

2023 CANADA SALARY GUIDE THE GREAT DISCONNECT

NOW FEATURING CONTRACTOR RATES

- Hiring trends and insights from 5,495 employers and professionals.
- Typical salaries and contractor rates for hundreds of jobs by location.



"This year's
market
is unlike
anything
we've seen
before."

– Travis O'Rourke



Click on the play icon to watch the video.



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2023 IS THE YEAR TO SOLVE THE GREAT DISCONNECT

As we look ahead, the **Canadian economy is changing** and as a result employers are taking a more thoughtful approach to hiring. Companies are still looking for talent, but what they're willing to offer candidates isn't as generous in this current market as in the past year, where **we've seen a notable shift in salaries**.

And when we look at the candidates' side, their expectations are still hot, and they're less willing to compromise on factors like remote work and an increase in their pay. Additionally, while workers are still willing to move, they are more cautious now because of their uncertainty in the economy. Some have been burned by new realities not living up to expectations in 'The Great Resignation'. **Employees are searching for flexibility and purpose.**

As we head into 2023, companies need to adjust to the current global economic situation, and **there is a clear disconnect, with employers and candidates living in different realities**. This must change. This skills gap will take too long to reconcile through market forces. For companies to remain competitive in the talent market (without unrealistic salaries) it will be important to focus on the culture and purpose of the business. **It's time to get serious on topics such as flexibility, well-being, Diversity, Equity and Inclusion and sustainability**. They'll also need to explore different options to fill those gaps, such as temporary workers, or upskilling talent.



KEY FINDINGS

WORKERS STILL HAVE STRONG EXPECTATIONS, AND THEY AREN'T BACKING DOWN

THE DESIRE FOR MORE MONEY IN THE BANK

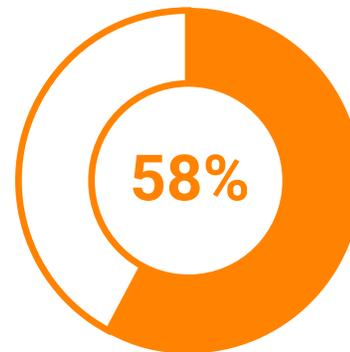
In the next 12 months 58% of respondents intend to ask for a pay raise, and **37% of them are expecting a raise of over 5%**. Yet, only 20% of employers plan to offer an increase of this amount.

Canada's inflation rate was at 6.9% in October of 2022. But, while last year "the great resignation" meant employers were under pressure to hike up salaries, which you'll see reflected in our much revised salary tables, now we're seeing a shift in the market.

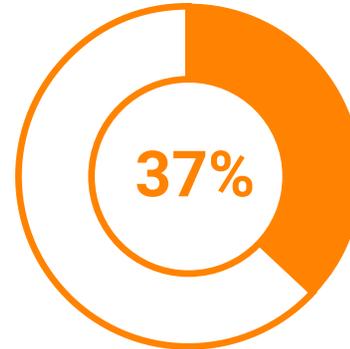
Employers are taking a more cautious approach and have less aggressive plans to increase pay than before.

Employers are only looking to make increases between 3-5%. Which is consistent with [BNN Bloomberg survey](#) which found that employers are projecting 4.2% salary increase in 2023.

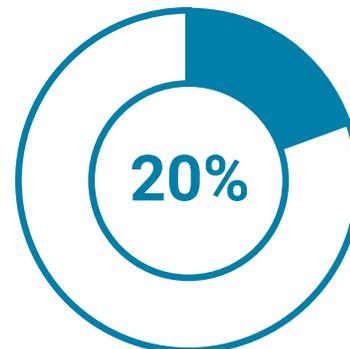
Pay raises in the next 12 months



of respondents intend to ask for a pay raise.



of them are expecting a raise of over 5%.

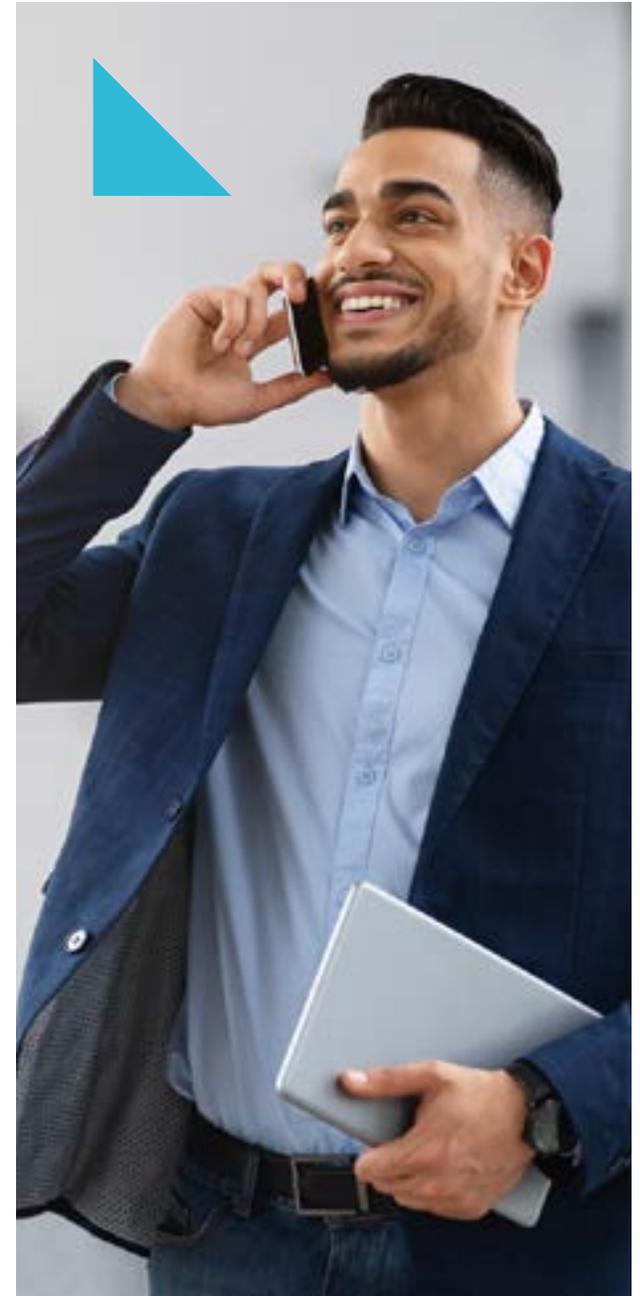
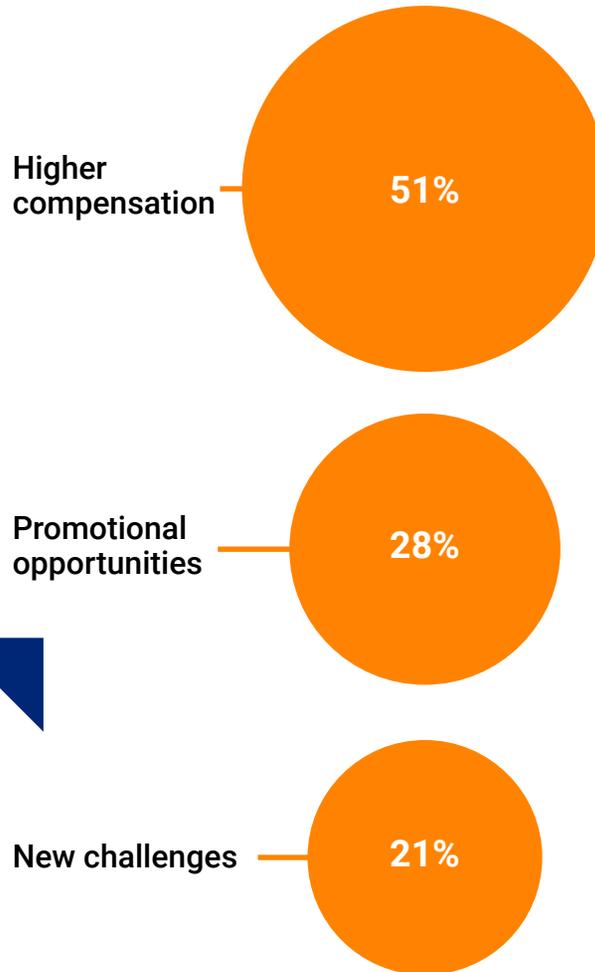


of employers plan to offer an increase of this amount.

In line with last year's Salary Guide, the number one reason people are motivated to consider a new job is for higher compensation. However, there are other areas that employers can leverage without needing to reach into their pockets, including, having a clear career path and roadmap of work for the role. These can entice staff looking to develop their careers, with **promotional opportunities** in the number two slot and new challenges in third.

Alternatively, if you really can't offer the market salaries, you may need to consider looking at talent currently a level lower than your ideal with the desire and potential to move up quickly.

Which of the below would be the main motivators for you to consider a new job?



MORE THAN JUST A SALARY

THE IMPORTANCE OF CULTURE, PURPOSE AND VALUES

Employers should steer their attention to the **power of having a healthy and positive culture**. Out of the respondents who regretted leaving their job in the last year, the top reason was due to them missing the people and culture of their old organization. Additionally, **96%** of respondents said that an **organization's purpose and values are important to them**. Yes, salaries, benefits and remote work are important, but what people really want is to feel valued by their organization and managers, have a sense of purpose and meaningful interactions that are not just transactional.



As [McKinsey and Company](#) said, **“Employees crave investment in the human aspect of work”**.

Why do you regret leaving your former employer?

I miss the people and culture of my old job



The job wasn't what I expected

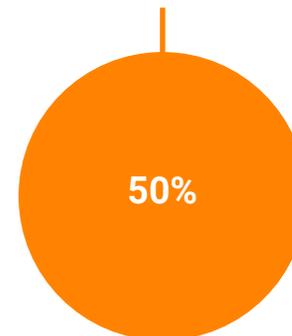


Poor leadership



When accepting or staying in a role, how important is an organization's purpose and values to you?

Very important



Fairly important



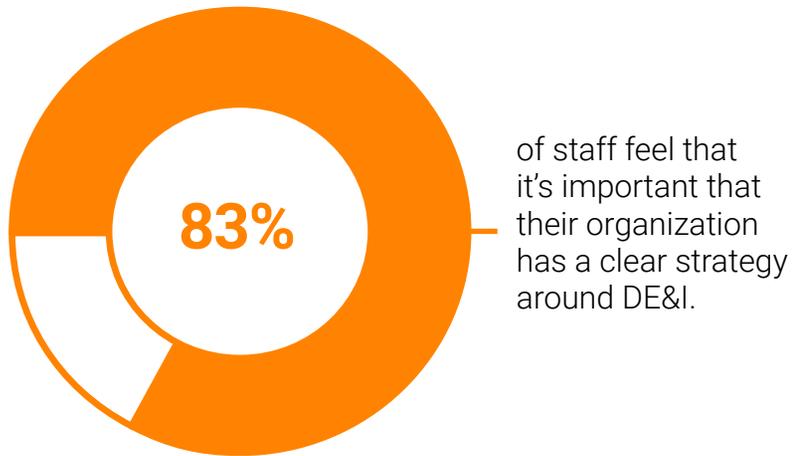
Somewhat important



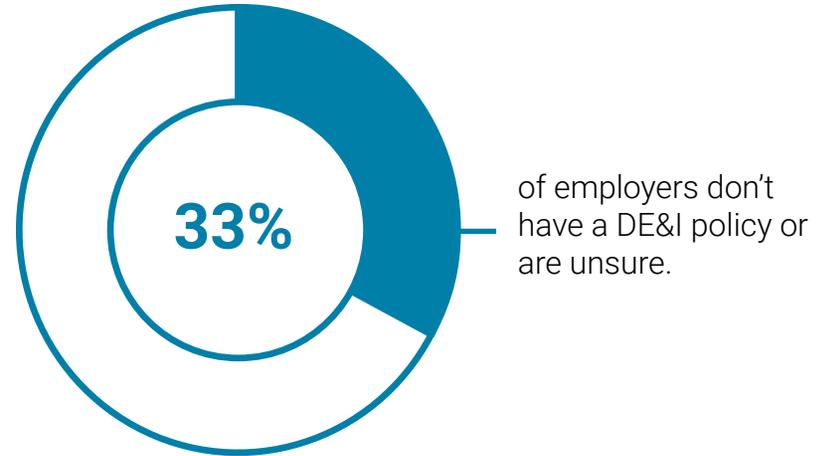
DE&I PROGRAMS ARE NO LONGER OPTIONAL

- Employees
- Employers

How important is it to you that an organization has a clear strategy around DE&I (Diversity, Equality, and Inclusion)?



Does your organization have a Diversity, Equality, and Inclusion (DE&I) policy?



Contact our DE&I experts to help you source and select a diverse workforce.

[▶ CONTACT US NOW](#)

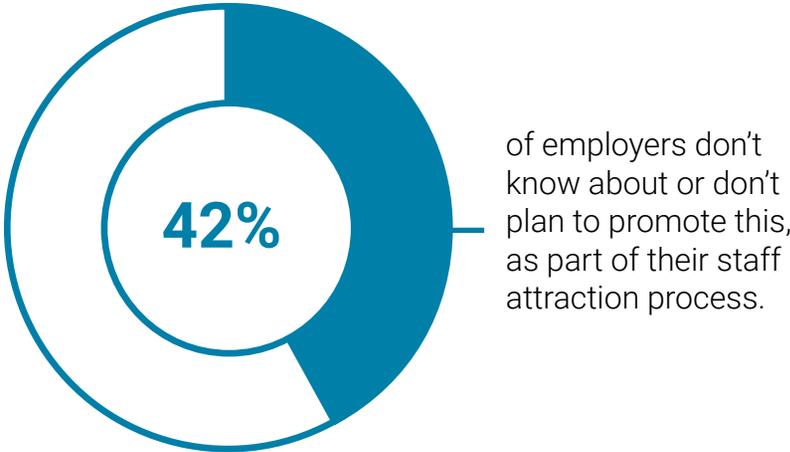
Employees
Employers

YOUR EMPLOYEES CARE THAT YOU DON'T HAVE AN ENVIRONMENTAL POLICY

How important is an organization's Environmental policy?



Do you promote your organization's Environmental policy in your staff attraction process?



Our sustainability division can help you bring aboard the talent you need.
[▶ CONTACT US NOW](#)

THE TOP BENEFITS CANDIDATES ARE ASKING FOR

As workers seek more flexibility and balance, they are keen to **receive vacation days above statutory obligations**. They also want retirement contributions and support for professional study.

When looking at benefits, there is **a big opportunity** for employers to revisit their well-being programs and determine which ones their staff really want and how they promote them.



Over 20 days' annual leave



Mental and physical health and well-being programs

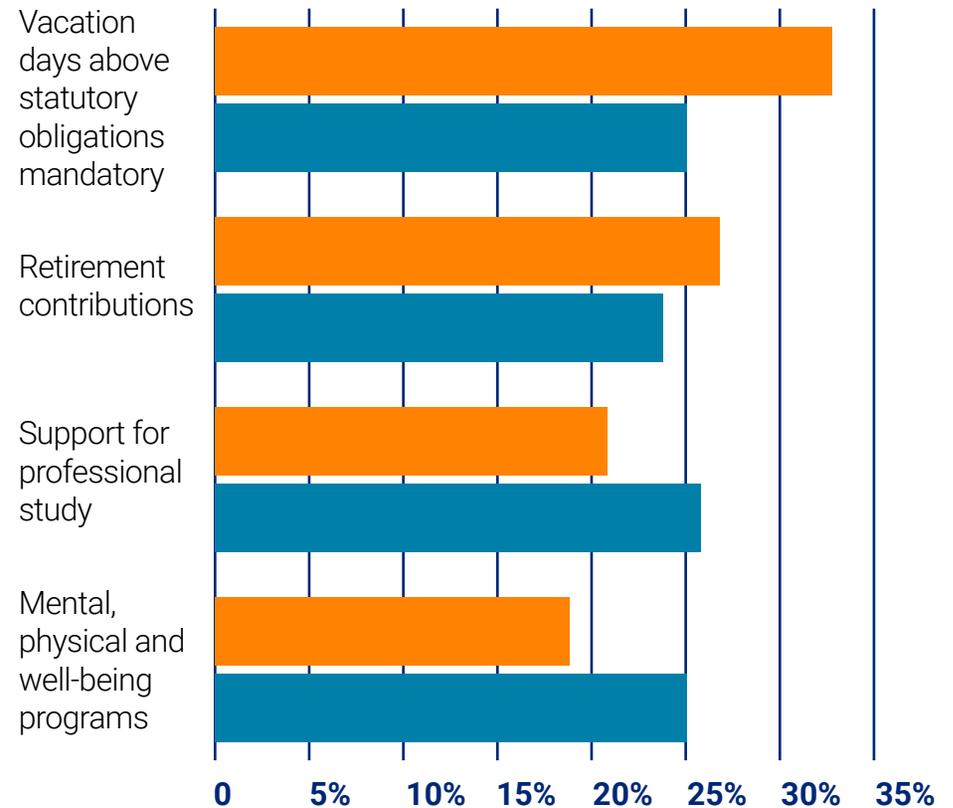


Support for professional study

Benefits employees want vs. what employers are providing

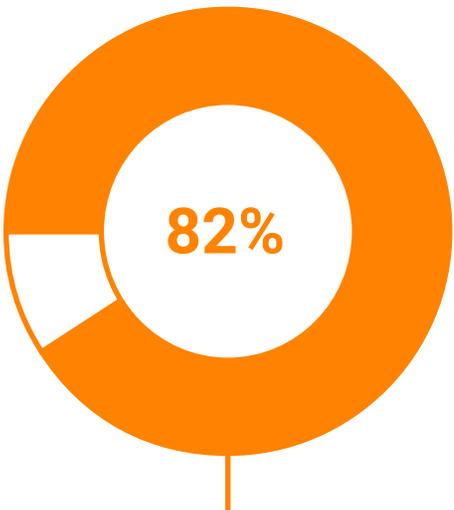
*Top 4 benefits employees selected.

