

**HAYS** Recruiting experts  
worldwide

# 2022 CANADA SALARY GUIDE

## THE GREAT RESET TO THE WORLD OF WORK

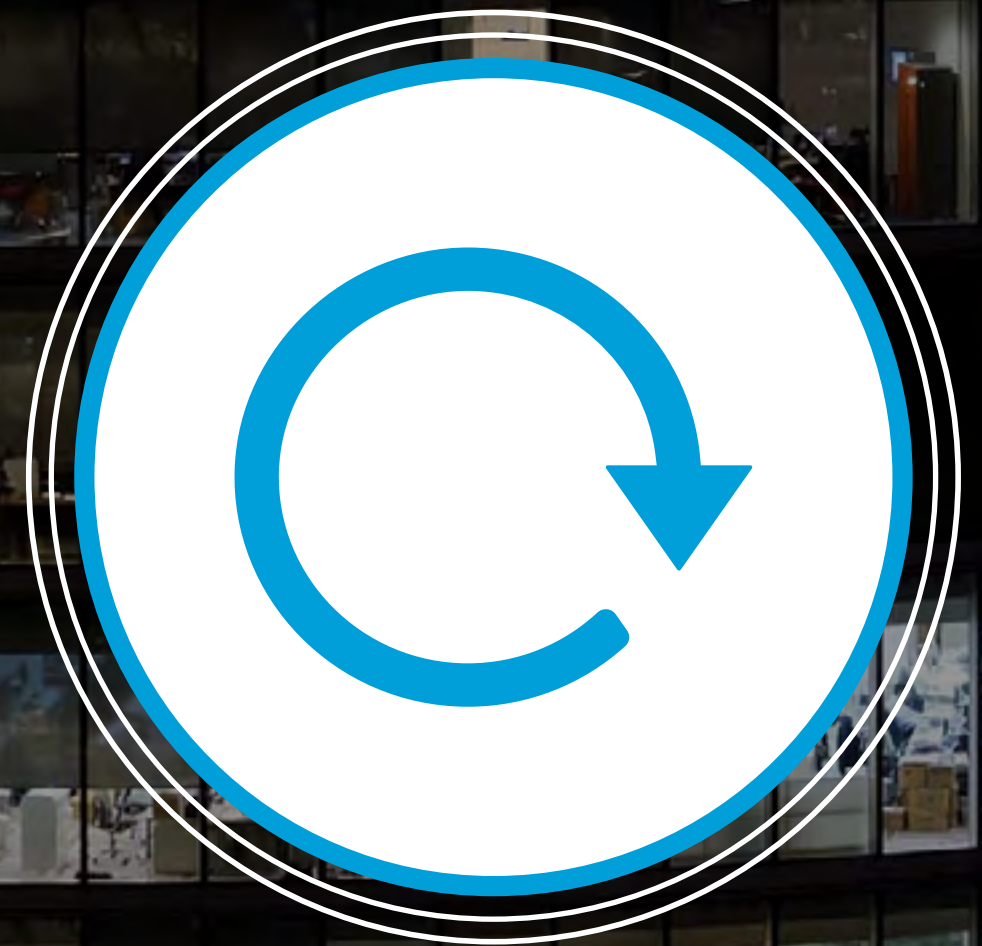
HIRING TRENDS AND INSIGHTS

ATTRACTION AND RETENTION ADVICE

EMPLOYEE INTENTIONS AND EXPECTATIONS

TYPICAL SALARIES FOR HUNDREDS OF JOBS BY LOCATION

4,200+ EMPLOYERS AND PROFESSIONALS SURVEYED



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## FOREWORD BUSINESSES RESET WHILE EMPLOYEE EXPECTATIONS FUNDAMENTALLY SHIFT

**The pandemic has turned the world of work upside-down and we are faced with the most dynamic employment market in modern times. We've seen attitudes towards work dramatically change, but it's important to recognize that people aren't just burned out- expectations of the world of work have fundamentally shifted altogether. Gone are the days where people view where they work as their lifelong career. A career is now seen as a portfolio of jobs.**

The phrase "the great resignation" seems to carry a negative connotation for most employers and sets them on the defensive, but the best employers will embrace the challenge and use it as an opportunity to make improvements within their organization. In the end, this becomes a win-win situation for both employees and employers. Employees can use this as a chance to find their next opportunity, and employers can bring aboard new skilled talent. With our report revealing that 65% of respondents are seriously considering leaving their current role, employers will have a wider talent pool of skilled workers to build their teams.


When looking to bring in new talent, organizations should step away from the idea that they need to hire someone who is like minded, as this can cause group think and lead to poor decision making. Be mindful that cultural fit should not be the determining factor on whether you decide to hire someone or not. Consider hiring candidates who aren't like everyone on the team, as this will lead to new perspectives being brought to the table, while cultivating an innovative environment.

To attract candidates, only one company can pay the most, so organizations will need to think about what other areas can be highlighted to entice jobseekers on the move. 72% of employees want their company to have Equity, Diversity, and Inclusion (ED&I) goals. So, take time to review any corporate social responsibility initiatives and ED&I policies to see how these areas can be improved. Not only will this help differentiate organizations who cannot compete on salary alone, but also help retain staff. Organizations who don't have any of these in place will struggle in this hot market, so now is a critical time to start, or consider how these areas can be improved to win the war for talent.

As we look at company benefits, the next revolution of flex working will be international. Employees are now asking to work remotely from different countries since the pandemic has shown it's a viable option. This opens up the opportunity for employers to hire from different countries and offshore their jobs, meaning the net is cast even wider for available candidates for positions. So, organizations should not limit themselves in this skills short market, as they could risk losing out on talent from abroad, and candidates with the desire to work overseas.



I hope this report gives you insights into the market as we see it today and will help you make informed decisions on the next steps in your business planning or careers.

 [Travis O'Rourke](#)  
President, Hays Canada

### METHODOLOGY

This survey was conducted from July 22nd to August 19th 2021 with a representative sample of n= 4231. The sample consisted of English speaking Canadians from a Hays-owned database comprised of employers and professionals across the country. Additionally, the survey was provided online in English and has a five percent margin of error with 95% confidence level.

# KEY FINDINGS

## WORKERS READY TO RESIGN AND MOVE ONTO THEIR NEXT OPPORTUNITY

More workers are stepping into the driver's seat and taking matters into their own hands when it comes to their next role. 65% of respondents expressed that they are seriously considering leaving their current role. 62% of employees stated they would leave their role due to lack of career growth. If workers feel their career has stalled, it is likely they will say enough is enough and voluntarily leave their jobs. As workers prepare to explore opportunities, this gives employers a chance to attract new skilled talent.

## HIRING INTENT IS HIGH BUT ABILITY TO FILL JOBS ISN'T KEEPING PACE

When employers were asked about their hiring plans, 53% of them said they intend to increase permanent headcount over the next year. This is up by 17% from last year which speaks to how hot the current job market is, and how this is a favorable market for candidates who have more options than ever. Additionally, 38% of employers are also seeking to build their contingent workforce. With candidates in high demand, employers will need to approach recruiting differently in order to keep up in busy market.

## EMPLOYERS NEED TO RESET BY LOOKING AT THEIR COMPENSATION AND TRAINING OFFERINGS

Employers are offering significantly higher wages in efforts to entice new candidates. In fact, 40% of employers recognize that they are losing out on talent due to higher pay offered elsewhere. When looking at training, 44% of employees cited that no training has been initiated by their company to help develop their skills. Since upskilling focuses on helping workers learn future-forward skills, employers can fill open jobs while retaining their current workforce.

## THE PANDEMIC HAS BROUGHT MAINTAINING A WORK-LIFE BALANCE MORE INTO THE SPOTLIGHT

The importance of maintaining a healthy work-life balance has been brought out of the shadows and into the spotlight. What employees care about is having their work-life balance supported, for example employers offering flexible work schedules or not contacting staff outside of work hours – however only 53% of employers are taking action in this area. Additionally when it comes to wellbeing initiatives, 59% of employers are encouraging their employees to take vacation time off, yet only 29% of employees care about this.



# MARKET OVERVIEW & TRENDS

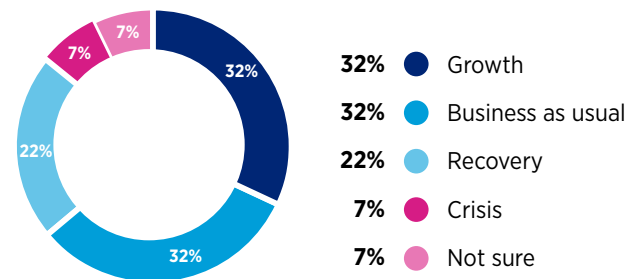
Following a year like no other, we are pleased to offer market-leading insights into the emerging trends, challenges and opportunities employers and employees are now facing.

# COMPANIES IN GROWTH MODE AS THEIR HIRING INTENT TAKES A LEAP

As employers continue to navigate the new world of work, 32% of them cited that their businesses are in growth mode, which has jumped by 13% year over year. This can be seen through their hiring intent as 53% of employers plan to increase permanent headcount - up from 36% the previous year. Last year many companies were increasing their headcount, as they were bringing workers back from layoffs. [With the unemployment rate across Canada sitting at 6.7%](#) and employers still planning to increase permanent headcount, a record low unemployment rate this year could be a reality.

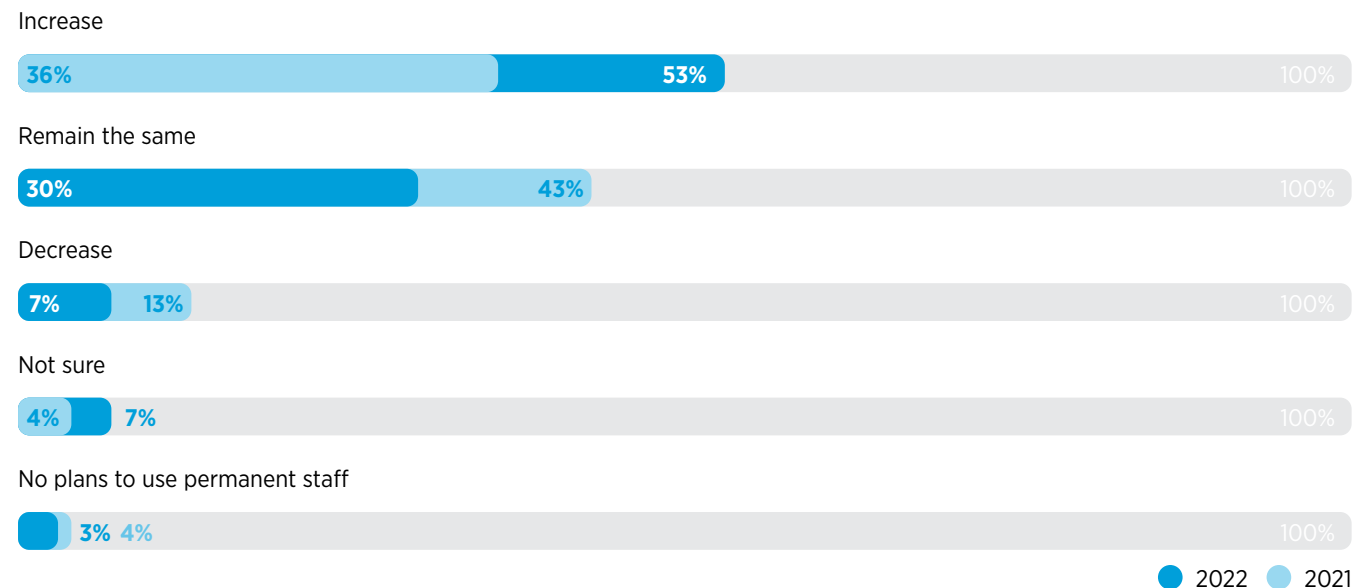
Additionally, the demand for contractor and temp workers is also up, with 38% of them planning to increase their contingent workforce. As companies work to rebuild their teams, they will need to pay special attention to how they are attracting candidates. Many companies are already tackling this by offering higher salaries and more flexible/remote working to ensure they are remaining competitive in the market.

