

USA

Whilst hiring activity across the United States is not yet back to pre-recession levels, job opportunities and salaries are increasing – albeit at a reduced pace compared to previous recoveries. The country's steady growth continued in 2014 and companies took a measured approach to recruitment as they continued to operate in 'recuperation' mode.

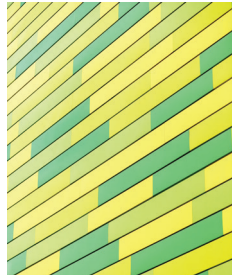
During the year we saw salaries increasing, on average, between 2-4%, with larger increments for exceptional candidates in niche roles. We expect these trends to continue in 2015, with companies focusing on job creation as well as replacement hiring, in turn presenting improved opportunities for candidates. Organizations are also likely to accelerate the recruitment process as they compete for top-tier talent.

Overall the outlook for recruitment in the USA is fairly positive, although we expect the pattern of steady growth to continue for a number of years before job creation and salary inflation really increase again.



USA

COUNTRY OVERVIEW



NEW YORK

New York experienced a slow start to the year, although this was more attributable to severe weather than economic conditions.

However, recruitment picked up in quarter two with strong demand in specialist areas such as IT, risk and banking compliance. Tighter regulation and regulatory sanctions have forced banks to increase their compliance infrastructures. As a result, experts in this area will remain a hiring priority in 2015 and beyond, as will project managers who can help streamline operations in banks.

With budgetary constraints still in place, some companies continued to shift core functions to shared service centers in low-cost areas of the USA. This trend is likely to continue in 2015, while financial concerns will also keep salary growth in check across the board. We anticipate marginal salary increases of around 3-4% in line with inflation, apart from in those high-demand specialist areas where candidates can expect increments of up to 10%.

In 2015 we expect to see candidate shortages in software engineering, sales and front-end development within IT, and from a banking perspective in compliance, risk and regulation. Companies will need to move quickly and pay a premium to secure top-tier candidates in these areas.

SAN FRANCISCO

Technology recruitment remained extremely buoyant on the West Coast of the United States.

With many of the major technology companies headquartered in and around San Francisco, as well as countless venture capital-funded start-ups gaining momentum, we saw increased demand for talented professionals across the tech space.

Recruitment activity was especially active in the mobile industry. With a distinct shortage of mobile engineering and design talent in the market, specialists in these areas were in very high demand. So too were product managers with mobile experience, as well as user acquisition specialists. Big data professionals who can help companies understand and analyze consumer behavior were also key hiring priorities.

We saw upward movements in salaries during the year, although many candidates continued to prefer stock equity to cash incentives or bonuses. Companies will need to provide lucrative offers if they want to secure top candidates in 2015, while flexible working, unlimited vacation allowances and other generous perks remain key retention tools in this market.

Looking ahead, we anticipate ongoing expansion of opportunities on the West Coast, particularly as several of the major late-stage start-ups prepare for IPO. Continued 'disruptive innovation' (such as the Internet of Things) will also stimulate hiring activity in 2015 and beyond.

NEW YORK

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

The accounting and finance recruitment market was extremely buoyant in 2014. There was increased hiring across the board as companies grew and sought to add professionals to their finance teams.

Media organizations saw an influx of new accounts that needed financial support, especially client finance professionals from junior to VP levels. Activity also increased at the director level among consumer products and manufacturing companies - typically new positions created by rapid business growth rather than staff turnover.

There is no indication that this activity will slow in 2015. We expect a candidate-driven

market to continue, creating a shortage of top talent. More newly-created roles will emerge too, as companies continue to grow.

The recruitment market was affected by a rise in the number of counter-offers in 2014 as pressure rose for organizations to attract and retain talent. Companies therefore paid a premium to persuade top candidates to move in 2014, particularly client finance managers in the media industry and finance directors within consumer product companies.

Hiring managers will struggle to attract the best candidates in 2015, especially those with scarce skill sets like SEC reporting, IFRS and US GAAP. Offering a 10% increase on base

salary is no longer enough to secure the best candidates in accounting and finance.

“The market was affected by a rise in the number of counter-offers in 2014 as pressure rose for organizations to attract and retain talent.”

