



# reporte salarial diciembre 2024.



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# nuestro relevamiento.

Entre noviembre y diciembre del 2024, realizamos un relevamiento sobre ajustes salariales y beneficios. Esta primera parte del reporte tiene como objetivo conocer cómo llegan las empresas al final del 2024 en cuanto a las tendencias de ajustes salariales para el personal fuera de convenio, las políticas de beneficios y las estrategias para la retención del talento, sobre todo los considerados Key Talents.

Para llevar adelante la construcción de esta parte del informe, se tomó una muestra de 103 empresas de todo el país, la cual cuenta con el siguiente perfil de datos:

- De las empresas participantes el 55,4% tiene una dotación entre 51 y 400 personas.
- Casi el 59% factura más de 20.000 millones de pesos anuales.
- El 63,4% se encuentra en CABA / AMBA / provincia de Buenos Aires.
- El 21,8% son empresas que brindan servicios, le sigue tecnología con 15,8%. El resto fabrica, construye, produce y/o comercializa.

En una segunda parte, este reporte muestra rangos salariales para distintas posiciones del país en base a información obtenida por más de 100 consultores especialistas de Randstad Professional y Randstad Digital, los cuales están en contacto con clientes y talento. Todos los valores corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores máximos y mínimos para cada una de ellas.

## ajustes proyectados.

Con respecto a lo que las empresas participantes declaran en este reporte sobre políticas salariales, se muestra que en promedio se realizó un ajuste de 113% en lo informado este segundo semestre del 2024, viendo una disminución desde el 125,8% que se proyectaba al final del primer semestre.

En relación al IPC anual proyectado por el Relevamiento de Expectativas de Mercado del Banco Central, publicado a principio de diciembre, [la inflación anual cierra en 118,8%](#).

De esto se observa que el promedio de ajustes realizados por las empresas de este estudio se encuentra 5,8 puntos por debajo de la inflación.

IPC 2024 proyectado  
118,8%

Ajustan por encima de  
la inflación: 52%

empresas participantes en el estudio

	Mínima	Percentil 25	Promedio	Percentil 75	Máxima
ajuste realizado en 2024	62%	88%	113%	150%	223%

	Mínima	Percentil 25	Promedio	Percentil 75	Máxima
ajuste proyectado para 2025	12%	30%	49%	55%	120%

## proyecciones para el 2025.

De cara al 2025, la estrategia también cambió respecto al panorama que se proyectaba a fines del primer semestre: el promedio de ajuste salarial bajó de 81,1% a 49%.

Como dato complementario, el 50% de las empresas proyectan ajustes que van desde 30% al 55%.

## ¿qué se espera para los primeros trimestres del año?.

En lo que se prevé para el primer trimestre, la muestra declaró un promedio de ajuste del 18%. No obstante, el 68% de los respondentes se encuentra por debajo de este promedio.

Para el segundo trimestre, aún no hay una definición clara del escalonamiento de la actualización de los salarios fuera de convenio entre los meses de abril y junio.

## revisión salarial.

El 43% revisa la política salarial de manera trimestral, mientras que un 23% lo hace cada 2 meses, modalidad que predominaba en el relevamiento de junio.

El IPC sigue siendo el indicador más utilizado por las empresas.

Se observa una baja de la consideración de las paritarias como valor de ajuste para el personal fuera de convenio. Este disminuye como indicador de 67% a 50%

### ¿Con qué frecuencia revisa la política salarial para realizar los ajustes?

Mensualmente	10%
Bimestralmente	23%
Trimestralmente	43%
Cuatrimstralmente	10%
Semestralmente	8%
Otro	5%

\*El grupo "otro" declara guiarse por convenios.

### ¿Qué indicadores utiliza para la revisión salarial? (Más de una opción)

IPC	76%
Paritarias	50%
Encuestas	41%
Desempeño	34%
Salarios de la región	12%
Movimiento del dólar	5%
Otro	2%

## salarios variables y el impacto en las políticas de bonos.

A la hora de hablar sobre los componentes variables del salario, pudiendo elegir más de una opción, un 66% de las empresas afirman contar con políticas de bonos. A su vez, el 44% menciona tener comisiones y un 35% menciona alguna política de premios.

Respecto a bonos, se declaran los siguientes valores percibidos:

	Mínima	Percentil 25	Promedio	Moda	Percentil 75	Máxima
bono anual en cantidad de sueldos	0,5	1	3,8	3	4	12

los valores no hacen referencia a posiciones específicas.

# dolarización salarial.

Podemos afirmar sobre la muestra de empresas relevadas, que un 7,7% ofrece alguna política de dolarización, siendo casi el doble de lo relevado en nuestro informe de junio.

Para estos casos, un 43% toma para liquidar al dólar oficial, mientras que otro 43% toma en cuenta el valor del MEP.

Otro dato relevante en lo que respecta a la dolarización, es que el 6,6% de las empresas afirma pagar sus bonos en dólares.

## tasas de rotación.

Las empresas participantes de este estudio, presentaron durante el 2024 los siguientes indicadores en relación a la rotación:



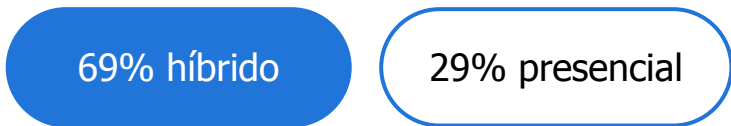
Por otra parte, un 43% de las empresas de este estudio indicaron haber tenido un crecimiento en relación a su personal interno durante el año, siendo este no mayor al 5%. Se les preguntó también cuánto proyectan crecer su personal durante el 2025, y el 58% respondió tener expectativa de crecimiento con un porcentaje mayor, siendo del 15%.

## modalidad de trabajo.

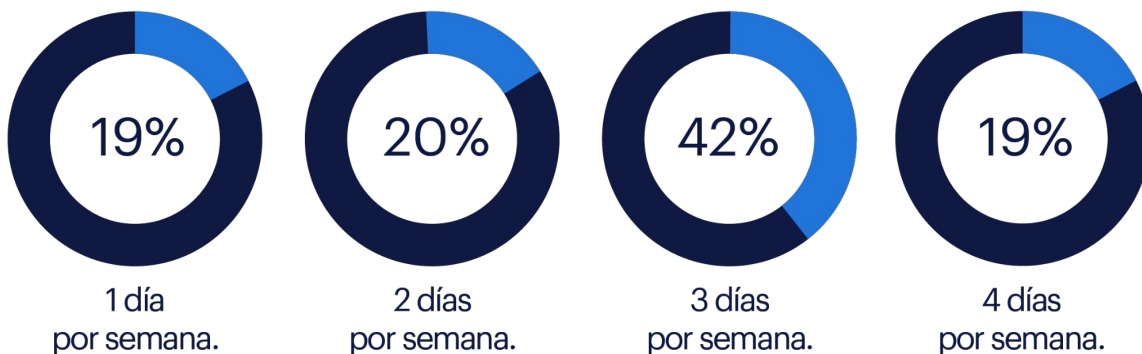
A diferencia del primer semestre, ninguna empresa mencionó modalidad 100% virtual.

De la muestra, el 16% evalúa cambiar su modalidad. Un dato relevante de las compañías que están considerando un cambio, es que el 89% son empresas que hoy tienen un sistema híbrido.

De las empresas que aún cuentan con modalidad híbrida, el 42% declara una presencialidad de 3 veces por semana.



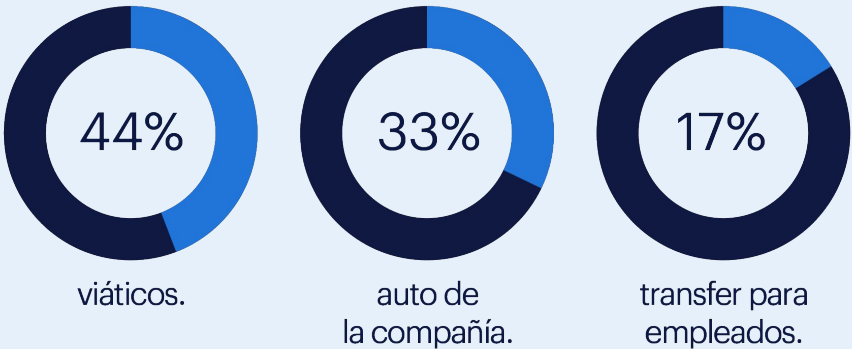
Del 69% que afirma contar con un esquema híbrido de trabajo, se reparte según los siguientes días de presencialidad:



# beneficios más frecuentes.

## movilidad.

La movilidad de los empleados es, en algunos casos, necesaria por el tipo de rol que se desempeña, pero en otros constituye realmente un beneficio.



Quienes perciben el beneficio mediante **viáticos**, declaran un promedio de \$176.400 mensual al monto otorgado por empleado, mientras que el mantenimiento del auto de la compañía oscila entre \$200.000 y \$450.000, siendo el valor promedio por kilómetro de \$589,2.

## capacitaciones.

Desde Randstad destacamos la importancia de las capacitaciones y la formación para acompañar el desarrollo del talento. De este modo, sabemos que los planes de capacitación son relevantes a la hora de incorporarlos como un aspecto central de la propuesta de valor hacia los empleados a retener o a incorporar.

El 71% de las compañías de este estudio cuenta con alguna política de capacitación interna.

La capacitación con mayor mención es la vinculada con el desarrollo de la posición actual con un 89%, seguida por la desarrollo profesional general y habilidades blandas con un 77%.

En este fin de año, temas como seguridad y salud fueron mencionados con mayor frecuencia que estudios anteriores.

Desarrollo de posición actual	Desarrollo profesional general y habilidades blandas	Idioma	Pago parcial o total de carrera de postgrado	Herramientas tecnológicas	Pago parcial o total de carrera de grado
89%	77%	39%	37%	37%	20%

\*Más de una opción

## comedor/refrigerios.

Para este beneficio, el 49% de las empresas indicó tener beneficios relacionados a comedor o cuenta con un sistema de refrigerios.

En lo declarado por las empresas, el valor promedio mensual retribuido ronda los \$123.640.

Los valores mínimos y máximos declarados por mes van de \$43.000 a \$330.000 respectivamente.

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## conectividad.

Respecto a la conectividad, un 10% de las empresas participantes de este estudio afirman pagar el servicio de internet de forma directa.

Por otra parte, un 60% declara hacerlo mediante la asignación de un monto fijo.

Sobre aquellos que ajustan ese monto por IPC, el 20% lo hace mensualmente, un 40% cada 2 meses y el otro 40% de forma trimestral.

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## guardería.

Cada vez son más las empresas que promueven y brindan beneficios orientados a la familia.

Entre las participantes de este estudio, un 80% afirma tener algún beneficio de guardería.

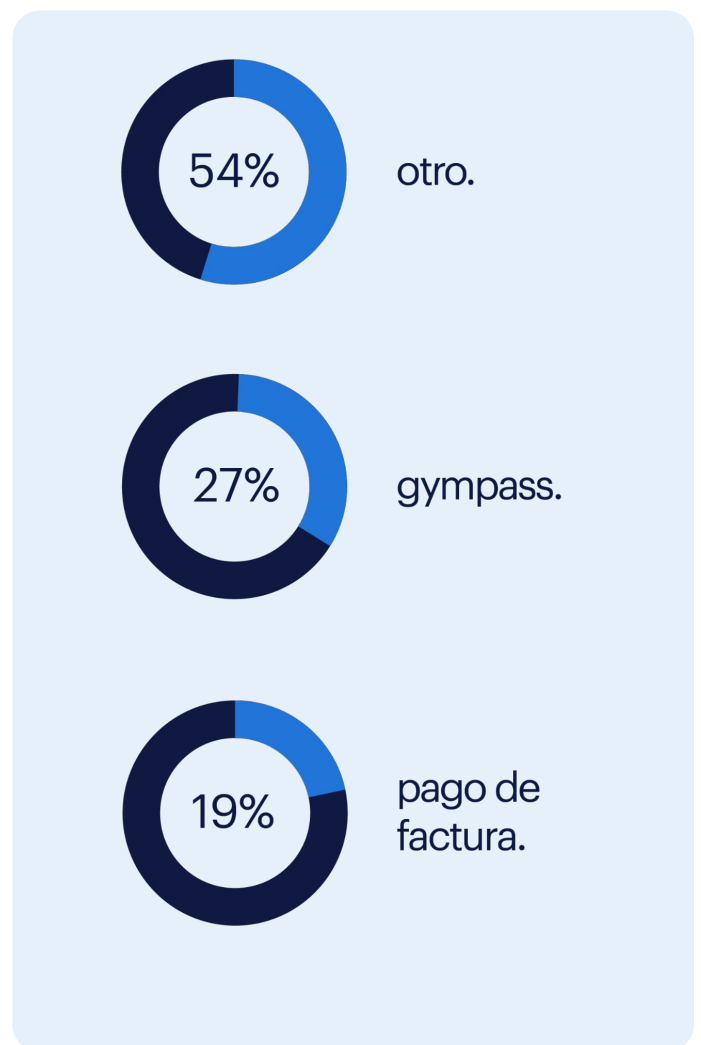
El más mencionado fue el pago mensual de la cuota de guardería/jardín, con un 33%, y se reparte en las siguientes escalas: hasta \$50.000 con un 7%; entre \$51.000 y \$100.000 con un 25%; más de \$100.000 con un 68%.

## salud y bienestar.

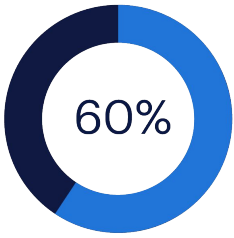
Si bien es un beneficio que no es de los más nuevos, se mantuvo la proporción de empresas que sí brindan este beneficio respecto a nuestro estudio de mitad de año.

El 29% de las empresas colaboradoras en este relevamiento, brinda este beneficio a sus empleados.

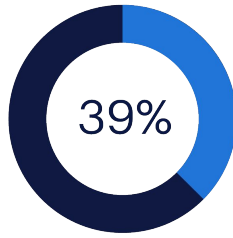
Se reparte en las siguientes proporciones, donde se observa en quienes mencionan otro, un 36% de afiliación a Sport Club y un 12% con gimnasio propio:



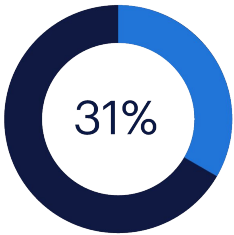
## regalos.



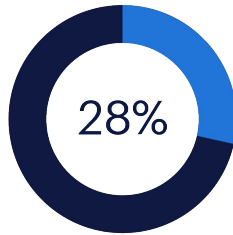
Regalo de fin de año.



Regalo por nacimientos.



Regalo de casamiento.

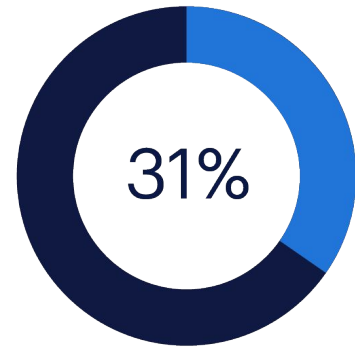


Regalo de cumpleaños.

## trabajo en el exterior.

Un 31% de la muestra definió contar con este beneficio. Cuando hablamos de este tema, lo que más predomina es la posibilidad de negociar el período de tiempo, según las necesidades de cada parte.

Entre los plazos mencionados como fijos se encuentran 1 semana o 1 mes al año.



Brinda días de trabajo remoto por el mundo.

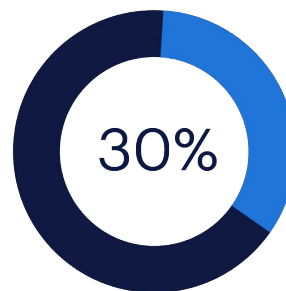
frecuencia a acordar	67%
1 mes al año	27%
1 semana al año	6%

## flexibilidad y días libres adicionales.

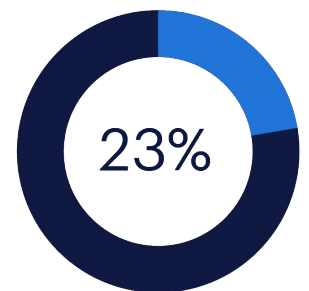
Este es un beneficio muy valorado por los empleados: un 42% de las empresas manifiesta tener este ítem dentro de su paquete de beneficios.

Se observa en quienes declaran tener días de licencia adicionales, que en promedio son 4,6 días al año. Las respuestas oscilan entre 1 y 20 días.

Adicionalmente, se mencionaron casos de días libres en efemérides como jueves santo, días entre navidad y año nuevo.



Día adicional de cumpleaños.



Días adicionales de vacaciones.



# retención de key talents.

Es un desafío retener a los key talents solamente con el salario. Según las empresas participantes de nuestro estudio, la prepaga del grupo familiar a cargo de la empresa es el recurso más utilizado por la compañías a fin de mantener estos perfiles. Otra herramienta que año a año sigue destacando es ajustes salariales especiales.

Otro dato relevante obtenido en la muestra, es que el rango etario predominante va de 31 a 50 años.

Según las empresas consultadas, los aspectos de la cultura más valorados son la flexibilidad, el desarrollo profesional y el equilibrio entre vida personal y laboral.

## beneficios más usados por las empresas para retener a los Key talents.

beneficios	%
Prepaga grupo familiar a cargo de la empresa	68%
Ajustes salariales especiales	47%
Flexitime	45%
Pago de postgrados	34%
Otros*	11%
Bonos en dolar billete	9,4%
Stock Options	7,5%
Salarios dolarizados pagado en dólar billete	5,6%
Salarios dolarizados en pesos	3,7%

*\*Los más mencionados: Bonos especiales, proyectos, plan de carrera y licencias especiales.*

## otros beneficios a nivel general.

Otros beneficios mencionados por algunas empresas para su personal interno son:

Descuentos en locales o plataformas.

Otros regalos en días especiales, por fuera de los previamente mencionados.

Reconocimientos específicos.

Útiles y gastos escolares.

Productos y servicios de la empresa con precios especiales.

Programas de seguimiento y desarrollo.

Gift cards.



# ¿conocés tu banda salarial en relación al mercado?

Nuestra calculadora salarial interactiva te brinda datos sobre las posiciones más importantes de cada especialidad, en cada región e industria que trabajamos.

Conocelos ingresando en [calculadora.randstad.com.ar](https://calculadora.randstad.com.ar)

conocé más.



reporte salarial diciembre 2024.

# profesionales del área de administración & finanzas.



  
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partner for talent.

# administración y finanzas. según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

CFO Director de administración y finanzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$10.730.570	\$9.442.902	\$9.872.125	\$8.852.721	\$9.120.985	\$13.413.213
	\$14.494.399	\$12.755.071	\$13.334.847	\$11.957.879	\$12.320.239	\$18.117.999
Banca & Serv Financieros	\$11.226.859	\$9.879.636	\$10.328.711	\$9.262.159	\$9.542.830	\$14.033.574
	\$14.884.094	\$13.098.002	\$13.693.366	\$12.279.377	\$12.651.480	\$18.605.117
Consumo masivo	\$9.979.430	\$8.781.899	\$9.181.076	\$8.233.030	\$8.482.516	\$12.474.288
	\$13.181.986	\$11.600.148	\$12.127.427	\$10.875.139	\$11.204.688	\$16.477.483
Energía y Petróleo	\$11.226.859	\$9.879.636	\$10.328.711	\$9.262.159	\$9.542.830	\$14.033.574
	\$14.884.094	\$13.098.002	\$13.693.366	\$12.279.377	\$12.651.480	\$18.605.117
IT	\$11.226.859	\$9.879.636	\$10.328.711	\$9.262.159	\$9.542.830	\$14.033.574
	\$14.884.094	\$13.098.002	\$13.693.366	\$12.279.377	\$12.651.480	\$18.605.117
Lab & Pharma	\$11.226.859	\$9.879.636	\$10.328.711	\$9.262.159	\$9.542.830	\$14.033.574
	\$14.884.094	\$13.098.002	\$13.693.366	\$12.279.377	\$12.651.480	\$18.605.117
Manufactura	\$10.730.570	\$9.442.902	\$9.872.125	\$8.852.721	\$9.120.985	\$13.413.213
	\$14.494.399	\$12.755.071	\$13.334.847	\$11.957.879	\$12.320.239	\$18.117.999
Retail & Comercio	\$9.979.397	\$8.781.869	\$9.181.045	\$8.233.002	\$8.482.487	\$12.474.246
	\$13.181.986	\$11.600.148	\$12.127.427	\$10.875.139	\$11.204.688	\$16.477.483
Servicios	\$9.979.397	\$8.781.869	\$9.181.045	\$8.233.002	\$8.482.487	\$12.474.246
	\$13.181.986	\$11.600.148	\$12.127.427	\$10.875.139	\$11.204.688	\$16.477.483
Transporte y logística	\$9.979.397	\$8.781.869	\$9.181.045	\$8.233.002	\$8.482.487	\$12.474.246
	\$13.181.986	\$11.600.148	\$12.127.427	\$10.875.139	\$11.204.688	\$16.477.483

Controller	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.207.940	\$3.702.987	\$3.871.305	\$3.471.551	\$3.576.749	\$5.259.925
	\$7.035.050	\$6.190.844	\$6.472.246	\$5.803.916	\$5.979.793	\$8.793.813
Banca & Serv Financieros	\$3.960.440	\$3.485.187	\$3.643.605	\$3.267.363	\$3.366.374	\$4.950.550
	\$7.035.050	\$6.190.844	\$6.472.246	\$5.803.916	\$5.979.793	\$8.793.813
Consumo masivo	\$4.667.850	\$4.107.708	\$4.294.422	\$3.850.976	\$3.967.673	\$5.834.813
	\$7.035.050	\$6.190.844	\$6.472.246	\$5.803.916	\$5.979.793	\$8.793.813
Energía y Petróleo	\$3.960.550	\$3.485.284	\$3.643.706	\$3.267.454	\$3.366.468	\$4.950.688
	\$7.035.050	\$6.190.844	\$6.472.246	\$5.803.916	\$5.979.793	\$8.793.813
IT	\$3.960.550	\$3.485.284	\$3.643.706	\$3.267.454	\$3.366.468	\$4.950.688
	\$7.035.116	\$6.190.902	\$6.472.307	\$5.803.971	\$5.979.849	\$8.793.895
Lab & Pharma	\$3.960.550	\$3.485.284	\$3.643.706	\$3.267.454	\$3.366.468	\$4.950.688
	\$7.035.600	\$6.191.328	\$6.472.752	\$5.804.370	\$5.980.260	\$8.794.500
Manufactura	\$4.243.470	\$3.734.254	\$3.903.992	\$3.500.863	\$3.606.950	\$5.304.338
	\$7.040.550	\$6.195.684	\$6.477.306	\$5.808.454	\$5.984.468	\$8.800.688
Retail & Comercio	\$3.960.000	\$3.484.800	\$3.643.200	\$3.267.000	\$3.366.000	\$4.950.000
	\$7.035.600	\$6.191.328	\$6.472.752	\$5.804.370	\$5.980.260	\$8.794.500
Servicios	\$3.960.000	\$3.484.800	\$3.643.200	\$3.267.000	\$3.366.000	\$4.950.000
	\$7.035.600	\$6.191.328	\$6.472.752	\$5.804.370	\$5.980.260	\$8.794.500
Transporte y logística	\$3.960.000	\$3.484.800	\$3.643.200	\$3.267.000	\$3.366.000	\$4.950.000
	\$7.035.600	\$6.191.328	\$6.472.752	\$5.804.370	\$5.980.260	\$8.794.500



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Tesorería	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.849.991	\$3.387.992	\$3.541.992	\$3.176.243	\$3.272.493	\$4.812.489
	\$5.127.014	\$4.511.772	\$4.716.853	\$4.229.787	\$4.357.962	\$6.408.768
Banca & Serv Financieros	\$4.235.150	\$3.726.932	\$3.896.338	\$3.493.999	\$3.599.878	\$5.293.938
	\$5.566.472	\$4.898.496	\$5.121.155	\$4.592.340	\$4.731.502	\$6.958.091
Consumo masivo	\$3.849.991	\$3.387.992	\$3.541.992	\$3.176.243	\$3.272.493	\$4.812.489
	\$5.126.990	\$4.511.751	\$4.716.831	\$4.229.767	\$4.357.942	\$6.408.738
Energía y Petróleo	\$4.491.656	\$3.952.658	\$4.132.324	\$3.705.617	\$3.817.908	\$5.614.571
	\$5.126.990	\$4.511.751	\$4.716.831	\$4.229.767	\$4.357.942	\$6.408.738
IT	\$4.474.800	\$3.937.824	\$4.116.816	\$3.691.710	\$3.803.580	\$5.593.500
	\$5.566.472	\$4.898.496	\$5.121.155	\$4.592.340	\$4.731.502	\$6.958.091
Lab & Pharma	\$4.474.800	\$3.937.824	\$4.116.816	\$3.691.710	\$3.803.580	\$5.593.500
	\$5.419.986	\$4.769.588	\$4.986.387	\$4.471.489	\$4.606.988	\$6.774.983
Manufactura	\$4.235.150	\$3.726.932	\$3.896.338	\$3.493.999	\$3.599.878	\$5.293.938
	\$5.566.472	\$4.898.496	\$5.121.155	\$4.592.340	\$4.731.502	\$6.958.091
Retail & Comercio	\$3.848.900	\$3.387.032	\$3.540.988	\$3.175.343	\$3.271.565	\$4.811.125
	\$5.127.018	\$4.511.775	\$4.716.856	\$4.229.789	\$4.357.965	\$6.408.772
Servicios	\$3.848.900	\$3.387.032	\$3.540.988	\$3.175.343	\$3.271.565	\$4.811.125
	\$5.127.018	\$4.511.775	\$4.716.856	\$4.229.789	\$4.357.965	\$6.408.772
Transporte y logística	\$3.831.631	\$3.371.836	\$3.525.101	\$3.161.096	\$3.256.887	\$4.789.539
	\$5.129.658	\$4.514.099	\$4.719.286	\$4.231.968	\$4.360.209	\$6.412.073

Gerente de Impuestos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.357.375	\$3.834.490	\$4.008.785	\$3.594.834	\$3.703.769	\$5.446.719
	\$5.477.593	\$4.820.282	\$5.039.386	\$4.519.014	\$4.655.954	\$6.846.991
Banca & Serv Financieros	\$4.807.818	\$4.230.880	\$4.423.193	\$3.966.450	\$4.086.646	\$6.009.773
	\$6.282.859	\$5.528.916	\$5.780.230	\$5.183.359	\$5.340.430	\$7.853.574
Consumo masivo	\$4.357.320	\$3.834.442	\$4.008.734	\$3.594.789	\$3.703.722	\$5.446.650
	\$5.477.670	\$4.820.350	\$5.039.456	\$4.519.078	\$4.656.020	\$6.847.088
Energía y Petróleo	\$4.357.320	\$3.834.442	\$4.008.734	\$3.594.789	\$3.703.722	\$5.446.650
	\$5.477.670	\$4.820.350	\$5.039.456	\$4.519.078	\$4.656.020	\$6.847.088
IT	\$4.807.770	\$4.230.838	\$4.423.148	\$3.966.410	\$4.086.605	\$6.009.713
	\$5.960.982	\$5.245.664	\$5.484.104	\$4.917.810	\$5.066.835	\$7.451.228
Lab & Pharma	\$4.657.673	\$4.098.752	\$4.285.059	\$3.842.580	\$3.959.022	\$5.822.091
	\$5.799.420	\$5.103.490	\$5.335.466	\$4.784.522	\$4.929.507	\$7.249.275
Manufactura	\$4.807.770	\$4.230.838	\$4.423.148	\$3.966.410	\$4.086.605	\$6.009.713
	\$5.960.982	\$5.245.664	\$5.484.104	\$4.917.810	\$5.066.835	\$7.451.228
Retail & Comercio	\$4.357.382	\$3.834.496	\$4.008.792	\$3.594.840	\$3.703.775	\$5.446.728
	\$5.477.598	\$4.820.286	\$5.039.390	\$4.519.018	\$4.655.958	\$6.846.997
Servicios	\$4.357.100	\$3.834.248	\$4.008.532	\$3.594.608	\$3.703.535	\$5.446.375
	\$5.477.725	\$4.820.398	\$5.039.507	\$4.519.123	\$4.656.066	\$6.847.156
Transporte y logística	\$4.341.480	\$3.820.502	\$3.994.162	\$3.581.721	\$3.690.258	\$5.426.850
	\$5.459.399	\$4.804.271	\$5.022.647	\$4.504.004	\$4.640.489	\$6.824.249



