



**CONFIDENTIAL**

# 2025 MIDDLE MANAGEMENT & PROFESSIONAL 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
- Finance & Accounting
- Human Resources
- Information Technology
- Marketing, Sales & Communications
- Engineering, Scientific & Technical
- Logistics, Manufacturing & Distribution
- Legal & Regulatory Affairs



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& Benefits Consultants

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## SAMPLE POSITION

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

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

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

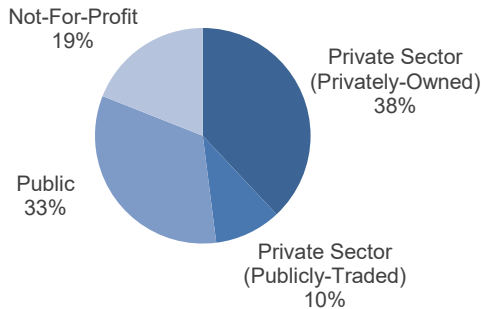
35.0	34%
37.5	29%
40.0	32%
Other	5%

	# 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	

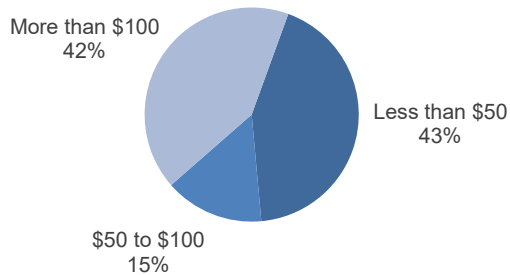
## SECTION 4: SURVEY PARTICIPANTS

A total of 271 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.

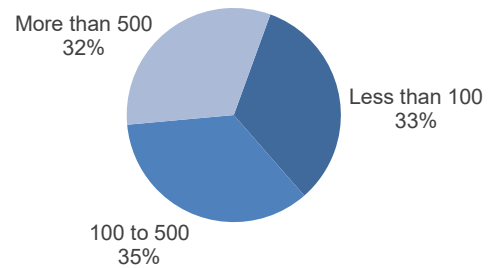
**Sector of Economy**



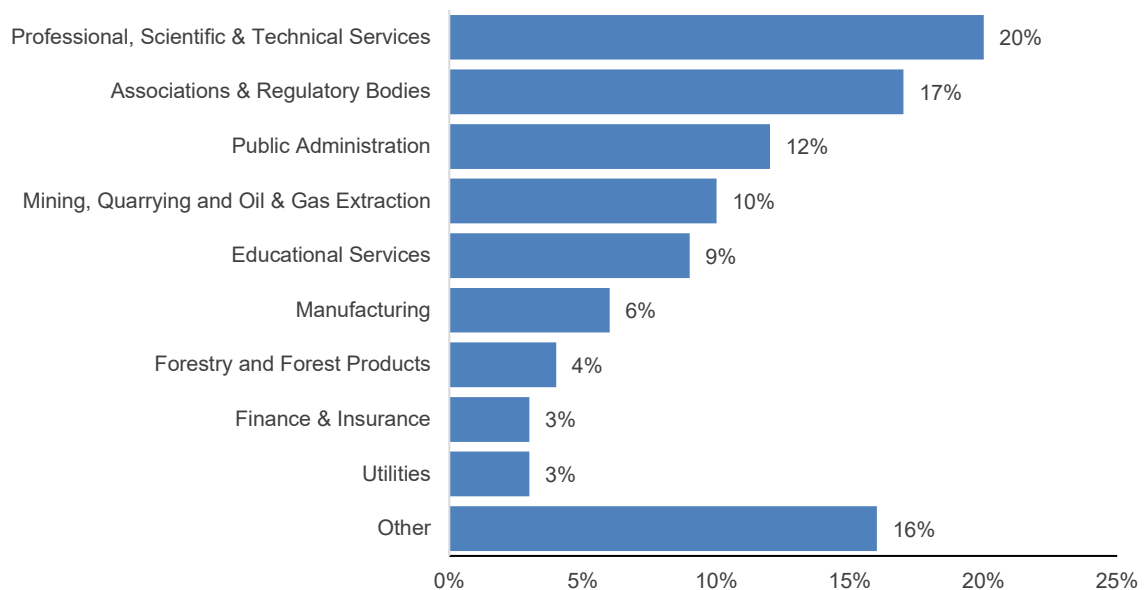
**Annual Revenues (in \$Million)**



**Total Number of Employees**



**Business Classification**





## List of Participants

360 Engineering & Environmental Consulting Ltd. -  
Canada

4AG Robotics Inc.

