



2019 Australian Technology, Digital and Business Transformation Salary Survey

FINITE



Peter Noblet
National Director, Sales
Solutions & Innovation
Finite IT
petern@finite.com.au

Foreword

Each year, technology advances at a quicker pace.

2018 saw breakthrough developments in artificial intelligence, Internet of Things (IoT), machine learning, blockchain, Big Data, and virtual reality technologies (just to name a few). These developments, like the ground-breaking developments that came before them, have dramatically changed the way we do business... and live our lives.

To remain competitive in this rapidly-changing environment, businesses need to keep up-to-date with new technologies and embrace digital transformation. In order to be successful in this transformation, companies will need large numbers of skilled tech workers to help restructure their business processes and boost productivity.

The complexities and new realities of transformation mean that some companies may be forced to revisit or create new roles. This is because the skills and responsibilities of employees are different to the skills that have been favoured in the past.

The 2018 Australian Computer Society Digital Pulse report revealed that Australia is taking advantage of the opportunities presented by transitioning to a digital economy. In the five years to 2017, the export of Australian ICT services increased by more than 60% to \$3.2 billion and R&D in the ICT sector increased nearly 50% to \$6.6 billion.

However, in order for Australia to remain competitive with leading countries in the industry, it will need to find a significant number of new tech workers. This will be in the order of 100,000 additional skilled tech workers in just the next five years. Of even greater concern is that there is currently a distinct lack of new candidates entering the market to meet this demand.

Due to the high-demand and low-supply of skilled candidates, tech workers are commanding higher salaries and being presented with multiple job offers. Along with increasing salaries, candidates are also placing higher value on non-salary perks. In 2019, work flexibility will accompany salary as the highest sought-after perk for IT candidates. They'll be looking for great pay, flexible schedules, compressed workweeks, and the ability to telecommute.

Based on the consistent jobs growth, increasing job advertising trends, and increased hiring intentions we are hearing from our clients, we are expecting increased pressure on salaries throughout 2019. If you need the right team to help you grow your organisation, or perhaps are reassessing your own career, don't hesitate to get in contact and together we can explore how Finite IT can help.

Warm regards,
Peter Noblet

DISCLAIMER: The pay rates listed have been compiled from placements made by Finite IT Recruitment Solutions in each State/Territory in the period from 2018/2019. All figures listed are in Australian dollars and are inclusive of superannuation, but do not include any additional bonuses/commissions/benefits offered. While every care has been taken in compiling the information, it is intended as a guide only and does not constitute advice. Finite is not responsible for any losses arising from the use of the information. The information in this report is copyright and may not be reproduced without Finite's permission.

New South Wales

What trends or challenges have occurred in the NSW tech talent market over the last 12 months?

Over the last year, across all industries, we have seen greater numbers of organisations tackling the pressing need to undergo digital transformation. Alongside this push for digital change, the banking and finance sector has been rocked by the Royal Commission report. Influenced by these forces, organisations have begun to upscale their teams.

Simultaneously, a variety of large government projects have enticed candidates away from the private sector with engaging work and projects. As a result, there has been a huge surge in demand for project staff, leaving the supply of skilled candidates very tight. In some circumstances, the increased competition for talent has also driven contract day rates higher.

What roles are currently in-demand in NSW?

Tech teams have shifted from more traditional to agile methodologies of project delivery. As a result, we have seen an upturn in appetite for SCRUM Masters and Agile Coaches. As businesses move towards this new age of delivery, digitally focused candidates, particularly those with UX experience, are also in high demand.

What are the salary trends in the NSW tech market?

Although the demand remains high for IT Professionals in NSW, salaries are steady. A major drawcard for candidates is flexibility, and working from home one or two days a week is now the norm. Candidates are prepared to move sideways in salary for this flexibility. Tech employees are currently working hard for their pay as the market transforms, technology advances, and the landscape continues to evolve.

What will happen with tech roles and salaries in NSW in the next 12 months?

In NSW, we expect to see continued strong demand. However, we can also expect demand to slow in some areas, such as Agile, DevOps and Data. This may require some candidates to upskill to survive. These roles need to move closer to the business as data becomes a living and breathing part of the organisation as opposed to a static model.

Businesses are getting better at using data to generate insights and make key decisions. This is occurring from a marketing and reporting perspective as well as in other areas such as assisting customers with chatbots that offer advice and products in a personalised way. As a result, we can expect to see further fluctuation in demand for evolved tech roles.

