MASTARREC
RECRUITING & STAFFIGENCY

2026 USA Salary Benchmark Guide

Board-Level Executive Edition

Confidential Market Intelligence Report Cybersecurity | FinTech | Sustainable Energy | Biotechnology | HealthTech

Executive Summary

The 2026 hiring landscape across the United States reflects continued investment in digital infrastructure, clean energy transition, regulated innovation, and cybersecurity resilience. Leadership and specialist talent shortages persist across high-growth markets including New York, California, Texas, and Massachusetts.

Compensation levels remain competitive, with board-level and executive roles demonstrating upward pressure due to regulatory complexity, venture funding cycles, and sector consolidation.

Cybersecurity – 2026 USA Benchmarks

Role	Typical Base Salary (USD)
Cloud Security Engineer	$120,000 – $155,000
GRC Consultant	$100,000 – $135,000
SOC Analyst	$80,000 – $105,000
Threat Intelligence Lead	$130,000 – $170,000
Chief Information Security Officer (CISO)	$200,000 – $320,000+

Financial Technology – 2026 USA Benchmarks

Role	Typical Base Salary (USD)
Backend / Full Stack Engineer	$125,000 – $165,000
Blockchain Specialist	$140,000 – $185,000
Payment Solution Architect	$150,000 – $190,000
Head of Compliance	$170,000 – $230,000
Chief Product Officer (FinTech)	$200,000 – $300,000+

Sustainable Energy – 2026 USA Benchmarks

Role	Typical Base Salary (USD)
Renewable Energy Engineer	$95,000 – $130,000
Energy Storage Engineer	$110,000 – $150,000
Grid Infrastructure Director	$150,000 – $210,000
Chief Sustainability Officer	$180,000 – $260,000

Biotechnology – 2026 USA Benchmarks

Role	Typical Base Salary (USD)
Research Scientist	$85,000 – $120,000
Clinical Trial Director	$140,000 – $180,000
Regulatory Affairs Director	$150,000 – $190,000
Chief Scientific Officer (CSO)	$220,000 – $350,000+

Healthcare Technology – 2026 USA Benchmarks

Role	Typical Base Salary (USD)
HealthTech Product Director	$150,000 – $200,000
Medical Software Engineer	$115,000 – $155,000
Clinical Systems Leader	$140,000 – $185,000
Chief Technology Officer (HealthTech)	$220,000 – $330,000+