



SALARY GUIDE **2022**

NUMBERS WORTH KNOWING



How to use our **SALARY TABLES**

The salary for positions listed in this guide does not include bonuses, benefits and other forms of compensation. We divided the salary for each job into three percentiles to help you customize salary offers for each role. A professional from Robert Half can help you determine where exactly a specific role should be within the salary percentiles indicated in the Guide.

25th.

Candidate - new to the type of role, still acquiring relevant skills.

Demand – low

50th.

Candidate - average experience, has most of the necessary skills.

Demand – moderate

75th.

Candidate - above-average experience, has all needed skills.

Demand – high

Area	Job Title	City		
		25 th	50 th	75 th
Executive Leadership	CIO - Chief Information Officer	28.550	37.000	47.800
Executive Leadership	CTO - Chief Technology Officer	27.550	35.700	46.150

Summary



This section is navigable.

Click on the area of interest to go straight to the page of this practice group.

Technology

Southeast

South

Midwest

Northeast

North

Financial Market

Southeast

South

Midwest

Northeast

North

Engineering

Southeast

South

Midwest

Northeast

North

Human Resources

Southeast

South

Midwest

Northeast

North

Finance and Accounting

Southeast

South

Midwest

Northeast

North

Insurance

Southeast

South

Midwest

Northeast

North

Sales and Marketing

Southeast

South

Midwest

Northeast

North

Legal

Southeast

South

Midwest

Northeast

North

The salary estimates provided in the following tables for the cities where Robert Half operates in Brazil (São Paulo, Rio de Janeiro, Belo Horizonte, Porto Alegre, Campinas, Grande ABC and Baixada Santista) are based in hiring data and interview room information. Data for the other cities were calculated using New CAGED information and, when available, should be for reference only. If your city or nearest location is not in the Guide, and for a more precise definition of salaries in these locations, contact your Robert Half consultant or access roberthalf.com.br/contato

Technology | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	28.550	37.000	47.800	28.550	37.000	47.800	28.550	37.000	47.800
Executive Leadership	CTO - Chief Technology Officer	27.550	35.700	46.150	27.550	35.700	46.150	27.550	35.700	46.150
Executive Leadership	CSO - Chief Security Officer	24.650	32.000	41.350	24.650	32.000	41.350	24.650	32.000	41.350
Executive Leadership	IT Manager Generalist	17.050	22.100	28.550	17.050	22.100	28.550	17.050	22.100	28.550
Executive Leadership	Development Manager	17.050	22.100	28.550	17.050	22.100	28.550	17.050	22.100	28.550
Executive Leadership	Systems Manager	15.450	20.000	25.850	15.450	20.000	25.850	15.450	20.000	25.850
Executive Leadership	Data Manager	19.300	25.000	32.250	19.300	25.000	32.250	19.300	25.000	32.250
Executive Leadership	BI Manager	17.750	23.000	29.700	17.750	23.000	29.700	17.750	23.000	29.700
Executive Leadership	Information Security Manager	20.050	26.000	33.550	20.050	26.000	33.550	20.050	26.000	33.550
Executive Leadership	Infrastructure Manager	14.650	19.000	24.500	14.650	19.000	24.500	14.650	19.000	24.500
Development	Senior Mobile Developer	11.500	15.000	19.350	11.500	15.000	19.350	11.500	15.000	19.350
Development	Mobile Developer	7.650	10.000	12.850	7.650	10.000	12.850	7.650	10.000	12.850
Development	Junior Mobile Developer	5.500	6.200	7.950	5.500	6.200	7.950	5.500	6.200	7.950
Development	Senior Front-End Developer	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Development	Front-End Developer	7.750	10.100	13.000	7.750	10.100	13.000	7.750	10.100	13.000
Development	Junior Front-End Developer	5.500	6.200	7.950	5.500	6.200	7.950	5.500	6.200	7.950
Development	Senior Full-Stack Developer	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Development	Full-Stack Developer	8.100	10.500	13.550	8.100	10.500	13.550	8.100	10.500	13.550
Development	Senior Back-End Developer	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Development	Back-End Developer	6.900	9.000	11.600	6.900	9.000	11.600	6.900	9.000	11.600
Development	Junior Back-End Developer	4.850	5.500	7.050	4.850	5.500	7.050	4.850	5.500	7.050
Development	Product Owner - PO	9.200	12.000	15.500	9.200	12.000	15.500	9.200	12.000	15.500
Development	Product Manager	12.350	16.000	20.650	12.350	16.000	20.650	12.350	16.000	20.650
Development	Scrum Master	10.150	13.200	17.000	10.150	13.200	17.000	10.150	13.200	17.000
Development	Agile Coach	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Development	Senior Test Analyst	8.300	10.800	13.950	8.300	10.800	13.950	8.300	10.800	13.950
Development	Test Analyst	6.150	8.000	10.300	6.150	8.000	10.300	6.150	8.000	10.300
Development	Junior Test Analyst	4.550	5.700	7.350	4.550	5.700	7.350	4.550	5.700	7.350
Application and Systems Integration	Systems Coordinator	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Application and Systems Integration	Business Analyst	9.250	12.000	15.500	9.250	12.000	15.500	9.250	12.000	15.500
Application and Systems Integration	Senior Systems Analyst	10.000	13.000	16.750	10.000	13.000	16.750	10.000	13.000	16.750
Application and Systems Integration	System Analyst	6.900	9.000	11.550	6.900	9.000	11.550	6.900	9.000	11.550
Application and Systems Integration	Junior Systems Analyst	5.100	6.400	8.100	5.100	6.400	8.100	5.100	6.400	8.100

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Technology | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	12.300	16.000	20.650	12.300	16.000	20.650	12.300	16.000	20.650
Application and Systems Integration	Devops Analyst	12.350	16.000	20.650	12.350	16.000	20.650	12.350	16.000	20.650
Big Data	Specialist/Data Scientist	13.100	17.000	21.950	13.100	17.000	21.950	13.100	17.000	21.950
Big Data	BI Specialist	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Big Data	Senior BI Analyst	10.000	13.000	16.750	10.000	13.000	16.750	10.000	13.000	16.750
Big Data	BI Analyst	7.650	10.000	12.850	7.650	10.000	12.850	7.650	10.000	12.850
Big Data	Junior BI Analyst	5.600	7.000	9.000	5.600	7.000	9.000	5.600	7.000	9.000
Security	Information Security Coordinator	14.750	17.000	20.200	14.750	17.000	20.200	14.750	17.000	20.200
Security	Senior Security Analyst	9.950	13.000	16.750	9.950	13.000	16.750	9.950	13.000	16.750
Security	Security Analyst	6.900	9.000	11.550	6.900	9.000	11.550	6.900	9.000	11.550
Security	Junior Security Analyst	5.350	7.000	9.000	5.350	7.000	9.000	5.350	7.000	9.000
Security	PenTester	13.000	15.000	17.850	13.000	15.000	17.850	13.000	15.000	17.850
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	n/a*	n/a*	n/a*	9.250	12.000	15.500	9.250	12.000	15.500
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	9.250	12.000	15.500	9.250	12.000	15.500	9.250	12.000	15.500
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	8.100	10.500	13.550	8.100	10.500	13.550	8.100	10.500	13.550
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	5.400	7.000	9.050	5.400	7.000	9.050	5.400	7.000	9.050
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	3.850	5.000	6.450	3.850	5.000	6.450	3.850	5.000	6.450
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	6.150	8.000	10.300	6.150	8.000	10.300	6.150	8.000	10.300
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	4.600	6.000	7.750	4.600	6.000	7.750	4.600	6.000	7.750
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	3.050	4.000	5.150	3.050	4.000	5.150	3.050	4.000	5.150
ERPs/CRMs	Project Manager	12.300	16.000	20.650	12.300	16.000	20.650	12.300	16.000	20.650
ERPs/CRMs	ERP Consultant	11.950	15.500	20.000	11.950	15.500	20.000	11.950	15.500	20.000

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Technology | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	28.550	37.000	47.800	28.550	37.000	47.800	28.550	37.000	47.800
Executive Leadership	CTO - Chief Technology Officer	27.550	35.700	46.150	27.550	35.700	46.150	27.550	35.700	46.150
Executive Leadership	CSO - Chief Security Officer	24.650	32.000	41.350	24.650	32.000	41.350	24.650	32.000	41.350
Executive Leadership	IT Manager Generalist	17.050	22.100	28.550	17.050	22.100	28.550	17.050	22.100	28.550
Executive Leadership	Development Manager	17.050	22.100	28.550	17.050	22.100	28.550	17.050	22.100	28.550
Executive Leadership	Systems Manager	15.450	20.000	25.850	15.450	20.000	25.850	15.450	20.000	25.850
Executive Leadership	Data Manager	19.300	25.000	32.250	19.300	25.000	32.250	19.300	25.000	32.250
Executive Leadership	BI Manager	17.750	23.000	29.700	17.750	23.000	29.700	17.750	23.000	29.700
Executive Leadership	Information Security Manager	20.050	26.000	33.550	20.050	26.000	33.550	20.050	26.000	33.550
Executive Leadership	Infrastructure Manager	14.650	19.000	24.500	14.650	19.000	24.500	14.650	19.000	24.500
Development	Senior Mobile Developer	11.500	15.000	19.350	11.500	15.000	19.350	11.500	15.000	19.350
Development	Mobile Developer	7.650	10.000	12.850	7.650	10.000	12.850	7.650	10.000	12.850
Development	Junior Mobile Developer	5.500	6.200	7.950	5.500	6.200	7.950	5.500	6.200	7.950
Development	Senior Front-End Developer	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Development	Front-End Developer	7.750	10.100	13.000	7.750	10.100	13.000	7.750	10.100	13.000
Development	Junior Front-End Developer	5.500	6.200	7.950	5.500	6.200	7.950	5.500	6.200	7.950
Development	Senior Full-Stack Developer	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Development	Full-Stack Developer	8.100	10.500	13.550	8.100	10.500	13.550	8.100	10.500	13.550
Development	Senior Back-End Developer	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Development	Back-End Developer	6.900	9.000	11.600	6.900	9.000	11.600	6.900	9.000	11.600
Development	Junior Back-End Developer	4.850	5.500	7.050	4.850	5.500	7.050	4.850	5.500	7.050
Development	Product Owner - PO	9.200	12.000	15.500	9.200	12.000	15.500	9.200	12.000	15.500
Development	Product Manager	12.350	16.000	20.650	12.350	16.000	20.650	12.350	16.000	20.650
Development	Scrum Master	10.150	13.200	17.000	10.150	13.200	17.000	10.150	13.200	17.000
Development	Agile Coach	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Development	Senior Test Analyst	8.300	10.800	13.950	8.300	10.800	13.950	8.300	10.800	13.950
Development	Test Analyst	6.150	8.000	10.300	6.150	8.000	10.300	6.150	8.000	10.300
Development	Junior Test Analyst	4.550	5.700	7.350	4.550	5.700	7.350	4.550	5.700	7.350
Application and Systems Integration	Systems Coordinator	10.750	14.000	18.050	10.750	14.000	18.050	10.750	14.000	18.050
Application and Systems Integration	Business Analyst	9.250	12.000	15.500	9.250	12.000	15.500	9.250	12.000	15.500
Application and Systems Integration	Senior Systems Analyst	10.000	13.000	16.750	10.000	13.000	16.750	10.000	13.000	16.750
Application and Systems Integration	System Analyst	6.900	9.000	11.550	6.900	9.000	11.550	6.900	9.000	11.550
Application and Systems Integration	Junior Systems Analyst	5.100	6.400	8.100	5.100	6.400	8.100	5.100	6.400	8.100

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Technology | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	12.300	16.000	20.650	12.300	16.000	20.650	12.300	16.000	20.650
Application and Systems Integration	Devops Analyst	12.350	16.000	20.650	12.350	16.000	20.650	12.350	16.000	20.650
Big Data	Specialist/Data Scientist	13.100	17.000	21.950	13.100	17.000	21.950	13.100	17.000	21.950
Big Data	BI Specialist	11.550	15.000	19.350	11.550	15.000	19.350	11.550	15.000	19.350
Big Data	Senior BI Analyst	10.000	13.000	16.750	10.000	13.000	16.750	10.000	13.000	16.750
Big Data	BI Analyst	7.650	10.000	12.850	7.650	10.000	12.850	7.650	10.000	12.850
Big Data	Junior BI Analyst	5.600	7.000	9.000	5.600	7.000	9.000	5.600	7.000	9.000
Security	Information Security Coordinator	14.750	17.000	20.200	14.750	17.000	20.200	14.750	17.000	20.200
Security	Senior Security Analyst	9.950	13.000	16.750	9.950	13.000	16.750	9.950	13.000	16.750
Security	Security Analyst	6.900	9.000	11.550	6.900	9.000	11.550	6.900	9.000	11.550
Security	Junior Security Analyst	5.350	7.000	9.000	5.350	7.000	9.000	5.350	7.000	9.000
Security	PenTester	13.000	15.000	17.850	13.000	15.000	17.850	13.000	15.000	17.850
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	9.250	12.000	15.500	9.250	12.000	15.500	9.250	12.000	15.500
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	9.250	12.000	15.500	9.250	12.000	15.500	9.250	12.000	15.500
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	8.100	10.500	13.550	8.100	10.500	13.550	8.100	10.500	13.550
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	5.400	7.000	9.050	5.400	7.000	9.050	5.400	7.000	9.050
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	3.850	5.000	6.450	3.850	5.000	6.450	3.850	5.000	6.450
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	6.150	8.000	10.300	6.150	8.000	10.300	6.150	8.000	10.300
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	4.600	6.000	7.750	4.600	6.000	7.750	4.600	6.000	7.750
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	3.050	4.000	5.150	3.050	4.000	5.150	3.050	4.000	5.150
ERPs/CRMs	Project Manager	12.300	16.000	20.650	12.300	16.000	20.650	12.300	16.000	20.650
ERPs/CRMs	ERP Consultant	11.950	15.500	20.000	11.950	15.500	20.000	11.950	15.500	20.000

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Technology | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	23.150	30.000	38.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CTO - Chief Technology Officer	24.650	32.000	41.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CSO - Chief Security Officer	22.350	29.000	37.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	IT Manager Generalist	16.200	21.000	27.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Development Manager	16.950	22.000	28.400	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Systems Manager	14.050	18.200	23.500	12.150	15.800	20.400	n/a*	n/a*	n/a*
Executive Leadership	Data Manager	15.400	20.000	25.800	11.000	14.300	18.450	n/a*	n/a*	n/a*
Executive Leadership	BI Manager	14.250	18.500	23.900	13.550	17.550	22.650	n/a*	n/a*	n/a*
Executive Leadership	Information Security Manager	15.800	20.500	26.450	12.650	16.400	21.200	n/a*	n/a*	n/a*
Executive Leadership	Infrastructure Manager	13.100	17.000	21.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Mobile Developer	8.050	10.500	13.550	8.400	10.950	14.150	9.200	12.000	15.450
Development	Mobile Developer	4.950	6.500	8.350	5.550	7.300	9.350	6.100	8.000	10.250
Development	Junior Mobile Developer	4.000	4.500	5.800	4.000	4.500	5.800	4.400	4.950	6.350
Development	Senior Front-End Developer	8.050	10.500	13.550	8.900	11.550	14.900	9.500	12.350	15.900
Development	Front-End Developer	4.950	6.500	8.350	5.950	7.750	10.000	6.350	8.300	10.700
Development	Junior Front-End Developer	4.000	4.500	5.800	4.200	4.750	6.100	4.500	5.100	6.500
Development	Senior Full-Stack Developer	8.450	11.000	14.200	8.250	10.800	13.900	8.850	11.500	14.850
Development	Full-Stack Developer	5.000	6.500	8.400	6.200	8.100	10.450	6.650	8.650	11.150
Development	Senior Back-End Developer	7.900	10.300	13.300	8.250	10.800	13.900	8.850	11.500	14.850
Development	Back-End Developer	5.000	6.500	8.400	5.300	6.900	8.900	5.650	7.400	9.550
Development	Junior Back-End Developer	3.550	4.000	5.150	3.700	4.200	5.400	3.950	4.500	5.800
Development	Product Owner - PO	7.700	10.000	12.900	7.150	9.350	12.100	4.950	6.450	8.350
Development	Product Manager	12.700	16.500	21.300	8.800	11.400	14.750	n/a*	n/a*	n/a*
Development	Scrum Master	8.100	10.500	13.500	7.900	10.300	13.250	n/a*	n/a*	n/a*
Development	Agile Coach	8.450	11.000	14.200	9.000	11.700	15.100	6.200	8.050	10.400
Development	Senior Test Analyst	6.150	8.000	10.300	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Test Analyst	4.200	5.500	7.050	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Test Analyst	3.600	4.500	5.800	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Systems Coordinator	8.450	11.000	14.200	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Business Analyst	7.700	10.000	12.900	5.650	7.350	9.500	5.900	7.650	9.900
Application and Systems Integration	Senior Systems Analyst	7.300	9.500	12.250	12.050	15.700	20.250	n/a*	n/a*	n/a*
Application and Systems Integration	System Analyst	4.950	6.500	8.350	8.300	10.850	13.950	n/a*	n/a*	n/a*
Application and Systems Integration	Junior Systems Analyst	3.600	4.500	5.700	6.150	7.700	9.750	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Technology | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	9.600	12.500	16.150	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Devops Analyst	8.850	11.500	14.850	8.500	11.050	14.250	9.300	12.050	15.550
Big Data	Specialist/Data Scientist	11.900	15.500	20.000	9.200	12.000	15.450	n/a*	n/a*	n/a*
Big Data	BI Specialist	8.500	11.000	14.200	8.150	10.550	13.650	n/a*	n/a*	n/a*
Big Data	Senior BI Analyst	6.950	9.000	11.600	7.050	9.150	11.800	n/a*	n/a*	n/a*
Big Data	BI Analyst	5.750	7.500	9.650	5.400	7.050	9.050	n/a*	n/a*	n/a*
Big Data	Junior BI Analyst	3.600	4.500	5.800	3.950	4.900	6.350	n/a*	n/a*	n/a*
Security	Information Security Coordinator	12.150	14.000	16.650	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Senior Security Analyst	8.450	11.000	14.150	7.950	10.400	13.400	n/a*	n/a*	n/a*
Security	Security Analyst	5.750	7.500	9.650	5.500	7.200	9.200	n/a*	n/a*	n/a*
Security	Junior Security Analyst	3.450	4.500	5.800	4.250	5.600	7.200	n/a*	n/a*	n/a*
Security	PenTester	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	8.300	10.800	13.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	7.000	9.100	11.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	5.000	6.500	8.400	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	3.450	4.500	5.800	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	5.750	7.500	9.650	5.200	6.800	8.750	2.500	3.250	4.200
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	4.200	5.500	7.100	3.900	5.100	6.550	1.850	2.400	3.150
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	2.650	3.500	4.500	2.550	3.400	4.350	1.200	1.600	2.100
ERPs/CRMs	Project Manager	10.400	13.500	17.400	9.600	12.500	16.150	6.600	8.600	11.100
ERPs/CRMs	ERP Consultant	9.850	12.800	16.500	10.350	13.400	17.300	7.950	10.300	13.300

