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## Compensation Guide 2021

Business Operations, Strategic Finance, Corp Dev & Strategy, Chief of Staff roles

# Methodology

## Methodology

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The salaries in this guide reflect compensation numbers collected from over 500+ data sources across the United States in the past year. Salaries are based off a combination of external data points, internal hiring data, and proprietary Omna information.

Please contact [info@omnasearch.com](mailto:info@omnasearch.com) for any further inquiries.

## About Omna Search

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Omna is a boutique recruiting firm that helps candidates with management consulting and investment banking backgrounds get connected to fast growing startups and tech companies globally.

We recruit on behalf of companies backed by top funds like Y-Combinator, Sequoia, Andreessen Horowitz, Bessemer, and more.

The roles we commonly fill into span: Biz Ops, Chief of Staff, General Management (Strategy & Ops), Product and Finance.



# Business Operations and Chief of Staff roles

Average Base Salary USD \$		Tier 1 cities (New York, San Francisco, etc.)				Tier 2 cities (Chicago, Boston, Los Angeles, etc.)			
		Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech	Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech
Business Operations	<b>VP</b> 15+ yrs	\$85–140K	\$130–200K	\$170–250K	\$200–300K	\$75–135K	\$100–200K	\$170–230K	\$200–300K
	<b>Director</b> 7-15 yrs	\$85–130K	\$120–170K	\$170–200K	\$180–230K	\$75–125K	\$100–150K	\$150–200K	\$160–220K
	<b>Manager</b> 4-7 yrs	\$85–120K	\$100–150K	\$130–175K	\$140–200K	\$75–115K	\$85–140K	\$100–150K	\$130–170K
	<b>Associate</b> 2-4 yrs	\$80–110K	\$90–140K	\$100–140K	\$110–160K	\$75–100K	\$80–120K	\$90–135K	\$100–150K
	<b>Analyst</b> 1-2 yrs	\$75–100K	\$85–120K	\$90–130K	\$90–140K	\$70–90K	\$75–110K	\$85–120K	\$90–140K
Chief of Staff	<b>Jr</b> 2-5 yrs	\$80–120K	\$90–140K	\$90–150K	\$100–150K	\$80–120K	\$90–125K	\$90–140K	\$100–150K
	<b>Sr</b> 5+ yrs	\$100–150K	\$120–175K	\$140–200K	\$165–220K	\$100–140K	\$120–150K	\$130–180K	\$150–200K



# Strategic Finance

## Average Base Salary USD \$

### Tier 1 cities (New York, San Francisco, etc.)

### Tier 2 cities (Chicago, Boston, Los Angeles, etc.)

Pre-Seed / Seed    Seed – Series A    Series B – D    Large Tech

Pre-Seed / Seed    Seed – Series A    Series B – D    Large Tech

	Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech	Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech
<b>VP</b> 15+ yrs	\$85–140K	\$130–200K	\$170–250K	\$200–300K	\$75–135K	\$100–200K	\$170–230K	\$200–300K
<b>Director</b> 7-15 yrs	\$85–130K	\$120–170K	\$170–200K	\$180–230K	\$75–125K	\$100–150K	\$150–200K	\$160–220K
<b>Manager</b> 4-7 yrs	\$85–120K	\$100–150K	\$130–175K	\$140–200K	\$75–115K	\$85–140K	\$100–150K	\$130–170K
<b>Associate</b> 2-4 yrs	\$80–110K	\$90–140K	\$100–140K	\$110–160K	\$75–100K	\$80–120K	\$90–135K	\$100–150K
<b>Analyst</b> 1-2 yrs	\$75–100K	\$85–120K	\$90–130K	\$90–140K	\$70–90K	\$75–110K	\$85–120K	\$90–140K

Strategic Finance



# Corporate Development<sup>1</sup> & Strategy<sup>2</sup>

Average Base Salary USD \$		Tier 1 cities (New York, San Francisco, etc.)				Tier 2 cities (Chicago, Boston, Los Angeles, etc.)			
		Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech	Pre-Seed / Seed	Seed – Series A	Series B – D	Large Tech
Corp Dev & Strategy	<b>VP</b> 15+ yrs	\$80–130K	\$130–175K	\$170–250K	\$200–300K	\$75–130K	\$80–160K	\$170–230K	\$200–300K
	<b>Director</b> 7-15 yrs	\$80–120K	\$100–150K	\$170–200K	\$180–250K	\$75–120K	\$80–140K	\$150–200K	\$165–225K
	<b>Manager</b> 4-7 yrs	\$80–110K	\$90–140K	\$140–175K	\$140–200K	\$75–100K	\$75–130K	\$130–160K	\$135–185K
	<b>Associate</b> 2-4 yrs	\$70–100K	\$80–120K	\$120–150K	\$120–160K	\$70–95K	\$75–120K	\$90–135K	\$100–150K
	<b>Analyst</b> 1-2 yrs	\$70–90K	\$75–110K	\$90–130K	\$90–150K	\$70–90K	\$70–100K	\$80–120K	\$90–130K

<sup>1</sup> Corporate Development typically do not exist at earlier stage (<Series B) startups

<sup>2</sup> Strategy roles do exist at some early stage startups (<Series B) as a catch-all role (which is what this data is based-off), though are still generally less common



### **About Omna Search**

Omna is a boutique search firm that connects strategy, finance, and operations talent to startups and tech companies.

