

A blue-tinted background image showing a close-up of two people in business suits shaking hands. In the background, two more people in business attire are visible, smiling. The overall scene is professional and collaborative.

2022

MSI SALARY GUIDE



INTRO

Welcome to the 2022 MSI Salary Guide!

In one of the most interesting years in the history of the US labor force, a lot has happened!

Never have we seen the combination of outside factors that led to the most competitive talent landscape in a generation. Supply and demand increasingly out of balance, Covid issues, and a labor force that knows it is in demand.

The number of jobs to candidates by year end was 3:1, for every three professional jobs available there was one candidate. With companies adapting to Covid conditions and the safety of the workforce, many decided to go remote in 2020. As companies have begun to shift back to the office, the resistance from the candidate pool has been significant. That resistance has given rise to a “hybrid” work style that is here to stay.

The need to adapt and compete for talent is at an all time high. Items like benefits, PTO, and the work environment are exceedingly high on the candidate wish list. That said, salaries have also continued to increase. If you want to compete, you must pay. On average, salaries rose 5% in 2021 from where they were in 2020. Additionally, in the last 5 years, salaries are up well over 10%, causing companies to feel compression issues and having to pass costs along to the customer.

Compensation remains a top marker for attracting talent, and the companies that compete in the top 50% percentile of the ranges in this guide are typically the ones who win the war.

We hope you find the information herein to be beneficial to you personally, or to your business.

MSI is here to continue to serve both the South Florida and the national market with our best in class recruiting services.

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| What you're about to see

All the data included in this guide is proprietary to MSI and gathered in real-time in 2021.

All the numbers herein are averages of all positions of the same or similar titles.
90+% of the data is local to the South Florida employment market.

This guide does not differentiate for the following factors:

1. Company Size/Revenue
2. Department Size
3. Specific Location
4. Duties of the position outside the generally accepted ones
5. Additional incentives, including bonuses or equity

*These factors would affect the salary level up or down from the numbers included in the guide.

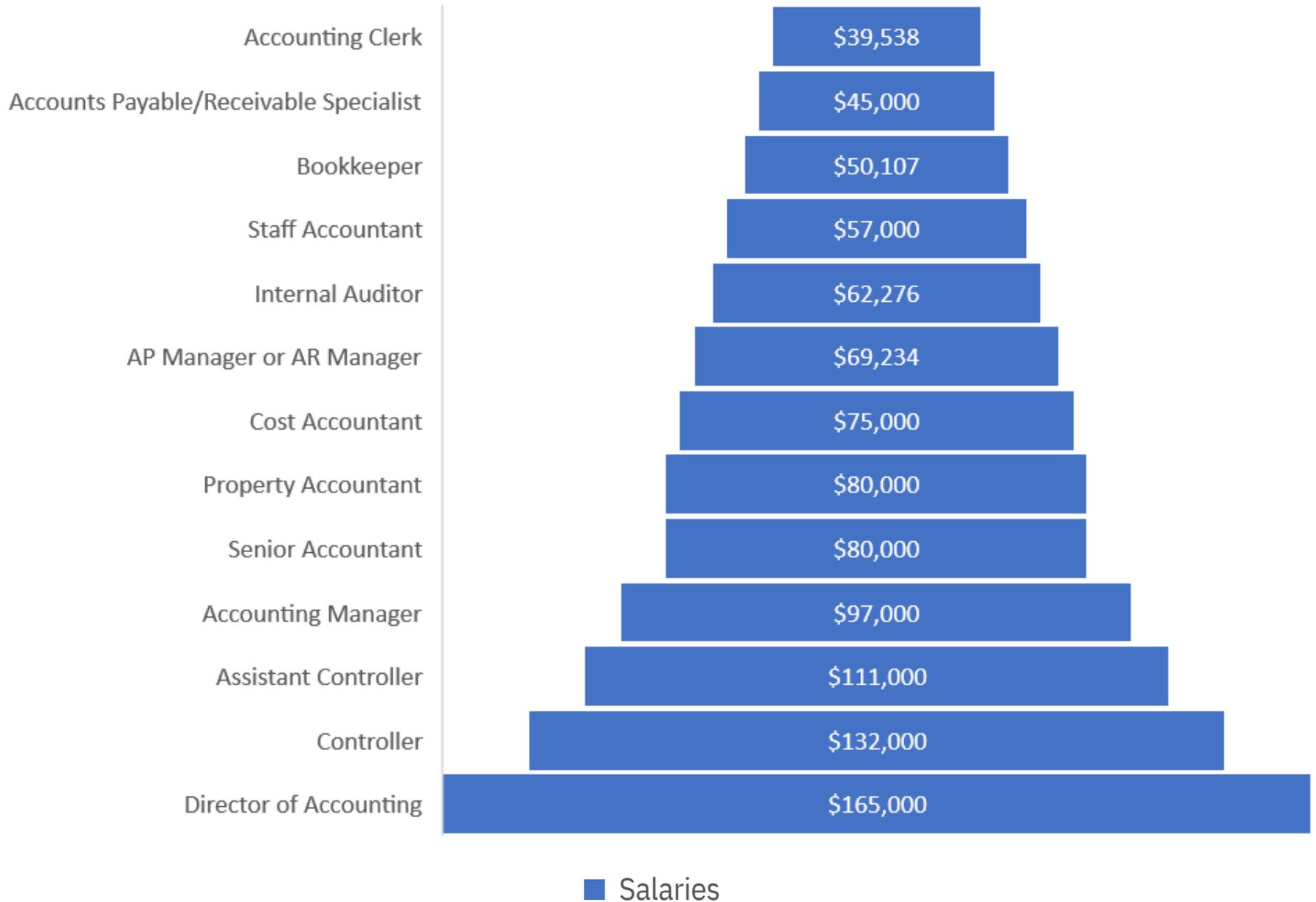
For any in-depth discussions or questions on the data herein, please call (561) 314-7170.

