



reporte salarial  
enero 2026.



partner for talent.

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reporte enero 2026.



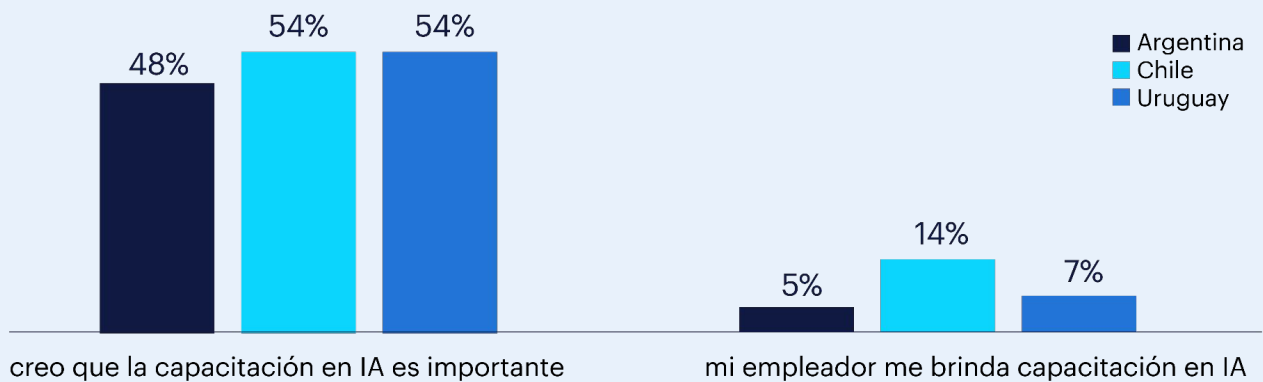
# la importancia de un esquema de formación en IA: diagnóstico y respuesta del mercado laboral actual.

Desde Randstad, compañía de talento líder a nivel global, llevamos adelante la presentación de los resultados de nuestra última encuesta sobre mercado laboral e Inteligencia Artificial (IA).

El estudio revela que el 48% de los trabajadores argentinos considera importante la formación en Inteligencia Artificial, sin embargo, un mayoritario 86% de ellos afirma no haber recibido capacitación en el tema por parte de su empresa.

Al comparar estos datos a nivel regional, Chile y Uruguay comparten el liderazgo en la región con un 54% de trabajadores que considera que la capacitación en IA es muy importante para su desarrollo profesional. Si bien Argentina muestra una brecha de seis puntos porcentuales respecto de Chile y Uruguay, la marca a nivel regional muestra un alto nivel de conciencia en relación a la importancia de la adquisición de nuevas habilidades en IA y herramientas digitales para la empleabilidad.

## capacitación en IA | valoración y formación recibida | corte regional



Sobre estos datos, Andrea Avila, CEO de Randstad para Argentina, Chile y Uruguay, afirmó: "A medida que el avance de la IA se hace más visible en los procesos y tareas laborales, los trabajadores comienzan a percibir la necesidad de adquirir habilidades que les permitan utilizar esta herramienta como una aliada, a la vez que ven a la tecnología como una oportunidad para desarrollarse profesionalmente. Como paradigma superador de los temores de reemplazo del trabajo humano por parte de la IA, [esta visión habilita una nueva etapa de desarrollo de la fuerza laboral, donde IA y trabajadores funcionan como un equipo](#)"; y agregó: "Las organizaciones tienen una responsabilidad frente a sus colaboradores para asegurar que cuenten con las habilidades necesarias, pero también una gran oportunidad de potenciar su capital humano integrando la formación en IA dentro de sus estrategias de desarrollo. [No hay dudas de que invertir hoy en capacitación es invertir en competitividad, innovación, sostenibilidad y productividad de cara al futuro](#)".

Conocé más detalles de este relevamiento ingresando a la nota completa: [aquí](#)

# nuestro relevamiento de salarios y beneficios.

Entre noviembre y diciembre del 2025, realizamos un relevamiento sobre ajustes salariales y beneficios. Esta primera parte del reporte tiene como objetivo conocer cómo llegan las empresas al final del año en cuanto a las tendencias de ajustes salariales para el personal fuera de convenio, las estrategias para la retención del personal, sobre todo los considerados Key Talents y las políticas de beneficios.

Para llevar adelante la construcción de esta parte del informe, se tomó una muestra de 256 empresas de todo el país, complementada con información de nuestros equipos de Randstad de Professional Talent Solutions y Digital Talent Solutions, la cual cuenta con el siguiente perfil de datos:

- El 45% tiene una dotación entre 51 y 400 personas.
- El 70% se encuentra radicado en CABA y Provincia de Buenos Aires.
- Casi el 50% son empresas que facturan más de 30.000 millones de pesos al año.
- El 27% son empresas que brindan servicios. El resto fabrica, construye, produce 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 Talent Solutions y Digital Talent Solutions, 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.

## situación salarial actual.

El cierre de 2025 muestra un mercado laboral que empieza a estabilizarse, pero que [sigue exigiendo a las organizaciones un alto nivel de sensibilidad y precisión en materia de compensaciones y beneficios](#). Tras un año con ajustes por encima del IPC, la prioridad para 2026 se centra en consolidar la recuperación del salario real, proyectando aumentos bajo estrategias específicas.

En este nuevo equilibrio, las expectativas sobre revisiones tienden a ser trimestrales o semestrales, y [ganan peso criterios como el desempeño individual, las encuestas de mercado y el dólar como referencia](#). El foco ya no es sólo masivo: se busca corregir inequidades y aplicar acciones específicas para retener talento crítico, alineando la compensación con la sostenibilidad del negocio.

## frecuencia de revisión: nuevos movimientos en las tendencias.

El 31% revisa la política salarial de manera trimestral, mientras que un 22% lo hace cada 6 meses, donde se ve una marcada tendencia de aumento en los ajustes semestrales, con 12 puntos por encima respecto al informe de mitad de año.

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

Mensualmente	15%
Bimestralmente	5%
Trimestralmente	31%
Cuatrimstralmente	14%
Semestralmente	22%
Otro	13%

Si bien disminuyen algunos puntos el IPC y paritarias, siguen siendo por excelencia los indicadores más utilizados según nuestros relevamientos del último tiempo.

El desempeño como medida de ajuste y reconocimiento individual se mantiene similar y aumenta unos puntos las consultas a encuestas salariales de mercado.

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

IPC	82%
Paritarias	66%
Desempeño	46%
Encuestas	22%

# ajustes salariales.

Según las empresas participantes de este estudio se observa que los ajustes salariales del año se mantuvieron por encima del IPC, con un ajuste promedio levemente menor al proyectado inicialmente y un aumento en la máxima.

El promedio baja 2,4% puntos pero sube 4% el techo del ajuste. Se puede concluir que esto proviene de que algunas compañías están haciendo esfuerzos puntuales más incisivos. El valor que más se repite en la última toma es 30% de ajuste.

	Mínima	Promedio	Máxima
ajuste salarial aplicado el segundo semestre	15%	32%	60%

## ¿qué se espera para el primer semestre del 2026?

Según las proyecciones sobre el IPC para los primeros seis meses, se habla de alrededor de un 12% de inflación. Según la información que fuimos recolectando de las empresas participantes del estudio, se proyecta un ajuste promedio del 17,5% para el personal fuera de convenio, más de 5 puntos por encima del IPC. Las mínimas y máximas declaradas se encuentran en 4% y 35% respectivamente.

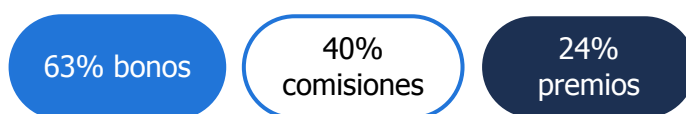
## bonos, comisiones y premios: estrategias clave para alinear, reconocer y motivar.

El variable más elegido, especialmente en posiciones gerenciales y profesionales, sigue siendo el bono y continúa su posicionamiento como herramienta central para alinear esfuerzos individuales y colectivos con los objetivos de negocio. Además de reforzar el compromiso, promueven una visión de largo plazo en la relación con el talento.

Con presencia en el 40% de las organizaciones relevadas, las comisiones se consolidan como un potente motor de performance en áreas comerciales, vinculando directamente el ingreso con resultados concretos: ventas, captación o generación de nuevos negocios.

A pesar de haber obtenido 6 puntos menos que el reporte de mitad de año, los premios aparecen en el 24% de los casos como una forma de reconocimiento puntual, aplicados en campañas internas, concursos o hitos destacados. Si bien no tienen la estructura de un esquema formal, juegan un rol valioso aportando a la cultura del reconocimiento, especialmente en niveles operativos o equipos no comerciales.

Las empresas participantes en este estudio declaran que hacen uso en estas proporciones:



Respecto a bonos, se desprenden los siguientes valores percibidos:

	Mínima	Promedio	Moda	Máxima
bono anual en cantidad de sueldos	0,5	2,5	1	20

los valores no hacen referencia a posiciones específicas.

## modalidad de trabajo.

Si bien la modalidad híbrida sigue liderando, y su implementación puede variar mucho según el sector y el nivel jerárquico, la presencialidad sigue ganando terreno con un aumento de casi el 4%.

El 4,4% que trabaja de manera remota corresponden a empresas de tecnología y consultoría.

De las empresas que aún cuentan con modalidad híbrida, el 53% declara una presencialidad de 3 veces por semana, mientras que el 30,6% lo hace 4 veces por semana.

4,4% remoto

51,3% híbrido

44,3% presencial

Del 51,3% que afirma contar con un **esquema híbrido de trabajo**, se reparte según los siguientes días de presencialidad:



## tasas de rotación.

Las empresas participantes de este estudio, presentaron durante el 2025 los siguientes indicadores en relación a la rotación:

1%  
mínimo

7%  
promedio

30%  
máximo

De nuestros reportes de diciembre 2024 a julio 2025, se observó que la rotación promedio descendió del 8% al 5,9%, mostrando señales de mayor estabilidad. Hoy la tendencia se acerca más a lo que fueron los finales del año pasado.

El 20% de las organizaciones indicó un incremento de la rotación durante el segundo semestre, con un promedio del 12%. Respecto al crecimiento de dotación para el primer semestre de 2025, el 30% afirmó que espera aumentar su dotación.

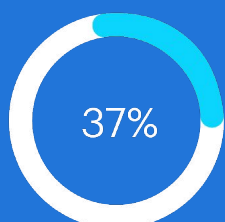
beneficios



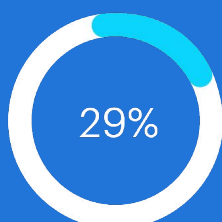
# beneficios más frecuentes.

## movilidad.

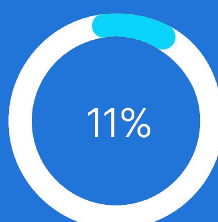
La movilidad de los empleados es, en algunos casos, necesaria por el tipo de rol que se desempeña, pero en otros constituye realmente un beneficio.



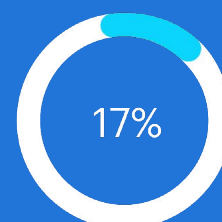
viáticos



auto de la compañía



transfer para empleados



estacionamiento

El **auto corporativo** sigue siendo habitual en posiciones jerárquicas o comerciales con alta demanda de desplazamiento. Los **transfers** son elegidos principalmente para traslados puntuales, mientras que los **viáticos** permiten cubrir gastos asociados al transporte cotidiano, donde el valor del combustible por km oscila, dependiendo de la empresa y del nivel jerárquico, entre \$266 y \$ 600, con un promedio de \$423 el km. Por último, el **estacionamiento** aparece como un beneficio valorado, sobre todo en zonas urbanas donde el costo y la disponibilidad son una barrera para quienes se trasladan en vehículo propio.

## capacitaciones.

En Randstad destacamos la importancia de la formación continua como motor del desarrollo profesional.

Entendemos que integrar planes de capacitación sólidos es clave para robustecer la propuesta de valor, siendo un factor decisivo tanto para atraer como para fidelizar talento.

La capacitación con mayor mención sigue siendo la vinculada con el desarrollo de la posición actual, con 61,1% de menciones.

Respecto al semestre pasado, vemos que esta cae algunos puntos, **donde continúa una tendencia de aumento en las relacionadas a herramientas tecnológicas.**

Desarrollo de posición actual	Habilidades blandas	Desarrollo profesional general	Herramientas tecnológicas	Idioma	Pago parcial o total de carrera de grado	Pago parcial o total de carrera de posgrado
61,1%	39%	37,5%	37,1%	20%	20%	8%

Más de una opción



## comedor/almuerzo.

El 36% de las empresas participantes cuenta actualmente con alguna política vinculada a la alimentación de los colaboradores durante la jornada laboral.

De esta porción, el 18% comenta tener un comedor en las instalaciones del lugar, mientras que un 11% está optando por viandas, teniendo en cuenta las tendencias crecientes sobre los cuidados de la alimentación.

Por último, con tendencia creciente, un 14% se apalanca en otorgar tickets, vouchers o algún sistema de rendimiento de gastos relacionados.



## conectividad.

Tras partir de un 10 % a fines de 2024 y a mediados de este semestre un 13 %, hoy con un 9% de las empresas relevadas se observa una tendencia de decrecimiento. Entre las opciones predomina el pago completo de la factura o un porcentaje en otros casos.

Lejos de ser un lujo, este tipo de apoyo (subsidios de Internet, planes de datos móviles o kits de oficina en casa) se ha convertido en un pilar para sostener modelos híbridos y remotos.



## guardería.

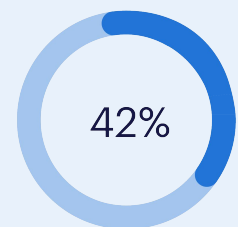
Aunque la proporción sigue mostrando una tendencia de decrecimiento, pasando de un 19% a un 11% de las empresas de este relevamiento, sigue siendo un beneficio estratégico para atraer y retener talento con niños pequeños.

Por lo general, estos programas cubren hasta los 4 años de edad y se concretan tanto a través de convenios con jardines externos como con espacios in company, guarderías móviles o vouchers para centros de cuidado, donde las actualizaciones se dan entre 3 y 6 meses con ajuste según IPC.



## salud y bienestar.

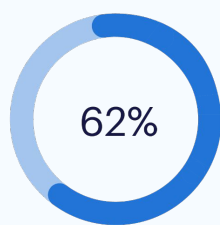
Es un beneficio que cobró mucho peso respecto a las tendencias que se venían demostrando en los últimos estudios (29% a fines de 2024 y 26% a mitad del semestre del año actual). Hoy se posiciona con un 42% de las empresas participantes del estudio.



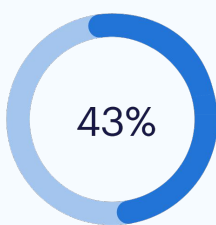
Este tipo de iniciativas se consolidan como parte de una estrategia integral de bienestar, con propuestas que combinan gimnasios corporativos, reintegros y sobre todo con acceso a plataformas como Wellhub (antes Gympass), que permiten mayor flexibilidad y variedad de actividades.

En un contexto donde el equilibrio entre vida personal y laboral cobra cada vez más importancia, estos beneficios se perciben como un gesto de cuidado que impacta positivamente en la motivación y el compromiso.

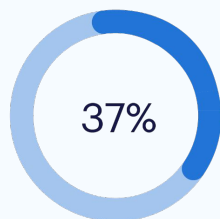
## regalos.



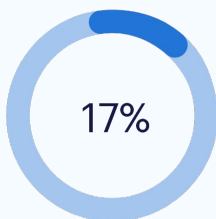
regalo de fin de año



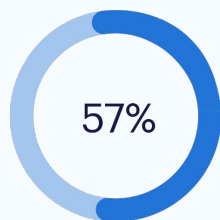
regalo por nacimientos



regalo por casamiento

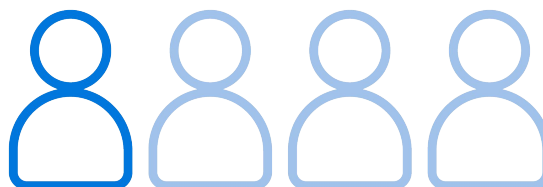


regalo por cumpleaños



regalo por efemérides especiales

Los regalos siguen siendo una forma cercana y significativa de generar vínculos con los equipos. Los regalos de fin de año y efemérides son los más extendidos, lo que indica que los momentos personales, aunque no todas lo hacen.



Presente en 1 de cada 4 empresas,

Como venimos observando en los últimos estudios, la gift card continúa con su posicionamiento como el principal formato elegido para reconocer, personalizar y dar libertad en la elección del beneficio.

## flexibilidad y días libres adicionales.

Este es un beneficio muy valorado por los empleados: se observa en quienes declaran tener días de licencia adicionales, que en promedio son 7 días al año (2 días más respecto a lo relevado en mitad de año). Las respuestas varían entre 1 y 10 días.

Licencias y días libres adicionales	%
Día de cumpleaños.	46%
Posibilidad de regreso al trabajo con jornada reducida post licencia de maternidad.	31%
Días adicionales de vacaciones.	29%
Posibilidad de trabajar de forma remota desde cualquier parte del mundo.	14%
Licencia por paternidad adicional a los días por ley	20%

# retención de key talents.

Retener perfiles clave requiere ir más allá de lo salarial. Según nuestro estudio, la medicina prepaga continúa liderando como el beneficio más valorado, posicionando al bienestar como eje de la propuesta de valor. A esto se suman los ajustes diferenciales y la flexibilidad, herramientas críticas para responder a las nuevas expectativas de equilibrio personal y profesional que hoy demandan los talentos en un mercado diverso y altamente competitivo.

El 66% de las empresas que respondieron esta consulta, consideran que el rango de edades predominantemente de sus Key Talents es entre 36 y 40 años.

Según las empresas consultadas, los aspectos de la cultura más valorados continúan siendo la flexibilidad con un 74%, el desarrollo profesional con un 44% y el reconocimiento con un 39%.

## retener talento clave va mucho más allá del salario: los beneficios más usados.

beneficios	%
Prepaga grupo familiar a cargo de la empresa	70%
Ajustes salariales especiales	61%
Flexitime	43%
Salarios en dólares	17%
Stock Options	9%
Bonos en dólares	9%

## alineación de expectativas: brechas y acuerdos entre el talento clave y las organizaciones.

Nuestro estudio identifica los factores críticos de atracción y analiza la brecha existente entre las expectativas del talento clave y la oferta real de las empresas. Esta comparación revela los desafíos actuales para alinear la propuesta de valor con las demandas del mercado.

Lo que ofrecen las empresas	Lo que valoran los Key Talents	Alineación
Flexitime	Flexibilidad horaria	Alta
Prepaga	Bienestar integral	Moderada
Ajustes salariales especiales	Reconocimiento	Moderada
Salario en dólares / pesificados/ Bonos en dólares	Compensación competitiva	Moderada

# ¿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.

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# profesionales en dirección.



**nr**  
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# dirección.

## 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 31 de diciembre de 2025.

CFO Director de Administración y Finanzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$15.762.699	\$13.871.175	\$14.501.683	\$13.004.226	\$13.398.294	\$19.703.373
	\$19.898.677	\$17.510.835	\$18.306.782	\$16.416.408	\$16.913.875	\$24.873.346
Banca & Serv Financieros	\$16.491.723	\$14.512.716	\$15.172.385	\$13.605.671	\$14.017.964	\$20.614.653
	\$21.455.354	\$18.880.711	\$19.738.925	\$17.700.667	\$18.237.051	\$26.819.192
Consumo masivo	\$14.659.309	\$12.900.192	\$13.486.564	\$12.093.930	\$12.460.413	\$18.324.137
	\$18.096.926	\$15.925.295	\$16.649.172	\$14.929.964	\$15.382.387	\$22.621.158
Gas, Petróleo y Minería	\$16.491.723	\$14.512.716	\$15.172.385	\$13.605.671	\$14.017.964	\$20.614.653
	\$21.455.354	\$18.880.711	\$19.738.925	\$17.700.667	\$18.237.051	\$26.819.192
IT	\$16.491.723	\$14.512.716	\$15.172.385	\$13.605.671	\$14.017.964	\$20.614.653
	\$21.455.480	\$18.880.822	\$19.739.041	\$17.700.771	\$18.237.158	\$26.819.349
Lab & Pharma	\$16.491.723	\$14.512.716	\$15.172.385	\$13.605.671	\$14.017.964	\$20.614.653
	\$21.455.354	\$18.880.711	\$19.738.925	\$17.700.667	\$18.237.051	\$26.819.192
Manufactura	\$15.762.699	\$13.871.175	\$14.501.683	\$13.004.226	\$13.398.294	\$19.703.373
	\$19.898.677	\$17.510.835	\$18.306.782	\$16.416.408	\$16.913.875	\$24.873.346
Retail & Comercio	\$14.659.260	\$12.900.149	\$13.486.519	\$12.093.890	\$12.460.371	\$18.324.075
	\$18.096.926	\$15.925.295	\$16.649.172	\$14.929.964	\$15.382.387	\$22.621.158
Servicios	\$14.659.260	\$12.900.149	\$13.486.519	\$12.093.890	\$12.460.371	\$18.324.075
	\$18.096.926	\$15.925.295	\$16.649.172	\$14.929.964	\$15.382.387	\$22.621.158
Transporte y logística	\$13.926.297	\$12.255.142	\$12.812.193	\$11.489.195	\$11.837.353	\$17.407.871
	\$17.192.081	\$15.129.031	\$15.816.714	\$14.183.466	\$14.613.268	\$21.490.101

Director comercial	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$13.297.006	\$11.701.365	\$10.970.030	\$10.637.604	\$11.302.455	\$16.621.257
	\$18.977.442	\$16.700.149	\$15.656.390	\$15.181.954	\$16.130.826	\$23.721.802
Banca & Serv Financieros	\$13.911.994	\$12.242.555	\$11.477.395	\$11.129.596	\$11.825.195	\$17.389.993
	\$19.487.484	\$17.148.986	\$16.077.174	\$15.589.987	\$16.564.362	\$24.359.355
Consumo masivo	\$12.366.215	\$10.882.269	\$10.202.127	\$9.892.972	\$10.511.282	\$15.457.768
	\$16.414.111	\$14.444.418	\$13.541.642	\$13.131.289	\$13.951.995	\$20.517.639
Gas, Petróleo y Minería	\$13.912.019	\$12.242.577	\$11.477.416	\$11.129.615	\$11.825.216	\$17.390.024
	\$19.487.482	\$17.148.984	\$16.077.173	\$15.589.986	\$16.564.360	\$24.359.353
IT	\$13.911.982	\$12.242.544	\$11.477.385	\$11.129.585	\$11.825.184	\$17.389.977
	\$19.487.503	\$17.149.003	\$16.077.190	\$15.590.003	\$16.564.378	\$24.359.379
Lab & Pharma	\$13.911.992	\$12.242.553	\$11.477.394	\$11.129.594	\$11.825.193	\$17.389.990
	\$19.487.484	\$17.148.986	\$16.077.174	\$15.589.987	\$16.564.362	\$24.359.355
Manufactura	\$13.297.006	\$11.701.365	\$10.970.030	\$10.637.604	\$11.302.455	\$16.621.257
	\$18.977.442	\$16.700.149	\$15.656.390	\$15.181.954	\$16.130.826	\$23.721.802
Retail & Comercio	\$12.366.218	\$10.882.272	\$10.202.130	\$9.892.974	\$10.511.285	\$15.457.772
	\$16.414.115	\$14.444.421	\$13.541.645	\$13.131.292	\$13.951.997	\$20.517.643
Servicios	\$12.367.393	\$10.883.306	\$10.203.099	\$9.893.914	\$10.512.284	\$15.459.241
	\$16.414.108	\$14.444.415	\$13.541.639	\$13.131.287	\$13.951.992	\$20.517.635
Transporte y logística	\$12.366.157	\$10.882.218	\$10.202.079	\$9.892.926	\$10.511.233	\$15.457.696
	\$16.414.119	\$14.444.425	\$13.541.648	\$13.131.295	\$13.952.001	\$20.517.649

# dirección.

## 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 31 de diciembre de 2025.

Director de Operaciones	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$12.903.277	\$11.354.883	\$11.612.949	\$10.645.203	\$10.967.785	\$16.129.096
	\$19.546.765	\$17.201.154	\$17.592.089	\$16.126.081	\$16.614.751	\$24.433.457
Banca & Serv Financieros	\$13.500.054	\$11.880.048	\$12.150.049	\$11.137.545	\$11.475.046	\$16.875.068
	\$20.072.109	\$17.663.456	\$18.064.898	\$16.559.490	\$17.061.292	\$25.090.136
Consumo masivo	\$12.000.047	\$10.560.041	\$10.800.042	\$9.900.039	\$10.200.040	\$15.000.058
	\$14.822.949	\$13.044.195	\$13.340.654	\$12.228.933	\$12.599.506	\$18.528.686
Gas, Petróleo y Minería	\$13.500.051	\$11.880.045	\$12.150.046	\$11.137.542	\$11.475.043	\$16.875.064
	\$20.072.108	\$17.663.455	\$18.064.897	\$16.559.489	\$17.061.291	\$25.090.134
IT	\$13.500.056	\$11.880.050	\$12.150.051	\$11.137.546	\$11.475.048	\$16.875.070
	\$20.072.109	\$17.663.456	\$18.064.898	\$16.559.490	\$17.061.292	\$25.090.136
Lab & Pharma	\$13.500.063	\$11.880.055	\$12.150.056	\$11.137.552	\$11.475.053	\$16.875.078
	\$20.072.111	\$17.663.457	\$18.064.900	\$16.559.491	\$17.061.294	\$25.090.138
Manufactura	\$12.903.277	\$11.354.883	\$11.612.949	\$10.645.203	\$10.967.785	\$16.129.096
	\$19.546.765	\$17.201.154	\$17.592.089	\$16.126.081	\$16.614.751	\$24.433.457
Retail & Comercio	\$11.999.942	\$10.559.949	\$10.799.948	\$9.899.952	\$10.199.951	\$14.999.927
	\$14.814.040	\$13.036.355	\$13.332.636	\$12.221.583	\$12.591.934	\$18.517.550
Servicios	\$11.999.950	\$10.559.956	\$10.799.955	\$9.899.959	\$10.199.958	\$14.999.938
	\$14.814.149	\$13.036.451	\$13.332.734	\$12.221.673	\$12.592.027	\$18.517.686
Transporte y logística	\$11.399.980	\$10.031.982	\$10.259.982	\$9.404.984	\$9.689.983	\$14.249.975
	\$14.073.375	\$12.384.570	\$12.666.038	\$11.610.534	\$11.962.369	\$17.591.719

Director de marketing	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$12.778.002	\$11.244.642	\$10.541.852	\$10.222.402	\$10.861.302	\$15.972.503
	\$18.409.285	\$16.200.171	\$15.187.660	\$14.727.428	\$15.647.892	\$23.011.606
Banca & Serv Financieros	\$13.368.986	\$11.764.707	\$11.029.413	\$10.695.188	\$11.363.638	\$16.711.232
	\$18.904.235	\$16.635.726	\$15.595.994	\$15.123.388	\$16.068.599	\$23.630.293
Consumo masivo	\$11.883.542	\$10.457.517	\$9.803.922	\$9.506.834	\$10.101.011	\$14.854.427
	\$14.670.239	\$12.909.811	\$12.102.947	\$11.736.191	\$12.469.703	\$18.337.799
Gas, Petróleo y Minería	\$13.368.987	\$11.764.708	\$11.029.414	\$10.695.189	\$11.363.639	\$16.711.233
	\$18.904.242	\$16.635.733	\$15.596.000	\$15.123.394	\$16.068.606	\$23.630.303
IT	\$13.368.986	\$11.764.707	\$11.029.413	\$10.695.188	\$11.363.638	\$16.711.232
	\$18.904.277	\$16.635.764	\$15.596.029	\$15.123.422	\$16.068.636	\$23.630.347
Lab & Pharma	\$13.368.986	\$11.764.707	\$11.029.413	\$10.695.188	\$11.363.638	\$16.711.232
	\$18.904.196	\$16.635.693	\$15.595.962	\$15.123.357	\$16.068.567	\$23.630.245
Manufactura	\$12.778.002	\$11.244.642	\$10.541.852	\$10.222.402	\$10.861.302	\$15.972.503
	\$18.409.285	\$16.200.171	\$15.187.660	\$14.727.428	\$15.647.892	\$23.011.606
Retail & Comercio	\$11.883.475	\$10.457.458	\$9.803.867	\$9.506.780	\$10.100.953	\$14.854.343
	\$14.670.253	\$12.909.823	\$12.102.959	\$11.736.203	\$12.469.715	\$18.337.816
Servicios	\$11.883.475	\$10.457.458	\$9.803.867	\$9.506.780	\$10.100.953	\$14.854.343
	\$14.670.253	\$12.909.823	\$12.102.959	\$11.736.203	\$12.469.715	\$18.337.816
Transporte y logística	\$11.289.300	\$9.934.584	\$9.313.673	\$9.031.440	\$9.595.905	\$14.111.625
	\$13.936.740	\$12.264.332	\$11.497.811	\$11.149.392	\$11.846.229	\$17.420.925

# dirección.

## según zona geográfica e industria.

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Director de Expansión y Desarrollo	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$12.527.453	\$11.024.159	\$10.335.149	\$10.021.962	\$10.648.335	\$15.659.316
	\$18.048.318	\$15.882.520	\$14.889.862	\$14.438.654	\$15.341.070	\$22.560.398
Banca & Serv Financieros	\$13.106.848	\$11.534.027	\$10.813.150	\$10.485.479	\$11.140.821	\$16.383.560
	\$18.533.563	\$16.309.536	\$15.290.190	\$14.826.850	\$15.753.529	\$23.166.954
Consumo masivo	\$11.650.531	\$10.252.468	\$9.611.688	\$9.320.425	\$9.902.952	\$14.563.164
	\$14.382.588	\$12.656.677	\$11.865.635	\$11.506.070	\$12.225.200	\$17.978.235
Gas, Petróleo y Minería	\$13.106.847	\$11.534.026	\$10.813.149	\$10.485.478	\$11.140.820	\$16.383.559
	\$18.533.571	\$16.309.542	\$15.290.196	\$14.826.856	\$15.753.535	\$23.166.963
IT	\$13.106.858	\$11.534.035	\$10.813.158	\$10.485.486	\$11.140.829	\$16.383.573
	\$18.533.605	\$16.309.572	\$15.290.224	\$14.826.884	\$15.753.564	\$23.167.006
Lab & Pharma	\$13.106.848	\$11.534.027	\$10.813.150	\$10.485.479	\$11.140.821	\$16.383.560
	\$18.533.526	\$16.309.503	\$15.290.159	\$14.826.821	\$15.753.497	\$23.166.907
Manufactura	\$12.527.453	\$11.024.159	\$10.335.149	\$10.021.962	\$10.648.335	\$15.659.316
	\$18.048.318	\$15.882.520	\$14.889.862	\$14.438.654	\$15.341.070	\$22.560.398
Retail & Comercio	\$11.650.465	\$10.252.409	\$9.611.634	\$9.320.372	\$9.902.895	\$14.563.081
	\$14.382.601	\$12.656.689	\$11.865.646	\$11.506.081	\$12.225.211	\$17.978.251
Servicios	\$11.650.465	\$10.252.409	\$9.611.634	\$9.320.372	\$9.902.895	\$14.563.081
	\$14.382.601	\$12.656.689	\$11.865.646	\$11.506.081	\$12.225.211	\$17.978.251
Transporte y logística	\$11.067.942	\$9.739.789	\$9.131.052	\$8.854.354	\$9.407.751	\$13.834.927
	\$13.663.471	\$12.023.854	\$11.272.364	\$10.930.777	\$11.613.950	\$17.079.339
Director de Recursos Humanos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$12.162.576	\$10.703.066	\$11.189.569	\$10.034.125	\$10.338.189	\$15.203.219
	\$18.424.701	\$16.213.737	\$16.950.725	\$15.200.379	\$15.660.996	\$23.030.877
Banca & Serv Financieros	\$12.725.095	\$11.198.083	\$11.707.087	\$10.498.203	\$10.816.331	\$15.906.369
	\$18.919.888	\$16.649.501	\$17.406.297	\$15.608.907	\$16.081.905	\$23.649.860
Consumo masivo	\$11.311.195	\$9.953.851	\$10.406.299	\$9.331.736	\$9.614.515	\$14.138.993
	\$13.963.678	\$12.288.036	\$12.846.583	\$11.520.034	\$11.869.126	\$17.454.597
Gas, Petróleo y Minería	\$12.725.095	\$11.198.083	\$11.707.087	\$10.498.203	\$10.816.331	\$15.906.369
	\$18.919.888	\$16.649.501	\$17.406.297	\$15.608.907	\$16.081.905	\$23.649.860
IT	\$12.725.095	\$11.198.083	\$11.707.087	\$10.498.203	\$10.816.331	\$15.906.369
	\$18.919.888	\$16.649.501	\$17.406.297	\$15.608.907	\$16.081.905	\$23.649.860
Lab & Pharma	\$12.725.095	\$11.198.083	\$11.707.087	\$10.498.203	\$10.816.331	\$15.906.369
	\$18.919.888	\$16.649.501	\$17.406.297	\$15.608.907	\$16.081.905	\$23.649.860
Manufactura	\$12.162.576	\$10.703.066	\$11.189.569	\$10.034.125	\$10.338.189	\$15.203.219
	\$18.424.701	\$16.213.737	\$16.950.725	\$15.200.379	\$15.660.996	\$23.030.877
Retail & Comercio	\$11.311.216	\$9.953.870	\$10.406.319	\$9.331.753	\$9.614.534	\$14.139.020
	\$13.963.690	\$12.288.048	\$12.846.595	\$11.520.045	\$11.869.137	\$17.454.613
Servicios	\$11.311.131	\$9.953.795	\$10.406.240	\$9.331.683	\$9.614.461	\$14.138.913
	\$13.963.690	\$12.288.048	\$12.846.595	\$11.520.045	\$11.869.137	\$17.454.613
Transporte y logística	\$10.745.575	\$9.456.106	\$9.885.929	\$8.865.099	\$9.133.738	\$13.431.968
	\$13.265.506	\$11.673.645	\$12.204.265	\$10.944.042	\$11.275.680	\$16.581.882

reporte salarial  
enero 2026.

