

2024 Job Outlook and Salary Guide



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Welcome to zengig's 2024 Job Outlook and Salary Guide!

As we navigate a dynamic job market, our experts have identified the latest career trends and salary data to empower your career planning for the upcoming year.

Reflecting on 2023, we witnessed the remarkable rise of artificial intelligence, revolutionizing how startups and global enterprises do business. AI's power will continue to be harnessed by companies worldwide in 2024, as this trend will not only continue but accelerate.

Artificial intelligence shares the spotlight with ongoing debates around workplace dynamics, particularly the contrast between employees returning to the office (RTO) and working from home (WFH). This tug-of-war poses a challenge for everyone involved, as employers consider the impact on business needs and morale while workers weigh work-life balance.

The job market has been relatively steady over the past year. Recent Bureau of Labor Statistics data reveals more than 9.5 million job openings in the United States, significantly higher than historical averages, while the unemployment rate remains low at 3.9 percent. Although these numbers indicate a strong job market, it's not all good news. Companies have been hiring slower, and layoffs from big brands continue to happen.

In the following pages, we'll dive into our expectations for 2024. Our guide is designed to help you tackle the job market head-on, whether you're about to graduate, contemplating a career change, or aiming for the next step in your professional journey.

We invite you to stay informed by subscribing to our email updates and join the conversation with us on LinkedIn.

Best wishes for a prosperous and productive year ahead!

Pete Newsome
President & Founder

Job Market Trends for 2024

Hiring has slowed over the course of 2023, declining about 24% year over year as of Q3. But if you're job searching, there's no reason to panic—employers are still recruiting new employees; they're just doing so more strategically and cautiously than in the immediate post-pandemic hiring heyday.

We're breaking down all the job market trends that should be on your radar in 2024, especially if you plan on looking for a job, asking for a promotion, or making other big moves to advance your career.

01

The job market continues to fluctuate

The job market and the broader economy are like two boats riding the same wave; when one goes up or down, the other is close behind it. With an economic cooldown expected to continue throughout 2024, we'll likely see ongoing job market shifts in response.

It's not so much that hiring is declining. Job growth is slowing down—but it's coming down from the unprecedented pace of the past few years and returning to more normal levels typical of pre-pandemic times. Experts say that although unemployment has ticked upward in late 2023, the risk of a recession has declined during that time frame. So, if you're considering a new job, there's no reason to delay your search.

02

Employees can expect modest raises

Sluggish wage growth is a persistent problem for workers, as salary increases lag behind price hikes in almost every other category. If you've looked at your grocery bill in disbelief lately, you've experienced this firsthand. U.S. employers say they plan to raise wages shy of 4% in 2024, which is slightly lower than the salary increases of 2023.

You'll probably get a modest pay bump if you stay in your job. If earning more money is your primary goal, you'll have a better chance of landing a new position, usually with a pay increase of about 5 to 10%.

03

Competition is stiff for remote and hybrid roles

Over the past 24 months, we've seen the adoption of permanent remote and hybrid roles become commonplace. Roughly 13% of U.S. employees work from home full time, while 28% work a hybrid model where they split their time between home and the office.

While fully remote roles certainly exist, they're in high demand. You can expect fiercer competition for a fully remote position than one entirely onsite.

The following industries offer the best chance of finding a remote or hybrid position:

- Computer and IT
- Marketing
- Accounting and Finance
- Project Management
- Medical and Health
- HR and Recruiting
- Customer Service

04

AI transforms jobs and their duties

Most experts agree that we're still far from robots replacing humans in most jobs. However, artificial intelligence is transforming the way many traditional jobs are done.

For example, AI-powered chatbots can help customer service representatives handle inquiries more efficiently. Predictive intelligence can help sales teams zero in on the most promising leads. This transformation will only continue in the year ahead, and workers poised to adapt (or already have some AI tools under their belt) will be at the greatest advantage.

AI's rise also means a new crop of job titles dedicated to creating the technology and exploring its implications, from the data scientists who build machine learning models to the AI consultants who help companies find creative ways to leverage the innovations.

05

The freelance economy continues to expand

As of this year, an estimated 73 million Americans do freelance work. The normalization of freelancing means opportunities are abundant to supplement your full-time income and replace it outright. This is excellent news for workers seeking more independence. Arts and design, marketing, and computers/mathematics are the fields with the most considerable portion of freelance jobs, but roles are available in nearly every industry.

