

Role	Low (1-2 years)	Mid (3-4 years)	High (5+ years)
Account Manager with a Focus on Meta and Google Ads	\$2020-\$2424	\$2424-\$2964	\$2964-\$3773
Account Receivable	\$1975-\$2070	\$2184-\$2296	\$2437-\$2580
Account Sales New Acquisition Agent	\$1967-\$2268	\$2268-\$2871	\$3021-\$3624
Account Sales New Acquisition Agent (Colombia)	\$2107-\$2194	\$2194-\$2413	\$2413-\$2631
Accountant (Colombia)	\$2631-\$3505	\$3723-\$4597	\$5033-\$6562
Accountant CPA	\$2496-\$2636	\$2654-\$2813	\$2940-\$3130
Accountant Non-CPA	\$2285-\$2402	\$2600-\$2753	\$2876-\$3057
Accountants	\$2734-\$3608	\$3826-\$4700	\$5136-\$6665
Accountants - CO	\$3171-\$3608	\$3826-\$4700	\$5136-\$6665
Accounting Associate (AP/AR) - English/Spanish	\$3589-\$3677	\$3788-\$3896	\$4034-\$4171
Accounting Associates	\$2018-\$2110	\$2221-\$2329	\$2466-\$2604
Accounting Manager CPA	\$3721-\$3996	\$4092-\$4410	\$4522-\$4887
Accounting Manager Non-CPA	\$3629-\$3896	\$3989-\$4295	\$4403-\$4756
Accounting Supervisor CPA	\$3195-\$3414	\$3590-\$3850	\$3940-\$4242
Accounting Supervisor Non-CPA	\$3122-\$3332	\$3502-\$3753	\$3841-\$4131
Accounts Payable	\$1907-\$1994	\$2100-\$2200	\$2330-\$2461
Accounts Payable/Accounts Receivable	\$2078-\$2173	\$2287-\$2400	\$2540-\$2682
Administrative Assistant	\$1993-\$2433	\$2433-\$2863	\$2863-\$3578
Admission Coordinator	\$2190-\$2246	\$2246-\$2330	\$2387-\$2555
Analytics Engineer	\$2685-\$3560	\$4191-\$5698	\$5698-\$8710
Anesthesia Coder	\$2641-\$3226	\$3226-\$3957	\$3957-\$4542
Application Processing	\$1682-\$1763	\$1763-\$1865	\$1865-\$1941
Applications Specialist and Senior Operations Specialist	\$1872-\$1980	\$1980-\$2130	\$2130-\$2431
Back-office Support/Data Entry	\$1662-\$1818	\$1818-\$1911	\$1991-\$2214
Back-office Support/Data Entry (Colombia)	\$2045-\$2130	\$2130-\$2342	\$2342-\$2554
Billing Accountant/Accounting Associates	\$1872-\$1970	\$2091-\$2205	\$2347-\$2490
Billing Specialist	\$1801-\$1893	\$2009-\$2118	\$2247-\$2387
BIM Modeler/Virtual Engineer	\$2412-\$2850	\$2850-\$3286	\$3505-\$5252
Bookkeeper	\$2078-\$2173	\$2287-\$2400	\$2540-\$2682
Business Analyst		\$3291	\$4071
Business Development Rep	\$1967-\$2268	\$2268-\$2871	\$2871-\$3624
Business Development Rep (Colombia)	\$2107-\$2195	\$2195-\$2631	\$2631-\$3417

Business Development Rep/Sales & Marketing Assoc (Colombia)	\$1896-\$1980	\$1980-\$2404	\$2404-\$3168
Business Intelligence Developer I		\$3031	\$4071
Business Project Manager		\$5631	\$7450
Call Center Agent	\$1785-\$1866	\$1866-\$1968	\$1968-\$2045
Case Coordinator	\$2883-\$3485	\$3485-\$4690	\$4690-\$5895