GET IN CONTACT:

New South Wales - (02) 8243 6868

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	250,000+	NA
CTO	220,000+	NA
Head of Change Management	150,000 - 210,000	NA
Head of IT	150,000 - 210,000	NA
Head of IT Operations	200,000 - 300,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	150,000 - 250,000	NA
IT Manager	160,000 - 280,000	NA
Software Development Manager	150,000 - 250,000	NA

Project Services

Agile Coach	100,000 - 180,000	520 - 1,015
Junior Business Analyst	90,000 - 120,000	470 - 680
Senior Business Analyst	120,000 - 140,000	635 - 790
Junior Business Architect	120,000 - 150,000	700 - 800
Senior Business Architect	150,000 - 180,000	800 - 950
Junior Change Analyst	75,000 - 110,000	390 - 620
Senior Change Analyst	110,000 - 130,000	575 - 735
Junior Change Manager	110,000 - 160,000	575 - 905
Senior Change Manager	145,000 - 190,000	835 - 1,190
PMO Analyst	95,000 - 140,000	495 - 790
PMO Manager	140,000 - 200,000	730 - 1,130
Portfolio Manager	120,000 - 180,000	635 - 1,015
Process Analyst	115,000 - 140,000	600 - 790
Program Manager	180,000 - 250,000	940 - 1,400
Project Administrator	70,000 - 90,000	365 - 510
Project Coordinator	75,000 - 100,000	390 - 656
Project Manager	135,000 - 155,000	705 - 875
Senior Project Manager	160,000 - 200,000	834 - 1,130
Scrum Master	90,000 - 170,000	470 - 960
Technical Writer	100,000 - 140,000	625 - 905

Development & Testing

Automation Test Analyst	80,000 - 110,000	350 - 870
Developer - .NET	70,000 - 120,000	380 - 870
Developer - C/C++	70,000 - 120,000	380 - 900
Developer - CMS	70,000 - 120,000	380 - 900
Developer - Java/J2EE	70,000 - 135,000	380 - 870
Developer - Open Source	70,000 - 130,000	380 - 900
Development Team Leader	95,000 - 130,000	700 - 1,200

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 900
Front End/UI Developer	90,000 - 150,000	470 - 850
Mobile Developer	90,000 - 150,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 620

Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

Permanent (Base + Super)

Contract (Day Rate)

Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 150,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 930
Data Analyst	90,000 - 130,000	470 - 735
Data Architect	155,000 - 200,000	800 - 1130
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	130,000 - 185,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

Australian Capital Territory

What trends or challenges have occurred in the ACT tech talent market over the last 12 months?

The main challenge for companies hiring digital and tech talent in Canberra is supply and demand. In Canberra, we are seeing constant jobs growth within the government market but are lacking high-quality, security cleared candidates. Canberra has a consistent talent shortage because of this barrier to entry for candidates, as finding roles for people without security clearance is challenging.

What roles are currently in-demand in ACT?

Skilled, high-quality and unique candidates are always in-demand. Specifically, we're seeing high demand in the digital space - UX, UI, and content roles are all in abundance but finding good candidates remains difficult. We're also seeing strong demand for great cloud and cyber security candidates. While we've only seen a slight increase in demand for AI and machine learning roles, we expect to see this increase dramatically in the next few years.

What are the salary trends in the ACT tech market?

Salaries, and in particular contract rates, have increased significantly over the last two to three years. Canberra has some of the highest contracting rates in the country, with employees being paid well on great, long-term contracts.

What will happen with tech roles and salaries in ACT in the next 12 months?

Jobs and salaries in Canberra will be tumultuous over the next 12 months due to the upcoming Federal Government election. Once the election is called, we enter a caretaker period and no fulfillment activities can occur for three months during the election period. Due to this, we expect to see salaries remain steady over the next 12 months, as changes in government can mean changes to IT planning and resourcing.

GET IN CONTACT:

Australian Capital Territory - (02) 6243 6400

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	250,000+	NA
CTO	220,000+	NA
Head of Change Management	150,000 - 250,000	NA
Head of IT	100,000 - 250,000	NA
Head of IT Operations	200,000 - 350,000	NA
Head of Service Delivery	150,000 - 400,000	NA
Head of Transformation	150,000 - 240,000	NA
IT Manager	160,000 - 300,000	NA
Software Development Manager	150,000 - 250,000	NA

Project Services

Agile Coach	140,000 - 200,000	700 - 1,000
Junior Business Analyst	90,000 - 120,000	500 - 700
Senior Business Analyst	120,000 - 160,000	700 - 900
Junior Business Architect	120,000 - 150,000	700 - 800
Senior Business Architect	150,000 - 180,000	800 - 950
Junior Change Analyst	85,000 - 120,000	450 - 900
Senior Change Analyst	120,000 - 130,000	700 - 870
Junior Change Manager	110,000 - 170,000	650 - 950
Senior Change Manager	170,000 - 220,000	950 - 890
PMO Analyst	95,000 - 140,000	500 - 700
PMO Manager	140,000 - 200,000	700 - 1,000
Portfolio Manager	120,000 - 170,000	700 - 950
Process Analyst	105,000 - 135,000	600 - 890
Program Manager	160,000 - 225,000	900 - 1,100
Project Administrator	70,000 - 120,000	380 - 700
Project Coordinator	80,000 - 130,000	400 - 870
Project Manager	110,000 - 140,000	650 - 890
Senior Project Manager	140,000 - 180,000	890 - 950
Scrum Master	120,000 - 200,000	700 - 1,000
Technical Writer	120,000 - 160,000	700 - 900

