

Ask a Chief of Staff

Compensation Survey

December 2022





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Gender



204

Female



98

Male



2

Non Binary

308

Total Responses

Top Industries



Technology



SaaS



Finance & Investing



Health & Wellness

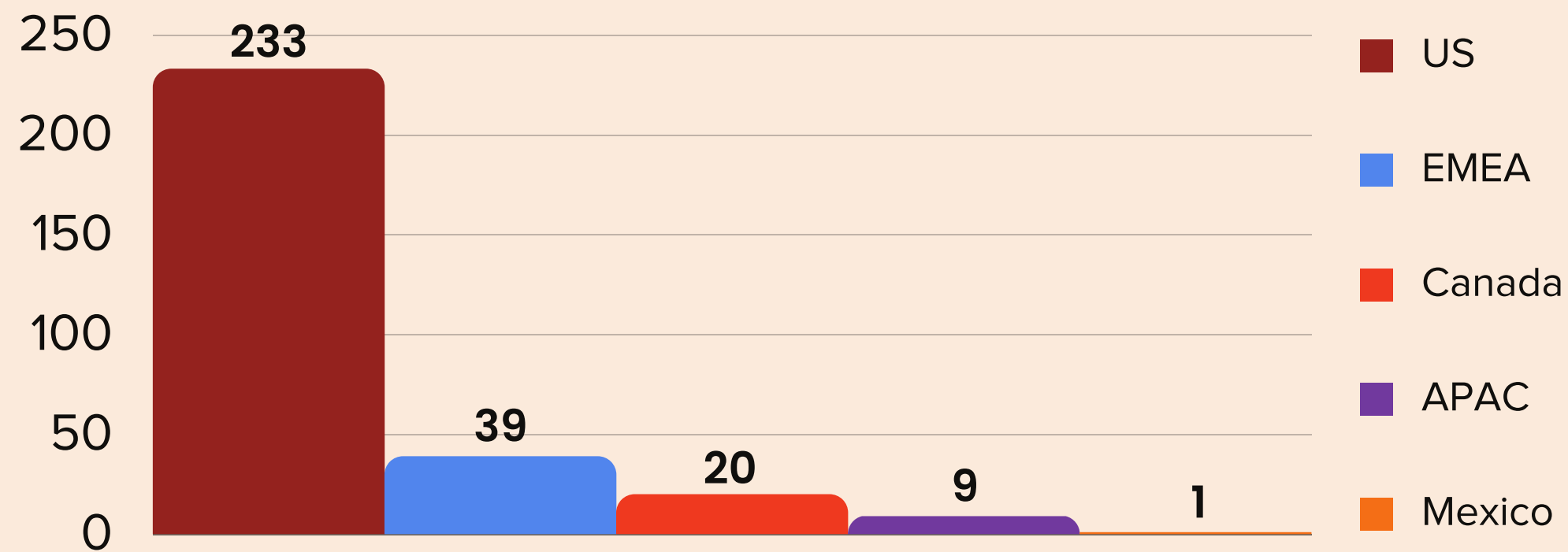


Consulting



Education

Location



ASK A

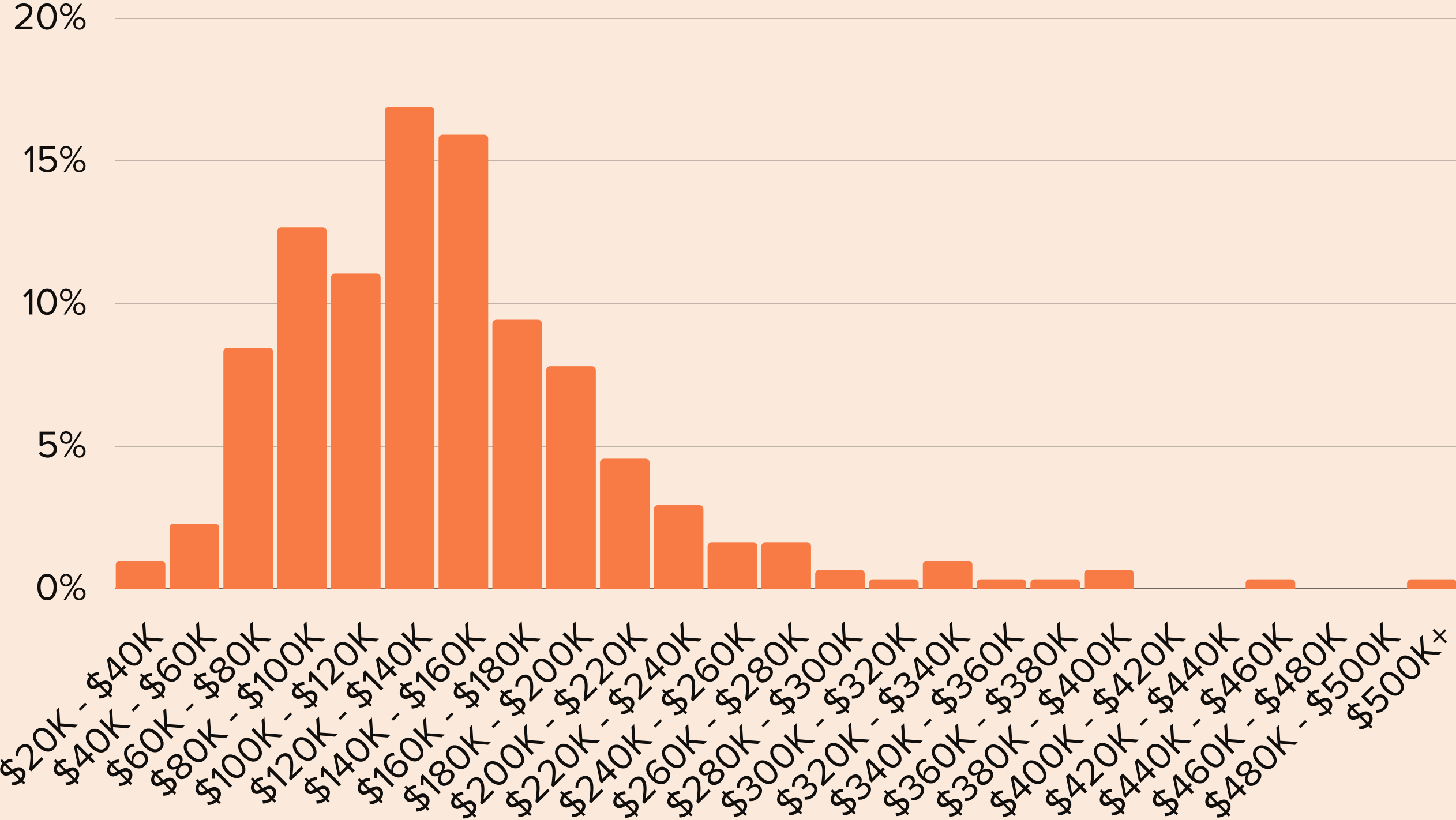
chief of staff

Current Base Salary

IN USD THOUSANDS

Our data shows a slightly left-skewed distribution of base compensation, with ~33% of respondents reporting a salary between \$120K-\$160K. Notably, 35% of Chief s of Staff in our survey are making under \$120k and ~32% making over \$160K.

\$171,559
AVERAGE BASE COMPENSATION



ASK A

chief of staff



GENDER

Female Average Salary

\$145,442

AVERAGE BASE COMPENSATION

Male Average Salary

\$228,488

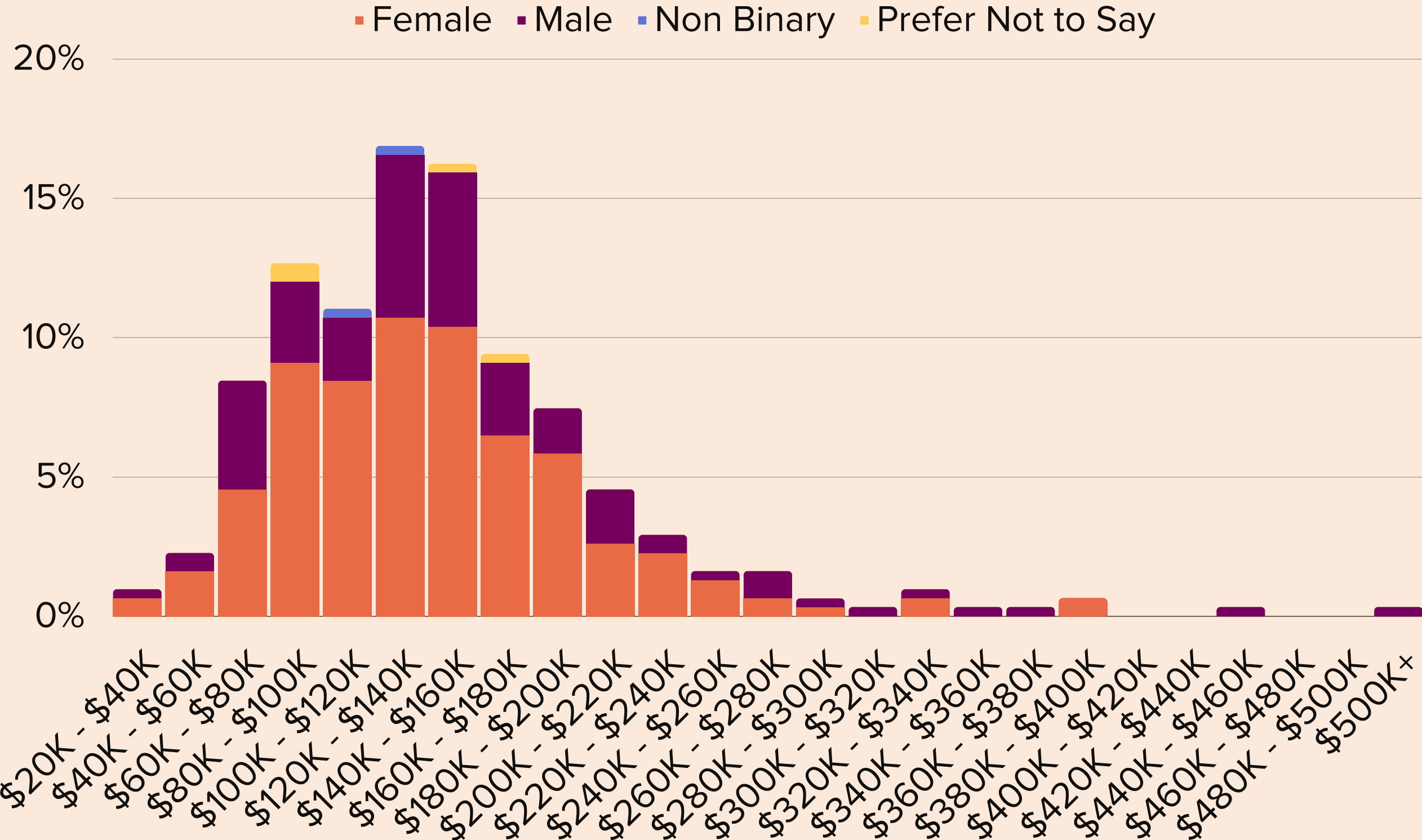
AVERAGE BASE COMPENSATION

THE GENDER WAGE GAP EXISTS IN COS ROLES AS WELL, WITH FEMALES ON AVERAGE EARNING **63.7%** OF THEIR MALE COUNTERPARTS' AVERAGE SALARIES. THIS FIGURE IS **19.3%** LOWER THAN THE US ECONOMY'S OVERALL GENDER PAY GAP OF **83%**. THE GAP IS EVEN GREATER FOR NON BINARY RESPONDENTS WHO EARNED AN AVERAGE OF **\$108,500** LESS THAN THE AVERAGE MALE SALARY.

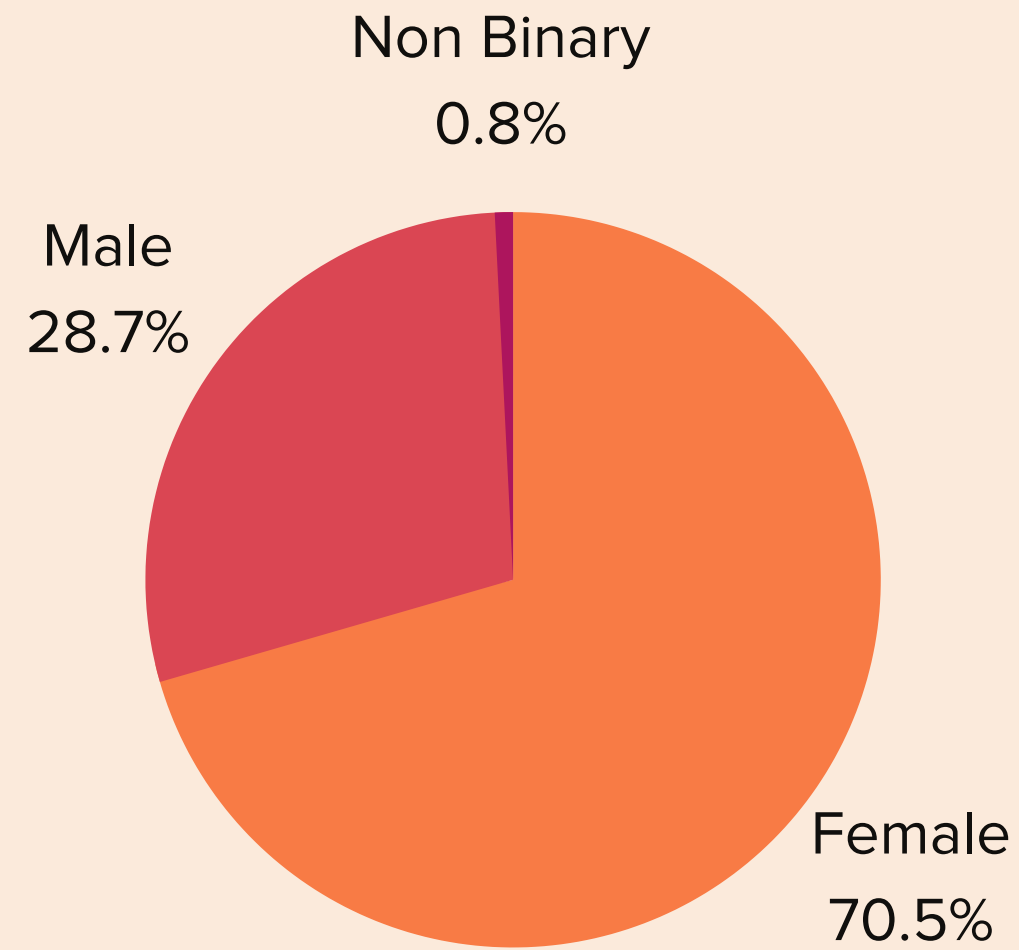
Salary vs Gender

Despite female respondents making less than their male counterparts on average, salaries reported by females are noticeably more evenly distributed than salaries reported by males.