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Control de Gestión	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.362.358	\$3.838.875	\$4.013.369	\$3.598.945	\$3.708.004	\$5.452.948
	\$6.738.644	\$5.930.007	\$6.199.552	\$5.559.381	\$5.727.847	\$8.423.305
Banca & Serv Financieros	\$4.798.772	\$4.222.919	\$4.414.870	\$3.958.987	\$4.078.956	\$5.998.465
	\$6.983.669	\$6.145.629	\$6.424.975	\$5.761.527	\$5.936.119	\$8.729.586
Consumo masivo	\$4.362.358	\$3.838.875	\$4.013.369	\$3.598.945	\$3.708.004	\$5.452.947
	\$6.738.633	\$5.929.997	\$6.199.542	\$5.559.372	\$5.727.838	\$8.423.291
Energía y Petróleo	\$4.362.358	\$3.838.875	\$4.013.369	\$3.598.945	\$3.708.004	\$5.452.947
	\$6.738.633	\$5.929.997	\$6.199.542	\$5.559.372	\$5.727.838	\$8.423.291
IT	\$4.798.772	\$4.222.919	\$4.414.870	\$3.958.987	\$4.078.956	\$5.998.465
	\$6.983.669	\$6.145.629	\$6.424.975	\$5.761.527	\$5.936.119	\$8.729.586
Lab & Pharma	\$4.653.143	\$4.094.766	\$4.280.892	\$3.838.843	\$3.955.172	\$5.816.429
	\$7.123.699	\$6.268.855	\$6.553.803	\$5.877.052	\$6.055.144	\$8.904.624
Manufactura	\$4.798.772	\$4.222.919	\$4.414.870	\$3.958.987	\$4.078.956	\$5.998.465
	\$7.316.227	\$6.438.279	\$6.730.928	\$6.035.887	\$6.218.793	\$9.145.283
Retail & Comercio	\$4.362.358	\$3.838.875	\$4.013.369	\$3.598.945	\$3.708.004	\$5.452.947
	\$6.738.633	\$5.929.997	\$6.199.542	\$5.559.372	\$5.727.838	\$8.423.291
Servicios	\$4.362.358	\$3.838.875	\$4.013.369	\$3.598.945	\$3.708.004	\$5.452.947
	\$6.738.633	\$5.929.997	\$6.199.542	\$5.559.372	\$5.727.838	\$8.423.291
Transporte y logística	\$4.341.554	\$3.820.567	\$3.994.229	\$3.581.782	\$3.690.321	\$5.426.942
	\$6.742.109	\$5.933.056	\$6.202.740	\$5.562.240	\$5.730.793	\$8.427.636

Gerente de Cobranzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.494.975	\$3.075.578	\$3.215.377	\$2.883.354	\$2.970.729	\$4.368.719
	\$6.086.223	\$5.355.876	\$5.599.325	\$5.021.134	\$5.173.290	\$7.607.779
Banca & Serv Financieros	\$3.856.270	\$3.393.518	\$3.547.768	\$3.181.423	\$3.277.830	\$4.820.338
	\$6.205.298	\$5.460.662	\$5.708.874	\$5.119.371	\$5.274.503	\$7.756.623
Consumo masivo	\$3.494.986	\$3.075.588	\$3.215.387	\$2.883.363	\$2.970.738	\$4.368.732
	\$6.086.223	\$5.355.876	\$5.599.325	\$5.021.134	\$5.173.290	\$7.607.779
Energía y Petróleo	\$3.494.986	\$3.075.588	\$3.215.387	\$2.883.363	\$2.970.738	\$4.368.732
	\$6.086.223	\$5.355.876	\$5.599.325	\$5.021.134	\$5.173.290	\$7.607.779
IT	\$3.856.270	\$3.393.518	\$3.547.768	\$3.181.423	\$3.277.830	\$4.820.338
	\$6.476.129	\$5.698.993	\$5.958.038	\$5.342.806	\$5.504.709	\$8.095.161
Lab & Pharma	\$3.735.842	\$3.287.541	\$3.436.975	\$3.082.070	\$3.175.466	\$4.669.802
	\$6.443.861	\$5.670.598	\$5.928.352	\$5.316.185	\$5.477.282	\$8.054.826
Manufactura	\$3.495.800	\$3.076.304	\$3.216.136	\$2.884.035	\$2.971.430	\$4.369.750
	\$6.086.190	\$5.355.847	\$5.599.295	\$5.021.107	\$5.173.262	\$7.607.738
Retail & Comercio	\$3.494.700	\$3.075.336	\$3.215.124	\$2.883.128	\$2.970.495	\$4.368.375
	\$6.086.223	\$5.355.876	\$5.599.325	\$5.021.134	\$5.173.290	\$7.607.779
Servicios	\$3.495.800	\$3.076.304	\$3.216.136	\$2.884.035	\$2.971.430	\$4.369.750
	\$6.086.223	\$5.355.876	\$5.599.325	\$5.021.134	\$5.173.290	\$7.607.779
Transporte y logística	\$3.482.270	\$3.064.398	\$3.203.688	\$2.872.873	\$2.959.930	\$4.352.838
	\$6.313.967	\$5.556.291	\$5.808.850	\$5.209.023	\$5.366.872	\$7.892.459



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Contabilidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.345.624	\$3.824.149	\$3.997.974	\$3.585.140	\$3.693.780	\$5.432.030
	\$7.465.700	\$6.569.816	\$6.868.444	\$6.159.203	\$6.345.845	\$9.332.125
Banca & Serv Financieros	\$4.828.169	\$4.248.789	\$4.441.916	\$3.983.240	\$4.103.944	\$6.035.212
	\$7.794.930	\$6.859.538	\$7.171.336	\$6.430.817	\$6.625.691	\$9.743.663
Consumo masivo	\$4.345.627	\$3.824.152	\$3.997.977	\$3.585.142	\$3.693.783	\$5.432.034
	\$7.466.470	\$6.570.494	\$6.869.152	\$6.159.838	\$6.346.500	\$9.333.088
Energía y Petróleo	\$4.345.627	\$3.824.152	\$3.997.977	\$3.585.142	\$3.693.783	\$5.432.034
	\$7.466.470	\$6.570.494	\$6.869.152	\$6.159.838	\$6.346.500	\$9.333.088
IT	\$4.828.169	\$4.248.789	\$4.441.916	\$3.983.240	\$4.103.944	\$6.035.212
	\$7.794.930	\$6.859.538	\$7.171.336	\$6.430.817	\$6.625.691	\$9.743.663
Lab & Pharma	\$4.667.170	\$4.107.110	\$4.293.797	\$3.850.415	\$3.967.095	\$5.833.963
	\$7.932.980	\$6.981.022	\$7.298.341	\$6.544.708	\$6.743.033	\$9.916.225
Manufactura	\$4.828.169	\$4.248.789	\$4.441.916	\$3.983.240	\$4.103.944	\$6.035.212
	\$8.166.180	\$7.186.238	\$7.512.886	\$6.737.099	\$6.941.253	\$10.207.725
Retail & Comercio	\$4.345.627	\$3.824.152	\$3.997.977	\$3.585.142	\$3.693.783	\$5.432.034
	\$7.466.470	\$6.570.494	\$6.869.152	\$6.159.838	\$6.346.500	\$9.333.088
Servicios	\$4.345.627	\$3.824.152	\$3.997.977	\$3.585.142	\$3.693.783	\$5.432.034
	\$7.466.470	\$6.570.494	\$6.869.152	\$6.159.838	\$6.346.500	\$9.333.088
Transporte y logística	\$4.345.627	\$3.824.152	\$3.997.977	\$3.585.142	\$3.693.783	\$5.432.034
	\$7.491.229	\$6.592.281	\$6.891.931	\$6.180.264	\$6.367.545	\$9.364.036

Gerente de Auditoría	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.827.087	\$3.367.837	\$3.520.920	\$3.157.347	\$3.253.024	\$4.783.859
	\$7.308.950	\$6.431.876	\$6.724.234	\$6.029.884	\$6.212.608	\$9.136.188
Banca & Serv Financieros	\$4.209.920	\$3.704.730	\$3.873.126	\$3.473.184	\$3.578.432	\$5.262.400
	\$7.274.190	\$6.401.287	\$6.692.255	\$6.001.207	\$6.183.062	\$9.092.738
Consumo masivo	\$3.827.087	\$3.367.837	\$3.520.920	\$3.157.347	\$3.253.024	\$4.783.859
	\$7.308.950	\$6.431.876	\$6.724.234	\$6.029.884	\$6.212.608	\$9.136.188
Energía y Petróleo	\$3.828.000	\$3.368.640	\$3.521.760	\$3.158.100	\$3.253.800	\$4.785.000
	\$6.699.880	\$5.895.894	\$6.163.890	\$5.527.401	\$5.694.898	\$8.374.850
IT	\$4.209.958	\$3.704.763	\$3.873.162	\$3.473.216	\$3.578.465	\$5.262.448
	\$7.274.190	\$6.401.287	\$6.692.255	\$6.001.207	\$6.183.062	\$9.092.738
Lab & Pharma	\$4.082.100	\$3.592.248	\$3.755.532	\$3.367.733	\$3.469.785	\$5.102.625
	\$7.082.790	\$6.232.855	\$6.516.167	\$5.843.302	\$6.020.372	\$8.853.488
Manufactura	\$4.209.920	\$3.704.730	\$3.873.126	\$3.473.184	\$3.578.432	\$5.262.400
	\$7.274.190	\$6.401.287	\$6.692.255	\$6.001.207	\$6.183.062	\$9.092.738
Retail & Comercio	\$3.827.120	\$3.367.866	\$3.520.950	\$3.157.374	\$3.253.052	\$4.783.900
	\$7.309.500	\$6.432.360	\$6.724.740	\$6.030.338	\$6.213.075	\$9.136.875
Servicios	\$3.826.900	\$3.367.672	\$3.520.748	\$3.157.193	\$3.252.865	\$4.783.625
	\$7.309.500	\$6.432.360	\$6.724.740	\$6.030.338	\$6.213.075	\$9.136.875
Transporte y logística	\$3.828.000	\$3.368.640	\$3.521.760	\$3.158.100	\$3.253.800	\$4.785.000
	\$7.309.500	\$6.432.360	\$6.724.740	\$6.030.338	\$6.213.075	\$9.136.875



# administración y finanzas. según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Administración y Finanzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.822.471	\$4.243.775	\$4.436.673	\$3.978.539	\$4.099.100	\$6.028.089
	\$9.414.933	\$8.285.141	\$8.661.738	\$7.767.320	\$8.002.693	\$11.768.666
Banca & Serv Financieros	\$4.230.160	\$3.722.541	\$3.891.747	\$3.489.882	\$3.595.636	\$5.287.700
	\$8.210.290	\$7.225.055	\$7.553.467	\$6.773.489	\$6.978.747	\$10.262.863
Consumo masivo	\$4.018.740	\$3.536.491	\$3.697.241	\$3.315.461	\$3.415.929	\$5.023.425
	\$7.845.750	\$6.904.260	\$7.218.090	\$6.472.744	\$6.668.888	\$9.807.188
Energía y Petróleo	\$4.441.580	\$3.908.590	\$4.086.253	\$3.664.303	\$3.775.343	\$5.551.974
	\$8.210.345	\$7.225.104	\$7.553.517	\$6.773.535	\$6.978.793	\$10.262.931
IT	\$4.441.580	\$3.908.590	\$4.086.253	\$3.664.303	\$3.775.343	\$5.551.974
	\$8.210.323	\$7.225.084	\$7.553.497	\$6.773.517	\$6.978.775	\$10.262.904
Lab & Pharma	\$4.230.160	\$3.722.541	\$3.891.747	\$3.489.882	\$3.595.636	\$5.287.700
	\$7.799.770	\$6.863.798	\$7.175.788	\$6.434.810	\$6.629.805	\$9.749.713
Manufactura	\$5.076.181	\$4.467.039	\$4.670.086	\$4.187.849	\$4.314.754	\$6.345.226
	\$9.852.392	\$8.670.105	\$9.064.201	\$8.128.223	\$8.374.533	\$12.315.490
Retail & Comercio	\$4.018.729	\$3.536.482	\$3.697.231	\$3.315.452	\$3.415.920	\$5.023.412
	\$7.845.783	\$6.904.289	\$7.218.120	\$6.472.771	\$6.668.916	\$9.807.229
Servicios	\$4.018.729	\$3.536.482	\$3.697.231	\$3.315.452	\$3.415.920	\$5.023.412
	\$7.845.783	\$6.904.289	\$7.218.120	\$6.472.771	\$6.668.916	\$9.807.229
Transporte y logística	\$4.021.215	\$3.538.669	\$3.699.518	\$3.317.502	\$3.418.033	\$5.026.519
	\$7.857.932	\$6.914.980	\$7.229.298	\$6.482.794	\$6.679.242	\$9.822.415

Gerente de Legales	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.258.639	\$3.747.602	\$3.917.948	\$3.513.377	\$3.619.843	\$5.323.299
	\$6.365.951	\$5.602.037	\$5.856.675	\$5.251.910	\$5.411.058	\$7.957.439
Banca & Serv Financieros	\$4.573.827	\$4.024.968	\$4.207.921	\$3.773.407	\$3.887.753	\$5.717.283
	\$6.646.032	\$5.848.508	\$6.114.349	\$5.482.976	\$5.649.127	\$8.307.540
Consumo masivo	\$4.258.747	\$3.747.697	\$3.918.047	\$3.513.466	\$3.619.935	\$5.323.434
	\$6.365.951	\$5.602.037	\$5.856.675	\$5.251.910	\$5.411.058	\$7.957.439
Energía y Petróleo	\$4.258.639	\$3.747.602	\$3.917.948	\$3.513.377	\$3.619.843	\$5.323.299
	\$6.365.913	\$5.602.004	\$5.856.640	\$5.251.879	\$5.411.026	\$7.957.392
IT	\$4.573.738	\$4.024.890	\$4.207.839	\$3.773.334	\$3.887.678	\$5.717.173
	\$6.645.870	\$5.848.366	\$6.114.200	\$5.482.843	\$5.648.990	\$8.307.338
Lab & Pharma	\$4.573.738	\$4.024.890	\$4.207.839	\$3.773.334	\$3.887.678	\$5.717.173
	\$6.763.588	\$5.951.957	\$6.222.501	\$5.579.960	\$5.749.049	\$8.454.485
Manufactura	\$4.573.738	\$4.024.890	\$4.207.839	\$3.773.334	\$3.887.678	\$5.717.173
	\$6.962.802	\$6.127.266	\$6.405.778	\$5.744.312	\$5.918.382	\$8.703.503
Retail & Comercio	\$4.258.639	\$3.747.602	\$3.917.948	\$3.513.377	\$3.619.843	\$5.323.299
	\$6.365.590	\$5.601.719	\$5.856.343	\$5.251.612	\$5.410.752	\$7.956.988
Servicios	\$4.258.639	\$3.747.602	\$3.917.948	\$3.513.377	\$3.619.843	\$5.323.299
	\$6.365.913	\$5.602.004	\$5.856.640	\$5.251.879	\$5.411.026	\$7.957.392
Transporte y logística	\$4.253.788	\$3.743.333	\$3.913.485	\$3.509.375	\$3.615.720	\$5.317.235
	\$6.387.150	\$5.620.692	\$5.876.178	\$5.269.399	\$5.429.078	\$7.983.938





# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de Tesorería	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.969.890	\$2.613.503	\$2.732.299	\$2.450.159	\$2.524.407	\$3.712.363
	\$3.693.448	\$3.250.234	\$3.397.972	\$3.047.095	\$3.139.431	\$4.616.810
Banca & Serv Financieros	\$3.415.280	\$3.005.446	\$3.142.058	\$2.817.606	\$2.902.988	\$4.269.100
	\$4.155.228	\$3.656.601	\$3.822.810	\$3.428.063	\$3.531.944	\$5.194.035
Consumo masivo	\$2.969.890	\$2.613.503	\$2.732.299	\$2.450.159	\$2.524.407	\$3.712.363
	\$3.847.250	\$3.385.580	\$3.539.470	\$3.173.981	\$3.270.163	\$4.809.063
Energía y Petróleo	\$2.968.900	\$2.612.632	\$2.731.388	\$2.449.343	\$2.523.565	\$3.711.125
	\$3.847.800	\$3.386.064	\$3.539.976	\$3.174.435	\$3.270.630	\$4.809.750
IT	\$3.415.280	\$3.005.446	\$3.142.058	\$2.817.606	\$2.902.988	\$4.269.100
	\$4.155.228	\$3.656.601	\$3.822.810	\$3.428.063	\$3.531.944	\$5.194.035
Lab & Pharma	\$3.266.780	\$2.874.766	\$3.005.438	\$2.695.094	\$2.776.763	\$4.083.475
	\$4.001.470	\$3.521.294	\$3.681.352	\$3.301.213	\$3.401.250	\$5.001.838
Manufactura	\$3.415.280	\$3.005.446	\$3.142.058	\$2.817.606	\$2.902.988	\$4.269.100
	\$4.155.250	\$3.656.620	\$3.822.830	\$3.428.081	\$3.531.963	\$5.194.063
Retail & Comercio	\$2.969.978	\$2.613.581	\$2.732.380	\$2.450.232	\$2.524.481	\$3.712.473
	\$3.847.250	\$3.385.580	\$3.539.470	\$3.173.981	\$3.270.163	\$4.809.063
Servicios	\$2.821.500	\$2.482.920	\$2.595.780	\$2.327.738	\$2.398.275	\$3.526.875
	\$3.539.657	\$3.114.898	\$3.256.484	\$2.920.217	\$3.008.708	\$4.424.571
Transporte y logística	\$2.962.520	\$2.607.018	\$2.725.518	\$2.444.079	\$2.518.142	\$3.703.150
	\$3.698.860	\$3.254.997	\$3.402.951	\$3.051.560	\$3.144.031	\$4.623.575

Jefe de Impuestos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.499.430	\$3.079.498	\$3.219.476	\$2.887.030	\$2.974.516	\$4.374.288
	\$4.048.880	\$3.563.014	\$3.724.970	\$3.340.326	\$3.441.548	\$5.061.100
Banca & Serv Financieros	\$3.867.600	\$3.403.488	\$3.558.192	\$3.190.770	\$3.287.460	\$4.834.500
	\$4.400.000	\$3.872.000	\$4.048.000	\$3.630.000	\$3.740.000	\$5.500.000
Consumo masivo	\$3.683.900	\$3.241.832	\$3.389.188	\$3.039.218	\$3.131.315	\$4.604.875
	\$4.225.100	\$3.718.088	\$3.887.092	\$3.485.708	\$3.591.335	\$5.281.375
Energía y Petróleo	\$3.499.430	\$3.079.498	\$3.219.476	\$2.887.030	\$2.974.516	\$4.374.288
	\$4.048.880	\$3.563.014	\$3.724.970	\$3.340.326	\$3.441.548	\$5.061.100
IT	\$4.051.630	\$3.565.434	\$3.727.500	\$3.342.595	\$3.443.886	\$5.064.538
	\$4.577.139	\$4.027.882	\$4.210.967	\$3.776.139	\$3.890.568	\$5.721.423
Lab & Pharma	\$3.868.700	\$3.404.456	\$3.559.204	\$3.191.678	\$3.288.395	\$4.835.875
	\$4.401.100	\$3.872.968	\$4.049.012	\$3.630.908	\$3.740.935	\$5.501.375
Manufactura	\$4.051.630	\$3.565.434	\$3.727.500	\$3.342.595	\$3.443.886	\$5.064.538
	\$4.577.139	\$4.027.882	\$4.210.967	\$3.776.139	\$3.890.568	\$5.721.423
Retail & Comercio	\$3.683.405	\$3.241.396	\$3.388.733	\$3.038.809	\$3.130.894	\$4.604.256
	\$4.224.990	\$3.717.991	\$3.886.991	\$3.485.617	\$3.591.242	\$5.281.238
Servicios	\$3.499.452	\$3.079.518	\$3.219.496	\$2.887.048	\$2.974.534	\$4.374.315
	\$4.048.770	\$3.562.918	\$3.724.868	\$3.340.235	\$3.441.455	\$5.060.963
Transporte y logística	\$3.701.280	\$3.257.126	\$3.405.178	\$3.053.556	\$3.146.088	\$4.626.600
	\$4.234.890	\$3.726.703	\$3.896.099	\$3.493.784	\$3.599.657	\$5.293.613



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de control de gestión	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.646.610	\$3.209.017	\$3.354.881	\$3.008.453	\$3.099.619	\$4.558.263
	\$4.370.850	\$3.846.348	\$4.021.182	\$3.605.951	\$3.715.223	\$5.463.563
Banca & Serv Financieros	\$4.030.400	\$3.546.752	\$3.707.968	\$3.325.080	\$3.425.840	\$5.038.000
	\$4.751.032	\$4.180.908	\$4.370.949	\$3.919.601	\$4.038.377	\$5.938.790
Consumo masivo	\$3.646.610	\$3.209.017	\$3.354.881	\$3.008.453	\$3.099.619	\$4.558.263
	\$4.370.861	\$3.846.357	\$4.021.192	\$3.605.960	\$3.715.232	\$5.463.576
Energía y Petróleo	\$3.646.610	\$3.209.017	\$3.354.881	\$3.008.453	\$3.099.619	\$4.558.263
	\$4.370.861	\$3.846.357	\$4.021.192	\$3.605.960	\$3.715.232	\$5.463.576
IT	\$4.222.130	\$3.715.474	\$3.884.360	\$3.483.257	\$3.588.811	\$5.277.663
	\$4.941.310	\$4.348.353	\$4.546.005	\$4.076.581	\$4.200.114	\$6.176.638
Lab & Pharma	\$4.030.400	\$3.546.752	\$3.707.968	\$3.325.080	\$3.425.840	\$5.038.000
	\$4.751.032	\$4.180.908	\$4.370.949	\$3.919.601	\$4.038.377	\$5.938.790
Manufactura	\$4.222.130	\$3.715.474	\$3.884.360	\$3.483.257	\$3.588.811	\$5.277.663
	\$4.941.310	\$4.348.353	\$4.546.005	\$4.076.581	\$4.200.114	\$6.176.638
Retail & Comercio	\$3.646.610	\$3.209.017	\$3.354.881	\$3.008.453	\$3.099.619	\$4.558.263
	\$4.370.850	\$3.846.348	\$4.021.182	\$3.605.951	\$3.715.223	\$5.463.563
Servicios	\$3.454.506	\$3.039.966	\$3.178.146	\$2.849.968	\$2.936.330	\$4.318.133
	\$4.360.400	\$3.837.152	\$4.011.568	\$3.597.330	\$3.706.340	\$5.450.500
Transporte y logística	\$3.628.240	\$3.192.851	\$3.337.981	\$2.993.298	\$3.084.004	\$4.535.300
	\$4.360.400	\$3.837.152	\$4.011.568	\$3.597.330	\$3.706.340	\$5.450.500

Jefe de Contabilidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.264.045	\$2.872.359	\$3.002.921	\$2.692.837	\$2.774.438	\$4.080.056
	\$3.873.379	\$3.408.574	\$3.563.509	\$3.195.538	\$3.292.372	\$4.841.724
Banca & Serv Financieros	\$3.753.446	\$3.303.032	\$3.453.170	\$3.096.593	\$3.190.429	\$4.691.807
	\$4.357.654	\$3.834.735	\$4.009.041	\$3.595.064	\$3.704.006	\$5.447.067
Consumo masivo	\$3.264.041	\$2.872.356	\$3.002.918	\$2.692.834	\$2.774.435	\$4.080.052
	\$4.034.668	\$3.550.508	\$3.711.894	\$3.328.601	\$3.429.468	\$5.043.335
Energía y Petróleo	\$3.264.041	\$2.872.356	\$3.002.918	\$2.692.834	\$2.774.435	\$4.080.052
	\$4.034.668	\$3.550.508	\$3.711.894	\$3.328.601	\$3.429.468	\$5.043.335
IT	\$3.753.446	\$3.303.032	\$3.453.170	\$3.096.593	\$3.190.429	\$4.691.807
	\$4.357.654	\$3.834.735	\$4.009.041	\$3.595.064	\$3.704.006	\$5.447.067
Lab & Pharma	\$3.590.312	\$3.159.475	\$3.303.087	\$2.962.007	\$3.051.765	\$4.487.890
	\$4.196.365	\$3.692.801	\$3.860.656	\$3.462.001	\$3.566.910	\$5.245.456
Manufactura	\$3.753.446	\$3.303.032	\$3.453.170	\$3.096.593	\$3.190.429	\$4.691.807
	\$4.357.654	\$3.834.735	\$4.009.041	\$3.595.064	\$3.704.006	\$5.447.067
Retail & Comercio	\$3.264.045	\$2.872.359	\$3.002.921	\$2.692.837	\$2.774.438	\$4.080.056
	\$4.034.668	\$3.550.508	\$3.711.894	\$3.328.601	\$3.429.468	\$5.043.335
Servicios	\$3.100.911	\$2.728.802	\$2.852.838	\$2.558.252	\$2.635.774	\$3.876.139
	\$3.712.090	\$3.266.640	\$3.415.123	\$3.062.475	\$3.155.277	\$4.640.113
Transporte y logística	\$3.255.819	\$2.865.121	\$2.995.354	\$2.686.051	\$2.767.447	\$4.069.774
	\$3.879.096	\$3.413.604	\$3.568.768	\$3.200.254	\$3.297.231	\$4.848.870



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de Cobranzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.556.840	\$2.250.019	\$2.352.293	\$2.109.393	\$2.173.314	\$3.196.050
	\$3.966.710	\$3.490.705	\$3.649.373	\$3.272.536	\$3.371.704	\$4.958.388
Banca & Serv Financieros	\$2.565.513	\$2.257.652	\$2.360.272	\$2.116.549	\$2.180.686	\$3.206.892
	\$4.326.960	\$3.807.725	\$3.980.803	\$3.569.742	\$3.677.916	\$5.408.700
Consumo masivo	\$2.437.270	\$2.144.798	\$2.242.288	\$2.010.748	\$2.071.680	\$3.046.588
	\$4.146.835	\$3.649.215	\$3.815.088	\$3.421.139	\$3.524.810	\$5.183.544
Energía y Petróleo	\$2.556.895	\$2.250.068	\$2.352.343	\$2.109.438	\$2.173.361	\$3.196.119
	\$3.966.600	\$3.490.608	\$3.649.272	\$3.272.445	\$3.371.610	\$4.958.250
IT	\$2.693.900	\$2.370.632	\$2.478.388	\$2.222.468	\$2.289.815	\$3.367.375
	\$4.507.558	\$3.966.651	\$4.146.953	\$3.718.735	\$3.831.424	\$5.634.448
Lab & Pharma	\$2.565.513	\$2.257.652	\$2.360.272	\$2.116.549	\$2.180.686	\$3.206.892
	\$4.326.960	\$3.807.725	\$3.980.803	\$3.569.742	\$3.677.916	\$5.408.700
Manufactura	\$2.822.050	\$2.483.404	\$2.596.286	\$2.328.191	\$2.398.743	\$3.527.563
	\$4.687.705	\$4.125.180	\$4.312.689	\$3.867.357	\$3.984.549	\$5.859.631
Retail & Comercio	\$2.437.347	\$2.144.865	\$2.242.359	\$2.010.811	\$2.071.745	\$3.046.684
	\$4.146.835	\$3.649.215	\$3.815.088	\$3.421.139	\$3.524.810	\$5.183.544
Servicios	\$2.556.895	\$2.250.068	\$2.352.343	\$2.109.438	\$2.173.361	\$3.196.119
	\$3.966.710	\$3.490.705	\$3.649.373	\$3.272.536	\$3.371.704	\$4.958.388
Transporte y logística	\$2.438.843	\$2.146.182	\$2.243.736	\$2.012.045	\$2.073.017	\$3.048.554
	\$4.134.570	\$3.638.422	\$3.803.804	\$3.411.020	\$3.514.385	\$5.168.213

Jefe de Auditoría	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.430.023	\$2.138.420	\$2.235.621	\$2.004.769	\$2.065.519	\$3.037.528
	\$3.996.936	\$3.517.304	\$3.677.181	\$3.297.472	\$3.397.396	\$4.996.170
Banca & Serv Financieros	\$2.774.518	\$2.441.576	\$2.552.557	\$2.288.978	\$2.358.341	\$3.468.148
	\$4.476.266	\$3.939.114	\$4.118.164	\$3.692.919	\$3.804.826	\$5.595.332
Consumo masivo	\$2.430.023	\$2.138.420	\$2.235.621	\$2.004.769	\$2.065.519	\$3.037.528
	\$4.156.713	\$3.657.907	\$3.824.176	\$3.429.288	\$3.533.206	\$5.195.891
Energía y Petróleo	\$2.543.287	\$2.238.093	\$2.339.824	\$2.098.212	\$2.161.794	\$3.179.109
	\$4.156.713	\$3.657.907	\$3.824.176	\$3.429.288	\$3.533.206	\$5.195.891
IT	\$2.774.519	\$2.441.577	\$2.552.558	\$2.288.978	\$2.358.341	\$3.468.149
	\$4.476.264	\$3.939.112	\$4.118.162	\$3.692.917	\$3.804.824	\$5.595.329
Lab & Pharma	\$2.774.519	\$2.441.577	\$2.552.558	\$2.288.978	\$2.358.341	\$3.468.149
	\$4.476.264	\$3.939.112	\$4.118.162	\$3.692.917	\$3.804.824	\$5.595.329
Manufactura	\$2.774.519	\$2.441.577	\$2.552.558	\$2.288.978	\$2.358.341	\$3.468.149
	\$4.476.264	\$3.939.112	\$4.118.162	\$3.692.917	\$3.804.824	\$5.595.329
Retail & Comercio	\$2.430.023	\$2.138.420	\$2.235.621	\$2.004.769	\$2.065.519	\$3.037.528
	\$3.996.936	\$3.517.304	\$3.677.181	\$3.297.472	\$3.397.396	\$4.996.170
Servicios	\$2.312.056	\$2.034.609	\$2.127.091	\$1.907.446	\$1.965.247	\$2.890.070
	\$3.836.739	\$3.376.330	\$3.529.800	\$3.165.310	\$3.261.228	\$4.795.924
Transporte y logística	\$2.438.065	\$2.145.497	\$2.243.020	\$2.011.404	\$2.072.355	\$3.047.582
	\$3.994.413	\$3.515.084	\$3.674.860	\$3.295.391	\$3.395.251	\$4.993.017



