

CLEARED MANAGEMENT COMPENSATION REPORT



About Us

For more than 20 years, ClearanceJobs has connected professionals with federal government security clearance and employers to fill the jobs that safeguard our nation. Our career community allows members to connect, engage, and explore opportunities to find a “best fit” match.



1,705,330

Registered Candidates



121,036

Monthly Connections



60,019

Monthly Job Listings



2,063

Hiring Companies



412,459

Searchable Profiles



14,762

New Monthly Candidates



9,855

Active Recruiters



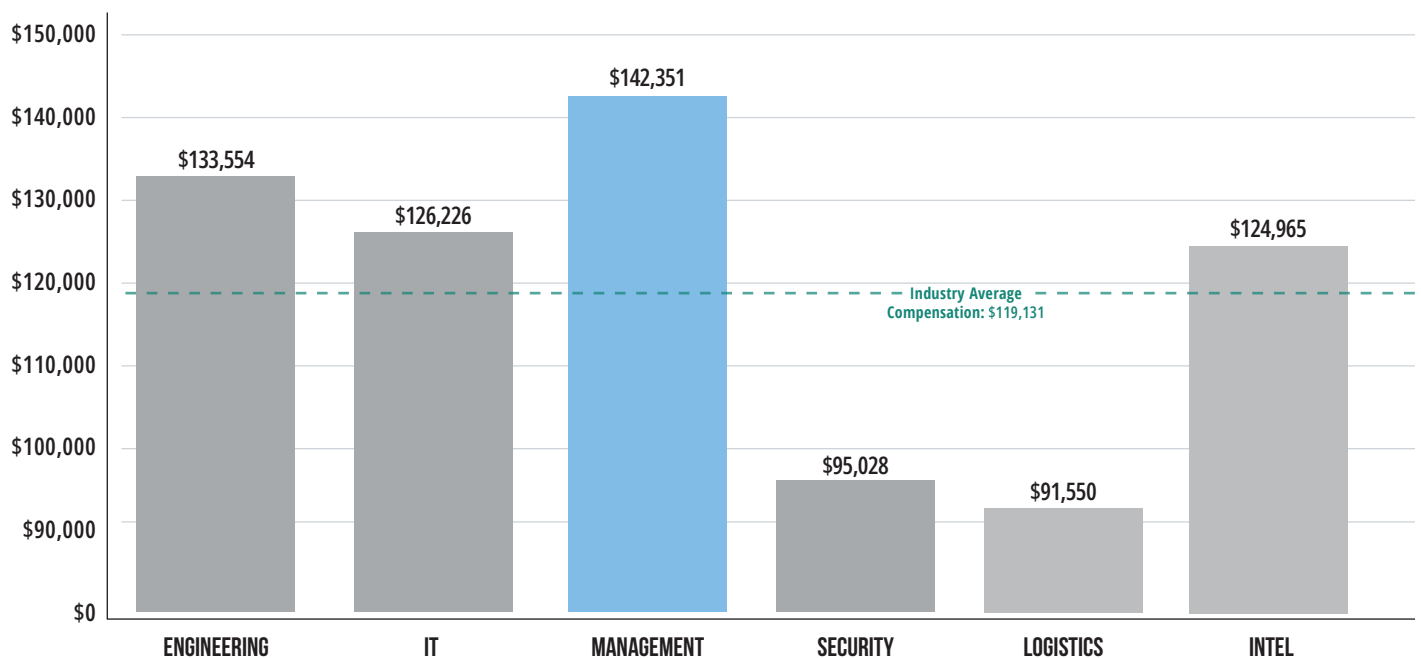
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Networking Groups

Management in the cleared world isn't just about holding meetings and creating Gantt charts—it's about leading teams, delivering on mission-critical contracts, and navigating the complexity of federal programs. Whether you're a team lead, project manager, program manager, or supervisor, the work is demanding—but the payoff is there. In 2025, cleared professionals in management roles reported an average total compensation of \$142,351, a solid jump above the overall cleared average of \$119,131, according to the 2025 ClearanceJobs Security Clearance Compensation Report.