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Technology | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CTO - Chief Technology Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CSO - Chief Security Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	IT Manager Generalist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Development Manager	7.750	10.050	12.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Systems Manager	7.000	9.100	11.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Data Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	BI Manager	8.050	10.450	13.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Information Security Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Infrastructure Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Mobile Developer	10.350	13.550	17.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Mobile Developer	6.900	9.000	11.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Mobile Developer	4.950	5.600	7.150	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Front-End Developer	10.750	13.950	18.050	5.750	7.500	9.650	8.550	11.100	14.350
Development	Front-End Developer	7.200	9.400	12.100	3.850	5.050	6.500	5.750	7.500	9.650
Development	Junior Front-End Developer	5.100	5.750	7.400	2.750	3.100	3.950	4.050	4.600	5.900
Development	Senior Full-Stack Developer	10.000	13.050	16.800	5.350	7.000	9.000	7.950	10.400	13.400
Development	Full-Stack Developer	7.550	9.750	12.600	4.050	5.250	6.750	6.000	7.800	10.050
Development	Senior Back-End Developer	10.000	13.050	16.800	5.350	7.000	9.000	7.950	10.400	13.400
Development	Back-End Developer	6.400	8.350	10.800	3.450	4.500	5.800	5.100	6.650	8.600
Development	Junior Back-End Developer	4.500	5.100	6.550	2.400	2.750	3.500	3.600	4.050	5.200
Development	Product Owner - PO	6.750	8.850	11.450	7.150	9.350	12.100	n/a*	n/a*	n/a*
Development	Product Manager	5.600	7.250	9.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Scrum Master	7.450	9.750	12.550	7.900	10.300	13.250	n/a*	n/a*	n/a*
Development	Agile Coach	8.500	11.050	14.250	9.000	11.700	15.100	n/a*	n/a*	n/a*
Development	Senior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Systems Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Business Analyst	8.650	11.200	14.450	5.200	6.750	8.700	6.500	8.400	10.900
Application and Systems Integration	Senior Systems Analyst	8.150	10.600	13.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	System Analyst	5.600	7.350	9.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Junior Systems Analyst	4.150	5.200	6.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Technology | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Devops Analyst	8.350	10.800	13.950	7.850	10.150	13.100	n/a*	n/a*	n/a*
Big Data	Specialist/Data Scientist	12.200	15.800	20.400	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Specialist	10.750	13.950	18.000	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Senior BI Analyst	9.300	12.100	15.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Analyst	7.100	9.300	11.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Junior BI Analyst	5.200	6.500	8.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Information Security Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Senior Security Analyst	7.250	9.500	12.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Security Analyst	5.050	6.600	8.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Junior Security Analyst	3.900	5.100	6.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	PenTester	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	3.250	4.200	5.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	3.250	4.200	5.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	2.850	3.700	4.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	1.900	2.450	3.150	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	1.350	1.750	2.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	7.000	9.100	11.750	4.350	5.700	7.350	5.300	6.950	8.950
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	5.250	6.850	8.850	3.250	4.250	5.500	3.950	5.200	6.700
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	3.450	4.550	5.850	2.150	2.850	3.650	2.650	3.450	4.450
ERPs/CRMs	Project Manager	9.050	11.800	15.250	9.600	12.500	16.150	n/a*	n/a*	n/a*
ERPs/CRMs	ERP Consultant	10.200	13.250		7.950	10.300	13.300	5.200	6.750	8.700

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Technology | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CTO - Chief Technology Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CSO - Chief Security Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	IT Manager Generalist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Development Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Systems Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Data Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	BI Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Information Security Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Infrastructure Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Mobile Developer	7.900	10.300	13.300	6.200	8.100	10.450
Development	Mobile Developer	5.250	6.850	8.800	4.100	5.400	6.900
Development	Junior Mobile Developer	3.750	4.250	5.450	2.950	3.300	4.250
Development	Senior Front-End Developer	4.250	5.550	7.150	7.500	9.750	12.550
Development	Front-End Developer	2.850	3.700	4.800	5.000	6.550	8.450
Development	Junior Front-End Developer	2.000	2.300	2.900	3.550	4.000	5.150
Development	Senior Full-Stack Developer	3.950	5.150	6.650	6.950	9.100	11.700
Development	Full-Stack Developer	3.000	3.850	5.000	5.250	6.800	8.800
Development	Senior Back-End Developer	3.950	5.150	6.650	6.950	9.100	11.700
Development	Back-End Developer	2.550	3.300	4.300	4.450	5.850	7.500
Development	Junior Back-End Developer	1.750	2.000	2.600	3.150	3.550	4.550
Development	Product Owner - PO	9.150	11.950	15.400	6.000	7.850	10.150
Development	Product Manager	n/a*	n/a*	n/a*	5.850	7.550	9.750
Development	Scrum Master	10.100	13.150	16.900	6.650	8.650	11.150
Development	Agile Coach	11.500	14.900	19.250	7.550	9.800	12.650
Development	Senior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Systems Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Business Analyst	4.200	5.450	7.050	3.900	5.050	6.550
Application and Systems Integration	Senior Systems Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	System Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Junior Systems Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Technology | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Devops Analyst	n/a*	n/a*	n/a*	6.700	8.700	11.250
Big Data	Specialist/Data Scientist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Senior BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Junior BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Information Security Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Senior Security Analyst	n/a*	n/a*	n/a*	5.900	7.700	9.900
Security	Security Analyst	n/a*	n/a*	n/a*	4.050	5.300	6.850
Security	Junior Security Analyst	n/a*	n/a*	n/a*	3.150	4.150	5.300
Security	PenTester	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	4.950	6.450	8.350	3.500	4.550	5.850
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	3.700	4.850	6.250	2.600	3.400	4.400
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	2.450	3.200	4.150	1.700	2.250	2.900
ERPs/CRMs	Project Manager	12.250	15.900	20.550	8.050	10.450	13.500
ERPs/CRMs	ERP Consultant	7.950	10.300	13.300	8.700	11.300	14.600

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Technology | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Executive Leadership	CIO - Chief Information Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CTO - Chief Technology Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	CSO - Chief Security Officer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	IT Manager Generalist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Development Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Systems Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Data Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	BI Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Information Security Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Infrastructure Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Mobile Developer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Mobile Developer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Mobile Developer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Front-End Developer	6.800	8.850	11.450	6.800	8.850	11.450
Development	Front-End Developer	4.550	5.950	7.700	4.550	5.950	7.700
Development	Junior Front-End Developer	3.250	3.650	4.700	3.250	3.650	4.700
Development	Senior Full-Stack Developer	6.350	8.300	10.700	6.350	8.300	10.700
Development	Full-Stack Developer	4.800	6.200	8.000	4.800	6.200	8.000
Development	Senior Back-End Developer	6.350	8.300	10.700	6.350	8.300	10.700
Development	Back-End Developer	4.050	5.300	6.850	4.050	5.300	6.850
Development	Junior Back-End Developer	2.850	3.250	4.150	2.850	3.250	4.150
Development	Product Owner - PO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Product Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Scrum Master	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Agile Coach	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Senior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Development	Junior Test Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Systems Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Business Analyst	4.300	5.600	7.250	4.300	5.600	7.250
Application and Systems Integration	Senior Systems Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	System Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Junior Systems Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Technology | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Application and Systems Integration	Software Architect	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Application and Systems Integration	Devops Analyst	6.450	8.400	10.850	6.450	8.400	10.850
Big Data	Specialist/Data Scientist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Senior BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Big Data	Junior BI Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Information Security Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Senior Security Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Security Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	Junior Security Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Security	PenTester	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Cloud Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Junior Infrastructure Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure/Cloud/Help Desk/Networks	Senior Support Analyst	4.400	5.750	7.400	4.400	5.750	7.400
Infrastructure/Cloud/Help Desk/Networks	Support Analyst	3.300	4.300	5.600	3.300	4.300	5.600
Infrastructure/Cloud/Help Desk/Networks	Junior Support Analyst	2.200	2.850	3.700	2.200	2.850	3.700
ERPs/CRMs	Project Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ERPs/CRMs	ERP Consultant	5.850	7.550	9.800	5.850	7.550	9.800

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Finance and Accounting | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	29.150	35.000	39.050	26.650	32.000	35.700	26.650	32.000	35.700
Executive Leadership	Chief Financial Officer - CFO (L)	54.500	68.000	83.950	32.050	40.000	49.350	36.050	45.000	55.550
Executive Leadership	Controller (S/M)	15.150	18.700	22.700	12.150	15.000	18.200	13.750	17.000	20.600
Executive Leadership	Controller (L)	22.850	28.500	35.150	17.600	22.000	27.100	20.000	25.000	30.800
Audit	Audit Manager/ Internal Controls (L)	19.750	25.000	33.300	14.200	18.000	23.950	14.200	18.000	23.950
Audit	Auditor/ Internal Controls (S/M)	6.000	8.000	10.000	6.000	8.000	10.000	6.000	8.000	10.000
Audit	Auditor/ Internal Controls (L)	7.600	12.000	15.250	6.950	11.000	13.950	7.600	12.000	15.250
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	12.000	15.000	18.500	9.600	12.000	14.800	11.200	14.000	17.250
Accounting/Fiscal	Accounting/Fiscal Manager (L)	17.650	22.000	27.200	14.400	18.000	22.250	16.800	21.000	25.950
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	8.750	10.500	12.950	7.900	9.500	11.700	8.300	10.000	12.300
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	12.000	14.000	17.250	10.250	12.000	14.750	11.100	13.000	16.000
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	5.350	7.000	8.050	5.350	7.000	8.050	4.950	6.500	7.450
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	7.400	9.000	10.050	6.950	8.500	9.450	6.950	8.500	9.450
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	4.700	5.500	6.950	3.800	4.500	5.650	3.800	4.500	5.650
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	5.450	6.500	7.800	4.600	5.500	6.600	5.000	6.000	7.200
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	2.800	3.500	4.000	2.800	3.500	4.000	2.800	3.500	4.000
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	3.400	4.200	4.700	3.200	4.000	4.450	3.150	3.900	4.350
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	14.050	17.500	21.600	11.200	14.000	17.250	12.000	15.000	18.500
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	20.250	25.500	30.150	15.850	20.000	23.600	17.450	22.000	26.000
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	9.350	12.000	14.250	7.400	9.500	11.250	8.150	10.500	12.450
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	12.650	15.000	18.450	10.100	12.000	14.750	10.950	13.000	15.950
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	6.250	7.500	8.850	5.000	6.000	7.050	6.250	7.500	8.850
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	7.900	9.500	11.050	6.650	8.000	9.300	7.650	9.200	10.700
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	4.900	6.000	7.050	3.650	4.500	5.250	4.050	5.000	5.850
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	5.800	7.000	7.900	4.550	5.500	6.200	4.950	6.000	6.750
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	3.250	4.000	4.650	2.800	3.500	4.050	2.800	3.500	4.050
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	4.100	5.000	5.750	3.250	4.000	4.600	3.250	4.000	4.600
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	16.150	19.500	24.000	12.400	15.000	18.450	14.450	17.500	21.500
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	24.100	30.000	37.000	16.850	21.000	25.900	20.050	25.000	30.800
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	11.600	14.000	17.200	9.100	11.000	13.500	9.100	11.000	13.500
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	14.850	17.000	20.950	13.950	16.000	19.700	13.950	16.000	19.700
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	7.300	8.500	9.550	5.150	6.000	6.700	7.300	8.500	9.550
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	8.300	10.000	11.950	6.600	8.000	9.550	8.300	10.000	11.950

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Finance and Accounting | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	6.000	7.000	7.900	3.850	4.500	5.050	5.550	6.500	7.300
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	6.950	8.000	9.450	4.750	5.500	6.450	6.150	7.100	8.350
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	4.800	5.500	6.150	3.050	3.500	3.900	3.450	4.000	4.450
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	5.050	6.200	6.600	3.650	4.500	4.750	3.650	4.500	4.750
Treasury/Finance	Treasury/Finance Manager (S/M)	11.700	14.000	17.200	9.150	11.000	13.500	11.150	13.400	16.450
Treasury/Finance	Treasury/Finance Manager (L)	17.300	21.000	26.250	14.000	17.000	21.250	16.450	20.000	25.000
Treasury/Finance	Treasury/Finance Coordinator (S/M)	8.850	10.500	12.950	7.550	9.000	11.100	7.550	9.000	11.100
Treasury/Finance	Treasury/Finance Coordinator (L)	11.300	13.500	16.650	10.000	12.000	14.800	10.000	12.000	14.800
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	5.850	7.000	7.600	5.000	6.000	6.500	5.400	6.500	7.050
Treasury/Finance	Senior Treasury/Finance Analyst (L)	6.850	8.000	8.950	6.400	7.500	8.350	6.400	7.500	8.350
Treasury/Finance	Treasury/Finance Analyst (S/M)	4.300	5.000	5.650	4.300	5.000	5.650	3.850	4.500	5.050
Treasury/Finance	Treasury/Finance Analyst (L)	5.550	6.200	6.950	5.800	6.500	7.250	4.900	5.500	6.150
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	2.900	3.500	3.900	2.900	3.500	3.900	2.700	3.300	3.650
Treasury/Finance	Junior Financial/Treasury Analyst (L)	3.350	4.000	4.500	3.350	4.000	4.500	3.350	4.000	4.500

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Finance and Accounting | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	26.650	32.000	35.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Chief Financial Officer - CFO (L)	51.250	64.000	79.000	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (S/M)	15.150	18.700	22.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (L)	22.850	28.500	35.150	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Audit Manager/ Internal Controls (L)	19.750	25.000	33.300	16.750	21.200	28.250	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (S/M)	6.000	8.000	10.000	5.050	6.750	8.450	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (L)	7.600	12.000	15.250	6.450	10.150	12.950	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	12.000	15.000	18.500	n/a*	n/a*	n/a*	8.300	10.350	12.800
Accounting/Fiscal	Accounting/Fiscal Manager (L)	17.650	22.000	27.200	n/a*	n/a*	n/a*	12.200	15.200	18.800
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	8.750	10.500	12.950	n/a*	n/a*	n/a*	5.900	7.050	8.700
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	12.000	14.000	17.250	n/a*	n/a*	n/a*	8.050	9.400	11.600
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	5.350	7.000	8.050	4.650	6.050	7.000	4.550	5.950	6.850
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	7.400	9.000	10.050	6.400	7.800	8.700	6.300	7.650	8.550
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	4.700	5.500	6.950	4.050	4.750	6.000	4.000	4.650	5.900
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	5.450	6.500	7.800	4.700	5.650	6.750	4.650	5.550	6.650
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	2.800	3.500	4.000	2.400	3.000	3.450	2.350	2.950	3.400
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	3.400	4.200	4.700	2.950	3.650	4.050	2.900	3.550	4.000
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	14.050	17.500	21.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	20.250	25.500	30.150	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	9.350	12.000	14.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	12.650	15.000	18.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	5.800	7.000	8.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	7.450	9.000	10.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	4.900	6.000	7.050	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	5.800	7.000	7.900	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	3.150	3.900	4.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	3.400	4.200	4.800	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	15.700	19.000	23.350	12.400	15.000	18.450	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	21.250	26.500	32.650	18.500	23.050	28.450	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	10.750	13.000	15.950	8.900	10.750	13.200	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	12.200	14.000	17.250	11.400	13.050	16.100	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	7.300	8.500	9.550	5.600	6.500	7.300	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	8.300	10.000	11.950	6.350	7.650	9.150	n/a*	n/a*	n/a*

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Finance and Accounting | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	5.800	6.800	7.650	4.600	5.350	6.050	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	6.500	7.500	8.850	5.300	6.150	7.250	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	4.350	5.000	5.550	3.650	4.200	4.700	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	4.850	6.000	6.350	3.850	4.750	5.050	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (S/M)	11.700	14.000	17.200	9.000	10.750	13.200	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (L)	16.450	20.000	25.000	13.300	16.150	20.150	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (S/M)	8.400	10.000	12.300	6.800	8.050	9.950	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (L)	10.850	13.000	16.000	8.650	10.350	12.800	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	5.850	7.000	7.600	4.500	5.350	5.800	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (L)	6.850	8.000	8.950	5.250	6.150	6.850	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (S/M)	4.100	4.800	5.400	3.300	3.800	4.300	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (L)	5.250	5.900	6.600	4.250	4.750	5.300	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	2.900	3.500	3.900	2.200	2.650	3.000	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (L)	3.350	4.000	4.500	2.550	3.050	3.450	n/a*	n/a*	n/a*

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Finance and Accounting | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	22.050	26.500	29.550	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Chief Financial Officer - CFO (L)	27.250	34.000	41.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (S/M)	10.100	12.500	15.200	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (L)	14.800	18.500	22.800	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Audit Manager/ Internal Controls (L)	11.850	15.000	20.000	16.750	21.200	28.250	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (S/M)	4.850	6.500	8.100	5.050	6.750	8.450	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (L)	5.850	9.200	11.700	6.450	10.150	12.950	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	8.000	10.000	12.350	n/a*	n/a*	n/a*	8.300	10.350	12.800
Accounting/Fiscal	Accounting/Fiscal Manager (L)	12.000	15.000	18.500	n/a*	n/a*	n/a*	12.200	15.200	18.800
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	6.650	8.000	9.850	n/a*	n/a*	n/a*	5.900	7.050	8.700
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	8.550	10.000	12.300	n/a*	n/a*	n/a*	8.050	9.400	11.600
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	3.800	5.000	5.750	4.650	6.050	7.000	4.550	5.950	6.850
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	5.350	6.500	7.250	6.400	7.800	8.700	6.300	7.650	8.550
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	3.250	3.800	4.800	4.050	4.750	6.000	4.000	4.650	5.900
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	3.850	4.600	5.500	4.700	5.650	6.750	4.650	5.550	6.650
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	2.300	2.900	3.300	2.400	3.000	3.450	2.350	2.950	3.400
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	2.700	3.300	3.700	2.950	3.650	4.050	2.900	3.550	4.000
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	8.000	10.000	12.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	11.900	15.000	17.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	6.200	8.000	9.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	8.450	10.000	12.300	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	4.150	5.000	5.900	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	5.400	6.500	7.550	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	3.100	3.800	4.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	3.750	4.500	5.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	2.400	3.000	3.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	2.850	3.500	4.000	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	13.650	16.500	20.300	12.400	15.000	18.450	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	18.500	23.000	28.350	18.500	23.050	28.450	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	9.100	11.000	13.500	8.900	10.750	13.200	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	11.800	13.500	16.650	11.400	13.050	16.100	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	7.000	8.200	9.200	5.600	6.500	7.300	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	7.950	9.600	11.450	6.350	7.650	9.150	n/a*	n/a*	n/a*

