



COMPENSATION TRENDS REPORT

SALARY INSIGHTS TO STAY COMPETITIVE AND ATTRACT TOP TALENT

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The hiring outlook remains largely optimistic for 2025 with around half of hiring decision-makers (51%) planning to increase company headcount in the first half of the year—largely in response to growing demand and plans for expansion. However, there may be a growing pessimistic perception for some as those who plan to decrease company headcount cite the need to reduce costs (78%) and align with the decline in demand (25%).

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

- Managing increased volumes of work (58%)
- Filling newly created positions (45%)
- Handling expansion into other categories or markets (26%)

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

- Work ethic (48%)
- General attitude/demeanor (42%)
- Ability to work well in a team (42%)
- Accountability (40%)
- Communication skills (39%)

COMPETITIVE COMPENSATION REMAINS A KEY DIFFERENTIATOR

Although 69% of hiring decision-makers report the average wage at their company will increase in 2025 compared to 2024, nearly 3 in 5 (57%) are worried more employees will leave their company because they cannot provide 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.

64% of hiring decision-makers assume turnover at their companies will stay about the same or see no change over the next year. However, among the 28% who do expect turnover to increase, the reasons include:

- Increased workplace demands (37%)
- Better pay/benefits offered elsewhere (33%)
- Employee feelings of being overworked (29%)
- The competitive job market (29%)

82% 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.

COMPENSATION TRENDS FOR 2025

The following data represents national averages for a wide variety of roles for which Specialized Recruiting Group helps companies recruit top talent. For more detailed information about local compensation trends, contact your Specialized Recruiting Group representative. All data within this report was generated via Indeed Hiring Trends in January 2025.

ACCOUNTING/FINANCE

Job Title	Average	Min.	Max.
Accountants	\$64,378	\$28,000	\$120,000
Accounting Managers	\$90,046	\$36,000	\$168,000
Actuaries	\$88,636	\$28,000	\$195,000
Auditors	\$86,566	\$29,000	\$174,000
Bill and Account Collectors	\$51,454	\$28,000	\$85,900
Budget Analysts	\$80,253	\$40,000	\$134,000
Chief Financial Officers	\$147,408	\$38,000	\$327,000
Claims Adjusters, Examiners, and Investigators	\$61,549	\$28,000	\$142,000
Controllers	\$102,909	\$44,000	\$184,000
Credit Analysts	\$62,340	\$28,000	\$115,000
Credit Managers	\$74,603	\$28,000	\$156,000
Financial Analysts	\$72,509	\$28,000	\$147,000
Finance Managers	\$102,322	\$28,000	\$240,000
Financial Risk Analysts	\$92,875	\$47,000	\$143,000
Finance Specialists	\$90,052	\$28,000	\$188,000
Insurance Advisors	\$54,092	\$28,000	\$110,000
Insurance Brokers	\$60,845	\$28,000	\$151,000
Loan Administrators	\$54,853	\$28,000	\$106,000
Tax Managers	\$108,879	\$52,000	\$186,000
Tax Preparers	\$49,739	\$28,000	\$93,500
Vice Presidents of Finance	\$173,010	\$65,000	\$331,000



ENGINEERING

Job Title	Average	Min.	Max.
Aerospace Engineers	\$86,610	\$28,000	\$150,100
Agricultural Engineers	\$94,294	\$31,000	\$189,000
Architects	\$100,284	\$30,000	\$210,000
Biomedical Engineers	\$73,921	\$19,600	\$121,000
Chemical Engineers	\$79,331	\$33,000	\$144,000
Civil Engineers	\$89,677	\$29,000	\$183,000
Computer Hardware Engineers	\$91,927	\$28,000	\$206,000
Construction and Building Inspectors	\$83,565	\$33,600	\$136,300
Construction Managers	\$109,316	\$33,000	\$228,000
Drafters	\$62,352	\$28,000	\$101,800
Electrical Engineers	\$90,514	\$31,000	\$179,000
Engineers, All Other	\$94,294	\$31,000	\$189,000
Environmental Engineers	\$90,419	\$33,000	\$174,000
Health and Safety Engineers	\$100,622	\$39,000	\$190,000
Industrial Engineers	\$78,129	\$28,000	\$158,000
Manufacturing Managers	\$78,473	\$35,000	\$139,000
Marine Engineers and Naval Architects	\$95,473	\$33,000	\$189,000
Materials Engineers	\$90,093	\$33,000	\$173,000
Mechanical Engineers	\$84,461	\$30,000	\$165,000
Mining Engineers	\$124,427	\$51,000	\$228,000
Nuclear Engineers	\$142,265	\$72,000	\$231,000
Petroleum Engineers	\$129,672	\$40,000	\$269,000
Production Managers	\$82,854	\$28,000	\$175,000
Quality Engineers	\$71,029	\$28,000	\$135,000
Software Engineers	\$83,092	\$28,000	\$172,000
Surveyors	\$79,056	\$28,000	\$126,900

