

Sydney IT Salaries Guide 2018/19



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FOREWORD

Welcome to the Enterprise IT Recruitment Sydney IT Salaries Guide for 2018/19.

Every 12 months, we create this guide to aid employers, employees and contractors within the IT sector to understand the current labour rates for IT and Business Transformation roles within the Australian market, and Sydney in particular.

This year we have used a new tool to compile our Sydney IT Salaries Guide; drawing on the responses of 2,030 IT professionals across Sydney. This has enabled us to investigate a far deeper range of statistics and uncover a wider variety of insights.

Below you will find our breakdown of the key numbers as they pertain to all respondents, as well as a sector-specific analysis of key roles within the industry, these being:

- Project Management
- Business Analysis
- Development
- Architecture
- Change Management
- Business Intelligence
- UI/UX

This is also accompanied by a comprehensive salary index that provides a realistic snapshot of salaries within the Sydney Technology sector.

We hope that the following insights will be of use to you when considering your organisation's IT requirements, or your next potential career move within the field.

OVERALL ANALYSIS

It is clear that Sydney IT professionals are in high demand, with our survey finding a median annual salary of \$115,000 and a median contract rate of \$800 p/d across the industry. While still a mostly male-dominated sector, there is a heavy contingent of younger employees in the IT field, with Millennials and Generation Z making up 38.26% of respondents.

The importance of flexibility to many respondents is reflected in the top benefits received, with working from home and flexible working hours both featuring in the top three. Overall, it is a promising sign that organisations are engaging with their employees on those factors that are most valued at work, with work/life balance emerging as a key priority.

That being said, job movement should still be a key concern for employers. Just 17.53% of respondents stated that they were not looking for new job opportunities, with more than half saying that while they were not actively looking, they were keeping an eye out for opportunities. Due to most respondents looking for a pay increase of \$10,000 before taking on a new role, employers should remain cognisant of the things that they can do to increase their employees' intrinsic satisfaction with their roles, outside of just annual salary bumps.



