

## 2023 NORTH AMERICAN SALARY GUIDE (USD)

This salary guide can be used by both employers and job seekers to gauge current market salaries and see where you stand relative to your peers. If you are an employer, you can use the data to determine if an increase in pay rates may be necessary to find the required skill level for your open position. If you are a job seeker (or existing employee), you can use this information in your job search to help you negotiate your next salary.

However, when you use this guide, remember that salary is only one factor in a much bigger picture. Finding stability and fulfillment in your work through pay, benefits, location, work environment and the team you work with should all be considered in attracting talent and finding the right job for you. The more specific and niche your job requirement is, the more likely it is that you will need to pay a premium for high-quality talent. Location and its impact on cost of living is a major variable when considering a reasonable salary and it is important to take this into consideration when reviewing this guide.



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<b>Animator</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	75k	90k	105k
Mid	95k	120k	155k
Senior	130k	160k	185k
Lead	160k	175k	200k
Principal / Expert (IC)	175k	195k	205k
Director	175k	205k	225k

<b>Artists</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	65k	90k	110k
Mid	105k	120k	135k
Senior	130k	160k	190k
Lead	160k	175k	215k
Principal / Expert (IC)	185k	215k	285k
Director	175k	215k	250k

<b>Engineering</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	90k	105k	155k
Mid	105k	125k	165k
Senior	160k	180k	215k
Lead	185k	205k	225k
Principal / Expert (IC)	195k	230k	275k
Technical Director	210k	260k	300k

<b>Game Designers</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	65k	75k	90k
Mid	105k	125k	145k
Senior	140k	155k	215k
Lead	160k	170k	245k
Principal / Expert (IC)	160k	170k	245k
Director	190k	210k	275k

<b>Human Resources</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Generalist	50k	70k	105k
HR Manager	80k	120k	160k
Director / HRBP	140k	170k	215k

<b>Lighting Artist</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	90k	100k	130k
Mid	105k	115k	135k
Senior	130k	150k	180k
Lead	150k	170k	195k
Principal / Expert (IC)	145k	180k	200k
Director	170k	200k	245k

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<b>Narrative Designer</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	60k	70k	85k
Mid	80k	95k	125k
Senior	125k	150k	175k
Lead	160k	180k	200k

<b>Production</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	65k	75k	100k
Mid	115k	125k	150k
Senior	130k	150k	180k
Director	170k	232k	285k

<b>QA Tester / Analyst</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	50k	60k	70k
Mid	55k	65k	85k
Senior	65k	75k	110k
Lead	95k	115k	130k
Director	120k	145k	175k

<b>Sound Designer</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate / Dialog Coordinator	70k	85k	100k
Mid	90k	105k	135k
Senior	140k	155k	180k
Lead	155k	165k	205k
Principal / Expert (IC)	155k	170k	225k
Director	180k	215k	240k

<b>Technical Artists</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	90k	100k	115k
Mid	120k	130k	150k
Senior	135k	155k	205k
Lead	140k	155k	205k
Principal / Expert (IC)	155k	205k	260k
Director	175k	195k	235k

<b>VFX Artist</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
Associate	90k	100k	130k
Senior	135k	160k	190k
Lead	150k	175k	215k
Principal / Expert (IC)	160k	180k	220k
Director	200k	220k	245k