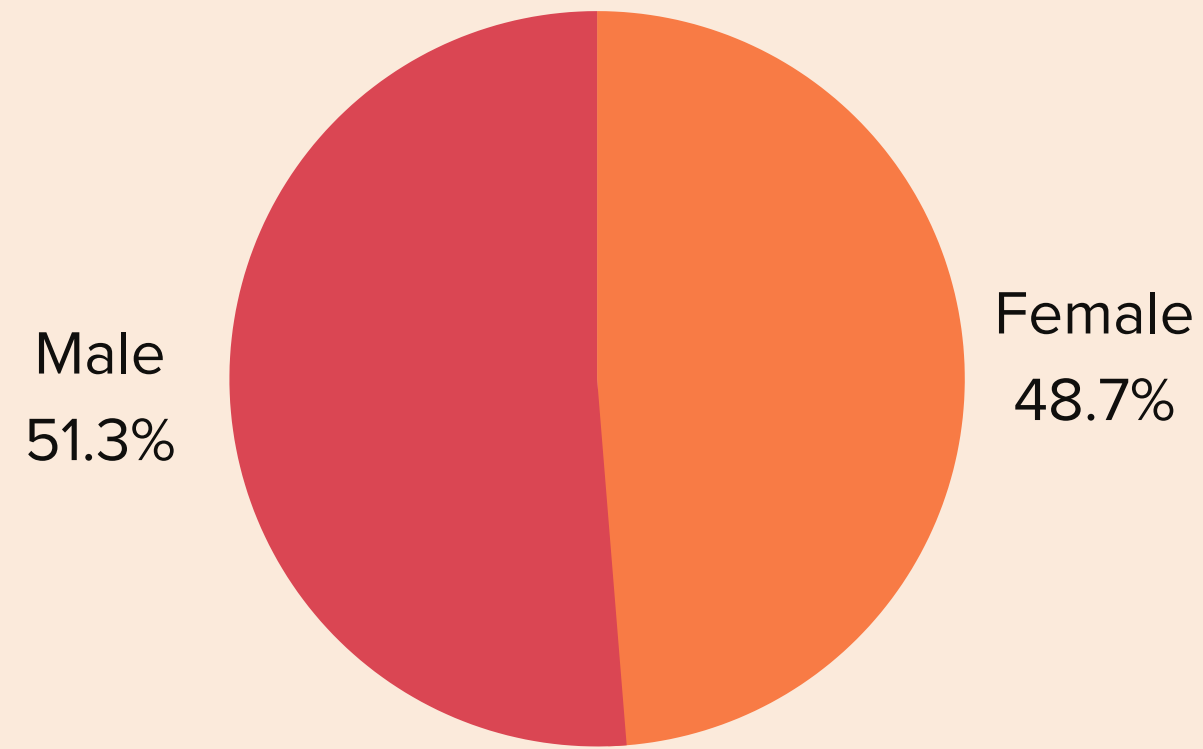
It's also worth mentioning that salaries reported by non binary respondents fall between \$100K - \$140K.



