

# SALARY BENCHMARKING REPORT

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Produced by  
Oscar Associates  
US



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# EXECUTIVE SUMMARY

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Tech hiring across the US remains robust, with sustained demand across Data & BI, DevOps/Platform, Cloud, Cyber Security and Software Engineering. US employers continue to prioritise roles that directly support scalability, automation, security and data-driven decision-making, particularly in organisations undergoing cloud transformation or operating in regulated environments.

While compensation varies by region, the US market continues to offer significantly higher base salaries than the UK, driven by competition for specialist talent, larger enterprise budgets, and continued investment from venture-backed and publicly listed companies. Demand remains strongest for platform engineers, cloud infrastructure specialists, security engineers and data engineers, where talent shortages persist nationwide.

This report provides average US base salary benchmarks across the most in-demand technology roles, offering a clear view of market expectations for employers hiring in the US and professionals assessing their earning potential. All figures reflect average national base salaries, excluding bonus, equity and other variable compensation



# SALARY GUIDE – DATA & BI

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Data Analyst	\$80K - \$90K	\$90K	\$110K
Digital Analyst	\$85 - \$105K	\$95K	\$115K
BI Analyst	\$82K - \$102K	\$92K	\$112K
BI Developer	\$98K - \$122K	\$110K	\$135K
BI Manager	\$115K - \$145K	\$130K	\$155K
Data Engineer	\$120K - \$150K	\$135K	\$165K



# SALARY GUIDE – DATA & BI

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JOB TITLE	TYPICAL	MEDIAN	TOP-END
Data Scientist	\$115K - \$145K	\$130K	\$160K
Head of Data	\$160K - \$200K	\$180K	\$220K



# SALARY GUIDE - DEVOPS / PLATFORM

JOB TITLE	TYPICAL	MEDIAN	TOP-END
DevOps Engineer	\$125K - \$155K	\$140K	\$170K
Platform Engineer	£130K - \$160K	\$145K	\$175K
Cloud Engineer	\$120K - \$150K	\$135K	\$165K
Soltions Architect	\$140K - \$170K	\$155K	\$185K
Head of DevOps	\$165K - \$205K	\$185K	\$225K



# SALARY GUIDE - PRODUCT / UX / DELIVERY

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Product Owner	\$105K - \$135K	\$120K	\$145K
Product Manager	\$120K - \$150K	\$135K	\$165K
Delivery Manager	\$125K - \$155K	\$140K	\$170K
Scrum Master	\$110K - \$140K	\$125K	\$150K
UX Designer	\$100K - \$130K	\$115K	\$140K
Head of Product	\$165K - \$205K	\$185K	\$225K



# SALARY GUIDE - INFRASTRUCTURE & SUPPORT

JOB TITLE	TYPICAL	MEDIAN	TOP-END
1 <sup>st</sup> Line Support	\$50K - \$70K	\$60K	\$80K
2 <sup>nd</sup> Line Support	\$65K - \$85K	\$75K	\$95K
3 <sup>rd</sup> Line Support	\$80K - \$100K	\$90K	\$110K
Infrastructure Engineer	\$100K - \$130K	\$115K	\$145K
Systems Administrator	\$95K - \$120K	\$105K	\$130K



# SALARY GUIDE - INFRASTRUCTURE & SUPPORT

JOB TITLE	TYPICAL	MEDIAN	TOP-END
IT Manager	\$120K - \$150K	\$135K	\$165K
Head of IT	\$145K - \$185K	\$165K	\$200K



# SALARY GUIDE – NETWORKING

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Network Engineer	\$100K - \$130K	\$115K	\$145K
Senior Network Engineer	\$115K - \$145K	\$130K	\$160K
Communications Engineer	\$110K - \$140K	\$125K	\$155K
Network Architect	\$140K - \$170K	\$155K	\$185K



# SALARY GUIDE - CYBER SECURITY

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Cyber Security Analyst	\$105K - \$135K	\$120K	\$145K
SOC Analyst	\$85K - \$105K	\$95K	\$120K
Security Engineer	\$130K - \$160K	\$145K	\$175K
Security Architect	\$150K - \$180K	\$165K	\$200K



# SALARY GUIDE - SOFTWARE DEVELOPMENT

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Software Engineer	\$115K - \$145K	\$130K	\$160K
Backend Engineer	\$125K - \$155K	\$140K	\$170K
Frontend Engineer	\$115K - \$145K	\$130K	\$160K
Full Stack Engineer	\$120K - \$150K	\$135K	\$165K
Mobile Developer	\$120K - \$1250K	\$135K	\$165K



# SALARY GUIDE - SOFTWARE DEVELOPMENT

JOB TITLE	TYPICAL	MEDIAN	TOP-END
QA Engineer	\$95K - \$115K	\$105K	\$130K
Automation Test Engineer	\$105K - \$135K	\$120K	\$145K
Engineering Manager	\$145K - \$185K	\$165K	\$205K



# GET IN TOUCH

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If you need a more bespoke report creating, get in touch, and we would be more than happy to assist.