Employees
Employers

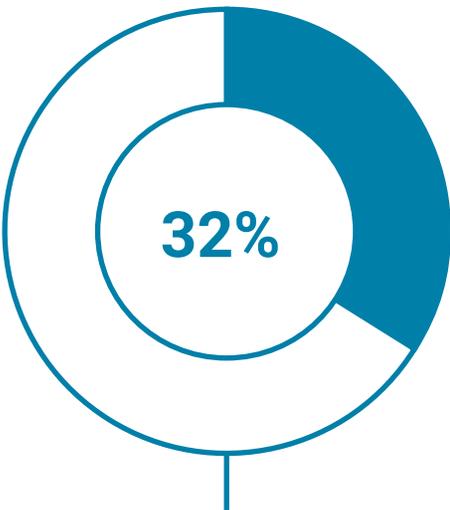


REMOTE WORK IS HERE TO STAY, BUT IT'S REALLY ABOUT FLEXIBILITY

When searching for a new opportunity **82% of respondents want to work either fully remote or in a hybrid environment.** But **32% of employers who currently offer remote, or hybrid work options, are planning to increase the amount of time people are required to be in the office.**



of respondents want to work either fully remote or in a hybrid



of employers are planning to increase the amount of time people are required to be in the office.

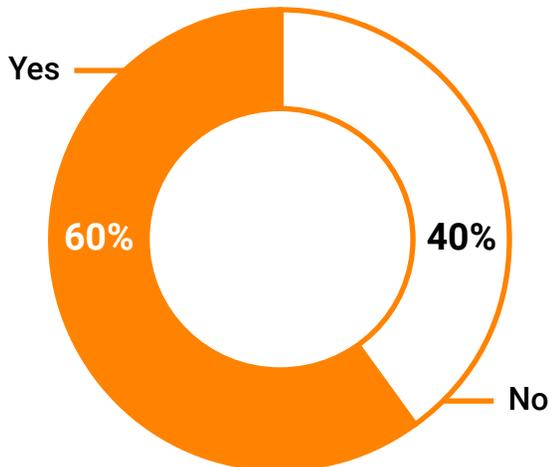
COVID-19 transformed the employee / employer relationship, as organizations sought to meet physical and mental health needs in a bid to stay operational. That gave everyone a chance to reimagine how they get work done, and that's more than are they in office or not. It **recognizes employees are individuals** and, as such, **thrive in different environments and schedules.** As employers evolve ways of working in 2023, they should consider when a candidate is deciding between job offers with similar compensation, flexible working can become the deciding factor. And **offering remote work is not the only option to attract candidates, flexibility is.**



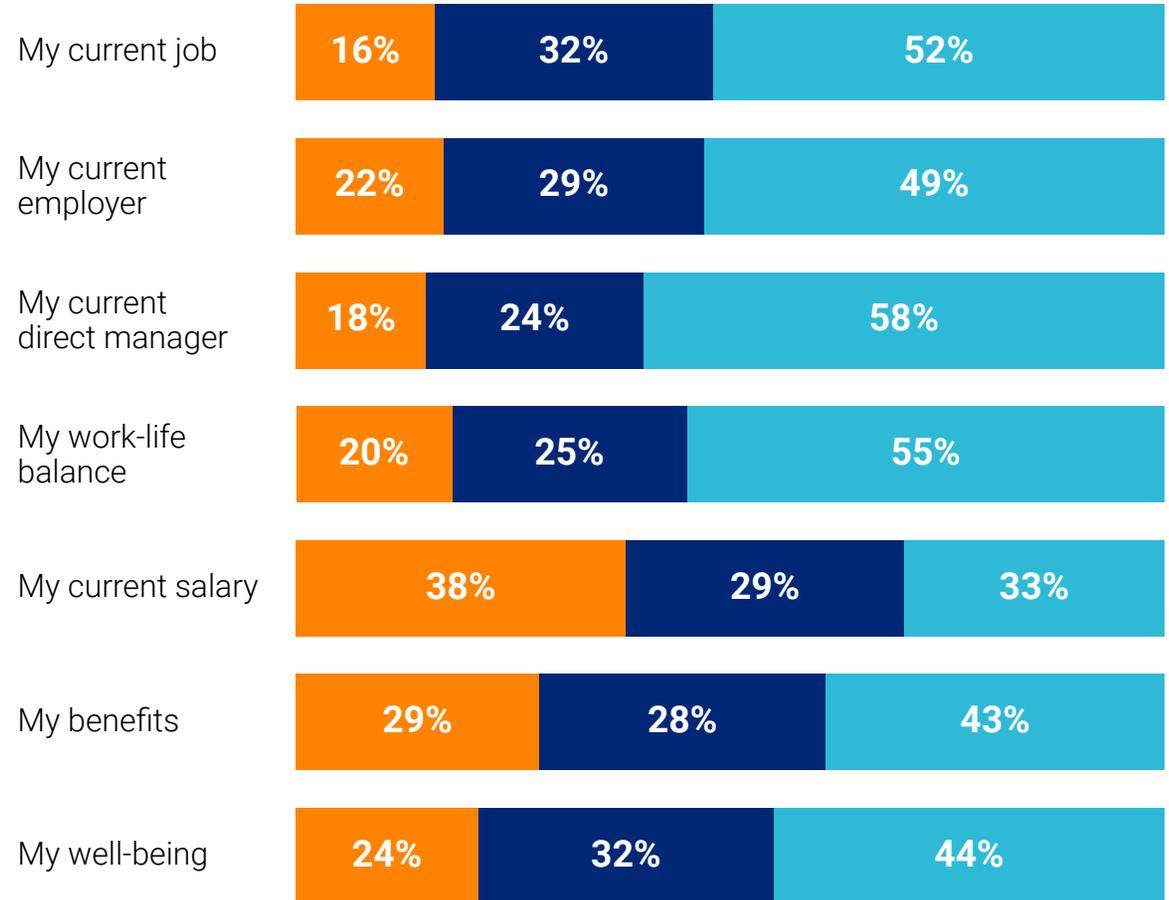
YOUR TEAM IS NOT OKAY AND THEY WANT OUT

Overall satisfaction is stagnant across the board, which speaks to the fact that **60% of respondents are seriously considering leaving**. While this presents plenty of opportunities for those hiring, tapping into those candidates already employed and in need of a change. For managers, turning that around could be as simple as checking in on how your team is feeling, and helping them set healthy boundaries, with well-being one of the lowest areas of satisfaction.

Are you seriously considering leaving your current role?



What is your level of satisfaction for the following?

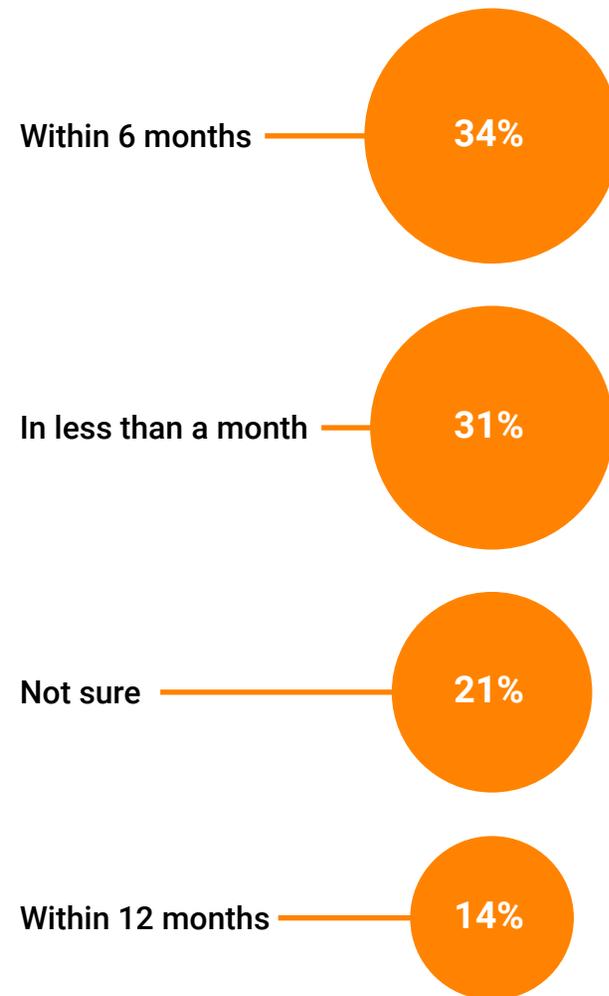


MAKING MOVES IN AN UNCERTAIN ECONOMY

WORKERS ARE PLANNING TO MOVE FOR THE RIGHT PRICE

Similar to last year, **60% of respondents are seriously considering leaving their current role**, and **65% plan to do so in the next 6 months**. But if hiring managers are replacing someone who hasn't had a pay rise in the past year, they need to be conscious of the revised pay expectations we outlined earlier if they want to entice someone to move.

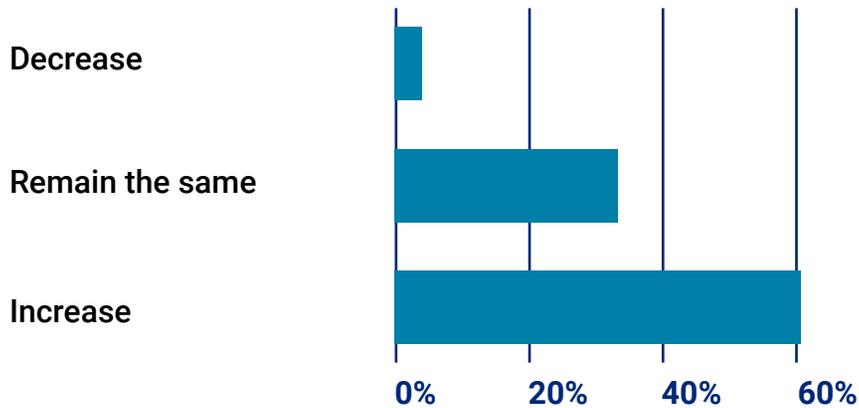
When are you considering leaving your current role?



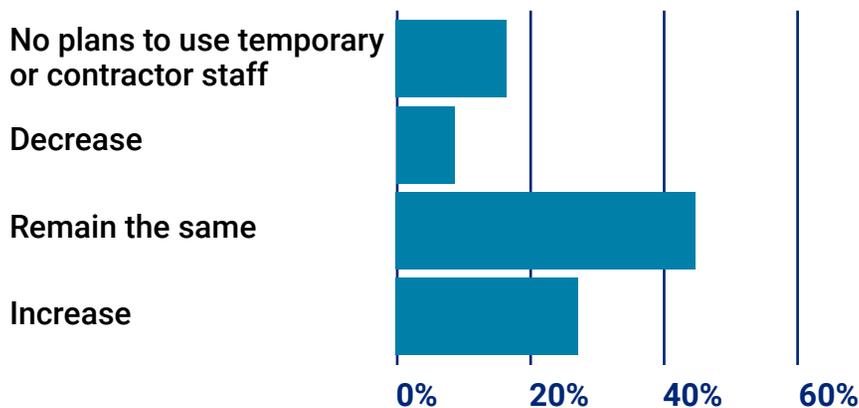
EMPLOYERS ARE STILL HIRING, BUT ON THEIR OWN TERMS

According to the CEIC data, Canada's Business Confidence dropped by 18.4% in September 2022, this is a stark contrast from what we were seeing in 2021, with data reaching an all-high of 93.8 % in March 2021. Despite the decrease in confidence, employers are still planning to hire, as seen by their **intention to increase permanent headcount by 61%**, but due to cautions they are doing so on their own terms, rather than the candidate.

Over the next 12 months, you expect your permanent employee headcount to:

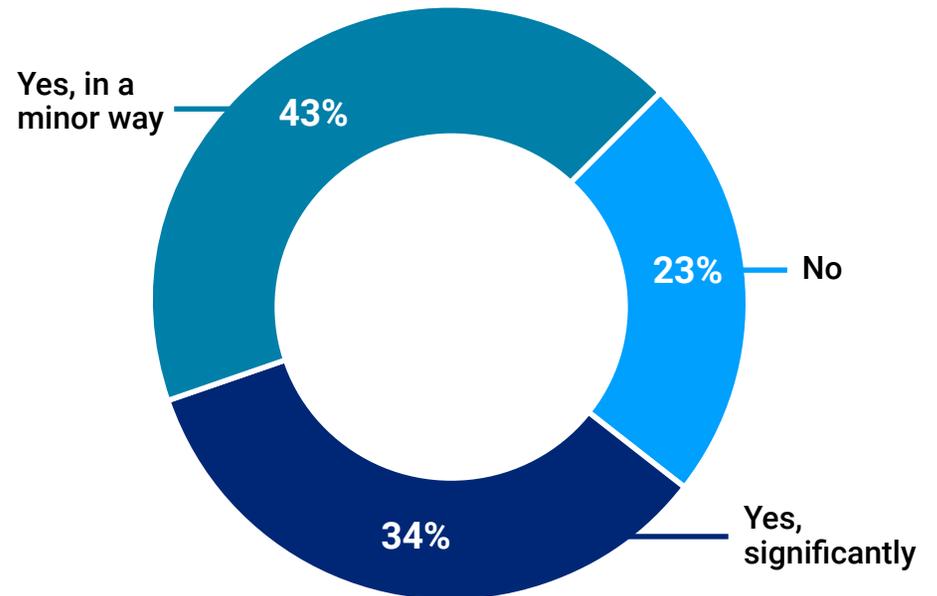


Over the next 12 months, you expect your temporary or contractor headcount to:



But all of this caution and no compromise comes with risk, with **77% feeling that skill shortages will impact their organization's ability to achieve its goals** in the next year.

Will the skill shortage impact your organization's ability to achieve its goals in the next year?



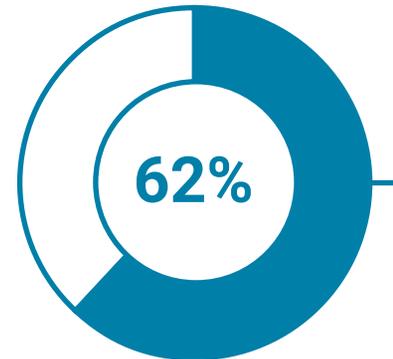
FISHING IN A SHRINKING TALENT POOL

- Employees
- Employers

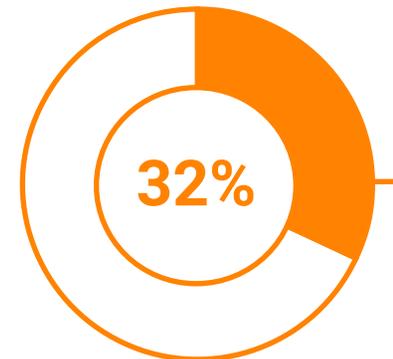
THE STRUGGLE TO FIND THE RIGHT FIT

62% of employers are currently having difficulty filling their open roles. This only looks set to get worse, as employees tell us they are nervous about losing their jobs and would only move if the economic situation was more positive.

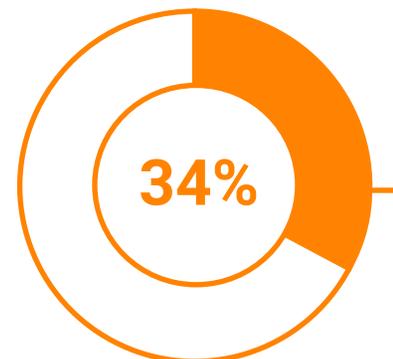
According to [trading economics](#), the unemployment rate in Canada was at 5.2% in October of 2022, unchanged from the prior month and beating market estimates of 5.3%. Given that the unemployment rate is steady, this makes it even **harder to attract candidates** because the people employers are looking for are all currently employed, making it harder to find the skills people need on their teams.



of employers are currently having difficulty filling their open roles.



of employees are nervous they could lose their job based on the current economic situation.