# profesionales del área de administración & finanzas.



**randstad**

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 31 de diciembre de 2025.

Gerente de Administración y Finanzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$7.551.469	\$6.645.293	\$6.947.352	\$6.229.962	\$6.418.749	\$9.439.337
	\$10.944.238	\$9.630.930	\$10.068.699	\$9.028.997	\$9.302.602	\$13.680.298
Banca & Serv Financieros	\$7.192.019	\$6.328.977	\$6.616.657	\$5.933.416	\$6.113.216	\$8.990.024
	\$10.943.810	\$9.630.553	\$10.068.306	\$9.028.644	\$9.302.239	\$13.679.763
Consumo masivo	\$6.832.567	\$6.012.659	\$6.285.962	\$5.636.868	\$5.807.682	\$8.540.709
	\$10.457.902	\$9.202.954	\$9.621.270	\$8.627.769	\$8.889.216	\$13.072.377
Gas, Petróleo y Minería	\$9.816.910	\$8.638.881	\$9.031.557	\$8.098.951	\$8.344.373	\$12.271.137
	\$12.585.466	\$11.075.210	\$11.578.629	\$10.383.009	\$10.697.646	\$15.731.833
IT	\$7.551.469	\$6.645.293	\$6.947.352	\$6.229.962	\$6.418.749	\$9.439.337
	\$10.943.854	\$9.630.592	\$10.068.346	\$9.028.680	\$9.302.276	\$13.679.818
Lab & Pharma	\$7.192.019	\$6.328.977	\$6.616.657	\$5.933.416	\$6.113.216	\$8.990.024
	\$10.396.613	\$9.149.020	\$9.564.884	\$8.577.206	\$8.837.121	\$12.995.766
Manufactura	\$7.551.469	\$6.645.293	\$6.947.352	\$6.229.962	\$6.418.749	\$9.439.337
	\$10.943.884	\$9.630.618	\$10.068.373	\$9.028.704	\$9.302.301	\$13.679.855
Retail & Comercio	\$6.832.549	\$6.012.643	\$6.285.945	\$5.636.853	\$5.807.667	\$8.540.687
	\$10.457.946	\$9.202.992	\$9.621.310	\$8.627.805	\$8.889.254	\$13.072.432
Servicios	\$6.832.549	\$6.012.643	\$6.285.945	\$5.636.853	\$5.807.667	\$8.540.687
	\$10.457.946	\$9.202.992	\$9.621.310	\$8.627.805	\$8.889.254	\$13.072.432
Transporte y logística	\$6.836.776	\$6.016.363	\$6.289.834	\$5.640.340	\$5.811.259	\$8.545.970
	\$10.474.139	\$9.217.243	\$9.636.208	\$8.641.165	\$8.903.018	\$13.092.674

Controller	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.723.393	\$5.036.585	\$5.265.521	\$4.721.799	\$4.864.884	\$7.154.241
	\$9.568.660	\$8.420.421	\$8.803.167	\$7.894.145	\$8.133.361	\$11.960.825
Banca & Serv Financieros	\$5.386.758	\$4.740.347	\$4.955.817	\$4.444.075	\$4.578.744	\$6.733.447
	\$9.571.150	\$8.422.612	\$8.805.458	\$7.896.199	\$8.135.478	\$11.963.938
Consumo masivo	\$6.348.935	\$5.587.063	\$5.841.020	\$5.237.871	\$5.396.595	\$7.936.169
	\$9.568.660	\$8.420.421	\$8.803.167	\$7.894.145	\$8.133.361	\$11.960.825
Gas, Petróleo y Minería	\$5.387.450	\$4.740.956	\$4.956.454	\$4.444.646	\$4.579.333	\$6.734.313
	\$9.569.010	\$8.420.729	\$8.803.489	\$7.894.433	\$8.133.659	\$11.961.263
IT	\$5.386.908	\$4.740.479	\$4.955.955	\$4.444.199	\$4.578.871	\$6.733.634
	\$9.568.750	\$8.420.500	\$8.803.250	\$7.894.219	\$8.133.438	\$11.960.938
Lab & Pharma	\$5.386.915	\$4.740.485	\$4.955.962	\$4.444.205	\$4.578.878	\$6.733.644
	\$9.569.400	\$8.421.072	\$8.803.848	\$7.894.755	\$8.133.990	\$11.961.750
Manufactura	\$5.771.718	\$5.079.112	\$5.309.981	\$4.761.667	\$4.905.960	\$7.214.648
	\$9.576.143	\$8.427.006	\$8.810.051	\$7.900.318	\$8.139.721	\$11.970.178
Retail & Comercio	\$5.386.160	\$4.739.820	\$4.955.267	\$4.443.582	\$4.578.236	\$6.732.699
	\$9.569.400	\$8.421.072	\$8.803.848	\$7.894.755	\$8.133.990	\$11.961.750
Servicios	\$5.387.450	\$4.740.956	\$4.956.454	\$4.444.646	\$4.579.333	\$6.734.313
	\$9.571.150	\$8.422.612	\$8.805.458	\$7.896.199	\$8.135.478	\$11.963.938
Transporte y logística	\$5.386.160	\$4.739.820	\$4.955.267	\$4.443.582	\$4.578.236	\$6.732.699
	\$9.569.400	\$8.421.072	\$8.803.848	\$7.894.755	\$8.133.990	\$11.961.750

# administración y finanzas. según zona geográfica e industria.

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Gerente de Tesorería	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.236.532	\$4.608.148	\$4.817.609	\$4.320.139	\$4.451.052	\$6.545.665
	\$6.833.994	\$6.013.914	\$6.287.274	\$5.638.045	\$5.808.895	\$8.542.492
Banca & Serv Financieros	\$5.760.402	\$5.069.154	\$5.299.570	\$4.752.331	\$4.896.341	\$7.200.502
	\$7.420.765	\$6.530.273	\$6.827.103	\$6.122.131	\$6.307.650	\$9.275.956
Consumo masivo	\$5.236.532	\$4.608.148	\$4.817.609	\$4.320.139	\$4.451.052	\$6.545.665
	\$6.833.962	\$6.013.887	\$6.287.245	\$5.638.019	\$5.808.868	\$8.542.453
Gas, Petróleo y Minería	\$6.109.287	\$5.376.173	\$5.620.544	\$5.040.162	\$5.192.894	\$7.636.609
	\$6.835.950	\$6.015.636	\$6.289.074	\$5.639.659	\$5.810.558	\$8.544.938
IT	\$6.087.250	\$5.356.780	\$5.600.270	\$5.021.981	\$5.174.163	\$7.609.063
	\$7.419.765	\$6.529.393	\$6.826.183	\$6.121.306	\$6.306.800	\$9.274.706
Lab & Pharma	\$6.086.360	\$5.355.997	\$5.599.451	\$5.021.247	\$5.173.406	\$7.607.950
	\$7.224.508	\$6.357.567	\$6.646.547	\$5.960.219	\$6.140.832	\$9.030.635
Manufactura	\$5.760.402	\$5.069.154	\$5.299.570	\$4.752.331	\$4.896.341	\$7.200.502
	\$7.419.765	\$6.529.393	\$6.826.183	\$6.121.306	\$6.306.800	\$9.274.706
Retail & Comercio	\$5.235.000	\$4.606.800	\$4.816.200	\$4.318.875	\$4.449.750	\$6.543.750
	\$6.833.990	\$6.013.911	\$6.287.271	\$5.638.042	\$5.808.892	\$8.542.488
Servicios	\$5.235.500	\$4.607.240	\$4.816.660	\$4.319.288	\$4.450.175	\$6.544.375
	\$6.834.000	\$6.013.920	\$6.287.280	\$5.638.050	\$5.808.900	\$8.542.500
Transporte y logística	\$5.211.560	\$4.586.173	\$4.794.635	\$4.299.537	\$4.429.826	\$6.514.450
	\$6.837.518	\$6.017.016	\$6.290.517	\$5.640.952	\$5.811.890	\$8.546.897

Gerente de Impuestos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.926.645	\$5.215.448	\$5.452.514	\$4.889.483	\$5.037.649	\$7.408.307
	\$7.301.294	\$6.425.139	\$6.717.190	\$6.023.567	\$6.206.100	\$9.126.617
Banca & Serv Financieros	\$6.539.311	\$5.754.594	\$6.016.167	\$5.394.932	\$5.558.415	\$8.174.139
	\$8.374.664	\$7.369.704	\$7.704.691	\$6.909.098	\$7.118.464	\$10.468.330
Consumo masivo	\$5.926.550	\$5.215.364	\$5.452.426	\$4.889.404	\$5.037.568	\$7.408.188
	\$7.300.500	\$6.424.440	\$6.716.460	\$6.022.913	\$6.205.425	\$9.125.625
Gas, Petróleo y Minería	\$5.930.800	\$5.219.104	\$5.456.336	\$4.892.910	\$5.041.180	\$7.413.500
	\$7.302.700	\$6.426.376	\$6.718.484	\$6.024.728	\$6.207.295	\$9.128.375
IT	\$6.539.246	\$5.754.537	\$6.016.106	\$5.394.878	\$5.558.359	\$8.174.058
	\$7.945.622	\$6.992.147	\$7.309.972	\$6.555.138	\$6.753.779	\$9.932.027
Lab & Pharma	\$6.335.093	\$5.574.882	\$5.828.286	\$5.226.452	\$5.384.829	\$7.918.867
	\$7.730.270	\$6.802.637	\$7.111.848	\$6.377.473	\$6.570.729	\$9.662.837
Manufactura	\$6.539.246	\$5.754.537	\$6.016.106	\$5.394.878	\$5.558.359	\$8.174.058
	\$7.945.622	\$6.992.147	\$7.309.972	\$6.555.138	\$6.753.779	\$9.932.027
Retail & Comercio	\$5.927.200	\$5.215.936	\$5.453.024	\$4.889.940	\$5.038.120	\$7.409.000
	\$7.300.300	\$6.424.264	\$6.716.276	\$6.022.748	\$6.205.255	\$9.125.375
Servicios	\$5.926.250	\$5.215.100	\$5.452.150	\$4.889.156	\$5.037.313	\$7.407.813
	\$7.301.450	\$6.425.276	\$6.717.334	\$6.023.696	\$6.206.233	\$9.126.813
Transporte y logística	\$5.905.026	\$5.196.423	\$5.432.624	\$4.871.647	\$5.019.272	\$7.381.283
	\$7.277.043	\$6.403.798	\$6.694.879	\$6.003.560	\$6.185.486	\$9.096.304

# 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 31 de diciembre de 2025.

Gerente de Control de Gestión	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.933.425	\$5.221.414	\$5.458.751	\$4.895.076	\$5.043.411	\$7.416.781
	\$8.982.197	\$7.904.334	\$8.263.622	\$7.410.313	\$7.634.868	\$11.227.747
Banca & Serv Financieros	\$6.527.007	\$5.743.767	\$6.004.847	\$5.384.781	\$5.547.956	\$8.158.759
	\$9.308.800	\$8.191.744	\$8.564.096	\$7.679.760	\$7.912.480	\$11.636.000
Consumo masivo	\$5.933.450	\$5.221.436	\$5.458.774	\$4.895.096	\$5.043.433	\$7.416.813
	\$8.982.183	\$7.904.321	\$8.263.608	\$7.410.301	\$7.634.855	\$11.227.729
Gas, Petróleo y Minería	\$5.935.000	\$5.222.800	\$5.460.200	\$4.896.375	\$5.044.750	\$7.418.750
	\$8.982.203	\$7.904.338	\$8.263.627	\$7.410.317	\$7.634.872	\$11.227.753
IT	\$6.528.000	\$5.744.640	\$6.005.760	\$5.385.600	\$5.548.800	\$8.160.000
	\$9.308.801	\$8.191.745	\$8.564.097	\$7.679.761	\$7.912.481	\$11.636.001
Lab & Pharma	\$6.328.931	\$5.569.459	\$5.822.617	\$5.221.368	\$5.379.592	\$7.911.164
	\$9.495.452	\$8.355.997	\$8.735.815	\$7.833.748	\$8.071.134	\$11.869.314
Manufactura	\$6.527.000	\$5.743.760	\$6.004.840	\$5.384.775	\$5.547.950	\$8.158.750
	\$9.752.079	\$8.581.829	\$8.971.912	\$8.045.465	\$8.289.267	\$12.190.098
Retail & Comercio	\$5.935.685	\$5.223.403	\$5.460.830	\$4.896.940	\$5.045.332	\$7.419.606
	\$8.985.180	\$7.906.958	\$8.266.366	\$7.412.774	\$7.637.403	\$11.231.475
Servicios	\$5.933.420	\$5.221.410	\$5.458.746	\$4.895.072	\$5.043.407	\$7.416.775
	\$8.982.195	\$7.904.332	\$8.263.619	\$7.410.311	\$7.634.866	\$11.227.744
Transporte y logística	\$5.905.125	\$5.196.510	\$5.432.715	\$4.871.728	\$5.019.356	\$7.381.406
	\$8.986.815	\$7.908.397	\$8.267.870	\$7.414.122	\$7.638.793	\$11.233.519

Gerente de Cobranzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.755.000	\$4.184.400	\$4.374.600	\$3.922.875	\$4.041.750	\$5.943.750
	\$8.112.600	\$7.139.088	\$7.463.592	\$6.692.895	\$6.895.710	\$10.140.750
Banca & Serv Financieros	\$5.245.072	\$4.615.663	\$4.825.466	\$4.327.184	\$4.458.311	\$6.556.339
	\$8.271.280	\$7.278.727	\$7.609.578	\$6.823.806	\$7.030.588	\$10.339.100
Consumo masivo	\$4.753.600	\$4.183.168	\$4.373.312	\$3.921.720	\$4.040.560	\$5.942.000
	\$8.112.560	\$7.139.053	\$7.463.555	\$6.692.862	\$6.895.676	\$10.140.700
Gas, Petróleo y Minería	\$4.754.700	\$4.184.136	\$4.374.324	\$3.922.628	\$4.041.495	\$5.943.375
	\$8.115.000	\$7.141.200	\$7.465.800	\$6.694.875	\$6.897.750	\$10.143.750
IT	\$5.245.072	\$4.615.663	\$4.825.466	\$4.327.184	\$4.458.311	\$6.556.339
	\$8.632.281	\$7.596.407	\$7.941.698	\$7.121.632	\$7.337.439	\$10.790.351
Lab & Pharma	\$5.081.273	\$4.471.520	\$4.674.771	\$4.192.050	\$4.319.082	\$6.351.591
	\$8.589.269	\$7.558.557	\$7.902.128	\$7.086.147	\$7.300.879	\$10.736.587
Manufactura	\$4.754.866	\$4.184.282	\$4.374.477	\$3.922.764	\$4.041.636	\$5.943.583
	\$8.113.516	\$7.139.894	\$7.464.435	\$6.693.651	\$6.896.489	\$10.141.895
Retail & Comercio	\$4.753.286	\$4.182.891	\$4.373.023	\$3.921.461	\$4.040.293	\$5.941.607
	\$8.112.494	\$7.138.995	\$7.463.494	\$6.692.807	\$6.895.620	\$10.140.617
Servicios	\$4.756.150	\$4.185.412	\$4.375.658	\$3.923.824	\$4.042.728	\$5.945.188
	\$8.110.921	\$7.137.610	\$7.462.047	\$6.691.510	\$6.894.283	\$10.138.651
Transporte y logística	\$4.736.379	\$4.168.013	\$4.357.468	\$3.907.512	\$4.025.922	\$5.920.473
	\$8.416.129	\$7.406.193	\$7.742.838	\$6.943.306	\$7.153.709	\$10.520.161

# 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 31 de diciembre de 2025.

Gerente de Contabilidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.910.662	\$5.201.382	\$5.437.809	\$4.876.296	\$5.024.063	\$7.388.327
	\$9.951.318	\$8.757.160	\$9.155.212	\$8.209.837	\$8.458.620	\$12.439.147
Banca & Serv Financieros	\$6.566.992	\$5.778.953	\$6.041.633	\$5.417.769	\$5.581.943	\$8.208.740
	\$10.390.161	\$9.143.342	\$9.558.948	\$8.571.883	\$8.831.637	\$12.987.701
Consumo masivo	\$5.910.666	\$5.201.386	\$5.437.813	\$4.876.300	\$5.024.066	\$7.388.333
	\$9.952.344	\$8.758.063	\$9.156.157	\$8.210.684	\$8.459.493	\$12.440.430
Gas, Petróleo y Minería	\$5.910.666	\$5.201.386	\$5.437.813	\$4.876.300	\$5.024.066	\$7.388.333
	\$9.953.311	\$8.758.914	\$9.157.046	\$8.211.482	\$8.460.315	\$12.441.639
IT	\$6.566.992	\$5.778.953	\$6.041.633	\$5.417.769	\$5.581.943	\$8.208.740
	\$10.390.161	\$9.143.342	\$9.558.948	\$8.571.883	\$8.831.637	\$12.987.701
Lab & Pharma	\$6.348.010	\$5.586.249	\$5.840.170	\$5.237.109	\$5.395.809	\$7.935.013
	\$10.574.173	\$9.305.272	\$9.728.239	\$8.723.692	\$8.988.047	\$13.217.716
Manufactura	\$6.566.992	\$5.778.953	\$6.041.633	\$5.417.769	\$5.581.943	\$8.208.740
	\$10.885.014	\$9.578.813	\$10.014.213	\$8.980.137	\$9.252.262	\$13.606.268
Retail & Comercio	\$5.910.666	\$5.201.386	\$5.437.813	\$4.876.300	\$5.024.066	\$7.388.333
	\$9.952.344	\$8.758.063	\$9.156.157	\$8.210.684	\$8.459.493	\$12.440.430
Servicios	\$5.910.680	\$5.201.398	\$5.437.826	\$4.876.311	\$5.024.078	\$7.388.350
	\$9.953.836	\$8.759.375	\$9.157.529	\$8.211.914	\$8.460.760	\$12.442.294
Transporte y logística	\$5.910.666	\$5.201.386	\$5.437.813	\$4.876.300	\$5.024.066	\$7.388.333
	\$9.985.346	\$8.787.104	\$9.186.518	\$8.237.910	\$8.487.544	\$12.481.682

Gerente de Auditoría	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.205.379	\$4.580.733	\$4.788.948	\$4.294.438	\$4.424.572	\$6.506.724
	\$9.742.380	\$8.573.294	\$8.962.990	\$8.037.464	\$8.281.023	\$12.177.975
Banca & Serv Financieros	\$5.726.086	\$5.038.955	\$5.267.999	\$4.724.021	\$4.867.173	\$7.157.607
	\$9.696.047	\$8.532.521	\$8.920.363	\$7.999.238	\$8.241.640	\$12.120.058
Consumo masivo	\$5.205.379	\$4.580.733	\$4.788.948	\$4.294.438	\$4.424.572	\$6.506.724
	\$9.742.380	\$8.573.294	\$8.962.990	\$8.037.464	\$8.281.023	\$12.177.975
Gas, Petróleo y Minería	\$5.206.620	\$4.581.826	\$4.790.090	\$4.295.462	\$4.425.627	\$6.508.275
	\$8.930.527	\$7.858.863	\$8.216.085	\$7.367.685	\$7.590.948	\$11.163.158
IT	\$5.726.138	\$5.039.002	\$5.268.047	\$4.724.064	\$4.867.217	\$7.157.673
	\$9.696.037	\$8.532.513	\$8.920.354	\$7.999.231	\$8.241.632	\$12.120.046
Lab & Pharma	\$5.552.232	\$4.885.964	\$5.108.054	\$4.580.592	\$4.719.397	\$6.940.290
	\$9.440.922	\$8.308.012	\$8.685.648	\$7.788.761	\$8.024.784	\$11.801.153
Manufactura	\$5.726.086	\$5.038.955	\$5.267.999	\$4.724.021	\$4.867.173	\$7.157.607
	\$9.696.047	\$8.532.521	\$8.920.363	\$7.999.238	\$8.241.640	\$12.120.058
Retail & Comercio	\$5.205.424	\$4.580.773	\$4.788.990	\$4.294.475	\$4.424.610	\$6.506.780
	\$9.743.067	\$8.573.899	\$8.963.622	\$8.038.030	\$8.281.607	\$12.178.834
Servicios	\$5.205.124	\$4.580.509	\$4.788.714	\$4.294.227	\$4.424.356	\$6.506.405
	\$9.741.494	\$8.572.515	\$8.962.174	\$8.036.733	\$8.280.270	\$12.176.868
Transporte y logística	\$5.206.620	\$4.581.826	\$4.790.090	\$4.295.462	\$4.425.627	\$6.508.275
	\$9.743.277	\$8.574.083	\$8.963.814	\$8.038.203	\$8.281.785	\$12.179.096

# 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 31 de diciembre de 2025.

Gerente de Legales	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.792.351	\$5.097.269	\$5.328.963	\$4.778.689	\$4.923.498	\$7.240.439
	\$8.485.420	\$7.467.170	\$7.806.586	\$7.000.472	\$7.212.607	\$10.606.775
Banca & Serv Financieros	\$6.221.051	\$5.474.525	\$5.723.367	\$5.132.367	\$5.287.893	\$7.776.313
	\$8.858.750	\$7.795.700	\$8.150.050	\$7.308.469	\$7.529.938	\$11.073.438
Consumo masivo	\$5.792.490	\$5.097.391	\$5.329.091	\$4.778.804	\$4.923.617	\$7.240.613
	\$8.485.796	\$7.467.500	\$7.806.932	\$7.000.781	\$7.212.926	\$10.607.244
Gas, Petróleo y Minería	\$5.795.350	\$5.099.908	\$5.331.722	\$4.781.164	\$4.926.048	\$7.244.188
	\$8.486.100	\$7.467.768	\$7.807.212	\$7.001.033	\$7.213.185	\$10.607.625
IT	\$6.220.930	\$5.474.418	\$5.723.255	\$5.132.267	\$5.287.790	\$7.776.162
	\$8.858.535	\$7.795.511	\$8.149.852	\$7.308.291	\$7.529.755	\$11.073.169
Lab & Pharma	\$6.220.873	\$5.474.368	\$5.723.203	\$5.132.220	\$5.287.742	\$7.776.091
	\$9.015.445	\$7.933.592	\$8.294.210	\$7.437.743	\$7.663.129	\$11.269.307
Manufactura	\$6.220.930	\$5.474.418	\$5.723.255	\$5.132.267	\$5.287.790	\$7.776.162
	\$9.280.986	\$8.167.267	\$8.538.507	\$7.656.813	\$7.888.838	\$11.601.232
Retail & Comercio	\$5.792.351	\$5.097.269	\$5.328.963	\$4.778.689	\$4.923.498	\$7.240.439
	\$8.484.940	\$7.466.747	\$7.806.145	\$7.000.076	\$7.212.199	\$10.606.175
Servicios	\$5.794.050	\$5.098.764	\$5.330.526	\$4.780.091	\$4.924.943	\$7.242.563
	\$8.485.370	\$7.467.125	\$7.806.540	\$7.000.430	\$7.212.564	\$10.606.712
Transporte y logística	\$5.785.752	\$5.091.462	\$5.322.892	\$4.773.246	\$4.917.889	\$7.232.190
	\$8.513.678	\$7.492.036	\$7.832.584	\$7.023.784	\$7.236.626	\$10.642.097

Jefe de Legales	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.350.751	\$3.828.660	\$4.002.690	\$3.589.369	\$3.698.138	\$5.438.438
	\$5.162.970	\$4.543.414	\$4.749.933	\$4.259.451	\$4.388.525	\$6.453.713
Banca & Serv Financieros	\$4.785.665	\$4.211.385	\$4.402.812	\$3.948.174	\$4.067.815	\$5.982.081
	\$5.808.480	\$5.111.462	\$5.343.802	\$4.791.996	\$4.937.208	\$7.260.600
Consumo masivo	\$4.350.000	\$3.828.000	\$4.002.000	\$3.588.750	\$3.697.500	\$5.437.500
	\$5.377.820	\$4.732.482	\$4.947.594	\$4.436.702	\$4.571.147	\$6.722.275
Gas, Petróleo y Minería	\$4.350.750	\$3.828.660	\$4.002.690	\$3.589.369	\$3.698.138	\$5.438.438
	\$5.378.100	\$4.732.728	\$4.947.852	\$4.436.933	\$4.571.385	\$6.722.625
IT	\$5.003.077	\$4.402.708	\$4.602.831	\$4.127.539	\$4.252.616	\$6.253.846
	\$5.809.400	\$5.112.272	\$5.344.648	\$4.792.755	\$4.937.990	\$7.261.750
Lab & Pharma	\$4.785.665	\$4.211.385	\$4.402.812	\$3.948.174	\$4.067.815	\$5.982.081
	\$5.593.529	\$4.922.305	\$5.146.046	\$4.614.661	\$4.754.499	\$6.991.911
Manufactura	\$4.785.665	\$4.211.385	\$4.402.812	\$3.948.174	\$4.067.815	\$5.982.081
	\$5.808.490	\$5.111.471	\$5.343.811	\$4.792.004	\$4.937.217	\$7.260.613
Retail & Comercio	\$4.786.110	\$4.211.777	\$4.403.221	\$3.948.541	\$4.068.194	\$5.982.638
	\$5.593.485	\$4.922.267	\$5.146.006	\$4.614.625	\$4.754.462	\$6.991.856
Servicios	\$4.133.323	\$3.637.325	\$3.802.657	\$3.409.992	\$3.513.325	\$5.166.654
	\$4.947.990	\$4.354.231	\$4.552.151	\$4.082.092	\$4.205.792	\$6.184.988
Transporte y logística	\$4.339.754	\$3.818.984	\$3.992.574	\$3.580.297	\$3.688.791	\$5.424.693
	\$5.170.594	\$4.550.123	\$4.756.947	\$4.265.740	\$4.395.005	\$6.463.243

# 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 enero de 2026.

Jefe de Tesorería	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.040.800	\$3.555.904	\$3.717.536	\$3.333.660	\$3.434.680	\$5.051.000
	\$5.023.610	\$4.420.777	\$4.621.722	\$4.144.479	\$4.270.069	\$6.279.513
Banca & Serv Financieros	\$4.645.260	\$4.087.829	\$4.273.639	\$3.832.340	\$3.948.471	\$5.806.575
	\$5.651.700	\$4.973.496	\$5.199.564	\$4.662.653	\$4.803.945	\$7.064.625
Consumo masivo	\$4.039.460	\$3.554.725	\$3.716.303	\$3.332.555	\$3.433.541	\$5.049.325
	\$5.232.800	\$4.604.864	\$4.814.176	\$4.317.060	\$4.447.880	\$6.541.000
Gas, Petróleo y Minería	\$4.038.123	\$3.553.548	\$3.715.073	\$3.331.452	\$3.432.405	\$5.047.654
	\$5.233.551	\$4.605.525	\$4.814.867	\$4.317.679	\$4.448.518	\$6.541.939
IT	\$4.645.263	\$4.087.831	\$4.273.642	\$3.832.342	\$3.948.473	\$5.806.578
	\$5.651.697	\$4.973.494	\$5.199.561	\$4.662.650	\$4.803.943	\$7.064.622
Lab & Pharma	\$4.443.282	\$3.910.088	\$4.087.819	\$3.665.708	\$3.776.790	\$5.554.103
	\$5.442.565	\$4.789.457	\$5.007.159	\$4.490.116	\$4.626.180	\$6.803.206
Manufactura	\$4.645.263	\$4.087.831	\$4.273.642	\$3.832.342	\$3.948.473	\$5.806.578
	\$5.651.720	\$4.973.514	\$5.199.582	\$4.662.669	\$4.803.962	\$7.064.650
Retail & Comercio	\$4.039.590	\$3.554.839	\$3.716.423	\$3.332.662	\$3.433.652	\$5.049.488
	\$5.232.500	\$4.604.600	\$4.813.900	\$4.316.813	\$4.447.625	\$6.540.625
Servicios	\$3.837.638	\$3.377.122	\$3.530.627	\$3.166.052	\$3.261.993	\$4.797.048
	\$4.814.430	\$4.236.698	\$4.429.276	\$3.971.905	\$4.092.266	\$6.018.038
Transporte y logística	\$4.029.445	\$3.545.912	\$3.707.089	\$3.324.292	\$3.425.028	\$5.036.806
	\$5.030.975	\$4.427.258	\$4.628.497	\$4.150.554	\$4.276.329	\$6.288.719

