

CHART · REFERENCE

Remote Role *Salary* *Benchmarks 2026*

Pay bands for 63 roles, from the occupational wage data behind the salary estimate on every EnRoute listing, and the arithmetic for turning a national band into a number for where you live.

WHAT'S INSIDE

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- Location adjustment: worked for 16 countries
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Edition 2026

enroutejobs.com/publications

Where these numbers come from, and what they are not

Every listing on EnRoute that does not state a salary shows a market estimate. The estimate comes from a table of over two thousand normalised job titles, each mapped to an occupational wage band from the US Bureau of Labor Statistics' May 2025 survey. This report prints the 63 titles that matter most on a board of remote, seasonal and sponsored roles.

The bands are **US national**, in US dollars, per year, before location adjustment. A remote employer in San Francisco paying a single global rate may pay near the top of these; a location-banded employer paying someone in Lisbon will pay a fraction of them; a Thai employer will pay on a different scale entirely. Section 8 gives the adjustment arithmetic. What the bands are good for is **relative** reasoning: which roles pay more than which, how wide the spread is, and where an offer sits inside its own band.

READING A BAND

Low to high is the 25th to 75th percentile for most titles. Entry-level titles use the 10th to 50th; senior titles the 50th to 90th; lead and staff titles the 75th to 90th.

Median is the middle of that band, not of all workers.

EnRoute Jobs salary estimate table (public.job_title_salary_estimates), derived from US Bureau of Labor Statistics OEWS May 2025. National figures, USD per year. Low to high is the 25th to 75th percentile band; entry-level titles use the 10th to 50th, senior the 50th to 90th, lead and staff the 75th to 90th.

\$216k

HIGHEST MEDIAN
Senior product manager

\$34k

LOWEST MEDIAN
Lifeguard

63

ROLES

10

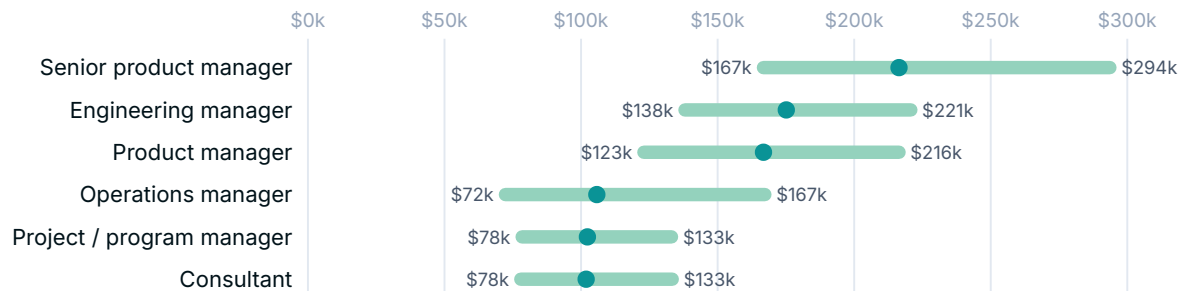
GROUPS

01

Product & management

6 roles, sorted by median. Bar: low to high. Dot: median.

Product & management: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

ROLE	LOW	MEDIAN	HIGH	SPREAD
Senior product manager	\$166,790	\$216,410	\$293,610	59%
Engineering manager	\$138,060	\$175,140	\$220,730	47%
Product manager	\$123,020	\$166,790	\$216,410	56%
Operations manager	\$72,320	\$105,770	\$167,280	90%
Project / program manager	\$78,440	\$102,320	\$133,100	53%
Consultant	\$77,950	\$101,860	\$133,370	54%

