



Method



Salary Guide 2026

TECHNOLOGY

About this guide

This guide provides a strategic overview of Australia's Technology, AI and Delivery talent market in 2026. Drawing on active search insights, market trends and real-time hiring activity across industries, it highlights how technology capability is evolving and where competition for high-impact talent is strongest.

Designed for both business leaders shaping digital and transformation strategies and professionals seeking to make informed career decisions, it offers clarity on market movement, candidate expectations and the strategic considerations influencing hiring and progression in today's technology landscape.

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About Method Recruitment Group

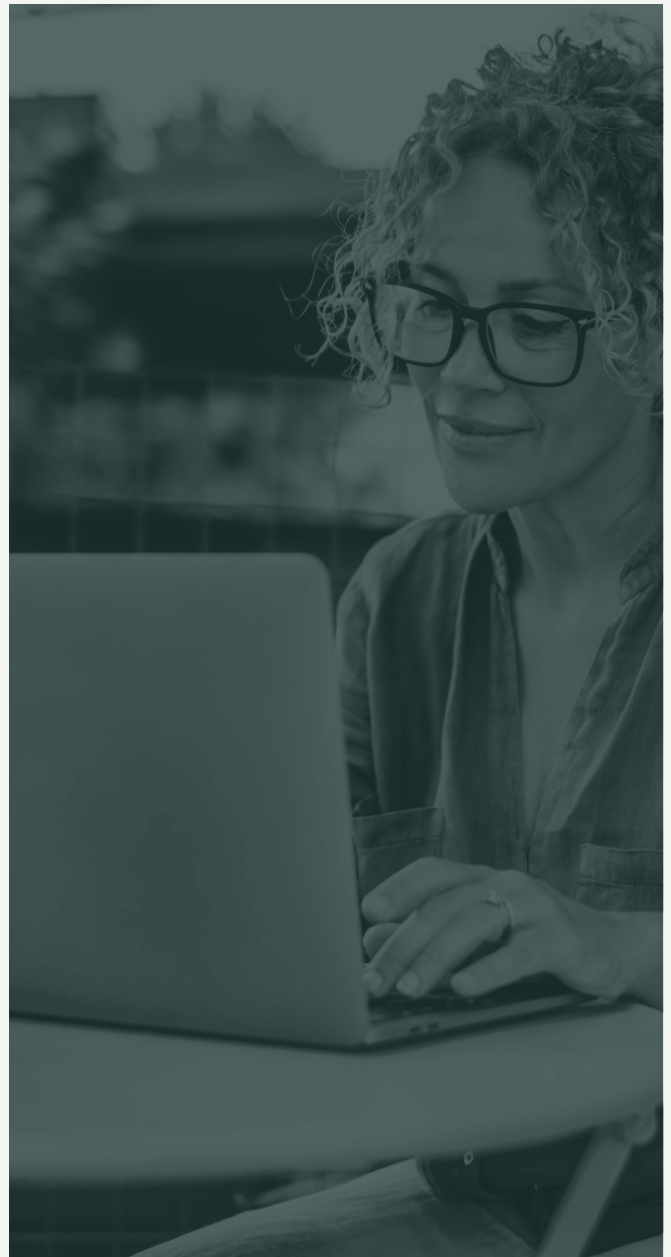
Method Recruitment Group was built on the belief that recruitment should be intentional, insights driven and strategically aligned – yet always uniquely human. We operate at the intersection of performance and partnership, aligning capability to business ambition and careers to long-term potential.

Across Technology, Accounting & Finance, Sales & Marketing, Business Support, HR, Risk and Executive engagements, our consultants are specialists by design. They work exclusively within their markets, combining deep commercial understanding with genuine relationship depth. That proximity gives our clients a competitive edge by way of access to informed advisory, calibrated market intelligence and talent networks built over years, not weeks.

Our vision is to be Australia's most trusted and impactful recruitment experience. Trust is earned through transparency. Impact is created through outcomes. Every brief we take on is approached with care, precision and a commitment to long-term success.

For clients, that means recruitment aligned to business performance.
For candidates, it means guidance, clarity and advocacy at pivotal career moments.

Recruitment done right isn't reactive. It's deliberate, refined and human at its core. That's our Method.



Growth doesn't
happen by accident.
Neither does great hiring.

Employment Market Overview

The Australian tech market is back in growth mode and this time it's strategic.

After a period of cautious investment, organisations are moving beyond experimentation - launching major AI, cloud, software and cybersecurity initiatives that are aiming to move the needle of innovation and success. IT spending is set to climb by close to 9% on 2025, reflecting renewed confidence and a clear focus on business outcomes.

This is a candidate-driven market. Top-tier talent (those who can deliver end-to-end solutions, solve complex problems and take ownership of outcomes) is scarce. Failing to move decisively puts you at risk of losing the very people who can make programs succeed. Contractors are in demand for short-term transformation programs, while permanent hires are increasingly strategic: bring in people who add measurable value, not just fill headcount.

What's Shaping the Next 12 Months?

AI AS A CORE DRIVER

From architecture to delivery, AI is the engine driving hiring, planning and platform optimisation.

