

# CANADA 2024 SALARY GUIDE & HIRING TRENDS

Navigating labour  
dynamics in 2024



# CONTENTS

- ▶ Employees are not ok...
- ▶ Compensation matters
- ▶ Navigating the return to the office landscape

- ▶ Missing out on AI opportunities
- ▶ How to embrace AI and avoid the pitfalls

- ▶ How to promote labour inclusion by considering diverse perspectives
- ▶ Move from words to results in your workplace

- ▶ Accounting & Finance
- ▶ Architecture & Interior Design
- ▶ Construction
- ▶ Human Resources
- ▶ Legal
- ▶ Manufacturing & Logistics
- ▶ Office Professionals
- ▶ Procurement
- ▶ Property & Facilities Management
- ▶ Resources & Mining
- ▶ Sales & Marketing
- ▶ Sustainability
- ▶ Technology

“Change is inevitable, but progress is optional. We can either resist the new forces that are shaping the world of work, or we can harness them to create a better future.”

## METHODOLOGY

**The Canada 2024 Salary Guide & Hiring Trends** is a comprehensive exploration based on insights gleaned from a survey conducted between November 25th, 2023, and January 12th, 2024, amassing responses from 4,500 participants. This guide is a repository of critical observations shedding light on the dynamic landscape of the labour market. It delves into factors influencing **employee satisfaction, motivation, and evolving workplace paradigms, AI at work and DE&I strategies.**

## Welcome to the Hays 2024 Canada Salary & Hiring Trends report!

For over a decade, we've been committed to providing you with valuable insights. **Our mission isn't just about filling job vacancies**; it's about equipping you with the knowledge to stay ahead in a dynamic market. Whether you're a seasoned professional or a rising star, this report is your compass for navigating the ever-evolving world of work.

In 2022 we told you 60% professionals were going to leave, and that year Canadian vacancies were 75% higher than 2019. In the US, where we saw the same percentage of people wanting to leave, 71 million jobs had to be filled, in a workforce of 161 million working Americans.

**The number of professionals intending to leave their job this year is the highest that we have ever seen (71%)**, which means managers need to prepare for a potential new wave of resignations.

It's unsurprising when we are dissatisfied or when we are stressed, we are prone to change, we are prone to change. Following a year of layoffs and further inflation pressures, workers are dissatisfied with their compensation, benefits, and just generally fed up.

Do you know who doesn't worry about the satisfaction levels? A robot.

While the robots are not taking away our jobs... yet, employers seriously need to consider upskilling their employees in AI. **You can either learn to use AI and thrive or keep your head in the sand and get run over by your competition.** You probably have employees who are putting entire client lists, or presentations into an AI tool and asking for a summary, or research assistant. And that's a risk, that some, like the New York Times, are taking very seriously. But our research suggests many are not.

There's a lot of press now about why we should worry about DE&I programs. Is this just a woke agenda, or should we really be worried? In short, yes you should worry. **Not only is DE&I good for business, it's also good for the wellbeing of the people that work in the company, and it encourages innovation, problem solving and contributes positively to social impact.**

I can also tell you from a Hays perspective, that it helps you to attract people. Our recruiters are on the front line of the talent market, and they can tell you that candidates are increasingly looking for employers who value and promote diversity, equity, and inclusion. **They want to work for organizations that reflect their values, their identities, and their aspirations.** They want to work for organizations that are not only diverse, but also inclusive and equitable.

These challenges are not just messing with the mood and performance of teams, but also the ability of organizations to attract, keep, and grow the best talent in the market.

Change is inevitable, but progress is optional. We can either resist the new forces that are shaping the world of work, or we can harness them to create a better future. We hope you find this guide useful and interesting, and that it helps you make smart decisions about your career and your organization.



# LOOKING TO THE FUTURE

## Three game changing forces impacting your teams that you can't afford to ignore this year:

- First, the winds of change blow stronger than **ever, with the highest number of professionals considering a change**. We explore the reasons behind this trend and the implications for businesses striving to retain and attract top talent.
- The **digital and AI revolution is transforming the industry**. Our guide unravels the intricate relationship between AI and the workforce, dissecting the challenges and presenting measures organizations must undertake to harness the potential of this technological wave while ensuring the well-being of their employees.
- Many employees and employers are unaware of the diversity, equity and inclusion (DE&I) policies of their organizations, which is a worrying sign of low priority and commitment to creating a diverse and inclusive workplace from the organizations. **More efforts are needed to raise awareness and promote the importance of DE&I policies in the workplace.**

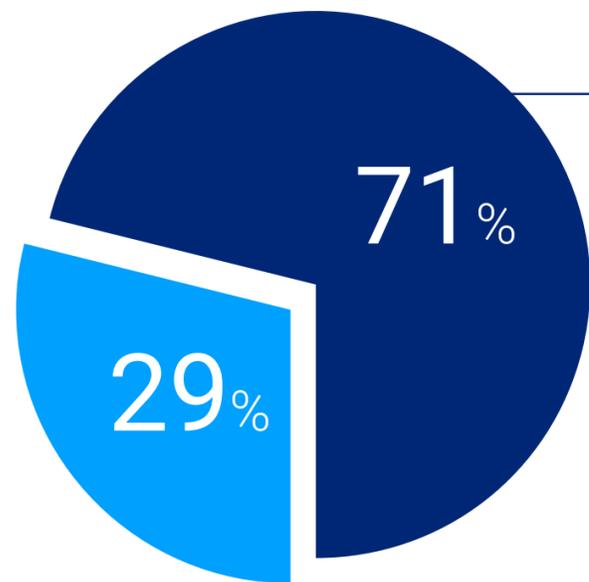
Embark on this journey with us as we navigate through the currents of change, providing insights, analysis, and actionable strategies to help organizations thrive in the ever-evolving world of work in 2024.



# QUIET QUITTING IS GETTING LOUD

Quiet quitting was the dominant theme in 2023, defined as 'putting in no more time, effort, or enthusiasm than necessary' this trend is evident in labour productivity, which has declined nationally in six consecutive quarters.

But this quiet quitting trend could be about to turn into real quitting. More people than ever are considering quitting their jobs and looking for better opportunities elsewhere. With nearly three quarters of **employees considering leaving their current roles**.



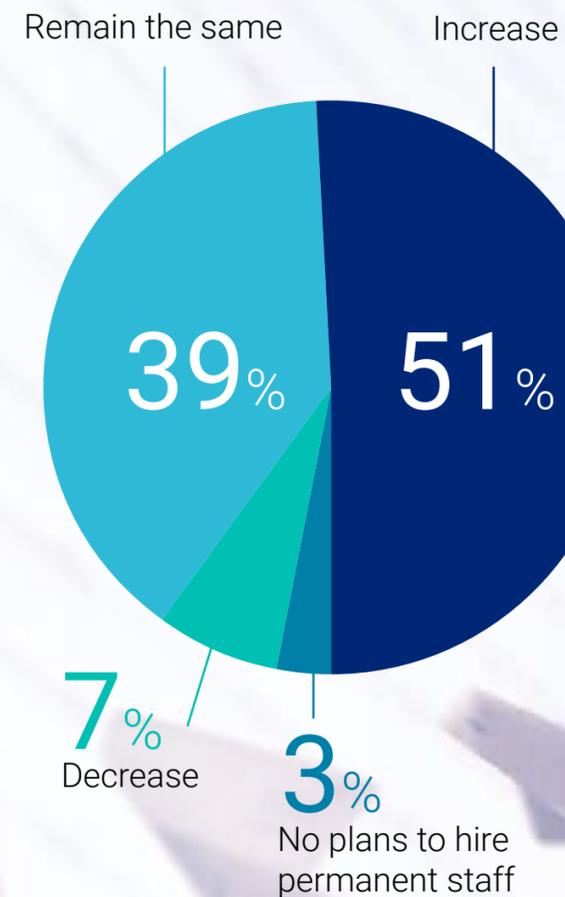
of workers **want to leave their jobs** in the next 12 months

The closest to this we've ever seen was in our 2022 guide, when 61% of workers told us they wanted to leave their jobs. In that year we saw the real great resignation, with job postings increasing by 21% on top of 2021's already high levels. 2022 vacancies were some 75% higher than pre-pandemic 2019. Leaving Canada with a vacancy rate increase from 3.2% in 2019 to 5.4% in 2022.

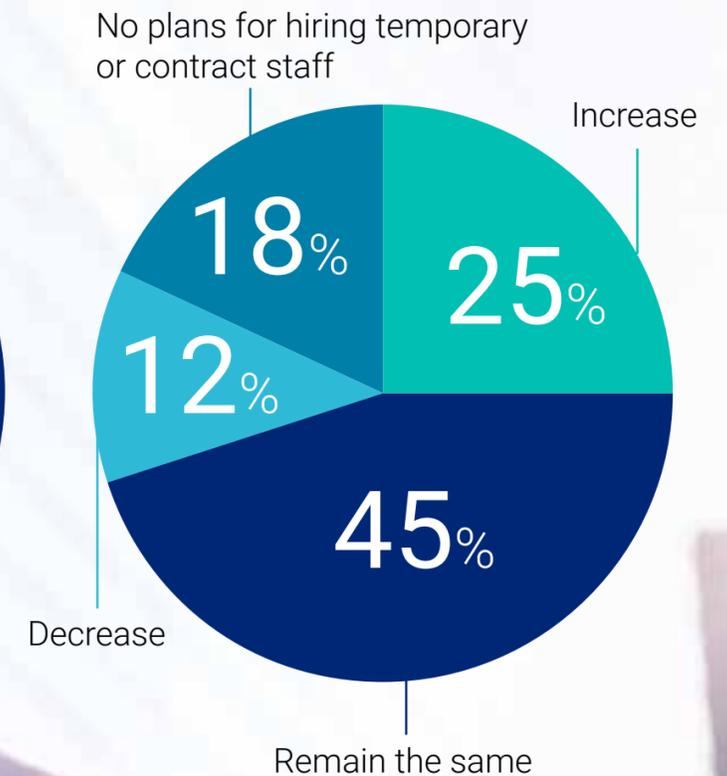
**And as the economy recovers this will only get worse.** As 25% of the workers that answered they don't intend to leave their jobs this year, they would consider leaving when the economy and unemployment stabilize, **increasing the potential leavers to 78%.**

And as our data reveals what appears to be an end to the layoffs, with 51% even intending to increase their headcounts, job opportunities in 2024 could be about to rise, giving these employees ample opportunity to make the move.

