



The

# Burtch *Works*

Study

*Salaries of Predictive Analytics Professionals*

September 2014

**Burtch Works Executive Recruiting**

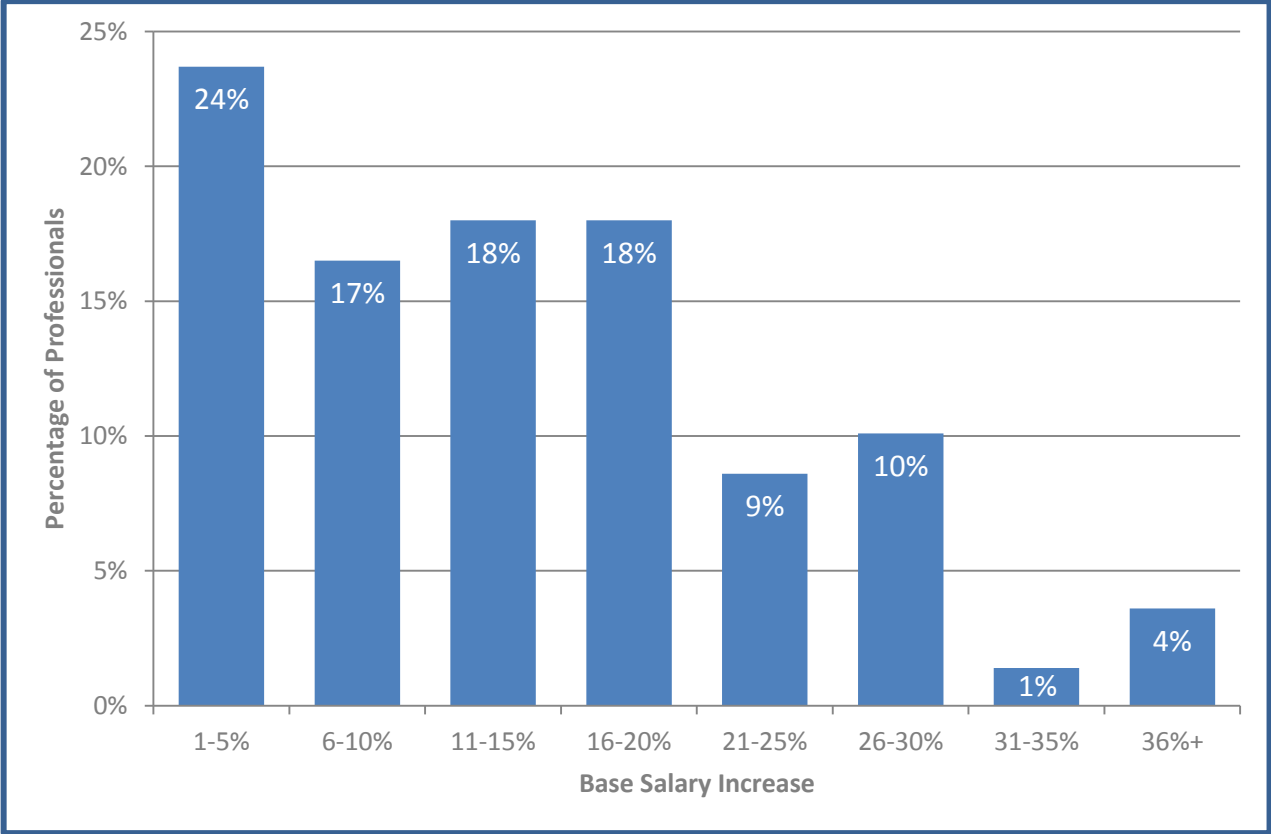
Linda Burtch, Managing Director

# Changes in Base Salary When Changing Jobs

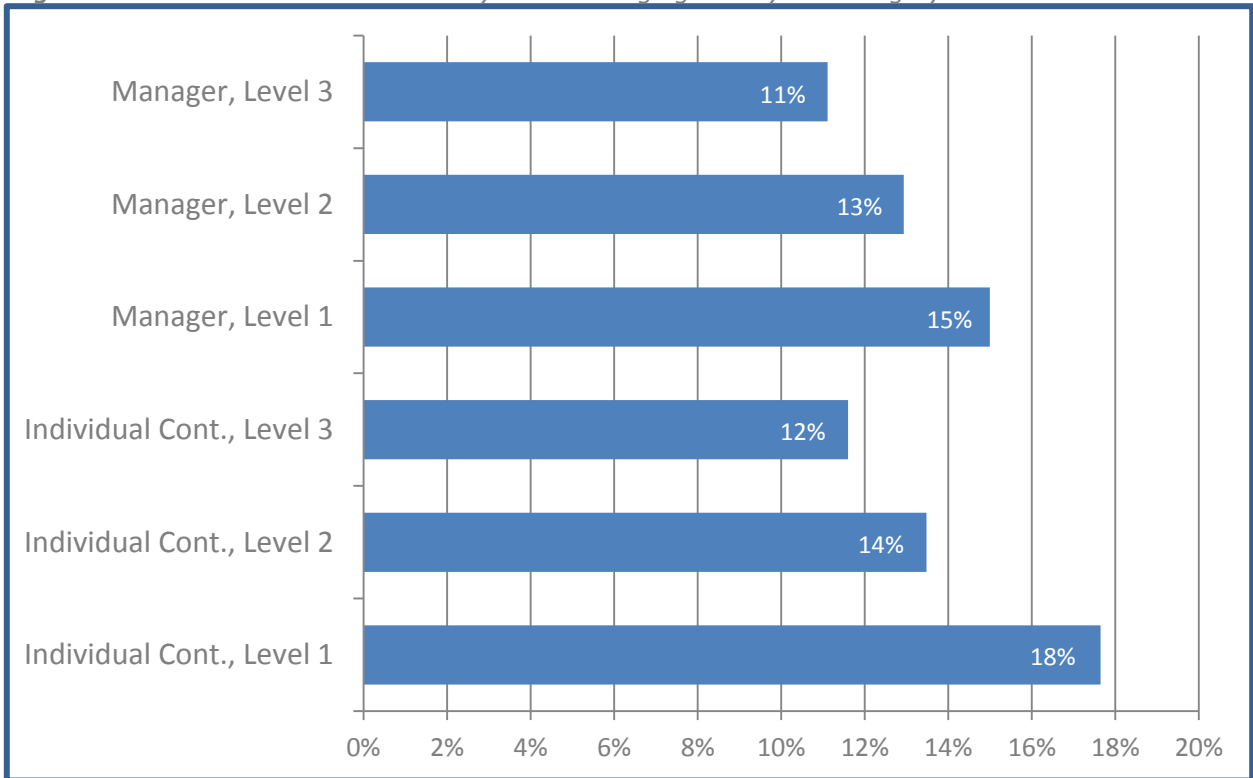
Among the PAPs interviewed by Burtch Works staff for this study, there were 139 who had changed jobs and received a salary increase since the last report. There were also a small number of PAPs who changed jobs but did not realize a salary increase, or whose salary declined. Those PAPs are excluded from the sample used to derive the information provided below, because the purpose here is to show how compensation changes when PAPs voluntarily change jobs to pursue career goals. When there is a decline or no increase in salary, then the job change most likely occurred for another reason, such as a lay-off or to accommodate a spouse who accepted a job requiring relocation.

- PAPs continue to realize substantial increases in pay when they change jobs. Among the 139 PAPs in the sample who changed jobs in the past year, the median base salary increase was 13%, about the same as the median increase shown by the 2013 study. More than half of the base salary increases exceeded 10%.
- Among both individual contributors and managers, percentage increases in base salary are inversely correlated with level: the higher the level, the smaller the median percentage increase in base salary. However, although the median percentage increase was smallest for level 3 managers, they had the largest median absolute increase in base salary, \$25,000, because they are the most highly compensated among PAPs.

Figure 6. Distribution of Increases in Base Salary for Predictive Analytics Job Changes



