

24|SEVEN | 2019

# JOB MARKET REPORT

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### LETTER FROM OUR FOUNDER

Thank you for your interest in 24 Seven's annual Job Market Report. Based on input from over 2000 respondents across a variety of industries, organizational levels, and job functions, this study provides information to help job seekers and hiring managers alike navigate the most candidate-friendly employment market in decades.

This year's findings are presented in 5 sections: Compensation & Benefits, Talent Mobility, Battle Stations Recruiting, Hire Expectations & Employer Brand, and Giggin' It.

Hiring managers tell us that not only is competition for talent at an all time high, but candidates are more discerning than ever. Employees surveyed feel their chances are very favorable to land a comparable or better job in the current hiring environment. While most respondents saw a salary increase in the last year, many respondents felt that their benefits had worsened and will continue to do so in the future. Preparation for retirement is an even greater employee concern.

Those respondents in the position to hire are most beleaguered by the struggle to source and attract talent, and by retaining employees and developing succession plans. Overall, hiring decision makers do not believe their organizations have improved compensation/benefits to retain employees. And while half of workers are planning a job change in the coming year, for the first time since 24 Seven began tracking talent mobility, 'better advancement and growth opportunity' is the most significant driver of talent flight. More money was a close second.

Marketing/Digital Marketing, Sales, and Creative professionals are most in demand. To attract top talent, companies should take a look at the reasons workers most often cite for making a job switch. In addition to growth & advancement, better pay, improved quality of life, better opportunities to master new skills & job functions, and better company culture round out the top five talent lures.

As always with our annual study, our goal is to uncover trends that companies can use to improve their employment offers, evolve their corporate culture, refine their employment brand, and create a workplace that attracts the very best talent.

Enjoy the insights!

**CELESTE GUDAS**  
CEO & Founder, 24 Seven

**COMPENSATION & BENEFITS >**

# COMPENSATION & BENEFITS

## 6 IN 10 ENJOYED A RAISE

57% of workers reported a salary increase in the last 12 months. Median total compensation rose by 8% for full-time, non-executives.



**Fifty-seven percent of workers reported a raise in the past year, averaging 8%.** Those in new jobs reported a higher average hike of **13%**, confirming the long held belief that making a job switch is often the fastest way to a bigger paycheck. Raises were mostly due to job performance or annual increase adjustment. Respondents also said their employers have work to do when it comes to closing gender and/or race pay gaps, and how they determine compensation and the transparency around pay. Companies not raising salaries or improving benefits run the risk of talent flight, as generous pay and benefits are top reasons to make a job switch.

to their medical benefits, many saw their contribution increase and plans worsen, and expect this to continue downward. And while most have access to 401K plans, nearly 7 in 10 employees are worried about retirement. Companies who improve on these aspects of the employment proposition will have the edge in the war for talent.

The majority of employees expressed concern with their healthcare benefits and retirement plans. When it comes

## OVER HALF EXPECT A RAISE

**54% OF EMPLOYEES ANTICIPATE RAISES IN THE 6% RANGE IN THE COMING YEAR**

Managers predict raises will be around 4.6%

## TOP 5 RAISE REASONS

1. Job performance
2. Annual increase
3. Company performance
4. Promotion
5. Retention tactic

# NEW JOB, MORE MONEY

Survey participants in new roles or at new employers enjoyed an even higher average increase of **13%**. Increase expectations for the coming year by this group are in line with the general survey respondent population - around **6%**.

## PAY EQUITY, TRANSPARENCY & ACCURACY: EMPLOYERS NOT MEASURING UP

### NOT WILLING TO PAY? EXPECT TO DRIVE THEM AWAY

Employees planning a job switch in the next year cite

**Increased compensation**

**More opportunity for variable pay, like commission & bonuses**

**Improved benefits & perks**

among the top ten reasons to flee their current employer

Employees said that companies have room to improve in their approach and transparency around compensation strategy:

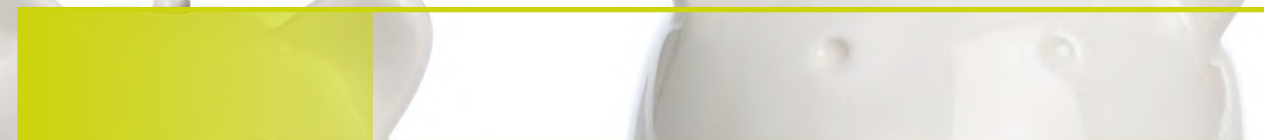
**46% My company compensates fairly based on gender and/or race**



**39% My company sets compensation accurately**



**27% My company is transparent about how compensation policy is determined**



**11% My company is transparent about who gets paid what**



# WORRIES ABOUT HEALTHCARE & RETIREMENT ABOUND

**Eighty-four percent** of employees share the cost of healthcare coverage with their employer. **Six in ten** are worried about their healthcare coverage. A majority of employees say that it has changed for the worse and will continue to decline in the future.



**58%**  
CONCERNED ABOUT  
THEIR MEDICAL  
BENEFIT COVERAGE

**68%**  
CONCERNED ABOUT  
THEIR RETIREMENT  
PLAN

# SEVEN IN TEN

employees are worried about their retirement plan, with **40%** holding the belief that the onus for retirement prep is shared with their employer.