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Finance and Accounting | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	5.300	6.200	7.000	4.600	5.350	6.050	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	5.900	6.800	8.000	5.300	6.150	7.250	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	3.400	3.900	4.350	3.650	4.200	4.700	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	3.500	4.300	4.550	3.850	4.750	5.050	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (S/M)	7.650	9.200	11.300	9.000	10.750	13.200	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (L)	11.700	14.200	17.750	13.300	16.150	20.150	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (S/M)	6.300	7.500	9.250	6.800	8.050	9.950	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (L)	8.350	10.000	12.300	8.650	10.350	12.800	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	4.150	5.000	5.450	4.500	5.350	5.800	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (L)	5.400	6.300	7.050	5.250	6.150	6.850	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (S/M)	3.600	4.200	4.750	3.300	3.800	4.300	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (L)	4.950	5.500	6.200	4.250	4.750	5.300	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	2.400	2.900	3.250	2.200	2.650	3.000	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (L)	2.800	3.400	3.800	2.550	3.050	3.450	n/a*	n/a*	n/a*

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Finance and Accounting | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Chief Financial Officer - CFO (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Audit Manager/ Internal Controls (L)	16.250	20.600	27.450	10.000	12.700	16.900	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (S/M)	4.900	6.550	8.200	3.050	4.050	5.050	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (L)	6.250	9.850	12.550	3.850	6.100	7.750	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	4.500	5.900	6.800	4.100	5.400	6.200	4.150	5.450	6.300
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	6.250	7.600	8.450	5.700	6.950	7.750	5.750	7.000	7.850
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	3.950	4.600	5.850	3.600	4.250	5.350	3.650	4.300	5.400
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	4.600	5.450	6.550	4.200	5.000	6.000	4.250	5.050	6.100
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	2.350	2.950	3.350	2.150	2.700	3.050	2.150	2.700	3.100
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	2.850	3.500	3.950	2.600	3.250	3.600	2.650	3.250	3.650
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Finance and Accounting | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Finance and Accounting | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Chief Financial Officer - CFO (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Audit Manager/ Internal Controls (L)	13.400	16.950	22.550	15.250	19.300	25.750
Audit	Auditor/ Internal Controls (S/M)	4.050	5.400	6.750	4.600	6.150	7.700
Audit	Auditor/ Internal Controls (L)	5.150	8.100	10.300	5.850	9.250	11.750
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	3.950	5.150	5.950	3.700	4.850	5.600
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	5.450	6.650	7.400	5.100	6.250	6.950
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	3.450	4.050	5.100	3.250	3.800	4.800
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	4.000	4.800	5.750	3.750	4.500	5.400
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	2.050	2.550	2.950	1.900	2.400	2.750
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	2.500	3.100	3.450	2.350	2.900	3.250
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	7.300	8.800	10.850	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	10.900	13.550	16.700	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	5.250	6.300	7.750	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	6.700	7.650	9.450	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	3.300	3.800	4.300	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	3.750	4.500	5.400	n/a*	n/a*	n/a*

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Finance and Accounting | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	2.700	3.150	3.550	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	3.100	3.600	4.250	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	2.150	2.450	2.750	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	2.250	2.800	2.950	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (S/M)	5.250	6.300	7.750	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (L)	7.800	9.500	11.850	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (S/M)	4.000	4.750	5.850	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (L)	5.100	6.100	7.500	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	2.600	3.150	3.400	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (L)	3.100	3.600	4.050	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (S/M)	1.900	2.250	2.550	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (L)	2.500	2.800	3.100	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	1.300	1.550	1.750	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (L)	1.500	1.800	2.000	n/a*	n/a*	n/a*

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Finance and Accounting | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Executive Leadership	Chief Financial Officer - CFO (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Chief Financial Officer - CFO (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Controller (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Audit Manager/ Internal Controls (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Audit	Auditor/ Internal Controls (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Accounting/Fiscal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (S/M)	3.600	4.750	5.450	3.600	4.750	5.450
Accounting/Fiscal	Senior Accounting/Fiscal Analyst (L)	5.000	6.100	6.800	5.000	6.100	6.800
Accounting/Fiscal	Accounting/Fiscal Analyst (S/M)	3.150	3.700	4.700	3.150	3.700	4.700
Accounting/Fiscal	Accounting/Fiscal Analyst (L)	3.700	4.400	5.250	3.700	4.400	5.250
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (S/M)	1.900	2.350	2.700	1.900	2.350	2.700
Accounting/Fiscal	Junior Accounting/Fiscal Analyst (L)	2.300	2.850	3.150	2.300	2.850	3.150
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Senior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Financial Planning/Controllershship	Junior Financial Planning/Controllershship Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Senior M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Finance and Accounting | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
M&A / IR / Structured Treasury	Junior M&A / IR / Structured Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Senior Treasury/Finance Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Treasury/Finance Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Treasury/Finance	Junior Financial/Treasury Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	50.950	63.000	77.850	n/a*	n/a*	n/a*	50.950	63.000	77.850
Sales Trader	Director	30.750	38.000	46.950	n/a*	n/a*	n/a*	30.750	38.000	46.950
Sales Trader	Vice President / VP	22.550	27.900	34.450	n/a*	n/a*	n/a*	22.550	27.900	34.450
Sales Trader	Associate	13.900	17.200	21.250	n/a*	n/a*	n/a*	13.900	17.200	21.250
Sales Trader	Analyst	8.250	10.250	12.650	n/a*	n/a*	n/a*	8.250	10.250	12.650
Trader	Managing Director	47.350	58.500	72.300	n/a*	n/a*	n/a*	47.350	58.500	72.300
Trader	Director	29.750	36.800	45.450	n/a*	n/a*	n/a*	29.750	36.800	45.450
Trader	Vice President / VP	21.950	27.100	33.450	n/a*	n/a*	n/a*	21.950	27.100	33.450
Trader	Associate	13.000	16.100	19.850	n/a*	n/a*	n/a*	13.000	16.100	19.850
Trader	Analyst	9.650	12.000	14.800	n/a*	n/a*	n/a*	9.650	12.000	14.800
Portfolio Manager	Equities Manager	23.600	29.200	36.050	18.850	23.350	28.800	23.600	29.200	36.050
Portfolio Manager	Fixed Income Manager	23.600	29.200	36.050	18.850	23.350	28.800	23.600	29.200	36.050
Equity Research	Head of Research	27.100	33.500	41.400	21.650	26.800	33.100	27.100	33.500	41.400
Equity Research	Researcher	14.550	18.000	22.200	11.600	14.400	17.750	14.550	18.000	22.200
Mergers and Acquisitions	Managing Director	43.650	54.000	66.700	34.900	43.200	53.350	43.650	54.000	66.700
Mergers and Acquisitions	Director	32.450	40.100	49.550	25.950	32.050	39.600	32.450	40.100	49.550
Mergers and Acquisitions	Vice President / VP	21.800	27.000	33.350	17.400	21.600	26.650	21.800	27.000	33.350
Mergers and Acquisitions	Associate	19.500	24.200	29.800	14.200	17.600	21.700	19.500	24.200	29.800
Mergers and Acquisitions	Analyst	13.500	16.700	20.600	9.800	12.150	15.000	13.500	16.700	20.600
ECM/DCM/Project Finance/Structure Finance	Managing Director	42.900	53.000	65.500	n/a*	n/a*	n/a*	42.900	53.000	65.500
ECM/DCM/Project Finance/Structure Finance	Director	30.100	37.200	45.950	n/a*	n/a*	n/a*	30.100	37.200	45.950
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	21.950	27.200	33.600	n/a*	n/a*	n/a*	21.950	27.200	33.600
ECM/DCM/Project Finance/Structure Finance	Associate	16.100	19.900	24.550	n/a*	n/a*	n/a*	16.100	19.900	24.550
ECM/DCM/Project Finance/Structure Finance	Analyst	11.100	13.800	17.000	n/a*	n/a*	n/a*	11.100	13.800	17.000
Credit and Risk	Managing Director - CRO	41.400	51.200	63.250	33.100	40.950	50.600	41.400	51.200	63.250
Credit and Risk	Director	33.300	41.150	50.850	26.600	32.900	40.650	33.300	41.150	50.850
Credit and Risk	Vice President / VP	21.850	27.000	33.350	17.450	21.600	26.650	21.850	27.000	33.350
Credit and Risk	Associate	16.150	20.000	24.700	12.900	16.000	19.750	16.150	20.000	24.700
Credit and Risk	Analyst	11.300	14.000	17.250	9.000	11.200	13.800	11.300	14.000	17.250
Compliance/Audit/Internal Controls	Managing Director	35.600	44.000	54.350	28.450	35.200	43.450	35.600	44.000	54.350
Compliance/Audit/Internal Controls	Director	23.450	29.000	35.800	18.750	23.200	28.600	23.450	29.000	35.800
Compliance/Audit/Internal Controls	Vice President / VP	19.500	24.150	29.800	15.600	19.300	23.800	19.500	24.150	29.800
Compliance/Audit/Internal Controls	Associate	14.350	17.800	21.950	11.450	14.200	17.550	14.350	17.800	21.950

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Financial Market | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	11.300	14.000	17.300	9.000	11.200	13.800	11.300	14.000	17.300
Finance	Managing Director - CFO	44.700	55.250	68.250	35.750	44.200	54.600	44.700	55.250	68.250
Finance	Director	25.550	31.600	39.050	20.400	25.250	31.200	25.550	31.600	39.050
Finance	Vice President / VP	17.950	22.200	27.400	14.350	17.750	21.900	17.950	22.200	27.400
Finance	Associate	13.050	16.200	20.000	10.400	12.950	16.000	13.050	16.200	20.000
Finance	Analyst	9.000	11.200	13.800	7.200	8.950	11.000	9.000	11.200	13.800
Commercial	Head	34.900	43.200	53.350	27.900	34.550	42.650	34.900	43.200	53.350
Commercial	RM Corporate	23.500	29.100	35.950	18.800	23.250	28.750	23.500	29.100	35.950
Commercial	RM Middle	13.900	17.200	21.250	11.100	13.750	17.000	13.900	17.200	21.250
Commercial	RM Private (High/Ultra High)	21.000	26.000	36.000	16.800	20.800	25.650	21.000	26.000	36.000
Commercial	RM FI	14.700	18.200	22.450	11.750	14.550	17.950	14.700	18.200	22.450
Operations	COO	42.600	52.650	65.050	34.050	42.100	52.000	42.600	52.650	65.050
Operations	Operations Director	28.300	35.000	43.250	22.600	28.000	34.600	28.300	35.000	43.250
Operations	Vice President or Operations Manager	19.550	24.200	29.900	15.600	19.350	23.900	19.550	24.200	29.900
Operations	Operations Specialist	14.300	17.700	21.850	11.400	14.150	17.450	14.300	17.700	21.850
Operations	Operations Analyst	8.100	10.100	12.450	6.450	8.050	9.950	8.100	10.100	12.450
Digital Innovation	Director of Digital Innovation	30.850	38.200	47.200	24.650	30.550	37.750	30.850	38.200	47.200
Digital Innovation	Digital Innovation Manager	20.050	24.800	30.600	16.000	19.800	24.450	20.050	24.800	30.600
Digital Innovation	Digital Innovation Coordinator	14.700	18.200	22.450	11.750	14.550	17.950	14.700	18.200	22.450
Digital Innovation	Digital Innovation Analyst	9.650	12.000	14.800	7.700	9.600	11.800	9.650	12.000	14.800

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Financial Market | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Equities Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Fixed Income Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Head of Research	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Researcher	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Managing Director - CRO	35.150	43.500	53.750	41.400	51.200	63.250	41.400	51.200	63.250
Credit and Risk	Director	28.300	34.950	43.200	33.300	41.150	50.850	33.300	41.150	50.850
Credit and Risk	Vice President / VP	18.550	22.950	28.300	21.850	27.000	33.350	21.850	27.000	33.350
Credit and Risk	Associate	13.700	17.000	20.950	16.150	20.000	24.700	16.150	20.000	24.700
Credit and Risk	Analyst	9.600	11.900	14.650	11.300	14.000	17.250	11.300	14.000	17.250
Compliance/Audit/Internal Controls	Managing Director	30.250	37.400	46.150	35.600	44.000	54.350	35.600	44.000	54.350
Compliance/Audit/Internal Controls	Director	19.900	24.650	30.400	23.450	29.000	35.800	23.450	29.000	35.800
Compliance/Audit/Internal Controls	Vice President / VP	16.550	20.500	25.300	19.500	24.150	29.800	19.500	24.150	29.800
Compliance/Audit/Internal Controls	Associate	12.150	15.100	18.650	14.350	17.800	21.950	14.350	17.800	21.950

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Financial Market | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	9.600	11.900	14.700	11.300	14.000	17.300	11.300	14.000	17.300
Finance	Managing Director - CFO	37.950	46.950	58.000	44.700	55.250	68.250	44.700	55.250	68.250
Finance	Director	21.700	26.850	33.150	25.550	31.600	39.050	25.550	31.600	39.050
Finance	Vice President / VP	15.250	18.850	23.250	17.950	22.200	27.400	17.950	22.200	27.400
Finance	Associate	11.050	13.750	17.000	13.050	16.200	20.000	13.050	16.200	20.000
Finance	Analyst	7.650	9.500	11.700	9.000	11.200	13.800	9.000	11.200	13.800
Commercial	Head	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Corporate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Middle	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Private (High/Ultra High)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM FI	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	COO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Vice President or Operations Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Financial Market | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Equities Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Fixed Income Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Head of Research	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Researcher	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Managing Director - CRO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Financial Market | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Managing Director - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	Head	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Corporate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Middle	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Private (High/Ultra High)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM FI	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	COO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Vice President or Operations Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Equities Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Fixed Income Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Head of Research	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Researcher	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Managing Director - CRO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Managing Director - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	Head	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Corporate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Middle	13.900	17.200	21.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Private (High/Ultra High)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM FI	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	COO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Vice President or Operations Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Financial Market | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Equities Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Fixed Income Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Head of Research	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Researcher	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Managing Director - CRO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Managing Director - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	Head	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Corporate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Middle	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Private (High/Ultra High)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM FI	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	COO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Vice President or Operations Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Sales Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Trader	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Equities Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Portfolio Manager	Fixed Income Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Head of Research	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Equity Research	Researcher	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Mergers and Acquisitions	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
ECM/DCM/Project Finance/Structure Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Managing Director - CRO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Managing Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Compliance/Audit/Internal Controls	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Financial Market | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Compliance/Audit/Internal Controls	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Managing Director - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Vice President / VP	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Associate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	Head	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Corporate	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Middle	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM Private (High/Ultra High)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial	RM FI	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	COO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Vice President or Operations Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Specialist	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Operations	Operations Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	35.900	48.000	53.900	28.700	38.400	43.100	35.900	48.000	53.900
Finance	Controller	17.950	24.000	26.950	14.350	19.200	21.550	17.950	24.000	26.950
Finance	Finance Coordinator	10.400	14.000	15.700	8.300	11.200	12.550	10.400	14.000	15.700
Finance	Finance Analyst	6.700	9.000	10.050	5.350	7.200	8.000	6.700	9.000	10.050
Underwriter	Director	26.200	35.000	39.300	20.950	28.000	31.400	26.200	35.000	39.300
Underwriter	Manager	14.500	19.400	21.750	11.600	15.500	17.400	14.500	19.400	21.750
Underwriter	Coordinator	10.300	13.800	15.450	8.200	11.000	12.350	10.300	13.800	15.450
Underwriter	Analyst	6.750	9.100	10.200	5.400	7.250	8.150	6.750	9.100	10.200
Commercial/Sales	Commercial Director	27.200	36.400	40.850	21.750	29.100	32.650	27.200	36.400	40.850
Commercial/Sales	Commercial Manager	13.450	18.000	20.150	10.750	14.400	16.100	13.450	18.000	20.150
Commercial/Sales	Key Executive	8.900	12.000	13.450	7.100	9.600	10.750	8.900	12.000	13.450
Actuarial	Actuarial Director	24.950	33.400	37.500	19.950	26.700	30.000	24.950	33.400	37.500
Actuarial	Actuarial Manager	13.800	18.500	20.750	11.000	14.800	16.600	13.800	18.500	20.750
Actuarial	Actuarial Coordinator	10.400	13.000	14.600	8.300	10.400	11.650	10.400	13.000	14.600
Actuarial	Actuarial Analyst	9.850	10.200	11.400	7.850	8.150	9.100	9.850	10.200	11.400
Products	Director of Products	22.250	29.800	33.400	17.800	23.800	26.700	22.250	29.800	33.400
Products	Product Manager	13.800	18.500	20.750	11.000	14.800	16.600	13.800	18.500	20.750
Products	Product Coordinator	10.400	14.000	15.650	8.300	11.200	12.500	10.400	14.000	15.650
Products	Product Analyst	7.500	10.100	11.300	6.000	8.050	9.000	7.500	10.100	11.300
Reinsurance	Reinsurance Director	25.550	34.200	38.350	20.400	27.350	30.650	25.550	34.200	38.350
Reinsurance	Reinsurance Manager	19.100	25.600	28.700	15.250	20.450	22.950	19.100	25.600	28.700
Reinsurance	Reinsurance Coordinator	11.200	15.000	16.800	8.950	12.000	13.400	11.200	15.000	16.800
Reinsurance	Reinsurance Analyst	8.400	10.100	11.300	6.700	8.050	9.000	8.400	10.100	11.300
Claims	Claims Director	23.200	31.100	34.900	18.550	24.850	27.900	23.200	31.100	34.900
Claims	Claims Manager	11.900	16.000	17.900	9.500	12.800	14.300	11.900	16.000	17.900
Claims	Claims Coordinator	9.650	13.000	14.550	7.700	10.400	11.600	9.650	13.000	14.550
Claims	Claims Analyst	6.500	8.800	9.800	5.200	7.000	7.800	6.500	8.800	9.800
Credit and Risk	Credit and Risk Director	28.600	38.200	42.850	22.850	30.550	34.250	28.600	38.200	42.850
Credit and Risk	Credit and Risk Manager	19.400	26.000	29.200	15.500	20.800	23.350	19.400	26.000	29.200
Credit and Risk	Credit and Risk Coordinator	12.950	17.350	19.450	10.350	13.850	15.550	12.950	17.350	19.450
Credit and Risk	Credit and Risk Analyst	7.800	10.500	11.750	6.200	8.400	9.400	7.800	10.500	11.750
Digital Innovation	Director of Digital Innovation	26.150	35.000	39.300	20.900	28.000	31.400	26.150	35.000	39.300
Digital Innovation	Digital Innovation Manager	16.650	22.300	25.000	13.300	17.800	20.000	16.650	22.300	25.000