ACCOUNTING

Where have all the accountants gone? We feel like Paula Cole singing about cowboys when you reference accounting recruiting in 2021. By far the most in demand set of skills MSI was asked to find this past year. That created an extremely employee leveraged market, pushing salaries higher. Accounting professionals saw an 8% raise in salaries in just one year.

We don't see this trend slowing as the calendar turns. It appears, even with the prevalence of ERP systems, the popularity of the profession amongst the younger workforce is not what it once was. Good news if you are an accounting professional, but we need more!

ACCOUNTING

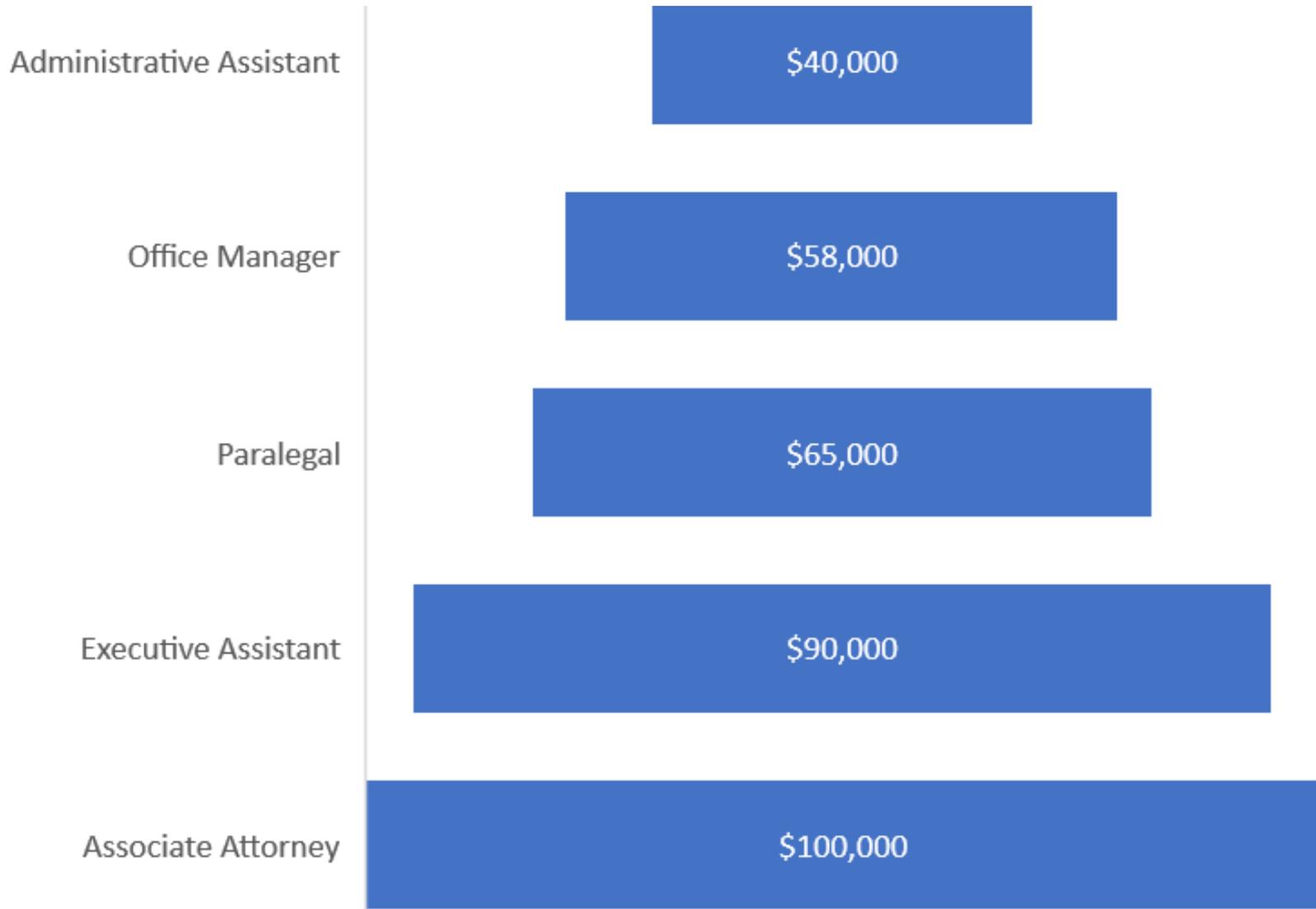




ADMINISTRATION & LEGAL

MSI waded into the legal waters more in 2021 than we had in the past. The landscape of business transactions and the legality surrounding Covid protocols made the legal profession more in demand than ever. Additionally, the administrative and paralegal demand for talent was at a peak. This remains a steady group of professionals that see their salaries flow with the larger market.

ADMINISTRATION & LEGAL



■ Salaries



CUSTOMER SERVICE & SALES

This category saw perhaps the largest shift to a hybrid or remote working scenario. Many companies shifted this part of their workforce remote, and some may not bring it back. Good Sales professionals have always carved out their own freedoms, and that will remain the case.

We certainly saw the importance of good customer service more than ever in 2021.