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



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



# Employees are not ok...



**55%** employees feel more stress this year than last year



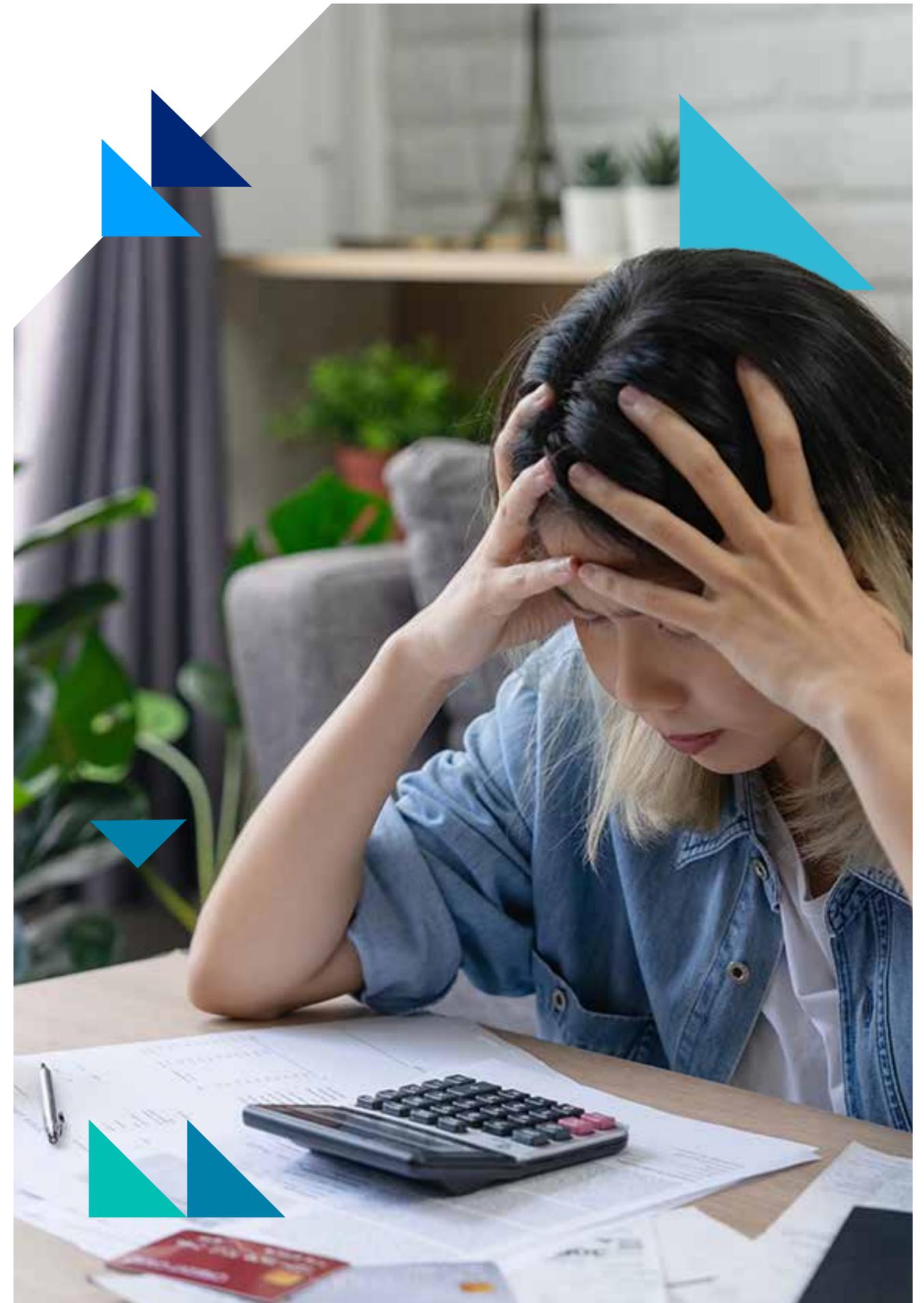
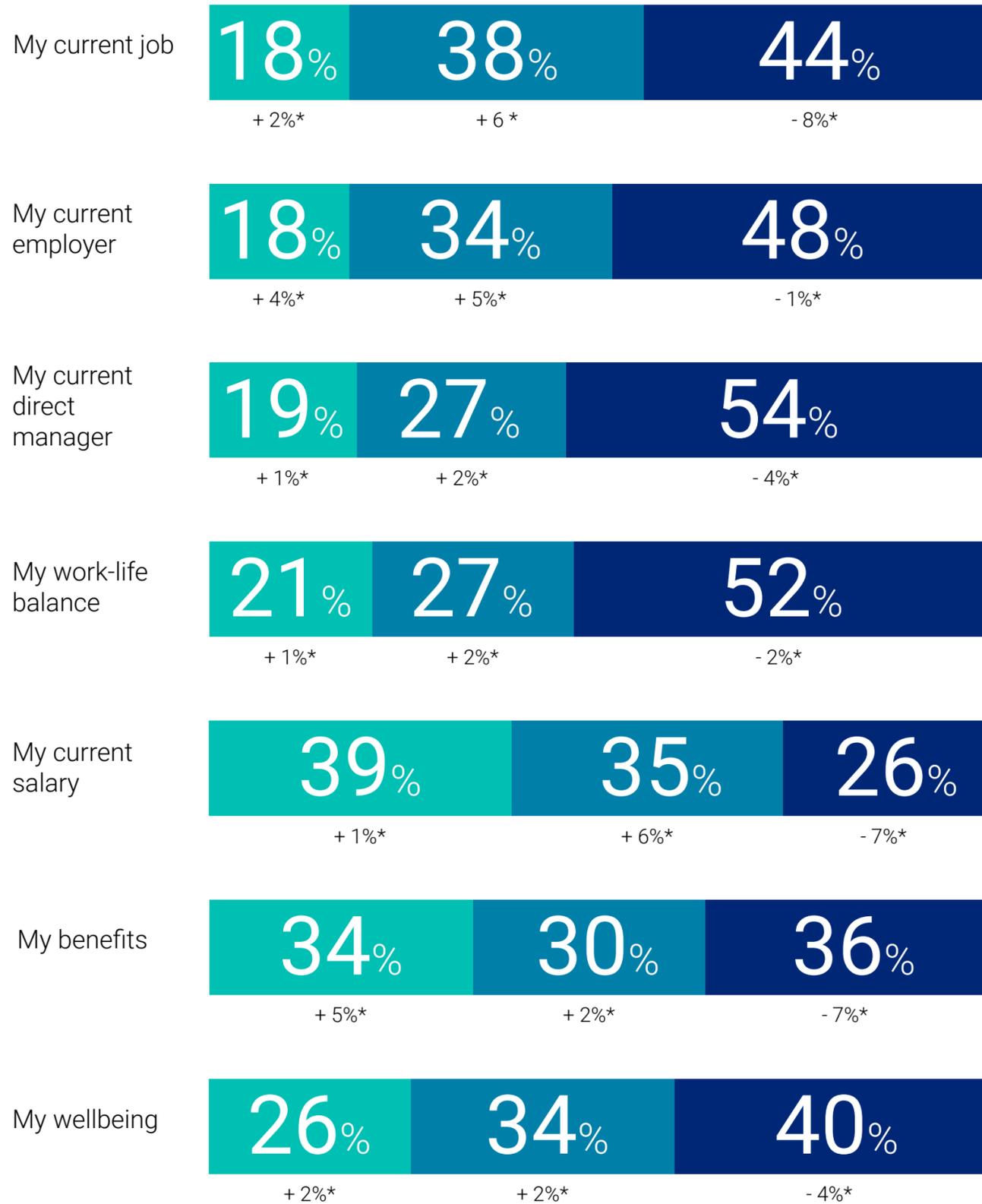
**46%** employees are unmotivated

Canadian workers are fed up. From wages that haven't really kept up with inflation, to mounting stress, there's a noticeable rise in dissatisfaction levels among employees, especially concerning salary, job roles, and benefits. **This is leaving Canadian managers with an unmotivated workforce.**

The increasing cost of living in Canada compounds this challenge, putting additional strain on employees' financial well-being.



We asked employees their level of satisfaction of the following:



# Compensation matters

Employees want better remuneration, benefits, and opportunities from their employers. Despite uncertainty in the global market, hiring managers still anticipate increases, with **87% responding they anticipate making pay raises in the next 12 months.**

## Pay raises in the next 12 months:

- **59%** of respondents intend to **ask** for a **pay raise**
  - **33%** of these respondents are expecting an increase of **3 to 5%** from their employers
  - And **23%** of the respondents that expect a pay rise, are looking for a **10% increase**

## In the next 12 months, organizations stated employees salaries will change:

- **13% no increase** intended
- **20%** increase 1-2%
- **51%** increase 3-5%
- **8%** increase 6-9%
- **8%** increase by more than 10%

It's essential to recognize that not all employers are financially equipped to meet these expectations but there are still things they can do. Therefore, workers and employers may need to negotiate carefully and consider other factors, such as benefits, work-life balance, and career development.

## The top benefits workers want:



Support for **professional study**



**Vacation** days above mandatory



**Mental and physical health** and wellbeing programs

## Top 3 motivators outside of salary:



**35%** Greater recognition by the company



**29%** Training and continuous education



**29%** More responsibility and promotion



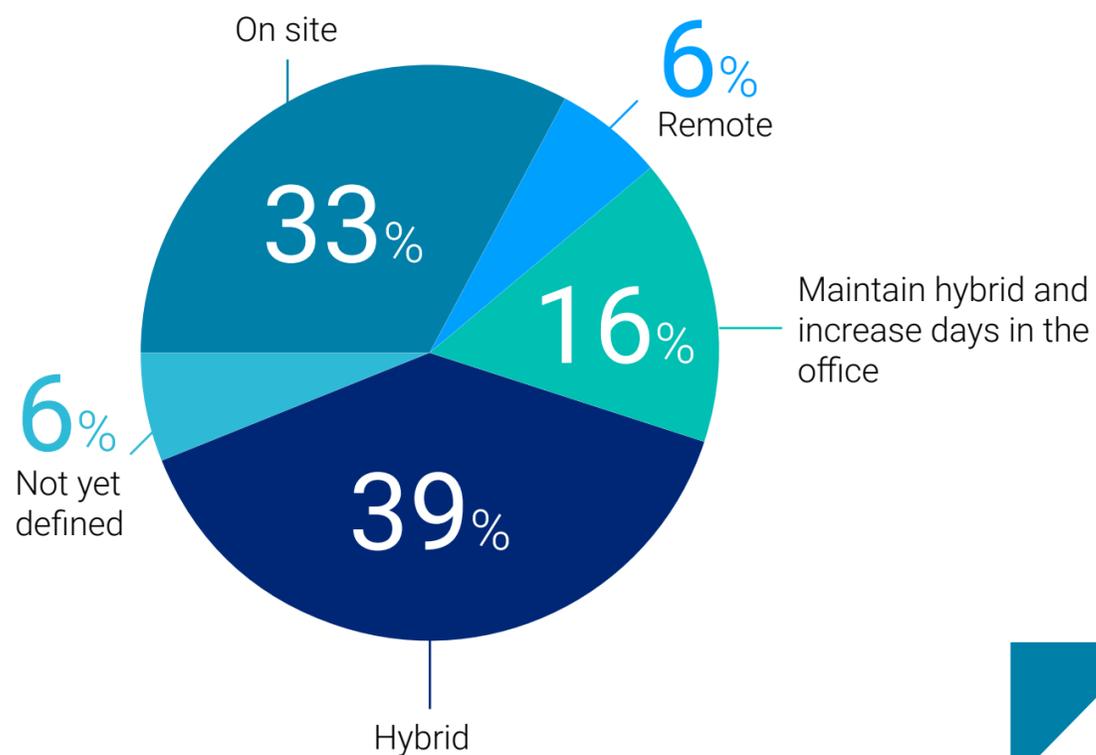
# Navigating the return to office landscape

While a substantial **27% of employees express a preference for fully remote work** in their future job searches, the current trend suggests a return to office spaces by organizations. In 2024, only **6% of organizations are expected to maintain a completely remote work structure.**

The return to the office transcends mere physical relocation; it symbolizes an opportunity to redefine our office environments to tackle the challenges companies are facing.

These spaces serve as dynamic hubs for innovation, productivity, and community interaction. Consequently, organizations are expanding their in-office days, with 88% aiming for a hybrid or fully onsite model this year.

Organizations proposed scheme for 2024:



Top reasons employers want people in the office more:



It will increase productivity



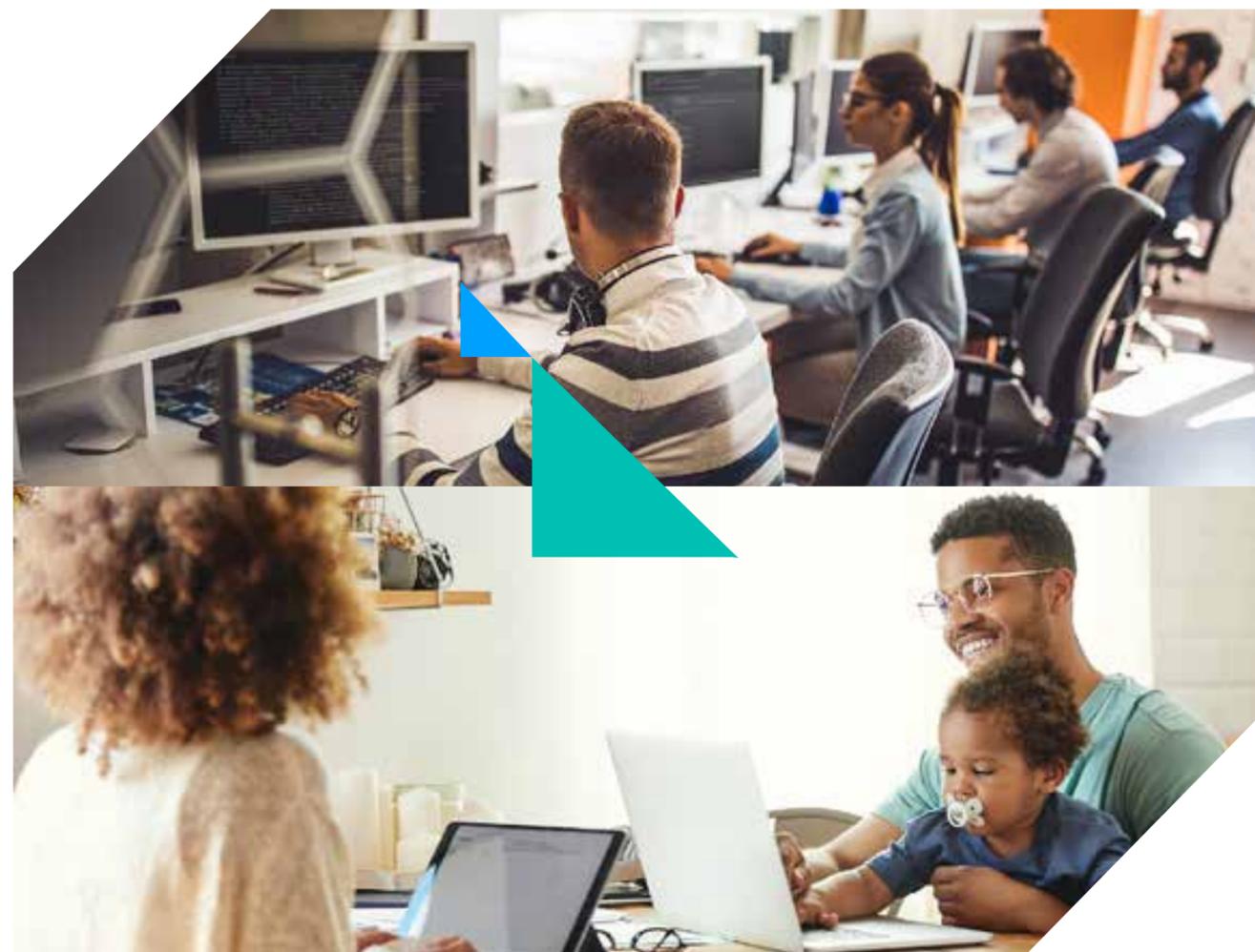
To align with their organizational culture



For training and development

Organizations recognize a return to the office presents a distinctive chance. It allows them to facilitate professional development more easily with in-person learning, and coaching moments.

