

Stott and May

# The Profit Center Salary Guide

A **comprehensive guide** to compensation packages for revenue generating roles in B2B tech.

## Typical packages (Base | Commision split)

	<b>San Francisco</b> Base (\$)   OTE (\$)	<b>New York</b> Base (\$)   OTE (\$)	<b>Atlanta</b> Base (\$)   OTE (\$)	<b>Austin</b> Base (\$)   OTE (\$)	<b>Chicago</b> Base (\$)   OTE (\$)
<b>Sales</b>					
Account Executive	70-120   140-240	50-65   100-130	75-85   140-160	45-60   90-120	50-65   100-130
Mid Market Account Executive	80-110   160-220	70-100   140-200	70-100   140-160	70-100   140-200	70-100   140-201
Enterprise Account Executive	120-170   240-340	120-170   240-340	120-170   240-340	120-170   240-340	120-170   240-341
Account Mgr	80-90   110-125	80-90   110-125	80-90   110-120	65-80   90-110	80-90   110-125
Senior Account Mgr	90-120   125-165	90-110   125-155	90-110   125-155	80-110   110-155	90-110   125-155
<b>Sales Leadership</b>					
SDR Mgr	120-150   240-300	100-130   200-260	70-90   110-130	70-110   140-220	100-130   200-260
Inside Sales Mgr	130-160   260-320	120-150   240-300	90-110   120-240	90-120   180-240	120-150   240-300
Head of Sales   RVP	150-180   300-360	130-180   260-360	130-180   260-360	100-135   200-275	130-180   260-360
VP Sales	180-250   360-500	180-250   360-500	180-250   360-500	140-200   280-400	180-250   360-500
CRO	250-500   450-1000	250-500   450-1000	225-400   450-750	225-400   450-750	225-400   450-750
<b>Customer Success</b>					
Customer Success Mgr - Junior	60-70   70-90	50-70   80-90	45-65   60-80	50-70   80-90	50-70   80-90
Customer Success Mgr - Mid	70-100   90-120	70-100   110-130	70-90   100-110	70-100   110-130	70-100   110-130
Customer Success Mgr - Senior	100-130   130-170	90-130   120-150	90-130   120-150	90-130   120-150	90-130   120-150
Customer Success Mgr - Dir	140-190   160-240	140-190   160-240	140-190   160-240	140-190   160-240	140-190   160-240
VP Customer Success	175-220   225-280	175-220   225-280	175-220   225-280	175-220   225-280	175-220   225-280
<b>Marketing</b>					
Content Marketing Mgr	80-120   10-30%	70-110   10-30%	65-90   10-30%	70-110   10-30%	70-110   10-30%
Demand Generation Mgr	100-140   10-30%	90-125   10-30%	70-90   10-30%	90-125   10-30%	90-125   10-30%
Demand Generation Dir	140-180   10-30%	125-160   10-30%	90-110   10-30%	125-160   10-30%	125-160   10-30%
VP Demand Generation	160-220   10-30%	160-225   10-30%	160-225   10-30%	160-225   10-30%	160-225   10-30%
Marketing Dir	160-190   10-30%	160-190   10-30%	120-150   10-30%	160-180   10-30%	160-180   10-30%
VP Marketing	150-200   10-30%	190-225   10-30%	150-180   10-30%	190-225   10-30%	190-225   10-30%
CMO	190-280   10-30%	190-280   10-30%	175-260   10-30%	190-280   10-30%	190-280   10-30%
<b>Pre-Sales/Solutions Eng.</b>					
Pre-Sales	110-170   10-30%	110-170   10-30%	110-170   10-30%	110-170   10-30%	110-170   10-30%
Pre-Sales Mgr	130-180   10-30%	130-180   10-30%	130-180   10-30%	130-180   10-30%	130-180   10-30%
VP Pre-Sales	170-210   10-30%	170-210   10-30%	170-210   10-30%	170-210   10-30%	170-210   10-30%

For more information visit  
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