



2020

MSI SALARY GUIDE

ijmsi
RECRUITING

INTRO

MSI Recruiting is pleased to present our annual Salary Guide, 2020 edition.

We offer this information in hopes that with the continued and sustained growth of the US economy, the rise in salaries, and record low unemployment in all disciplines and industries, that employers seeking to hire the best candidates will be properly advised to offer compensation in keeping with the current market. Or, at the very least, assist employers who are reviewing the wages of their current staff to be in line with the market so as not to watch top talent recruited away by their competition. With unemployment rates locally in South Florida dipping below 3% and nationally sustaining at 3.5%, we at MSI Recruiting want employers to understand that most of their new hires will be a currently employed candidate, typically needing enticement to leave their current company.

This Salary Guide can also be used as a reference for job seekers in their search for new employment as a means of determining the validity of any job offers they receive. It should be noted, through the end of 2016 and for nearly eight years prior that salaries and compensation in the corporate world remained stagnant of any growth. The lack of salary growth during those years mirrored the weak GDP the US economy experienced throughout the years from the crash of 2008 up through 2016. Tangibly, the year over year 4% growth in salaries we expect to continue through 2020. Employer confidence in the economy translates to growth, and growth always means an increase in hiring and low unemployment. Low unemployment makes the task of hiring the best candidates that much more difficult. We at MSI Recruiting offer the best solution

to finding our clients top talent through our time-tested recruiting techniques as well as employing the latest search technologies available.

In this Guide, readers will find insightful data on which industries are hiring the most for a skill set. They may also be interested in the hierarchy within a particular discipline and the wage gap between certain positions. Whether you're interested as a candidate, hiring manager, or HR professional, this guide will provide any individual with a corporate role in Accounting, Operations, Administration, IT, Finance, Executive Level, and more, a clear understanding of the trailing 12 month trends in employment, the best way to manage your business or career.

We welcome any questions and are here to personally advise employers and career seekers on any compensation queries they may have. We can be contacted through our website, www.msirecruiting.com or we can be reached at our corporate offices in Boca Raton, Florida at 561-314-7170.



CONTENTS

Accounting	4-5	IT.	16-17
Administration.	6-7	Legal	18-19
Customer Service	8-9	Manufacturing & Construction	20-21
Executive Assistant.	10-11	Marketing	22-23
Finance	12-13	Operations	24-25
H.R	14-15	Sales	26-27



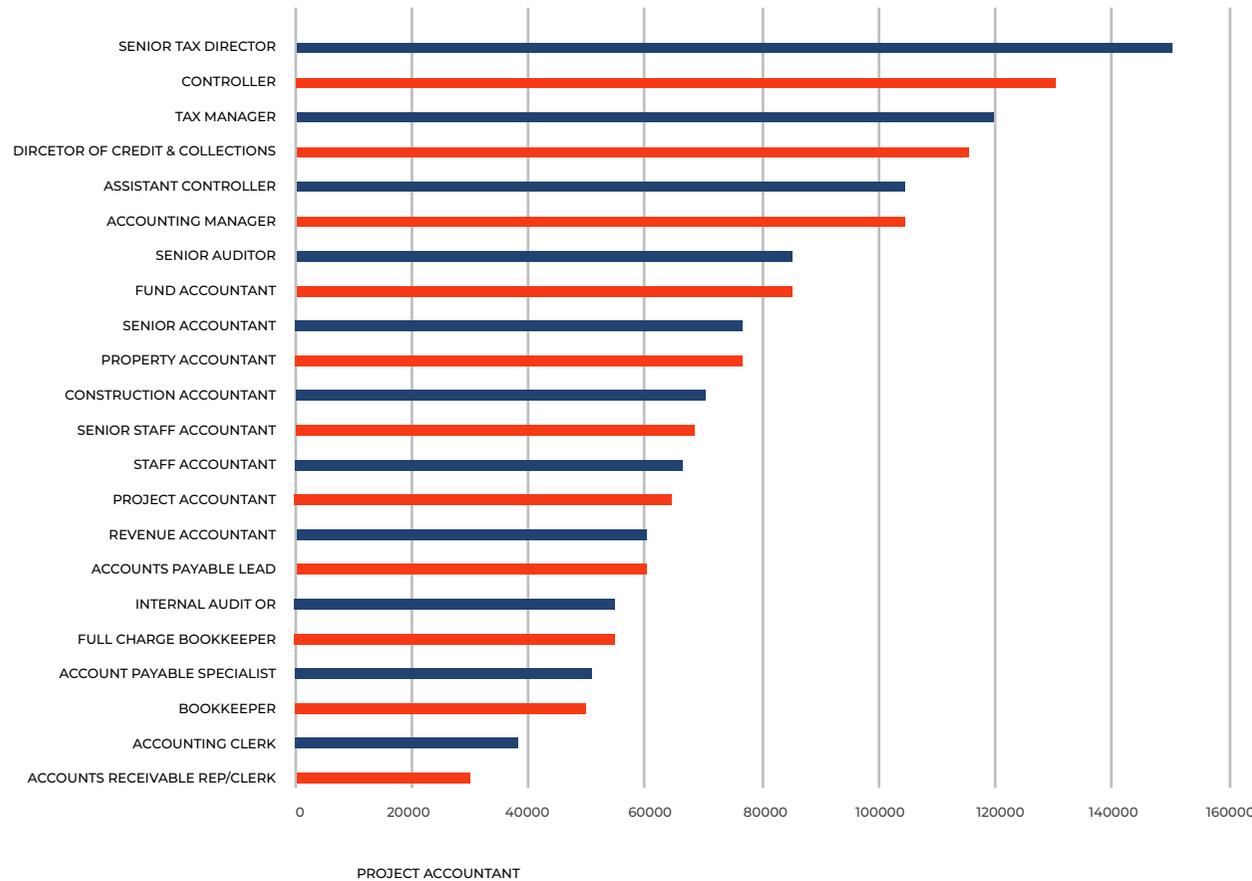
ACCOUNTING

Employees and candidates with accounting degrees and backgrounds continued to be the most in demand professionals in 2019 according to MSI's clients. Nearly forty percent of all job requisitions taken by MSI in 2019 were in Accounting. Salaries continued to rise across the board as well, some levels seeing jumps between 5-10%. The trend looks to continue in 2020 with most clients struggling to hire at the Staff and Senior Accountant levels. It's a great time to be getting your accounting degree in college!

