

Salary Guide

Global Human Resources



Who Are We?

Helping Businesses Grow Globally

Polyglot Group is a **globally recognized** business with **in country local expertise** in the Human Resources industry in 4 continents, 6 countries and 12 cities.

We provide Talent Acquisition, HR Services (including HR Consulting & Outsourcing as well as immigration support), Payroll Outsourcing, Business Setup and Language Solutions to businesses wanting to settle down or expand their knowledge in a new country.

Over the past **10 years** our well connected and experienced HR consultants have been working within all types of industries, from industrial companies to high-tech start-ups.

With this **comprehensive expertise** in the human resources industry, our team is well equipped to compare industry salaries.



Payroll Outsourcing



Executive HR



General HR



HR Information System (HRIS)



Compensation & Benefits

Salary Guide

CALIFORNIA

Salary Guide

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California – Human Resources	Tier 1	Tier 2	Tier 3
VP Executive	230 - 320	190 - 280	150 - 230
Director / Head	150 - 195	130 - 180	110 - 150
Manager / Senior Manager	115 - 140	100 - 135	90 - 115
Business Partner / Senior	90 - 140	100 - 120	70 - 90
HR Generalist / Senior	85 - 105	75 - 95	60 - 85
Coordinator / Senior	50 - 65	45 - 60	40 - 50

*Please note that salary figures are only estimates, and can fluctuate greatly depending on company size (Top tier = 15 to 25% higher than small and medium sized companies), specialization of the candidate and years of experience.

Base salary only, in US\$

Salary Guide

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California – Human Resources	Tier 1	Tier 2	Tier 3
Talent Acquisition VP / Head	150 - 170	140 - 160	135 - 150
Talent Acquisition Director / Senior	135 - 175	120 - 155	95 - 135
Talent Acquisition Recruiter / Manager	105 - 135	90 - 120	75 - 105
HRIS Director / VP	130 - 160	115 - 145	100 - 130
HRIS Manager / Senior Manager	90 - 135	80 - 120	85 - 90
Analyst / Senior Analyst	90 - 115	80 - 105	70 - 90

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California – Human Resources	Tier 1	Tier 2	Tier 3
Payroll Manager / Director	100 - 125	85 - 115	75 - 100
Payroll Supervisor	80 - 95	80 - 90	70 - 80
Payroll Specialist	50 - 60	40 - 50	30 - 50
Compensation & Benefits Director / Senior	160 - 200	140 - 180	120 - 160
Compensation & Benefits Manager / Senior	90 - 110	80 - 100	70 - 90
Compensation & Benefits Analyst / Senior	75 - 90	70 - 85	60 - 75

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SAN FRANCISCO BAY AREA

Salary Guide

Helping Businesses Grow Globally

San Francisco Bay Area – Human Resources	Tier 1	Tier 2	Tier 3
VP Executive	270 - 370	250 - 290	180 - 240
Director / Head	170 - 215	150 - 190	130 - 170
Manager / Senior Manager	130 - 155	110 - 150	90 - 130
Business Partner / Senior	125 - 160	105 - 145	90 - 125
HR Generalist / Senior	95 - 120	75 - 115	65 - 95
Coordinator / Senior	60 - 70	50 - 70	45 - 60

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San Francisco Bay Area – Human Resources	Tier 1	Tier 2	Tier 3
Talent Acquisition VP / Head	200 - 240	180 - 220	160 - 200
Talent Acquisition Director / Senior	175 - 220	155 - 195	125 - 175
Talent Acquisition Recruiter / Manager	120 - 155	100 - 140	85 - 120
HRIS Director / VP	160 - 190	140 - 170	135 - 160
HRIS Manager / Senior Manager	130 - 160	110 - 150	100 - 130
Analyst / Senior Analyst	110 - 135	90 - 125	80 - 110

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San Francisco Bay Area – Human Resources	Tier 1	Tier 2	Tier 3
Payroll Manager / Director	130 - 160	110 - 150	95 - 130
Payroll Supervisor	90 - 105	85 - 100	80 - 90
Payroll Specialist	60 - 80	50 - 60	45 - 60
Compensation & Benefits Director / Senior	195 - 240	175 - 210	150 - 195
Compensation & Benefits Manager / Senior	130 - 155	120 - 140	110 - 130
Compensation & Benefits Analyst / Senior	85 - 105	75 - 95	70 - 85

