



Enterprise SaaS Salary Levels – USA

The following data represents our feedback based on current levels of remuneration in the USA Enterprise SaaS market place.

There can be variations in the figures by a factor of +/- 10% depending on factors such as vertical market focus, employer size, complexity of sale, funding and contract value. The Current levels of remuneration DO NOT include car allowance / car, or other employer benefits. The annual sales target and deal size can affect the level of basic salary for Sales Execs.

STATES	Chief Revenue Officer	Senior Sales Enterprise	Senior Sales Mid-Market	Channel Director	Director Customer Success	Customer Success Manager	Enterprise Pre-Sales
MAJOR METRO	\$250k / \$500k OTE	\$150k / \$300k OTE	\$130k / \$260k OTE	\$165k / \$275k OTE	\$200k + bonus	\$140k + bonus	\$160k + bonus
REMOTE	\$220 / \$440k OTE	\$140k / \$280k OTE	\$115k / \$230k OTE	\$145k / \$250k OTE	\$180k + bonus	\$120k + bonus	\$135k + bonus

DEFINITIONS

MAJOR METRO: Boston, Chicago, New York, San Fran, Seattle | **REMOTE:** Home-based, non-Metro location | **CRO:** Teams generating \$0- 100m ARR, with headcount of up to 30 | **MID-MARKET:** Non-Enterprise, transactional SaaS deals | **ENTERPRISE:** Complex, C level selling, long sales cycles

Who are Intrinsic Executive Search?

Founded in the UK in 2006 with an extensive network in the UK, EMEA and the USA, Intrinsic Executive Search is a leading boutique Executive Search firm specializing in the Global Headhunting of VP, Director, Senior Sales, Pre-Sales, Marketing and Board level personnel for SaaS firms.

ANY QUESTIONS OR NEED MORE SPECIFIC INFO? [VISIT US HERE](#), CALL +44 (0) 1183 282008 OR [CLICK TO BOOK A CALL](#)