MCP SERVER | NO CODE | CLOUD HOSTED

Employee Salary Benchmark MCP for AI Agents

Benchmark Global Compensation Rates by Role and Startup Stage

Employee Salary Benchmark gives your AI client precise salary bounds in USD and BRL. It pulls current market data for specific roles, seniority levels, and startup stages worldwide, letting you benchmark compensation instantly. Stop guessing pay ranges; use this MCP to analyze global pay trends across major tech hubs like London or San Francisco.

A+ Quality Score 100/100

salary | benchmark | compensation | startup | recruitment

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vinkius.com/mcp/employee-salary-benchmark

SCAN TO VIEW

The connectivity layer between AI and the world's software.

Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

Your AI Connections Run Through Vinkius Cloud

The world's largest managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

> *The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.*
>
> — Architecture principle

Four Pillars of the Vinkius Runtime

01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

AES-256	Ed25519	24h TTL	V8 Isolate
Encryption at rest	PKI vault signatures	Ephemeral session keys	Sandboxed execution

One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

```
https://edge.vinkius.com/{token}/mcp
```

Claude · Cursor · VS Code · Windsurf · Grok · Gemini

Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

06 — Honeytoken Trap System

Phantom credentials are injected into isolated environments. If a honeytoken is used outside Vinkius infrastructure, the server is quarantined instantly.

Emergency Kill Switch

EU AI Act Art. 14(1) Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

Control Plane

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

Agent Activity

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

FinOps

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

Tool Health

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

Firewall & DLP

PII redaction activity, sensitive data protection counters, and security event timeline.

Incident Log

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

> Get started at **cloud.vinkius.com** — connect your AI agent in under 60 seconds.

Employee Salary Benchmark MCP

3 tools available
Cloud-hosted on Vinkius

This connector lets your AI agent access a specialized dataset of real-world market compensation data. Instead of wading through multiple industry reports and outdated salary guides, you simply ask for the numbers—minimums and maximums in both USD and BRL. You can analyze how pay changes based on specific professional roles or if an employee moves from junior to senior level. Need to compare salaries between different geographic hubs, say London versus San Francisco? This MCP handles that complexity. Whether you're dealing with pre-seed funding rounds up through Series B startups, you get precise salary bounds for the whole spectrum. Because Vinkius hosts this MCP in its catalog, your AI client connects once and gains immediate access to advanced compensation analysis tools.

Core Capabilities

01 — Retrieve salary bounds for a role

Gets the minimum and maximum salary range for a specific professional profile.

02 — Calculate average compensation across roles

Determines the average starting salary across a list of different job roles.

03 — Compare pay jumps between levels

Calculates the estimated percentage increase in pay when an employee moves up seniority levels.

One Click on Vinkius — From Prompt to Execution

Available at **vinkius.com/mcp/employee-salary-benchmark** — connect your AI agent in three steps.

01 Your AI client sends a request, specifying the job role, location (e.g., London), and startup stage (e.g., Series A).

02 The MCP processes this data against its comprehensive market compensation dataset.

03 Your agent receives structured salary bounds or average increases in both USD and BRL.

The bottom line is that you get immediate, benchmarked pay estimates without manual research.

Built For

HR Directors who spend hours manually researching compensation bands.
Compensation Analysts who need to justify salary changes with hard data.
Founders and Recruiters trying to figure out if their current offers are competitive in a specific market.

Talent Acquisition Manager

Uses this MCP to quickly check if an ideal candidate's expected salary falls within the acceptable range for a given location and company stage.

Compensation Analyst

Runs reports comparing average salaries across different internal departments or market segments, like comparing tech roles versus marketing roles in Berlin.

Startup Founder

Determines the appropriate salary premium needed when hiring senior talent to ensure they are competitive with established industry hubs.

What Changes When You Connect

01 Pinpoint exact pay ranges. Instead of using rough estimates, you get specific minimum and maximum salary bounds in USD and BRL from the `get_salary_range` tool.

02 Understand career growth value. Use the `compare_seniority_premium` function to quantify exactly how much more money an engineer should expect when moving from a junior to a senior role.

03 Benchmark departmental pay structures. Run analyses using `calculate_average_salary` to compare average compensation across different job families, like engineering versus design.

04 Handle multi-market complexity. Compare salary data for multiple geographic hubs (e.g., London vs. San Francisco) in one go, eliminating tedious spreadsheet work.

05 Target specific funding stages. Filter results by startup stage, from pre-seed through Series B, ensuring your compensation advice is highly relevant to the company's current funding status.

Real-World Applications

Checking if a new offer is competitive

A recruiter needs to know the pay ceiling for a mid-level designer in London at a seed stage startup. They ask their agent, which uses `get_salary_range` and gets an immediate answer: $60k - $85k USD.

Justifying salary adjustments

The HR team needs to prove the pay difference between two roles. They use `calculate_average_salary` to compare average salaries for engineers versus product managers in Berlin, providing immediate data points for negotiation.

Planning promotions and raises

A manager wants to promote an employee from junior to senior level. They check the expected raise using `compare_seniority_premium`, which shows a reliable 45% increase, allowing them to set accurate compensation expectations.

Analyzing regional pay discrepancies

The executive team needs an overview of cost differences. They use the MCP to compare average salaries for similar roles across multiple global hubs like San Francisco and Singapore in one query.

Patterns to Avoid

Using general salary tools

✗ AVOID

Relying on generic, outdated online calculators that don't account for startup funding stages or specific regional tech hubs.