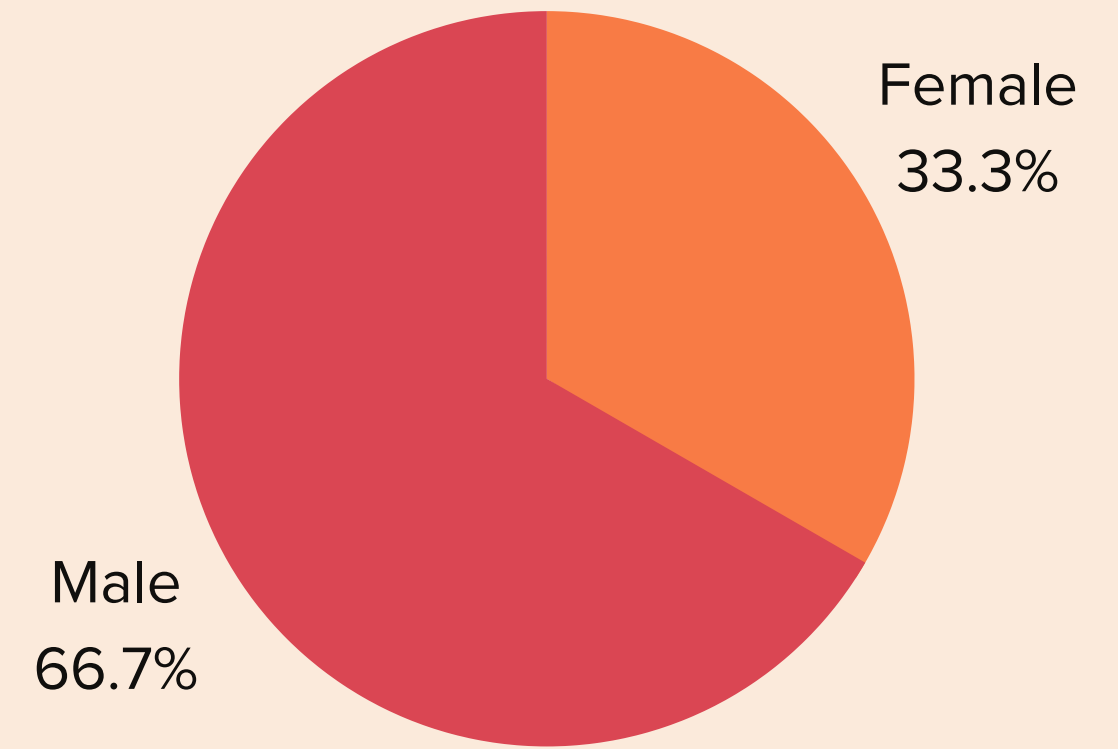
Gender Breakdown by Region



North America



EMEA



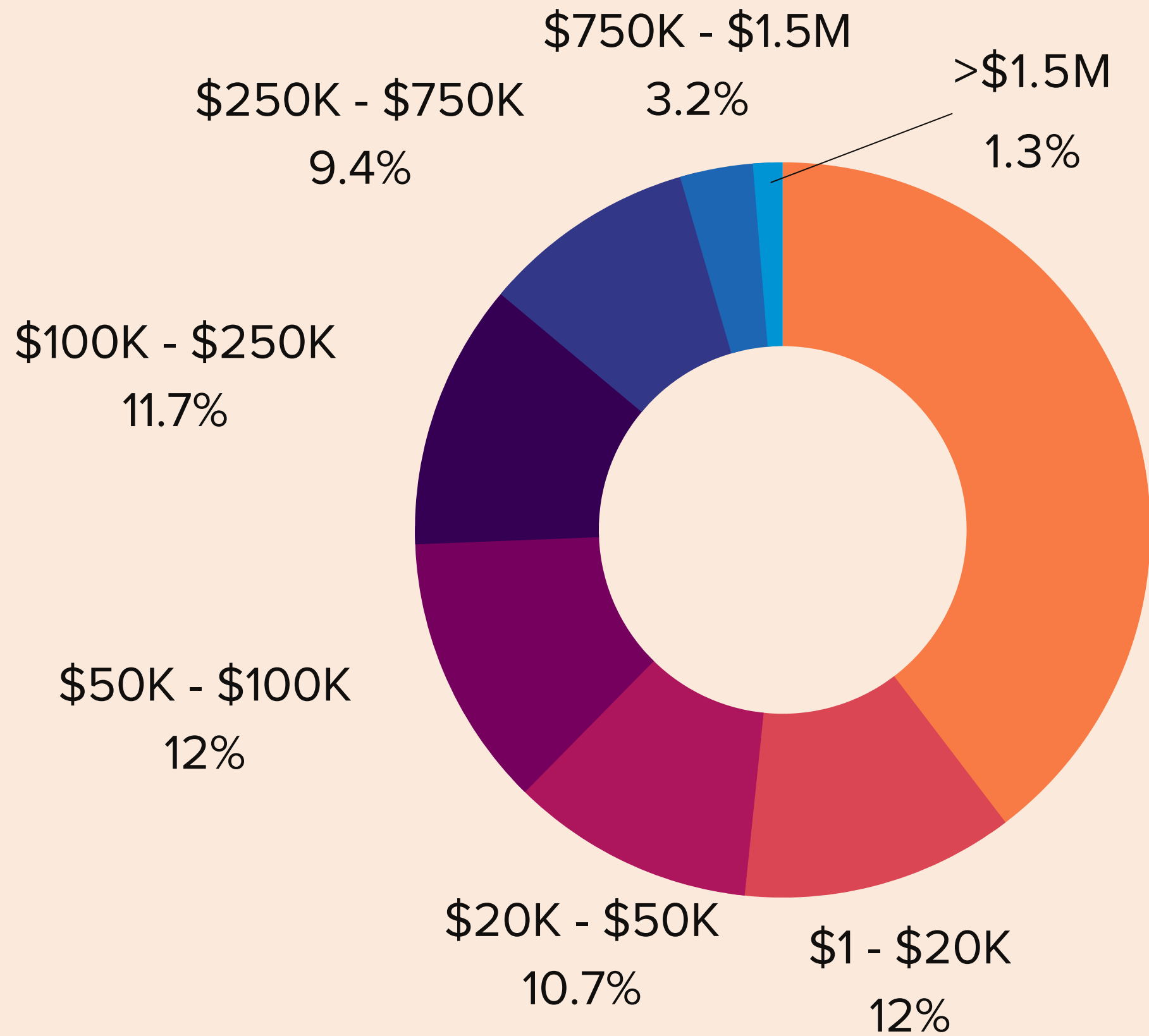
APAC

EQUITY, OPTIONS & ANNUAL BONUS



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Chief of staff



Estimated Equity/Options Value

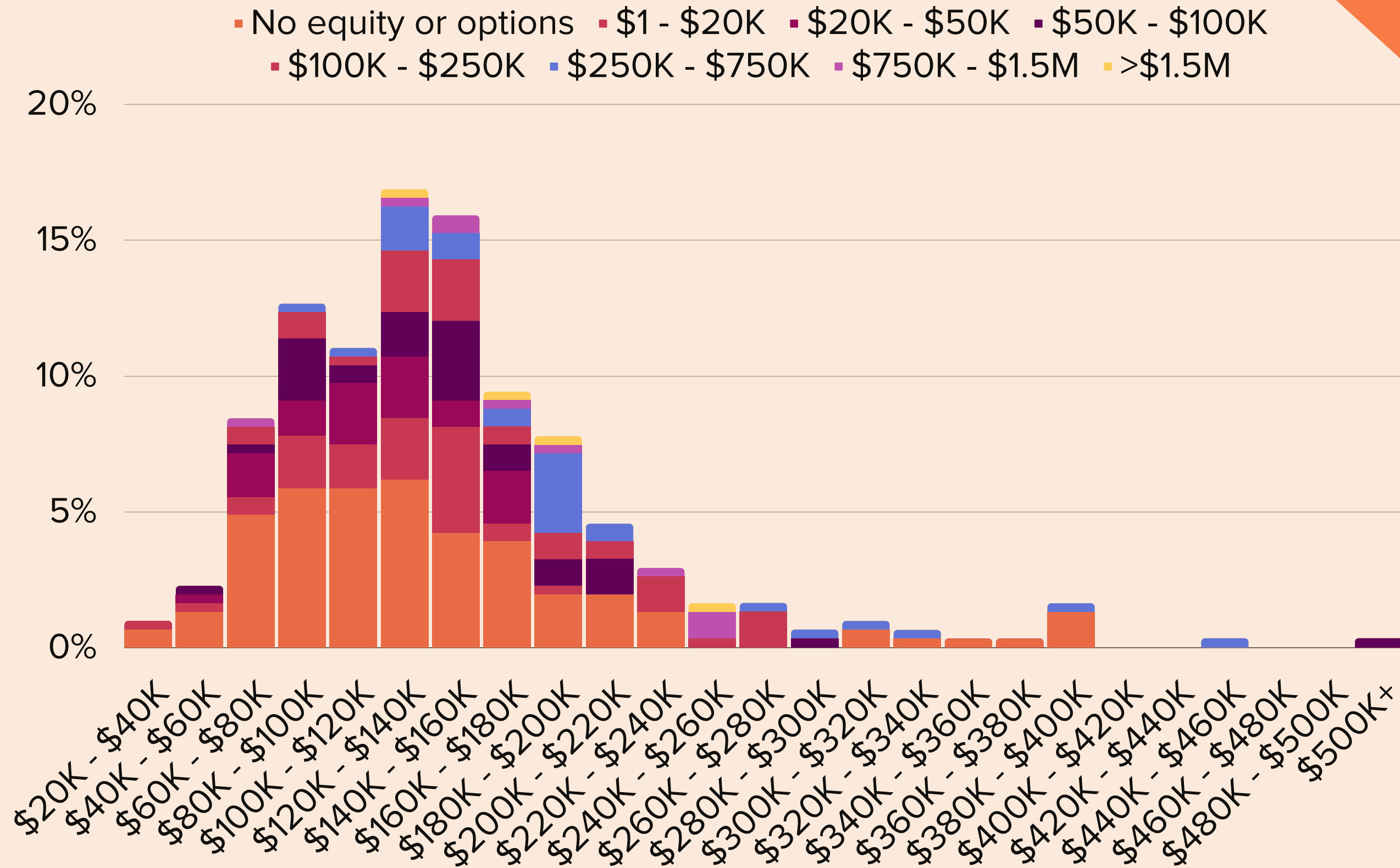
IN USD THOUSANDS

Salary vs Equity/Options Value

IN THOUSANDS

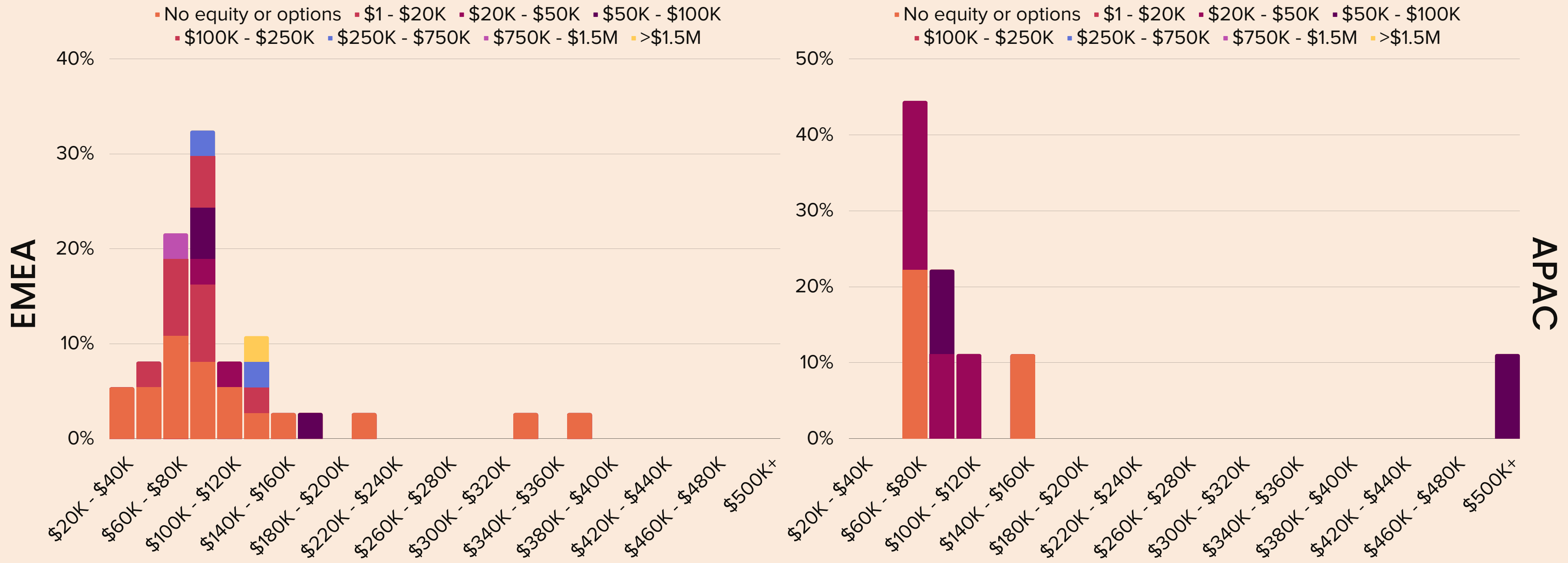


It's worth mentioning that 62% of respondents reported equity/options values at less than \$50K or none at all.



Salary vs Equity/Options Value by Region

IN THOUSANDS

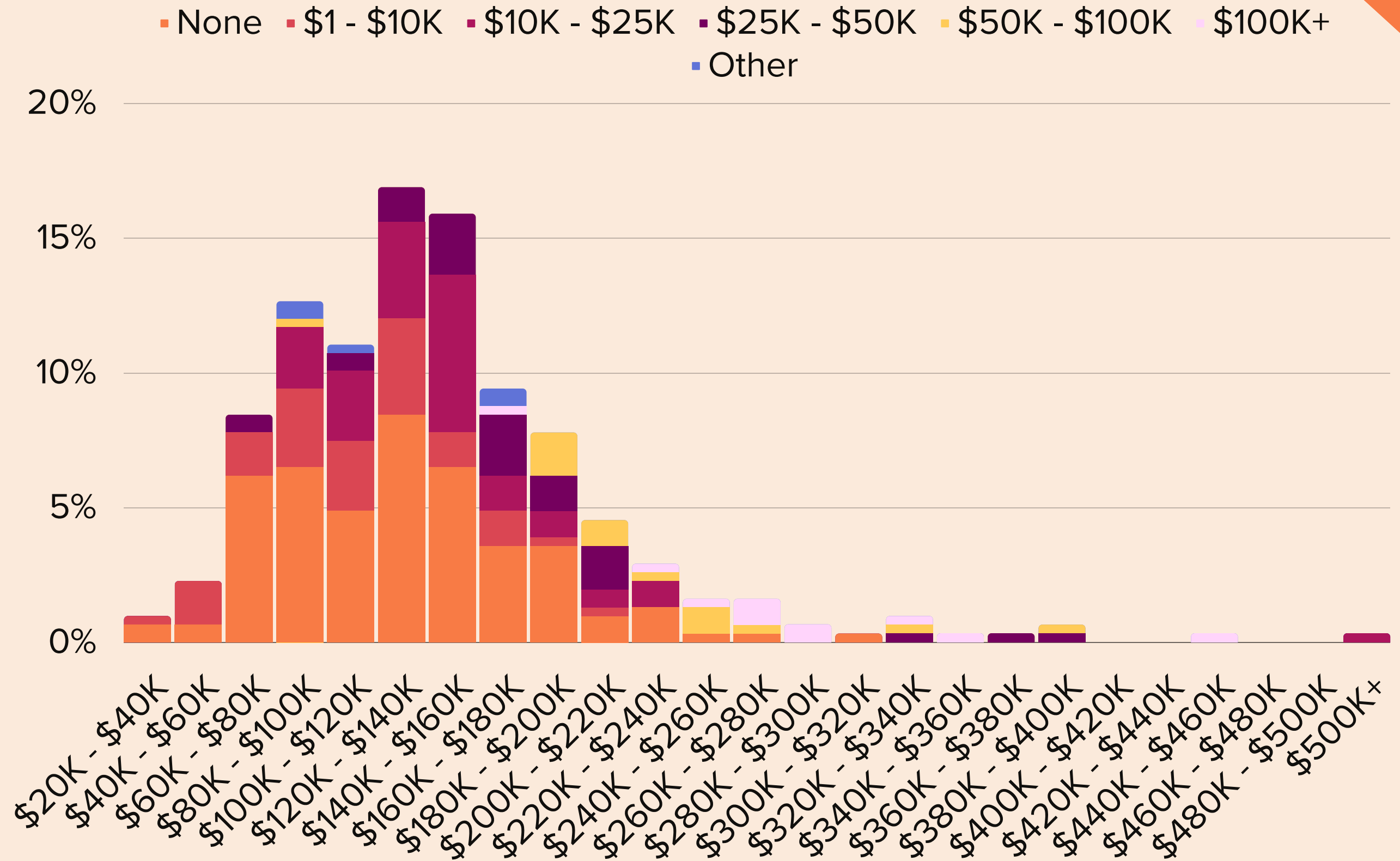


Salary vs Annual Bonus

IN THOUSANDS

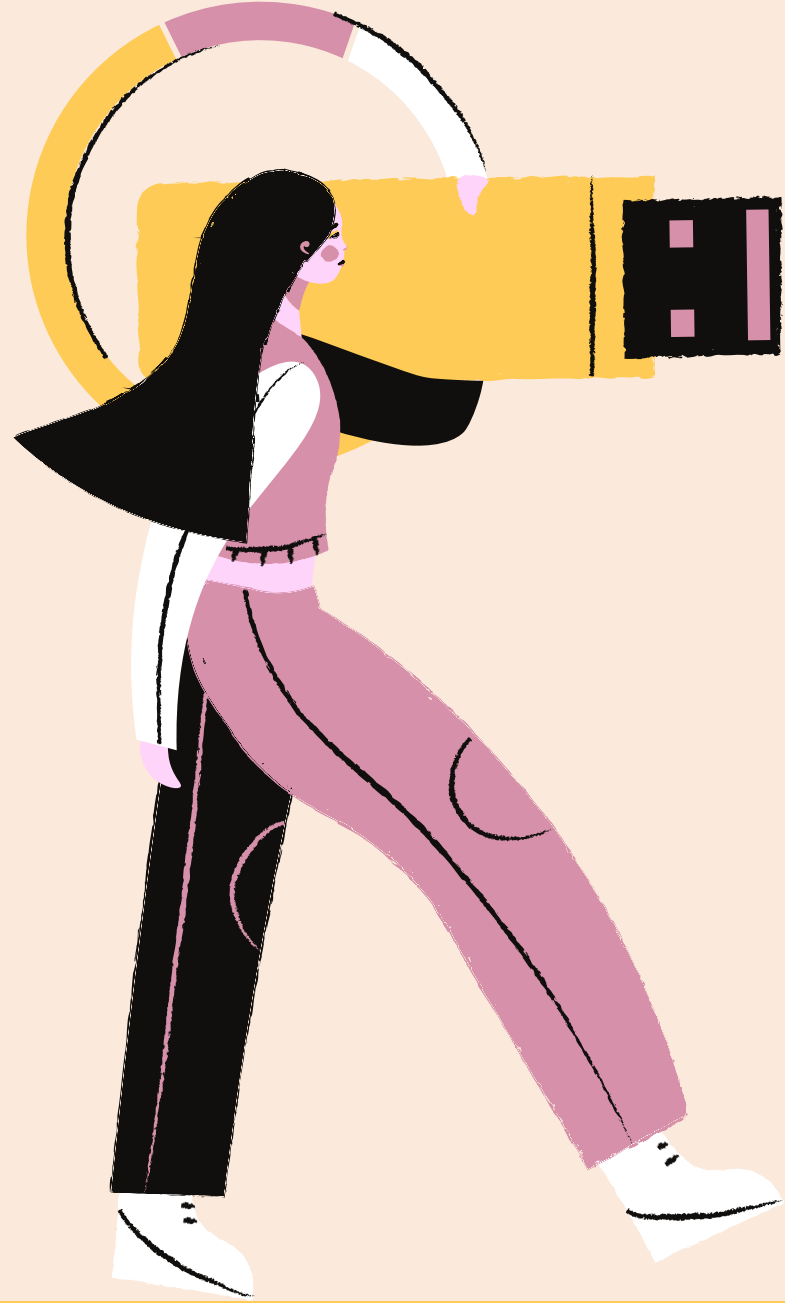


For respondents that chose other, their annual bonus tends to be based on a percentage of revenue.



