

Global Salary Data by Skill & Role (620k jobs): findings, method and data card

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How this dataset was acquired. Every row comes from the [Radar API](#), Fliar's company-data API and MCP server. Radar reads public job postings from job boards and company career pages in many countries every day and parses each one into structured fields: title, employer, location, category, skills and pay. This release keeps the postings that state pay, published between January 2024 and June 2026, removes re-posts, annualises every figure and converts it to **US dollars per year with one stated exchange-rate table**, so skills, roles and countries can be compared on one scale. It holds no job descriptions, application links or recruiter names. Salary statistics for any title, city, currency and skill set, refreshed daily, are served by `POST /v1/jobs/salary-benchmark` ([reference](#)) or the `salary_benchmark` MCP tool.

This file is a 16% sample: 100,060 of 620,752 job postings with pay. It keeps every record for a fixed subset of companies. The subset is chosen by a hash, so it stays the same from one release to the next. The findings and tables below were computed on the **full** data. For the rest, the withheld fields and monthly updates, [get a Radar API key \(docs\)](#). Each row's `fliar_profile_url` opens the company's full profile on Fliar.

Full dataset on request

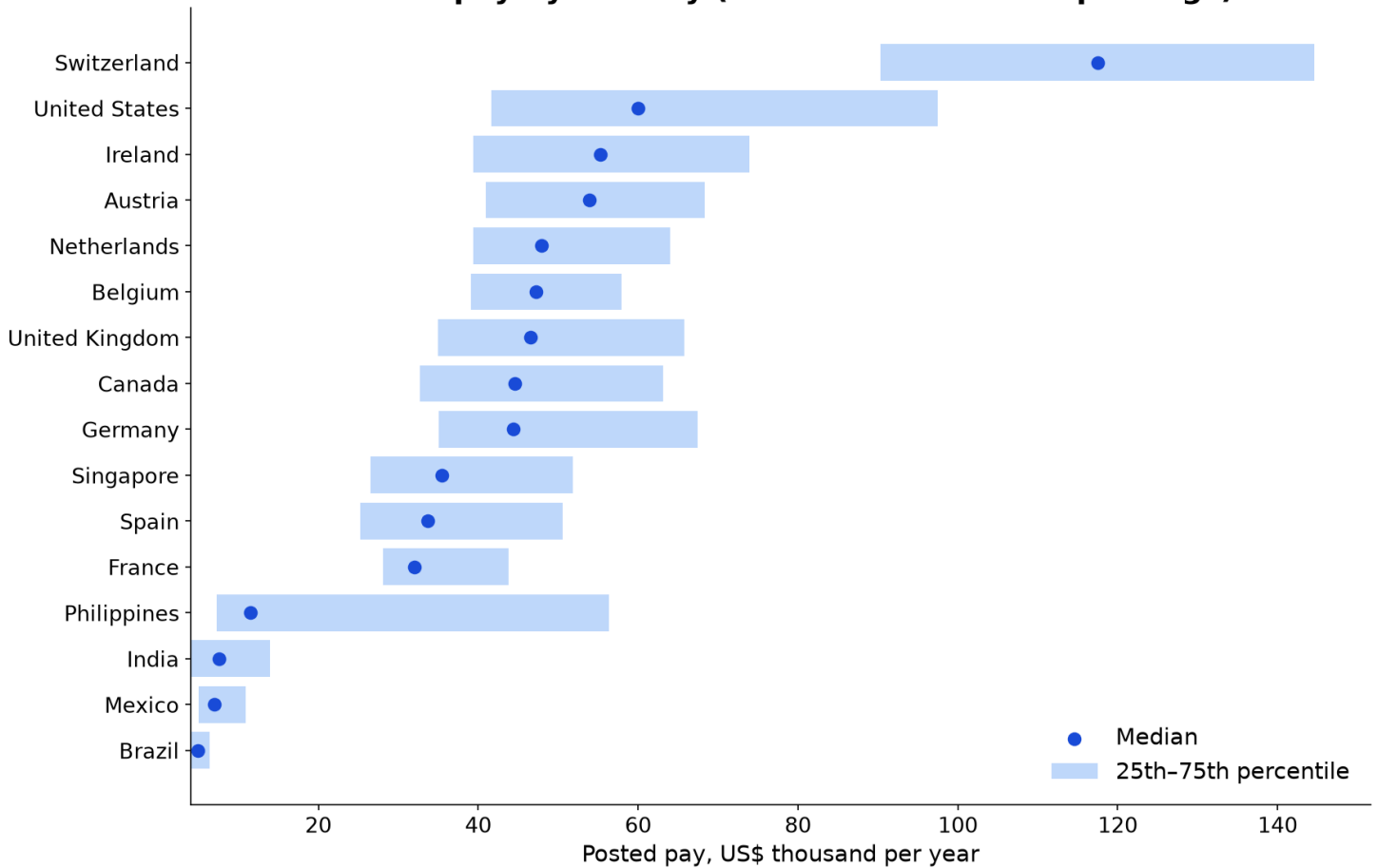
This release publishes about **100,000 postings** (a fixed set of whole companies). The **complete set of 620,752 postings** in 55 countries, with the same columns, is available **on request** for research, journalism and other fair use.

- Email b2b@fliarbi.com with your name, organisation and a short description of how you will use the data, or
- use the [Fliar contact page](#).

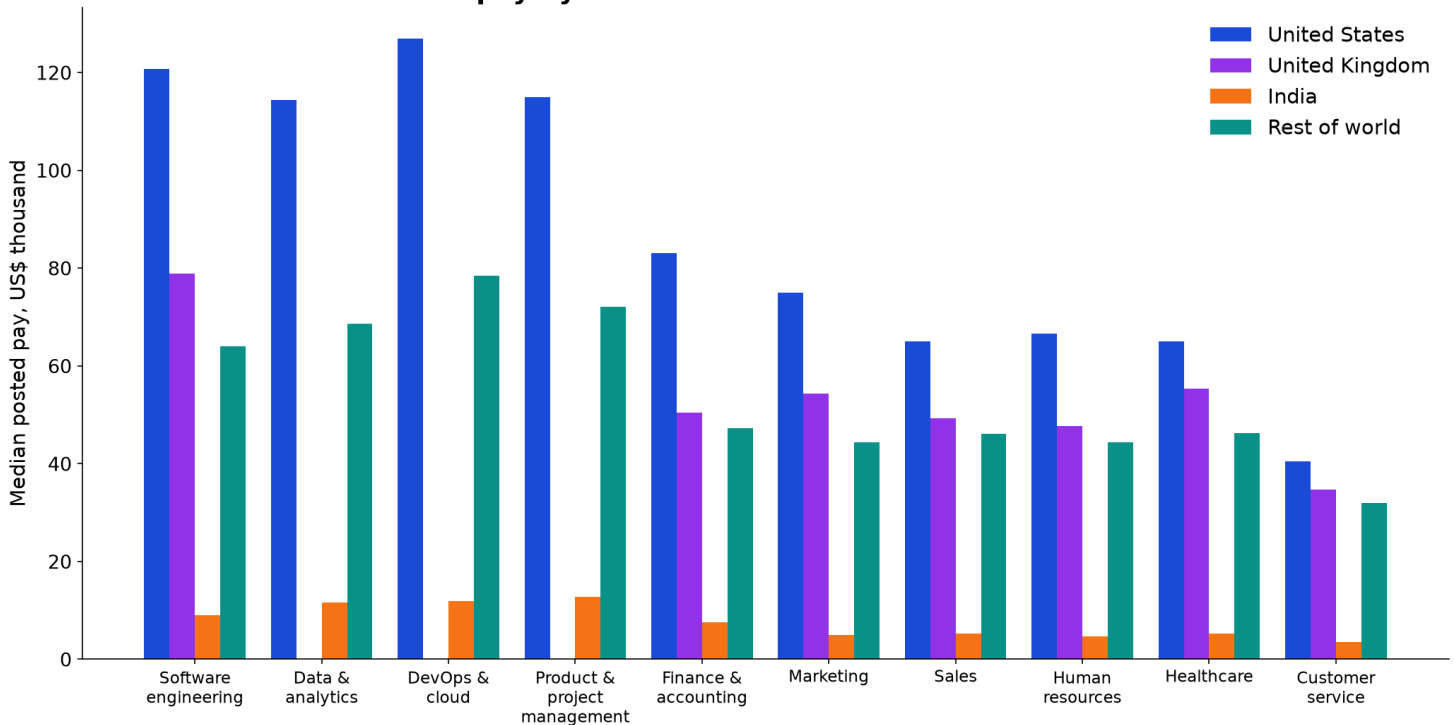
Key findings

1. **620,752 job postings with stated pay from 137,004 employers in 55 countries**, January 2024 to June 2026, every figure annualised and converted to US\$. 56% are in the United States; 22 countries have at least 30 postings and 14 have at least 400.
2. **Country medians span 24×** among the 14 countries with 400+ postings: Switzerland \$117,470, United States \$60,000, Ireland \$55,319, Austria \$53,933 at the top; India \$7,558, Brazil \$4,896 at the bottom.
3. **Software engineering pays a median \$120,805 in the US**, \$78,947 in the UK and \$9,012 in India at market exchange rates, a 13× US–India gap.
4. **109,469 postings carry skill tags**. Among skills with 200+ US postings the best paid are ai (\$134,000), c++ (\$131,000), aws (\$128,000), kubernetes (\$125,750).
5. **In India the best-paid tagged skills** (200+ postings) are ca (\$31,977), llm (\$31,977), microservices architecture (\$31,395), bfsi sales (\$29,070), against a national median of \$7,558.
6. **The UK sample is small** (2,129 postings, median \$46,581): few UK postings in the collection state pay, so UK figures carry wide uncertainty. 1,553 postings with absurd or unconvertible pay were dropped before any statistic was computed.

