

Texas Engineering Salary Report

Q2 2026 Mid-Quarter Preview

Redline
Executive

Enabling high-technology companies
to build world-class teams

www.redlinegroup.com

Texas Engineering Salary Report

Q2 2026 Mid-Quarter Preview

Period covered: 1 April to 18 May 2026
Prepared by: Redline Group 20 May 2026

Introduction

This is a mid-quarter preview of Q2 2026 engineering salary activity across Texas, based on **1,392 Texas job postings** with disclosed salary, drawn from Indeed, LinkedIn and Glassdoor between 1 April and 18 May 2026. The full Q2 report will publish in August 2026 once the quarter closes.

Software remains the highest paying of the four tracked categories, with a **Texas median of \$118,822**. Austin sets the premium across every category, paying a **39% premium** over Dallas for software roles and a **41% premium** over Houston for electronics. Median pay softened month on month in software and mechanical, while tech sales held flat and electronics stabilized after a March dip.

Headline figures by category

Texas job postings, 1 April to 18 May 2026, midpoint of disclosed salary range.

Category	Postings	25th pct	Median	75th pct	Average
Software	307	\$75,000	\$118,822	\$158,425	\$124,956
Tech Sales	399	\$79,633	\$100,000	\$144,175	\$118,310
Electronics	319	\$72,327	\$100,000	\$128,028	\$105,314
Mechanical	367	\$63,578	\$85,615	\$113,056	\$89,812

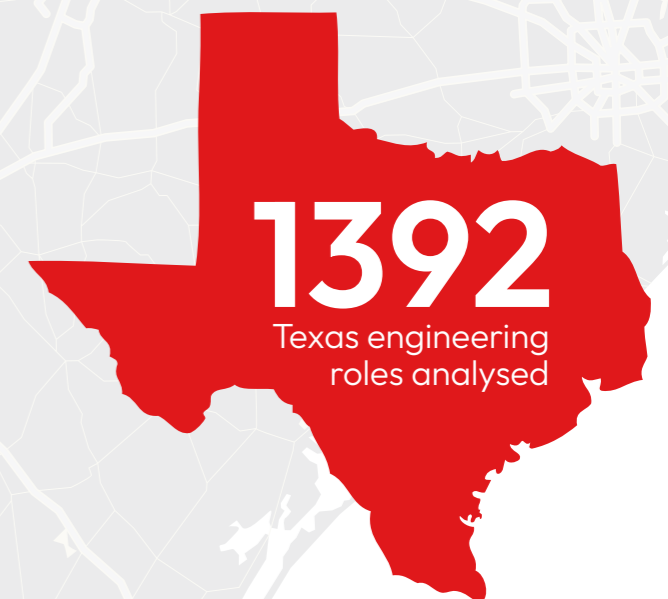
Median pay by city

Sample size in brackets.

City	Software	Electronics	Tech Sales	Mechanical
Austin	\$150k (n=76)	\$125k (n=56)	\$125k (n=59)	\$103k (n=23)
Houston	\$130k (n=31)	\$89k (n=39)	\$110k (n=82)	\$88k (n=71)
Dallas	\$108k (n=39)	\$97k (n=23)	\$100k (n=60)	\$94k (n=35)



Austin is the standout for technical pay, with a software median of **\$149,872** and electronics at **\$125,000**. Houston leads on mechanical volume (71 postings) and pays comparably to Dallas. Dallas is the most balanced of the three across categories.



Median pay by experience level

All Texas postings with disclosed salary and a parsed experience level, 1 April to 18 May 2026.

Level	Postings	Median	vs Mid
Entry	19	\$69,128	-23%
Mid	1105	\$90,000	baseline
Senior	245	\$135,754	51%
Principal	48	\$152,500	69%

Principal roles command a **69% premium** over mid-level Texas pay. The senior to mid step is 51%, and entry sits **23% below mid**. Sample sizes are smaller at the ends so treat principal and entry as indicative.

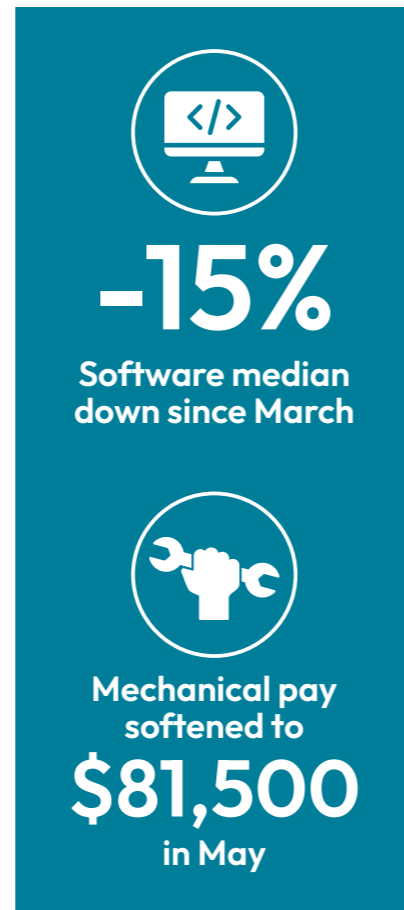


Month-over-month median pay

May 2026 is partial (1 to 18 May only), so the dip in some categories partly reflects fewer recorded postings.