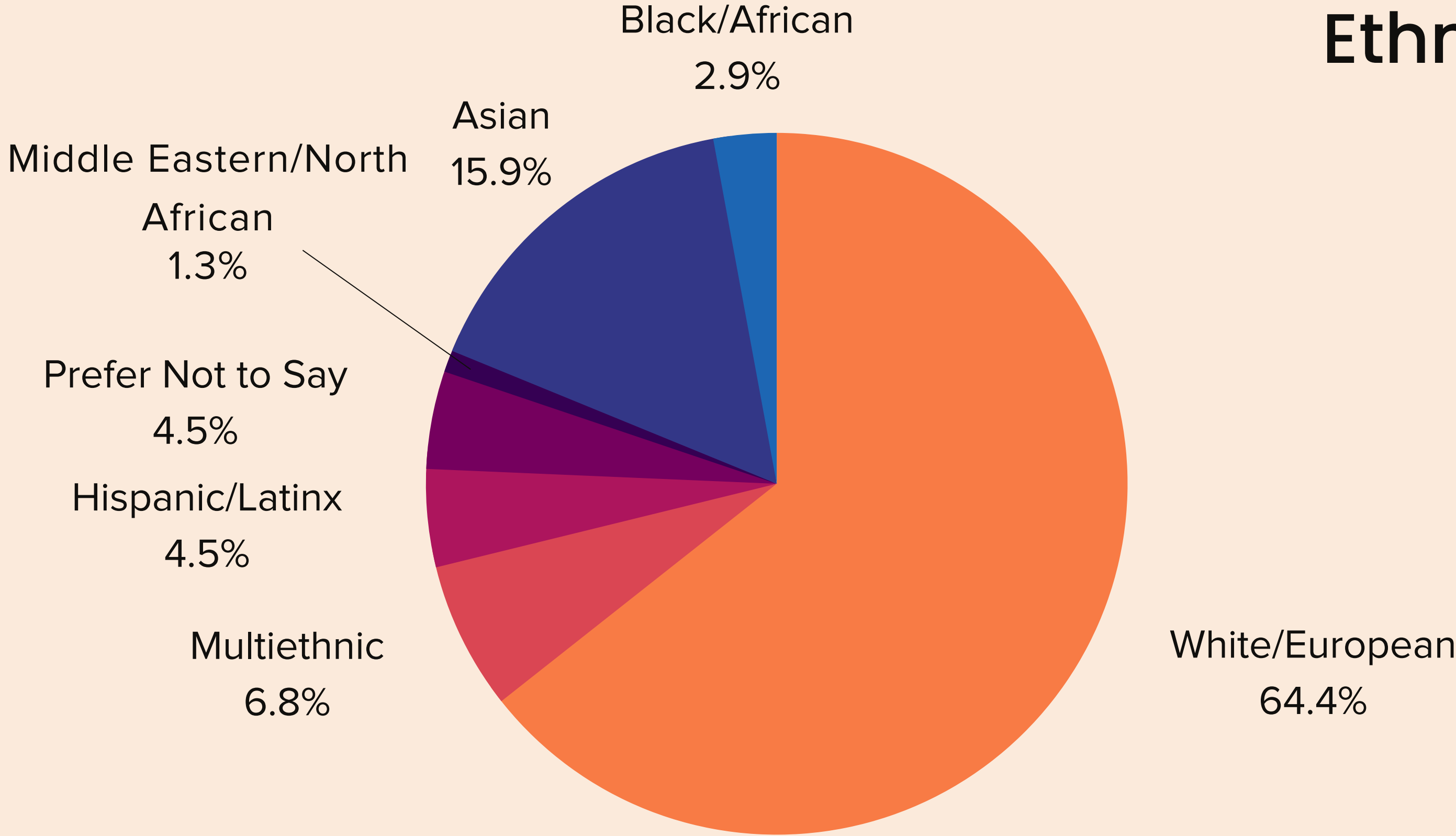
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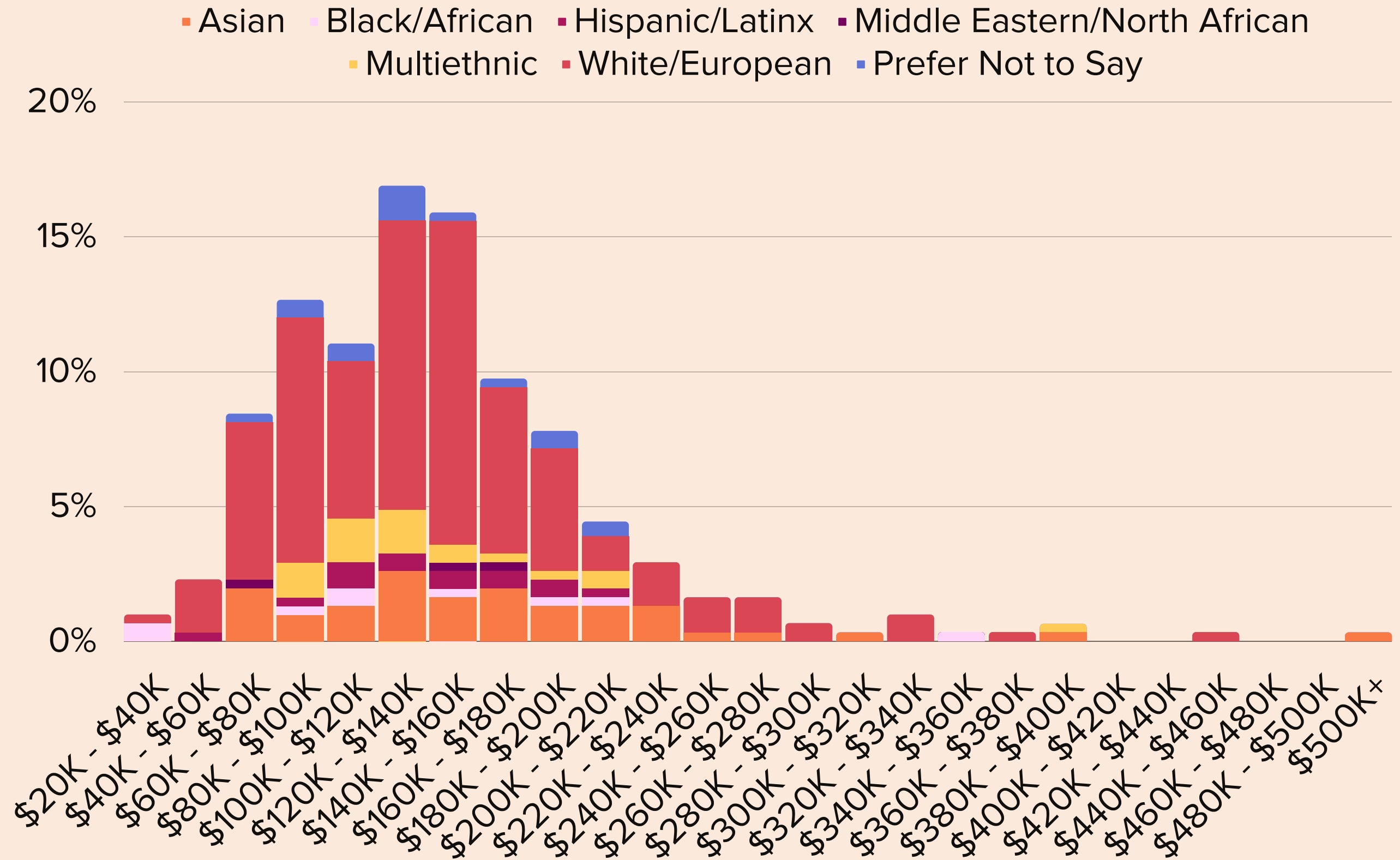
ETHNICITY

Ethnicity



Salary vs Ethnicity

Despite a majority of respondents identifying as White/European and Asian, all ethnic groups present a relatively normal distribution across salaries.



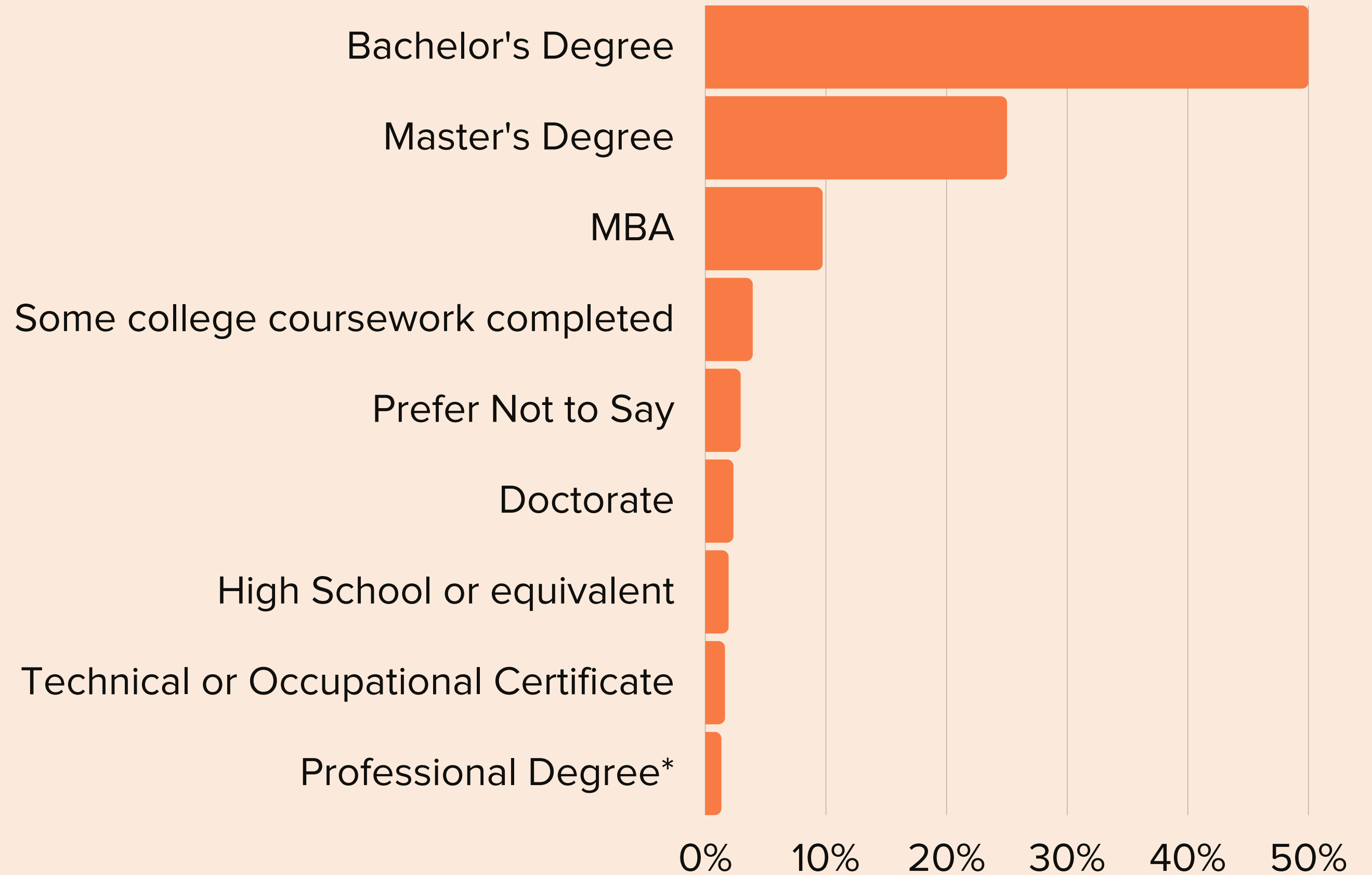
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EDUCATION

Level of Education

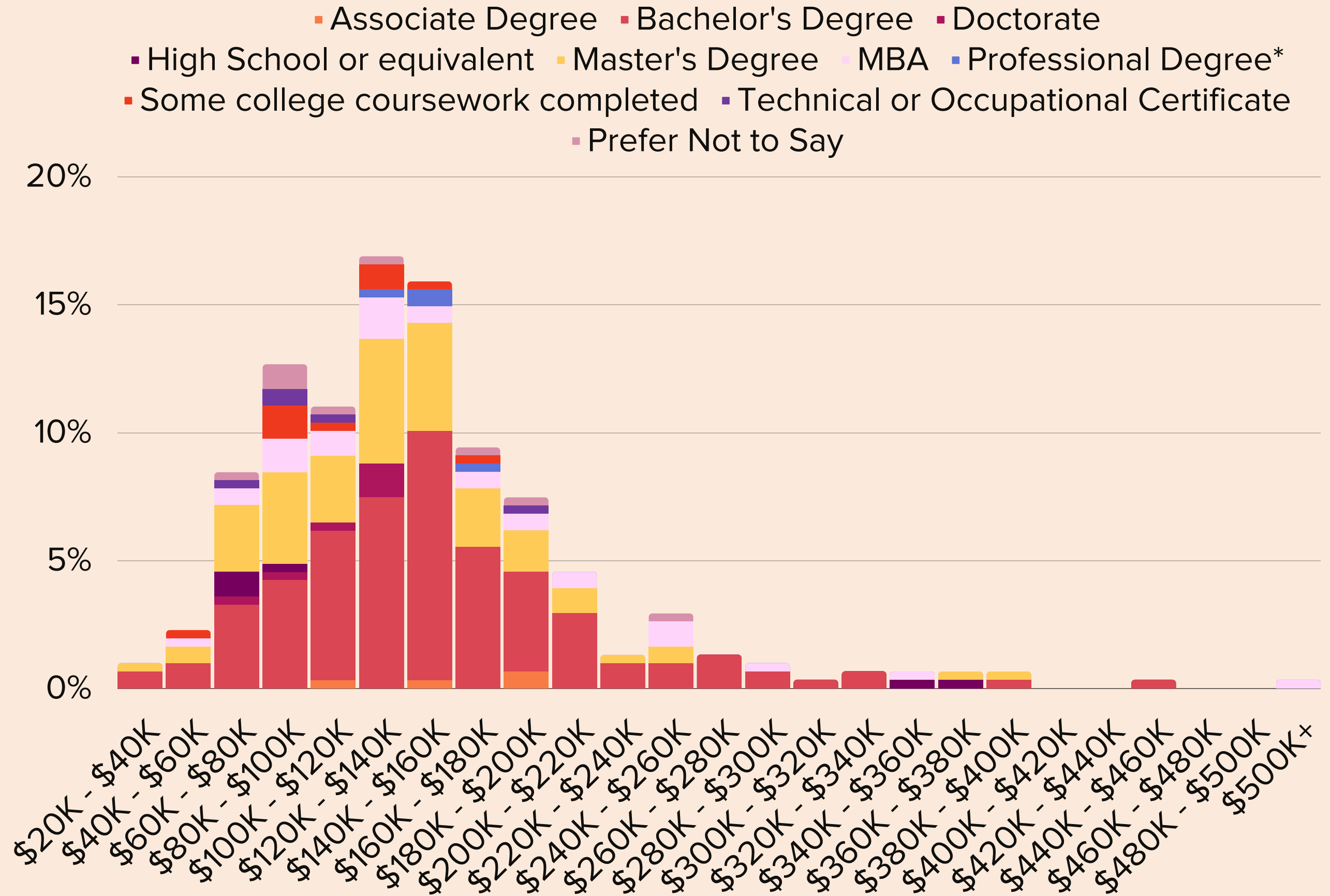


* i.e. law, medical, etc.

Salary vs Education

Interestingly, our data does not show a strong correlation between higher levels of education and higher salaries.

For instance, respondents with professional degrees earn relatively the same amount as those with some college coursework completed, and interestingly, a majority of those making over \$200K hold only a Bachelor's degree with no further education.



* i.e. law, medical, etc.

