



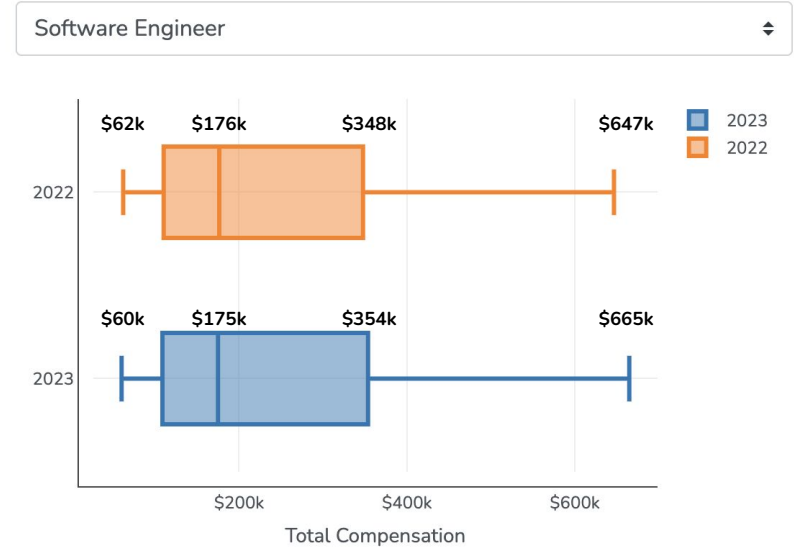
# End of Year Pay Report 2023

The Levels.fyi annual compensation report. View top paying companies, locations, titles & other trends.



# Trends

Job Family	2022	2023	Trend
Technical Program Manager	215,300	222,200	3.2%
Software Engineering Manager	301,500	308,000	2.16%
Business Analyst	108,000	110,000	1.85%
Hardware Engineer	191,000	194,000	1.57%
Sales	168,000	170,000	1.19%
Product Manager	204,850	206,000	0.56%
Data Scientist	165,000	165,000	0%
Product Designer	160,000	159,590.8	-0.26%
Software Engineer	176,000	175,000	-0.57%



Most titles experienced an increase in median compensation in 2023 compared to 2022 with the exception of Product Designer and Software Engineer roles. However pay for Software Engineers increased in the latter half of 2023.

# Negotiation & Services Trends

This year we've helped over 900 people [negotiate](#) their job offers and over 700 people improve their resumes!

Highest Increase

**\$400k**

+41% from Initial Offer

Highest Level

**CEO**

Equity + Improved Golden Parachute

Most Popular Co

 **Meta**

Over 90 negotiations

Highest Coach Tip

**\$3,500**

**900+**

Negotiations

# Negotiation & Services Trends

- Highest Increase: **+\$400k (+41%)** - Staff Engineer at a FinTech company.
- Highest Level: **CEO** - Improvements in base salary, equity ownership, bonuses, updated vesting schedules and an improved golden parachute.
- Highest Coach Tip: **\$3,500**
- Most Popular Company: **Meta** - Over 90 negotiations!
- Most Popular Roles: **Software Engineer, Product Manager, Data Engineer, Product Designer**
- New Negotiation Countries: **Brazil, Italy, Japan, Singapore, Spain, UK**
- Average TC Increases:
  - Mid-Level Engineer: **+12%**
  - Senior Engineer: **+20%**
  - Staff Engineer: **+15%**
  - Mid-Level PM: **+9%**
  - Senior PM: **+12%**
  - Staff PM: **+8%**

[View Outcomes](#) >










# Top Pay by Engineer Level

The Levels.fyi [Standard](#) is an IC [leveling](#) hierarchy we've abstracted and normalized against company-specific names to make aggregation easier. The following numbers reflect median total yearly compensation packages. View the compensation for all companies [here](#).

# Entry-Level Engineer (I)

Typically 0-2 years of experience. New-grads or little to no industry experience. Develop and maintain low to moderately complex components working on a team. Typically receives guidance and support from more experienced team members.

# Entry-Level Engineer (I)








Rank	Company	Headquarters	Level Name	Total Compensation
1	 Jane Street	New York, NY	L1	\$325,000
2	 Figma	San Francisco, CA	L1	\$240,500
3	 imc	Amsterdam, NH	L1	\$240,000
4	 ROBLOX	San Mateo, CA	IC1	\$238,120
5	 databricks	San Francisco, CA	L3	\$230,500
6	 LinkedIn	Sunnyvale, CA	Software Engineer	\$220,500
7	 PLAID	San Francisco, CA	E3	\$220,000

# Engineer (II)

Typically 2-5+ years of experience. Develop and own moderate to complex components. Possibly lead a small team or project. Ability to mentor engineers, provide technical guidance, code reviews, design and deliver on small projects end-to-end. Impact is typically at the immediate team scope. At many companies, this is considered a 'career-level', as in you can spend the rest of your career operating at this level without being pushed out for not being promoted.










