

2026  
Ottawa  
Salary Guide

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# NAVIGATING COMPENSATION IN A SHIFTING JOB MARKET

In today's dynamic job market, understanding the value of roles goes beyond base salaries—it encompasses flexibility, benefits, and professional growth opportunities.

With hiring trends showing cautious optimism, slower but more deliberate decision-making, and an emphasis on contract and hybrid arrangements, both employers and job seekers face new considerations when evaluating opportunities. Knowledge of these trends is key to attracting, retaining, and rewarding top talent.

As Ottawa's trusted recruitment partner, LRO Staffing provides up-to-date market intelligence to guide informed employment decisions. Our 2026 salary guide covers salaries across Corporate Services, Finance and Accounting, Legal Services, Technology, and Construction and Development. These insights draw on Ottawa-specific placement data, emerging hiring trends, and other relevant labour market information to help you understand total compensation in today's evolving workplace.

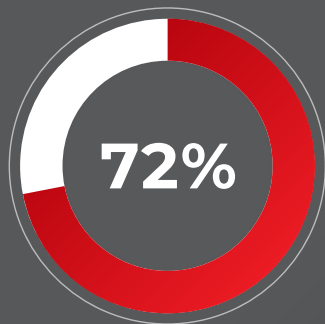


# BUILDING COMPENSATION PACKAGES

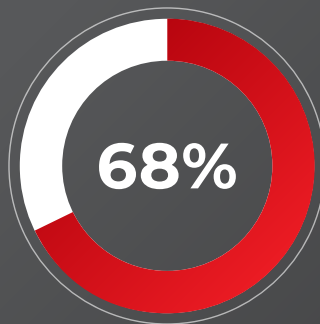
In today's evolving job market, a competitive compensation package goes beyond base salary, it reflects the experiences, flexibility, and benefits that employees value most. Crafting packages that meet both financial and lifestyle needs can help attract and retain top talent, while fostering engagement and loyalty.

## CORE ELEMENTS OF A MODERN COMPENSATION PACKAGE

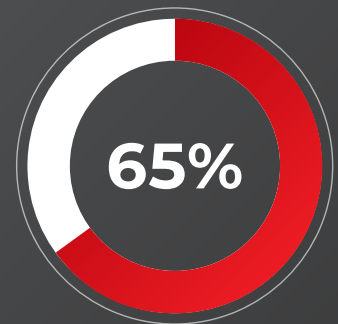
While competitive pay and bonuses remain a foundation, employees are increasingly evaluating the full range of benefits and perks that support their lifestyle and career growth.



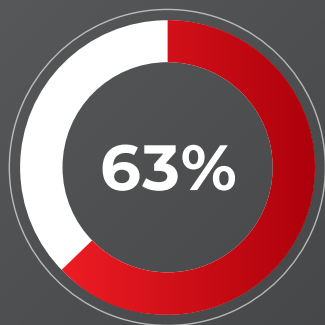
Prioritize flexible schedules



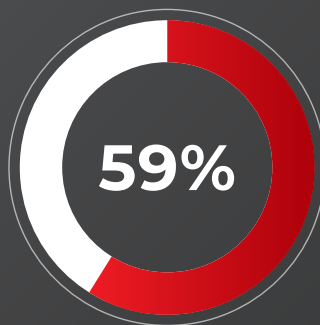
Say remote work options are essential



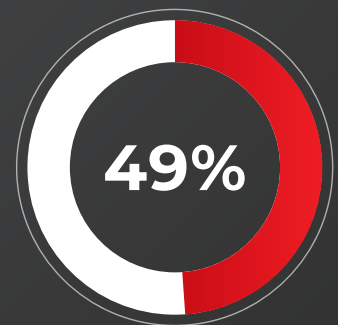
Cite health benefit coverage as key influencer



Say professional development opportunities influence job decisions



Value generous paid time off



Consider the inclusion of a retirement plan as a priority

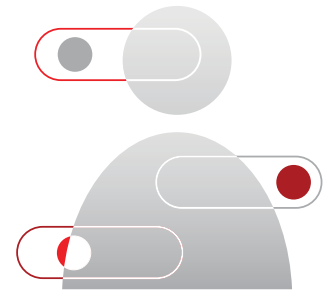
# JOB MARKET INSIGHTS

## CAUTIOUS BUT OPTIMISTIC HIRING

Organizations are taking a careful approach to hiring due to economic uncertainty, budget constraints, and geopolitical factors. Permanent roles are often reserved for critical or highly specialized positions, while contract and flexible arrangements are on the rise. Despite the slower pace, there was a slight uptick in hiring in Q4 of 2025, suggesting cautious optimism for growth this year.

58%

58% of respondents say stability motivates them the most at a job.

