



Salary & Rate Guide

2026

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Disclaimer: All figures quoted are based on the salary or rate received by the candidate, they do not include statutory on-costs or recruitment fees. All salaries and rates are true and correct at the time of publishing in January 2026 but are subject to market changes. They have been collated based on roles placed in 2025 combined with market and industry knowledge. Demand and diversity statistics have been collated using LinkedIn Talent Insights.

Cloud & DevOps Talent Snapshot

Cloud Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	84%	16%
Brisbane	89%	11%
Canberra	89%	11%
Melbourne	79%	21%
Sydney	84%	16%

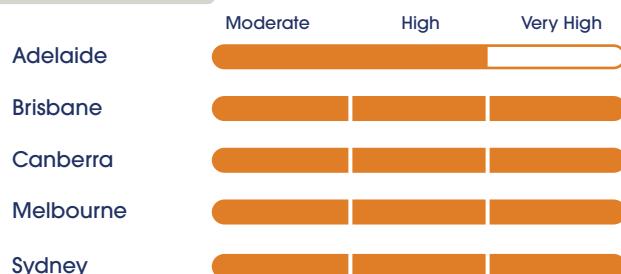
DevOps Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	80%	20%
Brisbane	88%	12%
Canberra	85%	15%
Melbourne	81%	19%
Sydney	81%	19%

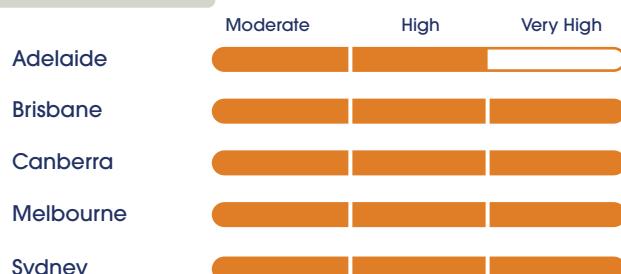
Platform Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	84%	16%
Brisbane	82%	18%
Canberra	N/A	
Melbourne	80%	20 %
Sydney	79%	21%

Cloud & DevOps Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH												
Cloud Solutions Architect	\$160k	\$180k	\$200k	\$170k	\$190k	\$220k	\$175k	\$190k	\$210k	\$170k	\$190k	\$220k	\$180k	\$195k	\$220k
Cloud Engineer	\$120k	\$140k	\$155k	\$130k	\$150k	\$170k	\$140k	\$150k	\$160k	\$130k	\$150k	\$160k	\$150k	\$170k	\$180k
DevOps Engineer	\$130k	\$150k	\$170k	\$140k	\$160k	\$185k	\$150k	\$165k	\$175k	\$140k	\$160k	\$175k	\$155k	\$175k	\$190k
Cloud Admin	\$90k	\$110k	\$130k	\$100k	\$120k	\$140k									
Site Reliability Engineer (SRE)	\$130k	\$150k	\$170k	\$140k	\$160k	\$185k	N/A	N/A	N/A	\$140k	\$160k	\$175k	\$140k	\$160k	\$175k
Platform Engineer	\$130k	\$150k	\$170k	\$140k	\$160k	\$185k	\$125k	\$140k	\$150k	\$140k	\$160k	\$175k	\$140k	\$160k	\$175k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH												
Cloud Solutions Architect	\$1,000	\$1,100	\$1,200	\$1,100	\$1,200	\$1,300	\$1,050	\$1,200	\$1,350	\$1,100	\$1,200	\$1,300	\$1,100	\$1,200	\$1,300
Cloud Engineer	\$850	\$950	\$1,050	\$900	\$1,000	\$1,100	\$950	\$1,050	\$1,120	\$900	\$1,000	\$1,100	\$900	\$1,000	\$1,100
DevOps Engineer	\$900	\$1,100	\$1,150	\$1,000	\$1,100	\$1,200	\$1,200	\$1,350	\$1,400	\$900	\$1,000	\$1,200	\$900	\$1,000	\$1,200
Cloud Admin	\$600	\$700	\$850	\$700	\$800	\$900	\$650	\$750	\$900	\$700	\$800	\$900	\$700	\$800	\$900
Site Reliability Engineer (SRE)	\$900	\$1,100	\$1,150	\$1,000	\$1,100	\$1,200	N/A	N/A	N/A	\$900	\$1,000	\$1,200	\$900	\$1,000	\$1,200
Platform Engineer	\$900	\$1,100	\$1,150	\$1,000	\$1,100	\$1,200	\$1,000	\$1,120	\$1,200	\$900	\$1,000	\$1,200	\$900	\$1,000	\$1,200

Cyber Security Talent Snapshot

Our cyber security recruitment is managed through our cyber specific brand, e2 Cyber who are focused solely on workshopping creative solutions to support and expand the cyber security talent pool, ensuring Australians have access to the best cyber professionals to safeguard our data.