## How would you describe the state of your business?



Permanent hiring intent jumps by **17%** year over year

## In the next 12 months, you expect your permanent staff headcount to:

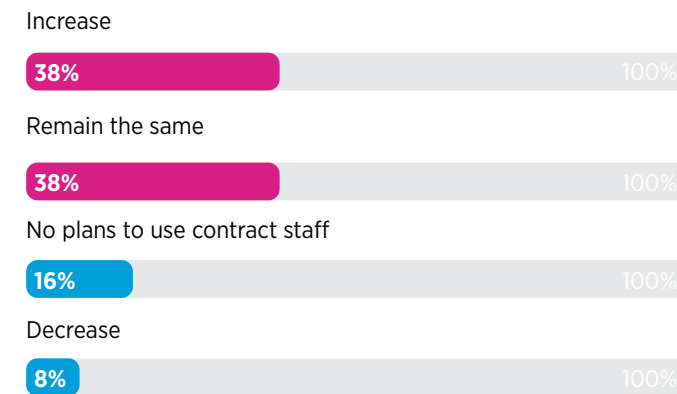


# THE EXPANDING CONTINGENT WORKFORCE: TEMPORARY SOLUTION OR A PERMANENT SHIFT?

One way we are seeing companies change since the pandemic, and tackle the skills shortage is by increasing their use of contractors. Our survey data revealed that contractor demand is on rise with 38% of employers intending to increase their contractor headcount. This is ideal as these workers can bring extensive experience working on varied projects, from different companies across a range of industries - offering businesses a whole wealth of expertise. They can also be engaged and released at short notice, depending on the business needs.

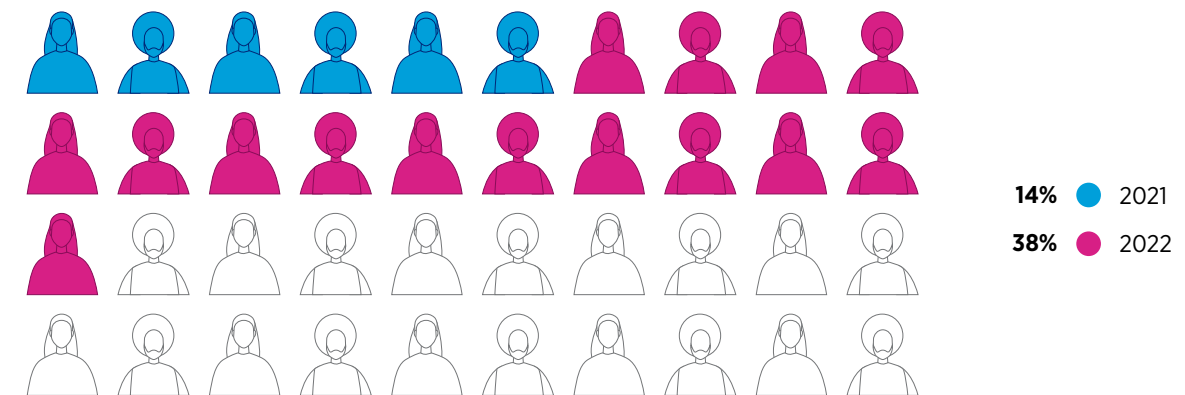
The process for hiring temps through a recruiter like Hays is traditionally a lot quicker than onboarding a permanent employee. Primarily due to less admin for the employer to complete, and the recruiter taking on responsibility for most stages of the hiring process; such as interviewing and reference checking. Here are some key ways organization can [compete for skilled contractors](#) to their company.

## In the next 12 months, you expect your contractor staff headcount to:



Contractor hiring intent jumps by **24%** year over year

## Contractors in demand-2021 x 2022 comparison



To get ahead with your hiring, [contact us today](#) so we can help you hire.

If you are looking to expand your contingent workforce, [get in touch with a Hays expert today.](#)

# THE STRUGGLE TO FIND APPLICANTS

Our survey data revealed that half of employers cited a general lack of applicants as the reason why they are having difficulties filling their open jobs. With the skills shortage prevailing, employers will need to consider non-traditional sources such as social media channels and working with local associations. Interestingly, employers feel that they are falling behind in the war for talent as higher compensation is being offered elsewhere. Unfortunately only one employer can pay the most. With many increasing their pay offerings for new hires, coupled with changing worker expectations, companies should consider highlighting other benefits such as training development, remote working, flexible hours or well-being offerings. By providing appealing offerings, they can add up in value and often out-weight pay for workers.

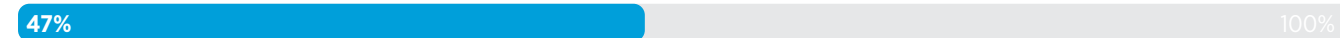
As employers struggle to find applicants, 22% of them already have or are planning to outsource some of their jobs in the next three years. When it comes to nearshoring, 16% of employers have plans to nearshore their jobs within this same time frame. Offshoring is outsourcing work to countries with considerable time zone differences Whereas, nearshoring is outsourcing work to countries located in close proximity with similar time zones. Offshoring is a cost effective solution and can allow organizations to tap into global talent. While nearshoring has the benefit of time zone compatibility and cultural similarities.

## Why are you having difficulty filling your open jobs?

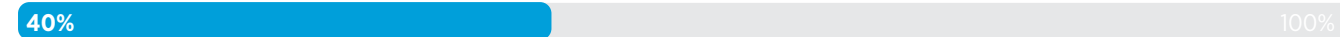
General lack of applicants



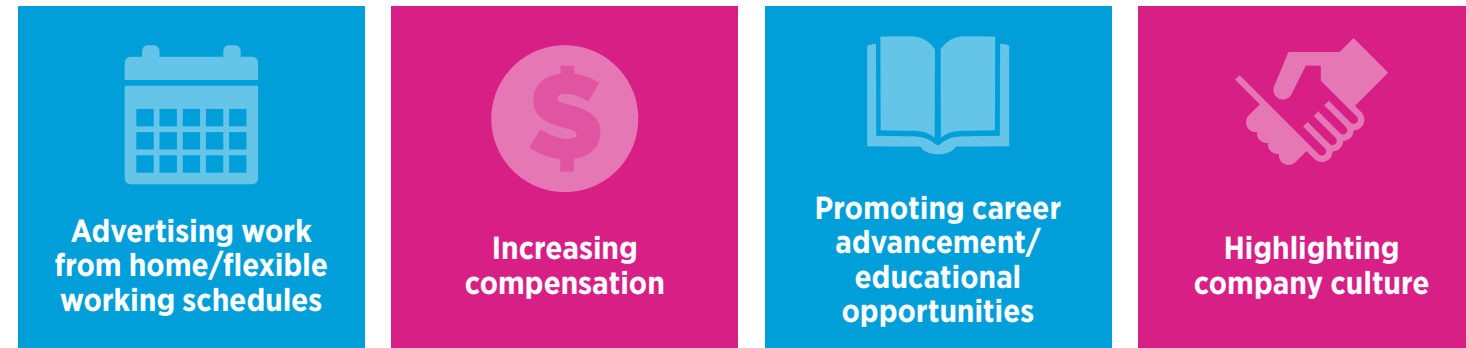
Skills shortage in your industry



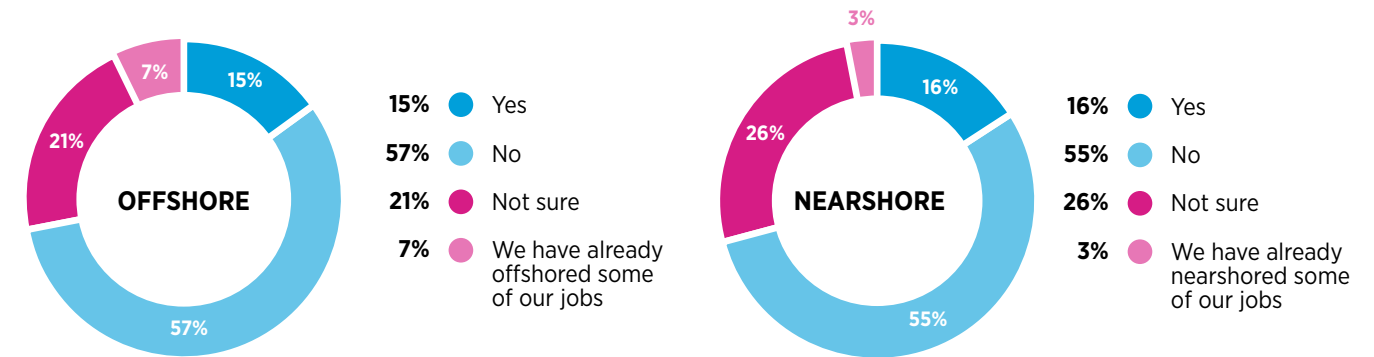
Higher compensation offered elsewhere



## Top ways employers are attracting new talent



## Do employers have plans to offshore and nearshore any jobs in the next 3 years?



## DRAWING IN QUALIFIED APPLICANTS BY PROMOTING WORK FROM HOME OPPORTUNITIES

The pandemic radically accelerated the uptake of remote working for many organizations and in fact, advertising work from home and flexible working schedules was one of the top ways employers are attracting talent. With the door now open for more employees to work remotely, employers should consider the impact this has on hiring, such as access to wider talent pools if proximity to the workplace is no longer a necessity.

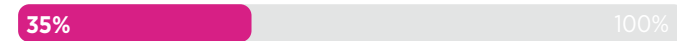
Employees are now more inclined to want to work remotely most of the time. Flexibility is the key here - a one size fits approach will not be effective when it comes to preferred ways of working, so putting processes and resources in place should be a focus throughout.

# COMPANIES TAKING ACTION TO AVOID FALLING BEHIND

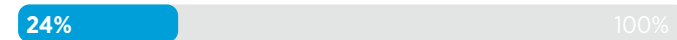
As employers bring aboard new hires, they have taken steps in response to the changing labour market, such as diversifying sources for finding talent. In fact, 62% of companies have made a change to their recruitment process in efforts to operate more efficiently and effectively. Additionally, when looking at organizations retention efforts, 50% of employers cited they are creating open communication between employees and 39% improving company culture. To learn how to prevent your best workers from leaving, [visit this blog](#).

## What have you changed about your recruitment process in response to the changing labour market?

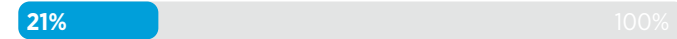
Diversified sources for finding talent



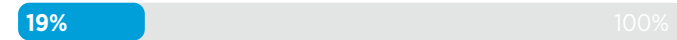
Streamlined interview processes



Created a referral program



Started pipelining talent in advance of hiring needs

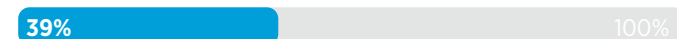


## What measures are you taking to improve staff retention?

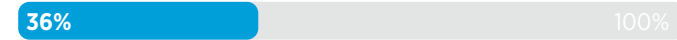
Creating open communication between employees



Improving company culture



Providing ongoing training



Offering pay raises



### Get your onboarding right in a hybrid world

If organizations are working in a hybrid environment, they must not underestimate how important it is to get the new hire up to speed quickly, engaged with the team and contributing to their success. Consider working with an expert like Hays, who understands not only how to find talent remotely, but can also advise on changes needed to the onboarding process that will ensure it is effective for those working partially or fully remote. To learn more about how to onboard remotely, [check out this blog](#).

## LOOKING TO STAND OUT IN A SKILLS SHORT MARKET?

As companies look to differentiate themselves in the market, they will want to ensure they are promoting their open jobs to professionals in meaningful ways. With hiring activity ramping up, employers should consider highlighting their values, such as their commitment to corporate social responsibility as a way to genuinely connect with prospective employees.

Active job seekers will be attracted to brands that provide a positive experience from their first point of contact - and that includes the job adverts they read at the beginning of the application process. Here are two ways companies can add value to their online job adverts.

### Think about what candidates would find valuable and would incentivize them to apply

When deciding what information to prioritize in the body of the advert, it is tempting to include all the information about the organization. But remember that candidates really value information that affects their day-to-day life, such as the type of work the position involves, the potential career path it holds, the ability to work remotely, and the compensation offered.

### Make sure the body content of the job advert is clear and relevant

Use commonly-searched keywords and keep the content easy to read, so think about how to structure the advert - for example using short bullet points that will be better at grabbing the candidates attention and easier for readability. This is essential for ensuring it ranks well in relevant online searches.

Whether you are looking for help on writing job adverts or struggling to increase applicant flow, Hays can help - [contact us for advice today](#).

