

HUDSON TECHNOLOGY & DIGITAL

Brisbane

# 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)
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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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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.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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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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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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