

# FULL STACK SOFTWARE ENGINEER

All salaries are estimates taken from ranges.

Offshore Annual Employee Cost includes

- employee benefits that Filipino employees are entitled to.
- Tooling & software.

All recruitment services from LevelUp require no upfront cost.

Local Annual Employee Salaries were taken from Hays and Glassdoor. They do not include additional local hiring costs such as pension contributions and insurance.

All salary data based on market rates as of Aug 2025. Need something custom? [Drop us a message.](#)



Seniority Level	Local Annual Employee Salary	Offshore Annual Employee Cost	Annual Savings %	Annual Savings \$
United States				
Junior	\$90,000	\$20,400	77.33%	\$69,600
Mid	\$120,000	\$28,800	76.00%	\$91,200
Senior	\$150,000	\$45,600	69.60%	\$104,400
United Kingdom				
Junior	£34,000	£14,640	56.94%	£19,360
Mid	£49,000	£20,760	57.63%	£28,240
Senior	£80,000	£32,880	58.90%	£47,120
Australia				
Junior	AU\$85,000	AU\$30,240	64.42%	AU\$54,760
Mid	AU\$115,000	AU\$42,360	63.17%	AU\$72,640
Senior	AU\$130,000	AU\$66,360	48.95%	AU\$63,640
Canada				
Junior	\$63,000	\$28,200	55.24%	\$34,800
Mid	\$90,000	\$40,200	55.33%	\$49,800
Senior	\$130,000	\$63,600	51.08%	\$66,400

To the SEO Specialist Salaries →

# SEO SPECIALIST

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- Tooling & software.

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Local Annual Employee Salaries were taken from Glassdoor, Salary Expert, Jobicy, Indeed. They do not include additional local hiring costs such as pension contributions and insurance.

All salary data based on market rates as of Aug 2025. Need something custom? [Drop us a message.](#)



Seniority Level	Local Annual Employee Salary	Offshore Annual Employee Cost	Annual Savings %	Annual Savings \$
United States				
Junior	\$52,000	\$18,060	65.27%	\$33,940
Mid	\$67,000	\$24,000	64.18%	\$43,000
Senior	\$100,000	\$33,600	66.40%	\$66,400
United Kingdom				
Junior	£24,000	£13,200	45.00%	£10,800
Mid	£37,000	£17,760	52.00%	£19,240
Senior	£48,000	£24,000	50.00%	£24,000
Australia				
Junior	AU\$48,000	AU\$27,000	43.75%	AU\$21,000
Mid	AU\$86,000	AU\$36,240	57.86%	AU\$49,760
Senior	AU\$128,000	AU\$48,468	62.13%	AU\$79,532
Canada				
Junior	\$51,000	\$34,800	31.76%	\$16,200
Mid	\$65,000	\$33,240	48.86%	\$31,760
Senior	\$102,000	\$46,800	54.12%	\$55,200

To the Sales Development Represenatative Salaries →

# SALES DEVELOPMENT REPRESENTATIVE

All salaries are estimates taken from ranges.

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- employee benefits that Filipino employees are entitled to.
- Tooling & software.

All recruitment services from LevelUp require no upfront cost.

Local Annual Employee Salaries were taken from Glassdoor, Salary.com and RepVue. They do not include additional local hiring costs such as pension contributions and insurance.

Bonus structures are not included.

All salary data based on market rates as of Aug 2025. Need something custom? [Drop us a message.](#)



Seniority Level	Local Annual Employee Salary	Offshore Annual Employee Cost	Annual Savings %	Annual Savings \$
United States				
Junior	\$40,325	\$16,800	58.34%	\$23,525
Mid	\$69,178	\$21,600	68.78%	\$47,578
Senior	\$99,000	\$30,000	69.70%	\$69,000
United Kingdom				
Junior	£26,000	£12,336	52.55%	£13,664
Mid	£37,000	£15,864	57.12%	£21,136
Senior	£48,000	£22,032	54.10%	£25,968
Australia				
Junior	AU\$57,360	AU\$25,680	55.23%	AU\$31,680
Mid	AU\$72,000	AU\$33,024	54.13%	AU\$38,976
Senior	AU\$90,000	AU\$45,840	49.07%	AU\$44,160
Canada				
Junior	\$52,000	\$22,920	55.92%	\$29,080
Mid	\$67,000	\$29,472	56.01%	\$37,528
Senior	\$92,000	\$40,932	55.51%	\$51,068

Find out more →

**Looking for a different role or a full team comparison?**

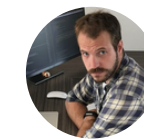
We've helped businesses hire people from Paid Ads Specialists to Accounting Clerks to Virtual Assistants.

**Book a free consultation call or drop us a message.**

***THANK YOU!***

**"We've been using LevelUp since 2019, and I wish I'd started sooner!"**

I was doing all customer support myself for our growing WordPress plugin, and it was taking up half my day. It's been a real game changer for the way we run our business!



**Jack Arturo, WP Fusion**



**"LevelUp have done a fantastic job."**

We would recommend them because they've been really honest with us. We've had really high quality candidates and they're very quick to get candidates to us and they're really helpful in terms of advice on local laws and culture. LevelUp just know all of this.



**Scott Johnson, CTO at Audr**