Additionally, the habits, rituals and visual clues that help to cement a company's culture are more easily leveraged in office.



# DON'T SNOOZE ON AI



AI is transforming the workplace in many ways, and its impact on the workforce is a topic of much discussion, but little has been done. And everyone seems to see it as someone else's problem.

We asked our participants their view on the impact of AI on employment prospects, and **43% (employees and organizations) felt AI will eliminate more employment opportunities than it will create.** However, few (14%) are concerned about it replacing their role.

According to a report by Future Skills Centre, **20% of Canadian jobs are at high-risk due to automation and technology, including AI.** The report also notes that AI will require new skills and training for workers, particularly STEM, creative, and business and legal professionals<sup>1</sup>.

## The main advantages of using AI for the organizations:



Increase productivity and efficiency



For creativity and idea generation



Reduced risk of human error

When asked about the potential impact of AI both employers and employees agreed much is to be gained, particularly in areas where organizations are struggling most, productivity.

<sup>1</sup> Canadian Council on Social Development. (2021, October). Artificial Intelligence and the Future of Work: A Canadian Perspective. [https://fsc-ccf.ca/wp-content/uploads/2021/10/AI\\_Bulletin\\_EN\\_UpdatedOct.pdf](https://fsc-ccf.ca/wp-content/uploads/2021/10/AI_Bulletin_EN_UpdatedOct.pdf)

## Missing out on AI opportunities

Despite all the benefits few are doing much to consciously apply this. While AI has the potential to increase productivity and improve working conditions, it also raises concerns about job displacement, invasive surveillance, and data privacy.

- Only **40%** of organizations mentioned they **encouraged the use of AI** technologies or tools.
- **57%** of organizations **do not have established protocols** for the use of AI and **79%** of employees are not aware of any AI protocols in their business.
- **42%** of organizations are **still considering the implications** of AI before acting.

It is important for organizations to take a responsible approach to AI and ensure that its impact on workers is carefully considered.



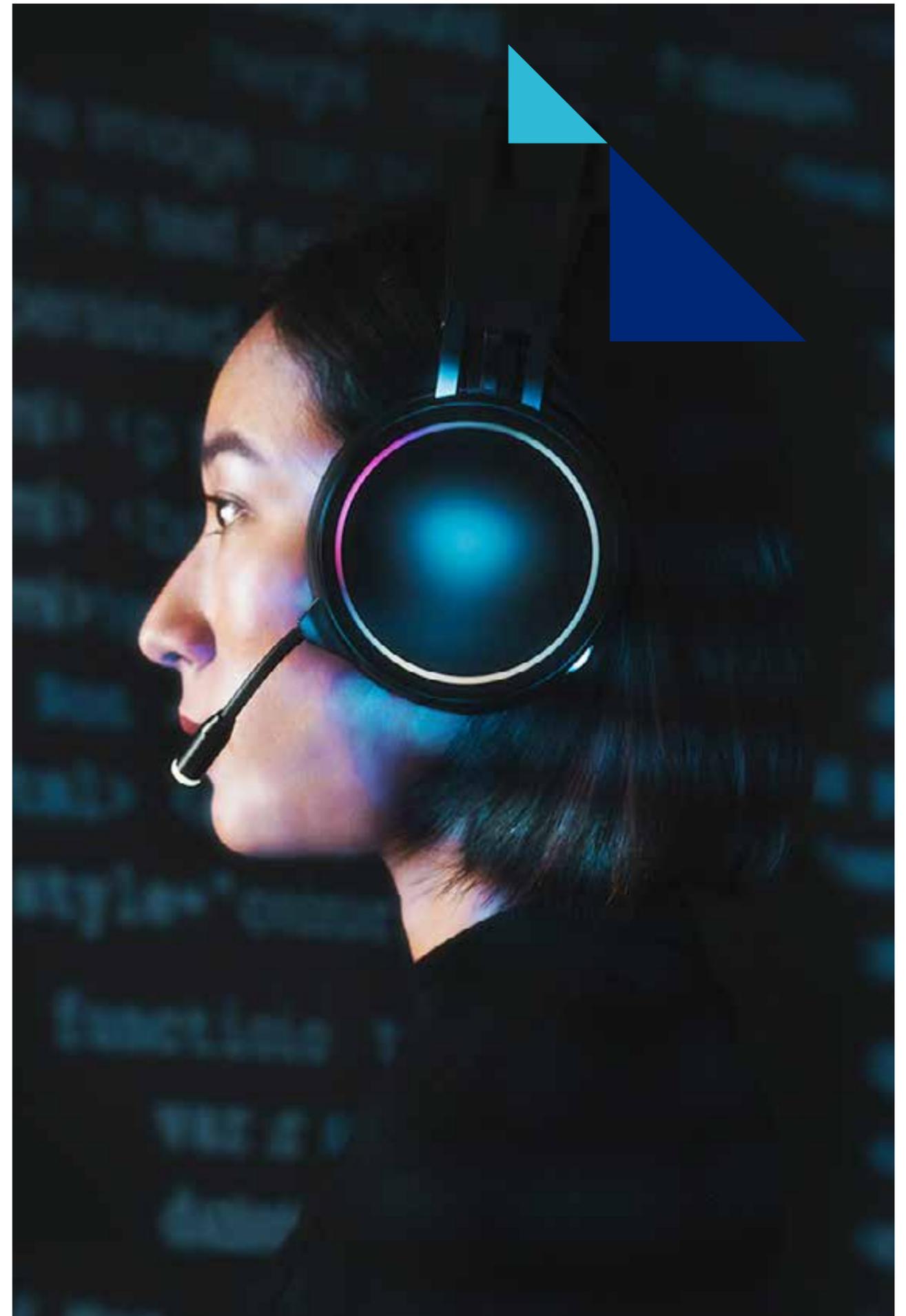
# How to embrace AI and avoid the pitfalls

The transformative potential raises critical questions for organizations that need to be addressed. Are they equipped with the necessary technical talent and infrastructure to harness the full potential of AI and to protect their organization from the security risks?

Employees will need to acquire new skills and knowledge to effectively collaborate with these technologies. Not just in how to make the most of them, but how to use them securely. Your employees may be putting confidential data into the system, which could inadvertently reveal trade secrets in future queries. Balancing technological advancements with robust data protection measures is imperative.

Embracing this shift requires a strategic approach encompassing:

- **Technical expertise:** Organizations need individuals skilled in AI development, implementation, and maintenance to effectively integrate AI solutions into their operations.
- **Risk infrastructure:** As AI adoption brings new challenges such as data privacy, cybersecurity risks, and ethical considerations, businesses need robust risk management frameworks in place to mitigate potential pitfalls.
- **Training and upskilling:** Investing in continuous learning and upskilling programs is crucial to prepare the existing workforce for the use of AI.



# THE DE&I CHALLENGE

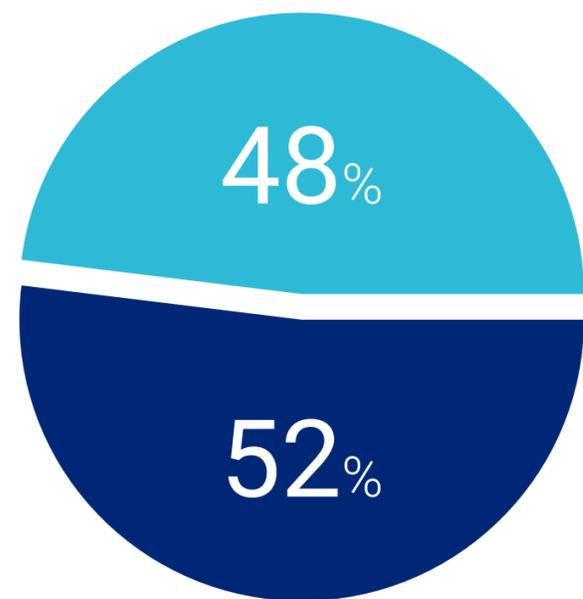
As budgets have tightened, and productivity has dropped, organizations seem to have taken their eyes off DE&I to their peril. While many organizations may have DE&I policies in place, **there's often a gap perceived by employees between the existence of these policies and their implementation or genuine commitment from leadership.**

This perception impacts employee trust and engagement.

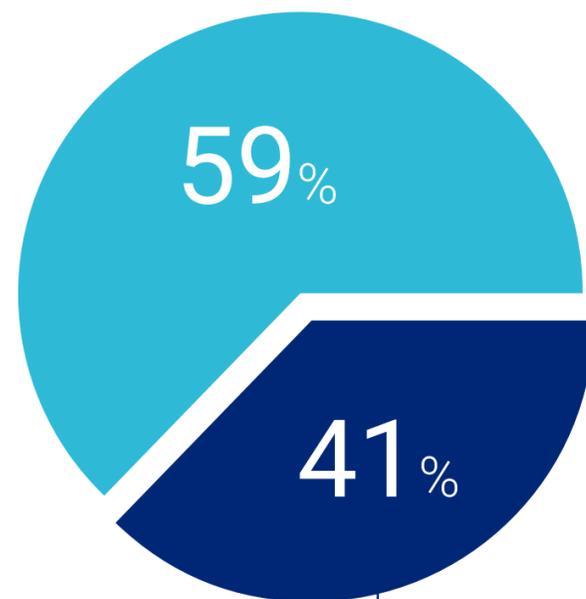
We've seen reductions in the number of people aware of their organization's DE&I policies (just 59% said their organization has a policy, vs 70% in 2023), and **52% of employees tell us they don't believe their organizations take DE&I seriously.**

This is a concerning trend, as our research consistently highlights how important DE&I is to workers, with **87%** telling us it's important to them that an organization has a clear strategy around DE&I.

This could be fuelling dissatisfaction levels, impacting trust, respect, and collaboration among colleagues. As well as the more obviously harmful potential discrimination and harassment issues.



employees feel their organization **doesn't take DE&I policies seriously**



of hiring managers said they don't have a **DE&I policy or are unsure if their organization does**

\*DE&I: Diversity, equality and inclusion



# How to promote labour inclusion by considering diverse perspectives

When asked what the most important change they'd like to see in their organization, employees said **considering different and diverse perspectives before changes are implemented and decisions are taken**. By valuing and incorporating the input of various stakeholders, an organization can create a more inclusive and productive work environment for everyone.

This also extends to training your own employees to do the same, with unconscious bias featuring highly as one of the most beneficial DE&I training topics workers would like to receive, along with age, diversity, and race.

Despite this just 46% of organizations offer unconscious bias training, 56% age diversity, and 58% race exploration, further highlighting the misalignment between workers and their employers.

## Top DE&I trainings employees want:



**Unconscious bias** in the workplace



**Race:** Exploring considerations of ethnicity, anti-racism, privilege and allyship



Age diversity: **multigenerational** workforce

## Most important changes employees want to see:



43% Considering different and **diverse perspectives** before changes are implemented and decisions are taken



30% More **diverse** representation in the **leadership** team



16% **More education** around different **DE&I topics**



# Move from words to results in your workplace

It is crucial to address the concerns of employees who feel unheard. When employers do not have, or don't update their DE&I policies, they may miss out on the benefits of having a diverse and inclusive workforce, such as increased innovation, productivity, and customer satisfaction.

To achieve real DE&I results, companies must consider the following recommendations:

- **Create a safe space for open communication:** Encourage employees to share their thoughts and ideas without fear of judgment or retaliation. This can be achieved through regular feedback sessions, town hall meetings, and anonymous surveys.
- **Provide training and education:** Offer training programs that employees request. Helping employees understand the importance of creating an inclusive workplace and provide the tools to do so.

We asked organizations the actions they have taken to promote labour inclusion; these are the 3 top answers:



53% Having a **clear process** of encouraging people to report any type of **discriminatory action** occurring within the company



51% Having **inclusive hiring policies** for all types of profiles



40% **Adapt workspaces** for people with physical or motor disabilities



# NAVIGATING THE UNCHARTED

Change is our constant companion as we navigate the complex and dynamic landscape of workforce trends. Whether it's the next great resignation or the evolution of the quiet quitting phenomenon, something needs to change between workers and employers.

As we move forward, we have a unique opportunity to leverage our resilience and embrace the new possibilities that lie ahead. Let us not try to return to the ways of old, but rather reimagine our work as a place where prosperity and purpose go hand in hand.

