

HUDSON TECHNOLOGY AND DIGITAL

# 2019 Salary Guide



# Discover great talent with Hudson

In this fast-changing world, an organisation's competitive advantage comes from having the best people.

Hudson helps organisations find and develop high performers with the right skills and experience – as well as the right motivational and cultural fit.

**Hudson** helps organisations achieve great performance by discovering talent and helping people realise their potential.

## Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates – quickly.

## Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

## Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Australia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only.

# HUDSON TECHNOLOGY AND DIGITAL

## Adelaide

### DEVELOPMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Analyst Programmer / .Net Developer (Junior)	60 - 70	60 - 65
Analyst Programmer / .Net Developer (Mid Weight)	70 - 90	65 - 75
Analyst Programmer / .Net Developer (Senior)	90 - 120	75 - 100
Full Stack Developer (Junior)	60 - 70	60 - 65
Full Stack Developer (Mid Weight)	70 - 90	65 - 75
Full Stack Developer (Senior)	90 - 120	75 - 100
Cloud Engineer / DevOps - Azure and/or AWS (Junior)	65 - 75	65 - 75
Cloud Engineer / DevOps - Azure and/or AWS (Mid Weight)	75 - 90	75 - 85
Cloud Engineer / DevOps - Azure and/or AWS (Senior)	90 - 135	75 - 100
Mobile Developer (Junior)	55 - 65	50 - 65
Mobile Developer (Mid Weight)	65 - 80	60 - 75
Mobile Developer (Senior)	80 - 100	70 - 85
Business Intelligence Developer / Analyst (Junior)	60 - 70	50 - 60
Business Intelligence Developer / Analyst (Mid Weight)	70 - 90	60 - 75
Business Intelligence Developer / Analyst (Senior)	90 - 120	70 - 85
Data Scientist (Junior)	65 - 80	60 - 70
Data Scientist (Mid Weight)	80 - 100	70 - 90
Data Scientist (Senior)	100 - 140	90 - 110
Machine Learning Engineers (Junior)	65 - 80	60 - 70
Machine Learning Engineers (Mid Weight)	80 - 100	70 - 90
Machine Learning Engineers (Senior)	100 - 140	90 - 110
Cyber Security Analysts (Junior)	75 - 85	65 - 75
Cyber Security Analysts (Mid Weight)	85 - 100	75 - 85
Cyber Security Analysts (Senior)	100 - 130	85 - 120
Cyber Security Manager (Mid Weight)	100 - 110	n/a
Cyber Security Manager (Senior)	120 - 160	n/a
Solution Architects (Mid Weight)	95 - 110	85 - 95
Solution Architects (Senior)	120 - 150	100 - 110
Enterprise Architects (Mid Weight)	120 - 130	90 - 100
Enterprise Architects (Senior)	130 - 160	110 - 125

# HUDSON TECHNOLOGY AND DIGITAL

## Adelaide

### DEVELOPMENT (continued)

	Permanent (AUD/000)	Contracting (AUD/hr)
Development Manager (Mid Weight)	110 - 120	n/a
Development Manager (Senior)	120 - 160	n/a
Java / J2EE Developer (Junior)	60 - 70	55 - 65
Java / J2EE Developer (Mid Weight)	75 - 90	65 - 80
Java / J2EE Developer (Senior)	90 - 120	80 - 100
Front End Developer (Junior)	50 - 60	55 - 65
Front End Developer (Mid Weight)	70 - 80	70 - 80
Front End Developer (Senior)	80 - 90	80 - 95
UX Designer (Mid Weight)	80 - 100	70 - 80
UX Designer (Senior)	100 - 130	80 - 100
Test Manager (Mid Weight)	100 - 110	85 - 95
Test Manager (Senior)	110 - 125	95 - 100
Test Analyst (Junior)	50 - 65	50 - 60
Test Analyst (Mid Weight)	65 - 75	65 - 85
Test Analyst (Senior)	75 - 95	85 - 100

#### FEATURED ROLE

### Data Scientist

#### Permanent salary range (AUD/000)

65 - 140

#### About the role

We have noticed an increase in demand for Data Scientists and Machine Learning Engineers as a result of a growing recognition from organisations that data is a key asset. Organisations are investing in building teams and implementing processes to allow information to be more accessible, understandable and actionable which ultimately results in better decision making. We have also noticed that The Internet of Things (IoT), has influenced the rapid growth in this area and we expect this to continue into 2019 and beyond.

