Salary & Rate Guide
FY25-26
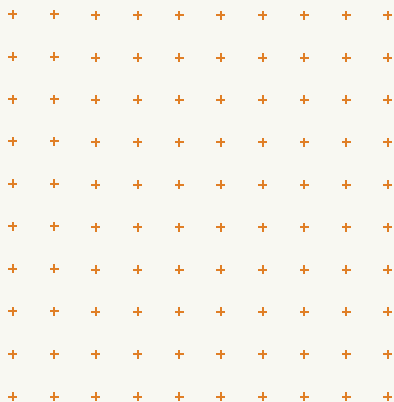
Contents

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 June 2025 but are subject to market changes. They have been collated based on roles placed in FY24-25 combined with market and industry knowledge. Demand and diversity statistics have been collated using LinkedIn Talent Insights.
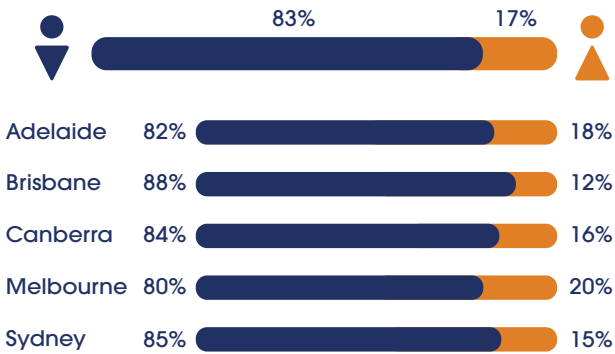
Cloud & DevOps **Talent Snapshot**

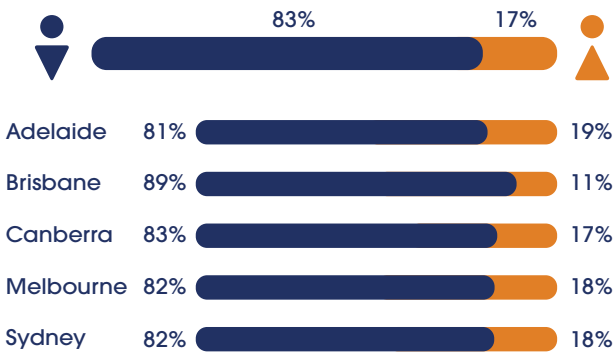## **Cloud Engineer** Australia

HIRING DEMAND

Very High
This talent is very hard to hire

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

GENDER DIVERSITY

83%   17%

Adelaide	82%		18%
Brisbane	88%		12%
Canberra	84%		16%
Melbourne	80%		20%
Sydney	85%		15%

DevOps Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide		High
Brisbane		Very High
Canberra		Very High
Melbourne		Very High
Sydney		Very High

GENDER DIVERSITY

83%   17%

Adelaide	81%		19%
Brisbane	89%		11%
Canberra	83%		17%
Melbourne	82%		18%
Sydney	82%		18%

Platform Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide		High
Brisbane		Very High
Canberra		Very High
Melbourne		Very High
Sydney		Very High

GENDER DIVERSITY

81%   19%

Adelaide	89%		11%
Brisbane	82%		18%
Canberra	N/A		
Melbourne	81%		19%
Sydney	79%		21%

Cloud & DevOps **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Cloud Solutions Architect	$150k	$175k	$200k	$170k	$190k	$220k	$175k	$190k	$210k	$170k	$190k	$220k	$170k	$190k	$220k
Cloud Engineer	$110k	$130k	$150k	$130k	$150k	$160k	$140k	$150k	$160k	$130k	$150k	$160k	$140k	$165k	$180k
DevOps Engineer	$110k	$135k	$170k	$140k	$160k	$175k	$150k	$165k	$175k	$140k	$160k	$175k	$145k	$170k	$185k
Cloud Admin	$85k	$110k	$130k	$100k	$120k	$140k	$100k	$120k	$140k	$100k	$120k	$140k	$100k	$120k	$140k
Site Reliability Engineer (SRE)	$110k	$140k	$170k	$140k	$160k	$175k	N/A	N/A	N/A	$140k	$160k	$175k	$140k	$160k	$175k
Platform Engineer	$120k	$140k	$170k	$140k	$160k	$175k	$125k	$140k	$150k	$140k	$160k	$175k	$140k	$160k	$175k