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EXPERIENCE & AGE

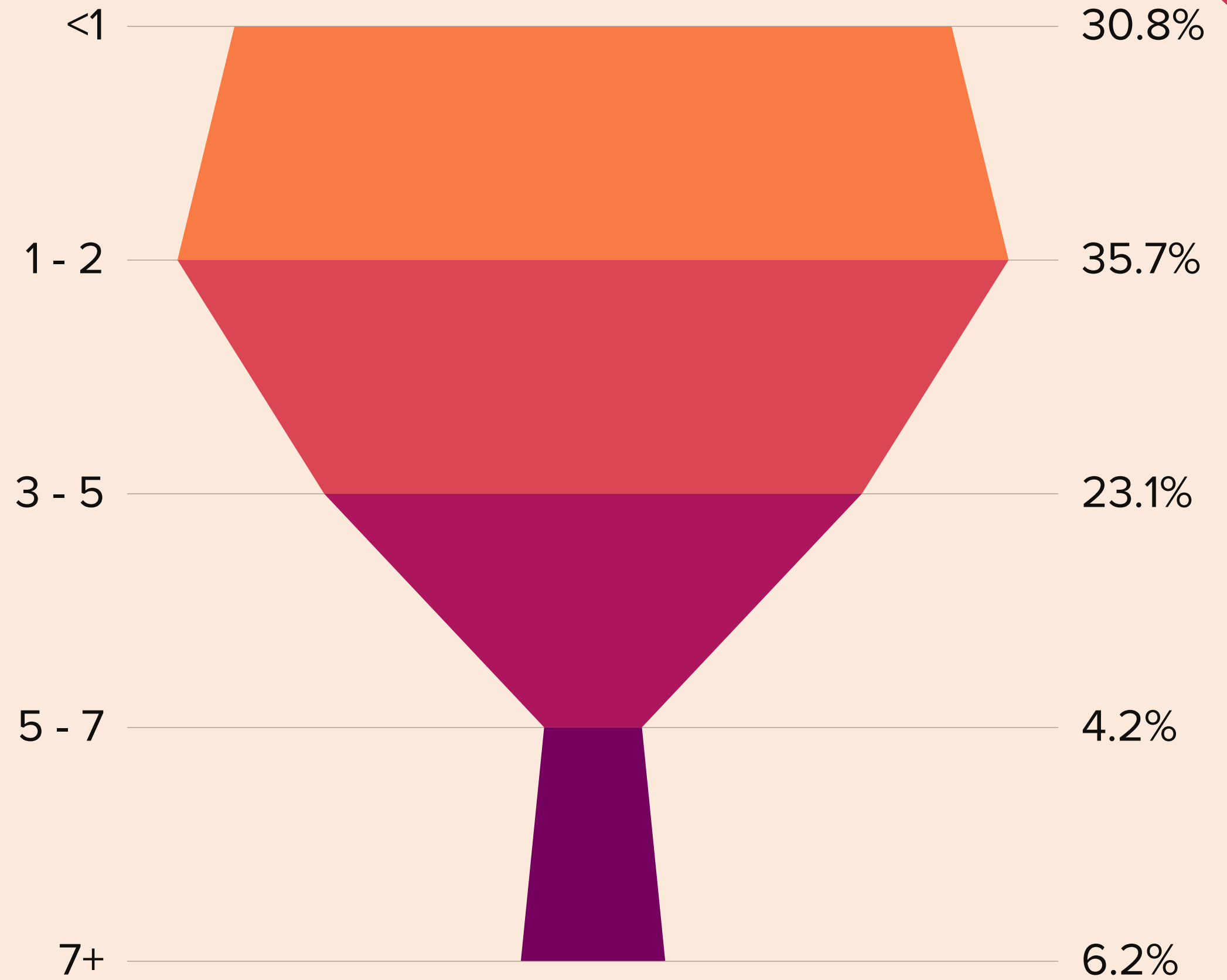
Chief of Staff Experience

IN YEARS



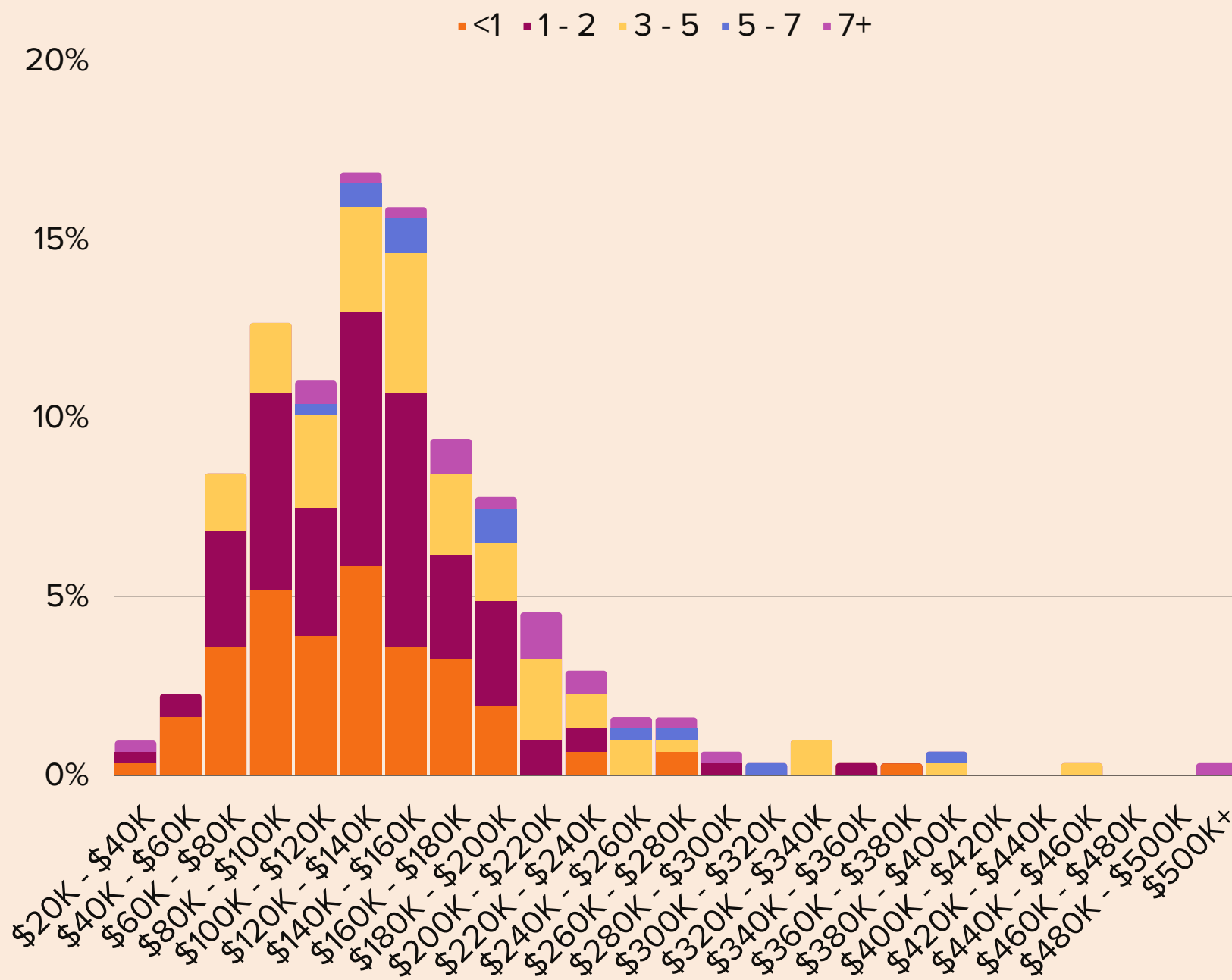
66.5% of respondents have been in the CoS role for 2 years or less.

It's also important to note the upward trend for 7+ years of CoS experience.



