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2024 MIDDLE MANAGEMENT & PROFESSIONAL SURVEY REPORT



WCBC Published Surveys Report Highlights



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More than 400 Positions

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TABLE OF CONTENTS

	Page
Section 1: Introduction	1
Section 2: Applying the Survey Data to Your Organization	3
Section 3: Survey Results - Analysis of Base Salary & Short-Term Incentives	5
Summary Analysis of Base Salary & Salary Plus Short-Term Incentives	6
2102.3 Finance Director	9
2103.55 Finance Manager	11
2112.4 Corporate Controller	12
2113.6 Assistant Controller	14
2112.5 Division/Regional Controller	15
2113.7 Accounting Manager/Chief Accountant	16
2114.8 Accountant - Senior	18
2114.9 Accountant - Intermediate	20
2114.10 Accountant - Junior	22
2113.11 Accounting Clerk Supervisor	24
2113.15 Cost Accounting Manager	25
2114.16 Cost Accountant	26
2112.56 Tax Director	27
2113.18 Tax Manager	28
2114.19 Tax Accountant	29
2122.20 Internal Audit Director	30
2123.21 Internal Audit Manager	31
2124.22 Internal Auditor	32
2123.23 Financial Planning & Analysis Manager	33
2124.24 Financial Planning Analyst - Senior	34
2124.25 Financial Planning Analyst - Junior	35
2123.26 Budget Manager	36
2124.27 Budget Analyst	37
2132.29 Risk Management Director	38
2133.30 Risk Manager	39
2134.31 Risk Analyst	40
2174.53 Actuary	41
2132.33 Strategic Planning Director	42
2133.34 Strategic Planning Manager	43
2142.36 Treasurer	44
2143.37 Assistant Treasurer	45
2144.38 Treasury Analyst	46
2153.40 Credit Manager	47
2154.41 Credit Analyst	48
2162.44 Supply Chain Director	49
2163.45 Supply Chain Manager	50
2162.47 Purchasing Director	51
2163.48 Purchasing Manager	52
2164.49 Buyer - Senior	53
2164.50 Buyer - Junior	54
3102.2 Human Resources Director	55
3103.3 Human Resources Manager	57
3103.4 Regional Human Resources Manager	60
3104.44 Senior Human Resources Generalist/HR Business Partner	61
3104.5 Human Resources Generalist/HR Advisor	63
3104.6 Human Resources Administrator	65
3103.9 HRIS Manager	67
3104.10 HRIS Analyst	68
3112.40 Recruitment Director	69
3113.11 Recruitment Manager	70
3114.12 Technical Recruiter	71
3114.13 Recruiter	72
3112.41 Training & Development Director	74

	<u>Page</u>
3113.16 Training & Development Manager	75
3114.45 Training & Development Specialist	76
3114.17 Trainer	77
3123.19 Payroll Manager	78
3123.20 Payroll Supervisor	79
3124.21 Payroll Officer	80
3125.23 Payroll & Benefits Administrator/Coordinator	81
3132.25 Labour Relations Director	83
3133.26 Labour Relations Manager	84
3134.27 Labour Relations Analyst	85
3133.28 Employee Relations Manager	86
3134.29 Employee Relations Representative	87
3143.30 Compensation Manager	88
3144.31 Compensation Analyst	89
3143.32 Compensation & Benefits Manager	90
3143.33 Benefits Manager	91
3144.34 Benefits Analyst	92
3144.35 Benefits Administrator	93
3152.37 Occupational Health & Safety Director	94
3153.38 Occupational Health & Safety Manager	95
3154.39 Safety Officer	97
3153.42 Wellness Program Manager	99
4102.2 Information Technology Director	100
4103.3 Information Technology Manager	102
5162.51 Research & Development Director	104
5163.44 Research & Development Manager	105
5164.45 Researcher	106
1102.6 Regional/Branch Manager	107
6103.2 Operations Manager/General Manager	109
6103.7 Security Manager	111
7112.2 Marketing Director	112
7113.3 Marketing Manager	114
7122.13 Sales Director	116
7123.14 Sales Manager	117
7123.36 Advertising Manager	118
7134.43 Editor	119
7142.47 Communications Director	120
7143.48 Communications Manager	122
7144.49 Communications Officer	124
7143.50 Events Manager	126
7145.51 Events Coordinator	127
7143.52 Community Relations Manager	128
7143.86 Indigenous Liaison Manager	129
7144.84 Indigenous Liaison	130
7152.83 Customer Service Director	131
7153.55 Customer Service Manager	132
7153.60 Call Centre Manager	133
7153.61 Call Centre Supervisor/Team Lead	134
7172.73 Member Services Director	135
7173.74 Member Services Manager	136
7175.75 Member Services Coordinator	137
7173.77 Fundraising Manager	138
7182.85 Business Development Director	139
7183.80 Business Development Manager	141
8103.2 Operations Manager (Non-Manufacturing)	143
8103.3 Office Manager	144
8103.4 Clerical Supervisor/Manager	145
8112.5 Project Management Office (PMO) Director	146
8113.6 Project Management Office (PMO) Manager	147
8115.7 Project Administrator	149

