5	77.9 - 94.4	84.2 - 102.1	98.7 - 119.7
accounts receivable clerk	40.3 - 45.3	44.5 - 50.0	48.3 - 54.3	56.2 - 63.3
accounts receivable manager	72.6 - 85.8	78.6 - 93.0	84.6 - 100.1	99.2 - 117.4
billing specialist	38.1 - 44.3	41.6 - 48.4	44.7 - 52.1	50.8 - 59.2
bookkeeper	41.4 - 48.8	45.4 - 50.3	46.3 - 52.2	50.6 - 59.7
compliance specialist	54.5 - 65.1	59.9 - 71.5	65.0 - 77.6	75.4 - 90.1
controller	89.3 - 113.6	96.8 - 123.1	104.1 - 132.4	120.9 - 153.7
credit and collections supervisor	53.9 - 65.1	58.1 - 70.2	62.1 - 75.1	71.5 - 86.5
external auditor	59.5 - 71.1	65.1 - 77.8	70.4 - 84.2	82.0 - 98.1
financial analyst	69.4 - 83.0	74.2 - 88.8	78.9 - 94.4	89.5 - 107.1
financial reporting manager	93.0 - 112.8	99.8 - 121.0	106.5 - 129.1	122.3 - 148.2
internal auditor	58.9 - 70.4	64.9 - 77.6	70.6 - 84.4	82.5 - 98.6
payroll clerk	42.7 - 49.7	46.9 - 54.6	50.7 - 59.1	57.8 - 67.4
payroll manager	70.0 - 84.7	75.6 - 91.5	81.0 - 98.1	92.8 - 112.5
payroll specialist	43.7 - 52.1	47.6 - 56.8	51.4 - 61.3	59.5 - 71.1
payroll supervisor	55.0 - 65.6	59.7 - 71.3	64.2 - 76.7	74.0 - 88.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	119.5 - 212.3	171.3 - 303.8	250.7 - 444.7
finance director	89.6 - 159.6	122.1 - 216.9	161.2 - 285.9
treasurer	120.5 - 166.4	164.7 - 227.1	213.9 - 295.0

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.4 - 67.2	58.7 - 76.7	66.5 - 86.9
compensation and benefits manager	85.2 - 111.3	94.6 - 126.2	106.7 - 143.5
health and safety advisor	58.1 - 75.3	67.0 - 87.9	77.2 - 100.1
HRIS analyst	58.3 - 77.1	67.1 - 90.1	77.4 - 102.8
human resources business partner	65.1 - 85.6	73.0 - 97.7	82.7 - 110.8
human resources coordinator	42.0 - 53.0	50.0 - 62.0	58.0 - 67.0
human resources generalist	51.0 - 61.0	58.0 - 70.0	68.0 - 78.0
human resources manager	80.3 - 106.2	90.6 - 122.1	103.3 - 139.0
human resources supervisor	61.6 - 80.8	68.9 - 92.4	78.3 - 106.0
labour relations advisor	63.7 - 84.8	72.8 - 98.8	83.9 - 113.0

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human resources

	annual salaries		
	entry	mid	senior
labour relations manager	88.0 - 120.1	103.8 - 143.3	122.0 - 166.0
recruitment coordinator	39.2 - 51.2	45.1 - 59.3	51.4 - 67.0
talent acquisition specialist	50.0 - 64.0	61.8 - 84.5	70.4 - 96.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	105.2 - 179.5	145.3 - 247.0	181.2 - 307.5
health and safety director	90.1 - 119.4	118.0 - 156.1	142.3 - 187.9
human resources director	88.9 - 123.6	115.5 - 160.4	143.6 - 198.9

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	16.0 - 18.5	17.4 - 20.2	18.7 - 21.8
electronic parts assembler	15.9 - 18.7	17.0 - 20.0	18.1 - 21.3
forklift operator	17.1 - 18.0	17.3 - 19.0	18.3 - 20.0
general labourer - heavy	16.1 - 17.5	17.3 - 19.2	18.1 - 21.1
general labourer - light	14.5 - 15.7	15.6 - 17.0	16.9 - 18.5
industrial painter	18.0 - 20.0	19.2 - 24.0	22.0 - 25.0
inventory control clerk	17.0 - 19.6	18.6 - 21.4	20.0 - 23.0
machine operator	17.3 - 20.6	18.9 - 22.6	20.5 - 24.4
manufacturing worker	15.0 - 16.6	15.9 - 18.0	17.1 - 19.4
material handler	15.1 - 17.6	16.7 - 19.4	18.1 - 21.1
picker/packer	14.4 - 16.8	15.6 - 18.1	16.6 - 19.3
production labourer	14.5 - 16.6	16.3 - 18.7	17.9 - 20.6
sandblasting operator	16.3 - 19.1	17.5 - 20.5	18.6 - 21.9
shipper/receiver	15.0 - 17.0	16.0 - 17.5	17.0 - 20.0
shipping and receiving clerk	18.7 - 21.3	20.4 - 23.2	21.9 - 24.9
warehouse labourer	15.0 - 17.1	16.7 - 18.9	18.0 - 20.4

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 44.5	43.5 - 52.0	50.1 - 55.8
administrative assistant (bilingual)	43.0 - 47.8	46.5 - 54.8	53.0 - 58.5
benefits clerk	39.6 - 45.0	42.4 - 49.3	45.8 - 54.0
buyer assistant	38.3 - 43.9	41.5 - 48.7	45.0 - 52.9
claims supervisor	58.3 - 70.6	62.8 - 76.1	67.2 - 81.5
contracts administrator	50.2 - 57.6	56.5 - 75.0	74.5 - 95.0
data entry clerk	30.2 - 37.9	36.5 - 40.9	39.8 - 44.2
document controller	34.0 - 38.2	36.9 - 43.1	39.7 - 45.3
document services specialist	33.5 - 42.5	38.3 - 51.0	48.5 - 60.0
executive assistant	53.9 - 60.7	59.8 - 67.2	64.2 - 79.5

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
executive assistant (bilingual)	57.0 - 65.2	61.0 - 72.4	63.2 - 90.0
executive legal assistant	55.0 - 62.5	61.5 - 70.1	68.5 - 80.2
file clerk	31.9 - 35.3	34.4 - 38.0	36.6 - 45.8
human resources assistant	42.0 - 48.2	46.1 - 53.7	48.3 - 57.5
inside sales representative	34.6 - 42.0	40.7 - 49.0	47.2 - 56.1
insurance claims clerk	39.2 - 44.5	43.2 - 51.7	50.0 - 56.1
law clerk	40.4 - 51.9	45.9 - 65.1	65.0 - 111.5
legal assistant	33.2 - 39.8	38.0 - 52.5	51.5 - 65.5
mailroom clerk	32.5 - 35.0	34.8 - 38.1	37.5 - 43.2
office clerk	33.8 - 39.2	36.7 - 42.0	40.1 - 45.4
office manager	42.8 - 45.9	44.7 - 57.2	56.1 - 72.0
office/operations manager	52.5 - 60.5	57.2 - 72.6	69.9 - 110.5
order clerk	34.2 - 38.4	36.4 - 43.0	41.2 - 46.9
project coordinator	43.9 - 52.5	47.5 - 56.8	52.9 - 63.0
receptionist	35.2 - 38.0	37.5 - 42.2	41.0 - 47.2
receptionist (bilingual)	42.0 - 47.3	44.0 - 47.6	44.5 - 58.0
sales administrator	39.1 - 45.7	41.6 - 48.6	44.2 - 51.7

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	48.0 - 59.8	51.9 - 66.0	57.1 - 73.6
account manager - technologies, software*	50.0 - 62.4	54.1 - 68.7	59.5 - 76.7
business development manager*	94.7 - 126.0	106.4 - 144.7	121.5 - 166.9
district sales manager**	72.7 - 94.3	83.0 - 109.8	95.6 - 126.0
key accounts manager - consumer goods*	62.5 - 80.8	71.0 - 93.4	81.3 - 107.1
merchandiser - consumer goods	58.7 - 76.6	65.5 - 87.3	74.1 - 99.2
sales engineer technologies, software, hardware, telecommunications**	70.1 - 91.9	77.1 - 103.1	85.9 - 115.2
sales representative, account manager channel manager*	70.3 - 93.1	78.6 - 106.2	88.9 - 120.5
sales representative, account manager consumer goods*	50.3 - 62.4	54.0 - 68.3	59.1 - 76.2
sales representative, account manager professional services*	46.2 - 57.6	49.9 - 63.4	54.9 - 70.7
sales representative, account manager telecommunications*	48.5 - 60.4	52.4 - 66.6	57.6 - 74.3
digital marketing			
digital marketing manager	64.0 - 81.4	73.7 - 95.3	85.0 - 108.1
digital media specialist	37.8 - 48.5	44.1 - 57.5	51.5 - 65.8
digital specialist	45.3 - 60.2	52.8 - 71.4	61.8 - 82.0
e-commerce manager	78.2 - 102.4	87.4 - 116.8	99.0 - 132.8
marketing content manager	48.8 - 62.7	57.0 - 74.3	66.5 - 85.1

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
digital marketing (continued)			
social media manager	57.5 - 70.8	70.1 - 83.9	83.5 - 97.9
web manager	63.9 - 83.5	71.4 - 95.3	80.8 - 108.5
web marketing analyst	48.5 - 63.9	55.8 - 74.7	64.4 - 85.1
industrial sales			
sales engineer distribution*	66.2 - 74.9	69.7 - 84.4	76.5 - 94.2
sales engineer manufacturing**	72.4 - 88.4	79.2 - 94.1	88.9 - 119.4
sales representative, account manager distribution*	44.6 - 53.1	50.4 - 60.9	57.8 - 68.5
sales representative, account manager industrial equipment*	49.7 - 61.5	53.6 - 67.7	58.7 - 75.4
sales representative, account manager industrial service*	44.2 - 48.6	46.9 - 57.6	51.4 - 65.8
sales representative, account manager machinery*	38.9 - 53.5	46.6 - 64.6	55.9 - 75.1
sales representative, account manager manufacturing**	66.8 - 75.2	71.6 - 83.2	79.6 - 93.9
sales representative, account manager retail network**	44.8 - 53.4	51.5 - 66.7	55.1 - 71.3
sales representative, account manager specification**	60.6 - 72.8	65.7 - 79.5	71.3 - 96.1
technical representative - distribution*	55.3 - 64.2	61.9 - 78.0	66.8 - 86.0
technical sales representative - manufacturing**	62.4 - 72.6	64.4 - 80.4	69.6 - 93.6
marketing and communications			
brand or product manager	80.3 - 103.5	89.3 - 117.3	100.4 - 131.6
brand or product manager assistant	64.8 - 87.5	75.6 - 103.4	87.9 - 118.2
communications manager	57.7 - 76.5	65.7 - 88.8	75.4 - 100.7
communications specialist	50.9 - 69.5	60.5 - 83.7	71.4 - 96.2
marketing coordinator	53.3 - 71.1	61.4 - 83.3	70.9 - 95.2
marketing director	89.5 - 118.6	101.7 - 136.9	116.1 - 154.8
marketing project manager	37.6 - 50.1	43.3 - 58.6	49.9 - 66.6
marketing specialist	46.9 - 61.6	52.8 - 70.6	59.9 - 79.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	68.0 - 88.9	76.0 - 101.4	86.0 - 115.3
communications VP	99.3 - 151.1	132.4 - 200.7	167.0 - 252.4
marketing VP	123.4 - 190.1	170.7 - 261.8	220.3 - 337.6
sales manager*	95.0 - 122.3	117.5 - 151.3	142.5 - 183.0
sales vice-president/general manager**	140.8 - 201.6	190.0 - 271.2	242.1 - 345.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

vaughan

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	16.0 - 18.7	18.5 - 22.6	22.5 - 27.0
conventional machinist	18.0 - 21.9	21.5 - 24.6	24.5 - 30.0
maintenance mechanic	18.0 - 22.4	22.3 - 25.8	25.4 - 28.0
maintenance supervisor	30.0 - 32.6	32.5 - 37.6	37.5 - 40.9
millwright	25.0 - 28.2	28.0 - 32.1	32.0 - 35.0
tool and die maker	18.0 - 20.8	20.5 - 24.9	24.7 - 30.0
welder	16.0 - 19.4	19.3 - 23.1	23.0 - 27.0

woodstock

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	37.0 - 43.3	41.2 - 47.6	43.9 - 52.0
customer service representative (bilingual)	40.2 - 43.9	42.5 - 48.3	44.0 - 53.3
inside sales representative	45.3 - 53.7	48.0 - 54.3	52.1 - 56.7

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.3 - 41.5	39.0 - 45.1	42.2 - 48.7
accounts payable clerk	37.3 - 41.7	41.0 - 46.2	42.6 - 50.1
accounts receivable clerk	37.5 - 41.9	41.2 - 46.4	42.8 - 50.3
invoicing clerk	35.5 - 41.3	39.0 - 45.3	41.9 - 48.9
payroll administrator	43.0 - 51.2	46.7 - 55.7	50.0 - 61.0
payroll clerk	41.0 - 47.7	45.1 - 52.3	48.7 - 56.7

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.8 - 18.2	17.1 - 19.8	18.4 - 21.3
counterbalance forklift operator	17.0 - 18.6	18.3 - 19.8	19.2 - 20.8
general labourer - heavy	16.8 - 17.9	17.4 - 18.5	18.1 - 19.0
general labourer - light	15.5 - 16.2	16.0 - 17.1	16.9 - 17.5
industrial painter	16.5 - 19.4	18.0 - 21.1	19.3 - 22.7
inventory control clerk	16.6 - 18.9	18.0 - 20.6	19.3 - 22.2
janitor/custodian	15.5 - 16.1	15.9 - 17.5	17.0 - 18.3
machine operator	17.0 - 20.2	18.6 - 22.1	20.1 - 23.9
manufacturing worker	14.4 - 16.3	15.6 - 17.7	16.8 - 19.0

woodstock

industrial support

	hourly rates		
	1 year	3 years	5 years
material handler	15.0 - 17.3	16.5 - 19.1	17.8 - 20.7
moulding machine operator	16.3 - 19.3	17.8 - 21.2	19.2 - 22.9
picker/packer	14.3 - 16.5	15.4 - 17.8	16.4 - 19.0
polisher/deburrer	16.8 - 18.9	17.6 - 20.9	19.2 - 21.2
production labourer	14.4 - 16.4	16.1 - 18.4	17.6 - 20.2
reach truck operator	17.5 - 18.5	18.0 - 20.3	19.8 - 21.5
shipping and receiving clerk	18.1 - 20.6	19.7 - 22.4	21.2 - 24.1
warehouse labourer	14.9 - 16.8	16.4 - 18.6	17.7 - 20.0
welder/fitter	23.3 - 26.7	25.3 - 29.2	27.6 - 33.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.3 - 46.7	42.2 - 50.4	45.2 - 53.9
administrative assistant (bilingual)	41.7 - 48.9	43.9 - 52.6	48.6 - 56.6
benefits clerk	37.7 - 43.7	41.2 - 47.7	44.5 - 51.6
data entry clerk	31.3 - 35.9	33.9 - 38.9	36.5 - 41.7
document controller	32.3 - 36.9	35.2 - 40.2	37.6 - 42.9
executive assistant	51.6 - 62.7	57.1 - 69.7	62.5 - 76.2
executive assistant (bilingual)	54.9 - 63.2	58.3 - 69.9	66.8 - 80.7
file clerk	33.2 - 37.0	36.6 - 41.9	39.8 - 45.6
human resources assistant	40.5 - 46.9	44.0 - 51.2	47.0 - 54.9
insurance claims clerk	37.0 - 42.5	40.5 - 46.3	43.5 - 49.9
mailroom clerk	32.5 - 36.7	35.1 - 39.7	37.2 - 42.0
office clerk	35.6 - 40.7	38.0 - 43.5	40.1 - 45.9
order clerk	35.3 - 38.3	35.8 - 41.2	38.5 - 44.3
receptionist	33.2 - 36.3	35.2 - 38.5	37.5 - 41.3
sales assistant	38.3 - 44.7	40.8 - 47.5	43.2 - 50.3

woodstock

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	22.0 - 25.5	24.3 - 28.0	27.8 - 33.5
conventional machinist	22.1 - 24.9	24.5 - 27.1	26.2 - 30.4
electrician	29.3 - 32.1	32.0 - 34.2	32.6 - 38.8
field service technician	24.5 - 28.7	26.7 - 32.3	32.0 - 40.8
heavy equipment mechanic	28.2 - 32.0	31.6 - 34.1	32.6 - 36.5
lead hand/team lead	19.5 - 22.3	20.6 - 24.8	23.4 - 26.7
machine builder	25.0 - 29.4	28.7 - 31.9	31.6 - 36.4
maintenance mechanic	28.6 - 32.0	29.9 - 34.8	31.4 - 37.6
maintenance supervisor	32.2 - 36.1	35.0 - 38.5	37.1 - 41.2
millwright	28.3 - 32.2	30.1 - 34.5	33.2 - 37.8
mould maker	25.3 - 28.6	27.0 - 31.5	30.7 - 34.6
panel wirer	18.3 - 21.8	20.8 - 25.4	24.3 - 29.7
production supervisor	28.9 - 31.2	30.0 - 33.7	33.3 - 38.2
tool and die maker	26.7 - 28.9	28.2 - 34.4	33.5 - 38.5
warehouse supervisor	22.3 - 25.8	24.1 - 28.5	27.8 - 30.9
welder	20.5 - 24.1	23.5 - 27.8	26.1 - 30.5

drummondville

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.1 - 16.5	15.4 - 18.0	16.6 - 19.5
forklift operator	15.5 - 16.5	15.9 - 17.4	16.2 - 19.0
industrial painter	14.9 - 17.7	16.3 - 19.4	17.6 - 21.0
inventory control clerk	15.0 - 17.3	16.4 - 18.9	17.7 - 20.5
machine operator	15.3 - 18.4	16.8 - 20.3	18.3 - 22.0
machine operator assistant	14.4 - 16.5	15.9 - 18.2	17.3 - 19.8
manufacturing worker	14.0 - 14.6	14.5 - 16.0	15.1 - 17.3
material handler	13.3 - 15.6	14.8 - 17.3	16.0 - 18.8
moulding machine operator	14.7 - 17.7	16.2 - 19.5	17.6 - 21.2
production labourer	14.5 - 16.5	15.5 - 18.3	18.0 - 20.0
shipping and receiving clerk	16.5 - 18.9	18.0 - 20.6	19.5 - 22.3
warehouse labourer	14.0 - 15.1	14.7 - 16.8	15.9 - 18.2

