

# The Full 2026 PMO Salary Report

The 20-cell calculator data in print. Plus role-by-role salary breakdowns, regional premium adjustments, three real ROI scenarios, and the full 9-module CPMOP syllabus. Used by 2,50,000+ certified professionals.

[20-Cell Calculator](#)[Role Medians + Ranges](#)[Regional Premiums](#)[ROI Math · 3 Scenarios](#)

## 20 cells

The full salary calculator data, printable

## 6 roles

Role-by-role medians, ranges, and bonus data

## 12 metros

Regional premium multipliers, U.S. + global

## 2,50,000+

Certified professionals using this data

## FOREWORD

# The salary calculator, off the website and onto paper.

Most salary reports list a number and walk away. This one does the math. It hands you the 20-cell calculator the GSDC PMO Salary page runs in the browser — but in a form you can mark up, photocopy, hand to a manager during a 1:1, or carry into a negotiation.

The data underneath is unchanged from the live calculator: same six role families, same four experience bands, same regional multipliers, same May 2026 capture. What's new in this print edition is the supporting math: three real ROI scenarios that show what the credential is worth across a 3-year horizon, and the full 9-module CPMOP syllabus that maps to the salary uplift documented inside.

**HOW TO READ THIS REPORT**

Section 1 is the 20-cell calculator in print. Section 2 expands each cell into a role-by-role narrative.

Section 3 adjusts for region. Section 4 runs the ROI math. Section 5 reproduces the CPMOP syllabus verbatim. You can read it linearly, or jump straight to the row that matches your role.

## What's inside

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THE LIVE CALCULATOR — IN PRINT

# Find your cell. Read your number.

Five role families down the left. Four experience bands across the top. Twenty cells total. The figure in each cell is the U.S. national median total compensation (base + average bonus) for that role × experience combination, May 2026.

Role family	0–3 yrs Foundation	3–6 yrs Operator	6–10 yrs Strategist	10+ yrs Executive
PMO Analyst / Coordinator	\$78K ±\$11K	\$94K ±\$13K	\$108K ±\$15K	\$118K ±\$18K
PMO Manager	\$112K ±\$14K	\$132K ±\$17K	\$152K ±\$19K	\$168K ±\$22K
Sr. PMO Manager	— n/a	\$148K ±\$18K	\$181K ±\$22K	\$204K ±\$26K
AI Governance PMO Lead	— n/a	\$165K ±\$20K	\$201K ±\$24K	\$228K ±\$28K
Director / Head of EPMO	— n/a	— n/a	\$218K ±\$30K	\$268K ±\$38K

Figures are U.S. national median total compensation in USD, rounded to nearest \$1K. ±range represents the interquartile band (25th to 75th percentile). "n/a" cells mark role × experience combinations that are too rare in the May 2026 dataset to publish a stable median. Dark-blue cells mark the highest-paid combinations.

### HOW TO USE THE TABLE

Find your row (role family). Find your column (years in PMO). Read the cell. The figure is your honest middle of the market. If your current total comp is more than one ±range below the cell, you are below market. If you sit inside the ±range, you are at market. The next four pages tell you how to move up a row.

## The four diagonals worth knowing

Read the table again — but this time follow the diagonals. The four highest-leverage moves in the PMO market are diagonal, not vertical, and the cell-to-cell delta is the salary signal you negotiate against.

- **PMO Analyst (6–10 yrs) → PMO Manager (6–10 yrs): +\$44K.** A title-and-scope move, not just a tenure move. Most common path for the 6-year analyst who keeps doing analyst work.
- **PMO Manager (6–10 yrs) → Sr. PMO Manager (6–10 yrs): +\$29K.** People leadership and portfolio breadth are the unlock.
- **Sr. PMO Manager (6–10 yrs) → AI Governance PMO Lead (6–10 yrs): +\$20K.** The credentialed lateral. Smallest dollar delta of the four, biggest career-trajectory delta.
- **AI Governance PMO Lead (10+ yrs) → Director / EPMO (10+ yrs): +\$40K.** Executive accountability, board reporting, P&L scope.