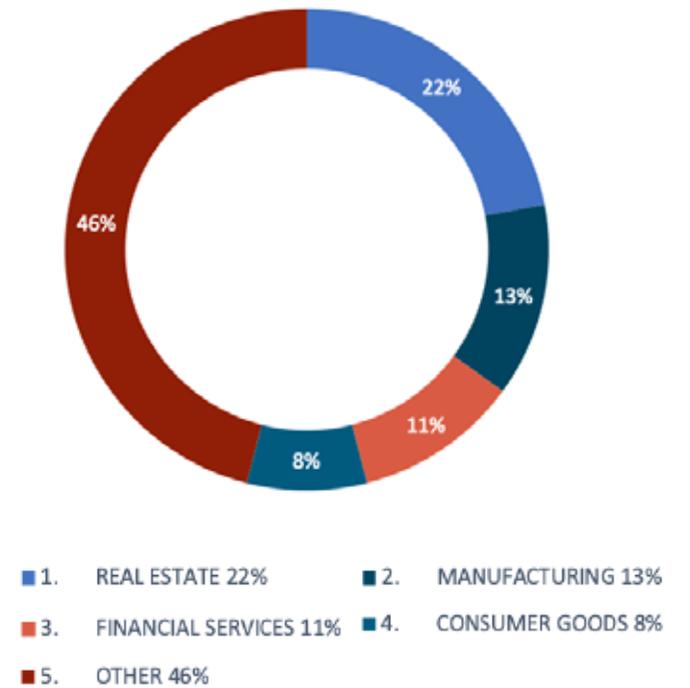


ACCOUNTING

Salaries



Top Industries Served



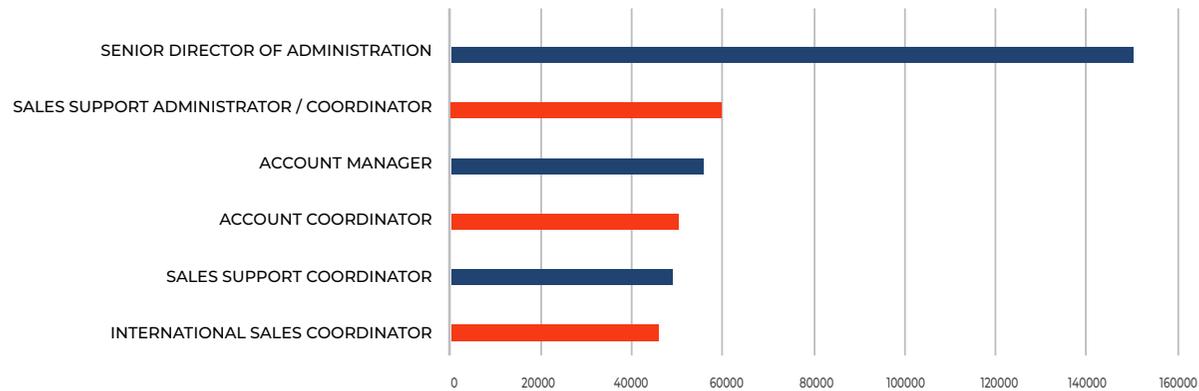
ADMINISTRATION

The often-overlooked category by the masses was not overlooked in 2019 by employers. With most companies doing well financially, and having many projects on their horizon, Administrative staff were hired more frequently in 2019. Also, a category traditionally seen as hourly employees evolved into a salaried category in many cases.

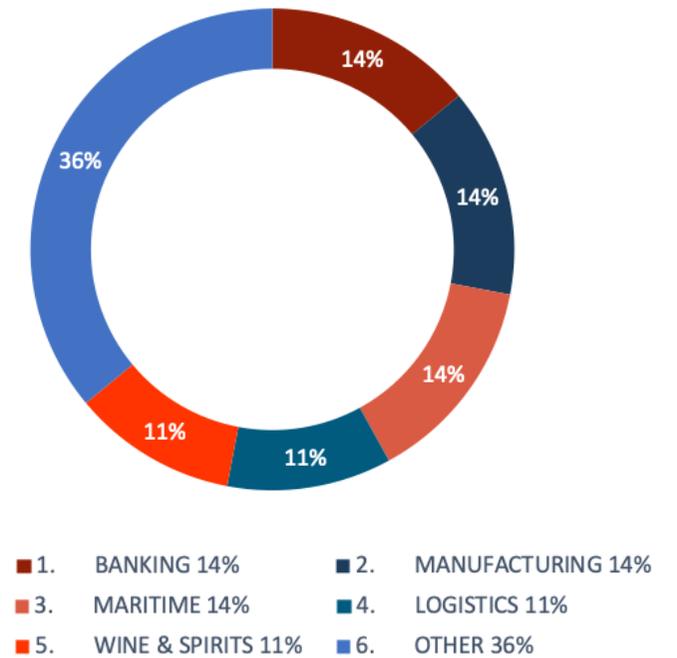
MSI sees Administrative staff continuing to be valued in 2020 with a strong economy expected.

