

# 2017 SALARY & HIRING PREVIEW

The Robert Half Salary Guides track compensation levels for more than 750 positions. Here's a quick look at the projected starting salary increases and trends taking shape for 2017:



## Top Roles to Watch

These are some of the professionals who are in the greatest demand and shortest supply:<sup>\*</sup>

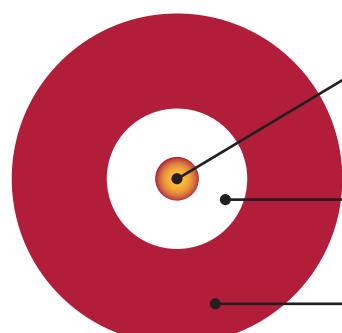
	<b>+6.9%</b> <b>Compliance Manager</b> (7-9 years' exp. in the legal field) \$98,500 - \$127,250		<b>+4.3%</b> <b>Financial Analyst</b> (1-3 years' exp., midsize company)** \$61,250 - \$78,500
	<b>+6.4%</b> <b>Data Scientist</b> \$116,000 - \$163,500		<b>+4.2%</b> <b>Controller</b> (\$100M - \$250M in revenue) \$119,250 - \$159,750
	<b>+6.2%</b> <b>Front-End Web Developer</b> \$83,250 - \$119,500		<b>+4.1%</b> <b>Staff Accountant</b> (1-3 years' exp., small company)*** \$50,000 - \$64,250
	<b>+6.1%</b> <b>User Experience (UX) Designer</b> (3 years' exp.) \$75,750 - \$103,000		<b>+4.0%</b> <b>Senior/Supervising Corporate Paralegal</b> (7+ years' exp., midsize company)** \$68,000 - \$93,750
	<b>+5.7%</b> <b>Network Security Engineer</b> \$115,500 - \$162,500		<b>+3.9%</b> <b>Executive Assistant</b> \$45,500 - \$62,000

\* Salaries listed are national starting salaries only. Calculate local figures and download the complete 2017 Salary Guides at [roberthalf.com/salary-guides](http://roberthalf.com/salary-guides).

\*\* Midsize company: \$25 million – \$250 million in revenue

\*\*\* Small company: up to \$25 million in revenue

## Firms compete heavily for specialized talent:



The most specialized workers possess college degrees, certifications and unique skill sets. Their roles often involve more than one function (e.g., technology and finance). Unemployment rates for these roles are as low as 0.5%.<sup>2</sup>

U.S. workers age 25+ with college degree — unemployment rate: 2.5%<sup>3</sup>

General U.S. labor force — unemployment rate: 4.9%<sup>3</sup>

## FOUR HIRING TRENDS:

- 1 TIMING IS EVERYTHING**  
 Top candidates often have multiple offers within a week. When faced with a lengthy hiring process, 39 percent of candidates lose interest and pursue other roles.<sup>1</sup>
- 2 SHORTAGES OF THE HIGHLY SKILLED**  
 Big data, compliance and security roles continue to be among the most difficult to fill.
- 3 COLLEGE DEGREE REQUIRED**  
 A four-year college degree is a must-have for most professional roles.
- 4 ONBOARDING IS CRITICAL**  
 Savvy firms help new hires integrate with the corporate culture. Employees who don't feel like part of the team may soon leave for another role.

Sources:

1. Robert Half Time to Hire Survey. More than 1,000 U.S. adults working in professional environments were surveyed by an independent research firm in Q2 2016. <http://rhfa.mediroom.com/Are-You-Taking-Too-Long-To-Hire>

2. U.S. Department of Labor, Bureau of Labor Statistics Specialized Unemployment Rates for Q2 2016, reported July 8, 2016

3. Bureau of Labor Statistics Employment Situation for July 2016, reported August 5, 2016