

**CONFIDENTIAL**

# 2025 ENGINEERING & TECHNICAL SURVEY REPORT



# WCBC Published Surveys

## Report Highlights



### Reports Available

- Clerical/Administrative Support
- Middle Management & Professional
- Information Technology
- Marketing & Sales
- Engineering & Technical
- Production & Distribution
- Group Insurance & Retirement Benefits
- Compensation Policies & Practices
- Executive
- Board of Directors
- Consulting Engineers Compensation, Benefits & Employment Practices Survey

### More than 500 Positions

- Operations/Administration
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# TABLE OF CONTENTS

	Page
<b>Section 1: Introduction</b>	<b>1</b>
<b>Section 2: Applying the Survey Data to Your Organization</b>	<b>3</b>
<b>Section 3: Survey Results - Analysis of Base Salary &amp; Short-Term Incentives</b>	<b>5</b>
Summary Analysis of Base Salary & Salary Plus Short-Term Incentives	6
5101.48 Vice President, Engineering	8
5102.49 Engineering Director	10
5114.1 Chief Engineer I	12
5114.2 Chief Engineer II	13
5113.3 Administrative Engineering Manager	14
5113.4 Engineering Manager - Senior	15
5113.5 Engineering Manager	17
5114.6 Engineer V	19
5114.7 Engineer IV	21
5114.8 Engineer III	24
5114.9 Engineer II	26
5114.10 Engineer I - Engineer-in-Training	29
5114.11 Engineering Student	32
5114.12 Specialist Consultant III	34
5114.13 Specialist Consultant II	35
5114.14 Specialist Consultant I	36
5124.15 Technician/Technologist 7	37
5124.16 Technician/Technologist 6	39
5124.17 Technician/Technologist 5	41
5124.18 Technician/Technologist 4	43
5124.19 Technician/Technologist 3	45
5124.20 Technician/Technologist 2	47
5124.21 Technician/Technologist 1	49
5124.22 Technician/Technologist Student	51
5124.23 Survey Technologist 3	52
5124.24 Survey Technologist 2	53
5124.25 Survey Technologist 1	54
5124.26 Land Surveyor 3 (Project Manager)	55
5124.27 Land Surveyor 2	56
5124.28 Land Surveyor 1	57
5134.29 Scientist 6	58
5134.30 Scientist 5	59
5134.31 Scientist 4	61
5134.32 Scientist 3	63
5134.33 Scientist 2	65
5134.34 Scientist 1 - Member-in-Training	67
5144.35 GIS Specialist III	69
5144.36 GIS Specialist II	70
5144.37 GIS Specialist I	71
5153.38 Lab Supervisor	72
5154.39 Lab Technician - Senior	73
5154.40 Lab Technician - Junior	74
5161.43 Vice President, Research & Development	75
5162.51 Research & Development Director	76
5163.44 Research & Development Manager	77
5164.45 Researcher	78
5173.46 Environmental Manager	79
5174.47 Environmental Engineer	80
6104.87 Estimator - Senior	81
6104.6 Estimator - Junior	82
8112.5 Project Management Office (PMO) Director	83

	<b>Page</b>
8113.6 Project Management Office (PMO) Manager	85
8115.7 Project Administrator	87
5154.42 Pharmacy Technician	89
5154.41 Pharmacist	90
<b>Section 4: Survey Participants</b>	<b>91</b>
<b>Section 5: Position Descriptions</b>	<b>95</b>
<b>Section 6: Glossary</b>	<b>105</b>