CONTRACT	ADELAIDE DAILY RATE RANGE			BRISBANE DAILY RATE RANGE			CANBERRA DAILY RATE RANGE			MELBOURNE DAILY RATE RANGE			SYDNEY DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	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	$800	$1,000	$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

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TECHNOLOGY

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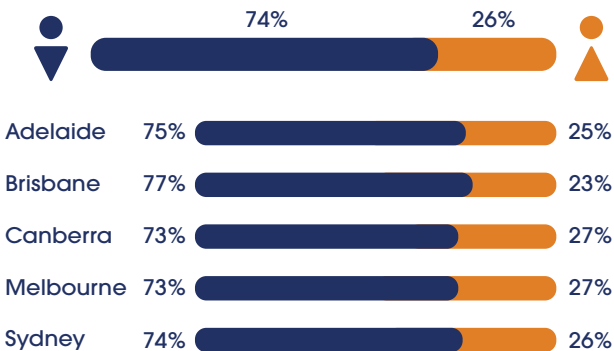
Learn more about e2 Cyber here: **www.e2cyber.com.au**

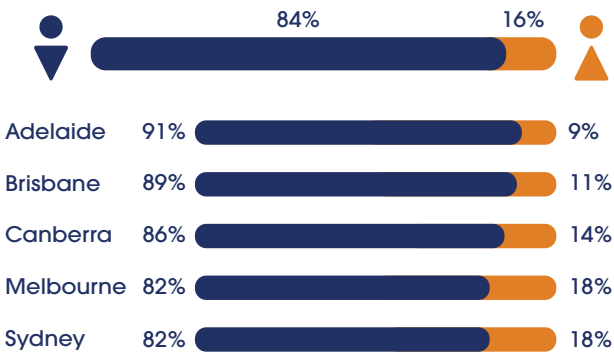## **SOC Analyst** Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

74% | 26%

City	Male	Female
Adelaide	75%	25%
Brisbane	77%	23%
Canberra	73%	27%
Melbourne	73%	27%
Sydney	74%	26%

Security Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

84% | 16%

City	Male	Female
Adelaide	91%	9%
Brisbane	89%	11%
Canberra	86%	14%
Melbourne	82%	18%
Sydney	82%	18%

GRC Consultant Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	Very High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

78% | 22%

City	Male	Female
Adelaide	76%	24%
Brisbane	80%	20%
Canberra	82%	18%
Melbourne	77%	23%
Sydney	79%	21%

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TECHNOLOGY
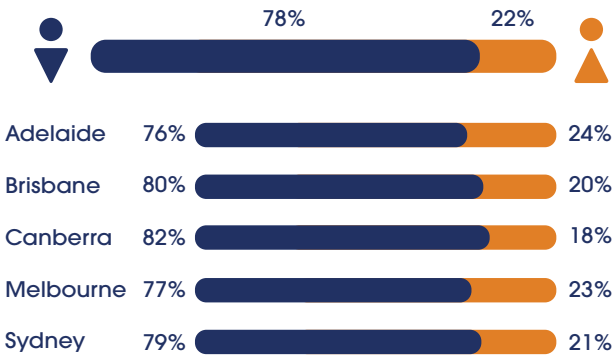
Cyber Security **Salary & Rate Guide**

PERMANENT	SALARY RANGE		
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	SALARY 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	$1,200 - $1,250	$1,250 - $1,400	$1,400 - $1,600
GRC Consultant	$800 - $1,000	$1,000 - $1,100	$1,100 - $1,300
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+

emanate
TECHNOLOGY

Data & Analytics **Talent Snapshot**

Data Analyst Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	Very High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

61% / 39%

Adelaide	62%	38%
Brisbane	64%	36%
Canberra	59%	41%
Melbourne	61%	39%
Sydney	61%	39%