Development & Testing

Automation Test Analyst	60,000 - 130,000	350 - 870
Developer - .NET	70,000 - 130,000	380 - 870
Developer - C/C++	70,000 - 145,000	380 - 900
Developer - CMS	70,000 - 145,000	380 - 900
Developer - Java/J2EE	70,000 - 130,000	380 - 870
Developer - Open Source	70,000 - 135,000	380 - 900
Development Team Leader	100,000 - 140,000	700 - 1,200

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	145,000 - 180,000	1,000 - 1,800
DevOps Engineer	125,000 - 165,000	900 - 1,400
Front End/UI Developer	90,000 - 150,000	600 - 1,200
Mobile Developer	90,000 - 150,000	600 - 1,200
SharePoint Consultant/ Developer	120,000 - 160,000	700 - 1,200
Test Analyst	70,000 - 110,000	500 - 900
Test Lead	100,000 - 130,000	700 - 1,000
Test Manager	110,000 - 160,000	900 - 1,300
Web Developer	80,000 - 110,000	600 - 1,000

Infrastructure

Application Support Analyst	85,000 - 120,000	550 - 850
Applications Packager	90,000 - 120,000	700 - 1,100
Change/Release Manager	130,000 - 180,000	800 - 1,200
Desktop Support Analyst	60,000 - 90,000	400 - 700
DevOps Engineer	125,000 - 165,000	800 - 1,300
Helpdesk - 1st Level Support	55,000 - 65,000	350 - 500
Helpdesk - 2nd Level Support	65,000 - 75,000	400 - 700
Helpdesk Lead	70,000 - 100,000	500 - 800
Helpdesk Manager	80,000 - 120,000	600 - 1,000
Network Administrator	100,000 - 130,000	650 - 800
Network Designer	110,000 - 140,000	700 - 950
Network Engineer	100,000 - 135,000	700 - 1,200
Operations Manager	110,000 - 140,000	700 - 900
Security Administrator/ Engineer	123,000 - 170,000	700 - 1,100
System Administrator	95,000 - 125,000	600 - 800
System Engineer	115,000 - 145,000	750 - 1,200
Unix System Administrator	95,000 - 130,000	700 - 1,000

Digital & UX

Content Manager	90,000 - 115,000	600 - 900
Digital Designer	100,000 - 140,000	650 - 950
Digital Producer	100,000 - 130,000	600 - 880
Graphic, Visual & Interactive Designer	90,000 - 120,000	600 - 900
UI Designer	90,000 - 120,000	600 - 1,000
UX Architect	115,000 - 150,000	800 - 1,300
UX Designer	100,000 - 140,000	700 - 1,200
UX Manager	120,000 - 150,000	700 - 1,100
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	450 - 800

Permanent (Base + Super)

Contract (Day Rate)

Applications

	Permanent (Base + Super)	Contract (Day Rate)
BI Architect	155,000 - 200,000	1,000 - 1,400
BI Business Analyst	120,000 - 150,000	750 - 1,000
BI Consultant	120,000 - 150,000	750 - 1,100
BI Developer	125,000 - 150,000	700 - 1,000
BI Manager	155,000 - 200,000	800 - 1,000
BI Project Manager	135,000 - 165,000	850 - 1,200
Data Analyst	90,000 - 130,000	600 - 900
Data Architect	145,000 - 200,000	1,100 - 1,400
Data Engineer	130,000 - 185,000	750 - 1,000
Data Modeller	130,000 - 185,000	750 - 1,000
Data Scientist	130,000 - 185,000	900 - 1,200
ERP/CRM Business Analyst	120,000 - 150,000	800 - 1,100
ERP/CRM Consultant	140,000 - 160,000	850 - 1,150
ERP/CRM Developer	125,000 - 150,000	750 - 1,100
ERP/CRM Project Manager	130,000 - 180,000	850 - 1,300
ERP/CRM Solution Architect	160,000 - 200,000	950 - 1,400

Victoria

What trends or challenges have occurred in the VIC tech talent market over the last 12 months?

In Victoria, we have seen a continued increase in demand for technical resources. There is a lot of change occurring within organisations, however most of that change is led by technology so the demand for tech resources continues to rise and the market remains buoyant. Soft skills continue to be of high importance for clients while candidates report that factors beyond just salary remain a high priority for selecting their next role.

What roles are currently in-demand in VIC?

