

# HANSON SEARCH US SALARY AND BENEFITS GUIDE 2026

Your guide to the US talent landscape





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# The State of the Market

## The US talent landscape in 2026

**As Hanson Search continues to grow its footprint across the US, our focus remains the same: working closely with businesses to build high-performing teams that can adapt and succeed in a fast-changing market. Our 2026 US Salary and Benefits Guide provides the insights and expertise organizations and professionals need to make informed decisions, respond to shifting trends and remain competitive in a complex talent landscape.**

The business environment in 2026 continues to be shaped by political and economic uncertainty, with significant changes influencing hiring strategies, compensation packages and organizational priorities. The aftermath of the 2024 election is reshaping corporate agendas, with organizations reassessing their strategies in light of evolving regulatory frameworks, labor laws and economic policies. A more protectionist stance persists, with companies becoming more cautious in their approach to expansion. Instead of aggressive hiring surges, there is a growing focus on operational efficiency and targeted growth strategies, particularly in sectors such as infrastructure, defense and technology.

While salary inflation has stabilized, competition for top talent remains fierce. Businesses are prioritizing leaders who can drive revenue, manage regulatory risk and accelerate innovation in emerging sectors. While salary continues to play a key role in attracting talent, there is an increasing demand for comprehensive compensation packages. Senior professionals are increasingly focused on equity participation, performance-based rewards and long-term career progression. The market has shifted decisively toward comprehensive packages that reflect both financial and strategic value. Demand is especially high for talent with deep connectivity on Capitol Hill, including those with established relationships within the Republican Party. Professionals who can navigate Washington's political environment, influence policy outcomes and engage effectively with lawmakers and regulators are commanding premium compensation. Organizations understand the strategic value these individuals bring and are prepared to invest at a premium to secure them.

DEI initiatives have undergone a lot of change. Changes in federal policy and new legal constraints have led some companies to scale back their initiatives, while others remain committed to long-term inclusion goals. Employers who continue to prioritise DEI efforts are likely to see long-term benefits in terms of talent attraction and retention. As we continue to move toward an employee-driven market, professionals will remember the companies that stayed true to their values during uncertain times. At Hanson Search, we help businesses navigate this period of transformation with clarity and confidence. From board advisory and CEO succession planning to market mapping and leadership development, we work closely with our clients to build resilient, future-ready teams. With a growing presence in key global markets, we are well-positioned to support businesses in seizing the opportunities that arise within this shifting landscape.

If you are looking to strengthen your leadership team or explore your next career opportunity, get in touch with us today.

**Katie Simpson**  
**Managing Partner, Hanson Search**

# US Remuneration Tables

## Corporate

Job title	Minimum Salary (\$)	Maximum Salary (\$)
Account Director	120,000	150,000
Associate VP	150,000	190,000
Vice President	190,000	250,000
Senior Vice President	250,000	330,000
Executive Vice President	330,000	450,000
Chief Executive Officer	500,000+	

## Financial

Job title	Minimum Salary (\$)	Maximum Salary (\$)
Account Director	140,000	180,000
Associate Vice President	180,000	230,000
Vice President	230,000	290,000
Senior Vice President	290,000	350,000
Executive Vice President	350,000	500,000
Chief Executive Officer	600,000+	

*\*Size of company, industry, and market (competition) account for the large range of salaries.*

*Our 2026 salary adjustments reflect the broader salary variations based on company size, location, and market competition. In high-demand cities like New York, San Francisco or Washington DC, salaries tend to be at the higher end. For emerging tech, financial services and global consumer brands, we expect to see compensation packages that reflect both company growth and talent scarcity.*

## Consumer

Job title	Minimum Salary (\$)	Maximum Salary (\$)
Account Director	100,000	130,000
Associate Vice President	120,000	160,000
Vice President	140,000	190,000
Senior Vice President	170,000	290,000
Executive Vice President	240,000	350,000
Chief Executive Officer	450,000+	

## Digital

Job title	Minimum Salary (\$)	Maximum Salary (\$)
Account Director	95,000	145,000
Associate Vice President	120,000	160,000
Vice President	150,000	220,000
Senior Vice President	180,000	300,000
Executive Vice President	250,000	350,000
Chief Executive Officer	500,000+	

*\*Size of company, industry, and market (competition) account for the large range of salaries.*

*Our 2026 salary adjustments reflect the broader salary variations based on company size, location, and market competition. In high-demand cities like New York, San Francisco or Washington DC, salaries tend to be at the higher end. For emerging tech, financial services and global consumer brands, we expect to see compensation packages that reflect both company growth and talent scarcity.*



# A Guide to Benefit Packages in the US



**When exploring a new role, salary is only one part of the overall offer. A strong benefits package can make a real difference in job satisfaction, work-life balance and long-term career development.**

At Hanson Search, we work with organisations and senior talent across the US and globally. Speaking daily with employers and candidates gives us a clear view of how benefits are evolving, what has become standard in the market and what people value most. Drawing on this insight, we've created this guide to outline the core benefits employers commonly offer, the elements that strengthen a package and the features that genuinely set an organisation apart in a competitive market.

## Standard Benefits (What Employees Expect as a Minimum)

Most US employers offer these as part of their standard package:

- **Healthcare Coverage** – Employer-sponsored health insurance is a key expectation, often including medical, dental, and vision.
- **401(k) Plans** – Many companies offer retirement savings plans, typically with some level of employer matching.
- **Paid Time Off (PTO)** – Standard policies range from 10–15 days, with additional public holidays.
- **Parental Leave** – Policies vary, but many large employers now provide enhanced paid leave.
- **Remote or Hybrid Work Options** – Flexibility remains a key expectation for many professionals.

## Nice-to-Have Benefits (What Makes an Employer More Competitive)

These perks show an employer is investing in employee well-being and career growth:

- **Stock Options/Equity Grants** – Especially in start-ups and high-growth sectors.
- **Wellness Stipends** – Covering gym memberships, mental health support, or home office set-ups.
- **Commuter Benefits** – Pre-tax transit accounts, parking allowances, or ride-share subsidies.
- **Tuition Reimbursement and Professional Development** – Investment in employee skills and education.
- **Unlimited PTO Policies** – Becoming more common but dependent on company culture.

## Exceptional Perks (What Really Stands Out)

These are rarer but highly valued, making a company a true employer of choice:

- **Four-Day Work-week** – Some companies experimenting with enhanced productivity models.
- **Paid Sabbaticals** – Long-term employees rewarded with extended paid leave.
- **Enhanced Fertility and Family Planning Benefits** – Egg freezing, surrogacy support, and adoption assistance.
- **Volunteer Days and Social Impact Initiatives** – Paid time off for charitable work.
- **Long-Term Incentives and Profit Sharing** – Rewarding employees for business success.



# About Hanson Search

**Hanson Search is a globally recognized, award-winning headhunting and talent advisory consultancy. We specialize in helping organizations appoint world-class leaders for business-critical roles across revenue, reputation and risk.**

For more than two decades, we have supported consultancies, global brands, government entities, start-ups and scale-ups in building high-performing leadership teams. Our work spans communications, sustainability, public affairs and policy, digital marketing, corporate affairs and commercial leadership.

Throughout this time, we have appointed C-suite executives, shaped boards and built teams that drive meaningful growth and transformation.

In 2026, our footprint continues to expand. With consultants and researchers based across the UK, Europe, the US and the UAE, we operate globally and deliver consistently strong market insight. Our reach is international and our experience reflects the increasingly cross-border nature of today's talent landscape.

**If you are looking to hire or making a career enquiry, please get in touch and a member of our team will be happy to help.**



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