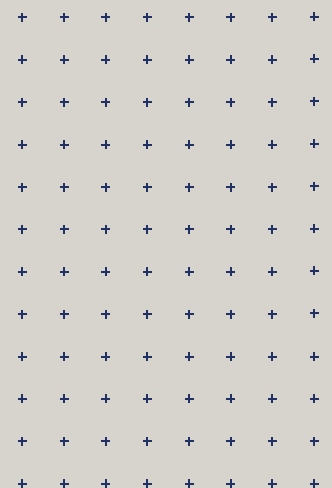




Salary & Rate Guide

FY27



Contents

	Cloud & DevOps.....	3
	Cyber Security.....	5
	Data & Analytics.....	7
	Digital & Product.....	9
	Infrastructure & Support.....	11
	Project Services.....	13
	Software Development.....	15
	Technology Sales.....	17
	About Emanate Technology.....	18
	Contact Us.....	18

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 July 2026 but are subject to market changes. They have been collated based on roles placed in FY25-26 combined with market and industry knowledge. Demand and diversity statistics have been collated using LinkedIn Talent Insights.

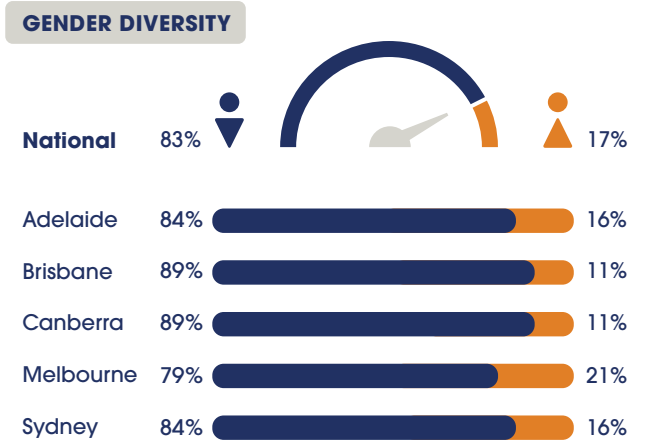
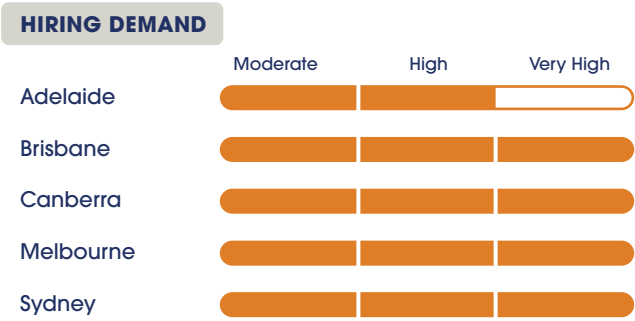
Cloud & DevOps Talent Snapshot

Cloud Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



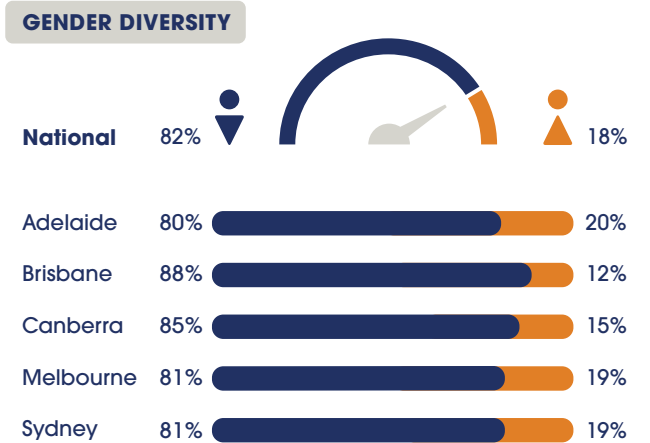
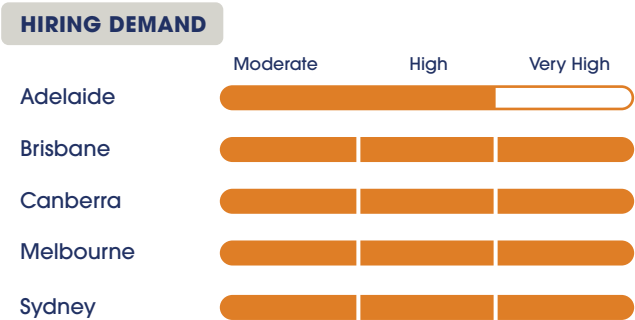


DevOps Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



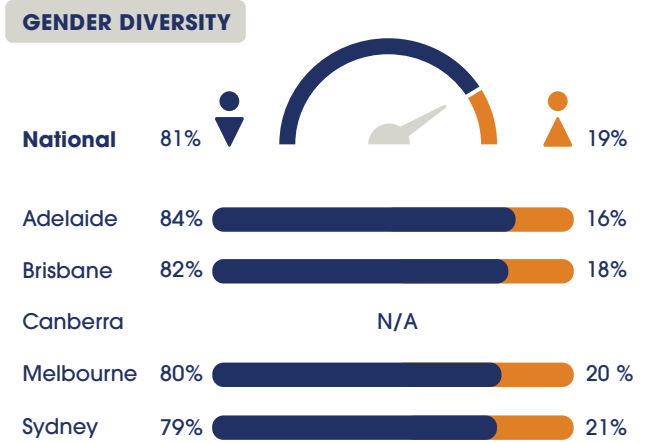
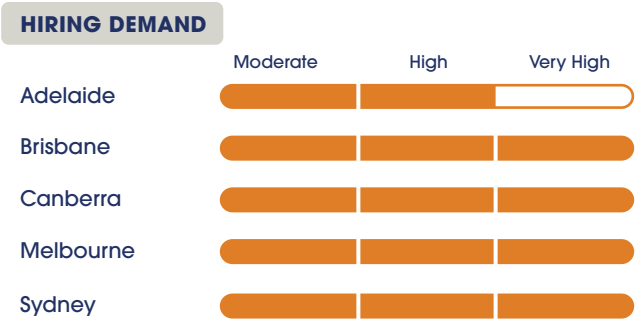