# Engineer (II)

Rank	Company	Headquarters	Level Name	Total Compensation
1	 databricks	San Francisco, CA	L4	\$380,000
2	 imc	Amsterdam, NH	L2	\$350,000
3	 ROBLOX	San Mateo, CA	IC3	\$350,000
4	 RIPPLING	San Francisco, CA	L6	\$330,000
5	 PLAID	San Francisco, CA	E4	\$330,000
6	 Airtable	San Francisco, CA	IC4	\$322,000
7	 NETFLIX	Los Gatos, CA	L4	\$320,000

# Senior Engineer (III)

Typically 5+ years of experience. Typically less than 30% of employees in a company are at this level. Expected to lead and own complex technical initiatives. Begin setting the vision and future direction of team. Impact across multiple related teams within an org. Role shifts more towards design rather than implementation depending on size and expectations at company.








# Senior Engineer (III)

Rank	Company	Headquarters	Level Name	Total Compensation
1	 databricks	San Francisco, CA	L5	\$584,250
2	 NETFLIX	Los Gatos, CA	L5	\$535,000
3	 TWO SIGMA	New York, NY	L4	\$500,000
4	 coupang	Seattle, WA	L6-I	\$492,000
5	 ROBLOX	San Mateo, CA	IC4	\$490,000
6	 snowflake	Bozeman, MT	IC3	\$472,500
7	 PLAID	San Francisco, CA	E5	\$465,000

# Staff Engineer (IV)

Typically 10+ years of experience. This level is much more coveted than the previous ones. Typically less than 10% of employees in a company are at this level. Impact spans across organizations. Entrusted with business-critical projects and for setting technical vision for an org or multiple orgs. Responsible for reviewing and providing feedback on technical designs across an org. Little to no day-to-day coding. Role depends highly on organizational and company needs and becomes loosely defined. Expected to operate fully autonomously.

# Staff Engineer (IV)

Rank	Company	Headquarters	Level Name	Total Compensation
1	 OpenAI	San Francisco, CA	L5	\$925,000
2	 coupang	Seattle, WA	L7-I	\$870,000
3	 LinkedIn	Sunnyvale, CA	Senior Staff Software Engineer	\$708,100
4	 stripe	San Francisco, CA	L4	\$700,000
5	 PLAID	San Francisco, CA	E6	\$690,000
6	 snowflake	Bozeman, MT	IC4	\$650,000
7	 HRT	New York, NY	L3	\$640,000

# Principal Engineer (V)

Typically 15+ years of experience. Usually less than 3% of employees in a company are at this level. Smaller companies may not have any individuals at this level. Impact spans across the company and sometimes industry. Expected to operate fully autonomously.

# Principal Engineer (V)

Only a small percentage of employees ever make it to this level. Some companies with high pay may not be listed.






Rank	Company	Headquarters	Level Name	Total Compensation
1		Menlo Park, CA	E7	\$1,020,000
2		San Francisco, CA	L5	\$940,700
3		San Francisco, CA	L7	\$870,000
4		San Francisco, CA	Senior Staff Software Engineer	\$830,000
5		Cupertino, CA	ICT6	\$825,000
6		San Francisco, CA	L7	\$819,600
7		San Francisco, CA	G11	\$810,000

# Other Titles






We've developed a leveling standard for all IC and management roles part way through this year. Since we didn't have the leveling framework set from the beginning of this year, we show the top 5 highest compensating companies by median value for the following titles irrespective of level. Note that these are the absolute highest medians, and may not reflect the entire market.








# Software Engineering Manager

Rank	Company	Headquarters	Level Name	Total Compensation
1	 databricks	San Francisco, CA	L7	\$900,000
2	 NETFLIX	Los Gatos, CA	Manager	\$785,000
3	 CHAI	Palo Alto, CA	L7	\$750,000
4	 snowflake	Bozeman, MT	M4	\$683,000
5	 Discord	San Francisco, CA	M4	\$670,000






# Product Manager

Rank	Company	Headquarters	Level Name	Total Compensation
1	 coinbase	Remote-first	IC7	\$830,000
2	 airbnb	San Francisco, CA	Director	\$659,500
3	 zscaler	San Jose, CA	Senior Director	\$590,000
4	 NETFLIX	Los Gatos, CA	Senior Product Manager	\$550,000
5	 stripe	San Francisco, CA	L3	\$491,000






# Product Designer

Rank	Company	Headquarters	Level Name	Total Compensation
1	 stripe	San Francisco, CA	L3	\$367,000
2	 coinbase	Remote-first	IC6	\$350,000
3	 DOORDASH	San Francisco, CA	E5	\$305,000
4	 Apple	Cupertino, CA	ICT4	\$301,000
5	 Dropbox	San Francisco, CA	IC3	\$298,850