CLOUD AND PLATFORM-LED MODELS

Organisations are prioritising engineers and SREs who can deliver scalable, secure, cost-efficient system - not just maintain what's there.

CYBERSECURITY AND GOVERNANCE

Increasingly non-negotiable as AI and digital transformation programs accelerate.

DELIVERY TALENT MATTERS

Mid-to-senior professionals who can execute and take accountability for outcomes are highly prized.

CANDIDATE EXPECTATIONS ARE CLEAR

Flexibility, impact, purpose and clarity in roles aren't perks - they're prerequisites.

DATACENTRES & AI OPTIMISED SERVERS

We predict this to be one of the fastest growing areas of technology in Australia. Investment in Software, AI and datacentre infrastructure will peak in 2026.

Salary Movement

Salary growth across the technology market has stabilised after several years of rapid increases. While base salaries remain broadly steady across many core roles, professionals are placing greater emphasis on flexibility, meaningful work and the impact of the projects they contribute to when assessing new opportunities.

Demand for AI and advanced data capability continues to place upward pressure on remuneration, with salaries in these areas

already elevated and expected to increase further over the next 12 months as organisations accelerate adoption.

At the same time, contract rates have softened slightly in parts of the market as hiring volumes normalise and organisations adopt more measured investment approaches following the surge in technology hiring during recent transformation cycles.

Remuneration & Benefits Trends

Employers are increasingly using total reward structures to attract and retain talent. Flexible working arrangements, performance-based bonuses, retention incentives and learning budgets are now standard expectations for many technology professionals.

For senior engineering and leadership roles, long-term incentives and project-linked bonuses are also becoming more common as organisations look to secure continuity across major transformation programs.

The underlying message here is to know who you are talking to. Are they salary or lifestyle driven? Agility in your offering will give you the best chance at securing the team that will help push your organisation further.

2026 Hiring Takeaways

Compared to this time last year, there is a greater feeling of security and optimism. Although, hiring is taking place against a backdrop of continued economic pressure and

increased scrutiny on technology investment. Organisations are being more selective in how they allocate hiring budgets, prioritising roles that directly support revenue growth, operational efficiency or critical transformation initiatives. As a result, hiring strategies are shifting from broad team expansion to targeted capability acquisition. A focus on securing talent with highly transferable skills where capability gaps can slow business delivery is a hiring strategy that will help here.

Hiring processes are also under greater scrutiny. In a market where experienced engineers and technology leaders often have multiple opportunities available, prolonged interview cycles and unclear decision-making structures continue to result in candidate drop-off.

Finally, organisations that balance cost discipline with strategic workforce planning will be best positioned to compete for technology talent. Rather than reacting to immediate skill shortages, leading employers are investing in internal capability development, contractor-to-permanent pathways and targeted hiring for critical roles that support long-term digital maturity.



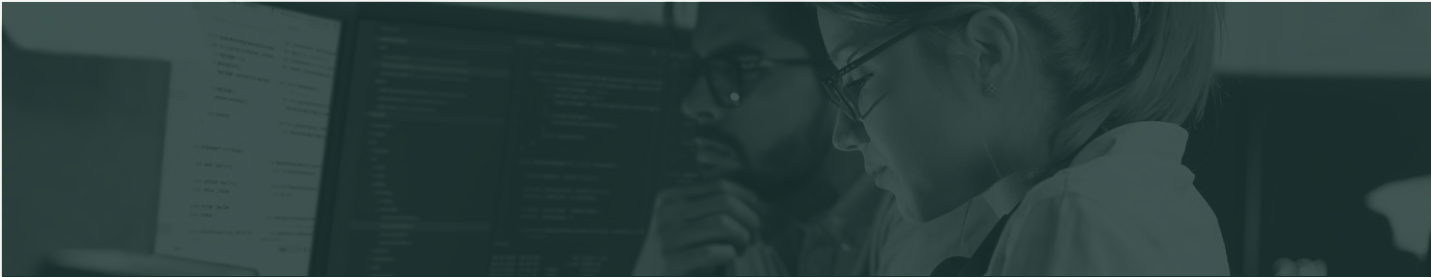
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Engineering & Testing



Diversity:
46% Female



Tenure:
1.7 years



Demand:
Very High

Demand is selective, focusing on senior engineers and testers who can own end-to-end delivery. Investment in AI-assisted development, automation and regulated platforms drives premium hiring. Senior Automation Test Engineers, Test Architects and Staff/Principal Software Engineers are scarce, particularly those with AI-enabled development experience. Prioritising capability over perfect stack alignment will secure the best talent, while slow or overly cautious hiring will lose high performers.