Category	Mar 2026	Apr 2026	May 2026 (to 18th)
Software	\$129,900	\$120,450	\$110,000
Electronics	\$109,154	\$98,777	\$100,000
Mechanical	\$93,010	\$90,000	\$81,500
Tech Sales	\$97,658	\$106,966	\$100,000

Software pay has stepped down from **\$129,900** in March to **\$110,000** so far in May, a 15% decline in median over six weeks. Mechanical has softened similarly. Tech sales is flat to slightly up, and electronics has stabilized. The next full-quarter report will confirm whether this is a real cooling or a seasonality effect.



Top hiring employers in Texas, Q2 to date

Posting volume across all four categories.

Employer	Postings
Lockheed Martin	159
Amazon.com	117
Apple	101
Amazon Web Services	89
Raytheon	87
AMD	85
Google	84
Tesla	73
SpaceX	66
Deloitte	65



Notable title-level pay

Titles with four or more disclosed postings in Q2 to date.

Category	Title	Postings	Avg pay
Mechanical	Senior Mechanical Engineer	6	\$137,864
Electronics	Senior Electrical Engineer	4	\$123,602
Tech Sales	Sales Engineer	6	\$120,190
Electronics	Controls Engineer II	4	\$100,364
Mechanical	Electrical Engineer (Mech)	7	\$103,064

Summary and Insights

Engineering hiring across Texas remains active, with 1,392 roles analyzed in this mid-quarter preview. Software continues to lead on pay, while Austin maintains its position as the states highest-value tech and electronics hub. Month-over-month trends show a softening in some categories, but demand for specialist talent remains strong across the region.

Key Takeaways



Austin sets the pace for technical pay

Software and electronics roles in Austin command the highest medians in the state, reflecting continued investment in embedded systems, cloud, and advanced engineering.



Senior and Principal talent remains highly valued

Principal-level engineers earn a 69% premium over mid-level roles, with Senior roles at 51% above mid — highlighting the premium placed on experience in Texas' competitive market.



Market cooling is selective, not systemic

Software and Mechanical salaries dipped between March and May, while Electronics stabilized and Tech Sales held steady. Early indicators suggest a seasonal effect rather than a broad slowdown.



Big Tech and Aerospace/Defense dominate hiring

Lockheed Martin, Raytheon, SpaceX, Amazon, Apple, AWS, AMD, Google and Tesla account for the majority of high-volume postings — reinforcing Texas' dual identity as both a defense and next-gen technology hub.



Methodology and caveats

- Source: Jobs analyzed Mon, Wed and Fri at 06:00 CST from Indeed, LinkedIn and Glassdoor, deduped across boards and normalized into a single record per role per company per location.
- Role categories follow the Redline taxonomy: Software, Electronics, Mechanical and Tech Sales.
- Q2 2026 covers 1 April to 30 June. This preview captures the first seven weeks (1 April to 18 May). The full quarter report will publish in August 2026.
- Approximately 16% of Texas postings disclose explicit salary in line with the US market norm. The report reflects only the disclosing subset, which can skew toward larger and more compliance-driven employers.
- Salary figures use the midpoint of the disclosed salary range, restricted to postings where the midpoint is between \$25,000 and \$500,000 to remove obvious data errors.



Core Markets

How Redline Executive delivers in the US.

Embedded Software & Systems

Semiconductors & Electronics

AI & Machine Learning

Data Engineering & Analytics

Cloud, DevOps & Infrastructure

Engineering & Mechanical

- Engagement Models**
- W2 Contractors (fully compliant payroll via partner)
 - Permanent placements
- Speed & Execution**
- Shortlists delivered in days, not weeks
 - Pre-qualified, technically aligned candidates
 - Established contractor networks across Texas and the wider US
- Compliance & Assurance**
- Fully managed onboarding and payroll
 - Insurance aligned with US requirements
 - Clear, transparent terms

Redline Executive is a specialist recruitment partner supporting technology and engineering organizations across the United States.



Contract Recruitment (W2)

Fast access to highly skilled contractors to support product development, project delivery and time-critical initiatives.



Permanent Hiring

Targeted search for hard-to-find technical professionals to build long-term capability.

We deliver high-impact talent across Embedded Systems, Electronics, AI, Data, Cloud and Advanced Engineering — helping businesses scale, deliver critical projects, and stay competitive in fast-moving markets.



