

Title	What They Do & Who They Are	Salary Range
HR Administrator/Coordinator	1-3 years' experience. Generally, knows well the administrative functions of HR, including paperwork related to leaves of absence, benefits, and new employee orientation. Can answer very basic employee HR, benefits, and payroll questions. <u>In many cases this position is combined with payroll, and many office managers perform this role at small businesses.</u>	\$56,000-\$68,000
HR Generalist	4+ years' experience, and generally has a certification in HR. Has understanding of HR to answer at least 70% of management and employee relations questions without consulting an attorney or more senior HR person. <u>Normally businesses hire a ratio of 1 generalist to every 125-150 employees.</u> (note: most generalists do not want to do the responsibilities of an HR Administrator).	\$95,000-\$120,000
HR Manager	7+ years' experience, a college degree and certification in HR. Can perform the tasks of a generalist – and has performed those but also has experience managing other HR professionals. Has mastery of HR and employee relations, and some experience in organizational development. <u>Normally ratio of 1 Manager for every 2-3 HR staff.</u>	\$120,000-\$170,000
Director of HR	10+ years and widely varied experience in HR functions, from compensation to employee relations to recruiting. Has experience with large corporations and multiple direct reports. <u>This role is primarily for businesses with 500 employees or more, with at least 4-7 HR professionals on staff.</u>	\$160,000-\$225,000
SVP HR/Chief People Officer	10+ years in HR, training, recruiting, culture experience. This position focuses on strategy, culture, training, and tactical HR issues. <u>Generally this position is seen in businesses with at least 1,000 employees and multiple, perhaps global, locations.</u> This position reports directly to the CEO.	\$200,000-\$300,000

Specialty HR Positions (normally for businesses with 300+ employees)

Talent Acquisition – Specialist, Manager, Director
 Employee Relations – Generalist, Manager, Director
 Benefits – Coordinator, Manager

Compensation – Coordinator, Specialist, Manager
 Organizational Development – Generalist, Manager, Director
 Learning & Development – Manager, Director, Executive