Data Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

72% / 28%

Adelaide	75%	25%
Brisbane	76%	24%
Canberra	77%	23%
Melbourne	73%	27%
Sydney	71%	29%
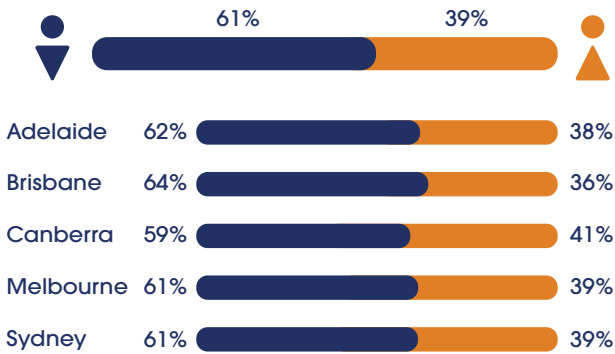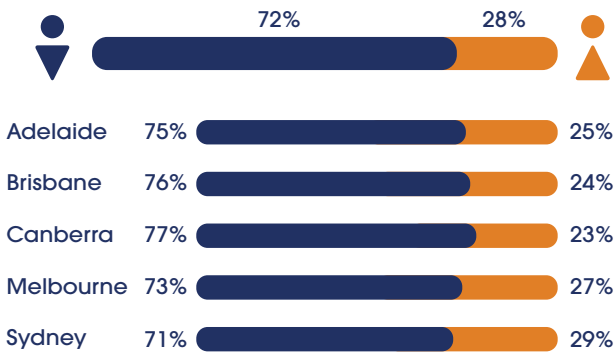
Business Intelligence (BI) Analyst Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

63% / 37%

Adelaide	62%	38%
Brisbane	64%	36%
Canberra	N/A	
Melbourne	65%	35%
Sydney	59%	41%

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TECHNOLOGY
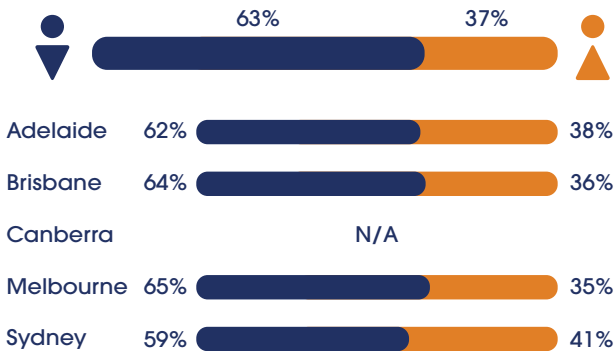
Data & Analytics **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY 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	$130k	$155k	$170k
Business Intelligence Developer	$115k	$130k	$170k	$120k	$135k	$150k	$125k	$140k	$160k	$125k	$140k	$160k	$115k	$145k	$175k
Business Intelligence Analyst	$105k	$120k	$130k	$110k	$125k	$140k	$115k	$130k	$140k	$115k	$130k	$140k	$110k	$125k	$140k
Data Engineer	$120k	$140k	$160k	$120k	$140k	$160k	$130k	$150k	$170k	$130k	$150k	$170k	$120k	$140k	$160k
Data Governance Manager	$135k	$160k	$175k	$140k	$160k	$180k+	$145k	$170k	$185k	$145k	$170k	$185k	$140k	$170k	$200k
Database Administrator	$100k	$130k	$145k	$110k	$130k	$150k	$110k	$140k	$165k	$110k	$140k	$155k	$100k	$130k	$160k
Data Architect	$160k	$180k	$200k	$160k	$180k	$200k+	$170k	$190k	$210k	$170k	$190k	$210k	$170k	$190k	$220k
Data Analyst	$100k	$125k	$150k	$110k	$130k	$150k	$80k	$135k	$150k	$110k	$135k	$160k	$100k	$130k	$160k
Data Modeller	$120k	$140k	$160k	$130k	$145k	$160k	$130k	$150k	$170k	$130k	$150k	$170k	$120k	$140k	$160k

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

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TECHNOLOGY

Digital & Product **Talent Snapshot**

UX/UI Designer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	High
Sydney	Very High

GENDER DIVERSITY

49%   51%

Adelaide	59%	41%
Brisbane	50%	50%
Canberra	49%	51%
Melbourne	51%	49%
Sydney	47%	53%
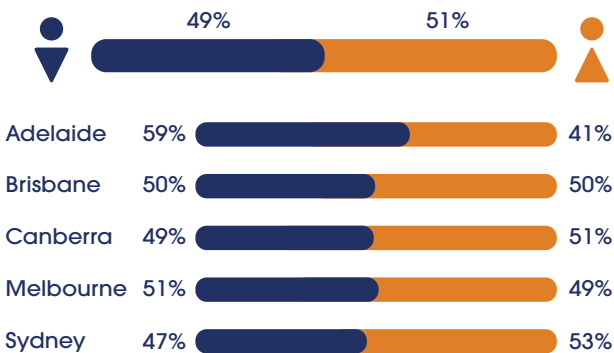
Service Designer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	High
Sydney	Very High

