

Ask a Chief of Staff

Compensation Survey

December 2023

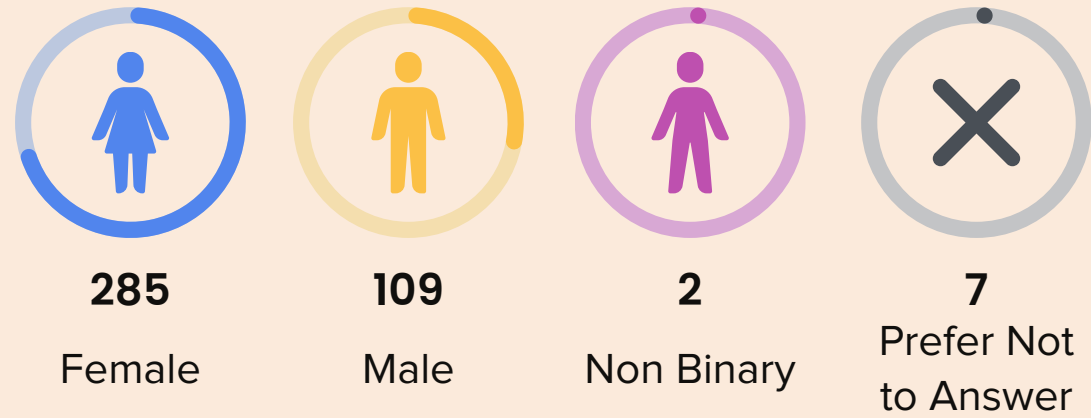


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Gender



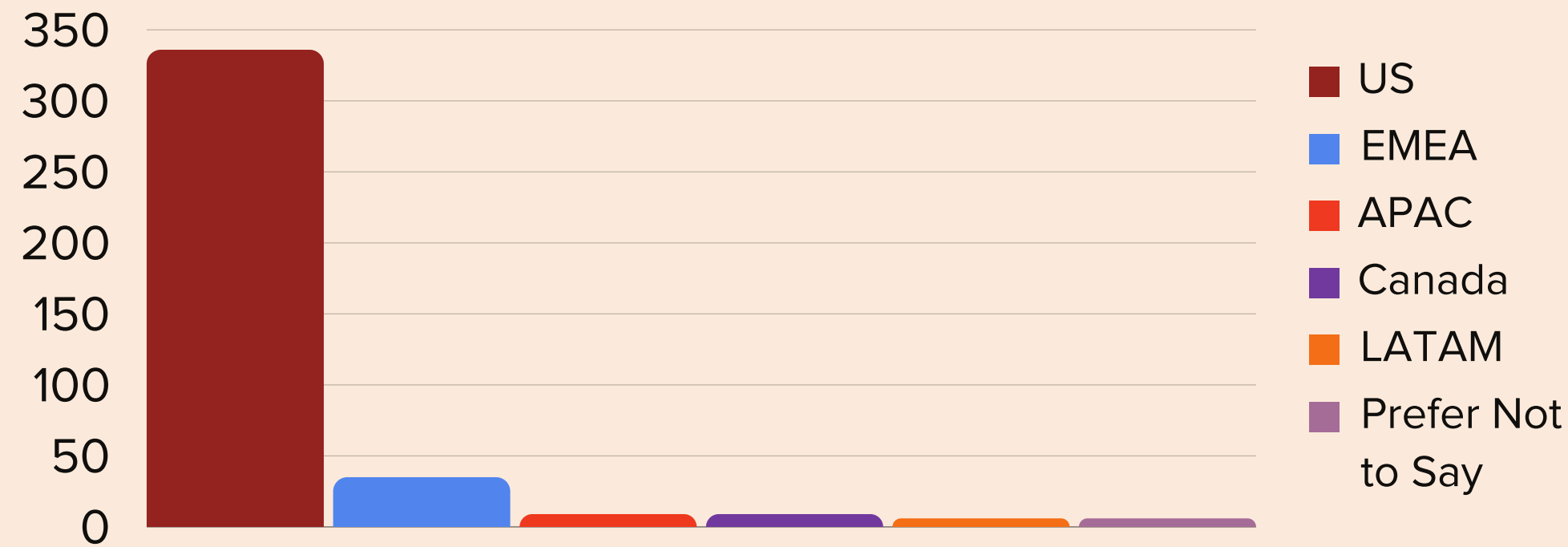
403

Total Responses

Top Industries



Location



ASK A

chief of staff

Female Average Salary USA

\$170,649

AVERAGE BASE COMPENSATION

Male Average Salary USA

\$179,798

AVERAGE BASE COMPENSATION

THE GENDER WAGE GAP EXISTS IN COS ROLES AS WELL, WITH FEMALES ON AVERAGE EARNING ON AVERAGE **.95** CENTS FOR EVERY DOLLAR MADE BY THEIR MALE COUNTERPARTS. INTERESTINGLY, THIS FIGURE IS **12%** HIGHER THAN THE US ECONOMY'S OVERALL GENDER PAY GAP OF **83%**. THE GAP IS ACTUALLY REVERSED FOR NON BINARY RESPONDENTS WHO EARNED AN AVERAGE OF **\$100,202** MORE THAN THE AVERAGE MALE SALARY.

US Compensation Benchmarks

225 responses

	Overall Career Exp.	Base Range	Average	# of Responses
Pre-Seed - Series A	Junior (<3 years exp)	\$67K - \$215K	\$143,750	45
	Mid (3 - 7 years exp)	\$85K - \$250K	\$150,603	29
	Senior (7+ years exp)	\$140K - \$155K	\$147,500	2