Platform Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire





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	\$170k	\$170k	\$190k	\$220k	\$175k	\$190k	\$210k	\$170k	\$190k	\$220k	\$180k	\$205k	\$230k
Cloud Engineer	\$110k	\$130k	\$130k	\$130k	\$150k	\$170k	\$140k	\$155k	\$170k	\$130k	\$150k	\$180k	\$150k	\$170k	\$180k
DevOps Engineer	\$110k	\$135k	\$140k	\$140k	\$160k	\$185k	\$150k	\$165k	\$175k	\$140k	\$160k	\$185k	\$150k	\$175k	\$190k
Cloud Admin	\$85k	\$110k	\$100k	\$100k	\$120k	\$140k	\$110k	\$130k	\$160k	\$100k	\$120k	\$140k	\$100k	\$120k	\$140k
Site Reliability Engineer (SRE)	\$110k	\$140k	\$170k	\$140k	\$160k	\$185k	N/A	N/A	N/A	\$140k	\$160k	\$185k	\$150k	\$165k	\$185k
Platform Engineer	\$120k	\$140k	\$170k	\$140k	\$160k	\$185k	\$150k	\$165k	\$175k	\$140k	\$160k	\$180k	\$150k	\$165k	\$185k
Cloud & Infrastructure Manager	\$150k	\$170k	\$190k	\$180k	\$190k	\$200k	\$180k	\$200k	\$220k	\$180k	\$200k	\$220k	\$170k	\$190k	\$220k
DevOps/Platform Manager	\$170k	\$185k	\$195k	\$180k	\$190k	\$200k	\$180k	\$200k	\$220k	\$170k	\$195k	\$220k	\$170k	\$190k	\$220k
Head of Cloud	\$180k	\$200k	\$220k	\$200k	\$220k	\$230k	\$180k	\$200k	\$220k	\$200k	\$220k	\$240k	\$200k	\$220k	\$230k

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	\$1,200	\$1,350	\$1,500	\$1,100	\$1,200	\$1,300	\$1,150	\$1,250	\$1,400
Cloud Engineer	\$850	\$950	\$1,050	\$900	\$1,000	\$1,100	\$1,040	\$1,100	\$1,280	\$900	\$1,000	\$1,100	900	\$1,000	\$1,100
DevOps Engineer	\$900	\$1,100	\$1,150	\$1,000	\$1,100	\$1,200	\$1,040	\$1,100	\$1,280	\$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	NA	NA	NA	\$900	\$1,000	\$1,200	\$950	\$1,100	\$1,250
Platform Engineer	\$900	\$1,100	\$1,150	\$1,000	\$1,100	\$1,200	\$1,000	\$1,120	\$1,200	\$900	\$1,000	\$1,200	\$950	\$1,100	\$1,250
Cloud & Infrastructure Manager	\$900	\$1,000	\$1,150	\$1,000	\$1,100	\$1,200	N/A	N/A	N/A	\$1,000	\$1,100	\$1,200	\$1,000	\$1,150	\$1,300
DevOps/Platform Manager	\$900	\$1,000	\$1,150	\$1,000	\$1,100	\$1,200	N/A	N/A	N/A	\$1,000	\$1,100	\$1,200	\$1,000	\$1,150	\$1,300
Head of Cloud	\$900	\$1,100	\$1,200	N/A	N/A	N/A	N/A	N/A	N/A	\$1,100	\$1,200	\$1,400	\$1,100	\$1,250	\$1,400

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

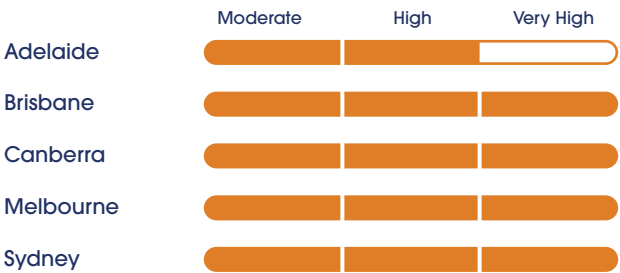
SOC Analyst Australia

HIRING DIFFICULTY

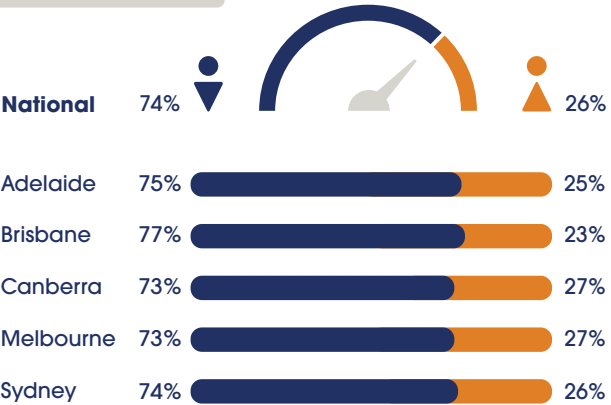
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



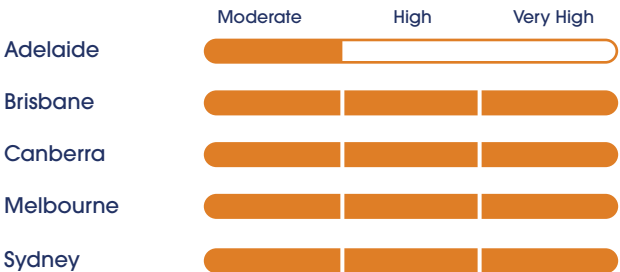
Security Engineer Australia

HIRING DIFFICULTY

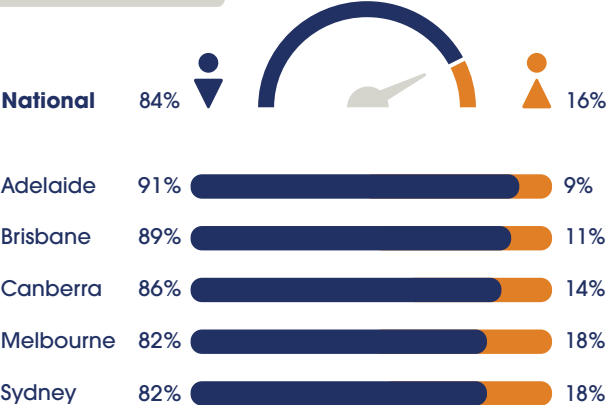
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



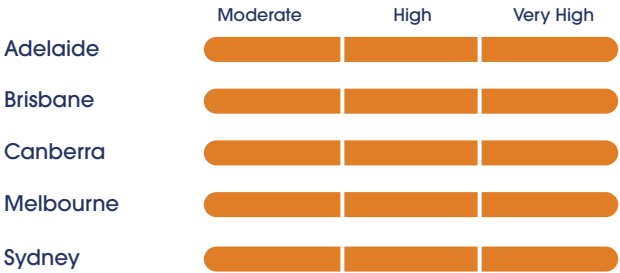
GRC Consultant Australia

HIRING DIFFICULTY

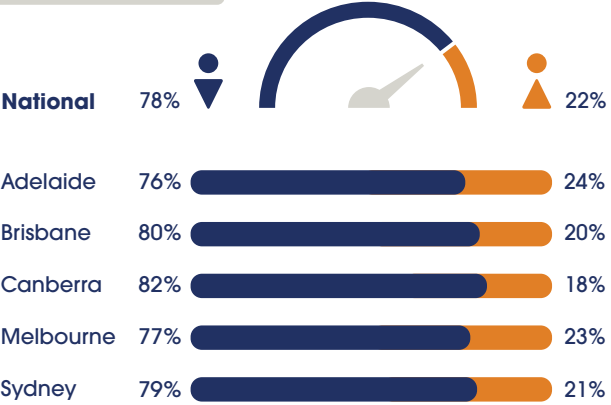
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Cyber Security Salary & Rate Guide