Testing & Quality Assurance

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
QA/Testing Analyst (Manual)	\$100k-\$120k	\$120k-\$140k	\$140k+	\$700-\$900
Automation Testing	\$120k-\$140k	\$140k-\$160k	\$160k+	\$900-\$1,100
Test Manager	\$140k-\$150k	\$150k-\$170k	\$170k+	\$1,000-\$1,300
Test Lead	\$115k-\$135k	\$135k-\$150k	\$150k+	\$900-\$1,200
Performance Testing	\$120k-\$140k	\$140k-\$160k	\$160k+	\$1,000-\$1,200

Software Engineering



Diversity:
22% Female



Tenure:
1.4 years



Demand:
Very High

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
iOS Development	\$120k-\$150k	\$150k-\$180k	\$180k+	\$1,000-\$1,200
PHP Development	\$100k-\$130k	\$130k-\$160k	\$160k+	\$800-\$1,000
Android Development	\$120k-\$150k	\$150k-\$180k	\$180k+	\$1,000-\$1,200
Front-end Development	\$110k-\$140k	\$140k-\$170k	\$180k+	\$950-\$1,250
Java Development	\$110k-\$140k	\$140k-\$180k	\$180k+	\$950-\$1,200
Node Development	\$110k-\$140k	\$140k-\$180k	\$180k+	\$1,000-\$1,300
Go Lang Development	\$120k-\$150k	\$150k- \$200k	\$200k+	\$1,000-\$1,400
Python Development	\$120k-\$140k	\$150k-\$180k	\$180k+	\$1,000-\$1,200
.NET Developer	\$100k-\$130k	\$130k-\$180k	\$180k+	\$900-\$1,400
Software Engineering Manager	N/A	N/A	\$200k+	\$1,200-\$1,500

Cloud & Infrastructure



Diversity:
20% Female



Tenure:
2.2 years



Demand:
Very High

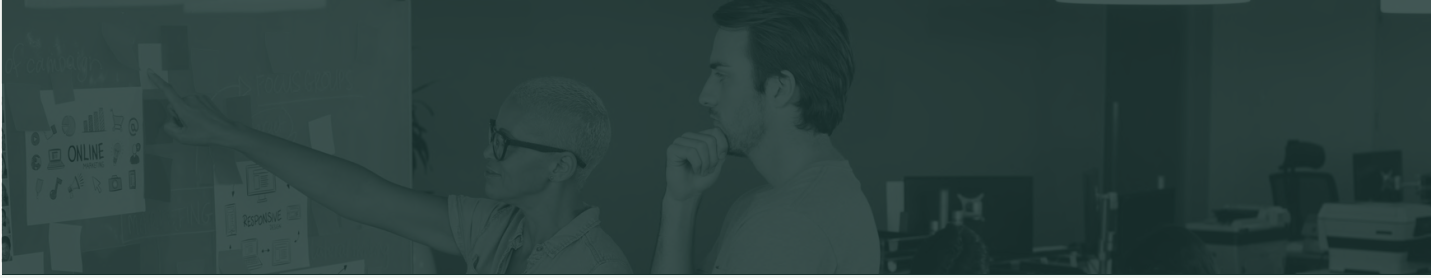
Underinvestment in the right skills here means talent loss that keeps systems reliable, secure and cost-effective.

We're seeing high demand for cloud, platform and infrastructure talent, driven by digital transformation, cloud modernisation, reliability, security and hybrid operating models. Organisations are hiring not to maintain systems, but to build resilient, scalable platforms that deliver measurable business outcomes. Top roles include Cloud Engineers, Platform Engineers, SREs, Cloud Security specialists, Systems and Network Engineers and Service Delivery Managers.

Skills in demand focus on multi-cloud environments, Infrastructure as Code (Terraform, CloudFormation, Bicep), CI/CD, containers and Kubernetes, observability, DevSecOps, and FinOps. Senior specialists remain scarce, mid-level talent is balanced and generalist DevOps or infrastructure candidates are easier to find. Salary pressure is strongest for senior platform, cloud, SRE and security roles, while mid-level or generalist roles are holding steady. At all levels, counter-offers are common.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Level 1 Helpdesk	\$60k-\$65k	\$65k-\$70k	\$70k-\$75k	\$350-\$450
Level 2 Desktop / Service Desk Analyst	\$65k-\$75k	\$75k-\$80k	\$80k-\$90k	\$450-\$550
L2/L3 Application Support Analyst	\$80k-\$90k	\$90k-\$110k	\$110k-\$130k	\$500-\$700
End User Compute Analyst / Engineer	\$90k-\$110k	\$110k-\$130k	\$130k-\$150k	\$500-\$750
System Administrator	\$100k-\$110k	\$110k-\$120k	\$120k-\$130k	\$500-\$700
System Engineer	\$120k-\$130k	\$130k-\$140k	\$140k+	\$800-\$1,000
Network Engineer	\$120k-\$130k	\$130k-\$150k	\$160k+	\$900-\$1,200
SRE Engineer	\$135k-\$160k	\$160k-\$180k	\$180k+	\$1,200-\$1,400
DevOps Engineer	\$135k-\$160k	\$160k-\$180k	\$180k+	\$1,200-\$1,400
Service Delivery Manager	\$120k-\$140k	\$140k-\$170k	\$170k+	\$600-\$800
Infrastructure Architect	\$180k-\$190k	\$190k-\$200k	\$180k-\$220k	\$1,000-\$1,200
Infrastructure Manager	\$160k-\$180k	\$180k-\$190k	\$190k-\$200k	N/A
Database - SQL/Oracle	\$100k-\$120k	\$130k-\$140k	\$150k+	\$850-\$950
Platform Engineer	\$140k-\$160k	\$160k-\$170k	\$180k+	\$900-\$1,200
Cloud Engineer	\$140k-\$160k	\$160k-\$170k	\$180k+	\$900-\$1,200

Project & Delivery



Diversity:
55-65% Female



Tenure:
2.8-3.5 years



Demand:
Moderate

Speed and clarity beat title or tenure. The right candidate can move your program from risk to results. But, only if you act decisively.