	<u>Page</u>
8113.10 Vendor Relationship Manager	151
8113.8 Contract Manager	152
8114.9 Contract Administrator	153
8114.11 Proposal Writer	154
8115.12 Proposal Coordinator	155
8134.25 Librarian	156
8134.26 Library Technician	157
9114.3 Legal Counsel - Senior	158
9114.4 Legal Counsel - Junior	160
9123.6 Compliance Manager	161
9125.7 Compliance Officer	162
9133.8 Government Affairs Manager	163
9134.12 Policy Analyst	164
Section 4: Survey Participants	165
Section 5: Position Descriptions	169
Section 6: Glossary	185

SAMPLE POSITION

Closeness of Match (% Of Inc.)

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

Hours per Week (% Of Inc.)

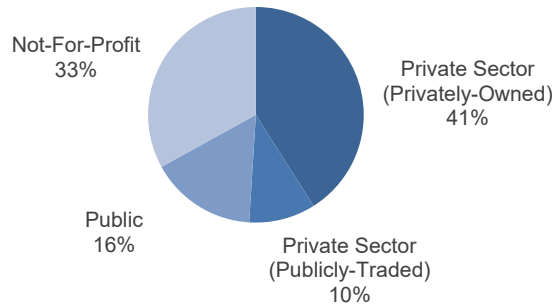
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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
All Organizations	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
British Columbia	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
Alberta	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	

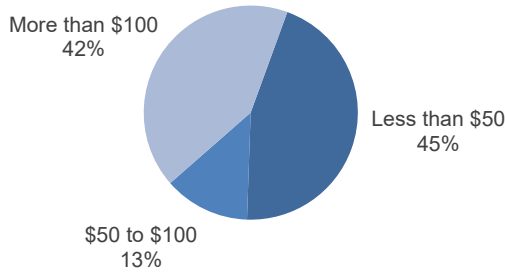
SECTION 4: SURVEY PARTICIPANTS

A total of 273 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.