CUSTOMER SERVICE & SALES

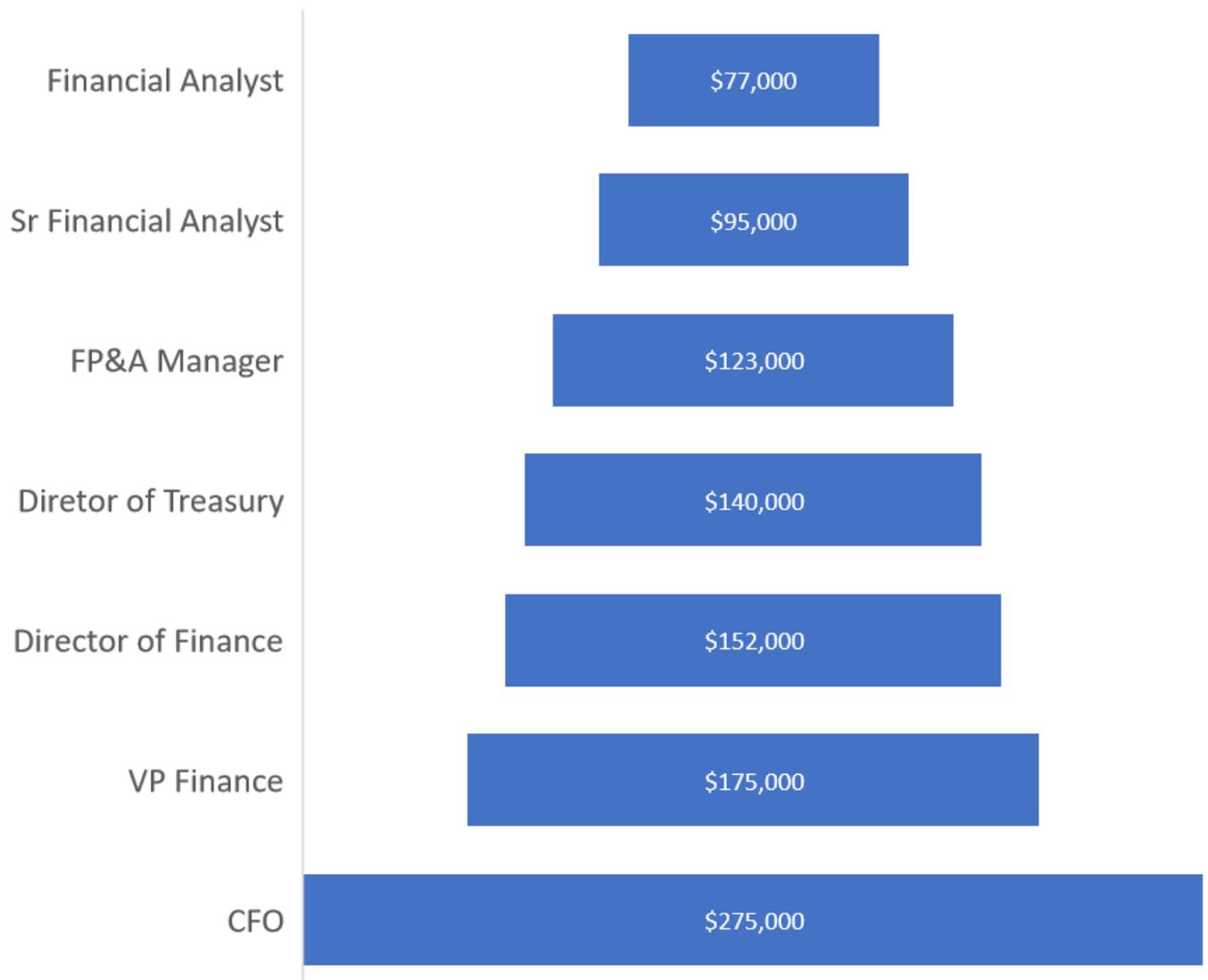


FINANCE

The need for a trusted and talented CFO or financial leader remains one of the most important positions we source for. Those salaries have continued to rise, but not simply in pure base salary. The prevalence of private equity ownership has led to more stock or equity option influence over the compensation package.

Finance professionals, like accounting, will continue to be in high demand and scarce supply, we fear, as 2022 kicks off.

FINANCE



HUMAN RESOURCES

A profession of renewed importance these past two years! Along with the fact that HR, or now the People profession, has become more strategic for many companies, Covid reminded companies of the importance of a solid HR professional or team. We've also seen a shift in technical demands among HR professionals. The need to be savvy with systems is of increased value to many of MSI's clients.

