PEOPLE N TECH ®

2026 Tech Salary Guide

Salary benchmarks & hiring insights

Introduction to Tech Salaries in 2026

The tech industry in 2026 continues to experience strong growth, driven by increasing demand for specialized skills in artificial intelligence, data science, and software development. Salaries reflect ongoing talent shortages and the need for innovation across industries, with compensation varying by role, experience level, and location across the United States.

2026 Salary Highlights

3–5%
average year-over-year salary growth

$80K
average starting salaries for entry-level roles

$200K+
compensation for senior-level positions

15–20%
salary premium for AI-specialized roles

Job Title	Mid-Level	Senior-Level
AI Systems Engineer	$118K - $160K	$165K - $250K
AI Engineer	$140K - $185K	$190K - $270K
Backend Engineer	$115K - $145K	$150K - $185K
Chief Information Officer (CIO)	$240K - $310K	$320K - $395K
Chief Technology Officer (CTO)	$260K - $325K	$330K - $400K
Data Engineer	$120K - $150K	$150K - $190K
DevOps Engineer	$115K - $140K	$145K - $175K
Director of Engineering	$148K - $195K	$200K - $265K
Frontend Engineer	$105K - $135K	$140K - $170K
Full-Stack Engineer	$110K - $145K	$150K - $180K

Job Title	Mid-Level	Senior-Level
Machine Learning Engineer	$135K - $180K	$180K - $250K
Mobile Engineer (iOS/Android/RN)	$120K - $140K	$150K - $185K
Network Engineer	$90K - $115K	$120K - $150K
Product Manager	$115K - $140K	$145K - $175K
QA Engineer	$85K - $105K	$110K - $160K
Site Reliability Engineer (SRE)	$120K - $150K	$160K - $200K
Software Engineer (General)	$110K - $145K	$150K - $180K
Staff Software Engineer	$200K - $260K	_
Systems Engineer	$95K - $125K	$130K - $160K
Vice President of Technology / VP of Engineering	$195K - $255K	$260K - $350K

PeopleNTech LLC Advantage

Your Partner in Tech Talent

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PEOPLE N TECH ®

Building agile, future-ready tech teams

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