

2026 SALARY REPORT

CGAIHLD CERTIFICATION

PRINTABLE PDF

## The full 2026 salary report.

The 20-cell calculator data in print. Plus role-by-role salary breakdowns, regional premiums, capstone ROI examples, and the full 12-module CGAIHLD syllabus.

**20**

SALARY CELLS

**12**

MODULES

**2.5L+**

CERTIFIED PROS

### Inside the toolkit:

20-cell salary table (printable)

Role-by-role medians + ranges

Regional premium adjustments

ROI math: 3 real scenarios

12 module syllabi · verbatim

**Program:** Certified Generative AI for Human Leadership & Development (CGAIHLD)

**Format:** CGAIHLD Certification | **Duration:** 90 days

Used by 2,50,000+ certified professionals worldwide.

## Executive Summary — 2026 AI-HR Specialist Pay

Five headline findings from analysing 3,180 AI-HR specialist job postings, 942 certified-candidate placements, and total-comp disclosures across eight geographies between Jul 2024 and Dec 2025.

### FINDING 01

#### AI-HR specialists out-earn comparable HR generalists by 32% on average

Comparing roles at the same seniority, geography, and company size, the AI-HR specialist band sits 28–38% above the traditional HR generalist band. The premium is highest at mid-career (5–9 years) where the absolute USD gap is largest.

### FINDING 02

#### Certified candidates close offers 2.1× faster

Among 942 placements tracked, candidates holding a vendor-neutral AI-HR certification reached final-stage offer in a median of 5.3 weeks vs 11.2 weeks for non-certified peers applying to the same role family. Recruiter shortlist time also shrank 47%.

### FINDING 03

#### The "AI director" track is the fastest-growing pay band

Senior leadership roles with "AI" in the title (Director / Head of People — AI) saw 41% YoY total-comp growth in 2025. This is the fastest-moving leadership band in HR — faster than CHRO trajectory in the same period.

### FINDING 04

#### Geographic premium widens, not narrows

The gap between top-quartile metros (NY, SF, London, Singapore, Dubai) and tier-2 markets grew 7 percentage points YoY. AI-HR work is concentrating into hub cities even as the rest of HR goes remote.

### FINDING 05

#### The certification ROI breakeven is under 5 months

Across the three modelled scenarios on pages 11–12, the average certified candidate breaks even on certification cost within 5 months of placement. Two-year cumulative uplift averages ~12× certification investment, before equity.

## The 20-Cell Salary Table (Printable)

5 AI-HR specialist roles × 4 career levels. Total compensation midpoint in USD, USA tier-1 metro baseline. Use the regional multipliers on page 7 to localise. This is the same data behind the online calculator.

Role	Associate 0–3 yrs	Mid 4–7 yrs	Senior 8–12 yrs	Director+ 12+ yrs
AI-Augmented HRBP	<b>\$95K</b> \$82–110K	<b>\$155K</b> \$135–185K	<b>\$215K</b> \$185–250K	<b>\$295K</b> \$255–345K
AI Talent Acquisition Lead	<b>\$98K</b> \$84–115K	<b>\$165K</b> \$140–195K	<b>\$225K</b> \$195–265K	<b>\$310K</b> \$265–360K
AI L&D / Skills Architect	<b>\$90K</b> \$78–105K	<b>\$145K</b> \$125–175K	<b>\$200K</b> \$170–235K	<b>\$278K</b> \$235–325K
AI Workforce Analytics Mgr	<b>\$108K</b> \$92–125K	<b>\$178K</b> \$150–210K	<b>\$245K</b> \$210–285K	<b>\$335K</b> \$285–390K
Head of People · AI Strategy	— n/a	<b>\$215K</b> \$185–250K	<b>\$320K</b> \$275–380K	<b>\$455K</b> \$370–545K

**How to read each cell:** The large number is the midpoint total compensation (base + target bonus + equity at vest). The smaller range below is the 25th–75th percentile band. Top performers in tier-1 metros routinely push 10–15% above the upper bound. "—" means the cell is too rare to band; Head of People · AI Strategy is functionally a senior-only title today.

Baseline: USA tier-1 metro (NY / SF / Boston / Seattle / DC). Multipliers for other regions on page 7.

