



# SALARY SURVEY

2017

Results for the **Washington DC** area

**hirestrategy**<sup>®</sup>

AN ADDISON GROUP COMPANY

# 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.

## Sales & Marketing

Compensation levels have increased moderately for Sales & Marketing this past year, while overall commission payments increased more significantly. 2017 should remain steady. Best sector trends are services, especially cloud based and software sales.

### Regional Averages in Thousands

Positions	Low	Mid	High
<b>Federal Sales</b>			
Federal Enterprise Sales	125	150	175
Senior Account Manager	90	110	130
Director of Business Development	120	140	165
<b>Commercial Sales</b>			
VP of Sales	175	200	250
Enterprise Sales	90	120	150
Sales Executive	75	100	130
Inside Sales Executive	45	60	75
Sales Engineer	90	130	150
Senior Account Manager	90	110	130
Account Manager	60	80	120
Sales Operations Manager	75	90	110
<b>Marketing &amp; Communications</b>			
VP of Marketing	150	200	250
Director of Marketing	100	125	175
Product Marketing	100	135	170
Marketing Analyst	80	100	125
Email Marketing Manager	85	105	120
Director of Corporate Communications / PR	95	125	145
Marketing Associate	50	65	80

## Information Technology

Technology was the strongest sector in 2016 as companies were once again hiring high quality technical professionals, especially in emerging growth and middle market sectors. 2017 promises continued strength in technology with above average compensation increases. High demand areas are Big Data and Security.

### Regional Averages in Thousands

Positions	Low	Mid	High
<b>Leadership</b>			
CIO	200	250	375
CTO	200	250	375
VP of Engineering / VP IT	175	220	280
Director of Engineering / Director of IT	140	160	175
<b>Software Engineering / Web Application Development</b>			
Manager of Software/Application Development	135	145	165
Software / Solutions Architect	140	150	175
Full Stack Engineer	100	130	160
Software Engineer	80	120	155
Front End Developer	90	115	130
Mobile Developer	90	115	130
Application Support	55	70	100
<b>Web Design / Development</b>			
Information Architect	125	140	155
User Experience	90	115	130
Art Director	90	110	125
Web Developer	75	90	115
<b>Database Development / Administration</b>			
Big Data Architect	100	140	170
Database Developer / Architect	90	120	150
DBA	80	110	130
<b>Quality Assurance / Testing</b>			
Director/Manager of QA	120	135	150
Software Engineer in Test/Automation Eng	90	105	125
QA/Manual Tester	50	85	115
<b>Infrastructure: Product Operations</b>			
Cloud Architect	140	160	200
DevOps Engineer	100	140	170
Build/Release Engineer	90	110	130
<b>Infrastructure: Systems</b>			
IT Manager	80	105	135
Systems Engineer	90	105	125
Systems Admin	75	90	125
Help Desk	45	60	80
<b>Infrastructure: Networking</b>			
Network Architect	125	140	150
Network Engineer	90	105	130
Network Administrator	70	90	120
<b>Project / Product Management</b>			
Product Manager	90	125	150
Project Manager	100	130	155
Program Manager	120	150	195
Business / Systems Analyst	70	110	130
<b>Security</b>			
Security Analyst	70	100	140
Security Architect	130	150	175
Security Engineer	90	120	150



## Human Resources & RPO

This sector was strong throughout 2016 and is looking to increase throughout 2017 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
<b>Human Resources</b>			
HR Assistant/Coordinator	36	41	46
Benefits Coordinator	43	46	58
Sr. HR Generalist/ HR Business Partner	72	85	90
HR Generalist	55	62	70
HRIS	65	80	90
Employee Relations	70	77	89
Benefits Manager	67	78	88
HR Manager	75	84	95
Compensation	87	99	130
Organizational Development	87	97	135
Director of HR	100	115	130
VP HR	130	145	165
<b>Recruiting &amp; RPO</b>			
Recruiting Coordinator	40	47	55
Corporate Recruiter	60	75	90
IT Recruiter	70	85	95
Sourcing Recruiter	55	65	70
Cleared Recruiter	75	95	120
Recruiting Manager	90	100	125

## Administrative

The Administrative sector continues to experience moderate wage growth and is expected to increase in 2017.