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de Administración y finanzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.188.680	\$2.806.038	\$2.933.586	\$2.630.661	\$2.710.378	\$3.985.850
	\$3.903.185	\$3.434.803	\$3.590.930	\$3.220.128	\$3.317.707	\$4.878.981
Banca & Serv Financieros	\$3.623.730	\$3.188.882	\$3.333.832	\$2.989.577	\$3.080.171	\$4.529.663
	\$4.353.569	\$3.831.141	\$4.005.283	\$3.591.694	\$3.700.534	\$5.441.961
Consumo masivo	\$3.188.680	\$2.806.038	\$2.933.586	\$2.630.661	\$2.710.378	\$3.985.850
	\$4.053.060	\$3.566.693	\$3.728.815	\$3.343.775	\$3.445.101	\$5.066.325
Energía y Petróleo	\$3.623.742	\$3.188.893	\$3.333.842	\$2.989.587	\$3.080.180	\$4.529.677
	\$4.353.580	\$3.831.150	\$4.005.294	\$3.591.704	\$3.700.543	\$5.441.975
IT	\$3.623.742	\$3.188.893	\$3.333.842	\$2.989.587	\$3.080.180	\$4.529.677
	\$4.353.569	\$3.831.141	\$4.005.284	\$3.591.695	\$3.700.534	\$5.441.962
Lab & Pharma	\$3.478.728	\$3.061.281	\$3.200.430	\$2.869.951	\$2.956.919	\$4.348.410
	\$4.203.320	\$3.698.922	\$3.867.054	\$3.467.739	\$3.572.822	\$5.254.150
Manufactura	\$3.623.730	\$3.188.882	\$3.333.832	\$2.989.577	\$3.080.171	\$4.529.663
	\$4.353.580	\$3.831.150	\$4.005.294	\$3.591.704	\$3.700.543	\$5.441.975
Retail & Comercio	\$3.188.680	\$2.806.038	\$2.933.586	\$2.630.661	\$2.710.378	\$3.985.850
	\$3.903.130	\$3.434.754	\$3.590.880	\$3.220.082	\$3.317.661	\$4.878.913
Servicios	\$3.043.678	\$2.678.437	\$2.800.184	\$2.511.034	\$2.587.126	\$3.804.598
	\$3.752.925	\$3.302.574	\$3.452.691	\$3.096.163	\$3.189.986	\$4.691.156
Transporte y logística	\$3.200.340	\$2.816.299	\$2.944.313	\$2.640.281	\$2.720.289	\$4.000.425
	\$3.919.960	\$3.449.565	\$3.606.363	\$3.233.967	\$3.331.966	\$4.899.950

Jefe de Legales	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.198.749	\$2.814.899	\$2.942.849	\$2.638.968	\$2.718.937	\$3.998.437
	\$3.795.908	\$3.340.399	\$3.492.235	\$3.131.624	\$3.226.521	\$4.744.884
Banca & Serv Financieros	\$3.518.506	\$3.096.285	\$3.237.025	\$2.902.767	\$2.990.730	\$4.398.132
	\$4.270.497	\$3.758.037	\$3.928.857	\$3.523.160	\$3.629.922	\$5.338.121
Consumo masivo	\$3.198.749	\$2.814.899	\$2.942.849	\$2.638.968	\$2.718.937	\$3.998.437
	\$3.953.975	\$3.479.498	\$3.637.657	\$3.262.029	\$3.360.878	\$4.942.468
Energía y Petróleo	\$3.198.749	\$2.814.899	\$2.942.849	\$2.638.968	\$2.718.937	\$3.998.437
	\$3.953.975	\$3.479.498	\$3.637.657	\$3.262.029	\$3.360.878	\$4.942.468
IT	\$3.678.352	\$3.236.949	\$3.384.083	\$3.034.640	\$3.126.599	\$4.597.940
	\$4.270.497	\$3.758.037	\$3.928.857	\$3.523.160	\$3.629.922	\$5.338.121
Lab & Pharma	\$3.518.506	\$3.096.285	\$3.237.025	\$2.902.767	\$2.990.730	\$4.398.132
	\$4.112.462	\$3.618.967	\$3.783.465	\$3.392.781	\$3.495.593	\$5.140.578
Manufactura	\$3.518.506	\$3.096.285	\$3.237.025	\$2.902.767	\$2.990.730	\$4.398.132
	\$4.270.497	\$3.758.037	\$3.928.857	\$3.523.160	\$3.629.922	\$5.338.121
Retail & Comercio	\$3.518.506	\$3.096.285	\$3.237.025	\$2.902.767	\$2.990.730	\$4.398.132
	\$4.112.430	\$3.618.938	\$3.783.435	\$3.392.755	\$3.495.565	\$5.140.537
Servicios	\$3.038.893	\$2.674.226	\$2.795.781	\$2.507.087	\$2.583.059	\$3.798.616
	\$3.637.851	\$3.201.309	\$3.346.823	\$3.001.227	\$3.092.173	\$4.547.314
Transporte y logística	\$3.190.664	\$2.807.785	\$2.935.411	\$2.632.298	\$2.712.065	\$3.988.331
	\$3.801.513	\$3.345.332	\$3.497.392	\$3.136.248	\$3.231.286	\$4.751.891



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista de Contabilidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.651.100	\$1.452.968	\$1.519.012	\$1.362.158	\$1.403.435	\$2.063.875
	\$2.173.160	\$1.912.381	\$1.999.307	\$1.792.857	\$1.847.186	\$2.716.450
Banca & Serv Financieros	\$1.641.420	\$1.444.450	\$1.510.106	\$1.354.172	\$1.395.207	\$2.051.775
	\$2.444.739	\$2.151.370	\$2.249.160	\$2.016.910	\$2.078.028	\$3.055.924
Consumo masivo	\$1.651.210	\$1.453.065	\$1.519.113	\$1.362.248	\$1.403.528	\$2.064.012
	\$2.173.160	\$1.912.381	\$1.999.307	\$1.792.857	\$1.847.186	\$2.716.450
Energía y Petróleo	\$1.651.210	\$1.453.065	\$1.519.113	\$1.362.248	\$1.403.528	\$2.064.012
	\$2.173.160	\$1.912.381	\$1.999.307	\$1.792.857	\$1.847.186	\$2.716.450
IT	\$1.641.464	\$1.444.488	\$1.510.146	\$1.354.207	\$1.395.244	\$2.051.829
	\$2.444.750	\$2.151.380	\$2.249.170	\$2.016.919	\$2.078.038	\$3.055.938
Lab & Pharma	\$1.641.464	\$1.444.488	\$1.510.146	\$1.354.207	\$1.395.244	\$2.051.829
	\$2.444.750	\$2.151.380	\$2.249.170	\$2.016.919	\$2.078.038	\$3.055.938
Manufactura	\$1.778.249	\$1.564.859	\$1.635.989	\$1.467.055	\$1.511.512	\$2.222.811
	\$2.444.750	\$2.151.380	\$2.249.170	\$2.016.919	\$2.078.038	\$3.055.938
Retail & Comercio	\$1.651.210	\$1.453.065	\$1.519.113	\$1.362.248	\$1.403.529	\$2.064.013
	\$2.173.226	\$1.912.439	\$1.999.368	\$1.792.911	\$1.847.242	\$2.716.533
Servicios	\$1.524.270	\$1.341.358	\$1.402.328	\$1.257.523	\$1.295.630	\$1.905.338
	\$2.037.359	\$1.792.876	\$1.874.371	\$1.680.821	\$1.731.755	\$2.546.699
Transporte y logística	\$1.655.610	\$1.456.937	\$1.523.161	\$1.365.878	\$1.407.269	\$2.069.513
	\$2.177.538	\$1.916.234	\$2.003.335	\$1.796.469	\$1.850.908	\$2.721.923

Analista de Auditoría	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.965.778	\$1.729.885	\$1.808.516	\$1.621.767	\$1.670.911	\$2.457.223
	\$2.916.450	\$2.566.476	\$2.683.134	\$2.406.071	\$2.478.982	\$3.645.562
Banca & Serv Financieros	\$2.227.981	\$1.960.623	\$2.049.743	\$1.838.084	\$1.893.784	\$2.784.976
	\$3.118.787	\$2.744.532	\$2.869.284	\$2.572.999	\$2.650.969	\$3.898.484
Consumo masivo	\$2.096.985	\$1.845.347	\$1.929.226	\$1.730.012	\$1.782.437	\$2.621.231
	\$3.078.405	\$2.708.997	\$2.832.133	\$2.539.684	\$2.616.644	\$3.848.007
Energía y Petróleo	\$2.096.985	\$1.845.347	\$1.929.226	\$1.730.012	\$1.782.437	\$2.621.231
	\$3.078.405	\$2.708.997	\$2.832.133	\$2.539.684	\$2.616.644	\$3.848.007
IT	\$2.227.984	\$1.960.626	\$2.049.746	\$1.838.087	\$1.893.787	\$2.784.980
	\$3.118.786	\$2.744.531	\$2.869.283	\$2.572.998	\$2.650.968	\$3.898.482
Lab & Pharma	\$2.227.984	\$1.960.626	\$2.049.746	\$1.838.087	\$1.893.787	\$2.784.980
	\$3.118.786	\$2.744.531	\$2.869.283	\$2.572.998	\$2.650.968	\$3.898.482
Manufactura	\$2.227.984	\$1.960.626	\$2.049.746	\$1.838.087	\$1.893.787	\$2.784.980
	\$3.118.786	\$2.744.531	\$2.869.283	\$2.572.998	\$2.650.968	\$3.898.482
Retail & Comercio	\$2.096.986	\$1.845.347	\$1.929.227	\$1.730.013	\$1.782.438	\$2.621.232
	\$3.078.404	\$2.708.996	\$2.832.132	\$2.539.683	\$2.616.644	\$3.848.005
Servicios	\$1.965.778	\$1.729.885	\$1.808.516	\$1.621.767	\$1.670.911	\$2.457.223
	\$2.916.450	\$2.566.476	\$2.683.134	\$2.406.071	\$2.478.982	\$3.645.562
Transporte y logística	\$2.101.869	\$1.849.645	\$1.933.719	\$1.734.042	\$1.786.589	\$2.627.336
	\$3.080.309	\$2.710.672	\$2.833.885	\$2.541.255	\$2.618.263	\$3.850.387



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista de Control de Gestión	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.982.420	\$1.744.530	\$1.823.826	\$1.635.497	\$1.685.057	\$2.478.025
	\$2.655.950	\$2.337.236	\$2.443.474	\$2.191.159	\$2.257.558	\$3.319.938
Banca & Serv Financieros	\$2.124.100	\$1.869.208	\$1.954.172	\$1.752.383	\$1.805.485	\$2.655.125
	\$2.803.680	\$2.467.238	\$2.579.386	\$2.313.036	\$2.383.128	\$3.504.600
Consumo masivo	\$1.982.420	\$1.744.530	\$1.823.826	\$1.635.497	\$1.685.057	\$2.478.025
	\$2.655.950	\$2.337.236	\$2.443.474	\$2.191.159	\$2.257.558	\$3.319.938
Energía y Petróleo	\$2.124.100	\$1.869.208	\$1.954.172	\$1.752.383	\$1.805.485	\$2.655.125
	\$2.803.614	\$2.467.180	\$2.579.325	\$2.312.982	\$2.383.072	\$3.504.518
IT	\$2.265.857	\$1.993.954	\$2.084.588	\$1.869.332	\$1.925.978	\$2.832.321
	\$2.951.278	\$2.597.125	\$2.715.176	\$2.434.804	\$2.508.586	\$3.689.098
Lab & Pharma	\$2.124.100	\$1.869.208	\$1.954.172	\$1.752.383	\$1.805.485	\$2.655.125
	\$2.803.570	\$2.467.142	\$2.579.284	\$2.312.945	\$2.383.035	\$3.504.463
Manufactura	\$2.265.857	\$1.993.954	\$2.084.588	\$1.869.332	\$1.925.978	\$2.832.321
	\$2.951.278	\$2.597.125	\$2.715.176	\$2.434.804	\$2.508.586	\$3.689.098
Retail & Comercio	\$1.982.420	\$1.744.530	\$1.823.826	\$1.635.497	\$1.685.057	\$2.478.025
	\$2.508.660	\$2.207.621	\$2.307.967	\$2.069.645	\$2.132.361	\$3.135.825
Servicios	\$1.982.420	\$1.744.530	\$1.823.826	\$1.635.497	\$1.685.057	\$2.478.025
	\$2.508.660	\$2.207.621	\$2.307.967	\$2.069.645	\$2.132.361	\$3.135.825
Transporte y logística	\$2.116.839	\$1.862.819	\$1.947.492	\$1.746.393	\$1.799.314	\$2.646.049
	\$2.799.500	\$2.463.560	\$2.575.540	\$2.309.588	\$2.379.575	\$3.499.375

Analista de Impuestos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.610.785	\$1.417.491	\$1.481.922	\$1.328.898	\$1.369.167	\$2.013.481
	\$2.304.775	\$2.028.202	\$2.120.393	\$1.901.439	\$1.959.059	\$2.880.969
Banca & Serv Financieros	\$1.593.130	\$1.401.954	\$1.465.680	\$1.314.332	\$1.354.161	\$1.991.413
	\$2.432.870	\$2.140.926	\$2.238.240	\$2.007.118	\$2.067.940	\$3.041.088
Consumo masivo	\$1.610.400	\$1.417.152	\$1.481.568	\$1.328.580	\$1.368.840	\$2.013.000
	\$2.304.720	\$2.028.154	\$2.120.342	\$1.901.394	\$1.959.012	\$2.880.900
Energía y Petróleo	\$1.592.800	\$1.401.664	\$1.465.376	\$1.314.060	\$1.353.880	\$1.991.000
	\$2.432.980	\$2.141.022	\$2.238.342	\$2.007.209	\$2.068.033	\$3.041.225
IT	\$1.699.390	\$1.495.463	\$1.563.439	\$1.401.997	\$1.444.482	\$2.124.238
	\$2.561.020	\$2.253.698	\$2.356.138	\$2.112.842	\$2.176.867	\$3.201.275
Lab & Pharma	\$1.725.900	\$1.518.792	\$1.587.828	\$1.423.868	\$1.467.015	\$2.157.375
	\$2.432.870	\$2.140.926	\$2.238.240	\$2.007.118	\$2.067.940	\$3.041.088
Manufactura	\$1.699.390	\$1.495.463	\$1.563.439	\$1.401.997	\$1.444.482	\$2.124.238
	\$2.561.020	\$2.253.698	\$2.356.138	\$2.112.842	\$2.176.867	\$3.201.275
Retail & Comercio	\$1.610.840	\$1.417.539	\$1.481.973	\$1.328.943	\$1.369.214	\$2.013.550
	\$2.176.790	\$1.915.575	\$2.002.647	\$1.795.852	\$1.850.272	\$2.720.988
Servicios	\$1.610.840	\$1.417.539	\$1.481.973	\$1.328.943	\$1.369.214	\$2.013.550
	\$2.176.790	\$1.915.575	\$2.002.647	\$1.795.852	\$1.850.272	\$2.720.988
Transporte y logística	\$1.719.850	\$1.513.468	\$1.582.262	\$1.418.876	\$1.461.873	\$2.149.813
	\$2.429.240	\$2.137.731	\$2.234.901	\$2.004.123	\$2.064.854	\$3.036.550



# administración y finanzas.

## según zona geográfica e industria.

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Analista de Tesorería	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.661.880	\$1.462.454	\$1.528.930	\$1.371.051	\$1.412.598	\$2.077.350
	\$2.195.006	\$1.931.605	\$2.019.406	\$1.810.880	\$1.865.755	\$2.743.758
Banca & Serv Financieros	\$1.780.680	\$1.566.998	\$1.638.226	\$1.469.061	\$1.513.578	\$2.225.850
	\$2.317.040	\$2.038.995	\$2.131.677	\$1.911.558	\$1.969.484	\$2.896.300
Consumo masivo	\$1.661.913	\$1.462.483	\$1.528.960	\$1.371.078	\$1.412.626	\$2.077.391
	\$2.195.006	\$1.931.605	\$2.019.406	\$1.810.880	\$1.865.755	\$2.743.758
Energía y Petróleo	\$1.780.680	\$1.566.998	\$1.638.226	\$1.469.061	\$1.513.578	\$2.225.850
	\$2.317.038	\$2.038.993	\$2.131.675	\$1.911.556	\$1.969.482	\$2.896.297
IT	\$1.899.458	\$1.671.523	\$1.747.501	\$1.567.053	\$1.614.539	\$2.374.323
	\$2.439.030	\$2.146.346	\$2.243.908	\$2.012.200	\$2.073.176	\$3.048.788
Lab & Pharma	\$1.780.680	\$1.566.998	\$1.638.226	\$1.469.061	\$1.513.578	\$2.225.850
	\$2.317.040	\$2.038.995	\$2.131.677	\$1.911.558	\$1.969.484	\$2.896.300
Manufactura	\$1.753.334	\$1.542.934	\$1.613.067	\$1.446.501	\$1.490.334	\$2.191.668
	\$2.439.063	\$2.146.375	\$2.243.938	\$2.012.227	\$2.073.204	\$3.048.829
Retail & Comercio	\$1.661.913	\$1.462.483	\$1.528.960	\$1.371.078	\$1.412.626	\$2.077.391
	\$2.073.198	\$1.824.414	\$1.907.342	\$1.710.388	\$1.762.218	\$2.591.497
Servicios	\$1.661.880	\$1.462.454	\$1.528.930	\$1.371.051	\$1.412.598	\$2.077.350
	\$2.073.198	\$1.824.414	\$1.907.342	\$1.710.388	\$1.762.218	\$2.591.497
Transporte y logística	\$1.774.520	\$1.561.578	\$1.632.558	\$1.463.979	\$1.508.342	\$2.218.150
	\$2.313.630	\$2.035.994	\$2.128.540	\$1.908.745	\$1.966.586	\$2.892.038

Analista de Cobranzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$1.950.394	\$1.716.347	\$1.794.362	\$1.609.075	\$1.657.835	\$2.437.992
Banca & Serv Financieros	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$2.210.472	\$1.945.215	\$2.033.634	\$1.823.639	\$1.878.901	\$2.763.090
Consumo masivo	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$1.950.399	\$1.716.351	\$1.794.367	\$1.609.079	\$1.657.839	\$2.437.999
Energía y Petróleo	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$1.950.399	\$1.716.351	\$1.794.367	\$1.609.079	\$1.657.839	\$2.437.999
IT	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$2.210.473	\$1.945.216	\$2.033.635	\$1.823.640	\$1.878.902	\$2.763.091
Lab & Pharma	\$1.714.086	\$1.508.396	\$1.576.959	\$1.414.121	\$1.456.973	\$2.142.608
	\$2.210.473	\$1.945.216	\$2.033.635	\$1.823.640	\$1.878.902	\$2.763.091
Manufactura	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$2.210.473	\$1.945.216	\$2.033.635	\$1.823.640	\$1.878.902	\$2.763.091
Retail & Comercio	\$1.582.240	\$1.392.371	\$1.455.661	\$1.305.348	\$1.344.904	\$1.977.800
	\$1.950.394	\$1.716.347	\$1.794.362	\$1.609.075	\$1.657.835	\$2.437.992
Servicios	\$1.561.956	\$1.374.521	\$1.437.000	\$1.288.614	\$1.327.663	\$1.952.445
	\$1.820.346	\$1.601.904	\$1.674.718	\$1.501.785	\$1.547.294	\$2.275.433
Transporte y logística	\$1.589.379	\$1.398.654	\$1.462.229	\$1.311.238	\$1.350.972	\$1.986.724
	\$1.959.793	\$1.724.618	\$1.803.010	\$1.616.829	\$1.665.824	\$2.449.741



# administración y finanzas.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista de Administración y finanzas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.457.368	\$1.282.484	\$1.340.779	\$1.202.329	\$1.238.763	\$1.821.710
	\$2.195.006	\$1.931.605	\$2.019.406	\$1.810.880	\$1.865.755	\$2.743.758
Banca & Serv Financieros	\$1.561.522	\$1.374.139	\$1.436.600	\$1.288.255	\$1.327.293	\$1.951.902
	\$2.317.040	\$2.038.995	\$2.131.677	\$1.911.558	\$1.969.484	\$2.896.300
Consumo masivo	\$1.457.280	\$1.282.406	\$1.340.698	\$1.202.256	\$1.238.688	\$1.821.600
	\$2.195.006	\$1.931.605	\$2.019.406	\$1.810.880	\$1.865.755	\$2.743.758
Energía y Petróleo	\$1.665.675	\$1.465.794	\$1.532.421	\$1.374.182	\$1.415.824	\$2.082.094
	\$2.439.074	\$2.146.385	\$2.243.948	\$2.012.236	\$2.073.213	\$3.048.843
IT	\$1.665.675	\$1.465.794	\$1.532.421	\$1.374.182	\$1.415.824	\$2.082.094
	\$2.439.074	\$2.146.385	\$2.243.948	\$2.012.236	\$2.073.213	\$3.048.843
Lab & Pharma	\$1.561.522	\$1.374.139	\$1.436.600	\$1.288.255	\$1.327.293	\$1.951.902
	\$2.317.040	\$2.038.995	\$2.131.677	\$1.911.558	\$1.969.484	\$2.896.300
Manufactura	\$1.665.674	\$1.465.793	\$1.532.420	\$1.374.181	\$1.415.823	\$2.082.093
	\$2.439.085	\$2.146.395	\$2.243.958	\$2.012.245	\$2.073.222	\$3.048.856
Retail & Comercio	\$1.457.368	\$1.282.484	\$1.340.778	\$1.202.328	\$1.238.763	\$1.821.710
	\$2.073.198	\$1.824.414	\$1.907.342	\$1.710.388	\$1.762.218	\$2.591.497
Servicios	\$1.457.368	\$1.282.484	\$1.340.778	\$1.202.328	\$1.238.763	\$1.821.710
	\$2.073.198	\$1.824.414	\$1.907.342	\$1.710.388	\$1.762.218	\$2.591.497
Transporte y logística	\$1.556.126	\$1.369.391	\$1.431.636	\$1.283.804	\$1.322.707	\$1.945.158
	\$2.313.630	\$2.035.994	\$2.128.540	\$1.908.745	\$1.966.586	\$2.892.038

Abogado Corporativo	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.779.994	\$1.566.394	\$1.637.594	\$1.468.495	\$1.512.995	\$2.224.992
	\$2.342.710	\$2.061.584	\$2.155.293	\$1.932.735	\$1.991.303	\$2.928.387
Banca & Serv Financieros	\$1.769.494	\$1.557.155	\$1.627.934	\$1.459.832	\$1.504.070	\$2.211.867
	\$2.635.430	\$2.319.179	\$2.424.596	\$2.174.230	\$2.240.116	\$3.294.288
Consumo masivo	\$1.779.994	\$1.566.394	\$1.637.594	\$1.468.495	\$1.512.995	\$2.224.992
	\$2.342.494	\$2.061.395	\$2.155.094	\$1.932.558	\$1.991.120	\$2.928.118
Energía y Petróleo	\$1.779.994	\$1.566.394	\$1.637.594	\$1.468.495	\$1.512.995	\$2.224.992
	\$2.342.494	\$2.061.395	\$2.155.094	\$1.932.558	\$1.991.120	\$2.928.118
IT	\$1.769.429	\$1.557.098	\$1.627.875	\$1.459.779	\$1.504.015	\$2.211.787
	\$2.635.548	\$2.319.283	\$2.424.704	\$2.174.327	\$2.240.216	\$3.294.435
Lab & Pharma	\$1.769.494	\$1.557.155	\$1.627.934	\$1.459.832	\$1.504.070	\$2.211.867
	\$2.635.548	\$2.319.283	\$2.424.704	\$2.174.327	\$2.240.216	\$3.294.435
Manufactura	\$1.916.953	\$1.686.919	\$1.763.597	\$1.581.486	\$1.629.410	\$2.396.192
	\$2.635.494	\$2.319.235	\$2.424.655	\$2.174.283	\$2.240.170	\$3.294.368
Retail & Comercio	\$1.779.994	\$1.566.394	\$1.637.594	\$1.468.495	\$1.512.995	\$2.224.992
	\$2.342.710	\$2.061.584	\$2.155.293	\$1.932.735	\$1.991.303	\$2.928.387
Servicios	\$1.643.233	\$1.446.045	\$1.511.774	\$1.355.667	\$1.396.748	\$2.054.041
	\$2.196.209	\$1.932.664	\$2.020.513	\$1.811.873	\$1.866.778	\$2.745.262
Transporte y logística	\$1.784.737	\$1.570.569	\$1.641.958	\$1.472.408	\$1.517.026	\$2.230.921
	\$2.347.345	\$2.065.664	\$2.159.557	\$1.936.560	\$1.995.243	\$2.934.181





reporte salarial diciembre 2024.

# profesionales del área de **compras,** **comex & supply chain.**



  
randstad

partner for talent.

# compras, comex y supply chain.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Compras	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$7.947.431	\$6.993.740	\$7.311.637	\$6.556.631	\$6.755.317	\$9.934.289
	\$11.921.147	\$10.490.609	\$10.967.455	\$9.834.946	\$10.132.975	\$14.901.434
Banca & Serv Financieros	\$7.947.423	\$6.993.732	\$7.311.629	\$6.556.624	\$6.755.310	\$9.934.279
	\$11.921.140	\$10.490.603	\$10.967.449	\$9.834.941	\$10.132.969	\$14.901.425
Consumo masivo	\$5.596.208	\$4.924.663	\$5.148.511	\$4.616.872	\$4.756.777	\$6.995.260
	\$8.609.717	\$7.576.551	\$7.920.940	\$7.103.017	\$7.318.260	\$10.762.146
Energía y Petróleo	\$7.947.431	\$6.993.740	\$7.311.637	\$6.556.631	\$6.755.317	\$9.934.289
	\$11.921.147	\$10.490.609	\$10.967.455	\$9.834.946	\$10.132.975	\$14.901.434
IT	\$6.887.774	\$6.061.241	\$6.336.752	\$5.682.413	\$5.854.608	\$8.609.717
	\$11.091.965	\$9.760.929	\$10.204.608	\$9.150.871	\$9.428.170	\$13.864.956
Lab & Pharma	\$6.887.774	\$6.061.241	\$6.336.752	\$5.682.413	\$5.854.608	\$8.609.717
	\$11.091.965	\$9.760.929	\$10.204.608	\$9.150.871	\$9.428.170	\$13.864.956
Manufactura	\$5.870.200	\$5.165.776	\$5.400.584	\$4.842.915	\$4.989.670	\$7.337.750
	\$9.783.770	\$8.609.718	\$9.001.068	\$8.071.610	\$8.316.205	\$12.229.713
Retail & Comercio	\$5.596.208	\$4.924.663	\$5.148.511	\$4.616.872	\$4.756.777	\$6.995.260
	\$8.609.717	\$7.576.551	\$7.920.940	\$7.103.017	\$7.318.260	\$10.762.146
Servicios	\$6.261.600	\$5.510.208	\$5.760.672	\$5.165.820	\$5.322.360	\$7.827.000
	\$10.083.600	\$8.873.568	\$9.276.912	\$8.318.970	\$8.571.060	\$12.604.500
Transporte y logística	\$5.870.200	\$5.165.776	\$5.400.584	\$4.842.915	\$4.989.670	\$7.337.750
	\$9.783.770	\$8.609.718	\$9.001.068	\$8.071.610	\$8.316.205	\$12.229.713

Gerente de Supply Chain	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$8.742.173	\$7.693.112	\$8.042.799	\$7.212.293	\$7.430.847	\$10.927.716
	\$13.113.254	\$11.539.664	\$12.064.194	\$10.818.435	\$11.146.266	\$16.391.568
Consumo masivo	\$7.103.060	\$6.250.693	\$6.534.815	\$5.860.025	\$6.037.601	\$8.878.825
	\$11.838.360	\$10.417.756	\$10.891.291	\$9.766.647	\$10.062.606	\$14.797.949
Energía y Petróleo	\$8.742.140	\$7.693.083	\$8.042.769	\$7.212.266	\$7.430.819	\$10.927.675
	\$13.113.254	\$11.539.664	\$12.064.194	\$10.818.435	\$11.146.266	\$16.391.568
IT	\$7.576.470	\$6.667.294	\$6.970.352	\$6.250.588	\$6.440.000	\$9.470.588
	\$12.201.161	\$10.737.022	\$11.225.068	\$10.065.958	\$10.370.987	\$15.251.452
Lab & Pharma	\$7.577.650	\$6.668.332	\$6.971.438	\$6.251.561	\$6.441.003	\$9.472.063
	\$12.200.500	\$10.736.440	\$11.224.460	\$10.065.413	\$10.370.425	\$15.250.625
Manufactura	\$7.100.000	\$6.248.000	\$6.532.000	\$5.857.500	\$6.035.000	\$8.875.000
	\$11.840.770	\$10.419.878	\$10.893.508	\$9.768.635	\$10.064.655	\$14.800.963
Retail & Comercio	\$7.103.008	\$6.250.647	\$6.534.767	\$5.859.982	\$6.037.557	\$8.878.760
	\$11.838.360	\$10.417.756	\$10.891.291	\$9.766.647	\$10.062.606	\$14.797.949
Servicios	\$7.576.470	\$6.667.294	\$6.970.352	\$6.250.588	\$6.440.000	\$9.470.588
	\$12.201.161	\$10.737.022	\$11.225.068	\$10.065.958	\$10.370.987	\$15.251.452
Transporte y logística	\$7.105.000	\$6.252.400	\$6.536.600	\$5.861.625	\$6.039.250	\$8.881.250
	\$11.838.354	\$10.417.752	\$10.891.286	\$9.766.642	\$10.062.601	\$14.797.943