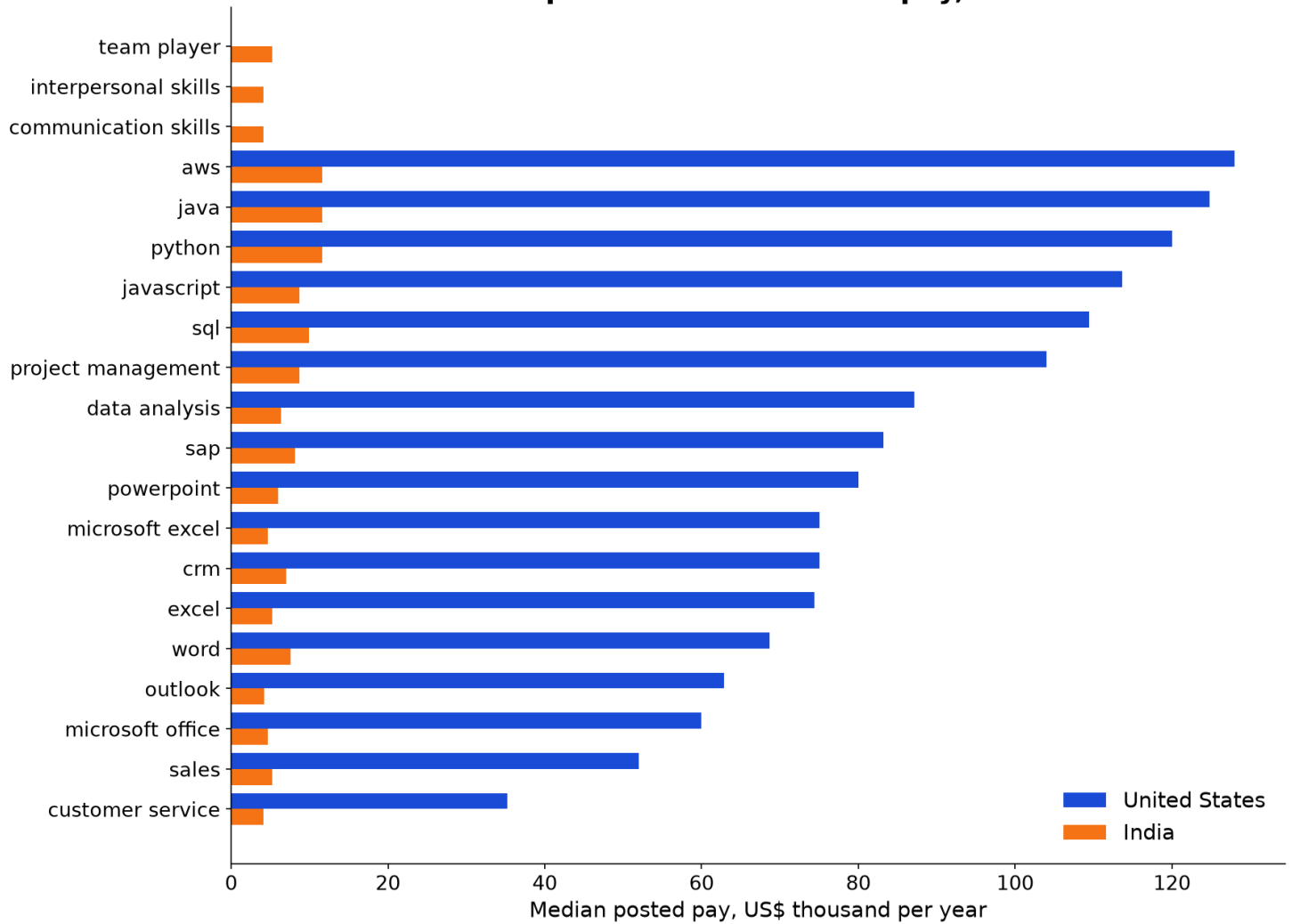
Posted pay by country (countries with 100+ postings)



Median pay by role: US vs UK vs India vs rest of world



20 most requested skills: median pay, US vs India



Salary percentiles by country (US\$ per year)

Countries with at least 10 postings. "Posted in" is the most common posting currency (Gulf and some Asian listings were advertised in Indian rupees by an Indian board). Countries under 100 postings are indicative only.

Country	Postings	Employers	Posted in	Median, local	10th pct	25th pct	Median	75th pct	90th pct	With skills
United States	350,328	73,471	USD	60,000	\$33,280	\$41,600	\$60,000	\$97,500	\$140,000	15.5%
Canada	112,874	26,849	CAD	62,400	\$26,743	\$32,686	\$44,571	\$63,143	\$85,714	0.0%
France	66,792	12,118	EUR	28,500	\$26,292	\$28,045	\$32,022	\$43,820	\$70,112	0.0%
India	49,355	10,015	INR	650,000	\$2,616	\$4,070	\$7,558	\$13,953	\$28,488	98.9%
Germany	19,332	5,386	EUR	39,520	\$31,551	\$35,056	\$44,404	\$67,416	\$116,854	0.0%
Netherlands	6,784	2,262	EUR	42,600	\$34,495	\$39,371	\$47,865	\$64,045	\$80,899	0.0%
Singapore	6,080	2,165	SGD	46,440	\$20,611	\$26,565	\$35,450	\$51,870	\$77,863	99.8%
United Kingdom	2,129	1,132	GBP	35,402	\$31,776	\$35,004	\$46,581	\$65,789	\$88,816	0.0%
Austria	2,110	1,060	EUR	48,000	\$32,252	\$40,969	\$53,933	\$68,364	\$84,270	0.0%
Switzerland	1,597	483	CHF	97,500	\$70,357	\$90,361	\$117,470	\$144,578	\$168,675	0.0%
Spain	891	487	EUR	30,000	\$20,225	\$25,281	\$33,708	\$50,562	\$73,146	0.0%
Belgium	542	245	EUR	42,000	\$33,696	\$39,101	\$47,191	\$57,951	\$73,034	0.0%

Country	Postings	Employers	Posted in	Median, local	10th pct	25th pct	Median	75th pct	90th pct	With skills
Brazil	449	335	BRL	27,420	\$3,320	\$4,050	\$4,896	\$6,429	\$8,572	0.0%
Ireland	439	276	EUR	49,234	\$33,389	\$39,326	\$55,319	\$73,910	\$101,124	0.0%
Mexico	278	204	MXN	135,537	\$3,665	\$5,005	\$7,023	\$10,881	\$18,653	0.0%
Philippines	159	72	PHP	660,000	\$5,092	\$7,304	\$11,478	\$56,348	\$63,110	46.5%
Australia	86	70	AUD	84,568	\$43,534	\$47,469	\$54,560	\$69,836	\$78,297	0.0%
Malaysia	69	32	MYR	150,000	\$9,655	\$13,103	\$24,419	\$38,663	\$56,600	100.0%
New Zealand	45	34	NZD	112,099	\$30,716	\$40,559	\$65,174	\$90,698	\$101,233	0.0%
Colombia	35	32	COP	22,800,000	\$3,805	\$4,166	\$5,561	\$9,132	\$19,171	0.0%
Czechia	35	30	CZK	1,188,000	\$17,333	\$41,333	\$52,800	\$76,000	\$83,200	0.0%
Greece	30	18	EUR	19,750	\$16,652	\$20,225	\$22,191	\$27,107	\$61,933	0.0%
South Africa	29	24	ZAR	294,000	\$5,267	\$8,333	\$16,333	\$27,778	\$34,889	0.0%
United Arab Emirates	27	17	INR	1,050,000	\$10,953	\$12,209	\$16,860	\$22,093	\$34,884	100.0%
Qatar	23	10	INR	1,525,000	\$11,802	\$15,698	\$23,256	\$26,744	\$66,512	82.6%
Indonesia	21	12	INR	2,000,000	\$4,024	\$4,098	\$5,488	\$9,884	\$39,000	61.9%
Portugal	19	15	EUR	15,870	\$14,090	\$16,476	\$17,832	\$29,213	\$62,921	0.0%
Italy	18	17	EUR	22,880	\$21,615	\$23,764	\$25,708	\$33,281	\$38,865	0.0%
Finland	17	15	EUR	34,319	\$29,307	\$30,476	\$38,561	\$71,591	\$101,471	0.0%
Namibia	17	12	INR	1,625,000	\$6,570	\$6,977	\$18,895	\$31,977	\$79,070	100.0%
Puerto Rico	16	12	USD	50,000	\$36,125	\$49,125	\$50,000	\$77,716	\$128,005	0.0%
Chile	15	11	CLP	7,800,000	\$6,043	\$6,998	\$8,211	\$10,800	\$13,122	0.0%
Japan	15	7	INR	2,175,000	\$16,047	\$19,186	\$20,800	\$26,125	\$42,450	66.7%
Uruguay	10	8	UYU	627,360	\$5,816	\$7,560	\$15,684	\$16,543	\$17,046	0.0%

Role family: United States vs United Kingdom vs India vs rest of world (median US\$)

Median annual pay in US\$; a median is shown only where the region has 20+ postings for the role. Sorted by the US median.