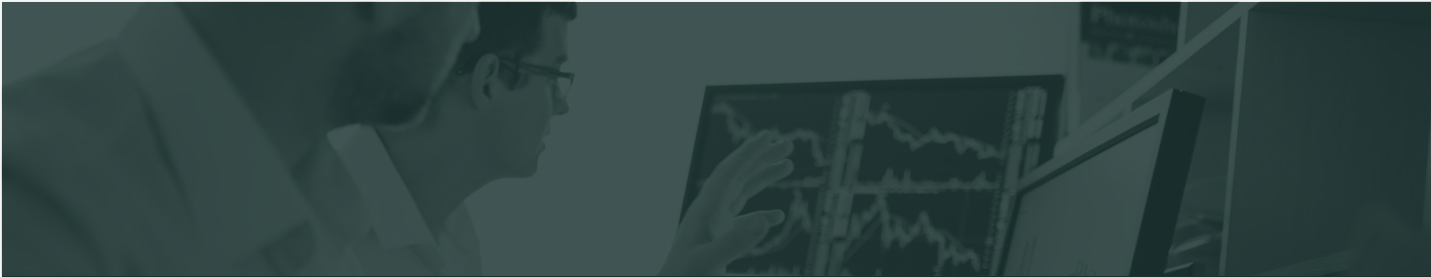
The Project & Delivery market is defined by impact and transformation hiring. Contractors dominate for complex, short-term programs, while permanent roles prioritise candidates who can de-risk delivery and demonstrate measurable results.


Large-scale programs — including ERP, CRM and regulatory initiatives — drive demand for Senior Project Managers, Enterprise Change Managers and technology-specific Business Analysts.


Employers with transparent KPIs, clear outcomes and decisive hiring processes attract top-tier talent, while those with rigid, multi-stage processes risk losing them.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Project Manager	\$130k–\$145k	\$145k–\$160k	\$160k–\$180k	\$900–\$1,200
Program Manager	\$160k–\$175k	\$175k–\$195k	\$195k–\$210k	\$1,200–\$1,400
Project Director	\$210k–\$230k	\$230k–\$250k	\$250k–\$280k	\$1,500–\$1,800
Project Administrator	\$65k–\$80k	\$85k–\$95k	\$95k–\$105k	\$450–\$650
Project Officer	\$75k–\$90k	\$90k–\$110k	\$110k–\$130k	\$500–\$800
Project Coordinator	\$80k–\$100k	\$100k–\$115k	\$115k–\$130k	\$550–\$900
Project Scheduler	\$85k–\$105k	\$105k–\$130k	\$130k–\$165k	\$700–\$1,100
Business Analyst	\$110k–\$140k	\$140k–\$165k	\$165k+	\$750–\$1,100
Change Analyst	\$90k–\$105k	\$105k–\$125k	\$125k–\$145k	\$600–\$900
Change Manager	\$150k–\$170k	\$170k–\$200k	\$200k–\$220k	\$900–\$1,300
Delivery Manager	\$140k–\$155k	\$155k–\$175k	\$175k–\$195k	\$850–\$1,250
Scrum Master / Iteration Manager	\$130k–\$160k	\$160k–\$180k	\$180k–\$200k	\$900–\$1,300
Agile Coach	\$170k–\$190k	\$190k–\$200k	\$200k–\$220k	\$1,100–\$1,400
Technical Writer	\$80k–\$110k	\$110k–\$125k	\$125k–\$145k	\$700–\$900
Process Analyst	\$120k–\$140k	\$140k–\$170k	\$170k+	\$850–\$1,100

Data, Analytics & AI



 **Diversity:**
30% Female

 **Tenure:**
1.8 years

 **Demand:**
Very High

Demand for data and AI talent is high but selective, with organisations focused on extracting measurable ROI from AI and analytics investments. Senior AI Engineers, Machine Learning Engineers and Data Governance Managers command \$150k–\$220k+, while mid-level Data Engineers and Analysts remain balanced in supply, and junior generalists are more abundant. Counter-offers are common for high performers, particularly where skills span production-grade AI, cloud-native delivery and governance frameworks.