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Chief Financial Officer	250 - 400k	250 - 400k
VP Finance	180 - 250k	180 - 250k
Controller	140 - 200k	150 - 200k
Finance Director	130 - 170k	140 - 180k
FP&A Manager	90 - 130k	95 - 130k
Accounting Manager	90 - 120k	95 - 130k
Financial Analyst	70 - 90k	70 - 95k
Senior Accountant	50 - 70k	60 - 80k
Tax Specialist	90 - 200k	100 - 200k
Internal/IT Audit Specialist	90 - 150k	90 - 160k
Accounts Payable Specialist	40 - 55k	45 - 65k
Accounts Receivable Specialist	40 - 55k	45 - 65k
Payroll Specialist	40 - 100k	40 - 100k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NEW YORK

BANKING OPERATIONS & FINANCE

Hiring activity across banking operations and finance was largely driven by newly-enforced regulatory requirements like Dodd-Frank, CCAR and the Volcker Rule in 2014.

Recruitment activity was strong for banks focused on control and risk, especially for regulatory reporting, stress testing, policy, treasury and internal audit specialists. Control and risk will once again be key recruitment drivers in 2015. Overall, we anticipate an increased demand for regulatory professionals and a subsequent decline in hiring for areas like operations, IT, HR and admin.

In 2015, firms will look for candidates with at least a year's experience of the new financial and banking regulations. However, it will be hard to find regulatory talent, especially outside the city, across Greater New York. As a result, salaries for these professionals are likely to increase dramatically.

We anticipate that bonuses will also rise for sought-after professionals, persuading many to stay with their current employers until bonuses are paid out. Hiring managers are therefore advised to move quickly in order to secure top regulatory talent in the first quarter

of 2015.

Salaries for trade support, settlements and confirmations roles remained flat in 2014 and we expect this trend to continue in 2015.

However, remuneration for in-demand professionals increased significantly. We anticipate that regulatory professionals will benefit the most from higher salary packages, as companies compete to secure top talent.

BANKING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Chief Operating Officer	170 - 250k	160 - 230k
Money Market Operations Manager	100 - 135k	80 - 115k
Treasury Operations Manager	110 - 140k	90k - 120k
Lending/Credit Manager/Officer	100 - 150k	80k - 120k
SVP Cross-Product Settlements	65 - 150k	65k - 130k
VP Cross-Product Settlements	65 - 150k	65k - 130k
Associate Cross-Product Settlements	35 - 55k	35 - 60k
SVP Fixed Income & Equity	70 - 150k	70 - 130k
VP Fixed Income & Equity	60 - 130k	60 - 130k
Associate Fixed Income & Equity	35 - 55k	35 - 55k
SVP Foreign Exchange	60 - 150k	60 - 130k
VP Foreign Exchange	50 - 140k	50 - 140k
Associate Foreign Exchange	30 - 60k	30 - 60k
Project Manager, Prince 2, Six Sigma	120 - 250k	130 - 200k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

NEW YORK

BANKING OPERATIONS & FINANCE

ACCOUNTING

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Accounting, Control & Audit		
Chief Financial Officer	250 - 500k	260 - 500k
Finance Director	160 - 355k	170 - 300k
Taxation Manager - SVP	165 - 190k	170 - 200k
Taxation Manager Pricing - VP	125 - 160k	130 - 160k
Controller - SVP	190 - 370k	190 - 370k
Controller/Deputy - VP	145 - 185k	150 - 190k
Auditor Chief - SVP	170 - 285k	170 - 300k
Auditor Chief - VP	95 - 150k	100 - 160k
Senior Financial Analyst	80 - 145k	85 - 145k
Product Control/Middle Office		
Head of Product Control	200 - 360k	180 - 270k
Product Control/Pricing - SVP	175 - 300k	160 - 270k
Product Control/Pricing - VP	135 - 220k	115 - 190k
Product Control - AVP	80 - 120k	70 - 90k
Head of Middle Office	250 - 400k	200 - 370k
SVP Middle Office	185 - 285k	180 - 350k
VP Middle Office	125 - 195k	160 - 310k
Associate/Assistant VP Middle Office	85 - 120k	70 - 100k
VP Project Manager	145 - 200k	155 - 210k
VP Business Analyst	125 - 185k	145 - 200k

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NEW YORK

LEGAL & COMPLIANCE

The legal and compliance recruitment market was strong in 2014. Investment banks that cut back on staff during the prolonged economic crisis began replenishing their legal and compliance teams in response to increased regulation.