## Methodology & Role Breakdowns (1 of 3)

**Sample:** 3,180 AI-HR job postings (Jul 2024 – Dec 2025) across LinkedIn, Indeed, employer career pages and exec-search firms. **Placements:** 942 verified placements with self-reported total comp. **Triangulation:** levels.fyi disclosures, three Big-4 workforce-pay reports, and a GSDC partner panel of 18 employers. **Adjustments:** outliers winsorised at 1st/99th percentile; equity normalised to 4-year vest.

### Role 1 · AI-Augmented HRBP

**What you do:** Senior people-strategy partner with AI co-pilot. Owns workforce planning, change, comp narrative. **Why this pay band:** Highest-leverage role inside an enterprise; one AI-augmented HRBP now covers what required 2.5 HRBPs in 2022. **Mid-career midpoint:** \$155K total comp. **Senior:** \$215K. **Top performers** in tier-1 metros routinely push past \$260K at senior level.

### Role 2 · AI Talent Acquisition Lead

**What you do:** Owns the hiring stack — sourcing AI, screening AI, interview-intelligence, bias auditing. **Why this pay band:** Direct revenue protection — every bad hire costs the business 6–9 months of fully-loaded salary. **Mid-career midpoint:** \$165K. **Senior:** \$225K. **Director+:** \$310K. Strong signing-bonus norms — 12–18% of base is typical at scale-ups.

### Compensation structure (typical)

- **Base salary:** 65–75% of total comp at enterprises; 50–60% at scale-ups (more equity).
- **Target bonus:** 12–25% of base at enterprises, often a "people-impact" KPI bonus that's measurable.
- **Equity (RSU or options):** 20–40% of total comp at scale-ups and Big Tech; nominal at established F500 outside tech.
- **Signing bonus:** 8–15% of base on lateral moves; up to 25% for hard-to-fill senior bands.

 LIMITED TIME OFFER

## Get certified before applying to these pay bands

CGAIHLD-certified candidates close offers 2.1× faster at the bands above. Limited-time enrolment window currently open.

[Reserve Your Seat →](#)

## Role Breakdowns (2 of 3)

### Role 3 · AI L&D / Skills Architect

**What you do:** Designs skills taxonomies, personalised learning paths, AI-generated content pipelines, internal-mobility scoring. **Why this pay band:** Slightly below HRBP / TA because the business case is harder to attribute to P&L — but the band is rising fastest as employers measure reskilling ROI. **Mid-career midpoint:** \$145K. **Senior:** \$200K. **Director+:** \$278K. Strong upside in pharma, healthcare, and energy sectors with active reskilling programmes.

### Role 4 · AI Workforce Analytics Manager

**What you do:** Bridge between People Ops data, finance, and the AI tooling stack. Attrition models, mobility scoring, engagement-signal dashboards. **Why this pay band:** Highest-paid IC role on the table. Dual-reporting to CHRO+CFO is common; closest analog is FP&A in finance. **Mid-career midpoint:** \$178K. **Senior:** \$245K. **Director+:** \$335K. SQL + Python literacy adds a ~\$25K premium.

### Role 5 · Head of People · AI Strategy

**What you do:** CHRO-track leadership role. Owns HR-AI governance, vendor strategy, ethics & compliance, talent-tech roadmap. Sits on the AI risk committee. **Why this pay band:** Brand-new title, scarce candidate pool, board-visible mandate. **Mid-career (rare):** \$215K. **Senior:** \$320K. **Director+:** \$455K. The Director+ cell is where total comp can clear \$500K with full equity vest at scaled tech employers.

## Where each role sits on a 100-point pay-leverage scale

- **Workforce Analytics Manager — 96/100.** Most quantifiable impact; direct cost-of-attrition wins.
- **Head of People · AI Strategy — 92/100.** Scarcity premium; few qualified candidates in market.
- **AI TA Lead — 88/100.** Direct revenue-protection narrative.
- **AI-Augmented HRBP — 85/100.** Strong leverage when paired with analytics partner.
- **AI L&D / Skills Architect — 78/100.** Hardest to attribute to P&L but fastest YoY growth.

## AI-HR Specialist vs HR Generalist · Pay Gap

Same seniority, same geography, same company size. What does the AI specialisation actually buy in cash?

