

WageScape

Metro Pay Snapshot · What employers are advertising this quarter

BOSTON · Q2 2026

Boston's own demand leader, priced near the group's ceiling.

22,779 postings

22,779 — Registered Nurse postings in Boston this quarter, the single busiest role in Boston's own top-10 lineup. It's not just Boston's most in-demand role; it's also priced near the top of the group: Boston's RN median (\$101,892.50, band \$86,676–\$118,848.25) is the highest of the 7 new metros outside the West Coast — next is Washington DC at \$92,852.

Postings analyzed: Apr 1 – Jun 30, 2026 · Government comparison: BLS OEWS May 2025

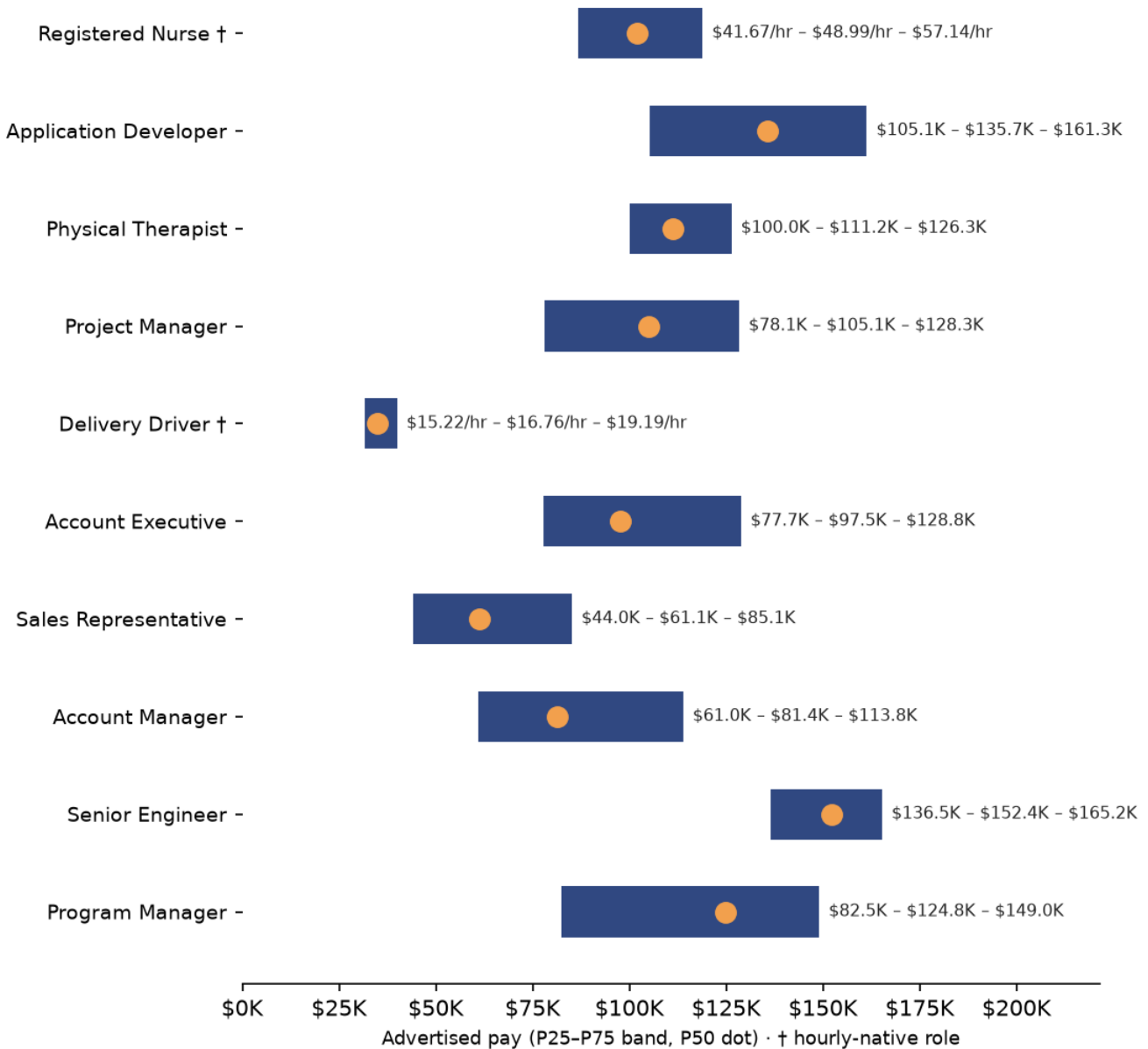
n = 109,669 postings across the 10 highest-volume distinct roles · listing-weighted · WageScape / MarketTrak
Advertised pay = what employers are offering new hires right now — the forward view surveys can't give you.