PERMANENT	SALARY RANGE (EXCL SUPER)		
JOB TITLE	LOW	MID	HIGH
Security Admin	\$80k - \$100k	\$100k - \$120k	\$120k - \$140k
SOC Analyst	\$60k - \$80k	\$80k - \$100k	\$100k - \$130k
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 - \$160k	\$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 - \$600	\$600 - \$800	\$800 - \$1,000
Security Engineer	\$800 - \$1,000	\$1,000 - \$1,100	\$1,100 - \$1,200
Technical Security Architect	\$1,000	\$1,100 - \$1,200	\$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+

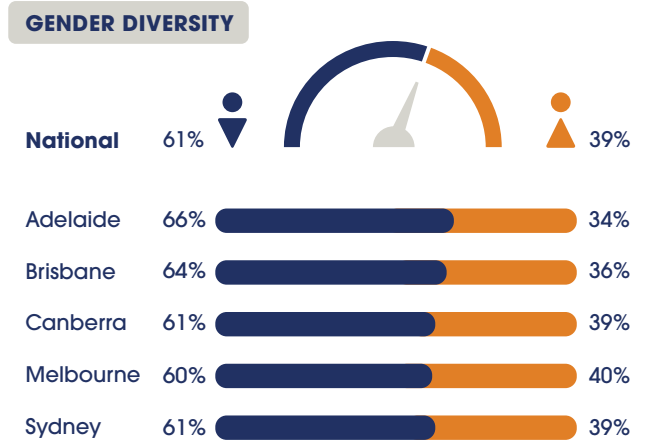
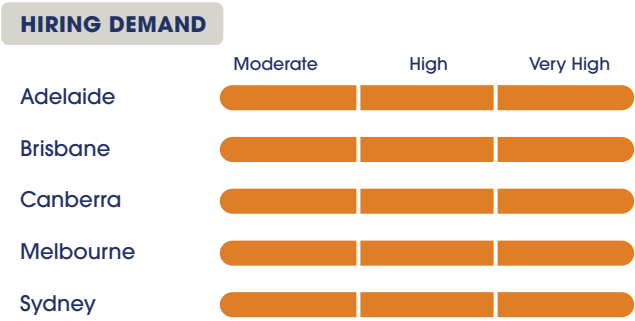
Data & Analytics Talent Snapshot

Data Analyst Australia

HIRING DIFFICULTY

This talent is very hard to hire



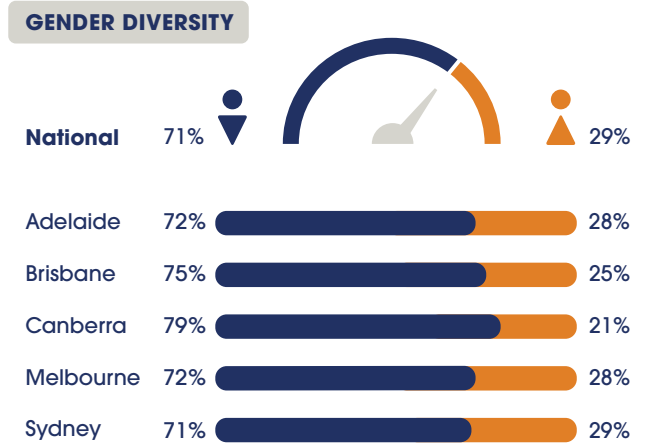
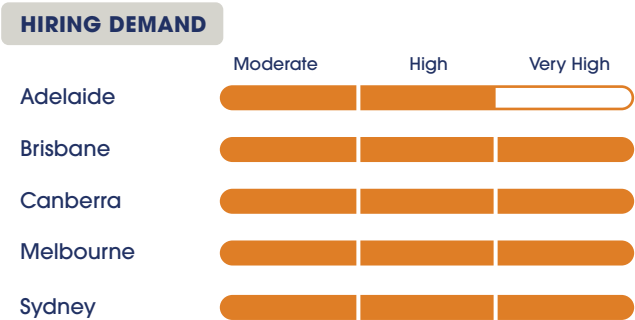


Data Engineer Australia

HIRING DIFFICULTY

This talent is very hard to hire



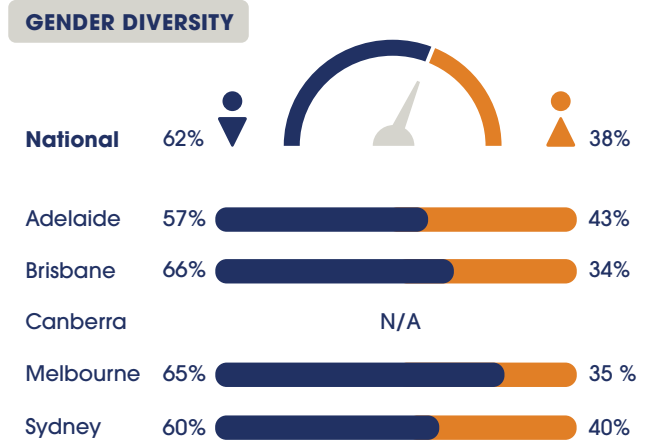
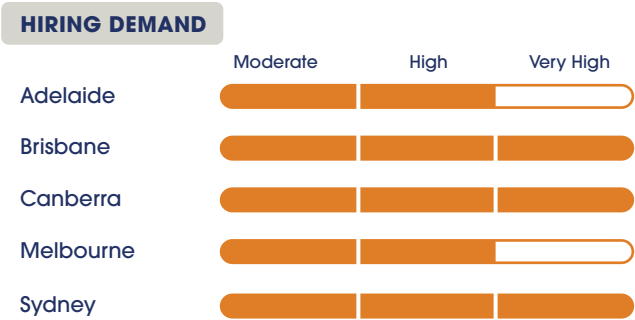