The growing freelance economy also means employers are more used to seeing gig work on candidates' resumes and are more likely to view freelance work as valuable experience.

06

Demand strengthens for tech-forward skills

Now more than ever, companies need talented people who can help them utilize technology to accomplish goals, outsmart the competition, and better serve customers—and they're willing to pay up for these capabilities. Tech-centric skills like data analysis, cybersecurity, and digital marketing have moved beyond their respective industries. They are now essential across fields, making job seekers who possess these skills highly competitive candidates.

07

Increased focus on diversity, equity and inclusion

A growing awareness of diversity, equity, and inclusion (DEI) has compelled many companies to incorporate these principles into their hiring strategy. This is good news for candidates who have traditionally been marginalized in the job market, like minorities and workers with disabilities. Watch for companies specifically promoting their DEI initiatives; KPMG, Microsoft, and Nike are a few examples.

The increased focus on DEI also means a growing number of jobs in this arena, like HR representatives who help companies craft inclusive programming and educators who spread awareness of what equity in the workplace looks like.

08

Hard-hit fields offer robust job opportunities

Though headlines of the past year touted that the pandemic is over, some industries haven't fully recovered from its damaging effects. Healthcare, leisure, and the service industry are a few top examples where demand for talent dramatically exceeds the number of qualified and are interested candidates.

Job seekers in these fields can use the situation to their advantage since employers are willing to pay a premium for talented workers who will stick around. If your skills are transferable across industries (think communications or customer service), switching fields into one with a staffing shortage could be a lucrative career move.

09

Continuous learning is essential

Amid the economic uncertainty, companies are looking for ways to do more with less, including staffing. Some employers are turning more heavily toward upskilling and reskilling existing staff in lieu of or in addition to recruiting new employees. They're also more willing to provide training to coachable candidates versus hiring more established (and expensive) professionals who aren't as malleable.

If you're looking for a job, you can make yourself more appealing by positioning yourself as a lifelong learner. Use your resume and interview responses to highlight how you keep your knowledge sharp and the initiatives you've taken on your own to pick up new skills.

10

Employers seek soft skills

Technical skills are crucial, but soft skills are equally important in the eyes of employers. The pandemic was a dramatic indicator of the value of adaptability, and companies now recognize how soft skills like problem-solving and emotional intelligence can make the difference between success and failure during difficult times.

In 2024, hiring managers will seek candidates who possess soft skills like communication, teamwork, and leadership and can demonstrate how they've leveraged those skills to achieve professional goals.

2024 will be a new frontier for the job market in many ways. Though the most dramatic effects of the pandemic are in the rearview mirror, the economy and the companies within it still face the challenge of finding stability on an uncertain footing. For ambitious workers, it's the perfect opportunity to show employers how you can be an asset with a combination of hard and soft skills, a welcoming attitude toward new technology, a dedication to continued learning, and a willingness to adapt.

Salaries

When it comes to staying competitive in the market, having accurate data is crucial.

Compensating employees based on more than gut feeling is critical to attracting and retaining top talent. Our team has reviewed hundreds of data points and industry rates to give you salary ranges that are as up-to-date and relevant as possible. We hope our data will serve as a strategic advantage for you to stay ahead of the competition in the coming year.



Accounting and Finance

	Low	Average	High
Accounting Assistant	\$37,719	\$44,800	\$56,509
Accounting Director	\$89,962	\$112,650	\$150,729
Accounting Manager	\$79,774	\$103,200	\$130,647
Accounts Payable Clerk	\$34,238	\$41,000	\$53,985
Accounts Payable Manager	\$54,696	\$66,390	\$83,358
Accounts Payable Specialist	\$44,871	\$54,300	\$69,138
Actuary	\$87,964	\$110,700	\$138,822
Billing Specialist	\$37,760	\$44,700	\$58,368
Bookkeeper	\$36,048	\$42,840	\$55,491
Certified Public Accountant	\$78,620	\$93,070	\$102,450
Chief Financial Officer	\$133,496	\$216,300	\$316,545
Controller	\$98,213	\$121,600	\$149,103
Cost Accountant	\$57,427	\$70,300	\$85,492
Credit Analyst	\$59,256	\$71,890	\$85,850
Finance Director	\$94,168	\$156,070	\$182,586
Financial Analyst	\$63,178	\$77,350	\$98,542
Junior Accountant	\$49,980	\$50,230	\$56,225
Loan Officer	\$68,701	\$76,420	\$84,089