Any role, any metro — we'll send the band, free → payreports.wagescape.com

BOSTON · THE PAY SPECTRUM · ADVERTISED, Q2 2026

No role has one market rate — in this metro either

The 10 occupations Boston is hiring most — P25 / P50 / P75



1. The widest band: Sales Representative — P75 (\$85.1K) pays 1.9× P25 (\$44.0K). Level, scope and structure price this job, not the title. Set bands, not points.
2. The tightest band: Senior Engineer (1.2×) — a converged market. Posting outside \$136.5K–\$165.2K is a deliberate strategy, not noise.
3. The biggest BLS gap: Delivery Driver — the advertised median (\$16.76/hr) runs 18% below the government benchmark. Postings measure the hiring market, not the incumbent one; that gap is the number your next offer actually competes against.

Notes: One row per occupation: overlapping title conventions (e.g. Truck/CDL/Company Driver) consolidate to the highest-volume title. Delivery Driver includes gig and contract postings, but not hourly ones. reports.wagescape.com

The BLS check — we show our work

Every advertised median, next to its government benchmark. Postings measure the hiring market, not the incumbent one: hourly postings quote base starting rates — before differentials, overtime and tenure — and salaried posting cohorts skew junior, so advertised medians typically sit below BLS. Driving is the exception: advertised driver pay quotes projected gross — mileage and sign-on included — which runs above the BLS base-wage benchmark. The gap is information, not error.

Role	Boston P50	BLS median	Δ	BLS occupation
Registered Nurse †	\$48.99/hr	\$45.00/hr	+8.9%	Registered nurses
Application Developer	\$135.7K	\$133.1K	+2.0%	Software developers
Physical Therapist	\$111.2K	\$101.0K	+10.1%	Physical therapists
Project Manager	\$105.1K	—		no single SOC equivalent
Delivery Driver †	\$16.76/hr	\$20.56/hr	-18.5%	Delivery truck drivers *
Account Executive	\$97.5K	—		no single SOC equivalent
Sales Representative	\$61.1K	\$64.2K	-4.8%	Sales representatives, services
Account Manager	\$81.4K	—		no single SOC equivalent
Senior Engineer ‡	\$152.4K	\$136.0K	+12.1%	Software developers
Program Manager	\$124.8K	—		no single SOC equivalent

BLS figures: OEWS national medians, May 2025 release (bls.gov); * = May 2024 release — our latest verified figure for that occupation. Metro-level OEWS comparisons ship in the full edition; BLS medians here are national, and large metros typically run above the national market. † hourly-native role, both figures per hour. Deltas computed from the printed values. ‡ Senior Engineer and Application Developer share BLS SOC 15-1252 but print different benchmarks here (\$135,980 vs \$133,080, ~2.2% apart); unreconciled, accepted by the user as a disclosed gap.

Your roles aren't on this list?

Request any role in any metro — e.g. "Pharmacy Technician, Des Moines" — and we'll send the advertised P25/P50/P75 band, checked against BLS, within 2 business days. Free for HR and comp teams. It's the same engine behind our custom reports: your roles × your markets, built on demand.

Request your band, free → payreports.wagescape.com

Methodology

Source: WageScape / MarketTrak — advertised-posting data from public job postings, April 1–June 30, 2026 (single quarter; no period-over-period claims). Sample: 109,669 postings across the metro's 10 highest-volume distinct roles (vague titles such as "Specialist" or "Manager" excluded). Every role is a P25/P50/P75 band, never a lone median; hourly-native roles quoted per hour; rows publish only at n≥500. Pay levels are modeled from postings. Aggregates only; every figure reproduces from a saved, dated query snapshot.