

# 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. 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

(Below is a full list of positions we are currently collecting data for)

<b>Finance Director</b>	<b>Senior Human Resources Generalist/HR Business Partner</b>	<b>Sales Manager</b>
<b>Corporate Controller</b>	<b>Human Resources Administrator</b>	Advertising Manager
<b>Assistant Controller</b>	<b>HRIS Manager</b>	Editor
<b>Division/Regional Controller</b>	<b>HRIS Analyst</b>	<b>Communications Director</b>
<b>Accounting Manager/Chief Accountant</b>	<b>Recruitment Director</b>	<b>Communications Manager</b>
<b>Accountant - Senior</b>	<b>Recruitment Manager</b>	<b>Communications Officer</b>
<b>Accountant - Intermediate</b>	<b>Technical Recruiter</b>	<b>Events Manager</b>
<b>Accountant - Junior</b>	<b>Recruiter</b>	<b>Events Coordinator</b>
<b>Accounting Clerk Supervisor</b>	<b>Training &amp; Development Director</b>	<b>Community Relations Manager</b>
<b>Cost Accounting Manager</b>	<b>Training &amp; Development Manager</b>	<b>Indigenous Liaison Manager</b>
<b>Cost Accountant</b>	<b>Trainer</b>	<b>Indigenous Liaison</b>
<b>Tax Manager</b>	<b>Payroll Manager</b>	<b>Investor Relations Manager</b>
<b>Tax Accountant</b>	<b>Payroll Supervisor</b>	<b>Investor Relations Advisor</b>
<b>Internal Audit Director</b>	<b>Payroll Officer</b>	<b>Customer Service Director</b>
<b>Internal Audit Manager</b>	<b>Payroll &amp; Benefits Administrator/Coordinator</b>	<b>Customer Service Manager</b>
<b>Internal Auditor</b>	<b>Labour Relations Director</b>	<b>Call Centre Manager</b>
<b>Financial Analysis Manager</b>	<b>Labour Relations Manager</b>	<b>Call Centre Supervisor</b>
<b>Financial Analyst - Senior</b>	<b>Labour Relations Analyst</b>	<b>Member Services Director</b>
<b>Financial Analyst - Junior</b>	<b>Employee Relations Manager</b>	<b>Member Services Manager</b>
<b>Budget Manager</b>	Employee Relations Representative	<b>Member Services Coordinator</b>
<b>Budget Analyst</b>	<b>Compensation Manager</b>	<b>Fundraising Manager</b>
<b>Risk Management Director</b>	<b>Compensation Analyst</b>	<b>Business Development Director</b>
<b>Risk Manager</b>	<b>Compensation &amp; Benefits Manager</b>	<b>Business Development Manager</b>
<b>Risk Analyst</b>	<b>Benefits Manager</b>	<b>Operations Manager (Non-Manufacturing)</b>
<b>Actuary</b>	<b>Benefits Analyst</b>	<b>Office Manager</b>
<b>Actuarial Analyst</b>	<b>Benefits Administrator</b>	<b>Clerical Supervisor/Manager</b>
<b>Strategic Planning Director</b>	<b>Occupational Health &amp; Safety Director</b>	<b>Project Management Office (PMO) Director</b>
<b>Strategic Planning Manager</b>	<b>Occupational Health &amp; Safety Manager</b>	<b>Project Management Office (PMO) Manager</b>
<b>Strategic Planning Analyst</b>	<b>Safety Officer</b>	<b>Project Administrator</b>
<b>Treasurer</b>	Wellness Program Manager	Vendor Relationship Manager
Assistant Treasurer	Wellness Program Officer	<b>Contract Manager</b>
<b>Treasury Analyst</b>	<b>Information Technology Director</b>	<b>Contract Administrator</b>
<b>Credit Manager</b>	<b>Information Technology Manager</b>	<b>Proposal Writer</b>
<b>Credit Analyst</b>	Data Entry Supervisor	<b>Proposal Coordinator</b>
<b>Supply Chain Director</b>	<b>Research &amp; Development Manager</b>	<b>Librarian</b>
<b>Supply Chain Manager</b>	<b>Researcher</b>	<b>Library Technician</b>
<b>Purchasing Director</b>	<b>Regional/Branch Manager</b>	<b>Legal Counsel - Senior</b>
<b>Purchasing Manager</b>	<b>Operations Manager/General Manager</b>	<b>Legal Counsel - Junior</b>
<b>Buyer - Senior</b>	<b>Security Manager</b>	<b>Compliance Manager</b>
<b>Buyer - Junior</b>	<b>Marketing Director</b>	<b>Compliance Officer</b>
<b>Human Resources Director</b>	<b>Marketing Manager</b>	<b>Government Affairs Manager</b>
<b>Human Resources Manager</b>	<b>Sales Director</b>	
<b>Regional Human Resources Manager</b>		
<b>Human Resources Generalist</b>		

Bolded positions are contained in the 2020 survey



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## Need More Info?

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## Perks of Participating

**NO PURCHASE REQUIRED**

**RECEIVE A 50% DISCOUNT**

**RECEIVE A COPY OF OUR SALARY INCREASE SURVEY** reporting actual & projected salary increases

**RECEIVE COMPLIMENTARY ACCESS TO COMPPLUS, WCBC'S ONLINE TOOL**



## Pricing



	Participant Price	Non-Participant Price
CompEssentials		
Clerical/Administrative Support	\$949	\$1,900
Middle Management & Professional	\$949	\$1,900
Information Technology	\$949	\$1,900
Marketing & Sales	\$949	\$1,900
Engineering & Technical	\$949	\$1,900
Production & Distribution	\$949	\$1,900
Executive Compensation	\$1,149	\$2,300
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,749	\$5,500
Group Insurance & Retirement Benefits	\$499	\$1,000
Compensation Policies & Practices	\$499	\$1,000
CompPlus – WCBC's online data sorting tool	FREE	\$1,900
Salary Increases	FREE	\$1,900
Board of Directors Compensation	—	\$2,300



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