Learn more about e2 Cyber here: www.e2cyber.com.au

SOC Analyst Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND

Moderate High Very High

	Moderate	High	Very High
Adelaide	Medium	Medium	Very Low
Brisbane	Medium	Medium	Very Low
Canberra	Medium	Medium	Very Low
Melbourne	Medium	Medium	Very Low
Sydney	Medium	Medium	Very Low

GENDER DIVERSITY

National

74%



26%

Adelaide

75%



25%

Brisbane

77%



23%

Canberra

73%



27%

Melbourne

73%



27%

Sydney

74%



26%

Security Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND

Moderate High Very High

	Moderate	High	Very High
Adelaide	Medium	Medium	Very Low
Brisbane	Medium	Medium	Very Low
Canberra	Medium	Medium	Very Low
Melbourne	Medium	Medium	Very Low
Sydney	Medium	Medium	Very Low

GENDER DIVERSITY

National

84%



16%

Adelaide

91%



9%

Brisbane

89%



11%

Canberra

86%



14%

Melbourne

82%



18%

Sydney

82%



18%

GRC Consultant Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND

Moderate High Very High

	Moderate	High	Very High
Adelaide	Medium	Medium	Very Low
Brisbane	Medium	Medium	Very Low
Canberra	Medium	Medium	Very Low
Melbourne	Medium	Medium	Very Low
Sydney	Medium	Medium	Very Low

GENDER DIVERSITY

National

78%



22%

Adelaide

76%



24%

Brisbane

80%



20%

Canberra

82%



18%

Melbourne

77%



23%

Sydney

79%



21%

Cyber Security Salary & Rate Guide

PERMANENT	SALARY RANGE (EXCL SUPER)		
JOB TITLE	LOW	MID	HIGH
Security Admin	\$90k - \$110k	\$100k - \$120k	\$120k - \$140k
SOC Analyst	\$60k - \$80k	\$90k - \$110k	\$120k - \$150k
Security Engineer	\$100k - \$120k	\$120k - \$140k	\$140k - \$160k
Technical Security Architect	\$150k - \$160k	\$160k - \$180k	\$180k - \$200k
GRC Consultant	\$70k - \$100k	\$120k - \$140k	\$150k - \$190k
Penetration Tester/ Red Teamer	\$65k - \$80k	\$100k - \$130k	\$150k - \$180k
Security Manager	\$150k	\$180k	\$200k+
ITSA	\$180k	\$200k	\$250k
CISO			\$250k+

CONTRACT	DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH
Security Admin	\$500 - \$650	\$650 - \$750	\$750 - \$950
SOC Analyst	\$400 - \$650	\$700 - \$900	\$900 - \$1,100
Security Engineer	\$800 - \$1,000	\$1,000 - \$1,100	\$1,110 - \$1,250
Technical Security Architect	\$1,100	\$1,200	\$1,400
GRC Consultant	\$800 - \$1,000	\$1,000 - \$1,100	\$1,100 - \$1,200
Penetration Tester/ Red Teamer	\$400 - \$600	\$800 - \$1,000	\$1,000 - \$1,200
Security Manager	\$1,100 - \$1,200	\$1,200 - \$1,400	\$1,400 - \$1,600
ITSA	\$1,200 - \$1,400	\$1,400 - \$1,600	\$1,600+
CISO			\$1,400+

Data & Analytics Talent Snapshot

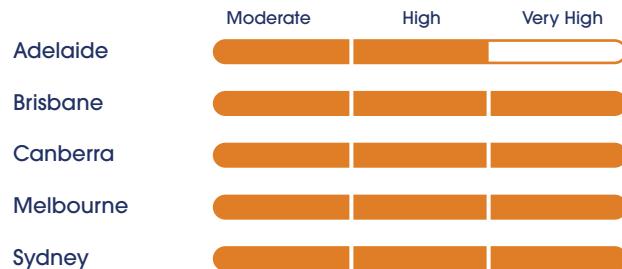
Data Analyst Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	66%	34%
Brisbane	64%	36%
Canberra	61%	39%
Melbourne	60%	40%
Sydney	61%	39%

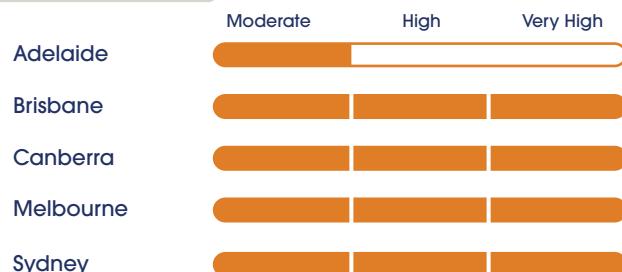
Data Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	72%	28%
Brisbane	75%	25%
Canberra	79%	21%
Melbourne	72%	28%
Sydney	71%	29%

Business Intelligence (BI Analyst) Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	57%	43%
Brisbane	66%	34%
Canberra		N/A
Melbourne	65%	35 %
Sydney	60%	40%

