

Salary Survey: Results

September 2024

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OverView of Responses

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Introduction

Firstly, a massive thank you to all our members who completed the survey!

Please note that this initial report is focused on US responses, due to low sample numbers from other countries.

Our aim is to continue to build on this report, so if you haven't yet completed the survey, please do so here:

<https://www.scalewithstrive.com/forms/salary-survey/>

This report focuses on both an overview of all the responses received and then a breakdown by role, company funding stage and also any differences across States. We will cover:

- The average overall compensation package for people doing a similar role to you (base, variable, equity)
- How often the average respondent is seeing a salary change
- Where and how people are working in 2024

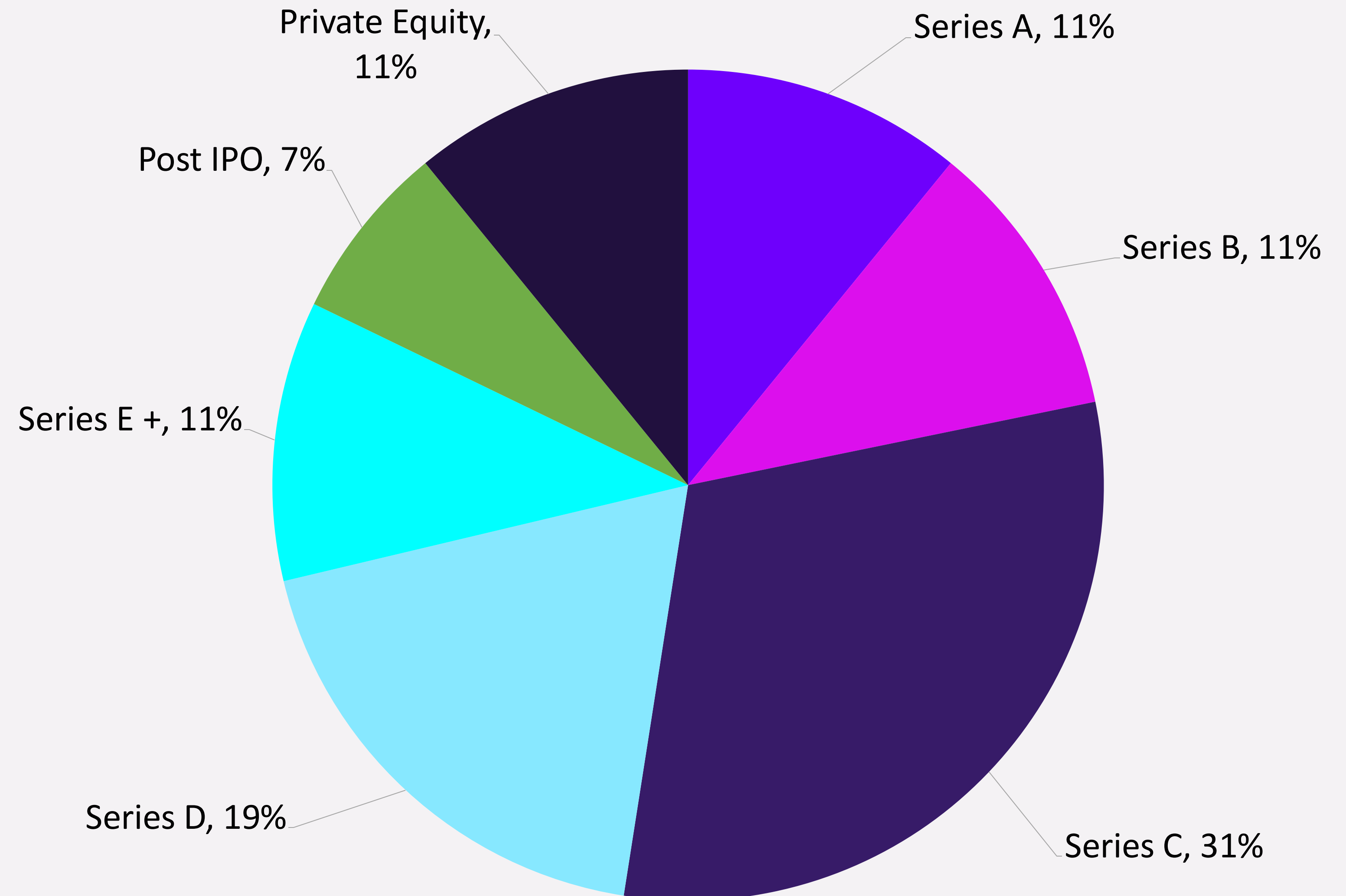
SECTION No: / 01

Company Information

/01

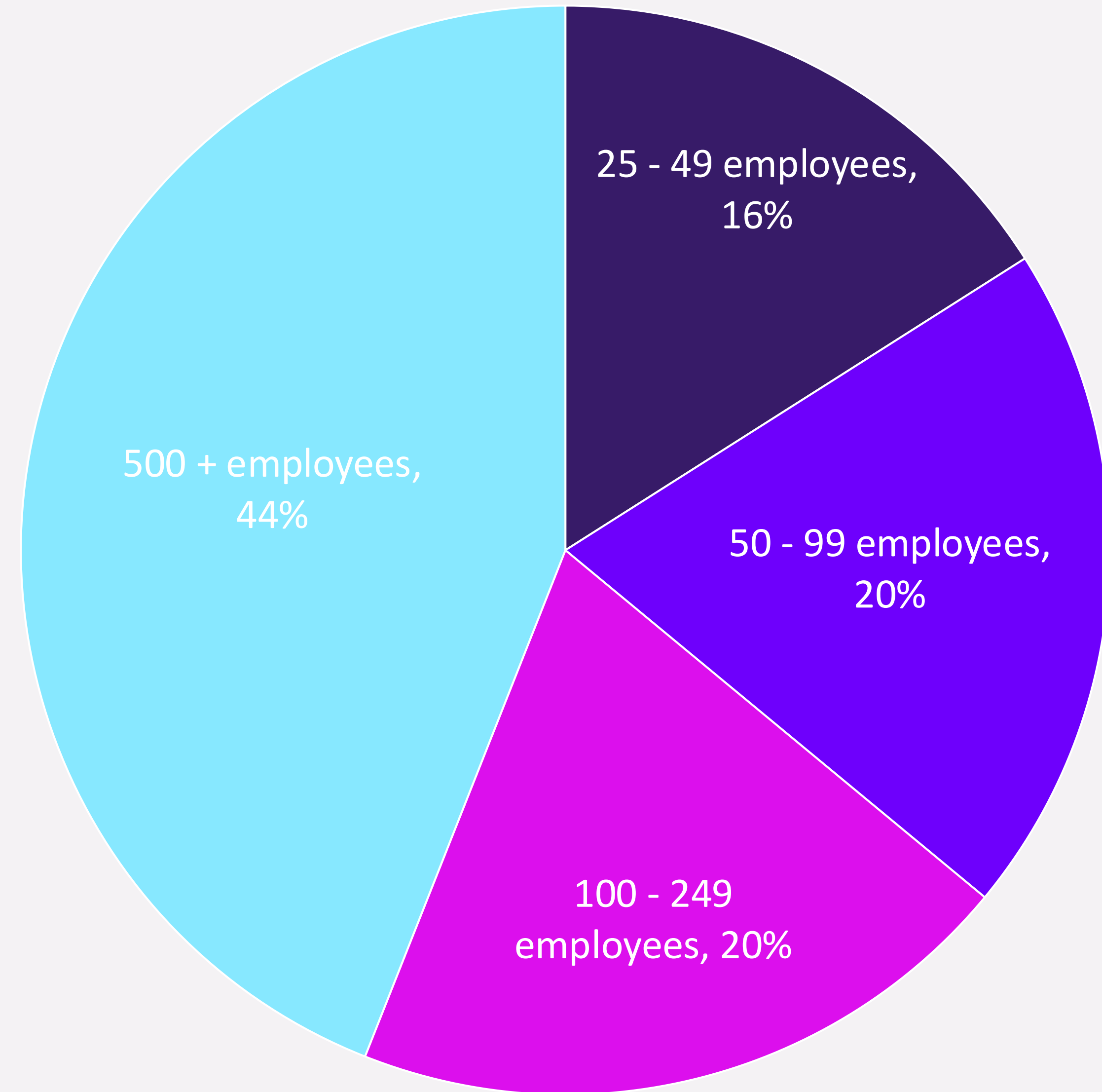
Company Information

Funding Level



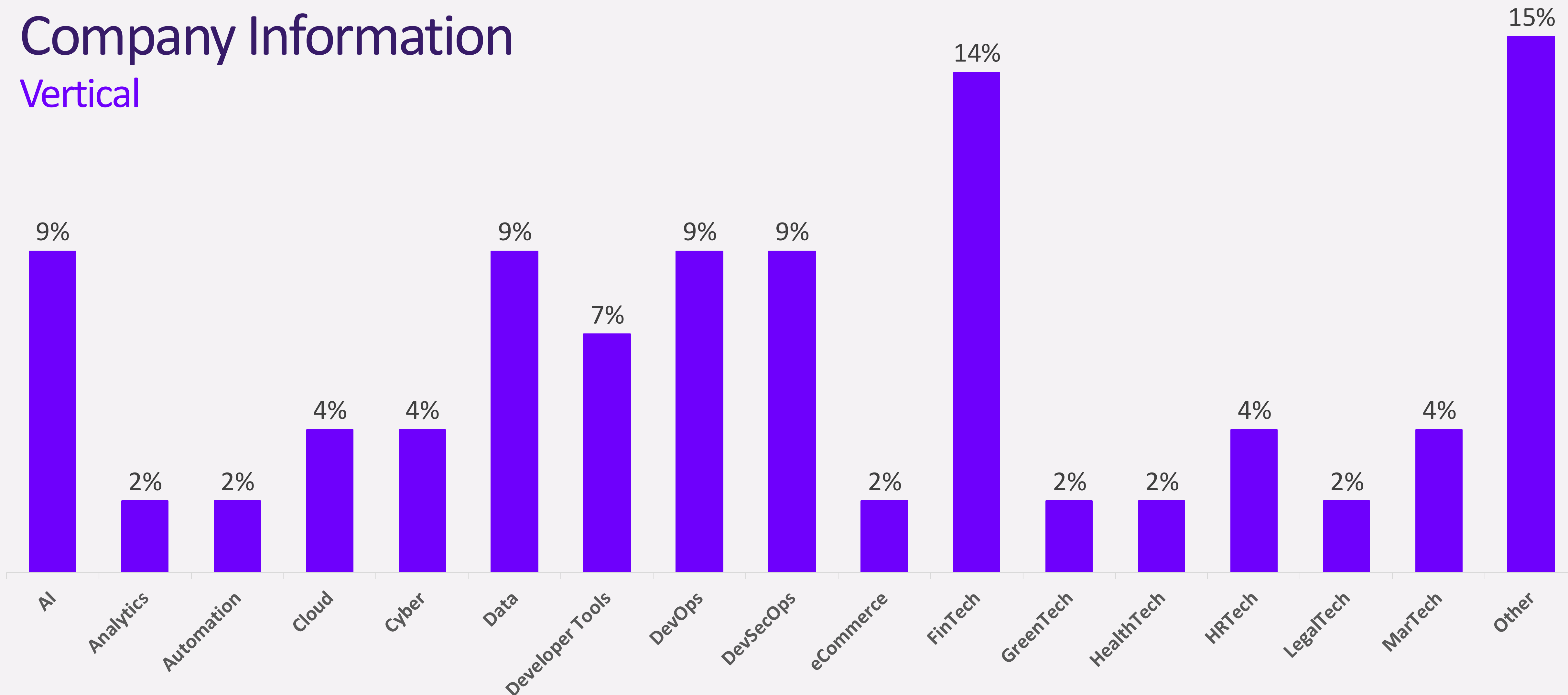
Company Information

Number of Employees



Company Information

Vertical



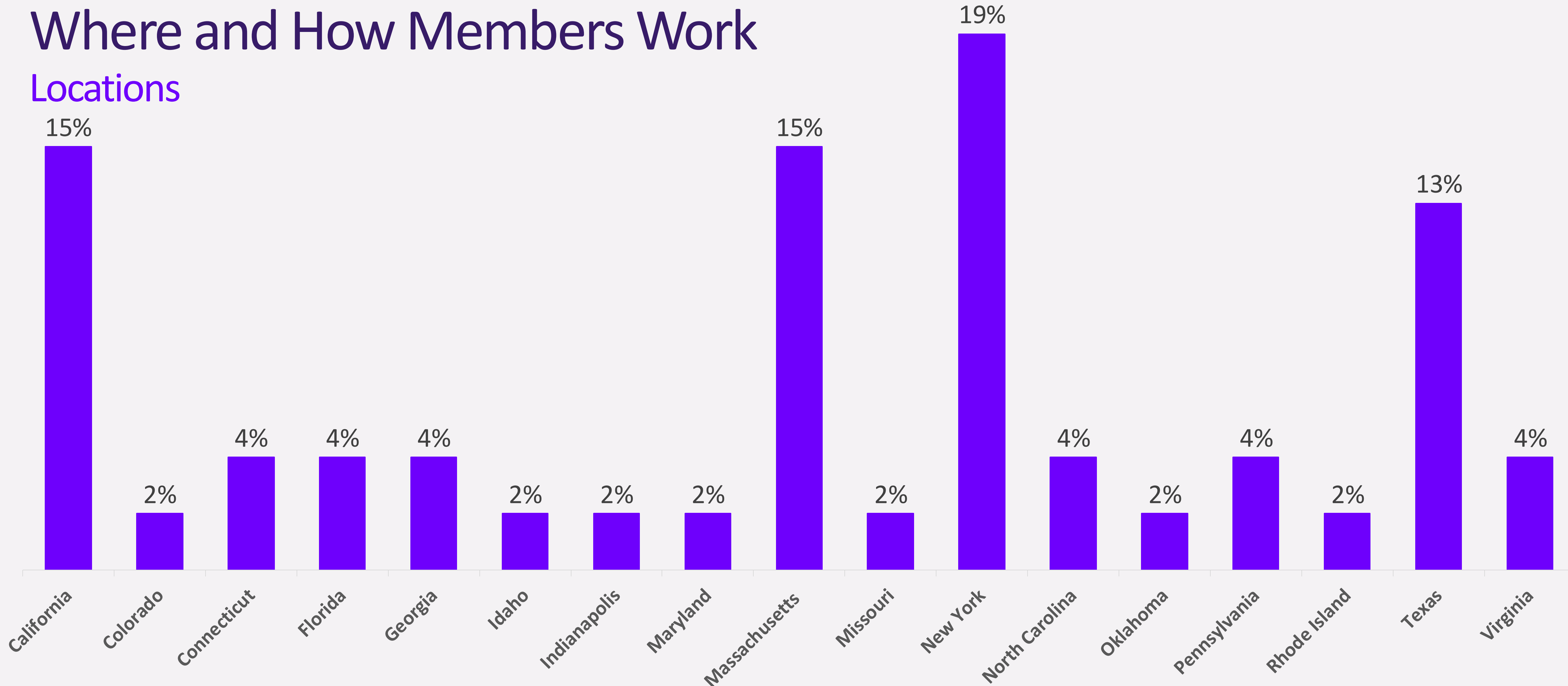
SECTION No: / 02

Where and How Members Work

/02

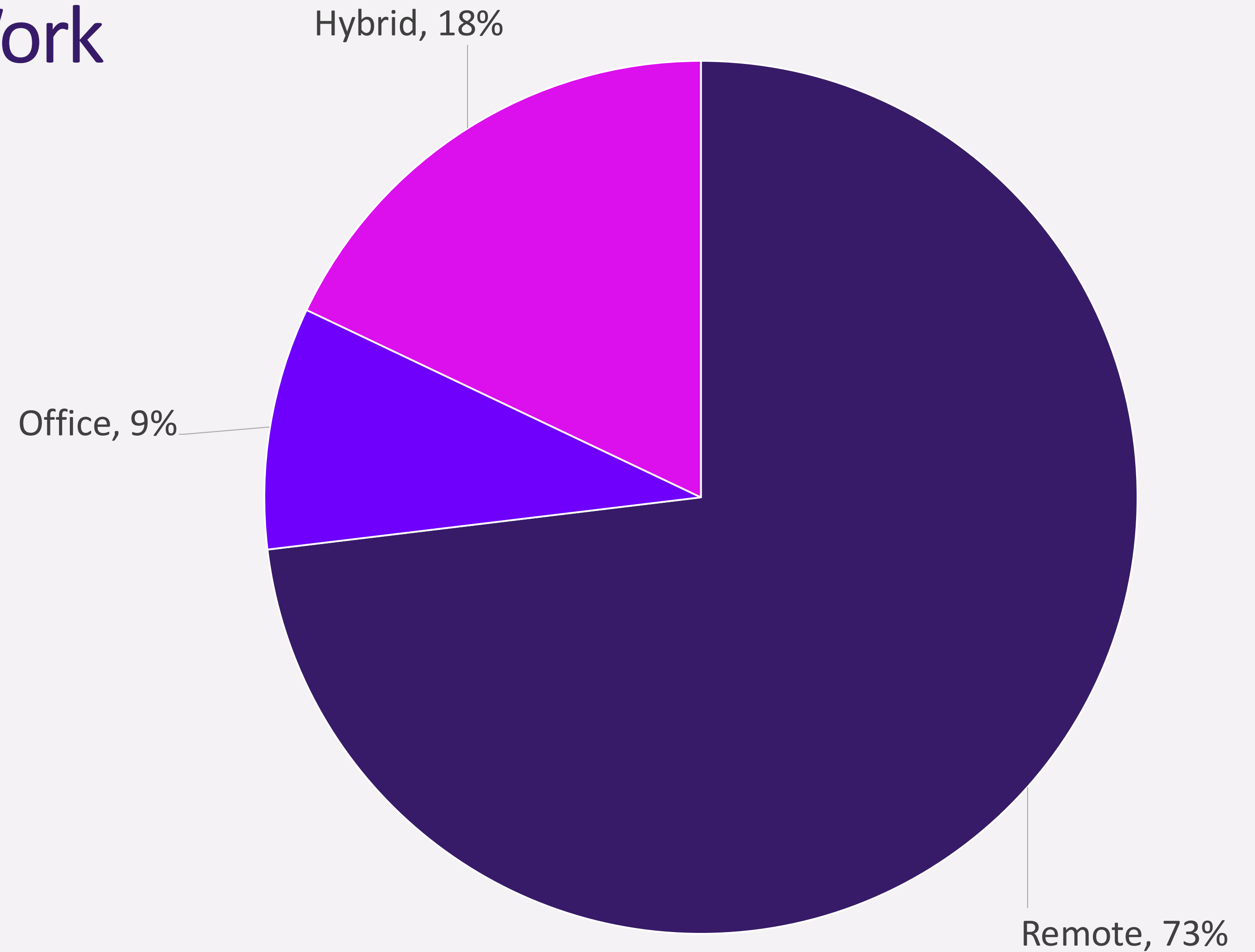
Where and How Members Work

Locations



Where and How Members Work

Remote V Office V Hybrid



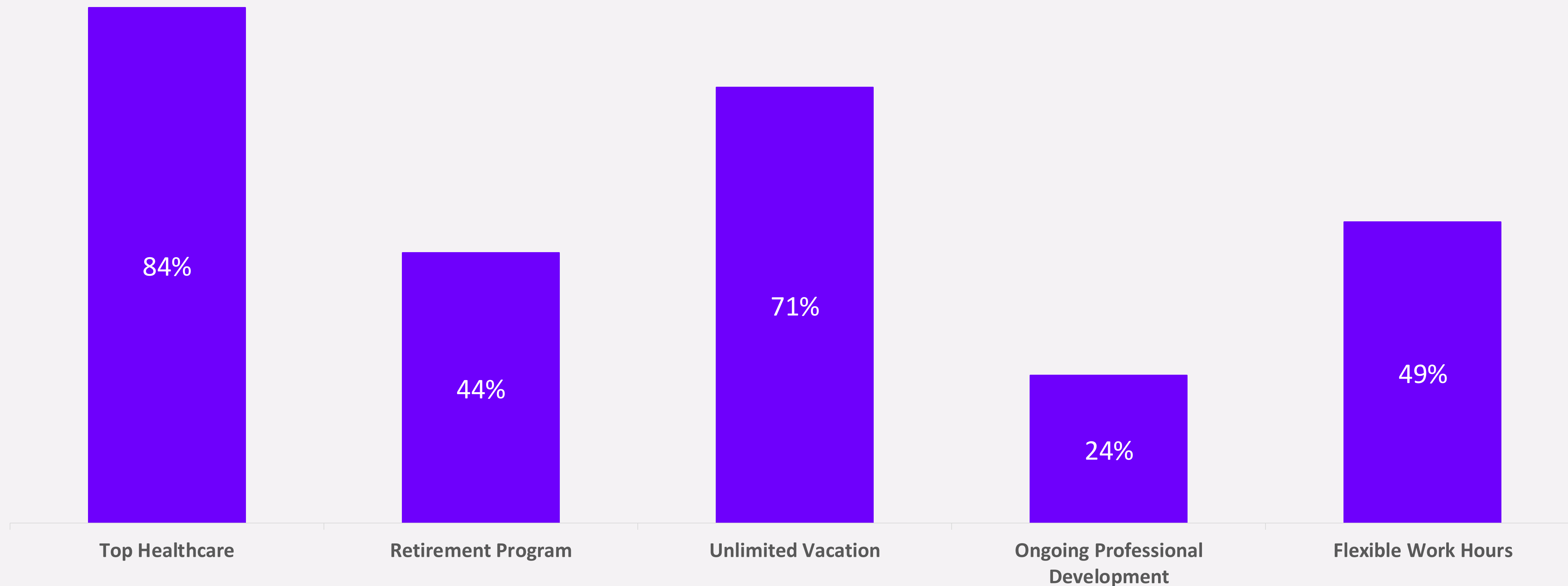
SECTION No: / 03

Benefits

/03

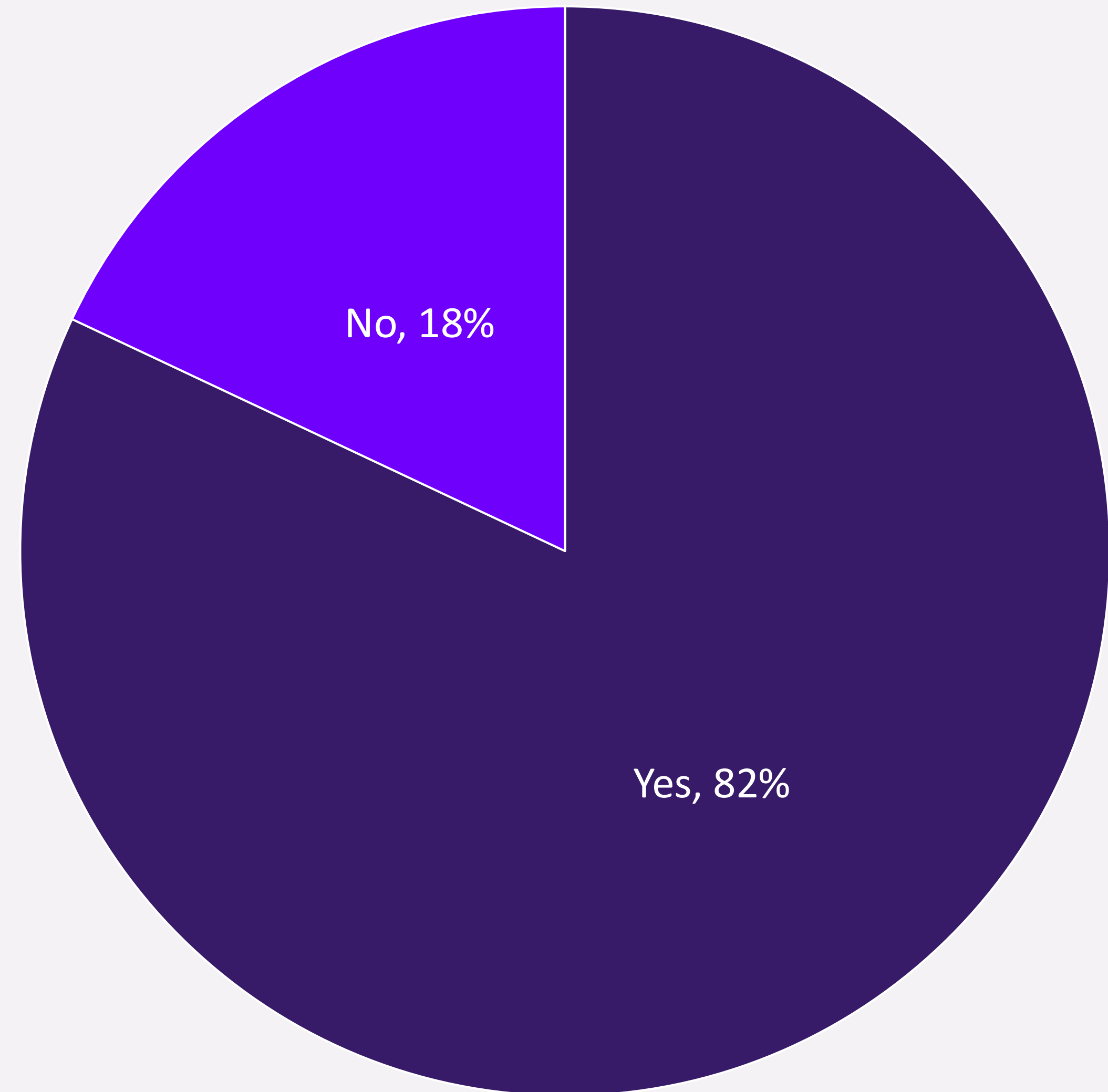
Benefits

The Top Benefits Members Receive



Benefits

Members who receive Stock / Equity



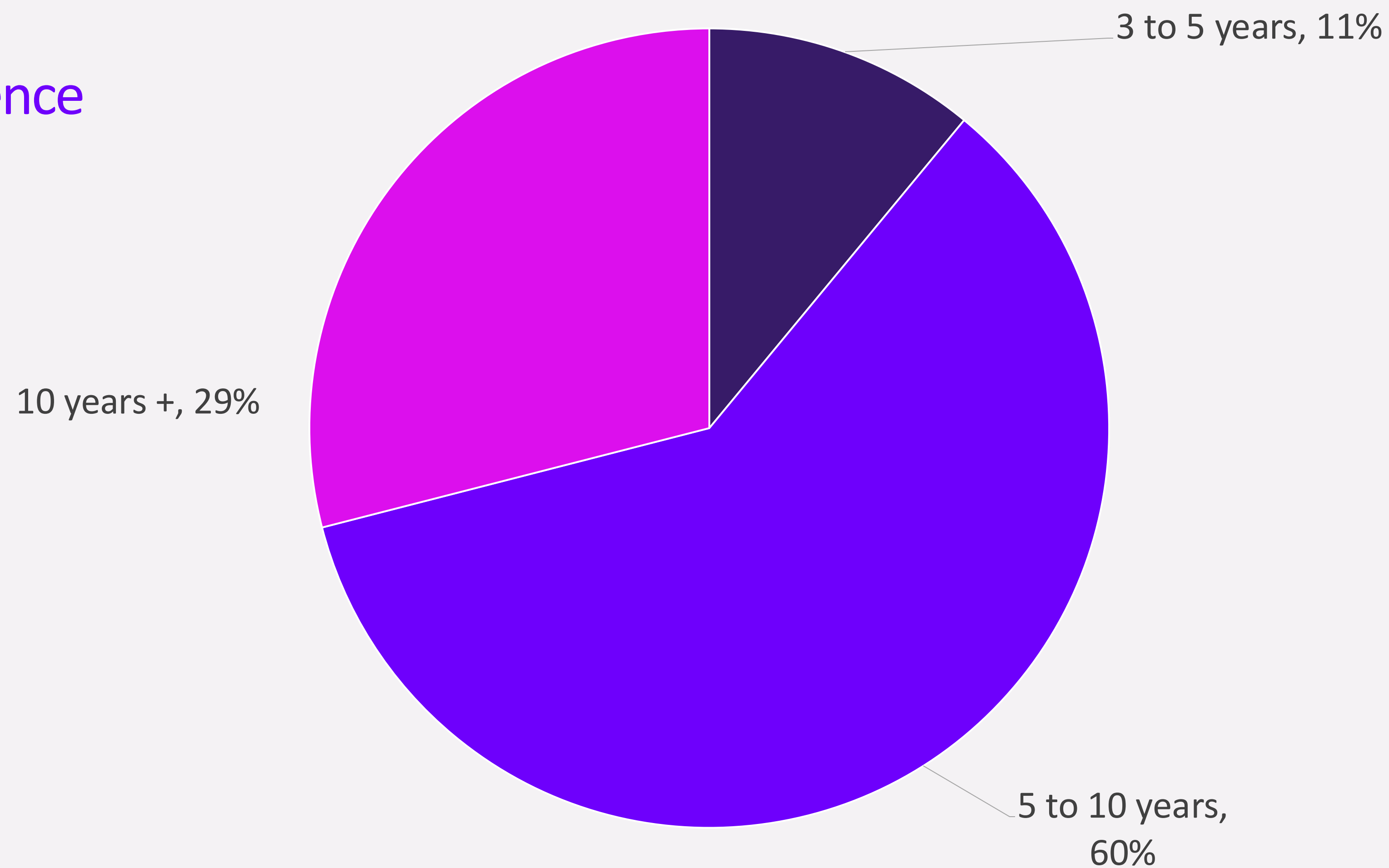
SECTION No: / 04

Career Progression

