



# 2026 COMPENSATION TRENDS REPORT

**COMPREHENSIVE SALARY INSIGHTS FOR COMPETITIVE ADVANTAGE  
AND TOP TALENT ACQUISITION**

Presented by



# COMPENSATION TRENDS FOR 2026

The following information is an overview of national average salaries across a wide range of professions in Canada. The report is designed to help organizations gain a competitive edge in talent acquisition and retention by providing up-to-date compensation insights. The data is intended to support employers in benchmarking compensation, attracting top talent, and developing effective compensation strategies.

All wage data in this report was derived from [Lightcast](#), a labour market analytics company. Wages could be higher or lower than reported depending on a variety of factors, such as location, time of year, experience level, etc.

## ACCOUNTING AND FINANCE

Job Title	Median
Accounting Directors	\$135,936
Accounting Managers	\$94,976
Accounting Specialists	\$59,904
Accounts Payable Managers	\$80,128
Accounts Payable Specialists	\$55,040
Accounts Receivable Managers	\$75,008
Accounts Receivable Specialists	\$57,088
Assistant Controllers	\$89,856
Billing Managers	\$80,128
Billing Specialists	\$58,368
Cash Applications Specialists	\$46,336
Chief Financial Officers	\$145,152
Collections Specialists	\$54,144
Corporate Controllers	\$119,808
Cost Accountants	\$80,128
Credit Analysts	\$67,840
Credit Managers	\$89,856
Divisional Controllers	\$119,808
Finance Directors	\$134,912
Finance Managers	\$112,384
Financial Analysts	\$87,296
General Ledger Accountants	\$108,288
Internal Auditors	\$97,024
Payroll Directors	\$114,944
Payroll Managers	\$85,376
Payroll Specialists	\$73,472
Plant Controllers	\$119,808
Procurement Managers	\$89,856
Property Accountants	\$77,568
Staff Accountants	\$69,888
Tax Accountants	\$60,160
Tax Directors	\$166,656
Tax Managers	\$120,192
Vice Presidents of Finance	\$170,752

## ENGINEERING

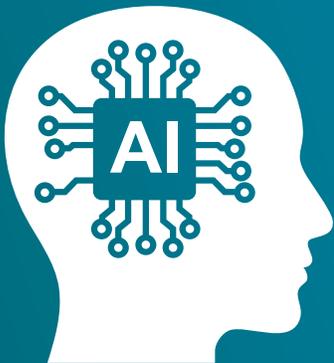
Job Title	Median
Assistant Project Managers	\$59,904
Automation Engineers	\$97,536
Building Inspectors	\$81,152
CAD Drafters	\$55,040
Chemical Engineers	\$85,248
Civil Engineers	\$104,192
CNC Programmers	\$67,840
Construction Inspectors	\$79,104
Construction Project Managers	\$100,096
Construction Superintendents	\$100,096
Controls Engineers	\$99,840
Design Engineers	\$103,168
Electrical Engineers	\$102,144
Engineering Managers	\$139,008
Environmental Engineers	\$109,824
Estimators	\$72,448
Foremen	\$82,688
Industrial Engineers	\$89,856
Journeyman Electricians	\$87,296
Manufacturing Engineers	\$85,248
Mechanical Engineers	\$97,536
Process Engineers	\$95,488
Project Engineers	\$106,240
Project Managers	\$93,056
Quality Engineers	\$92,416
Robotics Engineers	\$85,248
Safety Managers	\$80,128
Safety Technicians	\$67,840
Site Superintendents	\$105,344
Software Engineers	\$120,064
Surveyors	\$78,592
Systems Engineers	\$109,312
Validation Engineers	\$77,500

## BUSINESS SERVICES

Job Title	Median
Benefits Administrators	\$57,344
Benefits Managers	\$130,048
Compensation Analysts	\$75,008
Compensation Managers	\$107,264
Diversity and Inclusion Managers	\$94,464
Diversity and Inclusion Specialists	\$84,992
Human Resources Business Partners	\$93,952
Human Resources Directors	\$119,040
Human Resources Generalists	\$69,888
Human Resources Managers	\$87,424
Recruiters	\$54,912
Recruiting Directors	\$69,000

# INFORMATION TECHNOLOGY

Job Title	Median
Agile Coaches	\$123,648
AI Analysts	\$87,808
Blockchain Developers	\$145,920
Business Intelligence Analysts	\$82,176
Business Systems Analysts	\$96,000
Chief Information Officers	\$178,400
Chief Technology Officers	\$161,536
Cloud Architects	\$165,376
Cloud Engineers	\$101,120
Cybersecurity Engineers	\$125,184
Data Analysts	\$80,640
Data Architects	\$114,432
Data Engineers	\$113,920
Data Scientists	\$106,752
Database Administrators	\$93,952
Desktop Support Technicians	\$54,016
DevOps Engineers	\$105,216
Full-Stack Developers	\$100,096
Help Desk Specialists	\$57,088
Information Technology Specialists	\$68,864
Machine Learning Engineers	\$149,248
Mobile Developers	\$105,216
Network Architects	\$124,928
Network Engineers	\$97,536
Scrum Masters	\$114,432
Security Analysts	\$97,536
Security Engineers	\$151,296
Site Reliability Engineers	\$120,064
Software Engineers	\$115,150
Software Quality Assurance Analysts	\$89,344
Software Test Engineers	\$116,992
Solutions Architects	\$126,208
Systems Administrators	\$78,208
Systems Engineers	\$109,312
UI/UX Designers	\$93,952
User Experience Designers	\$85,248



## THE EXPANDING ROLE OF AI AND ITS IMPACT ON COMPENSATION AND SKILLS

More than **7 in 10** companies that utilize AI (**73%**) report a significant increase in reliance on AI tools over the last year. Nearly half of hiring decision makers (**49%**) believe implementing AI tools/technologies would allow them to reduce their workforce size by needing fewer workers, but a strong majority (**76%**) also believe new jobs will emerge to replace roles eliminated by AI.

