

2026 SALARY GUIDE

Better People. Better Execution.

Accounting & Finance
Administrative
Construction
Engineering & Technical
Executive Leadership
Human Resources
Manufacturing & Industrial
Supply Chain & Operations





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About Our Salary Guide

Market Intel to Drive Business Decisions.

This salary guide is meant to provide employers real numbers that they can actually use.

The data in this guide reflects current market conditions based on active searches, live client conversations, offers made, and offers accepted through TES Recruiting and Swiftemp Staffing. It is grounded in what companies are paying today, not what surveys reported last year or what candidates hope to earn.

Salaries are segmented by region, company size, and market type to reflect how compensation truly moves in the real world. A forty million dollar manufacturer in a suburban market does not compete for talent the same way a one billion dollar organization in a major metro does and this guide accounts for those differences.

This guide is intended to help leaders set realistic compensation bands, plan hiring budgets and enter conversations with clarity and confidence. It should be used as a benchmark, not a rigid rulebook because urgency, specialization, leadership impact, specific benefit information and costs, and local labor dynamics will always influence final offers.

At TES Recruiting we believe compensation is about more than a number. The right hire is the result of alignment between pay expectations, culture and execution. This guide gives you the foundation to make smarter hiring decisions before time, money and momentum are lost.



Insights from TES Recruiting: What Top Candidates Expect in 2026

Flexibility That Supports Execution:

Control of the Workday:

Top performers expect autonomy in how their day is structured. The ability to manage hours around appointments, family needs, and personal energy cycles without approval is now a baseline expectation.

Clear Remote and Hybrid Structure:

Successful offers clearly define whether a role is remote hybrid or onsite. Expectations around location in office presence and cadence should be explicit to avoid confusion and misalignment.

Defined Availability Standards:

Strong teams establish clear collaboration windows and availability expectations. This allows people to plan their time focus on execution and avoid the pressure of being constantly available.

Hybrid Work Flexibility

Not all roles can be remote. But, cultures that are common sense around using hybrid work, tend to attract the top talent. Rigidity without logic, can signal poor cultures, whether that is true or not.

Compensation Built for Performance:

Clear Pay Framework:

Clearly define how base salary bonuses and equity are determined. Show where each offer falls within established ranges and explain when and how compensation is expected to increase.

Incentives Tied to Results:

Compensation should grow with impact. High performing candidates expect bonuses, equity refreshes and accelerated reviews to reflect the results they deliver.

Pay Based on Role and Contribution:

For remote or distributed teams compensation tied to the role and level of responsibility rather than geography supports consistency and fairness across the organization. While less critical for fully onsite teams this approach is increasingly expected in national and global hiring.

Benefits That Signal Commitment & Top Cultures:

Candidates that are in high demand will not leave a role unless the company is showing that they offer a great culture.

Symptoms of a great culture are comprehensive benefit packages and flexible policies around when benefits kick in and how much PTO is offered, day one. Our most successful clients will use these levers to secure top talent. For example:

Day One Benefits:

Immediate benefits are now the baseline. Delayed coverage signals risk and lack of commitment. Strong offers remove waiting periods and start coverage immediately.

Time Off That Supports Performance:

Two weeks of PTO is no longer competitive. Candidates expect meaningful time off that supports recovery, sustainability and long-term performance.

Health and Well-Being Support:

Mental and physical health benefits are no longer optional. Access to wellness resources preventive care and realistic workload expectations are now standard.



ACCOUNTING & FINANCE



Hiring LANDSCAPE

Job Growth

Finance and accounting roles are projected to grow steadily through 2026, with strong demand in audit, financial planning & analysis (FP&A), compliance, and financial reporting. Long-term forecasts show:

- ~5% growth for accountants and financial analysts
- ~15% growth for financial managers

This reflects a continued shift toward analytical, oversight, and leadership functions as routine clerical roles decline.

Unemployment Trends

While the national unemployment rate is projected to average 4.4% in 2026, finance and accounting unemployment consistently remains below the national average, driven by consistent demand for regulatory compliance, forecasting, and strategic reporting.

Mid-to-Senior Level Talent Shortages

The tightest talent pressure is at the mid-senior level, where roles in FP&A, audit, corporate accounting, and reporting demand professionals with a blend of technical skill and business acumen. As job requirements evolve, many candidates lack the hybrid capabilities now expected — narrowing the talent pool and intensifying competition for qualified hires.

Emerging TRENDS

Tech-Led Transformation

AI, automation, and advanced analytics are streamlining routine accounting functions — shifting demand toward roles focused on insight, systems integration, and strategic advisory. Familiarity with ERP platforms like Oracle, SAP, and Microsoft Dynamics is now a baseline expectation in most mid-to-large organizations.

Regulatory & Reporting Pressures

Finance and accounting teams are facing growing complexity as climate, cybersecurity, and governance disclosures are held to the same standard as financial reporting. This is driving demand for professionals who blend technical precision with expertise in compliance, risk, and audit readiness.

Flexible Work Models

Hybrid and remote arrangements remain the norm for many back-office functions, impacting executive hiring, organizational culture, and overall retention strategies. Flexibility is now a key differentiator in attracting top finance talent.

Top In-Demand roles in F&A

- Financial Planning & Analysis (FP&A) Analyst / Manager
- Audit Manager / Internal Auditor
- Financial Reporting Accountant
- Cost Accountant
- Corporate Accountant / Senior Accountant
- Controller / Assistant Controller
- Financial Analyst
- Tax Accountant / Tax Manager
- Accounting Manager
- Compliance Analyst / Manager
- Treasury Analyst / Manager
- Payroll Manager / Specialist

Job Title	Metropolitan			Rura		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Financial Officer*	\$170,000	\$200,000	\$250,000	\$155,000	\$190,000	\$235,000
Chief Accounting Officer*	\$170,000	\$200,000	\$250,000	\$155,000	\$190,000	\$235,000
Finance Director*	\$120,000	\$145,000	\$195,000	\$110,000	\$135,000	\$185,000
Controller*	\$119,000	\$145,000	\$205,000	\$107,000	\$135,000	\$195,000
Finance Manager*	\$114,000	\$145,000	\$176,000	\$102,000	\$129,500	\$157,000
Accounting Manager*	\$88,000	\$107,500	\$127,000	\$79,000	\$96,000	\$113,000
Accounting Supervisor*	\$88,000	\$107,500	\$127,000	\$79,000	\$96,000	\$113,000
Auditor*	\$83,000	\$101,000	\$119,000	\$74,000	\$90,000	\$106,000
Payroll Manager*	\$77,000	\$95,000	\$113,000	\$69,000	\$85,000	\$101,000
Senior Accountant*	\$77,000	\$93,000	\$109,000	\$69,000	\$83,000	\$97,000
Financial Analyst*	\$76,000	\$91,000	\$106,000	\$68,000	\$81,500	\$95,000

ACCOUNTING & FINANCE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Accounts Payable Manager*	\$71,000	\$84,500	\$98,000	\$63,000	\$75,500	\$88,000
Staff Accountant	\$56,000	\$65,500	\$75,000	\$53,000	\$61,500	\$70,000
Payroll Specialist	\$58,000	\$72,500	\$87,000	\$52,000	\$65,000	\$78,000
Accounting Analyst	\$54,000	\$66,500	\$79,000	\$48,000	\$59,500	\$71,000
Bookkeeping, Accounting, Auditing Clerk	\$54,000	\$61,500	\$69,000	\$48,000	\$54,500	\$61,000
Accounting Assistant, Coordinator, Administrator	\$53,000	\$54,000	\$55,000	\$52,000	\$53,000	\$54,000
Accounting Clerk - AR/Payables	\$53,000	\$54,000	\$55,000	\$52,000	\$53,000	\$54,000
Accounts Payable	\$52,000	\$53,000	\$54,000	\$51,000	\$52,000	\$53,000
Payroll and Timekeeping Clerk	\$51,000	\$52,000	\$53,000	\$50,000	\$51,000	\$52,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rura		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Financial Officer*	\$220,000	\$310,000	\$410,000+	\$205,000	\$300,000	\$310,000+
Chief Accounting Officer*	\$220,000	\$260,000	\$310,000	\$205,000	\$240,000	\$290,000
Finance Director*	\$160,000	\$185,000	\$220,000	\$150,000	\$175,000	\$210,000
Controller*	\$160,000	\$195,000	\$260,000+	\$144,000	\$185,000	\$245,000+
Finance Manager*	\$146,000	\$185,000	\$226,000	\$138,000	\$175,000	\$213,000
Accounting Manager*	\$135,000	\$150,000	\$165,000	\$130,000	\$145,000	\$160,000
Accounting Supervisor*	\$114,000	\$138,000	\$162,000	\$107,000	\$130,000	\$153,000
Auditor*	\$106,000	\$129,000	\$152,000	\$100,000	\$122,000	\$143,000
Payroll Manager*	\$99,000	\$122,000	\$145,000	\$93,000	\$115,000	\$137,000
Senior Accountant*	\$99,000	\$119,000	\$139,000	\$93,000	\$112,000	\$131,000
Financial Analyst*	\$98,000	\$117,000	\$136,000	\$92,000	\$110,000	\$128,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Accounts Payable Manager*	\$110,000	\$135,000	\$145,000	\$110,000	\$130,000	\$150,000
Staff Accountant	\$72,000	\$115,000	\$140,000	\$68,000	\$110,000	\$135,000
Payroll Specialist	\$74,000	\$93,000	\$112,000	\$70,000	\$88,000	\$105,000
Accounting Analyst	\$70,000	\$86,000	\$101,000	\$66,000	\$81,000	\$96,000
Bookkeeping, Accounting, Auditing Clerk	\$69,000	\$79,000	\$88,000	\$65,000	\$74,000	\$83,000
Accounting Assistant, Coordinator, Admini.	\$65,000	\$75,000	\$85,000	\$58,000	\$69,000	\$79,000
Accounting Clerk - AR/Payables	\$65,000	\$69,000	\$75,000	\$55,000	\$61,000	\$67,000
Accounts Payable	\$65,000	\$69,000	\$75,000	\$52,000	\$59,000	\$65,000
Payroll and Timekeeping Clerk	\$60,000	\$65,000	\$74,000	\$50,000	\$60,000	\$70,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Financial Officer*	\$200,000	\$290,000	\$390,000+	\$190,000	\$280,000	\$380,000+
Chief Accounting Officer*	\$200,000	\$240,000	\$290,000	\$190,000	\$220,000	\$270,000
Finance Director*	\$140,000	\$167,500	\$202,500	\$132,500	\$162,500	\$193,500
Controller*	\$140,000	\$177,500	\$242,500+	\$127,500	\$167,500	\$227,500+
Finance Manager*	\$131,500	\$169,500	\$206,500	\$121,500	\$156,500	\$191,500
Accounting Manager*	\$117,500	\$132,500	\$147,500	\$112,500	\$127,500	\$142,500
Accounting Supervisor*	\$103,000	\$126,000	\$149,000	\$95,000	\$117,000	\$139,000
Auditor*	\$96,000	\$117,000	\$139,000	\$89,000	\$109,000	\$130,000
Payroll Manager*	\$89,000	\$111,000	\$133,000	\$82,000	\$103,000	\$123,000
Senior Accountant*	\$89,000	\$106,000	\$125,000	\$82,000	\$100,000	\$118,000
Financial Analyst*	\$100,000	\$120,000	\$140,000	\$95,000	\$115,000	\$135,000