/04

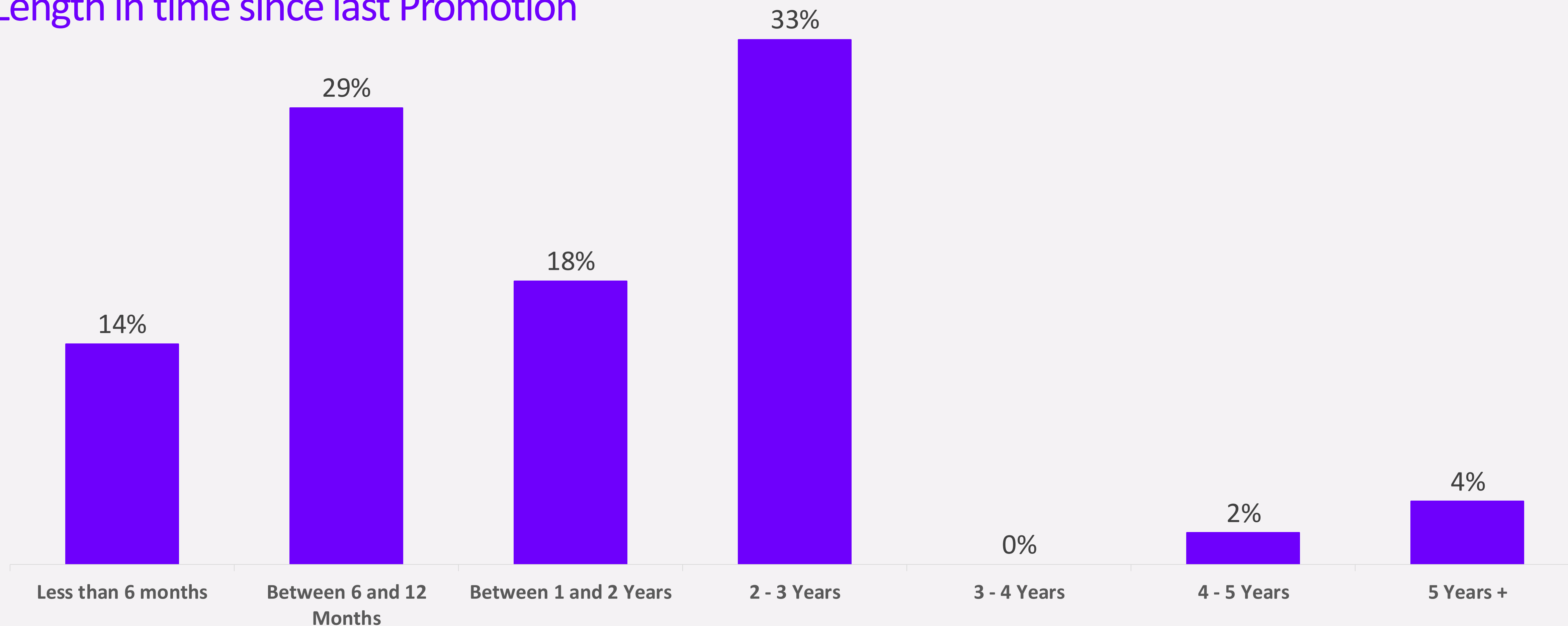
Career Progression

Average Number of years' Experience



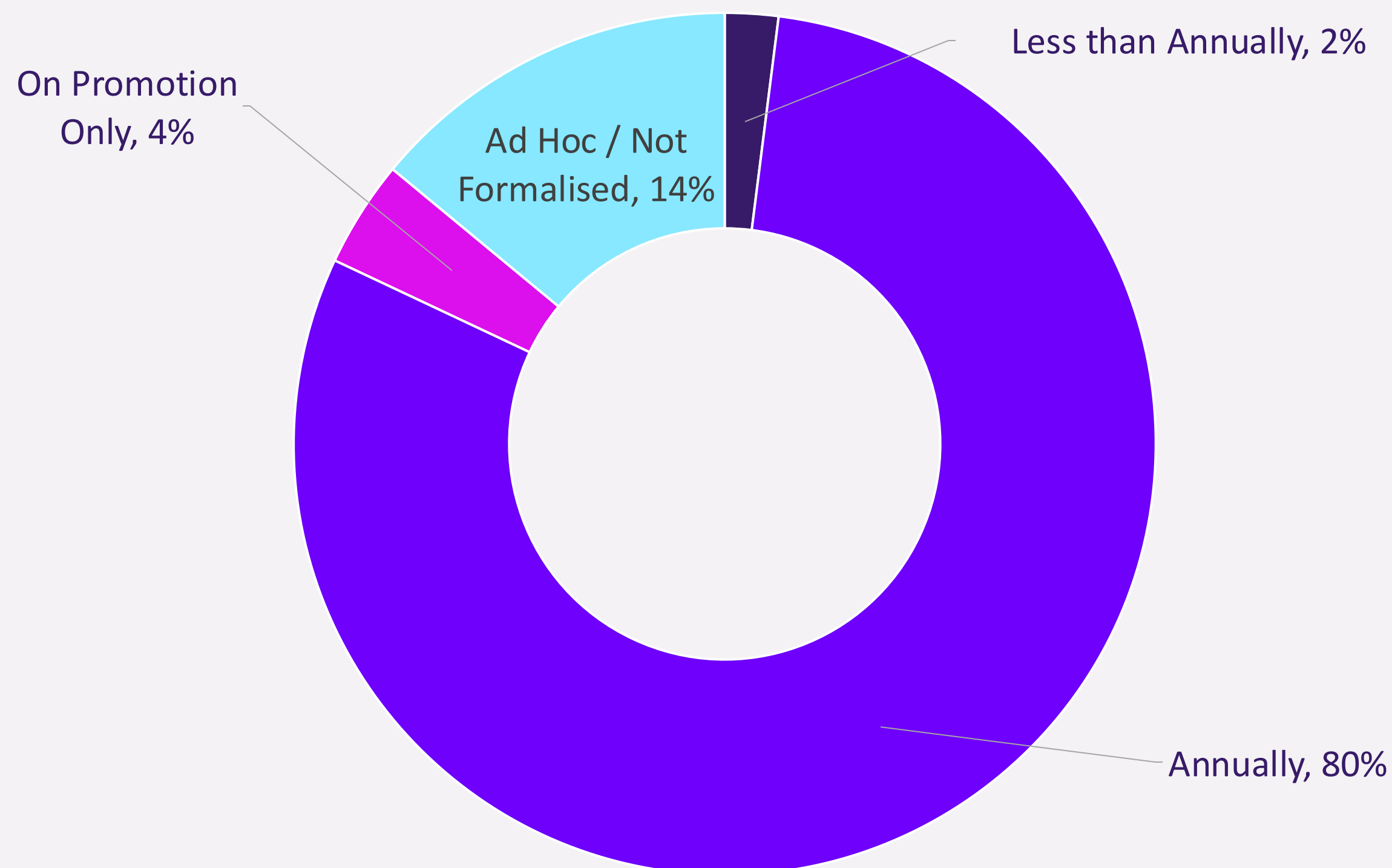
Career Progression

Length in time since last Promotion

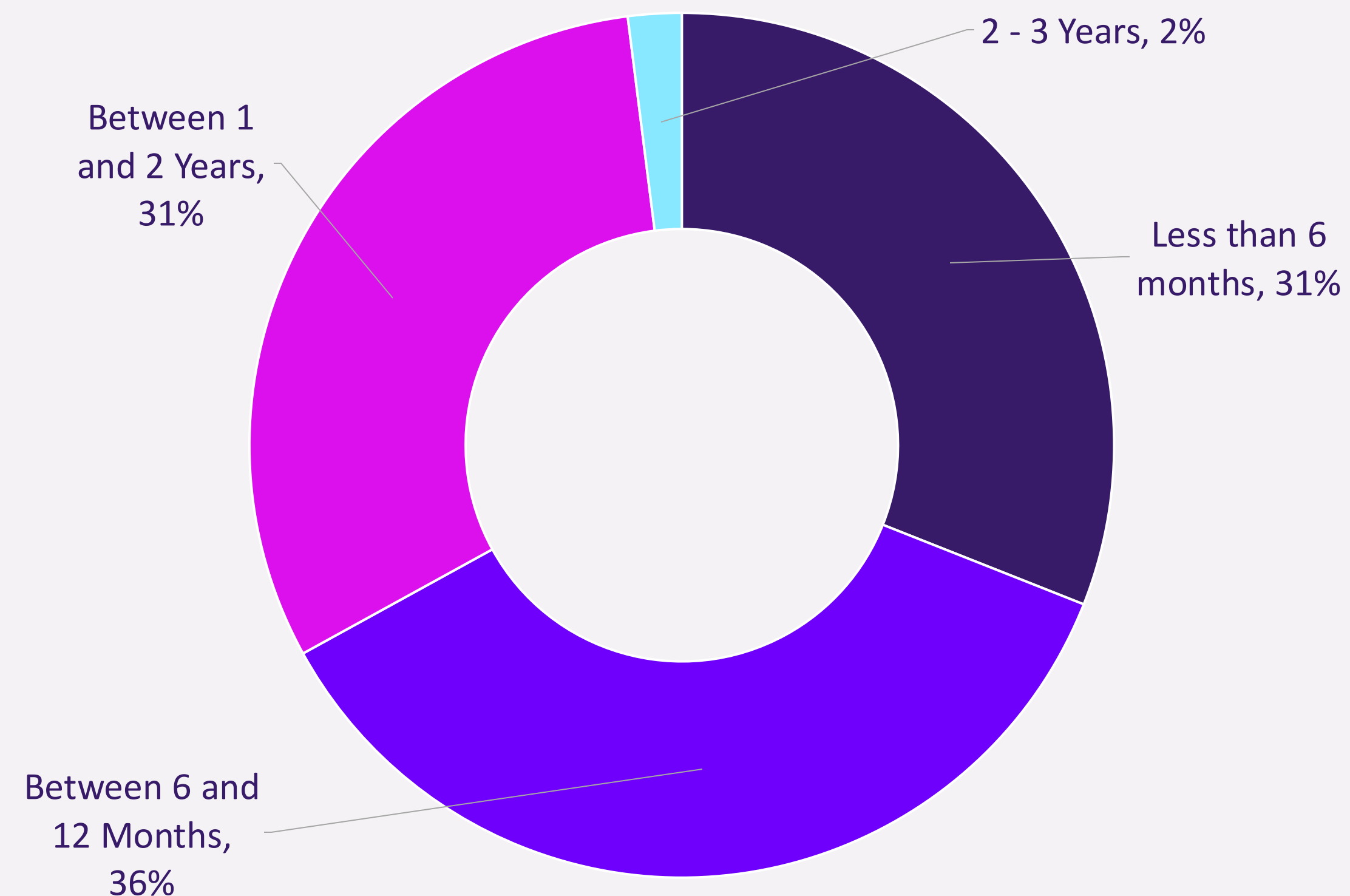


Career Progression

How often are Salary Reviews Scheduled



How long has it actually been since our Members' last Salary Increase



SECTION No: / 05

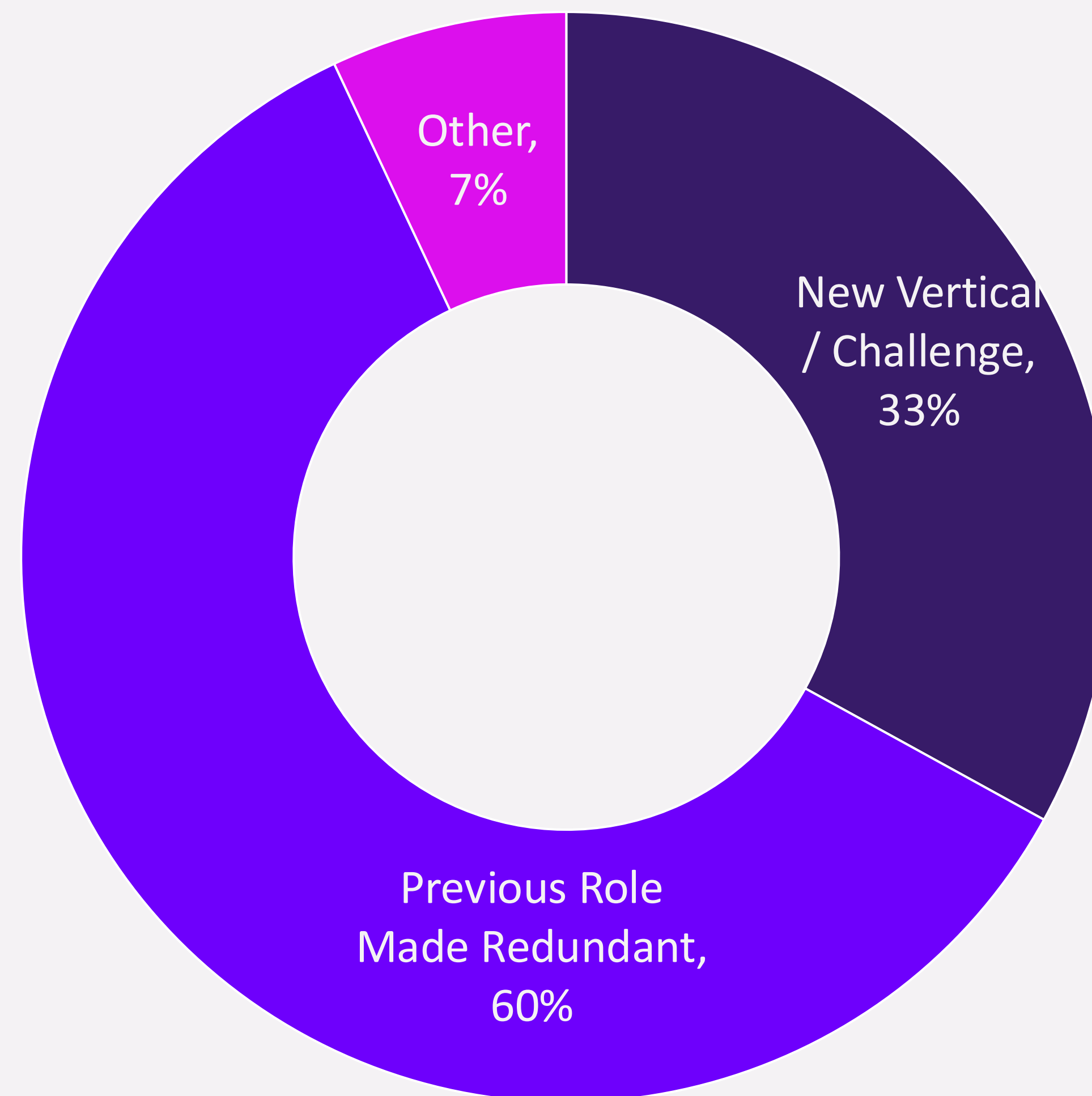
Company Changes

/05

Company Changes

Company Changes in the last 12 months

- 33% of Respondents have changed Companies in the last 12 months.
- Reasons for these changes are shown to the right.



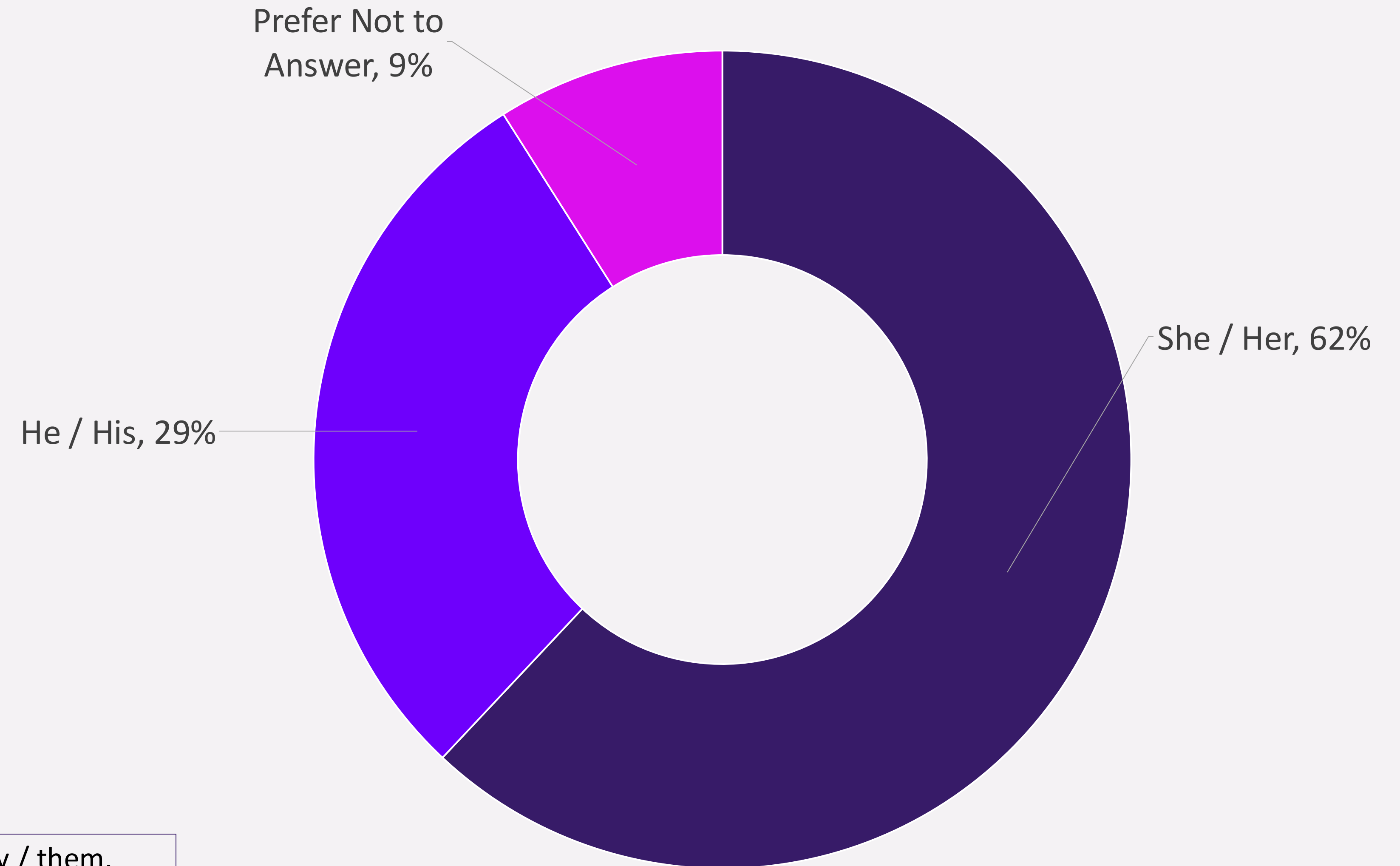
SECTION No: / 06

DEI Figures

/106

DEI Figures

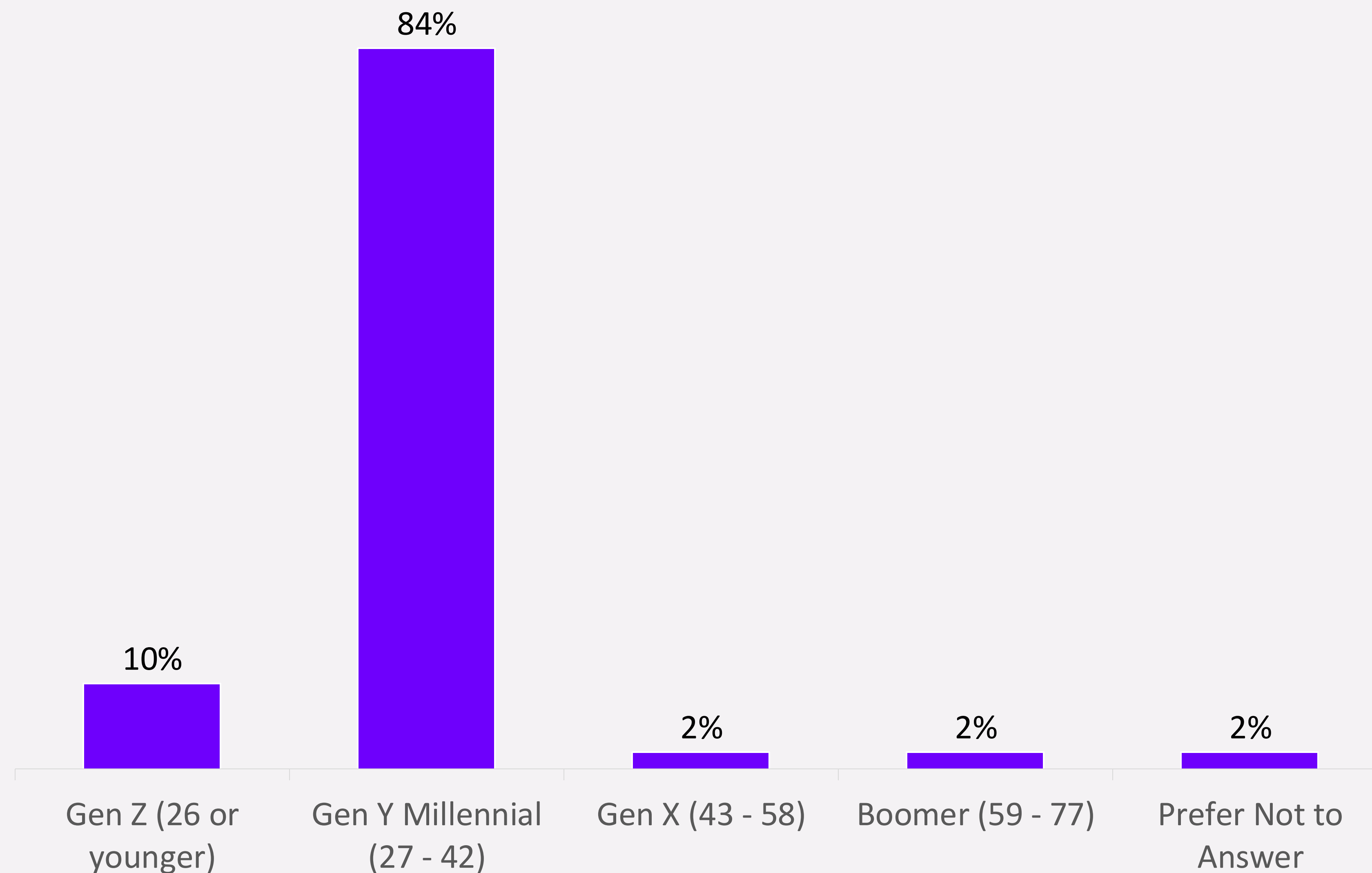
How Members Identify



Note, none of our Community identified as they / them.