ADMINISTRATIVE

Salaries



Top Industries Served

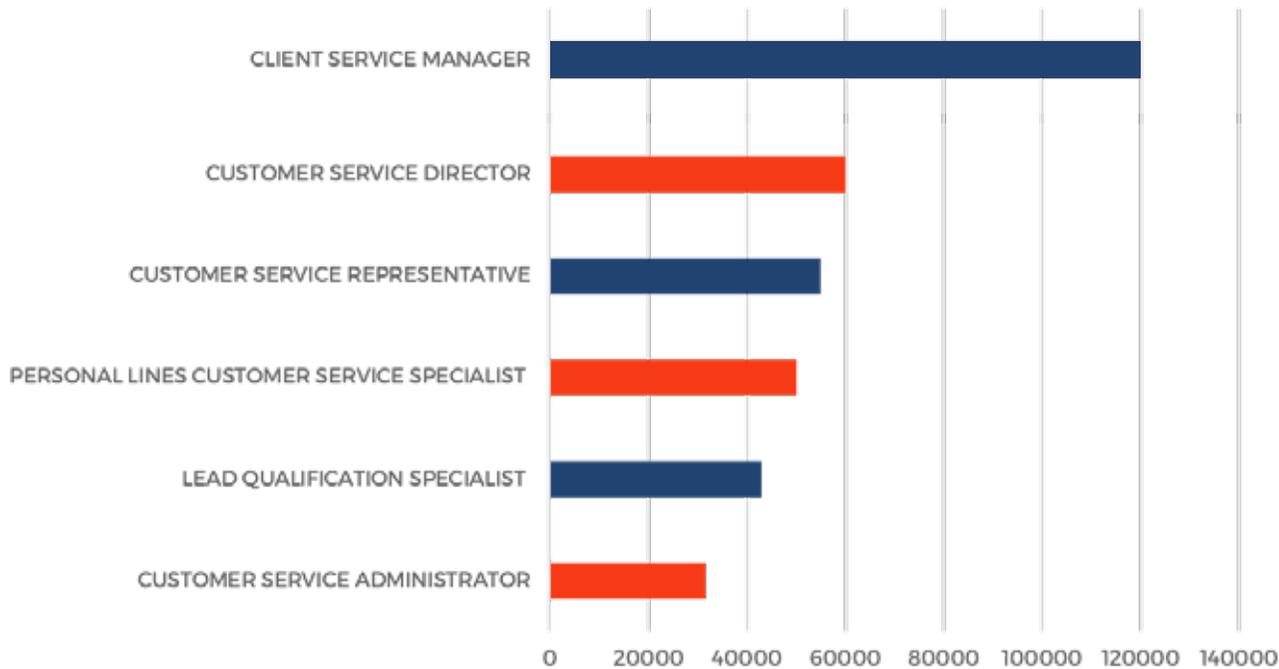


CUSTOMER SERVICE

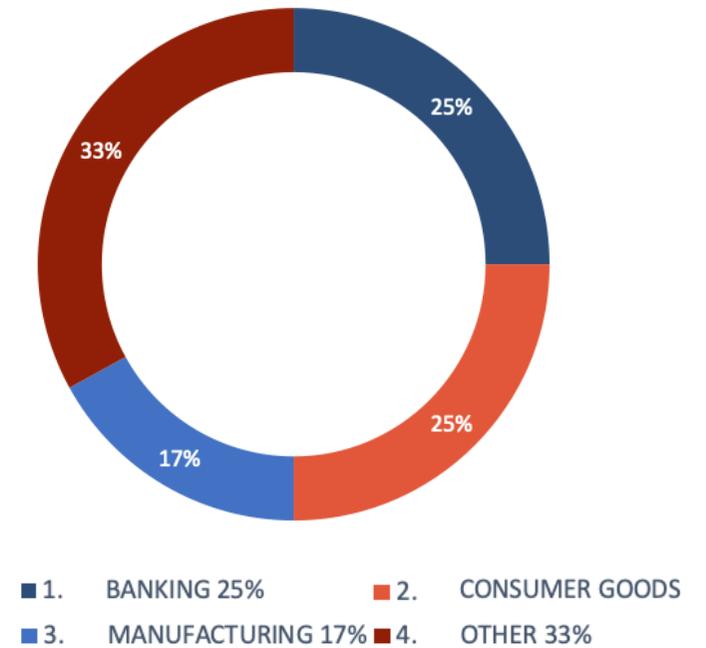
Another category of professionals that was added by more companies in 2019 than previous years. Companies in service related or consumer businesses certainly value the discipline more.

CUSTOMER SERVICE

Salaries



Top Industries Served



EXECUTIVE ASSISTANT

The category of professionals where MSI saw the largest increase in hiring. Most of this seems to be driven by a massive influx of companies moving here from other areas of the country. Also, many wealthy individuals from the northeast have set up “Home Offices” here in South FL, bringing with them a demand to hire a local Executive Assistant. MSI has created a specialty in this category and it can be a rewarding and well-paying career for someone.

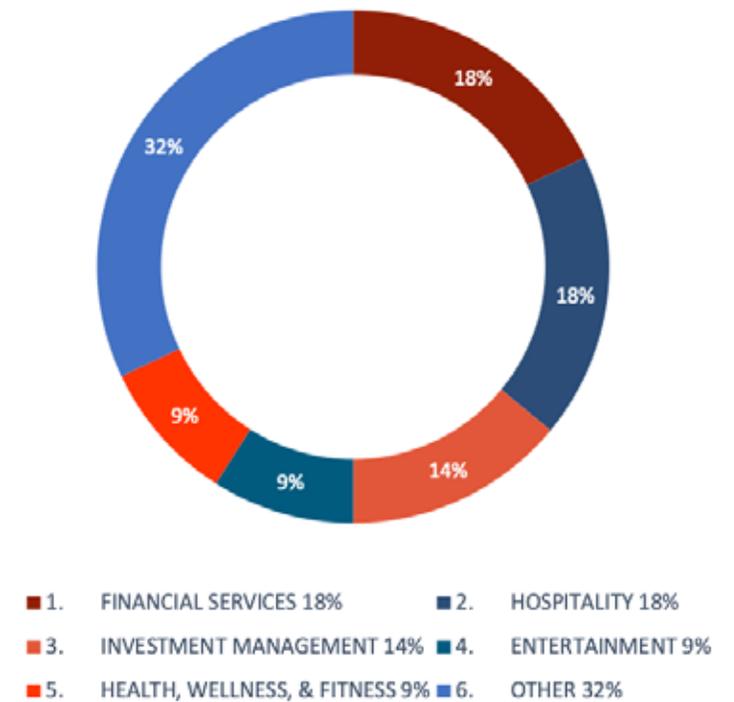


EXECUTIVE ASSISTANT

Salaries



Top Industries Served



FINANCE

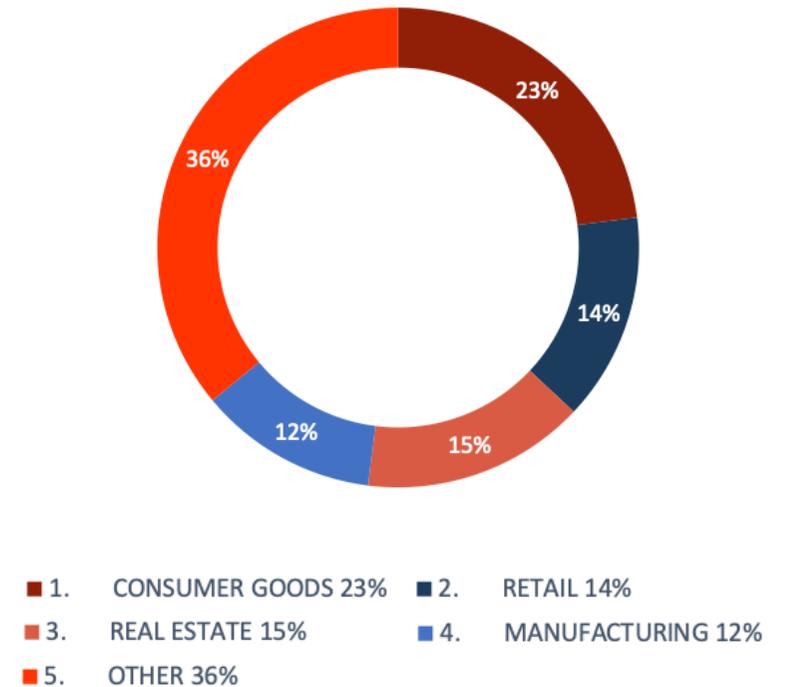
Along with Accounting, this category saw the highest demand from MSI's client base. The focus on data by companies in most industries has driven the need to hire more Analyst type professionals. A degree in Finance with a focus on data almost guarantees a new graduate a job. The focus on data has also given rise to some companies building entire BI, or Business Intelligence departments. This is a subset area where MSI sees great growth now and in the future.

