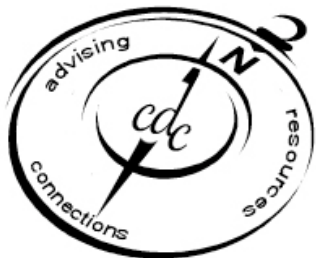


SALARY RANGES

FOR U.S. MUSIC POSITIONS IN:

- *Performance*
- *Writing*
- *Business*
- *Audio Technology*
- *Education*
- *Music Therapy*

*Prepared by
The Career Development Center
• Berklee.net/cd*



Elle Schuster

Positions and Salaries in the Music Industry 2010

* Salaries for various positions can vary widely depending on such factors as level of expertise & geographic location. Not comprehensive.

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|-----------------------------------|--|---|---|
| PERFORMANCE | | | |
| Performance – Instrumental | Orchestral Musician | \$28,000 - \$115,000/year Example: \$33,328/year – Alabama Symphony (starting salary) \$112,840/year – Boston Symphony Orchestra (starting salary) | This salary range represents a full time orchestra with a season of approximately 40 weeks. Other per service orchestras and orchestras with shorter seasons would have a lower salary. |
| | Boston Area Community Orchestras | Example: \$70/rehearsal or performance for section strings; \$90/rehearsal, \$110/performance for string principals; \$100/rehearsal, \$125/performance for associate concertmaster – Atlantic Symphony Orchestra NYC Musician’s Union rate as of May 2010: 2 ½ hour concert - \$252 3 hour night rehearsal - \$252 2 ½ hour day rehearsal - \$125 *Minimum 11% pension contribution; travel and cartage reimbursed; principal players receive more. | The salary range reflects orchestras that rely on volunteers to more professional orchestras. Some orchestras offer a scholarship instead of paying for each service. |
| | Military Bands & Orchestras | \$21,000 - \$77,000/year | Pay scale depends on rank, location, and organization. Some bands also have student loan repayment programs. Four to five year commitments and basic military training often required. |
| | Broadway Pit Musician | \$1000+/week for the duration of the gig. | Almost always requires membership in the Musician’s Union. |
| | Club gigs in Boston and New York (non-classical) | \$75 - \$125/person for club date. Sometimes bands play for a % of the door; and well-known musicians can make much more than \$125. | Depends on reputation of band (covers vs. originals, how many people attend, and the size of the club). |
| | GB (General Business) Musician | \$150 - \$300+/person for each gig. | Bands are specifically designed to play covers for events like weddings, corporate functions, and private parties. |
| | Church Organist/Pianist | \$100/service - \$70,000/year for full-time organist position. | This salary depends on number of hours worked (hours vary from 10-40 hrs/week), size of church congregation, & level of education. |
| | Session Musician | Extremely wide range, up to \$100,000+. The American Federation of Musicians (AFofM) specifies the minimum rate. | A session musician plays on various recording projects for studios. Session musicians are usually hired by a contractor. Sight-reading is important. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
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| Performance – Vocal | Church Choir – Section Leader/Soloist | \$25 - \$100/service. Example: \$75/service – Tenor Section Leader – Weston United Methodist Church, Weston, MA. | Section leader/soloist positions are generally paid whereas members of the choir generally volunteer. |
| | Concert or Opera Chorus Member | \$12+/rehearsal; \$100+/performance | Auditions are required for these positions. Résumé and headshot are required for opera company auditions. |
| | Concert or Opera Soloist | \$450 - \$1000+/performance | Top caliber talent. |
| Performance – Conducting | Choir, Orchestra or Opera Conductor | \$15,000 - \$275,000/year Example: \$26,000 - \$36,000/year – Durham (NC) Symphony. | The higher salaries indicate a position with a major symphony or opera house and a season of approximately 40 weeks. The lower end of the scale represents a part-time position with a smaller organization. |
| | Church Choir Director | \$5,000 - \$70,000/year Example: \$25,000/year – St. Michael’s Lutheran Church. | This salary depends on number of hours worked (hours vary from 10-40 hrs/week), size of church congregation, & level of education. |
| Television, Radio, & Movie Recording (Studio Work) | Studio Musician | Union scale. The pay rate varies according to the situation. Generally there is an hourly fee (\$80-126/hour). The fee may be higher if you double or are the group leader. | This type of employment is principally found in Los Angeles, New York, London, Seattle, and Europe, including Bulgaria, Bratislava, Prague, and elsewhere. |