ACCOUNTING & FINANCE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Accounts Payable Manager*	\$81,000	\$105,000	\$130,000	\$76,000	\$91,000	\$120,000
Staff Accountant	\$65,000	\$83,000	\$101,000	\$61,000	\$77,000	\$94,000
Payroll Specialist	\$62,000	\$76,000	\$91,000	\$58,000	\$71,000	\$85,000
Accounting Analyst	\$62,000	\$75,000	\$86,000	\$58,000	\$70,000	\$80,000
Bookkeeping, Accounting, Auditing Clerk	\$61,000	\$70,000	\$79,000	\$56,000	\$65,000	\$73,000
Accounting Assistant, Coordinator, Admin.	\$55,000	\$67,000	\$75,000	\$49,000	\$59,000	\$69,000
Accounting Clerk - AR/Payables	\$55,000	\$60,000	\$65,000	\$46,000	\$52,000	\$58,000
Accounts Payable	\$55,000	\$60,000	\$65,000	\$44,000	\$50,000	\$56,000
Payroll and Timekeeping Clerk	\$50,000	\$54,000	\$65,000	\$42,000	\$51,000	\$60,000



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Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Financial Officer*	\$210,000	\$300,000	\$400,000+	\$200,000	\$290,000	\$390,000+
Chief Accounting Officer*	\$210,000	\$250,000	\$300,000	\$200,000	\$230,000	\$280,000
Finance Director*	\$150,000	\$175,000	\$210,000	\$140,000	\$165,000	\$198,000
Controller*	\$150,000	\$185,000	\$250,000+	\$135,000	\$175,000	\$235,000+
Finance Manager*	\$139,000	\$177,000	\$214,000	\$129,000	\$164,000	\$199,000
Accounting Manager*	\$125,000	\$140,000	\$155,000	\$120,000	\$135,000	\$150,000
Accounting Supervisor*	\$108,000	\$131,000	\$154,000	\$100,000	\$122,000	\$144,000
Auditor*	\$101,000	\$122,000	\$144,000	\$94,000	\$114,000	\$135,000
Payroll Manager*	\$94,000	\$116,000	\$138,000	\$87,000	\$108,000	\$128,000
Senior Accountant*	\$94,000	\$113,000	\$132,000	\$87,000	\$105,000	\$123,000
Financial Analyst*	\$105,000	\$125,000	\$145,000	\$100,000	\$120,000	\$140,000
Accounts Payable Manager*	\$86,000	\$110,000	\$135,000	\$81,000	\$96,000	\$125,000

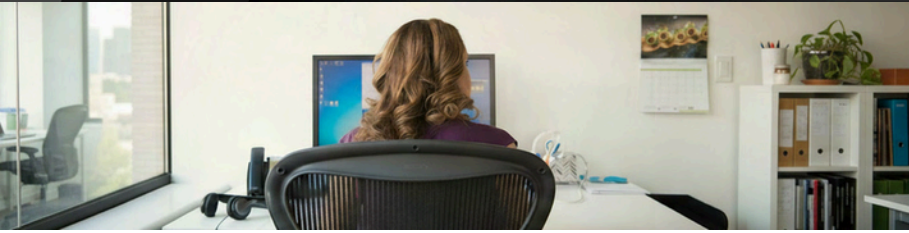
Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Staff Accountant	\$70,000	\$88,000	\$106,000	\$66,000	\$82,000	\$99,000
Payroll Specialist	\$67,000	\$81,000	\$96,000	\$63,000	\$76,000	\$90,000
Accounting Analyst	\$67,000	\$80,000	\$91,000	\$63,000	\$75,000	\$85,000
Bookkeeping, Accounting, Auditing Clerk	\$66,000	\$75,000	\$84,000	\$61,000	\$70,000	\$78,000
Accounting Assistant, Coordinator, Administrator	\$60,000	\$72,000	\$80,000	\$54,000	\$64,000	\$74,000
Accounting Clerk - AR/Payables	\$60,000	\$65,000	\$70,000	\$51,000	\$57,000	\$63,000
Accounts Payable	\$60,000	\$65,000	\$70,000	\$49,000	\$55,000	\$61,000
Payroll and Timekeeping Clerk	\$55,000	\$59,000	\$70,000	\$47,000	\$56,000	\$65,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

ADMINISTRATIVE





Hiring LANDSCAPE

Job Growth

Overall job growth for administrative roles is expected to remain flat or slightly declining, with approximately 358,000 openings annually over the next decade, according to the Bureau of Labor Statistics. Most of these openings will be driven by retirements and turnover rather than new role creation. However, certain industries — notably healthcare and professional services — are seeing increased demand for high-level administrative professionals who bring strong organizational, tech, and communication skills to the table.

Unemployment Trends

The national unemployment rate is projected to average 4.4% in 2026. Unemployment for administrative roles typically mirrors this trend, though seasoned professionals in positions such as Executive Assistant, Operations Coordinator, and Office Manager may experience lower-than-average jobless rates due to ongoing demand for experienced, high-functioning support talent.

Talent Readiness & Hiring Pressure

The biggest challenge heading into 2026 is talent readiness. Administrative roles have evolved — today's professionals are expected to support cross-functional teams, manage projects, and contribute to operational workflows. This shift has created a mismatch between traditional candidate backgrounds and modern role expectations. As a result, the available talent pool is narrower and more competitive, especially for companies seeking proactive, tech-savvy, and resourceful administrative talent.

Emerging TRENDS

AI-Integrated Administrative Support

AI hasn't replaced administrative roles — it's redefined them. Tools now manage routine tasks like scheduling, data entry, and basic communication, shifting the admin function away from clerical support toward more strategic coordination. Today's admins must bring sound judgment, strong communication, and the ability to collaborate with technology to be effective in modern environments.

Skills-First Hiring

The hiring focus has shifted from titles and tenure to capabilities and adaptability. Employers now expect admin professionals to demonstrate digital fluency, business acumen, emotional intelligence, and the ability to work across multiple systems. As the role becomes more dynamic, these baseline competencies are essential to long-term success.

Hybrid Operations & Team Coordination

In hybrid workplaces, administrative professionals are the glue holding operations together. From managing schedules across time zones to coordinating communication between remote and on-site teams, admins have become central to organizational flow. Many now serve as informal tech liaisons — assisting with platform usage, basic troubleshooting, and digital logistics to keep things running smoothly.

Top In-Demand Administrative Roles:

- Administrative Operations Manager
- Administrative Support Assistant
- Chief of Staff
- Communications Specialist
- Data Entry Specialist
- Executive Assistant
- Office Manager
- Operations Coordinator
- Personal Assistant
- Project Coordinator
- Receptionist
- Scheduling Coordinator

ADMINISTRATIVE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief of Staff*	\$135,000	\$140,000	\$145,000	\$130,000	\$135,000	\$140,000
Operations Manager*	\$95,000	\$100,000	\$105,000	\$90,000	\$95,000	\$100,000
Executive Assistant*	\$90,000	\$95,000	\$100,000	\$85,000	\$90,000	\$95,000
Office Manager*	\$80,000	\$85,000	\$90,000	\$75,000	\$80,000	\$85,000
Personal Assistant	\$75,000	\$80,000	\$85,000	\$70,000	\$75,000	\$80,000
Contract Administrator	\$68,000	\$72,000	\$78,000	\$62,000	\$67,000	\$72,000
Logistics Coordinator	\$62,000	\$68,000	\$74,000	\$58,000	\$64,000	\$69,000
Office Administrator	\$60,000	\$65,000	\$70,000	\$54,000	\$59,000	\$64,000
Operations Coordinator	\$58,000	\$62,000	\$68,000	\$52,000	\$57,000	\$62,000
Administrative Coordinator	\$52,000	\$58,000	\$64,000	\$49,000	\$54,000	\$60,000
Administrative Assistant	\$50,000	\$55,000	\$60,000	\$46,000	\$50,000	\$56,000



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ADMINISTRATIVE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Receptionist	\$49,000	\$45,000	\$50,000	\$44,000	\$48,000	\$53,000
Customer Service Representative	\$42,000	\$40,000	\$45,000	\$39,000	\$46,000	\$50,000
Data Entry Specialist	\$40,000	\$38,000	\$42,000	\$37,000	\$42,000	\$48,000



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Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief of Staff*	\$150,000	\$185,000	\$220,000	\$145,000	\$150,000	\$155,000
Operations Manager*	\$125,000	\$130,000	\$140,000	\$105,000	\$110,000	\$115,000
Executive Assistant*	\$120,000	\$130,000	\$140,000	\$115,000	\$120,000	\$125,000
Office Manager*	\$95,000	\$105,000	\$115,000	\$90,000	\$95,000	\$100,000
Personal Assistant	\$90,000	\$95,000	\$115,000	\$85,000	\$90,000	\$95,000
Contract Administrator	\$82,000	\$90,000	\$100,000	\$78,000	\$83,000	\$88,000
Logistics Coordinator	\$75,000	\$81,000	\$88,000	\$70,000	\$75,000	\$80,000
Office Administrator	\$74,000	\$82,000	\$91,000	\$69,000	\$74,000	\$79,000
Operations Coordinator	\$72,000	\$78,000	\$84,000	\$67,000	\$72,000	\$77,000
Administrative Coordinator	\$67,000	\$72,000	\$82,000	\$62,000	\$67,000	\$72,000
Administrative Assistant	\$65,000	\$70,000	\$80,000	\$60,000	\$65,000	\$70,000

ADMINISTRATIVE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Receptionist	\$62,000	\$70,000	\$75,000	\$58,000	\$63,000	\$68,000
Customer Service Representative	\$55,000	\$60,000	\$65,000	\$50,000	\$55,000	\$60,000
Data Entry Specialist	\$54,000	\$59,000	\$68,000	\$49,000	\$54,000	\$59,000



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ADMINISTRATIVE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief of Staff*	\$140,000	\$145,000	\$150,000	\$135,000	\$140,000	\$145,000
Operations Manager*	\$100,000	\$105,000	\$110,000	\$95,000	\$100,000	\$105,000
Executive Assistant*	\$95,000	\$100,000	\$110,000	\$90,000	\$95,000	\$100,000
Office Manager*	\$85,000	\$90,000	\$98,000	\$80,000	\$85,000	\$90,000
Personal Assistant	\$80,000	\$85,000	\$90,000	\$75,000	\$80,000	\$85,000
Contract Administrator	\$72,000	\$77,000	\$82,000	\$68,000	\$72,000	\$78,000
Logistics Coordinator	\$65,000	\$70,000	\$75,000	\$62,000	\$68,000	\$72,000
Office Administrator	\$63,000	\$68,000	\$74,000	\$60,000	\$65,000	\$70,000
Operations Coordinator	\$62,000	\$67,000	\$72,000	\$59,000	\$64,000	\$68,000
Administrative Coordinator	\$56,000	\$61,000	\$67,000	\$51,000	\$56,000	\$62,000
Administrative Assistant	\$55,000	\$60,000	\$65,000	\$50,000	\$55,000	\$60,000



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ADMINISTRATIVE

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Receptionist	\$53,000	\$58,000	\$63,000	\$49,000	\$52,000	\$58,000
Customer Service Representative	\$45,000	\$50,000	\$55,000	\$43,000	\$48,000	\$54,000
Data Entry Specialist	\$42,000	\$47,000	\$52,000	\$40,000	\$45,000	\$50,000



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Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief of Staff*	\$150,000	\$180,000	\$215,000	\$140,000	\$175,000	\$210,000
Operations Manager*	\$120,000	\$125,000	\$135,000	\$100,000	\$115,000	\$130,000
Executive Assistant*	\$100,000	\$110,000	\$120,000	\$95,000	\$105,000	\$115,000
Office Manager*	\$90,000	\$98,000	\$110,000	\$85,000	\$92,000	\$105,000
Personal Assistant	\$85,000	\$90,000	\$110,000	\$80,000	\$85,000	\$105,000
Contract Administrator	\$77,000	\$84,000	\$98,000	\$72,000	\$80,000	\$92,000
Logistics Coordinator	\$70,000	\$76,000	\$82,000	\$65,000	\$70,000	\$77,000
Office Administrator	\$68,000	\$75,000	\$84,000	\$62,000	\$70,000	\$80,000
Operations Coordinator	\$67,000	\$71,000	\$78,000	\$61,000	\$68,000	\$72,000
Administrative Coordinator	\$61,000	\$67,000	\$78,000	\$57,000	\$62,000	\$74,000
Administrative Assistant	\$60,000	\$65,000	\$72,000	\$55,000	\$60,000	\$68,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Receptionist	\$58,000	\$65,000	\$70,000	\$53,000	\$60,000	\$65,000
Customer Service Representative	\$55,000	\$57,000	\$60,000	\$45,000	\$50,000	\$55,000
Data Entry Specialist	\$55,000	\$56,000	\$62,000	\$42,000	\$50,000	\$55,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

CONSTRUCTION





Hiring LANDSCAPE

Industry Growth:

The U.S. construction sector is forecasted to expand by 4.7% between 2023 and 2033, outpacing the national average. This surge is being driven by sustained investments in infrastructure modernization, utility-scale renewable energy projects, and the expansion of advanced manufacturing and logistics hubs. The Southeast and Southwest continue to see the strongest demand, fueled by regional population growth and large-scale commercial development.

