the BALANCE SALARY SNAPSHOT

JOB TITLES	PERMANENT			CONTRACT	
	LOW	**MID**	**HIGH**	**MID**	**HIGH**
CIO	$180K	$250K	$350K+	$1500-1800	$1800-2400
CDO/CTO	$180K	$240K	$300K+	$1400-1600	$1600-2000
CISO	$195K	$250K	$350K	$1250-1850	$1850-2250
IT Manager (5-10 IT staff members)	$125K	$150K	$200K	$900-1100	$1100-1350
Enterprise Architect	$200K	$225K	$250K	$1300-1500	$1600-1800
Architect - Solution/Information/Digital	$165K	$190K	$220K	$1200-1300	$1300-1500
Architect - Infrastructure	$155K	$180K	$210K	$1100-1200	$1200-1500
UX Designer	$130K	$150K	$175K	$900-1000	$1050-1200
Program Manager	NA	$180K	$240K	$1200-1300	$1400-1800
Project Manager	$140K	$155K	$180K	$800-1000	$1100-1400
Project Coordinator/Assistant	$80K	$95K	$120K	$500-550	$600-750
Change Manager	$150K	$170K	$190K	$1000-1100	$1200-1400
Business Analyst	$120K	$150K	$170K	$750-950	$1000-1100
Scrum Master	$145K	$160K	$180K	$900-1050	$1100-1300
Product Owner	$135K	$155K	$175K	$800-900	$1000-1200
Development Manager	$165K	$210K	$260K	$1000-1200	$1300-1600
Software Developer (Java, .Net)	$100K	$130K	$160K	$850-950	$1000-1100
Full Stack Developer (NodeJS, React, Angular)	$110K	$140K	$160K	$850-950	$1000-1100
Web Developer	$105K	$120K	$140K	$600-800	$800-900
Applications Support Specialst	$95K	$120K	$130K	$500-700	$750-900
Test Manager	$120K	$145K	$170K	$800-1000	$1100-1300
Test Analyst	$90K	$115K	$135K	$550-700	$750-900
DevOps Engineer	$120K	$145K	$170K	$800-1000	$1100-1200
DBA	$110K	$140K	$160K	$700-800	$800-1000
BI Analyst	$100K	$130K	$155K	$700-900	$1000-1200
Data Scientist	$110K	$130K	$160K	$850-900	$1000-1200
ERP Consultant	$130K	$145K	$165K	$950-1100	$1100-1300
Infrastructure Manager	$140K	$170K	$200K	$850-950	$1000-1200
Network Engineer	$100K	$130K	$160K	$800-900	$1000-1200
Security Engineer	$110K	$130K	$160K	$800-950	$1000-1200
Windows/Unix Systems Engineer	$90K	$120K	$140K	$650-800	$800-1000
Cloud Engineer	$130K	$155K	$185K	$850-1000	$1100-1250
Service Delivery Manager	$135K	$155K	$175K	$800-1000	$1000-1200
Help Desk Manager	$80K	$100K	$120K	$600-700	$700-900
Desktop/PC Support Analyst	$65K	$80K	$95K	$45-55/HR	$55-70/HR
Help Desk Analyst	$60K	$65K	$70K	$40-45/HR	$45-55/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.

* Rates in ACT are 10% higher than listed