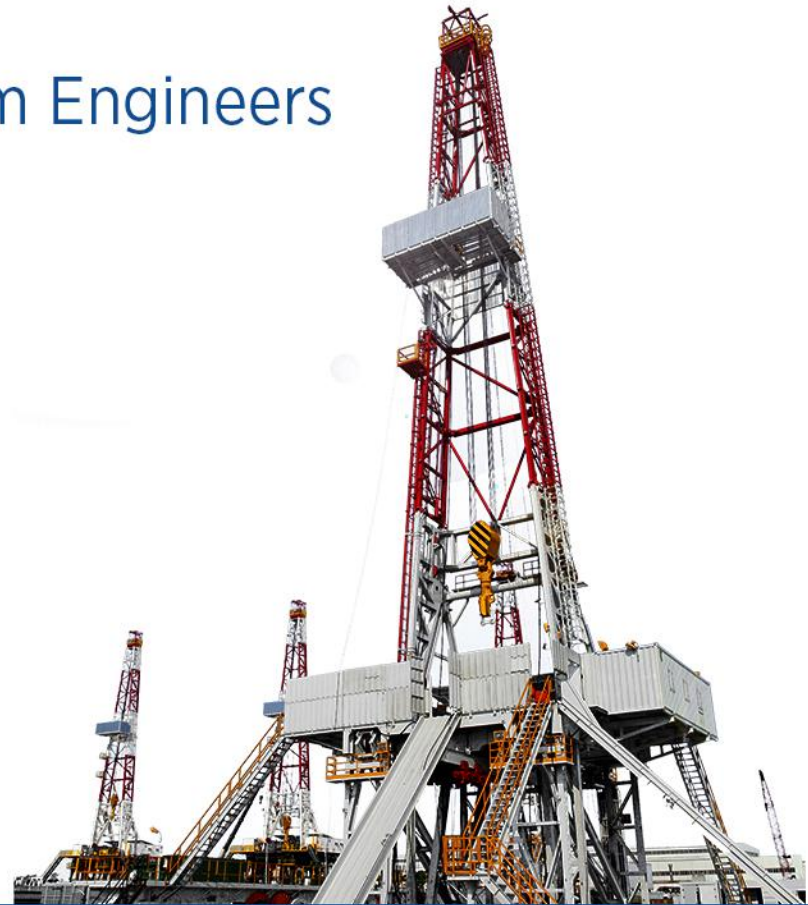




Society of Petroleum Engineers  
Richardson, Texas



**2014 SPE Membership Salary Survey  
Highlight Report – September 2014**

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## **2014 SPE Membership Salary Survey Highlight Report - September 2014**

### **SPE presents its annual salary survey for 2014**

On 14 July 2014, SPE sent invitations to 70,139 professional members to participate in the annual study by completing an online survey. By the close of the survey on 20 August 2014, 5,324 recipients responded, of which 4,501 provided valid region and compensation data, resulting in a 6.4% response rate. This sample of completed responses produces a margin of error of  $\pm 1.41\%$  at a 95% confidence level. Salary information and other data in the reports are entirely self-reported, as we rely on members to provide information to help us understand more about the condition of the industry.

This year's participants are based in 96 different countries and represent citizenship in 94 countries. Their employers' headquarters are based in 84 countries, and 40 U.S. states. Also, 44.3% were based in countries outside of the United States. The trend of international membership growth continues, as SPE provides services to industry professionals throughout the world. A higher percentage of participants this year are female, at 13.3% compared to 12.2% in 2013, 11.3% in 2012 and 9.6% in 2011.

Respondents were asked to provide their work status in 2014. More than 95% of respondents indicated that they are full-time, regular payroll employees. About 2.2% are contract, freelance, or part-time employees, and about 2% are self-employed or business owners.

About one-fifth (19.6%) of participants in this year's survey are primarily engaged in Reservoir Engineering, while 11.3% specialize in Drilling, and almost twelve percent (11.6%) are involved primarily in Production and Operations.

More than a half of respondents work for a service or manufacturing company (28.9%) or an independent oil and gas company (31.0%), while about one-fifth are employed by an integrated oil and gas company (20.4%). About 6.4% work for a national oil and gas company.