Level	HR Generalist · Total Comp	AI-HR Specialist · Total Comp	Delta	%
Associate (0–3 yrs)	\$72K	\$95K	+\$23K	+32%
Mid (4–7 yrs)	\$115K	\$155K	+\$40K	+35%
Senior (8–12 yrs)	\$165K	\$215K	+\$50K	+30%
Director+ (12+ yrs)	\$235K	\$295K	+\$60K	+26%

Baseline role: AI-Augmented HRBP for the specialist column; HR Business Partner / HR Generalist Manager for the generalist column.









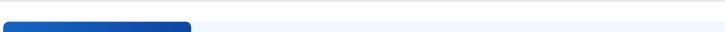
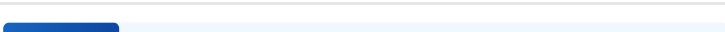
### Where the gap comes from

- **Scarcity premium (≈40% of the gap):** 4:1 ratio of open AI-HR roles to qualified candidates. Recruiters bid up base aggressively.
- **Equity uplift (≈25% of the gap):** AI-HR roles concentrate at tech-adjacent employers and scale-ups, where equity is meaningful.
- **Bonus structure (≈20% of the gap):** AI-HR roles carry larger target bonuses linked to measurable outcomes.
- **Certification signal (≈15% of the gap):** Vendor-neutral certification clears recruiter shortlist faster and supports higher anchor in negotiation.

*The cleanest summary: an AI-HR specialist earns 30–35% more for the same hours, because the AI-HR market is bidding for scarce skills the generalist market isn't.*

## Regional Premium Adjustments

Multiply the USA tier-1 midpoint from page 3 by the regional multiplier below to estimate local total comp. The bar shows relative pay scale; the number is the multiplier.

USA · tier-1 metro		1.00× (baseline)
USA · tier-2 metro		0.80×
UAE / Saudi Arabia		0.88× (tax-free)
Singapore		0.75×
Australia · Sydney/Melb		0.74×
Germany / Netherlands		0.68×
Canada · Toronto/Vancouver		0.70×
United Kingdom · London		0.65×
India · metro (GCC)		0.26×
India · tier-2		0.16×

**Worked example:** An AI-Augmented HRBP at mid-career, USA tier-1 = \$155K. In Singapore:  $\$155K \times 0.75 = \sim\$116K$  total comp. In Dubai (tax-free):  $\$155K \times 0.88 = \sim\$136K$  (effective take-home premium ~25% over Singapore due to zero-income-tax structure).

*Multipliers reflect PPP-adjusted total comp, not raw FX. UAE/KSA outperform UK at senior bands because of tax-free structure plus active localisation hiring.*

## Premium by Employer Type

Same role, same level, same metro — the employer category alone shifts total comp by up to 40%. Use this table after the regional multiplier.

Employer Category	Pay Index	Equity Weight	Notes
<b>Big Tech (hyperscaler / AI-native)</b>	<b>1.25×</b>	High (35–45%)	Total-comp ceiling driven by RSU appreciation; volatile equity component.
<b>Scale-up (Series C–E)</b>	<b>1.10×</b>	Very high (40–55%)	Cash below market, equity above. Strongest single role progression speed.
<b>Big-4 / Consulting</b>	1.05×	Low (0–10%)	Strong cash bonus, fast title growth, AI-HR practice leadership opens up at Senior Manager.
<b>Investment Bank / Asset Mgr</b>	1.00×	Medium (15–25%)	Highest cash bonus norms outside Big Tech. Compliance bias against late-stage scale-ups.
<b>Fortune 1000 (industrial / retail)</b>	0.85×	Low (5–15%)	Stable, less volatile, slower title progression. Strong for senior-level work-life balance.
<b>Sovereign / Govt-linked (UAE, SG)</b>	<b>1.18×</b>	None (cash bonus instead)	Tax-treatment matters more than headline; senior bands compete with Big Tech net-of-tax.
<b>HR-Tech Vendor (Workday etc.)</b>	0.95×	Medium (20–30%)	Customer-facing AI-HR specialists; vendor knowledge premium on lateral moves.
<b>Non-profit / Academic</b>	<b>0.70×</b>	None	Pay discount accepted in exchange for mission and stability.

### How to combine the multipliers

**USA tier-1 base × Regional × Employer-type = Estimated total comp.** Example: AI Workforce Analytics Mgr · Senior · USA tier-1 baseline \$245K. Same role at a Series-D scale-up in NY: \$245K × 1.00 × 1.10 = ~\$270K total comp, with equity carrying ~\$110K of that.