Front End and Back End developers and DevOps professionals, as well as Data, BI and Cyber Security roles are all in high demand, with a very short supply of great candidates. There has been a shift towards less traditional and more agile roles, which requires some candidates to adapt and upskill to stay relevant.

What are the salary trends in the VIC tech market?

Over the next 12 months, we are expecting an increase in salaries, due to the high demand we're seeing from clients and a lack of local resources. As long as the demand for current tech skills continues to outstrip the supply of skilled candidates, strong salary pressures will continue for the foreseeable future.

What will happen with tech roles and salaries in VIC in the next 12 months?

As the rollout of the NBN in Victoria slows, the requirements for implementing the new 5G network will spike demand for skilled tech candidates. Increasingly, these candidates are looking for flexibility, work-life balance, and relaxed work environments as well as a competitive salary. Companies will continue to value soft skills such as the ability to work collaboratively, express ideas, be flexible, and communicate efficiently.

GET IN CONTACT:

Victoria - (03) 9617 3900

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	250,000+	NA
CTO	250,000+	NA
Head of Change Management	180,000 - 220,000	NA
Head of IT	150,000 - 225,000	NA
Head of IT Operations	150,000 - 225,000	NA
Head of Service Delivery	150,000 - 200,000	NA
Head of Transformation	200,000 - 250,000	NA
IT Manager	150,000 - 180,000	NA
Software Development Manager	150,000 - 180,000	NA

Project Services

Agile Coach	150,000 - 190,000	780 - 1,050
Junior Business Analyst	100,000 - 120,000	520 - 680
Senior Business Analyst	120,000 - 140,000	630 - 790
Junior Business Architect	150,000 - 180,000	780 - 1,000
Senior Business Architect	180,000 - 200,000	940 - 1,130
Junior Change Analyst	75,000 - 120,000	450 - 800
Senior Change Analyst	120,000 - 160,000	500 - 900
Junior Change Manager	90,000 - 145,000	550 - 800
Senior Change Manager	130,000 - 180,000	800 - 1,000
PMO Analyst	90,000 - 100,000	470 - 565
PMO Manager	140,000 - 180,000	730 - 1000
Portfolio Manager	150,000 - 200,000	780 - 1,130
Process Analyst	105,000 - 135,000	475 - 765
Program Manager	160,000 - 200,000	580 - 1,130
Project Administrator	70,000 - 90,000	365 - 510
Project Coordinator	100,000 - 130,000	520 - 735
Project Manager	110,000 - 140,000	650 - 890
Senior Project Manager	140,000 - 180,000	890 - 950
Scrum Master	120,000 - 200,000	700 - 1,000
Technical Writer	100,000 - 140,000	700 - 900

Development & Testing

Automation Test Analyst	80,000 - 110,000	575 - 735
Developer - (.NET)	70,000 - 110,000	365 - 620
Developer - C/C++	70,000 - 130,000	365 - 735
Senior Developer (Java J2EE)	110,000 - 140,000	575 - 790
Developer - CMS	70,000 - 130,000	365 - 735
Developer - Open Source	70,000 - 130,000	365 - 735
Development Team Leader	95,000 - 140,000	520 - 850

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 200,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 900
Front End/UI Developer	90,000 - 150,000	500 - 900
Mobile Developer	90,000 - 150,000	500 - 900
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 620

Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	700 - 1,050
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

Permanent (Base + Super)

Contract (Day Rate)

Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	110,000 - 140,000	600 - 800
BI Developer	125,000 - 150,000	650 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	800 - 1,000
Data Analyst	90,000 - 130,000	470 - 735
Data Architect	155,000 - 200,000	800 - 1,150
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	120,000 - 185,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

Queensland

What trends or challenges have occurred in the QLD tech talent market over the last 12 months?

Queensland has experienced a surge in IT requirements over the last 12 months. This follows the trend of growth in Sydney and Melbourne. We have seen a very strong demand but low supply of candidates. This is especially evident in the emerging technologies and development space. There has been a decrease in demand for traditional IT roles, which has required candidates to upskill themselves to remain relevant.

What roles are currently in-demand in QLD?

We're seeing high-demand for skilled candidates in emerging tech, AI, robotics and development (e.g. front end, UI, UX and mobile app specialists). More traditional technology roles such as developers working with mainframe and C++ are proving hard to fill, with a lack of candidates pursuing those roles, combined with the realities of an aging workforce.

What are the salary trends in the QLD tech market?

In Queensland, we have witnessed an increase in contract rates. This is especially evident for roles that work with in-demand tech stacks. This is due to the short supply of candidates with the required skill set. While there are mostly contract positions available across Brisbane, permanent salaries have remained fairly stable.

What will happen with tech roles and salaries in QLD in the next 12 months?