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	33.9 - 39.3	36.6 - 42.5	39.2 - 45.5
accounts payable clerk	34.6 - 39.1	38.4 - 43.5	41.9 - 47.4
administrative assistant	35.4 - 42.5	38.2 - 45.9	41.0 - 49.3
buyer assistant	34.9 - 41.6	38.9 - 45.7	42.4 - 49.9
customer service representative	26.0 - 30.2	27.8 - 33.3	30.2 - 36.2
executive assistant	47.1 - 58.1	52.6 - 64.9	57.8 - 71.4
export/import clerk	32.9 - 38.6	36.4 - 42.8	39.5 - 46.4
inside sales representative	43.4 - 51.6	45.7 - 54.4	48.1 - 57.2
invoicing clerk	32.9 - 38.6	36.2 - 42.5	39.1 - 46.0
office clerk	32.2 - 37.2	34.4 - 39.8	36.5 - 42.3
order clerk	30.2 - 34.9	33.1 - 38.3	35.7 - 41.4
payroll clerk	37.7 - 44.3	41.7 - 49.0	45.3 - 53.2
receptionist	29.3 - 34.2	31.3 - 36.7	33.4 - 39.1
telemarketing agent	27.5 - 32.2	29.7 - 34.8	31.9 - 37.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.3 - 20.8	18.9 - 22.8	20.5 - 24.6
conventional machinist	16.8 - 21.0	20.5 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	24.9 - 30.3	26.7 - 32.6
electromechanical technician	22.5 - 27.1	25.4 - 30.6	27.9 - 33.7
electronics technician	22.0 - 26.4	23.8 - 28.6	25.6 - 33.0
field service technician	21.9 - 26.0	24.3 - 28.9	26.5 - 31.6
logistics supervisor	26.2 - 31.9	28.8 - 35.2	31.4 - 38.3

drummondville

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.0 - 23.2	22.1 - 25.6	24.0 - 27.8
maintenance supervisor	25.6 - 30.8	28.0 - 33.8	30.4 - 36.6
production manager	35.1 - 42.9	38.0 - 46.5	40.8 - 49.9
quality control technician	17.2 - 20.7	18.5 - 22.3	19.8 - 23.9
warehouse supervisor	22.0 - 24.9	22.7 - 27.3	27.0 - 35.0
welder	18.4 - 22.1	20.0 - 24.1	21.5 - 25.9

gatineau

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	26.7 - 32.0	29.5 - 35.4	32.1 - 38.4
customer service representative (bilingual)	32.2 - 35.7	33.2 - 38.5	35.8 - 41.9
customer service supervisor	43.8 - 51.8	47.4 - 56.2	51.0 - 60.4
customer service supervisor (bilingual)	48.1 - 56.9	52.3 - 61.4	56.7 - 66.2
help desk representative	43.4 - 52.6	47.8 - 57.9	51.8 - 62.7
telemarketing agent	29.2 - 34.1	31.5 - 36.8	33.8 - 39.5

industrial support

	hourly rates		
	1 year	3 years	5 years
forklift operator	14.2 - 16.6	15.8 - 18.4	17.2 - 20.0
general labourer - heavy	14.5 - 16.0	15.0 - 17.0	16.0 - 18.0
general labourer - light	13.5 - 15.0	14.0 - 16.0	15.0 - 17.0
inventory control clerk	15.9 - 18.4	17.4 - 20.1	18.8 - 21.7
machine operator	16.3 - 19.5	17.9 - 21.4	19.4 - 23.2
machine operator assistant	15.4 - 17.5	16.9 - 19.3	18.3 - 21.0
material handler	14.1 - 16.5	15.7 - 18.3	17.0 - 19.9
picker/packer	13.5 - 15.7	14.6 - 17.0	15.6 - 18.2
production labourer	13.5 - 15.6	15.3 - 17.6	16.8 - 19.4
shipping and receiving clerk	17.5 - 20.0	19.1 - 21.8	20.6 - 23.5
welder/fitter	19.0 - 21.0	20.0 - 24.5	23.0 - 29.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.1 - 45.6	41.1 - 49.2	44.1 - 52.7
benefits clerk	36.8 - 43.0	40.4 - 47.3	43.8 - 51.3
data entry clerk	30.2 - 34.9	33.0 - 38.1	35.5 - 41.0
executive assistant	50.4 - 61.8	56.2 - 68.9	61.6 - 75.6
human resources assistant	39.7 - 46.4	43.4 - 50.7	46.5 - 54.4
inside sales representative	46.2 - 54.8	48.7 - 57.7	51.2 - 60.7
legal assistant	44.2 - 53.7	50.7 - 61.5	56.6 - 68.7
mailroom clerk	31.3 - 35.7	34.1 - 38.9	36.4 - 41.5
office clerk	34.8 - 40.1	37.1 - 42.8	39.4 - 45.4
office manager	51.2 - 62.0	54.5 - 66.1	57.8 - 70.0
order entry clerk	31.2 - 36.1	34.2 - 39.6	36.9 - 42.6
project coordinator	41.4 - 49.6	44.9 - 53.8	48.2 - 57.8
receptionist	31.1 - 36.3	33.3 - 38.9	35.5 - 41.5
service coordinator	35.1 - 39.0	37.1 - 40.0	39.1 - 43.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.6 - 22.2	20.2 - 24.2	22.0 - 28.0
conventional machinist	19.0 - 22.3	22.0 - 24.5	24.0 - 30.0
electrician	22.0 - 25.0	24.0 - 27.5	27.0 - 32.0
electromechanical technician	22.0 - 25.0	24.0 - 28.1	26.4 - 30.0
field service technician	20.0 - 23.0	22.0 - 25.0	24.0 - 28.0
heavy equipment mechanic	23.3 - 27.9	25.8 - 30.9	28.1 - 33.7
logistics supervisor	24.0 - 27.0	26.0 - 30.0	29.0 - 34.0
maintenance manager	25.0 - 29.4	28.0 - 32.0	31.4 - 36.0
maintenance mechanic	21.3 - 24.6	23.4 - 27.1	25.4 - 29.4
maintenance planner	28.0 - 34.0	30.5 - 36.5	34.0 - 39.0
maintenance supervisor	24.0 - 27.0	26.0 - 31.2	29.0 - 34.0
millwright	22.8 - 27.3	25.0 - 30.0	27.1 - 32.5
production manager	23.0 - 27.0	25.0 - 29.6	28.1 - 35.0
production supervisor	22.2 - 26.7	24.3 - 29.2	26.3 - 31.6
tool and die maker	23.0 - 27.6	25.2 - 30.3	27.3 - 32.8
warehouse manager	23.0 - 27.1	25.3 - 29.4	28.0 - 34.0
warehouse supervisor	21.7 - 25.9	23.7 - 28.4	25.6 - 30.7
welder	17.0 - 20.0	19.0 - 23.0	22.0 - 27.0

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	40.0 - 47.5	43.8 - 54.2	51.2 - 55.0
customer service supervisor	43.8 - 51.8	47.4 - 56.2	51.0 - 60.4
customer service trainer	36.3 - 43.6	39.8 - 47.8	43.2 - 51.9

engineering

	annual salaries		
	entry	mid	senior
chemical			
chemical engineer	70.5 - 79.6	78.2 - 87.2	87.1 - 110.0
chemical technician	49.8 - 65.3	55.5 - 74.4	62.8 - 85.3
civil			
civil engineer	56.4 - 75.4	64.5 - 87.9	74.2 - 99.9
civil engineering drafter	45.8 - 57.9	52.0 - 66.8	59.2 - 75.9
civil engineering technologist	42.1 - 55.3	47.8 - 63.7	54.5 - 72.4
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
structural engineer	58.5 - 78.0	66.6 - 90.8	76.8 - 103.9
construction			
construction manager	76.9 - 102.7	86.4 - 117.4	97.9 - 132.5
contracts administrator	54.2 - 72.1	61.7 - 83.6	70.7 - 95.3
estimator	55.7 - 72.9	62.0 - 82.8	69.9 - 93.8
procurement manager	85.0 - 98.6	98.5 - 132.7	131.4 - 160.0
project engineer	77.8 - 100.4	84.6 - 111.2	93.5 - 124.3
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
site supervisor	64.5 - 84.8	70.8 - 95.0	79.0 - 106.9
electrical			
controls designer/engineer	46.1 - 61.9	53.1 - 72.4	61.3 - 82.9
electrical designer/engineer	59.9 - 81.4	70.1 - 97.3	82.6 - 113.1
electrical engineering technician	48.6 - 62.6	55.6 - 72.7	63.7 - 82.9
manufacturing			
field service engineer	45.3 - 60.8	52.2 - 71.5	60.7 - 83.5
industrial engineer	62.6 - 82.3	69.7 - 93.4	78.6 - 105.0
manufacturing engineer	59.9 - 80.0	68.3 - 93.0	78.5 - 105.8
process engineer	54.4 - 72.9	62.4 - 85.3	72.1 - 97.4
project manager	67.3 - 93.4	78.5 - 110.6	91.6 - 127.1
quality assurance/control technician	53.9 - 72.3	63.0 - 85.8	73.4 - 97.8
quality control engineer	58.7 - 78.0	66.4 - 90.0	75.9 - 102.3
mechanical			
mechanical designer	50.0 - 64.7	64.5 - 74.5	74.1 - 85.0
mechanical drafter	43.8 - 57.2	49.4 - 66.3	57.0 - 78.3
mechanical engineer	66.4 - 88.6	75.6 - 102.8	86.9 - 117.6
mechanical engineering technician	46.6 - 61.4	53.2 - 71.2	60.9 - 80.5

engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement			
buyer	51.2 - 67.4	58.4 - 78.2	67.0 - 89.7
contracts administrator	54.2 - 72.1	61.7 - 83.6	70.7 - 95.3
contracts manager	80.4 - 102.3	90.3 - 117.1	102.6 - 133.4
demand planner	42.2 - 59.0	51.5 - 72.1	61.3 - 82.7
inventory analyst	44.0 - 57.9	50.2 - 67.0	57.5 - 76.6
inventory control manager	57.1 - 75.1	64.0 - 85.9	72.5 - 97.5
logistics specialist	51.4 - 68.7	59.0 - 80.3	68.0 - 91.4
procurement manager	146.1 - 194.5	165.7 - 223.9	188.8 - 252.2
production planner	44.4 - 59.1	51.4 - 68.9	58.8 - 77.0
sourcing engineer	47.5 - 63.5	54.4 - 74.2	62.8 - 85.0
technical management			
engineering manager	72.2 - 97.7	82.6 - 114.0	95.4 - 130.5
logistics coordinator	38.8 - 50.5	44.2 - 58.3	50.5 - 66.5
logistics manager	55.4 - 74.3	63.6 - 87.1	73.7 - 99.9
maintenance manager	53.7 - 71.3	62.1 - 83.2	71.0 - 93.1
operations manager	70.0 - 95.5	79.4 - 109.9	90.4 - 123.9
plant manager	77.3 - 108.7	93.2 - 132.5	111.6 - 155.2
production manager	74.1 - 97.9	83.1 - 111.9	94.5 - 127.1
quality assurance manager	71.7 - 93.9	79.5 - 106.1	89.3 - 119.2
transportation manager	68.0 - 90.5	77.2 - 104.5	88.2 - 119.1
warehouse manager	55.8 - 73.2	62.2 - 83.3	70.1 - 94.1

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 16.0	15.7 - 18.4	17.0 - 19.9
forklift operator	15.0 - 17.3	16.9 - 19.8	17.8 - 22.0
industrial painter	16.0 - 18.3	18.0 - 20.0	19.4 - 23.0
inventory control clerk	15.2 - 17.6	16.6 - 19.3	18.0 - 20.8
machine operator	15.6 - 18.8	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.7 - 16.8	16.2 - 18.5	17.6 - 20.1
manufacturing worker	15.0 - 16.8	16.0 - 17.0	16.3 - 20.0
material handler	13.5 - 15.7	14.9 - 17.4	16.2 - 19.0
production labourer	13.0 - 16.2	15.0 - 16.7	15.9 - 18.0
shipping and receiving clerk	16.8 - 19.2	18.3 - 21.0	19.8 - 22.7

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.1 - 45.6	41.1 - 49.2	44.1 - 52.7
buyer assistant	37.5 - 43.8	41.6 - 48.6	45.3 - 52.9
data entry clerk	30.2 - 34.9	33.0 - 38.1	35.5 - 41.0
executive assistant	50.4 - 61.8	56.2 - 68.9	61.6 - 75.6
export/import clerk	35.3 - 41.3	39.0 - 45.6	42.2 - 49.3
human resources assistant	39.7 - 46.4	43.4 - 50.7	46.5 - 54.4
inside sales representative	46.2 - 54.8	48.7 - 57.7	51.2 - 60.7
legal assistant	44.2 - 53.7	50.7 - 61.5	56.6 - 68.7
office clerk	34.8 - 40.1	37.1 - 42.8	39.4 - 45.4
receptionist	31.1 - 36.3	33.3 - 38.9	35.5 - 41.5
sales assistant	37.4 - 43.7	39.9 - 46.6	42.5 - 49.7
supply clerk	38.4 - 42.6	40.5 - 45.6	43.2 - 47.8

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.9 - 21.5	19.6 - 23.5	21.1 - 25.4
conventional machinist	17.4 - 21.0	20.8 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	24.9 - 30.3	26.8 - 32.6
electromechanical technician	22.8 - 27.4	25.7 - 31.0	28.3 - 34.0
electronics technician	22.2 - 26.8	24.1 - 29.0	25.9 - 33.0
field service technician	22.2 - 26.3	24.6 - 29.2	26.8 - 31.9
logistics supervisor	26.6 - 32.4	29.3 - 35.7	31.9 - 38.9
maintenance mechanic	20.3 - 23.6	22.4 - 26.0	24.3 - 28.2
maintenance supervisor	25.9 - 31.2	28.4 - 34.2	30.8 - 37.0
maintenance worker	18.1 - 21.0	20.1 - 23.3	21.9 - 25.4
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.2
warehouse supervisor	22.0 - 25.2	24.0 - 27.1	26.9 - 35.0
welder	19.0 - 22.8	20.7 - 24.8	22.2 - 26.7

engineering

	annual salaries		
	entry	mid	senior
chemical			
chemical engineer	54.0 - 78.0	62.0 - 90.0	72.0 - 104.0
chemical technician	38.0 - 54.0	52.0 - 70.0	66.0 - 88.0
civil			
civil engineer	55.0 - 78.3	67.2 - 91.1	77.1 - 103.3
civil engineering drafter	47.9 - 60.2	54.1 - 69.2	61.5 - 78.5
civil engineering technologist	44.1 - 57.5	49.9 - 66.1	56.7 - 74.9
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
structural engineer	55.0 - 81.0	69.4 - 94.1	79.7 - 107.4
construction			
construction manager	80.3 - 107.0	90.1 - 122.1	102.0 - 137.4
contracts administrator	45.0 - 65.0	64.4 - 86.8	73.6 - 98.8
estimator	45.0 - 65.0	64.7 - 86.0	72.8 - 97.3
project engineer	55.0 - 80.0	75.0 - 105.0	97.5 - 129.1
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
site supervisor	50.0 - 70.0	65.0 - 99.1	82.5 - 111.2
electrical			
controls designer/engineer	48.1 - 64.3	55.3 - 75.0	63.6 - 85.6
electrical designer/engineer	55.0 - 84.5	72.9 - 100.7	85.7 - 116.8
PLC programmer	50.0 - 67.0	63.0 - 87.0	81.0 - 98.0
energy			
control engineer	55.0 - 64.3	55.3 - 75.0	63.6 - 85.6
electrical engineer	55.0 - 92.6	79.8 - 110.2	93.8 - 127.8
estimation engineer	55.0 - 86.0	73.9 - 101.0	85.8 - 116.3
pipng designer	45.0 - 60.0	55.0 - 75.0	70.0 - 95.0
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
manufacturing			
continuous improvement engineer	55.0 - 71.0	70.0 - 89.0	86.0 - 115.0
health and safety specialist	58.0 - 78.0	72.0 - 96.0	91.0 - 108.0
industrial engineer	55.0 - 85.4	72.6 - 96.7	81.6 - 108.5
manufacturing engineer	55.0 - 83.0	71.1 - 96.3	81.5 - 109.3
process engineer	55.0 - 75.8	65.1 - 88.4	75.0 - 100.7
program manager	66.1 - 85.8	75.4 - 99.5	86.4 - 113.7
project manager	70.4 - 97.4	82.0 - 115.1	95.5 - 131.9
quality assurance/control technician	45.0 - 62.0	61.0 - 81.0	76.9 - 101.9
quality control engineer	55.0 - 81.0	69.2 - 93.2	78.9 - 105.8
stationary engineer	48.9 - 63.1	54.4 - 71.4	61.1 - 79.7
mechanical			
hvac engineer	49.7 - 63.8	55.9 - 72.7	63.0 - 81.4
mechanical designer	50.0 - 70.0	67.0 - 83.0	81.0 - 100.0
mechanical drafter	45.9 - 59.5	51.5 - 68.7	59.3 - 80.9
mechanical engineer	55.0 - 77.0	74.0 - 99.0	90.1 - 121.4
mechanical engineering technician	48.7 - 63.8	55.4 - 73.7	63.2 - 83.2

engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement			
buyer	53.6 - 70.2	61.0 - 81.4	69.9 - 93.1
contracts administrator	45.0 - 71.0	64.4 - 86.8	73.6 - 98.8
contracts manager	84.3 - 106.8	94.4 - 121.9	107.0 - 138.6
demand planner	45.5 - 63.1	55.2 - 76.9	65.6 - 88.3
inventory control manager	60.0 - 77.5	66.1 - 88.6	74.8 - 100.5
logistics specialist	53.8 - 71.6	61.6 - 83.5	70.9 - 94.8
procurement manager	85.0 - 119.0	115.0 - 160.0	150.0 - 262.2
production planner	46.4 - 61.5	53.6 - 71.5	61.2 - 79.8
sourcing engineer	50.4 - 66.9	57.5 - 77.9	66.2 - 89.0
technical management			
engineering manager	75.4 - 101.8	86.2 - 118.5	99.4 - 135.4
logistics manager	75.0 - 89.0	76.0 - 91.1	77.4 - 120.0
maintenance manager	78.0 - 100.0	89.0 - 130.0	125.0 - 190.0
operations manager	73.4 - 99.5	83.0 - 114.3	94.3 - 128.5
plant manager	81.1 - 113.3	97.4 - 137.7	116.3 - 160.6
production manager	77.8 - 102.2	87.1 - 116.6	98.7 - 132.1
quality assurance manager	75.4 - 98.2	83.4 - 110.6	93.4 - 124.0
transportation manager	71.5 - 94.7	81.0 - 109.0	92.3 - 123.9
warehouse manager	58.9 - 76.9	65.5 - 87.2	73.7 - 98.3

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	59.6 - 71.5	62.3 - 74.7	65.1 - 78.0	72.0 - 86.5
accounting clerk	38.0 - 42.3	40.0 - 45.5	45.2 - 50.3	47.7 - 55.1
accounting manager	80.2 - 97.6	86.4 - 105.0	92.3 - 112.3	105.6 - 128.2
accounting supervisor	58.9 - 71.6	63.4 - 77.1	67.8 - 82.4	77.5 - 94.4
accounts payable clerk	38.4 - 42.0	41.3 - 46.6	44.9 - 50.6	52.0 - 58.6
accounts payable manager	68.7 - 83.4	75.0 - 91.2	81.2 - 98.7	95.4 - 115.9
accounts receivable clerk	38.3 - 43.1	42.3 - 47.7	46.0 - 51.9	53.8 - 60.6
accounts receivable manager	69.7 - 82.7	75.7 - 89.8	81.6 - 96.8	95.9 - 113.7
billing specialist	38.0 - 42.2	40.3 - 46.1	42.6 - 49.8	48.5 - 56.7
bookkeeper	36.3 - 43.0	39.4 - 46.5	42.2 - 49.9	48.3 - 57.1
compliance officer	82.5 - 100.2	92.1 - 111.9	101.3 - 123.0	120.0 - 145.6
compliance specialist	51.8 - 62.1	57.1 - 68.4	62.0 - 74.3	72.1 - 86.5
controller	86.2 - 110.0	93.5 - 119.3	100.7 - 128.3	117.1 - 149.2
cost accountant	57.1 - 72.0	68.5 - 80.5	75.6 - 85.8	84.6 - 91.6
credit and collections supervisor	50.4 - 61.2	54.4 - 66.0	58.3 - 70.8	67.3 - 81.8
external auditor	56.9 - 68.2	62.4 - 74.8	67.6 - 81.2	79.0 - 94.9
financial analyst	66.6 - 79.9	71.3 - 85.6	76.0 - 91.2	86.4 - 103.8
financial reporting manager	89.8 - 109.2	96.5 - 117.2	103.0 - 125.2	118.5 - 143.8
fiscal analyst	61.2 - 74.3	70.2 - 80.4	72.6 - 86.1	85.2 - 95.1

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
internal audit manager	87.2 - 107.3	93.8 - 115.4	100.2 - 123.3	114.8 - 141.1
internal auditor	56.4 - 75.0	74.6 - 85.0	81.0 - 95.0	86.9 - 95.4
payroll clerk	40.6 - 47.4	44.7 - 55.0	50.0 - 56.6	55.3 - 64.6
payroll manager	67.2 - 81.7	72.7 - 88.4	78.0 - 94.8	89.6 - 108.9
payroll specialist	45.0 - 51.6	49.5 - 57.0	55.0 - 60.0	56.9 - 68.2
payroll supervisor	51.4 - 61.6	55.9 - 67.1	60.3 - 72.3	69.7 - 83.8
risk management analyst	55.3 - 67.0	60.5 - 73.4	65.6 - 79.7	77.0 - 93.6
risk management director	80.1 - 97.4	85.6 - 104.1	91.1 - 110.8	104.2 - 126.6
risk management supervisor	70.2 - 85.3	76.1 - 92.5	81.7 - 99.4	93.2 - 113.2
tax manager	85.5 - 105.3	91.9 - 113.0	98.1 - 120.7	112.8 - 138.6
treasury analyst	61.4 - 73.6	70.5 - 80.1	75.7 - 88.4	79.8 - 95.9

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	115.8 - 207.1	166.6 - 297.7	245.1 - 437.8
finance director	86.5 - 155.0	118.3 - 211.6	156.7 - 280.0
treasurer	116.7 - 161.7	160.0 - 221.7	208.7 - 289.0
VP internal audit	112.9 - 150.9	142.7 - 190.8	174.5 - 233.1

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	51.7 - 66.1	57.9 - 75.4	65.4 - 85.4
compensation and benefits manager	84.0 - 109.7	93.3 - 124.3	105.2 - 141.2
health and safety advisor	57.4 - 74.1	66.0 - 86.5	75.9 - 98.5
HRIS analyst	57.1 - 75.3	65.5 - 88.1	75.6 - 100.6
human resources business partner	64.1 - 84.1	71.8 - 96.0	81.2 - 113.8
human resources coordinator	44.4 - 54.3	50.9 - 59.2	57.3 - 64.2
human resources generalist	54.3 - 69.1	62.7 - 80.6	68.8 - 90.8
human resources manager	79.2 - 104.6	89.4 - 120.2	101.9 - 136.7
human resources supervisor	60.7 - 79.4	67.8 - 90.7	76.9 - 104.1
labour relations advisor	62.7 - 83.3	71.5 - 97.0	82.4 - 111.0
labour relations manager	86.8 - 118.3	102.4 - 141.0	120.2 - 163.3
recruitment coordinator	38.7 - 50.4	44.5 - 58.3	50.6 - 65.7
talent acquisition specialist	50.1 - 67.8	56.6 - 77.9	64.7 - 89.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	103.7 - 176.7	143.0 - 243.4	178.4 - 303.4
health and safety director	88.9 - 117.6	116.2 - 153.5	140.1 - 185.0
human resources director	87.7 - 121.8	113.8 - 157.8	141.3 - 195.8