#### Key skills/attributes

- Have a solid software engineering background
- Programming skills in R and Python are still dominant in the data science field
- Good knowledge of statistics
- Machine learning
- Data visualisation
- Critical thinking and good communication skills

# HUDSON TECHNOLOGY AND DIGITAL

## Adelaide

### INFRASTRUCTURE

	Permanent (AUD/000)	Contracting (AUD/hr)
Service Desk	50 - 65	25 - 35
Desktop Support	65 - 75	35 - 55
System Administrator	70 - 90	40 - 60
Network Admin	70 - 90	50 - 70
Network Engineer	85 - 120	60 - 90
Security Admin / Engineer	80 - 120	50 - 80
Cyber Security	80 - 150	50 - 100

#### FEATURED ROLE

### Cyber Security

#### Permanent salary range (AUD/000)

80 - 150

#### About the role

With the rapid growing reliance on technology and data, information security becomes more and more crucial. As organisations seek to make data driven decisions they are in possession of more sensitive information than ever before. This has seen them become a focal point for a number of unethical individuals and groups seeking to secure malicious access. In order to combat this Cyber Security roles are on the rise as companies seek to keep one step ahead of threats.

#### Key skills/attributes

- 5 + years
- Qualifications (CISSP, CISM, CISA)
- Technical knowledge across range of network, system and application architectures
- Familiarity with industry standards and best practice
- Varied project experience
- Comfortable communicating at all levels of business
- Strong technical documentation skills

# HUDSON TECHNOLOGY AND DIGITAL

## Adelaide

### PROJECT SERVICES

	Permanent (AUD/000)	Contracting (AUD/hr)
Business Analyst (Junior)	65 - 80	50 - 65
Business Analyst (Mid Weight)	80 - 100	65 - 85
Business Analyst (Senior)	100 - 125	85 - 110
Project Manager (Junior)	75 - 90	60 - 75
Project Manager (Mid Weight)	90 - 110	75 - 95
Project Manager (Senior)	110 - 140	95 - 120
Change Manager / Lead (Junior)	75 - 90	55 - 70
Change Manager / Lead (Mid Weight)	90 - 120	70 - 90
Change Manager / Lead (Senior)	120 - 140	90 - 115
Program Manager (Mid Weight)	110 - 140	95 - 120
Program Manager (Senior)	140 - 170	120 - 150
Scrum Master (Mid Weight)	90 - 110	85 - 100
Scrum Master (Senior)	110 - 120	100 - 120
Project Support (Junior)	55 - 70	45 - 55
Project Support (Mid Weight)	70 - 80	55 - 70
Project Support (Senior)	80 - 90	70 - 85

#### FEATURED ROLE

### Project Manager

#### Permanent salary range (AUD/000)

90 - 110

#### About the role

In 2019 we are expecting to see an increase in demand for IT Project Managers after strong activity in the BA and Change space in 2018. Most projects will be in the realm of digital transformation. As such, candidates who have experience delivering results with a focus on both technology and business change will be highly sought after.

#### Key skills/attributes

- Knowledge of Waterfall and Agile project methodologies
- Stakeholder and vendor engagement
- Designing project plans that identify the scope of activities, timelines, resources and risks
- Strong technical understanding of applications and infrastructure

# HUDSON TECHNOLOGY AND DIGITAL

## Brisbane

### SENIOR MANAGEMENT

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Head of / Chief Information Officer	220 - 300	150 - 200
IT Manager (Mid Weight)	130 - 140	80 - 95
IT Manager (Senior)	150 - 170	110 - 135
Service Delivery Manager / ITSM (Mid Weight)	120 - 130	75 - 85
Service Delivery Manager / ITSM (Senior)	140 - 160	110 - 135
IT Operations Manager (Mid Weight)	140 - 150	80 - 90
IT Operations Manager (Senior)	150 - 160	110 - 135
IT Business Partner (Mid Weight)	130 - 140	80 - 90
IT Business Partner (Senior)	150 - 160	110 - 135

