

# 2026 Boston

## Technology Salary Guide & Industry Report





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## About DeWinter

DeWinter provides world-class accounting, finance, and technology recruiting services.

Our **Consulting** team helps bridge resource gaps with contract and contract-to-hire finance and accounting talent.

Our **Direct Hire** team has set the standard for connecting finance and accounting professionals with top companies on an executive search basis.

Our **Retained Search** division team's with growth-stage and venture-backed companies to find the right professionals to move them forward.

Our **Technology** team powers top companies with exceptional technology talent and project delivery services.

Since our founding in 2000, DeWinter has been the first choice for companies looking for the highest standard of care and a trustworthy firm that understands and exceeds their needs.

*We build our network one relationship at a time.*



# A Message From the CEO

To Our Valued Clients and Candidates,

As we release our 2026 Salary Guide and Industry Review, we recognize that the current business landscape, while dynamic, presents a wealth of new opportunities for those prepared to seize them. Our guide is crafted to empower you to update business strategies, make informed hiring decisions, and confidently navigate the evolving hiring market. While change is constant, our team views the coming year with excitement and is uniquely prepared to help you turn market shifts into competitive advantages. Our commitment remains unwavering: to deliver the precise talent solutions our clients need and the rewarding career opportunities our candidates seek, ensuring success in a rapidly evolving world.

2025 was a landmark year for DeWinter. We celebrated our 25th anniversary with our first all-company retreat in Banff, CA. We also made strategic investments for the future, unveiling a new logo and unifying our finance, accounting, and technology recruiting teams under one stronger, united DeWinter brand. Overall, we put our people first, making sure they had the best training and support, while also significantly enhancing our technology—including bringing in cutting-edge AI—to keep us at the forefront of the industry. It's all about making sure our partnership with you is based on superior market insight and the most efficient, effective processes possible.

The foundation we've built prepares us to turn market uncertainty into opportunity for you. We are ready to leverage our decades of experience, our talented team, and our enhanced technology to deliver even better solutions to all our partners in 2026. We are excited about the journey ahead and eager to make 2026 an incredible year of growth and success for our clients and candidates. Thank you for your continued trust in DeWinter.

**Derek DeWinter**  
CEO & Founding Partner, DeWinter

# 2026 MARKET OVERVIEW

## \$100K H-1B FEE ACCELERATES U.S. TECH SHIFT TO OFFSHORING

- New H-1B visa rules, effective September 2025, impose a \$100,000 fee on all new petitions, forcing U.S. tech companies, especially mid-sized firms and startups, to drastically reevaluate their hiring strategies.
- In response, tech executives are leveraging nearshore and offshore talent pools (e.g., Latin America, Eastern Europe) as a strategic shift to bypass the prohibitive financial and administrative burden of the new H-1B fees.



64%

Percentage of 2024 H-1B petitions that were computer-related, according to the Dept. of Homeland Security.



1.4B

Total funding to Boston-based AI startups, '24-'25, according to Crunchbase.

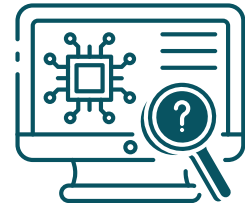
## BOSTON JOINS ELITE GROUP OF NORTH AMERICA'S \$1 BILLION+ AI FUNDING HUBS

- Boston has established itself as one of the top-tier hubs for AI-related venture funding in North America. Boston now ranks among a small group of metro areas, including Austin and Denver, to have attracted over \$1 billion in AI startup investment since the beginning of 2024, according to data from Crunchbase.
- Overall, Boston saw 186 deals at 4.4B total value in Q3 '25, according to Pitchbook.

# 2026 MARKET OVERVIEW

## DECISION-MAKERS' BARRIERS FOR AI-DRIVEN INITIATIVES

- The foremost challenges cited by decision-makers in pursuing AI initiatives center around complexity and expertise, according to a recent survey by Crusoe.
- Decision-makers repeatedly stressed the need for essential support, specifically seeking knowledgeable guidance, proactive insight, and real-time troubleshooting, indicating that they value expert human support as much as they do the core technological features of AI solutions.



30%

Percentage of office workers who had no training at all in AI skills, according to a Slack survey.



98%

Increase since '24 in AI skill requirements listed in job openings.

## INCREASING DEMAND FOR AI SKILLS FACES A TALENT GAP

- As of late 2025, 50% of U.S. tech job postings now require AI skills, marking a nearly 100% surge from the previous year, signaling that AI has shifted from an experiment to an essential requirement, according to Dice.
- As demand for AI skills skyrockets, hiring managers face an obstacle: a growing AI talent gap. A survey of 1,010 global executives by BearingPoint found that 94% of leaders reported facing AI-critical skill shortages today, with one in three reporting gaps of 40% or more.

# COMPENSATION GUIDE: AI & MACHINE LEARNING

	1st Quartile	Mean	3rd Quartile
AI/Machine Learning Engineer	\$157,327	\$175,421	\$195,563
Deep Learning Engineer	\$118,585	\$151,576	\$194,134
Computer Vision Engineer	\$129,259	\$168,270	\$227,511
AI/ML Infrastructure Engineer	\$104,455	\$139,328	\$148,085
Applied Scientist	\$160,784	\$197,078	\$245,062
Prompt Engineer/Developer	\$93,270	\$119,843	\$153,538
AI/ML Solutions Architect	\$106,893	\$176,633	\$222,089
AI Product Engineer/Developer	\$105,754	\$141,179	\$177,900
MLOps / AI Ops Engineer	\$131,255	\$155,851	\$181,496
Product Manager	\$146,100	\$170,354	\$174,591
Project Manager	\$133,584	\$148,678	\$242,558
AI Governance Manager	\$142,433	\$162,639	\$190,952

