



2026 ERP Salary Guide



This guide helps finance and operations leaders benchmark the true monthly cost of hiring experienced remote ERP talent.

It compares US total employer expenses with Philippine remote professionals across mid to senior roles, factoring in years of experience, functional and technical skill depth, and role complexity to support accurate budgeting and workforce planning.

ERP Salaries

Role	Skills	Experience	US Monthly Employer Cost	PH Monthly Employer Cost	Estimated Savings
Netsuite Consultant	NetSuite, ERP, SQL, SuiteScript	Mid	\$5,871 – \$10,000	\$4,004 – \$4,917	31% – 51%
		Senior	\$11,000 – \$16,000	\$4,917 – \$7,200	50% – 55%
Netsuite Implementation	NetSuite, ERP, Implementation, Business Analysis	Mid	\$5,871 – \$11,000	\$4,917 – \$5,374	16% – 51%
		Senior	\$12,000 – \$17,500	\$5,374 – \$8,114	54% – 55%
Netsuite Technical Consultants	NetSuite, SuiteScript, JavaScript, API Development	Mid	\$7,500 – \$8,333	\$3,091 – \$4,232	49% – 59%
		Senior	\$13,000 – \$18,700	\$4,232 – \$6,972	60% – 67%
Netsuite Technical Support Engineer	NetSuite, SQL, Customer Support, Debugging	Mid	\$5,859 – \$6,250	\$2,862 – \$3,547	43% – 51%
		Senior	\$6,960 – \$14,000	\$3,547 – \$4,461	49% – 68%
Netsuite Project Manager	Project Management, ERP, NetSuite, Agile	Mid	\$9,179 – \$12,000	\$4,004 – \$5,374	50% – 56%
		Senior	\$14,000 – \$21,000	\$5,374 – \$7,429	60% – 65%
Netsuite Admin	Netsuite, System Config, Support, Optimization, User Access	Mid	\$9,583 – \$10,833	\$3,776 – \$4,232	45% – 61%
		Senior	\$11,250 – \$16,000	\$4,232 – \$5,146	60% – 68%
Netsuite Solutions Architect	Netsuite, ERP, Implementation, Dev't, Business Analysis, Proj Mgt.	Senior	\$12,600 – \$19,300	\$7,200 – \$8,799	43% – 54%
MS Dynamics AX Developer	Develop custom solutions in AX Design and program within AX based on given specifications C#, .NET, API Integration	Mid	\$5,583 – \$10,000	\$3,319 – \$4,232	41% – 58%
		Senior	\$12,000 – \$17,500	\$4,232 – \$5,374	60% – 69%
MS Dynamics 365 Functional Consultant	Conduct business requirement data gathering, create functional specification for the change requests Supply Chain, Finance, etc	Mid	\$8,500 – \$13,400	\$3,091 – \$4,232	60% – 68%
		Senior	\$14,863 – \$18,700	\$4,232 – \$5,374	55% – 70%
MS Dynamics 365 Business Central	Designing, implementing technical solutions, and developing customizations and integrations using the Dynamics 365 Business Central platform, .NET, AL, and APIs.	Mid	\$8,500 – \$13,400	\$3,091 – \$4,232	48% – 68%
		Senior	\$14,863 – \$18,700	\$4,232 – \$6,744	64% – 72%
SAP HCM	SAP HCM functional, SAP and SuccessFactors HCM Solutions for Reporting, Data Migration and Configuration Migration for Implementation, Integration with SAP SF EC"	Mid	\$9,167 – \$12,180	\$3,319 – \$4,232	64% – 65%
		Senior	\$12,180 – \$18,333	\$4,232 – \$5,374	65% – 71%
SAP SD	SAP SD Configuration for Sales and Distribution and Logistics Execution-Transportation (Shipment) Data requirements and provided system solutions	Mid	\$7,783 – \$10,000	\$3,091 – \$4,004	50% – 60%
		Senior	\$10,000 – \$13,750	\$4,004 – \$5,374	55% – 61%

Experience Level: Mid (3-4 years), Senior (5+ years)

Note: US(United States), PH(Philippines). All estimates are set for FTE (Full-time Employment). **All salaries are in USD.**

