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Sample

Global Pay Summary

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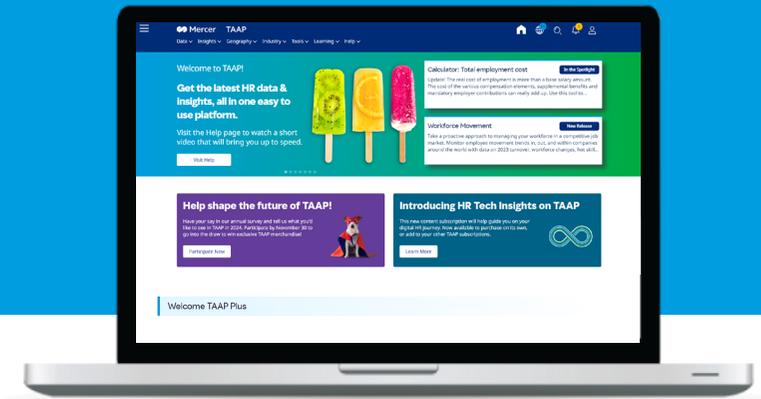
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Executive leadership

Last updated: January 15, 2025

1 USD = 978.99 ARS
1 EUR = 1,066.99 ARS

Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
General management — executive tier 2 (PC 57-67)	651,060	772,337	879,942	787,520	949,755	1,152,645
General management — executive tier 3 (PC 56-65)	577,009	652,918	781,626	690,209	850,054	1,079,599
Finance & accounting leadership — executive tier 3 (PC 54-62)	453,499	599,235	755,148	548,893	820,044	960,764
IT, telecom & internet leadership — executive tier 3 (PC 56-61)	387,240	616,000	992,088	396,020	784,113	1,313,175
Human resources leadership — executive tier 3 (PC 55-61)	254,912	301,000	801,340	288,400	307,650	1,077,431

Executive leadership

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
General management — executive tier 2 (PC 57-67)	610	724	825	738	890	1,080
General management — executive tier 3 (PC 56-65)	541	612	733	647	797	1,012
Finance & accounting leadership — executive tier 3 (PC 54-62)	425	562	708	514	769	900
IT, telecom & internet leadership — executive tier 3 (PC 56-61)	363	577	930	371	735	1,231
Human resources leadership — executive tier 3 (PC 55-61)	239	282	751	270	288	1,010

Executive leadership

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
General management — executive tier 2 (PC 57-67)	665	789	899	804	970	1,177
General management — executive tier 3 (PC 56-65)	589	667	798	705	868	1,103
Finance & accounting leadership — executive tier 3 (PC 54-62)	463	612	771	561	838	981
IT, telecom & internet leadership — executive tier 3 (PC 56-61)	396	629	1,013	405	801	1,341
Human resources leadership — executive tier 3 (PC 55-61)	260	307	819	295	314	1,101

Administration

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Administration & secretarial						
Manager (PC 47-52)	138,880	168,000	221,601	147,193	193,447	262,475
Senior professional (PC 46-51)	79,706	90,272	105,744	84,103	103,232	119,419
Entry para-professional (PC 40-42)	18,237	20,300	22,365	20,482	22,300	24,744
Facilities management & planning						
Team leader (professionals) (PC 49-52)	-	72,800	-	-	72,800	-
Experienced professional (PC 46-48)	49,980	63,000	70,581	57,429	66,623	83,481

Administration

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Administration & secretarial						
Manager (PC 47-52)	130	157	208	138	181	246
Senior professional (PC 46-51)	75	85	99	79	97	112
Entry para-professional (PC 40-42)	17	19	21	19	21	23
Facilities management & planning						
Team leader (professionals) (PC 49-52)	-	68	-	-	68	-
Experienced professional (PC 46-48)	47	59	66	54	62	78

Administration

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Administration & secretarial						
Manager (PC 47-52)	142	172	226	150	198	268
Senior professional (PC 46-51)	81	92	108	86	105	122
Entry para-professional (PC 40-42)	19	21	23	21	23	25
Facilities management & planning						
Team leader (professionals) (PC 49-52)	-	74	-	-	74	-
Experienced professional (PC 46-48)	51	64	72	59	68	85

