

techedge

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Make Salary Decisions with Confidence

BenchMarket is building Canada's first comprehensive Technology Compensation Survey!

Our success with TechEdge in the Ontario Technology space has primed us for our national expansion into Western Canada with the inclusion of Tech Hubs from Victoria and the Okanagan Region. Comprehensive means that our reports don't just include the big players that pay top rates but organizations of all types, scales and geographies in one solid survey report to give you the complete landscape of your competition.

We are continually working to expand our Canadian database. Stay tuned as we join forces with more Canadian Tech Hubs!!

techedge

Salary Database

Job Families

ADMINISTRATION AND CORPORATE SERVICES

Accounting Support
Administrative And Clerical
Business Project Management
Communications
Contract Administration
Event Planning
Facilities Maintenance
Facilities Management
Finance
Government Relations
Human Resources
Intellectual Property Specialist
Internal Audit
Legal Administration
Legal Counsel
Patent Attorney
Payroll
Public Relations
Recruiter - Commissioned
Recruiter - Non-commissioned
Research Analyst

BUSINESS EFFECTIVENESS

Data Analyst
Data Scientist

CUSTOMER SUPPORT

1st Tier Technical Support
2nd Tier Technical Support
Applications Engineering
Call Centre Operators
Customer Success/Product Specialist
Pre-sales Engineering

DESIGN AND CONTENT

Copywriter
Front End Development
Interactive Design
Knowledge/Content Specialist
Learning And Development
Producer
User Experience (UX) Specialist
Video/Broadcast Technician
Visual Design
Web Design

DEVELOPMENT SERVICES

Component Engineering
Configuration/Release Management
Documentation Control
Electronic Technologists
Electronics Lab Management
Mechanical Drafting
Technical Project Management
Technical Writing

TECHNICAL SOLUTIONS AND SUPPORT

Business Analyst
Cloud Solutions Architect
Data Warehousing
Database Administration
Database Developer
Integration Specialist
IT Generalist
IT Security
Network Engineering
Pre-sales Consultant
SAP Analyst
Solutions Architect
Systems Architect
UNIX/Linux Administration

MARKETING AND SALES

Account Management - Standardized
Product Sales
Account Management -
Technical/Complex Product Sales
Bid/Proposal Management
Brand Management
Business Development
Inside Sales
Market Research
Marketing Communications
Marketing Generalist
Product Management
Product Marketing
Product Sales - Complex/Customized
Product Sales - Standardized
Professional Services Account
Management - Customized Solutions
Professional Services Sales - Customized
Solutions
Sales Analyst
Sales Generalist - Product Sales
Sales Generalist - Professional Services
Software Services - Subscriptions &
Renewals
Translation
Web Analytics Analyst

OPERATIONS

Demand Planning
Electronic Technicians
General Manager
Logistics
Manufacturing Assembly
Manufacturing/Process Engineering
Procurement/Supply Chain Management
Product Engineering
Warehousing and Distribution

PRODUCT DEVELOPMENT

Applications Programmer
Back End Development
Cloud Full Stack Developer
Cloud Software Engineering
Dev Ops
Digital IC/ASIC Design
Embedded Software Design/Firmware
Engineering Generalist
Full Stack Developer
Hardware Engineering
Machine Learning
Mechanical Design
Reliability Engineering
Signal Processing Engineering
Software Engineering
Systems Engineering

QUALITY ASSURANCE

Business Process Analyst
Hardware Test/Verification
Quality Assurance
Quality Inspection/Audit
Regulatory Affairs
Software Test/Verification
Test Engineering

SCIENTIFIC RESEARCH

Scientific Laboratory Technician
Scientific Research

Executives

The following benchmark roles at the Senior and Executive Management levels are also included.

