

2024 - 2025

SALARY GUIDE

MEXICO



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CEO EDITORIAL PAGEGROUP MEXICO

I am pleased to present PageGroup's 2024-2025 Salary Guide, a fundamental tool we have developed to provide a detailed and up-to-date view of the job market. This report addresses salary dynamics and trends in a context where four generations coexist: Baby Boomers, Generation X, Millennials, and Centennials, each with their own characteristics and expectations.

The dynamics also transform year by year, the preference regarding work modality is related to generational priorities, flexibility at work is a prominent trend, the hybrid modality continues to be valued by those seeking a better balance between personal and professional life, in contrast with full face to face modality preferred by those who value effective communication and a positive work environment.

2024 has been a year of great socio-political dynamism in Mexico. Within this context, this study has shown an increase in job uncertainty, which may be attributed to changes in public administration. However, despite this environment, employees are willing to switch industries for better opportunities.

All generations value clear communication and empathy in their leaders, highlighting the importance of leadership that promotes collaboration and balance between personal life and work. In this area, it is notable how mental well-being has lost relevance compared to the years close to the pandemic, which means an area of opportunity for employers to attract and retain talent in organizations.

As companies navigate these changes, effective leadership and investment in the comprehensive well-being of employees will be decisive in attracting and retaining the necessary talent. I am convinced that this report will be a valuable tool for our clients, candidates, and those interested in understanding and harnessing the potential of the different generations that make up workforce, helping them navigate and overcome challenges and take advantage of opportunities in the contemporary job market.



RÉMY DE CAZALET

PageGroup Mexico, Colombia and Central America CEO

The coexistence of these generations in their workplace highlights the importance of implementing inclusive strategies that consider the diverse expectations and motivations of talent to achieve true generational inclusion, which strengthens companies and boosts talent.



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Senior Management to Directors and Middle Management

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Flexible high-volume recruitment

PageInterim

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Consulting in specialized IT talent under the modality of outsourced services

+45 YEARS
recruitment
experience

Present in
37 countries

135 global
offices

+7,700
employees
worldwide





SOCIOECONOMIC CONTEXT

In the current economic context, characterized by uncertainty and fast changes in labor dynamics, **companies face the challenge of managing a workplace where four generations coexist: Baby Boomers, Generación X, Millennials and Centennials.** This generational diversity takes place in an environment of inflationary pressures, fiscal adjustments, and increasing competition for qualified talent.

A key factor in this landscape is the increase in the minimum wage in 2024, which will rise by 20%. This increase will raise the daily wage to 375 Mexican pesos in the northern border and 249 pesos in the rest of the country. While this measure aims to improve workers' purchasing power in an inflationary context, it also poses challenges for companies, that must find a balance between higher wages and the need to remain competitive.

Along with the wage increase, formal job creation is also an important issue. The Bank of Mexico estimates that, by the end of 2024, between 510,000 and 670,000 new formal jobs will be created. These figures reveal a dynamic labor market, but also **the pressures companies face to continue generating employment in an environment of economic adjustments and constant transformation.**

In this context, it becomes essential to implement inclusive and adaptive strategies that manage to align diverse generational expectations. However, it should be noted that one in three companies has not adopted specific practices for generational inclusion yet, placing them in an environment that demands precision and agility in decision-making.

Workplace flexibility emerges as a necessary response to these challenges. Driven by the economy and digital transformation, the hybrid modality has consolidated, representing 41% of the labor market and being preferred by 72% of candidates. However, uncertainty not only affects work modalities but also the perception of job stability. Confidence in job security dropped from 58% to 49% in just one year. A decline that reflects economic tensions and political uncertainty, driven from changes in public administration and the electoral environment.

In such a volatile market, it's not surprising that **between 70% and 90% of employees are willing to change industries if they find better salary and growth opportunities.** This forces companies to reevaluate their talent retention strategies to avoid losing competitiveness in an unforgiving economic environment.

Nearshoring presents an opportunity to reactivate the economy but faces the challenge of a shortage of qualified talent. Companies must invest in staff training, as in an environment where efficiency and specialization are essential, the lack of adequate talent can become a significant obstacle to taking advantage of the opportunities offered by this trend.

Finally, GDP growth or contraction directly impacts employees' confidence in their job stability and companies' strategic decisions to adapt to new realities. **Successfully navigating this economic landscape requires a comprehensive vision that connects labor strategies with macroeconomic realities, ensuring that organizations can remain competitive and resilient amidst economic uncertainty.**



DEMOGRAPHIC PROFILE

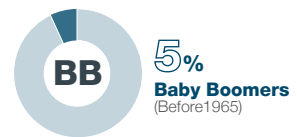
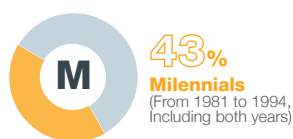
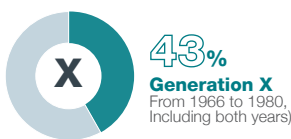
+5,000 PROFESSIONALS



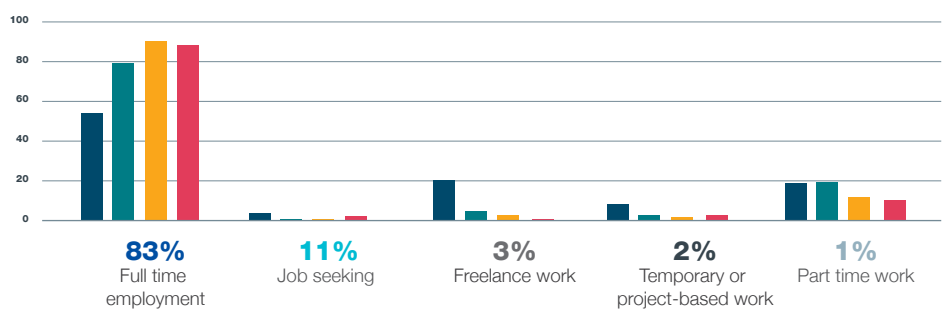
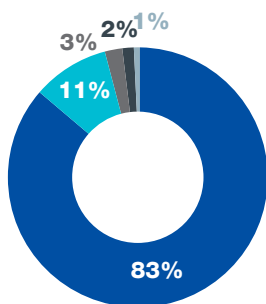
1. GEOGRAPHIC DISTRIBUTION

- 38% Mexico City
- 11% State of Mexico
- 13% Nuevo Leon
- 8% Jalisco
- 5% Queretaro
- 25% Others states

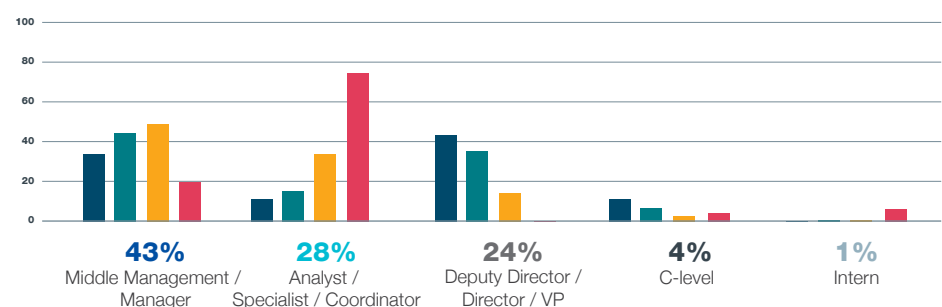
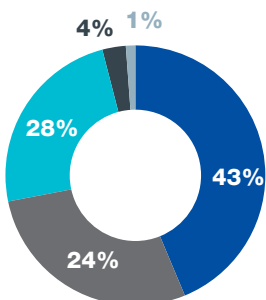
2. GENERATIONS



3. EMPLOYMENT STATUS (general sample and by generation)



4. POSITION WITHIN THE COMPANY (general sample and by generation)





THE MULTIGENERATIONAL CHALLENGE:

Keys to talent management

INTRODUCTION

The Mexican labor market faces a significant challenge and an opportunity in the coming years: the coexistence of four different generations that bring their talents, experiences, and expectations to organizations. From **baby boomers**, to **generation X**, **millennials** and **centennials**, each group has its own characteristics, motivations, and preferences that influence their performance and job satisfaction.

This phenomenon exceeds other factors that have shaped the labor market in previous years, such as the pandemic or the normalization of flexible work and poses new challenges and opportunities for companies and professionals.

Moreover, in a context where 48% of employers expect an increase in the number of employees in their company in the next year, it reinforces the importance of effectively understanding and managing this generational diversity.

Our Salary Guide provides a detailed and updated overview of salary trends and non-monetary benefits, such as emotional compensation, as well as talent management practices implemented to attract, retain, and develop individuals who are part of this generational diversity.

The results and conclusions of this study will enable companies and professionals to have a reliable and accurate reference to the state of the Mexican labor market, as well as identifying areas for improvement and growth opportunities for each profile.

We hope that this report will be useful for our clients, candidates, and those interested in understanding and harnessing the potential of the different generations that make up the country's human capital.

MEXICAN LABOR MARKET

The labor market in Mexico combines stability, challenges, and optimism. Currently, **36% of candidates have permanent employment, while 37% are unemployed**. Among those seeking employment, 38% have been searching for 1 to 3 months, and 66% are confident they will find job soon. Motivation for job seeking can vary: 43% are unemployed, 39% want to develop new skills, and 38% are seeking for better salaries.

Despite the challenges, 58% of Mexicans consider the labor market to be favorable, and 66% expect an improvement in the coming months. Regarding the economy, 60% perceive it positively, and 70% anticipate an improvement. However, only 40% of workers are satisfied with their working conditions, and 26% with the work-life balance.

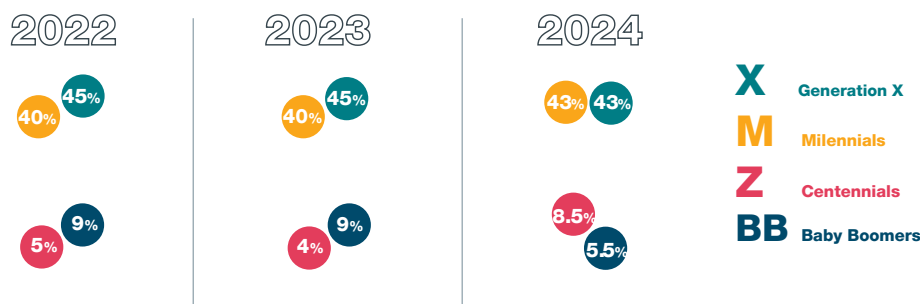
In summary, while there is optimism about the future of the labor market and the economy, improving job satisfaction and work-life balance is crucial for attracting and retaining talent in a competitive environment.



GENERATIONAL COMPOSITION:

Millennials consolidate and *Centennial* talent grows

In this edition of the study, we have noticed a growth in the youngest generation. *Centennial* talent has doubled its presence in the market by four percentage points compared to the previous year, indicating that this generation is increasingly integrated into the labor market. At the same time, the *boomer* and *generation X* have decreased in presence, while the *millennials* have experienced a slight increase.



With **four generations coexisting fully in the workplace**, it becomes **necessary for companies to consider this diversity**, which also represents a variety of expectations and motivations for talent.



One in three companies still lacks specific practices, programs, or strategies to address the inclusion of different generations in the workplace.