Client Care Coordinator	\$3185-\$4088	\$4088-\$5293	\$5293-\$6500
Client Transformation Success Manager	\$3637-\$3925	\$4024-\$4355	\$4472-\$4852
Client Workflow Excellence Manager	\$2262-\$2992	\$2992-\$3966	\$3966-\$4940
Clinical Auditor - RN	\$1968-\$2114	\$2114-\$2407	\$2407-\$2846
Clinical Auditor (Colombia)	\$2030-\$2242	\$2242-\$2666	\$2666-\$3303
Clinical Nurse Auditor	\$2070-\$2220	\$2371-\$2823	\$2823-\$3275
Clinical Operations Data Analyst	\$2371-\$2974	\$2974-\$3727	\$3877-\$4781
Clinical Operations Project Manager	\$2672-\$3576	\$3576-\$4480	\$4480-\$5685
Cloud Architect I		\$3811	\$4851
Contract Manager	\$2435-\$2900	\$2900-\$3840	\$3840-\$4770
Controller	\$4776-\$5980	\$5980-\$7183	\$7183-\$8386
Corporate Controller	\$4537-\$5705	\$5705-\$6874	\$6874-\$8042
Counsel	\$2700-\$3370	\$3370-\$4300	\$4300-\$5240
Credentialing	\$1855-\$2010	\$2010-\$2156	\$2156-\$2302
Customer Service Advisor	\$1755-\$1850	\$1850-\$1974	\$1974-\$2068
Customer Service Manager (Colombia)	\$2654-\$3079	\$3079-\$3503	\$3503-\$7743
Customer Service Rep	\$2014-\$2111	\$2111-\$2233	\$2233-\$2323
Customer Service Rep (Colombia)	\$2210-\$2297	\$2297-\$2516	\$2516-\$2734
Customer Service Representative	\$1911-\$2008	\$2008-\$2130	\$2130-\$2220
Customer Success Associate	\$1993-\$2433	\$2433-\$2863	\$2863-\$3292
Customer Success Manager	\$1911-\$2360	\$2360-\$2800	\$2800-\$3238
Customer Support	\$1755-\$1818	\$1818-\$1911	\$1974-\$2156
Customer Support (Colombia)	\$2045-\$2130	\$2130-\$2342	\$2342-\$2554
Customer Support Associate (Cantonese)	\$3444-\$3561	\$3561-\$3650	\$3650-\$3766
Customer Support Associate (English)	\$1851-\$1900	\$1900-\$1944	\$1944-\$2050
Customer Support Associate (Korean)	\$3590-\$3707	\$3707-\$3795	\$3795-\$3912
Customer Support Associate (Mandarin)	\$3444-\$3561	\$3561-\$3650	\$3650-\$3766
Customer Support Associate (Vietnamese)	\$3590-\$3707	\$3707-\$3795	\$3795-\$3912
Customer Support Representative	\$1783-\$1911	\$1911-\$2130	\$2130-\$2220
Cybersecurity Analyst (Colombia)	\$2952-\$3390	\$3608-\$4700	\$4918-\$5355
Data Administrator/Data Entry	\$1712-\$1808	\$1808-\$1970	\$1970-\$2130
Data Analyst I		\$2251	\$2641
Data Analyst II		\$2771	\$3291

Data Analyst_ Power BI Analyst	\$2190-\$2682	\$2682-\$3173	\$3337-\$4320
Data Engineer	\$2695-\$3572	\$4157-\$5620	\$5620-\$8544
Data Engineer		\$4851	\$7450
Data Engineering / Analytics Engineering	\$2685-\$3560	\$4191-\$5698	\$5698-\$8710
Data Entry	\$1700-\$1755	\$1755-\$1910	\$1910-\$2056
Data Entry (with Salesforce)	\$2070-\$2371	\$2672-\$3124	\$3124-\$3576
Data Quality Engineer		\$3551	\$4851