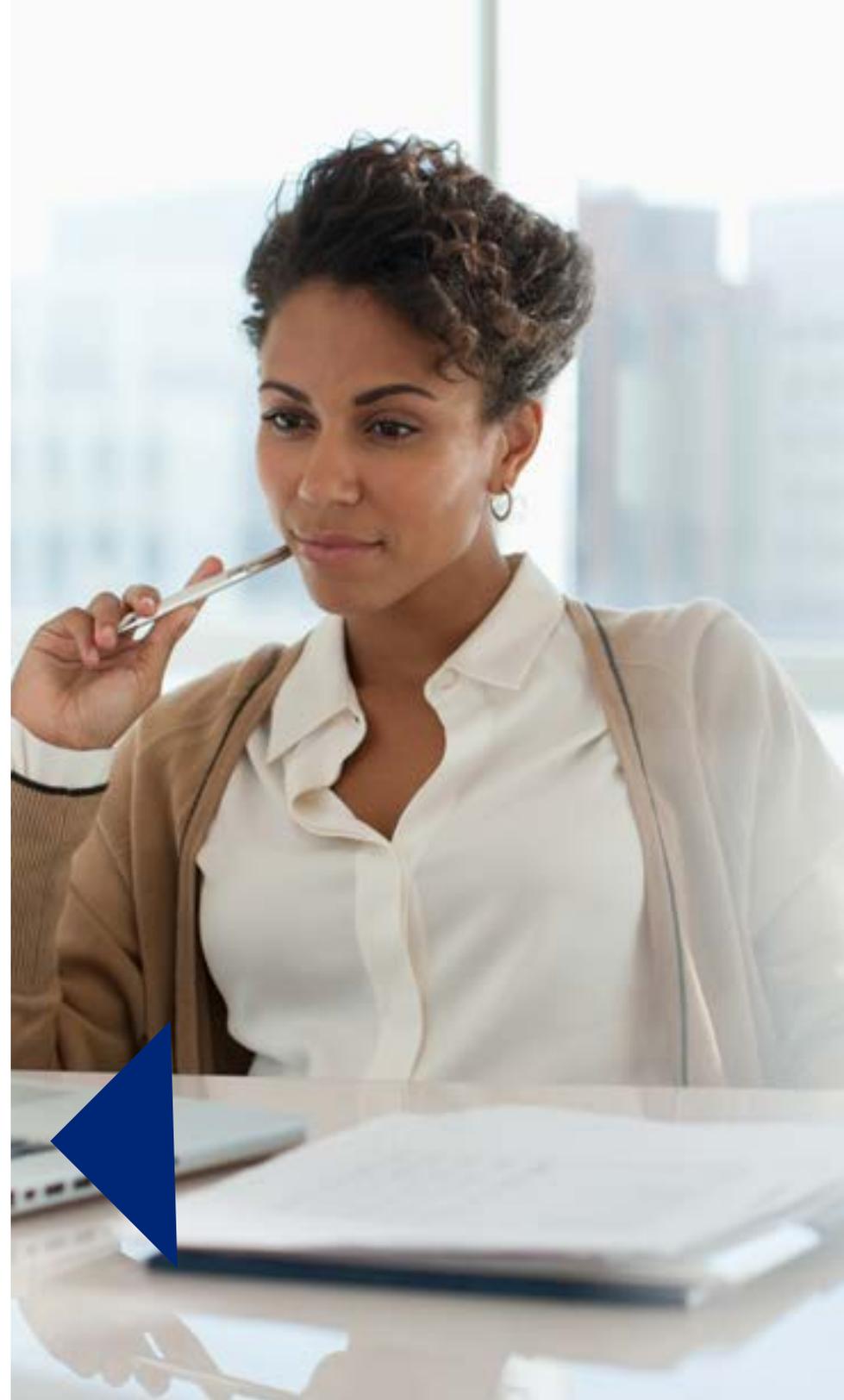
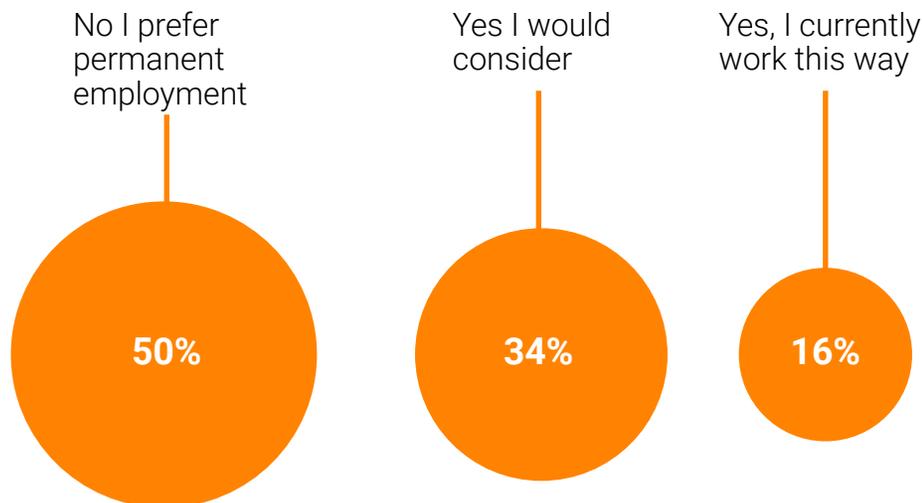
of respondents would leave if the economic situation was more positive.

TEMPORARY OR CONTRACT WORKERS COULD BE THE ANSWER TO FACING THE SKILLS SHORTAGE

Our research found that **50% of workers either currently work in a temporary role or would consider temporary work** which could close those skills gaps in 2023, and give workers and employers alike the flexibility they crave.

This is why as a full-suite staffing company, with the ability to support you with both permanent, temporary or contract positions, we've included **contractor rates** in our guide this year to help you understand if temporary or contract workers could be the solution for you.

Would you consider Contract / Temporary / Freelance roles?



To improve access to talent in the next 12 months employers are taking measures including:

 **53%**

Upskill or reskill existing staff to fill skills gaps.

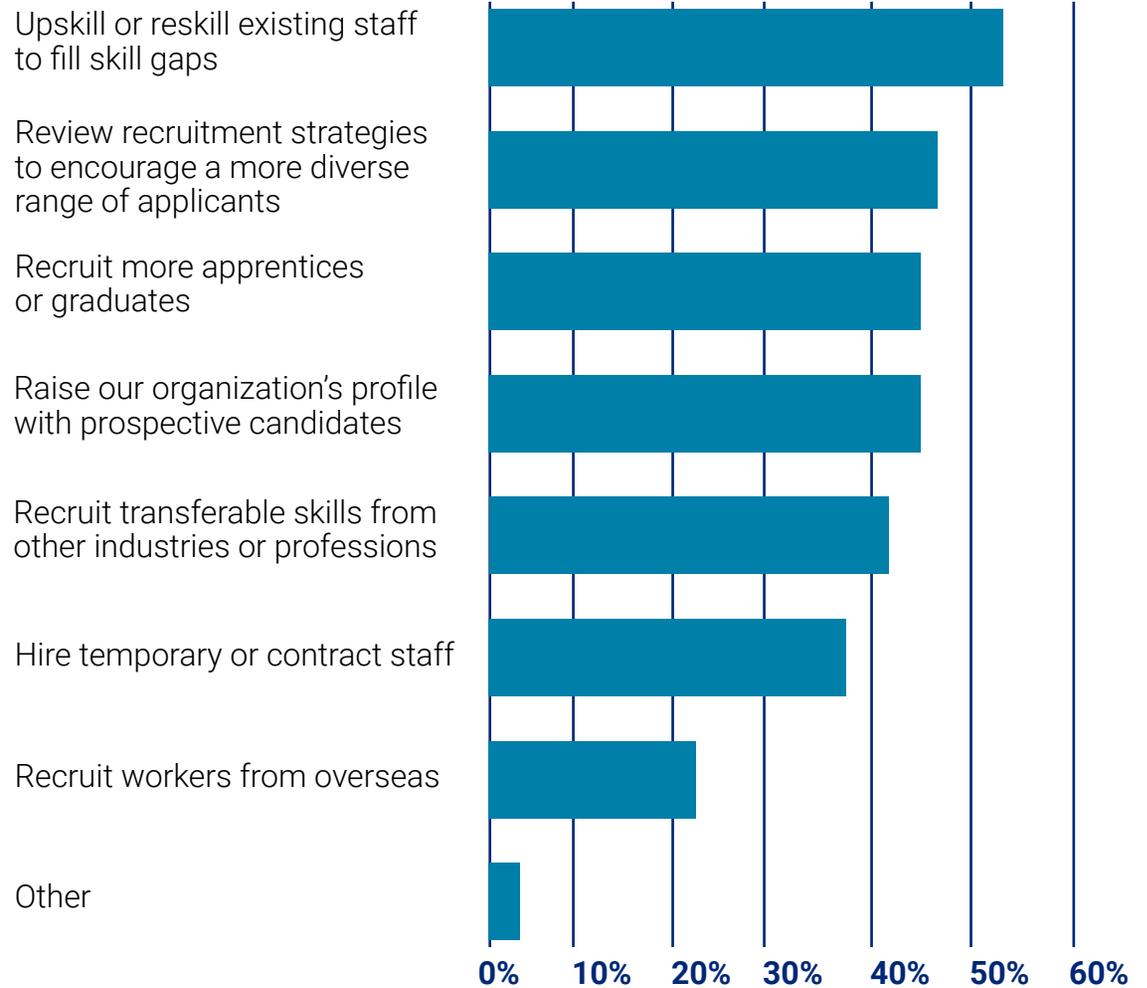
 **48%**

Review recruitment strategies to encourage a more diverse range of applicants.

 **45%**

Recruit more apprentices or graduates.

How do you plan to improve access to talent in the next 12 months?



CONCLUSION

TURNING THE MARKET INTO A WIN-WIN FOR ALL

The last two years may look like employees had all the control, and enjoyed the flexibility, while **organizations had to pay the price**. But as economic uncertainty changes market appetite, companies can only offer so much as incentives before costs outgrow the gains.

Overall, **the market is moving at a slower pace** than previously, as employers and candidates are less likely to compromise, and the economy makes both parties more cautious.

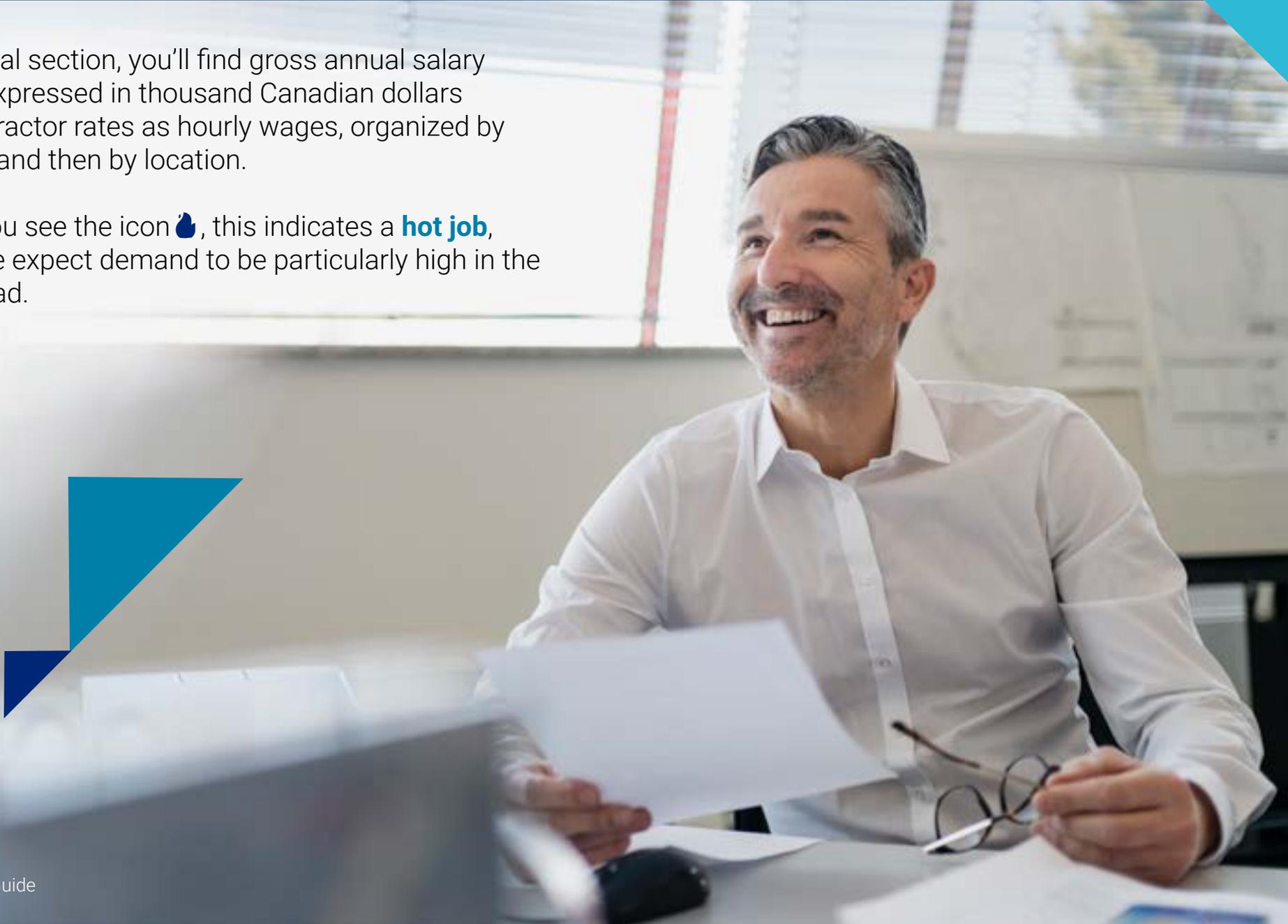
But given workers' overall low satisfaction with their job and their openness to different work models, **employers have a great opportunity to attract new candidates by promoting flexibility and purpose**. In the year ahead, those who thrive will be the ones that come together to achieve a comfortable middle ground and bridge the disconnect.



SALARIES & CONTRACTOR RATES

In this final section, you'll find gross annual salary figures expressed in thousand Canadian dollars and contractor rates as hourly wages, organized by function and then by location.

Where you see the icon 🔥, this indicates a **hot job**, where we expect demand to be particularly high in the year ahead.



ACCOUNTING & FINANCE

PERMANENT SALARIES

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

Audit

PUBLIC PRACTICE MID - TIER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Audit Senior Manager	95 - 135	120 - 160	110 - 140	110 - 140	100 - 140
Audit Manager	90 - 115	105 - 130	100 - 120	100 - 120	90 - 120
Audit Senior	70 - 85	85 - 100	80 - 100	80 - 95	85 - 90
Audit Staff Accountant	60 - 75	60 - 85	60 - 80	60 - 80	60 - 75

PUBLIC PRACTICE BIG FOUR	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Audit Senior Manager	120 - 150	120 - 160	120 - 150	120 - 150	110 - 150
Audit Manager	95 - 120	105 - 130	100 - 120	100 - 120	95 - 115
Audit Senior	80 - 90	85 - 100	80 - 95	80 - 95	85 - 90
Audit Staff Accountant	60 - 80	60 - 85	65 - 75	65 - 75	65 - 80

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Audit Manager	85 - 105	105 - 120	90 - 105	100 - 120	80 - 100
Internal Auditor	65 - 90	75 - 95	70 - 90	70 - 95	65 - 75

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Audit Manager	85 - 100	110 - 130	100 - 120	100 - 120	85 - 100
Internal Auditor	75 - 90	80 - 100	70 - 95	80 - 95	75 - 90

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Audit Manager	100 - 115	110 - 130	100 - 120	100 - 120	90 - 115
Internal Auditor	80 - 95	80 - 100	80 - 95	80 - 95	75 - 90

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Audit Manager	105 - 130	110 - 130	95 - 120	95 - 120	95 - 120
Internal Auditor	80 - 110	80 - 105	80 - 100	80 - 100	75 - 110

ACCOUNTING & FINANCE

PERMANENT SALARIES

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

Tax

PUBLIC PRACTICE MID - TIER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Tax Senior Manager 🧡	110 - 150	135 - 180	120 - 140	120 - 140	110 - 130
Tax Manager	90 - 110	105 - 130	100 - 120	100 - 120	90 - 115
Tax Senior	70 - 90	85 - 100	80 - 95	80 - 95	70 - 90

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Tax	140 - 170	175 - 200	120 - 160	175 - 200	120 - 150
Senior Tax Manager 🧡	110 - 140	140 - 170	110 - 120	140 - 170	110 - 140
Tax Manager	90 - 110	120 - 140	90 - 110	120 - 140	85 - 115
Tax Analyst	70 - 95	85 - 100	65 - 85	85 - 100	70 - 85

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Tax	140 - 180	160 - 180	150 - 180	160 - 180	120 - 160
Senior Tax Manager 🧡	130 - 160	125 - 145	120 - 145	125 - 145	110 - 145
Tax Manager	120 - 150	95 - 125	95 - 120	95 - 125	95 - 120
Tax Analyst	80 - 105	70 - 85	70 - 85	70 - 85	75 - 100

