GLASSDOOR DESIGN CHALLENGE

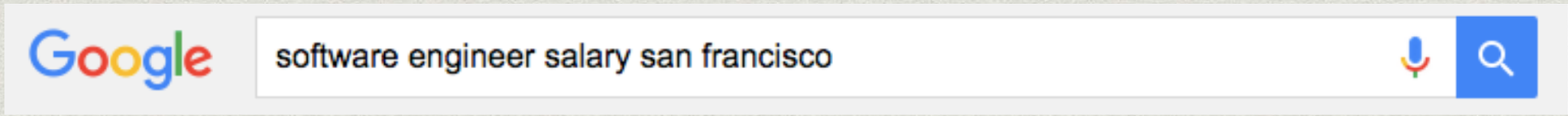
PETER SPANNAGLE
RESUME@PETERSPANNAGLE.COM

Objectives

- Design a more compelling, engaging and interactive **user experience**
- Clearly present **local and national salary averages**
- Add something new: **filters**
- Show that salary information is **current, relevant and unobtainable on competitor sites**
- Increase **time on page/site**

COMPETITION

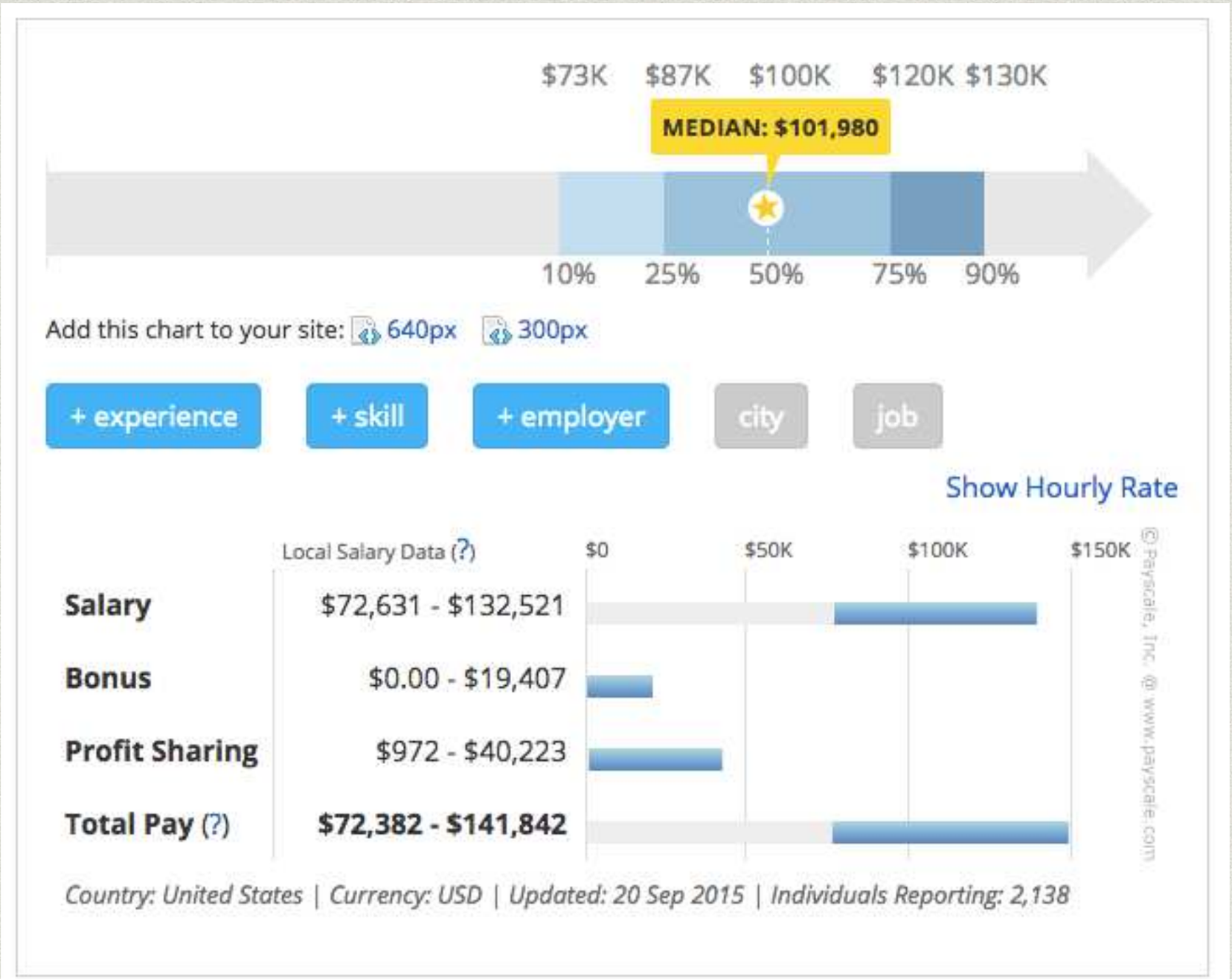
Glassdoor is #1



The average salary for a San Francisco Software Engineer is **$103,367** , which is 14.4% above the national average of **$90,374** . Salaries estimates based on 21,482 salaries submitted anonymously to Glassdoor by Software Engineer employees in San Francisco, CA.

Salary: Software Engineer in San Francisco, CA | Glassdoor
www.glassdoor.com/.../**san-francisco-software-engineer-salary**-SR... Glassdoor

PayScale


$73K
$87K
$100K
$120K
$130K
MEDIAN: $101,980
10%
25%
50%
75%
90%
Add this chart to your site: 640px 300px
+ experience
+ skill
+ employer
city
job
Show Hourly Rate
Local Salary Data (?)
$0
$50K
$100K
$150K
Salary
$72,631 - $132,521
Bonus
$0.00 - $19,407
Profit Sharing
$972 - $40,223
Total Pay (?)
$72,382 - $141,842
© Payscale, Inc. @ www.payscale.com
Country: United States | Currency: USD | Updated: 20 Sep 2015 | Individuals Reporting: 2,138

indeed

Average Salary of Jobs Matching Your Search

Software Engineer in San Francisco, CA	$128,000	
In USD as of Oct 16, 2015		60k 120k 180k

Average Software Engineer salaries for job postings in San Francisco, CA are 35% higher than average Software Engineer salaries for job postings nationwide.

Average Salary of Jobs with Related Titles

Java Software Engineer Architect in SAN Francisco, CA	$167,000
Java J2EE Software Engineer in SAN Francisco, CA	$132,000
Senior Net Software Engineer in SAN Francisco, CA	$123,000

salary.com

This chart describes the expected percentage of people who perform the job of Accountant I in the United States that make less than that annual salary. For example the median expected annual pay for a typical Software Engineer I in the United States is $76,893 so 50% of the people who perform the job of Software Engineer I in the United States are expected to make less than $76,893.