Role family	United States median	United States postings	United Kingdom median	United Kingdom postings	India median	India postings	Rest of world median	Rest of world postings
DevOps & cloud	\$126,950	656		2	\$11,919	780	\$78,503	428
Software engineering	\$120,805	6,872	\$78,947	76	\$9,012	12,094	\$63,987	7,282
Product & project management	\$115,000	4,668		16	\$12,791	864	\$72,057	2,109
Data & analytics	\$114,400	2,609		8	\$11,628	2,205	\$68,571	1,194
Design	\$92,500	3,447		7	\$8,430	1,909	\$56,429	2,169
Science & research	\$83,200	2,127	\$44,454	21	\$5,814	228	\$50,663	938
Finance & accounting	\$83,000	18,783	\$50,493	138	\$7,558	2,886	\$47,191	12,091
Legal	\$81,289	4,723	\$58,096	54	\$6,395	406	\$51,005	1,666
IT support	\$75,000	1,703		6	\$5,523	437	\$47,191	664
Operations	\$75,000	19,829		19	\$6,395	647	\$44,571	2,363
Marketing	\$75,000	8,593	\$54,336	26	\$4,942	2,254	\$44,382	5,896
Construction & trades	\$72,800	9,622	\$49,222	48	\$7,267	473	\$40,857	6,029
Human resources	\$66,560	5,365	\$47,697	32	\$4,651	1,676	\$44,404	3,013

Role family	United States median	United States postings	United Kingdom median	United Kingdom postings	India median	India postings	Rest of world median	Rest of world postings
Healthcare	\$65,000	56,961	\$55,362	113	\$5,233	1,009	\$46,260	13,733
Sales	\$65,000	28,411	\$49,342	168	\$5,233	7,109	\$46,057	9,183
Other	\$58,700	68,163	\$46,053	568	\$8,430	7,140	\$39,613	61,428
Manufacturing & maintenance	\$55,000	25,796	\$52,632	293	\$6,686	1,793	\$39,326	23,951
Education	\$50,000	16,056	\$46,053	84	\$5,814	876	\$39,888	9,218
Administration	\$47,840	13,371	\$34,868	122	\$5,814	1,021	\$37,143	14,358
Logistics & delivery	\$47,840	17,874	\$36,717	118	\$7,558	703	\$32,719	17,300
Security	\$46,800	2,597		9	\$9,884	202	\$34,067	816
Customer service	\$40,500	10,241	\$34,758	81	\$3,564	2,043	\$31,943	6,003
Retail & hospitality	\$36,816	21,861	\$33,965	120	\$5,523	600	\$31,943	17,108

Seniority: United States vs United Kingdom vs India vs rest of world (median US\$)

Seniority from the posting or title, else from years of experience asked.

Seniority	United States median	United States postings	United Kingdom median	United Kingdom postings	India median	India postings	Rest of world median	Rest of world postings
intern	\$42,640	3,580	\$36,184	41	\$1,744	2,134	\$40,449	1,362
entry	\$41,600	37,496	\$46,362	35	\$4,070	8,421	\$35,657	5,128
mid	\$70,000	17,227		0	\$7,558	13,823	\$35,725	2,366
senior	\$100,000	19,765	\$66,118	110	\$11,047	8,130	\$66,071	6,088
lead	\$86,320	10,936	\$55,921	88	\$13,953	4,377	\$70,571	3,150
manager	\$83,200	47,425	\$55,973	312	\$8,721	7,411	\$54,971	19,569
director	\$130,000	12,432	\$98,684	49	\$29,070	1,282	\$86,171	2,696
executive	\$159,000	3,131		12	\$34,884	535	\$89,143	942

Industry / occupation group: US vs UK vs India vs rest of world (median US\$)

Industry group	United States median	United States postings	United Kingdom median	United Kingdom postings	India median	India postings	Rest of world median	Rest of world postings
Software & IT	\$117,500	8,472	\$77,303	88	\$8,140	10,511	\$62,400	8,327
Legal & Compliance	\$100,000	1,970	\$58,298	47	\$6,977	80	\$50,225	1,162
Operations & Consulting	\$100,000	24,003	\$55,921	20	\$8,721	420	\$60,385	1,428
Banking, Finance & Accounts	\$82,000	16,471	\$48,700	118	\$6,395	2,197	\$45,822	10,112
Science & Research	\$77,522	1,287		0		0		0
Engineering & Manufacturing	\$75,000	14,810	\$53,136	296	\$6,977	1,746	\$42,067	19,431
Human Resources	\$69,846	977	\$47,368	27	\$4,942	1,002	\$44,888	2,112
Marketing, Media & Communications	\$67,500	3,671	\$55,973	28	\$5,814	816	\$42,697	5,099
Healthcare & Pharma	\$66,123	28,742	\$52,632	115	\$4,651	704	\$42,416	9,449

Industry group	United States median	United States postings	United Kingdom median	United Kingdom postings	India median	India postings	Rest of world median	Rest of world postings
Construction & Real Estate	\$62,400	3,294		7	\$8,140	520	\$33,888	4,819
Education & Training	\$56,116	8,151	\$50,242	55	\$4,651	517	\$45,443	6,780
Community & Social Service	\$54,080	2,882		0		0		0
Sales & Business Development	\$52,000	15,572	\$46,053	119	\$5,233	3,426	\$50,000	5,676
Logistics & Supply Chain	\$46,985	12,056	\$36,184	142	\$6,395	410	\$33,708	18,204
Facilities & Maintenance	\$45,760	5,536		0		0		0
Security & Protective Services	\$45,760	846		0		0		0
Admin & Office Support	\$44,720	9,028	\$34,402	70	\$3,924	110	\$34,914	9,866
Customer Service & BPO	\$44,720	3,698	\$35,298	84	\$3,779	1,716	\$32,360	6,024
Retail & E-commerce	\$39,520	2,598	\$33,773	43	\$5,959	194	\$34,171	5,285
Personal Care & Services	\$39,520	2,985		0		0		0
Hospitality & Food	\$35,360	6,426	\$34,347	58	\$4,651	194	\$30,476	9,459
Data & Analytics		0		0	\$6,977	732		2
Product, Design & UX		0		0	\$6,977	253		0

Top 50 most requested skills with salary percentiles: US vs India vs rest of world

Skills as tagged in postings (lower-cased). Skill tags exist mainly on US, Indian and Singapore postings; UK postings in this collection carry no skill tags. A median is shown where the group has 20+ postings.

#	Skill	Postings	Employers	Global median	US median	US postings	India median	India postings	Rest-of-world median
1	excel	6,669	3,867	\$68,000	\$74,413	5,794	\$5,233	536	\$31,145
2	python	5,104	2,100	\$17,442	\$120,000	1,075	\$11,628	3,879	\$64,122
3	microsoft office	4,943	3,029	\$49,920	\$60,000	3,404	\$4,651	146	\$29,313
4	sql	4,178	1,816	\$15,988	\$109,396	976	\$9,884	3,015	\$64,122
5	sales	4,055	2,021	\$6,977	\$52,000	129	\$5,233	3,377	\$32,977
6	word	2,789	1,831	\$67,600	\$68,640	2,733	\$7,558	55	
7	java	2,717	1,175	\$16,279	\$124,815	350	\$11,628	2,215	\$65,840
8	project management	2,627	1,580	\$36,641	\$104,000	869	\$8,721	1,202	\$45,802
9	customer service	2,561	1,199	\$19,237	\$35,256	220	\$4,070	1,171	\$28,397
10	communication skills	2,540	1,418	\$6,395		0	\$4,070	1,650	\$33,435
11	powerpoint	2,350	1,538	\$75,000	\$80,000	2,127	\$6,035	73	\$34,351
12	javascript	2,275	1,125	\$11,047	\$113,650	206	\$8,721	1,950	\$65,038
13	outlook	2,043	1,392	\$60,259	\$62,900	1,897	\$4,215	22	\$30,000
14	data analysis	2,018	1,113	\$10,465	\$87,120	635	\$6,395	1,284	\$50,382
15	crm	1,943	1,408	\$55,000	\$75,000	1,341	\$6,977	452	\$34,351
16	microsoft excel	1,817	1,126	\$34,809	\$75,000	550	\$4,651	118	\$29,771
17	aws	1,732	838	\$19,259	\$128,000	441	\$11,628	1,274	
18	sap	1,727	922	\$41,600	\$83,200	795	\$8,140	634	\$36,641

