

2026 / 2027

Market Salary Survey

REPORT



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Market insights from our CEO



AI has been impossible to avoid this past year, and whatever fatigue people feel about the term, it's now a genuine factor in hiring decisions. Clients expect staff across development, design and project delivery to be comfortable leveraging AI tools to drive efficiency, and some are moving early to snap up AI-capable talent while others hold back and wait and see.

That divide, combined with geopolitical uncertainty, international unrest and local economic pressures including recent budget changes, has left many organisations in a holding pattern in 2026: clients delaying hiring while they work out what AI means for their operating model, and candidates staying put while their current roles feel secure.

Having said that, we're seeing the start of a correction now, as businesses can't sit still indefinitely. The organisations moving early on AI adoption and talent are likely to pull ahead of those still waiting.

As the CEO of PRA, Carrah is an active partner to clients and candidates across the Transformation, IT and Digital sectors, delivering tailored recruitment solutions that meet both immediate and long-term needs. As the leader of the business, she sets the standard for quality and client service. She is known for her attention to detail and commitment to outcomes that drive real return on investment. Clients trust Carrah to optimise their recruitment strategies, reduce staff turnover, and identify practical improvements through hands-on recruitment audits.

What are our leaders seeing in the market?



Guy Nardo
Director - NSW

The NSW market has settled into a rhythm heading into FY27, it is less reactive, more considered. Across Technology, Sales and Engineering, hiring managers are running tighter processes with clearer briefs, and roles are taking longer to open but moving faster once they do.

Depth is what's winning. Clients want candidates who've actually used AI tools to change how they work, not just claim familiarity with them. Hybrid arrangements continue to tighten, and counteroffers are firmly back, meaning strong candidate management and a genuine value story matter more than they have in years. We are seeing the market being built more on trust and access, and FY27 will reward the relationships built through the slower patches of FY26.



Chris Bremmer
Director - VIC

The Victorian market is showing renewed confidence heading into FY27, with steady demand across Technology, Digital, Data and Project Services. While employers remain disciplined in their hiring decisions, there is greater willingness to invest in strategic capability, transformation programs and critical technology talent. Candidates are expecting greater certainty, and organisations that delay decisions, add extra stages late in the process, or shift requirements mid-stream risk losing talent to faster-moving employers.

Hybrid work remains the preferred model across most industries, though office attendance expectations continue to become more structured. Victoria will officially enforce two days working from home this year, and candidates are unlikely to settle for anything less. Counteroffers have also returned as organisations look to retain experienced talent in key areas. As a result, successful hiring outcomes increasingly depend on strong candidate engagement, clear communication and trusted advisory relationships.



Carrah Jordan
Director - QLD

Recruitment demand has begun to bounce back in 2026 after a softer market in 2025, with more activity in energy, utilities and finance, alongside strong interstate migration into the state. This candidate-rich environment favours clients who move decisively on strong talent, while candidates should expect more competition and longer processes for fewer active roles. Salaries for core in-demand skill sets, cloud, cyber, and increasingly AI-adjacent capability, have largely held rather than softened, even as overall hiring volumes have dropped.

Looking further out, the picture in South East Queensland is being shaped heavily by the lead-up to Brisbane 2032. Most recruiters aren't expecting an "Olympic halo effect" on hiring volumes until 2027, when digital and infrastructure programs properly ramp up, so the near-term QLD market looks more like a steady, candidate-rich holding pattern ahead of a larger demand wave, and the groundwork organisations lay now on skills and structure will matter once that wave hits.

Trends from PRA's client network

The Hiring & Pay Snapshot

What employers are telling us right now: PRA surveyed a range of clients from our database to provide these market insights.



67%

...of employers anticipate paying a salary increase over the next 12 months



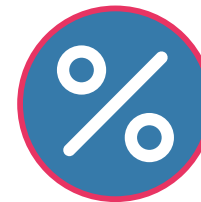
78%

...cite a shortage of candidates with the required skills as their top hiring challenge



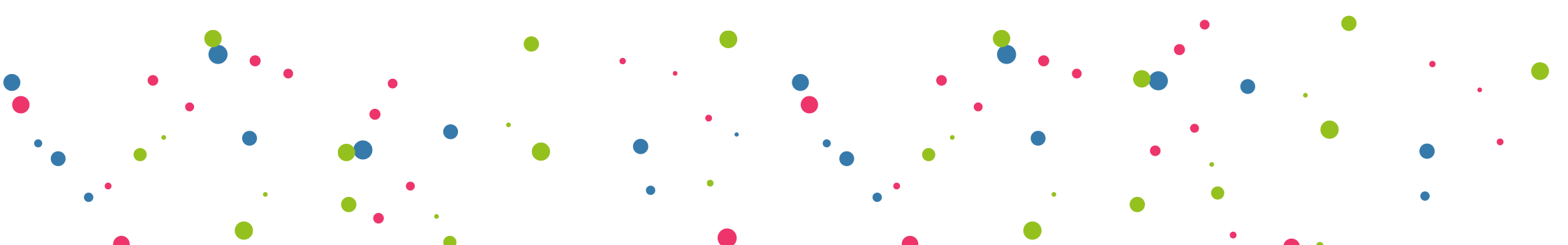
71%

...of upcoming roles are being hired on a permanent basis



2-3%

...typical salary uplift among employers who increased pay in the past 12 months



AI and Your Career: Why It's Not Too Late (and Why It's Not Something to Fear)

It's easy to feel like AI has already changed everything, or that everyone else is somehow ahead of you. Neither is true. The most recent Australian government analysis of AI's effect on the labour market, released in July 2026, found no evidence of broad, AI-driven job losses. Employment for young people and graduates, often assumed to be most at risk, has remained resilient. Unemployment nationally sits at 4.2%, among the lowest levels in over a decade. The picture is not one of upheaval. It is one of gradual, uneven change.

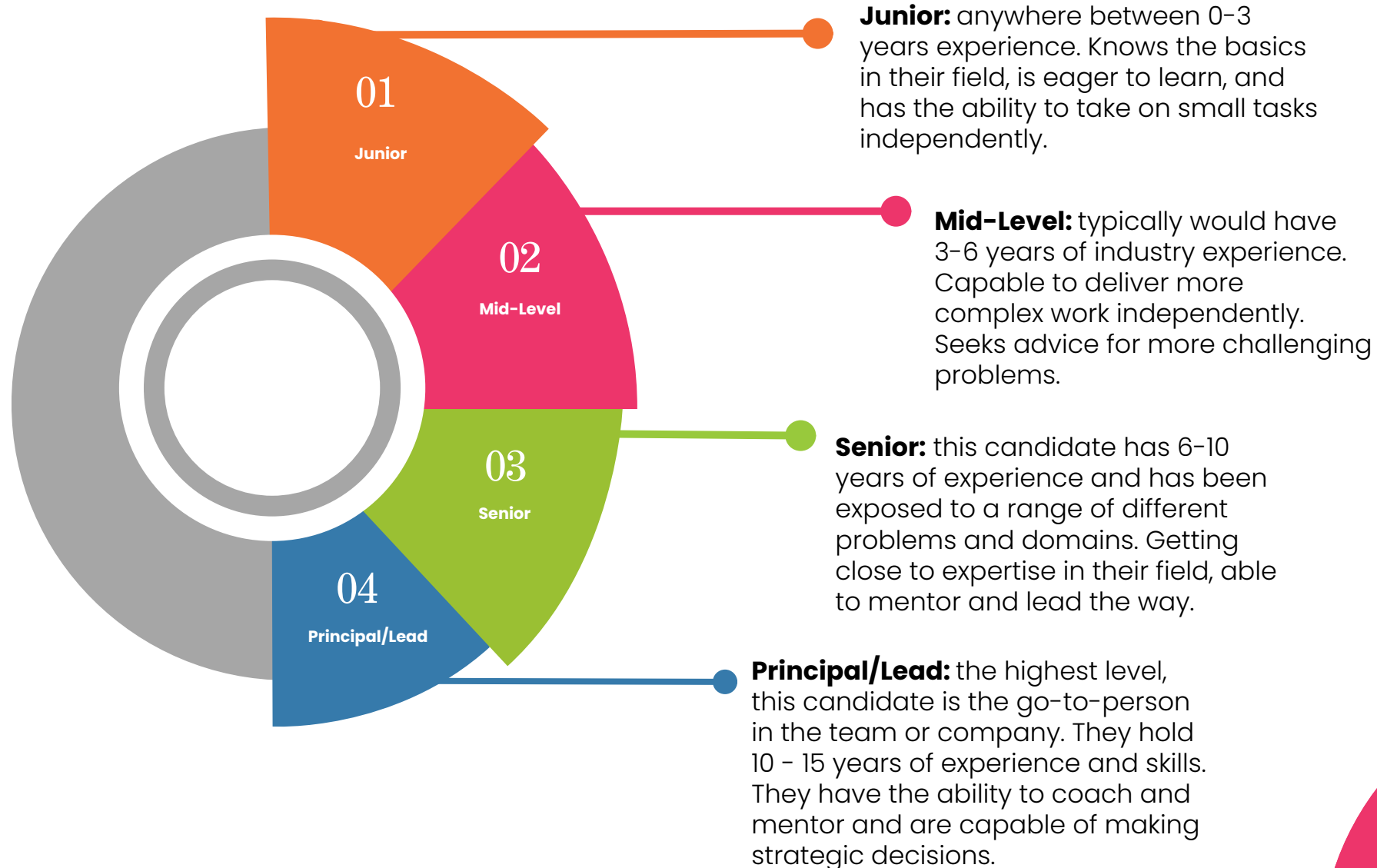
That said, the shift is real, and it's worth naming plainly rather than glossing over. Occupations more exposed to AI, particularly clerical and administrative roles, have grown noticeably slower than less exposed ones since generative AI tools became mainstream in late 2022 (5.6% versus 9.5% growth). Gartner's most recent Australian workforce survey found 38% of employees are now expected to use AI in their role, yet only around half say they've received clear guidance or training on how their job is meant to evolve. That gap, between AI being rolled out and people actually knowing what to do with it, is the real source of anxiety for most workers, far more than AI itself.