Hiring is being driven by regulatory oversight, AI moving from POC to production and cost-conscious, high-impact delivery models. The market rewards candidates who can connect data and AI outputs directly to business outcomes, making clarity on project impact and governance expectations the key differentiator for organisations competing for senior talent in Melbourne.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Business Intelligence (BI) / Data Analyst	\$100k–\$130k	\$130k–\$150k	\$150k–\$160k	\$750–\$950
Business Intelligence (BI) Developer	\$110k–\$130k	\$130k–\$150k	\$150k–\$160k	\$750–\$950
Data Governance	\$120k–\$140k	\$140k–\$170k	\$170k–\$180k	\$1,000–\$1,200

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Data Engineer	\$120k–\$140k	\$150k–\$170k	\$170k–\$180k	\$900–\$1,100
Machine Learning Engineer	\$130k–\$150k	\$160k–\$180k	\$180k–\$190k	\$1,000–\$1,200
Data Scientist	\$130k–\$150k	\$160k–\$180k	\$180k–\$190k	\$1,000–\$1,200
Data Modeller	\$130k–\$150k	\$150k–\$170k	\$170k–\$180k	\$1,000–\$1,200
Data Architect	\$140k–\$160k	\$170k–\$190k	\$190k–\$200k	\$1,100–\$1,300
BI Manager	\$160k–\$170k	\$170k–\$180k	\$180k–\$190k	\$1,100–\$1,300
Data & Analytics Manager	\$185k–\$190k	\$190k–\$200k	\$200k–\$210k+	\$1,300–\$1,500
Data Engineering Manager	\$175k–\$180k	\$180k–\$190k	\$190k–\$200k+	\$1,300–\$1,500
Reporting & Insights Manager	\$165k–\$170k	\$170k–\$180k	\$180k–\$190k	\$1,100–\$1,300
Data Science Manager	\$220k–\$230k	\$230k–\$250k	\$250k–\$270k	\$1,300–\$1,500
Data Governance Manager	\$165k–\$175k	\$175k–\$185k	\$180k–\$190k	\$1,100–\$1,300
Head of Data / Analytics / AI	\$220k–\$250k	\$250k–\$280k	\$280k–\$300k	\$1,500–\$2,000
Chief Data Officer (CDO)	\$300k–\$340k	\$340k–\$370k	\$370k–\$400k	\$2,000–\$3,000
AI Engineer	\$130k–\$160k	\$160k–\$220k	\$220k+	\$1,000–\$1,500
AI Architect	\$200k–\$230k	\$235k–\$250k	\$250k+	\$1,200–\$1,600

Cybersecurity



Diversity:
21% Female



Tenure:
1.4 years



Demand:
Very High

**Hire for demonstrable capability, not the perfect title; and make the process fast.
Security doesn't wait and neither do candidates.**

Demand remains at all-time highs, driven by regulatory pressure, critical infrastructure requirements and AI integration. Senior hands-on talent in cloud security, detection engineering and IAM/PAM is scarce, commanding upward salary pressure.

Employers hiring with speed, clarity and flexibility consistently secure talent, while budget misalignment and slow processes lead to attrition.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Security Consultant	\$130k–\$150k	\$150k–\$170k	\$170k–\$180k+	\$900–\$1,200
SOC Analyst	\$110k–\$140k	\$140k–\$180k	\$180k+	\$700–\$1,300
Security Engineer	\$120k–\$150k	\$150k–\$170k	\$170k+	\$800–\$1,200
Security Architect	\$165k–\$180k	\$185k–\$220k	\$220k+	\$1,200–\$1,600
Penetration Tester	\$110k–\$140k	\$140k–\$180k	\$180k+	\$800–\$1,200
AppSec Engineer	\$120k–\$150k	\$150k–\$190k	\$190k+	\$1,000–\$1,200
Governance Risk and Compliance Consultant	\$140k–\$160k	\$160k–\$180k	\$180k+	\$800–\$1,200
Cyber Auditor	\$130k–\$150k	\$150k–\$180k	\$180k+	\$900–\$1,100
Security Manager	\$160k–\$180k	\$180k–\$200k	\$200k+	\$1,000–\$1,400

Product & Design



Diversity:
51% Female



Tenure:
2.2 years



Demand:
High

This market is being driven by digital transformation, product-led growth strategies and customer experience optimisation, with companies investing in small, impactful teams capable of rapid iteration. Companies are seeking professionals who can translate user insight into commercially viable solutions. UX, UI, and CX Designers are highly sought after, particularly those with experience in cross-platform design, service design and end-to-end customer experience strategy.

Talent shortages are most acute at senior levels, where proven product delivery and design leadership can accelerate business outcomes, making speed to hire and exposure to strategic projects critical to securing top performers.

Product Delivery

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Product Analyst	\$90k–\$100k	\$100k–\$110k	\$110k–\$120k	\$550–\$800
Product Owner	\$105k–\$115k	\$115k–\$130k	\$130k–\$150k	\$700–\$900
Product Manager	\$130k–\$150k	\$150k–\$170k	\$170k–\$190k	\$850–\$1,100
Head of Product	\$160k–\$180k	\$180k–\$220k	\$220k–\$240k	\$1,100–\$1,400
Customer Success Manager	\$90k–\$130k	\$130k–\$160k	\$160k–\$180k	\$700–\$900

Design

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
UX Designer	\$110k–\$130k	\$130k–\$170k	\$170k+	\$900–\$1,200
UI Designer	\$100k–\$120k	\$120k–\$160k	\$160k+	\$900–\$1,200
CX Designer	\$110k–\$130k	\$130k–\$150k	\$160k+	\$900–\$1,200
Graphic Designer	\$80k–\$90k	\$90k–\$110k	\$110k–\$120k	\$350–\$550

Architecture



Diversity:
13% Female



Tenure:
2.4 years



Demand:
Very High

Architects are building the foundations for business growth and transformation; not just designing systems.