#	Skill	Postings	Employers	Global median	US median	US postings	India median	India postings	Rest-of-world median
19	interpersonal skills	1,696	948	\$27,939		0	\$4,070	414	\$33,435
20	team player	1,484	809	\$29,771		0	\$5,233	31	\$29,771
21	business development	1,474	938	\$8,140	\$115,800	91	\$5,814	1,050	\$45,802
22	compliance	1,472	828	\$31,145	\$105,350	128	\$8,430	545	\$38,015
23	inventory management	1,469	965	\$36,400	\$43,264	912	\$5,814	377	\$32,061
24	salesforce	1,465	1,027	\$65,000	\$85,000	1,022	\$9,884	435	
25	accounting	1,462	957	\$31,977	\$91,400	398	\$6,395	587	\$33,435
26	troubleshooting	1,381	799	\$25,191	\$63,336	203	\$7,558	589	\$34,351
27	electrical	1,380	933	\$50,000	\$62,400	804	\$6,395	52	\$35,725
28	ms office	1,345	884	\$40,290	\$70,000	709	\$5,794	392	\$30,916
29	lead generation	1,345	877	\$4,651	\$70,000	39	\$4,512	1,235	\$41,221
30	microsoft office suite	1,317	983	\$70,000	\$70,000	1,274	\$8,230	42	
31	data entry	1,299	824	\$27,481	\$41,600	511	\$3,198	335	\$23,817
32	autocad	1,253	727	\$34,809	\$89,440	463	\$5,814	514	\$36,641
33	marketing	1,244	828	\$16,279	\$72,500	62	\$6,395	912	\$36,641
34	inventory	1,184	588	\$27,481	\$47,944	77	\$5,814	62	\$27,481
35	administration	1,182	552	\$31,145		15	\$6,395	117	\$32,061
36	hvac	1,146	782	\$60,000	\$62,400	1,030	\$6,977	81	\$41,221
37	digital marketing	1,128	880	\$7,645	\$90,000	146	\$4,651	840	\$34,809
38	azure	1,123	646	\$20,930	\$125,000	259	\$11,192	788	\$68,702
39	cpr	1,122	699	\$45,760	\$45,760	1,119		3	
40	negotiation	1,088	710	\$20,349	\$101,000	60	\$4,651	552	\$38,931
41	agile	1,054	618	\$15,698	\$115,000	256	\$9,012	669	\$65,038
42	driver's license	1,053	716	\$45,760	\$45,760	1,053		0	
43	microsoft word	1,010	655	\$37,440	\$65,000	487	\$3,701	20	\$25,649
44	kubernetes	1,007	533	\$20,349	\$125,750	202	\$14,535	768	\$68,702
45	docker	1,005	529	\$18,605	\$124,800	160	\$13,953	790	\$68,702
46	react.js	992	633	\$14,535		11	\$14,535	977	
47	git	957	478	\$10,465	\$120,000	132	\$8,430	795	\$68,702
48	scheduling	945	655	\$36,641	\$65,000	323	\$5,523	127	\$33,435
49	construction	940	576	\$41,221	\$100,000	182	\$7,849	56	\$38,931
50	automation	917	528	\$12,209	\$120,000	267	\$8,430	643	

Top 50 highest-paying skills in the United States (150+ postings, 20+ employers)

Ranked by median annual pay among postings that tag the skill (US\$ at the stated FX rate).

#	Skill	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
1	ai	485	381	\$65,434	\$99,000	\$134,000	\$171,976	\$200,270
2	machine learning	158	131	\$65,000	\$98,250	\$133,725	\$165,000	\$197,700
3	saas	156	132	\$69,250	\$97,900	\$133,100	\$166,675	\$200,000
4	react	158	130	\$84,529	\$104,738	\$132,800	\$162,850	\$187,830
5	gcp	175	138	\$85,720	\$112,700	\$131,600	\$162,472	\$190,816
6	c++	225	137	\$80,320	\$101,920	\$131,000	\$164,320	\$190,000

#	Skill	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
7	aws	441	278	\$80,000	\$101,700	\$128,000	\$160,000	\$186,100
8	kubernetes	202	137	\$86,900	\$102,875	\$125,750	\$160,750	\$184,600
9	azure	259	198	\$80,000	\$100,000	\$125,000	\$160,000	\$185,000
10	java	350	208	\$80,001	\$100,000	\$124,815	\$157,750	\$180,000
11	docker	160	117	\$83,180	\$100,375	\$124,800	\$154,489	\$180,640
12	engineering	154	119	\$63,664	\$85,488	\$120,000	\$156,000	\$164,700
13	automation	267	226	\$69,800	\$93,150	\$120,000	\$155,185	\$181,836
14	python	1,075	593	\$71,437	\$93,600	\$120,000	\$150,000	\$176,460
15	procurement	223	190	\$62,400	\$86,800	\$120,000	\$156,000	\$170,000
16	analytics	258	211	\$65,910	\$89,084	\$118,900	\$146,725	\$180,000
17	civil engineering	237	130	\$70,432	\$90,000	\$117,563	\$150,000	\$171,755
18	electrical engineering	240	167	\$75,000	\$91,963	\$117,300	\$143,122	\$166,400
19	linux	237	140	\$69,020	\$89,000	\$116,480	\$145,600	\$167,797
20	supply chain	171	134	\$70,000	\$85,000	\$115,400	\$143,260	\$173,000
21	risk management	199	176	\$63,891	\$89,000	\$115,000	\$150,000	\$175,000
22	agile	256	216	\$69,775	\$90,000	\$115,000	\$140,000	\$169,802
23	mechanical engineering	233	163	\$80,000	\$90,000	\$114,400	\$144,000	\$170,000
24	javascript	206	135	\$63,700	\$86,978	\$113,650	\$140,000	\$175,000
25	finance	154	133	\$54,080	\$70,000	\$111,160	\$150,000	\$185,880
26	sql	976	666	\$67,600	\$85,000	\$109,396	\$135,200	\$165,800
27	ai tools	189	166	\$55,240	\$75,000	\$108,100	\$140,000	\$182,600
28	financial modeling	318	257	\$71,000	\$87,100	\$105,710	\$150,000	\$177,235
29	data analytics	174	150	\$50,625	\$76,399	\$104,780	\$144,325	\$180,000
30	forecasting	318	283	\$62,470	\$82,250	\$104,000	\$142,975	\$176,015
31	project management	869	644	\$60,000	\$79,000	\$104,000	\$135,000	\$162,360
32	jira	271	208	\$60,800	\$77,550	\$102,000	\$129,600	\$156,100
33	bluebeam	181	121	\$62,400	\$79,040	\$100,000	\$120,000	\$153,000
34	netsuite	216	180	\$57,000	\$75,000	\$100,000	\$136,025	\$160,000
35	ms project	167	132	\$69,731	\$84,700	\$100,000	\$125,000	\$155,220
36	financial analysis	183	148	\$60,000	\$75,000	\$100,000	\$128,300	\$157,608
37	procore	186	121	\$62,400	\$80,000	\$100,000	\$125,000	\$146,700
38	construction	182	137	\$41,600	\$60,080	\$100,000	\$135,375	\$160,900
39	networking	162	140	\$52,000	\$65,146	\$99,920	\$135,200	\$179,900
40	tableau	352	283	\$63,015	\$77,400	\$96,245	\$123,704	\$155,800
41	budgeting	365	313	\$54,000	\$70,000	\$95,000	\$129,000	\$160,000
42	power bi	486	394	\$61,950	\$75,000	\$95,000	\$120,000	\$150,000
43	erp	499	402	\$52,000	\$65,000	\$95,000	\$129,000	\$160,000
44	gaap	226	197	\$57,380	\$69,604	\$95,000	\$126,970	\$155,500
45	financial reporting	222	190	\$55,000	\$73,879	\$95,000	\$124,100	\$161,454
46	nursing	258	190	\$66,917	\$79,040	\$93,600	\$114,400	\$135,200
47	oracle	342	236	\$53,604	\$68,000	\$91,430	\$130,000	\$160,900
48	accounting	398	316	\$45,604	\$60,320	\$91,400	\$129,500	\$164,300
49	revit	234	119	\$63,000	\$75,725	\$90,000	\$110,000	\$135,000

#	Skill	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
50	autocad	463	267	\$55,060	\$70,000	\$89,440	\$112,500	\$140,000

Top 50 highest-paying skills in India (100+ postings, 20+ employers)

Ranked by median annual pay among postings that tag the skill (US\$ at the stated FX rate).

#	Skill	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Median, ₹ lakh
1	sales head	182	135	\$26,163	\$36,773	\$50,000	\$70,349	\$98,837	43.0
2	technical architect	108	80	\$26,163	\$37,645	\$49,419	\$63,953	\$85,000	42.5
3	distributed systems	143	102	\$9,012	\$21,512	\$41,279	\$69,767	\$92,442	35.5
4	finance and accounts	159	122	\$20,349	\$24,419	\$34,884	\$47,965	\$70,233	30.0
5	rag	120	97	\$12,209	\$24,419	\$34,012	\$43,605	\$58,140	29.2
6	backend architecture	134	109	\$16,279	\$23,256	\$33,140	\$44,477	\$71,802	28.5
7	agentic ai	122	105	\$8,430	\$23,401	\$32,849	\$46,512	\$66,279	28.2
8	llm	250	200	\$8,983	\$20,930	\$31,977	\$40,698	\$58,140	27.5
9	ca	317	215	\$16,860	\$22,093	\$31,977	\$44,767	\$70,698	27.5
10	microservices architecture	247	187	\$10,233	\$20,349	\$31,395	\$40,698	\$55,233	27.0
11	bfsi sales	252	142	\$3,093	\$4,942	\$29,070	\$40,698	\$63,953	25.0
12	investment banking	107	82	\$5,930	\$12,674	\$29,070	\$43,605	\$61,047	25.0
13	sales planning	120	100	\$3,430	\$5,523	\$27,035	\$43,605	\$76,395	23.2
14	generative ai	321	249	\$7,558	\$13,953	\$26,163	\$40,698	\$55,233	22.5
15	financial planning	196	145	\$4,936	\$9,302	\$26,163	\$41,424	\$78,488	22.5
16	data engineering	283	188	\$7,849	\$14,535	\$26,163	\$40,698	\$52,326	22.5
17	full stack	214	164	\$6,395	\$11,773	\$26,163	\$37,791	\$48,488	22.5
18	langchain	122	108	\$7,267	\$13,953	\$26,163	\$37,791	\$49,128	22.5
19	product design	182	75	\$5,262	\$11,628	\$25,581	\$43,459	\$57,907	22.0
20	corporate sales	176	132	\$4,651	\$11,047	\$25,000	\$36,773	\$53,779	21.5
21	artificial intelligence	448	305	\$4,070	\$11,483	\$24,709	\$40,698	\$61,047	21.2
22	ecommerce	106	83	\$6,686	\$14,826	\$24,709	\$37,500	\$61,047	21.2
23	campaign management	153	125	\$4,651	\$12,791	\$24,419	\$34,884	\$54,651	21.0
24	system design	136	90	\$6,105	\$8,140	\$24,128	\$45,203	\$71,221	20.8
25	wealth management	120	80	\$6,337	\$9,157	\$24,128	\$43,605	\$61,047	20.8
26	solution design	148	117	\$7,558	\$11,047	\$23,837	\$40,698	\$49,419	20.5
27	go programming (golang)	125	74	\$7,558	\$12,209	\$23,256	\$40,698	\$65,698	20.0
28	banking	344	210	\$3,198	\$5,523	\$22,965	\$36,773	\$55,233	19.8
29	pytorch	194	140	\$7,558	\$9,884	\$22,384	\$34,884	\$51,453	19.2
30	financial modeling	200	149	\$4,651	\$8,358	\$21,802	\$37,791	\$63,953	18.8
31	design patterns	124	96	\$8,808	\$14,535	\$21,512	\$32,049	\$48,895	18.5
32	it sales	211	157	\$3,198	\$6,250	\$21,512	\$36,628	\$58,140	18.5
33	large language models (llm)	110	76	\$7,500	\$11,628	\$20,930	\$34,884	\$46,802	18.0
34	prompt engineering	114	94	\$4,721	\$9,884	\$20,930	\$34,884	\$45,640	18.0
35	restful api	187	142	\$6,279	\$11,047	\$20,349	\$29,360	\$40,698	17.5
36	mlops	141	108	\$6,395	\$9,884	\$20,349	\$37,791	\$68,023	17.5
37	fmcg sales	106	68	\$2,907	\$4,724	\$20,349	\$40,698	\$74,128	17.5