This is also why it's not too late to get involved. Demand for AI-related skills is only growing, and organisations are still working out how to build capability, not winding the opportunity down. AI literacy is now one of the most in-demand skills in the Australian market, and it's rewarded well beyond specialist technical roles. The people benefiting most aren't necessarily those who can build AI systems. They're the ones across every profession, technical and non-technical alike, who've taken the time to get genuinely comfortable using the tools available to them.

If you're not sure where to start, the practical steps are simpler than they seem. Look at your own role and identify the two or three tasks that are repetitive, time-consuming, or heavy on first drafts (research, summarising, drafting communications, data cleanup), and try using AI tools on those specifically, rather than trying to overhaul your whole job at once. If your workplace has an approved AI tool, use it deliberately rather than avoiding it out of caution. If it doesn't, ask what's planned, since that conversation alone signals initiative. And keep an eye on how your own profession is discussing AI: the professionals who stay curious now, rather than waiting for certainty, are the ones who'll have the most say in how their roles change, rather than having that change happen to them.



What are the levels of experience?



Permanent Salaries excluding Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer	\$65 – \$85K	\$90 – \$125K	\$130 – \$170K	\$170 – \$210K
Full Stack Developer	\$65 – \$85K	\$90 – \$125K	\$130 – \$170K	\$170 – \$210K
Front End Developer	\$65 – \$85K	\$90 – \$125K	\$130 – \$170K	\$170 – \$210K
Mobile Developer	\$60 – \$90K	\$90 – \$130K	\$130 – \$165K	\$165 – \$200K
Technical Lead Developer	N/A	N/A	N/A	\$175K+
Team Lead Developer	N/A	N/A	N/A	\$190K+

Contract Rates Including Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer	N/A	\$500 – \$800	\$800 – \$1100	\$1100 – \$1300
Full Stack Developer	N/A	\$500 – \$800	\$800 – \$1100	\$1100 – \$1300
Front End Developer	N/A	\$500 – \$800	\$800 – \$1100	\$1100 – \$1300
Mobile Developer	N/A	\$500 – \$800	\$800 – \$1100	\$1100 – \$1300
Technical Lead Developer	N/A	N/A	N/A	\$1200+
Team Lead Developer	N/A	N/A	N/A	\$1300+

Permanent Salaries excluding Superannuation				
Design & Product				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
UI / Visual Designer	\$60 – \$70K	\$80 – \$120K	\$120 – \$150K	\$150 – \$170K
UX / Product Designer	\$60 – \$90K	\$90 – \$145K	\$145 – \$170K	\$170 – \$200K
Design / UX Research	\$60 – \$80K	\$80 – \$120K	\$120 – \$150K	\$150 – \$170K
Service Designer	\$60 – \$90K	\$90 – \$145K	\$145 – \$170K	\$170 – \$200K
Product Owner	\$70 – \$90K	\$100 – \$130K	\$130 – \$170K	N/A
Product Manager	\$80 – \$100K	\$100 – \$130K	\$130 – \$170K	\$170 – \$200K
Digital Producer	\$50 – \$60K	\$60 – \$80K	\$80 – \$110K	\$110 – \$140K
UX Writer / Content Design	\$60 – \$70K	\$70 – \$90K	\$90 – \$120K	\$120 – \$140K

Contract Rates Including Superannuation				
Design & Product				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
UI / Visual Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
UX / Product Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
Design / UX Research	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
Service Designer	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Owner	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Manager	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Digital Producer	\$450 – \$550	\$550 – \$700	\$700 – \$800	\$800 – \$900
UX Writer / Content Design	\$450 – \$550	\$550 – \$700	\$700 – \$800	\$800 – \$900

Permanent Salaries excluding Superannuation

Data & Architecture				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Data Analyst	\$60 – 80K	\$80 – \$120K	\$120 – \$140K	\$140 – \$170K
Data Visualisation Specialist	\$60 – 80K	\$80 – \$120K	\$120 – \$140K	\$140 – \$170K
Data Engineer	\$80 – 90K	\$90 – \$130K	\$130 – \$170K	\$170 – \$210K
ETL / Data Warehouse Specialist	\$80 – 90K	\$90 – \$130K	\$130 – \$170K	\$170 – \$210K
BI Engineer	\$80 – 90K	\$90 – \$130K	\$130 – \$170K	\$170 – \$210K
AI Engineer	\$80 – \$100K	\$110 – \$150K	\$150 – \$170K	\$170K – \$190K
Data Scientist/ ML Engineer	\$80 – 100K	\$100 – \$140K	\$140 – \$180K	\$180 – \$240K
Data Modeller	\$70 – 90K	\$90 – \$120K	\$120 – \$150K	\$150 – \$170K
Data Manager / Director	N/A	N/A	\$180 – \$200K	\$200K – \$300K

Contract Rates Including Superannuation

Data & Architecture				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Analyst	\$600 – \$750	\$750 – \$900	\$900 – \$1100	\$1100 – \$1250
Data Visualisation Specialist	\$650 – \$750	\$750 – \$950	\$950 – \$1150	\$1150 – \$1300
Data Engineer	\$650 – \$750	\$750 – \$950	\$950 – \$1150	\$1300+
ETL / Data Warehouse Specialist	\$650 – \$750	\$800 – \$900	\$1000+	\$1300+
BI Engineer	\$650 – \$750	\$800 – \$900	\$1100+	\$1300+
AI Engineer	\$600 – \$700	\$700 – \$850	\$850 – \$1000	\$1000 – \$1200+
Data Scientist/ ML Engineer	\$650	\$850	\$1100 – \$1200	\$1350+
Data Modeller	\$700	\$800 – \$900	\$1100	\$1200
Data Manager / Director	N/A	N/A	\$1200 – \$1300	\$1500 – \$1800

Permanent Salaries excluding Superannuation

Data & Architecture (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	N/A	\$170 – \$190K	\$190K+
Technical Architect	N/A	\$170 – 190K	\$190 – \$210K	\$210 – \$230K
Solution Architect	N/A	\$180 – 200K	\$200 – \$220K	\$220 – \$240K
Cloud Architect	N/A	N/A	\$180 – \$200K	\$200 – \$230K
Enterprise Architect	N/A	N/A	\$220 – \$240K	\$240 – \$270K

Contrat Rates Including Superannuation

Data & Architecture (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	N/A	\$1200 – \$1300	\$1300+
Technical Architect	N/A	\$1,100	\$1200 – \$1300	\$1350 – \$1400+
Solution Architect	N/A	\$900 – \$1100+	\$1250 – \$1350	\$1350 – \$1400+
Cloud Architect	N/A	N/A	\$1000 – \$1200	\$1200+
Enterprise Architect	N/A	N/A	\$1350+	\$1500+

Permanent Salaries excluding Superannuation

Testing

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Manual Test Analyst	\$80 – \$120K	\$120 – \$135K	\$135 – \$160K	N/A
QA / Automation Engineer	\$110 – \$135K	\$135 – \$145K	\$145 – \$170K	\$170K +
Performance Test Engineer	\$110 – \$135K	\$135 – \$145K	\$145 – \$170K	\$170K +
Test Lead	N/A	N/A	\$160 – \$180K	\$180K +
Test Manager	N/A	N/A	\$160 – \$180K	\$180K +
Program Test Manager	N/A	N/A	\$170 – \$190K	\$190K +
Head of Testing/ Practice Lead	N/A	N/A	N/A	\$200 – \$250K

Contract Rates Including Superannuation

Testing

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
QA Analyst / Test Analyst	\$500 – \$600	\$600 – \$700	\$700 – \$850	\$850 – \$950
QA / Automation Engineer	\$500 – \$600	\$600 – \$700	\$700 – \$900	\$900 – \$1050
Performance Test Engineer	\$500 – \$600	\$600 – \$700	\$700 – \$900	\$900 – \$1050
Test Lead	N/A	N/A	N/A	\$900 – \$1000
Test Manager	N/A	N/A	N/A	\$950 – \$1100
Program Test Manager	N/A	N/A	N/A	\$1300+
Head of Testing/ Practice Lead	N/A	N/A	N/A	\$1500+

