



Natural Selection Group

2025/2026 SALARY INSIGHTS

MARKET COMMENTARY

Slower broad salary growth and demand softness, but strong premium for specialised talent...

Overall salary growth in tech has moderated compared to prior years, however, organisations continue to offer **higher compensation for candidates with specialised capabilities** rather than generalist experience — particularly in areas such as AI, cloud, data engineering, cybersecurity and SAP S/4HANA, where deep technical knowledge commands a premium.

While the market might feel a bit ‘soft’, **data professionals continue to be in demand** as enterprises leverage data for strategic advantage. **Cloud computing, architecture and cybersecurity** also remains a core demand as organisations invest to build, manage and protect increasingly complex enterprise systems.

Candidates with hybrid skillsets — **combining niche technical depth with strong business context** are favoured over standalone technical expertise.

With mainstream support for legacy **SAP ECC** ending in 2027, many enterprise organisations are now planning and accelerating their migration to S/4HANA — creating one of the largest enterprise talent surges the ERP market will see in a decade.

As a result, **specialist S/4HANA skills will command higher salary and daily rate premiums** compared with general SAP experience.

HOW TO USE THIS DOCUMENT:

Assumptions & Levels

Assumptions

Daily rate ranges are fully inclusive charge rates including all statutory on-costs + GST

Leadership salary ranges are all excluding superannuation

SAP – premiums of up to 10% for S/4HANA specific experience

Mid Level

6–10 years of industry experience

Professionals at this level typically demonstrate strong hands-on capability and operate with a high degree of autonomy within their domain.

They are expected to:

- Deliver end-to-end components of projects with limited supervision
- Apply practical problem-solving skills across standard and moderately complex scenarios
- Contribute to solution design discussions and technical decision-making
- Mentor junior team members and support knowledge transfer
- Engage effectively with stakeholders and translate business requirements into functional or technical outcomes

Senior Level

10–15 years of industry experience

Senior professionals bring advanced expertise, strategic oversight and accountability for high-impact outcomes.

They typically:

- Lead complex programs, solution design streams or enterprise-wide initiatives
- Operate as subject matter experts within their discipline
- Manage senior stakeholders and influence decision-making
- Oversee risk, quality assurance and commercial outcomes across engagements
- Provide mentorship and leadership across multidisciplinary teams

Role	Mid Level \$ per day	Senior Level \$ per day
SAP Business Analyst	1000-1200	1200-1400
SAP Functional Consultant	1100-1300	1300-1500
SAP Solution Architect	1200-1400	1400-1600
SAP Enterprise Architect	1300-1500	1500-1700
SAP Cutover Manager	1250-1450	1450-1650
SAP Integration Consultant	1150-1350	1350-1550
SAP Analytics Consultant	1100-1300	1300-1500
SAP Security Analyst	1000-1200	1200-1400
SAP Security Lead	1100-1300	1300-1500
SAP ABAP Developer	1000-1200	1200-1400
SAP BTP Developer	1050-1250	1250-1450
SAP Basis Consultant	1000-1200	1200-1400
SAP Basis Lead	1100-1300	1300-1500
SAP PMO Co-ordinator	800-1000	1000-1100
SAP PMO Lead	1000-1200	1200-1400

**S/4HANA experience up to 10% premium*

Role	Mid Level \$ per day	Senior Level \$ per day
SAP Master Data Analyst	1000-1200	1200-1300
SAP Master Data Lead	1200-1300	1300-1500
SAP Change Analyst	1000-1200	1200-1300
SAP Change Manager	1200-1300	1300-1500
SAP Training Analyst	1000-1200	1200-1300
SAP Training Manager	1200-1300	1300-1500
SAP Test Analyst	1000-1200	1200-1300
SAP Test Manager	1200-1300	1300-1500
SAP Project Manager	1200-1400	1400-1600
SAP Program Manager/Director	1700-2000	2000-2500

**S/4HANA experience up to 10% premium*

PROJECT SERVICES

Role	Mid Level \$ per day	Senior Level \$ per day
Business Analyst	900-1100	1100-1300
Project Co-ordinator	700-900	900-1000
PMO Lead	1000-1100	1100-1300
Project Manager	1050-1250	1250-1450
Program Manager	1250-1400	1400-1600
Cutover Manager	1250-1400	1400-1600
Delivery Lead/Scrum Master	1200-1300	1300-1400
Change Analyst	900-1000	1000-1100
Change Manager	1000-1200	1200-1300
Training Analyst	900-1000	1000-1100
Training Manager	1000-1200	1200-1300
Test Analyst	900-1000	1000-1100
Test Manager	1000-1200	1200-1300

DATA, ANALYTICS AND AI

Role	Mid Level \$ per day	Senior Level \$ per day
Data Engineer	1000-1200	1200-1350
Data Analyst	1000-1150	1150-1350
Data Scientist	1100-1250	1200-1500
AI/ML Engineer	1100-1250	1250-1400
Data Architect	1250-1400	1400-1600
Data Modeller	1000-1200	1200-1350
Data & Analytics Consultant	1200-1350	1350-1550
Data & Analytics Lead	1300-1450	1400-1600
Business Intelligence Analyst	1000-1200	1200-1350
Business Intelligence Analyst	1000-1200	1200-1350
Business Intelligence Lead	1200-1400	1400-1600

SOFTWARE DEVELOPMENT

Role	Mid Level \$ per day	Senior Level \$ per day
Software/Application Developer	1000-1200	1200-1400
Front End Developer	1000-1200	1200-1400
Back End Developer	1000-1200	1200-1400
Full Stack Developer	1100-1200	1200-1400
Mobile Developer	1100-1200	1200-1400
Web Developer	1100-1200	1200-1400
Testing & QA	1000-1200	1200-1350
Applications Support	900-1100	1100-1250
Technical Lead	1200-1300	1300-1450
Principal Engineer	1300-1450	1400-1600
Engineering Manager	1300-1450	1450-1600

CLOUD AND INFRASTRUCTURE

Role	Mid Level \$ per day	Senior Level \$ per day
Cloud Engineer	1200-1350	1350-1500
DevOps Engineer	1200-1350	1350-1500
Systems Engineer	1000-1200	1200-1400
Site Reliability Engineer	900-1100	1100-1250
Infrastructure Engineer	1000-1200	1200-1350
Collaboration Engineer	900-1100	1100-1250
Network Engineer	1000-1200	1200-1350
Network Security Engineer	1000-1200	1200-1400
Cloud & Infrastructure Architect	1350-1500	1500-1700
Cloud & Infrastructure Lead	1300-1450	1450-1600

LEADERSHIP

Role	Medium Enterprise	Large Enterprise
Head of Applications	\$190K-\$220K	\$220K-\$320K
Head of Security	\$220K-\$250K	\$250K-\$320K
Head of Data	\$230K-\$260K	\$270K-\$320K
Head of Infrastructure	\$200K-\$250K	\$250K-\$300K
Head of Technology	\$250K-\$300K	\$300K-\$450K
Head of Strategy / Architecture	\$220K-\$250K	\$250K-\$320K
Head of Portfolio Delivery / PMO	\$190K-\$220K	\$220K-\$320K
CIO	\$300K-\$400K	\$400K-\$600K+
CTO	\$300K-\$350K	\$350K-\$500K
CISO	\$300K-\$350K	\$350K-\$500K

Get in touch.

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