GENDER DIVERSITY

49%   51%

Adelaide	58%	42%
Brisbane	51%	49%
Canberra	47%	53%
Melbourne	52%	48%
Sydney	45%	55%
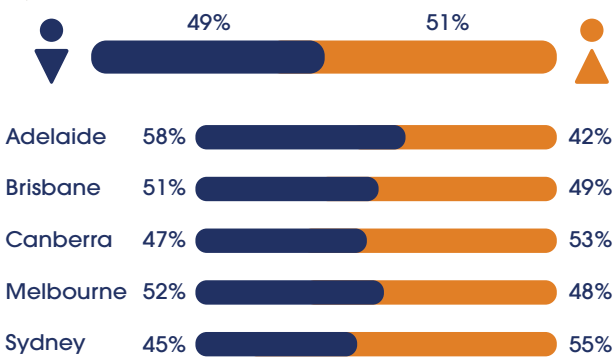
Graphic Design Australia

HIRING DEMAND

Low
This talent is easy to hire

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

GENDER DIVERSITY

62%   38%

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

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TECHNOLOGY
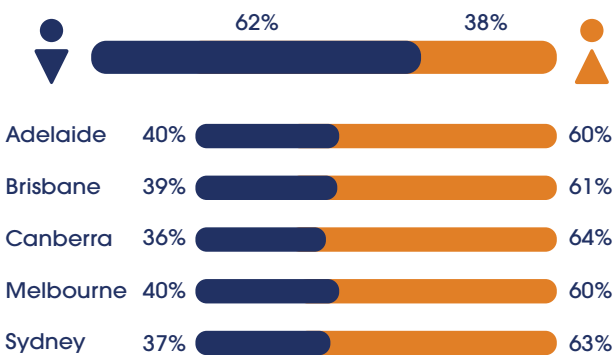
Digital & Product **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY 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	$90k	$115k	$130k+
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/Stratgeist	$65k	$80k	$100k	$70k	$80k	$90k+	$70k	$80k	$90k+	$75k	$90k	$110k	$70k	$80k	$90k+
Product Owner	$120k	$135k	$150k	$130k	$140k	$150k+	$130k	$140k	$150k+	$130k	$145k	$160k	$130k	$140k	$150k+
Product Manager	$130k	$145k	$165k	$140k	$150k	$160k+	$140k	$150k	$160k+	$140k	$155k	$175k	$140k	$150k	$160k+
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	$70k	$80k

CONTRACT	ADELAIDE DAILY RATE RANGE			BRISBANE DAILY RATE RANGE			CANBERRA DAILY RATE RANGE			MELBOURNE DAILY RATE RANGE			SYDNEY 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	$800	$1,000	$1,080	$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/Stratgeist	$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	$1,120	$850	$950	$1,000	$900	$1,040	$1,200
Graphic Design	$500	$700	$850	$650	$750	$850	$640	$800	$960	$650	$750	$850	$600	$750	$1,000

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TECHNOLOGY

Infrastructure & Support **Talent Snapshot**

Systems Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	Very High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

84% — 16%

City	Male	Female
Adelaide	89%	11%
Brisbane	85%	15%
Canberra	89%	11%
Melbourne	83%	17%
Sydney	83%	17%

Solution Architect Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

88% — 12%

City	Male	Female
Adelaide	90%	10%
Brisbane	89%	11%
Canberra	92%	8%
Melbourne	87%	13%
Sydney	86%	14%

Infrastructure Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	Very High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

86% — 14%

City	Male	Female
Adelaide	12%	88%
Brisbane	15%	85%
Canberra	8%	92%
Melbourne	13%	87%
Sydney	16%	84%

emanate
TECHNOLOGY

Infrastructure & Support **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
ICT Operations Support (Service Desk/Desktop/Field Engineers)	$55k	$70k	$85k	$60k	$70k	$80k	$60k	$75k	$90k	$60k	$70k	$80k	$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	$140k	$160k	$190k	$160k	$180k	$200k	$150k	$180k	$220k	$160k	$190k	$220k	$160k	$190k	$230k
Infrastructure Engineer	$90k	$120k	$150k	$110k	$130k	$150k	$120k	$140k	$160k	$110k	$130k	$150k	$110k	$140k	$170k
Network Security Engineer	$90k	$110k	$140k	$110k	$140k	$160k	$140k	$160k	$180k	$110k	$140k	$160k	$140k	$160k	$180k