Unemployment & Labor Impact:

As of early 2026, the national unemployment rate holds steady at 4.1%, with roughly 7.1 million Americans actively seeking work. Despite this, the construction industry remains tight on skilled labor. Persistent shortages are contributing to rising wages and project delays — particularly in critical areas like licensed trades and heavy equipment operation.

Talent Availability & Hiring Pressure:

The talent gap remains the number one concern for employers as we head deeper into 2026. Retirements continue to thin the construction workforce, and fewer young workers are entering the trades. According to the latest Bureau of Labor Statistics data, over 40% of today's construction labor force is over the age of 45. Meanwhile, trade school enrollment has declined for the third consecutive year. Positions in highest demand include, Electricians, HVAC Technicians, Heavy Equipment Operators, Estimators, Site Supervisors

Emerging TRENDS

Technology on the Jobsite:

Digital tools are now standard across most construction projects. Over 70% of contractors are using Building Information Modeling (BIM), while real-time tracking, drones, wearables, and cloud-based platforms are driving improvements in safety, cost control, and efficiency.

Sustainability as a Standard:

Green construction is no longer optional. Over 60% of new commercial projects are targeting LEED or equivalent certification. Clients are demanding energy-efficient designs, low-emission materials, and modular solutions to stay competitive — creating growing demand for talent with sustainable building expertise.

Workforce Development Takes Center Stage:

With labor shortages persisting, firms are shifting from reactive hiring to long-term workforce development. In 2026, companies are doubling down on in-house training, formal apprenticeships, and partnerships with trade schools to build stronger, more reliable pipelines. Upskilling and internal mobility have become critical to reducing dependency on a tight external labor market.

High-Demand Roles in Construction

- Electricians
- HVAC Technicians
- Heavy Equipment Operators
- Plumbers & Pipefitters
- Project Managers
- Construction Managers
- Estimators
- Site Supervisors / Foremen
- Skilled Laborers / Tradespeople
- Safety Coordinators / Officers
- BIM Specialists / Technologists
- Apprentices & Trainees

Job Title	Metropolitan			Rura		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Project Executive*	\$148,000	\$197,000	\$238,000	\$146,000	\$195,000	\$237,000
Director of Construction*	\$148,000	\$223,000	\$298,000	\$145,000	\$220,000	\$294,000
Senior Project Manager*	\$131,000	\$158,000	\$182,000	\$124,000	\$148,000	\$173,000
Construction Manager*	\$131,000	\$158,000	\$182,000	\$124,000	\$148,000	\$173,000
Construction Engineer*	\$92,000	\$102,000	\$112,000	\$87,000	\$96,000	\$106,000
Project Manager*	\$110,000	\$130,000	\$153,000	\$106,000	\$126,000	\$146,000
Senior Estimator*	\$130,000	\$150,000	\$250,000	\$126,000	\$146,000	\$246,000
Construction Controller*	\$105,000	\$120,000	\$135,000	\$100,000	\$110,000	\$125,000
Superintendent*	\$102,000	\$112,000	\$152,000	\$100,000	\$110,000	\$150,000
Site Safety Manager/Officer*	\$95,000	\$110,000	\$126,000	\$90,000	\$102,000	\$118,000
Estimator*	\$106,000	\$125,000	\$148,000	\$106,000	\$102,000	\$118,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Construction Coordinator	\$78,000	\$82,000	\$90,000	\$74,000	\$79,000	\$84,000
Project Accountant	\$72,000	\$78,000	\$82,000	\$69,000	\$72,000	\$80,000
Quality Control Inspector	\$69,000	\$72,000	\$79,000	\$68,000	\$70,000	\$77,000
Project Engineer	\$67,000	\$80,000	\$85,000	\$68,000	\$80,000	\$85,000
Site Engineer	\$65,000	\$72,000	\$80,000	\$65,000	\$74,000	\$78,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Foreman	35/hr	45/hr	55/hr	35/hr	45/hr	55/hr
Journeyman-Level	25/hr	28/hr	34/hr	25/hr	28/hr	34/hr
Apprentice-Level	20/hr	22/hr	25/hr	20/hr	22/hr	25/hr
Laborer-Level	20/hr	22/hr	25/hr	20/hr	22/hr	25/hr



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Project Executive*	\$155,000	\$200,000	\$240,000	\$151,000	\$198,000	\$238,000
Director of Construction*	\$155,000	\$187,000	\$218,000	\$151,000	\$184,000	\$214,000
Senior Project Manager*	\$150,000	\$225,000	\$300,000	\$147,000	\$222,000	\$296,000
Construction Manager*	\$150,000	\$225,000	\$300,000	\$147,000	\$222,000	\$296,000
Construction Engineer*	\$110,000	\$121,000	\$133,000	\$108,000	\$119,000	\$131,000
Project Manager*	\$128,000	\$158,000	\$183,000	\$126,000	\$156,000	\$180,000
Senior Estimator*	\$148,000	\$178,000	\$278,000	\$146,000	\$176,000	\$276,000
Construction Controller*	\$120,000	\$135,000	\$150,000	\$116,000	\$130,000	\$145,000
Superintendent*	\$108,000	\$134,000	\$170,000	\$106,000	\$132,000	\$167,000
Site Safety Manager/Officer*	\$108,000	\$124,000	\$140,000	\$100,000	\$118,000	\$136,000
Estimator*	\$110,000	\$145,000	\$170,000	\$108,000	\$142,000	\$150,000



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Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Construction Coordinator	\$89,000	\$98,000	\$105,000	\$84,000	\$95,000	\$102,000
Project Accountant	\$82,000	\$87,000	\$95,000	\$78,000	\$85,000	\$91,000
Quality Control Inspector	\$79,000	\$84,000	\$98,000	\$75,000	\$80,000	\$92,000
Project Engineer	\$76,000	\$84,000	\$92,000	\$74,000	\$82,000	\$90,000
Site Engineer	\$70,000	\$85,000	\$95,000	\$68,000	\$84,000	\$92,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Foreman	41/hr	53/hr	66/hr	41/hr	53/hr	66/hr
Journeyman-Level	28/hr	32/hr	38/hr	28/hr	32/hr	38/hr
Apprentice-Level	20/hr	25/hr	26/hr	20/hr	25/hr	26/hr
Laborer-Level	20/hr	24/hr	26/hr	20/hr	24/hr	26/hr

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Project Executive*	\$148,000	\$198,000	\$237,000	\$146,000	\$196,000	\$234,000
Director of Construction*	\$148,000	\$223,000	\$298,000	\$145,000	\$220,000	\$294,000
Senior Project Manager*	\$140,000	\$168,000	\$196,000	\$137,000	\$165,000	\$192,000
Construction Manager*	\$140,000	\$168,000	\$196,000	\$137,000	\$165,000	\$192,000
Construction Engineer*	\$98,000	\$109,000	\$120,000	\$97,000	\$107,000	\$118,000
Project Manager*	\$115,000	\$145,000	\$164,000	\$114,000	\$143,000	\$162,000
Senior Estimator*	\$135,000	\$165,000	\$268,000	\$134,000	\$163,000	\$266,000
Construction Controller*	\$110,000	\$125,000	\$140,000	\$108,000	\$120,000	\$134,000
Superintendent*	\$102,000	\$120,000	\$153,000	\$100,000	\$118,000	\$150,000
Site Safety Manager/Officer*	\$98,000	\$116,000	\$130,000	\$94,000	\$110,000	\$125,000
Estimator*	\$108,000	\$128,000	\$148,000	\$106,000	\$125,000	\$145,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Construction Coordinator	\$80,000	\$90,000	\$98,000	\$78,000	\$86,000	\$92,000
Project Accountant	\$75,000	\$80,000	\$85,000	\$71,000	\$76,000	\$80,000
Quality Control Inspector	\$72,000	\$76,000	\$82,000	\$70,000	\$74,000	\$78,000
Project Engineer	\$68,000	\$84,000	\$94,000	\$67,000	\$83,000	\$93,000
Site Engineer	\$68,000	\$75,000	\$82,000	\$67,000	\$74,000	\$81,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Foreman	37/hr	48/hr	59/hr	37/hr	48/hr	59/hr
Journeyman-Level	28/hr	34/hr	38/hr	28/hr	34/hr	38/hr
Apprentice-Level	21/hr	24/hr	26/hr	21/hr	24/hr	26/hr
Laborer-Level	20/hr	22/hr	25/hr	20/hr	22/hr	25/hr

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Project Executive*	\$150,000	\$200,000	\$240,000	\$148,000	\$198,000	\$237,000
Director of Construction*	\$150,000	\$225,000	\$300,000	\$147,000	\$222,000	\$296,000
Senior Project Manager*	\$149,000	\$178,000	\$208,000	\$147,000	\$177,000	\$206,000
Construction Manager*	\$149,000	\$178,000	\$208,000	\$147,000	\$177,000	\$206,000
Construction Engineer*	\$104,000	\$116,000	\$127,000	\$104,000	\$115,000	\$126,000
Project Manager*	\$120,000	\$150,000	\$175,000	\$119,000	\$148,000	\$173,000
Senior Estimator*	\$120,000	\$150,000	\$250,000	\$119,000	\$148,000	\$248,000
Construction Controller*	\$120,000	\$130,000	\$145,000	\$112,000	\$126,000	\$140,000
Superintendent*	\$105,000	\$128,000	\$162,000	\$104,000	\$127,000	\$161,000
Site Safety Manager/Officer*	\$102,000	\$120,000	\$135,000	\$96,000	\$114,000	\$128,000
Estimator*	\$90,000	\$110,000	\$150,000	\$88,000	\$108,000	\$128,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Construction Coordinator	\$85,000	\$94,000	\$100,000	\$80,000	\$89,000	\$97,000
Project Accountant	\$80,000	\$85,000	\$90,000	\$76,000	\$81,000	\$86,000
Quality Control Inspector	\$75,000	\$80,000	\$95,000	\$71,000	\$78,000	\$90,000
Project Engineer	\$70,000	\$85,000	\$95,000	\$70,000	\$84,000	\$94,000
Site Engineer	\$70,000	\$80,000	\$87,000	\$70,000	\$79,000	\$87,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Foreman	39/hr	51/hr	63/hr	39/hr	51/hr	63/hr
Journeyman-Level	28/hr	34/hr	40/hr	28/hr	34/hr	40/hr
Apprentice-Level	24/hr	26/hr	28/hr	24/hr	26/hr	28/hr
Laborer-Level	22/hr	24/hr	26/hr	22/hr	24/hr	26/hr



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ENGINEERING & TECHNICAL



Hiring LANDSCAPE

Industry Growth:

Engineering continues to serve as the backbone of U.S. industrial innovation, with demand projected to grow steadily at 4–6% annually through 2030. Key sectors fueling this growth include advanced manufacturing, aerospace, clean energy, and semiconductor production—fueled by federal investments such as the CHIPS Act and green energy initiatives. Regional hotspots include the Midwest and Southeast, where industrial reshoring and smart factory expansion are driving job creation.

