

2025 Management & Staff Compensation Positions

Management Compensation	Staff Compensation
Board Chair	Architect*
Chief Executive Officer/Managing Partner	Interior Designer*
Chief Operating Officer/Executive Vice President	Civil Engineer*
Senior Vice President/Senior Principal/Senior Partner	Electrical Engineer*
Other Principals/Partners	Mechanical Engineer*
Chief Financial Officer/Director of Finance	Structural Engineer*
Controller	Environmental Engineer*
Chief Administrative Officer/Business Manager	Scientist*
Director of BIM/CAD Services	Landscape Architect*
Director of Operations	Land Surveyor (Non-Licensed)*
Director of Business Development	BIM/CAD Technician (0-5, 6-9 Years of Experience)
Director of Marketing	Senior BIM/CAD Technician (10-14, 15+ Years of Experience)
Director of Human Resources	Marketing/Proposal Coordinator (0-3 Years; Senior 4+ Years)
Director of IT/Computer Operations	Transportation Engineer*
Branch Office Manager	Architectural Designer (Non-Licensed)
Department Head	Senior Architectural Designer (Non-Licensed)
Senior Project Manager	Engineering Designer
Project Manager	Senior Engineering Designer
Project Management Officer (PMO)	Planner
Chief Technical Operations Officer (Chief Engineer)	Senior Planner
Learning & Development Manager	Business Development Representative
Senior Construction Manager	Senior Business Development Representative
Construction Manager	Construction Inspector
Land Surveyor (Licensed)	Senior Construction Inspector
Director of Innovation/Chief Innovation Officer – NEW for 2025	Corporate Counsel
Principal Project Manager – NEW for 2025	Chief Corporate Counsel
	Project Management Assistant
	Project Accountant
	Project Control Specialist
	<i>*Positions with an asterisk are reported by 6 levels of experience: Entry Level, 2-5 Years, 6-9 Years, 10-14 Years, 15-19 Years, 20+ Years</i>