



2026 Compensation Trends Report

Salary Insights for professional-level roles to gain a competitive advantage with top talent acquisitions.

Presented by



Compensation Trends for 2026

The following information is an overview of national average salaries across a wide range of professional roles in Canada. The report is designed to help organizations gain a competitive edge in talent acquisition and retention by providing up-to-date compensation insights. The data is intended to support employers in benchmarking compensation, attracting top talent, and developing effective compensation strategies.

All wage data in this report was derived from [Indeed Hiring Insights](#) in October 2025. Wages could be higher or lower than reported depending on a variety of factors, such as location, time of year, experience level, etc.

Accounting and Finance

Job Title	Average	Maximum
Accounting Directors	\$130,883	\$226,000
Accounting Managers	\$94,722	\$178,000
Accounting Specialists	\$59,822	\$115,000
Accounts Payable Managers	\$76,953	\$126,000
Accounts Payable Specialists	\$55,797	\$86,000
Accounts Receivable Managers	\$70,631	\$125,000
Accounts Receivable Specialists	\$53,215	\$92,000
Applications Specialists	\$74,344	\$147,000
Assistant Controllers	\$84,331	\$150,000
Billing Specialists	\$54,117	\$89,000
Chief Financial Officers	\$145,001	\$322,000
Collections Agents	\$51,279	\$77,100
Collectors	\$51,024	\$76,000
Compliance Officers	\$69,645	\$140,000
Corporate Controllers	\$116,831	\$213,000
Cost Accountants	\$73,437	\$136,000
Credit Analysts	\$67,049	\$139,000
Credit Managers	\$76,409	\$161,000
Finance Directors	\$123,557	\$242,000
Finance Managers	\$105,708	\$245,000
Financial Analysts	\$73,590	\$152,000
Internal Auditors	\$89,685	\$178,000
Payroll Managers	\$96,449	\$173,000
Payroll Specialists	\$67,166	\$110,000
Plant Controllers	\$105,397	\$180,000
Procurement Managers	\$83,579	\$174,000
Property Accountants	\$69,283	\$120,000
Senior Accountants	\$79,423	\$134,000
Staff Accountants	\$59,208	\$103,000
Tax Accountants	\$72,515	\$148,000
Tax Directors	\$156,452	\$255,000
Tax Managers	\$111,689	\$226,000
Vice Presidents of Finance	\$173,721	\$333,000

Engineering

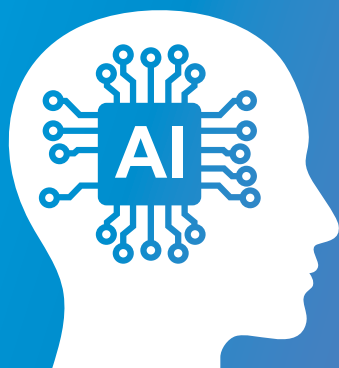
Job Title	Average	Maximum
Assistant Project Managers	\$71,582	\$182,000
Automation Engineers	\$90,395	\$156,000
Building Inspectors	\$86,019	\$144,000
CAD Drafters	\$58,484	\$99,500
Chemical Engineers	\$98,626	\$205,000
Civil Engineers	\$94,899	\$189,000
CNC Programmers	\$56,507	\$101,200
Construction Inspectors	\$72,455	\$141,200
Construction Project Managers	\$88,105	\$182,000
Construction Superintendents	\$100,333	\$196,000
Controls Engineers	\$88,016	\$171,000
Design Engineers	\$96,791	\$211,000
Electrical Engineers	\$91,756	\$181,000
Engineering Managers	\$142,730	\$296,000
Environmental Engineers	\$89,614	\$166,000
Estimators	\$72,444	\$176,000
Foremen	\$36.70 / hr	\$69.60 / hr
Industrial Engineers	\$83,353	\$158,000
Journeyman Electricians	\$86,170	\$137,200
Manufacturing Engineers	\$82,665	\$153,000
Mechanical Engineers	\$87,733	\$174,000
Process Engineers	\$84,687	\$168,000
Project Engineers	\$97,486	\$184,000
Project Managers	\$92,993	\$188,000
Quality Engineers	\$70,337	\$148,000
Robotics Engineers	\$121,140	\$278,000
Safety Managers	\$90,390	\$188,000
Safety Technicians	\$66,977	\$104,500
Site Superintendents	\$103,275	\$196,000
Software Engineers	\$102,701	\$224,000
Surveyors	\$75,367	\$132,500
Systems Engineers	\$101,230	\$201,000
Validation Engineers	\$109,499	\$266,000