Labor Market Tightness:

As of early 2026, the engineering labor market remains extremely tight. With national unemployment at 4.1%, employers continue to struggle with a shortage of mid-level and senior engineers, particularly those with hands-on experience in manufacturing, automation, and process improvement. Baby boomer retirements are accelerating this shortage, creating a vacuum in institutional knowledge.

Talent Supply Challenges:

Entry-level pipelines are not keeping pace. Engineering college enrollment has plateaued, and fewer graduates are opting for careers in traditional industries like manufacturing. Competition from tech and energy sectors is pulling talent away, further intensifying pressure on hiring managers. Women and underrepresented minorities remain significantly underrepresented, adding another layer to workforce development challenges.

Emerging TRENDS

Upskilling & Developing Talent:

Leading manufacturers are partnering with universities, HBCUs, and veteran programs to build more inclusive talent pipelines. Upskilling, job rotation, and mentorship programs have become key strategies for building loyalty and internal mobility in an otherwise fluid labor market.

Emphasis on Cross-Disciplinary Talent:

The modern engineer is no longer just technically proficient—they are collaborative problem solvers who understand operations, supply chains, and sustainability. Employers are prioritizing candidates with experience in lean manufacturing, Six Sigma, and cross-functional project leadership. Soft skills and adaptability are as critical as CAD proficiency.

AI & Digital Engineering Integration:

AI-powered design tools, digital twins, and predictive analytics are now integral to engineering roles. In 2026, over 65% of engineering teams are using simulation and digital modeling software to optimize production before physical prototyping. Engineers with fluency in data-driven design, machine learning integration, and automation platforms (like Siemens NX, SolidWorks, and MATLAB) are increasingly in demand.

Top In-Demand Roles in Engineering

- Manufacturing Engineers
- Process & Continuous Improvement Engineers
- Controls & Automation Engineers
- Project Engineers
- Electrical Engineers
- Quality Engineers
- Design Engineers
- R&D / Product Development Engineers
- Industrial Engineers
- Applications Engineers
- Environmental & Sustainability Engineers

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size\$50M-\$1B	Large \$1B+
Manufacturing Engineer	\$90,000	\$112,000	\$140,000	\$78,000	\$95,000	\$115,000
Industrial Engineer	\$70,000	\$83,000	\$105,000	\$62,000	\$74,000	\$92,000
Mechanical Engineer	\$75,000	\$95,000	\$130,000	\$65,000	\$82,000	\$105,000
Electrical Engineer	\$90,000	\$105,000	\$140,000	\$75,000	\$90,000	\$110,000
Quality Engineer	\$80,000	\$95,000	\$115,000	\$70,000	\$82,000	\$95,000
Process Engineer	\$78,000	\$90,000	\$110,000	\$65,000	\$75,000	\$90,000
Controls Engineer	\$85,000	\$102,000	\$130,000	\$72,000	\$88,000	\$110,000
Design Engineer	\$80,000	\$95,000	\$125,000	\$70,000	\$82,000	\$105,000
Maintenance Engineer	\$75,000	\$92,000	\$120,000	\$68,000	\$80,000	\$100,000
Project Engineer	\$85,000	\$100,000	\$135,000	\$75,000	\$88,000	\$115,000
Product Engineer	\$88,000	\$112,000	\$175,000	\$76,000	\$95,000	\$140,000
Safety Engineer	\$78,000	\$92,000	\$115,000	\$68,000	\$80,000	\$100,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Mechanical Engineer (HVAC)	\$70,000	\$90,000	\$120,000	\$62,000	\$78,000	\$95,000
Electrical Engineer (Power)	\$75,000	\$95,000	\$125,000	\$65,000	\$82,000	\$102,000
Plumbing Engineer	\$68,000	\$88,000	\$115,000	\$60,000	\$75,000	\$92,000
Fire Protection Engineer	\$72,000	\$92,000	\$120,000	\$62,000	\$78,000	\$95,000
Energy/Building Performance	\$70,000	\$90,000	\$118,000	\$62,000	\$77,000	\$96,000
Civil Engineer	\$68,000	\$88,000	\$115,000	\$60,000	\$75,000	\$92,000
Structural Engineer	\$75,000	\$98,000	\$130,000	\$65,000	\$82,000	\$105,000
Commissioning Engineer (CxA)	\$68,000	\$88,000	\$115,000	\$60,000	\$76,000	\$94,000
Revit/BIM Designer/Coordinator	\$60,000	\$78,000	\$95,000	\$54,000	\$68,000	\$82,000
Project Engineer (A/E)	\$65,000	\$85,000	\$110,000	\$58,000	\$72,000	\$90,000
Controls/BAS Engineer	\$70,000	\$92,000	\$120,000	\$62,000	\$78,000	\$97,000
CAD Technician / Drafter	\$50,000	\$65,000	\$80,000	\$44,000	\$57,000	\$70,000



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Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size\$50M-\$1B	Large \$1B+
Manufacturing Engineer	\$85,000	\$110,000	\$145,000	\$75,000	\$92,000	\$115,000
Industrial Engineer	\$78,000	\$98,000	\$130,000	\$68,000	\$85,000	\$105,000
Mechanical Engineer	\$88,000	\$112,000	\$150,000	\$78,000	\$95,000	\$120,000
Electrical Engineer	\$90,000	\$115,000	\$155,000	\$80,000	\$98,000	\$125,000
Quality Engineer	\$80,000	\$102,000	\$130,000	\$70,000	\$88,000	\$110,000
Process Engineer	\$82,000	\$105,000	\$135,000	\$72,000	\$90,000	\$115,000
Controls Engineer	\$85,000	\$110,000	\$145,000	\$75,000	\$92,000	\$120,000
Design Engineer	\$80,000	\$102,000	\$130,000	\$70,000	\$88,000	\$110,000
Maintenance Engineer	\$78,000	\$100,000	\$130,000	\$68,000	\$85,000	\$108,000
Project Engineer	\$82,000	\$105,000	\$138,000	\$72,000	\$90,000	\$115,000
Product Engineer	\$88,000	\$115,000	\$165,000	\$78,000	\$95,000	\$130,000
Safety Engineer	\$75,000	\$98,000	\$125,000	\$65,000	\$85,000	\$108,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Mechanical Engineer (HVAC)	\$85,000	\$105,000	\$140,000	\$75,000	\$90,000	\$115,000
Electrical Engineer (Power)	\$90,000	\$110,000	\$145,000	\$78,000	\$95,000	\$120,000
Plumbing Engineer	\$82,000	\$100,000	\$135,000	\$72,000	\$87,000	\$110,000
Fire Protection Engineer	\$86,000	\$105,000	\$140,000	\$75,000	\$90,000	\$115,000
Energy/Building Performance	\$82,000	\$102,000	\$138,000	\$72,000	\$88,000	\$112,000
Civil Engineer	\$80,000	\$100,000	\$135,000	\$70,000	\$85,000	\$108,000
Structural Engineer	\$90,000	\$115,000	\$155,000	\$78,000	\$95,000	\$130,000
Commissioning Engineer (CxA)	\$80,000	\$102,000	\$140,000	\$70,000	\$88,000	\$115,000
Revit/BIM Designer/Coordinator	\$70,000	\$88,000	\$110,000	\$60,000	\$75,000	\$92,000
Project Engineer (A/E)	\$78,000	\$98,000	\$130,000	\$68,000	\$82,000	\$105,000
Controls/BAS Engineer	\$82,000	\$105,000	\$140,000	\$72,000	\$88,000	\$115,000
CAD Technician / Drafter	\$58,000	\$72,000	\$90,000	\$50,000	\$62,000	\$78,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size\$50M-\$1B	Large \$1B+
Manufacturing Engineer	\$78,000	\$98,000	\$125,000	\$68,000	\$82,000	\$100,000
Industrial Engineer	\$72,000	\$92,000	\$120,000	\$62,000	\$78,000	\$95,000
Mechanical Engineer	\$80,000	\$102,000	\$135,000	\$70,000	\$85,000	\$110,000
Electrical Engineer	\$82,000	\$105,000	\$140,000	\$72,000	\$88,000	\$115,000
Quality Engineer	\$75,000	\$95,000	\$122,000	\$65,000	\$80,000	\$98,000
Process Engineer	\$76,000	\$98,000	\$125,000	\$66,000	\$82,000	\$102,000
Controls Engineer	\$80,000	\$102,000	\$135,000	\$70,000	\$85,000	\$110,000
Design Engineer	\$75,000	\$95,000	\$125,000	\$65,000	\$80,000	\$98,000
Maintenance Engineer	\$72,000	\$92,000	\$120,000	\$62,000	\$78,000	\$95,000
Project Engineer	\$76,000	\$98,000	\$130,000	\$66,000	\$82,000	\$105,000
Product Engineer	\$80,000	\$105,000	\$150,000	\$70,000	\$88,000	\$115,000
Safety Engineer	\$70,000	\$92,000	\$120,000	\$60,000	\$78,000	\$95,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Mechanical Engineer (HVAC)	\$78,000	\$98,000	\$130,000	\$68,000	\$82,000	\$100,000
Electrical Engineer (Power)	\$82,000	\$102,000	\$135,000	\$72,000	\$88,000	\$110,000
Plumbing Engineer	\$75,000	\$95,000	\$125,000	\$66,000	\$80,000	\$102,000
Fire Protection Engineer	\$78,000	\$98,000	\$130,000	\$68,000	\$82,000	\$100,000
Energy/Building Performance	\$76,000	\$96,000	\$128,000	\$66,000	\$80,000	\$100,000
Civil Engineer	\$75,000	\$95,000	\$125,000	\$66,000	\$80,000	\$102,000
Structural Engineer	\$82,000	\$108,000	\$145,000	\$72,000	\$88,000	\$115,000
Commissioning Engineer (CxA)	\$75,000	\$95,000	\$128,000	\$66,000	\$80,000	\$100,000
Revit/BIM Designer/Coordinator	\$68,000	\$88,000	\$110,000	\$58,000	\$72,000	\$88,000
Project Engineer (A/E)	\$72,000	\$92,000	\$125,000	\$64,000	\$78,000	\$98,000
Controls/BAS Engineer	\$76,000	\$98,000	\$130,000	\$66,000	\$80,000	\$102,000
CAD Technician / Drafter	\$55,000	\$70,000	\$88,000	\$48,000	\$60,000	\$75,000

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Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size\$50M-\$1B	Large \$1B+
Manufacturing Engineer	\$90,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
Industrial Engineer	\$85,000	\$110,000	\$140,000	\$75,000	\$90,000	\$112,000
Mechanical Engineer	\$92,000	\$118,000	\$155,000	\$82,000	\$98,000	\$125,000
Electrical Engineer	\$95,000	\$125,000	\$165,000	\$85,000	\$102,000	\$135,000
Quality Engineer	\$88,000	\$112,000	\$145,000	\$78,000	\$92,000	\$115,000
Process Engineer	\$90,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
Controls Engineer	\$92,000	\$120,000	\$155,000	\$82,000	\$98,000	\$125,000
Design Engineer	\$88,000	\$112,000	\$145,000	\$78,000	\$92,000	\$115,000
Maintenance Engineer	\$85,000	\$108,000	\$140,000	\$75,000	\$90,000	\$112,000
Project Engineer	\$88,000	\$112,000	\$148,000	\$78,000	\$92,000	\$120,000
Product Engineer	\$92,000	\$120,000	\$175,000	\$82,000	\$100,000	\$135,000
Safety Engineer	\$80,000	\$105,000	\$135,000	\$70,000	\$88,000	\$112,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Mechanical Engineer (HVAC)	\$90,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
Electrical Engineer (Power)	\$95,000	\$120,000	\$160,000	\$85,000	\$100,000	\$130,000
Plumbing Engineer	\$88,000	\$110,000	\$145,000	\$78,000	\$92,000	\$115,000
Fire Protection Engineer	\$92,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
Energy/Building Performance	\$90,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
Civil Engineer	\$88,000	\$110,000	\$145,000	\$78,000	\$92,000	\$115,000
Structural Engineer	\$100,000	\$130,000	\$170,000	\$88,000	\$105,000	\$140,000
Commissioning Engineer (CxA)	\$88,000	\$112,000	\$148,000	\$78,000	\$92,000	\$118,000
Revit/BIM Designer/Coordinator	\$75,000	\$95,000	\$120,000	\$65,000	\$78,000	\$98,000
Project Engineer (A/E)	\$82,000	\$105,000	\$140,000	\$72,000	\$88,000	\$110,000
Controls/BAS Engineer	\$90,000	\$115,000	\$150,000	\$80,000	\$95,000	\$120,000
CAD Technician / Drafter	\$60,000	\$78,000	\$98,000	\$52,000	\$65,000	\$82,000