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Insurance | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	11.950	16.000	17.950	9.550	12.800	14.350	11.950	16.000	17.950
Digital Innovation	Digital Innovation Analyst	8.300	11.200	12.500	6.600	8.950	10.000	8.300	11.200	12.500

Insurance

Southeast

South

Midwest

Northeast

North

Summary

Insurance | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	31.200	41.750	46.850	35.900	48.000	53.900	35.900	48.000	53.900
Finance	Controller	15.600	20.850	23.400	17.950	24.000	26.950	17.950	24.000	26.950
Finance	Finance Coordinator	9.000	12.150	13.650	10.400	14.000	15.700	10.400	14.000	15.700
Finance	Finance Analyst	5.800	7.800	8.700	6.700	9.000	10.050	6.700	9.000	10.050
Underwriter	Director	22.750	30.450	34.150	26.200	35.000	39.300	26.200	35.000	39.300
Underwriter	Manager	12.600	16.850	18.900	14.500	19.400	21.750	14.500	19.400	21.750
Underwriter	Coordinator	8.950	12.000	13.400	10.300	13.800	15.450	10.300	13.800	15.450
Underwriter	Analyst	5.850	7.900	8.850	6.750	9.100	10.200	6.750	9.100	10.200
Commercial/Sales	Commercial Director	23.650	31.650	35.500	27.200	36.400	40.850	27.200	36.400	40.850
Commercial/Sales	Commercial Manager	11.700	15.650	17.500	13.450	18.000	20.150	13.450	18.000	20.150
Commercial/Sales	Key Executive	7.700	10.400	11.700	8.900	12.000	13.450	8.900	12.000	13.450
Actuarial	Actuarial Director	21.700	29.050	32.600	24.950	33.400	37.500	24.950	33.400	37.500
Actuarial	Actuarial Manager	12.000	16.050	18.050	13.800	18.500	20.750	13.800	18.500	20.750
Actuarial	Actuarial Coordinator	9.000	11.300	12.700	10.400	13.000	14.600	10.400	13.000	14.600
Actuarial	Actuarial Analyst	8.550	8.850	9.900	9.850	10.200	11.400	9.850	10.200	11.400
Products	Director of Products	19.350	25.900	29.050	22.250	29.800	33.400	22.250	29.800	33.400
Products	Product Manager	12.000	16.050	18.050	13.800	18.500	20.750	13.800	18.500	20.750
Products	Product Coordinator	9.000	12.150	13.600	10.400	14.000	15.650	10.400	14.000	15.650
Products	Product Analyst	6.500	8.750	9.800	7.500	10.100	11.300	7.500	10.100	11.300
Reinsurance	Reinsurance Director	22.200	29.750	33.350	25.550	34.200	38.350	25.550	34.200	38.350
Reinsurance	Reinsurance Manager	16.600	22.250	24.950	19.100	25.600	28.700	19.100	25.600	28.700
Reinsurance	Reinsurance Coordinator	9.700	13.050	14.600	11.200	15.000	16.800	11.200	15.000	16.800
Reinsurance	Reinsurance Analyst	7.300	8.750	9.800	8.400	10.100	11.300	8.400	10.100	11.300
Claims	Claims Director	20.150	27.050	30.350	23.200	31.100	34.900	23.200	31.100	34.900
Claims	Claims Manager	10.350	13.900	15.550	11.900	16.000	17.900	11.900	16.000	17.900
Claims	Claims Coordinator	8.350	11.300	12.650	9.650	13.000	14.550	9.650	13.000	14.550
Claims	Claims Analyst	5.650	7.650	8.500	6.500	8.800	9.800	6.500	8.800	9.800
Credit and Risk	Credit and Risk Director	24.850	33.200	37.250	28.600	38.200	42.850	28.600	38.200	42.850
Credit and Risk	Credit and Risk Manager	16.850	22.600	25.400	19.400	26.000	29.200	19.400	26.000	29.200
Credit and Risk	Credit and Risk Coordinator	11.250	15.050	16.900	12.950	17.350	19.450	12.950	17.350	19.450
Credit and Risk	Credit and Risk Analyst	6.750	9.100	10.200	7.800	10.500	11.750	7.800	10.500	11.750
Digital Innovation	Director of Digital Innovation	22.750	30.450	34.150	26.150	35.000	39.300	26.150	35.000	39.300
Digital Innovation	Digital Innovation Manager	14.450	19.400	21.750	16.650	22.300	25.000	16.650	22.300	25.000

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Insurance | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	10.350	13.900	15.600	11.950	16.000	17.950	11.950	16.000	17.950
Digital Innovation	Digital Innovation Analyst	7.200	9.700	10.850	8.300	11.200	12.500	8.300	11.200	12.500

Insurance

Southeast

South

Midwest

Northeast

North

Summary

Insurance | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Controller	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Key Executive	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Director of Products	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Insurance | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Controller	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Key Executive	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Director of Products	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	8.400	11.350	12.650	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Controller	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Key Executive	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Director of Products	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

Insurance

Southeast

South

Midwest

Northeast

North

Summary

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Insurance | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Finance	Chief Financial Officer - CFO	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Controller	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Finance	Finance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Underwriter	Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Commercial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Commercial/Sales	Key Executive	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Actuarial	Actuarial Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Director of Products	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Products	Product Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Reinsurance	Reinsurance Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Claims	Claims Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Credit and Risk	Credit and Risk Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Director of Digital Innovation	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Insurance | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Digital Innovation	Digital Innovation Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Innovation	Digital Innovation Analyst	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

Insurance

Southeast

South

Midwest

Northeast

North

Summary

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Engineering | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	24.800	32.000	39.900	19.350	25.000	31.150	24.800	32.000	39.900
Supply Chain	Supply Chain Director (L)	28.600	37.000	46.200	24.700	32.000	39.950	27.800	36.000	44.950
Supply Chain	Supply Chain Manager (S/M)	17.100	22.000	27.500	13.950	18.000	22.500	16.300	21.000	26.250
Supply Chain	Supply Chain Manager (L)	21.700	28.000	34.900	19.350	25.000	31.150	20.150	26.000	32.400
Supply Chain	S&OP Coordinator (S/M)	10.900	14.000	17.500	9.300	12.000	15.000	10.500	13.500	16.850
Supply Chain	S&OP Coordinator (L)	12.300	16.000	20.000	12.300	16.000	20.000	11.900	15.500	19.350
Supply Chain	Foreign Trade Coordinator (S/M)	6.200	8.000	10.000	5.800	7.500	9.350	6.400	8.300	10.350
Supply Chain	Foreign Trade Coordinator (L)	9.300	12.000	15.000	9.300	12.000	15.000	9.500	12.300	15.350
Supply Chain	Customer Service Coordinator (S/M)	6.200	8.000	10.000	6.550	8.500	10.600	6.550	8.500	10.600
Supply Chain	Customer Service Coordinator (L)	7.800	10.000	12.500	7.800	10.000	12.500	8.150	10.500	13.100
Supply Chain	Customer Service Analyst (S/M)	3.850	5.000	6.200	3.850	5.000	6.200	3.500	4.500	5.600
Supply Chain	Customer Service Analyst (L)	6.200	8.000	10.000	5.800	7.500	9.350	5.800	7.500	9.350
Supply Chain	Supply Chain Analyst (S/M)	4.900	6.200	7.750	5.050	6.500	8.150	3.900	5.000	6.250
Supply Chain	Supply Chain Analyst (L)	7.000	9.000	11.300	6.600	8.500	10.650	6.200	8.000	10.000
Supply Chain - Logistics	Logistics Manager (S/M)	10.900	14.000	17.500	9.300	12.000	15.000	10.100	13.000	16.250
Supply Chain - Logistics	Logistics Manager (L)	14.000	18.000	22.500	15.550	20.000	25.000	14.000	18.000	22.500
Supply Chain - Logistics	Logistics Coordinator (S/M)	7.800	10.000	12.500	7.800	10.000	12.500	7.400	9.500	11.850
Supply Chain - Logistics	Logistics Coordinator (L)	10.400	13.500	16.900	10.400	13.500	16.900	10.400	13.500	16.900
Supply Chain - Logistics	Logistics Analyst (S/M)	3.500	4.500	5.600	3.850	5.000	6.250	2.700	3.500	4.350
Supply Chain - Logistics	Logistics Analyst (L)	5.400	7.000	8.800	5.400	7.000	8.800	4.600	6.000	7.500
Supply Chain - Purchasing	Purchasing Manager (S/M)	15.500	20.000	25.000	13.950	18.000	22.500	14.700	19.000	23.750
Supply Chain - Purchasing	Purchasing Manager (L)	20.100	26.000	32.400	20.100	26.000	32.400	19.300	25.000	31.150
Supply Chain - Purchasing	Buyer (S/M)	4.300	5.500	6.800	6.250	8.000	9.850	3.900	5.000	6.150
Supply Chain - Purchasing	Buyer (L)	7.000	9.000	11.300	7.750	10.000	12.550	7.350	9.500	11.900
Projects	Project Manager/PMO (S/M)	13.200	17.000	21.300	13.950	18.000	22.550	11.600	15.000	18.750
Projects	Project Manager/PMO (L)	17.100	22.000	27.500	17.100	22.000	27.500	15.500	20.000	25.000
Projects	Project Specialist (S/M)	6.200	8.000	10.000	7.750	10.000	12.500	6.200	8.000	10.000
Projects	Project Specialist (L)	9.300	12.000	15.000	10.050	13.000	16.250	9.300	12.000	15.000
Projects	Continuous Improvement Manager (S/M)	11.600	15.000	18.800	10.800	14.000	17.500	11.950	15.500	19.400
Projects	Gerente de Melhoria Contínua (L)	15.500	20.000	25.000	14.700	19.000	23.750	16.250	21.000	26.250
Technical Sales	Technical Sales Manager (S/M)	10.900	14.000	17.500	10.900	14.000	17.500	10.100	13.000	16.250
Technical Sales	Technical Sales Manager (L)	17.100	22.000	27.500	17.100	22.000	27.500	16.300	21.000	26.250
Technical Sales	Application/Sales Engineer (S/M)	5.400	7.000	8.800	6.900	9.000	11.300	5.400	7.000	8.800

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Engineering | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (I)	7.800	10.000	12.500	9.350	12.000	15.000	8.550	11.000	13.750
Industry	Director of Engineering (S/M)	19.400	25.000	31.300	19.000	24.500	30.650	20.150	26.000	32.550
Industry	Director of Engineering (I)	27.100	35.000	43.700	27.100	35.000	43.700	26.300	34.000	42.450
Industry	Plant Manager (S/M)	11.600	15.000	18.800	11.200	14.500	18.150	15.450	20.000	25.050
Industry	Plant Manager (I)	19.400	25.000	31.300	17.050	22.000	27.500	23.250	30.000	37.550
Industry	QHSE Coordinator (S/M)	8.900	11.500	14.400	9.250	12.000	15.000	9.250	12.000	15.000
Industry	QHSE Coordinator (I)	11.200	14.500	18.100	11.550	15.000	18.700	11.550	15.000	18.700
Industry	QHSE Engineer (S/M)	7.300	9.500	11.800	7.750	10.000	12.500	6.550	8.500	10.600
Industry	QHSE Engineer (I)	10.100	13.000	16.300	9.300	12.000	15.000	10.450	13.500	16.900
Industry	Production/Process Engineer (S/M)	4.700	6.000	7.500	7.050	9.000	11.250	7.050	9.000	11.250
Industry	Production/Process Engineer (I)	7.000	9.000	11.300	9.150	11.800	14.800	10.100	13.000	16.300
Services	Director of Operations (S/M)	17.100	22.000	27.500	17.100	22.000	27.500	17.850	23.000	28.750
Services	Director of Operations (I)	27.100	35.000	43.700	27.100	35.000	43.700	27.100	35.000	43.700
Services	Maintenance/Facilities Coordinator (S/M)	7.800	10.000	12.500	7.800	10.000	12.500	9.350	12.000	15.000
Services	Maintenance/Facilities Coordinator (I)	9.300	12.000	15.000	9.650	12.500	15.600	12.750	16.500	20.600
Infrastructure	Contracts Manager (S/M)	11.600	15.000	18.800	11.600	15.000	18.800	12.350	16.000	20.050
Infrastructure	Contracts Manager (I)	19.400	25.000	31.300	19.400	25.000	31.300	17.050	22.000	27.500
Infrastructure	General Works/Construction Manager (S/M)	11.600	15.000	18.750	13.900	18.000	22.500	11.950	15.500	19.350
Infrastructure	General Works/Construction Manager (I)	17.050	22.000	27.500	19.350	25.000	31.250	17.400	22.500	28.100
Infrastructure	Civil/Infrastructure Engineer (S/M)	5.600	7.200	9.000	6.600	8.500	10.650	6.950	9.000	11.250
Infrastructure	Civil/Infrastructure Engineer (I)	7.000	9.000	11.300	9.300	12.000	15.050	9.300	12.000	15.050
Infrastructure	O&M Engineer (S/M)	7.000	9.000	11.300	6.200	8.000	10.000	7.000	9.000	11.300
Infrastructure	O&M Engineer (I)	9.300	12.000	15.000	8.500	11.000	13.750	9.300	12.000	15.000
Infrastructure	Project Engineer (S/M)	7.000	9.000	11.300	7.000	9.000	11.300	7.350	9.500	11.900
Infrastructure	Project Engineer (I)	9.300	12.000	15.000	9.300	12.000	15.000	9.650	12.500	15.600

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Engineering | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	20.900	27.000	33.650	20.900	27.000	33.650	19.350	25.000	31.150
Supply Chain	Supply Chain Director (L)	27.050	35.000	43.700	28.600	37.000	46.200	27.050	35.000	43.700
Supply Chain	Supply Chain Manager (S/M)	13.950	18.000	22.500	15.500	20.000	25.000	15.500	20.000	25.000
Supply Chain	Supply Chain Manager (L)	17.800	23.000	28.650	19.350	25.000	31.150	19.350	25.000	31.150
Supply Chain	S&OP Coordinator (S/M)	9.300	12.000	15.000	9.300	12.000	15.000	8.550	11.000	13.750
Supply Chain	S&OP Coordinator (L)	12.300	16.000	20.000	12.300	16.000	20.000	12.300	16.000	20.000
Supply Chain	Foreign Trade Coordinator (S/M)	6.200	8.000	10.000	6.200	8.000	10.000	6.200	8.000	10.000
Supply Chain	Foreign Trade Coordinator (L)	9.300	12.000	15.000	9.300	12.000	15.000	9.300	12.000	15.000
Supply Chain	Customer Service Coordinator (S/M)	6.200	8.000	10.000	6.200	8.000	10.000	6.200	8.000	10.000
Supply Chain	Customer Service Coordinator (L)	7.800	10.000	12.500	7.800	10.000	12.500	7.800	10.000	12.500
Supply Chain	Customer Service Analyst (S/M)	3.100	4.000	4.950	3.850	5.000	6.200	3.850	5.000	6.200
Supply Chain	Customer Service Analyst (L)	5.400	7.000	8.750	6.200	8.000	10.000	6.200	8.000	10.000
Supply Chain	Supply Chain Analyst (S/M)	3.900	5.000	6.250	3.900	5.000	6.250	3.900	5.000	6.250
Supply Chain	Supply Chain Analyst (L)	6.200	8.000	10.000	6.200	8.000	10.000	6.200	8.000	10.000
Supply Chain - Logistics	Logistics Manager (S/M)	9.300	12.000	15.000	9.300	12.000	15.000	9.300	12.000	15.000
Supply Chain - Logistics	Logistics Manager (L)	14.000	18.000	22.500	14.000	18.000	22.500	13.600	17.500	21.850
Supply Chain - Logistics	Logistics Coordinator (S/M)	7.800	10.000	12.500	7.800	10.000	12.500	6.200	8.000	10.000
Supply Chain - Logistics	Logistics Coordinator (L)	10.000	13.000	16.250	10.000	13.000	16.250	9.200	12.000	15.000
Supply Chain - Logistics	Logistics Analyst (S/M)	3.500	4.300	5.000	3.100	4.000	5.000	2.700	3.500	4.350
Supply Chain - Logistics	Logistics Analyst (L)	4.600	6.000	7.500	5.400	7.000	8.800	5.400	7.000	8.800
Supply Chain - Purchasing	Purchasing Manager (S/M)	13.950	18.000	22.500	13.950	18.000	22.500	13.150	17.000	21.250
Supply Chain - Purchasing	Purchasing Manager (L)	17.750	23.000	28.650	19.300	25.000	31.150	19.300	25.000	31.150
Supply Chain - Purchasing	Buyer (S/M)	3.500	4.500	5.550	4.650	6.000	7.400	4.300	5.500	6.800
Supply Chain - Purchasing	Buyer (L)	6.200	8.000	10.000	7.000	9.000	11.300	6.200	8.000	10.000
Projects	Project Manager/PMO (S/M)	11.600	15.000	18.750	11.600	15.000	18.750	11.600	15.000	18.750
Projects	Project Manager/PMO (L)	15.500	20.000	25.000	15.500	20.000	25.000	15.500	20.000	25.000
Projects	Project Specialist (S/M)	6.200	8.000	10.000	6.200	8.000	10.000	6.200	8.000	10.000
Projects	Project Specialist (L)	9.300	12.000	15.000	9.300	12.000	15.000	9.300	12.000	15.000
Projects	Continuous Improvement Manager (S/M)	11.600	15.000	18.800	11.600	15.000	18.800	11.600	15.000	18.800
Projects	Gerente de Melhoria Contínua (L)	15.500	20.000	25.000	15.500	20.000	25.000	15.500	20.000	25.000
Technical Sales	Technical Sales Manager (S/M)	10.100	13.000	16.250	9.300	12.000	15.000	9.300	12.000	15.000
Technical Sales	Technical Sales Manager (L)	13.950	18.000	22.500	15.500	20.000	25.000	15.500	20.000	25.000
Technical Sales	Application/Sales Engineer (S/M)	5.400	7.000	8.800	5.400	7.000	8.800	5.400	7.000	8.800