# Hardware Engineer

Rank	Company	Headquarters	Level Name	Total Compensation
1	 <b>BROADCOM</b>	San Jose, CA	ICB4	\$416,250
2	 <b>facebook</b>	Menlo Park, CA	IC5	\$359,186
3	 <b>WAYMO</b>	Mountain View, CA	L5	\$358,000
4	 <b>verily</b>	Mountain View, CA	L5	\$335,000
5	 <b>cruise</b>	San Francisco, CA	L5	\$334,000

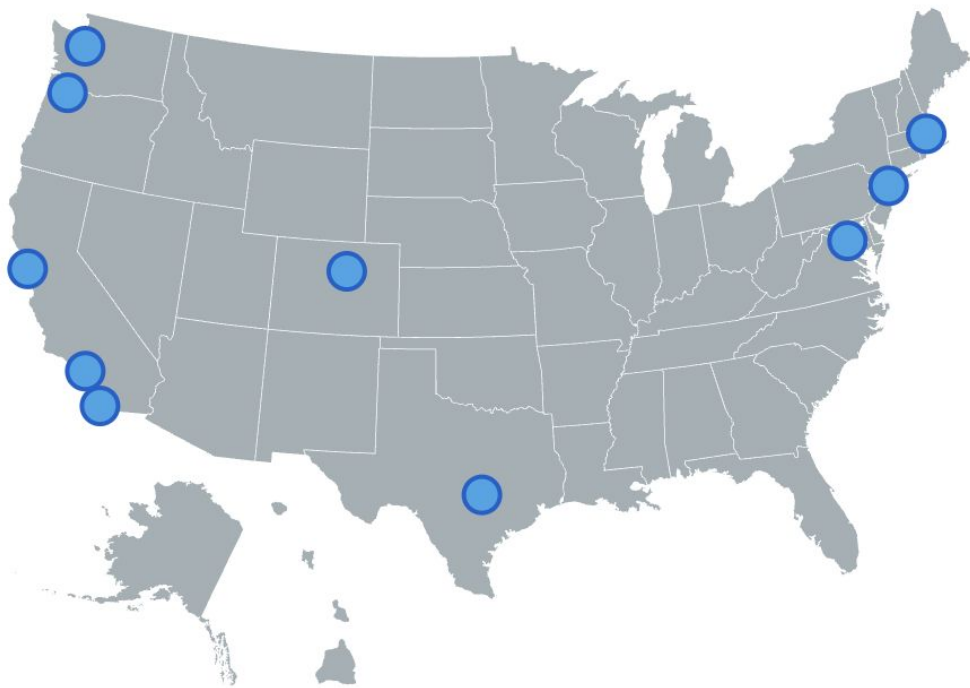
# Data Scientist

Rank	Company	Headquarters	Level Name	Total Compensation
1		Los Gatos, CA	L5	\$500,000
1		New York, NY	L4	\$500,000
1		Boston, MA	L5	\$500,000
2		San Francisco, CA	L5	\$446,500
3		San Mateo, CA	IC4	\$440,000

# Top Pay across the US, Europe, and the World

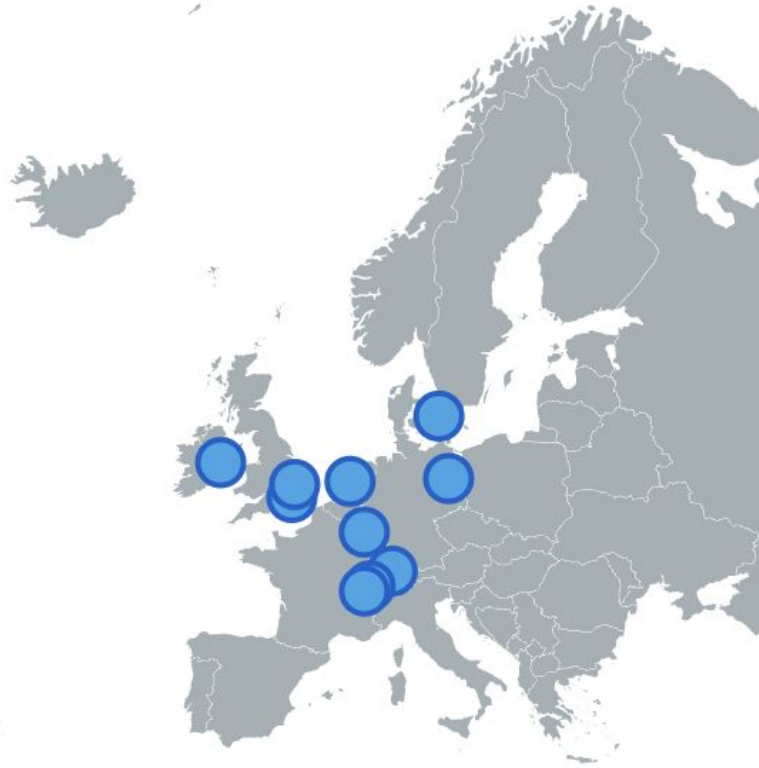
We crunched the numbers across the United States, Europe, and internationally, and found the following cities / metros to have the highest median total yearly compensation