Human Resources

Job Title	Average	Maximum
Benefits Administrators	\$59,692	\$103,000
Benefits Managers	\$98,104	\$173,000
Compensation Analysts	\$88,823	\$201,000
Compensation Managers	\$113,898	\$217,000
Diversity and Inclusion Managers	\$98,253	\$198,000
Human Resources Business Partners	\$94,975	\$177,000
Human Resources Directors	\$116,300	\$227,000
Human Resources Generalists	\$67,802	\$112,000
Human Resources Generalists – Senior	\$83,369	\$156,000
Human Resources Managers	\$87,853	\$164,000
Recruiting Directors	\$102,382	\$220,000

Information Technology

Job Title	Average	Maximum
Agile Coaches	\$120,348	\$400,000
AI Architects	\$94,737	\$400,000
Business Intelligence Analysts	\$81,055	\$152,000
Business Systems Analysts	\$88,188	\$400,000
Chief Information Officers	\$124,674	\$282,000
Chief Technology Officers	\$142,693	\$314,000
Cloud Architects	\$121,569	\$207,000
Cloud Engineers	\$95,981	\$400,000
Cybersecurity Engineers	\$101,844	\$210,000
Data Analysts	\$74,174	\$173,200
Data Engineers	\$106,127	\$215,000
Data Scientists	\$98,654	\$197,000
Database Administrators	\$90,974	\$400,000
Desktop Support Technicians	\$56,128	\$98,400
DevOps Engineers	\$104,229	\$211,000
Full-Stack Developers	\$94,940	\$201,000
Help Desk Specialists	\$57,356	\$79,300
Information Technology Generalists	\$70,855	\$148,000
Machine Learning Engineers	\$134,815	293,000
Network Architects	\$109,999	\$208,000
Network Engineers	\$91,582	\$169,000
Scrum Masters	\$90,443	\$171,000
Security Analysts	\$90,074	\$178,000
Security Engineers	\$60,267	\$148,000
Site Reliability Engineers	\$109,193	\$287,000
Software Developers	\$102,474	\$223,000
Software Engineers	\$102,701	\$224,000
Software QA Analysts	\$72,580	\$141,000
Software Quality Assurance Analysts	\$71,280	\$143,000
Software Test Engineers	\$90,731	\$201,000
Solutions Architects	\$121,421	\$226,000
Systems Administrators	\$74,769	\$138,000
Systems Engineers	\$101,230	\$201,000
UI/UX Designers	\$68,090	\$139,000
User Experience Designers	\$85,160	\$176,000



THE EXPANDING ROLE OF AI AND ITS IMPACT ON COMPENSATION AND SKILLS

More than 7 in 10 Canadian companies who utilize AI (73%) report a significant increase in reliance on AI tools over the last year. Nearly half of Canadian hiring decision makers (49%) believe implementing AI tools/technologies would allow them to reduce their workforce size by needing fewer workers, but a strong majority (76%) also believe new jobs will emerge to replace roles eliminated by AI.

ENTRY-LEVEL ROLES: ESSENTIAL BUT EVOLVING

Most Canadian hiring decision makers (81%) agree that entry-level jobs now require candidates to possess more skills than in the past, with many expecting candidates to already have willingness to learn (66%), work ethic (64%), and dependability (57%) when applying for an entry-level position at their company.

Source: Job Insights Survey*

Sales, Marketing, and Creative

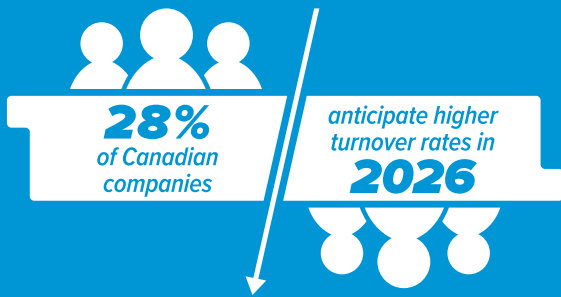
Job Title	Average	Maximum
Account Managers	\$68,773	\$157,000
Advertising Managers	\$57,922	\$126,000
Business Development Managers	\$78,178	\$187,000
Communications Coordinators	\$58,858	\$108,000
Copywriters	\$61,336	\$117,000
Creative Directors	\$106,119	\$221,000
Digital Marketers	\$59,215	\$126,000
Digital Marketing Managers	\$71,251	\$143,000
District Sales Managers	\$88,339	\$171,000
Editors	\$69,179	\$125,000
Graphic Designers	\$55,183	\$97,500
Inside Sales Representatives	\$54,458	\$112,000
Market Researchers	\$65,046	\$93,800
Marketing Coordinators	\$53,809	\$91,000
Marketing Directors	\$106,188	\$220,000
Public Relations Managers	\$84,002	\$188,000
Regional Sales Managers	\$87,665	\$209,000
Sales Directors	\$117,649	\$264,000
Sales Managers	\$86,910	\$208,000
Territory Managers	\$73,602	\$152,000
Video Editors	\$56,955	\$97,000
Vice Presidents of Marketing	\$187,883	\$501,000
Vice Presidents of Sales	\$157,208	\$366,000