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.9 - 17.5	16.3 - 19.1	17.6 - 20.6
dispatcher	17.8 - 20.8	19.4 - 22.7	20.8 - 24.3
electronic parts assembler	14.9 - 17.6	16.0 - 18.9	17.0 - 20.2
forklift operator	15.5 - 19.3	18.0 - 21.0	19.0 - 22.5
industrial painter	16.5 - 19.5	18.0 - 21.0	19.0 - 22.5
inventory control clerk	16.0 - 18.5	17.5 - 20.2	18.9 - 21.8
logistics coordinator	19.6 - 23.2	21.4 - 25.3	23.1 - 27.3
machine operator	16.3 - 19.5	17.9 - 21.4	19.4 - 23.2
machine operator assistant	15.3 - 17.4	16.8 - 19.2	18.2 - 20.8
manufacturing worker	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
material handler	15.0 - 17.0	16.5 - 19.0	18.0 - 20.0
moulding machine operator	16.5 - 19.0	18.5 - 21.0	20.0 - 23.0
picker/packer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
production labourer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
sandblasting operator	15.2 - 18.0	16.4 - 19.4	17.6 - 20.8
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.7
warehouse labourer	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	39.6 - 46.2	42.6 - 50.1	45.6 - 54.5
benefits clerk	36.8 - 43.1	40.5 - 47.4	43.9 - 51.3
buyer assistant	39.6 - 45.5	43.5 - 49.7	47.2 - 55.1
claims supervisor	59.0 - 71.6	63.6 - 77.3	68.1 - 82.9
contracts administrator	56.7 - 68.8	61.9 - 75.1	66.9 - 81.2
data entry clerk	31.6 - 36.0	35.8 - 41.0	37.0 - 42.0
document controller	33.0 - 36.6	36.0 - 41.4	37.5 - 43.0
executive assistant	50.6 - 62.1	56.4 - 69.2	61.8 - 75.9
export/import clerk	35.5 - 41.5	39.2 - 45.8	42.4 - 49.6
file clerk	31.6 - 36.6	35.8 - 41.4	39.1 - 45.1
human resources assistant	39.8 - 46.5	43.4 - 50.8	46.6 - 54.5
insurance claims clerk	35.8 - 41.4	39.2 - 45.2	42.3 - 48.8
legal assistant	44.7 - 54.1	51.1 - 62.0	57.0 - 69.2
mailroom clerk	31.0 - 35.5	33.5 - 38.5	36.0 - 41.5
office clerk	34.3 - 39.6	36.6 - 42.3	38.9 - 44.9
office manager	50.7 - 61.4	54.0 - 65.5	57.2 - 69.5
order clerk	35.4 - 39.6	37.4 - 42.6	40.1 - 45.5
order supervisor	48.2 - 57.1	53.9 - 63.8	59.0 - 70.8
project coordinator	41.7 - 49.9	45.1 - 54.0	48.4 - 58.1
receptionist	32.4 - 37.8	34.1 - 40.5	36.6 - 42.7
sales assistant	37.6 - 43.9	40.1 - 46.9	42.8 - 50.0
supply clerk	31.6 - 36.6	35.8 - 41.4	39.1 - 45.1

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	44.9 - 56.1	48.6 - 61.9	53.5 - 69.2
account manager - technologies, software*	46.8 - 58.5	50.6 - 64.5	55.7 - 72.1
business development manager*	91.0 - 121.3	102.4 - 139.4	117.0 - 160.8
district sales manager**	69.1 - 89.9	79.0 - 104.8	91.2 - 120.4
key accounts manager - consumer goods*	58.6 - 75.9	66.7 - 87.9	76.4 - 100.8
merchandiser - consumer goods	55.5 - 72.7	62.0 - 82.9	70.3 - 94.4
sales engineer technologies, software, hardware, telecommunications**	65.4 - 86.0	72.0 - 96.6	80.3 - 108.1
sales representative, account manager channel manager*	66.8 - 88.8	74.8 - 101.4	84.7 - 115.1
sales representative, account manager consumer goods*	47.3 - 58.8	50.8 - 64.5	55.6 - 72.0
sales representative, account manager professional services*	43.5 - 54.3	47.0 - 59.9	51.7 - 66.8
sales representative, account manager telecommunications*	45.3 - 56.7	49.1 - 62.5	54.0 - 69.8
digital marketing			
digital marketing manager	60.1 - 76.8	69.3 - 90.2	80.3 - 102.6
digital media specialist	35.6 - 45.8	41.6 - 54.4	48.6 - 62.3
digital specialist	42.7 - 57.0	49.9 - 67.7	58.4 - 77.8
e-commerce manager	74.4 - 97.7	83.3 - 111.6	94.5 - 127.0
marketing content manager	45.7 - 58.9	53.4 - 69.9	62.5 - 80.3
social media manager	54.5 - 67.3	64.3 - 79.5	79.2 - 93.4
web manager	60.7 - 79.5	67.8 - 90.8	76.9 - 103.6
web marketing analyst	45.4 - 60.0	52.3 - 70.3	60.5 - 80.3
industrial sales			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 58.4	55.1 - 65.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
marketing and communications			
brand or product manager	76.4 - 98.8	85.1 - 112.0	95.8 - 125.9
brand or product manager assistant	61.0 - 82.7	71.4 - 97.9	83.1 - 112.1
communications manager	55.3 - 73.4	63.0 - 85.3	72.4 - 96.8
communications specialist	47.6 - 65.3	56.8 - 78.7	67.1 - 90.5
marketing coordinator	50.3 - 67.4	58.0 - 79.0	67.2 - 90.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

sales & marketing

	annual salaries		
	entry	mid	senior
marketing and communications (continued)			
marketing director	85.3 - 113.3	97.0 - 130.9	110.9 - 148.1
marketing project manager	35.4 - 47.4	40.8 - 55.5	47.2 - 63.2
marketing specialist	44.2 - 58.2	49.9 - 66.9	56.7 - 75.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	64.7 - 84.8	72.3 - 96.9	82.0 - 110.3
communications VP	93.0 - 142.1	124.3 - 190.0	157.3 - 240.8
marketing VP	117.9 - 182.4	163.5 - 253.3	212.1 - 328.6
sales manager*	90.7 - 117.0	112.3 - 145.0	136.5 - 176.3
sales vice-president/general manager**	134.6 - 193.8	182.3 - 262.6	233.7 - 336.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.3 - 27.9	25.0 - 30.0	26.7 - 32.0
CNC machinist	19.2 - 23.4	21.0 - 25.0	23.0 - 27.0
conventional machinist	19.8 - 23.5	21.0 - 26.4	23.8 - 28.3
electrician	26.3 - 29.1	28.5 - 32.7	31.0 - 33.9
electromechanical technician	22.8 - 26.1	24.3 - 27.8	25.3 - 31.4
electronics technician	27.2 - 30.0	27.3 - 33.0	28.1 - 35.8
field service technician	23.2 - 27.4	25.6 - 30.4	27.9 - 33.1
heavy equipment mechanic	23.3 - 28.0	25.8 - 31.0	28.1 - 33.7
logistics supervisor	28.1 - 34.1	30.9 - 37.5	33.5 - 40.7
maintenance mechanic	21.3 - 24.6	23.4 - 27.0	25.3 - 29.3
maintenance supervisor	30.3 - 33.7	33.0 - 39.6	38.2 - 45.7
maintenance worker	19.0 - 21.9	21.0 - 24.3	22.9 - 26.4
millwright	22.8 - 27.3	25.0 - 29.9	27.0 - 32.4
production supervisor	24.0 - 27.9	26.4 - 31.3	28.8 - 37.5
quality control technician	18.1 - 21.7	19.5 - 23.3	20.8 - 24.9
quality control tester	24.6 - 29.5	27.3 - 32.7	29.7 - 35.6
tool and die maker	22.9 - 27.5	25.1 - 30.1	27.2 - 32.6
warehouse supervisor	23.1 - 25.5	24.0 - 29.8	28.8 - 33.7
welder	19.6 - 23.4	21.2 - 25.4	22.8 - 27.4

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	28.8 - 32.1	30.4 - 36.3	32.7 - 38.7
customer service supervisor	41.3 - 49.1	44.9 - 53.3	48.3 - 57.3
customer service trainer	36.3 - 43.6	39.8 - 47.8	43.2 - 51.9

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.0 - 15.9	15.5 - 16.1	16.0 - 18.2
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0
industrial painter	15.3 - 18.0	16.7 - 19.7	18.0 - 21.3
inventory control clerk	15.1 - 17.4	16.4 - 19.0	17.7 - 20.6
logistics coordinator	18.4 - 21.9	20.2 - 24.0	21.8 - 25.9
machine operator	16.1 - 18.3	16.9 - 20.2	18.2 - 21.8
machine operator assistant	14.8 - 16.8	16.3 - 18.5	17.6 - 20.1
manufacturing worker	14.2 - 16.0	15.6 - 17.6	16.8 - 19.0
material handler	14.1 - 15.9	15.5 - 17.5	16.7 - 18.9
moulding machine operator	15.2 - 18.2	16.7 - 20.0	18.1 - 21.7
picker/packer	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
production labourer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
sandblasting operator	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
shipping and receiving clerk	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
warehouse labourer	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.7 - 44.0	39.7 - 47.5	42.5 - 51.0
administrative assistant (bilingual)	38.9 - 46.1	42.8 - 50.6	44.3 - 53.1
buyer assistant	34.9 - 40.9	38.8 - 45.5	42.3 - 49.6
claims supervisor	56.4 - 68.5	60.8 - 74.0	65.2 - 79.4
export/import clerk	32.9 - 38.4	36.3 - 42.6	39.3 - 46.2
file clerk	29.5 - 34.0	33.3 - 38.4	36.3 - 41.9
human resources assistant	36.9 - 43.2	40.3 - 47.3	43.3 - 50.8
inside sales representative	43.4 - 51.6	45.8 - 54.4	48.2 - 57.2
insurance claims clerk	33.5 - 38.7	36.6 - 42.4	39.5 - 45.8
legal assistant	41.3 - 50.3	47.5 - 57.8	53.1 - 64.7
mailroom clerk	29.0 - 33.0	31.5 - 35.9	33.6 - 38.3
office clerk	32.1 - 37.0	34.3 - 39.6	36.3 - 42.0
order supervisor	46.0 - 54.5	51.4 - 61.0	56.4 - 67.0
project coordinator	39.2 - 47.2	42.6 - 51.2	45.8 - 55.1
receptionist	29.1 - 33.8	31.1 - 36.2	33.0 - 38.6

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist (bilingual)	31.1 - 35.5	33.1 - 38.2	35.0 - 40.5
sales assistant	34.8 - 40.7	37.2 - 43.6	39.7 - 46.6
supply clerk	29.1 - 33.9	31.5 - 36.7	33.6 - 39.3
telemarketing agent	28.0 - 32.6	30.2 - 35.1	32.3 - 37.7

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
CNC machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
conventional machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
electrician	22.8 - 27.8	24.7 - 30.1	26.6 - 32.4
electromechanical technician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electronics technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
field service technician	21.8 - 25.8	24.1 - 28.6	26.3 - 31.3
heavy equipment mechanic	22.2 - 26.7	24.6 - 29.6	26.8 - 32.3
maintenance mechanic	20.0 - 23.2	22.1 - 25.6	24.0 - 27.8
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	17.1 - 20.5	18.4 - 22.1	19.7 - 23.7
warehouse supervisor	20.7 - 24.8	22.6 - 27.2	24.5 - 29.5
welder	18.7 - 22.5	20.4 - 24.5	21.9 - 26.3

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customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	32.0 - 35.8	34.0 - 38.9	37.0 - 46.0
customer service manager (bilingual)	48.8 - 57.8	54.5 - 64.6	59.8 - 70.9
customer service representative	31.6 - 35.8	34.6 - 38.9	37.2 - 45.7
customer service supervisor	44.9 - 53.1	48.6 - 57.6	52.3 - 61.9
inside sales representative	47.1 - 55.7	49.6 - 58.7	52.1 - 61.7
telemarketing agent	31.2 - 34.0	33.1 - 38.0	37.6 - 42.0

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engineering

	annual salaries		
	entry	mid	senior
chemical			
chemical engineer	54.4 - 78.2	62.4 - 90.7	72.3 - 104.2
chemical technician	38.6 - 54.6	52.8 - 70.2	66.1 - 89.2
civil			
civil engineer	59.6 - 79.4	68.0 - 92.2	78.1 - 104.6
civil engineering drafter	48.5 - 61.0	54.8 - 70.1	62.3 - 79.5
civil engineering technologist	44.7 - 58.3	50.5 - 67.0	57.4 - 75.9
project manager	71.3 - 98.6	83.0 - 116.5	96.7 - 133.4
structural engineer	61.8 - 82.1	70.3 - 95.3	80.8 - 108.7
construction			
construction manager	81.4 - 108.3	91.3 - 123.5	103.3 - 138.9
contracts administrator	57.4 - 76.0	65.2 - 87.9	74.6 - 100.1
estimator	58.9 - 76.9	65.5 - 87.2	73.7 - 98.5
procurement manager	155.4 - 205.6	175.8 - 236.1	199.8 - 265.2
project engineer	82.3 - 105.8	89.4 - 117.1	98.7 - 130.6
project manager	79.3 - 125.6	98.0 - 141.1	110.8 - 177.0
site supervisor	68.4 - 89.6	75.0 - 100.3	83.6 - 112.6
electrical			
controls designer/engineer	55.1 - 78.2	62.4 - 90.7	72.3 - 104.2
electrical designer/engineer	54.9 - 74.7	64.2 - 83.1	80.2 - 94.7
electrical engineering technician	51.3 - 65.8	58.5 - 76.2	67.0 - 86.7
PLC programmer	55.2 - 69.8	64.5 - 86.9	75.8 - 98.7
manufacturing			
field service engineer	51.2 - 64.0	58.6 - 75.0	63.9 - 87.3
health and safety specialist	55.8 - 67.1	65.7 - 78.0	74.9 - 104.0
industrial engineer	61.2 - 86.5	77.6 - 108.5	82.7 - 127.4
manufacturing engineer	63.3 - 84.1	72.0 - 97.5	82.6 - 110.6
process engineer	53.4 - 76.8	62.4 - 89.6	76.0 - 102.1
project manager	71.3 - 98.6	83.0 - 116.5	96.7 - 133.4
quality assurance/control technician	57.4 - 76.6	66.9 - 90.7	77.9 - 103.2
quality control engineer	55.1 - 75.1	63.1 - 89.7	89.5 - 107.1
mechanical			
mechanical designer	50.5 - 76.9	61.4 - 87.0	71.1 - 92.8
mechanical drafter	46.5 - 58.3	52.2 - 67.7	60.1 - 78.6
mechanical engineer	51.6 - 79.6	66.3 - 93.0	88.5 - 113.2
mechanical engineering technician	49.3 - 64.6	56.1 - 74.7	64.0 - 84.3
supply chain management & procurement			
buyer	54.2 - 71.1	61.8 - 82.4	70.8 - 94.3
contracts administrator	57.4 - 76.0	65.2 - 87.9	74.6 - 100.1
contracts manager	85.4 - 108.1	95.6 - 123.3	108.4 - 140.1
demand planner	54.3 - 64.9	58.9 - 78.0	66.4 - 89.4
inventory analyst	48.0 - 62.7	54.5 - 72.5	62.3 - 82.8
inventory control manager	59.7 - 78.5	66.9 - 89.7	75.8 - 101.8

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engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement (continued)			
logistics specialist	50.2 - 72.5	62.4 - 84.6	71.8 - 96.1
procurement manager	80.2 - 102.9	94.7 - 118.1	103.6 - 141.7
production planner	47.0 - 62.3	54.2 - 72.4	62.0 - 80.8
sourcing engineer	51.0 - 67.7	61.3 - 87.6	70.1 - 110.4
technical management			
engineering manager	76.4 - 103.1	87.3 - 119.9	100.6 - 136.9
logistics coordinator	41.2 - 53.3	46.8 - 61.4	53.3 - 69.9
logistics manager	74.4 - 98.2	82.4 - 110.7	92.3 - 124.2
maintenance manager	66.7 - 85.2	75.5 - 97.5	84.9 - 110.0
operations manager	82.7 - 98.5	89.6 - 122.3	109.5 - 160.4
plant manager	82.1 - 114.7	98.6 - 139.2	117.7 - 162.2
production manager	78.8 - 103.5	88.2 - 118.0	99.9 - 133.6
quality assurance manager	76.3 - 99.4	84.4 - 112.0	94.6 - 125.5
transportation manager	72.5 - 95.9	82.0 - 110.3	93.4 - 125.4
warehouse manager	59.7 - 77.9	66.4 - 88.3	74.6 - 99.5

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	60.4 - 72.4	63.1 - 75.7	65.9 - 79.1	73.0 - 87.6
accounting clerk	38.0 - 42.8	40.0 - 46.1	45.3 - 50.4	48.3 - 55.8
accounting manager	81.3 - 98.8	87.5 - 106.3	93.5 - 113.6	106.9 - 129.7
accounting supervisor	59.7 - 72.5	64.2 - 78.1	68.6 - 83.5	78.5 - 95.6
accounts payable clerk	38.0 - 42.5	41.8 - 47.1	45.4 - 51.2	51.1 - 59.4
accounts payable manager	69.5 - 84.5	76.0 - 92.3	82.2 - 100.0	96.6 - 117.3
accounts receivable clerk	38.7 - 43.6	42.8 - 48.3	46.6 - 52.5	52.1 - 61.4
accounts receivable manager	70.6 - 83.8	76.7 - 90.9	82.6 - 98.0	97.1 - 115.1
billing specialist	38.0 - 42.7	40.0 - 46.7	43.1 - 50.4	49.1 - 57.4
bookkeeper	36.7 - 43.5	39.8 - 47.1	42.7 - 50.5	48.9 - 57.8
compliance officer	83.5 - 101.5	93.3 - 113.3	102.5 - 124.4	121.4 - 147.2
compliance specialist	52.5 - 62.9	57.8 - 69.3	62.8 - 75.3	73.0 - 87.7
controller	87.3 - 111.4	94.7 - 120.7	101.9 - 129.8	118.5 - 150.8
cost accountant	57.8 - 68.6	68.5 - 80.0	75.0 - 87.2	77.3 - 92.8
credit and collections supervisor	51.1 - 61.9	55.1 - 66.9	59.1 - 71.7	68.1 - 82.9
external auditor	57.7 - 69.1	63.2 - 75.8	68.5 - 82.2	80.0 - 96.1
financial analyst	67.5 - 81.0	72.3 - 86.7	76.9 - 92.4	87.5 - 105.1
financial reporting manager	90.9 - 110.5	97.7 - 118.7	104.3 - 126.6	110.9 - 145.4
fiscal analyst	62.0 - 75.2	70.2 - 80.4	72.2 - 85.4	84.9 - 96.3
internal audit manager	88.3 - 108.6	95.0 - 116.8	101.5 - 124.7	116.2 - 142.6
internal auditor	57.1 - 69.2	69.8 - 85.4	81.1 - 95.5	85.3 - 96.6
payroll clerk	41.1 - 48.0	45.2 - 55.4	50.6 - 57.3	55.9 - 65.5
payroll manager	68.1 - 82.7	73.6 - 89.5	79.1 - 96.6	90.7 - 110.2

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finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll specialist	45.0 - 51.8	50.6 - 57.4	55.8 - 60.4	57.7 - 69.1
payroll supervisor	52.1 - 62.4	56.6 - 67.9	61.2 - 73.3	70.6 - 84.9
risk management analyst	56.0 - 67.9	61.3 - 74.4	66.4 - 80.7	78.0 - 94.8
risk management director	81.2 - 98.7	86.7 - 105.4	92.3 - 112.1	105.5 - 128.1
risk management supervisor	71.2 - 86.5	77.1 - 93.7	82.8 - 100.6	94.3 - 114.6
tax manager	86.6 - 106.6	93.0 - 114.4	99.3 - 122.1	114.1 - 140.1
treasury analyst	62.2 - 74.6	70.6 - 80.4	75.6 - 88.2	80.9 - 97.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
<i>executive positions</i>			
chief financial officer	117.2 - 208.9	168.2 - 299.9	247.0 - 440.3
finance director	87.6 - 156.6	119.7 - 213.4	158.2 - 282.1
treasurer	118.1 - 163.3	161.6 - 223.6	210.5 - 291.1
VP internal audit	114.2 - 152.4	144.3 - 192.5	176.1 - 235.0

healthcare

	annual salaries		
	1 year	3 years	5 years
disability case manager	55.0 - 63.2	62.9 - 70.2	69.5 - 77.0
medical secretary	31.2 - 37.1	37.0 - 39.9	38.9 - 44.8
nurse assistant	39.0 - 44.9	44.8 - 50.1	49.8 - 58.5
registered nurse	47.7 - 58.5	52.6 - 68.5	56.5 - 78.0

