

Salary Report

2019



Los Angeles

Seattle

San Francisco

Boston

New York City

Chicago

Washington DC

Tech Edition

Solidifying its place in the global tech scene, Boston is slowly but surely attracting **forward-thinking** innovators and big tech disruptors.

Thanks to the talented and hungry student population from the city's prestigious universities, continued rounds of funding, and an investment in sectors like AI and robotics, Boston is well-positioned for expansive tech growth in the coming years.

At Vetterly, we sit at a unique crossroads in the world of hiring: thousands of job-seekers and employers use our online marketplace to discover top talent and make big career moves, every day. And when it comes to salary and compensation, we believe that when all parties are on equal footing, everyone is poised to have a better hiring experience. The following data reflects Boston employer practices and the offers they've extended across the technology sector.



Average Salary by Role

To start, we dug into the data that felt like the most meaningful baseline for both employers and job-seekers: salary by role and years of experience.

There's a lot to learn, but here are a few highlights: for one thing, Boston is a great place to work in the back of the house. Back-End Engineers enjoy a larger-than-usual premium over Front-End Engineers. We also noticed a meaningful margin as UI/UX-focused talent edges out Designers across all levels of experience. Junior Mobile Engineers are highly valued as well, as compared to their traditional engineering counterparts.

Engineering Roles	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
Front End Engineer	\$72K	\$82K	\$99K	\$112K	\$125K
Back End Engineer	\$78K	\$93K	\$113K	\$123K	\$131K
Full Stack Engineer	\$75K	\$87K	\$106K	\$120K	\$128K
Mobile Engineer	\$98K	\$108K	\$118K	\$124K	\$133K

Other Tech Roles	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
Tech Management	—	—	\$126K	\$130K	\$146K
Product Management	\$80K	\$89K	\$102K	\$115K	\$126K
Data Science	\$96K	\$106K	\$117K	\$135K	\$147K
DevOps / Infrastructure	\$85K	\$97K	\$113K	\$121K	\$128K
QA Engineer	\$82K	\$90K	\$96K	\$106K	\$121K
Design	\$69K	\$79K	\$90K	\$103K	\$127K
UI / UX	\$71K	\$81K	\$93K	\$117K	\$132K

Boston Salary Premiums

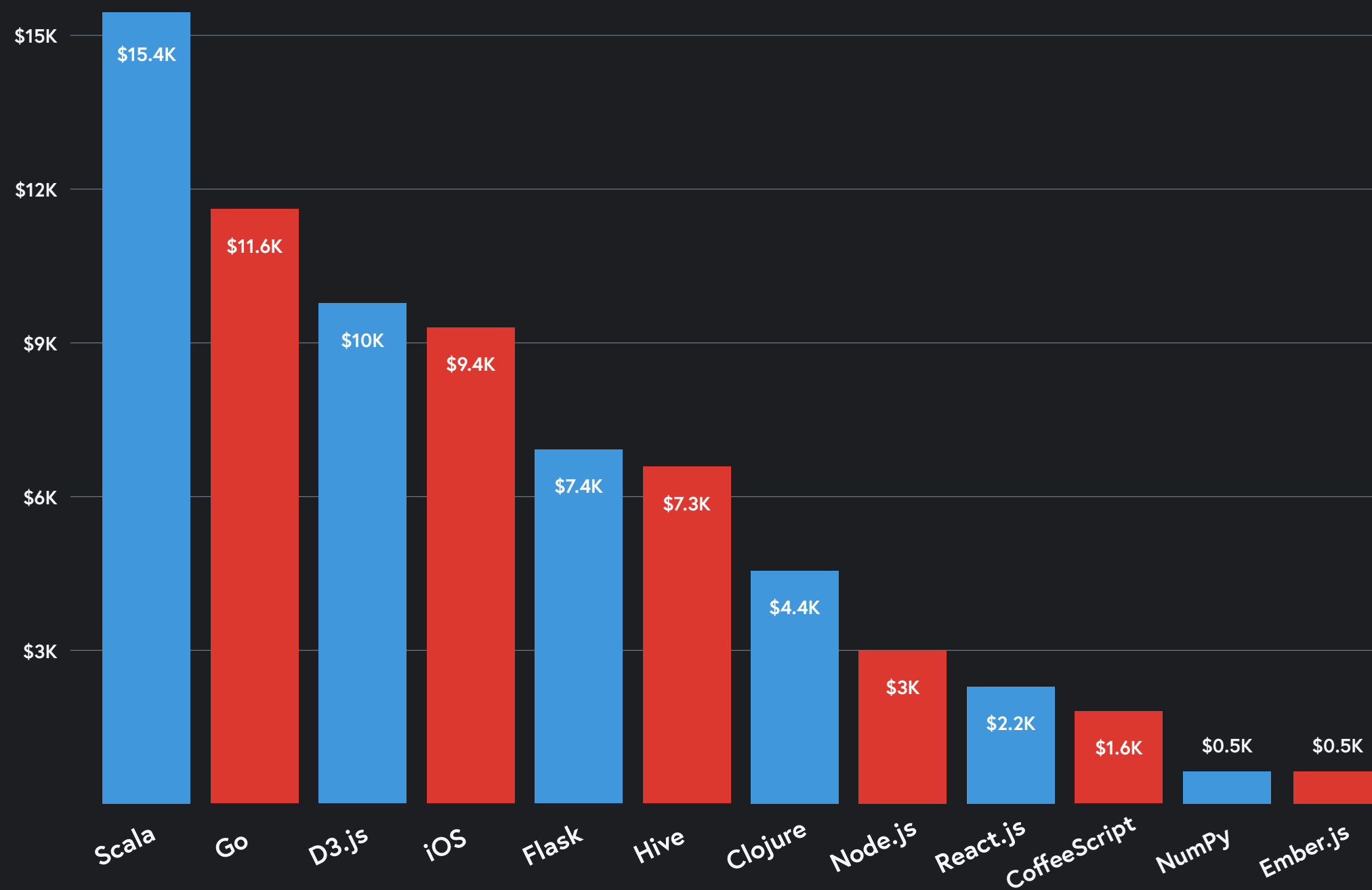
While there are many factors that influence salary premiums, as someone wise once said, it often comes down to *location, location, location*.