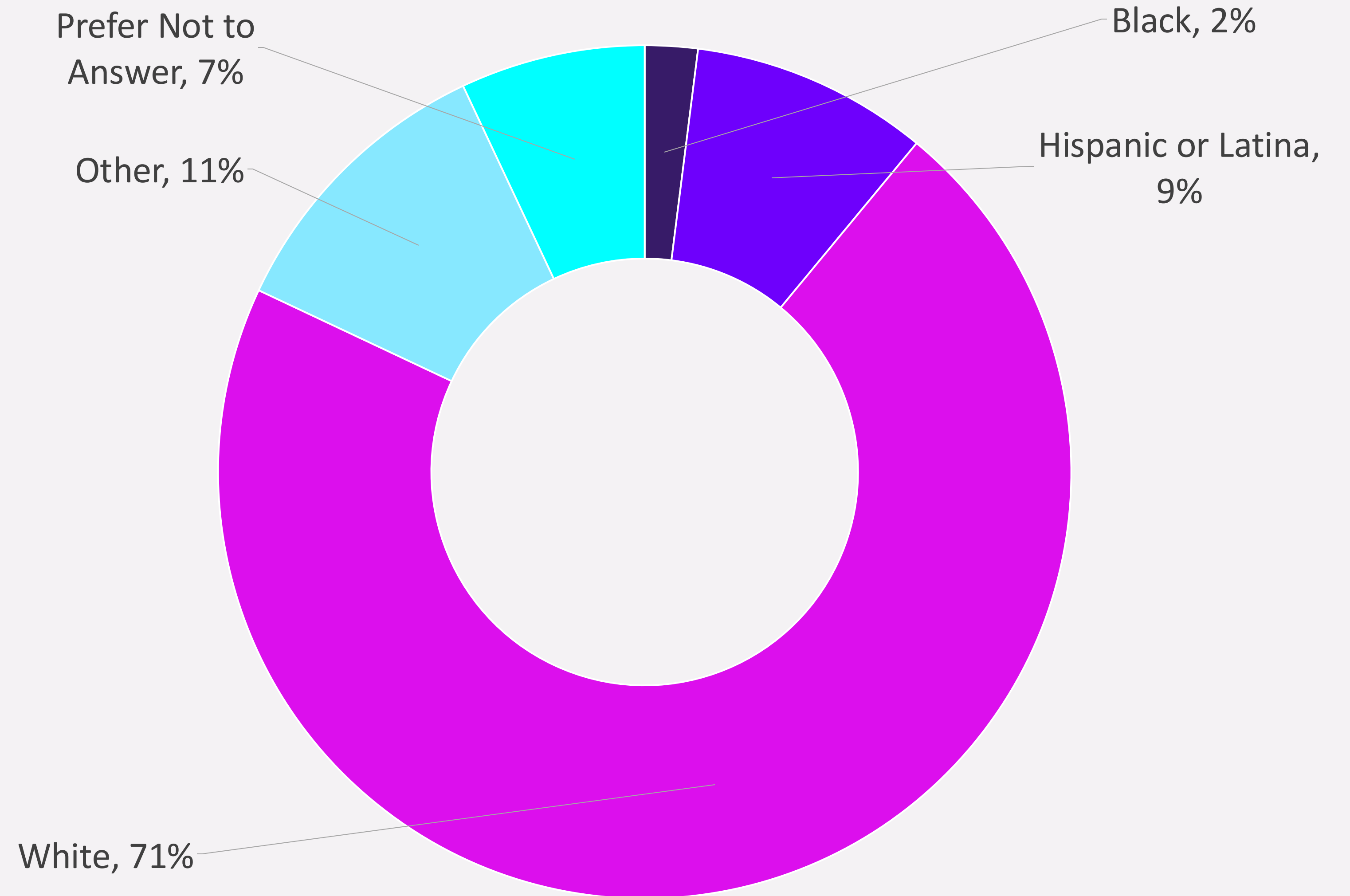
DEI Figures

Members' Age Group



DEI Figures

Race / Ethnicity



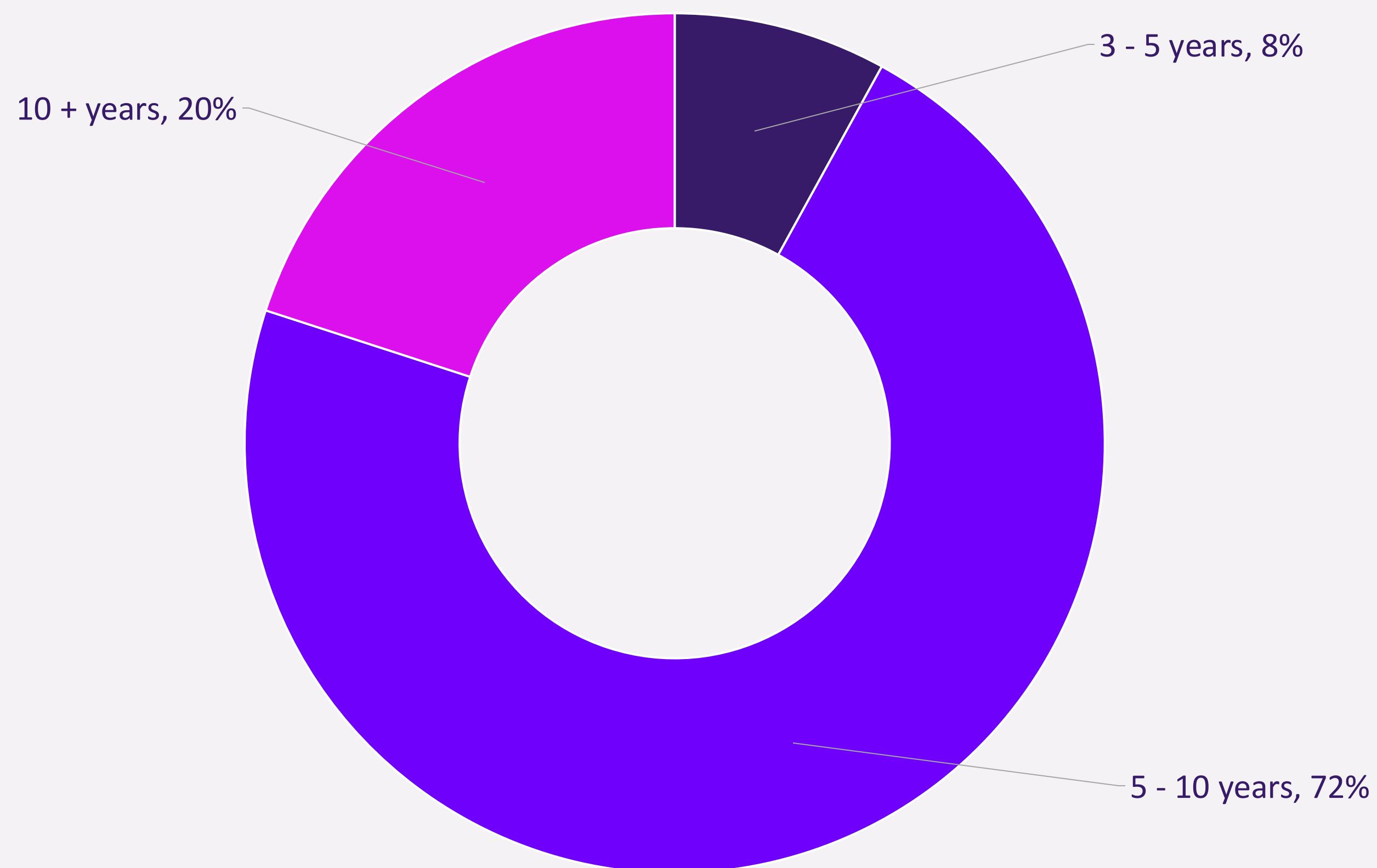
SECTION No: / 07

Role Profiles: Individual Contributor

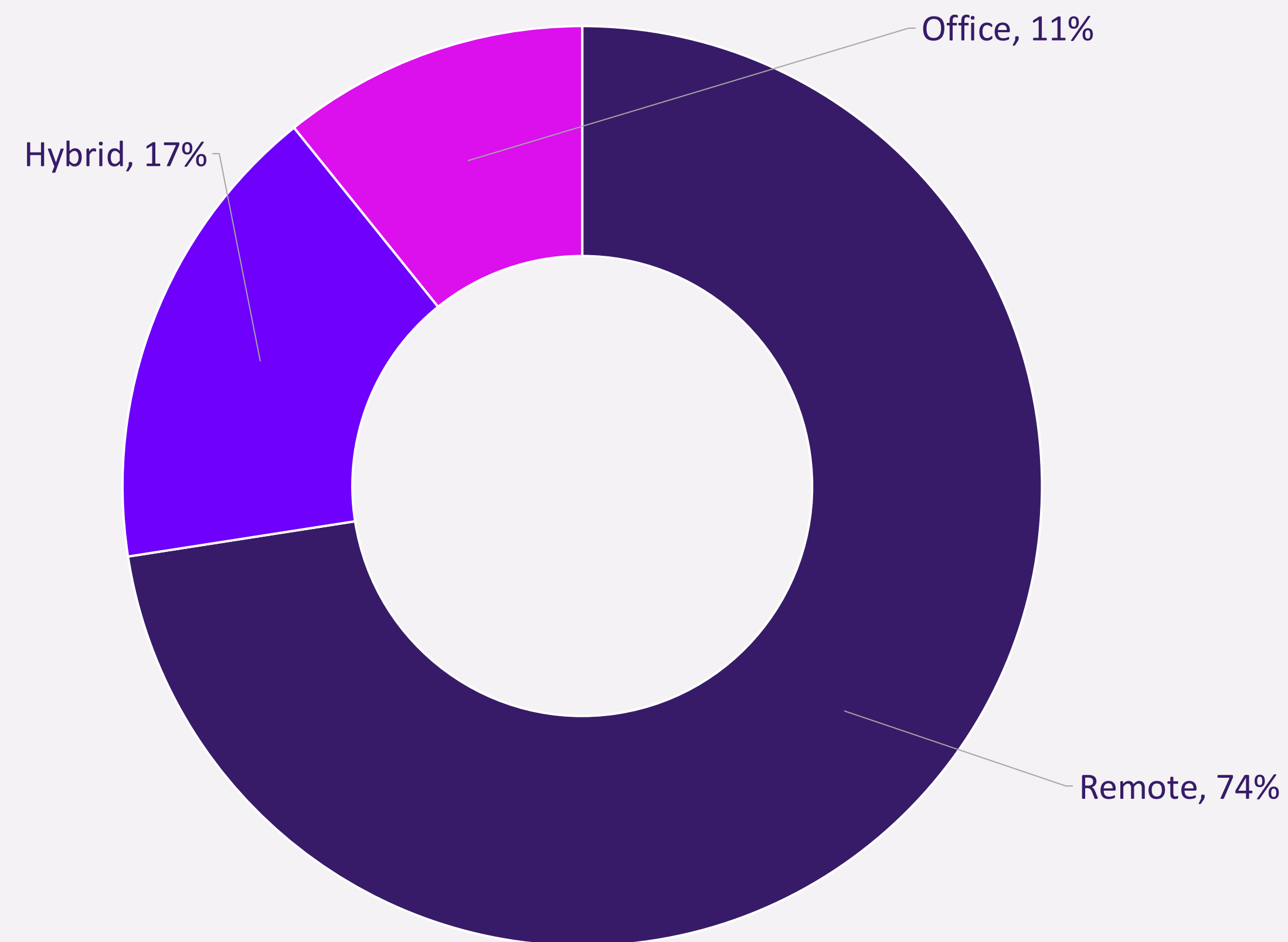
/07

Individual Contributor Level: Typical Profile

Average Years of Experience

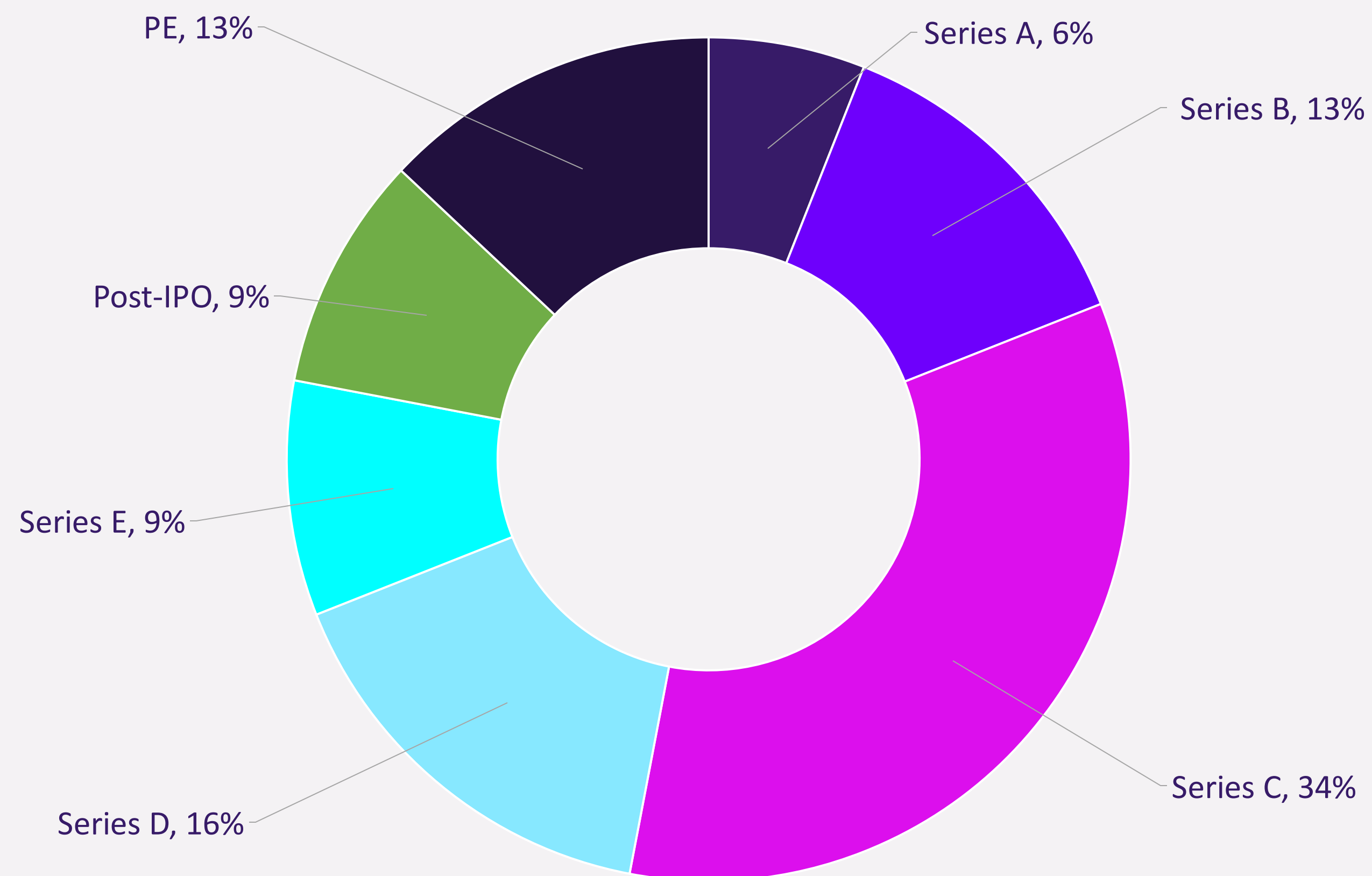


How they Work

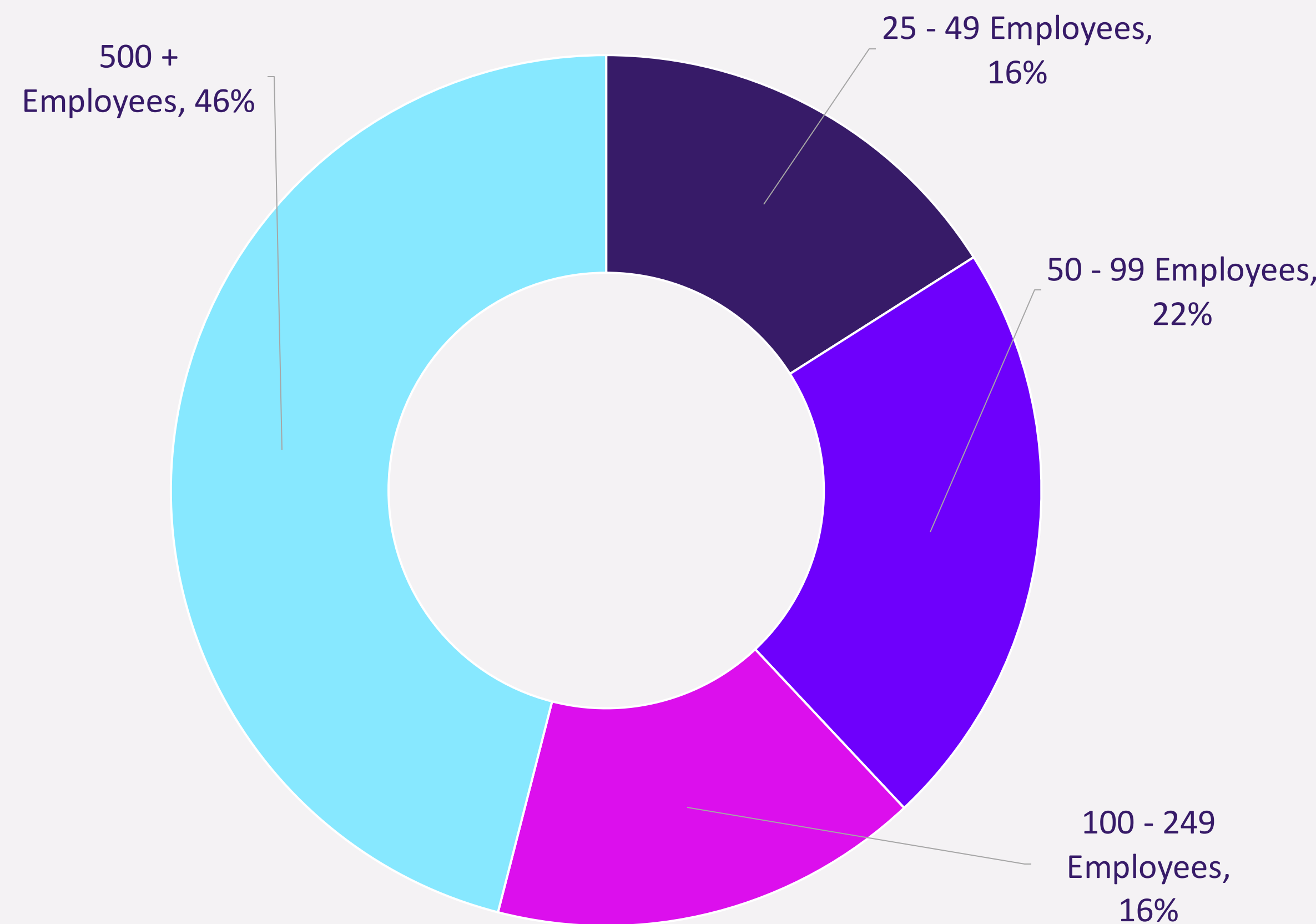


Individual Contributor Level: Typical Profile

Typically work at a Company of Funding Level

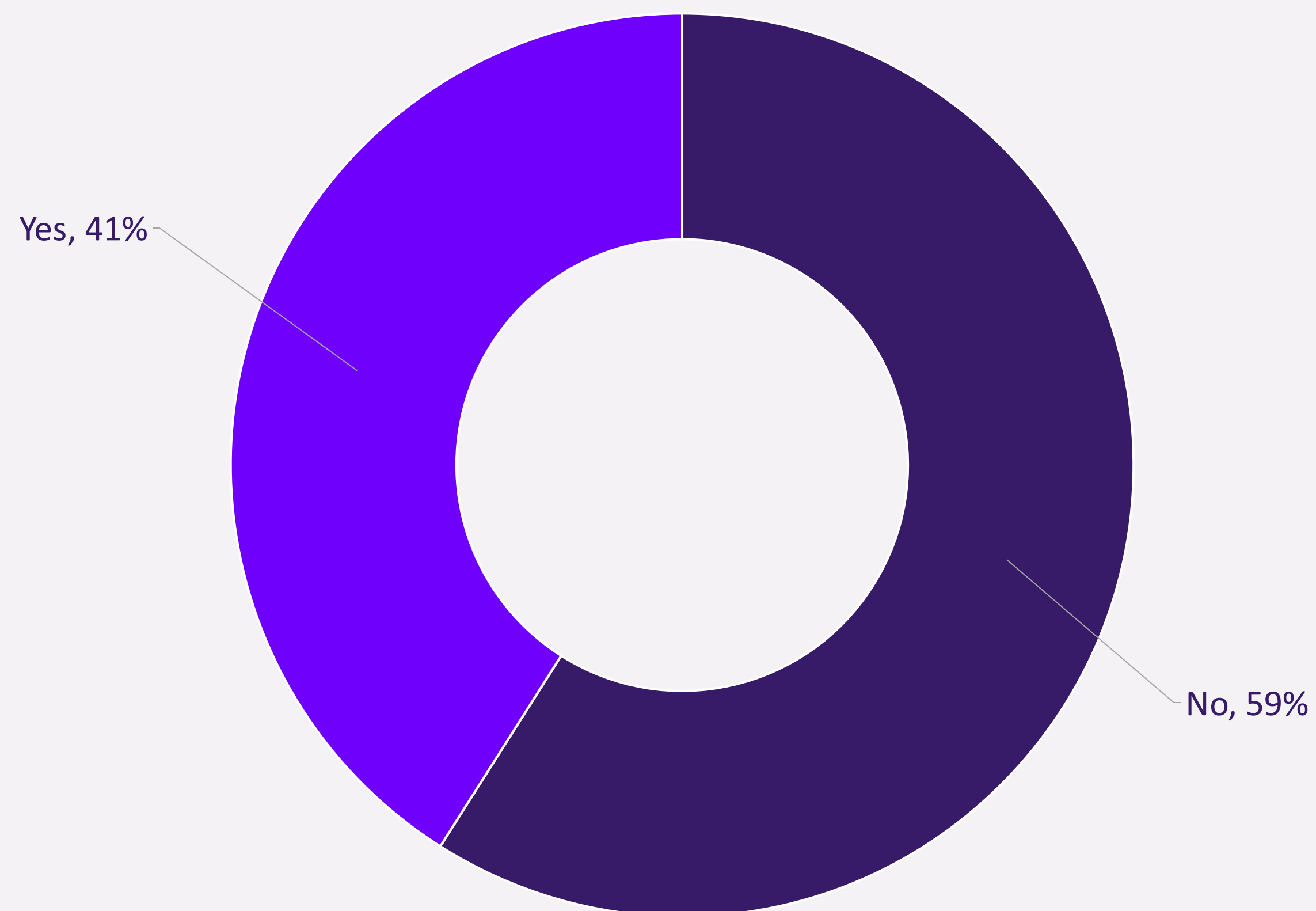


And of Total Size

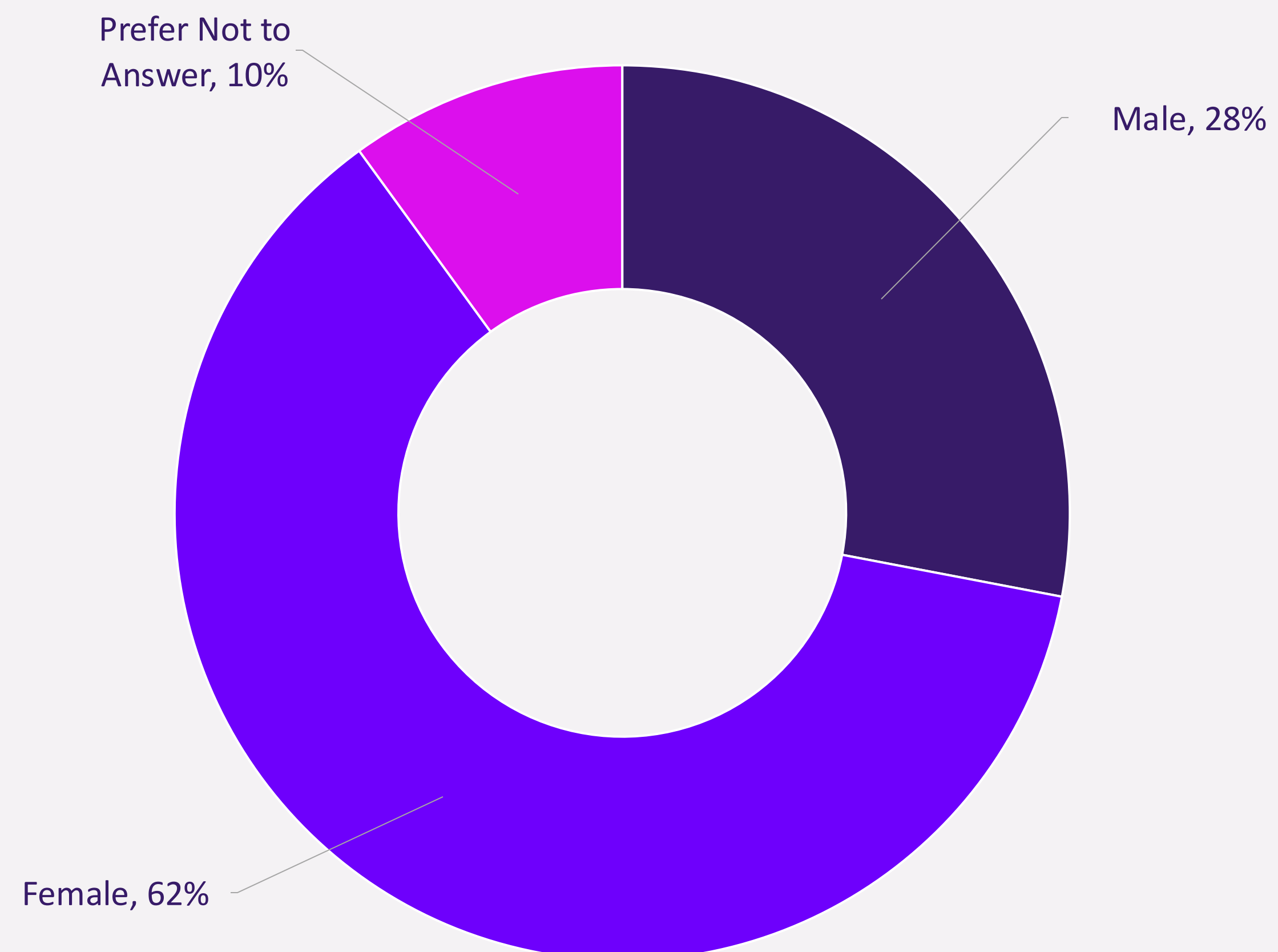


Individual Contributor Level: Typical Profile

Changed Companies in the last 12 months



Gender



Individual Contributor Level:

Average Salaries and OTEs

Average Base

\$144,500

Note: 83% of respondents have a Salary Review annually

Average Variable

\$19,300

Note: An average 47% of respondents receive a variable

Average OTE

\$156,500

Individual Contributor Level:

Salary and OTE Ranges

Base (Range)

\$93,000

–

\$205,000

Variable (Range)

\$10,000

–

\$35,000

OTE (Range)

\$93,000

–

\$210,000

Individual Contributor Level:

Average Salaries and OTEs: 3 – 5 Years' Experience

Average Base

\$97,500

Average Variable

\$12,500

Note: An average 100% of respondents receive a variable

Average OTE

\$108,500

Individual Contributor Level:

Average Salaries and OTEs: 5 – 10 Years' Experience

Average Base

\$185,500

Average Variable

\$19,900

Note: An average 45% of respondents
receive a variable

Average OTE

\$163,800

Individual Contributor Level:

Average Salaries and OTEs: 10+ Years' Experience

Average Base

\$162,000

Average Variable

\$22,500

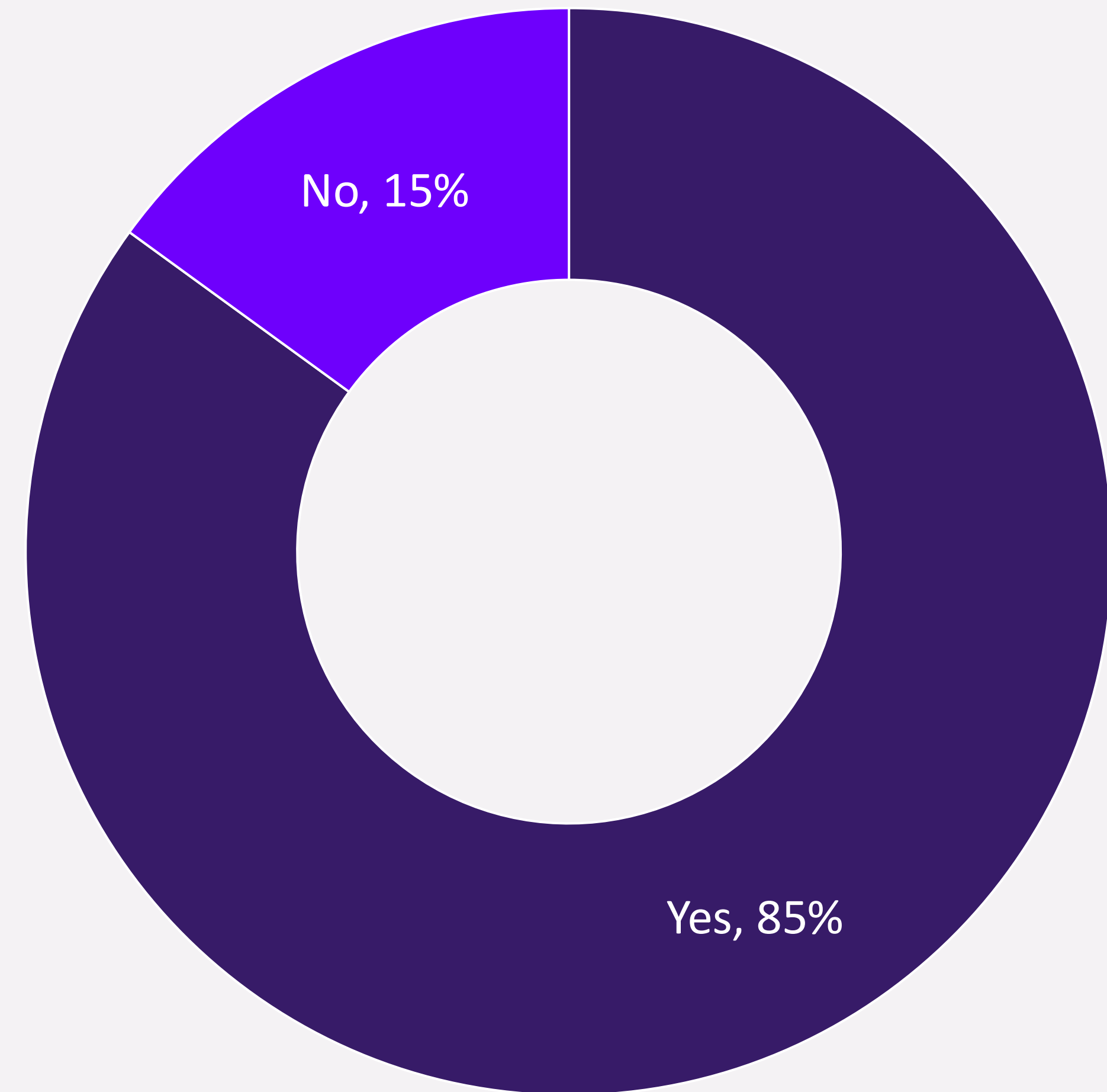
Note: 33% of respondents at this level
received a variable

Average OTE

\$169,700

Individual Contributor Level:

Members who receive Stock / Equity



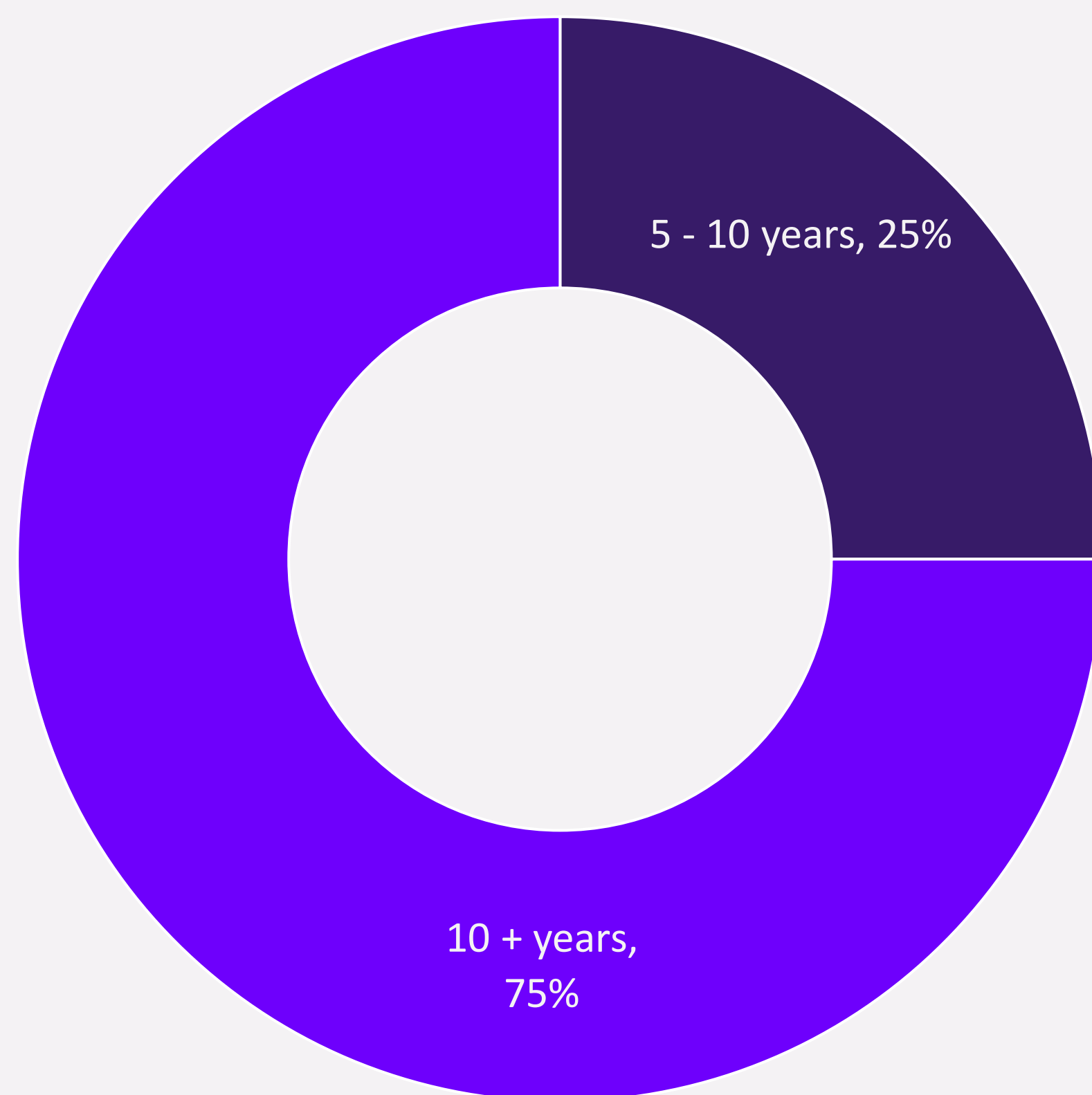
SECTION No: / 08

Role Profiles: First Line Leader

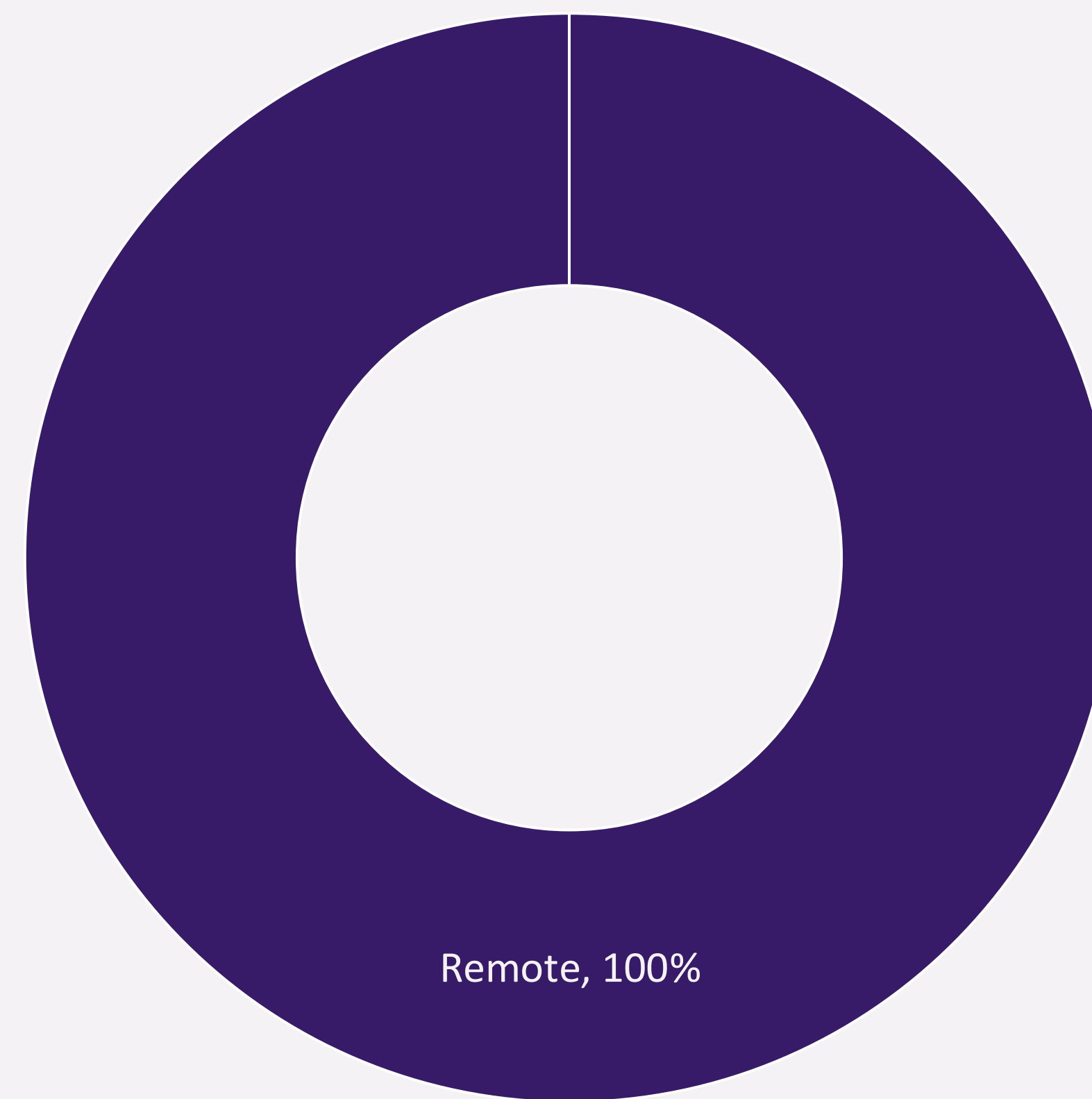
/108

First Line Leader Level: Typical Profile

Average Years of Experience

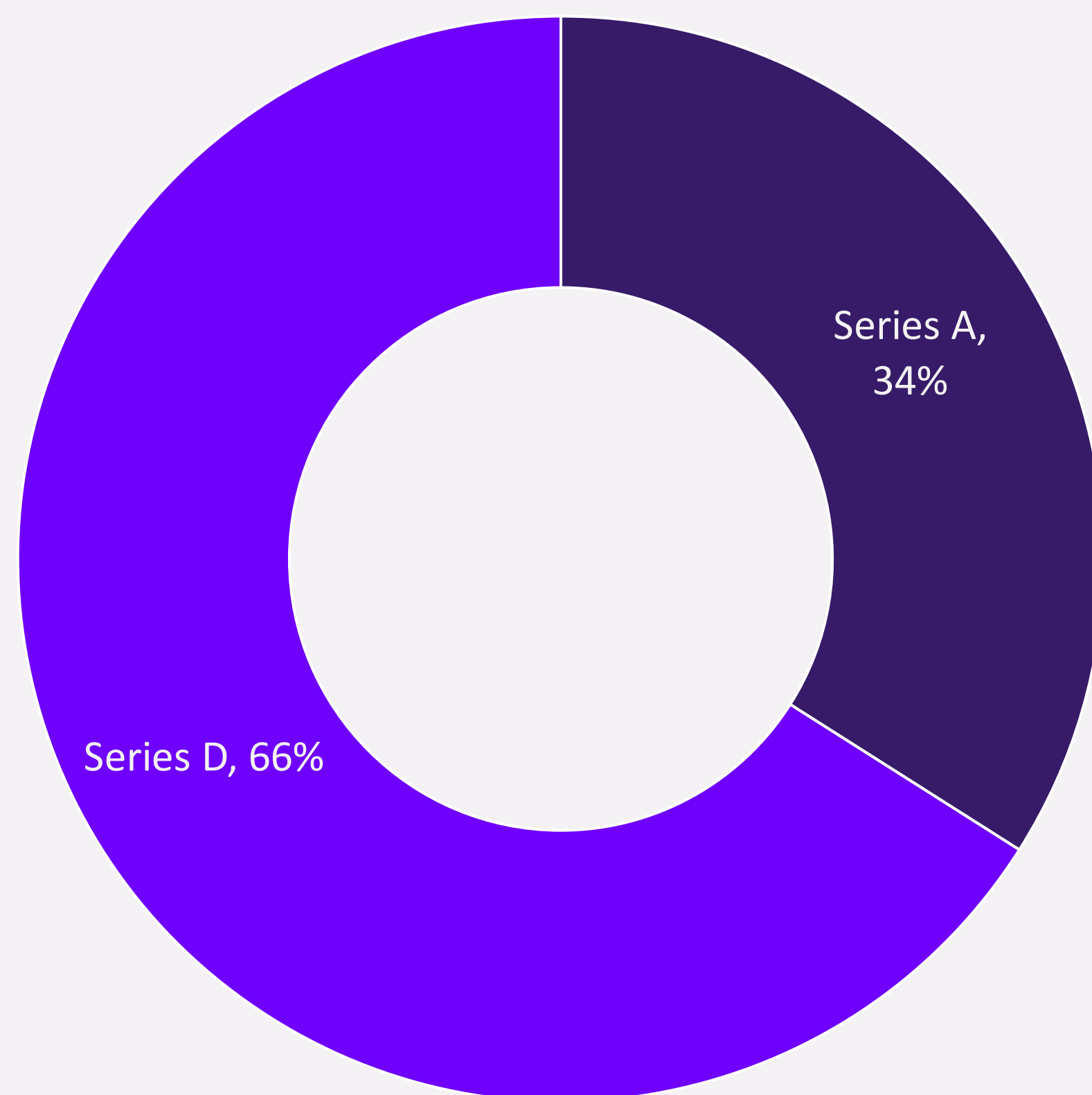


How they Work

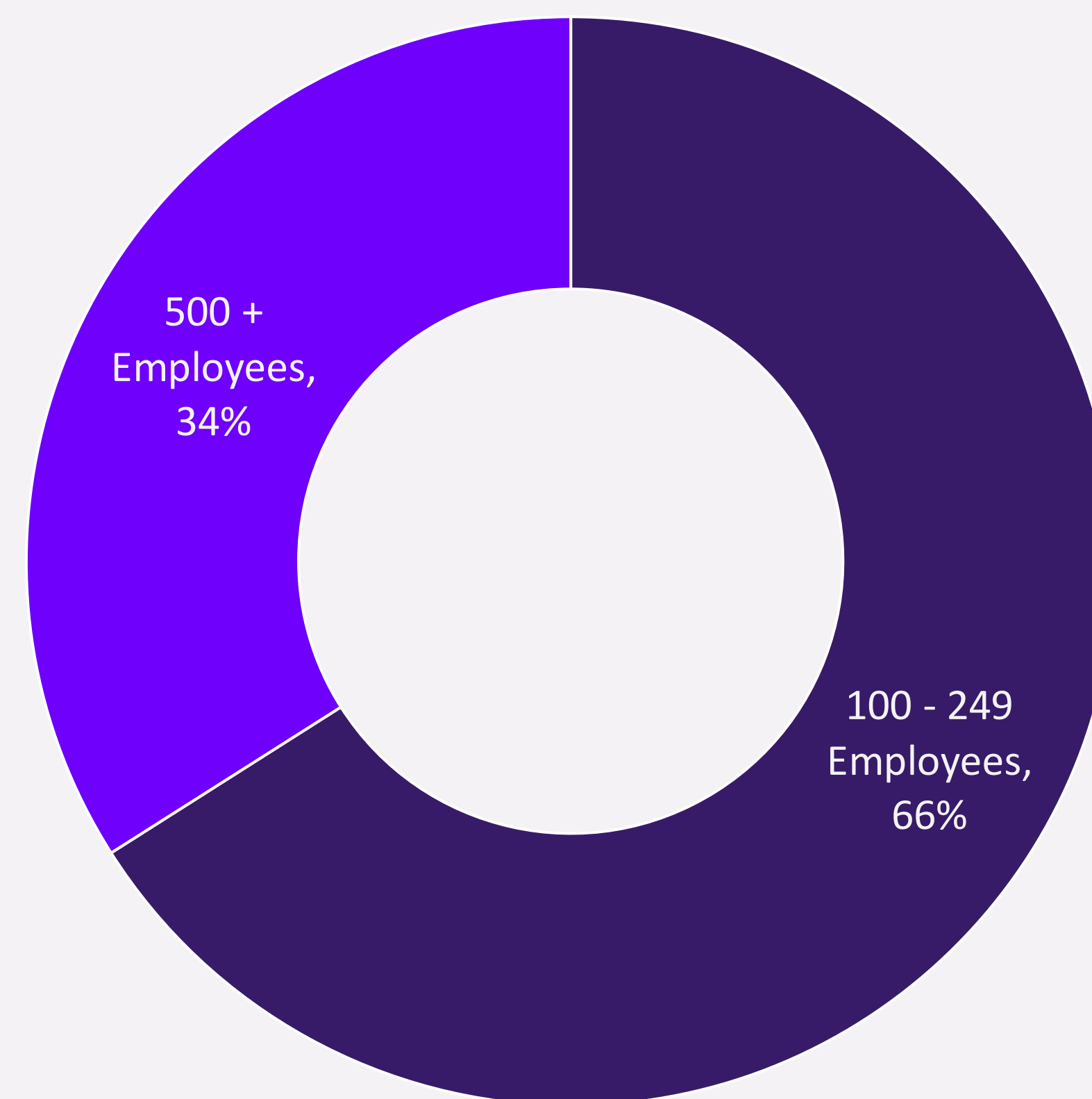


First Line Leader Level: Typical Profile

Typically work at a Company of Funding Level

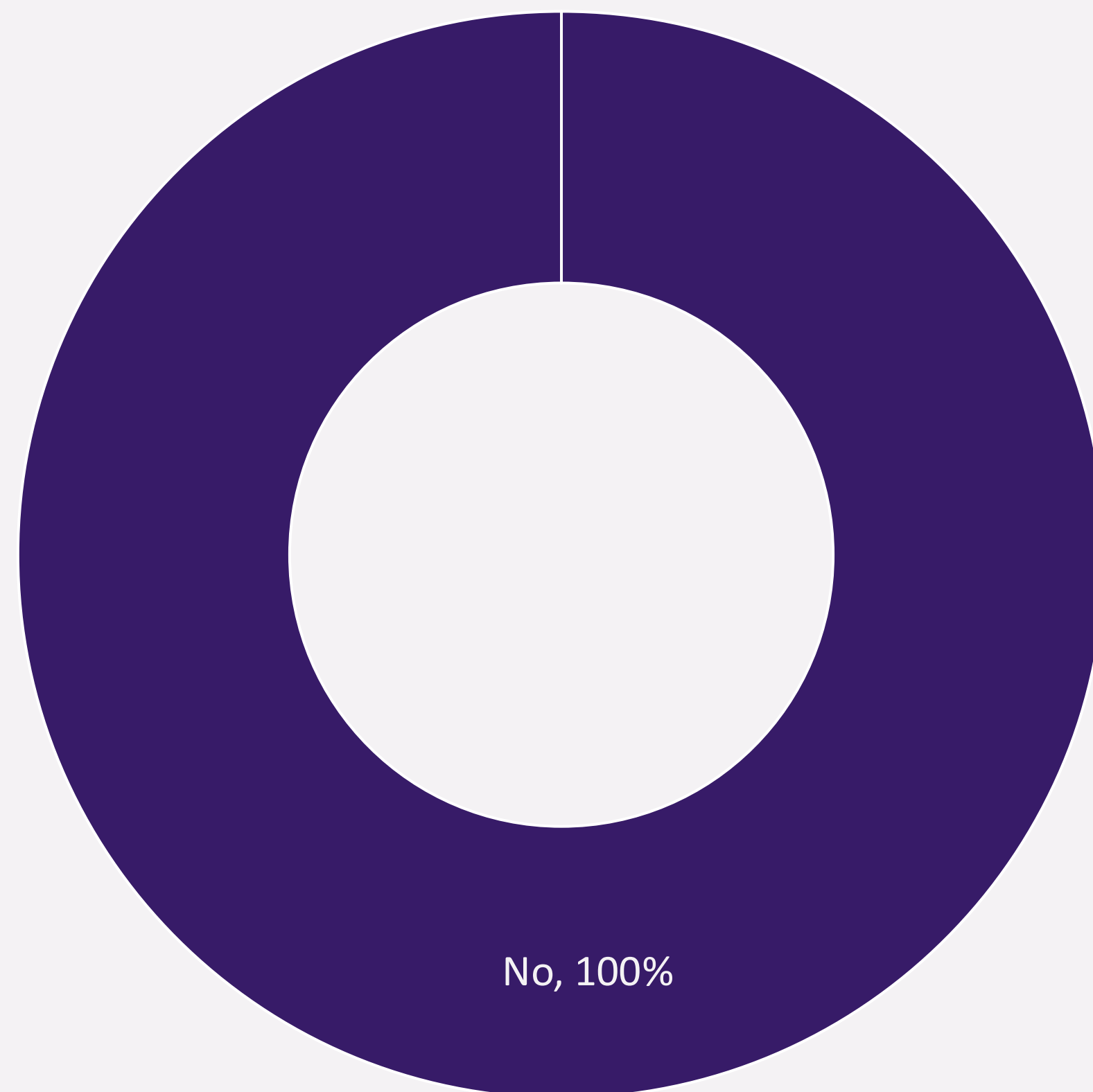


And of Total Size

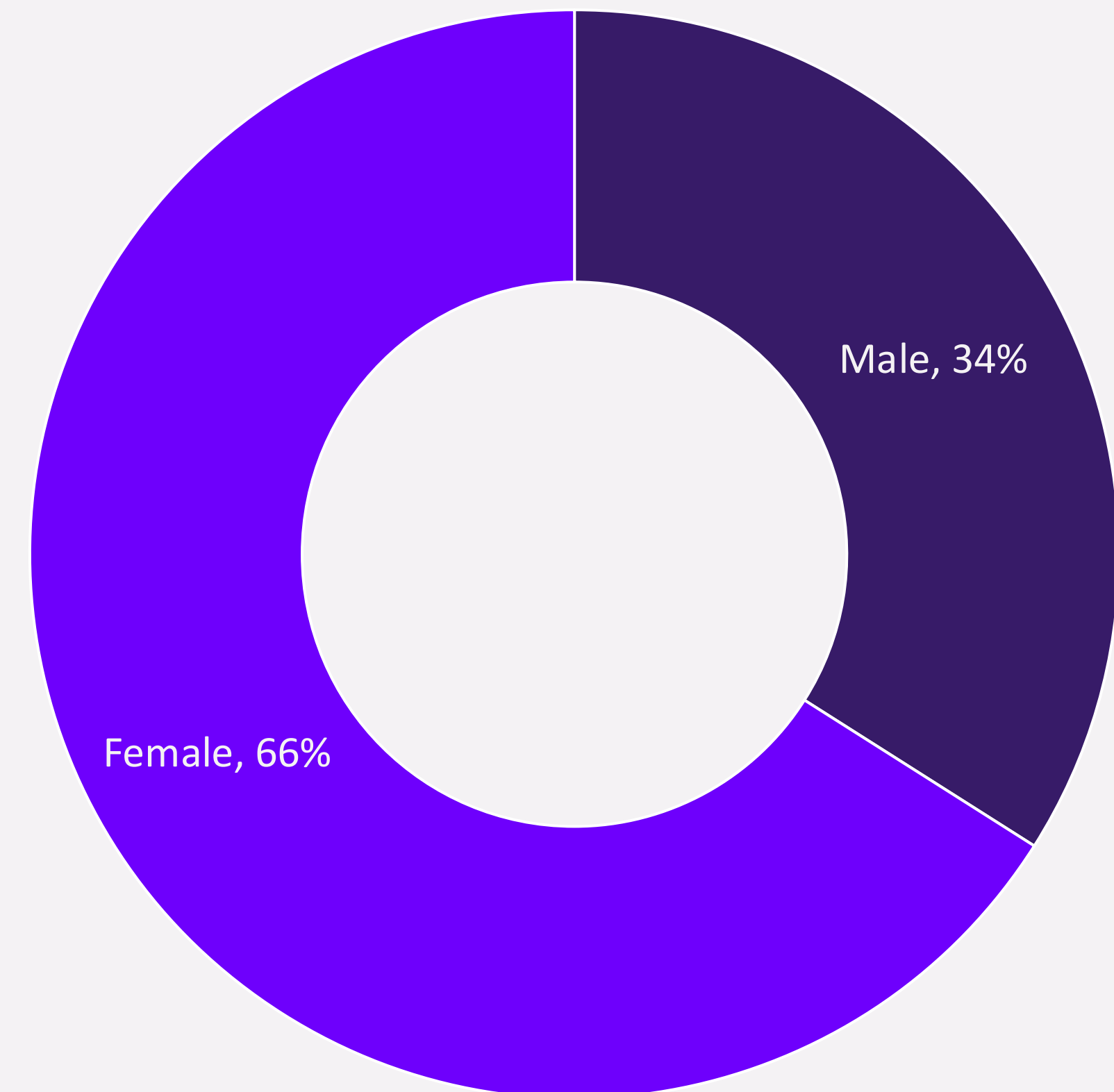


First Line Leader Level: Typical Profile

Changed Companies in the last 12 months



Gender



First Line Leader Level:

People Management

Average Number of
Reportees

3

Average Team
Size

3 - 5

First Line Leader Level:

Average Salaries and OTEs

Average Base

\$172,000

Note: 66% of respondents have a Salary Review annually / 34% are Ad Hoc Reviews

Average Variable

\$20,000

Note: An average 34% of respondents receive a variable

Average OTE

\$178,000

First Line Leader Level: Salary and OTE Ranges

Base (Range)

\$145,000

–

\$190,000

Variable (Range)

\$20,000

–

\$20,000

OTE (Range)