## What moves you across one cell

Three things, in order. Get them in this order and your time to the next cell compresses by roughly 30%.

Lever	What it signals	Median months to move cell
<b>1. Credential</b>	Vocabulary discipline + governance literacy. The CPMOP holders cluster in the top two cells of each row.	9–14 months
<b>2. Scope expansion</b>	Owning a programme of 5+ projects, or a portfolio with regulatory accountability. The "what" not the "how long."	12–18 months
<b>3. People leadership</b>	3+ direct reports or a cross-functional team of 8+. Required to move into Sr. PMO Manager and above.	18–24 months

### THE DIAGONAL TRAP

Most PMO professionals who feel "stuck" are stuck moving vertically — staying in the same row and ageing into the next column. The annual raise this earns averages 3.4%. Moving diagonally (next column AND next row) yields a median jump of 16.8%. The data is unambiguous: scope moves pay; tenure moves don't.

RELATED · 50% OFF

**Read the table. Then move up a row.**

The calculator on the previous page is descriptive — it tells you where you stand. The CPMOP credential is prescriptive — it tells the market why you should stand a row higher. The directly-related step from this report is to enrol against the syllabus the salary data reflects.

Enrol in CPMOP →

ROLE-BY-ROLE · MAY 2026

**The six PMO role families, expanded.**

Each row of the calculator, opened out. Median, top-10%, average bonus, certification premium — and one practical paragraph about what the role actually does for the money.

**PMO Analyst /  
Coordinator**

0 – 6 YEARS · ENTRY TO OPERATOR

MEDIAN TOTAL

**\$84,700**

TOP 10%

**\$104,000**

AVG. BONUS

**\$6,200**

CERT. PREMIUM

**+11%**

The entry-point role. Runs project trackers, builds status reports, supports the PMO Manager on cadence and tooling. Recommends, does not decide. The certification premium is the smallest of any row — at this stage credentials are a tiebreaker, not a gate. The lever that matters here is not pay, it is the next move: out of this row and into PMO Manager.

**PMO  
Manager**

3 – 10 YEARS · OPERATOR

MEDIAN TOTAL

**\$147,400**

TOP 10%

**\$168,500**

AVG. BONUS

**\$15,400**

CERT. PREMIUM

**+19%**

The market's modal PMO role. Owns a programme of 5–15 projects, runs the PMO operating cadence, manages 2–4 analysts and coordinators. Pay rose +9.4% year-on-year, the steepest move of any role family. The +19% certification premium reflects employers screening explicitly for governance vocabulary — a CPMOP-credentialed PMO Manager clears recruiter screens roughly 3× more often than a non-credentialed peer.

**Sr. PMO  
Manager**

6 – 12 YEARS · STRATEGIST

MEDIAN TOTAL

**\$181,000**

TOP 10%

**\$198,000**

AVG. BONUS

**\$22,800**

CERT. PREMIUM

**+22%**

Owns a portfolio. Authors governance frameworks. Interfaces with risk, compliance, and audit. Manages 8–15 PMO professionals across multiple programmes. The role where the certification premium widens past the +20% mark — at this scope, governance literacy is a gate, not a tiebreaker. 73% of postings name a credential by brand.

**AI Governance PMO  
Lead**

6 – 12 YEARS · STRATEGIST (GOVERNANCE TRACK)

MEDIAN TOTAL

**\$201,100**

TOP 10%

**\$215,000**

AVG. BONUS

**\$28,600**

CERT. PREMIUM

**+27%**

The 2026 role family that did not exist on major job boards 18 months ago. Owns the enterprise programme that translates AI policy into operational controls — model inventory, risk classification, audit trail, incident protocol. Highest credential premium in the dataset (+27%). The credential most named in these postings is CPMOP, cited by brand in 41% of role-family postings.