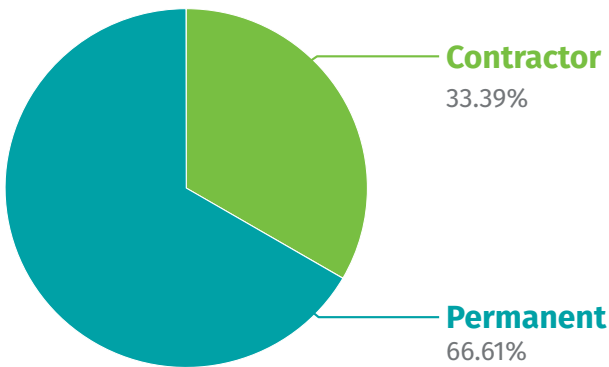
MEDIAN SALARY \$115,000



MEDIAN CONTRACT RATE \$800 p/d



CONTRACTOR/PERM SPLIT



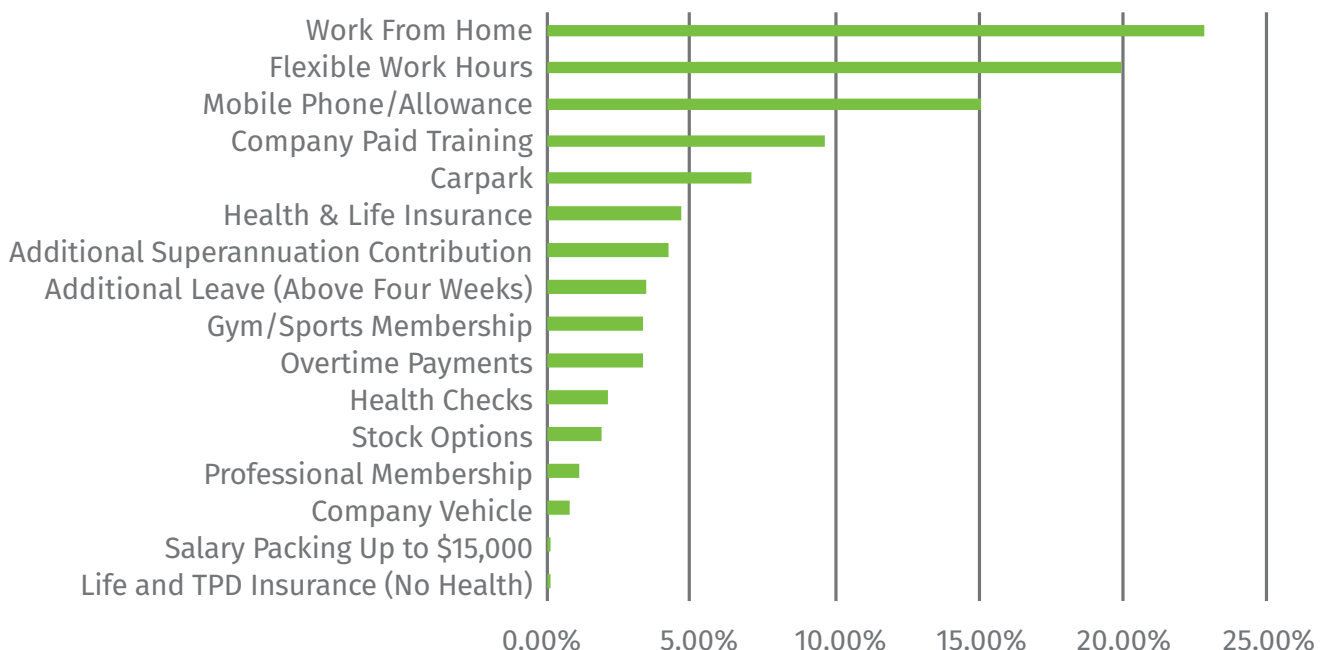
TOP 3 BONUSES



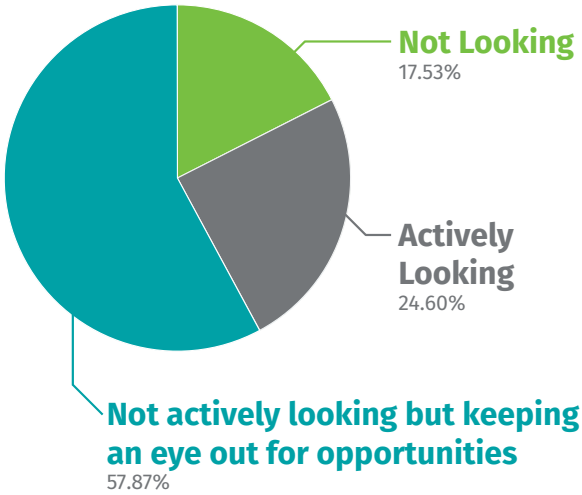
PRIORITIES IN A NEW ROLE



MOST FREQUENTLY RECEIVED BENEFITS



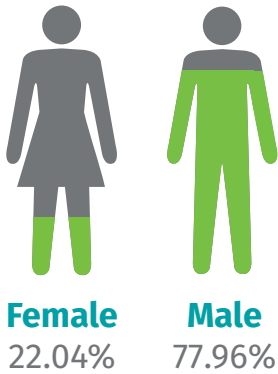
➔ LIKELIHOOD OF LEAVING



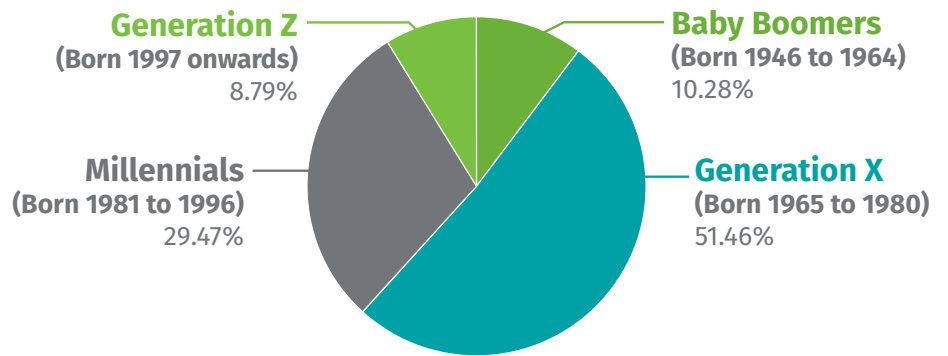
👤💰 DESIRED PAY INCREASE IN NEW ROLE
\$10,000



