

# 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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# 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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