#	Skill	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct	Median, ₹ lakh
38	machine learning (ml)	196	126	\$5,233	\$10,465	\$20,349	\$32,849	\$50,000	17.5
39	key account management	151	113	\$4,651	\$8,576	\$20,349	\$33,430	\$43,605	17.5
40	apache kafka	127	71	\$9,302	\$14,535	\$20,349	\$31,977	\$49,884	17.5
41	google cloud platform (gcp)	222	131	\$8,140	\$12,936	\$20,349	\$34,448	\$52,326	17.5
42	brand management	163	127	\$4,070	\$6,977	\$20,349	\$41,279	\$57,558	17.5
43	forecasting	255	191	\$4,651	\$7,558	\$19,186	\$31,977	\$56,977	16.5
44	aws lambda	105	67	\$7,558	\$10,465	\$19,186	\$27,907	\$44,302	16.5
45	nlp	166	120	\$4,651	\$7,849	\$18,663	\$32,849	\$45,349	16.1
46	amazon web services (aws)	626	317	\$7,558	\$11,628	\$18,605	\$27,762	\$45,058	16.0
47	tensorflow	229	151	\$4,593	\$8,140	\$18,605	\$31,977	\$52,907	16.0
48	oops	110	83	\$6,395	\$9,884	\$18,605	\$29,070	\$40,698	16.0
49	spring	140	105	\$5,814	\$8,648	\$18,081	\$29,070	\$43,081	15.6
50	performance marketing	132	97	\$3,860	\$8,052	\$17,733	\$29,070	\$49,128	15.2

Salary percentiles by country and role family (countries with 400+ postings)

Groups with 30+ postings, sorted by country size then median.

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
United States	DevOps & cloud	656	396	\$84,350	\$103,005	\$126,950	\$150,000	\$181,813
United States	Software engineering	6,872	2,965	\$68,646	\$92,037	\$120,805	\$152,000	\$185,000
United States	Product & project management	4,668	2,737	\$67,000	\$90,000	\$115,000	\$145,000	\$176,320
United States	Data & analytics	2,609	1,432	\$62,400	\$86,000	\$114,400	\$145,600	\$180,000
United States	Design	3,447	1,940	\$50,000	\$67,600	\$92,500	\$134,108	\$170,000
United States	Science & research	2,127	1,085	\$41,600	\$57,500	\$83,200	\$124,800	\$166,400
United States	Finance & accounting	18,783	7,787	\$43,580	\$59,635	\$83,000	\$119,765	\$158,066
United States	Legal	4,723	2,624	\$40,000	\$54,998	\$81,289	\$126,234	\$170,000
United States	IT support	1,703	1,052	\$42,995	\$55,000	\$75,000	\$110,000	\$145,000
United States	Marketing	8,593	4,950	\$38,438	\$52,000	\$75,000	\$110,000	\$151,000
United States	Operations	19,829	8,736	\$39,520	\$50,000	\$75,000	\$110,000	\$149,000
United States	Construction & trades	9,622	4,114	\$41,600	\$52,000	\$72,800	\$100,000	\$135,000
United States	Human resources	5,365	3,364	\$39,520	\$49,920	\$66,560	\$97,000	\$133,355
United States	Healthcare	56,961	14,995	\$34,112	\$41,600	\$65,000	\$101,275	\$135,346
United States	Sales	28,411	12,542	\$33,996	\$45,000	\$65,000	\$100,000	\$146,081
United States	Other	68,163	26,995	\$33,280	\$40,040	\$58,700	\$94,230	\$138,376
United States	Manufacturing & maintenance	25,796	10,736	\$35,360	\$41,600	\$55,000	\$83,200	\$120,000
United States	Education	16,056	5,396	\$31,200	\$37,440	\$50,000	\$86,723	\$166,400
United States	Administration	13,371	7,750	\$34,320	\$39,520	\$47,840	\$62,525	\$87,500
United States	Logistics & delivery	17,874	6,546	\$33,280	\$38,064	\$47,840	\$66,820	\$95,000
United States	Security	2,597	1,231	\$34,320	\$37,440	\$46,800	\$100,450	\$149,760
United States	Customer service	10,241	6,125	\$30,888	\$35,360	\$40,500	\$50,000	\$75,000
United States	Retail & hospitality	21,861	6,700	\$26,957	\$31,200	\$36,816	\$45,760	\$65,000
Canada	DevOps & cloud	208	140	\$54,021	\$71,429	\$83,880	\$109,643	\$125,000
Canada	Product & project management	1,625	837	\$48,214	\$60,714	\$74,286	\$89,286	\$113,664

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Canada	Data & analytics	796	444	\$44,571	\$57,143	\$71,607	\$92,429	\$114,714
Canada	Software engineering	3,875	1,851	\$42,714	\$54,971	\$68,343	\$89,286	\$114,286
Canada	Design	1,716	958	\$38,629	\$46,429	\$57,143	\$75,389	\$100,000
Canada	Finance & accounting	6,601	2,481	\$32,143	\$41,071	\$53,571	\$71,429	\$96,429
Canada	Legal	1,031	550	\$32,143	\$42,303	\$53,571	\$80,570	\$107,143
Canada	Healthcare	8,940	2,750	\$28,229	\$35,657	\$52,000	\$71,429	\$92,857
Canada	Science & research	719	358	\$29,016	\$39,808	\$51,476	\$71,429	\$98,214
Canada	Construction & trades	3,210	1,984	\$34,171	\$40,857	\$50,000	\$60,227	\$74,286
Canada	Marketing	2,955	1,905	\$28,918	\$37,500	\$49,125	\$67,384	\$92,857
Canada	IT support	419	309	\$32,143	\$38,707	\$46,533	\$60,714	\$74,952
Canada	Sales	6,180	2,568	\$26,149	\$32,143	\$46,429	\$71,429	\$89,286
Canada	Human resources	1,592	792	\$29,714	\$34,171	\$46,057	\$59,429	\$78,753
Canada	Manufacturing & maintenance	11,364	5,000	\$29,343	\$35,657	\$46,057	\$59,670	\$76,410
Canada	Operations	1,871	1,061	\$29,714	\$34,914	\$45,686	\$61,363	\$85,714
Canada	Other	27,849	8,403	\$26,743	\$31,200	\$43,086	\$62,801	\$85,714
Canada	Administration	8,215	4,176	\$28,229	\$34,008	\$40,268	\$48,214	\$61,429
Canada	Education	5,147	1,310	\$29,566	\$29,714	\$39,286	\$62,400	\$118,857
Canada	Logistics & delivery	6,372	3,110	\$26,743	\$30,825	\$38,257	\$47,914	\$66,857
Canada	Customer service	2,946	1,239	\$24,143	\$27,486	\$33,214	\$44,571	\$66,857
Canada	Security	717	254	\$26,149	\$27,961	\$32,433	\$50,514	\$81,429
Canada	Retail & hospitality	8,526	4,214	\$23,771	\$26,000	\$29,714	\$40,497	\$52,000
France	DevOps & cloud	37	30	\$29,663	\$47,753	\$56,180	\$78,652	\$89,101
France	Product & project management	77	61	\$41,461	\$50,562	\$56,180	\$73,034	\$108,045
France	Design	118	97	\$32,683	\$43,778	\$53,933	\$64,607	\$94,933
France	Data & analytics	110	87	\$29,118	\$43,258	\$52,809	\$73,034	\$106,337
France	Sales	1,018	552	\$27,764	\$35,393	\$47,753	\$65,169	\$112,360
France	Legal	421	234	\$29,775	\$39,326	\$44,944	\$58,989	\$78,652
France	Software engineering	1,224	651	\$27,300	\$32,584	\$44,438	\$57,865	\$78,544
France	Science & research	61	41	\$28,090	\$32,584	\$40,733	\$95,820	\$134,831
France	Finance & accounting	3,766	1,147	\$28,090	\$33,708	\$39,326	\$47,753	\$67,416
France	Healthcare	3,189	1,116	\$27,764	\$29,663	\$38,202	\$50,562	\$78,652
France	Education	2,450	955	\$26,790	\$29,307	\$37,587	\$53,371	\$83,878
France	Human resources	735	408	\$26,966	\$29,663	\$36,517	\$50,562	\$73,034
France	Retail & hospitality	6,442	2,346	\$25,618	\$27,764	\$32,360	\$44,944	\$75,843
France	Manufacturing & maintenance	8,796	2,631	\$26,404	\$28,315	\$31,551	\$38,200	\$55,854
France	Other	18,705	5,594	\$26,404	\$27,905	\$31,461	\$44,404	\$78,652
France	Administration	5,103	2,079	\$25,843	\$27,764	\$30,569	\$36,517	\$56,800
France	Construction & trades	2,364	905	\$25,843	\$27,905	\$30,337	\$34,831	\$50,562
France	Logistics & delivery	8,482	2,389	\$25,281	\$27,788	\$29,658	\$34,316	\$56,180
France	Marketing	1,789	972	\$25,014	\$27,764	\$29,213	\$44,475	\$116,854
France	Customer service	1,856	827	\$24,607	\$26,966	\$28,138	\$33,708	\$56,404
France	IT support	30	21	\$24,674	\$25,365	\$27,275	\$29,635	\$37,236
India	Product & project management	864	494	\$5,233	\$7,558	\$12,791	\$23,256	\$37,122

