

# Middle Management & Professional Compensation Survey



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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.

### Geographic Coverage

British Columbia  
Alberta  
Saskatchewan  
Manitoba  
Ontario

### Data Collected

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

## Positions

Finance Director  
Corporate Controller  
Division/Regional Controller  
Assistant Controller  
Accounting Manager/Chief Accountant  
Accountant - Senior  
Accountant - Intermediate  
Accountant - Junior  
Accounting Clerk Supervisor  
Cost Accountant  
Tax Manager  
Tax Accountant  
Internal Audit Director  
Internal Audit Manager  
Internal Auditor  
Financial Analysis Manager  
Financial Analyst - Senior  
Financial Analyst - Junior  
Budget Manager  
Budget Analyst  
Risk Management Director  
Risk Analyst  
Strategic Planning Director  
Strategic Planning Manager  
Treasurer  
Treasury Analyst  
Credit Manager  
Credit Analyst  
Supply Chain Manager  
Purchasing Director  
Purchasing Manager  
Buyer - Senior  
Buyer - Junior  
Human Resources Director  
Human Resources Manager  
Regional Human Resources Manager

Human Resources Generalist  
Human Resources Administrator  
HRIS Manager  
HRIS Analyst  
Recruitment Manager  
Technical Recruiter  
Recruiter  
Training & Development Director  
Training & Development Manager  
Trainer  
Payroll Manager  
Payroll Supervisor  
Payroll Officer  
Payroll & Benefits Administrator/  
Coordinator  
Labour Relations Director  
Labour Relations Manager  
Employee Relations Manager  
Compensation Manager  
Compensation Analyst  
Compensation & Benefits Manager  
Benefits Manager  
Benefits Analyst  
Benefits Administrator  
Occupational Health & Safety Director  
Occupational Health & Safety Manager  
Safety Officer  
Information Technology Director  
Information Technology Manager  
Research & Development Manager  
Researcher  
Marketing Director  
Marketing Manager  
Sales Director  
Sales Manager  
Editor

Communications Director  
Communications Manager  
Communications Officer  
Events Manager  
Events Coordinator  
Community Relations Manager  
Investor Relations Manager  
Customer Service Manager  
Call Centre Manager  
Call Centre Supervisor  
Member Services Director  
Member Services Manager  
Member Services Coordinator  
Fundraising Manager  
Business Development Manager  
Operations Manager (Non-Manufacturing)  
Office Manager  
Clerical Supervisor/Manager  
Project Management Office (PMO)  
Director  
Project Management Office (PMO)  
Manager  
Project Administrator  
Contract Manager  
Contract Administrator  
Proposal Writer  
Proposal Coordinator  
Librarian  
Library Technician  
Legal Counsel - Senior  
Legal Counsel - Junior  
Compliance Manager  
Compliance Officer  
Government Affairs Manager

**WCBC** Western Compensation  
& Benefits Consultants

Suite 502 - 595 Howe Street  
Vancouver, BC V6C 2T5

## Need More Info?

Nancy MacLeod | 604 683 9155  
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## Timelines



**February**  
Data Collection Opens



**July**  
Data Collection Closes



**Year round**  
Results Available

## Pricing

### CompEssentials

Clerical/Administrative Support \$1,700



**Middle Management & Professional \$1,700**

Information Technology \$1,700

Marketing & Sales \$1,700

Engineering & Technical \$1,700

Production & Distribution \$1,700

Executive Compensation \$2,000

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

Group Insurance & Retirement Benefits \$900

Compensation Policies & Practices \$900

CompPlus – WCBC’s online data sorting tool \$1,700

Salary Increases \$1,700

Board of Directors Compensation \$2,000

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