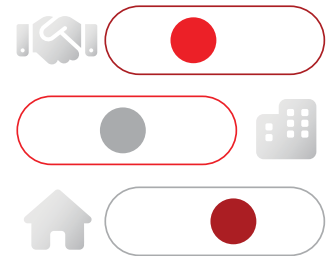


## FLEXIBILITY TAKES PRIORITY

Candidates increasingly prioritize work-life balance, hybrid arrangements, and flexible schedules over traditional in-office roles. This trend is reshaping the job market, as companies that fail to offer flexibility may struggle to attract top talent. Flexibility is particularly attractive for mid-level and specialized candidates who value autonomy, lifestyle alignment, and career development alongside compensation.

72%

72% of respondents say flexibility is the most important benefit.

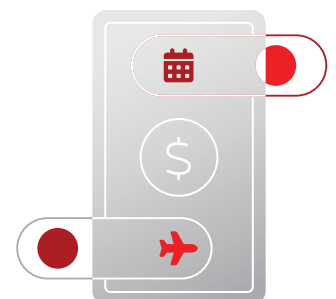


## CREATIVE COMPENSATION STRATEGIES

While base salaries have stabilized, organizations are leveraging perks, bonuses, equity, and flexible schedules to attract and retain talent. Companies that cannot increase salaries due to budget constraints are compensating with professional development opportunities, enhanced benefits, and flexible work arrangements. This trend emphasizes total rewards rather than purely financial incentives.

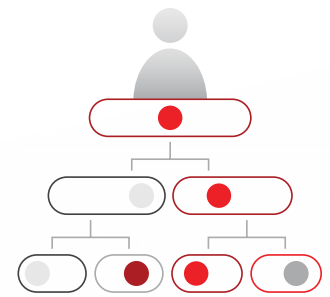
63%

63% of respondents say professional development or tuition reimbursement influences their job decision.



## STRATEGIC & DELIBERATE HIRING PROCESSES

Companies are taking a more deliberate approach to hiring, particularly for critical or specialized roles. This includes longer decision-making timelines, careful candidate evaluation, and the increasing use of temporary, contract, or part-time roles to manage uncertainty and costs. This strategy allows employers and candidates to better align expectations and make higher-quality matches.