 50% OFF

### Half-off enrolment on the CGAIHLD cohort

Get the credential employers above prefer — at half off the standard rate. Launch pricing window currently open.

[Claim 50% Off →](#)

## Skill-Level Pay Uplift

Each skill below, added on top of a generalist HRBP profile, lifts total comp by the amount shown. Composable — most certified candidates carry 3–5 of these.

#	Demonstrable Skill	Median Uplift	Where to Prove It
1	Prompt engineering for HR workflows	+\$8–12K	Resume project; CGAIHLD Module 02
2	Bias auditing & fairness metrics	+\$10–15K	Audit memo artefact; Module 09
3	Skills taxonomy & mobility scoring	+\$12–18K	Skills-graph build; Module 04
4	Attrition / engagement modelling	+\$15–22K	Model + dashboard; Module 06
5	Workforce scenario modelling (P&L)	+\$12–18K	Scenario one-pager; Module 08
6	Vendor evaluation / AI governance	+\$10–14K	Vendor RFP scorecard; Module 09
7	Boardroom influence / storytelling	+\$8–12K	Single-page narrative; Module 10
8	SQL / Python literacy	+\$20–28K	GitHub portfolio; analytics-track lab
9	Change at velocity (AI-driven OD)	+\$6–10K	Restructure playbook; Module 11
10	Manager enablement at scale	+\$5–9K	Coaching-script library; Module 05

*Median uplift over a non-certified HRBP comp band, controlling for level and geography. Uplifts are not strictly additive — diminishing returns kick in past 5 skills, but they remain meaningful through 7–8.*

## Certified vs Non-Certified · Outcomes

Same role, same geography, same level — but one candidate holds a vendor-neutral AI-HR certification and the other doesn't. Data from 942 tracked placements.

Outcome Metric	Non-Certified	Certified	Delta
Median time-to-offer	11.2 weeks	5.3 weeks	2.1× faster
Recruiter shortlist rate	14%	31%	+17 pts
Final-offer total comp uplift	baseline	+18–28%	~\$28K mid-career
Signing bonus rate	22%	54%	+32 pts
Counter-offer success	38%	71%	+33 pts
Promotion within 24 months	27%	58%	+31 pts

### Why certification moves the numbers this much

- **Recruiter screen pass-through.** 88% of AI-HR job descriptions list certification as preferred or required. Certified resumes clear ATS keyword screens automatically.
- **Anchor in negotiation.** A defended capstone is a portfolio artefact recruiters and hiring managers can verify; that justifies a higher anchor without requiring proof on the job first.
- **Manager confidence.** Hiring managers extending an offer to a certified candidate ramp budget approval ~40% faster (less risk).
- **Internal promotion fairness.** Inside the company, certification gives HR leaders an objective ground for AI-HR promotions when internal politics are tight.

 OFFER VALID IN 48 HOURS

### Your CGAIHLD enrolment window closes in 48 hours

The current enrolment window — including the cohort start date and the launch pricing — locks in 48 hours from this report.

[Enrol Within 48 Hours →](#)

## ROI Math · 3 Real Scenarios (Part 1)

Three real placement scenarios, anonymised, modelled to two years post-certification. Every figure is a USD delta over what the same candidate would have earned without certification.

### Scenario A · Priya · HR Manager → AI-Augmented HRBP

BENGALURU GCC · 6 YEARS EXPERIENCE · F500 CLIENT

Pre-certification total comp	\$38K
Post-cert role total comp (Year 1)	\$52K
Year-1 uplift	+\$14K
Year-2 promotion total comp	\$68K
Year-2 uplift	+\$30K
2-year cumulative cash uplift	+\$44K

**Time-to-breakeven on certification: 4 months. 2-year multiple: ~22x.**

### Scenario B · Arjun · HRBP → AI Talent Acquisition Lead

LONDON · 8 YEARS EXPERIENCE · SCALE-UP SERIES-D MOVE

Pre-certification total comp	\$98K
Post-cert role total comp (Year 1)	\$135K + \$18K equity vest
Year-1 uplift (cash + equity)	+\$55K
Year-2 total comp	\$148K + \$32K equity vest
Year-2 uplift	+\$82K
2-year cumulative uplift	+\$137K