We noted an increased demand for professionals with combined legal and compliance backgrounds. Candidates with experience interpreting complex regulations were also highly sought-after as a number of new roles were released as a result of Dodd-Frank and Volcker.

A large volume of regulatory fines were imposed on financial institutions in 2014. This, coupled with multiple newly-released regulations, resulted in parallel growth in the hiring of legal and compliance professionals.

Many organizations established independent risk assessment units to assess the viability

of existing compliance frameworks ensuring that regulatory requirements were met. This created a demand for compliance professionals with audit backgrounds.

Legal and compliance recruitment is expected to remain very active during 2015, with further candidate movement likely as confidence grows. We will also see the first generation of professionals with significant experience working with Dodd-Frank and Volcker - these professionals are expected to be in high demand.

We also anticipate greater demand for compliance professionals with project management experience and operations backgrounds, as major transformation programs will be common.

In 2015, businesses will struggle to hire lawyers with niche experience. This includes legal experts with aircraft leasing and finance

experience, and lawyers with specific product knowledge. It's likely that trade and compliance officers will also be scarce as top candidates are likely to have already found roles in the industry. In order to stand the best chance of recruiting these niche skill sets, companies are advised to shorten the hiring process.

Legal salaries increased during 2014, but not excessively. Organizations offered conservative packages and candidates moved for an average salary increase of between 15-20%. Despite strong activity in compliance recruitment, professionals only saw a 15% increase on average.

KEY TRENDS

- Legal salaries increased during 2014 but not excessively and organizations offered conservative packages.
- Hiring managers will continue to look for compliance professionals with legal backgrounds to tackle newly-enforced regulatory issues.
- Front office trade advisory compliance officers will be more difficult to find in 2015 given the volume of hiring in this area in 2014.
- Legal and compliance recruitment is expected to remain very active during 2015.

“ Investment banks that cut back on staff during the prolonged economic crisis showed renewed confidence, replenishing their legal and compliance teams.”

NEW YORK

LEGAL & COMPLIANCE

LEGAL

ROLE	PERMANENT SALARY PER ANNUM USD (\$)					
	1 - 4 YRS' EXP		4 - 8 YRS' EXP		8 - 10+ YRS' EXP	
	2014	2015	2014	2015	2014	2015
Private Practice Associate	160 - 210k	160 - 210k	210 - 280k	210 - 280k	280 - 290k+	280 - 290k+
In-house Attorney - Financial Services	130 - 200k	130 - 200k	200 - 250k	200 - 250k	250 - 300k +	250 - 300k +
In-house Attorney - Commerce	100 - 180k	100 - 180k	180 - 230k	180 - 230k	230 - 270k +	230 - 270k +

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

COMPLIANCE

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Investment Banking		
Managing Director	250 - 550k	250 - 550k
Director (SVP)	200 - 250k	200 - 250k
VP	130 - 200k	130 - 200k
AVP	90 - 130k	90 - 130k
Analyst/Associate	60 - 90k	60 - 90k
Hedge Fund (AUM \$2B - \$5B)		
Chief Compliance Officer (10+ yrs' exp)	200 - 300k	200 - 300k
Compliance Manager (5-10 yrs' exp)	120 - 200k	120 - 200k
Compliance Associate (1-5 yrs' exp)	70 - 120k	70 - 120k
Hedge Fund (AUM \$5B+)		
Chief Compliance Officer (15+ yrs' exp)	300 - 500k	300 - 500k
Compliance Manager (8-15 yrs' exp)	150 - 300k	150 - 300k
Compliance Officer (5-8 yrs' exp)	100 - 150k	100 - 150k
Compliance Associate (1-5 yrs' exp)	65 - 100k	65 - 100k
Anti-Money-Laundering		
Director (SVP)	190 - 250k	190 - 250k
Team Leader (AVP)	95 - 120k	95 - 120k
Analyst	60 - 95k	60 - 95k
KYC/EDD Analyst	50 - 70k	50 - 70k

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NEW YORK

RISK MANAGEMENT & QUANTITATIVE ANALYTICS

The recruitment market remained very robust in 2014, with strong demand continuing from the previous year. Key to this was ongoing regulatory pressure for banks to comply with Dodd-Frank, CCAR, Volcker and Basel III regulations.