# COMPENSATION GUIDE: DATA ANALYTICS

	1st Quartile	Mean	3rd Quartile
<b>Business Intelligence Analyst</b>	\$133,903	\$147,980	\$161,820
<b>Business Intelligence Architect</b>	\$168,669	\$185,612	\$202,077
<b>Data Analyst</b>	\$128,876	\$142,538	\$155,963
<b>Data Architect</b>	\$151,634	\$166,318	\$180,552
<b>Data Engineer</b>	\$147,312	\$162,702	\$177,825
<b>ETL Developer</b>	\$135,285	\$149,450	\$163,369
<b>Data Scientist</b>	\$127,479	\$171,694	\$186,949
<b>Research Scientist</b>	\$133,268	\$146,449	\$159,628

# COMPENSATION GUIDE: SOFTWARE

	1st Quartile	Mean	3rd Quartile
Back-End Engineer	\$153,172	\$168,136	\$182,633
Embedded Engineer	\$133,177	\$162,521	\$191,866
Full Stack Engineer	\$171,859	\$188,648	\$204,914
DevOps Engineer	\$152,942	\$168,924	\$184,628
Front End Engineer	\$144,232	\$158,698	\$247,094
Mobile Applications Developer	\$147,719	\$150,566	\$163,595
Site Reliability Engineer	\$142,447	\$173,139	\$189,236
Software Architect	\$172,692	\$185,437	\$196,907
Software Developer	\$148,363	\$162,599	\$176,379
Technical Writer	\$108,112	\$117,972	\$127,169
QA Automation Engineer	\$108,804	\$133,723	\$158,643
SDET	\$136,906	\$163,726	\$190,547

# COMPENSATION GUIDE: BUSINESS SYSTEMS

	1st Quartile	Mean	3rd Quartile
<b>Business Systems Analyst</b>	\$136,295	\$149,690	\$162,662
<b>ERP Administrator</b>	\$128,719	\$141,810	\$154,507
<b>ERP Programmer</b>	\$145,929	\$160,304	\$174,223
<b>Integration Consultant</b>	\$135,530	\$149,714	\$163,651
<b>Engagement Lead</b>	\$148,238	\$162,466	\$176,239
<b>Solutions Architect</b>	\$176,155	\$188,952	\$200,770

# COMPENSATION GUIDE: INFRASTRUCTURE & CLOUD

	1st Quartile	Mean	3rd Quartile
Cloud Administrator	\$127,801	\$141,375	\$154,715
Cloud Architect	\$191,884	\$206,449	\$223,856
Cloud Engineer	\$172,903	\$189,430	\$205,414
DevOps Engineer	\$159,894	\$176,602	\$193,020
Information Security Analyst	\$124,120	\$136,594	\$148,684
Information Security Engineer	\$150,508	\$165,799	\$180,782
Security Architect	\$175,088	\$187,874	\$199,571
IT Auditor	\$120,812	\$133,787	\$146,569
Mainframe Systems Programmer	\$109,269	\$118,939	\$130,374
Penetration Tester	\$134,760	\$148,045	\$160,908
Product Support Specialist	\$84,041	\$93,392	\$102,535
Support Desktop Specialist	\$71,367	\$78,916	\$86,090
Systems Administrator	\$117,854	\$130,562	\$143,098
Systems Analyst	\$133,147	\$146,316	\$159,063

# COMPENSATION GUIDE: DIGITAL DESIGN & PRODUCTION

	1st Quartile	Mean	3rd Quartile
Web Developer	\$135,453	\$149,038	\$162,198
Instructional Designer	\$92,453	\$101,991	\$111,302
Interaction Designer	\$127,969	\$140,934	\$153,525
Marketing Automation Consultant	\$113,755	\$127,730	\$141,876
Product Designer	\$93,602	\$103,418	\$113,004
Product Marketing Consultant	\$96,821	\$107,631	\$118,341
User Experience Designer	\$127,756	\$138,289	\$147,892
User Experience Researcher	\$130,099	\$143,042	\$155,569
Visual Designer	\$115,399	\$124,947	\$133,651

# COMPENSATION GUIDE: CONTENT DEVELOPMENT

	1st Quartile	Mean	3rd Quartile
<b>Copy Editor</b>	\$78,459	\$86,874	\$94,988
<b>Copywriter</b>	\$89,347	\$98,207	\$106,628
<b>Digital Product Manager</b>	\$138,478	\$154,549	\$170,557
<b>Social Media Manager</b>	\$75,059	\$92,696	\$110,333
<b>Technical Writer</b>	\$108,112	\$117,972	\$127,169
<b>Web Author</b>	\$87,441	\$94,788	\$101,418
<b>Web Content Administrator</b>	\$87,441	\$94,788	\$101,418

# COMPENSATION GUIDE: PROJECT MANAGEMENT

	1st Quartile	Mean	3rd Quartile
<b>Agile Coach</b>	\$143,984	\$171,938	\$199,554
<b>Business Analyst</b>	\$124,110	\$136,584	\$148,672
<b>Business Process Architect</b>	\$135,675	\$163,113	\$183,991
<b>Change Manager</b>	\$144,541	\$161,033	\$177,356
<b>Program Manager</b>	\$155,673	\$169,143	\$188,850
<b>Project Coordinator</b>	\$61,887	\$69,992	\$77,924
<b>Project Manager</b>	\$146,112	\$163,617	\$176,441



# GET IN TOUCH

With search services that prioritize quality, speed-to-market, and reliability, DeWinter is your partner in reaching your future.

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