That pay boost reflects the value of leadership paired with technical know-how. Many cleared managers didn't start in management—they earned their stripes in niche roles, became subject matter experts, and then stepped into leadership. Others began in program support and worked their way up. However you get there, the key to staying there (and continuing to climb) is developing focused expertise while learning how to manage people, programs, and priorities.

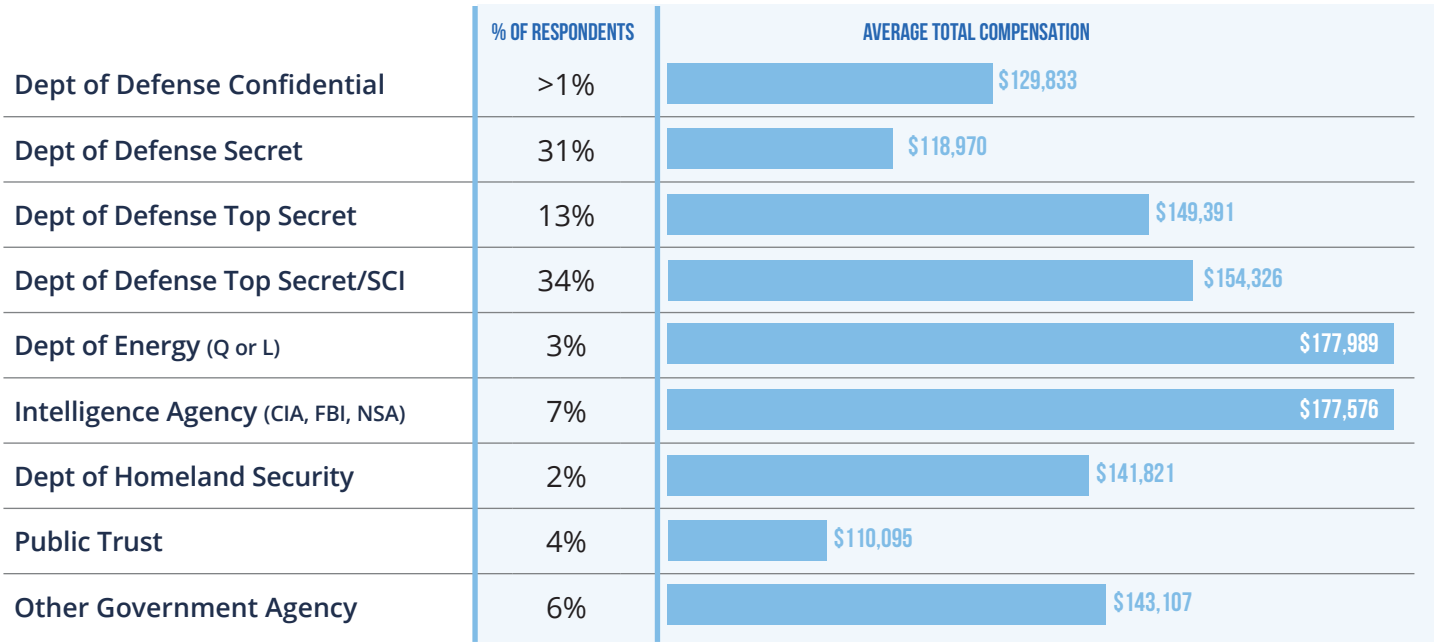
Total Average Compensation for Cleared Careers