We expect high recruitment volumes to continue in 2015 as many banks still remain understaffed in the regulatory department, across both market and credit risk.

The CCAR stress test was the key factor in recruitment in 2014. Some banks failed the test, or realized they lacked the necessary staff to pass. Consequently, hiring CCAR specialists became an urgent requirement.

Hiring managers will also need to target more professionals with model risk experience in 2015. Candidates will be in great demand to ensure existing models and programs comply with new regulations. Risk management

specialists able to interpret regulations applied to market and credit risk will also be high on the recruitment agenda. It will also become increasingly difficult to hire regulatory specialists because of the small number of professionals with this experience. Banks of all sizes were searching for the same professionals and we anticipate that this trend will continue in 2015.

As a result, salaries have increased steadily for regulatory risk professionals and banks are now willing to pay a premium when they are faced with an urgent hiring need. Bonuses are now also being used as a successful tool to retain top talent in the marketplace.

We advise banks to streamline their hiring processes in order to capture the best candidates before they are off the market. Hiring managers are also advised to be ready to make a competitive offer as many professionals will have multiple offers with

equally good compensation packages. At the same time, to aid retention, firms may need to ensure salaries and bonuses of existing staff match the market rate.

We expect salaries to rise even higher in 2015, with faster and more efficient hiring processes helping to keep banks competitive in their search for the best talent.

KEY TRENDS

- Salaries for highly sought-after regulatory professionals will be driven even higher in 2015.
- Bonuses have been utilized as a successful retention tool to retain top talent.
- Efforts to pass the CCAR stress test has had a major impact on the recruitment market - prompting banks to look for experienced specialists.
- Banks are willing to pay a premium for regulatory risk professionals when they are faced with an urgent hiring need.

“ It will become increasingly difficult to hire regulatory specialists because there is such a small pool of candidates. ”

NEW YORK

RISK MANAGEMENT & QUANTITATIVE ANALYTICS

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Market Risk		
Managing Director	500k - 1.3m	500k - 1.3m
Director/Senior Vice President	275 - 500k	300 - 500k
Vice President	175 - 275k	200 - 300k
Associate	100 - 150k	100 - 175k
Analyst	60 - 100k	60 - 100k
Credit Risk		
Managing Director	450k - 1m	450k - 1m
Director/Senior Vice President	250 - 450k	300 - 450k
Vice President	150 - 250k	150 - 250k
Associate	100 - 150k	100 - 175k
Analyst	60 - 100k	60 - 100k
Quantitative Risk		
Managing Director	500k - 1.1m	500k - 1.2m
Director/Senior Vice President	300 - 500k	300 - 500k
Vice President	200 - 300k	200 - 300k
Associate	100 - 175k	100 - 175k
Analyst	80 - 100k	80 - 100k
Operational Risk		
Managing Director	400 - 650k	400 - 650k
Director/Senior Vice President	250 - 400k	250 - 400k
Vice President	125 - 250k	125 - 250k
Associate	80 - 125k	80 - 125k
Analyst	50 - 80k	50 - 80k

NB: Figures are total compensation numbers including bonuses unless otherwise specified.

NEW YORK

SALES, MARKETING & TECHNOLOGY

Hiring senior sales staff was extremely important for many start-up tech firms in New York as driving revenue became a top priority in 2014. This helped ensure a very active year for recruitment in sales, marketing and technology.

There was strong demand for front-end developers in particular - online and mobile devices. We also noticed an increased need for product marketing and brand marketing professionals as companies shifted their focus towards specific target markets in this area.

The recruitment market was greatly affected by the unpredictable funding of start-ups and their lack of prioritized hiring. However, many experienced professionals across all levels were increasingly interested in working for start-ups and were even willing to leave the security of larger organizations like Google and Facebook.

Hiring managers will look for senior sales and marketing professionals in 2015 to help develop strategies and lead the company towards a recognizable and profitable brand.

We expect organizations will still struggle to find front-end developers - many will be headhunted without having to enter the job market at all.

Companies should consider offering larger base salaries and rely less on the allure of equity options in 2015. We have noted a trend for professionals who prefer stability and short-term increases, rather than equity and company ownership.