Permanent Salaries excluding Superannuation

Project Services, Change & Training

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Systems Analyst	\$90 – \$120K	\$110 – \$130K	\$130 – \$140K	\$140K +
Business Analyst	\$85 – \$100K	\$100 – \$120K	\$120 – \$150K	\$150K +
Project Coordinator	\$80 – \$110K	\$100 – \$120K	\$120 – \$130K	N/A
Project Manager	\$100 – \$130K	\$130 – \$150K	\$150 – \$180K	\$180K +
Delivery Manager	\$110 – \$130K	\$130 – \$150K	\$150 – \$180K	N/A
Transformation Manager	N/A	\$160 – \$190K	\$180 – \$220K	N/A
Program Manager	N/A	\$150 – \$180K	\$180 – \$220K	N/A
Portfolio Manager	N/A	\$160 – \$190K	\$170 – \$200K	N/A
PMO Analyst	\$80 – \$110K	\$110 – \$130K	\$130 – \$155K	N/A

Contract Rates Including Superannuation

Project Services, Change & Training

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Systems Analyst	N/A	\$700 – \$800	\$800 – \$900	\$900+
Business Analyst	\$500 – \$600	\$600 – \$800	\$800 – \$1000	\$1000+
Project Coordinator	\$450 – \$550	\$550 – \$750	\$750 – \$850	N/A
Project Manager	\$700 – \$800	\$800 – \$900	\$900 – \$1200	\$1200+
Delivery Manager	\$800 – \$900	\$900 – \$1000	\$1000 – \$1200	N/A
Transformation Manager	N/A	\$1000 – \$1200	\$1200 – \$1400	N/A
Program Manager	N/A	\$1000 – \$1200	\$1200 – \$1400	N/A
Portfolio Manager	N/A	\$1200 – \$1350	\$1350+	N/A
PMO Analyst	\$700 – \$750	\$750 – \$850	\$850 – \$1000	N/A

Permanent Salaries excluding Superannuation

Project Services, Change & Training (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Portfolio Analyst	\$80 – \$100K	\$100 – \$130K	\$125 – \$140K	N/A
Head of PMO	N/A	\$170 – \$200K	\$200 – \$220K	N/A
Change Administrator	N/A	\$75 – \$90K	\$90 – \$110K	N/A
Change Analyst	\$80 – \$110K	\$110 – \$130K	\$130 – \$155K	N/A
Communications Manager	N/A	\$120 – \$135K	\$130 – \$150K	\$145 – \$165K
Change Manager	N/A	\$130 – \$150K	150K-180K+	\$190K +
Change Lead	N/A	N/A	\$170 – \$190K	\$190K +
Trainer	N/A	\$110 – \$120K	\$130 – \$140K	\$145 – \$165K
Instructional Designer	N/A	\$110 – \$130K	\$125 – \$130K	N/A

Contract Rates Including Superannuation

Project Services, Change & Training (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Portfolio Analyst	\$700 – \$750	\$750 – \$850	\$850 – \$1000	N/A
Head of PMO	N/A	\$1000 – \$1200	\$1200 – \$1350	N/A
Change Administrator	N/A	\$600 – \$750	\$700 – \$800	N/A
Change Analyst	N/A	\$650 – \$800	\$750 – \$900	N/A
Communications Manager	N/A	N/A	\$800 – \$950	N/A
Change Manager	N/A	N/A	\$800 – \$1000	\$950 – \$1200
Change Lead	N/A	N/A	\$800 – \$1000	\$950 – \$1200
Trainer	N/A	\$600 – \$750	\$700 – \$850	\$800 – \$1000
Instructional Designer	N/A	\$600 – \$750	\$700 – \$850	\$800 – \$1000

Permanent Salaries excluding Superannuation

Cybersecurity

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Security / SOC Analyst	\$90 – \$110K	\$110 – \$130K	\$150K	\$150K +
Incident Responder	\$70 – \$100K	\$100 – \$120K	\$120 – \$140K	\$140 – \$160K
Threat Intelligence Specialist	N/A	N/A	\$150K	\$150 – \$170K
Penetration Tester / Red Teamer	\$90 – \$110K	\$110 – \$140K	\$150K	\$170K +
Cyber Security / DevSecOps Engineer	\$80 – \$120K	\$120 – \$150K	\$150 – \$170K	\$170K +
IAM/PAM Engineer / Consultant	N/A	\$120 – \$140K	\$140 – \$160K	\$170K +
GRC Analyst / Specialist	N/A	\$120 – \$140K	\$150 – \$180K	\$180 – \$200K
SOC Manager	N/A	N/A	\$180 – \$200K	\$200K +
GRC Manager	N/A	N/A	\$150 – \$180K	\$200K +
Head of Cyber Security / CISO	N/A	N/A	N/A	\$200 – \$300K +
CSO	N/A	N/A	N/A	\$220 – \$300K +

Contract Rates Including Superannuation

Cybersecurity

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Security / SOC Analyst	\$400 – \$600	\$800 – \$1000	\$1000 – \$1200	\$1200 – \$1400
Incident Responder	\$400 – \$600	\$800 – \$1000	\$1000 – \$1200	\$1200 – \$1400
Threat Intelligence Specialist	N/A	N/A	\$1000 – \$1200	\$1200 – \$1400
Penetration Tester / Red Teamer	\$400 – \$600	\$800 – \$1000	\$1000 – \$1100	\$1,200
Cyber Security / DevSecOps Engineer	\$500 – \$600	\$800 – \$1000	\$1100 – \$1200	\$1300 +
IAM/PAM Engineer / Consultant	N/A	\$800 – \$1000	\$1100 – \$1300	\$1400 – \$1600
GRC Analyst / Specialist	N/A	\$800 – \$1000	\$1100 – \$1300	\$1300 +
SOC Manager	N/A	N/A	\$1100 – \$1300	\$1300 +
GRC Manager	N/A	N/A	\$1100 – \$1300	\$1300 +
Head of Cyber Security / CISO	N/A	N/A	N/A	\$1400 – \$1800+
CSO	N/A	N/A	N/A	\$1500 – \$2000

Permanent Salaries excluding Superannuation				
Devops, Cloud & Infrastructure				
Roles:	Junior	Mid-Level	Senior	Principal/ Lead
Site Reliability Engineer	\$80 – \$110K	\$110 – \$145K	\$145 – \$180K	\$180 – \$220K
DevOps Engineer	\$80 – \$110K	\$110 – \$145K	\$145 – \$180K	\$180 – \$220K
Cloud Engineer	\$80 – \$110K	\$110 – \$145K	\$145 – \$180K	\$180 – \$220K
Platform Engineer	\$80 – \$110K	\$110 – \$145K	\$145 – \$180K	\$180 – \$220K
DevOps Manager	N/A	N/A	N/A	\$180 – \$230K
SRE Manager	N/A	N/A	N/A	\$180 – \$230K
IT Helpdesk	\$65 – \$75K	\$75 – \$85K	\$85 – \$95K	\$95 – \$100K
Desktop Support	\$65 – \$75K	\$75 – \$85K	\$85 – \$95K	\$100 – \$110K
Service Desk Manager	N/A	N/A	\$105 – \$120K	\$110 – \$135K
Systems Administrator / Engineer	\$70 – \$85K	\$85 – \$100K	\$100 – \$135K	\$135 – \$150K
Network Engineer	\$60 – \$80K	\$90 – \$110K	\$120 – \$140K	\$140 – \$160K
IT Manager	N/A	N/A	N/A	\$140 – \$170K

Contract Rates Including Superannuation				
Devops, Cloud & Infrastructure				
Roles:	Junior	Mid-Level	Senior	Principal/ Lead
Site Reliability Engineer	N/A	\$600 – \$800	\$900 – \$1200	\$1200+
DevOps Engineer	\$450 – \$600	\$600 – \$750	\$900 – \$1200	\$1000+
Cloud Engineer	\$450 – \$600	\$600 – \$750	\$900 – \$1200	\$1000+
Platform Engineer	N/A	\$600 – \$750	\$900 – \$1200	\$1000+
DevOps Manager	N/A	\$850 – \$950	\$950 – \$1200	\$1250+
SRE Manager	N/A	\$800 – \$900	\$950 – \$1200	\$1250+
IT Helpdesk	\$320 – \$400	\$400 – \$480	\$480+	N/A
Desktop Support	\$375 – \$450	\$460 – \$500	\$500 – \$550	N/A
Service Desk Manager	N/A	N/A	\$750 – \$800	\$800+
Systems Administrator / Engineer	\$400 – \$500	\$550 – \$650	\$800 – \$900	\$900+
Network Engineer	\$550 – \$650	\$650 – \$750	\$750 – \$850	\$850 – \$1050
IT Manager	N/A	N/A	N/A	\$1000+