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Engineering | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (I)	9.350	12.000	15.000	9.350	12.000	15.000	9.350	12.000	15.000
Industry	Director of Engineering (S/M)	19.400	25.000	31.300	19.400	25.000	31.300	19.400	25.000	31.300
Industry	Director of Engineering (I)	27.100	35.000	43.700	27.100	35.000	43.700	27.100	35.000	43.700
Industry	Plant Manager (S/M)	13.100	17.000	21.300	13.100	17.000	21.300	12.350	16.000	20.050
Industry	Plant Manager (I)	19.400	25.000	31.300	19.400	25.000	31.300	17.050	22.000	27.500
Industry	QHSE Coordinator (S/M)	8.900	11.500	14.400	7.700	10.000	12.500	7.700	10.000	12.500
Industry	QHSE Coordinator (I)	11.200	14.500	18.100	10.800	14.000	17.450	10.800	14.000	17.450
Industry	QHSE Engineer (M/F)	6.200	8.000	10.000	6.200	8.000	10.000	6.200	8.000	10.000
Industry	QHSE Engineer (I)	10.100	13.000	16.300	9.300	12.000	15.000	9.300	12.000	15.000
Industry	Production/Process Engineer (S/M)	5.450	7.000	8.750	5.450	7.000	8.750	5.450	7.000	8.750
Industry	Production/Process Engineer (I)	7.750	10.000	12.550	7.750	10.000	12.550	7.750	10.000	12.550
Services	Director of Operations (S/M)	19.400	25.000	31.250	19.400	25.000	31.250	19.400	25.000	31.250
Services	Director of Operations (I)	27.100	35.000	43.700	30.950	40.000	49.900	30.950	40.000	49.900
Services	Maintenance/Facilities Coordinator (S/M)	7.800	10.000	12.500	6.200	8.000	10.000	6.200	8.000	10.000
Services	Maintenance/Facilities Coordinator (I)	9.300	12.000	15.000	9.300	12.000	15.000	8.500	11.000	13.750
Infrastructure	Contracts Manager (S/M)	11.600	15.000	18.800	11.600	15.000	18.800	11.600	15.000	18.800
Infrastructure	Contracts Manager (I)	19.400	25.000	31.300	19.400	25.000	31.300	19.400	25.000	31.300
Infrastructure	General Works/Construction Manager (S/M)	11.600	15.000	18.750	11.600	15.000	18.750	11.600	15.000	18.750
Infrastructure	General Works/Construction Manager (I)	17.050	22.000	27.500	17.050	22.000	27.500	17.050	22.000	27.500
Infrastructure	Civil/Infrastructure Engineer (S/M)	5.050	6.500	8.150	5.050	6.500	8.150	5.050	6.500	8.150
Infrastructure	Civil/Infrastructure Engineer (I)	7.000	9.000	11.300	7.000	9.000	11.300	7.000	9.000	11.300
Infrastructure	O&M Engineer (S/M)	6.600	8.500	10.650	7.000	9.000	11.300	7.000	9.000	11.300
Infrastructure	O&M Engineer (I)	8.500	11.000	13.750	9.300	12.000	15.000	9.300	12.000	15.000
Infrastructure	Project Engineer (S/M)	7.000	9.000	11.300	7.000	9.000	11.300	7.000	9.000	11.300
Infrastructure	Project Engineer (I)	9.300	12.000	15.000	9.300	12.000	15.000	9.300	12.000	15.000

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Engineering | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	18.950	24.500	30.550	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Director (L)	24.750	32.000	39.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (S/M)	12.750	16.500	20.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (L)	16.250	21.000	26.200	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (S/M)	7.850	11.000	12.650	10.100	13.000	16.250	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (L)	11.500	15.000	18.750	11.400	14.850	18.600	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (S/M)	6.350	8.200	10.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (L)	9.100	11.800	14.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (S/M)	6.350	8.200	10.250	5.750	7.400	9.300	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (L)	10.850	14.000	17.500	7.250	9.300	11.600	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (S/M)	2.750	3.600	4.500	3.200	4.150	5.150	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (L)	5.050	6.500	8.100	5.700	7.400	9.250	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (S/M)	3.550	4.600	5.750	3.250	4.150	5.200	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (L)	5.550	7.200	9.000	5.300	6.800	8.550	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (S/M)	8.500	11.000	13.750	8.150	10.500	13.100	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (L)	13.200	17.000	21.250	10.500	13.500	16.850	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (S/M)	7.150	9.200	11.500	7.250	9.300	11.600	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (L)	9.250	12.000	15.000	9.650	12.550	15.700	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (S/M)	2.500	3.200	4.000	2.350	3.000	3.800	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (L)	4.250	5.500	6.850	4.100	5.300	6.650	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (S/M)	13.150	17.000	21.250	12.050	15.600	19.500	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (L)	16.250	21.000	26.200	15.650	20.250	25.250	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Buyer (S/M)	3.250	4.200	5.200	3.350	4.250	5.300	3.100	4.000	4.950
Supply Chain - Purchasing	Buyer (L)	5.650	7.300	9.100	5.450	7.000	8.800	5.100	6.550	8.200
Projects	Project Manager/PMO (S/M)	10.400	13.500	16.850	8.850	11.400	14.250	n/a*	n/a*	n/a*
Projects	Project Manager/PMO (L)	14.100	18.200	22.750	11.450	14.750	18.450	n/a*	n/a*	n/a*
Projects	Project Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Continuous Improvement Manager (S/M)	10.500	13.600	17.000	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Gerente de Melhoria Contínua (L)	14.100	18.200	22.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Technical Sales Manager (S/M)	9.300	12.000	15.000	5.200	6.700	8.350	4.050	5.200	6.550
Technical Sales	Technical Sales Manager (L)	13.150	17.000	21.250	8.200	10.550	13.150	6.400	8.200	10.250
Technical Sales	Application/Sales Engineer (S/M)	5.850	7.500	9.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (I)	10.400	13.500	16.850	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (S/M)	17.600	22.800	28.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (I)	24.750	32.000	39.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (S/M)	13.100	17.000	21.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (I)	17.600	22.800	28.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (M/F)	5.800	7.500	9.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (I)	9.250	12.000	15.000	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (S/M)	5.300	6.900	8.600	4.400	5.650	7.050	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (I)	7.750	10.000	12.500	6.600	8.500	10.650	n/a*	n/a*	n/a*
Services	Director of Operations (S/M)	17.400	22.500	28.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (I)	24.350	31.500	39.300	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (S/M)	7.750	10.000	12.500	5.200	6.700	8.350	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (I)	10.050	13.000	16.250	6.200	8.050	10.050	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (S/M)	10.400	13.500	16.850	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (I)	17.400	22.500	28.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (S/M)	10.400	13.500	16.850	4.750	6.150	7.650	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (I)	15.500	20.000	25.000	6.950	9.000	11.250	n/a*	n/a*	n/a*
Infrastructure	Civil/Infrastructure Engineer (S/M)	4.950	6.400	8.000	5.000	6.450	8.100	5.300	6.800	8.550
Infrastructure	Civil/Infrastructure Engineer (I)	7.050	9.100	11.350	6.950	8.900	11.200	7.350	9.450	11.850
Infrastructure	O&M Engineer (S/M)	5.800	7.500	9.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	O&M Engineer (I)	7.700	10.000	12.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (S/M)	7.250	8.200	10.250	6.600	8.500	10.650	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (I)	8.500	11.000	13.750	8.750	11.350	14.150	n/a*	n/a*	n/a*

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Engineering | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (S/M)	6.200	7.950	9.950	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (L)	7.000	9.100	11.400	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (S/M)	3.500	4.550	5.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (L)	4.400	5.700	7.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (S/M)	7.500	9.650	12.050	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (L)	9.650	12.400	15.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (S/M)	4.400	5.700	7.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (L)	5.900	7.650	9.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Buyer (S/M)	2.650	3.400	4.200	2.850	3.650	4.550	2.950	3.750	4.650
Supply Chain - Purchasing	Buyer (L)	4.300	5.550	7.000	4.650	6.000	7.550	4.800	6.200	7.750
Projects	Project Manager/PMO (S/M)	11.200	14.450	18.100	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Manager/PMO (L)	14.550	18.700	23.400	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Continuous Improvement Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Gerente de Melhoria Contínua (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Technical Sales Manager (S/M)	6.350	8.150	10.200	4.150	5.350	6.700	3.600	4.650	5.800
Technical Sales	Technical Sales Manager (L)	10.000	12.850	16.100	6.550	8.400	10.550	5.700	7.300	9.150
Technical Sales	Application/Sales Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (M/F)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (S/M)	4.650	5.950	7.450	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (I)	6.950	8.950	11.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (S/M)	6.600	8.500	10.650	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (I)	7.900	10.200	12.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Civil/Infrastructure Engineer (S/M)	5.050	6.500	8.150	3.550	4.550	5.750	3.500	4.500	5.650
Infrastructure	Civil/Infrastructure Engineer (I)	7.000	9.000	11.300	4.900	6.350	7.950	4.850	6.250	7.850
Infrastructure	O&M Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	O&M Engineer (I)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (S/M)	6.950	8.950	11.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (I)	9.250	11.950	14.900	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (S/M)	n/a*	n/a*	n/a*	9.600	12.400	15.500
Supply Chain - Purchasing	Purchasing Manager (L)	n/a*	n/a*	n/a*	12.450	16.100	20.050
Supply Chain - Purchasing	Buyer (S/M)	2.750	3.550	4.400	2.600	3.350	4.100
Supply Chain - Purchasing	Buyer (L)	4.550	5.850	7.300	4.250	5.450	6.850
Projects	Project Manager/PMO (S/M)	9.500	12.200	15.300	n/a*	n/a*	n/a*
Projects	Project Manager/PMO (L)	12.300	15.800	19.800	n/a*	n/a*	n/a*
Projects	Project Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Continuous Improvement Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Gerente de Melhoria Contínua (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Technical Sales Manager (S/M)	3.100	4.000	5.000	2.950	3.800	4.800
Technical Sales	Technical Sales Manager (L)	4.900	6.300	7.900	4.700	6.000	7.550
Technical Sales	Application/Sales Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (M/F)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (S/M)	5.600	7.200	9.000	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (L)	6.650	8.600	10.800	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (S/M)	n/a*	n/a*	n/a*	7.200	9.300	11.650
Infrastructure	Contracts Manager (L)	n/a*	n/a*	n/a*	12.050	15.500	19.450
Infrastructure	General Works/Construction Manager (S/M)	n/a*	n/a*	n/a*	6.900	8.950	11.150
Infrastructure	General Works/Construction Manager (L)	n/a*	n/a*	n/a*	10.150	13.100	16.400
Infrastructure	Civil/Infrastructure Engineer (S/M)	4.800	6.200	7.750	3.750	4.800	6.050
Infrastructure	Civil/Infrastructure Engineer (L)	6.650	8.550	10.750	5.200	6.650	8.350
Infrastructure	O&M Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	O&M Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Supply Chain	Supply Chain Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	S&OP Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Foreign Trade Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Customer Service Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain	Supply Chain Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Logistics	Logistics Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Purchasing Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Supply Chain - Purchasing	Buyer (S/M)	2.600	3.350	4.100	2.600	3.350	4.100
Supply Chain - Purchasing	Buyer (L)	4.250	5.450	6.850	4.250	5.450	6.850
Projects	Project Manager/PMO (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Manager/PMO (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Project Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Continuous Improvement Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Projects	Gerente de Melhoria Contínua (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Technical Sales Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Technical Sales Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Technical Sales	Application/Sales Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Engineering | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Technical Sales	Application/Sales Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Director of Engineering (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Plant Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (M/F)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	QHSE Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Industry	Production/Process Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Director of Operations (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Services	Maintenance/Facilities Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Contracts Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	General Works/Construction Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Civil/Infrastructure Engineer (S/M)	3.550	4.550	5.750	3.550	4.550	5.750
Infrastructure	Civil/Infrastructure Engineer (L)	4.900	6.350	7.950	4.900	6.350	7.950
Infrastructure	O&M Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	O&M Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Infrastructure	Project Engineer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Sales and Marketing | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	31.100	45.000	55.300	31.100	45.000	55.300	29.000	42.000	51.600
Executive Leadership	Managing Director (L)	51.900	75.000	92.100	44.950	65.000	79.800	44.950	65.000	79.800
Executive Leadership	Commercial/Sales Director (S/M)	17.300	25.000	30.700	19.350	28.000	34.350	17.300	25.000	30.700
Executive Leadership	Commercial/Sales Director (L)	27.700	40.000	49.100	27.700	40.000	49.100	27.700	40.000	49.100
Executive Leadership	Marketing Director (S/M)	19.500	24.000	28.100	14.600	18.000	21.050	17.850	22.000	25.750
Executive Leadership	Marketing Director (L)	24.200	35.000	43.000	22.100	32.000	39.300	23.500	34.000	41.750
Sales	National Sales Manager (S/M)	10.400	15.000	18.400	11.050	16.000	19.600	11.400	16.500	20.200
Sales	National Sales Manager (L)	17.300	25.000	30.700	17.300	25.000	30.700	17.300	25.000	30.700
Sales	Regional Sales Manager (S/M)	7.000	10.000	12.300	10.500	15.000	18.450	8.400	12.000	14.750
Sales	Regional Sales Manager (L)	10.400	15.000	18.400	12.450	18.000	22.050	11.050	16.000	19.600
Sales	Key Account Executive (S/M)	5.600	8.000	9.900	7.000	10.000	12.350	7.000	10.000	12.350
Sales	Key Account Executive (L)	10.400	15.000	18.400	9.700	14.000	17.150	11.050	16.000	19.600
Sales	E-commerce Manager (S/M)	9.700	14.000	17.200	6.900	10.000	12.250	9.000	13.000	15.950
Sales	E-commerce Manager (L)	13.800	20.000	24.600	9.650	14.000	17.200	12.750	18.500	22.750
Sales	Inside Sales (S/M)	3.900	5.000	6.200	2.750	4.000	4.950	3.400	5.000	6.200
Sales	Inside sales (L)	4.800	7.000	8.600	4.450	6.500	7.950	4.800	7.000	8.600
Sales	CRM/CX (S/M)	3.900	5.000	6.200	3.100	4.500	5.600	2.750	4.000	4.950
Sales	CRM/CX (L)	4.800	7.000	8.600	4.800	7.000	8.600	4.100	6.000	7.350
Marketing	Head of Growth (S/M)	12.500	18.000	22.100	12.500	18.000	22.100	11.800	17.000	20.850
Marketing	Head of Growth (L)	19.300	28.000	34.400	15.150	22.000	27.000	16.500	24.000	29.450
Marketing	Marketing Manager (S/M)	11.700	17.000	20.900	6.850	10.000	12.250	8.900	13.000	15.950
Marketing	Marketing Manager (L)	15.900	23.000	28.200	12.400	18.000	22.050	13.100	19.000	23.250
Marketing	Market Intelligence Analyst/BI (S/M)	7.000	8.000	9.800	3.750	5.500	6.750	3.750	5.500	6.750
Marketing	Market Intelligence Analyst/BI (L)	7.300	9.500	11.600	4.750	7.000	8.500	5.800	8.500	10.350
Marketing	Trade Marketing Manager (S/M)	9.000	13.000	16.000	6.200	9.000	11.050	6.900	10.000	12.300
Marketing	Trade Marketing Manager (L)	12.500	18.000	22.100	8.300	12.000	14.700	10.400	15.000	18.400
Marketing	Product Manager (S/M)	8.300	12.000	14.800	8.300	12.000	14.800	8.300	12.000	14.800
Marketing	Product Manager (L)	10.400	15.000	18.400	12.450	18.000	22.050	10.400	15.000	18.400
Marketing	Category Coordinator (S/M)	5.600	8.000	9.900	5.600	8.000	9.900	5.600	8.000	9.900
Marketing	Category Coordinator (L)	8.300	12.000	14.800	8.300	12.000	14.800	8.300	12.000	14.800
Digital Marketing	Digital Product Manager (S/M)	10.400	15.000	18.400	10.400	15.000	18.400	10.400	15.000	18.400
Digital Marketing	Digital Product Manager (L)	12.500	18.000	22.100	12.500	18.000	22.100	12.500	18.000	22.100
Digital Marketing	Digital Marketing Manager (S/M)	10.400	15.000	18.400	9.700	14.000	17.150	9.700	14.000	17.150

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Sales and Marketing | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	13.800	20.000	24.600	12.400	18.000	22.100	12.400	18.000	22.100
Digital Marketing	Digital Marketing Coordinator (S/M)	6.000	8.700	10.600	6.200	9.000	11.000	4.850	7.000	8.550
Digital Marketing	Digital Marketing Coordinator (L)	7.600	11.000	13.500	8.250	12.000	14.700	7.600	11.000	13.500
Digital Marketing	Digital Marketing Analyst (S/M)	4.100	6.000	7.400	4.400	6.500	8.000	4.100	6.000	7.400
Digital Marketing	Digital Marketing Analyst (L)	6.200	9.000	11.000	5.500	8.000	9.750	5.850	8.500	10.350
Digital Marketing	CRO/Martech Analyst (S/M)	4.800	7.000	8.600	3.400	5.000	6.100	4.100	6.000	7.350
Digital Marketing	CRO/Martech Analyst (L)	7.600	11.000	13.500	5.500	8.000	9.800	6.200	9.000	11.000
Digital Marketing	Marketing Analyst - Marketplace (S/M)	4.100	6.000	7.400	4.100	6.000	7.400	4.100	6.000	7.400
Digital Marketing	Marketing Analyst - Marketplace (L)	6.200	9.000	11.000	6.200	9.000	11.000	6.200	9.000	11.000