Data & Analytics Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Data Scientist	\$135k	\$165k	\$180k	\$130k	\$150k	\$175k+	\$145k	\$175k	\$190k	\$145k	\$175k	\$190k	\$150k	\$175k	\$200k
Business Intelligence Developer	\$115k	\$130k	\$170k	\$120k	\$135k	\$150k	\$125k	\$140k	\$160k	\$125k	\$140k	\$160k	\$130k	\$150k	\$175k
Business Intelligence Analyst	\$105k	\$120k	\$130k	\$115k	\$130k	\$145k	\$115k	\$130k	\$140k	\$115k	\$130k	\$140k	\$120k	\$135k	\$150k
Data Engineer	\$120k	\$140k	\$160k	\$125k	\$145k	\$165k+	\$130k	\$150k	\$170k	\$130k	\$150k	\$170k	\$140k	\$160k	\$180k
Data Governance Manager	\$135k	\$160k	\$175k	\$140k	\$160k	\$180k+	\$145k	\$170k	\$185k	\$145k	\$170k	\$185k	\$150k	\$175k	\$200k
Database Administrator	\$100k	\$130k	\$145k	\$110k	\$130k	\$150k	\$110k	\$140k	\$165k	\$110k	\$140k	\$155k	\$120k	\$140k	\$170k
Data Architect	\$160k	\$180k	\$200k	\$165k	\$180k	\$200k+	\$170k	\$190k	\$210k	\$170k	\$190k	\$210k	\$180k	\$200k	\$240k
Data Analyst	\$100k	\$125k	\$150k	\$110k	\$130k	\$150k	\$110k	\$135k	\$150k	\$110k	\$135k	\$160k	\$120k	\$140k	\$170k
Data Modeller	\$120k	\$140k	\$160k	\$140k	\$155k	\$170k+	\$130k	\$150k	\$170k	\$130k	\$150k	\$170k	\$150k	\$170k	\$190k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH												
Data Scientist	\$800	\$1,000	\$1,200	\$950	\$1,050	\$1,200	\$960	\$1,080	\$1,240	\$950	\$1,050	\$1,200	\$900	\$1,000	\$1,200
Business Intelligence Developer	\$650	\$900	\$1,000	\$900	\$1,000	\$1,100	\$800	\$1,080	\$1,160	\$800	\$950	\$1,000	\$800	\$1,000	\$1,200
Business Intelligence Analyst	\$600	\$850	\$1,000	\$850	\$950	\$1,050	\$750	\$900	\$1,000	\$750	\$900	\$1,000	\$700	\$900	\$1,100
Data Engineer	\$700	\$900	\$1,100	\$950	\$1,050	\$1,150	\$960	\$1,080	\$1,200	\$850	\$950	\$1,100	\$800	\$950	\$1,100
Data Governance Manager	\$900	\$1,150	\$1,300	\$1,050	\$1,150	\$1,250	\$1,000	\$1,120	\$1,280	\$1,050	\$1,200	\$1,300	\$1,100	\$1,300	\$1,500
Database Administrator	\$600	\$800	\$950	\$850	\$950	\$1,050	\$800	\$1,040	\$1,280	\$750	\$850	\$950	\$700	\$950	\$1,150
Data Architect	\$950	\$1,150	\$1,300	\$1,100	\$1,200	\$1,300	\$1,200	\$1,360	\$1,440	\$1,100	\$1,200	\$1,300	\$1,000	\$1,150	\$1,350
Data Analyst	\$600	\$800	\$950	\$850	\$950	\$1,050	\$750	\$880	\$1,040	\$750	\$850	\$950	\$600	\$800	\$1,000
Data Modeller	\$700	\$850	\$1,100	\$1,050	\$1,150	\$1,250	\$800	\$960	\$1,120	\$850	\$900	\$1,100	\$900	\$1,150	\$1,400

While AI-focused job titles are becoming more common, many of these responsibilities are still embedded within broader data, engineering, and development roles. Because AI positions tend to be highly tailored to each organisation's specific needs, salary and contract rates can vary significantly based on the exact skill set and scope required. For tailored insights into current AI role salaries and market rates, please contact a member of our team in your location on **1300 312 515**.

Digital & Product Talent Snapshot

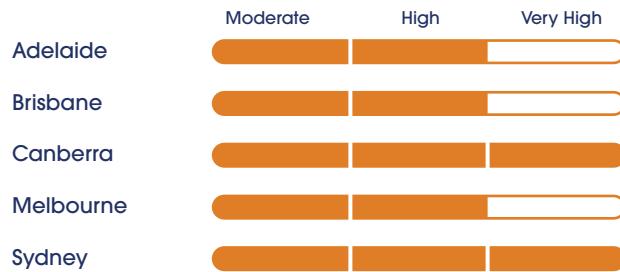
UX/UI Designer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	60%	40%
Brisbane	50%	50%
Canberra	47%	53%
Melbourne	50%	50%
Sydney	46%	54%

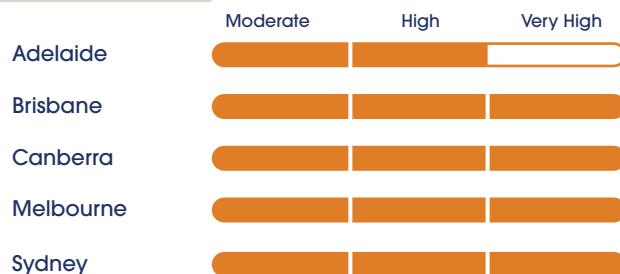
Service Designer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	59%	41%
Brisbane	46%	54%
Canberra	47%	53%
Melbourne	50%	50%
Sydney	46%	54%

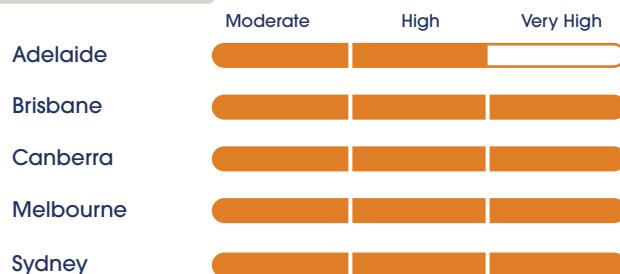
Graphic Designer Australia

HIRING DIFFICULTY

This talent is easy to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	59%	41%
Brisbane	39%	61%
Canberra	36%	64%
Melbourne	40%	60 %
Sydney	37%	63%

