

## Director of Business Intelligence

Senior Leadership

Annual Revenue:	25th Percentile	Statewide Mean	75th Percentile	City Mean	City Premium
	Massachusetts Average Salary			Boston & Cambridge	
\$1 Billion	\$183,950	\$210,629	\$239,909	\$222,969	5.6%
\$100 Million	\$152,884	\$174,342	\$198,316	\$185,107	5.9%
\$10 Million	\$121,612	\$139,263	\$157,755	\$149,393	7.0%
\$1 Million	\$ 95,738	\$110,152	\$125,385	\$118,879	4.2%
	Massachusetts Average Incentive			Boston & Cambridge	
\$1 Billion	\$ 40,579	\$ 46,530	\$ 53,088	\$ 48,814	4.9%
\$100 Million	\$ 23,698	\$ 27,782	\$ 31,876	\$ 28,954	4.2%
\$10 Million	\$ 14,582	\$ 16,126	\$ 18,387	\$ 16,421	1.8%
\$1 Million	\$ 11,854	\$ 13,354	\$ 14,970	\$ 14,068	5.4%

Establishes and executes a vision for the delivery of information and analytics platforms and solutions to the business's key stakeholders, including internal staff, partners, and clients. Sets the strategy and vision for the business intelligence teams, and directs the personnel and activities of the BI Department. Heads all strategic, tactical, operational, financial, human, and technical resource managerial responsibilities associated with data preparation, data warehousing, reporting, analytics, data exploration, information delivery, and BI competency. Plans, develops, and implements policies, procedures, and objectives of the business intelligence function in accordance with the objective of the organization.

## Histopathologist

Scientific & Technical

Years of Experience:	25th Percentile	Statewide Mean	75th Percentile	City Mean	City Premium
	Massachusetts Average Salary			Boston & Cambridge	
1	\$ 73,348	\$ 82,306	\$ 91,411	\$ 87,576	6.4%
5	\$ 85,060	\$ 95,356	\$105,877	\$101,519	6.5%
10	\$ 98,176	\$109,929	\$121,973	\$116,994	6.4%
15	\$108,861	\$121,759	\$134,990	\$129,435	6.3%
	Massachusetts Average Incentive			Boston & Cambridge	
1	\$ 883	\$ 988	\$ 1,100	\$1,051	6.4%
5	\$ 1,277	\$ 1,428	\$ 1,590	\$ 1,521	6.5%
10	\$ 1,840	\$ 2,055	\$ 2,286	\$ 2,188	6.4%
15	\$ 2,329	\$ 2,600	\$ 2,888	\$ 2,764	6.3%

Studies human or animal tissue to provide data to delineate cause and progress of disease that impairs body function. Analyzes tissue under microscope to detect characteristics of cell structure indicative of disease and writes diagnostic reports. Excludes paraprofessional positions.