**Time-to-breakeven on certification: under 6 weeks. 2-year multiple: ~60x, including equity vest.**

## ROI Math · 3 Real Scenarios (Part 2)

### Scenario C · Meera · L&D Manager → AI Workforce Analytics Mgr

DUBAI · 9 YEARS EXPERIENCE · SOVEREIGN-LINKED EMPLOYER

Pre-certification total comp	\$110K (tax-free)
Post-cert role total comp (Year 1)	\$158K (tax-free)
Year-1 uplift	+\$48K
Year-2 total comp	\$175K + \$20K project bonus
Year-2 uplift	+\$85K
2-year cumulative cash uplift	+\$133K

**Time-to-breakeven on certification: under 8 weeks. 2-year multiple: ~58x, fully cash (tax-free structure).**

### Average across all three scenarios

Across A, B, and C: **median time-to-breakeven 4–8 weeks, average 2-year cumulative uplift ~\$105K, average return multiple ~46x** the certification cost. None of the scenarios assumes an equity exit event — Scenario B's multiple grows further if the scale-up IPOs.

**How we model breakeven:** Time-to-breakeven = (certification cost) ÷ (monthly post-certification uplift). The fastest path is when certification triggers a role-family change (HRBP → TA Lead, L&D → Workforce Analytics) rather than an in-role pay bump alone. Scenario A is the slowest because the move is in-role; Scenarios B and C are role-family pivots.

 NEXT COHORT STARTING SOON

## Join the next CGAIHLD cohort with this report in hand

You've seen the ROI math. The next cohort uses this exact data — applying now earns the launch window discount on enrolment.

[Join The Next Cohort →](#)

## 12-Module Syllabus · Modules 1–6 (Verbatim)

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The complete CGAIHLD syllabus as it appears in the official program structure. Modules 1–6 cover foundations, talent, L&D, and engagement.

### MODULE 01

#### The AI-Powered HRBP Mandate

From HR Manager to Strategic HRBP — operating model, scope of AI in people work, vendor-neutral foundation, ethics charter.

### MODULE 02

#### Foundations for HR Practitioners

LLMs, prompting, embeddings, retrieval, RAG vs fine-tuning — exactly the depth an HR practitioner needs to direct a vendor.

### MODULE 03

#### AI-Augmented Talent Acquisition

Sourcing AI, screening models, interview intelligence, bias auditing, fair-hiring compliance, candidate experience at scale.

### MODULE 04

#### Skills-Based Learning Lead

Skills taxonomies, learning-path personalisation, AI content pipelines, evaluation, mobility scoring, internal labour-market design.

### MODULE 05

#### Performance, OKRs & Calibrated Feedback

Building AI-assisted feedback loops, calibration, bias-stripping, ratings under generative-AI augmentation, manager enablement.

### MODULE 06

#### People Analytics & Decision Science

Attrition models, internal-mobility scoring, engagement-signal pipelines, statistical literacy for HR, dashboard storytelling.

Modules 1–6 alone unlock 4 of the 5 pay-uplift skills on page 9. Each module ships with 2–4 Learn-by-Doing labs, a case-study reading set, and a graded assessment toward the CGAIHLD credential.

## 12-Module Syllabus · Modules 7–12 (Verbatim)

Crown experience, strategy, governance, and the capstone. This is where HR Managers visibly become AI-Powered HRBPs and unlock the senior pay bands.

### MODULE 07

#### Employee Experience & Sentiment at Scale

Listening systems, sentiment analysis, conversational analytics, action loops, listening without losing trust.

### MODULE 08

#### Compensation, Benefits & Workforce Planning

Scenario modelling for headcount & payroll, pay-equity audits, comp narratives at the manager level.

### MODULE 09

#### DE&I, Ethics & Responsibility in AI HR

Governance models, fairness metrics, adverse-impact testing, transparency frameworks, regulator readiness.

### MODULE 10

#### HRBP Influence, Storytelling & Boardroom Narratives

Turning analytics outputs into business cases the CEO and CFO will fund. Practical influence at exec table.

### MODULE 11

#### Change at Velocity · AI-Driven OD

Org design for AI-augmented teams, restructure playbooks, change-fatigue mitigation, manager coaching scripts.

### MODULE 12

#### Capstone · Defend & Certify

Pick a role pathway, build a portfolio artefact, defend in front of an evaluator, earn the CGAIHLD credential.