We expect to see the demand for skilled digital and tech candidates to increase in Queensland – especially in emerging tech. There will be continued short supply of candidates, with an increased pressure on the Government's Temporary Skill Shortage initiative to help supplement the pool of available workers. We expect to see an increasing emphasis on not only building technical skills, but also building soft skills and emotional intelligence in tech candidates.

GET IN CONTACT:

Queensland - (07) 3232 2300

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	200,000+	NA
CTO	200,000+	NA
Head of Change Management	150,000 - 250,000	NA
Head of IT	165,000 - 225,000	NA
Head of IT Operations	150,000 - 225,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	165,000 - 240,000	NA
IT Manager	150,000 - 220,000	NA
Software Development Manager	120,000 - 160,000	NA

Project Services

Agile Coach	160,000 - 200,000	835 - 1,050
Junior Business Analyst	85,000 - 110,000	520 - 680
Senior Business Analyst	110,000 - 140,000	575 - 730
Junior Business Architect	100,000 - 130,000	520 - 680
Senior Business Architect	135,000 - 200,000	700 - 1,050
Junior Change Analyst	85,000 - 125,000	445 - 650
Senior Change Analyst	110,000 - 150,000	780 - 950
Junior Change Manager	110,000 - 150,000	575 - 950
Senior Change Manager	125,000 - 180,000	600 - 1,000
PMO Analyst	95,000 - 130,000	495 - 680
PMO Manager	120,000 - 170,000	630 - 890
Portfolio Manager	120,000 - 170,000	630 - 890
Process Analyst	105,000 - 135,000	550 - 700
Program Manager	160,000 - 225,000	835 - 1,200
Project Administrator	70,000 - 90,000	365 - 470
Project Coordinator	75,000 - 95,000	390 - 495
Project Manager	130,000 - 150,000	680 - 780
Senior Project Manager	140,000 - 170,000	890 - 950
Scrum Master	120,000 - 140,000	630 - 730
Technical Writer	90,000 - 140,000	700 - 900

Development & Testing

Automation Test Analyst	70,000 - 110,000	575 - 735
Developer - .NET	60,000 - 85,000	315 - 445
Developer - C/C++	70,000 - 120,000	365 - 630
Developer - CMS	70,000 - 120,000	365 - 630
Developer - Java/J2EE	70,000 - 120,000	365 - 630
Developer - Open Source	70,000 - 120,000	365 - 630

	Permanent (Base + Super)	Contract (Day Rate)
Developer Team Leader	90,000 - 140,000	520 - 850
DevOps Architect	140,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 630
Front End/UI Developer	90,000 - 140,000	470 - 850
Mobile Developer	90,000 - 140,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 120,000	450 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	120,000 - 160,000	575 - 905
Web Developer	80,000 - 120,000	415 - 620

Infrastructure

Application Support Analyst	85,000 - 110,000	445 - 680
Applications Packager	90,000 - 110,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	50,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 110,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 150,000	575 - 790
Network Engineer	100,000 - 130,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	110,000 - 150,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	95,000 - 130,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 145,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

Permanent (Base + Super)

Contract (Day Rate)

Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 160,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 930
Data Analyst	90,000 - 145,000	470 - 735
Data Architect	155,000 - 200,000	905 - 1130
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	145,000 - 200,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 220,000	835 - 1,130

IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

South Australia

What trends or challenges have occurred in the SA tech talent market over the last 12 months?

Over the last 12 months in Adelaide, there has been an upsurge in hiring activity with more and more roles entering the market, especially since December 2018. This is mainly driven by rapid technological change and the requirement for companies to keep up-to-date.

In Adelaide, we have seen a particular increase in permanent roles. Companies are focused on scaling up their core teams and securing their position for the future, rather than just hiring short-term contract teams. While there are more jobs becoming available, which is in turn creating a job rich market, the challenge is a short supply of candidates pushing up salaries.

What roles are currently in-demand in SA?

At the beginning of 2019, we're seeing demand for PMs and BI, BA, and Cyber Security professionals. We expect this demand to continue as the world of business becomes more data driven. We are also seeing a steady rise in demand for Systems Engineers and Network Engineers. These increases in demand are a reflection of what happened in more mature markets such as the UK, Europe, and America 18 months ago. There is also an ongoing demand for developers and security cleared candidates.

What are the salary trends in the SA tech market?

Permanent salaries and contract rates have been increasing. We expect this upwards trend to continue steadily while the supply of skilled candidates continues to struggle to keep up with the jobs demand. In South Australia, the cost of living vs salary balance continues to be excellent.

What will happen with tech roles and salaries in SA in the next 12 months?

We expect demand for high-quality tech talent to continue to increase as the government invests more heavily in infrastructure, transport, and defence. This will feed expansion in the private sector and create more jobs. Companies will begin to upscale, with permanent roles replacing many of the long-term project contracts as they come to an end.