Database Coodinator	\$1971-\$2134	\$2134-\$2298	\$2298-\$2626
DevOps Engineer		\$4331	\$5631
Digital Product Manager		\$3291	\$4071
Direct To Consumer support	\$2047-\$2620	\$2620-\$3192	\$3192-\$3908
Dispatch Agent - CO	\$2297-\$2516	\$2516-\$2734	\$2734-\$2952
Dispatch Agent - PH	\$1911-\$2220	\$2220-\$2522	\$2672-\$3425
Dispatch Professional	\$1700-\$1963	\$1963-\$2264	\$2415-\$3168
Eligibility Specialist Representative	\$1911-\$2070	\$2070-\$2220	\$2220-\$2371
Enterprise Architect		\$5371	\$6671
Escalation Engineer		\$4932-\$6147	\$6147-\$8194
Executive Admin Assistant	\$1894-\$2170	\$2170-\$2438	\$2572-\$3242
Executive Assistant	2014-\$2323	\$2323-\$2625	\$2775-\$3528
Executive Assistant	\$1957-\$2266	\$2266-\$2575	\$2730-\$3502
Executive Assistant/Virtual Assistant	\$1911-\$2360	\$2360-\$2800	\$2945-\$3530
Facilities Coordinator	\$1911-\$2220	\$2220-\$2522	\$2672-\$3425
Financial Analyst	\$2270-\$2546	\$2546-\$2960	\$3100-\$3512
Financial Clearance Representative	\$1911-\$1975	\$1975-\$2070	\$2130-\$2311
Financial Clearance Specialist	\$1655-\$1718	\$1718-\$1811	\$1874-\$2056
Financial Clearance Specialist (Colombia)	\$2030-\$2242	\$2242-\$2454	\$2454-\$3090
FP&A Analyst	\$2511-\$3096	\$3096-\$3681	\$3827-\$4704
Fund Accountant	\$2653-\$2946	\$2946-\$3530	\$3530-\$4554
GL Accountant (CPA)	\$2151-\$2262	\$2358-\$2490	\$2507-\$2656
GL Accountant (Non-CPA)	\$2030-\$2127	\$2160-\$2270	\$2458-\$2600
Healthcare Billing Specialist	\$1895-\$1958	\$1958-\$2051	\$2110-\$2287
Healthcare Specialist	\$1911-\$1975	\$1975-\$2070	\$2130-\$2311
Healthcare Specialist (Colombia)	\$2195-\$2413	\$2413-\$2631	\$2631-\$2850
Healthcare Specialist Team Lead	\$2220-\$2522	\$2672-\$2974	\$2974-\$3275
Healthcare Specialist Team Lead (Colombia)	\$2413-\$2850	\$2850-\$4160	
Healthcare Support (Colombia)	\$2130-\$2342	\$2342-\$2554	\$2554-\$3191
Helpdesk/Technical Support	\$1982-\$2250	\$2250-\$2518	\$2518-\$2920

HOA and Property Management Accountant (CPA)	\$2018-\$2262	\$2262-\$2750	\$2750-\$3235
HOA and Property Management Accountant (Non-CPA)	\$1897-\$2140	\$2140-\$2505	\$2505-\$2870
HR Administrator	\$1745-\$1893	\$1893-\$2180	\$2180-\$2318
Implementation Consultant (Colombia)	\$2297-\$2952	\$3171-\$3826	\$4045+
Implementation Manager (Colombia)	\$2,804-\$3,022	\$3,240-\$3,894	\$3,894-\$5,419
Inbound Sales Agent	\$1872-\$1967	\$1967-\$2117	\$2117-\$2420
Intake and Client Support Specialist	\$2113-\$2207	\$2207-\$2366	\$2366-\$2513
Intake and Client Support Specialist (Colombia)	\$2045-\$2342	\$2342-\$2766	\$2766-\$3403
IP Coder	\$2348-\$2933	\$2933-\$3664	\$3957-\$4834