**Figure 7. Median Increase in Base Salary When Changing Jobs by Job Category**







[Click here](#) to download the entire Burtch Works Study

## ABOUT BURTCH WORKS

Burtch Works is a specialized recruiting firm dedicated to placing quantitative talent in analytics jobs nationwide. Our recruiters have decades of experience recruiting for their specialties, and have developed a wide network of highly qualified professionals in a variety of quantitative disciplines. They've also developed relationships with hundreds of hiring managers and human resources professionals at firms ranging from growing startups to Fortune 50 corporations.

We closely follow talent movement and hiring trends, and have developed the groundbreaking *Burtch Works Studies* as comprehensive industry reports on demographics and compensation within our fields of specialty. Linda Burtch, our Founder and Managing Director, has over 30 years' experience in quantitative recruiting, and has been interviewed for her insights on the hiring market by The Wall Street Journal, CNBC, Forbes.com, The Chicago Tribune, Fox News, and InformationWeek.

Whether you're planning your next career move or looking to hire analytics personnel for your team, let's chat about what we can do for you!

## CONTACT US

Looking to hire quantitative or marketing research talent for your organization? Email [clients@burtchworks.com](mailto:clients@burtchworks.com). Planning your career and want to know what open positions might match your experience? Email your resume to [candidates@burtchworks.com](mailto:candidates@burtchworks.com) to get started. For general information, please call 847-440-8555, or email [info@burtchworks.com](mailto:info@burtchworks.com).