## General Findings

*All compensation data presented in this Highlight Report is expressed in US dollars. Data collected in local currencies has been converted to US dollars (USD) using the exchange rate as of 26 August 2014, which is the effective date of this year's data.*

Petroleum industry professionals reported an average calculated total compensation of USD 214,328 in 2014, which is similar to the level reported in 2013, after showing a slight dip from 2012. Respondents reported experiencing an average net change of 6.4% globally in base pay over the past year. Eight out of ten respondents (82.8%) indicated that their base pay increased over 2013.

Calculated mean base pay reported in 2014 (USD 156,439) was similar to that in 2013 (USD 153,620), but less than that reported in 2012 (USD 166,753). Bonus and other compensation in 2014 (USD 57,889) is similar to that reported in 2013 (USD 64,000).

The number of professionals receiving a car allowance has declined. More than a quarter (28.4%) now receives a car allowance, which is down from 31.0% in 2013.

The average age of energy and petroleum professionals reported in the survey was 43 years, which is consistent with the previous three years.

The level of experience professionals have in the industry remains consistent with previous years, with the average being 17.8 years. However, this varies by gender, with male professionals having significantly more experience than females.

More than four in ten (43.2%) reported an education level higher than a Bachelor's Degree, which is consistent with previous years.

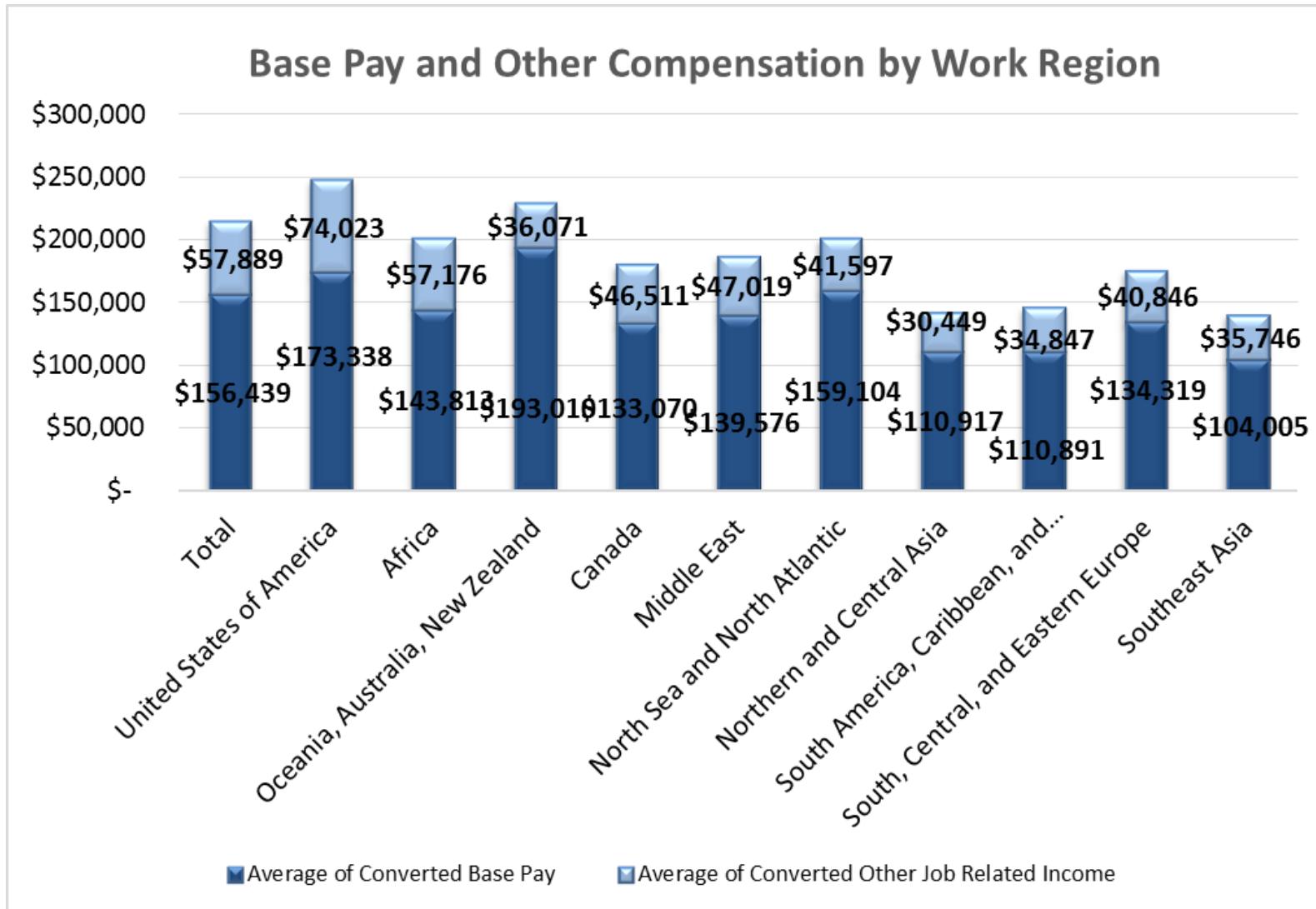
More than three out of four (76.2%) industry professionals indicated that they are a citizen of the country in which they work in 2014.