IT Support	\$2780-\$3080	\$3080-\$3532	\$3532-\$4135
JR Data Processor and Alternative Data Management	\$1612-\$1705	\$1705-\$1861	\$1861-\$2018
Jr. Reporting Analyst	\$2445-\$2730	\$2730-\$3155	\$3296-\$3864
Lead Analytics Engineer		\$5698-\$8710	\$8710-\$11700
Lead Data Engineer / Full Stack Engineer		\$4851	\$7450
Lead Engineer	\$3890-\$5095	\$5095-\$6300	\$6300-\$8710
Lead Software Engineer (India)	\$3326-\$4224	\$4224-\$5422	\$5721-\$8516
Legal Assistant	\$1970-\$2280	\$2280-\$2883	\$3034-\$3636
Legal Assistant (Colombia)	\$2325-\$2413	\$2413-\$2630	\$2630-\$2850
Lightning/Electrical Technician (Colombia)	\$2,150-\$2,586	\$3,022-\$3,458	\$3,894-\$5,419
Logistics and Supply Chain Support	\$1893-\$2190	\$2190-\$2476	\$2620-\$3050
Marketing and Sales Dev	\$2323-\$2625	\$2625-\$3077	\$3227-\$3830
Marketing Data Analyst	\$2360-\$2800	\$2800-\$3677	\$3677-\$4554
Marketing Data Analyst	\$2130-\$2582	\$2582-\$3185	\$3185-\$4088
Marketing Data Analyst (Colombia)	\$2342-\$2766	\$2766-\$3403	\$3403-\$4040
Marketing professional (Colombia)	\$2,586-\$2,804	\$2,804-\$3,022	\$3,022-\$3,458
Marketing VA	\$2047-\$2333	\$2333-\$2763	\$2906-\$3478
Mechanical Estimator	\$2220-\$2672	\$2672-\$3124	\$3124-\$3727
Medical Billing	\$1818-\$2056	\$2056-\$2202	\$2202-\$2495
Medical Billing Specialist	\$1808-\$1872	\$1872-\$1970	\$2033-\$2221
Medical Billing Specialist - RN	\$2130-\$2431	\$2431-\$2582	
Medical Billing Specialist- Biller	\$1777-\$1838	\$1838-\$1931	\$1993-\$2173
Medical Clinic Scheduler	\$1950-\$2010	\$2010-\$2156	\$2156-\$2302
Medical Coding	\$2233-\$2534	\$2534-\$2986	\$2986-\$3890
Medical Coding - With CPC/CCS	\$2056-\$2348	\$2348-\$2787	\$2787-\$3664
Medical Scribe	\$1910-\$2056	\$2056-\$2202	\$2202-\$2495

Microsoft .Net Software Developer (Colombia)	\$2754-\$2966	\$2966-\$3815	\$4239-\$4875
Mid-Level Full Stack .NET Engineer		\$2771	\$4201
Monitoring/Ops Eng I		\$2511	\$3291
Onboarding Specialist	\$1764-\$2140	\$2140-\$2505	\$2505-\$2992
Order Management Coordinator	\$1808-\$1970	\$1970-\$2130	\$2130-\$2431
Outbound Sales	\$1970-\$2280	\$2280-\$2883	\$3034-\$3636
Paralegal	\$1764-\$2018	\$2018-\$2505	\$2627-\$3114
Patient Assistance Payment Specialist	\$1818-\$2068	\$2068-\$2214	\$2214-\$2507
Patient Assistance Program Specialist	\$1755-\$1818	\$1818-\$1911	\$1974-\$2156
Patient Care Coordinator	\$1755-\$1910	\$1910-\$2056	\$2056-\$2495
Patient Care Rep	\$1955-\$2111	\$2111-\$2268	
Patient Care Rep (Colombia)	\$2296-\$2380	\$2380-\$2592	
Patient Scheduler	\$1755-\$1910	\$1910-\$2056	\$2056-\$2495
Payment Poster	\$1975-\$2233	\$2233-\$2384	\$2384-\$2685