There is intense competition for architecture talent, with senior architects commanding salaries from \$180–250k, and contractors reaching \$1,200–\$1,500/day for Enterprise Architects.

Top candidates combine deep technical expertise with commercial impact, often managing high-stakes programs across regulated sectors. Security Architects and Cloud Architects are particularly scarce, with market shortages creating upward salary pressure of 10–20% above standard bands. Mid-level architects are more plentiful, but employers must move fast to secure strong talent.

Hiring challenges include speed to hire, clarity of scope and realistic budget alignment. Sectors with the highest competition include financial services, government and high-growth enterprise SaaS. If you can define accountability, streamline decision-making and recognise delivery impact over job title, you're in good hiring position.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Enterprise Architect	\$180k–\$220k	\$180k–\$250k	\$250k+	\$1,200–\$1,500
Solution Architect	\$180k–\$190k	\$190k–\$200k	\$200k+	\$1,100–\$1,300
Application Architect	\$150k–\$170k	\$170k–\$180k	\$180k+	\$1,100–\$1,300
Security Architect	\$165k–\$180k	\$185k–\$220k	\$220k+	\$1,200–\$1,600
Infrastructure Architect	\$180k–\$190k	\$190k–\$200k	\$200k+	\$1,000–\$1,200
Cloud Architect	\$180k–\$190k	\$190k–\$200k	\$200k+	\$1,200–\$1,500
Network Architect	\$180k–\$190k	\$190k–\$200k	\$200k+	\$1,100–\$1,300
Integration Architect	\$180k–\$190k	\$190k–\$200k	\$200k+	\$1,100–\$1,300
Data Architect	\$140k–\$160k	\$170k–\$190k	\$200k+	\$1,100–\$1,300
MuleSoft Architect	\$175k–\$185k	\$185k–\$195k	\$195k+	\$1,100–\$1,300

ServiceNow



Diversity:
12% Female



Tenure:
2.3 years



Demand:
High


ServiceNow adoption is expanding as organisations look to digitally transform operations, ITSM and workflow automation. Senior Developers, Architects and Implementation Leads command \$140–\$200k+ salaries, with contractor rates \$1,000–\$1,400/day, particularly for multi-module experience and enterprise deployment expertise.


Demand is being driven by IT process optimisation, regulatory compliance and cross-department workflow integration. Top talent remains scarce, especially for ITOM, ITSM and HR Service Delivery modules, making speed, clarity of scope and structured offers essential for attracting and retaining experienced professionals.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
ServiceNow - Developer	\$110k-\$130k	\$130k-\$150k	\$150k-\$160k	\$800-\$1,000
ServiceNow - Architect (Solution, Technical & Enterprise)	\$150k-\$165k	\$165k-\$220k	\$200k+	\$900-\$1,300
ServiceNow - Pre-Sales Architect	\$150k-\$165k	\$165k-\$220k	\$200k+	\$900-\$1,300
ServiceNow - Administrator	\$80k-\$100k	\$100k-\$110k	\$120k+	\$500-\$600
ServiceNow - Business Analyst / Project Manager	\$100k-\$120k	\$120k-\$150k	\$160k+	\$600-\$900
Platform Owner	\$150k-\$170k	\$170k-\$220k	\$220k+	\$1,000-\$1,400
Practice Lead	\$160k-\$180k	\$180k-\$230k	\$230k+	\$1,200-\$1,500

MuleSoft



 **Diversity:**
11% Female

 **Tenure:**
2.4 years

 **Demand:**
High

Demand for MuleSoft talent is high and increasingly strategic, as organisations rely on API-led connectivity to integrate legacy systems, Salesforce, cloud platforms and AI-driven workflows. Senior Developers and Architects are scarce, commanding \$140–\$200k+ salaries and \$1,100–\$1,300/day rates, particularly where enterprise-grade integration and API governance are essential.

Adoption is accelerating as AI and automation projects expand, with over 90% of enterprises planning or implementing AI-agent strategies. Employers who prioritise deep integration expertise and hands-on experience with cross-platform orchestration are the ones consistently securing talent in this tight market.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
MuleSoft Developer	\$100k–\$110k	\$110k–\$125k	\$125k–\$140k	\$700–\$800
MuleSoft Senior Developer	\$135k–\$140k	\$140k–\$150k	\$150k–\$160k	\$900–\$1,050
MuleSoft Lead	\$150k–\$160k	\$160k–\$170k	\$170k–\$180k	\$1,050–\$1,200
MuleSoft Architect	\$175k–\$185k	\$185k–\$195k	\$195k–\$200k	\$1,100–\$1,300

A woman with short blonde hair and glasses is shown in profile, looking towards the right. A large, dark green arrow points from the left towards her face. The background is a light gray with a subtle pattern of small dots.