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
India	DevOps & cloud	780	383	\$5,233	\$7,558	\$11,919	\$22,238	\$37,267
India	Data & analytics	2,205	857	\$4,070	\$6,977	\$11,628	\$23,256	\$37,791
India	Security	202	137	\$3,363	\$6,105	\$9,884	\$23,910	\$43,430
India	Software engineering	12,094	2,804	\$3,779	\$5,814	\$9,012	\$16,279	\$27,035
India	Design	1,909	991	\$2,616	\$4,651	\$8,430	\$19,186	\$40,698
India	Other	7,140	3,048	\$2,326	\$4,186	\$8,430	\$21,512	\$37,791
India	Finance & accounting	2,886	1,143	\$2,907	\$4,651	\$7,558	\$14,535	\$31,977
India	Logistics & delivery	703	413	\$2,628	\$4,360	\$7,558	\$13,953	\$34,884
India	Construction & trades	473	225	\$2,907	\$4,070	\$7,267	\$10,465	\$17,442
India	Manufacturing & maintenance	1,793	652	\$2,616	\$4,070	\$6,686	\$10,756	\$17,442
India	Legal	406	290	\$2,907	\$3,794	\$6,395	\$11,047	\$25,000
India	Operations	647	407	\$2,326	\$3,488	\$6,395	\$11,047	\$20,581
India	Administration	1,021	595	\$2,326	\$3,488	\$5,814	\$9,884	\$18,314
India	Education	876	330	\$2,907	\$4,070	\$5,814	\$9,884	\$19,186
India	Science & research	228	155	\$1,744	\$4,070	\$5,814	\$11,773	\$31,977
India	IT support	437	238	\$2,326	\$3,488	\$5,523	\$9,012	\$20,640
India	Retail & hospitality	600	286	\$2,326	\$3,488	\$5,523	\$8,430	\$15,116
India	Healthcare	1,009	388	\$2,326	\$3,779	\$5,233	\$9,302	\$21,047
India	Sales	7,109	3,056	\$2,326	\$3,488	\$5,233	\$9,012	\$19,186
India	Marketing	2,254	1,383	\$1,395	\$2,907	\$4,942	\$9,302	\$19,767
India	Human resources	1,676	966	\$1,744	\$2,907	\$4,651	\$8,140	\$20,349
India	Customer service	2,043	795	\$2,035	\$2,616	\$3,564	\$5,523	\$8,721
Germany	Product & project management	41	36	\$26,966	\$37,079	\$70,112	\$116,854	\$175,281
Germany	Software engineering	473	264	\$32,431	\$44,404	\$70,112	\$116,854	\$163,596
Germany	Data & analytics	48	38	\$26,521	\$31,531	\$67,775	\$94,382	\$123,865
Germany	Design	44	36	\$30,937	\$36,978	\$67,775	\$116,854	\$233,708
Germany	IT support	40	27	\$32,719	\$42,640	\$67,775	\$115,101	\$142,562
Germany	Construction & trades	93	63	\$34,382	\$40,449	\$67,467	\$101,124	\$191,640
Germany	Finance & accounting	339	224	\$32,439	\$41,757	\$64,719	\$116,854	\$204,892
Germany	Administration	270	190	\$33,306	\$42,050	\$62,471	\$116,854	\$161,978
Germany	Operations	83	66	\$27,371	\$35,144	\$58,427	\$73,422	\$116,854
Germany	Human resources	194	132	\$30,139	\$39,733	\$55,281	\$80,162	\$141,169
Germany	Education	1,305	559	\$30,382	\$37,753	\$49,213	\$108,674	\$144,899
Germany	Legal	73	52	\$29,121	\$31,915	\$46,742	\$93,483	\$141,303
Germany	Sales	525	298	\$31,865	\$39,228	\$46,742	\$94,382	\$163,596
Germany	Other	9,552	2,967	\$32,719	\$36,505	\$44,494	\$60,674	\$116,854
Germany	Marketing	474	349	\$28,843	\$33,708	\$44,404	\$93,483	\$116,854
Germany	Manufacturing & maintenance	1,954	659	\$33,888	\$37,557	\$43,259	\$56,090	\$116,854
Germany	Healthcare	815	494	\$31,064	\$33,303	\$42,067	\$60,000	\$116,854
Germany	Retail & hospitality	1,146	589	\$31,281	\$33,888	\$39,777	\$56,090	\$116,854
Germany	Logistics & delivery	1,302	565	\$31,551	\$33,444	\$37,753	\$46,742	\$114,517
Germany	Customer service	492	280	\$30,382	\$32,719	\$37,079	\$68,090	\$116,854
Netherlands	Product & project management	111	92	\$40,449	\$57,993	\$70,787	\$80,899	\$91,011

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Netherlands	DevOps & cloud	60	53	\$55,146	\$63,474	\$70,335	\$81,461	\$95,506
Netherlands	Data & analytics	91	76	\$42,533	\$54,270	\$67,416	\$78,764	\$95,506
Netherlands	Design	59	50	\$39,034	\$47,191	\$67,416	\$81,742	\$95,551
Netherlands	Software engineering	500	301	\$42,135	\$50,562	\$60,674	\$72,064	\$87,640
Netherlands	Legal	48	35	\$40,449	\$46,213	\$60,000	\$86,180	\$102,630
Netherlands	Finance & accounting	321	215	\$39,775	\$47,191	\$54,607	\$71,933	\$87,640
Netherlands	Human resources	146	128	\$38,427	\$43,154	\$51,910	\$60,674	\$68,573
Netherlands	Manufacturing & maintenance	847	352	\$37,079	\$41,090	\$51,236	\$64,079	\$79,526
Netherlands	Sales	285	190	\$36,404	\$40,787	\$51,124	\$67,416	\$87,079
Netherlands	Healthcare	113	92	\$32,580	\$37,160	\$49,982	\$59,784	\$73,526
Netherlands	Marketing	240	196	\$34,023	\$39,101	\$48,438	\$59,326	\$74,157
Netherlands	IT support	34	32	\$37,483	\$39,944	\$47,191	\$60,506	\$71,224
Netherlands	Other	2,309	1,055	\$34,045	\$38,427	\$47,043	\$61,798	\$80,408
Netherlands	Administration	186	140	\$35,225	\$39,169	\$46,146	\$55,407	\$67,416
Netherlands	Science & research	36	31	\$35,730	\$37,753	\$42,887	\$58,473	\$86,306
Netherlands	Operations	207	102	\$33,760	\$37,079	\$41,798	\$50,562	\$64,045
Netherlands	Logistics & delivery	548	249	\$32,995	\$35,652	\$40,449	\$48,539	\$62,620
Netherlands	Customer service	216	151	\$32,768	\$35,391	\$38,663	\$48,258	\$71,073
Netherlands	Retail & hospitality	358	230	\$32,122	\$34,075	\$37,753	\$45,536	\$57,937
Singapore	Data & analytics	37	31	\$39,573	\$54,962	\$68,702	\$82,443	\$105,344
Singapore	Product & project management	102	79	\$38,977	\$49,008	\$67,557	\$91,603	\$125,725
Singapore	Software engineering	379	190	\$38,015	\$46,947	\$64,122	\$82,443	\$96,183
Singapore	Legal	50	37	\$24,916	\$35,153	\$48,092	\$73,282	\$125,038
Singapore	Science & research	57	41	\$20,885	\$32,061	\$43,511	\$72,824	\$96,183
Singapore	Design	115	87	\$27,481	\$32,061	\$41,221	\$54,962	\$92,977
Singapore	Finance & accounting	504	243	\$25,786	\$32,061	\$41,221	\$60,458	\$84,321
Singapore	Marketing	208	149	\$25,191	\$30,573	\$41,221	\$54,962	\$82,443
Singapore	Construction & trades	243	168	\$29,771	\$34,351	\$40,305	\$52,901	\$68,702
Singapore	IT support	62	44	\$24,321	\$27,824	\$37,405	\$52,099	\$70,763
Singapore	Other	916	549	\$21,527	\$27,939	\$37,328	\$54,962	\$85,649
Singapore	Operations	123	98	\$21,160	\$27,481	\$36,641	\$54,962	\$90,687
Singapore	Healthcare	432	118	\$19,695	\$24,447	\$34,351	\$43,511	\$63,664
Singapore	Sales	620	296	\$22,901	\$27,481	\$34,351	\$48,092	\$75,802
Singapore	Manufacturing & maintenance	557	276	\$20,611	\$24,733	\$31,145	\$43,511	\$57,435
Singapore	Education	188	128	\$17,267	\$23,244	\$30,458	\$36,756	\$68,702
Singapore	Human resources	189	94	\$22,718	\$27,481	\$30,229	\$38,931	\$59,542
Singapore	Logistics & delivery	389	184	\$18,779	\$22,901	\$28,397	\$37,099	\$60,000
Singapore	Retail & hospitality	294	185	\$18,779	\$21,092	\$26,565	\$36,641	\$45,069
Singapore	Administration	308	183	\$18,321	\$21,069	\$26,450	\$33,550	\$45,802
Singapore	Customer service	256	146	\$19,466	\$22,443	\$26,107	\$31,145	\$39,618
United Kingdom	Software engineering	76	56	\$52,632	\$65,132	\$78,947	\$101,974	\$112,171
United Kingdom	Legal	54	43	\$33,402	\$38,272	\$58,096	\$78,125	\$97,920
United Kingdom	Healthcare	113	86	\$32,196	\$38,453	\$55,362	\$75,658	\$105,263