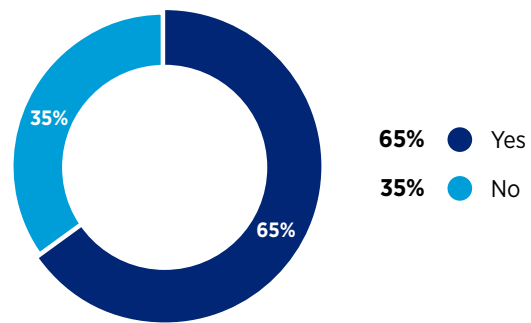


# THE WAVE OF EMPLOYEE RESIGNATION

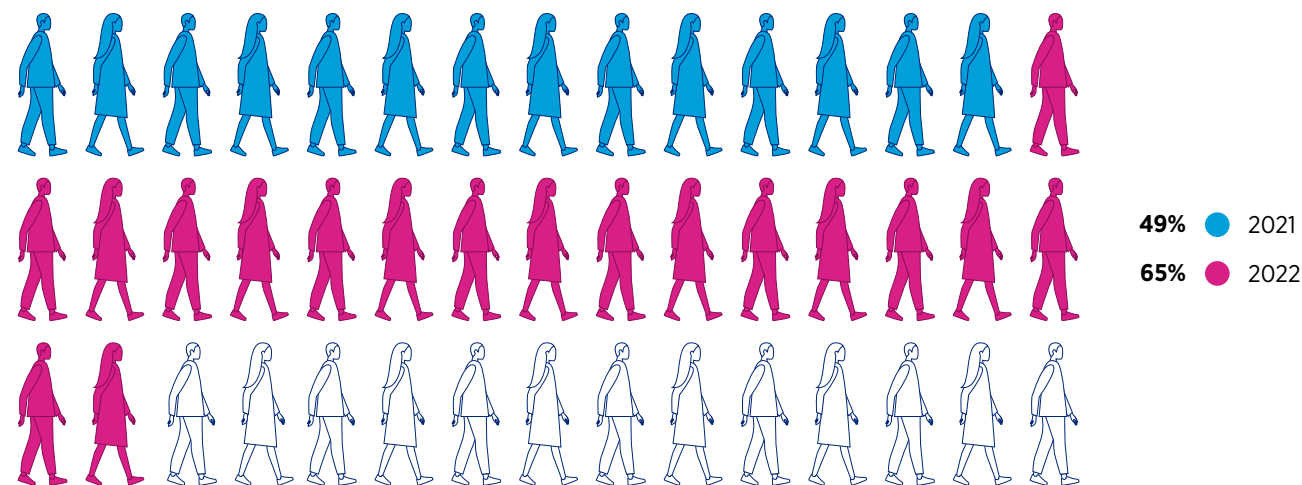
The effects of the pandemic have been vast and made many people take a second look at what is important to them. The changing expectations have brought about mixed feelings when it comes to their work-life. It is important to understand which factors most affect employee satisfaction so that employers spend their time and energy on programs, processes, and factors that will have a positive impact on satisfaction. Take the time to ask for staff feedback to understand what factors are most important to them such as opportunities to upskill, compensation, benefits or feeling a sense of belonging at work.

Perhaps more concerning, 65% of respondents are seriously considering leaving their role. Since people are willing to leave, this presents the opportunity for employers to gain new skilled workers on their team, if they can promote themselves as an attractive employer. Employers will also want to rethink the structure of their team to maximize efficiencies and identify any skills gaps that need to be filled.

## Are you seriously considering leaving your current role?



## Even more employees on the move this year - Comparison 2021 x 2022

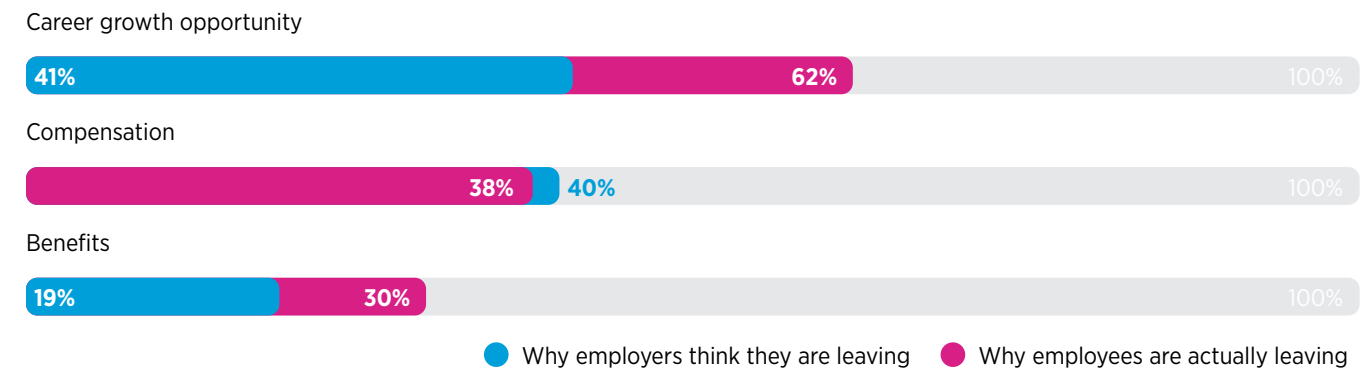


# LACK OF CAREER GROWTH COMES IN AS THE TOP FACTOR FUELING STAFF DESIRE TO LEAVE

The pandemic has affected people in various ways, such as careers being stalled and workers feeling like their company is not investing in them. 62% of our respondents cited that they would leave their current role if they were not provided with career growth opportunities. Additionally, 44% of employees cited that no training has been initiated by their company to help develop their skills. These two factors combined are major motivators for workers to say enough is enough and voluntarily leave their role.

Fortunately, employers and employees are on the same page when it comes to compensation with both being aware that compensation is a major reason why people decide to leave or stay. Despite this, only 23% of employers are offering pay raises to improve retention.

## What are the reasons employees are leaving their current role?



### Employers must demonstrate that they genuinely care about their teams career

When providing training courses, ensure they are relevant to the teams career goals. Some training courses can be a big investment of company time and money, which can pose a challenge. If a company cannot support funded training, consider alternative ways to upskill including webinars, podcasts or mentoring sessions with relevant members of existing staff.

**40%**  
of employers cited that their staff are leaving because of compensation, yet only 23% are offering pay raises to help improve staff retention

To view the latest salaries to see the current market rate [click here.](#)

# 3 WAYS COMPANIES CAN AVOID POST-PANDEMIC EMPLOYEE TURNOVER

Having a strategy for retaining top talent and curbing the turnover of staff in a post pandemic world has many positive outcomes for a business. Firstly, it can help to prevent the cost of unexpectedly having to replace good staff. As most hiring managers know, the cost of such turnover adds significantly to a company's expenses. Here are a few things employers should consider to keep staff engaged and satisfied.

## 1 Training and development are not only courses

Courses are not necessarily what training and development are about, nor do they have to take place in a formal classroom. Mentorships are a useful retention tool and can also be used to pass on corporate insight to other employees. One-on-one training and taking on additional duties can also be just as effective. Investing in your employees' skills development allows them to be the best they can be, which has obvious rewards for both them and the company.

## 2 Clear career pathways keep staff motivated

Employees can become bored without the proper career development - and this is often a reason why candidates look elsewhere for work. As different organizations have different parameters within which they must work, career development does not always mean promotion, although it certainly can. Can additional responsibility, or the opportunity to supervise other employees be offered? Keep in mind that moving a worker laterally into a different department, role or challenge can go a long way in keeping staff motivated.

## 3 Good relationships create win-win partnerships

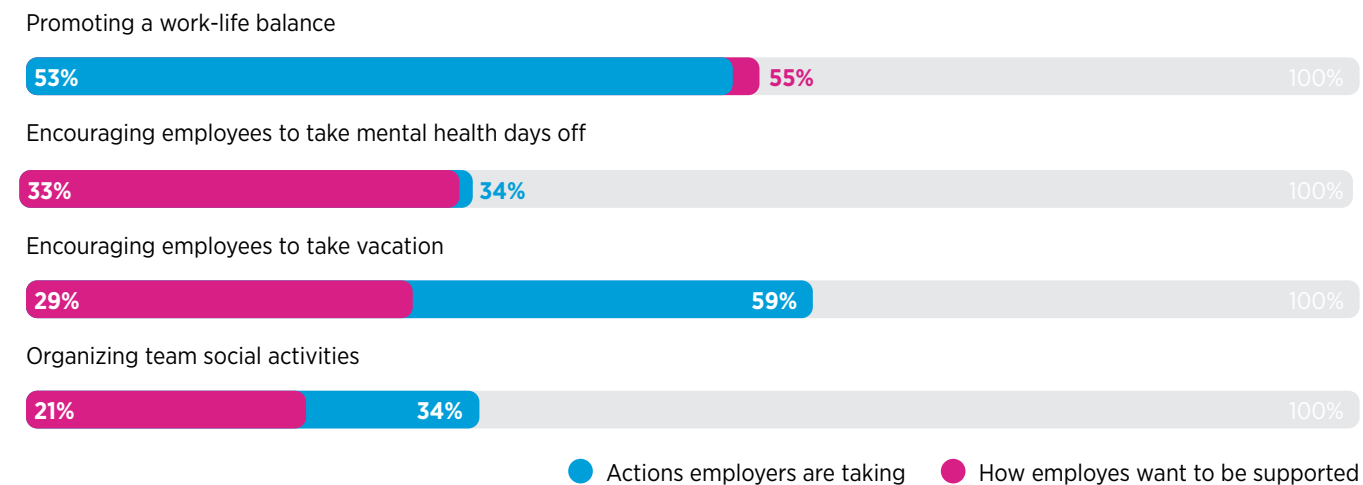
If an employee has good relationships at work, they are more likely to stay with a company and feel engaged with their work. So employers need to focus on how they understand, communicate and build good relationships with their employees. It is a good idea to ask employees for their opinion on key engagement factors such as career progression and performance feedback through employee opinion surveys, online forums or regular reviews. And it is best not to assume anything about an employee's career path as there can be many factors at play - simply maintain open and honest communication to better understand what their goals are.

# THE PANDEMIC HAS SHIFTED ATTITUDES TOWARDS WELLBEING, BUT WORKERS WANT MORE

Many organizations have taken steps throughout the pandemic to strengthen staff wellbeing and contribute towards a mentally healthy workforce. The majority of respondents cited that they want their organization to promote a work-life balance and currently, only 47% rate their work-life balance as somewhat positive. Interestingly, employees are seeking well-being initiatives that don't necessarily have costs associated with them, such as 67% of employees wanting a work-life balance to be promoted. Implementing measures such as flexible work schedules, family/pet friendly working environments, vacation vouchers or extra time off, can help show employees that their company encourages a work-life balance for their staff.

It is important to remember that workplaces are filled with different backgrounds and perspectives, so employers should encourage dialogue about those differences. Employees want to know they are valued, no matter how different their views might be.

### How organizations are supporting staff well-being



**47%**  
of employees rate their work-life balance as somewhat positive

### Facilitate a better work life and put in place positive working routines

With just over half of employees saying they want their organization to promote a healthier work-life balance, employers should consider revisiting their benefits package to ensure it reflects the changing needs of their staff. Be sure to look at what support structures are in place to help staff improve their wellbeing, such as mental health first aiders and wellbeing ambassadors. Ensuring policies and agreed working practices are led from the top is also important when driving cultural change. To learn how employers can encourage a 'holiday-friendly' environment, [check out this blog.](#)



# UPSKILLING AND CAREER GROWTH: VITAL EMPLOYEE BENEFITS

As mentioned earlier, there is an opportunity for employers to do better to support their team, whether that be training them in the necessary skills they lack or areas of weakness they need growth in. This can be an effective way to close the skills gaps and make employees more proficient in their existing and future roles. Unfortunately, 44% of employees cited that they have not received training from their company. Training along with career progression opportunities is vital in keeping workers satisfied, with 62% of respondents expressing they would leave their current role if career growth was lacking. While companies provide training to upskill their staff, they should also consider hiring temp workers in the interim to help bridge the skills gap on their team.

## What have you implemented to support the upskilling/reskilling of your team?



### Prioritize team upskilling

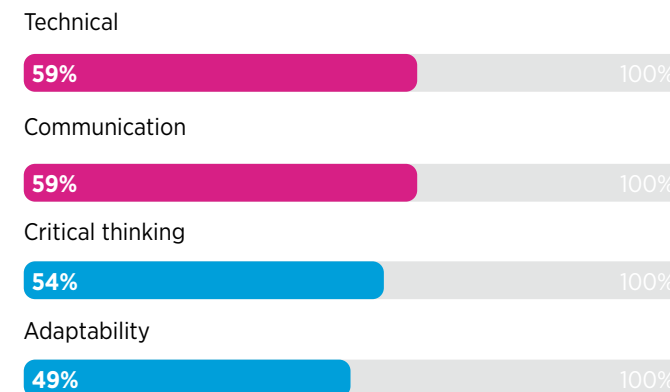
As the world has changed so have the skills that employers need most. However, there is an understanding gap between the skills employees want to develop to progress their careers and the skills employers need. Employers should provide support to their teams to help develop this understanding and close the gap. Supporting staff with targeted training and development opportunities should be a priority for employers. This could include supporting your team in undertaking academic qualifications, or investing in online training, such as [Hays Thrive](#), our free online training portal to help teams with the tools they need to thrive in the new world of work.