5



While the majority of employees are offered some version of a 401K plan, less than a quarter have access to personal financial planning services:

## 401K WITH COMPANY MATCH



## 401K NO COMPANY MATCH

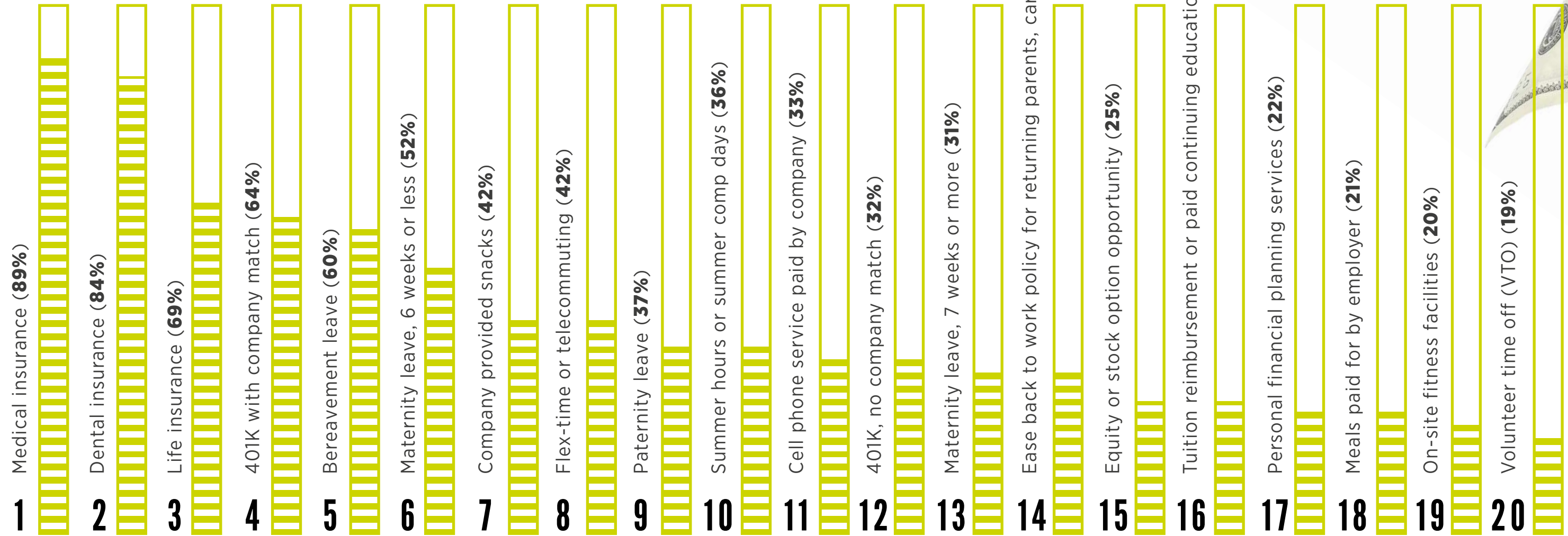


## ACCESS TO PERSONAL FINANCIAL PLANNING SERVICES



# BENEFITS & PERKS: HOW DO YOU COMPARE?

The top twenty benefits and perks employees receive include:





# THE LATEST ON LEAVE & NON-TRADITIONAL TIME OFF

**52%** Maternity Leave, 6 weeks or less

**31%** Maternity Leave, 7 weeks or MORE

**37%** Paternity Leave

**15%** One month or more sabbatical for personal or professional reasons

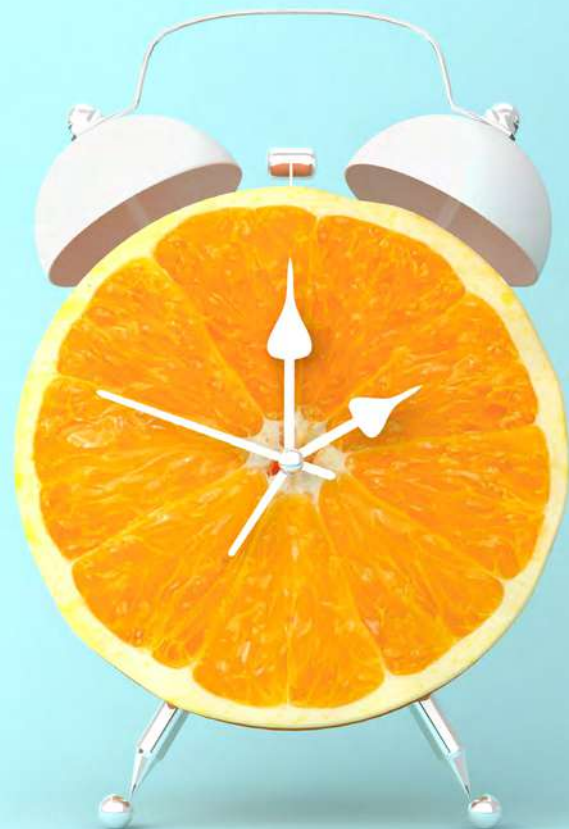
**19%** Volunteer Time Off (VTO)

**60%** Bereavement Leave

**9%** Unlimited Time Off

[www.24seventalent.com](http://www.24seventalent.com)

TALENT  
MOBILITY >



# TALENT MOBILITY

Almost half of respondents are determined to jump ship this year. Another **14%** are ripe for poaching. And just **5 in 10** are loyal to their current employer, with even less happy at their current job or feeling secure in it. Few believe loyalty is reciprocated by their company, or that they are valued at work. What might lure away these at-risk employees? Better advancement and growth opportunities are at the top of the list – a fatter paycheck dropped to the number two spot for the first time in our years of doing this research. Employees are feeling self assured in this candidate-driven hiring market, with **80%** expressing confidence that they could land a comparable or better job. In a talent-scarce environment, hiring managers report that candidates for Marketing/Digital Marketing, Sales and Creative roles are among the highest in demand.

