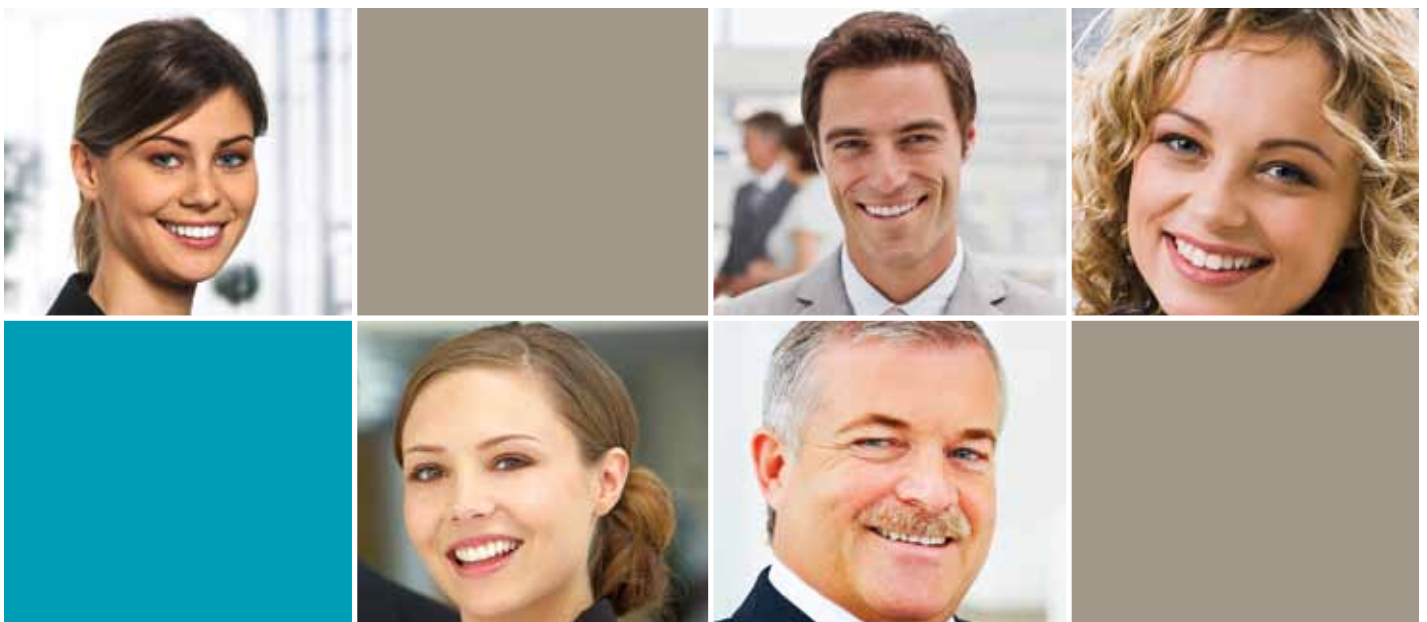




# Canberra IT&T Salary Index

March 2011





## Canberra IT&T Salary Index

### Market Update: March 2011

There is a palpable mood of confidence in the Canberra ICT market with Peoplebank predicting a strong jobs market in 2011 as investment in IT increases.

The market has largely absorbed the major changes arising from the Gershon Report and is now also emerging from the impact of the GFC and last year's political uncertainties.

### Salary & rate changes

While salaries for permanent roles have remained relatively stable, there have been some rate rises in the contract sector for Senior Change Managers, Database Developers, Testers and Service Desk Operators.

### Hot roles

There is currently strong demand for Business Analysts, Project Managers, Testers and SharePoint specialists across the Canberra market.

### Predictions for the next quarter

Peoplebank is expecting pay increases across the in-demand skills as the market is already in short supply and CIOs focus on finishing projects before the end of the financial year.

The next quarter will see departments finalise achievement of their Gershon targets, leading to an increase in available permanent roles. The departments that offer competitive remuneration, training and career opportunities will be in the best position to be able to attract candidates who want to convert from contract to permanent.

### National update

Australia's IT hiring market was characterised by slower-than-usual hiring activity early in the year in New South Wales and Victoria, while major issues (such as the Queensland floods) have given rise to large regional variations in hiring patterns in the other states.

As a result pay increases have been evident in only a select few of the 50 IT roles we track.

Peoplebank is predicting that during 2011 the market will continue to tilt in favour of candidates, particularly in specialist skill sets.