## SAMPLE POSITION

### Closeness of Match (% Of Inc.)

Close Match	97%
Smaller in Scope	2%
Larger in Scope	2%

### Hours per Week (% Of Inc.)

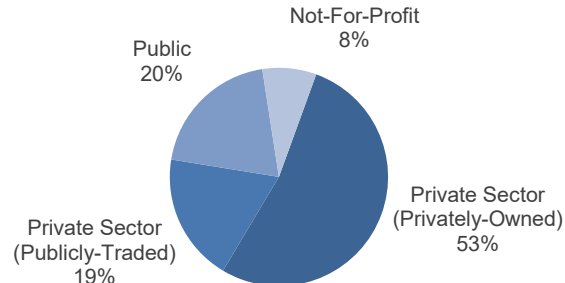
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# of Orgs	# of Incumbents	Company Weighted (\$000's)											Incumbent Weighted (\$000's)							
			Salary Range		Base Salary				Salary Plus Short-Term Incentives					Base Salary				Salary Plus Short-Term Incentives			
			Orgs with Range	Min Avg	Max Avg	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75	Avg	P25	P50	P75
<b>All Organizations</b>	103	234	66	64.0	84.4	78.3	70.0	78.3	86.0	80.1	70.2	79.0	89.3	78.0	69.5	77.2	84.9	79.9	69.9	77.4	86.8
Privately-Owned	26	60	9	65.8	93.7	82.7	75.4	81.3	92.2	86.5	76.2	84.1	97.5	85.1	78.8	84.2	91.4	90.0	80.0	87.3	98.4
Publicly-Traded	5	14	5	65.6	96.2	83.8		85.1		91.1		88.9		85.1	78.6	84.4	91.1	91.4	83.9	88.4	98.2
Public Sector	29	97	20	66.8	81.9	77.5	70.0	73.0	82.1	77.5	70.0	73.0	82.1	74.2	69.0	74.3	78.0	74.2	69.0	74.3	78.0
Not-For-Profit	43	63	32	61.4	81.5	75.5	65.8	73.0	81.6	76.7	66.0	74.8	81.8	75.3	67.3	74.0	80.4	76.6	67.7	74.0	81.8
<\$50M Rev	44	58	26	61.7	80.2	75.0	65.3	72.4	79.9	76.4	65.5	73.1	80.5	76.2	70.2	74.0	80.0	77.5	70.2	74.4	81.3
\$50-\$100M Rev	19	20	13	65.5	83.4	78.3	70.4	78.8	85.5	79.3	70.4	78.8	85.9	77.6	67.1	78.6	84.9	78.6	67.1	78.6	85.5
>\$100M Rev	40	156	27	65.4	88.9	81.9	72.4	82.1	90.0	84.6	72.9	84.1	95.9	78.7	69.4	77.4	85.1	81.0	69.8	77.4	88.1
<100 Employees	37	37	20	59.3	76.2	73.2	65.0	71.1	78.2	74.8	65.2	71.1	79.0	73.2	65.0	71.1	78.2	74.8	65.2	71.1	79.0
100-500 Employees	37	57	24	67.5	86.8	79.7	72.7	79.5	87.8	80.7	73.0	79.7	87.9	79.6	74.0	79.3	86.8	80.6	74.0	79.7	87.9
>500 Employees	29	140	22	64.4	89.2	82.9	73.0	82.6	89.9	86.1	81.0	85.7	98.4	78.6	69.4	77.4	85.0	81.0	69.4	77.4	87.6
Prof. Services	15	46	5	65.8	97.2	87.2	79.7	85.1	93.9	90.7	80.6	86.1	100.5	88.3	80.2	86.8	92.8	91.5	80.8	87.7	98.7
Education	8	52	7	59.6	77.1	69.5	62.4	66.5	73.8	69.6	63.0	66.7	73.8	71.1	66.1	70.7	77.4	71.1	66.1	70.7	77.4
Finance/Ins	3	11	3	54.6	75.3	67.3		67.5		68.5		67.5		67.5	66.2	68.2	68.9	68.5	66.2	68.9	68.9
Assoc./Regulatory	19	31	15	65.2	85.8	80.8	74.0	79.3	85.0	82.6	76.3	80.2	86.0	80.5	74.0	79.3	84.9	82.1	74.0	80.3	86.9
Ag./Forestry	7	18	6	68.4	96.6	81.9		82.6		90.9		88.9		82.4	77.2	82.5	86.9	94.3	86.0	94.6	100.3
<b>British Columbia</b>	65	119	40	66.0	85.8	78.6	70.1	79.3	85.1	80.5	70.5	79.9	87.9	78.8	70.4	78.0	84.9	81.5	70.7	80.3	87.2