Supply Chain and Logistics

Job Title	Average	Maximum
Buyers	\$67,802	\$131,000
Category Managers	\$88,144	\$172,000
Demand Planners	\$74,825	\$144,000
Inventory Control Specialists	\$59,606	\$78,500
Logistics Analysts	\$60,145	\$102,500
Logistics Managers	\$79,088	\$158,000
Materials Managers	\$89,457	\$156,000
Operations Managers	\$82,380	\$175,000
Procurement Managers	\$84,250	\$175,000
Product Support Specialists	\$58,427	\$122,000
Production Managers	\$85,628	\$165,000
Purchasing Managers	\$78,932	\$207,000
Quality Control Managers	\$86,199	\$183,000
Shipping and Receiving Supervisors	\$61,211	\$92,000
Supply Chain Analysts	\$65,385	\$119,000
Supply Chain Managers	\$89,815	\$195,000
Supply Chain Specialists	\$70,208	\$163,000
Transport Managers	\$92,169	\$179,000
Warehouse Managers	\$67,389	\$131,000

All wage data provided here is based on approximation and is for informational purposes only. Indeed does not guarantee its accuracy generally or for particular job titles, responsibilities, or locations. Indeed reserves the right to adjust the information shown here or change the method of measuring such figures at any time. This information does not constitute a contract.

The average salary for the selected title/location is regardless of distance. Figures are provided for generalized comparison only and calculated using data from employees, users, as well as past and present job advertisements on Indeed up to the last 36 months.



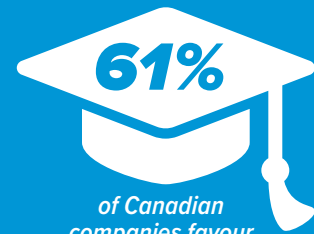
**THE HIGH COST OF TURNOVER
AND WAGE INCREASES**

Among those who expect this increase, **nearly 3 in 10 (29%)** attribute it to higher workplace demands and a competitive job market. Perhaps in response, **about two-thirds (67%)** of Canadian companies plan to increase average wages in 2026, reflecting the need to retain talent and remain competitive.

Source: Job Insights Survey*



of Canadian companies consider self-taught skills acquired through online platforms credible



of Canadian companies favour formal education and certifications over self-taught skills

**THE VALUE OF NON-TRADITIONAL SKILLS
AND VERIFICATION**

To ensure compensation aligns with actual abilities, nearly a quarter of companies (**23%**) have updated their recruitment processes to better recognize and verify skills acquired outside traditional education environments. More than a third of Canadian hiring decision-makers would be more comfortable hiring a candidate whose skills were primarily self-taught if they had references/a referral (**46%**), demonstrated strong knowledge of the field/industry (**42%**), and examples of work where they have used these self-taught skills (**34%**).

A Higher Standard of Service

Express Employment Professionals is distinctly positioned to assist your organization in securing highly skilled talent tailored to your business objectives. For more than four decades, we've leveraged advanced recruiting methodologies and deep industry expertise to consistently attract exceptional candidates that set us apart from our competitors.

To initiate a strategic partnership and discuss the next steps, please connect with your Express representative. Our commitment is to serve as a reliable and trusted resource for your professional projects and placement requirements.

Each Express office is locally owned and operated, enabling our team to maintain a strong connection with the community and remain informed about the dynamics of the local employment market. Our vested interest in the prosperity of the local business environment and job market drives our dedication to client success. Through our franchise business model, we offer agile, independent responses to your specific needs, while our global reach provides access to exceptional resources and support.

*The Job Insights survey was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals, among 504 Canadian hiring decision-makers (defined as adults ages 18+ in Canada who are employed full-time or self-employed, work at companies with more than 1 employee, and have full/significant involvement in hiring decisions at their company). The survey was conducted November 3 - 19, 2025. Data are weighted where necessary by company size to bring them in line with their actual proportions in the population.



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