What you need to know:

1. Employee dissatisfaction is a prevalent theme, with **71% contemplating leaving their current positions** due to stagnant wages, job role dissatisfaction, and perceived benefits inadequacies. This emphasizes the need for organizations to reevaluate.
2. To thrive in this transformative era, **managers must embrace AI's potential. Considering the potential for its use in their teams**, and what support their people will need to leverage it's benefits safely and effectively.
3. Diversity, Equity, and Inclusion (**DE&I**) **are central to talent attraction, but a gap exists between policies and implementation.** By listening to and addressing the requests of their employees, organizations can foster a more diverse and inclusive workplace culture, as well as improve employee engagement, satisfaction, and performance.

Prioritizing employee well-being and how you enable all your people to thrive and embrace change will be instrumental in navigating the **future of work successfully.**



# SALARIES AND COMPENSATION

Within the pages that follow, you'll encounter gross annual salary figures expressed in thousands of Canadian dollars, alongside contractor rates presented as hourly wages. Keep an eye out for the distinctive ★ icon, it signifies a "hot job," where demand is poised to surge in the coming year.

However, it's essential to recognize that these figures serve as indicators, not absolutes.

Variations exist across cities, influenced by local dynamics and market nuances. For more precise and detailed information, [we encourage you to engage with our knowledgeable local experts.](#)

Click on the section to jump to that page.

- ▶ Accounting & Finance
- ▶ Architecture & Interior Design
- ▶ Construction
- ▶ Human Resources
- ▶ Legal
- ▶ Manufacturing & Logistics
- ▶ Office Professionals
- ▶ Procurement
- ▶ Property & Facilities Management
- ▶ Resources & Mining
- ▶ Sales & Marketing
- ▶ Sustainability
- ▶ Technology



# ACCOUNTING & FINANCE

## PERMANENT SALARIES

### Audit

PUBLIC PRACTICE MID-TIER	Calgary	GTA	Montreal	Ottawa	Vancouver
Audit Senior Manager	110-140	100-135	120-160	110-140	110-140
Audit Manager	90-120	90-115	105-130	100-120	100-120
Audit Senior	85-95	80-95	85-100	80-95	80-100
Audit Staff Accountant	60-75	60-75	60-85	60-80	60-80

PUBLIC PRACTICE BIG FOUR	Calgary	GTA	Montreal	Ottawa	Vancouver
Audit Senior Manager	120-150	120-150	120-160	120-150	120-150
Audit Manager	95-115	95-120	105-130	100-120	100-120
Audit Senior	85-90	80-95	85-100	80-95	80-95
Audit Staff Accountant	65-80	60-80	60-85	65-80	65-80

REVENUES OF \$500 MILLION AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Internal Audit Manager	95-120	105-130	110-130	100-120	100-120
Internal Auditor	75-110	80-110	80-105	80-100	80-100

REVENUES OF 250M AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Internal Audit Manager	90-115	100-115	110-130	100-120	100-120
Internal Auditor	75-90	80-95	80-100	80-95	80-95

REVENUES FROM 100-250M	Calgary	GTA	Montreal	Ottawa	Vancouver
Internal Audit Manager	85-100	85-100	110-130	100-120	100-120
Internal Auditor	75-90	75-90	80-100	80-95	70-95

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Internal Audit Manager	80-100	85-105	105-120	100-120	90-105
Internal Auditor	65-75	65-90	75-95	70-95	70-90

### Tax

PUBLIC PRACTICE MID-TIER	Calgary	GTA	Montreal	Ottawa	Vancouver
Tax Senior Manager	110-130	110-150	135-180	120-140	120-140
Tax Manager	90-115	95-110	105-130	100-120	100-120
Tax Senior	70-90	75-95	85-100	80-95	80-95

PUBLIC PRACTICE BIG FOUR	Calgary	GTA	Montreal	Ottawa	Vancouver
Tax Senior Manager	115-155	120-170	135-180	130-150	110-150
Tax Manager	100-120	100-120	105-130	100-120	100-120
Tax Senior	75-95	75-95	85-100	80-95	80-90

REVENUES OF \$500 MILLION AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Senior Director Tax/VP Tax	175-235	190-230	200-250	170-220	180-220
Director of Tax	150-200	170-200	175-200	140-200	150-200
Tax Manager	120-145	120-150	120-140	120-145	120-145
Tax Analyst	85-100	95-120	90-115	80-100	80-100

REVENUES OF 250M AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Director of Tax	140-180	160-180	160-180	160-180	150-180
Senior Tax Manager	130-160	130-160	125-145	125-145	120-145
Tax Manager	110-140	110-140	95-125	95-125	95-120
Tax Analyst	85-110	85-110	70-85	70-85	80-110

REVENUES FROM 100-250M	Calgary	GTA	Montreal	Ottawa	Vancouver
Director of Tax	140-160	140-170	140-170	140-170	140-170
Senior Tax Manager	110-140	120-140	120-140	120-140	N/A
Tax Manager	90-120	100-120	90-115	90-115	N/A
Tax Analyst	70-95	80-100	65-85	65-85	N/A

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Director of Tax	120-150	130-160	175-200	175-200	130-160
Senior Tax Manager	110-140	110-140	140-170	140-170	120-140
Tax Manager	85-115	90-110	120-140	100-130	110-130
Tax Analyst	70-85	80-90	85-100	85-100	80-100

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

# ACCOUNTING & FINANCE

## PERMANENT SALARIES

### Leadership and qualified accountants/generalists

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

REVENUES OF 250M AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	210-310	200-300	220-300+	200-300	200-300
Vice President of Finance	180-270	190-250	190-250	180-250	180-250
Director of Finance	150-210	150-210	170-220	160-220	140-200
Controller *	115-150	120-150	120-150	120-140	120-150
Assistant Controller	95-115	100-120	105-125	100-120	100-110
Senior Accountant	85-100	80-100	80-100	80-100	80-100
Accounting Manager	85-105	95-120	105-120	95-110	100-120
Financial Reporting Manager	100-120	110-125	110-130	100-120	110-130
Financial Planning & Analysis Manager	100-130	110-130	110-130	100-120	110-130
Senior Financial Analyst *	80-100	90-100	90-105	80-100	90-110
Financial Analyst	70-90	80-90	80-90	70-85	80-90

REVENUES FROM 100-250M	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	190-250	190-250	200-270	200-250	200-250
Vice President of Finance	150-200	170-210	180-230	180-220	175-220
Director of Finance	140-190	150-180	160-210	140-180	150-190
Controller	120-145	115-145	120-150	110-140	120-140
Assistant Controller	90-115	90-110	105-125	95-120	90-110
Senior Accountant	80-100	80-100	85-100	80-100	85-100
Accounting Manager	85-100	90-110	100-120	90-110	100-110
Financial Reporting Manager	100-130	100-125	110-130	100-120	110-130
Financial Planning & Analysis Manager	110-135	100-120	110-130	100-120	110-130
Senior Financial Analyst	80-100	80-100	90-100	80-100	90-105
Financial Analyst	70-85	75-85	75-90	70-85	75-90

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Chief Financial Officer	180-250	180-240	185-250	180-250	180-240
Vice President of Finance	150-200	160-200	170-220	140-190	160-210
Director of Finance	130-170	140-175	150-200	130-170	140-180
Controller	100-130	100-130	115-140	100-140	110-140
Assistant Controller	85-105	90-110	105-120	90-120	90-110
Senior Accountant	75-95	80-95	85-95	80-95	80-95
Accounting Manager	80-100	90-105	90-110	90-110	90-110
Financial Reporting Manager	90-120	100-120	105-125	105-125	105-125
Financial Planning & Analysis Manager	90-125	100-120	105-125	105-125	105-125
Senior Financial Analyst	80-95	85-95	90-100	80-95	90-100
Financial Analyst	65-80	75-85	70-90	70-85	70-90

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

# ACCOUNTING & FINANCE

## PERMANENT SALARIES

### Treasury

REVENUES OF \$500 MILLION AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	110-145	130-150	115-145	110-145	110-140
Treasury Analyst	100-125	95-120	90-115	90-115	90-110

REVENUES OF 250M AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	100-120	100-120	105-125	100-120	100-130
Treasury Analyst	85-100	85-100	80-100	75-95	85-100

REVENUES FROM 100-250M	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	100-115	100-120	105-125	100-120	100-125
Treasury Analyst	70-95	80-95	80-100	80-95	80-95

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	90-110	95-110	95-115	90-110	85-100
Treasury Analyst	70-95	75-90	70-95	70-95	75-90

### Accounting Support

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Accounts Receivable Manager	80-100	80-100	85-100	80-100	80-100
Accounts Receivable Supervisor	65-85	75-85	75-85	75-85	70-85
Accounts Receivable Clerk	55-65	55-65	50-60	55-65	55-65
Accounts Payable Manager	85-100	80-100	85-100	80-100	80-100
Accounts Payable Supervisor	65-85	75-85	75-85	75-85	70-85
Accounts Payable Clerk	55-65	55-65	50-60	55-65	55-65
Senior Accountant	80-100	80-95	80-100	80-100	80-100
Intermediate Accountant	60-80	70-80	65-80	60-80	70-80
Junior Accountant	55-65	55-65	60-65	55-60	60-70
Senior Property Accountant	80-100	85-100	80-100	80-90	85-100
Property Accountant *	70-85	70-85	65-85	65-75	70-85
Senior Project Accountant	85-100	80-100	85-100	80-95	85-100
Project Accountant *	75-85	75-90	75-85	70-80	75-85
Payroll Manager	90-140	90-140	100-130	90-110	90-125
Payroll Team Lead	75-100	80-100	80-100	80-100	80-100
Payroll Specialist *	70-90	75-90	75-90	70-85	75-90
Payroll Coordinator	60-70	65-75	65-75	60-70	65-80
Payroll Administrator	55-65	55-70	55-65	55-65	60-80
Director of Credit/Collections	110-135	100-135	125-140	110-140	110-140
Credit / Collections Manager	90-110	90-110	95-115	95-110	90-115
Credit / Collections Supervisor	70-85	75-85	75-90	75-85	75-90
Credit / Collections Specialist	60-80	65-75	65-80	65-75	65-75
Credit / Collections Administrator	50-60	55-65	55-65	50-60	55-65

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

# ACCOUNTING & FINANCE

## CONTRACTOR RATES

### Audit

REVENUES FROM 100 - 250 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Director of Finance	75-90	80-105	70-90	70-90	70-90
Controller ★	55-75	60-75	55-70	55-70	55-70
Assistant Controller	45-55	50-60	45-50	45-60	45-55
Senior Accountant ★	40-50	45-50	40-50	40-50	40-50
Accounting Manager	45-55	45-60	45-55	45-55	45-60
Financial Reporting Manager	55-65	55-65	50-65	50-65	55-65
Financial Planning / Analysis Manager	55-65	55-65	45-60	55-65	55-65
Senior Financial Analyst	40-50	45-50	40-50	40-50	45-50
Financial Analyst	37-43	37-45	37-45	37-43	37-45
Senior Financial Analyst ★	90-100	90-105	90-110	80-100	80-100
Financial Analyst	80-90	80-90	80-90	70-85	70-90

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Director of Finance	65-85	75-100	65-85	65-85	65-85
Controller	50-65	50-70	50-65	50-70	50-65
Assistant Controller	43-53	45-60	45-55	45-60	45-53
Senior Accountant	40-50	40-50	40-45	40-50	40-50
Accounting Manager	45-55	45-55	40-50	45-55	45-55
Financial Reporting Manager	50-60	55-65	50-60	50-60	55-60
Financial Planning / Analysis Manager	50-60	55-65	50-60	55-65	55-65
Senior Financial Analyst	40-50	45-50	40-50	40-50	40-50
Financial Analyst	37-43	37-45	37-45	37-43	37-45
Senior Financial Analyst	90-100	90-105	90-110	80-100	80-100
Financial Analyst	80-90	80-90	80-90	70-85	70-90

### Treasury

REVENUES OF \$500 MILLION AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	60-75	60-75	55-75	55-75	55-75
Treasury Analyst	45-55	45-55	45-55	45-55	45-55

REVENUES OF 250M AND HIGHER	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	50-65	55-65	50-65	50-65	50-65
Treasury Analyst	42-50	42-50	42-50	42-50	42-50

REVENUES FROM 100-250M	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	50-60	55-63	50-60	50-60	50 - 60
Treasury Analyst	40-50	40-50	40-50	40-50	45 - 50

REVENUES UP TO 100 MILLION	Calgary	GTA	Montreal	Ottawa	Vancouver
Treasury Manager	45-55	45-60	45-55	45-55	45-55
Treasury Analyst	40-45	40-47	37-45	37-45	40-47