GET IN CONTACT:

South Australia - (08) 8224 3800

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	170,000+	NA
CTO	170,000+	NA
Head of Change Management	100,000 - 170,000	NA
Head of IT	150,000 - 225,000	NA
Head of IT Operations	130,000 - 200,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	150,000 - 240,000	NA
IT Manager	150,000 - 220,000	NA
Software Development Manager	100,000 - 200,000	NA

Project Services

Agile Coach	140,000 - 180,000	730 - 940
Junior Business Analyst	85,000 - 110,000	445 - 575
Senior Business Analyst	110,000 - 140,000	575 - 730
Junior Business Architect	85,000 - 110,000	445 - 575
Senior Business Architect	110,000 - 140,000	575 - 730
Junior Change Analyst	85,000 - 110,000	445 - 575
Senior Change Analyst	110,000 - 140,000	575 - 730
Junior Change Manager	110,000 - 150,000	575 - 780
Senior Change Manager	125,000 - 180,000	780 - 940
PMO Analyst	95,000 - 130,000	495 - 680
PMO Manager	120,000 - 170,000	630 - 890
Portfolio Manager	120,000 - 170,000	630 - 890
Process Analyst	105,000 - 135,000	550 - 705
Program Manager	160,000 - 225,000	835 - 1,200
Project Administrator	70,000 - 90,000	365 - 470
Project Coordinator	75,000 - 95,000	390 - 495
Project Manager	130,000 - 150,000	680 - 780
Senior Business Analyst	120,000 - 160,000	700 - 900
Scrum Master	120,000 - 140,000	630 - 730
Technical Writer	90,000 - 140,000	630 - 835

Development & Testing

Automation Test Analyst	60,000 - 110,000	315 - 575
Developer - .NET	60,000 - 85,000	315 - 445
Developer - C/C++	70,000 - 120,000	365 - 630
Developer - CMS	70,000 - 120,000	365 - 630
Developer - Java/J2EE	70,000 - 120,000	365 - 630
Developer - Open Source	70,000 - 120,000	365 - 630
Development Team Leader	90,000 - 140,000	500 - 800

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	140,000 - 165,000	740 - 960
DevOps Engineer	115,000 - 155,000	610 - 855
Front End/UI Developer	85,000 - 140,000	445 - 810
Mobile Developer	85,000 - 140,000	445 - 810
SharePoint Consultant/ Developer	110,000 - 150,000	600 - 860
Test Analyst	65,000 - 105,000	345 - 590
Test Lead	95,000 - 125,000	500 - 700
Test Manager	105,000 - 155,000	550 - 860
Web Developer	75,000 - 105,000	390 - 590

Infrastructure

Application Support Analyst	80,000 - 115,000	420 - 645
Applications Packager	85,000 - 115,000	445 - 645
Change/Release Manager	120,000 - 170,000	645 - 965
Desktop Support Analyst	55,000 - 85,000	300 - 485
DevOps Engineer	115,000 - 155,000	615 - 885
Helpdesk - 1st Level Support	50,000 - 60,000	270 - 345
Helpdesk - 2nd Level Support	60,000 - 70,000	325 - 405
Helpdesk Lead	65,000 - 95,000	345 - 535
Helpdesk Manager	75,000 - 115,000	390 - 645
Network Administrator	95,000 - 125,000	495 - 700
Network Designer	100,000 - 135,000	545 - 750
Network Engineer	95,000 - 130,000	495 - 725
Operations Manager	100,000 - 135,000	550 - 750
Security Administrator/ Engineer	125,000 - 160,000	650 - 910
System Administrator	90,000 - 120,000	470 - 670
System Engineer	110,000 - 140,000	570 - 780
Unix System Administrator	90,000 - 125,000	470 - 700

Digital & UX

Content Manager	85,000 - 110,000	445 - 615
Digital Designer	95,000 - 135,000	495 - 750
Digital Producer	95,000 - 125,000	490 - 700
Graphic, Visual & Interactive Designer	85,000 - 115,000	445 - 650
UI Designer	85,000 - 115,000	445 - 650
UX Architect	110,000 - 140,000	570 - 805
UX Designer	95,000 - 135,000	520 - 750
UX Manager	110,000 - 140,000	600 - 805
UX/CX & Service Designer	150,000 - 190,000	795 - 1,075
Web Designer	55,000 - 95,000	300 - 535

Permanent (Base + Super)

Contract (Day Rate)

Applications

	Permanent (Base + Super)	Contract (Day Rate)
BI Architect	145,000 - 190,000	765 - 1,075
BI Business Analyst	115,000 - 140,000	605 - 805
BI Consultant	115,000 - 140,000	605 - 805
BI Developer	115,000 - 140,000	605 - 805
BI Manager	145,000 - 200,000	765 - 1,075
BI Project Manager	125,000 - 155,000	670 - 885
Data Analyst	85,000 - 125,000	445 - 700
Data Architect	145,000 - 190,000	760 - 1,075
Data Engineer	125,000 - 175,000	645 - 990
Data Modeller	125,000 - 175,000	645 - 990
Data Scientist	125,000 - 175,000	645 - 990
ERP/CRM Business Analyst	115,000 - 140,000	605 - 805
ERP/CRM Consultant	120,000 - 150,000	695 - 860
ERP/CRM Developer	115,000 - 140,000	615 - 805
ERP/CRM Project Manager	250,000 - 170,000	645 - 960
ERP/CRM Solution Architect	150,000 - 190,000	750 - 1,000

Western Australia

What trends or challenges have occurred in the WA tech talent market over the last 12 months?