Accounting and Finance (continued)

	Low	Average	High
Loan Processor	\$37,033	\$44,680	\$56,518
Senior Accountant	\$70,457	\$87,100	\$108,911
Staff Accountant	\$57,592	\$68,690	\$86,486
Treasurer	\$124,065	\$205,000	\$272,216
Underwriter	\$59,027	\$72,250	\$85,063

Admin and Clerical

	Low	Average	High
Administrative Assistant	\$36,255	\$43,560	\$57,007
Data Entry Clerk	\$29,305	\$35,760	\$46,395
Executive Assistant	\$55,844	\$65,780	\$78,578
File Clerk	\$28,688	\$34,460	\$44,619
Office Administrator	\$40,364	\$47,500	\$60,277
Office Coordinator	\$33,248	\$36,150	\$50,381
Personal Assistant	\$28,849	\$34,200	\$43,118
Receptionist	\$35,748	\$42,275	\$54,387
Secretary	\$36,444	\$45,130	\$59,347

Architecture, Engineering, and Construction

	Low	Average	High
Architectural Designer	\$74,450	\$83,450	\$105,400
Architectural Project Manager	\$75,240	\$92,152	\$131,305
AutoCAD Designer	\$53,793	\$63,400	\$81,121
BIM Modeler	\$57,822	\$70,400	\$90,637
CAD Designer	\$43,366	\$52,300	\$67,128
CAD Drafter	\$43,066	\$51,100	\$64,368
Chemical Engineer	\$90,294	\$104,255	\$138,352
Civil Engineer	\$92,349	\$103,650	\$133,271
Construction Foreman	\$56,651	\$69,220	\$92,122
Construction Manager	\$70,802	\$84,370	\$107,119
Construction Project Captain	\$61,545	\$72,875	\$93,089
Construction Project Manager	\$78,062	\$98,346	\$121,553
Construction Scheduler	\$55,641	\$68,280	\$81,723
Construction Superintendent	\$80,358	\$89,070	\$115,556
Construction Vice President	\$108,771	\$177,200	\$222,013
Electrical Engineer	\$78,977	\$102,560	\$134,347
Environmental Engineer	\$85,400	\$96,200	\$122,528
Geotechnical Engineer	\$68,215	\$83,900	\$106,174

Architecture, Engineering, and Construction (continued)

	Low	Average	High
Geothermal Energy Engineer	\$86,500	\$91,250	\$102,370
GIS Specialist	\$55,800	\$62,070	\$68,970
Industrial Engineer	\$77,534	\$88,900	\$113,189
Interior Designer	\$53,614	\$62,620	\$72,051
Junior Architect	\$54,593	\$65,040	\$80,535
Junior Architectural Designer	\$49,866	\$56,400	\$67,890
Mechanical Engineer	\$75,110	\$88,650	\$113,575
Petroleum Engineer	\$88,733	\$124,300	\$185,716
Principal Architect	\$105,230	\$140,780	\$204,217
Process Engineer	\$75,024	\$92,200	\$113,689
Revit Technician	\$38,631	\$46,470	\$59,194
Senior Architect	\$101,500	\$130,900	\$195,250
Senior Architectural Designer	\$80,200	\$85,420	\$92,880
Structural Engineer	\$66,663	\$81,380	\$104,291
Surveyor	\$56,566	\$70,450	\$85,035

Aviation

	Low	Average	High
Aircraft Electrician	\$61,164	\$74,300	\$97,254
Aircraft Inspector	\$63,200	\$74,250	\$89,150
Aircraft Mechanic	\$55,011	\$65,520	\$85,421
Aircraft Painter	\$46,847	\$55,140	\$70,348
Airplane Mechanic	\$54,444	\$65,520	\$82,752
Aviation Engine Mechanic	\$61,385	\$71,100	\$90,481
Avionics Technician	\$54,005	\$67,400	\$86,964