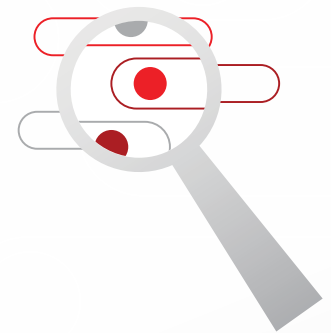


76%

**76% of respondents say they plan to use a recruitment agency as part of their job search strategy**

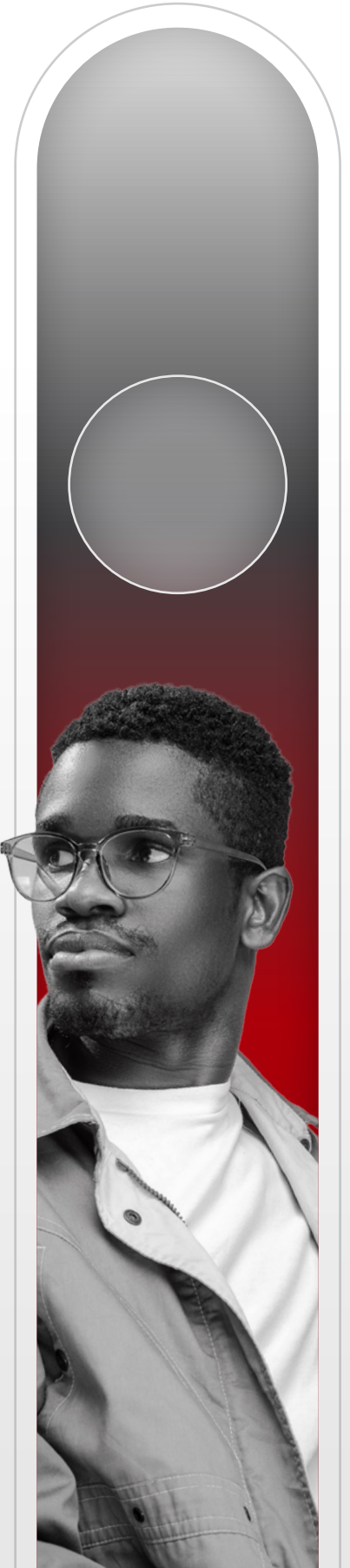
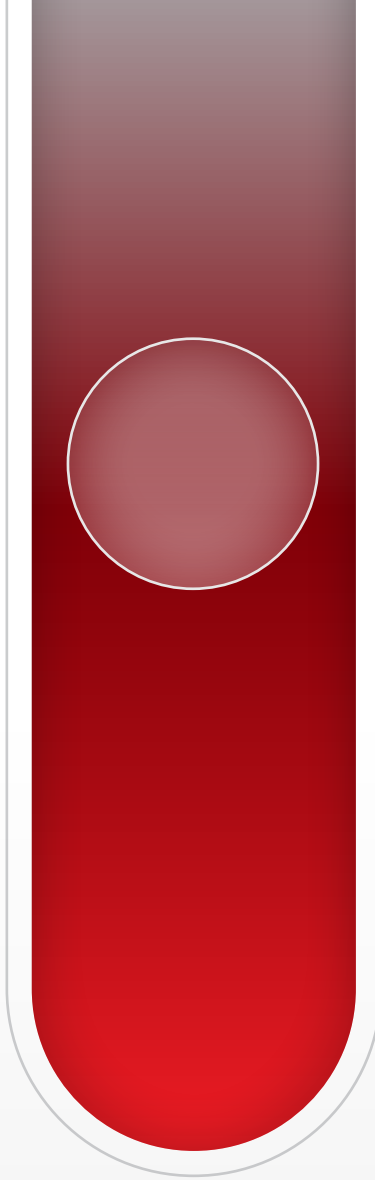
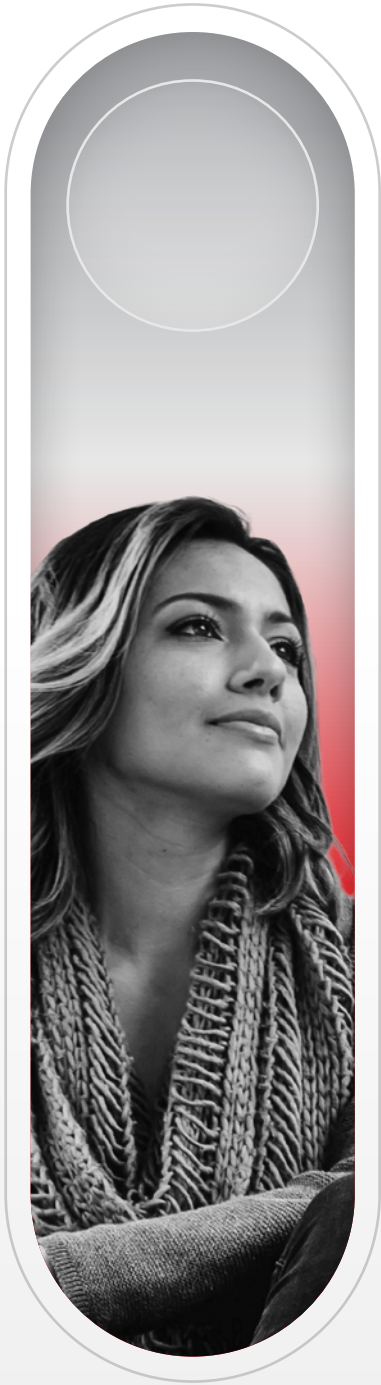
## GROWING DEMAND FOR SPECIALIZED & TECHNICAL SKILLS

AI adoption, automation, and technological advancements are reshaping the job market. Entry-level roles are shrinking while demand for highly specialized and technical talent particularly in AI, cloud computing, and automation is increasing. Companies must compete for this talent pool with creative incentives, flexible arrangements, and strong employer branding to secure critical hires.



85%

**85% of respondents are planning to explore new opportunities in 2026, indicating significant movement among skilled professionals.**



2026

# Salary Ranges

# Corporate Services Salaries

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## HIGHLY DESIRED DESIGNATIONS & CERTIFICATIONS:

### Human Resources

- Certified Human Resources Professional (CHRP)
- Certified Human Resources Leader (CHRL)
- Post Graduate Certificate in Human Resources Management
- Chartered Professional in Human Resources (CPHR)
- Registered Professional Recruiter (RPR)
- Diversity and Inclusion Certificate

### Marketing and Communications

- Social Media Certificate
- Social Media Compliance Management Certificate
- Digital Analytics Certificate