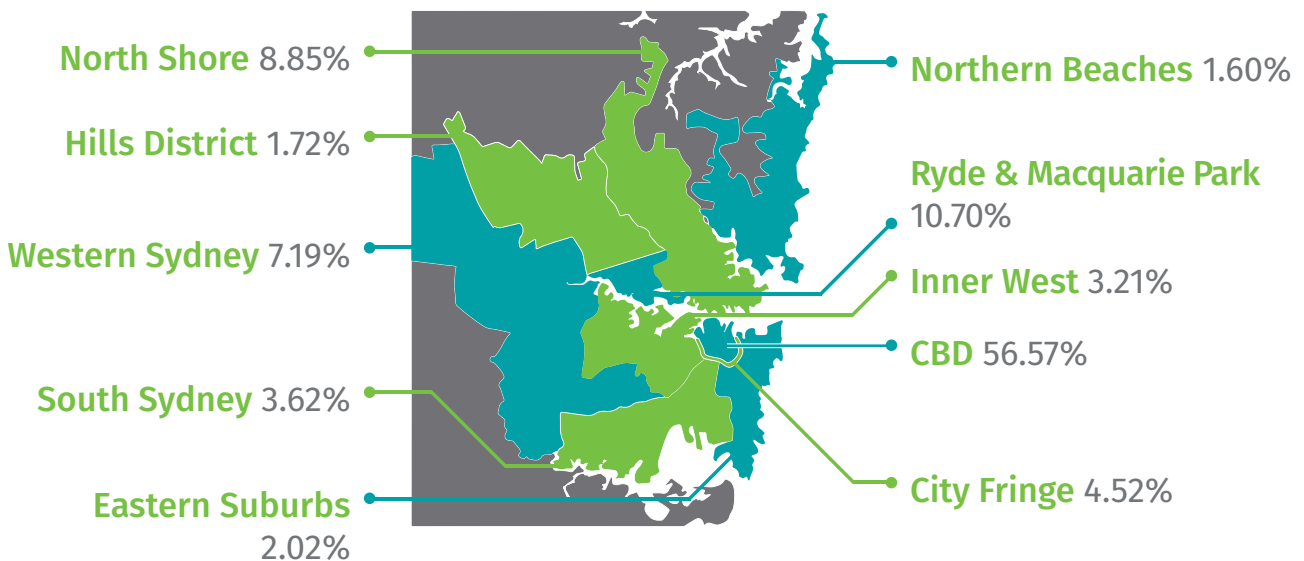
♀♂ GENDER SPLIT



👥 GENERATION SPLIT



📍 LOCATION SPLIT



PROJECT MANAGEMENT

Remuneration for Project Management roles is significantly higher than average, with the median salary sitting at \$132,000 for permanent roles, and contract rates sitting at a median of \$950 per day. This indicates that there is a strong demand for these roles within the Sydney IT market, especially in the contract space.

This was one of the more contract-focused role types, with 44.74% of Project Management respondents working on a contract basis. This is expected due to the nature of the work, which is heavily focused on projects that have set deadlines or start and end dates.

In terms of job satisfaction, Project Management professionals lined up with the overall average across the sector, which means that they were just as likely to be looking for other opportunities.

Only 19% of Sydney Project Management professionals were not actively looking or keeping abreast of other opportunities. This is likely to be related to the large number of contractors in the sector – for whom it is good practice to keep an eye on the market.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Program Manager	\$160,000	\$1,100
Project Manager – Applications	\$123,500	\$1000
Project Manager – Infrastructure	\$120,000	\$950
Project Office Manager	\$160,000	\$900
Project Scheduler	\$117,000	\$900