### DEVELOPMENT

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
.Net Developer (Junior)	55 - 70	45 - 55
.Net Developer (Mid Weight)	65 - 90	55 - 75
.Net Developer (Senior)	95 - 130	85 - 110
Mobile Developer (Junior)	55 - 70	45 - 55
Mobile Developer (Mid Weight)	65 - 90	55 - 75
Mobile Developer (Senior)	95 - 125	80 - 110
Front End Developer (Junior)	55 - 70	45 - 55
Front End Developer (Mid Weight)	65 - 90	55 - 75
Front End Developer (Senior)	95 - 125	80 - 110
Java Developer (Junior)	55 - 70	50 - 60
Java Developer (Mid Weight)	70 - 95	60 - 80
Java Developer (Senior)	110 - 140	85 - 110
Full Stack Developer (Junior)	55 - 70	50 - 60
Full Stack Developer (Mid Weight)	70 - 95	60 - 80
Full Stack Developer (Senior)	95 - 130	85 - 110
Technical Lead	140 - 160	130

# HUDSON TECHNOLOGY AND DIGITAL

## Brisbane

### INFRASTRUCTURE

	Permanent (AUD/000)	Contracting (AUD/hr)
DevOps Engineer (Junior)	75 - 90	55 - 70
DevOps Engineer (Mid Weight)	90 - 110	70 - 90
DevOps Engineer (Senior)	110 - 140	90 - 110
Systems Engineer (Junior)	75 - 85	50 - 60
Systems Engineer (Mid Weight)	85 - 100	60 - 80
Systems Engineer (Senior)	100 - 130	80 - 100
Systems Administrator (Junior)	65 - 75	45 - 50
Systems Administrator (Mid Weight)	75 - 100	50 - 75
Systems Administrator (Senior)	100 - 120	75 - 95
Network Engineer (Junior)	65 - 80	45 - 60
Network Engineer (Mid Weight)	80 - 100	60 - 80
Network Engineer (Senior)	100 - 130	80 - 100

### SECURITY

	Permanent (AUD/000)	Contracting (AUD/hr)
Information Security Manager	160 - 200	120 - 140
Security Analyst (Junior)	85 - 95	50 - 55
Security Analyst (Mid Weight)	110 - 130	65 - 90
Security Analyst (Senior)	130 - 160	120 - 150
Security Engineer (Junior)	85 - 95	50 - 55
Security Engineer (Mid Weight)	110 - 130	65 - 90
Security Engineer (Senior)	130 - 150	120 - 150

#### FEATURED ROLE

## DevOps Engineer

#### Permanent salary range (AUD/000)

90 - 140

#### About the role

The growth of DevOps practices across Brisbane has increased the need for this multi-talented Engineer. The role revolves around automation, process re-engineering and a key part in Development and Operations. The ultimate outcome is faster deployment and greater speed to market with new initiatives.

#### Key skills/attributes

- Experience in System Administration, primarily Linux, though Windows is usually beneficial
- Experience building and scaling continuous integration, delivery and deployment infrastructure (Git, JIRA, Bamboo, Jenkins, Ansible/Chef/Puppet, Vagrant, Docker)
- Experience with scripting languages (Shell, Ruby, Perl, Python, PowerShell etc.)



# HUDSON TECHNOLOGY AND DIGITAL

## Brisbane

### ENTERPRISE APPLICATIONS AND BUSINESS INTELLIGENCE

	Permanent (AUD/000)	Contracting (AUD/hr)
Technical Consultant / Developer	90 - 145	85 - 130
Functional Consultant	100 - 170	90 - 145
Business Analyst	90 - 125	70 - 110
Project Manager	115 - 185	110 - 160
Business Intelligence Analyst	75 - 124	55 - 115
Business Intelligence Developer	70 - 135	50 - 105

### SUPPORT

	Permanent (AUD/000)	Contracting (AUD/hr)
IT Support (Junior)	50 - 60	25 - 30
IT Support (Mid Weight)	60 - 70	30 - 40
IT Support (Senior)	70 - 80	40 - 50
Application Support (Junior)	50 - 60	30 - 40
Application Support (Mid Weight)	60 - 85	40 - 65
Application Support (Senior)	85 - 120	65 - 90

