

MARKET SYNOPSIS

Australia's skills shortage continues to put pressure on the information technology and telecommunications (IT&T) industry. Over the last few months, the shortage of talent has continued across both the technical and business-related areas of IT&T skills, resulting in salaries and contracting rates rising steadily.

According to the Hudson 20:20 Series whitepaper, *Candidate Buying Behaviour*¹, financial considerations (including salary) are the number one trigger in seeking new employment for IT (69%) and Telecommunications (65%) professionals. Employers would therefore be wise to pay close attention to their existing remuneration packages to prevent current employees wanting to move on while conducting reviews of packages designed to entice new talent.

Currently the market is experiencing increasing levels of multiple offers and counter offers for skilled IT&T candidates, putting them in a position of advantage with many able to negotiate 'better deals'.

With salaries continuing to rise, organisations will need to not only meet market value in terms of pay but in many cases exceed expectations through additional benefits. Many IT&T employers are enhancing remuneration packages with extras such as flexible hours, paid parental leave, company vehicle, travel, educational assistance retail discounts, parking, child care, reduced gym memberships and regular team social activities. This is supported by further Hudson research¹, which revealed that job seekers value work/life balance (63%) and better salary (52%) as 'must-haves' when considering a new employer.

Salaries across all IT&T positions have risen over the last six months, however business-related roles (Project Managers, Business Analysts) have been in particularly high demand as have highly technical roles such as programmers and systems professionals.

While some skills are more in demand than others, there has been an overall increase in demand and a lack of talent supply across the country with

particular focus on certain regions. For example, most IT roles are located within head offices in the major cities of Sydney and Melbourne, as are many telecommunications roles, illustrating how these regions in particular are experiencing further demand.

Currently there is continuing high demand for the following roles:

- Project Managers
- Business Analysts
- .NET Developers
- Security Specialists
- Architects
- Integration Specialists
- Web Design/Development

It is expected that the rest of 2008 will continue in this manner, with the increase in demand for skilled IT&T professionals nationally resulting in a steady rise in salaries.

¹ Hudson 20:20 Series: Candidate Buying Behaviour: An Exploration Into The Key Motivators Of Today's Job Seeker

	NSW	VIC	ACT	QLD	SA	WA
	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000

DEVELOPMENT AND ERP						
Graduate (Applications/Technical Support)	45+	40-55	40-55	32-45	40-50	45-55
Project Administrator	50-85	60-80	40-60	32-50	40-55	50-60
Analyst Programmer (Web)	65-100	60-90	70-100	50-75	45-65	60-70
Project Coordinator	65-90	65-90	70-95	37-60	45-65	55-65
Analyst Programmer (Client Server)	70-90	70-100	90-110	60-75	50-75	55-70
Database Developer	70-110	60-90	60+	63-85	55-75	70-85
Analyst Programmer (.Net)	55-95	60-90	75-100	50-95	55-90	70-85
Analyst Programmer (Legacy)	70-95	55-80	65-95	52-75	50-80	55-75
Business Intelligence Consultant	80-130	75-120	90-120	75-110	65+	85-105
Systems Analyst	75-110	75-100	75-110	63-90	55-80	75-85
Senior Analyst Programmer (Web)	85-120	75-105	90-130	75-105	60-90	85-100
Functional Business Analyst	80-120	90-120	75-100	63-90	65-100	80-100
Technical Business Analyst	90-120	90-120	90-130	60-85	70-105	75-95

* All figures exclude superannuation, bonuses and share options.

NSW	VIC	ACT	QLD	SA	WA
AUD '000	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000

DEVELOPMENT AND ERP

Datamodelling/Datawarehouse Consultant	80-130	80-120	100-140	75-110	80-105	75-90
Senior Analyst Programmer (Client Server)	85-120	70-110	90-130	75-105	70-90	75-95
Senior Analyst Programmer (Legacy)	85-120	70-95	90-120	63-85	70-90	75-95
Senior Analyst Programmer (.Net)	95-120	80-120	95-140	75-105	70-95	75-100
Development Team Leader	80-120	80-130	90-120	85-115	80-105	80-110
Project Manager – Development	110-160	100-160	120-160	95-125	90-120	95-120
ERP Consultant Technical (Tier 1 Product)	80-120	85-120	110-155	85-140	110-150	100-140
ERP Consultant Functional (Tier 1 Product)	80-130	85-120	110-155	85-150	110-150	100-140
Project Office Manager (PMO)	130-180	100-160	130-180	125-175	110-150	100+