AVERAGE SALARY RANGE

\$110,000 to \$159,250



MEDIAN CONTRACT RATE

\$950 p/d



GENDER SPLIT

F 27.63% M 72.37%



GENERATION SPLIT

Baby Boomers 15.62% Generation X 57.95%
Millennials 20.72% Generation Z 5.71%



CONTRACTOR/PERM SPLIT

Contractor 44.74% Permanent 55.26%



LOCATION SPLIT

CBD 53.27% City Fringe 0.54%
Eastern Suburbs 3.26% Hills District 2.17%
Inner West 3.26% North Shore 11.96%
Northern Beach 0.54% West Sydney 4.35%
Ryde & Macquarie Park 15.22% South Sydney 5.43%



TOP 3 BONUSES

End of Year | Performance | Quarterly



TOP 3 BENEFITS

Work From Home | Flexible Working Hours | Mobile Phone/Allowance



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Higher Salary



DESIRED PAY INCREASE

\$20,000



LIKELIHOOD OF LEAVING

Not Looking 19.02%
Actively Looking 21.20%
Not actively looking but keeping an eye on opportunities 59.78%



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction Valued
★★★★★ ★★★★★

Professional Development Supported Pay Transparency
★★★★★ ★★★★★

BUSINESS ANALYSIS

Business Analyst roles are often seen as the logical counterpart to Project Management roles, however, our survey shows that this does not necessarily equate to the same rate of pay.

Business Analyst salaries also came in significantly higher than the average across the sector, with a median salary of \$110,000. However, while the contract and permanent split was similar to Project Management – if not a little more heavily weighted towards contractors – contract rates are significantly lower than Project Management roles.

This could be an indication that the market demand for Business Analysts leans more towards permanent roles, and those in contract roles could potentially benefit from considering permanent opportunities.

Interestingly, Business Analysts did emerge as slightly more satisfied than Project Managers across our four satisfaction measurements, despite having the same priorities and receiving the same key benefits and bonus incentives.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Business Systems Manager	\$120,000	\$750
Functional Business Analyst	\$110,000	\$800
Technical Business Analyst	\$105,000	\$725



AVERAGE SALARY RANGE

\$90,000 to \$120,000



MEDIAN CONTRACT RATE

\$750 p/d



GENDER SPLIT

F 33.68% M 66.32%



GENERATION SPLIT

Baby Boomers 7.77%

Millennials 32.12%

Generation X 51.30%

Generation Z 8.81%



CONTRACTOR/PERM SPLIT

Contractor 47.15%

Permanent 52.85%



LOCATION SPLIT

CBD 59.06%

City Fringe 3.11%

Eastern Suburbs 2.59%

Hills District 1.55%

Inner West 1.55%

North Shore 9.33%

Northern Beach 0.52%

West Sydney 6.74%

Ryde & Macquarie Park 9.33%

South Sydney 6.22%



TOP 3 BONUSES

End of Year | Performance | Quarterly



TOP 3 BENEFITS

Work From Home | Flexible Working Hours | Mobile Phone/Allowance



PRIORITIES IN A NEW ROLE

Higher Salary | Great Team | Work/Life Balance



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not Looking 19.61%

Actively Looking 24.51%

Not actively looking but keeping an eye on opportunities 55.88%



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



CHANGE MANAGEMENT

The Change Management sector is one we have seen emerge prominently in recent years, as many organisations undertake large scale transformation projects. As expected, these roles are largely engaged on a contract basis, as they are often tied to specific projects, and this was reflected in the median contract rate being \$900 p/d – above the overall median.

This was the only sector surveyed where women outnumbered men, resulting in close to a 60/40 split.

Change Management respondents also tended to be significantly older, with 36.36% of respondents being Baby Boomers – nearly four times the overall average. This is likely to be the reason why Additional Superannuation featured as a top benefit for these roles, where it did not for any others.

It could also be a factor in why Change Management respondents were less likely to be looking for new roles. 31.82% of respondents in these roles reported that they were not looking for new roles, nearly double that of the overall average.

