



COMPENSATION TRENDS REPORT

SALARY INSIGHTS TO STAY COMPETITIVE AND ATTRACT TOP TALENT

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The hiring outlook for 2025 is optimistic with more than 3 in 5 U.S. hiring decision-makers (63%) reporting their companies plan to increase the number of employees in the first half of the year (i.e., Jan. 1 through June 30, 2025) – rising back to a level of optimism last seen in Fall 2023.

Among companies that plan to increase their workforce, some of the key drivers include:

- Managing increased volumes of work (52%)
- Filling newly created positions (46%)
- Handling expansion into other categories or markets (33%)

Soft skills appear to be an important differentiator for employers as top skills hiring decision-makers identify as absolutely essential include:

- Work ethic (54%)
- Ability to work well in a team (46%)
- Communication skills (46%)
- Accountability (45%)
- General attitude/demeanor (43%)

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Companies are looking to hire employees for a variety of roles in 2025:
• **IT/technology support (28%)**
• **Customer service (27%)**
• **Sales (27%)**
• **General labor (27%)**
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COMPETITIVE COMPENSATION REMAINS A KEY DIFFERENTIATOR

Although 77% report the average wage at their company will increase in 2025 compared to 2024—reaching the highest proportion since the study began in 2020—52% are worried more employees will leave their company because they cannot provide them the benefits/compensation they desire. In today’s job market, a comprehensive compensation strategy is more important than ever to not only attract and retain top talent, but also drive employee engagement, satisfaction, and long-term organizational success.

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86% of hiring decision-makers agree the money and time invested to find quality candidates is worth it for the long-term success of their company.
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The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment International, parent company of Specialized Recruiting Group, from Nov. 11–26, 2024, among 1,001 U.S. hiring decision-makers (adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data are weighted where necessary by company size to bring them in line with their actual proportions in the population. For complete survey methodology, please contact Communications@ExpressPros.com.

COMPENSATION TRENDS FOR 2025

The following data represent national averages for a wide variety of roles for which Specialized Recruiting Group helps companies recruit top talent. For more detailed information about your local compensation trends, contact your Specialized Recruiting Group representative. All data within this report were sourced via JobsEQ by Chmura, a top third-party resource for labor market data and analytics. More information about JobsEQ is available at Chmura.com.

ACCOUNTING/FINANCE

Job Title	Mean	Entry Level	Experienced
Accountants and Auditors	\$93,500	\$56,800	\$111,800
Actuaries	\$136,100	\$80,900	\$163,800
Bill and Account Collectors	\$48,600	\$35,700	\$55,000
Brokerage Clerks	\$66,700	\$49,800	\$75,100
Budget Analysts	\$93,600	\$62,000	\$109,400
Claims Adjusters, Examiners, and Investigators	\$79,100	\$51,700	\$92,800
Chief Financial Officer	\$268,100	\$98,900	\$352,700
Credit Analysts	\$97,500	\$55,600	\$118,400
Credit Authorizers, Checkers, and Clerks	\$51,900	\$37,300	\$59,100
Credit Counselors	\$56,200	\$40,200	\$64,200
Financial and Investment Analysts	\$115,000	\$66,600	\$139,200
Financial Managers	\$179,100	\$95,500	\$220,900
Financial Risk Specialists	\$121,700	\$67,900	\$148,600
Financial Specialists, All Other	\$93,000	\$49,700	\$114,600
Insurance Appraisers, Auto Damage	\$78,000	\$59,900	\$87,100
Insurance Claims and Policy Processing Clerks	\$52,400	\$38,400	\$59,400
Insurance Sales Agents	\$83,400	\$39,800	\$105,200
Insurance Underwriters	\$88,700	\$55,000	\$105,500
Loan Interviewers and Clerks	\$51,400	\$38,000	\$58,000
Loan Officers	\$88,700	\$43,600	\$111,200
Personal Financial Advisors	\$155,600	\$59,700	\$203,600
Securities, Commodities, and Financial Services Sales Agents	\$114,200	\$49,400	\$146,600
Tax Examiners and Collectors, and Revenue Agents	\$70,400	\$41,600	\$84,800
Tax Preparers	\$60,400	\$32,800	\$74,100
Tellers	\$41,200	\$33,300	\$45,100



