

Women's Report

ON

2025



ONPARTNERS.COM

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ON Partners presents its annual **Women's Report**, offering a data-backed look at gender equity in the executive suite.

While the World Economic Forum projects it will take **106** years for women in North America to reach economic parity with men, this report explores whether progress is accelerating at the top levels of leadership.

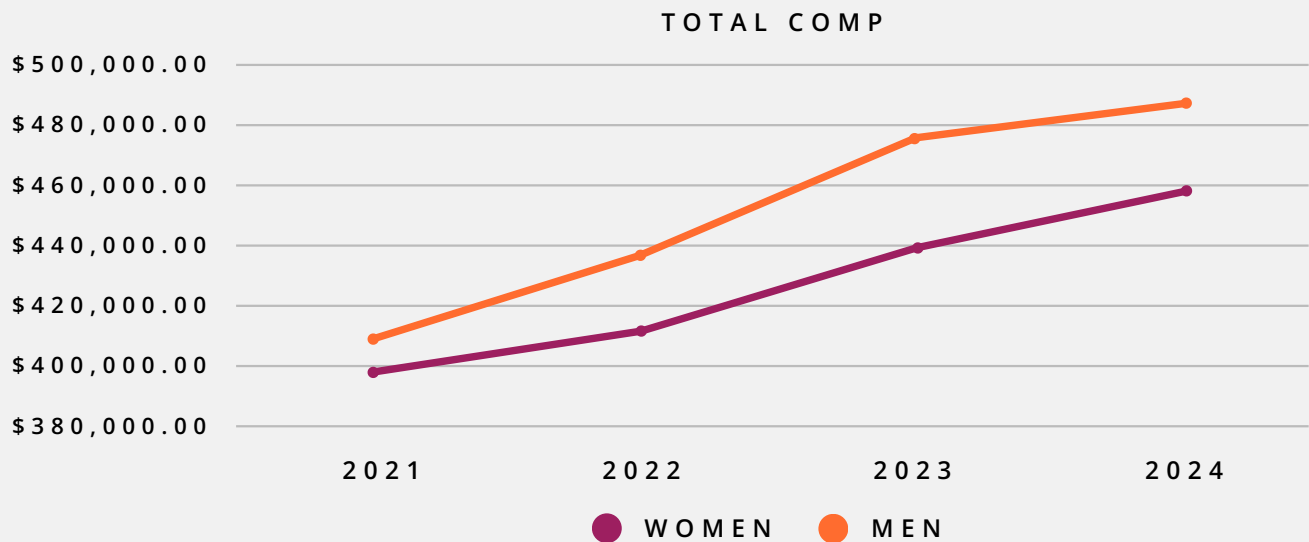
Drawing on insights from more than **1,000** senior-level executive searches in our proprietary database over the last few years, the findings highlight key compensation trends and shifts in executive representation.

BENCHMARKING COMPENSATION TRENDS

The average total compensation for executive women (VP and up) was \$457k compared to executive men's average of \$486k.

The \$29k difference comes in lower than last year's reported difference of \$36k.

In addition, compensation for both men and women increased in 2024, with women's compensation increasing at a higher rate than men's.



A notable finding is that while the compensation gap continues to narrow, women come in lower than men on total compensation often due to lower bonuses and sign-on bonuses.



TARA FLICKINGER, PARTNER AT ON PARTNERS

BEYOND THE BASE.

"It is important for women to evaluate their total compensation package, not just their guaranteed base salaries.

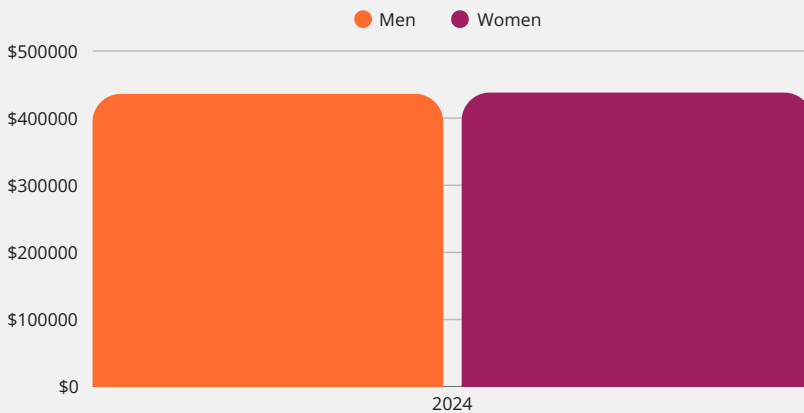
Companies are unlikely to offer a sign-on bonus unless there is an ask from the candidate in the negotiation process and the same is true on bonus potential.