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Sales and Marketing | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	29.000	42.000	51.600	31.100	45.000	55.300	27.600	40.000	49.150
Executive Leadership	Managing Director (L)	44.950	65.000	79.800	44.950	65.000	79.800	44.950	65.000	79.800
Executive Leadership	Commercial/Sales Director (S/M)	17.300	25.000	30.700	17.300	25.000	30.700	17.300	25.000	30.700
Executive Leadership	Commercial/Sales Director (L)	24.200	35.000	42.950	27.700	40.000	49.100	27.700	40.000	49.100
Executive Leadership	Marketing Director (S/M)	19.500	24.000	28.100	16.250	20.000	23.400	16.250	20.000	23.400
Executive Leadership	Marketing Director (L)	24.200	35.000	43.000	24.200	35.000	43.000	24.200	35.000	43.000
Sales	National Sales Manager (S/M)	10.400	15.000	18.400	13.850	20.000	24.500	12.450	18.000	22.050
Sales	National Sales Manager (L)	17.300	25.000	30.700	17.300	25.000	30.700	15.200	22.000	27.000
Sales	Regional Sales Manager (S/M)	7.700	11.000	13.500	7.000	10.000	12.300	7.000	10.000	12.300
Sales	Regional Sales Manager (L)	11.050	16.000	19.600	10.400	15.000	18.400	9.700	14.000	17.150
Sales	Key Account Executive (S/M)	7.000	10.000	12.350	4.200	6.000	7.400	4.200	6.000	7.400
Sales	Key Account Executive (L)	10.400	15.000	18.400	8.300	12.000	14.700	8.300	12.000	14.700
Sales	E-commerce Manager (S/M)	8.300	12.000	14.700	12.450	18.000	22.100	12.450	18.000	22.100
Sales	E-commerce Manager (L)	13.800	20.000	24.600	17.250	25.000	30.750	15.150	22.000	27.050
Sales	Inside Sales (S/M)	3.100	4.500	5.600	2.750	4.000	4.950	2.750	4.000	4.950
Sales	Inside sales (L)	4.800	7.000	8.600	4.800	7.000	8.600	4.800	7.000	8.600
Sales	CRM/CX (S/M)	3.100	4.500	5.600	2.750	4.000	4.950	2.750	4.000	4.950
Sales	CRM/CX (L)	4.450	6.500	7.950	5.450	8.000	9.800	5.450	8.000	9.800
Marketing	Head of Growth (S/M)	10.400	15.000	18.400	10.400	15.000	18.400	10.400	15.000	18.400
Marketing	Head of Growth (L)	17.200	25.000	30.700	17.200	25.000	30.700	17.200	25.000	30.700
Marketing	Marketing Manager (S/M)	10.300	15.000	18.400	10.300	15.000	18.400	9.600	14.000	17.200
Marketing	Marketing Manager (L)	13.800	20.000	24.500	13.800	20.000	24.500	13.800	20.000	24.500
Marketing	Market Intelligence Analyst/BI (S/M)	4.450	6.500	7.950	4.100	6.000	7.350	4.100	6.000	7.350
Marketing	Market Intelligence Analyst/BI (L)	6.150	9.000	10.950	6.150	9.000	10.950	5.450	8.000	9.750
Marketing	Trade Marketing Manager (S/M)	9.000	13.000	16.000	6.900	10.000	12.300	6.900	10.000	12.300
Marketing	Trade Marketing Manager (L)	11.800	17.000	20.850	10.400	15.000	18.400	10.400	15.000	18.400
Marketing	Product Manager (S/M)	8.300	12.000	14.800	8.300	12.000	14.800	7.950	11.500	14.150
Marketing	Product Manager (L)	10.400	15.000	18.400	10.400	15.000	18.400	10.400	15.000	18.400
Marketing	Category Coordinator (S/M)	5.600	8.000	9.900	4.900	7.000	8.650	4.900	7.000	8.650
Marketing	Category Coordinator (L)	8.300	12.000	14.800	6.900	10.000	12.300	6.900	10.000	12.300
Digital Marketing	Digital Product Manager (S/M)	10.400	15.000	18.400	10.400	15.000	18.400	10.400	15.000	18.400
Digital Marketing	Digital Product Manager (L)	12.500	18.000	22.100	12.500	18.000	22.100	12.500	18.000	22.100
Digital Marketing	Digital Marketing Manager (S/M)	10.400	15.000	18.400	10.400	15.000	18.400	10.400	15.000	18.400

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Sales and Marketing | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	12.400	18.000	22.100	15.150	22.000	27.050	15.150	22.000	27.050
Digital Marketing	Digital Marketing Coordinator (S/M)	4.850	7.000	8.550	6.900	10.000	12.250	6.900	10.000	12.250
Digital Marketing	Digital Marketing Coordinator (L)	8.250	12.000	14.700	8.250	12.000	14.700	8.250	12.000	14.700
Digital Marketing	Digital Marketing Analyst (S/M)	3.400	5.000	6.150	4.100	6.000	7.400	3.400	5.000	6.150
Digital Marketing	Digital Marketing Analyst (L)	5.500	8.000	9.750	5.500	8.000	9.750	5.500	8.000	9.750
Digital Marketing	CRO/Martech Analyst (S/M)	4.800	7.000	8.600	4.800	7.000	8.600	4.100	6.000	7.350
Digital Marketing	CRO/Martech Analyst (L)	7.600	11.000	13.500	7.600	11.000	13.500	7.600	11.000	13.500
Digital Marketing	Marketing Analyst - Marketplace (S/M)	4.100	6.000	7.400	4.100	6.000	7.400	4.100	6.000	7.400
Digital Marketing	Marketing Analyst - Marketplace (L)	6.200	9.000	11.000	6.200	9.000	11.000	6.200	9.000	11.000

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Sales and Marketing | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	26.950	39.000	47.850	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Managing Director (L)	35.900	52.000	63.850	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (S/M)	16.950	24.500	30.050	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (L)	22.800	33.000	40.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (S/M)	10.650	13.100	15.300	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (L)	12.100	17.500	21.500	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	National Sales Manager (S/M)	8.950	13.000	15.950	3.800	5.500	6.750	3.800	5.450	6.700
Sales	National Sales Manager (L)	15.050	21.800	26.750	6.350	9.200	11.300	6.300	9.150	11.250
Sales	Regional Sales Manager (S/M)	9.150	13.200	16.200	2.550	3.650	4.500	2.550	3.650	4.500
Sales	Regional Sales Manager (L)	10.800	15.700	19.250	3.800	5.500	6.750	3.800	5.450	6.700
Sales	Key Account Executive (S/M)	6.000	8.700	10.700	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	Key Account Executive (L)	8.300	12.100	14.850	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	E-commerce Manager (S/M)	6.000	8.700	10.650	5.050	7.300	8.950	4.050	5.850	7.200
Sales	E-commerce Manager (L)	8.400	12.200	14.950	7.200	10.450	12.850	5.800	8.400	10.350
Sales	Inside Sales (S/M)	1.950	2.900	3.550	2.450	3.550	4.450	2.350	3.400	4.250
Sales	Inside sales (L)	3.000	4.400	5.350	3.800	5.550	6.800	3.650	5.300	6.550
Sales	CRM/CX (S/M)	2.200	3.200	3.950	1.600	2.350	2.900	1.300	1.850	2.350
Sales	CRM/CX (L)	3.000	4.400	5.350	2.500	3.650	4.450	2.000	2.900	3.600
Marketing	Head of Growth (S/M)	12.750	15.700	19.250	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Head of Growth (L)	13.200	19.200	23.550	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Marketing Manager (S/M)	6.050	8.800	10.800	6.100	8.850	10.900	4.900	7.150	8.750
Marketing	Marketing Manager (L)	9.100	13.200	16.200	8.300	12.000	14.750	6.650	9.650	11.850
Marketing	Market Intelligence Analyst/BI (S/M)	3.300	4.800	5.900	3.000	4.400	5.450	2.950	4.350	5.350
Marketing	Market Intelligence Analyst/BI (L)	4.250	6.200	7.550	4.100	6.000	7.350	4.050	5.900	7.200
Marketing	Trade Marketing Manager (S/M)	5.450	7.900	9.700	4.700	6.800	8.350	3.750	5.450	6.700
Marketing	Trade Marketing Manager (L)	7.250	10.500	12.850	6.500	9.400	11.550	5.250	7.550	9.250
Marketing	Product Manager (S/M)	7.250	10.500	12.900	3.950	5.750	7.100	3.100	4.450	5.500
Marketing	Product Manager (L)	9.000	13.100	16.050	4.950	7.150	8.800	3.850	5.600	6.850
Marketing	Category Coordinator (S/M)	4.850	7.000	8.600	2.900	4.150	5.150	2.350	3.350	4.150
Marketing	Category Coordinator (L)	7.250	10.500	12.900	4.300	6.250	7.700	3.450	5.000	6.200
Digital Marketing	Digital Product Manager (S/M)	n/a*	n/a*	n/a*	5.400	7.800	9.600	4.350	6.300	7.700
Digital Marketing	Digital Product Manager (L)	n/a*	n/a*	n/a*	6.500	9.400	11.550	5.250	7.550	9.250
Digital Marketing	Digital Marketing Manager (S/M)	n/a*	n/a*	n/a*	5.400	7.800	9.600	4.350	6.300	7.700

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Sales and Marketing | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	12.400	15.500	18.300	7.200	10.450	12.850	5.800	8.400	10.350
Digital Marketing	Digital Marketing Coordinator (S/M)	5.450	7.900	9.650	2.700	3.900	4.800	2.150	3.150	3.850
Digital Marketing	Digital Marketing Coordinator (L)	7.250	10.500	12.900	3.950	5.750	7.050	3.150	4.600	5.650
Digital Marketing	Digital Marketing Analyst (S/M)	3.750	5.500	6.750	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (L)	4.850	7.000	8.550	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (S/M)	n/a*	n/a*	n/a*	2.500	3.650	4.450	2.000	2.900	3.600
Digital Marketing	CRO/Martech Analyst (L)	n/a*	n/a*	n/a*	3.950	5.750	7.050	3.150	4.600	5.650
Digital Marketing	Marketing Analyst - Marketplace (S/M)	n/a*	n/a*	n/a*	2.100	3.100	3.850	1.700	2.500	3.100
Digital Marketing	Marketing Analyst - Marketplace (L)	n/a*	n/a*	n/a*	3.200	4.700	5.750	2.600	3.750	4.600

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Sales and Marketing | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	5.250	7.600	9.350	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Managing Director (L)	8.750	12.700	15.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	National Sales Manager (S/M)	2.700	3.900	4.800	3.250	4.700	5.800	2.700	3.900	4.800
Sales	National Sales Manager (L)	4.550	6.550	8.050	5.450	7.850	9.650	4.550	6.550	8.050
Sales	Regional Sales Manager (S/M)	1.800	2.600	3.200	2.200	3.150	3.850	1.800	2.600	3.200
Sales	Regional Sales Manager (L)	2.700	3.900	4.800	3.250	4.700	5.800	2.700	3.900	4.800
Sales	Key Account Executive (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	Key Account Executive (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	E-commerce Manager (S/M)	2.950	4.300	5.250	3.900	5.650	6.950	n/a*	n/a*	n/a*
Sales	E-commerce Manager (L)	4.200	6.100	7.550	5.550	8.050	9.950	n/a*	n/a*	n/a*
Sales	Inside Sales (S/M)	1.700	2.450	3.100	2.400	3.500	4.350	2.300	3.350	4.200
Sales	Inside sales (L)	2.650	3.850	4.750	3.750	5.450	6.700	3.600	5.250	6.450
Sales	CRM/CX (S/M)	950	1.350	1.700	1.250	1.800	2.250	n/a*	n/a*	n/a*
Sales	CRM/CX (L)	1.450	2.150	2.600	1.900	2.800	3.450	n/a*	n/a*	n/a*
Marketing	Head of Growth (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Head of Growth (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Marketing Manager (S/M)	3.550	5.200	6.400	4.700	6.850	8.450	n/a*	n/a*	n/a*
Marketing	Marketing Manager (L)	4.850	7.050	8.650	6.400	9.300	11.400	n/a*	n/a*	n/a*
Marketing	Market Intelligence Analyst/BI (S/M)	2.400	3.550	4.350	2.400	3.500	4.350	2.800	4.050	5.000
Marketing	Market Intelligence Analyst/BI (L)	3.300	4.800	5.900	3.250	4.800	5.850	3.800	5.550	6.750
Marketing	Trade Marketing Manager (S/M)	2.750	3.950	4.900	3.600	5.250	6.450	n/a*	n/a*	n/a*
Marketing	Trade Marketing Manager (L)	3.800	5.500	6.750	5.050	7.250	8.900	n/a*	n/a*	n/a*
Marketing	Product Manager (S/M)	4.850	7.000	8.650	3.150	4.600	5.650	2.750	4.000	4.900
Marketing	Product Manager (L)	6.050	8.750	10.750	3.950	5.750	7.050	3.450	5.000	6.100
Marketing	Category Coordinator (S/M)	1.700	2.450	3.000	2.250	3.200	4.000	n/a*	n/a*	n/a*
Marketing	Category Coordinator (L)	2.550	3.650	4.550	3.350	4.850	5.950	n/a*	n/a*	n/a*
Digital Marketing	Digital Product Manager (S/M)	3.150	4.600	5.650	4.200	6.050	7.400	n/a*	n/a*	n/a*
Digital Marketing	Digital Product Manager (L)	3.800	5.500	6.750	5.050	7.250	8.900	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Manager (S/M)	3.150	4.600	5.650	4.200	6.050	7.400	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Sales and Marketing | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	4.200	6.100	7.550	5.550	8.050	9.950	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Coordinator (S/M)	1.550	2.300	2.800	2.100	3.000	3.700	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Coordinator (L)	2.300	3.350	4.150	3.050	4.450	5.450	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (S/M)	1.450	2.150	2.600	1.900	2.800	3.450	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (L)	2.300	3.350	4.150	3.050	4.450	5.450	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (S/M)	1.250	1.800	2.250	1.650	2.400	2.950	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (L)	1.900	2.750	3.350	2.500	3.600	4.450	n/a*	n/a*	n/a*

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Sales and Marketing | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Managing Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	National Sales Manager (S/M)	3.350	4.850	5.950	3.250	4.700	5.800
Sales	National Sales Manager (L)	5.550	8.050	9.900	5.450	7.850	9.650
Sales	Regional Sales Manager (S/M)	2.250	3.200	3.950	2.200	3.150	3.850
Sales	Regional Sales Manager (L)	3.350	4.850	5.950	3.250	4.700	5.800
Sales	Key Account Executive (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	Key Account Executive (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	E-commerce Manager (S/M)	3.900	5.650	6.950	3.900	5.650	6.950
Sales	E-commerce Manager (L)	5.550	8.050	9.950	5.550	8.050	9.950
Sales	Inside Sales (S/M)	1.900	2.750	3.450	2.050	2.950	3.700
Sales	Inside sales (L)	2.950	4.300	5.300	3.150	4.600	5.700
Sales	CRM/CX (S/M)	1.250	1.800	2.250	1.250	1.800	2.250
Sales	CRM/CX (L)	1.900	2.800	3.450	1.900	2.800	3.450
Marketing	Head of Growth (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Head of Growth (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Marketing Manager (S/M)	4.700	6.850	8.450	4.700	6.850	8.450
Marketing	Marketing Manager (L)	6.400	9.300	11.400	6.400	9.300	11.400
Marketing	Market Intelligence Analyst/BI (S/M)	2.500	3.650	4.500	2.300	3.400	4.150
Marketing	Market Intelligence Analyst/BI (L)	3.400	5.000	6.100	3.150	4.600	5.650
Marketing	Trade Marketing Manager (S/M)	3.600	5.250	6.450	3.600	5.250	6.450
Marketing	Trade Marketing Manager (L)	5.050	7.250	8.900	5.050	7.250	8.900
Marketing	Product Manager (S/M)	2.350	3.450	4.250	2.250	3.250	4.050
Marketing	Product Manager (L)	2.950	4.300	5.250	2.850	4.100	5.050
Marketing	Category Coordinator (S/M)	2.250	3.200	4.000	2.250	3.200	4.000
Marketing	Category Coordinator (L)	3.350	4.850	5.950	3.350	4.850	5.950
Digital Marketing	Digital Product Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Product Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Manager (S/M)	4.200	6.050	7.400	4.200	6.050	7.400

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Sales and Marketing | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	5.550	8.050	9.950	5.550	8.050	9.950
Digital Marketing	Digital Marketing Coordinator (S/M)	2.100	3.000	3.700	2.100	3.000	3.700
Digital Marketing	Digital Marketing Coordinator (L)	3.050	4.450	5.450	3.050	4.450	5.450
Digital Marketing	Digital Marketing Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Sales and Marketing | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Executive Leadership	Managing Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Managing Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Commercial/Sales Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Executive Leadership	Marketing Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	National Sales Manager (S/M)	3.050	4.400	5.400	3.050	4.400	5.400
Sales	National Sales Manager (L)	5.050	7.350	9.000	5.050	7.350	9.000
Sales	Regional Sales Manager (S/M)	2.050	2.900	3.600	2.050	2.900	3.600
Sales	Regional Sales Manager (L)	3.050	4.400	5.400	3.050	4.400	5.400
Sales	Key Account Executive (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	Key Account Executive (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	E-commerce Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	E-commerce Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	Inside Sales (S/M)	1.800	2.600	3.250	1.800	2.600	3.250
Sales	Inside sales (L)	2.750	4.050	5.000	2.750	4.050	5.000
Sales	CRM/CX (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Sales	CRM/CX (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Head of Growth (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Head of Growth (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Marketing Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Marketing Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Market Intelligence Analyst/BI (S/M)	2.150	3.150	3.900	2.150	3.150	3.900
Marketing	Market Intelligence Analyst/BI (L)	2.950	4.300	5.250	2.950	4.300	5.250
Marketing	Trade Marketing Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Trade Marketing Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Product Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Product Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Category Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Marketing	Category Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Product Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Product Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Sales and Marketing | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Digital Marketing	Digital Marketing Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Coordinator (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Digital Marketing Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	CRO/Martech Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Digital Marketing	Marketing Analyst - Marketplace (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Human Resources | Southeast

Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	28.550	33.500	37.750	15.300	18.000	20.250	23.000	27.000	30.400
Generalist	Human Resources Director (L)	29.850	35.000	41.200	23.000	27.000	31.750	27.250	32.000	37.650
Generalist	Human Resources Manager (S/M)	14.450	17.000	19.150	11.450	13.500	15.200	13.600	16.000	18.000
Generalist	Human Resources Manager (L)	19.600	23.000	25.950	17.000	20.000	22.550	19.600	23.000	25.950
Generalist	Human Resources Coordinator/Specialist (S/M)	8.950	10.500	11.800	6.800	8.000	8.950	8.050	9.500	10.650
Generalist	Human Resources Coordinator/Specialist (L)	10.200	12.000	13.550	10.200	12.000	13.550	9.750	11.500	12.950
Generalist	Senior Human Resources Analyst (S/M)	5.950	7.000	7.850	5.100	6.000	6.700	5.500	6.500	7.250
Generalist	Senior Human Resources Analyst (L)	6.800	8.000	9.000	6.350	7.500	8.400	6.600	7.800	8.750
Remuneration and Benefits	Manager (S/M)	15.300	18.000	20.250	9.350	11.000	12.350	14.000	16.500	18.550
Remuneration and Benefits	Manager (L)	18.750	22.000	24.850	13.600	16.000	18.050	17.850	21.000	23.700
Remuneration and Benefits	Coordinator/Specialist (S/M)	9.800	11.500	12.950	5.950	7.000	7.850	9.350	11.000	12.350
Remuneration and Benefits	Coordinator/Specialist (L)	10.600	12.500	14.100	8.450	10.000	11.250	10.600	12.500	14.100
Remuneration and Benefits	Senior Analyst (S/M)	6.800	8.000	9.000	4.650	5.500	6.150	5.950	7.000	7.850
Remuneration and Benefits	Senior Analyst (L)	8.100	9.500	10.700	6.800	8.000	9.000	7.500	8.800	9.900
Training and Development/Recruitment and Selection	Manager (S/M)	14.700	17.000	19.200	10.350	12.000	13.550	12.950	15.000	16.900
Training and Development/Recruitment and Selection	Manager (L)	17.450	20.500	23.100	14.850	17.500	19.700	15.300	18.000	20.250
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	9.350	11.000	12.350	7.200	8.500	9.500	8.050	9.500	10.650
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	11.500	13.000	15.300	10.150	11.500	13.500	10.150	11.500	13.500
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	6.400	7.500	8.400	5.100	6.000	6.700	5.500	6.500	7.250
Training and Development/Recruitment and Selection	Senior Analyst (L)	7.250	8.500	9.500	6.350	7.500	8.350	6.350	7.500	8.350
Personnel Administration/Payroll	Manager (S/M)	11.900	14.000	15.750	8.500	10.000	11.250	10.600	12.500	14.050
Personnel Administration/Payroll	Manager (L)	15.350	18.000	20.300	13.600	16.000	18.000	14.050	16.500	18.600
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	7.650	9.000	10.100	5.950	7.000	7.850	6.350	7.500	8.400
Personnel Administration/Payroll	Coordinator/Specialist (L)	9.350	11.000	12.350	7.650	9.000	10.100	8.050	9.500	10.650
Personnel Administration/Payroll	Senior Analyst (S/M)	5.900	7.000	7.850	3.750	4.500	5.000	4.600	5.500	6.150
Personnel Administration/Payroll	Senior Analyst (L)	5.950	7.500	7.900	5.150	6.500	6.800	5.950	7.500	7.900
Business Partner	Manager (L)	19.600	23.000	25.950	14.900	17.500	19.700	17.000	20.000	22.550
Business Partner	Coordinator/Specialist (S/M)	8.500	10.000	11.250	6.350	7.500	8.400	8.050	9.500	10.650
Business Partner	Coordinator/Specialist (L)	10.200	12.000	13.500	8.050	9.500	10.650	10.200	12.000	13.500
Business Partner	Senior Analyst (S/M)	7.250	8.500	9.500	4.650	5.500	6.100	6.800	8.000	8.900
Business Partner	Senior Analyst (L)	8.050	9.500	10.650	6.750	8.000	8.950	8.050	9.500	10.650

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Human Resources | Southeast

Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	23.850	28.000	31.550	23.850	28.000	31.550	21.300	25.000	28.150
Generalist	Human Resources Director (L)	29.850	35.000	41.200	29.850	35.000	41.200	29.850	35.000	41.200
Generalist	Human Resources Manager (S/M)	13.600	16.000	18.000	12.750	15.000	16.850	11.900	14.000	15.750
Generalist	Human Resources Manager (L)	19.600	23.000	25.950	17.000	20.000	22.550	17.000	20.000	22.550
Generalist	Human Resources Coordinator/Specialist (S/M)	8.950	10.500	11.800	8.500	10.000	11.200	8.500	10.000	11.200
Generalist	Human Resources Coordinator/Specialist (L)	10.200	12.000	13.550	10.200	12.000	13.550	9.350	11.000	12.400
Generalist	Senior Human Resources Analyst (S/M)	5.950	7.000	7.850	5.950	7.000	7.850	5.100	6.000	6.700
Generalist	Senior Human Resources Analyst (L)	6.800	8.000	9.000	7.650	9.000	10.100	6.800	8.000	9.000
Remuneration and Benefits	Manager (S/M)	14.850	17.500	19.650	12.750	15.000	16.850	12.750	15.000	16.850
Remuneration and Benefits	Manager (L)	18.750	22.000	24.850	18.750	22.000	24.850	18.750	22.000	24.850
Remuneration and Benefits	Coordinator/Specialist (S/M)	9.350	11.000	12.350	8.500	10.000	11.250	8.500	10.000	11.250
Remuneration and Benefits	Coordinator/Specialist (L)	10.600	12.500	14.100	10.600	12.500	14.100	10.600	12.500	14.100
Remuneration and Benefits	Senior Analyst (S/M)	6.800	8.000	9.000	6.800	8.000	9.000	6.800	8.000	9.000
Remuneration and Benefits	Senior Analyst (L)	7.800	9.200	10.350	7.650	9.000	10.100	7.650	9.000	10.100
Training and Development/Recruitment and Selection	Manager (S/M)	13.800	16.000	18.050	13.800	16.000	18.050	12.100	14.000	15.800
Training and Development/Recruitment and Selection	Manager (L)	17.000	20.000	22.500	17.000	20.000	22.500	17.000	20.000	22.500
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	8.500	10.000	11.200	8.500	10.000	11.200	8.500	10.000	11.200
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	11.050	12.500	14.700	10.600	12.000	14.100	9.700	11.000	12.900
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	6.400	7.500	8.400	5.500	6.500	7.250	5.100	6.000	6.700
Training and Development/Recruitment and Selection	Senior Analyst (L)	7.250	8.500	9.500	6.800	8.000	8.900	6.800	8.000	8.900
Personnel Administration/Payroll	Manager (S/M)	11.050	13.000	14.600	11.900	14.000	15.750	10.200	12.000	13.500
Personnel Administration/Payroll	Manager (L)	14.900	17.500	19.700	15.350	18.000	20.300	15.350	18.000	20.300
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	7.200	8.500	9.500	6.800	8.000	8.950	6.350	7.500	8.400
Personnel Administration/Payroll	Coordinator/Specialist (L)	8.900	10.500	11.750	8.500	10.000	11.200	8.500	10.000	11.200
Personnel Administration/Payroll	Senior Analyst (S/M)	5.200	6.200	6.950	5.900	7.000	7.850	5.050	6.000	6.700
Personnel Administration/Payroll	Senior Analyst (L)	6.300	8.000	8.400	6.300	8.000	8.400	5.550	7.000	7.350
Business Partner	Manager (L)	19.600	23.000	25.950	21.300	25.000	28.200	17.000	20.000	22.550
Business Partner	Coordinator/Specialist (S/M)	8.500	10.000	11.250	8.500	10.000	11.250	8.500	10.000	11.250
Business Partner	Coordinator/Specialist (L)	10.200	12.000	13.500	10.200	12.000	13.500	10.200	12.000	13.500
Business Partner	Senior Analyst (S/M)	6.350	7.500	8.350	6.350	7.500	8.350	6.350	7.500	8.350
Business Partner	Senior Analyst (L)	8.050	9.500	10.650	7.600	9.000	10.050	7.600	9.000	10.050

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Human Resources | South

Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	20.850	24.500	27.600	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Director (L)	28.100	33.000	38.800	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Manager (S/M)	12.300	14.500	16.350	8.150	9.600	10.800	6.200	7.300	8.250
Generalist	Human Resources Manager (L)	17.850	21.000	23.700	11.050	13.000	14.650	8.400	9.900	11.150
Generalist	Human Resources Coordinator/Specialist (S/M)	7.400	8.700	9.750	5.050	5.900	6.650	3.850	4.500	5.050
Generalist	Human Resources Coordinator/Specialist (L)	8.900	10.500	11.850	5.750	6.750	7.650	4.350	5.150	5.800
Generalist	Senior Human Resources Analyst (S/M)	5.100	6.000	6.700	4.450	5.250	5.850	4.450	5.250	5.900
Generalist	Senior Human Resources Analyst (L)	6.050	7.100	7.950	5.100	6.000	6.750	5.100	6.000	6.750
Remuneration and Benefits	Manager (S/M)	12.750	15.000	16.900	8.650	10.150	11.450	6.550	7.750	8.700
Remuneration and Benefits	Manager (L)	16.150	19.000	21.450	10.600	12.400	14.050	8.050	9.450	10.700
Remuneration and Benefits	Coordinator/Specialist (S/M)	8.500	10.000	11.250	5.500	6.500	7.300	4.200	4.950	5.550
Remuneration and Benefits	Coordinator/Specialist (L)	9.750	11.500	12.950	6.350	7.500	8.450	n/a*	n/a*	n/a*
Remuneration and Benefits	Senior Analyst (S/M)	5.500	6.500	7.300	5.100	6.000	6.750	5.100	6.000	6.750
Remuneration and Benefits	Senior Analyst (L)	6.800	8.000	9.000	6.050	7.100	8.000	6.100	7.150	8.050
Training and Development/Recruitment and Selection	Manager (S/M)	11.700	13.500	15.250	8.300	9.600	10.850	6.300	7.300	8.250
Training and Development/Recruitment and Selection	Manager (L)	14.050	16.500	18.600	9.850	11.550	13.050	7.500	8.800	9.950
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	7.200	8.500	9.550	5.600	6.600	7.400	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	9.300	10.500	12.350	6.900	7.800	9.150	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	5.000	5.900	6.600	4.800	5.600	6.300	4.800	5.650	6.300
Training and Development/Recruitment and Selection	Senior Analyst (L)	5.700	6.700	7.500	5.400	6.350	7.100	5.450	6.400	7.150
Personnel Administration/Payroll	Manager (S/M)	9.750	11.500	12.950	7.100	8.400	9.450	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Manager (L)	12.800	15.000	16.950	9.200	10.800	12.150	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	5.850	6.900	7.750	4.550	5.400	6.050	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (L)	7.200	8.500	9.550	5.600	6.600	7.400	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Senior Analyst (S/M)	4.200	5.000	5.600	5.250	6.250	7.000	5.350	6.350	7.100
Personnel Administration/Payroll	Senior Analyst (L)	5.350	6.800	7.150	5.300	6.700	7.050	5.400	6.800	7.150
Business Partner	Manager (L)	17.000	20.000	22.550	11.050	13.000	14.650	8.400	9.900	11.150
Business Partner	Coordinator/Specialist (S/M)	7.200	8.500	9.550	4.800	5.650	6.350	3.650	4.300	4.800
Business Partner	Coordinator/Specialist (L)	9.350	11.000	12.350	5.750	6.750	7.600	4.350	5.150	5.800
Business Partner	Senior Analyst (S/M)	5.100	6.000	6.700	5.400	6.350	7.100	5.450	6.400	7.150
Business Partner	Senior Analyst (L)	6.350	7.500	8.400	6.000	7.100	7.950	6.050	7.150	8.000

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Human Resources | Midwest

Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Manager (S/M)	5.400	6.400	7.200	5.700	6.700	7.550	5.400	6.400	7.200
Generalist	Human Resources Manager (L)	7.350	8.650	9.750	7.750	9.100	10.250	7.350	8.650	9.750
Generalist	Human Resources Coordinator/Specialist (S/M)	3.350	3.950	4.400	3.500	4.150	4.650	3.350	3.950	4.400
Generalist	Human Resources Coordinator/Specialist (L)	3.800	4.500	5.100	4.000	4.750	5.350	3.800	4.500	5.100
Generalist	Senior Human Resources Analyst (S/M)	4.350	5.150	5.750	3.700	4.350	4.900	3.750	4.450	5.000
Generalist	Senior Human Resources Analyst (L)	5.000	5.850	6.600	4.250	5.000	5.600	4.300	5.100	5.700
Remuneration and Benefits	Manager (S/M)	5.750	6.750	7.600	6.050	7.100	8.000	5.750	6.750	7.600
Remuneration and Benefits	Manager (L)	7.050	8.250	9.350	7.400	8.700	9.800	7.050	8.250	9.350
Remuneration and Benefits	Coordinator/Specialist (S/M)	3.650	4.300	4.850	3.850	4.550	5.100	3.650	4.300	4.850
Remuneration and Benefits	Coordinator/Specialist (L)	6.800	8.000	9.050	5.400	6.400	7.200	n/a*	n/a*	n/a*
Remuneration and Benefits	Senior Analyst (S/M)	5.000	5.850	6.600	4.250	5.000	5.600	4.300	5.100	5.700
Remuneration and Benefits	Senior Analyst (L)	5.950	6.950	7.850	5.050	5.900	6.650	5.150	6.050	6.800
Training and Development/Recruitment and Selection	Manager (S/M)	5.500	6.400	7.200	5.800	6.700	7.600	5.500	6.400	7.200
Training and Development/Recruitment and Selection	Manager (L)	6.550	7.700	8.700	6.900	8.100	9.100	6.550	7.700	8.700
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	6.000	7.050	7.900	4.800	5.650	6.300	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	7.350	8.350	9.800	5.900	6.650	7.850	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	4.700	5.500	6.150	4.000	4.650	5.250	4.050	4.750	5.350
Training and Development/Recruitment and Selection	Senior Analyst (L)	5.300	6.250	6.950	4.500	5.300	5.900	4.600	5.400	6.050
Personnel Administration/Payroll	Manager (S/M)	7.650	9.000	10.100	6.100	7.150	8.050	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Manager (L)	9.850	11.550	13.050	7.850	9.200	10.400	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	4.900	5.750	6.450	3.900	4.600	5.150	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (L)	6.000	7.050	7.900	4.800	5.650	6.300	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Senior Analyst (S/M)	4.750	5.650	6.350	4.750	5.650	6.350	4.200	5.000	5.600
Personnel Administration/Payroll	Senior Analyst (L)	4.800	6.050	6.400	4.800	6.050	6.400	4.250	5.350	5.650
Business Partner	Manager (L)	7.350	8.650	9.750	7.750	9.100	10.250	7.350	8.650	9.750
Business Partner	Coordinator/Specialist (S/M)	3.200	3.750	4.200	3.350	3.950	4.450	3.200	3.750	4.200
Business Partner	Coordinator/Specialist (L)	3.800	4.500	5.050	4.000	4.750	5.300	3.800	4.500	5.050
Business Partner	Senior Analyst (S/M)	5.300	6.250	6.950	4.500	5.300	5.900	4.600	5.400	6.050
Business Partner	Senior Analyst (L)	5.900	6.950	7.800	5.000	5.900	6.650	5.100	6.050	6.750

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Human Resources | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Manager (S/M)	5.150	6.050	6.850	6.800	8.000	9.000
Generalist	Human Resources Manager (L)	7.000	8.200	9.250	9.200	10.800	12.200
Generalist	Human Resources Coordinator/Specialist (S/M)	3.200	3.750	4.200	4.200	4.900	5.550
Generalist	Human Resources Coordinator/Specialist (L)	3.650	4.250	4.850	4.800	5.650	6.350
Generalist	Senior Human Resources Analyst (S/M)	3.800	4.500	5.050	3.650	4.300	4.800
Generalist	Senior Human Resources Analyst (L)	4.350	5.150	5.800	4.150	4.900	5.500
Remuneration and Benefits	Manager (S/M)	5.450	6.400	7.250	7.200	8.450	9.500
Remuneration and Benefits	Manager (L)	6.700	7.850	8.900	8.800	10.350	11.700
Remuneration and Benefits	Coordinator/Specialist (S/M)	3.500	4.100	4.600	4.600	5.400	6.050
Remuneration and Benefits	Coordinator/Specialist (L)	5.900	7.000	7.850	4.650	5.500	6.200
Remuneration and Benefits	Senior Analyst (S/M)	4.350	5.150	5.800	4.150	4.900	5.500
Remuneration and Benefits	Senior Analyst (L)	5.200	6.100	6.900	4.950	5.850	6.550
Training and Development/Recruitment and Selection	Manager (S/M)	5.250	6.050	6.850	6.900	8.000	9.000
Training and Development/Recruitment and Selection	Manager (L)	6.250	7.300	8.250	8.200	9.650	10.850
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	5.200	6.150	6.900	4.100	4.800	5.400
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	6.400	7.250	8.550	5.050	5.700	6.700
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	4.100	4.850	5.400	3.900	4.600	5.150
Training and Development/Recruitment and Selection	Senior Analyst (L)	4.650	5.450	6.100	4.450	5.200	5.850
Personnel Administration/Payroll	Manager (S/M)	6.650	7.800	8.800	5.200	6.150	6.900
Personnel Administration/Payroll	Manager (L)	8.550	10.050	11.350	6.750	7.900	8.900
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	4.250	5.000	5.650	3.350	3.950	4.400
Personnel Administration/Payroll	Coordinator/Specialist (L)	5.200	6.150	6.900	4.100	4.800	5.400
Personnel Administration/Payroll	Senior Analyst (S/M)	3.850	4.550	5.100	3.800	4.550	5.100
Personnel Administration/Payroll	Senior Analyst (L)	3.850	4.900	5.150	3.850	4.850	5.100
Business Partner	Manager (L)	7.000	8.200	9.250	9.200	10.800	12.200
Business Partner	Coordinator/Specialist (S/M)	3.000	3.550	4.000	4.000	4.700	5.250
Business Partner	Coordinator/Specialist (L)	3.650	4.250	4.800	4.800	5.650	6.350
Business Partner	Senior Analyst (S/M)	4.650	5.450	6.100	4.450	5.200	5.850
Business Partner	Senior Analyst (L)	5.200	6.100	6.850	4.950	5.850	6.550

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Human Resources | North

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Generalist	Human Resources Director (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Coordinator/Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Human Resources Coordinator/Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Generalist	Senior Human Resources Analyst (S/M)	3.800	4.450	5.000	3.800	4.450	5.000
Generalist	Senior Human Resources Analyst (L)	4.350	5.100	5.750	4.350	5.100	5.750
Remuneration and Benefits	Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Remuneration and Benefits	Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Remuneration and Benefits	Coordinator/Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Remuneration and Benefits	Coordinator/Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Remuneration and Benefits	Senior Analyst (S/M)	4.350	5.100	5.750	4.350	5.100	5.750
Remuneration and Benefits	Senior Analyst (L)	5.150	6.050	6.850	5.150	6.050	6.850
Training and Development/Recruitment and Selection	Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Coordinator/Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Coordinator/Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Training and Development/Recruitment and Selection	Senior Analyst (S/M)	4.100	4.800	5.350	4.100	4.800	5.350
Training and Development/Recruitment and Selection	Senior Analyst (L)	4.650	5.450	6.050	4.650	5.450	6.050
Personnel Administration/Payroll	Manager (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Coordinator/Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Senior Analyst (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Personnel Administration/Payroll	Senior Analyst (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Business Partner	Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Business Partner	Coordinator/Specialist (S/M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Business Partner	Coordinator/Specialist (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Business Partner	Senior Analyst (S/M)	4.650	5.450	6.050	4.650	5.450	6.050
Business Partner	Senior Analyst (L)	5.150	6.050	6.800	5.150	6.050	6.800