## CONFIDENT & LURE-ABLE TALENT



Confident in their ability to secure a comparable or better job in today's market



Determined to make a job move in the next 12 months



More likely to make a job move than not in the next 12 months

# NOT FEELING THE LOVE

Just **4 in 10** are happy with their current job & employer



“Given the very low unemployment rate, my company has taken steps to make me feel valued at work.”

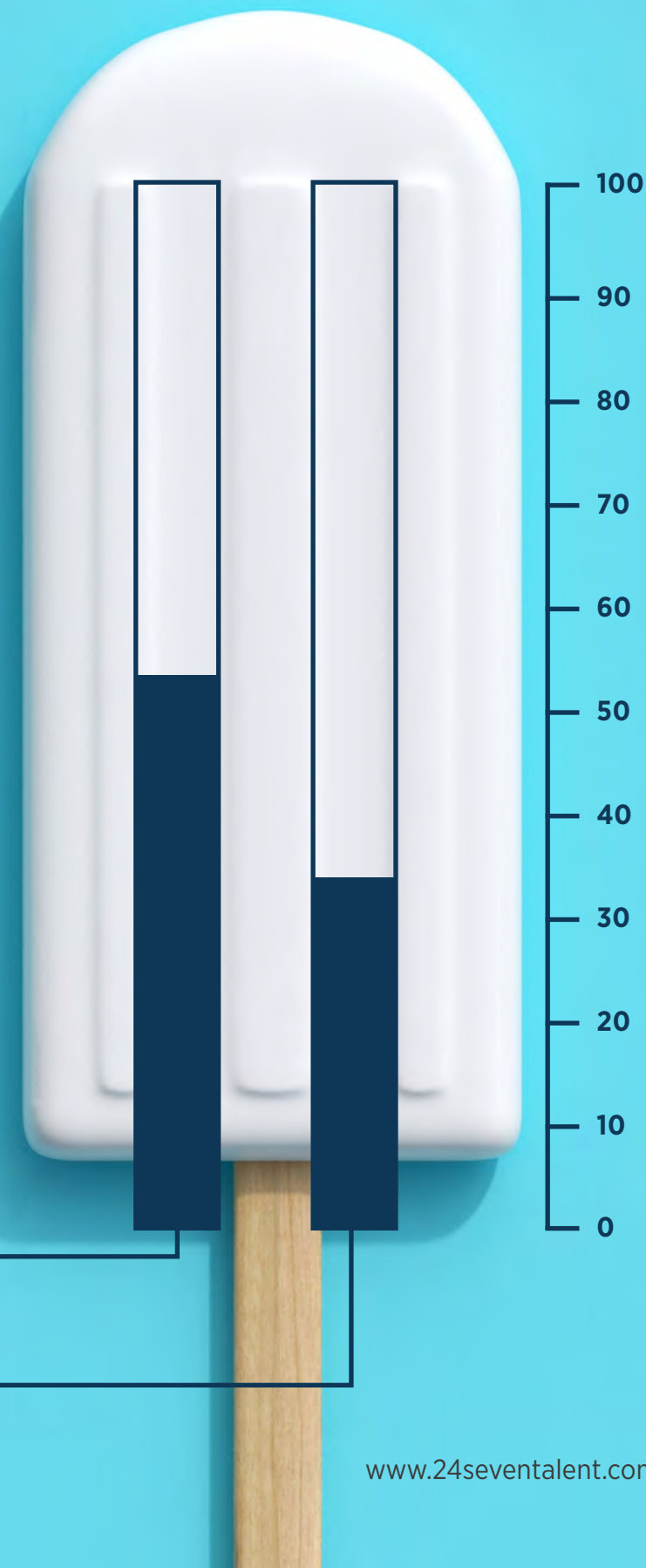
**26%**

ONLY **52%**

said they feel clear loyalty to their employer

EVEN LESS **34%**

said they believe their employer is loyal to them



# TOP 10

## REASONS TO SWITCH JOBS

\*For the first time since 24 Seven has been tracking talent mobility, higher salary was not the top reason to switch jobs – albeit by small margin

\*\*Only 4 in 10 surveyed feel secure in their current job



- 1 Better advancement & growth opportunities\*
- 2 Higher salary
- 3 Improved quality of life
- 4 Better opportunity to learn new skills or job functions
- 5 Better culture

- 6 Job I like better
- 7 Improved benefits & perks
- 8 More flexible schedule
- 9 Better commission or better bonuses
- 10 More job security\*\*

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# IMPROVE LOYALTY, IMPROVE RETENTION

Employees who identified themselves as being absolutely loyal to their employer were one third less likely to be planning a job switch in the next 12 months.

## LOYAL EMPLOYEES ARE MORE LIKELY TO FEEL

- Job secure
- Employer was loyal in return
- Job & company happy
- Valued through employer actions



# IN DEMAND & HARD TO LAND

Hiring managers say these functional areas have the **highest talent demand** RIGHT NOW

12



1. MARKETING/DIGITAL MARKETING
2. SALES
3. CREATIVE
4. OPERATIONS
5. ECOMMERCE
6. PRODUCTION/SOURCING & PRODUCT DEVELOPMENT
7. DESIGN & TECHNICAL DESIGN
8. WEB DEVELOPMENT
9. CONTENT MANAGEMENT & PRODUCTION
10. DATA SCIENCE/AI



BATTLE STATIONS  
RECRUITING >



# BATTLE STATIONS RECRUITING

62% of decision makers agree that today's talent is more discerning and demanding than before

Six in ten hiring decision makers say the competition for talent is more intense today than last year. The majority find that talent is more discerning, and 1/3 say that the frequency of negotiations to win over candidates has increased. Despite the raging war for talent, those in the position to hire say that they are stymied in their efforts to attract and retain talent by salary budget constraints and benefit offering limitations. Further, in a time when employees are concerned about their professional development and marketable career journeys, hiring managers admit that succession planning along with training and development are among the most challenging talent management tasks. Visionary employers looking to effectively compete in a tight talent market are taking steps to improve how and where they attract, train and retain employees.