### 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	43-50	40-50	40-50	43-50
Accounts Payable Supervisor	30-40	35-45	30-40	30-40	35-45
Accounts Payable Clerk	25-30	25-32	25-32	25-30	25-32
Senior Accountant	45-50	45-50	45-50	45-50	45-50
Intermediate Accountant	37-40	37-40	37-40	37-40	37-40
Junior Accountant	30-35	30-35	30-35	30-35	30-35
Senior Property Accountant	40-50	40-50	40-50	40-50	40-50
Property Accountant	35-42	35-42	35-42	35-42	35-42
Senior Project Accountant	40-50	45-60	40-50	40-50	45-60
Project Accountant ★	37-45	37-45	37-45	37-45	37-45
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 ★	37-40	37-45	37-40	37-40	37-45
Payroll Coordinator	32-37	32-37	32-37	32-37	32-37
Payroll Administrator	27-32	30-35	27-32	27-32	30-35
Director of Credit/Collections	50-65	60-70	50-70	50-70	50-65
Credit / Collections Manager	40-50	45-55	40-55	40-50	45-55
Credit / Collections Supervisor	32-42	35-45	32-42	32-42	35-45
Credit / Collections Specialist	32-37	32-40	32-37	32-37	32-40
Credit / Collections Administrator	30-32	30-32	30-32	30-32	30-32

All figures are expressed in Canadian dollars and as hourly wages

# ARCHITECTURE & INTERIOR DESIGN

## PERMANENT SALARIES

### Architecture

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Intern Architect	55-80	55-75	55-85	55-80	55-75	60-85
Architect *	80-110	75-110	70-90	70-90	65-85	85-110
Senior Architect	100-140	100-130	95-150	90-135	85-120	95-130
Junior Architectural Technologist	50-60	50-60	50-60	50-60	45-65	50-65
Architectural Technologist *	60-85	60-85	60-80	55-75	60-75	65-85
Senior Architectural Technologist *	85-115	85-115	80-115	75-100	80-95	75-95
Job Captain	80-125	80-125	85-125	90-115	80-110	85-120
Contract Administrator	90-120	90-120	90-125	85-110	85-110	95-125
Senior Contract Administrator	100-145	100-145	120-160	110-160	110-150	120-130
Project Manager *	80-130	80-130	85-120	85-115	80-110	80-120
Senior Project Manager	100-140	100-140	120-150	115-135	110-140	100-130
BIM Coordinator	80-100	80-100	80-100	80-100	75-100	85-100
BIM Manager	100-130	100-130	100-140	100-130	100-130	100-120
Architectural Designer	60-80	60-80	55-80	55-75	50-75	60-80
Senior Architectural Designer	80-100	80-100	80-110	75-105	75-100	80-100

### Interior Design

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Senior Interior Designer	90-110	90-100	80-115	80-110	80-110	85-100
Intermediate Interior Designer *	70-90	70-90	60-80	60-80	55-80	65-85
Junior Interior Designer	50-70	50-70	45-60	45-60	45-55	50-70
Project Manager	80-110	80-110	80-120	75-110	75-110	75-110

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

# CONSTRUCTION

## PERMANENT SALARIES

### General Construction (ICI)

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal	Regina	Winnipeg
Vice President Construction	180-360	160-210	160-210	175-250	200+	200+	N/A	N/A
Senior Project Manager	140-185	120-150	120-150	130-175	120-175	120-150	115-130	115-140
Project Manager ★	85-130	100-130	100-130	100-130	110-125+	90-120	100-140	90-120
Project Coordinator	60-85	70-85	70-85	65-95	80-90	65-80	60-70	60-80
Chief Estimator	130-180	120-170	120-170	140-175	140-170	110-135	N/A	N/A
Senior Estimator	120-150	100-150	100-150	110-140	90-125	90-110	110-150	100-120
Estimator ★	90-120	75-110	75-110	75-110	90-100	75-90	100-120	75-95
Superintendent	90-150	110-150	110-150	100-150	125-140	100-150	100-130	90-120
Assistant Superintendent / Foreman	80-110	80-100	80-100	85-105	80-100	70-90	85-100	70-90
Mechanical & Electrical Coordinator	70-90	60-75	60-80	60-80	60-75	70-85	N/A	N/A
Mechanical & Electrical Manager	80-120	80-120	80-120	90-120	90-100	90-110	N/A	N/A

### Road Building & Heavy Construction

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal	Regina	Winnipeg
Vice President Construction	190-250	150-250	150-250	130-225	150+	150+	N/A	N/A
Senior Project Manager	130-180	120-140	120-140	130-180	130-180	120-140	115-150	120-160
Project Manager	105-140	100-125	100-125	95-150	90-130	90-120	110-140	100-140
Project Coordinator	75-95	70-90	70-90	75-90	65-70	70-90	70-90	70-80
Chief Estimator	130-190	125-175	125-175	100-200	125-150+	110-140	N/A	N/A
Senior Estimator ★	120-145	120-140	120-140	100-150	100-125	100-120	120-140	115-140
Estimator	100-140	90-120	90-120	75-125	80-100	80-110	90-130	90-120
Superintendent	105-150	100-150	100-150	100-150	100-130	110-150	110-150	100-130
Assistant Superintendent / Foreman	80-95	75-110	75-110	70-80	80-95	80-100	90-120	70-100

### High-rise Construction

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Vice President Construction	250-350	180-250	180-250	250-300+	200+	200+
Construction Manager	160-220	150-200	150-200	200-235	150-175	140-175
Senior Project Manager	160-220	150-200	150-200	170-220	140-160	120-140
Project Manager	120-150	110-160	110-160	145-180	110-130	100-120
Project Coordinator	70-100	70-90	70-90	70-90	80-90	70-85
Chief Estimator	170-200	140-170	140-170	180-230	175-200	110-130
Senior Estimator	120-150	110-150	110-150	125-180	125-175	90-110
Estimator	90-120	90-120	90-120	85-110	75-100	75-90
Superintendent ★	130-215	120-170	120-170	165-225	120-150	120-200
Finishing Superintendent	90-145	90-120	90-120	90-150	90-110	90-120
Customer Service Manager	75-100	80-100	80-100	85-120	80-90	80-100
Customer Service Coordinator	50-70	50-65	50-65	55-70	60-70	50-70
Assistant Superintendent / Foreman	90-120	80-100	80-100	75-90	75-100	70-90
Site Clerk	45-55	45-55	45-55	55-65	55-60	55-70

### Mid-rise Construction (4-6 Storey)

JOB TITLE	Vancouver	Calgary	Edmonton	Ottawa
Construction Manager	130-180	150+	140+	150+
Senior Project Manager	130-180	120-140	120-140	130-150
Project Manager ★	110-150	90-130	90-130	110-130
Project Coordinator	65-95	70-85	70-85	70-80
Senior Estimator	120-150	110-130	110-130	120-140
Estimator	90-120	85-105	85-105	80-100
Superintendent ★	120-180	110-150	110-150	120-130
Assistant Superintendent	90-110	90-105	90-105	90-100

### Low Rise Residential Construction (Townhomes and single family)

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal	Regina	Winnipeg
Vice President Construction	180-250	150-225	150-200	200-260	200+	150+	N/A	N/A
Senior Project Manager	135-150	100-125	100-125	120-140	120-140	110-130	100-120	100-130
Project Manager	100-130	80-100	80-100	90-125	95-115	95-120	90-100	80-120
Project Coordinator	60-80	65-75	65-75	60-70	70-80	65-75	65-80	55-65
Chief Estimator	140-180	110-140	110-140	125-175	130-140	120-130	N/A	N/A
Estimator	90-130	70-100	70-100	90-120	80-100	90-120	100-120	65-85
Superintendent	110-140	85-110	85-110	90-120	110-130	120-180	100-120	80-110
Finishing Super	90-105	70-90	70-90	85-110	80-100	80-100	N/A	N/A
Customer Service Manager	80-100	70-100	70-100	80-110	70-80	80-100	65-85	70-90
Customer Service Coordinator	50-70	50-80	50-80	60-75	60-70	65-80	50-70	50-80
Assistant Superintendent / Foreman	80-100	75-90	75-90	75-95	80-90	60-70	80-95	70-85
Warranty Technician	60-75	65-85	65-85	65-80	70-80	65-75	65-75	65-75

### Development Management

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Vice President, Development	200-300	160-220	160-220	200-300+	200+	200+
Development Director	150-200	130-180	130-180	170-200+	140-160	140-160
Development Manager	100-150	110-150	110-150	130-150	120-140	110-150
Junior / Assistant Development Manager	75-100	80-110	80-110	85-110	80-100	70-85
Development Coordinator	50-92	60-95	60-95	60-85	70-80	60-75

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

# CONSTRUCTION

## PERMANENT SALARIES

### Mechanical Construction

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Vice President Construction	140+	120-150	120-150	150-200	140-160	120-150
Project Manager	90-130	90-130	90-130	80-140	90-125	80-125
Project Coordinator	70-90	70-90	70-90	55-75	60-70	65-80
Chief Estimator	120-160	120-160	120-160	140-190	95-125	95-125
Estimator	100-120	95-115	90-110	70-115	80-90	85-100
Superintendent	100-150	100-140	100-140	140K+	95-105	95-105
Assistant Superintendent	80-100	80-100	80-100	90K+	80-90	80-90

### Electrical Construction

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Vice President Construction	150+	100-150	100-150	150-200	140-160	120-150
Project Manager	90-130	90-130	90-130	90-160	100-120	80-110
Project Coordinator	70-90	70-90	70-90	55-70	70-80	55-75
Chief Estimator	120-160	120-160	120-160	140-190	85-105	90-120
Estimator	100-120	95-115	90-110	80-120	85-100	85-100
Superintendent	100-150	100-140	100-140	140K+	85-100	85-100
Assistant Superintendent	80-100	80-100	80-100	90K+	80-90	80-90

### Electrical Engineering

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Senior Electrical Engineer	100-120	95-105	95-105	115-120	100-110	100-120
Electrical Engineer	80-100	80-90	80-90	80-100	80-100	80-100
Designers	65-90	70-85	70-85	65-75	70-80	60-85
Project Manager	90-120	90-120	90-120	90-140	90-100	100-120
Construction Administrators	90-120	90-120	90-120	80-120	75-95	80-110
REVIT Operators	65-80	65-80	65-80	55-75	50-70	60-75

### Mechanical Engineering

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Senior Mechanical Engineer	100-115	95-110	95-110	115-120	100-110	100-120
Mechanical Engineer	80-100	80-95	80-95	80-100	80-90	80-100
Designers	65-90	70-80	70-80	65-75	70-80	60-85
Project Manager	90-100	90-100	90-100	90-140	90-100	100-120
Construction Administrators	90-120	90-120	90-120	80-120	75-95	80-110
REVIT Operators	65-80	65-80	65-80	55-75	50-70	60-75

### Civil Engineering

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa	Montreal
Principal Partner	150-180	145-170	145-170	160-180	140-180	150+
Associate Partner	125-150	130-150	130-150	110-130	125-140	120-150
Civil Project Manager	95-120	90-120	90-120	90-110	100-125	90-110
Civil Project Engineer	85-110	85-115	85-115	90-100	90-110	100-120
Civil Engineer	85-100	85-100	85-100	85-100	75-100	90-110
Civil Designer	75-100	70-95	70-95	70-90	65-80	70-90
Civil CAD Drafter	70-85	70-80	70-80	60-75	60-70	75-90

### Environmental Engineering

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa
Principal Partner	130-160	130-140	130-140	120-145	120-140
Associate Partner	125-150	120-130	120-130	110-140	120-130
Associate	115-140	100-120	100-120	100-110	110-120
Environmental Project Manager	90-140	90-140	90-140	90-100	90-110
Environmental Project Engineer	90-140	90-140	90-140	90-110	90-120
Environmental Engineer	90-120	90-120	90-120	80-95	80-95

### Building Automation

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa
BAS Technician LVL 2	60-80	55-75	55-75	55-75	60-80
BAS Technician LVL 3	75-110	75-110	75-110	80-115	80-120
Project Manager	80-100	80-100	80-100	85-110	90-125
Integration Specialist	80-120	80-120	80-120	80-120	90-130
Estimator	70-100	70-100	70-100	70-100	70-100
Superintendent	110-150	110-150	110-150	120-130	120-130
Assistant Superintendent	90-105	90-105	90-105	90-100	90-100

### Fire Alarm

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Ottawa
Fire Sprinkler Designer	65-90	65-90	65-90	65-90	65-90
Fire Sprinkler PM	70-100	70-100	70-100	70-100	70-100
Fire Alarm PM	70-80	70-80	70-80	70-80	70-80
Service Manager	80-90	80-90	80-90	80-90	80-90
Estimator	70-85	70-85	70-85	70-85	70-85

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

# HUMAN RESOURCES

## PERMANENT SALARIES

### Generalist

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	200-220	200-220	200-220	200-220	200-220
Director ★	140-180	140-180	140-180	140-180	140-180
BusinessPartner ★	90-115	95-120	95-120	95-115	95-120
Manager	100-130	95-120	95-120	95-120	100-120
Generalist ★	70-85	70-85	70-85	70-85	75-85
Coordinator	60-65	60-65	60-70	60-65	65-70
Administrator / Assistant	50-55	50-55	50-55	50-55	55-60

### Organizational Development

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	200-220	200-220	200-220	200-220	200-220
Director	140-180	140-180	140-180	140-180	140-180
Manager	95-120	95-120	95-120	95-120	95-120
Specialist / Consultant	80-95	80-95	80-95	80-95	80-95
Coordinator	65-75	65-75	65-75	65-75	65-75