**Figure 1**

**SUMMARY OF RESULTS BY WORK REGION** (All compensation data is expressed in US dollars)

<b>Regional data includes only valid cases where respondents entered their base region.</b>  (n=Total valid cases w/data+region)	Total (n=4,501)	United States of America (n=2,260)	Africa (n=162)	Oceania, Australia, New Zealand (n=189)	Canada (n=376)	Middle East (n=203)	North Sea and North Atlantic (n=588)	Northern and Central Asia (n=94)	South America, Caribbean and Mexico (n=228)	South, Central and Eastern Europe (n=108)	Southeast Asia (n=293)
<b>Base Pay</b>											
<b>Mean</b>	\$156,439	\$173,338	\$143,813	\$193,010	\$133,070	\$139,576	\$159,104	\$110,917	\$110,891	\$134,319	\$104,005
<b>Median</b>	\$142,000	\$160,000	\$125,666	\$167,598	\$122,369	\$117,600	\$139,449	\$82,025	\$93,340	\$105,528	\$68,364
<b>Other Compensation</b>											
<b>Mean</b>	\$57,889	\$74,023	\$57,176	\$36,071	\$46,511	\$47,019	\$41,597	\$30,449	\$34,847	\$40,846	\$35,746
<b>Median</b>	\$25,000	\$35,000	\$20,000	\$13,967	\$27,396	\$15,000	\$19,787	\$7,375	\$10,000	\$11,115	\$7,915
<b>Total Compensation</b>											
<b>Mean</b>	\$214,328	\$247,361	\$200,990	\$229,081	\$179,581	\$186,595	\$200,701	\$141,365	\$145,738	\$175,165	\$139,751
<b>Median</b>	\$175,000	\$200,500	\$161,125	\$186,220	\$148,624	\$158,894	\$166,535	\$94,048	\$107,509	\$128,929	\$81,700
<b>Average Base Pay % Net Change</b>	6.4%	6.3%	6.5%	5.3%	5.5%	5.8%	6.2%	7.8%	9.2%	5.7%	7.6%
<b>% With Car Allowance</b>	28.4%	22.0%	54.4%	20.4%	19.8%	56.4%	34.9%	23.9%	35.5%	34.3%	40.9%
<b>Average Age</b>	43	44	41	41	41	42	43	39	41	43	40
<b>Average Years of Experience</b>	17.8	19.4	15.7	16.3	15.8	16.7	16.9	15.0	16.4	17.1	14.9
<b>% With Education Beyond Bachelor's Degree</b>	43.2%	34.9%	50.6%	43.0%	24.7%	50.8%	72.5%	68.5%	48.9%	71.4%	40.6%
<b>% Citizens of Work Region</b>	76.2%	88.1%	54.9%	76.7%	82.5%	25.1%	66.0%	59.6%	64.5%	60.2%	63.8%

Figure 2



**Figure 3**

**Job Categories and Total Compensation**

Total compensation among the top tier of professionals showed a decline from 2013, but remains higher than those provided in 2012. Lower category professionals showed further gains in compensation since 2012.