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	52.4 - 67.0	58.6 - 76.4	66.3 - 86.5
compensation and benefits manager	85.1 - 111.1	94.5 - 125.8	106.5 - 142.8
health and safety advisor	58.1 - 75.0	66.9 - 87.6	76.9 - 99.8
HRIS analyst	57.8 - 76.3	66.4 - 89.2	76.6 - 101.9
human resources assistant	40.2 - 51.4	45.7 - 58.0	50.5 - 62.5
human resources business partner	64.9 - 85.2	72.7 - 97.2	82.3 - 115.1
human resources coordinator	45.0 - 55.0	51.5 - 60.0	58.0 - 65.0
human resources generalist	55.0 - 70.0	63.5 - 81.7	69.7 - 92.0
human resources manager	80.3 - 106.0	90.6 - 121.7	103.2 - 138.3
human resources supervisor	61.5 - 80.4	68.6 - 91.9	77.9 - 105.4
labour relations advisor	63.5 - 84.4	72.5 - 98.2	83.5 - 112.3
labour relations manager	88.0 - 119.7	103.7 - 142.6	121.6 - 164.9
recruitment coordinator	39.2 - 51.1	45.0 - 59.0	51.2 - 66.5
talent acquisition specialist	50.8 - 68.7	57.4 - 79.0	65.6 - 90.4

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human resources

	company revenue		
	10 M\$	100 M\$	1000 M\$
<i>executive positions</i>			
chief human resources officer	105.0 - 178.4	144.5 - 245.3	180.0 - 305.6
health and safety director	90.0 - 119.0	117.6 - 155.1	141.6 - 186.7
human resources director	88.8 - 123.2	115.2 - 159.4	142.8 - 197.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.1 - 17.7	16.5 - 19.3	17.8 - 20.9
dispatcher	18.0 - 21.1	19.6 - 22.9	21.1 - 24.6
electronic parts assembler	15.0 - 17.8	16.1 - 19.2	17.2 - 20.4
forklift operator	14.3 - 16.8	15.9 - 18.7	17.4 - 20.3
industrial painter	15.9 - 18.9	17.4 - 20.7	18.8 - 22.3
inventory control clerk	16.1 - 18.7	17.7 - 20.4	19.1 - 22.1
logistics coordinator	19.8 - 23.4	21.6 - 25.6	23.3 - 27.7
machine operator	16.4 - 19.7	18.1 - 21.7	19.6 - 23.5
manufacturing worker	13.6 - 15.6	14.9 - 17.1	16.2 - 18.5
material handler	14.3 - 16.7	15.8 - 18.6	17.2 - 20.2
moulding machine operator	15.8 - 19.0	17.4 - 20.9	18.9 - 22.7
picker/packer	13.5 - 15.9	14.7 - 17.2	15.7 - 18.4
production labourer	13.6 - 15.7	15.4 - 17.9	17.0 - 19.7
sandblasting operator	15.3 - 18.2	16.6 - 19.6	17.7 - 21.0
shipping and receiving clerk	17.8 - 20.4	19.5 - 22.2	21.0 - 24.0
warehouse labourer	14.1 - 16.2	15.8 - 18.1	17.1 - 19.6

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.7 - 46.3	41.8 - 50.0	44.7 - 53.6
buyer assistant	38.1 - 44.5	42.3 - 49.5	46.0 - 53.8
contracts administrator	57.4 - 69.7	62.7 - 76.1	67.7 - 82.2
data entry clerk	30.0 - 34.7	32.9 - 38.0	35.4 - 40.9
document controller	31.4 - 36.4	34.5 - 39.9	37.1 - 42.9
executive assistant	51.2 - 62.9	57.1 - 70.1	62.6 - 76.9
executive legal assistant	55.2 - 67.9	62.1 - 75.1	67.6 - 82.0
export/import clerk	35.8 - 42.0	39.6 - 46.4	42.9 - 50.2
file clerk	31.9 - 37.0	36.2 - 41.9	39.5 - 45.7
law clerk	42.6 - 47.8	46.7 - 52.9	51.9 - 59.0
legal assistant	45.2 - 54.8	51.8 - 62.8	57.7 - 70.1
mailroom clerk	31.1 - 35.6	34.0 - 38.8	36.3 - 41.4
office clerk	34.6 - 40.1	37.0 - 42.8	39.3 - 45.4
office manager	51.3 - 62.2	54.7 - 66.3	57.9 - 70.4
office/operations manager	67.8 - 72.6	71.2 - 77.6	76.3 - 84.7
order clerk	32.4 - 37.5	35.6 - 41.2	38.4 - 44.4

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
order entry clerk	30.0 - 34.7	32.9 - 38.0	35.4 - 40.9
order supervisor	48.8 - 57.8	54.5 - 64.6	59.8 - 70.9
project coordinator	42.1 - 50.5	45.7 - 54.7	49.0 - 58.8
receptionist	31.4 - 36.8	33.6 - 39.4	35.9 - 42.0
sales administrator	38.6 - 45.6	43.8 - 51.9	50.6 - 65.4
sales assistant	38.0 - 44.4	40.6 - 47.4	43.3 - 50.6
service coordinator	38.4 - 45.1	43.9 - 51.2	50.3 - 55.2
supply clerk	31.1 - 36.4	33.7 - 39.5	36.1 - 42.3

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	45.4 - 56.8	49.2 - 62.7	54.1 - 70.1
account manager - technologies, software*	47.4 - 59.2	51.3 - 65.4	56.4 - 73.0
business development manager*	92.3 - 122.9	103.8 - 141.1	118.6 - 162.6
district sales manager**	70.0 - 91.1	80.1 - 106.2	92.4 - 121.9
key accounts manager - consumer goods*	59.4 - 76.9	67.5 - 89.1	77.4 - 102.2
merchandiser - consumer goods	56.2 - 73.6	62.8 - 84.0	71.2 - 95.7
sales engineer technologies, software, hardware, telecommunications**	66.2 - 87.1	72.9 - 97.8	81.4 - 109.5
sales representative, account manager channel manager*	67.7 - 89.9	75.8 - 102.7	85.9 - 116.6
sales representative, account manager consumer goods*	47.9 - 59.5	51.4 - 65.3	56.3 - 72.9
sales representative, account manager professional services*	44.0 - 55.0	47.6 - 60.7	52.4 - 67.7
sales representative, account manager telecommunications*	45.9 - 57.4	49.7 - 63.3	54.7 - 70.7
digital marketing			
digital marketing manager	60.8 - 77.8	70.2 - 91.4	81.4 - 103.9
digital media specialist	35.9 - 46.3	42.1 - 55.1	49.2 - 63.1
digital specialist	43.2 - 57.7	50.5 - 68.6	59.2 - 78.8
e-commerce manager	75.4 - 99.0	84.4 - 113.0	95.7 - 128.5
marketing content manager	46.3 - 59.6	54.1 - 70.8	63.3 - 81.4
social media manager	55.1 - 67.1	66.9 - 80.5	79.0 - 94.6
web manager	61.4 - 80.6	68.7 - 92.0	77.9 - 105.0
web marketing analyst	46.0 - 60.7	52.9 - 71.2	61.3 - 81.4
industrial sales			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales (continued)			
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
marketing and communications			
brand or product manager	77.4 - 100.1	86.2 - 113.5	97.1 - 127.4
brand or product manager assistant	61.8 - 83.7	72.3 - 99.2	84.2 - 113.6
communications manager	56.0 - 74.4	63.8 - 86.4	73.3 - 98.1
communications specialist	48.2 - 66.1	57.5 - 79.7	68.0 - 91.7
marketing coordinator	51.0 - 68.2	58.8 - 80.0	68.0 - 91.7
marketing director	86.4 - 114.8	98.3 - 132.5	112.4 - 149.8
marketing project manager	35.8 - 47.9	41.3 - 56.2	47.7 - 64.0
marketing specialist	44.7 - 59.0	50.5 - 67.7	57.4 - 76.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	65.5 - 85.9	73.3 - 98.2	83.1 - 111.7
communications VP	94.2 - 143.8	125.9 - 191.9	159.0 - 242.9
marketing VP	119.4 - 184.3	165.2 - 255.4	214.1 - 331.0
sales manager*	91.9 - 118.4	113.7 - 146.5	137.9 - 177.9
sales vice-president/general manager**	136.3 - 195.6	184.1 - 264.7	235.7 - 338.9

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.6 - 28.2	25.3 - 30.4	27.0 - 32.4
CNC machinist	18.6 - 22.4	20.4 - 24.4	22.0 - 26.4
conventional machinist	18.5 - 22.0	20.2 - 24.3	22.3 - 27.0
electrician	24.3 - 29.5	26.3 - 32.0	28.3 - 34.3
electromechanical technician	23.7 - 28.9	25.8 - 32.6	27.0 - 35.7
electronics technician	23.5 - 28.2	25.4 - 30.5	27.3 - 32.7
field service technician	23.4 - 27.8	25.9 - 30.7	28.3 - 33.5
heavy equipment mechanic	23.6 - 28.3	26.2 - 31.4	28.5 - 34.2
logistics supervisor	28.5 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance mechanic	21.5 - 24.9	23.7 - 27.3	25.6 - 29.7
maintenance supervisor	27.3 - 32.8	29.9 - 35.9	32.3 - 38.9
maintenance worker	19.2 - 22.2	21.3 - 24.6	23.1 - 26.8

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
millwright	23.0 - 27.6	25.3 - 30.3	27.4 - 32.8
production supervisor	24.0 - 28.6	25.7 - 31.3	30.8 - 36.1
quality control technician	18.3 - 22.0	19.7 - 23.6	21.1 - 25.2
quality control tester	24.9 - 29.9	27.6 - 33.1	30.1 - 36.1
tool and die maker	23.2 - 27.8	25.4 - 30.5	27.5 - 33.0
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.8 - 23.7	21.5 - 25.8	23.1 - 27.7

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	65.4 - 85.0	73.4 - 97.2	88.0 - 118.0
application support analyst	54.6 - 72.1	62.7 - 83.5	71.4 - 90.0
automation tester	57.1 - 85.1	79.6 - 95.1	89.7 - 121.9
devops development side	81.5 - 104.4	103.5 - 128.7	120.4 - 144.9
ERP developer	63.1 - 81.9	70.6 - 93.6	87.0 - 129.0
front-end developer	61.8 - 81.5	70.8 - 95.1	81.5 - 115.0
full stack developer	64.0 - 81.0	71.0 - 97.5	94.3 - 130.0
IT quality assurance manager	75.5 - 98.2	83.5 - 110.7	93.4 - 124.0
java developer	62.2 - 80.7	69.7 - 103.5	98.9 - 127.0
machine learning developer	86.4 - 117.3	115.9 - 181.3	117.3 - 210.7
manual tester	45.5 - 60.9	53.3 - 72.3	62.3 - 82.5
mobile application developer (ios/android)	63.3 - 88.1	78.0 - 108.5	93.3 - 123.8
RPA developer	74.6 - 84.2	81.8 - 98.3	94.4 - 108.8
UI/UX designer	58.8 - 76.4	66.0 - 87.3	74.6 - 97.8
architecture			
application architect	83.3 - 92.4	91.6 - 108.9	105.1 - 141.9
architect (enterprise)	88.9 - 120.6	102.3 - 140.6	125.0 - 195.0
architect (solutions/technical)	79.8 - 100.3	89.8 - 114.8	101.9 - 129.0
cloud architect	79.2 - 100.0	89.7 - 125.6	115.7 - 194.3
data & analytics			
BI data architect	75.0 - 97.2	83.7 - 110.4	94.2 - 123.5
big data engineer	84.9 - 98.3	93.2 - 115.9	107.4 - 131.1
business intelligence developer	61.0 - 79.3	68.5 - 90.7	77.5 - 111.0
data analyst	49.6 - 74.1	63.8 - 89.7	81.2 - 104.7
data architect	95.1 - 111.5	99.6 - 118.4	104.2 - 135.5
data engineer	66.0 - 88.8	76.3 - 104.5	88.6 - 119.0
data scientist	72.8 - 98.1	84.4 - 115.5	98.0 - 145.0
database administrator	63.8 - 78.9	71.6 - 87.7	84.3 - 108.2

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technologies

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.3 - 83.9	72.6 - 96.8	89.5 - 119.4
chief technology officer	120.5 - 190.3	160.1 - 285.8	225.3 - 450.6
CIO/CTO	103.5 - 184.7	155.0 - 276.3	214.4 - 382.1
IT director	108.9 - 129.4	119.5 - 159.4	128.1 - 190.6
technical lead	53.3 - 79.4	76.1 - 87.9	83.3 - 130.1
technical writer	55.9 - 72.7	65.1 - 85.8	75.6 - 97.7
networking/infrastructure			
bilingual tech support	40.5 - 45.6	43.7 - 58.9	55.6 - 74.3
devops system side	79.6 - 105.2	101.5 - 124.6	106.2 - 137.7
help desk representative	43.5 - 58.1	50.0 - 67.0	56.6 - 74.9
information security engineer	68.1 - 91.5	78.6 - 107.5	91.1 - 122.4
information security manager	90.2 - 117.7	100.2 - 133.4	113.0 - 151.5
information security specialist	57.3 - 75.6	65.7 - 88.2	75.7 - 100.2
information systems analyst	60.7 - 77.9	67.0 - 87.9	75.1 - 99.1
linux/unix administrator	68.6 - 90.5	78.5 - 105.5	90.5 - 120.5
network administrator	52.7 - 63.9	61.4 - 88.9	83.1 - 101.9
network engineer	62.9 - 83.0	71.3 - 97.4	82.7 - 111.9
systems administrator	58.1 - 78.9	69.2 - 82.4	81.6 - 105.1
telecommunications analyst	60.0 - 80.2	68.9 - 94.2	80.0 - 109.7
project management			
business systems analyst	72.5 - 98.3	83.2 - 114.6	95.9 - 130.3
ERP project manager	89.9 - 120.2	98.2 - 133.8	109.0 - 150.0
functional analyst	61.4 - 83.8	71.1 - 95.4	89.1 - 119.6
organizational change manager (OCM)	88.9 - 103.0	101.8 - 117.5	112.0 - 126.4
product owner	59.5 - 74.3	73.6 - 94.1	84.9 - 108.4
product owner/manager	75.0 - 103.7	87.3 - 122.4	101.7 - 140.1
program manager	99.0 - 113.0	102.0 - 130.0	128.0 - 170.0
project coordinator	56.1 - 71.1	64.1 - 82.8	73.8 - 94.6
project manager (infrastructure)	69.6 - 88.4	81.3 - 108.4	89.1 - 117.5
project manager (software)	58.6 - 77.7	76.2 - 108.4	90.1 - 118.6
scrum master	68.1 - 89.0	77.0 - 102.5	87.9 - 117.0

montréal - north shore

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.8	15.7 - 18.4	17.0 - 19.9
dispatcher	17.2 - 20.1	18.7 - 21.9	20.1 - 23.6
electronic parts assembler	14.3 - 17.0	15.4 - 18.2	16.4 - 19.5
forklift operator	15.0 - 18.0	17.5 - 20.5	18.0 - 22.0
industrial painter	15.2 - 18.1	16.7 - 19.8	18.0 - 21.4
inventory control clerk	15.4 - 17.8	16.8 - 19.5	18.2 - 21.1
logistics coordinator	18.9 - 22.4	20.6 - 24.5	22.3 - 26.5
machine operator	16.0 - 19.0	17.5 - 21.0	19.0 - 23.0
machine operator assistant	14.7 - 16.8	16.3 - 18.6	17.6 - 20.2
manufacturing worker	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
material handler	14.5 - 16.5	16.0 - 18.5	17.5 - 19.5
moulding machine operator	15.3 - 18.4	16.9 - 20.3	18.3 - 22.1
picker/packer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
production labourer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0
sandblasting operator	15.0 - 17.5	16.0 - 19.0	17.0 - 21.0
shipping and receiving clerk	17.0 - 19.4	18.5 - 21.2	20.0 - 22.9
warehouse labourer	14.0 - 16.0	15.5 - 18.0	17.0 - 19.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	37.5 - 44.5	41.2 - 48.9	43.7 - 52.4
benefits clerk	35.3 - 41.4	38.8 - 45.6	42.2 - 49.5
buyer assistant	35.8 - 41.9	39.8 - 46.7	43.4 - 50.9
claims supervisor	58.1 - 70.7	62.7 - 76.3	67.3 - 81.9
contracts administrator	54.9 - 66.9	60.1 - 73.2	65.0 - 79.3
data entry clerk	31.5 - 35.4	33.5 - 38.5	36.9 - 41.5
document controller	32.3 - 35.5	34.9 - 39.9	37.5 - 42.2
executive assistant	49.5 - 61.2	55.9 - 68.4	61.4 - 75.9
export/import clerk	33.7 - 39.5	37.2 - 43.7	40.4 - 47.4
file clerk	31.6 - 35.7	33.3 - 40.9	38.6 - 44.2
human resources assistant	38.1 - 44.7	41.7 - 49.0	44.8 - 52.6
insurance claims clerk	34.9 - 40.4	38.2 - 44.3	41.3 - 47.9
legal assistant	43.0 - 52.5	50.0 - 60.5	55.5 - 67.5
mailroom clerk	30.5 - 35.0	33.0 - 38.0	35.5 - 41.0
office clerk	33.4 - 38.6	35.7 - 41.3	37.9 - 43.9
office manager	49.8 - 60.6	53.1 - 64.6	56.3 - 68.6
order clerk	33.4 - 37.2	35.6 - 40.5	38.4 - 43.6
order supervisor	48.2 - 57.1	53.9 - 63.8	59.0 - 70.0
project coordinator	41.5 - 49.6	44.2 - 53.3	48.6 - 57.4
receptionist	31.2 - 36.9	33.4 - 39.6	35.6 - 41.3
sales assistant	36.5 - 43.0	39.0 - 46.0	42.0 - 49.5
supply clerk	29.6 - 34.7	32.1 - 37.6	34.4 - 40.3

montréal - north shore

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.7 - 27.3	24.4 - 29.4	26.1 - 31.4
CNC machinist	19.2 - 23.4	21.0 - 25.0	23.0 - 27.0
conventional machinist	19.8 - 23.5	21.0 - 26.4	23.8 - 28.3
electrician	26.0 - 28.8	28.0 - 32.0	30.0 - 32.7
electromechanical technician	22.8 - 26.1	24.3 - 27.8	25.3 - 31.4
electronics technician	27.2 - 30.0	28.3 - 33.0	29.1 - 35.8
field service technician	22.7 - 27.0	25.2 - 29.9	27.5 - 32.7
heavy equipment mechanic	22.7 - 27.3	25.2 - 30.3	27.5 - 33.0
logistics supervisor	27.3 - 33.3	30.0 - 36.6	32.7 - 39.8
maintenance manager	30.3 - 33.7	33.0 - 41.2	39.4 - 45.7
maintenance mechanic	20.6 - 23.9	22.7 - 26.4	24.7 - 28.6
maintenance supervisor	28.8 - 32.7	32.0 - 39.4	35.6 - 39.9
maintenance worker	18.4 - 21.3	20.4 - 23.6	22.2 - 25.8
millwright	22.1 - 26.6	24.3 - 29.3	26.4 - 31.7
production manager	36.5 - 44.5	39.5 - 48.1	42.4 - 51.6
production supervisor	24.0 - 27.9	26.4 - 31.3	28.8 - 38.5
quality control technician	17.5 - 21.1	18.9 - 22.7	20.2 - 24.3
quality control tester	24.2 - 29.1	26.8 - 32.3	29.3 - 35.2
tool and die maker	22.6 - 27.2	24.8 - 29.8	26.9 - 32.3
warehouse supervisor	23.1 - 25.5	23.3 - 28.1	25.3 - 33.7
welder	19.2 - 23.1	20.9 - 25.1	22.5 - 27.1

montréal - south shore

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	59.2 - 71.0	61.9 - 74.2	64.6 - 77.5	71.5 - 85.8
accounting clerk	38.0 - 41.5	40.0 - 46.1	44.8 - 50.4	47.0 - 54.4
accounting manager	79.6 - 96.7	85.7 - 104.1	91.5 - 111.2	104.6 - 127.1
accounting supervisor	58.5 - 71.1	63.0 - 76.6	67.3 - 81.9	77.0 - 93.7
accounts payable clerk	38.0 - 41.2	40.5 - 45.8	44.1 - 49.8	49.7 - 57.9
accounts payable manager	68.1 - 82.7	74.4 - 90.4	80.5 - 97.9	94.5 - 114.9
accounts receivable clerk	37.4 - 42.3	41.5 - 47.0	45.3 - 51.1	51.0 - 59.9
accounts receivable manager	69.2 - 82.0	75.1 - 89.0	80.9 - 96.0	95.0 - 112.7
billing specialist	38.0 - 41.4	40.0 - 45.4	41.8 - 49.0	47.7 - 55.9
bookkeeper	35.5 - 42.2	38.5 - 45.7	41.4 - 49.1	47.5 - 56.3
compliance officer	81.7 - 99.3	91.3 - 110.9	100.3 - 121.9	118.9 - 144.4

montréal - south shore

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
compliance specialist	51.2 - 61.4	56.4 - 67.7	61.3 - 73.6	71.4 - 85.7
controller	85.5 - 109.0	92.7 - 118.2	99.8 - 127.2	116.1 - 147.9
cost accountant	56.7 - 70.0	68.5 - 80.0	75.0 - 86.6	85.8 - 90.9
credit and collections supervisor	50.1 - 60.7	54.0 - 65.6	57.9 - 70.3	66.8 - 81.3
external auditor	56.5 - 67.8	62.0 - 74.3	67.2 - 80.6	78.5 - 94.2
financial analyst	66.2 - 79.4	70.9 - 85.0	75.4 - 90.5	85.8 - 103.0
financial reporting manager	89.0 - 108.2	95.6 - 116.2	102.1 - 124.1	117.4 - 142.6
fiscal analyst	60.8 - 73.8	70.0 - 80.0	72.0 - 85.0	83.4 - 94.3
internal audit manager	86.5 - 106.4	93.0 - 114.3	99.3 - 122.1	113.8 - 139.9
internal auditor	56.0 - 75.0	67.2 - 85.6	81.1 - 95.6	85.5 - 94.7
payroll clerk	39.8 - 46.6	43.9 - 55.0	50.0 - 55.8	54.5 - 63.8
payroll manager	66.7 - 81.0	72.1 - 87.6	77.4 - 94.0	88.8 - 107.9
payroll specialist	45.0 - 51.0	48.5 - 57.8	55.5 - 60.1	56.5 - 67.7
payroll supervisor	51.1 - 61.2	55.6 - 66.6	59.9 - 71.9	69.3 - 83.2
risk management analyst	54.9 - 66.6	60.1 - 72.9	65.2 - 79.1	76.5 - 92.9
risk management director	79.5 - 96.6	84.9 - 103.2	90.4 - 109.8	103.3 - 125.5
risk management supervisor	69.8 - 84.7	75.6 - 91.9	81.2 - 98.6	92.5 - 112.3
tax manager	84.8 - 104.3	91.1 - 112.0	97.3 - 119.6	111.7 - 137.4
treasury analyst	61.0 - 73.1	70.4 - 80.1	75.7 - 88.8	79.3 - 95.1