Security Clearances Levels and Polygraphs

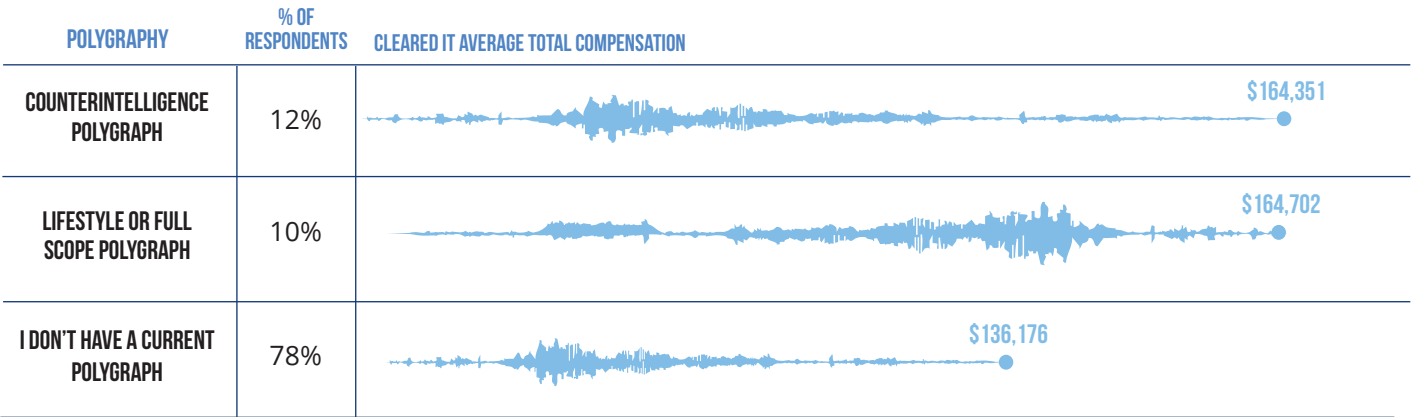
A security clearance isn't just a badge—it's a paycheck booster. The higher the clearance, the bigger the bump in compensation. Managers with a Top Secret/SCI clearance average \$154,326 in total compensation, a major step up from those holding only a Secret clearance, who come in at \$118,970.

The numbers climb even higher when you're managing programs tied to the Intelligence Community (IC) or Department of Energy—respondents in those categories report average compensation around \$177,000. That's not pocket change, and it reflects the trust and responsibility these roles demand.



The clearance level isn't the only factor. Managers with a full scope polygraph or counterintelligence poly are earning big—over \$164,000 on average. While the majority of management respondents don't currently hold a polygraph, those who do are seeing the difference in their paychecks.

In cleared leadership, your clearance level doesn't just open doors—it can unlock an entirely different compensation tier.