### Administration

- Microsoft Office Specialist
- Executive Assistant Certificate

# CORPORATE SERVICES SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
<b>ADMINISTRATIVE</b>			
Board Secretary / Governance	\$80,000	\$90,000	\$100,000
Senior Executive Assistant	\$75,000	\$85,000	\$95,000
Executive Assistant	\$70,000	\$77,500	\$85,000
Senior Administrative Assistant	\$60,000	\$65,000	\$70,000
Administrative Assistant	\$50,000	\$55,000	\$60,000
Entry-Level Administrative Assistant	\$45,000	\$47,500	\$52,000
Sales Assistant	\$50,000	\$55,000	\$60,000
Project Assistant / Coordinator	\$55,000	\$60,000	\$65,000
Membership Professional	\$55,000	\$65,000	\$75,000
<b>OFFICE SERVICES</b>			
Office Manager	\$65,000	\$75,000	\$85,000
Facilities Manager	\$70,000	\$85,000	\$100,000
Facilities Coordinator	\$50,000	\$55,000	\$60,000
Property Administrator	\$50,000	\$55,000	\$60,000
Receptionist	\$47,500	\$52,000	\$57,500
Mail Assistant / File Clerk	\$42,000	\$46,000	\$50,000
Document Control Clerk	\$50,000	\$55,000	\$60,000
Data Entry Specialist	\$45,000	\$50,000	\$55,000
<b>COMMUNICATIONS / MARKETING</b>			
Director of Communications / Marketing	\$110,000	\$130,000	\$150,000
Manager of Communications / Marketing	\$90,000	\$100,000	\$110,000
Communications / Marketing Officer	\$60,000	\$70,000	\$80,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# CORPORATE SERVICES SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
Communications / Marketing Assistant	\$55,000	\$60,000	\$65,000
Digital Communications Specialist	\$60,000	\$70,000	\$80,000
Social Media Coordinator	\$57,000	\$62,500	\$67,000
Translator	\$65,000	\$75,000	\$85,000
Government Relations Professional	\$70,000	\$90,000	\$110,000
<b>HUMAN RESOURCES</b>			
Director of Human Resources	\$110,000	\$130,000	\$150,000
Human Resources Business Partner	\$90,000	\$105,000	\$120,000
Manager of Human Resources	\$85,000	\$95,000	\$110,000
Human Resources Generalist	\$65,000	\$75,000	\$85,000
Talent Acquisition Specialist	\$70,000	\$80,000	\$90,000
Entry Level Recruiter	\$55,000	\$60,000	\$65,000
Human Resources Assistant / Coordinator	\$50,000	\$55,000	\$60,000
Compensation / Total Rewards	\$70,000	\$90,000	\$110,000
Labour Relations Officer	\$85,000	\$105,000	\$125,000
Labour Relations Manager	\$110,000	\$130,000	\$150,000
<b>ADMINISTRATIVE HEALTHCARE</b>			
Medical Receptionist	\$45,000	\$50,000	\$55,000
Electronic Medical Records Specialist	\$50,000	\$60,000	\$70,000
Medical Data Entry Specialist	\$47,000	\$52,000	\$57,000
Medical Secretary / Administrative Assistant	\$52,000	\$57,000	\$62,000
<b>EVENTS</b>			
Manager of Events	\$65,000	\$75,000	\$85,000
Event(s) Coordinator	\$55,000	\$60,000	\$65,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# Finance & Accounting Salaries

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## HIGHLY DESIRED DESIGNATIONS & CERTIFICATIONS:

- Bachelor's degree or diploma in Accounting, Finance or Business Administration
- CPA (Chartered Professional Accountant)
- PCP (Payroll Compliance Practitioner)
- PLP (Payroll Leadership Professional - formerly CPM)
- CFA (Chartered Financial Analyst)
- CIA (Certified Internal Auditor)
- MBA (Masters of Business Administration)

