

# Canada MTECH: Mercer Technology Compensation Survey

Stay on top of fast moving pay for Canada's hottest technical jobs



Technology and cross-industry companies are building teams dedicated to digital and cyber advancement. Jobs that build products, update processes, and serve to sell and entertain in a wireless future are critical to your company's success. The Canada Mercer Technology (MTECH) Compensation Survey provides the data and tools necessary to entice and keep employees in these coveted and competitive technical positions.



# of specialized positions surveyed **141**

[View full list](#)

## Top 20 matched positions

1.	Algorithm Development Engineering	11.	Game Release/Channel Distribution
2.	Artificial Intelligence R&D	12.	Human Factors Engineering
3.	Big Data Security Analytics	13.	Machine Learning R&D
4.	Blockchain Development	14.	Merchant Payment Sales
5.	Cloud Product/Services Sales	15.	New Media User Experience Design (UXD)
6.	Cloud Software-As-A-Service (SAAS)	16.	Robotics Engineering
7.	Cyber Research	17.	Software Licensing
8.	Firmware Engineering	18.	Software Tools & Applications Sales
9.	Game Mechanics/Systems Design	19.	Streaming Media Development Engineering
10.	Game Product Operations: Licensed Products	20.	User Interface (UI) Design

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## Position families analyzed

- Creative and design
- Data analytics/warehousing, business intelligence
- Engineering and science
- IT, telecom & internet
- Legal, compliance, audit
- Sales, marketing and product management
- Supply chain

## Sub families

- Compliance
- Field sales & account management
- Film/show/program design, editing & production
- Game development & testing
- Information systems architecture
- IT applications development
- IT business systems analysts
- IT security
- IT systems configuration & programming
- Joint engineering & science technical leadership
- Media/communications creative & design
- Product marketing & management
- Software product engineering
- Technical product development/research operations
- Telecommunications network planning, operations & site acquisition
- Video game art, design & production
- Warehousing & distribution
- Web/new media creative & user interface design



## Data collected

- Organization data
- Base pay
- Salary ranges
- Overtime eligibility
- Performance ratings
- Years in organization
- Years in position
- Gender
- Lti eligibility and grants
- Sti eligibility and amounts
- Allowances and premiums



## Participation

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive key benefits.