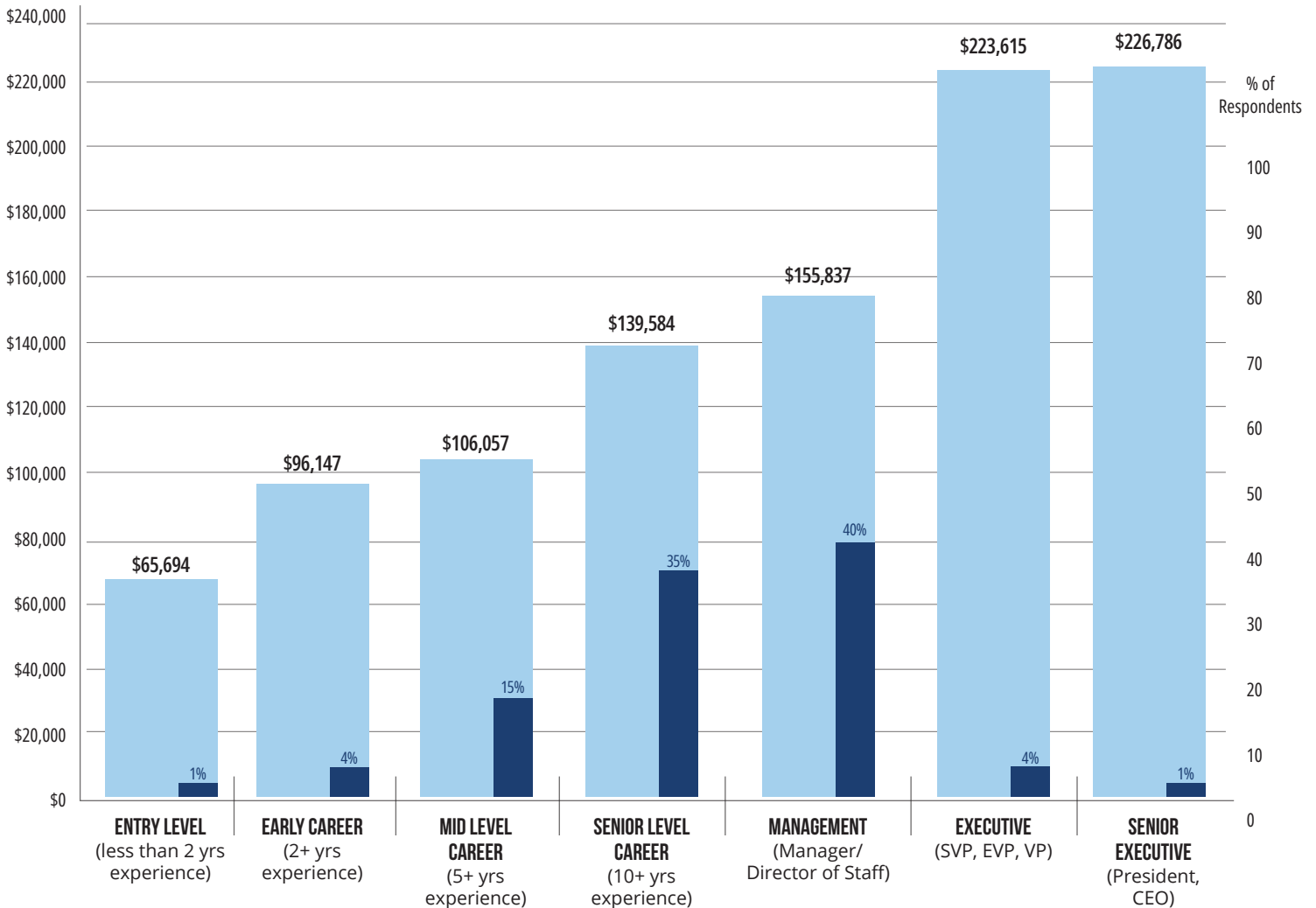
Career Level

Compensation scales with experience—and the climb is worth it. Managers just getting started (less than two years in) average \$65,694, but things ramp up quickly. By the time you hit the mid-career mark, compensation jumps to \$106,057, and senior professionals with a decade or more under their belt are earning nearly \$140,000.

Where it really gets interesting is at the top. Management-level respondents who lead teams or direct staff earn \$155,837 on average. Executives and senior executives? They break into the \$220K range.

Time in the field, combined with the ability to manage people and priorities, turns into serious earning potential.

Average Total
Compensation



Education

For cleared managers, education still matters—but it's not one-size-fits-all. A bachelor's degree is common, held by 33% of respondents, and those folks are earning around \$138,463 on average. But those with a master's degree have edged even further ahead, clocking in at \$152,265.

Doctorate or professional degrees push salaries into the \$170K+ territory. Even managers with associate degrees or vocational training are landing six-figure paychecks if they've built up the right experience and clearance level.

At the end of the day, it's not just the diploma—it's how you leverage it. Education opens doors, but the real money comes from turning that knowledge into leadership.