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## Competition for Talent RELENTLESS & Candidates MORE SELECTIVE



34% of companies negotiate more often to win over candidates

# ATTRACTION & RETENTION LURES NEED IMPROVEMENT

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**70%**

SAY COMPANIES HAVE NOT IMPROVED COMPENSATION  
TO RETAIN EMPLOYEES

**70%**

SAY COMPANIES HAVE NOT IMPROVED BENEFITS  
TO RETAIN EMPLOYEES





# TOP SIX

## TALENT MANAGEMENT CHALLENGES

1. SUCCESSION PLANNING\*
2. FINDING SOURCES FOR TALENT
3. RETENTION
4. ATTRACTION (TIED)  
TRAINING & DEVELOPMENT (TIED)
5. EMPLOYEE ENGAGEMENT
6. IDENTIFYING TALENT

# 6

**\*Employees agree! 55% said that there isn't anyone at work ready to take over their responsibilities if they were to leave**



## OUCH! THAT HURTS...

When it comes to talent acquisition, hiring managers list the following as the company's Achilles' heel

1. LACK OF BUDGET TO MAKE THE HIRES NEEDED
2. COMPENSATION & BENEFITS AREN'T COMPETITIVE
3. WAR FOR TALENT ATMOSPHERE OF MARKETPLACE
4. OUR INDUSTRY IS A BARRIER
5. OUR REPUTATION AS AN EMPLOYER
6. OUR LOCATION
7. THE SKILLS GAP IN THE MARKETPLACE
8. WEAK EMPLOYMENT BRAND & MARKETING
9. POOR CANDIDATE EXPERIENCE
10. POOR TRACK RECORD FOR TALENT IDENTIFICATION & SOURCING

# WAR FOR TALENT REQUIRES CHANGING THINGS UP

To compete in today's candidate driven hiring market, some companies are refreshing their approach to talent management.



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HIRE EXPECTATIONS >

**39%**

Willing to compromise on functional skills when presented with a high potential candidate

**41%**

Expanding where to find talent, outside of geography and industry

**55%**

Willing to train high potential

**34%**

Actively recruiting from competition

**43%**

Improving how talent is identified, lured, and recruited

**24%**

Actively creating succession plans to stave talent attrition

# HIRE EXPECTATIONS & EMPLOYER BRAND

In our consumer driven culture, everything is brand, and brand is about experience. This has now come to include the employment journey – from employer awareness and recruitment, through the on-the-job reality, and even off-boarding. During the hiring process, candidate experience creates a lasting impression and influences the employment decision. Employer branding sets the expectation for what the workplace and career journey will be like. Online review sites allow candidates and employees to share their impressions and opinions for consideration by new talent – as well as by employers looking to win over the same top performers with a better employment proposition.

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## CANDIDATE EXPERIENCE COUNTS

45% ●●●●●○

of employees said their positive experience during the recruiting & hiring process influenced their perception of the employer for the better

58% ●●●●●○

of employees said the candidate experience had an impact on their employment decision

### Employees who recalled a negative candidate experience named THESE as the worst impression makers

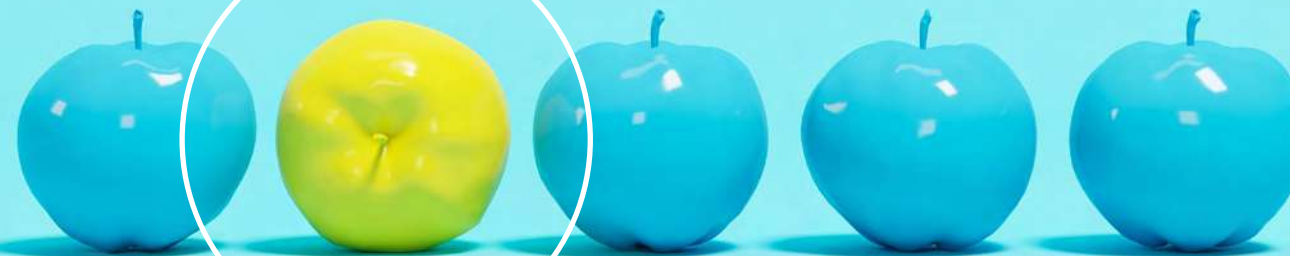
- 1 LACK OF COMMUNICATION\*
- 2 DISCONNECT BETWEEN EMPLOYER BRANDING & CANDIDATE EXPERIENCE
- 3 OVERALL RECRUITING & HIRING PROCESS TOOK TOO LONG
- 4 UNPREPARED INTERVIEWERS
- 5 REDUNDANT STEPS IN PROCESS
- 6 TOO MANY INTERVIEWS

**\*HELLO, ANYONE OUT THERE?** Lack of communication was far and away the biggest candidate experience pet peeve, cited 30% more frequently than the other negative impression factors

# EMPLOYERS ACKNOWLEDGE CANDIDATE EXPERIENCE & EMPLOYER BRAND HURDLES

1 IN 5

hiring managers admit their  
company's candidate experience and  
employer branding are hamstringing  
their talent acquisition efforts



# AMONG THE TOP TEN REASONS HIRING MANAGERS SAY THEY ARE LOSING THE TALENT WAR ARE



THE COMPANY'S REPUTATION AS AN EMPLOYER (#5)

THEIR EMPLOYER MARKETING EFFORTS (#8)

POOR CANDIDATE EXPERIENCE (#9)

# ADDITIONALLY

**EMPLOYERS NEED TO ENSURE THAT THEY ARE MARKETING THE EMPLOYMENT EXPERIENCE IN AN AUTHENTIC WAY - 38% OF EMPLOYEES SAY WORKPLACE REALITY IS WORSE THAN EXPECTATIONS**



## TELL ME SOMETHING GOOD

Employer reviews are increasingly relevant throughout the employment journey, as both candidates and employees post their experiences online, or consider the opinions of others in their employment decisions.