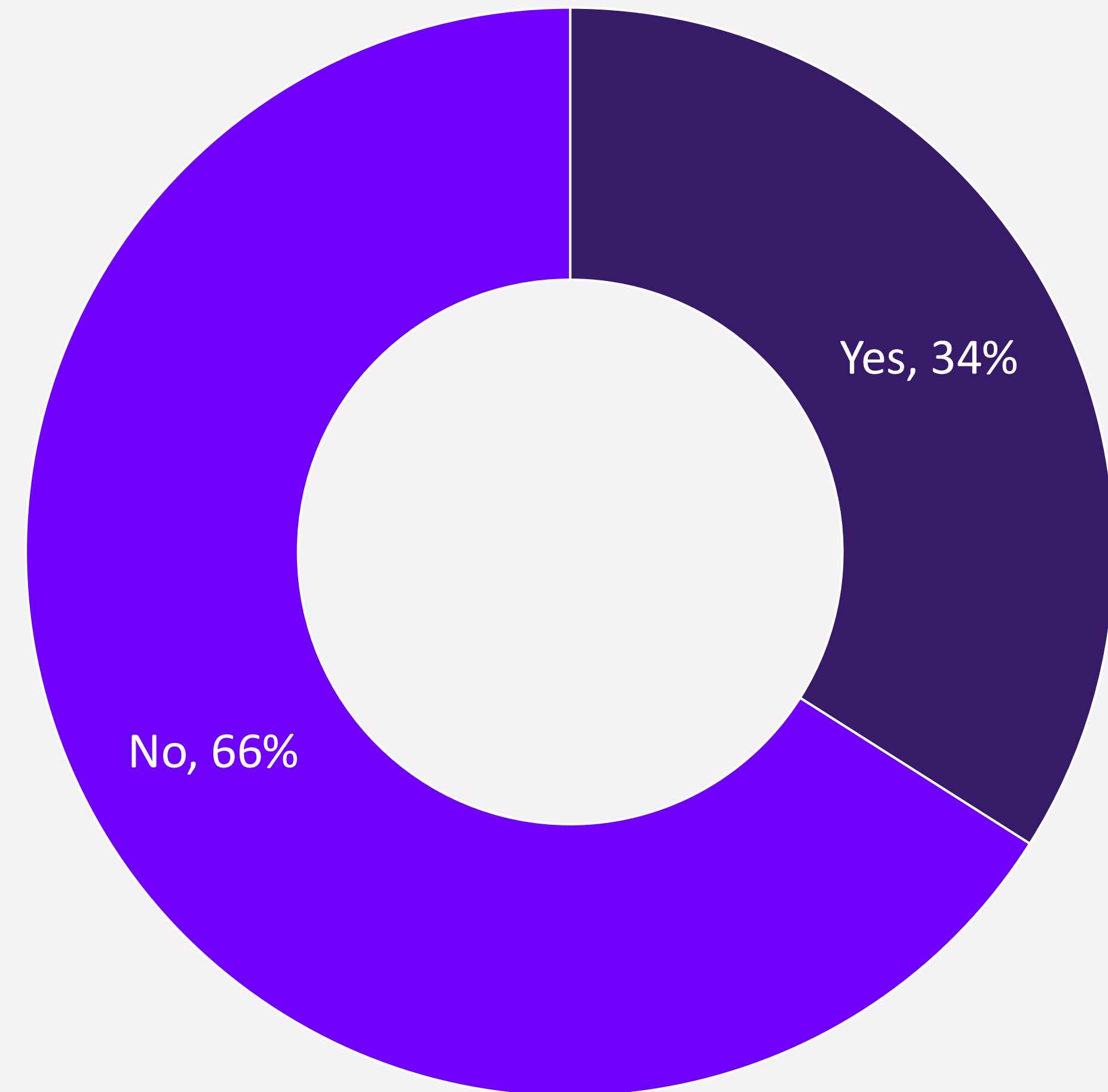
\$145,000

–

\$210,000

First Line Leader Level:

Members who receive Stock / Equity



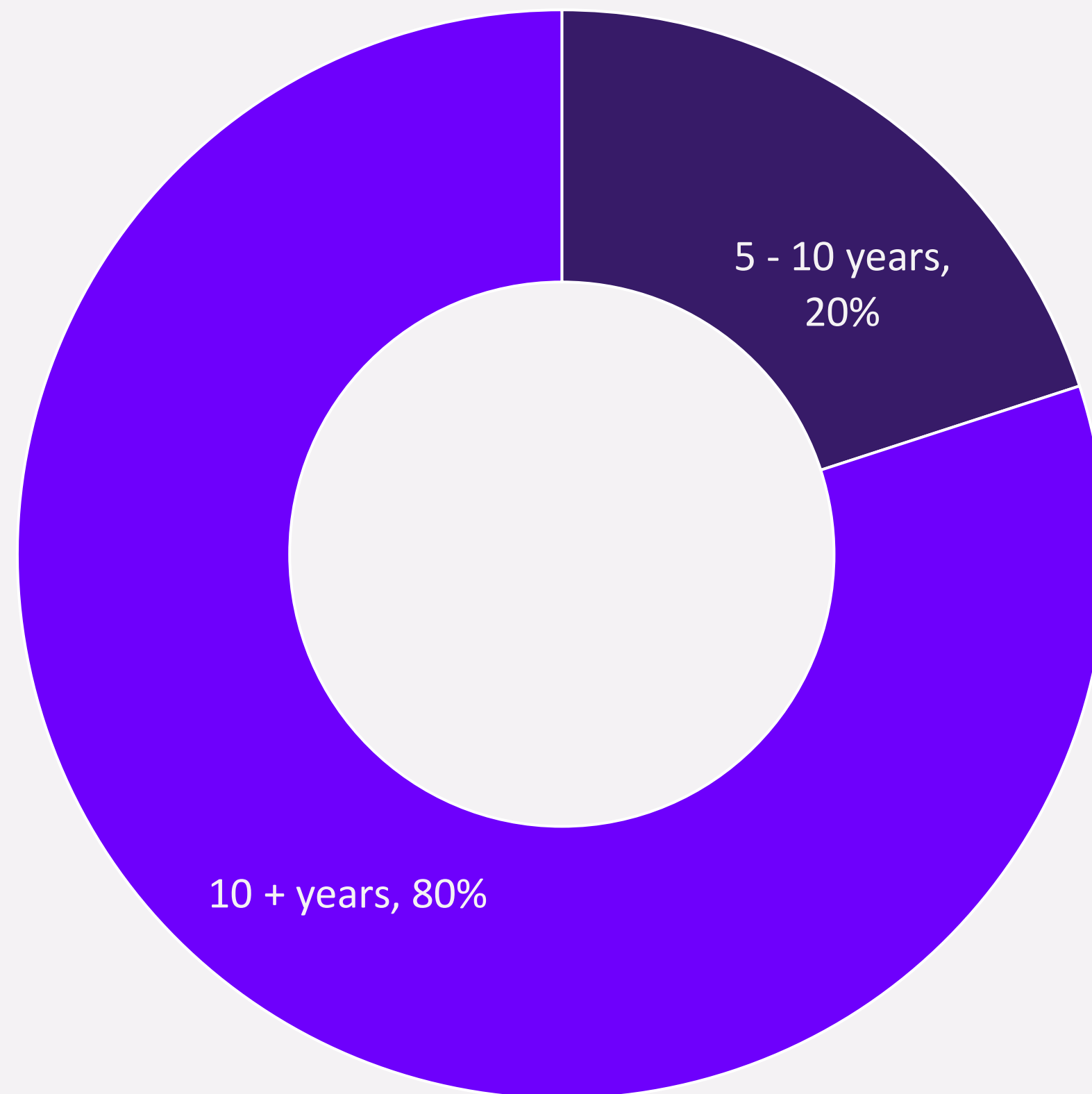
SECTION No: / 09

Role Profiles: Director

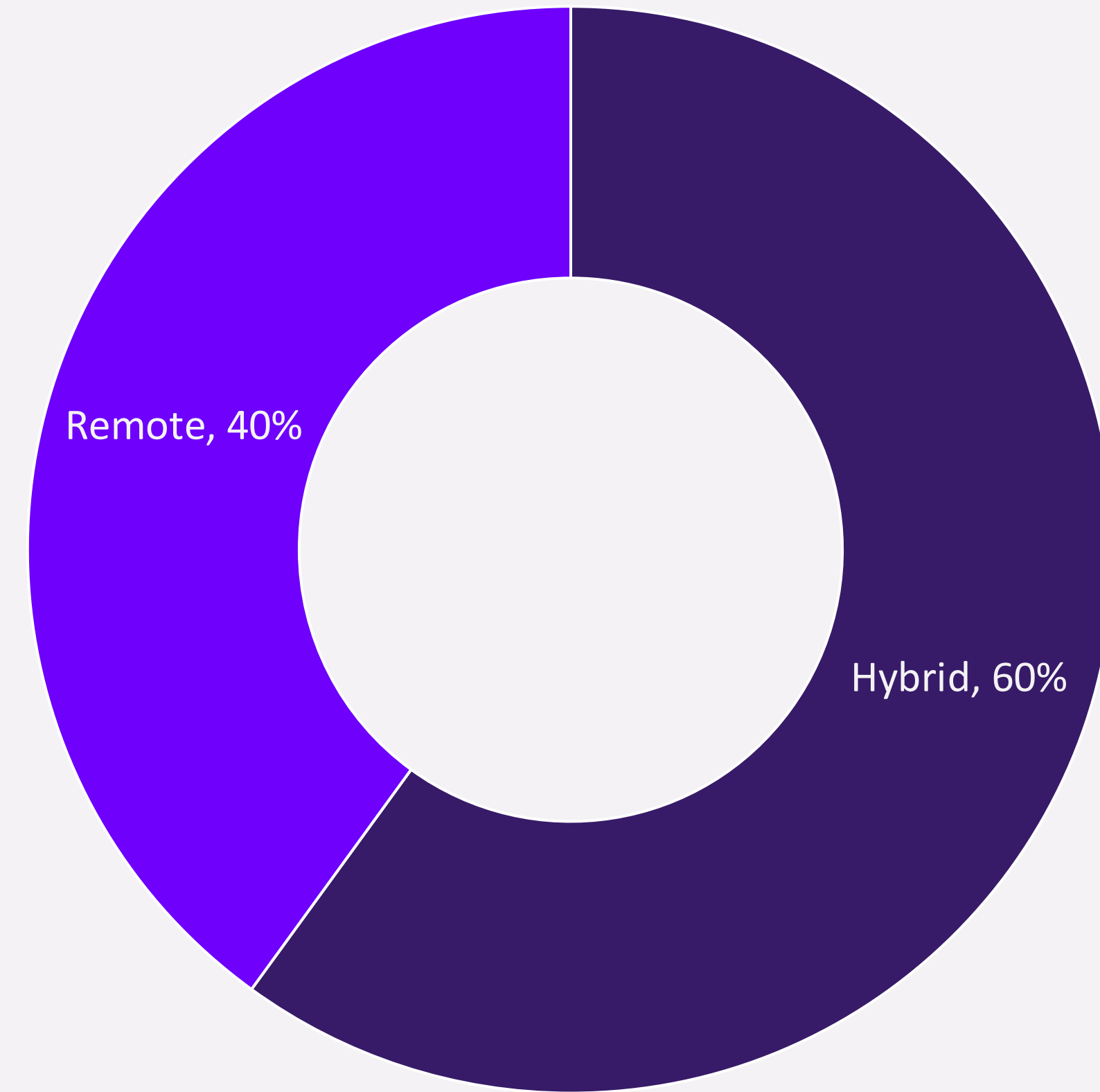
/09

Director Level: Typical Profile

Average Years of Experience

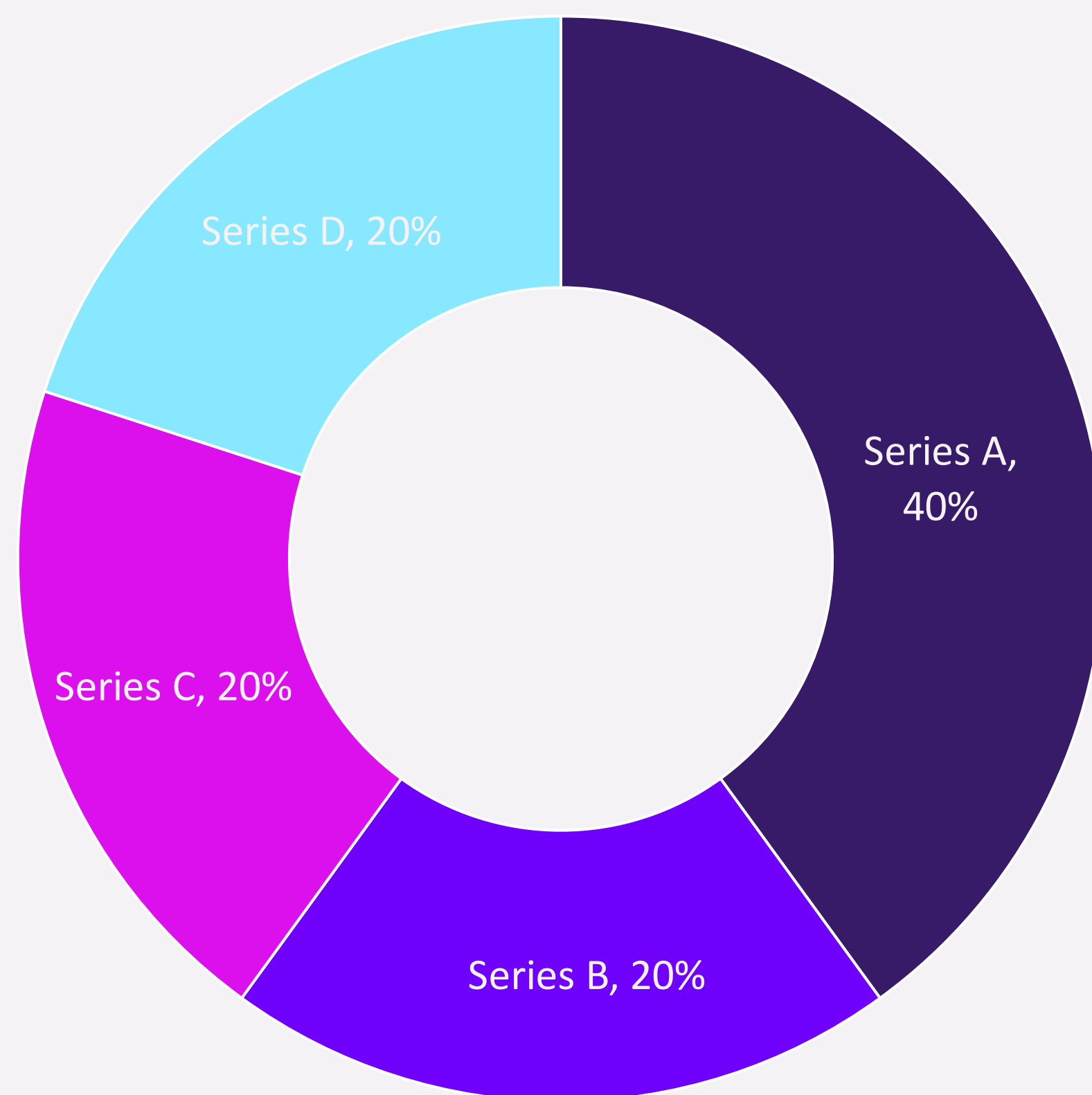


How they Work

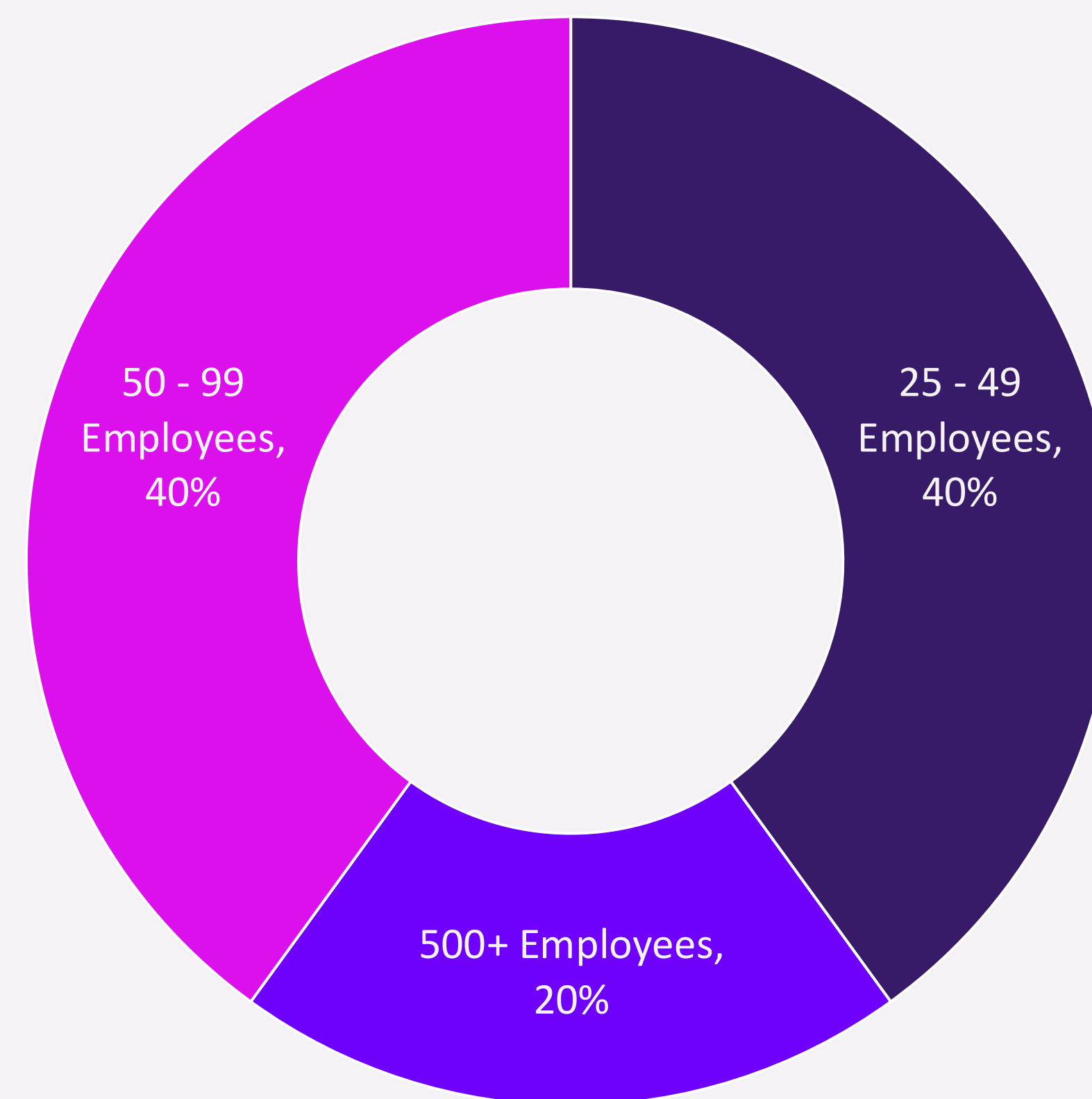


Director Level: Typical Profile

Typically work at a Company of Funding Level

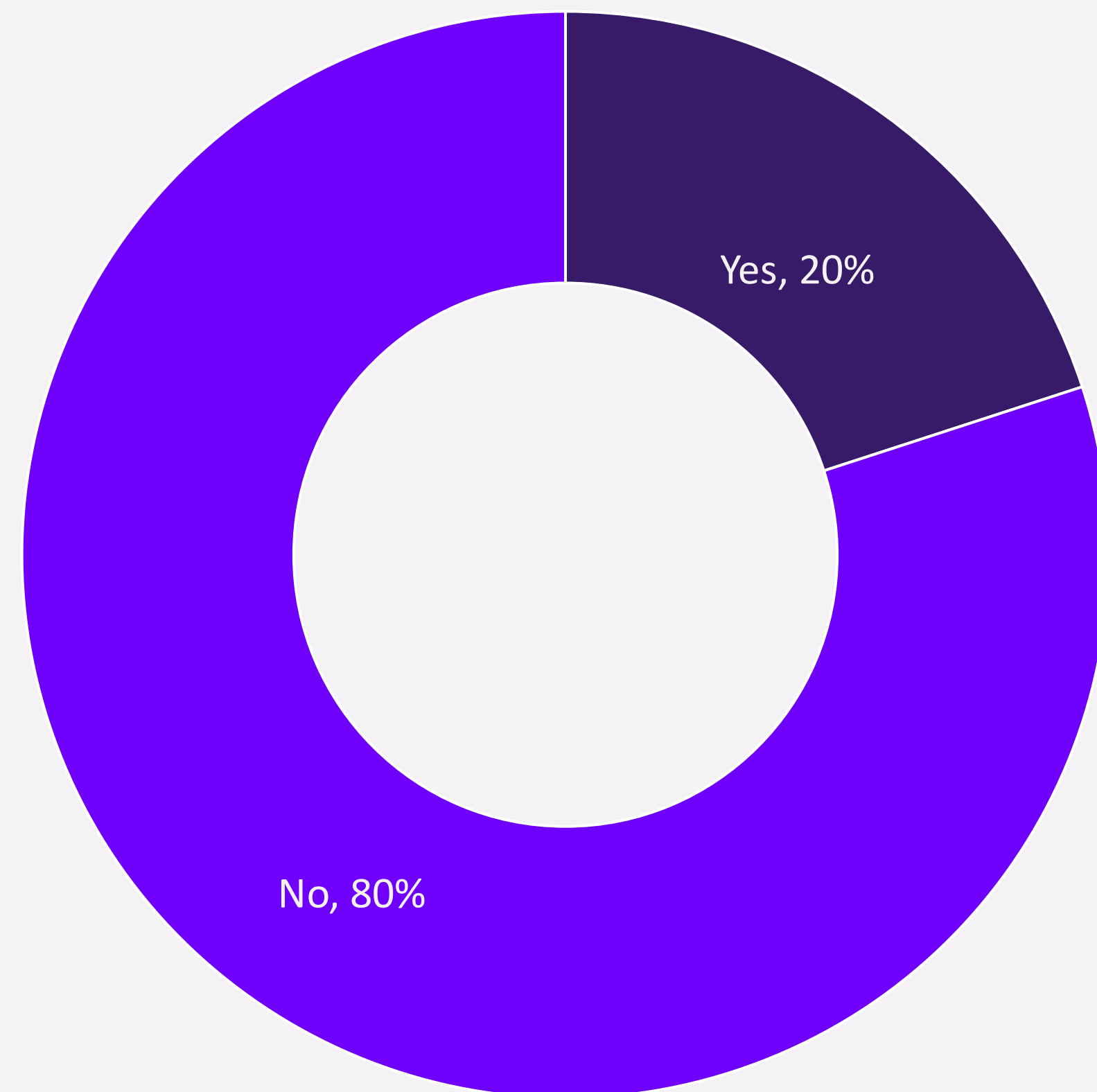


And of Total Size

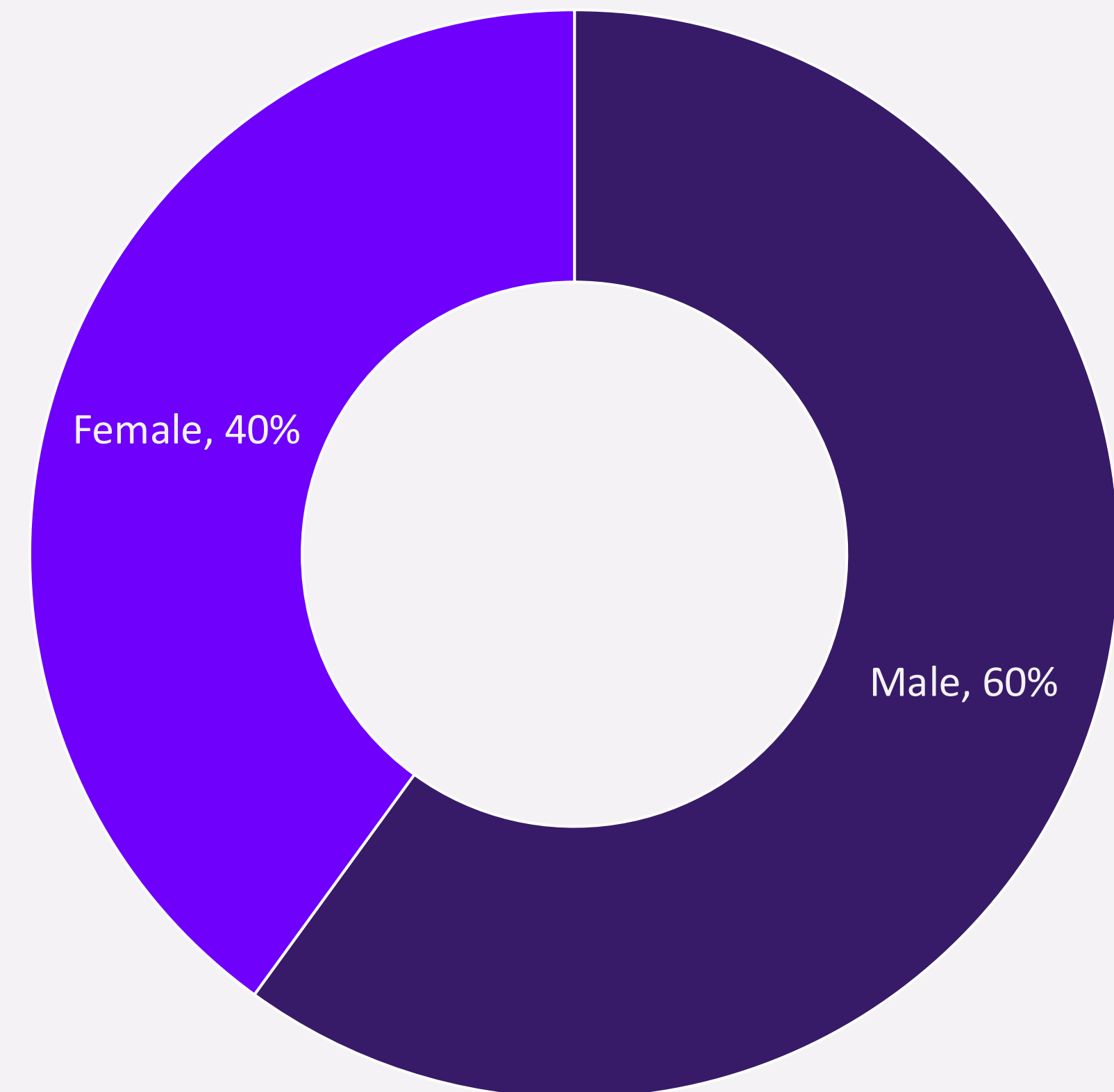


Director Level: Typical Profile

Changed Companies in the last 12 months



Gender



Director Level:

People Management

Average Number of
Reportees

3

Average Team
Size

2 - 5

Director Level:

Average Salaries and OTEs

Average Base

\$182,000

Note: 100% of respondents have a Salary Review annually

Average Variable

\$22,500

Note: An average 40% of respondents receive a variable

Average OTE

\$191,000

Director Level: Salary and OTE Ranges

Base (Range)

\$135,000

–

\$210,000

Variable (Range)

\$15,000

–

\$30,000

OTE (Range)

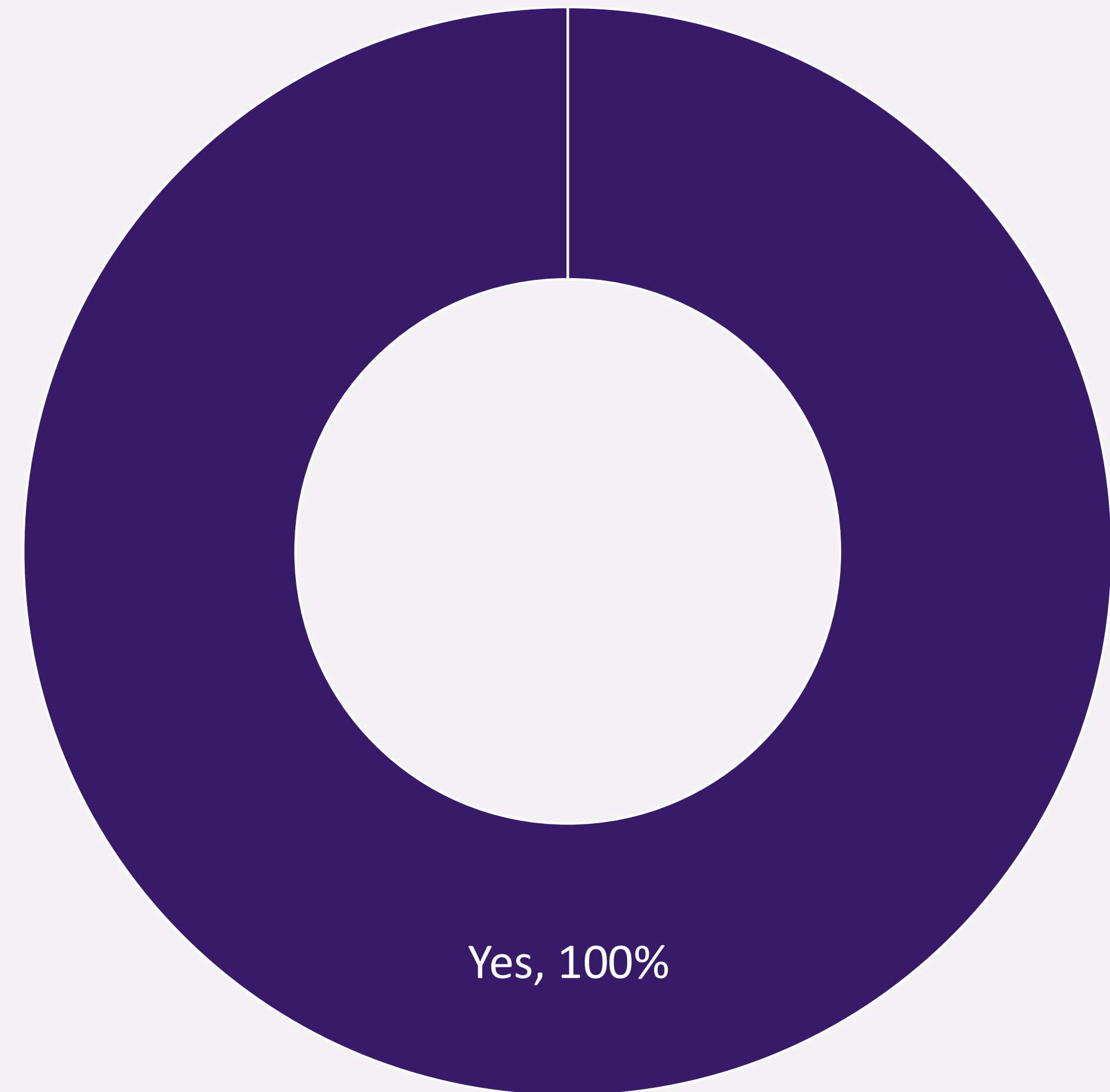
\$150,000

–

\$220,000

Director Level:

Members who receive Stock / Equity



SECTION No: / 10

Company Profiles

/10

Series A

	Individual Contributor	First Line Leader	Director
Average Reportees	0	3	2
Average Team Size	2 - 5	2 - 5	2 - 5
Average Years' Experience	3 - 5	10+	10+
How you work	Remote	Remote	Hybrid or Remote
Average Base	\$117,500	\$190,000	\$210,000
Average OTE	\$125,000	\$210,000	\$215,000
Stock / Equity	Yes	Yes	Yes

Series B

	Individual Contributor	Director
Average Reportees	0	1
Average Team Size	2 - 5	2 - 5
Average Years' Experience	5 - 10	5 - 10
How you work	Remote	Hybrid
Average Base	\$155,000	\$135,000
Average OTE	\$165,000	\$150,000
Stock / Equity	Yes	Yes

Note that sample sizes were not large enough to pull data for all role types