#### FEATURED ROLE

### Project Manager - Dynamics 365

#### Permanent salary range (AUD/000)

140 - 185

#### About the role

Project Managers in D365 bring staple experience of cost, delivery and timing of a project, and a strong focus on user experience and stakeholders given the interaction that CRM platforms have with business, user and other systems through integration. This is reinforced with a strong knowledge of the project lifecycle, techniques and methodologies. One of the key values that D365 Project Managers often have is a strong affiliation with the product, making them acutely aware of how best to leverage off the functionality of the CRM system without inviting excessive customisation.

#### Key skills/attributes

- Preparing managing the Project Management Plan for the Adviser Platform/CRM implementation including approach, timeline, resourcing, dependencies, risks, budget
- Liaising with counterparts and vendors to deliver key solution requirements
- Work with Project Managers to coordinate data migration and integration activity with the programme roadmap
- Work with technical teams and external vendors to ensure that all issues are dealt with in a timely fashion and appropriately mitigated and managed
- Effective in managing, influencing and building productive relationships with executive level management, clients, industry providers, vendors, system integrators and key stakeholders
- Experience in large scale data migration and integration projects and the implementation of cloud-based delivery platforms

# HUDSON TECHNOLOGY AND DIGITAL

## Canberra

### DEVELOPMENT, DATA AND TESTING

	Permanent (AUD/000)	Contracting (AUD/hr)
Full Stack Developer (Junior)	75 - 85	75 - 80
Full Stack Developer (Mid Weight)	80 - 110	80 - 85
Full Stack Developer (Senior)	110 - 150	100 - 120
Front End Developer (Junior)	55 - 80	80 - 90
Front End Developer (Mid Weight)	65 - 90	90 - 110
Front End Developer (Senior)	90 - 130	120 - 130
Back End Developer (Junior)	75 - 85	90 - 100
Back End Developer (Mid Weight)	80 - 110	110 - 125
Back End Developer (Senior)	110 - 150	130 - 140
X-Platform Developer (Mobile)	90 - 130	130 - 140
ETL Developer	65 - 130	110 - 120
Enterprise System Developer (SAP, Oracle etc.)	80 - 150	120 - 130
Data Architect	140 - 220	120 - 140
Business Intelligence Specialist	100 - 150	125 - 135
Tester - Automatic and Manual	45 - 80	80 - 90
Test Lead	90 - 130	100 - 120
Technical Lead	135 - 220	110 - 130
Solution Architect (Application / System)	90 - 130	90 - 125
Senior Solution Architect (Application / System)	130 - 250	125 - 180

#### FEATURED ROLE

### Specialist Application Full Stack Developer

#### Permanent salary range (AUD/000)

75 - 150

#### About the role

As clients in Canberra update their applications or instigate a transformation project, we've seen a major need for Full Stack Developers with experience using modern tools such as Angular 4, Clojure and other upgraded technology from the Java suite and Microsoft line, including new versions of .Net and PHP.

#### Key skills/attributes

- Ability to maintain 50/50 strength across both the back-end and front-end components of the role
- Ability to show clear functional code that works easily, at the same time as making sense of best practice around the creation of the UI of, and consulting back to businesses about, the usability of web applications