FINANCE

Salaries



Top Industries Served



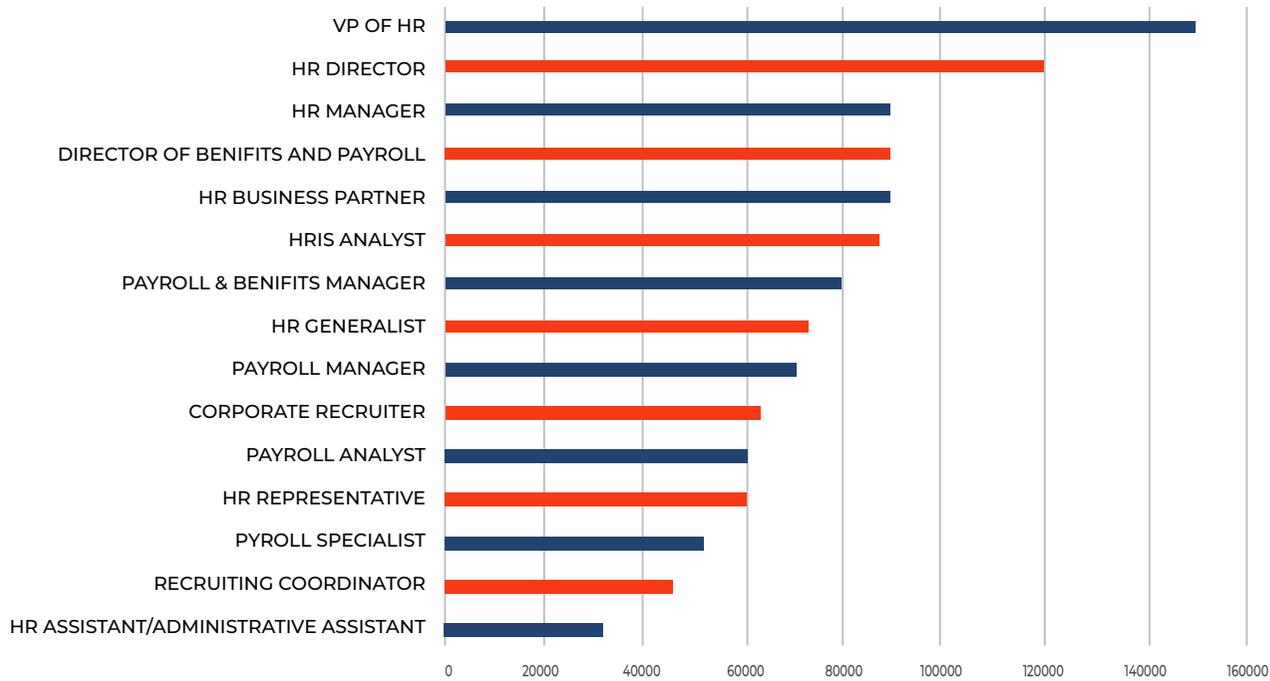


HUMAN RESOURCES

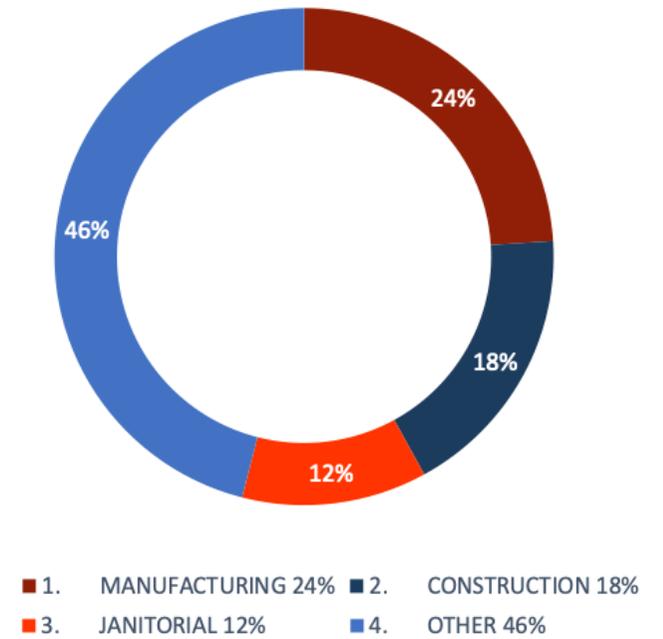
Human Resources, like recent past years, continues to see steady focus and growth. As many companies transition from HR as tactical to HR as strategic, they are looking for professionals with well rounded skill sets. The ability to have a seat at the executive table has becoming increasingly important for executive level HR professionals.

HUMAN RESOURCES

Salaries



Top Industries Served



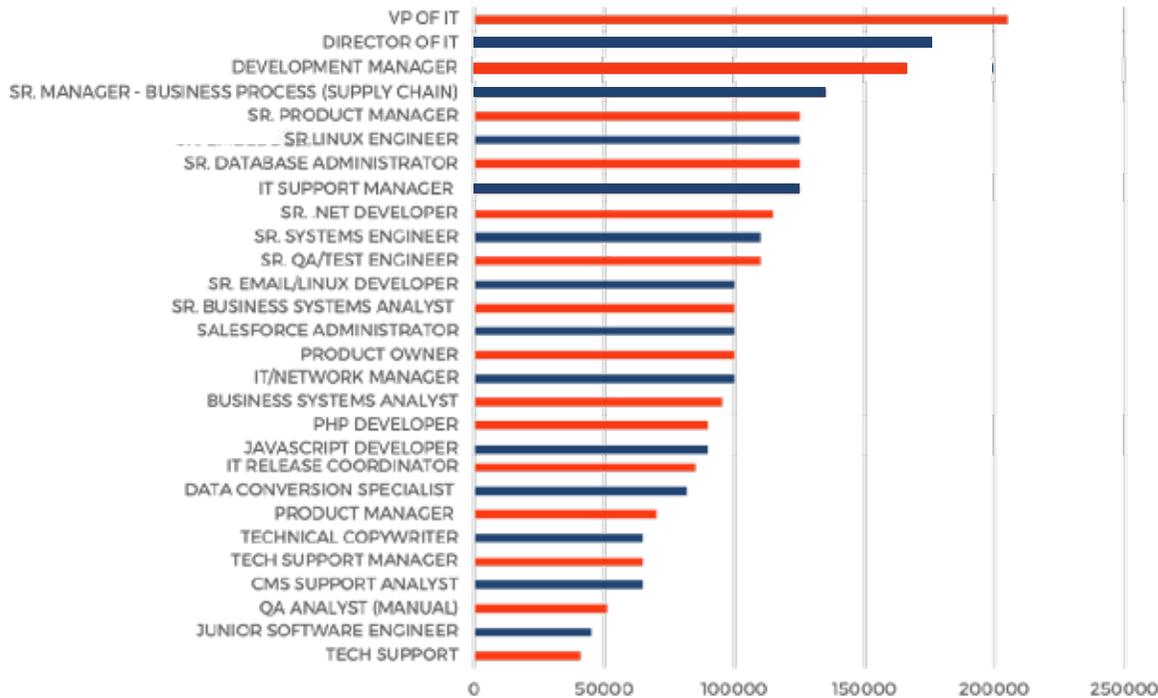
INFORMATION TECHNOLOGY

IT, like no other discipline, sees an ever-changing landscape. The technologies being developed and used by companies puts a constant demand on professionals to evolve and stay current. Whether it's a new reporting tool or a proprietary CRM, companies feel the need to stay ahead of the technology curve. This gives employees in the field an abundance of opportunities. A well educated and skillful technology professional will still be able to dictate hiring terms in 2020. One cautionary note however is that companies are becoming increasingly more thorough in their interview process to “weed out” the pretenders. IT has developed a reputation of being oversaturated with talent, and sometimes that talent cannot perform the tasks they claim.