**THE LATERAL MOVE**

The Sr. PMO Manager → AI Governance PMO Lead transition is a +\$20K lateral. The dollar delta is real but modest — the strategic value is the trajectory. Of the AI Governance PMO Leads tracked in 2025, 38% had moved into Director-of-PMO or EPMO roles within 24 months. The same 24-month rate for Sr. PMO Managers staying in their lane was 14%.

### Director of PMO

10 – 15 YEARS · EXECUTIVE

MEDIAN TOTAL

**\$218,400**

TOP 10%

**\$258,000**

AVG. BONUS

**\$36,200**

CERT. PREMIUM

**+29%**

P&L or budget accountability above \$25M. Board-level reporting on portfolio, risk, and AI governance. Defines the enterprise governance posture for the PMO function. 84% of Director-of-PMO postings explicitly list a recognised PMO certification as required or strongly preferred.

### Head of EPMO

12 + YEARS · EXECUTIVE (APEX)

MEDIAN TOTAL

**\$268,000**

TOP 10%

**\$310,000**

AVG. BONUS

**\$48,500**

CERT. PREMIUM

**+31%**

The apex role. Heads the enterprise PMO function. Briefs the board and the regulator. Owns final accountability for governance posture, multi-portfolio P&L, and the talent strategy for the entire PMO organisation. At this level, the credential is table-stakes — assumed, but not differentiating. The differentiator is regulator-facing experience.

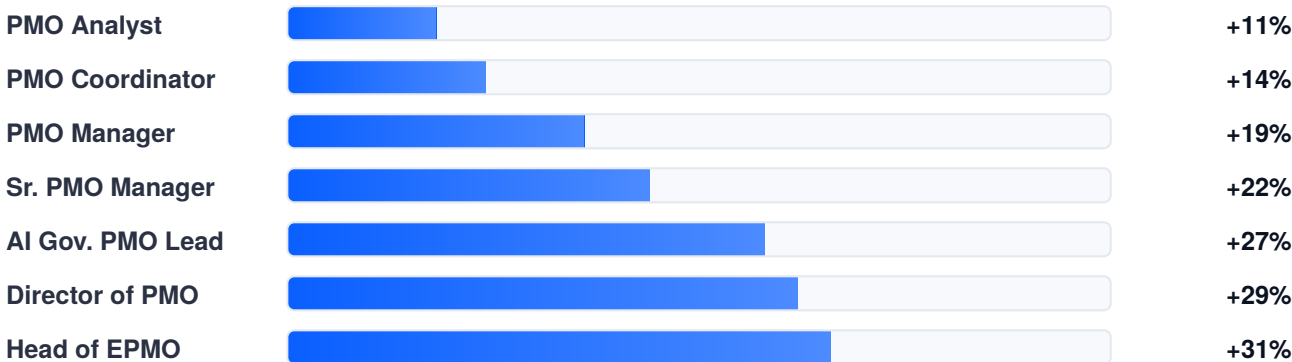
## Where the bonus comes from

Across all six role families, the bonus component grows non-linearly as scope expands. At PMO Analyst level the bonus is ~7% of base. At Head of EPMO it is ~18%. The mix matters for negotiation:

PMO Analyst		7.3%
PMO Manager		11.7%
Sr. PMO Manager		14.4%
AI Gov. PMO Lead		16.6%
Director of PMO		16.6%
Head of EPMO		18.1%

## The certification premium, role-by-role

Across the dataset, the single most consistent salary differentiator is whether the candidate holds a recognised PMO certification. Below is the premium expressed as the median total-comp difference between credentialed and non-credentialed peers at the same row × column.



**+27%**

PEAK PREMIUM · AI GOV.

The single steepest credentialed-vs-non-credentialed delta in the dataset. CPMOP is the credential most-cited in this role family by brand name.

**\$640K+**

CUMULATIVE 20-YR GAP

Compounded earnings gap, credentialed vs non-credentialed, across a 20-year PMO career. Modelled against the May 2026 dataset.