Source: HR Reported data as of October 2015

Salary | Bonus | Benefits | Purchase Full Report

Annual | Median $76,893

Software Engineer I Salaries in CA

US National Average Salaries for Software Engineer I

Canadian National Average Salaries for Software Engineer I

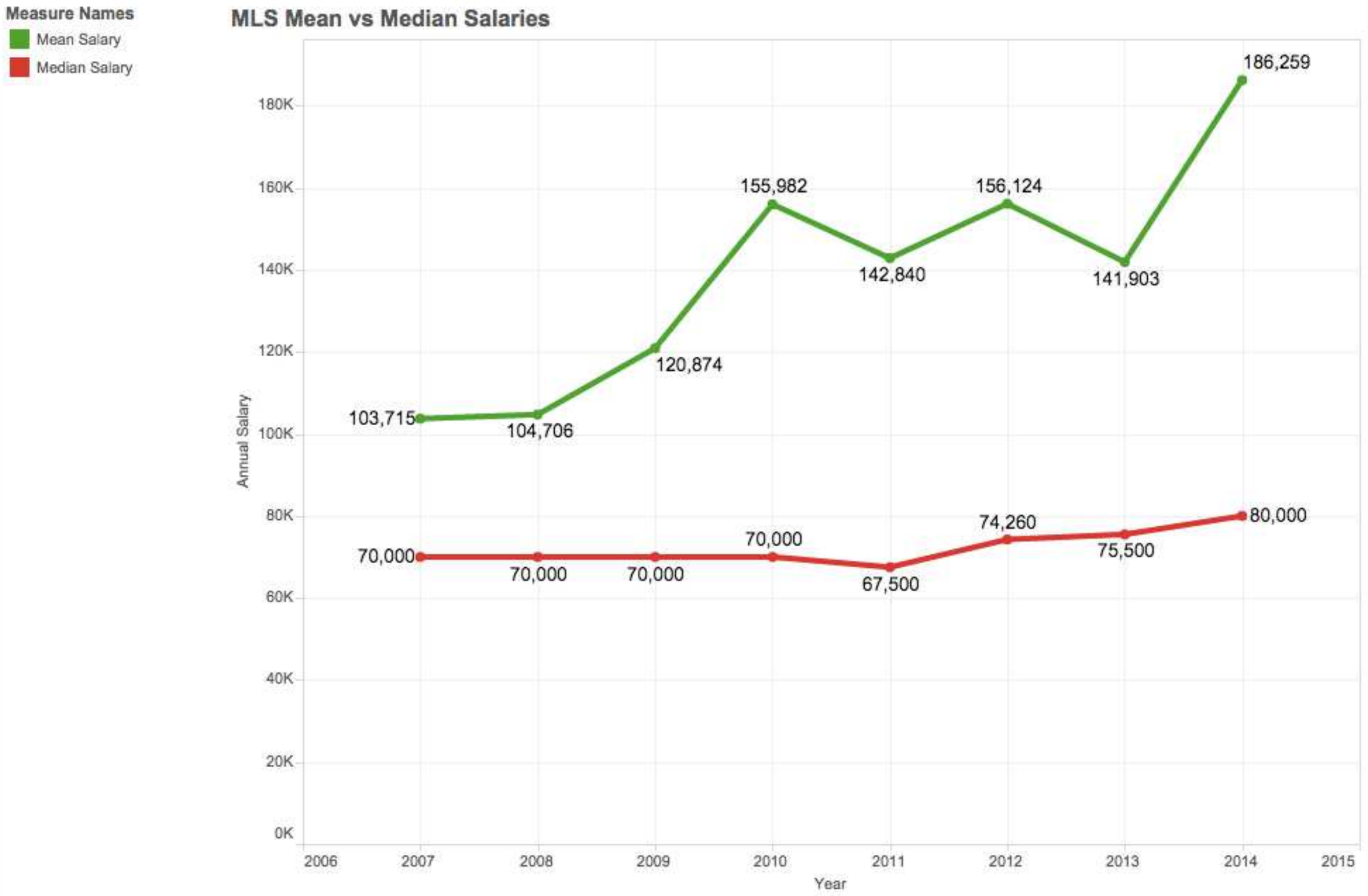
Refine by: Location | Education | Years of Exp. | Direct Reports | Performance | Other

Change Search Criteria

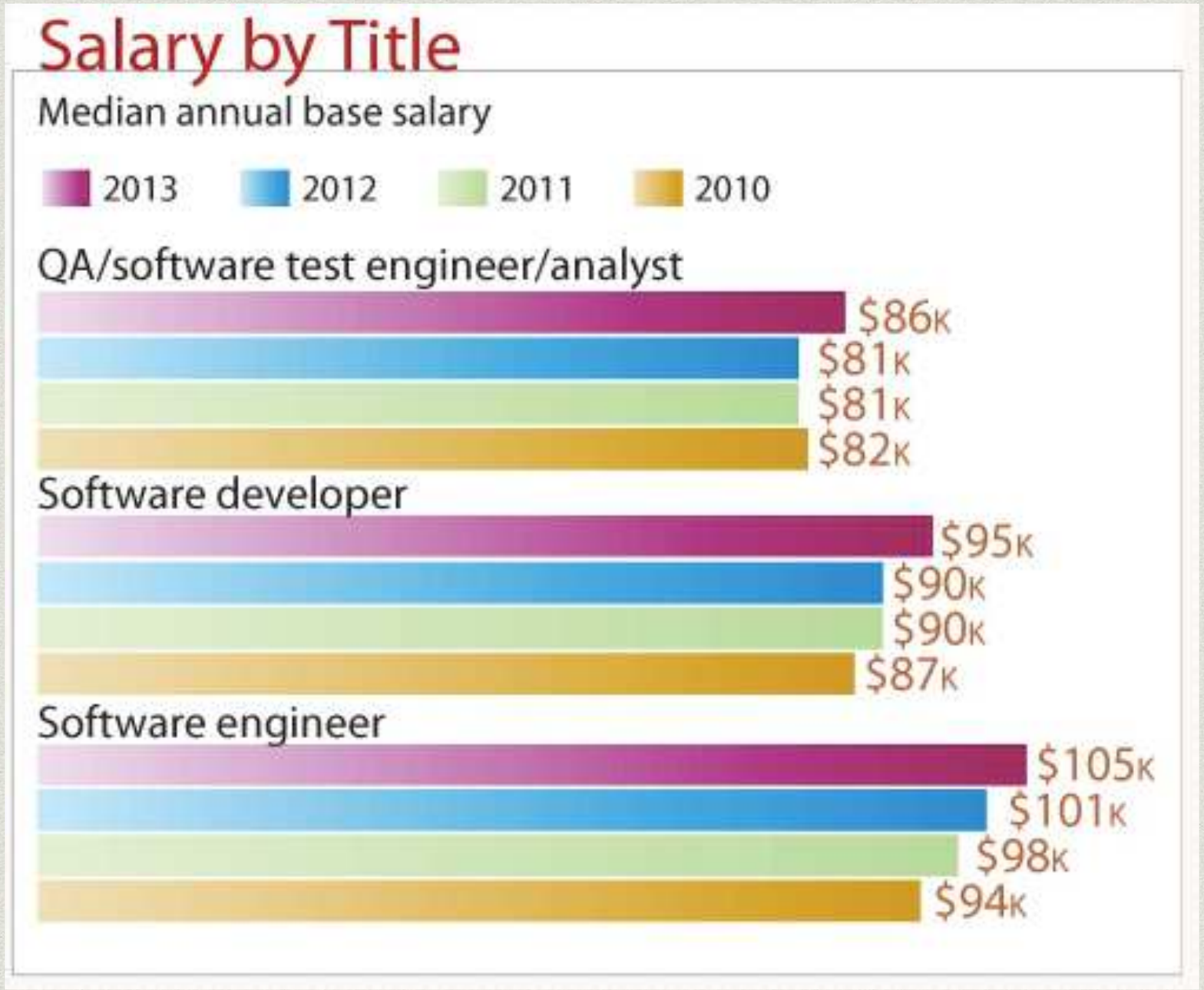
Enter a job title | *Enter a city or postal code* | SEARCH