ENGINEERING

Job Title	Mean	Entry Level	Experienced
Aerospace Engineers	\$137,900	\$90,700	\$161,500
Agricultural Engineers	\$96,200	\$68,600	\$110,000
Architects, Except Landscape and Naval	\$103,300	\$64,400	\$122,800
Architectural and Engineering Managers	\$176,300	\$120,200	\$204,300
Bioengineers and Biomedical Engineers	\$110,000	\$75,500	\$127,200
Chemical Engineers	\$126,200	\$82,200	\$148,200
Civil Engineers	\$104,900	\$69,700	\$122,600
Computer Hardware Engineers	\$150,300	\$94,400	\$178,200
Construction and Building Inspectors	\$76,000	\$48,600	\$89,700
Construction Managers	\$120,300	\$73,200	\$143,900
Drafters	\$68,100	\$45,900	\$79,300
Electrical Engineers	\$120,600	\$76,700	\$142,600
Electronics Engineers, Except Computer	\$128,200	\$83,500	\$150,500
Engineers, All Other	\$121,100	\$71,000	\$146,100
Environmental Engineers	\$109,800	\$70,700	\$129,300
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$113,100	\$72,700	\$133,300
Industrial Engineers	\$106,900	\$73,700	\$123,400
Industrial Production Managers	\$130,200	\$80,900	\$154,900
Marine Engineers and Naval Architects	\$110,500	\$79,400	\$126,100
Materials Engineers	\$114,600	\$72,700	\$135,600
Mechanical Engineers	\$109,000	\$72,100	\$127,500
Mining and Geological Engineers, Including Mining Safety Engineers	\$108,600	\$68,900	\$128,500
Nuclear Engineers	\$131,400	\$91,700	\$151,200
Occupational Health and Safety Specialists	\$89,300	\$56,000	\$106,000
Petroleum Engineers	\$149,200	\$87,400	\$180,100
Plant and System Operators	\$76,800	\$46,000	\$92,200
Project Management Specialists	\$107,800	\$63,000	\$130,200
Surveyors	\$78,700	\$48,100	\$94,000

HUMAN RESOURCES

Job Title	Mean	Entry Level	Experienced
Compensation and Benefits Managers	\$156,400	\$89,900	\$189,700
Compensation, Benefits, and Job Analysis Specialists	\$83,300	\$50,900	\$99,500
Eligibility Interviewers, Government Programs	\$54,300	\$39,000	\$61,900
Human Resources Assistants, Except Payroll and Timekeeping	\$51,100	\$37,800	\$57,700
Human Resources Managers	\$157,800	\$90,500	\$191,400
Human Resources Specialists	\$78,700	\$47,200	\$94,500
Human Resources Workers	\$78,700	\$47,200	\$94,500
Labor Relations Specialists	\$97,500	\$56,400	\$118,000
Social and Community Service Managers	\$86,400	\$54,500	\$102,300
Training and Development Managers	\$141,200	\$81,800	\$170,900