Jefe de Impuestos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.378.942	\$3.853.469	\$4.028.626	\$3.612.627	\$3.722.101	\$5.473.677
	\$5.507.048	\$4.846.202	\$5.066.484	\$4.543.315	\$4.680.991	\$6.883.810
Banca & Serv Financieros	\$4.839.643	\$4.258.886	\$4.452.472	\$3.992.706	\$4.113.697	\$6.049.554
	\$5.984.621	\$5.266.467	\$5.505.852	\$4.937.313	\$5.086.928	\$7.480.777
Consumo masivo	\$4.609.774	\$4.056.601	\$4.240.992	\$3.803.064	\$3.918.308	\$5.762.218
	\$5.746.732	\$5.057.125	\$5.286.994	\$4.741.054	\$4.884.723	\$7.183.416
Gas, Petróleo y Minería	\$4.378.942	\$3.853.469	\$4.028.626	\$3.612.627	\$3.722.101	\$5.473.677
	\$5.507.048	\$4.846.202	\$5.066.484	\$4.543.315	\$4.680.991	\$6.883.810
IT	\$5.069.925	\$4.461.534	\$4.664.331	\$4.182.688	\$4.309.437	\$6.337.407
	\$6.225.554	\$5.478.488	\$5.727.510	\$5.136.082	\$5.291.721	\$7.781.943
Lab & Pharma	\$4.841.020	\$4.260.098	\$4.453.739	\$3.993.842	\$4.114.867	\$6.051.275
	\$5.986.117	\$5.267.783	\$5.507.228	\$4.938.547	\$5.088.200	\$7.482.646
Manufactura	\$5.069.925	\$4.461.534	\$4.664.331	\$4.182.688	\$4.309.437	\$6.337.407
	\$6.225.554	\$5.478.488	\$5.727.510	\$5.136.082	\$5.291.721	\$7.781.943
Retail & Comercio	\$4.609.154	\$4.056.056	\$4.240.422	\$3.802.552	\$3.917.781	\$5.761.443
	\$5.746.583	\$5.056.993	\$5.286.856	\$4.740.931	\$4.884.595	\$7.183.228
Servicios	\$4.378.969	\$3.853.492	\$4.028.651	\$3.612.649	\$3.722.123	\$5.473.711
	\$5.506.898	\$4.846.071	\$5.066.347	\$4.543.191	\$4.680.864	\$6.883.623
Transporte y logística	\$4.631.523	\$4.075.740	\$4.261.001	\$3.821.006	\$3.936.794	\$5.789.404
	\$5.760.049	\$5.068.843	\$5.299.245	\$4.752.040	\$4.896.041	\$7.200.061

# 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 31 de diciembre de 2025.

Jefe de control de gestión	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.959.905	\$4.364.716	\$4.563.112	\$4.091.921	\$4.215.919	\$6.199.881
	\$5.944.974	\$5.231.577	\$5.469.376	\$4.904.603	\$5.053.227	\$7.431.217
Banca & Serv Financieros	\$5.481.913	\$4.824.083	\$5.043.360	\$4.522.578	\$4.659.626	\$6.852.391
	\$6.462.075	\$5.686.626	\$5.945.109	\$5.331.211	\$5.492.763	\$8.077.593
Consumo masivo	\$4.959.900	\$4.364.712	\$4.563.108	\$4.091.918	\$4.215.915	\$6.199.875
	\$5.944.987	\$5.231.589	\$5.469.388	\$4.904.615	\$5.053.239	\$7.431.234
Gas, Petróleo y Minería	\$4.960.000	\$4.364.800	\$4.563.200	\$4.092.000	\$4.216.000	\$6.200.000
	\$5.945.500	\$5.232.040	\$5.469.860	\$4.905.038	\$5.053.675	\$7.431.875
IT	\$5.742.693	\$5.053.570	\$5.283.278	\$4.737.722	\$4.881.289	\$7.178.367
	\$6.720.880	\$5.914.374	\$6.183.209	\$5.544.726	\$5.712.748	\$8.401.100
Lab & Pharma	\$5.481.913	\$4.824.083	\$5.043.360	\$4.522.578	\$4.659.626	\$6.852.391
	\$6.462.075	\$5.686.626	\$5.945.109	\$5.331.211	\$5.492.763	\$8.077.593
Manufactura	\$5.742.693	\$5.053.570	\$5.283.278	\$4.737.722	\$4.881.289	\$7.178.367
	\$6.720.880	\$5.914.374	\$6.183.209	\$5.544.726	\$5.712.748	\$8.401.100
Retail & Comercio	\$4.959.905	\$4.364.716	\$4.563.112	\$4.091.921	\$4.215.919	\$6.199.881
	\$5.944.974	\$5.231.577	\$5.469.376	\$4.904.603	\$5.053.227	\$7.431.217
Servicios	\$4.698.616	\$4.134.782	\$4.322.727	\$3.876.358	\$3.993.824	\$5.873.270
	\$5.930.700	\$5.219.016	\$5.456.244	\$4.892.828	\$5.041.095	\$7.413.375
Transporte y logística	\$4.934.919	\$4.342.729	\$4.540.126	\$4.071.308	\$4.194.681	\$6.168.649
	\$5.930.760	\$5.219.068	\$5.456.299	\$4.892.877	\$5.041.146	\$7.413.450

Jefe de Contabilidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.439.562	\$3.906.814	\$4.084.397	\$3.662.638	\$3.773.627	\$5.549.452
	\$5.268.343	\$4.636.142	\$4.846.876	\$4.346.383	\$4.478.092	\$6.585.429
Banca & Serv Financieros	\$5.105.216	\$4.492.590	\$4.696.799	\$4.211.803	\$4.339.434	\$6.381.520
	\$5.927.024	\$5.215.781	\$5.452.862	\$4.889.795	\$5.037.971	\$7.408.780
Consumo masivo	\$4.439.557	\$3.906.810	\$4.084.393	\$3.662.635	\$3.773.624	\$5.549.447
	\$5.487.718	\$4.829.191	\$5.048.700	\$4.527.367	\$4.664.560	\$6.859.647
Gas, Petróleo y Minería	\$4.439.557	\$3.906.810	\$4.084.393	\$3.662.635	\$3.773.624	\$5.549.447
	\$5.487.718	\$4.829.191	\$5.048.700	\$4.527.367	\$4.664.560	\$6.859.647
IT	\$5.105.216	\$4.492.590	\$4.696.799	\$4.211.803	\$4.339.434	\$6.381.520
	\$5.927.024	\$5.215.781	\$5.452.862	\$4.889.795	\$5.037.971	\$7.408.780
Lab & Pharma	\$4.883.331	\$4.297.332	\$4.492.665	\$4.028.748	\$4.150.832	\$6.104.164
	\$5.707.649	\$5.022.731	\$5.251.037	\$4.708.810	\$4.851.501	\$7.134.561
Manufactura	\$5.105.216	\$4.492.590	\$4.696.799	\$4.211.803	\$4.339.434	\$6.381.520
	\$5.927.024	\$5.215.781	\$5.452.862	\$4.889.795	\$5.037.971	\$7.408.780
Retail & Comercio	\$4.439.562	\$3.906.814	\$4.084.397	\$3.662.638	\$3.773.627	\$5.549.452
	\$5.487.718	\$4.829.191	\$5.048.700	\$4.527.367	\$4.664.560	\$6.859.647
Servicios	\$4.217.677	\$3.711.556	\$3.880.263	\$3.479.583	\$3.585.025	\$5.272.096
	\$5.048.967	\$4.443.091	\$4.645.050	\$4.165.398	\$4.291.622	\$6.311.209
Transporte y logística	\$4.428.374	\$3.896.969	\$4.074.104	\$3.653.408	\$3.764.118	\$5.535.467
	\$5.276.118	\$4.642.983	\$4.854.028	\$4.352.797	\$4.484.700	\$6.595.147

# administración y finanzas. según zona geográfica e industria.

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Jefe de Cobranzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.477.664	\$3.060.344	\$3.199.451	\$2.869.073	\$2.956.014	\$4.347.080
	\$5.395.286	\$4.747.851	\$4.963.663	\$4.451.111	\$4.585.993	\$6.744.107
Banca & Serv Financieros	\$3.489.460	\$3.070.725	\$3.210.304	\$2.878.805	\$2.966.041	\$4.361.826
	\$5.885.276	\$5.179.043	\$5.414.454	\$4.855.353	\$5.002.485	\$7.356.595
Consumo masivo	\$3.315.031	\$2.917.227	\$3.049.829	\$2.734.901	\$2.817.777	\$4.143.789
	\$5.640.281	\$4.963.448	\$5.189.059	\$4.653.232	\$4.794.239	\$7.050.352
Gas, Petróleo y Minería	\$3.477.739	\$3.060.410	\$3.199.520	\$2.869.134	\$2.956.078	\$4.347.173
	\$5.395.136	\$4.747.720	\$4.963.525	\$4.450.987	\$4.585.865	\$6.743.920
IT	\$3.664.084	\$3.224.394	\$3.370.958	\$3.022.870	\$3.114.472	\$4.580.106
	\$6.130.915	\$5.395.205	\$5.640.442	\$5.058.005	\$5.211.278	\$7.663.644
Lab & Pharma	\$3.489.460	\$3.070.725	\$3.210.304	\$2.878.805	\$2.966.041	\$4.361.826
	\$5.885.276	\$5.179.043	\$5.414.454	\$4.855.353	\$5.002.485	\$7.356.595
Manufactura	\$3.838.386	\$3.377.780	\$3.531.315	\$3.166.669	\$3.262.628	\$4.797.983
	\$6.375.941	\$5.610.828	\$5.865.865	\$5.260.151	\$5.419.550	\$7.969.926
Retail & Comercio	\$3.315.136	\$2.917.320	\$3.049.925	\$2.734.987	\$2.817.866	\$4.143.920
	\$5.640.281	\$4.963.448	\$5.189.059	\$4.653.232	\$4.794.239	\$7.050.352
Servicios	\$3.477.739	\$3.060.410	\$3.199.520	\$2.869.134	\$2.956.078	\$4.347.173
	\$5.395.286	\$4.747.851	\$4.963.663	\$4.451.111	\$4.585.993	\$6.744.107
Transporte y logística	\$3.317.171	\$2.919.111	\$3.051.798	\$2.736.666	\$2.819.596	\$4.146.464
	\$5.623.599	\$4.948.767	\$5.173.711	\$4.639.469	\$4.780.059	\$7.029.499

Jefe de Auditoría	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.966.209	\$3.490.264	\$3.648.912	\$3.272.122	\$3.371.277	\$4.957.761
	\$5.436.397	\$4.784.029	\$5.001.485	\$4.485.028	\$4.620.938	\$6.795.496
Banca & Serv Financieros	\$4.528.484	\$3.985.066	\$4.166.205	\$3.735.999	\$3.849.211	\$5.660.605
	\$6.088.354	\$5.357.751	\$5.601.285	\$5.022.892	\$5.175.100	\$7.610.442
Consumo masivo	\$3.966.209	\$3.490.264	\$3.648.912	\$3.272.122	\$3.371.277	\$4.957.761
	\$5.653.716	\$4.975.270	\$5.201.419	\$4.664.316	\$4.805.659	\$7.067.145
Gas, Petróleo y Minería	\$4.151.076	\$3.652.947	\$3.818.990	\$3.424.637	\$3.528.414	\$5.188.845
	\$5.653.773	\$4.975.320	\$5.201.471	\$4.664.363	\$4.805.707	\$7.067.216
IT	\$4.528.486	\$3.985.068	\$4.166.207	\$3.736.001	\$3.849.213	\$5.660.608
	\$6.088.350	\$5.357.748	\$5.601.282	\$5.022.889	\$5.175.098	\$7.610.438
Lab & Pharma	\$4.526.100	\$3.982.968	\$4.164.012	\$3.734.033	\$3.847.185	\$5.657.625
	\$6.099.000	\$5.367.120	\$5.611.080	\$5.031.675	\$5.184.150	\$7.623.750
Manufactura	\$4.528.486	\$3.985.068	\$4.166.207	\$3.736.001	\$3.849.213	\$5.660.608
	\$6.088.350	\$5.357.748	\$5.601.282	\$5.022.889	\$5.175.098	\$7.610.438
Retail & Comercio	\$3.966.209	\$3.490.264	\$3.648.912	\$3.272.122	\$3.371.277	\$4.957.761
	\$5.436.397	\$4.784.029	\$5.001.485	\$4.485.028	\$4.620.938	\$6.795.496
Servicios	\$3.773.666	\$3.320.826	\$3.471.773	\$3.113.275	\$3.207.616	\$4.717.083
	\$5.218.507	\$4.592.286	\$4.801.026	\$4.305.268	\$4.435.731	\$6.523.133
Transporte y logística	\$3.979.335	\$3.501.815	\$3.660.989	\$3.282.952	\$3.382.435	\$4.974.169
	\$5.432.966	\$4.781.010	\$4.998.328	\$4.482.197	\$4.618.021	\$6.791.207

# administración y finanzas. según zona geográfica e industria.

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Jefe de Administración y finanzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.337.055	\$3.816.608	\$3.990.090	\$3.578.070	\$3.686.496	\$5.421.318
	\$5.308.883	\$4.671.817	\$4.884.172	\$4.379.829	\$4.512.551	\$6.636.104
Banca & Serv Financieros	\$4.928.785	\$4.337.331	\$4.534.482	\$4.066.248	\$4.189.467	\$6.160.981
	\$5.921.469	\$5.210.893	\$5.447.751	\$4.885.212	\$5.033.248	\$7.401.836
Consumo masivo	\$4.337.055	\$3.816.608	\$3.990.090	\$3.578.070	\$3.686.496	\$5.421.318
	\$5.512.734	\$4.851.206	\$5.071.715	\$4.548.006	\$4.685.824	\$6.890.918
Gas, Petróleo y Minería	\$4.928.800	\$4.337.344	\$4.534.496	\$4.066.260	\$4.189.480	\$6.161.000
	\$5.921.484	\$5.210.906	\$5.447.765	\$4.885.224	\$5.033.261	\$7.401.855
IT	\$4.928.741	\$4.337.292	\$4.534.442	\$4.066.211	\$4.189.430	\$6.160.926
	\$5.921.469	\$5.210.893	\$5.447.751	\$4.885.212	\$5.033.248	\$7.401.836
Lab & Pharma	\$4.731.561	\$4.163.774	\$4.353.036	\$3.903.538	\$4.021.827	\$5.914.452
	\$5.717.108	\$5.031.055	\$5.259.740	\$4.716.614	\$4.859.542	\$7.146.386
Manufactura	\$4.928.785	\$4.337.331	\$4.534.482	\$4.066.248	\$4.189.467	\$6.160.981
	\$5.921.484	\$5.210.906	\$5.447.765	\$4.885.224	\$5.033.261	\$7.401.855
Retail & Comercio	\$4.337.055	\$3.816.608	\$3.990.090	\$3.578.070	\$3.686.496	\$5.421.318
	\$5.308.808	\$4.671.751	\$4.884.104	\$4.379.767	\$4.512.487	\$6.636.010
Servicios	\$4.139.832	\$3.643.052	\$3.808.646	\$3.415.362	\$3.518.857	\$5.174.790
	\$5.104.508	\$4.491.967	\$4.696.147	\$4.211.219	\$4.338.832	\$6.380.635
Transporte y logística	\$4.352.914	\$3.830.564	\$4.004.681	\$3.591.154	\$3.699.977	\$5.441.143
	\$5.331.699	\$4.691.895	\$4.905.163	\$4.398.651	\$4.531.944	\$6.664.623

Abogado Corporativo	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.421.043	\$2.130.518	\$2.227.360	\$1.997.360	\$2.057.887	\$3.026.304
	\$3.186.416	\$2.804.046	\$2.931.503	\$2.628.793	\$2.708.454	\$3.983.020
Banca & Serv Financieros	\$2.406.762	\$2.117.950	\$2.214.221	\$1.985.578	\$2.045.747	\$3.008.452
	\$3.584.557	\$3.154.410	\$3.297.792	\$2.957.259	\$3.046.873	\$4.480.696
Consumo masivo	\$2.421.410	\$2.130.841	\$2.227.697	\$1.997.663	\$2.058.199	\$3.026.763
	\$3.186.460	\$2.804.085	\$2.931.543	\$2.628.830	\$2.708.491	\$3.983.075
Gas, Petróleo y Minería	\$2.422.045	\$2.131.400	\$2.228.281	\$1.998.187	\$2.058.738	\$3.027.556
	\$3.187.000	\$2.804.560	\$2.932.040	\$2.629.275	\$2.708.950	\$3.983.750
IT	\$2.406.590	\$2.117.799	\$2.214.063	\$1.985.437	\$2.045.602	\$3.008.238
	\$3.584.720	\$3.154.554	\$3.297.942	\$2.957.394	\$3.047.012	\$4.480.900
Lab & Pharma	\$2.406.750	\$2.117.940	\$2.214.210	\$1.985.569	\$2.045.738	\$3.008.438
	\$3.584.500	\$3.154.360	\$3.297.740	\$2.957.213	\$3.046.825	\$4.480.625
Manufactura	\$2.607.325	\$2.294.446	\$2.398.739	\$2.151.043	\$2.216.226	\$3.259.156
	\$3.584.645	\$3.154.488	\$3.297.873	\$2.957.332	\$3.046.948	\$4.480.806
Retail & Comercio	\$2.421.040	\$2.130.515	\$2.227.357	\$1.997.358	\$2.057.884	\$3.026.300
	\$3.186.450	\$2.804.076	\$2.931.534	\$2.628.821	\$2.708.483	\$3.983.063
Servicios	\$2.235.030	\$1.966.826	\$2.056.228	\$1.843.900	\$1.899.776	\$2.793.788
	\$2.987.155	\$2.628.697	\$2.748.183	\$2.464.403	\$2.539.082	\$3.733.944
Transporte y logística	\$2.427.495	\$2.136.196	\$2.233.295	\$2.002.683	\$2.063.371	\$3.034.369
	\$3.192.720	\$2.809.594	\$2.937.302	\$2.633.994	\$2.713.812	\$3.990.900

# administración y finanzas. según zona geográfica e industria.

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Analista de Contabilidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.245.729	\$1.976.241	\$2.066.071	\$1.852.726	\$1.908.870	\$2.807.161
	\$2.955.804	\$2.601.108	\$2.719.340	\$2.438.539	\$2.512.434	\$3.694.755
Banca & Serv Financieros	\$2.232.562	\$1.964.655	\$2.053.957	\$1.841.864	\$1.897.678	\$2.790.703
	\$3.325.190	\$2.926.167	\$3.059.175	\$2.743.282	\$2.826.411	\$4.156.487
Consumo masivo	\$2.245.879	\$1.976.373	\$2.066.208	\$1.852.850	\$1.908.997	\$2.807.348
	\$2.955.768	\$2.601.076	\$2.719.307	\$2.438.509	\$2.512.403	\$3.694.710
Gas, Petróleo y Minería	\$2.245.930	\$1.976.418	\$2.066.256	\$1.852.892	\$1.909.041	\$2.807.413
	\$2.956.500	\$2.601.720	\$2.719.980	\$2.439.113	\$2.513.025	\$3.695.625
IT	\$2.233.090	\$1.965.119	\$2.054.443	\$1.842.299	\$1.898.127	\$2.791.363
	\$3.325.205	\$2.926.180	\$3.059.188	\$2.743.294	\$2.826.424	\$4.156.506
Lab & Pharma	\$2.232.622	\$1.964.708	\$2.054.013	\$1.841.913	\$1.897.729	\$2.790.778
	\$3.325.346	\$2.926.304	\$3.059.318	\$2.743.410	\$2.826.544	\$4.156.683
Manufactura	\$2.418.670	\$2.128.429	\$2.225.176	\$1.995.403	\$2.055.869	\$3.023.337
	\$3.325.000	\$2.926.000	\$3.059.000	\$2.743.125	\$2.826.250	\$4.156.250
Retail & Comercio	\$2.245.879	\$1.976.373	\$2.066.208	\$1.852.850	\$1.908.997	\$2.807.348
	\$2.955.894	\$2.601.187	\$2.719.423	\$2.438.613	\$2.512.510	\$3.694.868
Servicios	\$2.073.222	\$1.824.436	\$1.907.365	\$1.710.408	\$1.762.239	\$2.591.528
	\$2.771.097	\$2.438.565	\$2.549.409	\$2.286.155	\$2.355.432	\$3.463.871
Transporte y logística	\$2.251.863	\$1.981.640	\$2.071.714	\$1.857.787	\$1.914.084	\$2.814.829
	\$2.961.760	\$2.606.349	\$2.724.819	\$2.443.452	\$2.517.496	\$3.702.200

Analista de Auditoría	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.673.736	\$2.352.888	\$2.459.837	\$2.205.832	\$2.272.676	\$3.342.170
	\$3.966.783	\$3.490.769	\$3.649.441	\$3.272.596	\$3.371.766	\$4.958.479
Banca & Serv Financieros	\$3.030.368	\$2.666.724	\$2.787.939	\$2.500.054	\$2.575.813	\$3.787.961
	\$4.241.990	\$3.732.952	\$3.902.631	\$3.499.642	\$3.605.692	\$5.302.488
Consumo masivo	\$2.852.195	\$2.509.932	\$2.624.020	\$2.353.061	\$2.424.366	\$3.565.244
	\$4.187.066	\$3.684.618	\$3.852.101	\$3.454.330	\$3.559.006	\$5.233.833
Gas, Petróleo y Minería	\$2.852.195	\$2.509.932	\$2.624.020	\$2.353.061	\$2.424.366	\$3.565.244
	\$4.187.066	\$3.684.618	\$3.852.101	\$3.454.330	\$3.559.006	\$5.233.833
IT	\$3.030.374	\$2.666.729	\$2.787.944	\$2.500.058	\$2.575.818	\$3.787.967
	\$4.243.085	\$3.733.915	\$3.903.638	\$3.500.545	\$3.606.622	\$5.303.856
Lab & Pharma	\$3.031.417	\$2.667.647	\$2.788.904	\$2.500.919	\$2.576.704	\$3.789.271
	\$4.242.014	\$3.732.972	\$3.902.653	\$3.499.661	\$3.605.712	\$5.302.517
Manufactura	\$3.030.374	\$2.666.729	\$2.787.944	\$2.500.058	\$2.575.818	\$3.787.967
	\$4.241.989	\$3.732.951	\$3.902.630	\$3.499.641	\$3.605.691	\$5.302.487
Retail & Comercio	\$2.852.196	\$2.509.933	\$2.624.021	\$2.353.062	\$2.424.367	\$3.565.245
	\$4.187.064	\$3.684.616	\$3.852.099	\$3.454.328	\$3.559.004	\$5.233.830
Servicios	\$2.673.736	\$2.352.888	\$2.459.837	\$2.205.832	\$2.272.676	\$3.342.170
	\$3.966.783	\$3.490.769	\$3.649.441	\$3.272.596	\$3.371.766	\$4.958.479
Transporte y logística	\$2.858.839	\$2.515.778	\$2.630.132	\$2.358.542	\$2.430.013	\$3.573.549
	\$4.189.656	\$3.686.897	\$3.854.483	\$3.456.466	\$3.561.207	\$5.237.070

# 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 31 de diciembre de 2025.

Analista de Control de Gestión	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.698.400	\$2.374.592	\$2.482.528	\$2.226.180	\$2.293.640	\$3.373.000
	\$3.612.467	\$3.178.971	\$3.323.469	\$2.980.285	\$3.070.597	\$4.515.583
Banca & Serv Financieros	\$2.889.075	\$2.542.386	\$2.657.949	\$2.383.487	\$2.455.714	\$3.611.344
	\$3.813.401	\$3.355.793	\$3.508.329	\$3.146.056	\$3.241.391	\$4.766.751
Consumo masivo	\$2.696.370	\$2.372.806	\$2.480.660	\$2.224.505	\$2.291.915	\$3.370.463
	\$3.612.467	\$3.178.971	\$3.323.469	\$2.980.285	\$3.070.597	\$4.515.583
Gas, Petróleo y Minería	\$2.890.000	\$2.543.200	\$2.658.800	\$2.384.250	\$2.456.500	\$3.612.500
	\$3.813.311	\$3.355.714	\$3.508.246	\$3.145.982	\$3.241.314	\$4.766.639
IT	\$3.081.885	\$2.712.058	\$2.835.334	\$2.542.555	\$2.619.602	\$3.852.356
	\$4.014.155	\$3.532.457	\$3.693.023	\$3.311.678	\$3.412.032	\$5.017.694
Lab & Pharma	\$2.889.076	\$2.542.387	\$2.657.950	\$2.383.488	\$2.455.715	\$3.611.345
	\$3.813.251	\$3.355.661	\$3.508.191	\$3.145.932	\$3.241.263	\$4.766.564
Manufactura	\$3.081.885	\$2.712.058	\$2.835.334	\$2.542.555	\$2.619.602	\$3.852.356
	\$4.014.155	\$3.532.457	\$3.693.023	\$3.311.678	\$3.412.032	\$5.017.694
Retail & Comercio	\$2.697.600	\$2.373.888	\$2.481.792	\$2.225.520	\$2.292.960	\$3.372.000
	\$3.412.130	\$3.002.674	\$3.139.160	\$2.815.007	\$2.900.311	\$4.265.163
Servicios	\$2.696.370	\$2.372.806	\$2.480.660	\$2.224.505	\$2.291.915	\$3.370.463
	\$3.415.100	\$3.005.288	\$3.141.892	\$2.817.458	\$2.902.835	\$4.268.875
Transporte y logística	\$2.879.201	\$2.533.697	\$2.648.865	\$2.375.341	\$2.447.321	\$3.599.001
	\$3.807.715	\$3.350.789	\$3.503.098	\$3.141.365	\$3.236.558	\$4.759.644

Analista de Impuestos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.190.895	\$1.927.987	\$2.015.623	\$1.807.488	\$1.862.260	\$2.738.618
	\$3.134.820	\$2.758.641	\$2.884.034	\$2.586.226	\$2.664.597	\$3.918.525
Banca & Serv Financieros	\$2.166.882	\$1.906.856	\$1.993.531	\$1.787.677	\$1.841.849	\$2.708.602
	\$3.309.047	\$2.911.961	\$3.044.323	\$2.729.964	\$2.812.690	\$4.136.308
Consumo masivo	\$2.190.000	\$1.927.200	\$2.014.800	\$1.806.750	\$1.861.500	\$2.737.500
	\$3.134.745	\$2.758.575	\$2.883.965	\$2.586.164	\$2.664.533	\$3.918.431
Gas, Petróleo y Minería	\$2.166.433	\$1.906.461	\$1.993.119	\$1.787.307	\$1.841.468	\$2.708.042
	\$3.309.196	\$2.912.093	\$3.044.461	\$2.730.087	\$2.812.817	\$4.136.496
IT	\$2.311.411	\$2.034.041	\$2.126.498	\$1.906.914	\$1.964.699	\$2.889.263
	\$3.483.349	\$3.065.347	\$3.204.681	\$2.873.763	\$2.960.846	\$4.354.186
Lab & Pharma	\$2.347.468	\$2.065.772	\$2.159.670	\$1.936.661	\$1.995.348	\$2.934.335
	\$3.309.047	\$2.911.961	\$3.044.323	\$2.729.964	\$2.812.690	\$4.136.308
Manufactura	\$2.311.411	\$2.034.041	\$2.126.498	\$1.906.914	\$1.964.699	\$2.889.263
	\$3.483.349	\$3.065.347	\$3.204.681	\$2.873.763	\$2.960.846	\$4.354.186
Retail & Comercio	\$2.190.950	\$1.928.036	\$2.015.674	\$1.807.534	\$1.862.308	\$2.738.688
	\$2.960.850	\$2.605.548	\$2.723.982	\$2.442.701	\$2.516.723	\$3.701.063
Servicios	\$2.190.950	\$1.928.036	\$2.015.674	\$1.807.534	\$1.862.308	\$2.738.688
	\$2.960.790	\$2.605.495	\$2.723.927	\$2.442.652	\$2.516.672	\$3.700.988
Transporte y logística	\$2.339.239	\$2.058.531	\$2.152.100	\$1.929.872	\$1.988.353	\$2.924.049
	\$3.304.110	\$2.907.617	\$3.039.781	\$2.725.891	\$2.808.493	\$4.130.137

# administración y finanzas. según zona geográfica e industria.

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Analista de Tesorería	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.260.391	\$1.989.144	\$2.079.560	\$1.864.823	\$1.921.332	\$2.825.489
	\$2.985.518	\$2.627.256	\$2.746.677	\$2.463.053	\$2.537.691	\$3.731.898
Banca & Serv Financieros	\$2.421.976	\$2.131.339	\$2.228.218	\$1.998.130	\$2.058.680	\$3.027.470
	\$3.151.502	\$2.773.322	\$2.899.382	\$2.599.989	\$2.678.777	\$3.939.378
Consumo masivo	\$2.260.436	\$1.989.184	\$2.079.601	\$1.864.860	\$1.921.371	\$2.825.545
	\$2.985.518	\$2.627.256	\$2.746.677	\$2.463.053	\$2.537.691	\$3.731.898
Gas, Petróleo y Minería	\$2.421.976	\$2.131.339	\$2.228.218	\$1.998.130	\$2.058.680	\$3.027.470
	\$3.151.499	\$2.773.319	\$2.899.379	\$2.599.987	\$2.678.774	\$3.939.374
IT	\$2.583.531	\$2.273.507	\$2.376.849	\$2.131.413	\$2.196.001	\$3.229.414
	\$3.317.425	\$2.919.334	\$3.052.031	\$2.736.875	\$2.819.811	\$4.146.781
Lab & Pharma	\$2.421.976	\$2.131.339	\$2.228.218	\$1.998.130	\$2.058.680	\$3.027.470
	\$3.151.502	\$2.773.322	\$2.899.382	\$2.599.989	\$2.678.777	\$3.939.378
Manufactura	\$2.384.782	\$2.098.608	\$2.193.999	\$1.967.445	\$2.027.064	\$2.980.977
	\$3.317.470	\$2.919.373	\$3.052.072	\$2.736.913	\$2.819.849	\$4.146.837
Retail & Comercio	\$2.260.900	\$1.989.592	\$2.080.028	\$1.865.243	\$1.921.765	\$2.826.125
	\$2.820.300	\$2.481.864	\$2.594.676	\$2.326.748	\$2.397.255	\$3.525.375
Servicios	\$2.260.000	\$1.988.800	\$2.079.200	\$1.864.500	\$1.921.000	\$2.825.000
	\$2.819.840	\$2.481.459	\$2.594.253	\$2.326.368	\$2.396.864	\$3.524.800
Transporte y logística	\$2.413.598	\$2.123.966	\$2.220.510	\$1.991.218	\$2.051.558	\$3.016.997
	\$3.146.864	\$2.769.240	\$2.895.114	\$2.596.162	\$2.674.834	\$3.933.579

Analista de Cobranzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.152.840	\$1.894.499	\$1.980.613	\$1.776.093	\$1.829.914	\$2.691.050
	\$2.652.811	\$2.334.474	\$2.440.586	\$2.188.569	\$2.254.890	\$3.316.014
Banca & Serv Financieros	\$2.151.770	\$1.893.558	\$1.979.628	\$1.775.210	\$1.829.005	\$2.689.713
	\$3.007.554	\$2.646.648	\$2.766.950	\$2.481.232	\$2.556.421	\$3.759.443
Consumo masivo	\$2.150.200	\$1.892.176	\$1.978.184	\$1.773.915	\$1.827.670	\$2.687.750
	\$2.652.819	\$2.334.481	\$2.440.593	\$2.188.576	\$2.254.896	\$3.316.024
Gas, Petróleo y Minería	\$2.152.984	\$1.894.626	\$1.980.745	\$1.776.212	\$1.830.036	\$2.691.230
	\$2.653.600	\$2.335.168	\$2.441.312	\$2.189.220	\$2.255.560	\$3.317.000
IT	\$2.150.700	\$1.892.616	\$1.978.644	\$1.774.328	\$1.828.095	\$2.688.375
	\$3.006.500	\$2.645.720	\$2.765.980	\$2.480.363	\$2.555.525	\$3.758.125
Lab & Pharma	\$2.331.399	\$2.051.632	\$2.144.888	\$1.923.405	\$1.981.690	\$2.914.249
	\$3.006.700	\$2.645.896	\$2.766.164	\$2.480.528	\$2.555.695	\$3.758.375
Manufactura	\$2.153.140	\$1.894.763	\$1.980.889	\$1.776.341	\$1.830.169	\$2.691.425
	\$3.005.630	\$2.644.954	\$2.765.180	\$2.479.645	\$2.554.786	\$3.757.038
Retail & Comercio	\$2.152.305	\$1.894.028	\$1.980.121	\$1.775.652	\$1.829.459	\$2.690.381
	\$2.652.811	\$2.334.474	\$2.440.586	\$2.188.569	\$2.254.890	\$3.316.014
Servicios	\$2.124.481	\$1.869.543	\$1.954.522	\$1.752.697	\$1.805.809	\$2.655.601
	\$2.475.928	\$2.178.816	\$2.277.853	\$2.042.640	\$2.104.538	\$3.094.909
Transporte y logística	\$2.161.780	\$1.902.366	\$1.988.837	\$1.783.468	\$1.837.513	\$2.702.225
	\$2.665.595	\$2.345.723	\$2.452.347	\$2.199.116	\$2.265.755	\$3.331.993

# administración y finanzas. según zona geográfica e industria.

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Analista de Administración y finanzas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.021.871	\$1.779.246	\$1.860.121	\$1.668.043	\$1.718.590	\$2.527.339
	\$3.045.229	\$2.679.801	\$2.801.610	\$2.512.314	\$2.588.444	\$3.806.536
Banca & Serv Financieros	\$2.166.368	\$1.906.404	\$1.993.058	\$1.787.254	\$1.841.413	\$2.707.960
	\$3.214.532	\$2.828.788	\$2.957.370	\$2.651.989	\$2.732.352	\$4.018.165
Consumo masivo	\$2.021.749	\$1.779.139	\$1.860.009	\$1.667.943	\$1.718.486	\$2.527.186
	\$3.045.229	\$2.679.801	\$2.801.610	\$2.512.314	\$2.588.444	\$3.806.536
Gas, Petróleo y Minería	\$2.311.585	\$2.034.195	\$2.126.658	\$1.907.058	\$1.964.847	\$2.889.482
	\$3.383.835	\$2.977.775	\$3.113.129	\$2.791.664	\$2.876.260	\$4.229.794
IT	\$2.310.865	\$2.033.561	\$2.125.996	\$1.906.464	\$1.964.235	\$2.888.581
	\$3.383.340	\$2.977.339	\$3.112.673	\$2.791.256	\$2.875.839	\$4.229.175
Lab & Pharma	\$2.166.368	\$1.906.404	\$1.993.058	\$1.787.254	\$1.841.413	\$2.707.960
	\$3.214.532	\$2.828.788	\$2.957.370	\$2.651.989	\$2.732.352	\$4.018.165
Manufactura	\$2.310.864	\$2.033.560	\$2.125.995	\$1.906.463	\$1.964.234	\$2.888.580
	\$3.383.850	\$2.977.788	\$3.113.142	\$2.791.676	\$2.876.272	\$4.229.812
Retail & Comercio	\$2.021.870	\$1.779.245	\$1.860.120	\$1.668.043	\$1.718.589	\$2.527.337
	\$2.876.238	\$2.531.090	\$2.646.139	\$2.372.897	\$2.444.803	\$3.595.298
Servicios	\$2.021.870	\$1.779.245	\$1.860.120	\$1.668.043	\$1.718.589	\$2.527.337
	\$2.876.238	\$2.531.090	\$2.646.139	\$2.372.897	\$2.444.803	\$3.595.298
Transporte y logística	\$2.158.882	\$1.899.816	\$1.986.171	\$1.781.078	\$1.835.050	\$2.698.602
	\$3.209.801	\$2.824.625	\$2.953.017	\$2.648.086	\$2.728.331	\$4.012.251

reporte salarial  
enero 2026.