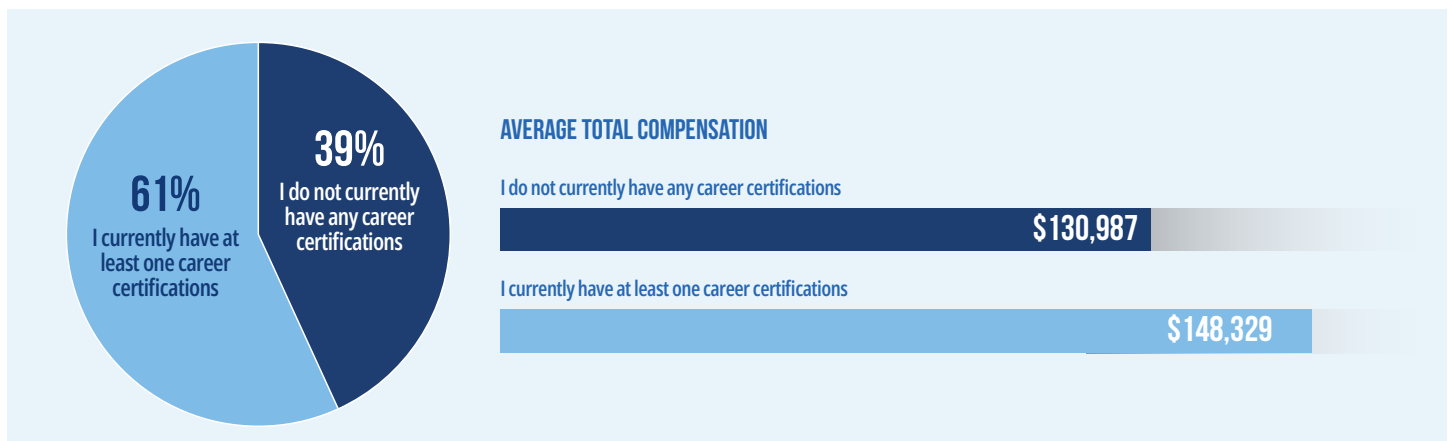
	% OF RESPONDENTS	AVERAGE TOTAL COMPENSATION
High school graduate, diploma or the equivalent (for example: GED)	2%	\$94,392
Some college credit, no degree	9%	\$116,439
Trade/technical/vocational training	3%	\$125,321
Associate degree	6%	\$119,060
Bachelor's degree	33%	\$138,463
Master's degree	41%	\$152,265
Professional degree	2%	\$174,005
Doctorate degree	4%	\$169,150
I prefer not to answer	1%	\$136,403

Certifications

Certifications aren't just for techies. In fact, 61% of cleared management professionals report holding at least one career certification—and they're earning \$148,329 on average, compared to \$130,987 for those without.

Project Management Professional (PMP) and Six Sigma lead the pack, with 28% and 15% of respondents holding these credentials, respectively. These certifications don't just boost your resume—they demonstrate the ability to lead complex, high-stakes projects, which is a must in the national security space.

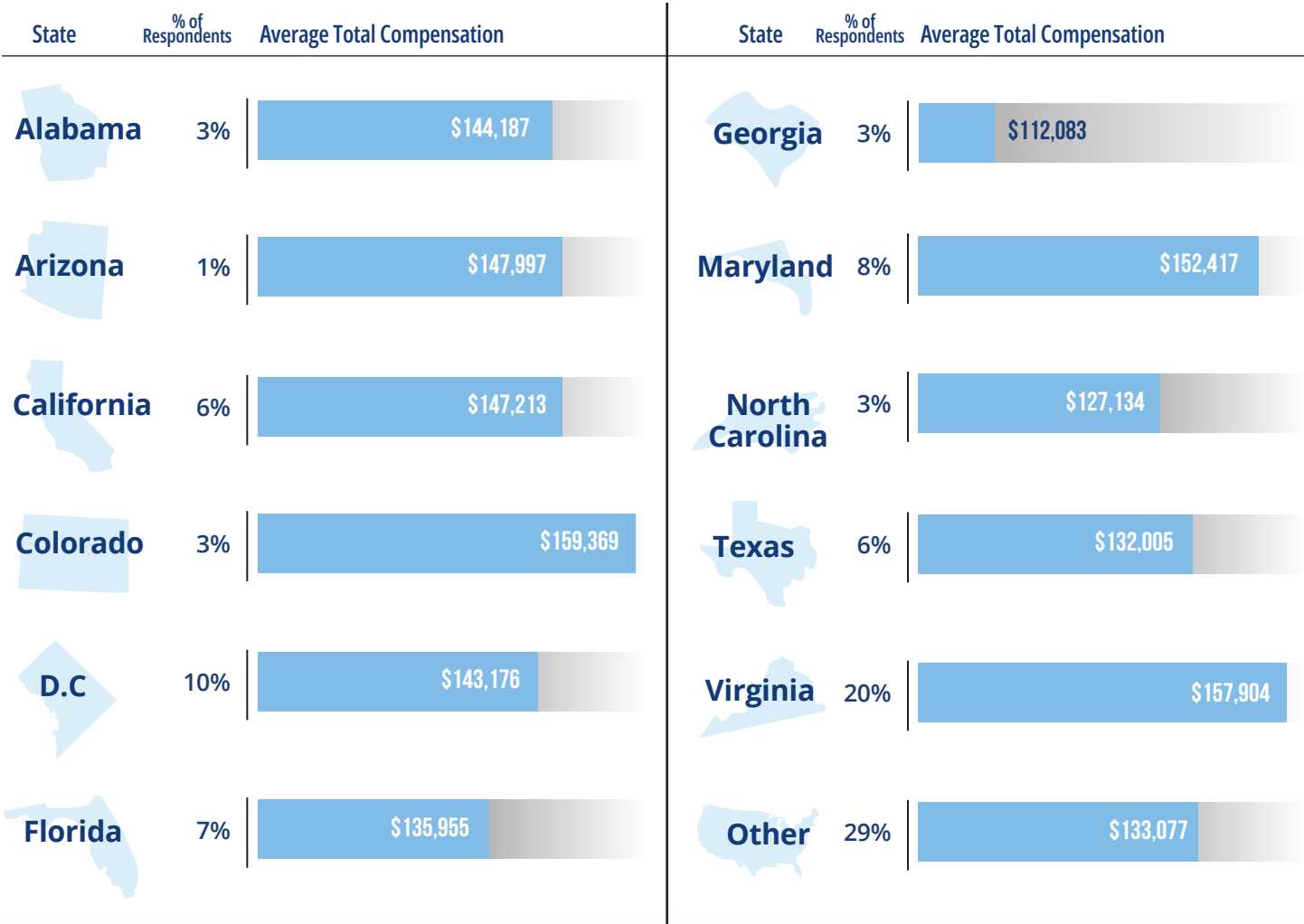
Want to move up? Getting certified may be the next best step.