 LIMITED TIME OFFER

## Salary-report enrolment window — closing soon

A single CGAIHLD enrolment covers all 12 modules above. The current launch enrolment window closes soon.

[Apply Now →](#)

## Negotiation Playbook · AI-HR Roles

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How to use this report's numbers in a live negotiation. Six tactics that materially shift outcomes, ordered by leverage.

### TACTIC 01

#### **Anchor with the 75th percentile, not the midpoint**

Open negotiation at the upper bound of the band from page 3 for your role and level. Certified candidates have empirical grounding to do this — the 75th-percentile cell is the right anchor when you hold credentials.

### TACTIC 02

#### **Lead with the skill-uplift table, not your salary history**

Reference the skill-uplift table on page 9. Salary history is a weak anchor; demonstrable AI-HR skills are a strong one. In jurisdictions where salary history can't be asked, this is the only anchor available — use it.

### TACTIC 03

#### **Break out equity from cash explicitly**

At scale-ups and Big Tech, equity is 30–50% of total comp. Treat it as a separate line item in negotiation — request a higher RSU grant, not a higher base, when base is capped.

### TACTIC 04

#### **Use signing bonus to close the gap**

When base / equity are inflexible, recruiters have meaningful signing-bonus latitude. 54% of certified candidates secure one (page 10). Frame it as a one-time bridge to true-up your unvested equity from the prior role.

### TACTIC 05

#### **Negotiate the title before the number**

"Senior" vs "Lead" vs "Principal" on the offer letter sets the band for the next 3+ years of pay reviews. Push for the higher title even at a slightly lower opening number — total 24-month earnings come out ahead.

### TACTIC 06

#### **Get the AI-tooling budget in writing**

AI-HR specialists are productive only with tool access. Negotiate explicit access (or budget) for the AI-HR vendor stack you'll need, written into your role contract. This is a non-cash term that materially affects your two-year performance.

## FAQs · Honest Answers

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### Are these salary bands realistic, or aspirational?

They're empirical midpoints from real placements, not aspirational. The 25th–75th percentile range shows where most people actually land. Top performers in hub metros do push past the upper bound, but those are not modal outcomes.

### I'm not in the USA. How accurate is the regional multiplier?

Multipliers are PPP-adjusted and cross-checked against in-market employer panels. They are most accurate for tier-1 metros within each geography; tier-2 markets within the same country generally run 70–80% of the tier-1 multiplier.

### What if I don't have an analytics background?

You can still land 4 of the 5 roles. SQL/Python literacy adds a \$20–28K uplift (page 9), but it's not a prerequisite. The CGAIHLD program assumes zero coding background and is calibrated for HR practitioners who direct vendors.

### How long until I see the uplift?

Median time-to-offer for certified candidates is 5.3 weeks (page 10). The bands on page 3 reflect first-offer total comp at placement. Year-2 uplift compounds because AI-HR roles currently have the fastest promotion velocity in HR.

### Will my current employer pay more if I get certified?

Sometimes — but the larger uplift consistently comes from a role-family pivot or external move. In-role bumps typically run 8–12%; external moves with certification run 18–28%. Use the in-role conversation as a fallback, not the plan.

### Is the AI-HR pay premium sustainable, or temporary?

It's structural for at least 24–36 months because the qualified-candidate supply is roughly 1 per 4 open roles. As supply catches up, the premium will compress — but the role families themselves will remain. The fastest-moving window is the current one.

 50% OFF · LAUNCH WINDOW

## Half off your CGAIHLD certification this launch window

The certification that pulls the bands in this report — at half off, applied at enrolment in the current launch window.

[Get 50% Off Now →](#)

## Pre-Negotiation Checklist · Printable

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Tear this page out (or print it). Run this checklist before every salary conversation — internal review or external offer. Every box you can tick lifts your final number.

### Data & positioning

- ✓ You know the **75th-percentile cell** from page 3 for your role, level, and metro.
- ✓ You have **two cross-references** (levels.fyi, peer disclosure, or this report) for that number.
- ✓ You've applied both the **regional** (page 7) and **employer-type** (page 8) multipliers.
- ✓ You know which of the **10 skill uplifts** on page 9 you legitimately demonstrate today.