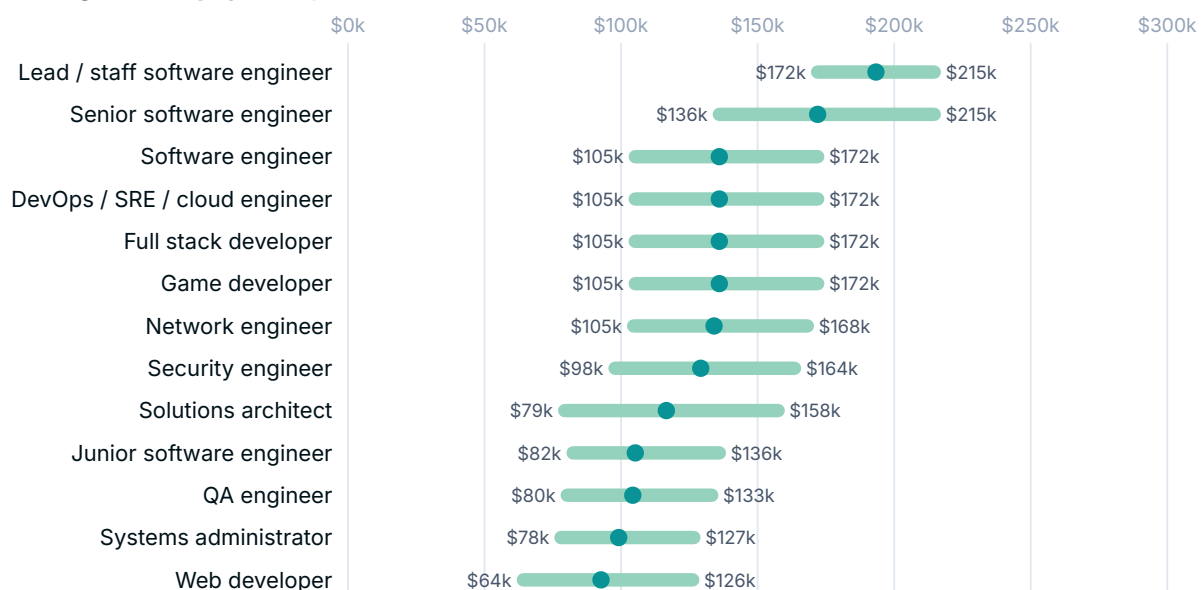
Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

02

Engineering

13 roles, sorted by median. Bar: low to high. Dot: median.

Engineering: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

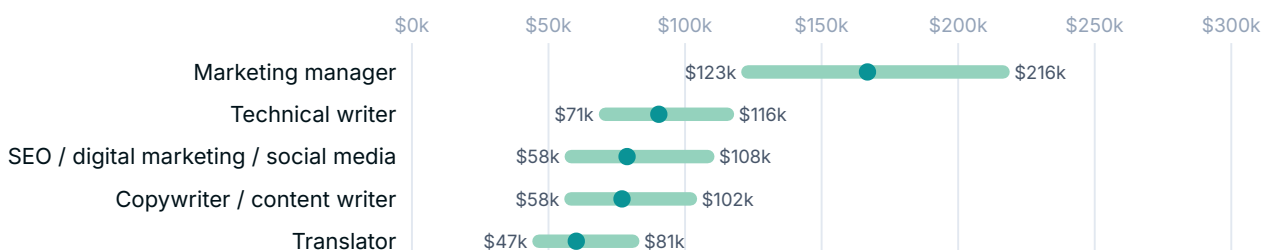
ROLE	LOW	MEDIAN	HIGH	SPREAD
Lead / staff software engineer	\$171,980	\$193,325	\$214,670	22%
Senior software engineer	\$135,980	\$171,980	\$214,670	46%
Software engineer	\$105,210	\$135,980	\$171,980	49%
DevOps / SRE / cloud engineer	\$105,210	\$135,980	\$171,980	49%
Full stack developer	\$105,210	\$135,980	\$171,980	49%
Game developer	\$105,210	\$135,980	\$171,980	49%
Network engineer	\$104,620	\$134,050	\$168,200	47%
Security engineer	\$97,810	\$129,180	\$163,500	51%
Solutions architect	\$79,370	\$116,580	\$157,500	67%
Junior software engineer	\$82,460	\$105,210	\$135,980	51%
QA engineer	\$80,310	\$104,300	\$133,180	51%
Systems administrator	\$78,010	\$99,130	\$126,640	49%
Web developer	\$64,230	\$92,650	\$126,230	67%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

03 Marketing & content

5 roles, sorted by median. Bar: low to high. Dot: median.

