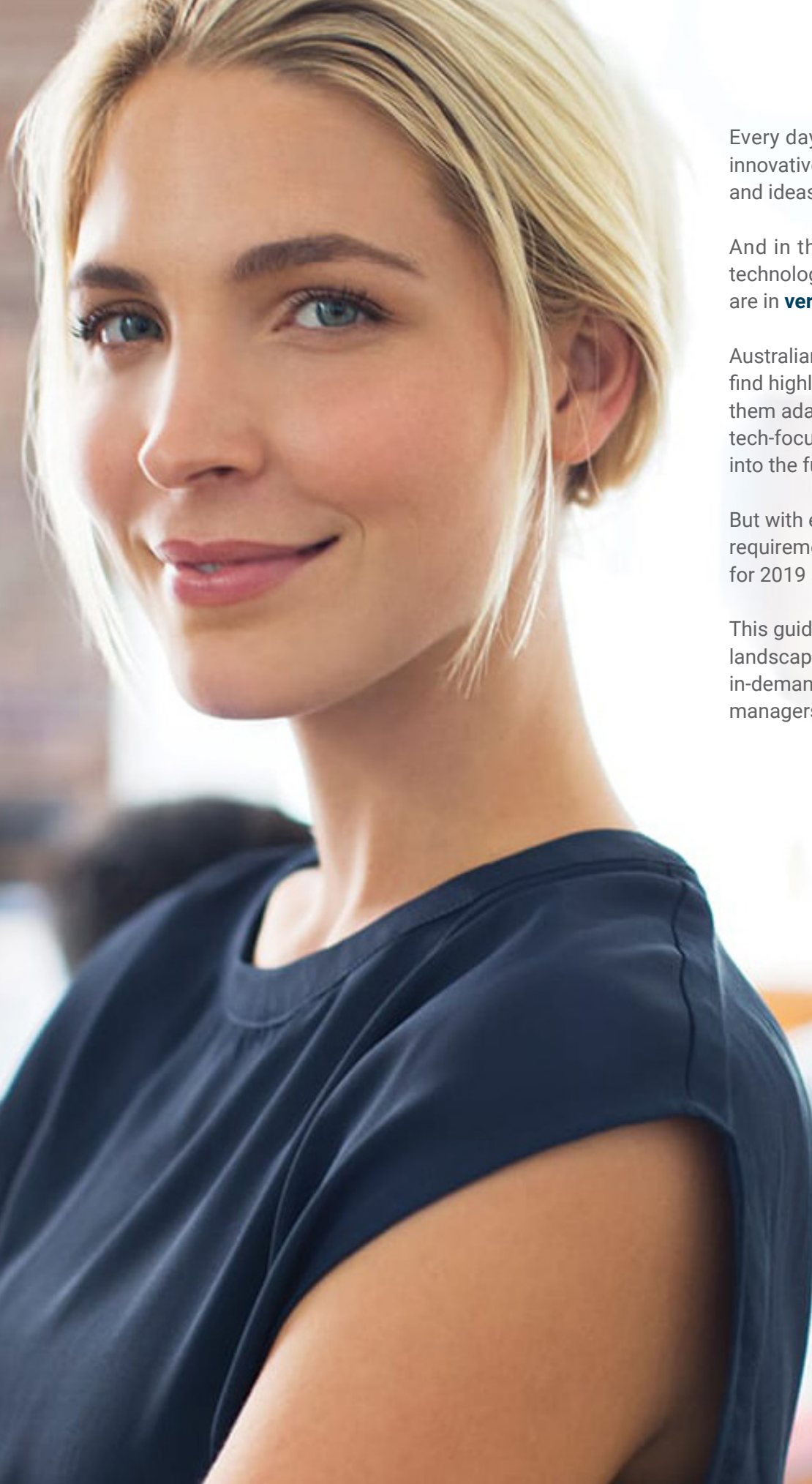


A middle-aged man with grey hair and a beard, wearing a dark blue suit, white shirt, and patterned tie, is smiling and looking towards the camera. He has his hands clasped in front of him. The background is a bright, out-of-focus office setting. There are several orange circles of varying sizes and a large dark blue circle overlaid on the left side of the image. The text is positioned within the dark blue circle.

**What are IT Managers
looking for?**

**The 6 Most In-demand
IT Roles in Australia
and the High Salaries
They're Commanding**

FINITE



Every day, we are being disrupted by innovative new technologies, approaches and ideas.

And in this era of unprecedented technological change, great IT candidates are in **very high demand**.

Australian companies are competing to find highly-skilled people who can help them adapt their business to this modern tech-focused landscape and propel them into the future.

But with ever-changing tech needs and requirements, are your IT skills in-demand for 2019 and beyond?

This guide dives into the state of the tech landscape and explores the top, most in-demand roles and skill sets that IT managers are searching for.



Tracy Thomson
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The state of the tech industry

The Australian tech market is growing rapidly.

A survey of Finite's clients found that a massive 44 percent of tech teams grew their employee headcount in 2017, while 43 percent stayed constant, and only 13 percent lost size and team members.