Business Intelligence (BI Analyst) Australia

HIRING DIFFICULTY

This talent is very hard to hire





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	\$140k	\$160k	\$200k	\$145k	\$175k	\$190k	\$145k	\$175k	\$195k	\$145k	\$175k	\$190k
Business Intelligence Developer	\$115k	\$130k	\$165k	\$130k	\$145k	\$160k	\$125k	\$140k	\$160k	\$125k	\$140k	\$160k	\$130k	\$155k	\$175k
Business Intelligence Analyst	\$105k	\$120k	\$130k	\$115k	\$130k	\$145k	\$115k	\$130k	\$140k	\$115k	\$130k	\$140k	\$120k	\$135k	\$150k
Data Engineer	\$120k	\$140k	\$160k	\$130k	\$150k	\$180k	\$130k	\$150k	\$170k	\$140k	\$160k	\$180k	\$140k	\$160k	\$180k
Data Governance Manager	\$140k	\$160k	\$175k	\$150k	\$175k	\$200k	\$145k	\$170k	\$185k	\$150k	\$175k	\$190k	\$150k	\$175k	\$200k
Database Administrator	\$100k	\$130k	\$145k	\$110k	\$130k	\$150k	\$110k	\$140k	\$165k	\$110k	\$140k	\$155k	\$120k	\$140k	\$160k
Data Architect	\$160k	\$180k	\$200k	\$165k	\$180k	\$200k+	\$170k	\$190k	\$210k	\$180k	\$200k	\$220k	\$180k	\$200k	\$220k
Data Analyst	\$100k	\$125k	\$150k	\$110k	\$130k	\$150k	\$110k	\$135k	\$150k	\$110k	\$135k	\$160k	\$120k	\$135k	\$160k
Data Modeller	\$120k	\$140k	\$160k	\$140k	\$155k	\$170k+	\$130k	\$150k	\$170k	\$130k	\$150k	\$170k	\$150k	\$170k	\$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
Data Scientist	\$800	\$1,000	\$1,200	\$950	\$1,050	\$1,200	\$960	\$1,080	\$1,240	\$950	\$1,050	\$1,200	\$950	\$1,050	\$1,200
Business Intelligence Developer	\$650	\$900	\$1,050	\$900	\$1,000	\$1,100	\$800	\$1,080	\$1,160	\$800	\$900	\$950	\$800	\$1,000	\$1,150
Business Intelligence Analyst	\$600	\$850	\$1,000	\$850	\$950	\$1,050	\$750	\$900	\$1,000	\$700	\$800	\$900	\$700	\$900	\$1,100
Data Engineer	\$700	\$900	\$1,100	\$950	\$1,100	\$1,250	\$960	\$1,080	\$1,200	\$850	\$950	\$1,200	\$900	\$1,050	\$1,200
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	\$1,000	\$850	\$950	\$1,050	\$800	\$1,040	\$1,280	\$750	\$850	\$950	\$700	\$950	\$1,050
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	\$1,200	\$1,350	\$1,450
Data Analyst	\$600	\$800	\$950	\$850	\$950	\$1,050	\$750	\$880	\$1,040	\$750	\$850	\$950	\$600	\$800	\$1,000
Data Modeller	\$750	\$900	\$1,150	\$1,050	\$1,150	\$1,250	\$800	\$960	\$1,120	\$850	\$900	\$1,100	\$1,000	\$1,200	\$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

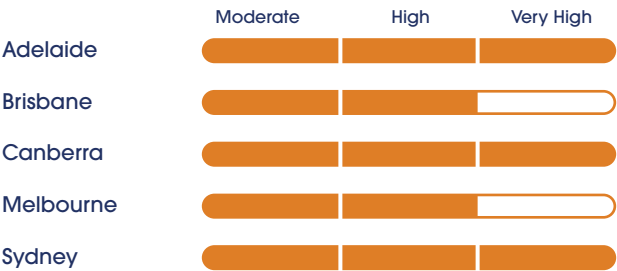
UX/UI Designer Australia

HIRING DIFFICULTY

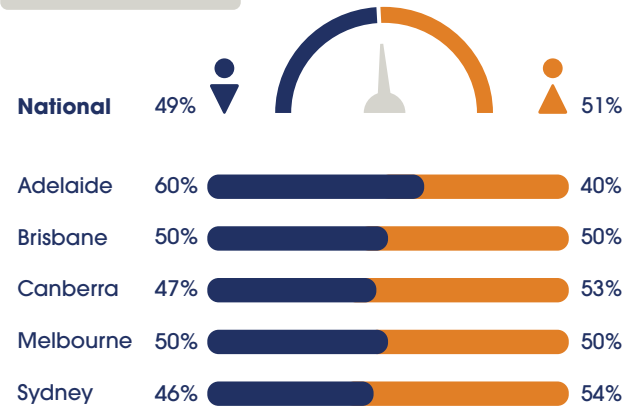
This talent is hard to hire



HIRING DEMAND



GENDER DIVERSITY



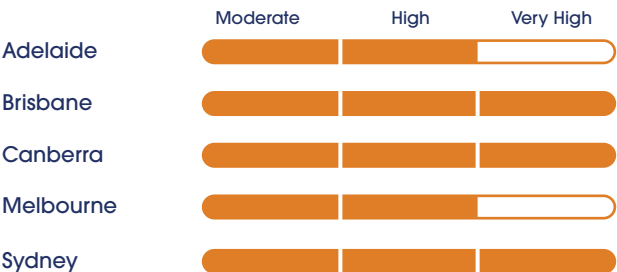
Service Designer Australia

HIRING DIFFICULTY

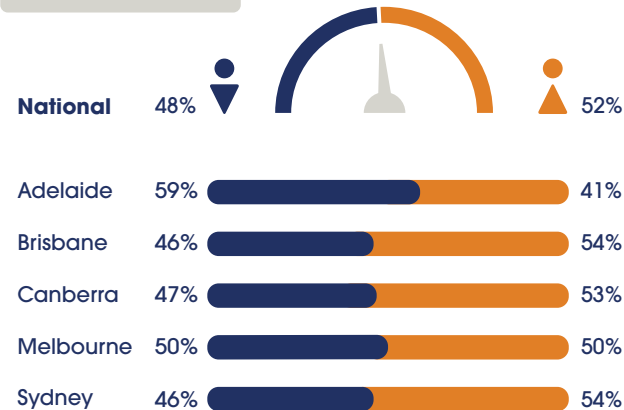
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