Marketing & content: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

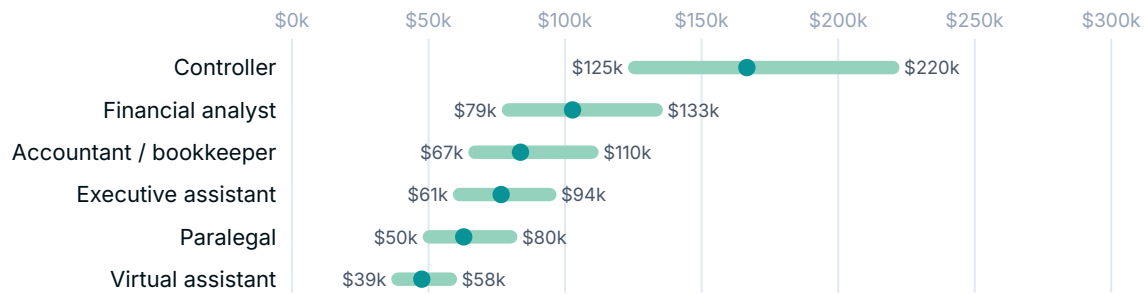
ROLE	LOW	MEDIAN	HIGH	SPREAD
Marketing manager	\$123,020	\$166,790	\$216,410	56%
Technical writer	\$70,880	\$90,390	\$115,510	49%
SEO / digital marketing / social media	\$58,350	\$78,760	\$108,310	63%
Copywriter / content writer	\$58,230	\$76,910	\$101,950	57%
Translator	\$46,530	\$60,170	\$80,830	57%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

04 Finance & admin

6 roles, sorted by median. Bar: low to high. Dot: median.

Finance & admin: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

ROLE	LOW	MEDIAN	HIGH	SPREAD
Controller	\$125,490	\$166,570	\$219,980	57%
Financial analyst	\$79,290	\$102,740	\$133,340	53%
Accountant / bookkeeper	\$67,020	\$83,680	\$109,810	51%
Executive assistant	\$61,390	\$76,590	\$94,390	43%
Paralegal	\$50,340	\$62,890	\$80,080	47%
Virtual assistant	\$38,830	\$47,540	\$58,000	40%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

05 People & recruiting

2 roles, sorted by median. Bar: low to high. Dot: median.

People & recruiting: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

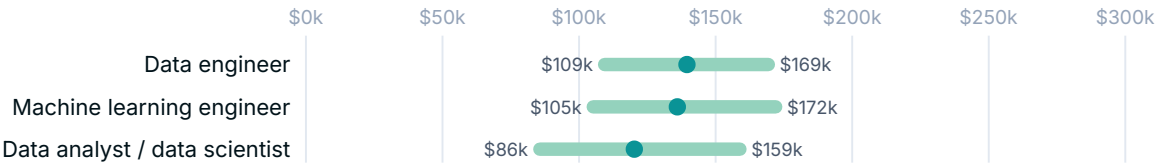
ROLE	LOW	MEDIAN	HIGH	SPREAD
HR manager	\$111,110	\$149,280	\$199,290	59%
Recruiter	\$58,610	\$75,940	\$99,380	54%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

06 Data

3 roles, sorted by median. Bar: low to high. Dot: median.