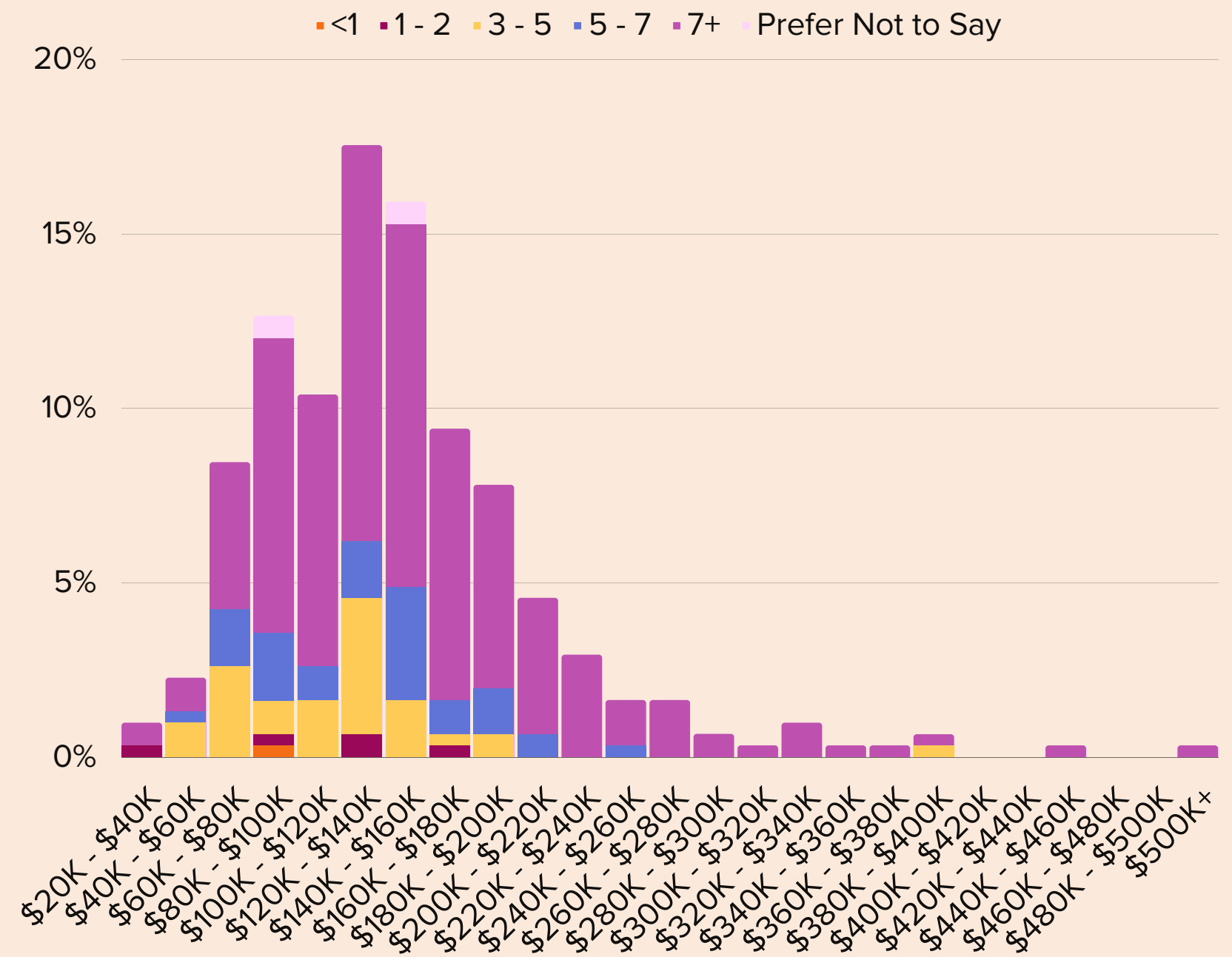
Salary vs CoS Experience

IN YEARS



Salary vs Career Experience

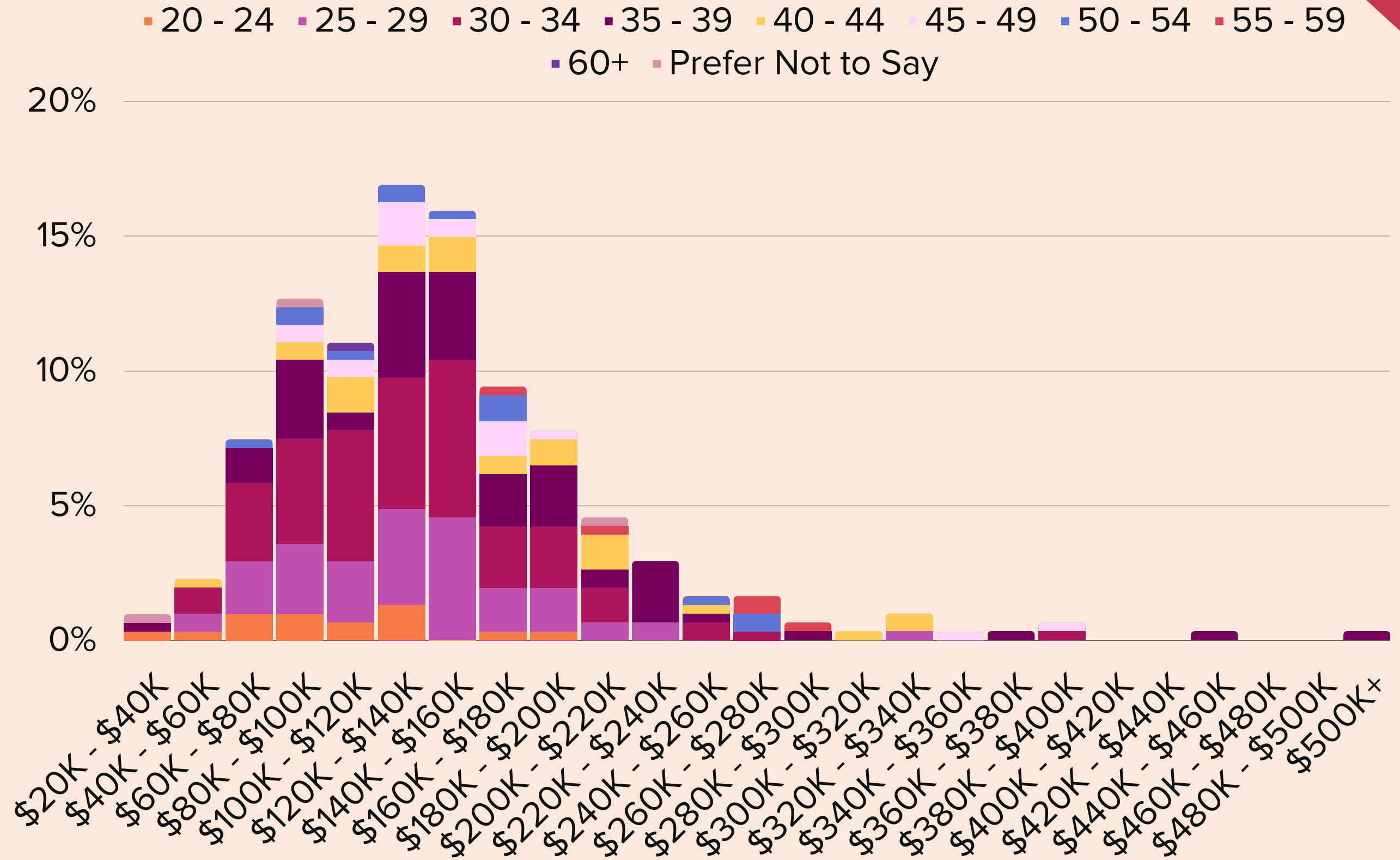
IN YEARS



Salary vs Age

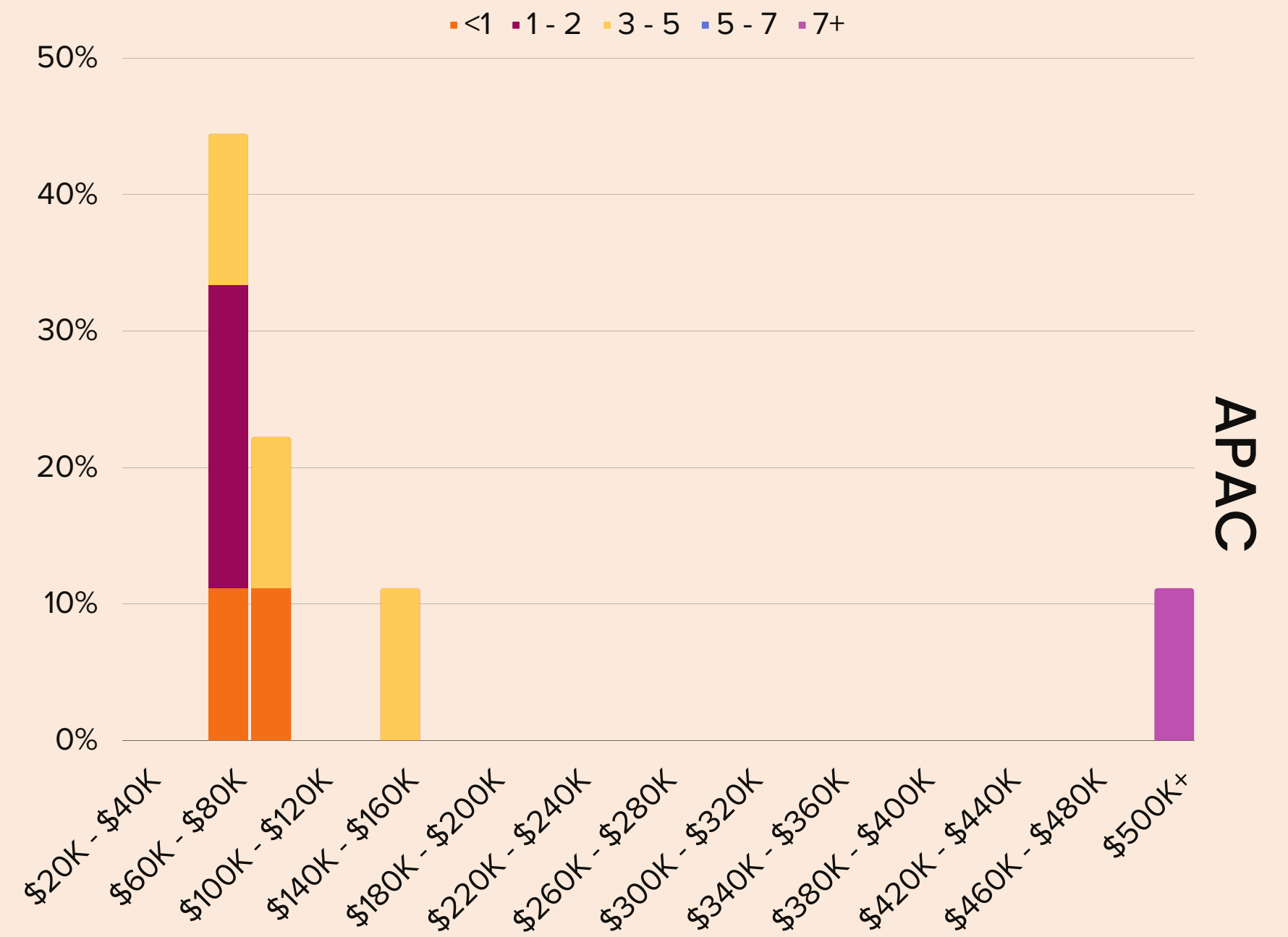
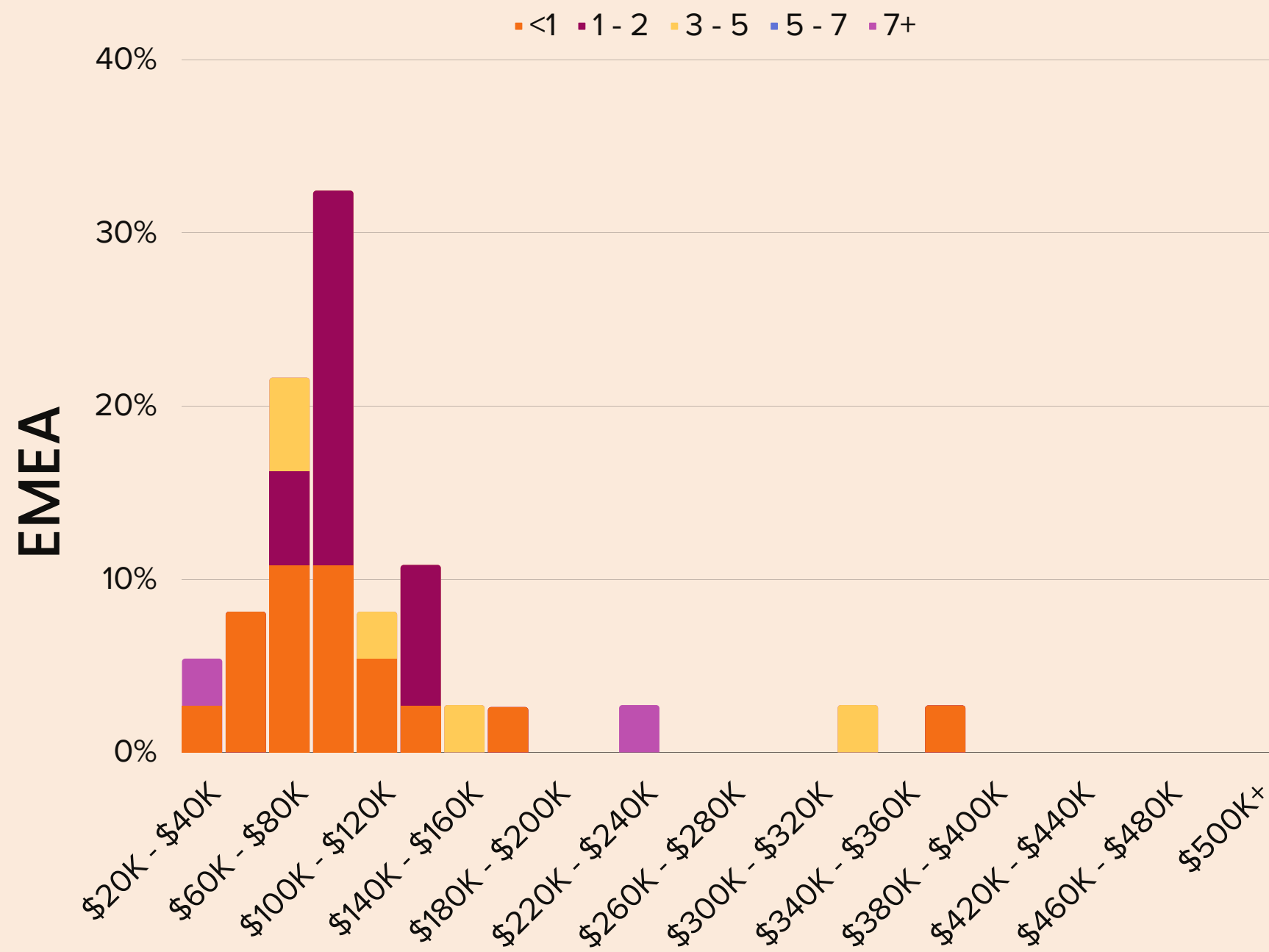
IN YEARS