✓ INSTEAD

Use this MCP to run targeted queries. For instance, instead of guessing the pay for a 'mid-level designer', use `get_salary_range` and specify 'London' and 'seed stage' to get precise bounds.

Calculating manually

✗ AVOID

Pulling data from multiple HR reports, cross-referencing locations (like comparing London to San Francisco), and then trying to reconcile the numbers in a spreadsheet.

✓ INSTEAD

Let your agent handle it. Use the MCP to compare salary trends across hubs directly, saving hours of manual reconciliation.

Missing seniority context

✗ AVOID

Assuming that moving from 'junior' to 'mid-level' always means a fixed percentage raise, without checking market standards.

✓ INSTEAD

Use `compare_seniority_premium` to get the estimated salary increase based on current market benchmarks for your specific role and location.

The Right Fit

You should use this MCP if you need compensation data that factors in three variables: professional role, geographic hub, and startup funding stage. It's perfect when you are trying to prove the competitive value of an offer or benchmark a salary increase. Don't use it if you just need general industry averages; you must specify the context. If your goal is simply to list roles without market data, this MCP won't help. But if you need to calculate the difference between levels, `compare_seniority_premium` is exactly what you need.

Employee Salary Benchmark: Solving Compensation Gaps for Tech Recruiting

Today, benchmarking salaries feels like detective work. You're juggling multiple sources: LinkedIn salary reports, Glassdoor averages, and outdated HR guides. It’s a nightmare of copy-pasting numbers into spreadsheets, constantly fighting conflicting data points just to figure out if an offer is competitive enough.

With this MCP, that entire process vanishes. Your agent connects directly, and by using the tool, you instantly get reliable salary bounds for any role in any major hub, eliminating guesswork and giving you concrete negotiation leverage.

Employee Salary Benchmark: Quantifying Pay Increases for HR Operations

Manually justifying a promotion or raise requires more than just 'it's time.' You have to build a case showing the market value jump. This usually means pulling data on average salaries for two distinct roles and then trying to calculate the difference—a tedious, error-prone task.

Now, your agent handles that calculation instantly. By utilizing the MCP’s dedicated comparison tool, you don't just propose a raise; you present it with an accurate, benchmarked percentage increase, solidifying the business case.

Employee Salary Benchmark: 3 Tools for Compensation Benchmarking

These tools allow your AI client to calculate average salaries, retrieve specific compensation ranges, and quantify pay jumps based on seniority level.

#	TOOL	DESCRIPTION
01	`calculate_average_salary`	Calculates the average minimum salary across a list of specified professional roles.
02	`get_salary_range`	Retrieves the minimum and maximum expected salary bounds for any given professional profile.
03	`compare_seniority_premium`	Estimates the percentage increase in compensation when an employee moves up seniority levels.

See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

U What is the salary range for a senior data scientist in San Francisco at a Series B startup?

Salary Benchmark: Data Scientist

- **Location:** San Francisco, CA
- **Stage:** Series B
- **Role:** Senior Data Scientist

METRIC	MIN SALARY (USD)	MAX SALARY (USD)
Annual Range	$160,000	$210,000

Note: This range represents the estimated base salary and does not include equity or bonus.

U Can I compare salaries for engineering vs. product management in London?

Compensation Comparison (London)

ROLE	AVERAGE SALARY EST. (USD)
Software Engineer	$90,000 - $125,000
Product Manager	$85,000 - $110,000

These averages are calculated based on current market data across various startup sizes.

U How much more should I expect if I move from junior to mid-level marketing?

Seniority Premium Calculation (Marketing)

Moving from a Junior Marketing role to a Mid-Level Marketing role in the current market typically results in an estimated **35% increase** in the middle of the salary range. This premium accounts for increased autonomy and project ownership.

Frequently Asked Questions

01 **How does the Employee Salary Benchmark MCP handle different global currencies?**

The MCP provides precise compensation data in both USD and BRL, so you don't have to worry about manual currency conversions. It gives you direct bounds for multiple markets simultaneously.

02 **Can I use the Employee Salary Benchmark MCP to check salaries across different startup stages?**

Yes. You can specify funding stages, from pre-seed all the way through Series B. This ensures the salary range you get is relevant to the company's current size and market maturity.

03 **Is the data in Employee Salary Benchmark accurate for my specific industry?**

The MCP uses a specialized dataset covering various professional roles across multiple tech sectors. While it provides strong benchmarks, always cross-reference with local HR counsel for final policy decisions.

04 **What if I need to compare salaries between two different cities? Does the Employee Salary Benchmark MCP support that?**

Absolutely. You can query compensation data for multiple geographic hubs (like comparing London to San Francisco) and get a comparative view of market rates in one go.

05 **Does the salary data I get from Employee Salary Benchmark include equity or just base pay?**

The provided ranges are designed to give you accurate base salary bounds. While it doesn't calculate total compensation including complex stock options, it gives you a solid starting point for your negotiation.

Go Live in 60 Seconds

Get your connection token from **cloud.vinkius.com**, then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
Claude AI	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
Cursor	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
VS Code	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add `"employee-salary-benchmark": { "url": "…" }`
Windsurf	MCP Settings → `mcp_settings.json` → Add endpoint URL
ChatGPT	Settings → Tools & plugins → Add MCP server → Paste endpoint
Gemini	Extensions → Add MCP Server → Paste endpoint URL

ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

- Ask ChatGPT
- Ask Claude
- Ask Perplexity
- Ask Gemini
- Ask Grok

READY TO CONNECT

Employee Salary Benchmark is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and start building. No SDK. No deployment. Just results.

Start at cloud.vinkius.com →

vinkius.com · support@vinkius.com

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