Series B - Series C	Junior (<3 years exp)	\$100K - \$275K	\$163,837	29
	Mid (3 - 7 years exp)	\$120K - \$250K	\$157,300	33
	Senior (7+ years exp)	\$125K - \$158K	\$141,500	5
Series D+	Junior (<3 years exp)	\$80K - \$400K	\$191,107	28
	Mid (3 - 7 years exp)	\$105K - \$200K	\$151,800	10
	Senior (7+ years exp)	\$113K - \$501K	\$263,500	4
Public/IPO	Junior (<3 years exp)	\$83K - \$250K	\$180,354	28
	Mid (3 - 7 years exp)	\$130K - \$330K	\$203,439	33
	Senior (7+ years exp)	\$230K - \$300K	\$267,000	5

San Francisco Compensation Benchmarks

31 responses

	Overall Career Exp.	Base Range	Average	# of Responses
Pre-Seed - Series A	Junior (<3 years exp)	\$85K - \$191K	\$148,153	13
	Mid (3 - 7 years exp)	\$120K - 150K	\$133,333	3
	Senior (7+ years exp)	N/A	N/A	0
Series B - Series C	Junior (<3 years exp)	\$135K - \$200K	\$161,000	5
	Mid (3 - 7 years exp)	\$153K - \$168K	\$161,000	3
	Senior (7+ years exp)	N/A	N/A	0
Series D+	Junior (<3 years exp)	\$125K - \$400K	\$226,000	5
	Mid (3 - 7 years exp)	\$175K - \$187K	\$181,000	2
	Senior (7+ years exp)	N/A	N/A	0

