

# Consulting Engineers 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

### 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  
group insurance  
retirement benefits  
paid time off  
compensation policies  
employment practices  
actual & planned salary increases

## Positions

Over 150 positions in the following functional areas:

- engineers
- scientists
- technicians/  
technologists
- environmental science
- executives
- business development
- project management
- finance
- human resources
- information technology
- administrative support



Suite 502, 595 Howe Street  
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## Need More Info?

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## Positions

(Below is a list of positions contained in our 2023 survey report)

Vice President, Engineering  
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  
Environmental Manager  
Environmental Engineer  
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  
President/CEO  
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  
Assistant Controller  
Accounting Manager/Chief Accountant  
Accountant - Senior  
Accountant - Intermediate  
Accountant - Junior  
Accounting Clerk Supervisor

Accounting Clerk - Senior  
Accounting Clerk - Intermediate  
Accounting Clerk - Junior  
Tax Accountant  
Financial Planning & Analysis Manager  
Financial Planning Analyst - Senior  
Financial Planning Analyst - Junior  
Credit Manager  
Credit Analyst  
Credit/Collection Clerk  
Purchasing Manager  
Vice President, Human Resources  
Human Resources Director  
Human Resources Manager  
Senior Human Resources Generalist/HR Business Partner  
Human Resources Generalist  
Human Resources Administrator  
Human Resources Assistant  
Recruitment Director  
Recruitment Manager  
Technical Recruiter  
Recruiter  
Recruiting Assistant  
Training & Development Director  
Training & Development Manager  
Payroll Manager  
Payroll Supervisor  
Payroll Officer  
Payroll Clerk  
Payroll & Benefits Administrator/Coordinator  
Occupational Health & Safety Director  
Occupational Health & Safety Manager  
Safety Officer  
Vice President, Information Technology  
Information Technology Director  
Information Technology Manager  
Regional IT Coordinator  
Business Analysis Manager  
Business Analyst - Senior  
Systems Analyst Manager  
Systems Architect  
Programmer/Analyst - Senior  
Programmer - Senior  
Programmer - Intermediate  
Software Development Manager  
Software Developer/Designer  
Software Engineer - Senior  
Software Engineer - Intermediate  
Network Administrator  
IT Security Manager  
IT Security Analyst  
Help Desk Manager  
Help Desk Specialist  
Desktop Support - Senior  
Desktop Support - Junior  
Computer Support Specialist  
Data Administrator

Database Analyst - Senior  
Estimator  
Quality Assurance Director  
Quality Assurance Manager  
Custodian  
Marketing Director  
Marketing Manager  
Marketing Coordinator  
Social Media Coordinator  
Graphic Designer  
Communications Director  
Communications Manager  
Communications Officer  
Vice President, Business Development  
Business Development Director  
Business Development Manager  
Business Development Representative  
Project Management Office (PMO) Director  
Project Management Office (PMO) Manager  
Project Administrator  
Contract Manager  
Contract Administrator  
Proposal Writer  
Proposal Coordinator  
Operations Manager (Non-Manufacturing)  
Office Manager  
Clerical Supervisor/Manager  
Administrative Assistant - Executive  
Administrative Assistant - Senior  
Administrative Assistant - Intermediate  
Administrative Assistant - Junior  
Receptionist  
Records Management Coordinator  
Clerk - Senior  
Clerk - Intermediate  
Clerk - Junior  
Legal Counsel - Senior



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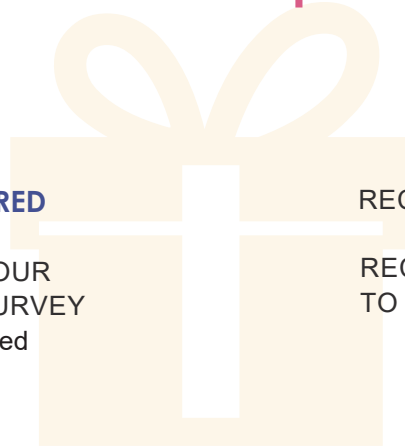
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## Perks of Participating



### NO PURCHASE REQUIRED

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

RECEIVE A 50% DISCOUNT

RECEIVE COMPLIMENTARY ACCESS  
TO COMPPLUS, WCBC'S ONLINE TOOL

## Pricing

### Full Prices

Non-Participant \$5,750.00

Non-Participant & Membership Discount\* \$4,887.50

### Participant Prices

Participant \$2,874.00

Participant & Membership Discount \$2,011.50

Participant, Membership & Loyalty Discount \$1,149.30

\* 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 are eligible for an additional 15% discount.



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