President/ CEO

Chief Revenue Officer

Chief Security Officer

VP General Manager

VP Business Development

VP Corporate Services

VP Customer Success

VP Engineering

VP Finance/ CFO

VP Human Resources

VP Information Systems/Technology

VP Legal/General Counsel

VP Marketing

VP Marketing, Sales and Business Development

VP Operations

VP Product Management

VP Professional Services

VP Research/Chief Scientific Officer

VP Sales, Based in Canada

VP Technology/CTO

AVP General Manager

AVP Business Development

AVP Engineering

AVP Finance

AVP Human Resources

AVP Information Systems/Technology

AVP Marketing

AVP Operations

AVP Product Management

AVP Professional Services

Level Guide

The Techedge Survey collects and reports data on job levels "A-I" for all job families. Detailed expectations for each level are provided during the submission process for accurate job matching.

INDIVIDUAL CONTRIBUTORS		LEADERSHIP	
Level A	Entry	Level G	Supervisor/Team Lead
Level B	Developing	Level H	1st Level Management
Level C	Intermediate	Level I	2nd Level Management
Level D	Senior	AVP	Senior Management
Level E	Specialist	VP	Executive Management
Level F	Advisor	CEO	Top Leadership Role

Subscription Fees

Our scaled pricing makes a full range of focused and relevant salary data affordable for everyone!

# of GLOBAL EMPLOYEES	2 SURVEY REPORTS/Membership
Up to 20	\$600
21-50	\$1,000
51-100	\$1,800
101-200	\$2,400
201-500	\$3,000
Over 500	\$4,000

How it Works

Submission Requirements

Data quality comes first. To get the most relevant and timely data for your specific skills market, you need confidence in the data being submitted. This can only come from a process built with integrity. The benefits of our approach, (also embraced by global, "gold standard" surveys), are obvious:

- 1** The participant list clearly shows you where our data is coming from, and how relevant it is.
- 2** Companies submit data based on an objective view of their business structure. Personal bias is removed from the process.
- 3** Our relationship with our clients allows us to identify and respond to trends more quickly and effectively.
- 4** Each company submits a full distribution of data, which gives a better picture of the overall market in the results.
- 5** Our survey analysts communicate personally with participating organizations to ensure that the results are both accurate and relevant.
- 6** Our survey data is always current, updated every 6 months.

Participant List*

Please contact us for our current participation list as we update our survey twice a year.

BenchMarket's Commitment to Confidentiality

BenchMarket's commitment to maintaining the confidentiality of your organization's data is paramount to our success. Our reports provide aggregate statistics only. Your organizational data is NEVER released to other parties. You are identified only as a participant to the database overall, never associated with the specific jobs to which you match.

To preserve the confidentiality of data supplied by participating organizations and to ensure the statistical validity of results, BenchMarket applies the following statistical rules:

For incumbent weighted data: Mean (average) data is reported only where a minimum of three companies are included in the sample. Three companies and five records are required to report 25th, 50th, and 75th percentile data. Five companies and ten records are required to present data at the 10th and 90th percentiles. In cases where the required minimum numbers of responses are not received, the corresponding results are not presented.

Strategic HR Programs

Communitech offers strategic program design data for a variety of Employment Programs, including our top 5:



Sick Leave



Vacation Leave



Health & Wellness



Co-Op & New Graduate Programs



Stock & Stock Options

Others:

- Board Compensation
- Bonus & Incentives
- Car Lease & Allowance
- On-Call Pay
- Overtime Pay
- Personal and Incidental Leave
- Referral Bonus
- Relocation
- Shift Premiums
- Short Term & Long Term Disability
- Signing Bonus

FlexComp Report

For organizations with more focused or ad-hoc needs, there are FlexComp report. FlexComp lets you customize your report based on your specific needs. Our seasoned compensation consultants will help you determine the details.

PACKAGE	SALARY DATA FOR...	PRICE
FlexComp5	5 jobs	\$350

Note: A "job" is a specific family and job level. For example: Applications Programmer at both the Intermediate and Senior level would be 2 "jobs".

About BenchMarket

BenchMarket helps Canadian organizations get a solid grasp of their biggest investment and manage it effectively by providing specialized compensation-related guidance, advice, and market intelligence. Our mission is to offer our clients the knowledge, data, and advice they need to make excellent business decisions. Decisions that drive business results and make companies successful at recruiting, retaining and motivating highly skilled talent.

For more information visit benchmarket.ca

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