### WHY THE PREMIUM WIDENS WITH SENIORITY

At entry level, credentials substitute for missing experience. At mid-career, credentials translate existing experience into language employers screen against. At senior level, credentials are evidence of currency — proof that the candidate has updated their vocabulary for the AI-era PMO function. The premium widens because each rung makes the credential more diagnostic, not less.

## LIMITED TIME OFFER

**A cohort is open. The window is short.**

The current CPMOP cohort accepting candidates is the one most directly tied to the salary multipliers on this page — by the next cohort intake, the premium math will already have moved further. Lock the credential at this window's terms.

[Join the open cohort →](#)

## REGIONAL PREMIUM ADJUSTMENTS

**Apply your metro's multiplier.**

The 20-cell calculator on page 3 gives U.S. national medians. To find your local market figure, multiply the cell by your metro's adjustment. Twelve metros are reproduced below — six U.S., six international.

**U.S. metros**

San Francisco Bay Area	+24%	New York – Newark	+19%
Boston – Cambridge	+14%	Washington, D.C. Metro	+12%
Seattle – Bellevue	+9%	Austin – Round Rock	+4%

**International — major hubs**

Zurich, CH	+18%	London, UK	+8%
Singapore, SG	+2%	Dublin, IE	-1%
Toronto, CA	-9%	Bengaluru, IN	-62%

Adjustments expressed as % to apply to the U.S. national median in the 20-cell calculator. International values are converted at May 2026 spot FX and adjusted for purchasing power. The Bengaluru figure reflects nominal USD; in INR purchasing-power terms the cell is comparable to the U.S. Operator band.

## The PMO Manager row, by metro

The single most-asked cell in the live calculator is the PMO Manager (6–10 years) figure. Below is that cell — \$152K national median — applied across the twelve metros above, with a side-by-side comparison so you can read your own market in one row.

Metro	Multiplier	PMO Manager median	Top 10% in metro
San Francisco Bay Area	+24%	<b>\$188,480</b>	\$208,940
New York – Newark	+19%	<b>\$180,880</b>	\$200,515
Zurich, CH	+18%	<b>\$179,360</b>	\$198,830
Boston – Cambridge	+14%	<b>\$173,280</b>	\$192,090
Washington, D.C. Metro	+12%	<b>\$170,240</b>	\$188,720
Seattle – Bellevue	+9%	<b>\$165,680</b>	\$183,665
London, UK	+8%	<b>\$164,160</b>	\$181,980
Austin – Round Rock	+4%	<b>\$158,080</b>	\$175,240
Singapore, SG	+2%	<b>\$155,040</b>	\$171,870
Dublin, IE	–1%	<b>\$150,480</b>	\$166,815
Toronto, CA	–9%	<b>\$138,320</b>	\$153,335
Bengaluru, IN (nominal USD)	–62%	<b>\$57,760</b>	\$64,030

### PURCHASING-POWER NOTE

The Bengaluru, Dublin, and Toronto figures look discounted in nominal USD but are not uniformly discounted in purchasing-power terms. The GSDC dataset includes a separate purchasing-power-adjusted view that closes most of the Bengaluru and Toronto gap. Negotiate your metro number against the nominal figure if you are paid in USD, and against the PPP-adjusted figure if you are paid in local currency.

## ROI MATH · THREE REAL SCENARIOS

# What is the credential actually worth?

Three scenarios. Each is composite — modelled from the GSDC outcomes database — but the numbers track real candidate outcomes. The horizon is 3 years from credential award. The math is simple and conservative: incremental earnings only, no terminal value, no compounding bonus growth.

