



Céntrico Digital

Payscale

Strategist Track

Stage	Title		Time (average)	Expectation	Salary Range	Steps
I	Intern & Trainee		3-6 months	I: Provides support to the company or team in completing simple, non-technical tasks or assignments which are delegated but overseen for quality and completion by more senior team members. Training and support required on a regular basis.	\$600	1
II	Junior Strategist		6 months	JS: Demonstrates organization, initiative, high-capacity for learning, and responsibility to complete tasks semi-independently with some support and guidance from team. Takes initiative, problem solves. Is trustworthy, organized, and shows potential for growth.	\$1000 - 1,199	2
III	Strategist		18 months	S: Excels in a certain skill set or capacity that adds concrete value to the company or teams. Shows growth in most or all technical skills related to the position, and manages work independently contributes to developing or improving digital marketing strategies and is capable of taking leadership, managing and gaining trust with clients.	\$1,200 - 1,499	4
	Senior Strategist			SS: Can manage complex clients and develop digital marketing strategies with very little oversight.	\$1,500 - 1,799	
IV	Junior Manager			Jr. M: Can lead an internal team of colleagues to get work finished for multiple clients. Coordinates, plans and prioritizes tasks with team to get work finished for clients while maintaining strategic perspective, tactical focus.	\$1800 - 2,499	1
V	Manager	Individual Contributor +next step could be entrepreneur		M: Leads the development of team skills, learning, and innovation. Shows exceptional capability of managing multiple complex clients or complex projects successfully, strategic focus. IC: Moves seamlessly between strategic (future) and operational (present) business perspectives, from long-term vision to daily work. Adds value in at least one key business or technical area where the company can improve.	\$2,500 - \$2,999	8
VI	Senior Manager / Exec			E/CM: Manages more than one working group, department, or team. Contributes significantly to the growth and performance of the company as a whole.	\$3,000 + Bono de Desempeño	

To keep in mind:

The Strategist Track is a guideline to guide someone's career growth at CD and remuneration. It's important to clarify that not everyone will go from one stage to the other in order, however, the salary range and expectations ideally should be aligned with any promotion. Every person at CD will be evaluated on a quarterly basis to identify goals, milestones, and areas of improvement. For a promotion to happen, Managers will create a case and present it to the Finance Committee to be evaluated. In case someone decides to become an Entrepreneur, for an x period of time said person can remain in CD's payroll until their project generates its own profit.



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CENTRICODIGITAL

Admin Track

Stage	Title	Time (average)	Expectation	Salary Range	Steps
I	Intern & Trainee	3-6 months	I: Provides support to the company or team in completing simple, non-technical tasks or assignments which are delegated but overseen for quality and completion by more senior team members. Training and support required on a regular basis.	\$600	1
II	Junior Admin	6 months	JA: Demonstrates organization, initiative, high-capacity for learning, and responsibility to complete tasks semi-independently with some support and guidance from team. Takes initiative, problem solves. Is trustworthy, organized, and shows potential for growth.	\$800 - 1,199	2
III	Admin	18 months	A: Shows growth in most or all administrative skills related to the position, and manages work independently. Contributes to developing new or improved internal processes and is capable of taking leadership, managing and gaining trust of and internal teams.	\$1,200 - 1,499	4
	Senior Admin		SA: Can manage at least one complex administrative (HR, Processes, Finance, Office Management) work with very little oversight.	\$1,500 - 1,799	
IV	Manager	Individual Contributor +next step could be entrepreneur	<p>Jr. M: Excels in managing one complex administrative area independently. Leads strategic and day-to-day operations of one complex administrative area, oversees team or internal coordination.</p> <p>M: Leads strategic and day-to-day operations of more than one complex administrative areas, oversees team or internal coordination. Contributes to continuous improvement.</p> <p>IC: Is the legal representative and country manager of Centrico Digital in a country. Oversees company wide entire operations, clients, account management, HR, finance, contracts, office management, local sales and marketing, procurement.</p>	\$1,800 - \$2,800	8
V	Exec / Country Manager		E/CM: Manages more than one working group, department, or team. Contributes significantly to the growth and performance of the company as a whole.	\$3,000 + TBD/Bonuses	?

To keep in mind

The Admin Track is a guideline to guide someone's career growth at CD and remuneration. It's important to clarify that not everyone will go from one stage to the other in order, however, the salary range and expectations ideally should be aligned with the promotion. Every person at CD will be evaluated on a quarterly basis to identify goals, milestones, and areas of improvement. For a promotion to happen, Managers will create a case and present it to the Finance Committee to be evaluated. In case someone decides to become an Entrepreneur, for an x period the person will be benefited from CD's payroll until his/her project can generate its own profit.



Céntrico Digital

Payscale

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Design Track

Stage	Title	Time (average)	Expectation	Salary Range	Steps
I	Intern	3-6 months	D: Provides support to the company or team in completing tasks or assignment which are delegated but overseen for quality and completion by more senior team members. Training and support required on a regular basis.	\$600	1
II	Junior Designer	6 months	JD: Demonstrates organization, initiative, high-capacity for learning, and responsibility to complete tasks semi-independently with some support and guidance from team. Takes initiative, problem solves. Is trustworthy, organized, and shows potential for growth.	\$800 - 1,199	2
III	Designer	24 months	D: Shows growth in most or all administrative skills related to the position, and manages work independently. Contributes to developing new or improved internal processes and is capable of taking leadership, managing and gaining trust of and internal teams. Can manage complex design products with very little oversight.	\$1,200 - 1,499	4
	Senior Designer		SD: Can manage complex design products such as animations, programming, and other high level design skills almost without limit. Demonstrates leadership of projects coordinating, plans and prioritizes tasks with team to get work finished for clients.	\$1,500 - 1,799	
IV	Design Lead		DL: Can manage complex design products such as animations, programming, and other high level design skills almost without limit. Leads a team of designers, may oversee the development of team skills, learning, and innovation of products. Shows exceptional capability of managing multiple complex clients or complex projects successfully. IC: Is the legal representative and country manager of Centrico Digital in a country. Oversees company wide entire operations, clients, account management, HR, finance, contracts, office management, local sales and marketing, procurement.	\$1,800 - \$2,800	8
V	Director		D: Assures highest quality of excellence in design products (QA), defines strategic design and branding direction. Knows market tendencies and theory. Contributes significantly to the growth and performance of the company as a whole. (Manager, Creative or Artistic Director).	\$3,000 + TBD/Bonuses	?

To keep in mind

The Design Track is a guideline to guide someone's career growth at CD and remuneration. It's important to clarify that not everyone will go from one stage to the other in order, however, the salary range and expectations ideally should be aligned with the promotion. Every person at CD will be evaluated on a quarterly basis to identify goals, milestones, and areas of improvement. For a promotion to happen, Managers will create a case and present it to the Finance Committee to be evaluated. In case someone decides to become an Entrepreneur, for an x period the person will be benefited from CD's payroll until his/her project can generate its own profit.



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Salary Range

Salary Range								
Grade	1	2	3	4	5	6	7	8
I Intern	\$600							
II Junior Strategist / Designer	\$100				\$1,200			
III Strategist / Senior Strategist / Designer / Senior Designer	\$1,500		\$1,583		\$1,666		\$1,750	
	\$1,200		\$1,283		\$1,366		\$1,450	
IV Manager / Individual Contributor / Design Lead	\$1,800	\$1,942	\$2,084	\$2,226	\$2,368	\$2,510	\$2,652	\$2,800
V Exec / Country Manager / Director	\$3,000 + TBD/Bonuses							