| WRITING | | | |
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| Composition | Arranger | \$18,000 - \$200,000+/year | An arranger’s main function is to creatively organize the various parts of a musical composition. Music arrangers who work for music publishers are responsible for developing new and different ways to write and play music. |
| | Conductor | \$15,000 - \$275,000+; individuals working in small orchestras may earn \$75 to \$500+ per service. | Prepares an orchestra for the finest performance it is capable of presenting through rehearsals and repertoire. |
| | Copyist | Rate set by American Federation of Musicians; work is paid by the page or the hour. | Copyists transcribe musical parts onto staff or manuscript paper from a score. |
| | Orchestrator | | The orchestrator writes the scores for an orchestra, band, and choral group. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|---------------------------|--|---|---|
| Commercial Writing | Commercial Jingle Composer | \$300 - \$20,000/commercial | These types of positions are generally found in cities and larger towns. A good way to break in is to improve on a local jingle and bring your improvement to the company for comparison and review. |
| | Broadway show arranger | As much as \$30 - 50 per 4-bar page, with most Broadway scores being 600-800 pgs. | |
| | TV Show Composer | \$1,000 - \$5,000/30-minute episode | Vancouver, Toronto, New York, Chicago, and Los Angeles are all hot spots. |
| | Music Supervisor for TV/Film | \$2,000 - \$4,000 for TV / \$0 - \$300,000 for film, depending on size of production. | Music supervisors are involved with suggesting, choosing, and negotiating rights to use existing music in films, working with record companies, composers, and other parties who have roles in the music for a project, and managing the overall musical budget and production for a project. |
| | Competition Prizes | Prizes range from \$150 - \$15,000; beyond cash, awards include publications, performances, national publicity, demos and recordings. | International competitions, which attract high profile participants, award the largest prizes. |
| | Songwriter/Lyricist/Producer | Ranges widely. | Success comes from creating good enough material to either build a large following or sell to already successful artists. |
| Film Scoring | Film Score Composer | \$2,000 - \$500,000/film | Being where most of the action is (i.e. LA or NY) helps tremendously. Start with student or indie films. |
| | Music Editor | \$1,000 - \$5,000/wk. Package deals vary widely depending on project. | Responsible for mixing and synchronizing the music with the film. |
| BUSINESS | | | |
| Music Products | Instrument Maker | \$15,000 - \$65,000/year | Training or apprenticeship programs are required. Pay scale depends on the quality of the work, reputation, and amount of experience. |
| | Instrument Repair Technician | \$9 - \$55/hour | |
| | Piano Tuner | \$90 - \$95/hour - standard rate (Boston). | |
| | Music Dealer - Sales | \$13,000 - \$50,000/year | Good salary, often tied to commissions. |
| | Music Dealer - Manager | \$17,000 - \$56,000/year | |
| | Marketing/Advertising Specialist | \$28,000 - \$116,000/year | |
| | Music Instrument, and/or Accessories Distributor | \$19,000 - \$75,000/year | |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|--------------------------|-------------------------------------|---|---|
| Music Publishing | Music Editor | \$20,000 - \$60,000 | English or Journalism degree helpful. |
| | Notesetter | \$15,000 - \$50,000 | |
| | Song Plugger (Sales Representative) | \$20,000 - \$50,000 | Business marketing experience/education helpful. |
| | Copyright/Licensing Administrator | \$20,000 - \$60,000 | Business/law experience/education helpful. |
| Record Industry | A & R Representative | \$27,000 - \$175,000 | The main duty of the A & R Coordinator is to find talent for the company to sign to recording contracts. |
| | A & R Administrator | \$25,000 - \$65,000 | Responsible for much of the clerical functions of the department. |
| | Artist Relations Representative | \$25,000 - \$65,000+ | Often, responsible for acting as a liaison between company's artists and media, etc. |