Top States

Where you manage matters. Cleared managers in Colorado are leading the way with an average total compensation of \$159,369, followed closely by Virginia at \$157,904 and Maryland at \$152,417. The D.C. metro area remains a hub for cleared leadership, offering plenty of opportunity—and pay—to match.

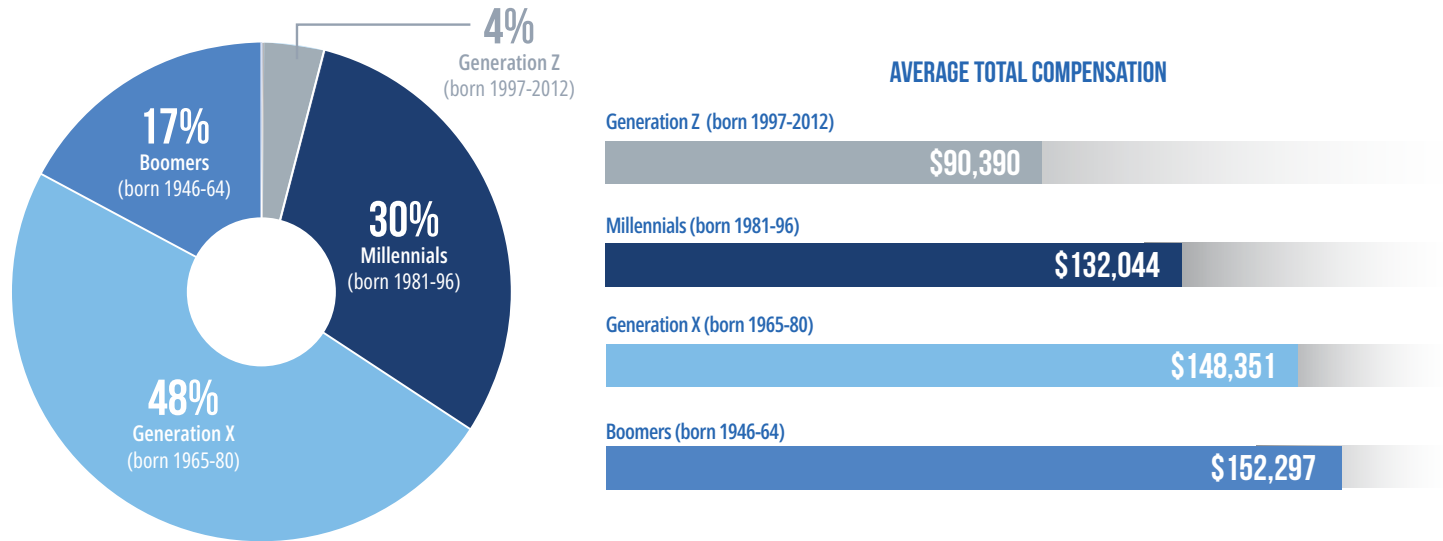
While salaries in places like Georgia or North Carolina trend lower, many of those roles still offer a high quality of life and reduced cost of living. If you're chasing compensation, a move to a top-paying state might be worth the consideration—but the full picture includes housing, commute, and family life, too.