The latter is crucial because asking for an increase in performance-based compensation signals a candidate is betting on herself, which is music to hiring managers' ears."

THE EXECUTIVE PIPELINE

SVP Roles Power the Pipeline

A positive trend is that senior leadership roles (SVP level), which are often a pipeline to the C-Suite, show women getting about 25% of the placements with **total compensation** being slightly higher than their male counterparts.



Base salary for female SVP executives

\$311K

Base salary for male SVP executives

\$303K



BRYAN BUCK, MANAGING PARTNER AT ON PARTNERS

"The trendline of more women in pipeline roles is not at all surprising.

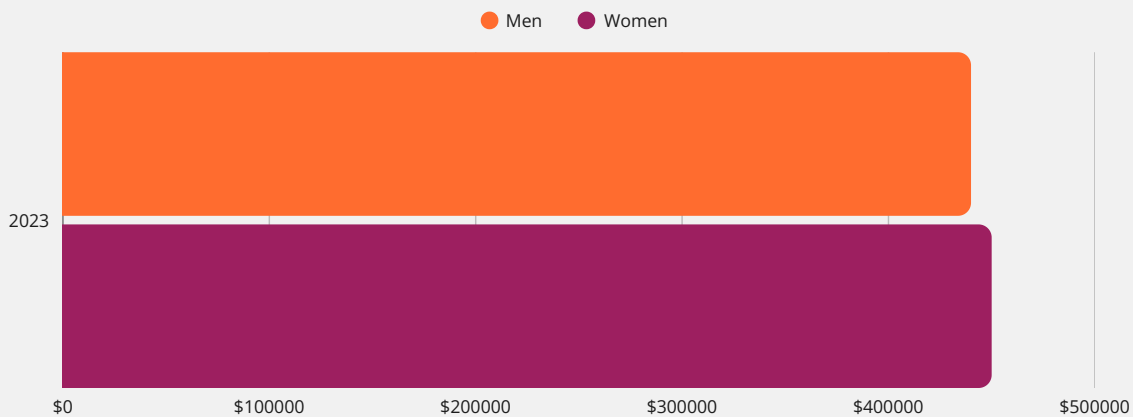
The investment in talent development over the last decade is continuing to show exponential returns – not just with more women in positions of leadership today, but in the path they're creating for the next generation that's having a compounding effect. Women today aren't just leading by example, they're bringing it to life for those who are up next."



FUNCTIONAL PROGRESS

CFOs Close the Gap

The Chief Financial Officer (CFO) role is one in which women are making strides in compensation. Women are just above 20% of CFO placements, and their **total compensation** is higher with an average of \$450k vs. \$440k.



Women Lead in Pay Across Top Tech Roles

Women are making strides in tech roles, which have traditionally favored male executives.

Among the Chief Technology Officer (CTO) and Chief Information Technology Officer (CITO) positions ON Partners has placed over the past two years, the top earners have been female executives.

Chief Product Officer (CPO) compensation is also very comparable between men and women.



NINA MCMASTER, PARTNER AT ON PARTNERS

MAKING STRIDES.

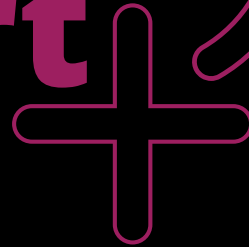
“The CIO and CTO functions have historically been highly technical, requiring deep engineering expertise, but these roles have evolved.

Today, these leaders are viewed not just through a technical lens, but as business-critical positions requiring leadership, strategy, communication, and the ability to collaborate across departments.

Companies are recognizing that a diverse leadership team brings better decision-making and business outcomes. The result is more negotiating power for women when moving into these positions.”

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**CLOSING THE GAP.
SHAPING THE FUTURE.**

Thanks for diving into our annual Women's Report and joining our ON community of leaders. Don't hold back – share your thoughts on the report with ON Partners and stir up the dialogue.

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