Call Center and Customer Service

	Low	Average	High
Call Center Manager	\$63,610	\$84,150	\$94,236
Call Center Operations Manager	\$48,462	\$59,200	\$76,221
Call Center Representative	\$30,492	\$34,820	\$47,960
Collections Manager	\$56,228	\$67,820	\$87,985
Collections Representative	\$37,416	\$44,090	\$56,783
Customer Service Director	\$81,543	\$106,200	\$122,200
Customer Service Manager	\$55,546	\$62,070	\$72,556
Customer Service Representative	\$30,827	\$38,360	\$48,912
Help Desk Manager	\$71,854	\$85,920	\$112,293
Help Desk Specialist	\$42,060	\$50,500	\$62,620
Inbound Customer Service Representative	\$38,360	\$30,827	\$44,912
Outbound Customer Service Representative	\$32,450	\$38,970	\$50,150
Telemarketer	\$26,755	\$33,320	\$42,185

Healthcare

	Low	Average	High
Cardiac Sonographer	\$67,547	\$84,250	\$100,151
Certified Medical Assistant	\$30,085	\$32,800	\$36,239
Certified Nursing Assistant	\$37,569	\$41,320	\$48,967
Certified Registered Nurse Anesthetist	\$101,720	\$167,300	\$247,882
Certified Respiratory Therapist	\$57,078	\$71,270	\$93,988
Clinical Data Manager	\$73,607	\$96,084	\$127,558
Credentialing Specialist	\$36,123	\$44,790	\$58,408
EKG Technician	\$39,015	\$46,320	\$60,332
Healthcare Customer Care Representative	\$31,295	\$37,450	\$46,989
Healthcare Enrollment Specialist	\$32,538	\$38,750	\$49,570
HEDIS Coordinator	\$56,133	\$69,980	\$82,559
Medical Biller	\$33,468	\$39,850	\$52,307
Medical Coder	\$35,322	\$43,500	\$55,542
Medical Scribe	\$29,052	\$35,500	\$46,369
Patient Access Representative	\$29,894	\$35,210	\$44,324
Patient Care Coordinator	\$33,690	\$45,545	\$55,678
Pharmacist	\$94,924	\$120,200	\$140,247
Pharmacy Technician	\$34,168	\$41,200	\$53,456

Healthcare (continued)

	Low	Average	High
Cardiac Sonographer	\$67,547	\$84,250	\$100,151
Certified Medical Assistant	\$30,085	\$32,800	\$36,239
Certified Nursing Assistant	\$37,569	\$41,320	\$48,967
Certified Registered Nurse Anesthetist	\$101,720	\$167,300	\$247,882
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Clinical Data Manager	\$73,607	\$96,084	\$127,558
Credentialing Specialist	\$36,123	\$44,790	\$58,408
EKG Technician	\$39,015	\$46,320	\$60,332
Healthcare Customer Care Representative	\$31,295	\$37,450	\$46,989
Healthcare Enrollment Specialist	\$32,538	\$38,750	\$49,570
HEDIS Coordinator	\$56,133	\$69,980	\$82,559
Medical Biller	\$33,468	\$39,850	\$52,307
Medical Coder	\$35,322	\$43,500	\$55,542
Medical Scribe	\$29,052	\$35,500	\$46,369
Patient Access Representative	\$29,894	\$35,210	\$44,324
Patient Care Coordinator	\$33,690	\$45,545	\$55,678
Pharmacist	\$94,924	\$120,200	\$140,247
Pharmacy Technician	\$34,168	\$41,200	\$53,456

Healthcare (continued)

	Low	Average	High
Provider Operations Specialist	\$41,104	\$51,950	\$62,348
Provider Relations Specialist	\$31,648	\$39,380	\$51,275
Reimbursement Specialist	\$38,655	\$46,720	\$61,446
Verification Representative	\$33,486	\$39,970	\$51,342