INSPIRATION

line chart


Measure Names
Mean Salary
Median Salary
MLS Mean vs Median Salaries
180K
160K
140K
120K
100K
80K
60K
40K
20K
0K
Annual Salary
103,715
104,706
120,874
155,982
142,840
156,124
141,903
186,259
70,000
70,000
70,000
70,000
67,500
74,260
75,500
80,000
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
Year

bar chart


Salary by Title
Median annual base salary
2013
2012
2011
2010
QA/software test engineer/analyst
$86K
$81K
$81K
$82K
Software developer
$95K
$90K
$90K
$87K
Software engineer
$105K
$101K
$98K
$94K

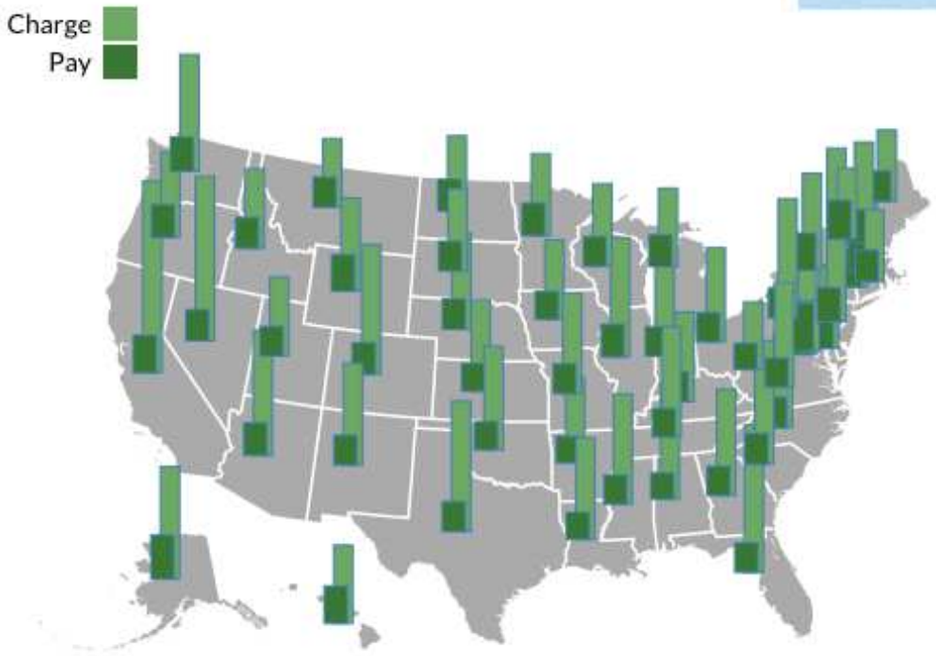
map style

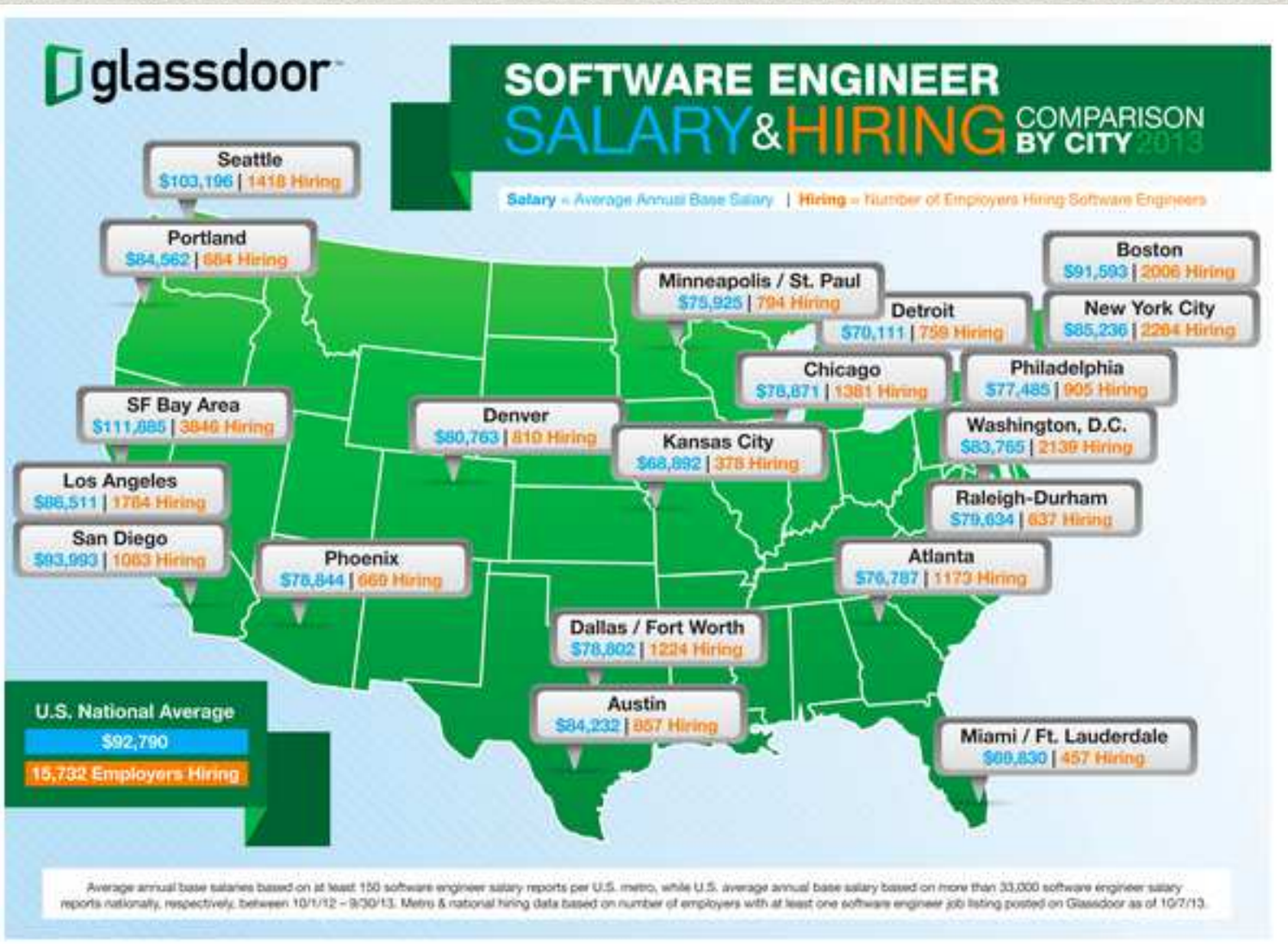
Medical Cost of Hip Replacement