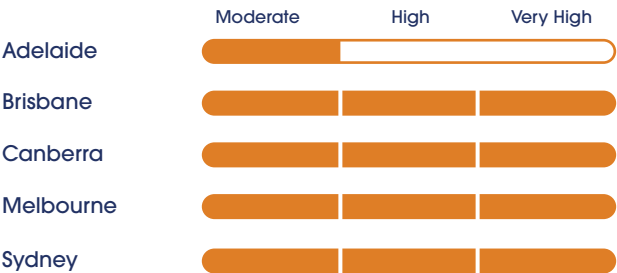
Graphic Designer Australia

HIRING DIFFICULTY

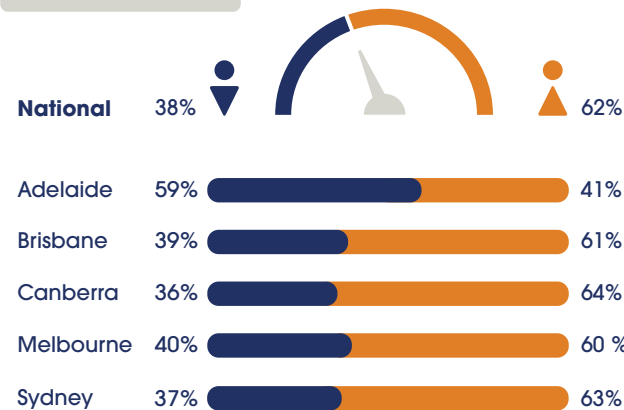
This talent is easy to hire



HIRING DEMAND



GENDER DIVERSITY



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	\$105k	\$125k	\$145k
UI/UX Designer	\$120k	\$130k	\$140k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k	\$115k	\$130k	\$165k
Interaction Designer	\$110k	\$125k	\$145k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$120k	\$130k	\$145k	\$125k	\$145k	\$165k
Content Designer/Writer/Strategist	\$65k	\$80k	\$100k	\$70k	\$80k	\$90k+	\$70k	\$80k	\$90k+	\$75k	\$90k	\$110k	\$75k	\$95k	\$120k
Product Owner	\$120k	\$135k	\$150k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$150k+	\$130k	\$145k	\$160k	\$130k	\$140k	\$170k
Product Manager	\$130k	\$145k	\$155k	\$140k	\$150k	\$160k+	\$140k	\$150k	\$160k+	\$140k	\$155k	\$175k	\$140k	\$160k	\$180k
Service Designer	\$100k	\$135k	\$145k	\$130k	\$140k	\$150k+	\$130k	\$140k	\$160k+	\$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 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	\$960	\$1,080	\$1,160	\$800	\$850	\$950	\$850	\$1,000	\$1,150
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	\$1,200	\$850	\$950	\$1,000	\$950	\$1,100	\$1,250
Graphic Design	\$500	\$700	\$850	\$650	\$750	\$850	\$640	\$800	\$1,000	\$650	\$750	\$850	\$700	\$800	\$900

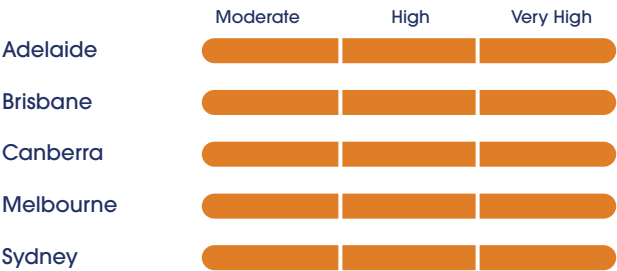
Systems Engineer Australia

HIRING DIFFICULTY

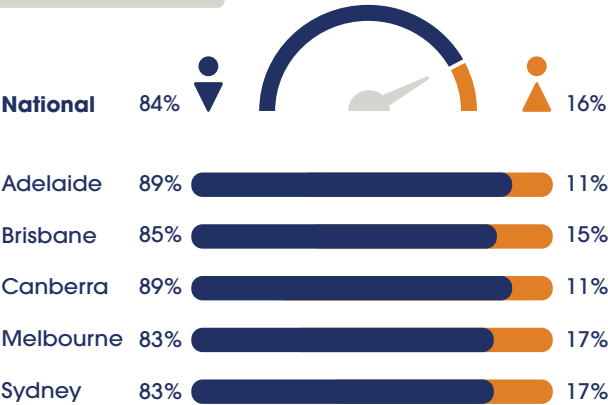
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



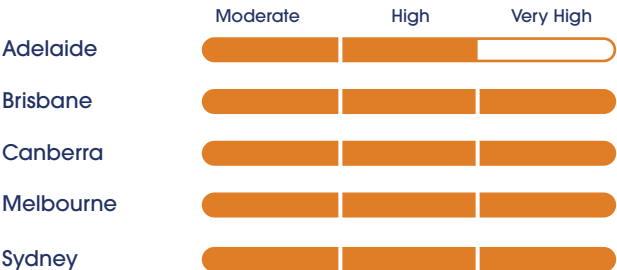
Solution Architect Australia

HIRING DIFFICULTY

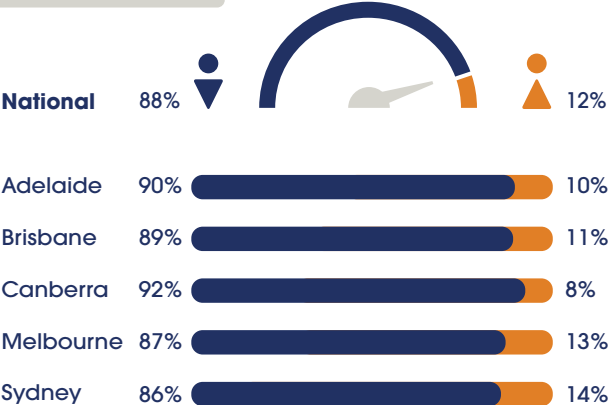
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



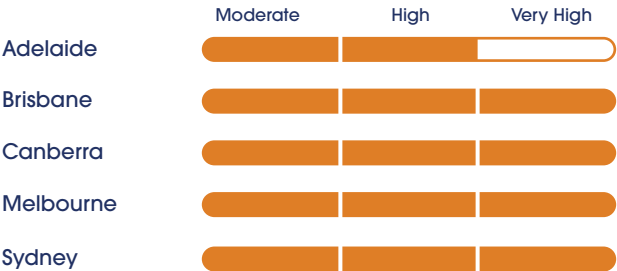
Infrastructure Engineer Australia

HIRING DIFFICULTY

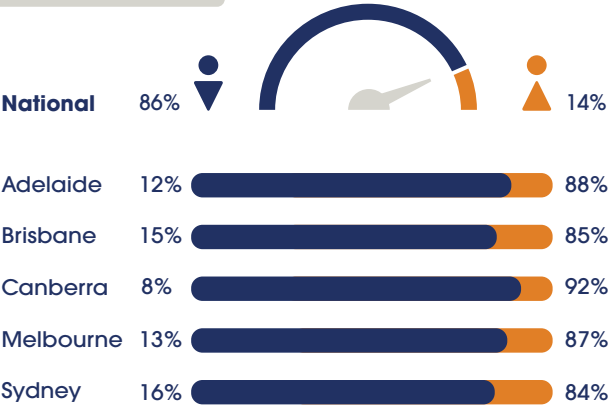
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Infrastructure & Support Salary & Rate Guide

PERMANENT	ADELAIDE 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	\$80k	\$60k	\$70k	\$80k	\$60k	\$80k	\$100k	\$60k	\$70k	\$90k	\$60k	\$75k	\$90k
Systems Engineer	\$90k	\$120k	\$150k	\$110k	\$130k	\$150k	\$130k	\$150k	\$170k	\$110k	\$130k	\$150k	\$110k	\$140k	\$165k
VMware Administrator/Engineer	\$105k	\$125k	\$150k	\$120k	\$140k	\$160k	\$130k	\$150k	\$180k	\$120k	\$140k	\$160k	\$120k	\$150k	\$180k
Storage Admin	\$80k	\$95k	\$110k	\$80k	\$100k	\$120k	\$100k	\$120k	\$140k	\$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	\$130k	\$170k	\$220k	\$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	\$165k
Network Security Engineer	\$90k	\$120k	\$150k	\$110k	\$140k	\$160k	\$140k	\$160k	\$180k	\$110k	\$140k	\$160k	\$140k	\$160k	\$180k
IT Manager	\$150k	\$160k	\$170k	\$150k	\$160k	\$170k	\$150k	\$170k	\$200k	\$150k	\$170k	\$180k	\$145k	\$170k	\$195k