HR and Recruiting

	Low	Average	High
Benefits Administrator	\$55,271	\$67,600	\$83,088
Benefits Analyst	\$52,477	\$62,000	\$76,834
Benefits Specialist	\$45,130	\$55,450	\$70,907
Chief Human Resources Officer	\$125,225	\$204,100	\$310,234
Compensation Analyst	\$62,379	\$73,700	\$83,620
Corporate Recruiter	\$63,782	\$75,600	\$88,153
HR Administrator	\$50,711	\$57,250	\$68,698
HR Coordinator	\$41,196	\$52,550	\$63,822
HR Director	\$88,606	\$120,800	\$168,544
HR Generalist	\$58,127	\$62,455	\$77,909
HR Manager	\$77,215	\$98,950	\$121,669
HRIS Manager	\$86,777	\$117,760	\$142,659
Payroll Manager	\$64,030	\$79,800	\$85,036
Payroll Specialist	\$35,982	\$43,550	\$56,680
Recruiter	\$54,536	\$65,200	\$75,634
Recruiting Coordinator	\$41,527	\$49,800	\$64,044
Recruiting Manager	\$82,083	\$96,650	\$112,511
Talent Acquisition Specialist	\$61,336	\$75,600	\$86,039

Legal

	Low	Average	High
Bankruptcy Attorney	\$81,696	\$102,500	\$136,516
Corporate Counsel	\$102,498	\$141,280	\$218,832
Court Reporter	\$54,999	\$65,750	\$80,020
E-Discovery Specialist	\$59,504	\$72,230	\$90,346
Estate Planning Attorney	\$89,421	\$121,250	\$167,995
General Counsel	\$115,324	\$192,000	\$279,156
Intake Specialist	\$36,553	\$43,800	\$55,388
Intellectual Property Attorney	\$95,147	\$130,400	\$201,325
Labor Attorney	\$94,475	\$128,300	\$190,513
Law Firm Administrator	\$59,560	\$70,840	\$89,360
Legal Assistant	\$45,837	\$56,340	\$72,571
Legal Clerk	\$39,453	\$46,450	\$58,132
Legal Data Entry Specialist	\$28,664	\$35,240	\$44,193
Legal Investigator	\$60,093	\$71,580	\$82,515
Legal Receptionist	\$33,746	\$42,180	\$53,268
Legal Secretary	\$52,175	\$62,580	\$79,750
Litigation Support Specialist	\$57,851	\$69,300	\$90,875
Paralegal	\$55,992	\$67,370	\$85,447

Legal (continued)

	Low	Average	High
Personal Injury Attorney	\$87,706	\$120,550	\$186,614
Real Estate Attorney	\$93,012	\$148,410	\$220,945
Tax Attorney	\$94,117	\$131,090	\$197,338

Marketing and Creative

	Low	Average	High
Animator	\$53,488	\$64,930	\$85,521
Art Director	\$76,618	\$91,500	\$119,173
Artist	\$49,028	\$58,150	\$96,634
Assistant Brand Manager	\$54,242	\$65,950	\$86,086
Brand Ambassador	\$35,690	\$42,000	\$53,800
Brand Manager	\$72,341	\$89,830	\$115,968
Chief Marketing Officer	\$109,428	\$178,500	\$250,456
Communications Director	\$79,480	\$102,357	\$134,179
Community Manager	\$42,477	\$51,600	\$65,347
Content Manager	\$57,084	\$70,850	\$89,862
Copywriter	\$57,718	\$68,920	\$76,817
Creative Director	\$89,270	\$125,500	\$165,064
CRM Specialist	\$66,256	\$82,070	\$102,359
Digital Marketing Analyst	\$54,440	\$65,300	\$86,153
Digital Marketing Director	\$90,603	\$118,040	\$139,781
Digital Marketing Manager	\$77,649	\$94,960	\$127,759
Email Marketing Manager	\$64,387	\$78,540	\$101,726
Email Marketing Specialist	\$48,754	\$59,980	\$75,898

Marketing and Creative (continued)

	Low	Average	High
Event Coordinator	\$29,389	\$36,345	\$45,570
Event Planner	\$38,814	\$ 6,420	\$60,657
Graphic Designer	\$48,319	\$60,270	\$77,194
Instructional Designer	\$65,588	\$72,600	\$87,828
Market Research Analyst	\$47,180	\$65,220	\$79,770
Marketing Analyst	\$51,909	\$61,700	\$78,339
Marketing Assistant	\$36,306	\$44,200	\$56,541
Marketing Associate	\$41,456	\$51,400	\$65,910
Marketing Director	\$96,755	\$128,340	\$154,509
Marketing Manager	\$73,699	\$94,960	\$127,759
Media Buyer	\$55,046	\$68,140	\$77,796
Public Relations Specialist	\$54,361	\$63,980	\$81,488
Report Developer	\$74,570	\$88,435	\$96,926
SEM Strategist	\$62,777	\$73,255	\$93,680
SEO Manager	\$64,338	\$77,400	\$102,074
SEO Strategist	\$59,133	\$71,270	\$85,286
Social Media Coordinator	\$45,734	\$54,620	\$68,430
Social Media Manager	\$52,877	\$64,750	\$81,669