Data from cms.gov

by Phuoc Do | 38,573 views | 16 stars | 656 clones

Map | Us Map



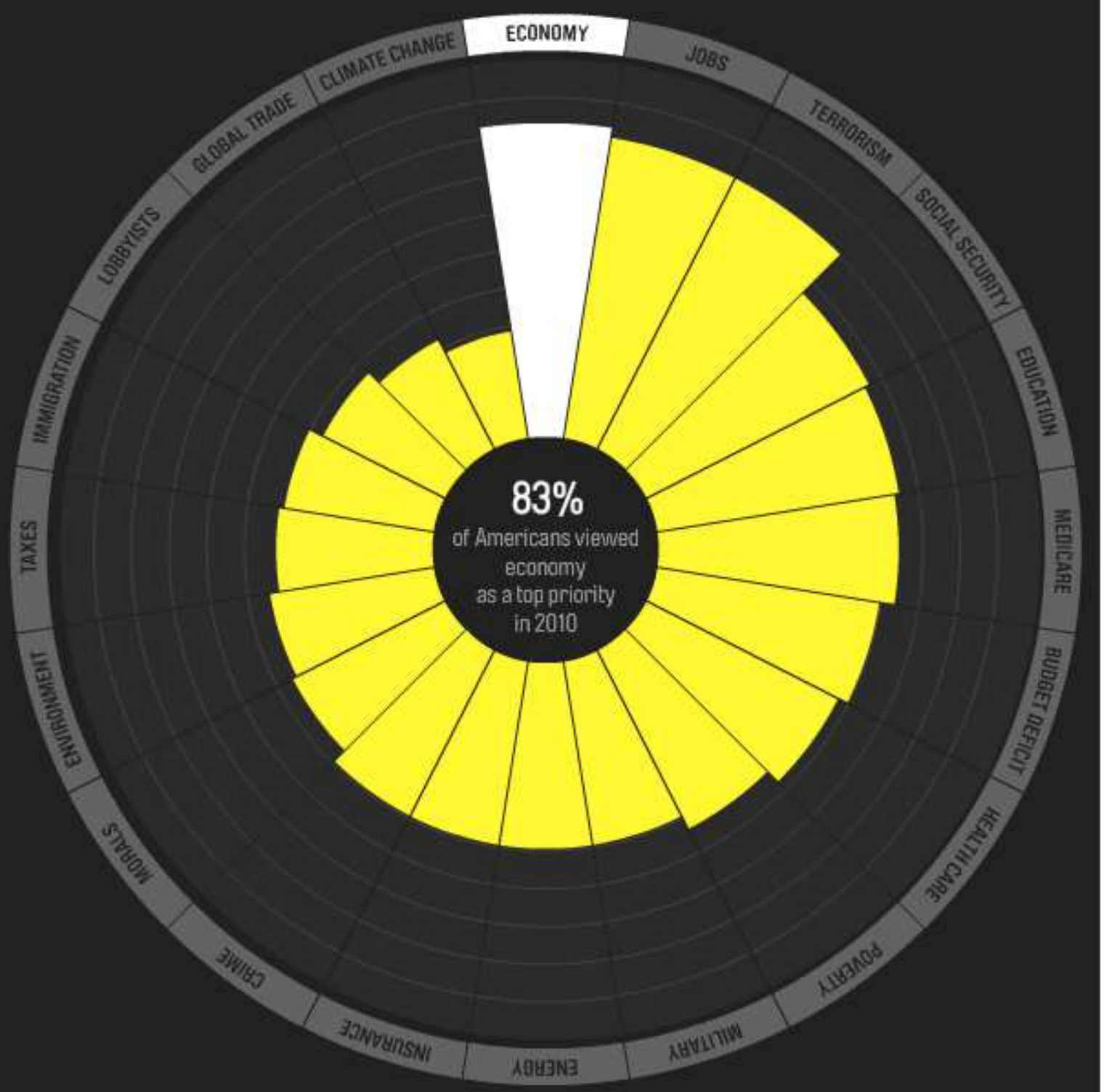


push the envelope

Political Climate

Every election cycle has its own issue; what Americans care about is constantly changing. Every January, the Pew Research Center for the People and the Press surveys Americans about what their top political priorities are for the year. These are their answers, going back to 2001.

Economy



ALL AMERICANS
DEMOCRATS
REPUBLICANS

SOURCE The Pew Research Center for the People and the Press
A collaboration between GOOD and Hyperakt

BRAINSTORM & PROCESS

More Interactive: How?

