

DynamicsFocus | 2025 U.S. Salary Guide

Microsoft Dynamics & NetSuite Sales Executives

Experience-based compensation for ERP/CRM sales professionals across Microsoft Dynamics 365 (CE, F&SCM; Business Central), Power Platform, and NetSuite.

BEGINNER LEVEL (0–3 Years Experience)

Building pipeline, learning product suites, supported by senior sellers

Role	Typical Scope	Base Salary	OTE Range
Business Development Representative (BDR)	Lead generation; qualification; pipeline building	\$50k–\$70k	\$65k–\$90k
Account Executive (Junior/Associate)	SMB/mid-market; transactional sales; quota support	\$65k–\$90k	\$100k–\$150k
Inside Sales Representative	Remote selling; demo delivery; short sales cycles	\$60k–\$85k	\$95k–\$140k

INTERMEDIATE LEVEL (3–6 Years Experience)

Owns territory/accounts; complex deals; multi-product; partner ecosystem

Role	Typical Scope	Base Salary	OTE Range
Account Executive (Mid-Market)	Territory ownership; multi-product portfolio; \$250k–\$750k deal sizes	\$90k–\$130k	\$160k–\$240k
Account Executive (Enterprise)	Strategic accounts; complex sales cycles; executive engagement	\$100k–\$140k	\$180k–\$280k
Partner Account Manager	Channel/ISV partnerships; co-selling; ecosystem development	\$95k–\$130k	\$170k–\$250k

EXPERIENCED LEVEL (6+ Years Experience)

Strategic accounts; multi-million \$ deals; C-level relationships; team leadership

Role	Typical Scope	Base Salary	OTE Range
Senior Account Executive (Enterprise)	Named accounts; \$1M+ deals; complex implementations; C-suite access	\$120k–\$170k	\$220k–\$350k+
Strategic Account Executive	Fortune 1000; multi-year contracts; ecosystem orchestration	\$140k–\$190k	\$260k–\$450k+
Sales Director / Regional VP	Team leadership (5–15 reps); territory strategy; revenue ownership	\$150k–\$210k	\$280k–\$500k+
Channel / Alliance Director	Partner ecosystem; ISV strategy; co-selling programs	\$130k–\$180k	\$240k–\$400k+

Commission Structure Patterns

- **Typical Commission Rate:** 8–15% of TCV (Total Contract Value) for new business; 3–8% for renewals/upsells
- **Accelerators:** Most plans include kickers at 100%+ quota attainment (e.g., 1.5x commission rate above quota)
- **Quota-to-OTE Ratio:** Standard is 4:1 to 6:1 (e.g., \$1M quota = \$180k–\$240k OTE at full attainment)
- **Draw vs. Guarantee:** Many orgs offer guaranteed comp for first 3–6 months during ramp
- **SPIFFs & Incentives:** Product-specific bonuses, partner co-sell incentives, quarterly accelerators

Compensation Adjusters & Premiums

- **Proven track record:** Consistent quota attainment (100%+ over 3+ years) commands premium base + higher OTE
- **Product expertise:** Deep knowledge across multiple D365/NetSuite modules or Power Platform = higher comp
- **Vertical specialization:** Healthcare, FSI, manufacturing domain expertise adds 10–20% premium
- **Geographic market:** Major metros (SF, NYC, Chicago) typically 15–25% higher than national average
- **Partner ecosystem:** Strong ISV/SI relationships and co-selling experience highly valued
- **Named account success:** Proven ability to penetrate and expand Fortune 500/Global 2000 accounts

Product-Specific Compensation Notes

Microsoft Dynamics 365 F&SCM;/Finance: Typically 10–15% higher comp due to deal complexity and implementation cycles

Microsoft Dynamics 365 CE/Sales: Higher velocity, broader TAM; compensation aligned with cloud SaaS benchmarks

Business Central: SMB-focused; lower ASP but higher volume; comp similar to CE with volume-based accelerators

Power Platform: Often bundled with D365; standalone PP sellers see similar comp to CE with land-and-expand focus

NetSuite: Mature product; strong channel motion; comp competitive with D365 F&SCM; given deal sizes and implementation scope

Methodology: Compensation ranges reflect 2025 U.S. market data for Microsoft Dynamics 365, Power Platform, and NetSuite sales professionals. Actual compensation varies by geography, company size, product mix, quota attainment, vertical focus, and individual performance. OTE (On-Target Earnings) assumes 100% quota attainment. Top performers regularly exceed OTE by 50–200%+.

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