

# 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)
Web Developer- PHP/Magento	50 - 65	55 - 65	70 - 85	60-75	85 - 110	75 - 90
Mobile Developer	55 - 65	55 - 65	75 - 95	55 - 70	80 - 100	65 - 85
Developer- Ruby on Rails	55 - 65	55 - 65	70 - 90	45 - 65	85 - 110	55 - 75
Business Intelligence Developer	60 - 70	65 - 75	75 - 90	75 - 90	95 - 120	90 - 100
Developer- .Net	60 - 70	60 - 70	80 - 95	70 - 90	95 - 120	90 - 100
Front End Developer	50 - 60	55 - 65	70 - 80	70 - 80	80 - 95	80 - 95
Developer- Java/J2EE	55 - 70	60 - 70	75 - 90	65 - 85	90 - 110	90 - 100
Solutions Architects	100 - 110	90 - 100	100 - 120	110 - 125	120 - 140	125 - 135
UX Designer	55 - 70	60 - 70	75 - 90	70 - 80	100 - 130	80 - 100
Test Manager	95 - 110	90 - 110	100 - 110	100 - 120	110 - 120	110 - 120
Test Analyst	50 - 70	50 - 60	65 - 75	65 - 85	75 - 95	85 - 100
DevOps Engineer	55 - 65	55 - 60	75 - 90	65 - 80	90 - 110	80 - 100

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# Salary Guide

## Featured role

### Mobile Developer

Permanent salary  
(AUD/000)

80 - 100

#### About the role

Organisations are increasingly utilising mobile applications to deliver their products and services.

Accordingly, we've seen an increased demand in the Adelaide market for experienced Mobile App Developers with native IOS and Android development experience.

#### Key skills/attributes

- Ability to design, develop and deploy mobile solutions for Android, iOS and Hybrid native apps
- Experience with JavaScript, HTML5, Java and data formats such as XML and JSON
- Customer-focused and the ability to think conceptually and at the big picture

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	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)
Business Analyst	55 - 75	45 - 65	75 - 95	65 - 90	95 - 130	90 - 120
Project Manager	70 - 85	65 - 85	90 - 110	85 - 105	110 - 150	110 - 140
Change Manager/ Lead	70 - 90	50 - 70	90 - 120	75 - 90	120 - 140	95 - 120
Program Manager	80 - 100	80 - 95	110 - 140	100 - 120	140 - 180	120 - 150
Scrum Master	80 - 100	80 - 90	100 - 110	90 - 100	110 - 140	110 - 130
Agile Coach	70 - 90	70 - 90	90 - 100	90 - 100	100 - 120	100 - 120
Project Support	45 - 55	40 - 50	60 - 75	50 - 70	75 - 90	70 - 90

## Featured role

### Change Manager

Permanent salary (AUD/000)

100 - 140

#### About the role

Over the last 12 months the Adelaide market has seen a considerable amount of growth in the need for Change Specialists. With more organisations maturing their approach to Change Management, ensuring effective change practices are embedded throughout their organisations. The Focus has shifted from a re-active battle with resistance to change to a progressive, proactive approach ensuring the whole organisation is successfully taken on the transformative journey.

#### Key skills/attributes

- Stakeholder Engagement
- Communication
- Rapport Building
- Documentation
- Requirement Gathering
- Business Processes
- Leadership
- Organisation Development

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Business Intelligence Analyst	75 - 90	60 - 65	90 - 110	65 - 80	110 - 140	80 - 100
Business Intelligence Developer	75 - 90	60 - 65	90 - 110	65 - 80	110 - 140	80 - 100
Data Analyst	65 - 75	60 - 75	80 - 105	75 - 90	105 - 125	90 - 100
Principal Data Analyst	100 - 120	70 - 80	120 - 135	80 - 90	135 - 155	90 - 110
Reporting Analyst	55 - 65	50 - 60	70 - 90	60 - 70	90 - 110	70 - 80

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	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)
.Net Developer	50 - 65	40 - 50	60 - 85	50 - 70	95 - 125	80 - 100
Mobile Developer	50 - 65	40 - 50	60 - 85	50 - 70	95 - 125	80 - 110
Front End Developer	50 - 65	40 - 50	60 - 85	50 - 70	95 - 125	80 - 110
Technical Lead					130 - 140	120

## Featured role

### Front End Developer

Permanent salary (AUD/000)  
95 - 125

#### About the role

Front End Developers in demand possess strong experience delivering SPA using the latest JavaScript frameworks such as ReactJS and AngularJS.