Demographics

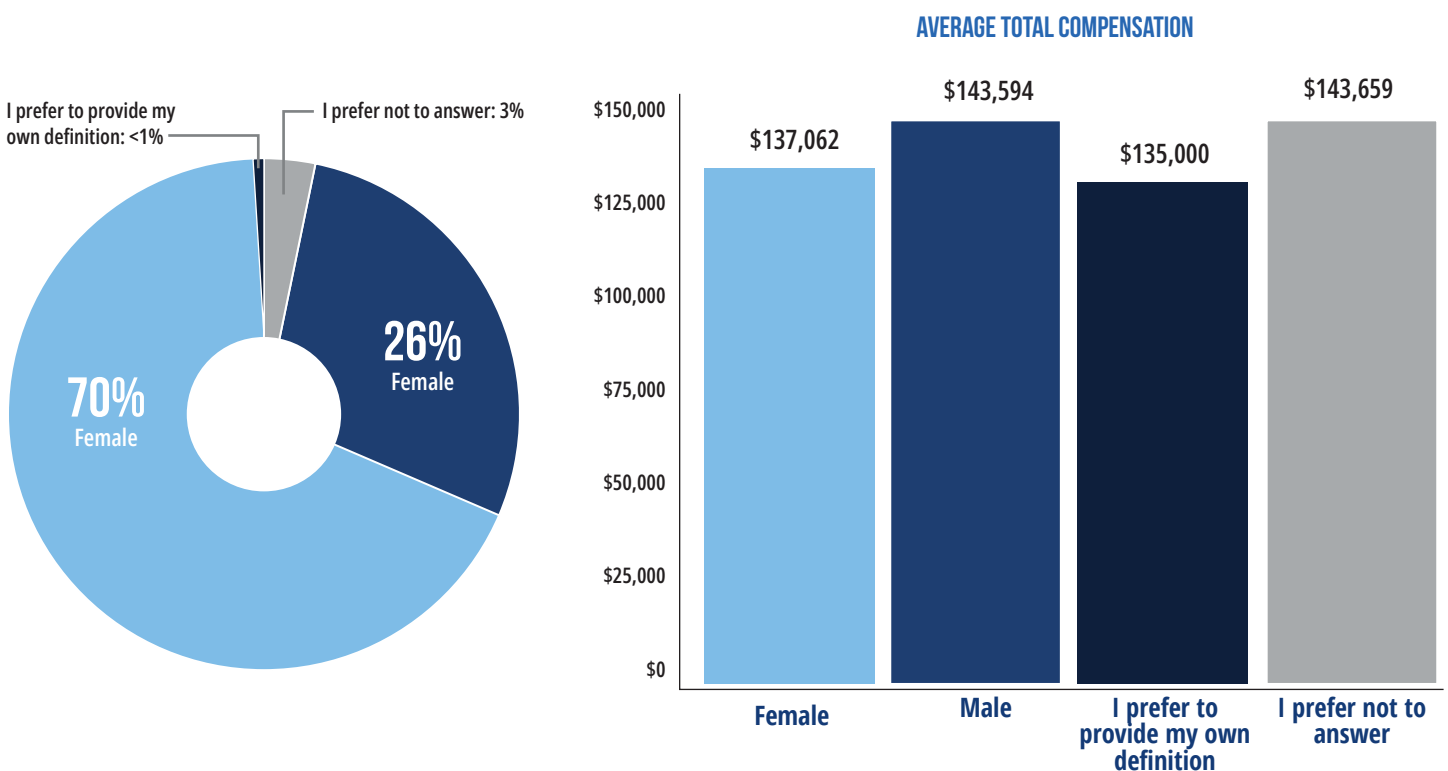
In cleared management, Gen X makes up the largest portion of the workforce (48%)—and it's no surprise, since that's where a lot of experience and leadership roles converge. But Boomers still command the highest average compensation at \$152,297, showing that seniority still pays.