## Canberra IT&T Salary Index

### Development Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Business Analyst	\$70,000	\$90,000	\$95,000
Developer - .Net	\$60,000	\$75,000	\$90,000
Developer - C++	\$60,000	\$70,000	\$90,000
Developer - Java / J2EE	\$65,000	\$77,500	\$92,500
IT Consultant - Functional	\$70,000	\$90,000	\$110,000
IT Consultant - Technical	\$70,000	\$90,000	\$110,000
J2EE Architect	\$75,000	\$100,000	\$125,000
Project Manager	\$80,000	\$90,000	\$130,000
Solutions Architect	\$90,000	\$110,000	\$140,000
Systems Architect	\$75,000	\$110,000	\$140,000
Technical Writer	\$60,000	\$75,000	\$87,500
Test Analyst	\$55,000	\$65,000	\$75,000
Test Manager	n/a	\$70,000	\$90,000



# Canberra IT&T Salary Index

## ERP Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Oracle Financials Functional	\$55,000	\$78,000	\$100,000
Oracle Financials Technical	\$58,000	\$80,000	\$102,000
PeopleSoft Functional	\$72,000	\$89,000	\$107,000
PeopleSoft Technical	\$77,000	\$95,000	\$114,000
SAP ABAP	\$70,000	\$85,000	\$110,000
SAP Basis Administrator	\$70,000	\$80,000	\$95,000
SAP Functional	\$68,000	\$90,000	\$113,000

## Sales & Marketing Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Account Manager	\$55,000	\$100,000	\$150,000
BDM/Sales Executive: Hardware/ Infrastructure	\$80,000	\$120,000	\$150,000
BDM/Sales Executive: Software/ Services	\$75,000	\$90,000	\$130,000
Channel/Product Manager	\$70,000	\$90,000	\$120,000
Pre/Post Sales Support	\$55,000	\$75,000	\$95,000
Sales - Internal	\$40,000	\$55,000	\$70,000
Sales and Marketing Manager	n/a	\$92,500	\$120,000

# Canberra IT&T Salary Index

## Management Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Applications Development Manager - Large scale	\$80,000	\$100,000	\$120,000
Applications Development Manager - Small scale	\$70,000	\$90,000	\$100,000
CIO/IT Director	\$120,000	\$170,000	\$205,000
Operations Manager	n/a	\$80,000	\$110,000
Help Desk Manager	\$60,000	\$75,000	\$90,000
I.T. Manager	\$80,000	\$95,000	\$120,000
Program Manager	n/a	\$110,000	\$150,000
Service Delivery Manager	\$70,000	\$90,000	\$125,000
Technology & Infrastructure Manager	n/a	\$90,000	\$125,000

## Web & e-Commerce Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Web Content Manager/Web Master	\$60,000	\$75,000	\$90,000
Web Designer	\$50,000	\$65,000	\$80,000
Web Developer - Back End	\$66,000	\$78,000	\$90,000
Web Developer - Front End	\$45,000	\$55,000	\$75,000
Web Producer	\$55,000	\$70,000	\$85,000



## Canberra IT&T Salary Index

### Support Infrastructure Administration Positions

Position Titles	Permanent Salaries		
	Junior	Intermediate	Senior
Data Communications Engineer	\$65,000	\$80,000	\$100,000
DBA - DB2	\$70,000	\$90,000	\$110,000
DBA - Oracle	\$70,000	\$85,000	\$100,000
DBA - SQL Server	\$65,000	\$80,000	\$95,000
DBA - Sybase	\$63,000	\$80,000	\$100,000
Desktop/PC Support	\$37,000	\$43,000	\$53,000
Help Desk Support	\$42,000	\$50,000	\$55,000
Infrastructure Architect	\$80,000	\$95,000	\$125,000
Infrastructure Engineer	\$65,000	\$95,000	\$112,000
Network Designer	\$65,000	\$80,000	\$110,000
Network Engineer	\$70,000	\$80,000	\$110,000
Operator	\$35,000	\$40,000	\$45,000
Project Manager	\$85,000	\$100,000	\$130,000
Security Administrator	\$60,000	\$75,000	\$90,000
Security Architect	n/a	\$120,000	\$150,000
Security Engineer	\$70,000	\$90,000	\$120,000
Trainers	\$60,000	\$75,000	\$90,000
Unix Systems Administration	\$65,000	\$85,000	\$100,000



# Canberra IT&T Salary Index

## Contract Rates

Position Titles	Contract Rates		
	Junior	Senior	Average
.NET Developer	\$60.00	\$110.00	\$85.00
3rd Level Enterprise Support	\$70.00	\$85.00	\$78.00
Analyst Programmer	\$65.00	\$105.00	\$85.00
Apps Development Manager	\$90.00	\$110.00	\$95.00
Billing Systems Analyst	\$60.00	\$75.00	\$70.00
Business Analyst	\$60.00	\$95.00	\$80.00
C++ Programmer	\$60.00	\$75.00	\$72.00
Change Manager	\$80.00	\$110.00	\$90.00
Citrix (Application)	\$70.00	\$110.00	\$78.00
Citrix (Infrastructure)	\$70.00	\$110.00	\$78.00
Cold Fusion Developer	\$65.00	\$80.00	\$67.00
COOLGEN Developer	\$70.00	\$95.00	\$88.00
Data Design Analyst	\$72.50	\$85.00	\$80.83
Data Warehouse/BI Specialist	\$90.00	\$120.00	\$105.00
Database Developer	\$67.00	\$100.00	\$85.00
Delphi AP	\$65.00	\$80.00	\$72.00
Disaster Recovery/Business Continuity	\$110.00	\$135.00	\$120.00
Enterprise Architect	\$100.00	\$140.00	\$120.00

**Please note the quoted rates reflect the hourly rate paid directly to the Contractor.**

The rates DO NOT include any management fees (paid to recruitment agencies), statutory charges such as payroll tax, insurance or workers compensation. These rates are determined based on actual averages achieved in the Canberra Market over the proceeding three month period.