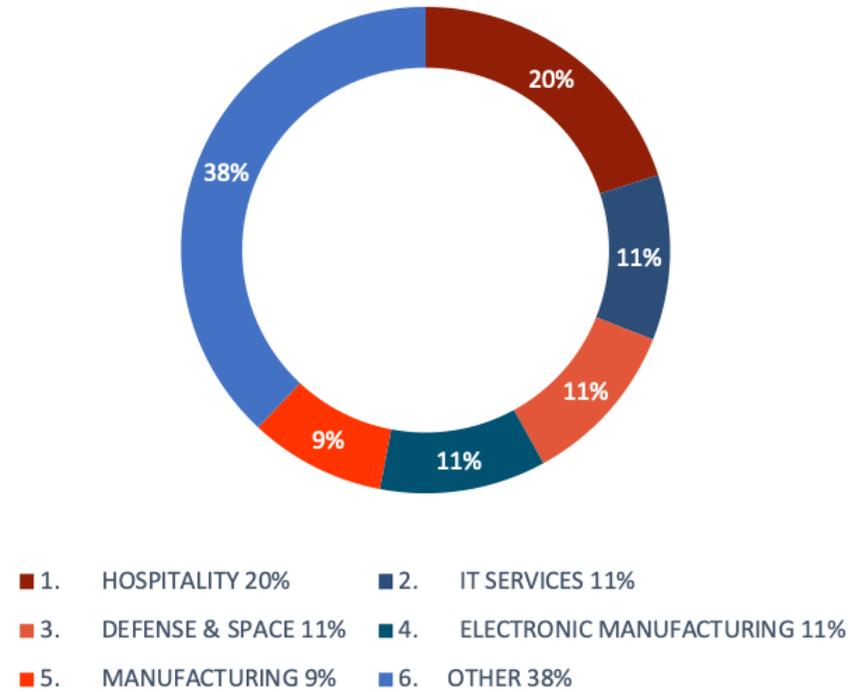


INFORMATION TECHNOLOGY

Salaries



Top Industries Served

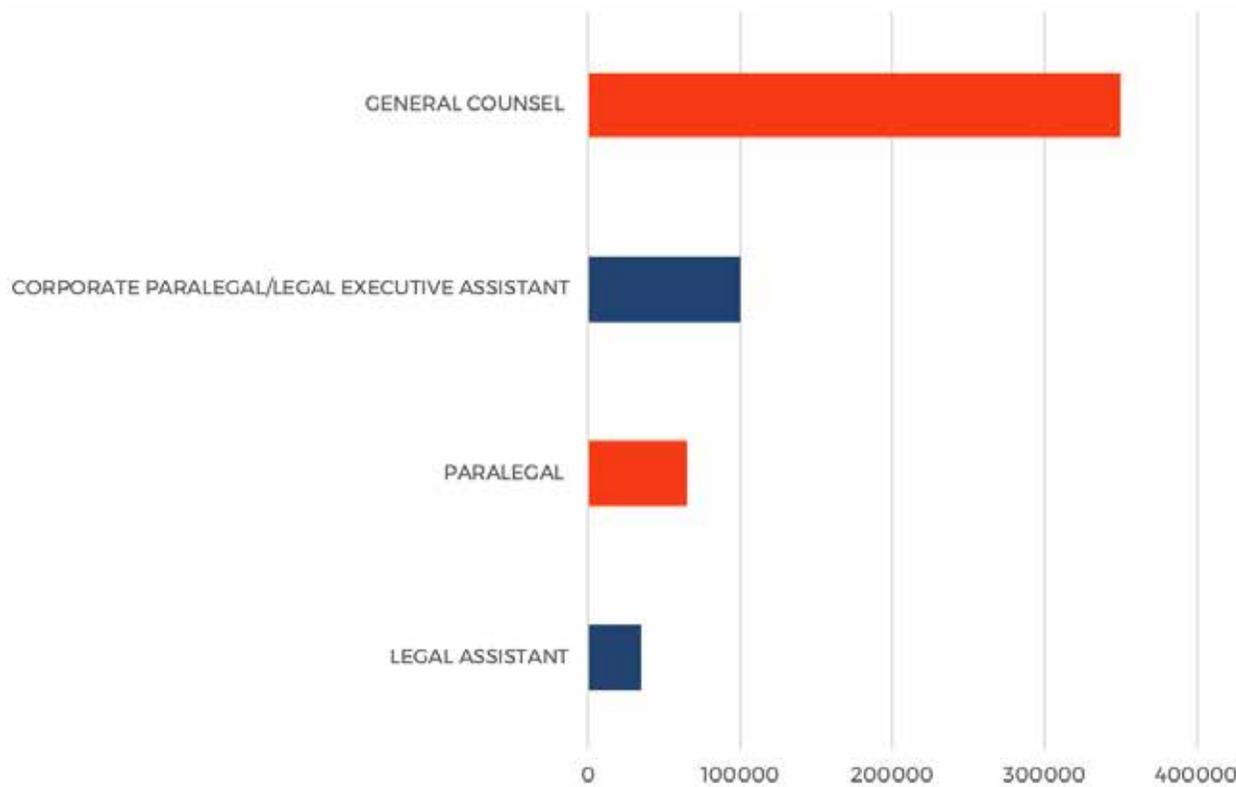


LEGAL

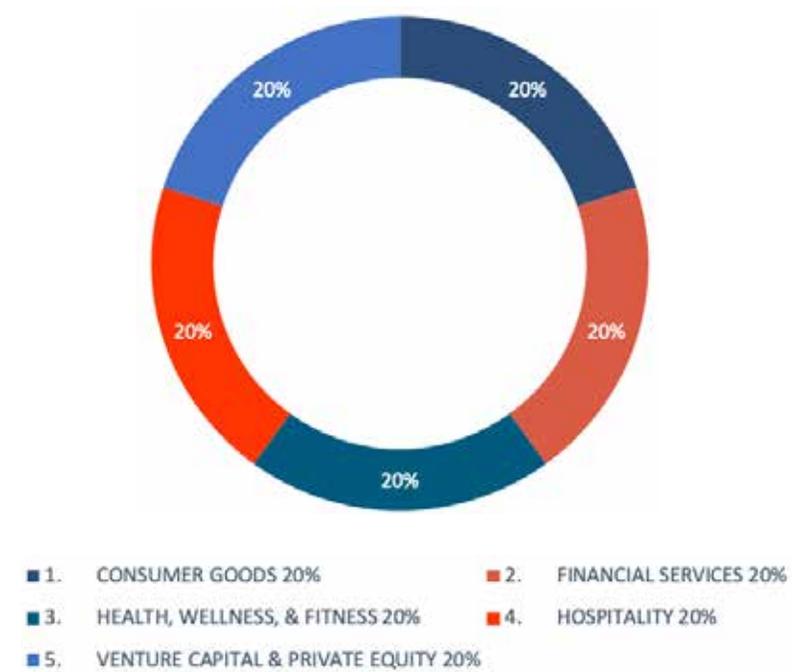
A field that went from barely on the radar to a focus in 2019. The legal field has always had a strong history in South Florida as a well populated industry. Both corporations and law firms alike gave a demand for administrative staff, paralegals, and attorneys. MSI sees this category as a continued growth opportunity in 2020.