Top 3 most common inclusion practices:



Organization of social activities and events to promote interaction



Mentorship programs or joint projects



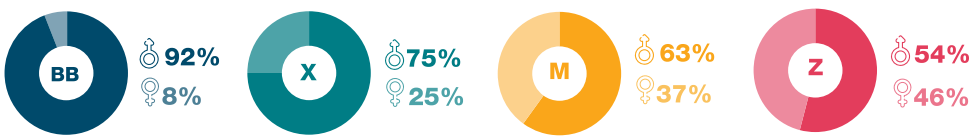
Flexible work policies and practices to accommodate employee's various life stages



The **youngest generations** are driving significant change towards gender equity in the labor market. Among **centennials**, the gender distribution of talent is almost balanced, in contrast to the male predominance in the **boomer** generation.

The **centennial** and **millennial** generations show a higher female representation, highlighting an evolution towards greater gender inclusion.

Gender distribution by generation:



JAVIER TORRE
Managing Director

- ▶ The first step to foster an inclusive work environment for the four generations that currently coexist in your company is to conduct a demographic diagnosis, which will allow you to understand how the workforce in your organization is composed.
- ▶ Currently, for example, we see female talent with high potential, which shows the importance of integrating more women into leadership positions. Now, if we also have this knowledge about each of the generations, it will allow you to create retention strategies, with growth plans, flexibility, and training that promote increased productivity and innovation.

Organizations that understand multigenerational strength will undoubtedly be a step ahead of their competitors.

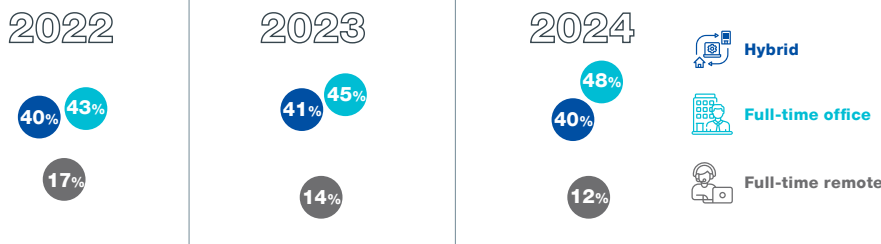


INCREASED PRESENTIALITY:

What does talent prefer?

After the pandemic, hybrid work has become consolidated in the Mexican labor market. Currently, 40% of professionals work under a hybrid mode, while 48% work full-time in person, with a 3% increase from last year.

Most common work model over the last three years



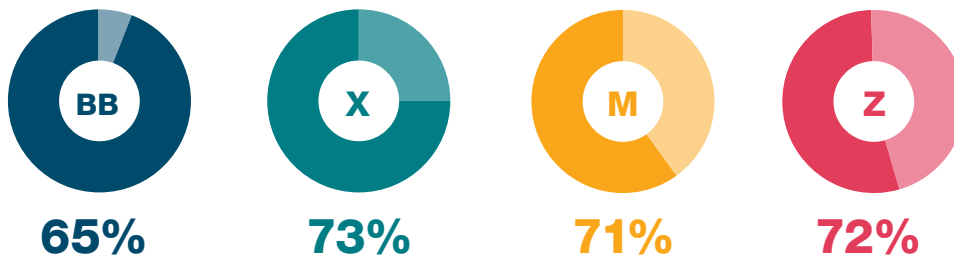
This does not imply that professionals prefer their current mode of work. When asked, 72% of candidates expressed their preference for hybrid work, while only 10% would choose to work in the office full-time. 18% of respondents preferred fully remote work.

An irreversible trend:



72% of Mexicans continue to choose hybrid work.

How much does each generation prefer the hybrid modality?





Boomers show the highest inclination towards full-time in-person mode, while the preference decreases significantly in younger generations. The option full-time remote work is more popular among **millennials** and **centennials**.

3 reasons to choose remote work



1. **Saving time** on commuting.
2. **Better work- life balance**
3. Ability to work from **any location**.

3 reasons to choose work on site



1. Having a **physical space dedicated** exclusively to work.
2. Improved **communication** between teams.
3. Benefiting from the **work environment**.

Remote work is appreciated for eliminating commuting time, improving work-life balance and offering flexibility. In contrast, those who prefer in-person work value a dedicated physical space for work, which facilitates communication among teams and promotes a positive work environment.



OLIVER ODREMAN
Senior Director

- ▶ While flexibility has gained great importance in organizations, there is still no single model for managing it. It's important to understand and unify this concept in your company as it can have a different meaning for each generation, for example, workspace, schedules, and ways of working.
- ▶ If you're looking to improve your talent attraction and retention strategies, all decisions related to flexibility should be aligned with your organization's objectives and purpose.

Companies seeking to return to on-site work as a resource for strengthening their organizational culture should consider that the preferred modality for all generations is still hybrid work.

Success does not lie in imposing a strictly on-site, remote, or hybrid work scheme, but in fostering an open dialogue with employees to define a coherent and well-founded work model that responds to both the dynamic needs of organizations and the changing expectations of talent.



FLEXIBILITY IN TIMES OF UNCERTAINTY:

How does talent adapt to **change**?

A relevant contradiction we observed this year is an increase in the uncertainty that employees have about their jobs. Today, only 49% of talent is confident that they won't lose their jobs, compared to 58% the previous year, indicating a **9% increase in job uncertainty**.

This nine-point difference from one year to another may be explained by the electoral context. The change in administration could be generating a significant movement in the labor market, particularly in the public sector, which will stabilize next year.



51%
of talent is
actively seeking
employment.



7 out of 10 employees
Would be willing to **change their work location**



9 out of 10 employees
would be willing to **change industries** in their career
In exchange for:



Salary improvement



Training



Professional growth



RODRIGO ZUÑIGA
Senior Executive Manager

- ▶ To be an attractive employer brand today, it's not just about which company has more prestige or pays better, but about who offers greater flexibility and improves the quality of life of their employees.
- ▶ In the job market, we find increasingly adaptable talent that is no longer willing to be evaluated by the time spent in a office, but by the results they achieve.

To retain talent categorized as high potentials, highly sought after by companies willing to offer up to 20% more than they currently earn, it's important to create strategies that adapt to multigenerational flexibility needs. This, in addition to strengthening commitment, will be a key too to improve retention in any organization.



JOB DISSATISFACTION

is not just about salary

Regardless of generation, salary remains the key factor for accepting a job offer. Although 77% of employers plan to increase wages in the coming year, the increase will only be around 5% to 6%, similar to recent inflation rates.

In this edition, we have seen an increase in responses indicating job dissatisfaction due to a lack of short or medium-term growth opportunities, especially among **generation X** and **millennials**.

This data is key to understand how Mexican talent perceives emotional compensation. 36% of employees value a career and professional development plan more than economic incentives, although **centennials** prefer incentives and opportunities for changing areas or regions. Additionally, the Confidence Index* shows that 45% of candidates are not satisfied with the professional development opportunities in their current company.

*Survey of job applicants on our website.



61%
of talent considers
that they do not
have growth
opportunities in
their current job

Most valued forms of recognition by employees



36%
Career and
development
plan



24%
Bonuses



19%
Incentives



12%
Recognition
from leaders



8%
Opportunity to work
in **other areas or
regions**





Above-legal benefits packages are a significant reason why an employee would accept another job with a lower salary.

Top 3 reasons for accepting another job with a lower salary



1. Above-legal benefits package **38%**
2. **Professional growth 35%**
3. Flexible **policies 27%**

We have established that the benefits packages are highly valued by talent in general, but it is equally important to highlight the importance of clarity in the distribution of these benefits according to the hierarchical level. Additionally, the role of leaders in promoting this clarity is crucial.

66%

of the employers have specific programs to recognize the performance and achievements of their employees

70%

of these programs consist of granting bonuses or additional compensation



JOSÉ VÁZQUEZ

Director

- ▶ While year after year we have noticed how compensation greatly influences employee discontent, consider that job satisfaction goes beyond salary and involves other factors.
- ▶ Professional growth opportunities, clear and transparent career plans, as well as performance recognition are key elements to take into account in your retention and motivation strategy. In addition to the above, consider adding policies that allow for a balance between personal and work life.

It is crucial that companies address job satisfaction comprehensively to create an environment in which different generations of employees feel valued and motivated.



THE LEADERSHIP TALENT DEMANDS:

key to retention

Leadership is crucial in the perception of emotional compensation; 60% of **generation X** and **millennials** would consider quitting due to poor leadership.

3 reasons for quitting a job:



1. Leadership **43%**
2. Unsatisfactory salary or benefits **35%**
3. Work environment **31%**

Good leadership is now more about soft skills than hard skills. All generations agree that the most valued quality in a leader is having **clear and effective communication**. The days when workaholic leaders or those who prioritized work over personal matters were admired are gone. Nowadays, talent appreciates empathetic leaders who set clear goals and objectives, promote collaboration, and lead by example for a good work-life balance.



CLAIRE CHOPIN
Senior Director

- ▶ Leadership is key to managing multigenerational talent and promoting retention in your company.
- ▶ Effective leadership manages to understand the diversity of perspectives, skills and work styles, to drive innovation and the potential of a multigenerational team.
- ▶ Leaders have the responsibility to create a work environment that, through communication, empathy, trust, and support, allows connecting with all generations, recognizing employees with more experience and trajectory, but also the creativity and focus of the younger ones.

In today's workplace, leaders carry a significant responsibility: to ensure a common purpose driven by passion, which allows creating a healthy and challenging ecosystem of interpersonal connections.

The top
5
qualities most
valued in a
leader



Clear and effective
communication.



Setting clear goals
and **achievable**
objectives.



Empathy and
ability to listen.



Promote a
collaborative and
motivating work
environment.



Maintains a
work-life balance



THE DILEMMA OF STAYING:

What prevents talent retention?

The 82% of surveyed talent believes that the idea of building a career within the same company motivates them, as it would allow them to access opportunities for promotion and professional development or build a solid career path. However, of those surveyed who said they were not interested in a long-term career, 49% are from the centennial generation, where the majority gave as a reason that they want to learn about other companies or projects.

What motivates a long-term career in a company?

While 75% of employers consider that the main challenge they face in retaining talent is salary competition from other companies, for 44%, the lack of ability to offer development or growth opportunities is also a very relevant factor.

Staff turnover rate in the last year

Finding candidates with the right skills is the biggest challenge for 58% of companies. 20% face strong competition with other companies for the same talent, while 16% seek to balance quality and cost in hiring. Additionally, talent retention adds to these challenges, highlighting the need for effective strategies to both attract and retain the best employees.

3
challenges
for talent
acquisition

58%
Finding candidates with
skills and experience

20%
Competing with other
companies for the
same talent

16%
Achieving a balance
between quality
and cost in the hiring
process



ELIZABETH PAULLADA
Managing Director

- ▶ While the behavior of employee turnover has some variables that escape predictable understanding, the challenge today is multigenerational and it is necessary that not only the Human Resources department, but your entire company considers the motivations of each generation.
- ▶ It is important to build a value proposition as an employer brand that offers: clear and achievable growth plans, giving genuine weight and value to flexibility, as well as training the management and executive team on functional and effective leadership.

Companies must have a clear and well-communicated strategy that allows all generations to be included and understand their role within the company.