<b>TOTAL COMPENSATION BY JOB CATEGORY AND WORK REGION</b>	United States of America (n=2,260)	Africa (n=162)	Oceania, Australia, New Zealand (n=189)	Canada (n=376)	Middle East (n=203)	North Sea and North Atlantic (n=588)	Northern and Central Asia (n=94)	South America, Caribbean and Mexico (n=228)	South, Central and Eastern Europe (n=108)	Southeast Asia (n=293)	Global Mean
Executive/Top Management	\$480,471	\$466,889	\$344,449	\$310,946	\$351,472	\$307,323	*	\$317,089	\$478,276	\$93,836	\$412,910
Manager/Director	\$310,843	\$294,414	\$312,392	\$243,927	\$282,173	\$306,797	\$252,653	\$208,737	\$192,104	\$197,944	\$288,300
Supervisor/Superintendent/Lead	\$231,987	\$180,930	\$277,574	\$200,808	\$163,259	\$197,771	\$186,620	\$137,732	\$146,359	\$179,054	\$204,295
Professional/Individual Contributor	\$195,057	\$167,968	\$157,910	\$149,046	\$148,733	\$144,292	\$89,078	\$103,409	\$144,301	\$109,689	\$168,199
Technician/Specialist/Support Staff	\$141,800	\$80,157	\$114,944	\$121,644	\$130,791	\$144,030	\$64,003	\$95,486	\$90,306	\$81,428	\$122,042