New York Compensation Benchmarks

31 responses

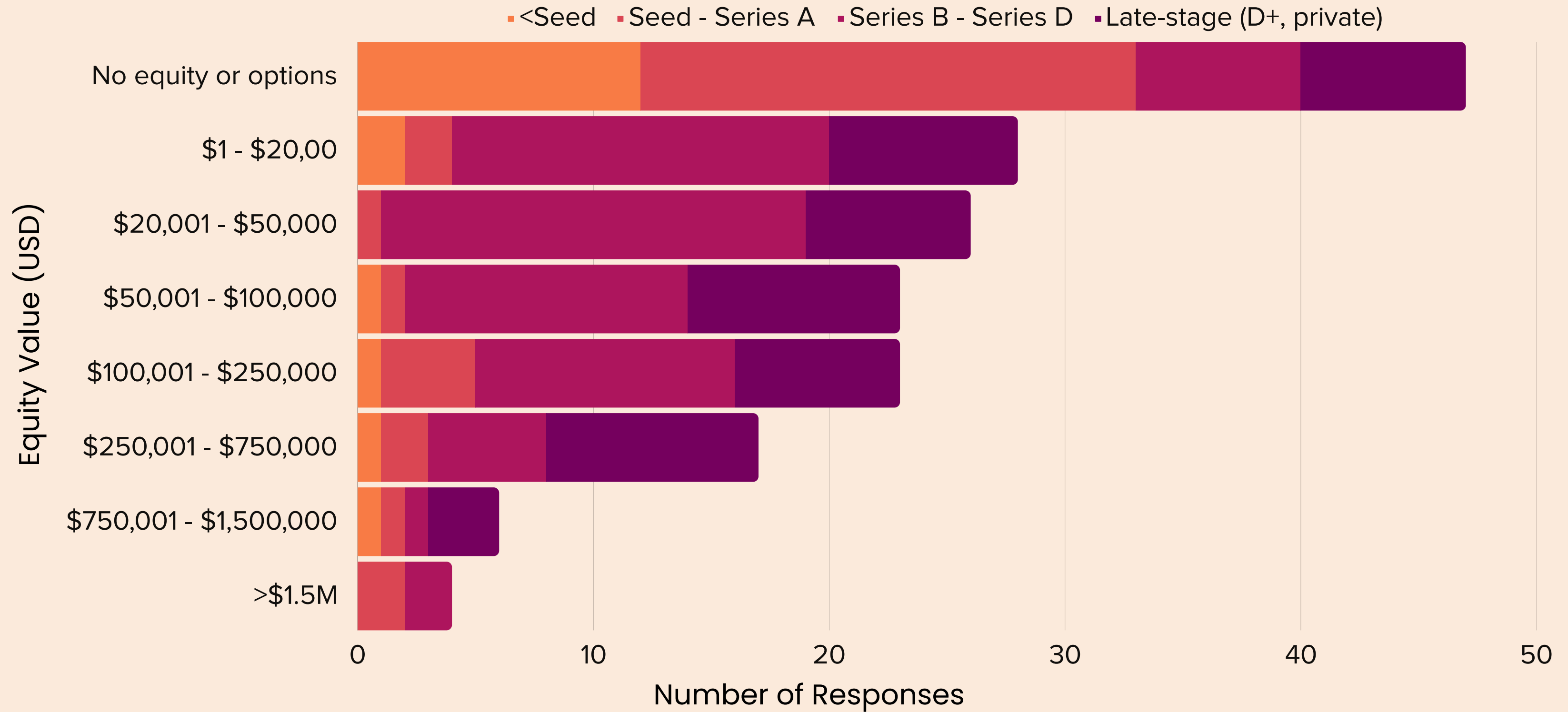
	Overall Career Exp.	Base Range	Average	# of Responses
Pre-Seed - Series A	Junior (<3 years exp)	\$84K - \$215K	\$146,666	12
	Mid (3 - 7 years exp)	\$85K - \$250K	\$166,875	8
	Senior (7+ years exp)	\$155K - \$155K	\$155,000	1
Series B - Series C	Junior (<3 years exp)	\$120K - \$200K	\$165,333	9
	Mid (3 - 7 years exp)	\$250K - \$250K	\$250,000	1
	Senior (7+ years exp)	N/A	N/A	0
Series D+	Junior (<3 years exp)	\$125K - \$280.5K	\$210,812	8
	Mid (3 - 7 years exp)	\$105K - \$200K	\$152,500	2
	Senior (7+ years exp)	\$501K - \$501K	\$501,000	1