# Top US Metros



Rank	Location	Median Pay
1	San Francisco Bay Area	\$249,000
2	Greater Seattle Area	\$225,000
3	New York City Area	\$185,000
4	Greater San Diego Area	\$175,000
5	Greater Portland Area	\$169,000
6	Greater Los Angeles Area	\$168,400
7	Greater Austin Area	\$167,000
8	Greater Boston Area	\$160,000
9	Greater Denver And Boulder Area	\$154,000
10	Northern Virginia Washington DC	\$148,600

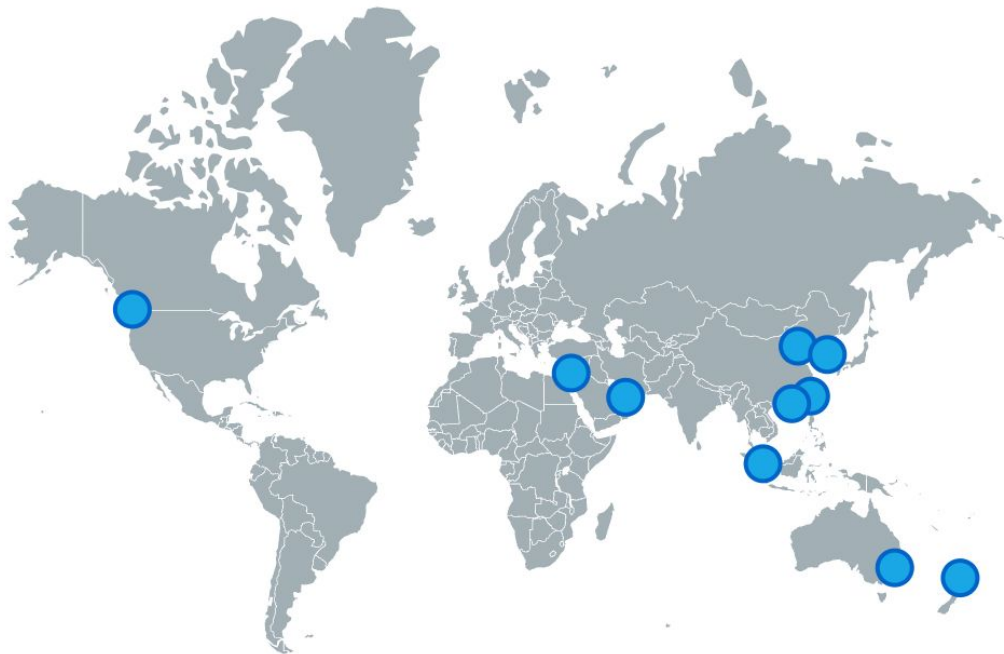
# Top European Cities



Rank	Location	Median Pay (USD)
1	Zurich, Switzerland	\$180,837
2	Lausanne, Switzerland	\$127,260
3	London, United Kingdom	\$117,101
4	Geneva, Switzerland	\$113,652
5	Dublin, Ireland	\$111,996
6	Luxembourg	\$106,945
7	Amsterdam, Netherlands	\$102,009
8	Copenhagen, Denmark	\$96,909
9	Cambridge, United Kingdom	\$94,362
10	Berlin, Germany	\$91,265



# Top International Cities



Note that this list only includes the single highest paying city from each country. Other cities within a country may have high pay that isn't shown on this list.

Rank	Location	Median Pay (USD)
1	Tel Aviv, Israel	\$137,916
2	Vancouver, Canada	\$115,656
3	Sydney, Australia	\$110,237
4	Abu Dhabi, United Arab Emirates	\$99,000
5	Singapore	\$90,410
6	Beijing, China	\$90,000
7	Auckland, New Zealand	\$81,332
8	Seoul, South Korea	\$75,000
9	Hsin-chu, Taiwan	\$69,021
10	Hong Kong	\$63,250

# More Titles & Locations on our Live Leaderboard



Our live leaderboard features top paying companies across many more titles and locations refreshed to reflect the the most recent data. Keep tabs on the latest information at any given time. You can filter it to discover many more companies not listed in this report.

Check it out >

Or visit <https://levels.fyi/leaderboard/>

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