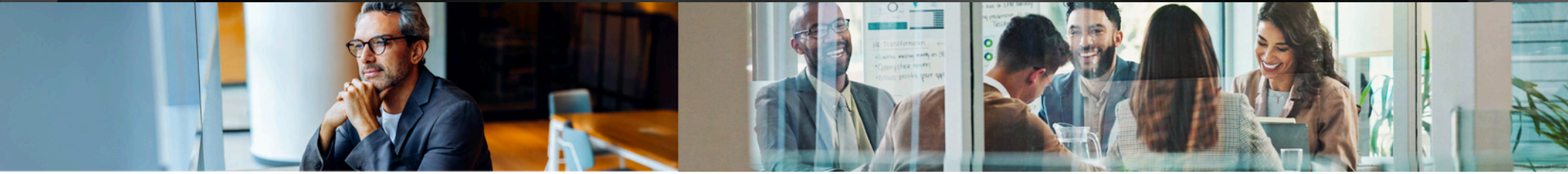
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EXECUTIVE LEADERSHIP





Hiring LANDSCAPE

Strategic Growth Ahead:

Executive hiring is expected to grow modestly through 2026, with the strongest demand in organizations undergoing change, especially post-acquisition, private equity-backed, or rapidly scaling mid-market companies. TES Recruiting sees this trend particularly in manufacturing and industrial operations where transformation and executional excellence are top priorities.

Low Unemployment at the Top:

Executive-level unemployment continues to trend well below national averages (forecasted at ~4.4%), underscoring a highly selective hiring environment. Transitions in leadership, succession planning, and increased demand for agile leaders are keeping pressure on both internal pipelines and external search efforts.

Leadership Talent Gap:

The need for executive leaders who can drive both transformation and execution is outpacing supply. Companies are actively seeking leaders who blend operational insight, financial acumen, and strong people leadership. At TES Recruiting, we specialize in identifying and placing such talent with the capability to scale industrial organizations.

Emerging TRENDS

Transformation-Ready Leaders:

As organizations restructure, digitize, and expand their business models, demand is rising for executives with experience in M&A, change management, and integration. Roles like Chief Transformation Officer and Chief Growth Officer are becoming more common in the industrial and manufacturing sectors we serve.

Human-Centered Leadership:

The nature of executive success is shifting from top-down control to relational leadership. Companies are prioritizing leaders with emotional intelligence, the ability to lead distributed teams, and clarity in decision-making. TES Recruiting clients consistently emphasize the need for executives who can connect, inspire, and execute.

Fractional and Scalable Talent Models:

More companies are embracing flexible executive hiring strategies, such as fractional and interim leaders, to accelerate growth while managing cost and risk. TES Recruiting provides targeted solutions for clients needing transitional or project-based executive leadership.

Top In-Demand Executive Leadership Roles

- Chief Operating Officer (COO)
- Chief Financial Officer (CFO)
- Chief People Officer (CPO)
- Chief Growth Officer
- Chief Transformation Officer
- VP of Strategic Initiatives
- Chief Technology Officer (CTO)
- Chief Marketing Officer (CMO)
- Chief Legal Officer (CLO)

EXECUTIVE LEADERSHIP

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Executive Officer*	\$450,000	\$580,000	\$1,000,000+	\$448,000	\$575,000	\$1,000,000+
Chief Operating Officer*	\$170,000	\$188,000	\$288,000+	\$160,000	\$163,000	\$263,000+
Chief Revenue Officer*	\$170,000	\$188,000	\$288,000+	\$160,000	\$163,000	\$263,000+
Chief Administrative Officer*	\$170,000	\$188,000	\$288,000+	\$160,000	\$163,000	\$263,000+
Chief Financial Officer*	\$180,000	\$205,000	\$305,000	\$160,000	\$190,000	\$280,000
Chief Technology Officer*	\$170,000	\$270,000	\$340,000	\$140,000	\$240,000	\$301,000
Chief Information Officer*	\$166,000	\$266,000	\$312,000	\$137,000	\$237,000	\$280,000
Chief Human Resources Officer*	\$180,000	\$190,000	\$260,000	\$175,000	\$185,000	\$250,000
Chief Communications Officer*	\$180,000	\$190,000	\$260,000	\$175,000	\$185,000	\$250,000
Chief Marketing Officer*	\$135,000	\$160,000	\$240,000	\$124,000	\$148,000	\$230,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolita			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Executive Officer*	\$450,000	\$700,000	\$1,000,000+	\$528,000	\$695,000	\$1,000,000+
Chief Operating Officer*	\$230,000	\$275,000	\$375,000+	\$220,000	\$265,000	\$365,000+
Chief Revenue Officer*	\$230,000	\$275,000	\$375,000+	\$220,000	\$265,000	\$365,000+
Chief Administrative Officer*	\$230,000	\$275,000	\$375,000+	\$220,000	\$265,000	\$365,000+
Chief Financial Officer*	\$234,000	\$285,000	\$365,000	\$210,000	\$265,000	\$335,000
Chief Technology Officer*	\$220,000	\$320,000	\$400,000	\$200,000	\$300,000	\$327,000
Chief Information Officer*	\$212,000	\$312,000	\$398,000	\$200,000	\$300,000	\$377,000
Chief Human Resources Officer*	\$160,000	\$260,000	\$346,000	\$155,000	\$255,000	\$336,000
Chief Communications Officer*	\$160,000	\$260,000	\$300,000	\$155,000	\$255,000	\$300,000
Chief Marketing Officer*	\$190,000	\$210,000	\$300,000	\$185,000	\$200,000	\$300,000

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Executive Officer*	\$400,000	\$640,000	\$1,000,000+	\$474,000	\$635,000	\$1,000,000+
Chief Operating Officer*	\$190,000	\$220,000	\$300,000+	\$185,000	\$215,000	\$300,000+
Chief Revenue Officer*	\$190,000	\$220,000	\$300,000+	\$185,000	\$215,000	\$300,000+
Chief Administrative Officer*	\$190,000	\$220,000	\$300,000+	\$185,000	\$215,000	\$300,000+
Chief Financial Officer*	\$208,000	\$250,000	\$325,000	\$198,000	\$225,000	\$300,000
Chief Technology Officer*	\$200,000	\$300,000	\$362,000	\$175,000	\$275,000	\$340,000
Chief Information Officer*	\$180,000	\$280,000	\$360,000	\$170,000	\$270,000	\$338,000
Chief Human Resources Officer*	\$130,000	\$230,000	\$290,000	\$125,000	\$225,000	\$270,000
Chief Communications Officer*	\$130,000	\$230,000	\$290,000	\$125,000	\$225,000	\$270,000
Chief Marketing Officer*	\$140,000	\$190,000	\$280,000	\$120,000	\$170,000	\$260,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

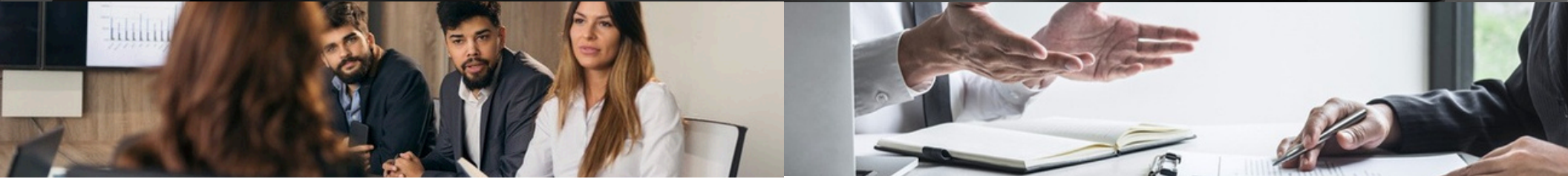
Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Executive Officer*	\$400,000	\$700,000	\$1,000,000+	\$509,000	\$695,000	\$1,000,000+
Chief Operating Officer*	\$200,000	\$250,000	\$350,000+	\$198,000	\$245,000	\$345,000+
Chief Revenue Officer*	\$200,000	\$250,000	\$350,000+	\$198,000	\$245,000	\$345,000+
Chief Administrative Officer*	\$200,000	\$250,000	\$350,000+	\$198,000	\$245,000	\$345,000+
Chief Financial Officer*	\$200,000	\$275,000	\$350,000+	\$200,000	\$250,000	\$320,000
Chief Technology Officer*	\$200,000	\$300,000	\$385,000	\$200,000	\$300,000	\$356,000
Chief Information Officer*	\$200,000	\$300,000	\$380,000	\$200,000	\$300,000	\$354,000
Chief Human Resources Officer*	\$150,000	\$250,000	\$300,000	\$200,000	\$300,000	\$350,000
Chief Communications Officer*	\$150,000	\$250,000	\$300,000	\$167,000	\$267,000	\$336,000
Chief Marketing Officer*	\$175,000	\$200,000	\$300,000	\$188,000	\$242,000	\$296,000



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HUMAN RESOURCES





Hiring LANDSCAPE

Job Growth: Human Resource roles in manufacturing are growing steadily in 2026, driven by rising demand for strategic talent management, workforce planning, compliance, and analytics.

As facilities modernize, the role of HR is evolving from policy enforcer to business enabler. The Bureau of Labor Statistics projects 6–8% growth for HR professionals through 2033, with manufacturing tracking ahead due to talent shortages and ongoing workforce transformation.

HR hiring in manufacturing faces unique headwinds:

- Limited candidate pool with both HR acumen and shop floor credibility
- Increasing need for HR professionals who understand compliance, safety, and workforce strategy
- Pressure to attract, retain, and develop skilled tradespeople and technical talent

Unemployment Rate: The national unemployment rate is expected to average around 4.4% in 2026, but HR roles, especially in industrial environments, remain tighter. Strong demand continues for professionals in:

- Talent acquisition
- Employee relations
- Total rewards and compensation
- Organizational development

Emerging TRENDS

Strategic HR Evolution: HR is no longer an administrative silo. In manufacturing, HR leaders are now critical partners in:

Workforce planning and training Culture-building and retention strategy Driving KPIs tied to safety, engagement, and productivity

Predictive Workforce Analytics: Manufacturers are using data to forecast turnover, identify leadership gaps, and measure engagement. HR teams that can turn insights into action are becoming indispensable. TES Recruiting delivers candidates fluent in both analytics and people strategy.

AI-Augmented Workflows: Leading manufacturers are embedding generative AI into HR workflows, from job descriptions to onboarding.

Tools like applicant tracking systems, chatbots, and automated screening are streamlining hiring, but the human touch remains essential for culture fit and leadership potential. TES helps companies strike that balance.