## ENTRY-LEVEL ROLES: ESSENTIAL BUT EVOLVING

Most hiring decision makers (**81%**) agree that entry-level jobs now require candidates to possess more skills than in the past, with many expecting candidates to already have willingness to learn (**66%**), work ethic (**64%**), and dependability (**57%**) when applying for an entry-level position at their company.

Source: Job Insights Survey\*

## SALES, MARKETING, AND CREATIVE

Job Title	Median
Account Managers	\$70,016
Advertising Managers	\$72,960
Business Development Managers	\$85,248
Communications Coordinators	\$59,520
Copywriters	\$69,504
Creative Directors	\$92,928
Digital Marketing Managers	\$70,016
Digital Marketing Specialists	\$60,032
District Sales Managers	\$85,248
Editors	\$68,864
Graphic Designers	\$60,032
Inside Sales Representatives	\$53,120
Market Researchers	\$44,544
Marketing Coordinators	\$44,032
Marketing Directors	\$92,416
Public Relations Managers	\$75,008
Regional Sales Managers	\$97,536
Sales Directors	\$109,824
Sales Managers	\$91,904
Territory Managers	\$70,912
Vice Presidents of Marketing	\$167,680
Video Editors	\$51,968

## SUPPLY CHAIN AND LOGISTICS

Job Title	Median
Buyers	\$68,352
Category Managers	\$85,000
Demand Planners	\$69,376
Directors of Supply Chain Management	\$130,000
Inventory Control Specialists	\$51,456
Logistics Analysts	\$65,792
Logistics Managers	\$69,888
Materials Managers	\$46,336
Operations Managers	\$80,128
Procurement Managers	\$89,856
Product Support Specialists	\$59,904
Production Managers	\$80,256
Purchasing Managers	\$97,536
Quality Control Managers	\$82,176
Receiving Coordinators	\$41,984
Supply Chain Analysts	\$75,008
Supply Chain Specialists	\$67,840
Transport Managers	\$80,128
Warehouse Managers	\$62,464



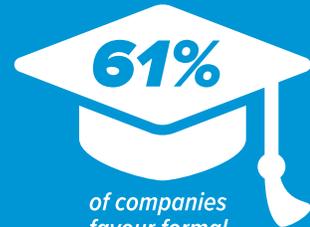
**THE HIGH COST OF TURNOVER  
AND WAGE INCREASES**

Among those who expect this increase, **nearly 3 in 10 (29%)** attribute it to higher workplace demands and a competitive job market. Perhaps in response, **about two-thirds (67%)** of companies plan to increase average wages in 2026, reflecting the need to retain talent and remain competitive.

Source: Job Insights Survey\*



of companies consider self-taught skills acquired through online platforms credible



of companies favour formal education and certifications over self-taught skills

**THE VALUE OF NON-TRADITIONAL SKILLS  
AND VERIFICATION**

To ensure compensation aligns with actual abilities, nearly a quarter of companies (**23%**) have updated their recruitment processes to better recognize and verify skills acquired outside traditional education environments. More than a third of hiring decision-makers would be more comfortable hiring a candidate whose skills were primarily self-taught if they had references/a referral (**46%**), demonstrated strong knowledge of the field/industry (**42%**), and examples of work where they have used these self-taught skills (**34%**).

**A HIGHER STANDARD OF SERVICE**

Specialized Recruiting Group is distinctly positioned to assist your organization in securing highly skilled talent tailored to your business objectives. Leveraging advanced recruiting methodologies and deep industry expertise, we consistently attract exceptional candidates that set us apart from our competitors.

To initiate a strategic partnership and discuss the next steps, please connect with your Specialized Recruiting Group representative. Our commitment is to serve as a reliable, trusted resource for your professional project and placement requirements.

Each Specialized Recruiting Group office is locally owned and operated, enabling our team to maintain a strong connection with the community and remain informed about the dynamics of the local employment market. Our vested interest in the prosperity of the local business environment and job market drives our dedication to client success. Through our franchise business model, we offer agile, independent responses to your specific needs, while our global reach provides access to exceptional resources and support.

\*The Job Insights survey was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals, parent company of Specialized Recruiting Group, among 504 Canadian hiring decision-makers (defined as adults ages 18+ in Canada who are employed full-time or self-employed, work at companies with more than 1 employee, and have full/significant involvement in hiring decisions at their company). The survey was conducted Nov. 3-19, 2025. Data are weighted where necessary by company size to bring them in line with their actual proportions in the population.



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