### Compensation

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	200-220	200-220	200-220	200-220	200-220
Director	140-180	140-180	140-180	140-180	140-180
Manager ★	110-130	110-130	110-130	110-130	110-130
Analyst	85-100	85-100	85-100	85-100	85-100

### Talent Acquisition

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	200-220	200-220	200-220	200-220	200-220
Director	140-180	140-180	140-180	140-180	140-180
Manager	100-120	100-120	100-120	100-120	100-120
Specialist	75-95	75-95	75-95	75-90	80-95
Coordinator	60-70	60-70	60-70	60-70	60-70

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

# HUMAN RESOURCES

## CONTRACTOR RATES

### 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	45-65	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

### Organizational Development

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President	90-110	90-110	90-110	90-110	90-110
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

### Compensation & Benefits

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Vice President / Director	70-110	70-110	70-110	70-110	70-110
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

### Talent Acquisition

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Director	60-80	60-85	60-80	60-80	60-85
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

All figures are expressed in Canadian dollars and as hourly wages

# LEGAL

## PERMANENT SALARIES

### LEGAL PROFESSIONALS

#### Private Practice / Small-sized Firm

EXPERIENCE	Montreal	Vancouver	Calgary	GTA
1stYear	80-85	80-85	80-85	75-85
2ndYear	90-110	90-110	90-110	80-90
3rdYear ★	115-130	115-125	115-130	90-100
4thYear ★	120-140	125-140	120-140	100-120
5thYear	140-165	140-160	140-165	120-130
6thYear	150-175	150-175	150-175	130-140
7thYear	180+	180+	180-200	150-175

#### Private Practice / Medium-sized Firm

EXPERIENCE	Montreal	Vancouver	Calgary	GTA
1stYear	85-100	85-95	85-90	85-95
2ndYear	95-110	95-110	90-110	90-110
3rdYear ★	110-125	110-125	110-120	110-120
4thYear ★	130-140	130-140	125-140	120-135
5thYear	140-160	140-160	140-160	140-150
6thYear	160-180	150-170	140-170	150-175
7thYear	180-210	175-200	165-190	170-200

#### Private Practice / Large-sized Firm

EXPERIENCE	Montreal	Vancouver	Calgary	GTA
1stYear	95-115	95-110	95-110	100-110
2ndYear	115-125	110-125	110-125	115-125
3rdYear ★	125-140	125-140	130-145	125-145
4thYear ★	140-165	140-160	140-165	150-160
5thYear	165-195	165-190	170-190	165-180
6thYear	200-250	200-250	200+	175-250
7thYear	250+	250+	250+	180-275

#### In House

SMALL-MEDIUM COMPANY	Montreal	Vancouver	Calgary	GTA
Junior Counsel (typically 1-3 years)	80-110	80-115	80-110	80-110
Legal Counsel (typically 3-5 years)	110-135	120-140	110-135	110-135
Senior Counsel (typically 5-8 years)	135-170	140-170	135-170	135-175
General Counsel (typically 8 years plus)	175-200	175-220	175-200	200-250

LARGE COMPANY	Montreal	Vancouver	Calgary	GTA
Junior Counsel (typically 1-3 years)	90-125	90-125	85-120	85-125
Legal Counsel (typically 3-5 years)	130-150	130-150	125-145	125-150
Senior Counsel (typically 5-8 years)	150-200	150-200	150-200	150-200
General Counsel (typically 8 years plus)	250+	250+	200-250	250+

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

### LEGAL SUPPORT

SMALL-SIZED FIRM	GTA	Montreal	Vancouver	Calgary
Junior Legal Assistant	50-55	50-55	45-55	45-50
Intermediate Legal Assistant	55-65	55-65	55-65	55-63
Senior Legal Assistant	60-70	60-70	65-70	60-70
Junior Law Clerk	55-60	55-60	50-60	45-50
Intermediate Law Clerk	60-75	60-75	65-75	55-70
Senior Law Clerk	70-80	70-80	70-80	70-78
Paralegal	50-70	50-75	60-70	60-65
Office Manager	60-80	60-80	70-75	70-75

MEDIUM-SIZED FIRM	GTA	Montreal	Vancouver	Calgary
Junior Legal Assistant	50-55	50-55	50-55	45-55
Intermediate Legal Assistant ★	60-65	50-60	55-65	50-60
Senior Legal Assistant	65-75	60-65	65-75	65-75
Junior Law Clerk	50-60	50-55	50-55	50-60
Intermediate Law Clerk ★	65-70	60-65	60-70	60-65
Senior Law Clerk	75-85	70-80	70-80	65-75
Paralegal	60-70	60-85	60-70	60-70
Office Manager	75-85	70-90	70-80	70-80

LARGE-SIZED FIRM	GTA	Montreal	Vancouver	Calgary
Junior Legal Assistant	55-60	50-60	50-60	50-60
Intermediate Legal Assistant ★	65-75	65-70	65-70	65-70
Senior Legal Assistant	75-80	70-80	70-80	70-75
Junior Law Clerk	55-65	55-65	55-65	55-65
Intermediate Law Clerk	70-80	70-78	70-78	70-75
Senior Law Clerk	80-90	80-85	80-85	80-85
Paralegal	75-80	70-120	70-80	70-75

# MANUFACTURING & LOGISTICS

## PERMANENT SALARIES

### Manufacturing

JOB TITLE	National
COO	400-700
VP Operations	150-350
Vice President, Warehousing / Transportation	150-300
Vice President Manufacturing	150-300
Regional/District Operations Manager	150-200
Regional Director Manufacturing	185-250
Regional Director Corporate Compliance	150-180
Regional Director Quality assurance	150-200
VP Supply Chain *	185-300
Manager - Sales & Operations Planning	135-160
Manager - Supply Planning	120-135
Manager - Demand Planning	125-140
Demand Planner *	90-120
Supply Planner	90-110
Supply Chain Analyst	75-85
Inventory Analyst	75-85
Operations Manager	85-120
Plant Manager	165-250
Supply Chain Manager	150-175
Operations Group Leader	150-185
Group Leader / Production Manager	135-160
Team Leader / Shift Supervisor	75-110
Materials Group Leader	110-125
Manager - Production Planning	110-125
Production Planner Scheduler	65-80
Maintenance Manager	135-160
Reliability Group Leader	135-160
Reliability Maintenance Team Lead Supervisor	90-120
Reliability Engineer	90-130
Director - Process Optimization	150-220
Director- Industrial Engineering	160-220
Director Process Improvement	150-220
Continuous Improvement Leader-Lean Six Sigma BB	135-165
VP Reliability & Engineering	165-250
Director Plant Automation	155-200
Maintenance Supervisor *	90-120
Manufacturing Engineer	90-120
MRO Planner	65-90
Production/Packaging Supervisor	85-100
Engineering Manager	145-180

Quality Assurance Manager	130-150
Sanitation Group Leader	115-130
Sanitation Team Leader	90-110
Quality Engineer	90-120
Process Engineer *	90-120
Process Modelling Analyst	75-110
Industrial Engineer	90-125
Chief Operating Engineer / Power Engineer	155-180
Millwright Licensed	40-50
Electrician Licensed	40-50

### Logistics

JOB TITLE	National
Vice President, Warehousing / Transportation	165-270
Vice President, Operations *	165-270
Regional Director	165-220
Director, Inventory	165-220
Director, Process Improvement	165-220
Director, Supply Chain	150-200
Director, Operations *	150-220
Transportation Manager *	125-150
Logistics Manager	125-150
Inventory Manager	125-150
Supply Chain Manager	135-170
Continuous Improvement Leader-Lean Six Sigma BB	135-170
Customs & Compliance Manager	125-145
Fleet Manager	125-150
Demand Planning Manager *	125-140
Warehouse Manager	125-140
Operations Manager *	120-145
Transportation / Logistics Supervisor	80-95
Fleet Supervisor	80-95
Fleet Analyst	75-90
Process Engineer *	90-110
Forecasting Analyst	75-90
Warehouse Supervisor	75-90
Transportation Analyst	60-80
Reliability Maintenance Team Lead Supervisor	100-110
Logistics Coordinator	55-75
Dispatcher	50-75

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

# MANUFACTURING & LOGISTICS

## CONTRACTOR RATES

### Logistics

JOB TITLE	National
Vice President, Warehousing / Transportation	165-270
Vice President, Operations	165-270
Regional Director	165-220
Director, Inventory	165-220
Director, Process Improvement	165-220
Director, Supply Chain	150-200
Director, Operations	150-220
Transportation Manager	125-150
Logistics Manager	125-150
Inventory Manager	125-150
Supply Chain Manager	135-170
Continuous Improvement Leader-Lean Six Sigma BB	135-170
Customs & Compliance Manager	125-145
Fleet Manager	125-150
Demand Planning Manager	125-140
Warehouse Manager	125-140
Operations Manager	120-145
Transportation / Logistics Supervisor	80-95
Fleet Supervisor	80-95
Fleet Analyst	75-90
Process Engineer	90-110
Forecasting Analyst	75-90
Warehouse Supervisor	75-90
Transportation Analyst	60-80
Reliability Maintenance Team Lead Supervisor	100-110
Logistics Coordinator	55-75
Dispatcher	50-75

All figures are expressed in Canadian dollars and as hourly wages

# OFFICE PROFESSIONALS

## PERMANENT SALARIES

### Office Support

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Administrative Assistant	50-60	50-65	50-60	50-60	50-65
Bilingual CSR ★	50-65	50-65	50-65	50-65	55-65
Customer Service Manager	75-85	80-90	70-85	70-85	70-85
Customer Service Representative (CSR)	45-55	45-55	45-55	45-55	45-55
Data Entry Clerk	40-45	40-50	40-45	40-45	40-50
Data Entry Supervisor	50-60	50-60	50-60	50-60	50-60
Executive Assistant ★	70-85	75-85	70-85	70-85	75-85
Front Desk Coordinator	45-50	45-55	40-45	40-45	40-55
General Office Clerk	40-50	40-50	40-50	40-50	40-50
Mail Room Clerk	40-45	40-45	40-45	40-45	40-45
Office coordinator	50-55	50-60	50-55	50-55	50-60
Office Manager ★	70-80	75-85	70-80	70-80	70-80
Project Administrator / Assistant	50-65	50-70	50-65	50-65	50-70
Receptionist	45-55	45-55	45-55	45-55	45-55
Records Control Clerk	40-50	45-50	40-50	40-50	45-50
Senior Administrative Assistant	55-70	55-70	55-70	55-70	55-70
Senior Executive Assistant ★	75-95	90-100	75-95	70-95	90-100

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

# OFFICE PROFESSIONALS

## CONTRACTOR RATES

### Office Support

JOB TITLE	Calgary	GTA	Montreal	Ottawa	Vancouver
Office Manager ★	35-40	37-42	35-40	35-40	35-40
Senior Executive Assistant ★	37-47	45-50	35-40	35-47	45-50
Executive Assistant ★	35-40	35-45	35-40	35-40	35-45
Customer Service Manager	32-42	40-45	35-42	35-42	35-42
Bilingual CSR ★	27-32	27-32	27-32	27-32	27-32
Customer Service Representative (CSR)	23-25	23-25	23-25	23-25	23-25
Senior Administrative Assistant	27-37	27-37	27-37	27-37	27-37
Project Administrator / Assistant	25-32	27-35	25-32	25-32	27-35
Administrative Assistant	25-30	25-32	25-30	25-30	25-32
Coordonnateur(trice) du bureau	25-27	25-30	25-27	25-27	25-30
Data Entry Supervisor	25-30	25-30	25-30	25-30	25-30
Data Entry Clerk	20-23	20-25	20-23	20-23	20-25
Records Control Clerk	20-25	22-25	20-25	20-25	22-25
Front Desk Coordinator	20-25	20-25	20-25	20-25	20-25
Receptionist	23-27	23-27	23-27	23-27	23-27
General Office Clerk	20-25	20-25	20-25	20-25	20-25
Mail Room Clerk	20-23	20-23	20-23	20-23	20-23

All figures are expressed in Canadian dollars and as hourly wages

# PROCUREMENT

## PERMANENT SALARIES

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

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

# PROCUREMENT

## CONTRACTOR RATES

JOB TITLE	Calgary	GTA	Vancouver
Director Procurement	85-95	85-100	85-95
Senior Procurement Manager	65-85	65-85	70-85
Procurement Manager *	55-75	55-75	55-75
Vendor Analyst	35-50	35-50	35-50
Vendor Manager	60-80	60-80	60-70
Category Manager *	60-80	60-80	60-80
Senior Contracts Manager	80-100	80-100	80-100
Contracts Manager	55-70	55-70	55-70
Contracts Specialist	45-65	45-65	45-65
Contracts Administrator	35-45	35-45	35-45
Senior Procurement Specialist	45-60	45-60	50-65
Procurement Specialist	35-50	35-50	35-50
Senior Procurement Analyst	50-60	50-60	45-60
Procurement Analyst	35-45	35-45	35-45
Strategic Sourcing Manager	60-80	60-80	60-80
Sourcing Specialist	45-55	45-55	45-55
Purchasing Manager	50-70	50-70	50-70
Purchasing Officer/Specialist	40-60	40-60	40-60
Purchasing Assistant	25-35	25-35	25-35
Purchasing Coordinator	25-35	25-35	30-35
Senior Buyer *	40-65	40-65	40-65
Buyer *	30-55	30-55	30-55
Junior Buyer	25-35	25-35	25-35