# HUDSON TECHNOLOGY AND DIGITAL

## Canberra

### CLOUD SERVICES, ENGINEERING, DEVOPS, SECURITY AND SUPPORT

	Permanent (AUD/000)	Contracting (AUD/hr)
Systems Engineer	80 - 120	90 - 160
Senior Systems Engineer	120 - 180	120 - 180
Systems Architect	135 - 175	130 - 170
Cloud Engineer	120 - 200	110 - 140
Cloud Architect	120 - 250	155 - 200
Integration Architect	110 - 220	140 - 200
Systems Administrator	75 - 90	60 - 100
Security Engineer	110 - 130	110 - 180
Cyber Architect	150 - 250	180 - 220
Solution Architect (Core Infrastructure / Cloud / Cyber)	120 - 200	155 - 200
Senior Solution Architect (Core Infrastructure / Cloud / Cyber)	150 - 280	180 - 220
Pen Tester	90 - 150	80 - 120
Enterprise Architect (System / Cloud / System)	180 - 350	180 - 250
DevOps Engineer / Coordinator	70 - 150	55 - 120
Lead DevOps Practitioner	130 - 180	110 - 150
Network Engineer - Level 3 Support	50 - 110	70 - 130
Level 1 Support	40 - 60	35 - 55
Level 2 Support	65 - 90	55 - 70
Senior Solution Architect (Application / System)	130 - 250	125 - 180

#### FEATURED ROLE

### Integration Architect

#### Permanent salary range (AUD/000)

140 - 200

#### About the role

As the local market slowly changes a range of internal systems and processes, the need for progressive system changes becomes vital. A good example of this is the extended use of Dynamics CRM and O365 roll outs across Canberra. An Integration Architect is the key stakeholder in any of these changes and is responsible for the smooth transition of and security of data.

#### Key skills/attributes

- A very strong Microsoft background
- Experience at the Principal Consultant level working with a range of different enterprise products such as Salesforce, Peoplesoft, Dynamics CRM and Cloud Platforms such as Azure and AWS

# HUDSON TECHNOLOGY AND DIGITAL

## Canberra

### PROJECT SERVICES AND TRANSFORMATION

	Permanent (AUD/000)	Contracting (AUD/hr)
Business Analyst (Junior)	65 - 90	55 - 70
Business Analyst (Mid Weight)	80 - 100	80 - 100
Business Analyst (Senior)	120 - 160	110 - 140
Digital Business Analyst	110 - 140	90 - 150
Project Coordinator / Officer	70 - 90	60 - 90
Project Manager	110 - 140	90 - 145
Senior Project Manager	130 - 150	110 - 150
Project Director	140 - 220	110 - 160
Program Manager / Program Director	135 - 180	120 - 160
Service Delivery Manager	80 - 130	70 - 110
Change Manager	80 - 150	100 - 150
Senior Change Manager	110 - 150	110 - 170
Digital Project Manager	100 - 150	90 - 120
Head of Digital	150 - 350	150 - 200
PMO Lead	150 - 250	125 - 150
Chief Technology Officer	150 - 300	n/a
Chief Information Officer	170 - 430	n/a
Chief Data Officer	150 - 350	n/a

#### FEATURED ROLE

### Digital Business Analyst

#### Permanent salary range (AUD/000)

110 - 140

#### About the role

With a drive to focus on the usability of new products and government services which are highly linked to technology, there has been a drive for Agile focused Digital BA's across the Australian Project Services market. They have a strong influence on product management and create a bridge between the development team and the business to deliver a clearer objective for users.

#### Key skills/attributes

- Continually upskill in Agile and understand the true value in reoccurring changes to suit users
- Experience with numerous products and technology, and understand the role of a product manager and the influence this role can have on old processes
- Able to review information from technical teams, UX teams and clearly understand the restrictions of business, not to align, but to combat them

# HUDSON TECHNOLOGY AND DIGITAL

## Melbourne

### DEVELOPMENT

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Front End Developer (Junior)	70 - 90	55 - 80
Front End Developer (Mid Weight)	90 - 110	75 - 100
Front End Developer (Senior)	110 - 150	95 - 120
Back End Developer (Junior)	60 - 80	50 - 70
Back End Developer (Mid Weight)	80 - 110	65 - 90
Back End Developer (Senior)	110 - 140	85 - 105
Full Stack Developer (Junior)	60 - 80	50 - 70
Full Stack Developer (Mid Weight)	80 - 110	65 - 90
Full Stack Developer (Senior)	110 - 140	85 - 105
Mobile Developer (Junior)	70 - 90	55 - 80
Mobile Developer (Mid Weight)	90 - 110	75 - 100
Lead Mobile Developer (Senior)	110 - 150	95 - 120
Integration Developer	110 - 150	95 - 140
Development Manager	140 +	125 - 150
CMS Developer	110 - 140	75 - 115
CRM / ERP Developer	120 - 150	100 - 140
Dev Ops Developer	110 - 160	95 - 140