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	\$500	\$320	\$400	\$480	\$350	\$400	\$450
Systems Engineer	\$750	\$850	\$950	\$750	\$900	\$1,000	\$1,000	\$1,100	\$1,350	\$750	\$900	\$1,100	\$750	\$900	\$1,100
VMware Administrator/Engineer	\$750	\$850	\$950	\$750	\$900	\$1,000	\$1,000	\$1,200	\$1,350	\$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	\$1,000
Storage Engineer/Architect	\$750	\$900	\$1,050	\$900	\$1,000	\$1,100	\$1,000	\$1,200	\$1,350	\$900	\$1,000	\$1,200	\$950	\$1,100	\$1,250
SOE/MOE/Apps Packaging	\$700	\$800	\$950	\$850	\$1,000	\$1,100	\$1,000	\$1,200	\$1,500	\$850	\$1,000	\$1,100	\$850	\$1,000	\$1,100
Linux Admin/Engineer	\$700	\$800	\$950	\$750	\$900	\$1,000	\$1,000	\$1,200	\$1,500	\$750	\$900	\$1,100	\$800	\$900	\$1,100
Solution Architect	\$1,000	\$1,100	\$1,200	\$900	\$1,100	\$1,300	\$1,100	\$1,200	\$1,350	\$1,000	\$1,200	\$1,300	\$1,100	\$1,200	\$1,350
Infrastructure Engineer	\$650	\$850	\$1,100	\$700	\$900	\$1,100	\$1,000	\$1,200	\$1,350	\$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	\$900	\$1,050	\$1,250
IT Manager	\$900	\$1,000	\$1,100	\$900	\$1,000	\$1,100	N/A	N/A	N/A	\$900	\$1,000	\$1,100	\$900	\$1,050	\$1,200

Project Services Talent Snapshot

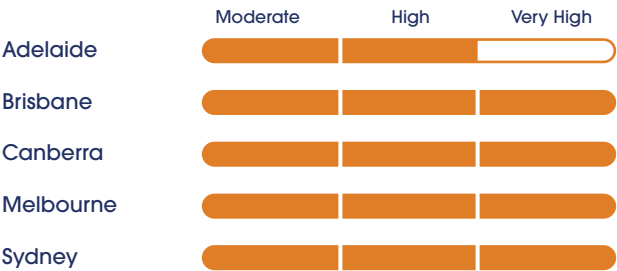
Business Analyst Australia

HIRING DIFFICULTY

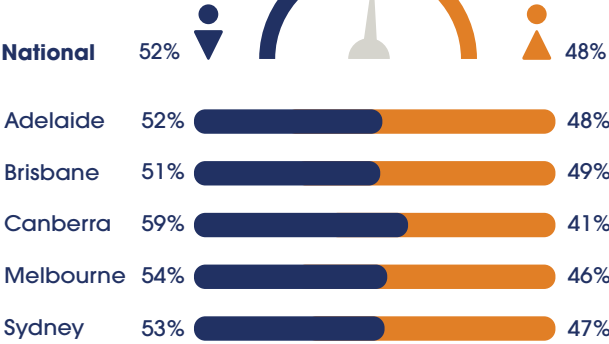
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



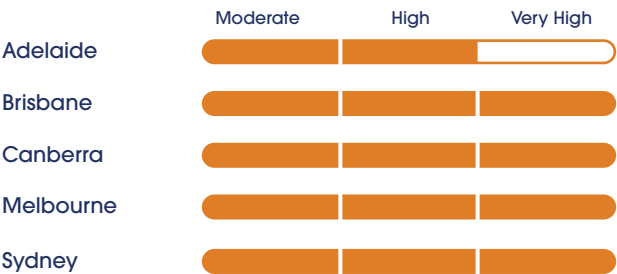
Project Manager Australia

HIRING DIFFICULTY

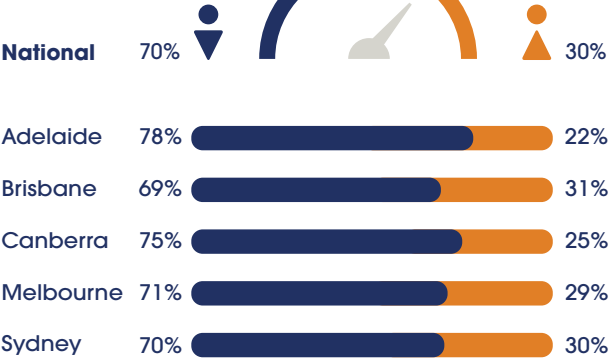
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



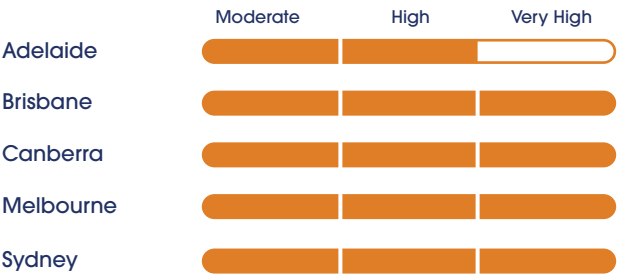
Change Manager Australia

HIRING DIFFICULTY

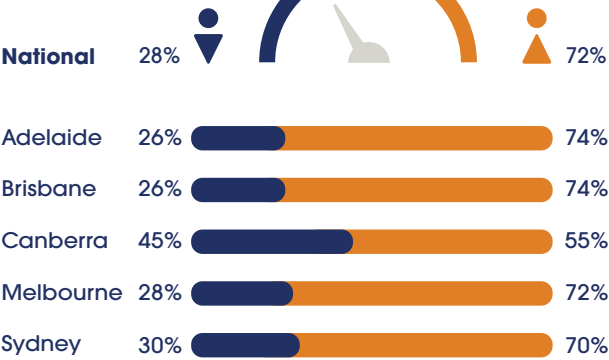
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