Digital & Product Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
User Researcher	\$90k	\$115k	\$130k	\$100k	\$120k	\$130k+	\$100k	\$120k	\$130k+	\$100k	\$125k	\$140k	\$100k	\$125k	\$140k
UI/UX Designer	\$120k	\$130k	\$140k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k	\$115k	\$130k	\$170k+
Interaction Designer	\$110k	\$120k	\$135k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$120k	\$130k	\$145k	\$120k	\$140k	\$150k+
Content Designer/Writer/Strategist	\$65k	\$80k	\$100k	\$70k	\$80k	\$90k+	\$70k	\$80k	\$90k+	\$75k	\$90k	\$110k	\$70k	\$80k	\$110k
Product Owner	\$120k	\$135k	\$150k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$130k	\$145k	\$160k	\$130k	\$140k	\$170k
Product Manager	\$130k	\$145k	\$165k	\$140k	\$150k	\$160k+	\$140k	\$150k	\$160k+	\$140k	\$155k	\$175k	\$140k	\$160k	\$180k
Service Designer	\$100k	\$135k	\$145k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$110k	\$145k	\$155k	\$120k	\$130k	\$160k+
Graphic Design	\$60k	\$70k	\$80k	\$70k	\$80k	\$90k	\$60k	\$70k	\$80k	\$70k	\$80k	\$90k	\$60k	\$80k	\$100k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
User Researcher	\$600	\$750	\$900	\$750	\$800	\$900	\$800	\$960	\$1,080	\$750	\$800	\$900	\$750	\$900	\$1,100
UI/UX Designer	\$650	\$800	\$950	\$800	\$850	\$950	\$960	\$1,080	\$1,120	\$800	\$850	\$950	\$750	\$950	\$1,200
Interaction Designer	\$650	\$800	\$950	\$800	\$850	\$950	\$800	\$960	\$1,120	\$800	\$850	\$950	\$750	\$900	\$1,100
Content Designer/Writer/Strategist	\$550	\$750	\$900	\$700	\$800	\$900	\$640	\$800	\$960	\$700	\$800	\$900	\$600	\$750	\$1,000
Product Owner	\$650	\$850	\$1,050	\$800	\$900	\$1,050	\$960	\$1,040	\$1,080	\$800	\$900	\$1,050	\$900	\$1,000	\$1,100
Product Manager	\$750	\$900	\$1,100	\$900	\$950	\$1,100	\$1,040	\$1,120	\$1,200	\$900	\$950	\$1,100	\$950	\$1,080	\$1,200
Service Designer	\$700	\$900	\$1,000	\$850	\$950	\$1,000	\$960	\$1,040	\$1,160	\$850	\$950	\$1,000	\$900	\$1,040	\$1,200
Graphic Design	\$500	\$700	\$850	\$650	\$750	\$850	\$640	\$800	\$1,000	\$650	\$750	\$850	\$600	\$750	\$1,000

Infrastructure & Support Talent Snapshot

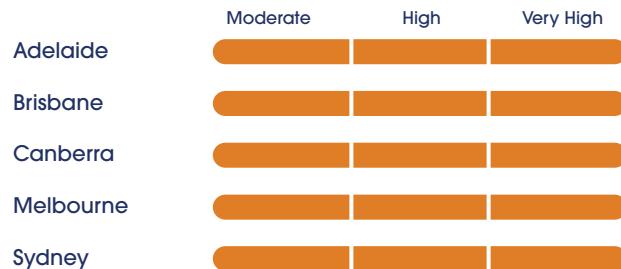
Systems Engineer Australia

HIRING DIFFICULTY

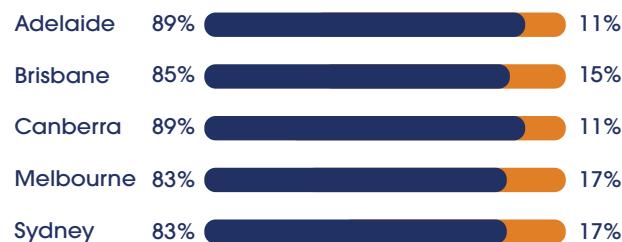
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



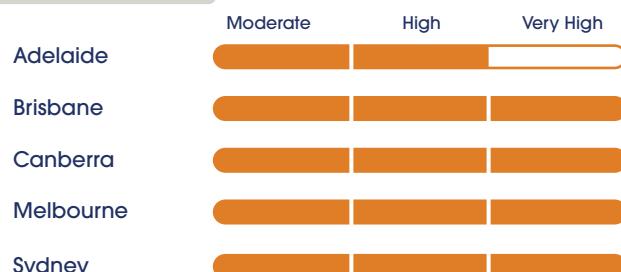
Solution Architect Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