They also have extensive experience in communicating with designers to ensure best practices are applied between front end and design teams.

Increasingly, employers are looking for those with great stakeholder management to influence and negotiate.

#### Key skills/attributes

- Strong experience with JavaScript, React and Angular
- Extensive experience in building responsive design
- Good understanding of UX principles
- Great communication skills

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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)
IT Manager	100 - 120	55- 65	120 - 140	75 - 90	150 - 180	110 - 130
Service Delivery Manager/ITSM	100 - 120	55- 65	120 - 140	75 - 90	150 - 180	110 - 130
Identity Management Specialist	90 - 100	50 - 55	110 - 120	65 - 85	130 - 150	100 - 130
Security Specialist	85 - 95	50 - 55	100 - 120	65 - 90	130 - 160	110 - 130
Security Engineer	85 - 95	50 - 55	100 - 120	65 - 90	130 - 150	100 - 130
					Permanent (AUD/000)	Contracting (AUD/hr)
CIO/Head Of					220 - 300	150 - 200
IT Manager					150 - 180	110 - 130
Service Delivery Manager/ITSM					150 - 180	110 - 130
Technical Delivery Manager					150 - 180	110 - 130
IT Business Partner					130 - 150	90 - 110
Information Security Manager					150 - 200	110 - 150
Identity Management Leader					120 - 150	80 - 110

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## Featured role

### Security Specialist

Permanent salary  
(AUD/,000)  
85 - 160

#### About the role

Security Specialists are responsible for security assessments, IT security controls and counter measures, security policy and audit, penetration tests, vulnerability scans and code reviews to name a few. They also conduct vulnerability assessments, and must have knowledge of IS18/ISM and NIST Cyber security framework.

#### Key skills/attributes

- Coordinate and respond to security related incidents
- Build, maintain and monitor security systems including IDS, firewalls, log capture, etc
- Conduct security and risk assessments to relevant company/ISO standards
- Perform penetration and intrusion detection testing of external and internal facing systems with a view to provide recommendations and remediation advice

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Business Analyst	70 - 90	60 - 75	90 - 115	75 - 85	115 - 150	85 - 110
Project Manager	75 - 95	75 - 85	95 - 120	85 - 100	120 - 180	100 - 130
Program Manager	N/A	N/A	130 - 160	120 - 130	160 - 220	130 - 150
Test Analyst	55 - 65	60 - 75	65 - 85	75 - 80	85 - 120	80 - 100
Test Manager	N/A	N/A	110 - 130	95 - 110	130 - 160	110 - 140
IT Change Manager	70 - 90	65 - 80	90 - 120	80 - 110	120 - 180	110 - 150
Project Coordinator	50 - 65	50 - 60	65 - 80	60 - 70	80 - 100	70 - 90
Project Officer	45 - 55	40 - 50	55 - 65	50 - 60	65 - 90	60 - 80

## Featured role

### Business Analyst

Permanent salary  
(AUD/000)  
90 - 140

#### About the role

The role of a Business Analyst has become increasingly important in the IT landscape within the Brisbane market. Current demand for quality BAs has increased significantly in the last six months which has been reflected by a recent spike in contracting rates offered. Organisations are investing in proven BAs to help ensure a positive outcome for their projects.

#### Key skills/attributes

- Facilitating workshops to gather requirements
- Elicitation and documentation of business rules and process mapping
- Engaging with business stakeholders to develop appropriate artefacts
- Working with business to help deliver product or service

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	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)
.NET Developer	60 - 70	60 - 70	80 - 90	80 - 90	120 - 140	100 - 120
Java Developer	60 - 70	60 - 70	80 - 90	80 - 90	120 - 140	100 - 120
Test Analyst	70 - 80	70 - 80	90 - 100	90 - 100	110 - 120	110 - 120
Web Developer	60 - 70	50 - 60	70 - 80	70 - 80	90 - 110	90 - 110
Test Manager	N/A	N/A	N/A	N/A	140 - 150	110 - 130
SAP Solutions Architect	N/A	N/A	N/A	N/A	140 - 160	130 - 140