Again, despite relatively high salaries in comparison to the average, the pay increase that most respondents were looking for in a move was not commensurately higher.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Change Analyst	\$99,000	\$700
Change Lead	\$137,000	\$900
Change Manager – Org	\$161,000	\$1000



AVERAGE SALARY RANGE

\$130,000 to \$165,000



MEDIAN CONTRACT RATE

\$900 p/d



GENDER SPLIT

F 59.09% M 40.91%



GENERATION SPLIT

Baby Boomers 36.36% Generation X 45.45%
Millennials 13.64% Generation Z 4.55%



CONTRACTOR/PERM SPLIT

Contractor 77.27% Permanent 22.73%



LOCATION SPLIT

CBD 50.17% City Fringe 13.46%
Inner West 9.09% North Shore 13.64%
Ryde & Macquarie Park 4.55% West Sydney 9.09%



TOP 3 BONUSES

End of Year | Performance | Company Shares



TOP 3 BENEFITS

Additional Superannuation | Work From Home
Flexible Work Hours



PRIORITIES IN A NEW ROLE

Work/Life Balance | Great Team | Challenge



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not Looking 31.82%
Actively Looking 18.18%
Not actively looking but keeping an eye on opportunities 50.00%



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



DEVELOPMENT

Developers had a slightly stronger male skew than the average, and the respondent base for development roles was also significantly younger, with under-40s making up over half of responses.

Developers were also far more likely to be employed on a permanent basis than Project Managers or Business Analysts, showing that for most organisations, the need for these skills transcends specific projects or timeframes.

However, despite their satisfaction being aligned with the average, Developers were more likely to be searching for new opportunities, with 34.62% actively looking at leaving. In terms of what they were looking for in a role, the usual suspects throughout this report featured heavily: a great team, work/life balance, and a higher salary.

With contract rates sitting at \$900 p/d – substantially above the average – employers could see talent taking up the option to go out on their own to secure the kind of remuneration they are looking for, as well as the increased flexibility that contracting can provide.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
.NET Developer	\$105,000	\$600
Application Development Manager	\$120,000	\$750
Digital Designer	\$80,000	\$500
Front-End Developer	\$80,000	\$500
Front-End Developer (Senior)	\$110,000	\$650
Java Developer	\$100,000	\$600
Java Developer (Senior)	\$120,000	\$750
Report Developer	\$102,000	\$500
Sharepoint Developer	\$106,000	\$650
Software Developer	\$96,000	\$550
Software Development Manager	\$129,500	\$725
Web Developer	\$130,000	\$800



AVERAGE SALARY RANGE

\$83,750 to \$120,000



MEDIAN CONTRACT RATE

\$900 p/d



GENDER SPLIT

F 16.31% M 83.69%



GENERATION SPLIT

Baby Boomers 7.80% Generation X 39.71%
Millennials 39.01% Generation Z 13.48%



CONTRACTOR/PERM SPLIT

Contractor 26.24% Permanent 73.76%



LOCATION SPLIT

CBD 69.49% City Fringe 2.84%
Eastern Suburbs 2.84% Hills District 0.71%
Inner West 1.42% North Shore 8.51%
Northern Beach 3.55% West Sydney 4.26%
Ryde & Macquarie Park 4.26% South Sydney 2.13%



TOP 3 BONUSES

End of Year | Performance | Company Shares



TOP 3 BENEFITS

Work From Home | Flexible Working Hours | Company Paid Training



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Higher Salary



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not Looking 14.42%
Actively Looking 34.62%
Not actively looking but keeping an eye on opportunities 50.96%



COMPANY SIZE

\$0 - \$25 Million



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



ARCHITECTS

Architecture roles have traditionally been some of the higher paid technical roles, and this year's survey indicates that this has not changed. Median salary came in at \$145,000, while contract rates passed the four-figure mark at \$1,000 per day.

Architects also had the strongest male skew of any role type in our survey, with less than 5% of respondents being women.

Despite a significantly higher pay packet (than, for example, Developers), Architects were extremely close to the average when it came to satisfaction and likelihood of leaving. In fact, even the desired pay increase to move was not any higher, showing that at a certain level of remuneration, a higher salary is not necessarily a strong incentive for a move.