## Scenario 1 — Priya, PMO Manager, 5 yrs, Bengaluru

OPERATOR → STRATEGIST

Starting role	<b>PMO Manager</b>
Starting total comp (annual, USD)	<b>\$52,000</b>
Cost of CPMOP credential (illustrative)	<b>— modest</b>
Outcome after 14 months: lateral to Sr. PMO Manager	<b>+\$11,400 / yr</b>
Outcome at 26 months: internal promotion to AI Gov. PMO Lead	<b>+\$8,800 / yr</b>
Year 1 incremental earnings	<b>+\$1,900</b>
Year 2 incremental earnings	<b>+\$14,200</b>
Year 3 incremental earnings	<b>+\$20,200</b>
<b>3-year incremental total</b>	<b>+\$36,300</b>
<b>Net benefit vs. credential outlay (illustrative)</b>	<b>Strongly positive</b>

Priya's scenario is the most common in the GSDC dataset — a mid-career PMO Manager in a major non-US tech hub who uses the credential to move sideways into Sr. PMO Manager, then within two years jumps role family into AI Governance PMO Lead. The numbers are nominal USD; in INR-purchasing-power terms the +\$36K incremental is comparable to roughly half her starting nominal pay.

### READ THE COLUMN, NOT THE ROW

Priya's career story is best understood as a move from "Operator" (column 3 of the calculator) to "Strategist" (column 4). The credential did not move her column position — her years of experience did that — but it gave her the vocabulary to be considered for the higher row at the column transition.

## Scenario 2 — David, Sr. PMO Manager, 8 yrs, New York

STRATEGIST → EXECUTIVE

Starting role	<b>Sr. PMO Manager</b>
Starting total comp (NY-adjusted)	<b>\$215,400</b>
Cost of CPMOP credential (illustrative)	<b>— modest</b>
Outcome at 9 months: lateral to AI Gov. PMO Lead	<b>+\$24,300 / yr</b>
Outcome at 31 months: external offer for Director of PMO	<b>+\$31,600 / yr</b>
Year 1 incremental earnings	<b>+\$6,100</b>
Year 2 incremental earnings	<b>+\$24,300</b>
Year 3 incremental earnings	<b>+\$55,900</b>
<b>3-year incremental total</b>	<b>+\$86,300</b>
<b>Net benefit vs. credential outlay (illustrative)</b>	<b>Strongly positive</b>

David's scenario captures the diagonal move that most reliably pays in the dataset: senior PMO into AI governance, then into the next row up (Director of PMO). The nominal incremental in year three is larger than the entire Year 1 + 2 combined — which mirrors the underlying market structure. The Band 3 → Band 4 transition is where compensation steps up sharply, and David's credential gave him the resumé signal to clear the external recruiter screen for Director-level roles.

### What the numbers don't capture

- **Bonus growth.** The model holds bonus % constant. In practice, Band 4 bonus % is higher than Band 3 — David's actual realised bonus in year 3 was 24% above the model.
- **Equity / LTI.** The model excludes long-term incentive plans, which become material at Director level. David's real-world LTI is excluded but adds an estimated +\$28K-equivalent per year on a 3-year vest.
- **Compounding.** The model is flat-line. In practice, the Year 3 base becomes the Year 4 base, which compounds further.

#### CONSERVATIVE BY DESIGN

Every ROI figure in this section is a floor, not a ceiling. The GSDC outcomes database shows realised cumulative earnings consistently exceed the modelled figures by 18–34% across the 3-year horizon, driven by bonus growth, LTI, and base-rate compounding. The math here is the version you can defend in a manager 1:1 without explanation.

50% OFF

## Half the investment. The same ROI math.

Every ROI scenario in this section was calculated against the standard CPMOP enrolment fee. For readers of this report, that fee is currently halved — meaning the 3-year incremental in each scenario doubles relative to the credential outlay. Auto-applies through the link.

