



Tech Salary Guide

2026 National Salary Insights





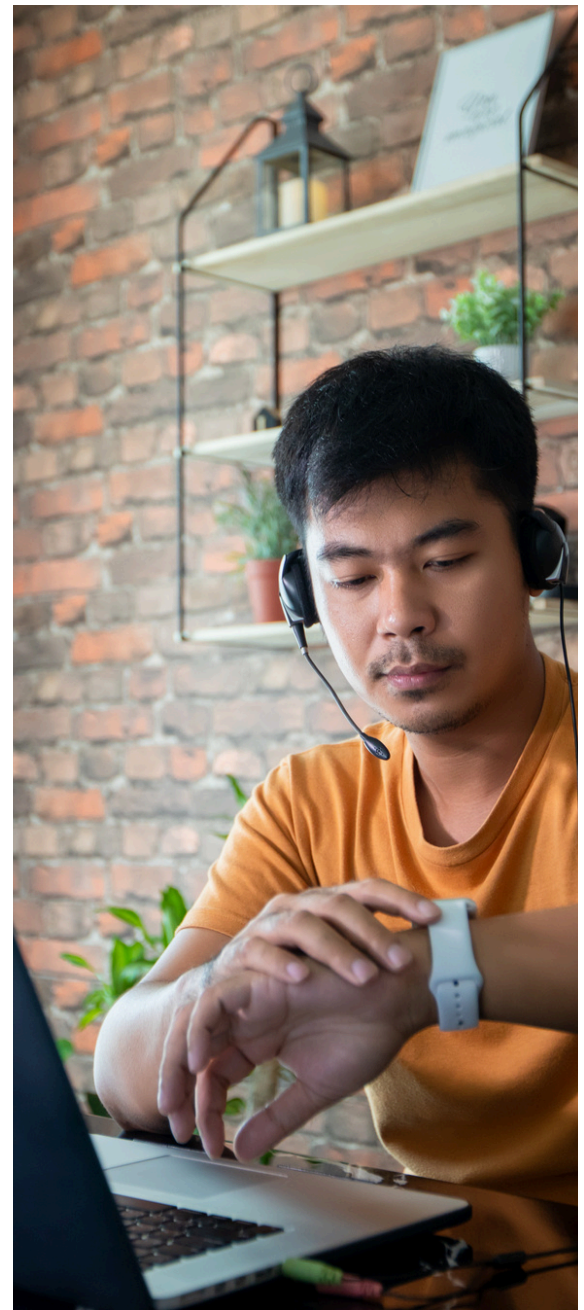
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National salaries.

Below is national salary data from trusted sources. By averaging the data and analyzing percentiles, we provide a clearer picture of how compensation varies by experience level:

- **25th percentile:** Experienced professionals who are advancing their skills and experience, and building autonomy in their roles.
- **50th percentile:** Experienced professionals who can perform core responsibilities independently, confidently navigate processes, and have a solid understanding of their field.
- **75th percentile:** High performers who go beyond job expectations, bring advanced expertise, and are well-positioned for career advancement.



National Salary Guide.

PERCENTILE	25TH	50TH	75TH
LEADERSHIP & EXECUTIVE ROLES			
Chief Information Officer	\$221,500	\$251,750	\$308,000
Chief Information Security Officer	\$206,125	\$266,731	\$277,625
Chief Technology Officer	\$212,892	\$253,600	\$277,875
Vice President	\$182,775	\$194,500	\$223,109
Director	\$163,315	\$165,000	\$187,743
Manager	\$140,000	\$150,000	\$163,497

PERCENTILE	MID LEVEL			SENIOR LEVEL		
	25TH	50TH	75TH	25TH	50TH	75TH
SOFTWARE ENGINEERING						
AI/ML Engineer/Architect	\$149,136	\$170,750	\$192,044	\$171,538	\$189,280	\$208,655
App Engineer/Architect	\$100,130	\$110,384	\$120,639	\$132,500	\$137,500	\$142,500
Mobile Engineer/Architect	\$104,150	\$116,902	\$132,677	\$153,998	\$169,485	\$200,377
QA Engineer	\$87,351	\$102,500	\$114,230	\$116,143	\$128,625	\$151,988
Software Engineer/Architect	\$109,250	\$142,000	\$144,050	\$153,875	\$198,684	\$235,075
PROJECT, PRODUCT, & TEAM MANAGEMENT						
Product Manager	\$113,278	\$115,875	\$121,955	\$131,775	\$161,700	\$184,680
Project Manager	\$104,540	\$114,456	\$130,444	\$116,279	\$133,529	\$146,327
Scrum Master	\$111,796	\$119,342	\$125,394	\$133,516	\$139,886	\$144,093
DATA & ANALYTICS						
Business Analyst	\$95,313	\$106,400	\$111,263	\$112,288	\$124,075	\$142,313
Data Analyst	\$95,848	\$106,750	\$117,495	\$118,687	\$128,833	\$141,167
Data Engineer/Architect	\$141,625	\$156,250	\$168,500	\$156,644	\$175,769	\$203,875
Data Scientist	\$125,826	\$145,902	\$169,605	\$163,437	\$188,490	\$219,620
CLOUD, SYSTEMS, & INFRASTRUCTURE						
Cloud Administrator	\$99,375	\$105,625	\$121,688	\$121,938	\$132,700	\$149,815
Cloud Engineer/Architect	\$149,380	\$153,210	\$157,040	\$151,304	\$171,750	\$174,130
Network Administrator	\$86,675	\$92,000	\$98,688	\$109,735	\$114,020	\$119,982
Network Engineer/Architect	\$123,500	\$137,000	\$152,750	\$167,557	\$196,312	\$242,000
Site Reliability Engineer/Architect	\$130,630	\$140,000	\$151,061	\$162,900	\$170,100	\$177,300
Systems Administrator	\$81,503	\$91,632	\$103,526	\$110,173	\$116,115	\$119,269
Systems Engineer/Architect	\$101,406	\$121,500	\$123,750	\$121,507	\$127,877	\$134,248
SECURITY & DEVOPS						
DevOps Engineer	\$132,775	\$144,370	\$148,740	\$157,113	\$167,325	\$179,988
Security Analyst	\$108,087	\$118,005	\$137,913	\$133,820	\$145,439	\$155,250
Security Engineer/Architect	\$131,750	\$145,000	\$167,875	\$148,989	\$157,250	\$220,000
TECHNICAL SUPPORT						
Help Desk	\$52,175	\$58,975	\$64,875	\$70,850	\$76,375	\$87,315
Technical Support Analyst	\$55,500	\$66,750	\$68,100	\$78,250	\$81,661	\$92,760

Salary Sources: Robert Half Salary Guide, Mondo Salary Guide, Motion Recruitment Salary Guide, CompTIA.