



“Life is like riding a bicycle  
– to keep your balance  
you must keep moving”  
Albert Einstein

# Balance.

Your competitive advantage.

**BALANCE**  
RECRUITMENT

## Who is Balance Recruitment?

Balance Recruitment is a dynamic IT recruiter with offices in Sydney and Wollongong. Our goal is to help businesses achieve extraordinary outcomes by introducing them to exceptional talent. Simple as that. We cover all technical, functional, digital, sales and executive IT roles, and fill permanent, contract and fixed-term positions.

## The Balance Team

Our success is attributed to Balance Recruitment's team. Every formidable member brings an average of 20 years' recruitment experience to his or her role. Our consultants will deep-dive into their long-standing networks to uncover the perfect person before you can say 'job ad'.

## The Balance Specialists

We have lived IT recruitment for 20 years and more. We remember when CICS/Cobol was in demand, we know the difference between AWS and IaaS, and we can differentiate someone who is Agile from fragile. We've sourced candidates with the brightest minds and the craziest sounding technologies... Ubuntu, Kanban, Red Hat, SOAP, Splunk, Puppet... And our people have made tangible differences to peoples' lives. And that makes us very happy.

## The Balance Outcomes

Why choose Balance Recruitment? We get the job done, and pride ourselves on doing it well. Looking to hire a pink spotted unicorn with ITIL skills? We'll scour the globe to find them. Need to assemble a

team of 40 support analysts? Balance routinely orchestrates team hires, with the confidence of our clients, best-practice procedures, and the back-stories to prove this work is in our DNA.

## The Balance Communication

We understand that different organisations want to deal with us in different ways. Our people are adaptable and always willing to work the way our clients feel most engaged.

## The Balance Diversity

Despite generalisations, the world of IT is a rainbow collective, coloured by all demographics of the community. So at Balance, we celebrate the diversity of our candidate base and place them accordingly.

## The Balance Ambassador

What are candidates looking for? A company with the right fit. A vital part of Balance's mandate is to promote the 'employer brand', with its work culture, values and benefits. Effectively developing and delivering this proposition ensures our clients own the competitive edge.

## The Balance Network

Need a role filled? Balance will travel. Our team is based in Sydney's CBD with an additional office in Wollongong. The majority of our clients' activities are across NSW, but we regularly recruit roles in ACT, VIC, QLD, SA, WA and the NT.

# The BALANCE SALARY SNAPSHOT

Spring Summer 2023-2024

JOB TITLES	PERMANENT		CONTRACT	
	LOW	HIGH	LOW	HIGH
CIO	\$250K	\$400K+	\$1800-2200	\$2200-2500
CDO/CTO	\$220K	\$350K+	\$1500-1800	\$1800-2200
CISO/GRC Manager	\$225K	\$350K+	\$1500-1850	\$1850-2250
Head of IT/IT Director	\$180K	\$250K	\$1000-1200	\$1200-1400
IT Manager (5-10 IT staff members)	\$130K	\$180K	\$750-900	\$950-1100
Architect - Enterprise	\$220K	\$275K	\$1500-1750	\$1750-2000
Architect - Solution/Digital	\$180K	\$230K	\$1150-1300	\$1300-1500
Architect - Cloud/Network/Security	\$190K	\$240K	\$1300-1500	\$1500-1700
UX Designer	\$150K	\$190K	\$900-1100	\$1100-1250
Program Manager	\$220K	\$260K	\$1200-1400	\$1400-1600
Project Manager	\$165K	\$210K	\$900-1100	\$1100-1300
Project Coordinator/Assistant	\$90K	\$130K	\$500-650	\$650-800
Change Manager	\$170K	\$220K	\$1000-1200	\$1200-1400
Business Analyst	\$130K	\$180K	\$900-1000	\$1000-1150
Product Owner	\$150K	\$180K	\$900-1000	\$1000-1100
Product Manager	\$170K	\$200K	\$1000-1100	\$1100-1250
Software Engineering Manager	\$195K	\$250K+	\$1200-1400	\$1400-1600
Software Developer (Java, .Net, C++)	\$100K	\$185K	\$850-950	\$950-1100
Full Stack Developer (NodeJS, React, Angular)	\$100K	\$185K	\$850-950	\$950-1100
Web Developer	\$100K	\$150K	\$700-800	\$800-900
Applications Support Specialist	\$100K	\$140K	\$650-750	\$750-850
QA Engineer (Automation Scripting)	\$130K	\$165K	\$750-850	\$850-1000
Test Analyst (Manual, Automation Tools)	\$100K	\$130K	\$650-750	\$750-850
DevOps Engineer	\$140K	\$190K	\$1000-1100	\$1100-1200
Data/BI Analyst	\$100K	\$140K	\$600-800	\$800-1000
Data Scientist/Big Data Engineer	\$140K	\$190K	\$900-1000	\$1000-1200
ERP Consultant	\$135K	\$180K+	\$950-1100	\$1100-1300
Infrastructure/Systems Manager	\$170K	\$220K	\$1000-1100	\$1100-1300
Network Engineer	\$140K	\$190K	\$900-1100	\$1100-1300
Security Engineer	\$150K	\$190K	\$950-1100	\$1100-1300
Security Analyst	\$130K	\$155K	\$750-900	\$950-1100
Systems Engineer	\$130K	\$170K	\$800-1000	\$1000-1100
Cloud Engineer	\$150K	\$200K+	\$900-1100	\$1100-1200
Service Delivery Manager	\$150K	\$185K	\$900-1100	\$1100-1200
Modern Workplace Engineer	\$120K	\$150K	\$700-850	\$850-1000
Desktop Support Analyst	\$95K	\$120K	\$550-600	\$600-700
Service Desk Analyst	\$65K	\$90K	\$360-450	\$450-500

\* 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.