Millennials are holding their own at 30% of respondents, while Gen Z has a small but growing foothold at 4%. The pipeline is there—but it's still experience that drives earning power.



Women make up 26% of cleared management roles—a higher proportion than in many other cleared fields. While that's still a far cry from parity, it's a meaningful shift. And when it comes to compensation, female managers report an average of \$137,062—not far off from their male counterparts at \$143,594.

It's a reminder that leadership roles in national security are opening up—but there's still work to do when it comes to equal representation and advancement.



Cleared Tech Job Market

Cleared management roles sit at the intersection of leadership and national security—and the compensation reflects that. Whether you're overseeing a small project or leading an entire program, the combination of experience, clearance, and credibility can unlock serious earning potential. With an average total compensation of \$142,351, management professionals outpace the industry average by a wide margin.

But this isn't a one-size-fits-all track. Some managers work their way up from technical or support roles, others jump in with strong business acumen and certifications like PMP or Six Sigma. Regardless of the path, the blueprint for long-term success is clear: deepen your expertise, lead with purpose, and build the kind of trust that only comes from years in the field.

SURVEY METHODOLOGY

The Security Clearance Jobs Salary Survey is administered online by ClearanceJobs. The 2024 data presented here was collected between August 27 and December 31, 2024. Security-cleared respondents were invited to participate in the survey through notifications on ClearanceJobs home page and various communications and links. This report focuses on both the findings for the 2024 survey and the comparison of those results for a nearly identical survey conducted one year prior (2023 compensation information).

In 2024, there were 31,001 survey participants, a decrease of -6% over the 2023 survey. After excluding survey respondents not having security clearance, those who were unemployed, active-duty military, students, those whose compensation was below \$18,000 or above \$400,000, and finally incomplete or duplicate questionnaires, there remained 13,177 usable responses in 2024 and 14,251 usable responses in 2023.

By definition, all respondents included in this analysis have an active or current security clearance issued by the U.S. federal government, are not active-duty military, are employed, and reported compensation figures between \$18,000 and \$400,000. Note that in reports completed prior to 2020, active-duty military were included in the analysis universe.

Dollars are as reported in the survey year and not adjusted for inflation. Also, prior to 2022, the high-end cap for compensation figures was \$300,000. That increased to \$350,000 in 2022 and then increased to \$400,000 in 2024. This had a negligible impact on overall compensation figures for 2024 (no impact on median, increased mean total compensation by \$453 and increased mean base pay by \$78).

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it's about your

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Team



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Securing the Future

ManTech's Total Rewards package encompasses comprehensive benefits and rewards focused on our employees' well-being. In 2024, we significantly enhanced our benefits, including the addition of a paid holiday, demonstrating our commitment and investment to our employees' satisfaction and work-life balance.



A MODERN MARKETPLACE FOR CAREER OPPORTUNITIES IN NATIONAL SECURITY

ClearanceJobs is your all-in-one recruiting solution. Much like a CRM, our unique system lets you target top candidate leads, converting cool passives to active candidates ready to make a move—to your company.

END-TO-END CLEARED **HIRING SOLUTIONS**



RECRUITMENT SOLUTION

- Search, directly engage, and easily work cleared candidates through a pipeline.
- Convert passives to active potential hires.



CAREER EVENTS

- Reduce your cost per hire with real-time conversations.
- Choose from in-person or virtual, public or private events.



SOURCING SERVICES

- Save time and free up bandwidth while we fill your pipeline.
- All that's left for you to do is interview and hire.



EMPLOYER BRANDING

- Increase brand awareness to gain cleared candidate trust.
- Amplify your hiring messages using targeted messaging, site advertising and sponsored content.

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