# compras, comex y supply chain.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Comex	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$7.225.100	\$6.358.088	\$6.647.092	\$5.960.708	\$6.141.335	\$9.031.375
	\$10.837.000	\$9.536.560	\$9.970.040	\$8.940.525	\$9.211.450	\$13.546.250
Banca & Serv Financieros	\$7.224.900	\$6.357.912	\$6.646.908	\$5.960.543	\$6.141.165	\$9.031.125
	\$10.838.409	\$9.537.800	\$9.971.336	\$8.941.687	\$9.212.648	\$13.548.011
Consumo masivo	\$5.870.260	\$5.165.829	\$5.400.639	\$4.842.965	\$4.989.721	\$7.337.825
	\$9.783.769	\$8.609.716	\$9.001.067	\$8.071.609	\$8.316.203	\$12.229.711
Energía y Petróleo	\$7.224.938	\$6.357.945	\$6.646.943	\$5.960.573	\$6.141.197	\$9.031.172
	\$10.837.400	\$9.536.912	\$9.970.408	\$8.940.855	\$9.211.790	\$13.546.750
IT	\$6.260.900	\$5.509.592	\$5.760.028	\$5.165.243	\$5.321.765	\$7.826.125
	\$10.085.500	\$8.875.240	\$9.278.660	\$8.320.538	\$8.572.675	\$12.606.875
Lab & Pharma	\$6.261.613	\$5.510.219	\$5.760.684	\$5.165.830	\$5.322.371	\$7.827.016
	\$10.083.607	\$8.873.574	\$9.276.918	\$8.318.975	\$8.571.066	\$12.604.508
Manufactura	\$5.871.260	\$5.166.709	\$5.401.559	\$4.843.790	\$4.990.571	\$7.339.075
	\$9.783.769	\$8.609.716	\$9.001.067	\$8.071.609	\$8.316.203	\$12.229.711
Retail & Comercio	\$5.870.500	\$5.166.040	\$5.400.860	\$4.843.163	\$4.989.925	\$7.338.125
	\$9.785.865	\$8.611.561	\$9.002.996	\$8.073.339	\$8.317.985	\$12.232.331
Servicios	\$6.261.613	\$5.510.219	\$5.760.684	\$5.165.830	\$5.322.371	\$7.827.016
	\$10.083.604	\$8.873.572	\$9.276.916	\$8.318.974	\$8.571.064	\$12.604.506
Transporte y logística	\$5.870.262	\$5.165.830	\$5.400.641	\$4.842.966	\$4.989.722	\$7.337.827
	\$9.783.770	\$8.609.717	\$9.001.068	\$8.071.610	\$8.316.204	\$12.229.712

Jefe de Compras	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Banca & Serv Financieros	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Consumo masivo	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Energía y Petróleo	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
IT	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.537	\$4.939.912	\$5.164.454	\$4.631.168	\$4.771.506	\$7.016.921
Lab & Pharma	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.537	\$4.939.912	\$5.164.454	\$4.631.168	\$4.771.506	\$7.016.921
Manufactura	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Retail & Comercio	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Servicios	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.536	\$4.939.911	\$5.164.453	\$4.631.167	\$4.771.505	\$7.016.920
Transporte y logística	\$3.300.000	\$2.904.000	\$3.036.000	\$2.722.500	\$2.805.000	\$4.125.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181



# compras, comex y supply chain.

## según zona geográfica e industria.

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Jefe de Supply Chain	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Banca & Serv Financieros	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Consumo masivo	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.935.344	\$4.343.103	\$4.540.517	\$4.071.659	\$4.195.043	\$6.169.181
Energía y Petróleo	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
IT	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.537	\$4.939.912	\$5.164.454	\$4.631.168	\$4.771.506	\$7.016.921
Lab & Pharma	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.537	\$4.939.912	\$5.164.454	\$4.631.168	\$4.771.506	\$7.016.921
Manufactura	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.935.344	\$4.343.103	\$4.540.517	\$4.071.659	\$4.195.043	\$6.169.181
Retail & Comercio	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.935.344	\$4.343.103	\$4.540.517	\$4.071.659	\$4.195.043	\$6.169.181
Servicios	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.536	\$4.939.911	\$5.164.453	\$4.631.167	\$4.771.505	\$7.016.920
Transporte y logística	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.935.344	\$4.343.103	\$4.540.517	\$4.071.659	\$4.195.043	\$6.169.181

Jefe de Comex	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.817.625	\$4.239.510	\$4.432.215	\$3.974.541	\$4.094.981	\$6.022.031
	\$6.744.200	\$5.934.896	\$6.204.664	\$5.563.965	\$5.732.570	\$8.430.250
Banca & Serv Financieros	\$4.816.600	\$4.238.608	\$4.431.272	\$3.973.695	\$4.094.110	\$6.020.750
	\$6.743.275	\$5.934.082	\$6.203.813	\$5.563.202	\$5.731.784	\$8.429.094
Consumo masivo	\$3.024.000	\$2.661.120	\$2.782.080	\$2.494.800	\$2.570.400	\$3.780.000
	\$5.003.214	\$4.402.828	\$4.602.956	\$4.127.651	\$4.252.731	\$6.254.017
Energía y Petróleo	\$4.816.625	\$4.238.630	\$4.431.295	\$3.973.716	\$4.094.131	\$6.020.781
	\$6.743.275	\$5.934.082	\$6.203.813	\$5.563.202	\$5.731.784	\$8.429.094
IT	\$3.424.619	\$3.013.665	\$3.150.649	\$2.825.311	\$2.910.926	\$4.280.774
	\$5.105.000	\$4.492.400	\$4.696.600	\$4.211.625	\$4.339.250	\$6.381.250
Lab & Pharma	\$3.425.650	\$3.014.572	\$3.151.598	\$2.826.161	\$2.911.803	\$4.282.063
	\$5.103.214	\$4.490.828	\$4.694.956	\$4.210.151	\$4.337.731	\$6.379.017
Manufactura	\$3.025.000	\$2.662.000	\$2.783.000	\$2.495.625	\$2.571.250	\$3.781.250
	\$5.004.125	\$4.403.630	\$4.603.795	\$4.128.403	\$4.253.506	\$6.255.156
Retail & Comercio	\$3.024.000	\$2.661.120	\$2.782.080	\$2.494.800	\$2.570.400	\$3.780.000
	\$5.003.000	\$4.402.640	\$4.602.760	\$4.127.475	\$4.252.550	\$6.253.750
Servicios	\$3.424.619	\$3.013.665	\$3.150.649	\$2.825.311	\$2.910.926	\$4.280.774
	\$5.103.219	\$4.490.833	\$4.694.961	\$4.210.156	\$4.337.736	\$6.379.024
Transporte y logística	\$3.025.000	\$2.662.000	\$2.783.000	\$2.495.625	\$2.571.250	\$3.781.250
	\$5.003.650	\$4.403.212	\$4.603.358	\$4.128.011	\$4.253.103	\$6.254.563



# compras, comex y supply chain.

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Jefe de Planificación y Demanda	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Consumo masivo	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Energía y Petróleo	\$5.298.288	\$4.662.493	\$4.874.425	\$4.371.087	\$4.503.544	\$6.622.859
	\$7.417.603	\$6.527.490	\$6.824.194	\$6.119.522	\$6.304.962	\$9.272.003
Lab & Pharma	\$3.767.082	\$3.315.033	\$3.465.716	\$3.107.843	\$3.202.020	\$4.708.853
	\$5.613.537	\$4.939.912	\$5.164.454	\$4.631.168	\$4.771.506	\$7.016.921
Manufactura	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Retail & Comercio	\$3.500.000	\$3.080.000	\$3.220.000	\$2.887.500	\$2.975.000	\$4.375.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181

\*no aplica en algunas verticales por la especificidad de la posición.

Analista de Compras	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.649.141	\$2.331.244	\$2.437.210	\$2.185.541	\$2.251.770	\$3.311.426
	\$3.918.084	\$3.447.914	\$3.604.637	\$3.232.419	\$3.330.371	\$4.897.605
Banca & Serv Financieros	\$2.649.141	\$2.331.244	\$2.437.210	\$2.185.541	\$2.251.770	\$3.311.426
	\$3.918.084	\$3.447.914	\$3.604.637	\$3.232.419	\$3.330.371	\$4.897.605
Consumo masivo	\$1.937.188	\$1.704.725	\$1.782.213	\$1.598.180	\$1.646.610	\$2.421.485
	\$2.453.769	\$2.159.317	\$2.257.468	\$2.024.360	\$2.085.704	\$3.067.212
Energía y Petróleo	\$2.649.144	\$2.331.247	\$2.437.212	\$2.185.544	\$2.251.772	\$3.311.430
	\$3.918.084	\$3.447.914	\$3.604.637	\$3.232.419	\$3.330.371	\$4.897.605
IT	\$2.619.997	\$2.305.597	\$2.410.397	\$2.161.497	\$2.226.997	\$3.274.996
	\$3.666.415	\$3.226.445	\$3.373.102	\$3.024.792	\$3.116.453	\$4.583.019
Lab & Pharma	\$2.619.997	\$2.305.597	\$2.410.397	\$2.161.497	\$2.226.997	\$3.274.996
	\$3.666.415	\$3.226.445	\$3.373.102	\$3.024.792	\$3.116.453	\$4.583.019
Manufactura	\$2.014.674	\$1.772.913	\$1.853.500	\$1.662.106	\$1.712.473	\$2.518.342
	\$2.798.158	\$2.462.379	\$2.574.305	\$2.308.480	\$2.378.434	\$3.497.698
Retail & Comercio	\$1.937.188	\$1.704.725	\$1.782.213	\$1.598.180	\$1.646.610	\$2.421.485
	\$2.367.673	\$2.083.552	\$2.178.259	\$1.953.330	\$2.012.522	\$2.959.591
Servicios	\$1.936.000	\$1.703.680	\$1.781.120	\$1.597.200	\$1.645.600	\$2.420.000
	\$2.453.769	\$2.159.317	\$2.257.468	\$2.024.360	\$2.085.704	\$3.067.212
Transporte y logística	\$1.936.000	\$1.703.680	\$1.781.120	\$1.597.200	\$1.645.600	\$2.420.000
	\$2.453.769	\$2.159.317	\$2.257.468	\$2.024.360	\$2.085.704	\$3.067.212



# compras, comex y supply chain.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista de Comex	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.408.450	\$2.119.436	\$2.215.774	\$1.986.971	\$2.047.183	\$3.010.563
	\$3.561.899	\$3.134.471	\$3.276.947	\$2.938.567	\$3.027.614	\$4.452.374
Banca & Serv Financieros	\$2.409.060	\$2.119.973	\$2.216.335	\$1.987.475	\$2.047.701	\$3.011.325
	\$3.562.150	\$3.134.692	\$3.277.178	\$2.938.774	\$3.027.828	\$4.452.688
Consumo masivo	\$1.761.079	\$1.549.749	\$1.620.192	\$1.452.890	\$1.496.917	\$2.201.348
	\$2.230.690	\$1.963.007	\$2.052.235	\$1.840.319	\$1.896.087	\$2.788.363
Energía y Petróleo	\$2.408.313	\$2.119.315	\$2.215.648	\$1.986.858	\$2.047.066	\$3.010.391
	\$3.561.910	\$3.134.481	\$3.276.957	\$2.938.576	\$3.027.624	\$4.452.388
IT	\$2.381.819	\$2.096.001	\$2.191.273	\$1.965.001	\$2.024.546	\$2.977.274
	\$3.333.100	\$2.933.128	\$3.066.452	\$2.749.808	\$2.833.135	\$4.166.375
Lab & Pharma	\$2.382.600	\$2.096.688	\$2.191.992	\$1.965.645	\$2.025.210	\$2.978.250
	\$3.334.230	\$2.934.122	\$3.067.492	\$2.750.740	\$2.834.096	\$4.167.788
Manufactura	\$1.831.522	\$1.611.739	\$1.685.000	\$1.511.005	\$1.556.793	\$2.289.402
	\$2.543.780	\$2.238.526	\$2.340.278	\$2.098.619	\$2.162.213	\$3.179.725
Retail & Comercio	\$1.761.079	\$1.549.749	\$1.620.192	\$1.452.890	\$1.496.917	\$2.201.348
	\$2.152.431	\$1.894.139	\$1.980.236	\$1.775.755	\$1.829.566	\$2.690.538
Servicios	\$1.830.900	\$1.611.192	\$1.684.428	\$1.510.493	\$1.556.265	\$2.288.625
	\$2.543.780	\$2.238.526	\$2.340.278	\$2.098.619	\$2.162.213	\$3.179.725
Transporte y logística	\$2.035.022	\$1.790.819	\$1.872.220	\$1.678.893	\$1.729.769	\$2.543.778
	\$2.544.850	\$2.239.468	\$2.341.262	\$2.099.501	\$2.163.123	\$3.181.063

Analista de Planificación y Demanda	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.649.141	\$2.331.244	\$2.437.210	\$2.185.541	\$2.251.770	\$3.311.426
	\$3.918.084	\$3.447.914	\$3.604.637	\$3.232.419	\$3.330.371	\$4.897.605
Consumo masivo	\$1.937.188	\$1.704.725	\$1.782.213	\$1.598.180	\$1.646.610	\$2.421.485
	\$2.453.769	\$2.159.317	\$2.257.468	\$2.024.360	\$2.085.704	\$3.067.212
Energía y Petróleo	\$2.649.144	\$2.331.247	\$2.437.212	\$2.185.544	\$2.251.772	\$3.311.430
	\$3.918.084	\$3.447.914	\$3.604.637	\$3.232.419	\$3.330.371	\$4.897.605
Lab & Pharma	\$2.619.997	\$2.305.597	\$2.410.397	\$2.161.497	\$2.226.997	\$3.274.996
	\$3.666.415	\$3.226.445	\$3.373.102	\$3.024.792	\$3.116.453	\$4.583.019
Manufactura	\$2.014.674	\$1.772.913	\$1.853.500	\$1.662.106	\$1.712.473	\$2.518.342
	\$2.798.158	\$2.462.379	\$2.574.305	\$2.308.480	\$2.378.434	\$3.497.698
Retail & Comercio	\$1.937.188	\$1.704.725	\$1.782.213	\$1.598.180	\$1.646.610	\$2.421.485
	\$2.367.673	\$2.083.552	\$2.178.259	\$1.953.330	\$2.012.522	\$2.959.591

\*no aplica en algunas verticales por la especificidad de la posición.



reporte salarial diciembre 2024.

# profesionales del área de recursos humanos.



  
randstad

partner for talent.

# recursos humanos.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Director de Recursos Humanos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$8.942.142	\$7.869.085	\$8.226.771	\$7.377.267	\$7.600.821	\$11.177.678
	\$12.078.666	\$10.629.226	\$11.112.373	\$9.964.899	\$10.266.866	\$15.098.333
Banca & Serv Financieros	\$9.355.716	\$8.233.030	\$8.607.259	\$7.718.466	\$7.952.359	\$11.694.645
	\$12.403.295	\$10.914.900	\$11.411.032	\$10.232.719	\$10.542.801	\$15.504.119
Consumo masivo	\$8.316.192	\$7.318.249	\$7.650.897	\$6.860.858	\$7.068.763	\$10.395.240
	\$10.984.988	\$9.666.790	\$10.106.189	\$9.062.615	\$9.337.240	\$13.731.235
Energía y Petróleo	\$9.355.716	\$8.233.030	\$8.607.259	\$7.718.466	\$7.952.359	\$11.694.645
	\$12.403.295	\$10.914.900	\$11.411.032	\$10.232.719	\$10.542.801	\$15.504.119
IT	\$9.355.716	\$8.233.030	\$8.607.259	\$7.718.466	\$7.952.359	\$11.694.645
	\$12.403.295	\$10.914.900	\$11.411.032	\$10.232.719	\$10.542.801	\$15.504.119
Lab & Pharma	\$9.355.716	\$8.233.030	\$8.607.259	\$7.718.466	\$7.952.359	\$11.694.645
	\$12.403.295	\$10.914.900	\$11.411.032	\$10.232.719	\$10.542.801	\$15.504.119
Manufactura	\$8.942.142	\$7.869.085	\$8.226.771	\$7.377.267	\$7.600.821	\$11.177.678
	\$12.078.666	\$10.629.226	\$11.112.373	\$9.964.899	\$10.266.866	\$15.098.333
Retail & Comercio	\$8.316.144	\$7.318.207	\$7.650.853	\$6.860.819	\$7.068.722	\$10.395.180
	\$10.984.998	\$9.666.798	\$10.106.198	\$9.062.624	\$9.337.248	\$13.731.248
Servicios	\$8.316.144	\$7.318.207	\$7.650.853	\$6.860.819	\$7.068.722	\$10.395.180
	\$10.984.998	\$9.666.798	\$10.106.198	\$9.062.624	\$9.337.248	\$13.731.248
Transporte y logística	\$8.316.144	\$7.318.207	\$7.650.853	\$6.860.819	\$7.068.722	\$10.395.180
	\$10.984.998	\$9.666.798	\$10.106.198	\$9.062.624	\$9.337.248	\$13.731.248

HRBP Human Resources Business Partner	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.182.420	\$1.920.529	\$2.007.826	\$1.800.496	\$1.855.057	\$2.728.025
	\$3.385.596	\$2.979.324	\$3.114.748	\$2.793.116	\$2.877.756	\$4.231.995
Banca & Serv Financieros	\$2.598.141	\$2.286.364	\$2.390.290	\$2.143.466	\$2.208.420	\$3.247.676
	\$3.949.622	\$3.475.667	\$3.633.652	\$3.258.438	\$3.357.179	\$4.937.027
Consumo masivo	\$2.182.420	\$1.920.529	\$2.007.826	\$1.800.496	\$1.855.057	\$2.728.025
	\$3.385.596	\$2.979.324	\$3.114.748	\$2.793.116	\$2.877.756	\$4.231.995
Energía y Petróleo	\$2.390.280	\$2.103.447	\$2.199.058	\$1.971.981	\$2.031.738	\$2.987.850
	\$3.526.602	\$3.103.410	\$3.244.474	\$2.909.447	\$2.997.612	\$4.408.253
IT	\$2.598.141	\$2.286.364	\$2.390.290	\$2.143.466	\$2.208.420	\$3.247.676
	\$3.949.622	\$3.475.667	\$3.633.652	\$3.258.438	\$3.357.179	\$4.937.027
Lab & Pharma	\$2.494.093	\$2.194.802	\$2.294.566	\$2.057.627	\$2.119.979	\$3.117.616
	\$3.808.615	\$3.351.581	\$3.503.926	\$3.142.108	\$3.237.323	\$4.760.769
Manufactura	\$3.117.769	\$2.743.637	\$2.868.348	\$2.572.160	\$2.650.104	\$3.897.211
	\$3.949.622	\$3.475.667	\$3.633.652	\$3.258.438	\$3.357.179	\$4.937.027
Retail & Comercio	\$2.182.420	\$1.920.529	\$2.007.826	\$1.800.496	\$1.855.057	\$2.728.025
	\$3.385.596	\$2.979.324	\$3.114.748	\$2.793.116	\$2.877.756	\$4.231.995
Servicios	\$2.494.328	\$2.195.009	\$2.294.782	\$2.057.821	\$2.120.179	\$3.117.910
	\$3.244.589	\$2.855.238	\$2.985.022	\$2.676.786	\$2.757.901	\$4.055.736
Transporte y logística	\$2.184.299	\$1.922.183	\$2.009.555	\$1.802.046	\$1.856.654	\$2.730.373
	\$3.381.279	\$2.975.526	\$3.110.777	\$2.789.555	\$2.874.087	\$4.226.599





# recursos humanos.

## según zona geográfica e industria.

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Gerente de Recursos Humanos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.335.030	\$3.814.826	\$3.988.227	\$3.576.400	\$3.684.775	\$5.418.787
	\$5.803.202	\$5.106.818	\$5.338.946	\$4.787.642	\$4.932.722	\$7.254.002
Banca & Serv Financieros	\$4.751.833	\$4.181.613	\$4.371.686	\$3.920.262	\$4.039.058	\$5.939.791
	\$6.262.544	\$5.511.039	\$5.761.541	\$5.166.599	\$5.323.163	\$7.828.180
Consumo masivo	\$4.126.682	\$3.631.480	\$3.796.548	\$3.404.513	\$3.507.680	\$5.158.353
	\$5.959.943	\$5.244.750	\$5.483.148	\$4.916.953	\$5.065.952	\$7.449.929
Energía y Petróleo	\$4.470.572	\$3.934.104	\$4.112.927	\$3.688.222	\$3.799.987	\$5.588.216
	\$5.959.943	\$5.244.750	\$5.483.148	\$4.916.953	\$5.065.952	\$7.449.929
IT	\$4.751.833	\$4.181.613	\$4.371.686	\$3.920.262	\$4.039.058	\$5.939.791
	\$6.744.279	\$5.934.965	\$6.204.736	\$5.564.030	\$5.732.637	\$8.430.348
Lab & Pharma	\$4.376.915	\$3.851.685	\$4.026.762	\$3.610.955	\$3.720.378	\$5.471.144
	\$6.274.050	\$5.521.164	\$5.772.126	\$5.176.091	\$5.332.943	\$7.842.563
Manufactura	\$4.751.833	\$4.181.613	\$4.371.686	\$3.920.262	\$4.039.058	\$5.939.791
	\$6.744.279	\$5.934.965	\$6.204.736	\$5.564.030	\$5.732.637	\$8.430.348
Retail & Comercio	\$4.470.572	\$3.934.104	\$4.112.927	\$3.688.222	\$3.799.987	\$5.588.216
	\$5.959.943	\$5.244.750	\$5.483.148	\$4.916.953	\$5.065.952	\$7.449.929
Servicios	\$4.335.030	\$3.814.826	\$3.988.227	\$3.576.400	\$3.684.775	\$5.418.787
	\$5.803.202	\$5.106.818	\$5.338.946	\$4.787.642	\$4.932.722	\$7.254.002
Transporte y logística	\$4.486.931	\$3.948.499	\$4.127.977	\$3.701.718	\$3.813.891	\$5.608.664
	\$5.947.554	\$5.233.848	\$5.471.750	\$4.906.732	\$5.055.421	\$7.434.443

Jefe de Recursos Humanos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.772.880	\$2.440.134	\$2.551.050	\$2.287.626	\$2.356.948	\$3.466.100
	\$3.527.909	\$3.104.560	\$3.245.676	\$2.910.525	\$2.998.723	\$4.409.886
Banca & Serv Financieros	\$2.871.984	\$2.527.346	\$2.642.225	\$2.369.387	\$2.441.186	\$3.589.980
	\$4.283.992	\$3.769.913	\$3.941.273	\$3.534.293	\$3.641.393	\$5.354.990
Consumo masivo	\$2.772.880	\$2.440.134	\$2.551.050	\$2.287.626	\$2.356.948	\$3.466.100
	\$3.527.920	\$3.104.570	\$3.245.686	\$2.910.534	\$2.998.732	\$4.409.900
Energía y Petróleo	\$2.772.880	\$2.440.134	\$2.551.050	\$2.287.626	\$2.356.948	\$3.466.100
	\$3.527.920	\$3.104.570	\$3.245.686	\$2.910.534	\$2.998.732	\$4.409.900
IT	\$2.871.984	\$2.527.346	\$2.642.225	\$2.369.387	\$2.441.186	\$3.589.980
	\$4.283.992	\$3.769.913	\$3.941.273	\$3.534.293	\$3.641.393	\$5.354.990
Lab & Pharma	\$2.773.100	\$2.440.328	\$2.551.252	\$2.287.807	\$2.357.135	\$3.466.374
	\$4.284.060	\$3.769.973	\$3.941.335	\$3.534.350	\$3.641.451	\$5.355.075
Manufactura	\$2.871.984	\$2.527.346	\$2.642.225	\$2.369.387	\$2.441.186	\$3.589.980
	\$4.284.060	\$3.769.973	\$3.941.335	\$3.534.350	\$3.641.451	\$5.355.075
Retail & Comercio	\$2.772.929	\$2.440.178	\$2.551.095	\$2.287.667	\$2.356.990	\$3.466.162
	\$3.527.903	\$3.104.554	\$3.245.670	\$2.910.520	\$2.998.717	\$4.409.878
Servicios	\$2.657.564	\$2.338.657	\$2.444.959	\$2.192.491	\$2.258.930	\$3.321.955
	\$3.402.209	\$2.993.944	\$3.130.032	\$2.806.822	\$2.891.878	\$4.252.761
Transporte y logística	\$2.772.333	\$2.439.653	\$2.550.546	\$2.287.175	\$2.356.483	\$3.465.416
	\$3.547.181	\$3.121.519	\$3.263.406	\$2.926.424	\$3.015.104	\$4.433.976



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Analista de Recursos Humanos	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.710.830	\$1.505.530	\$1.573.964	\$1.411.435	\$1.454.206	\$2.138.538
	\$2.361.645	\$2.078.248	\$2.172.713	\$1.948.357	\$2.007.398	\$2.952.056
Banca & Serv Financieros	\$1.817.764	\$1.599.632	\$1.672.343	\$1.499.655	\$1.545.099	\$2.272.205
	\$2.485.766	\$2.187.474	\$2.286.905	\$2.050.757	\$2.112.901	\$3.107.208
Consumo masivo	\$1.603.910	\$1.411.441	\$1.475.597	\$1.323.226	\$1.363.324	\$2.004.888
	\$2.237.290	\$1.968.815	\$2.058.307	\$1.845.764	\$1.901.697	\$2.796.613
Energía y Petróleo	\$1.603.910	\$1.411.441	\$1.475.597	\$1.323.226	\$1.363.324	\$2.004.888
	\$2.237.400	\$1.968.912	\$2.058.408	\$1.845.855	\$1.901.790	\$2.796.750
IT	\$1.924.671	\$1.693.711	\$1.770.697	\$1.587.854	\$1.635.970	\$2.405.839
	\$2.610.161	\$2.296.942	\$2.401.348	\$2.153.383	\$2.218.637	\$3.262.702
Lab & Pharma	\$1.817.764	\$1.599.632	\$1.672.343	\$1.499.655	\$1.545.099	\$2.272.205
	\$2.485.766	\$2.187.474	\$2.286.905	\$2.050.757	\$2.112.901	\$3.107.208
Manufactura	\$1.924.671	\$1.693.711	\$1.770.697	\$1.587.854	\$1.635.970	\$2.405.839
	\$2.610.161	\$2.296.942	\$2.401.348	\$2.153.383	\$2.218.637	\$3.262.702
Retail & Comercio	\$1.603.910	\$1.411.441	\$1.475.597	\$1.323.226	\$1.363.324	\$2.004.888
	\$2.237.213	\$1.968.748	\$2.058.236	\$1.845.701	\$1.901.631	\$2.796.517
Servicios	\$1.603.910	\$1.411.441	\$1.475.597	\$1.323.226	\$1.363.324	\$2.004.888
	\$2.237.213	\$1.968.748	\$2.058.236	\$1.845.701	\$1.901.631	\$2.796.517
Transporte y logística	\$1.601.017	\$1.408.895	\$1.472.936	\$1.320.839	\$1.360.864	\$2.001.271
	\$2.231.570	\$1.963.782	\$2.053.044	\$1.841.045	\$1.896.835	\$2.789.463

reporte salarial diciembre 2024.