Marketing and Creative (continued)

	Low	Average	High
UX Designer	\$83,267	\$90,670	\$111,908
UI Designer	\$72,380	\$88,075	\$110,272
Web Analytics Manager	\$66,258	\$81,730	\$104,097
Web Developer	\$83,267	\$90,670	\$111,908

Mortgage and Real Estate

	Low	Average	High
Appraiser	\$52,021	\$63,850	\$81,825
Mortgage Broker	\$74,488	\$91,200	\$117,777
Mortgage Loan Officer	\$68,204	\$80,700	\$85,116
Mortgage Loan Processor	\$42,817	\$50,500	\$64,238
Mortgage Underwriter	\$60,722	\$71,800	\$88,808
Property Manager	\$53,456	\$63,400	\$81,938
Real Estate Appraiser	\$54,124	\$63,850	\$72,220
Real Estate Broker	\$48,448	\$60,370	\$77,541
Realtor	\$56,605	\$68,070	\$79,101

Sales

	Low	Average	High
Account Executive	\$57,356	\$67,650	\$84,688
Account Manager	\$42,076	\$50,738	\$64,504
Business Development Manager	\$70,958	\$88,200	\$101,566
Customer Success Manager	\$56,497	\$69,100	\$87,352
Inside Sales Representative	\$46,497	\$58,720	\$67,135
Outside Sales Associate	\$51,968	\$62,080	\$84,465
Sales Assistant	\$30,088	\$36,750	\$46,937
Sales Director	\$85,358	\$142,250	\$165,949
Sales Engineer	\$79,991	\$95,980	\$119,122
Sales Manager	\$89,321	\$125,600	\$140,092
Sales Representative	\$52,654	\$62,790	\$79,502
Technology Solutions Sales Representative	\$65,625	\$80,750	\$103,944
Vice President of Sales	\$92,359	\$150,000	\$180,025

Technology

	Low	Average	High
UI Designer	\$72,380	\$88,075	\$110,272
AI Engineer	\$101,500	\$129,322	\$199,320
Applications Architect	\$94,349	\$ 156,500	\$180,757
Backend Developer	\$89,779	\$102,450	\$123,564
BI Developer	\$82,595	\$106,800	\$143,263
Big Data Engineer	\$88,596	\$146,200	\$163,600
Blockchain Developer	\$84,423	\$115,920	\$160,115
Business Analyst	\$72,772	\$87,315	\$110,283
Business Intelligence Analyst	\$86,559	\$99,600	\$115,960
Business Systems Analyst	\$79,994	\$97,600	\$114,900
C++ Developer	\$97,200	\$106,028	\$120,500
Cable Installer	\$41,605	\$50,450	\$66,356
Chief Information Officer	\$147,644	\$223,600	\$275,459
Chief Information Security Officer	\$129,378	\$210,140	\$260,837
Chief Technology Officer	\$ 126,570	\$207,080	\$260,978
Cloud Architect	\$96,692	\$141,050	\$186,455
Cloud Engineer	\$94,462	\$127,750	\$185,553
Computer Programmer	\$75,671	\$91,620	\$119,530

Technology (continued)

	Low	Average	High
Cyber Security Analyst	\$86,311	\$114,075	\$150,924
Data Analyst	\$71,772	\$85,660	\$107,320
Data Architect	\$102,741	\$120,350	\$144,063
Data Scientist	\$101,514	\$119,080	\$147,778
Database Administrator	\$88,567	\$94,459	\$129,981
Database Architect	\$95,670	\$130,080	\$151,597
Database Developer	\$94,240	\$128,820	\$137,310
Desktop Support Technician	\$56,582	\$62,200	\$74,211
DevOps Engineer	\$99,390	\$128,280	\$144,241
Drupal Developer	\$83,060	\$104,075	\$135,797
Enterprise Architect	\$102,944	\$150,900	\$180,029
ETL Developer	\$78,970	\$102,170	\$137,451
Field Service Technician	\$39,980	\$48,100	\$54,100
Frontend Developer	\$79,144	\$105,200	\$137,373
Full Stack Developer	\$90,250	\$120,250	\$150,750
Information Security Analyst	\$72,566	\$86,640	\$111,383
IT Auditor	\$78,805	\$84,250	\$94,878
IT Director	\$109,448	\$168,900	\$250,326