| | Regional Sales Manager | \$35,000 - \$85,000+ | The regional sales manager is responsible for supervising the sale of the label's records to wholesalers and/or retail outlets in a specific region, creating sales campaigns and policies, and overseeing sales staff. |
| | Artist Manager | 10% to 50% of artist's earnings | The manager deals with and advises the act of all business decisions and many of the creative decisions artists must make. |
| | Music Attorney | \$70,000 - \$150,000+ | Music attorneys handle all legal issues concerning musicians, particularly issues with copyright, trademark, and contract negotiation. |
| | Webmaster | \$28,000 - \$150,000+ | Individual in charge of creating and managing the company's website. |
| | Digital Marketing Manager | \$24,000 - \$55,000 | Responsible for finding ways to market company's label and its artists via digital channels. |
| | Website Content Producer | \$28,000 - \$75,000 | Develops interesting and unique content for a label's site including artist bios, stories about upcoming tours, announcements about new releases, and features about label artists. |
| International Department | Varies | Oversees foreign sales and ensures effective communication between domestic and foreign affiliates. | |
| Concert Industry | Booking Agent | \$20,000 - \$1,000,000+ | Secures engagements for musical groups. |
| | Tour Coordinator | \$35,000 - \$175,000+ | The tour coordinator is responsible for coordinating the many facets of an act's tour, including travel, lodging, arranging for services, and budgeting for expenses. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|---------------------------------------|---|---|--|
| (Concert Industry) | Road Manager | \$25,000 - \$125,000+ | Road managers handle the problems that occur while an act is traveling. They supervise equipment, sound, and lighting personnel. |
| | Tour Publicist | \$25,000 - \$100,000+ | The tour publicist is responsible for publicizing an act's tour to both fans and the media through press releases, press conferences, and special promotions. |
| | Advance Person | \$23,000 - \$48,000 | The advance person is responsible for arriving ahead of the act to prepare for a concert and assisting the tour coordinator or road manager with details prior to the show. |
| | Sound Technician (see also Audio Technology section) | \$20,000 - \$50,000 | Sound technicians are responsible for high-quality sound during the live performance. |
| Music Communications | Publisher or Editor of Music Books or Periodicals | \$24,000 - \$100,000/year | These positions obviously require strong writing skills, a good contact network and previous experience. Musicians/writers often start by writing for campus publications or by volunteering to cover events for smaller publications. |
| | Music Journalist | \$20,000 - \$70,000/year \$50 - \$150 for a review \$100 - \$500 for a feature | |
| | Public Relations Specialist | \$20,000 - \$120,000/year depending on size of organization. | |
| Non-Profit Arts Administration | Administrative Assistant | \$20,000 - \$35,000/year – Entry level arts administration jobs in Boston. Example: \$30,039 - Michigan State University, Department of Music. | Typically, entry-level arts administration positions require organizational, interpersonal, and computer skills; office work experience, and knowledge of music/arts. |
| | Development Associate | Example: \$36,000 - \$45,000 – Director of Development – Colorado Springs Philharmonic. | Previous fundraising experience is required. Experience in public speaking and database management are also helpful. |
| | Public Relations | \$30,000 - \$75,000 – Small to mid-size organization. Example: \$36,000 - \$45,000 – Director of Marketing and Public Relations – Maryland Symphony. | These positions require relevant work experience, strong communication skills and computer skills. Salary is based on applicant's qualifications & experience. |