# profesionales del área de calidad.



  
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Gerente de Calidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$8.429.094	\$7.417.603	\$7.586.184	\$6.954.002	\$7.164.730	\$10.536.367
	\$12.041.563	\$10.596.575	\$10.837.406	\$9.934.289	\$10.235.328	\$15.051.953
Consumo masivo	\$4.661.250	\$4.101.900	\$4.195.125	\$3.845.531	\$3.962.063	\$5.826.563
	\$7.076.729	\$6.227.522	\$6.369.056	\$5.838.301	\$6.015.220	\$8.845.911
Energía y Petróleo	\$8.429.094	\$7.417.603	\$7.586.184	\$6.954.002	\$7.164.730	\$10.536.367
	\$12.041.563	\$10.596.575	\$10.837.406	\$9.934.289	\$10.235.328	\$15.051.953
Lab & Pharma	\$7.080.439	\$6.230.786	\$6.372.395	\$5.841.362	\$6.018.373	\$8.850.548
	\$9.753.666	\$8.583.226	\$8.778.299	\$8.046.774	\$8.290.616	\$12.192.082
Manufactura	\$5.870.262	\$5.165.830	\$5.283.236	\$4.842.966	\$4.989.722	\$7.337.827
	\$9.783.769	\$8.609.716	\$8.805.392	\$8.071.609	\$8.316.203	\$12.229.711
Retail & Comercio	\$4.994.963	\$4.395.567	\$4.495.466	\$4.120.844	\$4.245.718	\$6.243.703
	\$7.076.724	\$6.227.517	\$6.369.051	\$5.838.297	\$6.015.215	\$8.845.904
Servicios	\$6.984.106	\$6.146.014	\$6.285.696	\$5.761.888	\$5.936.490	\$8.730.133
	\$8.669.925	\$7.629.534	\$7.802.933	\$7.152.688	\$7.369.436	\$10.837.406

Jefe de Calidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.057.448	\$4.450.554	\$4.551.703	\$4.172.395	\$4.298.831	\$6.321.810
	\$7.706.600	\$6.781.808	\$6.935.940	\$6.357.945	\$6.550.610	\$9.633.250
Consumo masivo	\$3.262.875	\$2.871.330	\$2.936.588	\$2.691.872	\$2.773.444	\$4.078.594
	\$4.039.750	\$3.554.980	\$3.635.775	\$3.332.794	\$3.433.788	\$5.049.688
Energía y Petróleo	\$5.057.448	\$4.450.554	\$4.551.703	\$4.172.395	\$4.298.831	\$6.321.810
	\$7.706.600	\$6.781.808	\$6.935.940	\$6.357.945	\$6.550.610	\$9.633.250
Lab & Pharma	\$4.195.125	\$3.691.710	\$3.775.613	\$3.460.978	\$3.565.856	\$5.243.906
	\$6.093.010	\$5.361.849	\$5.483.709	\$5.026.733	\$5.179.059	\$7.616.263
Manufactura	\$3.130.710	\$2.755.025	\$2.817.639	\$2.582.836	\$2.661.104	\$3.913.388
	\$3.913.503	\$3.443.883	\$3.522.153	\$3.228.640	\$3.326.478	\$4.891.879
Retail & Comercio	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
	\$3.913.503	\$3.443.883	\$3.522.153	\$3.228.640	\$3.326.478	\$4.891.879
Servicios	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$6.887.774	\$6.061.241	\$6.198.996	\$5.682.413	\$5.854.608	\$8.609.717



# calidad. según zona geográfica e industria.

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Analista de Calidad	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
	\$4.350.500	\$3.828.440	\$3.915.450	\$3.589.163	\$3.697.925	\$5.438.125
Consumo masivo	\$2.486.000	\$2.187.680	\$2.237.400	\$2.050.950	\$2.113.100	\$3.107.500
	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
Energía y Petróleo	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
	\$4.334.963	\$3.814.767	\$3.901.466	\$3.576.344	\$3.684.718	\$5.418.703
Lab & Pharma	\$2.486.000	\$2.187.680	\$2.237.400	\$2.050.950	\$2.113.100	\$3.107.500
	\$3.729.000	\$3.281.520	\$3.356.100	\$3.076.425	\$3.169.650	\$4.661.250
Manufactura	\$2.330.625	\$2.050.950	\$2.097.563	\$1.922.766	\$1.981.031	\$2.913.281
	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
Retail & Comercio	\$2.287.890	\$2.013.343	\$2.059.101	\$1.887.509	\$1.944.707	\$2.859.863
	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
Servicios	\$2.175.250	\$1.914.220	\$1.957.725	\$1.794.581	\$1.848.963	\$2.719.063
	\$2.952.125	\$2.597.870	\$2.656.913	\$2.435.503	\$2.509.306	\$3.690.156
Transporte y logística	\$2.047.056	\$1.801.409	\$1.842.350	\$1.688.821	\$1.739.998	\$2.558.820
	\$2.649.147	\$2.331.249	\$2.384.232	\$2.185.546	\$2.251.775	\$3.311.433



reporte salarial diciembre 2024.

# profesionales del área de oil & gas.



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# oil & gas. según zona geográfica.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Patagonia	
Company Man	\$5.670.665
	\$7.560.894
Completion Engineer	\$4.725.556
	\$6.615.785
Directional Drilling Engineer	\$4.725.600
	\$6.615.785
Drilling Operations Manager	\$7.560.850
	\$9.451.123
Fraking Engineer	\$4.725.556
	\$6.615.785
Production Engineer	\$4.252.996
	\$5.670.676
Pulling Supervisor	\$5.670.665
	\$7.560.905
Reservoir Engineer	\$4.253.007
	\$5.670.676
Sr Geologist	\$4.725.556
	\$6.615.785
WO Engineer	\$4.253.007
	\$5.670.665



reporte salarial diciembre 2024.

# profesionales del área de **higiene y seguridad.**



randstad

partner for talent.



# higiene y seguridad. según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de Seguridad e Higiene	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.455.378	\$3.920.733	\$4.009.840	\$3.675.687	\$3.787.071	\$5.569.223
	\$6.743.275	\$5.934.082	\$6.068.948	\$5.563.202	\$5.731.784	\$8.429.094
Banca & Serv Financieros	\$3.251.222	\$2.861.075	\$2.926.100	\$2.682.258	\$2.763.539	\$4.064.027
	\$5.276.613	\$4.643.419	\$4.748.951	\$4.353.205	\$4.485.121	\$6.595.766
Consumo masivo	\$3.573.625	\$3.144.790	\$3.216.263	\$2.948.241	\$3.037.581	\$4.467.031
	\$5.418.703	\$4.768.459	\$4.876.833	\$4.470.430	\$4.605.898	\$6.773.379
Energía y Petróleo	\$4.455.378	\$3.920.733	\$4.009.840	\$3.675.687	\$3.787.071	\$5.569.223
	\$6.743.275	\$5.934.082	\$6.068.948	\$5.563.202	\$5.731.784	\$8.429.094
IT	\$3.732.884	\$3.284.938	\$3.359.596	\$3.079.630	\$3.172.952	\$4.666.105
	\$5.758.275	\$5.067.282	\$5.182.448	\$4.750.577	\$4.894.534	\$7.197.844
Lab & Pharma	\$4.195.125	\$3.691.710	\$3.775.613	\$3.460.978	\$3.565.856	\$5.243.906
	\$6.093.031	\$5.361.867	\$5.483.728	\$5.026.750	\$5.179.076	\$7.616.288
Manufactura	\$3.316.500	\$2.918.520	\$2.984.850	\$2.736.113	\$2.819.025	\$4.145.625
	\$5.420.580	\$4.770.110	\$4.878.522	\$4.471.979	\$4.607.493	\$6.775.725
Retail & Comercio	\$3.316.170	\$2.918.230	\$2.984.553	\$2.735.840	\$2.818.745	\$4.145.213
	\$5.418.710	\$4.768.465	\$4.876.839	\$4.470.436	\$4.605.904	\$6.773.388
Servicios	\$3.316.170	\$2.918.230	\$2.984.553	\$2.735.840	\$2.818.745	\$4.145.213
	\$5.418.710	\$4.768.465	\$4.876.839	\$4.470.436	\$4.605.904	\$6.773.388
Transporte y logística	\$3.316.170	\$2.918.230	\$2.984.553	\$2.735.840	\$2.818.745	\$4.145.213
	\$5.418.710	\$4.768.465	\$4.876.839	\$4.470.436	\$4.605.904	\$6.773.388

Analista de Seguridad e Higiene	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.251.215	\$2.861.069	\$2.926.094	\$2.682.252	\$2.763.533	\$4.064.019
	\$4.334.963	\$3.814.767	\$3.901.466	\$3.576.344	\$3.684.718	\$5.418.703
Banca & Serv Financieros	\$2.363.394	\$2.079.787	\$2.127.055	\$1.949.800	\$2.008.885	\$2.954.243
	\$3.561.030	\$3.133.706	\$3.204.927	\$2.937.850	\$3.026.876	\$4.451.288
Consumo masivo	\$2.486.000	\$2.187.680	\$2.237.400	\$2.050.950	\$2.113.100	\$3.107.500
	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
Energía y Petróleo	\$3.251.215	\$2.861.069	\$2.926.094	\$2.682.252	\$2.763.533	\$4.064.019
	\$4.334.963	\$3.814.767	\$3.901.466	\$3.576.344	\$3.684.718	\$5.418.703
IT	\$2.391.400	\$2.104.432	\$2.152.260	\$1.972.905	\$2.032.690	\$2.989.250
	\$3.800.319	\$3.344.280	\$3.420.287	\$3.135.263	\$3.230.271	\$4.750.398
Lab & Pharma	\$2.486.000	\$2.187.680	\$2.237.400	\$2.050.950	\$2.113.100	\$3.107.500
	\$3.729.000	\$3.281.520	\$3.356.100	\$3.076.425	\$3.169.650	\$4.661.250
Manufactura	\$2.048.200	\$1.802.416	\$1.843.380	\$1.689.765	\$1.740.970	\$2.560.250
	\$3.010.590	\$2.649.319	\$2.709.531	\$2.483.737	\$2.559.002	\$3.763.238
Retail & Comercio	\$2.046.990	\$1.801.351	\$1.842.291	\$1.688.767	\$1.739.942	\$2.558.738
	\$3.010.425	\$2.649.174	\$2.709.383	\$2.483.601	\$2.558.861	\$3.763.031
Servicios	\$2.046.990	\$1.801.351	\$1.842.291	\$1.688.767	\$1.739.942	\$2.558.738
	\$3.010.425	\$2.649.174	\$2.709.383	\$2.483.601	\$2.558.861	\$3.763.031
Transporte y logística	\$2.046.990	\$1.801.351	\$1.842.291	\$1.688.767	\$1.739.942	\$2.558.738
	\$3.010.425	\$2.649.174	\$2.709.383	\$2.483.601	\$2.558.861	\$3.763.031



reporte salarial diciembre 2024.

# profesionales del área de **logística**.



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# logística.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Logística	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$7.224.938	\$6.357.945	\$6.646.943	\$5.960.573	\$6.141.197	\$9.031.172
	\$10.837.409	\$9.536.920	\$9.970.416	\$8.940.862	\$9.211.798	\$13.546.761
Consumo masivo	\$5.096.208	\$4.484.663	\$4.688.511	\$4.204.372	\$4.331.777	\$6.370.260
	\$7.827.017	\$6.887.775	\$7.200.856	\$6.457.289	\$6.652.964	\$9.783.771
Energía y Petróleo	\$7.224.938	\$6.357.945	\$6.646.943	\$5.960.573	\$6.141.197	\$9.031.172
	\$10.837.409	\$9.536.920	\$9.970.416	\$8.940.862	\$9.211.798	\$13.546.761
Lab & Pharma	\$6.020.784	\$5.298.290	\$5.539.121	\$4.967.147	\$5.117.666	\$7.525.980
	\$9.633.250	\$8.477.260	\$8.862.590	\$7.947.431	\$8.188.263	\$12.041.563
Manufactura	\$6.141.190	\$5.404.247	\$5.649.895	\$5.066.482	\$5.220.012	\$7.676.488
	\$9.783.769	\$8.609.716	\$9.001.067	\$8.071.609	\$8.316.203	\$12.229.711
Retail & Comercio	\$5.096.208	\$4.484.663	\$4.688.511	\$4.204.372	\$4.331.777	\$6.370.260
	\$7.827.017	\$6.887.775	\$7.200.856	\$6.457.289	\$6.652.964	\$9.783.771
Servicios	\$5.096.208	\$4.484.663	\$4.688.511	\$4.204.372	\$4.331.777	\$6.370.260
	\$7.827.017	\$6.887.775	\$7.200.856	\$6.457.289	\$6.652.964	\$9.783.771
Transporte y logística	\$6.020.784	\$5.298.290	\$5.539.121	\$4.967.147	\$5.117.666	\$7.525.980
	\$9.633.250	\$8.477.260	\$8.862.590	\$7.947.431	\$8.188.263	\$12.041.563

Ingeniero de Logística	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.408.313	\$2.119.315	\$2.215.648	\$1.986.858	\$2.047.066	\$3.010.391
	\$3.561.894	\$3.134.467	\$3.276.943	\$2.938.563	\$3.027.610	\$4.452.368
Consumo masivo	\$1.761.079	\$1.549.749	\$1.620.192	\$1.452.890	\$1.496.917	\$2.201.348
	\$2.739.457	\$2.410.722	\$2.520.300	\$2.260.052	\$2.328.538	\$3.424.321
Energía y Petróleo	\$2.408.313	\$2.119.315	\$2.215.648	\$1.986.858	\$2.047.066	\$3.010.391
	\$3.561.899	\$3.134.471	\$3.276.947	\$2.938.567	\$3.027.614	\$4.452.374
Lab & Pharma	\$1.926.650	\$1.695.452	\$1.772.518	\$1.589.486	\$1.637.653	\$2.408.313
	\$2.889.975	\$2.543.178	\$2.658.777	\$2.384.229	\$2.456.479	\$3.612.469
Manufactura	\$1.761.079	\$1.549.749	\$1.620.192	\$1.452.890	\$1.496.917	\$2.201.348
	\$2.739.462	\$2.410.727	\$2.520.305	\$2.260.056	\$2.328.543	\$3.424.328
Retail & Comercio	\$1.761.079	\$1.549.749	\$1.620.192	\$1.452.890	\$1.496.917	\$2.201.348
	\$2.739.462	\$2.410.727	\$2.520.305	\$2.260.056	\$2.328.543	\$3.424.328
Servicios	\$1.721.940	\$1.515.307	\$1.584.185	\$1.420.601	\$1.463.649	\$2.152.425
	\$2.739.462	\$2.410.727	\$2.520.305	\$2.260.056	\$2.328.543	\$3.424.328
Transporte y logística	\$1.926.650	\$1.695.452	\$1.772.518	\$1.589.486	\$1.637.653	\$2.408.313
	\$2.889.975	\$2.543.178	\$2.658.777	\$2.384.229	\$2.456.479	\$3.612.469

\*: en el caso de las posiciones de ingeniería de nicho, los valores pueden variar.



# Logística.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Jefe de Logística	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.816.625	\$4.238.630	\$4.431.295	\$3.973.716	\$4.094.131	\$6.020.781
	\$6.743.275	\$5.934.082	\$6.203.813	\$5.563.202	\$5.731.784	\$8.429.094
Consumo masivo	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Energía y Petróleo	\$4.816.625	\$4.238.630	\$4.431.295	\$3.973.716	\$4.094.131	\$6.020.781
	\$6.743.275	\$5.934.082	\$6.203.813	\$5.563.202	\$5.731.784	\$8.429.094
Lab & Pharma	\$3.585.977	\$3.155.660	\$3.299.099	\$2.958.431	\$3.048.081	\$4.482.472
	\$5.100.805	\$4.488.708	\$4.692.740	\$4.208.164	\$4.335.684	\$6.376.006
Manufactura	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Retail & Comercio	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Servicios	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181
Transporte y logística	\$3.200.000	\$2.816.000	\$2.944.000	\$2.640.000	\$2.720.000	\$4.000.000
	\$4.735.344	\$4.167.103	\$4.356.517	\$3.906.659	\$4.025.043	\$5.919.181

reporte salarial diciembre 2024.

# profesionales del área de mantenimiento.



  
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# mantenimiento. según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de mantenimiento	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$7.080.439	\$6.230.786	\$6.372.395	\$5.841.362	\$6.018.373	\$8.850.548
	\$10.837.406	\$9.536.918	\$9.753.666	\$8.940.860	\$9.211.795	\$13.546.758
Banca & Serv Financieros	\$6.646.943	\$5.849.309	\$5.982.248	\$5.483.728	\$5.649.901	\$8.308.678
	\$8.910.756	\$7.841.466	\$8.019.681	\$7.351.374	\$7.574.143	\$11.138.445
Consumo masivo	\$6.646.943	\$5.849.309	\$5.982.248	\$5.483.728	\$5.649.901	\$8.308.678
	\$7.435.665	\$6.543.385	\$6.692.098	\$6.134.423	\$6.320.315	\$9.294.581
Energía y Petróleo	\$7.768.750	\$6.836.500	\$6.991.875	\$6.409.219	\$6.603.438	\$9.710.938
	\$10.837.406	\$9.536.918	\$9.753.666	\$8.940.860	\$9.211.795	\$13.546.758
Lab & Pharma	\$7.080.439	\$6.230.786	\$6.372.395	\$5.841.362	\$6.018.373	\$8.850.548
	\$9.753.666	\$8.583.226	\$8.778.299	\$8.046.774	\$8.290.616	\$12.192.082
Manufactura	\$5.720.000	\$5.033.600	\$5.148.000	\$4.719.000	\$4.862.000	\$7.150.000
	\$9.130.000	\$8.034.400	\$8.217.000	\$7.532.250	\$7.760.500	\$11.412.500
Retail & Comercio	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$7.076.725	\$6.227.518	\$6.369.053	\$5.838.298	\$6.015.216	\$8.845.906
Servicios	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$7.631.347	\$6.715.585	\$6.868.212	\$6.295.861	\$6.486.645	\$9.539.184
Transporte y logística	\$6.357.945	\$5.594.992	\$5.722.151	\$5.245.305	\$5.404.253	\$7.947.431
	\$7.435.665	\$6.543.385	\$6.692.098	\$6.134.423	\$6.320.315	\$9.294.581

Ingeniero de mantenimiento	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.573.625	\$3.144.790	\$3.216.263	\$2.948.241	\$3.037.581	\$4.467.031
	\$4.661.250	\$4.101.900	\$4.195.125	\$3.845.531	\$3.962.063	\$5.826.563
Banca & Serv Financieros	\$2.175.250	\$1.914.220	\$1.957.725	\$1.794.581	\$1.848.963	\$2.719.063
	\$2.641.375	\$2.324.410	\$2.377.238	\$2.179.134	\$2.245.169	\$3.301.719
Consumo masivo	\$2.330.625	\$2.050.950	\$2.097.563	\$1.922.766	\$1.981.031	\$2.913.281
	\$2.649.144	\$2.331.247	\$2.384.229	\$2.185.544	\$2.251.772	\$3.311.430
Energía y Petróleo	\$3.573.625	\$3.144.790	\$3.216.263	\$2.948.241	\$3.037.581	\$4.467.031
	\$4.661.250	\$4.101.900	\$4.195.125	\$3.845.531	\$3.962.063	\$5.826.563
Lab & Pharma	\$2.486.000	\$2.187.680	\$2.237.400	\$2.050.950	\$2.113.100	\$3.107.500
	\$3.729.000	\$3.281.520	\$3.356.100	\$3.076.425	\$3.169.650	\$4.661.250
Manufactura	\$2.330.625	\$2.050.950	\$2.097.563	\$1.922.766	\$1.981.031	\$2.913.281
	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
Retail & Comercio	\$2.287.897	\$2.013.349	\$2.059.107	\$1.887.515	\$1.944.712	\$2.859.871
	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
Servicios	\$2.649.144	\$2.331.247	\$2.384.229	\$2.185.544	\$2.251.772	\$3.311.430
	\$3.326.482	\$2.927.304	\$2.993.833	\$2.744.347	\$2.827.509	\$4.158.102
Transporte y logística	\$2.408.313	\$2.119.315	\$2.167.481	\$1.986.858	\$2.047.066	\$3.010.391
	\$3.130.806	\$2.755.110	\$2.817.726	\$2.582.915	\$2.661.185	\$3.913.508

\*: en el caso de las posiciones de ingeniería de nicho, los valores pueden variar.



# mantenimiento. según zona geográfica e industria.

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Jefe de mantenimiento	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.438.125	\$4.785.550	\$4.894.313	\$4.486.453	\$4.622.406	\$6.797.656
	\$6.991.875	\$6.152.850	\$6.292.688	\$5.768.297	\$5.943.094	\$8.739.844
Banca & Serv Financieros	\$3.130.806	\$2.755.110	\$2.817.726	\$2.582.915	\$2.661.185	\$3.913.508
	\$5.057.456	\$4.450.562	\$4.551.711	\$4.172.401	\$4.298.838	\$6.321.820
Consumo masivo	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
	\$4.500.534	\$3.960.470	\$4.050.481	\$3.712.941	\$3.825.454	\$5.625.667
Energía y Petróleo	\$5.438.125	\$4.785.550	\$4.894.313	\$4.486.453	\$4.622.406	\$6.797.656
	\$6.991.875	\$6.152.850	\$6.292.688	\$5.768.297	\$5.943.094	\$8.739.844
Lab & Pharma	\$4.195.125	\$3.691.710	\$3.775.613	\$3.460.978	\$3.565.856	\$5.243.906
	\$6.093.031	\$5.361.867	\$5.483.728	\$5.026.750	\$5.179.076	\$7.616.288
Manufactura	\$3.418.250	\$3.008.060	\$3.076.425	\$2.820.056	\$2.905.513	\$4.272.813
	\$4.661.250	\$4.101.900	\$4.195.125	\$3.845.531	\$3.962.063	\$5.826.563
Retail & Comercio	\$3.130.710	\$2.755.025	\$2.817.639	\$2.582.836	\$2.661.104	\$3.913.388
	\$3.913.503	\$3.443.883	\$3.522.153	\$3.228.640	\$3.326.478	\$4.891.879
Servicios	\$3.132.010	\$2.756.169	\$2.818.809	\$2.583.909	\$2.662.209	\$3.915.013
	\$4.500.529	\$3.960.466	\$4.050.476	\$3.712.936	\$3.825.450	\$5.625.661
Transporte y logística	\$3.010.370	\$2.649.126	\$2.709.333	\$2.483.555	\$2.558.815	\$3.762.963
	\$4.500.529	\$3.960.466	\$4.050.476	\$3.712.936	\$3.825.450	\$5.625.661

reporte salarial diciembre 2024.

# profesionales del área de producción.



  
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# producción.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Gerente de Planta/producción	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$8.429.091	\$7.417.600	\$7.586.182	\$6.954.000	\$7.164.727	\$10.536.364
	\$12.041.563	\$10.596.575	\$10.837.406	\$9.934.289	\$10.235.328	\$15.051.953
Consumo masivo	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$7.076.725	\$6.227.518	\$6.369.053	\$5.838.298	\$6.015.216	\$8.845.906
Energía y Petróleo	\$9.695.400	\$8.531.952	\$8.725.860	\$7.998.705	\$8.241.090	\$12.119.250
	\$12.740.750	\$11.211.860	\$11.466.675	\$10.511.119	\$10.829.638	\$15.925.938
Lab & Pharma	\$6.020.773	\$5.298.280	\$5.418.696	\$4.967.138	\$5.117.657	\$7.525.966
	\$9.633.250	\$8.477.260	\$8.669.925	\$7.947.431	\$8.188.263	\$12.041.563
Manufactura	\$6.059.625	\$5.332.470	\$5.453.663	\$4.999.191	\$5.150.681	\$7.574.531
	\$9.944.000	\$8.750.720	\$8.949.600	\$8.203.800	\$8.452.400	\$12.430.000
Retail & Comercio	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$7.076.729	\$6.227.522	\$6.369.056	\$5.838.301	\$6.015.220	\$8.845.911
Servicios	\$6.984.106	\$6.146.014	\$6.285.696	\$5.761.888	\$5.936.490	\$8.730.133
	\$8.669.925	\$7.629.534	\$7.802.933	\$7.152.688	\$7.369.436	\$10.837.406
Transporte y logística	\$4.575.780	\$4.026.686	\$4.118.202	\$3.775.019	\$3.889.413	\$5.719.725
	\$7.435.665	\$6.543.385	\$6.692.098	\$6.134.423	\$6.320.315	\$9.294.581

Ingeniero de Producción*	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
	\$4.334.963	\$3.814.767	\$3.901.466	\$3.576.344	\$3.684.718	\$5.418.703
Consumo masivo	\$2.215.648	\$1.949.770	\$1.994.083	\$1.827.909	\$1.883.300	\$2.769.559
	\$2.952.125	\$2.597.870	\$2.656.913	\$2.435.503	\$2.509.306	\$3.690.156
Energía y Petróleo	\$3.325.025	\$2.926.022	\$2.992.523	\$2.743.146	\$2.826.271	\$4.156.281
	\$4.972.000	\$4.375.360	\$4.474.800	\$4.101.900	\$4.226.200	\$6.215.000
Lab & Pharma	\$2.330.625	\$2.050.950	\$2.097.563	\$1.922.766	\$1.981.031	\$2.913.281
	\$3.573.625	\$3.144.790	\$3.216.263	\$2.948.241	\$3.037.581	\$4.467.031
Manufactura	\$2.330.625	\$2.050.950	\$2.097.563	\$1.922.766	\$1.981.031	\$2.913.281
	\$3.107.500	\$2.734.600	\$2.796.750	\$2.563.688	\$2.641.375	\$3.884.375
Retail & Comercio	\$2.287.897	\$2.013.349	\$2.059.107	\$1.887.515	\$1.944.712	\$2.859.871
	\$2.889.975	\$2.543.178	\$2.600.978	\$2.384.229	\$2.456.479	\$3.612.469
Servicios	\$2.175.250	\$1.914.220	\$1.957.725	\$1.794.581	\$1.848.963	\$2.719.063
	\$2.952.125	\$2.597.870	\$2.656.913	\$2.435.503	\$2.509.306	\$3.690.156
Transporte y logística	\$2.047.056	\$1.801.409	\$1.842.350	\$1.688.821	\$1.739.998	\$2.558.820
	\$2.649.130	\$2.331.234	\$2.384.217	\$2.185.532	\$2.251.761	\$3.311.413

\*: en el caso de las posiciones de ingeniería de nicho, los valores pueden variar.



# producción.

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Jefe de Producción	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.057.456	\$4.450.562	\$4.551.711	\$4.172.401	\$4.298.838	\$6.321.820
	\$7.706.600	\$6.781.808	\$6.935.940	\$6.357.945	\$6.550.610	\$9.633.250
Consumo masivo	\$2.952.125	\$2.597.870	\$2.656.913	\$2.435.503	\$2.509.306	\$3.690.156
	\$4.195.125	\$3.691.710	\$3.775.613	\$3.460.978	\$3.565.856	\$5.243.906
Energía y Petróleo	\$5.668.080	\$4.987.910	\$5.101.272	\$4.676.166	\$4.817.868	\$7.085.100
	\$9.416.340	\$8.286.379	\$8.474.706	\$7.768.481	\$8.003.889	\$11.770.425
Lab & Pharma	\$4.039.750	\$3.554.980	\$3.635.775	\$3.332.794	\$3.433.788	\$5.049.688
	\$5.438.125	\$4.785.550	\$4.894.313	\$4.486.453	\$4.622.406	\$6.797.656
Manufactura	\$3.262.875	\$2.871.330	\$2.936.588	\$2.691.872	\$2.773.444	\$4.078.594
	\$4.505.875	\$3.965.170	\$4.055.288	\$3.717.347	\$3.829.994	\$5.632.344
Retail & Comercio	\$3.130.809	\$2.755.112	\$2.817.728	\$2.582.917	\$2.661.188	\$3.913.511
	\$3.913.503	\$3.443.883	\$3.522.153	\$3.228.640	\$3.326.478	\$4.891.879
Servicios	\$4.816.625	\$4.238.630	\$4.334.963	\$3.973.716	\$4.094.131	\$6.020.781
	\$6.887.760	\$6.061.229	\$6.198.984	\$5.682.402	\$5.854.596	\$8.609.700
Transporte y logística	\$3.010.370	\$2.649.126	\$2.709.333	\$2.483.555	\$2.558.815	\$3.762.963
	\$4.500.534	\$3.960.470	\$4.050.481	\$3.712.941	\$3.825.454	\$5.625.667

reporte salarial diciembre 2024.

# profesionales del área de **healthcare** & **life sciences**.



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partner for talent.