# FINANCE & ACCOUNTING SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
<b>CORPORATE ACCOUNTING</b>			
<b>CORPORATE ACCOUNTING</b>			
Chief Financial Officer	\$180,000	\$250,000	\$300,000
Vice President of Finance	\$120,000	\$150,000	\$200,000
Director of Finance / Accounting	\$130,000	\$155,000	\$185,000
Director of Financial Reporting	\$130,000	\$155,000	\$185,000
Corporate Controller	\$135,000	\$155,000	\$180,000
Controller	\$100,000	\$125,000	\$150,000
Assistant Controller	\$90,000	\$105,000	\$120,000
Treasurer	\$90,000	\$110,000	\$135,000
Tax Manager	\$90,000	\$110,000	\$130,000
<b>COMPLIANCE</b>			
Chief Compliance Officer	\$130,000	\$155,000	\$200,000
Compliance Director	\$110,000	\$125,000	\$150,000
Compliance Officer	\$75,000	\$85,000	\$115,000
Senior Compliance Analyst	\$85,000	\$100,000	\$110,000
Compliance Analyst	\$80,000	\$90,000	\$100,000
Chief Audit Executive	\$145,000	\$200,000	\$275,000
Senior Internal Auditor	\$90,000	\$115,000	\$130,000
Internal Auditor	\$80,000	\$100,000	\$130,000
<b>ACCOUNTING</b>			
Financial Reporting Manager	\$80,000	\$110,000	\$130,000
Financial Planning & Analysis Manager	\$80,000	\$110,000	\$125,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# FINANCE & ACCOUNTING SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
Accounting Manager	\$75,000	\$85,000	\$100,000
Senior Accountant	\$70,000	\$80,000	\$90,000
Accountant	\$60,000	\$65,000	\$75,000
Junior Accountant	\$55,000	\$58,000	\$62,000
Cost Accountant	\$60,000	\$75,000	\$85,000
Tax Accountant	\$60,000	\$70,000	\$90,000
Senior Financial Analyst	\$80,000	\$85,000	\$95,000
Financial Analyst	\$60,000	\$70,000	\$90,000
Budget Analyst	\$65,000	\$75,000	\$90,000
Treasury Analyst	\$65,000	\$75,000	\$90,000
Business Analyst	\$65,000	\$70,000	\$80,000
Finance Manager	\$75,000	\$85,000	\$110,000
Finance Officer	\$55,000	\$60,000	\$80,000
Property Accountant	\$57,000	\$65,000	\$80,000
<b>CREDIT &amp; COLLECTIONS</b>			
Credit Manager / Supervisor	\$65,000	\$75,000	\$90,000
Assistant Credit Manager	\$60,000	\$70,000	\$85,000
Credit / Collections Officer	\$55,000	\$60,000	\$75,000
<b>GENERAL ACCOUNTING</b>			
AR / AP Manager	\$65,000	\$72,000	\$85,000
AR / AP Administrator (5+ years experience)	\$59,000	\$65,000	\$67,000
AR / AP Administrator (1-3 years experience)	\$52,000	\$55,000	\$60,000
Billing Clerk	\$50,000	\$55,000	\$60,000
Full Charge Bookkeeper	\$55,000	\$65,000	\$70,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# FINANCE & ACCOUNTING SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
Bookkeeper	\$53,000	\$60,000	\$65,000
Accounting Clerk	\$50,000	\$58,000	\$65,000
Purchasing Manager	\$70,000	\$85,000	\$90,000
Inventory Clerk	\$45,000	\$50,000	\$55,000
<b>PAYROLL</b>			
Payroll Manager / Supervisor	\$65,000	\$80,000	\$110,000
Payroll Coordinator / Administrator	\$55,000	\$65,000	\$80,000
Payroll Clerk	\$50,000	\$55,000	\$60,000
<b>PUBLIC ACCOUNTING</b>			
<b>TAX SERVICES</b>			
Manager	\$90,000	\$110,000	\$130,000
Audit Assurance Services Manager	\$80,000	\$90,000	\$120,000
Tax Accountant (5+ years)	\$70,000	\$75,000	\$80,000
Tax Accountant (3 to 5 years)	\$60,000	\$65,000	\$70,000
Tax Accountant (1 to 3 years)	\$50,000	\$55,000	\$60,000
<b>ACCOUNTING SERVICES</b>			
Staff Accountant (5+ years)	\$60,000	\$65,000	\$80,000
Staff Accountant (3 to 5 years)	\$55,000	\$60,000	\$65,000
Staff Accountant (1 to 3 years)	\$50,000	\$55,000	\$60,000
Hedge Fund Accountant	\$60,000	\$70,000	\$80,000
Mutual Fund Accountant	\$60,000	\$70,000	\$80,000
Internal Auditor - Manager	\$85,000	\$95,000	\$120,000
Internal Auditor (3 to 5 years)	\$70,000	\$80,000	\$95,000
Internal Auditor (1 to 3 years)	\$60,000	\$65,000	\$70,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# Legal Services Salaries

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## HIGHLY DESIRED DESIGNATIONS & CERTIFICATIONS:

### Support Services

- Legal Assistant Diploma
- Law Clerk Diploma
- Paralegal Diploma
- ILCO Course Offerings

### Lawyers

- LL.B
- LL.L
- Patent Agent
- Trademark Agent

# LEGAL SERVICES SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
<b>LAW FIRM</b>			
Lawyer (10+ years experience)	\$190,000	\$220,000	\$250,000+
Lawyer (4-9 years experience)	\$120,000	\$170,000	\$215,000
Lawyer (2-3 years experience)	\$90,000	\$120,000	\$135,000
First-Year Associate	\$80,000	\$95,000	\$105,000
<b>CORPORATE (IN-HOUSE)</b>			
In-House Counsel (10+ years experience)	\$130,000	\$180,000	\$210,000+
In-House Counsel (4-9 years experience)	\$115,000	\$140,000	\$175,000
In-House Counsel (0-3 years experience)	\$90,000	\$110,000	\$135,000
<b>LEGAL SUPPORT</b>			
Paralegal / Law Clerk Manager	\$80,000	\$90,000	\$100,000
Senior Law Clerk / Paralegal (7+ years experience)	\$65,000	\$78,000	\$95,000
Midlevel Law Clerk / Paralegal (4-6 years experience)	\$60,000	\$65,000	\$80,000
Law Clerk / Paralegal (2-3 years experience)	\$52,000	\$55,000	\$60,000
Senior Law Clerk or Paralegal / Legal Assistant (Hybrid)	\$63,000	\$68,000	\$78,000
Law Clerk or Paralegal / Legal Assistant (Hybrid)	\$50,000	\$55,000	\$60,000
Senior / Executive Legal Assistant (12+ years experience)	\$65,000	\$72,000	\$85,000
Legal Assistant (7-11 years experience)	\$60,000	\$65,000	\$73,000
Legal Assistant (3-6 years experience)	\$54,000	\$57,000	\$62,000
Legal Assistant (1-2 years experience)	\$45,000	\$50,000	\$55,000
Administrative Assistant	\$40,000	\$42,000	\$44,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# LEGAL SERVICES SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
<b>LEGAL SPECIALIST</b>			
Patent Agent	\$100,000	\$130,000	\$160,000
Records Clerk	\$40,000	\$43,000	\$45,000
<b>CONTRACT ADMINISTRATION</b>			
Contract Manager (7+ years experience)	\$98,000	\$110,000	\$125,000
Contract Administrator (4-6 years experience)	\$75,000	\$82,000	\$90,000
Contract Administrator (1-3 years experience)	\$53,000	\$57,000	\$65,000
<b>LITIGATION SUPPORT / EDISCOVERY</b>			
Litigation Support / eDiscovery Director (10+ years experience)	\$105,000	\$115,000	\$125,000
Litigation Support / eDiscovery Manager (3-9 years experience)	\$87,000	\$92,000	\$99,000
Litigation Support / eDiscovery Analyst (1-2 years experience)	\$54,000	\$58,000	\$64,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# Technology Salaries