# EMPLOYEES HAVE THEIR TARGETS SET ON TECHNICAL KNOWLEDGE AND COMMUNICATION

The majority of employees feel that technical and communication skills are important to advance their career and stay competitive. To improve these skills, 58% have taken it upon themselves to enroll in online training/certification programs. In an era where applications and worker skills are lacking, employers will want to pay close attention to their tech stack offerings, as this could be a secret weapon to attracting and keeping top talent.

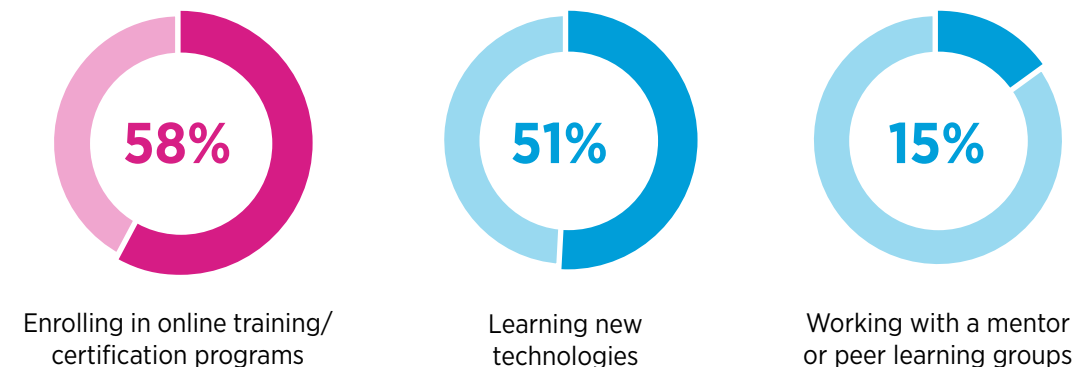
In a time where video calling is at its highest, reading body language and other cues can be difficult. Therefore, it is more important than ever to strengthen verbal and written communication skills to help effectively connect with colleagues, define goals, identify problems and arrive at solutions.

## What skills do you see as necessary to advance your career and stay competitive?



**44%**  
of employees cited that no training has been initiated by their company to help develop their skills

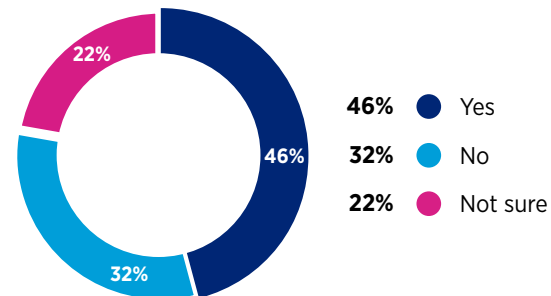
## What training have you done on your own in order to develop your skills?



# TECHNOLOGY EXPECTED TO IMPACT JOBS IN THE COMING YEARS

According to our survey, 46% of employees expect their job to change due to tech in the next three years - reinforcing their desire to upskill and receive training development. In fact, when employers were asked if they were planning to or have already automated jobs, 28% said yes. Whether a facet of a job is automated or completely overtaken, this speaks to how automation continues to impact jobs. This also furthers why employees are eager for technical training opportunities - to stay ahead and keep up with the ever-changing conditions.





**Do you expect your job to change considerably in the next three years as a result of technology?**



In the next three years, **26%** of companies plan on using technology to automate jobs that they would normally hire for in the past

**18%** of companies have begun to replace certain tasks with technology but yet jobs

**Top areas companies are looking to automate or have already automated**

 Accounting & Finance	 Operations	 Administration	 Human Resources/ Payroll
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**FUELING EQUITY, DIVERSITY & INCLUSION IN THE WORKPLACE**

# FUELING EQUITY, DIVERSITY & INCLUSION IN THE WORKPLACE

As the world of work has undergone unprecedented changes, it has prompted employers to consider how they can better support their employees and wider community. When it comes to helping retain staff, employers should consider highlighting their values, such as their commitment to corporate social responsibility or ED&I initiatives. In fact, our survey data revealed that 72% of employees want their company to have ED&I goals but unfortunately only 33% currently have them established. Promisingly, 73% of respondents expressed that they feel a sense of belonging at their workplace, however there is still a long way to go with more than a quarter of them not feeling connected at work.

## 72%

of employees feel it is important for their organization to have ED&I goals and tactics in place

## 33%

of employers have currently established ED&I goals in recruitment according to the [Hays 2021 ED&I in Recruitment report](#)



The top ways employers are creating an inclusive environment is by asking employees for feedback and educating leaders on the importance of inclusivity as cited in the [Hays 2021 ED&I in Recruitment report](#)

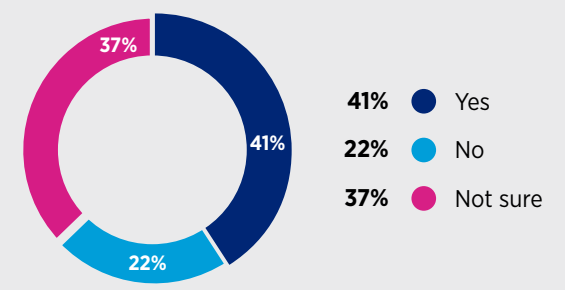
## 73%

of employees feel a sense of belonging and acceptance at their workplace

## 13%

of employees cited that they would leave their role due to under-representation of minority groups/ethnicities

Is your company taking measures to reach under-represented groups/ethnicities?



# 3 TIPS TO IMPROVE ED&I IN YOUR WORKPLACE

## 1 Gather data to identify priority areas

Use anonymous surveys to gather ED&I data and create a picture of the current status within the organization. Be sure to do this in a safe and anonymous way that will provide a honest view of the employee population and identify where to prioritize time, energy and resources. This also gives confidence to have informed conversations with leaders about the areas that require focus. Keep in mind, that it is important to gather data from different divisions of the organization to get a true picture of diversity within the teams.

## 2 Provide a sense of belonging for every employee

During one-on-one meetings with employees, take the time to regularly check-in and ask how they are, recognize their good work and talk about why their skills and contribution are valued. Additionally, offer benefits that all employees can utilize, from flexible working options to professional development and wellbeing initiatives. Steps like these, will help convey understanding and support towards their personal and professional needs.

## 3 Create inclusive recruitment and hiring processes

Before recruiting, review job descriptions and the language used in job advertisements to ensure it does not dissuade particular demographic groups from applying. Also consider working with an expert recruiter like Hays, who understands how to attract qualified talent from the widest pool.

To learn more on how to embrace ED&I through your recruitment efforts, [download our ED&I report here.](#)

# RECOMMENDATIONS

## WHAT YOU NEED TO DO TO TACKLE THE GREAT RESET

### USE NON-TRADITIONAL WAYS TO SOURCE JOB SEEKERS

65% of respondents cited they are seriously considering leaving their current role. Employers can better tap into these candidates by using nontraditional sources such as social media channels, attending relevant events and working with local associations. By partnering with Hays, companies will have access to our network of over 5 million LinkedIn followers, to help source the talent that is on the move. This also presents an opportunity for employers to rethink how they structure their team, with the influx of resignations on the horizon.

### BUILD A STRONGER TALENT PIPELINE BY SHOWCASING ENTICING OFFERINGS

When ramping up hiring activity, employers will need to focus on the efficiency and effectiveness of their recruitment process to avoid wasting unnecessary time and costs. With employers facing a general lack of applicants, employers should rethink how they are advertising their open roles. Such as, promoting remote/flexible working, career advancements, free training and competitive compensation packages. Using an expert recruiter like Hays will help get more candidates into the hiring process and better showcase your employer brand - [Contact us to help with your hiring needs.](#)

### FOCUS ON TEAM UPSKILLING WITH AN EMPHASIS ON TECHNICAL KNOWLEDGE

The pandemic has accelerated market trends, meaning employee skill sets that were nice-to-haves have quickly become must-haves. Since 59% of respondents feel technical skills are necessary to advance their career and stay competitive, companies need to focus on providing a robust tech stack as this will not only help retain staff but also attract skilled candidates. Therefore, employers need to proactively create upskilling or reskilling processes and address the skills gaps on their teams through internal development and recruitment.

### LOWER EMPLOYEE TURNOVER BY PROMOTING A WORK-LIFE BALANCE

Employees need to revisit their wellness offerings to ensure they are aligned with the changing needs of their workforce. Our data revealed that 55% of respondents want their company to support wellness by promoting a work-life balance. So, taking steps towards encouraging staff to have a work-life balance and cultivating a culture around this, will help employees feel appreciated at work. Additionally, providing support such as mental health days, will not only encourage overall health and wellness, but also prevent employee burnout. Providing other wellbeing support options will help keep staff healthy, happy, and employed with the company longer.

# SALARIES

The following pages provide a listing of the typical base salaries for the commonly filled roles for professionals and skilled staff in:

13 Accounting & Finance

25 Manufacturing & Logistics

33 Sales & Marketing

17 Architecture & Interior Design

26 Office Professionals

35 Technology

18 Construction

27 Procurement

22 Human Resources

28 Property & Facilities Management

24 Legal

31 Resources & Mining

## Using our salary data

For salary ranges, the first figure indicates the lower and the second figure indicates the higher salary level typically paid in each city or region. Where only one figure is reported, it represents the minimum wage for more senior positions that can have a very wide range and no clearly defined upper limit. Salaries are expressed in Canadian dollars (thousands, annual gross) and do not reflect any benefits packages, bonuses, or any other arrangements between employers and candidates. While every care is taken in the collection and compilation of data, this report is interpretive and indicative, not conclusive. Please note that the Hot Jobs listed may vary by region.

This information should be used as a guide only.

## ACCOUNTING & FINANCE

### 🔥 HOT JOBS

Controller

Senior Financial Analyst

Project Accountant

Property Accountant

Senior Accountant

Senior Tax Manager

## PUBLICLY TRADED

Revenues of \$500 million and higher

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	300-400	300-400	300-400	300-400	300-400
Vice President, Finance	200-250	185-255	180-250	180-230	180-275
Director of Finance	180-225	145-185	145-225	140-180	145-190
Controller	130-180	130-165	125-160	130-150	130-170
Assistant Controller/Account Manager	105-150	90-115	85-110	75-120	90-120
Senior Accountant	75-95	70-95	70-90	80-95	75-95
Treasury Manager	130-170	115-145	110-140	110-135	110-145
Treasury Analyst	95-120	85-115	90-110	85-115	100-125
Senior Director Tax/VP Tax	180-220	185-255	150-220	150-220	150-220
Director of Tax	150-190	155-205	130-200	130-180	130-180
Tax Manager	120-150	90-155	100-130	95-125	95-140
Tax Analyst	85-125	70-90	80-100	70-90	80-100
Internal Audit Manager	105-130	100-120	95-120	95-120	95-120
Internal Auditor	80-110	80-95	75-95	70-90	75-95
Manager, Financial Reporting	125-150	110-130	100-140	90-130	100-140
Manager, Financial Planning/Analysis	125-150	110-140	110-150	100-150	100-130
Senior Financial Analyst	100-125	80-100	80-95	80-95	85-105
Financial Analyst	75-95	70-90	70-95	70-90	75-95

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PUBLIC PRACTICE

Mid-tier

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Audit Senior Manager	100-130	120-170	90-110	90-110	95-125
Audit Manager	85-100	90-120	75-90	75-90	85-95
Audit Senior	70-80	65-85	60-75	60-75	60-70
Audit Staff Accountant	50-65	45-60	55-70	55-65	50-60
Tax Senior Manager	110-150	120-170	100-120	100-120	100-130
Tax Manager	90-110	90-120	90-115	90-115	75-100
Tax Senior	70-90	60-85	70-85	70-85	60-75

Big Four

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Audit Senior Manager	120-150	120-150	100-140	100-140	110-140
Audit Manager	95-120	85-110	80-95	80-95	80-100
Audit Senior	65-85	65-80	58-62	65-80	65-80
Audit Staff Accountant	55-70	45-60	40-48	60-70	55-65
Tax Senior Manager	120-170	120-180	110-150	110-150	110-150
Tax Manager	90-120	90-110	90-110	90-120	90-115
Tax Senior	75-95	70-85	70-85	75-90	75-90