Metro Vancouver	44	90	25	65.3	85.3	79.9	70.4	79.4	87.1	81.6	72.2	80.1	89.3	79.2	70.2	78.0	85.0	81.0	70.6	78.8	85.4
Privately-Owned	13	21	2	62.9	89.3	83.3	75.0	83.3	92.3	86.1	75.1	85.0	92.3	86.7	78.0	85.0	92.3	90.3	81.0	85.2	98.2
Publicly-Traded	3	7	2	58.7	88.0	87.5		85.6		97.1		98.4		86.4		84.9		96.5		96.4	
Public Sector	11	35	8	69.8	86.2	81.8	72.8	78.4	88.8	81.8	72.8	78.4	88.8	77.5	71.0	76.5	81.0	77.5	71.0	76.5	81.0
Not-For-Profit	17	27	13	63.9	83.6	74.7	65.0	76.5	80.9	75.4	65.5	76.5	81.3	73.8	66.2	73.0	79.6	74.5	66.2	73.0	81.1
<\$50M Rev	15	20	9	62.7	79.7	76.4	65.0	79.3	81.3	77.3	65.3	79.5	81.8	77.2	69.2	79.3	81.3	78.1	69.3	80.1	82.4
\$50-\$100M Rev	9	9	7	66.9	86.8	76.6	73.0	78.0	78.8	77.5	73.0	78.0	78.8	76.6	73.0	78.0	78.8	77.5	73.0	78.0	78.8
>\$100M Rev	20	61	9	66.7	89.6	83.9	72.9	84.1	92.7	86.7	74.6	85.1	98.7	80.3	70.1	77.5	85.3	82.5	70.8	80.8	87.2
<100 Employees	12	12	6	59.0	73.8	73.6	64.4	69.3	80.5	74.5	64.6	69.3	80.5	73.6	64.4	69.3	80.5	74.5	64.6	69.3	80.5
100-500 Employees	20	28	12	69.7	90.1	80.3	74.5	79.4	87.1	81.5	75.1	79.9	87.1	79.4	74.9	79.1	83.8	80.4	75.1	79.6	84.7
>500 Employees	12	50	7	63.2	86.9	85.4	75.7	85.1	93.8	89.0	79.6	87.1	100.7	80.5	70.3	77.4	85.2	83.0	70.3	81.0	87.1
Prof. Services	6	13	2	62.9	89.3	88.7		86.5		91.3		86.5		91.8	81.1	87.2	94.6	95.3	83.6	87.2	111.6
Education	4	4	3	54.8	71.4	62.5		62.4		62.7		62.8		62.5		62.4		62.7		62.8	
Assoc./Regulatory	8	12	7	68.6	85.5	79.9	77.7	80.1	81.3	81.2	78.2	80.6	81.5	79.7	78.3	79.3	81.3	81.1	78.7	80.9	82.4
Ag./Forestry	4	9	2	58.7	88.0	84.8		85.3		94.2		93.6		84.2	77.5	84.0	92.0	94.0	85.4	94.5	98.8
Vancouver Island	6	7	4	65.7	84.2	76.2		76.5		78.1		76.5		75.1		75.0		77.2		80.0	
Public Sector	4	4	3	66.1	80.1	75.0		76.5		75.1		76.5		75.0		76.5		75.1		76.5	
<\$50M Rev	3	3	2	62.2	85.8	74.2		72.1		77.3		72.1		74.2		72.1		77.3		72.1	
>\$100M Rev	2	3	1			75.0				76.2				73.0		75.0		74.7		80.0	
100-500 Employees	3	3	3	66.0	85.3	78.3		84.3		81.4		84.3		78.3		84.3		81.4		84.3	
>500 Employees	2	3	1			75.0				76.2				73.0		75.0		74.7		80.0	
Education	2	2	2	62.4	78.1	71.9				72.1				71.9				72.1			
Other BC	17	22	11	67.8	87.7	77.9	70.3	79.5	82.6	80.6	70.3	82.1	87.9	78.4	71.4	79.3	83.9	84.8	72.1	85.4	94.2
<b>Alberta</b>	27	41	17	60.6	80.2	77.5	68.9	75.0	89.5	79.4	70.1	77.7	90.9	79.1	70.2	74.0	90.8	81.3	71.6	76.6	95.4
Calgary	11	14	4	63.6	89.1	80.8	70.1	87.6	91.0	82.9	70.1	91.0	95.1	82.5	70.5	87.3	91.9	85.0	70.6	90.4	96.9
Privately-Owned	3	4				92.1		92.1		93.2		92.1		91.0		91.7		92.6		94.3	