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## HIGHLY DESIRED DESIGNATIONS & CERTIFICATIONS:

- Agile
- AWS Certified Solutions Architect
- Certified Ethical Hacker (CEH)
- Certified Information Systems Security Professional (CISSP)
- Certified in Risk and Information Systems Control (CRISC)
- Certified ScrumMaster
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional (CCNP)
- Citrix Certified Associate - Networking (CCA-N)
- Certified Cloud Security Professional (CCSP)
- Global Information Assurance Certification (GIAC)
- IT Infrastructure Library (ITIL)
- IT Service Management (ITSM)
- Microsoft Certified Solutions Expert (MCSE)
- MCSE: Cloud Platform and Infrastructure
- Project Management Professional (PMP)
- Six Sigma Green Belt

# TECHNOLOGY SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
<b>PERMANENT</b>			
<b>EXECUTIVE / LEADERSHIP</b>			
Chief Information / Technology Officer (CIO)	\$150,000	\$205,000	\$260,000
Chief Security Officer (CSO)	\$150,000	\$200,000	\$260,000
Vice President of Information Technology	\$160,000	\$190,000	\$240,000
Director of Information Technology	\$150,000	\$170,000	\$200,000
Vice President / Director of Operations	\$165,000	\$190,000	\$245,000
Director, Software Engineering	\$160,000	\$180,000	\$210,000
Vice President, Engineering	\$180,000	\$205,000	\$230,000
<b>SOFTWARE ENGINEERING</b>			
Software Engineering Manager	\$135,000	\$160,000	\$205,000
Principal Software Engineer	\$120,000	\$145,000	\$180,000
Cloud Architect	\$125,000	\$150,000	\$185,000
Software Architect	\$120,000	\$145,000	\$175,000
Full-Stack Web Developer	\$90,000	\$120,000	\$160,000
Front-End Web Developer	\$90,000	\$115,000	\$135,000
DevOps Engineer	\$95,000	\$120,000	\$150,000
Site Reliability Engineer (SRE)	\$100,000	\$130,000	\$160,000
Build / Release Engineer	\$90,000	\$120,000	\$145,000
Cloud Engineer	\$95,000	\$125,000	\$155,000
Artificial Intelligence (AI) Developer	\$100,000	\$135,000	\$170,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# TECHNOLOGY SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
Programmer Analyst	\$70,000	\$90,000	\$115,000
Mobile Applications Developer	\$80,000	\$105,000	\$125,000
Technical Writer	\$65,000	\$90,000	\$110,000
Scrum Master	\$90,000	\$115,000	\$135,000
Solution Architect	\$110,000	\$135,000	\$155,000
<b>QUALITY ASSURANCE (QA) &amp; TESTING</b>			
QA Engineer - Manual	\$75,000	\$90,000	\$110,000
QA Engineer - Automated	\$85,000	\$110,000	\$120,000
QA / Testing Manager	\$110,000	\$130,000	\$155,000
Software Development Engineer in Test (SDET)	\$90,000	\$115,000	\$125,000
<b>DATA / DATABASE ADMINISTRATION</b>			
Database Developer	\$90,000	\$115,000	\$135,000
Database Administrator	\$85,000	\$105,000	\$120,000
Business Intelligence Analyst	\$90,000	\$105,000	\$120,000
Data Architect	\$120,000	\$150,000	\$175,000
Data Scientist	\$100,000	\$140,000	\$185,000
<b>NETWORKING / TELECOMMUNICATIONS</b>			
Network Architect	\$105,000	\$125,000	\$150,000
IT Manager	\$100,000	\$135,000	\$155,000
Network Engineer	\$95,000	\$110,000	\$135,000
Network Administrator	\$80,000	\$100,000	\$120,000
<b>SECURITY</b>			
Systems Security Administrator	\$80,000	\$110,000	\$130,000
Cyber Security Architect	\$125,000	\$170,000	\$210,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# TECHNOLOGY SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
Cyber Security Analyst	\$85,000	\$110,000	\$125,000
Network / Systems Security Engineer	\$86,000	\$125,000	\$155,000
Information Systems Security Manager	\$120,000	\$155,000	\$190,000
IT Auditor	\$85,000	\$105,000	\$135,000
<b>INFORMATION TECHNOLOGY</b>			
Technical Support Manager	\$105,000	\$120,000	\$135,000
Help Desk Tier 1/2 Support	\$60,000	\$75,000	\$90,000
Systems Administrator	\$80,000	\$105,000	\$125,000
Systems Engineer	\$100,000	\$125,000	\$145,000
Business Continuity Analyst	\$70,000	\$80,000	\$95,000
Product / Software Support Specialist	\$75,000	\$90,000	\$105,000
Business Systems Analyst	\$85,000	\$110,000	\$125,000
<b>PRODUCT / PROJECT MANAGEMENT</b>			
Technical Project Manager	\$85,000	\$110,000	\$130,000
Product Owner	\$85,000	\$105,000	\$125,000
Product Manager	\$95,000	\$120,000	\$145,000
Sales Engineer	\$90,000	\$115,000	\$150,000