CONTRACT	ADELAIDE DAILY RATE RANGE			BRISBANE DAILY RATE RANGE			CANBERRA DAILY RATE RANGE			MELBOURNE DAILY RATE RANGE			SYDNEY DAILY RATE RANGE		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
ICT Operations Support (Service Desk/Desktop/Field Engineers)	$300	$350	$400	$320	$400	$480	$350	$400	$450	$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

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Project Services **Talent Snapshot**

Business Analyst Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide		High
Brisbane		Very High
Canberra		Very High
Melbourne		Very High
Sydney		Very High

GENDER DIVERSITY

52% 48%

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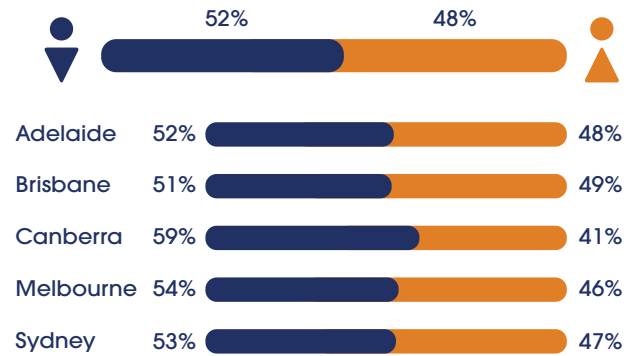
Project Manager Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide		High
Brisbane		Very High
Canberra		Very High
Melbourne		High
Sydney		Very High

GENDER DIVERSITY

71% 29%

Adelaide	80%	20%
Brisbane	70%	30%
Canberra	74%	26%
Melbourne	73%	27%
Sydney	69%	31%
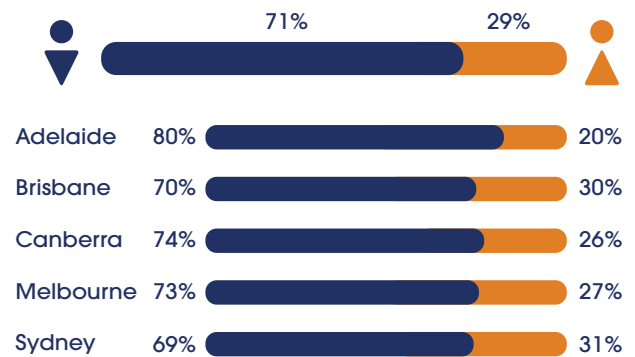
Change Manager Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide		High
Brisbane		Very High
Canberra		Very High
Melbourne		Very High
Sydney		Very High

GENDER DIVERSITY

29% 71%

Adelaide	28%	72%
Brisbane	28%	72%
Canberra	41%	59%
Melbourne	29%	71%
Sydney	29%	71%

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TECHNOLOGY
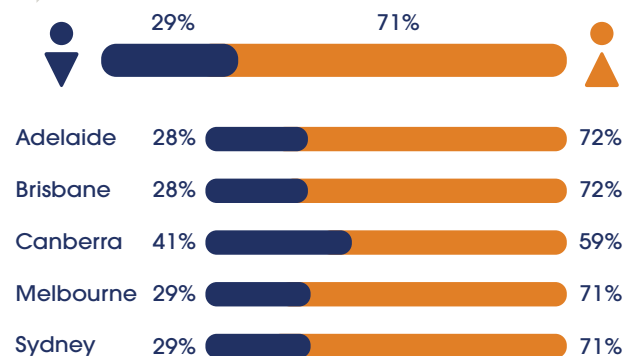
Project Services **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY SALARY RANGE (EXC. SUPER)		
JOB TITLE	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH	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	$110k	$130k	$160k	$180k	$200k	$160k	$180k	$200k	$160k	$180k	$200k	$135k	$170k	$195k
Project Manager	$120k	$135k	$150k	$140k	$155k	$175k	$140k	$160k	$180k	$150k	$170k	$190k	$120k	$165k	$185k
Project Officer	$80k	$90k	$100k	$100k	$125k	$140k	$120k	$130k	$140k	$110k	$125k	$140k	$105k	$115k	$130k
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	$120k	$155k	$205k
Lead Business Analyst	$130k	$145k	$160k	$150k	$165k	$180k	$150k	$160k	$180k	$150k	$165k	$180k	$150k	$160k	$190k
Business Analyst	$90k	$110k	$120k	$120k	$135k	$155k	$140k	$150k	$170k	$130k	$145k	$160k	$120k	$135k	$150k
Systems Analyst	$80k	$100k	$110k	$140k	$150k	$165k	$140k	$150k	$165k	$130k	$145k	$160k	$120k	$135k	$150k
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	$165k	$185k	$235k
Delivery Manager	$140k	$150k	$170k	$140k	$160k	$180k	$140k	$150k	$160k	$140k	$160k	$180k	$130k	$170k	$250k
Scrum Master	$120k	$140k	$150k	$130k	$140k	$150k	$130k	$140k	$150k	$130k	$145k	$160k	$130k	$150k	$190k