HUMAN RESOURCES



■ Salaries

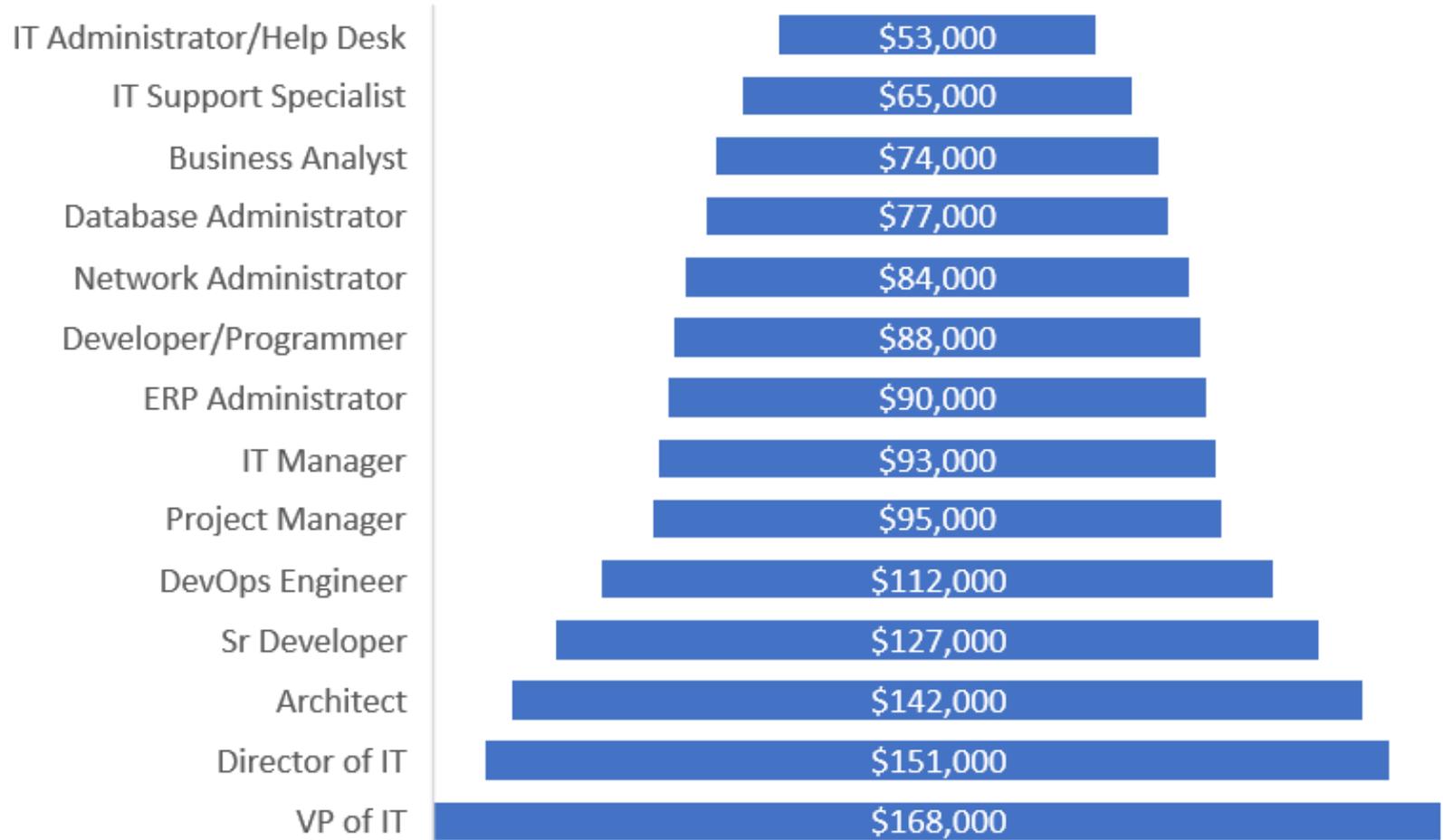


INFORMATION TECHNOLOGY

Certainly, a profession that we could do an entire separate salary guide on. We tried to keep it in overly broad strokes as far as titles are concerned. IT continues to evolve each and every day, and those that keep up are rewarded handsomely with high wage jobs.

We also see the South FL ecosystem of IT continuing to become a major national player. The start-up scene, as well as established companies moving to the area, is strong.