Engineering

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Engineering						
Director	-	-	-	-	-	-
Manager (PC 49-59)	242,220	269,360	310,448	272,106	319,338	356,025
Senior professional (PC 46-51)	88,620	104,186	124,972	100,340	116,622	142,665
Engineering technologists & technicians						
Senior para-professional (PC 42-48)	37,800	48,839	59,763	40,455	53,356	72,760
Entry para-professional (PC 41-43)	26,274	28,655	34,926	27,997	33,692	37,994

Engineering

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Engineering						
Director	-	-	-	-	-	-
Manager (PC 49-59)	227	252	291	255	299	334
Senior professional (PC 46-51)	83	98	117	94	109	134
Engineering technologists & technicians						
Senior para-professional (PC 42-48)	35	46	56	38	50	68
Entry para-professional (PC 41-43)	25	27	33	26	32	36

Engineering

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Engineering						
Director	-	-	-	-	-	-
Manager (PC 49-59)	247	275	317	278	326	364
Senior professional (PC 46-51)	91	106	128	102	119	146
Engineering technologists & technicians						
Senior para-professional (PC 42-48)	39	50	61	41	55	74
Entry para-professional (PC 41-43)	27	29	36	29	34	39

Finance & accounting

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Accounting						
Manager (PC 51–58)	236,071	264,608	326,589	266,371	300,883	376,435
Senior professional (PC 46–52)	84,983	97,090	117,396	91,694	111,313	125,785
Experienced para-professional (PC 41–45)	28,000	30,800	35,000	30,000	35,477	37,616
Finance generalists						
Senior manager (PC 53–60)	323,383	355,239	406,000	380,907	470,853	547,082
Experienced professional (PC 45–51)	56,141	64,330	72,976	62,411	74,418	83,034

Finance & accounting

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Accounting						
Manager (PC 51-58)	221	248	306	250	282	353
Senior professional (PC 46-52)	80	91	110	86	104	118
Experienced para-professional (PC 41-45)	26	29	33	28	33	35
Finance generalists						
Senior manager (PC 53-60)	303	333	381	357	441	513
Experienced professional (PC 45-51)	53	60	68	58	70	78

Finance & accounting

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Accounting						
Manager (PC 51-58)	241	270	334	272	307	385
Senior professional (PC 46-52)	87	99	120	94	114	128
Experienced para-professional (PC 41-45)	29	31	36	31	36	38
Finance generalists						
Senior manager (PC 53-60)	330	363	415	389	481	559
Experienced professional (PC 45-51)	57	66	75	64	76	85

Human resources

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Human resources generalists						
Manager (PC 49–60)	217,924	258,132	287,628	246,409	292,273	347,345
Senior professional (PC 46–51)	81,200	96,160	108,170	84,097	104,392	119,209
Experienced para-professional (PC 42–45)	36,183	42,000	55,809	39,339	43,000	55,943
Compensation & benefits						
Manager (PC 51–55)	195,766	234,304	263,003	246,031	283,918	291,996
Experienced professional (PC 46–50)	53,046	58,800	68,472	56,936	65,595	83,663

Human resources

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Human resources generalists						
Manager (PC 49–60)	204	242	270	231	274	326
Senior professional (PC 46–51)	76	90	101	79	98	112
Experienced para-professional (PC 42–45)	34	39	52	37	40	52
Compensation & benefits						
Manager (PC 51–55)	183	220	246	231	266	274
Experienced professional (PC 46–50)	50	55	64	53	61	78

Human resources

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Human resources generalists						
Manager (PC 49–60)	223	264	294	252	299	355
Senior professional (PC 46–51)	83	98	110	86	107	122
Experienced para-professional (PC 42–45)	37	43	57	40	44	57
Compensation & benefits						
Manager (PC 51–55)	200	239	269	251	290	298
Experienced professional (PC 46–50)	54	60	70	58	67	85