As far as specific roles, Infrastructure and Enterprise Architects seemed to be in stronger demand, with the scale of responsibility in these roles having a clear impact on the level of remuneration that was available to both employees and contractors.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Applications Architect	\$120,000	\$980
Architect (Infrastructure)	\$149,000	\$1030
Data Architect	\$139,000	\$1050
Enterprise Architect	\$205,000	\$1,150
Security Architect	\$159,000	\$1,050
Solutions Architect	\$145,000	\$1,000
Systems Architect	\$133,000	\$1,062



AVERAGE SALARY RANGE

\$120,000 to \$163,250



MEDIAN CONTRACT RATE

\$1000 p/d



GENDER SPLIT

F 4.88% M 95.12%



GENERATION SPLIT

Baby Boomers 8.29%
Millennials 24.39%

Generation X 58.54%
Generation Z 8.78%



CONTRACTOR/PERM SPLIT

Contractor 31.71%

Permanent 68.29%



LOCATION SPLIT

CBD 54.63%

City Fringe 5.37%

Eastern Suburbs 1.95%

Hills District 1.95%

Inner West 2.93%

North Shore 9.27%

Northern Beach 1.46%

West Sydney 10.73%

Ryde & Macquarie Park 10.73%

South Sydney 0.98%



TOP 3 BONUSES

End of Year | Performance | Commission



TOP 3 BENEFITS

Work From Home | Flexible Working Hours | Mobile Phone/Allowance



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Higher Salary



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not Looking 19.29%

Actively Looking 22.14%

Not actively looking but keeping an eye on opportunities 58.57%



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction



Valued



Professional Development Supported



Pay Transparency



BUSINESS INTELLIGENCE

Much like Change Management, Business Intelligence is a sector we have seen become more prominent over the last few years, with organisations making a concerted effort to harness the power of big data and analytics.

Unlike Change Management, Business Intelligence is mostly a permanent-focused sector. More than 70% of respondents stated they were in permanent roles, and this was reflected in salaries being higher than average, while contract rates were slightly lower.

Satisfaction was higher than usual in this sector, although only slightly less respondents were considering or actively seeking out new opportunities. That said, they were also looking to get more than most out of a change, with career progression being a key concern and the desired pay increase from a move being \$20,000, compared to the average \$10,000.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
BI Manager	\$143,000	\$900
Data Analyst	\$110,000	\$790
Data Modeller	\$125,500	\$750
Data Scientist	\$124,000	\$775



AVERAGE SALARY RANGE

\$106,250 to \$140,000



MEDIAN CONTRACT RATE

\$775 p/d



GENDER SPLIT

F 14.81% M 85.19%



GENERATION SPLIT

Baby Boomers 14.82% **Generation X** 42.59%
Millennials 29.63% **Generation Z** 12.96%



CONTRACTOR/PERM SPLIT

Contractor 29.63% **Permanent** 70.37%



LOCATION SPLIT

CBD 57.43% **Hills District** 1.85%
Inner West 3.70% **North Shore** 14.81%
Ryde & Macquarie Park 3.70% **West Sydney** 12.96%
City Fringe 3.70% **South Sydney** 1.85%



TOP 3 BONUSES

End of Year | Performance | Company Shares



TOP 3 BENEFITS

Work From Home | Flexible Working Hours | Car Park



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Progression



DESIRED PAY INCREASE

\$20,000



LIKELIHOOD OF LEAVING

Not Looking 23.68%
Actively Looking 18.43%
Not actively looking but keeping an eye on opportunities 57.89%



COMPANY SIZE

\$1+ Billion



SATISFACTION MEASUREMENTS

Job Satisfaction ★★★★★☆ **Valued** ★★★★★★
Professional Development Supported ★★★★★☆ **Pay Transparency** ★★★★★★

UI/UX

UI/UX (User Interface/User Experience) roles are a unique prospect, combining aspects of creative design with technical development and customer experience. Another emerging field, UI/UX is an area of opportunity for those who are looking for a role that combines a variety of elements together. As expected, the respondent base here skews younger, with Millennials and Generation Z making up over 60% of respondents, as well as having close to a 50/50 gender split.

UI/UX is another sector that highlights the connection between age and job movement, much like Change Management did. Just 9.46% of UI/UX respondents were not looking for a new role, the lowest throughout the survey. Nearly 30% were actively looking for new roles, while the remaining 60.81% were keeping an eye on opportunities.