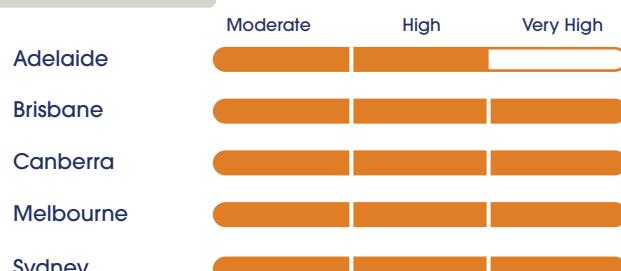
Infrastructure Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Infrastructure & Support Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH												
ICT Operations Support (Service Desk/Desktop/Field Engineers)	\$55k	\$65k	\$75k	\$60k	\$70k	\$80k	\$60k	\$85k	\$100k	\$60k	\$70k	\$90k	\$60k	\$75k	\$90k
Systems Engineer	\$90k	\$120k	\$150k	\$110k	\$130k	\$150k	\$130k	\$150k	\$170k	\$110k	\$130k	\$150k	\$110k	\$140k	\$170k
VMware Administrator/Engineer	\$105k	\$125k	\$150k	\$120k	\$140k	\$160k	\$120k	\$140k	\$160k	\$120k	\$140k	\$160k	\$120k	\$150k	\$180k
Storage Admin	\$80k	\$90k	\$100k	\$80k	\$100k	\$120k	\$80k	\$100k	\$120k	\$80k	\$100k	\$120k	\$80k	\$110k	\$140k
Storage Engineer/Architect	\$130k	\$150k	\$170k	\$140k	\$160k	\$175k	\$140k	\$160k	\$175k	\$140k	\$160k	\$175k	\$140k	\$170k	\$200k
SOE/MOE/Apps Packaging	\$110k	\$125k	\$140k	\$130k	\$150k	\$170k	\$140k	\$160k	\$180k	\$130k	\$150k	\$170k	\$120k	\$150k	\$180k
Linux Admin/Engineer	\$115k	\$130k	\$160k	\$130k	\$150k	\$160k	\$120k	\$150k	\$175k	\$130k	\$150k	\$160k	\$120k	\$150k	\$180k
Solution Architect	\$150k	\$170k	\$200k	\$160k	\$180k	\$200k	\$150k	\$180k	\$220k	\$160k	\$190k	\$220k	\$160k	\$190k	\$230k
Infrastructure Engineer	\$100k	\$130k	\$150k	\$110k	\$130k	\$150k	\$120k	\$140k	\$160k	\$110k	\$130k	\$150k	\$110k	\$140k	\$170k
Network Security Engineer	\$110k	\$140k	\$160k	\$110k	\$140k	\$160k	\$140k	\$160k	\$180k	\$110k	\$140k	\$160k	\$140k	\$160k	\$180k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH												
ICT Operations Support (Service Desk/Desktop/Field Engineers)	\$300	\$350	\$400	\$320	\$400	\$480	\$350	\$400	\$500	\$320	\$400	\$480	\$350	\$400	\$450
Systems Engineer	\$700	\$800	\$900	\$750	\$900	\$1,000	\$900	\$1,000	\$1,150	\$750	\$900	\$1,100	\$750	\$900	\$1,100
VMware Administrator/Engineer	\$700	\$800	\$900	\$750	\$900	\$1,000	\$900	\$1,000	\$1,200	\$750	\$900	\$1,200	\$750	\$900	\$1,200
Storage Admin	\$700	\$800	\$900	\$750	\$900	\$1,000	\$900	\$1,000	\$1,200	\$750	\$900	\$1,000	\$750	\$900	\$1,100
Storage Engineer/Architect	\$750	\$900	\$1,050	\$900	\$1,000	\$1,100	\$1,000	\$1,200	\$1,350	\$900	\$1,000	\$1,200	\$900	\$1,000	\$1,200
SOE/MOE/Apps Packaging	\$700	\$800	\$900	\$850	\$1,000	\$1,100	\$1,000	\$1,200	\$1,350	\$850	\$1,000	\$1,100	\$850	\$1,000	\$1,100
Linux Admin/Engineer	\$700	\$800	\$900	\$750	\$900	\$1,000	\$800	\$1,000	\$1,200	\$750	\$900	\$1,100	\$750	\$900	\$1,100
Solution Architect	\$900	\$1,000	\$1,100	\$900	\$1,100	\$1,300	\$1,100	\$1,200	\$1,350	\$1,000	\$1,200	\$1,300	\$1,000	\$1,200	\$1,300
Infrastructure Engineer	\$650	\$850	\$1,100	\$700	\$900	\$1,100	\$800	\$1,000	\$1,200	\$750	\$900	\$1,100	\$750	\$900	\$1,100
Network Security Engineer	\$700	\$900	\$1,100	\$800	\$950	\$1,100	\$1,000	\$1,200	\$1,300	\$850	\$1,000	\$1,200	\$850	\$1,000	\$1,200

Project Services Talent Snapshot

Business Analyst Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	52%		48%
Brisbane	51%		49%
Canberra	59%		41%
Melbourne	54%		46%
Sydney	53%		47%

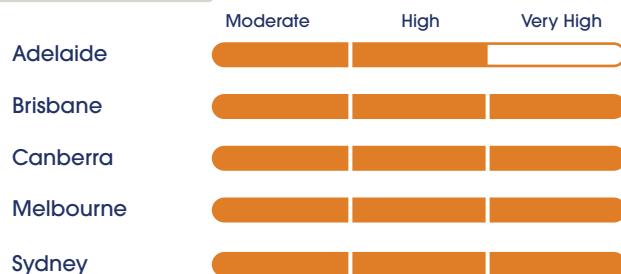
Project Manager Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	78%		22%
Brisbane	69%		31%
Canberra	75%		25%
Melbourne	71%		29%
Sydney	70%		30%

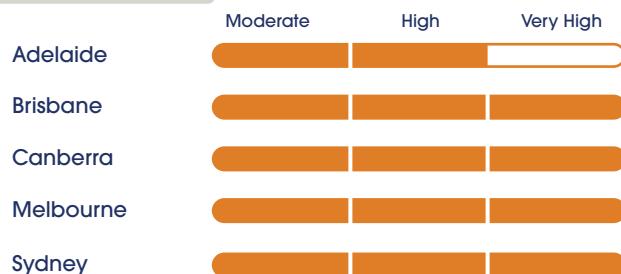
Change Manager Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Adelaide	26%		74%
Brisbane	26%		74%
Canberra	45%		55%
Melbourne	28%		72%
Sydney	30%		70%