INFORMATION TECHNOLOGY



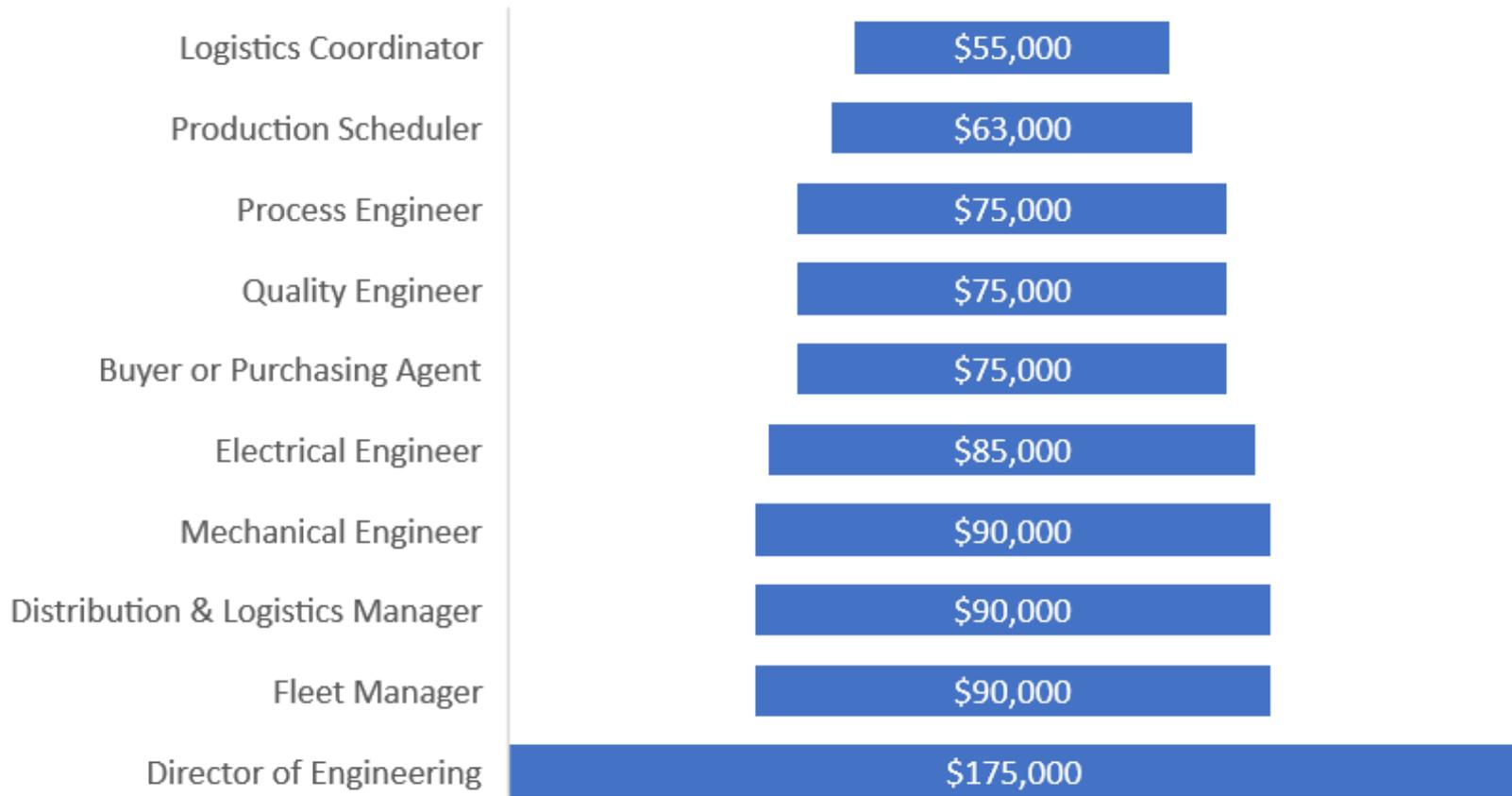


MANUFACTURING & ENGINEERING

The Supply Chain, or lack thereof! That has been the biggest issue facing the professionals in this category in 2021, and for the next several years it appears. The good news, salaries and demand are up. If you're a talented Buyer, or someone in Logistics, you can call your shots when it comes to compensation.

This will be one of the more interesting categories to follow, and to see over the next several years how the salary levels compare.

MANUFACTURING & ENGINEERING



MARKETING

Another discipline of increasing importance, but a shifting one, as most companies concentrate exclusively on digital. Salaries in this category have risen sharply in the last two years. That said, it's also one of the more difficult categories to recruit for because of the abundance of professionals who consider themselves "marketers". The freelance market, and quite frankly a high number of "pretenders", make it difficult to sift through the market to find the real talented professionals.

If you truly know your stuff when it comes to your area of marketing, whether it be SEO/SEM, product, or analytics, you can have a nice career with a high wage.

MARKETING



■ Salaries





REAL ESTATE & CONSTRUCTION

A category that remains both a steady market to recruit in as well as an in-demand profession. At MSI, we concentrate on the corporate or office type positions in the category. The roles of Estimator and Superintendent seem to be suffering from a retiring workforce with not much talent behind to pick up the slack. We see this both as an area of concern for companies, as well as an opportunity for young professionals to learn a craft that will pay them well throughout their careers.

REAL ESTATE & CONSTRUCTION

Real Estate



Construction



■ Salaries

A blue-tinted background image showing a close-up of two hands shaking in a firm grip, with two women in business attire standing in the background, slightly out of focus.

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