Aarcomm Systems Inc.

Acadia University

ACFC West - The Association of Canadian Film

Craftspeople, Local 2020 Unifor

AKITA Drilling Ltd.

Alberta Blue Cross

Alberta College of Pharmacy

Alberta Insurance Council

Alberta Medical Association

Alberta Motor Association

Alberta Newsprint Company

Alberta Real Estate Association

Alberta University of the Arts

Allnorth Consultants Limited

Al-Terra Group Ltd.

Ambrose University

AMGAS Service Inc.

Apex Distribution Inc.

Assiniboine College

Associated Engineering Group Ltd.

Association of Consulting Engineering Companies

British Columbia

Athabasca University

Bantrel

Barron Base Oil Corporation

BC Assessment Authority

BC College of Nurses & Midwives

BC College of Oral Health Professionals

BC Financial Services Authority

BC Housing Management Commission

BC Hydro and Power Authority

BC Institute of Technology

BC Lottery Corporation

BC Pavilion Corporation

BC Public Service Agency

BC Real Estate Association

BC Securities Commission

BC Transit Corporation

BC Utilities Commission

BCL Engineering Ltd.

BCNET

Beacon Community Services

Beedie Development Group

Beverage Container Management Board

Binnie

Bishop's University

BJ Energy Solutions Canada, ULC

BKL Consultants Ltd.

Bow Valley College

Bravo Target Safety GP Ltd.

BrettYoung Seeds Limited

British Pacific Properties Limited

Brock University

Brown and Caldwell Inc.

Bylands Nurseries Ltd.

Calfrac Well Services Ltd.

Calgary Co-operative Association Limited

Calgary Municipal Land Corporation

Calgary Real Estate Board

Camosun College

Canada Lands Company Limited

Canadian Centre for Professional Legal Education

Canadian Investment Regulatory Organization

Canadian Light Source Inc.

Canadian Media Producers Association

Canarie

Canfor Corporation

Canfor Pulp Products Ltd.

Canterbury Coffee Corporation

Canuck Place Children's Hospice

Cape Breton University

Capilano University

Cariboo Regional District

Carrier Sekani Tribal Council

Catterall & Wright Consulting Engineers

Centennial College

ChampionX Corporation

Chartered Professional Accountants of BC

CIMA+

Citadel Drilling

City of Abbotsford

City of Burnaby

City of Calgary

City of Coquitlam

City of Fort St. John

City of Langford

City of Maple Ridge

City of Mission

City of Nelson

City of New Westminster

City of North Vancouver

City of Penticton

City of Pitt Meadows

City of Prince George

City of Prince Rupert

City of Richmond

City of Salmon Arm

City of Surrey

City of Vancouver

Clifton Engineering Group Inc.

Coast Mountain College

Collège Boréal d'arts appliqués et de technologie

College of Dental Surgeons of Alberta

College of New Caledonia

College of Nurses of Ontario

College of Physicians & Surgeons of Alberta

College of Physicians & Surgeons of BC

College of Psychologists of Ontario

College of Registered Nurses of Manitoba

College of Registered Nurses of Saskatchewan

College of the Rockies

Columbia Basin Trust

Concert Properties Ltd.

Consumer Protection BC

Continuing Legal Education Society of BC

Corix Group of Companies

Corpro Canada, Inc.

Covenant House Vancouver

Creative Energy

Crosier Kilgour & Partners Ltd.



CTQ Consultants Ltd.  
Cybera Inc.