### TESTING

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Manual Tester (Junior)	50 - 70	50 - 65
Manual Tester (Mid Weight)	70 - 100	70 - 85
Manual Tester (Senior)	100 - 130	90 - 100
Automation Tester (Junior)	60 - 80	55 - 70
Automation Tester (Mid Weight)	80 - 110	75 - 100
Automation Tester (Senior)	110 - 140	100 - 120
Test Manager	130 +	105 - 135

# HUDSON TECHNOLOGY AND DIGITAL

## Newcastle

### SENIOR MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Information Officer / IT Director	180 - 250	n/a
General Manager - IT	120 - 200	n/a
Enterprise Architect	130 - 150	80 - 120
Solutions Architect - Applications	130 - 150	100 - 130
Solutions Architect - Infrastructure	140 - 180	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

### DEVELOPMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
.Net Developer	80 - 120	60 - 90
Java/J2EE Developer	80 - 120	60 - 90
Graduate Developer	50 - 55	n/a
Front End / UI Developer	80 - 110	60 - 90
Open Source Developer	80 - 110	60 - 80
DevOps Engineer	90 - 110	60 - 80
DevOps Architect	120 - 140	n/a
Mobile Developer	80 - 115	60 - 85
CMS Developer (Sitecore, Kentico, Umbraco)	80 - 110	60 - 80
Web Developer	75 - 120	55 - 85
SharePoint Consultant / Developer	100 - 130	75 - 110
C/C++ Developer	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
Solution Architect	130 - 150	80 - 120
Business Intelligence Developer / Analyst	80 - 120	60 - 100
Business Intelligence Architect	120 - 150	90 - 120

# HUDSON TECHNOLOGY AND DIGITAL

## Newcastle

### INFRASTRUCTURE

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Network Administrator	65 - 85	55 - 85
Network Engineer	85 - 120	65 - 90
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
Unix System Administrator	65 - 85	45 - 70
Solutions Architect	140 - 180	n/a
Infrastructure Architect	120 - 150	n/a
Infrastructure Manager	110 - 160	65 - 90
Operations Manager	110 - 130	70 - 90
Helpdesk / Service Desk Manager	65 - 80	40 - 60
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

### UX AND DIGITAL DESIGN

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
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 and Interactive Designer	60 - 80	40 - 55

# HUDSON TECHNOLOGY AND DIGITAL

## Newcastle

### PROJECT SERVICES

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
Head of PMO	150 - 180	100 - 130
Program Manager	130 - 150	100 - 130
Program Director	150 - 170	100 - 130
Project Manager	110 - 120	80 - 90
Senior Project Manager	130 - 140	95 - 110
Project Office Manager	120 - 150	100 - 130
Business Analyst	80 - 100	60 - 70
Senior Business Analyst	100 - 120	75 - 85
Change Manager	120 - 140	80 - 100
Change Analyst	90 - 110	60 - 70
Change Communications Lead	120 - 140	80 - 100
Change Communications Manager	140 - 160	100 - 120
Change Lead	150 - 160	100 - 120
Senior Change Manager	140 - 160	100 - 120
Project Administrator	45 - 60	30 - 40
Project Coordinator	65 - 80	45 - 65
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



# HUDSON TECHNOLOGY AND DIGITAL

## Perth

### SENIOR MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
CIO	250 - 350	n/a
General Manager IT	200 - 300	n/a
Director	220 - 280	n/a
Associate Director	180 - 250	n/a
IT Manager	150 - 500	110 - 120
Service Delivery Manager / ITSM	140 - 160	110 - 120
IT Operations Manager	150 - 160	120 - 140
IT Business Partner	151 - 160	120 - 140

### INFRASTRUCTURE

	Permanent (AUD/000)	Contracting (AUD/hr)
Service Desk	50 - 65	25 - 35
Desktop Support	65 - 75	35 - 55
System Administrator	70 - 90	40 - 60
Network Admin	70 - 90	50 - 70
Network Engineer	85 - 120	60 - 90
Security Admin/Engineer	80 - 120	50 - 80
DevOps Engineer (Junior)	75 - 90	55 - 70
DevOps Engineer (Mid Weight)	90 - 110	70 - 90
DevOps Engineer (Senior)	110 - 140	90 - 110
DevOps Manager	130 - 170	90 - 110