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	\$220k	\$170k	\$190k	\$220k	\$180k	\$200k	\$220k	\$180k	\$200k	\$220k	\$170k	\$200k	\$260k
PMO Lead	\$150k	\$170k	\$200k	\$160k	\$175k	\$210k	\$170k	\$190k	\$210k	\$160k	\$180k	\$220k	\$150k	\$185k	\$210k
Program Scheduler	\$100k	\$120k	\$150k	\$160k	\$180k	\$200k	\$160k	\$180k	\$200k	\$160k	\$180k	\$200k	\$160k	\$180k	\$200k
Project Manager	\$125k	\$140k	\$160k	\$140k	\$155k	\$175k	\$130k	\$150k	\$180k	\$150k	\$170k	\$190k	\$150k	\$170k	\$190k
Project Officer	\$80k	\$95k	\$110k	\$100k	\$125k	\$140k	\$110k	\$120k	\$135k	\$110k	\$125k	\$140k	\$100k	\$125k	\$140k
Organisational Change Manager	\$140k	\$160k	\$180k	\$150k	\$170k	\$190k	\$160k	\$175k	\$190k	\$140k	\$155k	\$180k	\$140k	\$175k	\$200k
Change Analyst	\$90k	\$100k	\$120k	\$110k	\$130k	\$145k	\$120k	\$130k	\$140k	\$110k	\$120k	\$130k	\$100k	\$120k	\$150k
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	\$150k	\$170k	\$205k
Lead Business Analyst	\$130k	\$145k	\$165k	\$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	\$115k	\$120k	\$130k	\$140k	\$120k	\$130k	\$140k	\$110k	\$120k	\$140k	\$105k	\$125k	\$140k
Agile Coach	\$150k	\$170k	\$190k	\$150k	\$175k	\$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 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	\$1,000	\$1,300	\$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	\$1,200	\$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	\$950	\$1,050	\$1,150	\$1,050	\$1,100	\$1,200	\$700	\$850	\$1,000	\$900	\$1,050	\$1,200
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	\$1,050	\$1,200	\$1,350
Change Analyst	\$500	\$650	\$850	\$700	\$800	\$900	\$900	\$1,000	\$1,050	\$500	\$700	\$900	\$800	\$950	\$1,050
Stakeholder Engagement Manager	\$700	\$800	\$900	\$800	\$900	\$1,000	\$1,000	\$1,050	\$1,100	\$600	\$700	\$900	\$950	\$1,100	\$1,250
Business Architect	\$900	\$950	\$1,150	\$1,000	\$1,100	\$1,200	\$1,050	\$1,100	\$1,250	\$600	\$800	\$1,000	\$1,050	\$1,200	\$1,350
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	\$1,200
Business Analyst	\$750	\$800	\$950	\$800	\$900	\$1,000	\$1,000	\$1,080	\$1,120	\$600	\$800	\$1,000	\$700	\$900	\$1,050
Systems Analyst	\$800	\$900	\$1,000	\$800	\$950	\$1,050	\$950	\$1,050	\$1,100	\$600	\$800	\$900	\$750	\$850	\$1,050
Technical Writer	\$600	\$750	\$900	\$800	\$875	\$950	\$800	\$950	\$1,050	\$500	\$600	\$700	\$650	\$750	\$900
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	\$950	\$1,100	\$1,000	\$1,100	\$1,200	\$600	\$800	\$1,000	\$1,000	\$1,300	\$1,500
Scrum Master	\$700	\$800	\$1,000	\$800	\$950	\$1,100	\$1,000	\$1,100	\$1,200	\$600	\$800	\$1,000	\$900	\$1,000	\$1,200

Software Development Talent Snapshot

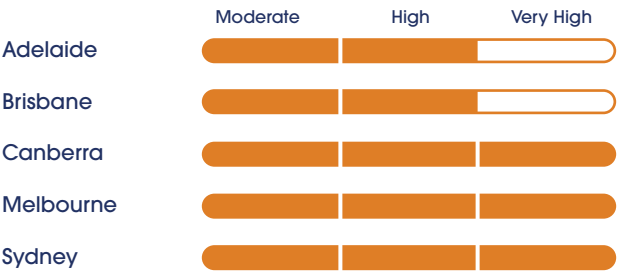
Software Engineer Australia

HIRING DIFFICULTY

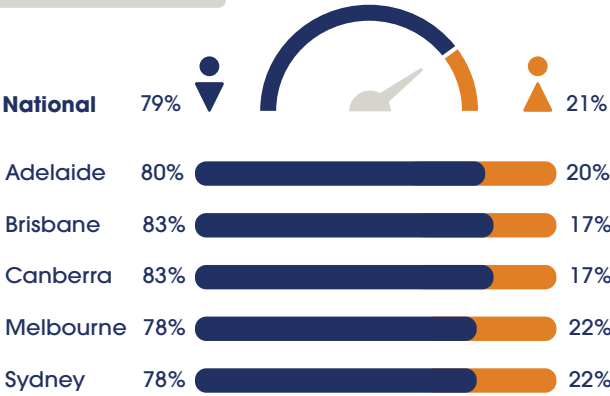
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



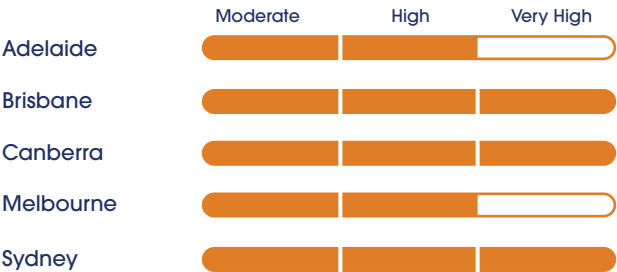
Full Stack Developer Australia

HIRING DIFFICULTY

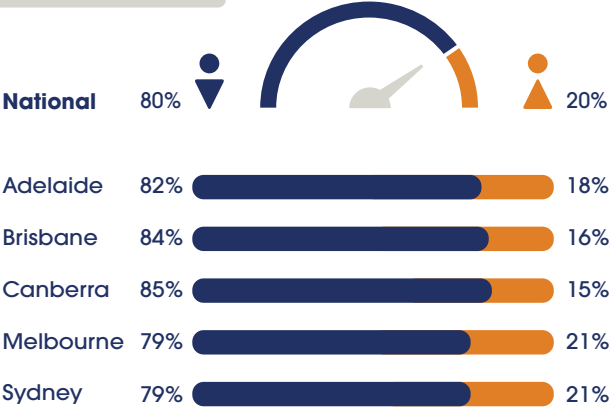
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



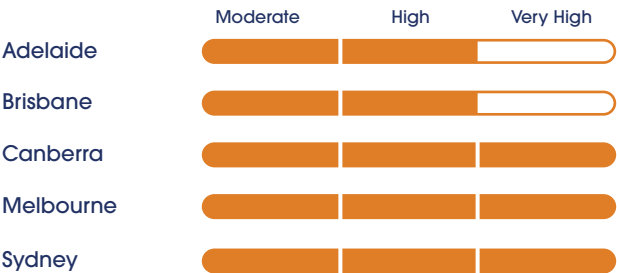
Front End Developer Australia

HIRING DIFFICULTY

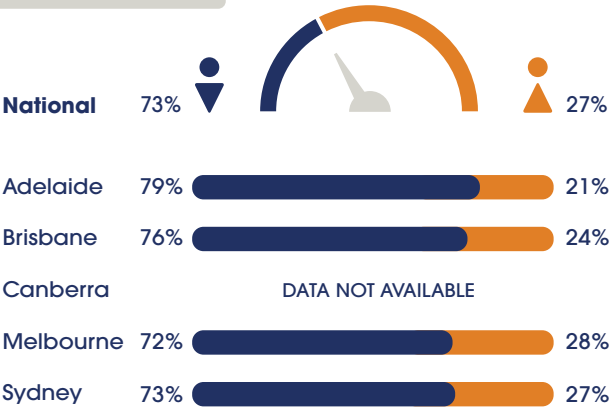
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