CONTRACT	ADELAIDE DAILY RATE RANGE			BRISBANE DAILY RATE RANGE			CANBERRA DAILY RATE RANGE			MELBOURNE DAILY RATE RANGE			SYDNEY 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	$1,350	$1,500	$900	$1,100	$1,300	$1,100	$1,200	$1,400
PMO Lead	$800	$950	$1,050	$850	$1,000	$1,200	$1,100	$1,300	$1,400	$850	$1,000	$1,200	$900	$1,100	$1,200
Program Scheduler	$500	$550	$700	$800	$950	$1,100	$1,100	$1,250	$1,350	$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	$400	$500	$600	$650	$750	$850	$900	$950	$1,050	$600	$700	$800	$550	$700	$800
Organisational Change Manager	$750	$850	$1,050	$900	$1,050	$1,200	$1,150	$1,250	$1,350	$700	$850	$1,000	$1,000	$1,100	$1,200
Change Analyst	$500	$650	$750	$700	$800	$900	$950	$1,050	$1,100	$500	$700	$900	$850	$950	$1,000
Stakeholder Engagement Manager	$700	$800	$900	$800	$900	$1,000	$1,050	$1,100	$1,200	$600	$700	$900	$950	$1,050	$1,100
Business Architect	$800	$900	$1,050	$1,000	$1,100	$1,200	$1,050	$1,100	$1,250	$600	$800	$1,000	$900	$1,000	$1,100
Lead Business Analyst	$700	$900	$950	$1,000	$1,100	$1,200	$1,050	$1,100	$1,200	$800	$1,000	$1,200	$950	$1,050	$1,100
Business Analyst	$550	$600	$700	$900	$950	$1,000	$950	$1,050	$1,100	$600	$800	$1,000	$750	$850	$950
Systems Analyst	$500	$600	$650	$950	$1,000	$1,050	$950	$1,050	$1,100	$600	$800	$900	$750	$850	$950
Technical Writer	$550	$650	$700	$800	$875	$950	$800	$950	$1,050	$500	$600	$700	$650	$750	$850
Agile Coach	$800	$950	$1,100	$900	$1,050	$1,200	$1,200	$1,300	$1,400	$800	$1,000	$1,200	$1,000	$1,300	$1,700
Delivery Manager	$700	$800	$950	$800	$900	$1,000	$1,050	$1,100	$1,250	$600	$800	$1,000	$1,000	$1,300	$1,600
Scrum Master	$700	$800	$900	$800	$900	$1,000	$1,000	$1,100	$1,150	$600	$800	$1,000	$900	$1,000	$1,150

Software Development **Talent Snapshot**

Software Engineer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	High
Sydney	Very High

GENDER DIVERSITY

79% | 21%

City	Male	Female
Adelaide	81%	19%
Brisbane	83%	17%
Canberra	82%	18%
Melbourne	78%	22%
Sydney	78%	22%
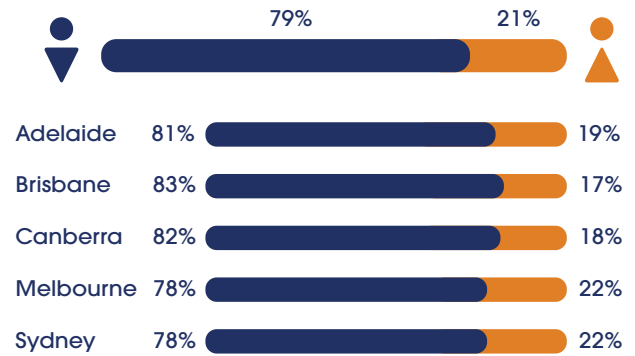
Full Stack Developer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