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	Permanent (AUD/000)	Contracting (AUD/hr)
Infrastructure Manager	110 - 150	80 - 130
Network Manager	110 - 140	80 - 130
Enterprise Architect	110 - 160	100 - 150
Information Security Manager	150 - 200	110 - 175
Security Architect	150 - 200	110 - 175
Network Administrator	70 - 120	60 - 95
Network Designer	85 - 140	70 - 130
Network Engineer	85 - 140	65 - 100
Security Administrator/Engineer	100 - 130	120 - 150
Helpdesk/Service Desk Manager	85 - 120	80 - 90
Helpdesk - 1st Level Support	60 - 80	40 - 60
Service Desk - 2nd Level Support	80 - 90	60 - 70

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	Permanent (AUD/000)	Contracting (AUD/hr)
Project Manager	150 - 220	120 - 130
Business Analyst	90 - 140	100 - 110
Project Coordinator	60 - 110	50 - 80
Program Manager	250 - 300	150 - 180
Technical Writer	85 - 110	80 - 100
Change Manager	220 - 250	130

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	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)	Permanent (AUD/000)	Contracting (AUD/hr)
Developer - .Net	60 - 80	50 - 70	80 - 110	65 - 90	110 - 140	85 - 105
Developer - Java	60 - 80	50 - 70	80 - 110	65 - 90	110 - 140	85 - 105
Developer FrontEnd / UI	70 - 90	55 - 80	90 - 110	75 - 100	110 - 150	100 - 125
Developer - Opensource	50 - 70	45 - 60	70 - 100	60 - 85	100 - 130	80 - 95
Developer - Mobile	70 - 90	55 - 80	90 - 110	75 - 100	110 - 150	100 - 125
Developer - CMS	60 - 80	50 - 70	80 - 110	65 - 95	110 - 140	100 - 125
DevOps Engineer	80 - 110	65 - 85	115 - 130	90 - 115	130 - 160	125 - 150
DevOps Architect	115 - 130	85 - 95	140 - 160	100 - 125	165 - 200	130 - 175

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## Senior Management

	Permanent (AUD/000)	Contracting (AUD/hr)
CIO / IT Director	200 - 350	N/A
General Manager - IT	120 - 200	N/A
Enterprise Architect	140 - 160	80 - 120
Solutions Architect - Applications	130 - 150	100 - 130
Solutions Architect - Infrastructure	130 - 150	100 - 130
Business Systems Manager	110 - 140	85 - 95
Development Manager	110 - 150	65 - 95
Infrastructure Manager	110 - 160	65 - 90
IT Manager	110 - 150	65 - 90

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<b>Project Services</b>	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Head of PMO	130 - 160	100 - 130
Program Manager	130 - 150	100 - 130
Program Director	150 - 170	100 - 130
Project Manager	110 - 120	70 - 110
Senior Project Manager	130 - 140	80 - 100
Project Office Manager	120 - 150	100 - 130
Business Analyst	80 - 100	55 - 65
Senior Business Analyst	100 - 110	60 - 75
Change Manager	120 - 140	80 - 100
Change Analyst	80 - 100	60 - 70
Change Communications Lead	120 - 140	80 - 100
Change Communications Manager	140 - 160	100 - 120
Change Lead	150 - 160	90 - 120
Senior Change Manager	140 - 160	100 - 120

<b>Project Services</b>	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Business Improvement Manager	120 - 130	100 - 120
Process Lead	120 - 140	80 - 100
Senior Process Analyst	85 - 110	65 - 80
Process Analyst	75 - 95	60 - 70
Trainer	80 - 100	60 - 70
Technical Writer	80 - 100	65 - 85
<b>Project Support</b>		
Project Administrator	45 - 60	30 - 40
Project Coordinator	65 - 80	45 - 65