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Tax	120 - 140	140 - 170	140 - 160	140 - 170	120 - 155
Senior Tax Manager 🧡	120 - 130	120 - 140	120 - 130	120 - 140	110 - 140
Tax Manager	100 - 120	90 - 115	90 - 115	90 - 115	90 - 120
Tax Analyst	80 - 100	65 - 85	70 - 85	65 - 85	70 - 95

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Senior Director Tax / VP Tax	180 - 220	200 - 250	180 - 220	170 - 220	175 - 235
Director of Tax	170 - 195	175 - 200	150 - 200	140 - 200	150 - 200
Tax Manager	120 - 150	120 - 140	120 - 145	120 - 145	100 - 140
Tax Analyst	85 - 125	90 - 115	80 - 100	80 - 100	80 - 100

PUBLIC PRACTICE BIG FOUR	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Senior Tax Manager 🧡	120 - 170	135 - 180	110 - 150	130 - 150	115 - 155
Tax Manager	100 - 120	105 - 130	100 - 120	100 - 120	100 - 120
Tax Senior	75 - 95	85 - 100	80 - 90	80 - 95	75 - 95

ACCOUNTING & FINANCE

PERMANENT SALARIES

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

Leadership and qualified accountants / generalists

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Chief Financial Officer	180 - 250	185 - 250	180 - 220	180 - 250	180 - 250
Vice President of Finance	160 - 200	170 - 220	150 - 190	140 - 190	150 - 200
Director of Finance	130 - 175	150 - 200	130 - 170	130 - 170	130 - 170
Controller 🧑‍💻	100 - 130	100 - 140	100 - 120	100 - 140	100 - 130
Assistant Controller	85 - 105	90 - 120	80 - 95	90 - 120	85 - 105
Senior Accountant	75 - 95	75 - 95	75 - 85	80 - 95	75 - 95
Accounting Manager	80 - 100	90 - 110	80 - 95	90 - 110	80 - 100
Financial Reporting Manager	100 - 120	105 - 125	80 - 110	105 - 125	90 - 120
Financial Planning / Analysis Manager	100 - 120	105 - 125	80 - 110	105 - 125	90 - 125
Senior Financial Analyst 🧑‍💻	80 - 95	85 - 95	75 - 95	80 - 95	80 - 95
Financial Analyst	65 - 80	70 - 85	60 - 75	70 - 85	65 - 80

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Chief Financial Officer	190 - 250	200 - 270	180 - 250	200 - 250	180 - 250
Vice President of Finance	160 - 200	180 - 230	150 - 200	180 - 220	150 - 200
Director of Finance	150 - 180	160 - 210	130 - 180	140 - 180	140 - 180
Controller 🧑‍💻	110 - 150	120 - 150	115 - 140	110 - 140	110 - 145
Assistant Controller	85 - 110	105 - 125	85 - 100	95 - 120	90 - 115
Senior Accountant	75 - 100	85 - 100	75 - 90	80 - 100	80 - 100
Accounting Manager	80 - 100	100 - 120	90 - 110	90 - 110	85 - 100
Financial Reporting Manager	100 - 125	110 - 130	90 - 125	100 - 120	95 - 120
Financial Planning / Analysis Manager	95 - 120	110 - 130	90 - 115	100 - 120	100 - 125
Senior Financial Analyst 🧑‍💻	80 - 100	90 - 100	80 - 100	80 - 100	80 - 100
Financial Analyst	75 - 85	75 - 90	65 - 85	70 - 85	70 - 85

ACCOUNTING & FINANCE

PERMANENT SALARIES

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

Leadership and qualified accountants / generalists

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Chief Financial Officer	200 - 300	200 - 300	200 - 300	200 - 300	210 - 310
Vice President of Finance	190 - 250	190 - 250	180 - 250	180 - 250	180 - 270
Director of Finance	150 - 210	170 - 220	140 - 200	160 - 220	150 - 210
Controller 🧑‍💻	120 - 150	120 - 150	129 - 145	120 - 140	115 - 150
Assistant Controller	100 - 120	105 - 125	90 - 110	100 - 120	95 - 115
Senior Accountant	80 - 100	80 - 100	75 - 95	80 - 100	80 - 100
Accounting Manager	85 - 105	105 - 120	90 - 110	95 - 110	85 - 105
Financial Reporting Manager	110 - 125	110 - 130	90 - 125	100 - 120	100 - 120
Financial Planning / Analysis Manager	100 - 120	110 - 130	95 - 120	100 - 120	100 - 130
Senior Financial Analyst 🧑‍💻	80 - 100	90 - 105	80 - 100	80 - 100	80 - 100
Financial Analyst	70 - 90	80 - 90	70 - 90	70 - 85	70 - 90

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Chief Financial Officer	300 - 450	350 - 500	300 - 400	300 - 400	300 - 400
Vice President of Finance	190 - 250	225 - 300	190 - 260	200 - 250	180 - 275
Director of Finance	180 - 225	190 - 225	150 - 225	170 - 230	160 - 225
Controller 🧑‍💻	130 - 180	140 - 180	125 - 160	130 - 170	130 - 170
Assistant Controller / Account Manager	100 - 125	100 - 125	85 - 110	100 - 120	90 - 125
Senior Accountant	75 - 95	85 - 105	75 - 95	80 - 95	80 - 100
Financial Reporting Manager	125 - 150	110 - 140	100 - 140	100 - 140	105 - 145
Financial Planning / Analysis Manager	125 - 150	110 - 140	110 - 140	100 - 140	110 - 150
Senior Financial Analyst 🧑‍💻	90 - 115	90 - 105	80 - 100	80 - 100	85 - 115
Financial Analyst	75 - 95	75 - 90	70 - 95	70 - 90	75 - 95

ACCOUNTING & FINANCE

PERMANENT SALARIES

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

Treasury

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	95 - 110	95 - 115	85 - 100	90 - 110	90 - 110
Treasury Analyst	70 - 90	70 - 95	70 - 90	70 - 95	70 - 95

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	100 - 120	105 - 125	100 - 125	100 - 120	100 - 115
Treasury Analyst	75 - 95	80 - 100	75 - 85	80 - 95	70 - 95

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	100 - 120	105 - 125	100 - 130	100 - 120	100 - 120
Treasury Analyst	75 - 95	80 - 100	75 - 95	75 - 95	70 - 95

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	130 - 150	115 - 145	110 - 140	110 - 145	110 - 145
Treasury Analyst	95 - 120	90 - 115	90 - 110	90 - 115	100 - 125

Accounting Support

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Accounts Receivable Manager	80 - 100	85 - 100	80 - 100	80 - 100	80 - 100
Accounts Receivable Supervisor	70 - 85	75 - 85	70 - 85	75 - 85	65 - 85
Accounts Receivable Clerk	55 - 65	50 - 60	55 - 65	55 - 65	55 - 65
Accounts Payable Manager	80 - 100	85 - 100	80 - 100	80 - 100	80 - 100
Accounts Payable Supervisor	70 - 85	75 - 85	75 - 85	75 - 85	65 - 85
Accounts Payable Clerk	55 - 65	50 - 60	45 - 60	55 - 65	55 - 65
Senior Accountant	80 - 100	80 - 100	80 - 100	80 - 100	80 - 100
Intermediate Accountant	65 - 75	60 - 75	60 - 75	60 - 80	60 - 75
Junior Accountant	55 - 60	50 - 60	45 - 60	45 - 60	45 - 60
Senior Property Accountant	80 - 95	80 - 90	80 - 95	80 - 90	80 - 95
Property Accountant 🏠	70 - 80	65 - 80	65 - 80	70 - 80	70 - 80
Senior Project Accountant	80 - 100	80 - 95	80 - 95	80 - 95	85 - 100
Project Accountant 🏠	75 - 80	70 - 80	70 - 80	70 - 80	75 - 85
Payroll Manager	90 - 140	100 - 130	90 - 125	90 - 110	85 - 125
Payroll Team Lead	75 - 95	80 - 100	80 - 100	80 - 100	75 - 95
Payroll Specialist	70 - 85	75 - 90	70 - 85	70 - 85	70 - 85
Payroll Coordinator	60 - 70	65 - 75	55 - 70	60 - 70	60 - 70
Payroll Administrator	55 - 65	55 - 65	55 - 65	55 - 65	55 - 65
Director of Credit / Collections	100 - 135	125 - 140	100 - 140	110 - 140	110 - 135
Credit / Collections Manager	90 - 105	95 - 115	90 - 115	95 - 110	90 - 110
Credit / Collections Supervisor	75 - 85	75 - 90	75 - 85	75 - 85	70 - 85
Credit / Collections Specialist	65 - 75	65 - 80	60 - 75	65 - 75	60 - 80
Credit / Collections Administrator	50 - 60	55 - 65	45 - 60	50 - 60	50 - 60

ACCOUNTING & FINANCE CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Audit

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Auditor	40 - 45	40 - 45	35 - 40	35 - 40	40 - 45

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Auditor	40 - 50	40 - 50	35 - 45	35 - 45	40 - 50

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Auditor	40 - 50	40 - 50	40 - 45	40 - 45	40 - 50

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Internal Auditor	40 - 50	40 - 55	40 - 50	40 - 50	40 - 55

Leadership and qualified accountants / generalists

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Finance	75 - 100	75 - 100	65 - 85	65 - 85	75 - 100
Controller 📊	55 - 70	50 - 70	50 - 65	50 - 65	50 - 70
Assistant Controller	50 - 60	45 - 55	45 - 55	40 - 55	40 - 55
Senior Accountant	40 - 50	40 - 47	40 - 45	35 - 45	35 - 47
Accounting Manager	45 - 55	45 - 55	40 - 50	40 - 50	45 - 55
Financial Reporting Manager	55 - 65	55 - 65	50 - 60	50 - 60	55 - 65
Financial Planning / Analysis Manager	50 - 65	55 - 65	50 - 60	50 - 55	55 - 65
Senior Financial Analyst 📊	40 - 50	45 - 50	40 - 50	40 - 50	45 - 50
Financial Analyst	35 - 40	35 - 43	35 - 40	30 - 40	35 - 43

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Finance	60 - 75	60 - 80	70 - 90	70 - 90	60 - 80
Controller 📊	50 - 75	50 - 75	55 - 70	55 - 70	50 - 75
Assistant Controller	50 - 60	50 - 60	45 - 50	45 - 60	50 - 55
Senior Accountant	40 - 50	40 - 50	40 - 50	40 - 50	40 - 45
Accounting Manager	50 - 60	50 - 60	45 - 55	45 - 55	45 - 50
Financial Reporting Manager	55 - 60	55 - 60	50 - 65	50 - 65	55 - 60
Financial Planning / Analysis Manager	55 - 60	55 - 60	45 - 60	55 - 65	55 - 60
Senior Financial Analyst 📊	40 - 50	45 - 50	40 - 50	40 - 50	45 - 50
Financial Analyst	35 - 40	35 - 45	35 - 45	35 - 45	35 - 45

ACCOUNTING & FINANCE

CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Leadership and qualified accountants / generalists

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Finance	75 - 105	85 - 110	70 - 100	80 - 110	75 - 105
Controller 📊	60 - 75	60 - 75	60 - 75	50 - 75	50 - 75
Assistant Controller	50 - 60	55 - 60	45 - 55	50 - 60	45 - 55
Senior Accountant	45 - 50	45 - 50	40 - 50	40 - 50	45 - 50
Accounting Manager	50 - 60	50 - 60	45 - 55	50 - 55	50 - 60
Financial Reporting Manager	55 - 60	55 - 60	50 - 65	50 - 65	55 - 60
Financial Planning / Analysis Manager	55 - 65	55 - 65	50 - 65	50 - 65	55 - 65
Senior Financial Analyst 📊	40 - 45	45 - 55	40 - 50	40 - 50	45 - 55
Financial Analyst	38 - 45	40 - 45	35 - 45	35 - 45	40 - 45

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director of Finance	80 - 110	90 - 110	80 - 110	85 - 110	80 - 110
Controller 📊	70 - 80	70 - 80	65 - 80	65 - 80	70 - 80
Assistant Controller	45 - 60	50 - 60	45 - 60	50 - 60	50 - 60
Senior Accountant	45 - 55	45 - 55	40 - 50	40 - 50	40 - 55
Financial Reporting Manager	50 - 65	55 - 75	50 - 60	55 - 60	55 - 75
Financial Planning / Analysis Manager	55 - 75	55 - 75	55 - 70	50 - 70	55 - 75
Senior Financial Analyst 📊	45 - 55	45 - 55	55 - 70	50 - 70	45 - 60
Financial Analyst	35 - 45	37 - 45	40 - 50	40 - 50	37 - 50
Financial Analyst	35 - 40	35 - 43	35 - 45	35 - 43	35 - 43

Treasury

REVENUES UP TO 100 MILLION	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	45 - 50	45 - 55	45 - 50	45 - 50	45 - 55
Treasury Analyst	40 - 45	40 - 45	35 - 45	35 - 45	40 - 45

REVENUES FROM 100 - 250M	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	50 - 60	55 - 65	50 - 60	50 - 60	50 - 60
Treasury Analyst	40 - 50	40 - 50	40 - 45	40 - 45	45 - 50

REVENUES OF 250M AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	50 - 65	50 - 65	50 - 65	50 - 65	50 - 65
Treasury Analyst	40 - 50	40 - 50	40 - 45	40 - 45	40 - 55

REVENUES OF \$500 MILLION AND HIGHER	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Treasury Manager	60 - 75	55 - 70	55 - 70	55 - 65	55 - 70
Treasury Analyst	45 - 55	45 - 55	45 - 55	45 - 55	45 - 55

ACCOUNTING & FINANCE

CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Accounting Support

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Accounts Receivable Manager	40 - 50	45 - 50	40 - 50	40 - 50	45 - 50
Accounts Receivable Supervisor	30 - 40	35 - 45	30 - 40	30 - 40	35 - 45
Accounts Receivable Clerk	25 - 30	25 - 32	25 - 30	25 - 30	25 - 32
Accounts Payable Manager	40 - 50	45 - 50	40 - 50	40 - 50	45 - 50
Accounts Payable Supervisor	30 - 40	35 - 45	30 - 40	30 - 40	35 - 45
Accounts Payable Clerk	25 - 30	25 - 32	25 - 30	25 - 30	25 - 32
Senior Accountant	45 - 60	45 - 60	45 - 60	45 - 60	45 - 60
Intermediate Accountant	35 - 40	35 - 40	35 - 40	35 - 40	35 - 40
Junior Accountant	25 - 35	25 - 35	25 - 30	25 - 35	25 - 35
Senior Property Accountant	40 - 45	40 - 45	40 - 45	40 - 45	40 - 45
Property Accountant 🏠	35 - 40	35 - 40	30 - 35	35 - 40	35 - 40
Senior Project Accountant	40 - 50	45 - 60	40 - 50	40 - 50	45 - 60
Project Accountant 🏠	35 - 40	35 - 45	35 - 40	35 - 40	35 - 45
Payroll Manager	50 - 60	55 - 65	50 - 60	50 - 60	55 - 65
Payroll Team Lead	40 - 50	45 - 55	40 - 50	40 - 50	45 - 55
Payroll Specialist	35 - 40	35 - 45	35 - 40	35 - 40	35 - 40
Payroll Coordinator	32 - 37	32 - 37	32 - 37	32 - 37	32 - 37

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Payroll Administrator	25 - 32	30 - 35	25 - 32	25 - 32	30 - 35
Director of Credit/Collections	50 - 60	60 - 70	50 - 70	50 - 70	50 - 60
Credit/Collections Manager	40 - 45	45 - 55	35 - 45	40 - 50	45 - 55
Credit / Collections Supervisor	32 - 37	35 - 45	30 - 35	30 - 40	35 - 45
Credit / Collections Specialist	30 - 35	30 - 40	25 - 30	25 - 30	30 - 40
Credit / Collections Administrator	30 - 32	30 - 32	25 - 30	25 - 30	30 - 31

ARCHITECTURE & INTERIOR DESIGN

PERMANENT SALARIES

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

Architecture

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
Intern Architect 🏠	50 - 75	50 - 65	55 - 80	55 - 80	50 - 75	60 - 85
Architect 🏠	70 - 95	65 - 95	70 - 90	70 - 85	65 - 85	85 - 110
Senior Architect	90 - 130	95 - 130	95 - 150	85 - 135	85 - 120	95 - 130
Junior Technologist 🏠	50 - 60	45 - 60	50 - 60	40 - 55	40 - 50	50 - 65
Technologist	60 - 80	55 - 80	60 - 75	55 - 75	50 - 70	65 - 85
Senior Technologist 🏠	80 - 105	80 - 105	75 - 105	75 - 100	70 - 95	75 - 95
Job Captain	80 - 115	80 - 115	85 - 115	90 - 115	80 - 100	85 - 120
Contract Administrator	90 - 120	90 - 120	95 - 125	85 - 110	85 - 110	95 - 125
Senior Contract Admin	100 - 130	100 - 130	120 - 160	110 - 160	110 - 150	120 - 130
Project Manager 🏠	80 - 120	80 - 120	85 - 120	85 - 115	80 - 110	80 - 120
Senior Project Manager	100 - 125	100 - 120	120 - 150	115 - 135	110 - 145	100 - 120
BIM Coordinator	80 - 100	80 - 100	80 - 100	80 - 100	80 - 100	85 - 100
BIM Manager	100 - 140	100 - 140	100 - 140	100 - 130	100 - 130	100 - 120
Architectural Designer	60 - 80	60 - 80	60 - 80	55 - 75	50 - 70	60 - 80
Senior Architectural Designer	80 - 100	80 - 100	80 - 110	75 - 105	70 - 90	80 - 100