# healthcare y life sciences.

## según zona geográfica.

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	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Analista de Asuntos Regulatorios	\$2.255.000	\$1.916.750	\$2.029.500	\$2.029.500	\$1.804.000	\$2.706.000
	\$2.618.000	\$2.225.300	\$2.356.200	\$2.356.200	\$2.094.400	\$3.141.600
Analista de control de calidad FQ	\$2.145.000	\$1.823.250	\$1.930.500	\$1.930.500	\$1.716.000	\$2.574.000
	\$2.618.000	\$2.225.300	\$2.356.200	\$2.356.200	\$2.094.400	\$3.141.600
Analista de Microbiología	\$2.145.000	\$1.823.250	\$1.930.500	\$1.930.500	\$1.716.000	\$2.574.000
	\$2.618.000	\$2.225.300	\$2.356.200	\$2.356.200	\$2.094.400	\$3.141.600
Analista de Procesos QA	\$2.420.000	\$2.057.000	\$2.178.000	\$2.178.000	\$1.936.000	\$2.904.000
	\$3.080.000	\$2.618.000	\$2.772.000	\$2.772.000	\$2.464.000	\$3.696.000
Analista de Validaciones Analíticas	\$2.420.000	\$2.057.000	\$2.178.000	\$2.178.000	\$1.936.000	\$2.904.000
	\$3.107.500	\$2.641.375	\$2.796.750	\$2.796.750	\$2.486.000	\$3.729.000
Analista Desarrollo Galénico	\$2.145.000	\$1.823.250	\$1.930.500	\$1.930.500	\$1.716.000	\$2.574.000
	\$2.618.000	\$2.225.300	\$2.356.200	\$2.356.200	\$2.094.400	\$3.141.600
Analista Sr. de equipamiento médico	\$1.375.000	\$1.168.750	\$1.237.500	\$1.237.500	\$1.100.000	\$1.650.000
	\$2.255.000	\$1.916.750	\$2.029.500	\$2.029.500	\$1.804.000	\$2.706.000
APM	\$2.090.000	\$1.776.500	\$1.881.000	\$1.881.000	\$1.672.000	\$2.508.000
	\$2.970.000	\$2.524.500	\$2.673.000	\$2.673.000	\$2.376.000	\$3.564.000
Auxiliar Quirófano	\$963.270	\$818.780	\$866.943	\$866.943	\$770.616	\$1.155.924
	\$1.188.550	\$1.010.268	\$1.069.695	\$1.069.695	\$950.840	\$1.426.260
Bioingeniero	\$1.595.550	\$1.356.218	\$1.435.995	\$1.435.995	\$1.276.440	\$1.914.660
	\$2.948.000	\$2.505.800	\$2.653.200	\$2.653.200	\$2.358.400	\$3.537.600
Codificador Quirúrgico	\$1.056.550	\$898.068	\$950.895	\$950.895	\$845.240	\$1.267.860
	\$1.496.000	\$1.271.600	\$1.346.400	\$1.346.400	\$1.196.800	\$1.795.200
Compliance Manager	\$2.420.000	\$2.057.000	\$2.178.000	\$2.178.000	\$1.936.000	\$2.904.000
	\$3.190.000	\$2.711.500	\$2.871.000	\$2.871.000	\$2.552.000	\$3.828.000
Coordinador de Enfermería	\$1.925.000	\$1.636.250	\$1.732.500	\$1.732.500	\$1.540.000	\$2.310.000
	\$2.310.000	\$1.963.500	\$2.079.000	\$2.079.000	\$1.848.000	\$2.772.000
Coordinador/a de Materia Prima	\$2.860.000	\$2.431.000	\$2.574.000	\$2.574.000	\$2.288.000	\$3.432.000
	\$4.730.000	\$4.020.500	\$4.257.000	\$4.257.000	\$3.784.000	\$5.676.000
Coordinador médico de planta	\$1.864.500	\$1.584.825	\$1.678.050	\$1.678.050	\$1.491.600	\$2.237.400
	\$3.267.000	\$2.776.950	\$2.940.300	\$2.940.300	\$2.613.600	\$3.920.400
Director Médico	\$3.960.000	\$3.366.000	\$3.564.000	\$3.564.000	\$3.168.000	\$4.752.000
	\$5.588.000	\$4.749.800	\$5.029.200	\$5.029.200	\$4.470.400	\$6.705.600
Director Técnico	\$2.420.000	\$2.057.000	\$2.178.000	\$2.178.000	\$1.936.000	\$2.904.000
	\$3.520.000	\$2.992.000	\$3.168.000	\$3.168.000	\$2.816.000	\$4.224.000
Enfermero profesional	\$963.325	\$818.826	\$866.993	\$866.993	\$770.660	\$1.155.990
	\$1.177.000	\$1.000.450	\$1.059.300	\$1.059.300	\$941.600	\$1.412.400

# healthcare y life sciences.

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	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Especialista de contenido médico	\$2.365.000	\$2.010.250	\$2.128.500	\$2.128.500	\$1.892.000	\$2.838.000
	\$2.970.000	\$2.524.500	\$2.673.000	\$2.673.000	\$2.376.000	\$3.564.000
Gerente Especialista en Medicina Diagnóstica	\$3.234.000	\$2.748.900	\$2.910.600	\$2.910.600	\$2.587.200	\$3.880.800
	\$5.593.500	\$4.754.475	\$5.034.150	\$5.034.150	\$4.474.800	\$6.712.200
Farmacéutico Auxiliar	\$1.320.000	\$1.122.000	\$1.188.000	\$1.188.000	\$1.056.000	\$1.584.000
	\$2.145.000	\$1.823.250	\$1.930.500	\$1.930.500	\$1.716.000	\$2.574.000
Gerente de investigación clínica	\$3.487.000	\$2.963.950	\$3.138.300	\$3.138.300	\$2.789.600	\$4.184.400
	\$6.710.000	\$5.703.500	\$6.039.000	\$6.039.000	\$5.368.000	\$8.052.000
Gerente de Prestaciones Médicas	\$3.487.000	\$2.963.950	\$3.138.300	\$3.138.300	\$2.789.600	\$4.184.400
	\$6.710.000	\$5.703.500	\$6.039.000	\$6.039.000	\$5.368.000	\$8.052.000
Instrumentador Quirúrgico	\$3.234.000	\$2.748.900	\$2.910.600	\$2.910.600	\$2.587.200	\$3.880.800
	\$5.593.500	\$4.754.475	\$5.034.150	\$5.034.150	\$4.474.800	\$6.712.200
Jefe de Contrataciones Médicas	\$2.233.000	\$1.898.050	\$2.009.700	\$2.009.700	\$1.786.400	\$2.679.600
	\$2.948.000	\$2.505.800	\$2.653.200	\$2.653.200	\$2.358.400	\$3.537.600
Jefe de Instrumentación quirúrgica	\$1.617.000	\$1.374.450	\$1.455.300	\$1.455.300	\$1.293.600	\$1.940.400
	\$2.423.850	\$2.060.273	\$2.181.465	\$2.181.465	\$1.939.080	\$2.908.620
Jefe Médico Laboral	\$2.970.000	\$2.524.500	\$2.673.000	\$2.673.000	\$2.376.000	\$3.564.000
	\$3.905.000	\$3.319.250	\$3.514.500	\$3.514.500	\$3.124.000	\$4.686.000
Médico Auditor	\$2.233.000	\$1.898.050	\$2.009.700	\$2.009.700	\$1.786.400	\$2.679.600
	\$3.107.500	\$2.641.375	\$2.796.750	\$2.796.750	\$2.486.000	\$3.729.000
Médico especialista	\$1.980.000	\$1.683.000	\$1.782.000	\$1.782.000	\$1.584.000	\$2.376.000
	\$3.080.000	\$2.618.000	\$2.772.000	\$2.772.000	\$2.464.000	\$3.696.000
Odontólogo	\$1.364.000	\$1.159.400	\$1.227.600	\$1.227.600	\$1.091.200	\$1.636.800
	\$1.864.500	\$1.584.825	\$1.678.050	\$1.678.050	\$1.491.600	\$2.237.400
Preparador de Egresos Farmacia	\$1.089.956	\$926.463	\$980.961	\$980.961	\$871.965	\$1.307.948
	\$1.705.000	\$1.449.250	\$1.534.500	\$1.534.500	\$1.364.000	\$2.046.000
Product Manager Quirúrgico	\$1.859.000	\$1.580.150	\$1.673.100	\$1.673.100	\$1.487.200	\$2.230.800
	\$3.850.000	\$3.272.500	\$3.465.000	\$3.465.000	\$3.080.000	\$4.620.000
Técnico de Laboratorio	\$935.000	\$794.750	\$841.500	\$841.500	\$748.000	\$1.122.000
	\$1.199.000	\$1.019.150	\$1.079.100	\$1.079.100	\$959.200	\$1.438.800
Supervisor de Enfermería	\$1.595.000	\$1.355.750	\$1.435.500	\$1.435.500	\$1.276.000	\$1.914.000
	\$2.145.000	\$1.823.250	\$1.930.500	\$1.930.500	\$1.716.000	\$2.574.000
Supervisor de producción Farmacéutica	\$2.530.000	\$2.150.500	\$2.277.000	\$2.277.000	\$2.024.000	\$3.036.000
	\$3.025.000	\$2.571.250	\$2.722.500	\$2.722.500	\$2.420.000	\$3.630.000
Técnico Farmacia	\$1.089.000	\$925.650	\$980.100	\$980.100	\$871.200	\$1.306.800
	\$1.375.000	\$1.168.750	\$1.237.500	\$1.237.500	\$1.100.000	\$1.650.000

reporte salarial diciembre 2024.

# profesionales del área de **tecnología**.



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Director de Sistemas CIO/CTO	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$12.657.220	\$11.644.643	\$11.644.643	\$11.138.354	\$11.138.354	\$12.657.220
	\$17.205.581	\$15.829.135	\$15.829.135	\$15.140.912	\$15.140.912	\$17.205.581
Banca & Serv Financieros	\$13.757.848	\$12.657.220	\$12.657.220	\$12.106.906	\$12.106.906	\$13.757.848
	\$17.855.593	\$16.427.146	\$16.427.146	\$15.712.922	\$15.712.922	\$17.855.593
Consumo masivo	\$12.054.495	\$11.090.135	\$11.090.135	\$10.607.956	\$10.607.956	\$12.054.495
	\$16.058.543	\$14.773.859	\$14.773.859	\$14.131.517	\$14.131.517	\$16.058.543
Energía y Petróleo	\$13.757.848	\$12.657.220	\$12.657.220	\$12.106.906	\$12.106.906	\$13.757.848
	\$17.855.593	\$16.427.146	\$16.427.146	\$15.712.922	\$15.712.922	\$17.855.593
IT	\$13.102.712	\$12.054.495	\$12.054.495	\$11.530.386	\$11.530.386	\$13.102.712
	\$17.855.593	\$16.427.146	\$16.427.146	\$15.712.922	\$15.712.922	\$17.855.593
Lab & Pharma	\$13.757.848	\$12.657.220	\$12.657.220	\$12.106.906	\$12.106.906	\$13.757.848
	\$17.855.593	\$16.427.146	\$16.427.146	\$15.712.922	\$15.712.922	\$17.855.593
Manufactura	\$12.054.495	\$11.090.135	\$11.090.135	\$10.607.956	\$10.607.956	\$12.054.495
	\$16.058.543	\$14.773.859	\$14.773.859	\$14.131.517	\$14.131.517	\$16.058.543
Retail & Comercio	\$12.054.495	\$11.090.135	\$11.090.135	\$10.607.956	\$10.607.956	\$12.054.495
	\$16.058.543	\$14.773.859	\$14.773.859	\$14.131.517	\$14.131.517	\$16.058.543
Servicios	\$12.054.495	\$11.090.135	\$11.090.135	\$10.607.956	\$10.607.956	\$12.054.495
	\$16.058.543	\$14.773.859	\$14.773.859	\$14.131.517	\$14.131.517	\$16.058.543
Transporte y logística	\$12.054.495	\$11.090.135	\$11.090.135	\$10.607.956	\$10.607.956	\$12.054.495
	\$16.058.543	\$14.773.859	\$14.773.859	\$14.131.517	\$14.131.517	\$16.058.543

Gerente de IT/Sistemas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$7.487.869	\$6.888.839	\$6.888.839	\$6.589.325	\$6.589.325	\$7.487.869
	\$9.955.042	\$9.158.638	\$9.158.638	\$8.760.437	\$8.760.437	\$9.955.042
Banca & Serv Financieros	\$7.487.869	\$6.888.839	\$6.888.839	\$6.589.325	\$6.589.325	\$7.487.869
	\$9.955.042	\$9.158.638	\$9.158.638	\$8.760.437	\$8.760.437	\$9.955.042
Consumo masivo	\$7.164.086	\$6.590.959	\$6.590.959	\$6.304.396	\$6.304.396	\$7.164.086
	\$9.449.389	\$8.693.438	\$8.693.438	\$8.315.462	\$8.315.462	\$9.449.389
Energía y Petróleo	\$8.025.460	\$7.383.423	\$7.383.423	\$7.062.404	\$7.062.404	\$8.025.460
	\$9.955.042	\$9.158.638	\$9.158.638	\$8.760.437	\$8.760.437	\$9.955.042
IT	\$7.487.869	\$6.888.839	\$6.888.839	\$6.589.325	\$6.589.325	\$7.487.869
	\$9.955.042	\$9.158.638	\$9.158.638	\$8.760.437	\$8.760.437	\$9.955.042
Lab & Pharma	\$7.487.869	\$6.888.839	\$6.888.839	\$6.589.325	\$6.589.325	\$7.487.869
	\$9.955.042	\$9.158.638	\$9.158.638	\$8.760.437	\$8.760.437	\$9.955.042
Manufactura	\$7.164.086	\$6.590.959	\$6.590.959	\$6.304.396	\$6.304.396	\$7.164.086
	\$8.722.513	\$8.024.712	\$8.024.712	\$7.675.811	\$7.675.811	\$8.722.513
Retail & Comercio	\$7.164.086	\$6.590.959	\$6.590.959	\$6.304.396	\$6.304.396	\$7.164.086
	\$8.722.513	\$8.024.712	\$8.024.712	\$7.675.811	\$7.675.811	\$8.722.513
Servicios	\$7.164.086	\$6.590.959	\$6.590.959	\$6.304.396	\$6.304.396	\$7.164.086
	\$8.722.513	\$8.024.712	\$8.024.712	\$7.675.811	\$7.675.811	\$8.722.513
Transporte y logística	\$7.164.086	\$6.590.959	\$6.590.959	\$6.304.396	\$6.304.396	\$7.164.086
	\$8.722.513	\$8.024.712	\$8.024.712	\$7.675.811	\$7.675.811	\$8.722.513



# tecnología.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

SysAdmin	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.315.781	\$3.970.519	\$3.970.519	\$3.797.888	\$3.797.888	\$4.315.781
	\$5.194.922	\$4.779.328	\$4.779.328	\$4.571.531	\$4.571.531	\$5.194.922
Banca & Serv Financieros	\$4.315.781	\$3.970.519	\$3.970.519	\$3.797.888	\$3.797.888	\$4.315.781
	\$5.194.922	\$4.779.328	\$4.779.328	\$4.571.531	\$4.571.531	\$5.194.922
Consumo masivo	\$4.315.781	\$3.970.519	\$3.970.519	\$3.797.888	\$3.797.888	\$4.315.781
	\$5.194.922	\$4.779.328	\$4.779.328	\$4.571.531	\$4.571.531	\$5.194.922
Energía y Petróleo	\$4.531.571	\$4.169.045	\$4.169.045	\$3.987.783	\$3.987.783	\$4.531.571
	\$5.454.668	\$5.018.295	\$5.018.295	\$4.800.108	\$4.800.108	\$5.454.668
IT	\$4.315.781	\$3.970.519	\$3.970.519	\$3.797.888	\$3.797.888	\$4.315.781
	\$5.194.922	\$4.779.328	\$4.779.328	\$4.571.531	\$4.571.531	\$5.194.922
Lab & Pharma	\$4.531.571	\$4.169.045	\$4.169.045	\$3.987.783	\$3.987.783	\$4.531.571
	\$5.454.668	\$5.018.295	\$5.018.295	\$4.800.108	\$4.800.108	\$5.454.668
Manufactura	\$3.387.350	\$3.116.362	\$3.116.362	\$2.980.868	\$2.980.868	\$3.387.350
	\$4.892.838	\$4.501.411	\$4.501.411	\$4.305.697	\$4.305.697	\$4.892.838
Retail & Comercio	\$3.387.350	\$3.116.362	\$3.116.362	\$2.980.868	\$2.980.868	\$3.387.350
	\$4.892.838	\$4.501.411	\$4.501.411	\$4.305.697	\$4.305.697	\$4.892.838
Servicios	\$3.387.350	\$3.116.362	\$3.116.362	\$2.980.868	\$2.980.868	\$3.387.350
	\$4.892.838	\$4.501.411	\$4.501.411	\$4.305.697	\$4.305.697	\$4.892.838
Transporte y logística	\$3.387.350	\$3.116.362	\$3.116.362	\$2.980.868	\$2.980.868	\$3.387.350
	\$4.892.838	\$4.501.411	\$4.501.411	\$4.305.697	\$4.305.697	\$4.892.838

Scrum Master	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.079.404	\$3.753.052	\$3.753.052	\$3.589.875	\$3.589.875	\$4.079.404
	\$4.867.243	\$4.477.863	\$4.477.863	\$4.283.173	\$4.283.173	\$4.867.243
Banca & Serv Financieros	\$4.290.824	\$3.947.558	\$3.947.558	\$3.775.925	\$3.775.925	\$4.290.824
	\$4.707.547	\$4.330.944	\$4.330.944	\$4.142.642	\$4.142.642	\$4.707.547
Consumo masivo	\$3.765.604	\$3.464.355	\$3.464.355	\$3.313.731	\$3.313.731	\$3.765.604
	\$4.519.582	\$4.158.015	\$4.158.015	\$3.977.232	\$3.977.232	\$4.519.582
Energía y Petróleo	\$3.953.884	\$3.637.573	\$3.637.573	\$3.479.418	\$3.479.418	\$3.953.884
	\$4.745.561	\$4.365.916	\$4.365.916	\$4.176.094	\$4.176.094	\$4.745.561
IT	\$3.953.884	\$3.637.573	\$3.637.573	\$3.479.418	\$3.479.418	\$3.953.884
	\$4.745.561	\$4.365.916	\$4.365.916	\$4.176.094	\$4.176.094	\$4.745.561
Lab & Pharma	\$4.290.824	\$3.947.558	\$3.947.558	\$3.775.925	\$3.775.925	\$4.290.824
	\$4.707.547	\$4.330.944	\$4.330.944	\$4.142.642	\$4.142.642	\$4.707.547
Manufactura	\$3.765.604	\$3.464.355	\$3.464.355	\$3.313.731	\$3.313.731	\$3.765.604
	\$4.519.582	\$4.158.015	\$4.158.015	\$3.977.232	\$3.977.232	\$4.519.582
Retail & Comercio	\$3.765.604	\$3.464.355	\$3.464.355	\$3.313.731	\$3.313.731	\$3.765.604
	\$4.519.582	\$4.158.015	\$4.158.015	\$3.977.232	\$3.977.232	\$4.519.582
Servicios	\$3.765.604	\$3.464.355	\$3.464.355	\$3.313.731	\$3.313.731	\$3.765.604
	\$4.519.582	\$4.158.015	\$4.158.015	\$3.977.232	\$3.977.232	\$4.519.582
Transporte y logística	\$3.765.604	\$3.464.355	\$3.464.355	\$3.313.731	\$3.313.731	\$3.765.604
	\$4.519.582	\$4.158.015	\$4.158.015	\$3.977.232	\$3.977.232	\$4.519.582





# tecnología.

## según zona geográfica e industria.

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Responsable de Seguridad Informática	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.610.516	\$5.161.674	\$5.161.674	\$4.937.254	\$4.937.254	\$5.610.516
	\$6.753.398	\$6.213.127	\$6.213.127	\$5.942.991	\$5.942.991	\$6.753.398
Banca & Serv Financieros	\$5.610.516	\$5.161.674	\$5.161.674	\$4.937.254	\$4.937.254	\$5.610.516
	\$6.753.398	\$6.213.127	\$6.213.127	\$5.942.991	\$5.942.991	\$6.753.398
Consumo masivo	\$4.572.922	\$4.207.088	\$4.207.088	\$4.024.171	\$4.024.171	\$4.572.922
	\$6.139.529	\$5.648.367	\$5.648.367	\$5.402.785	\$5.402.785	\$6.139.529
Energía y Petróleo	\$5.610.516	\$5.161.674	\$5.161.674	\$4.937.254	\$4.937.254	\$5.610.516
	\$6.753.398	\$6.213.127	\$6.213.127	\$5.942.991	\$5.942.991	\$6.753.398
IT	\$5.386.095	\$4.955.207	\$4.955.207	\$4.739.764	\$4.739.764	\$5.386.095
	\$6.483.263	\$5.964.602	\$5.964.602	\$5.705.271	\$5.705.271	\$6.483.263
Lab & Pharma	\$5.610.516	\$5.161.674	\$5.161.674	\$4.937.254	\$4.937.254	\$5.610.516
	\$6.753.398	\$6.213.127	\$6.213.127	\$5.942.991	\$5.942.991	\$6.753.398
Manufactura	\$4.572.922	\$4.207.088	\$4.207.088	\$4.024.171	\$4.024.171	\$4.572.922
	\$6.139.529	\$5.648.367	\$5.648.367	\$5.402.785	\$5.402.785	\$6.139.529
Retail & Comercio	\$4.572.922	\$4.207.088	\$4.207.088	\$4.024.171	\$4.024.171	\$4.572.922
	\$6.139.529	\$5.648.367	\$5.648.367	\$5.402.785	\$5.402.785	\$6.139.529
Servicios	\$4.572.922	\$4.207.088	\$4.207.088	\$4.024.171	\$4.024.171	\$4.572.922
	\$6.139.529	\$5.648.367	\$5.648.367	\$5.402.785	\$5.402.785	\$6.139.529
Transporte y logística	\$4.572.922	\$4.207.088	\$4.207.088	\$4.024.171	\$4.024.171	\$4.572.922
	\$6.139.529	\$5.648.367	\$5.648.367	\$5.402.785	\$5.402.785	\$6.139.529

Project Leader	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.782.785	\$4.400.162	\$4.400.162	\$4.208.851	\$4.208.851	\$4.782.785
Banca & Serv Financieros	\$3.781.974	\$3.479.416	\$3.479.416	\$3.328.137	\$3.328.137	\$3.781.974
	\$4.828.772	\$4.442.470	\$4.442.470	\$4.249.320	\$4.249.320	\$4.828.772
Consumo masivo	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.584.681	\$4.217.907	\$4.217.907	\$4.034.520	\$4.034.520	\$4.584.681
Energía y Petróleo	\$4.205.297	\$3.868.873	\$3.868.873	\$3.700.662	\$3.700.662	\$4.205.297
	\$4.828.772	\$4.442.470	\$4.442.470	\$4.249.320	\$4.249.320	\$4.828.772
IT	\$4.005.045	\$3.684.641	\$3.684.641	\$3.524.440	\$3.524.440	\$4.005.045
	\$4.598.831	\$4.230.925	\$4.230.925	\$4.046.971	\$4.046.971	\$4.598.831
Lab & Pharma	\$3.781.974	\$3.479.416	\$3.479.416	\$3.328.137	\$3.328.137	\$3.781.974
	\$4.828.772	\$4.442.470	\$4.442.470	\$4.249.320	\$4.249.320	\$4.828.772
Manufactura	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.584.681	\$4.217.907	\$4.217.907	\$4.034.520	\$4.034.520	\$4.584.681
Retail & Comercio	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.584.681	\$4.217.907	\$4.217.907	\$4.034.520	\$4.034.520	\$4.584.681
Servicios	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.584.681	\$4.217.907	\$4.217.907	\$4.034.520	\$4.034.520	\$4.584.681
Transporte y logística	\$3.844.843	\$3.537.256	\$3.537.256	\$3.383.462	\$3.383.462	\$3.844.843
	\$4.584.681	\$4.217.907	\$4.217.907	\$4.034.520	\$4.034.520	\$4.584.681



# tecnología.

## según zona geográfica e industria.

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Analista BI	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.462.623	\$3.185.613	\$3.185.613	\$3.047.108	\$3.047.108	\$3.462.623
Banca & Serv Financieros	\$3.050.135	\$2.806.124	\$2.806.124	\$2.684.118	\$2.684.118	\$3.050.135
	\$3.462.623	\$3.185.613	\$3.185.613	\$3.047.108	\$3.047.108	\$3.462.623
Consumo masivo	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.751.175	\$3.451.081	\$3.451.081	\$3.301.034	\$3.301.034	\$3.751.175
Energía y Petróleo	\$3.050.135	\$2.806.124	\$2.806.124	\$2.684.118	\$2.684.118	\$3.050.135
	\$3.462.623	\$3.185.613	\$3.185.613	\$3.047.108	\$3.047.108	\$3.462.623
IT	\$3.660.161	\$3.367.349	\$3.367.349	\$3.220.942	\$3.220.942	\$3.660.161
	\$4.039.727	\$3.716.549	\$3.716.549	\$3.554.959	\$3.554.959	\$4.039.727
Lab & Pharma	\$3.660.161	\$3.367.349	\$3.367.349	\$3.220.942	\$3.220.942	\$3.660.161
	\$4.039.727	\$3.716.549	\$3.716.549	\$3.554.959	\$3.554.959	\$4.039.727
Manufactura	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.751.175	\$3.451.081	\$3.451.081	\$3.301.034	\$3.301.034	\$3.751.175
Retail & Comercio	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.751.175	\$3.451.081	\$3.451.081	\$3.301.034	\$3.301.034	\$3.751.175
Servicios	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.751.175	\$3.451.081	\$3.451.081	\$3.301.034	\$3.301.034	\$3.751.175
Transporte y logística	\$2.804.725	\$2.580.347	\$2.580.347	\$2.468.158	\$2.468.158	\$2.804.725
	\$3.751.175	\$3.451.081	\$3.451.081	\$3.301.034	\$3.301.034	\$3.751.175

Consultor SAP	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$5.169.347	\$4.755.799	\$4.755.799	\$4.549.025	\$4.549.025	\$5.169.347
Banca & Serv Financieros	\$4.544.690	\$4.181.114	\$4.181.114	\$3.999.327	\$3.999.327	\$4.544.690
	\$7.033.452	\$6.470.776	\$6.470.776	\$6.189.438	\$6.189.438	\$7.033.452
Consumo masivo	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$4.800.108	\$4.416.099	\$4.416.099	\$4.224.095	\$4.224.095	\$4.800.108
Energía y Petróleo	\$4.544.693	\$4.181.117	\$4.181.117	\$3.999.329	\$3.999.329	\$4.544.693
	\$5.269.210	\$4.847.673	\$4.847.673	\$4.636.905	\$4.636.905	\$5.269.210
IT	\$4.544.690	\$4.181.114	\$4.181.114	\$3.999.327	\$3.999.327	\$4.544.690
	\$5.269.210	\$4.847.673	\$4.847.673	\$4.636.905	\$4.636.905	\$5.269.210
Lab & Pharma	\$4.544.690	\$4.181.114	\$4.181.114	\$3.999.327	\$3.999.327	\$4.544.690
	\$5.269.210	\$4.847.673	\$4.847.673	\$4.636.905	\$4.636.905	\$5.269.210
Manufactura	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$4.800.108	\$4.416.099	\$4.416.099	\$4.224.095	\$4.224.095	\$4.800.108
Retail & Comercio	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$4.800.108	\$4.416.099	\$4.416.099	\$4.224.095	\$4.224.095	\$4.800.108
Servicios	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$4.800.108	\$4.416.099	\$4.416.099	\$4.224.095	\$4.224.095	\$4.800.108
Transporte y logística	\$4.140.092	\$3.808.885	\$3.808.885	\$3.643.281	\$3.643.281	\$4.140.092
	\$4.800.108	\$4.416.099	\$4.416.099	\$4.224.095	\$4.224.095	\$4.800.108



# tecnología.

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Arquitecto de Software	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$6.608.324	\$6.079.658	\$6.079.658	\$5.815.325	\$5.815.325	\$6.608.324
	\$7.541.444	\$6.938.128	\$6.938.128	\$6.636.471	\$6.636.471	\$7.541.444
Banca & Serv Financieros	\$6.608.324	\$6.079.658	\$6.079.658	\$5.815.325	\$5.815.325	\$6.608.324
	\$7.541.444	\$6.938.128	\$6.938.128	\$6.636.471	\$6.636.471	\$7.541.444
Consumo masivo	\$5.304.588	\$4.880.221	\$4.880.221	\$4.668.038	\$4.668.038	\$5.304.588
	\$5.677.874	\$5.223.644	\$5.223.644	\$4.996.529	\$4.996.529	\$5.677.874
Energía y Petróleo	\$6.938.741	\$6.383.641	\$6.383.641	\$6.106.092	\$6.106.092	\$6.938.741
	\$7.541.444	\$6.938.128	\$6.938.128	\$6.636.471	\$6.636.471	\$7.541.444
IT	\$6.608.324	\$6.079.658	\$6.079.658	\$5.815.325	\$5.815.325	\$6.608.324
	\$7.541.444	\$6.938.128	\$6.938.128	\$6.636.471	\$6.636.471	\$7.541.444
Lab & Pharma	\$6.608.324	\$6.079.658	\$6.079.658	\$5.815.325	\$5.815.325	\$6.608.324
	\$7.541.444	\$6.938.128	\$6.938.128	\$6.636.471	\$6.636.471	\$7.541.444
Manufactura	\$5.304.588	\$4.880.221	\$4.880.221	\$4.668.038	\$4.668.038	\$5.304.588
	\$5.677.874	\$5.223.644	\$5.223.644	\$4.996.529	\$4.996.529	\$5.677.874
Retail & Comercio	\$5.304.588	\$4.880.221	\$4.880.221	\$4.668.038	\$4.668.038	\$5.304.588
	\$5.677.874	\$5.223.644	\$5.223.644	\$4.996.529	\$4.996.529	\$5.677.874
Servicios	\$5.304.588	\$4.880.221	\$4.880.221	\$4.668.038	\$4.668.038	\$5.304.588
	\$5.677.874	\$5.223.644	\$5.223.644	\$4.996.529	\$4.996.529	\$5.677.874
Transporte y logística	\$5.304.588	\$4.880.221	\$4.880.221	\$4.668.038	\$4.668.038	\$5.304.588
	\$5.677.874	\$5.223.644	\$5.223.644	\$4.996.529	\$4.996.529	\$5.677.874

Desarrollador Back-end	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$4.102.351	\$3.774.163	\$3.774.163	\$3.610.069	\$3.610.069	\$4.102.351
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Banca & Serv Financieros	\$4.108.624	\$3.779.934	\$3.779.934	\$3.615.589	\$3.615.589	\$4.108.624
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Consumo masivo	\$4.020.582	\$3.698.935	\$3.698.935	\$3.538.112	\$3.538.112	\$4.020.582
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Energía y Petróleo	\$4.314.055	\$3.968.931	\$3.968.931	\$3.796.368	\$3.796.368	\$4.314.055
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
IT	\$4.108.624	\$3.779.934	\$3.779.934	\$3.615.589	\$3.615.589	\$4.108.624
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Lab & Pharma	\$4.108.624	\$3.779.934	\$3.779.934	\$3.615.589	\$3.615.589	\$4.108.624
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Manufactura	\$3.786.785	\$3.483.843	\$3.483.843	\$3.332.371	\$3.332.371	\$3.786.785
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Retail & Comercio	\$3.786.785	\$3.483.843	\$3.483.843	\$3.332.371	\$3.332.371	\$3.786.785
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Servicios	\$3.786.785	\$3.483.843	\$3.483.843	\$3.332.371	\$3.332.371	\$3.786.785
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052
Transporte y logística	\$3.786.785	\$3.483.843	\$3.483.843	\$3.332.371	\$3.332.371	\$3.786.785
	\$4.843.052	\$4.455.608	\$4.455.608	\$4.261.886	\$4.261.886	\$4.843.052