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PRIVATE ENTERPRISE

Revenues up to 100 million

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	170-220	185-230	150-220	150-200	150-250
Vice President, Finance	160-200	135-185	110-180	140-180	140-180
Director of Finance	130-170	125-170	100-150	100-140	110-150
Controller	95-125	85-125	80-120	95-125	95-120
Assistant Controller	80-100	80-100	75-95	80-100	80-90
Senior Accountant	65-90	60-85	60-85	65-80	65-80
Accounting Manager	75-95	70-90	70-90	65-80	75-95
Treasury Manager	95-110	90-110	85-95	85-95	85-95
Treasury Analyst	70-90	70-95	70-90	70-90	70-90
Director of Tax	140-170	150-170	100-150	90-120	100-115
Senior Tax Manager	110-140	120-140	90-130	80-110	110-140
Tax Manager	90-110	98-120	70-95	70-95	90-120
Tax Analyst	70-95	60-85	65-85	65-85	70-85
Internal Audit Manager	85-105	85-105	65-90	65-90	70-85
Internal Auditor	65-90	70-85	60-80	60-80	65-75
Manager, Financial Reporting	100-120	90-110	80-110	80-110	90-110
Manager, Financial Planning/Analysis	100-110	90-120	80-110	80-110	90-110
Senior Financial Analyst	75-95	70-90	75-95	75-90	75-90
Financial Analyst	60-75	60-75	55-75	55-70	70-80

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PRIVATE ENTERPRISE

Revenues from 100-250m

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	190-250	185-260	160-250	160-250	200-250
Vice President, Finance	160-200	155-210	150-200	150-200	150-200
Director of Finance	130-160	135-165	100-150	100-140	120-160
Controller	110-150	95-135	90-130	90-130	100-130
Assistant Controller	85-110	80-100	75-100	75-100	85-100
Senior Accountant	65-85	60-85	75-90	60-85	70-85
Accounting Manager	80-100	80-95	85-100	75-90	85-100
Treasury Manager	100-120	105-125	100-125	90-115	90-115
Treasury Analyst	75-95	80-95	75-85	75-85	70-95
Director of Tax	120-140	140-170	110-160	100-130	115-140
Senior Tax Manager	120-130	120-140	100-130	90-120	90-120
Tax Manager	100-120	90-115	85-110	80-100	85-105
Tax Analyst	80-100	65-85	70-90	70-85	70-85
Internal Audit Manager	80-100	90-120	80-100	70-90	85-95
Internal Auditor	70-90	75-95	65-90	65-75	70-80
Manager, Financial Reporting	100-125	95-115	90-125	80-110	90-110
Manager, Financial Planning/Analysis	95-115	95-120	90-115	80-110	90-110
Senior Financial Analyst	75-95	70-95	75-95	75-90	80-100
Financial Analyst	65-80	60-90	65-85	65-75	70-80

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PRIVATE ENTERPRISE

### Revenues of 250m and higher

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	200-300	205-310	200-300	200-300	250-450
Vice President, Finance	190-250	185-260	180-250	180-250	200-300
Director of Finance	150-200	135-185	130-180	150-200	150-200
Controller	120-150	105-135	100-145	90-130	100-130
Assistant Controller	100-120	90-105	80-100	90-105	85-110
Senior Accountant	75-95	60-85	75-95	65-85	70-90
Accounting Manager	80-105	80-100	80-100	75-100	80-100
Treasury Manager	100-120	105-125	100-130	100-120	100-120
Treasury Analyst	75-95	80-95	75-95	70-95	70-95
Director of Tax	140-180	160-180	120-150+	100-140	110-150
Senior Tax Manager	130-160	125-145	100-140	95-120	95-120
Tax Manager	120-150	95-125	70-95	70-95	90-110
Tax Analyst	80-105	70-85	65-85	65-85	70-85
Internal Audit Manager	100-115	95-120	85-105	75-95	90-110
Internal Auditor	80-95	70-95	80-90	80-90	65-80
Manager, Financial Reporting	105-125	100-120	90-125	80-110	100-120
Manager, Financial Planning/Analysis	100-120	100-130	80-110	80-110	100-130
Senior Financial Analyst	80-100	70-95	75-100	75-100	80-100
Financial Analyst	70-85	65-85	70-85	60-75	70-85

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## ACCOUNTING SUPPORT

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Accounts Receivable Manager	75-95	65-85	60-75	60-75	80-90
Accounts Receivable Supervisor	70-80	60-75	60-65	60-65	70-85
Accounts Receivable Clerk	55-65	45-55	45-55	45-55	50-60
Accounts Payable Manager	80-100	65-85	55-75	55-70	80-90
Accounts Payable Supervisor	70-80	55-70	50-60	50-60	65-75
Accounts Payable Clerk	55-65	45-55	45-55	45-55	55-60
Senior Accountant	80-95	65-85	65-80	65-80	70-85
Intermediate Accountant	65-75	55-70	55-65	50-60	60-70
Junior Accountant	55-60	45-55	40-50	45-55	50-60
Senior Property Accountant	80-95	70-80	70-85	70-85	80-85
Property Accountant	70-80	60-70	55-70	60-70	70-75
Senior Project Accountant	75-90	70-90	65-85	65-85	75-90
Project Accountant	68-75	60-75	60-75	60-75	70-80
Payroll Manager	90-140	90-120	80-100	80-100	85-105
Payroll Team Lead	75-95	70-90	60-75	60-75	75-85
Payroll Specialist	70-85	60-80	50-60	50-60	60-75
Payroll Coordinator	60-70	55-70	45-55	45-55	55-60
Payroll Administrator	55-65	50-60	40-45	40-45	50-55
Director of Credit/Collections	100-130	125-140	100-140	90-115	100-125
Credit/Collections Manager	85-105	85-110	75-115	80-90	80-90
Credit/Collections Supervisor	75-85	60-75	60-75	60-75	65-75
Credit/Collections Specialist	60-75	50-55	50-60	40-55	55-60
Credit/Collections Administrator	50-60	45-50	45-55	40-50	45-50

All figures are expressed in thousand Canadian dollars and as annual gross salaries



## BANKING AND FINANCIAL INSTITUTIONS

### BIG 5-Large

Job Title	National
CFO	300+
CRO	300+
CCO	300+
Vice President, Risk	170-230
Vice President, Compliance	170-230
Vice President, Audit	170-230
Vice President, Finance	170-230
Director of Finance	120-150
Director of Risk	120-150
Director of Audit	120-150
Director of Compliance	120-150
Senior Manager, Risk	90-120
Senior Manager, Compliance	90-120
Senior Manager, Audit	90-120
Manager, Risk	70-90
Manager, Compliance	70-90
Manager, Audit	70-90
Investment Banking, Junior Associate	85-115
Investment Banking, Senior Associate	125-175
Investment Banking, Assistant Director	175-225
Commercial Banking Small Business (>750K)	70-110
Commercial Banking Mid Market (1M-10M)	90-145
Commercial Banking Large Market-Syndicated (10M+)	90-145
Commercial Banking AVP /Team Lead	115-145
Vice President, Commercial Banking	145-200

### Small-Mid Size

Job Title	National
CFO	150-250
CRO	150-250
CCO	150-250
Vice President, Risk	140-180
Vice President, Compliance	140-180
Vice President, Audit	140-180
Vice President, Finance	140-180
Director of Finance	110-140
Director of Risk	110-140
Director of Audit	110-140
Director of Compliance	110-140
Senior Manager, Risk	80-110
Senior Manager, Compliance	80-110
Senior Manager, Audit	80-110
Manager, Risk	70-100
Manager, Compliance	70-100
Manager, Audit	70-100



# ARCHITECTURE & INTERIOR DESIGN

## 🔥 HOT JOBS

Architectural Technologist (Revit)

BIM Manager

Contract Administrator

Intermediate/Senior Architect (registered)

Intern Architect

Project Manager

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## ARCHITECTURE & INTERIOR DESIGN

### Architecture

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Intern Architect	45-65	45-65	55-75	55-70	50-65	50-70
Intermediate Architect	65-95	65-95	65-90	70-85	65-85	70-90
Senior Architect	95-150	95-150	95-150	85-130	85-120	90-110
Junior Technologist	40-55	40-55	45-55	40-55	40-50	45-60
Technologist	55-80	55-80	55-75	55-75	50-70	60-75
Senior Technologist	80-115	80-115	75-110	75-100	70-90	75-95
Job Captain	95-120	95-120	90-120	90-120	80-100	80-100
Contract Administrator	80-110	80-110	80-120	80-105	80-100	80-100
Project Manager	85-110	85-110	80-120	80-105	80-100	80-100
Senior Project Manage/ Senior Contract Administrator	110-135	110-135	120-140	110-125	100-120	100-120
BIM Manager	85-115	85-115	80-110	80-100	80-100	85-100
Senior BIM Manager	100-140	100-140	100-130	100-130	100-130	100-120
Architectural Designer	75-100	75-100	60-75	55-75	50-70	55-75
Senior Architectural Designer	100-120	100-120	75-100	75-100	70-90	75-90

### Interior Design

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Senior Interior Designer	85-110	85-110	80-110	80-110	75-95	80-100
Intermediate Interior Designer	75-100	75-95	60-80	60-80	55-75	65-80
Junior Interior designer	50-75	50-75	40-60	40-60	40-55	45-65

All figures are expressed in thousand Canadian dollars and as annual gross salaries



# CONSTRUCTION

## 🔥 HOT JOBS

Construction Handyman Residential

Estimator

Project Manager

Superintendent

Warranty Technician Residential

## CONSTRUCTION

### General Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa
Vice President, Construction	160-210	160-210	175-250	200+	175+
Senior Project Manager	120-140	120-140	120-175	120-180	120-175
Project Manager	100-130	100-130	75-120	75-120	110-125+
Project Coordinator	70-85	70-85	50-65	50-75	65-75
Chief Estimator	120-170	120-170	125-175	110-150	125-150
Senior Estimator	100-140	100-140	90-125	90-110	90-125
Estimator	90-130	90-130	65-90	60-90	70-90
Superintendent	110-150	110-150	90-150	100-150	125-140
Assistant Superintendent/Foreman	80-100	80-100	70-95	70-90	80-100
Mechanical & Electrical Coordinator	60-75	60-80	60-80	70-85	60-75
Mechanical & Electrical Manager	80-120	80-120	90-120	90-110	90-100

Job Title	Regina	Vancouver	Winnipeg
Vice President, Construction	160+	180-250	140-200
Senior Project Manager	115-130	130-185	115-140
Project Manager	100-140	85-130	90-120
Project Coordinator	60-70	60-80	60-80
Chief Estimator	110-160	130-180	110-150
Senior Estimator	110-130	110-140	100-120
Estimator	100-120	90-120	75-95
Superintendent	100-130	90-150	90-120
Assistant Superintendent/Foreman	85-100	80-100	70-90
Mechanical & Electrical Coordinator	55-75	70-90	55-75
Mechanical & Electrical Manager	80+	80-120	80+

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### Road Building & Heavy Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa
Vice President, Construction	150-250	150-250	130-225	150+	150+
Senior Project Manager	120-140	120-140	130-180	130-180	130-180
Project Manager	100-125	100-125	95-150	90-140	90-130
Project Coordinator	70-90	70-90	75-90	70-90	65-70
Chief Estimator	125-175	125-175	100-200	110-150	125-150
Senior Estimator	100-140	100-140	100-150	100-150	100-125
Estimator	90-120	90-120	75-125	80-110	80-100
Superintendent	100-150	100-150	100-150	110-150	100-130
Assistant Superintendent/Foreman	75-110	75-110	70-80	70-90	80-95

Job Title	Regina	Vancouver	Winnipeg
Vice President, Construction	140-160	190-250	140-200
Senior Project Manager	115-150	130-180	120-160
Project Manager	110-140	105-140	100-140
Project Coordinator	70-90	75-95	70-80
Chief Estimator	110-160	130-190	100-140
Senior Estimator	120-140	120-145	115-140
Estimator	90-130	100-140	90-120
Superintendent	110-150	105-150	100-130
Assistant Superintendent/Foreman	90-120	80-95	70-100

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### Civil Engineering

Job Title	Calgary	Edmonton	GTA	Montreal	Regina	Vancouver	Winnipeg
Principal Partner	145-170	145-170	160-180	160-180	150+	150-180	120-150
Associate Partner	130-150	130-150	110-130	110-130	120-140	125-150	110-140
Civil Project Manager	90-120	90-120	90-110	90-110	100-130	95-120	85-110
Civil Project Engineer	100-120	100-120	90-100	90-100	90-110	85-110	90-100
Civil Engineer	85-95	85-96	85-100	85-100	90-110	85-100	85-95
Civil Designer	70-90	70-90	70-90	70-90	80-90	75-100	70-90
Civil CAD Drafter	70-80	70-80	60-75	60-75	75-90	70-85	60-70

### Environmental Engineering

Job Title	Calgary	Edmonton	GTA	Montreal	Vancouver	Winnipeg
Principal Partner	130-140	130-140	120-145	120-145	130-160	120-140
Associate Partner	120-130	120-130	110-140	110-140	125-150	115-125
Associate	100-120	100-120	100-110	100-110	115-140	100-110
Environmental Project Manager	90-110	90-110	90-100	90-100	90-140	90-100
Environmental Project Engineer	90-140	90-140	90-110	90-110	90-140	90-120
Environmental Engineer	90-120	90-120	80-95	80-95	90-120	80-95

