

# Salary Guide



# Salary Guide

|                                 | JUNIOR              |                      | MID WEIGHT          |                      | SENIOR              |                      |
|---------------------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|
|                                 | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) |
| Developer - .NET                | 50 - 70             | 25 - 40              | 70 - 100            | 40 - 60              | 100 - 130           | 60 - 90              |
| Developer - Java                | 50 - 70             | 25 - 35              | 70 - 90             | 35 - 55              | 90 - 120            | 55 - 85              |
| Developer - PHP                 | 45 - 55             | 25 - 35              | 55 - 85             | 35 - 55              | 85 - 120            | 55 - 80              |
| Developer - Ruby                | 45 - 65             | 25 - 35              | 65 - 85             | 35 - 50              | 85 - 120            | 50 - 80              |
| Developer - C++                 | 45 - 55             | 25 - 35              | 55 - 85             | 35 - 50              | 85 - 120            | 50 - 75              |
| Mobile Developer                | 45 - 60             | 25 - 35              | 60 - 90             | 35 - 60              | 90 - 120            | 60 - 90              |
| Front End Developer             | 50 - 60             | 30 - 40              | 60 - 80             | 40 - 60              | 80 - 100            | 60 - 80              |
| Solutions Architect             | 120 - 140           | 75 - 90              | 140 - 160           | 90 - 110             | 160 - 190           | 110 - 130            |
| DevOps Engineer                 | 60 - 70             | 35 - 50              | 70 - 90             | 50 - 70              | 90 - 120            | 70 - 90              |
| Test Analyst                    | 50 - 60             | 25 - 35              | 60 - 75             | 35 - 60              | 75 - 110            | 60 - 80              |
| Business Intelligence Developer | 60 - 70             | 65 - 75              | 70 - 90             | 75 - 90              | 90 - 120            | 90 - 100             |
| CMS Developer                   | 50 - 70             | 30 - 50              | 70 - 90             | 50 - 70              | 90 - 125            | 70-90                |

|                     | Permanent (AUD/000) | Contracting (AUD/hr) |
|---------------------|---------------------|----------------------|
| Development Manager | 140 - 160           | 80 - 110             |
| DevOps Manager      | 140 - 160           | 80 - 100             |
| Data Scientist      | 140 - 190           | 90 - 120             |

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## Featured role

### DevOps Engineer

Permanent salary  
(AUD/000)

90 - 120

#### About the role

Many organisations are looking at developing software engineering practices to unify development and operations. As a result, the role of a DevOps Engineer has gained significant popularity in the Perth market throughout 2017.

As it's still a newly created position, business leaders are still fine-tuning the daily responsibilities and expectations of individuals in these positions.

Typically most DevOps Engineers in the Perth market have come from a development, testing or system administration background.

#### Key skills/attributes

- Coding, scripting, process re-engineering
- Excellent communication and collaboration skills
- Experience with systems and IT operations
- Strong grasp of automation tools and data management skills
- The ability to quickly grasp business outcomes is critical in this position

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|                       | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) |
| Project Manager       | 110                 | 85                   | 145                 | 115                  | 175                 | 150                  |
| Solutions Architect   | 120                 | 100                  | 150                 | 125                  | 200                 | 165                  |
| Functional Consultant | 110                 | 80                   | 135                 | 110                  | 190                 | 140                  |
| Technical Consultant  | 80                  | 80                   | 120                 | 110                  | 150                 | 140                  |
| Business Analyst      | 85                  | 70                   | 110                 | 95                   | 140                 | 120                  |
| Systems Analyst       | 75                  | 65                   | 90                  | 80                   | 110                 | 90                   |

## Featured role

### Senior SAP Functional Consultant - HR Payroll

Permanent salary (AUD/000)  
180 - 200

#### About the role

This role requires experience with SAP HR and Payroll functionalities and configurations.

Senior SAP Functional Consultants are responsible for developing and maintaining effective relationships -- internally and externally -- and for providing guidance, support and advice.

To find the right solutions, consultants need both a functional knowledge and a deep understanding of business HR/Payroll operations.

Their day-to-day tasks range from developing documentation for processes and procedures to facilitating meetings, workshops and training.

#### Key skills/attributes

- Extensive functional knowledge and experience with SAP HR and Payroll
- Solutions-minded and the ability to plan long term
- Writing and developing documentations for procedures and implementing them effectively
- Excellent stakeholder management, and the ability to influence and negotiate

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|---------------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|
|                           | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) | Permanent (AUD/000) | Contracting (AUD/hr) |
| Program Manager           | 80 - 120            | 80 - 100             | 120 - 140           | 100 - 120            | 140 - 180           | 120 - 150            |
| Project Manager           | 70 - 90             | 70 - 95              | 90 - 120            | 95 - 120             | 120 - 160           | 120 - 140            |
| Business Analyst          | 50 - 75             | 40 - 65              | 75 - 110            | 65 - 100             | 110 - 140           | 110 - 140            |
| Change Manager/Specialist | 70 - 90             | 50 - 75              | 90 - 120            | 75 - 95              | 120 - 140           | 95 - 120             |
| Agile Coach               | N/A                 | N/A                  | 90 - 110            | 70 - 90              | 110 - 125           | 90 - 110             |
| PMO Support               | 65 - 75             | 35 - 50              | 75 - 100            | 50 - 70              | 100 - 130           | 70 - 110             |

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|                           | Permanent (AUD/000) |
|---------------------------|---------------------|
| Chief Information Officer | 250 - 400           |
| Chief Technology Officer  | 150 - 300           |
| General Manager - IT      | 150 - 350           |
| IT Manager                | 100 - 200           |
| Chief Digital Officer     | 180 - 250           |

## Featured role

### Chief Information Officer

Permanent salary  
(AUD/000)  
250 - 400

#### About the role

The Chief Information Officer is responsible for the information technology and computer systems that support enterprise goals.

It is the CIO's job to innovate, collaborate and balance the IT budget and motivate the IT staff to deliver on the overall strategy.

#### Key skills/attributes

- Extensive enterprise wide experience within the IT area. Strategic knowledge and the ability to engage at the executive and board level.

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