End of Year Pay Report 2020

The Levels.fyi annual report for software engineering compensation. View top paying companies and locations.

Questions? Reach out at hello@levels.fyi

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🎙 A Note from the Founders

We started Levels.fyi in 2017 with a mission to help people make better career decisions. To date, we've collected the most accurate public data on salaries, benefits, leveling, and more. This year alone, we have more than doubled our our salary dataset and have over 50,000 data points spread across over 1,200 cities around the world.

Thank you to the tens of thousands of you who've contributed and empowered hundreds of thousands of job seekers. If you haven't yet, please take 2 minutes to add your salary, benefits or leveling and spread the word. The following report examines data we've collected this year and dives into software engineering compensation at companies by level and location.

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— Zuhayeer and Zaheer

Top Pay by Level

The Levels.fyi Standard is a leveling hierarchy we've abstracted from company-specific names to make aggregation easier. The following numbers reflect median total yearly compensation packages. View the compensation for all companies here.

Entry-Level Engineer (I)

Typically 0-2 years of experience. New-grads or little to no industry experience. Develop and maintain low to moderately complex components working on a team. Typically receives guidance and support from more experienced team members.

Entry-Level Engineer (I)

Rank	Company	Headquarters	Title Name	Compensation
1	lyft	San Francisco, CA	T3	$230,000
2	ROBLOX	San Mateo, CA	IC1	$222,000
3	stripe	San Francisco, CA	L1	$213,000
4	airbnb	San Francisco, CA	L3	$213,000
5	LinkedIn	Sunnyvale, CA	Software Engineer	$200,000
6	DOORDASH	San Francisco, CA	E3	$199,000
7	Robinhood	Menlo Park, CA	L1	$197,000
8	Twitter	San Francisco, CA	Software Engineer	$195,000

Engineer (II)

Typically 2-5+ years of experience. Develop and own moderate to complex components. Possibly lead a small team or project. Ability to mentor engineers, provide technical guidance, code reviews, design and deliver on small projects end-to-end. Impact is typically at the immediate team scope. At many companies, this is considered a 'career-level', as in you can spend the rest of your career operating at this level without being pushed out for not being promoted.

Engineer (II)

Rank	Company	Headquarters	Title Name	Compensation
1	airbnb	San Francisco, CA	L4	$295,000
2	Pinterest	San Francisco, CA	L4	$294,000
3	box	Redwood City, CA	Senior Software Engineer	$290,000
4	lyft	San Francisco, CA	T4	$290,000
5	LinkedIn	Sunnyvale, CA	Senior Software Engineer	$290,000
6	stripe	San Francisco, CA	L2	$287,000
7	databricks	San Francisco, CA	L4	$278,000
8	DOORDASH	San Francisco, CA	E4	$265,000
9	ByteDance	Beijing, China	2-1	$260,000

Senior Engineer (III)

Typically 5+ years of experience. Typically less than 30% of employees in a company are at this level. Expected to lead and own complex technical initiatives. Begin setting the vision and future direction of team. Impact across multiple related teams within an org. Role shifts more towards design rather than implementation depending on size and expectations at company.

Senior Engineer (III)

Rank	Company	Headquarters	Title Name	Compensation
1	**Linked**in	Sunnyvale, CA	Staff Software Engineer	$461,000
2	NETFLIX	Los Gatos, CA	Senior Software Engineer	$455,000
3	Pinterest	San Francisco, CA	L5	$450,000
4	stripe	San Francisco, CA	L3	$420,000
5	airbnb	San Francisco, CA	L5	$418,000
6	Robinhood	Menlo Park, CA	L3	$412,000
7	ByteDance	Beijing, China	2-2	$400,000

Staff Engineer (IV)

Typically 10+ years of experience. This level is much more coveted than the previous ones. Typically less than 10% of employees in a company are at this level. Impact spans across organizations. Entrusted with business-critical projects and for setting technical vision for an org or multiple orgs. Responsible for reviewing and providing feedback on technical designs across an org. Little to no day-to-day coding. Role depends highly on organizational and company needs and becomes loosely defined. Expected to operate fully autonomously.