LEGAL

Salaries



Top Industries Served



MANUFACTURING

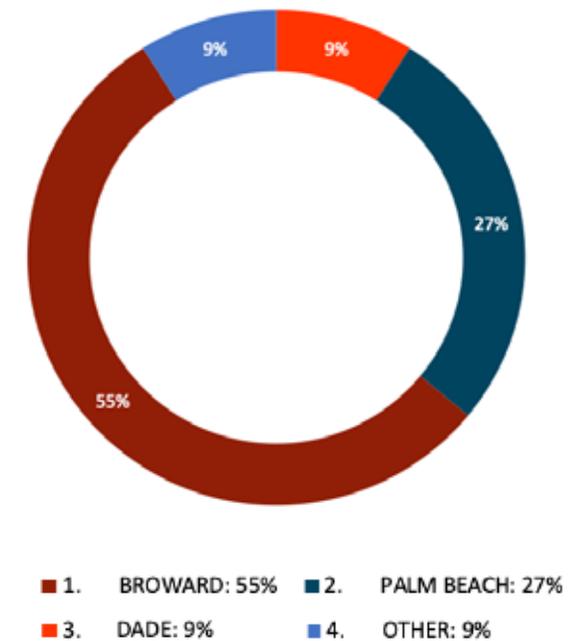
Although it's not the focus of business in South FL, the manufacturing business we do have here saw a strong 2019. Most companies appeared to have record high production and distribution. MSI placed professionals in production, engineering, and all other corporate positions. According to our clients, 2020 should be a banner year for these types of businesses.

MANUFACTURING

Salaries



Top Counties Served



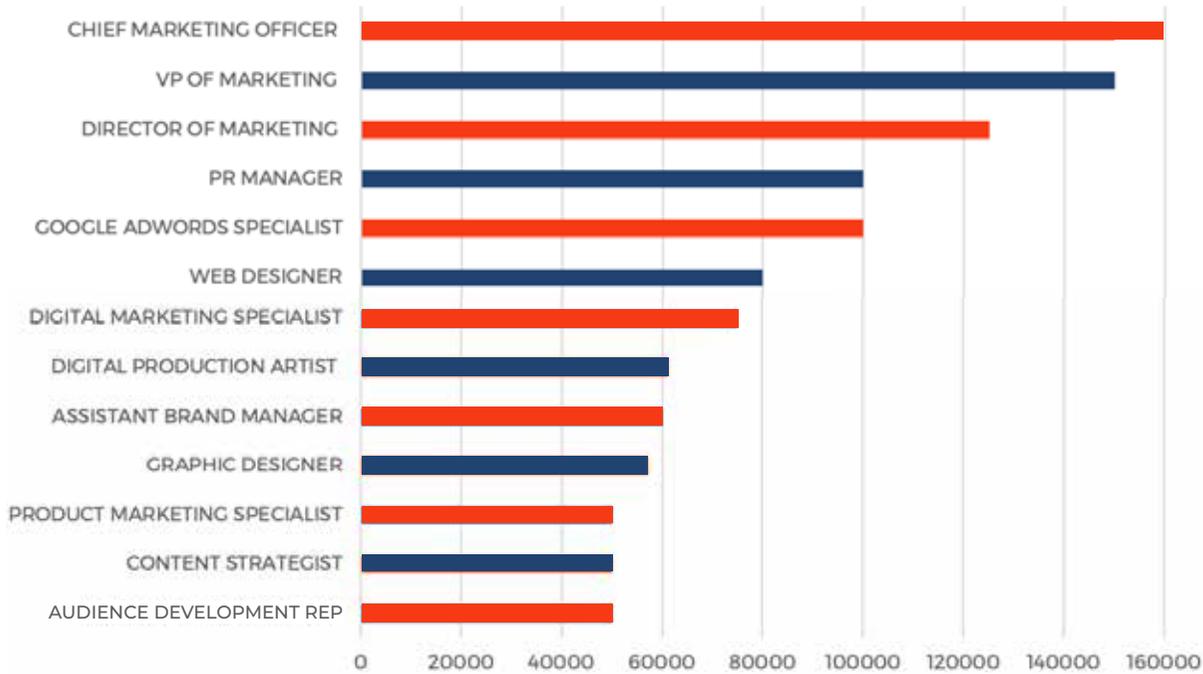


MARKETING

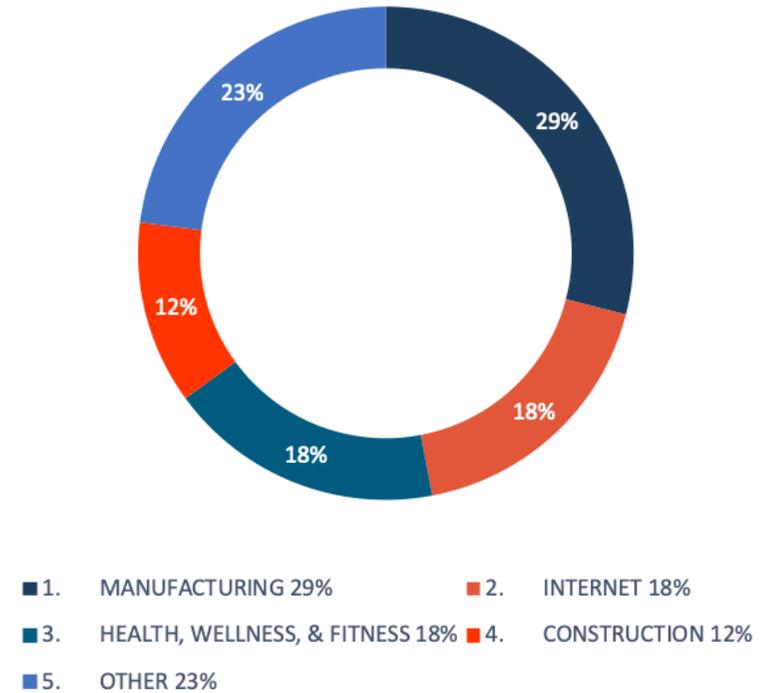
Functional marketing roles continued to be an area of focus for employers in 2019. This was another category that saw an emphasis on Data. Marketing analytics has become important for companies as they move away from traditional marketing. Companies want to know what their data is telling them, to make better decisions on sales and operations. MSI expects this trend to continue in 2020.