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	114.7 - 205.9	165.3 - 297.2	244.1 - 438.6
finance director	85.8 - 153.7	117.2 - 210.5	155.4 - 279.3
treasurer	115.6 - 160.5	158.7 - 220.6	207.6 - 288.4
VP internal audit	111.8 - 149.6	141.5 - 189.5	173.2 - 232.1

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	51.1 - 65.4	57.2 - 74.7	64.8 - 84.6
compensation and benefits manager	83.4 - 108.7	92.5 - 123.2	104.3 - 140.0
health and safety advisor	56.9 - 73.5	65.5 - 85.6	75.3 - 97.3
HRIS analyst	57.4 - 75.7	65.9 - 88.4	75.9 - 100.7
human resources assistant	39.1 - 50.2	44.5 - 56.7	49.3 - 61.1
human resources business partner	63.4 - 83.3	71.0 - 95.1	80.5 - 112.8
human resources coordinator	43.9 - 53.6	50.2 - 58.5	56.5 - 63.4
human resources generalist	53.7 - 68.3	62.0 - 79.9	68.1 - 90.0
human resources manager	78.6 - 103.7	88.7 - 119.2	101.0 - 135.5
human resources supervisor	60.0 - 78.7	67.1 - 89.9	76.2 - 103.2
labour relations advisor	62.0 - 82.6	70.8 - 96.1	81.6 - 110.0

montréal - south shore

human resources

	annual salaries		
	entry	mid	senior
labour relations manager	86.1 - 117.2	101.5 - 139.8	119.1 - 162.0
recruitment coordinator	38.1 - 49.9	43.9 - 57.7	50.0 - 65.1
talent acquisition specialist	49.4 - 67.0	55.9 - 77.1	63.9 - 88.2

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	102.8 - 175.4	141.8 - 242.5	177.1 - 302.9
health and safety director	88.1 - 116.5	115.2 - 152.2	138.8 - 183.7
human resources director	86.9 - 120.7	112.8 - 156.5	140.1 - 194.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.8 - 17.3	16.2 - 19.0	17.5 - 20.5
dispatcher	17.6 - 20.6	19.2 - 22.4	20.6 - 24.1
electronic parts assembler	14.7 - 17.5	15.8 - 18.8	16.9 - 20.0
forklift operator	14.1 - 16.5	15.7 - 18.4	17.1 - 20.0
industrial painter	15.6 - 18.5	17.1 - 20.3	18.5 - 21.9
machine operator	16.1 - 19.3	17.7 - 21.3	19.2 - 23.1
manufacturing worker	13.4 - 15.3	14.7 - 16.8	15.8 - 18.1
material handler	14.0 - 16.4	15.6 - 18.2	16.9 - 19.8
picker/packer	13.3 - 15.6	14.5 - 16.9	15.5 - 18.1
production labourer	13.4 - 15.5	15.2 - 17.5	16.7 - 19.3
sandblasting operator	15.0 - 17.8	16.2 - 19.2	17.4 - 20.6
shipping and receiving clerk	17.4 - 19.9	19.0 - 21.7	20.5 - 23.4
warehouse labourer	13.9 - 15.9	15.5 - 17.7	16.8 - 19.2

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.0 - 47.2	46.0 - 53.6	51.1 - 55.9
benefits clerk	36.2 - 42.5	39.9 - 46.8	43.3 - 50.7
buyer assistant	36.9 - 43.2	41.0 - 48.1	46.8 - 55.0
customer service representative	37.0 - 44.3	42.5 - 49.2	47.6 - 52.0
customer service supervisor	43.5 - 51.5	47.2 - 55.9	50.7 - 60.1
data entry clerk	29.3 - 33.9	32.1 - 37.2	34.6 - 40.0
executive assistant	49.9 - 61.4	55.7 - 68.5	61.1 - 75.1
executive legal assistant	55.2 - 67.9	62.1 - 75.1	67.6 - 82.0
export/import clerk	34.7 - 40.7	38.4 - 45.0	41.6 - 48.8
file clerk	30.0 - 32.0	30.3 - 36.0	33.8 - 40.0
human resources assistant	39.1 - 45.9	42.8 - 50.2	46.0 - 53.9
import/export coordinator	40.8 - 46.5	43.0 - 53.5	50.0 - 63.0
inside sales representative	46.3 - 54.9	48.8 - 57.8	51.3 - 60.8

montréal - south shore

office & administrative support

	annual salaries		
	1 year	3 years	5 years
insurance claims clerk	35.3 - 40.9	38.7 - 44.8	41.8 - 48.3
law clerk	42.0 - 47.0	46.7 - 54.0	50.7 - 59.0
legal assistant	44.2 - 53.6	50.7 - 61.4	56.5 - 68.6
mailroom clerk	30.4 - 34.7	33.2 - 37.9	35.4 - 40.5
office clerk	33.8 - 39.1	36.2 - 41.9	38.4 - 44.4
office manager	45.0 - 57.0	55.0 - 67.4	65.0 - 70.0
project coordinator	41.2 - 49.3	44.6 - 53.5	47.9 - 57.5
receptionist	30.5 - 35.8	32.7 - 38.4	34.9 - 40.9
sales assistant	40.8 - 46.9	45.0 - 52.2	50.1 - 55.0
supply clerk	35.6 - 41.5	39.0 - 46.7	42.6 - 46.8

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	45.4 - 56.6	49.1 - 62.5	54.0 - 69.8
account manager - technologies, software*	47.3 - 59.0	51.1 - 65.1	56.3 - 72.7
business development manager*	91.2 - 121.4	102.5 - 139.5	117.1 - 160.9
district sales manager**	69.0 - 90.0	79.0 - 104.9	91.2 - 120.6
key accounts manager - consumer goods*	59.2 - 76.6	67.3 - 88.6	77.0 - 101.6
merchandiser - consumer goods	55.5 - 72.8	62.1 - 83.1	70.4 - 94.6
sales engineer technologies, software, hardware, telecommunications**	65.8 - 86.4	72.4 - 97.0	80.8 - 108.5
sales representative, account manager channel manager*	66.7 - 88.8	74.7 - 101.5	84.8 - 115.2
sales representative, account manager consumer goods*	47.4 - 59.0	51.0 - 64.7	55.8 - 72.3
sales representative, account manager professional services*	43.3 - 54.1	46.9 - 59.7	51.6 - 66.6
sales representative, account manager telecommunications*	45.8 - 57.2	49.5 - 63.1	54.5 - 70.4
digital marketing			
digital marketing manager	61.2 - 78.0	70.5 - 91.5	81.5 - 103.8
digital media specialist	35.5 - 45.8	41.6 - 54.4	48.6 - 62.4
digital specialist	42.7 - 57.0	49.9 - 67.8	58.5 - 78.0
e-commerce manager	74.4 - 97.8	83.3 - 111.7	94.5 - 127.1
marketing content manager	46.6 - 59.9	54.4 - 71.1	63.6 - 81.6
social media manager	54.4 - 67.2	61.2 - 79.5	79.3 - 93.5
web manager	60.6 - 79.5	67.8 - 90.9	76.9 - 103.7
web marketing analyst	46.3 - 61.1	53.3 - 71.5	61.6 - 81.6
industrial sales			
sales engineer distribution*	60.2 - 68.1	63.4 - 76.7	69.5 - 85.6
sales engineer manufacturing**	65.8 - 80.4	72.0 - 85.5	80.8 - 108.5
sales representative, account manager distribution*	40.5 - 48.3	45.8 - 55.4	52.5 - 62.3
sales representative, account manager industrial equipment*	45.2 - 55.9	48.7 - 61.5	53.4 - 68.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

montréal - south shore

sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales (continued)			
sales representative, account manager industrial service*	40.2 - 44.2	42.6 - 52.4	46.7 - 59.8
sales representative, account manager machinery*	35.4 - 48.6	42.4 - 58.7	50.8 - 68.3
sales representative, account manager manufacturing**	60.7 - 68.4	65.1 - 75.6	72.4 - 85.4
sales representative, account manager retail network**	40.7 - 48.5	46.8 - 60.6	50.1 - 64.8
sales representative, account manager specification**	55.1 - 66.2	59.7 - 72.3	64.8 - 87.4
technical representative - distribution*	50.3 - 58.4	56.3 - 70.9	60.7 - 78.2
technical sales representative - manufacturing**	56.7 - 66.0	58.5 - 73.1	63.3 - 85.1
marketing and communications			
brand or product manager	76.4 - 98.9	85.1 - 112.2	95.9 - 126.0
brand or product manager assistant	60.8 - 82.3	71.1 - 97.4	82.7 - 111.5
communications manager	55.4 - 73.6	63.2 - 85.5	72.6 - 96.9
communications specialist	48.1 - 65.9	57.3 - 79.4	67.7 - 91.2
marketing coordinator	50.3 - 67.5	58.1 - 79.2	67.3 - 90.7
marketing director	85.3 - 113.4	97.1 - 131.1	111.1 - 148.2
marketing project manager	35.3 - 47.3	40.7 - 55.4	47.1 - 63.1
marketing specialist	44.2 - 58.3	49.9 - 66.9	56.7 - 75.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	64.9 - 85.1	72.6 - 97.2	82.3 - 110.5
communications VP	92.4 - 141.3	123.4 - 189.2	156.4 - 240.1
marketing VP	118.1 - 182.7	163.7 - 253.9	212.6 - 329.7
sales manager*	90.8 - 117.1	112.5 - 145.2	136.7 - 176.7
sales vice-president/general manager**	134.8 - 194.1	182.6 - 263.3	234.2 - 337.6

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
CNC machinist	18.5 - 22.2	20.2 - 24.3	21.8 - 26.2
conventional machinist	17.9 - 21.5	19.7 - 23.7	21.4 - 25.7
welder	19.6 - 23.6	21.3 - 25.6	23.0 - 27.6

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

montréal east

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	58.6 - 63.8	63.2 - 67.6	66.5 - 73.8
customer service representative	32.1 - 35.8	34.3 - 38.9	37.1 - 45.7
customer service supervisor	60.3 - 65.2	63.5 - 70.3	68.0 - 74.8
inside sales representative	40.1 - 45.2	44.6 - 50.3	49.1 - 55.0
customer retention agent	32.2 - 35.8	34.1 - 38.9	37.3 - 46.6
telemarketing agent	31.2 - 34.4	33.5 - 38.7	37.2 - 42.0

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.9 - 17.4	16.3 - 19.0	17.6 - 20.6
dispatcher	17.8 - 20.8	19.3 - 22.6	20.8 - 24.3
electronic parts assembler	14.8 - 17.6	15.9 - 18.9	17.0 - 20.1
forklift operator	15.0 - 17.0	15.8 - 18.4	17.1 - 20.1
industrial painter	15.7 - 18.6	17.2 - 20.4	18.6 - 22.0
inventory control clerk	15.9 - 18.4	17.4 - 20.1	18.8 - 21.7
logistics coordinator	19.5 - 23.1	21.3 - 25.2	23.0 - 27.2
machine operator	16.2 - 19.4	17.8 - 21.4	19.3 - 23.2
manufacturing worker	13.5 - 15.4	14.8 - 16.9	16.0 - 18.2
material handler	14.1 - 16.5	15.6 - 18.3	17.0 - 19.9
moulding machine operator	16.0 - 18.7	17.2 - 20.6	18.6 - 22.3
picker/packer	14.0 - 15.7	14.5 - 17.0	15.5 - 18.2
production labourer	13.4 - 15.5	15.2 - 17.6	16.8 - 19.4
sandblasting operator	15.2 - 17.9	16.3 - 19.3	17.5 - 20.7
shipping and receiving clerk	17.6 - 20.1	19.2 - 21.9	20.7 - 23.6
warehouse labourer	14.0 - 16.0	15.6 - 17.8	16.9 - 19.3

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	40.3 - 48.3	43.5 - 52.2	46.6 - 53.3
administrative assistant (bilingual)	40.3 - 48.3	43.5 - 52.2	46.6 - 53.3
buyer assistant	37.6 - 43.9	41.7 - 48.7	45.4 - 53.0
data entry clerk	32.0 - 36.5	35.0 - 40.0	39.0 - 45.0
executive assistant	50.4 - 61.9	56.2 - 69.0	61.6 - 75.7
executive assistant (bilingual)	50.4 - 61.9	56.2 - 69.0	61.6 - 75.7
export/import clerk	37.2 - 43.2	41.4 - 48.3	44.9 - 52.5
file clerk	31.5 - 36.5	35.7 - 41.3	39.0 - 45.0
mailroom clerk	30.8 - 35.1	33.5 - 38.3	35.8 - 40.8
office clerk	34.2 - 39.5	36.5 - 42.2	38.7 - 44.7
office manager	50.5 - 61.3	53.8 - 65.3	57.1 - 69.3
project coordinator	42.1 - 50.5	45.6 - 54.7	48.9 - 58.7

montréal east

office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist	31.2 - 36.5	33.5 - 39.1	35.6 - 41.6
receptionist (bilingual)	31.6 - 37.1	34.1 - 40.0	36.5 - 42.8
supply clerk	35.4 - 41.4	39.4 - 46.0	42.8 - 50.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.2 - 27.8	24.9 - 29.9	26.6 - 31.9
CNC machinist	18.4 - 22.0	20.1 - 24.0	21.7 - 26.0
conventional machinist	18.4 - 22.0	20.1 - 24.0	21.7 - 26.0
electrician	25.5 - 29.1	26.9 - 31.5	27.8 - 33.8
electromechanical technician	23.0 - 28.4	25.5 - 32.1	26.8 - 35.1
electronics technician	27.2 - 30.0	28.3 - 33.5	29.1 - 35.8
field service technician	23.1 - 27.3	25.6 - 30.3	27.8 - 33.0
heavy equipment mechanic	24.0 - 27.9	25.8 - 30.9	28.1 - 33.6
logistics supervisor	28.1 - 34.0	30.8 - 37.4	33.4 - 40.6
maintenance manager	26.8 - 32.2	29.6 - 35.6	32.2 - 38.7
maintenance mechanic	21.2 - 24.5	23.3 - 26.9	25.3 - 29.2
maintenance supervisor	26.9 - 32.2	29.4 - 35.3	31.8 - 38.2
maintenance worker	18.9 - 21.9	20.9 - 24.2	22.8 - 26.4
millwright	22.7 - 27.2	24.9 - 29.8	27.0 - 32.3
production manager	37.3 - 45.4	40.3 - 49.0	43.2 - 52.5
production supervisor	24.0 - 28.6	25.7 - 31.3	30.8 - 36.1
quality control technician	18.1 - 21.6	19.4 - 23.3	20.8 - 24.9
quality control tester	24.6 - 29.5	27.2 - 32.6	29.6 - 35.5
tool and die maker	22.8 - 27.4	25.0 - 30.0	27.1 - 32.5
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.5 - 23.4	21.2 - 25.4	22.8 - 27.3

montréal west

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	60.1 - 65.2	63.2 - 70.1	68.2 - 44.9
customer service representative	26.9 - 32.2	29.7 - 35.6	32.3 - 38.7
customer service supervisor	44.6 - 52.8	48.4 - 57.2	52.0 - 61.5

montréal west

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
inside sales representative	46.8 - 55.4	49.3 - 58.3	51.8 - 61.3
customer retention agent	33.2 - 36.1	34.5 - 40.1	38.6 - 45.2
telemarketing agent	29.3 - 34.3	31.7 - 37.1	34.0 - 39.8

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.6	16.4 - 19.2	17.7 - 20.7
electronic parts assembler	15.0 - 17.7	16.1 - 19.0	17.1 - 20.3
forklift operator	16.0 - 18.0	17.0 - 19.0	18.8 - 21.0
industrial painter	16.5 - 18.8	18.0 - 20.5	18.7 - 22.2
inventory control clerk	16.1 - 18.6	17.6 - 20.3	19.0 - 21.9
machine operator	16.3 - 19.6	18.0 - 21.6	19.5 - 23.4
material handler	14.2 - 16.6	15.8 - 18.5	17.2 - 20.1
picker/packer	14.1 - 15.8	14.7 - 17.2	15.7 - 18.4
production labourer	13.6 - 15.7	15.4 - 17.8	16.9 - 19.6
sandblasting operator	16.3 - 18.1	17.5 - 19.5	17.7 - 20.9
shipping and receiving clerk	17.7 - 20.2	19.3 - 22.1	20.9 - 23.8
warehouse labourer	14.1 - 16.1	15.7 - 18.0	17.0 - 19.4

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounts payable clerk	37.5 - 42.3	41.6 - 46.9	45.2 - 50.9
administrative assistant (bilingual)	37.8 - 39.8	39.0 - 44.9	42.0 - 47.0
benefits clerk	36.3 - 43.6	40.6 - 47.6	44.5 - 51.9
buyer assistant	37.8 - 42.5	39.6 - 46.0	43.5 - 50.2
contracts administrator	57.1 - 69.2	62.3 - 75.6	67.3 - 81.7
customer service manager (bilingual)	43.5 - 49.5	48.0 - 55.0	52.0 - 60.8
customer service representative (bilingual)	34.2 - 37.4	37.2 - 39.8	38.5 - 44.7
data entry clerk	31.2 - 34.6	32.8 - 37.9	35.2 - 40.7
document controller	32.5 - 35.9	34.1 - 37.5	36.7 - 40.8
executive assistant (bilingual)	49.5 - 52.9	51.5 - 55.0	54.5 - 60.0
export/import clerk	38.2 - 41.7	39.4 - 46.1	42.7 - 49.9
file clerk	29.9 - 36.8	36.0 - 41.6	39.3 - 45.4
human resources assistant	39.8 - 46.6	43.5 - 50.9	46.7 - 54.6
inside sales representative	46.8 - 55.4	49.3 - 58.3	51.8 - 61.3
insurance claims clerk	33.0 - 37.4	35.3 - 40.9	38.2 - 44.1
invoicing clerk	35.7 - 41.8	39.2 - 45.9	42.3 - 49.4
legal assistant	44.4 - 53.9	50.9 - 61.7	56.8 - 68.9
mailroom clerk	32.0 - 35.0	33.5 - 37.0	35.6 - 39.4
office clerk	31.8 - 34.1	33.6 - 35.9	34.5 - 38.8
office manager	51.0 - 61.8	54.3 - 65.9	57.6 - 69.9

montréal west

office & administrative support

	annual salaries		
	1 year	3 years	5 years
order clerk	33.3 - 38.9	35.6 - 41.2	37.8 - 43.7
order supervisor	48.4 - 57.3	54.4 - 64.9	59.2 - 70.2
project coordinator	41.9 - 50.2	45.4 - 54.4	48.8 - 58.4
receptionist (bilingual)	31.2 - 35.4	34.0 - 38.0	36.5 - 42.0
sales assistant	37.8 - 44.2	40.2 - 47.0	42.7 - 52.0
supply clerk	33.6 - 36.3	35.8 - 39.3	38.0 - 42.0