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Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	7.400	9.000	10.850	4.500	5.500	6.600	6.550	8.000	9.600
Small Offices	Labour Litigation Lawyer	4.950	6.000	7.250	2.850	3.500	4.200	9.000	5.800	7.000
Small Offices	Junior Labour Litigation Lawyer	3.700	4.500	5.400	2.050	2.500	3.000	3.700	4.500	5.400
Small Offices	Senior Labour Consulting & Advisory Lawyer	9.850	12.000	14.500	4.500	5.500	6.600	7.350	9.000	10.850
Small Offices	Labour Consulting & Advisory Lawyer	5.750	7.000	8.400	2.850	3.500	4.200	5.750	7.000	8.400
Small Offices	Junior Labour Consulting & Advisory Lawyer	4.100	5.000	6.050	2.050	2.500	3.000	3.650	4.500	5.400
Small Offices	Senior Civil Litigation Lawyer	9.850	12.000	14.500	4.500	5.500	6.600	6.550	8.000	9.650
Small Offices	Civil Litigation Lawyer	6.550	8.000	9.600	2.850	3.500	4.200	4.700	5.800	6.950
Small Offices	Junior Civil Litigation Lawyer	4.100	5.000	6.050	2.050	2.500	3.000	3.650	4.500	5.400
Small Offices	Senior Tax Litigation Lawyer	9.850	12.000	14.500	6.150	7.500	9.050	9.000	11.000	13.250
Small Offices	Tax Litigation Lawyer	7.000	8.500	10.250	5.350	6.500	7.800	6.550	8.000	9.600
Small Offices	Junior Tax Litigation Lawyer	4.900	6.000	7.250	4.050	5.000	6.000	4.450	5.500	6.600
Small Offices	Senior Tax Advisory Lawyer	11.950	14.500	17.500	6.150	7.500	9.050	9.850	12.000	14.450
Small Offices	Tax Advisory Lawyer	7.400	9.000	10.850	5.300	6.500	7.800	6.550	8.000	9.600
Small Offices	Junior Tax Consultancy Lawyer	4.900	6.000	7.200	4.050	5.000	6.000	4.900	6.000	7.200
Small Offices	Senior Corporate/M&A Lawyer	12.800	15.500	18.700	6.550	8.000	9.650	10.700	13.000	15.700
Small Offices	Corporate/M&A Lawyer	9.500	11.500	14.000	5.750	7.000	8.450	6.600	8.000	9.700
Small Offices	Junior Corporate/M&A Lawyer	5.800	7.000	8.500	4.500	5.500	6.600	4.950	6.000	7.250
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	9.450	11.500	13.900	4.900	6.000	7.250	9.000	11.000	13.250
Medium-sized Offices/boutiques	Labour Litigation Lawyer	5.750	7.000	8.400	4.100	5.000	6.000	5.750	7.000	8.400
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	4.500	5.500	6.600	2.600	3.200	3.800	4.500	5.500	6.600
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	10.700	13.000	15.700	4.900	6.000	7.200	10.700	13.000	15.700
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	6.550	8.000	9.650	4.050	5.000	6.000	6.350	7.800	9.400
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	4.900	6.000	7.200	2.600	3.200	3.800	4.450	5.500	6.600
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	11.550	14.000	16.900	4.950	6.000	7.200	11.550	14.000	16.900
Medium-sized Offices/boutiques	Civil Litigation Lawyer	7.400	9.000	10.850	4.100	5.000	6.000	6.950	8.500	10.200
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	4.900	6.000	7.200	2.600	3.200	3.800	4.450	5.500	6.600
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	12.350	15.000	18.100	7.400	9.000	10.850	12.350	15.000	18.100
Medium-sized Offices/boutiques	Tax Litigation Lawyer	8.600	10.500	12.650	5.700	7.000	8.400	8.350	10.200	12.250
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	5.350	6.500	7.800	4.500	5.500	6.600	5.100	6.200	7.400
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	15.600	19.000	22.950	7.350	9.000	10.850	14.750	18.000	21.700
Medium-sized Offices/boutiques	Tax Advisory Lawyer	9.450	11.500	13.850	5.750	7.000	8.400	9.450	11.500	13.850
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	5.350	6.500	7.850	4.500	5.500	6.600	5.350	6.500	7.850

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Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	14.800	18.000	21.750	8.200	10.000	12.050	14.350	17.500	21.100
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	9.900	12.000	14.520	6.600	8.000	9.650	9.050	11.000	13.300
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	5.750	7.000	8.450	5.550	6.800	8.200	5.750	7.000	8.450
Medium-sized Offices/boutiques	Senior Compliance Lawyer	11.500	14.000	16.850	6.550	8.000	9.600	10.650	13.000	15.600
Medium-sized Offices/boutiques	Compliance Lawyer	8.235	10.000	12.059	5.350	6.500	7.800	7.400	9.000	10.850
Medium-sized Offices/boutiques	Junior Compliance Lawyer	5.350	6.500	7.850	3.950	4.800	5.750	5.100	6.200	7.450
Large Offices	Senior Labour Litigation Lawyer	10.700	13.000	15.700	5.900	7.200	8.650	9.850	12.000	14.450
Large Offices	Labour Litigation Lawyer	7.400	9.000	10.850	4.900	6.000	7.200	7.400	9.000	10.850
Large Offices	Junior Labour Litigation Lawyer	4.650	5.700	6.850	3.100	3.800	4.550	4.650	5.700	6.850
Large Offices	Senior Labour Consulting & Advisory Lawyer	12.300	15.000	18.050	5.900	7.200	8.650	12.300	15.000	18.050
Large Offices	Labour Consulting & Advisory Lawyer	8.600	10.500	12.650	4.900	6.000	7.200	8.600	10.500	12.650
Large Offices	Junior Labour Consulting & Advisory Lawyer	5.350	6.500	7.800	3.100	3.800	4.550	5.350	6.500	7.800
Large Offices	Senior Civil Litigation Lawyer	12.300	15.000	18.050	5.900	7.200	8.650	11.450	14.000	16.800
Large Offices	Civil Litigation Lawyer	9.400	11.500	13.850	4.900	6.000	7.200	8.950	11.000	13.200
Large Offices	Junior Civil Litigation Lawyer	5.750	7.000	8.400	3.100	3.800	4.550	5.300	6.500	7.800
Large Offices	Senior Tax Litigation Lawyer	13.150	16.000	19.300	7.800	9.500	11.450	13.150	16.000	19.300
Large Offices	Tax Litigation Lawyer	9.050	11.000	13.300	6.950	8.500	10.250	9.050	11.000	13.300
Large Offices	Junior Tax Litigation Lawyer	5.750	7.000	8.450	4.900	6.000	7.200	5.750	7.000	8.450
Large Offices	Senior Tax Advisory Lawyer	16.500	20.000	24.150	7.800	9.500	11.450	16.500	20.000	24.150
Large Offices	Tax Advisory Lawyer	9.850	12.000	14.450	6.950	8.500	10.200	9.400	11.500	13.800
Large Offices	Junior Tax Consultancy Lawyer	5.700	7.000	8.400	4.850	6.000	7.200	5.700	7.000	8.400
Large Offices	Senior Corporate/M&A Lawyer	16.450	20.000	24.150	9.850	12.000	14.450	16.450	20.000	24.150
Large Offices	Corporate/M&A Lawyer	10.250	12.500	15.050	7.350	9.000	10.800	10.250	12.500	15.050
Large Offices	Junior Corporate/M&A Lawyer	6.176	7.500	9.044	5.750	7.000	8.400	6.150	7.500	9.000
Large Offices	Senior Compliance Lawyer	13.200	16.000	19.350	7.000	8.500	10.250	11.950	14.500	17.500
Large Offices	Compliance Lawyer	9.050	11.000	13.300	6.150	7.500	9.050	8.600	10.500	12.650
Large Offices	Junior Compliance Lawyer	5.700	7.000	8.450	4.850	6.000	7.200	5.700	7.000	8.450
Companies	Legal Director (P)	18.950	23.000	27.800	12.350	15.000	18.100	14.000	17.000	20.500
Companies	Legal Director (M)	20.600	25.000	30.200	14.800	18.000	21.700	18.100	22.000	26.550
Companies	Legal Director (L)	28.850	35.000	42.300	23.050	28.000	33.800	24.700	30.000	36.250
Companies	Legal Manager (P)	13.150	16.000	19.350	10.650	13.000	15.700	12.700	15.500	18.700
Companies	Legal Manager (M)	14.850	18.000	21.750	14.000	17.000	20.500	14.000	17.000	20.500
Companies	Legal Manager (L)	18.150	22.000	26.600	18.150	22.000	26.600	18.150	22.000	26.600

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Area	Job Title	SÃO PAULO			BELO HORIZONTE			RIO DE JANEIRO		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	10.700	13.000	15.700	8.200	10.000	12.050	9.850	12.000	14.450
Companies	Legal Coordinator (L)	12.350	15.000	17.100	10.700	13.000	14.800	10.700	13.000	14.800
Companies	Senior Lawyer (P)	8.200	10.000	12.050	4.900	6.000	7.200	5.700	7.000	8.400
Companies	Senior Lawyer (M)	9.450	11.500	13.900	6.150	7.500	9.050	6.950	8.500	10.250
Companies	Senior Lawyer (L)	9.850	12.000	14.500	8.200	10.000	12.050	9.000	11.000	13.250
Companies	Lawyer (P)	5.350	6.500	7.850	4.500	5.500	6.600	5.550	6.800	8.200
Companies	Lawyer (M)	6.150	7.500	9.050	5.300	6.500	7.800	6.150	7.500	9.050
Companies	Lawyer (L)	7.000	8.500	10.250	6.150	7.500	9.000	6.750	8.200	9.850
Companies	Junior Lawyer (P)	3.650	4.500	5.450	3.650	4.500	5.450	3.650	4.500	5.450
Companies	Junior Lawyer (M)	4.100	5.000	6.050	4.100	5.000	6.050	4.100	5.000	6.050
Companies	Junior Lawyer (L)	4.900	6.000	7.250	4.450	5.500	6.600	4.900	6.000	7.250
Banks	Legal Director	28.850	35.000	42.300	24.700	30.000	36.250	24.700	30.000	36.250
Banks	Legal Manager	18.950	23.000	27.800	18.100	22.000	26.550	18.100	22.000	26.550
Banks	Senior Lawyer/Coordinator	10.700	13.000	15.700	9.850	12.000	14.450	9.850	12.000	14.450
Banks	Lawyer	7.000	8.500	10.250	6.400	7.800	9.400	6.400	7.800	9.400
Banks	Junior Lawyer	4.900	6.000	7.250	4.050	5.000	6.000	4.050	5.000	6.000

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Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	5.800	7.100	8.550	6.650	8.100	9.750	6.650	8.100	9.750
Small Offices	Labour Litigation Lawyer	3.900	4.700	5.700	4.500	5.500	6.600	4.500	5.500	6.600
Small Offices	Junior Labour Litigation Lawyer	2.900	3.550	4.250	3.350	4.100	4.900	3.350	4.100	4.900
Small Offices	Senior Labour Consulting & Advisory Lawyer	7.750	9.450	11.450	9.150	11.150	13.450	9.150	11.150	13.450
Small Offices	Labour Consulting & Advisory Lawyer	4.500	5.500	6.600	5.250	6.400	7.650	5.250	6.400	7.650
Small Offices	Junior Labour Consulting & Advisory Lawyer	3.200	3.950	4.750	3.600	4.400	5.300	3.600	4.400	5.300
Small Offices	Senior Civil Litigation Lawyer	7.750	9.450	11.450	9.350	11.400	13.750	9.350	11.400	13.750
Small Offices	Civil Litigation Lawyer	5.150	6.300	7.550	5.850	7.200	8.600	5.850	7.200	8.600
Small Offices	Junior Civil Litigation Lawyer	3.200	3.950	4.700	3.650	4.500	5.400	3.650	4.500	5.400
Small Offices	Senior Tax Litigation Lawyer	7.750	9.450	11.450	9.150	11.150	13.450	9.150	11.150	13.450
Small Offices	Tax Litigation Lawyer	5.500	6.700	8.050	6.400	7.800	9.400	6.400	7.800	9.400
Small Offices	Junior Tax Litigation Lawyer	3.850	4.700	5.700	4.400	5.400	6.500	4.400	5.400	6.500
Small Offices	Senior Tax Advisory Lawyer	9.400	11.450	13.800	11.950	14.500	17.500	11.950	14.500	17.500
Small Offices	Tax Advisory Lawyer	5.800	7.100	8.550	7.000	8.550	10.300	7.000	8.550	10.300
Small Offices	Junior Tax Consultancy Lawyer	3.850	4.700	5.650	4.400	5.400	6.450	4.400	5.400	6.450
Small Offices	Senior Corporate/M&A Lawyer	8.450	10.250	12.400	10.700	13.000	15.700	10.700	13.000	15.700
Small Offices	Corporate/M&A Lawyer	5.200	6.300	7.650	6.600	8.000	9.700	6.600	8.000	9.700
Small Offices	Junior Corporate/M&A Lawyer	3.900	4.700	5.700	4.950	6.000	7.250	4.950	6.000	7.250
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	7.450	9.050	10.950	8.500	10.350	12.500	8.500	10.350	12.500
Medium-sized Offices/boutiques	Labour Litigation Lawyer	4.500	5.500	6.600	5.750	7.000	8.400	5.750	7.000	8.400
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	3.550	4.300	5.200	4.100	5.050	6.050	4.100	5.050	6.050
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	8.450	10.250	12.400	9.900	12.050	14.550	9.900	12.050	14.550
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	5.150	6.300	7.600	6.000	7.350	8.850	6.000	7.350	8.850
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	3.850	4.700	5.650	4.250	5.250	6.300	4.250	5.250	6.300
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	9.100	11.050	13.350	10.950	13.300	16.050	10.950	13.300	16.050
Medium-sized Offices/boutiques	Civil Litigation Lawyer	5.800	7.100	8.550	6.650	8.100	9.750	6.650	8.100	9.750
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	3.850	4.700	5.650	4.400	5.400	6.450	4.400	5.400	6.450
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	9.750	11.850	14.250	11.500	14.000	16.850	11.500	14.000	16.850
Medium-sized Offices/boutiques	Tax Litigation Lawyer	6.750	8.250	9.950	7.900	9.650	11.600	7.900	9.650	11.600
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	4.200	5.100	6.150	4.800	5.850	7.000	4.800	5.850	7.000
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	12.300	15.000	18.100	15.600	19.000	22.950	15.600	19.000	22.950
Medium-sized Offices/boutiques	Tax Advisory Lawyer	7.450	9.050	10.900	8.650	10.550	12.700	8.650	10.550	12.700
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	4.200	5.100	6.200	4.800	5.850	7.050	4.800	5.850	7.050

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Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	11.650	14.200	17.150	14.800	18.000	21.750	14.800	18.000	21.750
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	7.800	9.450	11.450	9.900	12.000	14.500	9.900	12.000	14.500
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	4.500	5.500	6.650	5.750	7.000	8.450	5.750	7.000	8.450
Medium-sized Offices/boutiques	Senior Compliance Lawyer	9.050	11.050	13.300	11.500	14.000	16.850	11.500	14.000	16.850
Medium-sized Offices/boutiques	Compliance Lawyer	6.500	7.900	9.500	8.200	10.000	12.050	8.200	10.000	12.050
Medium-sized Offices/boutiques	Junior Compliance Lawyer	4.200	5.100	6.200	5.350	6.500	7.850	5.350	6.500	7.850
Large Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (P)	12.500	15.150	18.300	16.450	20.000	24.150	16.450	20.000	24.150
Companies	Legal Director (M)	13.550	16.500	19.900	20.600	25.000	30.200	20.600	25.000	30.200
Companies	Legal Director (L)	19.000	23.100	27.900	28.850	35.000	42.300	28.850	35.000	42.300
Companies	Legal Manager (P)	8.650	10.550	12.750	12.300	15.000	18.100	12.300	15.000	18.100
Companies	Legal Manager (M)	9.800	11.850	14.350	14.850	18.000	21.750	14.850	18.000	21.750
Companies	Legal Manager (L)	11.950	14.500	17.550	18.150	22.000	26.600	18.150	22.000	26.600

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Area	Job Title	CAMPINAS E REGIÃO			GRANDE ABC			BAIXADA SANTISTA		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	7.050	8.550	10.350	9.850	12.000	14.450	9.850	12.000	14.450
Companies	Legal Coordinator (L)	8.150	9.900	11.250	12.350	15.000	17.100	12.350	15.000	17.100
Companies	Senior Lawyer (P)	5.400	6.600	7.950	6.550	8.000	9.600	6.550	8.000	9.600
Companies	Senior Lawyer (M)	6.200	7.550	9.150	7.800	9.500	11.450	7.800	9.500	11.450
Companies	Senior Lawyer (L)	6.500	7.900	9.550	9.850	12.000	14.500	9.850	12.000	14.500
Companies	Lawyer (P)	3.500	4.250	5.150	4.900	6.000	7.200	4.900	6.000	7.200
Companies	Lawyer (M)	4.050	4.950	5.950	5.700	7.000	8.400	5.700	7.000	8.400
Companies	Lawyer (L)	4.600	5.600	6.750	7.000	8.500	10.250	7.000	8.500	10.250
Companies	Junior Lawyer (P)	2.400	2.950	3.550	3.200	4.000	4.800	3.200	4.000	4.800
Companies	Junior Lawyer (M)	2.700	3.300	3.950	4.100	5.000	6.050	4.100	5.000	6.050
Companies	Junior Lawyer (L)	3.200	3.950	4.750	4.900	6.000	7.250	4.900	6.000	7.250
Banks	Legal Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Senior Lawyer/Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Junior Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	PORTO ALEGRE			CURITIBA			FLORIANÓPOLIS		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Senior Lawyer/Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Junior Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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Area	Job Title	BRASÍLIA			GOIÂNIA			CUIABÁ		
		25th	50th	75th	25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Senior Lawyer/Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Junior Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Legal | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Legal | Northeast

Area	Job Title	SALVADOR			RECIFE		
		25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Senior Lawyer/Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Junior Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

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For these positions, consult a Robert Half consultant, who will be able to share the available data.

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Small Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Small Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Medium-sized Offices/boutiques	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Medium-sized Offices/boutiques	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Labour Consulting & Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Civil Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Litigation Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Tax Advisory Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Tax Consultancy Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Corporate/M&A Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Senior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Large Offices	Junior Compliance Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Director (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Manager (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
For these positions, consult a Robert Half consultant, who will be able to share the available data.

Area	Job Title	MANAUS			BELÉM		
		25th	50th	75th	25th	50th	75th
Companies	Legal Coordinator (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Legal Coordinator (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Senior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (P)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (M)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Companies	Junior Lawyer (L)	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Director	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Legal Manager	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Senior Lawyer/Coordinator	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*
Banks	Junior Lawyer	n/a*	n/a*	n/a*	n/a*	n/a*	n/a*

n/a* = The amount of information available in this location is not enough for us to have statistical relevance.
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