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



partner for talent.

# compras, comex y supply chain. según zona geográfica e industria.

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Gerente de Compras	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$10.008.915	\$8.807.845	\$9.208.202	\$8.257.355	\$8.507.578	\$12.511.144
	\$15.003.755	\$13.203.305	\$13.803.455	\$12.378.098	\$12.753.192	\$18.754.694
Banca & Serv Financieros	\$10.008.905	\$8.807.836	\$9.208.192	\$8.257.346	\$8.507.569	\$12.511.131
	\$15.013.365	\$13.211.761	\$13.812.295	\$12.386.026	\$12.761.360	\$18.766.706
Consumo masivo	\$7.047.809	\$6.202.072	\$6.483.984	\$5.814.442	\$5.990.637	\$8.809.761
	\$10.842.992	\$9.541.833	\$9.975.552	\$8.945.468	\$9.216.543	\$13.553.740
Gas, Petróleo y Minería	\$10.008.917	\$8.807.847	\$9.208.204	\$8.257.357	\$8.507.579	\$12.511.146
	\$15.023.678	\$13.220.836	\$13.821.784	\$12.394.534	\$12.770.126	\$18.779.597
IT	\$7.885.796	\$6.939.501	\$7.254.933	\$6.505.782	\$6.702.927	\$9.857.246
	\$12.699.185	\$11.175.283	\$11.683.250	\$10.476.828	\$10.794.307	\$15.873.981
Lab & Pharma	\$8.674.360	\$7.633.437	\$7.980.411	\$7.156.347	\$7.373.206	\$10.842.950
	\$13.970.070	\$12.293.661	\$12.852.464	\$11.525.308	\$11.874.559	\$17.462.587
Manufactura	\$7.392.871	\$6.505.727	\$6.801.441	\$6.099.119	\$6.283.941	\$9.241.089
	\$12.321.582	\$10.842.992	\$11.335.856	\$10.165.305	\$10.473.345	\$15.401.978
Retail & Comercio	\$7.047.809	\$6.202.072	\$6.483.984	\$5.814.442	\$5.990.637	\$8.809.761
	\$10.842.992	\$9.541.833	\$9.975.552	\$8.945.468	\$9.216.543	\$13.553.740
Servicios	\$7.390.800	\$6.503.904	\$6.799.536	\$6.097.410	\$6.282.180	\$9.238.500
	\$11.868.397	\$10.444.189	\$10.918.925	\$9.791.428	\$10.088.137	\$14.835.496
Transporte y logística	\$7.392.871	\$6.505.727	\$6.801.441	\$6.099.119	\$6.283.941	\$9.241.089
	\$12.321.582	\$10.842.992	\$11.335.856	\$10.165.305	\$10.473.345	\$15.401.978

Gerente de Supply Chain	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$10.008.914	\$8.807.844	\$9.208.201	\$8.257.354	\$8.507.577	\$12.511.142
	\$15.013.365	\$13.211.761	\$13.812.295	\$12.386.026	\$12.761.360	\$18.766.706
Consumo masivo	\$8.132.293	\$7.156.418	\$7.481.710	\$6.709.142	\$6.912.449	\$10.165.367
	\$13.553.738	\$11.927.290	\$12.469.439	\$11.181.834	\$11.520.678	\$16.942.173
Gas, Petróleo y Minería	\$10.008.876	\$8.807.811	\$9.208.166	\$8.257.323	\$8.507.545	\$12.511.095
	\$15.013.367	\$13.211.763	\$13.812.297	\$12.386.027	\$12.761.362	\$18.766.708
IT	\$8.674.301	\$7.633.384	\$7.980.356	\$7.156.298	\$7.373.155	\$10.842.876
	\$13.969.109	\$12.292.816	\$12.851.580	\$11.524.515	\$11.873.743	\$17.461.387
Lab & Pharma	\$8.675.651	\$7.634.573	\$7.981.599	\$7.157.412	\$7.374.304	\$10.844.564
	\$13.968.352	\$12.292.150	\$12.850.884	\$11.523.891	\$11.873.100	\$17.460.441
Manufactura	\$8.128.790	\$7.153.335	\$7.478.487	\$6.706.252	\$6.909.472	\$10.160.988
	\$13.556.498	\$11.929.718	\$12.471.978	\$11.184.110	\$11.523.023	\$16.945.622
Retail & Comercio	\$8.132.234	\$7.156.366	\$7.481.655	\$6.709.093	\$6.912.399	\$10.165.292
	\$13.553.738	\$11.927.290	\$12.469.439	\$11.181.834	\$11.520.678	\$16.942.173
Servicios	\$8.674.301	\$7.633.384	\$7.980.356	\$7.156.298	\$7.373.155	\$10.842.876
	\$13.969.109	\$12.292.816	\$12.851.580	\$11.524.515	\$11.873.743	\$17.461.387
Transporte y logística	\$8.134.515	\$7.158.373	\$7.483.753	\$6.710.974	\$6.914.337	\$10.168.143
	\$13.553.731	\$11.927.284	\$12.469.433	\$11.181.828	\$11.520.672	\$16.942.164

# 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 31 de diciembre de 2025.

Gerente de Comex	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$10.514.821	\$9.253.042	\$9.673.635	\$8.674.727	\$8.937.598	\$13.143.526
	\$13.458.970	\$11.843.894	\$12.382.253	\$11.103.651	\$11.440.125	\$16.823.713
Consumo masivo	\$6.469.697	\$5.693.333	\$5.952.121	\$5.337.500	\$5.499.243	\$8.087.121
	\$8.636.847	\$7.600.426	\$7.945.899	\$7.125.399	\$7.341.320	\$10.796.059
Gas, Petróleo y Minería	\$10.514.821	\$9.253.042	\$9.673.635	\$8.674.727	\$8.937.598	\$13.143.526
	\$13.459.976	\$11.844.779	\$12.383.178	\$11.104.481	\$11.440.980	\$16.824.970
Lab & Pharma	\$8.762.355	\$7.710.872	\$8.061.366	\$7.228.942	\$7.448.001	\$10.952.943
	\$13.458.977	\$11.843.900	\$12.382.259	\$11.103.656	\$11.440.131	\$16.823.722
Manufactura	\$7.276.755	\$6.403.545	\$6.694.615	\$6.003.323	\$6.185.242	\$9.095.944
	\$11.304.109	\$9.947.616	\$10.399.780	\$9.325.890	\$9.608.492	\$14.130.136
Retail & Comercio	\$6.879.841	\$6.054.261	\$6.329.454	\$5.675.869	\$5.847.865	\$8.599.802
	\$10.935.415	\$9.623.166	\$10.060.582	\$9.021.718	\$9.295.103	\$13.669.269
Servicios	\$6.880.849	\$6.055.148	\$6.330.382	\$5.676.701	\$5.848.722	\$8.601.062
	\$10.935.392	\$9.623.145	\$10.060.560	\$9.021.698	\$9.295.083	\$13.669.240
Transporte y logística	\$8.762.355	\$7.710.872	\$8.061.366	\$7.228.942	\$7.448.001	\$10.952.943
	\$13.458.970	\$11.843.894	\$12.382.253	\$11.103.651	\$11.440.125	\$16.823.713

Jefe de Compras	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.672.610	\$5.871.897	\$6.138.801	\$5.504.903	\$5.671.719	\$8.340.763
	\$9.341.655	\$8.220.656	\$8.594.322	\$7.706.865	\$7.940.406	\$11.677.068
Banca & Serv Financieros	\$6.673.614	\$5.872.780	\$6.139.725	\$5.505.732	\$5.672.572	\$8.342.018
	\$9.343.658	\$8.222.419	\$8.596.165	\$7.708.518	\$7.942.109	\$11.679.572
Consumo masivo	\$4.030.048	\$3.546.442	\$3.707.644	\$3.324.790	\$3.425.541	\$5.037.560
	\$5.963.646	\$5.248.008	\$5.486.554	\$4.920.008	\$5.069.099	\$7.454.557
Gas, Petróleo y Minería	\$6.672.610	\$5.871.897	\$6.138.801	\$5.504.903	\$5.671.719	\$8.340.763
	\$9.341.655	\$8.220.656	\$8.594.322	\$7.706.865	\$7.940.406	\$11.677.068
IT	\$4.745.000	\$4.175.600	\$4.365.400	\$3.914.625	\$4.033.250	\$5.931.250
	\$7.069.600	\$6.221.248	\$6.504.032	\$5.832.420	\$6.009.160	\$8.837.000
Lab & Pharma	\$4.744.226	\$4.174.919	\$4.364.688	\$3.913.987	\$4.032.592	\$5.930.283
	\$7.069.632	\$6.221.276	\$6.504.061	\$5.832.446	\$6.009.187	\$8.837.039
Manufactura	\$4.032.047	\$3.548.201	\$3.709.483	\$3.326.439	\$3.427.240	\$5.040.059
	\$5.963.646	\$5.248.008	\$5.486.554	\$4.920.008	\$5.069.099	\$7.454.557
Retail & Comercio	\$4.030.048	\$3.546.442	\$3.707.644	\$3.324.790	\$3.425.541	\$5.037.560
	\$5.966.648	\$5.250.650	\$5.489.316	\$4.922.484	\$5.071.650	\$7.458.309
Servicios	\$4.433.856	\$3.901.793	\$4.079.148	\$3.657.931	\$3.768.778	\$5.542.320
	\$6.607.131	\$5.814.275	\$6.078.561	\$5.450.883	\$5.616.061	\$8.258.914
Transporte y logística	\$4.155.987	\$3.657.269	\$3.823.508	\$3.428.689	\$3.532.589	\$5.194.984
	\$5.963.646	\$5.248.008	\$5.486.554	\$4.920.008	\$5.069.099	\$7.454.557

# 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 31 de diciembre de 2025.

Jefe de Supply Chain	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.672.610	\$5.871.897	\$6.138.801	\$5.504.903	\$5.671.719	\$8.340.763
	\$9.341.654	\$8.220.656	\$8.594.322	\$7.706.865	\$7.940.406	\$11.677.068
Banca & Serv Financieros	\$6.675.616	\$5.874.542	\$6.141.567	\$5.507.383	\$5.674.274	\$8.344.520
	\$9.343.656	\$8.222.418	\$8.596.164	\$7.708.517	\$7.942.108	\$11.679.571
Consumo masivo	\$4.407.865	\$3.878.921	\$4.055.236	\$3.636.489	\$3.746.685	\$5.509.831
	\$6.215.523	\$5.469.661	\$5.718.282	\$5.127.807	\$5.283.195	\$7.769.404
Gas, Petróleo y Minería	\$6.672.610	\$5.871.897	\$6.138.801	\$5.504.903	\$5.671.719	\$8.340.763
	\$9.341.654	\$8.220.656	\$8.594.322	\$7.706.865	\$7.940.406	\$11.677.068
IT	\$4.748.228	\$4.178.441	\$4.368.370	\$3.917.288	\$4.035.994	\$5.935.285
	\$7.073.638	\$6.224.801	\$6.507.747	\$5.835.751	\$6.012.592	\$8.842.047
Lab & Pharma	\$4.744.226	\$4.174.919	\$4.364.688	\$3.913.986	\$4.032.592	\$5.930.282
	\$7.069.632	\$6.221.276	\$6.504.061	\$5.832.446	\$6.009.187	\$8.837.040
Manufactura	\$4.407.865	\$3.878.921	\$4.055.236	\$3.636.489	\$3.746.685	\$5.509.831
	\$6.215.523	\$5.469.661	\$5.718.282	\$5.127.807	\$5.283.195	\$7.769.404
Retail & Comercio	\$4.409.867	\$3.880.683	\$4.057.078	\$3.638.140	\$3.748.387	\$5.512.334
	\$6.215.627	\$5.469.752	\$5.718.377	\$5.127.893	\$5.283.283	\$7.769.534
Servicios	\$4.744.226	\$4.174.919	\$4.364.688	\$3.913.986	\$4.032.592	\$5.930.282
	\$7.069.631	\$6.221.275	\$6.504.060	\$5.832.445	\$6.009.186	\$8.837.038
Transporte y logística	\$4.407.865	\$3.878.921	\$4.055.236	\$3.636.489	\$3.746.685	\$5.509.831
	\$6.215.523	\$5.469.661	\$5.718.282	\$5.127.807	\$5.283.195	\$7.769.404

Jefe de Comex	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.904.916	\$4.316.326	\$4.512.523	\$4.046.556	\$4.169.179	\$6.131.146
	\$7.090.045	\$6.239.240	\$6.522.842	\$5.849.287	\$6.026.538	\$8.862.556
Consumo masivo	\$3.370.677	\$2.966.196	\$3.101.023	\$2.780.809	\$2.865.076	\$4.213.346
	\$4.881.670	\$4.295.870	\$4.491.137	\$4.027.378	\$4.149.420	\$6.102.088
Gas, Petróleo y Minería	\$4.416.749	\$3.886.739	\$4.063.409	\$3.643.818	\$3.754.237	\$5.520.937
	\$7.060.988	\$6.213.669	\$6.496.109	\$5.825.315	\$6.001.839	\$8.826.234
Lab & Pharma	\$4.584.789	\$4.034.615	\$4.218.006	\$3.782.451	\$3.897.071	\$5.730.987
	\$6.706.485	\$5.901.707	\$6.169.966	\$5.532.850	\$5.700.513	\$8.383.107
Manufactura	\$3.626.384	\$3.191.218	\$3.336.273	\$2.991.767	\$3.082.426	\$4.532.980
	\$5.532.560	\$4.868.653	\$5.089.955	\$4.564.362	\$4.702.676	\$6.915.700
Retail & Comercio	\$3.230.208	\$2.842.583	\$2.971.791	\$2.664.922	\$2.745.677	\$4.037.760
	\$4.532.980	\$3.989.022	\$4.170.341	\$3.739.708	\$3.853.033	\$5.666.225
Servicios	\$3.231.201	\$2.843.457	\$2.972.705	\$2.665.741	\$2.746.521	\$4.039.001
	\$4.530.987	\$3.987.268	\$4.168.508	\$3.738.064	\$3.851.339	\$5.663.733
Transporte y logística	\$3.638.007	\$3.201.446	\$3.346.966	\$3.001.356	\$3.092.306	\$4.547.508
	\$5.218.738	\$4.592.490	\$4.801.239	\$4.305.459	\$4.435.927	\$6.523.423

# 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 31 de diciembre de 2025.

Jefe de Planificación y Demanda	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$7.206.419	\$6.341.649	\$6.629.906	\$5.945.296	\$6.125.456	\$9.008.024
	\$10.088.987	\$8.878.308	\$9.281.868	\$8.323.414	\$8.575.639	\$12.611.233
Consumo masivo	\$4.760.494	\$4.189.235	\$4.379.655	\$3.927.408	\$4.046.420	\$5.950.618
	\$6.440.737	\$5.667.849	\$5.925.478	\$5.313.608	\$5.474.627	\$8.050.921
Gas, Petróleo y Minería	\$7.206.419	\$6.341.649	\$6.629.906	\$5.945.296	\$6.125.456	\$9.008.024
	\$10.087.990	\$8.877.431	\$9.280.951	\$8.322.592	\$8.574.791	\$12.609.987
Lab & Pharma	\$5.123.764	\$4.508.912	\$4.713.863	\$4.227.105	\$4.355.199	\$6.404.705
	\$7.635.202	\$6.718.978	\$7.024.386	\$6.299.042	\$6.489.922	\$9.544.003
Manufactura	\$4.761.498	\$4.190.118	\$4.380.578	\$3.928.236	\$4.047.273	\$5.951.873
	\$6.440.737	\$5.667.849	\$5.925.478	\$5.313.608	\$5.474.627	\$8.050.921
Retail & Comercio	\$4.760.494	\$4.189.235	\$4.379.655	\$3.927.408	\$4.046.420	\$5.950.618
	\$6.443.739	\$5.670.490	\$5.928.240	\$5.316.085	\$5.477.178	\$8.054.674

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

Analista de Compras	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.336.302	\$2.935.945	\$3.069.397	\$2.752.449	\$2.835.856	\$4.170.377
	\$4.934.395	\$4.342.268	\$4.539.644	\$4.070.876	\$4.194.236	\$6.167.994
Banca & Serv Financieros	\$3.347.688	\$2.945.965	\$3.079.873	\$2.761.842	\$2.845.534	\$4.184.610
	\$4.936.397	\$4.344.030	\$4.541.486	\$4.072.528	\$4.195.938	\$6.170.497
Consumo masivo	\$2.439.675	\$2.146.914	\$2.244.501	\$2.012.732	\$2.073.724	\$3.049.594
	\$3.090.252	\$2.719.422	\$2.843.032	\$2.549.458	\$2.626.714	\$3.862.815
Gas, Petróleo y Minería	\$3.336.305	\$2.935.948	\$3.069.401	\$2.752.452	\$2.835.859	\$4.170.381
	\$4.934.395	\$4.342.268	\$4.539.644	\$4.070.876	\$4.194.236	\$6.167.994
IT	\$2.436.372	\$2.144.008	\$2.241.463	\$2.010.007	\$2.070.917	\$3.045.465
	\$3.090.252	\$2.719.422	\$2.843.032	\$2.549.458	\$2.626.714	\$3.862.815
Lab & Pharma	\$3.299.601	\$2.903.649	\$3.035.633	\$2.722.171	\$2.804.661	\$4.124.501
	\$4.617.446	\$4.063.352	\$4.248.050	\$3.809.393	\$3.924.829	\$5.771.807
Manufactura	\$2.537.260	\$2.232.789	\$2.334.279	\$2.093.239	\$2.156.671	\$3.171.575
	\$3.523.972	\$3.101.096	\$3.242.055	\$2.907.277	\$2.995.377	\$4.404.966
Retail & Comercio	\$2.439.679	\$2.146.918	\$2.244.505	\$2.012.736	\$2.073.728	\$3.049.599
	\$2.981.823	\$2.624.005	\$2.743.277	\$2.460.004	\$2.534.550	\$3.727.279
Servicios	\$2.436.372	\$2.144.008	\$2.241.463	\$2.010.007	\$2.070.917	\$3.045.465
	\$3.092.255	\$2.721.185	\$2.844.875	\$2.551.111	\$2.628.417	\$3.865.319
Transporte y logística	\$2.438.179	\$2.145.598	\$2.243.125	\$2.011.498	\$2.072.452	\$3.047.724
	\$3.090.252	\$2.719.422	\$2.843.032	\$2.549.458	\$2.626.714	\$3.862.815

# 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 31 de diciembre de 2025.

Analista de Comex	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.275.645	\$2.882.568	\$3.013.593	\$2.702.407	\$2.784.298	\$4.094.556
	\$4.844.679	\$4.263.318	\$4.457.105	\$3.996.860	\$4.117.977	\$6.055.849
Consumo masivo	\$2.287.510	\$2.013.009	\$2.104.509	\$1.887.196	\$1.944.384	\$2.859.388
	\$3.289.069	\$2.894.380	\$3.025.943	\$2.713.482	\$2.795.708	\$4.111.336
Gas, Petróleo y Minería	\$3.275.650	\$2.882.572	\$3.013.598	\$2.702.411	\$2.784.303	\$4.094.563
	\$4.844.686	\$4.263.323	\$4.457.111	\$3.996.866	\$4.117.983	\$6.055.857
Lab & Pharma	\$2.620.516	\$2.306.054	\$2.410.875	\$2.161.926	\$2.227.439	\$3.275.645
	\$3.930.774	\$3.459.081	\$3.616.312	\$3.242.889	\$3.341.158	\$4.913.468
Manufactura	\$2.213.321	\$1.947.722	\$2.036.255	\$1.825.990	\$1.881.323	\$2.766.651
	\$3.573.462	\$3.144.646	\$3.287.585	\$2.948.106	\$3.037.443	\$4.466.827
Retail & Comercio	\$2.287.564	\$2.013.056	\$2.104.559	\$1.887.240	\$1.944.429	\$2.859.455
	\$3.289.077	\$2.894.388	\$3.025.951	\$2.713.488	\$2.795.715	\$4.111.346
Servicios	\$2.287.510	\$2.013.009	\$2.104.509	\$1.887.196	\$1.944.384	\$2.859.388
	\$3.289.061	\$2.894.374	\$3.025.936	\$2.713.476	\$2.795.702	\$4.111.327
Transporte y logística	\$2.312.240	\$2.034.771	\$2.127.261	\$1.907.598	\$1.965.404	\$2.890.300
	\$3.338.528	\$2.937.905	\$3.071.446	\$2.754.286	\$2.837.749	\$4.173.161

Analista de Planificación y Demanda	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.603.206	\$3.170.821	\$3.314.949	\$2.972.645	\$3.062.725	\$4.504.007
	\$5.329.147	\$4.689.649	\$4.902.815	\$4.396.546	\$4.529.775	\$6.661.434
Consumo masivo	\$2.634.849	\$2.318.667	\$2.424.061	\$2.173.751	\$2.239.622	\$3.293.562
	\$3.337.473	\$2.936.976	\$3.070.475	\$2.753.415	\$2.836.852	\$4.171.841
Gas, Petróleo y Minería	\$3.603.210	\$3.170.824	\$3.314.953	\$2.972.648	\$3.062.728	\$4.504.012
	\$5.329.150	\$4.689.652	\$4.902.818	\$4.396.549	\$4.529.777	\$6.661.437
Lab & Pharma	\$3.563.565	\$3.135.937	\$3.278.480	\$2.939.941	\$3.029.030	\$4.454.456
	\$4.986.842	\$4.388.421	\$4.587.895	\$4.114.145	\$4.238.816	\$6.233.553
Manufactura	\$2.740.241	\$2.411.412	\$2.521.022	\$2.260.699	\$2.329.205	\$3.425.301
	\$3.805.890	\$3.349.183	\$3.501.419	\$3.139.859	\$3.235.007	\$4.757.363
Retail & Comercio	\$2.634.849	\$2.318.667	\$2.424.061	\$2.173.751	\$2.239.622	\$3.293.562
	\$3.220.370	\$2.833.925	\$2.962.740	\$2.656.805	\$2.737.314	\$4.025.462

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

reporte salarial  
enero 2026.

# profesionales del área de recursos humanos.



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 enero de 2026.

Gerente de Recursos Humanos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.485.878	\$5.707.572	\$5.967.008	\$5.350.849	\$5.512.996	\$8.107.347
	\$8.663.548	\$7.623.922	\$7.970.464	\$7.147.427	\$7.364.016	\$10.829.435
Banca & Serv Financieros	\$7.109.479	\$6.256.342	\$6.540.721	\$5.865.320	\$6.043.057	\$8.886.849
	\$9.349.296	\$8.227.380	\$8.601.352	\$7.713.169	\$7.946.901	\$11.686.619
Consumo masivo	\$6.174.158	\$5.433.259	\$5.680.225	\$5.093.680	\$5.248.034	\$7.717.697
	\$8.897.400	\$7.829.712	\$8.185.608	\$7.340.355	\$7.562.790	\$11.121.750
Gas, Petróleo y Minería	\$6.688.671	\$5.886.030	\$6.153.577	\$5.518.153	\$5.685.370	\$8.360.838
	\$8.899.550	\$7.831.604	\$8.187.586	\$7.342.129	\$7.564.618	\$11.124.438
IT	\$7.109.479	\$6.256.342	\$6.540.721	\$5.865.320	\$6.043.057	\$8.886.849
	\$10.068.470	\$8.860.254	\$9.262.992	\$8.306.488	\$8.558.200	\$12.585.588
Lab & Pharma	\$6.548.544	\$5.762.719	\$6.024.661	\$5.402.549	\$5.566.263	\$8.185.681
	\$9.366.450	\$8.242.476	\$8.617.134	\$7.727.321	\$7.961.483	\$11.708.063
Manufactura	\$7.109.479	\$6.256.342	\$6.540.721	\$5.865.320	\$6.043.057	\$8.886.849
	\$10.068.400	\$8.860.192	\$9.262.928	\$8.306.430	\$8.558.140	\$12.585.500
Retail & Comercio	\$6.688.671	\$5.886.030	\$6.153.577	\$5.518.153	\$5.685.370	\$8.360.838
	\$8.897.545	\$7.829.840	\$8.185.741	\$7.340.475	\$7.562.913	\$11.121.931
Servicios	\$6.485.878	\$5.707.572	\$5.967.008	\$5.350.849	\$5.512.996	\$8.107.347
	\$8.663.548	\$7.623.922	\$7.970.464	\$7.147.427	\$7.364.016	\$10.829.435
Transporte y logística	\$6.713.146	\$5.907.568	\$6.176.094	\$5.538.345	\$5.706.174	\$8.391.432
	\$8.879.050	\$7.813.564	\$8.168.726	\$7.325.216	\$7.547.192	\$11.098.812

Jefe de Recursos Humanos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.771.500	\$3.318.920	\$3.469.780	\$3.111.488	\$3.205.775	\$4.714.375
	\$4.798.455	\$4.222.640	\$4.414.578	\$3.958.725	\$4.078.686	\$5.998.068
Banca & Serv Financieros	\$3.906.304	\$3.437.547	\$3.593.799	\$3.222.700	\$3.320.358	\$4.882.879
	\$5.826.834	\$5.127.614	\$5.360.687	\$4.807.138	\$4.952.809	\$7.283.542
Consumo masivo	\$3.770.800	\$3.318.304	\$3.469.136	\$3.110.910	\$3.205.180	\$4.713.500
	\$4.798.950	\$4.223.076	\$4.415.034	\$3.959.134	\$4.079.108	\$5.998.688
Gas, Petróleo y Minería	\$3.773.200	\$3.320.416	\$3.471.344	\$3.112.890	\$3.207.220	\$4.716.500
	\$4.800.500	\$4.224.440	\$4.416.460	\$3.960.413	\$4.080.425	\$6.000.625
IT	\$3.906.304	\$3.437.547	\$3.593.799	\$3.222.700	\$3.320.358	\$4.882.879
	\$5.826.834	\$5.127.614	\$5.360.687	\$4.807.138	\$4.952.809	\$7.283.542
Lab & Pharma	\$3.772.800	\$3.320.064	\$3.470.976	\$3.112.560	\$3.206.880	\$4.716.000
	\$5.827.150	\$5.127.892	\$5.360.978	\$4.807.399	\$4.953.078	\$7.283.938
Manufactura	\$3.906.304	\$3.437.547	\$3.593.799	\$3.222.700	\$3.320.358	\$4.882.879
	\$5.826.920	\$5.127.690	\$5.360.766	\$4.807.209	\$4.952.882	\$7.283.650
Retail & Comercio	\$3.771.550	\$3.318.964	\$3.469.826	\$3.111.529	\$3.205.818	\$4.714.438
	\$4.799.445	\$4.223.512	\$4.415.489	\$3.959.542	\$4.079.528	\$5.999.306
Servicios	\$3.614.663	\$3.180.904	\$3.325.490	\$2.982.097	\$3.072.464	\$4.518.329
	\$4.627.485	\$4.072.186	\$4.257.286	\$3.817.675	\$3.933.362	\$5.784.356
Transporte y logística	\$3.770.765	\$3.318.273	\$3.469.103	\$3.110.881	\$3.205.150	\$4.713.456
	\$4.824.666	\$4.245.706	\$4.438.693	\$3.980.350	\$4.100.966	\$6.030.833

# 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 31 de diciembre de 2025.

HRBP Human Resources Business Partner	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.117.650	\$2.743.532	\$2.868.238	\$2.572.061	\$2.650.003	\$3.897.063
	\$4.605.500	\$4.052.840	\$4.237.060	\$3.799.538	\$3.914.675	\$5.756.875
Banca & Serv Financieros	\$3.710.531	\$3.265.267	\$3.413.689	\$3.061.188	\$3.153.951	\$4.638.164
	\$5.372.043	\$4.727.398	\$4.942.280	\$4.431.936	\$4.566.237	\$6.715.054
Consumo masivo	\$3.116.950	\$2.742.916	\$2.867.594	\$2.571.484	\$2.649.408	\$3.896.188
	\$4.604.890	\$4.052.303	\$4.236.499	\$3.799.034	\$3.914.157	\$5.756.113
Gas, Petróleo y Minería	\$3.413.675	\$3.004.034	\$3.140.581	\$2.816.281	\$2.901.623	\$4.267.093
	\$4.796.677	\$4.221.076	\$4.412.943	\$3.957.259	\$4.077.176	\$5.995.847
IT	\$3.710.531	\$3.265.267	\$3.413.689	\$3.061.188	\$3.153.951	\$4.638.164
	\$5.372.043	\$4.727.398	\$4.942.280	\$4.431.936	\$4.566.237	\$6.715.054
Lab & Pharma	\$3.561.935	\$3.134.503	\$3.276.980	\$2.938.596	\$3.027.645	\$4.452.418
	\$5.180.254	\$4.558.624	\$4.765.834	\$4.273.710	\$4.403.216	\$6.475.318
Manufactura	\$4.452.637	\$3.918.321	\$4.096.426	\$3.673.426	\$3.784.741	\$5.565.796
	\$5.372.043	\$4.727.398	\$4.942.280	\$4.431.936	\$4.566.237	\$6.715.054
Retail & Comercio	\$3.116.950	\$2.742.916	\$2.867.594	\$2.571.484	\$2.649.408	\$3.896.188
	\$4.604.890	\$4.052.303	\$4.236.499	\$3.799.034	\$3.914.157	\$5.756.113
Servicios	\$3.562.271	\$3.134.798	\$3.277.289	\$2.938.873	\$3.027.930	\$4.452.838
	\$4.413.099	\$3.883.528	\$4.060.051	\$3.640.807	\$3.751.135	\$5.516.374
Transporte y logística	\$3.119.503	\$2.745.162	\$2.869.942	\$2.573.590	\$2.651.577	\$3.899.378
	\$4.599.017	\$4.047.135	\$4.231.096	\$3.794.189	\$3.909.165	\$5.748.772

Analista de Recursos Humanos	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.326.971	\$2.047.734	\$2.140.813	\$1.919.751	\$1.977.925	\$2.908.713
	\$3.212.171	\$2.826.711	\$2.955.197	\$2.650.041	\$2.730.345	\$4.015.214
Banca & Serv Financieros	\$2.472.416	\$2.175.726	\$2.274.623	\$2.039.743	\$2.101.553	\$3.090.520
	\$3.380.992	\$2.975.273	\$3.110.513	\$2.789.319	\$2.873.844	\$4.226.241
Consumo masivo	\$2.181.600	\$1.919.808	\$2.007.072	\$1.799.820	\$1.854.360	\$2.727.000
	\$3.044.150	\$2.678.852	\$2.800.618	\$2.511.424	\$2.587.528	\$3.805.188
Gas, Petróleo y Minería	\$2.182.500	\$1.920.600	\$2.007.900	\$1.800.563	\$1.855.125	\$2.728.125
	\$3.045.180	\$2.679.758	\$2.801.565	\$2.512.273	\$2.588.403	\$3.806.474
IT	\$2.617.825	\$2.303.686	\$2.408.399	\$2.159.705	\$2.225.151	\$3.272.281
	\$3.550.188	\$3.124.166	\$3.266.173	\$2.928.905	\$3.017.660	\$4.437.735
Lab & Pharma	\$2.472.416	\$2.175.726	\$2.274.623	\$2.039.743	\$2.101.553	\$3.090.520
	\$3.380.995	\$2.975.276	\$3.110.515	\$2.789.321	\$2.873.846	\$4.226.244
Manufactura	\$2.617.825	\$2.303.686	\$2.408.399	\$2.159.705	\$2.225.151	\$3.272.281
	\$3.550.188	\$3.124.166	\$3.266.173	\$2.928.905	\$3.017.660	\$4.437.735
Retail & Comercio	\$2.182.550	\$1.920.644	\$2.007.946	\$1.800.604	\$1.855.168	\$2.728.188
	\$3.043.100	\$2.677.928	\$2.799.652	\$2.510.558	\$2.586.635	\$3.803.875
Servicios	\$2.181.540	\$1.919.755	\$2.007.017	\$1.799.771	\$1.854.309	\$2.726.925
	\$3.042.900	\$2.677.752	\$2.799.468	\$2.510.393	\$2.586.465	\$3.803.625
Transporte y logística	\$2.177.600	\$1.916.288	\$2.003.392	\$1.796.520	\$1.850.960	\$2.722.000
	\$3.035.250	\$2.671.020	\$2.792.430	\$2.504.081	\$2.579.963	\$3.794.063

reporte salarial  
enero 2026.