# tecnología.

## según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista funcional	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.215.928	\$2.958.654	\$2.958.654	\$2.830.017	\$2.830.017	\$3.215.928
	\$4.100.307	\$3.772.283	\$3.772.283	\$3.608.270	\$3.608.270	\$4.100.307
Banca & Serv Financieros	\$3.356.744	\$3.088.204	\$3.088.204	\$2.953.934	\$2.953.934	\$3.356.744
	\$4.636.503	\$4.265.583	\$4.265.583	\$4.080.122	\$4.080.122	\$4.636.503
Consumo masivo	\$2.968.549	\$2.731.065	\$2.731.065	\$2.612.323	\$2.612.323	\$2.968.549
	\$4.100.307	\$3.772.283	\$3.772.283	\$3.608.270	\$3.608.270	\$4.100.307
Energía y Petróleo	\$3.236.859	\$2.977.911	\$2.977.911	\$2.848.436	\$2.848.436	\$3.236.859
	\$4.470.913	\$4.113.240	\$4.113.240	\$3.934.403	\$3.934.403	\$4.470.913
IT	\$3.236.864	\$2.977.915	\$2.977.915	\$2.848.441	\$2.848.441	\$3.236.864
	\$4.258.012	\$3.917.371	\$3.917.371	\$3.747.050	\$3.747.050	\$4.258.012
Lab & Pharma	\$3.236.859	\$2.977.911	\$2.977.911	\$2.848.436	\$2.848.436	\$3.236.859
	\$4.470.913	\$4.113.240	\$4.113.240	\$3.934.403	\$3.934.403	\$4.470.913
Manufactura	\$2.968.555	\$2.731.070	\$2.731.070	\$2.612.328	\$2.612.328	\$2.968.555
	\$4.100.308	\$3.772.283	\$3.772.283	\$3.608.271	\$3.608.271	\$4.100.308
Retail & Comercio	\$2.968.545	\$2.731.061	\$2.731.061	\$2.612.319	\$2.612.319	\$2.968.545
	\$4.100.300	\$3.772.276	\$3.772.276	\$3.608.264	\$3.608.264	\$4.100.300
Servicios	\$2.968.545	\$2.731.061	\$2.731.061	\$2.612.319	\$2.612.319	\$2.968.545
	\$4.100.300	\$3.772.276	\$3.772.276	\$3.608.264	\$3.608.264	\$4.100.300
Transporte y logística	\$2.968.545	\$2.731.061	\$2.731.061	\$2.612.319	\$2.612.319	\$2.968.545
	\$4.100.300	\$3.772.276	\$3.772.276	\$3.608.264	\$3.608.264	\$4.100.300

Quality Assurance (QA)	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.808.063	\$2.583.418	\$2.583.418	\$2.471.096	\$2.471.096	\$2.808.063
	\$3.528.488	\$3.246.209	\$3.246.209	\$3.105.070	\$3.105.070	\$3.528.488
Banca & Serv Financieros	\$2.808.063	\$2.583.418	\$2.583.418	\$2.471.096	\$2.471.096	\$2.808.063
	\$3.528.488	\$3.246.209	\$3.246.209	\$3.105.070	\$3.105.070	\$3.528.488
Consumo masivo	\$2.674.346	\$2.460.398	\$2.460.398	\$2.353.424	\$2.353.424	\$2.674.346
	\$3.360.465	\$3.091.628	\$3.091.628	\$2.957.209	\$2.957.209	\$3.360.465
Energía y Petróleo	\$2.808.063	\$2.583.418	\$2.583.418	\$2.471.096	\$2.471.096	\$2.808.063
	\$3.528.488	\$3.246.209	\$3.246.209	\$3.105.070	\$3.105.070	\$3.528.488
IT	\$2.808.063	\$2.583.418	\$2.583.418	\$2.471.096	\$2.471.096	\$2.808.063
	\$3.528.488	\$3.246.209	\$3.246.209	\$3.105.070	\$3.105.070	\$3.528.488
Lab & Pharma	\$2.808.063	\$2.583.418	\$2.583.418	\$2.471.096	\$2.471.096	\$2.808.063
	\$3.528.488	\$3.246.209	\$3.246.209	\$3.105.070	\$3.105.070	\$3.528.488
Manufactura	\$2.674.346	\$2.460.398	\$2.460.398	\$2.353.424	\$2.353.424	\$2.674.346
	\$3.360.465	\$3.091.628	\$3.091.628	\$2.957.209	\$2.957.209	\$3.360.465
Retail & Comercio	\$2.674.346	\$2.460.398	\$2.460.398	\$2.353.424	\$2.353.424	\$2.674.346
	\$3.360.465	\$3.091.628	\$3.091.628	\$2.957.209	\$2.957.209	\$3.360.465
Servicios	\$2.674.346	\$2.460.398	\$2.460.398	\$2.353.424	\$2.353.424	\$2.674.346
	\$3.360.465	\$3.091.628	\$3.091.628	\$2.957.209	\$2.957.209	\$3.360.465
Transporte y logística	\$2.674.346	\$2.460.398	\$2.460.398	\$2.353.424	\$2.353.424	\$2.674.346
	\$3.360.465	\$3.091.628	\$3.091.628	\$2.957.209	\$2.957.209	\$3.360.465



# tecnología.

## según zona geográfica e industria.

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Administrador de Redes.	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716
Banca & Serv Financieros	\$2.743.751	\$2.524.251	\$2.524.251	\$2.414.501	\$2.414.501	\$2.743.751
	\$3.853.109	\$3.544.860	\$3.544.860	\$3.390.736	\$3.390.736	\$3.853.109
Consumo masivo	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716
Energía y Petróleo	\$2.743.751	\$2.524.251	\$2.524.251	\$2.414.501	\$2.414.501	\$2.743.751
	\$3.853.109	\$3.544.860	\$3.544.860	\$3.390.736	\$3.390.736	\$3.853.109
IT	\$2.743.751	\$2.524.251	\$2.524.251	\$2.414.501	\$2.414.501	\$2.743.751
	\$3.853.109	\$3.544.860	\$3.544.860	\$3.390.736	\$3.390.736	\$3.853.109
Lab & Pharma	\$2.743.751	\$2.524.251	\$2.524.251	\$2.414.501	\$2.414.501	\$2.743.751
	\$3.853.109	\$3.544.860	\$3.544.860	\$3.390.736	\$3.390.736	\$3.853.109
Manufactura	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716
Retail & Comercio	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716
Servicios	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716
Transporte y logística	\$2.516.318	\$2.315.012	\$2.315.012	\$2.214.360	\$2.214.360	\$2.516.318
	\$3.533.716	\$3.251.019	\$3.251.019	\$3.109.670	\$3.109.670	\$3.533.716

DevOps	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$5.730.266	\$5.271.845	\$5.271.845	\$5.042.634	\$5.042.634	\$5.730.266
	\$6.489.656	\$5.970.484	\$5.970.484	\$5.710.898	\$5.710.898	\$6.489.656
Banca & Serv Financieros	\$5.006.306	\$4.605.802	\$4.605.802	\$4.405.550	\$4.405.550	\$5.006.306
	\$8.219.968	\$7.562.371	\$7.562.371	\$7.233.572	\$7.233.572	\$8.219.968
Consumo masivo	\$5.236.481	\$4.817.563	\$4.817.563	\$4.608.104	\$4.608.104	\$5.236.481
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313
Energía y Petróleo	\$5.256.622	\$4.836.093	\$4.836.093	\$4.625.828	\$4.625.828	\$5.256.622
	\$6.327.415	\$5.821.222	\$5.821.222	\$5.568.125	\$5.568.125	\$6.327.415
IT	\$5.236.481	\$4.817.563	\$4.817.563	\$4.608.104	\$4.608.104	\$5.236.481
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313
Lab & Pharma	\$5.006.306	\$4.605.802	\$4.605.802	\$4.405.550	\$4.405.550	\$5.006.306
	\$7.640.355	\$7.029.126	\$7.029.126	\$6.723.512	\$6.723.512	\$7.640.355
Manufactura	\$5.137.480	\$4.726.482	\$4.726.482	\$4.520.983	\$4.520.983	\$5.137.480
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313
Retail & Comercio	\$5.137.480	\$4.726.482	\$4.726.482	\$4.520.983	\$4.520.983	\$5.137.480
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313
Servicios	\$5.137.480	\$4.726.482	\$4.726.482	\$4.520.983	\$4.520.983	\$5.137.480
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313
Transporte y logística	\$5.137.480	\$4.726.482	\$4.726.482	\$4.520.983	\$4.520.983	\$5.137.480
	\$5.818.313	\$5.352.848	\$5.352.848	\$5.120.115	\$5.120.115	\$5.818.313



# tecnología.

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DBA Database administrator	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.424.986	\$3.150.987	\$3.150.987	\$3.013.988	\$3.013.988	\$3.424.986
	\$4.240.459	\$3.901.222	\$3.901.222	\$3.731.604	\$3.731.604	\$4.240.459
Banca & Serv Financieros	\$3.728.835	\$3.430.528	\$3.430.528	\$3.281.375	\$3.281.375	\$3.728.835
	\$5.329.990	\$4.903.591	\$4.903.591	\$4.690.391	\$4.690.391	\$5.329.990
Consumo masivo	\$3.590.730	\$3.303.472	\$3.303.472	\$3.159.842	\$3.159.842	\$3.590.730
	\$5.132.583	\$4.721.976	\$4.721.976	\$4.516.673	\$4.516.673	\$5.132.583
Energía y Petróleo	\$3.915.277	\$3.602.055	\$3.602.055	\$3.445.444	\$3.445.444	\$3.915.277
	\$5.596.490	\$5.148.771	\$5.148.771	\$4.924.911	\$4.924.911	\$5.596.490
IT	\$3.728.835	\$3.430.528	\$3.430.528	\$3.281.375	\$3.281.375	\$3.728.835
	\$5.329.990	\$4.903.591	\$4.903.591	\$4.690.391	\$4.690.391	\$5.329.990
Lab & Pharma	\$3.728.835	\$3.430.528	\$3.430.528	\$3.281.375	\$3.281.375	\$3.728.835
	\$5.329.990	\$4.903.591	\$4.903.591	\$4.690.391	\$4.690.391	\$5.329.990
Manufactura	\$3.590.730	\$3.303.472	\$3.303.472	\$3.159.842	\$3.159.842	\$3.590.730
	\$5.132.583	\$4.721.976	\$4.721.976	\$4.516.673	\$4.516.673	\$5.132.583
Retail & Comercio	\$3.180.344	\$2.925.917	\$2.925.917	\$2.798.703	\$2.798.703	\$3.180.344
	\$4.240.459	\$3.901.222	\$3.901.222	\$3.731.604	\$3.731.604	\$4.240.459
Servicios	\$3.180.344	\$2.925.917	\$2.925.917	\$2.798.703	\$2.798.703	\$3.180.344
	\$4.240.459	\$3.901.222	\$3.901.222	\$3.731.604	\$3.731.604	\$4.240.459
Transporte y logística	\$3.180.344	\$2.925.917	\$2.925.917	\$2.798.703	\$2.798.703	\$3.180.344
	\$4.240.459	\$3.901.222	\$3.901.222	\$3.731.604	\$3.731.604	\$4.240.459

Desarrollador Mobile	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.799.166	\$3.495.233	\$3.495.233	\$3.343.266	\$3.343.266	\$3.799.166
	\$5.909.815	\$5.437.029	\$5.437.029	\$5.200.637	\$5.200.637	\$5.909.815
Banca & Serv Financieros	\$4.195.785	\$3.860.123	\$3.860.123	\$3.692.291	\$3.692.291	\$4.195.785
	\$5.236.162	\$4.817.269	\$4.817.269	\$4.607.822	\$4.607.822	\$5.236.162
Consumo masivo	\$4.051.103	\$3.727.015	\$3.727.015	\$3.564.971	\$3.564.971	\$4.051.103
	\$5.055.604	\$4.651.156	\$4.651.156	\$4.448.932	\$4.448.932	\$5.055.604
Energía y Petróleo	\$4.405.575	\$4.053.129	\$4.053.129	\$3.876.906	\$3.876.906	\$4.405.575
	\$5.497.970	\$5.058.132	\$5.058.132	\$4.838.213	\$4.838.213	\$5.497.970
IT	\$4.195.785	\$3.860.123	\$3.860.123	\$3.692.291	\$3.692.291	\$4.195.785
	\$5.236.162	\$4.817.269	\$4.817.269	\$4.607.822	\$4.607.822	\$5.236.162
Lab & Pharma	\$4.195.785	\$3.860.123	\$3.860.123	\$3.692.291	\$3.692.291	\$4.195.785
	\$5.236.162	\$4.817.269	\$4.817.269	\$4.607.822	\$4.607.822	\$5.236.162
Manufactura	\$4.051.103	\$3.727.015	\$3.727.015	\$3.564.971	\$3.564.971	\$4.051.103
	\$5.055.604	\$4.651.156	\$4.651.156	\$4.448.932	\$4.448.932	\$5.055.604
Retail & Comercio	\$3.506.923	\$3.226.370	\$3.226.370	\$3.086.093	\$3.086.093	\$3.506.923
	\$5.909.815	\$5.437.029	\$5.437.029	\$5.200.637	\$5.200.637	\$5.909.815
Servicios	\$3.506.923	\$3.226.370	\$3.226.370	\$3.086.093	\$3.086.093	\$3.506.923
	\$5.909.815	\$5.437.029	\$5.437.029	\$5.200.637	\$5.200.637	\$5.909.815
Transporte y logística	\$3.506.923	\$3.226.370	\$3.226.370	\$3.086.093	\$3.086.093	\$3.506.923
	\$5.909.815	\$5.437.029	\$5.437.029	\$5.200.637	\$5.200.637	\$5.909.815



reporte salarial diciembre 2024.

# profesionales del área de marketing & comunicaciones.



  
randstad

partner for talent.

# marketing y comunicaciones. según zona geográfica e industria.

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Director de marketing	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$8.272.165	\$7.279.505	\$7.114.062	\$6.824.536	\$7.031.340	\$10.340.206
	\$12.189.480	\$10.726.742	\$10.482.952	\$10.056.321	\$10.361.058	\$15.236.849
Banca & Serv Financieros	\$8.654.753	\$7.616.182	\$7.443.087	\$7.140.171	\$7.356.540	\$10.818.441
	\$12.517.204	\$11.015.140	\$10.764.796	\$10.326.693	\$10.639.624	\$15.646.505
Consumo masivo	\$7.693.113	\$6.769.940	\$6.616.078	\$6.346.819	\$6.539.146	\$9.616.392
	\$11.085.768	\$9.755.476	\$9.533.761	\$9.145.759	\$9.422.903	\$13.857.210
Energía y Petróleo	\$8.654.756	\$7.616.185	\$7.443.090	\$7.140.174	\$7.356.543	\$10.818.445
	\$12.517.208	\$11.015.143	\$10.764.798	\$10.326.696	\$10.639.626	\$15.646.509
IT	\$8.654.756	\$7.616.185	\$7.443.090	\$7.140.174	\$7.356.543	\$10.818.445
	\$12.517.208	\$11.015.143	\$10.764.798	\$10.326.696	\$10.639.626	\$15.646.509
Lab & Pharma	\$8.654.756	\$7.616.185	\$7.443.090	\$7.140.174	\$7.356.543	\$10.818.445
	\$12.517.208	\$11.015.143	\$10.764.798	\$10.326.696	\$10.639.626	\$15.646.509
Manufactura	\$8.272.165	\$7.279.505	\$7.114.062	\$6.824.536	\$7.031.340	\$10.340.206
	\$12.189.480	\$10.726.742	\$10.482.952	\$10.056.321	\$10.361.058	\$15.236.849
Retail & Comercio	\$7.693.113	\$6.769.940	\$6.616.078	\$6.346.819	\$6.539.146	\$9.616.392
	\$11.085.767	\$9.755.475	\$9.533.760	\$9.145.758	\$9.422.902	\$13.857.209
Servicios	\$7.693.113	\$6.769.940	\$6.616.078	\$6.346.819	\$6.539.146	\$9.616.392
	\$11.085.767	\$9.755.475	\$9.533.760	\$9.145.758	\$9.422.902	\$13.857.209
Transporte y logística	\$7.693.113	\$6.769.940	\$6.616.078	\$6.346.819	\$6.539.146	\$9.616.392
	\$11.085.767	\$9.755.475	\$9.533.760	\$9.145.758	\$9.422.902	\$13.857.209

Gerente de Marketing	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.612.705	\$3.179.180	\$3.106.926	\$2.980.481	\$3.070.799	\$4.515.881
	\$6.664.383	\$5.864.657	\$5.731.370	\$5.498.116	\$5.664.726	\$8.330.479
Banca & Serv Financieros	\$3.421.286	\$3.010.731	\$2.942.306	\$2.822.561	\$2.908.093	\$4.276.607
	\$4.757.313	\$4.186.436	\$4.091.289	\$3.924.783	\$4.043.716	\$5.946.642
Consumo masivo	\$3.641.708	\$3.204.703	\$3.131.869	\$3.004.409	\$3.095.452	\$4.552.135
	\$4.757.313	\$4.186.436	\$4.091.289	\$3.924.783	\$4.043.716	\$5.946.642
Energía y Petróleo	\$3.612.469	\$3.178.973	\$3.106.723	\$2.980.287	\$3.070.598	\$4.515.586
	\$5.298.288	\$4.662.493	\$4.556.527	\$4.371.087	\$4.503.544	\$6.622.859
IT	\$3.258.367	\$2.867.363	\$2.802.196	\$2.688.153	\$2.769.612	\$4.072.959
	\$6.664.383	\$5.864.657	\$5.731.370	\$5.498.116	\$5.664.726	\$8.330.479
Lab & Pharma	\$3.258.367	\$2.867.363	\$2.802.196	\$2.688.153	\$2.769.612	\$4.072.959
	\$5.478.911	\$4.821.442	\$4.711.863	\$4.520.102	\$4.657.074	\$6.848.639
Manufactura	\$3.450.040	\$3.036.035	\$2.967.034	\$2.846.283	\$2.932.534	\$4.312.550
	\$5.189.800	\$4.567.024	\$4.463.228	\$4.281.585	\$4.411.330	\$6.487.250
Retail & Comercio	\$3.440.000	\$3.027.200	\$2.958.400	\$2.838.000	\$2.924.000	\$4.300.000
	\$4.994.749	\$4.395.379	\$4.295.484	\$4.120.668	\$4.245.536	\$6.243.436
Servicios	\$3.441.184	\$3.028.242	\$2.959.418	\$2.838.977	\$2.925.006	\$4.301.480
	\$4.624.988	\$4.069.990	\$3.977.490	\$3.815.615	\$3.931.240	\$5.781.235
Transporte y logística	\$3.442.000	\$3.028.960	\$2.960.120	\$2.839.650	\$2.925.700	\$4.302.500
	\$4.304.859	\$3.788.276	\$3.702.178	\$3.551.508	\$3.659.130	\$5.381.073





# marketing y comunicaciones. según zona geográfica e industria.

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Gerente de Comunicaciones	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.260.000	\$2.868.800	\$2.803.600	\$2.689.500	\$2.771.000	\$4.075.000
	\$5.154.264	\$4.535.753	\$4.432.667	\$4.252.268	\$4.381.125	\$6.442.830
Banca & Serv Financieros	\$3.255.038	\$2.864.433	\$2.799.332	\$2.685.406	\$2.766.782	\$4.068.797
	\$5.154.264	\$4.535.753	\$4.432.667	\$4.252.268	\$4.381.125	\$6.442.830
Consumo masivo	\$3.435.653	\$3.023.375	\$2.954.661	\$2.834.414	\$2.920.305	\$4.294.566
	\$5.154.263	\$4.535.752	\$4.432.666	\$4.252.267	\$4.381.124	\$6.442.829
Energía y Petróleo	\$3.612.469	\$3.178.973	\$3.106.723	\$2.980.287	\$3.070.598	\$4.515.586
	\$5.779.950	\$5.086.356	\$4.970.757	\$4.768.459	\$4.912.958	\$7.224.938
IT	\$3.255.043	\$2.864.438	\$2.799.337	\$2.685.411	\$2.766.787	\$4.068.804
	\$5.154.263	\$4.535.752	\$4.432.666	\$4.252.267	\$4.381.124	\$6.442.829
Lab & Pharma	\$3.255.000	\$2.864.400	\$2.799.300	\$2.685.375	\$2.766.750	\$4.068.750
	\$4.304.859	\$3.788.276	\$3.702.178	\$3.551.508	\$3.659.130	\$5.381.073
Manufactura	\$3.435.653	\$3.023.375	\$2.954.661	\$2.834.414	\$2.920.305	\$4.294.566
	\$5.154.263	\$4.535.752	\$4.432.666	\$4.252.267	\$4.381.124	\$6.442.829
Retail & Comercio	\$3.257.000	\$2.866.160	\$2.801.020	\$2.687.025	\$2.768.450	\$4.071.250
	\$4.082.371	\$3.592.487	\$3.510.839	\$3.367.956	\$3.470.016	\$5.102.964
Servicios	\$3.561.000	\$3.133.680	\$3.062.460	\$2.937.825	\$3.026.850	\$4.451.250
	\$4.123.228	\$3.628.441	\$3.545.976	\$3.401.663	\$3.504.744	\$5.154.036
Transporte y logística	\$3.555.032	\$3.128.428	\$3.057.328	\$2.932.902	\$3.021.777	\$4.443.790
	\$4.279.011	\$3.765.530	\$3.679.950	\$3.530.184	\$3.637.159	\$5.348.764

Jefe de Comunicaciones	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.326.804	\$2.047.588	\$2.001.052	\$1.919.613	\$1.977.784	\$2.908.505
	\$4.194.067	\$3.690.779	\$3.606.897	\$3.460.105	\$3.564.957	\$5.242.583
Banca & Serv Financieros	\$2.503.040	\$2.202.675	\$2.152.614	\$2.065.008	\$2.127.584	\$3.128.799
	\$3.979.762	\$3.502.190	\$3.422.595	\$3.283.303	\$3.382.797	\$4.974.702
Consumo masivo	\$2.504.000	\$2.203.520	\$2.153.440	\$2.065.800	\$2.128.400	\$3.130.000
	\$3.980.000	\$3.502.400	\$3.422.800	\$3.283.500	\$3.383.000	\$4.975.000
Energía y Petróleo	\$2.539.130	\$2.234.434	\$2.183.652	\$2.094.782	\$2.158.261	\$3.173.913
	\$4.334.963	\$3.814.767	\$3.728.068	\$3.576.344	\$3.684.718	\$5.418.703
IT	\$2.452.966	\$2.158.610	\$2.109.551	\$2.023.697	\$2.085.021	\$3.066.207
	\$3.979.760	\$3.502.189	\$3.422.594	\$3.283.302	\$3.382.796	\$4.974.701
Lab & Pharma	\$2.305.599	\$2.028.928	\$1.982.816	\$1.902.120	\$1.959.760	\$2.881.999
	\$3.451.627	\$3.037.432	\$2.968.399	\$2.847.592	\$2.933.883	\$4.314.534
Manufactura	\$2.628.191	\$2.312.808	\$2.260.244	\$2.168.258	\$2.233.962	\$3.285.239
	\$3.979.760	\$3.502.189	\$3.422.594	\$3.283.302	\$3.382.796	\$4.974.701
Retail & Comercio	\$2.252.250	\$1.981.980	\$1.936.935	\$1.858.106	\$1.914.413	\$2.815.313
	\$3.664.639	\$3.224.882	\$3.151.590	\$3.023.327	\$3.114.943	\$4.580.799
Servicios	\$2.252.000	\$1.981.760	\$1.936.720	\$1.857.900	\$1.914.200	\$2.815.000
	\$3.502.000	\$3.081.760	\$3.011.720	\$2.889.150	\$2.976.700	\$4.377.500
Transporte y logística	\$2.253.000	\$1.982.640	\$1.937.580	\$1.858.725	\$1.915.050	\$2.816.250
	\$3.502.345	\$3.082.064	\$3.012.017	\$2.889.435	\$2.976.993	\$4.377.931



# marketing y comunicaciones. según zona geográfica e industria.

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Jefe de Marketing	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.458.336	\$2.163.335	\$2.114.169	\$2.028.127	\$2.089.585	\$3.072.919
	\$3.979.760	\$3.502.189	\$3.422.594	\$3.283.302	\$3.382.796	\$4.974.701
Banca & Serv Financieros	\$2.585.341	\$2.275.100	\$2.223.393	\$2.132.907	\$2.197.540	\$3.231.677
	\$4.193.969	\$3.690.693	\$3.606.813	\$3.460.024	\$3.564.873	\$5.242.461
Consumo masivo	\$2.584.000	\$2.273.920	\$2.222.240	\$2.131.800	\$2.196.400	\$3.230.000
	\$4.194.000	\$3.690.720	\$3.606.840	\$3.460.050	\$3.564.900	\$5.242.500
Energía y Petróleo	\$2.649.144	\$2.331.247	\$2.278.264	\$2.185.544	\$2.251.772	\$3.311.430
	\$4.334.963	\$3.814.767	\$3.728.068	\$3.576.344	\$3.684.718	\$5.418.703
IT	\$2.585.338	\$2.275.097	\$2.223.391	\$2.132.904	\$2.197.537	\$3.231.672
	\$4.194.067	\$3.690.779	\$3.606.897	\$3.460.105	\$3.564.957	\$5.242.583
Lab & Pharma	\$2.463.790	\$2.168.135	\$2.118.859	\$2.032.627	\$2.094.222	\$3.079.738
	\$3.713.363	\$3.267.759	\$3.193.492	\$3.063.524	\$3.156.358	\$4.641.703
Manufactura	\$2.585.338	\$2.275.097	\$2.223.391	\$2.132.904	\$2.197.537	\$3.231.672
	\$4.194.067	\$3.690.779	\$3.606.897	\$3.460.105	\$3.564.957	\$5.242.583
Retail & Comercio	\$2.486.381	\$2.188.015	\$2.138.287	\$2.051.264	\$2.113.423	\$3.107.976
	\$3.683.254	\$3.241.264	\$3.167.599	\$3.038.685	\$3.130.766	\$4.604.068
Servicios	\$2.486.381	\$2.188.015	\$2.138.287	\$2.051.264	\$2.113.423	\$3.107.976
	\$3.684.050	\$3.241.964	\$3.168.283	\$3.039.341	\$3.131.443	\$4.605.063
Transporte y logística	\$2.486.381	\$2.188.015	\$2.138.287	\$2.051.264	\$2.113.423	\$3.107.976
	\$4.024.476	\$3.541.539	\$3.461.049	\$3.320.193	\$3.420.804	\$5.030.595

Analista de Comunicaciones	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.805.560	\$1.588.893	\$1.552.782	\$1.489.587	\$1.534.726	\$2.256.950
	\$2.349.699	\$2.067.735	\$2.020.741	\$1.938.502	\$1.997.244	\$2.937.124
Banca & Serv Financieros	\$1.858.883	\$1.635.817	\$1.598.639	\$1.533.578	\$1.580.051	\$2.323.604
	\$2.555.520	\$2.248.858	\$2.197.747	\$2.108.304	\$2.172.192	\$3.194.400
Consumo masivo	\$1.874.980	\$1.649.982	\$1.612.483	\$1.546.859	\$1.593.733	\$2.343.725
	\$2.498.045	\$2.198.280	\$2.148.319	\$2.060.887	\$2.123.338	\$3.122.556
Energía y Petróleo	\$1.940.000	\$1.707.200	\$1.668.400	\$1.600.500	\$1.649.000	\$2.425.000
	\$2.384.184	\$2.098.082	\$2.050.398	\$1.966.952	\$2.026.556	\$2.980.230
IT	\$1.977.070	\$1.739.822	\$1.700.280	\$1.631.083	\$1.680.510	\$2.471.338
	\$2.760.857	\$2.429.554	\$2.374.337	\$2.277.707	\$2.346.728	\$3.451.071
Lab & Pharma	\$1.740.900	\$1.531.992	\$1.497.174	\$1.436.243	\$1.479.765	\$2.176.125
	\$2.539.790	\$2.235.015	\$2.184.219	\$2.095.327	\$2.158.822	\$3.174.738
Manufactura	\$1.740.000	\$1.531.200	\$1.496.400	\$1.435.500	\$1.479.000	\$2.175.000
	\$2.341.108	\$2.060.175	\$2.013.353	\$1.931.414	\$1.989.942	\$2.926.385
Retail & Comercio	\$1.740.600	\$1.531.728	\$1.496.916	\$1.435.995	\$1.479.510	\$2.175.750
	\$2.340.000	\$2.059.200	\$2.012.400	\$1.930.500	\$1.989.000	\$2.925.000
Servicios	\$1.708.640	\$1.503.603	\$1.469.430	\$1.409.628	\$1.452.344	\$2.135.800
	\$2.341.096	\$2.060.165	\$2.013.343	\$1.931.404	\$1.989.932	\$2.926.370
Transporte y logística	\$1.789.390	\$1.574.663	\$1.538.875	\$1.476.247	\$1.520.982	\$2.236.738
	\$2.342.000	\$2.060.960	\$2.014.120	\$1.932.150	\$1.990.700	\$2.927.500