INFORMATION TECHNOLOGY

Job Title	Mean	Entry Level	Experienced
Computer and Information Analysts	\$118,500	\$72,600	\$141,500
Computer and Information Research Scientists	\$161,300	\$92,300	\$195,800
Computer and Information Systems Managers	\$185,000	\$114,000	\$220,500
Computer Network Architects	\$138,800	\$87,200	\$164,700
Computer Network Support Specialists	\$82,600	\$51,000	\$98,400
Computer Programmers	\$112,300	\$66,900	\$135,100
Computer Support Specialists	\$69,900	\$43,900	\$82,900
Computer Systems Analysts	\$115,000	\$71,100	\$136,900
Computer User Support Specialists	\$66,900	\$42,800	\$79,000
Data Scientists	\$122,200	\$68,300	\$149,100
Database Administrators	\$108,500	\$61,400	\$132,100
Database and Network Administrators and Architects	\$117,700	\$70,000	\$141,600
Database Architects	\$141,600	\$89,000	\$167,900
Information Security Analysts	\$128,700	\$78,300	\$153,800
Network and Computer Systems Administrators	\$104,700	\$66,000	\$124,100
Software and Web Developers, Programmers, and Testers	\$134,300	\$77,700	\$162,600
Software Developers	\$142,600	\$87,400	\$170,200
Software Quality Assurance Analysts and Testers	\$112,100	\$67,000	\$134,600
Technical Writers	\$90,200	\$55,200	\$107,600
Web and Digital Interface Designers	\$109,400	\$54,900	\$136,600
Web Developers	\$99,500	\$53,600	\$122,400

SALES, MARKETING, AND CREATIVE

Job Title	Mean	Entry Level	Experienced
Advertising and Promotions Managers	\$155,800	\$76,000	\$195,600
Advertising Sales Agents	\$79,700	\$38,300	\$100,400
Art Directors	\$122,300	\$65,100	\$150,900
Commercial and Industrial Designers	\$84,000	\$51,900	\$100,100
Editors	\$86,700	\$45,100	\$107,500
Film and Video Editors	\$81,500	\$42,200	\$101,100
Fundraising Managers	\$135,600	\$77,000	\$164,900
Graphic Designers	\$67,100	\$40,400	\$80,500
Market Research Analysts and Marketing Specialists	\$85,500	\$46,100	\$105,100
Marketing Managers	\$169,400	\$91,000	\$208,500
Public Relations Managers	\$162,000	\$84,300	\$200,800
Public Relations Specialists	\$80,400	\$44,600	\$98,300
Real Estate Brokers	\$94,600	\$45,000	\$119,500
Real Estate Sales Agents	\$73,200	\$36,400	\$91,600
Sales Engineers	\$131,900	\$77,100	\$159,300
Sales Managers	\$162,100	\$75,500	\$205,400
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$83,300	\$41,600	\$104,200
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$83,000	\$43,200	\$102,900
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$116,400	\$56,000	\$146,700
Special Effects Artists and Animators	\$103,500	\$57,600	\$126,400
Wholesale and Retail Buyers, Except Farm Products	\$79,400	\$48,400	\$94,900
Writers and Authors	\$87,300	\$45,900	\$108,000

LOGISTICS AND PROCUREMENT

Job Title	Mean	Entry Level	Experienced
Buyers and Purchasing Agents	\$79,600	\$48,400	\$95,200
Cargo and Freight Agents	\$54,600	\$39,500	\$62,100
Dispatchers	\$53,000	\$35,600	\$61,700
Facilities Managers	\$114,500	\$67,900	\$137,800
Logisticians	\$86,900	\$53,700	\$103,500
Operations Specialties Managers	\$158,400	\$85,100	\$195,100
Procurement Clerks	\$50,200	\$37,500	\$56,600
Project Management Specialists	\$107,800	\$63,000	\$130,200
Purchasing Managers	\$149,700	\$93,200	\$178,000
Traffic, Customs, and Transportation Clerk	\$53,500	\$36,700	\$61,900
Transportation, Storage, and Distribution Managers	\$115,600	\$66,500	\$140,200
Wholesale and Retail Buyers	\$79,400	\$48,400	\$94,500

A DIFFERENT LEVEL OF SERVICE

Specialized Recruiting Group is uniquely equipped to help you find the highly skilled talent your business needs. Our recruiting methodologies and expertise allow us to attract a level of talent our competitors can't match.

Contact your Specialized Recruiting Group representative to begin planning the next steps today. Our goal is to be a trusted resource for your professional search and placement needs.

Specialized Recruiting Group offices are locally owned and operated, so our team lives and works in the community, allowing us to stay in tune with the local employment market. We have a vested interest in the success of our business community and the local job market. The franchise business model allows us to act independently and respond quickly to your specific needs, while our international footprint gives us access to unparalleled resources and support.



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