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Marketing		
Vice President Marketing	180 - 250k	180 - 250k
Marketing Director	150 - 225k	150 - 225k
Product Marketing Manager/Director	120 - 185k	120 - 185k
Marketing Manager	100 - 150k	100 - 150k
Public Relations Manager	75 - 135k	80 - 135k
Communications Manager	80 - 100k	90 - 110k
Sales		
Vice President Sales	180 - 250k	180 - 250k
National Sales Manager/Director	110 - 175k	120 - 180k
Regional Sales Manager/Director	80 - 150k	90 - 150k
Account Manager	80 - 110k	85 - 110k
Business Development Manager/Director	85 - 150k	85 - 150k
Analytics		
Chief Analytics Officer	250 - 350k	250 - 350k
Director, Analytics	150 - 200k	150 - 220k
Senior Data Scientist	80 - 110k	90 - 120k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SAN FRANCISCO

BUSINESS DEVELOPMENT, MARKETING & SALES

Continued growth in the Bay Area technology sector had positive implications for the region's job market and this trend is expected to persist in 2015. Venture capital investment increased, and there was a steady rise in companies filing for IPO. Figures show the number of technology organizations in the US that raised funding with a valuation of \$1 billion or more was 26 - with the vast majority based in the Bay Area.

We anticipate that 2015 will be a year of continued growth in the business development, sales and marketing recruitment space, with further expansion forecast across the 'Internet of Things' (IoT), SaaS and consumer mobile technology verticals.

In 2015, we anticipate a continued high demand for generation and user acquisition marketers who can grow businesses' customer base, as well as drive awareness in the company's products and/or services.

Content marketers with a background in editing, writing and social media will also be highly sought-after, especially within the enterprise space as companies continue to focus on not just acquiring but also retaining customers.

In addition, sales and business development professionals with a proven track record and strong existing client base will continue to be in demand, especially within dynamic industries like mobile gaming and ad tech.

In such a competitive market, to secure the best talent, hiring managers should focus on moving very quickly through the interview process, as well as making sure that the candidate experience during the interviews process is as positive as possible.

The Bay Area continues to be one of the most competitive and well-paid areas in the United States. Business development, sales and marketing professionals can expect to see



a steady increase in salary and equity compensation during 2015.

KEY TRENDS

- 2015 will see a year of continued growth in the recruitment of business development and sales and marketing professionals.
- Content marketers with a background in editing, writing and social media will be highly sought-after.
- Sales and business development professionals with a proven track record of winning business will be in demand, especially across mobile gaming and ad tech.

“ In such a competitive market for skills, hiring managers should focus on moving very quickly through the interview process. ”

SAN FRANCISCO

BUSINESS DEVELOPMENT, MARKETING & SALES

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
Sales		
VP of Business Development	180 - 250k	180 - 250k
Business Development Director	130 - 160k	140 - 160k
Business Development Manager	80 - 120k	80 - 125k
VP Sales	140 - 180k	150 - 180k
Sales Director	120 - 150k	130 - 160k
Sales Manager	90 - 130k	90 - 140k
Account Executive Enterprise	90 - 120k	90 - 130k
Account Executive Mid-Market	70 - 100k	70 - 100k
Account Executive SMB	50 - 75k	50 - 80k
Account Director	100 - 140k	100 - 140k
Account Manager	50 - 80k	60 - 90k
Ad Operations Manager	60 - 100k	70 - 110k
Marketing		
VP of Marketing	170 - 220k	170 - 230k
Product Marketing Director	130 - 170k	130 - 175k
Product Marketing Manager	80 - 140k	80 - 140k
PR Director	120 - 160k	120 - 170k
PR Manager	70 - 120k	75 - 120k
Brand Director	120 - 150k	125 - 160k
Brand Manager	80 - 110k	85 - 120k
Demand Generation Director	140 - 160k	140 - 170k
Demand Generation Manager	90 - 130k	95 - 130k
User Acquisition Director	120 - 140k	130 - 160k
User Acquisition Manager	80 - 110k	80 - 120k
Digital Marketing Director	120 - 150k	120 - 155k
Digital Marketing Manager	80 - 110k	80 - 110k
Marketing Executive	50 - 80k	50 - 80k
Content Marketing Manager	70 - 100k	70 - 110k
Community Manager	50 - 95k	50 - 95k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SAN FRANCISCO

PRODUCT MANAGEMENT, DATA & DESIGN

Hiring intensified across product management, data and design in 2014 - reflecting the Bay Area's healthy and growing economy. Salaries remained competitive and an industry-wide focus on user experience led to a dramatic rise in demand for top UX and design talent.