NEARSHORING:

the challenge of **qualified talent**

Nearshoring, or the geographical relocation of business processes or production chains to our country, is one of the phenomena that could boost the Mexican economy the most in the next five years, contributing around 2% to 3% of GDP, making it a determining factor for the labor market, especially in the manufacturing and export sectors.

For this reason, well-qualified and trained talent is essential for companies in the current economic moment of Mexico. In fact, when asked about the main challenge to join this trend, 38% of employers identified the difficulty in finding qualified talent as their biggest obstacle.

Main talent challenges for companies participating in nearshoring



- Difficulty finding trained talent **38%**
- Language and cultural barriers **19%**
- Training programs **10%**
- No direct impact **32%**
- Other **1%**



FABIO ZAPATA

Executive Director PageConsulting

- ▶ To maximize the positive impact of nearshoring in Mexico, it is crucial that the private, public, and educational sectors collaborate. This cooperation will ensure that we can have the necessary talent, with the appropriate skills, to meet the growing demand for qualified and bilingual personnel.
- ▶ It is essential that all sectors act quickly and with dedication to optimize economic benefits and strengthen our competitiveness in the global market.

Only through a coordinated effort can we ensure a lasting and positive impact on the country's economy.



GENERATIONAL PERCEPTION of the work environment

The perception of the work environment by talent is also impacted by generational factors. While 40% of the workforce considers their work environment to be positive, 19% perceive it negatively. In this case, the **boomer** and centennial generations have in common that they are the most optimistic on this issue, while **Generation X** and **millennials** gave the highest number of negative responses.

What defines a positive work environment?

For **boomers** and **centennials**, the most valued factors are clear and respectful communication with leaders, as well as the level of transparency of the company.

Generation X, places great importance on teamwork and collaboration, while also prioritizing clear and respectful communication with leadership.

Millennials on the other hand, consider flexibility and work-life balance to be fundamental.

A declining trend we observe compared to previous years is that the further we move away from what was experienced during the pandemic, mental health tools have lost relevance for employers. Today, 40% of companies do not offer any of these tools, and only 19% offer therapy sessions or psychological counseling.



Offer of therapy sessions or psychological counseling for employees in the last three years

2022
24%

2023
20%

2024
19%



MONTSERRAT SOTO

Senior Executive Manager

- ▶ When we talk about work environment, it's important for your company to understand the needs and expectations of each generation. This vision will allow you to build appropriate communication channels, generate high-value and trust-based connections with employees, and align concepts such as "flexibility" and "work-life balance".
- ▶ It's essential that the leadership team gets involved in building a culture aligned with the organization's purpose.

Analyzing an employee value proposition from a multigenerational angle will allow companies to create a good work environment for everyone.

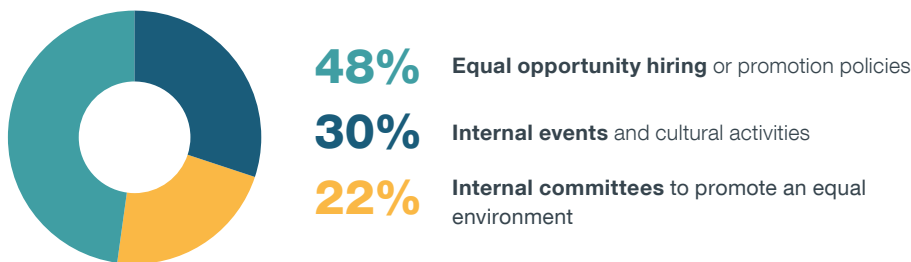


DIVERSITY, EQUITY, AND INCLUSION: a **priority** in development?

Workplace diversity is a topic that spans the expectations of all generations. For companies, it's not just a matter of equity, but also a key strategy to foster innovation and competitiveness.

Human resources areas face the challenge of implementing inclusive policies and training programs that address the needs of each generation, on topics such as: ageism, gender, disability, ethnicity, work flexibility, family diversity, gender identity, sexual orientation, and neurodiversity, considering that diversity is a broad topic that covers different areas and perspectives.

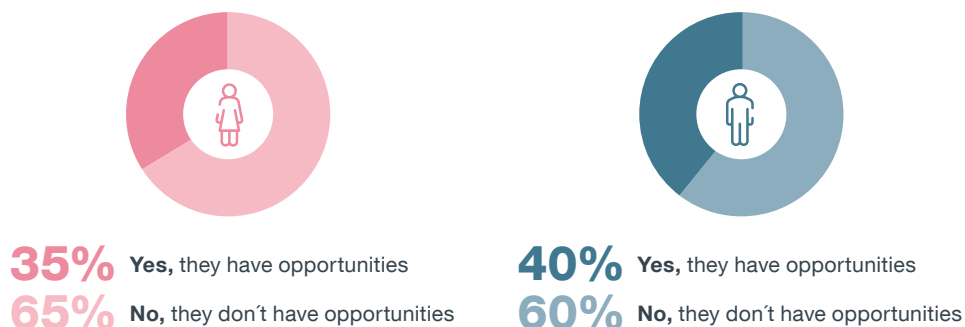
Top 3 DEI policies implemented by employers



Equal opportunities remain a critical issue for the Mexican labor market.

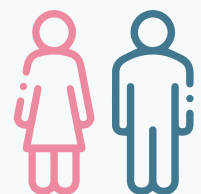
While 47% of our respondents consider that their company is committed to this aspect and has clear policies to guarantee it, 43% feel otherwise, as they perceive favoritism towards other colleagues or observe that other companies have more solid policies and more inclusive practices.

Who considers they have long-term growth opportunities?



54% of companies have policies and programs to promote diversity, equity, and inclusion in the workplace.

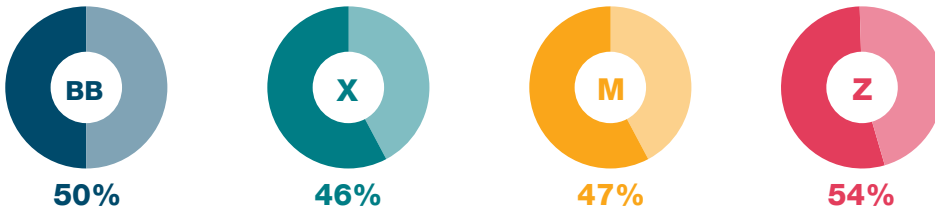
Only **38%** of women consider that their company takes equal opportunities into account, compared to **51%** of men.



*The remaining 11% are unsure.



Perception of equal opportunities by generation.



The most pessimistic regarding equal opportunities in their companies today are **generations X** and **millennials**.

50% of **boomers** consider that other companies have better diversity, equity, and inclusion policies than their own.

30% of employers have not yet implemented diversity, equity, and inclusion policies, and 16% are developing them.



For all generations, the role of leaders is essential in promoting pay and opportunity equity.

How can a leader promote pay and opportunity equity?

50%

Establish **transparent and fair compensation** and promotion policies.

30%

Advocate for **equal opportunities** and eliminate biases in the decision-making process.

20%

Actively **commit to diversity and inclusion** in all areas of the company





JORGE GUERRERO

Senior Director

- ▶ Promoting Diversity, Equity, and Inclusion (DEI) is not just a matter of compliance, but a key strategy for organizational success. Recognizing and valuing the differences of each generation in the work environment not only enriches the corporate culture but also drives innovation, productivity, and talent retention. DEI policies go beyond creating an equitable environment; they directly contribute to employee well-being and strengthen the company's competitiveness.
- ▶ New generations are looking for organizations where equity is not just a concept on paper, but a daily practice. DEI is no longer just a concept; although still developing, it has become a crucial factor in attracting and retaining talent.

Companies that incorporate diversity and equity as fundamental pillars are better prepared to understand talent expectations.



MONTSERRAT SOTO

Senior Executive Manager

- ▶ Promoting Diversity, Equity, and Inclusion (DEI) programs within organizations helps create more flexible companies that are adaptable to a changing environment and the expectations of diverse talent.
- ▶ Regarding gender, it's important to consider development programs oriented towards female talent at all levels of the organization. Partnerships with universities and talent incubator programs are just as relevant as having female leadership programs.

In addition to attraction strategies, implementing mentorship programs, skill development, and career planning are some good practices that can be fundamental in talent retention.



THE MULTIGENERATIONAL CHALLENGE: KEYS TO TALENT MANAGEMENT

One in three companies still does not have specific practices, programs, or strategies to address the inclusion of different generations in the workplace.

How to achieve an inclusive culture that integrates the expectations of *baby boomers*, *generation X*, *millennials*, and *centennials*?

Understanding their characteristics and motivations in the labor market will allow you to integrate and manage generational diversity in your company.



Common ground.
All generations:

- ▶ **Show willingness to adapt to a new location** or change industry if it offers them a salary improvement, training, or professional growth.
- ▶ Agree that the most valued quality in a leader is to have **clear and effective communication**.
- ▶ Believe that the role of leaders is essential in promoting pay and **opportunity equity**.
- ▶ **Consider salary as the main retention factor;** however, factors such as motivation and recognition are determining. For *generations X* and *millennial*, the potential for professional growth and a career plan are even more valued aspects, compared to *centennials*, who prefer incentives and opportunities to work in different places.

In this dynamic and challenging landscape, having expert advice and support is a fundamental strategic tool for companies. Specialized consulting in talent management can offer personalized solutions adapted to the specific needs of each organization. Additionally, to make informed and competitive decisions, it is crucial to have updated data on salary tables. Below, we provide detailed information by industry and position, allowing companies to attract and retain the best talent, aligning the expectations of different generations with job opportunities.



Page Executive

Specialized recruitment in
SENIOR MANAGEMENT AND BOARD MEMBERS.

Page Executive is the brand specialized in the recruitment and selection of executives within PageGroup. The executive search division provides high-level talent attraction, management, and evaluation services in 7 countries across Latin America, adapting to each client's needs. It also manages the search for board members.



METHODOLOGY

This Salary Survey is based on data collected from over **95,000 professionals** in various fields during the last year, as well as information obtained from our network of contacts and clients, which includes companies of all sizes with national and international scope. Below, we highlight the main features of the report:

COMPANY TYPE		ANNUAL TURNOVER
S	Small	+ 50 Million dollars
M	Medium	50 to 150 Million dollars
L	Large	150 to 250 Million dollars
XL	Extra Large	+ 250 Million dollars
MX XL	Mexican Extra Large	+ 250 Million dollars

The salaries represent the average value of the job market expressed in ranges (minimum and maximum) based on the size of the companies.

Additionally, these can vary according to the experience and technical knowledge of each person.

BENEFITS COMPARATIVE

Today, an effective compensation strategy is essential for any organization. It's not limited to just salary but must consider extra-salary benefits that arise from factors such as different levels within the company, employee demographics, work-life balance, and employee motivation.

A well-defined strategy offers clear benefits, such as better talent retention and greater commitment, which contributes to achieving business objectives.

To help clarify this, we have prepared a general benefits table for Senior Management, which will serve as a tool to compare with market practices.