Data: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

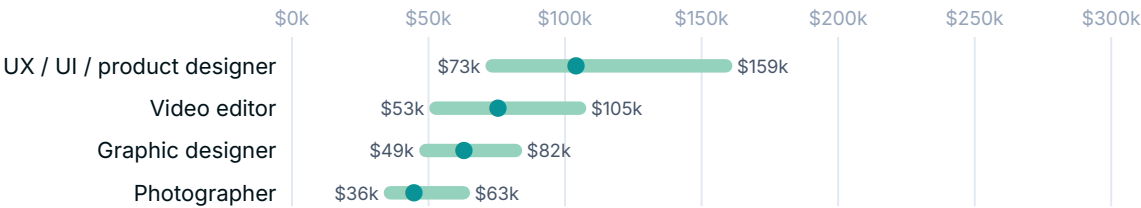
ROLE	LOW	MEDIAN	HIGH	SPREAD
Data engineer	\$109,370	\$139,500	\$169,290	43%
Machine learning engineer	\$105,210	\$135,980	\$171,980	49%
Data analyst / data scientist	\$85,660	\$120,230	\$158,880	61%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

07 Design & creative

4 roles, sorted by median. Bar: low to high. Dot: median.

Design & creative: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

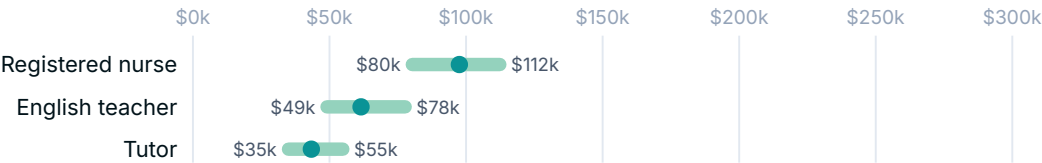
ROLE	LOW	MEDIAN	HIGH	SPREAD
UX / UI / product designer	\$73,290	\$104,000	\$158,820	82%
Video editor	\$52,720	\$75,420	\$105,310	70%
Graphic designer	\$49,040	\$62,960	\$81,830	52%
Photographer	\$36,050	\$44,660	\$62,740	60%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

08 Health & education

3 roles, sorted by median. Bar: low to high. Dot: median.

Health & education: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

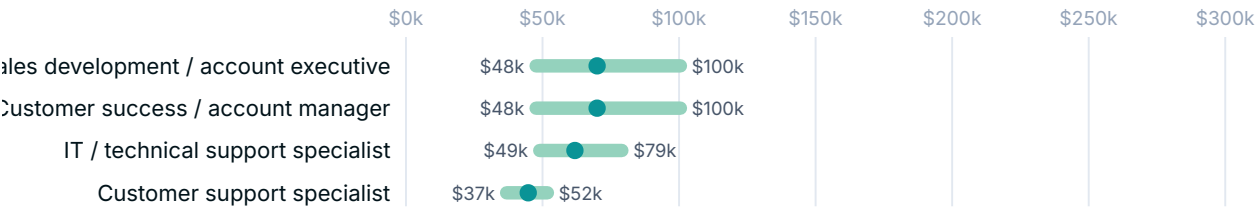
ROLE	LOW	MEDIAN	HIGH	SPREAD
Registered nurse	\$80,330	\$97,550	\$112,350	33%
English teacher	\$49,100	\$61,540	\$77,690	46%
Tutor	\$35,000	\$43,350	\$54,860	46%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

09 Sales & customer

4 roles, sorted by median. Bar: low to high. Dot: median.