### Regional Averages in Thousands

Positions	Low	Mid	High
<b>Administrative</b>			
File Clerk / Clerical / Data Entry	28	30	35
Receptionist	35	40	45
Administrative Assistant	38	45	50
Office Manager	58	60	75
Executive Assistant	57	70	95
Operations Manager	65	70	80

## Finance & Accounting

The Finance & Accounting segment showed continued improvement in 2016 in employment opportunity and in compensation. Employers are saying that 2017 hiring will focus in the operational and regulatory areas with above average compensation increases.

### Regional Averages in Thousands

Positions	Low	Mid	High
<b>Accounting</b>			
CFD	200	275	350
Controller	100	120	170
Assistant Controller	85	100	120
Senior Accountant	75	85	100
Staff Accountant	45	55	65
<b>Compliance</b>			
SEC Reporting Manager	90	110	130
Director of Audit	115	125	140
Audit Manager	90	100	120
Audit Senior	75	85	95
Audit Staff	50	60	70
<b>Finance</b>			
VP Finance	135	185	230
Director, FP&A	100	120	140
Sr. Financial Analyst	80	90	100
Financial Analyst	60	70	80
Cost Accountant	60	70	80
<b>Tax</b>			
VP, Tax	140	180	220
Tax Manager	100	125	140
Tax Accountant	50	65	85
<b>Staff</b>			
Payroll Manager	75	90	110
Payroll Clerk	40	45	55
AP / AR Manager	60	80	90
AP / AR Clerk	40	45	55
Collections Manager	65	75	85
Billing Supervisor	60	70	80
Billing Clerk	40	45	50
Bookkeeper	40	50	60
<b>Public Accounting</b>			
Sr. Manager / Director	125	140	190
Manager	85	115	140
Senior	65	80	95
Staff	55	60	65

## Healthcare

2016 brought with it exciting new changes at HireStrategy, including the addition of an Addison Group line of business in the DC office. Our Addison Group Healthcare team has been busy in the DC Metro market - below are salary ranges for 2017.

### Regional Averages in Thousands

Positions	Low	Mid	High
<b>Revenue Cycle</b>			
Insurance Verification/Registration	30	34	40
Medical Collector	31	36	58
Medical Biller	32	37	44
Revenue Analyst	45	52	58
Medical Assistant	31	33	42
Front Desk/Physician Office Rep	31	33	42
Payment Posting	32	33	25
<b>HIM</b>			
Inpatient Hospital Coders	69	75	85
ED/Outpatient Hospital Coders	63	68	75
DRG/APC Auditor	91	97	108
Clinical Documentation Specialist	80	103	150
Credentialing Coordinator	32	39	48
HIM Director	110	130	165
Coding Manager	65	93	129
Data Entry/Scanning projects	22	27	33
Medical Records Technician	41	48	58
Certified Tumor Registrar (CTR)	50	62	70
<b>Operations/Clinical Leadership</b>			
Supervisor	45	55	65
Manager	65	75	85
Senior Manager	80	90	100
Director	95	107	120
Senior Director	120	135	150
VP and above	150	175	200
C Suite and above	175	225	350



## 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, federal services, education, and non-profit organizations.

HireStrategy is ranked the No. 1 staffing firm in the 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.

## Our Partner Addison Group

A leading provider of professional staffing and search services, Addison Group distinguishes itself through exceptional delivery, specialized knowledge and strong relationships. Addison enables ideal connections between talented professionals and dynamic businesses. Addison is an Inavero's Best of Staffing winner for the past seven years.

Addison offers a simple value proposition: find solutions that work equally for both our clients and our candidates. It sets us apart...and it's just good business.