What's more, the 2018 Australian Computer Society Digital Pulse revealed that the Australian economy will likely need to find more than 100,000 additional tech workers in the next five years. This takes the total of required tech employees to over 750,000 people by 2023.

Trends in Silicon Valley and increasingly high demand for IT talent in Europe and Asia ultimately have a knock-on effect on the Australian IT landscape. Job seekers, like yourself, are more prepared than ever to take roles overseas. Plus, the increased ability to work remotely means that booming salary expectations in other parts of the world also boost the salaries of IT employees in Australia.

Technology is also driving change across all industries. While the stereotype of a developer is in a tech start-up, the reality is that demand extends well beyond software and tech companies.

In fact, only 1 in 10 developers actually work at a startup, while around two-thirds work at private companies and publicly traded corporations across every industry type, especially in finance, healthcare, media, and education.

Due to these trends and the fast-growing skills demand, IT job seekers now hold more power at the negotiation table to discuss things such as personalised compensation, development opportunities, holidays offered, the option to work remotely, expected hours, and equipment available.

With all of these forces at play, and the overwhelming demand for talented candidates, it is a great time to be building your IT career.

The team at Finite wish you all the best with your career goals, and of course, if you'd like to know more, please don't hesitate to get in touch.

Warm regards,
Tracy Thomson

The 6 most in-demand IT roles

A recent Indeed Global study reviewed the behaviours of millions of IT job seekers over the past two years, including candidates in the Australian tech sector. The study looked at which IT positions are currently taking the longest to fill and indicates which roles companies will demand more of, now and in the near future.

The following are 6 of the most in demand roles that Australian IT Managers are struggling to fill.

Web developer

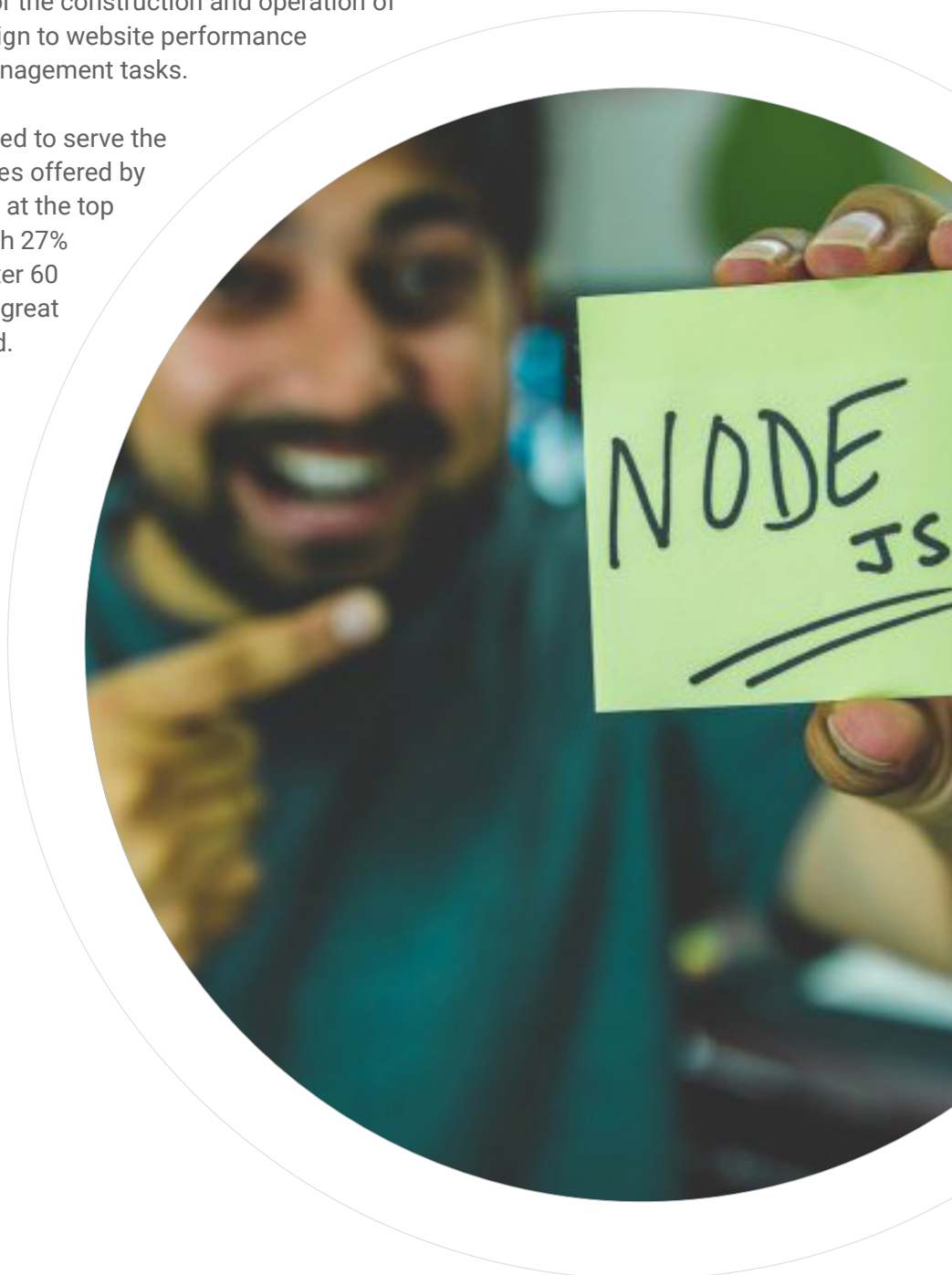
Web developers do the heavy lifting for the construction and operation of websites. They do it all, from web design to website performance and traffic to content creation and management tasks.

