

# 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)

Finance Director  
Corporate Controller  
Assistant Controller  
Division/Regional Controller  
Accounting Manager/Chief Accountant  
Accountant - Senior  
Accountant - Intermediate  
Accountant - Junior  
Accounting Clerk Supervisor  
Cost Accounting Manager  
Cost Accountant  
Tax Manager  
Tax Accountant  
Internal Audit Director  
Internal Audit Manager  
Internal Auditor  
Financial Analysis Manager  
Financial Analyst - Senior  
Financial Analyst - Junior  
Budget Manager  
Budget Analyst  
Risk Management Director  
Risk Manager  
Risk Analyst  
Actuary  
Actuarial Analyst  
Strategic Planning Director  
Strategic Planning Manager  
Strategic Planning Analyst  
Treasurer  
Assistant Treasurer  
Treasury Analyst  
Credit Manager  
Credit Analyst  
Supply Chain Director  
Supply Chain Manager  
Purchasing Director  
Purchasing Manager  
Buyer - Senior  
Buyer - Junior  
Human Resources Director  
Human Resources Manager  
Regional Human Resources Manager  
Human Resources Generalist

Senior Human Resources Generalist/  
HR Business Partner  
Human Resources Administrator  
HRIS Manager  
HRIS Analyst  
Recruitment Director  
Recruitment Manager  
Technical Recruiter  
Recruiter  
Training & Development Director  
Training & Development Manager  
Trainer  
Payroll Manager  
Payroll Supervisor  
Payroll Officer  
Payroll & Benefits Administrator/  
Coordinator  
Labour Relations Director  
Labour Relations Manager  
Labour Relations Analyst  
Employee Relations Manager  
Employee Relations Representative  
Compensation Manager  
Compensation Analyst  
Compensation & Benefits Manager  
Benefits Manager  
Benefits Analyst  
Benefits Administrator  
Occupational Health & Safety Director  
Occupational Health & Safety Manager  
Safety Officer  
Wellness Program Manager  
Wellness Program Officer  
Information Technology Director  
Information Technology Manager  
Data Entry Supervisor  
Research & Development Manager  
Researcher  
Regional/Branch Manager  
Operations Manager/General Manager  
Security Manager  
Marketing Director  
Marketing Manager  
Sales Director

Sales Manager  
Advertising Manager  
Editor  
Communications Director  
Communications Manager  
Communications Officer  
Events Manager  
Events Coordinator  
Community Relations Manager  
Indigenous Liaison Manager  
Indigenous Liaison  
Investor Relations Manager  
Investor Relations Advisor  
Customer Service Director  
Customer Service Manager  
Call Centre Manager  
Call Centre Supervisor  
Member Services Director  
Member Services Manager  
Member Services Coordinator  
Fundraising Manager  
Business Development Director  
Business Development Manager  
Operations Manager (Non-Manufacturing)  
Office Manager  
Clerical Supervisor/Manager  
Project Management Office (PMO)  
Director  
Project Management Office (PMO)  
Manager  
Project Administrator  
Vendor Relationship Manager  
Contract Manager  
Contract Administrator  
Proposal Writer  
Proposal Coordinator  
Librarian  
Library Technician  
Legal Counsel - Senior  
Legal Counsel - Junior  
Compliance Manager  
Compliance Officer  
Government Affairs Manager

Bolded positions are contained in the 2020 survey

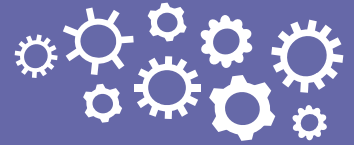


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## Need More Info?

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## Perks of Participating

**NO PURCHASE REQUIRED**

**RECEIVE A 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

	Participant Price	Non- ParticipantPrice
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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