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### High-rise Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa
Vice President, Construction	180-250	180-250	250-300+	200+	175+
Construction Manager	150-200	150-200	180-225	130-160	130-160
Senior Project Manager	150-200	150-200	170-190	120-150	130-150
Project Manager	110-160	110-160	145-180	100-120	110-130
Project Coordinator	70-80	60-80	65-90	65-85	65-75
Chief Estimator	140-170	140-170	180-230	110-130	175-200
Senior Estimator	110-140	110-140	125-180	90-110	125-175
Estimator	90-120	90-120	75-110	70-90	75-100
Superintendent	120-180	120-180	150-225	120-200	120-150
Finishing Superintendent	90-120	90-120	90-150	90-120	90-110
Customer Service Manager	80-110	80-110	85-120	80-100	70-75
Customer Service Coordinator	50-65	50-65	45-70	50-70	55-65
Assistant Superintendent/Foreman	80-110	80-110	75-90	70-90	75-100
Site Clerk	45-55	45-55	50-60	55-70	55-60

Job Title	Regina	Vancouver	Winnipeg
Vice President, Construction	140-180	200-300	185-250
Construction Manager	130-180	150-200	130-160
Senior Project Manager	120-150	150-200	150-200
Project Manager	110-120	120-150	130-160
Project Coordinator	60-80	70-90	65-85
Chief Estimator	115-130	170-200	125-155
Senior Estimator	110-120	120-150	100-120
Estimator	90-110	90-120	90-110
Superintendent	110-130	130-200	120-150
Finishing Superintendent	90-110	90-120	90-120
Customer Service Manager	55-75	75-100	80-110
Customer Service Coordinator	55-65	50-60	55-65
Assistant Superintendent/Foreman	75-90	80-100	75-90
Site Clerk	50-65	45-55	50-60

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### Residential Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa
Vice President, Construction	150-225	150-200	180-230	150+	150-200
Senior Project Manager	120-150	120-150	100-140	110-130	100-125
Project Manager	95-110	95-110	80-125	95-120	95-115
Project Coordinator	65-75	65-75	50-65	65-75	60-70
Chief Estimator	110-140	110-140	125-175	120-150	130-140
Estimator	80-110	80-110	90-120	90-120	65-80
Superintendent	90-120	90-120	90-120	90-110	90-110
Finishing Superintendent	70-90	70-90	75-90	80-100	70-80
Customer Service Manager	70-100	70-100	80-110	80-100	60-65
Customer Service Coordinator	50-80	50-80	45-65	65-80	50-60
Assistant Superintendent/Foreman	70-90	70-90	70-85	60-70	65-75

Job Title	Regina	Vancouver	Winnipeg
Vice President, Construction	150+	150-225	150-200
Senior Project Manager	100-120	130-160	100-130
Project Manager	90-100	90-130	80-120
Project Coordinator	65-80	65-80	55-65
Chief Estimator	100-115	120-140	90-110
Estimator	100-120	90-120	65-85
Superintendent	100-120	100-160	80-110
Finishing Superintendent	90-110	80-100	70-80
Customer Service Manager	65-85	80-100	70-90
Customer Service Coordinator	50-70	50-70	50-80
Assistant Superintendent/Foreman	80-95	75-85	70-85

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### Development Management

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Vice President, Development	160-220	160-220	200-300+	200+	160+	200-300
Development Director	130-180	130-180	150-220	130-160	130-150	150-200
Development Manager	100-160	100-160	110-150	110-130	110-130	90-150
Junior/Assistant Development Manager	70-100	70-100	70-100	70-85	75-85	75-90
Development Coordinator	50-75	50-75	50-75	50-75	50-75	50-75

### Mechanical Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Vice President, Construction	120-150	120-150	150-200	140-160	140-160	140+
Project Manager	90-130	90-130	75-150	90-125	90-125	95-130
Project Coordinator	70-90	70-90	55-75	60-70	60-70	70-90
Chief Estimator	100-130	100-130	140-190	95-125	95-125	120-150
Estimator	90-110	90-110	70-115	80-90	80-90	100-120
Superintendent	100-120	100-120	120+	95-105	95-105	100-150
Assistant Superintendent	90-100	90-100	N/A	80-90	80-90	80-90

### Electrical Construction

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Vice President, Construction	100-150	100-150	150-200	140-160	140-160	150+
Project Manager	90-130	90-130	75-150	90-110	90-110	100-130
Project Coordinator	70-90	70-90	55-70	70-80	70-80	70-80
Chief Estimator	110-130	100-130	140-190	85-105	85-105	150+
Estimator	90-120	90-120	80-120	85-100	85-100	100-120
Superintendent	100-120	100-120	120+	85-100	85-100	100-150
Assistant Superintendent	90-100	90-110	N/A	80-90	80-90	80-90

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## CONSTRUCTION

### Building Automation

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
BAS Technician LVL 1	40-50	40-50	40-50	40-50	40-50	40-50
BAS Technician LVL 2	50-70	50-70	50-70	50-70	50-70	50-70
BAS Technician LVL 3	75-110	75-110	80-120	70-90	70-90	75-110
BAS Project Manager	80-100	80-100	70-100	70-85	70-85	80-100
BAS Estimator	80-110	80-110	80-110	75-90	75-90	80-110
BAS Designer	50-75	50-75	50-75	50-70	50-70	50-75

### Electrical Engineering

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Senior Electrical Engineer	95-105	95-105	115-120	100-120	100-110	95-105
Electrical Engineer	80-90	80-90	80-100	80-100	80-100	80-90
Designers	70-80	70-80	65-75	55-65	70-80	70-80
Project Manager	90-100	90-100	90-140	100-120	90-100	90-100
Construction Administrators	90-120	90-120	80-120	N/A	75-95	90-120
REVIT Operators	65-80	65-80	55-75	55-70	50-70	65-80

### Mechanical Engineering

Job Title	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Senior Mechanical Engineer	95-105	95-105	115-120	100-120	100-110	95-105
Mechanical Engineer	80-90	80-90	80-100	80-100	80-90	80-90
Designers	70-80	70-80	65-75	55-65	70-80	70-80
Project Manager	90-100	90-100	90-140	100-120	90-100	90-100
Construction Administrators	90-120	90-120	80-120	N/A	75-95	90-120
REVIT Operators	65-80	65-80	55-75	55-70	50-70	65-80

All figures are expressed in thousand Canadian dollars and as annual gross salaries



# HUMAN RESOURCES

## 🔥 HOT JOBS

HR Business Partner

HR Coordinator

HR Generalist

HR Manager

Technical Recruiter

## HUMAN RESOURCES

### Generalist

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	150-200	150-250	140-160	140-160	160-200
Director	130-160	130-160	120-130	115-140	145-165
Business Partner	80-110	90-120	100-120	90-120	90-110
Manager	80-120	90-120	90-100	90-110	90-120
Generalist	65-80	70-90	65-90	75-90	60-85
Coordinator	55-65	60-70	50-65	55-65	50-65
Administrator/Assistant	50-60	50-65	45-55	50-60	45-60

### Organizational Development

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	130-160	130-160	130-160	130-160	130-160
Change Manager	100-130	110-120	100-120	90-110	100-120
Learning/Training Manager	80-95	90-100	80-100	70-100	90-100
Coordinator	60-70	70-80	60-70	50-70	60-80

### Compensation & Benefits

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President/Director	120-150	140-200	120-150	120-150	140-200
Manager	100-120	120-140	100-120	100-120	110-130
Specialist	85-100	80-110	70-90	70-90	80-100
Analyst	90-100	80-100	75-90	75-90	75-95
Coordinator/Administrator	60-70	60-80	65-75	60-75	60-85

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## HUMAN RESOURCES

### Recruitment

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Director	120-140	120-140	100-130	115-140	120-140
Manager	110-130	100-120	80-100	90-115	100-120
Specialist	75-100	70-90	65-75	70-90	80-100
Administrator	60-70	60-80	55-65	55-65	65-80

### HRIS

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Manager	85-110	90-110	80-100	80-100	90-110
Specialist	85-90	80-90	80-90	70-80	80-90
Administrator	75-80	70-80	70-80	55-70	70-80

All figures are expressed in thousand Canadian dollars and as annual gross salaries



# LEGAL

## 🔥 HOT JOBS

Commercial Real Estate Legal Assistant/Law Clerk

Corporate Law Clerk/Legal Assistant

Employment and Labour Legal Assistant/Law Clerk

Insurance Defence Law Clerk/Legal Assistant

Litigation Associate

## LEGAL PROFESSIONALS

### Private Practice

Experience	Small Firm	Mid-Size Firm	Large Firm
1st Year	70-80	75-85	85-90
2nd Year	80-85	85-90	90-95
3rd Year	80-100	90-110	100-115
4th Year	90-110	120-150	120-130
5th Year	120-130	130-150	145-160
6th Year	130-140	140-160	175-190
7th Year	150-160	170-180	190-220
Income Partner	165+	175+	225k+
Annual Bonus	15-25%	25-35%	30-40%

### In House

Job Title	Small/Medium Company	Large Company
Junior Counsel (typically 1-3 years)	75-95	85-110
Legal Counsel (typically 3-5 years)	95-135	105-140
Senior Counsel (typically 5-8 years)	130-180	135-220
General Counsel (typically 8 years plus)	170-225+	200-300+

## LEGAL SUPPORT

### Small Firm

Job Title	National
Junior Legal Assistant	45-50
Intermediate Legal Assistant	50-60
Senior Legal Assistant	65-70
Junior Law Clerk	50-55
Intermediate Law Clerk	60-70
Senior Law Clerk	70-75
Paralegal	50-65
Office Manager	60-75

### Mid-Size Firm

Job Title	National
Junior Legal Assistant	45-55
Intermediate Legal Assistant	55-65
Senior Legal Assistant	65-75
Junior Law Clerk	50-60
Intermediate Law Clerk	65-75
Senior Law Clerk	75-80
Paralegal	70-75
Office Manager	75-85

### Large Firm

Job Title	National
Junior Legal Assistant	50-55
Intermediate Legal Assistant	65-70
Senior Legal Assistant	70-80
Junior Law Clerk	50-60
Intermediate Law Clerk	70-80
Senior Law Clerk	85-110
Paralegal	70-90

*\*Figures may vary between industries and depending on other market factors*

*\*Years account for post call experience*

*\*Base salaries only, exclusive of bonus, stock options or other non monetary benefits that would increase the total package*

*All figures are expressed in thousand Canadian dollars and as annual gross salaries*





# MANUFACTURING & LOGISTICS

## 🔥 HOT JOBS

Continuous Improvement Professionals/Lean Six Sigma BB

Inventory Planner

Logistics & Transportation Manager

Maintenance Manager & Skilled Trades

Production Manager

Supply Chain Manager

## MANUFACTURING & LOGISTICS

### Manufacturing

Job Title	National
COO	400-700
VP Operations	150-300
Vice President, Warehousing/ Transportation	150-250
Vice President Manufacturing	150-250
Regional/District Operations Manager	135-170
Regional Director Manufacturing	135-170
Regional Director Corporate Compliance	125-160
Regional Director Quality assurance	135-200
VP Supply Chain	150-200
Manager- Sales & Operations Planning	125-160
Manager- Supply Planning	100-135
Manager-Demand Planning	100-135
Demand Planner	65-90
Supply Planner	65-90
Supply Chain Analyst	45-60
Operations Manager	110-150
Plant Manager	120-250
Supply Chain Manager	125-145
Operations Group Leader	125-185
Group Leader / Production Manager	105-135
Team Leader / Shift Supervisor	65-85
Materials Group Leader	90-120
Manager-Production Planning	90-120
Production Planner Scheduler	55-75
Maintenance Manager	90-140
Reliability Group Leader	90-155
Reliability Maintenance Team Lead Supervisor	75-105
Reliability Engineer	80-115

Job Title	National
Director -Process Optimization	150-185
Director- Industrial Engineering	140-185
Director Process Improvement	125-135
Continuous Improvement Leader-Lean Six Sigma BB	135-165
VP Reliability & Engineering	120-200
Director Plant Automation	125-185
Maintenance Supervisor	75-110
Manufacturing Engineer	75-110
MRO Planner	65-75
Production/Packaging Supervisor	85-100
Engineering Manager	135-200
Quality Assurance Manager	130-150
Sanitation Group Leader	90-125
Sanitation Team Leader	70-90
Quality Engineer	75-90
Process Engineer	75-90
Process Modelling Analyst	65-80
Industrial Engineer	65-90
Chief Operating Engineer/ Power Engineer	135-180
Second Class Stationary Engineer	32-44/hr.*
Dual Ticket	40-42/hr.*
Certified Electrician	35-40/hr.*
Certified Millwright	35-40/hr.*
Refrigeration A	38-47/hr.*
Refrigeration B	38-47/hr.*