- Only Glassdoor has salaries + reviews
- Show the number of salaries
- Allow users to drill down to reviews

Ideas for Filters

- **Company**
- **Currently Hiring**
- **Year (rate of growth)**
- Years of Experience
- Skills

Data Visualization Module

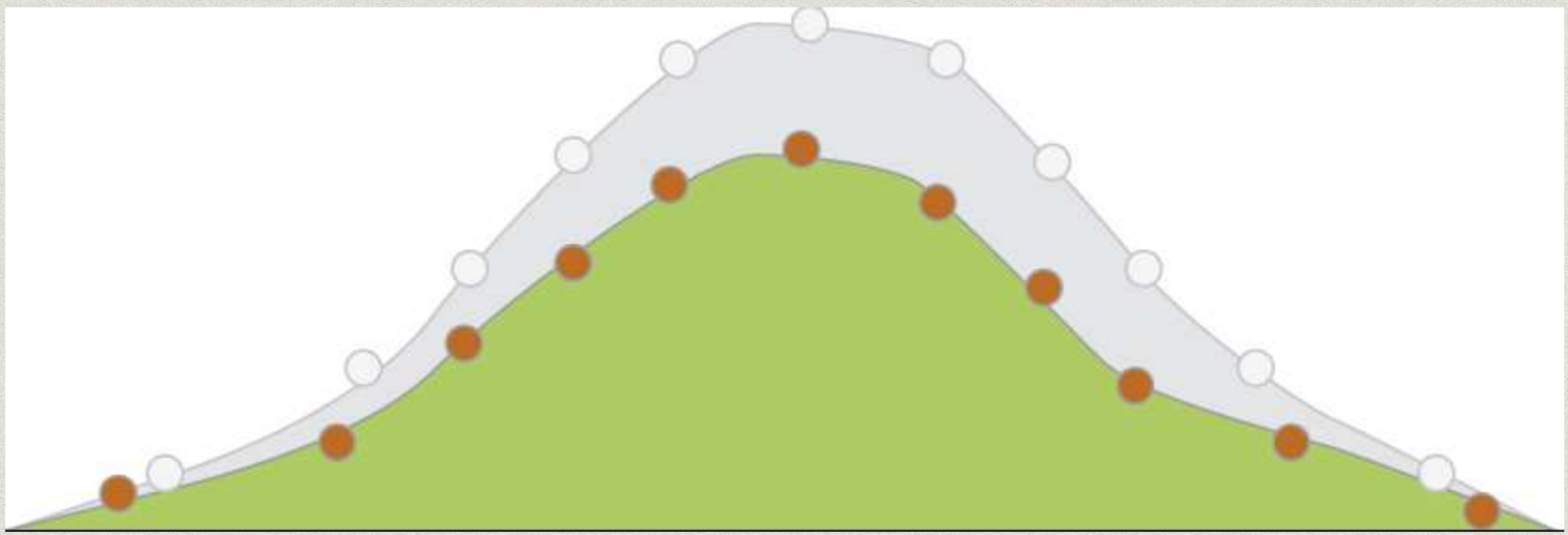
Warm Up Exercise

- Put the average in the chart

- Make the average stand out with a **tooltip**

Prep Work

- How might we show the data?



First Pass

- Two bar charts (based on bell curves)
- Filters
- Right region has key and mini chart for history

RESULTS

Software Engineer Salaries in San Francisco, CA

View all 3,927 Salaries

Last updated: Oct 16, 2015

SALARY SEARCH

REDESIGNED DATA VISUALIZATION MODULE

Software Engineer Salaries in San Francisco, CA

Last updated: Oct 16, 2015

View all 3,927 Salaries

National Average
$90,374

San Francisco, CA Area Average
$103,367 (+14.37%)

AVG SALARY HISTORY		% CHANGE
2015	$90K	+8.67%
	$103K	+10.25%
2014	$80K	+4.13%
	$91K	+12.25%
2013	$58K	+3.76%
	$78K	+8.49%
2012	$58K	+3.76%
	$78K	+8.49%

About This Data

SALARY SEARCH

REDESIGNED DATA VISUALIZATION MODULE - SAN FRANCISCO ONLY

Objectives Recap

National and Local Average

Interactive | Filters | Current

Compelling DataViz + UX

Software Engineer Salaries in San Francisco, CA

Last updated: Oct 16, 2015

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1

San Francisco, CA
Area Average
$103,367 (+14.37%)

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About This Data

~Discussion~

Thanks Glassdoor!