# profesionales del área de calidad.



  
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# calidad.

## 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 31 de diciembre de 2025.

Gerente de Calidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$9.630.396	\$8.474.749	\$8.667.357	\$7.945.077	\$8.185.837	\$12.037.996
	\$13.266.362	\$11.674.399	\$11.939.726	\$10.944.749	\$11.276.408	\$16.582.953
Consumo masivo	\$6.339.958	\$5.579.163	\$5.705.962	\$5.230.465	\$5.388.964	\$7.924.948
	\$9.625.351	\$8.470.309	\$8.662.816	\$7.940.914	\$8.181.548	\$12.031.688
Gas, Petróleo y Minería	\$11.464.758	\$10.088.987	\$10.318.282	\$9.458.425	\$9.745.044	\$14.330.947
	\$16.378.225	\$14.412.838	\$14.740.403	\$13.512.036	\$13.921.491	\$20.472.782
Lab & Pharma	\$9.630.396	\$8.474.749	\$8.667.357	\$7.945.077	\$8.185.837	\$12.037.996
	\$13.266.369	\$11.674.405	\$11.939.733	\$10.944.755	\$11.276.414	\$16.582.962
Manufactura	\$7.984.385	\$7.026.259	\$7.185.946	\$6.587.117	\$6.786.727	\$9.980.481
	\$13.307.307	\$11.710.430	\$11.976.576	\$10.978.528	\$11.311.211	\$16.634.133
Retail & Comercio	\$6.793.854	\$5.978.592	\$6.114.469	\$5.604.930	\$5.774.776	\$8.492.318
	\$9.625.343	\$8.470.302	\$8.662.809	\$7.940.908	\$8.181.542	\$12.031.679
Servicios	\$8.770.012	\$7.717.611	\$7.893.011	\$7.235.260	\$7.454.510	\$10.962.515
	\$11.020.862	\$9.698.359	\$9.918.776	\$9.092.211	\$9.367.733	\$13.776.078

Jefe de Calidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.705.962	\$5.021.247	\$5.135.366	\$4.707.419	\$4.850.068	\$7.132.453
	\$8.287.354	\$7.292.871	\$7.458.619	\$6.837.067	\$7.044.251	\$10.359.192
Consumo masivo	\$4.437.971	\$3.905.414	\$3.994.174	\$3.661.326	\$3.772.275	\$5.547.463
	\$5.494.630	\$4.835.275	\$4.945.167	\$4.533.070	\$4.670.436	\$6.868.288
Gas, Petróleo y Minería	\$6.878.843	\$6.053.382	\$6.190.959	\$5.675.046	\$5.847.017	\$8.598.554
	\$10.482.064	\$9.224.216	\$9.433.858	\$8.647.703	\$8.909.755	\$13.102.580
Lab & Pharma	\$5.705.962	\$5.021.247	\$5.135.366	\$4.707.419	\$4.850.068	\$7.132.453
	\$8.287.354	\$7.292.871	\$7.458.619	\$6.837.067	\$7.044.251	\$10.359.192
Manufactura	\$4.258.208	\$3.747.223	\$3.832.387	\$3.513.021	\$3.619.477	\$5.322.760
	\$5.322.917	\$4.684.167	\$4.790.625	\$4.391.406	\$4.524.479	\$6.653.646
Retail & Comercio	\$3.930.774	\$3.459.081	\$3.537.697	\$3.242.889	\$3.341.158	\$4.913.468
	\$5.322.822	\$4.684.083	\$4.790.540	\$4.391.328	\$4.524.399	\$6.653.528
Servicios	\$6.130.000	\$5.394.400	\$5.517.000	\$5.057.250	\$5.210.500	\$7.662.500
	\$8.755.462	\$7.704.807	\$7.879.916	\$7.223.256	\$7.442.143	\$10.944.328

# calidad.

## según zona geográfica e industria.

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Analista de Calidad	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.226.639	\$3.719.442	\$3.803.975	\$3.486.977	\$3.592.643	\$5.283.298
	\$5.917.294	\$5.207.219	\$5.325.565	\$4.881.768	\$5.029.700	\$7.396.618
Consumo masivo	\$3.381.311	\$2.975.554	\$3.043.180	\$2.789.582	\$2.874.114	\$4.226.639
	\$4.226.639	\$3.719.442	\$3.803.975	\$3.486.977	\$3.592.643	\$5.283.298
Gas, Petróleo y Minería	\$4.226.639	\$3.719.442	\$3.803.975	\$3.486.977	\$3.592.643	\$5.283.298
	\$5.896.161	\$5.188.622	\$5.306.545	\$4.864.333	\$5.011.737	\$7.370.201
Lab & Pharma	\$3.381.311	\$2.975.554	\$3.043.180	\$2.789.582	\$2.874.114	\$4.226.639
	\$5.071.967	\$4.463.331	\$4.564.770	\$4.184.372	\$4.311.172	\$6.339.958
Manufactura	\$3.169.979	\$2.789.582	\$2.852.981	\$2.615.233	\$2.694.482	\$3.962.474
	\$3.930.794	\$3.459.099	\$3.537.715	\$3.242.905	\$3.341.175	\$4.913.493
Retail & Comercio	\$3.111.853	\$2.738.431	\$2.800.668	\$2.567.279	\$2.645.075	\$3.889.817
	\$3.930.774	\$3.459.081	\$3.537.697	\$3.242.889	\$3.341.158	\$4.913.468
Servicios	\$2.958.647	\$2.603.609	\$2.662.782	\$2.440.884	\$2.514.850	\$3.698.309
	\$4.015.307	\$3.533.470	\$3.613.776	\$3.312.628	\$3.413.011	\$5.019.134
Transporte y logística	\$2.784.285	\$2.450.171	\$2.505.857	\$2.297.035	\$2.366.642	\$3.480.357
	\$3.603.213	\$3.170.828	\$3.242.892	\$2.972.651	\$3.062.731	\$4.504.017

reporte salarial  
enero 2026.

# profesionales del área de petróleo & gas.



  
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# petróleo & gas. según zona geográfica.

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	Patagonia
Company Man	\$10.605.244
	\$14.140.340
Ingeniero en Terminación y Reparación de pozos	\$7.070.165
	\$9.898.245
Ingeniero en Perforaciones	\$7.070.232
	\$9.898.245
Gerente de Operaciones de Perforación	\$11.312.206
	\$14.140.348
Operador de Fraking	\$7.070.166
	\$9.898.242
Ingeniero de Producción	\$6.681.300
	\$8.908.423
Pulling Supervisor	\$8.484.196
	\$11.312.288
Ingeniero en Reservorio	\$6.999.475
	\$9.332.633
Geólogo	\$7.070.166
	\$9.898.242

reporte salarial  
enero 2026.

# profesionales del área de minería.



  
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# minería.

## según zona geográfica.

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	NOA
Supervisor de Terreno	\$2.472.984
	\$3.561.097
Geólogo de Terreno	\$3.338.528
	\$4.807.481
Asistente de Hidrogeología	\$2.198.548
	\$3.297.821
Líder de Medioambiente	\$4.575.020
	\$6.588.029
Especialista de Medio Ambiente	\$1.978.387
	\$2.848.878
Coordinador de Administración minera	\$2.176.226
	\$3.133.765
Líder de Seguridad & Higiene en Minas	\$5.502.389
	\$7.923.441
Coordinador de Seguridad & Higiene en Minas	\$2.967.581
	\$4.273.316
Especialista de Seguridad & Higiene en Minas	\$2.472.984
	\$3.561.097

reporte salarial  
enero 2026.

# 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 31 de diciembre de 2025.

Jefe de Seguridad e Higiene	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.817.546	\$5.119.440	\$5.235.791	\$4.799.475	\$4.944.914	\$7.271.932
	\$8.804.934	\$7.748.342	\$7.924.441	\$7.264.070	\$7.484.194	\$11.006.167
Banca & Serv Financieros	\$4.245.236	\$3.735.808	\$3.820.712	\$3.502.320	\$3.608.451	\$5.306.545
	\$6.889.861	\$6.063.077	\$6.200.875	\$5.684.135	\$5.856.382	\$8.612.326
Consumo masivo	\$4.666.209	\$4.106.264	\$4.199.588	\$3.849.623	\$3.966.278	\$5.832.762
	\$7.075.393	\$6.226.346	\$6.367.854	\$5.837.199	\$6.014.084	\$8.844.242
Gas, Petróleo y Minería	\$5.817.546	\$5.119.440	\$5.235.791	\$4.799.475	\$4.944.914	\$7.271.932
	\$8.804.940	\$7.748.347	\$7.924.446	\$7.264.075	\$7.484.199	\$11.006.175
IT	\$4.874.160	\$4.289.261	\$4.386.744	\$4.021.182	\$4.143.036	\$6.092.700
	\$7.518.785	\$6.616.530	\$6.766.906	\$6.202.997	\$6.390.967	\$9.398.481
Lab & Pharma	\$5.477.724	\$4.820.397	\$4.929.951	\$4.519.122	\$4.656.065	\$6.847.155
	\$7.955.887	\$7.001.180	\$7.160.298	\$6.563.607	\$6.762.504	\$9.944.858
Manufactura	\$4.330.472	\$3.810.815	\$3.897.425	\$3.572.639	\$3.680.901	\$5.413.090
	\$7.077.844	\$6.228.503	\$6.370.060	\$5.839.221	\$6.016.167	\$8.847.305
Retail & Comercio	\$4.330.041	\$3.810.436	\$3.897.037	\$3.572.284	\$3.680.535	\$5.412.551
	\$7.075.406	\$6.226.357	\$6.367.865	\$5.837.210	\$6.014.095	\$8.844.258
Servicios	\$4.329.969	\$3.810.373	\$3.896.972	\$3.572.224	\$3.680.474	\$5.412.461
	\$7.075.415	\$6.226.365	\$6.367.873	\$5.837.217	\$6.014.102	\$8.844.268
Transporte y logística	\$4.329.982	\$3.810.384	\$3.896.984	\$3.572.235	\$3.680.485	\$5.412.477
	\$7.075.405	\$6.226.356	\$6.367.864	\$5.837.209	\$6.014.094	\$8.844.256

Analista de Seguridad e Higiene	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.245.227	\$3.735.800	\$3.820.704	\$3.502.312	\$3.608.443	\$5.306.534
	\$5.660.315	\$4.981.077	\$5.094.283	\$4.669.760	\$4.811.267	\$7.075.393
Banca & Serv Financieros	\$3.085.968	\$2.715.651	\$2.777.371	\$2.545.923	\$2.623.072	\$3.857.459
	\$4.649.763	\$4.091.792	\$4.184.787	\$3.836.055	\$3.952.299	\$5.812.204
Consumo masivo	\$3.246.059	\$2.856.532	\$2.921.453	\$2.677.998	\$2.759.150	\$4.057.573
	\$4.057.573	\$3.570.664	\$3.651.816	\$3.347.498	\$3.448.937	\$5.071.967
Gas, Petróleo y Minería	\$4.245.223	\$3.735.796	\$3.820.701	\$3.502.309	\$3.608.440	\$5.306.529
	\$5.660.320	\$4.981.081	\$5.094.288	\$4.669.764	\$4.811.272	\$7.075.400
IT	\$3.122.536	\$2.747.832	\$2.810.282	\$2.576.092	\$2.654.156	\$3.903.170
	\$4.962.211	\$4.366.746	\$4.465.990	\$4.093.824	\$4.217.879	\$6.202.764
Lab & Pharma	\$3.246.059	\$2.856.532	\$2.921.453	\$2.677.998	\$2.759.150	\$4.057.573
	\$4.869.088	\$4.284.797	\$4.382.179	\$4.016.997	\$4.138.725	\$6.086.360
Manufactura	\$2.674.408	\$2.353.479	\$2.406.967	\$2.206.386	\$2.273.246	\$3.343.009
	\$3.931.034	\$3.459.310	\$3.537.931	\$3.243.103	\$3.341.379	\$4.913.793
Retail & Comercio	\$2.672.828	\$2.352.088	\$2.405.545	\$2.205.083	\$2.271.903	\$3.341.035
	\$3.930.819	\$3.459.121	\$3.537.737	\$3.242.926	\$3.341.196	\$4.913.524
Servicios	\$2.672.681	\$2.351.960	\$2.405.413	\$2.204.962	\$2.271.779	\$3.340.852
	\$3.930.831	\$3.459.131	\$3.537.748	\$3.242.936	\$3.341.207	\$4.913.539
Transporte y logística	\$2.672.830	\$2.352.090	\$2.405.547	\$2.205.084	\$2.271.905	\$3.341.037
	\$3.930.819	\$3.459.121	\$3.537.737	\$3.242.926	\$3.341.196	\$4.913.524

reporte salarial  
enero 2026.

# 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 31 de diciembre de 2025.

Gerente de Logística	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$9.828.309	\$8.648.912	\$9.042.044	\$8.108.355	\$8.354.063	\$12.285.386
	\$12.452.595	\$10.958.284	\$11.456.388	\$10.273.391	\$10.584.706	\$15.565.744
Consumo masivo	\$6.046.446	\$5.320.872	\$5.562.730	\$4.988.318	\$5.139.479	\$7.558.057
	\$8.071.820	\$7.103.201	\$7.426.074	\$6.659.251	\$6.861.047	\$10.089.775
Gas, Petróleo y Minería	\$9.826.935	\$8.647.703	\$9.040.780	\$8.107.222	\$8.352.895	\$12.283.669
	\$12.578.477	\$11.069.060	\$11.572.199	\$10.377.244	\$10.691.705	\$15.723.096
Lab & Pharma	\$8.189.116	\$7.206.422	\$7.533.987	\$6.756.021	\$6.960.749	\$10.236.395
	\$12.578.479	\$11.069.062	\$11.572.201	\$10.377.245	\$10.691.707	\$15.723.099
Manufactura	\$6.800.706	\$5.984.621	\$6.256.650	\$5.610.582	\$5.780.600	\$8.500.883
	\$10.564.588	\$9.296.837	\$9.719.421	\$8.715.785	\$8.979.900	\$13.205.735
Retail & Comercio	\$6.429.758	\$5.658.187	\$5.915.378	\$5.304.551	\$5.465.295	\$8.037.198
	\$10.220.014	\$8.993.613	\$9.402.413	\$8.431.512	\$8.687.012	\$12.775.018
Servicios	\$6.429.737	\$5.658.169	\$5.915.358	\$5.304.533	\$5.465.276	\$8.037.171
	\$10.219.997	\$8.993.597	\$9.402.397	\$8.431.497	\$8.686.997	\$12.774.996
Transporte y logística	\$8.189.116	\$7.206.422	\$7.533.987	\$6.756.021	\$6.960.749	\$10.236.395
	\$12.578.480	\$11.069.062	\$11.572.202	\$10.377.246	\$10.691.708	\$15.723.100

Ingeniero de Logística	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.275.645	\$2.882.568	\$3.013.593	\$2.702.407	\$2.784.298	\$4.094.556
	\$4.844.679	\$4.263.318	\$4.457.105	\$3.996.860	\$4.117.977	\$6.055.849
Consumo masivo	\$2.287.510	\$2.013.009	\$2.104.509	\$1.887.196	\$1.944.384	\$2.859.388
	\$3.289.069	\$2.894.380	\$3.025.943	\$2.713.482	\$2.795.708	\$4.111.336
Gas, Petróleo y Minería	\$3.275.645	\$2.882.568	\$3.013.593	\$2.702.407	\$2.784.298	\$4.094.556
	\$4.844.686	\$4.263.323	\$4.457.111	\$3.996.866	\$4.117.983	\$6.055.857
Lab & Pharma	\$2.620.516	\$2.306.054	\$2.410.875	\$2.161.926	\$2.227.439	\$3.275.645
	\$3.930.774	\$3.459.081	\$3.616.312	\$3.242.889	\$3.341.158	\$4.913.468
Manufactura	\$2.213.321	\$1.947.722	\$2.036.255	\$1.825.990	\$1.881.323	\$2.766.651
	\$3.573.462	\$3.144.646	\$3.287.585	\$2.948.106	\$3.037.443	\$4.466.827
Retail & Comercio	\$2.287.554	\$2.013.048	\$2.104.550	\$1.887.232	\$1.944.421	\$2.859.443
	\$3.289.085	\$2.894.395	\$3.025.958	\$2.713.495	\$2.795.722	\$4.111.356
Servicios	\$2.287.511	\$2.013.010	\$2.104.510	\$1.887.197	\$1.944.385	\$2.859.389
	\$3.289.069	\$2.894.380	\$3.025.943	\$2.713.482	\$2.795.708	\$4.111.336
Transporte y logística	\$2.312.240	\$2.034.771	\$2.127.261	\$1.907.598	\$1.965.404	\$2.890.300
	\$3.338.528	\$2.937.905	\$3.071.446	\$2.754.286	\$2.837.749	\$4.173.161

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

# logística.

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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 31 de diciembre de 2025.

Jefe de Logística	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.217.996	\$4.591.837	\$4.800.557	\$4.304.847	\$4.435.297	\$6.522.495
	\$7.542.601	\$6.637.489	\$6.939.193	\$6.222.646	\$6.411.211	\$9.428.252
Consumo masivo	\$3.585.827	\$3.155.528	\$3.298.961	\$2.958.307	\$3.047.953	\$4.482.284
	\$5.193.266	\$4.570.074	\$4.777.805	\$4.284.445	\$4.414.276	\$6.491.583
Gas, Petróleo y Minería	\$4.698.670	\$4.134.829	\$4.322.776	\$3.876.402	\$3.993.869	\$5.873.337
	\$7.511.689	\$6.610.286	\$6.910.754	\$6.197.143	\$6.384.936	\$9.389.611
Lab & Pharma	\$4.877.435	\$4.292.143	\$4.487.241	\$4.023.884	\$4.145.820	\$6.096.794
	\$7.134.559	\$6.278.412	\$6.563.794	\$5.886.011	\$6.064.375	\$8.918.199
Manufactura	\$3.857.855	\$3.394.912	\$3.549.227	\$3.182.730	\$3.279.177	\$4.822.319
	\$5.885.702	\$5.179.418	\$5.414.846	\$4.855.704	\$5.002.847	\$7.357.127
Retail & Comercio	\$3.437.448	\$3.024.954	\$3.162.452	\$2.835.894	\$2.921.831	\$4.296.810
	\$4.822.319	\$4.243.641	\$4.436.533	\$3.978.413	\$4.098.971	\$6.027.899
Servicios	\$3.437.375	\$3.024.890	\$3.162.385	\$2.835.834	\$2.921.769	\$4.296.719
	\$4.822.331	\$4.243.651	\$4.436.544	\$3.978.423	\$4.098.981	\$6.027.913
Transporte y logística	\$3.870.220	\$3.405.794	\$3.560.602	\$3.192.931	\$3.289.687	\$4.837.775
	\$5.551.849	\$4.885.627	\$5.107.701	\$4.580.275	\$4.719.072	\$6.939.811

reporte salarial  
enero 2026.

# profesionales del área de mantenimiento.



  
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# mantenimiento.

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Gerente de mantenimiento	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$9.630.396	\$8.474.749	\$8.667.357	\$7.945.077	\$8.185.837	\$12.037.996
	\$14.740.403	\$12.971.554	\$13.266.362	\$12.160.832	\$12.529.342	\$18.425.503
Banca & Serv Financieros	\$9.040.780	\$7.955.887	\$8.136.702	\$7.458.644	\$7.684.663	\$11.300.975
	\$12.119.887	\$10.665.500	\$10.907.898	\$9.998.907	\$10.301.904	\$15.149.858
Consumo masivo	\$9.040.780	\$7.955.887	\$8.136.702	\$7.458.644	\$7.684.663	\$11.300.975
	\$10.113.554	\$8.899.928	\$9.102.199	\$8.343.682	\$8.596.521	\$12.641.943
Gas, Petróleo y Minería	\$10.566.597	\$9.298.605	\$9.509.937	\$8.717.442	\$8.981.607	\$13.208.246
	\$14.740.332	\$12.971.492	\$13.266.299	\$12.160.774	\$12.529.282	\$18.425.415
Lab & Pharma	\$9.630.396	\$8.474.749	\$8.667.357	\$7.945.077	\$8.185.837	\$12.037.996
	\$13.266.362	\$11.674.399	\$11.939.726	\$10.944.749	\$11.276.408	\$16.582.953
Manufactura	\$7.780.008	\$6.846.407	\$7.002.007	\$6.418.506	\$6.613.007	\$9.725.010
	\$12.418.089	\$10.927.918	\$11.176.280	\$10.244.924	\$10.555.376	\$15.522.611
Retail & Comercio	\$6.551.290	\$5.765.135	\$5.896.161	\$5.404.814	\$5.568.597	\$8.189.113
	\$9.625.345	\$8.470.304	\$8.662.811	\$7.940.910	\$8.181.544	\$12.031.682
Servicios	\$6.551.290	\$5.765.135	\$5.896.161	\$5.404.814	\$5.568.597	\$8.189.113
	\$10.379.709	\$9.134.144	\$9.341.738	\$8.563.260	\$8.822.753	\$12.974.636
Transporte y logística	\$8.647.703	\$7.609.979	\$7.782.933	\$7.134.355	\$7.350.548	\$10.809.629
	\$10.113.554	\$8.899.928	\$9.102.199	\$8.343.682	\$8.596.521	\$12.641.943

Ingeniero de mantenimiento	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.860.635	\$4.277.358	\$4.374.571	\$4.010.024	\$4.131.539	\$6.075.793
	\$6.339.958	\$5.579.163	\$5.705.962	\$5.230.465	\$5.388.964	\$7.924.948
Banca & Serv Financieros	\$2.958.647	\$2.603.609	\$2.662.782	\$2.440.884	\$2.514.850	\$3.698.309
	\$3.592.643	\$3.161.526	\$3.233.379	\$2.963.930	\$3.053.747	\$4.490.804
Consumo masivo	\$3.169.979	\$2.789.582	\$2.852.981	\$2.615.233	\$2.694.482	\$3.962.474
	\$3.603.210	\$3.170.824	\$3.242.889	\$2.972.648	\$3.062.728	\$4.504.012
Gas, Petróleo y Minería	\$4.860.635	\$4.277.358	\$4.374.571	\$4.010.024	\$4.131.539	\$6.075.793
	\$6.339.958	\$5.579.163	\$5.705.962	\$5.230.465	\$5.388.964	\$7.924.948
Lab & Pharma	\$3.381.311	\$2.975.554	\$3.043.180	\$2.789.582	\$2.874.114	\$4.226.639
	\$5.071.967	\$4.463.331	\$4.564.770	\$4.184.372	\$4.311.172	\$6.339.958
Manufactura	\$3.169.979	\$2.789.582	\$2.852.981	\$2.615.233	\$2.694.482	\$3.962.474
	\$4.226.639	\$3.719.442	\$3.803.975	\$3.486.977	\$3.592.643	\$5.283.298
Retail & Comercio	\$3.111.863	\$2.738.439	\$2.800.677	\$2.567.287	\$2.645.083	\$3.889.829
	\$3.930.774	\$3.459.081	\$3.537.697	\$3.242.889	\$3.341.158	\$4.913.468
Servicios	\$3.603.210	\$3.170.824	\$3.242.889	\$2.972.648	\$3.062.728	\$4.504.012
	\$4.524.485	\$3.981.547	\$4.072.036	\$3.732.700	\$3.845.812	\$5.655.606
Transporte y logística	\$3.275.645	\$2.882.568	\$2.948.081	\$2.702.407	\$2.784.298	\$4.094.556
	\$4.258.339	\$3.747.338	\$3.832.505	\$3.513.129	\$3.619.588	\$5.322.923

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

# mantenimiento.

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Jefe de mantenimiento	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$7.396.618	\$6.509.024	\$6.656.956	\$6.102.210	\$6.287.125	\$9.245.772
	\$9.509.937	\$8.368.745	\$8.558.944	\$7.845.698	\$8.083.447	\$11.887.422
Banca & Serv Financieros	\$4.258.339	\$3.747.338	\$3.832.505	\$3.513.129	\$3.619.588	\$5.322.923
	\$6.878.855	\$6.053.392	\$6.190.969	\$5.675.055	\$5.847.026	\$8.598.568
Consumo masivo	\$4.226.640	\$3.719.443	\$3.803.976	\$3.486.978	\$3.592.644	\$5.283.300
	\$6.121.362	\$5.386.798	\$5.509.226	\$5.050.123	\$5.203.157	\$7.651.702
Gas, Petróleo y Minería	\$7.396.618	\$6.509.024	\$6.656.956	\$6.102.210	\$6.287.125	\$9.245.772
	\$9.509.937	\$8.368.745	\$8.558.944	\$7.845.698	\$8.083.447	\$11.887.422
Lab & Pharma	\$5.705.962	\$5.021.247	\$5.135.366	\$4.707.419	\$4.850.068	\$7.132.453
	\$8.287.382	\$7.292.896	\$7.458.644	\$6.837.090	\$7.044.275	\$10.359.227
Manufactura	\$4.649.303	\$4.091.386	\$4.184.372	\$3.835.675	\$3.951.907	\$5.811.628
	\$6.339.958	\$5.579.163	\$5.705.962	\$5.230.465	\$5.388.964	\$7.924.948
Retail & Comercio	\$4.258.208	\$3.747.223	\$3.832.387	\$3.513.021	\$3.619.477	\$5.322.760
	\$5.322.917	\$4.684.167	\$4.790.625	\$4.391.406	\$4.524.479	\$6.653.646
Servicios	\$4.259.976	\$3.748.779	\$3.833.979	\$3.514.481	\$3.620.980	\$5.324.970
	\$6.121.355	\$5.386.792	\$5.509.219	\$5.050.118	\$5.203.152	\$7.651.694
Transporte y logística	\$4.094.528	\$3.603.185	\$3.685.075	\$3.377.986	\$3.480.349	\$5.118.160
	\$6.119.378	\$5.385.052	\$5.507.440	\$5.048.486	\$5.201.471	\$7.649.222

reporte salarial  
enero 2026.

# profesionales del área de producción.



  
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partner for talent.

