

about HireStrategy

HireStrategy is a full-service professional staffing firm providing contract, direct hire and executive search solutions for employers in the Washington DC area. Our diverse client base represents a wide range of industries, including technology and media, financial services, professional services, federal services, education and non-profit organizations.

HireStrategy is ranked as the No. 1 staffing firm in the Washington DC area, honored by Inc. Magazine as one of the 500 fastest-growing firms in the country and named a "Future 50" firm by SmartCEO magazine.

go to the Source

For regular intelligence and analysis regarding the D.C. region and national job market, subscribe to the Source, our e-newsletter that features informative articles about the local employment marketplace and economy, as well as a calendar of networking events and a list of our featured jobs.

In the Source you'll hear from our executives — recognized thought leaders who are regularly called upon to contribute their insights on economic, employment and workplace issues to the Washington Post, USA Today, the Washington Business Journal, SmartCEO magazine, the Wall Street Journal and major broadcast and cable television networks including Fox News, NBC, CNN and PBS.

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Topline results for the
Washington DC area

SALARY
SURVEY



results & analysis

our methodology

Each year, HireStrategy conducts its own salary survey, independent of national surveys or data providers. We base this on our intimate knowledge of the D.C. region, combined with our own, market-specific information to create a detailed analysis of what people are actually paid in our region.

HireStrategy is uniquely capable of developing these results and insights, as no other regional firm has the depth of knowledge and experience across this breadth of job functions. We maintain our own, proprietary database containing real salary numbers for people working in our own backyard.

This document only includes a fractional portion of the total results included in our complete Survey. Please contact us and we'll be happy to share the complete 2012 Salary Survey.

Sales & Marketing

Compensation levels have flattened for Sales & Marketing this past year, while overall commission payments increased slightly. 2012 should bring moderate increases in base salaries and continued increases in commissions paid. Best sector trends are services and software sales.

Regional Averages in Thousands

Positions	Low	Mid	High
Federal Sales			
VP of Sales	160	180	220
Federal Enterprise Sales	120	140	160
Inside Sales	40	60	80
Sales Engineer	90	130	150
Senior Account Manager	90	110	130
Capture Manager	100	140	175
Commercial Sales			
VP of Sales	140	170	200
Enterprise Sales	90	120	140
Sales Executive	75	100	130
Inside Sales Executive	40	60	75
Lead Generation	40	50	60
Sales Engineer	90	110	130
Senior Account Manager	90	110	130
Account Manager	60	80	100
Commercial Marketing			
VP of Marketing	120	150	180
Director of Marketing	90	120	160
Product Marketing	90	110	130

Technology

Technology was the strongest sector in 2011 as companies were once again hiring high quality technical professionals, especially in emerging growth and middle market sectors. 2012 promises continued strength in technology with moderate compensation increases.

Regional Averages in Thousands

Positions	Low	Mid	High
Administration			
CIO	175	230	275
CTO	175	230	275
VP IT	140	170	200
IT Manager	115	130	145
Application Development			
Manager	125	140	170
Project Manager	90	115	135
Application Architect	110	125	140
Business Systems Analyst	70	90	110
Lead Developer	95	110	130
Database Administration			
Database Developer	85	105	125
DBA	80	105	130
Quality Assurance			
QA Tester/Manager	90	100	120
QA Associate / Analyst	65	85	90
Web Developer			
Senior Web Developer	75	90	115
Web Developer	60	80	95
Web Admin / Web Designer	60	70	85
Networking			
Network Architect	100	115	135
Network Manager	100	115	130
Network Engineer	85	95	115
LAN / WAN Admin	70	80	90
Telco Manager	90	95	105
Security			
Data Security	85	95	115
Systems Security	85	100	120
Network Security	90	105	125
Infrastructure			
Manager	110	120	130
Application Support	60	75	85
Systems Admin	60	75	95
Help Desk	45	60	70

Finance & Accounting

The Finance & Accounting segment showed slow but steady improvement in both employment opportunity and in compensation. Employers are saying that 2012 hiring will focus in the operational and regulatory areas with slight compensation increases.

Regional Averages in Thousands

Positions	Low	Mid	High
Accounting			
CFO	175	225	300
Controller	100	135	170
Assistant Controller	85	100	115
Senior Accountant	65	75	85
Staff Accountant	45	55	60
Compliance			
SEC Reporting Manager	95	120	140
Director of Audit	110	120	150
Audit Manager	90	100	120
Audit Senior	65	75	85
Audit Staff	50	55	60
Finance			
VP Finance	130	150	210
Director, FP&A	110	125	140
Sr. Financial Analyst	75	85	95
Financial Analyst	60	65	75
Cost Accountant	50	60	70
Tax			
VP, Tax	150	180	210
Tax Manager	90	120	150
Tax Accountant	45	65	85
Staff			
Payroll Manager	55	75	95
Payroll Clerk	40	45	50
AP/AR Manager	59	70	95
AP/AR Clerk	38	44	50
Collections Manager	60	70	78
Billing Supervisor	55	65	75
Billing Clerk	38	44	50
Bookkeeper	40	45	55
Public Accounting			
Sr. Manager / Director	100	125	155
Manager	80	100	120
Senior	65	75	85
Staff	55	60	65

HR/RPO & Administrative

This sector was strong throughout 2011 and is looking to increase throughout 2012 on strong footing. Increases in compensation should be moderate but among the best in all segments we service.

Regional Averages in Thousands

Positions	Low	Mid	High
Administrative			
File Clerk / Clerical / Data Entry	24	28	33
Receptionist	35	40	45
Administrative Assistant	35	40	50
Office Manager	45	50	65
Executive Assistant	55	61	73
Operations Manager	55	65	75
Human Resources			
HR Assistant/Coordinator	36	41	46
Benefits Coordinator	41	46	53
HR Generalist	44	52	58
HRIS	65	76	87
Employee Relations	66	77	89
Benefits Manager	67	78	88
HR Manager	74	84	95
Compensation	87	97	125
Organizational Development	87	97	135
Director of HR	95	106	117
VP HR	117	128	137
Recruiting & RPO			
Recruiting Coordinator	36	41	47
Corporate Recruiter	60	72	85
IT Recruiter	65	75	90
Sourcing Recruiter	55	65	70
Cleared Recruiter	75	90	100
Recruiting Manager	77	90	115