Interior Design

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
Senior Interior Designer 🏠	80 - 110	80 - 110	80 - 110	80 - 110	75 - 95	85 - 100
Intermediate Interior Designer	70 - 90	70 - 90	60 - 80	60 - 80	55 - 75	65 - 80
Junior Interior designer 🏠	50 - 70	50 - 70	45 - 60	40 - 60	40 - 55	50 - 70
Interior Design Project Manager	80 - 110	80 - 110	80 - 110	75 - 105	75 - 105	75 - 110

CONSTRUCTION PERMANENT SALARIES

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

Civil Engineering

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Principal Partner	145 - 170	145 - 170	160 - 180	150	140 - 180	150	150 - 180	120 - 150
Associate Partner	130 - 150	130 - 150	110 - 130	120 - 150	125 - 140	120 - 140	125 - 150	110 - 140
Civil Project Manager	90 - 120	90 - 120	90 - 110	90 - 110	100 - 125	100 - 130	95 - 120	85 - 110
Civil Project Engineer	100 - 120	100 - 120	90 - 100	100 - 120	90 - 110	90 - 110	85 - 110	90 - 100
Civil Engineer	85 - 95	85 - 96	85 - 100	90 - 110	75 - 100	90 - 110	85 - 100	85 - 95
Civil Designer	70 - 90	70 - 90	70 - 90	70 - 90	65 - 80	80 - 90	75 - 100	70 - 90
Civil CAD Drafter	70 - 80	70 - 80	60 - 75	75 - 90	60 - 70	75 - 90	70 - 85	60 - 70

Development Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President, Development	160 - 220	160 - 220	200 - 300	200	200	160 - 200	200 - 300	160 - 200
Development Director	130 - 180	130 - 180	170 - 200	140 - 160	140 - 160	140 - 160	150 - 200	140 - 160
Development Manager	110 - 160	110 - 160	130 - 150	110 - 160	120 - 140	110 - 145	100 - 150	110 - 145
Junior / Assistant Development Manager	80 - 110	80 - 110	85 - 110	70 - 85	80 - 100	75 - 100	75 - 100	75 - 100
Development Coordinator	60 - 95	60 - 95	60 - 85	50 - 75	50 - 75	50 - 75	50 - 92	50 - 75

CONSTRUCTION PERMANENT SALARIES

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

Electrical Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	100 - 150	100 - 150	150 - 200	120 - 150	140 - 160	140 - 160	150	140 - 160
Project Manager	90 - 130	90 - 130	90 - 160	80 - 110	100 - 120	90 - 125	100 - 130	90 - 125
Project Coordinator	70 - 90	70 - 90	55 - 70	55 - 75	70 - 80	60 - 70	70 - 80	60 - 70
Chief Estimator 📊	110 - 130	100 - 130	140 - 190	90 - 120	85 - 105	95 - 125	150	95 - 125
Estimator 📊	90 - 120	90 - 120	80 - 120	85 - 100	85 - 100	80 - 90	100 - 120	80 - 90
Superintendent	100 - 120	100 - 120	120	85 - 100	85 - 100	95 - 105	100 - 150	95 - 105
Assistant Superintendent	90 - 100	90 - 110	N / A	80 - 90	80 - 90	80 - 90	80 - 90	80 - 90

Electrical Engineering

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Senior Electrical Engineer	95 - 105	95 - 105	115 - 120	100 - 120	100 - 110	95 - 110	100 - 115	95 - 110
Electrical Engineer	80 - 90	80 - 90	80 - 100	80 - 100	80 - 100	80 - 90	80 - 100	80 - 90
Designers	70 - 80	70 - 80	65 - 75	60 - 85	70 - 80	70 - 80	70 - 90	70 - 80
Project Manager	90 - 100	90 - 100	90 - 140	100 - 120	90 - 100	90 - 100	90 - 100	90 - 100
Construction Administrators	90 - 120	90 - 120	80 - 120	N / A	75 - 95	80 - 100	90 - 120	80 - 100
REVIT Operators	65 - 80	65 - 80	55 - 75	60 - 75	50 - 70	65 - 80	65 - 80	65 - 80

CONSTRUCTION PERMANENT SALARIES

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

Environmental Engineering

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Principal Partner	130 - 140	130 - 140	120 - 145	120 - 140	120 - 145	130 - 140	130 - 160	120 - 140
Associate Partner	120 - 130	120 - 130	110 - 140	120 - 130	110 - 135	120 - 130	125 - 150	115 - 125
Associate	100 - 120	100 - 120	100 - 110	110 - 120	100 - 120	100 - 120	115 - 140	100 - 110
Environmental Project Manager	90 - 110	90 - 110	90 - 100	90 - 110	90 - 120	90 - 110	90 - 140	90 - 100
Environmental Project Engineer	90 - 140	90 - 140	90 - 110	90 - 120	90 - 110	90 - 140	90 - 140	90 - 120
Environmental Engineer	90 - 120	90 - 120	80 - 95	80 - 95	80 - 100	90 - 120	90 - 120	80 - 95

General Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	160 - 210	160 - 210	175 - 250	200	175	160	180 - 360	140 - 200
Senior Project Manager	120 - 150	120 - 150	120 - 175	120 - 180	120 - 175	115 - 130	140 - 185	115 - 140
Project Manager 🏠	100 - 130	100 - 130	85 - 120	75 - 120	110 - 125	100 - 140	85 - 130	90 - 120
Project Coordinator	70 - 85	70 - 85	65 - 85	60 - 75	65 - 75	60 - 70	60 - 80	60 - 80
Chief Estimator 🏠	120 - 170	120 - 170	125 - 175	110 - 150	125 - 150	110 - 160	130 - 180	110 - 150
Senior Estimator 🏠	100 - 150	100 - 150	95 - 125	90 - 110	90 - 125	110 - 150	110 - 140	100 - 120
Estimator 🏠	90 - 130	90 - 130	65 - 95	60 - 90	70 - 90	100 - 120	90 - 120	75 - 95
Superintendent	110 - 150	110 - 150	90 - 150	100 - 150	125 - 140	100 - 130	90 - 150	90 - 120
Assistant Superintendent / Foreman	80 - 100	80 - 100	70 - 95	70 - 90	80 - 100	85 - 100	80 - 100	70 - 90
Mechanical & Electrical Coordinator	60 - 75	60 - 80	60 - 80	70 - 85	60 - 75	55 - 75	70 - 90	55 - 75
Mechanical & Electrical Manager	80 - 120	80 - 120	90 - 120	90 - 110	90 - 100	80	80 - 120	80

CONSTRUCTION PERMANENT SALARIES

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

High - rise Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	180 - 250	180 - 250	250 - 300	200	200	140 - 180	250 - 300	185 - 250
Construction Manager	150 - 200	150 - 200	200 - 235	130 - 160	150 - 175	130 - 180	150 - 220	130 - 160
Senior Project Manager	150 - 200	150 - 200	170 - 220	120 - 150	130 - 150	120 - 150	150 - 220	150 - 200
Project Manager 🏠	110 - 160	110 - 160	145 - 180	100 - 120	110 - 130	110 - 120	120 - 150	130 - 160
Project Coordinator	70 - 80	70 - 80	70 - 90	65 - 85	65 - 75	60 - 80	70 - 100	65 - 85
Chief Estimator 🏠	140 - 170	140 - 170	180 - 230	110 - 130	175 - 200	115 - 130	170 - 200	125 - 155
Senior Estimator 🏠	110 - 140	110 - 140	125 - 180	90 - 110	125 - 175		120 - 150	100 - 120
Estimator 🏠	90 - 120	90 - 120	85 - 110	70 - 90	75 - 100	90 - 110	90 - 120	90 - 110
Superintendent	120 - 180	120 - 180	165 - 225	120 - 200	120 - 150	110 - 130	130 - 215	120 - 150
Finishing Super	90 - 120	90 - 120	90 - 150	90 - 120	90 - 110	90 - 110	90 - 145	90 - 120
Customer Service Manager	80 - 110	80 - 110	85 - 120	80 - 100	70 - 75	55 - 75	75 - 100	80 - 110
Customer Service Coordinator	50 - 65	50 - 65	55 - 70	50 - 70	55 - 65	55 - 65	50 - 60	55 - 65
Assistant Superintendent / Foreman	80 - 110	80 - 110	75 - 90	70 - 90	75 - 100	75 - 90	80 - 100	75 - 90
Site Clerk	45 - 55	45 - 55	55 - 65	55 - 70	55 - 60	50 - 65	45 - 55	50 - 60

CONSTRUCTION

PERMANENT SALARIES

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

Mechanical Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	120 - 150	120 - 150	150 - 200	120 - 150	140 - 160	140 - 160	140	140 - 160
Project Manager	90 - 130	90 - 130	80 - 140	80 - 125	90 - 125	90 - 125	95 - 130	90 - 125
Project Coordinator	70 - 90	70 - 90	55 - 75	65 - 80	60 - 70	60 - 70	70 - 90	60 - 70
Chief Estimator 🏠	100 - 130	100 - 130	140 - 190	95 - 125	95 - 125	95 - 125	120 - 150	95 - 125
Estimator 🏠	90 - 110	90 - 110	70 - 115	85 - 100	80 - 90	80 - 90	100 - 120	80 - 90
Superintendent	100 - 120	100 - 120	120	95 - 105	95 - 105	95 - 105	100 - 150	95 - 105
Assistant Superintendent	90 - 100	90 - 100	N / A	80 - 90	80 - 90	80 - 90	80 - 90	80 - 90

Mechanical Engineering

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Senior Mechanical Engineer	95 - 105	95 - 105	115 - 120	100 - 120	100 - 110	95 - 110	100 - 115	95 - 110
Mechanical Engineer	80 - 90	80 - 90	80 - 100	80 - 100	80 - 90	80 - 90	80 - 100	80 - 90
Designers	70 - 80	70 - 80	65 - 75	60 - 85	70 - 80	70 - 80	70 - 90	70 - 80
Project Manager	90 - 100	90 - 100	90 - 140	100 - 120	90 - 100	90 - 100	90 - 100	90 - 100
Construction Administrators	90 - 120	90 - 120	80 - 120	N / A	75 - 95	80 - 100	90 - 120	80 - 100
REVIT Operators	65 - 80	65 - 80	55 - 75	60 - 75	50 - 70	65 - 80	65 - 80	65 - 80

CONSTRUCTION

PERMANENT SALARIES

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

Residential Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	150 - 225	150 - 200	180 - 230	150	150 - 200	150	150 - 225	150 - 200
Senior Project Manager	120 - 150	120 - 150	100 - 140	110 - 130	120 - 140	100 - 120	135 - 180	100 - 130
Project Manager 🏠	95 - 110	95 - 110	80 - 125	95 - 120	95 - 115	90 - 100	90 - 135	80 - 120
Project Coordinator	65 - 75	65 - 75	60 - 65	65 - 75	60 - 70	65 - 80	65 - 95	55 - 65
Chief Estimator 🏠	110 - 140	110 - 140	125 - 175	120 - 150	130 - 140	100 - 115	120 - 140	90 - 110
Estimator 🏠	80 - 110	80 - 110	90 - 120	90 - 120	80 - 100	100 - 120	90 - 120	65 - 85
Superintendent	85 - 120	85 - 120	90 - 120	120 - 180	100 - 120	100 - 120	100 - 160	80 - 110
Finishing Super	70 - 90	70 - 90	85 - 110	80 - 100	70 - 80	90 - 110	80 - 100	70 - 80
Customer Service Manager	70 - 100	70 - 100	80 - 110	80 - 100	70 - 80	65 - 85	80 - 100	70 - 90
Customer Service Coordinator	50 - 80	50 - 80	60 - 75	65 - 80	50 - 60	50 - 70	50 - 70	50 - 80
Assistant Superintendent / Foreman	75 - 90	75 - 90	75 - 95	60 - 70	65 - 75	80 - 95	75 - 95	70 - 85
Warranty Technician	65 - 75	65 - 75	65 - 80	65 - 75	60 - 70	65 - 75	60 - 75	65 - 75

CONSTRUCTION PERMANENT SALARIES

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

Road Building & Heavy Construction

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	REGINA	VANCOUVER	WINNIPEG
Vice President Construction	150 - 250	150 - 250	130 - 225	150	150	140 - 160	190 - 250	140 - 200
Senior Project Manager	120 - 140	120 - 140	130 - 180	120 - 140	130 - 180	115 - 150	130 - 180	120 - 160
Project Manager	100 - 125	100 - 125	95 - 150	90 - 120	90 - 130	110 - 140	105 - 140	100 - 140
Project Coordinator	70 - 90	70 - 90	75 - 90	70 - 90	65 - 70	70 - 90	75 - 95	70 - 80
Chief Estimator 🏗️	125 - 175	125 - 175	100 - 200	110 - 140	125 - 150	110 - 160	130 - 190	100 - 140
Senior Estimator 🏗️	100 - 140	100 - 140	100 - 150	100 - 120	100 - 125	120 - 140	120 - 145	115 - 140
Estimator 🏗️	90 - 120	90 - 120	75 - 125	80 - 110	80 - 100	90 - 130	100 - 140	90 - 120
Superintendent	100 - 150	100 - 150	100 - 150	110 - 150	100 - 130	110 - 150	105 - 150	100 - 130
Assistant Superintendent / Foreman	75 - 110	75 - 110	70 - 80	80 - 100	80 - 95	90 - 120	80 - 95	70 - 100

HUMAN RESOURCES PERMANENT SALARIES

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

Generalist

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President	170 - 220	180 - 220	180 - 220	180 - 220	175 - 220
Director 📌	130 - 170	125 - 170	125 - 170	125 - 170	130 - 170
Business Partner 📌	85 - 120	90 - 120	90 - 120	90 - 120	90 - 120
Manager 📌	90 - 130	90 - 120	90 - 120	90 - 120	90 - 130
Generalist 📌	65 - 85	70 - 85	70 - 85	70 - 85	75 - 90
Coordinator	55 - 70	60 - 70	60 - 70	60 - 70	55 - 70
Administrator / Assistant	50 - 60	50 - 55	50 - 55	50 - 55	45 - 60

Recruitment

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director 📌	120 - 150	120 - 150	120 - 150	120 - 150	120 - 150
Manager 📌	100 - 120	95 - 115	100 - 120	95 - 115	100 - 130
Specialist	75 - 95	75 - 90	75 - 90	75 - 90	75 - 95
Administrator	60 - 75	60 - 75	60 - 75	60 - 75	65 - 80

HRIS

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Manager 📌	85 - 120	90 - 120	90 - 120	90 - 120	90 - 120
Specialist	85 - 90	75 - 90	75 - 90	75 - 90	80 - 90
Administrator	75 - 80	60 - 70	60 - 70	60 - 70	70 - 80

Compensation & Benefits

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President / Director	145 - 180	145 - 180	145 - 180	145 - 180	145 - 180
Manager 📌	110 - 130	110 - 135	110 - 135	110 - 135	110 - 135
Specialist	85 - 100	75 - 95	75 - 95	75 - 95	80 - 100
Analyst	85 - 100	80 - 100	80 - 100	80 - 100	80 - 100
Coordinator / Administrator	60 - 75	60 - 75	60 - 75	60 - 75	60 - 80

Organizational Development

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President 📌	140 - 180	140 - 180	140 - 180	140 - 180	140 - 180
Change Manager	100 - 130	100 - 125	100 - 125	100 - 125	100 - 125
Learning / Training Manager	85 - 100	90 - 100	90 - 100	90 - 100	90 - 100
Coordinator	65 - 75	70 - 80	70 - 80	70 - 80	60 - 80

HUMAN RESOURCES

CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Generalist

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President	85 - 110	90 - 110	90 - 110	80 - 110	90 - 110
Director 📌	65 - 85	65 - 85	65 - 85	125 - 170	130 - 170
Business Partner 📌	40 - 60	45 - 60	45 - 60	45 - 60	45 - 60
Manager	45 - 70	45 - 65	45 - 65	45 - 60	45 - 65
Generalist 📌	35 - 43	35 - 45	35 - 45	35 - 43	35 - 45
Coordinator	30 - 35	30 - 35	30 - 35	30 - 35	30 - 35
Administrator / Assistant	25 - 30	25 - 30	25 - 30	25 - 30	25 - 30

Recruitment

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Director 📌	60 - 70	60 - 75	60 - 70	60 - 70	60 - 75
Manager 📌	50 - 60	50 - 60	50 - 60	50 - 60	50 - 60
Specialist	35 - 40	35 - 45	35 - 40	35 - 40	35 - 45
Administrator	30 - 35	30 - 35	30 - 35	30 - 35	30 - 35