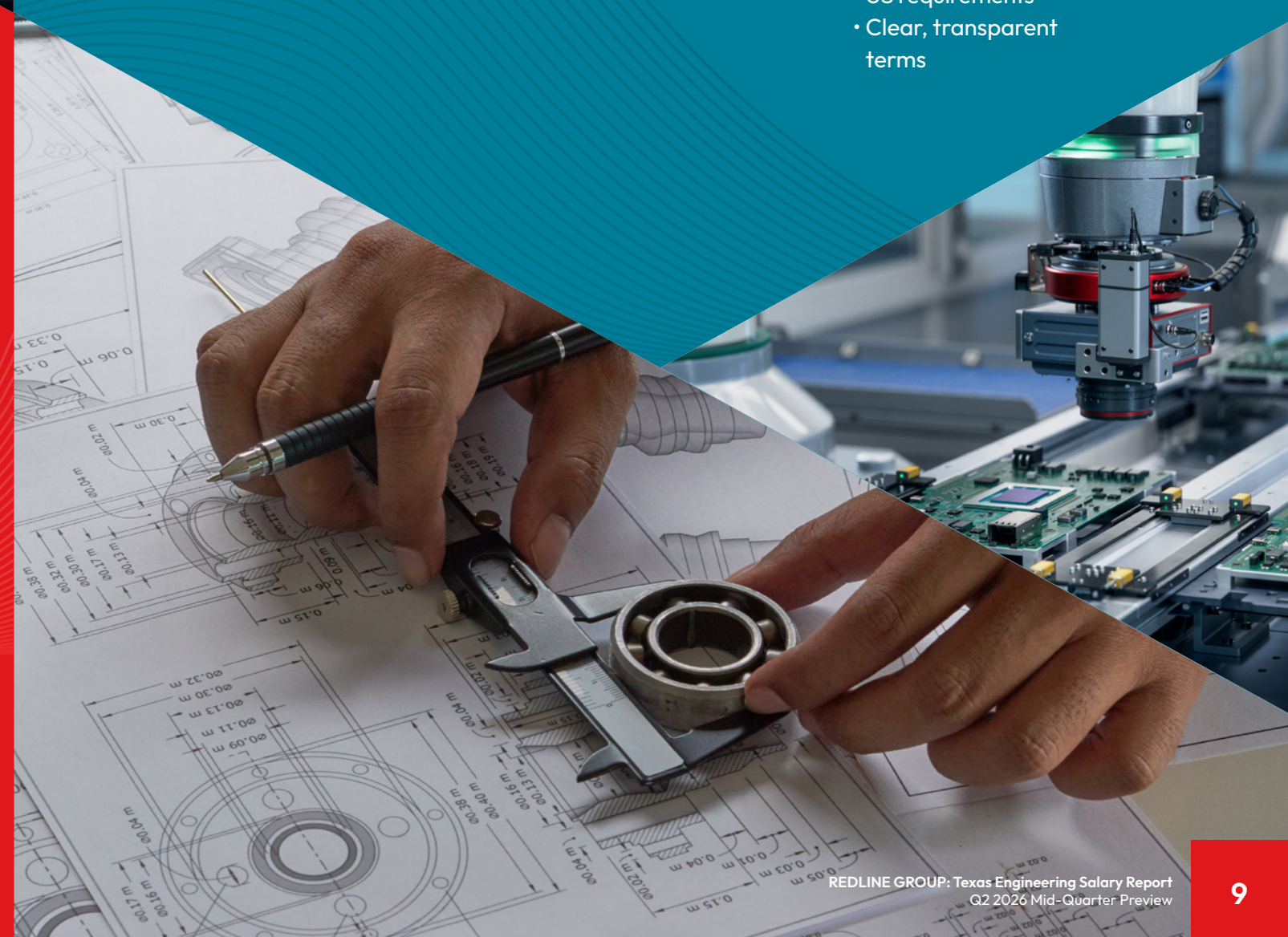
Executive & Leadership Search

Securing senior technical and commercial leaders who drive innovation, growth and organizational performance.



Talent Pipeline & Market Mapping

Proactive engagement strategies that ensure access to the right talent ahead of demand.



Why Partner With **Redline**?



Specialist focus in niche, high-demand markets



Access to hard-to-find, high-impact talent



Proven delivery on urgent and complex hiring



Relationship-led approach, not transactional



Market insight on rates, availability and hiring strategy

Typical Roles We Support

- Embedded Software Engineers
- FPGA / Hardware Engineers
- AI / ML Engineers
- Cloud & DevOps Engineers
- Data Engineers & Architects
- Engineering Leadership & Technical Executives

When Clients Engage Us

- Projects at risk due to talent gaps
- Hard-to-fill technical roles delaying delivery
- Need to scale teams quickly without long hiring cycles
- Limited internal bandwidth to source niche talent
- Transitioning to a more flexible, contract-led model

The Texas tech market continues to expand, with demand for embedded, AI and cloud engineers outpacing supply.

Organizations are increasingly adopting flexible workforce models to maintain delivery speed, reduce project risk and secure niche expertise in competitive hiring environments.



Let's Talk

Jidz Khan

Director — Business Growth & Client Solutions

jkhan@redlinegroup.com

+1 737 285 0256

Redline

Executive



+1 737 285 0256

info@RedlineGroup.com

www.redlinegroup.com