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
United Kingdom	Manufacturing & maintenance	293	205	\$36,842	\$42,105	\$52,632	\$62,500	\$82,631
United Kingdom	Finance & accounting	138	70	\$32,895	\$38,980	\$50,493	\$63,487	\$76,645
United Kingdom	Sales	168	128	\$30,783	\$34,770	\$49,342	\$65,789	\$87,500
United Kingdom	Construction & trades	48	39	\$37,105	\$46,053	\$49,222	\$59,954	\$71,007
United Kingdom	Human resources	32	26	\$40,362	\$42,599	\$47,697	\$52,632	\$77,632
United Kingdom	Education	84	43	\$33,694	\$36,184	\$46,053	\$82,105	\$102,632
United Kingdom	Other	568	414	\$31,735	\$34,211	\$46,053	\$65,789	\$88,816
United Kingdom	Logistics & delivery	118	94	\$31,329	\$33,116	\$36,717	\$52,000	\$72,368
United Kingdom	Administration	122	104	\$31,309	\$32,855	\$34,868	\$39,474	\$50,371
United Kingdom	Customer service	81	71	\$31,474	\$32,623	\$34,758	\$39,474	\$57,566
United Kingdom	Retail & hospitality	120	96	\$30,105	\$31,309	\$33,965	\$41,316	\$62,994
Austria	Design	46	41	\$47,028	\$57,624	\$67,890	\$73,034	\$85,393
Austria	Data & analytics	43	38	\$43,011	\$48,725	\$62,921	\$78,652	\$89,888
Austria	Product & project management	83	66	\$46,112	\$53,726	\$61,798	\$73,034	\$86,067
Austria	Software engineering	292	182	\$44,534	\$49,930	\$60,216	\$70,551	\$84,045
Austria	Finance & accounting	191	129	\$39,101	\$46,112	\$56,944	\$78,101	\$95,506
Austria	Sales	227	182	\$30,257	\$39,397	\$56,180	\$73,034	\$89,888
Austria	Marketing	67	63	\$33,344	\$37,753	\$53,488	\$69,101	\$81,717
Austria	Logistics & delivery	36	35	\$26,022	\$40,124	\$52,809	\$67,416	\$79,775
Austria	Manufacturing & maintenance	113	89	\$38,232	\$44,494	\$52,584	\$65,393	\$75,955
Austria	Healthcare	52	44	\$27,936	\$34,094	\$52,563	\$78,652	\$89,775
Austria	Other	507	361	\$29,946	\$38,804	\$51,281	\$67,416	\$84,270
Austria	Human resources	44	36	\$34,958	\$41,938	\$49,809	\$68,258	\$84,270
Austria	Customer service	54	51	\$31,871	\$35,056	\$43,964	\$53,862	\$76,966
Austria	Administration	98	88	\$29,159	\$33,175	\$37,753	\$48,708	\$59,888
Austria	Retail & hospitality	119	87	\$27,334	\$29,858	\$36,404	\$55,618	\$67,416
Switzerland	Software engineering	268	78	\$99,398	\$120,482	\$138,554	\$156,627	\$174,699
Switzerland	Finance & accounting	136	36	\$96,386	\$105,422	\$120,482	\$139,307	\$161,145
Switzerland	Logistics & delivery	45	32	\$64,405	\$78,163	\$118,109	\$147,590	\$200,482
Switzerland	Administration	51	32	\$72,289	\$89,161	\$114,458	\$138,554	\$162,892
Switzerland	Human resources	60	13	\$87,289	\$93,976	\$111,747	\$126,506	\$139,157
Switzerland	Marketing	47	26	\$67,663	\$91,084	\$111,446	\$128,916	\$149,398
Switzerland	IT support	38	13	\$90,361	\$99,398	\$108,434	\$149,096	\$156,627
Switzerland	Manufacturing & maintenance	116	60	\$69,376	\$84,988	\$106,928	\$133,283	\$150,602
Switzerland	Other	423	190	\$66,034	\$82,289	\$106,627	\$138,554	\$165,590
Switzerland	Sales	71	42	\$75,958	\$81,145	\$105,253	\$144,578	\$200,482
Switzerland	Healthcare	43	36	\$64,008	\$79,518	\$102,410	\$126,506	\$145,349
Switzerland	Customer service	42	25	\$59,951	\$67,094	\$96,386	\$131,024	\$168,072
Switzerland	Retail & hospitality	115	67	\$64,800	\$70,964	\$80,193	\$105,422	\$137,349
Spain	Software engineering	131	94	\$20,225	\$25,843	\$44,944	\$60,393	\$74,787
Spain	Manufacturing & maintenance	44	37	\$20,861	\$25,708	\$36,517	\$59,270	\$79,753
Spain	Finance & accounting	43	30	\$20,809	\$26,292	\$33,708	\$46,966	\$67,775
Spain	Sales	121	77	\$18,876	\$24,473	\$33,708	\$50,562	\$93,483

Country	Role family	Postings	Employers	10th pct	25th pct	Median	75th pct	90th pct
Spain	Marketing	64	38	\$22,742	\$26,966	\$32,584	\$46,517	\$67,416
Spain	Other	179	137	\$19,223	\$24,157	\$30,337	\$44,719	\$67,416
Spain	Retail & hospitality	33	30	\$17,091	\$22,472	\$25,895	\$38,764	\$46,742
Spain	Customer service	62	45	\$18,270	\$21,573	\$25,618	\$39,219	\$55,470
Belgium	Software engineering	35	24	\$40,449	\$46,292	\$53,933	\$60,674	\$68,090
Belgium	Finance & accounting	76	32	\$40,112	\$47,191	\$53,090	\$67,416	\$102,528
Belgium	Sales	38	31	\$34,171	\$40,618	\$51,573	\$57,528	\$65,056
Belgium	Manufacturing & maintenance	53	45	\$38,464	\$40,899	\$47,191	\$57,870	\$67,416
Belgium	Other	145	94	\$32,731	\$37,066	\$44,494	\$56,629	\$66,695
Belgium	Logistics & delivery	34	26	\$30,380	\$35,623	\$39,026	\$60,337	\$71,348
Brazil	Other	385	301	\$3,376	\$4,009	\$4,879	\$6,429	\$8,571
Ireland	Finance & accounting	35	26	\$38,090	\$50,562	\$73,034	\$84,551	\$115,169
Ireland	Construction & trades	38	29	\$56,180	\$59,491	\$67,416	\$84,270	\$109,775
Ireland	Healthcare	38	32	\$40,022	\$42,135	\$56,981	\$74,961	\$81,798
Ireland	Sales	32	30	\$31,135	\$38,343	\$56,180	\$89,910	\$111,798
Ireland	Other	135	106	\$32,719	\$36,166	\$46,629	\$66,349	\$89,888
Ireland	Logistics & delivery	30	23	\$32,027	\$37,393	\$41,693	\$53,961	\$70,404

Postings and median pay by month and region

Collection is uneven over time; monthly counts reflect collection as well as hiring. Medians shown for 20+ postings.