*\*Hourly rate  
All figures are expressed in thousand Canadian dollars and as annual gross salaries*

## MANUFACTURING & LOGISTICS

### Logistics

Job Title	National
Vice President, Warehousing/ Transportation	150-200
Vice President, Operations	150-200
Regional Director	140-170
Director, Inventory	140-170
Director, Process Improvement	140-185
Director, Supply Chain	140-200
Director, Operations	165-200
Transportation Manager	120-145
Logistics Manager	110-135
Inventory Manager	110-130
Supply Chain Manager	125-170
Continuous Improvement Leader-Lean Six Sigma BB	135-190
Customs & Compliance Manager	100-110
Fleet Manager	95-135
Demand Planning Manager	110-135
Warehouse Manager	85-145
Operations Manager	120-145
Transportation/Logistics Supervisor	80-95
Fleet Supervisor	80-95
Fleet Analyst	75-90
Process Engineer	105-125
Forecasting Analyst	65-75
Warehouse Supervisor	65-85
Transportation Analyst	60-80
Reliability Maintenance Team Lead Supervisor	75-100
Logistics Coordinator	45-55
Dispatcher	45-55

All figures are expressed in thousand Canadian dollars and as annual gross salaries



# OFFICE PROFESSIONALS

## 🔥 HOT JOBS

Administrative Assistant

Executive Assistant

Office Coordinator

Office Manager

Property Administrator

## OFFICE PROFESSIONALS

### Office Support

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Office Manager	60-80	75-85	55-65	60-65	65-75
Senior Executive Assistant	75-90	90-100	70-85	70-95	90-110
Executive Assistant	65-85	75-95	60-70	60-70	70-90
Customer Service Manager	70-85	80-100	70-85	70-85	70-85
Bilingual CSR	35-45	50-60	35-45	35-45	40-55
Customer Service Representative (CSR)	35-45	45-50	35-45	35-45	40-50
Senior Administrative Assistant	55-65	55-65	50-65	55-65	50-65
Project Administrator / Assistant	50-60	50-63	50-65	50-65	55-65
Administrative Assistant	45-55	50-55	45-50	45-50	40-50
Data Entry Supervisor	41-46	35-45	48-52	48-52	40-50
Data Entry Clerk	35-38	35-40	35-38	35-38	40-45
Records Control Clerk	35-38	35-40	35-38	35-38	40-50
Front Desk Coordinator	40-45	45-50	40-45	40-45	40-55
Receptionist	35-45	45-50	40-45	40-45	45-55
General Office Clerk	35-45	40-45	40-45	45-50	35-40
Mail Room Clerk	35-38	35-40	35-40	35-40	38-40

All figures are expressed in thousand Canadian dollars and as annual gross salaries



## PROCUREMENT

### 🔥 HOT JOBS

Buyer

Procurement Category Manager

Procurement Manager

Procurement Specialist

Purchasing Coordinator

## PROCUREMENT

Job Title	Calgary	GTA	Montreal	Ottawa	Vancouver
Head of Procurement/Chief Procurement Officer	250-400	250-400	250-400	200-350	250-400
Vice President Procurement	200-300	200-300	200-300	170-250	170-250
Director Procurement	150-200	150-200	150-200	150-200	125-155
Senior Procurement Manager	110-140	130-150	130-150	120-140	110-130
Procurement Manager	120-130	110-130	110-130	100-120	100-110
Vendor Analyst	80-90	85-95	85-95	80-90	80-90
Vendor Manager	100-120	100-110	100-110	95-105	95-105
Category Manager	100-120	95-120	95-120	95-110	95-110
Senior Contracts Manager	110-140	95-120	95-120	95-130	100-130
Contracts Manager	95-130	85-110	85-110	85-110	90-110
Contracts Specialist	90-105	70-90	70-90	75-80	75-80
Contracts Administrator	70-75	60-70	60-70	60-65	55-60
Senior Procurement Specialist	90-110	85-100	85-100	80-95	85-100
Procurement Specialist	75-85	75-85	75-85	75-85	75-80
Senior Procurement Analyst	80-90	70-80	70-80	75-80	75-80
Procurement Analyst	80-90	60-80	60-80	55-65	55-65
Strategic Sourcing Manager	100-120	115-130	115-130	115-130	100-120
Sourcing Specialist	75-95	75-90	75-90	60-80	75-85
Purchasing Manager	90-110	90-120	90-120	75-100	90-110
Purchasing Officer/Specialist	90-105	75-90	75-90	75-85	75-85
Purchasing Assistant	60-65	55-60	55-60	50-60	50-60
Purchasing Coordinator	50-60	50-60	50-60	50-55	50-55
Senior Buyer	80-90	75-85	75-85	75-85	75-85
Buyer	65-80	65-75	65-75	65-75	60-75
Junior Buyer	55-65	50-60	50-60	50-60	50-55

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PROPERTY & FACILITIES MANAGEMENT

### 🔥 HOT JOBS

Building Operator/Property Maintenance

Condo/Strata Manager

Leasing Manager

Operations/Facilities Manager

Property/Leasing Administrator

Residential/Commercial Property Manager

## PROPERTY & FACILITIES MANAGEMENT

### Commercial Property Management

Job Title	Calgary	Edmonton	GTA	Montreal
Vice President, Property Management	160-240	154-164	210-260	175-250
Director of Property Management	125-150	135-145	130-150	150-160
Real Estate Manager	130-139	125-135	130-149	130-150
General Manager	125-150	135-145	125-140	130-150
Senior Property Manager (Commercial Office, Retail or Industrial portfolio)	105-130	110-129	105-120	100-120
Property Manager (Commercial Office, Retail or Industrial portfolio)	85-105	90-110	95-105	75-100
Assistant Property Manager	60-75	70-80	70-80	60-75
Property Administrator	60-75	60-70	60-70	55-65
Tenant Services Representative	60-65	60-65	55-65	45-55
Senior Building Operator	75-85	65-85	75-85	65-75
Building Operator	55-70	60-70	60-70	55-65

Job Title	Ottawa	Vancouver	Winnipeg
Vice President, Property Management	140-150	200-250	140-160
Director of Property Management	125-135	150-180	120-135
Real Estate Manager	110-130	120-130	120-130
General Manager	130-150	130-150	120-140
Senior Property Manager (Commercial Office, Retail or Industrial portfolio)	90-110	120-130	95-110
Property Manager (Commercial Office, Retail or Industrial portfolio)	75-90	90-110	80-100
Assistant Property Manager	60-70	70-80	60-70
Property Administrator	55-60	55-65	55-65
Tenant Services Representative	50-55	55-65	50-64
Senior Building Operator	55-60	75-85	60-65
Building Operator	50-55	65-75	50-60

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PROPERTY & FACILITIES MANAGEMENT

### Residential Property Management

Job Title	Calgary	Edmonton	GTA	Montreal
Director of Property Management	115-145	115-145	125-140	120-150
Senior Property Manager	80-100	80-100	85-95	75-90
Property Manager	60-80	60-80	70-80	55-75
Property Administrator	50-65	50-60	55-60	45-50
Condominium Manager	65-100	65-100	75-90	60-70
Site/Resident Manager	50-65	55-65	50-60	50-55
Leasing Representative/Agent	45-55	45-55	50-60	40-60
Maintenance Supervisor	70-75	70-74	70-80	65-75
Maintenance Technician	45-65	55-65	50-60	50-55
Live-In Superintendent	45-60	50-70	40-45	40-50

Job Title	Ottawa	Vancouver	Winnipeg
Director of Property Management	100-110	120-150	100-120
Senior Property Manager	80-90	90-115	75-85
Property Manager	55-70	80-100	55-70
Property Administrator	50-55	55-60	40-50
Condominium Manager	60-80	90-105	65-75
Site/Resident Manager	45-50	55-65	40-45
Leasing Representative/Agent	40-50	50-70	40-44
Maintenance Supervisor	65-80	80-90	65-75
Maintenance Technician	45-50	55-65	45-55
Live-In Superintendent	40-45	45-60	40-45

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PROPERTY & FACILITIES MANAGEMENT

### Asset Management

Job Title	Calgary	Edmonton	GTA	Montreal
Vice President, Asset Management	180-200	175-179	180-220	175-200
Director, Asset Management	140-160	130-134	140-170	140-175
Asset Manager	100-135	95-104	110-125	110-140

Job Title	Ottawa	Vancouver	Winnipeg
Vice President, Asset Management	165-169	180-220	160-180
Director, Asset Management	130-134	140-160	120-130
Asset Manager	105-115	100-125	100-109

### Commercial Leasing

Job Title	Calgary	Edmonton	GTA	Montreal
Vice President/Director/Senior Manager of Leasing	130-200	160-200	130-180	130-175
Leasing Manager/Representative	110-130	115-119	85-105	80-120
Leasing Assistant/ Coordinator	60-80	60-80	65-75	55-70

Job Title	Ottawa	Vancouver	Winnipeg
Vice President/Director/Senior Manager of Leasing	140-150	180-200	160-170
Leasing Manager/Representative	95-105	95-125	85-100
Leasing Assistant/ Coordinator	50-60	60-75	50-60

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PROPERTY & FACILITIES MANAGEMENT

### Lease Administration

Job Title	Calgary	Edmonton	GTA	Montreal
Lease Admin Manager	85-100	75-90	85-105	85-100
Lease Administrator – lease drafting	65-80	60-70	75-95	70-90
Lease Administrator – non lease drafting	60-75	65-80	60-75	55-70

Job Title	Ottawa	Vancouver	Winnipeg
Lease Admin Manager	75-85	80-100	75-90
Lease Administrator – lease drafting	75-80	75-90	65-80
Lease Administrator – non lease drafting	55-59	55-75	55-60

### Operations and Maintenance

Job Title	Calgary	Edmonton	GTA	Montreal
Director of Operations	120-160	105-115	120-150	120-150
Operations Manager	100-120	90-95	100-120	90-100
Operations Supervisor	85-95	80-90	85-95	65-75
Chief Power Engineer	85-95	70-80	90-110	90-110
Senior Building Operator	70-85	80-85	75-85	60-75
Building Operator	60-70	60-70	60-70	55-65
Maintenance Worker	50-60	55-65	50-60	50-55

Job Title	Ottawa	Vancouver	Winnipeg
Director of Operations	120-130	125-135	110-130
Operations Manager	100-110	100-120	90-110
Operations Supervisor	75-85	85-95	65-80
Chief Power Engineer	130-150	80-85	80-85
Senior Building Operator	60-70	75-85	65-70
Building Operator	55-60	65-75	50-60
Maintenance Worker	40-45	55-65	45-50

All figures are expressed in thousand Canadian dollars and as annual gross salaries

## PROPERTY & FACILITIES MANAGEMENT

### Facilities Management

Job Title	Calgary	Edmonton	GTA	Montreal
Account Director	145-155	135-145	140-180	130-150
Director of Facilities Management	145-155	120-140	150-170	120-140
General Manager	130-140	130-140	130-150	100-120
Facilities Manager	105-109	100-104	100-130	80-100
Facilities Coordinator	70-74	65-69	70-75	60-70

Job Title	Ottawa	Vancouver	Winnipeg
Account Director	120-130	140-180	110-140
Director of Facilities Management	110-120	120-150	100-130
General Manager	110-120	120-140	110-120
Facilities Manager	80-90	100-120	90-99
Facilities Coordinator	50-55	65-70	60-70

### Sustainability

Job Title	Calgary	Edmonton	GTA	Montreal
Director of Sustainability	130-150	120-124	140-144	120-150
Manager of Sustainability	90-100	90-94	90-110	80-90
Project Manager	120-124	110-119	85-95	70-80

Job Title	Ottawa	Vancouver	Winnipeg
Director of Sustainability	95-105	140-150	109-120
Manager of Sustainability	80-90	90-110	85-94
Project Manager	75-85	100-120	85-89

All figures are expressed in thousand Canadian dollars and as annual gross salaries



## RESOURCES & MINING

### 🔥 HOT JOBS

Exploration Geologist

Maintenance or Operations Senior Leadership

Mechanical (Reliability) Engineer

Mining Engineer

Skilled Trades (Heavy Duty Mechanics, Millwrights)

## RESOURCES & MINING

### Head Office

Job Title	National
President/Chief Executive Officer	250-600
Chief Operating Officer	200-400
Senior Investor Relations	120-200
Vice President Exploration	150-250
Continuous Improvement Manager	140-210

### Technical Services

Job Title	National
Manager, Technical Services	155-210
Superintendent, Technical Services	120-170
Engineering Manager	165-200
Chief Engineer	130-160
Senior Mine Engineer	115-135
Mine Engineer	80-110
Mine Technician	55-85
Ventilation Engineer	80-120