Permanent Salaries excluding Superannuation

Technology Leadership & Executive

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	N/A	N/A	\$140 – 150K	\$140 – 170K
Delivery Manager	N/A	N/A	\$140 – 150K	\$140 – 170K
Design / UX Manager	N/A	N/A	N/A	\$170 – 220K
Engineering Manager	N/A	N/A	\$160 – 180K	\$180 – 220K
Head of Engineering	N/A	N/A	N/A	\$200 – 230K
Head of Design	N/A	N/A	N/A	\$220 – 250K
Head of Product	N/A	N/A	N/A	\$220 – 250K
CPO	N/A	N/A	N/A	\$200 – 270K
CDO	N/A	\$250K – \$280K	\$280K – \$350K	\$350K+
CTO	N/A	N/A	N/A	\$200 – 270K
CIO	N/A	N/A	N/A	\$250 – 450K

Contract Rates Including Superannuation

Technology Leadership & Executive

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	N/A	\$800–\$900	\$1000–\$1200	N/A
Delivery Manager	N/A	\$800–\$900	\$1000–\$1200	N/A
Design / UX Manager	N/A	N/A	N/A	\$1300+
Engineering Manager	N/A	N/A	\$1300–\$1500	N/A
Head of Engineering	N/A	N/A	\$1800	N/A
Head of Design	N/A	N/A	N/A	\$1500+
Head of Product	N/A	N/A	N/A	\$1500+
CPO	N/A	N/A	N/A	\$3000
CDO	N/A	N/A	N/A	\$3000
CTO	N/A	N/A	N/A	N/A
CIO	N/A	N/A	N/A	N/A

New South Wales

Permanent Salaries excluding Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer	\$65 – \$90K	\$100 – \$130K	\$130 – \$170K	\$170 – \$190K
Full Stack Developer	\$65 – \$90K	\$100 – \$130K	\$130 – \$180K	\$170 – \$190K
Front End Developer	\$65 – \$90K	\$100 – \$130K	\$130 – \$170K	\$170 – \$190K
Mobile Developer	\$65 – \$90K	\$110 – \$150K	\$150 – \$180K	\$170 – \$190K
Technical Lead Developer	N/A	N/A	N/A	\$170 – \$190K
Team Lead Developer	N/A	N/A	N/A	\$170 – \$190K

Contract Rates Including Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer	\$400 – \$600	\$600 – \$800	\$800 – \$1000	\$1000 – \$1400
Full Stack Developer	\$400 – \$600	\$600 – \$800	\$800 – \$1000	\$1000 – \$1400
Front End Developer	\$400 – \$600	\$600 – \$800	\$800 – \$1000	\$1000 – \$1400
Mobile Developer	\$400 – \$600	\$600 – \$800	\$800 – \$1000	\$1000 – \$1400
Technical Lead Developer	N/A	N/A	N/A	\$1000 – \$1400
Team Lead Developer	N/A	N/A	N/A	\$1200 – \$1400

New South Wales

Permanent Salaries excluding Superannuation

Design & Product

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
UI / Visual Designer	\$80 – \$110K	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
UX / Product Designer	\$80 – \$110K	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
Design / UX Research	\$80 – \$110K	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
Service Designer	\$80 – \$110K	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
Product Owner	N/A	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
Product Manager	N/A	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
Digital Producer	N/A	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K
UX Writer / Content Design	\$90 – \$110K	\$110 – \$150K	\$150 – \$180K	\$180 – \$220K

Contract Rates Including Superannuation

Design & Product

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
UI / Visual Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
UX / Product Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
Design / UX Research	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1100+
Service Designer	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Owner	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Manager	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Digital Producer	\$450 – \$550	\$550 – \$700	\$700 – \$800	\$800 – \$900
UX Writer / Content Design	\$450 – \$550	\$550 – \$700	\$700 – \$800	\$800 – \$900

New South Wales

Permanent Salaries excluding Superannuation

Data & Architecture

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Analyst	\$80 – \$110K	\$110 – \$150K	\$150 – \$170K	\$170K+
Data Visualisation Specialist	\$80 – \$110K	\$110 – \$150K	\$150 – \$170K	\$170K+
Data Engineer	\$80 – \$100K	\$100 – \$130K	\$130 – \$170K	\$170 – \$210K
ETL / Data Warehouse Specialist	\$80 – \$100K	\$110 – \$150K	\$150 – \$170K	\$170K+
BI Engineer	\$80 – \$100K	\$110 – \$150K	\$150 – \$170K	\$170K+
AI Engineer	\$80 – \$100K	\$110 – \$150K	\$150 – \$180K	\$180+
Data Modeller	\$80 – \$100K	\$110 – \$150K	\$150 – \$170K	\$170K+
Data Scientist/ ML Engineer	\$80 – \$100K	\$110 – \$150K	\$150 – \$180K	\$170K+
Data Manager / Director	N/A	N/A	\$190 – \$230K	\$220 – \$250K

Contract Rates Including Superannuation

Data & Architecture

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Analyst	\$500 – \$600	\$600 – \$700	\$700 – \$800	\$800 – \$900
Data Visualisation Specialist	\$500 – \$600	\$600 – \$700	\$600 – \$700	\$700 – \$850
Data Engineer	\$650 – \$750	\$750 – \$850	\$850 – \$1000	\$950 – \$1100
ETL / Data Warehouse Specialist	\$700 – \$800	\$800 – \$900	\$900 – \$1050	\$1000 – \$1150
BI Engineer	\$600 – \$700	\$750 – \$850	\$900 – \$1000	\$1000 – \$1150
AI Engineer	\$600 – \$700	\$700 – \$850	\$850 – \$1000	\$1000 – \$1200
Data Modeller	\$600 – \$700	\$700 – \$850	\$850 – \$950	\$950 – \$1050
Data Scientist/ ML Engineer	\$600 – \$700	\$700 – \$850	\$850 – \$1000	\$1000 – \$1200
Data Manager / Director	N/A	N/A	\$1,250	\$1,500

New South Wales

Permanent Salaries excluding Superannuation

Data & Architecture (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	N/A	\$170 – \$190K	\$190K+
Technical Architect	N/A	\$160 – \$180K	\$180 – \$210K	\$210 – \$230K
Solution Architect	N/A	\$160 – \$190K	\$190 – \$220K	\$220 – \$240K
Cloud Architect	N/A	\$160 – \$190K	\$190 – \$220K	\$220 – \$240K
Enterprise Architect	\$165 – \$185K	\$180 – \$200K	\$190 – \$230K	\$220 – \$250K

Contract Rates Including Superannuation

Data & Architecture (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	\$950 – \$1000	\$1000 – \$1200	\$1200+
Technical Architect	N/A	\$900 – \$1000	\$1000 – \$1200	\$1300
Solution Architect	N/A	\$900 – \$1000	\$1000 – \$1150	\$1200 – \$1300
Cloud Architect	N/A	\$800 – \$950	\$950 – \$1200	\$1200+
Enterprise Architect	N/A	N/A	\$1250	\$1500

New South Wales

Permanent Salaries excluding Superannuation

Testing

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Manual Test Analyst	\$80 – \$120K	\$120 – \$135K	\$135 – \$160K	N/A
QA / Automation Engineer	\$110 – \$135K	\$135 – \$145K	\$145 – \$170K	\$170K+
Performance Test Engineer	\$110 – \$135K	\$135 – \$145K	\$145 – \$170K	\$170K+
Test Lead	N/A	N/A	\$145 – \$170K	\$170K+
Test Manager	N/A	N/A	\$160 – \$180K	\$180K+
Program Test Manager	N/A	N/A	\$170 – \$190K	\$190K+
Head of Testing/ Practice Lead	N/A	N/A	N/A	\$200 – \$250K

Contract Rates Including Superannuation

Testing

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Manual Test Analyst	\$500 – \$600	\$600 – \$700	\$700 – \$850	\$850 – \$950
QA / Automation Engineer	\$500 – \$600	\$600 – \$700	\$700 – \$900	\$900 – \$1050
Performance Test Engineer	\$500 – \$600	\$600 – \$700	\$700 – \$900	\$900 – \$1050
Test Lead	N/A	N/A	\$700 – \$900	\$900 – \$1050
Test Manager	N/A	N/A	N/A	\$900 – \$1000
Program Test Manager	N/A	N/A	\$900 – \$1100	\$1000 – \$1200
Head of Testing/ Practice Lead	N/A	N/A	N/A	\$1700–2000+

New South Wales

Permanent Salaries excluding Superannuation

Project Services, Change & Training

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Systems Analyst	\$90 – \$120K	\$110 – \$130K	\$130 – \$140K	\$140K+
Business Analyst	\$90 – \$120K	\$120 – \$140K	\$140 – \$150K	\$150K+
Project Coordinator	\$80 – \$110K	\$100 – \$120K	\$120 – \$130K	N/A
Project Manager	\$120 – \$140K	\$140 – \$160K	\$160 – \$180K	\$170K+
Delivery Manager	\$140 – \$150K	\$150 – \$170K	\$170 – \$220K	\$250K+
Transformation Manager	N/A	\$160 – \$190K	\$180 – \$220K	\$240K+
Program Manager	N/A	\$180 – \$200K	\$190 – \$220K	\$250K+
Portfolio Manager	N/A	\$160 – \$190K	N/A	N/A
PMO Analyst	\$80 – \$100K	\$110 – \$130K	\$125 – \$140K	N/A