Project Services Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH												
Program Manager	\$160k	\$180k	\$200k	\$170k	\$190k	\$220k	\$180k	\$200k	\$220k	\$180k	\$200k	\$220k	\$155k	\$190k	\$260k
PMO Lead	\$150k	\$170k	\$200k	\$160k	\$175k	\$210k	\$170k	\$190k	\$210k	\$160k	\$180k	\$220k	\$145k	\$185k	\$210k
Program Scheduler	\$100k	\$120k	\$150k	\$160k	\$180k	\$200k									
Project Manager	\$120k	\$135k	\$150k	\$140k	\$155k	\$175k	\$140k	\$160k	\$180k	\$150k	\$170k	\$190k	\$160k	\$180k	\$200k
Project Officer	\$80k	\$90k	\$100k	\$100k	\$125k	\$140k	\$120k	\$130k	\$140k	\$110k	\$125k	\$140k	\$105k	\$120k	\$145k
Organisational Change Manager	\$140k	\$160k	\$180k	\$145k	\$170k	\$190k	\$160k	\$175k	\$190k	\$140k	\$155k	\$180k	\$135k	\$175k	\$200k
Change Analyst	\$90k	\$100k	\$110k	\$100k	\$120k	\$140k	\$120k	\$130k	\$140k	\$110k	\$120k	\$130k	\$105k	\$125k	\$160k
Stakeholder Engagement Manager	\$130k	\$150k	\$160k	\$140k	\$150k	\$160k	\$140k	\$150k	\$160k	\$140k	\$150k	\$160k	\$120k	\$140k	\$165k
Business Architect	\$160k	\$170k	\$190k	\$140k	\$160k	\$180k	\$140k	\$160k	\$180k	\$140k	\$160k	\$180k	\$140k	\$170k	\$205k
Lead Business Analyst	\$130k	\$145k	\$160k	\$150k	\$165k	\$180k	\$150k	\$160k	\$180k	\$150k	\$165k	\$180k	\$150k	\$170k	\$190k
Business Analyst	\$90k	\$110k	\$140k	\$120k	\$135k	\$155k	\$140k	\$150k	\$170k	\$130k	\$145k	\$160k	\$120k	\$145k	\$170k
Systems Analyst	\$90k	\$110k	\$140k	\$140k	\$150k	\$165k	\$140k	\$150k	\$165k	\$130k	\$145k	\$160k	\$120k	\$145k	\$170k
Technical Writer	\$85k	\$100k	\$110k	\$120k	\$130k	\$140k	\$120k	\$130k	\$140k	\$110k	\$120k	\$140k	\$105k	\$125k	\$140k
Agile Coach	\$150k	\$170k	\$190k	\$170k	\$185k	\$200k	\$170k	\$185k	\$200k	\$180k	\$200k	\$220k	\$190k	\$205k	\$220k
Delivery Manager	\$140k	\$150k	\$170k	\$140k	\$160k	\$180k	\$140k	\$150k	\$160k	\$140k	\$160k	\$180k	\$160k	\$180k	\$200k
Scrum Master	\$120k	\$140k	\$150k	\$130k	\$140k	\$150k	\$130k	\$140k	\$150k	\$130k	\$145k	\$160k	\$130k	\$150k	\$190k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Program Manager	\$900	\$950	\$1,150	\$1,100	\$1,300	\$1,500	\$1,200	\$1,300	\$1,400	\$900	\$1,100	\$1,300	\$1,100	\$1,300	\$1,600
PMO Lead	\$800	\$950	\$1,050	\$850	\$1,000	\$1,200	\$1,100	\$1,200	\$1,300	\$850	\$1,000	\$1,200	\$900	\$1,100	\$1,200
Program Scheduler	\$700	\$850	\$1,000	\$800	\$950	\$1,100	\$1,000	\$1,150	\$1,300	\$700	\$850	\$1,000	\$900	\$1,100	\$1,200
Project Manager	\$700	\$850	\$1,000	\$1,000	\$1,100	\$1,200	\$1,050	\$1,100	\$1,200	\$700	\$850	\$1,000	\$950	\$1,000	\$1,100
Project Officer	\$500	\$650	\$750	\$650	\$750	\$850	\$900	\$950	\$1,050	\$600	\$700	\$800	\$600	\$750	\$900
Organisational Change Manager	\$750	\$850	\$1,050	\$900	\$1,050	\$1,200	\$1,100	\$1,200	\$1,300	\$700	\$850	\$1,000	\$1,000	\$1,100	\$1,200
Change Analyst	\$500	\$650	\$850	\$700	\$800	\$900	\$900	\$1,000	\$1,050	\$500	\$700	\$900	\$850	\$950	\$1,000
Stakeholder Engagement Manager	\$700	\$800	\$900	\$800	\$900	\$1,000	\$1,000	\$1,050	\$1,100	\$600	\$700	\$900	\$950	\$1,050	\$1,100
Business Architect	\$900	\$950	\$1,150	\$1,000	\$1,100	\$1,200	\$1,050	\$1,100	\$1,250	\$600	\$800	\$1,000	\$900	\$1,000	\$1,100
Lead Business Analyst	\$800	\$900	\$1,100	\$1,000	\$1,100	\$1,200	\$1,050	\$1,150	\$1,200	\$800	\$1,000	\$1,200	\$950	\$1,050	\$1,100
Business Analyst	\$750	\$800	\$950	\$900	\$950	\$1,000	\$1,000	\$1,120	\$1,200	\$600	\$800	\$1,000	\$700	\$900	\$1,100
Systems Analyst	\$800	\$900	\$1,000	\$950	\$1,000	\$1,050	\$950	\$1,050	\$1,100	\$600	\$800	\$900	\$750	\$850	\$950
Technical Writer	\$600	\$750	\$900	\$800	\$875	\$950	\$800	\$950	\$1,050	\$500	\$600	\$700	\$650	\$750	\$850
Agile Coach	\$800	\$950	\$1,100	\$900	\$1,050	\$1,200	\$1,100	\$1,200	\$1,300	\$800	\$1,000	\$1,200	\$1,000	\$1,200	\$1,400
Delivery Manager	\$700	\$800	\$950	\$800	\$900	\$1,000	\$1,000	\$1,100	\$1,200	\$600	\$800	\$1,000	\$1,000	\$1,300	\$1,500
Scrum Master	\$700	\$800	\$900	\$800	\$900	\$1,000	\$1,000	\$1,100	\$1,200	\$600	\$800	\$1,000	\$900	\$1,000	\$1,200