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Development	Permanent (AUD/000)	Contracting (AUD/hr)
Developer - .Net	80 - 120	60 - 90
Developer - Java/J2EE	80 - 120	60 - 90
Graduate Developer	50 - 55	N/A
Front End/UI Developer	80 - 110	60 - 90
Developer - Open Source	80 - 110	60 - 80
DevOps Engineer	90 - 110	60 - 80
DevOps Architect	120 - 140	N/A
Mobile Developer	80 - 115	60 - 85
Developer - CMS (Sitecore, Kentico, Umbraco)	80 - 110	60 - 80
Web Developer	75 - 120	55 - 85
SharePoint Consultant/Developer	100 - 130	75 - 110
Developer - C/C++	80 - 110	60 - 70
Development Team Leader	100 - 130	80 - 105
Test Analyst	65 - 85	45 - 70
Test Lead	85 - 95	55 - 80
Test Manager	110 - 125	60 - 85
Automation Test Analyst	75 - 110	65 - 80
Applications Architect	110 - 130	80 - 100
Solutions Architect	130 - 150	80 - 120
Business Intelligence Developer/Analyst	80 - 120	60 - 120
Business Intelligence Architect	120 - 150	90 - 120

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# Salary Guide

## UX & Digital Designers

Permanent  
(AUD/000)

Contracting  
(AUD/hr)

	Permanent (AUD/000)	Contracting (AUD/hr)
UI Designer	75 - 110	50 - 70
UX Designer	75 - 110	50 - 70
Digital Designer	70 - 100	50 - 70
Web Designer	70 - 100	50 - 70
UX Architect	100 - 130	70 - 100
Graphic, Visual & Interactive Designer	60 - 80	40 - 55

## Infrastructure

Permanent  
(AUD/000)

Contracting  
(AUD/hr)

### Networking

	Permanent (AUD/000)	Contracting (AUD/hr)
Network Administrator	65 - 85	55 - 85
Network Engineer	85 - 120	65 - 90

### Security

	Permanent (AUD/000)	Contracting (AUD/hr)
Security Administrator	85 - 110	60 - 90
Security Consultant	N/A	85 - 100
Security Engineer	85 - 140	75 - 95
System Engineer	85 - 140	60 - 80
System Administrator	65 - 85	45 - 65

### Administration

	Permanent (AUD/000)	Contracting (AUD/hr)
Unix System Administrator	65 - 85	45 - 70

## UX & Digital Designers

Permanent  
(AUD/000)

Contracting  
(AUD/hr)

### Design & Architecture

	Permanent (AUD/000)	Contracting (AUD/hr)
Solutions Architect	140 - 180	N/A
Infrastructure Architect	120 - 150	N/A

### Management

	Permanent (AUD/000)	Contracting (AUD/hr)
Infrastructure Manager	110 - 160	65 - 90
Operations Manager	110 - 130	70 - 90
Helpdesk/Service Desk Manager	65 - 80	40 - 60

### 1st, 2nd Level Support

	Permanent (AUD/000)	Contracting (AUD/hr)
Helpdesk/Service Desk Analyst - 1st & 2nd level	50 - 55	25 - 35
Helpdesk/Service Desk Lead	55 - 65	40 - 60
DBA - Oracle	90 - 120	65 - 100
DBA - SQL Server	85 - 110	65 - 90
Desktop Support Analyst	50 - 65	25 - 35
DevOps Engineer	90 - 110	65 - 85
Applications Packager	60 - 70	40 - 50

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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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# Salary Guide

## 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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# Salary Guide

	JUNIOR		MID WEIGHT		SENIOR	
	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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9/111 St Georges Terrace, Perth WA 6000 | 08 9323 0222  
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	JUNIOR		MID WEIGHT		SENIOR	
	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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# Salary Guide

	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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	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Senior Management</b>		
CIO/GMIT/IT Director	180 - 350	125 - 190
CTO	150 - 250	100 - 150
IT Manager	150 - 250	100 - 150
Infrastructure Manager	110 - 150	80 - 130
Network Manager	110 - 140	80 - 130
Business Systems Manager	120 - 160	110 - 130
Development Manager	130 - 200	110 - 140
Enterprise Architect	110 - 160	110 - 150
Information Security Manager	150 - 200	110 - 175
Security Architect	150 - 200	110 - 175
Solutions Architect - Infrastructure	110 - 160	110 - 150
Solutions Architect - Applications	110 - 160	110 - 150

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# Salary Guide

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Project Services</b>		
PMO Manager	180 - 240	170 - 200
Portfolio Manager	170 - 220	125 - 175
Program Manager	130 - 200	120 - 150
Senior Project Manager	140 - 165	120 - 150
Project Manager	110 - 150	100 - 130
Project Scheduler	85 - 105	55 - 90
Project Coordinator	80 - 120	60 - 80
Project Administrator	60 - 75	40 - 60
PMO Analyst	85 - 110	65 - 100
Change Manager	100 - 150	100 - 130
Change Analyst	90 - 115	80 - 110

