



SALARY GUIDE 2026 • FOR JOB SEEKERS

Engineering

What engineers are asking to be paid, and how to use it to get paid what you're worth.

\$95K

Typical ask for a Controls Engineer

41%

Are looking for growth or a next step

78%

Would work fully in the office

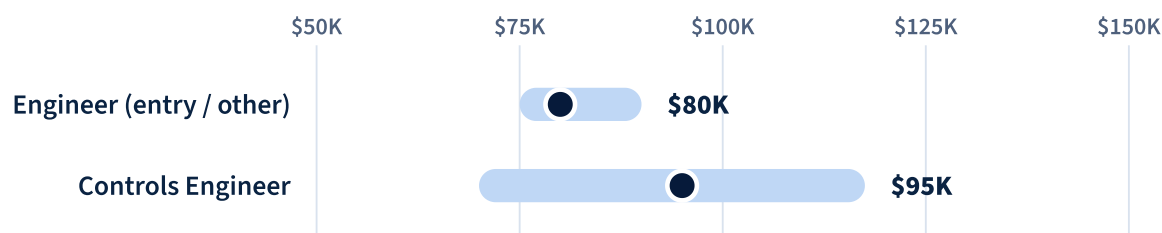
84%

Know AutoCAD

Built from 117 NorthPoint Search Group candidate questionnaires and job applications (February 2025 – September 2026) and U.S. Bureau of Labor Statistics data.

What they're asking to be paid

Desired base salary, from 66 candidates who told us what they want in their next role. The bar is the middle half of answers. The dot is the typical ask (the median).



TITLE	ANSWERS	MIDDLE HALF	TYPICAL ASK	LOWEST THEY'D TAKE
Engineer (other / entry level)	54	\$75K – \$90K	\$80K	—
Controls / Automation Engineer	12	\$70K – \$117.5K	\$95K	—

Government numbers for comparison

Median annual pay, metro Atlanta, May 2025 (BLS). These include every experience level, so they can run lower than what experienced candidates ask for.

Industrial engineers	\$102,300
Mechanical engineers	\$102,020
Civil engineers	\$88,000
Electrical and electronics engineering technicians	\$78,610
Architectural and civil drafters	\$74,180

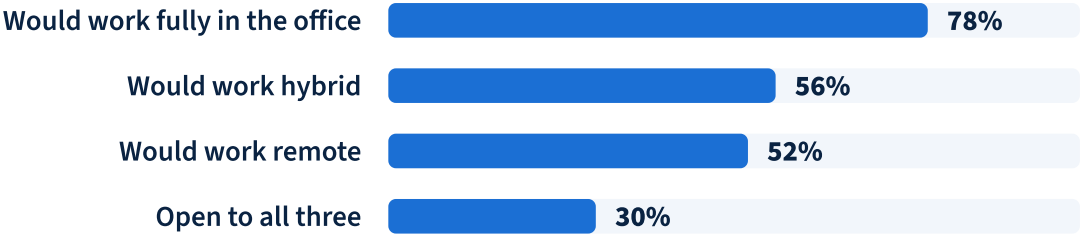
How to read this

Asking pay is base salary only, before bonus and benefits. Titles with fewer than 5 answers aren't shown. About 43% of candidates who gave a location are in Georgia; the rest are spread across the U.S.

WHERE THEY'LL WORK

Most will come to the office

From 27 candidates. They could pick every setup they'd accept.

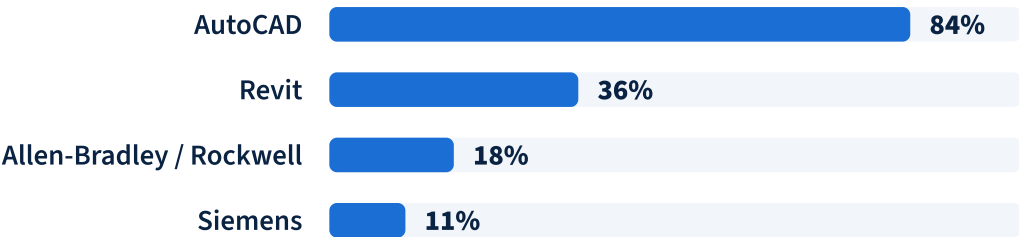


78% would work fully in the office and 56% would work hybrid. Say what you'll accept in your first message, so nobody has to guess.

SYSTEMS

The software they know

Design and controls software named by 44 candidates. Many know more than one.



AutoCAD is the most common: 84% know it. Revit and Allen-Bradley / Rockwell follow at 36% and 18%. Put the systems you know near the top of your résumé.

TURNOVER

How often people leave

Departures per 100 jobs in a year (all separations, 2025), from the BLS Job Openings and Labor Turnover Survey.



How long people stay

Median years with their current employer, January 2026 (BLS).

Architecture and engineering	5.1 years
All occupations	4.1 years

What that means for you

At professional services employers, about 55 of every 100 jobs come open over a year. At manufacturing employers, about 29. People leave all year long, so new openings keep coming, not just in January.

A year is 12 times the average monthly rate. It counts departures, so one seat can turn over more than once.

WHAT TO DO

Five ways to get paid what you're worth

1. Know your number.

Find your title in the pay table. Ask near the typical ask, and decide the lowest number you'd take before the first call.

2. Ask about the path, not just the pay.

41% are looking for growth. Ask what the next title is, who you'd learn from, and what you'd own.

3. Say where you'll work.

78% would work fully in the office and 56% would work hybrid. Put what you'll accept in your first message.

4. Lead with your systems.

Put your CAD and controls platforms near the top of your résumé, where a hiring manager will see it in seconds.

5. Go to the hiring manager.

When you apply online, your résumé goes to HR first. Find the person you'd work for and send a short note with a 30-second video intro.

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METHOD AND SOURCES

Pay, reasons, work setup and software come from screening questionnaires and job applications that candidates completed for NorthPoint Search Group between February 4, 2025 and September 30, 2026: 117 people, newest form per person. Pay figures are desired base salary for the titles shown; the middle half is the 25th to 75th percentile, rounded to \$500. Groups with fewer than 5 answers are left out, and no individual answer is shown.

- BLS Job Openings and Labor Turnover Survey, 2025 annual averages (released March 13, 2026), Tables 20 and 22.
- BLS Employee Tenure, median years with current employer by occupation, January 2026, Table 6.
- BLS Occupational Employment and Wage Statistics, May 2025, Atlanta-Sandy Springs-Roswell, GA.