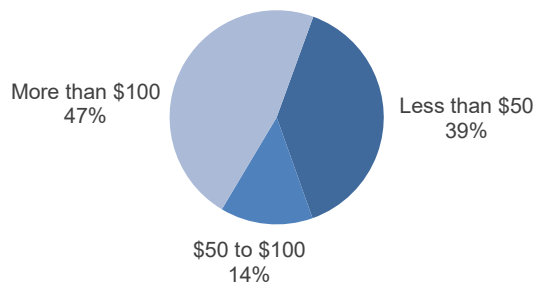
## SECTION 4: SURVEY PARTICIPANTS

A total of 158 organizations provided compensation data for this survey. The participants are broken down below by economic sector, annual revenues, number of employees and type of business.

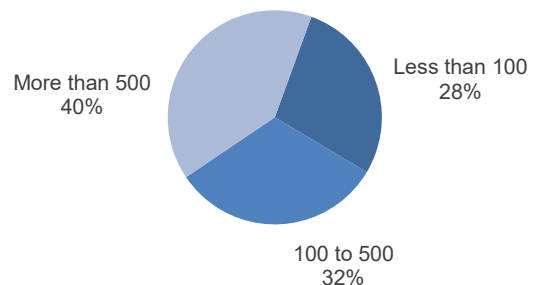
**Sector of Economy**



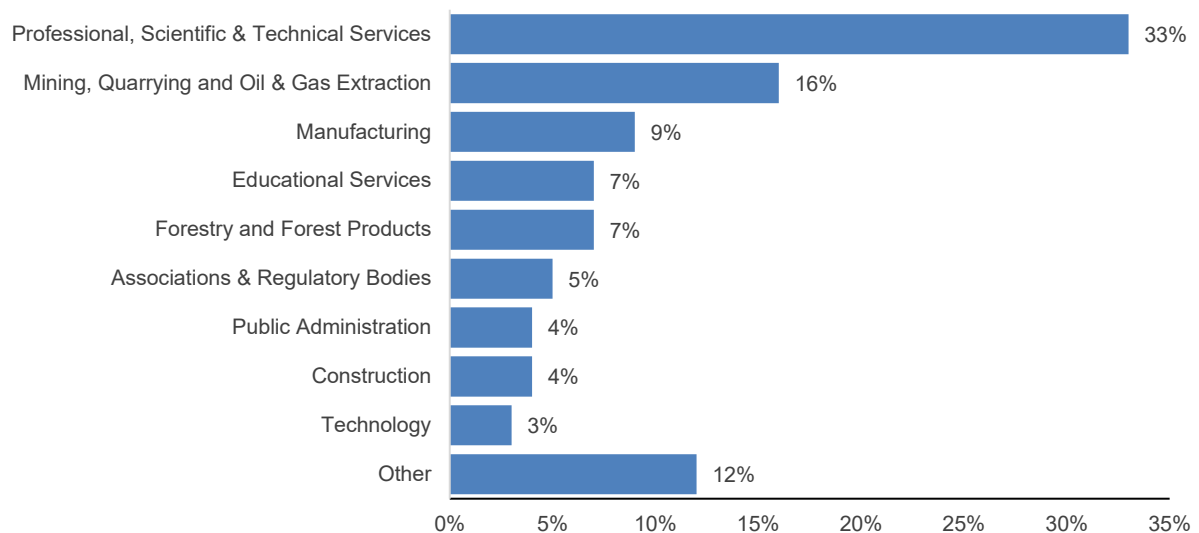
**Annual Revenues (in \$Million)**



**Total Number of Employees**



**Business Classification**



## List of Participants

360 Engineering & Environmental Consulting Ltd. -  
Canada

4AG Robotics Inc.

Acadia University  
AKITA Drilling Ltd.  
Alberta Blue Cross  
Alberta College of Pharmacy  
Alberta Newsprint Company  
Allnorth Consultants Limited  
Al-Terra Group Ltd.  
AMGAS Service Inc.  
Associated Engineering Group Ltd.

Ballard Power Systems Inc.  
Bantrel  
BC College of Oral Health Professionals  
BC Hydro and Power Authority  
BC Institute of Technology  
BC Public Service Agency  
BC Transit Corporation  
BCL Engineering Ltd.  
Beverage Container Management Board  
Binnie  
BKL Consultants Ltd.  
Bow Valley College  
Bravo Target Safety GP Ltd.  
Brown and Caldwell Inc.

Calfrac Well Services Ltd.  
Calgary Co-operative Association Limited  
Canadian Centre for Professional Legal Education  
Canadian Light Source Inc.  
Canarie  
Canfor Corporation  
Canfor Pulp Products Ltd.  
Capilano University  
CargoJet Inc.  
Cariboo Regional District  
Catterall & Wright Consulting Engineers  
ChampionX Corporation  
CIMA+  
Citadel Drilling  
City of Burnaby  
City of Penticton  
City of Salmon Arm  
Clifton Engineering Group Inc.  
Collège Boréal d'arts appliqués et de technologie  
College of Dental Surgeons of Alberta  
College of New Caledonia  
College of Physicians & Surgeons of Alberta  
College of Physicians & Surgeons of BC  
College of the Rockies  
Continuing Legal Education Society of BC  
Corix Group of Companies  
Corrpro Canada, Inc.  
Covenant House Vancouver  
Creative Energy  
Crosier Kilgour & Partners Ltd.  
CTQ Consultants Ltd.  
Cybera Inc.