81% | 19%

City	Male	Female
Adelaide	81%	19%
Brisbane	83%	17%
Canberra	83%	17%
Melbourne	80%	20%
Sydney	79%	21%
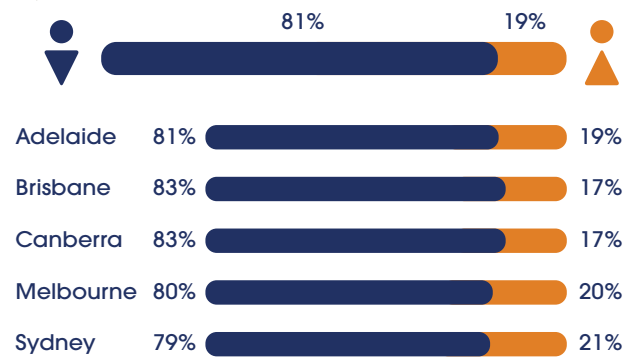
Front End Developer Australia

HIRING DEMAND

Very High
This talent is very hard to hire

City	Demand
Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

74% | 26%

City	Male	Female
Adelaide	77%	23%
Brisbane	76%	24%
Canberra	DATA NOT AVAILABLE	
Melbourne	74%	26%
Sydney	73%	27%

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TECHNOLOGY
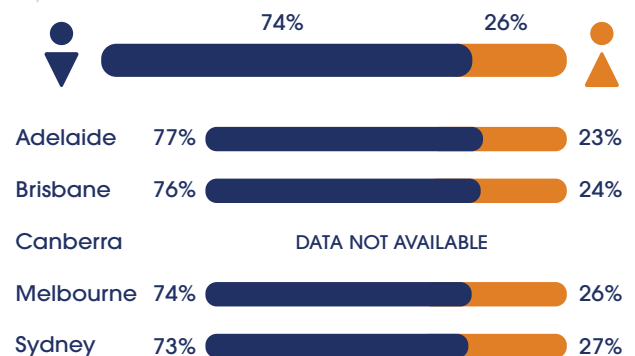
Software Development **Salary & Rate Guide**

PERMANENT	ADELAIDE SALARY RANGE (EXC. SUPER)			BRISBANE SALARY RANGE (EXC. SUPER)			CANBERRA SALARY RANGE (EXC. SUPER)			MELBOURNE SALARY RANGE (EXC. SUPER)			SYDNEY 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	$300k	$340k	$270k	$300k	$340k	$270k	$300k	$340k	$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	$260k	$240k	$255k	$275k	$265k	$280k	$300k
Engineering Manager	$130k	$160k	$220k+	$200k	$220k	$250k	$200k	$220k	$250k	$200k	$220k	$250k	$220k	$240k	$275k
Solution Architect	$140k	$170k	$210k+	$175k	$200k	$240k	$175k	$200k	$240k	$180k	$200k	$220k	$200k	$220k	$240k
Principal Engineer	$130k	$160k	$210k+	$190k	$205k	$230k	$190k	$205k	$230k	$180k	$195k	$220k	$200k	$210k	$240k
Staff Engineer/Tech Lead	$120k	$150k	$200k+	$175k	$190k	$220k	$175k	$190k	$220k	$175k	$190k	$220k	$195k	$120k	$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	$85k	$110k	$140k+	$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 DAILY RATE RANGE			BRISBANE DAILY RATE RANGE			CANBERRA DAILY RATE RANGE			MELBOURNE DAILY RATE RANGE			SYDNEY 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+	$1,100	$1,200	$1,280	$1,120	$1,200	$1,280	$1,100	$1,200	$1,300	$1,200	$1,320	$1,430
Solution Architect	$900	$1,200	$1,600+	$1,100	$1,250	$1,400	$1,240	$1,320	$1,480	$1,000	$1,150	$1,250	$1,050	$1,200	$1,320
Principal Engineer	$850	$1,150	$1,500+	$1,000	$1,100	$1,200	$1,120	$1,200	$1,280	$1,000	$1,100	$1,200	$1,000	$1,125	$1,265
Staff Engineer/Tech Lead	$800	$1,100	$1,500+	$950	$1,050	$1,150	$1,120	$1,200	$1,280	$950	$1,100	$1,150	$935	$1,100	$1,210
Embedded C / C++ Software Engineer	$650	$850	$1,200+	$960	$1,040	$1,120	$960	$1,040	$1,120	$600	$750	$975	$600	$775	$1,000
Back End Developer	$700	$950	$1,300+	$960	$1,040	$1,120	$960	$1,040	$1,120	$700	$800	$1,000	$770	$880	$1,100
Front End Developer	$650	$850	$1,200+	$800	$960	$1,120	$800	$960	$1,120	$600	$750	$950	$660	$825	$1,045
Web Developers	$600	$800	$1,100+	$800	$960	$1,120	$800	$960	$1,120	$500	$600	$750	$550	$660	$770
Full-Stack Developer	$700	$950	$1,300+	$960	$1,080	$1,200	$960	$1,080	$1,160	$600	$800	$950	$660	$770	$880
Mobile Developer	$650	$850	$1,200+	$800	$960	$1,120	$800	$960	$1,120	$700	$850	$1,000	$770	$935	$1,100
Test Lead	$650	$850	$1,200+	$920	$1,000	$1,120	$920	$1,000	$1,120	$900	$1,000	$1,200	$990	$1,100	$1,320
Automation Tester	$600	$800	$1,100+	$850	$950	$1,050	$920	$1,000	$1,080	$500	$750	$950	$550	$825	$1,045
Manual Tester	$450	$650	$900+	$760	$840	$960	$760	$840	$960	$500	$725	$900	$550	$800	$990
Enterprise Architect	$1,000	$1,400	$1,900+	$1,200	$1,350	$1,500	$1,280	$1,440	$1,680	$1,100	$1,250	$1,550	$1,100	$1,250	$1,450