Software Development Talent Snapshot

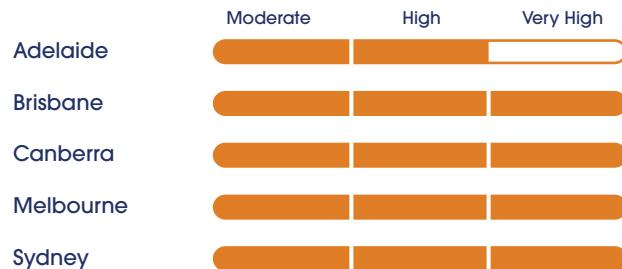
Software Engineer Australia

HIRING DIFFICULTY

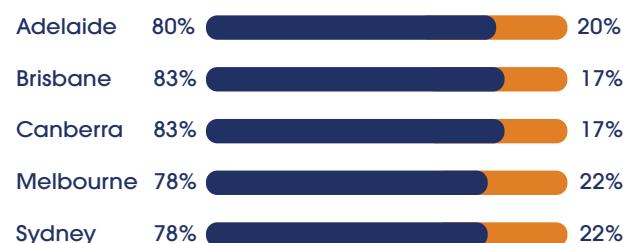
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



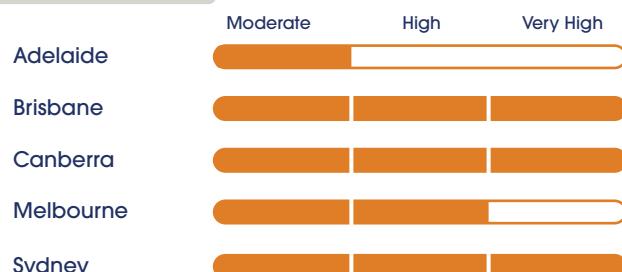
Full Stack Developer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



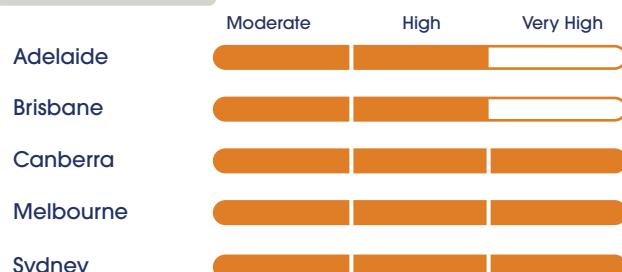
Front End Developer Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Software Development Salary & Rate Guide

PERMANENT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)			SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Engineering GM	\$200k	\$250k	\$350k+	\$285k	\$325k	\$350k	\$285k	\$325k	\$350k	\$285k	\$325k	\$350k	\$315k	\$355k	\$385k
Engineering VP	\$180k	\$230k	\$320k+	\$270k	\$290k	\$310k	\$260k	\$290k	\$320k	\$270k	\$300k	\$345k	\$295k	\$330k	\$375k
Engineering Director	\$160k	\$200k	\$280k+	\$255k	\$275k	\$300k	\$255k	\$275k	\$300k	\$255k	\$275k	\$300k	\$280k	\$300k	\$330k
Head of Engineering	\$150k	\$190k	\$270k+	\$240k	\$255k	\$275k	\$220k	\$245k	\$275k	\$240k	\$255k	\$280k	\$265k	\$280k	\$300k
Engineering Manager	\$130k	\$160k	\$220k+	\$180k	\$220k	\$250k	\$200k	\$220k	\$250k	\$200k	\$220k	\$250k	\$220k	\$240k	\$275k
Solution Architect	\$140k	\$170k	\$210k+	\$175k	\$200k	\$240k	\$175k	\$200k	\$240k	\$180k	\$210k	\$240k	\$200k	\$220k	\$240k
Principal Engineer	\$130k	\$160k	\$210k+	\$190k	\$205k	\$230k	\$190k	\$205k	\$230k	\$190k	\$200k	\$235k	\$200k	\$210k	\$240k
Staff Engineer/Tech Lead	\$120k	\$150k	\$200k+	\$175k	\$190k	\$220k	\$175k	\$190k	\$220k	\$175k	\$195k	\$230k	\$195k	\$220k	\$240k
Embedded C / C++ Software Engineer	\$90k	\$120k	\$150k+	\$100k	\$130k	\$170k	\$100k	\$130k	\$170k	\$95k	\$130k	\$155k	\$105k	\$140k	\$170k
Back End Developer	\$90k	\$130k	\$160k+	\$100k	\$140k	\$190k	\$100k	\$140k	\$190k	\$110k	\$160k	\$180k	\$120k	\$175k	\$200k
Front End Developer	\$85k	\$120k	\$150k+	\$90k	\$130k	\$180k	\$90k	\$130k	\$180k	\$100k	\$160k	\$175k	\$120k	\$175k	\$190k
Web Developers	\$75k	\$100k	\$130k+	\$80k	\$120k	\$160k	\$80k	\$120k	\$160k	\$90k	\$125k	\$150k	\$100k	\$135k	\$165k
Full-Stack Developer	\$95k	\$130k	\$160k+	\$100k	\$140k	\$190k	\$100k	\$140k	\$190k	\$120k	\$165k	\$185k	\$130k	\$180k	\$200k
Mobile Developer	\$85k	\$120k	\$150k+	\$90k	\$130k	\$180k	\$90k	\$130k	\$180k	\$150k	\$165k	\$180k	\$165k	\$180k	\$200k
Test Lead	\$130k	\$150k	\$170k	\$130k	\$160k	\$190k	\$130k	\$160k	\$190k	\$145k	\$160k	\$180k	\$160k	\$175k	\$200k
Automation Tester	\$75k	\$100k	\$130k+	\$100k	\$140k	\$190k	\$100k	\$140k	\$190k	\$100k	\$145k	\$165k	\$110k	\$160k	\$180k
Manual Tester	\$60k	\$80k	\$110k+	\$80k	\$120k	\$140k	\$80k	\$120k	\$140k	\$100k	\$140k	\$160k	\$110k	\$155k	\$175k
Enterprise Architect	\$150k	\$180k	\$230k+	\$200k	\$220k	\$250k	\$200k	\$220k	\$250k	\$200k	\$225k	\$260k	\$190k	\$220k	\$255k