MARKETING

Salaries



Top Industries Served



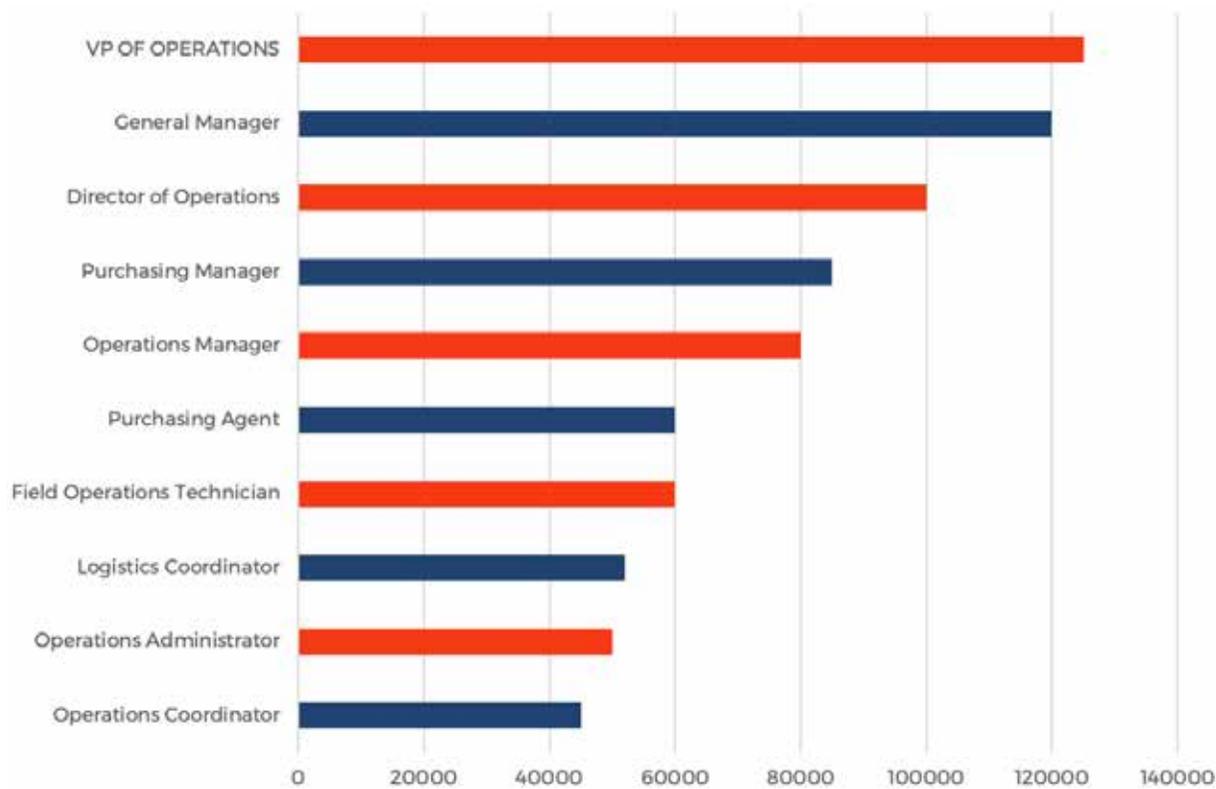
OPERATIONS

Operations has a way of always being an area of focus for MSI has an agency. It has such a wide-ranging affect and meaning on a business. 2019 saw hiring in management, purchasing, and field staff, among other roles. All companies have the need to continue to hire staff that are essential to helping their businesses run day-to-day.

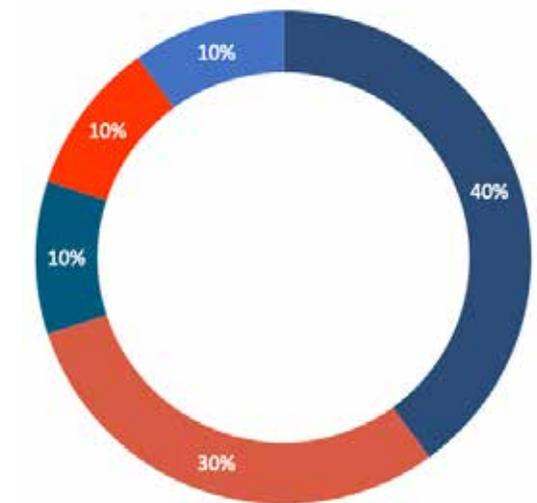


OPERATIONS

Salaries



Top Industries Served



- 1. MANUFACTURING 40%
- 2. JANITORIAL 30%
- 3. BANKING 10%
- 4. FACILITIES SERVICES 10%
- 5. LOGISTICS & SUPPLY CHAIN 10%



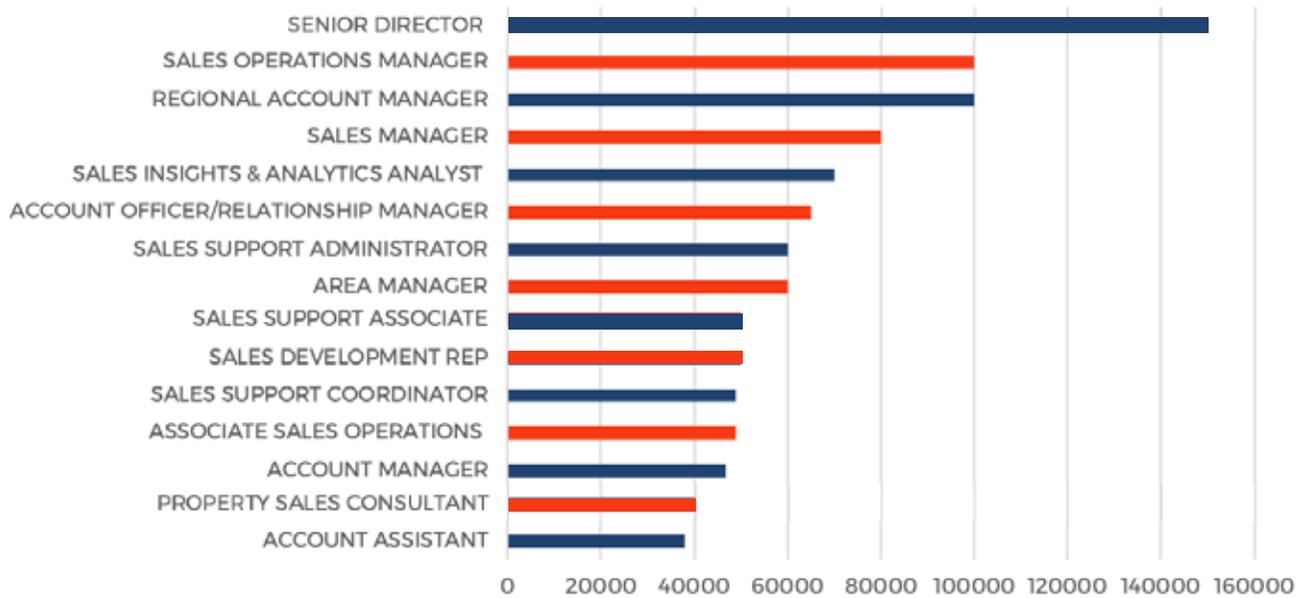
SALES

The category that will always have a place in any organization. Most of MSI's clients identify Sales as the lifeblood of their organization. Without sales, companies don't exist. Therefore, sales professionals who can truly make an impact, will always have a job. Sales data is not inclusive of commissions or bonuses, strictly base salary.