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TECHNOLOGY

Technology Sales **Talent Snapshot**

Presales Architect Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	High
Sydney	Very High

GENDER DIVERSITY

84% 16%

Adelaide	N/A	
Brisbane	86%	14%
Canberra	N/A	
Melbourne	81%	19%
Sydney	84%	16%
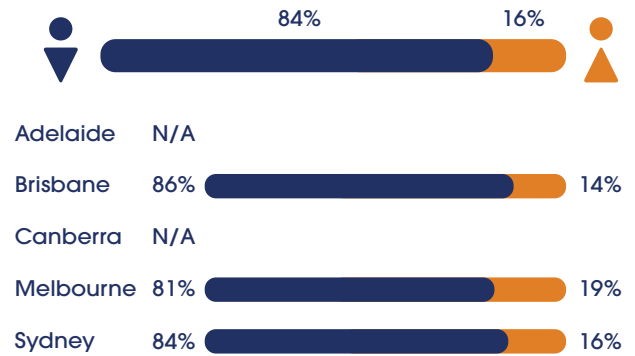
Account Executive Australia

HIRING DEMAND

Very High
This talent is very hard to hire

Adelaide	High
Brisbane	Very High
Canberra	Very High
Melbourne	Very High
Sydney	Very High

GENDER DIVERSITY

59% 41%

Adelaide	60%	40%
Brisbane	59%	41%
Canberra	66%	34%
Melbourne	61%	39%
Sydney	60%	40%
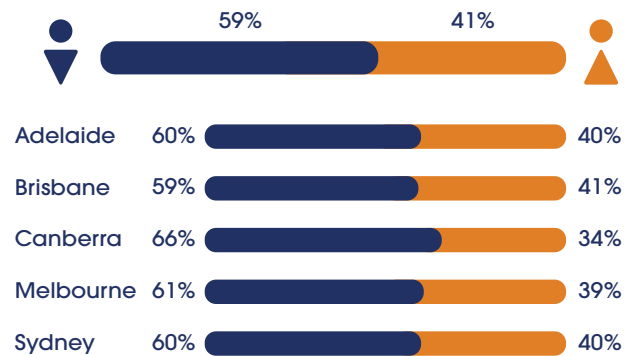
AUSTRALIAN PERMANENT RATES

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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TECHNOLOGY

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 5 star Sourcr review rating (with over 400+ reviews) and being twice awarded "Best Agency – IT/Telecommunications (NSW/ACT)".

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.

Read Sourcr Reviews »

AGENCY OF THE YEAR
INFORMATION TECHNOLOGY / TELECOMMUNICATIONS
2025

2025
BEST AGENCY
INFORMATION TECHNOLOGY / TELECOMMUNICATIONS
SA
sourcr.

2024
BEST AGENCY
INFORMATION TECHNOLOGY / TELECOMMUNICATIONS
NSW/ACT
sourcr.

2023
BEST AGENCY
INFORMATION TECHNOLOGY / TELECOMMUNICATIONS
NSW/ACT
sourcr.

Services We Provide

- Contract Recruitment
- Permanent Recruitment
- Executive Search
- Project & Volume hiring
- Payroll Services

Contact Us

Get in touch with us for more information about tech talent, salaries, contractor rates and other market information in your city, or to chat through hiring requirements.

📞 **1300 312 515**

✉ contactus@emanatetechnology.com.au