THE AVERAGE COS AGE IS
34 YEARS OLD



Salary vs Chief of Staff Experience by Region

IN YEARS



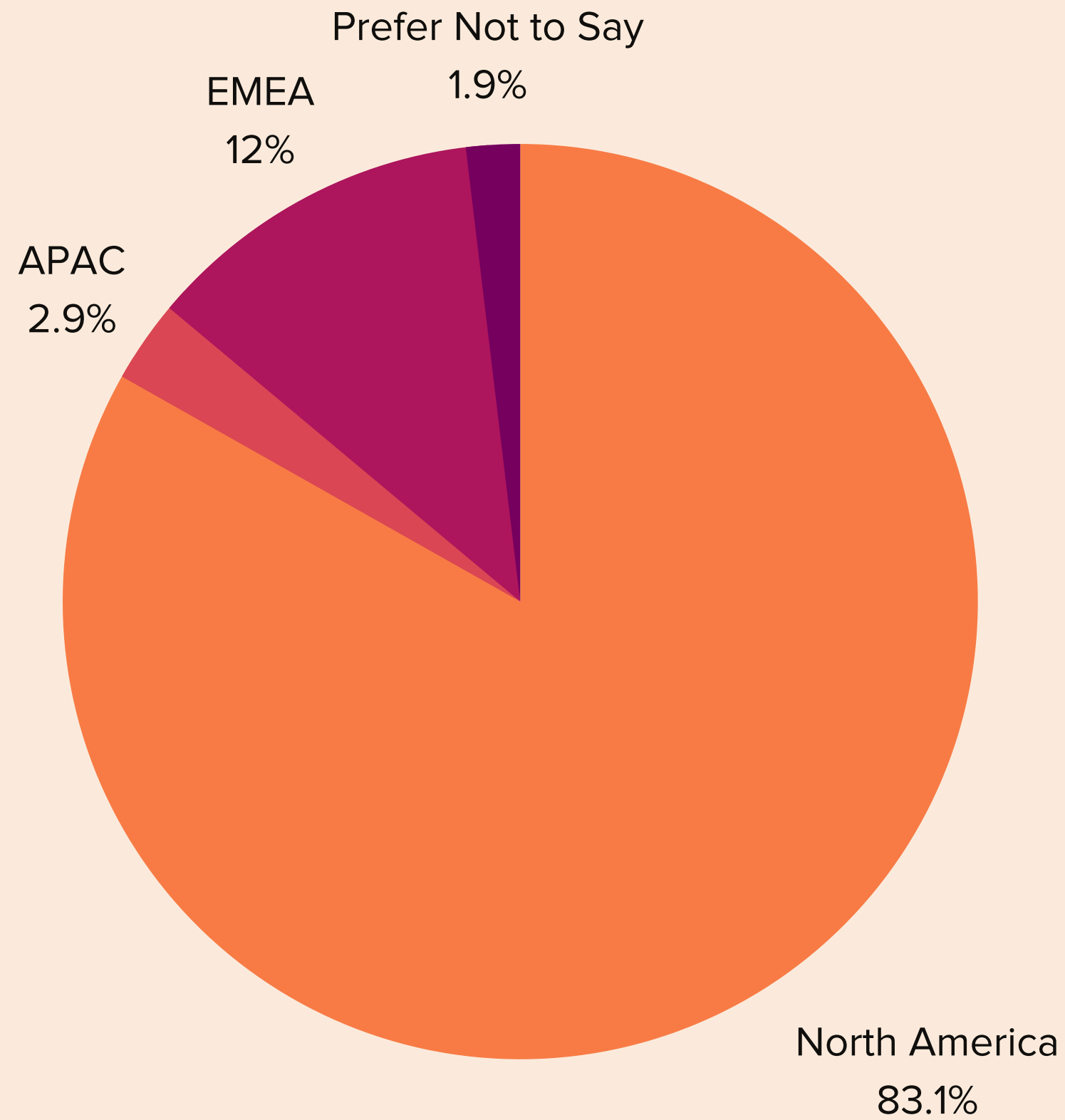
ASK A

chief of staff

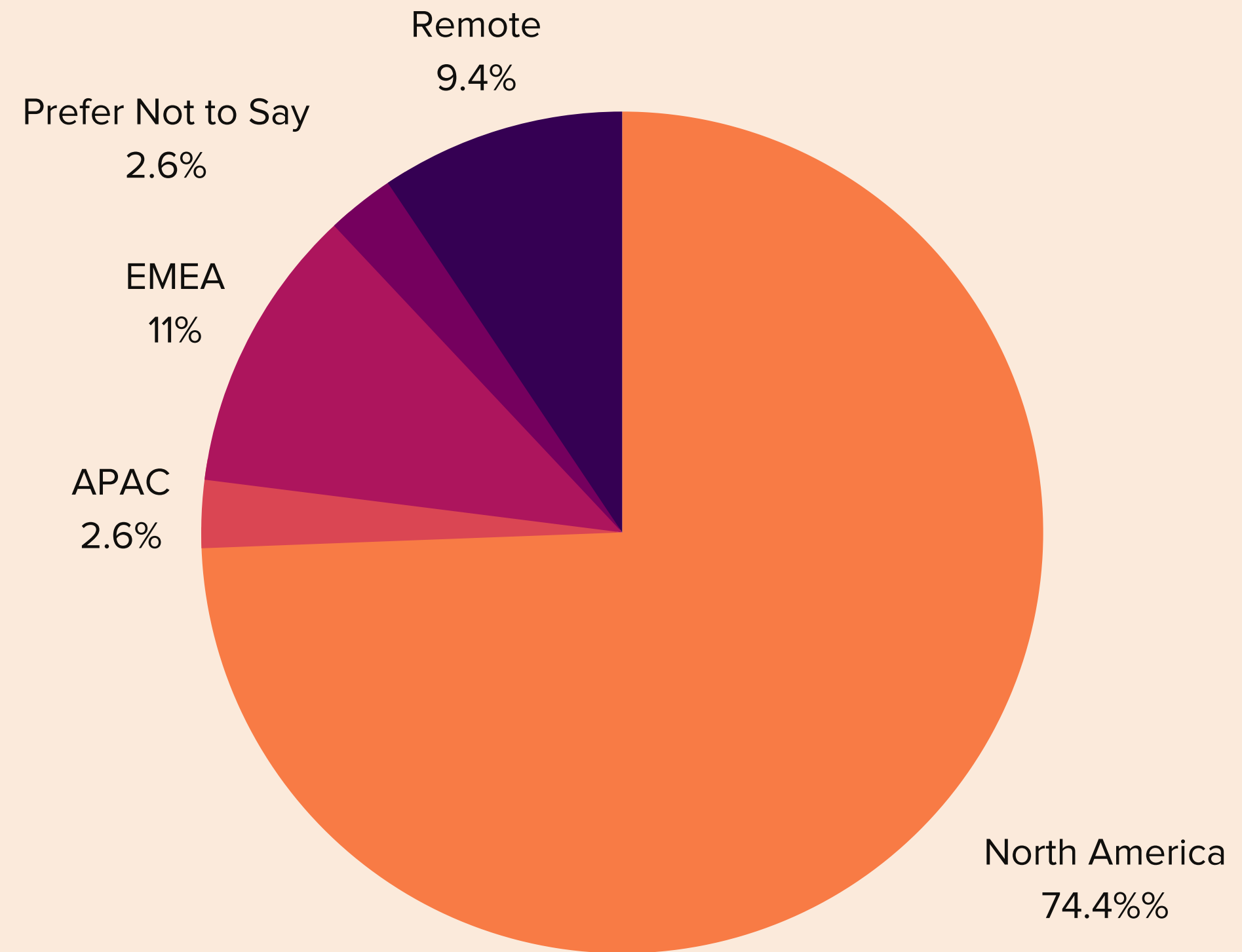


LOCATION

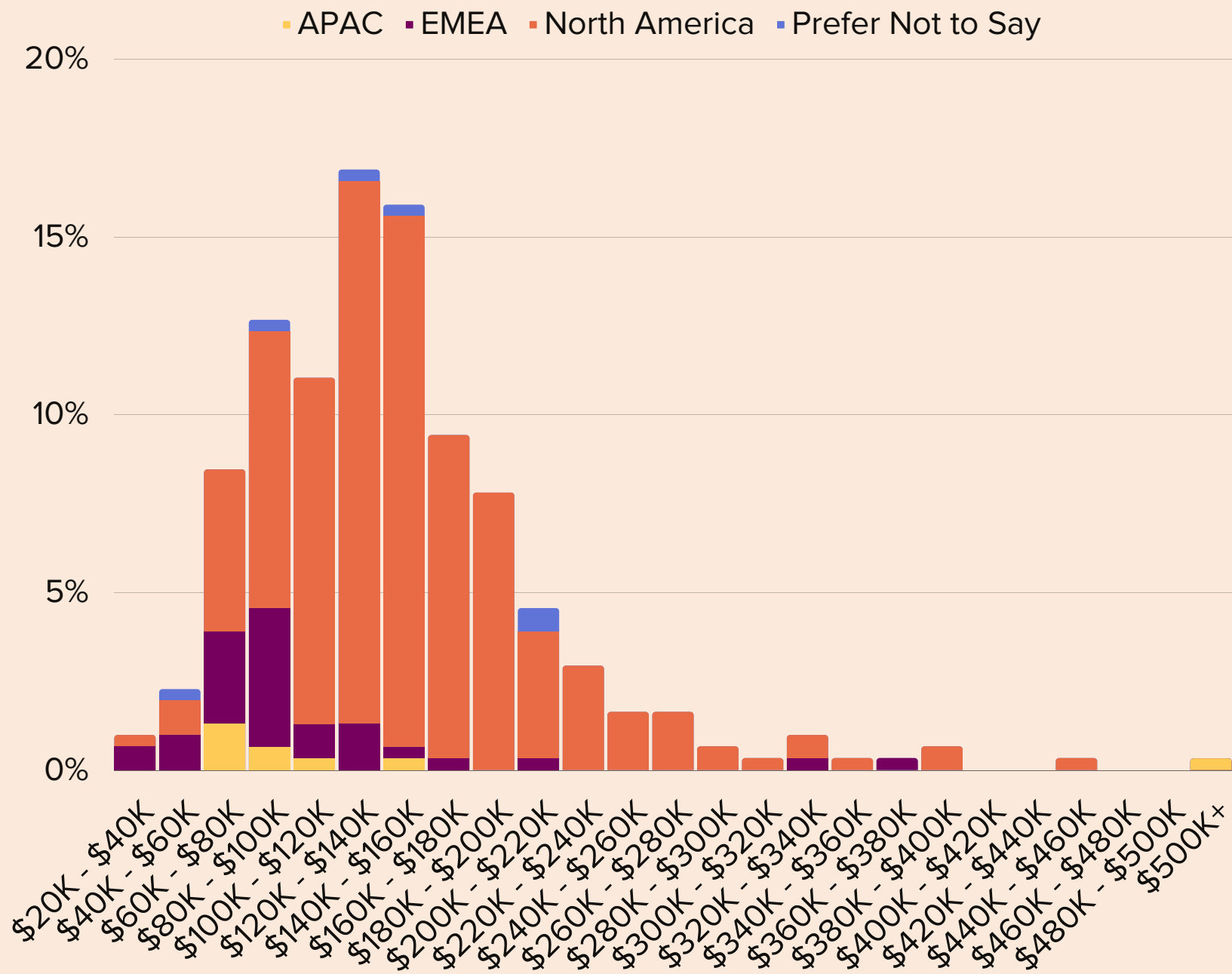
CoS Location



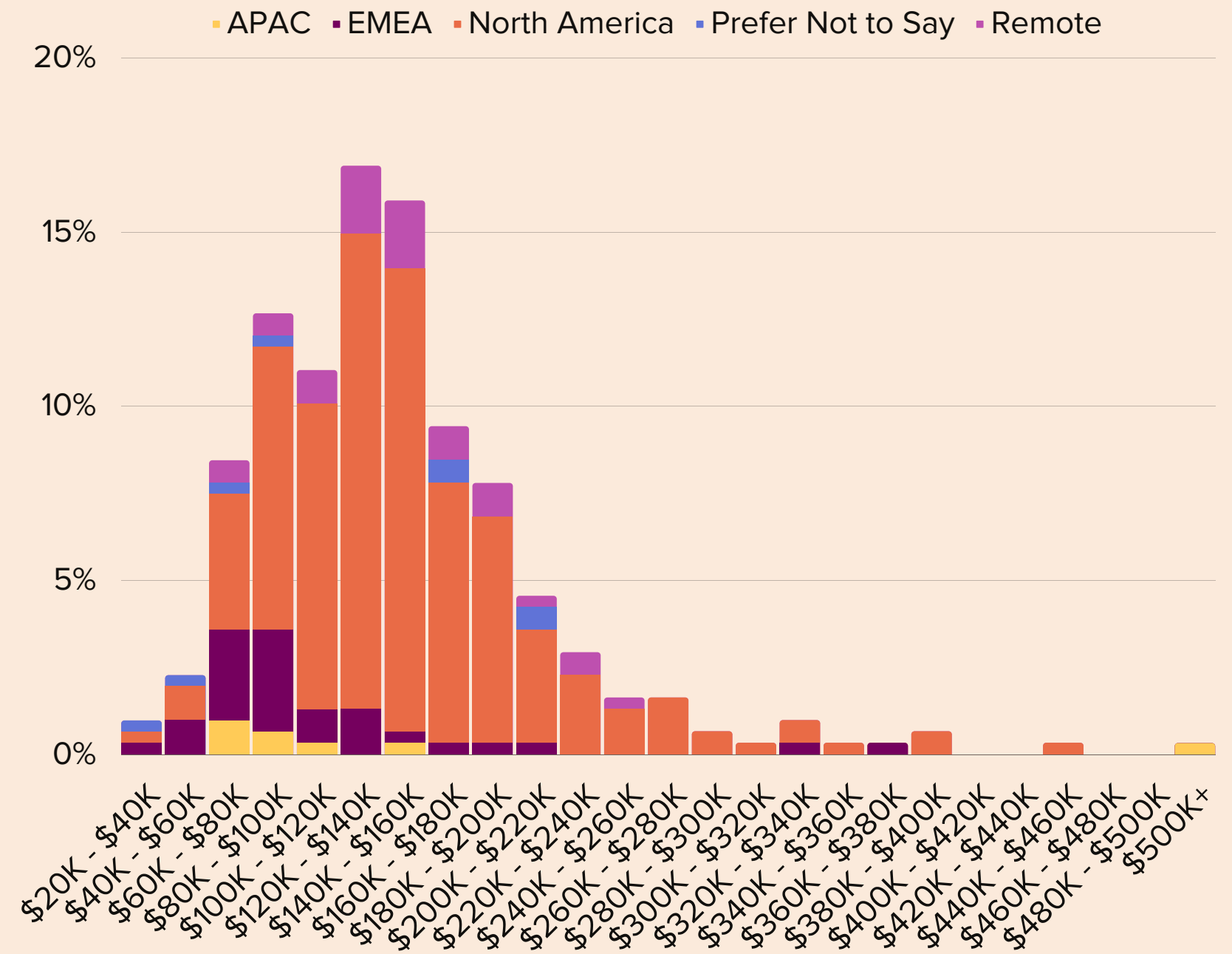
Company Location



Salary vs CoS Location



Salary vs Company Location



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chief of staff

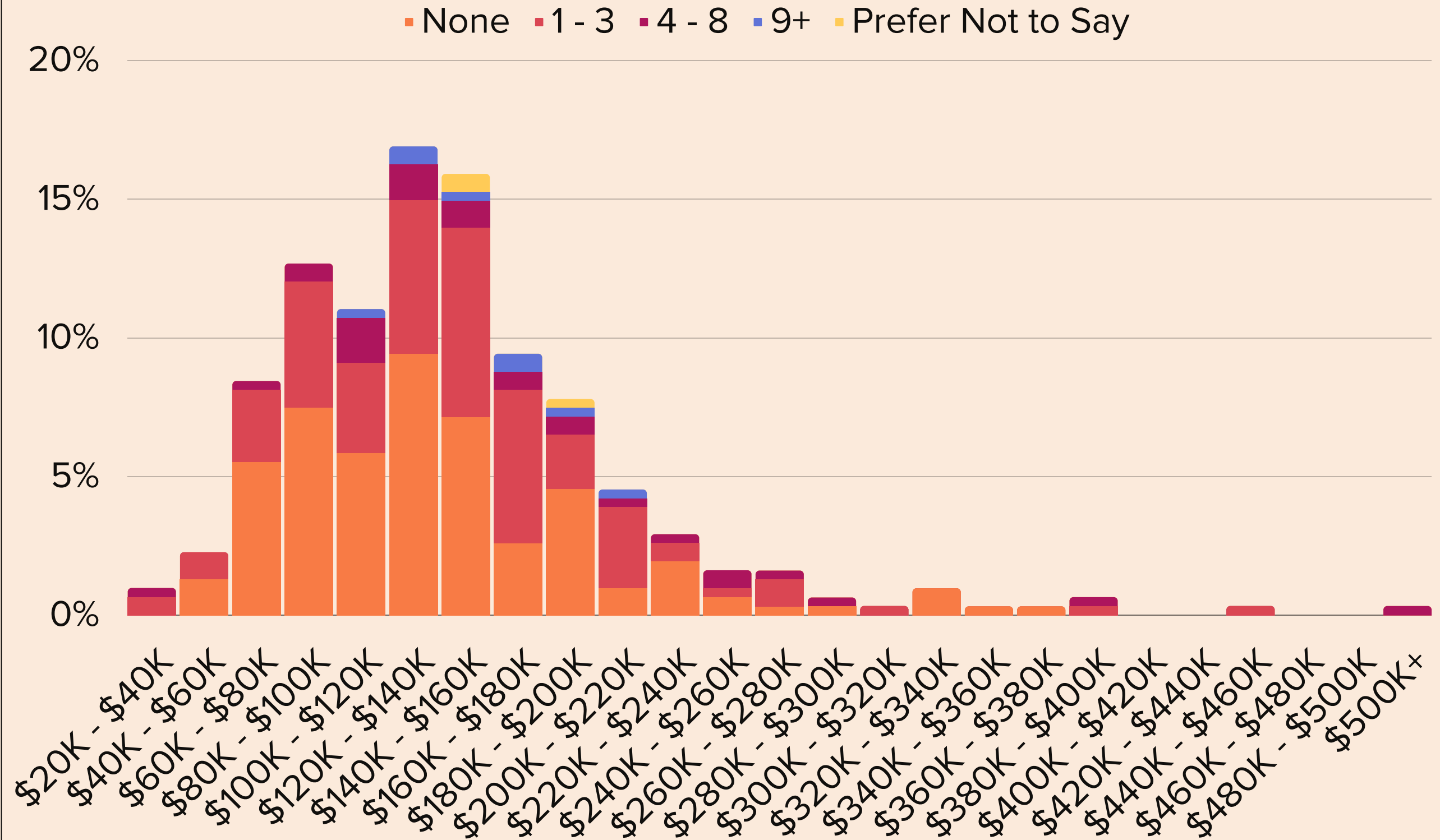


COMPANY DETAILS

Salary vs Number of Direct Reports



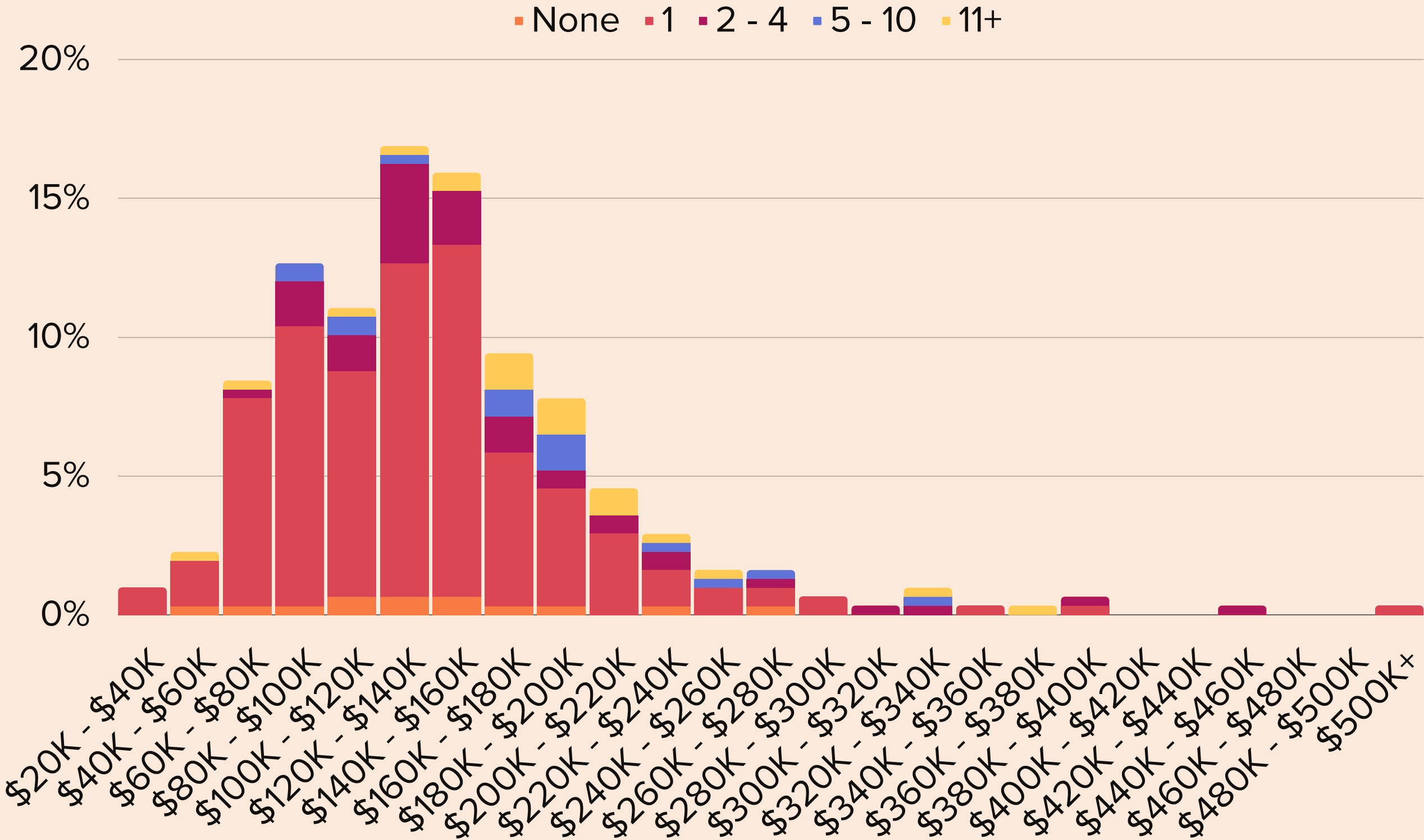
An interesting insight we found is that respondents with 4-8 direct reports make an average salary of ~\$167K which is the highest average salary when compared against the other ranges of direct reports.



Salary vs Number of CoS in Company



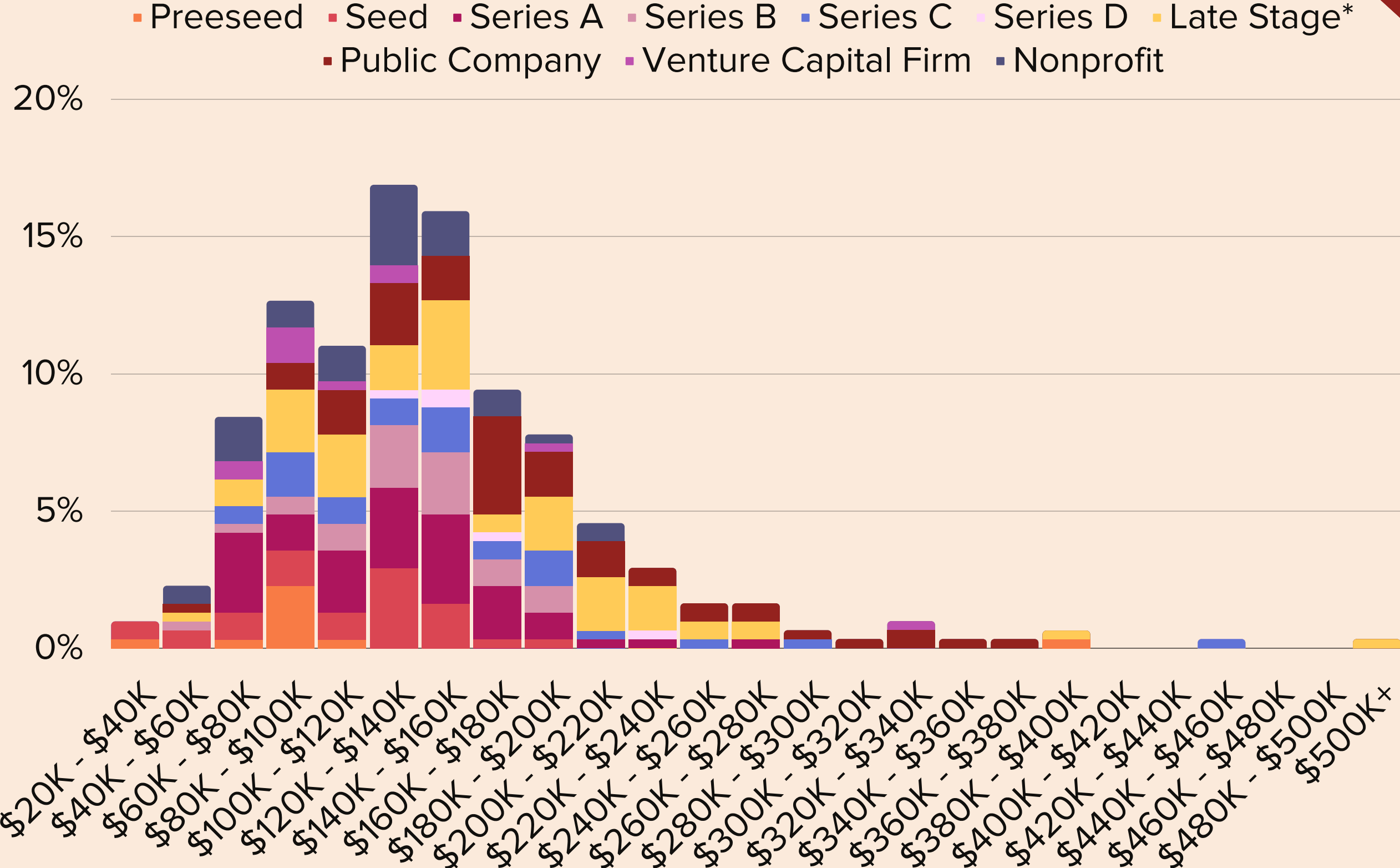
"Respondents at companies over 10 Chiefs of Staff earn the highest average salary while respondents at companies with only 1 Chief of Staff earn the least - most likely a reflection on the size and stage of company and level of funding/runway."