Payroll Consultant (Colombia)	\$2297-\$2952	\$3389-\$4045	
Payroll Specialist	\$1975-\$2220	\$2220-\$2522	\$2672-\$2975
Platform/Infrastructure/DevOps Engineer	\$3590-\$4795	\$4795-\$6600	\$6600-\$8710
Procurement Coordinator	\$2070-\$2371	\$2522-\$2823	\$2823-\$3425
Procurement Specialist	\$1975-\$2220	\$2220-\$2522	\$2672-\$3124
Project Coordinator	\$2070-\$2371	\$2522-\$2823	\$2823-\$3425
Project Coordinator and Support (Colombia)	\$2,804-\$3,022	\$3,022-\$3,458	\$3,458-\$3,894
Python Developer	\$2457-\$3334	\$3334-\$4504	\$4504-\$5382
Quality Assurance	\$1967-\$2208	\$2208-\$2358	\$2419-\$2569
Quality Automation Engineer		\$4851	\$5631
Real Estate Assistant	\$1975-\$2070	\$2070-\$2220	\$2220-\$2371
Real Estate Virtual Assistant	\$2034-\$2176	\$2176-\$2321	\$2321-\$2465
Real Estate Virtual Assistant (Colombia)	\$2210-\$2297	\$2297-\$2734	\$2734-\$3520
Recruiter	\$1918-\$2068	\$2156-\$2302	\$2302-\$2448
Recruitment Specialist	\$1818-\$1911	\$1911-\$2214	\$2214-\$2361
Registered Nurse	\$2156-\$2302	\$2302-\$2595	\$2595-\$3033
Remote Call Center Representative	\$1755-\$1818	\$1818-\$1911	\$1974-\$2156
Remote Call Center Representative (Colombia)	\$2045-\$2130	\$2130-\$2342	\$2342-\$2554
Remote Forklift Operator (Colombia)	\$2470-\$2554	\$2554-\$2766	
Reviewer /Content Moderator	\$1808-\$1967	\$1967-\$2117	\$2117-\$2268
Sales Development Manager (Colombia)	\$2470-\$2766	\$2980-\$4251	\$4251-\$5100
Sales Development Rep	\$2110-\$2402	\$2402-\$2987	\$3133-\$3718

Sales Development Rep (Colombia)	\$2246-\$2230	\$2230-\$2754	\$2754-\$3518
Sales Rep	\$1911-\$2214	\$2214-\$2800	\$2946-\$3531
Sales Rep (Colombia)	\$2046-\$2342	\$2342-\$2766	\$2766-\$3318
Salesforce Admin	\$2522-\$3124	\$3124-\$3576	\$3877-\$4781
Salesforce Dev	\$2720-\$3473	\$3473-\$4678	\$4678-\$6486
Salesforce Helpdesk	\$2371-\$2974	\$2974-\$3425	\$3576-\$4179
Scheduling Coordinator (Colombia)	\$2046-\$2130	\$2130-\$2342	\$2342-\$2554
SDR & Appointment Setter	\$1875-\$2165	\$2165-\$2726	\$2866-\$3426
Security Analyst	\$3378-\$4282	\$4282-\$5788	\$5788-\$7295
Senior Contracts Manager	\$2435-\$2900	\$2900-\$3840	\$3840-\$4770
Senior Counsel	\$2700-\$3370	\$3370-\$4300	\$4300-\$5240
Senior Engineer	\$2685-\$3890	\$3890-\$5095	\$5095-\$6300
Senior QA Engineer		\$3551	\$4851
Senior Tax Accountant	\$2581-\$3133	\$3133-\$4100	\$4100-\$5203
Senior UI/UX Designer		\$3291	\$4071
Service Desk	\$2420-\$2720	\$2720-\$3172	\$3172-\$3774
Service Desk (Colombia)	\$2654-\$3079	\$3079-\$3503	\$3503-\$7743
Servicedesk L1/Helpdesk/IT Support	\$1847-\$2008	\$2040-\$2190	\$2220-\$2371