CONTRACT	ADELAIDE			BRISBANE			CANBERRA			MELBOURNE			SYDNEY		
	DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE			DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Engineering Manager	\$850	\$1,100	\$1,600+	\$1100	\$1200	\$1280	\$1120	\$1200	\$1280	\$1,100	\$1,200	\$1,300	\$1,200	\$1,320	\$1,430
Solution Architect	\$900	\$1,200	\$1,600+	\$1100	\$1250	\$1400	\$1240	\$1320	\$1480	\$1,000	\$1,150	\$1,250	\$1,050	\$1,200	\$1,320
Principal Engineer	\$850	\$1,150	\$1,500+	\$1000	\$1100	\$1200	\$1120	\$1200	\$1280	\$1,000	\$1,100	\$1,200	\$1,000	\$1,125	\$1,265
Staff Engineer/Tech Lead	\$800	\$1,100	\$1,500+	\$950	\$1050	\$1150	\$1120	\$1200	\$1280	\$950	\$1,100	\$1,200	\$935	\$1,100	\$1,210
Embedded C / C++ Software Engineer	\$650	\$850	\$1,200+	\$960	\$1040	\$1120	\$960	\$1040	\$1120	\$600	\$750	\$975	\$600	\$775	\$1,000
Back End Developer	\$700	\$950	\$1,300+	\$960	\$1040	\$1120	\$960	\$1040	\$1120	\$700	\$800	\$1,050	\$770	\$880	\$1,100
Front End Developer	\$650	\$850	\$1,200+	\$800	\$960	\$1120	\$800	\$960	\$1120	\$600	\$750	\$1,000	\$660	\$825	\$1,050
Web Developers	\$600	\$800	\$1,100+	\$800	\$960	\$1120	\$800	\$960	\$1120	\$500	\$750	\$950	\$550	\$800	\$1,000
Full-Stack Developer	\$700	\$950	\$1,300+	\$960	\$1080	\$1200	\$960	\$1080	\$1200	\$600	\$800	\$950	\$700	\$900	\$1,100
Mobile Developer	\$650	\$850	\$1,200+	\$800	\$960	\$1120	\$800	\$960	\$1120	\$700	\$850	\$1,000	\$770	\$935	\$1,100
Test Lead	\$650	\$850	\$1,200+	\$920	\$1000	\$1120	\$920	\$1000	\$1120	\$900	\$1,000	\$1,200	\$950	\$1,050	\$1,250
Automation Tester	\$600	\$800	\$1,100+	\$850	\$950	\$1050	\$920	\$1000	\$1120	\$600	\$800	\$1,000	\$550	\$825	\$1,050
Manual Tester	\$450	\$650	\$900+	\$760	\$840	\$960	\$760	\$840	\$960	\$500	\$725	\$900	\$550	\$750	\$900
Enterprise Architect	\$1,000	\$1,400	\$1,900+	\$1200	\$1350	\$1500	\$1280	\$1440	\$1760	\$1,100	\$1,250	\$1,550	\$1,100	\$1,250	\$1,450

Technology Sales Talent Snapshot

Presales Architect Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY

National

84% 

16% 

Adelaide N/A

Brisbane 86%  14%

Canberra N/A

Melbourne 81%  19%

Sydney 84%  16%

Account Executive Australia

HIRING DIFFICULTY

This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY

National

59% 

41% 

Adelaide 60%  40%

Brisbane 59%  41%

Canberra 66%  34%

Melbourne 61%  39%

Sydney 60%  40%

AUSTRALIAN PERMANENT RATES Salaries are quoted in the 'on-target earnings' (OTE) model, combining the base salary with potential performance-based bonuses or commissions.

Technology Sales Salary Guide

JOB TITLE	SALARY RANGE (EXC. SUPER)			OTE SPLIT
	LOW	MID	HIGH	
Sales Directors	\$400k	\$550k	\$700k	60/40
Business Development / Account Executive	\$270k	\$380k	\$450k	60/40
Presales Architects	\$200k	\$250k	\$320k	70/30
Channel Sales	\$180k	\$250k	\$350k	70/30
Inside Sales	\$80k	\$100k	\$150k	90/10
Sales Support & Analysis	\$80k	\$110k	\$150k	N/A

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Emanate Technology are technology and cyber security recruitment specialists in the Adelaide, Brisbane, Canberra, Melbourne and Sydney markets. We are passionate professionals committed to quality outcomes and experiences for our clients and candidates, which is reflected in our 4.95 star Sourcr review rating (with over 600+ reviews) and winning Best Agency awards year on year since 2023 and "Agency of the Year - IT/Telecommunications" in 2025.

By partnering with us, you have access to two dedicated, collaborative and complementary recruitment businesses, Emanate Technology and e2 Cyber. Our recruitment consultants each focus on just one technology vertical, enabling us to develop a depth of technical understanding and candidate pool that an 'IT generalist' approach can't possibly match. Every day we provide a forum to convey consultative and useful market intelligence to our clients and candidates.



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 **1300 312 515**

 contactus@emanatetechnology.com.au

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