Series C

	Individual Contributor	Director
Average Reportees	0	6 - 10
Average Team Size	2 - 5	6 - 10
Average Years' Experience	5 - 10	10+
How you work	Remote	Remote
Average Base	\$157,000	\$200,000
Average OTE	\$162,500	\$200,000
Stock / Equity	Yes	Yes

Note that sample sizes were not large enough to pull data for all role types

Series D

	Individual Contributor	First Line Leader	Director
Average Reportees	0	4	5
Average Team Size	2 - 5	6 - 10	6 - 10
Average Years' Experience	5 - 10	10+	10+
How you work	Remote	Remote	Hybrid
Average Base	\$146,000	\$162,500	\$175,000
Average OTE	\$148,000	\$162,500	\$175,000
Stock / Equity	Yes	No	Yes

Series E

	Individual Contributor
Average Reportees	0
Average Team Size	6 - 10
Average Years' Experience	5 - 10
How you work	Remote /Office / Hybrid
Average Base	\$136,000
Average OTE	\$156,000
Stock / Equity	Yes

Note that sample sizes were not large enough to pull data for all role types

Post IPO

	Individual Contributor
Average Reportees	0
Average Team Size	6 - 10
Average Years' Experience	5 - 10
How you work	Remote
Average Base	\$138,000
Average OTE	\$157,000
Stock / Equity	Yes

Note that sample sizes were not large enough to pull data for all role types

Private Equity

	Individual Contributor
Average Reportees	0
Average Team Size	6 - 10
Average Years' Experience	5 - 10
How you work	Remote
Average Base	\$125,000
Average OTE	\$129,000
Stock / Equity	No

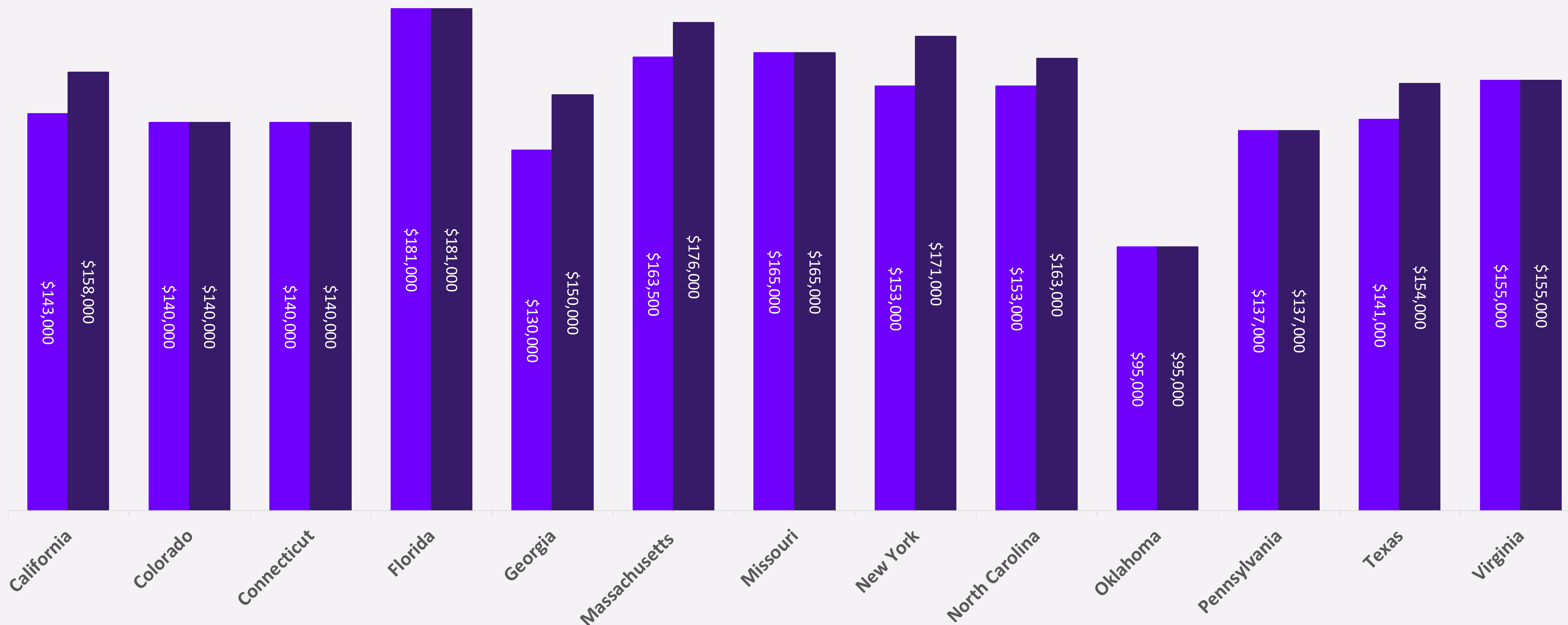
Note that sample sizes were not large enough to pull data for all role types

SECTION No: / 11

Locations

/ 1 1

Average Salaries & OTE by Location



Conclusion

Once again, many thanks all our members who completed the survey!

As a reminder, members can complete the survey here:

<https://www.scalewithstrive.com/forms/salary-survey/>

Watch this space for an updated report coming later in 2024!