

the balance

SALARY SNAPSHOT

SUMMER 2020

BALANCE
RECRUITMENT

Job Titles	PERMANENT			CONTRACT	
	Low	Mid	High	Mid	High
CIO	\$180K	\$250K	\$350K++	\$1200-1400	\$1400-1900
CTO	\$180k	\$250k	\$350k	\$900-1200	\$1250-1400
CDO	\$180k	\$240k	\$300k	\$1000-1200	\$1250-1400
CISO	\$195k	\$250k	\$350k	\$1200-1500	\$1550-1800
IT Manager (5-15 IT staff members)	\$120k	\$150k	\$190k	\$700-900	\$950-1000
Enterprise Architect	\$170k	\$220k	\$250k	\$1050-1250	\$1300-1450
Architect - Solution or Information	\$150k	\$175k	\$200k	\$900-1050	\$1100-1200
Architect - Infrastructure	\$140k	\$160k	\$180k	\$800-950	\$1000-1200
UX Designer	\$130k	\$150k	\$175k	\$800-900	\$950-1100
Program Manager/Director	\$160k	\$175k	\$240k	\$900-1100	\$1100-1300
Senior Project Manager	\$155k	\$165k	\$200k	\$900-1000	\$1000-1100
Project Manager	\$120k	\$140k	\$155k	\$800-900	\$900-1000
Project Coordinator/ Assistant	\$75k	\$90k	\$120k	\$350-450	\$500-600
Change Manager	\$140k	\$160k	\$185k	\$750-900	\$1000-1500
Senior Business Analyst	\$140k	\$155k	\$170k	\$750-900	\$1100-1200
Business Analyst	\$110k	\$125k	\$140k	\$600-750	\$800-1100
Agile Coach	\$150k	\$165k	\$180k	\$850-1000	\$1100-1200
Scrum Master	\$115K	\$135K	\$145K	\$850-950	\$1000-1200
Product Owner	\$130k	\$150k	\$175k	\$750-900	\$950-1100
Development Manager	\$155k	\$185k	\$220k	\$1000-1100	\$1200-1350
Software Developer (Java, .Net)	\$90K	\$110k	\$145k	\$650-750	\$800-950
Applications Support Analyst	\$85k	\$95k	\$120k	\$450-550	\$550-650
Web Developer - Front End (React, Angular, HTML, JavaScript)	\$95k	\$110k	\$130k	\$400-500	\$550-750
Web Developer - Back End (Golang, PHP, RoR)	\$90K	\$110k	\$145k	\$650-750	\$800-950
Test Lead	\$110K	\$130k	\$145K	\$800-950	\$1000-1150
Test Engineer (In-sprint, Devops, automation, CI/CD)	\$100k	\$120k	\$140k	\$600-750	\$800-900
Test Analyst (manual/automated)	\$85k	\$105k	\$125k	\$500-650	\$700-750
DevOps Engineer	\$110K	\$130k	\$150k	\$600-750	\$800-950
Data Engineer (Big Data)	\$110k	\$140k	\$180k	\$700-900	\$950-1100
Data Scientist	\$120k	\$150k	\$190k	\$750-950	\$1000-1200
DW/ETL Analyst (Informatica, Datastage, Matillion)	\$120k	\$145k	\$180k	\$750-900	\$950-1100
BI Analyst (Cognos, Tableau, SSRS, TM1)	\$100k	\$120k	\$140	\$550-650	\$700-800
ERP Consultant (SAP, Oracle, Peoplesoft)	\$130K	\$145K	\$165K	\$750-900	\$950-1100
CRM Consultant (Salesforce)	\$130K	\$150K	\$180K	\$750-950	\$1000-1200
Network Engineer	\$95K	\$120K	\$150K	\$650-750	\$800-900
Security Engineer (Cyber)	\$115K	\$140K	\$160K	\$650-750	\$800-900
Windows/Unix Systems Engineer	\$80K	\$95K	\$125K	\$650-750	\$800-900
Cloud Engineer (Azure, AWS, Google)	\$110K	\$130K	\$150K	\$700-900	\$950-1100
Desktop/PC Support Analyst	\$60k	\$75k	\$90k	\$45-50/hr	\$50-60/hr
Help Desk Analyst	\$50k	\$55k	\$65k	\$32-35/hr	\$36-40/hr

* The salaries quoted are base salaries (exclusive of super).

* The contract rates quoted are pay rates to the contractor including superannuation. They do not include payroll tax, insurances, agency margin or GST.