All figures are expressed in Canadian dollars and as hourly wages

# PROPERTY & FACILITIES MANAGEMENT

## PERMANENT SALARIES

### Commercial Property Management

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Vice President, Property Management	220-250	180-240	180-240	210-260	180-250	140-150	180-240
Director of Property Management	150-200	135-160	135-160	140-180	140-175	125-135	135-150
General Manager	140-170	125-150	125-150	140-170	130-160	130-150	125-140
Senior Property Manager (Commercial Office, Retail or Industrial portfolio)	125-140	110-135	110-135	120-140	115-135	90-110	100-125
Property Manager (Commercial Office, Retail or Industrial portfolio) ★	90-120	90-110	90-110	100-120	90-110	75-90	85-100
Assistant Property Manager	75-85	70-95	70-95	80-90	70-85	65-70	70-85
Property Administrator	65-75	60-78	60-78	65-80	58-70	55-65	55-70
Tenant Services Representative	60-70	60-67	60-67	60-70	55-65	50-60	60-67
Senior Building Operator	85-95	75-85	75-85	80-95	65-80	65-70	70-85
Building Operator ★	70-85	65-75	65-75	65-80	55-65	55-65	55-70

### Residential Property Management

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Vice President, Property Management	160-220	160-240	160-240	180-240	180-230	140-150	160-240
Director of Property Management	140-170	120-150	120-150	130-180	130-170	130-150	120-150
Senior Property Manager	115-120	95-120	95-120	100-120	95-120	75-90	95-120
Property Manager ★	90-110	80-100	80-100	90-100	70-90	60-75	80-100
Assistant Property Manager	70-75	70-80	70-80	75-85	60-75	50-60	70-80
Community Manager	70-90	55-70	55-70	65-85	55-65	55-65	55-65
Property Administrator	60-70	55-70	55-70	60-70	50-65	50-60	55-65
Condominium Manager	90-120	80-120	80-120	90-110	65-100	65-100	65-100
Site/Resident Manager	65-70	50-65	50-65	55-70	55-70	45-50	50-65
Leasing Agent	60-70	45-60	45-60	55-65	50-65	45-60	45-60
Leasing Manager	85-100	80-100	80-100	85-100	75-100	70-90	80-100
Concierge	55-65	50-60	50-60	55-65	50-65	45-55	45-55
Maintenance Supervisor	100-120	75-90	75-90	80-90	70-90	65-75	70-85
Maintenance Technician ★	70-80	55-65	55-65	60-65	55-65	45-55	50-60
Live-In Superintendent	60-70	45-60	45-60	45-50	40-55	40-45	40-55

### Asset Management

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Vice President, Asset Management	220-300	180-220	180-220	200-250	200-250	165-169	160-180
Director, Asset Management	150-200	140-160	140-160	150-180	150-180	130-134	120-130
Asset Manager	140-180	100-135	100-135	120-140	120-140	105-115	90-110

### Commercial Leasing

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Vice President of Leasing	250-300	180-250	180-250	220-300	200-300	150-170	170-250
Director of Leasing	180-220	140-180	140-180	180-220	160-220	140-150	120-160
Leasing Manager	110-150	110-130	110-130	110-140	110-140	80-110	85-110
Leasing Representative	70-90	60-90	60-90	80-100	70-100	60-70	50-70

### Lease Administration

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Lease Admin Manager	90-110	90-110	90-110	95-115	90-115	75-85	75-90
Lease Administrator	75-90	65-80	65-80	80-100	75-95	70-80	55-70

### Operations and Maintenance

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Director of Operations	150-170	120-160	120-160	120-150	120-150	120-130	110-140
Operations Manager	120-130	100-120	100-120	110-130	100-120	100-110	90-110
Operations Supervisor	90-100	85-100	85-100	95-110	80-100	75-85	75-90
Senior Building Operator	85-95	75-85	76-85	80-95	65-80	65-75	65-77
Building Operator ★	70-85	60-75	60-75	65-80	55-65	55-65	50-65
Maintenance Worker	70-80	55-65	60-65	60-70	55-65	48-55	45-55

### Facilities Management

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Account Director	140-180	140-180	140-180	140-180	140-180	120-130	120-170
Director of Facilities Management	125-150	125-160	125-160	160-180	140-165	110-120	120-160
Senior Facilities Manager	120-140	120-140	120-140	130-150	120-130	110-120	110-130
Facilities Manager ★	100-120	100-120	100-120	100-130	90-110	80-100	90-110
Facilities Technician	70-80	60-80	60-80	80-90	70-85	55-65	55-75
Facilities Admin/Coordinator	65-75	60-75	60-75	75-85	60-75	60-75	55-70

### Sustainability

JOB TITLE	Vancouver	Calgary	Edmonton	GTA	Montreal	Ottawa	Winnipeg
Director of Sustainability	140-160	130-150	130-150	140-160	140-180	95-105	120-140
Manager of Sustainability	100-120	90-100	90-100	100-110	100-130	90-100	85-95
Project Manager	100-120	100-140	100-140	100-140	100-125	90-120	85-110

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

# PROPERTY & FACILITIES MANAGEMENT

## CONTRACTOR RATES

### 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

All figures are expressed in Canadian dollars and as hourly wages

# RESOURCES & MINING

## PERMANENT SALARIES

### 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	155-230
Superintendent, Technical Services	120-170
Engineering Manager	165-220
Chief Engineer	140-175
Senior Mine Engineer ★	118-145
Mine Engineer	90-120
Mine Technician	60-90
Ventilation Engineer	90-145

### Metallurgy / Processing

JOB TITLE	National
Mill Manager / Process Manager	160-245
Chief Metallurgist	145-185
Mill Superintendent	140-180
Senior Process Engineer	120-145
Process Engineer	90-115
Senior Metallurgist	110-140
Metallurgist	90-115
Junior Metallurgist	75-90

### Mine Maintenance

JOB TITLE	National
Maintenance Manager	150-225
Maintenance Superintendent	140-180
Maintenance Planner ★	90-140
Maintenance Foreperson	100-120
Mechanical Engineer	80-120
Senior Mechanical Engineer	110-145
Electrical Engineer	90-115
Senior Electrical Engineer	110-148

### 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

### Geology

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

### Health, Safety & Environment

JOB TITLE	National
HSE Manager	120-160
HSE Superintendent	160-200
HSE Supervisor	105-140
HSE Coordinator	60-90
HSE Officer	55-80
Environmental Manager	130-175
Environmental Superintendent	100-148
Environment Coordinator	75-95
Energy Manager	90-120

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

# RESOURCES & MINING

PERMANENT SALARIES | CONTRACTOR RATES

## 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	30-38/hr.*
Millwright - red seal certified	40-56/hr.*
HD Mechanic - apprentice	29-41/hr.*
HD Mechanic - red seal certified ★	40-62/hr.*
Electrician - apprentice	27-40/hr.*
Electrician - red seal certified	41-62/hr.*

All figures are expressed in thousand Canadian dollars and as annual gross salaries | All figures in "Contractor rates" column are expressed in Canadian dollars and as hourly wages

# SALES & MARKETING

## PERMANENT SALARIES

### 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
RFP Specialist	43-104

### Marketing

JOB TITLE	National
Assistant Marketing Manager	70-90
Brand Ambassador	31-64
Brand/Product Manager	85-110
Chief Marketing Officer ★	240-300
Content Developer	75-90
Content Marketing Manager	64-108
Copy writer	37-95
Creative Director	140-160
Event Manager	70-80
Graphic Designer	60-80
Layout Designer	60-65
Market Researcher	70-85
Marketing Analyst	80-95
Marketing Analytics Specialist	65-95
Marketing Assistant	40-105
Marketing Coordinator	55-70
Marketing Director	130-160
Marketing Manager	90-120
Media Buyer	72-80
Product Manager	100-140
Production Coordinator	50-55
Production Manager	68-145
Proposal Writer ★	78-85
SEO Specialist	42-122
Social Media Specialist	60-75
Social Media Strategist	100-110
VP of Marketing	180-210

## DIGITAL MARKETING

### Marketing Insight/Data Analytics

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

### Marketing Online & Digital

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

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

# SALES & MARKETING

## CONTRACTOR RATES

### 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

### 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	25-33
Marketing Coordinator	30-35
Social Media Specialist	30-37
Social Media Strategist	32-55
SEO Specialist	30-40
Marketing Analytics Specialist	30-45
Content Marketing Manager	45-60
Copy writer	35-45
Layout Designer	30-32
Graphic Designer	30-40
Creative Director	70-80
Production Manager	40-50
Production Coordinator	26-40
Content Developer	40-45
Proposal Writer	40-43
Media Buyer	35-40
Market Researcher	35-42
Product Manager	50-70
Marketing Analyst	42-47
Event Manager	35-40
Brand / Product Manager	42-55
Brand Ambassador	25-37

## DIGITAL MARKETING

### 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

### 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	35-45
Product Owner Digital	40-60

All figures are expressed in Canadian dollars and as hourly wages

# SUSTAINABILITY

## PERMANENT SALARIES

### Building Science

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
VP Building Science	136-168	136-168	137-168	126-158	126-158	137-168
Director, Building Science	126-158	126-157	126-158	115-147	115-147	126-158
Building Science Division Manager	116-141	115-141	115-141	110-136	110-136	115-141
Building Science Project Manager ★	89-120	89-120	90-120	84-115	84-105	90-120
Building Science Engineer ★	84-105	84-105	84-105	79-100	79-100	84-105
Building Performance Engineer	84-105	84-105	84-105	79-100	79-100	84-105
Building Condition Assessor	63-90	63-89	63-89	63-84	63-84	63-89
Building Science Technician	60-81	57-78	57-78	52-73	52-73	57-78

### Environmental

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
VP Environmental	136-178	136-178	136-178	126-168	126-168	136-178
Director, Environmental	136-157	136-157	136-157	131-147	131-147	136-157
Manager, Environmental	115-141	115-141	115-141	115-136	115-136	115-141
Manager, Environmental Health & Safety	115-141	115-141	115-141	115-136	115-136	115-141
Project Manager, Environmental Remediation	89-131	89-131	89-131	84-126	84-126	89-131
Project Manager, Hazardous Materials	89-131	89-131	89-131	84-126	84-126	89-131
Project Manager Occupational Health & Hygiene	89-131	89-131	89-131	84-126	84-126	89-131
Project Manager, Air Quality	89-131	89-131	89-131	84-126	84-126	89-131
Environmental Health & Safety (EHS) Specialist ★	52-82	52-82	52-82	52-78	52-78	52-82
Environmental Remediation Technician	52-82	52-82	52-82	52-78	52-78	52-82
Hazardous Materials Technician	52-82	52-82	52-82	52-78	52-78	52-82
Consultant, Environmental Health & Safety	63-84	63-84	63-84	63-78	63-78	63-84
Wildlife Biologist	68-89	68-89	68-89	68-84	68-84	68-89
Ecologist	68-89	68-89	68-89	68-84	68-84	68-89

### Energy Management

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Energy Manager ★	89-131	89-131	89-131	84-126	84-126	89-131
Energy Efficiency Project Manager	84-126	84-126	84-126	78-120	78-120	84-126
Climate Change & Resilience Consultant	84-115	84-115	84-115	84-110	84-115	84-115
Energy Engineer	79-100	79-100	79-100	78-94	78-94	79-100
Energy Advisor	73-89	73-89	73-89	73-84	73-84	73-89
Energy Modeller / Analyst ★	68-84	68-84	68-84	68-78	68-78	68-84
Energy Auditor	68-84	68-84	68-84	68-78	68-78	68-84
Carbon Reduction / GHG Consultant	68-78	68-78	68-78	68-78	68-78	68-78

### Sustainability

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
Chief Sustainability Officer	152-173	152-173	152-173	141-162	141-162	152-173
VP Sustainability	126-152	126-152	126-152	120-147	120-152	131-152
Director, Sustainability	120-147	120-147	120-147	115-141	115-141	120-147
ESG Director	110-141	110-141	110-141	110-136	110-136	110-141
Design Manager, Sustainability	105-147	105-147	105-147	94-136	94-136	105-147
Manager, Sustainability ★	94-126	94-126	94-126	90-120	90-120	84-115
Manager, ESG	84-115	84-115	84-115	84-110	84-110	84-115
Project Manager, LEED	89-131	89-131	89-131	89-126	89-126	89-131
Sustainability Project Manager	89-131	89-131	89-131	89-126	89-126	89-131
ESG Consultant	68-89	68-89	68-89	63-84	63-84	63-89
Sustainability Consultant	63-84	63-84	63-84	63-84	63-84	63-84
Sustainability Coordinator	68-78	68-78	68-78	68-78	68-78	68-78
Sustainability Analyst	63-70	63-70	63-70	63-70	63-70	63-70

