

## 2024/2025 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	61,250	72,020
Salary Grade 14	65,050	76,550
Salary Grade 15	69,180	81,370
Salary Grade 16	73,520	86,500
Salary Grade 17	79,040	92,980
Salary Grade 18	86,950	102,280
Research Level 1	61,250	72,020
Research Level 2	65,050	76,550
Research Level 3	73,520	86,500
Research Level 4	84,560	99,480
Research Level 5	97,240	114,400
Research Level 6	109,630	131,560

**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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