MEXICO	
Bonuses and Incentives*	25 - 35%
Company car	\$800,000 to \$2,000,000 MXN
Gas Vouchers	Legal limit
Grocery Vouchers	Legal limit
Major Medical Insurance	<input checked="" type="checkbox"/>
Minor Medical Insurance	<input checked="" type="checkbox"/>
Life Insurance	<input checked="" type="checkbox"/>
Pension Fund	<input checked="" type="checkbox"/>
Savings Fund	Legal limit
Vacation Days	15 to 22
Holiday Bonus**	25% - 100%
Christmas Bonus Days	30 - 45
Payment for Masters / Diplomas	<input checked="" type="checkbox"/>
Maternity Leave Days	Legal limit
Paternity Leave Days	Legal limit
Long-term incentives/ Stock Plan	<input checked="" type="checkbox"/>

*Salary percentage

**In some positions, they tend to be more than 22 days.



GENERAL

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
CEO	235-300	290-400	400-570
CIO	220-250	230-350	315-400
CHRO	210- 230	230- 260	260- 290
CMO	190-230	250-300	300-460
CFO	170-210	230-270	270-420
Head Legal	170-210	210-260	260-315

INVESTMENT BANKING & PRIVATE EQUITY

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
Managing Director (11 to +14 years)	465	516	200+
Executive Director/Director (9 to 11 years)	350	416	150+
Associate Director (7 to 9 years)	215	250	100+

INDUSTRY & MANUFACTURING

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
COO	280-350	300-450	300-500
Supply Chain and Manufacturing VP	230-300	250-400	300-500
Multi-plant Operations Director	200-300	230-350	280-450
Plant General Director	180-250	220-350	250-350

HEALTHCARE & LIFE SCIENCES / MEDICAL DEVICES

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
General Manager	160-280	275-410	380-510
Business Unit Director-Manager	N/A	175-220	225-310

The salary ranges are expressed in thousands of Mexican pesos. They do not include variable compensation, stock options, or other benefits. The positions shown in the study correspond to the most in-demand or new ones. If you want to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

The salary ranges are expressed in thousands of Mexican pesos. They do not include variable compensation, stock options, or other benefits.



HEALTHCARE & LIFE SCIENCES / INDUSTRIA FARMACÉUTICA

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
General Manager	200-370	280-450	350-550
Business Unit Director	N/A	220-310	245-335
Market Access Director	N/A	200-305	235-360
Medical Director	N/A	225-295	280-385
Regulatory Affairs Director	N/A	N/A	180-295

AUTOMOTIVE

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
COO	280-350	300-450	300-500
Supply Chain and Manufacturing VP	230-300	250-400	300-500
Multi-plant Operations Director	200-300	230-350	280-450
Plant General Director	180-250	220-350	250-350

FOOD & BEVERAGES

Position	Salary Ranges		
	<50 M Annual Revenue	50 - 150 M USD Annual Revenue	150 - 250 M Annual Revenue
General Director 250-350 300-450 400-650	250-350	300-450	400-650
Operations VP	200-250	250-350	350-450
Supply Chain VP	200-250	250-350	350-450
Marketing VP / CMO (Chief Marketing Officer)	190-230	250-300	300-460
Manufacturing Director	180-230	200-300	300-350

The salary ranges are expressed in thousands of Mexican pesos. They do not include variable compensation, stock options, or other benefits. The positions shown in the study correspond to the most in-demand or new ones. If you want to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

The salary ranges are expressed in thousands of Mexican pesos. They do not include variable compensation, stock options, or other benefits.



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Michael Page provides specialized recruitment services for professionals from senior management to director levels, along with highly specialized technical positions.

Page Personnel provides recruitment services for professionals, offering hiring services for mid-level to junior management positions.

MICHAEL PAGE AND PAGE PERSONNEL

STUDY METHODOLOGY

The Salary Guide is based on interviews conducted in the last year with thousands of professionals and information gathered from our extensive network of contacts and clients from companies of various sizes, both national and international.

Salaries are expressed in thousands of Mexican pesos and do not include variable compensation, stock options, or other benefits. Salary ranges may vary depending on the experience and technical knowledge.

The study presents the most in-demand and recent positions. If you're looking for information about a specific position not included in this document, contact us through your usual contact, by sending a message to:

servicioclientes@michaelpage.com.mx

or by visiting our contact section on our websites.

The mentioned remuneration refers to the gross monthly salary and represents an average of the job market, with possible variations depending on the size of the company.

LOCATION BY REGION

The salaries are expressed in ranges (minimum and maximum) and represent the average value of the labor market in the following zones:



CENTER/SOUTH ZONE

Mexico City, State of Mexico and South of Mexico.

NORTH ZONE

Nuevo Leon, Coahuila, Tamaulipas, Durango, Zacatecas, Chihuahua, Sonora and San Luis Potosí.

WESTERN ZONE - LOWER

Jalisco, Michoacan, Colima, Nayarit, Sinaloa, Baja California Sur, Queretaro, Guanajuato and Aguascalientes.

NORTHWEST ZONE

Baja California and other border cities whose companies have dollarized payrolls.



AGROINDUSTRY



POSITIONS IN DEMAND

- General Director
- Operations Director
- Commercial Director
- Finance Director
- Production Manager
- Controller

TECHNICAL SKILLS

- Knowledge in precision agriculture
- Biotechnology and genetics
- Natural resource management and sustainability
- Agricultural regulations and policies

SOFT SKILLS



Leadership



Effective communication



Analytical capacity



Adaptation to change

SALARY INCREASE BY INDUSTRY

20 - 25%

General



Position	National	
	Min.	Max.
★ General Director	190K	350K
★ Sales Director	150K	190K
★ Operations Director	130K	200K
★ Agricultural Director	100K	150K
Human Resources Manager	100K	130K
★ Head of Marketing	110K	150K
R&D Manager	90K	110K
★ Production Manager	85K	100K
★ Business Manager	80K	130K
★ Packaging Manager	80K	110K
★ Logistics Manager	70K	100K
★ Zone Manager	70K	90K
★ Operations Supervisor	60K	80K
★ Technical Representative	40K	60K
★ Business Development Representative	40K	60K

- The positions shown in the study correspond to new (★) or most in-demand roles (★), for more information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



BANKING AND FINANCIAL SERVICES

POSITIONS IN DEMAND

- General Director
- Operations Director
- Commercial Director
- Finance Director
- Production Manager
- Controller

TECHNICAL SKILLS

- BD Strategies
- Analytical thinking
- Project Management

SOFT SKILLS



Negotiation



Resilience



Operational focus



Strategic vision



Integral vision



Multiculturalism

SALARY INCREASE BY INDUSTRY

25%

Investment Funds

30%

International Banking

25%

Leasing



Position	National		North	
	Min.	Max.	Min.	Max.
★ Head of Product	160K	200K	150K	200K
★ Finance Director	160K	200K	140K	200K
Head of Credit	150K	200K	120K	180K
Leasing Commercial Director	120K	160K	120K	150K
VP Back Office	110K	150K	100K	160K
Treasury	120K	180K	N/A	N/A
★ VP Compliance	110K	130K	N/A	N/A
Asset Management Manager *	100K	120K	100K	130K
★ Credit Manager	90K	110K	90K	120K
👍 Money Manager*	75K	180K	N/A	N/A
Compliance Manager	75K	100K	90K	120K
★ Leasing Commercial Manager	75K	90K	N/A	N/A
★ CIB Associate/Analyst*	70K	100K	N/A	N/A
★ General Accountant	70K	85K	N/A	N/A

- The positions shown in the study correspond to new (👍) or most in-demand roles (★), for more information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate..

* The mentioned positions are recognized as "niche", referring to highly specialized positions that fulfill specific functions within the industry.



ENGINEERING & MANUFACTURING

POSITIONS IN DEMAND

- NPI Manager
- Plant Manager
- Maintenance Manager
- EHS Manager
- R&D Manager
- Automation Engineer
- Product Engineer / NPI Engineer
- R&D Engineer

TECHNICAL SKILLS

- Adoption of AI tools
- Operational efficiency
- TPM and WCM
- Focus on sustainability
- Process Safety
- Smart Factory / Industry 4.0
- VA / VE, Design Software

SOFT SKILLS



Leadership



Team development



Operational focus



Strategic vision



Project management



Innovation

SALARY INCREASE BY INDUSTRY

5 - 10%

General



ENGINEERING & MANUFACTURING



Position	Center/South		North		West/Bajo		Northwest* USD per year	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Plant Manager	140K	230K	160K	250K	150K	240K	120K USD	180K USD
★ Operations Manager	100K	180K	120K	180K	110K	180K	105K USD	140K USD
Engineering Manager	90K	150K	110K	160K	95K	150K	95K USD	130K USD
★ Quality Manager	90K	140K	100K	150K	90K	150K	90K USD	120K USD
Continuous Improvement Manager	90K	130K	100K	130K	90K	110K	85K USD	115K USD
★ Maintenance Manager	90K	130K	100K	150K	90K	140K	90K USD	120K USD
NPI Manager	80K	130K	90K	130K	90K	130K	80K USD	110K USD
Production Manager	70K	130K	90K	140K	80K	125K	80K USD	115K USD
★👍 R&D Manager	70K	130K	90K	140K	70K	130K	90K USD	115K USD
EHS Manager	70K	130K	90K	140K	90K	140K	80K USD	110K USD
Project/Program Manager	70K	120K	90K	130K	60K	120K	70K USD	100K USD

Position	Center/South		North		West/Bajo		Northwest* mexican pesos daily	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
★ SDE/SQE - Supplier Development/Quality Engineer	45K	60K	40K	60K	45K	65K	1,800	2,700
Maintenance Supervisor	45K	60K	55K	65K	55K	65K	1,700	2,800
Quality Supervisor	45K	60K	55K	70K	50K	70K	2,000	3,000
R&D Supervisor	45K	65K	55K	75K	40K	70K	2,000	3,000
★ NPI Engineer / Product Engineer	40K	60K	40K	60K	45K	60K	2,000	2,800
Design Engineer	40K	60K	45K	65K	45K	70K	1,800	2,700
★ Automation Engineer	35K	70K	55K	75K	30K	60K	1,800	2,800
Maintenance Engineer	35K	50K	40K	50K	40K	55K	1,700	2,400
Quality Engineer	35K	50K	45K	60K	35K	50K	1,800	3,000
Manufacturing /Process Engineer	35K	60K	55K	70K	35K	60K	1,800	2,800
EHS Supervisor	35K	60K	40K	65K	35K	60K	1,700	2,700
Quality Supervisor	35K	60K	50K	70K	30K	50K	1,700	2,700
★ R&D Engineer	30K	50K	35K	55K	35K	55K	1,800	2,700

- The positions shown in the study correspond to new (★) or most in-demand (👍), roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

- Baja California and other border cities whose companies have dollarized payrolls.

- When discussing positions with regional or multi-site assignments, it's crucial to consider the scope of responsibilities; in these cases, the salary range could exceed the established maximum limit.