Consumer enterprise was a new category, rising to prominence with the increasing use of mobile devices and the blurred line between traditional enterprise technology made for workers versus technology for individual consumers. As a result, professionals with UX or visual design skills and with iOS or Android expertise were in growing demand and will be highly sought-after in 2015.

A spike in recruitment activity created by the 'Internet of Things' (IoT) category resulted in the need for top product management and

product marketing talent, especially those with B2C product experience. Predictive analytics and machine learning is another quickly growing sector driving demand for more data-driven product managers and data scientists with machine learning experience.

In 2015 we anticipate a shortfall of talent across all skill sets in the market and, consequently, an increase in salaries. As companies aim to build fully-fledged teams to scale their products, there will be a heightened demand for junior to mid-level product management candidates.

Large organizations are increasingly offering more perks and guaranteed cash packages for top talent. Conversely, start-ups are rising to the challenge with generous equity packages, flexible work environments, unlimited vacations and opportunities to work on more fulfilling projects.

Since the recruitment market remains highly competitive, managing a smooth and positive interview process will be increasingly important in 2015 in order to leave candidates with a strong impression of how the company operates. An increased emphasis on culture and opportunities for growth will be key to retaining in-demand professionals.

“Salaries remained competitive and an industry-wide emphasis on the importance of user experience led to a dramatic rise in demand for top UX and design talent.”

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
VP of Product	200 - 300k	200 - 300k
Director of Product	160 - 200k	160 - 200k
Senior Product Manager	120 - 160k	120 - 160k
Product Manager	70 - 120k	80 - 120k
Associate Product Manager	60 - 80k	60 - 80k
VP of Business Intelligence	200 - 300k	200 - 300k
Director of Business Intelligence	170 - 200k	150 - 200k
Manager of Business Intelligence	110 - 150k	110 - 150k
Data Analyst	60 - 110k	60 - 110k
Data Scientist	150 - 300k	150 - 300k
Director of Design	180 - 300k	180 - 300k
Senior Designer	130 - 170k	150 - 200k
Designer	80 - 130k	100 - 150k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SAN FRANCISCO

SOFTWARE ENGINEERING

High recruitment activity was seen in the software engineering sector during 2014 - a direct reflection of buoyant market conditions in the technology industry in the Bay Area. Competition for talent remained strong and demand for qualified and experienced engineers has not slowed. Talented engineers searching for a new venture and the next 'new idea' had plenty of options to choose from in the start-up community.

Increased confidence in the market and the availability of venture capital had a positive impact on the growth of start-ups, although the stability of working for large enterprises was still preferred by some top software engineers. We also saw high demand for

Node.js and JavaScript engineers with an understanding of server-side single-threaded environments in 2014. Mobile developers were in high demand too, as were senior engineers.

The Bay Area continues to be one of the most competitive and highest-paid areas in the country. Consequently, the technology sector has seen a steady increase in salaries and equity compensation, mainly to compete with industry competition and the increased cost of living. We expect this to continue in 2015. Many salaries in the technology sector were inflated by the limited supply and high demand for talented software engineers.

“Competition for talent remained strong and demand for qualified and experienced engineers has not slowed down.”

ROLE	PERMANENT SALARY PER ANNUM USD (\$)	
	2014	2015
VP of Engineering	200 - 250k	200 - 250k
Director of Engineering	180 - 200k	180 - 200k
Engineering Manager	150 - 180k	150 - 180k
Android Engineer	120 - 150k	120 - 150k
Senior Android Engineer	140 - 160k	140 - 160k
iOS Engineer	120 - 150k	120 - 150k
Senior iOS Engineer	140 - 160k	140 - 160k
Big Data Engineer	130 - 150k	130 - 150k
Senior Big Data Engineer	140 - 180k	140 - 180k
Full Stack Engineer	130 - 150k	130 - 150k
Senior Full Stack Engineer	140 - 180k	140 - 180k
Back End Engineer	120 - 150k	120 - 150k
Senior Back End Engineer	130 - 180k	130 - 180k
Front End Engineer	110 - 140k	110 - 140k
Senior Front End Engineer	130 - 160k	130 - 160k

NB: Salaries are subject to change depending on the equity portion of an offer.