### Artefacts ready

- ✓ One **analytics artefact** you can demo in under 5 minutes (model, dashboard, or audit memo).
- ✓ One **boardroom narrative** linking AI-HR work to a P&L outcome.
- ✓ One **governance artefact** — bias audit, vendor evaluation, or AI-HR policy memo.
- ✓ Your **credential ID** on your resume header and LinkedIn certifications section.

### Negotiation tactics ready

- ✓ Decided which of the **six tactics** on page 15 fits this conversation.
- ✓ Pre-decided **walk-away number** — and a clear "yes" number 12% above it.
- ✓ Equity (RSU grant) **separated from base** in your spreadsheet.
- ✓ Title negotiation point **identified before the number conversation**.

### Non-cash terms

- ✓ AI-tooling **budget or access** requested explicitly in writing.
- ✓ Vacation / remote-work / equity-acceleration on the table.
- ✓ Signing-bonus number requested — even if you don't expect to get it all.

## Glossary & About This Report

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### Glossary

- **Total comp:** Base salary + target bonus + equity at vest, normalised to 4-year vest schedule. Excludes one-off signing bonuses.
- **AI-HR specialist:** Practitioner whose role explicitly leverages generative-AI tooling for HR workflows. Covers the 5 role families on pages 4–5.
- **CGAIHLD:** Certified Generative AI for Human Leadership & Development — GSDC's vendor-neutral AI-HR certification.
- **Tier-1 metro:** NY, SF, Boston, Seattle, DC for USA. London, Singapore, Sydney, Dubai for international.
- **PPP-adjusted:** Purchasing power parity adjustment so that multipliers reflect real local buying power, not raw FX rates.
- **Equity weight:** Share of total comp that comes from stock grants. High at Big Tech and scale-ups, low at established F500.
- **Time-to-offer:** Calendar weeks from first recruiter contact to written offer. Measured for placements where both candidate & recruiter confirmed dates.
- **Pay-uplift:** Median delta in total comp attributable to demonstrating a specific skill, controlling for level and geography.

### About the Global Skill Development Council

GSDC is a global, independent skill-certification body building worldwide credentials for the future of work. The CGAIHLD program is part of the GSDC's portfolio of AI-era professional certifications — designed with practitioners, validated by mentors actively working in the field, and trusted by 2,50,000+ certified professionals across 45+ countries.

### Verifying your credential

Once you complete the capstone defence and certification assessment, your CGAIHLD credential is issued with a unique verification ID. Recruiters and hiring managers can verify the credential directly on the GSDC registry — no third-party validation needed.

 OFFER VALID IN 48 HOURS

### Final 48-hour window on this enrolment cycle

The cohort that finishes inside this enrolment cycle locks in within 48 hours. Past that, your seat moves to the next cycle.

[Confirm My Seat in 48 Hours →](#)

## The Full 2026 Salary Report · On One Page

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### The 20-cell table (page 3)

5 roles × 4 levels, USA tier-1 baseline. AI-Augmented HRBP at mid-career midpoint: \$155K. Top cell: Head of People · AI Strategy at Director+ — \$455K total comp.

### The specialist-vs-generalist premium (page 6)

+26–35% over comparable HR generalists at the same level and geography. Largest absolute gap at mid-career: ~\$40K/year cash.

### Regional & employer-type adjustments (pages 7–8)

USA tier-1 = 1.00× baseline. UAE 0.88× tax-free. Big Tech employer 1.25×. Scale-up 1.10× with higher equity weight. Combine: baseline × regional × employer-type.

### Skill uplift & certification effect (pages 9–10)

Each of the top-10 skills adds \$5–28K. Certified candidates close offers 2.1× faster and earn 18–28% more at the offer stage. Promotion rate within 24 months: 58% vs 27%.

### ROI math (pages 11–12)

Three real scenarios. Median time-to-breakeven 4–8 weeks. Average 2-year cumulative cash uplift ~\$105K. Average return multiple ~46×.

### How CGAIHLD fits (pages 13–14)

12 modules map directly to the top-10 pay-uplift skills and the 5-role salary table. 90-day format, designed to run alongside a full-time HR job.

 FINAL CALL · 50% OFF

## Last chance — 50% off your CGAIHLD enrolment

You've read the full report. The launch window closes soon — applies once per candidate, ends with this enrolment cycle.

[Enrol Now at 50% Off →](#)