Sales & customer: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

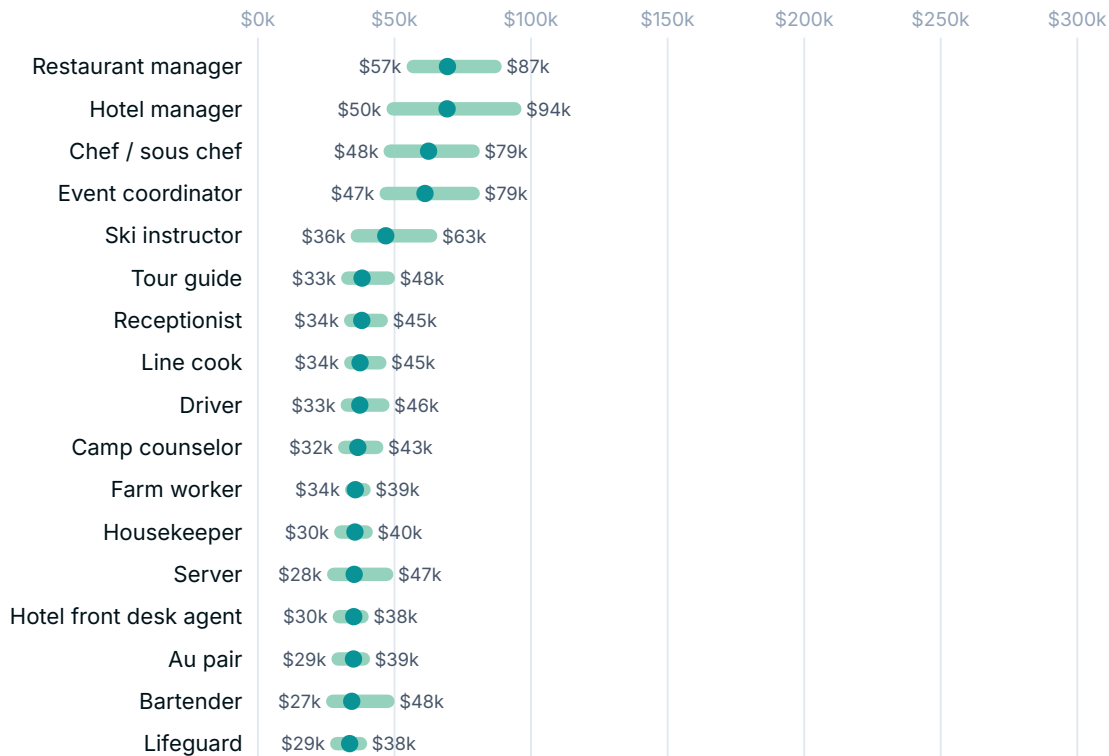
ROLE	LOW	MEDIAN	HIGH	SPREAD
Sales development / account executive	\$47,670	\$69,990	\$100,480	75%
Customer success / account manager	\$47,670	\$69,990	\$100,480	75%
IT / technical support specialist	\$49,000	\$61,860	\$79,040	49%
Customer support specialist	\$36,870	\$44,770	\$51,780	33%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

10 Hospitality & seasonal

17 roles, sorted by median. Bar: low to high. Dot: median.

Hospitality & seasonal: annual pay band, USD



EnRoute Jobs salary estimates from BLS OEWS May 2025

ROLE	LOW	MEDIAN	HIGH	SPREAD
Restaurant manager	\$56,870	\$69,390	\$86,800	43%
Hotel manager	\$49,530	\$69,250	\$94,030	64%
Chef / sous chef	\$48,440	\$62,470	\$78,750	49%
Event coordinator	\$46,970	\$61,160	\$78,790	52%
Ski instructor	\$36,380	\$46,800	\$63,210	57%
Tour guide	\$32,910	\$38,120	\$47,700	39%
Receptionist	\$33,960	\$38,010	\$45,130	29%
Line cook	\$34,010	\$37,390	\$44,620	28%
Driver	\$32,710	\$37,290	\$45,700	35%
Camp counselor	\$31,780	\$36,560	\$43,470	32%
Farm worker	\$34,320	\$35,660	\$38,840	13%
Housekeeper	\$30,350	\$35,510	\$39,590	26%
Server	\$27,750	\$35,230	\$47,110	55%
Hotel front desk agent	\$29,810	\$35,070	\$38,100	24%
Au pair	\$29,360	\$34,980	\$38,570	26%
Bartender	\$27,400	\$34,340	\$47,570	59%
Lifeguard	\$28,880	\$33,580	\$37,520	26%

Spread = (high – low) ÷ median. A wide spread means level and specialism move pay a lot; a narrow one means the role pays what it pays.

11

Location adjustment

From a US national band to a number for where you are.

Remote employers who adjust for location typically multiply a reference band by a factor for the country or city. Nobody publishes one universal table, but the factors track cost of living closely enough that EnRoute's own country cost data gives a usable first estimate: divide the nomad-tier monthly cost of the country by that of the United States. The table applies that factor to three benchmark medians.