Staff Engineer (IV)

Rank	Company	Headquarters	Title Name	Compensation
1	stripe	San Francisco, CA	L4	$590,000
2	facebook	Menlo Park, CA	E5	$563,000
3	airbnb	San Francisco, CA	L6	$550,000
4	amazon	Seattle, WA	Principal SDE	$540,000
5	Snap Inc.	Santa Monica, CA	L5	$538,000
6	NVIDIA	Santa Clara, CA	IC6	$511,000
7	ByteDance	Beijing, China	3-1	$493,000

Principal Engineer (V)

Typically 15+ years of experience. Usually less than 3% of employees in a company are at this level. Smaller companies may not have any individuals at this level. Impact spans across the company and sometimes industry. Expected to operate fully autonomously.
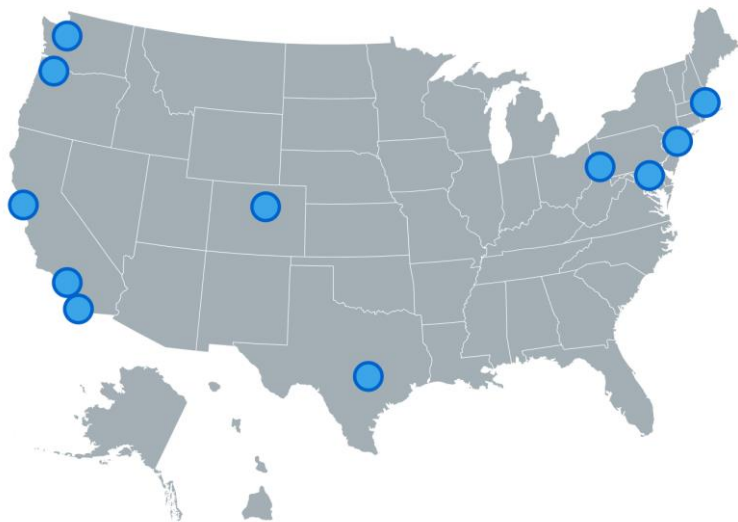
Principal Engineer (V)

Only a small percentage of employees ever make it to this level. Some companies with high pay may not be listed.

Rank	Company	Headquarters	Title Name	Compensation
1	facebook	Menlo Park, CA	E7	$895,000
2	Snap Inc.	Santa Monica, CA	L7	$830,000
3	Google	Mountain View, CA	L7	$758,000
4	Pinterest	San Francisco, CA	L6	$590,000
5	salesforce	San Francisco, CA	Architect	$525,000

Top Pay by Location

We crunched the numbers across the United States and found the following metros to have the highest median total yearly compensation

Top US Metros

Rank	Location	Median Pay
1	San Francisco Bay Area, CA	$232,000
2	Seattle, WA	$197,000
3	New York, NY	$182,000
4	Los Angeles, CA	$175,000
5	Pittsburgh, PA	$174,000
6	San Diego, CA	$160,000
7	Boston, MA	$155,000
7	Baltimore, MD	$155,000
8	Austin, TX	$148,000
9	Portland, OR	$142,000
10	Denver, CO	$140,000

View top international locations here

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🏴 Year in Review 🏴

Hiring took a sharp turn in March due to COVID-19 but we've seen it steadily recover. Although many have lost jobs, we've noticed that pay has been steady and even continued to increase. Several companies have gone permanently remote or have relocated their headquarters and we expect this trend to continue. Most companies are adjusting pay by location (as was also done prior to this recent wave). Remote expands the pool of talent that companies have access to along with the reverse. We suspect 2020 will have an impact on compensation - the jury's still out on what exactly it'll shape up to be. Many compensation professionals themselves are struggling on if and how to adjust.

Highlights

- Verified Salaries - We've begun collecting offer letters to validate our self-reported data (P.S. upload yours here)
- More Visuals
  - As Salary Range Charts
  - By Company (ex. Google, Facebook)
  - By Metro Region (ex. SF Bay Area, Seattle Area, NYC)
- Internship Guide & Salaries
- Levels.fyi Standard - Leveling hierarchy we've abstracted from company-specific names to aggregate statistics across companies.

What's Next

We recognize that we have much to do in broadening our data set across more roles, sectors and geographies. Each of these has their own nuances and we're focused on providing the best experience regardless of your background. Our work here will continue and we hope to accelate it with our expanded team. Our Negotiation service is just the start of how we can help professionals achieve better outcomes for their goals - look out for more updates on this front over the next few months.

As we've grown, we came to realize that we've been nurturing a budding community – something we hope to build more rails for to help folks connect and help each other. We've built all of our products on the pillars of customer feedback. If you have an idea or suggestion, we'd love to hear from you: hello@levels.fyi (we read every email)!

A big thank you to all of our users who continue to support us! We look forward to serving you even better in 2021!

How can I contribute?

1. Submit leveling information for your company
2. Add your compensation anonymously
3. Add benefits at your company
4. Spread the word and help us bring transparency to the workplace. Share the report with your friends, social networks and groups!
5. Email us any other feedback at hello@levels.fyi!

Helping you make better career decisions
hello@levels.fyi