Servicedesk L1/Helpdesk/IT Support (Colombia)	\$2734-\$3171	\$3171-\$3608	\$3608-\$6228
ServiceDesk L2	\$2220-\$2522	\$2522-\$2823	\$2823-\$3275
ServiceDesk Manager	\$2974-\$3877	\$3877-\$4781	\$4781-\$5986
ServiceDesk/IT Support	\$2068-\$2361	\$2361-\$2653	\$2653-\$3092
Shift Leader/Team Leader	\$2117-\$2268	\$2268-\$2419	
Software Architect		\$4331	\$7450
Software Developer	\$2582-\$3787	\$3787-\$4992	\$4992-\$6197
Software Implementation Lead	\$3021-\$3774	\$3774-\$4678	\$4678-\$6486
Software Implementation Specialist	\$1967-\$2570	\$2570-\$3021	\$3172-\$3774
Software QA	\$2733-\$3335	\$3335-\$4088	\$4088-\$5595
Software QA (Colombia)	\$2850-\$3286	\$3505-\$4378	\$4378-\$5252
Software QA Tester	\$2720-\$3473	\$3473-\$4678	\$4678-\$6486
Software QA Tester (Colombia)	\$2850-\$3286	\$3505-\$4378	\$4378-\$5252
Sr. Broker Support/Pre-Credit Officer	\$1764-\$2018	\$2018-\$2262	\$2262-\$2627
Sr. Software QA	\$2640-\$3226	\$3226-\$3811	\$3957-\$5500
Staff Accountant	\$2365-\$2500	\$2518-\$2670	\$2795-\$2982
Staff Accountant	\$2071-\$2172	\$2172-\$2473	\$2473-\$2900
Supplier Order Management Associate	\$1911-\$2070	\$2070-\$2220	\$2220-\$2522
Supplier Order Management Specialist	\$2070-\$2371	\$2371-\$2823	\$2823-\$3275
System Administrator	\$2311-\$2603	\$2603-\$3042	\$3188-\$3920

Systems Analyst		\$3291	\$4331
Systems Engineer		\$2511	\$3421
Systems programmer (Colombia)	\$2,804-\$3,022	\$3,022-\$3,458	\$3,458-\$3,894
Tax Accountant	\$1911-\$2507	\$2507-\$3384	\$3384-\$4554
Tax Accountant - Ultratax & QBO	\$2653-\$3238	\$3238-\$4262	\$4262-\$5432
Tax Administrative Assistant	\$2110-\$2695	\$2695-\$3280	\$3280-\$4157
Team Leader (Colombia)	\$2442-\$2866	\$2866-\$4140	\$4140-\$4775
Tech Team Lead		\$3031	\$4851
Technical Project Manager		\$4071	\$6151
TELEMARKETER	\$1970-\$2280	\$2280-\$2883	\$3034-\$3636
TELEMARKETER (Colombia)	\$2210-\$2297	\$2297-\$2734	\$2734-\$3520
Training Specialist	\$1682-\$2066	\$2066-\$2317	\$2317-\$2818
Treasury Analyst	\$2757-\$3050	\$3050-\$3634	\$3780-\$4804
Underwriting Intake Analyst	\$1872-\$2130	\$2130-\$2431	\$2431-\$2733
Video Editors/Graphic Artist	\$2011-\$2168	\$2168-\$2607	\$2607-\$3200
Virtual Assistant (Colombia)	\$2018-\$2230	\$2230-\$2442	\$2442-\$2654
Virtual Conceirge	\$1755-\$1910	\$1910-\$2056	\$2056-\$2495
Virtual Nurse	\$2471-\$2612	\$2612-\$2894	\$2894-\$3316
Virtual Nurse (Colombia)	\$2342-\$2766	\$2766-\$3191	
Web Analytics Specialist (GA4)	\$2233-\$2384	\$2384-\$2836	\$2986-\$3590
WFM Consultant (Colombia)	\$2297-\$2516	\$2516-\$2952	\$3608+
WordPress Full Stack Engineer	\$2233-\$2986	\$2986-\$3590	\$3890-\$4945