Information technology

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
IT Security						
Manager	-	-	-	-	-	-
Senior professional (PC 49-51)	88,256	98,000	109,469	92,456	105,000	121,549
IT business systems analysts						
Senior professional (PC 48-51)	-	88,692	-	-	90,944	-
IT user support						
Team leader (professionals) (PC 50-52)	140,540	168,000	180,615	159,071	190,736	217,325
Senior para-professional (PC 44-47)	24,500	30,800	40,460	24,500	35,690	43,124

Information technology

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
IT Security						
Manager	-	-	-	-	-	-
Senior professional (PC 49-51)	83	92	103	87	98	114
IT business systems analysts						
Senior professional (PC 48-51)	-	83	-	-	85	-
IT user support						
Team leader (professionals) (PC 50-52)	132	157	169	149	179	204
Senior para-professional (PC 44-47)	23	29	38	23	33	40

Information technology

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
IT Security						
Manager	-	-	-	-	-	-
Senior professional (PC 49-51)	90	100	112	94	107	124
IT business systems analysts						
Senior professional (PC 48-51)	-	91	-	-	93	-
IT user support						
Team leader (professionals) (PC 50-52)	144	172	184	162	195	222
Senior para-professional (PC 44-47)	25	31	41	25	36	44

Legal & compliance

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Legal						
Manager (PC 52–58)	252,000	287,000	346,873	266,812	314,080	420,559
Senior professional (PC 48–51)	96,677	111,440	137,548	109,843	131,153	159,938
Experienced para-professional (PC 42–44)	32,480	38,500	39,292	32,909	38,500	42,473
Compliance						
Manager (PC 52–56)	-	163,506	-	-	193,647	-
Experienced professional (PC 46–48)	54,600	60,711	70,450	59,280	64,199	76,565

Legal & compliance

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Legal						
Manager (PC 52-58)	236	269	325	250	294	394
Senior professional (PC 48-51)	91	104	129	103	123	150
Experienced para-professional (PC 42-44)	30	36	37	31	36	40
Compliance						
Manager (PC 52-56)	-	153	-	-	181	-
Experienced professional (PC 46-48)	51	57	66	56	60	72

Legal & compliance

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Legal						
Manager (PC 52-58)	257	293	354	273	321	430
Senior professional (PC 48-51)	99	114	141	112	134	163
Experienced para-professional (PC 42-44)	33	39	40	34	39	43
Compliance						
Manager (PC 52-56)	-	167	-	-	198	-
Experienced professional (PC 46-48)	56	62	72	61	66	78

Manufacturing

Last updated: January 15, 2025

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Manufacturing plant management						
Senior manager (PC 54–60)	346,571	368,860	421,739	436,899	487,965	497,267
Manufacturing production, processing & assembly						
Manager (PC 51–55)	221,514	245,890	266,000	269,418	292,085	322,371
Senior professional (PC 46–51)	56,000	61,592	70,000	63,586	77,341	83,672
Team Leader (para-professionals) (PC 44–50)	44,730	51,841	59,894	52,224	57,770	65,436
Entry para-professional (PC 40–43)	14,770	16,044	17,060	16,510	18,699	21,991

Manufacturing

Last updated: January 15, 2025

EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Manufacturing plant management						
Senior manager (PC 54–60)	325	346	395	409	457	466
Manufacturing production, processing & assembly						
Manager (PC 51–55)	208	230	249	253	274	302
Senior professional (PC 46–51)	52	58	66	60	72	78
Team Leader (para-professionals) (PC 44–50)	42	49	56	49	54	61
Entry para-professional (PC 40–43)	14	15	16	15	18	21

Manufacturing

Last updated: January 15, 2025

USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Manufacturing plant management						
Senior manager (PC 54–60)	354	377	431	446	498	508
Manufacturing production, processing & assembly						
Manager (PC 51–55)	226	251	272	275	298	329
Senior professional (PC 46–51)	57	63	72	65	79	85
Team Leader (para-professionals) (PC 44–50)	46	53	61	53	59	67
Entry para-professional (PC 40–43)	15	16	17	17	19	22