# producción.

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Gerente de Planta/producción	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$11.464.754	\$10.088.983	\$10.318.279	\$9.458.422	\$9.745.041	\$14.330.942
	\$16.378.225	\$14.412.838	\$14.740.403	\$13.512.036	\$13.921.491	\$20.472.782
Consumo masivo	\$6.551.290	\$5.765.135	\$5.896.161	\$5.404.814	\$5.568.597	\$8.189.113
	\$9.625.345	\$8.470.304	\$8.662.811	\$7.940.910	\$8.181.544	\$12.031.682
Gas, Petróleo y Minería	\$13.187.113	\$11.604.659	\$11.868.402	\$10.879.368	\$11.209.046	\$16.483.891
	\$17.329.219	\$15.249.713	\$15.596.297	\$14.296.606	\$14.729.836	\$21.661.524
Lab & Pharma	\$8.189.101	\$7.206.409	\$7.370.191	\$6.756.009	\$6.960.736	\$10.236.377
	\$13.102.580	\$11.530.271	\$11.792.322	\$10.809.629	\$11.137.193	\$16.378.225
Manufactura	\$8.241.946	\$7.252.912	\$7.417.751	\$6.799.605	\$7.005.654	\$10.302.432
	\$13.525.244	\$11.902.215	\$12.172.720	\$11.158.326	\$11.496.457	\$16.906.555
Retail & Comercio	\$6.551.290	\$5.765.135	\$5.896.161	\$5.404.814	\$5.568.597	\$8.189.113
	\$9.625.351	\$8.470.309	\$8.662.816	\$7.940.914	\$8.181.548	\$12.031.688
Servicios	\$8.239.749	\$7.250.979	\$7.415.774	\$6.797.793	\$7.003.787	\$10.299.686
	\$11.792.322	\$10.377.244	\$10.613.090	\$9.728.666	\$10.023.474	\$14.740.403
Transporte y logística	\$6.223.707	\$5.476.862	\$5.601.336	\$5.134.558	\$5.290.151	\$7.779.634
	\$10.113.554	\$8.899.928	\$9.102.199	\$8.343.682	\$8.596.521	\$12.641.943

Ingeniero de Producción*	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.930.774	\$3.459.081	\$3.537.697	\$3.242.889	\$3.341.158	\$4.913.468
	\$5.896.161	\$5.188.622	\$5.306.545	\$4.864.333	\$5.011.737	\$7.370.201
Consumo masivo	\$3.013.593	\$2.651.962	\$2.712.234	\$2.486.215	\$2.561.554	\$3.766.992
	\$4.015.307	\$3.533.470	\$3.613.776	\$3.312.628	\$3.413.011	\$5.019.134
Gas, Petróleo y Minería	\$4.522.503	\$3.979.803	\$4.070.253	\$3.731.065	\$3.844.128	\$5.653.129
	\$6.762.622	\$5.951.107	\$6.086.360	\$5.579.163	\$5.748.229	\$8.453.278
Lab & Pharma	\$3.169.979	\$2.789.582	\$2.852.981	\$2.615.233	\$2.694.482	\$3.962.474
	\$4.860.635	\$4.277.358	\$4.374.571	\$4.010.024	\$4.131.539	\$6.075.793
Manufactura	\$3.169.985	\$2.789.587	\$2.852.987	\$2.615.238	\$2.694.487	\$3.962.481
	\$4.226.639	\$3.719.442	\$3.803.975	\$3.486.977	\$3.592.643	\$5.283.298
Retail & Comercio	\$3.111.863	\$2.738.439	\$2.800.677	\$2.567.287	\$2.645.083	\$3.889.829
	\$3.930.774	\$3.459.081	\$3.537.697	\$3.242.889	\$3.341.158	\$4.913.468
Servicios	\$2.958.647	\$2.603.609	\$2.662.782	\$2.440.884	\$2.514.850	\$3.698.309
	\$4.015.307	\$3.533.470	\$3.613.776	\$3.312.628	\$3.413.011	\$5.019.134
Transporte y logística	\$2.784.285	\$2.450.171	\$2.505.857	\$2.297.035	\$2.366.642	\$3.480.357
	\$3.603.191	\$3.170.808	\$3.242.872	\$2.972.632	\$3.062.712	\$4.503.989

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

# producción.

## según zona geográfica e industria.

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Jefe de Producción	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.878.855	\$6.053.392	\$6.190.969	\$5.675.055	\$5.847.026	\$8.598.568
	\$10.482.064	\$9.224.216	\$9.433.858	\$8.647.703	\$8.909.755	\$13.102.580
Consumo masivo	\$4.015.307	\$3.533.470	\$3.613.776	\$3.312.628	\$3.413.011	\$5.019.134
	\$5.705.962	\$5.021.247	\$5.135.366	\$4.707.419	\$4.850.068	\$7.132.453
Gas, Petróleo y Minería	\$7.709.389	\$6.784.262	\$6.938.450	\$6.360.246	\$6.552.981	\$9.636.736
	\$12.807.552	\$11.270.646	\$11.526.797	\$10.566.230	\$10.886.419	\$16.009.440
Lab & Pharma	\$5.494.630	\$4.835.275	\$4.945.167	\$4.533.070	\$4.670.436	\$6.868.288
	\$7.396.618	\$6.509.024	\$6.656.956	\$6.102.210	\$6.287.125	\$9.245.772
Manufactura	\$4.437.971	\$3.905.414	\$3.994.174	\$3.661.326	\$3.772.275	\$5.547.463
	\$6.128.626	\$5.393.191	\$5.515.764	\$5.056.117	\$5.209.332	\$7.660.783
Retail & Comercio	\$4.258.342	\$3.747.341	\$3.832.508	\$3.513.132	\$3.619.591	\$5.322.928
	\$5.322.917	\$4.684.167	\$4.790.625	\$4.391.406	\$4.524.479	\$6.653.646
Servicios	\$6.551.290	\$5.765.135	\$5.896.161	\$5.404.814	\$5.568.597	\$8.189.113
	\$9.368.326	\$8.244.127	\$8.431.494	\$7.728.869	\$7.963.077	\$11.710.408
Transporte y logística	\$4.094.528	\$3.603.185	\$3.685.075	\$3.377.986	\$3.480.349	\$5.118.160
	\$6.121.362	\$5.386.798	\$5.509.226	\$5.050.123	\$5.203.157	\$7.651.702

reporte salarial  
enero 2026.

# 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-Centro	NEA	NOA	Patagonia
Analista de Asuntos Regulatorios	\$3.067.121	\$2.607.052	\$2.760.408	\$2.760.408	\$2.453.696	\$3.680.545
	\$3.560.851	\$3.026.723	\$3.204.766	\$3.204.766	\$2.848.681	\$4.273.021
Analista de control de calidad FQ	\$3.067.123	\$2.607.054	\$2.760.410	\$2.760.410	\$2.453.698	\$3.680.547
	\$3.560.850	\$3.026.722	\$3.204.765	\$3.204.765	\$2.848.680	\$4.273.020
Analista de Microbiología	\$3.067.118	\$2.607.051	\$2.760.407	\$2.760.407	\$2.453.695	\$3.680.542
	\$3.560.853	\$3.026.725	\$3.204.768	\$3.204.768	\$2.848.682	\$4.273.023
Analista de Procesos QA	\$3.462.178	\$2.942.851	\$3.115.960	\$3.115.960	\$2.769.742	\$4.154.613
	\$4.189.235	\$3.560.850	\$3.770.311	\$3.770.311	\$3.351.388	\$5.027.082
Analista de Validaciones Analíticas	\$3.462.183	\$2.942.856	\$3.115.965	\$3.115.965	\$2.769.746	\$4.154.620
	\$4.226.631	\$3.592.637	\$3.803.968	\$3.803.968	\$3.381.305	\$5.071.958
Analista Desarrollo Galénico	\$3.462.181	\$2.942.854	\$3.115.963	\$3.115.963	\$2.769.745	\$4.154.617
	\$4.226.639	\$3.592.643	\$3.803.975	\$3.803.975	\$3.381.311	\$5.071.967
Analista Sr. de equipamiento médico	\$1.870.194	\$1.589.665	\$1.683.175	\$1.683.175	\$1.496.155	\$2.244.233
	\$3.067.118	\$2.607.051	\$2.760.407	\$2.760.407	\$2.453.695	\$3.680.542
APM	\$2.842.695	\$2.416.291	\$2.558.426	\$2.558.426	\$2.274.156	\$3.411.234
	\$4.360.619	\$3.706.526	\$3.924.557	\$3.924.557	\$3.488.495	\$5.232.743
Auxiliar Quirofano	\$1.310.183	\$1.113.656	\$1.179.165	\$1.179.165	\$1.048.147	\$1.572.220
	\$1.616.596	\$1.374.106	\$1.454.936	\$1.454.936	\$1.293.277	\$1.939.915
Bioingeniero	\$2.225.686	\$1.891.833	\$2.003.117	\$2.003.117	\$1.780.548	\$2.670.823
	\$4.009.696	\$3.408.242	\$3.608.727	\$3.608.727	\$3.207.757	\$4.811.636
Codificador Quirúrgico	\$1.437.057	\$1.221.499	\$1.293.351	\$1.293.351	\$1.149.646	\$1.724.469
	\$2.034.771	\$1.729.556	\$1.831.294	\$1.831.294	\$1.627.817	\$2.441.725
Compliance Manager	\$3.291.542	\$2.797.810	\$2.962.388	\$2.962.388	\$2.633.233	\$3.949.850
	\$4.338.850	\$3.688.023	\$3.904.965	\$3.904.965	\$3.471.080	\$5.206.621
Coordinador de Enfermería	\$2.618.272	\$2.225.531	\$2.356.445	\$2.356.445	\$2.094.617	\$3.141.926
	\$3.141.926	\$2.670.637	\$2.827.734	\$2.827.734	\$2.513.541	\$3.770.311
Coordinador/a de Materia Prima	\$3.890.004	\$3.306.503	\$3.501.003	\$3.501.003	\$3.112.003	\$4.668.005
	\$6.433.468	\$5.468.448	\$5.790.121	\$5.790.121	\$5.146.774	\$7.720.161
Coordinador médico de planta	\$3.070.983	\$2.610.336	\$2.763.885	\$2.763.885	\$2.456.787	\$3.685.180
	\$4.443.581	\$3.777.044	\$3.999.223	\$3.999.223	\$3.554.865	\$5.332.298
Director Médico	\$5.386.159	\$4.578.235	\$4.847.543	\$4.847.543	\$4.308.927	\$6.463.391
	\$7.600.469	\$6.460.399	\$6.840.422	\$6.840.422	\$6.080.375	\$9.120.563
Director Técnico	\$3.462.178	\$2.942.851	\$3.115.960	\$3.115.960	\$2.769.742	\$4.154.613
	\$4.787.697	\$4.069.542	\$4.308.927	\$4.308.927	\$3.830.158	\$5.745.236
Enfermero profesional	\$1.631.258	\$1.386.569	\$1.468.132	\$1.468.132	\$1.305.006	\$1.957.510
	\$2.349.886	\$1.997.403	\$2.114.898	\$2.114.898	\$1.879.909	\$2.819.863

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	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Especialista de contenido médico	\$3.216.734	\$2.734.224	\$2.895.061	\$2.895.061	\$2.573.387	\$3.860.081
	\$5.109.619	\$4.343.176	\$4.598.657	\$4.598.657	\$4.087.695	\$6.131.543
Gerente Especialista en Medicina Diagnóstica	\$6.882.816	\$5.850.393	\$6.194.534	\$6.194.534	\$5.506.252	\$8.259.379
	\$9.126.552	\$7.757.569	\$8.213.897	\$8.213.897	\$7.301.241	\$10.951.862
Farmacéutico Auxiliar	\$2.865.386	\$2.435.578	\$2.578.848	\$2.578.848	\$2.292.309	\$3.438.464
	\$4.308.503	\$3.662.227	\$3.877.653	\$3.877.653	\$3.446.802	\$5.170.203
Gerente de investigación clínica	\$6.882.815	\$5.850.392	\$6.194.533	\$6.194.533	\$5.506.252	\$8.259.377
	\$9.126.549	\$7.757.566	\$8.213.894	\$8.213.894	\$7.301.239	\$10.951.858
Gerente de Prestaciones Médicas	\$6.882.812	\$5.850.391	\$6.194.531	\$6.194.531	\$5.506.250	\$8.259.375
	\$9.126.547	\$7.757.565	\$8.213.893	\$8.213.893	\$7.301.238	\$10.951.857
Instrumentador Quirúrgico	\$6.882.816	\$5.850.393	\$6.194.534	\$6.194.534	\$5.506.252	\$8.259.379
	\$9.126.552	\$7.757.569	\$8.213.897	\$8.213.897	\$7.301.241	\$10.951.862
Jefe de Contrataciones Médicas	\$3.037.195	\$2.581.616	\$2.733.476	\$2.733.476	\$2.429.756	\$3.644.634
	\$4.009.696	\$3.408.242	\$3.608.727	\$3.608.727	\$3.207.757	\$4.811.636
Jefe de Instrumentación quirúrgica	\$2.199.348	\$1.869.446	\$1.979.413	\$1.979.413	\$1.759.479	\$2.639.218
	\$3.296.778	\$2.802.262	\$2.967.100	\$2.967.100	\$2.637.423	\$3.956.134
Jefe Médico Laboral	\$4.039.619	\$3.433.676	\$3.635.657	\$3.635.657	\$3.231.695	\$4.847.543
	\$5.311.351	\$4.514.649	\$4.780.216	\$4.780.216	\$4.249.081	\$6.373.622
Médico Auditor	\$3.465.195	\$2.945.416	\$3.118.676	\$3.118.676	\$2.772.156	\$4.158.234
	\$6.366.639	\$5.411.643	\$5.729.975	\$5.729.975	\$5.093.311	\$7.639.967
Médico especialista	\$2.693.080	\$2.289.118	\$2.423.772	\$2.423.772	\$2.154.464	\$3.231.695
	\$4.189.235	\$3.560.850	\$3.770.311	\$3.770.311	\$3.351.388	\$5.027.082
Odontólogo	\$1.855.233	\$1.576.948	\$1.669.709	\$1.669.709	\$1.484.186	\$2.226.279
	\$2.535.983	\$2.155.586	\$2.282.385	\$2.282.385	\$2.028.787	\$3.043.180
Preparador de Egresos Farmacia	\$1.482.495	\$1.260.121	\$1.334.245	\$1.334.245	\$1.185.996	\$1.778.994
	\$2.319.041	\$1.971.185	\$2.087.137	\$2.087.137	\$1.855.233	\$2.782.849
Product Manager Quirúrgico	\$2.528.502	\$2.149.227	\$2.275.652	\$2.275.652	\$2.022.802	\$3.034.203
	\$5.236.544	\$4.451.062	\$4.712.889	\$4.712.889	\$4.189.235	\$6.283.852
Técnico de Laboratorio	\$1.271.732	\$1.080.972	\$1.144.559	\$1.144.559	\$1.017.386	\$1.526.078
	\$1.630.809	\$1.386.188	\$1.467.728	\$1.467.728	\$1.304.647	\$1.956.971
Supervisor de Enfermería	\$2.169.425	\$1.844.011	\$1.952.483	\$1.952.483	\$1.735.540	\$2.603.310
	\$2.917.503	\$2.479.877	\$2.625.753	\$2.625.753	\$2.334.002	\$3.501.003
Supervisor de producción Farmacéutica	\$4.083.157	\$3.470.684	\$3.674.842	\$3.674.842	\$3.266.526	\$4.899.789
	\$5.184.427	\$4.406.763	\$4.665.984	\$4.665.984	\$4.147.542	\$6.221.313
Técnico Farmacia	\$1.481.194	\$1.259.015	\$1.333.074	\$1.333.074	\$1.184.955	\$1.777.433
	\$1.870.194	\$1.589.665	\$1.683.175	\$1.683.175	\$1.496.155	\$2.244.233

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Gerente de IT/Sistemas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$8.823.106	\$8.117.257	\$8.117.257	\$7.764.333	\$7.764.333	\$8.823.106
	\$11.730.225	\$10.791.807	\$10.791.807	\$10.322.598	\$10.322.598	\$11.730.225
Banca & Serv Financieros	\$8.823.106	\$8.117.257	\$8.117.257	\$7.764.333	\$7.764.333	\$8.823.106
	\$11.730.225	\$10.791.807	\$10.791.807	\$10.322.598	\$10.322.598	\$11.730.225
Consumo masivo	\$6.541.585	\$6.018.258	\$6.018.258	\$5.756.595	\$5.756.595	\$6.541.585
	\$11.134.404	\$10.243.652	\$10.243.652	\$9.798.276	\$9.798.276	\$11.134.404
Gas, Petróleo y Minería	\$8.223.106	\$7.565.257	\$7.565.257	\$7.236.333	\$7.236.333	\$8.223.106
	\$11.730.225	\$10.791.807	\$10.791.807	\$10.322.598	\$10.322.598	\$11.730.225
IT	\$7.751.585	\$7.131.458	\$7.131.458	\$6.821.395	\$6.821.395	\$7.751.585
	\$11.730.176	\$10.791.762	\$10.791.762	\$10.322.555	\$10.322.555	\$11.730.176
Lab & Pharma	\$8.823.106	\$8.117.257	\$8.117.257	\$7.764.333	\$7.764.333	\$8.823.106
	\$11.729.640	\$10.791.269	\$10.791.269	\$10.322.083	\$10.322.083	\$11.729.640
Manufactura	\$6.541.585	\$6.018.258	\$6.018.258	\$5.756.595	\$5.756.595	\$6.541.585
	\$10.277.950	\$9.455.714	\$9.455.714	\$9.044.596	\$9.044.596	\$10.277.950
Retail & Comercio	\$6.541.585	\$6.018.258	\$6.018.258	\$5.756.595	\$5.756.595	\$6.541.585
	\$10.277.911	\$9.455.679	\$9.455.679	\$9.044.562	\$9.044.562	\$10.277.911
Servicios	\$6.541.585	\$6.018.258	\$6.018.258	\$5.756.595	\$5.756.595	\$6.541.585
	\$10.278.164	\$9.455.911	\$9.455.911	\$9.044.784	\$9.044.784	\$10.278.164
Transporte y logística	\$6.541.585	\$6.018.258	\$6.018.258	\$5.756.595	\$5.756.595	\$6.541.585
	\$10.277.911	\$9.455.679	\$9.455.679	\$9.044.562	\$9.044.562	\$10.277.911

DevOps	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.845.963	\$5.378.286	\$5.378.286	\$5.144.447	\$5.144.447	\$5.845.963
	\$6.951.720	\$6.395.582	\$6.395.582	\$6.117.513	\$6.117.513	\$6.951.720
Banca & Serv Financieros	\$5.845.963	\$5.378.286	\$5.378.286	\$5.144.447	\$5.144.447	\$5.845.963
	\$6.951.720	\$6.395.582	\$6.395.582	\$6.117.513	\$6.117.513	\$6.951.720
Consumo masivo	\$5.342.208	\$4.914.832	\$4.914.832	\$4.701.143	\$4.701.143	\$5.342.208
	\$6.232.577	\$5.733.971	\$5.733.971	\$5.484.668	\$5.484.668	\$6.232.577
Gas, Petróleo y Minería	\$5.845.963	\$5.378.286	\$5.378.286	\$5.144.447	\$5.144.447	\$5.845.963
	\$6.777.927	\$6.235.693	\$6.235.693	\$5.964.576	\$5.964.576	\$6.777.927
IT	\$5.242.208	\$4.822.832	\$4.822.832	\$4.613.143	\$4.613.143	\$5.242.208
	\$6.232.577	\$5.733.971	\$5.733.971	\$5.484.668	\$5.484.668	\$6.232.577
Lab & Pharma	\$5.845.963	\$5.378.286	\$5.378.286	\$5.144.447	\$5.144.447	\$5.845.963
	\$6.951.720	\$6.395.582	\$6.395.582	\$6.117.513	\$6.117.513	\$6.951.720
Manufactura	\$4.541.917	\$4.178.564	\$4.178.564	\$3.996.887	\$3.996.887	\$4.541.917
	\$6.232.991	\$5.734.352	\$5.734.352	\$5.485.032	\$5.485.032	\$6.232.991
Retail & Comercio	\$4.541.917	\$4.178.564	\$4.178.564	\$3.996.887	\$3.996.887	\$4.541.917
	\$6.233.313	\$5.734.648	\$5.734.648	\$5.485.315	\$5.485.315	\$6.233.313
Servicios	\$4.541.917	\$4.178.564	\$4.178.564	\$3.996.887	\$3.996.887	\$4.541.917
	\$6.232.617	\$5.734.007	\$5.734.007	\$5.484.703	\$5.484.703	\$6.232.617
Transporte y logística	\$4.541.917	\$4.178.564	\$4.178.564	\$3.996.887	\$3.996.887	\$4.541.917
	\$6.232.579	\$5.733.973	\$5.733.973	\$5.484.670	\$5.484.670	\$6.232.579

# tecnología. según zona geográfica e industria.

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SysAdmin	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.302.786	\$3.958.563	\$3.958.563	\$3.786.451	\$3.786.451	\$4.302.786
	\$5.564.800	\$5.119.616	\$5.119.616	\$4.897.024	\$4.897.024	\$5.564.800
Banca & Serv Financieros	\$4.412.926	\$4.059.892	\$4.059.892	\$3.883.375	\$3.883.375	\$4.412.926
	\$5.564.884	\$5.119.693	\$5.119.693	\$4.897.098	\$4.897.098	\$5.564.884
Consumo masivo	\$4.202.786	\$3.866.563	\$3.866.563	\$3.698.451	\$3.698.451	\$4.202.786
	\$5.564.800	\$5.119.616	\$5.119.616	\$4.897.024	\$4.897.024	\$5.564.800
Gas, Petróleo y Minería	\$4.412.926	\$4.059.892	\$4.059.892	\$3.883.375	\$3.883.375	\$4.412.926
	\$5.843.040	\$5.375.597	\$5.375.597	\$5.141.876	\$5.141.876	\$5.843.040
IT	\$4.302.786	\$3.958.563	\$3.958.563	\$3.786.451	\$3.786.451	\$4.302.786
	\$5.564.800	\$5.119.616	\$5.119.616	\$4.897.024	\$4.897.024	\$5.564.800
Lab & Pharma	\$4.412.926	\$4.059.892	\$4.059.892	\$3.883.375	\$3.883.375	\$4.412.926
	\$5.843.040	\$5.375.597	\$5.375.597	\$5.141.876	\$5.141.876	\$5.843.040
Manufactura	\$3.798.750	\$3.494.850	\$3.494.850	\$3.342.900	\$3.342.900	\$3.798.750
	\$5.241.208	\$4.821.911	\$4.821.911	\$4.612.263	\$4.612.263	\$5.241.208
Retail & Comercio	\$3.398.653	\$3.126.761	\$3.126.761	\$2.990.815	\$2.990.815	\$3.398.653
	\$5.241.382	\$4.822.071	\$4.822.071	\$4.612.416	\$4.612.416	\$5.241.382
Servicios	\$3.798.750	\$3.494.850	\$3.494.850	\$3.342.900	\$3.342.900	\$3.798.750
	\$5.241.167	\$4.821.874	\$4.821.874	\$4.612.227	\$4.612.227	\$5.241.167
Transporte y logística	\$3.398.653	\$3.126.761	\$3.126.761	\$2.990.815	\$2.990.815	\$3.398.653
	\$5.241.221	\$4.821.923	\$4.821.923	\$4.612.274	\$4.612.274	\$5.241.221

Scrum Master	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.596.331	\$4.228.624	\$4.228.624	\$4.044.771	\$4.044.771	\$4.596.331
	\$5.285.780	\$4.862.918	\$4.862.918	\$4.651.487	\$4.651.487	\$5.285.780
Banca & Serv Financieros	\$4.596.331	\$4.228.624	\$4.228.624	\$4.044.771	\$4.044.771	\$4.596.331
	\$5.285.780	\$4.862.918	\$4.862.918	\$4.651.487	\$4.651.487	\$5.285.780
Consumo masivo	\$4.033.715	\$3.711.018	\$3.711.018	\$3.549.669	\$3.549.669	\$4.033.715
	\$4.841.376	\$4.454.066	\$4.454.066	\$4.260.411	\$4.260.411	\$4.841.376
Gas, Petróleo y Minería	\$4.235.401	\$3.896.568	\$3.896.568	\$3.727.152	\$3.727.152	\$4.235.401
	\$5.083.445	\$4.676.769	\$4.676.769	\$4.473.432	\$4.473.432	\$5.083.445
IT	\$4.235.401	\$3.896.568	\$3.896.568	\$3.727.152	\$3.727.152	\$4.235.401
	\$5.083.445	\$4.676.769	\$4.676.769	\$4.473.432	\$4.473.432	\$5.083.445
Lab & Pharma	\$4.596.331	\$4.228.624	\$4.228.624	\$4.044.771	\$4.044.771	\$4.596.331
	\$5.285.780	\$4.862.918	\$4.862.918	\$4.651.487	\$4.651.487	\$5.285.780
Manufactura	\$4.033.604	\$3.710.915	\$3.710.915	\$3.549.571	\$3.549.571	\$4.033.604
	\$4.841.824	\$4.454.478	\$4.454.478	\$4.260.805	\$4.260.805	\$4.841.824
Retail & Comercio	\$3.533.796	\$3.251.093	\$3.251.093	\$3.109.741	\$3.109.741	\$3.533.796
	\$4.841.385	\$4.454.074	\$4.454.074	\$4.260.419	\$4.260.419	\$4.841.385
Servicios	\$3.533.796	\$3.251.093	\$3.251.093	\$3.109.741	\$3.109.741	\$3.533.796
	\$4.841.824	\$4.454.478	\$4.454.478	\$4.260.805	\$4.260.805	\$4.841.824
Transporte y logística	\$3.533.796	\$3.251.093	\$3.251.093	\$3.109.741	\$3.109.741	\$3.533.796
	\$4.841.374	\$4.454.064	\$4.454.064	\$4.260.409	\$4.260.409	\$4.841.374

# 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 31 de diciembre de 2025.

Responsable de Seguridad Informática	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.610.983	\$6.082.104	\$6.082.104	\$5.817.665	\$5.817.665	\$6.610.983
	\$7.957.664	\$7.321.051	\$7.321.051	\$7.002.745	\$7.002.745	\$7.957.664
Banca & Serv Financieros	\$6.610.983	\$6.082.104	\$6.082.104	\$5.817.665	\$5.817.665	\$6.610.983
	\$7.957.664	\$7.321.051	\$7.321.051	\$7.002.745	\$7.002.745	\$7.957.664
Consumo masivo	\$5.888.365	\$5.417.296	\$5.417.296	\$5.181.761	\$5.181.761	\$5.888.365
	\$7.234.330	\$6.655.583	\$6.655.583	\$6.366.210	\$6.366.210	\$7.234.330
Gas, Petróleo y Minería	\$6.610.983	\$6.082.104	\$6.082.104	\$5.817.665	\$5.817.665	\$6.610.983
	\$7.957.664	\$7.321.051	\$7.321.051	\$7.002.745	\$7.002.745	\$7.957.664
IT	\$6.346.544	\$5.838.820	\$5.838.820	\$5.584.959	\$5.584.959	\$6.346.544
	\$7.639.358	\$7.028.209	\$7.028.209	\$6.722.635	\$6.722.635	\$7.639.358
Lab & Pharma	\$6.610.983	\$6.082.104	\$6.082.104	\$5.817.665	\$5.817.665	\$6.610.983
	\$7.957.664	\$7.321.051	\$7.321.051	\$7.002.745	\$7.002.745	\$7.957.664
Manufactura	\$5.388.404	\$4.957.331	\$4.957.331	\$4.741.795	\$4.741.795	\$5.388.404
	\$7.234.330	\$6.655.583	\$6.655.583	\$6.366.210	\$6.366.210	\$7.234.330
Retail & Comercio	\$5.888.365	\$5.417.296	\$5.417.296	\$5.181.761	\$5.181.761	\$5.888.365
	\$7.234.242	\$6.655.503	\$6.655.503	\$6.366.133	\$6.366.133	\$7.234.242
Servicios	\$5.888.365	\$5.417.296	\$5.417.296	\$5.181.761	\$5.181.761	\$5.888.365
	\$7.234.330	\$6.655.583	\$6.655.583	\$6.366.210	\$6.366.210	\$7.234.330
Transporte y logística	\$5.888.365	\$5.417.296	\$5.417.296	\$5.181.761	\$5.181.761	\$5.888.365
	\$7.233.814	\$6.655.109	\$6.655.109	\$6.365.756	\$6.365.756	\$7.233.814

Project Leader	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
	\$6.050.488	\$5.566.449	\$5.566.449	\$5.324.430	\$5.324.430	\$6.050.488
Banca & Serv Financieros	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
	\$6.050.488	\$5.566.449	\$5.566.449	\$5.324.430	\$5.324.430	\$6.050.488
Consumo masivo	\$4.530.456	\$4.168.020	\$4.168.020	\$3.986.801	\$3.986.801	\$4.530.456
	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
Gas, Petróleo y Minería	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
	\$6.050.488	\$5.566.449	\$5.566.449	\$5.324.430	\$5.324.430	\$6.050.488
IT	\$4.719.225	\$4.341.687	\$4.341.687	\$4.152.918	\$4.152.918	\$4.719.225
	\$5.418.895	\$4.985.383	\$4.985.383	\$4.768.627	\$4.768.627	\$5.418.895
Lab & Pharma	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
	\$6.050.488	\$5.566.449	\$5.566.449	\$5.324.430	\$5.324.430	\$6.050.488
Manufactura	\$4.330.640	\$3.984.189	\$3.984.189	\$3.810.964	\$3.810.964	\$4.330.640
	\$5.402.222	\$4.970.044	\$4.970.044	\$4.753.955	\$4.753.955	\$5.402.222
Retail & Comercio	\$4.330.640	\$3.984.189	\$3.984.189	\$3.810.964	\$3.810.964	\$4.330.640
	\$5.404.204	\$4.971.868	\$4.971.868	\$4.755.700	\$4.755.700	\$5.404.204
Servicios	\$4.330.640	\$3.984.189	\$3.984.189	\$3.810.964	\$3.810.964	\$4.330.640
	\$5.402.169	\$4.969.995	\$4.969.995	\$4.753.908	\$4.753.908	\$5.402.169
Transporte y logística	\$4.330.640	\$3.984.189	\$3.984.189	\$3.810.964	\$3.810.964	\$4.330.640
	\$5.403.133	\$4.970.882	\$4.970.882	\$4.754.757	\$4.754.757	\$5.403.133

# 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 31 de diciembre de 2025.

Analista BI	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.920.764	\$3.607.103	\$3.607.103	\$3.450.273	\$3.450.273	\$3.920.764
	\$4.312.841	\$3.967.814	\$3.967.814	\$3.795.300	\$3.795.300	\$4.312.841
Banca & Serv Financieros	\$3.920.764	\$3.607.103	\$3.607.103	\$3.450.273	\$3.450.273	\$3.920.764
	\$4.312.841	\$3.967.814	\$3.967.814	\$3.795.300	\$3.795.300	\$4.312.841
Consumo masivo	\$3.204.395	\$2.948.043	\$2.948.043	\$2.819.867	\$2.819.867	\$3.204.395
	\$4.018.258	\$3.696.798	\$3.696.798	\$3.536.067	\$3.536.067	\$4.018.258
Gas, Petróleo y Minería	\$3.920.764	\$3.607.103	\$3.607.103	\$3.450.273	\$3.450.273	\$3.920.764
	\$4.312.841	\$3.967.814	\$3.967.814	\$3.795.300	\$3.795.300	\$4.312.841
IT	\$3.720.764	\$3.423.103	\$3.423.103	\$3.274.273	\$3.274.273	\$3.720.764
	\$4.327.327	\$3.981.141	\$3.981.141	\$3.808.047	\$3.808.047	\$4.327.327
Lab & Pharma	\$3.920.764	\$3.607.103	\$3.607.103	\$3.450.273	\$3.450.273	\$3.920.764
	\$4.327.434	\$3.981.239	\$3.981.239	\$3.808.142	\$3.808.142	\$4.327.434
Manufactura	\$3.204.395	\$2.948.043	\$2.948.043	\$2.819.867	\$2.819.867	\$3.204.395
	\$4.018.607	\$3.697.118	\$3.697.118	\$3.536.374	\$3.536.374	\$4.018.607
Retail & Comercio	\$3.204.395	\$2.948.043	\$2.948.043	\$2.819.867	\$2.819.867	\$3.204.395
	\$4.018.258	\$3.696.798	\$3.696.798	\$3.536.067	\$3.536.067	\$4.018.258
Servicios	\$3.204.395	\$2.948.043	\$2.948.043	\$2.819.867	\$2.819.867	\$3.204.395
	\$4.018.285	\$3.696.823	\$3.696.823	\$3.536.091	\$3.536.091	\$4.018.285
Transporte y logística	\$3.204.395	\$2.948.043	\$2.948.043	\$2.819.867	\$2.819.867	\$3.204.395
	\$4.018.253	\$3.696.793	\$3.696.793	\$3.536.063	\$3.536.063	\$4.018.253