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.4 - 28.1	25.2 - 30.2	26.9 - 32.2
CNC machinist	18.5 - 22.2	20.2 - 24.3	21.9 - 26.2
conventional machinist	18.5 - 22.2	20.2 - 24.3	21.9 - 26.2
electrician	26.0 - 29.3	26.2 - 31.8	28.1 - 34.1
electromechanical technician	23.9 - 28.7	25.8 - 32.4	27.4 - 35.5
electronics technician	27.2 - 30.0	28.3 - 33.5	29.1 - 35.8
field service technician	23.3 - 27.6	25.8 - 30.6	28.1 - 33.3
heavy equipment mechanic	24.0 - 28.1	26.0 - 31.2	28.3 - 34.0
logistics supervisor	28.3 - 34.4	31.1 - 37.7	33.7 - 41.0
maintenance manager	27.1 - 32.5	29.9 - 35.9	32.5 - 39.1
maintenance mechanic	21.4 - 24.7	23.5 - 27.2	25.5 - 29.5
maintenance supervisor	27.1 - 32.5	29.7 - 35.6	32.1 - 38.6
maintenance worker	19.1 - 22.1	21.1 - 24.4	23.0 - 26.6
millwright	22.9 - 27.4	25.1 - 30.1	27.2 - 32.6
production manager	37.6 - 45.8	40.6 - 49.4	43.6 - 53.0
production supervisor	24.0 - 28.6	25.7 - 31.2	30.8 - 36.1
quality control technician	18.2 - 21.8	19.6 - 23.5	21.0 - 25.1
quality control tester	24.8 - 29.7	27.4 - 32.9	29.9 - 35.9
tool and die maker	23.1 - 27.6	25.3 - 30.3	27.3 - 32.8
warehouse supervisor	23.7 - 27.2	26.4 - 29.8	28.8 - 33.7
welder	19.7 - 23.6	21.4 - 25.6	23.0 - 27.5

engineering

	annual salaries		
	entry	mid	senior
chemical			
chemical engineer	70.3 - 92.8	77.8 - 104.8	87.3 - 117.7
chemical technician	49.9 - 65.1	55.4 - 74.1	62.7 - 85.0
civil			
civil engineer	56.4 - 75.0	64.3 - 87.2	73.9 - 99.0
civil engineering drafter	46.0 - 57.9	52.0 - 66.6	59.2 - 75.7
civil engineering technologist	42.3 - 55.3	47.9 - 63.6	54.5 - 72.2
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
structural engineer	58.4 - 77.6	66.5 - 90.1	76.4 - 102.9
construction			
construction manager	77.3 - 103.2	86.8 - 118.0	98.4 - 133.1
contracts administrator	54.0 - 71.9	61.4 - 83.4	70.5 - 95.2
estimator	55.5 - 72.7	61.7 - 82.6	69.6 - 93.6
procurement manager	147.2 - 195.8	166.9 - 225.4	190.2 - 253.9
project engineer	78.2 - 100.9	85.0 - 111.8	94.0 - 124.9
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
site supervisor	64.8 - 85.2	71.2 - 95.5	79.4 - 107.4
electrical			
controls designer/engineer	46.2 - 61.8	53.1 - 72.2	61.2 - 82.6
electrical designer/engineer	59.8 - 80.9	69.8 - 96.4	82.1 - 112.0
electrical engineering technician	48.7 - 62.5	55.6 - 72.5	63.6 - 82.6
manufacturing			
industrial engineer	62.5 - 81.8	69.5 - 92.6	78.2 - 104.0
manufacturing engineer	59.9 - 79.5	68.1 - 92.2	78.1 - 104.7
process engineer	54.4 - 72.6	62.3 - 84.7	71.8 - 96.5
project manager	67.7 - 93.9	78.9 - 111.2	92.1 - 127.7
quality assurance/control technician	54.3 - 72.6	63.3 - 85.9	73.7 - 97.8
quality control engineer	58.7 - 77.6	66.3 - 89.3	75.6 - 101.3
mechanical			
mechanical designer	50.0 - 64.7	64.5 - 74.5	74.1 - 85.0
mechanical drafter	44.0 - 57.1	49.5 - 66.1	57.0 - 78.0
mechanical engineer	66.3 - 87.9	75.2 - 101.9	86.3 - 116.5
mechanical engineering technician	46.7 - 61.3	53.2 - 71.0	60.8 - 80.3
supply chain management & procurement			
buyer	51.0 - 67.1	58.2 - 78.0	66.8 - 89.5
contracts administrator	54.0 - 71.9	61.4 - 83.4	70.5 - 95.2
contracts manager	81.0 - 103.0	90.9 - 117.9	103.3 - 134.2
demand planner	42.7 - 59.5	52.0 - 72.6	61.8 - 83.3
inventory analyst	44.5 - 58.4	50.6 - 67.5	58.0 - 77.2
logistics specialist	51.2 - 68.5	58.7 - 80.1	67.8 - 91.2

engineering

	annual salaries		
	entry	mid	senior
supply chain management & procurement (continued)			
procurement manager	73.7 - 98.0	83.5 - 112.8	95.1 - 127.0
production planner	44.6 - 59.2	51.5 - 69.0	58.9 - 77.1
sourcing engineer	52.0 - 64.0	54.9 - 74.8	63.3 - 88.2
technical management			
engineering manager	72.6 - 98.2	83.0 - 114.5	95.9 - 131.1
logistics coordinator	39.1 - 50.6	44.4 - 58.4	50.6 - 66.6
logistics manager	62.3 - 74.8	64.1 - 87.7	74.3 - 100.6
maintenance manager	61.5 - 71.6	62.3 - 83.4	71.3 - 93.3
operations manager	69.7 - 94.7	78.9 - 109.0	89.8 - 131.5
plant manager	77.9 - 109.4	93.8 - 133.4	112.4 - 156.1
production manager	74.7 - 98.5	83.8 - 112.7	95.1 - 127.9
quality assurance manager	72.3 - 94.6	80.1 - 106.8	89.9 - 120.0
warehouse manager	56.3 - 73.8	62.7 - 83.9	70.7 - 94.7

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
accountant	56.2 - 67.4	58.7 - 70.5	61.3 - 73.7	68.0 - 81.6
accounting clerk	34.8 - 40.2	37.5 - 43.4	40.1 - 46.4	45.5 - 52.7
accounting manager	77.0 - 94.3	83.4 - 101.3	88.9 - 108.4	101.9 - 124.1
accounting supervisor	57.4 - 69.8	61.8 - 75.1	66.4 - 80.4	75.6 - 92.0
accounts payable clerk	35.4 - 40.5	39.3 - 44.4	42.7 - 48.3	49.7 - 56.1
accounts payable manager	65.7 - 80.1	71.9 - 87.7	78.0 - 95.1	91.9 - 112.0
accounts receivable clerk	36.3 - 41.3	40.2 - 45.5	43.8 - 49.6	51.4 - 58.1
accounts receivable manager	66.8 - 79.5	72.6 - 86.4	78.3 - 93.3	92.3 - 109.9
bookkeeper	34.5 - 40.9	37.4 - 44.3	40.1 - 47.6	46.0 - 54.6
compliance officer	79.1 - 96.5	88.5 - 108.0	97.5 - 118.9	115.9 - 141.1
compliance specialist	49.3 - 59.2	54.3 - 65.3	59.1 - 71.1	69.0 - 83.1
controller	82.9 - 106.2	90.0 - 115.3	97.0 - 124.2	113.2 - 144.7
cost accountant	53.8 - 64.6	58.1 - 69.8	62.4 - 74.9	72.0 - 86.5
credit and collections supervisor	49.1 - 59.6	53.0 - 64.4	56.8 - 69.0	65.6 - 79.8
external auditor	53.6 - 64.4	58.8 - 70.6	63.8 - 76.6	74.6 - 89.6
financial analyst	62.8 - 75.4	67.3 - 80.9	71.7 - 86.1	81.6 - 98.1
financial reporting manager	86.4 - 105.4	92.9 - 113.3	99.4 - 121.1	114.5 - 139.4
internal audit manager	83.9 - 103.6	90.3 - 111.5	96.6 - 119.2	110.9 - 136.7
internal auditor	53.1 - 63.8	58.7 - 70.4	64.0 - 76.8	75.0 - 90.1
payroll manager	64.4 - 78.4	69.7 - 85.0	74.9 - 91.3	86.2 - 105.1

québec

finance & accounting

	annual salaries			
	1 year	3 years	5 years	10 years
payroll specialist	39.4 - 47.3	43.1 - 51.7	46.7 - 56.0	54.3 - 65.3
payroll supervisor	50.9 - 60.4	54.5 - 65.4	58.7 - 70.5	68.0 - 81.7
risk management analyst	52.6 - 63.2	57.0 - 69.3	61.8 - 75.2	72.6 - 88.4
risk management director	76.9 - 93.9	82.3 - 100.5	87.7 - 107.0	100.6 - 122.5
risk management supervisor	66.3 - 80.6	71.8 - 87.4	77.2 - 93.9	88.0 - 107.2
tax manager	82.2 - 101.6	88.4 - 109.2	94.6 - 116.7	108.9 - 134.2
treasury analyst	57.8 - 69.4	62.0 - 74.5	66.1 - 79.4	75.3 - 90.6

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief financial officer	111.9 - 202.3	162.0 - 292.8	240.2 - 433.5
finance director	83.2 - 150.5	114.4 - 206.8	152.1 - 275.1
treasurer	112.8 - 157.2	155.5 - 216.8	203.9 - 284.1

human resources

	annual salaries		
	entry	mid	senior
benefits administrator	49.2 - 63.1	55.1 - 72.2	62.5 - 82.0
compensation and benefits manager	80.8 - 105.9	89.8 - 120.2	101.5 - 136.9
health and safety advisor	55.7 - 72.1	64.2 - 84.2	73.9 - 95.9
HRIS analyst	54.6 - 72.2	62.8 - 84.5	72.5 - 96.6
human resources business partner	61.2 - 80.7	68.6 - 92.3	77.9 - 109.9
human resources coordinator	42.8 - 52.3	49.0 - 57.1	55.2 - 61.9
human resources generalist	51.8 - 65.9	59.8 - 77.3	65.8 - 87.3
human resources manager	76.1 - 101.0	86.0 - 116.3	98.3 - 132.5
human resources supervisor	57.9 - 76.1	64.7 - 87.2	73.7 - 100.3
labour relations advisor	59.8 - 79.9	68.4 - 93.4	79.0 - 107.1
labour relations manager	83.5 - 114.3	98.7 - 136.7	116.2 - 158.7
recruitment coordinator	37.4 - 48.7	42.9 - 56.3	48.8 - 63.4
talent acquisition specialist	47.4 - 64.6	53.6 - 74.5	61.5 - 85.5

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
chief human resources officer	100.0 - 172.0	138.6 - 238.5	173.7 - 298.5
health and safety director	85.5 - 113.7	112.3 - 149.0	135.7 - 180.3
human resources director	84.3 - 117.8	110.0 - 153.2	136.9 - 191.0

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industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.5 - 17.1	15.5 - 18.4	16.5 - 19.6
forklift operator	16.0 - 18.0	17.5 - 19.0	18.0 - 21.0
industrial painter	16.5 - 18.0	17.0 - 20.0	19.0 - 22.0
inventory control clerk	15.4 - 17.7	16.8 - 19.4	18.1 - 20.9
logistics coordinator	18.8 - 22.2	20.5 - 24.3	22.2 - 26.3
machine operator	16.1 - 18.3	16.9 - 20.2	18.2 - 21.8
machine operator assistant	14.8 - 16.8	16.3 - 18.5	17.6 - 20.1
manufacturing worker	14.2 - 16.0	15.6 - 17.6	16.8 - 19.0
material handler	14.5 - 16.5	16.0 - 18.0	17.0 - 19.0
moulding machine operator	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
picker/packer	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
production labourer	13.1 - 15.1	14.8 - 17.0	16.3 - 18.8
sandblasting operator	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.1	19.9 - 22.7
warehouse labourer	14.0 - 15.7	15.0 - 18.0	17.0 - 18.5

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.7 - 44.0	39.7 - 47.5	42.5 - 51.0
administrative assistant (bilingual)	38.8 - 46.6	42.5 - 50.4	44.3 - 53.6
buyer assistant	35.8 - 41.9	39.8 - 46.6	43.3 - 50.8
claims supervisor	57.5 - 69.8	62.0 - 75.4	66.4 - 80.8
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	26.0 - 31.0	28.7 - 34.2	31.1 - 37.2
customer service supervisor	42.5 - 50.4	46.1 - 54.7	49.6 - 58.8
customer service trainer	37.8 - 45.4	41.4 - 49.8	45.0 - 54.0
data entry clerk	28.8 - 33.2	31.4 - 36.3	33.8 - 39.0
export/import clerk	33.7 - 39.4	37.2 - 43.6	40.3 - 47.3
file clerk	30.6 - 35.3	34.6 - 39.9	37.7 - 43.5
human resources assistant	38.4 - 44.8	41.9 - 49.0	44.9 - 52.6
inside sales representative	44.7 - 53.0	47.1 - 55.9	49.6 - 58.8
insurance claims clerk	34.5 - 39.9	37.7 - 43.7	40.8 - 47.2
legal assistant	42.2 - 51.3	48.4 - 58.8	54.1 - 65.7
mailroom clerk	29.8 - 33.9	32.4 - 37.0	34.6 - 39.5
office clerk	33.1 - 38.2	35.3 - 40.8	37.4 - 43.4
order supervisor	46.9 - 55.6	52.4 - 62.2	57.5 - 68.2
project coordinator	40.0 - 47.9	43.3 - 52.0	46.5 - 55.9
receptionist	30.1 - 35.1	32.2 - 37.6	34.3 - 40.1

office & administrative support

	annual salaries		
	1 year	3 years	5 years
receptionist (bilingual)	32.3 - 37.8	34.5 - 39.9	36.4 - 42.2
sales assistant	35.7 - 41.8	38.1 - 44.7	40.7 - 47.7
supply clerk	29.7 - 34.6	32.1 - 37.5	34.3 - 40.1
telemarketing agent	28.2 - 32.9	30.4 - 35.5	32.6 - 38.1

sales & marketing

	annual salaries		
	entry	mid	senior
corporate sales			
account manager - hardware*	43.4 - 54.3	47.0 - 59.9	51.7 - 67.0
account manager - technologies, software*	45.3 - 56.6	49.0 - 62.5	53.9 - 69.8
business development manager*	87.9 - 117.5	98.9 - 135.3	113.3 - 156.5
district sales manager**	66.5 - 86.8	76.2 - 101.5	88.1 - 116.8
key accounts manager - consumer goods*	56.8 - 73.5	64.6 - 85.2	74.0 - 97.8
merchandiser - consumer goods	53.1 - 69.7	59.4 - 79.7	67.4 - 91.0
sales engineer technologies, software, hardware, telecommunications**	63.6 - 83.6	70.0 - 93.8	78.1 - 105.1
sales representative, account manager channel manager*	64.3 - 85.7	72.0 - 98.1	81.8 - 111.6
sales representative, account manager consumer goods*	46.0 - 57.0	49.3 - 62.5	54.0 - 69.7
sales representative, account manager professional services*	42.1 - 52.5	45.5 - 58.0	50.1 - 64.7
sales representative, account manager telecommunications*	43.9 - 54.8	47.5 - 60.5	52.3 - 67.6
digital marketing			
digital marketing manager	57.8 - 73.8	66.7 - 86.7	77.2 - 98.6
digital media specialist	34.2 - 43.8	39.8 - 52.0	46.5 - 59.6
digital specialist	40.9 - 54.5	47.7 - 64.8	55.9 - 74.7
e-commerce manager	71.7 - 94.5	80.4 - 108.1	91.3 - 123.2
marketing content manager	44.0 - 56.6	51.4 - 67.3	60.1 - 77.2
social media manager	52.4 - 74.1	64.7 - 78.8	76.6 - 90.3
web manager	58.3 - 76.7	65.3 - 87.7	74.1 - 100.3
web marketing analyst	43.7 - 57.7	50.3 - 67.6	58.2 - 77.2
industrial sales			
sales engineer distribution*	59.0 - 66.7	62.1 - 75.2	68.1 - 83.9
sales engineer manufacturing**	64.5 - 78.8	70.6 - 83.8	79.2 - 106.3
sales representative, account manager distribution*	39.7 - 47.3	44.9 - 54.3	51.5 - 61.1
sales representative, account manager industrial equipment*	44.3 - 54.8	47.7 - 60.3	52.3 - 67.1
sales representative, account manager industrial service*	39.4 - 43.3	41.7 - 51.4	45.8 - 58.6
sales representative, account manager machinery*	34.7 - 47.6	41.6 - 57.5	49.8 - 66.9
sales representative, account manager manufacturing**	59.5 - 67.0	63.8 - 74.1	71.0 - 83.7
sales representative, account manager retail network**	39.9 - 47.5	45.9 - 59.4	49.1 - 63.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

québec

sales & marketing

	annual salaries		
	entry	mid	senior
industrial sales (continued)			
sales representative, account manager specification**	54.0 - 64.9	58.5 - 70.9	63.5 - 85.7
technical representative - distribution*	49.3 - 57.2	55.2 - 69.5	59.5 - 76.6
technical sales representative - manufacturing**	55.6 - 64.7	57.3 - 71.6	62.0 - 83.4
marketing and communications			
brand or product manager	73.6 - 95.5	82.1 - 108.5	92.6 - 122.2
brand or product manager assistant	58.9 - 79.9	69.0 - 94.8	80.4 - 108.7
communications manager	53.2 - 70.7	60.7 - 82.3	69.7 - 93.5
communications specialist	45.9 - 63.0	54.8 - 76.1	64.8 - 87.6
marketing coordinator	48.1 - 64.6	55.5 - 75.9	64.4 - 87.1
marketing director	82.3 - 109.8	93.8 - 127.1	107.5 - 144.1
marketing project manager	34.1 - 45.5	39.3 - 53.3	45.3 - 60.8
marketing specialist	42.3 - 55.7	47.7 - 64.0	54.2 - 72.4

	company revenue		
	10 M\$	100 M\$	1000 M\$
executive positions			
branch manager**	62.0 - 81.7	69.5 - 93.5	78.9 - 106.6
communications VP	88.6 - 136.4	118.9 - 183.7	151.4 - 234.1
marketing VP	114.3 - 178.2	159.3 - 248.8	207.8 - 324.3
sales manager*	87.7 - 113.6	109.1 - 141.5	133.1 - 172.7
sales vice-president/general manager**	130.8 - 189.5	178.1 - 258.1	229.3 - 332.2

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.5 - 27.1	24.2 - 29.1	25.9 - 31.1
CNC machinist	17.9 - 21.4	19.5 - 23.4	21.0 - 25.2
conventional machinist	17.9 - 21.4	19.5 - 23.4	21.0 - 25.2
electrician	23.4 - 28.5	25.4 - 30.8	27.2 - 33.1
electromechanical technician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electronics technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
field service technician	22.2 - 26.3	24.6 - 29.2	26.8 - 31.8
heavy equipment mechanic	22.7 - 27.2	25.1 - 30.2	27.4 - 32.9
maintenance mechanic	20.5 - 23.7	22.5 - 26.1	24.5 - 28.3
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	25.8 - 31.0	28.3 - 34.0	30.6 - 36.9
maintenance worker	18.3 - 21.1	20.3 - 23.4	22.1 - 25.5

* a sales commission is usually added to the base salary

** a mix of incentive bonus and sales commission is usually added to the base salary

québec

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.1
warehouse supervisor	20.9 - 25.1	22.9 - 27.5	24.8 - 29.8
welder	18.9 - 22.7	20.6 - 24.7	22.1 - 26.5