### APPLICATIONS DEVELOPMENT, TESTING AND ARCHITECT

	Permanent (AUD/000)	Contracting (AUD/hr)
.Net Developer (Junior)	55 - 70	45 - 55
.Net Developer (Mid Weight)	70 - 90	55 - 75
.Net Developer (Senior)	90 - 130	85 - 90
Java Developer (Junior)	55 - 70	45 - 55
Java Developer (Mid Weight)	70 - 90	55 - 75
Java Developer (Senior)	90 - 130	85 - 90
Front End Developer (Junior)	55 - 70	45 - 55
Front End Developer (Mid Weight)	70 - 90	55 - 75
Front End Developer (Senior)	90 - 130	85 - 90

# HUDSON TECHNOLOGY AND DIGITAL

## Perth

### APPLICATIONS DEVELOPMENT, TESTING AND ARCHITECT (continued)

	Permanent (AUD/000)	Contracting (AUD/hr)
Full Stack Developer (Junior)	55 - 70	45 - 55
Full Stack Developer (Mid Weight)	70 - 90	55 - 75
Full Stack Developer (Senior)	90 - 130	85 - 90
Mobile Developer (Junior)	55 - 70	45 - 55
Mobile Developer (Mid Weight)	70 - 90	55 - 75
Mobile Developer (Senior)	90 - 130	85 - 90
Test Analyst (Junior)	55 - 70	45 - 55
Test Analyst (Mid Weight)	70 - 90	55 - 75
Test Analyst (Senior)	90 - 120	85 - 90
Solution Architect	120 - 180	60 - 130
Enterprise Arcitect	140 - 220	90 - 150
Technical Lead	130 - 160	80 - 120
Development Manager	120 - 170	70 - 100
Applications Support	55 - 90	45 - 75
PHP Developer	50 - 120	40 - 80
Ruby Developer	50 - 120	40 - 80
C++ Developer	50 - 120	40 - 80
CMS Developer	50 - 120	40 - 80
Data Engineer	110 - 180	50 - 125
Business Intelligence Developer	60 - 120	50 - 100
Data Scientist	110 - 180	50 - 125
Information Management Manager	140 - 180	80 - 125

#### FEATURED ROLE

### Mobile Developer

#### Permanent salary range (AUD/000)

80 - 130

#### About the role

The mobile development space in Perth has seen a massive shift in the past 12 months with the emergence and acceptance of new cross platform technologies. Businesses are now more comfortable working with non-native technology such as Xamarin, React Native, Cordova and MeteorJS as they have improved their capabilities and are now seen as more viable and cost saving option. As a result, due to deep specialisation we are seeing a smaller talent pool since developers are focusing on niche languages.

#### Key skills/attributes

- Knowledge of Xamarin, React Native, Cordova, MeteorJS, Swift, Kotlin

# HUDSON TECHNOLOGY AND DIGITAL

## Perth

### PROJECT SERVICES

	Permanent (AUD/000)	Contracting (AUD/day)
Business Analyst (Senior)	110 - 140	750 - 900
Business Analyst (Mid Weight)	80 - 100	650 - 800
Business Analyst (Junior)	70 - 80	500 - 650
Senior Data Analyst	110 - 130	800 - 900
Data Business Analyst	90 - 110	550 - 800
Process Business Analyst	80 - 120	650 - 800
Business Systems Analyst	90 - 130	650 - 850
Change Consultant	n/a	1,400 - 1,600
ICT Change Lead	140 - 165	850 - 1,200
Senior Change Manager	135 - 160	900 - 1,200
Change Manager	120 - 145	700 - 850
Change Analyst	80 - 125	550 - 700
Program Director	200 - 250	n/a
Program Manager	170 - 220	1,100 - 1,300
Transformation Manager	140 - 160	800 - 1,200
PMO Consultant	n/a	1,300 - 1,500
PMO Manager	130 - 160	700 - 900
PMO Analyst	95 - 120	500 - 700
Senior Project Manager	140 - 160	850 - 1,000
Project Manager	110 - 140	750 - 900
Project Support	75 - 110	400 - 650
Agile Coach	140 - 160	900 - 1,200
Scrum Master	110 - 150	750 - 900