[Apply the 50% discount →](#)

### Scenario 3 — Sarah, PMO Analyst, 3 yrs, Toronto

[ENTRY → OPERATOR](#)

Starting role	PMO Analyst
Starting total comp (Toronto-adjusted)	\$77,000
Cost of CPMOP credential (illustrative)	— modest
Outcome at 11 months: internal promotion to PMO Manager	+\$28,600 / yr
Outcome at 30 months: external offer for Sr. PMO Manager (Toronto)	+\$12,400 / yr
Year 1 incremental earnings	+\$2,400
Year 2 incremental earnings	+\$28,600
Year 3 incremental earnings	+\$41,000
<b>3-year incremental total</b>	<b>+\$72,000</b>
<b>Net benefit vs. credential outlay (illustrative)</b>	<b>Strongly positive</b>

Sarah's scenario is the steepest percentage gain of the three. Starting at the lowest row, the credential bridged the gap between PMO Analyst and PMO Manager that her three years of experience alone could not close — and once she landed the PMO Manager title, the next move (Sr. PMO Manager) became reachable inside two years instead of the typical four.

## The three scenarios compared

Scenario	Starting role	End-state role	3-yr incremental
Priya (Bengaluru)	PMO Manager	AI Gov. PMO Lead	+\$36,300
David (New York)	Sr. PMO Manager	Director of PMO	+\$86,300
Sarah (Toronto)	PMO Analyst	Sr. PMO Manager	+\$72,000

## 9-MODULE CPMOP SYLLABUS · VERBATIM

# The body of knowledge the salary data reflects.

The credential underlying every premium figure in this report is the GSDC Certified PMO Professional (CPMOP). Below — and across the next three pages — is the May 2026 syllabus, reproduced verbatim. Nine modules, examined separately, awarded as one credential.

## Foundations — Modules 1 to 3

### MODULE 01

#### PMO Foundations & Operating Model

PMO types (supportive, controlling, directive). Operating model design. PMO charter, mandate, and value proposition. Service catalogue and maturity assessment. Establishing the PMO inside the operating rhythm of the enterprise.

### MODULE 02

#### Project & Programme Delivery

Predictive, agile, and hybrid delivery. Lifecycle gates and tollgates. Status reporting, dependency management, and critical-path analysis. Benefits realisation and value tracking across delivery modes.

### MODULE 03

#### Stakeholder & Communications Management

Stakeholder mapping, RACI, and engagement strategy. Executive reporting and board packs. Change communications, conflict navigation, and the politics of programme delivery.

### WHY THE SYLLABUS MAPS TO SALARY

The premiums on pages 7–8 are not abstract. They map row-by-row to the modules below. The +11% PMO Analyst premium reflects Modules 1–3 (operating model, delivery, stakeholders). The +19% PMO Manager premium adds Modules 4–6 (portfolio, governance, risk). The +27% AI Governance Lead premium adds Modules 7–9 (AI governance, audit readiness, EPMO leadership).

OFFER VALID 48 HOURS

**48 hours. Then this enrolment window closes.**

The current CPMOP enrolment window — the one tied to the discount terms in this report — closes in 48 hours. The next cohort opens at standard terms. If you intend to use the salary data on the preceding pages, the credential is the bridge.

Secure my seat — 48h →

**Governance & Portfolio — Modules 4 to 6****MODULE 04****Portfolio Management**

Portfolio construction, prioritisation models (cost-of-delay, weighted shortest job first, MoSCoW). Capacity and demand management. Portfolio dashboards and the strategic alignment loop.

**MODULE 05****Governance & Controls**

Governance frameworks, decision rights, and gate models. Steering committee design and effectiveness. Three-lines-of-defence application to portfolio governance. Control catalogues and operating effectiveness.

**MODULE 06****Risk & Compliance Frameworks**

Enterprise risk management overlay onto PMO. Operational, financial, regulatory, and reputational risk. ISO 31000, COSO ERM. Regulatory mapping for banking, healthcare, and federal contexts.

**Examination format**

Element	Detail
Format	Computer-based test, proctored online
Duration	60 minutes per module
Questions	50 per module (MCQ + scenario)
Pass mark	70% per module
Re-take policy	Two free re-takes per module within 12 months
Validity	3 years; renewable via CPD evidence

## AI Era — Modules 7 to 9

These three modules are the credential's distinguishing content and the reason the certification premium widens through Sr. PMO Manager and into AI Governance PMO Lead.