**66% have used sites like Glassdoor to either rate or research employers**

# GIGGIN' IT

**Twenty-six percent** of survey participants this year are independent contractors, either working on their own or through a staffing firm. As pioneers in freelance staffing, 24 Seven has witnessed contract work spread into all segments of the economy over the last two decades. Many experts believe that **within the next ten years freelancers and contractors will outnumber full-time workers.**

Our survey finds that independent workers estimate that they earn an average of **26%** more than a comparable full-time worker in the same role, and most are attracted to the gig lifestyle because of the flexibility of when and where they work. However, despite higher earning potential and greater flexibility, **7 in 10** freelancers say that they'd prefer to transition to a full-time position. Companies who are finding it hard to fill key roles in this tight labor market should consider hiring freelancers. It's an opportunity for both parties to try each other out before making a full-time commitment, while keeping mission-critical initiatives moving forward.

## TOP TEN REASONS TO FREELANCE

1. Flexibility when to work
2. Flexibility where to work
3. Lost or left full-time job; freelancing until hired full-time again
4. Achieve better work/life balance
5. Project variety
6. Freedom to choose type of work
7. Freedom to choose with whom to work
8. Be one's own boss
9. Greater earning potential
10. More opportunity to keep skills sharp



# INDEPENDENT HU\$\$\$TLE

On average, independent contractors estimate that they earn **26%** more than full-time workers in the same role.

“In your experience, how much more are you earning as an independent contractor than you would have in a comparable full-time role at a company?”

**24%** 0-10% more

**16%** 31-50% more

**3%** 76-100% more

**26%** 11-20% more

**6%** 51-75% more

**2%** 100+% more

**22%** 21-30% more



# FREELANCERS LOVE FULLTIME

Despite higher earning potential and greater flexibility, **70%** of freelancers admit they would be likely to take a full-time role

**39%**

Extremely likely

**31%**

Somewhat likely

**15%**

Neither likely or unlikely

**8%**

Somewhat unlikely

**8%**

Extremely unlikely

# HIRING MANAGERS CHALLENGED TO FILL ROLES, YET RELIANCE ON FREELANCERS IS FLAT

Sourcing, identifying and attracting talent are headaches for those in the position to hire at companies. Freelancers could be a potential source for talent for hard-to-fill roles, as the majority of freelancers surveyed said they'd be willing to convert to full-time employment.