**Figure 4**

**Job Function and Work Region**

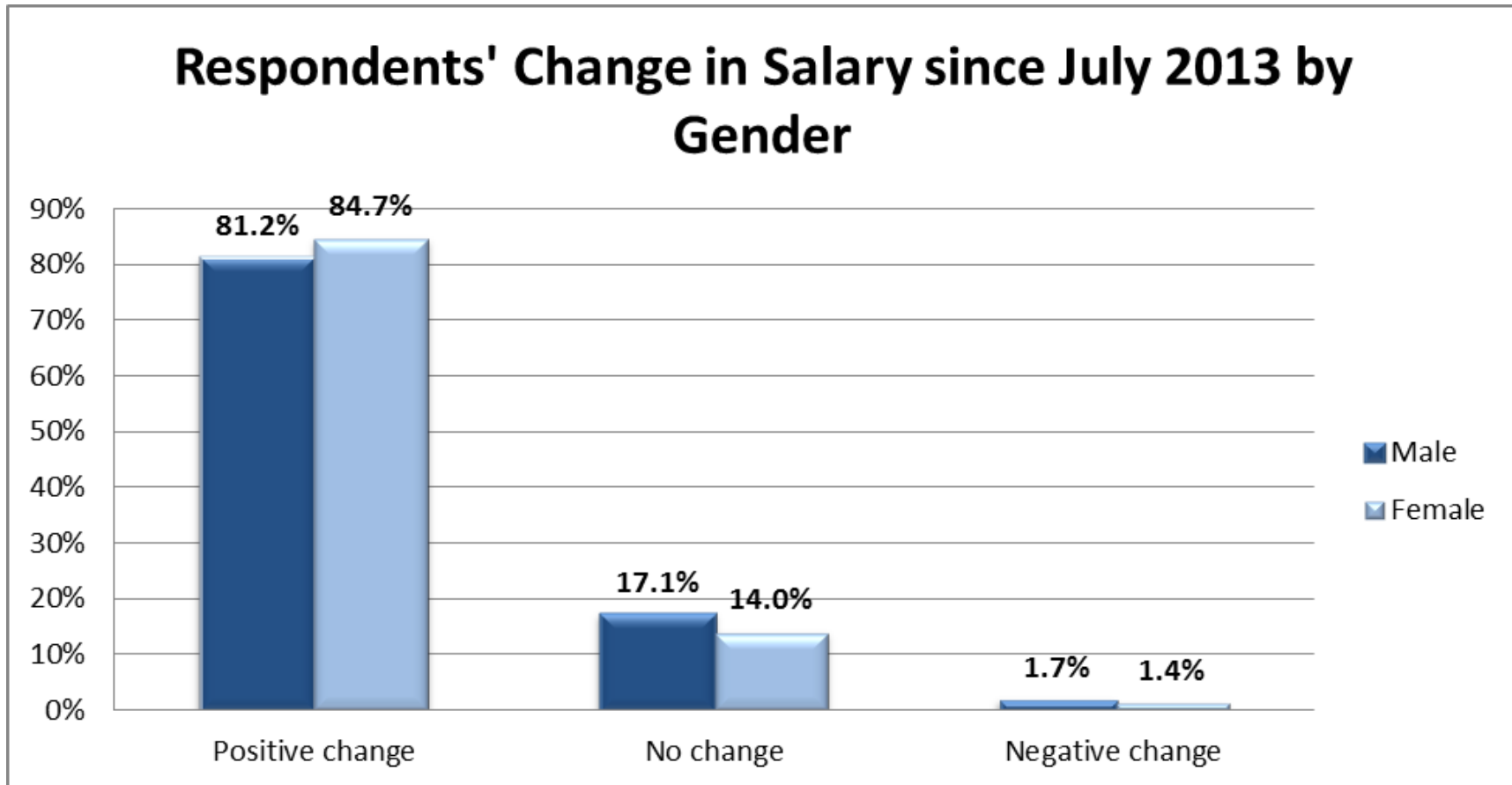
<b>BASE PAY BY JOB FUNCTION AND WORK REGION</b>	United States of America (n=2,260)	Africa (n=162)	Oceania, Australia, New Zealand (n=189)	Canada (n=376)	Middle East (n=203)	North Sea and North Atlantic (n=588)	Northern and Central Asia (n=94)	South America, Caribbean and Mexico (n=228)	South, Central and Eastern Europe (n=108)	Southeast Asia (n=293)	Global Mean
College/University/Academic	\$101,046	\$22,320	\$109,003	\$126,116	\$111,332	\$121,416	\$22,517	\$60,569	\$60,019	\$25,146	\$88,805
Computer or Information Technology	\$146,762	\$166,908	\$170,391	\$129,779	\$271,303	\$115,404	*	\$79,200	\$39,208	\$159,075	\$136,522
Earth Science/Geology	\$186,636	\$117,872	\$181,736	\$138,464	\$118,722	\$164,765	\$106,166	\$79,087	\$97,152	\$133,990	\$153,400
Engineering - Chemical/Chemistry	\$143,609	\$123,173	\$200,638	\$106,326	\$81,005	\$114,612	\$36,000	\$92,143	\$115,327	\$32,676	\$122,746
Engineering - Civil/Construction/Facilities	\$188,404	\$115,692	\$159,684	\$110,543	\$127,236	\$160,223	*	\$80,955	\$76,508	\$110,327	\$158,196
Engineering - Completions	\$165,373	\$170,056	\$153,669	\$117,516	\$112,166	\$170,558	\$67,952	\$109,820	\$74,625	\$134,061	\$152,156
Engineering - Drilling	\$177,888	\$143,885	\$248,799	\$151,669	\$144,995	\$163,161	\$182,772	\$134,492	\$175,610	\$125,245	\$164,682
Engineering - Health/Safety/Environment	\$175,421	\$109,053	\$285,759	\$114,700	\$167,738	\$238,073	\$54,435	\$77,845	\$46,478	\$68,583	\$173,916
Engineering - Production	\$160,323	\$132,406	\$154,363	\$124,724	\$130,793	\$149,110	\$84,219	\$108,833	\$123,185	\$87,343	\$142,482
Engineering - Reservoir	\$187,968	\$138,246	\$187,675	\$138,783	\$132,024	\$148,362	\$89,683	\$99,246	\$108,768	\$85,763	\$160,389
Engineering - Other or Combination of Above	\$180,294	\$148,384	\$233,401	\$131,488	\$182,007	\$150,715	\$102,998	\$139,672	\$180,111	\$105,790	\$165,091
Finance or Administration	\$212,476	\$81,406	*	\$191,772	\$201,636	\$203,122	\$302,500	\$81,415	\$32,978	\$126,324	\$190,573
Geophysics/Petrophysics/Physics	\$170,980	\$117,205	\$251,472	\$137,583	\$140,889	\$136,695	\$126,570	\$118,318	\$145,027	\$124,992	\$154,237
Non-Engineering Technical	\$135,549	\$15,326	\$113,732	\$97,245	\$115,250	\$95,725	*	\$143,515	*	\$72,929	\$120,399
Professional Training	\$139,088	*	\$62,231	\$257,075	\$183,994	\$136,387	*	\$23,013	\$131,480	*	\$144,344
Research	\$136,292	*	\$139,253	\$105,170	\$95,656	\$204,244	\$83,213	*	\$131,031	\$66,910	\$144,580
Sales or Marketing	\$148,069	\$128,397	\$176,014	\$123,242	\$145,104	\$139,881	\$132,999	\$97,185	\$117,789	\$115,121	\$141,785
Other or Combination of Above	\$205,427	\$315,059	\$256,353	\$153,225	\$103,849	\$194,434	\$221,658	\$124,146	\$225,418	\$121,985	\$194,666