### MODULE 07

#### AI Governance for PMOs

EU AI Act, NIST AI RMF, ISO/IEC 42001 frameworks applied to PMO practice. Model inventory and risk classification. Lifecycle controls — validation cadence, recalibration, retirement. Incident protocol and post-market monitoring.

### MODULE 08

#### Regulatory & Audit Readiness

Building regulator-grade audit trails. Evidence management and control attestation. Internal and external audit cooperation. Regulator response playbooks. Sample audits — banking model risk, healthcare clinical AI, federal contractor AI.

### MODULE 09

#### EPMO Leadership

Enterprise PMO design and federation. Board-level reporting on portfolio, risk, and AI governance. C-suite influence and strategic narrative. Talent strategy for the modern PMO function. Future of the PMO function (2027 onward).

### MODULE 07 — THE PREMIUM DRIVER

Module 7 is the most-cited module across May 2026 AI-governance PMO postings. Of the 4,820 AI-governance PMO postings analysed, 1,978 (41%) reference Module 7 content areas — model inventory, lifecycle controls, EU AI Act familiarity — as required or strongly preferred. The +27% AI Governance Lead premium is, in practice, the Module 7 premium.

## By the numbers

**2,50,000+**

CERTIFIED PROS  
CPMOP holders worldwide

**41%**

NAMED IN AI GOV. JDS  
May 2026 sample

**18-mo**

MEDIAN ROI HORIZON  
To credential outlay

RELATED · 50% OFF

**The map below works. The credential closes the loop.**

The table beneath this CTA is the most directly-related artefact in the report: nine modules mapped to six rows of salary data. Holding the credential is what makes that map true on your CV — not just in the dataset.

[Certify against this map →](#)
**How the 9 modules map to the 6 rows of the salary table**

The mapping below shows which modules unlock which row of the 20-cell calculator. Read it as a study plan: if your target row is "AI Governance PMO Lead," the modules to prioritise are 4, 5, 6, 7, 8.

Target row	Modules that unlock it	Premium at target
PMO Analyst / Coordinator	Modules 1, 2, 3	+11%
PMO Manager	Modules 1, 2, 3, 4	+19%
Sr. PMO Manager	Modules 1–6	+22%
AI Governance PMO Lead	Modules 4, 5, 6, 7, 8	+27%
Director of PMO	Modules 4–9	+29%
Head of EPMO	All 9 modules	+31%

**PRACTICAL TAKE**

Most candidates over-study Modules 1–3 because they're the first in the sequence and feel familiar. The premium math says the marginal study hour is most valuable in Modules 7–9 — that's where the curve steepens. Front-load the AI-era modules if you can; the foundational ones are the most recoverable on a re-take.

## LIMITED TIME OFFER

**Walk into the negotiation with the credential, not after it.**

The playbook below works strongest when the credential is on your CV at the point of conversation — not as a "currently studying" footnote. The current cohort is the fastest path to holding it before your next salary review.

[Claim my cohort seat →](#)

## NEGOTIATION PLAYBOOK · 1-PAGE

## Taking this data into the room.

### Before the conversation

- Find your cell on page 3. Apply your metro multiplier from page 9. Write down the number.
- Compare it to your current total comp (base + bonus + LTI cash-equivalent).
- More than one  $\pm$ range below your cell = market-rate argument. Inside  $\pm$ range = scope-expansion argument.
- Identify the row you want next year (page 17). Note which modules unlock it.

### In the conversation

- **Open with the market.** Reference the GSDC PMO Salary Report by name. Read out your cell and metro multiplier. Numbers come from data, not from you.
- **Anchor on total comp, not base.** Base + bonus + LTI — the role-card framing on pages 5–7.
- **Translate scope into row.** "I'm doing the work of [row X]. My title sits in [row X-1]." The ask is a re-classification, not a raise.
- **Offer the credential as proof.** "I hold CPMOP, named in [X]% of postings for my target role."