#### FEATURED ROLE

### Business Analyst

#### Permanent salary range (AUD/000)

70 - 140

#### About the role

Business Analyst's ensure successful project delivery. They are normally introduced at 'idea phase'. They are required to gather either technical or non technical information to ensure the current state 'as is', and future state 'to be', is mapped correctly. This skill is critical to a successful delivery - if this information is not taken correctly processes can be missed.

#### Key skills/attributes

- Requirement gathering, workshop facilitation, process mapping/ process flow chart creation and user acceptance testing (ICT Projects)
- Stakeholder management and benefit realisation management

# HUDSON TECHNOLOGY AND DIGITAL

## Sydney

### SENIOR MANAGEMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
Chief Information Officer / GMIT / IT Director	180 - 350	n/a
Chief Technology Officer	150 - 250	n/a
IT Manager	150 - 250	100-130
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	130 - 180	120 - 160
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	111 - 150

### ENTERPRISE APPLICATIONS

	Permanent (AUD/000)	Contracting (AUD/hr)
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

# HUDSON TECHNOLOGY AND DIGITAL

## Sydney

### DEVELOPMENT

	Permanent (AUD/000)	Contracting (AUD/hr)
.Net Developer	80 - 130	75 - 100
Java / J2EE Developer	80 - 130	75 - 100
Front End / UI Developer	100 - 160	85 - 125
Full Stack Developer	120 - 160	90 - 130
Open Source Developer	80 - 120	70 - 95
DevOps Engineer	110 - 160	80 - 120
DevOps Architect	140 - 180	100 - 140
Mobile Developer	80 - 130	65 - 90
Data Engineer	120 - 160	85 - 120
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	90 - 150	75 - 110
Development Team Leader	120 - 160	100 - 130
Web Developer	80 - 110	70 - 90
SharePoint Consultant / Developer	85 - 130	70 - 100
Developer - C/C++	85 - 150	80 - 110
C/C++ Developer	85 - 150	80 - 110

#### FEATURED ROLE

### Data Engineer

#### Permanent salary range (AUD/000)

120 - 160

#### About the role

Data Engineers are typically the builders and managers of 'big data' infrastructures and develop solutions that allow organisations to manage, analyse and process data in the way they need to in order to deliver the required business outcomes. Data Engineers acquire data from a variety of sources before leveraging big data technologies to transform the complex data sets, allowing data science teams to find insights and correlations.

#### Key skills/attributes

- Experience in translating and analysing data and building data models
- Understanding of database structure and design principles
- Experience working with complex datasets using R, Python and Spark etc. for building data pipelines
- Big Data technologies such as Hadoop, Spark, Kafka, Hive
- AWS services such as S3, EC2, Kinesis, Redshift, Athena

# HUDSON TECHNOLOGY AND DIGITAL

## Sydney

### INFRASTRUCTURE

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</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
Systems Engineer	80 - 130	70 - 100
System Administrator	75 - 120	70 - 95
Cyber / Security Analyst and Engineer	120 - 180	90 - 140
Cyber / Security Architect	160 - 220	130 - 160
Cyber / Security Consultant	160 - 220	130 - 170
Incident Manager	120 - 150	90 - 130
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 - 130	80 - 120
Helpdesk - 1st Level Support	50 - 70	30 - 70
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 - 110
Desktop Support Analyst	75 - 90	50 - 90
DevOps Engineer	110 - 160	80 - 120
Applications Packager	70 - 110	65 - 90
Application Support Analyst	60 - 90	45 - 65

### UX AND DIGITAL DESIGN

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</b>
UX / CX and 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 and Interactive Designer	60 - 90	50 - 75

# HUDSON TECHNOLOGY AND DIGITAL

## Sydney

### PROJECT SERVICES

	<b>Permanent (AUD/000)</b>	<b>Contracting (AUD/hr)</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
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

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organisation at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve.

## Get in touch to see how we can help

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# Hudson

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