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Project Services</b>		
Change Communications Manager	100 - 150	90 - 120
Senior Business Analyst	110 - 130	90 - 110
Business Analyst	90 - 110	80 - 110
Business Architect	110 - 150	100 - 135
Scrum Master	130 - 150	90 - 125
Agile Coach	150 - 185	110 - 160
Data Scientist	110 - 150	90 - 120
Data Analyst	130 - 160	125+
Process Analyst	80 - 105	75 - 100
Trainer	85 - 110	50 - 75
Technical Writer	95 - 130	55 - 100

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# Salary Guide

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Enterprise Applications</b>		
JDE/Oracle/PeopleSoft Functional Consultant	90 - 140	75 - 100
JDE/Oracle/PeopleSoft Technical Consultant	90 - 140	75 - 100
JDE/Oracle/PeopleSoft Developer	90 - 130	75 - 100
SAP Functional Consultant	85 - 130	75 - 120
SAP Technical Consultant	85 - 130	75 - 120
SAP Architect	120 - 180	110 - 160
SAP Administrator	75 - 140	60 - 95
Dynamics/CRM Functional Consultant	90 - 130	70 - 100
Dynamics/CRM Technical Consultant	90 - 130	75 - 100
Dynamics/CRM Developer	85 - 130	70 - 95
Salesforce Functional Consultant	90 - 150	70 - 110
Salesforce Technical Consultant	90 - 150	70 - 110
Salesforce Developer	90 - 150	65 - 95
Salesforce Administrator	90 - 150	60 - 90
Business Intelligence Developer/Analyst	80 - 130	60 - 120

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Development</b>		
Developer - .NET	80 - 130	75 - 100
Developer - Java/J2EE	80 - 130	75 - 100
Front End/UI Developer	90 - 135	60 - 90
Developer - Open Source	80 - 120	70 - 95
DevOps Engineer	90 - 140	80 - 120
DevOps Architect	120 - 160	100 - 140
Mobile Developer	80 - 130	65 - 90
Developer - CMS (Sitecore, Kentico, Umbraco)	80 - 135	70 - 100
Test Manager	110 - 140	90 - 110
Test Lead	80 - 115	75 - 95
Test Analyst	65 - 90	55 - 75
Automation Test Analyst	75 - 120	65 - 90
Development Team Leader	110 - 140	100 - 120
Web Developer	80 - 110	70 - 90
SharePoint Consultant/ Developer	85 - 130	70 - 100
Developer - C/C++	85 - 150	80 - 110

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# Salary Guide

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>Infrastructure</b>		
Network Administrator	70 - 120	60 - 95
Network Designer	85 - 140	70 - 130
Network Engineer	85 - 140	65 - 100
Security Administrator/Engineer	70 - 120	65 - 100
System Engineer	80 - 130	70 - 100
System Administrator	75 - 120	70 - 95
Unix System Administrator	75 - 130	75 - 100
Operations Manager	100 - 140	85 - 120
Change/Release Manager	100 - 140	75 - 100
Helpdesk/Service Desk Manager	85 - 120	65 - 80
Helpdesk - 1st Level Support	50 - 70	30 - 50
Service Desk - 2nd Level Support	50 - 70	30 - 50
Helpdesk/Service Desk Lead	65 - 90	50 - 70
DBA - Oracle	85 - 130	80 - 120
DBA - SQL Server	85 - 130	80 - 120
Desktop Support Analyst	75 - 90	50 - 80
DevOps Engineer	90 - 130	70 - 110
Applications Packager	70 - 110	65 - 90
Application Support Analyst	60 - 90	45 - 65

	Permanent (AUD/000)	Contracting (AUD/hr)
<b>UX &amp; Digital Design</b>		
UX/CX & Service Designer	80 - 130	65 - 110
UX Manager	140 - 180	100 - 140
UI Designer	80 - 130	65 - 110
UX Designer	80 - 130	65 - 110
Digital Designer	70 - 100	50 - 75
Web Designer	65 - 110	50 - 85
UX Architect	110 - 160	80 - 120
Graphic, Visual & Interactive Designer	60 - 90	50 - 75

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