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	48.5 - 61.3	60.7 - 75.4	72.3 - 87.8
application support analyst	51.6 - 68.2	59.3 - 79.1	67.6 - 89.4
automation tester	52.2 - 76.9	75.4 - 90.6	87.3 - 112.8
devops development side	60.1 - 76.3	71.8 - 84.8	83.0 - 108.2
ERP developer	48.2 - 61.8	59.4 - 73.8	71.4 - 87.2
front-end developer	47.0 - 60.8	58.1 - 72.7	70.7 - 85.4
full stack developer	48.5 - 61.3	60.7 - 75.4	72.3 - 87.8
IT quality assurance manager	71.4 - 93.5	79.2 - 105.6	88.8 - 118.5
java developer	47.2 - 61.1	58.4 - 73.8	70.9 - 86.1
machine learning developer	87.0 - 109.8	104.5 - 129.9	118.6 - 190.6
manual tester	43.4 - 58.3	51.0 - 69.5	59.7 - 79.6
mobile application developer (ios/android)	59.8 - 83.4	73.9 - 102.8	88.4 - 117.7
RPA developer	65.5 - 78.9	73.3 - 90.8	87.6 - 95.6
UI/UX designer	55.6 - 72.3	62.4 - 82.7	70.6 - 92.7
architecture			
application architect	64.8 - 85.4	74.9 - 100.4	86.1 - 115.2
architect (enterprise)	84.2 - 114.5	97.0 - 134.1	112.2 - 154.8
architect (solutions/technical)	75.6 - 95.1	85.1 - 108.9	96.5 - 122.7
cloud architect	75.0 - 94.8	84.9 - 109.2	96.8 - 122.6
data & analytics			
BI data architect	71.0 - 92.1	79.2 - 104.7	89.3 - 117.4
big data engineer	73.6 - 89.1	87.9 - 108.7	101.4 - 116.9
business intelligence developer	57.7 - 75.1	64.8 - 85.9	73.4 - 96.3
data analyst	46.9 - 69.8	63.9 - 85.4	79.1 - 93.0
data architect	62.7 - 83.4	72.4 - 98.1	84.1 - 112.4
data engineer	62.4 - 84.1	72.2 - 99.0	83.9 - 113.0
data scientist	68.9 - 93.0	79.9 - 109.6	92.9 - 125.0
database administrator	58.8 - 80.5	69.7 - 96.7	82.1 - 111.2
leadership/business technology			
business analyst	60.7 - 79.4	68.7 - 91.7	78.5 - 104.3
chief technology officer	120.6 - 190.5	160.3 - 285.1	225.0 - 450.0
CIO/CTO	98.6 - 178.3	148.9 - 269.3	207.7 - 375.1

québec

technologies

	annual salaries		
	entry	mid	senior
leadership/business technology (continued)			
IT director	90.6 - 100.4	95.7 - 115.6	107.6 - 130.6
technical lead	50.1 - 77.2	75.9 - 82.6	78.1 - 117.9
technical writer	53.0 - 69.2	61.8 - 81.8	72.0 - 93.3
networking/infrastructure			
bilingual tech support	42.3 - 54.9	48.1 - 63.1	54.2 - 70.1
devops system side	60.1 - 74.5	71.8 - 84.8	84.0 - 105.7
help desk representative	41.1 - 54.9	47.2 - 63.4	53.5 - 71.0
information security engineer	64.4 - 86.6	74.4 - 101.9	86.3 - 116.3
information security manager	85.7 - 112.4	95.4 - 127.7	107.9 - 145.4
information security specialist	54.2 - 71.5	62.2 - 83.5	71.6 - 95.0
information systems analyst	57.4 - 73.8	63.4 - 83.3	71.1 - 93.9
linux/unix administrator	64.9 - 85.7	74.3 - 100.0	85.7 - 114.5
network administrator	55.0 - 73.8	63.5 - 86.8	73.5 - 99.4
network engineer	58.6 - 78.5	67.5 - 92.3	78.3 - 106.2
systems administrator	55.3 - 65.4	59.7 - 72.4	70.1 - 87.4
telecommunications analyst	56.7 - 75.9	65.2 - 89.2	75.8 - 103.3
project management			
business systems analyst	68.7 - 93.1	78.8 - 108.7	90.9 - 124.0
ERP project manager	85.4 - 114.8	93.4 - 128.1	104.0 - 143.9
functional analyst	51.1 - 66.9	64.3 - 87.9	84.6 - 111.2
organizational change manager (OCM)	80.2 - 96.8	94.8 - 105.7	103.6 - 118.5
product owner	60.1 - 75.4	73.2 - 94.3	85.1 - 111.0
product owner/manager	71.2 - 98.8	83.0 - 116.9	96.8 - 134.2
program manager	96.1 - 110.5	104.6 - 133.8	129.1 - 170.9
project coordinator	53.0 - 67.3	60.6 - 78.5	69.8 - 89.6
project manager (infrastructure)	85.3 - 116.5	97.2 - 135.2	111.9 - 155.8
project manager (software)	85.7 - 110.3	95.1 - 125.0	110.0 - 140.0
scrum master	64.9 - 85.1	73.4 - 98.2	83.9 - 112.3

saguenay

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.3 - 16.8	15.6 - 18.4	16.9 - 19.9
dispatcher	17.2 - 20.2	18.7 - 22.0	20.2 - 23.7
electronic parts assembler	14.3 - 16.9	15.3 - 18.2	16.3 - 19.4
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0

saguenay

industrial support

	hourly rates		
	1 year	3 years	5 years
industrial painter	15.3 - 18.2	16.8 - 19.9	18.1 - 21.5
inventory control clerk	15.4 - 17.8	16.9 - 19.6	18.2 - 21.1
logistics coordinator	18.9 - 22.5	20.7 - 24.6	22.4 - 26.6
machine operator	15.6 - 18.7	17.2 - 20.7	18.7 - 22.5
manufacturing worker	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
material handler	14.1 - 15.9	15.5 - 17.5	16.7 - 18.9
moulding machine operator	15.3 - 18.4	16.9 - 20.3	18.3 - 22.1
parts manager	21.2 - 25.4	22.9 - 27.6	24.6 - 29.6
picker/packer	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
production labourer	13.5 - 15.3	14.6 - 16.7	16.6 - 18.9
sandblasting operator	14.8 - 17.5	15.9 - 18.9	17.1 - 20.3
shipping and receiving clerk	17.0 - 19.5	18.6 - 21.3	20.1 - 23.0
supply clerk	16.0 - 18.0	17.0 - 20.0	19.0 - 22.0
warehouse labourer	13.5 - 15.4	15.0 - 17.2	16.3 - 18.6

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	22.7 - 27.3	24.4 - 29.4	26.1 - 31.4
maintenance worker	18.5 - 21.4	20.5 - 23.8	22.4 - 25.9
production manager	35.9 - 43.9	38.9 - 47.5	41.7 - 50.9
warehouse supervisor	20.9 - 25.2	23.0 - 27.6	24.9 - 30.0

saint-georges

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service manager (bilingual)	28.6 - 32.2	30.3 - 36.4	32.4 - 38.6
customer service representative	28.0 - 31.9	30.0 - 35.5	31.2 - 37.0
customer service supervisor	40.2 - 47.9	43.8 - 52.1	47.1 - 56.0
customer service trainer	35.8 - 43.1	39.3 - 47.4	42.7 - 51.4

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.0 - 17.0	15.9 - 18.6	17.1 - 20.1
electronic parts assembler	14.0 - 15.6	15.5 - 16.5	16.1 - 18.2
forklift operator	16.0 - 17.5	16.5 - 18.5	18.0 - 21.0
industrial painter	15.3 - 18.0	16.7 - 19.7	18.0 - 21.3

saint-georges

industrial support

	hourly rates		
	1 year	3 years	5 years
inventory control clerk	14.5 - 16.7	15.8 - 18.2	17.0 - 19.7
logistics coordinator	17.7 - 21.0	19.3 - 23.0	20.9 - 24.9
machine operator	15.3 - 18.3	16.8 - 20.1	18.2 - 21.8
machine operator assistant	14.5 - 16.4	15.9 - 18.1	17.2 - 19.7
manufacturing worker	13.9 - 15.8	15.2 - 17.6	16.5 - 19.0
material handler	13.5 - 15.0	14.5 - 16.5	16.0 - 18.0
moulding machine operator	14.5 - 17.3	15.9 - 19.1	17.3 - 20.8
picker/packer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
production labourer	13.0 - 15.0	14.0 - 15.4	15.0 - 17.0
sandblasting operator	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
shipping and receiving clerk	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0
warehouse labourer	14.5 - 16.0	15.5 - 17.5	17.0 - 20.0

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	34.2 - 41.2	37.0 - 44.6	39.7 - 48.0
administrative assistant (bilingual)	35.8 - 42.9	38.6 - 46.4	41.5 - 49.8
buyer assistant	33.9 - 39.8	37.7 - 44.3	41.1 - 48.3
claims supervisor	54.6 - 66.6	59.0 - 71.9	63.3 - 77.2
executive assistant (bilingual)	48.3 - 59.5	54.0 - 66.4	59.2 - 72.9
export/import clerk	32.0 - 37.4	35.3 - 41.4	38.3 - 45.0
file clerk	28.7 - 33.0	32.3 - 37.3	35.2 - 40.9
human resources assistant	35.8 - 42.1	39.3 - 46.2	42.2 - 49.6
inside sales representative	42.0 - 49.9	44.3 - 52.7	46.6 - 55.5
insurance claims clerk	32.4 - 37.5	35.4 - 41.1	38.3 - 44.5
legal assistant	40.4 - 49.3	46.5 - 56.7	52.1 - 63.4
mailroom clerk	28.1 - 31.9	30.5 - 34.7	32.5 - 37.1
office clerk	31.1 - 35.8	33.1 - 38.4	35.1 - 40.8
receptionist	28.2 - 32.8	30.1 - 35.1	32.0 - 37.5
receptionist (bilingual)	32.4 - 37.6	34.5 - 40.6	36.1 - 42.8
supply clerk	28.0 - 32.5	30.3 - 35.2	32.3 - 37.7
telemarketing agent	26.9 - 31.2	29.0 - 33.7	31.0 - 36.1

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	21.4 - 25.8	23.0 - 27.8	24.7 - 29.7
CNC machinist	17.7 - 21.2	19.3 - 23.2	20.8 - 25.0
conventional machinist	16.5 - 19.8	18.2 - 21.9	19.7 - 23.8
electrician	21.9 - 26.2	23.6 - 28.4	25.4 - 30.5
electromechanical technician	22.4 - 26.9	25.3 - 30.4	27.7 - 33.3
electronics technician	21.2 - 25.5	23.0 - 27.7	24.7 - 29.7

saint-georges

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
field service technician	21.1 - 25.1	23.5 - 27.9	25.6 - 30.5
heavy equipment mechanic	21.4 - 25.8	23.8 - 28.7	26.0 - 31.3
maintenance mechanic	19.3 - 22.4	21.3 - 24.7	23.2 - 26.9
maintenance planner	25.5 - 30.7	28.0 - 33.6	30.3 - 36.5
maintenance supervisor	24.6 - 29.7	27.0 - 32.6	29.3 - 35.4
production supervisor	22.1 - 26.6	23.8 - 28.6	25.4 - 30.6
quality control technician	16.6 - 20.0	17.9 - 21.5	19.1 - 23.1
warehouse supervisor	20.0 - 24.1	21.9 - 26.4	23.8 - 28.6
welder	18.1 - 21.8	19.7 - 23.7	21.2 - 25.5

saint-hyacinthe

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer service representative	40.0 - 44.7	44.5 - 48.1	48.0 - 55.0
customer service supervisor	42.2 - 50.1	45.9 - 54.4	49.3 - 58.5
inside sales representative	44.2 - 52.4	46.5 - 55.2	49.0 - 58.1

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.9	15.8 - 18.4	17.0 - 19.9
forklift operator	16.0 - 18.8	17.3 - 19.0	18.3 - 22.0
industrial painter	15.2 - 18.0	16.7 - 19.7	18.0 - 21.3
inventory control clerk	15.4 - 17.8	16.9 - 19.5	18.2 - 21.1
machine operator	17.0 - 19.0	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.7 - 16.8	16.2 - 18.5	17.6 - 20.1
manufacturing worker	13.1 - 15.0	14.3 - 16.3	15.5 - 17.6
material handler	13.8 - 16.1	15.2 - 17.8	16.6 - 19.4
production labourer	14.9 - 16.0	15.5 - 17.2	16.4 - 18.9
shipping and receiving clerk	17.0 - 19.5	18.6 - 21.3	20.1 - 22.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.3 - 43.6	39.2 - 47.1	42.1 - 50.6
buyer assistant	36.1 - 42.2	40.1 - 46.9	43.6 - 51.1
data entry clerk	28.8 - 33.1	31.4 - 36.3	33.7 - 39.0
executive assistant	48.3 - 59.5	54.0 - 66.4	59.2 - 72.9

saint-hyacinthe

office & administrative support

	annual salaries		
	1 year	3 years	5 years
export/import clerk	34.1 - 39.8	37.6 - 44.0	40.7 - 47.6
human resources assistant	38.4 - 45.0	42.0 - 49.1	45.1 - 52.7
legal assistant	42.5 - 51.7	48.8 - 59.4	54.6 - 66.3
office clerk	33.0 - 38.2	35.3 - 40.9	37.4 - 43.4
receptionist	30.2 - 35.2	32.3 - 37.7	34.4 - 40.2
sales assistant	36.0 - 42.1	38.5 - 45.0	41.0 - 48.0
supply clerk	29.8 - 34.8	32.3 - 37.8	34.5 - 40.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	17.9 - 21.5	19.5 - 23.5	21.1 - 25.4
conventional machinist	17.3 - 21.4	20.8 - 24.0	23.0 - 26.0
electrician	21.0 - 26.0	25.2 - 30.6	27.1 - 32.9
electromechanical technician	22.8 - 27.4	25.8 - 31.0	28.3 - 34.0
electronics technician	22.3 - 26.8	24.1 - 29.0	25.9 - 33.0
field service technician	22.2 - 26.4	24.6 - 29.2	26.9 - 31.9
logistics supervisor	26.9 - 32.7	29.6 - 36.0	32.1 - 39.2
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.4 - 23.6	22.5 - 26.0	24.4 - 28.2
maintenance supervisor	26.0 - 31.3	28.5 - 34.3	30.9 - 37.1
maintenance worker	18.2 - 21.1	20.2 - 23.3	22.0 - 25.4
production manager	35.9 - 43.8	38.8 - 47.3	41.7 - 50.7
quality control technician	17.5 - 21.0	18.8 - 22.6	20.1 - 24.2
warehouse supervisor	22.0 - 25.2	23.0 - 27.7	27.0 - 35.0
welder	19.0 - 22.8	20.6 - 24.8	22.2 - 26.7

sherbrooke

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	13.8 - 16.1	15.1 - 17.6	16.2 - 19.0
forklift operator	13.4 - 15.6	14.8 - 17.3	16.1 - 18.9
industrial painter	14.6 - 17.3	16.0 - 19.0	17.2 - 20.5
machine operator	15.0 - 17.9	16.4 - 19.8	17.8 - 21.5
machine operator assistant	14.2 - 16.1	15.6 - 17.8	16.9 - 19.3

industrial support

	hourly rates		
	1 year	3 years	5 years
manufacturing worker	13.5 - 15.0	14.7 - 16.1	15.9 - 18.0
material handler	13.4 - 15.5	14.7 - 17.2	16.0 - 18.7
picker/packer	13.5 - 14.8	14.6 - 16.1	15.8 - 18.0
production labourer	13.5 - 15.0	14.8 - 17.9	17.7 - 18.2
sandblasting operator	14.1 - 16.6	15.2 - 18.0	16.2 - 19.3

office & administrative support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	33.2 - 38.5	35.8 - 41.6	38.3 - 44.6
administrative assistant	34.7 - 41.9	37.6 - 45.4	40.4 - 48.8
customer service representative	40.3 - 43.1	43.0 - 46.2	46.0 - 50.6
data entry clerk	27.5 - 31.6	29.9 - 34.5	32.1 - 37.1
executive assistant	46.5 - 57.5	52.1 - 64.3	57.2 - 70.7
export/import clerk	32.2 - 37.7	35.6 - 41.9	38.6 - 45.5
invoicing clerk	32.2 - 37.8	35.4 - 41.7	38.2 - 45.1
legal assistant	40.7 - 49.7	46.9 - 57.2	52.5 - 64.1
office clerk	31.5 - 36.3	33.6 - 38.8	35.6 - 41.3
order supervisor	45.1 - 53.6	50.5 - 60.1	55.5 - 66.0
payroll clerk	36.9 - 43.4	40.8 - 48.1	44.4 - 52.2
receptionist	28.4 - 33.5	30.3 - 35.3	32.2 - 37.7
receptionist (bilingual)	32.4 - 37.8	34.4 - 40.7	36.2 - 42.1
sales assistant	34.1 - 40.0	36.4 - 42.9	38.9 - 45.9
telemarketing agent	27.3 - 31.7	29.3 - 34.1	31.4 - 36.7

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	21.9 - 26.4	23.6 - 28.4	25.2 - 30.3
CNC machinist	17.0 - 20.5	18.6 - 22.4	20.1 - 24.3
conventional machinist	16.5 - 19.8	18.1 - 21.9	19.7 - 23.8
electrician	22.6 - 27.5	24.5 - 29.9	26.4 - 32.1
electromechanical technician	22.0 - 26.5	24.9 - 30.0	27.3 - 33.0
electronics technician	21.4 - 25.9	23.2 - 28.0	25.0 - 30.1
logistics supervisor	25.8 - 31.5	28.4 - 34.7	31.0 - 37.9
maintenance manager	24.7 - 29.8	27.4 - 33.1	29.9 - 36.1
maintenance mechanic	19.6 - 22.8	21.7 - 25.2	23.6 - 27.4
maintenance supervisor	25.3 - 30.4	27.7 - 33.3	30.0 - 36.2
maintenance worker	17.5 - 20.3	19.4 - 22.5	21.2 - 24.6
millwright	21.1 - 25.4	23.2 - 28.0	25.2 - 30.4
production manager	34.7 - 42.4	37.5 - 46.0	40.4 - 49.4
warehouse supervisor	20.2 - 24.3	22.1 - 26.7	24.0 - 29.0
welder	18.1 - 21.8	19.7 - 23.7	21.2 - 25.5

trois-rivières

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	14.4 - 16.8	15.8 - 18.4	17.0 - 19.9
forklift operator	13.8 - 16.0	15.2 - 17.8	16.6 - 19.4
machine operator	15.7 - 18.8	17.2 - 20.7	18.7 - 22.5
machine operator assistant	14.9 - 17.0	16.4 - 18.8	17.8 - 20.4
manufacturing worker	14.0 - 15.2	14.9 - 17.3	17.0 - 20.0
material handler	14.0 - 16.0	15.6 - 17.0	16.8 - 20.0
production labourer	14.0 - 15.0	14.8 - 17.1	16.9 - 20.0
shipping and receiving clerk	16.9 - 19.3	18.4 - 21.1	19.9 - 22.8
warehouse labourer	15.1 - 16.2	16.0 - 18.4	18.0 - 19.9

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	36.5 - 43.9	39.4 - 47.5	42.4 - 52.4
buyer assistant	35.8 - 42.6	39.8 - 46.8	43.5 - 51.1
customer service representative	40.0 - 42.3	40.5 - 45.0	43.4 - 50.6
executive assistant	48.7 - 59.9	54.4 - 66.9	59.7 - 73.5
export/import clerk	33.7 - 39.5	37.3 - 43.8	40.4 - 47.5
human resources assistant	38.3 - 44.9	41.9 - 49.1	45.0 - 52.8
inside sales representative	44.5 - 52.9	46.9 - 55.8	49.4 - 58.7
office clerk	33.2 - 38.4	35.5 - 41.1	37.7 - 43.7
receptionist	30.0 - 35.0	32.1 - 37.5	34.2 - 40.0
sales assistant	35.7 - 41.9	38.2 - 44.9	40.8 - 47.9
telemarketing agent	28.4 - 33.1	30.6 - 35.7	32.8 - 38.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	24.0 - 27.0	25.0 - 30.0	28.0 - 33.0
CNC machinist	18.3 - 22.0	20.0 - 24.0	21.6 - 25.9
conventional machinist	17.7 - 21.3	19.5 - 23.4	21.2 - 25.4
electrician	23.6 - 28.7	25.5 - 31.1	27.4 - 33.4
electromechanical technician	23.3 - 28.0	26.3 - 31.6	28.8 - 34.7
electronics technician	22.7 - 27.3	24.6 - 29.6	26.4 - 31.7
logistics supervisor	26.9 - 32.8	29.6 - 36.1	32.2 - 39.3
maintenance manager	28.0 - 34.0	33.0 - 38.0	36.0 - 44.0
maintenance mechanic	20.7 - 24.1	22.9 - 26.5	24.8 - 28.8
maintenance supervisor	26.2 - 31.6	28.8 - 34.6	31.2 - 37.5
millwright	22.2 - 26.8	24.5 - 29.4	26.5 - 31.9
production manager	36.1 - 44.0	39.0 - 47.6	41.9 - 51.1
quality control technician	17.7 - 21.3	19.1 - 22.9	20.4 - 24.5
welder	19.4 - 23.3	21.1 - 25.3	22.7 - 27.3

customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	40.0 - 47.4	43.7 - 51.7	47.2 - 55.9
customer service representative	36.3 - 42.9	40.2 - 47.5	43.7 - 51.8
customer service supervisor	45.5 - 53.8	49.3 - 58.3	52.9 - 62.6
customer service trainer	39.3 - 47.1	43.1 - 51.6	46.7 - 55.9
inside sales representative	46.9 - 55.5	49.4 - 58.5	51.9 - 61.5
telemarketing agent	29.8 - 35.0	32.3 - 37.8	34.7 - 40.6

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.6 - 42.3	39.4 - 45.5	42.1 - 48.6
accounts payable clerk	37.3 - 42.0	41.3 - 46.5	44.9 - 50.6
accounts receivable clerk	38.2 - 43.1	42.3 - 47.7	46.0 - 51.9
invoicing clerk	35.5 - 41.5	39.0 - 45.6	42.0 - 49.1
payroll administrator	41.6 - 49.8	45.4 - 54.4	49.1 - 58.8
payroll clerk	40.6 - 47.4	44.7 - 52.2	48.4 - 56.6