Daiya Foods Inc.  
Destination Vancouver  
DIALOG

Directors Guild of Canada  
Directors Guild of Canada BC Council  
Directors Guild of Canada ON Council  
Directors Guild of Canada, Quebec  
District of Central Saanich  
District of Fort St. James  
District of North Saanich  
District of Port Hardy  
DLH Group  
DMCL Chartered Professional Accountants  
Domtar Corporation  
Douglas College

Ecora Engineering & Environmental Ltd.  
EggSolutions - Vanderpols Inc.  
Elevate Development Corp.  
Emily Carr University of Art & Design  
Energera International Inc.  
ENGCOMP Engineering & Computing Professionals Inc.  
Engineers & Geoscientists British Columbia  
Ensign Energy Services Inc.  
Exchanger Industries Ltd.

Fairleigh Dickinson University  
Falkirk Environmental Consultants Ltd.  
Fanshawe College  
First Nations Fisheries Council of British Columbia  
First Nations Health Authority  
FLINT Corp.  
Forestry Innovation Investment Ltd.  
Fort Edmonton Management Company  
FPI Fireplace Products International Ltd.

Gateway Tubulars Inc.  
Glotman-Simpson Consulting Engineers  
Greater Vancouver Realtors  
Greater Victoria Harbour Authority  
Groupe BBA Inc.

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

Interfor Corporation  
ISL Engineering and Land Services Ltd.  
IWA Forest Industry Pension & LTD Plans

JRS Engineering Ltd.

Kerr Wood Leidal Associates Ltd.  
KGS Group  
Kinetic Construction Ltd.

Land Title and Survey Authority of BC  
Law Society of Alberta  
Law Society of BC  
Law Society of Manitoba  
Law Society of Ontario  
Layfield Group of Companies

Legal Aid BC  
Levare Canada Ltd.  
Liberty Energy, Inc.  
Lifting Solutions Inc.  
Lonsdale Energy Corporation

M'akola Development Services  
Maxim Power Corp.  
McElhanney Consulting Services Ltd.  
Mercer International Inc.  
Metercor  
Millar Western Forest Products Ltd.  
Miller Titerle Law Corporation  
Municipal Insurance Association of BC

Netskrt Systems Inc.  
Northern Savings Credit Union  
NOV Canada ULC  
Novacom Building Partners Ltd.

Olympic International Sales Ltd.  
Ontario College of Pharmacists  
Ontario Real Estate Association  
Ontario Securities Commission

Pacesetter Directional Drilling Limited Partnership  
PBX Engineering Ltd.  
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.  
Rocky Mountaineer Ltd.  
Roska DBO Inc.  
RTR Terra Contracting Ltd.

Sandbox Mutual Insurance Company  
Sanjel Energy Services Inc.  
Saskatchewan Blue Cross  
Saskatchewan First Nations Family & Community Institute Inc.

Saskatchewan Government Insurance  
Sasuchan Development Corporation  
Schlumberger Limited  
Science World BC  
Secure Waste Infrastructure Corp.  
Singleton Urquhart Reynolds Vogel LLP  
Site Power Engineering Consultants Ltd.  
Squamish Nation  
Stahl Peterbilt Inc.  
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.

Technical Safety BC  
TerraLink Horticulture Inc.

Tetra Tech Canada Inc.  
The AME Consulting Group Ltd.  
The Great Little Box Company Ltd.  
The Jim Pattison Group  
The Mutual Fire Insurance Company of BC  
Thurber Engineering Ltd.  
Tiger Calcium Services Inc.  
Tolko Industries Ltd.  
Toronto Real Estate Board  
TransLink  
Trican Well Services Ltd.  
Trillium Mutual Insurance Company  
Triton Environmental Consultants Ltd.  
TYCROP Manufacturing Ltd.

Union Gospel Mission Foundation  
University Neighbourhoods Association  
University of Manitoba  
Urban Systems Ltd.

Vancouver Foundation  
Vehicles Sales Authority of BC  
Village of Pemberton  
VMAC Global Technology Inc.

Weatherford Canada Ltd.  
West Fraser Timber Co. Ltd.  
Western Forest Products Inc.  
Western Transportation Advisory Council  
Westmar Advisors Inc.  
Westview Primary Care Network  
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**Suite 502**

**595 Howe Street**

**Vancouver, BC**

**V6E 2T5**



# Price List



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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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## Need More Info?

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