FINANCE

POSITIONS IN DEMAND

- Plant Controller
- Accounting Manager
- Finance Manager
- Bilingual General Accountant

TECHNICAL SKILLS

- Knowledge of international accounting rules
- Advanced English
- Participation in system implementation (ERPs)
- Knowledge of and relationship with foreign trade
- Mastery of accounting principles, preparation of financial statements, ability to perform bank reconciliations

SOFT SKILLS



Team development



Operational focus



Adaptation to change



Analytical capacity



Communication

SALARY INCREASE BY INDUSTRY

10 - 15%

General



Position	Center/South		North		West/Bajío		Northwest* USD per year	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
★ SSC Director	180K	240K	180K	250K	180K	240K	130K USD	170K USD
★ Tax Director	160K	220K	160K	200K	140K	180K	N/A	N/A
Financial Planning and Analysis Director	150K	210K	150K	200K	130K	190K	N/A	N/A
★ Finance Director	120K	240K	150K	200K	150K	220K	120K USD	200K USD
★ Corporate Controller	100K	180K	120K	150K	130K	180K	N/A	N/A
★ M&A Finance	100K	180K	N/A	N/A	100K	160K	N/A	N/A
★ Plant Controller	100K	160K	120K	160K	110K	170K	110K USD	160K USD
Commercial Finance Manager	100K	130K	100K	130K	100K	130K	N/A	N/A
★ Finance Manager	80K	140K	120K	150K	90K	130K	90K USD	120K USD
★ Tax Manager	80K	140K	90K	130K	80K	130K	80K USD	110K USD
Audit Manager	80K	120K	90K	120K	70K	90K	70K USD	110K USD
Treasury Manager	80K	120K	100K	150K	80K	100K	75K USD	110K USD
Accounting Manager	80K	110K	90K	120K	70K	100K	70K USD	100K USD
Cost Manager	80K	100K	90K	130K	70K	100K	80K USD	110K USD
★ R2R Manager	80K	110K	80K	110K	90K	110K	N/A	N/A
★ O2C Manager	80K	100K	75K	100K	80K	90K	N/A	N/A
★ P2P Manager	80K	100K	75K	100K	80K	90K	N/A	N/A
★ Financial Planning and Analysis Manager	70K	130K	120K	170K	110K	150K	90K USD	120K USD
Senior Cost Accountant	60K	80K	75K	100K	60K	90K	40K USD	65K USD

Position	Center/South		North		West/Bajío		Northwest* mexican pesos daily	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
★ Lead Accountant	50K	60K	55K	65K	45K	55K	2200	3000
Junior Controller	50K	65K	55K	65K	50K	60K	2500	3800
★ General Accountant (Bilingual)	45K	55K	50K	60K	40K	50K	1800	3300
★ Cost Accountant	45K	55K	50K	65K	50K	65K	2000	3500
★ FP&A Analyst	45K	55K	50K	65K	45K	60K	1500	2000
Credit and Collections Lead	40K	45K	40K	50K	35K	45K	2000	2800
Accounts Payable Lead	40K	45K	40K	50K	35K	45K	2000	2800
Treasury Lead	40K	45K	40K	50K	35K	45K	2000	2800
Tax Analyst	35K	45K	40K	55K	35K	40K	1300	2300
Treasury	35K	45K	35K	45K	35K	40K	1500	2000
Accounts Payable Analyst	30K	35K	30K	35K	30K	35K	1300	2000
Credit and Collections Analyst	30K	35K	30K	35K	30K	35K	1300	2000
★ Accountant Analyst (Bilingual)	30K	35K	30K	35K	25K	35K	1200	2000

- The positions shown in the study correspond to new (★) or most in-demand (★), roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

- Baja California and other border cities whose companies have dollarized payrolls.

- It is essential to take into account the scope of the positions when addressing the subject of Financial Management, as this may vary depending on the size of the company.

- It is essential to evaluate the scope of each position within the structure, keeping in mind that there are regional or multi-plant roles.

- Profiles with an advanced level of English experience a salary increase of +15% compared to others.



HEALTHCARE & LIFE SCIENCES

POSITIONS IN DEMAND

- Director - Manager of Research and Development
- Director of Regulatory Affairs
- Manager of Regulatory Affairs
- Medical Science Liaison (MSL)

TECHNICAL SKILLS

- Sector experience
- Fluent English
- Cofepris experience
- Compliance

SOFT SKILLS



Drive



Communication



Proactivity



Stakeholder management

SALARY INCREASE BY INDUSTRY

10%

DM

15%

Pharma



MD		
Position	National	
	Min.	Max.
General Manager	220K	350K
Business Unit Manager- Director - Head	120K	250K
★ Director de Asuntos Regulatorios	120K	200K
★ Business Development Manager	100K	180K
★ Sales Manager - Director	110K	220K
★ Marketing Manager - Director	110K	200K
★ Medical Affairs Manager - Director	110K	200K
Distributor Manager - Director	75K	120K
Training and Education Manager	65K	120K
★ Regulatory Affairs Director	65K	150K
★ Product Manager	57K	125K
Business Intelligence Manager	55K	110K
Service Manager	55K	90K
★ District Manager	45K	90K
★ Key Account Manager	35K	70K
★ Regulatory Affairs Coordinador	35K	55K
★ Product Clinical Specialist	35K	50K
Tecnical Assistant	35K	45K
★ Health Manager	32K	55K
Marketing Analyst	30K	42K
★ Sales Representative	28K	50K

HOSPITAL CLINICAL		
Position	National	
	Min.	Max.
Hospital Director	150K	250K
★ Medical Director	120K	180K
Clinical Pathology Lab Manager	55K	110K
★ Cardiologist	18K	25K
★ Radiology	18K	25K
Nurse	14K	22K
★ Hearing Protector	13K	20K
Optometrist	13K	20K

ANIMAL HEALTH AND NUTRITION		
Position	National	
	Min.	Max.
Key Account Manager	90K	130K
★ Sales Manager	65K	110K
★ Technical Sales Manager Animal Health	55K	110K
★ Regulatory affairs Specialist	50K	80K
★ Technical Sales Manager	45K	90K

- The positions shown in the study correspond to new (👤) or most in-demand (👤), roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



PHARMA		
Position	National	
	Min.	Max.
General Manager	250K	380K
Business Unit Manager- Director - Head	150K	210K
★ Business Development Director	140K	200K
★ Medical Director	130K	200K
Market Access Manager - Director - Head	120K	210K
Public Affairs Manager - Director	100K	180K
★ Business Intelligence Manager - Director	90K	150K
★ Sales Manager - Director	90K	190K
★ Marketing Manager- Director	90K	150K
★ Business Development Manager	90K	140K
Franchise Manager - Director - Head	90K	120K
★ Regulatory Affairs Manager - Dirección - Head	85K	130K
★ Product Manager	80K	95K
Pricing and Health Economics Manager	80K	100K
★ Medical Manager	80K	130K
★ Research and Development Manager - Director	75K	90K
Patient Support Program Manager/ Patient Advocacy Manager	70K	90K
Market Access KAM	70K	90K
★ Medical Scientific Liason	70K	100K
Training and Education Manager	70K	85K
Quality Assurance Manager	65K	90K
Technical and Quality Director	60K	110K
Demand Generation Leader	60K	85K
Value Proposition Manager	60K	80K
District Ssales Manager	60K	75K
★ KAM Trade	55K	80K
KAM Comercial e Institucional	55K	70K
Institutional & Commercial KAM	45K	65K
Sales Representative	45K	70K
Medical Advisory - Medical Affairs Coordinator	40K	70K
★ Health Manager	25K	55K

- The positions shown in the study correspond to new (★) or most in-demand (★,) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



HUMAN RESOURCES

POSITIONS IN DEMAND

- Labor Relations Manager
- Organizational Development Manager
- Human Resources Supervisor

TECHNICAL SKILLS

- Fluent English
- Labor reforms
- HR systems knowledge
- Strong payroll skills

SOFT SKILLS



Business Partner



Strategic thinking



Data oriented



Proactivity



Business vision



Position	Center/South		North		West/Bajío		Northwest* USD per year	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Sr. HR Manager	125K	180K	130K	180K	120K	180K	120K USD	180K USD
Sr. Talent Acquisition Manager	120K	180K	100K	140K	100K	140K	N/A	N/A
★ Talent Acquisition Manager	90K	130K	80K	120K	80K	120K	75K USD	110K USD
Organizational Development Manager	85K	120K	80K	100K	70K	100K	85K USD	120K USD
Total Rewards Manager	85K	140K	N/A	N/A	90K	120K	N/A	N/A
★ Human Resources Business Partner	80K	130K	80K	110K	80K	120K	80K USD	105K USD
★ HR Manager	80K	125K	100K	140K	90K	140K	95K USD	140K USD
★ EHS Manager	80K	120K	120K	140K	100K	130K	75K USD	110K USD
★ Employee/Labor Relations Manager	60K	120K	90K	130K	80K	120K	70K USD	110K USD

Position	Center/South		North		West/Bajío		Northwest* Mexican pesos daily	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Compensation & Benefits Jr Manager	50K	60K	55K	65K	45K	60K	N/A	N/A
★ Jr Labor Relations Manager	50K	60K	45K	65K	45K	60K	2000	2700
★ Talent Acquisition Lead	50K	65K	55K	65K	45K	60K	1300	2500
★ Payroll Specialist	50K	70K	55K	75K	50K	70K	1000	2200
★ Jr HR Manager	45K	60K	25K	45K	40K	60K	2000	3000
Payroll Coordinator	45K	55K	50K	60K	50K	70K	1700	2700
★ HR Supervisor	45K	55K	35K	65K	35K	45K	1700	2700
Training Leader	45K	60K	45K	60K	45K	60K	1800	2500
HRBP Junior	40K	60K	45K	65K	45K	65K	1700	2500
EHS Coordinator	40K	60K	35K	60K	35K	45K	1700	2700
★ Labor Relations Coordinator	40K	55K	30K	45K	35K	45K	1300	2500
Compensation & Benefits Coordinator	40K	50K	30K	45K	35K	40K	N/A	N/A
★ Recruiter	40K	50K	25K	40K	35K	45K	1300	2000
Training Coordinator	35K	45K	30K	45K	25K	35K	1800	2500
★ HR Coordinator	30K	45K	25K	45K	30K	40K	2000	2700

-The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

* Baja California and other border cities whose companies have dollarized payrolls.

- It should be considered that the scope of a managerial position is greater than that of a coordination role, taking into account that the scope will depend on the company's line of business, headcount, or level of responsibility.

- In the northwestern region of the country, it's important to consider that for some positions specialized in a single area, for example: Labor Relations, Organizational Development, Recruitment, etc., it is uncommon to find profiles with such specific experience.



INSURANCE

POSITIONS IN DEMAND

- Technical Director - Cars
- Deputy Director of Placement - Property Damage
- Underwriting Manager - Cars
- Commercial Director - Traditional
- Deputy Director of Claims - Cars

TECHNICAL SKILLS

- Data Analytics
- Risk assessment
- Statistical analysis
- Legislation knowledge

SOFT SKILLS



Adaptation to change



Numerical analysis



Data oriented



Negotiation

SALARY INCREASE BY INDUSTRY

20 - 35%

General

Position	National	
	Min.	Max.
Operations Director	180K	250K
Finance Director	180K	250K
Chief Thecnology Officer	180K	240K
★ Technical Director - Motor	180K	230K
★ Technical Director - Life & Health	180K	230K
★ Claims Director	160K	200K
★ Sales Director	150K	220K
★ Pricing Deputy Director - Motor	95K	135K
Claims Manager - Motor	90K	125K
★ Placement Deputy Manager - P&C	80K	125K
★ Finance Manager	58K	78K
Risk Manager	55K	70K
★ Underwriter Manager	50K	75K
Placement Manager - P&C	50K	65K

-The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



LEGAL

POSITIONS IN DEMAND

- Legal and Compliance Manager
- Senior Corporate Lawyer
- Legal Director Mexico

TECHNICAL SKILLS

- Fluent English

SOFT SKILLS



Communication



Business Partner



Strategic thinking



COMPANIES*				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
★ Legal Director Mexico	140K	260K	120K	200K
★ Legal & Compliance Manager	90K	140K	100K	140K
★ Energy Lawyer	80K	130K	80K	130K
★ Sr. Legal Counsel	80K	120K	70K	95K
★ Contract Manager	75K	110K	75K	110K
★ Contract Risk Manager	70K	120K	70K	120K
★ Labor Lawyer	60K	85K	40K	60K
★ Real Estate Lawyer	60K	85K	55K	85K
★ Jr. Corporate Counsel	40K	60K	40K	60K

* It is of utmost importance to consider the breadth covered by the different positions, especially when referring to legal positions, as these may present variations in accordance with the organizational structure.