**Australia's technology
workforce will exceed
1.2 million by 2030.**

SAP



Diversity:
31% Female



Tenure:
2 years



Demand:
Very High

SAP talent remains critical for organisations executing ERP modernisation, finance transformation and S/4HANA migrations. Senior Functional and Technical Consultants earn \$150–\$220k+, with contractors commanding \$1,200–\$1,500/day where specialised skills such as Finance, Supply Chain or Cloud Integration are required.

Demand is strongest where business process knowledge intersects with technical skill, particularly in finance, logistics and regulated sectors. Employers who offer complex, high-impact projects and visible business outcomes attract the most experienced SAP consultants.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
SAP Developer	\$120k–\$135k	\$135k–\$150k	\$150k–\$160k	\$800–\$950
SAP Senior Developer	\$140k–\$160k	\$160k–\$170k	\$170k–\$190k	\$950–\$1,100
SAP Lead Technical Consultant	\$195k–\$205k	\$205k–\$210k	\$210k–\$220k	\$1,200–\$1,400
SAP Functional Consultant	\$175k–\$180k	\$180k–\$190k	\$190k–\$200k	\$1,200–\$1,400
SAP Senior Functional Consultant	\$200k–\$210k	\$210k–\$220k	\$220k–\$230k	\$1,100–\$1,300
SAP Functional Lead Consultant	\$210k–\$220k	\$220k–\$230k	\$230k–\$240k	\$1,200–\$1,400
SAP Architect	\$220k–\$240k	\$220k–\$240k	\$240k–\$260k	\$1,300–\$1,700
SAP Project Manager	\$180k–\$190k	\$190k–\$200k	\$200k–\$220k	\$1,000–\$1,400
SAP Senior Program Manager	\$220k–\$230k	\$230k–\$240k	\$240k–\$260k	\$1,300–\$1,700

Microsoft Dynamics



Diversity:
28% Female



Tenure:
2.3 years



Demand:
Very High

Dynamics 365 talent are being snapped up by businesses with a focus on driving automation, analytics and end-to-end process integration. Senior F&O/CE Developers, Consultants and Solution Architects command \$140–\$200k+, with contractor rates \$1,000–\$1,300/day.

Employers are seeking candidates with cross-module expertise, integration experience and process optimisation skills. Talent remains tight, particularly for multi-functional projects, making clear role scope, competitive packages and swift hiring processes critical to securing top performers in this fast-moving ecosystem.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Junior Functional Consultant	\$100k–\$110k	\$110k–\$115k	\$115k–\$125k	\$800–\$1,000
Functional Consultant	\$125k–\$135k	\$135k–\$150k	\$150k–\$160k	\$1,000–\$1,100
Senior Functional Consultant	\$145k–\$160k	\$160k–\$170k	\$170k–\$180k	\$1,100–\$1,200
Principal Functional Consultant	\$175k–\$185k	\$185k–\$200k	\$200k–\$210k	\$1,200–\$1,400
Functional Architect	\$185k–\$195k	\$195k–\$210k	\$210k–\$220k	\$1,300–\$1,600
Junior Developer / Technical Consultant	\$100k–\$110k	\$110k–\$120k	\$120k–\$130k	\$800–\$1,000
Developer / Technical Consultant	\$130k–\$140k	\$140k–\$150k	\$150k–\$160k	\$1,000–\$1,100
Senior Developer / Technical Consultant	\$145k–\$155k	\$155k–\$165k	\$165k–\$175k	\$1,100–\$1,300
Lead Developer / Technical Consultant	\$165k–\$175k	\$175k–\$185k	\$185k–\$195k	\$1,300–\$1,500
Technical Solution Architect	\$190k–\$200k	\$200k–\$210k	\$210k–\$220k	\$1,400–\$1,600
Project Manager	\$140k–\$150k	\$150k–\$160k	\$160k–\$170k	\$1,000–\$1,600
Business Analyst	\$130k–\$140k	\$140k–\$150k	\$150k–\$160k	\$1,000–\$1,300

Salesforce



Diversity:
43% Female



Tenure:
1.8 years



Demand:
Very High

Demand for Salesforce talent along the eastern seaboard continues to rise, driven by full-scale implementations, AI-enabled automation and industry-specific clouds. Senior roles — Technical and Solution Architects, Lead Developers, Product/Platform Managers — command \$180–200k+ salaries and \$1,100–\$1,400/day rates. Junior Administrators and Developers are easier to hire but retention depends on career growth and impactful projects.

Salesforce adoption maintains its upward trajectory: over 85% of SMBs and 90% of large enterprises now use the platform, with AI-driven automation projects up 280% year-over-year. Roles now require integration, automation, data governance and compliance expertise, particularly in government, financial services and high-growth SaaS sectors.

