

# Consulting Engineers Compensation Survey

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President/CEO  
President (Subsidiary)  
Chief Operating Officer  
Group Vice President/Group General Manager  
Division Vice President/General Manager  
Regional/Branch Manager  
Vice President, Operations (Non-Manufacturing)  
Vice President, Finance/CFO  
Vice President, Finance & Administration  
Finance Director  
Corporate Controller  
Division/Regional Controller  
Assistant Controller  
Accounting Manager/Chief Accountant  
Accountant - Senior  
Accountant - Intermediate  
Accountant - Junior  
Accounting Clerk Supervisor  
Accounting Clerk - Senior  
Accounting Clerk - Intermediate  
Accounting Clerk - Junior  
Cost Accounting Manager  
Cost Accountant  
Tax Manager  
Financial Analyst - Senior  
Financial Analyst - Junior  
Credit Analyst  
Credit/Collection Clerk  
Buyer - Junior  
Vice President, Human Resources  
Human Resources Director  
Human Resources Manager  
Regional Human Resources Manager  
Human Resources Generalist  
Human Resources Administrator  
Human Resources Assistant  
Recruitment Manager  
Technical Recruiter  
Recruiter  
Trainer  
Payroll Manager  
Payroll Supervisor  
Payroll Officer  
Payroll Clerk  
Payroll & Benefits Administrator/Coordinator  
Benefits Analyst  
Occupational Health & Safety Director  
Occupational Health & Safety Manager  
Safety Officer

Vice President, Information Technology  
Information Technology Director  
Information Technology Manager  
Regional IT Coordinator  
Technical Writer - Senior  
Project Manager - Information Systems  
Business Analyst - Senior  
Systems Analyst - Senior  
Systems Analyst - Intermediate  
Programmer/Analyst - Senior  
Programmer/Analyst - Intermediate  
Programmer - Senior  
Programmer - Intermediate  
Programmer - Junior  
Network Administrator  
Network Operator/Technician  
Help Desk Manager  
Help Desk Specialist  
Desktop Support - Senior  
Desktop Support - Junior  
Data Administrator  
Chief Engineer I  
Chief Engineer II  
Administrative Engineering Manager  
Senior Engineering Manager  
Engineering Manager  
Engineer V  
Engineer IV  
Engineer III  
Engineer II  
Engineer I - Engineer-in-Training  
Engineering Student  
Specialist Consultant III  
Specialist Consultant II  
Specialist Consultant I  
Technician/Technologist 7  
Technician/Technologist 6  
Technician/Technologist 5  
Technician/Technologist 4  
Technician/Technologist 3  
Technician/Technologist 2  
Technician/Technologist 1  
Technician/Technologist Student  
Survey Technologist 3  
Survey Technologist 2  
Survey Technologist 1  
Land Surveyor 3 (Project Manager)  
Land Surveyor 2  
Land Surveyor 1  
Scientist 6  
Scientist 5  
Scientist 4  
Scientist 3

Scientist 2  
Scientist 1 - Member-in-Training  
GIS Specialist III  
GIS Specialist II  
GIS Specialist I  
Lab Supervisor  
Lab Technician - Senior  
Lab Technician - Junior  
Environmental Manager  
Environmental Engineer  
Building/Facilities Manager  
Estimator  
Fleet Manager  
Warehouse Worker  
Vice President, Marketing  
Marketing Director  
Marketing Manager  
Marketing Coordinator  
Vice President, Marketing & Sales  
Vice President, Sales  
Graphic Designer  
Desktop Publisher  
Communications Manager  
Events Coordinator  
Vice President, Business Development  
Business Development Manager  
Business Development Representative  
Office Manager  
Clerical Supervisor/Manager  
Project Management Office (PMO) Director  
Project Management Office (PMO) Manager  
Project Administrator  
Contract Administrator  
Proposal Writer  
Proposal Coordinator  
Administrative Assistant - Executive  
Administrative Assistant - Senior  
Administrative Assistant - Intermediate  
Administrative Assistant - Junior  
Word Processing Operator - Senior  
Word Processing Operator - Junior  
Receptionist  
Librarian  
Records Management Coordinator  
Records Management Clerk  
Clerk - Senior  
Clerk - Intermediate  
Clerk - Junior  
Corporate Secretary  
Vice President, Legal

**WCBC** Western Compensation  
& Benefits Consultants

Suite 2000, 1188 West Georgia Street  
Vancouver, BC V6E 4A2

## Need More Info?

Nancy MacLeod | 604 683 9155 | 1 800 781 2411  
[www.wcbc.ca](http://www.wcbc.ca) | [wcbc@wcbc.ca](mailto:wcbc@wcbc.ca)

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## Content

**CompEssentials** segments the data into the most commonly used breakdowns so you can quickly target salary levels. Results supplied in both excel and pdf formats.

**CompPlus**, our online tool, enables you to generate customized reports. Participants receive complimentary access to CompPlus (a \$1,500 value). CompEssentials is included with CompPlus.

### Breakdowns

Geographic location  
Annual revenues  
Number of employees  
Number of branches

### Data Collected

salary ranges  
base salaries  
total cash  
quality of match  
hours of work

## Timelines



**May 1st**

Data Collection Opens



**August 31st**

Data Collection Closes



**Year round**

Results Available

## Pricing

### CompEssentials



Consulting Engineers Compensation, Benefits & Employment Practices \$5,000

**CompPlus** – WCBC’s online data sorting tool \$1,500

Members of the Association of Canadian Engineering Company – Canada (ACEC-Canada), the Consulting Engineers of Alberta (CEA) or the Association of Canadian Engineering Companies – BC (ACEC-BC) are eligible for an additional 15% discount.

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