# Canberra IT&T Salary Index

## Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
Helpdesk Consultant (L1)	\$25.00	\$35.00	\$30.00
Helpdesk Consultant (L2)	\$35.00	\$55.00	\$45.00
HTML Editor	\$40.00	\$60.00	\$50.00
Incident Analyst	\$23.00	\$25.00	\$23.50
Information Analyst	\$65.00	\$85.00	\$80.00
Information Architect	\$100.00	\$140.00	\$120.00
Infrastructure (Firewall)	\$90.00	\$120.00	\$110.00
Infrastructure Manager	\$80.00	\$110.00	\$95.00
JAVA Developer	\$65.00	\$95.00	\$80.00
Junior Tester	\$40.00	\$55.00	\$48.00
Notes Analyst/Admin	\$65.00	\$80.00	\$75.00
Notes Developer	\$65.00	\$85.00	\$75.00
Oracle Database Administrator	\$75.00	\$100.00	\$90.00
Project Manager	\$90.00	\$120.00	\$100.00
Records Management Specialist	\$62.00	\$95.00	\$72.00
Remote Desktop	\$28.00	\$45.00	\$40.00
SAP Analyst	\$90.00	\$160.00	\$120.00
Security (Administration)	\$75.00	\$85.00	\$80.00
Security (Infrastructure Specialist)	\$95.00	\$115.00	\$110.00
Senior Business Analyst (> 5yrs BA exp.)	\$75.00	\$110.00	\$95.00
Senior Project Manager (> 5yrs PM exp.)	\$90.00	\$125.00	\$115.00



## Canberra IT&T Salary Index

### Contract Rates Continued

Position Titles	Contract Rates		
	Junior	Senior	Average
Senior Solutions Architect	\$95.00	\$140.00	\$115.00
Senior Tester	\$60.00	\$95.00	\$78.00
Server Support	\$70.00	\$120.00	\$95.00
Service Desk Manager	\$70.00	\$85.00	\$80.00
Service Desk Operator	\$21.80	\$35.00	\$23.00
SharePoint/MOSS Developer	\$75.00	\$120.00	\$97.50
SQL Database Administrator	\$80.00	\$100.00	\$95.00
SQL Server Specialist	\$85.00	\$100.00	\$95.00
System Analyst	\$65.00	\$85.00	\$78.00
System Engineer	\$70.00	\$95.00	\$90.00
Team Leader	\$70.00	\$100.00	\$90.00
Technical Manager	\$95.00	\$120.00	\$110.00
Technical Writer	\$60.00	\$90.00	\$80.00
Test Analyst	\$50.00	\$75.00	\$65.00
Test Engineer (Script writer)	\$70.00	\$90.00	\$80.00
Test Manager	\$75.00	\$110.00	\$90.00
User Interface Design/Usability	\$70.00	\$100.00	\$85.00
VB Developer	\$65.00	\$85.00	\$80.00
Web Developer	\$65.00	\$85.00	\$75.00



## Canberra IT&T Salary Index

### About The Peoplebank IT&T Salary Index

The Peoplebank IT&T Salary Index is based upon IT&T job offers and employment activity in Canberra during the past three months.

#### Permanent Salaries

All permanent salaries listed are **base salaries only** and do not include bonuses, superannuation, commissions or other benefits.

When formulating salary ranges, as a general rule...

**Junior:** Less than three years of experience in the role

**Intermediate:** Three to five years in the role

**Senior:** More than five years in the role

#### Contract Rates

Please note that all rates listed are the **'Rate to the Contractor'** only and do not include management fees, superannuation, bonus, commissions or any other benefits or fees.

When formulating Contractor ranges, as a general rule...

**From:** the average minimum hourly rate achieved

**To:** the average maximum hourly rate achieved

Contract rates are generally determined by the skills and experience of the individual contractor combined with the market demand for those particular skills at the time the contract was offered.

The figures provided are based on aggregate averages, some rates may fall slightly below the minimum or slightly over the maximum, however these were generally considered as exceptions.

#### More Information

To learn more about the Peoplebank IT&T Salary Index, please feel free to contact one of our recruitment specialists on 02 6245 1700 or email [canberra@peoplebank.com.au](mailto:canberra@peoplebank.com.au)