Contract Rates Including Superannuation

Project Services, Change & Training

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Systems Analyst	N/A	\$650 – \$750	\$750 – \$800	\$850+
Business Analyst	\$700 – \$750	\$800 – \$850	\$850 – \$900	\$900+
Project Coordinator	\$500 – \$600	\$650 – \$750	\$800 – \$850	N/A
Project Manager	\$800 – \$900	\$900 – \$1000	\$1000 – \$1100	\$1100+
Delivery Manager	\$800 – \$850	\$900 – \$1000	\$1000 – \$1100	N/A
Transformation Manager	N/A	\$1000 – \$1100	\$1200 – \$1400	N/A
Program Manager	N/A	\$1200 – \$1300	\$1300 – \$1400	N/A
Portfolio Manager	N/A	\$1100 – \$1200	\$1200 – \$1300	N/A
PMO Analyst	\$700 – \$750	\$750 – \$800	\$800 – \$850	N/A

Permanent Salaries excluding Superannuation

Project Services, Change & Training (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Portfolio Analyst	\$80 – \$100K	\$110 – \$130K	\$125 – \$140K	N/A
Head of PMO	N/A	\$170 – \$200K	\$200 – \$220K	\$250K+
Change Administrator	N/A	\$75 – \$90K	\$90 – \$110K	N/A
Change Analyst	N/A	\$100 – \$120K	\$125 – \$150K	\$140 – \$160K
Communications Manager	N/A	\$120 – \$135K	\$130 – \$150K	\$145 – \$165K
Change Manager	N/A	\$130 – \$150K	\$170 – \$190K	\$190K+
Change Lead	N/A	\$130 – \$140K	\$140 – \$160K	\$160 – \$190K
Trainer	N/A	\$110 – \$120K	\$130 – \$140K	\$145 – \$165K
Instructional Designer	N/A	\$110 – \$130K	\$125 – \$130K	N/A

Contract Rates Including Superannuation

Project Services, Change & Training (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Portfolio Analyst	\$700 – \$750	\$750 – \$800	\$800 – \$850	N/A
Head of PMO	N/A	\$1000 – \$1100	\$1100 – \$1200	N/A
Change Administrator	N/A	\$600 – \$750	\$700 – \$800	N/A
Change Analyst	N/A	\$650 – \$800	\$750 – \$900	N/A
Communications Manager	N/A	N/A	\$800 – \$950	N/A
Change Manager	N/A	N/A	\$800 – \$1000	\$950 – \$1150
Change Lead	N/A	N/A	\$800 – \$950	\$900 – \$1100
Trainer	N/A	\$600 – \$750	\$700 – \$850	N/A
Instructional Designer	N/A	\$600 – \$750	\$700 – \$850	\$800 – \$1000

New South Wales

Permanent Salaries excluding Superannuation

Devops, Cloud & Infrastructure				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Site Reliability Engineer	\$80 – \$120K	\$120 – \$140K	\$140 – \$170K	\$170 – \$200K
DevOps Engineer	\$80 – \$115K	\$120 – \$150K	\$150 – \$170K	\$170 – \$200K
Cloud Engineer	\$80 – \$125K	\$125 – \$140K	\$140 – \$160K	\$160 – \$180K
Platform Engineer	\$80 – \$120K	\$120 – \$140K	\$140 – \$160K	\$160 – \$180K
DevOps Manager	N/A	N/A	\$150 – \$180K	\$180 – \$220K
SRE Manager	N/A	N/A	\$150 – \$180K	\$180 – \$220K
IT Helpdesk	\$60 – \$70K	\$75 – \$85K	\$85 – \$90K	\$100 – \$120K
Desktop Support	\$65 – \$75K	\$75 – \$90K	\$100 – \$110K	\$110 – \$130K
Service Desk Manager	N/A	\$95 – \$105K	\$105 – \$140K	\$140 – \$175K
Systems Administrator	\$65 – \$75K	\$75 – \$95K	\$95 – \$125K	\$130 – \$150K
Systems Engineer	\$70 – \$85K	\$85 – \$110K	\$110 – \$145K	\$145 – \$170K
Network Engineer	\$60 – \$80K	\$90 – \$110K	\$120 – \$150K	\$150 – \$190K
IT Manager	\$100 – \$120K	\$120 – \$150K	\$150 – \$190K	\$190 – \$250K

Contract Rates Including Superannuation

Devops, Cloud & Infrastructure				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Site Reliability Engineer	N/A	\$600 – \$750	\$800 – \$1000	\$1000+
DevOps Engineer	\$450 – \$600	\$600 – \$750	\$800 – \$1000	\$1000+
Cloud Engineer	\$450 – \$600	\$600 – \$750	\$800 – \$1000	\$1000+
Platform Engineer	N/A	N/A	N/A	N/A
DevOps Manager	N/A	\$850 – \$950	\$950 – \$1100	\$1100+
SRE Manager	N/A	\$800 – \$900	\$900 – \$1100	\$1100+
IT Helpdesk	\$400	\$500	\$650	N/A
Desktop Support	\$440	\$550	\$675	\$750
Service Desk Manager	N/A	\$450	\$550	N/A
Systems Administrator	\$500	\$650	\$800	N/A
Systems Engineer	\$550 – \$650	\$650 – \$750	\$750 – \$850	\$850 – \$950
Network Engineer	\$550 – \$650	\$650 – \$750	\$750 – \$850	\$850 – \$1050
IT Manager	N/A	\$700 – \$850	\$850 – \$950	\$1100+

New South Wales

Permanent Salaries excluding Superannuation				
Technology Leadership & Executive				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	\$100K – \$130K	\$130K – \$150K	\$140K – \$175K	\$170K – \$200K
Delivery Manager	\$140K – \$150K	\$150K – \$170K	\$170K – \$220K	\$220K – \$250K
Design / UX Manager	N/A	\$180K – \$190K	\$190K – \$220K	\$220K – \$250K
Engineering Manager	N/A	\$180K – \$200K	\$200K – \$230K	\$250K – \$300K
Head of Engineering	N/A	\$210K – \$230K	\$230K – \$250K	\$250K – \$300K
Head of Design	N/A	\$200K – \$220K	\$220K – \$250K	\$250K – \$280K
Head of Product	N/A	\$200K – \$220K	\$220K – \$250K	\$250K – \$280K
CPO	N/A	\$220K – \$250K	\$250K – \$350K	\$350K+
CDO	N/A	\$250K – \$280K	\$280K – \$350K	\$350K+
CTO	N/A	\$250K – \$280K	\$280K – \$350K	\$450k+
CIO	N/A	\$330K – \$360K	\$360K – \$400K	\$400K+

CONTRACT RATES Including Superannuation				
Technology Leadership & Executive				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	N/A	\$1000	\$1200	\$1400
Delivery Manager	N/A	\$1000	\$1200	\$1400
Design / UX Manager	N/A	\$1000	\$1250	\$1400
Engineering Manager	N/A	N/A	\$1500	\$1700
Head of Engineering	N/A	N/A	\$1800	\$2000
Head of Design	N/A	N/A	\$1400	\$1600
Head of Product	N/A	N/A	\$1800	\$2500
CPO	N/A	N/A	\$2000	\$3000
CDO	N/A	N/A	\$2000	\$3000
CTO	N/A	N/A	\$2000	\$3000
CIO	N/A	N/A	\$2000	\$3000

Permanent Salaries excluding Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer (.Net, Java)	\$70K – \$90K	\$100K – \$150K	\$160 – \$180K	\$180 – \$200K
Full Stack Javascript Developer	\$70K – \$90K	\$100K – \$150K	\$160 – \$190K	\$200 – \$210K
Front End Developer	\$70K – \$90K	\$100K – \$150K	\$160 – \$190K	\$190 – \$200K
Mobile Developer (iOS, Android)	\$70K – \$90K	\$100K – \$150K	\$160 – \$190K	\$180 – \$200K
Technical Lead Developer	N/A	N/A	N/A	\$200 – \$220K
Team Lead Developer	N/A	N/A	N/A	\$200 – \$230K

CONTRACT RATES Including Superannuation

Engineering – Software

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Software Developer (.Net, Java)	\$250 – \$500	\$500 – \$800	\$900 – \$1100	\$1000 – \$1400
Full Stack Javascript Developer	\$250 – \$500	\$500 – \$800	\$800 – \$1000	\$1000 – \$1400
Front End Developer	\$250 – \$500	\$500 – \$800	\$800 – \$1000	\$1000 – \$1400
Mobile Developer (iOS, Android)	\$250 – \$500	\$500 – \$800	\$800 – \$1000	\$1000 – \$1400
Technical Lead Developer	N/A	N/A	\$900 – \$1200	\$1000 – \$1400
Team Lead Developer	N/A	N/A	\$900 – \$1200	\$1000 – \$1400