HRIS

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Manager 📌	42 - 60	42 - 60	42 - 60	42 - 60	42 - 60
Specialist	40 - 45	40 - 45	40 - 45	40 - 45	40 - 45
Administrator	35 - 40	37 - 40	35 - 40	35 - 40	37 - 40

Compensation & Benefits

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President / Director	60 - 80	75 - 90	75 - 90	60 - 80	75 - 90
Manager 📌	55 - 65	55 - 70	55 - 70	55 - 65	55 - 70
Specialist	40 - 50	40 - 50	40 - 50	40 - 50	40 - 50
Analyst	40 - 50	45 - 50	45 - 50	40 - 50	40 - 50
Coordinator / Administrator	30 - 40	30 - 40	30 - 40	30 - 40	30 - 40

Organizational Development

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Vice President 📌	70 - 80	70 - 90	70 - 90	70 - 80	70 - 90
Change Manager	50 - 60	50 - 65	50 - 65	50 - 60	50 - 60
Learning / Training Manager	45 - 50	45 - 50	45 - 50	45 - 50	45 - 50
Coordinator	30 - 45	35 - 45	35 - 45	35 - 45	30 - 45

LEGAL PERMANENT SALARIES

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

PROFESSIONALS

Private Practice

EXPERIENCE	SMALL - SIZED FIRM	MEDIUM - SIZED FIRM	LARGE - SIZED FIRM
1st Year	75 - 85	85 - 95	95 - 105
2nd Year	80 - 90	85 - 100	90 - 110
3rd Year	90 - 100	90 - 110	100 - 115
4th Year	90 - 110	120 - 130	120 - 140
5th Year	120 - 130	130 - 150	145 - 160
6th Year	130 - 140	140 - 160	175 - 190
7th Year	150 - 160	170 - 180	190 - 220

In House

SMALL - MEDIUM COMPANY	NATIONAL	LARGE COMPANY	NATIONAL
Junior Counsel (typically 1 - 3 years)	85 - 95	Junior Counsel (typically 1 - 3 years)	85 - 110
Legal Counsel (typically 3 - 5 years)	95 - 135	Legal Counsel (typically 3 - 5 years)	105 - 140
Senior Counsel (typically 5 - 8 years)	130 - 180	Senior Counsel (typically 5 - 8 years)	135 - 220
General Counsel (typically 8 years plus)	170 - 225	General Counsel (typically 8 years plus)	200 - 300

LEGAL PERMANENT SALARIES

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

SUPPORT

Small - sized Firm

JOB TITLE	NATIONAL
Junior Legal Assistant	50 - 55
Intermediate Legal Assistant 🧑💻	55 - 65
Senior Legal Assistant 🧑💻	70 - 80
Junior Law Clerk	55 - 60
Intermediate Law Clerk 🧑💻	60 - 70
Senior Law Clerk 🧑💻	70 - 85
Paralegal	50 - 70
Office Manager	60 - 80

Medium - sized Firm

JOB TITLE	NATIONAL
Junior Legal Assistant	50 - 60
Intermediate Legal Assistant 🧑💻	60 - 75
Senior Legal Assistant 🧑💻	75 - 85
Junior Law Clerk	55 - 65
Intermediate Law Clerk 🧑💻	70 - 80
Senior Law Clerk 🧑💻	75 - 95
Paralegal	70 - 75
Office Manager	75 - 85

Large - sized Firm

JOB TITLE	NATIONAL
Junior Legal Assistant	60 - 65
Intermediate Legal Assistant 🧑💻	65 - 75
Senior Legal Assistant 🧑💻	75 - 90
Junior Law Clerk 🧑💻	60 - 65
Intermediate Law Clerk 🧑💻	70 - 80
Senior Law Clerk	85 - 110
Paralegal	70 - 90

MANUFACTURING & LOGISTICS

PERMANENT SALARIES

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

Manufacturing

JOB TITLE	NATIONAL	JOB TITLE	NATIONAL	JOB TITLE	NATIONAL
COO	400 - 700	Plant Manager	135 - 175	VP Reliability & Engineering	165 - 200
VP Operations	150 - 300	Supply Chain Manager	135 - 165	Director Plant Automation	155 - 200
Vice President, Warehousing / Transportation	150 - 250	Operations Group Leader	125 - 185	Maintenance Supervisor 🔥	110 - 130
Vice President Manufacturing	150 - 250	Group Leader / Production Manager	125 - 150	Manufacturing Engineer	110 - 130
Regional / District Operations Manager	135 - 170	Team Leader / Shift Supervisor	75 - 90	MRO Planner	65 - 75
Regional Director Manufacturing	135 - 170	Materials Group Leader	90 - 110	Production / Packaging Supervisor	85 - 100
Regional Director Corporate Compliance	125 - 160	Manager - Production Planning	90 - 120	Engineering Manager	155 - 200
Regional Director Quality assurance	135 - 200	Production Planner Scheduler	65 - 80	Quality Assurance Manager	130 - 150
VP Supply Chain	200 - 300	Maintenance Manager	125 - 150	Sanitation Group Leader	115 - 130
Manager - Sales & Operations Planning	125 - 160	Reliability Group Leader	125 - 165	Sanitation Team Leader	90 - 110
Manager - Supply Planning 🔥	100 - 135	Reliability Maintenance Team Lead Supervisor	90 - 120	Quality Engineer	90 - 120
Manager - Demand Planning	100 - 135	Reliability Engineer	90 - 130	Process Engineer	90 - 120
Demand Planner 🔥	90 - 110	Director - Process Optimization	150 - 185	Process Modelling Analyst	75 - 110
Supply Planner 🔥	70 - 90	Director - Industrial Engineering	140 - 185	Industrial Engineer	90 - 115
Supply Chain Analyst	65 - 75	Director Process Improvement	150 - 185	Chief Operating Engineer / Power Engineer	155 - 180
Operations Manager	125 - 150	Continuous Improvement Leader - Lean Six Sigma BB	135 - 165		

MANUFACTURING & LOGISTICS

PERMANENT SALARIES

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

Logistics

JOB TITLE	NATIONAL	JOB TITLE	NATIONAL
Vice President, Warehousing / Transportation	165 - 220	Demand Planning Manager	130 - 145
Vice President, Operations	165 - 220	Warehouse Manager	120 - 140
Regional Director	150 - 200	Operations Manager	120 - 145
Director, Inventory	150 - 200	Transportation / Logistics Supervisor	80 - 95
Director, Process Improvement	155 - 185	Fleet Supervisor	80 - 95
Director, Supply Chain	160 - 185	Fleet Analyst	75 - 90
Director, Operations	165 - 200	Process Engineer	105 - 125
Transportation Manager	125 - 145	Forecasting Analyst	75 - 90
Logistics Manager	125 - 150	Warehouse Supervisor	75 - 90
Inventory Manager	125 - 150	Transportation Analyst	60 - 80
Supply Chain Manager	125 - 170	Reliability Maintenance Team Lead Supervisor	100 - 110
Continuous Improvement Leader - Lean Six Sigma BB 🏆	135 - 165	Logistics Coordinator	55 - 75
Customs & Compliance Manager	125 - 145	Dispatcher	50 - 75
Fleet Manager	110 - 135		

MANUFACTURING & LOGISTICS

CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Manufacturing

JOB TITLE	NATIONAL
Second Class Stationary Engineer	40 - 50
Dual Ticket	45 - 55
Certified Electrician	38 - 45
Certified Millwright	38 - 45
Refrigeration A	40 - 50
Refrigeration B	40 - 50

Logistics

JOB TITLE	NATIONAL
Vice President, Warehousing / Transportation	85 - 110
Vice President, Operations	85 - 110
Regional Director	75 - 100
Director, Inventory	75 - 100
Director, Process Improvement	80 - 95
Director, Supply Chain	80 - 95
Director, Operations	80 - 100
Transportation Manager	60 - 70
Logistics Manager	60 - 70
Inventory Manager	60 - 70
Supply Chain Manager	60 - 185
Continuous Improvement Leader - Lean Six Sigma BB 🙌	65 - 80
Customs & Compliance Manager	60 - 75
Fleet Manager	55 - 70
Demand Planning Manager	65 - 70
Warehouse Manager	60 - 70
Operations Manager	60 - 75
Transportation / Logistics Supervisor	40 - 45
Fleet Supervisor	40 - 45
Fleet Analyst	35 - 45
Process Engineer	50 - 65
Forecasting Analyst	35 - 45

JOB TITLE	NATIONAL
Warehouse Supervisor	35 - 45
Transportation Analyst	30 - 40
Reliability Maintenance Team Lead Supervisor	50 - 55
Logistics Coordinator	30 - 35
Dispatcher	25 - 30

OFFICE PROFESSIONALS PERMANENT SALARIES

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

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	55 - 60
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	55 - 65
Project Administrator / Assistant	50 - 60	50 - 63	50 - 65	50 - 65	55 - 65
Administrative Assistant 🏢	45 - 55	50 - 55	45 - 50	45 - 50	50 - 55
Office coordinator	50 - 55	50 - 55	50 - 55	50 - 55	50 - 65
Data Entry Supervisor 🏢	41 - 46	35 - 45	48 - 52	48 - 52	50 - 52
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	45 - 50
Mail Room Clerk	35 - 38	35 - 40	35 - 40	35 - 40	38 - 40

OFFICE PROFESSIONALS CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

OFFICE SUPPORT

JOB TITLE	CALGARY	GTA	MONTREAL	OTTAWA	VANCOUVER
Office Manager 🧑‍💼	30 - 40	37 - 42	27 - 32	30 - 32	32 - 37
Senior Executive Assistant	37 - 45	45 - 50	35 - 40	35 - 47	45 - 50
Executive Assistant 🧑‍💼	30 - 42	35 - 45	30 - 35	30 - 35	35 - 40
Customer Service Manager	30 - 42	40 - 50	35 - 42	35 - 42	35 - 42
Bilingual CSR	25 - 27	25 - 30	25 - 27	25 - 27	27 - 32
Customer Service Representative (CSR)	20 - 25	20 - 25	20 - 25	20 - 25	20 - 25
Senior Administrative Assistant	27 - 32	27 - 32	25 - 32	27 - 32	25 - 32
Project Administrator / Assistant	25 - 30	25 - 30	25 - 32	25 - 32	27 - 32
Administrative Assistant 🧑‍💼	23 - 27	25 - 27	23 - 25	23 - 27	23 - 25
Data Entry Supervisor	23 - 27	23 - 27	23 - 27	23 - 27	23 - 27
Data Entry Clerk	20 - 22	20 - 23	20 - 22	20 - 22	20 - 25
Records Control Clerk	20 - 22	20 - 23	20 - 22	20 - 22	20 - 23
Front Desk Coordinator	22 - 23	22 - 25	22 - 23	22 - 23	22 - 25
Receptionist 🧑‍💼	20 - 25	20 - 25	20 - 25	20 - 25	20 - 25
General Office Clerk	23 - 25	23 - 25	23 - 25	23 - 25	23 - 25
Mail Room Clerk	20 - 22	20 - 22	20 - 22	20 - 22	20 - 22

PROCUREMENT PERMANENT SALARIES

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

JOB TITLE	CALGARY	GTA	OTTAWA	VANCOUVER
Head of Procurement / Chief Procurement Officer	250 - 400	250 - 400	200 - 350	250 - 400
Vice President Procurement	200 - 300	200 - 300	170 - 250	170 - 250
Director Procurement	150 - 200	150 - 200	150 - 200	150 - 200
Senior Procurement Manager	130 - 150	130 - 150	130 - 150	130 - 150
Procurement Manager 🧑	120 - 130	120 - 130	110 - 130	110 - 130
Vendor Analyst	80 - 90	85 - 100	85 - 95	85 - 95
Vendor Manager	100 - 130	110 - 130	100 - 130	110 - 130
Category Manager 🧑	100 - 120	100 - 130	100 - 120	100 - 120
Senior Contracts Manager	110 - 140	120 - 150	120 - 150	120 - 150
Contracts Manager	100 - 130	100 - 130	95 - 120	95 - 130
Contracts Specialist	85 - 100	85 - 100	85 - 100	85 - 100
Contracts Administrator	70 - 85	65 - 85	65 - 85	65 - 85
Senior Procurement Specialist	90 - 110	90 - 110	85 - 110	85 - 110

JOB TITLE	CALGARY	GTA	OTTAWA	VANCOUVER
Procurement Specialist 🧑	75 - 90	75 - 90	80 - 100	75 - 90
Senior Procurement Analyst	80 - 95	80 - 95	75 - 90	80 - 95
Procurement Analyst	70 - 85	70 - 85	65 - 85	70 - 85
Strategic Sourcing Manager 🧑	130 - 150	130 - 150	130 - 150	130 - 150
Sourcing Specialist	85 - 100	85 - 100	85 - 100	85 - 100
Purchasing Manager	90 - 110	90 - 120	75 - 100	90 - 110
Purchasing Officer / Specialist	90 - 105	75 - 90	75 - 85	75 - 85
Purchasing Assistant	60 - 65	55 - 60	50 - 60	50 - 60
Purchasing Coordinator	50 - 60	50 - 60	50 - 55	50 - 55
Senior Buyer	80 - 100	80 - 100	75 - 100	80 - 100
Buyer 🧑	65 - 80	65 - 80	65 - 75	65 - 80
Junior Buyer	50 - 60	50 - 60	50 - 60	50 - 60

PROCUREMENT CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

JOB TITLE	CALGARY	GTA	OTTAWA	VANCOUVER
Head of Procurement / Chief Procurement Officer	110 - 180	110 - 190	105 - 180	110 - 180
Vice President Procurement	95 - 110	95 - 110	95 - 105	95 - 110
Director Procurement	100 - 200	100 - 200	100 - 200	100 - 200
Senior Procurement Manager	65 - 85	65 - 85	65 - 85	65 - 85
Procurement Manager 🧑	55 - 75	55 - 75	55 - 75	55 - 75
Vendor Analyst	35 - 50	35 - 50	35 - 50	35 - 50
Vendor Manager	60 - 80	60 - 80	60 - 80	60 - 80
Category Manager 🧑	60 - 80	60 - 80	60 - 80	60 - 80
Senior Contracts Manager	80 - 100	80 - 100	80 - 100	80 - 100
Contracts Manager	55 - 70	55 - 70	55 - 70	55 - 70
Contracts Specialist	45 - 65	45 - 65	45 - 65	45 - 65
Contracts Administrator	35 - 45	35 - 45	35 - 45	35 - 45
Senior Procurement Specialist	45 - 60	45 - 60	45 - 60	45 - 60

JOB TITLE	CALGARY	GTA	OTTAWA	VANCOUVER
Procurement Specialist 🧑	35 - 50	35 - 50	35 - 50	35 - 50
Senior Procurement Analyst	50 - 60	50 - 60	50 - 60	50 - 60
Procurement Analyst	35 - 45	35 - 45	35 - 45	35 - 45
Strategic Sourcing Manager 🧑	60 - 80	60 - 80	60 - 80	60 - 80
Sourcing Specialist	45 - 55	45 - 55	45 - 55	45 - 55
Purchasing Manager	50 - 70	50 - 70	50 - 70	50 - 70
Purchasing Officer / Specialist	40 - 60	40 - 60	40 - 60	40 - 60
Purchasing Assistant	25 - 35	25 - 35	25 - 35	25 - 35
Purchasing Coordinator	25 - 35	25 - 35	25 - 35	25 - 35
Senior Buyer	40 - 65	40 - 65	40 - 65	40 - 65
Buyer 🧑	30 - 55	30 - 55	30 - 55	30 - 55
Junior Buyer	25 - 35	25 - 35	25 - 35	25 - 35

PROPERTY & FACILITIES MANAGEMENT

PERMANENT SALARIES

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

Commercial Property Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Vice President, Property Management	180 - 240	180 - 240	210 - 260	175 - 250	140 - 150	200 - 250	140 - 160
Director of Property Management	135 - 160	135 - 160	140 - 180	140 - 160	125 - 135	150 - 200	120 - 135
Real Estate Manager	125 - 135	125 - 135	125 - 140	120 - 140	110 - 130	120 - 140	120 - 130
General Manager	125 - 150	125 - 150	140 - 170	130 - 160	130 - 150	150 - 160	120 - 140
Senior Property Manager (Commercial Office, Retail or Industrial portfolio) 🏢	110 - 130	110 - 130	120 - 140	110 - 130	90 - 110	120 - 140	95 - 110
Property Manager (Commercial Office, Retail or Industrial portfolio) 🏢	90 - 110	90 - 110	95 - 110	90 - 110	75 - 90	90 - 110	80 - 100
Assistant Property Manager 🏢	70 - 95	70 - 95	75 - 90	70 - 90	60 - 70	70 - 80	60 - 70
Property Administrator 🏢	60 - 70	60 - 70	65 - 75	60 - 70	55 - 65	60 - 70	55 - 65
Tenant Services Representative	60 - 65	60 - 65	60 - 70	55 - 65	50 - 60	60 - 70	50 - 64
Senior Building Operator	75 - 85	75 - 85	85 - 95	65 - 75	60 - 70	85 - 90	60 - 65
Building Operator 🏢	60 - 75	60 - 75	65 - 80	55 - 65	55 - 60	65 - 80	50 - 60