Top In-Demand Roles in Human Resources

- HR Business Partner (Plant-Level)
- Talent Acquisition Specialist / Technical Recruiter
- Compensation & Benefits Analyst
- HR Generalist (with manufacturing experience)
- People Analytics Specialist
- Employee Relations Manager
- Learning & Development Manager
- Organizational Development Specialist
- HRIS Analyst
- Safety & Compliance HR Coordinator

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Human Resources Officer*	\$270,000	\$295,000	\$310,000	\$265,000	\$280,000	\$298,000
VP of Human Resources*	\$189,000	\$225,000	\$240,000	\$180,000	\$220,000	\$135,000
VP of People & Culture*	\$170,000	\$190,000	\$210,000	\$165,000	\$185,000	\$200,000
Human Resources Director*	\$108,000	\$137,000	\$166,000	\$96,000	\$122,000	\$148,000
Compensation and Benefits Manager*	\$104,000	\$132,500	\$161,000	\$161,000	\$157,000	\$153,000
People Operations Manager*	\$100,000	\$115,000	\$130,000	\$94,000	\$108,000	\$124,000
Human Resources Business Partner*	\$98,000	\$105,000	\$115,000	\$95,000	\$100,000	\$110,000
Regional Human Resources Manager*	\$95,000	\$128,500	\$162,000	\$90,000	\$122,000	\$154,000
Human Resources Manager*	\$90,000	\$112,500	\$135,000	\$85,000	\$107,000	\$129,000
Training Specialist	\$88,000	\$115,500	\$143,000	\$79,000	\$103,500	\$128,000
Human Resources Supervisor	\$79,000	\$109,000	\$139,000	\$75,000	\$103,500	\$132,000
Human Resources Generalist	\$80,000	\$90,000	\$105,000	\$80,000	\$90,000	\$110,000

HUMAN RESOURCES

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Human Resources Recruiter	\$69,000	\$81,500	\$94,000	\$62,000	\$73,000	\$84,000
Talent Acquisition Specialist/Manager	\$75,000	\$90,000	\$105,000	\$70,000	\$85,000	\$100,000
Technical Recruiter	\$69,000	\$84,000	\$99,000	\$61,000	\$75,000	\$89,000
Human Resources Coordinator	\$51,000	\$64,000	\$77,000	\$49,000	\$61,000	\$73,000
Human Resources Administrator	\$49,000	\$58,000	\$67,000	\$44,000	\$52,000	\$60,000
Human Resources Benefits Specialist	\$47,000	\$64,000	\$81,000	\$42,000	\$57,000	\$72,000
Human Resources Assistant	\$44,000	\$49,500	\$55,000	\$39,000	\$44,000	\$49,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your TES Recruiting Account Manager.

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Human Resources Officer*	\$300,000	\$335,000	\$360,000	\$296,000	\$325,000	\$345,000
VP of Human Resources*	\$210,000	\$254,000	\$298,000	\$200,000	\$245,000	\$288,000
VP of People & Culture*	\$200,000	\$245,000	\$280,000	\$192,000	\$235,000	\$275,000
Human Resources Director*	\$139,000	\$176,000	\$213,000	\$131,000	\$165,000	\$200,000
Compensation and Benefits Manager*	\$117,000	\$155,000	\$193,000	\$193,000	\$191,000	\$189,000
People Operations Manager*	\$118,000	\$130,000	\$160,000	\$115,000	\$126,000	\$140,000
Human Resources Business Partner*	\$115,000	\$126,000	\$141,000	\$108,000	\$120,000	\$135,000
Regional Human Resources Manager*	\$113,000	\$153,000	\$194,000	\$111,000	\$151,000	\$190,000
Human Resources Manager*	\$113,000	\$148,000	\$184,000	\$107,000	\$140,000	\$173,000
Training Specialist	\$107,000	\$134,000	\$162,000	\$105,000	\$132,000	\$159,000
Human Resources Supervisor	\$94,000	\$130,000	\$166,000	\$93,000	\$128,000	\$163,000
Human Resources Generalist	\$89,000	\$105,000	\$120,000	\$84,000	\$98,000	\$113,000

HUMAN RESOURCES

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Human Resources Recruiter	\$88,000	\$108,000	\$127,000	\$83,000	\$101,000	\$120,000
Talent Acquisition Specialist/Manager	\$90,000	\$112,000	\$134,000	\$85,000	\$102,000	\$125,000
Technical Recruiter	\$95,000	\$105,000	\$125,000	\$95,000	\$105,000	\$125,000
Human Resources Coordinator	\$63,000	\$74,000	\$86,000	\$59,000	\$70,000	\$81,000
Human Resources Administrator	\$61,000	\$76,000	\$92,000	\$60,000	\$75,000	\$90,000
Human Resources Benefits Specialist	\$60,000	\$82,000	\$104,000	\$57,000	\$77,000	\$98,000
Human Resources Assistant	\$56,000	\$63,000	\$70,000	\$53,000	\$59,000	\$66,000



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Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Human Resources Officer*	\$285,000	\$300,000	\$325,000	\$277,000	\$295,000	\$310,000
VP of Human Resources*	\$194,000	\$230,000	\$265,000	\$190,000	\$215,000	\$245,000
VP of People & Culture*	\$180,000	\$220,000	\$245,000	\$175,000	\$212,000	\$230,000
Human Resources Director*	\$125,000	\$158,000	\$191,000	\$116,000	\$146,000	\$177,000
Compensation and Benefits Manager*	\$111,000	\$142,000	\$173,000	\$109,000	\$140,000	\$170,000
People Operations Manager*	\$108,000	\$120,000	\$138,000	\$102,000	\$115,000	\$128,000
Human Resources Business Partner*	\$105,000	\$115,000	\$124,000	\$98,000	\$105,000	\$121,000
Regional Human Resources Manager*	\$102,000	\$133,000	\$165,000	\$94,000	\$124,000	\$153,000
Human Resources Manager*	\$101,000	\$138,000	\$174,000	\$100,000	\$135,000	\$171,000
Training Specialist	\$96,000	\$121,000	\$145,000	\$95,000	\$119,000	\$143,000
Human Resources Supervisor	\$85,000	\$117,000	\$149,000	\$83,000	\$115,000	\$146,000
Human Resources Generalist	\$80,000	\$94,000	\$108,000	\$74,000	\$87,000	\$100,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Human Resources Recruiter	\$79,000	\$97,000	\$114,000	\$73,000	\$90,000	\$106,000
Talent Acquisition Specialist/Manager	\$80,000	\$98,000	\$115,000	\$74,000	\$90,000	\$108,000
Technical Recruiter	\$85,000	\$95,000	\$115,000	\$85,000	\$95,000	\$115,000
Human Resources Coordinator	\$57,000	\$67,000	\$77,000	\$53,000	\$62,000	\$71,000
Human Resources Administrator	\$55,000	\$69,000	\$82,000	\$54,000	\$67,000	\$81,000
Human Resources Benefits Specialist	\$54,000	\$74,000	\$93,000	\$50,000	\$68,000	\$87,000
Human Resources Assistant	\$50,000	\$57,000	\$63,000	\$47,000	\$53,000	\$59,000



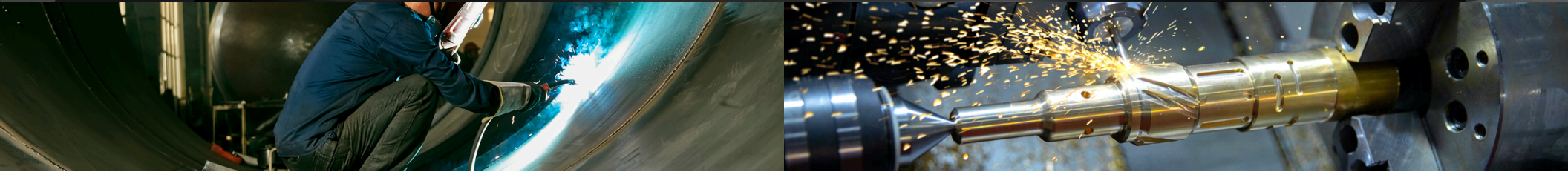
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Job Title	Metropolita			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Chief Human Resources Officer*	\$295,000	\$325,000	\$350,000	\$275,000	\$310,000	\$335,000
VP of Human Resources*	\$202,000	\$245,000	\$289,000	\$175,000	\$225,000	\$265,000
VP of People & Culture*	\$190,000	\$235,000	\$260,000	\$165,000	\$215,000	\$245,000
Human Resources Director*	\$132,000	\$167,000	\$202,000	\$123,000	\$155,000	\$188,000
Compensation and Benefits Manager*	\$118,000	\$151,000	\$184,000	\$117,000	\$150,000	\$182,000
People Operations Manager*	\$112,000	\$124,000	\$155,000	\$95,000	\$115,000	\$130,000
Human Resources Business Partner*	\$110,000	\$120,000	\$135,000	\$95,000	\$105,000	\$115,000
Regional Human Resources Manager*	\$108,000	\$146,000	\$185,000	\$107,000	\$145,000	\$183,000
Human Resources Manager*	\$107,000	\$141,000	\$174,000	\$100,000	\$131,000	\$162,000
Training Specialist	\$102,000	\$128,000	\$154,000	\$101,000	\$127,000	\$153,000
Human Resources Supervisor	\$90,000	\$124,000	\$158,000	\$89,000	\$123,000	\$157,000
Human Resources Generalist	\$84,000	\$99,000	\$114,000	\$78,000	\$92,000	\$106,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Human Resources Recruiter	\$84,000	\$102,000	\$121,000	\$78,000	\$95,000	\$113,000
Talent Acquisition Specialist/Manager	\$84,000	\$105,000	\$128,000	\$74,000	\$98,000	\$115,000
Technical Recruiter	\$90,000	\$100,000	\$120,000	\$90,000	\$100,000	\$120,000
Human Resources Coordinator	\$60,000	\$71,000	\$81,000	\$56,000	\$66,000	\$76,000
Human Resources Administrator	\$58,000	\$73,000	\$87,000	\$58,000	\$72,000	\$87,000
Human Resources Benefits Specialist	\$57,000	\$78,000	\$99,000	\$53,000	\$72,000	\$92,000
Human Resources Assistant	\$53,000	\$60,000	\$67,000	\$49,000	\$56,000	\$62,000



MANUFACTURING & INDUSTRIAL



Hiring LANDSCAPE

Job Growth:

Technical, production, and skilled trades roles in manufacturing are projected to grow steadily through 2026 and beyond.

Continued investment in automation, reshoring, supply chain transformation, and lean initiatives is accelerating demand for experienced professionals in operations, maintenance, and engineering. Growth rates for key manufacturing roles are tracking 6–8% annually, outpacing overall labor trends.

Unemployment Rate:

While the national rate hovers around 4.4%, many industrial regions report near-zero unemployment for skilled trades. Top candidates are off the market fast, and employers must act decisively, or risk extended vacancies and costly downtime.

Hiring Challenges:

Manufacturers are facing critical hiring headwinds in 2026:

- Widening skilled trades gap (especially in maintenance, machining, automation)
- Aging workforce with insufficient backfill and leadership succession
- Candidates seeking greater pay transparency, safety, and work-life balance

Emerging TRENDS

Leadership from the Floor Up:

Production facilities need leaders who've been in the trenches. In 2026, the best Plant Managers and Supervisors are those who combine technical know-how with strong people leadership. We prioritize cultural fit, team development skills, and hands-on experience.

Predictive Maintenance = Predictive Hiring:

Forward-thinking manufacturers are using data to anticipate equipment failure. Smart companies are doing the same for talent; identifying future turnover, capability gaps, and succession needs. TES helps clients build pipelines before problems arise.

Automation-Driven Workforce Shifts:

As automation expands, the workforce must evolve. Maintenance, controls, and robotics techs are in high demand. So are process engineers and leaders who understand both legacy systems and digital transformation.