Permanent Salaries excluding Superannuation

Design & Product

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
UI / Visual Designer	\$60 – \$70K	\$80 – \$120K	\$120 – \$150K	\$150 – \$170K
UX / Product Designer	\$60 – \$90K	\$90 – \$145K	\$145 – \$170K	\$170 – \$200K
Design / UX Research	\$60 – \$80K	\$80 – \$120K	\$120 – \$150K	\$150 – \$170K
Service Designer	\$60 – \$90K	\$90 – \$145K	\$145 – \$170K	\$170 – \$200K
Product Owner	\$70 – \$90K	\$90 – \$120K	\$120 – \$150K	N/A
Product Manager	\$80 – \$100K	\$100 – \$130K	\$130 – \$170K	\$170 – \$200K
Digital Producer	\$50 – \$60K	\$60 – \$80K	\$80 – \$110K	\$110 – \$140K
UX Writer / Content Design	\$60 – \$70K	\$70 – \$90K	\$90 – \$120K	\$120 – \$140K

Contract Rates Including Superannuation

Design & Product

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
UI / Visual Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1000 – \$1150
UX / Product Designer	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1000 – \$1050
Design / UX Research	\$500 – \$600	\$650 – \$800	\$800 – \$1000	\$1000 – \$1100
Service Designer	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Owner	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Product Manager	N/A	\$800 – \$900	\$950 – \$1050	\$1050 – \$1200
Digital Producer	\$450 – \$550	\$550 – \$700	\$700 – \$800	\$800 – \$900
UX Writer / Content Design	\$400 – \$550	\$500 – \$600	\$550 – \$650	\$650 – \$750

Permanent Salaries excluding Superannuation				
Data & Architecture				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Data Analyst	\$90 – \$120K	\$120 – \$135K	\$135 – \$160K	\$160 – \$190K
Data Visualisation Specialist	\$100 – \$125K	\$125 – \$140K	\$140 – \$170K	\$170K+
Data Engineer	\$110 – \$120K	\$130 – \$150K	\$160 – \$180K	\$180 – \$200K
ETL/Data Warehouse Specialist	\$100 – \$125K	\$125 – \$140K	\$140 – \$170K	\$170K+
BI Engineer	\$100 – \$125K	\$125 – \$140K	\$140 – \$170K	\$170K+
AI Engineer	\$80 – \$100K	\$110 – \$160K	\$160 – \$180K	\$180K+
Data Scientist/ ML Engineer	\$110 – \$120K	\$130 – \$160K	\$160 – \$180K	\$180 – \$200K
Data Modeller	\$100 – \$125K	\$125 – \$160K	\$160 – \$180K	\$170K+
Data Manager / Director	N/A	\$160 – \$195K	\$200 – \$250K	\$225 – \$300K

Contract Rates Including Superannuation				
Data & Architecture				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Data Analyst	\$500 – \$600	\$600 – \$700	\$700 – \$800	\$800 – \$900
Data Visualisation Specialist	\$500 – \$600	\$600 – \$700	\$600 – \$700	\$700 – \$850
Data Engineer	\$650 – \$750	\$750 – \$850	\$850 – \$1000	\$950 – \$1100
ETL / Data Warehouse Specialist	\$700 – \$800	\$800 – \$900	\$900 – \$1050	\$1000 – \$1150
BI Engineer	\$600 – \$700	\$750 – \$850	\$900 – \$1000	\$1000 – \$1150
AI Engineer	\$600 – \$700	\$700 – \$850	\$850 – \$1000	\$1000 – \$1200
Data Scientist/ ML Engineer	\$600 – \$700	\$700 – \$850	\$850 – \$1000	\$1000 – \$1200
Data Modeller	\$600 – \$700	\$700 – \$850	\$850 – \$950	\$950 – \$1050
Data Manager / Director	N/A	N/A	N/A	N/A

Permanent Salaries excluding Superannuation

Data & Architecture (con't)

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	\$160 – \$190K	\$190 – \$220K	\$220 – \$240K
Technical Architect	N/A	\$160 – \$190K	\$190 – \$220K	\$220 – \$240K
Solution Architect	N/A	\$180 – \$200K	\$200 – \$225K	\$225 – \$300K
Cloud Architect	N/A	\$160 – \$190K	\$190 – \$220K	\$220 – \$240K
Enterprise Architect	N/A	\$200 – \$220K	\$200 – \$250K	\$250 – \$300K

Contract Rates Including Superannuation

Data & Architecture (cont')

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Data Architect	N/A	N/A	\$950 – \$1100	\$1000 – \$1200
Technical Architect	N/A	\$850 – \$950	\$950 – \$1100	\$1000 – \$1200
Solution Architect	N/A	\$900 – \$1000	\$1000 – \$1150	\$1100 – \$1300
Cloud Architect	N/A	\$800 – \$950	\$950 – \$1200	\$1100 – \$1300
Enterprise Architect	N/A	N/A	\$1000 – \$1200	\$1200 – \$1500

Permanent Salaries excluding Superannuation				
Project Services, Change & Training				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Systems Analyst	\$90 – \$120K	\$110 – \$130K	\$130 – \$140K	\$140K+
Business Analyst	\$90 – \$100K	\$100 – \$140K	\$140 – \$160K	\$160 – \$190K
Project Coordinator	\$70 – \$80K	\$80 – \$100K	\$100 – \$125K	\$125 – \$150K
Project Manager	\$100 – \$120K	\$120 – \$150K	\$150 – \$200K	\$200 – \$250K
Delivery Manager	N/A	\$130 – \$155K	\$160 – \$185K	\$180 – \$220K
Transformation Manager	N/A	\$150 – \$170K	\$170 – \$200K	\$200 – \$250K
Program Manager	N/A	\$180 – \$200K	\$190 – \$220K	\$250K+
Portfolio Manager	N/A	\$180 – \$200K	\$200 – \$220K	\$220 – \$250K
PMO Analyst	\$80 – \$90K	\$90 – \$110K	\$110 – \$150K	\$150 – \$180K

Contract Rates Including Superannuation				
Project Services, Change & Training				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Systems Analyst	\$600 – \$700	\$650 – \$750	\$750 – \$800	\$800 – \$950
Business Analyst	\$700 – \$800	\$800 – \$900	\$1000 – \$1050	\$950 – \$1100
Project Coordinator	\$500 – \$600	\$650 – \$750	\$800 – \$850	N/A
Project Manager	\$800 – \$900	\$900 – \$1000	\$1000 – \$1100	\$1100 – \$1250
Delivery Manager	\$800 – \$850	\$900 – \$1000	\$1000 – \$1100	N/A
Transformation Manager	N/A	\$1000 – \$1100	\$1200 – \$1400	N/A
Program Manager	N/A	\$1000 – \$1100	\$1200 – \$1300	N/A
Portfolio Manager	N/A	\$1100 – \$1200	\$1200 – \$1300	N/A
PMO Analyst	\$700 – \$750	\$750 – \$800	\$800 – \$900	N/A

Permanent Salaries excluding Superannuation				
Project Services, Change & Training (con't)				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Portfolio Analyst	\$100 – \$110K	\$110 – \$120K	\$120 – \$160K	N/A
Head of PMO	N/A	\$150 – \$170K	\$170 – \$200K	\$200 – \$250K
Change Administrator	N/A	\$75 – \$90K	\$90 – \$110K	N/A
Change Analyst	N/A	\$100 – \$120K	\$125 – \$150K	\$140 – \$160K
Communications Manager	N/A	\$120 – \$135K	\$130 – \$150K	\$145 – \$165K
Change Manager	N/A	\$130 – \$150K	\$170 – \$190K	\$190K+
Change Lead	N/A	\$130 – \$140K	\$140 – \$160K	\$160 – \$190K
Trainer	N/A	\$110 – \$120K	\$130 – \$140K	\$145 – \$165K
Instructional Designer	N/A	\$110 – \$130K	\$125 – \$130K	\$160 – \$190K

Contract Rates Including Superannuation				
Project Services, Change & Training (con't)				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Portfolio Analyst	\$700 – \$750	\$750 – \$800	\$800 – \$850	N/A
Head of PMO	N/A	\$1000 – \$1100	\$1100 – \$1300	N/A
Change Administrator	N/A	\$600 – \$750	\$700 – \$800	N/A
Change Analyst	N/A	\$650 – \$800	\$750 – \$900	N/A
Communications Manager	N/A	N/A	\$800 – \$950	N/A
Change Manager	N/A	N/A	\$800 – \$1000	\$950 – \$1150
Change Lead	N/A	N/A	\$800 – \$950	\$900 – \$1100
Trainer	N/A	\$600 – \$750	\$700 – \$850	N/A
Instructional Designer	N/A	\$600 – \$750	\$700 – \$850	\$800 – \$1000

Permanent Salaries excluding Superannuation

Devops, Cloud & Infrastructure				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Site Reliability Engineer	\$100 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
DevOps Engineer	\$100 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Cloud Engineer	\$100 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Platform Engineer	\$100 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
DevOps Manager	N/A	N/A	\$200 – \$240K	N/A
SRE Manager	N/A	N/A	\$150 – \$180K	\$180 – \$220K
IT Helpdesk	\$55 – \$70K	\$70 – \$80K	\$80 – \$100K	\$110 – \$125K
Desktop Support	\$60 – \$75K	\$75 – \$85K	\$85 – \$100K	\$100 – \$115K
Service Desk Manager	N/A	\$95 – \$105K	\$105 – \$135K	\$135 – \$160K
System Administrator	\$90 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Systems Engineer	\$90 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Network Engineer	\$90 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
IT Manager	N/A	N/A	\$160 – \$190K	N/A