The WA market continues to recover from the unprecedented downturn in the local economy over the past eight years. Occupancy rates for office space in the Perth CBD were at one point just 63%, meaning nearly four in every ten offices was empty. However, today this is recovering. This is in large part due to the burgeoning start-up movement of tech firms that is springing up locally, especially in FinTech and specialist software development houses.

What roles are currently in-demand in WA?

Candidates working in software development are in high-demand due to the emerging start-up organisations that are very platform/app centric. Business Analysts are also in high demand, with employers seeking skilled candidates in this area. There is a strong current trend in the analytical and junior PM spaces and there are expectations that this will only continue to increase in the coming year.

What are the salary trends in the WA tech market?

Salaries in WA continue to be steady although the contract market is very buoyant. Some organisations consider this to be a buyers' market and are subsequently offering lower figures than in days gone by. However, we expect to see this change as the market continues to recover and the competition for good talent increases. .

What will happen with tech roles and salaries in WA in the next 12 months?

In the year ahead, we expect many of the talented tech candidates who left the state in recent years to return, as jobs continue to recover. Many large enterprises and large-scale organisations are trying to move back to WA but in many cases are finding it hard to find suitable talent. Demand in the governmental sector will continue to drive an appetite for good people as transformative services in the state healthcare sector, for example, require particular types of tech candidates.

GET IN CONTACT:

Western Australia - (08) 9219 3500

Permanent (Base + Super)

Contract (Day Rate)

Executive

CIO	250,000+	NA
CTO	220,000+	NA
Head of Change Management	150,000 - 210,000	NA
Head of IT	150,000 - 210,000	NA
Head of IT Operations	200,000 - 300,000	NA
Head of Service Delivery	130,000 - 180,000	NA
Head of Transformation	150,000 - 250,000	NA
IT Manager	160,000 - 280,000	NA
Software Development Manager	150,000 - 250,000	NA

Project Services

Agile Coach	100,000 - 180,000	520 - 1,015
Junior Business Analyst	90,000 - 120,000	470 - 680
Senior Business Analyst	120,000 - 140,000	635 - 790
Junior Business Architect	120,000 - 150,000	700 - 800
Senior Business Architect	150,000 - 180,000	800 - 950
Junior Change Analyst	75,000 - 110,000	390 - 620
Senior Change Analyst	110,000 - 130,000	575 - 735
Junior Change Manager	110,000 - 160,000	575 - 905
Senior Change Manager	125,000 - 180,000	835 - 1,190
PMO Analyst	95,000 - 140,000	495 - 790
PMO Manager	140,000 - 200,000	730 - 1,130
Portfolio Manager	120,000 - 180,000	635 - 1,015
Process Analyst	115,000 - 140,000	600 - 790
Program Manager	180,000 - 250,000	940 - 1,400
Project Administrator	70,000 - 90,000	365 - 510
Project Coordinator	75,000 - 100,000	390 - 656
Project Manager	135,000 - 155,000	705 - 875
Senior Project Manager	160,000 - 200,000	834 - 1,130
Scrum Master	90,000 - 170,000	470 - 960
Technical Writer	90,000 - 140,000	625 - 905

Development & Testing

Automation Test Analyst	80,000 - 120,000	415 - 680
Developer - .NET	90,000 - 130,000	470 - 735
Developer - C/C++	100,000 - 140,000	520 - 790
Developer - CMS	80,000 - 130,000	415 - 735
Developer - Java/J2EE	90,000 - 135,000	470 - 765
Developer - Open Source	95,000 - 125,000	495 - 705
Development Team Leader	85,000 - 135,000	520 - 850

	Permanent (Base + Super)	Contract (Day Rate)
DevOps Architect	150,000 - 180,000	780 - 1,015
DevOps Engineer	125,000 - 165,000	650 - 900
Front End/UI Developer	90,000 - 150,000	470 - 850
Mobile Developer	90,000 - 150,000	470 - 850
SharePoint Consultant/ Developer	120,000 - 160,000	635 - 905
Test Analyst	70,000 - 110,000	365 - 620
Test Lead	100,000 - 130,000	520 - 735
Test Manager	110,000 - 160,000	575 - 905
Web Developer	80,000 - 110,000	415 - 620