Consultor SAP	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.734.867	\$4.356.077	\$4.356.077	\$4.166.683	\$4.166.683	\$4.734.867
	\$5.537.405	\$5.094.412	\$5.094.412	\$4.872.916	\$4.872.916	\$5.537.405
Banca & Serv Financieros	\$4.734.867	\$4.356.077	\$4.356.077	\$4.166.683	\$4.166.683	\$4.734.867
	\$6.534.234	\$6.011.495	\$6.011.495	\$5.750.126	\$5.750.126	\$6.534.234
Consumo masivo	\$3.834.867	\$3.528.077	\$3.528.077	\$3.374.683	\$3.374.683	\$3.834.867
	\$5.141.876	\$4.730.526	\$4.730.526	\$4.524.851	\$4.524.851	\$5.141.876
Gas, Petróleo y Minería	\$4.734.867	\$4.356.077	\$4.356.077	\$4.166.683	\$4.166.683	\$4.734.867
	\$5.644.378	\$5.192.828	\$5.192.828	\$4.967.052	\$4.967.052	\$5.644.378
IT	\$4.234.867	\$3.896.077	\$3.896.077	\$3.726.683	\$3.726.683	\$4.234.867
	\$5.644.378	\$5.192.828	\$5.192.828	\$4.967.052	\$4.967.052	\$5.644.378
Lab & Pharma	\$4.734.867	\$4.356.077	\$4.356.077	\$4.166.683	\$4.166.683	\$4.734.867
	\$5.644.378	\$5.192.828	\$5.192.828	\$4.967.052	\$4.967.052	\$5.644.378
Manufactura	\$3.834.768	\$3.527.987	\$3.527.987	\$3.374.596	\$3.374.596	\$3.834.768
	\$5.142.831	\$4.731.405	\$4.731.405	\$4.525.691	\$4.525.691	\$5.142.831
Retail & Comercio	\$3.834.768	\$3.527.987	\$3.527.987	\$3.374.596	\$3.374.596	\$3.834.768
	\$5.141.867	\$4.730.518	\$4.730.518	\$4.524.843	\$4.524.843	\$5.141.867
Servicios	\$3.834.768	\$3.527.987	\$3.527.987	\$3.374.596	\$3.374.596	\$3.834.768
	\$5.141.760	\$4.730.419	\$4.730.419	\$4.524.749	\$4.524.749	\$5.141.760
Transporte y logística	\$3.834.768	\$3.527.987	\$3.527.987	\$3.374.596	\$3.374.596	\$3.834.768
	\$5.142.349	\$4.730.961	\$4.730.961	\$4.525.267	\$4.525.267	\$5.142.349

# tecnología. según zona geográfica e industria.

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Arquitecto de Software	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.978.837	\$5.500.530	\$5.500.530	\$5.261.376	\$5.261.376	\$5.978.837
	\$8.078.395	\$7.432.123	\$7.432.123	\$7.108.987	\$7.108.987	\$8.078.395
Banca & Serv Financieros	\$5.978.837	\$5.500.530	\$5.500.530	\$5.261.376	\$5.261.376	\$5.978.837
	\$8.078.395	\$7.432.123	\$7.432.123	\$7.108.987	\$7.108.987	\$8.078.395
Consumo masivo	\$5.350.502	\$4.922.462	\$4.922.462	\$4.708.442	\$4.708.442	\$5.350.502
	\$6.690.352	\$6.155.124	\$6.155.124	\$5.887.510	\$5.887.510	\$6.690.352
Gas, Petróleo y Minería	\$5.978.837	\$5.500.530	\$5.500.530	\$5.261.376	\$5.261.376	\$5.978.837
	\$8.078.990	\$7.432.671	\$7.432.671	\$7.109.512	\$7.109.512	\$8.078.990
IT	\$5.650.502	\$5.198.462	\$5.198.462	\$4.972.442	\$4.972.442	\$5.650.502
	\$8.078.412	\$7.432.139	\$7.432.139	\$7.109.003	\$7.109.003	\$8.078.412
Lab & Pharma	\$5.978.837	\$5.500.530	\$5.500.530	\$5.261.376	\$5.261.376	\$5.978.837
	\$8.079.526	\$7.433.164	\$7.433.164	\$7.109.983	\$7.109.983	\$8.079.526
Manufactura	\$5.350.502	\$4.922.462	\$4.922.462	\$4.708.442	\$4.708.442	\$5.350.502
	\$6.690.351	\$6.155.123	\$6.155.123	\$5.887.509	\$5.887.509	\$6.690.351
Retail & Comercio	\$5.350.502	\$4.922.462	\$4.922.462	\$4.708.442	\$4.708.442	\$5.350.502
	\$6.690.383	\$6.155.152	\$6.155.152	\$5.887.537	\$5.887.537	\$6.690.383
Servicios	\$5.350.502	\$4.922.462	\$4.922.462	\$4.708.442	\$4.708.442	\$5.350.502
	\$6.690.394	\$6.155.162	\$6.155.162	\$5.887.547	\$5.887.547	\$6.690.394
Transporte y logística	\$5.350.502	\$4.922.462	\$4.922.462	\$4.708.442	\$4.708.442	\$5.350.502
	\$6.690.351	\$6.155.123	\$6.155.123	\$5.887.509	\$5.887.509	\$6.690.351

Desarrollador Back-end	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.894.438	\$4.502.883	\$4.502.883	\$4.307.106	\$4.307.106	\$4.894.438
	\$5.383.882	\$4.953.172	\$4.953.172	\$4.737.816	\$4.737.816	\$5.383.882
Banca & Serv Financieros	\$4.894.438	\$4.502.883	\$4.502.883	\$4.307.106	\$4.307.106	\$4.894.438
	\$5.383.882	\$4.953.172	\$4.953.172	\$4.737.816	\$4.737.816	\$5.383.882
Consumo masivo	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.188.357	\$4.773.289	\$4.773.289	\$4.565.754	\$4.565.754	\$5.188.357
Gas, Petróleo y Minería	\$4.894.438	\$4.502.883	\$4.502.883	\$4.307.106	\$4.307.106	\$4.894.438
	\$5.383.882	\$4.953.172	\$4.953.172	\$4.737.816	\$4.737.816	\$5.383.882
IT	\$3.801.158	\$3.497.065	\$3.497.065	\$3.345.019	\$3.345.019	\$3.801.158
	\$5.190.071	\$4.774.865	\$4.774.865	\$4.567.263	\$4.567.263	\$5.190.071
Lab & Pharma	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.188.250	\$4.773.190	\$4.773.190	\$4.565.660	\$4.565.660	\$5.188.250
Manufactura	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.188.893	\$4.773.781	\$4.773.781	\$4.566.226	\$4.566.226	\$5.188.893
Retail & Comercio	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.188.197	\$4.773.141	\$4.773.141	\$4.565.613	\$4.565.613	\$5.188.197
Servicios	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.187.822	\$4.772.796	\$4.772.796	\$4.565.283	\$4.565.283	\$5.187.822
Transporte y logística	\$3.506.847	\$3.226.300	\$3.226.300	\$3.086.026	\$3.086.026	\$3.506.847
	\$5.189.536	\$4.774.373	\$4.774.373	\$4.566.791	\$4.566.791	\$5.189.536

# tecnología. según zona geográfica e industria.

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Analista funcional	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.789.392	\$3.486.241	\$3.486.241	\$3.334.665	\$3.334.665	\$3.789.392
	\$4.392.249	\$4.040.869	\$4.040.869	\$3.865.179	\$3.865.179	\$4.392.249
Banca & Serv Financieros	\$3.789.392	\$3.486.241	\$3.486.241	\$3.334.665	\$3.334.665	\$3.789.392
	\$4.966.622	\$4.569.292	\$4.569.292	\$4.370.627	\$4.370.627	\$4.966.622
Consumo masivo	\$3.697.901	\$3.402.069	\$3.402.069	\$3.254.153	\$3.254.153	\$3.697.901
	\$4.392.249	\$4.040.869	\$4.040.869	\$3.865.179	\$3.865.179	\$4.392.249
Gas, Petróleo y Minería	\$3.789.392	\$3.486.241	\$3.486.241	\$3.334.665	\$3.334.665	\$3.789.392
	\$4.789.242	\$4.406.102	\$4.406.102	\$4.214.533	\$4.214.533	\$4.789.242
IT	\$3.814.062	\$3.508.937	\$3.508.937	\$3.356.375	\$3.356.375	\$3.814.062
	\$4.561.182	\$4.196.288	\$4.196.288	\$4.013.840	\$4.013.840	\$4.561.182
Lab & Pharma	\$3.789.392	\$3.486.241	\$3.486.241	\$3.334.665	\$3.334.665	\$3.789.392
	\$4.789.242	\$4.406.102	\$4.406.102	\$4.214.533	\$4.214.533	\$4.789.242
Manufactura	\$2.997.907	\$2.758.075	\$2.758.075	\$2.638.158	\$2.638.158	\$2.997.907
	\$4.392.563	\$4.041.158	\$4.041.158	\$3.865.455	\$3.865.455	\$4.392.563
Retail & Comercio	\$2.997.907	\$2.758.075	\$2.758.075	\$2.638.158	\$2.638.158	\$2.997.907
	\$4.391.920	\$4.040.566	\$4.040.566	\$3.864.890	\$3.864.890	\$4.391.920
Servicios	\$2.997.907	\$2.758.075	\$2.758.075	\$2.638.158	\$2.638.158	\$2.997.907
	\$4.392.456	\$4.041.059	\$4.041.059	\$3.865.361	\$3.865.361	\$4.392.456
Transporte y logística	\$2.997.907	\$2.758.075	\$2.758.075	\$2.638.158	\$2.638.158	\$2.997.907
	\$4.392.242	\$4.040.863	\$4.040.863	\$3.865.173	\$3.865.173	\$4.392.242

Quality Assurance (QA)	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.507.997	\$3.227.357	\$3.227.357	\$3.087.037	\$3.087.037	\$3.507.997
	\$3.928.957	\$3.614.640	\$3.614.640	\$3.457.482	\$3.457.482	\$3.928.957
Banca & Serv Financieros	\$3.507.997	\$3.227.357	\$3.227.357	\$3.087.037	\$3.087.037	\$3.507.997
	\$3.928.957	\$3.614.640	\$3.614.640	\$3.457.482	\$3.457.482	\$3.928.957
Consumo masivo	\$2.964.759	\$2.727.579	\$2.727.579	\$2.608.988	\$2.608.988	\$2.964.759
	\$3.599.730	\$3.311.752	\$3.311.752	\$3.167.762	\$3.167.762	\$3.599.730
Gas, Petróleo y Minería	\$3.507.997	\$3.227.357	\$3.227.357	\$3.087.037	\$3.087.037	\$3.507.997
	\$3.928.957	\$3.614.640	\$3.614.640	\$3.457.482	\$3.457.482	\$3.928.957
IT	\$3.007.997	\$2.767.357	\$2.767.357	\$2.647.037	\$2.647.037	\$3.007.997
	\$3.779.729	\$3.477.351	\$3.477.351	\$3.326.162	\$3.326.162	\$3.779.729
Lab & Pharma	\$3.507.997	\$3.227.357	\$3.227.357	\$3.087.037	\$3.087.037	\$3.507.997
	\$3.928.957	\$3.614.640	\$3.614.640	\$3.457.482	\$3.457.482	\$3.928.957
Manufactura	\$2.964.759	\$2.727.579	\$2.727.579	\$2.608.988	\$2.608.988	\$2.964.759
	\$3.599.730	\$3.311.752	\$3.311.752	\$3.167.762	\$3.167.762	\$3.599.730
Retail & Comercio	\$2.964.759	\$2.727.579	\$2.727.579	\$2.608.988	\$2.608.988	\$2.964.759
	\$3.599.730	\$3.311.752	\$3.311.752	\$3.167.762	\$3.167.762	\$3.599.730
Servicios	\$2.964.759	\$2.727.579	\$2.727.579	\$2.608.988	\$2.608.988	\$2.964.759
	\$3.599.821	\$3.311.835	\$3.311.835	\$3.167.843	\$3.167.843	\$3.599.821
Transporte y logística	\$2.964.759	\$2.727.579	\$2.727.579	\$2.608.988	\$2.608.988	\$2.964.759
	\$3.599.232	\$3.311.293	\$3.311.293	\$3.167.324	\$3.167.324	\$3.599.232

# 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 31 de diciembre de 2025.

DBA Database administrator	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.394.062	\$4.042.537	\$4.042.537	\$3.866.775	\$3.866.775	\$4.394.062
	\$6.280.434	\$5.777.999	\$5.777.999	\$5.526.782	\$5.526.782	\$6.280.434
Banca & Serv Financieros	\$4.393.761	\$4.042.260	\$4.042.260	\$3.866.510	\$3.866.510	\$4.393.761
	\$6.280.434	\$5.777.999	\$5.777.999	\$5.526.782	\$5.526.782	\$6.280.434
Consumo masivo	\$3.393.761	\$3.122.260	\$3.122.260	\$2.986.510	\$2.986.510	\$3.393.761
	\$5.210.857	\$4.793.989	\$4.793.989	\$4.585.554	\$4.585.554	\$5.210.857
Gas, Petróleo y Minería	\$4.394.062	\$4.042.537	\$4.042.537	\$3.866.775	\$3.866.775	\$4.394.062
	\$5.637.714	\$5.186.697	\$5.186.697	\$4.961.188	\$4.961.188	\$5.637.714
IT	\$3.893.761	\$3.582.260	\$3.582.260	\$3.426.510	\$3.426.510	\$3.893.761
	\$5.637.714	\$5.186.697	\$5.186.697	\$4.961.188	\$4.961.188	\$5.637.714
Lab & Pharma	\$4.394.062	\$4.042.537	\$4.042.537	\$3.866.775	\$3.866.775	\$4.394.062
	\$5.637.714	\$5.186.697	\$5.186.697	\$4.961.188	\$4.961.188	\$5.637.714
Manufactura	\$3.293.761	\$3.030.260	\$3.030.260	\$2.898.510	\$2.898.510	\$3.293.761
	\$5.211.924	\$4.794.970	\$4.794.970	\$4.586.493	\$4.586.493	\$5.211.924
Retail & Comercio	\$3.293.761	\$3.030.260	\$3.030.260	\$2.898.510	\$2.898.510	\$3.293.761
	\$5.210.852	\$4.793.984	\$4.793.984	\$4.585.550	\$4.585.550	\$5.210.852
Servicios	\$3.293.761	\$3.030.260	\$3.030.260	\$2.898.510	\$2.898.510	\$3.293.761
	\$5.211.388	\$4.794.477	\$4.794.477	\$4.586.021	\$4.586.021	\$5.211.388
Transporte y logística	\$3.293.761	\$3.030.260	\$3.030.260	\$2.898.510	\$2.898.510	\$3.293.761
	\$5.210.906	\$4.794.033	\$4.794.033	\$4.585.597	\$4.585.597	\$5.210.906

Desarrollador Mobile	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.369.667	\$4.020.093	\$4.020.093	\$3.845.307	\$3.845.307	\$4.369.667
	\$6.330.594	\$5.824.146	\$5.824.146	\$5.570.923	\$5.570.923	\$6.330.594
Banca & Serv Financieros	\$4.369.667	\$4.020.093	\$4.020.093	\$3.845.307	\$3.845.307	\$4.369.667
	\$5.608.977	\$5.160.259	\$5.160.259	\$4.935.900	\$4.935.900	\$5.608.977
Consumo masivo	\$3.956.591	\$3.640.064	\$3.640.064	\$3.481.800	\$3.481.800	\$3.956.591
	\$5.415.563	\$4.982.318	\$4.982.318	\$4.765.695	\$4.765.695	\$5.415.563
Gas, Petróleo y Minería	\$4.369.667	\$4.020.093	\$4.020.093	\$3.845.307	\$3.845.307	\$4.369.667
	\$5.889.425	\$5.418.271	\$5.418.271	\$5.182.694	\$5.182.694	\$5.889.425
IT	\$3.956.591	\$3.640.064	\$3.640.064	\$3.481.800	\$3.481.800	\$3.956.591
	\$5.608.977	\$5.160.259	\$5.160.259	\$4.935.900	\$4.935.900	\$5.608.977
Lab & Pharma	\$4.369.667	\$4.020.093	\$4.020.093	\$3.845.307	\$3.845.307	\$4.369.667
	\$5.608.977	\$5.160.259	\$5.160.259	\$4.935.900	\$4.935.900	\$5.608.977
Manufactura	\$3.439.542	\$3.164.378	\$3.164.378	\$3.026.797	\$3.026.797	\$3.439.542
	\$5.415.563	\$4.982.318	\$4.982.318	\$4.765.695	\$4.765.695	\$5.415.563
Retail & Comercio	\$3.439.542	\$3.164.378	\$3.164.378	\$3.026.797	\$3.026.797	\$3.439.542
	\$6.330.594	\$5.824.146	\$5.824.146	\$5.570.923	\$5.570.923	\$6.330.594
Servicios	\$3.439.542	\$3.164.378	\$3.164.378	\$3.026.797	\$3.026.797	\$3.439.542
	\$6.330.792	\$5.824.329	\$5.824.329	\$5.571.097	\$5.571.097	\$6.330.792
Transporte y logística	\$3.439.542	\$3.164.378	\$3.164.378	\$3.026.797	\$3.026.797	\$3.439.542
	\$6.330.685	\$5.824.230	\$5.824.230	\$5.571.003	\$5.571.003	\$6.330.685

# tecnología.

## según zona geográfica e industria.

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Desarrollador Front-end	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.490.666	\$4.131.413	\$4.131.413	\$3.951.786	\$3.951.786	\$4.490.666
	\$5.301.480	\$4.877.362	\$4.877.362	\$4.665.303	\$4.665.303	\$5.301.480
Banca & Serv Financieros	\$4.490.666	\$4.131.413	\$4.131.413	\$3.951.786	\$3.951.786	\$4.490.666
	\$5.761.238	\$5.300.339	\$5.300.339	\$5.069.890	\$5.069.890	\$5.761.238
Consumo masivo	\$3.801.158	\$3.497.065	\$3.497.065	\$3.345.019	\$3.345.019	\$3.801.158
	\$5.562.574	\$5.117.569	\$5.117.569	\$4.895.066	\$4.895.066	\$5.562.574
Gas, Petróleo y Minería	\$4.490.666	\$4.131.413	\$4.131.413	\$3.951.786	\$3.951.786	\$4.490.666
	\$6.049.300	\$5.565.356	\$5.565.356	\$5.323.384	\$5.323.384	\$6.049.300
IT	\$3.901.158	\$3.589.065	\$3.589.065	\$3.433.019	\$3.433.019	\$3.901.158
	\$5.761.238	\$5.300.339	\$5.300.339	\$5.069.890	\$5.069.890	\$5.761.238
Lab & Pharma	\$4.490.666	\$4.131.413	\$4.131.413	\$3.951.786	\$3.951.786	\$4.490.666
	\$5.490.819	\$5.051.554	\$5.051.554	\$4.831.921	\$4.831.921	\$5.490.819
Manufactura	\$3.245.231	\$2.985.613	\$2.985.613	\$2.855.803	\$2.855.803	\$3.245.231
	\$5.302.440	\$4.878.245	\$4.878.245	\$4.666.147	\$4.666.147	\$5.302.440
Retail & Comercio	\$3.245.231	\$2.985.613	\$2.985.613	\$2.855.803	\$2.855.803	\$3.245.231
	\$5.301.958	\$4.877.801	\$4.877.801	\$4.665.723	\$4.665.723	\$5.301.958
Servicios	\$3.245.231	\$2.985.613	\$2.985.613	\$2.855.803	\$2.855.803	\$3.245.231
	\$5.302.440	\$4.878.245	\$4.878.245	\$4.666.147	\$4.666.147	\$5.302.440
Transporte y logística	\$3.245.231	\$2.985.613	\$2.985.613	\$2.855.803	\$2.855.803	\$3.245.231
	\$5.301.476	\$4.877.358	\$4.877.358	\$4.665.299	\$4.665.299	\$5.301.476

Soporte Técnico / Help desk	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.198.539	\$2.022.656	\$2.022.656	\$1.934.714	\$1.934.714	\$2.198.539
	\$2.761.639	\$2.540.708	\$2.540.708	\$2.430.242	\$2.430.242	\$2.761.639
Banca & Serv Financieros	\$2.198.539	\$2.022.656	\$2.022.656	\$1.934.714	\$1.934.714	\$2.198.539
	\$2.591.626	\$2.384.296	\$2.384.296	\$2.280.631	\$2.280.631	\$2.591.626
Consumo masivo	\$1.962.928	\$1.805.894	\$1.805.894	\$1.727.377	\$1.727.377	\$1.962.928
	\$2.577.530	\$2.371.328	\$2.371.328	\$2.268.226	\$2.268.226	\$2.577.530
Gas, Petróleo y Minería	\$2.198.539	\$2.022.656	\$2.022.656	\$1.934.714	\$1.934.714	\$2.198.539
	\$2.706.406	\$2.489.894	\$2.489.894	\$2.381.638	\$2.381.638	\$2.706.406
IT	\$1.962.928	\$1.805.894	\$1.805.894	\$1.727.377	\$1.727.377	\$1.962.928
	\$2.577.530	\$2.371.328	\$2.371.328	\$2.268.226	\$2.268.226	\$2.577.530
Lab & Pharma	\$2.198.539	\$2.022.656	\$2.022.656	\$1.934.714	\$1.934.714	\$2.198.539
	\$2.591.626	\$2.384.296	\$2.384.296	\$2.280.631	\$2.280.631	\$2.591.626
Manufactura	\$1.862.924	\$1.713.890	\$1.713.890	\$1.639.373	\$1.639.373	\$1.862.924
	\$2.577.307	\$2.371.123	\$2.371.123	\$2.268.030	\$2.268.030	\$2.577.307
Retail & Comercio	\$1.862.688	\$1.713.673	\$1.713.673	\$1.639.166	\$1.639.166	\$1.862.688
	\$2.577.530	\$2.371.328	\$2.371.328	\$2.268.226	\$2.268.226	\$2.577.530
Servicios	\$1.862.817	\$1.713.791	\$1.713.791	\$1.639.279	\$1.639.279	\$1.862.817
	\$2.577.521	\$2.371.320	\$2.371.320	\$2.268.219	\$2.268.219	\$2.577.521
Transporte y logística	\$1.862.603	\$1.713.594	\$1.713.594	\$1.639.090	\$1.639.090	\$1.862.603
	\$2.578.111	\$2.371.862	\$2.371.862	\$2.268.737	\$2.268.737	\$2.578.111

# tecnología.

## según zona geográfica e industria.

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Administrador de Redes.	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.265.027	\$3.923.825	\$3.923.825	\$3.753.224	\$3.753.224	\$4.265.027
	\$4.776.830	\$4.394.684	\$4.394.684	\$4.203.611	\$4.203.611	\$4.776.830
Banca & Serv Financieros	\$4.265.027	\$3.923.825	\$3.923.825	\$3.753.224	\$3.753.224	\$4.265.027
	\$4.776.830	\$4.394.684	\$4.394.684	\$4.203.611	\$4.203.611	\$4.776.830
Consumo masivo	\$2.965.027	\$2.727.825	\$2.727.825	\$2.609.224	\$2.609.224	\$2.965.027
	\$3.785.316	\$3.482.491	\$3.482.491	\$3.331.078	\$3.331.078	\$3.785.316
Gas, Petróleo y Minería	\$4.265.027	\$3.923.825	\$3.923.825	\$3.753.224	\$3.753.224	\$4.265.027
	\$4.776.830	\$4.394.684	\$4.394.684	\$4.203.611	\$4.203.611	\$4.776.830
IT	\$3.666.153	\$3.372.861	\$3.372.861	\$3.226.214	\$3.226.214	\$3.666.153
	\$4.129.476	\$3.799.118	\$3.799.118	\$3.633.939	\$3.633.939	\$4.129.476
Lab & Pharma	\$4.265.027	\$3.923.825	\$3.923.825	\$3.753.224	\$3.753.224	\$4.265.027
	\$4.776.830	\$4.394.684	\$4.394.684	\$4.203.611	\$4.203.611	\$4.776.830
Manufactura	\$3.266.153	\$3.004.861	\$3.004.861	\$2.874.214	\$2.874.214	\$3.266.153
	\$3.785.299	\$3.482.475	\$3.482.475	\$3.331.064	\$3.331.064	\$3.785.299
Retail & Comercio	\$3.266.153	\$3.004.861	\$3.004.861	\$2.874.214	\$2.874.214	\$3.266.153
	\$3.786.692	\$3.483.757	\$3.483.757	\$3.332.289	\$3.332.289	\$3.786.692
Servicios	\$3.266.153	\$3.004.861	\$3.004.861	\$2.874.214	\$2.874.214	\$3.266.153
	\$3.781.336	\$3.478.829	\$3.478.829	\$3.327.576	\$3.327.576	\$3.781.336
Transporte y logística	\$3.266.153	\$3.004.861	\$3.004.861	\$2.874.214	\$2.874.214	\$3.266.153
	\$3.785.299	\$3.482.475	\$3.482.475	\$3.331.064	\$3.331.064	\$3.785.299

reporte salarial  
enero 2026.

# profesionales del área de marketing & comunicaciones.



  
randstad

partner for talent.

# 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 31 de diciembre de 2025.

Gerente de Marketing	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.261.151	\$5.509.813	\$5.165.449	\$5.008.921	\$5.321.978	\$7.826.438
	\$9.064.503	\$7.976.762	\$7.478.215	\$7.251.602	\$7.704.827	\$11.330.628
Banca & Serv Financieros	\$6.468.778	\$5.692.525	\$5.336.742	\$5.175.022	\$5.498.461	\$8.085.972
	\$8.213.271	\$7.227.678	\$6.775.949	\$6.570.617	\$6.981.280	\$10.266.589
Consumo masivo	\$6.468.826	\$5.692.567	\$5.336.782	\$5.175.061	\$5.498.502	\$8.086.033
	\$8.213.252	\$7.227.662	\$6.775.933	\$6.570.602	\$6.981.264	\$10.266.565
Gas, Petróleo y Minería	\$6.686.247	\$5.883.897	\$5.516.154	\$5.348.997	\$5.683.310	\$8.357.808
	\$8.474.749	\$7.457.779	\$6.991.668	\$6.779.799	\$7.203.537	\$10.593.436
IT	\$6.468.929	\$5.692.657	\$5.336.866	\$5.175.143	\$5.498.589	\$8.086.161
	\$9.064.503	\$7.976.762	\$7.478.215	\$7.251.602	\$7.704.827	\$11.330.628
Lab & Pharma	\$6.208.357	\$5.463.354	\$5.121.895	\$4.966.686	\$5.277.104	\$7.760.446
	\$8.763.661	\$7.712.021	\$7.230.020	\$7.010.929	\$7.449.112	\$10.954.576
Manufactura	\$6.468.929	\$5.692.657	\$5.336.866	\$5.175.143	\$5.498.589	\$8.086.161
	\$8.301.221	\$7.305.074	\$6.848.507	\$6.640.977	\$7.056.038	\$10.376.526
Retail & Comercio	\$6.207.354	\$5.462.472	\$5.121.067	\$4.965.884	\$5.276.251	\$7.759.193
	\$7.989.231	\$7.030.523	\$6.591.115	\$6.391.384	\$6.790.846	\$9.986.538
Servicios	\$6.207.352	\$5.462.470	\$5.121.065	\$4.965.882	\$5.276.249	\$7.759.190
	\$7.800.000	\$6.864.000	\$6.435.000	\$6.240.000	\$6.630.000	\$9.750.000
Transporte y logística	\$6.207.359	\$5.462.476	\$5.121.071	\$4.965.887	\$5.276.255	\$7.759.199
	\$7.800.009	\$6.864.008	\$6.435.007	\$6.240.007	\$6.630.008	\$9.750.011

Jefe de Marketing	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.863.961	\$3.400.285	\$3.187.768	\$3.091.169	\$3.284.367	\$4.829.951
	\$5.963.001	\$5.247.441	\$4.919.476	\$4.770.401	\$5.068.551	\$7.453.751
Banca & Serv Financieros	\$4.063.585	\$3.575.955	\$3.352.458	\$3.250.868	\$3.454.048	\$5.079.482
	\$6.160.741	\$5.421.452	\$5.082.611	\$4.928.593	\$5.236.630	\$7.700.926
Consumo masivo	\$4.061.477	\$3.574.100	\$3.350.719	\$3.249.182	\$3.452.256	\$5.076.847
	\$6.160.787	\$5.421.492	\$5.082.649	\$4.928.629	\$5.236.669	\$7.700.983
Gas, Petróleo y Minería	\$4.163.869	\$3.664.205	\$3.435.192	\$3.331.095	\$3.539.289	\$5.204.836
	\$6.367.854	\$5.603.712	\$5.253.480	\$5.094.283	\$5.412.676	\$7.959.817
IT	\$4.063.580	\$3.575.951	\$3.352.454	\$3.250.864	\$3.454.043	\$5.079.475
	\$6.161.887	\$5.422.460	\$5.083.556	\$4.929.509	\$5.237.604	\$7.702.358
Lab & Pharma	\$3.872.592	\$3.407.881	\$3.194.889	\$3.098.074	\$3.291.704	\$4.840.740
	\$5.911.764	\$5.202.352	\$4.877.205	\$4.729.411	\$5.024.999	\$7.389.705
Manufactura	\$4.063.580	\$3.575.951	\$3.352.454	\$3.250.864	\$3.454.043	\$5.079.475
	\$6.160.885	\$5.421.578	\$5.082.730	\$4.928.708	\$5.236.752	\$7.701.106
Retail & Comercio	\$3.908.015	\$3.439.053	\$3.224.112	\$3.126.412	\$3.321.812	\$4.885.018
	\$5.911.766	\$5.202.354	\$4.877.207	\$4.729.413	\$5.025.001	\$7.389.708
Servicios	\$3.908.476	\$3.439.459	\$3.224.493	\$3.126.781	\$3.322.205	\$4.885.595
	\$5.912.775	\$5.203.242	\$4.878.039	\$4.730.220	\$5.025.859	\$7.390.969
Transporte y logística	\$3.908.041	\$3.439.076	\$3.224.134	\$3.126.433	\$3.321.835	\$4.885.052
	\$5.911.771	\$5.202.358	\$4.877.211	\$4.729.417	\$5.025.005	\$7.389.714

# 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 31 de diciembre de 2025.

Gerente de Comunicaciones	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$5.054.829	\$4.448.249	\$4.170.234	\$4.043.863	\$4.296.604	\$6.318.536
	\$7.992.001	\$7.032.961	\$6.593.401	\$6.393.601	\$6.793.201	\$9.990.001
Banca & Serv Financieros	\$5.047.134	\$4.441.478	\$4.163.886	\$4.037.708	\$4.290.064	\$6.308.918
	\$7.990.478	\$7.031.620	\$6.592.144	\$6.392.382	\$6.791.906	\$9.988.097
Consumo masivo	\$5.327.199	\$4.687.935	\$4.394.939	\$4.261.759	\$4.528.119	\$6.658.999
	\$7.991.999	\$7.032.959	\$6.593.399	\$6.393.599	\$6.793.199	\$9.989.999
Gas, Petróleo y Minería	\$5.601.353	\$4.929.191	\$4.621.116	\$4.481.082	\$4.761.150	\$7.001.691
	\$8.962.165	\$7.886.705	\$7.393.786	\$7.169.732	\$7.617.840	\$11.202.706
IT	\$5.047.143	\$4.441.486	\$4.163.893	\$4.037.714	\$4.290.072	\$6.308.929
	\$7.991.922	\$7.032.892	\$6.593.336	\$6.393.538	\$6.793.134	\$9.989.903
Lab & Pharma	\$5.047.076	\$4.441.427	\$4.163.838	\$4.037.661	\$4.290.015	\$6.308.845
	\$6.674.946	\$5.873.952	\$5.506.830	\$5.339.957	\$5.673.704	\$8.343.682
Manufactura	\$5.327.189	\$4.687.927	\$4.394.931	\$4.261.751	\$4.528.111	\$6.658.987
	\$7.991.230	\$7.032.283	\$6.592.765	\$6.392.984	\$6.792.546	\$9.989.038
Retail & Comercio	\$5.050.177	\$4.444.156	\$4.166.396	\$4.040.142	\$4.292.651	\$6.312.721
	\$6.329.966	\$5.570.370	\$5.222.222	\$5.063.973	\$5.380.471	\$7.912.457
Servicios	\$5.521.548	\$4.858.962	\$4.555.277	\$4.417.238	\$4.693.315	\$6.901.935
	\$6.393.317	\$5.626.119	\$5.274.487	\$5.114.654	\$5.434.320	\$7.991.646
Transporte y logística	\$5.512.294	\$4.850.819	\$4.547.643	\$4.409.835	\$4.685.450	\$6.890.368
	\$6.634.850	\$5.838.668	\$5.473.752	\$5.307.880	\$5.639.623	\$8.293.563