Sustainability

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Director of Sustainability	130 - 150	130 - 150	140 - 144	150 - 180	95 - 105	140 - 150	109 - 120
Manager of Sustainability	90 - 100	90 - 100	90 - 110	100 - 130	90 - 100	90 - 110	85 - 94
Project Manager	120 - 124	110 - 119	85 - 95	100 - 125	90 - 120	100 - 120	85 - 89

Lease Administration

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Lease Admin Manager	90 - 110	90 - 110	95 - 115	85 - 100	75 - 85	90 - 110	75 - 90
Lease Administrator	65 - 80	60 - 70	80 - 100	70 - 90	75 - 80	75 - 90	65 - 80

PROPERTY & FACILITIES MANAGEMENT

PERMANENT SALARIES

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

Residential Property Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Vice President, Property Management	160 - 240	160 - 240	180 - 220	180 - 220	140 - 150	160 - 220	140 - 160
Director of Property Management	120 - 150	120 - 150	140 - 160	130 - 160	100 - 120	140 - 160	100 - 120
Senior Property Manager	95 - 120	95 - 120	90 - 110	80 - 110	80 - 90	110 - 120	75 - 85
Property Manager 🏡	70 - 95	70 - 95	80 - 95	65 - 90	55 - 80	80 - 100	55 - 70
Property Administrator	55 - 70	55 - 70	55 - 65	50 - 65	55 - 60	55 - 65	40 - 50
Condominium Manager	75 - 100	75 - 100	80 - 100	60 - 85	60 - 80	90 - 110	65 - 75
Site / Resident Manager	50 - 65	55 - 65	50 - 60	50 - 60	45 - 50	60 - 70	40 - 45
Leasing Agent	45 - 55	45 - 55	55 - 65	40 - 60	45 - 60	50 - 70	40 - 44
Maintenance Manager	70 - 75	70 - 74	80 - 90	70 - 90	65 - 75	80 - 100	65 - 75
Maintenance Technician	45 - 65	55 - 65	55 - 65	50 - 60	45 - 55	60 - 70	45 - 55
Live - In Superintendent	45 - 60	50 - 70	45 - 50	40 - 50	40 - 45	55 - 60	40 - 45

Asset Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Vice President, Asset Management	180 - 220	180 - 220	200 - 250	200 - 250	165 - 169	200 - 250	160 - 180
Director, Asset Management	140 - 160	140 - 160	150 - 180	150 - 180	130 - 134	150 - 160	120 - 130
Asset Manager	100 - 135	100 - 135	120 - 140	120 - 140	105 - 115	120 - 140	100 - 109

PROPERTY & FACILITIES MANAGEMENT

PERMANENT SALARIES

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

Commercial Leasing

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Vice President of Leasing	180 - 250	180 - 250	220 - 300	200 - 300	140 - 150	200 - 300	160 - 170
Director of Leasing	140 - 180	140 - 180	180 - 220	150 - 200	140 - 150	180 - 250	160 - 170
Leasing Manager	110 - 130	115 - 119	100 - 120	100 - 130	95 - 105	100 - 120	85 - 100
Leasing Representative	60 - 80	60 - 80	70 - 90	60 - 80	50 - 60	70 - 90	50 - 60

Operations and Maintenance

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Director of Operations	120 - 160	120 - 160	120 - 150	120 - 150	120 - 130	130 - 150	110 - 130
Operations Manager	100 - 120	100 - 120	100 - 120	100 - 120	100 - 110	110 - 120	90 - 110
Operations Supervisor	85 - 95	85 - 95	90 - 100	75 - 90	75 - 85	85 - 95	65 - 80
Senior Building Operator	70 - 85	80 - 85	80 - 90	65 - 75	65 - 70	75 - 85	65 - 70
Building Operator 🧑‍🔧	60 - 70	60 - 70	65 - 80	55 - 65	55 - 60	65 - 75	50 - 60
Maintenance Worker	50 - 60	55 - 65	60 - 70	50 - 65	50 - 55	60 - 70	45 - 50

Facilities Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER	WINNIPEG
Account Director	145 - 155	135 - 145	140 - 180	140 - 180	120 - 130	140 - 180	110 - 140
Director of Facilities Management	145 - 155	120 - 140	160 - 180	140 - 160	110 - 120	120 - 150	100 - 130
Senior Facilities Manager	130 - 140	130 - 140	130 - 150	120 - 130	110 - 120	120 - 140	110 - 120
Facilities Manager 🧑‍🔧	105 - 109	100 - 104	100 - 130	90 - 110	80 - 100	100 - 120	90 - 99
Facilities Technician	70 - 75	65 - 69	75 - 85	70 - 80	55 - 65	65 - 70	60 - 70
Facilities Admin / Coordinator	70 - 75	65 - 69	70 - 80	60 - 75	60 - 70	65 - 60	60 - 70

PROPERTY & FACILITIES MANAGEMENT CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Commercial Property Management

JOB TITLE	NATIONAL
General Manager	70 - 85
Senior Property Manager (Commercial Office, Retail or Industrial portfolio)	60 - 70
Property Manager (Commercial Office, Retail or Industrial portfolio)	47 - 55
Assistant Property Manager	37 - 45
Property Administrator	32 - 38
Tenant Services Representative	30 - 35
Senior Building Operator	42 - 48
Building Operator 🧑‍🔧	32 - 40

Residential Property Management

JOB TITLE	NATIONAL
Senior Property Manager	45 - 55
Property Manager	40 - 48
Property Administrator	27 - 33
Condominium Manager	40 - 50
Site / Resident Manager	25 - 30
Leasing Representative / Agent	27 - 33
Maintenance Supervisor	40 - 45
Maintenance Technician	27 - 33
Live-In Superintendent	22 - 25

Commercial Leasing

JOB TITLE	NATIONAL
Leasing Manager / Representative	50 - 60
Leasing Assistant / Coordinator	35 - 45

Lease Administration

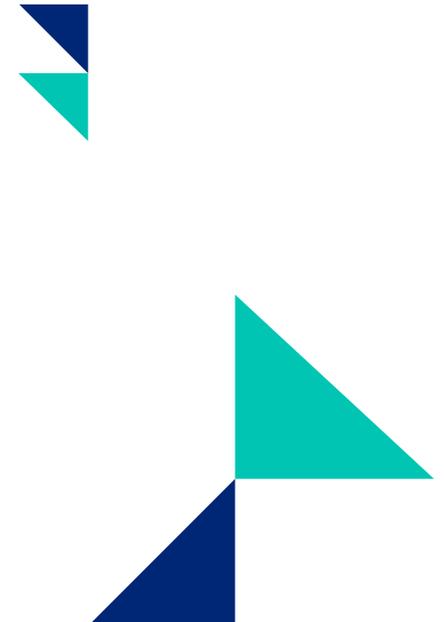
JOB TITLE	NATIONAL
Lease Admin Manager	50 - 60
Lease Administrator – lease drafting	35 - 45
Lease Administrator – non lease drafting	30 - 38

Operations and Maintenance

JOB TITLE	NATIONAL
Operations Manager	50 - 60
Operations Supervisor	45 - 50
Senior Building Operator	40 - 45
Building Operator 🧑‍🔧	32 - 40
Maintenance Worker	30 - 35

Facilities Management

JOB TITLE	NATIONAL
General Manager	50 - 65
Facilities Manager 🧑‍🔧	37 - 43
Facilities Coordinator	32 - 40



RESOURCES & MINING PERMANENT SALARIES

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

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

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	90 - 120
Mine Technician	55 - 85
Ventilation Engineer	90 - 135

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

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

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

RESOURCES & MINING PERMANENT SALARIES

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

*Figures are expressed in Canadian dollars and as hourly wages

Health, Safety & Environment

JOB TITLE	NATIONAL
HSE Manager	120 - 160
HSE Superintendent	160 - 200
HSE Supervisor	75 - 110
HSE Coordinator	60 - 90
HSE Officer	50 - 75
Environmental Manager	130 - 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

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 - 50 / hr.*
HD Mechanic - apprentice	28 - 35 / hr.*
HD Mechanic - red seal certified 🧑‍🔧	37 - 62 / hr.*
Electrician - apprentice	28 - 35 / hr.*
Electrician - red seal certified	37 - 62 / hr.*

SALES & MARKETING PERMANENT SALARIES

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

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	55 - 70
Social Media Specialist	45 - 55
Social Media Strategist	100 - 110
SEO Specialist	55 - 75
Marketing Analytics Specialist	65 - 95
Content Marketing Manager	90 - 110
Copy writer	60 - 75
Layout Designer	60 - 65
Graphic Designer	50 - 65
Creative Director	140 - 160
Production Manager	78 - 100

JOB TITLE	NATIONAL
Production Coordinator	50 - 55
Content Developer	75 - 90
Proposal Writer	78 - 85
Media Buyer	72 - 80
Market Researcher	70 - 85
Product Manager 📈	75 - 85
Marketing Analyst	80 - 95
Event Manager	70 - 80
Brand / Product Manager	85 - 100
Brand Ambassador	40 - 60

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

SALES & MARKETING PERMANENT SALARIES

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

Digital 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

Sales

JOB TITLE	NATIONAL
VP of Sales	180 - 240
Sales Director	130 - 180
Sales Manager 🇺🇸	120 - 150
Outside Sales Representative	70 - 100
Inside Sales Representative	60 - 80
Business Development Director	130 - 180
Business Development Manager 🇺🇸	80 - 110
Senior Account Manager	80 - 100
Account Manager	60 - 80
Sales Development Representative	55 - 65
Sales Support Representative	60 - 70

SALES & MARKETING CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Marketing

JOB TITLE	NATIONAL
Chief Marketing Officer	120 - 150
VP of Marketing	90 - 105
Marketing Director	65 - 80
Marketing Manager 📌	45 - 60
Assistant Marketing Manager	35 - 45
Marketing Assistant	25 - 30
Marketing Coordinator	30 - 35
Social Media Specialist	25 - 28
Social Media Strategist	50 - 55
SEO Specialist	27 - 35
Marketing Analytics Specialist	30 - 45
Content Marketing Manager	45 - 55
Copy writer	30 - 35
Layout Designer	30 - 32
Graphic Designer	25 - 32
Creative Director	70 - 80
Production Manager	40 - 50

JOB TITLE	NATIONAL
Production Coordinator	25 - 27
Content Developer	40 - 45
Proposal Writer	40 - 43
Media Buyer	35 - 40
Market Researcher	35 - 42
Product Manager 📌	35 - 42
Marketing Analyst	42 - 47
Event Manager	35 - 40
Brand / Product Manager	42 - 50
Brand Ambassador	23 - 25

Marketing Online & Digital

JOB TITLE	NATIONAL
Digital Marketing Director	50 - 80
Head of Digital	70 - 100
Head of E - Commerce	50 - 70
E-Commerce Expert	35 - 40
Online Marketing Manager	40 - 60
UX / UI Manager	45 - 70
UX / UI Expert	40 - 45
Digital Marketing Manager 📌	40 - 60
Digital Marketing Expert	35 - 40
Digital Project Manager	40 - 60
Change / Optimization Manager Digital	45 - 70
Social Media Manager	35 - 40
SEM Expert	30 - 35
SEO Expert	30 - 35
Web Designer	35 - 45
Content Marketing Expert	30 - 35
Product Owner Digital	40 - 60

SALES & MARKETING CONTRACTOR RATES

All figures are expressed in Canadian dollars and as hourly wages.

Digital Marketing Insight / Data Analytics

JOB TITLE	NATIONAL
Head of Analytics / Head of Research	40 - 60
Customer Insight Manager / Research Manager	35 - 45
Marketing Data Analyst	35 - 45
Web Analyst	35 - 45

Sales

JOB TITLE	NATIONAL
VP of Sales	90 - 120
Sales Director	70 - 90
Sales Manager 🇺🇸	60 - 75
Outside Sales Representative	35 - 50
Inside Sales Representative	30 - 40
Business Development Director	65 - 90
Business Development Manager 🇺🇸	40 - 55
Senior Account Manager	40 - 50
Account Manager	30 - 40
Sales Development Representative	28 - 33
Sales Support Representative	30 - 35

SUSTAINABILITY

PERMANENT SALARIES

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

Environmental

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
VP Environmental	130 - 170	130 - 170	130 - 170	120 - 160	120 - 160	130 - 170
Director, Environmental	130 - 150	130 - 150	130 - 150	125 - 140	125 - 140	130 - 150
Manager, Environmental 	110 - 135	110 - 135	110 - 135	110 - 130	110 - 130	110 - 135
Manager, Environmental Health & Safety	110 - 135	110 - 135	110 - 135	110 - 130	110 - 130	110 - 135
Project Manager, Environmental Remediation	85 - 125	85 - 125	85 - 125	80 - 120	80 - 120	85 - 125
Project Manager, Hazardous Materials	85 - 125	85 - 125	85 - 125	80 - 120	80 - 120	85 - 125
Project Manager Occupational Health & Hygiene	85 - 125	85 - 125	85 - 125	80 - 120	80 - 120	85 - 125
Project Manager, Air Quality	85 - 125	85 - 125	85 - 125	80 - 120	80 - 120	85 - 125
Environmental Health & Safety (EHS) Specialist	50 - 79	50 - 79	50 - 79	50 - 75	50 - 75	50 - 79
Environmental Remediation Technician	50 - 79	50 - 79	50 - 79	50 - 75	50 - 75	50 - 79
Hazardous Materials Technician	50 - 79	50 - 79	50 - 79	50 - 75	50 - 75	50 - 79
Consultant, Environmental Health & Safety	60 - 80	60 - 80	60 - 80	60 - 75	60 - 75	60 - 80
Wildlife Biologist	65 - 85	65 - 85	65 - 85	65 - 80	65 - 80	65 - 85
Ecologist	65 - 85	65 - 85	65 - 85	65 - 80	65 - 80	65 - 85

SUSTAINABILITY PERMANENT SALARIES

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

Building Science

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
VP Building Science	130 - 160	130 - 160	130 - 160	120 - 150	120 - 150	130 - 160
Director, Building Science	120 - 150	120 - 150	120 - 150	110 - 140	110 - 140	120 - 150
Building Science Division Manager	110 - 135	110 - 135	110 - 135	105 - 130	105 - 130	110 - 135
Building Science Project Manager 🧑‍💻	85 - 115	85 - 115	85 - 115	80 - 110	80 - 110	85 - 115
Building Science Engineer	80 - 100	80 - 100	80 - 100	75 - 95	75 - 95	80 - 100
Building Performance Engineer 🧑‍💻	80 - 100	80 - 100	80 - 100	75 - 95	75 - 95	80 - 100
Building Condition Assessor	60 - 85	60 - 85	60 - 85	60 - 80	60 - 80	60 - 85
Building Science Technician	55 - 75	55 - 75	55 - 75	50 - 70	50 - 70	55 - 75

Energy Management

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
Energy Manager 🧑‍💻	85 - 125	85 - 125	85 - 125	80 - 120	80 - 120	85 - 125
Energy Efficiency Project Manager 🧑‍💻	80 - 120	80 - 120	80 - 120	75 - 115	75 - 115	80 - 120
Climate Change & Resilience Consultant	80 - 110	80 - 110	80 - 110	80 - 105	80 - 105	80 - 110
Energy Engineer	75 - 95	75 - 95	75 - 95	75 - 90	75 - 90	75 - 95
Energy Advisor	70 - 85	70 - 85	70 - 85	70 - 80	70 - 80	70 - 85
Energy Modeller / Analyst	65 - 80	65 - 80	65 - 80	65 - 75	65 - 75	65 - 80
Energy Auditor	65 - 80	65 - 80	65 - 80	65 - 75	65 - 75	65 - 80
Carbon Reduction / GHG Consultant	65 - 75	65 - 75	65 - 75	65 - 75	65 - 75	65 - 75

SUSTAINABILITY PERMANENT SALARIES

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

Sustainability

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
Chief Sustainability Officer	145 - 165	145 - 165	145 - 165	135 - 155	135 - 155	145 - 165
VP Sustainability	120 - 145	120 - 145	120 - 145	115 - 140	115 - 145	125 - 145
Director, Sustainability	115 - 140	115 - 140	115 - 140	110 - 135	110 - 135	115 - 140
ESG Director	105 - 135	105 - 135	105 - 135	105 - 130	105 - 130	105 - 135
Design Manager, Sustainability	100 - 140	100 - 140	100 - 140	90 - 130	90 - 130	100 - 140
Sustainability Manager 🌱	90 - 120	90 - 120	90 - 120	85 - 115	85 - 115	80 - 110
Manager, ESG	80 - 110	80 - 110	80 - 110	80 - 105	80 - 105	80 - 110
Project Manager, LEED	85 - 125	85 - 125	85 - 125	85 - 120	85 - 120	85 - 125
Sustainability Project Manager	85 - 125	85 - 125	85 - 125	85 - 120	85 - 120	85 - 125
ESG Consultant	65 - 85	65 - 85	65 - 85	60 - 80	60 - 80	65 - 85
Sustainability Consultant	60 - 80	60 - 80	60 - 80	60 - 80	60 - 80	60 - 80
Sustainability Coordinator	65 - 75	65 - 75	65 - 75	65 - 75	65 - 75	65 - 75
Sustainability Analyst	60 - 70	60 - 70	60 - 70	60 - 70	60 - 70	60 - 70