Sales

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Sales & marketing						
Manager (PC 49–60)	114,240	184,800	252,838	125,722	201,702	289,820
Senior professional (PC 47–53)	89,872	99,454	114,240	99,672	112,674	128,910
Experienced para-professional (PC 41–44)	21,000	26,183	30,753	33,680	41,566	47,838
Account & client management						
Senior manager (PC 53–57)	198,411	262,506	349,868	226,444	330,497	418,847
Expert professional (PC 53–55)	163,744	177,800	182,364	187,904	225,050	244,717

Sales

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EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Sales & marketing						
Manager (PC 49–60)	107	173	237	118	189	272
Senior professional (PC 47–53)	84	93	107	93	106	121
Experienced para-professional (PC 41–44)	20	25	29	32	39	45
Account & client management						
Senior manager (PC 53–57)	186	246	328	212	310	393
Expert professional (PC 53–55)	153	167	171	176	211	229

Sales

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USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Sales & marketing						
Manager (PC 49–60)	117	189	258	128	206	296
Senior professional (PC 47–53)	92	102	117	102	115	132
Experienced para-professional (PC 41–44)	21	27	31	34	42	49
Account & client management						
Senior manager (PC 53–57)	203	268	357	231	338	428
Expert professional (PC 53–55)	167	182	186	192	230	250

Supply chain

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Local currency amounts

Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Supply chain planning & operations						
Team leader (professionals)	-	-	-	-	-	-
Specialist professional (PC 50-52)	172,092	177,104	180,957	172,755	191,038	204,153
Senior professional (PC 47-50)	64,820	78,540	100,996	78,968	96,540	113,131
Warehousing & distribution						
Manager (PC 48-55)	215,062	235,410	252,697	240,656	283,976	315,488
Entry para-professional (PC 40-42)	14,350	16,016	19,009	16,044	18,556	22,532

Supply chain

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EUR amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Supply chain planning & operations						
Team leader (professionals)	-	-	-	-	-	-
Specialist professional (PC 50-52)	161	166	170	162	179	191
Senior professional (PC 47-50)	61	74	95	74	90	106
Warehousing & distribution						
Manager (PC 48-55)	202	221	237	226	266	296
Entry para-professional (PC 40-42)	13	15	18	15	17	21

Supply chain

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USD amounts

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Benchmark jobs	Annual base salary			Annual total cash compensation		
	Low	Median	High	Low	Median	High
Supply chain planning & operations						
Team leader (professionals)	-	-	-	-	-	-
Specialist professional (PC 50-52)	176	181	185	176	195	209
Senior professional (PC 47-50)	66	80	103	81	99	116
Warehousing & distribution						
Manager (PC 48-55)	220	240	258	246	290	322
Entry para-professional (PC 40-42)	15	16	19	16	19	23

Methodology

This section provides information on the methods of collecting, collating, and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources, relevant equations, and currency conversion rates along with a [glossary](#) of key terms.

Data collection

Data for this product were collected from the following primary data sources:

- Mercer's 2024 Total Remuneration Survey (TRS)
- International Monetary Fund, World Economic Outlook Database, October 2024
- Calculations based on ILO Modeled Estimates December 2024, Ilostat Database

The TAAP team referred to and collated published data from Mercer's individual TRS reports for inclusion in this publication. Additional details on TRS can be found in the [Glossary](#).

Data analysis

The following statistics are presented in this tool:

- Low or 33rd percentile: The data point that is higher than 33% of all other data in the sample when ranked from low to high.
- Median or 50th percentile: The data point that is higher than 50% of all other data in the sample when ranked from low to high.
- High or 67th percentile: The data point that is higher than 67% of all other data in the sample when ranked from low to high.
- Endash or "-": The sample is too small to provide the statistic.

Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been "masked" by displaying an endash or "-" when minimum sample sizes are not met.

- A minimum of five data points are required to report the 33rd, 50th and 67th percentiles.
- Data dominance: Statistics are masked when data from one company dominates a job sample. The masking is applied if more than 50% of the incumbents matched to a job are from a single company.

Currency conversion rates

Exchange rates provided are effective as of November 2024.



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