How does your salary stack up?

THE BIG RPA Salary Survey

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This is the first year that Kryon Systems conducted an RPA salary survey. Going forward we plan on releasing the main report on an annual basis to show current salaries for Robotic Process Automation (RPA) titles, plus details about RPA professionals’ top concerns, and the state of the job market.

The key takeaway from this 2017 salary survey is that it’s worthwhile to take the initiative to understand, learn, and prepare for skills that are in demand in the today’s workforce. Historically, new technologies have created more jobs than they’ve killed off and this is also the case for RPA technology.

The findings from this survey tie into the changing role robotic automation has in the many stories covered by the media. While initial articles approached RPA with something akin to fear and titles such as “How to stop a robot from stealing your job,” “Is your job safe in the era of RPA,” we can now see a shift in the storyline that acknowledges that RPA can actually create and employ people in new types of jobs.

All of this should be a signal to people that change is imminent, but it’s how we adapt to change that will determine our future. As the business world transforms itself, we need to take on the responsibility to transform ourselves accordingly. From this survey we see how new technologies can create exciting, stable, better paying jobs for those willing to take the incentive to learn them.

FRANCINE HALIVA
VP MARKETING
OVERVIEW

The results are in! We are pleased to present the findings of the first annual salary survey of Robotic Process Automation (RPA) positions. This survey provides an inside look at RPA salaries, job roles and responsibilities, verticals, compensation, extra perks and more. The survey assessed the current state of compensation of RPA professionals.

The 1st annual RPA salary survey was fielded by Kryon Systems was open to all RPA professional; nearly 200* responses were received. The survey examined current salary ranges, including raises, with the goal of providing a snapshot of salary earnings and future expectations.

Several prominent factors for salary earnings were looked at during the course of the survey including: education, industry, company size, and location. Other qualitative factors were also gauged such as job stability and job satisfaction.

The survey included 191 participants, but not all participants answered every question. The total number of responders to each question is indicated in the collected data graphs included in the survey findings.

51% have under 2 years of experience

12% FEMALE

88% MALE

Most employees have received a higher education

56.02% of employees in RPA received an increase in salary

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Over 50% of RPA professionals surveyed indicated that they have under 2 years of experience in RPA/automation/BPM. This is unsurprising given that RPA technology is relatively new to market.
A whopping 88 percent of RPA professionals surveyed are male, while only 12 percent are female.

Could the reason be due to the fact that male responders noted an average salary of $78K compared to their female counterparts who reported average salary earnings of $59K.
Geographic location has a big affect on the annual salary of RPA professionals. North Americans enjoy the highest salaries with over 68% making over $100K annually. Europeans are in the middle with 48% earning median salaries between $50 – $100K, while the APAC region has the highest percentage of people earning in the lower income bracket with over 50% earning under $50K annually.
One perk of working in the exploding RPA industry is the opportunity for getting a raise! 56% of RPA professional’s report a salary increase between 2016 and 2017 with over 50% indicating a raise of over 10%!

If you received a salary increase between 2016 & 2017, by what percentage did your salary increase?

- 56.02% YES, I RECEIVED AN INCREASE
- 41.36% MY SALARY REMAINED THE SAME
- 2.62% NO, IT DECREASED

- 6% OVER 50%
- 4% 40 – 50%
- 6% 30 – 40%
- 11% 20 – 30%
- 26% 10 – 20%
- 26% UP TO 10%
- 41.36% NO, IT DECREASED
- 2.62% YES, I RECEIVED AN INCREASE
- 41.36% MY SALARY REMAINED THE SAME
- 2.62% NO, IT DECREASED

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Technical roles are not the only positions available in the RPA industry as one might think. 16% of professionals surveyed came from the business side (e.g. Operations, Business Excellence, Process Improvement).
Job security is a major concern for workers in any industry yet RPA workers seem relatively optimistic. **How concerned are you about job stability?**

- 30.89% I am somewhat concerned
- 42.41% I am not concerned
- 26.70% I am very concerned
94 percent of RPA professionals listened to their parents and stayed in school to earn higher education degrees.
Interesting to note that there is a balance between end users of RPA and service providers.

- **33.51%** ENTERPRISE
- **30.89%** SERVICE PROVIDER
- **6.28%** SHARED SERVICES
- **13.09%** SYSTEM INTEGRATOR
- **9.42%** BPO
- **6.81%** RPA VENDOR
While RPA is making its way into every industry, the largest concentration of RPA professionals can be found in Financial Services and Professional Services.
Companies both big and small are embracing RPA technologies and professionals.
Automation is Hot! Hot! Hot!
37% of the people surveyed indicated that their company has over 100 employees dealing with automation!
As with any new technology it is important to continue to learn and improve your skills and expand your knowledge for career advancement. **What is your top learning priority?**

- **Continue to learn and improve your skills**: 77.49%
- **Increase your RPA knowledge**: 53.40%
- **Improve your communication skills**: 33.51%
- **Keep up to date with new technology**: 64.40%
- **Develop expertise in specific areas**: 45.55%
Kryon System’s salary survey provides a snapshot of salary earnings among Robotic Process Automation (RPA) professionals.

The results indicate that the potential for salary advancement in the RPA profession is promising with 56 percent of people surveyed recording a salary increase in 2016 – 2017, from which 73 percent reported up to a 20 percent increase.

Also noteworthy, is that wide variety of RPA positions that are available that come from both the technical side and the business side: Of the 191 responders, 35 percent hold a technical role (ex, Developer, Architect, Engineer, RPA Lead), 16% hold a business title (Operations, Business Excellence, Process Improvement) and 14% are Consultants or Analysts.

Take a good look at virtually any major industry worldwide and you will notice an emphasis on digital transformation. Therefore it’s not surprising to find that RPA positions are also agnostic and can be found in almost every industry, including financial services, healthcare, energy & utilities, communications, consumer products, retail and more.

In conclusion, automation technologies such as robotic process automation can help organizations transform into higher performing and more efficient businesses. Similarly, it can also empower the workforce to embrace new roles and skills that will also raise the standards of performance on an individual level.