SUSTAINABILITY

PERMANENT SALARIES

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

Renewable Energy

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
VP, Renewable Energy	135 - 165	135 - 165	135 - 165	130 - 160	130 - 160	135 - 165
Project Director Renewable Energy	125 - 145	125 - 145	125 - 145	120 - 140	120 - 140	125 - 145
Project Manager, Renewable Energy	85 - 135	85 - 135	85 - 135	80 - 130	80 - 130	85 - 135
Project Manager, Battery Storage	85 - 135	85 - 135	85 - 135	80 - 130	80 - 130	85 - 135
Operations Manager Renewable Energy	85 - 110	85 - 110	85 - 110	85 - 105	85 - 105	85 - 110
Site Manager Renewable Energy	85 - 110	85 - 110	85 - 110	85 - 105	85 - 105	85 - 110
Technician, Solar Energy	55 - 70	55 - 70	55 - 70	55 - 70	55 - 70	55 - 70
Technician, Wind Energy	55 - 70	55 - 70	55 - 70	55 - 70	55 - 70	55 - 70
Technician, Electric Vehicle	50 - 65	50 - 65	50 - 65	50 - 65	50 - 65	50 - 65

Water & Wastewater

JOB TITLE	CALGARY	EDMONTON	GTA	MONTREAL	OTTAWA	VANCOUVER
VP Water / Wastewater	145 - 170	145 - 170	145 - 170	140 - 165	140 - 165	145 - 170
Director, Water / Wastewater	140 - 155	140 - 155	140 - 155	135 - 150	135 - 150	140 - 155
Manager, Water / Wastewater Department	135 - 145	135 - 145	135 - 145	130 - 140	130 - 140	135 - 145
Manager, Operations - Water / Wastewater	120 - 140	120 - 140	120 - 140	120 - 135	120 - 135	120 - 140
Project Manager, Water / Wastewater	95 - 130	95 - 130	95 - 130	90 - 125	90 - 125	95 - 130
Project Manager, Water Resources	95 - 130	95 - 130	95 - 130	90 - 125	90 - 125	95 - 130
Project Engineer, Water / Wastewater	85 - 100	85 - 100	85 - 100	85 - 100	85 - 100	85 - 100
Hydrogeologist	75 - 100	75 - 100	75 - 100	75 - 100	75 - 100	75 - 100
Technician, Wastewater	45 - 65	45 - 65	45 - 65	45 - 65	45 - 65	45 - 65

TECHNOLOGY PERMANENT SALARIES

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

CYBER SECURITY

Application Security / Cloud Security

JOB TITLE	NATIONAL
Cloud Security Architect	110 - 130
Cloud Security Engineer 	100 - 120
Senior Application Security Engineer	100 - 120
Application Security Engineer	90 - 110

Architecture

JOB TITLE	NATIONAL
Enterprise Security Architect	180 - 200
Solutions Architect	140 - 160

DevSecOps

JOB TITLE	NATIONAL
DevSecOps Architect	110 - 130
Senior DevSecOps Engineer	90 - 110
DevSecOps Engineer	75 - 95

Governance Risk & Compliance

JOB TITLE	NATIONAL
Senior GRC Consultant	100 - 120
GRC Consultant	90 - 110
Compliance Coordinator / Analyst	70 - 90
Data Security Consultant	80 - 100

Governance, Risk & Compliance Leadership

JOB TITLE	NATIONAL
VP, Governance, Risk & Compliance	180 - 200
Director, Governance, Risk & Compliance	165 - 185
Manager, Governance, Risk & Compliance	130 - 150

Identity & Access Management

JOB TITLE	NATIONAL
Architect	125 - 145
Senior Engineer	115 - 135
Engineer	100 - 120

Incident Response

JOB TITLE	NATIONAL
Reverse Engineer	130 - 150
Manager, Incident Response	110 - 130
Digital Forensics Analyst	85 - 105
Malware Analyst	80 - 100

Information Systems Leadership

JOB TITLE	NATIONAL
Chief information Security Officer	180 - 200
VP, Information Security	165 - 185
Director, Information Security	130 - 150

Penetration Testing / Red Team

JOB TITLE	NATIONAL
Principal Penetration Tester	130 - 150
Senior Penetration Tester	110 - 130

Security Operations

JOB TITLE	NATIONAL
Senior Engineer	110 - 130
Network Security Architect	120 - 140
Senior Network Security Engineer	110 - 130
Network Security Engineer	100 - 120
Engineer	100 - 120
Security Administrator	75 - 95

Security Operations Leadership

JOB TITLE	NATIONAL
VP, Security Operations Center	180 - 200
Director, Security Operations Center	165 - 185
Manager, Security Operations Center	130 - 150

TECHNOLOGY

PERMANENT SALARIES

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

Artificial Intelligence (AI)

JOB TITLE	NATIONAL
Data Scientist - Python	130 - 150
Data Scientist - R	130 - 150
Big Data Engineer - Hadoop	100 - 120
Machine Learning / Deep Learning Engineer	100 - 120

Business Intelligence

JOB TITLE	NATIONAL
BI / Data Warehouse Architect	140 - 160
BI Manager	100 - 120
Database Manager	110 - 130
Information Manager	100 - 120
Database Administrator	85 - 105
Database Developer	95 - 105
ETL Developer	100 - 120
BI Developer	90 - 110
Performance Analyst	70 - 90
BI Analyst	80 - 95

Cloud Computing

JOB TITLE	NATIONAL
Enterprise Architect	180 - 200
Solution Architect	140 - 160
Cloud Engineer - AWS / Azure / Google	100 - 120

Data & Advanced Analytics

JOB TITLE	NATIONAL
Data Architect	110 - 130
Lead Data Scientist	110 - 130
Data Scientist	90 - 110
Data Analyst	70 - 90
Lead Data Engineer	100 - 120
Data Engineer	90 - 110
Data Manager	100 - 120

Infrastructure

JOB TITLE	NATIONAL
Enterprise Architect	125 - 145
Solution Architect	120 - 140
Service Delivery Manager	110 - 130
Network Engineer	100 - 120
Network Administrator	80 - 100
Systems Administrator	80 - 100
Helpdesk / Service Desk Analyst	65 - 85

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 PERMANENT SALARIES

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

Projects & Change Management

JOB TITLE	NATIONAL
Program Director	160 - 180
Head of PMO	140 - 160
Portfolio / Program Manager	120 - 140
Project Manager 🇺🇸	110 - 130
Change Manager	110 - 130
Business Analyst	85 - 105
Business Systems Analyst	90 - 110
Scrum Master	90 - 110
Agile Coach	90 - 110

Salesforce

JOB TITLE	NATIONAL
Salesforce Developer	100 - 120
Salesforce Business Analyst	90 - 110
Salesforce Administrators	70 - 90
Salesforce Functional Consultant	110 - 130
Salesforce Technical Consultant	110 - 130
Salesforce Platform manager	95 - 115
Salesforce Solution Architect	130 - 150
Salesforce Technical Architect	130 - 150
Salesforce Project Manager	120 - 140

Software Development

JOB TITLE	NATIONAL
Software Architect	130 - 150
Technical Lead - C# / ASP.net	120 - 140
Technical Lead - Java	120 - 140
Technical Lead - Mobile	120 - 140
Mobile Developer – iOS / Android	100 - 120
Backend Developer – Java	100 - 120
Back - end Developer – .Net	100 - 120
Backend Developer – LAMP / PHP / Drupal / WordPress / Joomla	100 - 120
Backend Developer – Ruby	110 - 130
Back - end Developer – C/C++	100 - 120
Front End Developer	100 - 120
Full stack Developer – Java 🇺🇸	100 - 120
Full stack Developer – .NET 🇺🇸	100 - 120
SharePoint Developer	100 - 120
DevOps	100 - 120
Release Manager	90 - 110

Telecoms

JOB TITLE	NATIONAL
IP & Ethernet Engineer	100 - 110
Network Deployment \& Support Engineer	80 - 100
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 - 145
OSS / BSS Solutions Architect	120 - 145
Product Manager	95 - 110

Testing

JOB TITLE	NATIONAL
Test Manager	95 - 115
Test Lead	90 - 110
Manual QA Analyst	70 - 90
Automated QA Analyst	80 - 100
Performance QA Analyst	70 - 90

TECHNOLOGY CONTRACTOR RATES

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

CYBER SECURITY

Application Security / Cloud Security

JOB TITLE	NATIONAL
Cloud Security Architect	80 - 100
Cloud Security Engineer	60 - 80
Senior Application Security Engineer	60 - 80
Application Security Engineer	50 - 70

Architecture

JOB TITLE	NATIONAL
Enterprise Security Architect	120 - 140
Solutions Architect	110 - 130

DevSecOps

JOB TITLE	NATIONAL
DevSecOps Architect	65 - 85
Senior DevSecOps Engineer	55 - 75
DevSecOps Engineer	45 - 65

Governance Risk & Compliance

JOB TITLE	NATIONAL
Senior GRC Consultant	70 - 90
GRC Consultant	50 - 70
Compliance Coordinator / Analyst	40 - 60
Data Security Consultant	45 - 65

Governance, Risk & Compliance Leadership

JOB TITLE	NATIONAL
VP, Governance, Risk & Compliance	100 - 120
Director, Governance, Risk & Compliance	120 - 140
Manager, Governance, Risk & Compliance	110 - 130

Identity & Access Management

JOB TITLE	NATIONAL
Architect	100 - 120
Senior Engineer	90 - 110
Engineer	80 - 100

Incident Response

JOB TITLE	NATIONAL
Reverse Engineer	90 - 110
Manager, Incident Response	80 - 100
Digital Forensics Analyst	50 - 70
Malware Analyst	45 - 65

Information Systems Leadership

JOB TITLE	NATIONAL
Chief information Security Officer	125 - 145
VP, Information Security	120 - 140
Director, Information Security	110 - 130

Penetration Testing / Red Team

JOB TITLE	NATIONAL
Principal Penetration Tester	90 - 110
Senior Penetration Tester	80 - 100

Security Operations

JOB TITLE	NATIONAL
Senior Engineer	70 - 90
Network Security Architect	75 - 95
Senior Network Security Engineer	70 - 90
Network Security Engineer	60 - 80
Engineer	60 - 80
Security Administrator	40 - 60

Security Operations Leadership

JOB TITLE	NATIONAL
VP, Security Operations Center	100 - 120
Director, Security Operations Center	120 - 140
Manager, Security Operations Center	110 - 130

TECHNOLOGY CONTRACTOR RATES

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

Artificial Intelligence (AI)

JOB TITLE	NATIONAL
Data Scientist - Python	85 - 105
Data Scientist - R	85 - 105
Big Data Engineer - Hadoop	60 - 80
Machine Learning / Deep Learning Engineer	60 - 80

Business Intelligence

JOB TITLE	NATIONAL
BI / Data Warehouse Architect	100 - 120
BI Manager	60 - 80
Database Manager	65 - 85
Information Manager	65 - 85
Database Administrator	50 - 70
Database Developer	65 - 85
ETL Developer	70 - 90
BI Developer	55 - 75
Performance Analyst	40 - 60
BI Analyst	50 - 70

Cloud Computing

JOB TITLE	NATIONAL
Enterprise Architect	120 - 140
Solution Architect	115 - 135
Cloud Engineer - AWS / Azure / Google	70 - 90

Data & Advanced Analytics

JOB TITLE	NATIONAL
Data Architect	65 - 85
Lead Data Scientist	65 - 85
Data Scientist	55 - 75
Data Analyst	45 - 65
Lead Data Engineer	60 - 80
Data Engineer	65 - 85
Data Manager	60 - 80

Infrastructure

JOB TITLE	NATIONAL
Enterprise Architect	70 - 90
Solution Architect	70 - 90
Service Delivery Manager	60 - 80
Network Engineer	50 - 70
Network Administrator	45 - 65
Systems Administrator	45 - 65
Helpdesk / Service Desk Analyst	40 - 60

Leadership

JOB TITLE	NATIONAL
CIO TSX 60	250 - 350
CIO TSX 300	200 - 300
CIO SME	180 - 280
CTO TSX 60	200 - 300
CTO TSX 300	180 - 280
CTO SME	150 - 250
IT Director TSX 60	200 - 300
IT Director TSX 300	180 - 280
IT Director SME	180 - 280
Development Director	150 - 200
Chief Information Security Officer	150 - 200
Head of IT Security	150 - 200
Head of IT	130 - 200
Head of Development	130 - 200
Head of Infrastructure	130 - 200
Head of Service Delivery	140 - 200
Head of Business Intelligence	150 - 200
Business Architect	150 - 200
Enterprise Architect	130 - 170
Technical Architect	130 - 170
Development Manager	130 - 170

TECHNOLOGY CONTRACTOR RATES

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

Projects & Change Management

JOB TITLE	NATIONAL
Program Director	120 - 140
Head of PMO	115 - 135
Portfolio / Program Manager	90 - 110
Project Manager	75 - 95
Change Manager	75 - 95
Business Analyst	55 - 75
Business Systems Analyst	65 - 85
Scrum Master	65 - 85
Agile Coach	65 - 85

Salesforce

JOB TITLE	NATIONAL
Salesforce Developer	65 - 85
Salesforce Business Analyst	55 - 75
Salesforce Administrators	45 - 65
Salesforce Functional Consultant	60 - 80
Salesforce Technical Consultant	60 - 80
Salesforce Platform manager	60 - 80
Salesforce Solution Architect	90 - 110
Salesforce Technical Architect	90 - 110
Salesforce Project Manager	80 - 100

Software Development

JOB TITLE	NATIONAL
Software Architect	85 - 105
Technical Lead - C# / ASP.net	80 - 100
Technical Lead - Java	80 - 100
Technical Lead - Mobile	80 - 100
Mobile Developer – iOS / Android	70 - 90
Backend Developer – Java	70 - 90
Back - end Developer – .Net	70 - 90
Backend Developer – LAMP / PHP / Drupal / WordPress / Joomla	70 - 90
Backend Developer – Ruby	75 - 95
Back - end Developer – C / C++	70 - 90
Front End Developer	70 - 90
Full stack Developer - Java 🦋	70 - 90
Full stack Developer - .NET 🦋	70 - 90
SharePoint Developer	70 - 90
DevOps	70 - 90
Release Manager	60 - 80

Telecoms

JOB TITLE	NATIONAL
IP & Ethernet Engineer	80 - 95
Network Deployment \& Support Engineer	80 - 95
PDH / SDH Transmission Design Engineer	70 - 80
NOC / NMC Support Engineer	75 - 95
Provisioning Engineer	70 - 80
Voice & Contact Centre Engineer	80 - 100
Network Capacity Planning Engineer	80 - 110
RAN / RF Engineers	75 - 95
Mobile Network Architect	120 - 140
OSS / BSS Solutions Architect	120 - 140
Product Manager	105 - 120

Testing

JOB TITLE	NATIONAL
Test Manager	70 - 90
Test Lead	65 - 85
Manual QA Analyst	45 - 65
Automated QA Analyst	60 - 80
Performance QA Analyst	45 - 65

Knowledge through scale

We operate on a global scale; where on the ground experience leads to true expertise, and the breadth of our knowledge connects you to tangible insight.

Meaningful innovation

We constantly seek new and better ways of solving problems, challenging the status quo to deliver innovation that has a positive impact on our clients' businesses and people's lives.

Deep understanding

We work with clients and candidates to truly understand their needs in order to deliver relevant solutions that target their specific challenges.

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OUR GLOBAL REACH

Employees worldwide
13,000

Markets served
33

Offices worldwide
253

Permanent placements last year
83,750

Contract workers last year
250,000

Years in business
54

OUR LOCAL PRESENCE

Employees locally
+360

Provinces and territories served
13

Candidates in our database
+1,120,000

Years in business
21

OUR MAIN DIVISIONS

[Accounting & Finance](#)
[Banking & Financial Services](#)
[Construction & Property](#)
[Human Resources](#)
[Legal](#)
[Logistics](#)
[Manufacturing](#)
[Office Professionals](#)
[Procurement & Supply Chain](#)
[Resources & Mining](#)
[Sales & Marketing](#)
[Sustainability](#)
[Tax](#)
[Technology](#)

OUR SERVICES

[Permanent Recruitment & Temporary Staffing](#)
[Retained search](#)
[Project Recruitment](#)
[Outsourced recruitment solutions \(RPO\)](#)
[Managed Service Program \(MSP\)](#)

OUR ADVISORY SERVICES

[Employer Branding](#)
[Salary Benchmarking](#)
[DE&I Advisory](#)