- A discount on survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



## Survey schedule

Participation runs from March through May with results available in the fall



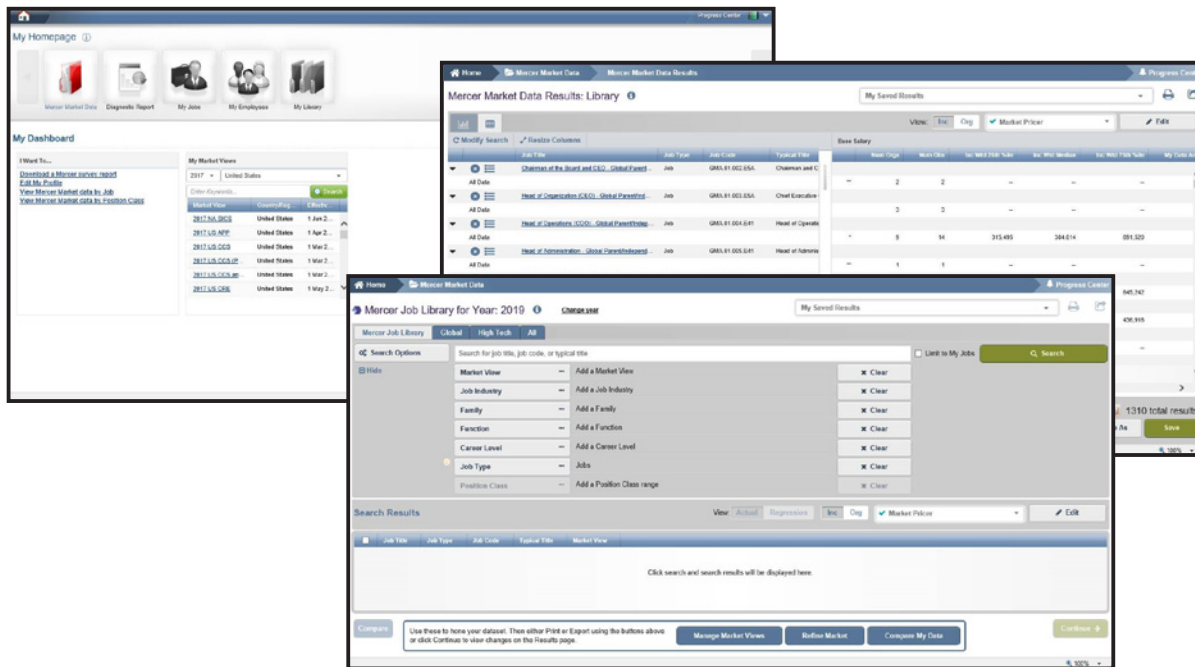
## Pricing

\$1,750 – Participants      \$3,500 – Non-participants

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## Mercer WIN<sup>®</sup>

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



## Sample report

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	77	503	*	40,000	45,760	60,928	53,456	72,084	91,987
Salary Min	41	106		42,200	48,000	55,714	52,900	61,033	73,960
Salary Mid	42	111		54,700	60,000	71,137	67,100	76,250	94,000
Salary Max	41	106		70,080	72,825	88,052	81,100	95,186	122,200
STI Threshold % Base	6	12	*	--	--	3.1	2.8	--	--
STI Target	34	112	*	2,036	2,668	5,926	4,289	8,542	12,560
STI Target % of Base	34	112	**	--	--	7.2	7.0	--	--
STI Maximum % Base	16	62	**	--	--	11.7	8.0	--	--
STI Actual	28	101	*	1,871	2,367	5,886	4,180	8,114	12,700
STI Actual % Base	28	101	**	--	--	7.2	5.7	--	--
Sales Incentive (Target)	9	53	*	11,692	13,288	19,636	16,513	22,223	30,250
Sales Incentive Target % Base	9	53	**	--	--	28.4	20.0	--	--
Sales Incentive Actual	12	61	*	7,328	13,235	45,910	31,777	70,230	106,142
Sales Incentive Actual % Base	12	61	*	9.7	21.3	94.9	40.9	164.4	244.3
Profit Sharing Actual	2	2	**	--	--	--	--	--	--
Profit Sharing Actual % Base	2	2	**	--	--	--	--	--	--
<b>Total Cash - Target</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,249</b>	<b>74,380</b>	<b>94,791</b>	<b>116,840</b>
Total Cash Target - Receivers	40	155		54,601	69,784	89,263	85,244	102,797	130,082
<b>Total Cash - Actual</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>67,693</b>	<b>56,476</b>	<b>80,000</b>	<b>114,305</b>
Total Cash Actual - Receivers	41	164		56,616	70,716	94,153	88,520	114,902	140,855
LTI (B-S)	5	11	**	--	--	17,845	5,000	--	--
LTI % of Base (B-S)	5	11	*	--	--	20.9	7.6	--	--
<b>TDC Target (B-S)</b>	<b>61</b>	<b>262</b>		<b>49,864</b>	<b>58,334</b>	<b>79,987</b>	<b>75,108</b>	<b>94,825</b>	<b>122,771</b>
TDC Target (B-S), Rcvrs	4	10	*	--	--	--	--	--	--
<b>TDC Actual (B-S)</b>	<b>77</b>	<b>503</b>	*	<b>40,019</b>	<b>46,010</b>	<b>68,083</b>	<b>56,476</b>	<b>81,360</b>	<b>115,461</b>
TDC Actual (B-S) Rcvrs	5	11	*	--	--	100,709	85,982	--	--
Tenure - Organization	73	496	*	0	1	7	3	7	19

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