Contract Rates Including Superannuation

Devops, Cloud & Infrastructure				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
Site Reliability Engineer	N/A	\$600 – \$750	\$800 – \$1000	\$1000 – \$1150
DevOps Engineer	\$450 – \$600	\$600 – \$750	\$800 – \$1000	\$1000 – \$1150
Cloud Engineer	N/A	N/A	N/A	N/A
Platform Engineer	N/A	\$750 – \$900	\$850 – \$1000	\$950 – \$1100
DevOps Manager	N/A	\$850 – \$950	\$950 – \$1100	\$1050 – \$1200
SRE Manager	N/A	N/A	N/A	N/A
IT Helpdesk	\$350 – \$450	\$450 – \$550	\$550 – \$650	N/A
Desktop Support	\$350 – \$450	\$450 – \$550	\$550 – \$650	N/A
Service Desk Manager	\$450 – \$500	\$500 – \$600	\$600 – \$700	\$700 – \$850
System Administrator	\$500 – \$550	\$550 – \$600	\$600 – \$700	N/A
Systems Engineer	\$550 – \$650	\$650 – \$750	\$750 – \$850	\$850 – \$950
Network Engineer	\$550 – \$650	\$650 – \$750	\$750 – \$850	\$850 – \$950
IT Manager	N/A	N/A	N/A	N/A

Permanent Salaries excluding Superannuation

Cybersecurity

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Security / SOC Analyst	\$100 – \$130K	\$120 – \$140K	\$140 – \$160K	\$160 – \$180K
Incident Responder	\$100 – \$130K	\$120 – \$140K	\$140 – \$160K	\$160 – \$180K
Threat Intelligence Specialist	N/A	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Penetration Tester / Red Teamer	\$90 – \$125K	\$130 – \$150K	\$150 – \$170K	\$170 – \$200K
Cyber Security / DevSecOps Engineer	\$100 – \$125K	\$125 – \$150K	\$150 – \$180K	\$170 – \$200K
IAM/PAM Engineer / Consultant	\$110 – \$140K	\$140 – \$170K	\$160 – \$190K	\$180 – \$200K
GRC Analyst / Specialist	\$100 – \$130K	\$130 – \$150K	\$145 – \$165K	N/A
SOC Manager	N/A	N/A	N/A	\$180 – \$220K
GRC Manager	N/A	N/A	N/A	\$150 – \$180K
Head of Cyber Security / CISO	N/A	N/A	N/A	\$230 – \$335K
CSO	N/A	N/A	N/A	\$230 – \$335K

Contract Rates Including Superannuation

Cybersecurity

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Security / SOC Analyst	\$400 – \$600	\$800 – \$1000	\$900 – \$1100	\$900 – \$1100
Incident Responder	\$400 – \$600	\$600 – \$1000	\$900 – \$1200	\$1000 – \$1200
Threat Intelligence Specialist	N/A	\$800 – \$1000	\$900 – \$1200	\$1000 – \$1200
Penetration Tester / Red Teamer	\$400 – \$600	\$800 – \$1000	\$900 – \$1100	\$900 – \$1100
Cyber Security / DevSecOps Engineer	\$400 – \$600	\$600 – \$1000	\$900 – \$1200	\$1000 – \$1200
IAM/PAM Engineer / Consultant	N/A	\$800 – \$1000	\$1100 – \$1300	\$1100 – \$1300
GRC Analyst / Specialist	\$400 – \$600	\$600 – \$800	\$800 – \$1200	\$1000 – \$1200
SOC Manager	N/A	\$800 – \$1000	\$1100 – \$1300	\$1100 – \$1300
GRC Manager	N/A	N/A	N/A	\$1100 – \$1300
Head of Cyber Security / CISO	N/A	N/A	N/A	\$1200 – \$1500
CSO	N/A	N/A	N/A	\$1200 – \$1500

Permanent Salaries excluding Superannuation				
Technology Leadership & Executive				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	\$100 – \$130K	\$130 – \$150K	\$140 – \$175K	\$170 – \$200K
Delivery Manager	\$140 – \$150K	\$150 – \$170K	\$170 – \$220K	\$220 – \$250K
Design / UX Manager	N/A	\$180 – \$190K	\$190 – \$220K	\$220 – \$250K
Engineering Manager	N/A	\$190 – \$210K	\$210 – \$230K	\$250 – \$300K
Head of Engineering	N/A	\$210 – \$230K	\$230 – \$250K	\$250 – \$300K
Head of Design	N/A	\$200 – \$220K	\$220 – \$250K	\$250 – \$280K
Head of Product	N/A	\$200 – \$220K	\$220 – \$250K	\$250 – \$280K
CPO	N/A	\$220 – \$250K	\$250 – \$350K	\$350K+
CDO	N/A	\$250K – \$280K	\$280K – \$350K	\$350K+
CTO	N/A	\$250 – \$280K	\$280 – \$350K	\$350K+
CIO	N/A	\$330 – \$360K	\$360 – \$400K	\$400K+

Contract Rates Including Superannuation				
Technology Leadership & Executive				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Iteration Manager	N/A	\$1000	\$1200	\$1400
Delivery Manager	N/A	\$1000	\$1200	\$1400
Design / UX Manager	N/A	\$1000	\$1250	\$1400
Engineering Manager	N/A	N/A	\$1500	\$1700
Head of Engineering	N/A	N/A	\$1800	\$2000
Head of Design	N/A	N/A	\$1400	\$1600
Head of Product	N/A	N/A	\$1800	\$2500
CPO	N/A	N/A	\$2000	\$3000
CDO	N/A	N/A	\$2000	\$3000
CTO	N/A	N/A	\$2000	\$3000
CIO	N/A	N/A	\$2000	\$3000

Permanent Salaries excluding Superannuation			
Testing			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
Manual Test Analyst	\$75 – 95K	\$95 – \$120K	\$120 – \$145K
QA / Automation Engineer	\$90 – 120K	\$120 – \$150K	\$150 – \$185K
Performance Test Engineer	\$95 – 125K	\$125 – \$155K	\$155 – \$190K
Test Lead	N/A	N/A	\$170 – \$200K
Test Manager	N/A	N/A	\$190 – \$220K
Program Test Manager	N/A	N/A	\$210 – \$250K+
Head of Testing / Practice Lead	N/A	N/A	\$260 – \$320K+

Contract Rates Including Superannuation			
Testing			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
Manual Test Analyst	\$500 – \$650	\$650 – \$850	\$850 – \$1000
QA / Automation Engineer	\$700 – \$900	\$900 – \$1100	\$1100 – \$1350
Performance Test Engineer	\$750 – \$950	\$950 – \$1150	\$1150 – \$1400
Test Lead	N/A	N/A	\$1250 – \$1500
Test Manager	N/A	N/A	\$1400 – \$1700
Program Test Manager	N/A	N/A	\$1700 – \$2000+
Head of Testing / Practice Lead	N/A	N/A	\$1700 – \$2000+

National - Dynamics

Permanent Salaries excluding Superannuation				
Dynamics 365				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
D365 CE Developer	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 CE Functional	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 CE Technical Consultant	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 CE Solution Architect	N/A	N/A	\$160 - \$180K	\$180 - \$210K
D365 CE Practice Manager	N/A	N/A	N/A	\$190 - \$220K
D365 BC Developer	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 BC Functional	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 BC Technical	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 BC Solution Architect	N/A	N/A	\$160 - \$180K	\$180 - \$210K
D365 BC Practice Manager	N/A	N/A	N/A	\$190 - \$220K

Contract Rates Including Superannuation				
Dynamics 365 - Engineering - Software				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/Lead</u>
D365 CE Developer	N/A	N/A	\$950 - \$1100	\$1100 - \$1200
D365 CE Functional	N/A	N/A	\$1000 - \$1200	\$1200 - \$1350
D365 CE Technical	N/A	N/A	\$1000 - \$1200	\$1200 - \$1350
D365 CE Solution	N/A	N/A	\$1100 - \$1300	\$1300 - \$1500
D365 BC Developer	N/A	N/A	\$950 - \$1100	\$1100 - \$1200
D365 BC Functional	N/A	N/A	\$1000 - \$1200	\$1200 - \$1350
D365 BC Technical	N/A	N/A	\$1000 - \$1200	\$1200 - \$1350
D365 BC Solution	N/A	N/A	\$1100 - \$1300	\$1300 - \$1500

National - Dynamics (cont'd)

Permanent Salaries excluding Superannuation				
Dynamics 365				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
D365 F&O Developer	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 F&O Functional	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 F&O Technical	\$80 - \$100K	\$100 - \$130K	\$130 - \$160K	\$160 - \$190K
D365 F&O Solution	N/A	N/A	\$160 - \$180K	\$180 - \$210K
D365 F&O Practice	N/A	N/A	N/A	\$190 - \$220K

