

# 2025 Virginia Economic Development Salary Survey

Recruiting and retaining talent is as important for local governments and economic development organizations as it is for the businesses they serve. The competitive labor market means that knowledge of salary and benefit practices in the economic development profession is required. The salary survey, along with comparative national data, provides current information and trend data about the profession.

## Key Takeaways



**73%**  
of respondents  
work at a local  
EDO



**85%**  
received  
increase in pay



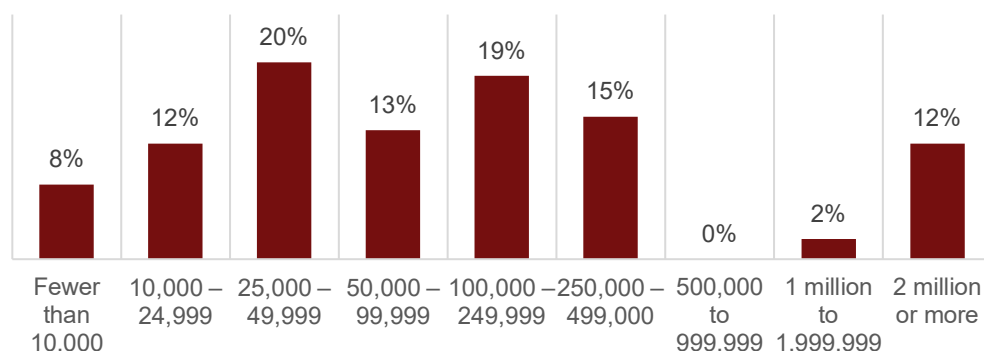
**5%**  
average salary  
increase

Title	VA Average 2025 Salary
CEO/Executive/Head of Organization	\$132,938
VP/Division Manager/Department Head/Deputy/Assistant Director/CFO/Controller	\$109,922
Program Manager Business Retention Mgr./Business Recruitment Mgr./Marketing Mgr./Research Director or Mgr./Policy Government Affairs Mgr.	\$87,338
Other Administrative/Support Staff/Consultant	\$66,500
Entry Level ED Staff	\$62,84

**\$104,335**  
average salary

**\$4,336**  
average bonus

What is the population of the area served by your agency or organization?



The survey had **170** responses, of which 94% were practitioners. Most respondents work for a local government economic development organization in a jurisdiction of **less than 250,000** people. Most report a budget of **less than \$600,000**. The typical **staff** size of Virginia offices is **2-4**.

**44.6**  
average age

**4.9**  
avg.years in  
current  
position

**95%** hold  
a bachelor's  
degree or  
higher

**16%**  
are CECs

**6%** have  
employment  
contracts