Month	United States postings	United States median	United Kingdom postings	United Kingdom median	India postings	India median	Rest of world postings	Rest of world median
2024-01	297	\$63,480	9		188	\$8,430	583	\$49,484
2024-02	278	\$62,450	10		158	\$6,395	702	\$42,778
2024-03	1,647	\$64,480	39	\$57,895	160	\$6,977	3,673	\$44,494
2024-04	3,332	\$62,450	80	\$51,316	161	\$5,233	7,887	\$42,692
2024-05	3,793	\$65,832	134	\$57,574	393	\$5,814	18,121	\$39,542
2024-06	5,793	\$71,450	239	\$48,026	177	\$6,279	14,790	\$42,857
2024-07	3,621	\$70,720	145	\$46,500	175	\$6,395	8,396	\$44,494
2024-08	2,989	\$68,640	122	\$43,586	182	\$6,977	7,314	\$42,857
2024-09	3,373	\$62,000	80	\$45,443	178	\$6,395	4,834	\$46,742
2024-10	3,141	\$60,320	53	\$49,737	158	\$7,558	5,467	\$41,071
2024-11	12,097	\$75,000	279	\$49,474	1,053	\$6,174	40,524	\$40,449

Month	United States postings	United States median	United Kingdom postings	United Kingdom median	India postings	India median	Rest of world postings	Rest of world median
2024-12	13,561	\$72,800	142	\$46,053	1,317	\$6,977	14,685	\$39,730
2025-01	15,622	\$67,600	311	\$46,053	1,997	\$6,802	26,742	\$37,894
2025-02	4,554	\$52,500	406	\$44,185	1,004	\$6,105	22,596	\$36,966
2025-03	7,912	\$53,388	12		947	\$6,395	3,901	\$35,657
2025-04	13,107	\$80,000	16		5,637	\$7,558	4,874	\$36,225
2025-05	10,269	\$45,760	48	\$44,591	5,536	\$6,977	3,199	\$31,258
2025-06	4,064	\$52,000	1		827	\$7,558	655	\$41,853
2025-07	2,862	\$49,920	0		2,782	\$7,267	382	\$37,381
2025-08	2,541	\$52,000	0		430	\$8,721	288	\$37,321
2025-09	2,581	\$52,000	0		513	\$9,302	396	\$41,871
2025-10	2,692	\$55,000	0		1,896	\$8,140	355	\$43,026
2025-11	2,602	\$55,000	0		1,044	\$8,140	363	\$43,086
2025-12	5,021	\$70,000	0		867	\$9,884	473	\$46,429
2026-01	6,904	\$52,000	0		681	\$8,140	1,179	\$44,571
2026-02	11,080	\$50,000	1		888	\$15,116	1,849	\$42,857
2026-03	17,946	\$52,000	1		1,230	\$22,093	3,208	\$42,857
2026-04	49,633	\$54,122	0		1,630	\$24,419	7,645	\$42,506
2026-05	63,584	\$55,000	1		7,161	\$7,849	9,185	\$41,481
2026-06	73,432	\$71,000	0		9,985	\$5,233	4,674	\$40,857

Exchange rates used (approximate 2025 averages)

Every local figure is divided by "units per US\$". Rates are fixed, so differences between countries also reflect exchange rates, not purchasing power.

Currency	Units per US\$	US\$ per unit	Postings
USD	1	1	350,347
CAD	1.4	0.714286	112,874

Currency	Units per US\$	US\$ per unit	Postings
EUR	0.89	1.123596	96,981
INR	86	0.011628	49,495
SGD	1.31	0.763359	6,080
GBP	0.76	1.315789	2,129
CHF	0.83	1.204819	1,597
BRL	5.6	0.178571	449
MXN	19.3	0.051813	278
PHP	57.5	0.017391	158
AUD	1.55	0.645161	86
MYR	4.35	0.229885	53
NZD	1.72	0.581395	45
COP	4,100	0.000244	35
CZK	22.5	0.044444	35
ZAR	18	0.055556	29
CLP	950	0.001053	15
UYU	40	0.025	10
IDR	16,400	0.00006098	8
PEN	3.7	0.27027	7
RON	4.45	0.224719	6
HKD	7.8	0.128205	6
JPY	150	0.006667	5
QAR	3.64	0.274725	4
PLN	3.8	0.263158	4
AED	3.672	0.272294	4
UAH	41	0.02439	3
THB	33.5	0.029851	2
VND	25,500	0.00003922	2
ILS	3.6	0.277778	1
TRY	39	0.025641	1
SEK	10	0.1	1
HUF	360	0.002778	1
SAR	3.75	0.266667	1

Method

1. **Scope.** Postings with a title, an employer, a country and stated pay, published 2024-01-01 to 2026-06-30.
2. **Deduplication.** Postings with the same employer, normalised title and month are one posting; the copy with the most structured fields is kept.
3. **Annualisation.** Hourly $\times$ 2,080, daily $\times$ 260, weekly $\times$ 52, bi-weekly $\times$ 26, semi-monthly $\times$ 24, monthly $\times$ 12. Indian figures between 1 and 60 in an annual field are lakhs per annum; Indian figures between ₹1,000 and ₹99,999 in an annual field are monthly pay. Singapore listings from one board that carried monthly pay multiplied by 144 are divided by 12. Postings without a currency take the country's own currency.

4. **Currency conversion.** One fixed table of approximate 2025 average market rates (units per US\$): AED 3.6725, AUD 1.55, BRL 5.6, CAD 1.4, CHF 0.83, CLP 950, COP 4100, CZK 22.5, EUR 0.89, GBP 0.76, HKD 7.8, HUF 360, IDR 16400, ILS 3.6, INR 86, JPY 150, MXN 19.3, MYR 4.35, NZD 1.72, PEN 3.7, PHP 57.5, PLN 3.8, QAR 3.64, RON 4.45, SAR 3.75, SEK 10, SGD 1.31, THB 33.5, TRY 39, UAH 41, USD 1, UYU 40, VND 25500, ZAR 18. The full table, with posting counts, is printed above.
5. **Absurd values dropped, and how many.** Annual pay below US\$15,000 (US), US\$10,000 (other high-income countries), ₹30,000 (India) or US\$1,200 (elsewhere); above US\$1,000,000 (US), ₹2.5 crore (India) or US\$600,000 (elsewhere); weekly travel-contract healthcare pay annualised with the wrong unit; implausible hourly, weekly or low-wage-title figures; postings whose currency differs from the country's own (for example US jobs posted in rupees); Indian overseas-placement and job-scam postings. Counts: currency differs from country 538, below floor 372, weekly travel-contract pay mislabelled 309, implausible for role 80, intern pay above ceiling 80, above ceiling 73, implausible hourly rate 55, ambiguous rupee figure 24, currency not convertible 19, hourly/daily rupee pay 2, implausible weekly rate 1; Indian overseas postings 482; Indian job-scam postings 210.
6. **Labels.** `role_family` from the posting, else keyword rules on the (mostly English) title, else the category. `seniority` from the posting or title, else from years asked. `region_group` puts every country other than the US, UK and India in "Rest of world".
7. **Privacy and provenance.** URLs, source names, descriptions and recruiter details are not published; posting IDs are hashes. Postings whose employer or title names a job board or data provider are dropped.
8. **Sample.** Each company key is ranked by `sha1(key)`. Keys are taken in rank order until the file holds max(25%, 5,000) rows (capped at 100,000).
9. **Profile links.** Links are built from Fliar's company index and checked against it. A row whose company has no public profile has an empty link.

Columns

Column	Description
<code>posting_id</code>	stable 12-character ID of the source listing (a hash, not the source ID); a listing the employer re-posted with a new title or month keeps its ID, so about 3.3% of rows share an ID with another row
<code>posted_month</code>	month the posting was published (YYYY-MM)
<code>country</code>	ISO 3166-1 alpha-2 country code of the job location
<code>country_name</code>	country name
<code>region_group</code>	United States / United Kingdom / India / Rest of world
<code>company</code>	hiring company name as posted
<code>company_domain</code>	company website domain when the name matches exactly one company in that country in Fliar's index, else blank
<code>job_title</code>	job title as posted (phone/e-mail-like strings removed)
<code>role_family</code>	role family (from the posting, else inferred from the title, else from the category)
<code>seniority</code>	intern / entry / mid / senior / lead / manager / director / executive; blank when not determinable
<code>industry_category</code>	industry / occupation group, normalised; blank when the posting has none
<code>skills</code>	skills named in the posting, lower-cased, pipe-separated (blank when none are tagged)
<code>currency</code>	currency the pay was posted in
<code>salary_mid_local</code>	midpoint of the posted range, annualised, in the posted currency
<code>salary_min_usd</code>	lower end of the posted range, US\$ per year at the stated FX rate (blank when only one figure is posted)
<code>salary_max_usd</code>	upper end of the posted range, US\$ per year

Column	Description
salary_mid_usd	midpoint of the range (or the single figure), US\$ per year
fliar_profile_url	full company profile on Fliar (financials, funding, team, news)

Available only through the [Radar API](#): job descriptions and application links; raw salary text and pay unit as posted; experience and education asked; postings after June 2026 and the daily refresh; the remaining postings (full set on request); company profile, financials, funding and contacts.

Limitations

- Coverage is very uneven by country: the United States, Canada, France, India and Germany hold most postings; 33 countries have fewer than 30 postings and the UK only about 2,100. Country figures under a few hundred postings are indicative.
- The queue idea expected 47 countries with skill-level detail. Skill tags exist mainly on US, Indian and Singapore postings, so skill percentiles describe those markets; elsewhere the dataset supports role-level percentiles only.
- Fixed exchange rates convert currencies but do not adjust for purchasing power or for exchange-rate moves over 2024–2026.
- Posted pay is an offer, not realised pay; it usually excludes bonus, equity and benefits. Hourly pay is annualised at 2,080 hours.
- Role keyword rules are English; non-English titles (France, Germany) fall more often into "other".
- Collection is uneven over time, with most rows in 2026; month-to-month changes mix collection with hiring.

Citation

Fliar Research (2026). *Global Salary Data by Skill & Role (620k jobs)* (sample release). Data: Radar API, <https://github.com/fliarbi/radar-api-mcp>. Licence CC BY-NC 4.0.