

2023/2024 Typical Hiring Range: Professional and Managerial Category

External candidates for Professional and Managerial roles at Western can expect to be offered a starting salary in the following ranges, varying by salary plan. Once in the role, successful candidates will have the opportunity to progress through the range and beyond the job rate for the plan, through performance-based adjustments. The *maximum* salary for each of the plans is approximately **20% higher** than the *job rate*.

Salary Plan	Start Rate	Job Rate
Salary Grade 13	59,760	70,260
Salary Grade 14	63,460	74,680
Salary Grade 15	67,490	79,390
Salary Grade 16	71,730	84,390
Salary Grade 17	77,110	90,710
Salary Grade 18	84,830	99,790
Research Level 1	59,760	70,260
Research Level 2	63,460	74,680
Research Level 3	71,730	84,390
Research Level 4	82,500	97,050
Research Level 5	94,870	111,610
Research Level 6	106,960	128,350

Note: The University considers the Professional and Managerial ranges to be annual salary figures, based on a nominal 35 hours per week.

Professional and Managerial staff normally exercise discretion as to the manner by which they fulfil their responsibilities, and may establish reasonably flexible work hours, in both instances subject to the operational requirements and attainment of goals and outcomes of their unit and Western.

Western Human Resources
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