HUMAN RESOURCES

Job Title	Average	Min.	Max.
Benefits Managers	\$102,059	\$43,000	\$184,000
Compensation Analysts	\$81,780	\$37,000	\$143,000
Human Resources Generalists	\$66,593	\$32,000	\$113,000
Human Resources Managers	\$84,545	\$33,000	\$159,000
Labor Relations Specialists	\$94,642	\$40,000	\$172,000
Payroll and Benefits Specialists	\$67,320	\$28,000	\$153,000
Learning and Development Specialists	\$71,648	\$36,000	\$115,000

INFORMATION TECHNOLOGY

Job Title	Average	Min.	Max.
Information Systems Managers	\$77,635	\$40,300	\$178,200
Computer Programmers	\$66,300	\$28,000	\$122,900
Data Scientists	\$95,486	\$37,000	\$181,000
Database Administrators	\$88,119	\$40,700	\$400,000
Front End Developers	\$89,250	\$28,000	\$188,000
Information Security Analysts	\$80,528	\$28,000	\$160,000
IT Operations and Helpdesk	\$68,303	\$28,000	\$137,000
IT Security Specialists	\$97,823	\$31,000	\$202,000
Network Administrators	\$76,479	\$33,000	\$136,000
Network Architects	\$113,325	\$40,000	\$223,000
Network Security Engineers	\$86,743	\$28,000	\$400,000
Network Support Technicians	\$58,220	\$29,300	\$124,700
Software Developers	\$83,092	\$28,000	\$172,000
Software Quality Assurance Analysts and Testers	\$54,760	\$28,000	\$83,000
Technical Writers	\$71,101	\$29,000	\$131,000
Web Developers	\$59,675	\$28,000	\$143,800

SALES, MARKETING, AND CREATIVE

Job Title	Average	Min.	Max.
Advertising Managers	\$59,847	\$28,000	\$138,000
Advertising Sales Representatives	\$59,183	\$28,000	\$143,000
Art Directors	\$83,479	\$28,000	\$177,000
Copywriters	\$58,147	\$28,000	\$100,000
Creative Directors	\$95,169	\$28,000	\$207,000
Director of Marketing	\$110,398	\$34,000	\$230,000
Director of Public Relations	\$108,877	\$46,000	\$197,000
Editors	\$66,735	\$28,000	\$120,000
Graphic Designers	\$52,798	\$28,000	\$96,900
Market Research Analysts	\$67,408	\$28,000	\$146,000
Marketing Managers	\$74,330	\$28,000	\$143,000
Promotions Managers	\$60,910	\$28,000	\$125,000
Public Relations Managers	\$78,332	\$28,000	\$167,000
Real Estate Agents	\$89,142	\$28,000	\$223,000
Sales Engineers	\$82,256	\$28,000	\$178,000
Sales Managers	\$81,435	\$28,000	\$198,000
Senior Copywriters	\$75,343	\$37,000	\$126,000
Video Editors	\$55,310	\$28,000	\$94,600

LOGISTICS AND PROCUREMENT

Job Title	Average	Min.	Max.
Buyers	\$65,934	\$28,000	\$127,000
Dispatchers	\$57,709	\$28,000	\$81,200
Freight Brokers	\$62,126	\$28,000	\$164,000
Import/Export Coordinators	\$55,286	\$28,000	\$84,000
Logistics Managers	\$71,740	\$28,000	\$149,000
Production Managers	\$82,854	\$28,000	\$175,000
Project Manager	\$90,643	\$32,000	\$178,000
Purchasing Managers	\$79,322	\$30,000	\$152,000
Transport Managers	\$90,169	\$32,000	\$177,000
Procurement Managers	\$84,310	\$28,000	\$174,000

A DIFFERENT LEVEL OF SERVICE

Specialized Recruiting Group is uniquely equipped to help you find the highly skilled talent your business needs. Our individualized 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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