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.2 - 17.8	16.6 - 19.5	18.0 - 21.0
dispatcher	18.1 - 21.2	19.7 - 23.0	21.2 - 24.7
electronic parts assembler	15.1 - 18.0	16.3 - 19.3	17.3 - 20.5
forklift operator	14.4 - 16.9	16.0 - 18.8	17.5 - 20.5
industrial painter	16.1 - 19.2	17.7 - 21.0	19.1 - 22.6
inventory control clerk	16.2 - 18.8	17.8 - 20.5	19.2 - 22.1
logistics coordinator	19.9 - 23.5	21.7 - 25.7	23.4 - 27.8
machine operator	16.5 - 19.8	18.2 - 21.8	19.8 - 23.6
machine operator assistant	15.6 - 17.9	17.2 - 19.7	18.7 - 21.4
manufacturing worker	13.8 - 15.8	15.1 - 17.4	16.4 - 18.7
material handler	14.3 - 16.8	15.9 - 18.7	17.3 - 20.3
moulding machine operator	16.1 - 19.3	17.8 - 21.3	19.3 - 23.1
parts manager	22.9 - 27.4	24.8 - 29.6	26.5 - 31.8
picker/packer	13.6 - 16.0	14.8 - 17.4	15.8 - 18.6
production labourer	13.6 - 15.8	15.5 - 18.0	17.1 - 19.8
sandblasting operator	15.5 - 18.5	16.8 - 19.9	18.0 - 21.3
shipping and receiving clerk	17.9 - 20.4	19.5 - 22.3	21.1 - 24.0
warehouse labourer	14.2 - 16.3	15.9 - 18.2	17.2 - 19.7

office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.4 - 46.0	41.4 - 49.6	44.4 - 53.2
benefits clerk	37.0 - 43.2	40.6 - 47.5	44.1 - 51.5
buyer assistant	35.4 - 41.2	39.3 - 45.8	42.6 - 50.0
claims supervisor	58.2 - 70.1	63.3 - 76.4	66.6 - 81.7
contracts administrator	53.9 - 64.9	58.6 - 69.7	63.2 - 76.2
data entry clerk	30.1 - 34.9	33.0 - 38.2	35.5 - 41.1
document controller	31.2 - 36.1	34.2 - 39.6	36.8 - 42.5
executive assistant	51.1 - 62.8	57.0 - 70.1	62.6 - 76.9
export/import clerk	35.4 - 41.5	39.2 - 45.8	42.4 - 49.5
file clerk	31.7 - 36.7	35.9 - 41.5	39.2 - 45.3
human resources assistant	39.9 - 46.6	43.6 - 50.9	46.7 - 54.7
insurance claims clerk	33.5 - 38.3	36.3 - 41.7	39.1 - 44.9
legal assistant	44.5 - 54.0	51.0 - 61.8	56.9 - 69.0
mailroom clerk	31.2 - 35.7	34.1 - 39.0	36.4 - 41.6
office clerk	34.8 - 40.2	37.2 - 43.0	39.4 - 45.6
office manager	51.9 - 62.9	55.3 - 67.1	58.6 - 71.1
order clerk	32.2 - 37.3	35.3 - 40.9	38.1 - 44.1
order supervisor	49.4 - 58.5	55.2 - 65.3	60.5 - 71.6
project coordinator	42.3 - 50.7	45.8 - 54.9	49.2 - 59.0
receptionist	31.1 - 36.5	33.4 - 39.1	35.6 - 41.7
sales assistant	38.2 - 44.3	40.4 - 47.3	43.4 - 50.2
supply clerk	31.2 - 36.6	33.9 - 39.7	36.3 - 42.4

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.9 - 28.7	25.7 - 30.8	27.5 - 32.9
CNC machinist	19.0 - 22.8	20.7 - 24.9	22.4 - 26.9
conventional machinist	18.4 - 22.1	20.3 - 24.3	22.0 - 26.3
electrician	24.8 - 30.1	26.9 - 32.6	28.8 - 34.9
electromechanical technician	24.5 - 29.4	27.6 - 33.1	30.3 - 36.3
electronics technician	24.0 - 28.7	25.9 - 31.0	27.8 - 33.2
field service technician	23.9 - 28.3	26.4 - 31.3	28.8 - 34.1
heavy equipment mechanic	23.8 - 28.5	26.4 - 31.6	28.7 - 34.5
logistics supervisor	28.2 - 34.2	30.9 - 37.5	33.6 - 40.7
maintenance manager	27.0 - 32.3	29.8 - 35.7	32.4 - 38.8
maintenance mechanic	21.9 - 25.3	24.0 - 27.8	26.1 - 30.1
maintenance supervisor	27.4 - 32.9	30.0 - 36.0	32.5 - 38.9
maintenance worker	19.5 - 22.5	21.6 - 25.0	23.5 - 27.2
millwright	23.4 - 28.1	25.7 - 30.8	27.8 - 33.3
production manager	37.4 - 45.4	40.4 - 49.0	43.3 - 52.5

skilled trades &
industrial management

	hourly rates		
	1 year	3 years	5 years
quality control technician	18.6 - 22.3	20.0 - 24.0	21.4 - 25.7
quality control tester	25.4 - 30.4	28.1 - 33.7	30.6 - 36.7
tool and die maker	23.6 - 28.3	25.9 - 31.0	28.0 - 33.6
warehouse supervisor	22.1 - 26.5	24.2 - 28.9	26.1 - 31.3
welder	20.2 - 24.2	21.9 - 26.3	23.5 - 28.2

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	65.7 - 85.2	73.7 - 97.2	88.0 - 112.0
application support analyst	54.8 - 72.4	63.0 - 83.8	71.8 - 94.4
automation tester	56.2 - 83.6	79.5 - 95.4	90.6 - 121.4
devops development side	78.9 - 103.5	100.6 - 121.4	112.5 - 130.3
ERP developer	63.4 - 82.1	71.0 - 93.6	84.0 - 126.4
front-end developer	62.1 - 81.7	71.1 - 95.1	81.8 - 115.0
full stack developer	56.3 - 79.2	70.4 - 99.4	90.5 - 125.0
IT quality assurance manager	74.6 - 96.8	82.4 - 109.0	92.2 - 122.0
java developer	62.5 - 81.5	70.6 - 110.5	94.5 - 125.4
machine learning developer	81.5 - 117.5	108.9 - 165.2	163.2 - 190.4
manual tester	46.2 - 61.8	54.2 - 73.4	63.3 - 83.7
mobile application developer (ios/android)	63.6 - 88.3	78.3 - 108.2	93.4 - 123.4
RPA developer	69.9 - 81.2	78.6 - 95.6	91.7 - 102.5
UI/UX designer	59.1 - 76.7	66.3 - 87.5	74.9 - 97.8
architecture			
application architect	81.6 - 95.5	92.7 - 110.5	106.8 - 140.5
architect (enterprise)	89.1 - 120.1	102.2 - 140.1	120.4 - 190.5
architect (solutions/technical)	80.1 - 100.3	90.0 - 114.4	101.8 - 128.5
cloud architect	79.5 - 99.9	89.8 - 120.8	114.5 - 190.8
data & analytics			
BI data architect	75.3 - 97.2	83.9 - 110.1	94.3 - 123.1
big data engineer	77.8 - 93.3	91.4 - 112.7	105.6 - 126.4
business intelligence developer	61.3 - 79.6	68.9 - 90.8	77.8 - 100.0
data analyst	48.6 - 71.2	65.3 - 89.4	82.5 - 98.3
data architect	93.7 - 107.2	96.5 - 115.3	101.2 - 130.4
data engineer	66.3 - 88.9	76.6 - 104.3	88.8 - 118.6
data scientist	75.8 - 102.5	88.6 - 119.5	101.9 - 120.5
database administrator	59.7 - 76.3	71.3 - 87.9	82.3 - 104.9

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.0 - 84.1	72.9 - 96.8	89.0 - 118.6
chief technology officer	111.3 - 188.4	155.6 - 280.5	220.4 - 400.2
CIO/CTO	102.0 - 182.0	152.6 - 272.9	211.4 - 378.3
IT director	102.9 - 124.5	118.6 - 155.0	124.6 - 192.6
technical lead	52.3 - 79.6	75.3 - 85.4	81.6 - 128.3
technical writer	55.4 - 72.0	64.5 - 85.0	74.9 - 96.7
networking/infrastructure			
bilingual tech support	38.0 - 45.7	43.6 - 55.6	50.6 - 75.6
devops system side	76.0 - 103.5	94.5 - 118.6	102.5 - 127.6
help desk representative	43.7 - 58.3	50.2 - 67.3	56.9 - 75.3
information security engineer	68.4 - 91.6	78.9 - 107.2	91.2 - 121.9
information security manager	89.0 - 115.9	98.8 - 131.3	111.3 - 149.1
information security specialist	57.6 - 75.9	66.0 - 88.4	76.0 - 100.1
information systems analyst	61.0 - 78.2	67.3 - 88.1	75.4 - 99.0
linux/unix administrator	69.0 - 90.6	78.8 - 105.3	90.7 - 120.1
network administrator	50.6 - 64.3	61.3 - 86.9	80.6 - 95.4
network engineer	62.3 - 83.2	71.6 - 97.4	82.9 - 111.6
systems administrator	55.7 - 77.8	67.3 - 81.4	79.2 - 105.2
telecommunications analyst	60.3 - 80.5	69.2 - 94.3	80.3 - 108.7
project management			
business systems analyst	72.9 - 98.2	83.5 - 114.2	95.9 - 129.8
ERP project manager	88.7 - 118.3	96.8 - 131.7	107.4 - 147.6
functional analyst	55.6 - 71.6	69.9 - 91.4	89.1 - 117.8
organizational change manager (OCM)	85.4 - 100.6	98.3 - 110.6	107.5 - 125.6
product owner	54.3 - 68.4	65.4 - 88.9	81.6 - 100.2
product owner/manager	75.0 - 103.2	87.1 - 121.6	101.2 - 139.1
program manager	95.0 - 112.0	104.0 - 130.5	125.9 - 170.3
project coordinator	56.3 - 71.4	64.4 - 83.1	74.1 - 94.6
project manager (infrastructure)	65.2 - 85.6	77.6 - 105.5	83.4 - 112.6
project manager (software)	54.6 - 77.6	74.3 - 103.7	84.2 - 111.4
scrum master	68.4 - 89.2	77.2 - 102.5	88.0 - 116.8

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customer care & contact center

	annual salaries		
	1 year	3 years	5 years
customer retention agent	40.3 - 47.7	44.0 - 52.1	47.6 - 56.4
customer service representative	36.5 - 43.3	40.5 - 47.9	44.1 - 52.3
customer service supervisor	45.1 - 53.4	48.9 - 57.9	52.5 - 62.2
customer service trainer	40.4 - 48.4	44.3 - 53.0	48.0 - 57.4
inside sales representative	46.6 - 55.3	49.1 - 58.2	51.7 - 61.2
telemarketing agent	29.8 - 34.9	32.2 - 37.7	34.6 - 40.5

finance & accounting support

	annual salaries		
	1 year	3 years	5 years
accounting clerk	36.2 - 41.8	39.0 - 45.1	41.7 - 48.2
accounts payable clerk	36.9 - 41.6	40.9 - 46.1	44.4 - 50.2
accounts receivable clerk	37.8 - 42.7	41.9 - 47.3	45.6 - 51.5
invoicing clerk	35.1 - 41.1	38.6 - 45.1	41.6 - 48.7
payroll administrator	42.0 - 50.3	45.9 - 55.0	49.7 - 59.5
payroll clerk	40.2 - 47.0	44.3 - 51.8	48.0 - 56.2

industrial support

	hourly rates		
	1 year	3 years	5 years
assembler/fabricator	15.3 - 17.9	16.7 - 19.6	18.1 - 21.2
dispatcher	18.1 - 21.2	19.7 - 23.1	21.2 - 24.8
electronic parts assembler	15.2 - 18.1	16.4 - 19.4	17.4 - 20.7
forklift operator	14.5 - 17.1	16.2 - 19.0	17.6 - 20.7
industrial painter	16.2 - 19.2	17.7 - 21.0	19.1 - 22.7
inventory control clerk	16.2 - 18.8	17.8 - 20.6	19.2 - 22.2
logistics coordinator	19.9 - 23.6	21.8 - 25.8	23.5 - 27.8
machine operator	16.6 - 20.0	18.3 - 22.0	19.9 - 23.8
machine operator assistant	15.6 - 17.9	17.3 - 19.8	18.7 - 21.4
manufacturing worker	13.8 - 15.9	15.2 - 17.4	16.4 - 18.8
material handler	14.4 - 17.0	16.1 - 18.8	17.5 - 20.5
moulding machine operator	16.2 - 19.4	17.9 - 21.4	19.4 - 23.2
parts manager	22.7 - 27.2	24.6 - 29.4	26.3 - 31.6
picker/packer	13.7 - 16.1	14.9 - 17.5	16.0 - 18.7
production labourer	13.8 - 16.0	15.6 - 18.1	17.3 - 20.0
sandblasting operator	15.6 - 18.5	16.8 - 19.9	18.0 - 21.3
shipping and receiving clerk	17.9 - 20.5	19.6 - 22.3	21.1 - 24.1
warehouse labourer	14.3 - 16.4	16.0 - 18.3	17.4 - 19.8

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office & administrative support

	annual salaries		
	1 year	3 years	5 years
administrative assistant	38.2 - 45.8	41.3 - 49.5	44.3 - 53.1
benefits clerk	37.2 - 43.5	40.9 - 47.9	44.4 - 51.9
buyer assistant	35.4 - 41.2	39.3 - 45.8	42.6 - 50.0
claims supervisor	58.0 - 69.9	63.1 - 76.2	66.3 - 81.2
contracts administrator	53.5 - 64.6	58.2 - 69.4	62.9 - 76.0
data entry clerk	29.8 - 34.5	32.6 - 37.8	35.2 - 40.7
document controller	31.3 - 36.3	34.4 - 39.9	37.0 - 42.8
executive assistant	50.7 - 62.3	56.6 - 69.6	62.1 - 76.3
export/import clerk	35.1 - 41.1	38.8 - 45.4	42.0 - 49.1
file clerk	31.8 - 36.9	36.1 - 41.8	39.4 - 45.6
human resources assistant	40.2 - 47.0	43.9 - 51.3	47.1 - 55.1
insurance claims clerk	33.2 - 37.9	36.0 - 41.2	38.8 - 44.3
legal assistant	44.7 - 54.2	51.2 - 62.2	57.2 - 69.5
mailroom clerk	30.9 - 35.4	33.7 - 38.6	36.0 - 41.2
office clerk	34.4 - 39.8	36.8 - 42.6	39.0 - 45.1
office manager	51.7 - 62.7	55.1 - 66.8	58.4 - 70.9
order clerk	32.3 - 37.5	35.5 - 41.1	38.4 - 44.4
order supervisor	49.2 - 58.2	54.9 - 65.1	60.3 - 71.4
project coordinator	42.4 - 50.8	45.9 - 55.0	49.3 - 59.1
receptionist	31.3 - 36.7	33.6 - 39.4	35.8 - 42.0
sales assistant	38.0 - 44.1	40.2 - 47.0	43.1 - 49.9
supply clerk	31.2 - 36.7	33.9 - 39.8	36.3 - 42.5

skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
assembly supervisor	23.7 - 28.4	25.4 - 30.5	27.2 - 32.6
CNC machinist	19.1 - 22.9	20.8 - 24.9	22.5 - 26.9
conventional machinist	18.5 - 22.2	20.3 - 24.4	22.0 - 26.4
electrician	24.5 - 29.7	26.5 - 32.1	28.4 - 34.5
electromechanical technician	24.4 - 29.2	27.5 - 33.0	30.1 - 36.1
electronics technician	23.8 - 28.6	25.8 - 30.9	27.6 - 33.1
field service technician	23.8 - 28.1	26.3 - 31.1	28.6 - 33.9
heavy equipment mechanic	24.0 - 28.8	26.6 - 31.8	28.9 - 34.7
logistics supervisor	28.5 - 34.6	31.3 - 38.0	34.0 - 41.3
maintenance manager	27.0 - 32.4	29.9 - 35.8	32.5 - 38.9
maintenance mechanic	21.9 - 25.3	24.1 - 27.8	26.1 - 30.2
maintenance supervisor	27.5 - 33.0	30.1 - 36.1	32.6 - 39.0
maintenance worker	19.5 - 22.6	21.6 - 25.0	23.6 - 27.2
millwright	23.4 - 28.1	25.7 - 30.8	27.8 - 33.4
production manager	37.9 - 46.0	40.9 - 49.6	43.8 - 53.2

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skilled trades & industrial management

	hourly rates		
	1 year	3 years	5 years
quality control technician	18.6 - 22.3	20.1 - 24.0	21.4 - 25.7
quality control tester	25.3 - 30.3	28.0 - 33.5	30.5 - 36.5
tool and die maker	23.7 - 28.4	26.0 - 31.1	28.1 - 33.7
warehouse supervisor	22.6 - 27.0	24.7 - 29.6	26.7 - 32.0
welder	20.3 - 24.2	22.0 - 26.3	23.6 - 28.3

technologies

	annual salaries		
	entry	mid	senior
application software			
.net/C# developer	65.1 - 84.4	73.0 - 96.1	88.9 - 104.6
application support analyst	54.3 - 71.8	62.4 - 82.9	71.1 - 93.4
automation tester	56.1 - 83.9	79.6 - 94.3	90.6 - 121.8
devops development side	78.6 - 103.3	100.4 - 121.5	112.9 - 130.8
ERP developer	62.8 - 81.3	70.3 - 92.6	84.3 - 126.0
front-end developer	61.5 - 80.9	70.4 - 94.1	81.4 - 115.4
full stack developer	56.0 - 79.8	70.1 - 99.4	95.2 - 125.3
IT quality assurance manager	75.5 - 98.0	83.4 - 110.3	93.3 - 123.5
java developer	61.9 - 80.2	69.4 - 110.3	93.4 - 125.6
machine learning developer	81.0 - 117.0	108.0 - 165.0	160.4 - 190.4
manual tester	46.2 - 61.9	54.2 - 73.5	63.3 - 83.8
mobile application developer (ios/android)	63.0 - 87.3	77.6 - 107.0	92.4 - 122.0
RPA developer	69.0 - 81.0	78.0 - 95.0	91.0 - 102.6
UI/UX designer	58.5 - 76.0	65.7 - 86.6	74.2 - 96.7
architecture			
application architect	81.9 - 93.6	92.8 - 113.6	102.5 - 140.5
architect (enterprise)	88.1 - 118.8	101.0 - 138.7	120.0 - 190.0
architect (solutions/technical)	79.3 - 99.1	89.0 - 113.1	100.6 - 127.1
cloud architect	78.7 - 98.8	88.9 - 121.4	115.1 - 190.5
data & analytics			
BI data architect	74.6 - 96.1	83.0 - 108.8	93.3 - 121.7
big data engineer	77.0 - 93.0	91.0 - 112.0	105.0 - 126.0
business intelligence developer	60.7 - 78.8	68.2 - 89.9	77.1 - 100.9
data analyst	48.0 - 71.8	65.4 - 89.3	82.6 - 98.7
data architect	93.6 - 104.5	96.5 - 115.2	101.4 - 130.4
data engineer	65.7 - 88.0	75.9 - 103.1	87.8 - 117.2
data scientist	75.4 - 102.6	88.9 - 119.3	101.8 - 120.6
database administrator	59.9 - 76.9	71.5 - 87.6	82.6 - 104.0

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technologies

	annual salaries		
	entry	mid	senior
leadership/business technology			
business analyst	60.0 - 83.3	72.2 - 95.7	89.0 - 118.0
chief technology officer	111.2 - 188.9	155.4 - 280.4	220.9 - 400.1
CIO/CTO	103.2 - 183.9	154.4 - 275.0	213.4 - 380.2
IT director	102.6 - 124.5	118.6 - 155.4	127.9 - 190.9
technical lead	52.9 - 79.6	76.3 - 85.6	81.8 - 126.0
technical writer	54.9 - 71.4	63.9 - 84.2	74.2 - 95.7
networking/infrastructure			
bilingual tech support	38.8 - 45.2	43.1 - 55.4	50.6 - 75.9
devops system side	76.4 - 103.5	97.4 - 118.5	102.4 - 127.6
help desk representative	43.2 - 57.8	49.7 - 66.7	56.3 - 74.6
information security engineer	67.8 - 90.6	78.1 - 106.0	90.3 - 120.6
information security manager	90.1 - 117.3	100.0 - 132.9	112.7 - 150.9
information security specialist	57.1 - 75.2	65.4 - 87.4	75.2 - 99.0
information systems analyst	60.4 - 77.5	66.7 - 87.2	74.7 - 97.9
linux/unix administrator	68.3 - 89.6	78.0 - 104.1	89.7 - 118.8
network administrator	50.3 - 64.5	61.8 - 86.9	80.9 - 95.1
network engineer	61.7 - 82.4	70.9 - 96.3	82.1 - 110.4
systems administrator	55.9 - 77.6	67.9 - 81.3	79.6 - 105.2
telecommunications analyst	59.7 - 79.6	68.6 - 93.2	79.5 - 107.5
project management			
business systems analyst	72.2 - 97.1	82.6 - 112.9	94.9 - 128.4
ERP project manager	89.8 - 119.8	98.0 - 133.3	108.7 - 149.4
functional analyst	55.9 - 71.8	69.8 - 91.6	89.7 - 117.8
organizational change manager (OCM)	85.9 - 100.8	98.2 - 110.5	108.9 - 125.9
product owner	55.4 - 69.7	67.5 - 89.7	81.3 - 100.4
product owner/manager	74.9 - 102.5	86.1 - 120.3	100.0 - 137.8
program manager	95.0 - 112.0	104.0 - 130.0	125.0 - 170.0
project coordinator	55.8 - 70.8	63.8 - 82.3	73.4 - 93.6
project manager (infrastructure)	67.8 - 87.4	79.0 - 106.2	85.9 - 112.1
project manager (software)	55.6 - 78.9	75.4 - 105.1	85.3 - 113.4
scrum master	68.5 - 89.3	77.3 - 102.6	88.1 - 117.0