Additional FAQs

What titles fall under each category?

There are essentially an unlimited number of title variations that could fall into each category. Below, we list representative titles that belong in each. If you're uncertain which of two categories you fit into best, consider taking the average of the two categories as your own best estimate.

Senior Leader: CEO, President, Owner, VP, COO, Managing Director, CFO, VP of Finance, VP/Director of Human Resources

Management: Branch Manager, Regional Manager, Operations Manager, Product Manager, Rental Manager, Engineering Manager, Installation Manager, Project Manager, Director of IT, Network Manager

Sales/Marketing: Director of Business Development, Business Development Manager, Director of Marketing, Marketing Manager, Director of Sales, Sales Manager, Account Manager, Sales Representative, Rental Account Manager, Rental Sales Representative, Sales Engineer

Designer: Design Engineer, Systems Engineer, Designer

Engineer: Audio Visual Field Engineer, Chief Engineer

Technician: Senior/Lead/Specialized Technician, Senior/Lead/Specialized Rental Technician, Install Technician, Integration Technician, Stage Technician, Service Technician, Field Technician, CAD Technician, CAD Draftsman

Business Support: Customer Service Representative, Inventory Control Manager, Warehouse Manager, Purchasing Manager, Administrative Assistant, Office/Shop Manager, Accountant, Bookkeeper, Human Resources Manager

Why use such broad job categories?

Three reasons: First, job titles are highly inconsistent among companies. Who counts as a "Senior Technician" has little meaning from company to company let alone country to country. Avoiding modifiers such as senior, specialized, and helps create more consistent buckets.

Second, detailed names are largely redundant to the measurable traits on the dashboard. The difference between a Technician and a Senior Technician is their proficiency, which is very likely reflected in additional education, experience, and/or certification.

Third, subdividing categories too far risks overfitting. In other words, when you cut up your data into too many categories, the differences you find turn out to be random noise rather than true variation. Thus, by limiting the number of categories, we ensure that the salary differences between categories are ones you can trust and rely on in developing your company's compensation profile or in planning your own career.

Why do region (in the U.S. tab) and country (in the rest of world tab) make such a difference to income? Shouldn't the same resume merit the same pay no matter what?

There's a lively debate in economics and business about how pay should be adjusted to fit where a worker is located, especially with increased remote work since the pandemic. There is one thing we can say for sure though: Location tells you something about the work. Certain cities, regions, and countries indicate higher willingness to pay for quality work. End users are likely paying higher prices and demanding providers who have hired the best possible workers.

To illustrate with an example, wealthy investment banks and Fortune 500 companies in New York City are likely happily pay a premium to make sure their work is done quickly and without mistakes to minimize possible disruptions. As a result, integration firms in NYC are likely to pay a premium wage to hire the best workers. That means workers with more of the traits we have captured—education, experience, etc.—but it also means workers with more of traits we can't capture, such as work ethic, ability to work in teams, and willingness to learn. As a result, even after controlling for the measurables in the dashboard, NYC workers are still probably better and therefore more highly paid than workers in other areas. This is at least part of why workers in certain regions and countries are higher paid than the counterparts in other geographies even after controlling for the measurables on our dashboard.

What does region mean in the U.S. tab?

The regions are the U.S. Census bureau's regions; these are standard in economic research. They are defined as follows:

Northeast: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, and Pennsylvania.

Midwest: Ohio, Michigan, Indiana, Wisconsin, Illinois, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, and Kansas.

South: Delaware, Maryland, Virginia, West Virginia, Kentucky, North Carolina, South Carolina, Tennessee, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, Texas, and Oklahoma.

West: Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, California, Oregon, Washington, Alaska, and Hawaii.