31%

of hiring managers say they plan to use freelancers more in the coming year

40%

will not change their current dependence on freelancers

29%

will rely on freelancers less

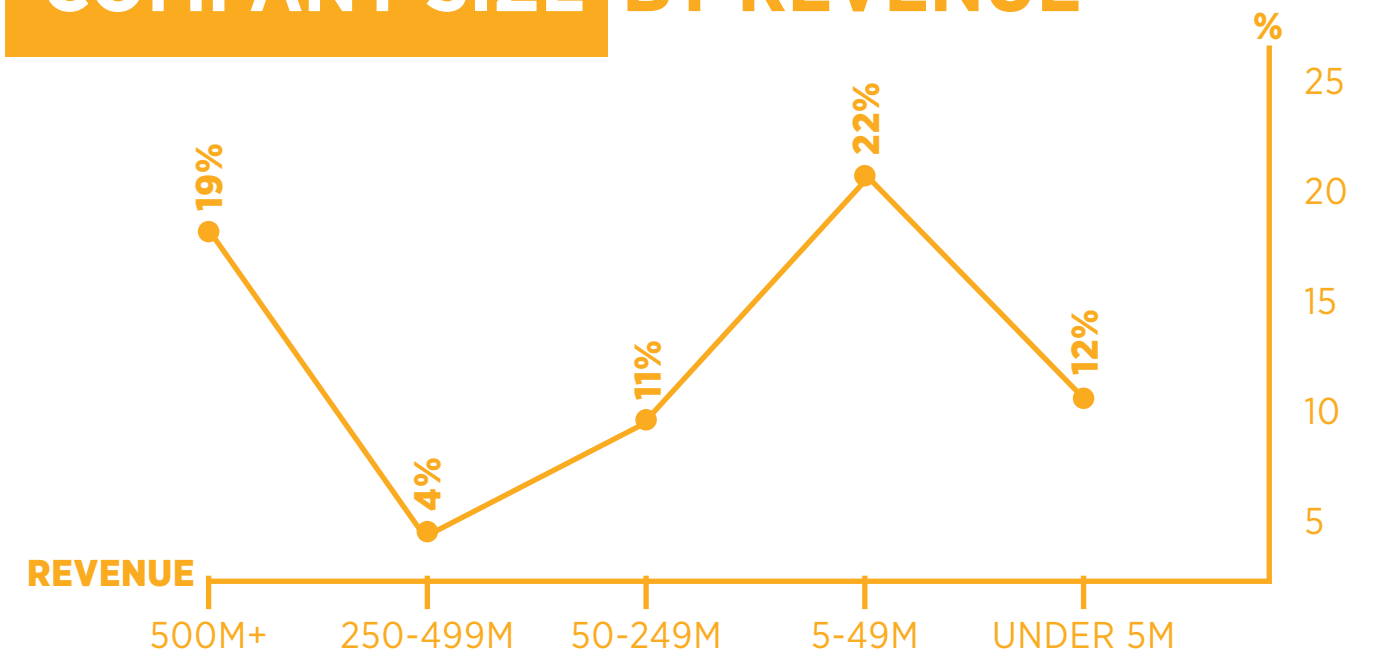
RESPONDENT PROFILE >

# RESPONDENT PROFILE

## BUSINESS SECTOR

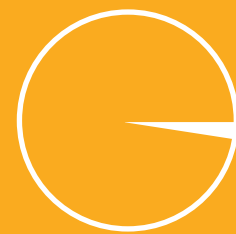
Fashion/Apparel/Footwear/Accessories	-	<b>20%</b>
Marketing/Advertising/Creative	—————	<b>17%</b>
Beauty	—————	<b>14%</b>
Technology/Software	—————	<b>7%</b>
Communications & Media	—————	<b>5%</b>
Retail	—————	<b>5%</b>
Consumer Packaged Goods	—————	<b>4%</b>
Entertainment	—————	<b>3%</b>
Other	—————	<b>25%</b>

## COMPANY SIZE BY REVENUE

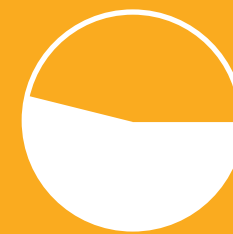


## MAIN FUNCTIONAL AREAS REPRESENTED

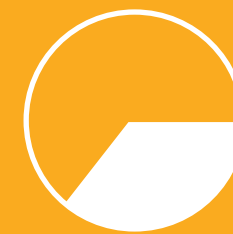
Creative.....	17%
Marketing/Digital Marketing.....	15%
Design & Technical Design.....	8%
Production/Sourcing & Product Development....	7%
Sales.....	6%
Operations.....	5%
Human Resources.....	5%
Admin.....	5%
Operations.....	4%
Planning, Merchandising, Buying.....	3%
Media.....	3%
Ecommerce.....	3%



2%  
**GEN Z**



55%  
**MILLENNIALS**



32%  
**GEN X**



11%  
**BOOMERS**

# FEMALE 72% MALE 28%

SALARIES >

# SALARIES

## SALES, DIGITAL MARKETING, CREATIVE & CONTENT

TITLE	LOW	HIGH
3D Animator	\$50,000	\$95,000
3D Designer	\$45,000	\$100,000
Account Director	\$90,000	\$170,000
Account Executive/Manager	\$41,000	\$96,000
Account Supervisor	\$60,000	\$120,000
Administrative/Executive	\$38,000	\$80,000
App Developer/Engineer	\$75,000	\$145,000
Architect	\$100,000	\$165,000
Art Director	\$80,000	\$130,000
Associate Creative Director	\$52,000	\$112,000
Back-End Web Developer	\$56,000	\$112,000
Blogger	\$35,000	\$79,000
Brand Director	\$139,000	\$274,000

TITLE	LOW	HIGH
Brand Manager	\$74,000	\$146,000
Business Development Manager	\$53,000	\$125,000
Communications Manager	\$62,000	\$121,000
Community Manager	\$43,000	\$83,000
Consumer Insight Director	\$130,000	\$200,000
Consumer Insights Manager	\$58,000	\$118,000
Content Development Manager	\$62,000	\$152,000
Content Editor	\$40,000	\$75,000
Copy Editor	\$42,000	\$60,000
Copywriter	\$44,000	\$100,000
Creative Director	\$97,000	\$250,000
Creative Services Manager	\$55,000	\$120,000
CRM Manager	\$70,000	\$123,000
Digital Designer	\$45,000	\$98,000
Digital Photographer	\$40,000	\$100,000
Digital Producer	\$60,000	\$120,000
Digital Project Manager	\$56,000	\$119,000
Digital Strategist	\$60,000	\$125,000
Director, Business Development	\$90,000	\$200,000
Director, Client Services	\$74,000	\$153,000
Director, Corporate Communications	\$70,000	\$150,000
Director, Marketing	\$95,000	\$172,000
Director, Sales	\$90,000	\$220,000
Director/Lead UX	\$121,000	\$192,000

**SALES, DIGITAL MARKETING,  
CREATIVE & CONTENT CONT.**

TITLE	LOW	HIGH
E-Commerce Marketing Manager	\$85,000	\$130,000
Email Marketing Manager	\$60,000	\$107,000
Environment/Store/Retail Design	\$40,000	\$83,000
Events manager	\$41,000	\$80,000
EVP/SVP/VP Marketing	\$105,000	\$234,000
EVP/SVP/VP Sales/BD	\$104,000	\$242,000
Flash Designer	\$52,000	\$95,000
Front-End Web Developer	\$57,000	\$108,000
Game Designer/Specialist	\$52,000	\$110,000
Graphic Designer	\$50,000	\$90,000
Illustrator	\$34,000	\$75,000
Industrial Designer	\$49,000	\$84,000
Influencer Marketing Manager	\$65,000	\$125,000
Infographics Designer	\$40,000	\$74,000
Information Architect	\$76,000	\$131,000
Interior Designer	\$41,000	\$80,000
Market Research Manager	\$64,000	\$106,000
Marketing Acquisition	\$75,000	\$121,000
Marketing/Digital Marketing Coordinator	\$39,000	\$68,000
Marketing/Digital Marketing Manager	\$70,000	\$121,000

