FDE Times

FDE Salary Report 2026

What Forward Deployed Engineer job posts actually pay

Base-pay ranges published in 167 US Forward Deployed Engineer job posts from 56 companies, read from their official careers pages. FDE Times tracks 798 open FDE roles at 139 companies.

Data as of 10 Nov 2026 · Live, updated daily: fdetimes.net/en/fde-salary/

$202k	$160k–$240k	$166k–$228k	167
median base pay (midpoint of the range)	typical posted range	middle half of roles	US job posts with a range

By seniority

	POSTS	MEDIAN RANGE	MIDPOINT
Senior, staff and lead	65	$182k–$272k	**$220k**
Mid level	89	$150k–$205k	**$182k**
Early career	13	$120k–$145k	**$135k**

How to read these numbers

Base salary only, in US dollars, exactly as the employer published it. Equity, bonus and benefits are not included; at AI companies equity can add a large share on top.

US roles only: 236 of 439 open US FDE roles state a range. Outside the US, posts rarely state pay, so no estimate is made.

Palantir (32) and Databricks (21) post 32% of the ranges, so the overall figures lean towards their pay. The company table shows each employer on its own.

Seniority is read from the job title. A company posting the same title and range in several cities counts once (city figures use every listing).

By company

	POSTS	MEDIAN RANGE	MIDPOINT
Cursor	3	$350k–$400k	**$375k**
Cisco	1	$321k–$407k	**$364k**
Anthropic	2	$300k–$363k	**$331k**
Harvey	3	$255k–$350k	**$302k**
Parloa	1	$276k–$315k	**$296k**
Together AI	2	$270k–$300k	**$285k**
Figma	1	$153k–$376k	**$265k**
Snorkel AI	7	$180k–$320k	**$260k**
Special	1	$200k–$300k	**$250k**
HackerRank	2	$230k–$268k	**$249k**
Analog Devices	3	$200k–$275k	**$238k**
Scale AI	6	$194k–$262k	**$233k**
Shield AI	1	$181k–$272k	**$227k**
Turing	1	$200k–$250k	**$225k**
Datadog	1	$200k–$250k	**$225k**
Reddit	2	$187k–$262k	**$225k**
Invisible Technologies	6	$187k–$257k	**$222k**
Labelbox	3	$190k–$250k	**$220k**
Databricks	21	$182k–$250k	**$216k**
Roboflow	1	$180k–$250k	**$215k**
Glean	1	$160k–$270k	**$215k**
Mastercard	1	$161k–$266k	**$214k**
CoreWeave	1	$182k–$242k	**$212k**
Red Cell Partners	1	$180k–$240k	**$210k**
Cresta	1	$185k–$235k	**$210k**

	POSTS	MEDIAN RANGE	MIDPOINT
Microsoft	5	$143k–$275k	**$209k**
Intercom	3	$180k–$229k	**$209k**
Salesforce	6	$142k–$288k	**$208k**
Amplitude	1	$165k–$247k	**$206k**
Tavus	1	$180k–$230k	**$205k**
Materialize	1	$180k–$225k	**$203k**
Nebius	3	$180k–$224k	**$202k**
Column	2	$140k–$263k	**$201k**
Tailscale	1	$150k–$250k	**$200k**
Zip	1	$150k–$250k	**$200k**
Notion	2	$170k–$223k	**$196k**
Alloy	1	$141k–$250k	**$196k**
Thomson Reuters	8	$136k–$253k	**$195k**
Eudia	3	$180k–$200k	**$185k**
Domino Data Lab	1	$165k–$200k	**$183k**
Tavily	2	$146k–$204k	**$175k**
Arize AI	1	$155k–$190k	**$173k**
Vercel	1	$137k–$207k	**$172k**
Cohere Health	1	$154k–$175k	**$165k**
AKASA	1	$150k–$170k	**$160k**
Pallet	2	$125k–$195k	**$160k**
Artisan	1	$130k–$180k	**$155k**
Palantir	32	$135k–$178k	**$148k**
TRM Labs	3	$118k–$156k	**$142k**
Owkin	1	$128k–$150k	**$139k**
C3 AI	3	$120k–$150k	**$135k**
Booz Allen Hamilton	1	$78k–$176k	**$127k**

	POSTS	MEDIAN RANGE	MIDPOINT
Magic	1	$100k–$150k	**$125k**
AssemblyAI	1	$115k–$135k	**$125k**
BlackRock	1	$105k–$138k	**$121k**
CrossCountry Consulting	3	$100k–$140k	**$120k**

By location (3+ listings)

	POSTS	MEDIAN RANGE	MIDPOINT
Other US	41	$182k–$250k	**$216k**
Boston	5	$182k–$250k	**$216k**
Texas	15	$182k–$250k	**$216k**
Chicago	9	$182k–$250k	**$216k**
Southern California	3	$182k–$250k	**$216k**
Remote (US)	8	$181k–$250k	**$216k**
Seattle	6	$181k–$245k	**$213k**
San Francisco Bay Area	39	$180k–$250k	**$212k**
New York	71	$165k–$250k	**$204k**
Washington DC area	39	$135k–$200k	**$168k**

Highest posted ranges

1. Director, Solutions Engineer Forward Deployed - Splunk (Remote) · Cisco · New York, New York, US · **$321k–$407k**
2. Manager, Forward Deployed Engineering · Anthropic · New York City, NY · **$320k–$405k**
3. Director, Forward Deployed Researcher - Data as a Service · Snorkel AI · New York City, NY (Hybrid); San Francisco, CA (Hybrid); United States (Remote) · **$229k–$403k**
4. VP, Head of Forward Deployed Engineering · Snorkel AI · New York City, NY (Hybrid); San Francisco, CA (Hybrid) · **$269k–$403k**
5. Forward Deployed Researcher - Data as a Service · Snorkel AI · New York City, NY (Hybrid); San Francisco, CA (Hybrid); United States (Remote) · **$160k–$400k**
6. Regional Director, Forward Deployed Engineering - Public Sector · Cursor · Washington, D.C. · **$350k–$400k**
7. Regional Director, Forward Deployed Engineering · Cursor · San Francisco, CA · **$350k–$400k**

8. Forward Deployed Engineer · Figma · San Francisco, CA • New York, NY • United States · **$153k–$376k**
9. Forward Deployed Finance Engineer, Buyout · Harvey · New York · **$255k–$350k**
10. Forward Deployed Finance Engineer, Private Credit · Harvey · New York · **$255k–$350k**
11. Forward Deployed Finance Engineer, Real Estate · Harvey · New York · **$255k–$350k**
12. Director, Forward Deployed Engineering · HackerRank · Hybrid in Santa Clara or Mountain View, CA · **$300k–$350k**

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