NETWORK COMMUNICATIONS

Network Administration	60-105	65-95	65-80	60-75	65-90	60-70
Unix Administrator (All Flavours)	80-100	70-95	80-105	65-85	60-80	60-70
Communications Engineer (Certified)	90-110	80-110	95-120	75-115	75-100	90-100
Senior Unix Administrator (All Flavours)	90-130	90-130	95-125	75-100	75-100	75-85
Network Engineer/Consultant	80-130	80-120	85-115	85-100	75-100	80-90
Network Manager	90-140	90-130	95-130	85-110	100-130	90-100
Communications Manager	120+	100-152	100-150	105-130	100-130	90-100
Senior Communications Engineer (Certified)	100-130	100-150	90-120	75-115	80-110	90-110
Solutions Architect	120-170	110-180	120-175	95-150	90-120	120-150
Enterprise Architect	120-170	110-190	120-155	95-130	100-140	120-150

OPERATIONS AND SUPPORT

Helpdesk Level 1	45-55	40-55	45-60	42-55	35-50	45-55
Helpdesk Level 1 - 2	45-60	45-65	45-65	42-60	40-55	45-65
Desktop Support	60+	50-60	60-70	42-55	45-60	55-65
Helpdesk Team Leader	60-80	60-80	65-95	65-80	60-80	70-90
Third Level Support	65-85	65-95	65-90	60-85	60-80	65-75
Systems Engineer (Certified)	75-110	80-120	65-95	60-85	70-95	80-90
Database Administrator (Large RDMBS)	80-100	75-110	80-100	65-90	70-90	55-75
Senior Database Administrator (Large RDMBS)	90-120	100-130	85-120	75-110	85-100	70-90
Systems Architect	100-160	100-150	100-130	95-120	90-120	100-120
Data Centre Manager	80-120	90-130	85-120	75-105	110-130	90-110
Operations Manager	80-140	100-150	90-140	75-125	110-145	110-130

OTHER IT ROLES

Technical Writer	75-130	70-100	75-95	65-100	55-85	70-90
Trainer (Software)	70-90	70-95	70-90	55-65	60-80	70-80
Test Team Lead	90-120	75-110	90-105	75-105	80-100	70-80
QA	85-110	75-100	90-110	65-95	80-100	55-75
Test Manager	100-150	100-140	95-120	85-105	85-110	80-130
Systems Tester	75-100	75-100	80-95	65-85	80-100	60-70
DRP Specialist	110+	95-135	100-125	75-95	80-130	65-75

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NSW	VIC	ACT	QLD	SA	WA
AUD '000	AUD '000	AUD '000	AUD '000	AUD '000	AUD '000

SALES

Account Manager	70-140	80-150	90-140	75-140	120+	100-150
Business Development Manager	70-170	80-180	100-170	95-160	90-150	80-120
Channel Manager	70-150	80-140	70-125	95-160	80-120	80-120
Pre - Sales	70-150	80-140	100-150	95-120	60-100	90-110
Product Manager	90-140	100-150	110-140	95-125	90-140	100-125
Senior Account Manager	100-180	100-180	100-180	100-180	90-160	90-150
Sales Director	150-250+	150-220	130-200	160-225	150+	130-180
Sales Management	100-200+	130-180	100-200	160-190	120-200	140-170
Account Director	100-200+	110-200+	120-200	150-190	130+	150-200

SECURITY

Security Administrator	90-120	80-110	80-110	95-95	65-85	65-75
Security Consultant	100-140	90-150	110-150	95-125	90-150	80-100
Security Engineer (Certified)	100-150	90-140	110-135	85-125	75-130	80-100

SENIOR MANAGEMENT

IT Manager	100-200	100-200	110-160	85-140	90-150	90-120
Development Manager	100-150	100-150	110-140	85-140	90-140	100-120
Infrastructure Manager	105-170	110-170	100-140	85-120	90-140	90-120
Business Systems Manager	120-160	110-170	110-150	105-160	110-140	100-130
General Manager – IT	150-250	150-250	140-200	115-180	120-200	150-200
CIO	150-400	160-400	160-300	125-300	180-400	170-300

TELECOMMUNICATIONS

Tester	75-100	60-90	70-95	65-85	65-90	75-80
RF Engineer	80-115	65-85	70-90	75-90	65-90	75-80
Test Lead	95-130	75-110	80-115	75-105	70-100	75-80
Transmission Engineer	70-95	70-100	75-100	70-95	70-100	70-90
3G Engineer	85-120	75-100	80-110	80-120	80-120	80-90
CTI & Speech Technologist	100-120	80-140	90-140	80-130	80-140	70-80
Security Engineer	110-130	80-140	90-140	85-125	90-120	80-90
Senior Engineer	110-130	95-120	100-130	85-105	90-120	100-110
GSM/CDMA Engineer	80-120	85-120	90-130	80-120	90-120	80-90
Product Manager	100-150	90-160	90-160	95-125	100-130	100-120
OSS Engineer	100-120	100-120	100-120	100-120	100-120	75-100
OSS Architect	120-130	120-160	120-160	100-120	120-160	75-100

Please use salary information as a guide only.

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