COUNTRY	NOMAD-TIER MONTH	FACTOR VS US	SOFTWARE ENGINEER	CUSTOMER SUPPORT	MARKETING MANAGER
United States	\$3,950	1.00	\$135,980	\$44,770	\$166,790
United Kingdom	\$3,870	0.98	\$133,226	\$43,863	\$163,412
Germany	\$3,200	0.81	\$110,161	\$36,269	\$135,121
Spain	\$2,800	0.71	\$96,391	\$31,736	\$118,231
Portugal	\$2,650	0.67	\$91,227	\$30,036	\$111,897
Poland	\$2,320	0.59	\$79,867	\$26,295	\$97,963
Mexico	\$1,800	0.46	\$61,966	\$20,402	\$76,006
Colombia	\$1,600	0.41	\$55,081	\$18,135	\$67,561
Argentina	\$1,900	0.48	\$65,408	\$21,535	\$80,228
Thailand	\$1,560	0.39	\$53,703	\$17,681	\$65,871
Vietnam	\$1,350	0.34	\$46,474	\$15,301	\$57,004
Georgia	\$1,500	0.38	\$51,638	\$17,001	\$63,338
South Africa	\$1,720	0.44	\$59,212	\$19,495	\$72,628
Malaysia	\$1,750	0.44	\$60,244	\$19,835	\$73,894
Japan	\$2,500	0.63	\$86,063	\$28,335	\$105,563
Australia	\$3,900	0.99	\$134,259	\$44,203	\$164,679

Factor = country nomad-tier monthly cost ÷ US nomad-tier monthly cost (\$3,950), from EnRoute's country guides. Illustrative: real employer bands are usually less steep than cost of living (few go below 0.5), and local-market employers pay on their own scale, not a US band times a factor.

For job seekers

- Find your role's band. If an offer from a US-anchored employer is below the low end times your country's factor, it is low even after adjustment.
- For a contractor offer, add 30–50% to the employee band before comparing; the Global Salary Negotiation Guide has the arithmetic.
- Ask which model the employer uses (single rate, bands, local market) before

For employers

- If you have no pay policy yet, these bands times a location factor are a defensible starting point, and better than negotiating from nothing.
- Publish the band in the listing. EnRoute shows an estimate on listings that do not; the estimate may be lower than what you would offer.
- Keep factors above 0.5. Below that, you are competing with local employers who

quoting a number.

pay local rates for local conditions, and losing.

The full table

All roles, sorted by median.

ROLE	GROUP	LOW	MEDIAN	HIGH
Senior product manager	Product & management	\$166,790	\$216,410	\$293,610
Lead / staff software engineer	Engineering	\$171,980	\$193,325	\$214,670
Engineering manager	Product & management	\$138,060	\$175,140	\$220,730
Senior software engineer	Engineering	\$135,980	\$171,980	\$214,670
Product manager	Product & management	\$123,020	\$166,790	\$216,410
Marketing manager	Marketing & content	\$123,020	\$166,790	\$216,410
Controller	Finance & admin	\$125,490	\$166,570	\$219,980
HR manager	People & recruiting	\$111,110	\$149,280	\$199,290
Data engineer	Data	\$109,370	\$139,500	\$169,290
Machine learning engineer	Data	\$105,210	\$135,980	\$171,980
Software engineer	Engineering	\$105,210	\$135,980	\$171,980
DevOps / SRE / cloud engineer	Engineering	\$105,210	\$135,980	\$171,980
Full stack developer	Engineering	\$105,210	\$135,980	\$171,980
Game developer	Engineering	\$105,210	\$135,980	\$171,980
Network engineer	Engineering	\$104,620	\$134,050	\$168,200
Security engineer	Engineering	\$97,810	\$129,180	\$163,500
Data analyst / data scientist	Data	\$85,660	\$120,230	\$158,880
Solutions architect	Engineering	\$79,370	\$116,580	\$157,500
Operations manager	Product & management	\$72,320	\$105,770	\$167,280
Junior software engineer	Engineering	\$82,460	\$105,210	\$135,980
QA engineer	Engineering	\$80,310	\$104,300	\$133,180
UX / UI / product designer	Design & creative	\$73,290	\$104,000	\$158,820
Financial analyst	Finance & admin	\$79,290	\$102,740	\$133,340
Project / program manager	Product & management	\$78,440	\$102,320	\$133,100
Consultant	Product & management	\$77,950	\$101,860	\$133,370
Systems administrator	Engineering	\$78,010	\$99,130	\$126,640
Registered nurse	Health & education	\$80,330	\$97,550	\$112,350
Web developer	Engineering	\$64,230	\$92,650	\$126,230
Technical writer	Marketing & content	\$70,880	\$90,390	\$115,510
Accountant / bookkeeper	Finance & admin	\$67,020	\$83,680	\$109,810
SEO / digital marketing / social media	Marketing & content	\$58,350	\$78,760	\$108,310
Copywriter / content writer	Marketing & content	\$58,230	\$76,910	\$101,950
Executive assistant	Finance & admin	\$61,390	\$76,590	\$94,390
Recruiter	People & recruiting	\$58,610	\$75,940	\$99,380