BUREAU				
Position	Center/South/West**		North	
	Min.	Max.	Min.	Max.
Partner	140K	200K	140K	200K
★ Sr. Legal Counsel	90K	140K	90K	140K
★ Banking and Finance Sr. Lawyer	90K	140K	90K	140K
★ Sr. Tax Attorney	80K	130K	80K	130K
★ Litigation and Arbitration Sr.	80K	100K	80K	100K
★ Jr. Legal Counsel	60K	85K	60K	85K
★ Banking and finance Jr. Lawyer	60K	80K	60K	80K
★ Jr. Tax Attorney	50K	80K	50K	80K
★ Litigation and Arbitration Jr.	50K	70K	50K	70K

* It is essential to consider the extent of the various positions, especially when talking about legal roles in law firms. In this line, it is possible that employees have a variable compensation package that, on average, covers a period equivalent to 3-4 months of annual salary.

** Figures presented are based on positions in a dollarized market environment, specifically applicable in the cities of: Tijuana, Mexicali and Nogales.

-The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



MARKETING

POSITIONS IN DEMAND

- Marketing Manager/Director
- Group Marketing Manager
- Head of Customer Experience
- E-Commerce Manager

TECHNICAL SKILLS

- Technical knowledge
- Digital knowledge

SOFT SKILLS



Customer orientation



Data oriented



Team development



Innovation

SALARY INCREASE BY INDUSTRY

10%

Consumer

15%

E-Commerce



CONSUMER MARKETING						
Position	Center/South		North*		West/Bajío	
	Min.	Max.	Min.	Max.	Min.	Max.
★ Marketing Director	120K	220K	120K	220K	100K	180K
★ Grouper Brand Manager	110K	160K	110K	160K	110K	160K
Head of Revenue Management	80K	150K	80K	150K	80K	150K
Sr. Innovation Manager	80K	150K	80K	150K	80K	150K
Head of Consumer Insights	80K	140K	80K	140K	80K	140K
★ Marketing Sr. Manager	75K	120K	75K	120K	75K	120K
★ Sr. Brand Manager	70K	110K	70K	110K	70K	110K
Head of Customer Marketing	70K	110K	70K	110K	70K	110K
★ Head of Trade Marketing	70K	110K	70K	110K	70K	110K
Media Manager	70K	100K	70K	100K	70K	100K
Public Relations Manager	60K	90K	60K	90K	60K	90K
Brand Manager	55K	70K	55K	70K	55K	70K
Marketing Manager	50K	75K	50K	75K	50K	75K

INDUSTRIAL MARKETING				
Position	Central/South/West		North	
	Min.	Max.	Min.	Max.
★ Marketing Director	120K	200K	120K	200K
Innovation Manager	80K	120K	80K	120K
Product Manager	80K	100K	80K	100K

DIGITAL - SALES & MARKETING				
Position	Central/South/West		North	
	Min.	Max.	Min.	Max.
Digital Marketing Director	140K	250K	140K	250K
★ Head Of Growth Marketing	80K	180K	80K	180K
★ Digital Marketing Manager	80K	140K	80K	140K
★ Head of Customer Experience	80K	140K	80K	140K
CRM Manager	70K	100K	70K	100K
Entertainment Manager	70K	110K	70K	110K
Paid Media Manager	70K	110K	70K	110K
Owned Media Manager	70K	110K	70K	110K
Marketing Project Manager	60K	100K	60K	100K
★ Loyalty Manager	35K	60K	35K	60K
Social Media Manager	30K	70K	30K	70K

E-COMMERCE				
Position	Central/South/West		North	
	Min.	Max.	Min.	Max.
E-Commerce Director	180K	300K	180K	300K
★ Head Of E-Commerce Manager	120K	200K	120K	200K
Head of Operation	100K	200K	100K	200K
Head Of Category/Commercial	80K	200K	80K	200K

-The positions shown in the study correspond to new (★) or most in-demand (⚡) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



PROPERTY & CONSTRUCTION

POSITIONS IN DEMAND

- Construction Manager
- Preconstruction Manager
- Design Manager

TECHNICAL SKILLS

- Project management
- Lean construction
- NEODATA
- Fluent English
- BIM - Revit

SOFT SKILLS



Communication



Drive



Management



Teamwork



Position	Center/South		North	
	Min.	Max.	Min.	Max.
Construction Director (Vertical)	180K	250K	160K	240K
Construction Director (Industrial)	160K	220K	160K	250K
Sales Director	150K	250K	160K	240K
Operations Director	150K	220K	160K	220K
Real Estate Director	150K	220K	120K	200K
🌟👍 Preconstruction Manager	120K	150K	100K	150K
Property Manager	100K	170K	90K	160K
Business Development Manager	90K	150K	80K	130K
🌟👍 Design Manager	90K	150K	90K	150K
Construction Manager	90K	140K	100K	150K
Facilities Manager	90K	140K	80K	120K
🌟 Project Manager	80K	120K	80K	130K

Highest demand sectors		Growth
Industrial Real Estate Development - Derived from Nearshoring	Countrywide	20%
Infrastructure Construction	Center and south of the country	20%
High End Real Estate Development	Baja California, Quintana Roo and Nayarit	15%

- The positions shown in the study correspond to new (👍) or most in-demand (🌟) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



RETAIL

POSITIONS IN DEMAND

- Expansion Director
- Regional Operations Director
- Regional Operations Manager
- Senior Expansion Manager
- Junior Category Manager (Hard Retail)

TECHNICAL SKILLS

- Project Management
- Data orientation
- Communication

SOFT SKILLS



Change management



Strategic vision



Analytical capacity

SALARY INCREASE BY INDUSTRY

10%

Fashion Retail
and Restaurants

15%

Hard Retail
and Hospitality



Position	Center/South		North		West	
	Min.	Max.	Min.	Max.	Min.	Max.
Regional Operations Director (Hard Retail)	180K	500K	180K	500K	180K	500K
★ Regional Operations Manager (Hard Retail)	180K	400K	180K	400K	180K	400K
★ Expansion Director (Hard Retail)	180K	350K	180K	350K	180K	350K
★ Brand Director (Fashion)	150K	270K	150K	270K	150K	270K
Commercial Director (Fashion)	140K	250K	140K	250K	140K	250K
Operations Director (Fashion)	140K	250K	140K	250K	140K	250K
Corporate Chef (Restaurants)	140K	200K	140K	200K	140K	200K
Operations Director (Restaurant)	120K	200K	120K	200K	120K	200K
★ Regional Operations Manager (Hard Retail)	100K	180K	100K	180K	100K	180K
Senior Category Manager (Hard Retail)	90K	160K	90K	160K	90K	160K
★ Senior Expansion Manager (Hard Retail)	80K	140K	80K	140K	80K	140K
General Manager (Hospitality)	70K	220K	70K	220K	70K	220K
★ Executive Chef (Restaurants)	70K	180K	70K	180K	70K	180K
Director of Operations (Hospitality)	70K	140K	70K	140K	70K	140K
★ Regional Operations Manager (Fashion)	70K	120K	70K	120K	70K	120K
Regional Operations Manager (Restaurants)	70K	120K	70K	120K	70K	120K
★ Director of Sales and Marketing (Hospitality)	70K	120K	70K	120K	70K	120K
Director of Food and Beverage (Hospitality)	70K	120K	70K	120K	70K	120K
Director of Rooms (Hospitality)	70K	100K	70K	100K	70K	100K
★ Senior Category Manager (Hard Retail)	50K	90K	50K	90K	50K	90K
Regional Operations Manager (Hard Retail)	50K	80K	50K	80K	50K	80K
Branch Manager (Hard Retail)	50K	80K	50K	80K	50K	80K
★ Junior Expansion Manager (Hard Retail)	50K	80K	50K	80K	50K	80K
Restaurant Manager (Restaurants)	40K	80K	40K	80K	40K	80K
Chef de Cuisine (Restaurants)	40K	70K	40K	70K	40K	70K
★ Manager of Sales and Marketing (Hospitality)	40K	70K	40K	70K	40K	70K
★ Manager of Food and Beverage (Hospitality)	40K	70K	40K	70K	40K	70K
Branch Manager (Fashion)	35K	70K	35K	70K	35K	70K

- The positions shown in the study correspond to new (★) or most in-demand (☆) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



SALES

POSITIONS IN DEMAND

- Commercial Manager / Sales Manager
- KAM Mass Consumption / WM
- Business Development Manager
- Commercial Director / Sales Director
- Sales Representative

TECHNICAL SKILLS

- Trade marketing
- Hunter

SOFT SKILLS



Leadership



Analytical capacity



Customer centricity



Numerical analysis



Drive

SALARY INCREASE BY INDUSTRY

10%

Mass consumption
and packaging

15%

Logistics



CHEMICAL/PLASTICS				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
Chemical/Plastics	150K	210K	150K	210K
★ Sales Manager LATAM	100K	140K	100K	140K
★ Business Developer Manager	70K	100K	70K	100K
★ Key Account Manager	70K	90K	65K	85K
Sales Representative	30K	50K	30K	55K
Customer Service	30K	40K	25K	35K
Inside sales	25K	40K	25K	35K

GENERAL INDUSTRY				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
★ Sales Director	130K	210K	140K	220K
★ National Sales Manager	90K	150K	110K	160K
Regional Sales Manager	70K	100K	90K	120K
★ Business Development Manager	60K	90K	80K	110K
★ Key Account Manager	50K	80K	70K	90K
Sales Executive	40K	50K	50K	65K

AUTOMOTIVE				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
Sales Director	120K	160K	130K	170K
National Sales Manager	90K	120K	100K	140K
Aftersales Manager	80K	100K	90K	110K
★ Dealer Network Development Manager	70K	90K	70K	90K
Key Account Manager	60K	80K	70K	110K
Sales Executive	40K	50K	50K	70K

PACKAGING / PAPER				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
Sales Director	130K	190K	150K	200K
★ Senior Sales Manager	100K	140K	120K	160K
★ Sales Manager / Commercial Manager	60K	100K	80K	120K
★ Account Manager	50K	80K	60K	90K
Sales Representative	30K	40K	35K	45K

- The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



ENERGY		
Position	National	
	Min.	Max.
Sales Director Generation	150K	200K
★ Sales Director Transmission	130K	150K
Sales Manager Generation	110K	130K
Sales Manager Transmission	90K	120K
★ Business Development Manager	70K	100K

AUTOMATION				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
★ Sales Manager	100K	130K	80K	100K
★ Regional Sales Manager	80K	100K	90K	120K
★ Business Developer Manager	70K	90K	70K	80K
Key Account Manager	60K	80K	60K	75K