# marketing y comunicaciones.

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Analista de Marketing	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.815.193	\$1.597.370	\$1.561.066	\$1.497.534	\$1.542.914	\$2.268.991
	\$2.393.590	\$2.106.360	\$2.058.488	\$1.974.712	\$2.034.552	\$2.991.988
Banca & Serv Financieros	\$1.833.614	\$1.613.580	\$1.576.908	\$1.512.732	\$1.558.572	\$2.292.017
	\$2.502.340	\$2.202.059	\$2.152.013	\$2.064.431	\$2.126.989	\$3.127.925
Consumo masivo	\$1.789.148	\$1.574.450	\$1.538.667	\$1.476.047	\$1.520.776	\$2.236.435
	\$2.710.871	\$2.385.567	\$2.331.349	\$2.236.469	\$2.304.241	\$3.388.589
Energía y Petróleo	\$1.961.736	\$1.726.327	\$1.687.093	\$1.618.432	\$1.667.475	\$2.452.170
	\$2.408.313	\$2.119.315	\$2.071.149	\$1.986.858	\$2.047.066	\$3.010.391
IT	\$1.972.697	\$1.735.973	\$1.696.519	\$1.627.475	\$1.676.793	\$2.465.871
	\$2.393.590	\$2.106.360	\$2.058.488	\$1.974.712	\$2.034.552	\$2.991.988
Lab & Pharma	\$1.772.600	\$1.559.888	\$1.524.436	\$1.462.395	\$1.506.710	\$2.215.750
	\$2.387.240	\$2.100.771	\$2.053.026	\$1.969.473	\$2.029.154	\$2.984.050
Manufactura	\$1.715.193	\$1.509.370	\$1.475.066	\$1.415.034	\$1.457.914	\$2.143.991
	\$2.393.590	\$2.106.360	\$2.058.488	\$1.974.712	\$2.034.552	\$2.991.988
Retail & Comercio	\$1.789.000	\$1.574.320	\$1.538.540	\$1.475.925	\$1.520.650	\$2.236.250
	\$2.710.871	\$2.385.567	\$2.331.349	\$2.236.469	\$2.304.241	\$3.388.589
Servicios	\$1.790.000	\$1.575.200	\$1.539.400	\$1.476.750	\$1.521.500	\$2.237.500
	\$2.503.340	\$2.202.939	\$2.152.873	\$2.065.256	\$2.127.839	\$3.129.175
Transporte y logística	\$1.789.148	\$1.574.450	\$1.538.667	\$1.476.047	\$1.520.776	\$2.236.435
	\$2.502.500	\$2.202.200	\$2.152.150	\$2.064.563	\$2.127.125	\$3.128.125

Community Manager	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.022.544	\$1.779.838	\$1.739.387	\$1.668.598	\$1.719.162	\$2.528.179
	\$2.838.705	\$2.498.060	\$2.441.286	\$2.341.931	\$2.412.899	\$3.548.381
Banca & Serv Financieros	\$2.022.540	\$1.779.835	\$1.739.384	\$1.668.595	\$1.719.159	\$2.528.175
	\$2.838.705	\$2.498.060	\$2.441.286	\$2.341.931	\$2.412.899	\$3.548.381
Consumo masivo	\$1.955.863	\$1.721.159	\$1.682.042	\$1.613.587	\$1.662.483	\$2.444.829
	\$2.681.001	\$2.359.281	\$2.305.661	\$2.211.826	\$2.278.851	\$3.351.251
Energía y Petróleo	\$2.133.669	\$1.877.628	\$1.834.955	\$1.760.277	\$1.813.618	\$2.667.086
	\$2.837.900	\$2.497.352	\$2.440.594	\$2.341.268	\$2.412.215	\$3.547.375
IT	\$2.026.985	\$1.783.747	\$1.743.207	\$1.672.263	\$1.722.937	\$2.533.731
	\$2.838.700	\$2.498.056	\$2.441.282	\$2.341.928	\$2.412.895	\$3.548.375
Lab & Pharma	\$2.133.669	\$1.877.628	\$1.834.955	\$1.760.277	\$1.813.618	\$2.667.086
	\$2.839.000	\$2.498.320	\$2.441.540	\$2.342.175	\$2.413.150	\$3.548.750
Manufactura	\$1.955.867	\$1.721.163	\$1.682.045	\$1.613.590	\$1.662.487	\$2.444.833
	\$2.681.008	\$2.359.287	\$2.305.667	\$2.211.831	\$2.278.856	\$3.351.260
Retail & Comercio	\$1.957.000	\$1.722.160	\$1.683.020	\$1.614.525	\$1.663.450	\$2.446.250
	\$2.680.996	\$2.359.277	\$2.305.657	\$2.211.822	\$2.278.847	\$3.351.246
Servicios	\$1.955.000	\$1.720.400	\$1.681.300	\$1.612.875	\$1.661.750	\$2.443.750
	\$2.523.000	\$2.220.240	\$2.169.780	\$2.081.475	\$2.144.550	\$3.153.750
Transporte y logística	\$1.956.700	\$1.721.896	\$1.682.762	\$1.614.278	\$1.663.195	\$2.445.875
	\$2.523.299	\$2.220.504	\$2.170.038	\$2.081.722	\$2.144.805	\$3.154.124



# marketing y comunicaciones.

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Business Developer Manager	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.889.975	\$2.543.178	\$2.485.379	\$2.384.229	\$2.456.479	\$3.612.469
	\$4.576.790	\$4.027.576	\$3.936.040	\$3.775.852	\$3.890.272	\$5.720.988
Banca & Serv Financieros	\$2.890.500	\$2.543.640	\$2.485.830	\$2.384.663	\$2.456.925	\$3.613.125
	\$4.575.800	\$4.026.704	\$3.935.188	\$3.775.035	\$3.889.430	\$5.719.750
Consumo masivo	\$2.739.463	\$2.410.727	\$2.355.938	\$2.260.057	\$2.328.543	\$3.424.328
	\$3.913.000	\$3.443.440	\$3.365.180	\$3.228.225	\$3.326.050	\$4.891.250
Energía y Petróleo	\$2.889.975	\$2.543.178	\$2.485.379	\$2.384.229	\$2.456.479	\$3.612.469
	\$3.913.525	\$3.443.902	\$3.365.631	\$3.228.658	\$3.326.496	\$4.891.906
IT	\$2.890.000	\$2.543.200	\$2.485.400	\$2.384.250	\$2.456.500	\$3.612.500
	\$3.914.000	\$3.444.320	\$3.366.040	\$3.229.050	\$3.326.900	\$4.892.500
Lab & Pharma	\$2.889.975	\$2.543.178	\$2.485.379	\$2.384.229	\$2.456.479	\$3.612.469
	\$3.915.250	\$3.445.420	\$3.367.115	\$3.230.081	\$3.327.963	\$4.894.063
Manufactura	\$2.741.000	\$2.412.080	\$2.357.260	\$2.261.325	\$2.329.850	\$3.426.250
	\$3.913.522	\$3.443.900	\$3.365.629	\$3.228.656	\$3.326.494	\$4.891.903
Retail & Comercio	\$2.739.475	\$2.410.738	\$2.355.948	\$2.260.067	\$2.328.554	\$3.424.343
	\$3.914.000	\$3.444.320	\$3.366.040	\$3.229.050	\$3.326.900	\$4.892.500
Servicios	\$2.740.000	\$2.411.200	\$2.356.400	\$2.260.500	\$2.329.000	\$3.425.000
	\$3.915.529	\$3.445.666	\$3.367.355	\$3.230.312	\$3.328.200	\$4.894.412
Transporte y logística	\$2.739.480	\$2.410.742	\$2.355.952	\$2.260.071	\$2.328.558	\$3.424.349
	\$3.913.532	\$3.443.908	\$3.365.637	\$3.228.664	\$3.326.502	\$4.891.915

Responsable de E commerce	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.366.893	\$2.082.866	\$2.035.528	\$1.952.687	\$2.011.859	\$2.958.616
	\$3.287.349	\$2.892.868	\$2.827.121	\$2.712.063	\$2.794.247	\$4.109.187
Banca & Serv Financieros	\$2.366.892	\$2.082.865	\$2.035.527	\$1.952.686	\$2.011.858	\$2.958.615
	\$3.287.342	\$2.892.861	\$2.827.114	\$2.712.057	\$2.794.241	\$4.109.177
Consumo masivo	\$2.366.892	\$2.082.865	\$2.035.527	\$1.952.686	\$2.011.858	\$2.958.615
	\$3.287.342	\$2.892.861	\$2.827.114	\$2.712.057	\$2.794.241	\$4.109.177
Energía y Petróleo	\$2.559.579	\$2.252.430	\$2.201.238	\$2.111.653	\$2.175.642	\$3.199.474
	\$3.287.355	\$2.892.872	\$2.827.125	\$2.712.068	\$2.794.252	\$4.109.194
IT	\$2.395.211	\$2.107.786	\$2.059.882	\$1.976.049	\$2.035.930	\$2.994.014
	\$3.729.000	\$3.281.520	\$3.206.940	\$3.076.425	\$3.169.650	\$4.661.250
Lab & Pharma	\$2.366.905	\$2.082.877	\$2.035.539	\$1.952.697	\$2.011.869	\$2.958.632
	\$3.729.000	\$3.281.520	\$3.206.940	\$3.076.425	\$3.169.650	\$4.661.250
Manufactura	\$2.366.905	\$2.082.877	\$2.035.539	\$1.952.697	\$2.011.869	\$2.958.632
	\$3.287.355	\$2.892.872	\$2.827.125	\$2.712.068	\$2.794.252	\$4.109.194
Retail & Comercio	\$2.366.892	\$2.082.865	\$2.035.527	\$1.952.686	\$2.011.858	\$2.958.615
	\$3.287.342	\$2.892.861	\$2.827.114	\$2.712.057	\$2.794.241	\$4.109.177
Servicios	\$2.366.892	\$2.082.865	\$2.035.527	\$1.952.686	\$2.011.858	\$2.958.615
	\$3.287.342	\$2.892.861	\$2.827.114	\$2.712.057	\$2.794.241	\$4.109.177
Transporte y logística	\$2.366.892	\$2.082.865	\$2.035.527	\$1.952.686	\$2.011.858	\$2.958.615
	\$3.287.342	\$2.892.861	\$2.827.114	\$2.712.057	\$2.794.241	\$4.109.177



# marketing y comunicaciones. según zona geográfica e industria.

Todos los montos corresponden a una remuneración bruta mensual, sin adicionales ni comisiones, para una posición Semi Senior. Se muestran los valores mínimos y máximos para cada una de ellas, completados el 15 de diciembre de 2024.

Analista de Marketing Digital	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.110.480	\$1.857.223	\$1.815.013	\$1.741.146	\$1.793.908	\$2.638.100
	\$2.925.000	\$2.574.000	\$2.515.500	\$2.413.125	\$2.486.250	\$3.656.250
Banca & Serv Financieros	\$2.110.476	\$1.857.219	\$1.815.010	\$1.741.143	\$1.793.905	\$2.638.096
	\$2.922.200	\$2.571.536	\$2.513.092	\$2.410.815	\$2.483.870	\$3.652.750
Consumo masivo	\$2.040.900	\$1.795.992	\$1.755.174	\$1.683.743	\$1.734.765	\$2.551.125
	\$2.759.854	\$2.428.671	\$2.373.474	\$2.276.879	\$2.345.876	\$3.449.817
Energía y Petróleo	\$2.226.437	\$1.959.264	\$1.914.736	\$1.836.810	\$1.892.471	\$2.783.046
	\$2.922.198	\$2.571.534	\$2.513.090	\$2.410.814	\$2.483.868	\$3.652.748
IT	\$2.115.115	\$1.861.301	\$1.818.999	\$1.744.970	\$1.797.848	\$2.643.894
	\$2.920.000	\$2.569.600	\$2.511.200	\$2.409.000	\$2.482.000	\$3.650.000
Lab & Pharma	\$2.226.437	\$1.959.264	\$1.914.736	\$1.836.810	\$1.892.471	\$2.783.046
	\$2.923.000	\$2.572.240	\$2.513.780	\$2.411.475	\$2.484.550	\$3.653.750
Manufactura	\$2.040.904	\$1.795.996	\$1.755.178	\$1.683.746	\$1.734.769	\$2.551.130
	\$2.759.861	\$2.428.678	\$2.373.480	\$2.276.885	\$2.345.882	\$3.449.826
Retail & Comercio	\$2.040.891	\$1.795.984	\$1.755.166	\$1.683.735	\$1.734.757	\$2.551.114
	\$2.759.100	\$2.428.008	\$2.372.826	\$2.276.258	\$2.345.235	\$3.448.875
Servicios	\$2.040.000	\$1.795.200	\$1.754.400	\$1.683.000	\$1.734.000	\$2.550.000
	\$2.759.800	\$2.428.624	\$2.373.428	\$2.276.835	\$2.345.830	\$3.449.750
Transporte y logística	\$2.041.000	\$1.796.080	\$1.755.260	\$1.683.825	\$1.734.850	\$2.551.250
	\$2.760.000	\$2.428.800	\$2.373.600	\$2.277.000	\$2.346.000	\$3.450.000



reporte salarial diciembre 2024.

# profesionales del área comercial y ventas.



  
randstad

partner for talent.

# comercial y ventas. según zona geográfica e industria.

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Director comercial	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$9.400.188	\$8.272.165	\$8.084.161	\$7.755.155	\$7.990.159	\$11.750.234
	\$13.652.217	\$12.013.951	\$11.740.907	\$11.263.079	\$11.604.384	\$17.065.271
Banca & Serv Financieros	\$9.834.946	\$8.654.753	\$8.458.054	\$8.113.831	\$8.359.704	\$12.293.683
	\$14.019.269	\$12.336.956	\$12.056.571	\$11.565.897	\$11.916.378	\$17.524.086
Consumo masivo	\$8.742.174	\$7.693.113	\$7.518.270	\$7.212.294	\$7.430.848	\$10.927.718
	\$12.416.060	\$10.926.133	\$10.677.812	\$10.243.250	\$10.553.651	\$15.520.075
Energía y Petróleo	\$9.834.946	\$8.654.753	\$8.458.054	\$8.113.831	\$8.359.704	\$12.293.683
	\$14.019.269	\$12.336.956	\$12.056.571	\$11.565.897	\$11.916.378	\$17.524.086
IT	\$9.834.946	\$8.654.753	\$8.458.054	\$8.113.831	\$8.359.704	\$12.293.683
	\$14.019.269	\$12.336.956	\$12.056.571	\$11.565.897	\$11.916.378	\$17.524.086
Lab & Pharma	\$9.834.946	\$8.654.753	\$8.458.054	\$8.113.831	\$8.359.704	\$12.293.683
	\$14.019.269	\$12.336.956	\$12.056.571	\$11.565.897	\$11.916.378	\$17.524.086
Manufactura	\$9.400.188	\$8.272.165	\$8.084.161	\$7.755.155	\$7.990.159	\$11.750.234
	\$13.652.217	\$12.013.951	\$11.740.907	\$11.263.079	\$11.604.384	\$17.065.271
Retail & Comercio	\$8.742.173	\$7.693.112	\$7.518.269	\$7.212.293	\$7.430.847	\$10.927.717
	\$12.416.062	\$10.926.135	\$10.677.814	\$10.243.252	\$10.553.653	\$15.520.078
Servicios	\$8.742.173	\$7.693.112	\$7.518.269	\$7.212.293	\$7.430.847	\$10.927.717
	\$12.416.062	\$10.926.135	\$10.677.814	\$10.243.252	\$10.553.653	\$15.520.078
Transporte y logística	\$8.742.173	\$7.693.112	\$7.518.269	\$7.212.293	\$7.430.847	\$10.927.717
	\$12.416.062	\$10.926.135	\$10.677.814	\$10.243.252	\$10.553.653	\$15.520.078

Gerente comercial	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$3.721.377	\$3.274.812	\$3.200.385	\$3.070.136	\$3.163.171	\$4.651.722
	\$6.457.288	\$5.682.413	\$5.553.268	\$5.327.263	\$5.488.695	\$8.071.610
Banca & Serv Financieros	\$3.483.022	\$3.065.059	\$2.995.399	\$2.873.493	\$2.960.569	\$4.353.777
	\$6.260.909	\$5.509.600	\$5.384.382	\$5.165.250	\$5.321.773	\$7.826.137
Consumo masivo	\$3.717.832	\$3.271.693	\$3.197.336	\$3.067.212	\$3.160.158	\$4.647.291
	\$6.457.286	\$5.682.411	\$5.553.266	\$5.327.261	\$5.488.693	\$8.071.607
Energía y Petróleo	\$3.612.469	\$3.178.973	\$3.106.723	\$2.980.287	\$3.070.598	\$4.515.586
	\$6.457.291	\$5.682.416	\$5.553.270	\$5.327.265	\$5.488.698	\$8.071.614
IT	\$3.473.294	\$3.056.499	\$2.987.033	\$2.865.468	\$2.952.300	\$4.341.618
	\$6.457.291	\$5.682.416	\$5.553.270	\$5.327.265	\$5.488.698	\$8.071.614
Lab & Pharma	\$3.473.294	\$3.056.499	\$2.987.033	\$2.865.468	\$2.952.300	\$4.341.618
	\$5.870.262	\$5.165.830	\$5.048.425	\$4.842.966	\$4.989.722	\$7.337.827
Manufactura	\$3.292.028	\$2.896.985	\$2.831.144	\$2.715.923	\$2.798.224	\$4.115.035
	\$5.892.616	\$5.185.502	\$5.067.649	\$4.861.408	\$5.008.723	\$7.365.770
Retail & Comercio	\$3.306.914	\$2.910.084	\$2.843.946	\$2.728.204	\$2.810.877	\$4.133.643
	\$5.221.889	\$4.595.262	\$4.490.824	\$4.308.058	\$4.438.605	\$6.527.361
Servicios	\$3.286.559	\$2.892.172	\$2.826.441	\$2.711.411	\$2.793.575	\$4.108.199
	\$5.283.236	\$4.649.247	\$4.543.583	\$4.358.669	\$4.490.750	\$6.604.044
Transporte y logística	\$3.685.937	\$3.243.624	\$3.169.906	\$3.040.898	\$3.133.046	\$4.607.421
	\$5.478.911	\$4.821.442	\$4.711.863	\$4.520.102	\$4.657.074	\$6.848.639



# comercial y ventas. según zona geográfica e industria.

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Jefe de ventas	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.524.214	\$2.221.308	\$2.170.824	\$2.082.476	\$2.145.582	\$3.155.267
	\$3.720.205	\$3.273.780	\$3.199.376	\$3.069.169	\$3.162.174	\$4.650.256
Banca & Serv Financieros	\$2.524.214	\$2.221.308	\$2.170.824	\$2.082.476	\$2.145.582	\$3.155.267
	\$4.089.616	\$3.598.862	\$3.517.069	\$3.373.933	\$3.476.173	\$5.112.020
Consumo masivo	\$2.399.180	\$2.111.279	\$2.063.295	\$1.979.324	\$2.039.303	\$2.998.975
	\$3.422.733	\$3.012.005	\$2.943.550	\$2.823.754	\$2.909.323	\$4.278.416
Energía y Petróleo	\$2.649.144	\$2.331.247	\$2.278.264	\$2.185.544	\$2.251.772	\$3.311.430
	\$3.720.205	\$3.273.780	\$3.199.376	\$3.069.169	\$3.162.174	\$4.650.256
IT	\$2.543.780	\$2.238.526	\$2.187.651	\$2.098.619	\$2.162.213	\$3.179.725
	\$4.089.616	\$3.598.862	\$3.517.069	\$3.373.933	\$3.476.173	\$5.112.020
Lab & Pharma	\$2.510.066	\$2.208.858	\$2.158.657	\$2.070.805	\$2.133.556	\$3.137.583
	\$3.720.205	\$3.273.780	\$3.199.376	\$3.069.169	\$3.162.174	\$4.650.256
Manufactura	\$2.399.188	\$2.111.285	\$2.063.302	\$1.979.330	\$2.039.310	\$2.998.985
	\$3.598.862	\$3.166.998	\$3.095.021	\$2.969.061	\$3.059.033	\$4.498.577
Retail & Comercio	\$2.399.177	\$2.111.276	\$2.063.292	\$1.979.321	\$2.039.300	\$2.998.971
	\$3.702.247	\$3.257.978	\$3.183.933	\$3.054.354	\$3.146.910	\$4.627.809
Servicios	\$2.399.177	\$2.111.276	\$2.063.292	\$1.979.321	\$2.039.300	\$2.998.971
	\$3.702.247	\$3.257.978	\$3.183.933	\$3.054.354	\$3.146.910	\$4.627.809
Transporte y logística	\$2.398.980	\$2.111.103	\$2.063.123	\$1.979.159	\$2.039.133	\$2.998.725
	\$3.253.103	\$2.862.731	\$2.797.669	\$2.683.810	\$2.765.138	\$4.066.379

Key account manager	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.354.125	\$2.071.630	\$2.024.548	\$1.942.154	\$2.001.007	\$2.942.657
	\$3.251.222	\$2.861.075	\$2.796.051	\$2.682.258	\$2.763.539	\$4.064.027
Banca & Serv Financieros	\$2.196.232	\$1.932.684	\$1.888.760	\$1.811.892	\$1.866.797	\$2.745.290
	\$3.071.661	\$2.703.061	\$2.641.628	\$2.534.120	\$2.610.911	\$3.839.576
Consumo masivo	\$2.635.723	\$2.319.436	\$2.266.722	\$2.174.472	\$2.240.365	\$3.294.654
	\$3.091.671	\$2.720.671	\$2.658.837	\$2.550.629	\$2.627.920	\$3.864.589
Energía y Petróleo	\$2.220.100	\$1.953.688	\$1.909.286	\$1.831.583	\$1.887.085	\$2.775.125
	\$3.071.661	\$2.703.061	\$2.641.628	\$2.534.120	\$2.610.911	\$3.839.576
IT	\$2.250.270	\$1.980.238	\$1.935.232	\$1.856.473	\$1.912.730	\$2.812.838
	\$3.072.000	\$2.703.360	\$2.641.920	\$2.534.400	\$2.611.200	\$3.840.000
Lab & Pharma	\$2.250.270	\$1.980.238	\$1.935.232	\$1.856.473	\$1.912.730	\$2.812.838
	\$3.050.000	\$2.684.000	\$2.623.000	\$2.516.250	\$2.592.500	\$3.812.500
Manufactura	\$2.220.115	\$1.953.701	\$1.909.298	\$1.831.594	\$1.887.097	\$2.775.143
	\$3.040.000	\$2.675.200	\$2.614.400	\$2.508.000	\$2.584.000	\$3.800.000
Retail & Comercio	\$2.220.000	\$1.953.600	\$1.909.200	\$1.831.500	\$1.887.000	\$2.775.000
	\$3.060.000	\$2.692.800	\$2.631.600	\$2.524.500	\$2.601.000	\$3.825.000
Servicios	\$2.250.270	\$1.980.238	\$1.935.232	\$1.856.473	\$1.912.730	\$2.812.838
	\$3.050.500	\$2.684.440	\$2.623.430	\$2.516.663	\$2.592.925	\$3.813.125
Transporte y logística	\$2.220.115	\$1.953.701	\$1.909.298	\$1.831.594	\$1.887.097	\$2.775.143
	\$3.050.000	\$2.684.000	\$2.623.000	\$2.516.250	\$2.592.500	\$3.812.500





# comercial y ventas. según zona geográfica e industria.

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Ejecutivo de cuenta	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$2.056.467	\$1.809.691	\$1.768.561	\$1.696.585	\$1.747.997	\$2.570.583
	\$2.638.907	\$2.322.239	\$2.269.460	\$2.177.099	\$2.243.071	\$3.298.634
Banca & Serv Financieros	\$2.056.000	\$1.809.280	\$1.768.160	\$1.696.200	\$1.747.600	\$2.570.000
	\$2.738.900	\$2.410.232	\$2.355.454	\$2.259.593	\$2.328.065	\$3.423.625
Consumo masivo	\$1.832.706	\$1.612.781	\$1.576.127	\$1.511.982	\$1.557.800	\$2.290.882
	\$2.455.173	\$2.160.553	\$2.111.449	\$2.025.518	\$2.086.897	\$3.068.967
Energía y Petróleo	\$2.027.909	\$1.784.560	\$1.744.002	\$1.673.025	\$1.723.723	\$2.534.886
	\$2.324.624	\$2.045.669	\$1.999.176	\$1.917.815	\$1.975.930	\$2.905.780
IT	\$1.856.470	\$1.633.694	\$1.596.564	\$1.531.588	\$1.578.000	\$2.320.588
	\$2.638.907	\$2.322.239	\$2.269.460	\$2.177.099	\$2.243.071	\$3.298.634
Lab & Pharma	\$1.730.500	\$1.522.840	\$1.488.230	\$1.427.663	\$1.470.925	\$2.163.125
	\$2.401.947	\$2.113.713	\$2.065.674	\$1.981.606	\$2.041.655	\$3.002.434
Manufactura	\$1.729.600	\$1.522.048	\$1.487.456	\$1.426.920	\$1.470.160	\$2.162.000
	\$2.638.907	\$2.322.239	\$2.269.460	\$2.177.099	\$2.243.071	\$3.298.634
Retail & Comercio	\$1.732.706	\$1.524.781	\$1.490.127	\$1.429.482	\$1.472.800	\$2.165.882
	\$2.639.000	\$2.322.320	\$2.269.540	\$2.177.175	\$2.243.150	\$3.298.750
Servicios	\$1.729.635	\$1.522.078	\$1.487.486	\$1.426.948	\$1.470.189	\$2.162.043
	\$2.600.000	\$2.288.000	\$2.236.000	\$2.145.000	\$2.210.000	\$3.250.000
Transporte y logística	\$1.730.000	\$1.522.400	\$1.487.800	\$1.427.250	\$1.470.500	\$2.162.500
	\$2.638.907	\$2.322.239	\$2.269.460	\$2.177.099	\$2.243.071	\$3.298.634

Analista comercial	Buenos Aires	Cuyo	Litoral	NEA	NOA	Patagonia
Automotriz	\$1.987.697	\$1.749.173	\$1.709.419	\$1.639.850	\$1.689.542	\$2.484.621
	\$2.399.007	\$2.111.126	\$2.063.146	\$1.979.181	\$2.039.156	\$2.998.758
Banca & Serv Financieros	\$1.987.700	\$1.749.176	\$1.709.422	\$1.639.853	\$1.689.545	\$2.484.625
	\$2.069.167	\$1.820.867	\$1.779.483	\$1.707.063	\$1.758.792	\$2.586.458
Consumo masivo	\$1.775.187	\$1.562.164	\$1.526.661	\$1.464.529	\$1.508.909	\$2.218.984
	\$2.231.976	\$1.964.139	\$1.919.499	\$1.841.380	\$1.897.179	\$2.789.970
Energía y Petróleo	\$1.961.736	\$1.726.327	\$1.687.093	\$1.618.432	\$1.667.475	\$2.452.170
	\$2.113.294	\$1.859.699	\$1.817.433	\$1.743.468	\$1.796.300	\$2.641.618
IT	\$1.987.700	\$1.749.176	\$1.709.422	\$1.639.853	\$1.689.545	\$2.484.625
	\$2.399.007	\$2.111.126	\$2.063.146	\$1.979.181	\$2.039.156	\$2.998.758
Lab & Pharma	\$1.872.395	\$1.647.708	\$1.610.260	\$1.544.726	\$1.591.536	\$2.340.494
	\$2.183.588	\$1.921.557	\$1.877.886	\$1.801.460	\$1.856.050	\$2.729.485
Manufactura	\$1.772.395	\$1.559.708	\$1.524.260	\$1.462.226	\$1.506.536	\$2.215.494
	\$2.069.167	\$1.820.867	\$1.779.483	\$1.707.063	\$1.758.792	\$2.586.458
Retail & Comercio	\$1.775.187	\$1.562.164	\$1.526.661	\$1.464.529	\$1.508.909	\$2.218.984
	\$2.113.294	\$1.859.699	\$1.817.433	\$1.743.468	\$1.796.300	\$2.641.618
Servicios	\$1.772.395	\$1.559.708	\$1.524.260	\$1.462.226	\$1.506.536	\$2.215.494
	\$2.113.298	\$1.859.702	\$1.817.436	\$1.743.470	\$1.796.303	\$2.641.622
Transporte y logística	\$1.772.395	\$1.559.708	\$1.524.260	\$1.462.226	\$1.506.536	\$2.215.494
	\$2.113.298	\$1.859.702	\$1.817.436	\$1.743.470	\$1.796.303	\$2.641.622



# en randstad tenemos una solución para cada necesidad de nuestros clientes.

## operational.

En los roles operativos clave, entendemos que el tiempo y la eficiencia son fundamentales. Para que las cosas funcionen, necesitas una solución efectiva con la cantidad y calidad de talento adecuadas en el momento justo.

Nuestra gama de soluciones combina experiencia en recursos humanos, conocimiento del mercado y capacidades de entrega personalizadas, lo que nos convierte en un socio diferente para tus necesidades de talento operativo.

Contamos con soluciones de personal eventual o Staffing, soluciones para proyectos de alto volumen bajo el modelo Inhouse Services y también con soluciones de tercerización o Outsourcing, donde dejás en nuestras manos las actividades auxiliares de tu negocio.

## digital.

Somos el partner estratégico que necesitás para afrontar el desafío de la transformación digital con éxito porque entendemos que en un entorno tecnológico, el talento de las personas es lo que va a marcar la diferencia.

Aprovechá los beneficios de trabajar con nosotros, ya sea optimizando las operaciones de IT, contratando talentos excepcionales o subcontratando un proyecto completo.

## enterprise.

Somos es el principal proveedor global de soluciones de talento, permitiendo que las empresas creen valor comercial sostenible y agilidad, manteniendo a las personas en el centro de sus organizaciones.

Ofrecemos soluciones estratégicas que abarcan todo el ciclo de vida del talento: desde la adquisición, consultoría y desarrollo de talentos, hasta la transición de carrera, así como también nos especializamos en la externalización de procesos de reclutamiento y selección de talento con nuestra solución RPO.

## professional.

Conectamos talento profesional de alto nivel con empresas, para unir a las personas adecuadas con los roles adecuados. Al construir equipos de trabajo especializados, ayudamos a las personas a prosperar en sus carreras y a las empresas a alcanzar el éxito.

Somos el socio estratégico de las compañías en su búsqueda por el talento que impulse su crecimiento. Nuestros consultores son expertos en diversas especialidades, donde ayudamos a cubrir puestos claves con talento de primer nivel para impulsar el crecimiento y la agilidad de tu empresa.



## estamos para ayudarte.

podés contactarnos por cualquiera de nuestros canales de atención virtual.



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