Top In-Demand Roles in Manufacturing

- Maintenance Technician (Multicraft / Industrial)
- CNC Machinist / Programmer
- Automation Technician / Controls Tech
- Tool & Die Maker
- Welders (MIG/TIG/Stick, Structural & Precision)
- Electrician (Journeyman/Industrial)
- HVAC / Refrigeration Technician (Industrial Settings)
- Robotics / PLC Technician
- Quality Inspectors / Tech
- Machine Operator
- Production Tech / Assembly Tech

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Plant Manager	\$105,000	\$120,000	\$ 145,000+	\$95,000	\$110,000	\$ 130,000+
Production Manager	\$82,000	\$97,000	\$ 120,000+	\$75,000	\$ 88,000+	\$ 110,000+
Manufacturing Manager	\$95,000	\$97,000	\$120,000+	\$85,000	\$105,000	\$130,000
Production Supervisor	\$70,000	\$80,000	\$92,000	\$65,000	\$75,000	\$85,000
Production Planner	\$68,000	\$80,000	\$92,000	\$62,000	\$75,000	\$85,000
EHS Manager	\$85,000	\$98,000	\$120,000	\$78,000	\$90,000	\$110,000
Quality Manager	\$80,000	\$95,000	\$115,000	\$75,000	\$88,000	\$105,000
Materials Manager	\$85,000	\$95,000	\$112,000	\$78,000	\$88,000	\$102,000
Buyer / Purchasing Agent	\$70,000	\$85,000	\$95,000	\$65,000	\$78,000	\$88,000
Continuous Improvement Manager	\$88,000	\$105,000	\$130,000	\$80,000	\$95,000	\$120,000
Supply Chain Manager	\$95,000	\$120,000	\$155,000+	\$88,000	\$110,000	\$140,000

MANUFACTURING & INDUSTRIAL

Base pay based on region and company size

Job Title	Metropolita			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Assembler (Mechanical/Electrical)	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Machine Operator / Setup Technician	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Production Technician	20/hr	24/hr	28/hr	18/hr	22/hr	26/hr
Press Operator / Brake Press	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Quality Inspector / Technician	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Welder (MIG/TIG/Structural)	22/hr	28/hr	34/hr	20/hr	26/hr	30/hr
Skilled Machinist	24/hr	30/hr	38/hr	22/hr	28/hr	35/hr
Line Lead / Team Lead	20/hr	24/hr	28/hr	18/hr	22/hr	36/hr
Warehouse Associate / Packaging Operator	16/hr	20/hr	24/hr	14/hr	18/hr	22/hr
Forklift Operator / Material Handler	16/hr	20/hr	24/hr	14/hr	18/hr	22/hr
Maintenance Mechanic / Technician	26/hr	32/hr	38/hr	24/hr	30/hr	36/hr



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Plant Manager	\$105,000	\$125,000	\$ 150,000+	\$95,000	\$115,000	\$ 135,000+
Production Manager	\$90,000	\$105,000	\$ 125,000+	\$82,000	\$95,000+	\$115,000+
Manufacturing Manager	\$105,000	\$125,000	\$150,000+	\$95,000	\$115,000	\$135,000
Production Supervisor	\$75,000	\$88,000	\$102,000	\$70,000	\$82,000	\$95,000
Production Planner	\$75,000	\$88,000	\$105,000	\$68,000	\$80,000	\$95,000
EHS Manager	\$90,000	\$105,000	\$125,000	\$82,000	\$95,000	\$115,000
Quality Manager	\$85,000	\$100,000	\$120,000	\$78,000	\$92,000	\$110,000
Materials Manager	\$85,000	\$98,000	\$115,000	\$78,000	90,000	\$105,000
Buyer / Purchasing Agent	\$75,000	\$88,000	\$105,000	\$68,000	\$80,000	\$95,000
Continuous Improvement Manager	\$92,000	\$110,000	\$135,000	\$85,000	\$102,000	\$125,000
Supply Chain Manager	\$100,000	\$130,000	\$165,000+	\$90,000	\$115,000	\$145,000



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Assembler (Mechanical/Electrical)	20/hr	24/hr	30/hr	18/hr	22/hr	26/hr
Machine Operator / Setup Technician	20/hr	24/hr	30/hr	18/hr	22/hr	26/hr
Production Technician	22/hr	26/hr	32/hr	20/hr	24/hr	30/hr
Press Operator / Brake Press	20/hr	24/hr	30/hr	18/hr	22/hr	28/hr
Quality Inspector / Technician	20/hr	24/hr	30/hr	18/hr	22/hr	28/hr
Welder (MIG/TIG/Structural)	24/hr	30/hr	38/hr	22/hr	28/hr	34/hr
Skilled Machinist	26/hr	32/hr	42/hr	24/hr	30/hr	38/hr
Line Lead / Team Lead	22/hr	26/hr	32/hr	20/hr	24/hr	28/hr
Warehouse Associate / Packaging Operator	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Forklift Operator / Material Handler	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Maintenance Mechanic / Technician	28/hr	34/hr	42/hr	25/hr	30/hr	38/hr

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Plant Manager	\$95,000	\$115,000	\$140,000+	\$85,000	\$105,000	\$130,000+
Production Manager	\$85,000	\$100,000+	\$120,000+	\$78,000	\$92,000+	\$110,000+
Manufacturing Manager	\$98,000	\$115,000	\$140,000+	\$90,000	\$108,000	\$130,000
Production Supervisor	\$70,000	\$82,000	\$95,000	\$65,000	\$78,000	\$90,000
Production Planner	\$68,000	\$82,000	\$95,000	\$62,000	\$75,000	\$88,000
EHS Manager	\$88,000	\$102,000	\$120,000	\$80,000	\$95,000	\$110,000
Quality Manager	\$82,000	\$95,000	\$112,000	\$75,000	\$88,000	\$105,000
Materials Manager	\$82,000	\$95,000	\$110,000	\$75,000	\$88,000	\$102,000
Buyer / Purchasing Agent	\$70,000	\$82,000	\$95,000	\$65,000	\$78,000	\$92,000
Continuous Improvement Manager	\$90,000	\$110,000	\$135,000	\$82,000	\$100,000	\$125,000
Supply Chain Manager	\$95,000	\$125,000	\$155,000+	\$88,000	\$115,000	\$145,000

MANUFACTURING & INDUSTRIAL

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Assembler (Mechanical/Electrical)	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Machine Operator / Setup Technician	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Production Technician	20/hr	24/hr	28/hr	18/hr	22/hr	26/hr
Press Operator / Brake Press	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Quality Inspector / Technician	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Welder (MIG/TIG/Structural)	22/hr	28/hr	34/hr	20/hr	26/hr	30/hr
Skilled Machinist	24/hr	30/hr	38/hr	22/hr	28/hr	35/hr
Line Lead / Team Lead	20/hr	24/hr	28/hr	18/hr	22/hr	26/hr
Warehouse Associate / Packaging Operator	16/hr	20/hr	24/hr	14/hr	18/hr	22/hr
Forklift Operator / Material Handler	16/hr	20/hr	24/hr	14/hr	18/hr	22/hr
Maintenance Mechanic / Technician	26/hr	32/hr	28/hr	24/hr	30/hr	36/hr



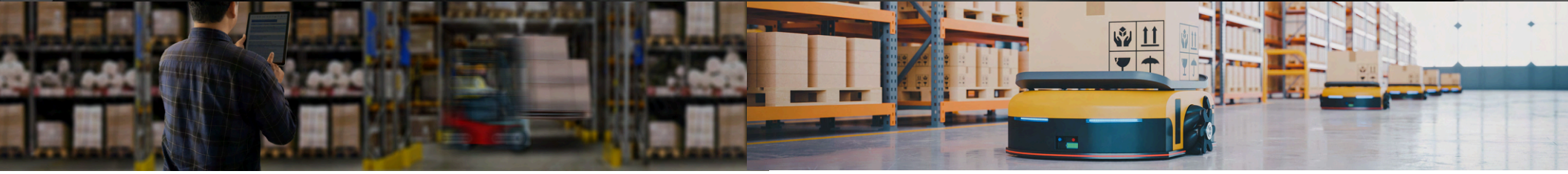
Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Plant Manager	\$125,000	\$145,000	\$ 165,000+	\$122,000	\$142,000	\$ 165,000+
Production Manager	\$95,000	\$120,000+	\$ 135,000+	\$93,000	\$ 118,000+	\$ 135,000+
Manufacturing Manager	\$90,000	\$110,000	\$125,000+	\$85,000	\$100,000	\$120,000
Production Supervisor	\$75,000	\$85,000	\$100,000	\$65,000	\$75,000	\$90,000
Production Planner	\$72,000	\$78,000	\$82,000	\$70,000	\$74,000	\$80,000
EHS Manager	\$85,000	\$100,000	\$125,000	\$75,000	\$90,000	\$105,000
Quality Manager	\$90,000	\$105,000	\$128,000	\$80,000	\$95,000	\$115,000
Materials Manager	\$88,000	\$102,000	\$120,000	\$78,000	\$92,000	\$110,000
Buyer / Purchasing Agent	\$78,000	\$92,000	\$110,000	\$68,000	\$85,000	\$100,000
Continuous Improvement Manager	\$102,000	\$125,000	\$150,000	\$90,000	\$112,000	\$135,000
Supply Chain Manager	\$110,000	\$140,000	\$180,000+	\$100,000	\$125,000	\$160,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Assembler (Mechanical/Electrical)	20/hr	24/hr	30/hr	18/hr	22/hr	28/hr
Machine Operator / Setup Technician	20/hr	24/hr	30/hr	18/hr	22/hr	28/hr
Production Technician	22/hr	26/hr	32/hr	20/hr	24/hr	30/hr
Press Operator / Brake Press	22/hr	26/hr	32/hr	20/hr	24/hr	30/hr
Quality Inspector / Technician	22/hr	26/hr	32/hr	20/hr	24/hr	30/hr
Welder (MIG/TIG/Structural)	24/hr	30/hr	38/hr	22/hr	26/hr	34/hr
Skilled Machinist	28/hr	35/hr	45/hr	25/hr	32/hr	42/hr
Line Lead / Team Lead	24/hr	30/hr	36/hr	22/hr	28/hr	34/hr
Warehouse Associate / Packaging Operator	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Forklift Operator / Material Handler	18/hr	22/hr	26/hr	16/hr	20/hr	24/hr
Maintenance Mechanic / Technician	28/hr	34/hr	42/hr	26/hr	32/hr	38/hr

SUPPLY CHAIN & DISTRIBUTION





Hiring LANDSCAPE

Job Growth

Operations and supply chain roles are projected to grow steadily through 2026, driven by nearshoring, automation, inventory volatility, and global sourcing risks.

Long-term forecasts show:

5–7% growth for logistics, planning, and inventory management roles

10%+ growth for supply chain analysts and managers with ERP, forecasting, and strategic sourcing experience
Talent demand is highest in distribution-heavy industries, complex production environments, and high-velocity fulfillment networks.

Unemployment Trends

With continued global disruption and increased supply chain complexity, unemployment in operations roles remains below the national average. Candidates with planning, analytics, or systems integration experience are in short supply.

Mid-Level Leadership Pressure

Mid-management and tactical leadership remain the hardest roles to fill. Hiring pressure is intense for:

- Production Planners
- Materials Managers
- Warehouse / Distribution Managers
- Supply Chain Analysts
- CI Managers with Lean/Six Sigma training

Talent shortages are amplified by the shift from manual systems to integrated digital tools, narrowing the pool of qualified applicants and increasing time-to-fill.

Emerging TRENDS

AI-Powered Visibility

The rise of real-time data tools, predictive analytics, and AI forecasting models is changing the talent profile. Roles are shifting from transactional execution (e.g., ordering, tracking) to strategic scenario planning, exception management, and cross-functional collaboration. Proficiency in tools like Oracle, SAP, Kinaxis, Power BI, and Tableau is becoming standard for high-performing teams.