STEEL / METAL MECHANICS				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
Sales Director	140K	180K	140K	180K
Regional Sales Manager	70K	100K	80K	110K
★ Business Developer Manager	60K	90K	60K	100K
Key Account Manager	60K	80K	60K	90K
★ Sales Executive	40K	55K	40K	55K
★ Junior Sales Executive	30K	40K	35K	45K

LOGISTICS				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
Sales Director	140K	190K	150K	200K
★ Sales manager senior	90K	130K	100K	150K
★ Business development manager	80K	120K	80K	120K
Key Account Manager	60K	80K	50K	80K
Junior Sales Manager	40K	70K	45K	75K
★ 👍 Sales Representative	40K	60K	35K	40K
Inside Sales	30K	40K	35K	40K
Customer Service	30K	40K	35K	45K

- The positions shown in the study correspond to new (👍) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



SALES IT				
Position	Center/South		North	
	Min.	Max.	Min.	Max.
LATAM Head of Sales	160K	200K	150K	180K
Head of Sales	130K	160K	120K	150K
★ LATAM Sales Manager	110K	140K	100K	140K
Partnerships Manager	110K	140K	110K	140K
★ Marketing Director	90K	130K	80K	120K
★ Sales Manager	90K	130K	80K	130K
★ Business Development Manager	80K	130K	70K	120K
★ Business Development Manager	70K	110K	65K	100K
★ Channel Sales Manager	70K	110K	60K	100K
★ Presales Manager	60K	100K	60K	100K
★ Account Executive Mid Market	60K	80K	45K	70K
Customer Success Manager	60K	85K	50K	85K
★ Marketing Manager	50K	85K	50K	80K
★ Key Account Manager	45K	60K	35K	60K
Inside Sales Representative	30K	40K	30K	40K
★ Sales Development Representative	30K	45K	30K	45K
Customer Success Specialist	30K	45K	30K	45K

MASS CONSUMPTION						
Position	Center/South		North		West	
	Min.	Max.	Min.	Max.	Min.	Max.
★ Sales Director	140K	250K	140K	250K	140K	250K
★ On Trade Sales Manager	120K	180K	120K	180K	120K	180K
Team Leader	110K	130K	110K	130K	110K	130K
Revenue Management Manager	110K	180K	110K	180K	110K	180K
Director Divisional de Ventas / CEDIS	100K	280K	100K	280K	100K	280K
Sales Divisional Manager	80K	140K	80K	140K	80K	140K
Off Trade Sales Manager	80K	180K	80K	160K	80K	160K
Food Service Manager	80K	140K	80K	140K	80K	140K
Commercial Strategy Manager	80K	120K	80K	120K	80K	120K
★ KAM WM	75K	90K	75K	90K	75K	90K
Sales Divisional Head	70K	120K	70K	120K	70K	120K
KAM Senior	60K	80K	60K	80K	60K	80K
Category Management Manager	60K	90K	60K	90K	60K	90K
Sales Retail Execution Manager	60K	120K	60K	100K	60K	100K
★ Vending Sales Manager	60K	90K	60K	90K	60K	90K
KAM	45K	70K	50K	70K	45K	70K
New Business Manager	40K	55K	60K	70K	50K	60K
Account Executive B2B	35K	40K	35K	40K	40K	45K
Account Executive B2C	30K	40K	30K	40K	40K	45K

- The positions shown in the study correspond to new (👤) or most in-demand (🌟) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



ASSISTANTS

POSITIONS IN DEMAND

- Executive Assistant
- Office Manager
- Bilingual Receptionist

TECHNICAL SKILLS

- CRMS Skills
- Advanced business English
- Office suite

SOFT SKILLS



Proactivity / High sense
of urgency



Agility



Communication



Management



Organization

SALARY INCREASE BY INDUSTRY

15%

General



ASSISTANTS



Position	Center/South		North		West/Bajío	
	Min.	Max.	Min.	Max.	Min.	Max.
Chief of Staff	80K	95K	70K	95K	65K	75K
Senior Translator	60K	90K	60K	70K	50K	60K
★ Senior Executive Assistant	55K	75K	60K	75K	45K	60K
★ Office Manager	45K	80K	45K	80K	40K	55K
Junior Translator	40K	60K	60K	90K	40K	45K
★ Executive Assistant	35K	45K	35K	40K	30K	35K
★ Administrative Assistant	27K	32K	25K	35K	20K	25K
★ Receptionist	23K	29K	23K	29K	20K	25K

- The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.



SUPPLY CHAIN & PROCUREMENT

POSITIONS IN DEMAND

- Commodity Manager
- Procurement Manager
- Supply Chain Manager
- Demand Planners
- Buyers

SOFT SKILLS



Analytical capacity



Strategic



Negotiation



Conflict resolution



Position	Center/South		North		West/Bajío		Northwest* USD per year	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
★ Supply Chain Manager	130K	170K	120K	180K	130K	180K	95K USD	135K USD
★ Operations Manager 3PL/Freight Forwarder	100K	180K	100K	220K	100K	180K	70K USD	120K USD
Purchasing / Sourcing Manager	100K	160K	100K	160K	120K	170K	80K USD	110K USD
Head of Transport Operations	90K	140K	100K	180K	90K	140K	75K USD	110K USD
Materials Manager	90K	130K	120K	180K	130K	180K	90K USD	130K USD
Logistics Manager	90K	130K	90K	130K	100K	140K	80K USD	100K USD
S&OP Manager	90K	130K	80K	130K	90K	130K	75K USD	105K USD
Warehouse Manager	80K	120K	90K	130K	90K	120K	70K USD	95K USD
★ Category Manager	80K	120K	90K	150K	100K	130K	70K USD	100K USD

Position	Center/South		North		West/Bajío		Northwest* mexican pesos daily	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Material/Production Planner	50K	70K	40K	55K	50K	70K	1,500	2,700
★ Senior Buyer/Sourcing	45K	70K	45K	70K	45K	70K	1,700	3,000
★ Category Buyer	45K	70K	45K	70K	45K	70K	1,350	2,200
Warehouse Supervisor	40K	60K	50K	70K	40K	60K	1,400	2,200
Demand Planner (S&OP)	40K	55K	40K	55K	40K	55K	1,500	2,500
Logistics Supervisor/Coordinator	35K	70K	40K	60K	40K	70K	1,300	2,700
★ Impo- Expo Supervisor	35K	60K	40K	55K	40K	55K	1,300	2,000
Customer Service	30K	45K	35K	50K	35K	50K	1,400	2,200
★ Buyer	30K	45K	35K	45K	35K	45K	1,300	2,100

-The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

* Baja California and other border cities whose companies have dollarized payrolls.



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SOFTWARE DEVELOPMENT

POSITIONS IN DEMAND

- Senior Embedded Systems Developer
- QA Automated Testing Specialist
- Fullstack Developer

TECHNICAL SKILLS

- Design patterns
- Data structures
- Cloud
- Backend: Java, C#, Python, Ruby, PHP, Node.js (JavaScript)
- Frontend: JavaScript (with frameworks like: React.js, Angular, Vue.js), HTML, CSS.
- Microservices
- Development methodologies, Software design and architecture
- Automatización, API Testing, Mobile/Web Testing, Performance Testing, CI/CD

SOFT SKILLS



Critical thinking and
problem solving



Adaptability



Time management and
organization



Continuous learning



Conflict resolution



Effective
communication



SOFTWARE DEVELOPMENT



SOFTWARE DEVELOPMENT & QA				
Position	National Hybrid/Presence		Remote National	
	Min.	Max.	Min.	Max.
Development Director	180K	250K	180K	250K
Software Architect (Open-Source)	140K	170K	140K	160K
Cloud Developer (Python + AWS)	140K	160K	130K	150K
Cloud Developer (Java + AWS)	140K	160K	130K	150K
Technical Leader	130K	160K	110K	150K
Development Manager	120K	140K	120K	130K
Senior Mobile Developer (iOS)	120K	130K	110K	120K
Senior Mobile Developer (Android)	120K	130K	110K	120K
Python Senior Developer	110K	125K	100K	120K
Node.js Developer	100K	125K	90K	115K
Software Architect (.Net)	100K	120K	100K	120K
PHP Senior Developer (Laravel)	100K	125K	90K	115K
★ Fullstack Developer (React + Node.js)	95K	120K	85K	105K
★ Fullstack Developer (React + .Net)	90K	115K	80K	100K
★ QA Automation Specialist	90K	120K	80K	110K
Senior QA Automation Specialist	85K	115K	80K	110K
★ Embedded Engineer Senior	85K	115K	80K	110K
Java Developer	80K	110K	70K	100K
PHP Senior Developer	80K	100K	70K	90K
.Net Senior Developer	70K	85K	60K	80K
Scrum Master	70K	100K	60K	90K
Embedded Engineer Senior	65K	70K	55K	60K
User Experience and User Interface Designer	50K	100K	40K	90K

- The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

- The indicated remunerations correspond to positions for candidates with an advanced level of English. Candidates with basic English level may receive lower salaries.



DIGITAL BUSINESS APPLICATIONS (ERPS/CRMS)

POSITIONS IN DEMAND

- SAP Consultants with implementation experience
- SAP Consultants with S/4HANA experience
- Salesforce Business Analyst
- Salesforce Developer

TECHNICAL SKILLS

- Cloud implementation. Experience in S/4HANA and/ or Fiori
- End-to-end implementations
- Solution design

SOFT SKILLS



Project management



Effective communication



Collaboration and teamwork
across modules



Customer orientation



Critical thinking and
problem solving



Ability to handle
multiple projects

SALARY INCREASE BY INDUSTRY

10 - 20%

Other applications

20 - 30%

SAP



DIGITAL BUSINESS APPLICATIONS (ERPS/CRMS)



DIGITAL BUSINESS APPLICATIONS (ERPS/CRMS)				
Position	National Hybrid/Presence		Remote National	
	Min.	Max.	Min.	Max.
★ Salesforce Architect	160K	180K	145K	170K
Senior MES Consultant	100K	130K	NA	NA
★ SAP ERP Manager	90K	140K	90K	140K
Oracle WMS/TMS Consultant	90K	100K	80K	90K
★ Senior SAP MDM/MDG Consultant	90K	115K	95K	125K
★ Senior SAP WM/EWM Consultant	90K	140K	90K	120K
★ Senior Salesforce Developer	90K	140K	80K	100K
★ Senior SAP SD Consultant	80K	100K	70K	90K
★ Senior SAP FI, CO Consultant	80K	130K	70K	130K
★ Success Factors/HCM Consultant	80K	130K	80K	130K
★ Senior SAP Consultant	80K	120K	90K	110K
ServiceNow Admin	80K	100K	70K	90K
Mid Oracle Cloud Consultant	80K	90K	60K	70K
★ SAP BI Consultant, SAP BW Consultant	75K	115K	60K	100K
★ Salesforce Business Analyst	70K	140K	65K	135K
Senior Dynamics F&O 365 Consultant	70K	110K	60K	90K
★ Senior ABAP Developer	70K	100K	65K	95K
ServiceNow Developer	70K	100K	70K	90K
★ Senior Salesforce Admin	70K	90K	60K	90K
Oracle (PLSQL) Developer	60K	70K	40K	50K
★ Junior SAP SD Consultant	55K	60K	50K	60K
★ Junior SAP Consultant	50K	75K	50K	70K
★ Junior Salesforce Developer	50K	60K	45K	55K
★ Senior SAP Consultant BASIS, SAP Security	45K	90K	40K	80K
Mid Oracle EBS Consultant	35K	75K	30K	70K

* If the profile has experience in SAP S/4HANA implementations, it is recommended to increase the mentioned salaries by 10-15%.