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# TECHNOLOGY SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	LOW	MID	HIGH
CONTRACT			
Software Developers	\$50/hr	\$75/hr	\$100/hr
Business Analysts	\$60/hr	\$75/hr	\$95/hr
Quality Assurance Analysts	\$50/hr	\$65/hr	\$80/hr
Systems / Network Administrator	\$50/hr	\$65/hr	\$90/hr
Project Managers	\$60/hr	\$85/hr	\$120/hr
IT Support / Helpdesk Technician	\$25/hr	\$35/hr	\$55/hr
Healthcare Technology Consultants	\$60/hr	\$85/hr	\$120/hr
IT / Cybersecurity Consultants	\$70/hr	\$90/hr	\$120/hr
Firmware Engineers	\$50/hr	\$65/hr	\$85/hr
Data Analysts / Engineer	\$55/hr	\$80/hr	\$120/hr

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

# Construction Salaries

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## HIGHLY DESIRED DESIGNATIONS & CERTIFICATIONS:

- Construction Engineering Technologist Diploma (CET)
- Architectural Technologist Degree / Diplomas
- BSc/B.Eng
- P.Eng designation
- Gold Seal Certification
- LEED Credentials
- Skilled Trades and Apprenticeship (General Listing)
- General Carpenter
- Secret Level II Clearance with PWGSC
- BIM and REVIT Experience
- PMP (PMI)
- PQS

# CONSTRUCTION SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
<b>ICI</b>			
Vice President	-	\$200,000	\$250,000+
Project Director	-	\$170,000	\$200,000+
Operations Manager	-	\$150,000	\$200,000+
Construction Manager	-	\$175,000	\$200,000+
Project Manager	\$90,000	\$120,000	130,000+
Chief Estimator	-	\$150,000	175,000+
Estimator	\$75,000	\$100,000	\$120,000+
General Superintendent/ Field Operations Manager	-	\$175,000	\$200,000+
Superintendent	\$90,000	\$120,000	\$150,000+
Project Coordinator	\$60,000	\$75,000	\$85,000
Health & Safety Coordinators	\$60,000	\$75,000	\$100,000+
<b>CIVIL</b>			
Vice President	\$175,000	\$190,000	\$220,000+
Project Director	\$150,000	\$175,000	\$200,000+
Operations Manager	\$150,000	\$175,000	\$200,000+
Construction Manager	\$150,000	\$175,000	\$200,000+
Senior Project Manager	\$127,500	\$140,000	\$160,000
Project Manager	\$102,500	\$112,500	\$130,000
Assistant Project Manager	\$90,000	\$100,000	\$110,000
Chief Estimator	\$135,000	\$150,000	\$170,000
Senior Estimator	\$105,000	\$120,000	\$140,000
Estimator	\$70,000	\$82,500	\$100,000