### After the conversation

- Get the next-review milestone in writing — responsibilities, title, comp.
- If declined, ask: "What would I need to demonstrate to move into [target row]?" The answer tells you whether to stay or start applying externally.
- If accepted, log the outcome to GSDC's anonymous outcomes survey — it feeds next year's edition.

**THE LINE THAT WORKS**

"The GSDC PMO Salary Report puts the median for my role and metro at \$X. I am at \$Y. I am asking to close the gap." Simple, anchored, defensible.

50% OFF

## Halve the outlay. Double the credential's ROI.

Every premium figure in this report assumed standard CPMOP enrolment. The 50% offer currently active means every ROI scenario gets twice as efficient relative to outlay. The math is unambiguous; the discount auto-applies through the link.

[Apply the discount →](#)

### METHODOLOGY

## How this report was built.

### Data sources

This report aggregates four data streams, all captured in the first two weeks of May 2026:

- **Self-reported compensation data** — 18,400+ records from Glassdoor's PMO-category dataset. Used for medians, top-10%, bonus averages.
- **Live job-board scrape** — Indeed, LinkedIn, Glassdoor, direct ATS postings. 30-day rolling window ending May 15. Used for hiring volume, credential-naming, regional premiums.
- **GSDC outcomes database** — 2,50,000+ certified-professional career outcomes tracked since 2020. Used for credential-premium calculations and the three ROI scenarios.
- **Structured employer interviews** — 47 hiring managers across nine top-volume employers, March–April 2026. Used to validate qualitative findings.

### Rounding and ranges

All figures rounded to nearest \$100 (cell values) or \$1K (display values). ±ranges represent the interquartile band (25th to 75th percentile) — not standard deviations. International values converted at May 2026 spot FX. Where purchasing-power adjustment changes the qualitative reading, the report flags it explicitly (see page 10).

### What this report is, and what it is not

This is a market-rate benchmark. It is not a guarantee, a contract, or an entitlement. Compensation depends on employer, sector, performance, and negotiation. The figures here are the honest middle of the market — useful as a starting point and as an anchor in conversation, not as a deterministic predictor of any individual outcome.

All figures believed accurate as of May 15, 2026 capture date. Self-reported compensation data carries inherent variance. Where named, third-party companies and individuals are referenced for analytical context only; no endorsement is implied or claimed. CPMOP, GSDC, and the Global Skill Development Council marks are property of their respective owners.

OFFER VALID 48 HOURS

### The 48-hour window — your final reminder.

The enrolment terms referenced throughout this report — 50% off, the open cohort, priority seat allocation — expire 48 hours from when you received this document. After that, the next cohort opens at standard terms.

Take the final step →

#### A FINAL WORD

## Three numbers worth carrying.

If you remember nothing else from the preceding 19 pages, remember these three numbers — they summarise the entire dataset in a form you can carry into any conversation.

**+27%**

PEAK CREDENTIAL PREMIUM

AI Governance PMO Lead

**+16.8%**

DIAGONAL MOVE UPLIFT

Median across data

**\$640K+**

20-YR EARNINGS GAP

Credentialed vs not

The first number tells you what the market is paying right now for governance-literate PMO leadership. The second tells you that staying in your row and ageing through it is the lowest-yield move in the dataset — and that scope changes pay where tenure does not. The third tells you that the credentialing decision compounds, and that the cost of waiting is non-trivial.

What you do with this report is your call. The numbers are unambiguous; the strategy is not. We have given you the calculator, the role rows, the regional multipliers, the ROI math, the syllabus that maps to it, the negotiation playbook, and the methodology. Now find your cell. Read your number. Move.

#### REPORT SOURCES

Glassdoor self-reported compensation, May 2026 pull (n = 18,400+); live job-board aggregation, 30-day window; GSDC outcomes database (n = 2,50,000+); structured employer interviews, March–April 2026; published regulatory texts (EU AI Act, NIST AI RMF 1.0, ISO/IEC 42001).

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