Technology (continued)

	Low	Average	High
IT Manager	\$101,731	\$140,380	\$209,536
IT Project Manager	\$89,063	\$121,300	\$169,480
IT Support Technician	\$46,481	\$54,900	\$70,267
Java Developer	\$101,060	\$109,200	\$129,250
Javascript Developer	\$86,600	\$91,797	\$121,081
Linux Engineer	\$84,175	\$110,300	\$146,753
Machine Learning Engineer	\$105,093	\$132,370	\$180,100
Mobile Application Developer	\$91,700	\$104,200	\$125,368
Mobile Designer	\$74,335	\$90,300	\$116,367
Network Administrator	\$62,095	\$78,950	\$106,912
Network Architect	\$97,731	\$125,450	\$158,894
Network Engineer	\$87,923	\$100,800	\$120,954
Network Operations Manager	\$77,336	\$93,250	\$116,612
PHP Developer	\$79,840	\$89,329	\$107,272
Principal Wireless Engineer	\$85,552	\$116,780	\$161,362
Programmer	\$56,878	\$70,250	\$89,635
Python Developer	\$91,586	\$104,260	\$138,625
QA Manager	\$82,269	\$114,320	\$139,585

Technology (continued)

	Low	Average	High
Quality Analyst	\$74,326	\$87,875	\$114,469
React Developer	\$92,840	\$116,330	\$134,095
Rust Developer	\$81,399	\$102,180	\$136,314
Salesforce Administrator	\$74,380	\$89,830	\$117,727
Salesforce Developer	\$82,265	\$105,300	\$125,657
Scrum Master	\$83,596	\$105,860	\$139,263
Security Analyst	\$69,208	\$84,380	\$103,803
Security Compliance Manager	\$91,594	\$110,290	\$134,973
Security Engineer	\$84,699	\$114,900	\$139,388
Software Developer	\$89,216	\$119,300	\$141,187
Software Development Manager	\$92,079	\$146,550	\$175,500
Software Engineer	\$86,125	\$121,760	\$146,145
Solutions Architect	\$97,273	\$129,700	\$152,109
SQL Developer	\$72,800	\$88,061	\$104,586
Storage Engineer	\$77,532	\$93,250	\$120,468
Systems Administrator	\$75,684	\$96,360	\$126,860
Systems Analyst	\$64,587	\$78,820	\$99,011
Systems Engineer	\$91,933	\$124,420	\$152,431

Technology (continued)

	Low	Average	High
Technical Support Specialist	\$38,650	\$42,850	\$49,800
Technical Trainer	\$65,220	\$77,700	\$102,137
Technical Writer	\$65,308	\$78,640	\$99,955
Telecommunications Administrator	\$57,205	\$70,250	\$82,138
Telecommunications Engineer	\$71,483	\$86,990	\$114,316
Telecommunications Technician	\$45,630	\$55,700	\$65,455
UI Developer	\$77,994	\$103,400	\$128,612
UX Developer	\$86,200	\$94,511	\$127,845
Vice President of Information Technology	\$125,300	\$185,000	\$209,750
VoIP Engineer	\$77,664	\$98,800	\$129,800
Web Designer	\$61,949	\$73,900	\$97,338
Web Developer	\$75,243	\$99,950	\$125,488
WordPress Developer	\$59,845	\$79,200	\$105,449

Transportation and Logistics

	Low	Average	High
Dispatcher	\$36,316	\$43,870	\$57,302
Fulfillment Coordinator	\$35,251	\$43,300	\$55,876
Logistics Coordinator	\$45,678	\$54,090	\$69,982
Logistics Manager	\$71,685	\$88,220	\$112,539
Shipping and Receiving Clerk	\$28,561	\$35,590	\$46,761
Supply Chain Analyst	\$58,558	\$69,250	\$86,905
Supply Chain Manager	\$74,775	\$99,340	\$121,991
Warehouse Manager	\$51,124	\$61,280	\$79,277

Conclusion

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