TITLE	LOW	HIGH
Media Buyer	\$50,000	\$90,000
Media Planner	\$45,000	\$90,000
Media Supervisor	\$55,000	\$97,000
Mobile Developer/Designer	\$66,000	\$121,000
Motion Graphics Designer	\$55,000	\$104,000
Package Designer	\$45,000	\$100,000
Photo Retoucher	\$50,000	\$73,000
Photographer	\$50,000	\$100,000
Print Project Manager	\$56,000	\$119,000
Producer	\$50,000	\$90,000
Product Designer & Developer	\$73,000	\$124,000
Product Manager	\$75,000	\$152,000
Production Artist	\$50,000	\$69,000
Production Manager	\$60,000	\$105,000
Project Manager	\$60,000	\$119,000
Promotions Manager	\$58,000	\$124,000
Proofreader	\$35,000	\$58,000
Public Relations Manager	\$60,000	\$96,000
Regional Sales Manager	\$63,000	\$148,000
Retail Marketing Director	\$78,000	\$172,000
Sales Manager	\$80,000	\$125,000
Search Marketing (SEO/SEM)	\$60,000	\$125,000
Social Media Analyst	\$50,000	\$80,000

**SALES, DIGITAL MARKETING,  
CREATIVE & CONTENT CONT.**

**FASHION DESIGN &  
TECHNICAL DEVELOPMENT**

TITLE	LOW	HIGH
Social Media Manager/Specialist	\$55,000	\$90,000
Strategic Planning Manager	\$57,000	\$125,000
Studio Manager	\$40,000	\$82,000
Traffic Coordinator	\$32,000	\$59,000
Traffic Manager	\$38,000	\$74,000
Training & Education Manager	\$51,000	\$114,000
UX/UI designer	\$57,000	\$121,000
Video Editor/Producer	\$60,000	\$110,000
Videographer	\$40,000	\$85,000
Visual/Web Designer	\$42,000	\$90,000
Web Analyst	\$54,000	\$99,000
Web Content Manager	\$50,000	\$103,000
Web Production Artist	\$34,000	\$69,000

TITLE	LOW	HIGH
Accessories Designer	\$45,000	\$75,000
Administrative/Executive Assistant	\$38,000	\$80,000
Apparel Graphic Designer	\$45,000	\$80,000
Assistant/Associate Designer	\$40,000	\$60,000
CAD Designer	\$38,000	\$77,000
Colorist	\$30,000	\$82,000
Creative Director	\$100,000	\$204,000
Design Director	\$120,000	\$175,000
Design Room Coordinator/Assistant	\$65,000	\$120,000
EVP/SVP/VP Design	\$140,000	\$291,000
Fashion Director	\$125,000	\$148,000
Footwear Designer	\$60,000	\$140,000
Jewelry Designer	\$55,000	\$100,000
Pattern Maker	\$75,000	\$140,000
President	\$200,000	\$500,000
Studio Manager	\$40,000	\$82,000
Technical Designer	\$55,000	\$110,000
Technical Director	\$73,000	\$169,000
Textile Designer	\$50,000	\$100,000
Trend Director	\$123,000	\$200,000

**PRODUCTION, SOURCING & PRODUCT DEVELOPMENT**

TITLE	LOW	HIGH
Administrative/Executive Assistant	\$38,000	\$80,000
EVP/SVP/VP Sourcing/Production	\$133,000	\$275,000
Fabric Research & Development	\$75,000	\$135,000
Fabrics & Trim Buyer	\$60,000	\$90,000
Grader - Computerized	\$20,000	\$40,000
Import Coordinator	\$45,000	\$70,000
Overseas Production Manager/Supervisor	\$65,000	\$105,000
Overseas Sourcing Manager/Supervisor	\$68,000	\$117,000
Pattern Maker	\$75,000	\$140,000
Product Development Manager	\$85,000	\$165,000
Product Development Specialist	\$55,000	\$90,000
Product Line Manager (PLM)	\$70,000	\$130,000
Production Assistant/Coordinator	\$40,000	\$60,000
Production Manager/Supervisor	\$70,000	\$95,000
Production Planner	\$49,000	\$97,000
QA/QC	\$45,000	\$82,000

**PRODUCTION, SOURCING & PRODUCT DEVELOPMENT CONT.**

TITLE	LOW	HIGH
Research & Development Manager	\$80,000	\$100,000
Sample Coordinator	\$45,000	\$55,000
Sourcing Assistant/Coordinator	\$45,000	\$61,000
Sourcing Manager/Supervisor	\$68,000	\$117,000
Technical Designer	\$55,000	\$95,000
Technologist Garment/PDM	\$80,000	\$150,000
Product Design & Development	\$73,000	\$124,000
VP/Director Product Development	\$125,000	\$236,000





**PLANNING, MERCHANDISING & BUYING**

TITLE	LOW	HIGH
Administrative/Executive Assistant	\$38,000	\$80,000
Allocator	\$35,000	\$60,000
Associate/Assistant Buyer	\$33,200	\$57,200
Associate/Assistant Merchandiser	\$36,000	\$65,000
Buyer	\$40,000	\$83,000
Demand Planner	\$60,000	\$100,000
Director, Buying	\$92,000	\$130,000
Division Merchandise Manager	\$125,000	\$200,000
E-commerce/Web Merchandising	\$50,000	\$101,000
EVP/SVP/VP Merchandising	\$105,000	\$300,000
Merchandiser	\$60,000	\$90,000
Planner	\$55,000	\$100,000
Planning Manager	\$90,000	\$140,000
VP Merchandising	\$105,000	\$303,000
VP Planning	\$120,000	\$220,000