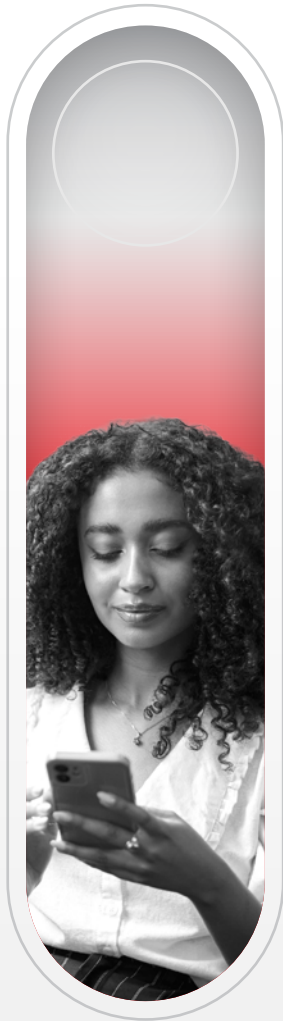
\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
General Superintendent/ Field Operations Manager	\$165,000	\$175,000	\$190,000
Senior Superintendent	\$135,000	\$150,000	\$170,000
Superintendent	\$105,000	\$115,000	\$130,000
Assistant Site Superintendent	\$85,000	\$95,000	\$102,500
Project Coordinator	\$75,000	\$85,000	\$95,000
Health & Safety Coordinators	\$65,000	\$75,500	\$92,500
<b>HIGH RISE RESIDENTIAL</b>			
Vice President	-	\$200,000	\$250,000+
Project Director	-	\$175,000	\$200,000+
Construction Manager	-	\$150,000	\$175,000+
Project Manager	\$100,000	\$120,000	\$150,000+
Chief Estimator	-	\$150,000	\$175,000+
Estimator	\$70,000	\$100,000	\$120,000+
General Superintendent/ Field Operations Manager	-	\$150,000	\$200,000+
Superintendent	\$100,000	\$140,000	\$175,000+
Project Coordinator	\$60,000	\$75,000	\$85,000
Health & Safety Coordinators	\$60,000	\$85,000	\$100,000+

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)



2026

# Resources

# Attracting Top Talent: JOB POSTING CHECKLIST



## Job Title & Role Type

- Official job title
- Position type (full-time, part-time, contract, temporary, seasonal)
- Specify if this is a new position or an existing vacancy

## Job Description & Responsibilities

- Concise summary of the role
- Key duties and responsibilities
- Relevant skills, education, and competencies required

## Compensation & Benefits

- Include the pay range or limits
- Key benefits such as health coverage, retirement plans, professional development, or flexible work options
- Opportunities for growth or development if relevant

## Workplace & Company Culture

- Overview of your organization's values, mission, and team culture
- Include diversity, equity, and inclusion initiatives if relevant

## Location & Remote Work

- Specify the work location (city, region, or remote)
- Note hybrid or flexible work options if available

## Application Process & Timeline

- Clear instructions on how to apply
- Clearly state if artificial intelligence (AI) tools will be used to screen, evaluate, or assist in hiring decisions
- Mention that hiring decisions will be communicated within 45 days to interviewed candidates

# Standing Out to Employers: JOB APPLICATION CHECKLIST



## Before You Apply

- I carefully reviewed the full job posting from start to finish
- I identified the key skills, qualifications, and responsibilities for the role
- I researched the company's mission, values, and workplace culture
- I reviewed the organization's website and social profiles
- I confirmed that the role aligns with my career goals and experience

## Resume Checklist

- My resume is tailored specifically for this role
- Relevant keywords from the job posting are included naturally
- My accomplishments are clearly stated with measurable results where possible
- My work history is concise, relevant, and easy to scan
- Formatting is clean, consistent, and professional
- There are no spelling or grammar errors

## Cover Letter Checklist

- I personalized the cover letter to the company and role
- I explained why I am interested in this specific opportunity
- I clearly connected my experience to the employer's top needs
- I used a professional and confident tone
- I avoided generic or templated language
- The letter is concise and impactful

## Submission Checklist

- All required documents are attached
- File names are professional and clearly labeled
- Contact information is accurate and up to date
- Links to LinkedIn, portfolio, or work samples are included if relevant
- I followed all application instructions carefully

# YOUR GO-TO RESOURCE HUB FOR TODAY'S JOB MARKET

## ▶ FIND US ON YOUTUBE

Our videos are designed to make the job search and hiring process easier. We share practical guidance to help job seekers navigate applications and career decisions, while giving hiring managers and employers the tools and support they need to hire smoothly and successfully.

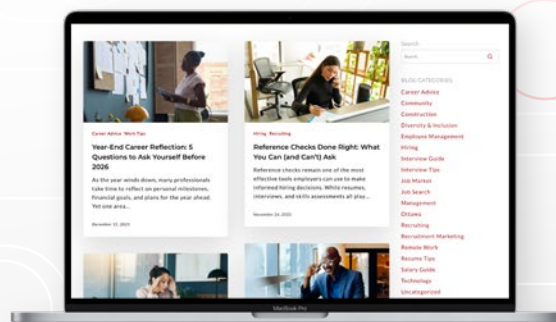
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In a constantly evolving job market, having the right staffing partner is essential to finding the right fit. LRO Staffing provides access to top talent across the markets we serve, helping organizations meet their goals while supporting candidates in achieving theirs. Reach out today to connect with one of our experienced recruiters and discover how we can help you succeed.

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☎ 613-566-7048

✉ [info@lrostaffing.com](mailto:info@lrostaffing.com)