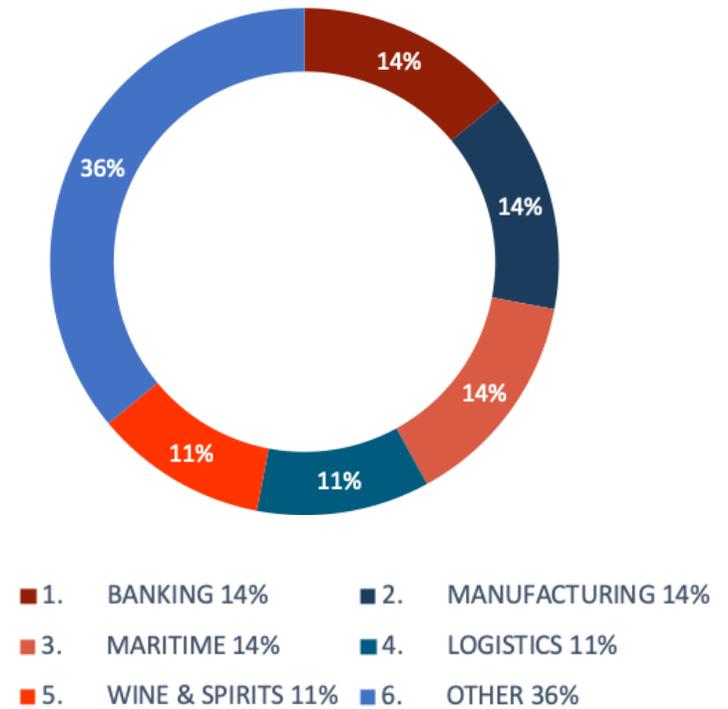


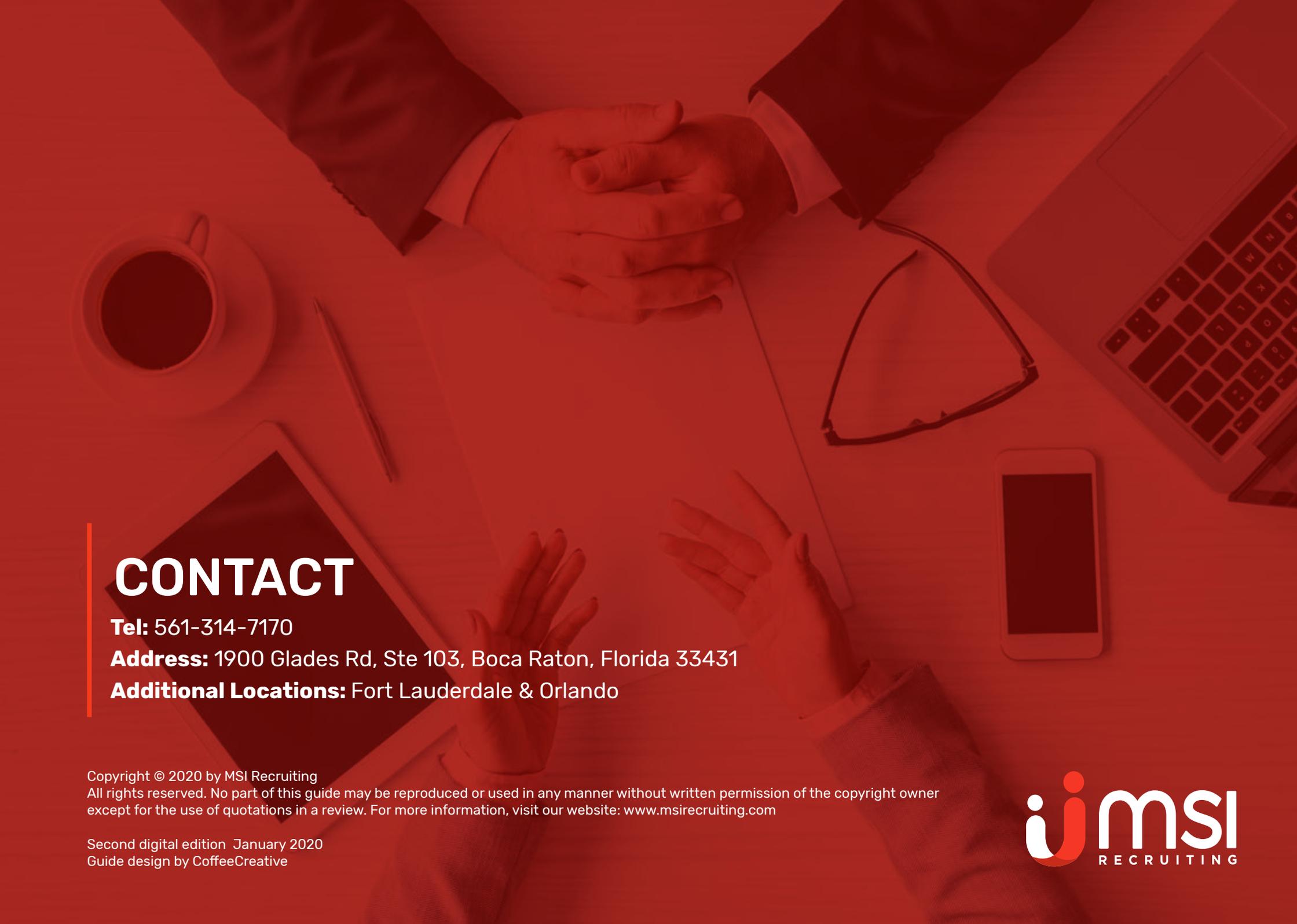
SALES

Salaries



Top Industries Served





CONTACT

Tel: 561-314-7170

Address: 1900 Glades Rd, Ste 103, Boca Raton, Florida 33431

Additional Locations: Fort Lauderdale & Orlando

Copyright © 2020 by MSI Recruiting

All rights reserved. No part of this guide may be reproduced or used in any manner without written permission of the copyright owner except for the use of quotations in a review. For more information, visit our website: www.msirecruiting.com

Second digital edition January 2020

Guide design by CoffeeCreative

