The BALANCE SALARY SNAPSHOT

Spring / Summer 2026-2027

	PERMANENT		CONTRACT	
JOB TITLES	**LOW**	**HIGH**	**LOW**	**HIGH**
CIO (20-200 IT staff)	$250K	$400K+	$1600-2000	$2000-2400+
CDO / CTO	$235K	$350K+	$1400-1700	$1700-2000
CISO / GRC Manager	$225K	$350K+	$1400-1600 ↓	$1600-1800 ↓
Head of IT / IT Director	$210K ↑	$270K	$1200-1350	$1350-1500
IT Manager (5-10 IT staff)	$160K ↑	$200K	$900-1000 ↓	$1000-1100 ↓
Architect - Enterprise	$220K	$275K	$1400-1600 ↓	$1600-1800 ↓
Architect - Solution / Digital / Data	$180K	$230K	$1150-1300	$1300-1400
Architect - Cloud / Network / Security	$180K	$240K	$1100-1200 ↓	$1200-1400 ↓
UX Designer	$140K	$180K	$900-1100	$1100-1250
Program Manager	$190K	$240K	$1100-1200 ↓	$1200-1400 ↓
Project Manager	$150K	$180K ↓	$900-1050 ↓	$1100-1200 ↓
Project Coordinator / Assistant	$90K	$130K	$550-650 ↑	$650-800
Change Manager	$170K	$220K ↑	$1000-1200 ↑	$1200-1400 ↑
Business Analyst	$120K	$170K ↑	$800-950	$950-1100
Product Manager	$160K	$200K	$1000-1100	$1100-1250
Product Owner	$150K	$180K	$950-1100	$1100-1200
Software Engineering Manager (15-60 staff)	$220K	$275K	$1400-1600	$1600-1800
Software Engineering Team Lead (5-15 staff)	$175K	$230K	$1000-1200	$1200-1400
Senior Software Engineer / Developer (7+ yrs exp)	$150K	$185K	$850-1000	$1000-1200
Software Engineer / Developer (2-6 yrs exp)	$110K	$150K	$750-900	$900-1000
Applications Support Specialist	$110K	$140K	$650-750	$750-850
QA Engineer	$120K	$155K	$750-900	$900-1000
Test Analyst	$100K ↑	$140K	$550-650	$700-800
DevOps Engineer	$140K	$180K	$1000-1100	$1100-1300 ↑
Data / BI Analyst	$110K	$150K	$650-800	$800-1000
Data Scientist / Big Data Engineer	$140K	$190K	$900-1050	$1050-1200
ERP Consultant	$150K	$190K+	$950-1100	$1100-1300
Infrastructure Manager	$190K	$250K ↑	$1000-1100	$1100-1300
Network Engineer	$135K ↑	$190K ↑	$900-1050	$1050-1200
Security Engineer	$150K	$190K	$1000-1100 ↑	$1100-1250 ↓
Security Analyst	$130K	$170K	$800-950 ↑	$950-1100 ↓
Systems Engineer	$130K	$170K	$800-1000	$1000-1100
Cloud Engineer	$150K ↑	$185K	$900-1100	$1100-1200
Modern Workplace Engineer	$140K ↓	$175K ↑	$800-950	$950-1100
Service Delivery Manager	$150K ↓	$180K ↓	$850-1000 ↓	$1000-1100 ↓
Desktop Support Analyst	$95K	$110K	$500-550	$600-650
Service Desk Analyst	$75K	$95K	$380-450	$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

↑ Increase in the last 6 months ↓ Decrease in the last 6 months