Top hiring challenges are slow decision-making, unclear role scope and misaligned budgets. Employers that move fast, define outcomes and offer competitive packages are the ones securing the best of this cohort.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
SF Administrator	\$80k–\$100k	\$110k–\$120k	\$130k–\$140k	\$500–\$900
SF Developer	\$90k–\$100k	\$110k–\$130k	\$140k–\$160k	\$550–\$1,000
SF Lead Developer	\$170k–\$180k	\$180k–\$190k	\$190k–\$200k	\$1,000–\$1,100
SF Functional Consultant	\$90k–\$105k	\$115k–\$130k	\$140k–\$160k	\$600–\$1,100
SF Business Analyst	\$90k–\$100k	\$110k–\$130k	\$140k–\$160k	\$650–\$1,000
SF Product Manager / SF Platform Manager	\$150k–\$165k	\$165k–\$190k	\$190k–\$200k	\$1,000–\$1,100
SF Solution Architect	\$180k–\$190k	\$190k–\$200k	\$200k–\$210k	\$1,100–\$1,400
SF Technical Architect	\$175k–\$185k	\$185k–\$200k	\$200k+	\$1,100–\$1,400

Tech Leadership



Diversity:
14% Female



Tenure:
3.3 years



Demand:
Very High

The senior technology leadership market is defined by strategic scarcity and the criticality of impact. These roles are few in number, but each carries significant responsibility for shaping business outcomes - from guiding digital transformation and embedding AI responsibly, to strengthening cybersecurity and modernising platforms. Organisations seek leaders who can combine vision with operational excellence, translating technology investment into measurable business value and guiding complex, enterprise-wide initiatives with clarity and accountability.

Success in hiring depends less on traditional job titles and more on proven influence, executive alignment and the ability to drive organisational change. Employers who articulate a clear strategic mandate, demonstrate visible business impact and create an environment where leaders can own outcomes rather than just functions consistently secure the strongest candidates. In a market defined by scarcity, competition and high expectations, the advantage goes to organisations that position these roles as drivers of business strategy, not just technology operations.

Role	Low Range	Mid Range	High Range	Contract Rate (Daily)
Chief Information Officer (CIO)	\$250k–\$300k	\$300k–\$350k	\$350k–\$500k	\$2,000–\$2,500
Chief Data Officer (CDO)	\$300k–\$340k	\$340k–\$370k	\$370k–\$400k	\$2,000–\$2,300
Chief Information Security Officer (CISO)	\$250k–\$300k	\$300k–\$400k	\$400k–\$450k	\$1,800–\$2,200
Chief Technology Officer (CTO)	\$250k–\$320k	\$320k–\$380k	\$380k–\$450k	\$2,000–\$2,300
Chief Product Officer (CPO)	\$220k–\$260k	\$260k–\$320k	\$320k–\$380k	\$1,500–\$1,800
Head of Infrastructure	\$180k–\$200k	\$200k–\$225k	\$225k–\$250k	\$1,200–\$1,500
Head of Applications	\$180k–\$200k	\$200k–\$225k	\$225k–\$250k	\$1,300–\$1,500
Head of Architecture	\$250k–\$260k	\$260k–\$280k	\$280k–\$300k	\$1,500–\$1,800
Head of Testing / Program Test Manager	\$150k–\$185k	\$185k–\$215k	\$215k–\$250k	\$1,100–\$1,500
Head of Product	\$180k–\$200k	\$200k–\$225k	\$225k–\$250k	\$1,100–\$1,500
Head of Project Delivery	\$250k–\$265k	\$265k–\$285k	\$285k–\$300k	\$1,300–\$1,700
Head of Information Security	\$200k–\$230k	\$230k–\$265k	\$265k–\$300k	\$1,300–\$1,700
Head of Data	\$200k–\$235k	\$235k–\$265k	\$265k–\$300k	\$1,800–\$2,000
Head of Engineering	\$200k–\$250k	\$250k–\$300k	\$300k–\$350k	\$1,300–\$1,700
DevOps / SRE Manager	\$200k–\$215k	\$215k–\$235k	\$230k–\$250k	\$1,300–\$1,700

Hiring across other teams?

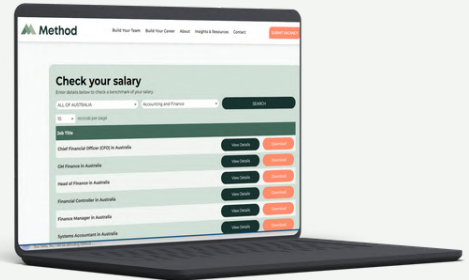


Workforce planning doesn't happen in isolation. If you are recruiting across other functions, our specialist salary guides provide detailed market insights across Technology, Data & AI, Accounting & Finance, Business Support, HR, and Risk & Compliance.

Scan the QR code to access our full Salary Guide library and explore market trends, remuneration benchmarks and hiring insights designed to support your planning decisions.



Benchmark With Our Salary Tool



Our Salary Checker Tool is based on real hiring activity and placements across Australia. While no tool can account for every variable, it provides a reliable market-aligned benchmark. Our specialist recruitment team updates this data quarterly or sooner if there are considerable market changes.


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