Contract Rates Including Superannuation				
Dynamics 365 - Engineering - Software				
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
D365 F&O Developer	N/A	N/A	\$1000 - \$1100	\$1100 - \$1200
D365 F&O Functional	N/A	N/A	\$1100 - \$1200	\$1200 - \$1350
D365 F&O Technical	N/A	N/A	\$1100 - \$1200	\$1200 - \$1350
D365 F&O Solution Architect	N/A	N/A	\$1150 - \$1250	\$1300 - \$1400

National – SAP

SAP ERP (S/4HANA & ECC) – Technical / Functional Consultants

Permanent Salaries excluding Superannuation

Technology Leadership & Executive			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
SAP Project / Program / Change Manager	\$110 – \$140K	\$140 – \$180K	\$180 – \$250K+
SAP Solution / Technical / Enterprise Architect	\$140 – \$170K	\$170 – \$210K	\$210 – \$280K+
SAP Test Analyst / Test Manager	\$85 – \$110K	\$110 – \$140K	\$145 – \$180K
SAP Business Analyst	\$90 – \$120K	\$120 – \$150K	\$150 – \$190K
SAP Finance (FI/CO/FICA/TRM etc.)	\$100 – \$125K	\$130 – \$165K	\$170 – \$220K
SAP Logistics (SD/MM/PP/PM/WM/EWM)	\$95 – \$125K	\$125 – \$160K	\$165 – \$215K
SAP Ariba	\$105 – \$135K	\$140 – \$170K	\$175 – \$230K
SAP HCM	\$95 – \$120K	\$120 – \$150K	\$155 – \$200K
SAP Payroll	\$100 – \$125K	\$130 – \$160K	\$165 – \$210K
SAP Data & Analytics (BW/BO/SAC/Datasphere/MDG)	\$100 – \$130K	\$135 – \$170K	\$175 – \$230K

Contract Rates Including Superannuation

Technology Leadership & Executive			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
SAP Project / Program / Change Manager	\$900 – \$1200	\$1200 – \$1500	\$1500 – \$2000+
SAP Solution / Technical / Enterprise Architect	\$1100 – \$1400	\$1400 – \$1700	\$1700 – \$2200+
SAP Test Analyst / Manager	\$650 – \$850	\$850 – \$1100	\$1100 – \$1350
SAP Business Analyst	\$700 – \$900	\$900 – \$1150	\$1150 – \$1400
SAP Finance (FI/CO/FICA etc.)	\$800 – \$1000	\$1000 – \$1300	\$1300 – \$1600
SAP Logistics (SD/MM/PM/PP/WM/EWM)	\$800 – \$1000	\$1000 – \$1300	\$1300 – \$1600
SAP Ariba	\$850 – \$1050	\$1100 – \$1350	\$1350 – \$1700
SAP HCM	\$750 – \$950	\$950 – \$1200	\$1200 – \$1500
SAP Payroll	\$800 – \$1000	\$1000 – \$1300	\$1300 – \$1600
SAP Data & Analytics (BW/BO/SAC/Datasphere/MDG)	\$800 – \$1000	\$1000 – \$1300	\$1300 – \$1600

National – SAP (cont'd)

SAP SuccessFactors – Technical / Functional Consultants

Permanent Salaries excluding Superannuation

Technology Leadership & Executive			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
Employee Central (EC)	\$100 – \$125K	\$130 – \$165K	\$170 – \$220K
Employee Central Payroll	\$110 – \$135K	\$145 – \$180K	\$185 – \$240K
Time Management	\$105 – \$130K	\$140 – \$170K	\$175 – \$225K
Recruiting	\$95 – \$120K	\$125 – \$155K	\$160 – \$210K
Onboarding	\$95 – \$120K	\$125 – \$155K	\$160 – \$210K
Performance & Goals	\$95 – \$120K	\$125 – \$155K	\$160 – \$210K
Learning (LMS)	\$95 – \$120K	\$125 – \$155K	\$160 – \$210K

Contract Rates Including Superannuation

Technology Leadership & Executive			
<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>
Employee Central	\$800 – \$1000	\$1050 – \$1300	\$1300 – \$1700
Employee Central Payroll	\$900 – \$1100	\$1200 – \$1500	\$1500 – \$1900
Time Management	\$850 – \$1050	\$1100 – \$1400	\$1400 – \$1800
Recruiting	\$750 – \$950	\$950 – \$1200	\$1200 – \$1500
Onboarding	\$750 – \$950	\$950 – \$1200	\$1200 – \$1500
Performance & Goals	\$750 – \$950	\$950 – \$1200	\$1200 – \$1500
Learning (LMS)	\$750 – \$950	\$950 – \$1200	\$1200 – \$1500

National – Technology Sales

Permanent Salaries excluding Superannuation

Digital & Technology Sales

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
Sales Development Representative / Business Development Representative	\$65K – \$75K	\$75K – \$85K	\$85K – \$95K	N/A
Account Executive	\$85K – \$95K	\$95K – \$110K	\$110K – \$125K	\$130K – \$160K+
Business Development Manager	\$95K – \$110K	\$110K – \$120K	\$120K – \$150K	\$155K+
Channel Sales Manager	\$110K – \$120K	\$120K – \$130K	\$130K – \$150K	\$155K+
Partnerships Manager	\$110K – \$120K	\$120K – \$130K	\$130K – \$150K	\$155K+
Customer Success Manager	\$85K – \$95K	\$95K – \$110K	\$110K – \$125K	\$130K – \$150K+
Sales Engineer	\$95K – \$115K	\$115K – \$135K	\$135K – \$155K	\$160K – \$190K+
Sales Manager	\$110K – \$125K	\$130K – \$160K	\$170K – \$190K	\$190K – \$210K+
Pre-sales	N/A	\$135K – \$170K	\$170K – \$210K	\$210K+
Sales Team Leader	\$90K – \$105K	\$105K – \$120K	\$125K – \$140K	\$140K – \$150K
Sales Optimisation Manager	\$120K – \$130K	\$130K – \$155K	\$155K – \$170K	\$170K+
Director of Customer Success	\$130K – \$150K	\$150K – \$170K	\$170K – \$200K	\$200K+
Head / Director of Sales	\$140K – \$160K	\$160K – \$180K	\$180K – \$200K	\$210K+
VP of Sales	\$190K – \$230K	\$230K – \$250K	\$250K – \$280K	\$300K+

National – Building Services

Permanent Salaries excluding Superannuation

Building Services

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>NV Cleared</u>
Technician (Security, Fire, BMS)	\$75 – \$90K	\$90 – \$115K	\$115 – \$125K	\$125K+
Commissioning Tech	N/A	\$100 – \$120K	\$120 – \$130K	\$135+
Security Engineer	N/A	\$110 – \$125K	\$125 – \$140K	\$140K+
Project Manager	\$100 – \$120K	\$120 – \$140K	\$140 – \$160K	\$160K+
Inside Sales	\$70 – \$80K	\$80 – \$100K	\$100 – \$110K	N/A
Account Manager	\$90 – \$110K	\$110 – \$130K	\$130 – \$150K	N/A
BDM	\$100 – \$120K	\$120 – \$145K	\$145 – \$165K	N/A
Estimator	\$85K – \$110K	\$110 – \$115K	\$115 – \$130K	N/A
Site Manager	N/A	\$100 – \$120K	\$120 – \$135K	\$140K+
Facilities / Building Manager	N/A	\$80 – \$90K	\$90 – \$110K	N/A
Service Coordinator	\$70 – \$80K	\$80 – \$90K	\$90 – \$100K	N/A
Service Manager	\$100 – \$120K	\$120 – \$140K	\$140 – \$160K	N/A

National – Construction & Design Sales

Permanent Salaries excluding Superannuation

SAP

<u>Roles:</u>	<u>Junior</u>	<u>Mid-Level</u>	<u>Senior</u>	<u>Principal/ Lead</u>
BDM (Business Dev Manager)	\$100 – \$105K	\$110 – \$120K	\$130 – \$150K	N/A
Account Manager	\$90 – \$95K	\$100 – \$105K	\$110 – \$120K	N/A
National Sales Manager	\$150 – \$180K	\$190 – \$215K	\$225 – \$250K	\$250 – \$275K
Sales Manager	\$120 – \$130K	\$130 – \$160K	\$170 – \$180K	\$190 – \$200K
Customer Success Manager	\$80 – \$95K	\$95 – \$100K	\$100 – \$120K	N/A
Account Executive	\$80 – \$95K	\$95 – \$110K	\$110 – \$120K	N/A
SDR (Sales Development Rep)	\$70 – \$75K	\$75 – \$85K	\$85 – \$95K	N/A
Head of Sales	N/A	N/A	\$175 – \$190K	\$190 – \$210K
Sales Consultant	\$75 – \$80K	\$85 – \$90K	N/A	N/A
Territory Sales Manager	\$80 – \$90K	\$95 – \$100K	\$100 – \$110K	N/A

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