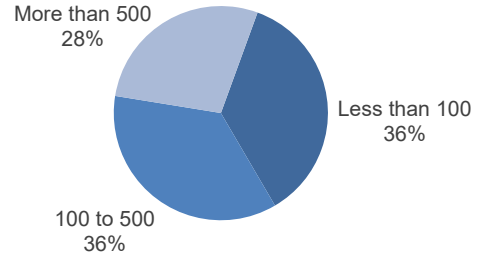
Sector of Economy



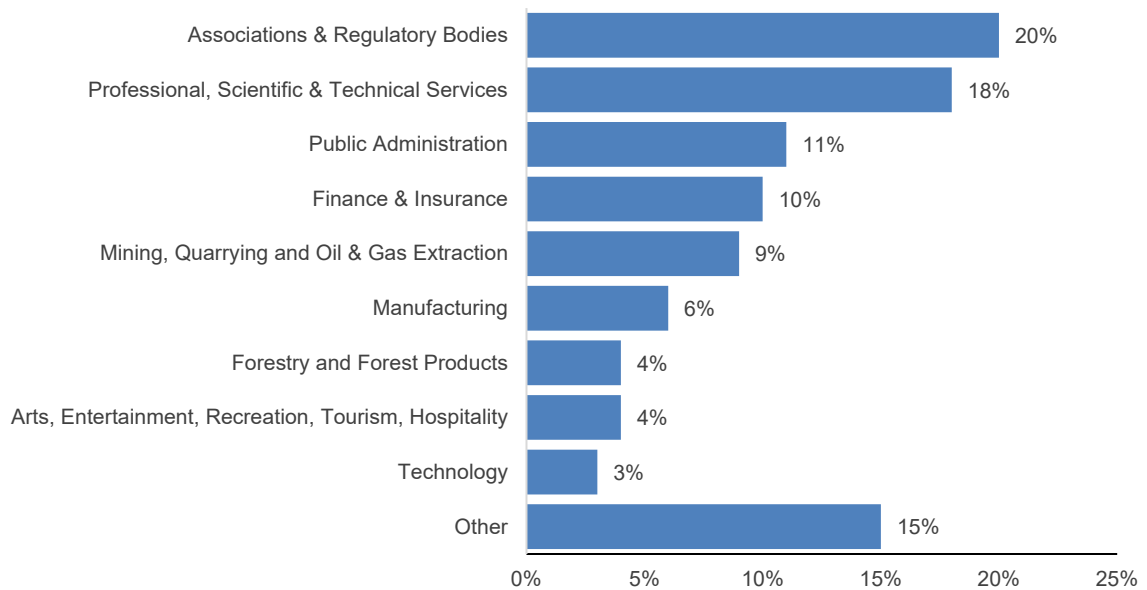
Annual Revenues (in \$Million)

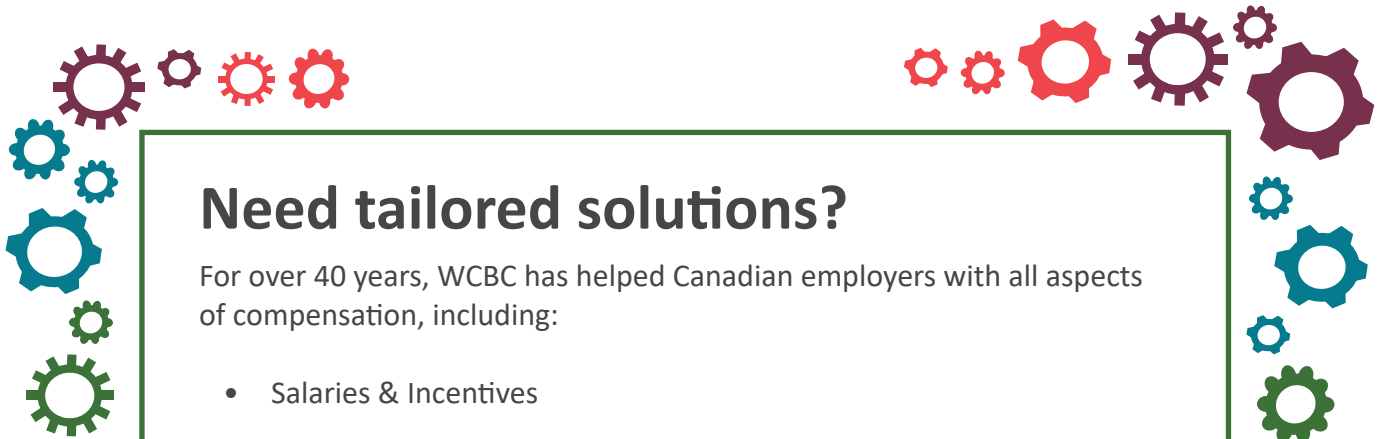


Total Number of Employees



Business Classification





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