Daiya Foods Inc.  
DIALOG  
District of Central Saanich  
Domtar Corporation  
Douglas College

Ecora Engineering & Environmental Ltd.  
EggSolutions - Vanderpols Inc.  
Energera International Inc.  
ENGCOMP Engineering & Computing Professionals  
Inc.  
Exchanger Industries Ltd.

Falkirk Environmental Consultants Ltd.  
Federated Co-operatives Limited  
First Nations Health Authority  
FLINT Corp.  
Forestry Innovation Investment Ltd.  
Fort Edmonton Management Company  
FPI Fireplace Products International Ltd.

Glotman-Simpson Consulting Engineers  
Greater Victoria Harbour Authority  
Groupe BBA Inc.

H.H. Angus & Associates Limited  
Halliburton Company  
Hedgehog Technologies Inc.  
HTEC

InterCAD Services Ltd.  
Interfor Corporation  
ISL Engineering and Land Services Ltd.

Jamieson Wellness Inc.  
JRS Engineering Ltd.

Kerr Wood Leidal Associates Ltd.  
KGS Group

Land Title and Survey Authority of BC  
Layfield Group of Companies  
Levare Canada Ltd.  
Liberty Energy, Inc.  
Lifting Solutions Inc.  
Lonsdale Energy Corporation

M'akola Development Services  
McElhanney Consulting Services Ltd.  
Mercer International Inc.  
Metercor  
Millar Western Forest Products Ltd.

Netskrt Systems Inc.  
NOV Canada ULC  
Novacom Building Partners Ltd.

Olympic International Sales Ltd.  
Ontario College of Pharmacists

Pacesetter Directional Drilling Limited Partnership  
PBX Engineering Ltd.  
Peyto Exploration & Development Corp.

Pinchin Ltd.  
Precision Drilling Corporation  
Propell (Alberta) Ltd.

Qualico Developments West Ltd.

R.V. Anderson Associates Limited  
RAM Consulting Group  
RDH Building Science Inc.  
RJC Engineers  
Robinson Consultants Inc.  
Roska DBO Inc.  
Rowan Williams Davies and Irwin Inc.  
RTR Terra Contracting Ltd.

Sanjel Energy Services Inc.  
Sasuchan Development Corporation  
Schlumberger Limited  
Secure Waste Infrastructure Corp.  
Site Power Engineering Consultants Ltd.  
Squamish Nation  
Steelhaus Technologies Inc.  
STEP Energy Services Ltd.  
Straiton Engineering Ltd.  
Stream-Flo Industries Ltd.  
Strike Group Limited Partnership  
Struthers Technical Solutions Ltd.  
SYLVIS Environmental Services Inc.  
Synergy Partners Consulting Ltd.

Tetra Tech Canada Inc.  
The AME Consulting Group Ltd.  
The Great Little Box Company Ltd.  
Thurber Engineering Ltd.  
Tiger Calcium Services Inc.  
Torex Gold Resources Inc.  
TransLink  
Trican Well Services Ltd.  
Triton Environmental Consultants Ltd.  
TYCROP Manufacturing Ltd.

University Neighbourhoods Association  
University of Manitoba  
Urban Systems Ltd.

VMAC Global Technology Inc.

Weatherford Canada Ltd.  
West Fraser Timber Co. Ltd.  
Western Forest Products Inc.  
Westmar Advisors Inc.  
Weyerhaeuser Company Limited  
Whitewater Management Limited Partnership  
Williams Engineering Canada Inc.  
Worley Canada Services Ltd.  
WSP Canada Inc.

YMCA BC  
YWCA Metro Vancouver

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Information Technology	\$999	\$2,000
Marketing & Sales	\$999	\$2,000
Engineering & Technical	\$999	\$2,000
Production & Distribution	\$999	\$2,000
Executive Compensation	\$1,249	\$2,500
Consulting Engineers Compensation, Benefits & Employment Practices	\$2,900	\$5,800
Group Insurance & Retirement Benefits	\$524	\$1,050
Compensation Policies & Practices	\$524	\$1,050
CompPlus – WCBC’s online data sorting tool	FREE	\$2,000
Salary Increases	FREE	\$2,000
Board of Directors Compensation	—	\$2,500



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