ERP Salaries

Role	Skills	Experience	US Monthly Employer Cost	PH Monthly Employer Cost	Estimated Savings	
SAP MM	SAP MM, Procurement, Supply Chain, ERP	Mid	\$6,342 – \$9,000	\$3,547 – \$4,004	44% – 56%	
		Senior	\$12,000 – \$17,500	\$4,004 – \$5,374	55% – 69%	
SAP FICO	SAP FICO, Finance, Controlling, ERP, S/4HANA	Mid	\$7,783 – \$12,000	\$3,547 – \$4,232	54% – 65%	
		Senior	\$14,000 – \$21,000	\$4,232 – \$5,831	60% – 72%	
SAP ABAP	SAP ABAP, Programming, ERP, S/4HANA	Mid	\$8,700 – \$11,000	\$3,547 – \$4,232	55% – 62%	
		Senior	\$13,000 – \$18,700	\$4,232 – \$5,374	65% – 71%	
SAP HANA	SAP HANA, Database, Cloud, SQL	Mid	\$12,180 – \$12,000	\$3,547 – \$4,232	65% – 71%	
		Senior	\$15,833 – \$23,000	\$4,232 – \$5,831	65% – 75%	
SAP Basis	SAP Basis, System Admin, ERP, Security	Mid	\$7,783 – \$12,702	\$3,091 – \$3,776	60% – 70%	
		Senior	\$14,000 – \$21,000	\$3,776 – \$5,374	60% – 74%	
Odoo Developer	Python, JavaScript, XML, and CSS 3PL API Integration	Mid	\$5,466 – \$6,582	\$2,177 – \$2,862	50% – 60%	
		Senior	\$6,667 – \$11,667	\$2,862 – \$4,232	57% – 64%	
Odoo Functional Consultant	End-to-end Odoo implementation projects (functional configuration, workflows, testing, user training) Odoo experience across multiple modules and versions. Diagnose and resolve configuration issues, data inconsistencies, workflow errors, and functional bugs.	Mid	\$5,833 – \$8,333	\$2,406 – \$2,862	58% – 66%	
		Senior	\$8,416 – \$12,500	\$2,862 – \$3,547	57% – 72%	
Odoo Consultant (Support)	Technical support for Odoo (troubleshooting errors, drafting solutions, assisting with delivery)	Mid	\$3,833 – \$5,833	\$1,492 – \$1,949	61% – 67%	
		Senior	\$4,666 – \$6,916	\$1,949 – \$2,634	55% – 62%	
Acumatica Functional Consultant (Business Central)	ERP implementation (functional lead or senior consultant role) Functional expertise in Financials and at least one of: Distribution, Project Accounting, Field Service	Troubleshoot and resolve complex issues within Acumatica ERP, including diagnosing root causes	Mid	\$9,166.67 – \$12,500	\$4,232 – \$4,689	53% – 62%
			Senior	\$12,500 – \$15,000	\$4,689 – \$5,831	50% – 62%
ERP Consultant (Acumatica)	Implementation and Support Functional Areas: Financials, Distribution, Manufacturing, CRM, or Projects *Configure GL, AP, AR, and Banking modules	*Set up inventory, order management, and purchasing workflows *Participation in client discovery and translate business processes into Acumatica configurations	Mid	\$8,750 – \$9,583	\$3,091 – \$3,547	52% – 65%
			Senior	\$12,500 – \$15,000	\$3,547 – \$5,374	55% – 72%
Acumatica Support Consultant (Support and/or Administration)	Troubleshoot and resolve complex issues within Acumatica ERP, including diagnosing root causes		Mid	\$6,250 – \$7,500	\$1,492 – \$1,949	54% – 76%
			Senior	\$8,333 – \$10,416	\$1,949 – \$2,862	54% – 77%

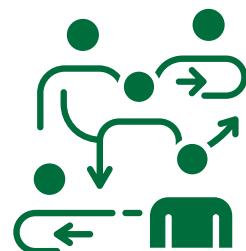
Experience Level: Mid (3-4 years), Senior (5+ years)

Note: US(United States), PH(Philippines). All estimates are set for FTE (Full-time Employment). **All salaries are in USD.**

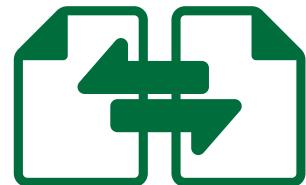
What These Salary Benchmarks Represent

Most salary benchmarks treat ERP roles as interchangeable. In practice, cost and risk are driven by scope of responsibility, reporting and compliance requirements, and experience, not job titles.

Rather than presenting a single “market number,” this guide provides realistic operating ranges to support defensible hiring and workforce planning decisions. This data is intended to help you:



Avoid under-scoping
critical remote ERP
roles



Compare ERP salary ranges by
role type, experience tier, and
functional scope



Evaluate cost tradeoffs
alongside compliance
and execution risk

Our Unique Advantage

We approach ERP talent offshoring as a sustainable operating model, not a staffing transaction.

This model is designed to convert offshore cost savings into long-term operational value.



Recruiting and placement
aligned to real ERP role
requirements



Retention and management
that protect continuity and
system knowledge



Training and upskilling
to sustain performance as
ERP environments evolve



If you're evaluating how to structure, scale, or rebalance your ERP team, we can help you map these benchmarks to your current environment and future needs, factoring in role scope, experience requirements, and operational continuity.

Let's talk