- The positions shown in the study correspond to new (★) or most in-demand (☆) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

- The indicated remunerations correspond to positions for candidates with an advanced level of English. Candidates with basic English level may receive lower salaries.



CYBERSECURITY

POSITIONS IN DEMAND

- CISO
- Application Security Specialist
- Ingeniero de Respuesta a Incidentes
- SOC Analyst

TECHNICAL SKILLS

- Defensive and offensive cybersecurity
- Information security
- Regulations and compliance: ISO 27,0001, COBIT, ITIL, NIST, COSO, GDPR.
- Penetration Testing
- Certifications: CISM, GCIH, CISSP, CEH, CISA, CRISC
- OWASP, Cloud, APIs, CI/CD, Vulnerability Management, Monitoring, Incident response
- SIEMS, IPS, Data and system recovery tools

SOFT SKILLS



Preventive management
ability



Conflict resolution



Effective communication



Time management
and organization



Critical thinking



Continuous learning



Risk mitigation

SALARY INCREASE BY INDUSTRY

10 - 15%

General



CYBERSECURITY				
Position	National Hybrid/Presence		Remote National	
	Min.	Max.	Min.	Max.
🌟 Chief Information Security Officer	150K	280K	N/A	N/A
Cloud Security Engineer	90K	120K	75K	110K
👍 Cybersecurity Architect	80K	120K	70K	110K
🌟 Application Security Analyst	80K	115K	80K	100K
👍 Sr Cyber Threat Intelligence	80K	115K	75K	110K
Cybersecurity Risk & Compliance Specialist	70K	100K	N/A	N/A
Senior IT Security Analyst	65K	100K	65K	90K
🌟 Incident Response Analyst	65K	100K	60K	95K
IT Auditor	65K	70K	55K	70K
🌟 SOC Analyst	40K	60K	35K	55K

- The positions shown in the study correspond to new (👍) or most in-demand (🌟) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

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DATA & BI (DATA & ANALYTICS)

POSITIONS IN DEMAND

- Director and Manager of Data & Analytics
- Data Architect
- Data Scientist
- Data Engineer
- Machine Learning

TECHNICAL SKILLS

- Databases (relational and non-relational)
- Programming languages (Java and Python)
- Big Data frameworks (Hadoop, Apache Spark, Apache Flink)
- Data processing (ETLs)
- Cloud computing (AWS, Azure, GCP)
- Data modeling and architectures
- Data quality and governance (Collibra, IBM InfoSphere, Informatica)

SOFT SKILLS



Business orientation



Teamwork



Analytics



Problem-solving



Effective communication

SALARY INCREASE BY INDUSTRY

15 - 25%

General



DATA & BI (DATA & ANALYTICS)					
Position	National Hybrid/Presence		Remote National		
	Min.	Max.	Min.	Max.	
★ Head of Data & Analytics	150K	200K	150K	200K	
Data Architect	100K	150K	100K	150K	
★👍 Data & Analytics Manager	90K	150K	90K	150K	
★ Machine Learning Engineer Senior	90K	150K	90K	150K	
★ Data Cientist Senior	80K	150K	80K	150K	
★ Data Engineer Senior	70K	130K	60K	110K	
★ Machine Learning Engineer Junior	70K	100K	60K	90K	
★ Data Engineer Junior	60K	80K	50K	60K	
★ Data Scientist Junior	60K	75K	50K	75K	
Bussines Intelligence Senior	70K	120K	60K	110K	
ETL Developer Senior	70K	90K	70K	90K	
Data Analyst	60K	120K	60K	120K	
Bussines Intelligence Junior	40K	70K	40K	60K	
ETL Developer Junior	35K	50K	35K	50K	

- The positions shown in the study correspond to new (👍) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

- The indicated remunerations correspond to positions for candidates with an advanced level of English. Candidates with basic English level may receive lower salaries.



INFRASTRUCTURE

POSITIONS IN DEMAND

- Infrastructure Manager
- IT Operations Manager
- Infrastructure Director
- DevOps Engineer / Cloud Engineer
- Network Engineer
- DevSecOps

TECHNICAL SKILLS

- Microsoft / Linux
- Cloud (AWS, GCP, Azure)
- Infrastructure Security
- Infrastructure automation (CI/CD)
- Container management (EKS / Docker)

SOFT SKILLS



Good communication



Autonomy



Problem solving



Adaptability



Time management
and prioritization



Continuous
improvement

SALARY INCREASE BY INDUSTRY

7 - 12%

General



INFRASTRUCTURE				
Position	National Hybrid/Presence		Remote National	
	Min.	Max.	Min.	Max.
★ DevSecOps	150K	180K	130K	180K
★ Infrastructure Director	100K	150K	100K	150K
★ DevOps Engineer	100K	150K	100K	150K
★ Infrastructure Manager	90K	120K	90K	120K
Cloud Infrastructure Engineer	90K	130K	90K	130K
Solutions Architect	90K	130K	90K	130K
★ IT Operations Manager	90K	120K	90K	120K
Application Support	75K	90K	N/A	N/A
System Administrator	70K	100K	70K	100K
Virtualization Engineer	60K	90K	60K	90K
★ Network Engineer	60K	90K	60K	90K
VoIP Architect	60K	80K	60K	80K
Help Desk Engineers	30K	50K	20K	40K
Support Engineer	30K	50K	20K	40K

- The positions shown in the study correspond to new (★) or most in-demand (★) roles. If you wish to know information about a specific position, our team of consultants can assist you. Additionally, these salary references may vary according to the size of the company and the experience of each candidate.

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Page Interim

TEMPORARY RECRUITMENT AND OUTSOURCING
of specialized services.



With **Page Interim**, we direct your specific needs with professionals of proven experience through the **hiring of specialized services for a fixed or determined period.**

WE OFFER: customized attention, constant follow-up, integrated database, which allows us to be assertive in our selection and present specialized candidates within 5 to 10 business days.

REGARDING SPECIALIZED OUTSOURCING, WE OFFER: Compliance, 100% compliant with labor laws, global presence, boutique payroll, customized service, benefits above legal requirements, legal support, and controls aligned with labor reforms.

OUR SERVICES: WE HAVE 3 LINES OF BUSINESS		
RECRUITMENT + HIRING OF SPECIALIZED SERVICES	TEMPORARY RECRUITMENT	SPECIALIZED REPSE SERVICES
SCENARIOS IN WHICH PAGE INTERIM IS YOUR SOLUTION:	WHY PAGE INTERIM IS THE SOLUTION?	

1. **Outsourced** probationary periods
2. **Operations** start up
3. **Specialized hiring** of personnel
4. **Hiring freeze** (headcount restriction)
5. **Medical** or maternity leaves
6. **Production peaks**
7. **New positions** or positions with complex background
8. **Temporary projects** / consulting

- **60% more agile** compared to permanent hires
- **15 business days** from posting to job offer
- **4 candidates are interviewed** per vacancy
- **4 to 5 business days** to present candidates to the client
- **Reduce hiring time** from 15 to just 3 days

INDUSTRIES THAT TRUST US:					
 Pharmaceuticals	 Logistics	 Banking and Financial Services	 Automotive	 Chemical	 Manufacturing
 Construction	 Food	 Metalworking	 Oil & Gas	 Real State	

CONTACT US NOW!	
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PageResourcing

VOLUME RECRUITMENT, RPO
and specialized consulting



Page Resourcing

With **Page Resourcing**, you can find **tailored solutions for high volume projects** through outsourced recruitment processes, on demand projects, and specialized consulting.

WE OFFER: cost reduction per hire, quality, strategic and flexible solutions, as well as visibility through candidate analysis and consulting.

OUR SERVICES		
RPO Ideal for organizations with constant hiring needs. Our team internally offers improvement, reengineering, and process diagnosis, result analysis, and process mapping.	PROJECTS ON DEMAND Ideal for specific projects, as it adapts perfectly to needs with peaks in hiring (seasonality or turnover).	CONSULTING SERVICES: We provide fully customized diagnostics and solutions. <ul style="list-style-type: none">• Expert advice in human capital management: C&B Benchmarking,• Assessment, Employer Branding Solutions, Diversity and Inclusion y Outplacement.
INDUSTRIES THAT TRUST US		RPO USE



Fast Growing Start-ups



Technology / Telecommunication



Pharmaceutical / Medical Devices



FMCG



Financial Services / Insurance



Technological / Digital Transformation

82% Decision using data

56% Cost reduction

50% Recruitment Efficiency

30% Reduced time-to-fill

20% Candidate engagement

CONTACT US NOW!

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Page Consulting

Consulting in specialized IT talent under the
OUTSOURCED SERVICES MODALITY.



Page Consulting

With **Page Consulting**, we cover your specialized IT talent needs through an outsourced service mode. We are your choice, we own the largest talent pool, and as your strategic partner, we help you optimize resources, improve your results, and achieve your goals.

We offer: agile methodologies, ensuring fast deliveries and competitive rates, reducing overall costs (capex), and ensuring quality in project implementation and development.

OUR SERVICES IT AS A SERVICE

1. FOR SOFTWARE DEVELOPMENT AND TESTING

- **Agile Consultant:** Assignment of IT talent for defined periods of time.
- **Agile Team:** Agile work cells for defined periods of time, priced as a single unit.

2. STAFFING IT OR STAFF AUGMENTATION

We accompany **technology departments** in their implementation, development, and maintenance plans through agile and tailored solutions

3. NEARSHORE SERVICES

Nearshoring is the solution for **foreign companies** looking to cover their talent needs **while reducing hiring costs** through outsourced services. This way, we ensure professionals who are aligned both technically and culturally, and available in the **same time zone**.

INDUSTRIES THAT TRUST US

- Banking and Financial Services
- Retail
- Insurance
- Telecommunications
- Manufacturing
- Healthcare
- Transportation and Logistics
- Automotive
- Energy

SPECIALIZED TALENT

Cloud & Infrastructure

- Network Engineers
- Cloud AWS/Azure/GCP Architect
- Site Reliability Engineer (SRE)
- SysAdmin Windows/Linux

Digital Business Applications

- ERP Consultant
- ERP Developer
- HRIS Consultant
- CRM Consultant
- MES Consultant

Data & Analytics

- Data Scientist
- Data Analyst
- Data Engineer DBA
- Machine Learning
- BI Developer

Software Development Life Cycle

- QA/SDTE
- UI/UX Designer
- Scrum Master
- Software Developer
- DevOps Engineer
- Software Architect

Mobile

- Android Developer
- iOS Developer
- Hybrid platform Developer
- Mobile testers

Cybersecurity

- Governance Risk and Compliance
- Application Security Specialist
- Cybersecurity Architect
- Cybersecurity Analyst

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ADDITIONAL RESOURCES

TALENT TRENDS 2024

Find out **more!**



WOMAN IN TECH 2024

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TALENT TRENDS LEADERSHIP

Find out **more!**



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