Cost of living varies from place to place, and salaries for the same role fluctuate based on where that person is, on the ground. While salary premiums are, on average, 5% lower in Boston than in NYC and 13% lower than in San Francisco, this harborside town enjoys a 6% edge over Chicago and a 4% premium over those in DC. Boston, on average, remains reasonably comparable to LA, but in digging into particular roles, there's a lot of fluctuation. For instance, UI/UX talent receives a 9% premium in Boston over LA, but if you're more front-facing, head west: Front-End Engineers in LA receive an 8% premium over those in Boston.

	Front End Engineer	Back End Engineer	Full Stack Engineer	Mobile Engineer	Tech Management	Product Management	Data Science	DevOps / Infrastructure	QA Engineer	Design	UI/UX
Boston vs. New York	-12%	-8%	-10%	+4%	-7%	-7%	-1%	-5%	+5%	-4%	-4%
Boston vs. San Francisco	-20%	-15%	-17%	-5%	-12%	-16%	-8%	-15%	-12%	-13%	-11%
Boston vs. Los Angeles	-8%	-5%	-5%	+1%	-3%	-5%	-5%	+6%	-6%	+4%	+9%
Boston vs. Washington DC	-3%	+3%	-1%	+12%	+3%	+2%	+10%	+1%	+13%	-1%	+4%
Boston vs. Chicago	+1%	+3%	+3%	+9%	+4%	-2%	+9%	+6%	+10%	+9%	+13%
Boston vs. Seattle	-12%	-12%	-12%	+3%	-9%	-5%	-1%	-11%	-1%	-5%	-3%

■ Greatest differentials

Average Salary Premium by Specialty Programming Skills



When you're looking for a job, it's helpful to know what exactly employers are looking *for*.

As such, job-seekers often ask "what skills are the most valuable?" or "where should I focus my education as I move forward in my career?" Based on this demand, we've compiled the average salary premium job-seekers have received for possessing certain skills over job-seekers who don't have the same kind of mastery.

For instance, a Back-End Engineer with knowledge of Scala could expect an average salary premium of \$15k over a job-seeker without Scala experience. Go is another skill that we've seen rise in popularity, with an expected premium of \$11.6k over someone who doesn't have the ability to code with Go. Finally, although both skill sets are in high demand, our data has shown that iOS Engineers typically receive a \$9.4k salary premium to Android Engineers, a huge increase over last year's data.

Average Salary Premium by Popular Programming Skills

Language matters, as demonstrated by the data we collected around popular programming skills across different levels and years of experience.

Notable observations include the relative premium associated with Python, especially in comparison to .NET and PHP, which have fallen slightly out of favor in recent years. Additionally, average junior salaries for those who know Ruby, although a high demand skill, is likely moderated by recent coding school graduates that focus on Ruby on Rails. This gap persists as years of experience increase, despite overall salary growth in the last year.

	0-1 Years	1-2 Years	2-4 Years	4-6 Years	6+ Years
.NET	\$87K	\$93K	\$103K	\$118K	\$136K
C/C++	\$97K	\$101K	\$111K	\$126K	\$149K
Java	\$102K	\$104K	\$113K	\$127K	\$147K
JavaScript	\$96K	\$98K	\$109K	\$121K	\$137K
PHP	\$84K	\$96K	\$104K	\$117K	\$133K
Python	\$102K	\$104K	\$116K	\$129K	\$150K
Ruby/Ruby on Rails	\$100K	\$102K	\$113K	\$127K	\$144K

■ Highest paid skill by years of experience

Headquartered in a sunny, plant-filled office in New York City, Vetterly is changing the way people hire and get hired.



We use machine learning and real-time data to match talented job-seekers with inspiring companies. As a passionate team of doers and thinkers, our goal is to enrich and automate the recruiting process, make hiring more rewarding for everyone, and create a happier and more accountable working world.

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