### Metallurgy/Processing

Job Title	National
Mill Manager/Process Manager	150-225
Chief Metallurgist	140-180
Mill Superintendent	140-180
Senior Process Engineer	120-135
Process Engineer	90-110
Senior Metallurgist	110-130
Metallurgist	90-110
Junior Metallurgist	75-90

### Mine Maintenance

Job Title	National
Maintenance Manager	150-225
Maintenance Superintendent	140-180
Maintenance Planner	90-140
Maintenance Foreperson	100-120
Mechanical Engineer	80-120
Senior Mechanical Engineer	110-140
Electrical Engineer	80-120
Senior Electrical Engineer	110-140

### Mine Operations

Job Title	National
General Manager	155-275
Mine Manager	150-220
Mine or U/G Superintendent	140-180
Mine or U/G Foreperson	100-120

## RESOURCES & MINING

### Geology

Job Title	National
Exploration Manager	140-180
Project Geologist	70-100
Senior Exploration Geologists	90-120
Exploration Geologists	70-100
Chief Geologist	125-160
Geology Superintendent	100-140
Senior Resource Geologist	90-130
Senior Mine Geologist	110-140
Mine Geologist	75-100

### Health, Safety & Environment

Job Title	National
HSE Manager	130-200
HSE Superintendent	100-160
HSE Supervisor	75-110
HSE Coordinator	60-90
HSE Officer	50-75
Environmental Manager	110-160
Environmental Superintendent	100-140
Environment Coordinator	75-95
Energy Manager	90-120

### Mining Development & Construction

Job Title	National
Project Manager	180-250
Project Controls Manager/Lead	140-200
Senior Cost Controller	100-140
Senior Planner	100-140
Intermediate Cost Controller	80-105
Intermediate Planner	80-105
Project Controls Analyst	70-100
Intermediate Estimator	90-120

### Trades & Maintenance

Job Title	National
Millwright-apprentice	27-35/hr.*
Millwright-red seal certified	37-53/hr.*
HD Mechanic-apprentice	27-35/hr.*
HD Mechanic-red seal certified	37-53/hr.*
Electrician-apprentice	27-35/hr.*
Electrician-red seal certified	37-53/hr.*

\*Hourly rate  
All figures are expressed in thousand Canadian dollars and as annual gross salaries

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All figures are expressed in thousand Canadian dollars and as annual gross salaries



## RESOURCES & MINING

### Forestry

Job Title	National
Forestry Engineer/Planning Forester	75-90
Process Engineer & Quality Control	65-85
Plant Manager	120-160
Production/Sawmill Supervisor	80-110
Sawmill Superintendent	95-125
Maintenance Supervisor	85-95
Maintenance Superintendent	95-115
Maintenance Manager	130-150
Health, Safety & Environmental	60-130
Silvicultural Forester	60-80
Land Management	90-115
Lumber Sales Manager	80-100
Mechanical Engineer	70-80
Senior Mechanical Engineer	90-110
Electrical Engineer	70-80
Senior Electrical Engineer	90-110
Energy Manager	90-110

### Trades & Maintenance

Job Title	National
Millwright-apprentice	28-35/hr.*
Millwright-red seal certified	37-43/hr.*
HD Mechanic-apprentice	28-35/hr.*
HD Mechanic-red seal certified	37-43/hr.*
Electrician-apprentice	28-35/hr.*
Electrician-red seal certified	37-43/hr.*

\*Hourly rate  
All figures are expressed in thousand Canadian dollars and as annual gross salaries



## SALES & MARKETING

### 🔥 HOT JOBS

Brand/Product Manager

Digital Marketing Expert

E-Commerce Expert

Head of E-Commerce

Key Account Executive

Sales Manager

## SALES & MARKETING

### Sales

Job Title	National
VP of Sales	150-200
Sales Director	130-180
Sales Manager	110-130
Outside Sales Representative	55-70
Inside Sales Representative	50-60
Business Development Director	110-150
Business Development Manager	70-110
Senior Account Manager	80-100
Account Manager	60-80
RFP specialist	65-75

### Marketing

Job Title	National
Chief Marketing Officer	240-300
VP of Marketing	180-210
Marketing Director	130-160
Marketing Manager	90-120
Assistant Marketing Manager	70-90
Marketing Assistant	50-60
Marketing Coordinator	60-70
Social Media Specialist	45-55
Social Media Strategist	100-110
SEO Specialist	55-70
Marketing Analytics Specialist	65-95
Content Marketing Manager	90-110
Copywriter	60-75
Layout Designer	60-65
Graphic Designer	50-65
Creative Director	140-160
Production Manager	78-100
Production Coordinator	51-55
Content Developer	80-90
Proposal Writer	78-86
Media Buyer	72-80
Market Researcher	70-85
Product Manager	75-85
Marketing Analyst	85-95
Event Manager	70-80
Brand/Product Manager	85-100
Brand Ambassador	45-55

## DIGITAL MARKETING

### Marketing Insight/Data Analytics

Job Title	National
Head of Analytics / Head of Research	80-120
Customer Insight Manager / Research Manager	60-90
Marketing Data Analyst	60-90
Web Analyst	60-90

### Marketing Online & Digital

Job Title	National
Digital Marketing Director	100-160
Head of Digital	140-200
Head of E-Commerce	80-140
E-Commerce Expert	65-80
Online Marketing Manager	80-120
UX/UI Manager	90-140
UX/UI Expert	75-95
Digital Marketing Manager	75-125
Digital Marketing Expert	55-75
Digital Project Manager	80-120
Change/Optimization Manager Digital	90-135
Social Media Manager	60-80
SEM Expert	45-75
SEO Expert	45-70
Web Designer	55-70
Content Marketing Expert	50-75
Product Owner Digital	80-120

*\*Bonus/commission can vary from 20% to 50% depending on position  
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*\*Bonus/commission can vary from 20% to 40% depending on position  
All figures are expressed in thousand Canadian dollars and as annual gross salaries*

# TECHNOLOGY

## 🔥 HOT JOBS

Cyber Security Engineer

Data Engineer

Front End Developer

Full stack Java Developer

Integration Architect

Project Manager



## TECHNOLOGY

### Business Intelligence

Job Title	National
BI/Data Warehouse Architect	100-150
BI Manager	90-150
Database Manager	90-130
Information Manager	100-120
Database Administrator	80-120
Database Developer	90-120
ETL Developer	80-110
BI Developer	100-120
Performance Analyst	80-95
BI Analyst	90-100

### Cloud Infrastructure

Job Title	National
Enterprise Architect	140-180
Solution Architect	120-140
Cloud Engineer- AWS/Azure/Google	120-160

## TECHNOLOGY

### Data & Advanced Analytics

Job Title	National
Data Architect	125-180
Lead Data Scientist	110-175
Data Scientist	60-120
Data Analyst	60-90
Lead Data Engineer	110-160
Data Engineer	90-160
Data Manager	60-120

### Artificial Intelligence (AI)

Job Title	National
Data Scientist-Python	90-120
Data Scientist-R	70-110
Big Data Engineer-Hadoop	100-150
Machine Learning/Deep Learning Engineer	100-150

### Infrastructure

Job Title	National
Enterprise Architect	130-150
Solution Architect	100-160
Service Delivery Manager	110-160
Network Engineer	80-130
Network Administrator	80-100
Systems Administrator	85-100
Helpdesk/Service Desk Analyst	65-75

### Leadership

Job Title	National
CIO TSX 60	380-400
CIO TSX 300	230-250
CIO SME	200-220
CTO TSX 60	260-270
CTO TSX 300	200-220
CTO SME	180-200
IT Director TSX 60	270-290
IT Director TSX 300	200-220
IT Director SME	200-220
Development Director	160-170
Chief Information Security Officer	170-180
Head of IT Security	175-185
Head of IT	110-170
Head of Development	120-160
Head of Infrastructure	120-160
Head of Service Delivery	160-165
Head of Business Intelligence	175-185
Business Architect	165-175
Enterprise Architect	140-180
Technical Architect	130-165
Development Manager	130-150

## TECHNOLOGY

### Projects & Change Management

Job Title	National
Program Director	160-230
Head of PMO	160-165
Portfolio/Program Manager	125-155
Release Manager	120-130
Project Manager	90-150
Change Manager	100-135
Business Analyst	90-100
Business Systems Analyst	90-110

### Software Development

Job Title	National
Software Architect	130-150
Technical Lead - C#/ASP.net	110-120
Technical Lead - Java	120-160
Technical Lead - Mobile	120-160
Mobile Developer - iOS/Android	100-130
Backend Developer - Java	100-140
Back-end Developer - .Net	100-130
Backend Developer - LAMP/PHP/Drupal/WordPress/Joomla	90-110
Backend Developer - Ruby	90-115
Back-end Developer - C/C++	90-120
Front End Developer	100-120
Full stack Developer	100-130
SharePoint Developer	90-120
DevOps	100-150

### Telecoms

Job Title	National
IP & Ethernet Engineer	100-110
Network Deployment & Support Engineer	90-105
PDH/SDH Transmission Design Engineer	90-95
NOC/NMC Support Engineer	80-110
Provisioning Engineer	90-100
Voice & Contact Centre Engineer	80-100
Network Capacity Planning Engineer	100-110
RAN/RF Engineers	90-100
Mobile Network Architect	120-130
OSS/BSS Solutions Architect	130-140
Product Manager	130-140

### Testing

Job Title	National
Test Manager	110-130
Test Lead	90-120
Manual QA Analyst	75-85
Automated QA Analyst	90-100
Performance QA Analyst	90-100

## CYBERSECURITY

### Information Systems Leadership

Job Title	National
Chief information Security Officer	180-230
VP, Information Security	130-200
Director, Information Security	100-150

### Identity & Access Management

Job Title	National
Architect	110-140
Senior Engineer	90-120
Engineer	60-90

### Governance, Risk & Compliance Leadership

Job Title	National
VP, Governance, Risk & Compliance	140-200
Director, Governance, Risk & Compliance	110-150
Manager, Governance, Risk & Compliance	80-130

### Governance Risk & Compliance

Job Title	National
Senior GRC Consultant	80-110
GRC Consultant	70-100
Compliance Coordinator/Analyst	60-90
Data Security Consultant	70-120

### Security Operations Leadership

Job Title	National
VP, Security Operations Center	135-180
Director, Security Operations Center	110-150
Manager, Security Operations Center	95-130

### Security Operations

Job Title	National
Senior Engineer	100-140
Network Security Architect	120-135
Senior Network Security Engineer	100-130
Network Security Engineer	80-120
Engineer	60-90
Security Administrator	65-90

### Application Security/Cloud Security

Job Title	National
Cloud Security Architect	90-130
Cloud Security Engineer	90-130
Senior Application Security Engineer	80-110
Application Security Engineer	80-110

### Incident Response

Job Title	National
Reverse Engineer	80-130
Manager, Incident Response	65-110
Digital Forensics Analyst	65-95
Malware Analyst	60-90

### Penetration Testing/Red Team

Job Title	National
Principal Penetration Tester	90-120
Senior Penetration Tester	60-90

### DevSecOps

Job Title	National
DevSecOps Architect	110-140
Senior DevSecOps Engineer	100-130
DevSecOps Engineer	75-100

### Architecture

Job Title	National
Enterprise Security Architect	130-160
Solutions Architect	110-140

Approximately 80% of workers fall within this range  
All figures are expressed in thousand Canadian dollars and as annual gross salaries

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All figures are expressed in thousand Canadian dollars and as annual gross salaries

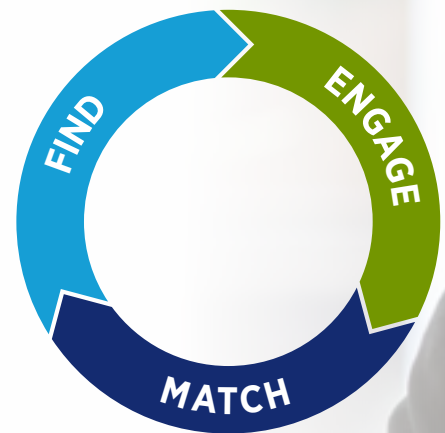
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We add value to our clients and candidates search experience through our Find, Engage & Match model:

We **Find** talent by combining our recruitment expertise with cutting edge software and systems.

We **Engage** our network by sharing tailored insights, advice and opportunities at the right time through nurturing technology.

We **Match** the right talent to the right opportunity using our years of specialist recruitment experience.



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### Our global reach

**10.8k**  
employees worldwide

**33**  
markets served

**256**  
offices worldwide

**60k**  
permanent placements last year

**220k**  
contract workers last year

**53**  
years in business

### Our local presence

**300**  
employees locally

**8**  
offices locally

**+450k**  
candidates in our database

**+20**  
years in business

### Our specialisms

[Accounting & Finance](#)

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