Software Development Salary & Rate Guide

PERMANENT	ADELAIDE 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	\$300k	\$340k	\$380k
Engineering VP	\$180k	\$230k	\$320k+	\$270k	\$290k	\$310k	\$260k	\$290k	\$320k	\$270k	\$300k	\$345k	\$285k	\$325k	\$370k
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	\$220k+	\$175k	\$200k	\$240k	\$175k	\$200k	\$240k	\$180k	\$210k	\$240k	\$200k	\$220k	\$240k
Principal Engineer	\$140k	\$170k	\$220k+	\$175k	\$200k	\$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	\$160k	\$105k	\$140k	\$170k
Back End Developer	\$90k	\$130k	\$160k+	\$100k	\$140k	\$190k	\$100k	\$140k	\$190k	\$110k	\$160k	\$180k	\$130k	\$165k	\$190k
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	\$100k	\$130k	\$165k	\$100k	\$140k	\$190k	\$100k	\$140k	\$190k	\$120k	\$165k	\$185k	\$130k	\$180k	\$200k
Mobile Developer	\$95k	\$125k	\$155k	\$90k	\$130k	\$180k	\$90k	\$130k	\$180k	\$150k	\$165k	\$180k	\$150k	\$175k	\$195k
Test Lead	\$130k	\$150k	\$170k	\$130k	\$160k	\$190k	\$130k	\$160k	\$190k	\$145k	\$160k	\$180k	\$150k	\$170k	\$190k
Automation Tester	\$80k	\$105k	\$135k+	\$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	\$100k	\$140k	\$160k
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	\$1,250	\$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	\$1,400	\$1,100	\$1,250	\$1,400	\$1,240	\$1,320	\$1,480	\$1,000	\$1,150	\$1,250	\$1,100	\$1,200	\$1,400
Principal Engineer	\$850	\$1,150	\$1,200	\$1,000	\$1,100	\$1,200	\$1,120	\$1,200	\$1,280	\$1,000	\$1,100	\$1,200	\$1,050	\$1,200	\$1,350
Staff Engineer/Tech Lead	\$800	\$950	\$1,100	\$850	\$1,000	\$1,150	\$1,120	\$1,200	\$1,280	\$950	\$1,100	\$1,200	\$950	\$1,100	\$1,250
Embedded C / C++ Software Engineer	\$700	\$900	\$1,100	\$850	\$1,000	\$1,120	\$960	\$1,040	\$1,120	\$600	\$800	\$1,000	\$650	\$800	\$1,050
Back End Developer	\$700	\$950	\$1,100	\$850	\$1,000	\$1,120	\$960	\$1,040	\$1,120	\$700	\$800	\$1,050	\$770	\$880	\$1,100
Front End Developer	\$650	\$850	\$1,100	\$800	\$960	\$1,120	\$800	\$960	\$1,120	\$600	\$750	\$1,000	\$700	\$900	\$1,100
Web Developers	\$600	\$800	\$1,000	\$800	\$960	\$1,120	\$800	\$960	\$1,120	\$500	\$750	\$950	\$550	\$800	\$1,000
Full-Stack Developer	\$700	\$950	\$1,100	\$960	\$1,080	\$1,200	\$960	\$1,080	\$1,200	\$600	\$800	\$950	\$800	\$980	\$1,150
Mobile Developer	\$650	\$850	\$1,100	\$800	\$960	\$1,120	\$800	\$960	\$1,120	\$700	\$850	\$1,000	\$800	\$950	\$1,150
Test Lead	\$750	\$850	\$1,100	\$920	\$1,000	\$1,120	\$920	\$1,000	\$1,120	\$900	\$1,000	\$1,200	\$950	\$1,050	\$1,250
Automation Tester	\$600	\$800	\$1,000	\$850	\$950	\$1,050	\$920	\$1,000	\$1,120	\$600	\$800	\$1,000	\$650	\$850	\$1,050
Manual Tester	\$450	\$750	\$950	\$760	\$840	\$960	\$760	\$840	\$960	\$500	\$725	\$900	\$550	\$750	\$900
Enterprise Architect	\$1,000	\$1,250	\$1,400	\$1,200	\$1,350	\$1,500	\$1,280	\$1,440	\$1,760	\$1,100	\$1,250	\$1,550	\$1,100	\$1,250	\$1,450

Technology Sales Talent Snapshot

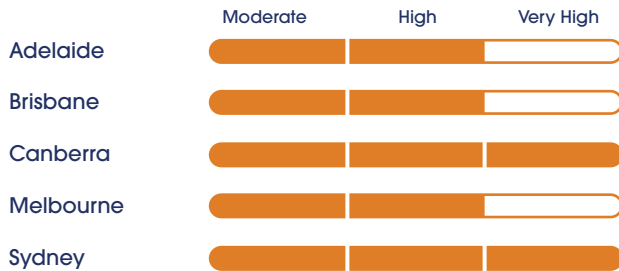
Presales Architect Australia

HIRING DIFFICULTY

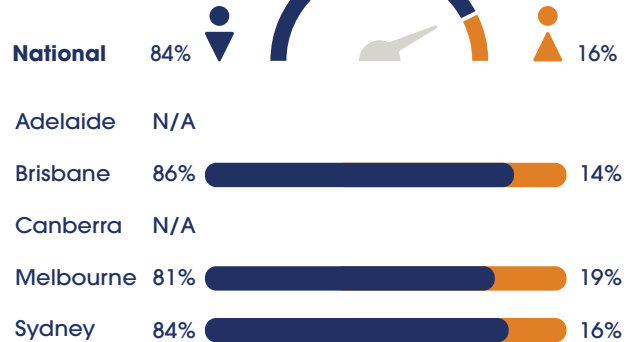
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



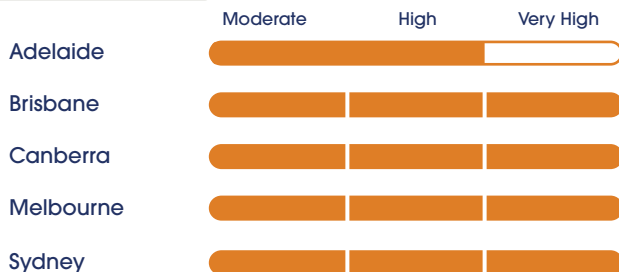
Account Executive Australia

HIRING DIFFICULTY

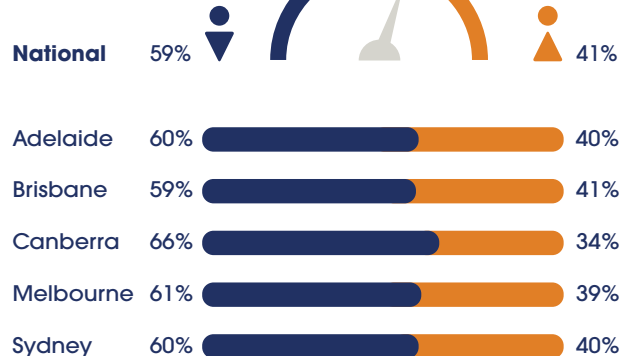
This talent is very hard to hire



HIRING DEMAND



GENDER DIVERSITY



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	\$500k	\$600k	60/40
Business Development / Account Executive	\$300k	\$400k	\$500k+	50/50
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	\$125k	N/A

About Emanate 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 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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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.



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