Resiliency & Risk Management

Ongoing global instability has shifted hiring toward resilience-first supply chains. Talent with experience in dual sourcing, logistics flexibility, and supplier risk mitigation is in demand. This shift also elevates roles in:

- Procurement strategy
- Domestic sourcing
- Inventory right-sizing
- Vendor performance tracking

Cross-Functional Integration

Supply Chain is now central to financial performance and customer success. Top employers are seeking candidates who can bridge planning, production, procurement, logistics, and sales — especially in mid-size and enterprise manufacturers.

Remote & Hybrid Work

Planning, procurement, and analytics roles continue to offer remote or hybrid flexibility, especially in centralized or corporate functions. Facilities operations remain onsite, but flexible scheduling and retention-based incentives are being used to reduce turnover in critical frontline leadership.

Top In-Demand Roles in Supply Chain & Operations

- Supply Chain Manager
- Materials Manager
- Continuous Improvement (CI) Manager
- Strategic Sourcing Specialist
- Master Scheduler
- Inventory Control Analyst
- Warehouse & Distribution Manager
- Demand Planning Analyst
- Logistics Coordinator / Transportation Manager
- Procurement Analyst
- Manufacturing Scheduler
- ERP / MRP Systems Analyst

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Supply Chain Manager	\$95,000	\$120,000	\$150,000	\$85,000	\$110,000	\$135,000
Materials Manager	\$80,000	\$95,000	\$115,000	\$72,000	\$88,000	\$105,000
Continuous Improvement (CI) Manager	\$88,000	\$105,000	\$130,000	\$80,000	\$95,000	\$115,000
Strategic Sourcing Specialist	\$78,000	\$92,000	\$110,000	\$70,000	\$85,000	\$100,000
Master Scheduler	\$75,000	\$90,000	\$105,000	\$68,000	\$82,000	\$95,000
Inventory Control Analyst	\$65,000	\$78,000	\$92,000	\$60,000	\$72,000	\$85,000
Warehouse & Distribution Manager	\$80,000	\$98,000	\$120,000	\$72,000	\$88,000	\$105,000
Demand Planning Analyst	\$75,000	\$92,000	\$110,000	\$68,000	\$82,000	\$95,000
Logistics Coordinator / Transportation Manager	\$68,000	\$82,000	\$95,000	\$62,000	\$75,000	\$88,000
Procurement Analyst	\$70,000	\$85,000	\$100,000	\$65,000	\$78,000	\$92,000
Manufacturing Scheduler	\$70,000	\$85,000	\$100,000	\$65,000	\$78,000	\$92,000
ERP / MRP Systems Analyst	\$78,000	\$95,000	\$115,000	\$70,000	\$85,000	\$100,000

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Forklift Operator / Material Handler	\$16	\$18	\$21	\$15	\$17	\$19
Machine Operator / Setup Technician	\$18	\$21	\$25	\$16	\$19	\$22
Warehouse Associate / Order Picker	\$15	\$17	\$20	\$14	\$16	\$18
Production Technician	\$16	\$19	\$22	\$15	\$17	\$20
Shipping & Receiving Clerk	\$17	\$19	\$22	\$15	\$17	\$20
Quality Inspector / Technician	\$18	\$21	\$25	\$17	\$19	\$22
Line Lead / Team Lead	\$20	\$23	\$27	\$18	\$21	\$24
Packaging Technician / Line Packer	\$15	\$17	\$20	\$14	\$16	\$18
Inventory Control Technician	\$17	\$20	\$23	\$16	\$18	\$21
Assembler (Mechanical/Electrical)	\$17	\$20	\$24	\$15	\$18	\$21
Maintenance Mechanic / Technician	\$22	\$26	\$32	\$20	\$24	\$29
Logistics Coordinator / Warehouse Clerk	\$18	\$21	\$25	\$16	\$19	\$22



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Supply Chain Manager	\$100,000	\$130,000	\$170,000	\$90,000	\$115,000	\$150,000
Materials Manager	\$88,000	\$105,000	\$125,000	\$80,000	\$95,000	\$115,000
Continuous Improvement (CI) Manager	\$95,000	\$120,000	\$145,000	\$85,000	\$105,000	\$130,000
Strategic Sourcing Specialist	\$85,000	\$102,000	\$125,000	\$78,000	\$92,000	\$110,000
Master Scheduler	\$80,000	\$95,000	\$112,000	\$72,000	\$88,000	\$105,000
Inventory Control Analyst	\$75,000	\$90,000	\$108,000	\$68,000	\$82,000	\$98,000
Warehouse & Distribution Manager	\$90,000	\$115,000	\$140,000	\$82,000	\$98,000	\$120,000
Demand Planning Analyst	\$80,000	\$98,000	\$120,000	\$72,000	\$90,000	\$110,000
Logistics Coordinator / Transp. Manager	\$75,000	\$92,000	\$110,000	\$68,000	\$82,000	\$98,000
Procurement Analyst	\$78,000	\$95,000	\$118,000	\$70,000	\$85,000	\$105,000
Manufacturing Scheduler	\$78,000	\$95,000	\$115,000	\$70,000	\$88,000	\$105,000
ERP / MRP Systems Analyst	\$88,000	\$105,000	\$130,000	\$80,000	\$95,000	\$120,000

SUPPLY CHAIN & DISTRIBUTION

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Forklift Operator / Material Handler	\$17	\$19	\$22	\$16	\$18	\$20
Machine Operator / Setup Technician	\$20	\$23	\$27	\$18	\$21	\$24
Warehouse Associate / Order Picker	\$16	\$18	\$21	\$15	\$17	\$19
Production Technician	\$17	\$20	\$23	\$16	\$18	\$21
Shipping & Receiving Clerk	\$18	\$21	\$24	\$17	\$19	\$22
Quality Inspector / Technician	\$19	\$22	\$26	\$18	\$20	\$24
Line Lead / Team Lead	\$22	\$25	\$30	\$20	\$23	\$27
Packaging Technician / Line Packer	\$16	\$18	\$21	\$15	\$17	\$19
Inventory Control Technician	\$18	\$21	\$25	\$17	\$19	\$22
Assembler (Mechanical/Electrical)	\$18	\$21	\$25	\$16	\$19	\$22
Maintenance Mechanic / Technician	\$24	\$28	\$35	\$22	\$26	\$31
Logistics Coordinator / Warehouse Clerk	\$19	\$22	\$26	\$17	\$20	\$23



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

SUPPLY CHAIN & DISTRIBUTION

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Supply Chain Manager	\$95,000	\$120,000	\$155,000	\$88,000	\$110,000	\$140,000
Materials Manager	\$82,000	\$95,000	\$115,000	\$75,000	\$88,000	\$105,000
Continuous Improvement (CI) Manager	\$90,000	\$110,000	\$135,000	\$82,000	\$100,000	\$125,000
Strategic Sourcing Specialist	\$80,000	\$95,000	\$115,000	\$72,000	\$88,000	\$105,000
Master Scheduler	\$75,000	\$90,000	\$105,000	\$68,000	\$82,000	\$98,000
Inventory Control Analyst	\$70,000	\$82,000	\$95,000	\$65,000	\$75,000	\$88,000
Warehouse & Distribution Manager	\$85,000	\$105,000	\$125,000	\$78,000	\$92,000	\$110,000
Demand Planning Analyst	\$75,000	\$90,000	\$110,000	\$70,000	\$85,000	\$100,000
Logistics Coordinator / Transp. Manager	\$70,000	\$85,000	\$100,000	\$65,000	\$78,000	\$92,000
Procurement Analyst	\$72,000	\$88,000	\$105,000	\$68,000	\$82,000	\$95,000
Manufacturing Scheduler	\$72,000	\$88,000	\$105,000	\$68,000	\$82,000	\$95,000
ERP / MRP Systems Analyst	\$80,000	\$95,000	\$115,000	\$72,000	\$88,000	\$105,000



Base salaries only. Bonus structures and other compensation elements are not reflected.
For full total compensation insights, please connect with your TES Recruiting Account Manager.

SUPPLY CHAIN & DISTRIBUTION

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Forklift Operator / Material Handler	\$16	\$18	\$21	\$15	\$17	\$19
Machine Operator / Setup Technician	\$19	\$22	\$26	\$17	\$20	\$23
Warehouse Associate / Order Picker	\$15	\$17	\$20	\$14	\$16	\$18
Production Technician	\$16	\$19	\$22	\$15	\$17	\$20
Shipping & Receiving Clerk	\$17	\$20	\$23	\$15	\$18	\$21
Quality Inspector / Technician	\$18	\$21	\$25	\$17	\$19	\$22
Line Lead / Team Lead	\$21	\$24	\$28	\$19	\$22	\$25
Packaging Technician / Line Packer	\$15	\$17	\$20	\$14	\$16	\$18
Inventory Control Technician	\$17	\$20	\$23	\$16	\$18	\$21
Assembler (Mechanical/Electrical)	\$17	\$20	\$24	\$15	\$18	\$21
Maintenance Mechanic / Technician	\$23	\$27	\$33	\$21	\$25	\$30
Logistics Coordinator / Warehouse Clerk	\$18	\$21	\$25	\$16	\$19	\$22



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

Job Title	Metropolitan			Rural		
	Small UPTO\$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Supply Chain Manager	\$110,000	\$140,000	\$175,000	\$98,000	\$125,000	\$155,000
Materials Manager	\$95,000	\$115,000	\$135,000	\$85,000	\$100,000	\$120,000
Continuous Improvement (CI) Manager	\$100,000	\$125,000	\$150,000	\$90,000	\$110,000	\$135,000
Strategic Sourcing Specialist	\$90,000	\$110,000	\$130,000	\$80,000	\$95,000	\$115,000
Master Scheduler	\$85,000	\$100,000	\$120,000	\$75,000	\$90,000	\$105,000
Inventory Control Analyst	\$78,000	\$92,000	\$110,000	\$70,000	\$85,000	\$100,000
Warehouse & Distribution Manager	\$95,000	\$115,000	\$135,000	\$85,000	\$100,000	\$120,000
Demand Planning Analyst	\$85,000	\$100,000	\$120,000	\$75,000	\$90,000	\$105,000
Logistics Coordinator / Transp. Manager	\$78,000	\$92,000	\$110,000	\$70,000	\$85,000	\$98,000
Procurement Analyst	\$80,000	\$95,000	\$115,000	\$72,000	\$88,000	\$102,000
Manufacturing Scheduler	\$80,000	\$95,000	\$115,000	\$72,000	\$88,000	\$102,000
ERP / MRP Systems Analyst	\$90,000	\$110,000	\$135,000	\$80,000	\$98,000	\$115,000

SUPPLY CHAIN & DISTRIBUTION

Base pay based on region and company size

Job Title	Metropolitan			Rural		
	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+	Small UP TO \$50M	Mid-size \$50M-\$1B	Large \$1B+
Forklift Operator / Material Handler	\$18	\$21	\$24	\$17	\$19	\$22
Machine Operator / Setup Technician	\$21	\$24	\$28	\$19	\$22	\$26
Warehouse Associate / Order Picker	\$17	\$19	\$22	\$16	\$18	\$20
Production Technician	\$18	\$21	\$24	\$17	\$19	\$22
Shipping & Receiving Clerk	\$19	\$22	\$25	\$17	\$20	\$23
Quality Inspector / Technician	\$20	\$23	\$28	\$18	\$21	\$25
Line Lead / Team Lead	\$23	\$26	\$31	\$21	\$24	\$28
Packaging Technician / Line Packer	\$16	\$18	\$21	\$15	\$17	\$19
Inventory Control Technician	\$18	\$21	\$25	\$17	\$20	\$23
Assembler (Mechanical/Electrical)	\$18	\$21	\$25	\$16	\$19	\$22
Maintenance Mechanic / Technician	\$25	\$30	\$37	\$23	\$27	\$33
Logistics Coordinator / Warehouse Clerk	\$19	\$22	\$26	\$17	\$20	\$23



Base salaries only. Bonus structures and other compensation elements are not reflected. For full total compensation insights, please connect with your specialized Account Manager.

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