Jefe de Comunicaciones	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.607.852	\$3.174.909	\$2.976.478	\$2.886.281	\$3.066.674	\$4.509.815
	\$6.503.156	\$5.722.777	\$5.365.104	\$5.202.525	\$5.527.683	\$8.128.945
Banca & Serv Financieros	\$3.881.115	\$3.415.382	\$3.201.920	\$3.104.892	\$3.298.948	\$4.851.394
	\$6.170.863	\$5.430.359	\$5.090.962	\$4.936.690	\$5.245.234	\$7.713.579
Consumo masivo	\$3.882.605	\$3.416.692	\$3.203.149	\$3.106.084	\$3.300.214	\$4.853.256
	\$6.171.233	\$5.430.685	\$5.091.267	\$4.936.986	\$5.245.548	\$7.714.041
Gas, Petróleo y Minería	\$3.937.076	\$3.464.627	\$3.248.088	\$3.149.661	\$3.346.514	\$4.921.345
	\$6.721.624	\$5.915.029	\$5.545.340	\$5.377.299	\$5.713.380	\$8.402.030
IT	\$3.803.473	\$3.347.056	\$3.137.865	\$3.042.779	\$3.232.952	\$4.754.341
	\$6.170.872	\$5.430.368	\$5.090.970	\$4.936.698	\$5.245.241	\$7.713.590
Lab & Pharma	\$3.707.852	\$3.262.909	\$3.058.978	\$2.966.281	\$3.151.674	\$4.634.815
	\$5.351.958	\$4.709.723	\$4.415.366	\$4.281.567	\$4.549.165	\$6.689.948
Manufactura	\$4.075.170	\$3.586.150	\$3.362.016	\$3.260.136	\$3.463.895	\$5.093.963
	\$6.170.861	\$5.430.358	\$5.090.961	\$4.936.689	\$5.245.232	\$7.713.577
Retail & Comercio	\$3.700.852	\$3.256.749	\$3.053.203	\$2.960.681	\$3.145.724	\$4.626.065
	\$5.682.246	\$5.000.377	\$4.687.853	\$4.545.797	\$4.829.909	\$7.102.808
Servicios	\$3.702.352	\$3.258.069	\$3.054.440	\$2.961.881	\$3.146.999	\$4.627.940
	\$5.430.065	\$4.778.457	\$4.479.803	\$4.344.052	\$4.615.555	\$6.787.581
Transporte y logística	\$3.706.852	\$3.262.029	\$3.058.153	\$2.965.481	\$3.150.824	\$4.633.565
	\$5.430.599	\$4.778.927	\$4.480.244	\$4.344.479	\$4.616.009	\$6.788.249

# marketing y comunicaciones. según zona geográfica e industria.

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Analista de Marketing Digital	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.095.697	\$2.724.213	\$2.553.950	\$2.476.557	\$2.631.342	\$3.869.621
	\$3.814.940	\$3.357.147	\$3.147.325	\$3.051.952	\$3.242.699	\$4.768.675
Banca & Serv Financieros	\$3.128.010	\$2.752.649	\$2.580.609	\$2.502.408	\$2.658.809	\$3.910.013
	\$3.988.268	\$3.509.675	\$3.290.321	\$3.190.614	\$3.390.027	\$4.985.334
Consumo masivo	\$3.051.180	\$2.685.039	\$2.517.224	\$2.440.944	\$2.593.503	\$3.813.975
	\$4.320.629	\$3.802.154	\$3.564.519	\$3.456.503	\$3.672.535	\$5.400.786
Gas, Petróleo y Minería	\$3.345.807	\$2.944.311	\$2.760.291	\$2.676.646	\$2.843.936	\$4.182.259
	\$3.838.406	\$3.377.797	\$3.166.685	\$3.070.725	\$3.262.645	\$4.798.007
IT	\$3.364.207	\$2.960.502	\$2.775.471	\$2.691.366	\$2.859.576	\$4.205.259
	\$3.814.944	\$3.357.150	\$3.147.329	\$3.051.955	\$3.242.702	\$4.768.680
Lab & Pharma	\$3.024.957	\$2.661.962	\$2.495.590	\$2.419.966	\$2.571.214	\$3.781.197
	\$3.804.820	\$3.348.241	\$3.138.976	\$3.043.856	\$3.234.097	\$4.756.025
Manufactura	\$2.926.059	\$2.574.932	\$2.413.999	\$2.340.847	\$2.487.150	\$3.657.574
	\$3.814.938	\$3.357.145	\$3.147.324	\$3.051.950	\$3.242.697	\$4.768.672
Retail & Comercio	\$3.051.928	\$2.685.696	\$2.517.840	\$2.441.542	\$2.594.138	\$3.814.909
	\$4.321.623	\$3.803.028	\$3.565.339	\$3.457.298	\$3.673.380	\$5.402.029
Servicios	\$3.052.638	\$2.686.321	\$2.518.426	\$2.442.110	\$2.594.742	\$3.815.797
	\$3.989.856	\$3.511.074	\$3.291.632	\$3.191.885	\$3.391.378	\$4.987.320
Transporte y logística	\$3.052.178	\$2.685.917	\$2.518.047	\$2.441.743	\$2.594.352	\$3.815.223
	\$3.988.520	\$3.509.898	\$3.290.529	\$3.190.816	\$3.390.242	\$4.985.650

Analista de Comunicaciones	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.703.549	\$2.379.123	\$2.230.428	\$2.162.839	\$2.298.016	\$3.379.436
	\$3.649.790	\$3.211.816	\$3.011.077	\$2.919.832	\$3.102.322	\$4.562.238
Banca & Serv Financieros	\$2.703.553	\$2.379.126	\$2.230.431	\$2.162.842	\$2.298.020	\$3.379.441
	\$3.649.796	\$3.211.821	\$3.011.082	\$2.919.837	\$3.102.327	\$4.562.245
Consumo masivo	\$2.596.633	\$2.285.037	\$2.142.222	\$2.077.307	\$2.207.138	\$3.245.792
	\$3.505.455	\$3.084.800	\$2.892.000	\$2.804.364	\$2.979.637	\$4.381.819
Gas, Petróleo y Minería	\$2.668.237	\$2.348.049	\$2.201.296	\$2.134.590	\$2.268.002	\$3.335.297
	\$3.602.121	\$3.169.866	\$2.971.749	\$2.881.696	\$3.061.802	\$4.502.651
IT	\$2.703.553	\$2.379.127	\$2.230.431	\$2.162.842	\$2.298.020	\$3.379.441
	\$3.649.797	\$3.211.821	\$3.011.082	\$2.919.837	\$3.102.327	\$4.562.246
Lab & Pharma	\$2.546.722	\$2.241.115	\$2.101.045	\$2.037.377	\$2.164.713	\$3.183.402
	\$3.438.074	\$3.025.505	\$2.836.411	\$2.750.459	\$2.922.363	\$4.297.593
Manufactura	\$2.596.635	\$2.285.039	\$2.142.224	\$2.077.308	\$2.207.140	\$3.245.794
	\$3.505.455	\$3.084.800	\$2.892.000	\$2.804.364	\$2.979.637	\$4.381.819
Retail & Comercio	\$2.596.658	\$2.285.059	\$2.142.243	\$2.077.326	\$2.207.159	\$3.245.822
	\$3.504.218	\$3.083.712	\$2.890.980	\$2.803.375	\$2.978.586	\$4.380.273
Servicios	\$2.597.746	\$2.286.017	\$2.143.140	\$2.078.197	\$2.208.084	\$3.247.183
	\$3.506.988	\$3.086.150	\$2.893.265	\$2.805.590	\$2.980.940	\$4.383.735
Transporte y logística	\$2.596.639	\$2.285.043	\$2.142.227	\$2.077.312	\$2.207.143	\$3.245.799
	\$3.506.553	\$3.085.766	\$2.892.906	\$2.805.242	\$2.980.570	\$4.383.191

# marketing y comunicaciones. según zona geográfica e industria.

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Analista de Marketing	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.095.595	\$2.724.123	\$2.553.866	\$2.476.476	\$2.631.256	\$3.869.494
	\$3.814.937	\$3.357.144	\$3.147.323	\$3.051.949	\$3.242.696	\$4.768.671
Banca & Serv Financieros	\$3.127.009	\$2.751.768	\$2.579.783	\$2.501.608	\$2.657.958	\$3.908.762
	\$3.988.264	\$3.509.672	\$3.290.317	\$3.190.611	\$3.390.024	\$4.985.329
Consumo masivo	\$3.051.178	\$2.685.037	\$2.517.222	\$2.440.943	\$2.593.502	\$3.813.973
	\$4.320.623	\$3.802.148	\$3.564.514	\$3.456.498	\$3.672.530	\$5.400.779
Gas, Petróleo y Minería	\$3.345.505	\$2.944.045	\$2.760.042	\$2.676.404	\$2.843.680	\$4.181.882
	\$3.838.401	\$3.377.793	\$3.166.681	\$3.070.721	\$3.262.641	\$4.798.001
IT	\$3.364.199	\$2.960.495	\$2.775.464	\$2.691.359	\$2.859.569	\$4.205.249
	\$3.815.937	\$3.358.024	\$3.148.148	\$3.052.749	\$3.243.546	\$4.769.921
Lab & Pharma	\$3.022.957	\$2.660.202	\$2.493.940	\$2.418.366	\$2.569.514	\$3.778.697
	\$3.804.815	\$3.348.237	\$3.138.972	\$3.043.852	\$3.234.093	\$4.756.019
Manufactura	\$2.925.057	\$2.574.050	\$2.413.172	\$2.340.045	\$2.486.298	\$3.656.321
	\$3.814.937	\$3.357.144	\$3.147.323	\$3.051.949	\$3.242.696	\$4.768.671
Retail & Comercio	\$3.050.926	\$2.684.814	\$2.517.014	\$2.440.740	\$2.593.287	\$3.813.657
	\$4.320.623	\$3.802.148	\$3.564.514	\$3.456.498	\$3.672.530	\$5.400.779
Servicios	\$3.052.631	\$2.686.315	\$2.518.421	\$2.442.105	\$2.594.736	\$3.815.789
	\$3.989.857	\$3.511.074	\$3.291.632	\$3.191.886	\$3.391.379	\$4.987.322
Transporte y logística	\$3.051.178	\$2.685.037	\$2.517.222	\$2.440.943	\$2.593.502	\$3.813.973
	\$3.988.518	\$3.509.896	\$3.290.527	\$3.190.815	\$3.390.240	\$4.985.648

Community Manager	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.750.945	\$2.420.831	\$2.269.529	\$2.200.756	\$2.338.303	\$3.438.681
	\$3.861.039	\$3.397.714	\$3.185.357	\$3.088.831	\$3.281.883	\$4.826.299
Banca & Serv Financieros	\$2.750.940	\$2.420.827	\$2.269.525	\$2.200.752	\$2.338.299	\$3.438.675
	\$3.861.043	\$3.397.718	\$3.185.361	\$3.088.834	\$3.281.887	\$4.826.304
Consumo masivo	\$2.660.250	\$2.341.020	\$2.194.706	\$2.128.200	\$2.261.212	\$3.325.312
	\$3.646.540	\$3.208.955	\$3.008.395	\$2.917.232	\$3.099.559	\$4.558.175
Gas, Petróleo y Minería	\$2.902.090	\$2.553.840	\$2.394.225	\$2.321.672	\$2.466.777	\$3.627.613
	\$3.859.945	\$3.396.751	\$3.184.454	\$3.087.956	\$3.280.953	\$4.824.931
IT	\$2.756.986	\$2.426.148	\$2.274.513	\$2.205.589	\$2.343.438	\$3.446.232
	\$3.861.033	\$3.397.709	\$3.185.352	\$3.088.826	\$3.281.878	\$4.826.291
Lab & Pharma	\$2.902.090	\$2.553.840	\$2.394.225	\$2.321.672	\$2.466.777	\$3.627.613
	\$3.861.441	\$3.398.068	\$3.185.689	\$3.089.153	\$3.282.225	\$4.826.801
Manufactura	\$2.660.255	\$2.341.024	\$2.194.710	\$2.128.204	\$2.261.217	\$3.325.318
	\$3.646.549	\$3.208.963	\$3.008.403	\$2.917.239	\$3.099.567	\$4.558.186
Retail & Comercio	\$2.661.796	\$2.342.381	\$2.195.982	\$2.129.437	\$2.262.527	\$3.327.245
	\$3.646.534	\$3.208.950	\$3.008.390	\$2.917.227	\$3.099.554	\$4.558.167
Servicios	\$2.659.076	\$2.339.987	\$2.193.738	\$2.127.261	\$2.260.215	\$3.323.845
	\$3.431.636	\$3.019.840	\$2.831.100	\$2.745.309	\$2.916.891	\$4.289.545
Transporte y logística	\$2.661.388	\$2.342.022	\$2.195.645	\$2.129.111	\$2.262.180	\$3.326.735
	\$3.432.044	\$3.020.198	\$2.831.436	\$2.745.635	\$2.917.237	\$4.290.054

# marketing y comunicaciones.

## según zona geográfica e industria.

Business Developer Manager	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.930.774	\$3.459.081	\$3.242.889	\$3.144.619	\$3.341.158	\$4.913.468
	\$6.225.081	\$5.478.072	\$5.135.692	\$4.980.065	\$5.291.319	\$7.781.352
Banca & Serv Financieros	\$3.931.488	\$3.459.710	\$3.243.478	\$3.145.191	\$3.341.765	\$4.914.360
	\$6.223.734	\$5.476.886	\$5.134.581	\$4.978.987	\$5.290.174	\$7.779.668
Consumo masivo	\$3.726.056	\$3.278.929	\$3.073.996	\$2.980.845	\$3.167.148	\$4.657.570
	\$5.322.233	\$4.683.565	\$4.390.842	\$4.257.786	\$4.523.898	\$6.652.791
Gas, Petróleo y Minería	\$3.930.788	\$3.459.093	\$3.242.900	\$3.144.630	\$3.341.170	\$4.913.485
	\$5.322.947	\$4.684.193	\$4.391.431	\$4.258.357	\$4.524.505	\$6.653.683
IT	\$3.930.808	\$3.459.111	\$3.242.917	\$3.144.646	\$3.341.187	\$4.913.510
	\$5.323.599	\$4.684.767	\$4.391.969	\$4.258.879	\$4.525.059	\$6.654.498
Lab & Pharma	\$3.930.774	\$3.459.081	\$3.242.889	\$3.144.619	\$3.341.158	\$4.913.468
	\$5.325.293	\$4.686.258	\$4.393.367	\$4.260.234	\$4.526.499	\$6.656.616
Manufactura	\$3.728.147	\$3.280.769	\$3.075.721	\$2.982.518	\$3.168.925	\$4.660.184
	\$5.322.943	\$4.684.190	\$4.391.428	\$4.258.354	\$4.524.501	\$6.653.679
Retail & Comercio	\$3.726.072	\$3.278.944	\$3.074.010	\$2.980.858	\$3.167.162	\$4.657.591
	\$5.323.593	\$4.684.762	\$4.391.964	\$4.258.874	\$4.525.054	\$6.654.491
Servicios	\$3.726.787	\$3.279.572	\$3.074.599	\$2.981.430	\$3.167.769	\$4.658.484
	\$5.325.673	\$4.686.592	\$4.393.680	\$4.260.538	\$4.526.822	\$6.657.091
Transporte y logística	\$3.726.079	\$3.278.950	\$3.074.015	\$2.980.863	\$3.167.167	\$4.657.599
	\$5.322.956	\$4.684.201	\$4.391.439	\$4.258.365	\$4.524.513	\$6.653.695

Responsable de E commerce	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.904.216	\$3.435.710	\$3.220.978	\$3.123.373	\$3.318.584	\$4.880.270
	\$5.164.305	\$4.544.588	\$4.260.551	\$4.131.444	\$4.389.659	\$6.455.381
Banca & Serv Financieros	\$3.904.215	\$3.435.709	\$3.220.977	\$3.123.372	\$3.318.583	\$4.880.269
	\$5.164.300	\$4.544.584	\$4.260.547	\$4.131.440	\$4.389.655	\$6.455.374
Consumo masivo	\$3.904.240	\$3.435.731	\$3.220.998	\$3.123.392	\$3.318.604	\$4.880.300
	\$5.164.293	\$4.544.577	\$4.260.541	\$4.131.434	\$4.389.649	\$6.455.366
Gas, Petróleo y Minería	\$4.222.054	\$3.715.408	\$3.483.195	\$3.377.643	\$3.588.746	\$5.277.568
	\$5.164.313	\$4.544.596	\$4.260.558	\$4.131.451	\$4.389.666	\$6.455.392
IT	\$3.950.928	\$3.476.817	\$3.259.516	\$3.160.742	\$3.358.289	\$4.938.660
	\$5.855.408	\$5.152.759	\$4.830.711	\$4.684.326	\$4.977.097	\$7.319.260
Lab & Pharma	\$3.904.277	\$3.435.764	\$3.221.028	\$3.123.421	\$3.318.635	\$4.880.346
	\$5.858.121	\$5.155.147	\$4.832.950	\$4.686.497	\$4.979.403	\$7.322.652
Manufactura	\$3.904.237	\$3.435.728	\$3.220.995	\$3.123.389	\$3.318.601	\$4.880.296
	\$5.164.313	\$4.544.596	\$4.260.558	\$4.131.451	\$4.389.666	\$6.455.392
Retail & Comercio	\$3.904.272	\$3.435.759	\$3.221.025	\$3.123.418	\$3.318.631	\$4.880.340
	\$5.164.184	\$4.544.482	\$4.260.452	\$4.131.347	\$4.389.556	\$6.455.230
Servicios	\$3.904.444	\$3.435.910	\$3.221.166	\$3.123.555	\$3.318.777	\$4.880.554
	\$5.162.890	\$4.543.343	\$4.259.384	\$4.130.312	\$4.388.457	\$6.453.613
Transporte y logística	\$3.903.844	\$3.435.382	\$3.220.671	\$3.123.075	\$3.318.267	\$4.879.805
	\$5.161.455	\$4.542.080	\$4.258.200	\$4.129.164	\$4.387.237	\$6.451.819

reporte salarial  
enero 2026.

# profesionales del área de comercial y ventas.



  
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partner for talent.

# comercial y ventas. 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 31 de diciembre de 2025.

Gerente comercial	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$6.174.138	\$5.433.242	\$5.093.664	\$4.939.311	\$5.248.017	\$7.717.673
	\$10.012.409	\$8.810.920	\$8.260.238	\$8.009.927	\$8.510.548	\$12.515.511
Banca & Serv Financieros	\$5.778.683	\$5.085.241	\$4.767.413	\$4.622.946	\$4.911.880	\$7.223.353
	\$9.707.922	\$8.542.971	\$8.009.035	\$7.766.337	\$8.251.733	\$12.134.902
Consumo masivo	\$6.168.257	\$5.428.066	\$5.088.812	\$4.934.605	\$5.243.018	\$7.710.321
	\$10.012.419	\$8.810.929	\$8.260.246	\$8.009.935	\$8.510.556	\$12.515.524
Gas, Petróleo y Minería	\$5.993.448	\$5.274.234	\$4.944.594	\$4.794.758	\$5.094.431	\$7.491.810
	\$10.012.424	\$8.810.933	\$8.260.250	\$8.009.939	\$8.510.560	\$12.515.530
IT	\$5.762.549	\$5.071.044	\$4.754.103	\$4.610.040	\$4.898.167	\$7.203.187
	\$10.012.395	\$8.810.908	\$8.260.226	\$8.009.916	\$8.510.536	\$12.515.494
Lab & Pharma	\$5.762.539	\$5.071.035	\$4.754.095	\$4.610.032	\$4.898.159	\$7.203.174
	\$9.102.216	\$8.009.950	\$7.509.328	\$7.281.773	\$7.736.883	\$11.377.770
Manufactura	\$5.461.805	\$4.806.388	\$4.505.989	\$4.369.444	\$4.642.534	\$6.827.256
	\$9.136.850	\$8.040.428	\$7.537.901	\$7.309.480	\$7.766.322	\$11.421.062
Retail & Comercio	\$5.486.502	\$4.828.122	\$4.526.364	\$4.389.202	\$4.663.527	\$6.858.127
	\$8.501.688	\$7.481.486	\$7.013.893	\$6.801.351	\$7.226.435	\$10.627.111
Servicios	\$5.452.731	\$4.798.403	\$4.498.503	\$4.362.185	\$4.634.821	\$6.815.914
	\$8.601.578	\$7.569.388	\$7.096.302	\$6.881.262	\$7.311.341	\$10.751.972
Transporte y logística	\$6.115.338	\$5.381.498	\$5.045.154	\$4.892.271	\$5.198.038	\$7.644.173
	\$8.920.152	\$7.849.734	\$7.359.125	\$7.136.121	\$7.582.129	\$11.150.190

Jefe de ventas	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$4.031.366	\$3.547.602	\$3.325.877	\$3.225.092	\$3.426.661	\$5.039.207
	\$5.768.405	\$5.076.196	\$4.758.934	\$4.614.724	\$4.903.144	\$7.210.506
Banca & Serv Financieros	\$4.031.370	\$3.547.605	\$3.325.880	\$3.225.096	\$3.426.664	\$5.039.212
	\$6.341.198	\$5.580.255	\$5.231.489	\$5.072.959	\$5.390.019	\$7.926.498
Consumo masivo	\$3.920.100	\$3.449.688	\$3.234.083	\$3.136.080	\$3.332.085	\$4.900.125
	\$5.307.156	\$4.670.297	\$4.378.403	\$4.245.724	\$4.511.082	\$6.633.945
Gas, Petróleo y Minería	\$4.230.889	\$3.723.182	\$3.490.483	\$3.384.711	\$3.596.255	\$5.288.611
	\$5.768.410	\$5.076.200	\$4.758.938	\$4.614.728	\$4.903.148	\$7.210.512
IT	\$4.062.615	\$3.575.101	\$3.351.657	\$3.250.092	\$3.453.222	\$5.078.268
	\$6.341.200	\$5.580.256	\$5.231.490	\$5.072.960	\$5.390.020	\$7.926.499
Lab & Pharma	\$4.008.771	\$3.527.718	\$3.307.236	\$3.207.017	\$3.407.455	\$5.010.964
	\$5.768.403	\$5.076.194	\$4.758.932	\$4.614.722	\$4.903.142	\$7.210.503
Manufactura	\$3.920.129	\$3.449.714	\$3.234.106	\$3.136.103	\$3.332.110	\$4.900.161
	\$5.580.255	\$4.910.624	\$4.603.710	\$4.464.204	\$4.743.216	\$6.975.318
Retail & Comercio	\$3.920.826	\$3.450.327	\$3.234.681	\$3.136.661	\$3.332.702	\$4.901.032
	\$5.740.560	\$5.051.693	\$4.735.962	\$4.592.448	\$4.879.476	\$7.175.700
Servicios	\$3.921.262	\$3.450.710	\$3.235.041	\$3.137.009	\$3.333.072	\$4.901.577
	\$5.740.557	\$5.051.690	\$4.735.960	\$4.592.446	\$4.879.474	\$7.175.697
Transporte y logística	\$3.920.100	\$3.449.688	\$3.234.083	\$3.136.080	\$3.332.085	\$4.900.125
	\$5.044.135	\$4.438.839	\$4.161.411	\$4.035.308	\$4.287.515	\$6.305.169

# comercial y ventas. según zona geográfica e industria.

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Key account manager	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$3.362.040	\$2.958.595	\$2.773.683	\$2.689.632	\$2.857.734	\$4.202.550
	\$4.422.121	\$3.891.466	\$3.648.250	\$3.537.697	\$3.758.803	\$5.527.651
Banca & Serv Financieros	\$3.136.545	\$2.760.160	\$2.587.650	\$2.509.236	\$2.666.064	\$3.920.682
	\$4.177.892	\$3.676.545	\$3.446.761	\$3.342.314	\$3.551.208	\$5.222.365
Consumo masivo	\$3.764.203	\$3.312.499	\$3.105.468	\$3.011.363	\$3.199.573	\$4.705.254
	\$4.205.109	\$3.700.496	\$3.469.215	\$3.364.087	\$3.574.343	\$5.256.387
Gas, Petróleo y Minería	\$3.170.632	\$2.790.156	\$2.615.771	\$2.536.506	\$2.695.037	\$3.963.290
	\$4.177.892	\$3.676.545	\$3.446.761	\$3.342.314	\$3.551.208	\$5.222.365
IT	\$3.213.720	\$2.828.073	\$2.651.319	\$2.570.976	\$2.731.662	\$4.017.150
	\$4.178.354	\$3.676.951	\$3.447.142	\$3.342.683	\$3.551.601	\$5.222.942
Lab & Pharma	\$3.213.334	\$2.827.734	\$2.651.000	\$2.570.667	\$2.731.334	\$4.016.667
	\$4.148.431	\$3.650.619	\$3.422.455	\$3.318.745	\$3.526.166	\$5.185.538
Manufactura	\$3.170.653	\$2.790.174	\$2.615.788	\$2.536.522	\$2.695.055	\$3.963.316
	\$4.134.829	\$3.638.650	\$3.411.234	\$3.307.863	\$3.514.605	\$5.168.537
Retail & Comercio	\$3.170.489	\$2.790.030	\$2.615.654	\$2.536.391	\$2.694.916	\$3.963.111
	\$4.162.032	\$3.662.588	\$3.433.676	\$3.329.626	\$3.537.727	\$5.202.540
Servicios	\$3.213.720	\$2.828.073	\$2.651.319	\$2.570.976	\$2.731.662	\$4.017.150
	\$4.149.111	\$3.651.217	\$3.423.016	\$3.319.289	\$3.526.744	\$5.186.388
Transporte y logística	\$3.170.653	\$2.790.174	\$2.615.788	\$2.536.522	\$2.695.055	\$3.963.316
	\$4.148.431	\$3.650.619	\$3.422.455	\$3.318.745	\$3.526.166	\$5.185.538

Analista comercial	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.703.549	\$2.379.123	\$2.230.428	\$2.162.839	\$2.298.016	\$3.379.436
	\$3.649.790	\$3.211.816	\$3.011.077	\$2.919.832	\$3.102.322	\$4.562.238
Banca & Serv Financieros	\$2.703.553	\$2.379.126	\$2.230.431	\$2.162.842	\$2.298.020	\$3.379.441
	\$3.649.796	\$3.211.821	\$3.011.082	\$2.919.837	\$3.102.327	\$4.562.245
Consumo masivo	\$2.596.633	\$2.285.037	\$2.142.222	\$2.077.307	\$2.207.138	\$3.245.792
	\$3.505.455	\$3.084.800	\$2.892.000	\$2.804.364	\$2.979.637	\$4.381.819
Gas, Petróleo y Minería	\$2.668.237	\$2.348.049	\$2.201.296	\$2.134.590	\$2.268.002	\$3.335.297
	\$3.602.121	\$3.169.866	\$2.971.749	\$2.881.696	\$3.061.802	\$4.502.651
IT	\$2.703.553	\$2.379.127	\$2.230.431	\$2.162.842	\$2.298.020	\$3.379.441
	\$3.649.797	\$3.211.821	\$3.011.082	\$2.919.837	\$3.102.327	\$4.562.246
Lab & Pharma	\$2.546.722	\$2.241.115	\$2.101.045	\$2.037.377	\$2.164.713	\$3.183.402
	\$3.438.074	\$3.025.505	\$2.836.411	\$2.750.459	\$2.922.363	\$4.297.593
Manufactura	\$2.600.913	\$2.288.804	\$2.145.753	\$2.080.731	\$2.210.776	\$3.251.142
	\$3.505.455	\$3.084.800	\$2.892.000	\$2.804.364	\$2.979.637	\$4.381.819
Retail & Comercio	\$2.596.633	\$2.285.037	\$2.142.222	\$2.077.307	\$2.207.138	\$3.245.792
	\$3.507.464	\$3.086.568	\$2.893.658	\$2.805.971	\$2.981.344	\$4.384.330
Servicios	\$2.606.263	\$2.293.512	\$2.150.167	\$2.085.011	\$2.215.324	\$3.257.829
	\$3.510.600	\$3.089.328	\$2.896.245	\$2.808.480	\$2.984.010	\$4.388.250
Transporte y logística	\$2.590.213	\$2.279.388	\$2.136.926	\$2.072.171	\$2.201.681	\$3.237.767
	\$3.499.035	\$3.079.151	\$2.886.704	\$2.799.228	\$2.974.180	\$4.373.794

# comercial y ventas.

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Ejecutivo de cuenta	Buenos Aires	Cuyo	Litoral-Centro	NEA	NOA	Patagonia
Automotriz	\$2.853.027	\$2.510.663	\$2.353.747	\$2.282.421	\$2.425.073	\$3.566.283
	\$3.589.287	\$3.158.572	\$2.961.162	\$2.871.429	\$3.050.894	\$4.486.608
Banca & Serv Financieros	\$2.852.379	\$2.510.094	\$2.353.213	\$2.281.903	\$2.424.522	\$3.565.474
	\$3.725.291	\$3.278.256	\$3.073.365	\$2.980.233	\$3.166.497	\$4.656.613
Consumo masivo	\$2.509.204	\$2.208.099	\$2.070.093	\$2.007.363	\$2.132.823	\$3.136.504
	\$3.586.816	\$3.156.398	\$2.959.123	\$2.869.453	\$3.048.794	\$4.483.520
Gas, Petróleo y Minería	\$2.813.408	\$2.475.799	\$2.321.061	\$2.250.726	\$2.391.397	\$3.516.760
	\$3.585.950	\$3.155.636	\$2.958.409	\$2.868.760	\$3.048.058	\$4.482.438
IT	\$2.736.063	\$2.407.735	\$2.257.252	\$2.188.850	\$2.325.653	\$3.420.079
	\$3.589.287	\$3.158.572	\$2.961.162	\$2.871.429	\$3.050.894	\$4.486.608
Lab & Pharma	\$2.585.505	\$2.275.244	\$2.133.041	\$2.068.404	\$2.197.679	\$3.231.881
	\$3.585.827	\$3.155.528	\$2.958.307	\$2.868.661	\$3.047.953	\$4.482.284
Manufactura	\$2.616.661	\$2.302.662	\$2.158.745	\$2.093.329	\$2.224.162	\$3.270.826
	\$3.589.165	\$3.158.465	\$2.961.061	\$2.871.332	\$3.050.791	\$4.486.457
Retail & Comercio	\$2.619.871	\$2.305.486	\$2.161.393	\$2.095.897	\$2.226.890	\$3.274.839
	\$3.589.413	\$3.158.683	\$2.961.265	\$2.871.530	\$3.051.001	\$4.486.766
Servicios	\$2.622.011	\$2.307.370	\$2.163.159	\$2.097.609	\$2.228.709	\$3.277.514
	\$3.536.367	\$3.112.003	\$2.917.503	\$2.829.094	\$3.005.912	\$4.420.459
Transporte y logística	\$2.619.118	\$2.304.824	\$2.160.773	\$2.095.295	\$2.226.251	\$3.273.898
	\$3.589.301	\$3.158.585	\$2.961.174	\$2.871.441	\$3.050.906	\$4.486.627

# 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 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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## más conectados que nunca.



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hablemos

partner  
for talent.