**OPERATIONS, HUMAN RESOURCES**

TITLE	LOW	HIGH
Account/Finance Manager	\$82,000	\$142,000
Administrative/Executive Assistant	\$38,000	\$80,000
Architect	\$90,000	\$180,000
Benefits & Payroll Manager	\$65,000	\$85,000
Collections	\$23,000	\$43,000
Construction Manager	\$53,000	\$111,000
Credit Manager	\$44,000	\$104,000
Customer Service Rep	\$24,000	\$40,000
Customer Service Supervisor	\$26,000	\$56,000
Director, Recruiting	\$120,000	\$154,000
Employee Relations	\$39,000	\$90,000
General Council	\$88,000	\$250,000
Human Resources Assistant	\$36,000	\$50,000
Human Resources Business Partner	\$60,000	\$100,000
Loss Prevention Manager	\$39,000	\$79,000
Operations Manager	\$39,000	\$100,000
Recruiter	\$50,000	\$100,000
VP/Director Finance	\$109,000	\$195,000
VP/Director Human Resources	\$98,000	\$243,000

**OPERATIONS,  
HUMAN RESOURCES CONT.**

TITLE	LOW	HIGH
VP/Director Information	\$110,000	\$210,000
VP/Director Operations	\$100,000	\$212,000

**INFORMATION TECHNOLOGY**

TITLE	LOW	HIGH
App Developer/Engineer	\$75,000	\$145,000
Back End Software Developer/Engineer	\$56,000	\$112,000
Desktop/IT Support	\$37,000	\$74,000
Front End Software Developer/Engineer	\$65,000	\$125,000
Full Stack Software Developer/Engineer	\$58,000	\$113,000
Network Engineer	\$54,000	\$109,000
QA Analyst	\$46,000	\$86,000
QA Consultant	\$42,000	\$102,000

TITLE	LOW	HIGH
QA Engineer	\$59,000	\$108,000
QA Tester	\$39,000	\$87,000
Technical Writer	\$47,000	\$85,000
Technology Project Manager	\$55,000	\$95,000
VP/Director Information Technology	\$110,000	\$210,000

**RETAIL, E-COMMERCE & STORE LEVEL,  
ENVIRONMENT DESIGN & ARCHITECTURE**

TITLE	LOW	HIGH
Area Manager	\$80,000	\$110,000
Assistant Store Manager	\$45,000	\$70,000
Department Manager	\$40,000	\$70,000
Director of Stores	\$140,000	\$190,000
Director, E-Commerce	\$85,000	\$190,000
District Manager	\$90,000	\$130,000
E-Commerce Manager	\$70,000	\$120,000
Key Holder/Supervisor	\$40,000	\$45,000
Regional Manager	\$110,000	\$180,000
Regional Sales Manager	\$130,000	\$165,000
Retail Operations	\$60,000	\$90,000

**RETAIL, E-COMMERCE & STORE LEVEL, ENVIRONMENT DESIGN & ARCHITECTURE CONT.**

TITLE	LOW	HIGH
Sales Associate	\$30,000	\$55,000
Sales Manager	\$45,000	\$60,000
Stock Associate	\$25,000	\$40,000
Stock Manager	\$35,000	\$50,000
Store Manager/General Manager	\$70,000	\$120,000
Training & Education Manager	\$60,000	\$95,000
Visual Coordinator/Assistant	\$24,000	\$52,000
VP/Director Retail	\$120,000	\$250,000

**CUSTOMS, TRADE & COMPLIANCE**

TITLE	LOW	HIGH
Brand Compliance	\$40,000	\$80,000
Social and Environmental Compliance	\$38,000	\$80,000
Sustainability	\$46,000	\$110,000
Trade Compliance	\$40,000	\$80,000
Vendor Compliance	\$36,000	\$83,000

**TRANSPORTATION & LOGISTICS**

TITLE	LOW	HIGH
Director, Distribution and Logistics	\$82,000	\$168,000
Director, Supply Chain Logistics	\$111,900	\$178,025
EVP/SVP/VP Distribution and Logistics	\$134,000	\$247,000
EVP/SVP/VP Supply Chain	\$140,000	\$286,000
Logistics Manager	\$52,000	\$107,000
Supply Chain Manager	\$77,000	\$140,000

**WHOLESALE**

<b>TITLE</b>	<b>LOW</b>	<b>HIGH</b>
Account Executive	\$39,000	\$102,000
Junior Account Executive	\$33,000	\$65,000
Sales Assistant/Coordinator	\$34,000	\$61,000
Sales Director	\$100,000	\$150,000
Sales Manager	\$80,000	\$125,000
Senior Account Executive	\$46,000	\$112,000
Showroom Manager	\$125,000	\$275,000



The logo for 24seven, featuring the number '24' in a light blue color and the word 'seven' in a white color, both enclosed within a rounded rectangular border with a light blue gradient.

24seven™

## 24 SEVEN

24 Seven is an award-winning creative staffing and recruiting firm that connects high caliber talent with leading brands, marketing departments, design firms, and ad agencies. For nearly 20 years, 24 Seven has been providing temporary, temp-to-hire, direct hire and executive search solutions to leading organizations across many industries, including marketing, creative, technology, fashion, luxury retail, e-commerce and beauty. We support our clients' evolving talent demands with offices in New York, London, Toronto, Los Angeles, Orange County, San Francisco, Seattle, Portland, Denver, Chicago, Philadelphia and Atlanta.

Salary trends and employment data are based on an online survey conducted between November 8th and December 2nd 2018 of over 2,100 Digital Marketing, Creative, Technology, Fashion/Retail, and Beauty professionals, while salary figures by job title were compiled by 24 Seven's internal team using a variety of data inputs. The study, one of the largest of its kind, uses a pure probability sample.

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