Infrastructure

Application Support Analyst	85,000 - 120,000	445 - 680
Applications Packager	90,000 - 120,000	470 - 680
Change/Release Manager	130,000 - 180,000	680 - 1,015
Desktop Support Analyst	60,000 - 90,000	315 - 510
DevOps Engineer	125,000 - 165,000	650 - 930
Helpdesk - 1st Level Support	55,000 - 65,000	285 - 365
Helpdesk - 2nd Level Support	65,000 - 75,000	340 - 425
Helpdesk Lead	70,000 - 100,000	365 - 565
Helpdesk Manager	80,000 - 120,000	415 - 680
Network Administrator	100,000 - 130,000	520 - 735
Network Designer	110,000 - 140,000	575 - 790
Network Engineer	100,000 - 135,000	520 - 765
Operations Manager	110,000 - 140,000	575 - 790
Security Administrator/ Engineer	130,000 - 170,000	680 - 960
System Administrator	95,000 - 125,000	495 - 705
System Engineer	115,000 - 145,000	600 - 820
Unix System Administrator	95,000 - 130,000	495 - 735

Digital & UX

Content Manager	90,000 - 115,000	470 - 650
Digital Designer	100,000 - 140,000	520 - 790
Digital Producer	100,000 - 130,000	520 - 735
Graphic, Visual & Interactive Designer	90,000 - 120,000	470 - 680
UI Designer	90,000 - 120,000	470 - 680
UX Architect	115,000 - 150,000	600 - 850
UX Designer	100,000 - 140,000	520 - 790
UX Manager	120,000 - 150,000	635 - 850
UX/CX & Service Designer	160,000 - 200,000	835 - 1,130
Web Designer	60,000 - 100,000	315 - 565

Permanent (Base + Super)

Contract (Day Rate)

Applications

BI Architect	155,000 - 200,000	805 - 1,130
BI Business Analyst	120,000 - 150,000	635 - 850
BI Consultant	120,000 - 150,000	635 - 850
BI Developer	125,000 - 150,000	635 - 850
BI Manager	155,000 - 200,000	805 - 1,130
BI Project Manager	135,000 - 165,000	705 - 930
Data Analyst	90,000 - 130,000	470 - 735
Data Architect	155,000 - 200,000	800 - 1130
Data Engineer	130,000 - 185,000	680 - 1,045
Data Modeller	130,000 - 185,000	680 - 1,045
Data Scientist	130,000 - 185,000	680 - 1,045
ERP/CRM Business Analyst	120,000 - 150,000	635 - 850
ERP/CRM Consultant	140,000 - 160,000	730 - 905
ERP/CRM Developer	125,000 - 150,000	650 - 850
ERP/CRM Project Manager	130,000 - 180,000	680 - 1,015
ERP/CRM Solution Architect	160,000 - 200,000	835 - 1,130

IT Sales

Account Executive	80,000 - 100,000	415 - 565
Account Manager	100,000 - 190,000	520 - 1,075
Business Development Manager	110,000 - 200,000	575 - 1,130
Sales Consultant	95,000 - 115,000	495 - 650
Sales Director	200,000 - 300,000	1,045 - 1,695
Service Delivery Consultant	95,000 - 115,000	495 - 650
Service Delivery Manager	130,000 - 200,000	680 - 1,130

A note from the Managing Director

As Managing Director of Finite, it's great to be able to provide valuable insights and information. As a business, we are deeply proud of the lives we positively impact and the organisations we work for.



Tracy Thomson
Founder & Managing Director
Finite Group

About 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.

Sydney

Level 23, Angel Place, 123 Pitt Street,
Sydney, NSW 2000
T +61 2 8243 6868 E sydney@finite.com.au

Brisbane

Level 20, 307 Queen Street, Brisbane, QLD 4000
T +61 7 3232 2300 E brisbane@finite.com.au

Melbourne

Level 33, 140 William Street, Melbourne, VIC 3000
T +61 3 9617 3900 E melbourne@finite.com.au

Canberra

Level 2, 14 Moore Street, Canberra, ACT 2601
T +61 2 6243 6400 E canberra@finite.com.au

Adelaide

Level 12, 25 Grenfell Street, Adelaide, SA 5000
T +61 8 8224 3800 E adelaide@finite.com.au

Perth

Level 3, BGC Centre, 28 The Esplanade,
Perth, WA 6000
T +61 8 9219 3500 E perth@finite.com.au

Auckland

Level 10, AIG Building, 41 Shortland Street,
Auckland, NZ
T +64 9 300 3095 E auckland@finitegroup.co.nz

Wellington

Level 14, ASB Tower, 2 Hunter Street,
Wellington 6011, New Zealand
T +64 4 978 1888 E wellington@finitegroup.co.nz