ROLE	GROUP	LOW	MEDIAN	HIGH
Video editor	Design & creative	\$52,720	\$75,420	\$105,310
Sales development / account executive	Sales & customer	\$47,670	\$69,990	\$100,480
Customer success / account manager	Sales & customer	\$47,670	\$69,990	\$100,480
Restaurant manager	Hospitality & seasonal	\$56,870	\$69,390	\$86,800
Hotel manager	Hospitality & seasonal	\$49,530	\$69,250	\$94,030
Graphic designer	Design & creative	\$49,040	\$62,960	\$81,830
Paralegal	Finance & admin	\$50,340	\$62,890	\$80,080
Chef / sous chef	Hospitality & seasonal	\$48,440	\$62,470	\$78,750
IT / technical support specialist	Sales & customer	\$49,000	\$61,860	\$79,040
English teacher	Health & education	\$49,100	\$61,540	\$77,690
Event coordinator	Hospitality & seasonal	\$46,970	\$61,160	\$78,790
Translator	Marketing & content	\$46,530	\$60,170	\$80,830
Virtual assistant	Finance & admin	\$38,830	\$47,540	\$58,000
Ski instructor	Hospitality & seasonal	\$36,380	\$46,800	\$63,210
Customer support specialist	Sales & customer	\$36,870	\$44,770	\$51,780
Photographer	Design & creative	\$36,050	\$44,660	\$62,740
Tutor	Health & education	\$35,000	\$43,350	\$54,860
Tour guide	Hospitality & seasonal	\$32,910	\$38,120	\$47,700
Receptionist	Hospitality & seasonal	\$33,960	\$38,010	\$45,130
Line cook	Hospitality & seasonal	\$34,010	\$37,390	\$44,620
Driver	Hospitality & seasonal	\$32,710	\$37,290	\$45,700
Camp counselor	Hospitality & seasonal	\$31,780	\$36,560	\$43,470
Farm worker	Hospitality & seasonal	\$34,320	\$35,660	\$38,840
Housekeeper	Hospitality & seasonal	\$30,350	\$35,510	\$39,590
Server	Hospitality & seasonal	\$27,750	\$35,230	\$47,110
Hotel front desk agent	Hospitality & seasonal	\$29,810	\$35,070	\$38,100
Au pair	Hospitality & seasonal	\$29,360	\$34,980	\$38,570
Bartender	Hospitality & seasonal	\$27,400	\$34,340	\$47,570
Lifeguard	Hospitality & seasonal	\$28,880	\$33,580	\$37,520

CAVEATS

National US figures; not adjusted for city, company size or industry. Remote roles at US companies often pay above the national median because they draw from large-city employers. Seasonal hospitality bands are for year-round US employment; seasonal contracts are usually hourly plus housing and do not map cleanly onto an annual figure. Where EnRoute has an employer-stated salary on a listing, that always takes precedence over an estimate.

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