\*Table includes only cell values containing adequate valid cases to be statistically representative \*\*Differs from Company Headquarters Region in 2012

**Figure 5**

**The Impact of Gender**

Professionals of both genders experienced a positive change in their salary since 2013. Female professionals were more likely to experience positive salary growth than their male counterparts. With 84.7% reporting positive salary growth in 2014, an additional 6% of female professionals experienced and increase this year compared with 78.0% in 2013.





**Figure 6**

**Experience Level and Compensation**

Base salary and compensation varies by gender, with male professionals earning more than their female counterparts. This disparity can to some extent be attributed to male professionals having on average more experience.

<b>COMPENSATION BY GENDER AND EXPERIENCE</b>										
<b>Gender</b>	<b>Female</b>					<b>Male</b>				
	Executive/Top Management	Manager/Director	Professional/Individual Contributor	Supervisor/Superintendent/Lead	Technician/Specialist/Support Staff	Executive/Top Management	Manager/Director	Professional/Individual Contributor	Supervisor/Superintendent/Lead	Technician/Specialist/Support Staff
Avg. Experience	16.9	18.6	8.9	14.2	11.5	29.1	24.0	14.5	19.8	14.0
Number of Records	*10	70	376	73	58	252	947	1,719	736	179
Base Salary	\$137,553	\$158,612	\$112,636	\$124,106	\$92,717	\$256,566	\$200,850	\$135,824	\$160,215	\$101,225
Other Compensation	\$13,820	\$63,951	\$23,807	\$31,581	\$13,048	\$169,052	\$93,431	\$40,051	\$50,117	\$26,995
Avg. Total Compensation	\$151,372	\$222,563	\$136,443	\$155,687	\$105,765	\$425,618	\$294,281	\$175,875	\$210,332	\$128,220

\*Estimates based on proportionate trend due to limited representation

## How to Learn More

This report represents a sample of current compensation in the industry. Presentation of every possible combination of the many jobs, geographies, and employer types and an analysis of the data dispersion in all of the compensation elements included are not possible in this summary; however, detailed reports are available through the SPE Bookstore at [www.spe.org/store](http://www.spe.org/store) in early November 2014.

SPE will make detailed summary reports available for download in .pdf file format containing charts and descriptive statistics of trends through the SPE Bookstore at a USD 50 member price and USD 125 non-member price.

Data tables containing the raw data from the survey responses will be made available for download through the bookstore to provide the opportunity for individual analysis and localization of data. Pricing for access to data for analysis will be USD 225 for SPE members and USD 425 for non-members, also available in early November 2014.

In addition to our annual reports, SPE publishes a historical summary of SPE Salary Survey Highlights dating back to the first survey in 1967, which will be updated in November 2014. The SPE Salary survey became an annual study beginning in 1984, with previous editions having been conducted in alternate years. The archive document includes the highlights through 2013. Highlights of the two most current years are available on SPE.org. The archive .pdf document will be available through the SPE Bookstore at a price of USD 125 for SPE members and USD 325 for non-members.

Inquiries regarding purchase may be addressed through the SPE Bookstore website. Other questions regarding the survey can be addressed to [speresearch@spe.org](mailto:speresearch@spe.org).

Thank you for your interest in this important project and your continued support of SPE!

The SPE Research Team