The sheer number of developers needed to serve the millions of websites and digital services offered by modern companies is what puts them at the top of Australia's most in-demand list. With 27% of web developer roles still unfilled after 60 days, you can have your pick of some great roles... even if you're already employed.

Salary expectation

According to the latest Indeed data, the average Australian annual base salary for a web developer is around \$75,000, while more experienced developers can earn up to \$151,000.

Salaries for all IT roles in the major capital cities are also around 10 percent higher than the Australian average.



Data scientist/analyst

Responsible for collecting, processing, analysing and communicating data, data scientists' combination of technical skills and soft skills make them extremely coveted.

As the volume of data being generated and collected is now increasing at an exponential rate, the need for data scientists is also growing in response. These increasing data volumes are also leading to greater complexity for businesses trying to make effective use of it. Many organisations now face the very real risk of being swamped by their own internally generated or market-derived data.

This makes the role of data scientists and analysts increasingly important for any modern organisation. The insights they generate are vital for business intelligence and properly understanding their target markets. Having quality analysts can lead to significant efficiency improvements as well as guiding the development of the products and services that a company's customers are really looking for.

Salary expectation

Average Australian salaries for data scientists/analysts show a base salary in the range of \$91,000 to \$127,000, while more senior roles can expect salaries of \$160,000 to \$230,000.

System architect

System architects are sought after because their varied skill set means they need to be adept at all the tasks required of systems administrators as well as being responsible for the crucial responsibilities of planning and implementing the future enterprise IT architecture requirements.

New technologies are rapidly emerging and must be integrated into workplace environments. System architects are needed to guide these technology transitions, especially the ongoing shift towards cloud-hosted SaaS products and emerging new technologies like blockchain. This makes system architects crucial players in formulating long term organisational business strategies.

Salary expectation

Australian system architects can expect to earn a base salary of around \$133,000, with more senior architects earning up to \$244,000.

Software engineer

Software engineers are in high demand because our lives and workplaces are being increasingly dominated by digital services, apps, and connected devices. Each of these need to be continually updated and re-developed to meet the changing needs and expectations of users and the latest range of new tech devices that come onto the market each year.

Every fitness tracker and smartwatch, not to mention smartphone or app, can only stay operational thanks to the never ending work of software engineers. In addition to the technical programming skills needed, software engineers are also responsible for analysing user needs and feeding this information into the design, development, and testing of the apps and systems they create to meet those needs.

Salary expectation

Average Australian software engineers salaries are around \$91,000 per year, with more experienced engineers earning around \$164,000 annually.

Full stack developer

Full stack developers are the jack of all trades that combine the work of front-end and back-end developers so they need to be comfortable working on the code for the apps, software, and websites that users interact with as well as the code running on the servers behind the scenes.

Because of this, full stack developers need to have a wide range of knowledge and high-level problem solving skills and are often in even higher demand in smaller companies or startups that may not have the resources to deploy designated front and back-end developers.

Salary expectation

Full stack developers in Australia earn an average salary of around \$106,000, with more senior positions earning around \$194,000.

Project manager

IT project managers are responsible for leading and guiding development teams to deliver IT products and services. The increasing number of developers needed across all industries naturally results in a growing demand for the people who manage them.

Project managers need strong organisational skills to keep projects on track and on budget. They also need the interpersonal skills to appraise job performance and coach their team. Because of this, project managers need to be financially and procedurally focused as well as comfortable recruiting and training staff and building teams.

Salary expectation

Australian project managers working in IT can expect to earn between \$108,000 and \$216,000 per year.

The road ahead

For candidates looking for their next tech role, the future looks very bright. Globally, the demand for tech talent far outstrips supply and that situation is unlikely to change for the foreseeable future. This is also the case in Australia where the latest forecasts indicate huge demand for tech workers in coming years.

While the number of people studying computer science or learning programming and development skills continues to grow, it will be many years before this will start to balance out the huge demand that exists for developers and engineers. So for current candidates who are already skilled up, this is the chance to advance along the career ladder before the new entrants arrive. It's also a good opportunity to experience a greater number of different specialisations and build up skills.



Finite IT

Finite are experts in the Australian tech sector and can help candidates understand exactly where their skills are most in demand.

For twenty years, Finite has been helping candidates find their dream tech, digital and business transformation roles.

From humble beginnings, we've grown into a broad network of specialist recruitment professionals, who can help connect you with amazing career opportunities.

We understand that just as each job is unique, each candidate is unique. So, we focus our energy on giving you access to the best companies, leaders and roles that align with your individual personality, vision and goals.

Interested in finding out more? Get in contact with your local Finite office today.

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