### Renewable Energy

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
VP, Renewable Energy	141-173	141-173	141-173	137-168	137-168	141-173
Project Director Renewable Energy ★	131-152	131-152	131-152	126-147	126-147	131-152
Project Manager, Renewable Energy	89-141	89-141	89-141	84-136	84-136	89-141
Project Manager, Battery Storage	89-141	89-141	89-141	84-136	84-136	89-141
Operations Manager Renewable Energy	89-115	89-115	89-115	89-110	89-110	89-115
Site Manager Renewable Energy	89-115	89-115	89-115	89-110	89-110	89-115
Technician, Solar Energy ★	57-73	57-73	57-73	57-73	57-73	57-73
Technician, Wind Energy ★	57-73	57-73	57-73	57-73	57-73	57-73
Technician, Electric Vehicle	52-68	52-68	52-68	52-68	52-68	52-68

### Water & Wastewater

JOB TITLE	Calgary	Edmonton	GTA	Montreal	Ottawa	Vancouver
VP Water / Wastewater	152-178	152-178	152-178	147-173	147-173	152-178
Director, Water / Wastewater	147-162	147-162	147-162	141-157	141-157	147-162
Manager, Water/ Wastewater Department	141-152	141-152	141-152	136-147	136-147	141-152
Manager, Operations - Water/ Wastewater	131-147	131-147	131-147	126-141	126-141	131-147
Project Manager, Water / Wastewater	99-136	99-136	99-136	94-131	94-131	99-136
Project Manager, Water Resources	99-136	99-136	99-136	94-131	94-131	99-136
Project Engineer, Water / Wastewater	89-105	89-105	89-105	89-105	89-105	89-105
Hydrogeologist	78-105	78-105	78-105	78-105	78-105	78-105
Technician, Wastewater ★	47-68	47-68	47-68	47-68	47-68	47-68

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

# TECHNOLOGY

## PERMANENT SALARIES | CONTRACTOR RATES

### BUSINESS INTELLIGENCE

JOB TITLE	Permanent Salaries	Contractor Rates
BI / Data Warehouse Architect	140-160	100-120
BI Manager	100-120	70-100
Database Manager	110-130	65-85
Information Manager	100-120	65-85
Database Administrator	85-105	50-70
Database Developer	95-105	65-85
ETL Developer	100-120	70-100
BI Developer	90-110	55-80
Performance Analyst	70-90	40-60
BI Analyst	80-95	50-70

### CLOUD

JOB TITLE	Permanent Salaries	Contractor Rates
Enterprise Architect	180-200	120-140
Solution Architect ★	140-160	115-135
Cloud Engineer- AWS / Azure / Google	100-120	70-90

### CYBER SECURITY

#### Information Systems Leadership

JOB TITLE	Permanent Salaries	Contractor Rates
Chief Information Security Officer	180-220	140-180
VP, Information Security	165-200	120-160
Director, Information Security	130-150	110-130

#### Identity & Access Management

JOB TITLE	Permanent Salaries	Contractor Rates
Architect	125-145	100-120
Senior Engineer	115-135	90-110
Engineer	100-120	80-100

#### Governance, Risk & Compliance Leadership

JOB TITLE	Permanent Salaries	Contractor Rates
VP, Governance, Risk & Compliance	180-200	130-160
Director, Governance, Risk & Compliance	165-185	120-140
Manager, Governance, Risk & Compliance	130-150	110-130

#### Governance Risk & Compliance

JOB TITLE	Permanent Salaries	Contractor Rates
Senior GRC Consultant	110-130	80-100
GRC Consultant	90-110	60-80
Compliance Coordinator / Analyst	70-90	40-60
Data Security Consultant	80-100	55-75

#### Security Operations Leadership

JOB TITLE	Permanent Salaries	Contractor Rates
VP, Security Operations Center	180-210	130-160
Director, Security Operations Center	165-185	120-140
Manager, Security Operations Center	130-150	110-130

#### Security Operations

JOB TITLE	Permanent Salaries	Contractor Rates
Senior Engineer	110-130	70-90
Network Security Architect	120-140	90-110
Senior Network Security Engineer	110-130	80-100
Network Security Engineer	100-120	70-90
Engineer	100-120	60-80
Security Administrator	75-95	40-60

#### Application Security/Cloud Security

JOB TITLE	Permanent Salaries	Contractor Rates
Cloud Security Architect	120-150	100-120
Cloud Security Engineer	100-120	80-90
Senior Application Security Engineer	100-120	60-80
Application Security Engineer	90-110	50-80

#### Incident Response

JOB TITLE	Permanent Salaries	Contractor Rates
Reverse Engineer	130-150	90-110
Manager, Incident Response	110-130	80-100
Digital Forensics Analyst	85-105	60-80
Malware Analyst	80-100	45-65

#### Penetration Testing/Red Team

JOB TITLE	Permanent Salaries	Contractor Rates
Principal Penetration Tester	130-150	90-110
Senior Penetration Tester	110-130	80-100

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# TECHNOLOGY

## PERMANENT SALARIES | CONTRACTOR RATES

### DevSecOps

JOB TITLE	Permanent Salaries	Contractor Rates
DevSecOps Architect	120-140	90-110
Senior DevSecOps Engineer	90-110	65-85
DevSecOps Engineer	75-95	50-75

### Architecture

JOB TITLE	Permanent Salaries	Contractor Rates
Enterprise Security Architect	160-180	120-140
Solutions Architect	140-160	110-130

### DATA & ADVANCED ANALYTICS ★

JOB TITLE	Permanent Salaries	Contractor Rates
Data Architect	120-130	85-100
Lead Data Scientist	110-140	70-100
Data Scientist	90-110	65-85
Data Analyst ★	70-90	45-65
Lead Data Engineer	110-140	70-100
Data Engineer	90-110	65-85
Data Manager ★	100-120	70-90

### Artificial Intelligence (AI)

JOB TITLE	Permanent Salaries	Contractor Rates
Data Scientist - Python	130-150	85-105
Data Scientist - R	130-150	85-105
Big Data Engineer - Hadoop	100-120	60-80
Machine Learning / Deep Learning Engineer	100-120	60-80

### SALESFORCE

JOB TITLE	Permanent Salaries	Contractor Rates
Salesforce Developer	100-130	80-110
Salesforce Business Analyst	90-110	70-90
Salesforce Administrators	70-90	45-65
Salesforce Functional Consultant	110-130	60-90
Salesforce Technical Consultant	110-130	70-100
Salesforce Platform manager	95-115	60-80
Salesforce Solution Architect	130-150	90-120
Salesforce Technical Architect	130-150	90-120
Salesforce Project Manager	120-140	80-120

### INFRASTRUCTURE

JOB TITLE	Permanent Salaries	Contractor Rates
Enterprise Architect	125-145	120-140
Solution Architect	120-140	115-135
Service Delivery Manager	110-130	60-90
Network Engineer	100-120	50-80
Network Administrator	80-100	45-65
Systems Administrator ★	80-100	45-65
Helpdesk / Service Desk Analyst ★	55-70	25-40

### LEADERSHIP

JOB TITLE	Permanent Salaries	Contractor Rates
CIO TSX 60	380-400	250-350
CIO TSX 300	230-250	200-300
CIO SME	200-220	180-280
CTO TSX 60	260-270	200-300
CTO TSX 300	200-220	180-280
CTO SME	180-200	150-250
IT Director TSX 60	270-290	200-300
IT Director TSX 300	200-220	180-280
IT Director SME	200-220	180-280
Development Director	160-170	150-200
Chief Information Security Officer	170-180	150-200
Head of IT Security	175-185	150-200
Head of IT	110-170	130-200
Head of Development	120-160	130-200
Head of Infrastructure	120-160	130-200
Head of Service Delivery	160-165	140-200
Head of Business Intelligence	175-185	150-200
Business Architect	165-175	150-200
Enterprise Architect	140-180	130-170
Technical Architect	130-165	130-170
Development Manager ★	130-150	130-170

All figures are expressed in thousand Canadian dollars and as annual gross salaries | All figures in "Contractor rates" column are expressed in Canadian dollars and as hourly wages

# TECHNOLOGY

## PERMANENT SALARIES | CONTRACTOR RATES

### PROJECTS & CHANGE MANAGEMENT

JOB TITLE	Permanent Salaries	Contractor Rates
Program Director	160-180	140-160
Head of PMO	150-175	130-160
Portfolio / Program Manager	120-140	90-120
Project Manager	110-130	75-100
Change Manager	110-130	80-110
Business Analyst	85-105	55-75
Business Systems Analyst	90-110	65-85
Scrum Master	90-110	70-90
Agile Coach	90-110	70-90

### SOFTWARE DEVELOPMENT

JOB TITLE	Permanent Salaries	Contractor Rates
Software Architect	130-150	95-115
Technical Lead - C# / ASP.net ★	120-140	80-100
Technical Lead - Java ★	120-140	80-100
Technical Lead - Mobile ★	120-140	80-100
Mobile Developer – iOS / Android	100-120	70-100
Backend Developer - Java	100-120	70-95
Back-end Developer - .Net	100-120	70-90
Backend Developer - LAMP / PHP / Drupal / WordPress / Joomla	100-120	70-90
Backend Developer - Ruby	110-130	75-95
Back-end Developer - C/C++	100-120	70-90
Front End Developer	100-120	70-90
Full stack Developer - Java	100-120	70-95
Full stack Developer - .NET	100-120	70-90
SharePoint Developer	100-120	70-90
DevOps	100-120	70-90
Release Manager	90-110	60-90

### TELECOMS

JOB TITLE	Permanent Salaries	Contractor Rates
IP & Ethernet Engineer	100-110	80-95
Network Deployment & Support Engineer ★	80-100	80-95
PDH/SDH Transmission Design Engineer	90-95	70-80
NOC / NMC Support Engineer	80-110	75-95
Provisioning Engineer	90-100	70-80
Voice & Contact Centre Engineer	80-100	80-100
Network Capacity Planning Engineer ★	100-110	80-110
RAN/RF Engineers	90-100	75-95
Mobile Network Architect	120-145	120-140
OSS / BSS Solutions Architect	120-145	120-140
Product Manager	95-120	105-120

### TESTING

JOB TITLE	Permanent Salaries	Contractor Rates
Test Manager ★	95-115	70-90
Test Lead	90-110	65-85
Manual QA Analyst	70-90	45-65
Automated QA Analyst	80-100	60-80
Performance QA Analyst	70-90	45-65

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# ABOUT HAYS

## What's your talent management challenge?

It's not just people we provide – whatever your hiring needs, we're always challenging the status quo, so our suite of services delivers the right outcomes for your organization.

Wondering how we can solve your talent management challenge?

Talk to us, visit [hays.ca/recruitment/contact-us](https://hays.ca/recruitment/contact-us)

## Our core services

### Permanent recruitment ▶

- Find passionate people to transform your business
- Fill positions to meet both immediate and future skills needs
- Place match-fit candidates to your business purpose
- Get committed support throughout candidate offer, acceptance and notice period

### Outsourced permanent recruitment ▶

- Reduce time-to-hire with access to ready-made, quality talent pools through Recruitment Process Outsourcing (RPO)
- Leverage progressive talent strategies and mechanisms to ensure you have the right talent in place – for today, and tomorrow
- Enhance your candidate experience through branding, technology and ways of working to ensure you stand out in a talent scarce market

### Executive Search ▶

- Navigate organizational change by finding those inspirational leaders
- Empower business transformation with executive hires
- Steer your organization to success with high-level strategic thinkers
- Build success through diversity with bespoke job ads and transparent interview processes

### Temporary & contract staffing ▶

- Achieve instant impact with quick hires and cut down long-term costs
- Access niche skillsets for project-based work
- Inject your business with fresh perspective fast
- Cut out lengthy admin and processes with externally managed pay and timesheets

### Fully managed temporary recruitment ▶

- Gain clarity and control over your contingent headcount through a Managed Service Program (MSP)
- Combine expertise and insights with proven processes to shape the future of your workforce
- Benefit from the scale of our knowledge across local, regional and global regulatory requirements

## Our advisory services

### Salary Benchmarking ▶

- Use real-time data to have that competitive edge
- Be insight-led for relevant remuneration strategies
- Gain long-term cost savings
- Attract, retain and nurture best in class talent

### Employer Branding ▶

- Stand out as a top employer brand with a proven USP
- Enhance your Employer Value Proposition with a people-first approach
- Fill your roles with match-fit talent

### DE&I advisory ▶

- Build an effective DE&I strategy to better engage, acquire, and retain talent in line with your DE&I commitments.
- Create an inclusive work environment with our extensive education programs and trainings
- Uplift your organization with our inclusive culture assessment and leadership development

## How we deliver better outcomes for you

### Knowledge through scale

Operating on a global scale, with on the ground experience that leads to true expertise and drives results.

### Meaningful innovation

Challenging the status quo to deliver innovation that has positive impact on our clients' businesses.

### Deep understanding

Working with businesses to truly understand their needs to deliver against their specific challenges.