



SALARY GUIDE USA

This salary guide is intended to provide approximate ranges for the professional positions on the US market.

Data are about these functional areas:

- Finance & Administration
- Sales & Marketing
- Engineering
- Operations

FINANCE & ADMINISTRATION

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	SALARY PER ANNUM IN \$ US
Junior	Finance Analyst	3-5	65,000 - 100,000
Middle	Finance Manager / Controller	Over 5	125,000 - 160,000
Senior	Finance Director	Over 8	150,000 - 345,000
Junior	Payroll Accountant	3-5	40,000 - 60,000
Middle	Senior Accountant	5-8	60,000 - 80,000
Senior	Chief Accountant	Over 8	80,000 - 110,000



SALES & MARKETING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	SALARY PER ANNUM IN \$ US
Junior	Account Manager	3-5	75,000 - 100,000
Middle	Business Development Manager	Over 5	80,000 - 130,000
Senior	Sales Director	Over 10	130,000 - 250,000
Junior	Marketing Executive	3-5	50,000 - 80,000
Middle	Marketing Manager	Over 5	90,000 - 145,000
Senior	Marketing Director	10	150,000 - 200,000

ENGINEERING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	SALARY PER ANNUM IN \$ US
Junior	Programmer / Process Eng.	3-5	60,000 - 80,000
Middle	Production Manager	5-10	80,000 - 120,000
Senior	Plant Manager	Over 10	120,000 - 220,000

OPERATIONS

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	SALARY PER ANNUM IN \$ US
Junior	Engineer	3-5	70,000 - 90,000
Middle	Operations Manager	5-10	90,000 - 130,000
Senior	Chief Technical Officer	Over 15	130,000 - 230,000