| | Executive Director | \$20,000 - \$250,000 Example: \$56,000 - \$75,000 – Traverse Symphony Orchestra. | Bachelor's degree is required and a master's degree is preferred. Typically, Executive Director positions require management and fundraising experience. Salary is based on applicant's qualifications & experience. |
| AUDIO TECHNOLOGY | | | |
| Video Game Audio | Assistant Engineer | \$18,000 - \$28,000 | Support role for the recording/mix engineer. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|---------------------------|-------------------------------|-------------------------|--|
| (Video Game Audio) | Junior-Level Specialist | \$25,000 - \$38,000 | “Tape librarians” who maintain and track the audio files. |
| | Recording/Mix Engineer | \$35,000 - \$75,000 | Ensures that the technical outcome of the recording aligns with the requirements of the project. |
| | Maintenance Engineer | \$25,000 - \$50,000 | Ensures that all equipment is running properly. |
| | Audio Lead | \$60,000 - \$95,000 | Audio leads are responsible for meeting the day-to-day deadlines of the project delivery cycle, which can last anywhere from one to three years. |
| | Director of Audio | \$70,000 - \$140,000 | The Director of Audio is ultimately responsible for the quality and performance of the audio that appears in every title. |
| | Audio Tool Developer | \$45,000 - \$150,000 | Coders who design the audio tools for games. |
| | Sound Designer | \$80,000 - \$120,000+ | Provides detailed plans of how the performance’s sound will occur, and often designs sounds as well. |
| Sound in Picture | Location Sound Recordist | \$35,000 - \$75,000 | Captures dialogue and other required audio on location in real time. |
| | Supervising Sound Editor | \$80,000 - \$140,000+ | Takes the work of the mixers, ADR and Foley teams, editors, composers, and sound designers and puts together a comprehensive soundtrack. |
| | Mixer | \$40,000 - \$120,000+ | Mixers take the many audio tracks and ensure that they fit seamlessly with the overall production. |
| | Foley Artist | \$35,000 - \$75,000 | Creates sound effects that otherwise would not be able to be sourced via samples or through sound design. |
| | ADR Recordist | \$25,000 - \$50,000 | Captures dialogue after the fact in controlled conditions. |
| | Editor | \$35,000 - \$60,000 | Documents, organizes, and archives footage. Works with every part of the audio team. |
| Live Sound | Monitor Engineer | \$35,000 - \$60,000 | Ensures performers are able to hear all aspects of the performance. Controls setup and breakdown of the audio system. |
| | Front-of-House (FOH) Engineer | \$60,000 - \$120,000+ | In larger venues, the FOH Engineer leads the team and acts as the “brain” of the audio system. |
| Recording | Record Producer | \$25,000 - \$1,000,000+ | Oversees the whole recording process. |
| | Engineer | \$25,000 – \$150,000+ | Operates the soundboard and other electronic equipment during the recording process. |
| | Assistant Engineer | \$18,000 - \$25,000+ | Assists head engineer with setup, recording tracks, and mixing. |
| | Acoustic Consultant | \$25,000 - \$120,000+ | Provides complete audio, video and acoustic design services for performance and recording spaces. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
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|-----------------------------------|--------------------|-----------------------|---|
| Broadcast Market | Assistant Engineer | \$25,000 - 35,000+ | Assists the broadcast engineer. |
| | Broadcast Engineer | \$50,000 - \$70,000+ | Responsible for the overall quality of the signal chain, which is going out over any number of broadcast media. |
| | Field Technician | \$35,000 - \$50,000 | Accompanies a producer to provide all the required conditions to capture the audio that will be fed back to the studio. |
| | Chief Engineer | \$80,000 - \$160,000+ | Designs and oversees the audio specifications and audio team. |
| Bioacoustics and Audiology | Staff Audiologist | \$40,000 - \$80,000+ | Test patients for hearing. Perform all necessary clinical tests, document results, use sophisticated equipment, and fit hearing aids. |
| | Bioacoustician | \$20,000 - \$100,000+ | Study of the physiological and psychological aspects of how living organisms produce and receive sounds. |