Interestingly, despite the sector's relative youth, company shares were the third most received incentive, with 23.33% of UI/UX respondents receiving this bonus. With most of the UI/UX professionals who were surveyed working for smaller companies in the \$0-25 Million range, this is likely a tactic to create some degree of long-term buy-in for employees within smaller organisations and start-ups.

However, when considering the 'likelihood of leaving', discussed above, this may not be the most effective retention tactic. Of those receiving company shares as a bonus, just 14.29% were not looking at all, while 57.14% were keeping an eye on opportunities and 28.57% were actively looking.

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
UI Designer	\$90,000	\$650
UX Architect	\$169,000	\$850
UX Designer	\$90,000	\$650
Web Designer	\$85,000	\$600



AVERAGE SALARY RANGE

\$74,250 to \$110,000



MEDIAN CONTRACT RATE

\$650 p/d



GENDER SPLIT

F 47.62% M 52.38%



GENERATION SPLIT

Baby Boomers 2.86% Generation X 36.19%
Millennials 53.33% Generation Z 7.62%



CONTRACTOR/PERM SPLIT

Contractor 29.52% Permanent 70.48%



LOCATION SPLIT

CBD 66.67% City Fringe 10.48%
Eastern Suburbs 0.95% Hills District 0.95%
Inner West 2.85% North Shore 6.67%
Northern Beach 3.81% West Sydney 2.86%
Ryde & Macquarie Park 4.76%



TOP 3 BONUSES

End of Year | Performance | Company Shares



TOP 3 BENEFITS

Flexible Working Hours | Work From Home | Company Paid Training



PRIORITIES IN A NEW ROLE

Great Team | Work/Life Balance | Career Opportunities



DESIRED PAY INCREASE

\$10,000



LIKELIHOOD OF LEAVING

Not Looking 9.46%
Actively Looking 29.73%
Not actively looking but keeping an eye on opportunities 60.81%



COMPANY SIZE

\$0 - \$25 Million



SATISFACTION MEASUREMENTS

Job Satisfaction Valued
★★★★★ ★★★★★★

Professional Development Supported Pay Transparency
★★★★★ ★★★★★★

OTHER ROLES

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
Chief Information Officer (CIO)	\$275,000	\$1400
Chief Technical Officer (CTO)	\$215,000	\$1200
Communications Manager	\$145,000	\$900
Data Centre Manager	\$147,000	\$900
Data Communications Engineer	\$110,000	\$730
Data Warehouse Manager	\$147,500	\$825
Database Administrator	\$107,000	\$790
Desktop/PC Support	\$65,500	\$580
Development Team Leader	\$116,000	\$785
DevOps	\$134,500	\$905
ERP Consultant Functional (Tier 1 Product)	\$120,000	\$800
ERP Consultant Technical (Tier 1 Product)	\$115,000	\$800
ERP Manager	\$163,500	\$970
Helpdesk Level 1-2	\$65,000	\$580
Helpdesk Team Leader	\$93,000	\$640
Information Systems Manager	\$130,000	\$800
Infrastructure Manager	\$144,500	\$950
IT Manager	\$135,000	\$850
Network Administrator	\$84,000	\$500
Network Designer	\$107,000	\$850
Network Engineer	\$86,500	\$550
Operations Manager	\$146,000	\$860
Project Administrator	\$73,000	\$480
Project Coordinator	\$80,000	\$550

ROLE	MEDIAN SALARY	MEDIAN CONTRACT RATE (P/D)
RF Engineer	\$135,000	\$565
Security Consultant	\$110,000	\$1000
Security Engineer	\$97,000	\$650
Senior Database Administrator (Large RDMBS)	\$110,000	\$700
Service Delivery Manager	\$120,000	\$850
SharePoint Administrator	\$92,000	\$600
Systems Analyst	\$86,000	\$575
Systems Administrator	\$80,000	\$425
Systems Engineer	\$100,000	\$675
Technical Writer	\$85,000	\$690
Test Lead	\$100,000	\$675
Test Manager	\$124,500	\$850
Tester/QA Analyst	\$85,000	\$610
Trainer	\$114,000	\$675
Transmission Engineer	\$82,500	\$585
Wintel Server Engineer	\$105,000	\$825

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