Compensation Benchmark by Education Level

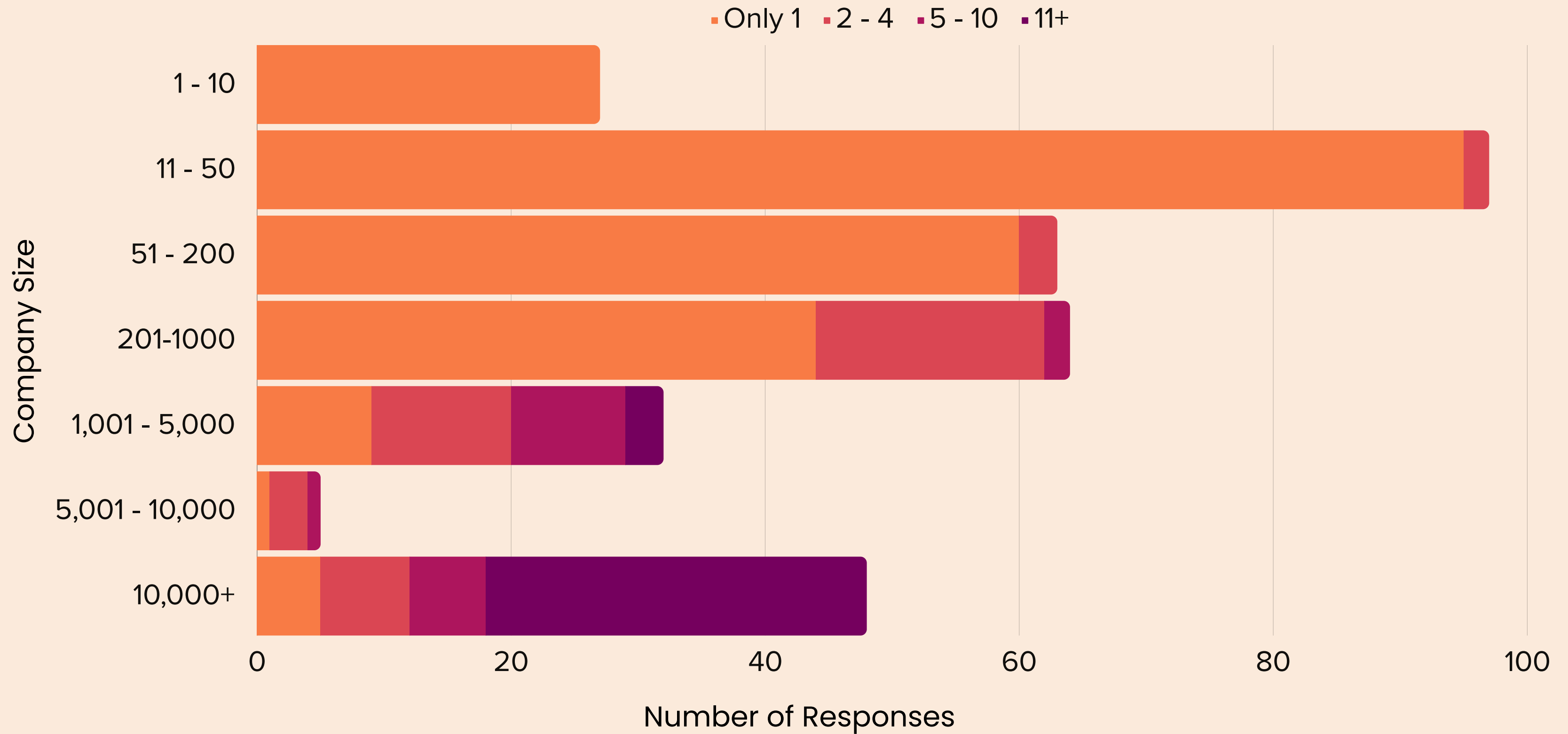
	Base Range	Average	# of Responses
High School or equivalent	\$130K - \$170K	\$150,000	2
Some college coursework completed	\$70.5K - \$230K	\$152,831	16
Associate Degree	\$100K - \$250K	\$173,333	3
Bachelor's Degree	\$67K - \$501K	\$171,557	168
Master's Degree	\$75K - \$300K	\$163,772	79
MBA	\$95K - \$300K	\$175,873	52
Doctorate	\$130K - \$210K	\$163,000	5
Professional Degree*	\$120K - \$375K	\$212,000	8
Technical or Occupational Certificate	\$300K*	\$300,000	1

* i.e. law, medical, etc.

Equity vs Company Stage



Size of Company vs # of Chiefs of Staff



Thank You!

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

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 Email

 Website