EDUCATION

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|------------------------|--|---|---|
| Music Education | Studio Teacher/Private Instructor | \$30-\$120/hour Beginning teachers (i.e. recent graduates with experience) in the Boston area frequently charge \$40/hr. | Lesson fee should reflect amount of teaching experience and the going rate in a region. Be aware that it may take some time to build up a profitable clientele. |
| | Public School Teacher (K-12 Music Teachers) | \$28,590 - \$76,100/year \$43,580 - 48,690 – Median salary range | Teaching in a public school often requires state certification. Schools are supported largely by property taxes so schools in wealthier communities are typically able to pay more. |
| | Assistant Professor (Full-time, tenure track position) | Private Institution Average: \$43,614/year Public Institution Average: \$45,812/year Example: \$42,000 – Starting salary, Assistant Professor of Music – University of Wisconsin. | Salary depends on the size of the institution, budget, & reputation of the teacher. At least a Master's is required; more often a PhD. |
| | Clinician | \$300-\$5,000/clinic | Based on reputation. Some music companies have positions for people to travel and showcase gear. Most clinics are created through education institutions. |
| | Music Education Administrator | \$25,000 - \$70,000 | Migration to administration often occurs after successful career as an educator. |
| | Choir Director | \$21,000 - \$85,000 | Handles all duties relating to the choir including auditions, directing the choir, choosing music, rehearsals, managing the budget, accompaniment, and administrative duties. |

| CATEGORY | JOB TITLE | SALARY | ADDITIONAL INFORMATION |
|--------------------------------|---|--|--|
| Music Librarianship | College, University, Conservatory, Public Library, or Orchestra Librarian | Professional entry level – \$40,000/year | Some institutions require a graduate library degree (a Master’s in Library Science, MLS). |
| MUSIC THERAPY | | | |
| Music Therapy | Hospitals, Geriatric Psychiatric Facility | Average: \$45,719/year | Music therapists are employed in many different settings, including general and psychiatric hospitals, community mental health agencies, rehabilitation centers, day care facilities, nursing homes, schools, and private practice. Requires a degree in music therapy and an internship/clinical practicum. |
| | Early Intervention Program | Average: \$43,816/year | |
| | School (K-12) | Average: \$45,393/year | |
| | University/College | Average: \$57,141/year | |
| | Nursing Home/Assisted Living | Average: \$41,321/year | |
| | Correctional Facility | Average: \$47,286/year | |
| | Private Practice | Average: \$47,024/year | |
| EMERGING CAREER PATHS | | | |
| In Music Business | Music and Brands Consultant, Social Media Consultant, Virtual-World Platforms, Widget Maker, Digital Marketing, Mobile Marketing, Podcast Production, New Media PR. | | These jobs are an emerging combination of music and technology. There is no data (yet) on the salary rates of these types of jobs, but it useful to note the trends. |
| In Music Communications | Online Editorial, Macro and Micro Blogging, Podcast Production. | | |

Sources: 2006 Film Music Salary Rates (Film Music Network), American Federation of Musicians (AFM), American Guild of Organists (AGO), American Music Therapy Association (AMTA), Audio Engineering Society (AES), *Career Opportunities in the Music Industry* by Shelly Field, *Careers in Audio* by Jeff Touzeau, Ellen Pfeifer, The HEADS Report, *How to Get a Job in the Music Industry* by Keith Hatschek, Jean Morrow, Music Educators National Conference (MENC), Music Library Association (MLA), National Association of Music Merchants (NAMM), New England Conservatory (NEC) Piano Services and Music Referral Service (The “Gig Office”), *Occupational Outlook Handbook, 2010-2011 Edition* (U.S. Dept. of Labor), Salary.com, *Shoot Magazine*, “Worldwide Music Connection” (NEC).