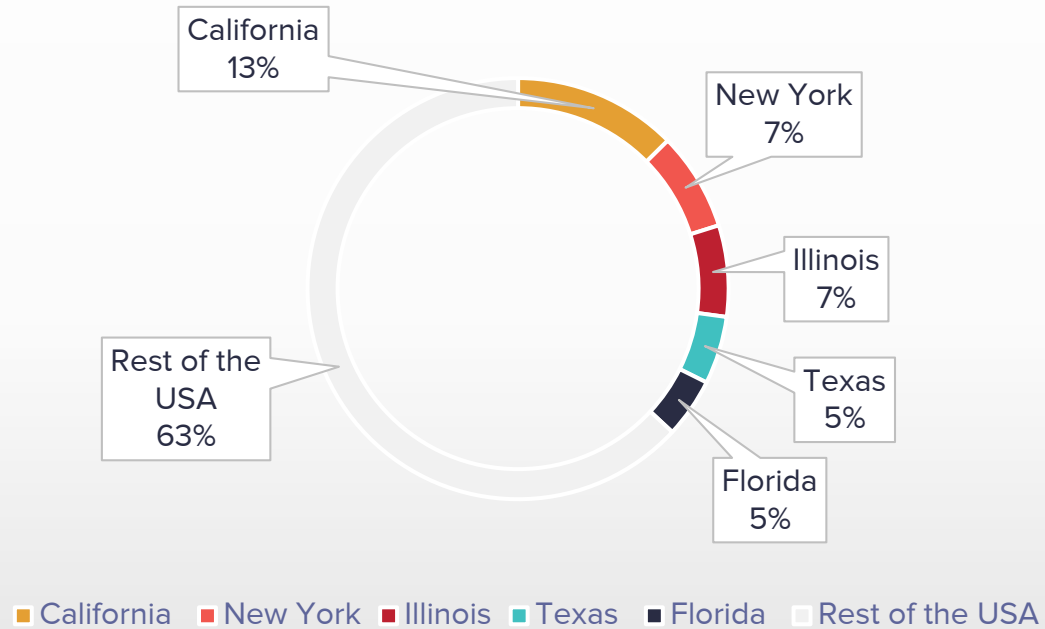
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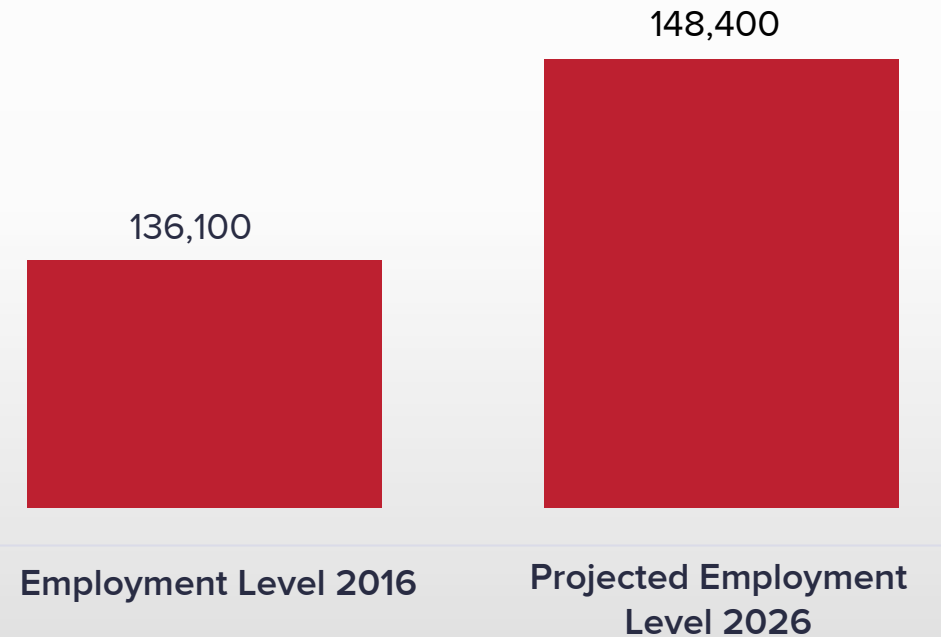
Projected Employment Growth in the USA

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Top 5 states with the highest employment level in Human Resources Managers



Human Resources



↑ +9%

We anticipate some pressure on finding skills for both operational and managerial positions, with some particular high demand for VP Executive, Director and Manager notably with international HR experience.

Source : United States Department of Labor

Meet Your Contact

Helping Businesses Grow Globally



Linda Nero

Senior Consultant
Commercial & Recruitment USA



+1 (415) 297-5955
linda@thepolyglotgroup.com



About Linda

Linda is passionate about connecting the right talent within exciting roles across different industries, and has an impressive portfolio spanning biotechnology, banking, gaming, oil and gas, advertising, not for profits as well as pharmaceuticals – just to name a few!

Having previously placed senior and specialist positions for clients in the Silicon Valley and abroad, Linda brings a wealth of expertise to the Polyglot Group and partners with international companies to grow and optimize their human resource operations.

Linda's psychology and marketing background gives her a unique edge when it comes to her work, allowing her to harness the power of communication and uncover a client's needs beyond what is being said.

As a native English speaker, Linda also speaks Spanish and is well on her way to learning French as well!

Expertise

Executive Search



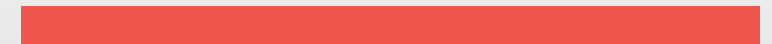
Global HR Strategist



Global Talent Acquisition



Recruitment Process Optimization



Consulting & Payroll





polyglot^{group}

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SYDNEY - GLOBAL HQ



MELBOURNE



PERTH



BARCELONA - EUROPEAN HQ



CAPE TOWN - AFRICA HQ



BERKELEY, CA - AMERICAS HQ