

Compensation Benchmark Management & Staff Positions

Management Compensation	Staff Compensation
Board Chair	Architect*
Chief Executive Officer/Managing Partner	Interior Designer*
Chief Operating Officer/Executive Vice President	Civil Engineer*
Senior Vice President/Senior Principal/Senior Partner	Electrical Engineer*
Other Principals/Partners	Mechanical Engineer*
Chief Financial Officer/Director of Finance	Structural Engineer*
Controller	Environmental Engineer*
Chief Administrative Officer/Business Manager	Scientist*
Director of BIM/CAD Services	Landscape Architect*
Director of Operations	Land Surveyor (Non-Licensed)*
Director of Business Development	BIM/CAD Technician
Director of Marketing	(0-5, 6-9 Years of Experience)
Director of Human Resources	Senior BIM/CAD Technician
Director of IT/Computer Operations	(10-14, 15+ Years of Experience)
Branch Office Manager	Marketing/Proposal Coordinator
Department Head	(0-3 Years; Senior 4+ Years)
Senior Project Manager	Transportation Engineer*
Project Manager	Architectural Designer (Non-Licensed)
Project Management Officer (PMO)	Senior Architectural Designer (Non-Licensed)
Chief Technical Operations Officer (Chief Engineer)	Engineering Designer
Learning & Development Manager	Senior Engineering Designer
Senior Construction Manager	Planner
Construction Manager	Senior Planner
Land Surveyor (Licensed)	Business Development Representative
Director of Innovation/Chief Innovation Officer	Senior Business Development Representative
Principal Project Manager	Construction Inspector
	Senior Construction Inspector
	Corporate Counsel
	Chief Corporate Counsel
	Project Management Assistant
	Project Accountant
	Project Control Specialist
	<i>*Positions with an asterisk are reported by 6 levels of experience: Entry Level, 2-5 Years, 6-9 Years, 10-14 Years, 15-19 Years, 20+ Years</i>