Salary vs Company Stage

A majority of respondents describe their company as Late Stage and ~54% of companies have 21 - 500 employees.

It's also worth mentioning that most respondents joined their companies as the 10th employee or earlier.



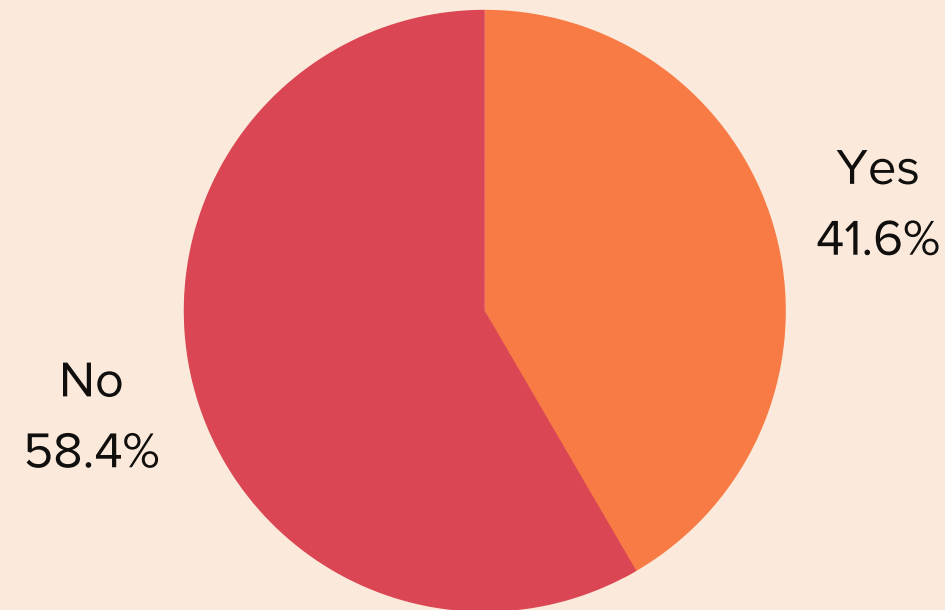
Company Benefits

Despite only 9.4% of survey respondents' companies being remote, it is notable that over 1/3 of companies offer a remote office stipend.

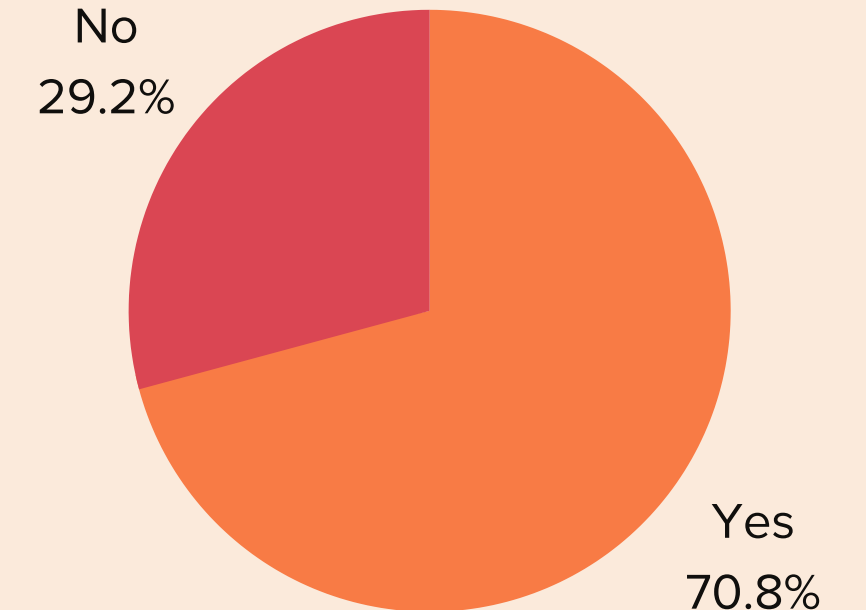
9.7% of respondents also reported that their company offers none of these benefits.

A few additional benefits that respondents reported include cellphone & wifi reimbursements, transportation stipends, and healthcare/medical benefits.

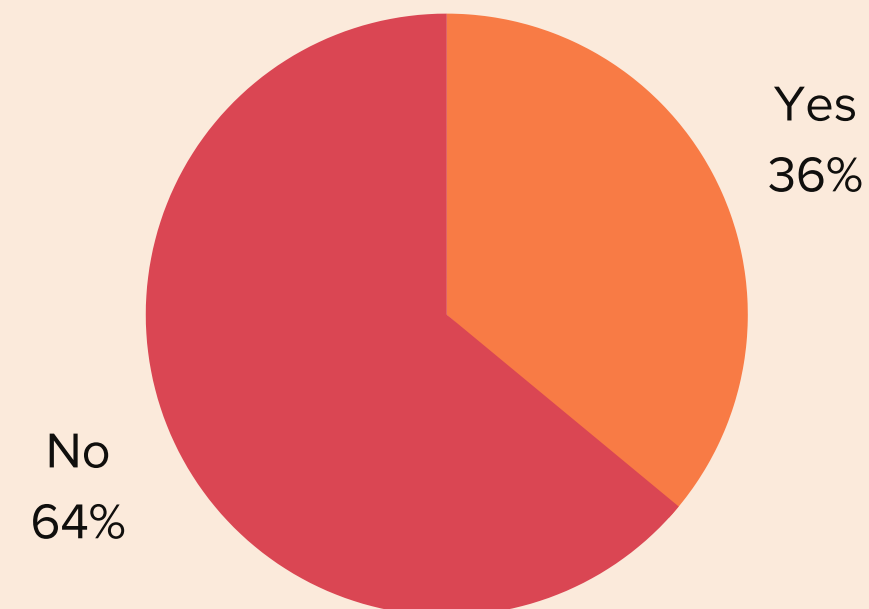
L&D EXPENSE REIMBURSEMENT



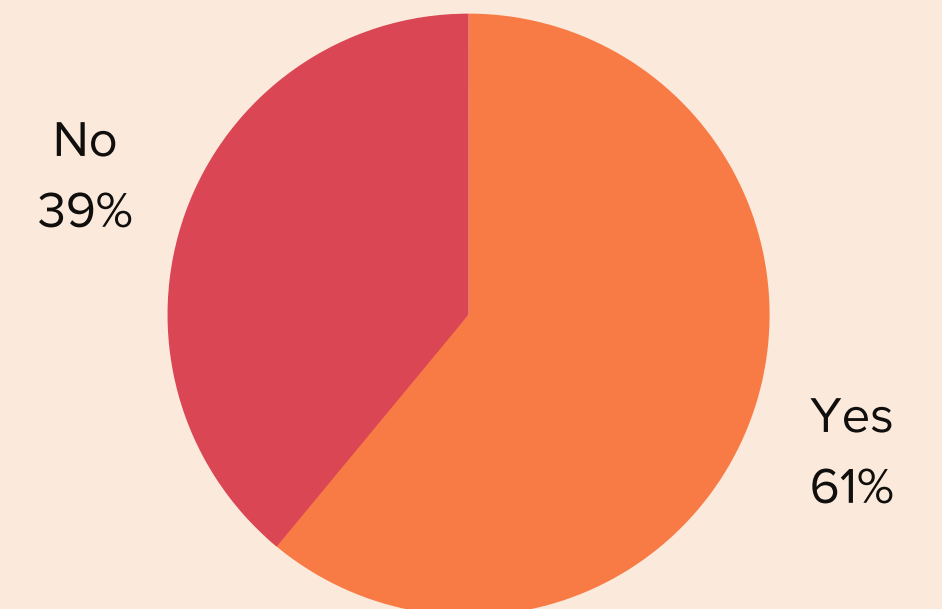
HEALTH & WELLNESS PERKS



REMOTE OFFICE STIPEND




RETIREMENT PLAN W/ COMPANY MATCH



Thank You!

For questions, comments, and inquires, please contact us via

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